



***“ The labourers who mowed your fields... ”*** \_  
**Briefing paper on a church response  
to Migrant Workers**

**September 2007**

## **Introduction: hospitality and justice\_**

One of the strongest themes running through the Bible is that of our sacred duty to show hospitality to strangers. In St Matthew's Gospel, Jesus himself is identified with strangers in need of hospitality, in the words 'I was a stranger, and you welcomed me' (Matthew 25.35). Similarly, the writer to the Hebrews exhorts Christians to follow Abraham's example: 'Do not neglect to show hospitality to strangers, for thereby some have entertained angels unawares' (Hebrews 13.2; cf. Genesis 18).

Another theme that pervades the Scriptures is that of justice, and the Letter of St James makes particular reference to the judgement of God against those who exploit the labour of others: 'Behold, the wages of the labourers who mowed your fields, which you kept back by fraud, are crying out against you, and the cries of the harvesters have reached the ears of the Lord of hosts' (James 5.4).

These Biblical mandates for hospitality to strangers and justice for those who work clearly indicate the kind of approach the Churches should take towards Migrant Workers and the issues raised by their presence in the UK. Moreover, far from being always a matter of free choice, migration in search of work is often associated with people's longing to escape poverty and to provide for their dependents, aspirations which are entirely in keeping with Gospel values and should therefore be supported by the Churches.

All too often, however, Migrant Workers face exploitation from unscrupulous labour providers and employers, and discrimination in the communities within which they find themselves living and working.

Howard Petch, a Board member of the Government's Commission for Rural Communities and a member of the Churches Regional Commission for Yorkshire and the Humber's (CRC) Rural Renaissance Task

Group, comments, 'Migrant workers from many countries and backgrounds now make an essential contribution to agriculture, horticulture and other industries and are becoming an integral element of rural life. However, language barriers and lack of integration can mean they become isolated and vulnerable to exploitation. Churches must be at the forefront of creating a welcome and taking appropriate action when discrimination and injustice prevail.'

Not only do the Churches have a religious mandate to play their part in addressing these issues, but they are often uniquely positioned to do so. This briefing paper seeks to present the facts about Migrant Workers in the UK, to clarify the confusion and misinformation that have gained currency in some parts of society, to offer practical suggestions for Church-based action and to indicate resources for further exploration of the issues.

As always, CRC will welcome your comments and suggestions for further editions of this paper.

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*"To be trusted and credible, the Church must be well-informed"*

Chief Inspector Paul Elliott, Head of Community Safety, Lincolnshire Police speaking at *Migrant Workers and the Churches* conference, October 2000

## **Migrant Workers are people in paid employment outside their own countries\_**

In the 1990 UN Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, a 'Migrant Worker' is a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national.

Around 100,000 Migrant Workers come to the UK annually, made up of roughly equal numbers of men and women. They are often attracted by the fact that in the UK they can earn up to ten times a typical eastern European wage.

**N.B.** Migrant Workers must not be confused with Asylum Seekers and Refugees, who come to the UK for very different reasons.

## **Migrant Workers are most likely to be from Europe\_**

Over 40% of Migrant Workers come from countries within the European Union: Austria, Belgium, Cyprus, the Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, the Republic of Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden, Bulgaria and the Netherlands.

In the near future it is likely that some other countries will be admitted to the EU. Those currently applying to join are Croatia, the Republic of Macedonia, Romania and Turkey. Of the rest, about 25% come from Asia and the Middle East, and about 10% from Commonwealth countries. Migrant Workers from non-EU countries must hold the appropriate visa.

## **Migrant Workers fill gaps in the workforce\_**

Migrant Workers are often willing to accept work that the indigenous workforce regards as too low-paid. Recruitment difficulties have led to large increases in the inflow of

Information Technology workers from India and doctors, dentists and nurses from the Philippines. The UK also needs unskilled workers for agriculture, catering, construction, domestic service, food processing and packing, horticulture and hospitality. Migrant Workers also help to replace retiring UK workers in our ageing population.

In May 2007, The National Farmers' Union chief horticultural adviser, Philip Hudson, expressed concern about the lack of Migrant Workers to pick strawberries, raspberries and salad crops, stating that "There is a potential for crops to be left unharvested...our real concern is that the harvest is going to be left in the field, which will mean there will be less British produce in the supermarket."

## ***Goole Helping Hands***

Peter Moran attended CRC's first Migrant Workers seminar held in 2005. The practical support and inspirational speakers including the Officer for New Arrivals David de Verny, facilitated the setting up of Goole Helping Hands, an ecumenical project to improve conditions for local Migrant Workers. Liaison with CRC's Policy Officer, Robert Beard, led to contact with Government Office and funding support. Peter spoke at a Local Strategic Partnership event in 2006 on issues faced by Migrant Workers and the work of the project. A consultation project with local Migrant Workers in partnership with the local authority followed which aims to improve local service provision.

Goole Helping Hands continues to lobby for action on issues at regional and national level as well supporting Migrant Workers at grassroots level.

The project and the tireless work of Peter and his colleagues exemplify the response that local churches can and do make in their local communities. With greater support and liaison, the impact of such work could deliver far more lasting results than many more costly national initiatives that fail to reach people on the ground.

## **Migrant Workers have a legal right to work in the UK\_**

So long as a Migrant Worker applies for and receives a valid National Insurance (NI) number before starting work, he or she has a legal right to work in the UK. It is the employer's responsibility to check that a Migrant Worker has a NI number before employing him or her.

While employed in the UK, Migrant Workers pay Income Tax and National Insurance, just like any working UK citizen, and have the same rights to the National Minimum Wage, annual leave, sick pay etc.

## **Migrant Workers do not abuse the benefits system\_**

It is often suggested in the press and elsewhere that many Migrant Workers come to the UK to take advantage of our benefits system. Studies by the Office for National Statistics indicate that this is not true. Citizens from the new EU countries are not entitled to claim benefits until they have been working in the UK for a full year or are registered under the government's Workers Registration Scheme, for which they must already be in employment. Citizens of non-EU countries must have special work permits and are not generally entitled to claim any benefits at all.

Migrant Workers from EU countries can apply for loans or grants for work vehicles under exactly the same rules and application procedures as British citizens.

Only about 4% of Migrant Workers claim benefits, and half of these are actively seeking work and claiming Jobseeker's Allowance. The Benefits Agency states that Migrant Workers are not given money or vouchers for food.

## **Migrant Workers make a significant overall contribution to the UK economy\_**

Migrant Workers constitute 8-10% of the UK population but contribute 12% of UK tax; that

is £2-3 billion more in taxes annually than they receive in benefits.

## **Migrant Workers have employment rights\_**

Like UK nationals who are in employment, Migrant Workers are entitled to

- A written contract
- A safe working environment
- The minimum wage
- Fair and legal deductions from their wages
- 4 weeks paid annual holiday
- Safe and legal accommodation
- Safe and legal transport
- Fair and equal treatment

## **Migrant Workers have health rights\_**

A Migrant Worker has the right to register with a GP as an NHS patient if he or she is intending to remain in the UK for more than six months.

### ***Hull Together!***

Vice Chair of CRC Pat Doyle joined with local parish priest and a Polish community leader to create a Polish Association and choir to meet the spiritual and practical needs of the Polish Migrant Workers in the city. The Association provides a Welcome pack, links with support agencies including the police, health service and city council, support and advice and English language classes. Events improve the welcome and society of new arrivals.

CRC have also supported a conference in August 2006 which led to 'Hull Together', a group of organisations interested in the welfare of Migrant Workers in the city. More partnership initiatives have followed.

This story features as a good practice case study in the Commission for Rural Communities report on Tackling Rural Disadvantage (see resources section page 11 for the link).

## **Migrant Workers have housing rights\_**

A Migrant Worker who has a NI number has the right to reside in the UK and to be treated as a UK resident. This entitles him or her to be placed on the Housing Register. It does not entitle him or her to any form of preferential treatment, and a Migrant Worker's housing needs are assessed in exactly the same way as any other UK resident. Council Tax is charged on Migrant Workers' housing in the same way as on any other house, i.e. it may be paid directly by the tenants, or by the landlord who will usually pass on the cost through the rent payments.

## **Migrant Workers have little legal protection\_**

The UK's economy depends on Migrant Workers, but the UK has not signed the 1990 UN Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. The UK is now, however, a signatory to the Council of Europe Convention on Action against Trafficking in Human Beings.

### ***BEMSport Northlincs***

BEMSport Northlincs was established in 1999 with the aim of increasing sport, play and active recreation throughout North Lincolnshire - in particular within the black and minority ethnic communities. The project featured in March 2007 at the 'Body and Soul' conference organised by CRC in partnership with Sport England and has won the Community Organisation of the Year award in recognition of the impact it has had.

One particular football tournament drew participants from over 30 communities in the town including many of the current Migrant Worker population. Sport and recreation-based projects and events are often established by faith organisations with the aim of bringing communities together and promoting cohesion.

It is through such activities that good relations can be built across traditional divisions of faith, ethnicity or culture, challenging misconceptions and creating friendships.

## **Impact of Migrant Workers on local services\_**

In some areas, the influx of Migrant Workers has increased the pressure on the provision of local services including education, housing and medical care. In this context, it is important to bear in mind that some 96% of Migrant Workers are tax-payers and consequently have the same rights as other tax-payers. The Audit Commission has published information on this issue – see Resources section.

## **Migrant Workers are at risk\_**

Economic and political problems in countries such as Zimbabwe, Albania and the Philippines have led to more migrants from those countries. Many of these, however, enter initially as Asylum Seekers and so are prohibited from taking paid work. Some Migrant Workers, desperate to escape poverty at home, put themselves in the hands of traffickers or gangmasters, as happened with the Cackle Pickers in Morecambe Bay.

Migrants, with or without the legal right to work, are at risk of labour and human rights violations. Traffickers and gangmasters can and do use deception, coercion, debt-bondage and confiscation of passports to force workers into exploitative conditions, usually in agriculture, construction, catering or domestic work as well as the sex industry.

Migrant Workers are more likely to be the victims of crime than to commit crimes themselves. They are often victims of racism and twice as likely to suffer racial harassment in rural areas as in towns and cities. The Audit Commission's report *Crossing Borders* points to:

- overcrowded and insecure accommodation
- poor English language skills
- the involvement of some gangmasters and traffickers in criminal activity
- racist views and hostility

as factors that make Migrant Workers particularly vulnerable. In addition, Migrant Workers may be reluctant to report crime to the UK police, especially if they come from

places where their experience of the police service is not a positive one.

Migrant Workers employed in certain sorts of work are also at risk from changes in Government policy about visas and other issues affecting their rights. The Home Office is currently proposing to change the Domestic Worker Visa to a Business Visitor Visa, which would remove their right to change employers and restrict their maximum stay to six months. An Early Day motion has been tabled calling on the Government to retain the Domestic Worker Visa giving the right to change employer, to renew a visa and to apply for settlement after five years.

Many Migrant Workers live in accommodation provided by their employers, or by organisations very closely associated with their employers. If they do not understand their housing rights, they can easily be exploited. In rural areas, Migrant Workers are sometimes accommodated in caravans or other similar accommodation without even the means of transport to the nearest town. This ensures that they remain isolated and unable either to interact with local people or to find out information that might help them assert their legal rights.

## **Gangmasters**\_

A gangmaster may be any labour provider, from a reputable high street employment agency to an unscrupulous or criminal individual or organisation. Advertisements are placed with local employment agencies or media in the countries being targetted. A reputable agency will charge only the appropriate fees and fares for arranging transport, UK accommodation and employment.

Criminal gangmasters, however, may charge exorbitant 'arrangement fees', and invent pretexts for confiscating workers' passports for registration with the Home Office, leaving the workers totally dependent on their gangmasters and with no means of proving their identity. Where accommodation is provided, gangmasters may charge inflated rental payments for inadequate and/or overcrowded housing, and even insist on 'hot bedding' (where beds are used on a shift basis – when one person gets up another gets in).

In such cases of exploitation, while employers may pay proper wages for work, the Migrant Workers may see very little of their money after the gangmasters have taken their 'cut'. Some gangmasters also create voucher systems that compel workers to buy overpriced food from the gangmasters' own shops.

In the very worst cases, Migrant Workers may be put in situations of serious personal danger, as happened with the 21 cockle-pickers who died in Morecambe Bay on 5 February 2004.

## **The Gangmasters Licensing Authority (GLA)**\_

The GLA is the Government body created in the wake of the Morecambe Bay deaths. The GLA is responsible for licensing labour providers and employers in agriculture, horticulture, shellfish gathering and associated processing and packaging industries.

## ***Ryedale Together***

A partnership of Ryedale Voluntary Action, the Catholic church and other local community and statutory agencies established Ryedale Together in 2006. A programme of work sought firstly to engage with Polish migrant workers as well as other BME communities. Funding, including support from CRC, secured a dual language worker. A Welcome Pack, ongoing support, church and social events followed. Sharing of project experiences through strategic events has led to support of similar interventions in other parts of the region. Facilitating contact with other agencies has led to improved services and signposting and support with banking and other needs. The next stage is to involve local people to integrate the communities more.

*"The overall lesson is that engagement work can take a while as it is essential to earn the trust of the community. When that trust is earned, then engagement is beneficial and does happen."*

Find out more from [www.ryedaleva.org.uk](http://www.ryedaleva.org.uk)

The GLA licensing standards cover finance, treatment of workers, worker accommodation, hours worked, health and safety, recruitment and contracts, subcontracting, identity issues, age restrictions and trades unions. In all of these areas, there are clearly-stated practices to which employers and labour providers must adhere.

The GLA does not have responsibility for other industries in which Migrant Workers are often employed and may be abused or exploited, such as catering, construction, domestic service or hospitality. Anecdotal evidence indicates that some unscrupulous gangmasters have moved their workers from the industries that now require licensing to those that do not.

It is also often suggested that the GLA is significantly under-resourced, which is borne out by the fact that the Authority has only two inspectors for the whole of Lincolnshire where there are an estimated one thousand gangmasters.

**N.B.** Suspected cases of abuse and exploitation can be reported to the GLA online at <http://www.gla.gov.uk/report>

## **Migrant Workers benefit the Churches\_**

Many Migrant Workers come from countries and communities where Church-going is still very much the social norm. Others seek help and pastoral care, either because they are being exploited or simply because they are a long way from home and looking for friendship and support.

Consequently a number of Churches, not least some in rural areas, have experienced a sudden increase in attendance at services. Often these new members are young and enthusiastically committed to the practice of their Christian faith.

The Roman Catholic Church has benefited from an influx of people from the Philippines, Poland and Portugal among other countries where Roman Catholicism is the majority tradition.

### ***In Partnership in Selby***

Selby and District Industrial Mission (SCADIM) responded to the increasing numbers of migrant workers from Eastern Europe in 2005 producing a report "Mapping Migrant Workers" with support from CRC (available from the SCADIM website, see below). A conference followed drawing together statutory and voluntary/community sector organisations and 'Selby Together' was formed.

Selby Together commissioned a questionnaire in Polish, to identify the information that the migrant community themselves expressed a need for and an updateable Welcome Pack was published initially in English and Polish. These have been distributed to workplaces, libraries, GP and hospital premises, schools and colleges, council premises etc.

Half-yearly reviews of the information takes place to update the contents of the pack including Health and Safety, tenancy issues, opening a bank account, registering with a GP, education and housing information. SCADIM have shared their experiences and good practice at CRC seminars and other events.

**Find out more from** [www.scadim.org.uk](http://www.scadim.org.uk)

*"In our capitalist society, the temptation to earn a lot of money quickly is often too great in order to apply any moral, religious or even legal principals when dealing with easily exploited people like migrant workers."*

Revd David de Verny, Chaplain with New Arrival Communities, Lincolnshire

## **What can the Churches do?\_**

- Learn and share the facts (there are lots of resources signposted in this paper)!
- Ensure that there is an effective welcoming ministry in your Church and neighbourhood.
- Report suspected cases of abuse to the local authority, the GLA or the police.
- Discover what denominations are represented among Migrant Workers in your neighbourhood and direct them to the appropriate Churches.
- Seek to integrate Migrant Workers into local Churches, as well as helping them establish their own congregations.
- Provide translations of readings, prayers or orders of service.
- Establish a confidential listening service.
- Host regular conversation clubs and/or occasional social events.
- Regional Church leaders could contact those holding equivalent offices in the Migrant Workers countries of origin to share pastoral concerns and advice for those coming to the UK, and explore the possibility of overseas clergy visiting the UK.
- Empower Migrant Workers to set up their own organisations by making buildings and other facilities available.
- Contact and work with local Industrial Missions where these exist.
- Contact and work with local authorities to share information and co-operate in service provision.

## **Resources\_**

### **Organisations:**

#### **The Arthur Rank Centre**

Resourcing the Churches for work in rural communities, supported by the Churches, the Royal Agricultural Society of England and the Rank Foundation.

The Arthur Rank Centre, Stoneleigh Park, Warwickshire, CV8 2LZ

Tel: 024 7685 3060 Fax: 024 7641 4808

Email: [info@arthurrankcentre.org.uk](mailto:info@arthurrankcentre.org.uk)

Web: [www.arthurrankcentre.org.uk](http://www.arthurrankcentre.org.uk)

#### **Agricultural Society of England and the Rank Foundation**

The Arthur Rank Centre, Stoneleigh Park, Warwickshire, CV8 2LZ

Tel: 024 7685 3060 Fax: 024 7641 4808

Email: [info@arthurrankcentre.org.uk](mailto:info@arthurrankcentre.org.uk)

Web: [www.arthurrankcentre.org.uk](http://www.arthurrankcentre.org.uk)

#### **Association of Labour Providers**

Trade association providing information, services and representation to its members.

Association of Labour Providers, 102 Frimley House, 5 The Parade, High Street, Frimley GU16 7JQ Tel: 01276 509306

Fax: 01276 761076

Web: [www.labourproviders.org.uk](http://www.labourproviders.org.uk)

#### **Chaplaincy to New Arrival Communities in Lincolnshire**

Church-based support for Migrant Workers in Lincolnshire.

Revd. David de Verny

Church House, The Old Palace, LINCOLN LN2 1PU Tel: 01205 363614

Email: [ddeverny@gmx.net](mailto:ddeverny@gmx.net)

#### **Citizens Advice Bureau**

Free and independent advice on legal, financial and other issues, provided by a network of independent local bureaux.

[www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)

#### **Gangmasters Licensing Authority (GLA)**

Government body responsible for licensing labour providers and employers in agriculture, horticulture, dairy farming, shellfish harvesting and food processing and packaging. Gangmasters Licensing Authority, PO Box 8538, NOTTINGHAM NG8 9AF

Tel: 0845 602 5020 Web: [www.gla.gov.uk](http://www.gla.gov.uk)

Email: [enquiries@gla.gsi.gov.uk](mailto:enquiries@gla.gsi.gov.uk)

### **Goole Helping Hands**

Church-based support for Migrant Workers in North Lincolnshire.

Goole Helping Hands  
The Courtyard, Boothferry Road, GOOLE  
DN14 6AE Tel: 01405 861860  
Mobile: 07718 488373  
Email: peter.moran@pmoran.co.uk

### **Hull Together!**

Church-based support for Migrant Workers in the Hull area.

Patrick Doyle, Hull Together!  
c/o Churches Regional Commission for Yorkshire and the Humber, 20 New Market Street, LEEDS LS1 6DG  
Tel: 0113 244 3413 Fax: 0113 243 2038  
Email: info@crc-online.org.uk

### **Improvement and Development Agency**

Idea's Community of Practice on Accession Europe Migration can be accessed at [www.communities.idea.gov.uk/login.do](http://www.communities.idea.gov.uk/login.do)

### **Interskills**

A commercial company developing and delivering multi-lingual and intercultural media and training, with a particular focus on Migrant Workers.

Interskills, Sheffield Technology Park, Cooper Buildings, Arundel Street, SHEFFIELD S1 2NS Tel: 0114 221 1862  
Web: [www.interskills.co.uk](http://www.interskills.co.uk)

### **Kalayaan**

Charity providing advice, advocacy and support services for Migrant Workers in private households in the UK.  
Kalayaan, St Francis Centre, 13 Hippodrome Place, LONDON W11 4NQ  
Tel: 0207 234 2942 Fax: 0207 792 3060  
Email: [kalayaanuk@aol.com](mailto:kalayaanuk@aol.com)  
Web: [www.kalayaan.org.uk](http://www.kalayaan.org.uk)

### **Migrant Workers Steering Group**

An advisory group working with the Cohesion and Faiths Manager at Government Office for Yorkshire and the Humber (GOYH)  
Robert Beard, CRC's Policy Officer, is a member of this group and contact may be made through him (see details page 2)

### **North Humberside Industrial Chaplaincy**

Revd Michael Hills Tel: 01482 214 551 Email: [michael@kanga.karoo.co.uk](mailto:michael@kanga.karoo.co.uk)

### **The Oastler Centre for Faith in Economic Life**

Ecumenical resource for workplace chaplaincy and economic life in Leeds  
Revd Dr Philip Bee 20 New Market Street, LEEDS LS1 6DG Tel: 0113 350 8568  
Email: [philipbee@oastlercentre.org.uk](mailto:philipbee@oastlercentre.org.uk)

### **Oxfam**

UK Poverty Programme Migrant Workers Project Farah Kurji, Project Co-ordinator  
Oxfam GB, 494 Wilbraham Road, MANCHESTER M21 9AS  
Tel: 0161 861 7251 Mobile: 07787 744 666  
Email: [fkurji@oxfam.org.uk](mailto:fkurji@oxfam.org.uk)

### **Regional Language Network Yorkshire and the Humber**

A Government funded agency providing a newsletter and advice on language and culture for business and employment.  
[www.rln-yh.com](http://www.rln-yh.com)

### **Selby Communities and District Industrial Mission**

Church-based support for Migrant Workers in North Yorkshire Revd. John Davis Tel: 01757 704385 Email: [office@scadim.org.uk](mailto:office@scadim.org.uk)

### **Signpost Centre**

Goole Helping Hands (see above) project providing conversation, internet access and refreshments for Migrant Workers in North Lincolnshire. Thursdays, 3.30-8.00 p.m.  
Central Methodist Church, North Street, GOOLE

### **South Yorkshire Workplace Chaplaincy**

Cemetery Road Baptist Church, Napier Street, SHEFFIELD S11 8HA  
Tel: 0114 275 5865 Fax: 0870 052 4025  
Email: [office@sywc.org.uk](mailto:office@sywc.org.uk)  
Web: [www.sywc.org.uk](http://www.sywc.org.uk)

### **Temporary Labour Working Group**

An alliance of companies, trade associations and trade unions convened by the Ethical Trading Initiative in September 2002 to tackle the problem of illegal gangmaster activity in the agricultural sector. [www.lpcode.co.uk](http://www.lpcode.co.uk)

### **UK Centre for Human Trafficking**

National initiative to prevent trafficking, co-ordinate law-enforcement and support victims. Based in Sheffield.  
0114 252 3891 [info@ukcht.org](mailto:info@ukcht.org)

## **Published and online:**

### ***A8 Migrant Workers in Rural Areas***

Report by the Commission for Rural Communities examining the migration of workers from Poland, Lithuania, Latvia, Estonia, the Czech Republic, Hungary, Slovenia and Slovakia since May 2004  
[www.ruralcommunities.gov.uk/publications/migrantworkersinruralareas](http://www.ruralcommunities.gov.uk/publications/migrantworkersinruralareas)

### ***A practical guide to the law for your safety and information***

A multi-lingual booklet in English, Polish, Russian, Latvian, Lithuanian, Portuguese and Kurdish produced by Lincolnshire Police, Lincolnshire Road Safety Partnership and Lincolnshire Criminal Justice Board

### **Border and Immigration Agency**

Advice and guidance from the Home Office for persons seeking to come and work in the UK. [www.workingintheuk.gov.uk](http://www.workingintheuk.gov.uk)

### ***Crossing Borders – responding to the local challenges of Migrant Workers***

Audit Commission report aimed at helping local authorities and their partners manage local changes [www.audit-commission.gov.uk/reports/NATIONAL-REPORT.asp?CategoryID=&ProdID=05CA5CAD-C551-4b66-825E-ABFA8C8E4717&fromREPORTSANDDATA=NATIONAL-REPORT &area=hplink](http://www.audit-commission.gov.uk/reports/NATIONAL-REPORT.asp?CategoryID=&ProdID=05CA5CAD-C551-4b66-825E-ABFA8C8E4717&fromREPORTSANDDATA=NATIONAL-REPORT &area=hplink)

### ***Embracing the World – a manifesto for building culturally inclusive communities***

Baptist Home Mission document  
[www.baptist.org.uk/resources/resources\\_downloads/264.pdf](http://www.baptist.org.uk/resources/resources_downloads/264.pdf)

### ***Employing Migrant Workers***

Information for employers, including checking on someone's right to employment in the UK  
[www.employingmigrantworkers.org.uk](http://www.employingmigrantworkers.org.uk)

### ***Gangmasters***

A submission by Citizens Advice to the Environment, Food and Rural Affairs Committee inquiry into the activities of gangmasters in the agricultural and horticultural industries.  
[www.citizensadvice.org.uk/index/campaigns/social\\_policy/consultation\\_responses/cr\\_consumentandebt/gangmasters](http://www.citizensadvice.org.uk/index/campaigns/social_policy/consultation_responses/cr_consumentandebt/gangmasters)

### ***Gangmaster Registration***

A webpage on the Transport and General Workers Union website about the campaign to establish gangmaster licensing, with a synopsis of the Gangmasters Licensing Act 2004 and links to a wide range of related material.

[www.tgwu.org.uk/Templates/Campaign.asp?NodeID=89606&int1stParentNodeID=42437&int2ndParentNodeID=89576](http://www.tgwu.org.uk/Templates/Campaign.asp?NodeID=89606&int1stParentNodeID=42437&int2ndParentNodeID=89576)

### **Health and Safety Executive (HSE)**

Guidance from HSE for all workers, including illegal immigrants, on their rights and responsibilities towards a safe working environment.

[www.hse.gov.uk/workers/index.htm](http://www.hse.gov.uk/workers/index.htm)

### ***Home from Home?***

Citizens Advice briefing on the experiences of Migrant Workers in rural areas and the impact on local service providers.

### **Hull Polish community website**

[www.hull.pl](http://www.hull.pl)

### ***The Human Rights of Migrant Workers***

A survey of international human rights legislation relating to the rights of Migrant Workers, compiled by the People's Movement for Human Rights Education. N.B. The UK government is not a signatory to all of the documents referred to in this survey.

<http://www.pdhre.org/rights/migrants.html>

### **International English Language Testing System**

British Council scheme for assessing English language skills. [www.ielts.org](http://www.ielts.org)

### ***Introduction to the licensing standards***

GLA booklet outlining the standards required to be met by labour providers and employers of Migrant Workers. Order from the GLA – see contact details above

### ***Life-Guide***

A multi-lingual online resource from Interskills to enable all organisations to engage with Migrant Workers and Black and Minority Ethnic (BME) communities. For further information see

[www.interskills.co.uk/content/lifeguide](http://www.interskills.co.uk/content/lifeguide) or contact Interskills – see contact details above

### **Mapping Migrant Workers**

Report by Selby Communities and District Industrial Mission  
[www.scadim.org.uk/Migrant%20Workers%20Report.pdf](http://www.scadim.org.uk/Migrant%20Workers%20Report.pdf)

**Migrant Workers in Rural Areas** (Briefing 457) Briefing by RuSource, an Arthur Rank Centre Project supported by Rural Solutions  
[www.arthurrankcentre.org.uk/projects/rusource\\_briefings/rus07/457.pdf](http://www.arthurrankcentre.org.uk/projects/rusource_briefings/rus07/457.pdf)

### **Migrant Workers Rights and Regularisation**

Joint Council for the Welfare of Immigrants (JCWI) campaign  
[www.jcwi.org.uk/campaigns/workersrights/migrantworkersrights.html](http://www.jcwi.org.uk/campaigns/workersrights/migrantworkersrights.html)

### **Migrant Workers Truth or Myth**

A mythbusting booklet available from Community Cohesion Co-ordinator Boston Borough Council, Municipal Buildings, West Street, BOSTON PE21 8QR Tel: 01205 314340 [info@boston.gov.uk](mailto:info@boston.gov.uk)

### **National Minimum Wage Helpline**

Helpline for workers who have reason to believe they are being paid below the National Minimum Wage. Calls taken in up to thirty languages. BP7102, Norham House, Benton Park View, NEWCASTLE-UPON-TYNE NE98 1ZZ Tel: 0845 845 0360 Email: [nmw@hmrc.gov.uk](mailto:nmw@hmrc.gov.uk)  
[www.hmrc.gov.uk/nmw/help.htm](http://www.hmrc.gov.uk/nmw/help.htm)

### **New Arrivals Support Centre**

Free help, advice and guidance for new arrivals in Bradford.  
Quest House, 243 Manningham Lane, BRADFORD BD8 7ER  
Tel: 01274 483267 Mobile: 07969 463938

### **New Communities Mapping Project**

A detailed survey of new communities in North Lincolnshire  
North Lincolnshire Council Diversity Team  
Pittwood House, Ashby Road, SCUNTHORPE DN16 1AB  
Tel: 01724 297301

### **North Poles**

DVD about Polish Migrant Workers and the Churches in Northumberland  
[www.urch-northernsynod.org.uk/resource/north\\_poles.htm](http://www.urch-northernsynod.org.uk/resource/north_poles.htm). Jimmy Turnbull on 01665 720040

### **Nowhere to turn – CAB evidence on the exploitation of migrant workers**

[www.citizensadvice.org.uk/nowhere-to-turn.pdf](http://www.citizensadvice.org.uk/nowhere-to-turn.pdf) or order from [rebecca.shah@citizensadvice.org.uk](mailto:rebecca.shah@citizensadvice.org.uk)

### **Overworked, underpaid and over here: Migrant Workers in Britain**

A report by the TUC on how a lack of legal protection enables unscrupulous gangmasters to exploit Migrant Workers.  
order at  
[www.tuc.org.uk/publications/viewPub.cfm?frmPubID=327](http://www.tuc.org.uk/publications/viewPub.cfm?frmPubID=327)

### **The Rights of Migrant Workers**

Fact Sheet from the Office of the High Commissioner for Human Rights  
[www.unhchr.ch/html/menu6/2/fs24.htm](http://www.unhchr.ch/html/menu6/2/fs24.htm)

### **Rural Migrant Workers – Hull Together!**

Case study by the Commission for Rural Communities on a Church-based project supporting Migrant Workers in Hull  
[www.ruralcommunities.gov.uk/files/Hull%2021.pdf](http://www.ruralcommunities.gov.uk/files/Hull%2021.pdf)

### **Rural Migrant Workers – Modern slavery?**

Leaflet from the Churches Rural Group and the Arthur Rank Centre.  
[www.arthurrankcentre.org.uk/projects/developing\\_and\\_new\\_arc\\_work/rural\\_migrant\\_workers/materials\\_currently\\_available/mwleaflet.pdf](http://www.arthurrankcentre.org.uk/projects/developing_and_new_arc_work/rural_migrant_workers/materials_currently_available/mwleaflet.pdf) The text of this leaflet together with a range of useful links can be found at [www.arthurrankcentre.org.uk/projects/developing\\_and\\_new\\_arc\\_work/rural\\_migrant\\_workers/materials\\_currently\\_available/mwarcreport.pdf](http://www.arthurrankcentre.org.uk/projects/developing_and_new_arc_work/rural_migrant_workers/materials_currently_available/mwarcreport.pdf)

### **Supporting Migrant Workers in Rural Areas** (Briefing 283)

Briefing by RuSource, an Arthur Rank Centre Project supported by Rural Solutions  
[www.arthurrankcentre.org.uk/projects/rusource\\_briefings/rus05/283.pdf](http://www.arthurrankcentre.org.uk/projects/rusource_briefings/rus05/283.pdf)

### **UK Action Plan on Human Trafficking**

Government initiative aiming to co-ordinate efforts to protect victims and to tackle criminals responsible for trafficking.  
[www.homeoffice.gov.uk/documents/human-traffick-action-plan](http://www.homeoffice.gov.uk/documents/human-traffick-action-plan)

### ***UK Guide for International Workers***

Booklet published by Multicultural UK offering practical information about living and working in Britain. To order copies contact Multicultural UK, 12 Brookvale, CHELTENHAM GL52 6JD  
Email: [info@multiculturaluk.com](mailto:info@multiculturaluk.com)

### ***Welcome to Bradford District***

A comprehensive English language booklet produced by the City of Bradford Metropolitan District Council offering information on a wide range of areas for new residents from the A8 accession countries.

For information on obtaining copies contact 01274 431151 or 431447.

### ***Welcome to Selby District***

A pack produced in Polish and English by Selby Communities and District Industrial Mission (SCADIM) offering information on a wide range of areas for new residents in the area (also see story page 7).

Available from SCADIM on 01757 704385, online at [www.scadim.org.uk](http://www.scadim.org.uk) or at [office@scadim.org.uk](mailto:office@scadim.org.uk)

### ***Workers' Rights – protecting workers through licensing***

Leaflet produced by the Gangmasters Licensing Authority  
See contact details above

### **Worksmart**

Information for Migrant Workers  
[www.worksmart.org.uk/rights/viewsubsection.php?sun=82](http://www.worksmart.org.uk/rights/viewsubsection.php?sun=82)

### **Migrant Workers - A Perspective**

By David de Verny, Ecumenical Chaplain with New Arrival Communities in Southeast Lincolnshire. <http://www.crc-online.org.uk/downloads/Migrant%20Workers%20paper%20David%20de%20Verny.doc>

### **The York Workplace Chaplaincy**

c/o Norwich Union Albion Wharf  
2 Rougier Street, YORK YO90 1UU  
01904 633672 [info@ywc.org.uk](mailto:info@ywc.org.uk)

### ***Strangers Into Citizens***

An initiative supported by the Citizens Organising Foundation, seeking legal status for long-term irregular Migrant Workers.  
[www.strangersintocitizens.org.uk](http://www.strangersintocitizens.org.uk)

### ***Migrant Workers: meeting the challenge***

Report from GOYH conference, December 2006

Available as pdf file from Robert Beard at CRC

### ***Raids expose illegal working conditions.***

Article from the Food Ethics Council newsletter April 2007

[www.foodethicscouncil.org/node/272](http://www.foodethicscouncil.org/node/272)