



BRITISH-IRISH INTER-PARLIAMENTARY BODY
COMHLACHT IDIR-PHARLAIMINTEACH NA BREATAINE
AGUS NA hÉIREANN

REPORT

from

Committee D (Environment and Social)

on

**The Integration of recently arrived migrants to Northern
Ireland, Ireland and Wales.**

Doc No. 140

Introduction

1. Committee D of the British-Irish Inter-Parliamentary Body has considered the extent to which, and how, newly-arrived migrants are being integrated into our communities. The British-Irish Inter-Parliamentary Body links the jurisdictions across Great Britain, Ireland and Northern Ireland as well as our close neighbours: the Islands of Jersey, Guernsey and the Isle of Man. The Body is in a useful position to inquire into cross-cutting issues which affect us all, including migration. Committee D of the Body visited Belfast, Cardiff and Dublin to gather information on this subject. The Committee learned a great deal from its visits and focussed its inquiry on these three jurisdictions. The inquiry found that to a great extent the places we visited were experiencing similar issues and problems integrating migrants. We hope that all the elements of government involved with the integration of migrants – both at national and local level – will take on board the conclusions and recommendations from this inquiry and work to improve the experience faced by those who choose to move to our shores in order to work. The Committee did not specifically consider asylum seekers or refugees although some issues which were discussed are also relevant to their situation.
2. On 1 May 2004 Ireland, the United Kingdom and Sweden opened up their labour market to the citizens of the new EU 10 Member States¹. Since then the Islands which the British-Irish Inter-Parliamentary Body members represent have experienced a significant increase in the number of economic migrants moving to our shores to find paid employment. The Committee found that the dynamics of intra-EU migration changed when Romania and Bulgaria joined the Union but also recognised that migrants came not just from within the EU but also from beyond it.
3. Migrant workers are generally highly skilled, highly motivated and willing to do those jobs which unemployed locals are unwilling or unable to do. Typically they find themselves in the hospitality, food packing or farming labouring industries. Migrants are considered to be an excellent workforce – they boost productivity, they work hard and are often better educated than their local colleagues.
4. Unfortunately migrants are easily exploited by employers; they are in an unfamiliar country, often with few language skills and without an understanding of their rights as employees. The Committee discovered that both the regulations in place to protect migrant workers from exploitation in the workplace and the methods of enforcing these regulations are inadequate. This inadequacy means that migrants, given their linguistic disadvantage and local knowledge gap, are particularly vulnerable to exploitation by unscrupulous employers.
5. The issues which we raise are becoming more acute – not just because of the number of migrants who want to work on our shores but also because of the change in economic climate. Employers – especially those in small or medium-sized businesses – have sometimes substituted local workers with lower-paid (and sometimes more productive) migrants when they are faced with an economic downturn, this has been the case in the past and appears to be happening at the moment. On the other hand there is increasing evidence that as jobs become hard to find migrants are returning to their home countries. In this report the Committee has sought to identify those areas of good practice, as well as issues which require addressing. We have aimed to place responsibility for action with those who are directly involved in the integration of migrants: Government (central and local); employers; local communities; and the migrants' native countries.

¹ Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia and Slovenia.

6. The Committee is aware that there are a large number of migrants who have had a positive experience of migration. This report concentrates on improving the circumstances of those migrants who have not had such good experiences and seeks to apply good practice for improving integration across the Islands.
7. In drafting this report the Committee drew on a recent report by the Migration and Citizenship research initiative, University College Dublin for the Immigrant Council of Ireland. That report was based on a survey of 400 migrants on their experience of integration. The report suggested that the factors which affected how long it took and to what extent a citizen became integrated in society depended upon legal status on arrival, personal characteristics (including gender, language skills and level of intellect), the reception provided and Government policy.²
8. Most recently-arrived migrants we spoke to were either single or had families back in their home country. Although some have brought their families to live on our shores, the majority, for now, have moved in order to earn money to send back to their home countries and plan to return to there in due course. The Committee was told that those migrants who plan to settle down in our countries are more likely to bring their families with them and are more likely to wish to integrate.
9. The summary of recommendations and conclusions can be found on page 12. The Committee would like to place on record its thanks to the many organisations and individuals who agreed to speak to the Committee as it gathered information for this inquiry.

² This research included migrants from Lithuania, China, Nigeria and India. Although our inquiry was focussed to a great extent on newly-arrived migrants from eastern Europe we found the comparisons used in that report extremely helpful.

The role of government – central and local

10. The Committee believes that governments, both central, devolved and local, are in a strong position to encourage and support migrants to integrate into the societies in which they choose to settle. Migrants fill gaps in our labour markets and it is fitting that migrants are provided with the range of entitlements and benefits which are available to the indigenous working population. The Committee did not compare the variety of benefits and entitlements for migrants in each jurisdiction - that is an issue for individual governments and not part of this report.

The responsibilities of central government and the devolved institutions

11. Our jurisdictions are organised in a variety of ways and so the responsibilities of central government, local government and the devolved assemblies to migrants are not uniform. All layers of government have a role to play in the integration of migrants. It is important to ensure that, whatever the allocation of responsibility, each organ of government is aware of its responsibilities and duties to migrants and that an overarching comprehensive and coherent service is provided. Although many services are provided by local and devolved administrations there are three key areas where central government can help in order to improve the integration of migrants. These are education and training, workers rights and statistical data.

Education and Training.

12. An understanding of the English language and an ability to communicate in it are the most important requirements for integrating migrants into our countries. This is the firm view of migrants and organisations who work with migrants from across the Islands. The Committee acknowledges that while a basic understanding of English is not essential for all jobs integrating into our society is extremely difficult without basic language skills. Understanding and speaking the language is key to accessing services and to developing an understanding of our countries. It is central to meeting other people and encouraging career development for migrants. The Committee was told that in all jurisdictions there were large numbers of migrants wishing to develop their English language skills who were unable to access the training they required. The Committee discovered that most courses which teach English as second language are significantly oversubscribed and demand for language skills far outstrips supply across the Islands.
13. Flexible, short term courses are a viable option. Migrants are often not in a position to attend regular classes, especially those during the day or in the early evening, because of shift patterns and the number of hours many migrants undertake to work. It was suggested to the Committee that not all 'English as a second language' courses need to provide certification or an in-depth understanding of English grammar. For many migrants a basic, conversational level of English would be sufficient. Our countries can only benefit from having a workforce who are able to communicate easily in English.
- 14. The Committee recommends that, as a matter of urgency, the provision of 'English as second language' is reviewed and expanded across the Islands. Provision of such classes needs to be flexible and varied in order to meet the needs of all migrants.**
15. In addition to a good knowledge of English, it is the role of central governments and the devolved administrations to provide access to information for migrants (including those with little or no understanding of the English language) on their legal rights, benefits and service

entitlements. The Committee was impressed with the work of the Welsh Government which has issued ‘Welcome to Wales’ packs with relevant information in a wide variety of languages. These packs enable newly-arrived migrants to understand their rights and responsibilities as well as entitlements. The Committee were also told of the importance of providing translation services for migrants to ensure easy access to health and welfare benefits.

16. The Committee was briefed on the recommendations from a recent UCD study³ which suggested that newly-arrived migrants need access to information on how to integrate (if indeed they choose so to do). This urges migrants to learn English and also includes suggestions such as use of community centres, voter registration, or joining a union or a church. The report also recommends that information is provided on how to access social and recreational facilities.
- 17. The Committee recommends that a larger study across our jurisdictions is conducted on the factors which aid integration.**
- 18. The Committee recommends that the best practice from Wales is replicated elsewhere so that migrants are provided with information on their rights and entitlements. The Committee further recommends that the Welsh information pack model be expanded to include suggestions on how the migrant can integrate, as advocated in the UCD study.**
19. Migrants are not the only people who require some additional understanding of integration. Our home communities also need some education in order to assist integration. Many of our services are provided by indigenous staff who do not necessarily understand the needs of migrants and there may be room for further improving the training for staff on migrants’ needs, their situation and their entitlements. Translation services should also be provided when necessary.
- 20. The Committee recommends that service providers are trained to understand migrant needs. The Committee heard of one example of good practice where the Gardaí (Irish police-force) in Ireland educated newly-arrived migrants on driving standards and the unacceptability of domestic violence. This seems to make sense – how can we expect newly-arrived migrants to adhere to our laws if we don’t provide education to migrants on those laws?**
- 21. The Committee recommends that further training is provided to those who work alongside migrants and those who provide services to migrants.**
22. The Committee learned that often the best examples of successful integration are found where migrants’ children are involved. It is clear that the second generation can assist in integration they naturally pick up the language and understanding of our jurisdictions through the education system.
23. The Committee were told of some good practice where schools in Wales are providing additional tuition in English language skills to pupils at the end of the school day as well as some tuition in their first language. This seems a culturally-sensitive method of encouraging integration and understanding.

³ Ibid para 7

Workers' rights.

24. Those who choose (or are driven by economic necessity) to move to our countries to seek work are entitled to the same protections as our indigenous working population once they have been registered to work for the appropriate length of time. The Committee was told that some employment agencies exploit newly-arrived workers who do not know what they are entitled to and what they need to do to ensure that they are properly registered. Regulations must be complemented by adequate enforcement measures to ensure that they are being followed. The Committee was told that there are more dog inspectors in Northern Ireland than inspectors who ensure that there is wide-spread adherence to the regulations concerning employment and employers of migrants. This may not be the case across all of our jurisdictions but our governments should ensure that controls, as well as regulations, are in place to guarantee that employers do not exploit migrant workers.
25. In Great Britain and Northern Ireland migrants must be registered employees for one year before they are entitled to benefits such as housing and unemployment benefit. In Ireland there are two social welfare schemes: social insurance (contributory) is available to all those who have paid a specific number of social insurance contributions, while social assistance (non-contributory) is paid on the basis of having a low income and is means tested. For social insurance claims, social security contributions paid in EU countries, including new Accession States, can be used. On 1st May 2004, however, the Irish Government introduced the Habitual Residence Criteria as an additional criterion for qualifying for social assistance payments, along with child benefit and emergency accommodation. To demonstrate habitual residence, a person must provide evidence that they have been living in Ireland for approximately 2 years or more and that they intend to settle in the country and make it their permanent home. Migrants often do not have easy access to information on their entitlement to social welfare, healthcare and housing, making them vulnerable to exploitation.
26. The Committee were told that the current gangmaster licensing legislation which is in force in Northern Ireland and Wales does not provide as comprehensive a protection to migrant workers as that which was envisaged. Some migrant workers (especially those who speak little English) are being exploited because they are not aware of their legal status in the country or the benefits system and entitlements. We heard many examples of exploitation; for example in Wales the Committee were told 'zero-hour contracts' were sometimes used where an employer can, at any time, opt to reduce an employee's working hours – sometimes to nothing - thereby reducing their income and making it impossible for them to live and work. This sort of exploitation has created a culture where many migrant workers are unwilling and unable to make a stand or even complain about their circumstances at work (including the cost of any tied housing or transportation provided by their employer⁴) for fear of reducing their income or even losing their jobs.
27. The short-term solution which the Committee recommends the establishment of a voluntary code of conduct in order to give migrant employees some protection from those employers who will use their status as migrants to exploit them. Not only would this code provide some sort of guarantee to migrants, it would also demonstrate that employers are following high standards in their employment practices.

⁴ Tied housing and transportation are dealt with at para 26 and 46

28. The Committee recommends that a code of conduct for the employers of migrant workers should be provided to protect migrants. This is necessary in order to prevent the abuse of those who seek employment. Initially this might take the form of a voluntary code but might eventually be placed on a statutory basis.

Statistics

29. The Committee was surprised just how little data was held about migrants in any of our jurisdictions. No one appears to know how many migrants there are, where they come from or how long they plan to stay. These uncertainties mean that long-term service planning is difficult if not impossible. For example how can education and healthcare facilities be provided for migrants to meet their needs if we don't know the number of recently arrived migrants living and working within our borders? Quantitative and qualitative statistics are required. It is possible that there has been a greater increase in migration to Ireland than to other EU countries. Basic statistics suggest that two-thirds of all migrants have arrived in Ireland since 2004 and they represent 12 percent of the population – although that is expected to fall in the current economic climate. No such data was available to us for Northern Ireland or Wales, although that might reflect the fact that we have not had a recent census. The last census in Ireland in 2006 showed that 10% of those recorded were born outside the State. It was suggested to the Committee that the real figures might be higher as the census form may have been rather complicated for those with limited English and the Committee were told that some migrants may have been worried about being recorded on the census. These factors may be of interest to those preparing for the next British census.

30. It was also suggested to the Committee that data on departing, as well as arriving, migrants would provide a more accurate picture of not only the number of migrants resident but also the overall migration trends. In Ireland the number of work permits issued is a useful measure of the number of legal economic migrants. In 1999, 6,250 work permits were granted to migrants to Ireland, in 2007 that figure was 23,604 although it is expected that figure will decline in future years as a result of the economic downturn and also because of increasing prosperity in countries of origin such as Poland.

31. The Committee recommends that the Governments seek to ensure that up to date and reliable statistics on the number and needs of migrants are recorded so that services can be provided to meet their needs. The Committee is particularly keen to ensure that migrants are accurately recorded in the population census. The census questions should be phrased in clear, simple English and the purpose of the census carefully explained to ensure that any reservations or concerns about participating are lessened

Local Government

32. One area which is normally the responsibility of local government across our jurisdictions is housing provision for migrants. Usually the only state-assisted housing available is that in the poorest, most deprived and unstable areas. The Committee found this to be particularly true in Northern Ireland where deprivation and instability also reflected local community tensions, of which many migrants were often unaware when deciding to live in a particular area.

33. As noted earlier there are few statistics on the number of migrants on our shores or indeed on their needs. Local authorities are responsible for providing public services to migrants (as well as their other populations) but often they do not know how many migrants are under their care

or indeed all the issues concerning migrants, that is, unless they are so significant that they attract some negative media coverage. Local authorities need better statistics on migrants in order to ensure that their service provision is adequate.

34. The Committee were impressed by Dublin City Council which aims to be a channel of communication to migrants, to develop the city as a multi-cultural centre and to build the capacity of ethnic-led organisations. The Council intends to be this focal point for integration by establishing an Annual Integration Dialogue and facilitating and supporting integration forums at area level. It will also create a Migrant Forum as a channel of communication on migrant issues at city level and promote and support the development of a City Intercultural Centre as a learning, exchange and training resource. The Council has also committed to providing support for, and the capacity of, ethnic-led organisations to ensure full participation in all aspects of the life of the city.

35. The Committee suggest that this is an important role for local authorities and it recommends that this best practice is replicated across our jurisdictions.

Service provision

36. Whatever the method of service provision, by central, devolved, or local government, it is important to ensure that those services meet the needs of our migrant population.

37. The Committee found that the allocation of responsibilities between service providers, including those allocated by the local authority, was sometimes unclear and local community liaison was patchy. The Committee were impressed by the fact that the Police Service for Northern Ireland (PSNI) were running successful community integration projects, for example local football leagues. When the Committee asked the PSNI why they were providing these facilities and was told that the service was not being provided by anyone else.

38. We commend the PSNI for their innovation and willingness to take on such community projects but we call on local government to ensure that they take responsibility for service provision in their localities whether they provide the services themselves or not. This includes direct services as well as those and those provided by voluntary organisations.

39. When the Committee visited Dublin they were told of an interesting example of how service provision to migrants can assist in service provision to the whole of the population. In Portugal the Government created a 'one-stop shop' for state services to migrants so that migrants knew where to go to get help and assistance. Ireland considers this an excellent model to follow. The Committee understand that in Portugal this model is now being used for all state services to all citizens, not just migrants.

40. The Committee recommend that services for migrants are easy to access and if possible are provided alongside services to indigenous citizens.

41. The Committee took evidence from agencies working with migrants. In some cases those agencies found it difficult to gain publicity for the problems their clients faced because they wanted to protect their, often vulnerable, clients.

The role of the voluntary sector

42. The voluntary sector has two roles – it represents migrants and it also provides services to migrants on behalf of both central and local government. The Committee is aware that in general services to migrants, especially information services, are provided through the voluntary sector and non-governmental organisations. These organisations support new communities and provide information and services. In Ireland we were told that there were approximately 250 organisations working with 10,000 migrants in 2007 and that many of those were staffed by migrants providing services to their own communities.

The role of employers

43. The Committee is aware that responsibility for the integration of migrants does not lie solely with our governments (central and local). The employers of migrants also have responsibilities to their workforce – wherever they are from.

44. Employers sometimes get better value from migrants than they do indigenous employees. It is common for migrants to take jobs which are far below their level of work experience, education or skill. This is sometimes because of language constraints or a difficulty in proving their skills or transferring their qualifications.

45. Employers are in a good position to advance the education of their migrant staff, in particular in providing language classes to fit with shift patterns. Some employers go as far as to recruit employees from other countries – the Committee would encourage employers to show similar interest in the education and retention of their migrant staff.

46. We heard some examples of employers abusing their migrant staff. Often the issues identified were not illegal but they were certainly exploitative. One example was described to us as ‘hot-bedding’ where employers provide overcrowded housing tied to employment. Where workers have shift patterns which extend overnight some employees have no choice but to sleep in shifts at different times of the day so that more employees can use the same bed in one house. As this is usually privately owned accommodation (sometimes by the employer) employers can be in a position to set the rent charges themselves. Often this means that employee’s salaries are docked at source - sometimes over the market rent – for the accommodation which is tied to their job. This also means that sometimes there are no rent books or proof of housing which the employee might use to prove their status or rights to other agencies.

47. It is a basic proposition that migrant workers should have the same rights as other employees and be treated the same by employers.

48. The Committee spoke to trade unions. They would like to be more involved in representing the rights of migrant employees but often they find it difficult to get access to migrant employees. Employers have discouraged their migrant staff from involvement with trade unions and some migrant workers are frightened to join a trade union for fear of losing their jobs as a result. The Committee was told of one specific example within the meat packing industry.

49. The Gangmasters legislation which exists in the UK to protect some migrant workers is limited and the Committee recommends that it is extended to more industries. The Committee heard of examples of abuse which suggested that more enforcement was required for that legislation to be most effective.

50. The Committee would like to see greater enforcement of legislation to protect employees to ensure that all employers act appropriately towards their migrant staff. One example of good practice is the Irish model for issuing Health and Safety cards to all trained construction workers. Those employees who are not trained are not allowed to work. Health and Safety Inspectors can close down construction sites if employees are found not to have a card – thereby incurring a massive cost (in terms of slowing down the work on the site) to the employer. This practice has ensured that construction employees are kept safe and that employers adhere to their duty of care to their employees – whether migrants or not.

51. Governments should reconsider the responsibilities employers have to their migrant workers and consult employer representatives in order to establish a voluntary code of conduct for the employers of migrant workers. The circumstances within which tied housing or transport is provided might be included as should easy access to trades union representatives and the provision of necessary work-related training (such as health and safety training)

The role of local communities

52. Some representatives from migrant groups expressed concern that there were few places for social interaction between migrants and local people. Some areas of mutual interest are found through the educating of children together (for example through Primary level education) and through involvement in local sports.

53. The Committee wish to commend the excellent work being conducted by some churches, in particular the Catholic Church, in encouraging integration. The church can provide a place to welcome and integrate migrants, although the Committee did not take direct evidence this particular point.

54. The Committee also heard of examples of local newspapers providing assistance by allowing some column space in the local migrant's language, for example in Dungannon, Northern Ireland where some columns are written in Portugese. This is particularly useful as it can be a source of education on rights and responsibilities as well as a method of sharing news within a migrant community.

The role of the migrant

55. Migrants cannot be compelled to integrate but they should be made aware of the clear benefits in so doing. By integrating, they are more likely to learn about their rights and entitlements and the services available to them (healthcare, childcare) and thus make themselves less vulnerable to exploitation. Integration also provides a social network which might be lacking if the migrant has left their family and friends back in their home countries.

56. The Committee asked what should migrants do to assist in their own integration? The answers were quite straight-forward: they should attempt to learn the language to the best of their ability, they should be culturally aware; for example understanding their responsibilities when driving, the laws in relation to property, to alcohol consumption and to carrying knives. They should seek to provide strategic leadership for migrant community groups and, where necessary they should offer interpretation for those migrants who do not speak the language.

Sex trafficking

57. The Committee did not take specific evidence on the issue of sex trafficking but it would like to place on record the fact that it considers this a serious issue which requires action by agencies and government alike.

Summary of conclusions and recommendations

- The Committee recommends that, as a matter of urgency, the provision of ‘English as second language’ is reviewed and expanded across the Islands. Provision of such classes needs to be flexible and varied in order to meet the needs of all migrants. (para 14)
- The Committee recommends that a larger study across our jurisdictions is conducted on the factors which aid integration. (para 17)
- The Committee recommends that the best practice from Wales is replicated elsewhere so that migrants are provided with information on their rights and entitlements. The Committee further recommends that the Welsh information pack model be expanded to include suggestions on how the migrant can integrate, as advocated in the UCD study. (para 18)
- The Committee recommends that service providers are trained to understand migrant needs. The Committee heard of one example of good practice where the Gardaí (Irish police-force) in Ireland educated newly-arrived migrants on driving standards and the unacceptability of domestic violence. This seems to make sense – how can we expect newly-arrived migrants to adhere to our laws if we don’t provide education to migrants on those laws? (para 20)
- The Committee recommends that further training is provided to those who work alongside migrants and those who provide services to migrants. (para 21)
- The Committee recommends that a code of conduct for the employers of migrant workers should be provided to protect migrants. This is necessary in order to prevent the abuse of those who seek employment. Initially this might take the form of a voluntary code but might eventually be placed on a statutory basis. (para 28)
- The Committee recommends that the Governments seek to ensure that up to date and reliable statistics on the number and needs of migrants are recorded so that services can be provided to meet their needs. The Committee is particularly keen to ensure that migrants are accurately recorded in the population census. The census questions should be phrased in clear, simple English and the purpose of the census carefully explained to ensure that any reservations or concerns about participating are lessened (para 31)
- The Committee suggest that this is an important role for local authorities and it recommends that this best practice is replicated across our jurisdictions. (para 35)
- We commend the PSNI for their innovation and willingness to take on such community projects but we call on local government to ensure that they take responsibility for service provision in their localities whether they provide the services themselves or not. This includes direct services as well as those and those provided by voluntary organisations. (para 38)
- The Committee recommend that services for migrants are easy to access and if possible are provided alongside services to indigenous citizens. (para 40)
- Governments should reconsider the responsibilities employers have to their migrant workers and consult employer representatives in order to establish a voluntary code of conduct for the employers of migrant workers. The circumstances within which tied housing or transport is provided might be included as should easy access to trades union representatives and the provision of necessary work-related training (such as health and safety training) (para 51)

Committee meetings

Belfast 2-3 March 2008

Lord Dubs (Chair)
Jonny Brady TD (Co-Chair)
Senator Dan Boyle
Senator John Ellis
Jeff Ennis MP
Lord Glentoran

Dr Dai Lloyd AM
Eddie McGrady MP
Senator Francis O'Brien
Chris Ruane MP
Iain Smith MSP

Wexford Plenary 28 April 2008

Lord Dubs (Chair)
Jonny Brady TD (Co-Chair)
Dave Anderson MP
Senator Dan Boyle
Senator John Ellis

Dr Dai Lloyd AM
Barry McElduff MLA
Senator Francis O'Brien
Chris Ruane MP
Iain Smith MSP

Dublin 15-16 June 2008

Lord Dubs (Chair)
Jonny Brady TD (Co-Chair)
Senator Dan Boyle
Senator John Ellis
Jeff Ennis MP
Senator Geraldine Feeney

Dr Dai Lloyd AM
Joe McHugh TD
Senator Francis O'Brien
Chris Ruane MP
Iain Smith MSP

Wales 6-7 July 2008

Lord Dubs (Chair)
Senator Dan Boyle
Senator John Ellis
Jeff Ennis MP
Willie Clarke MLA

Jim Devine MP
Senator Geraldine Feeney
Dr Dai Lloyd AM
Jim Sheridan MP
Iain Smith MSP

The Committee is indebted to the representatives listed below who gave up their time to meet with the Committee on their fact-finding visits to:

Belfast

Alicja Matwiejczuk Cooltura, Polish Community Centre, Newtownabbey
Ken Fraser, Colin Jack and Eddie Rooney, Racial Equality Unit, OFMDFM
Daniel Holder Racial Equality Policy and Research Officer, Dungannon and South Tyrone County Council:

Alex Maskey MLA (Sinn Fein) All Party Group on Ethnic Minorities
Helena Macormac and Jolena Flett, NI Council for Ethnic Minorities
David McAuley, Jim Walker and Dave Rogers, Department for Employment and Learning Relations Division,
Spt Andy McQuiggan and Inspector Jeremy Adams, Community Safety Branch,
Constable Billy O'Flaherty (Ballymena) and Sgt Pamela Wilson (Dungannon), PSNI
Pamela Dooley, Fiona McCausland, Daniel Konieczny and Nathalie Caleyron; Unison

Dublin

Minister Conor Lenihan, Minister of State with special responsibility for integration
Kazik Anhalt, and Amelia Magdalena SIPTU and the Irish Polish Society
Dr. Alice Feldman, Migration and Citizenship Research Initiative, UCD
Dr. Steven Loyal, University College Dublin
Detective Superintendent John O'Driscoll and Chief Superintendent Gabriel McIntyre, Gardai
Fidele Mutwarasibo, Immigrant Council Ireland
Denise Charlton, Immigrant Council of Ireland
Gerry Folan and Cormac O'Donnell: Dublin City Council - Office for Integration

Cardiff

Ann Jones AM and Dr Brian Gibbons AM (Minister for Social Justice and Local Government)
David Philips & Drazen Nozinic, South East Wales Racial Equality Council
Tara Sinclair – Valrec, The Valleys Race Equality Council.
Jeff Hopkins Polish-Welsh Mutual Association & Dewi Enoch, Carmarthen Council
Anne Hubbard and Maria Allen
South Wales Police
Selina Moyo - Newport City Council, Policy Officer Wales Strategic Migration Partnership
Wrexham Borough Council
Barbara Hale – Development Officer TUC Cymru.
Clare Jenkins & Alun Williams – USDAW, Union of Shop, Distributive and Allied Workers