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# THE UK ECONOMY AND IMMIGRANTS:

Work prospects of foreign nationals from 1980's to present day

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ABSTRACT

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This thesis examines immigration to four main areas of the United Kingdom between the time period of 1980 and 2014. The main research objective is to discover the ways in which the British economy has benefitted from immigrants coming from different countries. Possible discrimination suffered by the immigrants is also included in this thesis.

Immigration has been and will continue to be a current topic. The United Kingdom in particular has been a desired destination for numerous immigrants.

The most recent restrictions planned on immigration are explored in the theoretic part of this thesis. The desired outcomes are also discussed. Whether immigrants have been centred in certain fields of business, which is the main research problem in this thesis, is also discussed in the empirical part.

The research method used in this thesis is qualitative for a greater amount of information would be impracticable to utilize given the constraints of this work. Furthermore, it is enough for certain generalisations to be made.

The data presented have been collected through already published articles, books and other written sources. Furthermore, qualitative interviews of immigrants who have lived in the United Kingdom for a varying number of years, have been conducted through e-mails and social media.

The study results show that in spite of the steadily increasing number of immigrants throughout the years, their socio-economic status still depends on their background. Therefore, instead of trying to decrease immigration, the British government should invest more on the prevention of possible social exclusion among the immigrant population. The latter is what could be researched next.

Key words: immigrant, United Kingdom, prejudice, acculturation

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TIIVISTELMÄ

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Tämä opinnäytetyö käsittelee Iso- Britannian neljään pääalueeseen kohdistuvaa maahanmuuttoa 1980-luvulta tähän päivään. Painopiste on niillä eri tavoilla, joilla Britannian talous on hyötynyt eri maista kotoisin olevat maahanmuuttajista. Myös maahanmuuttajien mahdollisesti kokemaa syrjintää käsitellään tässä opinnäytetyössä.

Maahanmuutto on ollut ja tulee myös olemaan ajankohtainen aihe. Iso-Britannia on ollut erityisen suosittu maahanmuuttomaa.

Tämän opinnäytetyön teoriaosuudessa käsitellään viimeisimmät maahanmuuttoon kohdistettavia rajoituksia. Myös toivotut lopputulokset käsitellään tässä työssä. Se, ovatko maahanmuuttajat keskittyneet tietyille aloille, joka on tämän opinnäytetyön keskeisin tutkimusongelma, käsitellään myös tämän opinnäytetyön teoriaosuudessa.

Tässä opinnäytetyössä käytetty tutkimusmenetelmä on kvalitatiivinen, sillä suurempaa informaatiomäärää olisi vaikeaa hyödyntää tässä työssä sille asetetuista rajoituksista johtuen. Lisäksi se riittää tiettyjen yleistysten tekemiseksi.

Työssä esitellyt tiedot on kerätty jo julkaistuista artikkeleista, kirjoista sekä muista kirjallisista lähteistä. Iso-Britanniassa asuvien maahanmuuttajien kvalitatiiviset haastattelut on toteutettu sekä sähköpostitse että sosiaalisen median avulla. Tulokset osoittavat, että, maahanmuuttajamäärien kasvusta huolimatta maahanmuuttajien taustat vaikuttavat yhä heidän sosioekonomiseen statukseensa. Siitä johtuen, Iso-Britannian hallituksen tulisi investoida enemmän maahanmuuttajaväestön syrjäytymisen ehkäisyyn maahanmuuton rajoittamisen sijasta.

Asiasanat: maahanmuuttaja, Iso- Britannia, ennakkoluulo, akkulturaatio

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## 1 INTRODUCTION

Throughout the years, England has been a popular country among those in search of a new life. It is not only the deprived wishing to start a new life on the British islands; even people from other industrialised countries, including the member states of the European Union, have migrated there, particularly in the most recent years.

In this thesis, focus is on foreigners who have migrated to the United Kingdom between the time period of 1980 and 2014. Immigration from all countries is researched.

Over the years, immigrants have become an essential part of the United Kingdom for they work in all fields of trade. There have, however, not been many recent surveys conducted on the immigrants' socioeconomic status in the most recent years, nor on how immigrants cope in the labour market of today.

However, with the current economic crisis straining the British economy (even if not as harshly as before) the government is hoping to restrict immigration even from other European Union member states, contrary to the regulations of the Union (Recession and recovery 2010).

In recent years, some individuals, the so-called euro-sceptics, of the British government have considered the role of the United Kingdom in the European Union. They believe it would be for their best interest to re-negotiate their role within the Union enabling the decision makers in London with more legislative power.

There have also been talks concerning restricting immigration, particularly from the conservative prime minister, David Cameron's side. For example, during his speech at the University Campus Suffolk in the city of Ipswich, on 25 March 2013, he claimed that some foreigners might immigrate to the United Kingdom for the, in his opinion, wrong reasons. (Cabinet Office and Prime Minister's Office 2013.)

The reasons based on which the said campus was chosen to be the venue of the speech, can only be speculated: as mentioned by Cameron, the university hosts students from some 70 different countries.

Furthermore, it can be said that the Prime Minister chose the time of his speech well, for at the time immigration issues seemed to control the British media.

All in all, Cameron suggested that upon arriving, all foreigners should prove that they will genuinely try to find employment before immediately exploiting the welfare system.

Still, the expected measures are likely to be aimed at restricting immigration from Bulgaria and Romania in particular for the citizens of the United Kingdom fear for a similar influx of immigrants arriving as in 2004 when Poland joined the European Union.

### 1.1 Background of the thesis

The thesis topic was chosen based on personal interests. In addition, it has been a current topic for years, even in Finland: there has been regular public debate about the advantages and disadvantages of immigration with opinions often polarised.

The main research question in this thesis is the different ways immigration has benefitted the economy of a realm as big as the United Kingdom. Whether there are any means through which, for example, Finland might benefit, is also an intriguing prospect to research.

Additionally, this thesis offers current information for the British government by providing an overlook on which aspects of immigration should be improved. This is supplied with information on how to ensure that, for example, social benefits are not exploited.

### 1.2 Study Objectives

The main study objectives are to investigate if people who have moved to the United Kingdom are centred in specific lines of business. Additionally, if certain

nationalities are stuck with only certain types of work, as can easily be expected, is another important issue discussed in this thesis.

In other words, the research problems are:

- Are immigrants likely to face racism in the United Kingdom?
- Has their situation improved in the time frame of 30 years?
- Are there certain jobs that immigrants are more likely to be accepted in?

It can be assumed that immigrants who have moved to the United Kingdom have generally benefitted from the country's economy. That applies especially to Asian immigrants from, for example, China or India, where people possess high work ethics.

Immigrants from the country mentioned last can be said to be stereotypically centred in commerce whereas, for example, eastern Asian immigrants are mainly centred in business related fields.

The above mentioned is researched, not only through academic work that has already been published but also immigrants' interviews conducted for this thesis. Some of the sources used are books written by the Dutch cultural researcher, Geert Hofstede.

However, it is also fair to assume that there are immigrants who have not benefitted from the British society, either because of their own will or because they have not been given a chance. This has created public debate particularly in the 21<sup>st</sup> century due to the economic crisis adversely impacting the United Kingdom.

Nevertheless, all aspects mentioned are studied from the economy's point of view in order to discover the different ways in which the immigrants have benefitted from the economy. Therefore, this thesis provides important information, not only for the British government but also the economic life of the United Kingdom in spite of it not being converged with the economic life. Based on the results



introduced in this thesis, the said parties can consider means to improve the immigrants' working as well as living conditions.

### 1.3 Theoretical framework, research methods and limitations

Emphasis of this thesis lies on the theory of acculturation developed by John W Berry. The theory has been described, not only by him but also other anthropologists making it an applicable theory regardless of immigrants' background.

The research method applied is qualitative for it serves the purposes of this thesis better than quantitative. The amount of information obtained from quantitative questionnaires may be enormous and therefore difficult to fit with the given timeline. The background information for the research was gathered from books and journals as well as newspaper articles, some of which are posted online.

In spite of personal interviews, the overall reliability of this thesis is excellent as the sources utilized are official data provided by British government officials as well as unbiased researchers. In addition, the respondents were allowed to answer the questions on their own time without the presence of the author of this thesis.

Furthermore, validity is good: the questions asked were formulated as specifically and clearly as possible to avoid possible misunderstandings. The results and conclusions would remain the same regardless of the point in time the questionnaires were sent to the respondents. A possible change of the person sending the questionnaires would not affect the results, either. However, validity would improve if the number of immigrants living in different parts of the United Kingdom was higher; in that case, more specific conclusions could be made.

The author has chosen to interview foreigners living in the United Kingdom for this thesis to demonstrate what an immigrant's life is like. Interviews were conducted by both, social media (Facebook) as well as via e-mail. The questions were sent to the respondents, who were able to reply when it best suited them. Therefore it was possible to reply truthfully to the questions without the feeling of being pressured to embellish the answers for the interviewer.

The people interviewed were chosen by posting a thread online which people could comment on or, alternatively, inform their acquaintances if so desired. The specific method of implementation was agreed on in private messages as well as e-mails.

In addition, this thesis aims at finding possible connections between the areas immigrants live in and the work they do. Such aspects have not often been surveyed in the past; there is only one recent report on the topic. The majority of past reports, most of which were published nearly a decade ago, focused either on a specific group of immigrants or a specific area in the United Kingdom.

The main purpose is to research whether immigrants living in certain areas are wealthier compared to others. This thesis does not, however, include any personal details of the people interviewed or the names of the companies they might have worked for in the United Kingdom. That was done deliberately to guarantee the respondents truthful replies.

However, this thesis only focuses on four main areas of the United Kingdom- England, Scotland, Wales and Northern Ireland- excluding, for example, islands such as Jersey.

The main reason is the availability of information: detailed information on the immigrant population is only available from the said four areas of the United Kingdom. In addition, it is fair to assume that most immigrants reside in those areas and therefore certain generalisations can be made.

The time period surveyed is limited to 30 years for otherwise the amount of information to be analysed would be excessive. In addition, it can be assumed that the most drastic immigration related trends have taken place during the aforementioned period of time due to, for example, the European Union.

Both asylum seekers and refugees have been excluded from this thesis. The main reason is the fact that no surveys on how, for example, refugees have been placed in the business life have been conducted. Therefore, it would be difficult to differentiate them from the other, occupational immigrants.

## 1.4 Structure of thesis

The general structure of this thesis is explained in the following figure:

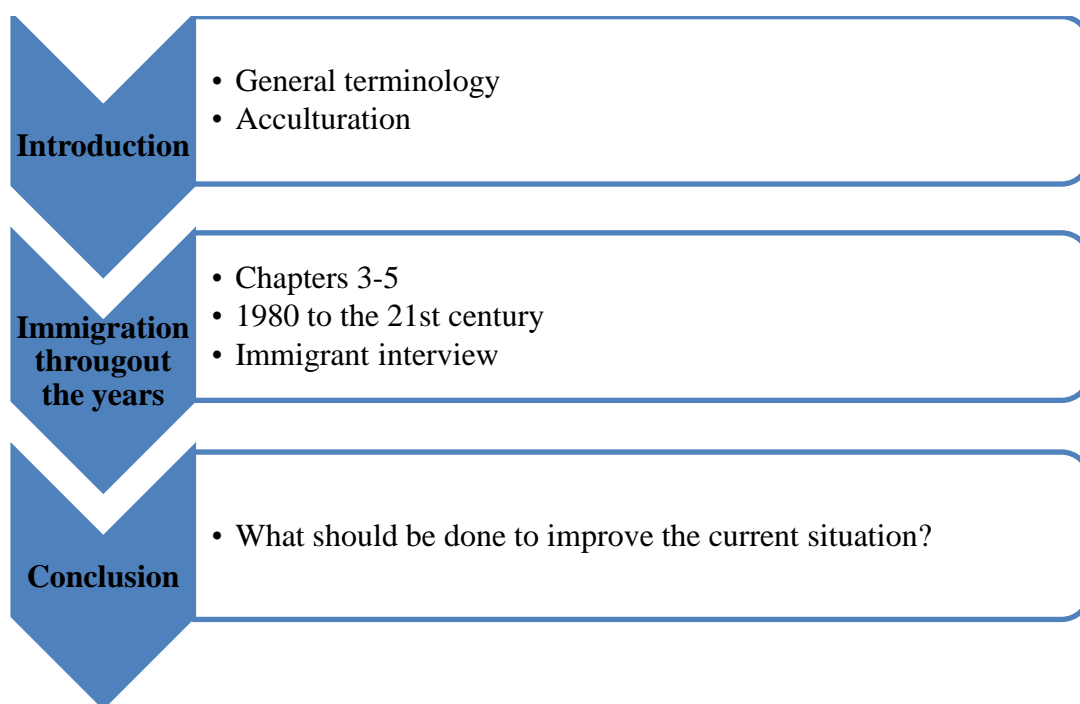


FIGURE 1. The structure of the thesis.

As it can be seen from the figure above, the first two chapters contain the theoretical part with explanation of basic terminology used in this thesis. In addition, the main theory in which the work is based, is explained in the first chapter.

The empiric part of this thesis consists of chapters 3 to 5. In the said chapters, the years from 1980 to 2013 are researched from the point of view of the British economy.

The main focus is on the different ways the numerous immigrants living in the realm have -or alternatively have not- benefitted from the economy. In addition, which fields of business they work in, is also discussed in the said chapters. The chapters also include interviews of immigrants conducted by open-end questions via email.

The questions asked are as follows:

- When did you arrive in the United Kingdom? How old were you? What is your native country? Which area in the United Kingdom do you live in?
- In your opinion, how well could you speak English before moving to the United Kingdom?
- What line of business do you work in? Did you face hardships when applying for a job?
- What was your main incentive for moving to the United Kingdom? Did you consider other countries? If not, why?
- Have you faced discrimination of any kind?
- In your own opinion, how have you adapted to the British society? Would you say you socialize more with native Britons or with individuals from your native country?
- What is your opinion on the restrictions of immigration planned by the British government related to Bulgaria and Romania?
- Is there anything you did not consider before immigrating that would have been useful or would help others?

To conclude, based on the results provided throughout the thesis, possible means to improve the current situation of immigrants in the United Kingdom are discussed in the final chapter. In addition, possible future research topics are discussed as well.

## 2 BACKGROUND OVERVIEW

In this chapter, the terms used throughout this thesis are explained based on information obtained from other, already existing sources. Furthermore, the theory in which this thesis lies is explained in this chapter.

### 2.1 Immigrant

According to the definition of Shorter Oxford English Dictionary (2007, 1331) an immigrant is a person who chooses to settle in a different country than his own. The Shorter Oxford English Dictionary states that the aforementioned is done on a permanent basis and in most cases, due to work.

In addition to the description above, Talib (2002, 18) counts people returning to their native countries after living abroad for some time as immigrants. She does, however, add that such people should in fact be called expatriates, people who return home.

Nevertheless, according to Talib's description, people with ties of any kind to the country they are moving to, are considered immigrants. She also underlines the fact that there is always a compelling reason for one emigrating: such decisions are not made lightly, which should be considered when criticizing immigration.

Besides work, Talib lists war, persecution and hope for a better life for oneself and family reasons based on which people choose to emigrate. It could, however, be argued that people emigrating due to persecution are indeed refugees, not immigrants per se.

Alitolppa-Niitamo's (1993, 14) definition is even broader than the one of Talib: according to her, an immigrant is someone who moves voluntarily to a different country due to either having found -or is still searching- for a job, marriage with a citizen of another country, studying or, in general, searching for better living conditions.

Not only do people moving abroad want to immigrate someplace else, but they also want to get away from something, as Alitolppa-Niitamo explains. They are

drawn to a country of destination which, they believe, can offer something better and different compared to their home country. In most cases the latter means higher standards of living which are often manifested in the form of higher salaries.

Immigrants' attitude towards the new country is positive and they are willing to face the difficulties that life in another country should offer. In many cases, however, the change is often greater than expected and can therefore cause unexpected difficulties if, for example, one does not find a job straight away or, alternatively, faces discrimination. (Alitolppa-Niitamo 1993, 14.)

Furthermore, the children of immigrants could also be considered immigrants; they are, more specifically, often called second-generation immigrants. In principle, however, they are not immigrants for they were born in the country which their parents moved to and are, in many cases, citizens of the United Kingdom in this study.

## 2.2 Historical background of the United Kingdom

The United Kingdom has a rich, multicultural history dating back hundreds of years: Britain as a country began to exist around 6500 BC. The first inhabitants were those travelling in order to search for food. However, for example, London was not established until the Romans invaded the island of Britain in 43 AD. (Visitbritain.com 2010.)

The name "England" derives from the name "Anglaland" meaning the land of the Angles. Angles- Germanic tribes- settled in Britain after the Romans but it was not until after the end of their rule that marked the birth of Britain as it is known today. (Blagg, Breedon, Chen, Forsyth, McGugan & Spottswood 2006, 67-72.)

As mentioned on visitbritain.com (2010), the Georgian times from 1714 to 1836 marked the development of today's prime minister. Sir Robert Walpole was in charge of the duties given to him in commendation for his efforts in making Britain more economically successful.

In addition to growing wealth, the realm became an undisputed power of the world's seas by conquering other territories: according to BBC (2014a) Britain was an empire between the time period of 1714 and 1837- well over one hundred years. That enabled the realm to prosper even further, as riches from the colonies were brought to Britain.

The British were in control of Canada, much of the Caribbean islands and 13 other colonies to the west of Britain by 1763 (BBC 2014a). Approximately one hundred years later the British ruled as much as two-fifths of the world including, not only the aforementioned but also countries such as India, South Africa and New Zealand. Some of the citizens of these countries moved to their former host country after the Second World War. (Blagg, Breeden et.al 2006, 67-72.)

The four main territories which the United Kingdom of today, a parliamentary monarchy, consists of are England, Wales, Scotland and Northern Ireland. In 1603 King James I ruled, not only England but also Scotland and all of Ireland. Wales has been under English influence since 1284. (Blagg, Breeden et.al 2006, 67-72.)

It is important to acknowledge that United Kingdom and Great Britain, even if talking about the same countries, mean different things: when talking about Great Britain, Northern Ireland is not included. Therefore, as previously stated, this thesis discusses immigration to the United Kingdom. The focus is on the four main areas of the realm. The remaining territories of the United Kingdom, such as the Isle of Man and Jersey, are kept exempt from this work on grounds of insufficient data.

### 2.2.1 Population and language

The United Kingdom has not ceased to be an important economic and political power with the 23<sup>rd</sup> biggest population in the world: in July 2013 there were approximately 63 million people living in all of United Kingdom (Central Intelligence Agency 2013). The population grew by 1.2 percent from 2001 to 2005; that includes both natives and immigrants (Focus Migration 2014).

According to the Central Intelligence Agency Database (2013) nearly 84 percent of the population of the United Kingdom were of English heritage in 2011.

However, Murphy (2012, 32) claims that the English count for approximately 80 percent of the population whereas the Scottish count for approximately 10 percent. The Welsh and the Northern Irish comprise the remaining 10 percent of the population.

However, when speaking of the level of employment amongst immigrants, the numbers are lower than the natives'. As stated by Focus Migration (2014), in spite of a rather significant immigration population in 2005, only 5.4 percent of all people employed were immigrants. The overall unemployment rate was 4.7 that year (OECD 2014).

In spite of English being the official language of the United Kingdom, other languages are spoken there. According to Murphy (2012, 32), up to 200 languages are spoken within the borders of the United Kingdom. Focus Migration (2014) settles for mentioning English and "other recognised regional languages" as the official languages of the United Kingdom.

All in all, that illustrates how ethnically diverse the realm has been for hundreds of years, which has been gained through, for example, trade and invasion. For example, Africa is a home to hundreds of tribal languages some of which the African immigrants have brought with them to the United Kingdom.

In addition, according to Murphy (2012, 32), approximately 8-10 percent of the population represent different ethnic minorities. The majority of them are scattered around the region. However, the majority of immigrants live in different parts of England as will be shown in this thesis.

All in all, as indicated in this thesis, the United Kingdom has traditionally been a popular country to emigrate to, in particular from former colonies such as Pakistan and India, where the standard of living could be said to be lower than in the United Kingdom. This will be discussed later in the thesis.



### 2.2.2 Politics and economy

United Kingdom has been a member state of the European Economic Community (EEC) since 1973 (European Union 2013). The community was later developed into the European Union of today.

The United Kingdom has, however, never joined the Schengen area where people are free to travel without passport controls (European Union 2013). Therefore, all European citizens- excluding the Irish- have to go through passport security upon arrival to the United Kingdom. In spite of this, European immigrants are free to abode in United Kingdom due to the “four freedoms” of the European Union.

Furthermore, the euro is not legal tender anywhere in the United Kingdom (European Union 2013). There are different opinions on why that is and why they remain in such a status. In some ways this could be said to have benefitted the British economy, for not having euro as its currency has made it, in a way, less vulnerable to the “euro crisis”.

When speaking of the economies of Europe, the United Kingdom is the second largest after Germany (Central Intelligence Agency 2013). It relies on not only primary production but also, for example, financial services with the City in London as its heart and focal point.

As mentioned by the Central Intelligence Agency (2013) in spite of all the different parts of the United Kingdom -not to mention its dependencies such as Canada and Australia- having the head of the British royal family as their figurative leader, they all have their own competent parliaments and prime ministers. Northern Ireland, Scotland and Wales have also a first minister, a political leader equivalent of a prime minister. However, it is the British Prime Minister- currently David Cameron of the Conservative Party- who is the most powerful of the former British subjects’ prime ministers.

The prime minister does, however, not have autocratic power: he, alongside the Cabinet members (senior members of the government), is a member of the British parliament. Together they form the executive branch. The Parliament itself

consists of two Houses, the House of Commons and the House of Lords. (Blagg, Breeden et.al. 2006, 67-72; Gov. UK 2014a.)

There are three major parties in the United Kingdom. The Labour Party is in centre-left where as the Conservatives Party, which at times is referred to by the name Tories, is in centre-right. The third party, Liberal Democrats, is in the left of the political spectrum. (Blagg, Breeden et.al. 2006, 67-72.)

This thesis focuses on the immigration policies of Labour and the Conservatives for they have been the two biggest parties in the United Kingdom from 1980s to 21<sup>st</sup> century.

### 2.3 Prejudice

According to the Merriam Webster's Collegiate Dictionary (1997, 919), prejudices are based on thoughts and opinions which have not been verified. They often stem from ignorance and therefore lead to others being judged unfairly.

Prejudiced thoughts can, however, be based on rumours of what others may have experienced. In some cases, they can even be based on thoughts on what someone might have experienced. Particularly today when information travels fast, such thoughts can easily be spread as well as adopted by others.

For example, reading newspaper articles concerning a certain group of immigrants committing crimes might make the newspaper reading population hostile against the said group of immigrants. They might generalise and, as a result, consider all representatives of the particular country, criminals.

Furthermore, with the majority of newspapers being accessible online, even readers from foreign nations outside of United Kingdom are able to read and comment on such articles. It is often on such forums, where commenting can often be done anonymously, where stereotypes flourish.

Such ways of thinking can be difficult to change, which often leads to prejudiced thoughts being transmitted to other generations.

## 2.4 Theory on acculturation

This thesis includes John W Berry's theory on acculturation (1997, 5-68). The theory explains how an individual adapts to another culture. The theory contains four different stages which one goes through when moving to a different country all of which are explained in this thesis.

In spite of there being different stages of acculturation, one should, however, not generalise and by verbatim apply Berry's theory to practise. That said, the said phases are as follows as Berry (1997, 5-68):

- assimilation
- separation
- integration
- marginalisation

*Assimilation* occurs when immigrants, for one reason or another, opt for socializing with other cultures instead of their own not wishing to maintain their own cultural heritage. (Berry 1997, 5-68.)

An excellent yet probably also stereotypical example is a traditional Muslim family with children living in a non-Muslim country: parents may consider themselves prohibited from living their lives the same way they would live them in a Muslim country; for example, parents are respected even more than in western countries which may cause schism between the two cultures. They, therefore, choose to send their offspring to their native country to learn to behave in what they believe is the appropriate manner.

In other words, *assimilation* (Berry 1997, 5-68; Alitolppa-Niitamo 1993, 32-33) means being adjusted to the new culture and accepting its features as one's new culture. Its opposite is *separation*: immigrants separate themselves from the new culture; not wanting to adjust. They appreciate their own native culture so extensively that they do not wish to adopt the new culture as their own. Again, a strictly Muslim family living in the west is a good example. However, if the reason behind the aforementioned is the new culture and its representatives, who

do not wish immigrants to be a part of their culture, it is called *segregation* of minorities.

If an immigrant is willing to adopt the new culture even if preserving parts of their native culture, it is called *integration*. In addition, they may keep in touch with other representatives of their own culture but, at the same time, have adopted certain features of the culture they have moved into. Young second-generation immigrants of African parents are a good example; in spite of respecting their cultural and religious heritage, they may have added some aspects of the non-African country they were born in to their attire and behaviour.

As a result of integration, according to Alitolppa-Niitamo, immigrants are an equal part of the new culture and are able to function in different social networks. It is, however, only possible if the new culture is open as well as flexible towards newcomers.

At times immigrants do not either have desire or they lack the possibility to preserve their own cultural background. They might not care for interaction with the representatives of the new culture, either, which inevitably leads to *marginalisation*. In particular, it can occur in countries in which immigrants feel inferior to the native population or might even be discriminated against. (Berry 1997, 5-68; Alitolppa-Niitamo 1993, 32-33.)

The latter can be said to have happened in the case of the Romani people- or “gypsies” as they are often referred to- in Europe. They are the largest minority on the continent yet they are often condemned or even despised based on prejudices. Many suffer from, for example, racist attacks, poor health care, and the lack of education for they do not study for as long as non-Roma people. (Roma Ministries 2014.)

## 2.5 Acculturation related stress

In the book *Cultures and Organizations- Software of the Mind: Intercultural Cooperation and Its Importance for Survival*, Hofstede and Hofstede (2005, 323-333) discuss the issue of possible stress related to acculturation. According to the Hofstedes, moving to a new country normally comes with problems. They claim

that an immigrant is very likely to experience culture shock of some sort regardless of their native country.

It could, however, be assumed that those born in a very different culture to that of the United Kingdom are more likely to suffer from acculturation related stress compared to, for example, European immigrants migrating to the United Kingdom. That could be explained by religious differences as religion often dictates the cultural norms in a country.

Hofstede and Hofstede (2005, 323-333) list four phases depicting the different ways in which cultural shock can embody. They are depicted in the table below:

TABLE 1. Acculturation curve (Hofstede & Hofstede 2005, 323-333).

<b>STAGE</b>	<b>MEANING</b>
<b>Euphoria</b>	One is excited about travelling and seeing a new country. Nothing seems to be negative or bad.
<b>Culture shock</b>	The “honeymoon phase” is over and one has to accustom to the new way of life, which might be different from that of one’s native country.
<b>Acculturation</b>	One has already learnt to act as a part of the new society having adapted at least some of the local values. One may also have gained more independency as well as self-confidence having become a part of the new social network having made new friends among the society.
<b>Stable state (of mind)</b>	On one hand, one might have negative thoughts concerning the new environment they live in if they feel they are being discriminated against. On the other hand, one’s mindset might not be negative if one has started to act in a similar manner to the native population. In the case of the latter, one has become fully accepted as a functioning member of the society.

In his book, *Culture's Consequences: Comparing Values, Behaviours, Institutions and Organizations Across Nations* (2001, 424), Geert Hofstede emphasizes the probability of acculturation related stress. He states that prejudice related clashes are likely to exist in any encounter between individuals of different cultural backgrounds. According to Hofstede, an immigrant might regress to the same intellectual level as a young child. In such cases their physical functioning might be affected in a negative manner.

Hofstede and Hofstede (2005, 323-333), however, remark that the aforementioned phases depend on the individual and therefore should not be broadened to span the entire population. In other words, one might go through every one of the stages whereas another person might only experience one of them.

Hofstede does, however, underline that the possible acculturation related stress does not only depend on the immigrant alone. In his opinion, the culture to which one moves, has a role of its own in it. In other words, stress might not exist if the immigrant is accepted in the new, "receiving" culture:

*The nature of adaptation problems depends on both, the sending and the receiving culture. Members of host cultures receiving foreign visitors, sojourners or migrants show psychological reactions that mirror those of the foreigners.*  
(Hofstede 2001, 424)

Hofstede continues comparing the reactions of the members of the host culture to those of curious spectators seeing a rare animal. Exactly like in the case of acculturation stress, Hofstede (2001, 424), divides the adaptation process into different phases, which take place after the novelty of foreigners has ceased to exist:

- **Ethnocentrism:**

Immigrants are judged by the prevalent norms of the country which they move to. In most cases they are thought not to fill the necessary requirements. It can often be manifested as type of egotism, trying to find fault in others while one considering oneself superior to others.

- **Polycentrism:**

The phase of polycentrism, according to Geert Hofstede (2001, 424), means understanding that different nationalities will be given different expectations of behaviour and how to act as a foreigner.

Hofstede is of the opinion that immigrants' way of behaving should not be judged by the dominant culture's standards, which can be seen as a way in which multiculturalism is manifested in the society. He does not, however, specify what he means by immigrants being judged in a different manner.

Furthermore, Hofstede is of the opinion that in some cases, host cultures' representatives never leave the ethnocentrism phase. His claim is not explained further with possible examples.

## 2.6 Bennett's Model on Interculturalism

M. J. Bennett has also researched culture related issues and their effect on people. He has provided a model named "Development Model of Intercultural Sensitivity" (DMIS) that consists of six phases. (Bennett 1986 & 1993; Bennett & Bennett 2003 & 2004, 2-11.)

The phases are as follows:

- *Denial* of cultural difference which, according to Bennett, is the most ethnocentric experience. One considers one's own culture the only worthy culture.
- *Defence* against cultural difference, meaning that one's culture is "the only good way to live" as Bennett explains it.
- *Minimization* of cultural difference means considering one's opinions universal. Possible similarities between different cultures are more significant than possible differences.

- *Acceptance* occurs when one reviews all cultures equal in spite of possible differences.
- *Adaptation* is the state in which one understands, not only their own culture but also others.
- *Integration* of culture related difference means having the skills to move from one cultural mindset to another.

To some extent Bennett's model is easier to understand for ordinary people who are not familiar with psychological terms. It may be due to the terms used, for they are more common and widely used in everyday life.



### 3 IMMIGRATION AT THE END OF THE 20<sup>TH</sup> CENTURY

In this chapter, the focus is on immigrants' lives in the United Kingdom of 1980's, the era remembered for the Conservative Prime Minister, Margaret Thatcher, and her controversial policies as well as for the last years of the Soviet Union.

The 1990s, however, witnessed a shift in the realm's politics when Thatcher was replaced with Sir John Major and later, Tony Blair and the Labour party.

#### 3.1 Immigration policy of the 1980's

Immigrants from different countries have always been attracted to the idea of starting a new life in foreign countries and the United Kingdom is not an exception. England, in particular, has been a popular destination; after World War II in 1945 in particular, when foreigners were given a chance to move to the United Kingdom, thousands have immigrated particularly into different parts of England. (Kielinger 2013.) Immigration regardless, of the country of origin, should have been controlled from the outset of policy introduction during the 1940s.

The number of immigrants moving to the United Kingdom was not as high as in the past decades as it has been in the 21<sup>st</sup> century: it was relatively low particularly in the early 1980s. (Devlin, Bolt, Patel, Harding & Hussain 2014, 16-30.) As stated by Somerville (2007), during the Conservative era, the main focus was to decrease the number of asylum seekers immigrating to the United Kingdom: several major changes such as the end of the Cold War and the Balkan Wars took place in Europe at the end of the 1980s and early 1990s. That forced also the British government to re-consider its views on asylum seekers and refugees with, for example, many former East Bloc citizens moving to the west in the hope of a better life. (Flynn 2002; Latorre, Somerville & Sriskandarajah 2009.)

Furthermore, according to Latorre, Somerville and Sriskandarajah (2009) some nationalities had seen their right to immigrate into the United Kingdom lessened starting from 1960's onward. Jamaica and India were amongst those countries together with other former British colonies.

As mentioned in the UK Immigration Barristers Review- The Margaret Thatcher Years- A UK Immigration Legacy (2013), Margaret Thatcher, the Prime Minister to be, expressed her opinions on immigration from new Commonwealth countries and Pakistan at the end of 1970's. New Commonwealth countries included, for example, Dominica in the Caribbean and Kiribati situated near Australia (The Royal Household 2014).

Immigration was not as widely discussed at the time in spite of racial tension occurring in the realm. It should, however, be noted that the population of the United Kingdom was smaller than today. (UK Immigration Barristers Review- The Margaret Thatcher Years- A UK Immigration Legacy 2013.)

Thatcher was extremely clear on her opinions on how the United Kingdom should not be “swamped by immigrants”. Her opinions could be said to have had a significant effect on the immigration policy of the realm throughout her tenure:

*The British character has done so much for democracy, for law and done so much throughout the world that if there is any fear that it might be swamped people are going to react and be rather hostile to those coming in.*

*(UK Immigration Barristers Review- The Margaret Thatcher Years- A UK Immigration Legacy 2013; World in Action 1978)*

It could be stated that the recent anti-immigration views and opinions of the Conservative politicians are not as new as it could easily be thought. However, the most recent views expressed have not been quite as ethnocentric as those of Margaret Thatcher.

However, Thatcher and the Conservatives were not in favour of any kind of discrimination based on race or origin. In their words, they were after effectively controlled immigration, which would benefit the British economy more than loose immigration regulations. (Politicalstuff.co.uk 2001.)

In spite of the Immigration Act of 1971 stating that those Commonwealth citizens who have moved before the British Nationality Act 1981 have the right to abide in the United Kingdom, the immigrants' right to bring their families to the realm was made more difficult. Particularly immigrants from Pakistan and Bangladesh faced

troubles when trying to be united with whom they considered family. (Flynn 2012; Legislation.gov.uk 2014).

Reasons behind the restrictions were, however, not specified by Flynn (2012). He, however, states that certain groups of people began to campaign against them in an organised manner after they were executed; still, it could be said that Thatcher's views were shared by more people than those campaigning against them.

All in all, the 1980's saw a change in the British government's policy on immigration as well as immigration itself: the latter became increasingly "family immigration". (Flynn 2002; Hampshire 2009.) Family immigration in brief means immigrants being re-joined with their families left behind.

However, as stated by Flynn, it was not the group of Pakistani or Bangladeshi that suffered the most due to the British governments' plans. According to him, it was the Asian community of the United Kingdom that suffered more long term damage caused by the British government's decisions. Flynn states that they were often alienated from others. (Flynn 2012.)

That said, the Irish have always been allowed to abide in the United Kingdom without visas and work permits. (Latorre, Somerville & Sriskandarajah 2009.) According to the Office for National Statistics (2013b) the Irish were the biggest foreign nationality living in the United Kingdom in 1981. The trend of Irish immigration will be depicted later in this thesis.

The most apparent reasons for the Irish to emigrate to the United Kingdom could be – besides language- its close location; one can, for example, drive from Dublin City to Belfast in less than two hours.

### 3.2 The political turning point of the 1990's

The number of immigrants moving to the United Kingdom did not diminish in the 1990's. The report provided by Devlin, Bolt et.al (2014, 16-30) states that immigration from other countries in the European Union increased considerably at the end of the decade. In addition, it became less restricted.

In the 1990's non- European immigrants were, however, managed by the British Work Permit System, which at a later point, has been edited. The last decade of the 20<sup>th</sup> century was also the time for net immigration level to become positive which it had not been until then. (Devlin, Bolt et.al. 2014, 16-30.) In other words, more people moved to the United Kingdom in contrast to people moving away.

Public opinions on immigration did not become more favourable to immigration which is why, for example, the Conservative Prime Minister, Sir John Major, had to reassure the public in the early 1990s (Major 1992; Focus Migration 2014). It could also be said that the British feared that the European Union would make it possible for several immigrants to come to the United Kingdom and were, therefore, against it.

A very different opinion was provided by the Labour Party leader Tony Blair (Blair 1995). According to him, immigration was a sign of a “decent, civilised society”. Furthermore, with Labour in power, the general official immigration related regulations were changed away from the Conservatives’ stricter views. (Latorre, Somerville & Sriskandarajah 2009).

According to Robinson (2014), Blair, in particular, was in favour of eastern European workers coming to work in the United Kingdom to help the growing economy to occupy vacancies as there was shortage of labour at the time. Flynn (2002) too argues that the need for foreign labour force grew particularly in the service industry in the 1990s. In addition, he mentions, for example, transportation becoming cheaper as one of the benefits of immigration.

Furthermore, as stated by Flynn, what he refers to as the New Labour promised a more modern approach to immigration in its White Paper released in 1998, a year after the elections in 1997. Immigration was to become more economy based; immigrations coming to the realm were to benefit the economy. (Flynn 2002.)

The Labour Party’s views were and still are not shared by everyone. For example, the Conservatives state that Labour’s immigration policy of the 1990’s and early 21<sup>st</sup> century is the core reason behind the most recent immigration related problems. According to them, the Labour party even ignored social tourism which has lead to ever increasing social benefit costs. (Conservatives 2014.)

Still, it should be noted that the beginning of the decade was the first time when the Bangladeshis were amongst the ten biggest immigrant groups moving to the realm. After that the number of Bangladeshi living in the United Kingdom has grown steadily: it was, as can be seen from the figure below, 212,000 in 2011. (Office for National Statistics 2013b.) The figure also depicts the development of immigration from four other countries from 1951 to 2011.

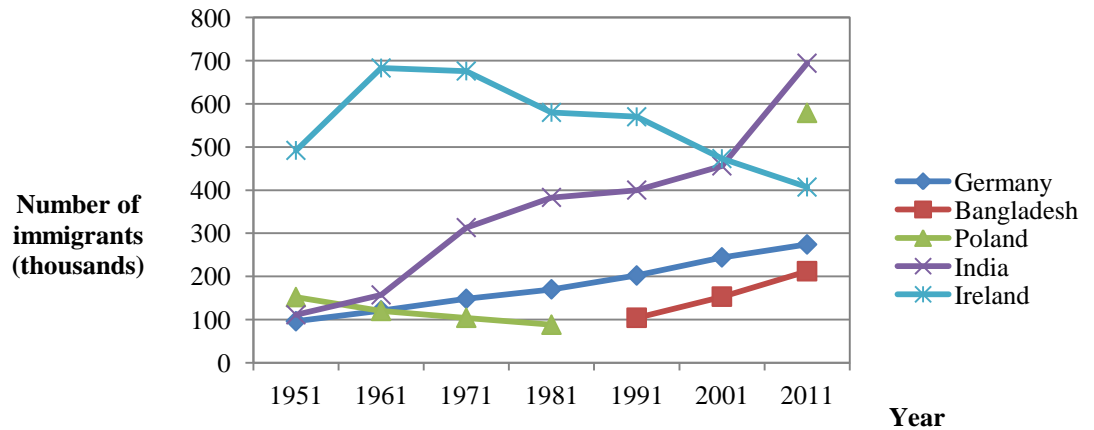


FIGURE 2. Development of immigration to the United Kingdom from selected countries in 1951-2011 (Office for National Statistics 2013b).

As can be seen in the figure, immigration from Ireland has continued to decline since 1971. Immigration from India, however, has grown for 50 years. After years of declining immigration from Poland, the country has again made it to the “TOP ten non- UK countries of birth”. (Office for National Statistics 2013b.) That could, at least in part, be explained by the country’s entry into the European Union.

### 3.3 Immigrants’ livelihood and residential areas

With the Indian population so large, they decided to establish, for example, shops selling traditional Indian costumes such as saris- or sarees- for women. The first one was established in Leicester, central England, in 1969 (BBC Leicester 2010). Immigrants have later set up similar businesses to cater for their countrymen varying from clothes to food.

On one hand, such shops could be seen as a way for immigrants to separate themselves from the British society. On the other hand, they are a way to prevent assimilation from happening; one might live in a different country to one's own and yet preserve certain aspects from one's native culture. Whether immigrants doing business in such shops have fully integrated into the society can be argued, for it can be said to be dependent on the individual.

Furthermore, many chose to work in ethnic restaurants. Judging by the interview of second- generation immigrants conducted by BBC (Robinson 2014), many first degree immigrants (parents) have worked in ethnic restaurants in the United Kingdom in 1980's and 1990's. With England being the most populated area, it could be assumed that the majority of them worked there. However, the youth interviewed were of the opinion that the immigrants employed in such trades are no longer appreciated by the natives.

When speaking of where immigrants lived in the 1980's, it could be noted that the areas have not changed much since. The situation of 1980's is depicted below:

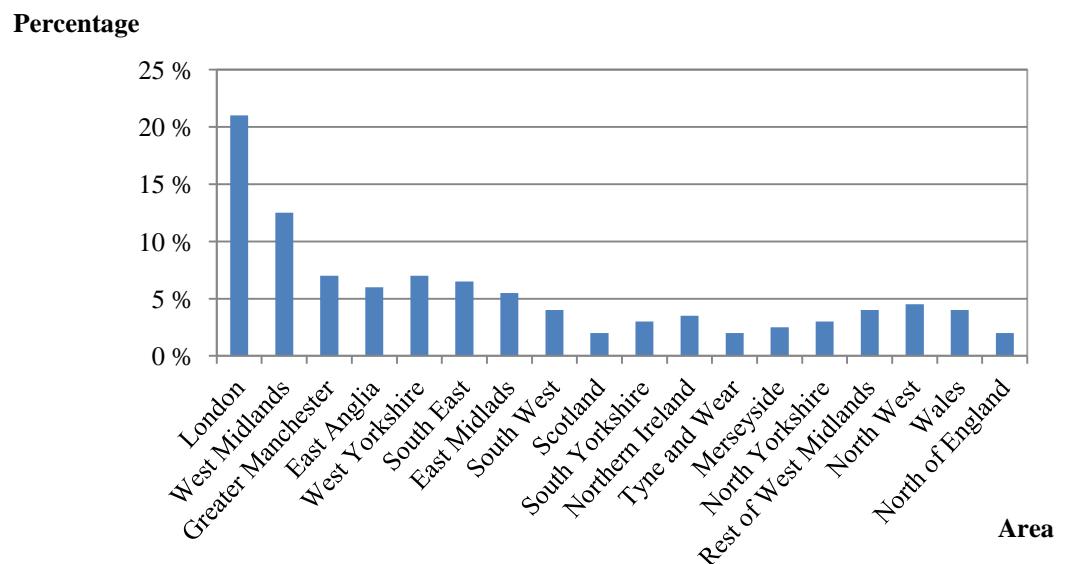


FIGURE 3. Immigrants' share of the population in 1985 (The Centre for Economic Performance 2012, 3-6; Labour Force Survey).

As the figure shows, according to The Centre for Economic Performance (2012, 3-6) the highest number of immigrants were found in London in 1985. The number was, however, half the size as that of 2012. That said, also the overall population of the realm was smaller in mid-1980's. The smallest numbers of immigrants in 1985 were in Scotland, Tyne and Wear and North of England, all of which are situated in the north of the realm. (Labour Force Survey).

According to Dustmann and Fabbri (2005, 429-430), the majority of immigrants moving to the United Kingdom in the 1980's were from the USA, the European Union as well as Bangladesh and other former dependencies of the realm. The Centre for Economic Performance, however, stated that the biggest immigrant group in the United Kingdom in 1985 were the Irish; they, as previously stated, referred to a Labour Force Survey without explaining it further. (The Centre for Economic Performance 2012, 3-6.)

That said, when speaking of a single nation, Northern American immigrants topped the chart that year with 20.6 percent when speaking of new arrivals moving to the United Kingdom. In other words, the aforementioned 20.6 percent comprise of immigrants who had not resided in the realm before 1985. That is shown in the chart below. (The Centre for Economic Performance 2012, 3-6.)

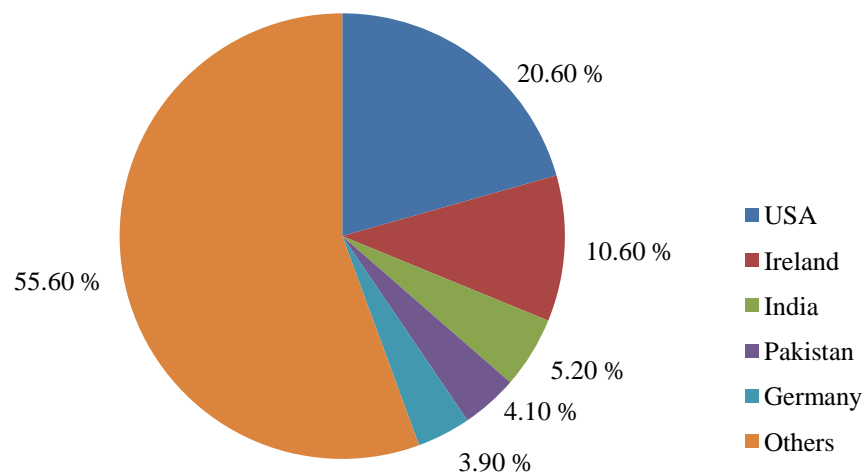


FIGURE 4. New immigrants' native countries in 1985 (The Centre for Economic Performance 2012, 3-6; Labour Force Survey).

The last decade of the 21<sup>st</sup> century did not change much in the lives of immigrants living in the United Kingdom. Where immigrants live in the 21<sup>st</sup> century has not changed much from 1990's. According to Dorling (1995, 59) the majority of immigrants lived in England being centred surrounding London: the said area had an immigrant population of 25 per cent by 1991.

A large area around the capital reaching out to the Midlands had an immigrant population increase from 5, up to 25 per cent. In addition, for example, what could be believed to be Birmingham and its surroundings had a similar sized immigration population as the capital city. (Dorling 1995, 59.)

Rienzo and Vargas-Silva (2013, 4-7) also mentioned London and particularly inner London as the home of the majority of immigrants in 1995. They based their conclusions on Labour Force Surveys conducted in the last quarter of the year between the time period of 1995 and 2012. (Labour Force Survey Q4 1995- Q4 2012.) Their own reference to the sources used was, however, not sufficient and therefore could not be fully identified.

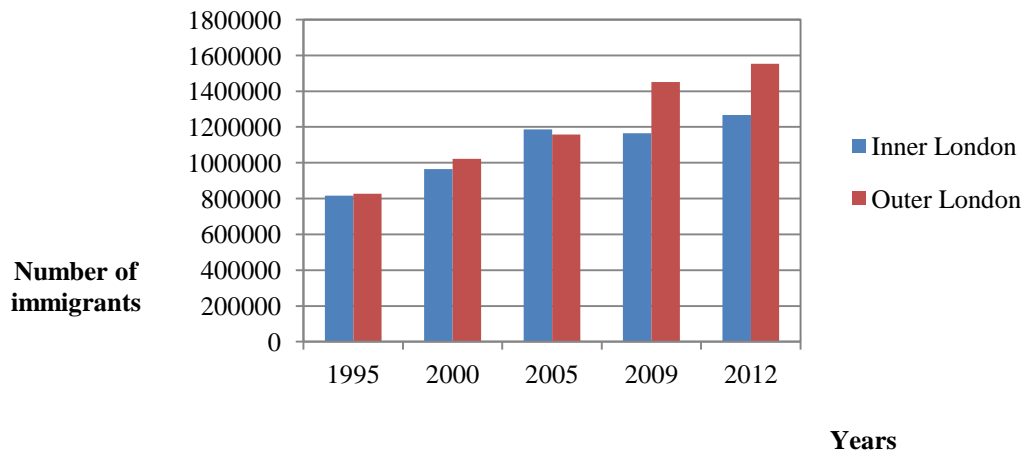


FIGURE 5. Immigrants in Inner and Outer London from 1995 to 2012. (Rienzo & Vargas-Silva 2013, 4-7).

As the figure above shows, the number of immigrants living in the capital city area was, however, significantly lower than what it is today: it was approximately 29 per cent in inner London and 17 per cent in outer London. That means a total of 1,643,584 people. The second most populous area as far as the number of



immigrants is concerned, was the West Midlands Metropolitan Area with approximately nine per cent of the population being immigrants. (Rienzo & Vargas-Silva 2013, 4-7.)

When speaking of Scotland, according to Dorling (1995, 59), much of the Scottish mainland had an immigrant population of 0 per cent in 1991. That said, areas with no more than one percent of immigrants to that region's population were relatively rare in Dorling's opinion. However, like in England, the majority of the area in Scotland had an immigrant population of from 2.5 to 5 per cent.

Dorling did not mention Wales, nor Northern Ireland. They, together with Scotland, were, however, included in the report provided by Rienzo and Vargas-Silva (2013, 4-7). According to them, there were approximately 80,000 immigrants living in Wales and a little over 53,000 immigrants in Northern Ireland in 1995. The numbers have continued to rise since and will be shown later in this thesis.

The change in immigration to Northern Ireland is shown in the table below.

TABLE 2. How immigration to Northern Ireland has developed (Rienzo & Vargas-Silva 2013, 4-7).

<b>Year</b>	<b>Immigrants (thousands)</b>
1995	53,083
2000	80,925
2005	70,376
2009	101,051
2012	134,377

As the table shows, approximately half as many immigrants moved to Northern Ireland in 1995 as compared to 2009. The European Union expanding to the East can be named as one of the reasons.

Rienzo and Vargas-Silva did not provide more specific data on Wales and Northern Ireland. However, when speaking of Scotland, they mentioned Strathclyde in Central Scotland separately: it was the home to nearly 60,000 immigrants in 1995 which might- at least in part- be explained by the existence of

a university. The rest of Scotland had an immigrant population of just under 98,000 immigrants. (Rienzo & Vargas- Silva 2013, 4-7.)

In spite of immigrants spreading all around the realm in the 1990's, they were well employed particularly at the end of the decade. That could be explained by, for example, the high number of vacancies available. The employment rate of immigrants has, however, increased since. (Campbell, Cooper & Simmons 2014, 2-5.)

Also, the report by Devlin, Bolt et. al (2014, 16-30) shows that the employment levels of immigrants from the European Union have grown steadily from 1996. Employment rates for non-European immigrants have, however, declined a little after years of steady increase. (Labour Force Survey Q4 1996-Q4 2012.)

## 4 WHAT IS THE SITUATION LIKE IN THE NEW MILLENNIUM?

The main focus in this chapter, as well as in this entire thesis, is on the 21<sup>st</sup> century and the current trends of immigration to the United Kingdom. With the option of immigrating ever simpler these days, the realm has witnessed an influx like never before and, therefore, fears for yet another one.

### 4.1 Immigration today

Immigrants have moved to the United Kingdom in a steady stream in the 21<sup>st</sup> century. There have, however, been peaks, the most recent one occurring when Poland joined the European Union together with some other Eastern European countries in 2004 (Polish Migrants in the UK 2011).

The influx can easily be explained; the possibility to move abroad was made easier for neither visas nor work permits were needed for those wanting to work in a country different to one's own within the European Union. As a result, many decided to move abroad with hopes of leading a more prosperous life than back at home.

In spite of, for example, free movement within the European Union, immigration to the realm has declined a little from 2012. However, in spite of the level of immigration showing slight signs of decline, the British government has started to consider means to restrict immigration even further (Vasama 2013a; Rienzo & Vargas-Silva 2013, 4-7.)

For example, changes are to be made to the immigration policy of the realm. In future, emphasis will be given to immigrants whom the government considers valuable; in other words, those who the government believes could benefit the economy. (Home Office 2013.) By doing so the British government signals its desire not to fully discontinue immigration, which could easily be thought judgemental by the planned restrictions. Instead, they want to prevent further influxes from countries with supposedly lower standard of living.

One of the most recent changes occurred in 2013. From April 2013 onwards immigration rules have been different to those of previous years. That is said to

benefit businesses. For example, “intra-company transferees” earning over £152,100 a year do not need to take an English language test if they should want to stay in the realm. (Home Office 2013.) This, together with the fact that investors are already able to buy a visa for themselves and their family members if their assets are sufficient, allows wealthy people to pay and bypass the standard procedures (Gov. UK 2014b.)

Furthermore, the changes are to benefit students. The aim of the aforementioned concessions is to benefit, not only British universities but also different companies in the realm by providing certain flexibility for those, who are likely to benefit the United Kingdom. In short, international students with a degree obtained from any university in the United Kingdom can now reside in the realm for as long as one year after their graduation. (Home Office 2013.)

The plans are a part of the expanded graduate entrepreneurship scheme which is thought to benefit the British economy by introducing young, international workforce. (Home Office 2013.) Even though students have to pay high tuition fees in the United Kingdom, from which British universities benefit from, the said change could be seen as a way to ensure that the students will not only stay in the realm but also benefit the economy by working and paying taxes.

Immigration Minister Mark Harper explained further:

*We are building an immigration system which works in the national interest — supporting the UK economy by continuing to attract the brightest and the best global talent, at the same time as protecting our public services and taking a robust approach against those who want to come to the UK simply to exploit our welfare system. (Home Office 2013)*

To sum up, it could be said that such changes are in line with the government’s plans to restrict immigration, which is explained later in this thesis. Still, the government does not wish to abolish immigration. It does, however, want to abolish the possibility to exploit the welfare system.

That said, such changes will not remove the possibility of people exploiting the welfare system. It could still be done by, for example, entering the country with a student visa only to disappear later or by pretending to be a student from a “bogus

university". (Conservatives 2014.) Such acts are difficult to prevent happening without introducing a compulsory identity system.

#### 4.2 Prejudice- does it exist in the United Kingdom?

The immigrants interviewed for the Helsingin Sanomat article in February 2013 said that they have experienced neither racism nor prejudice (Vasama 2013b). On one hand, they might have been too young to be able to decipher subtle signs of racism which the older generation might understand. On the other hand, living in such a multicultural society might have made them blind to the so-called, real life; after all, the immigrants who reside surrounded by other immigrants are not likely to bully each other.

According to professor Norman Ginsburg, who also was interviewed for the article on racism in the United Kingdom, racism is hidden and rooted in institutions. He is of the opinion that it shows itself in the form of worse living conditions and employment, especially, as far as Muslims and Polish people are concerned. (Vasama 2013b.)

The aforementioned hidden racism could show, for example, in worse employment prospects compared to the native population as well as other immigrant groups. A good example is when an educated immigrant is not called in for a job interview because of their foreign sounding name; a perfect example of, not only segregation of minorities but also ethnocentrism. However, such incidents are almost impossible to prove even if natives did indeed consider immigrants inferior to themselves.

Ginsburg does, however, add that Indian and Chinese people succeed in the job market better than- in many cases- natives (Vasama 2013b). In the case of, for example, Chinese people, it may be due to their culture where high work ethics is considered to be something to aim for. In addition, China is a growing market so everyone with knowledge of the language and the culture is likely to be hired in Anglo/Chinese-trading related businesses. However, there might also be less those scrupulous British employers who wish to hire immigrants only to pay less than what native workforce would earn.

Also Somerville and Dhudwar (2012, 45-46) claim that the Indian population living in the United Kingdom (men in particular) achieve more in the labour market compared to other groups of immigrants (Clark & Drinkwater 2007; Nao 2008).

Furthermore, professor Ginsburg argues that the situation is worse for black Caribbean and Pakistani people, both equally easily recognised as foreigners (Vasama 2013b). Possible differences between neighbouring countries, Pakistan and India, should be examined for there is no apparent reason for them. For example, religious differences cannot be blamed, for Islam and its denominations are more or less a dominant religion in both countries.

Nevertheless, there are other nationalities with equally dark skin tone as that of Pakistani natives and the nations of the Caribbean which, judging by Ginsburg's opinion, has, however, not made it more difficult for them to find employment (Vasama 2013b). If that is correct, the reason does not lie in the skin colour but either the nations' work ethics or stereotypical assumptions thoughts of British natives.

That said, the paper provided by the Centre for Economic Performance (2012, 3-6) stated that the majority of all immigrants work in either professional or assistant professional tasks. That implies that immigrants will not solely face racism in the British job market for the jobs in question require highly skilled workforce. The Centre for Economic Performance does not, however, indicate the percentage of each immigrant group working in the said line of business.

However, for example, the hospitality industry employs, on average, more immigrants than other lines of business- a line of business that might not be very glamorous. That can be explained by the previously effective quota on hospitality industry set by the British government to help employers in employing foreign personnel due to possible shortage of (domestic) staff (Workpermit.com 2005).

Agriculture employs the smallest number of immigrants, as the Centre for Economic Performance (2012, 3-6) state. Again, a reference to the Labour Force Survey was made without further explanation. Campbell, Cooper and Simmons (2014, 2-5) argue that immigrants have, for the most part, focused on professions

that require fewer academic skills. Those could mean, for example, cleaning and cooking.

Similar views have been stated. According to Rienzo (Labour Force Survey 2012, Q1-4; Rienzo 2013, 4), food preparation trade was amongst the ones with the highest share of immigrant workers in 2002. For example, packers' professions were in many cases filled by immigrants in 2012. It was, however, not stated how many immigrants were working in a place equivalent to their experience and professional knowledge.

The pie chart below depicts the most common sectors of employment amongst immigrants in 2012.

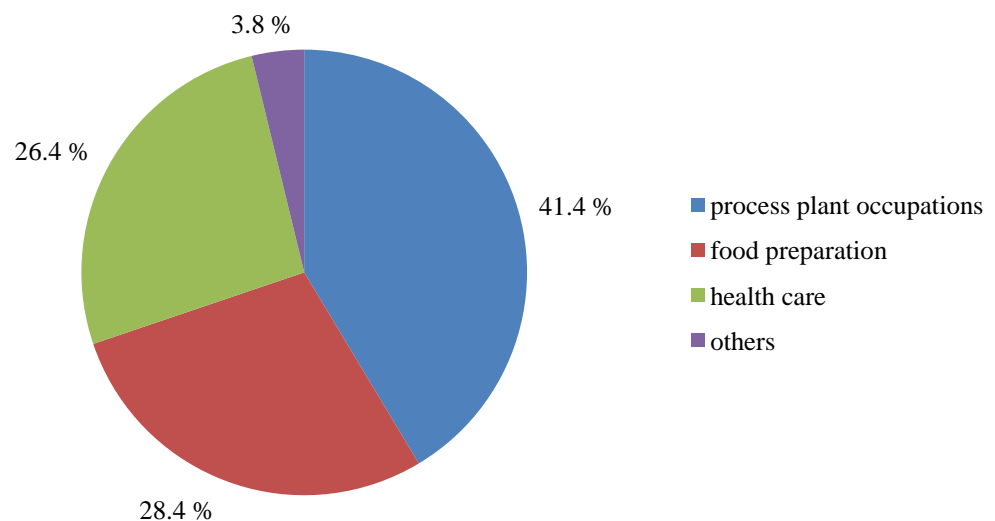


FIGURE 6. Most common employment sectors of immigrants in 2012 (Labour Force Survey 2012, Q1-4; Rienzo 2013, 4).

As can be seen from the figure, the majority of immigrants were employed in process plant occupations which, according to Rienzo include, for example, packing and industry cleaning. Health care employed fewer immigrants which is the opposite of what other reports might suggest. (Labour Force Survey 2012, Q1-4; Rienzo 2013,4.)

Another opinion was provided by McKay, Craw and Chopra (2006, 24).

According to them, the majority of immigrants work in retail, wholesale and

motor trade. In other words, they have worked in shops of different kinds. They have employed over 4,000,000 immigrants living in England and Wales, mainly in 2005. Health and social work as well as real estate and rental have employed over 3,000,000 immigrants.

The paper *Secure Borders, Safe Haven: Integration with Diversity in Modern Britain* (Home Office 2002, 38) goes even further in explaining why the British should not be prejudiced against immigration. According to it, immigrants are a vital asset for the British economy:

*Whatever the reason, in some cases, the jobs, and the goods and services they provide, would not exist without migrants to fill them. (Home Office 2002, 38)*

The aforementioned, however, emphasises the argument that immigrants are merely to fill vacancies that the natives are not interested in and therefore are not allowed to fully integrate into the society.

#### 4.3 Immigrants have not centred in certain areas

There are certain areas in England which seem more attractive to foreigners than others. The most evident reason for it is employment; the majority of jobs available are located in the said regions and, in parts, also higher wages. (The Economist 2012).

An excellent example is London, the capital city of England, with a long history of multiculturalism (The Economist 2012). According to the Office for National Statistics, 61.1 percent of the population were of British origin in 2011. (Office for National Statistics 2012b.)

Immigrants living in London make 22 percent of the entire population of the city. Of those 22 per cent living in London do not speak English as their first language. The number is even higher when speaking of children: 42 per cent of children living in London do not speak English as their native language. (The Economist 2012.) The table below shows the ten biggest immigrant groups in London in 2012.



TABLE 3. Biggest immigrant groups in London and their share of the population of London (Rienzo & Vargas-Silva 2014, 4-7).

<b>Country</b>	<b>Share of population</b>
India	9.5 %
Poland	5.9 %
Bangladesh	4.2 %
Nigeria	3.9 %
Ireland	3.5 %
Sri Lanka	3.1 %
Jamaica	3,0 %
Pakistan	2.9 %
South Africa	2.7 %
Germany	2.4 %

As can be seen in the table, Indians and Polish are the two biggest whereas Germany is the smallest. The percentages are, however, approximates for more specific data was not provided.

The capital city has the biggest Romanian population in all of England (Kenyon 2013). Many of them are Roma people. In addition, London is the home of, for example, a significant French community according to the BBC's The Morning Show (2014). However, its size was not independently verified on the show.

The Economist (2012) also points out that different groups of immigrants have often centred in certain areas of the capital city; for example, many of the Arabs reside in Bayswater, situated in central London.

However, as shown in the figure below, the capital is not the only city in England that houses numerous immigrants. That said, the region with the second largest immigrant population in 2011 was situated rather close to the capital: it was the South-Eastern part of England, where cities such as Oxford and Hastings are located, which had the most populous immigrant population after London: a total of 12.1 per cent of the population of the South East were immigrants in 2011. (Office for National Statistics 2012a.)

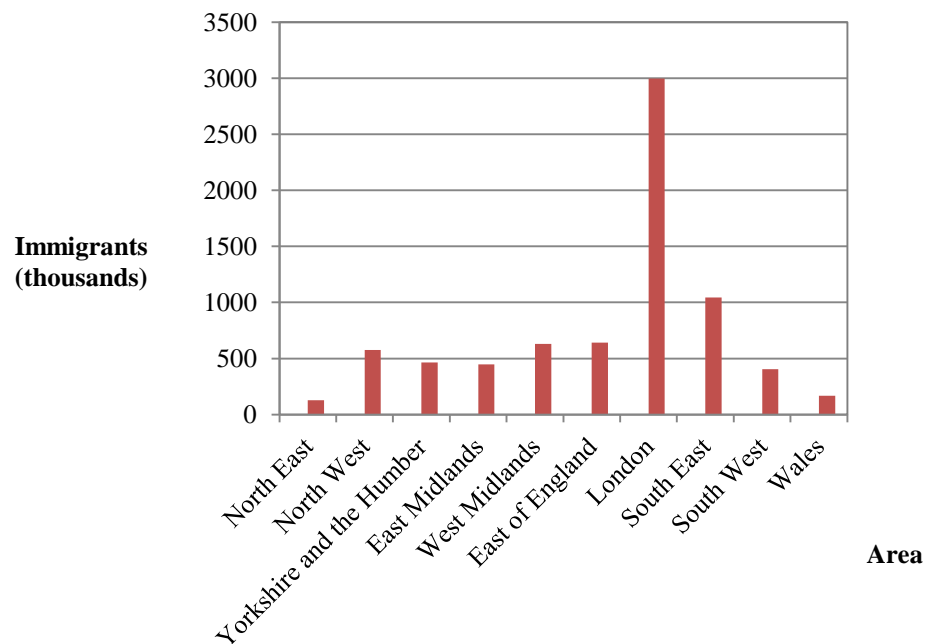


FIGURE 7. Number of immigrants in different parts of England and Wales in 2011 (Office for National Statistics 2012a).

Nevertheless, as can be noticed from the figure, the number of immigrants residing in London is significantly higher compared to the South-Eastern part of England (Office for National Statistics 2012a). It can be explained by, for example, the number of jobs available in the capital and its surroundings. For example, thousands of Bulgarians have worked in a fruit farm located in Kent, in the south-eastern part of England. Some of them are willing to do the work different to their education; for example, an accountant who now picks berries was interviewed for the BBC2's programme *The Truth about Immigration*. (Robinson 2014.)

However, certain regions in England have not attracted immigrants the same way as London. It could, however, be observed that the said regions do not centre in certain regions of the country.

West Midlands located in central England, excluding the separately mentioned West Midlands Metropolitan County, is said to be an area with fewer immigrants

compared to the rest England. Five per cent of all immigrants in England reside there. (Rienzo & Vargas-Silva 2013, 4-7.).

Opposite opinions have, however, been expressed: according to the Office for National Statistics (2012a) West Midlands was one of the areas with most immigrants in 2011. This either shows how difficult monitoring immigrants can be when their free movement is enabled by open borders or, alternatively, the Office for National Statistics has included the Metropolitan County in its census. That said, both institutes mentioned above agreed on the number of immigrants living in the North East.

According to Rienzo and Vargas- Silva (2013, 4-7) the area with the fewest immigrants was the North West excluding Merseyside in 2011. Cities such as Liverpool and St Helens are located in the said area. Rienzo and Vargas-Silva argue that it was also the only area in England with a declining immigrant population in 2011. One apparent reason, as stated by the Liverpool City Council (2014, 10) could be the declining number of jobs in certain cities which has caused ever more people to compete for the existing vacancies making it harder to find employment (Office for National Statistics; Business Register and Employment Survey).

Furthermore, as stated by Rienzo and Vargas- Silva, of the total population of rest the North West, immigrants totalled less than five per cent in 2011. It declined approximately by one per cent from 2009 after having grown steadily since 1995. (Rienzo & Vargas-Silva 2013, 4-7.)

The development of immigration to Merseyside and the rest of the North West is shown in figure 8. Greater Manchester has been added for comparison for it is located in relative proximity.

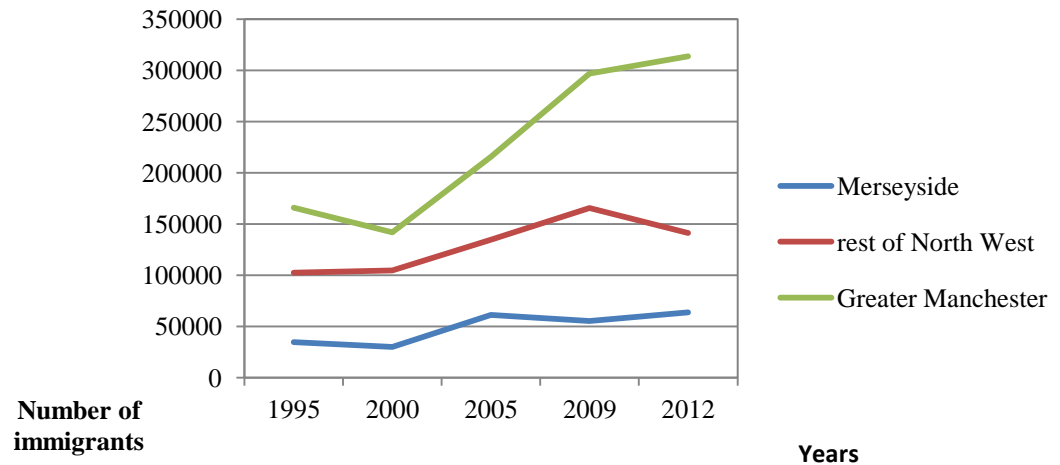


FIGURE 8. Development of immigration to Merseyside, the rest of the North West and Greater Manchester (Rienzo and Vargas-Silva 2013, 4-7).

As can be seen from the figure, immigration to Greater Manchester has continued to grow for a decade, even if not as sharply as before. Immigration to Merseyside has also grown slightly since 2009 whereas immigration to the rest of the North West has continued to decline.

All in all, individual cities are seldom mentioned in official charts. Therefore, one can easily draw one's own conclusions. For example, when walking along the East Midlands' Northampton town centre streets, it is hard to believe the observations of the Office for National Statistics; one cannot ignore, for example, the grocery shops selling Polish food or barber shops run by Africans. In addition, one is likely to hear foreign languages being spoken particularly in the town centre.

Furthermore, one is likely to notice several people who look like immigrants on the outside. For example, when walking up the main shopping street, Abington Street, during the time period of 7-10 January 2014, one could notice, not only African people of all age groups but also young, working age Poles with their families. However, that only confirms the fact that there are immigrants living outside of London even if not in great numbers.

As stated, certain areas in England might have not attracted immigrants the same way as London. However, as stated by Rienzo and Vargas-Silva (2013, 4-7),

immigration has increased in every English county since 1995 even if with some negative changes. That is the main reason for the British government for wanting to act on it; immigration to the realm is not likely to fully stop.

#### 4.4 Scotland, Wales and Northern Ireland

According to the National Records of Scotland (2013, 3- 8), certain areas in Scotland have welcomed more immigrants than others. Big cities such as Glasgow and Edinburgh are good examples: Glasgow had an immigration population of approximately 9,200 whereas Edinburgh had an immigration population of over 8,500 people in 2011-2012. The said two cities have had the highest immigration population in the country of Scotland since 2006-2007 (National Record of Scotland 2013, 3-8.) The actual numbers have, however, varied within the years even if they have remained in the same magnitude range. The chart below shows how the immigration population in both cities has developed between the time period of 2007 and 2011.

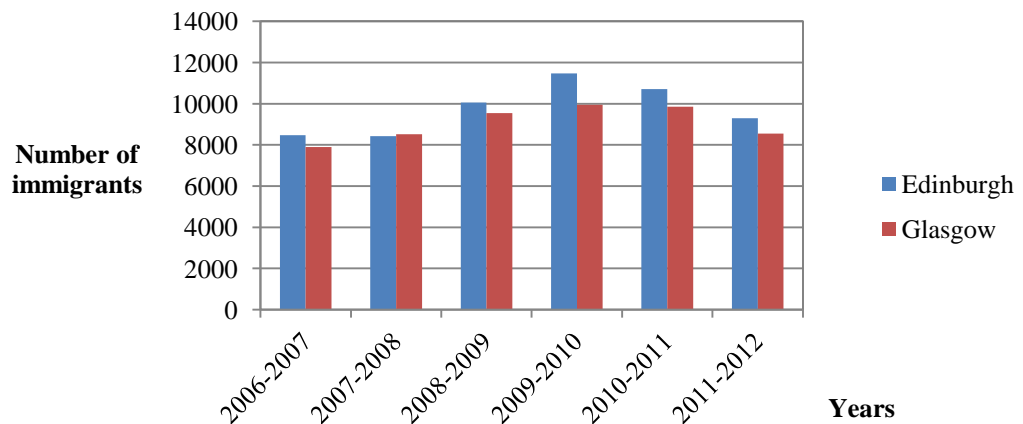


FIGURE 9. Immigrants in Edinburgh and Scotland. (National Records of Scotland 2013, 3-8).

As the chart shows, the immigrant population has declined steadily since 2009-2010 after having either grown or remained steady for few years.

Even with a slight downfall, both Edinburgh and Glasgow- the two biggest cities in Scotland- have attracted more immigrants than other council areas in the

country. For example, in 2011-2012 six different areas had an addition of 1,000-9,000 new foreign immigrants, one of them being the city of Aberdeen.

However, most Scottish council areas have not attracted immigrants the same way as other regions (National Records of Scotland 2013, 3-8). For example, Orkney Islands up north welcomed 38 new immigrants in 2011-2012 and Eilean Siar on the Outer Hebrides 44 new immigrants. Also, Shetland Islands were among the council areas with the fewest new immigrants.

Therefore, it could be concluded that the majority of immigrants, who choose to move to Scotland, want to live on the mainland and particularly in big cities. For example, Edinburgh and Glasgow must have more vacancies available for immigrants, for otherwise they would not continue to move there.

Furthermore, adapting into the society can be believed to be easier in bigger cities compared to smaller neighbourhoods where social circles are often small. That could be believed to be one of the reasons behind fewer immigrants moving to the small Scottish islands. That said, comprehensive data on the reasons or the lines of business that immigrants work in has not been provided.

A more drastic fall in the number of immigrants, has been seen in Northern Ireland; the change is shown in figure 10.

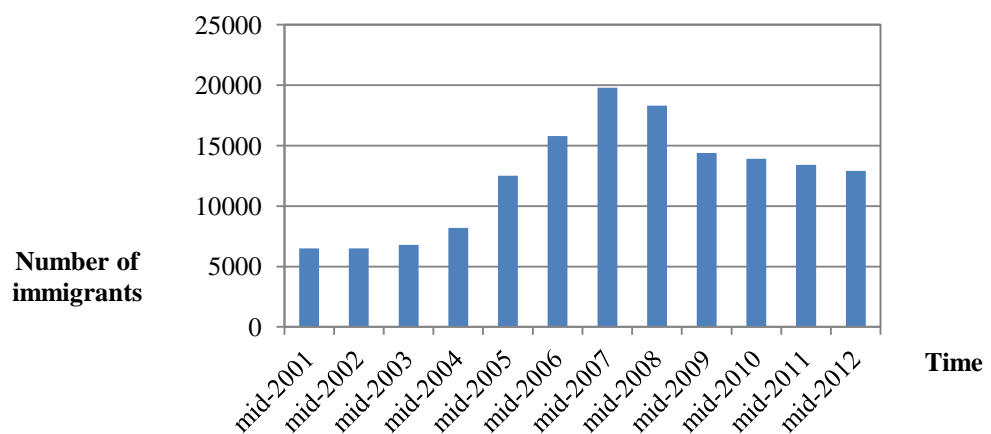


FIGURE 10. Number of immigrants in different parts of Northern Ireland from mid-2001 to mid-2012 (Northern Ireland Statistics and Research Agency 2013, 8-9).

According to the statistics provided by Northern Ireland Statistics and Research Agency (2013, 8-9), the number of international immigrants in different parts of Northern Ireland grew steadily until mid-2007 when it reached its peak of 19,800. All in all, as figure 10 shows, the number of immigrants in Northern Ireland has declined ever since being 12,900 in mid-2012.

Of all the immigrants living in Northern Ireland, people from the Republic of Ireland totalled 37,800 in 2011. The number has, however, declined since 2001, which is the opposite trend to immigrants from other countries. Particularly the number of immigrants arriving from the twelve newest European Union member states, which include, for example, Bulgaria and Poland, has increased rapidly over a decade's time: it has increased from 900 to 35,700. (Northern Ireland Statistics and Research Agency 2013, 8-9.)

The report published by Oxford Economics (2009, 3) claims that the majority of immigrants in Northern Ireland work in the hospitality industry or manufacturing. They count for 26 percent of all lines of business. Furthermore, it was mentioned that immigrants are rarely trained beyond the absolute minimum requirements.

The report, however, also states that the line of business immigrants work in does depend greatly on their nationality; for example, Indian women are more likely to work in the health sector than Eastern European males (Oxford Economics 3, 2009).

Furthermore, a report published by the Institute for Conflict Research suggests that male immigrants are more likely to be employed in Northern Ireland as compared to females. The report also points out that in spite of 25 per cent of immigrants having found employment through family or friends, many of them work in professions that they are overqualified for. Prejudiced thoughts may be behind such segregated actions. It could also be seen, when speaking of the Bennett model, as the natives of Northern Ireland being in denial; foreign workforce is seen to be of less value. (Bell, Caughey, Hansson, Martynowicz & Scully 2009, 4-5.)

However, in Wales, as Rienzo and Vargas-Silva explained, the number of immigrants has grown steadily throughout the 21<sup>st</sup> century being approximately

165,000 in 2012. It confirms the fact that immigration to, not only England but also other parts of the United Kingdom has increased- in most cases- drastically; for example, Tyne and Wear has witnessed an increase of 214 per cent over the period of 17 years. (Labour Force Survey Q4 1995- Q4 2012; Rienzo & Vargas-Silva 2013, 4-7.)

#### 4.5 New restrictions on immigration and their desired affect

The United Kingdom has welcomed many foreigners during the years but with the economic crisis not showing signs of drastic abatement, the government has been compelled to consider all means possible to reduce government spending.

As reported in the media, the conservative Prime Minister David Cameron wishes to lower net immigration- meaning the difference of immigration and emigration- to 100,000 a year by 2015. Cameron has, however, also expressed his concerns regarding whether the target could be met. (Stacey & Warrell 2013.) Still, that can be seen as way to help the government to reduce the deficit and to rebalance the economy. A good way to save is believed to be lowering the amount of social benefits paid mostly to foreigners.

Citizens of the newest European Union member states such as previously mentioned Romania and Bulgaria, have not been freely allowed to immigrate to the United Kingdom in the past (BBC 2014b). In other words, they were not allowed to work in the United Kingdom without a valid permit which is not required from citizens of other member states of the Union. If the restrictions were again to be validated, such permits would remain in use for certain immigrants.

The British government has considered particular restrictions which are believed to help them achieve their goal. They are said to apply to all immigrants and yet they have culminated in two particular countries, Bulgaria and Romania: from January 2014 onward the restrictions concerning their immigration to the United Kingdom will cease to be valid.

The government has not, however, specified whether the restrictions would also apply to Romanians and Bulgarians already living abroad. If not, it would put them in an ever more unequal position compared to other immigrants.



As said, the planned restrictions are said to apply to both European Union countries as well as countries that are not in the Union. However, the latter are believed to be worse affected. For example, according to the new regulations, a British person, wanting to live in the country with a non-European spouse, should earn £18,600 per year which in euro is nearly 23,000 (The Migration Observatory at the University of Oxford 2013). Again, wealth seems important in the plans of the British government.

Nevertheless, in spite of some being against the freedom of movement being restricted, some have admitted the British politicians to be on right track. For example, the German Chancellor, Angela Merkel, has expressed her concerns regarding possible social tourism, which on the one hand can be seen as concession to the British (Wagstyl 2014). On the other hand some might argue that Merkel has come to the conclusion that uncontrolled immigration does not work. Countries must act now before the situation becomes worse.

In spite of the British government wanting to restrict immigration, there are certain aspects that cannot be changed regarding it from other European Union member states. For example, according to the current regulations of the Union, citizens of the other member states are entitled to health services also in other member states (Your Europe 2013).

Therefore, the British welfare system may be exposed to violations. It could, however, be done by, not only immigrants but also natives, the latter being something that people do not often consider; for example, natives could claim benefits that they are not entitled to. That said, it is particularly the possibility of foreign citizens abusing the welfare system that the conservative Prime Minister, David Cameron, has emphasised. (Cabinet Office and Prime Minister's Office 2013.)

A campaign focusing on the negative sides of England was considered in 2013 in order to decrease the number of immigrants moving to the United Kingdom. Its aim would be to dissuade Romanian and Bulgarian immigrants from considering England as a good place to reside in. (Vasama 2013a.) It seemed never to have been introduced. That said, even the planning process showed that the British

government was and will be ruthless towards people, who only immigrate to the United Kingdom to abuse the welfare system (Rath 2013). It could, however, result in “good” immigrants choosing not to move to the United Kingdom.

However, a campaign targeting illegal immigrants whom the British government was hoping to expel those residing illegally in the United Kingdom has been introduced in London. Instead of pleading to the immigrants to register, the campaign urged them to return to their native countries or, alternatively, to face charges. (Winning 2013.)

Furthermore, a BBC reporter travelled to a Romanian village with British police with the aim at discouraging them from wanting to immigrate to the United Kingdom. The controversial action is disguised as a security measure; it was made to seem as though they wanted to protect, not only the people of London, but also the Roma people from being exploited. (Kenyon 2013.) Such trips have not been made to other (European) cities, at least not publically. Therefore, the British officials could be accused of prejudiced thoughts towards Romanians.

Furthermore, instead of the British government aiming at restricting ordinary people from moving there, they should re-consider, for example, the terms of investor visas. At the moment, wealthy immigrants are able to apply for a visa to either enter or reside in the realm with their families based on how much they are willing to invest (Gov. UK 2014b).

The subject of investments is not specified which may lead to wealthy people investing in, for example, already wealthy private schools and therefore strengthen the class system in the United Kingdom. It also sends out the signal that even though supposedly poor Romanians and Bulgarians are not allowed to freely enter the United Kingdom, wealthy people are- regardless of their native country.

#### 4.5.1 Natives' opinions

In spite of the United Kingdom's long history of immigration, the attitudes of natives seem to have toughened during the past couple of years.

As mentioned in the article published in Die Presse (Rath 2013), it is immigration from Romania and Bulgaria that British natives are currently most concerned about. That is the reason for the restrictions being planned particularly to target the citizens from the said countries.

At times even the immigrants who already reside in the United Kingdom seem unhappy with the possibility of a new influx of immigrants. For example, the immigrants living in the city of Peterborough in Central England seemed unhappy with the possibility of more immigrants living in their new home town. (BBC 2013b.)

Of the natives Britons interviewed, some were concerned about how Bulgarians and Romanians would integrate into the British society, one rather different to their own. On the other hand, one person stated that he had no problem with immigrants as long as they were willing to work, on which one of the recently arrived immigrants disagreed as far as Romanians and Bulgarians are concerned. (BBC 2013b.)

For example, according to the residents of the Page Hall district of Sheffield, located in northern England, the main problem with the excessive Slovakian Roma population is the clash of cultures (Robinson 2014). Even a Slovak interviewed mentioned how, as he put it, immigrants do not show respect to the native British population.

Money seems, however, the most obvious reason behind the British people's negative opinions on immigration. The economy of Great Britain did not escape the worldwide economic crisis, which has affected several countries in a greater or lesser manner (Recession and recovery 2010). Therefore, there is less money for maintaining the British welfare system built over the years leading to the government considering all means possible to save.

Restricting immigration is believed to be an excellent way to save money and resources. For example, immigrants' children need to be educated too and therefore high numbers can crowd British schools (Robinson 2014). Also, further resources and costs are tied into the health legal system where numerous

translators are required to deal with those who do not integrate or learn the language (Global Voices 2014).

Besides legal expenses, health care expenses in general are expected to rise along the number of migrants moving to the United Kingdom. For example, National Health Service (NHS) has put more resources into detecting and treating diseases that would not otherwise exist in the realm, tuberculosis being a good example. (Kelland 2011.)

Furthermore, the British worry for their own income. According to the Migration Advisory Committee (2012, 2) as many as 160,000 jobs which could be occupied by British natives have been filled in by immigrants, who have lived in the realm for less than five years. That has happened between the time frame of 1995 and 2010.

The majority of immigrants living in the United Kingdom can, however, be believed to have benefitted the economy by, for example, paying taxes and participating in the cultural life. For example, many of the staff at London Heathrow are of foreign origin or, alternatively, second degree immigrants.

That said, the unemployment level of the youth is currently rather high – there were over one million unemployed nor in education at the beginning of 2013- which has caused people to abominate the idea of foreign workforce, especially those willing to work for a lower monetary compensation. (Office for National Statistics 2013a.) That might include even working below the national minimum wage. Even if the minimum wage is not much for native Britons, it is more than what Bulgarians and Romanians earn on average in their native countries. The British minimum wage is £6.31 per hour for those over 21 years of age, regardless of profession. (HM Revenue & Customs 2014a.) That is approximately 7.66 euro.

Another possible fear could be from immigrants working in a cash-in-hand manner automatically leading to the British government losing the revenue based from the workers' income. That has direct as well as indirect effects in the economy of the entire realm.

On one hand, as previously stated, some natives might fear the possibility of immigrants “stealing” their jobs, which, in their mind, belong to the native population. This can lead to natives having to struggle with unemployment benefits.

On the other hand, the European Commission’s (TNS Opinion & Social 2012, 30-31) report suggests that the British are most concerned about crime and immigration. The latter was a major concern of 24 percent of the people participating in the survey. It was not, however, explained whether the respondents associate crime and immigration, which could be believed to be a prejudiced way of thinking. However, education system, taxation and housing worry very few of the public as can be seen from the table below.

TABLE 4. Issues which worry the British (TNS Opinion & Social 2012, 30-31).

<b>Issue</b>	<b>Percentage (%)</b>
Unemployment	40
Terrorism	3
Immigration	24
Economic situation	30
Housing	6
Taxation	6
Crime	21
Education system	6

Some, however, have chosen not to remain silent, Michael Fisher being a good example (Fisher 2013). He established a website including a petition which aimed at the Home Office to not abolish the restrictions on immigration from Bulgaria and Romania. He is of the opinion that there should be further restrictions for the next five years. (Fisher 2013.) He has, however, chosen not to specify why he decided to suggest five years instead of, for example, ten years.

Fisher’s petition gained thousands of signatures which could indicate large support to the issue. However, the slight possibility of signing the petition under a false identity has not been ruled out. Regardless, the petition reached the required level of signatures to be passed to the Backbench Business Committee. According to the response provided by the Committee, a ministerial group has been assigned

to review the arrangements required to control immigrants' access to British social benefits. (Fisher 2013.)

Nevertheless, the number of people signing the petition is rather alarming from the pro-immigrant point of view. From the government's point of view it is the opposite for the figures show that the public are in favour of the government's plans to restrict immigration.

Furthermore, natives could, for example, invoke to the fact that is currently possible for immigrants to enter the realm only to disappear later. Such illegal immigrants do not possess necessary work permits and difficult to track. This disappearance of immigrants is something that the British government is trying to prevent from happening in the future.

All in all, the majority of people in the United Kingdom have not expressed their opinions publicly regarding the debate on advantages and disadvantages of immigration something only a referendum could achieve.

That said, when the BBC (2013a) published an article on the recent report by Dustmann and Frattini, several people commented on it being either supportive of immigration or against it. The person behind username 'Francisco', whose comment was the 1,812<sup>th</sup>, could be said to have been among the former:

*Every rich nation or region, once it becomes rich with the aid of immigrants doing jobs that nobody else wants, tries to control its own borders [...] If you have a rich nation, immigrants will come, get over it. (BBC 2013a)*

The British are not eager to welcome those with opposite intentions. Therefore many, who commented the BBC's article (2013a), mentioned illegal immigration being the main problem, not necessarily immigration per se.

#### 4.5.2 Foreign policymakers' opinions

Citizens of one European Union member state are allowed to immigrate to another to work and are also entitled for different benefits in their new home countries. That is the main reason for the British government's plans concerning restrictions

on immigration have not met the approval of the majority of other member states' policy makers'. (Dominiczak 2013.)

The prime minister of Sweden, Fredrik Reinfeldt, for example, has expressed his opinions on the matter. He has stated that he cannot agree on David Cameron's plans. He argued that instead of trying to restrict immigration, European countries should aim at increasing immigration by simplifying the immigration process. (Dominiczak 2013.)

Reinfeldt's opinions and thoughts can be considered current for several western countries are struggling with an aging population. Therefore, the majority of, for example, Finnish government officials seem to be of the opinion that more immigrants should be welcomed to repair the upcoming shortfall of workforce.

However, some could argue that immigration from the former East Bloc countries to the West would only diminish the population in the east even further. That could lead to their economic prospects deteriorating with only the old left behind. That, as a result, would cause even more people to leave the country. The said countries would lose numerous taxpayers who have ensured that, for example, services of different kind have been granted for those left behind.

Sweden has also welcomed Eastern European immigrants in the past. According to the Swedish prime minister, however, Bulgarians and Romanians did not immigrate to Sweden to abuse the Swedish welfare system. Therefore, his statement could be interpreted so that the United Kingdom would not experience it, either. (Dominiczak 2013.)

Some might, however, argue that the recent events of frustrated young immigrants setting cars on fire are a result of an immigration policy gone wrong. Therefore, the Swedish way might not be the one to follow blindly.

Furthermore, it has not been specified if the polls have been gathered before the government's plans were revealed, which could have affected some people's opinions. However, according to the NatCen Social Research (2013, 1) the natives' negative opinions on immigration have increased steadily since 1995; in

2013 a total of 56 per cent were of the opinion that immigration to the United Kingdom should be decreased a lot.

The most recent survey on views on immigration was conducted by interviewing 3,244 people in the United Kingdom in 2013. (NatCen research 2013, 1.) The figure below depicts the two extremities; immigration should be increased a lot and immigration should be reduced a lot. As the figure shows, anti-immigration views have continued to increase after a year of slight decrease. Opposite opinions have remained more or less the same over the years, excluding year 2011.

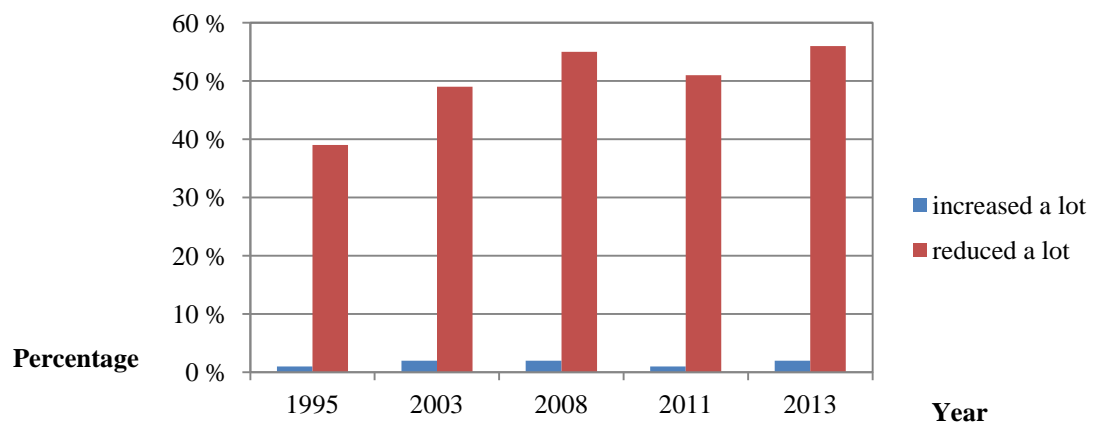


FIGURE 11. Natives' opinion on immigration (NatCen Social Research 2013, 1).

Negative publicity is likely to cause similar damage as, for example, the government officials constantly speaking of the country being in a recession: that can easily cause people to start saving for they fear for their future with possibly fewer means to spend. Resultantly, those in control should consider their words carefully to avoid any possible misunderstandings. It could also be said about print media in particular for journalists can easily exaggerate the stories in question hoping to boost the declining sales of newspapers.

It could be argued that the current predictions are based on nothing but populist views and do not represent the truth. Therefore, instead of restricting immigration even further, the British government could examine and monitor it for the next few years to see how it develops with, for example, the free movement of Bulgarian and Romanian workforce.



For example, the foreign minister of Poland, Radoslaw Sikorski- sometimes referred to as Radek Sikorski- has expressed his dissatisfaction with the British government's plans to restrict the social benefits admitted to foreigners. He has expressed his opinion on the social media:

*If Britain gets our taxpayers, shouldn't it also pay their benefits? Why should Polish taxpayers subsidise British taxpayers' children? (Sikorski 2014)*

The prime minister of Poland, Donald Tusk, argues that access to benefits should not be restricted from only one nation's representatives Sikorski is of the same opinion: he states that the United Kingdom could introduce a less generous welfare system if it so wished as long as the rules were the same for everyone. (Pop 2014.)

On one hand, child benefits paid to immigrants' children who live abroad could be seen as a way to boost the economy of the country they live in. By receiving money, they too become wealthier and are in some cases less likely to emigrate.

On the other hand, the money spent would not stay within the borders of the realm helping the British economy to revive. That is the case when child benefit is paid to British natives. That said, with the current statues, natives are facing more restrictions on child benefits, which might turn them against benefits given to foreigners (HM Revenue & Customs 2014b).

However, there are certain countries which have witnessed influxes of immigration in the past, Germany being a good example. The country, which is now the home of thousands of Turks, is currently struggling with the ever growing Eastern European population. (Lawton 2013.) Furthermore, for example, the Swiss seem to be in favour of quotas on immigration from the European Union (Dacey & Geiser 2014).

According to Lawton (2013) it is currently possible for the poor, for example, Bulgarian and Romanian immigrants to receive child benefit of 190 euro for three months after which they are to leave the country if they do not find a job.

All in all, a member of the European Parliament, Mitro Repo, has summed the basic ideology of the Union in his column in Kirkkonummen Sanomat. In his

words, goods and services should not be the only things crossing national borders. He is of the opinion that the markets should not be the only thing dictating the direction of the European Union. (Repo 2013.)

## 5 IMMIGRANT INTERVIEW

This chapter contains the interviews of immigrants living in the United Kingdom. The majority of people (six altogether) chosen to be interviewed were found on Facebook. One was found through personal English contacts.

### 5.1 Background

At the beginning of September 2013 the author of this thesis decided to post a thread in a restricted access pen pal community on Facebook with hundreds of members from different countries (Laamanen 2013).

They were asked if they knew of any immigrants willing to answer questions regarding their experiences of immigration to the United Kingdom. That resulted in seven participants, six of whom were European. Of the said six, five were women. One participant was a female from Asia. Two people who showed initial interest did not return the questionnaire form.

The questionnaire was sent to the participants on two days, on 9 and 10 September 2013. One out of six received the questions on Facebook, whereas one received them by e-mail.

In spite of the response time expiring at the end of September 2013, the majority sent their answers back within a day or two: all except one sent them by e-mail. One sent the questionnaire back on 2 October 2013 apologizing for the late return date even though the exact date was never specified on the questionnaire.

At the beginning of the questionnaire form sent to the people participating, it was emphasised that they did not have to answer every question if they felt uncomfortable doing so. In addition, it was done to hopefully decrease the number of questions not answered to maximize the amount of information gained through the questions asked.

Some of the questions asked from the immigrants living in the United Kingdom were bundled together without, however, any subheadings. The questions asked were as follows:

- When did you arrive in the United Kingdom? How old were you? What is your native country? Which area in the United Kingdom do you live in?
- In your opinion, how well could you speak English before moving to the United Kingdom?
- What line of business do you work in? Did you face hardships when applying for a job?
- What was your main incentive for moving to the United Kingdom? Did you consider other countries? If not, why?
- Have you faced discrimination of any kind?
- In your own opinion, how have you adapted to the British society? Would you say you socialize more with native Britons or with individuals from your native country?
- What is your opinion of the restrictions on immigration planned by the British government related to Bulgaria and Romania?
- Is there anything you did not consider before immigrating that would have been useful or would help others?

The majority of immigrants did not ignore any of the questions; it happened only in the case of one immigrant which could be considered an oversight. In other words, the respondents replied to every question even if with a couple of words.

## 5.2 Main reason to immigrate to the United Kingdom and year of arrival

Of the immigrants interviewed, the majority lived in England. Furthermore, as table 5 shows, they have, for the most part, emigrated to the United Kingdom in the 21<sup>st</sup> century.

TABLE 5. Year of arrival and the areas the respondents live in (Appendices 1-7).

<b>Year</b>	<b>Number of immigrants immigrating to the United Kingdom</b>	<b>Where are they from?</b>	<b>Where do they live in?</b>
1995	1	Germany	England
2003	2	Czech Republic & the Philippines	England x 2
2004	1	Norway	Scotland
2005	1	no mention	England
2006	1	Denmark	Scotland
2007	1	Lithuania	England

In a certain way, the table above depicts the situation of immigration to the United Kingdom in real life; the flow of immigrants remains more or less steady year after year.

Love and family reasons were the main incentives for the majority to move abroad. Therefore, other countries were not even considered as far as the immigrants interviewed are concerned. Of the seven people interviewed, four said to have immigrated to the United Kingdom based on them.

The second most common reason was language; two immigrants have moved to the United Kingdom to improve their language skills. Both mentioned to have spoken English rather well even before moving to the United Kingdom (Appendices 2 & 4).

Regarding the above mentioned, the question could have been broadened to include their opinions on how their time in the United Kingdom has improved their language skills.

The other immigrant, who mentioned language as a reason to immigrate to the United Kingdom, also mentioned good financial opportunities. (Appendix 2 2013) Therefore, it could be said that the majority of immigrants do not move to the United Kingdom to misuse the social benefit system. They want to earn by doing, not by swindling.

One immigrant did not answer this question, for one reason or another. In fact, she admitted in one of her other answers that if she could have her way, she would immigrate to a different European country. She, however, did not want to do it due to her studies and work. (Appendix 5)

### 5.3 Language, employment and regional differences?

Concerning language skills, one immigrant admitted that her level of English was poor upon arrival in the United Kingdom for it was not her first foreign language:

*My teacher has never been to the UK or met a native English speaker at that time because I grew up in the former GDR. I learned English in England watching kids TV.  
(Appendix 1)*

One of the immigrants, however, held a Master's Degree in English which, in her words, has shown in her professional life. According to her, she faced hardship in the process of job hunting because it was difficult for her to find a job suitable for her professional knowledge. Therefore, she has now started her own business which offers several services, for example, in the fields of design and translation. (Appendix 3)

All in all, judging by the answer sheets every immigrant had a fairly good command of the English language which, in a way, is a necessity if one desires to function as a full member of the society in an English speaking country. It does not, however, automatically mean employment.

Of the people interviewed, five lived in England: two immigrants lived in the north-western part of England, another two in the Midlands area, situated in central England. Therefore certain conclusions can be drawn relating what the situation is like for immigrants in different areas.

The fifth did not directly indicate it in her answers, for the question was missing from the questionnaire she received. However, she spoke of London which indicated that she resided in the capital. Two immigrants lived in Scotland but did not specify the county they lived in.

As previously stated, the majority of immigrants interviewed lived in England. All except for one seemed to have found a job in their new country- one even within some weeks' time after arrival (Appendix 6).

The only respondent without a job in England lived in the south-west but with the other immigrants fully employed, it could be said that her unemployment cannot be blamed on the job markets. The person has not found a job in which it would be possible to utilize, for example, her native language, which could result from numerous of things.

Two immigrants resided in the central part of England and were employed. It is, however, unclear if they work in their own area or, for example, commute to the capital. Therefore, commenting on the immigrants' situation in the county in question cannot be done solidly.

The occupations of the immigrants varied. They worked in various lines of business ranging from quality inspector to management information systems analyst. Of the seven immigrants answering, one was a stay-at home-mother and another said her occupation to be childcare. She did not specify it further.

One female immigrant stated that her profession was a nursery nurse. She, however, mentioned that she did not work with children at the time:

*I am a nursery nurse, and I still don't have a job related to children. (Appendix 7)*

Concerning difficulties in the process of job hunting, the answers varied rather greatly. Among the immigrants there were those who had not faced hardships of any kind as well as those who have failed to find a job suitable for their education as previously stated. Furthermore, one immigrant stated that he was facing a new kind of problem: it was difficult for him to progress professionally (Appendix 2).

In other words, immigrants are willing to contribute to the British society if given a chance. In a way that is in line with what Dustmann and Frattini (2013, 28) have researched for in their report they stated – more than once- that the United Kingdom is likely to attract well educated immigrants, even more so than many other countries.

In addition, Dustmann and Frattini (2013, 28) state that immigrants from other European Union member states or those equivalent, who have moved to the United Kingdom between the time period of 1995 and 2011, have contributed more to the fiscal system than what they have received in, for example, social benefits.

The above mentioned could be explained by their age structure; European immigrants are often younger than those emigrating from non-European countries. Therefore they are less likely to receive benefits. (Dustmann and Frattini 2013, 28.)

It could be said that exactly like in other countries, not only do you need experience of the field as well as education, you also need luck. It could be tricky for very often the right employees do not meet the right employers.

#### 5.4 Whom do they socialize with?

One of the questions concerned the acquaintances of the immigrants interviewed: they were asked with whom they converse with more often, natives of the United Kingdom or their fellow countrymen.

The majority of the immigrants interviewed socialized more with the British or alternatively other nationalities which could be easily explained by their choice of neighbourhood, for one.

The reasons for not socializing with members of one's own native country varied; according to one immigrant, there were not any of her countrymen living nearby, another one stated that she saw very little point in socializing with someone only because they were born in the same country. (Appendices 1 & 3.)

One immigrant, however, provided a rather cryptic answer to the question:

*It takes time and I would say I socialize more and more with Britons year after year, but still not as much as with 'natives'.  
(Appendix 2)*

It could be translated as the immigrant primarily socializing with representatives of the country he was from. One immigrant admitted not to have socialized with



Britons due to differences in lifestyle (Appendix 5). In spite of them, another immigrant said to have chosen to combine both, Norwegian and British traditions and lifestyles (Appendix 7).

Judging by the answers given, it could be said that Berry's theory on acculturation can easily be applied to the seven immigrants interviewed. The different phases of cultural acculturation can be said to have happened in the case of the immigrants interviewed. It could be said that none of the immigrants interviewed have faced separation and have been – more or less- willing to integrate into the British society. Even when not agreeing on all of the social norms they have tried to integrate which came across as, for example, a desire to socialize with native Britons (Appendix 3).

Furthermore, marginalisation is something that the immigrants interviewed could be considered not to have faced in the United Kingdom. Even those who socialized more with their fellow countrymen, had socialized with the British to some extent.

In other words, they have not disregarded the possibility of interaction with the British. To some extent few immigrants have gone through marginalisation in reverse for they do not wish to socialize with their countrymen (Appendix 3).

Concerning acculturation stress, it could be said that every immigrant has passed the euphoria phase, which usually does not last very long. Reality often hits hard after a few months at the latest after having, for example, searched for a job without finding one.

Culture shock is a more complex issue. It was rather difficult to draw conclusions based on some of the answers for they did not provide enough information. There were, however, some that were easier to interpret.

Given the immigrants' responses, it would be fair to assume that the culture shock described by Hofstede and Hofstede (2005, 323-333) was avoided when immigrating to the United Kingdom. Even if they were not fully accustomed to everything related to the realm, they knew what to expect for they had most likely, for example, visited their spouses' country.

That said, one of the immigrants admitted it having taken her quite a long to come to terms with the social norms in the United Kingdom (Appendix 3). That could be considered a form of culture shock for it was very different from what the immigrant was used to.

Acculturation has occurred in every immigrant's case. They are all working, even if not in the field they would want and have found their place in the new society. However, some have succeeded better than others which can be seen in the answers provided by the immigrants.

The stable state of mind as explained by Hofstede and Hofstede (2005, 323-333) could be said to have come across from one immigrant's answers (Appendix 1). According to her, the citizens of her native country are generally discriminated against in the United Kingdom which shows even in, for example, television.

Furthermore, she stated that one will feel estranged in both, one's native country as well as the country one decides to emigrate to. It could be argued that that is a form of the negative stable state of mind.

Judging by the immigrants' answers, they have all been accepted into the British society, which is the other way in which the said stable state of mind might occur.

All in all, it could be pointed out that immigrants cannot be labelled based on, for example, the actions of one immigrant. As can be noticed from the answers, even European immigrants differ in opinions and customs.

### 5.5 Have they faced racism?

The people replying to the questions sent to them did not reveal much of their background apart from the basic details such as gender, age and native country.

Three immigrants said they have personally never faced discrimination in the United Kingdom whereas another two said to have faced indirect racism (Appendix 2). One of the latter said to have faced more discrimination in her native country; another pondered the possibility of all immigrants facing racism of some sort even if that might have never happened to her (Appendix 5).

According to one of the immigrants, her native country has to some extent been a burden for her family. Furthermore, in her words, the British have racist attitudes and opinions towards people from her native country. (Appendix 1.)

Of the six participants only two admitted being either white or black, which might have – to some extent- affected their treatment in the United Kingdom.

When asked if the person originally from the Philippines has ever faced discrimination of any kind, the answer was:

*Yes. I was in the bus stop once and a lady shouted at me for no reason at all. I guessed it was all because I wasn't white. To be fair, I could tell she had some mental disability but her carer didn't apologise either. (Appendix 6)*

Unlike skin colour, language skills are not something that can easily be spotted. That said, an immigrant of Danish origin was of the opinion that her skin colour together with her fluent knowledge of English has helped her avoid discrimination (Appendix 3).

It could also be said that a fluent language skills have helped her integrate. However, the immigrant originally from the Philippines said to also be fluent in the English language, which makes the results more contradictory.

Furthermore, there are numerous second- generation immigrants living in the United Kingdom whose parents were born in, for example, Africa. That said, they are often British citizens but could be mistaken for immigrants because of their skin colour.

Nevertheless, only general assumptions can be made based on the seven immigrants' interviews. More valid result would demand more thorough interviews of immigrants of different nationalities and cultural backgrounds.

A certain conclusion could, however, be made, which could be said to apply especially for the other four respondents who have not face discrimination in the United Kingdom: those with white skin colour are less likely to face racism than those with darker skin in spite of fluent language skills. That said, all in all,

certain specifying answers on the kind of racism the immigrants have faced would have been enlightening.

#### 5.6 What did they say about the restrictions planned by the government?

When asked about the restrictions regarding immigration from Romania and Bulgaria, two admitted that they had not heard of such before. It remains, however, unclear how they have avoided such news, which have seemed to have gained much publicity abroad.

The others condemned them with more or less harsh words. One was of the opinion that immigration from all countries should be regulated in the same manner (Appendix 2). Such measures might save the British government more money in the long time frame for the majority of immigrants are not from Eastern Europe.

Some chose to use rather bold words to express their dissatisfaction with the restrictions planned:

*They are populist measures designed to keep UKIP at bay. [...] The British government should stop letting the Daily Mail write government policy and should start putting a sensible, balanced opinion out there. [...] If they get away with it with the Romanian and Bulgarians, what immigrant group will be targeted next? (Appendix 6 2013)*

UKIP stands for United Kingdom Independence Party, which is a rather young political party. It considers itself liberal and sceptic concerning the European Union which, in the party's representatives' opinion, has too much power over its member states. (UK Independence Party 2013.)

All in all, the immigrants aware of the planned restrictions were against them except for one; she seemed understanding of the British government's standpoint. She admitted that it must be rather hard to provide for those who might not even speak English. (Appendix 4.) Some might consider what she said a statement for restricting immigration as public funds are limited.

That said, it would be interesting to hear the both, the public as well as the government officials' views on the matter. In the case of the latter, it could be proved- perhaps even statistically- why such restrictions have been planned and what the government wishes to gain from them.

Furthermore, it could be investigated if the plans have already affected immigration to the United Kingdom from Romania and Bulgaria. They were published in early 2013 so therefore their possible impact on immigration has not yet been notified in official publications.

### 5.7 Help for future immigrants & things to consider before emigrating?

When asked, three immigrants said they could not think of any helpful pieces of advice for those hoping to migrate to the United Kingdom.

Among the four who did reply, the most common answer was the need of a social network- after all, life in a new country can be hard and lonely at times. It was even advised to form friendships before emigrating if possible for finding new friends can take time (Appendix 3).

Judging by the length of her reply to the said question, one immigrant could be considered to have been more helpful than others concerning useful advice for other immigrants (Appendix 1).

In addition to the already mentioned social network, for example, the health system and the importance of registering at a general practitioner were mentioned by the said immigrant.

Other things mentioned were the importance of legal documents and registration as well as learning the language of the country of destination, the former being something citizens of the European Union might fail to remember.

## 6 CONCLUSIONS

United Kingdom with its four main parts, Wales, England, Scotland and Northern Ireland, have welcomed tens of thousands of immigrants from near and far.

Politics regarding it have, however, not remained as steady as flows of immigrants: after years of permissive politics, the current consensus seems more restrictive particularly when talking about certain countries regarded poorer than the United Kingdom.

On one hand, people have become so accustomed to immigrants that they are easily taken for granted. On the other hand, due to excessive immigration influxes to England in the most recent years, people are ever more discontent with the high number of foreign people living in their country.

Immigration should have been controlled with greater consideration when the United Kingdom opened its borders after World War II as well as during the tenure of Labour. With that not done due to the growing economy needing cheap labour force, the problem has continued to grow ever since. Therefore, it is now rather difficult to take drastic measures for some might argue it is too late: especially due to the fact that the United Kingdom is now a member of the European Union. Furthermore, the Conservatives are not likely to loosen the regulations on immigrant as long as it remains in power.

A vast percentage of immigrants living in the United Kingdom do not choose to stay in England. The majority, however, do. Furthermore, they have centred in big cities where the possibilities for employment are greater.

Immigrants are likely to find employment in the realm. Their background including native country and language skills, does, however, might impact upon their chances. That said, it is a debated and unclear topic on which many have expressed diverse opinions.

Foreigners living in the United Kingdom have also faced racism and prejudices. It is more likely to come across as hidden gestures as, for example, reluctance to employ foreign nationals. It is harder on those looking significantly foreign.

It has, however, been shown that immigrants from the European Union are more likely to find employment in the realm compared to non-Europeans, even if it means being employed in a lower-skill job unsuited to their previous education and work experience. In spite of some immigrants being employed in higher positions, the majority are still likely to find themselves in industries considered less glamorous such as, for example, health and hospitality industries.

Immigrants, whom David Cameron's government considers desired, might lead towards other countries, for example, the USA or Canada, if the United Kingdom introduces the planned restrictions. That, as a result, might lead to, for example, loss in tax revenue and shortage of labour- the latter being something that previous governments have tried to avoid.

Consequently, the British government has expressed its desire to restrict, not only immigration but also the amount of social benefits paid to those from foreign countries. All in all, an economy of the size of the United Kingdom is not likely to function the way it does now without the extra input of foreign people, regardless of where they may have come from.

Instead of restricting immigration, the government should focus on preventing the misuse of social benefits in general: immigrants are not the only ones to misuse the system. That might, however, be difficult for a complex system could dispirit those with a real need for benefits. A complex system might be too complex for some to go through.

All in all, David Cameron cannot choose not to act on his promises. Quotas on certain immigrant groups, however, are not likely to work and will only stigmatize certain nationalities. Furthermore, declining the number of immigrants allowed into the United Kingdom is likely to have a negative effect on the British economy. Therefore, it would advisable to continue with the current rules and regulations and research the outcome in the near future to see whether the immigration trends change.

Another option would be to change the social benefit system of the European Union in spite of possible differences in opinions. Again, the outcome could be examined in all of Europe in a few years' time. That, however, would not happen

quickly for it would need to be approved of by every member state of the European Union. As likely as the aforementioned might be, the European Union currently has more grave matters to consider, even when speaking of immigration: for example, the island of Lampedusa in the Mediterranean continues to struggle with constant influxes of African immigrants. Regardless of the decision made by the British government, the process will not be easy. It will also affect all, including those playing by the rules.

Possible future research topics include immigrant interviews with a higher number of immigrants from different parts of the United Kingdom as respondents to achieve more specific results. Furthermore, more detailed questions regarding their work history could be included for the analysis of the immigrants' situation in the job market.



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## APPENDICES

APPENDIX 1: A German female. Interview 13 September 2013.

APPENDIX 2: A Lithuanian male. Interview 10 September 2013.

APPENDIX 3: A Danish female. Interview 10 September 2013.

APPENDIX 4: A Czech female. Interview 9 September 2013.

APPENDIX 5: A female immigrant. Interview 17 September 2013.

APPENDIX 6: A Philippine female. Interview 2 October 2013.

APPENDIX 7: A Norwegian female. Interview 22 September 2013.

## APPENDIX 1

These questions are for a thesis on immigration to the United Kingdom between the time period of 1980-2013. Your answers will not be used for other purposes. Furthermore, your personal details will not be passed on to other parties.

Replying will take approximately 15-20 minutes. You do not have to reply to every question. However, it would be appreciated if you could provide as much information as possible. I would be grateful if you could provide an answer of more than just yes or no.

It would be of greatest assistance if you could send your answers back by the end of September 2013.

If you have any questions, please contact me.

1. I arrived in the UK on the 29th November 1995 - 2 days after my 21st birthday. I came from Germany and live now in Cheshire or Greater Manchester (it depends who you ask)
2. My knowledge of English was poor. It was my second foreign language which I started when I was 13. My teacher has never been to the UK or met a native English speaker at that time because I grew up in the former GDR. I learned English in England watching kids TV
3. I am a stay at home mum. I used to work as a childminder but now I have to many kids of my own and no space for minded kids. I have tried applying for bi-lingual jobs and jobs as a shop assistant - no luck
4. My husband comes from England. We fell in love and that's the only reason that I came here. No other countries considered
5. Not personally. But there is hate campaign against Germans in the media (TV and newspaper). It is hard for my children because they have learned hardly anything about ENGLISH history at school but mainly about the world wars, Nazi Germany and the treatment of the jews and the Wall deaths on the German German border. My eldest got bullied because of my Nationality.
6. I don't mix with any Germans here because I don't know many. We have no car. It is nearly impossible to reach meetings of Germans without one. I have a few British friends and thanks to my children I meet lovely new Brits very often. My husband is British and our family language is English
7. I have no idea about this. So I have no opinion. But I will investigate
8. Make sure you going to have a support network. You will NEVER feel completely at home again anywhere. England is my home but still feels strange. Germany was my home and feels strange now too. You will need the people at

home even though you might think you don't need them. Don't cut ties. Don't trust too easy. People find you interesting because you're a foreigner but will drop you as soon as they notice you're just a human like them. Research the health system. You might be well now but as soon as you get unwell or you have a child with an invisible disability you will encounter foreign doctors who will not understand your accent or even accuse of making things up. It is hard to get tests and you will have to go to a GP before you can see a paediatrician (Kinderarzt) 6 months later. There is a 12 month wait to see a physiotherapist or occupational health.

The school system is very very poor. There are more than 30 children in one class. School starts September after the 4th birthday!!!! It is not acceptable to be different. Many children leave school unable to write, read or do maths correctly. The most important subject is PE

## APPENDIX 2

- **When did you arrive in the United Kingdom? How old were you? What is your native country? Your gender?**

*I've been to England three times since EU opened their borders for us, but always came back. Last visit which was in 2007 ended up me staying in the country until now. I'm 29, male. Was born in Lithuania, though native language is Russian.*

- **In your opinion, how well could you speak English before moving to the United Kingdom?**

*I used to learn advanced English in school and private school, though still it wasn't good enough in the first place to become a part of society, though other people thought opposite.*

- **What line of business do you work in? Did you face hardships when applying for a job?**

*DHL Supply Chain, MIS (Management Information Systems) Analyst. Didn't have much of a problem in 2007-2008, but now is a problem, difficult to move on, progress.*

- **What was your main incentive for moving to the United Kingdom? Did you consider other countries? If not, why?**

*Language was the main reason why I did choose England to other countries. Also based on my friend's experience I knew that in fixed-term I can earn enough money for my needs.*

- **Have you faced discrimination of any kind?**

*Yes, I have, mostly latent.*

- **In your own opinion, how have you adapted into the British society? Would you say you socialize more with native Britons, or with individuals from your native country?**

*It takes time and I would say I socialize more and more with Britons year after year, but still not as much as with 'natives'.*

- **What is your opinion on the restrictions on immigration planned by the British government related to Bulgaria and Romania?**

*I don't think immigration should be restricted just for countries mentioned above, but it should be organised and controlled in general.*

- **Is there anything you did not consider before immigrating that would have been useful or would help others?**

*Not specifically.*

### APPENDIX 3

Here are some answers to your questions.

- When did you arrive in the United Kingdom? How old were you? What is your native country? Which county in the United Kingdom do you live in? I arrived in 2006 and I was 30 years old. I am originally from Denmark and I reside in Scotland.
- In your opinion, how well could you speak English before moving to the United Kingdom? I hold a Master's Degree in English and had previously resided in the UK on-and-off as a student, so I was completely fluent.
- What line of business do you work in? Did you face hardships when applying for a job? I run my own business: I am a designer, translator, technical/copy editor and I am a freelance design consultant. Prior to setting up my own business, I found it difficult to match my qualifications to the level of job I was offered - hence starting my own business.
- What was your main incentive for moving to the United Kingdom? Did you consider other countries? If not, why? Family reasons. No other country was considered.
- Have you faced discrimination of any kind? I faced more discrimination in Denmark! I have received very little discrimination in the UK - it helps I am a white middle-class woman who speaks fluent English with very little-to-no accent.
- In your own opinion, how have you adapted into the British society? Would you say you socialize more with native Britons, or with individuals from your native country? It took me some time to adjusting to social norms (particularly gender politics which often seem old-fashioned to Danish eyes) but I consider myself fully integrated. I have a large circle of friends - very cosmopolitan and of a wide variety of nationalities & background but the same was true



in Denmark! I do not socialise with people from my own country - if we have nothing in common apart from place of birth, being friends would seem strange to me.

- What is your opinion on the restrictions on immigration planned by the British government related to Bulgaria and Romania?  
Discriminatory. I have been very disappointed by the recent hardline taken by the British Home Office on immigration.
- Is there anything you did not consider before immigrating that would have been useful or would help others? Try to form friendships before moving across. It took me a long time to form a new circle of friends and I missed having a social network outwith my immediate family.

Thank you for some thought-provoking questions!

#### APPENDIX 4

- When did you arrive in the United Kingdom? How old were you? What is your native country? Your gender? 2003, 23, Czech republic, female
- In your opinion, how well could you speak English before moving to the United Kingdom?  
reasonably well
- What line of business do you work in? Did you face hardships when applying for a job?  
childcare, no
- What was your main incentive for moving to the United Kingdom? Did you consider other countries? If not, why? To improve my English. No.
- Have you faced discrimination of any kind?  
No
- In your own opinion, how have you adapted into the British society? Would you say you socialize more with native Britons, or with individuals from your native country?  
With anyone really. London is full of foreigners.
- What is your opinion on the restrictions on immigration planned by the British government related to Bulgaria and Romania? Well hard to say. They should have the same rights but I understand that it is hard for a country to provide for so many people who are coming here to live a better life and many of them doesn't know the language or has no qualification.
- Is there anything you did not consider before immigrating that would have been useful or would help others? Check what documents you need and where you need to register. Many of my friends are finding out after many years that they did not fulfil all the legal requirements.

## APPENDIX 5

1. I came to UK at the end of 2005 few days before New Years Eve as far as I remember correct. I was 25 nearly 26 at this time. I live in Leicester it is Leicester-shire county.

2. I think I have been always speaking English quite well, have been learning for few years before coming here in extended English class.

3. I work in quality dep.as a quality inspector in Racing Systems company. We do parts for racing cars like F1 and I am inspecting them according to engineering drawings and specifications.

4. I think there is always some kind of discrimination when u are foreigner but can't say anything happen to me.

5. Strange thing but I think I haven't socialize with Britons. I don't understand British nature at all. Their lifestyle and how they precept having family or spending free time is just unusual for me . I am married to Indian guy and my best friend here is girl from Latvia. I just work with them and get along ok. Nice and stupid people are everywhere.

I don't even like much UK if i had a choice would like to live in Germany. But at the moment I am studying engineering and have good job, as well my husband and bought the house but never know what future brings.

6.Regarding immigration restrictions I think they should be same to all countries like related to criminal records, health checks and education level including knowledge of foreign language. What is the point for the country letting people who are criminal offenders, got health issues, uneducated waiting to do nothing to get benefits or unable to communicate.

7. For sure before moving different country it is worth to know the language first of all and have idea what do I want to do etc. Be prepared that is is hard sometimes, hard to be alone abroad.

## APPENDIX 6

- When did you arrive in the United Kingdom? *July 2003* How old were you? *24*  
What is your native country? *Philippines* Which county in the United Kingdom do you live in? *South Lanarkshire*
- In your opinion, how well could you speak English before moving to the United Kingdom? *Very well – our medium of instruction in the Philippines for all subjects except one (Filipino) at school is English.*
- What line of business do you work in? *Finance/Accounting* Did you face hardships when applying for a job? *Not really – I got a job after two weeks.*
- What was your main incentive for moving to the United Kingdom? *To live with my Scottish husband.* Did you consider other countries? If not, why? *No, because my husband was in Scotland.*
- Have you faced discrimination of any kind? *Yes. I was in the bus stop once and a lady shouted at me for no reason at all. I guessed it was all because I wasn't white. To be fair, I could tell she had some mental disability but her carer didn't apologise either.*
- In your own opinion, how have you adapted into the British society? *I think I've adapted very well.* Would you say you socialize more with native Britons, or with individuals from your native country? *I socialise more with native Britons although if we get invited to a Filipino party, we would never say no.*
- What is your opinion on the restrictions on immigration planned by the British government related to Bulgaria and Romania? *They are discriminatory, illegal and are certain to be challenged by the EU. They are populist measures designed to keep UKIP at bay. The reality is that the biggest 'threat' that the right-wing newspapers are picking up on is from the Roma, who are already here and are not affected at all by the restrictions as they have a habit of finding 'alternative' sources to fund their lifestyle. More to the point, not all of them are Romanians and Bulgarians. The British government should stop letting the Daily Mail write government policy and should start putting a sensible, balanced opinion out there instead of pandering to the far right in order to stay in power. If they get away with it with the Romanian and Bulgarians, what immigrant group will be targeted next?*
- Is there anything you did not consider before immigrating that would have been useful or would help others? *None.*

## APPENDIX 7

- When did you arrive in the United Kingdom? How old were you? What is your native country? Which county in the United Kingdom do you live in?
- In 2004, I was 25, I am from Norway and I live in Scotland
- In your opinion, how well could you speak English before moving to the United Kingdom?
- I could speak English very well.
- What line of business do you work in? Did you face hardships when applying for a job?  
I am a nursery nurse, and I still don't have a job related to children
- What was your main incentive for moving to the United Kingdom? Did you consider other countries? If not, why? My boyfriend who is also the father of my child lived in Scotland. No , no other country was considered, because he lived in Scotland.
- Have you faced discrimination of any kind?  
No
- In your own opinion, how have you adapted into the British society? Would you say you socialize more with native Britons, or with individuals from your native country?  
There are not many from my native country here,I have adapted well, but fight to keep the Norwegian tradition going within my family. I only socialize with Britons.
- What is your opinion on the restrictions on immigration planned by the British government related to Bulgaria and Romania? I did not know about any restrictions planned, and I am surprised that Bulgaria is mentioned since over the last few years immigration from Poland has boomed. I don't know about these planned restrictions, and how it would work, so I can not really comment. Men
- Is there anything you did not consider before immigrating that would have been useful or would help others?
- Not really