

The Truth is Out There

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Equality when you really need it

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➤ The Shock of the New

- Why does Scotland fail to have small companies, which grow quickly?

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- Migration to Britain Like There Has Never Been Before
 - Every year is a record year
 - A city twice the size of Aberdeen came to Britain last year (O.N.S.)

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- Migration is bigger but also the pattern is different

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- London, Paris, Sydney? Yes, but then areas with:
 - Ageing population
 - Declining population
 - High concentration of unpopular jobs
 - City zones far from main cosmopolitan “metro-centres”
 - Low numbers of established ethnic minorities

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- Our New Realities 1
 - More are coming

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- Our New Realities 2
 - The arrivals will not fit an ideal

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➤ Our New Realities 3

- The limit will only be when employers stop making a profit by increasing employment?

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- Our New Realities 4
 - There will be lots of problems
 - The Migrant's Perspective
 - “Life Ain't No Crystal Staircase”

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➤ Our “Pink Dreams”

- We’ve been through it all before
- They will go home (cf West Side Story)
- In the future they will go to Germany
- They are all young so therefore don’t pose problems

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➤ What GREC Notices

- Growing turbulence at bottom of labour market
- Growing difference between public and private
- Growing significance of migration status

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➤ Another New Pattern

- It's in the private sector
- but the public sector has to respond

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- The change is not only quantitative
 - Will our old models work?

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➤ The Fourth-Biggest Fear?

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➤ Issues for advice agencies and statutory agencies

- Numbers not needs?
- Rights vs realities?
- Regulation in a cold climate?
- Supporting staff?
- Speaking the language?