

The Asylum Myths

A race awareness booklet for UNISON Scotland

Many Cultures



Working For **UNISON**

UNISON is at the forefront of campaigning against racism in Scotland. UNISON members care for the whole community - we won't allow racists to wreck Scotland's economic and cultural future.

We have adopted three key objectives:

- Tackling racism in the workforce and implementing the Race Relations (Amendment) Act 2000
- Promoting respect for asylum seekers and humane immigration rules
- Combating the far right and promoting community cohesion

UNISON is committed to challenging the far right in Scotland. They try to spread fear and distrust among communities for political advantage. They offer no solutions to Scotland's problems only hatred. Their lies confuse the public about serious issues such as jobs, living conditions and strains on public services.

Recently far right organisations have used lies about immigration as a key tool to recruit members and voters. They have created confusion about immigration, refugees and asylum seekers and used this to highlight their hatred for Scotland's minority ethnic communities. These lies have become part of the mainstream and are often presented as facts in some sections of the media.

UNISON will challenge these lies and tell the truth about the valuable contribution that Scotland's diverse communities make to Scotland as a whole. This booklet forms part of UNISON's ongoing campaign. It contains valuable information that will support you in your work.

Matt Smith
Scottish Secretary UNISON



Mike Kirby
Scottish Convenor UNISON



The Asylum Myths

Fear of Strangers

Extreme right wing groups all seek to build upon fear, fear of strangers, of the unknown, of being taken over, swamped, and flooded. These powerful emotions are used to win votes and support far-right parties. They exaggerate the facts in order to frighten people. This booklet confronts the myths and lies.

Fascism; what is it?

Fascism is an extreme right- wing political force. It was started by Mussolini in Italy in 1919. Fascism is based on strong nationalism, racism, central control of the economy and military dictatorship. Hitler based his Nazi party on it.

Small British parties have taken up these ideas, including the British National Party (BNP), The National Front (NF), British Peoples Party (BPP) November 9th Society (N9S) UK Independence Party (UKIP) and Veritas.

What do Fascists, Nazis & Racists have in common?

- They seek to inflame tensions between racial groups and communities.
- They blame foreigners and ‘outsiders’ for social problems such as unemployment and crime.
- They spread fear of a loss of a national identity.
- They spread violence and intimidation.
- They terrorise targets, such as black and minority ethnic people.
- They see world trade as a foreign conspiracy.
- Trade unions are seen as a threat.
- They are fiercely anti- European but maintain strong European networks of far-right parties.

Why worry?

What’s the problem? British fascism has never been very strong. Fascist parties such as BNP, NF, BPP & N9S are small. When they stand for elec-

tion, they get a handful of votes. They have to date failed in every election in Scotland. So why worry about them?

- We must not be complacent. At a time when people are fed-up with politics, extreme parties can gain ground.
- They poison our politics. Even a small group can inject hatred and abuse into political campaigns.
- Their poison can spread. Some of their policies get absorbed into the more mainstream parties.
- Hostility towards Europe and attacks on asylum seekers spread racial prejudice.
- They generate fear. They want people to be afraid. Afraid that the country is being taken over by foreigners or that the British way of life is under threat. They also want to terrorise outsiders and spread racial violence.

So who are the far right?

British National Party

The BNP made the news when it captured a few council seats in the North of England several years ago. In the 2006 English local government elections, the BNP captured 49 seats. It supports the 'British Native People' although how this is defined is unclear. It seeks to stop all inward migration and wants resettlement of existing immigrants. On crime it calls for corporal and capital punishments. The BNP demands withdrawal from the European Union. It would "*return our economy and land to British ownership*", presumably by forced seizures and "*the selective exclusion of foreign-made goods*".

The UK economy is based upon global trade and such policies would cause such a catastrophe it is hard to imagine the effect on jobs. Hatred for foreigners is at the centre of every policy.

The BNP claim to have active branches in Edinburgh and Glasgow. They also claim to have groups in Ayrshire, Borders, Central, Falkirk, Fife,

West Lothian and Highlands & Islands. During the 2004 European Election they fielded seven candidates, securing 19,427 votes (1.65%).

During the 2005 General Election they fielded two candidates in Glasgow. Scott McLean, the BNPs vice-chair stood in the Glasgow North East constituency securing 3.24% of the vote and Walter Hamilton, their Glasgow organiser stood in the Glasgow Central constituency securing 2.39% of the vote.

The BNP are likely to field candidates in next years Scottish Parliament and local government elections.

National Front

Since its high point in the 1970's, the NF has been torn apart by internal splits. It describes itself as *"Britain's longest-lived White Nationalist Movement, poised on the brink of the new millennium ready to mushroom again"*.

It has links to violent gangs and hard line Nazis.

Its race-hate politics are similar to the BNP: *"Send all non-whites back to their country of origin. The only way to live in a peaceful society is when all members originate from the same race"*.

Here in Scotland, they claim to be active in Dundee, Hamilton, Glasgow, Edinburgh and Aberdeen, where they have unsuccessfully stood in local government by-elections.

Combat 18

The 1 and the 8 comes from A and H in Adolf Hitler. They were named in tribute to Hitler and they are indeed neo-nazis.

They were formed in 1992 as a stewarding group for the BNP. They are a highly secretive and paranoid group that has been linked to numerous violent racist attacks across the UK. Like the BNP and NF, its recruiting ground has been amongst football hooligans and skinhead gangs. Many members of the BNP and NF have been linked to Combat 18 and their activities.

Combat 18 have also been linked to Ulster Loyalist Terrorist Groups in the past. Combat 18's website has direct links to Redwatch, British Peoples Party and November 9th Society. They also have links to numerous Blood and Honour and other Combat 18 groups across Europe. They have links to worldwide nazi and extreme right wing organisations such as Klu Klux Klan and Aryan Unity.

British People's Party (formerly known as the White National Party)

The BPP is an extreme right wing organisation based in West Yorkshire. They portray themselves as a 'White Nationalist Party' which believes that the UK is heading for total disaster and that by the year 2060, white people will be a minority in the UK. Of course, no academic research is available within their web site and publications to prove such claims.

The BPP are behind the Redwatch website. This website targets trade unionists, anti-racists and

other opponents of the far right. Redwatch and websites such as; Noncewatch, Blood and Honour, Stormfront and VNN incite violence against anti-racist campaigners. Speaking recently in a debate in the House of Commons on Redwatch, Angela Eagle MP said, "*There appears to be a pattern of violence which is aimed at individuals who are targeted by this website which cannot simply be a coincidence. Hate websites do not deserve the protection of the principles of freedom of speech when they seek to prevent others from exercising their democratic rights*". The anti-racist magazine Searchlight along with UNISON has continually called for these websites to be shut down.

Although these websites may be hosted outside the UK, the people who run them and provide information to them are in the UK.

The WNP has been attempting to organise in Scotland since the summer of 2003. The Scotsman ran an article on them in September 2003 which highlighted their application to Glasgow City

Council for permission to hold its Campaign against Asylum Seekers event in George Square. They anticipated that they would be joined by 60 WNP members from all over the UK. The article also highlighted that they would be joined by Scot's *"fed up with asylum seekers draining vital medical and social services"*. Permission to stage this event was refused.

The Barrhead News has also exposed their vile campaign against paedophiles in the area.

November 9th Society

The November 9th Society (N9S) take pride in calling themselves as *"a modern day National Socialist political party changing the way people see Britain"*. These self confessed Nazis are led by Bradford based Kevin Quinn who calls himself their National Director.

Quinn, along with five others, pleaded guilty to race hate charges at the Old Bailey on Friday 4 November 2005. Quinn was sentenced to 9

months suspended for two years for the possession of racist material.

N9S advocate idolising and the worship of Adolf Hitler, and the policies and ideologies of the N9S are of this ilk.

In the past they applied to Renfrewshire Council, seeking permission to stage a town centre demonstration in Paisley. Thankfully this event did not take place. The Paisley Daily Express when reporting on this quite rightly classed them as "scum".

Other right wing parties whilst less offensive can seek to capitalise on similar fears.

UK Independence Party

UKIP followers believe that every aspect of our lives is affected by an evil Brussels conspiracy. They claim that Europe wishes to impose a 'Napoleonic Code' on Britain, meaning we can be; guilty until proven innocent, face unlimited deten-

tion without charge with no right to trial by jury.
So no scare-mongering there then!

A former MEP was former Labour MP and BBC presenter Robert Kilroy Silk. 'Kilroy' hit the headlines prior to the 2004 European Elections for his anti-Arab and anti-Moslem views in which he referred to Arabs as "*suicide bombers, limb-ampulators and women repressors*".

Kilroy left UKIP not long after his election to the European Parliament branding some members as "*bloody right wing fascists*". In 2005 he formed a new right wing party called Veritas (Latin for truth). Kilroy is now an independent MEP.

On possible links with the trade union movement. Fabian Olins, Treasurer of the British Weights and Measures Association and UKIP member said, "*A pact with the trade unions is a pact with the devil*". (UKIP annual conference, October 2003)



Racist myths

We're full up, we can't take any more

The vision is frightening. Population growing out-of-hand; foreigners flooding in from across the world to take our jobs and live well on state hand-outs. These are the claims of the far right. But what is the truth?

The 2001 census is reckoned to be the most accurate ever. The first shock was that we have been over-estimating our population. The survey knocked off a million people! There are 58.8 million in the UK - just over 5 million (5,045,000) in Scotland. It is projected that the population of Scotland will fall below 5 million to 4,926,000 by 2021. In 2040 it is projected that the population will fall to 4,590,000.

The UK is home to less than 2% of the world's refugees, around 250,000 people from around nearly 10 million worldwide.

The birth rate in Scotland has been steadily declining and is expected to fall further. Average family

sizes have already fallen from 2 children per woman born in the 1950s to 1.6 from 1975 on.

They're taking our jobs

Racist groups tend to do well when unemployment is high. There seems a simple logic to the theory that if there are 1,000 people out of work, then get rid of 1,000 foreigners. The trouble with such a solution is that the economy doesn't work like that. Economies do well when the population grows. This has happened throughout history and all over the world.

Migrants often create new industries. Indian and Chinese restaurants are good examples of this. Old sectors, such as corner shops can also be given a new lease of life.

In Scotland unemployment is low (5.3% is the average percentage across Scotland (September 2006)). In many areas the problem is a labour shortage. Without migrants our building trade would collapse, our catering and tourist trade

would suffer and crops would go un-harvested. The health service as we know it would fall apart. Migrants don't just do the jobs no one else wants. One in three doctors are from ethnic minorities.

The Asian community has many of the world's top computer specialists. In the next eight years, Britain will need up to half a million computer, construction and domestic workers. Our economy and public service rely on recruiting skills from all over the world. The tourist trade in Scotland needs to win foreign visitors and we have to compete in the world for foreign investment in our industry.

They keep pay low

Racists claim that if migrants didn't take jobs, then employers would have to raise wage levels! A recent Home Office study found that the opposite is the case.

Migrants tend to be better educated than white-British born residents. 20% are graduates compared to 15% of the local population. The new

skills bring new opportunities. The study concluded that " an increase in immigration of 1%... leads to a nearly 2% increase in non-migrant wage".

They are a drain on taxes

Migrant workers actually give more than they take. One reason for this is that most migrants are of working age. They have finished school and are a long way from retirement. The Home Office estimates that migrants contribute 10% more in revenue than they receive in benefits.

Indeed if there were no foreign-born people in Britain, taxes would need to rise by 1p in the £ or public services would be cut. Similar research is found in Germany and the USA.

They bring crime

Right-wing groups play on fear of crime to paint foreigners as the cause. The real root causes of crime are unemployment, poor housing and lack of money.

It has always been the case that newcomers face

the poorest conditions and become the target for criminal gangs. Those who arrive here through human traffickers are especially vulnerable to exploitation. Some are forced into drugs and prostitution. But it is the immigrant population who are the main victims of such crimes.

They all head for Britain

Britain is a great place to live and work. The legacy of the British Empire and the Commonwealth means that there are communities all over the globe who have links to this country. Britain is attractive to those who speak English.

But our tight immigration controls mean the UK is not the magnet for migrants that racists would have us believe. In the European league table for the number of asylum applications per head of population, Britain is ninth. The greatest burden when it comes to offering shelter to refugees falls on the developing world, the neighbours to conflicts and tyrannical regimes. Iran and Pakistan for example have taken in 4 million Afghans.

Refugees tend to want to go home. Britain has seen a return to Kosovo and more recently Afghanistan once conflict has ended.

We're a soft touch

The UK gives asylum seekers less financial support than other European countries. They are not allowed to work and forced to rely on state support, set 30% below normal income support. They are not allowed to claim mainstream benefits. An adult receives less than £40 a week.

They support terrorism

The worst accusation is that foreigners support terrorism. The leaders of black and minority ethnic community and faith groups have condemned recent terrorist attacks. Hundreds of Muslims were killed in the 9/11 and 7/7 atrocities.

Commitment to values of family and religious belief is much stronger amongst black and minority ethnic people than amongst white people. Asylum seekers are fleeing persecution and terror.

Black and minority ethnic communities have much more to lose from international terrorism. Since the 9/11 and 7/7 atrocities, assaults on black and ethnic people have increased.

We're losing our identity

The fear of change is a powerful force. Racist groups claim we are losing our Scottish way of life, our traditions and our culture. What does it mean to be Scottish? Throughout its history, Scotland has absorbed foreign cultures. We are a mix of races and have gained strength from outside ideas and influences.

Immigration in the last fifty years has brought new and exciting cultures. International food, music, dance and theatre have all benefited from a multi-cultural Scotland. A diverse community and workplace strengthen society and the workplace. International trade expands as we become more confident of doing business around the world. Compared with regions across the UK, Scotland has a good exporting record. The most creative,

dynamic and imaginative communities celebrate diversity.

Successful companies are those that learn from others and take up new ideas. Inward looking narrow thinking communities and companies become stale, dull and non-competitive. They lose trade. People who want to get on won't stay. Bright young people will move out. This is not the sort of future Scotland needs.

Not just race

Britain's male-dominated far-right groups also feel under threat from women and the gay movement. The far right despise homosexuality. David Copeland, the Soho nail bomber, was a BNP supporter. He targeted black people and gay men.

The truth on immigration

One of the most successful tactics of the far-right has been to spread fear and disinformation, often about asylum seekers. These are just a few of the key points on immigration everyone should know:

Our benefit system is open to abuse by workers from the new European Union (EU) accession states.

False. While EU law specifies equal treatment of all nationals of EU member states in the area of benefits, this does not mean that new arrivals here have immediate access to benefits.

Someone who has not lived and worked in the UK will not normally have paid UK contributions, so will not be entitled to contributory benefits such as the state pension. Income - related benefits, tax credits and child benefit can only be claimed by those who are either 'habitually resident' or 'ordinary resident' in the UK.

Of the immigrants from accession countries registered in the UK between May and September

2004, 95% have no dependents, and only 2800 have tried to claim child benefit, out of 7 million people across the UK who receive it. Of these 2800 applications only 37% have been approved. Less than 0.3% of those receiving homelessness benefits are immigrants from accession countries, and this group have made only 500 applications for unemployment benefit, of which 97% have been refused immediately.

New migrants lower wages.

Recent Home Office research suggests that wages among existing workers have not been materially affected by immigrants. Other research actually shows a rise.

Immigration is a drain on the economy.

Home Office research shows that existing migrants contribute £2.5 billion more in taxes than they receive in benefits like health and education. The National Research Council found that initial net costs to the taxpayer were very short term and concentrated in education provision for migrants

with children. The CBI back the Home Office figure of £2.5 billion net contribution. The First Minister has publicly suggested new managed migration would be a positive solution for Scotland's ageing working population.

Most asylum seekers actually come from safe countries.

In fact most refugees to the UK in recent years have been from the former Yugoslavia, Somalia, Sri Lanka, Afghanistan, Colombia, Turkey, Iraq and Iran and China – all countries where there have been serious conflict or grave human rights abuses.

Once asylum seekers enter Britain they never want to go back to their country of origin.

Many refugees often go back to their country when the reasons that forced them to leave no longer exist. Most South Africans and Chileans who fled to Britain returned when it was safe for them to do so. The vast majority of Kosovo

Albanians have also returned, despite the fragile situation in Kosovo.

Asylum seekers don't want to work.

Many asylum seekers have left behind businesses or skilled jobs in their home country and are keen to start work and earn. However, current UK legislation prohibits them from working legally in Britain until they are granted refugee status or exceptional leave to remain.

UNISON and migrant workers

Many UNISON branches are encountering an increasing number of cases involving migrant workers, many in the healthcare sector. Such workers often find themselves subject to poor rates of pay and discriminatory conditions.

Most migrant workers come to this country having pursued advertisements in their home country for employment here. They hope to better their position and provide an improved standard of living for themselves and their families. Many leave dependant children at home in care of a partner or other family members.

There are many issues for migrant workers to contend with. Above all they need to know their rights and that there is a union they can join which will help them.

UNISON Overseas Nurses Network was set up by UNISON over 2 years ago in recognition of the needs of the overseas health workers in Scotland. The network started with 6 members and now we

have over 600 all over Scotland. The network was set up as an information point, a social contact and information exchange point for us all, so that we can learn from each other. The UNISON Overseas Nurses Network is truly a success story. It was the first network of its type in UNISON.

UNISON Welfare has recently produced guide lines for supporting migrant workers. They include:

- An outline of some issues for migrant workers and the barriers to getting help
- General information on UNISON Welfare services and how we can help branches to support migrant workers
- An explanation of the recent changes to UNISON Welfare's criteria for financial assistance to help support migrant workers

Copies of this document can be found at:
<http://www.unison.org.uk/acrobat/B2757.pdf>

Recognising and Challenging Racism in the Workplace

The Race Relations (Amendment) Act 2000 widened and strengthened the anti-discriminatory provisions of the 1976 Race Relations Act (RRA 1979). It also added a new enforceable duty on key public bodies to promote race equality. The Act fulfilled a recommendation made by the Stephen Lawrence Inquiry Report, and extends coverage of the RRA 1976 to the functions of public authorities in general.

In March 2002 the Scottish Executive approved specific duties in order to help public authorities' better meet the general duties laid out in the Act. All public authorities had to publish a first Race Equality Scheme (RES) and education authorities a Race Equality Policy (REP) by November 2002 and hereafter three yearly.

In July 2004 the Commission for Racial Equality (CRE) issued "minded letters" to 21 authorities which it believed were not meeting their legal

duties under the Act. The new schemes were due in November 2005.

UNISON Scotland's position

UNISON has consistently pressed employers to recognise and challenge racism in the workplace. The Race Relations (Amendment) Act 2000 is part of the Government's response to the Stephen Lawrence inquiry. It requires employers to promote good race relations and monitor the ethnic composition of staff.

UNISON is continuing to work with employers to develop a clear strategy and programme of work to implement their new duties. We are also pressing for the law to be extended to private companies.

In 2001 a UNISON commissioned UK –wide survey by Labour Research Department revealed that:

- Black and minority ethnic people are still under-represented in the workplace.
- Employers claimed to have equal

opportunities policies, but these did not translate into practice.

- Employers did not necessarily review equalities policies or set targets to deal with the under-representation of black/minority ethnic workers.
- Many black and minority ethnic workers faced abuse/ harassment from the public.

What does the Act mean in your work-place?

The act:

- Outlaws discrimination (direct, indirect and victimisation) in public authority functions not covered by the 1976 Act and provides remedies.
- Defines “public authority” widely, as in the Human Rights Act, for the purpose of outlawing discrimination, including public functions delivered by private firms. There are only limited exemptions.
- Places a general duty on specified public authorities to work towards the

elimination of unlawful discrimination, and to promote equality.

- Empowers the Scottish Executive to impose specific duties on some/all public authorities on the general duty to promote race equality.
- Gives the Commission for Racial Equality (CRE) powers to enforce specific duties imposed on public authorities.
- Gives the CRE powers to issue Codes of Practice to provide guidance on the Act.
- Allows race discrimination cases against education bodies to go directly to a sheriff, without a 2 month “cooling off” period.
- Makes chief police officers vicariously liable for acts of discrimination carried out by their officers – costs or expenses awarded as a result of a claim to be paid by the police authority.
- Removes the powers of a Minister to issue conclusive certificates that racial discrimination was done for the purposes of national security and was not unlawful.

What is a race equality scheme (RES)?

A RES is effectively a strategy, and a timetabled and realistic action plan. It should summarise a public authority's approach to race equality and its corporate aims. It should also say how the authority plans to carry out each part of the specific duty, in other words, it contains arrangements for:

- Assessing, consulting on, and monitoring its functions and policies for any adverse impact on promoting race equality;
- Publishing the results;
- Making sure the public have access to its services; and
- Training staff.

The scheme itself should be:

- Time-tabled and realistic
- Organised around achieving results
- And should include routine monitoring by ethnic group of, amongst others, employees and applicants for employment training and promotion.

The Fresh Talent Initiative

The First Minister Jack McConnell launched the Fresh Talent Initiative with a statement to the Scottish Parliament on 25th February 2004.

Scotland's population is falling and it is declining at a faster rate than anywhere else in Europe.

- By 2009 it will fall below 5 million.
- By 2027 there could be a quarter of a million fewer people of working age in Scotland.

The key aims of the Fresh Talent Initiative are:

- To retain home-grown talent,
- To encourage Scots who have moved away to come back and work in Scotland,
- And to attract people who are completely new to Scotland – from the rest of the UK, from the EU and further field.

Speaking at the 2004 STUC Congress, the First Minister used his keynote speech to drive home the need to encourage greater immigration to Scotland and fight racism against refugees and

asylum seekers. He said, *“Welcoming new people to Scotland does not threaten Scots, their jobs or their way of life. New talent will help us grow the economy, create new jobs and give us the full employment that is already within our grasp”*.

A Warm Scottish Welcome

The Scottish economy relies on a thriving tourist trade. The tourism industry depends upon attracting visitors. But those with a different coloured skin or a strange name don't always get the warm welcome they deserve.

We are a global society and rely on international trade. The Irish built our hospitals after the war; Asian doctors and Afro-Caribbean nurses cared for our patients. We now depend on upon carers from the Philippines and cleaners from all over the world for the maintenance of our health service. It is the racists who are the odd ones out. For Scotland to thrive we need a more diverse and welcoming society. There is no room for racists in Scotland. Let's give them the cold shoulder.

Stop the Far Right!

How can UNISON and UNISON members stop far right groups spreading their hatred in Scottish workplaces and communities?

Tell the truth

The lies spread by far right groups must be answered. This booklet tackles the main myths.

Recruit and organise

Bad employers will exploit workers who lack trade union support and who do not know their employment rights. The answer is not to blame the workers but to recruit and organise them. UNISON Scotland's Overseas Nurses Network is a classic example of how to recruit and organise.

Fight Racism

Racism has no place in workplaces and communities across Scotland. UNISON must champion victims of discrimination. We should also press employers to adopt recruitment and promotion practices that treat everyone equally.

Trade Unions are working to establish black workers self-organised support groups. When racism occurs it must be challenged. UNISON branches should ensure that their employer meets their obligations under the Race Relations Amendment Act (2000).

Get involved

Racism flourishes when it is unchallenged. Please use the information in this booklet to attack racism.

There are many organisations working hard to combat racism as well as UNISON. They would welcome your support.



Terms used and misused

Terms can confuse. The media hardly helps explain the truth. Descriptions of groups are often mixed up to mislead. Here is a brief glossary.

- **Migrants**

Those who come to the UK mainly for work, intending to stay at least a year.

- **Immigrants**

Those who come in order to settle.

- **Asylum seekers**

Those who apply for protection under the United Nations Convention on the Status of Refugees.

- **Refugees**

Those who have been granted asylum. The term tends to attract public support. Images of people fleeing torture and war touch our hearts.

- **Economic migrants**

Those seeking a better life abroad. Just as many Scots did – immigrating to America, Australia,

Canada, New Zealand, South Africa and almost everywhere else!

- **Exchange workers**

These are special schemes. Exchanges are organised so that experiences can be gained from another country.

- **Foreign Students**

The education system in Scotland has long attracted many students from abroad. They can work providing it doesn't exceed more than 20 hours per week and doesn't interfere with their studies.

- **Posted workers**

These are non-European nationals who work for European companies who are 'posted' to work in the UK or another European country.

- **Seasonal Agriculture Workers**

Many farms across Scotland rely on seasonal workers from abroad. Such workers must leave at the end of three months or by 30 November.

- **Work Permits**

These give permission to UK employers to recruit named people from a country outside of Europe. The worker must remain in that employment for no more than five years.

- **European Nationals**

That's us by the way! The media often call European workers, migrants and even asylum seekers! Like us, workers across Europe have the freedom to travel and work within the European Union. This freedom of movement is essential to our economy. Some 70% of Scottish exports go to Europe. Many of our leading firms are part of European companies. Thousands of Scottish workers benefit from these rights.

- **Holiday Workers**

People on holiday in Scotland have some limited rights to work whilst they are here. There are tight restrictions. Australian bar workers are often amongst this group.

In Germany first they came for the Communists, and I didn't speak up, because I was not a communist. Then they came for the Jews, and I didn't speak up, because I was not a Jew. Then they came for the Catholics, and I did not speak up, because I was a protestant. Then they came for me, and there was no one left to speak up for me.
Pastor Martin Niemoller, 1945

For more information

UNISON Scotland
14 West Campbell Street
Glasgow G2 6RX
www.unison-scotland.org.uk

Scottish Trades Union Congress
333 Woodlands Road
Glasgow G3 6NG
www.stuc.org.uk

Show Racism the Red Card
Fountain House
1-3 Woodside Crescent
Glasgow G3 7UJ
www.theredcardscotland.org

Searchlight (International anti-fascist magazine)
PO Box 1576
Ilford IG5 ONG
www.searchlightmagazine.com

Commission for Racial Equality (Scotland)
The Tun
12 Jackson's Entry (off Holyrood Road)

Edinburgh EH8 8JP
www.cre.gov.uk/scotland

Scottish Refugee Council
5 Cadogan Square
Glasgow G2 7PH
www.scottishrefugeecouncil.org.uk

Glasgow Anti-Racist Alliance
30 Bell Street
Glasgow G1 1LG
www.gara.org.uk

One Scotland Many Cultures
www.onescotland.com

One Workplace Many Rights
www.oneworkplace.co.uk

New Scots: Attracting Fresh Talent to Meet the
Challenges of Growth
<http://www.scotland.gov.uk/Publications/2004/02/18984/3366>

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