
A8 Migrant Workers in the South East

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Background

- Work commissioned by SESPM in July 2011.
- This research compliments similar work looking at the number and role of non-EEA migrants commissioned by SEEDA and SESPM in March 2011.
- This project refers only to EU migrants from the so called “A8 nations” which joined the EU in 2004.
- The greater South East area refers to those local authorities currently in LEPs covering at least part of the South East region + Buckinghamshire.

Project Objectives

- To understand the scale of A8 migrants securing employment in the greater South East;
- To identify the industries and occupations currently drawing on A8 migrant workers in the area;
- To assess the degree of reliance on A8 migrant labour by industries within the area; and,
- To analyse the adequacy of existing local learning provision to support indigenous workers to fill vacancies currently relying on migrant labour.

Research Sources

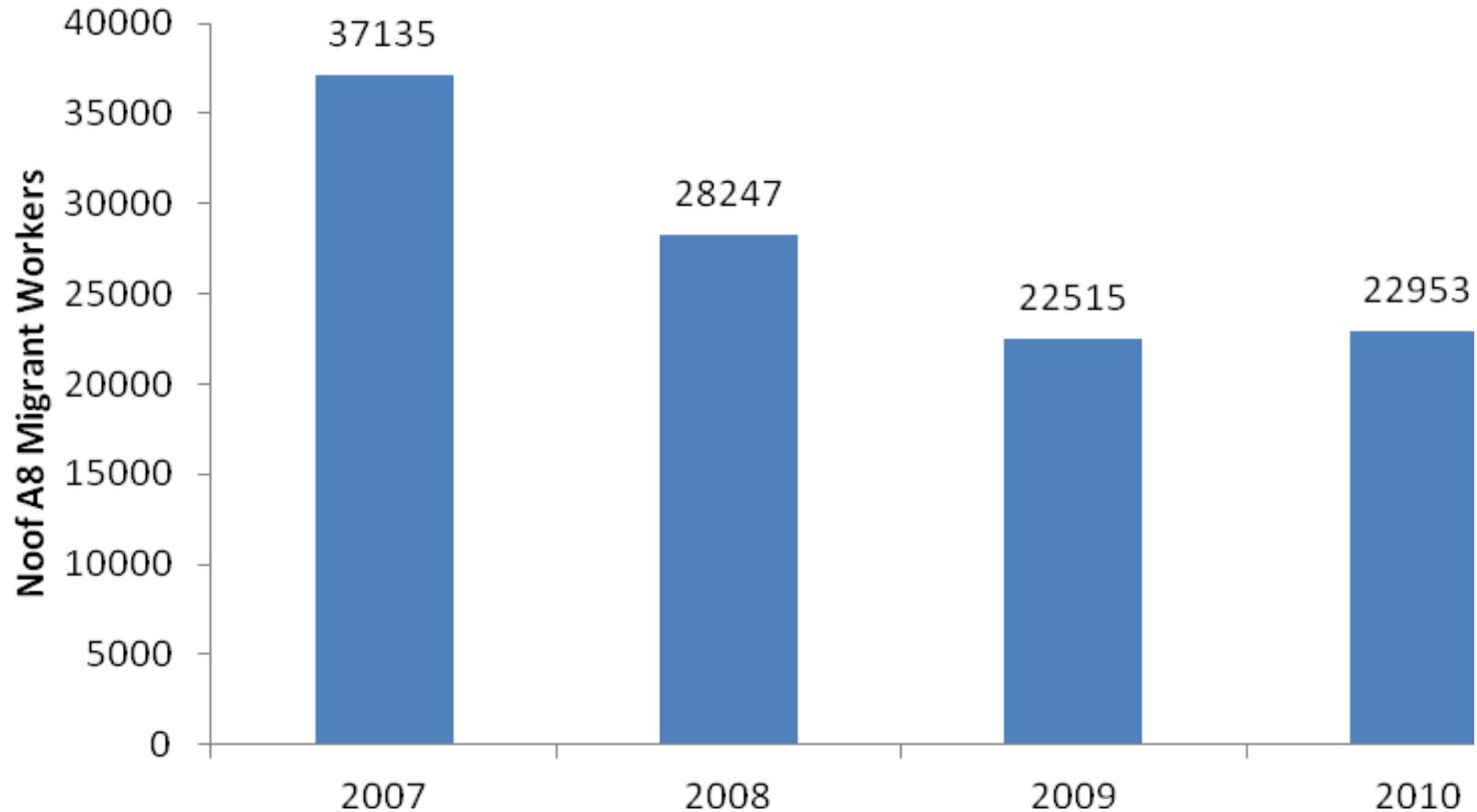
- Data drawn from a range of sources, including:
 - UKBA, Workers Registration Scheme
 - DWP, JSA Claimant Sought Occupations
 - LSC, National Employer Skills Survey 2009
 - Skills Funding Agency - Individual Learner Record

Key Findings

A8 Migrant Worker Volumes

- In 2010, a total of 22,953 A8 migrant workers were employed across the greater SE.
- A8 migrants accounted for approximately 0.4% of total workforce in greater SE.
- Since 2007 there has been a significant decrease (38%) in the number of A8 migrants employed by companies in the greater SE.
- This reduction has occurred in all LEP areas with the exception of the South East Midlands which saw a modest increase in 2010 compared with 2009.

A8 Migrant Volumes 2007-11



Occupational Patterns

- Overall the vast bulk of roles filled by A8 migrants were low or semi-skilled, a finding common across all LEP areas in the greater SE. However, this was very different from that found amongst non-EEA migrants.
- While migrants were employed in more than 160 occupations, the 10 most popular occupations accounted for 71% of all employees.
- Process Operative (Other Factory) was the role most commonly filled by A8 migrants. This alone accounted for almost a quarter (23%) of all migrants.

Top 10 Occupations

- The top ten occupations currently employing A8 migrants in the greater SE region are:

Rank	Occupation	Number of Migrants	Rank	Occupation	Number of Migrants
1.	Process Operative (Other)	5,166	6.	Kitchen & Catering Assistant	1,006
2.	Warehouse Operative	3,116	7.	Maid/Room Attendant	761
3.	Packer	1,691	8.	Waiter/Waitress	583
4.	Farm Worker/Farm Hand	1,551	9.	Sales & Retail Assistant	570
5.	Cleaner/Domestic Staff	1,375	10.	Crop Harvester	535

Sectoral Patterns

- A8 migrants worked in more than 60 different sectors of the greater South East economy in 2010
- The top 10 sectors accounted for over three-quarters (78%) of all migrants
- The role played by employment agencies is highlighted by this data as almost three-fifths of workers appear to work in admin, business and mgt services, but this is not the case.
- Most common sectors were: Hospitality & Catering; Manufacturing; Agriculture and Retail.

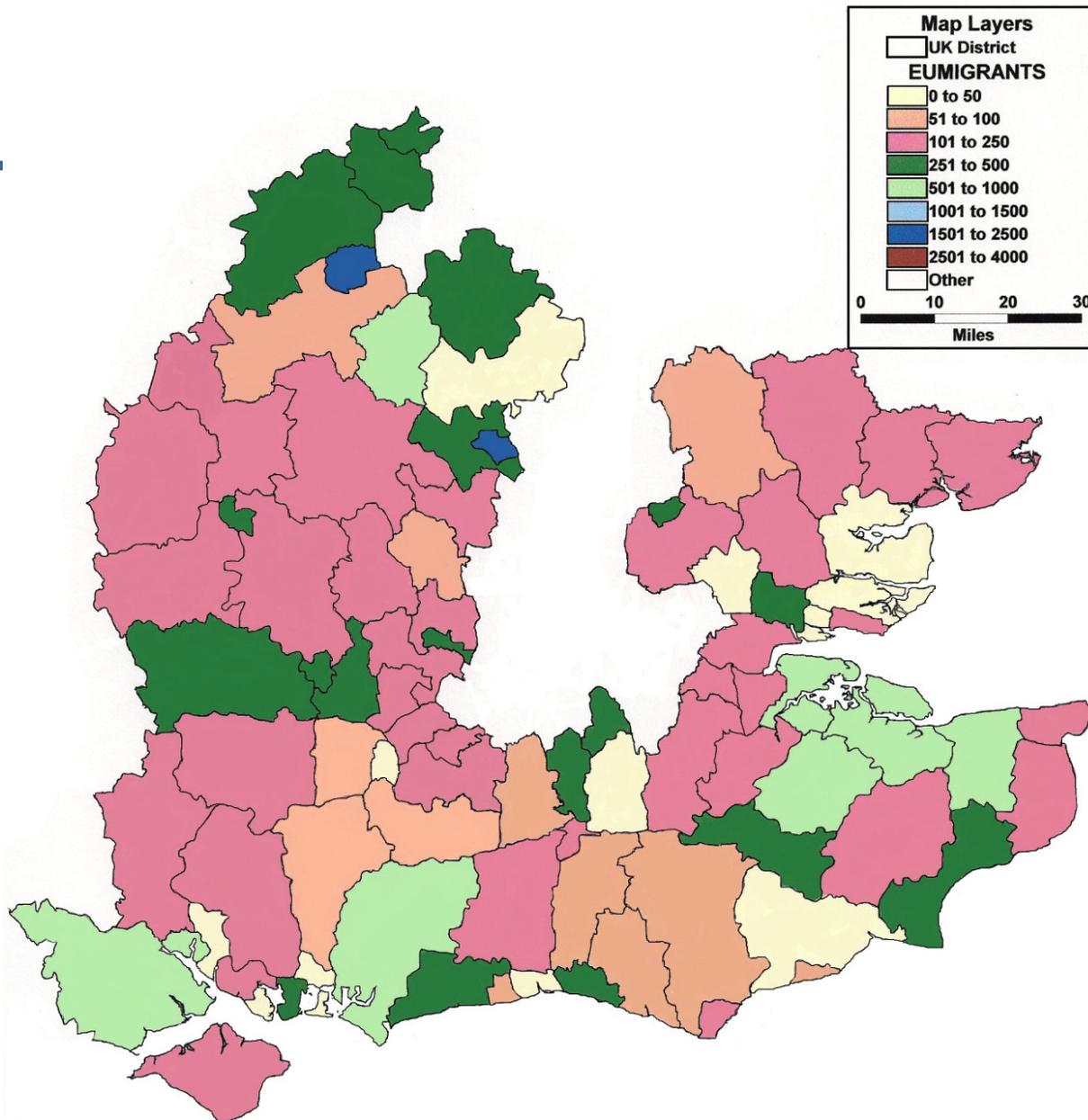
Sectoral Patterns

- The top 10 industries employing A8 migrants are:

Rank	Occupation	% of Migrants	Rank	Occupation	% of Migrants
1.	Administration, Business and managerial Services*	58	6.	Health & Medical Services	4
2.	Hospitality & Catering	14	7.	SBS Sectors	3
3.	Agriculture	10	8.	Entertainment & Leisure	2
4.	Retail & Related	4	9.	Education & Cultural Services	1
5.	Manufacturing	4	10.	Construction & Land Services	1

Geographic Patterns

- All local authority areas experienced some inward migration of A8 migrants in 2010.
- Those local authorities experiencing the greatest rate of inward migration included: Northampton (1,950) Luton (1,605) Maidstone (745) and Southampton (710).
- Local authorities experiencing the lowest rate of inward migration included: Maldon (25) Castle Point (20), Gosport and Rochford (both 17).
- In terms of density, the South East Midlands LEP area (0.52%) had the greatest density of A8 migrants, with Buckinghamshire the lowest density (0.18%).



Overall Local Reliance

- Reliance was judged by comparing roles currently filled by A8 migrants with JSA claimants looking for work in those roles
- In most cases there are more UK nationals looking for work in specific roles than current A8 migrants, suggesting that local economies could cope reasonably well with fewer migrants
- But in a number of areas there appears to be significant reliance on A8 nationals: Process Operatives; Farm Workers and Crop Harvesters.
- Questions remain about whether UK nations would have skills and aptitude to replace EU migrants should volumes reduce

Local Training Infrastructure

- In order to assess the capacity of local economy to support indigenous workers wishing to move into roles currently employing migrants a top-level review of training was undertaken.
- There appears to be only limited provision at levels 2 and 3 for those wishing to work in manufacturing, agriculture and retail.
- Sufficient training opportunities are apparent for catering at level 2 but only limited at level 3.
- Given the basic nature of some roles filled by migrants level 3 may not be necessary in all cases.

Key Conclusions

- While small as % of overall workforce, A8 nationals have played an important part in a number of sectors: Agriculture; Manufacturing; Hospitality & Catering.
- All local authorities have seen some inward migration of A8 nationals but hotspots are apparent.
- In most areas the volume of A8 nationals has reduced significantly over the last four year in line with the UK economic outlook.
- A8 migrants tend to be concentrated in low and semi-skilled roles. This is very different from non-EEA migrants who tend to in mgt & professional roles.

Key Conclusions - 2

- While in most cases there appears to be no shortage of UK nationals looking for roles filled by A8 migrants, it is unclear whether they have skills or aptitude necessary.
- In some key occupations there appears to be a shortage of interest in roles filled by A8 migrants.
- Non-skills related issues seem to be the main barrier to UK nationals taking up roles currently filled by migrants.
- It appears that in a number of areas there may be a shortage of suitable training to support indigenous workers into sectors which currently make extensive use of migrant labour.

Questions, comments, thoughts

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