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Migrant care workers in the UK labour market

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Background of the study

- Project 'The Role of Migrant Health and Social Care Workers in Ageing Societies'
- Aim is to provide new evidence on the factors of demand, the impact on elderly care provision, the migrant living and working conditions, the implications for policies regulating migration and the care sector
- Analysis of existing data (Census, LFS, GHS, administrative)
- quantitative and qualitative data collection on migrants, employers and elderly people
- Focus on social care

Aim, method and data

- Aim of this work is to explore the main characteristics of migrant labour force in the care sector
- Descriptive approach. Focus on social care. Comparison with health care sector and with native workers
- Data: Annual Population Survey (Apr. '05 – Mar. '06)

Workforce in the social care sector (excluding childcare), England 2003/04

Service type	Size of workforce			Total	% of core total
	Local authority	Independent sector*	NHS		
Social services departments (central, area, field, other)	112,000	–	–	112,000	12
Domiciliary care services	56,000	107,000	–	162,000	18
Day care services	38,000	57,000	–	95,000	1
Care homes (including nursing staff)	72,000	390,000	–	462,000	50
Agency staff	11,000	19,000	Not known	30,000	3
NHS (narrow definition)	–	–	62,000	62,000	7
Core workforce total	288,000	572,000	62,000	922,000	100
<i>% of core total</i>	<i>31</i>	<i>62</i>	<i>7</i>	<i>100</i>	
NHS (including other unqualified staff who may do some care work)	–	–	198,000	198,000	

Main characteristics of the labour market in the social care sector

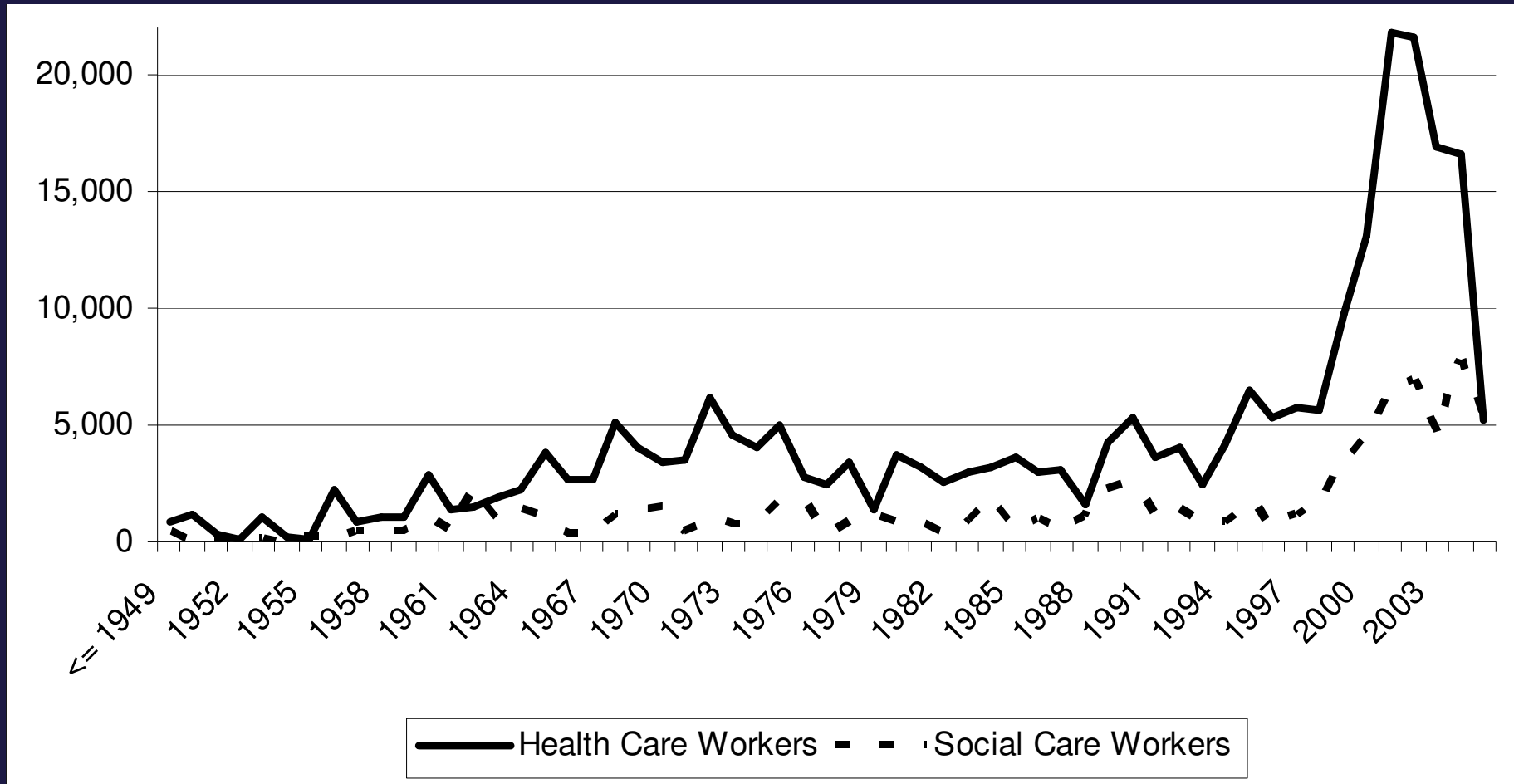
- Labour intensive services
- Scarce regulation
- Low wages (but rising at higher rate than average wages)
- High vacancy rates (~10%) – constraint over service expansion
- Negative perception of care work

Demographic structure of the care workforce

Migrants are 13.3% of the workforce in the social care sector and 17.8% of the workforce in health care sector

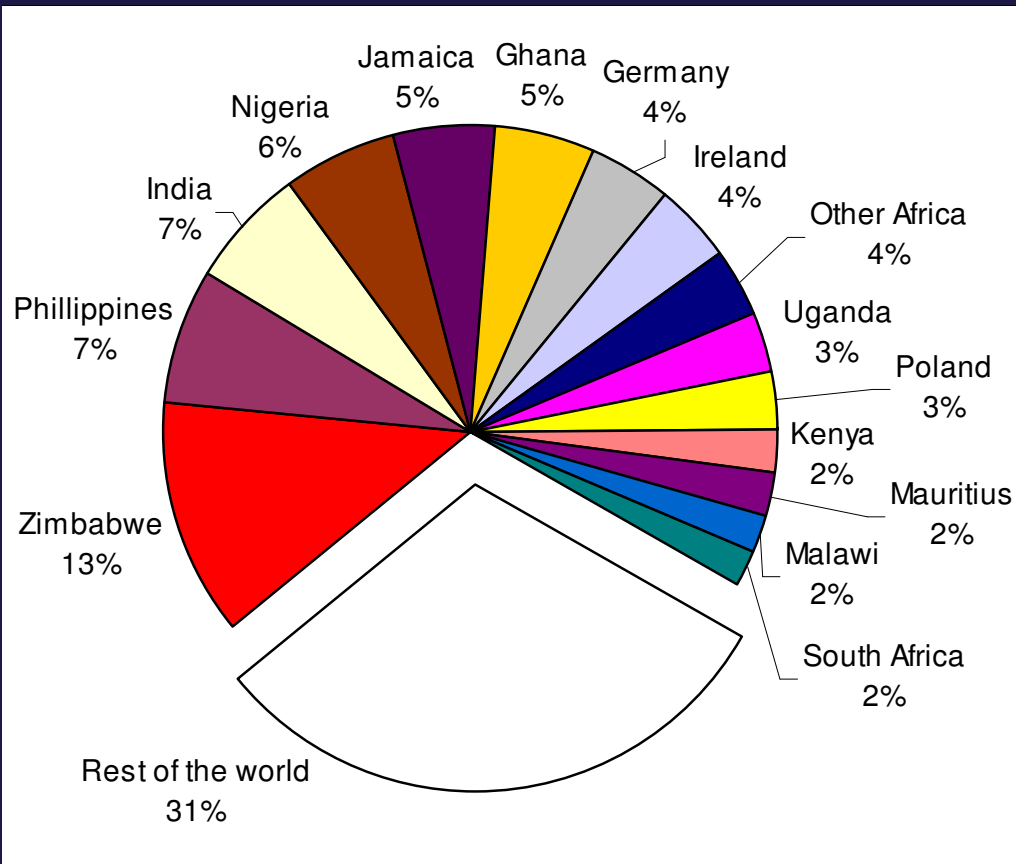
		social care		health care	
		UK born	Foreign-born	UK born	Foreign-born
Sex	M	12%	18%	22%	35%
	F	88%	82%	78%	65%
Age group	< 30	23%	30%	17%	17%
	30-44	36%	36%	44%	49%
	45+	41%	34%	39%	34%

Migrant care workers by year of arrival in the UK

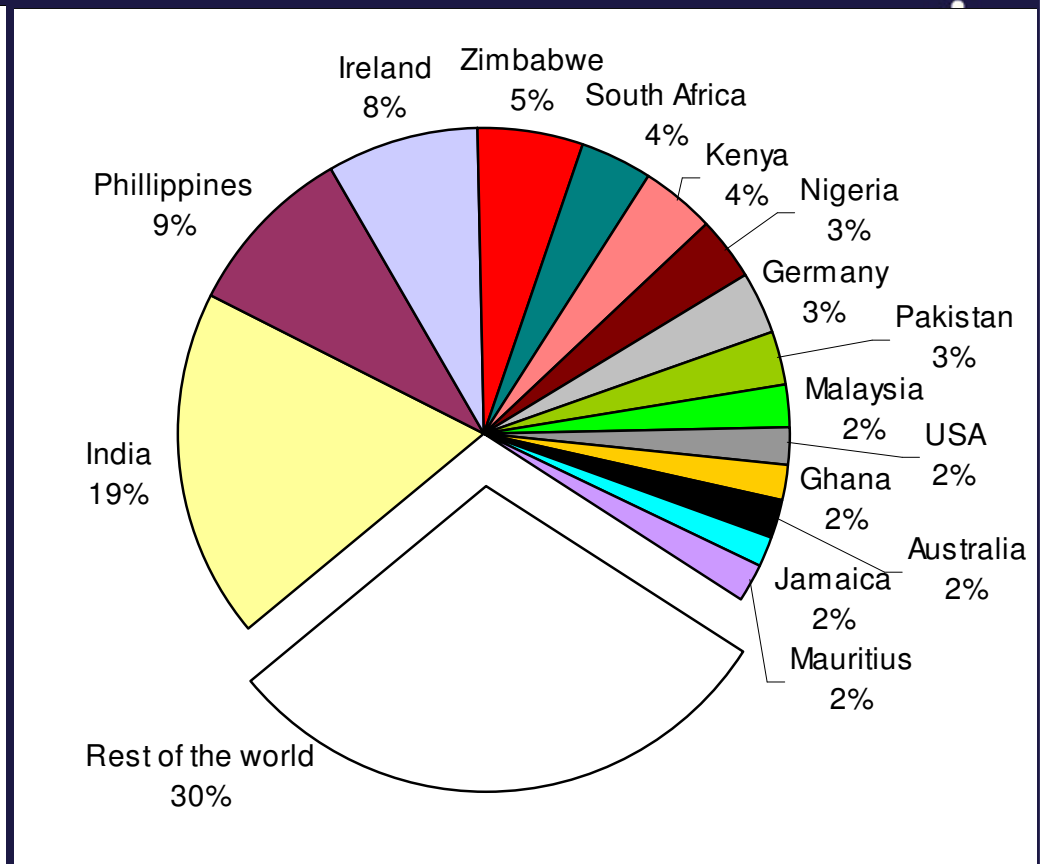


Migrant care workers by country of birth (%)

social care

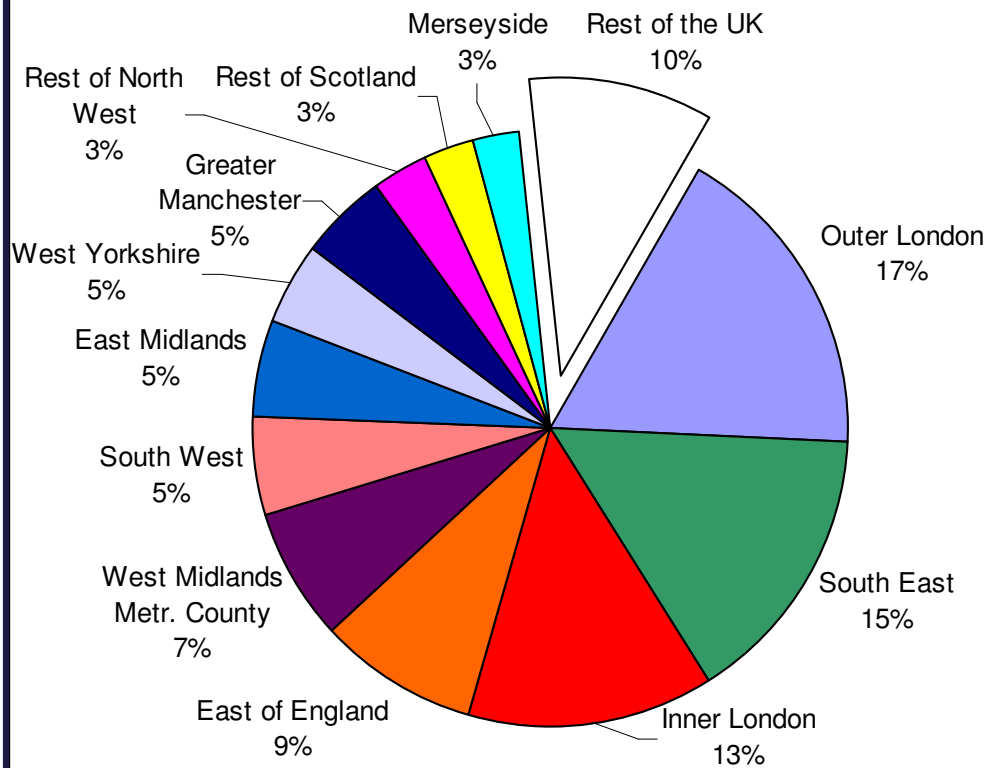


health care

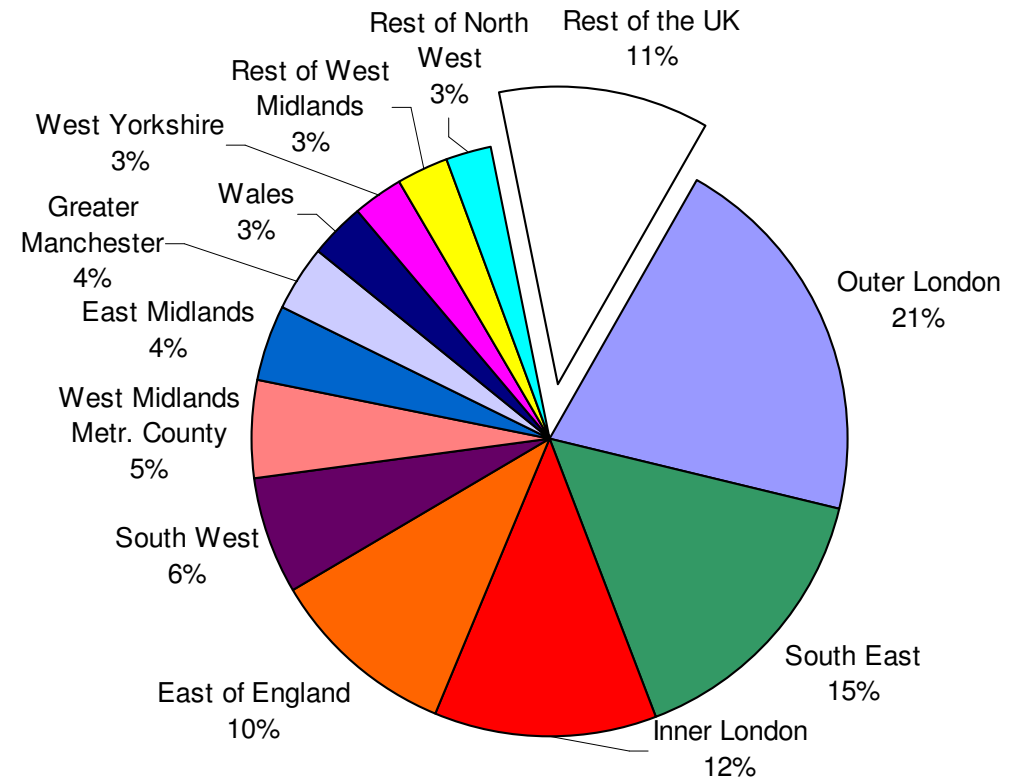


Geographical distribution of migrant care workers (%)

social care

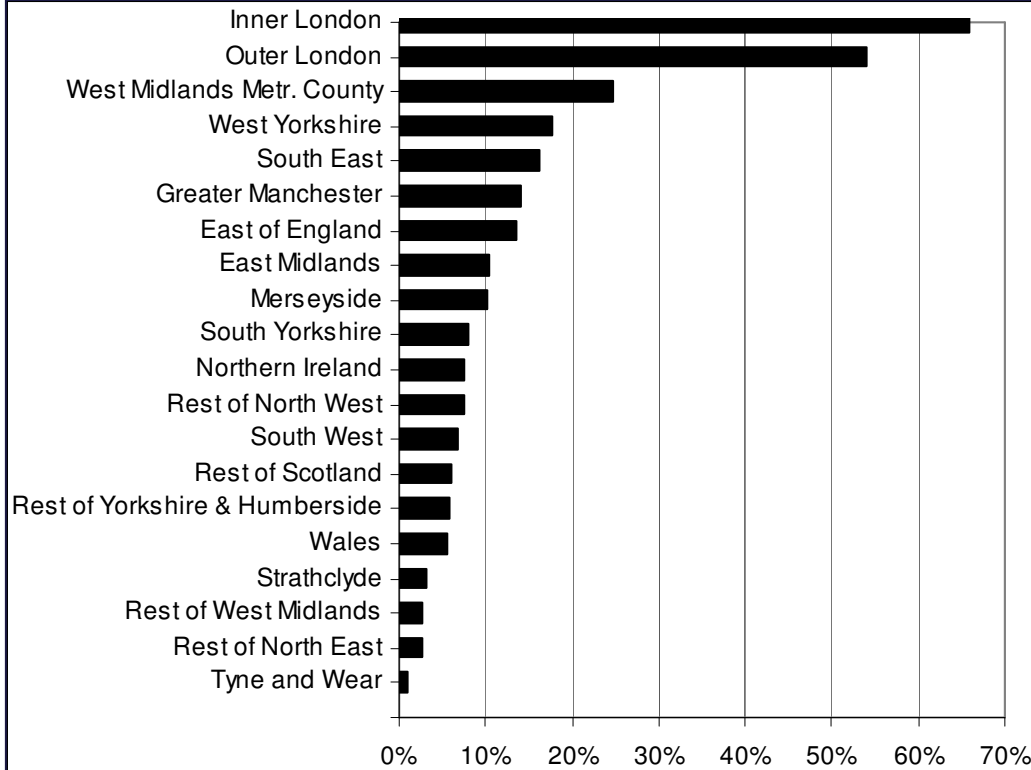


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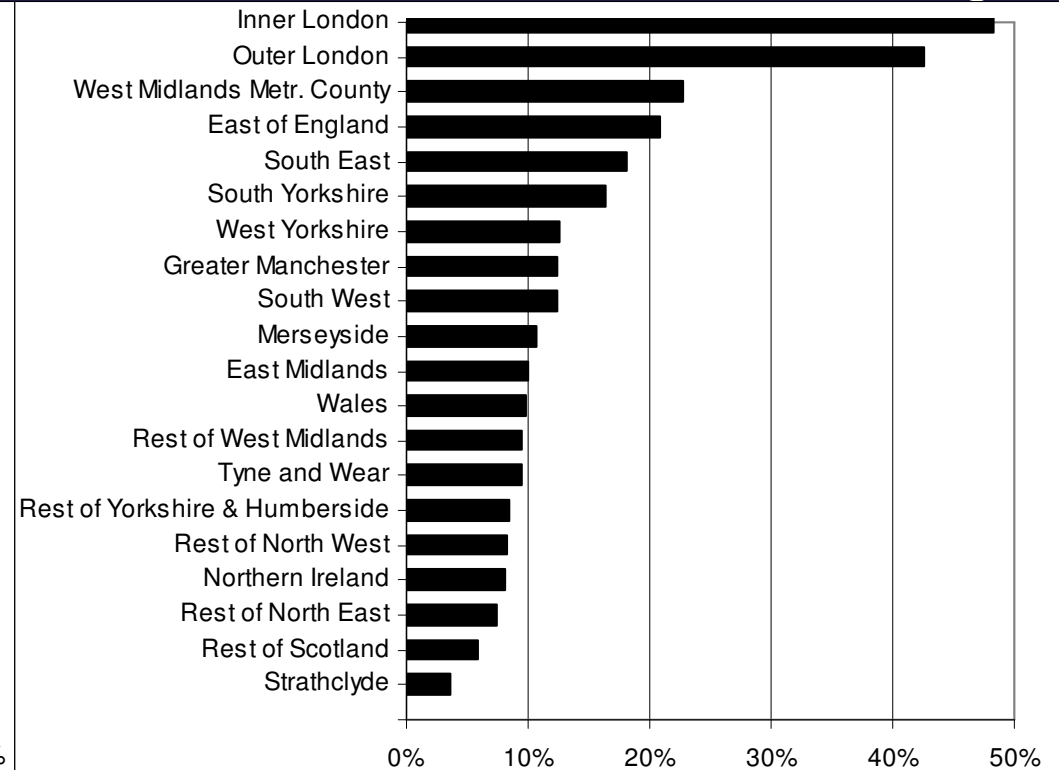


Proportion of migrants in the care workforce by area (%)

social care



health care



Distribution across public and private sectors

	social care		health care	
	UK born	Foreign-born	UK born	Foreign-born
Private	64%	75%	26%	31%
Public	36%	25%	74%	69%

Type and 'quality' of employment

	social care		health care	
	UK born	Foreign-born	UK born	Foreign-born
Job not permanent	5%	9%	4%	10%
Part-time job	46%	39%	37%	18%
looking for a job	6%	6%	4%	4%
pay unsatisfactory	22%	29%	14%	10%

Summing up: in comparison with native workers migrants...

- in the health care sector have a more balanced sex distribution
- in social care are more likely to be less than 30 years old
- are more concentrated in some areas (ie London, West Midland, East and South-East). Impact on the local health and social care labour markets varies hugely across the territory!
- are more likely to work in the private sector, full-time, in not permanent positions, and to be unsatisfied of working conditions

Thanks for your comments!

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