THE UK IMMIGRATION POLICIES AND THE LONG TERM CARE WORKFORCE

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Presentation structure

- Who are the migrants
- UK immigration policy developments
- Formal Long Term Care (LTC) sector: policy, delivery and structure
- Overview of the LTC sector workforce
- Migrants and LTC work
- The UK within the EU context
- Conclusion
Migrants

- Four main ‘official’ groups:
  - Labour migrants, joining family, asylum/refugees and students
  - Around 40% of immigrants to the UK are officially recorded as ‘labour migrants’
  - Majority of other migrants (excluding students) subsequently enter the labour market
  - Labour migrants are important to the host country’s economy but can also be seen as a burden on welfare state
    - Especially in recession, with ‘unskilled’ labour more prone to losing their jobs
Overview of UK immigration policies

- Long history of colonial links to other parts of the world
- Work permit schemes introduced since 1920s
  - Employer-driven schemes
- Until the 1950s – no major waves of immigration to the UK
  - Except from Ireland
- New Commonwealth immigration since 1950s
- Since 1960s start of successive tighter immigration control
Overview of UK immigration policies

- **2003:** EU expansion - A8 accession countries
  - UK, Ireland and Sweden only three European countries allowing early free labour mobility to A8 citizens

- **2008:** Introduction of Points-Based system
  - Replacing earlier work permit schemes
  - Classifying migrants into different ‘tiers’
  - Designed to classify non-EEA migrants based on skills
  - Accompanied by a ‘Shortage Occupation List’

- **2011:** Non-EEA Immigration Cap
Formal LTC sector

- Moved ‘slowly’ and to some extent ‘organically’ from the informal to the formal sphere
  - Retaining some qualities and characteristics
- Quantitatively and qualitatively feminised sector
  - Psychological contract
  - Emotional labour
- Dealing with a special kind of ‘commodity’
- Secondary labour-market position
  - Low wages, low status, can be devalued by society
- Migration and labour mobility key in meeting demand
- Policy sensitive
  - Welfare and immigration policies; Personalisation agenda; Big society
Social care sector position within the wider labour market

- Estimated to contribute at least 7 percent of the total active labour force
- ‘Recession proof’ sector
  - Provides a ‘commodity’ that is always on demand
- Expanding job roles and activities
  - Currently 72% of jobs involve direct care but many other professional roles are important
- Large share for the private sector but links to government funding
  - Business case but sensitive to austerity measures
Labour market position, continued ..

- New models of work and delivery
  - With particular interest in privatisation and marketisation in different forms
  - For all services including core social services’ work
    - Social work practice pilots for children and adults
    - Mutuals and social enterprises
  - Interactions and dynamics with other sectors
    - Health, housing, assisted technology and leisure
- Changing roles and responsibilities
  - Users as employers
  - Care workers as self-employed (especially in domiciliary care)
Gender and women’s work

- 82 percent of the workforce are women
- Pricing women’s work
  - Women do poorly paid work, or women’s work is poorly paid.
- Generally a poorly paid workforce
  - Recent estimates of 9 to 12% of direct care workers paid under the national minimum wage (Hussein 2011a)
  - Home care workers particularly vulnerable to low pay, due to unpaid travel time and cost
  - Significant gender wage inequalities specially at higher pay scales
    - Managerial and professional jobs (Hussein & Manthorpe 2012)
Migrants and labour dynamics

- Constitute a large portion of the formal workforce
  - Estimated at 20% among all jobs; 8% of social workers
  - Migrant social workers concentrated in children’s services
  - Much higher prevalence in the capital and large cities (40% in London)

- Top five sending countries:
  - The Philippines, India, Poland, Zimbabwe and Nigeria (54% of all migrants)

- More in the private sector and in direct care and nursing jobs
Migrants by nationality, sector and type of settings
Source (Hussein, 2011b)
Distribution of workers by main job role and nationality, NMDS-SC sub-sample October 2010

Source: Hussein (2011b)
Migrants and labour dynamics

- Trends of increased participations of migrants from Eastern Europe (A8 and A2)
- Overall younger, with larger proportions of men and have more qualifications than home workers
- Variations in the EU and non-EU migrant care workers’ characteristics
  - Language and skills capital
  - Mobility between employers and across sectors (free labour mobility vs. work permit restrictions)
<table>
<thead>
<tr>
<th>Personal characteristics</th>
<th>British</th>
<th>EEA</th>
<th>A8</th>
<th>A2</th>
<th>Non-EEA</th>
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Source: Hussein (2011b)
Trends of number of migrant workers (in the care sector) starting their main jobs in the English care sector from 1995-2010 by nationality groups

Source: Hussein (2011c)
Mean number of years between joining the UK and joining the sector or current job by different migrant groups

<table>
<thead>
<tr>
<th>Migrant group</th>
<th>Current job</th>
<th>The social care sector</th>
<th>Difference in years</th>
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<tbody>
<tr>
<td>EEA</td>
<td>4.06</td>
<td>3.12</td>
<td>0.94</td>
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<tr>
<td>A8</td>
<td>1.78</td>
<td>1.07</td>
<td>0.71</td>
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<tr>
<td>A2</td>
<td>1.24</td>
<td>0.53</td>
<td>0.71</td>
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<tr>
<td>Non-EEA</td>
<td>2.45</td>
<td>1.59</td>
<td>0.86</td>
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<tr>
<td>Total</td>
<td>2.37</td>
<td>1.54</td>
<td>0.83</td>
</tr>
</tbody>
</table>

Source: Hussein (2011c)
Differences in migrants’ motivations to join the sector

- For non-EEA workers, altruistic motivations combined with ease of getting care jobs and the potential for advancement.

- Care work offered not only more flexible but also more satisfying experiences than other jobs in the UK.

- Those without relevant qualifications, particularly from A8 countries, viewed social care work as an opportunity to enhance their English language skills.
Migrants’ main motivations to move to the UK according to birth country region

**Commonwealth**
- Positive views of UK
- Builds on previous work
- Broaden horizon
- Stepping stone

**Philippines**
- Financial
- Builds on previous work
- Positive view of UK
- Bringing family

**EEA**
- Passion for language
- Following spouse
- Financial
- Gain qualifications

**Other countries**
- Builds on previous work
- Following spouse
- Positive views of UK
- Passion for language

Source Hussein et al (2013)
Expanding demand and changing pools of migrants

- The UK within an expanding European Union
- Possible competition on similar pools of workers
- Increased importance of ‘migrant’s rational choice’ role within these dynamics
- Migrant intelligence and weighing up opportunities
  - Variable welfare systems
  - Access to education
  - Learning new languages – possible investment
  - Value added options
Wider policy context and implications

- Personalisation agenda
- Social care funding
- Austerity measures
  - Implications of tighter funding on social care workers’ pay, terms and conditions
    - Losing traditional workers – reducing levels of possible ‘emotional’ reward
  - Implications of higher unemployment rates
    - Quality of care and retention
- Big society and privatisation
Conclusion

- An expanding workforce
  - In volume, structure and duties
- Gendered in nature and practice
- Transnational mobility of workers is key to the workforce dynamics and sustainability
  - Feasibility of labour mobility
  - Changing face and heart of migrants
  - Increased role of migrant intelligence
- Policy dynamics within the European Union
References


Thanks for listening

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