

INTERNATIONAL MIGRANT WORKERS IN NORTHUMBERLAND

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EXECUTIVE SUMMARY

Numbers of international migrant workers in Northumberland are increasing, particularly since April 2005. National insurance registrations for overseas nationals have nearly tripled from around 210 in 2002/3 to 650 in 2005/6.

This reflects growing levels of international migration to the UK and the North East region. Increases in international migration appear to be reversing an earlier period of population decline in the region. This is most marked in Tyne and Wear but has less impact in Northumberland where population continued to increase even though it decreased elsewhere in the region.

Nationally the numbers of overseas nationals working in the UK has increased rapidly since the A8 Accession countries joined the EU in May 2004. The A8 countries are the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia. In the North East the increase in A8 national migrants seem to have really begun since early 2005. A relatively small proportion of A8 nationals registered with the Worker registration scheme (around 2%) are working in the North East. Around 1 in 5 (19%) of WRS registered A8 workers in the North East are working in Northumberland.

The majority of migrant workers coming to Northumberland in the last two years appear to be Polish nationals, although some are from Lithuania, the Czech republic, Philippines, South Africa and Portugal.

They are mainly aged between 20 and early 30s. The majority appear to be single without children, although some may be related, friends or partners. It is unclear what qualifications the workers have, but anecdotally a number have professional or higher level qualifications and may be over qualified for the work they do.

The majority appear to be working in low paid, often minimum wage jobs in tourism related posts especially hotels and restaurants, food processing, labouring and manufacturing. Much of the work is seasonal or without any guarantees of how long work will be available. Often the migrant workers are filling vacancies that were previously hard to fill.

Employers have a perception that migrant workers, particularly Poles, are hardworking, and 'get the job done' and that workers are less concerned about whether jobs offer a long term future than locally based labour. In some cases employment of migrant workers may have assisted in allowing businesses to expand and grow.

Workers are being recruited through local networks by word of mouth through friends of friends, or by agencies working in the area. The majority of migrant workers either already have a job to go to before they arrive in Northumberland or have an almost guarantee of a job through a friend or acquaintance on arrival. They make use of free PC and internet facilities in local libraries to prepare CVs and look for other jobs. There is a view that the growth of international migrant labour in Northumberland has been employer led.

Some workers are provided accommodation by their employers, this may be in mobile homes or caravans. Others share houses together, sometimes in large groups.

There is anecdotal evidence that new communities of overseas nationals are developing in parts of Northumberland, for example, growing Polish communities in Seahouses and Blyth. These communities make use of local library and community centre facilities for example to maintain contact with friends and family via the internet and to attend language courses.

Not all workers speak fluent English; employers use English speakers amongst existing workers as translators. There may be limited ESOL provision in Northumberland which may limit English language learning opportunities for workers.

A number of workers and employers appear to be semi-compliant with legal working requirements. Rules that migrant worker should comply with, including the Worker Registration Scheme, which applies to employee Accession Country workers including Poles, can be complex. Some may be paying tax but still working illegally with neither they nor their employers being aware of this. This can put workers in a vulnerable position should they get into dispute with their employer, particularly if they are also reliant on the employer for accommodation.

A number of workers have had disputes with employers in Northumberland. This has included issues around racial discrimination, unpaid holiday pay and transfer of the business to a new owner who has not wanted to employ migrant workers.

Numbers of overseas nationals working in Northumberland are likely to continue to rise. Trends and the introduction of further cheap flights to Newcastle from Eastern Europe, in particular Jet2, offering direct flights from Krakow from the end of October, suggests numbers of migrant workers are set to increase in the short term. Whether numbers continue to rise in the longer term will depend on available transport links, and economic circumstances in the country of origin and in Northumberland.

1.0 INTRODUCTION

This scoping paper considers available information on migrant workers in Northumberland. It reviews current available literature on migrant workers and considers data from the Department of Work and Pensions (DWP) and the Home Office as well as anecdotal evidence from some interviews with professionals. It then highlights issues arising from this overview. In the preparation of this paper it has become obvious that there is potential for a much more in depth consideration of this subject at local and regional level. The paper therefore makes recommendations for potential further research.

For the purposes of this paper a migrant worker is defined as an overseas national who is working in the UK. It therefore does not consider people who consider themselves to be in an ethnic minority group (i.e. not White British) but are British nationals. This definition could include many refugees and asylum seekers. However, no council in the County has been part of the asylum seekers dispersal programme, and there are currently no asylum seekers accommodated through National Asylum Support Service (NASS) in Northumberland. This means there are likely to be a very low number of asylum seekers and refugees in Northumberland and this group has therefore not been considered specifically in this paper.

The paper concentrates particularly on A8 nationals (citizens of the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia or Slovenia) who appear to make up the majority of migrant workers in Northumberland.

2.0 WORKER SCHEMES AFFECTING OVERSEAS NATIONALS

2.1 Worker Schemes

Migrant workers who wish to work in the UK are subject to a range of schemes and regulations depending on where they are a citizen of and the type of industry they are going to work in (Fig.1).

Fig. 1: Citizenship and Rights to work

Citizenship	Right to Work and Seek Work	Right to public funds
British Citizen	Yes	Yes if “habitually resident”
European Economic Area (EEA) Citizen (All EU countries including Cyprus and Malta, plus Norway, Iceland and Liechtenstein)	Yes – unless from the A8 countries (see below)	Must be “habitually resident”, exceptions apply to some students and others and A8 nationals (see below).
“A8” citizen (Citizen of the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia or Slovenia).	Yes – but if an employee, once work is obtained must register with the Worker Registration Scheme (WRS). If self-employed or in certain special categories WRS registration is not required	Yes, once registered with the WRS for 12 months
Non-EEA citizen	Depends on immigration route and citizenship	Depends on immigration route and citizenship

Applies from May 2004, adapted from Ruhs & Anderson (2006), p5

A8 nationals therefore do not need a work permit but if they are employed for more than 30 days they must register with the Worker Registration Scheme (WRS) (Fig. 2). If they do not and their employer continues to employ them then the employer commits a criminal offence. Registration with the WRS is completely independent of applying for a national insurance number. It is possible for an A8 worker to have an NI number, be paying tax, but working illegally because they have not registered with the WRS.

For non EEA nationals various work permit and other schemes apply (Fig. 2).

**Fig. 2: Schemes for Overseas National Working in the UK
(as at September 2006)**

Name of Scheme	Summary
Worker Registration Scheme (WRS)	Applies to workers from A8 countries who are employees. Workers must register with the WRS within 30 days of the start of employer. They must send a £70 fee plus their passport or ID card and will then be sent a WRS registration card and certificate naming the employer. They must have a certificate for every employer they work for. If they change employer must inform the WRS and get a new certificate for that employer – there are no additional fees. Once a worker is registered they only need comply with the WRS requirements for the first 12 months after which have the same right to work as any other EEA citizen.
Business and Commercial	Business and commercial arrangements which allow employers in the UK to recruit people from outside the EEA who are going to be filling a vacancy that may otherwise be filled by a 'resident worker'
Training and work experience	Enable people from outside the EEA to undertake work-based training for a professional or specialist qualification, or a period of work experience
Sportspeople and entertainers	Allow employers in this country to employ established sportspeople, entertainers, cultural artists and some technical/support people from outside the EEA
Student Internships	Allow students from outside the EEA studying first or higher degree courses overseas to undertake an internship with an employer in this country
General agreement on trade and services – GATS	Allow employees of companies that are based outside the European Union to work in the UK on a service contract awarded to their employer by a UK-based organisation
Sector Based Schemes	Allows people to recruit employees from outside the EEA to fill vacancies they are unable to fill with resident workers
Seasonal Agricultural Workers Scheme (SAWS)	Allows workers from outside the EEA to enter the United Kingdom to do seasonal agricultural work for farmers and growers. Maximum stay of 6 months.
Sectors Based Scheme (SBS)	Operates in the food manufacturing and parts of the hospitality industry only. Maximum stay of 12 months
Business Case	Business person with £200,000 to invest and establish a business (some nationals are exempt from the capital requirement). Other rules covers investors, innovators, sole representatives of companies establishing subsidiaries, retired person (over 60) of independent means and lawyers practising overseas law.
Au Pairs	Can only help with private homes and must often stay with family. Maximum stay 24 months
Students	Can work up to 20 hours per week in term time and over 20 hours per week in holidays. Stay limited to 4 months after end of course, 1 year initially.
See: http://www.workingintheuk.gov.uk/working_in_the_uk/en/homepage.html –Work Permits Some information adapted from Ruhs & Anderson (2006), p7	

2.2 Gangmaster Licensing

From 1st October 2006 a labour provider who supplies workers to agriculture, horticulture, fish processing, gathering shellfish¹, dairy farming, or the packaging or processing of these products must have a licence². There are however a large number of exceptions that apply especially around existing agricultural employment schemes, for example for some workers under the SAWS scheme and where one farmer temporarily loans a worker to another. Examples of rights a worker under a Licenced gangmaster can expect include that health and safety standards are complied with, protective clothing provided if appropriate, workers receive the minimum wage, work for a maximum of 48 hours, have a day off every 6 days, receive 4 weeks paid holiday and have a statement of terms and conditions of employment.

Labour providers whom the rules apply to, who do not have a licence, will commit a criminal offence.

From 1st December 2006 labour users who use workers from an unlicensed labour providers will also commit a criminal offence. Penalties include custodial sentences.

The scheme is regulated by the Gangmasters Licensing Authority (GLA). More information is available from their web site: <http://www.gla.gov.uk/index.asp>

These rules may affect employers in Northumberland who are labour users in the above industries. As discussed below, a number of migrant workers appear to be working in industries which will be covered by these new rules both in Northumberland and the North East; some may be being employed by agencies (see chapters 4 and 5). However, this paper has not analysed whether any Northumberland employers currently use workers supplied by companies or agencies which fall under these new rules.

¹ 1st April 2007 for shellfish

² More information available at <http://www.gla.gov.uk>

3.0 DATA ON INTERNATIONAL MIGRATION AND MIGRANT WORKERS

3.1 International Migration

Levels of international migration into the UK and England have increased between 1995 and 2004 (Fig. 3). In 2004 an estimated 217,400 more people migrated into England than migrated abroad, with a total of 530,800 entering the country and 313,400 leaving. This estimated inflow is much higher than 2003 when it was 137,500. The Office for National Statistics suggest that a key reason for this increase was the expansion of the EU in 2004. In 2003 the net inflow of non-British citizens from EU countries to the UK was 14,000, this increased to 74,000 in 2004. It is estimated that citizens of the ten new EU countries made up four fifths of this increase.³ Since these estimates were produced the number of migrant workers from the A8 countries has further increased and levels of international migration are likely to be even higher in 2005 (see 3.2 and 3.3).

The majority of these people are estimated to have migrated to London. The North East saw the lowest number of in-migrants. However, as less people also left the North East than other regions in 2004, the North East on balance had more people migrating into the region in 2004 than both the East Midlands and the South West (Fig. 4).

Levels of inward migration to the North East have been rising steadily from 1998 – 2004. Unlike England and the London region, the North East did not have the rapid increases in international migration in 2003-4. In 2004 the outflow of people from the North East was much lower than 2002 or 2003 giving North East a boost to its' population from international migrants (Fig. 4 and Fig. 5). In 2004 around 9,000 more people migrated to the North East than left.

Around a quarter (25%, 144,000) of in-migrants to the UK in 2004 were arriving for work-related reasons, this is around 30,000 more than in 2003 (22%, 114,000)⁴. Subsequent increases in 2005 of A8 nationals registering as workers means these numbers are only likely to increase (see 3.5).

³ (ONS, People and Migration, 2005)

⁴ (ONS, International Migration, 2006)

Fig. 3: Total International Migration England

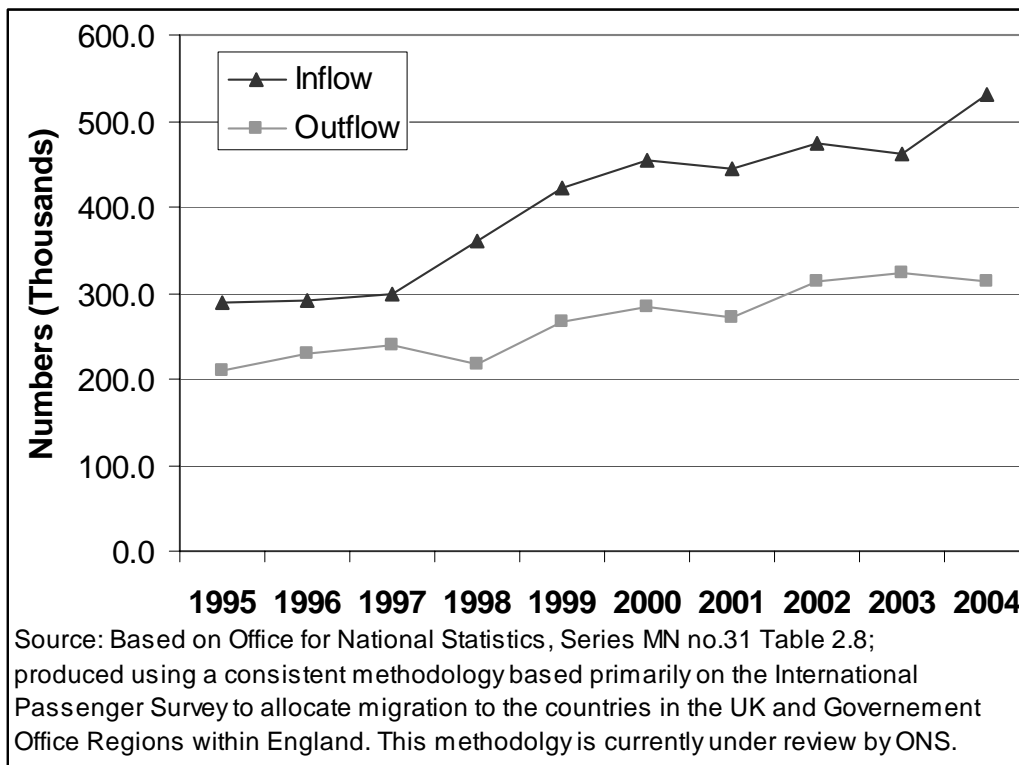


Fig. 4: Total International Migration 2004 – Regions in England

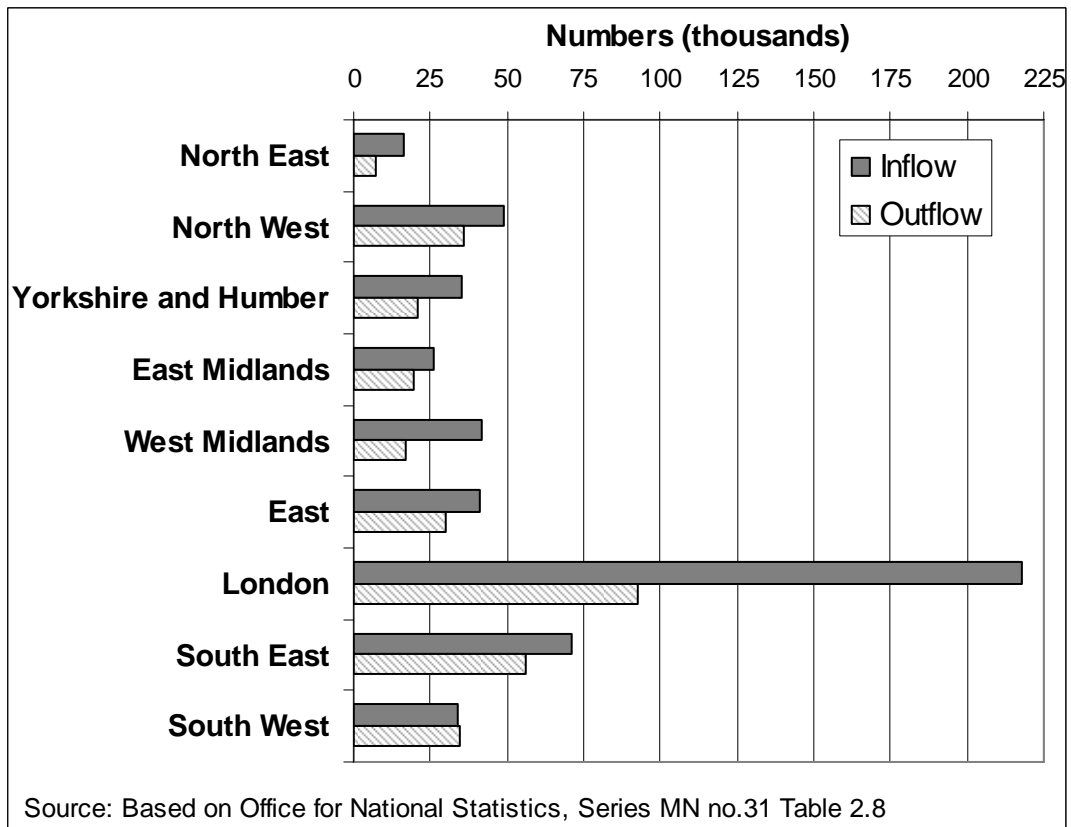
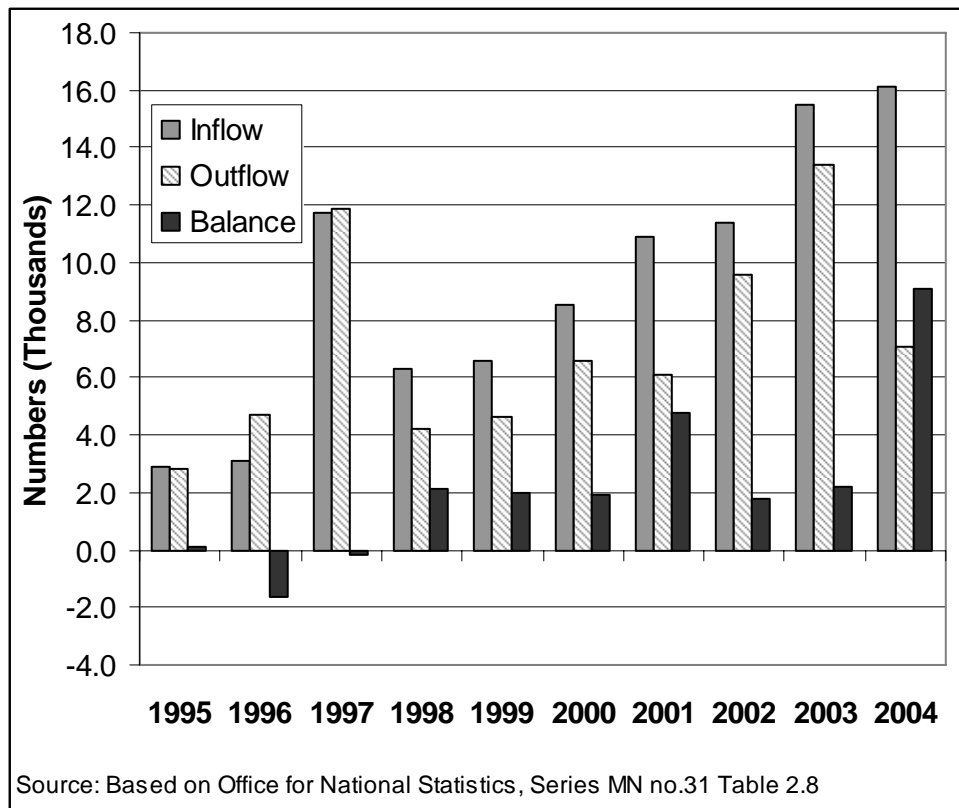


Fig. 5: Total International Migration – North East



These figures are based on estimates produced by the Office for National Statistics based primarily on the International Passenger Survey (IPS) along with data on asylum seekers. A migrant is classed as any person who has left their usual country of residence to take up residence in another country for at least 12 months. The figures need to be treated with some caution at regional level and are not available below regional level. The IPS is a voluntary sample survey from which numbers of migrants are estimated; not every migrant is interviewed. In 2004 a total of 2,081 in-migrant contacts and 755 out-migrant contact were made, the data is then weighted to give national figures. Interviews take place of passengers travelling through principal airports, sea routes and the Channel tunnel. The main UK airports of Heathrow, Gatwick and Manchester are always included. Newcastle and Durham Tees Valley airport are treated as smaller airports and are reviewed quarterly and will be included if they are felt to have sufficient international traffic. It is likely there is a bias towards London in the data. “It is thought many migrants give London as their first destination but do not go on to stay in the capital in the longer term. This could mean migration to London is overstated with a corresponding under-recording of

international migrants to other areas”⁵. It is possible the above data therefore underestimates international migration flows for the North East.

3.2 Population Estimates and International Migration

After decline from 1981 to 2001 the North East has seen its population increase by around 20,000 from 2002 (2,538,000) to 2005 (2,558,300)⁶. This increase is mainly due to increases in migration and other changes rather than an increase in births over deaths. The majority of decreases were due to a declining population in Tees Valley and Tyne and Wear in the 1980s and 90s, recent increases in population in the region are mainly due to increases in population in Tyne and Wear and Durham. Population change in Northumberland has had little effect on the overall figures for the region (see Fig. 12, Appendix 1).

Northumberland has seen its’ population steadily increase through 1980s and 1990s to the present date. Population increased by around 3,200 people from 308,100 in 2002 to 311,300 in 2005. This is partly due to urban to rural drift with people moving out of the urban centres of the North East to surrounding rural areas in County Durham, Northumberland and Yorkshire⁷.

Mid-year population estimates are principally made up of natural change (i.e. the number of births and deaths), internal migration and international migration. International migration is mainly estimated using the IPS (discussed in 3.1). Internal migration is calculated from the NHS Client record (NHSCR) which keeps a record of people registered with their local NHS Trust, e.g. people registering and de-registering with their local GP.

These data suggest that official population estimates for recent years assume population increase in the North East is mainly due to increased international migration. In 2005 the North East population increased by around 13,000; this was principally due to around 13,000 more people migrating into the region than leaving. The mid year population estimates do not give a breakdown of how much of this figure is attributable to international migration. However, figures for total international

⁵ ONS (2006) International Migration, xv

⁶ ONS Mid year Population Estimates 2005 see (Fig 12, Appendix 1 for Charts)

⁷ Hulbert and Jackson (2006)

migration suggest the North East had a net inflow of 9,100 people in 2004 (see 3.1), whereas internal migration figures show only a net inflow of 300 people from elsewhere in the UK to the North East (NHSCR, 2004-5).

This particularly effects Tyne and Wear which saw an overall population rise by 9,600 people. Overall Tyne and Wear saw a large increase in net migration and other changes (+9,700, mid-2005 population estimates). However, figures suggest 2,000 more people moved out of Tyne and Wear into other parts of the UK between 2004 and 2005 than migrated into the area from other parts of the UK (net internal migration -2,000, NHSCR 2004-5). There were also slightly more deaths than live births (-100, mid-2005 population estimates). It is therefore likely the population increase in Tyne and Wear is mainly attributable to increases in international migration, it may also be slightly due to some other changes such as changes in numbers of armed forces personnel stationed in local areas.

However, in Northumberland international migration appears to have had little overall impact on overall population change. In Northumberland the most recent data for population levels to mid-2005 suggests the majority of population increase seems to be attributable to internal migration, with most people arriving from within the UK, rather than international migration. Population has increased by 500 people from 310,800 to 311,300. Net migration levels and other changes show an increase of 1,100 people from mid-2004 to mid-2005 but there were 500 more deaths than births. Data suggest the majority of the net migration and other changes were probably due to internal migration; 1,000 more people came to Northumberland from within the UK than left the County for other parts of the UK (NHSCR 2004-5).

This suggests that up to mid-2005 either the majority of international migrants in the North East migrated to Tyne and Wear, or that the estimates may be over-attributing international migrants into the North East region to Tyne and Wear. It may be more international migrants might be coming to Northumberland than official statistics suggest. This is currently not likely to be an issue for data up to and including mid-2005 but may affect future population estimates and projections. Recent data (see 3.4 and 3.5) and anecdotal evidence suggest that the majority of international migrant workers have arrived in Northumberland since April 2005, so this would not affect mid-2005 population estimates.

The Office for National Statistics is currently reviewing how it calculates international migration as part of its' overall review of population projections, this includes consideration of NIRS data (National Insurance number registrations of overseas nationals discussed in 3.4).

It is recommended that when the next 2006 mid-year population estimates are released in 2007, close attention is given to net migration figures to see if they appear to accurately reflect the position in Northumberland (see Appendix 1, Fig. 14).

3.3 Annual Population Survey

The Annual Population Survey, which replaced the Labour Force Survey, is a sample survey where individuals are interviewed to find out details such as age, gender, nationality and whether or not they are working. Results are then estimated to give figures for the full population of an area. Where sample sizes are very small data cannot be estimated reliably and is suppressed. Data is available at Northumberland level but not for all districts (see Appendix 1, Fig. 14 and Fig. 15).

This data shows that overall the number of people who are not UK nationals but are living or working in the UK has increased in England, the North East and Northumberland comparing the calendar year Jan - December 2004 with the year Jan – December 2005. In Northumberland there were estimated to be 1,900 Non-UK nationals in employment in 2004 and 2,300 in 2005; this represented 1.4% of all people in employment in 2004 and 1.7% in 2005 (see Appendix 1, Fig. 14). However, the data does not give any information about how many of these people are relatively recent international migrant workers or how many might have been living in the UK for some time.

3.4 National Insurance Registration of Overseas Nationals

The best available data on in-flows of overseas nationals comes from the Department of Work and Pensions (DWP) National Insurance Registrations Series (NIRS). DWP produce annual report of number of overseas nationals registering for a national insurance number. The data is based on records of every person who registers for a National Insurance Number (NINo). As such it is not subject to the sampling and estimation errors present in the International Passenger survey.

However, it only provides a measure of in-flows of overseas nationals who have entered the UK and have not registered to have a national insurance number in the past.

This data also has the advantage that is very up to date (to March 2006) and available to district level. Whilst it is not a measure of migrant workers, it is a useful proxy measure. A principle reason for an overseas national registering for a NINo is to access work rather than to access benefits; access to state funds e.g. benefits is often restricted by their immigration and work status (see 2.1). A very small proportion of people with a NINo who arrived in 2004/5 were claiming an out of work benefit (3%) within 6 months a NINo registration⁸. Unlike IPS migration data the NIRS data is not restricted to people staying in the UK for a year or more. It will therefore include those who are coming into Great Britain to work seasonally for less than 12 months. This is particularly relevant when considering numbers of migrant workers in Northumberland. Anecdotal evidence suggests much employment undertaken by international migrant workers in parts of rural Northumberland is seasonal; some migrant workers return to their home country when seasonal work is unavailable while others are students seeking to earn income over a period of less than 12 months before returning to further study (see chapter 5). Unlike the Worker Registration Scheme data (see 3.5 below) NIRS data includes data on the self-employed as they are also required to have a NINo.

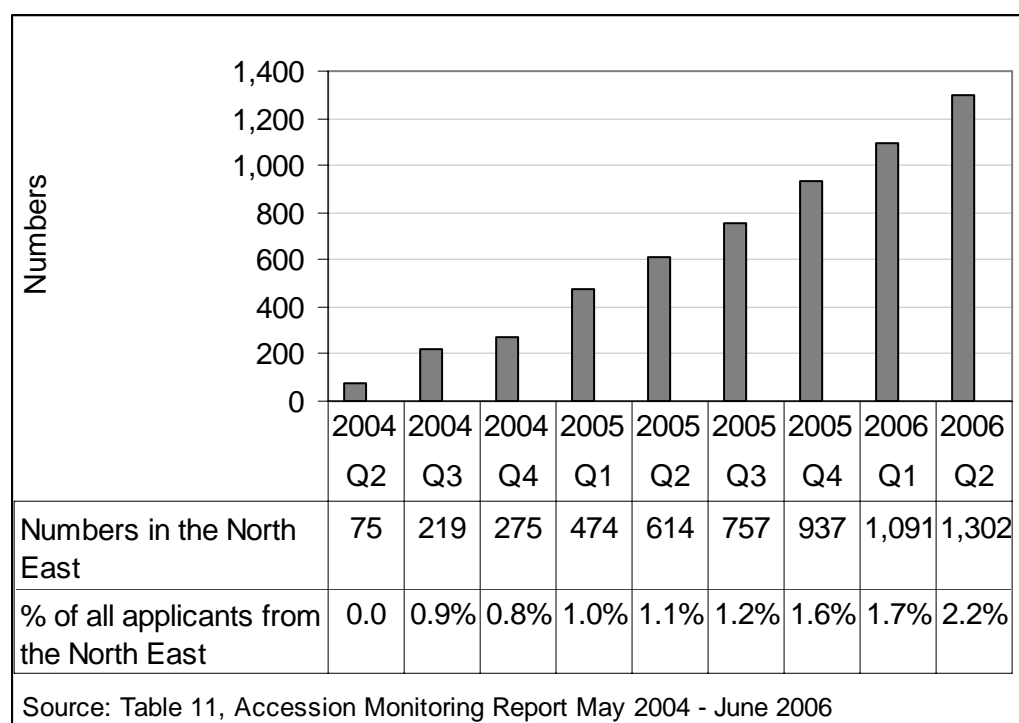
In 2005/6 there were around 662,000 overseas nationals who registered for NINo in the UK, this was an increase of 51% on 2004/5. DWP calculate that of all those who had registered for a NINo by 17 June 2006 around 466,000 arrived in 2004/5. This is around 26,000 higher than the number who registered in 2004/5. This means that a number of those registering for a NINo in 2005/6 had already been in Great Britain for over a year and shows that not everyone registers for a NINo immediately after they arrive in the country⁹. Registrations of nationals from the A8 countries rose from 111,000 to 270,000 (145%) between 2004/5 and 2005/6. The majority of these were from Poland, 171,000 registrations were made by Poles in 2005/5 (63% of all registration to A8 nationals).

⁸ DWP (2006)

⁹ DWP (2006)

In the North East there were 11,100 overseas nationals who registered for a NINo in 2005/6 an increase of around 3,800 people on registrations in 2004/5 (7,300), and close to double the level in 2003/4 (5,800). In 2005/6 around a third of these were from the A8 countries slightly lower than the UK where around 2 out of 5 (41%) were from A8 countries. The numbers of A8 nationals registering for NINos in the North East is less than 2% of all A8 nationals in the UK, but the numbers have been increasing steadily every quarter, as have the percentage of all in the UK who are registering in the North East (Fig. 6) ¹⁰.

Fig. 6: National Insurance Number applications of A8 Nationals in the North East



Northumberland has also seen a notable increase in NINo registrations to 650 in 2005/6, over double the level in 2003/4 (290) (Fig. 7). For 2005/6 the registrations data show that overseas nationals registering for NINos in Northumberland lived in all districts but there were slightly higher numbers registering in Berwick-upon-Tweed (140), Tynedale (130), Blyth Valley (120), and Alnwick (110), and slightly lower numbers in Castle Morpeth (80) and Wansbeck (60) (see Appendix 1, Fig. 16). Arrivals data, based on date of actual arrival rather than date of registration, shows a similar trend suggesting that numbers have only really begun to increase April 2004 –

¹⁰ DWP (2006)

March 2005 (Fig. 8). However, Northumberland has the lowest numbers of NINo registrations and arrivals of overseas nationals of all the 4 sub-regions (Fig. 9 and Fig. 10). This could reflect past trends which suggest International migration has been more concentrated on urban centres in the North East. It could also reflect the high numbers of international students in Tyne and Wear and Durham. Another possibility is that Northumberland has a larger number of resident overseas nationals working in the “cash economy”, where workers are paid only cash in hand, than elsewhere in the North East. These workers may not register for a NINo and therefore would not feature in the data. Further research would be needed to establish this.

Fig. 7: National Insurance Arrivals by overseas nationals, Date of arrival in UK, North East Sub-Regions 2000/1 – 2004/5

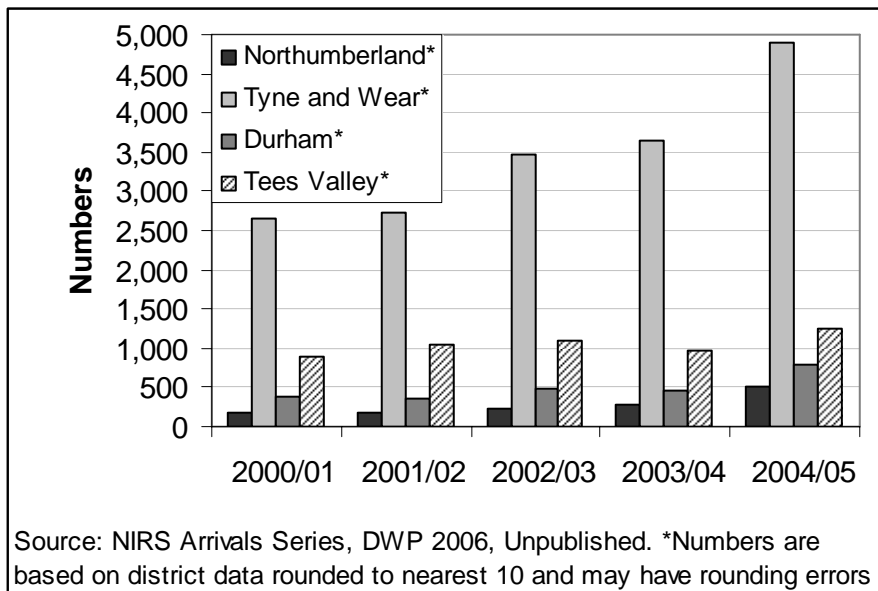


Fig. 8: National Insurance Number Registrations of overseas nationals Northumberland Districts 2002/3 – 2005/6

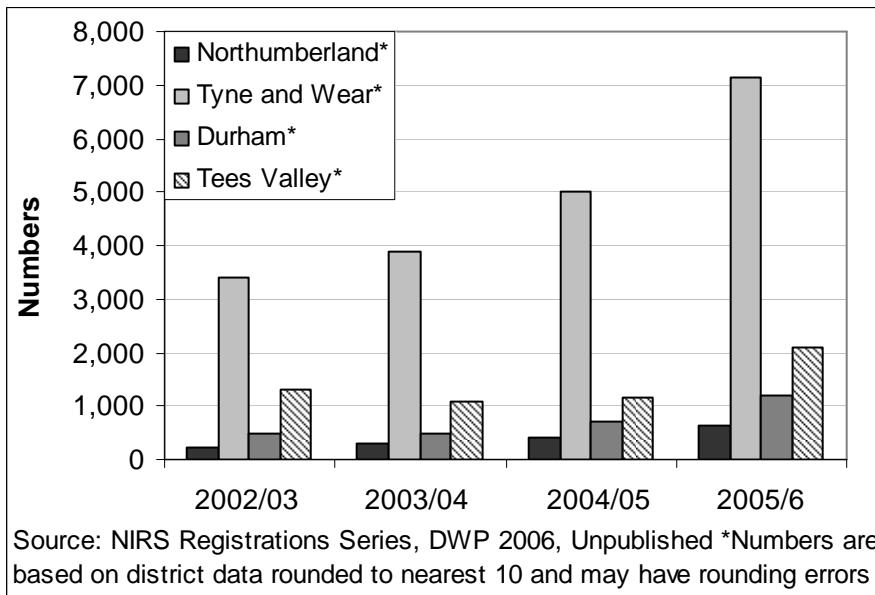


Fig. 9: National Insurance Arrivals by overseas nationals, Date of arrival in UK, Northumberland Districts 2000/1 – 2004/5

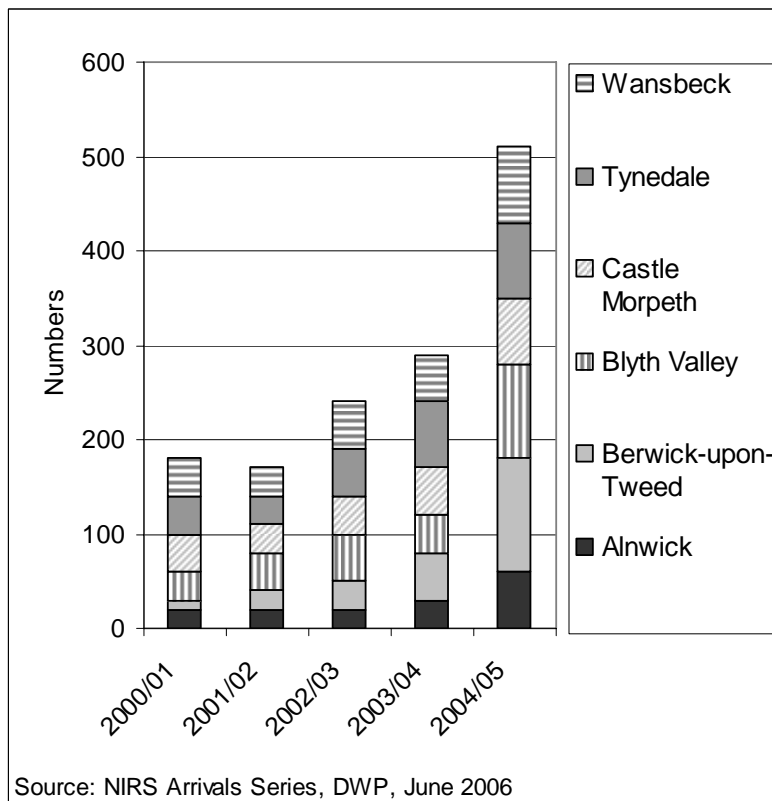
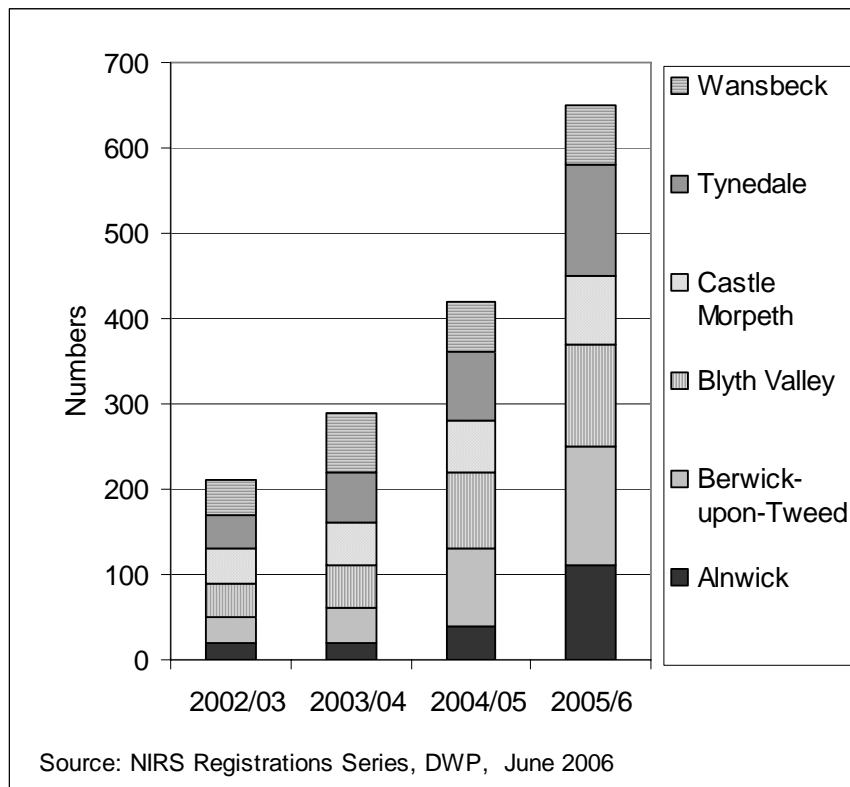


Fig. 10: National Insurance Number Registrations of overseas nationals Northumberland Districts 2002/3 – 2005/6



In Northumberland 2005/6 a much higher proportion, over half (57%) of the overseas nationals registering for a NINo were from the A8 countries. This is the highest proportion of all the North East sub-regions. In some of the districts these proportions are even higher, in Alnwick these figures may be as high as around three quarters (73%) and in Berwick 9 out of 10 registrations for NINo's (86%) were from A8 nationals (see Appendix 1, Fig. 16).

In the UK, the North East and Northumberland the majority of registrations in 2004/5 and 2005/6 were by Polish nationals. In 2003/4 and 2002/3 in the UK overseas nationals most likely to register for a NINo were from India, South Africa, Australia and Pakistan; in the North East overseas nationals were most likely to be from India the China Peoples Republic and the Philippines; in Northumberland overseas nationals were most likely to be from India, the Philippines and South Africa. Overall in 2005/6 there were people from a wide range of countries registering for NINos including the A8 countries of Poland, Republic of Lithuania, Republic of Latvia, Slovak Republic and Czech Republics; there were also people from Portugal, the Philippines, Kenya, South Africa, Bangladesh and India (see Appendix 1, Fig. 17).

In Northumberland some overseas nationals from particular countries may be choosing to live in certain districts and not others. In 2005/6, whilst overseas nationals registering for a NINo were most likely to be from Poland in all districts, the largest numbers of Poles were in the more rural districts of Berwick-upon-Tweed (90), Alnwick (70) and Tynedale (50). Anecdotal evidence (see chapter 5 below) supports this with reports of growing Polish communities in Seahouses and Prudhoe. Blyth Valley is the only district to have a group of more than 10 overseas nationals in the area who are not Polish, people from the Republic of Lithuania (30) (see Appendix 1, Fig. 17).

3.5 Worker Registration Scheme – Accession Monitoring

Nationally reports are produced in the numbers of workers from Accession countries who are registered with the Worker Registration scheme (WRS). As discussed in section 2 it is a mandatory requirement for an employee from an A8 country to register with the scheme once they have been working for an employer for 30 days. The figures do not include people who are self-employed, some international students, A8 nationals who have been in the UK for 12 months prior to May 2004, those already registered with WRS for 12 months or A8 nationals who are working in the UK and should have registered with the scheme but have failed to do so. There is no method of de-registration from the scheme, so like the NIRS data above, this data gives details of in-flows of migrant workers only.

The Home Office, Department of Work and Pensions (DWP), HM Revenues and Customs and the Department for Communities and Local Government (DCLG) produce an online quarterly “Accession Monitoring Report” which provides details of applicants. The WRS data is based on the address of the employer and so gives details of where migrant worker work not where they live.

These reports only provide data on registrations for the North East postal region (which includes both the North East, much of the Yorkshire and Humber region as well as other areas further south). Numbers of WRS registrations in the North East postal region have been over the 5,000 a quarter since quarter 3 (July - September) 2005 to quarter 2 (April - June) 2006, with the North East receiving either the 3rd or 4th highest numbers of WRS registrations over this period consistently higher than the

London postal region (Appendix 1, Fig. 18 and Fig. 19). In total, in the North East, there were 40,765 registrations May 2004 - June 2006 and 35,520 May 2004 - March 2006.

Data from the WRS to regional and district level for the period May 2004 - June 2005 was obtained and analysed by CURDS at Newcastle University. Analysis by CURDS of WRS data found by the end of June 2005, a period of 1 year and 1 month from May 2004, 2,084 migrants had registered in the North East; this was significantly lower than any other England region between 2004-5¹¹.

In addition further data from the WRS to regional and district level has subsequently been analysed by ippr¹². The ippr analysis found that in the period May 2004 to February 2006 there were 4,722 WRS registrations in the North East, suggesting there were at least a further 2,500 registrations in the North East in the 8 months between July 2005 and February 2006¹³. Just under 1 in 5 (878, 18.6%) of these were in Northumberland. The majority of registrations were in Berwick upon Tweed and Castle Morpeth (Fig. 11). Interestingly, the NINo data suggests a low level of registrations by Accession A8 nationals in Castle Morpeth so it may be that A8 nationals are living in other districts and commuting to Castle Morpeth.

Fig. 11: Number of WRS registrations by district and sub-region May 2004 to February 2006

Area	Numbers	% of all in North East
North East	4,722	
Northumberland	878	18.6
Durham County	1026	21.7
Tyne and Wear	2051	43.4
Tees Valley	767	16.2
Alnwick	62	1.3
Berwick upon Tweed	248	5.3
Blyth Valley	120	2.5
Castle Morpeth	313	6.6
Tynedale	107	2.3
Wansbeck	28	0.6
Adapted from Pillai (2006) Table 3.4, p19. Source: ippr, DWP unpublished 2006		

¹¹ Stenning et al (2006)

¹² Pillai (2006)

¹³ These figures should be treated with caution. Methodologies for analysis of WRS data by Stenning et al (2006) and Pillai (2006) may differ so data may not be comparable.

Analysis of national data from the WRS for the period May 2004 - June 2004 suggested 4 out of 5 (82%) of those registering with the WRS were aged 18-34. This was constant through the period, with a slightly higher proportion of 18-24 year olds in the summer months June - August. Male to female ratios suggest across the period there were more male than females, around 6 out of 10 were males, 4 out of 10 were females (58:42) although these ratios varied across the period¹⁴. There is no regional analysis of age or gender.

At a national level the top five occupation groups from May 2004 - June 2006 were Administration, Business & Management¹⁵ (34%), Hospitality & Catering (21%), Agriculture (12%), Manufacturing (7%) and Food, Fish and Meat processing (5%). At postal region level the top occupation group in the North East were Administration, Business & Management (47.6% perhaps reflecting a high use of agencies in the North East, see chapter 4), Agriculture (10.2%), Manufacturing (10%), Hospitality & Catering (9%) and Food, Fish and Meat processing (5.8%)¹⁶ (see Appendix 1, Fig 21 and 22). In the North East research by CURDS which looked at actual occupations of workers and then reclassified them for the period May 2004 - June 2005, found just under half of A8 migrants (44.7%) were employed with manufacturing/process/other low skilled work, another fifth (19.6%) were registered in occupations classified as hospitality/leisure/retail and wholesale. In Northumberland the majority, 68.4% were registered as manufacturing/process/other low skilled activities¹⁷.

¹⁴ DWP et al, (2006) b

¹⁵ Under definition in the Accession Monitoring report the majority of workers in the Administration, Business & Management occupation group work for recruitment agencies and could be employed in a variety of occupations

¹⁶ DWP et al, (2006) b

¹⁷ Stenning et al (2006)

4.0 NATIONAL AND REGIONAL RESEARCH

Some employers may prefer to employ migrant workers to local workers. Nationally research by the Chartered Institute of Personnel and Development (CIPD) in August 2005 found 6 out of 10 employers deliberately excluded people from 'core' jobless groups such as those with criminal records, a history of drug or alcohol dependence, long term sickness or homelessness preferring to recruit older people, lone parents or migrant workers¹⁸. Research for the Joseph Rowntree Foundation found employers who were employing migrant workers had difficulties recruiting UK workers due to physical demands, long or anti-social hours, low pay or low status of jobs. They also identified retention as an issue. A number of employers preferred to use agencies to provide migrant labour, for example employers preferred employees, often of particular nationalities, because of a perceived "work ethic"¹⁹.

Positive feedback on employing migrant workers has also been reflected by comments by employers in the North East in research undertaken by CURDS and ippr, with comments on how migrant workers, especially Poles, were very reliable and happy to work overtime and "dedicated". There were also suggestions that migrant workers are prepared to take on seasonal and temporary jobs which the locally based workforce did not want to take on²⁰.

A study of around 1,300 employers found just under 3 out of 10 (27%) intended to recruit from abroad; the main reasons for this were shortages of potential employees with desired experience or skills. Around half were looking to fill professional vacancies, a fifth (19%) were looking for people to work in manual vacancies and 5% were seeking to fill unskilled vacancies²¹.

In the North East there seems to be a higher level of demand for people to fill unskilled and low skilled hard to fill vacancies rather than professional vacancies, although, there has been some professional recruitment. Jobs of migrant workers included construction, food processing and manufacturing. There was a suggestion that for a number of jobs only migrant workers were prepared to fill vacancies which

¹⁸ Green et al (2005), p8

¹⁹ Anderson et al (2006)

²⁰ Pillai (2006), Stenning et al (2006)

²¹ Green et al (2005), p8

were low wage. There were a number of local agencies with migrant workers on their books. In some cases this had enabled local agencies to expand. In some cases employers have also specifically recruited a number of workers from overseas even chartering a plane to fly them over²².

Within the North East there is anecdotal evidence that a number of A8 migrants are over-qualified for the jobs they are currently doing and therefore under-employed²³.

Some North East migrant workers have poor language skills. Whilst some employers offered in-house English language training, the majority interviewed in two recent studies did not²⁴. For some migrant workers there is difficulty fitting in language training around shifts, and workers in rural areas of the North East expressed disappointment at the lack of ESOL provision in their local area²⁵.

Employers in the North East find agencies very important for recruiting migrant workers. Whilst some agencies were clearly offering an excellent service²⁶, some appear to exploiting issues and vulnerabilities of migrant workers and may be “taking migrant workers for a ride”²⁷.

There is a suggestion from a national study, that migrant workers may be prepared to ‘trade off’ poor working conditions including low pay, for reasons that include: work was considered temporary; the opportunity to gain experience; the opportunity to learn English or simply having a good time²⁸.

A number of agencies and bodies regionally have a perception that official statistics, particularly from the WRS, currently under-estimate the ‘real’ level of A8 migration to the region²⁹.

Research by CURDS has considered future migration scenarios for the UK. Only in the high growth scenario do they envisage that high levels of migration will continue

²² Pillai (2006), Stenning et al (2006)

²³ Pillai (2006), Stenning et al (2006)

²⁴ Pillai (2006), Stenning et al (2006)

²⁵ Pillai (2006)

²⁶ Pillai (2006), Stenning et al (2006)

²⁷ Quote from employer in North East textile industry who had initially used an agency but was unhappy with them and now did their own recruiting in Pillai (2006)

²⁸ Anderson et al (2006)

²⁹ Stenning et al (2006), p56

to all parts of the UK, including more rural areas; in rural areas such as Northumberland it is envisaged migrant workers will continue to mainly undertake low skill jobs. The medium and low growth migration scenarios assume some level of economic downturn in the UK economy and migration is primarily to urban areas of the UK, and is more concentrated in the South (see Stenning et al (2006) Module F). In these scenarios, it is possible the numbers of migrant workers in Northumberland will reduce.

5.0 LOCAL PERCEPTIONS

5.1 Methodology

Interviews were conducted with 4 librarians, 1 business adviser and 1 legal adviser who specialises in immigration and employment law including racial discrimination issues, some interviewees also mentioned they were Northumberland residents and spoke from personal as well as professional experience. The interviews were semi-structured with the same core questions being asked of each interviewee and additional questions being asked as needed (see Appendix 2 for details of questions). The interviews were conducted in late August and early September 2006. 1 interview was face to face the others all by telephone. The interviewees were selected after being recommended by local professionals working in regeneration, economic development and the library service so are not a random sample.

The author also attended the Berwick upon Tweed Citizens Advice Bureau AGM in September 2006 where there was a panel discussing issues relating to migrant workers. Representatives on the panel were from EURES a Jobcentre plus agency specialising in recruitment of European workers, an agency recruiting overseas nationals to work for a local food processing plant and Newcastle Law Centre. The views of these interviewees provide anecdotal evidence only and suggest possibilities for future research.

It is important to note that no interviews were undertaken with any employers of migrant workers or employees who were migrant workers. It is strongly recommended any future research should include interviews and/or questionnaires being undertaken with both employers and employees, some of whom should be migrant workers and employers of migrant workers.

An email discussion forum in late September early October linked to the Rural Voices web site also recently discussed nationalities of migrant workers. Berwick Citizens Advice Bureau has also provided information to the author's colleagues which has been considered here.

5.2 Migrant workers - gender, age, nationalities, qualifications

All those interviewed specifically mentioned people from Poland as being one of the nationalities they were aware of. Countries specifically mentioned as being countries of origin for migrant workers were Poland, Republic of Lithuania, Portugal, Philippines, Republic of Latvia, Russia, Czech Republic, South Africa, New Zealand, Australia, Hungary, Bulgaria, Romania, China, Thailand and India.

Workers were generally perceived to be both male and female, some interviewees mentioned there being slightly more men they believed to be Polish than women but others felt there were similar numbers of male and females amongst migrant workers.

All interviewees perceived the majority of migrant workers to be aged between 20 and 30 and single. Some may have been couples but this was unknown. Very few appeared to be living with dependent children, although 3 interviewees specifically mentioned they were aware of a migrant worker whose family included children who were also living in Northumberland. These workers were all located in different parts of the County suggesting a minority of migrant workers are families with children. In Summer 2006 Sure Start Berwick were aware of 6 babies born to migrant worker parents³⁰.

Some interviewees were uncertain of migrant workers qualifications. A number were aware of some who were qualified to degree level and above and usually working in occupations that they appeared to be over-qualified for. One was aware of an anecdote of a migrant worker working somewhere in the North East who had been doing a low level food processing job but was found to be a highly qualified food technologist and promoted rapidly.

5.3 Migrant workers – where resident and for how long

Migrant Workers were said to be living and working throughout Northumberland. There was particularly an awareness of growing numbers in North Northumberland, especially in Berwick upon Tweed district. It is unclear if this is due to particular concentrations of migrant workers in the north of the County, or because many

³⁰ Briefing note on migrant workers prepared by Berwick Citizens Advice Bureau, Summer 2006

communities in the area have fairly small populations. It is possible people in smaller communities (such as Berwick upon Tweed) may be more aware of migrant workers than people in larger communities (such as Blyth) as they may know personally many of the individuals in their local community and therefore be more likely to notice when anyone new moves into the area.

In particular a number of interviewees mentioned a number of Poles were living in Seahouses; one interviewee estimated there were in excess of 130 people from Poland. The Seahouses Polish 'community' has become established rapidly in the last 3 years growing from less than 10 people in the Summer of 2004 to around 30 to in excess of 100 in the Summer of 2006. As many jobs are seasonal in Seahouses it is unclear how many migrant workers stay all year, or even for more than a few months. At the end of the Summer season in 2005 the perception was that some went to work in other parts of Northumberland, e.g. Blyth, some left to work in the Lake District and others returned to Poland. A perception from Seahouses library was that by the end of September 2006, a number of the Polish migrant workers had left the area, and that a number were students who had worked seasonally and had now returned to Poland – "...at least there haven't been queues for the computers for a few weeks"³¹.

Increased internet use in other local libraries, particularly in Berwick upon Tweed, Blyth and Prudhoe was also felt to be mainly due to increasing numbers of migrant workers. In Blyth it is also from sailors passing through the harbour. Librarians were aware of communities of migrant workers living locally, in particular Poles, in Blyth and Prudhoe. Poles, potentially in small numbers, were also working in Cramlington, Ashington, parts of Tynedale e.g. Riding Mill and Hexham, and parts of Castle Morpeth. Some mention was made of people from the Philippines living and working in the Wansbeck and Prudhoe areas. A small number of Czech migrant workers were said to be working in the Bedlington area.

At the Berwick CAB AGM a general view was expressed that official number, for example from the worker registration scheme, under-estimate the number of migrant workers both in Northumberland and also in the region. There was speculation there could be as many as 12,000 A8 national migrant workers based in the North East

³¹ Email, 29th September 2006, staff at Seahouses library

region, this estimate assumed a number already had national insurance numbers, so were not included in NIRS data and a number had failed to register with the WRS.

A number of interviewees suggested that some migrant workers may be living in large groups, of up to 8 to 10 people, with some sharing bedrooms. All were thought to be either living in accommodation provided by their employer or renting privately. Some were living in mobile homes or caravans either provided by their employer or rented. Anecdotal evidence included a perception that some were living in holiday homes and paying high weekly rents, but as they were sharing in large groups this was affordable. In most cases interviewees had only become aware of large increases in numbers of migrant workers in the last 12 months or less prior to September 2006. Some migrant workers may have been in an area longer than interviewees were aware of but have taken some months to become aware of local services thereby coming to the attention of local interviewees. However, interviewees observations may mean Northumberland may only recently have began to have similar increases in numbers of migrant workers to those seen elsewhere in England from May 2004. These increases would therefore not yet be reflected in current population and international migration estimates for Northumberland

5.4 Migrant workers - employers and industry worked in

The majority of migrant workers are perceived to be working in low-skill jobs. The majority working in food processing, manufacturing and other processing, labouring, warehousing including packing, hospitality, hotels and restaurants and other “tourism related” jobs. Some migrant workers were working the health and social care sectors either as nurses or care assistants. The impression given by interviewees was that migrant workers had been coming to Northumberland to work in the health and social care sector for a longer period (over two years) than those in other sectors. People from the Philippines and India and Africa were specifically mentioned as working in health and social care sectors, it was less regularly mentioned as a sector of employment for those from the A8 countries.

Employers specifically mentioned by interviewees included very large and very small scale food processing businesses, a large bakery, two different textile manufacturers,

a saw mills, and large high quality hotels. Migrant workers were also working in restaurants, fish and chip shops and as cleaners.

A number of these jobs had low pay, anti-social shifts (either night shifts or early starts), long hours, hot working or otherwise slightly unpleasant working conditions, and might involve heavy or repetitive labour. A number of jobs were seasonal for 3, 6 or 9 months of the year.

The jobs were often posts that local employers had had difficulty filling in previous years using locally based labour; vacancies either remained unfilled or there were difficulties with retention of staff. In some cases this was felt to be that jobs were unpopular with local workers as they did not have long term prospects, but this was not felt to be an issue for migrant workers.

In some cases it was felt that businesses have been able to expand and grow as a result of employing migrant workers.

5.5 Migrant workers – recruitment, finding jobs and travel

A number of interviewees were of the opinion that migrant workers already had jobs arranged before they came to Northumberland, or if not had a friend or acquaintance who was able to put them in contact with someone who had a vacancy. Library workers also reported that they believed that migrant workers already in jobs were making use of free internet facilities to update their CVs and look for other local jobs.

One interviewee understood amongst Poles, many had been unemployed in Poland and were therefore attracted by job opportunities in Northumberland.

It was suggested by one interviewee that recruitment of migrant workers had been mainly employer led. Employers were either recruiting directly using acquaintances of existing migrant workers or using locally based agencies.

Some agencies have been proactive in suggesting migrant workers for local vacancies. It was suggested that there was a perception amongst local employers that migrant workers, particularly Poles, were reliable workers who “get the job done”. There was also a suggestion that a very small minority of employers might prefer

workers who were less “quick” to seek to enforce their employment rights in the event of a dispute.

An example of local agency is “Work Affair” an agency which advertises on the internet, is based in Scremerston near Berwick upon Tweed and specialises in recruiting Polish workers. Its’ website is available in both English and Polish³². It has two directors based in Poland who have links with local universities and promote jobs in Northumberland to students and graduates. It advertises jobs in the North East and provides both employer and employee tips. The employee tips section includes information on travel, banking, work permits, tax, national Insurance numbers and the minimum wage. Jobs advertised on their website (at 9 October 2006) were mainly in agriculture and hospitality with salaries typically between the minimum wage of £5.05 to £6 per hour; most provided accommodation some free, some at an additional cost³³.

Newcastle airport currently receives direct flights from only some of the A8 countries. There are currently no direct flights to Newcastle from Poland, but there will from the end of October. Currently a number of Poles are travelling by bus across Europe via London to Newcastle and then into Northumberland. Other migrant workers travel to North Northumberland via Edinburgh airport.

5.6 Migrant workers – specific issues

5.6.1 Employment and Discrimination

Local rural Citizens Advice Bureaux and Newcastle Law Centre have been visited by migrant workers employed in Northumberland seeking advice. Issues have included sudden termination of employment, unpaid holiday pay, racial discrimination and not being paid the minimum wage.

Some issues have arisen when a business is transferred from one employer to another and the new employer does not want to employ migrant workers and dismisses them.

³² <http://www.workaffair.com/>

³³ <http://www.workaffair.com/vacancies.asp?lang=eng>

Dismissal from employment for a migrant worker can be particularly difficult if their accommodation is tied to their employment. A number of migrant workers may not have the right to claim benefits due to restrictions on their employment status.

A particular concern was that a significant minority of workers were working illegally as they have failed to register with the Worker Registration Scheme even though they may have an NI number and be paying tax. Alternately their status might be unclear as they had registered with the WRS for the first employer they worked with, but failed to inform the WRS when they started work with a subsequent or additional employer. This status has been referred to as semi-compliance³⁴; workers are not deliberately working illegally and their status in the UK is at least partially legal but some aspect of their working arrangement breaches current rules. Where workers who are semi-compliant get into dispute with their employer it is unclear if they have any legal rights at all. A number of migrant workers in Northumberland may be semi-compliant with regulations around their employment and therefore not have the full employment rights they should have. In one case where this occurred, an employer had dismissed staff and there was an employment dispute. When it was pointed out to the employer they had been employing workers illegally and had committed a criminal offence by doing so, a settlement was reached for the ex-employees without the case needing to be taken further. It is unclear what rights A8 employees not registered with the WRS might have in future cases.

An additional issue for A8 workers not registered with the WRS, and resident for less than a year in the UK, is that it is unclear if they might be asked to pay for non-emergency treatment received from the NHS. Anyone who has come to the UK to work as an employee or self-employed (other than for short business trips) is entitled to free NHS hospital treatment³⁵. However, a worker not registered under the WRS might have issues proving they are working, and therefore might be asked to pay for treatment unless one of the (various) exceptions allowing non-working EEA nationals to receive free NHS treatment applied.

³⁴ Ruhs and Anderson (2006)

³⁵

http://www.adviceguide.org.uk/index/family_parent/health/nhs_charges_for_people_from_abroad.htm

Full compliance with the WRS guarantees that an A8 national can apply for a residence permit after 12 months, and that they will be entitled to unemployment and other benefits and free healthcare. An A8 migrant worker who works in the UK as an employee for 12 months but does not register with the WRS might not be able to apply for a residency permit or claim out of work benefits if they become unemployed after 12 months of work.

It is therefore vital that migrant workers are encouraged to comply with all appropriate work permit requirements; in the case of A8 nationals this means registering with the WRS and ensuring they inform the scheme of details of every employer they work for.

5.6.2 Housing

Some concern was expressed as to whether some migrant workers might be living in poor housing conditions. As discussed above a number are living in large groups, which may mean that they may be subject to overcrowding. Many rented properties occupied by more than one household are now defined as a House in Multiple Occupation (HMO) and should comply with certain minimum safety and other standards³⁶. It is likely that a large proportion of properties rented by A8 nationals will qualify as HMOs and therefore should meet these standards but may not do so; further research would be required to see if this is an issue for migrant workers.

5.6.3 Language Barriers

Whilst many migrant workers were said to have excellent English language skills, some were said to have limited skills. Berwick CAB have identified communication problems as an issue for some migrant workers in their area. Some employers use English speakers as informal translators for workers whose English language skills are limited. When demonstrating how to perform a task (in English), employers would ensure that an English speaking worker was present to translate for the others. These informal arrangements appeared to be working for employers but obviously rely on the goodwill of employees to act as, in effect, a free translation service.

³⁶ <http://www.westminster.gov.uk/housing/multipleoccupancyhomes/>

One interviewee mentioned they were aware that the Health and Safety Executive was increasingly seeking interpreters to visit workplaces in the North East with officers from the HSE so they could ensure that Health and Safety notices were translated and understood by migrant workers in work places.

Some interviewees were aware of some migrant workers attending local language courses, at local community centres for example at Berwick upon Tweed (English language training) and Seahouses (a Spanish language course). Library staff also mentioned that migrant workers borrowed books in order to improve their English language skills and sought advice on which books might be most suitable.

If migrant workers wish to improve their English through formal learning it is unclear if there is currently enough local provision of English language courses. A recent study looking at basic skills provision including ESOL (English for Speakers of Other Languages), found demand for ESOL has been increasing in rural areas mainly due to increasing numbers of migrant workers³⁷; Northumberland was one of the rural areas included in the study.

In September 2005 an audit of Essential Skills Practitioners found only 2% (49 out of 2,749) weekly essential skills learning hours delivered were for ESOL³⁸ delivered by 11 practitioners. It is not known if this has increased for 2006 as an equivalent audit has not been undertaken for this year. ESOL provision is being offered in the following locations from Autumn 2006, Berwick-upon- Tweed, Blyth, Prudhoe, Hexham, Morpeth and Ponteland³⁹. It is possible that English language courses less formal than the ESOL provision may be offered by private providers elsewhere in Northumberland. Further research would be required to understand the current levels of demand for and supply of English language teaching by/to migrant workers in Northumberland.

³⁷ Atkin et al (2005)

³⁸ Latty et al (2005)

³⁹ Source; Authors conversation with Northumberland County Council in September 2006

6.0 CONCLUSIONS AND RECOMENDATIONS

6.1 Conclusions

An increase in the numbers international migrant workers coming into the North East may be helping to reverse past trends of population decline in the region. International inward migration appears to be a major driver of recent population growth in Tyne and Wear although it is unclear how much this is due to increases in international student numbers⁴⁰ and how much due to increases in a growth of the number of international migrant workers.

International migration has had less of an impact on Northumberland as its population has been increasing steadily for the last two decades. Whilst the increase in numbers of overseas nationals registering for a NINo is significant, it is less than in any other sub-region of the North East. In Northumberland there have been at least around a 1,000 registration for a NINo in the last two years. It therefore could be assumed at least 1,000 migrant workers have come to Northumberland in the last two years. However, a number may have subsequently left. Anecdotal evidence suggests in North Northumberland much work done by migrant workers is seasonal and a number of migrant workers either go to work elsewhere in the UK or return to their country of origin at the end of the season. The net number of new international migrants currently resident in Northumberland is unclear.

The main reason for the rise in international migrants both locally, regionally and nationally appears due to an increase in numbers of migrant workers from the A8 Accession states. In Northumberland this is primarily people from Poland and Lithuania.

Migrant workers appear to be performing jobs that most local people do not want to do, because these jobs are low paid, seasonal, have long hours or shift patterns and little prospects. By taking these jobs migrant workers have enabled employers to fill hard to fill vacancies and enabled employers to expand. Employers have actively sought migrant workers to fill these low-skill positions.

⁴⁰ Comedia (2005)

A number of migrant workers may be significantly under-employed and over-qualified for their jobs but without a survey of local migrant workers it is unclear how many workers this applies to.

It is not known how many migrant workers may decide to stay and settle in Northumberland and how many are just working here temporarily to earn money and then return to their country of origin. Some may only be working for a few months over the Summer while others have brought families with them or have had children while in Northumberland and may plan to stay longer.

It seems clear that in some cases migrant workers have had bad experiences with their employers and have not been given their full employment rights. It is unclear how widespread these issues are or how many (if any) employers are directly seeking to take advantage of the fact migrant workers may be less likely to complain about poor treatment than local workers.

As numbers of new workers registering on the WRS and number of overseas nationals registering for a NINo seem similar this would seem to suggest there may be around 5,000 A8 migrant workers who have come to the North East in the last 2 years. However, some opinion regionally believes that numbers are much higher than this. If this is correct this would suggest that there are a significant number of workers who are semi-compliant and may not be entitled to full employment rights.

There is a strong case to be made for efforts to be made to make workers and employers more aware of their rights and obligations under the Worker Registration Scheme as this will ensure A8 migrant workers are fully protected, should they get into dispute with their employer, with same rights as any local worker. Information about the worker registration scheme and the gangmaster licensing scheme could be publicised to local employers through the Business Link advice centres and to migrant workers through local libraries with free internet access.

Local councils may also wish to consider if they should translate information about key services they offer into the languages of migrant workers, in particular Polish and Lithuanian. If local councils want to welcome and encourage migrant workers into the area they may wish to consider producing general translated information about

the local area and services and making this available at local libraries and community and sports centres.

6.2 Recommendations for future research

This study has not interviewed any migrant workers. As the study has relied on anecdotal evidence, a survey of migrant workers both in Northumberland and in the North East as a whole, would give a better understanding of migrant workers age, gender, any dependents, qualifications, working and housing conditions and whether they plan to remain in the region for the long term. Given that migrant workers may be a key reason that North East population is no longer declining, and if population growth is seen as key to regenerating the North East, an understanding of who migrant workers are and their longer term ambitions is essential.

It is recommended that any questionnaires or interviews carried out as part of this research should be carried out in the migrant workers first language where possible and responses subsequently translated.

A large sample local survey would also test the theory that there a number of migrant workers who are semi-compliant in the labour market and have not registered for either a national insurance number or (if appropriate) with the Worker Registration Scheme and therefore do not appear in official statistics. This is important if sources such as NIRS data might be used as to estimate levels of international migration to the region.

Since some migrant workers may be semi-compliant in the labour market consideration should be given to how workers are recruited to the study; ideally it should not be through their employers. One possible way is through libraries offering free internet access, another by approaching local networking sites such as Polacy w Newcastle (www.ncl.to.pl⁴¹) and www.polska.chata.co.uk.

⁴¹ Mentioned as a source of local networks for the Polish community in Stenning et al (2006)

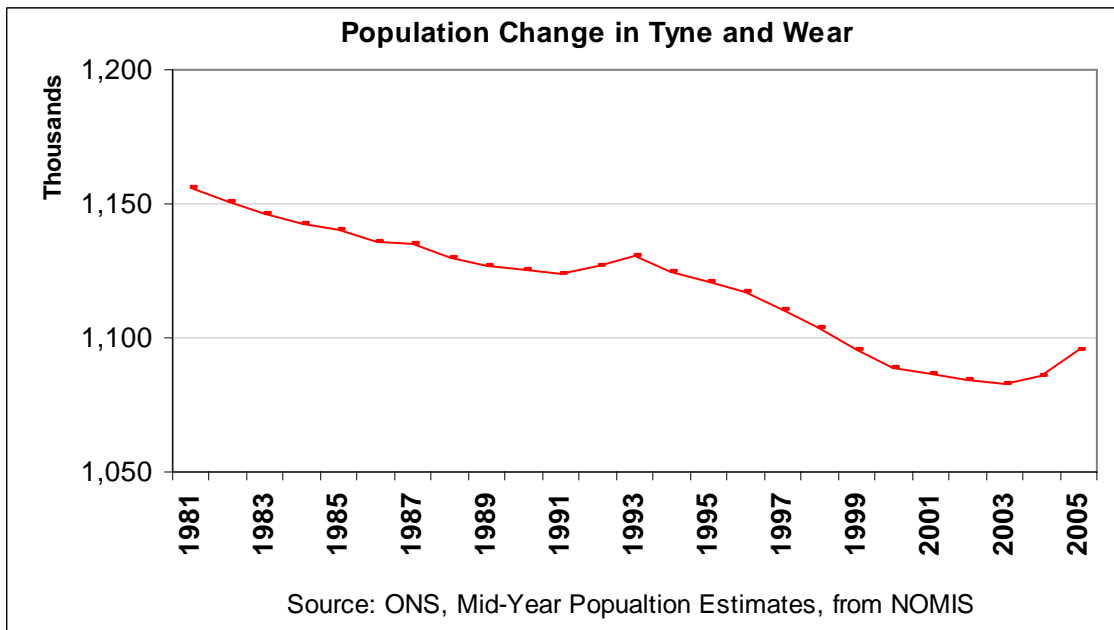
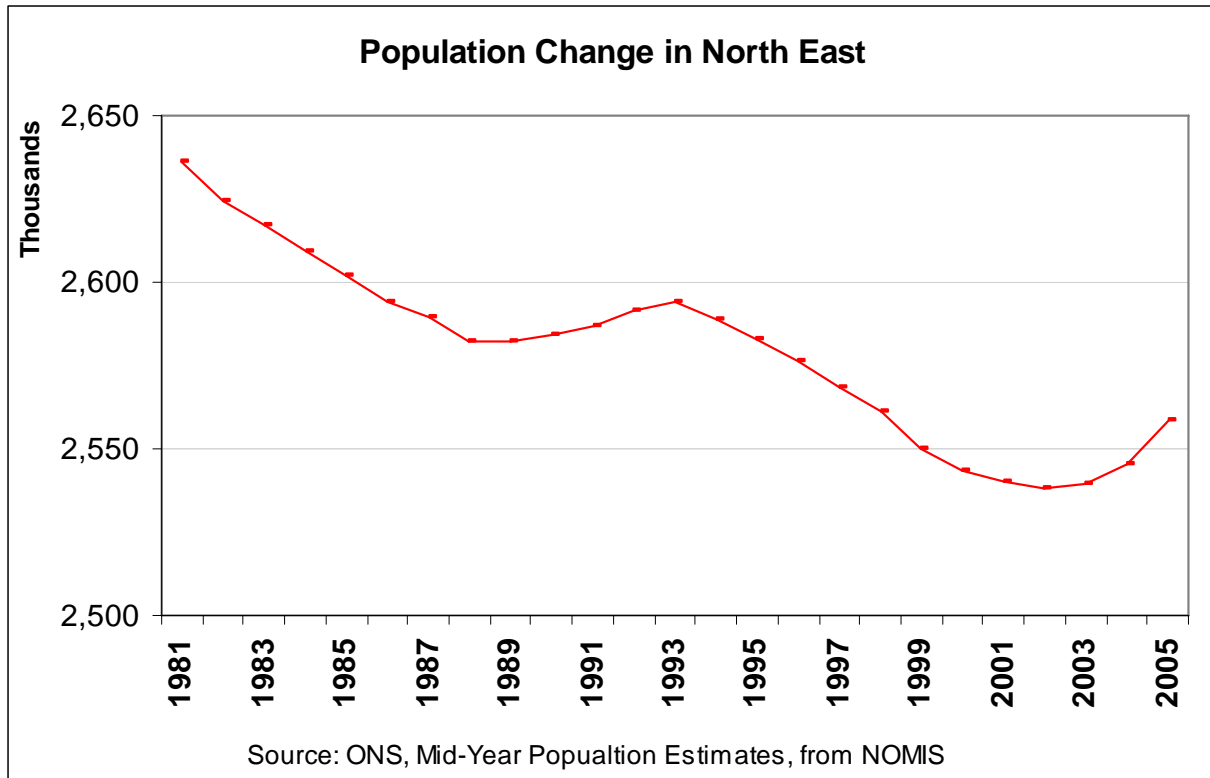
Any research undertaken should take account of the lessons learned from a major research project considering issues faced by migrant workers currently underway at COMPAS at Oxford University.⁴²

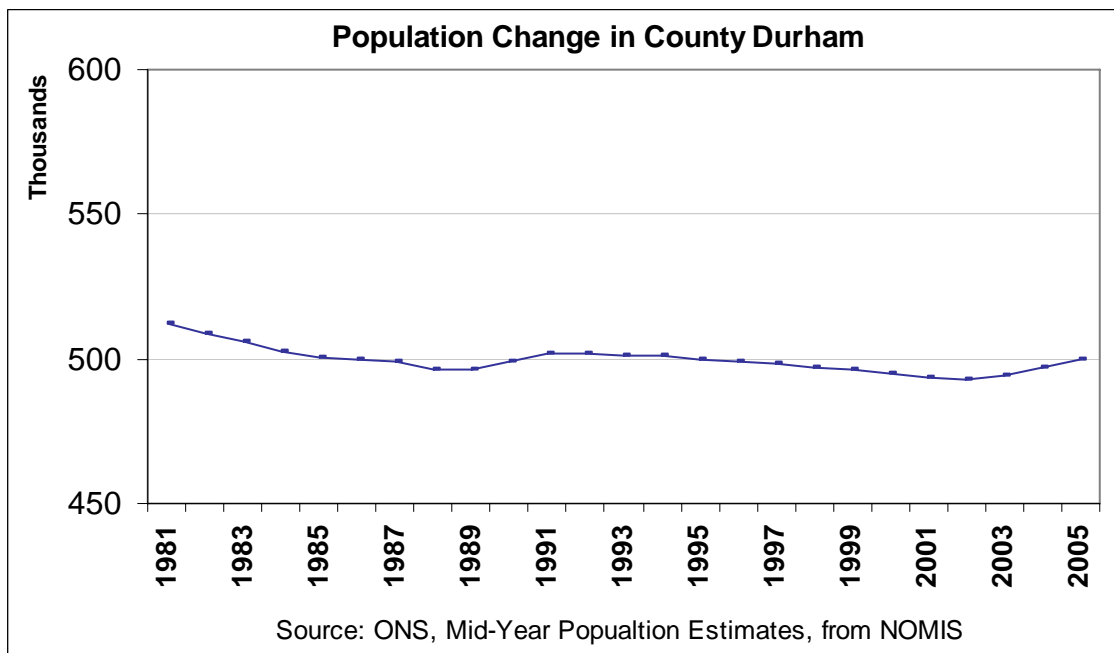
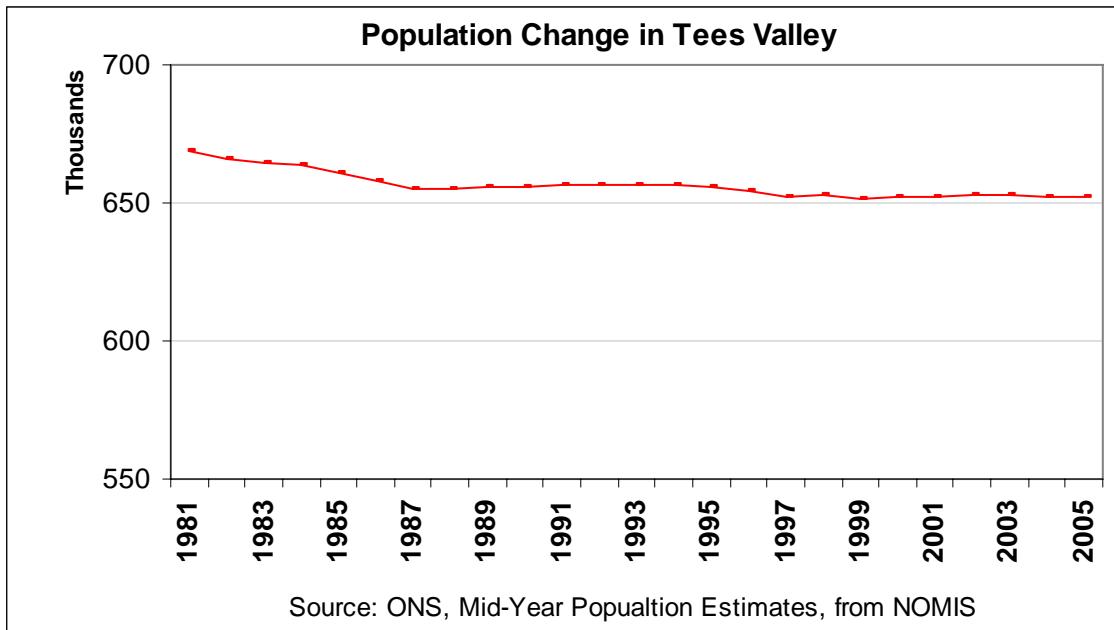
Additional quantitative data could be obtained by seeking data from the WRS direct from the Home Office, this can be obtained to postcode level via a freedom of information request. This paper has not done any independent analysis of WRS data but has instead relied on useful analysis by CURDS and ippr but this only covers the period to end February 2006. Analysis for this paper of NIRS data and anecdotal information suggests that numbers of migrant workers in Northumberland and the region have increased significantly in the last 18 months (since April 2005). Additional analysis of WRS data and NIRS data in the Summer of 2007 to include data to March 2007 would test the hypothesis that increases in migrant workers in the North East region have been very recent, it could also potentially provide further information on occupations of migrant workers in the region.

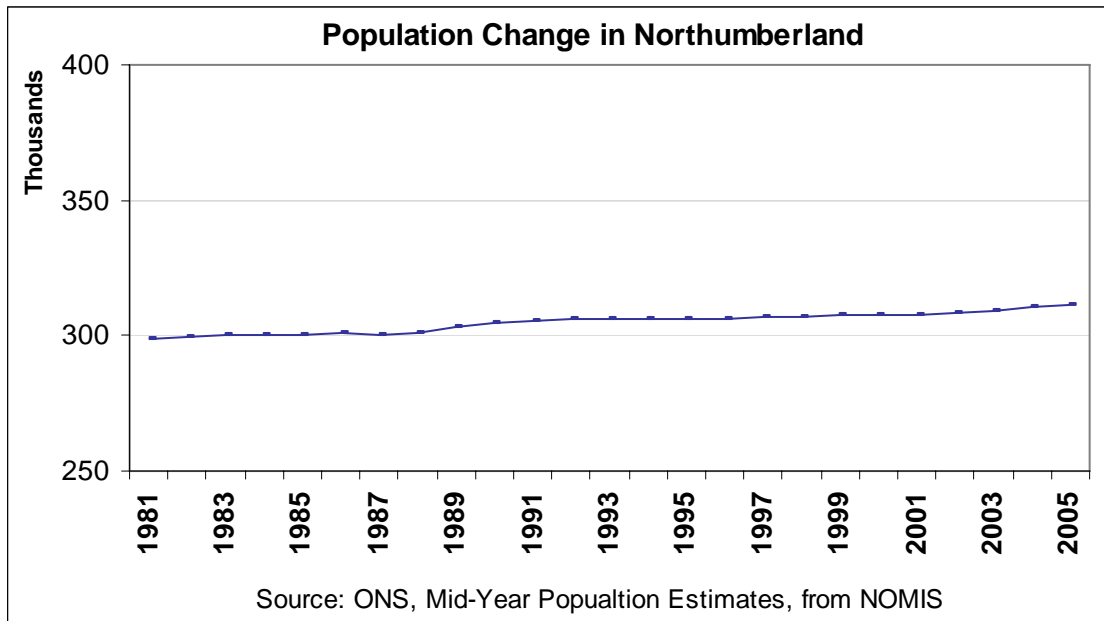
⁴² For more information please see www.compas.ox.ac.uk, in particular <http://www.compas.ox.ac.uk/changingstatus/index.shtml>

APPENDIX 1 - FIGURES

**Fig. 12: Population in the North East and it's sub-regions
1981 to 2005**







**Fig. 13: Components of Population Change mid 2002 to mid 2005 mid 2002
North East, Regional and Sub-regional, Northumberland Districts**

Mid Year Population Estimates				
Area	2002	2003	2004	2005
	Numbers in thousands			
NORTH EAST	2,538.0	2,539.4	2,545.1	2,558.3
Northumberland	308.1	309.2	310.8	311.3
Tyne and Wear	1,084.0	1,083.2	1,085.6	1,095.2
Tees Valley	652.7	652.8	651.9	652.1
Durham	493.1	494.2	496.8	499.8
Alnwick	31.2	31.5	31.9	32.2
Berwick-upon-Tweed	26.0	26.0	26.3	26.2
Blyth Valley	81.5	81.5	81.4	81.6
Castle Morpeth	49.2	49.5	49.8	49.9
Tynedale	59.1	59.4	59.8	59.8
Wansbeck	61.0	61.3	61.6	61.7
<p>Net migration includes internal migration based on NHSCR and international migration based on International Passenger Survey. Other changes are mainly adjustments for main place of residence of members of armed forces. Sources: Office for National Statistics, Mid-Year population estimates 2003, 2004 and 2005, TableT10. Note: Figures may not add due to rounding</p>				

Total Population Change (Mid-Year)			
Area	2002-3	2003-4	2004-5
	Numbers in thousands		
NORTH EAST	1.4	5.7	13.2
Northumberland	1.1	1.6	0.5
Tyne and Wear	-0.8	2.4	9.6
Tees Valley	0.1	-0.9	0.2
Durham	1.1	2.6	3.0
Alnwick	0.3	0.4	0.3
Berwick-upon-Tweed	0.0	0.3	-0.1
Blyth Valley	0.0	-0.1	0.2
Castle Morpeth	0.3	0.3	0.1
Tynedale	0.3	0.4	0.0
Wansbeck	0.3	0.3	0.1
<p>Net migration includes internal migration based on NHSCR and international migration based on International Passenger Survey. Other changes are mainly adjustments for main place of residence of members of armed forces. Sources: Office for National Statistics, Mid-Year population estimates 2003, 2004 and 2005, TableT10. Note: Figures may not add due to rounding</p>			

Net migration (Internal and International and other changes)			
Area	2002-3	2003-4	2004-5
	Numbers in thousands		
NORTH EAST	2.6	6.8	13.3
Northumberland	1.7	2.1	1.1
Tyne and Wear	0.0	3.2	9.7
Tees Valley	-0.6	-1.7	-0.7
Durham	1.6	3.2	3.3
Alnwick	0.4	0.4	0.4
Berwick-upon-Tweed	0.1	0.4	0.0
Blyth Valley	0.0	-0.1	0.0
Castle Morpeth	0.4	0.5	0.3
Tynedale	0.4	0.6	0.1
Wansbeck	0.4	0.3	0.2
<p>Net migration includes internal migration based on NHSCR and international migration based on International Passenger Survey. Other changes are mainly adjustments for main place of residence of members of armed forces.</p> <p>Sources: Office for National Statistics, Mid-Year population estimates 2003, 2004 and 2005, TableT10.</p> <p>Note: Figures may not add due to rounding</p>			

Net Internal Migration			
Area	2002-2003	2003-2004	2004-2005
	Numbers in thousands		
NORTH EAST	1.9	2.0	0.3
Northumberland	1.8	1.9	1.0
Tyne and Wear	-2.2	-1.9	-2.0
Tees Valley	0.0	-0.1	-0.5
Durham	2.4	2.2	1.7
Alnwick	0.4	0.4	0.4
Berwick-upon-Tweed	0.2	0.4	0.0
Blyth Valley	0.0	-0.1	0.1
Castle Morpeth	0.3	0.3	0.2
Tynedale	0.5	0.6	0.1
Wansbeck	0.4	0.3	0.2
<p>Internal migration within the United Kingdom: gross and net flows (thousands). Mid-year for each year. Source: Office for National Statistics, NHSCR</p> <p>Note: Figures may not add due to rounding</p>			

**Fig. 14: Numbers and Percentages of Non-UK nationals 2004 and 2005
England, North East and Northumberland**

AREA	England		North East		Northumberland		
Jan 2004-Dec 2004							
	%	Number	Out of Total	%	Number	Out of Total	%
Non-UK National All Ages	5.4	43,700	2,463,200	1.8	3,900	303,000	1.3
Non-UK Nationals in employment	5.8	19,200	1,066,100	1.8	1,900	135,800	1.4
Non-UK Nationals Working Age	6.8	33,800	1,524,100	2.2	2,500	185,600	1.4
Jan 2005-Dec 2005							
	%	Number	Out of Total	%	Number	Out of Total	%
Non-UK National All Ages	5.8	53,100	2,456,300	2.2	4,500	302,900	1.5
Non-UK Nationals in employment	6.3	23,700	1,080,700	2.2	2,300	139,800	1.7
Non-UK Nationals Working Age	7.2	40,300	1,524,300	2.6	3,300	185,400	1.8

Source: Annual Population Survey, ONS Crown Copyright Reserved, from Nomis September 2006

**Fig. 15: Numbers and Percentages of Non-UK nationals 2005
Northumberland Districts**

Jan 2005-Dec 2005		No.	Out of Total	%	confidence
Alnwick	Non-UK National All Ages	~	30,700	1.2	1.5
	Non-UK Nationals in employment	~	13,900	0.8	*
	Non-UK Nationals Working Age	~	18,400	0.8	*
Berwick-upon-Tweed	Non-UK National All Ages	~	25,100	0.5	*
	Non-UK Nationals in employment	!	10,900	!	!
	Non-UK Nationals Working Age	~	14,600	0.9	*
Blyth Valley	Non-UK National All Ages	1,100	80,700	1.4	1.5
	Non-UK Nationals in employment	~	38,500	1.1	*
	Non-UK Nationals Working Age	500	51,600	1.0	*
Castle Morpeth	Non-UK National All Ages	1,200	47,200	2.6	2.1
	Non-UK Nationals in employment	700	21,800	3.0	3.5
	Non-UK Nationals Working Age	1,100	28,400	3.9	3.4
Tynedale	Non-UK National All Ages	900	58,200	1.6	1.7
	Non-UK Nationals in employment	700	27,300	2.5	3.1
	Non-UK Nationals Working Age	900	35,200	2.5	2.7
Wansbeck	Non-UK National All Ages	700	61,000	1.2	*
	Non-UK Nationals in employment	~	27,400	1.3	*
	Non-UK Nationals Working Age	~	37,300	1.3	*

! Estimate and confidence interval not available since the group sample size is zero or disclosive (0-2).
 * Estimate and confidence interval unreliable since the group sample size is small (3-9).
 ~ Estimate is less than 500.

Source: Annual Population Survey, ONS Crown Copyright Reserved, from Nomis September 2006

Fig. 16: National Insurance Number Registrations of non-UK Nationals in the North East by sub-region and for Northumberland
Total and numbers of A8 nationals

	A8 data from DWP report	All	North East	Tyne & Wear*	Tees Valley*	Northumberland*	Durham*
2005/06							
All		662,390	11,110	7,150	2,110	650	1,200
All*		662,410	10,300	6,980	1,940	450	930
A8 Countries*	270,200	268,530	3,700	2,020	800	370	510
% of All from A8 Countries*	41%	41%	33%	28%	38%	57%	43%
% of All* from A8 countries*		41%	36%	29%	41%	82%	55%
% of All from A8 countries			1.4%				
2004/05							
All		439,730	7,320	5,020	1,160	420	720
All*		439,810	6,520	4,850	960	230	480
A8 Countries*	110,500	109,230	1,080	620	210	80	170
% from A8 Countries	25%	25%	15%	12%	18%	19%	24%
% of specified from A8 countries		25%	17%	13%	22%	35%	35%
% of All from A8 countries			1.0%				
2003/4							
All		370,750	5,790	3,890	1,110	290	500
All*		370,790	4,900	3,630	830	160	280
A8 Countries*	20,000	19,460	50	50	0	0	0
% from A8 Countries	5%	5%	1%	1%	0%	0%	0%
% of specified from A8 countries		5%	1%	1%	0%	0%	0%
% of All from A8 countries			0.3%				
2002/3							
All		349,240	5,370	3,390	1,290	210	480
All*		349,310	4,550	3,170	1,060	40	280
A8 Countries*	11,700	11,170	20	20	0	0	0
% from A8 Countries	3%	3%	0%	1%	0%	0%	0%
% of specified from A8 countries		3%	0%	1%	0%	0%	0%
% of All from A8 countries			0.2%				

* figures are based of summing data rounded to the nearest 10 and so are subject to rounding errors

1. Numbers are rounded to the nearest ten.
2. Totals may not sum due to rounding.
3. Numbers are based on 100% data from the National Insurance Recording System (NIRS).
4. Local Authorities are assigned by matching postcodes against the relevant postcode directory.
5. Local Authorities counts are based on the most recently recorded address of the NINO recipient

Source:

100% sample at 25th June 2006 from the National Insurance Recording System (NIRS).
 DWP, 2006, Unpublished

International Migrant Workers in Northumberland

	Alnwick	Berwick-upon-Tweed	Blyth Valley	Castle Morpeth	Tynedale	Wansbeck
2005/06						
All	110	140	120	80	130	70
All*	80	130	70	50	80	40
A8 Countries*	80	120	60	30	60	20
% of All from A8 Countries*	73%	86%	50%	38%	46%	29%
% of All* from A8 countries*	100%	92%	86%	60%	75%	50%
2004/05						
All	40	90	90	60	80	60
All*	10	60	60	20	40	40
A8 Countries*	10	30	20	0	10	10
% from A8 Countries	25%	33%	22%	0%	13%	17%
% of specified from A8 countries	100%	50%	33%	0%	25%	25%
2003/4						
All	20	40	50	50	60	70
All*	0	30	30	30	30	40
A8 Countries*	0	0	0	0	0	0
% from A8 Countries	0%	0%	0%	0%	0%	0%
% of specified from A8 countries	0%	0%	0%	0%	0%	0%
2002/3						
All	20	30	40	40	40	40
All*	0	0	10	0	20	10
A8 Countries*	0	0	0	0	0	0
% from A8 Countries	0%	0%	0%	0%	0%	0%
% of specified from A8 countries	0%	0%	0%	0%	0%	0%

1. Numbers are rounded to the nearest ten.
2. Totals may not sum due to rounding.
3. Numbers are based on 100% data from the National Insurance Recording System (NIRS).
4. Local Authorities are assigned by matching postcodes against the relevant postcode directory.
5. Local Authorities counts are based on the most recently recorded address of the NINO recipient

Source:

100% sample at 25th June 2006 from the National Insurance Recording System (NIRS).
DWP, 2006, Unpublished

Fig. 17: Overseas Nationals entering the UK and allocated a NINo for England, North East, sub-regions and Northumberland districts Top 10 countries by year of registration

2005/06		2003/04	
All (rounded to nearest 10)	North East (sum of North East LA data rounded to nearest 10)	All (rounded to nearest 10)	North East (sum of North East LA data rounded to nearest 10)
662,390 All	11,110 All	370,750 All	5,790 All
<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>
171,380 Poland	2,590 Poland	31,330 India	830 India
45,980 India	1,240 India	18,370 South Africa	610 China Peoples Rep
30,530 Rep of Lithuania	690 China Peoples Rep	17,130 Australia	360 Philippines
26,370 Slovak Rep	420 Philippines	16,780 Pakistan	270 Pakistan
23,970 South Africa	390 Pakistan	13,990 Portugal	180 Bangladesh
23,820 Australia	300 Czech Rep	13,300 China Peoples F	170 South Africa
22,270 Pakistan	290 Slovak Rep	13,060 France	160 Germany
17,170 France	270 Nigeria	11,870 Spain	160 Iran
14,180 Rep of Latvia	270 Rep of Lithuania	11,200 Poland	150 Malaysia
13,350 Germany	270 Iran	10,680 Philippines	150 Iraq
2004/05		2002/03	
All	North East	All	North East
439,730 All	7,320 All	349,240 All	5,370 All
<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>
62,550 Poland	990 India	25,040 India	560 India
32,690 India	780 China Peoples Rep	18,870 Australia	390 China Peoples Rep
20,320 Pakistan	630 Poland	18,640 South Africa	340 Philippines
19,340 South Africa	370 Pakistan	16,790 Pakistan	320 Iraq
16,640 Australia	300 Philippines	13,770 France	260 Pakistan
15,550 Rep of Lithuania	200 Malaysia	11,790 Philippines	230 Zimbabwe
13,290 France	200 Iran	11,680 Spain	200 Iran
12,620 China Peoples F	190 South Africa	10,260 Zimbabwe	190 South Africa
12,250 Portugal	180 France	10,130 Iraq	160 Bangladesh
10,490 Slovak Rep	180 Germany	9,770 Portugal	160 France

International Migrant Workers in Northumberland

2005/06

Tyne & Wear	Tees Valley	Northumberland	Durham
7,150 All	2,110 All	650 All	1,200 All
<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>
1,390 Poland	490 Poland	270 Poland	440 Poland
1,000 India	170 India	70 Rep of Lithuania	80 China Peoples Rep
560 China Peoples Rep	160 Pakistan	30 Philippines	60 India
300 Philippines	110 Iraq	10 India	40 Philippines
230 Nigeria	100 Rep of Lithuania	10 Kenya	40 Slovak Rep
220 Pakistan	100 Czech Rep	10 South Africa	30 South Africa
210 Iran	90 South Africa	10 Bangladesh	20 France
190 Malaysia	60 Iran	10 Rep of Latvia	20 Germany
190 Bangladesh	50 France	10 Portugal	20 Thailand
190 Czech Rep	50 China Peoples Rep	10 Czech Rep	20 USA

2004/05

Tyne & Wear	Tees Valley	Northumberland	Durham
5,020 All	1,160 All	420 All	720 All
<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>
790 India	150 India	50 Poland	160 Poland
660 China Peoples Rep	110 Poland	30 India	60 China Peoples Rep
310 Poland	90 Pakistan	30 Philippines	30 South Africa
280 Pakistan	50 China Peoples Rep	20 Rep of Lithuania	30 Germany
210 Philippines	50 Iraq	20 Germany	20 Australia
180 Malaysia	40 South Africa	20 Portugal	20 India
150 Iran	40 Iran	10 Australia	20 France
140 Bangladesh	40 Philippines	10 South Africa	20 Philippines
130 Nigeria	40 Czech Rep	10 Bangladesh	20 USA
130 France	30 Australia	10 Rep of Latvia	10 Malaysia

*Data based on sum of local district/unitary data rounded to nearest 10

International Migrant Workers in Northumberland

2003/04

Tyne & Wear	Tees Valley	Northumberland	Durham
3,890 All	1,110 All	290 All	500 All
<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>
630 India	150 India	60 Philippines	50 China Peoples Rep
500 China Peoples Rep	80 Pakistan	30 India	30 Germany
220 Philippines	70 Philippines	20 South Africa	30 USA
180 Pakistan	60 Iraq	10 Australia	20 India
160 Bangladesh	60 Zimbabwe	10 Rep of Ireland	20 South Africa
130 Malaysia	50 China Peoples Rep	10 Germany	10 Canada
130 Iran	40 Australia	10 Portugal	10 Malaysia
120 Nigeria	40 South Africa	10 China Peoples Re	10 Pakistan
90 South Africa	40 France		10 Rep of Ireland
90 France	40 Germany		10 France

2002/03

Tyne & Wear	Tees Valley	Northumberland	Durham
3,390 All	1,290 All	210 All	480 All
<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>
390 India	180 Iraq	10 India	40 Philippines
340 China Peoples Rep	130 India	10 South Africa	30 India
190 Philippines	110 Pakistan	10 Philippines	20 South Africa
170 Iran	100 Philippines	10 USA	20 France
150 Pakistan	100 Zimbabwe		20 Germany
150 Bangladesh	70 France		20 Greece
140 Iraq	50 South Africa		20 Spain
130 Zimbabwe	50 Afghanistan		20 China Peoples Rep
110 South Africa	30 Australia		20 USA
100 Nigeria	30 Germany		10 Australia

*Data based on sum of local district/unitary data rounded to nearest 10

International Migrant Workers in Northumberland

2005/06

Alnwick	Berwick-upon Tweed	Blyth Valley	Castle Morpeth	Tynedale	Wansbeck
110 All	140 All	120 All	80 All	130 All	70 All
<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>
70 Poland	90 Poland	30 Rep of Lithuania	20 Poland	50 Poland	10 India
10 Rep of Lithuania	10 Rep of Latvia	30 Poland	10 Kenya	10 Bangladesh	10 Rep of Lithuania
	10 Rep of Lithuania	10 Philippines	10 South Africa	10 Philippines	10 Poland
	10 Portugal		10 Rep of Lithuania	10 Czech Rep	10 Philippines
	10 Slovak Rep				

2004/05

Alnwick	Berwick-upon Tweed	Blyth Valley	Castle Morpeth	Tynedale	Wansbeck
40 All	90 All	90 All	60 All	80 All	60 All
<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>
10 Poland	20 Poland	10 India	10 Australia	10 India	10 India
	20 Portugal	10 South Africa	10 Bangladesh	10 Germany	10 Rep of Lithuania
	10 Rep of Latvia	10 Rep of Lithuania		10 Poland	10 China Peoples Rep
	10 Spain	10 Germany		10 Philippines	10 Philippines
		10 Poland			
		10 Philippines			

*Data rounded to the nearest 10

International Migrant Workers in Northumberland

2003/04

Alnwick	Berwick-upon Tweed	Blyth Valley	Castle Morpeth	Tynedale	Wansbeck
20 All	40 All	50 All	50 All	60 All	70 All
<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>
No groups of 10 or more	10 South Africa 10 Portugal 10 China Peoples R	10 India 10 Rep of Ireland 10 Germany	10 Australia 10 India 10 Philippines	20 Philippines 10 South Africa	30 Philippines 10 India

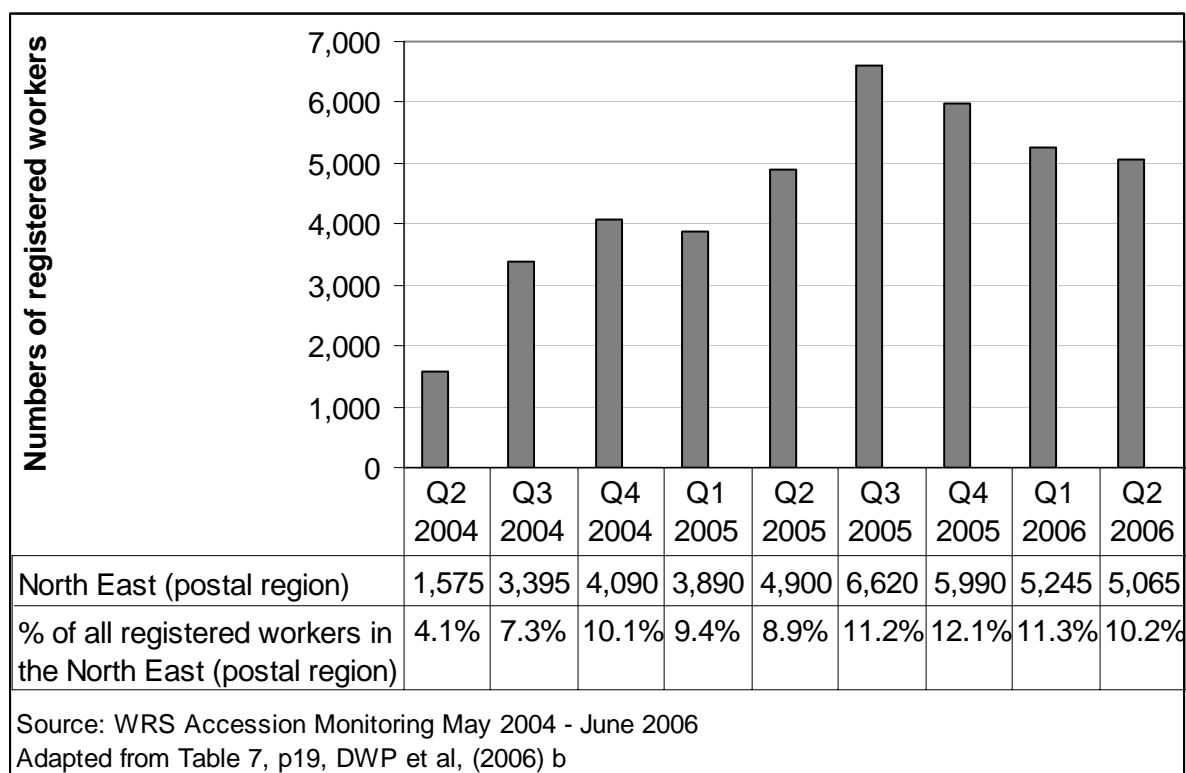
2002/03

Alnwick	Berwick-upon Tweed	Blyth Valley	Castle Morpeth	Tynedale	Wansbeck
20 All	30 All	40 All	40 All	40 All	40 All
<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>	<i>Of which</i>
No groups of 10 or more	No groups of 10 or more	10 India	No groups of 10 or more	10 South Africa 10 USA	10 Philippines

*Data rounded to the nearest 10

Source: DWP, NIRS registrations series, 2006, unpublished

**Fig. 18: Workers registered with the WRS in the North East (postal region)
May 2004 - June 2006**



**Fig. 19: Geographical distribution of WRS registered workers
Percentage of all registrations May 2004 – June 2006**

Area	Q2 2004	Q3 2004	Q4 2004	Q1 2005	Q2 2005	Q3 2005	Q4 2005	Q1 2006	Q2 2006	TOTAL
Anglia	20.5	16.9	15.0	14.7	15.4	14.3	13.9	13.7	13.6	15.2
London	24.6	19.2	17.2	14.7	11.0	10.1	10.8	10.9	9.2	13.7
Midlands	7.5	9.1	11.2	13.6	12.4	12.0	14.6	13.5	13.3	12.0
Central	12.5	10.3	10.5	10.9	10.1	10.1	9.3	10.7	10.1	10.4
North East	4.1	7.3	10.1	9.4	8.9	11.2	12.1	11.3	10.2	9.5
South West	6.7	8.4	7.9	8.6	9.9	9.1	7.6	8.6	10.8	8.7
North West	4.0	6.8	7.2	8.1	8.9	10.0	10.1	10.1	10.1	8.6
Scotland	5.8	7.0	6.5	5.5	8.2	9.0	7.6	7.5	9.3	7.5
South East	10.1	9.4	7.2	6.6	7.2	6.8	6.0	6.0	6.1	7.2
Northern Ireland	1.9	2.9	3.9	4.4	4.5	4.0	4.5	4.3	3.8	3.8
Wales	1.6	1.9	2.3	2.7	2.6	2.7	2.8	3.0	2.9	2.5
Not Stated	0.7	0.8	1.0	0.8	0.9	0.8	0.6	0.5	0.6	0.7

Source: Adapted from Table 7, p19, DWP et al, (2006) b

**Fig. 20: Geographical distribution of WRS registered workers
Ranked by postal region with most workers registered
May 2004 – June 2006**

Area	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	TOTAL
Rank	2004	2004	2004	2005	2005	2005	2005	2006	2006	
Anglia	2	2	2	1	1	1	2	1	1	1
London	1	1	1	2	3	4	4	4	8	2
Midlands	5	5	3	3	2	2	1	2	2	3
Central	3	3	4	4	4	4	6	5	6	4
North East	8	7	5	5	6	3	3	3	4	5
South West	6	6	6	6	5	7	8	7	3	6
North West	9	9	7	7	6	6	5	6	5	7
Scotland	7	8	9	9	8	8	7	8	7	8
South East	4	4	7	8	9	9	9	9	9	9
Northern Ireland	10	10	10	10	10	10	10	10	10	10
Wales	11	11	11	11	11	11	11	11	11	11
Not Stated	12	12	12	12	12	12	12	12	12	12

Source: Adapted from Table 7, p19, DWP et al, (2006) b

**Fig. 21: Top 10 Occupation groups – geographical distribution of
registered workers, Percentage of all workers,
Based on cumulative totals May 2004 – June 2006**

Occupation Groups - % of all occupations	Admin, Bus & Man Services	Hos-pitality & Catering	Agriculture Activities	Manu-facturing	Food/ Fish/ Meat Processing	Health & Medical Services	Retail & Related Services	Construc-tion & Land Services	Trans- port	Others / unknown
Anglia	39.7	11.4	20.5	6.0	3.0	4.4	4.8	2.4	3.1	3.3
London	20.8	44.1	1.0	3.9	2.2	4.3	7.9	4.0	1.9	7.8
Midlands	54.1	10.7	5.8	8.9	4.9	3.0	3.0	2.3	3.7	2.3
Central	31.5	24.0	10.1	6.0	2.7	7.7	4.2	5.0	2.4	4.1
North East	47.6	9.9	10.2	10.0	5.8	5.0	2.6	3.0	2.7	2.0
South West	26.1	22.8	21.3	6.6	5.6	5.8	2.8	2.4	2.4	2.0
North West	37.1	18.2	6.7	9.2	6.1	4.2	3.8	5.2	4.7	2.0
Scotland	15.3	26.6	19.9	6.0	13.0	4.6	2.5	6.3	2.4	2.2
South East	21.0	26.5	20.0	4.8	2.5	7.7	4.8	4.0	2.7	4.0
Northern	30.1	9.1	6.4	18.2	13.4	4.0	3.6	10.3	2.6	1.9
Wales	39.3	19.9	3.3	16.3	3.8	6.2	2.6	2.3	1.9	1.8
Unknown*	27.1	25.7	11.4	6.3	4.9	5.5	6.5	3.2	2.5	4.8

Source: Cumaltive data May 2004- June 2006, Adapted from Table 8, p22 DWP et al, (2006) b

Fig. 22: Top 10 Occupation groups – geographical distribution of registered workers, rank of occupation groups, Cumulative totals May 2004 – June 2006

Occupation Groups - rank of top 10 occupations nationally and other occupations	Admin, Bus & Man Services	Hos-pitality & Catering	Agriculture Activities	Manu-facturing	Food/ Fish/ Meat Proce-ssing	Health & Medical Services	Retail & Related Services	Construc-tion & Land Services	Trans-port	Others / unknown
Anglia	1	3	2	4	9	6	5	10	8	7
London	2	1	10	7	8	5	3	6	9	4
Midlands	1	2	4	3	5	8	7	10	6	9
Central	1	2	3	5	9	4	7	6	10	8
North East	1	4	2	3	5	6	9	7	8	10
South West	1	2	3	4	6	5	7	8	9	10
North West	1	2	4	3	5	8	9	6	7	10
Scotland	3	1	2	6	4	7	8	5	9	10
South East	2	1	3	6	10	4	5	7	9	8
Northern	1	5	6	2	3	7	8	4	9	10
Wales	1	2	6	3	5	4	7	8	9	10
Unknown*	1	2	3	5	7	6	4	9	10	8
Total	1	2	3	4	5	6	7	8	10	9

Source: Cumulative data May 2004- June 2006, Adapted from Table 8, p22 DWP et al, (2006) b

Notes:

These figures show registered workers rather than the number of applications made. The data are for initial applications only (not multiple applications, where an individual is doing more than one job simultaneously, nor re-registrations, where an individual has changed employers).

Changes were made to the way that regional information is recorded by refining the linkage to postcode information to ensure greater accuracy. This has resulted in changes in the data shown under some regions and 'Not stated' since the second Quarter 2004, but does not change the totals of previously published information compared to earlier Accession monitoring reports.

For further information please see Introduction: Technical Note on WRS data in DWP et al, (2006) b

APPENDIX 2 – STRUCTURED QUESTIONS

Scoping Paper on International Migrant Workers – Structured Qualitative interview questions

Definition

For the purposes of these questions, a migrant worker is defined as any overseas national working in the UK.

Questions

Are you aware of any migrant workers living or working in Northumberland. If yes, how do you know about this?

[Prompt: come across them as part of job, heard about them from a colleague]

Have you noticed, or been told about any increase or decrease in the numbers of migrant workers since Spring 2004?

What do you understand are the nationalities of migrant workers? Are there any concentrations of workers of a particular nationality?

What's your understanding about where migrant workers live and work? In local district and Northumberland as a whole?

Prompt: Are they-

- *living and working in Northumberland*
- *living in Northumberland and working elsewhere*
- *working in Northumberland but living elsewhere*
- *are there any concentrations of workers of a particular nationality working or living in any particular areas?*

Are you aware of any particular local employers who are understood to be employing large number of migrant workers? *[Prompt:-Who are they, what do they do]*

If do not know about local employers or not covered above

What's your understanding of the main industries migrant workers are working in?

[Prompt- e.g. Agriculture, Manufacturing, Food, Fish and Meat Processing, Hospitality and Catering?]

Are there any particular issues relating to migrant workers living or working in Northumberland you are aware of?

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