

Migrant Workers In Gloucestershire

November 2006

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Purpose of the Report

In recent years issues concerning Migrant Workers have been receiving increasing attention, particularly since the accession of ten countries to the European Union, eight from the former eastern bloc (A8 countries). Historically Migrant Workers tended to gravitate towards urban centres, but the recent trend has been a movement of people to rural areas, including the South West.

This report has been requested by the Chief Officer's Management Team since it is becoming evident that the key agencies working in Gloucestershire need a better understanding of the numbers of Migrant Workers currently living and working within Gloucestershire, and the issues that arise for the workers and the communities into which they have moved, if the agencies are to ensure that services are being provided accordingly. Service provision in the following areas could need to be adjusted to accommodate this new element of the population of Gloucestershire:

- Educational Services
- Social Care Services
- Economic Development Issues
- Housing
- Libraries
- The Languages used to publicise services

Executive Summary of Findings

Available figures suggest that Gloucestershire is a significant and increasingly popular destination for migrant workers in the South West from Eastern Europe but it appears to be becoming less popular for other ethnic groups. Numbers coming to Gloucestershire appear to have stabilised in the last year at around 4,000, which is 1.3% of the economically active workforce in Gloucestershire, although this is highly likely to be an under-estimate. Major employment areas are in Hotel/Catering trade and work as Security Guards

Key Statistics

- 11,373 migrant workers have registered for work in Gloucestershire since 2003. This represents approximately 3.9% of the county's economically active workforce
- The number of registrations peaked in 2004/05 at 4,168 but only reduced by 5% in the following year.
- Cheltenham and Gloucester were the only districts where registrations increased in 2005/06 compared to the previous year.
- Gloucestershire accounted for 10.4% of total registrations in the South West
- Gloucestershire is second only to Bristol as a destination for migrant workers into the South West region. ... And has increased in relation to Bristol.

- All Districts have seen an influx of migrant workers, with the Forest of Dean district recording the largest number of registrations (although they may be living outside the county) ¹ and Tewkesbury the smallest.
- 60.4% of migrant workers who registered in Gloucestershire were from Eastern Europe, a further 15.8% were citizens of former soviet states.
- The number of migrant workers from Eastern European countries registering in Gloucestershire in 2005/06 was 55% greater than in 2003/04.
- 4,488 (39.5%) of all the migrant workers who registered were from Poland
- The numbers of migrant workers registering annually from the Indian subcontinent, Africa and South East Asia have decreased considerably since 2003/04.
- There are proportionately more males than females registering as migrant workers.
- The most significant sectors of employment for migrants who registered for work are Agriculture, Process/Factory work and Hotel/Bar/Catering.

Recommendations

The recorded numbers are almost certainly a significant underestimate of total inward migration into Gloucestershire, since migrant workers will not necessarily have registered for work and there is no method of recording family members who may have travelled to Gloucestershire with the migrant worker or have joined them subsequently.

It might be felt necessary to gain a better understanding of numbers of Migrant Workers currently living and working within Gloucestershire; however, this is a complex issue that requires dedicated research.

It is recommended that a more comprehensive study be undertaken to ascertain more detail of the size, nature and service requirements of the new arrivals. A study conducted earlier this year in Cornwall, which was commissioned by the Cornwall Strategic Partnership and funded by the Government Office South West, could provide a useful model for further investigation².

Such further information would support planning for the next wave of migrants likely to enter the UK from new EU member countries and help service providers to shape their future plans.

¹ There is some question over the interpretation of the data for Forest district, which will be covered in greater detail later in this report.

² Migrant Workers in Cornwall by Ben Bolton, July 2006

Background

There is reasonable evidence on the influx of migrant workers into Gloucestershire from countries recently admitted to the EU; however, the information is patchy and anecdotal. For example:

- Gloucestershire Constabulary sources believe that there may be as many as 17,000 Polish workers in the Cheltenham and Gloucester area, but there are no statistics to support this view.
- It is well known that a bus currently travels daily between Cheltenham and Krakow bringing migrant workers backwards and forward.
- The Race Equality & Diversity Service (READS) logged 300 new pupils arriving in Gloucestershire schools in 2005/06 with little or no English. An increase of 123% on the previous year. In the first week of September 2006 a further 100 were logged. Of the recent arrivals in schools 70% are pupils from Eastern Europe, specifically Poland and the Czech Republic.
- A local organization setting up a Polish language newspaper/magazine for the Polish community estimate that there are between 40,000 and 50,000 Polish people now living in Gloucestershire (including those who have lived here for many years). Their estimate is based upon the knowledge of the local community and their contacts with local agencies and companies who report that large numbers of migrants have no idea that they need to register for work or how to go about it. In addition they are aware that many of the very first wave of new Polish migrants, who came here over two years ago, are now bringing not just their partners and children over to Gloucestershire but are also bringing their parents to settle here.

There is no sound information available on the number, origin and characteristics of migrant workers in Gloucestershire. This report therefore is the conclusion of initial desktop research using data from two prime sources (Home Office data on three different schemes for registering workers in the UK and Jobcentre Plus data on National Insurance Number Registrations).

The report provides an initial estimate of Migrant Worker numbers and their origin, highlighting the key trends but also identifies the gaps in information which will need to be filled by further local and national research.

Data Sources

Migrant workers are a transient population and so are difficult to count. There are several data sources on migrants entering the UK. Each data source measures migrant working in a different way and no one source is truly representational of all migrant working in the UK. Precise measurement of is therefore impossible

The four sources listed below record the country of origin of a migrant worker at local authority/postcode level and so the analysis in this report has focused on these:

- National Insurance Number (NINo) Registrations
- Worker Registration Scheme (WRS)
- Seasonal Agricultural Workers Scheme (SAWS)
- Work Permit Applications (WP) including Sector Based Scheme

The following sources have not been used for the reasons indicated:

- Annual Population Survey (APS) - a sample survey of UK addresses and differentiates people simply as UK nationals and non-UK nationals.
- International Passenger Survey (IPS) - a sample survey of the main UK air and seaports and the Channel Tunnel. Only available at Regional level.
- Immigration Control - data from landing card declarations & only available at total UK level. The most recently published statistics are for 2004.

All migrants seeking to work in the UK are required to apply for a National Insurance Number. Without this they are not entitled to work or claim any benefits. Citizens of the European Economic Area (formerly known as the EC) do not need any other form of 'permission' to work in the UK although workers from the new 'accession' A8 states (Poland, Lithuania, Estonia, Latvia, Slovenia, Slovakia, Hungary, Czech Republic) are required to register with the Home Office under the Worker Registration Scheme (WRS), unless self-employed. All other migrants have to apply for a work permit or permission to work.

As the various schemes for seeking lawful permission to work in the UK are mutually exclusive of one another, at a particular point in time, it is possible to extrapolate an estimate of the total number of migrant workers by adding these figures together with NINo data on migrants from the EC, and since 2004, the A8 states. However, the following points must be taken into account in any interpretation of the information:

- 1) Whilst all workers are required by law to apply for a National Insurance Number many new migrants, particularly if self-employed, do not know this. There is nothing to stop a self-employed worker from an EC or A8 country entering the UK and working on a 'cash in hand' basis. Their presence in the County would not be recorded in any way. Gloucestershire Constabulary and contacts with the Polish community believe that non-registration is widespread, but obviously there is no data available to confirm numbers involved.
- 2) An individual who has registered to work under any scheme and who leaves employment is not required to de-register, so some of those counted will have left the employment for which they registered and indeed some are likely to have left the UK.
- 3) The number of approved Work Permit applications does not equal numbers of people entering the UK to work under the Permit scheme but includes, for example, extension applications and work permits issued for a change of employment.
- 4) Under the Seasonal Agricultural Workers Scheme (SAWS) UK farmers and growers are permitted to employ students (in full-time education and over 18) from outside the EEA to undertake short-term (for a maximum of 6 months), seasonal agricultural work. What cannot be tracked is how many of these workers do actually return home after 6 months, whether they apply to remain in the UK under an alternative scheme or whether they stay but do not re-register.
- 5) The figures represent people who have registered in Gloucestershire, but this does not necessarily mean that they are actually working in the County. Alternatively, workers may be working legally in the County who were registered to work elsewhere. This is because employers may register a worker from one location but may then require the worker to travel to another location to work. In addition, once registered to work, there is nothing to stop someone changing jobs and moving to another location.

Whatever the issues highlighted in the above points, the figures in this report are almost certainly an **underestimate of the total number of migrants**. The numbers quoted do not account for family members who may have entered the UK with a migrant worker, or who may have joined them subsequently, but only for individuals who register to work. In addition, the figures do not account for people entering Gloucestershire as asylum seekers or people who have entered the Country legally or illegally and who are not registered to work.

Migrant Workers in Gloucestershire 2003 - 2006

Between April 2003 and June 2006 a total of **11,373** people born outside of the UK registered in Gloucestershire as migrant workers. The number of registrations peaked in 2004/05 at 4,168 but only reduced by 5% in the following year.

47.1% of migrant worker applications registered were under the Worker Registration scheme (WRS) for A8 states with a further 9.1% accounted for by National Insurance Number (NINo) Registrations by citizens of A8 states in 2005/06. 18.4% registered under the Seasonal Agricultural Workers (SAWS) scheme and 16.8% registrations were in the form of Work Permits granted. 8.5% of total registrations were from migrant workers who are citizens of the EC.

Table 1: All Migrant Worker Registrations 2003/04 to 2005/06

All Migrant Worker Registrations schemes 2003/04 - 2005/06	Numbers of Migrant workers by year of registration by scheme				% Of total registrations per scheme by year			
	2003/04	2004/05	2005/06	Total	2003/04	2004/05	2005/06	Total
Work Permits Applications	773	704	431	1,908	23.8%	16.9%	10.9%	16.8%
Worker Registration Scheme	1,397	2,597	1,366	5,360	43.0%	62.3%	34.5%	47.1%
Seasonal Agricultural Workers	851	537	710	2,098	26.2%	12.9%	18.0%	18.4%
NINo Registrations from EC	230	330	410	970	7.1%	7.9%	10.4%	8.5%
Additional NINo Registrations for A8 05/06 only	0	0	1,037	1,037	0.0%	0.0%	26.2%	9.1%
Grand Total	3,251	4,168	3,954	11,373	100.0%	100.0%	100.0%	100.0%

Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

South West SLIM recently produced an analysis of the patterns of migration across the region using NINo data. In this context Gloucestershire is second only to the City of Bristol in terms of the number of National Insurance Registrations in the South West region (see Table 2 overleaf) and accounted for 10.4% of total registrations.

Table 2: Number of National Insurance Registrations to Overseas Nationals

Authority of Residence	2003/04	2004/05	2005/06	Total	% Change between 03/04 & 05/06	% Of total SW
City Of Bristol	3,320	4,095	6,920	14,335	108.4%	18.7%
Gloucestershire	1,460	2,420	4,100	7,980	180.8%	10.4%
Devon	1,415	2,095	3,580	7,090	153.0%	9.3%
Bournemouth	1,305	1,875	3,170	6,350	142.9%	8.3%
Somerset	1,255	1,880	3,175	6,310	153.0%	8.3%
Cornwall	815	2,015	3,400	6,230	317.2%	8.1%
Wiltshire	1,110	1,410	2,380	4,900	114.4%	6.4%
Swindon	1,180	1,350	2,280	4,810	93.2%	6.3%
City Of Plymouth	750	1,030	1,740	3,520	132.0%	4.6%
Bath & NE Somerset	800	1,130	1,210	3,140	51.3%	4.1%
Dorset	605	850	1,435	2,890	137.2%	3.8%
South Gloucestershire	655	785	1,325	2,765	102.3%	3.6%
North Somerset	425	750	1,270	2,445	198.8%	3.2%
Torbay	365	560	945	1,870	158.9%	2.4%
Poole	375	610	860	1,845	129.3%	2.4%
Total South West Region	15,835	22,855	37,790	76,480	138.6%	100.0%

Source: Migrant Workers - The challenge for the South West, South West SLIM

Migrant Workers in Gloucestershire Districts 2003 - 2006

Table 3 below shows the numbers of migrant worker registrations at District level and Chart 1 overleaf shows the change year on year. All Districts have experienced an influx of migrant workers with Forest of Dean district seeing the greatest overall number of registrations (3,274). Forest district also had the highest numbers at the start of the period, indicating that this is where the influx of new migrants started. However, there is some concern around the numbers for this district that will be dealt with in more detail later in this report.

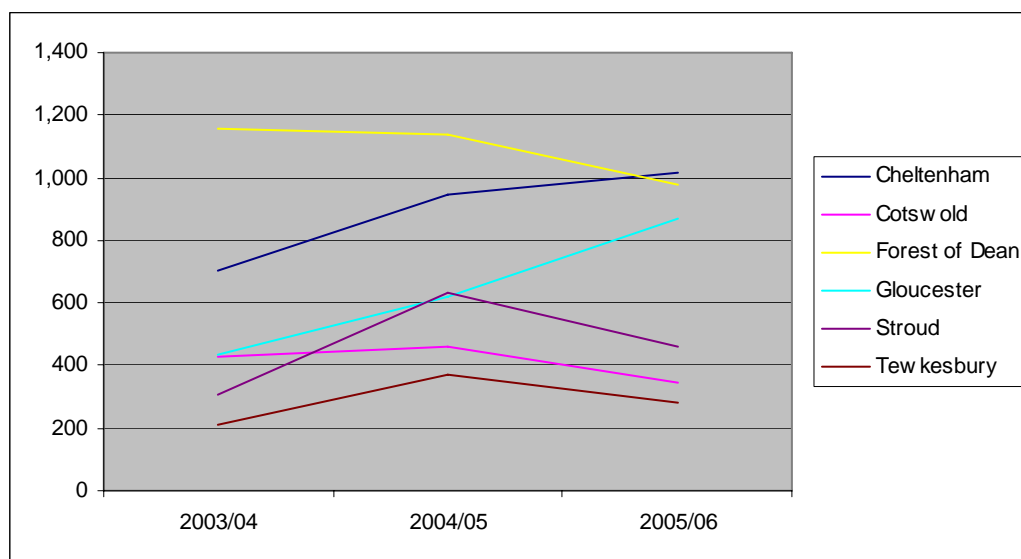
Table 3: Migrant Worker Registrations by District

Total of all Migrant Worker Registrations	Cheltenham	Cotswold	Forest of Dean	Gloucester	Stroud	Tewkesbury	County
2003/04	706	428	1,159	434	310	214	3,251
2004/05	946	463	1,136	621	630	372	4,168
2005/06	1,019	343	979	867	462	284	3,954
Total 2003/4 - 2005/6	2,671	1,234	3,274	1,922	1,402	870	11,373

Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

All districts except Tewkesbury have recorded over 1,000 migrant worker registrations in the three-year period, with Cheltenham recording 2,671 of which 38% were recorded in 2005/06. Cheltenham and Gloucester were the only districts where registrations increased in 2005/06 on 2004/05 (see Chart 1 overleaf).

Chart 1: Migrant Workers into Gloucestershire – Trend by District 2003/04 -2005/06



Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

Table 4: Migrant Workers as % of the Total Working Population

	Cheltenham	Cotswold	Forest of Dean	Gloucester	Stroud	Tewkesbury	County
All migrant workers registering 2003-2006	2,671	1,234	3,274	1,922	1,402	870	11,373
Total working population aged 16-59/64 in March 2006	57,800	45,500	37,000	57,900	56,700	39,300	294,200
%Total population of working age in March 2006	4.6%	2.7%	8.8%	3.3%	2.5%	2.2%	3.9%

Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations & ONS Annual Population survey to March 2006

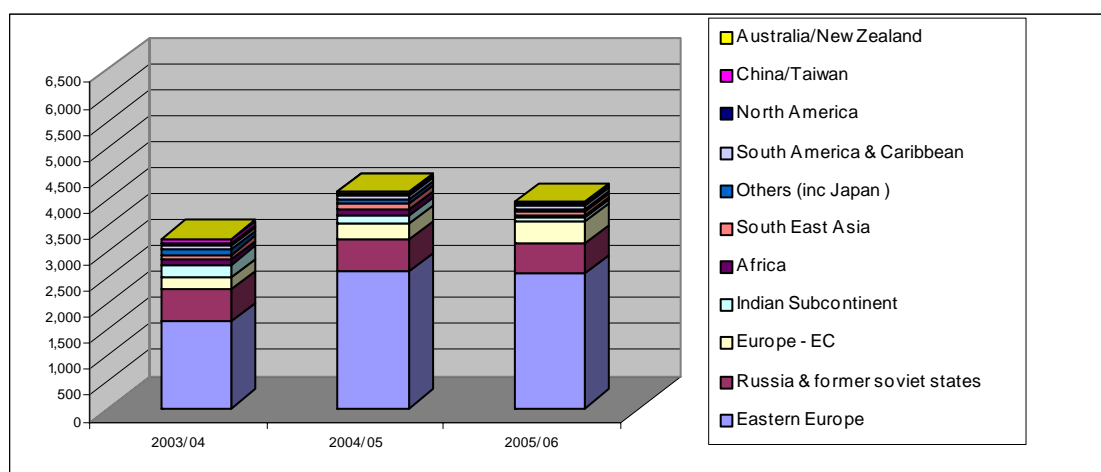
Table 4 above shows the migrant worker population that has entered the County since 2003, as a percentage of the total population of working age in the County. Overall migrant workers represented 3.9% of the working age population in Gloucestershire in March 2006. They represented 8.8% of the working age population of Forest of Dean district³ and 4.6% of the working age population of Cheltenham. They were a less significant proportion of the working age population in the other districts.

³ There is some question over the interpretation of the data for Forest district, which will be covered in greater detail later in this report.

Migrant Workers by Region of Origin 2003-2006

Not only has there been an increase in the number of people registering as migrant workers, but also there has been a marked change in the ethnic mix of the migrant workers. Chart 2 and Table 5 below show that the number of migrant workers from Eastern European countries registering in Gloucestershire in 2005/06 was 55% greater than in 2003/04. In total 6,866 workers from Eastern Europe have registered since 2003, over 60% of all migrant worker registrations. Migrant workers from former soviet states accounted for a further 15.8%.

Chart 2: Migrants into Gloucestershire – Three-year Trend by Region of Origin



Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

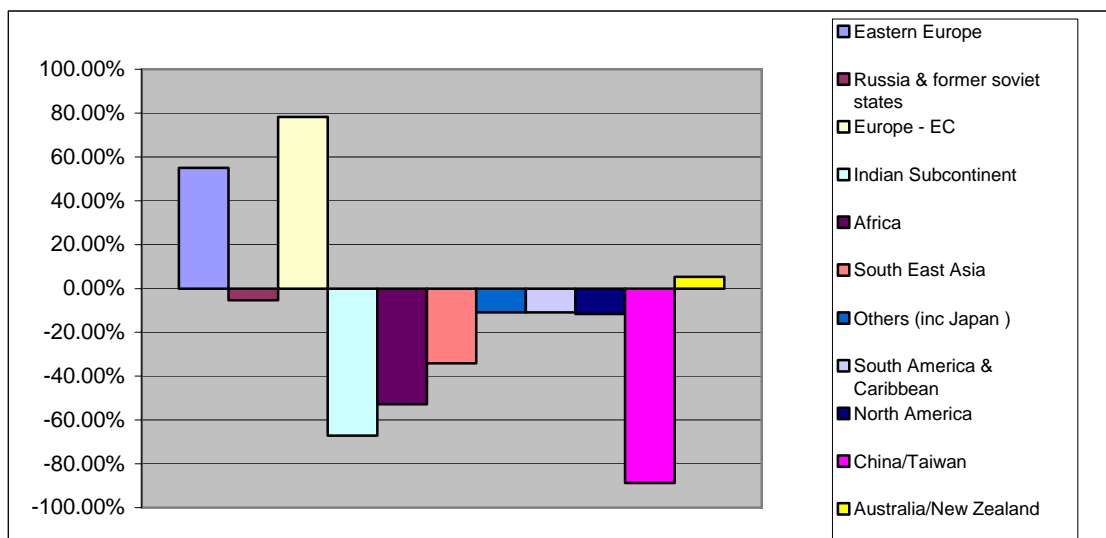
Table 5: Migrant Workers by Region of Origin – all Districts

Total Migrant Workers Registered	2003/04	2004/05	2005/06	Total	% Inc 2005/06 on 2003/4	% Total migrant workers
Eastern Europe	1,662	2,627	2,577	6,866	55.05%	60.43%
Russia & former soviet states	618	594	585	1,797	-5.34%	15.82%
Europe - EC	230	330	410	970	78.26%	8.54%
Indian Subcontinent	246	152	81	479	-67.07%	4.22%
Africa	106	110	50	266	-52.83%	2.34%
South East Asia	79	121	52	252	-34.18%	2.22%
Others (inc Japan)	95	70	60	225	-48.42%	1.88%
South America & Caribbean	74	63	66	203	-10.81%	1.79%
North America	60	37	53	150	-11.67%	1.32%
China/Taiwan	62	26	7	95	-88.71%	0.84%
Australia/New Zealand	19	31	20	70	5.26%	0.62%
Grand Total	3,251	4,161	3,950	11,373	21.50%	100.00%

Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

There was also a steady increase in migrant workers registrations from Europe (EC) whereas the numbers of migrant workers registering annually from the Indian subcontinent, Africa and South East Asia have decreased considerably since 2003/04. These changes are illustrated in Chart 3 overleaf.

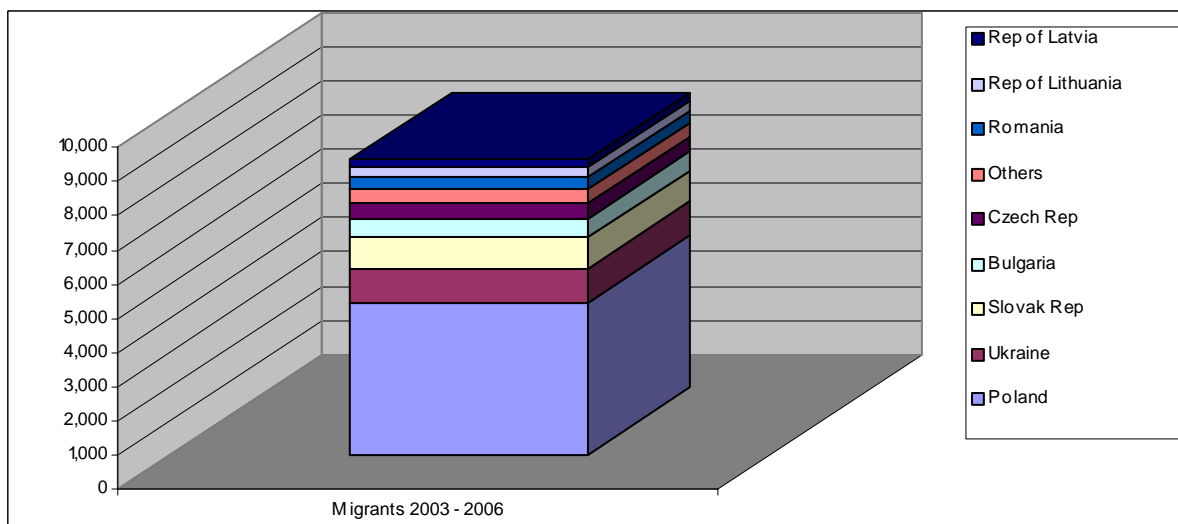
Chart 3: Change in Migration Pattern by Region of Origin – 2005/06 vs 2003/04



Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

Further analysis of registrations by country of origin show that migrant worker registrations were dominated by workers from Poland who made up 40% of all migrant worker registrations. Registrations of workers from Ukraine and the Slovak Republic each accounted for approximately 8% of total worker registrations with the remaining countries shown each contributing between 2 and 5% of total migrant workers (see Chart 4 below).

Chart 4: Migrants from Eastern Europe and Former Soviet States 2003 - 2006



Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

Key Characteristics of Migrant Workers

Not all registration schemes for migrant workers collect information on gender or occupation but it is possible to use data from the WRS (for A8 countries and which accounts for 47.1% of migrant worker registrations) to draw some conclusions about the characteristics of the most significant group of migrants into Gloucestershire.

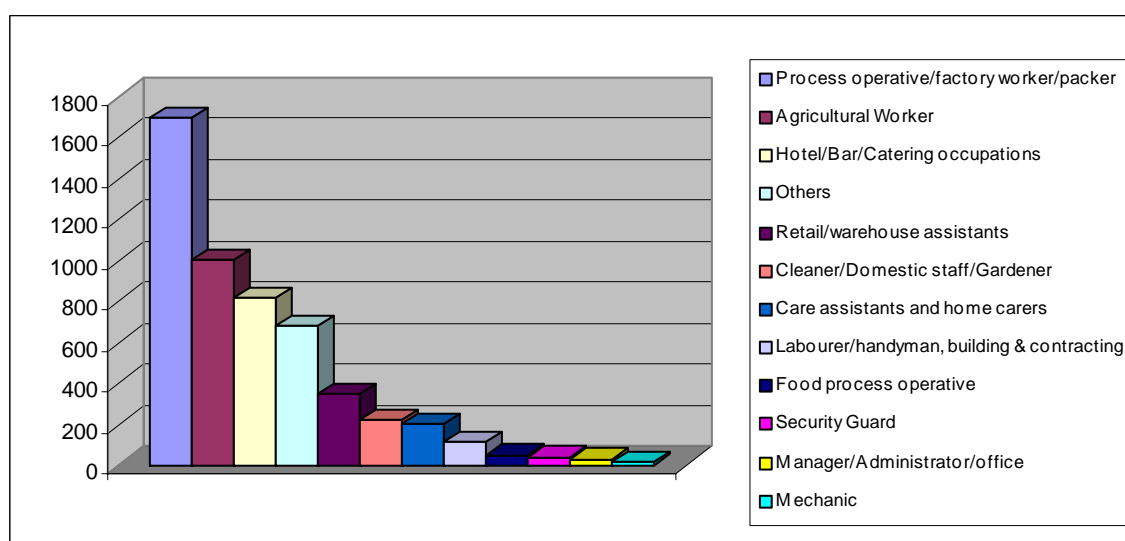
Table 6: Gender split for Worker Registration Scheme applications

Gender	2004	2005	Jan- July 2006
Male	61.3%	60.3%	63.7%
Female	38.7%	39.7%	36.3%
All Migrant Workers	100.0%	100.0%	100.0%

Source: Home Office

The ratio of male to female migrant workers into Gloucestershire, via the WRS, was fairly consistent over the three-year period at approximately 61% male to 39% female (see Table 6 above).

Chart 5: Top Occupations of WRS Migrant Workers 2004 - 2006



Source: Home Office

Industrial occupations as Process operatives/factory workers/packers accounted for over 32% of all migrant workers who were registered under WRS (see Chart 5 above). Agricultural workers accounted for a further 20% with the Hotel/Bar and Catering sector employing 16% of migrant workers registered under WRS. This pattern was probably reflective of shortages in the local labour market in Gloucestershire.

The above characteristics contrast quite markedly with those of workers who applied for Work Permits (ie: did not originate in the EC or A8). This group accounts for 16.8% of all registered migrant workers. This second group is probably more representative of the migrants working in Gloucestershire prior to the recent influx of Eastern Europeans.

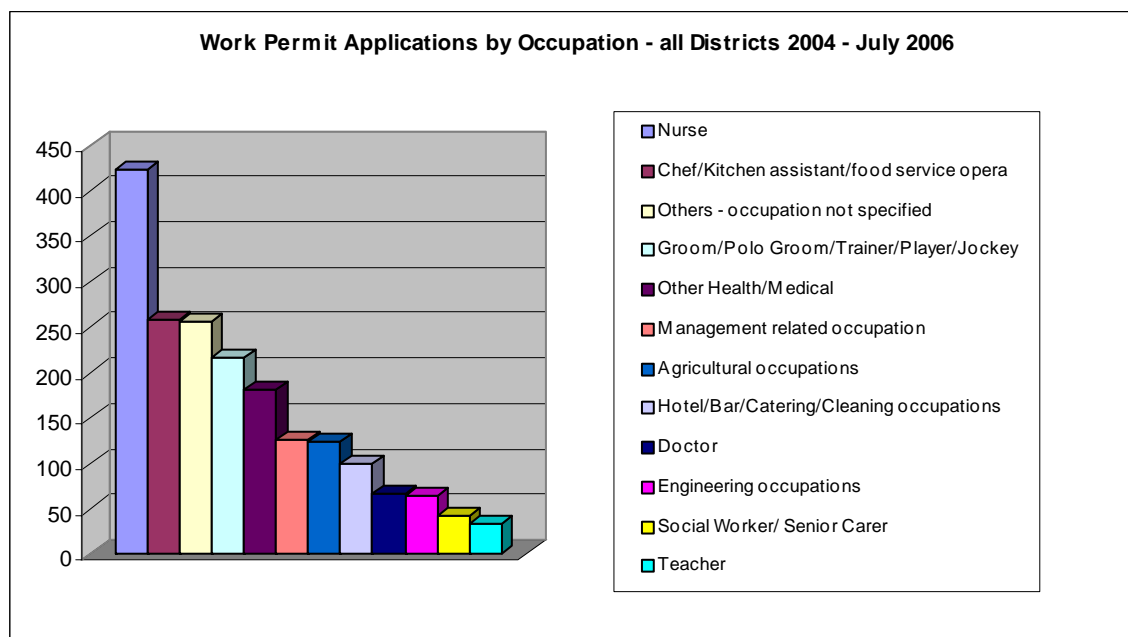
Table 6: Gender split for Work Permit applications

By Gender	2004	2005	Jan- July 2006
Male	60.8%	52.4%	56.1%
Female	39.2%	47.6%	43.9%

Source: Home Office

Migrant workers who applied for Work Permits came into Gloucestershire in a ratio of 57% male to 43% female (see Table 6 above). The higher proportion of females to males versus the WRS figures reflects the key occupations of workers who came to Gloucestershire under the Work Permit scheme (see Chart 6 below). 22% of these workers were employed as Nurses, with the remainder being employed in a wide variety of occupations. An interesting 'local' statistic: 217 workers were employed as Grooms/Polo Grooms/Trainers/Players. The majority of these were registered in Cotswold district.

Chart 6: Top 20 Occupations of Work Permit Migrant Workers

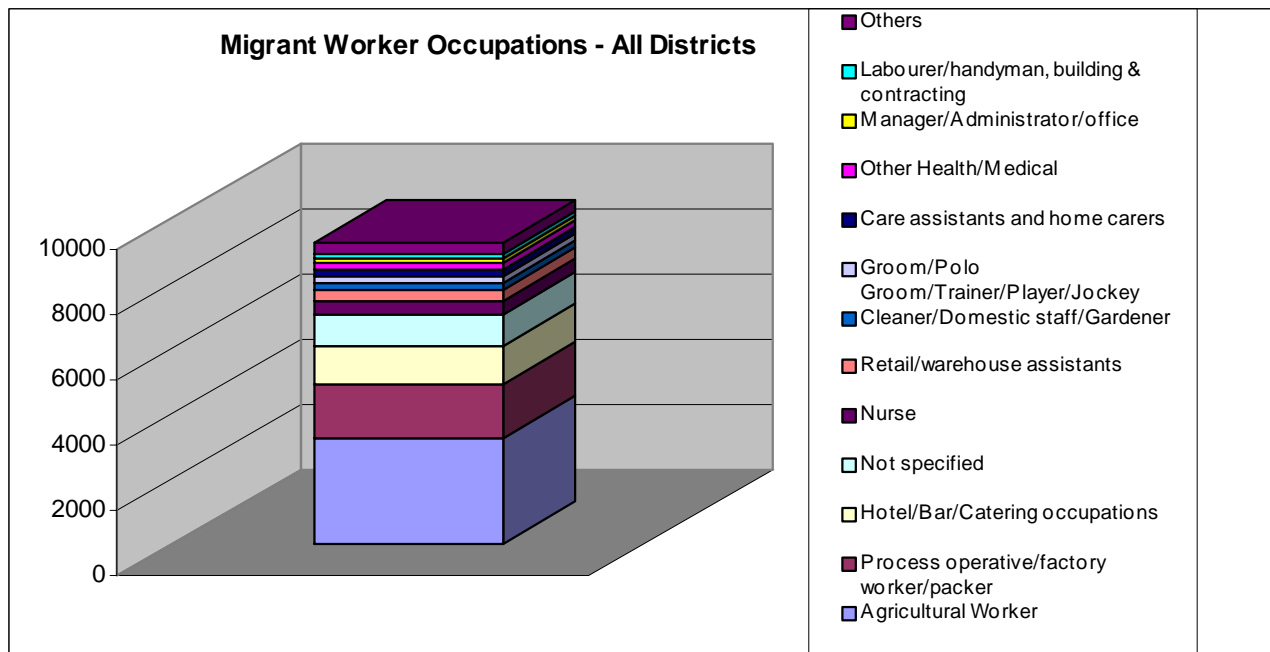


Source: Home Office

As there is occupation information for the 9,224 workers who registered under either the Worker Registration Scheme, the Work Permits Scheme or the Seasonal Agricultural Workers scheme it is possible to add them together to give a more balanced picture of characteristics of the migrant workforce. However, it must be remembered that there were a further 2,149 migrant workers (registered for a National Insurance Number but not registered under any other scheme) for whom this information is not available.

Chart 6 below shows the spread of occupations across all Districts. The most significant sector of employment overall was in Agriculture in which 35% of migrant workers were employed, with Process/Factory work (18%) and Hotel/Bar/Catering (13%) also important.

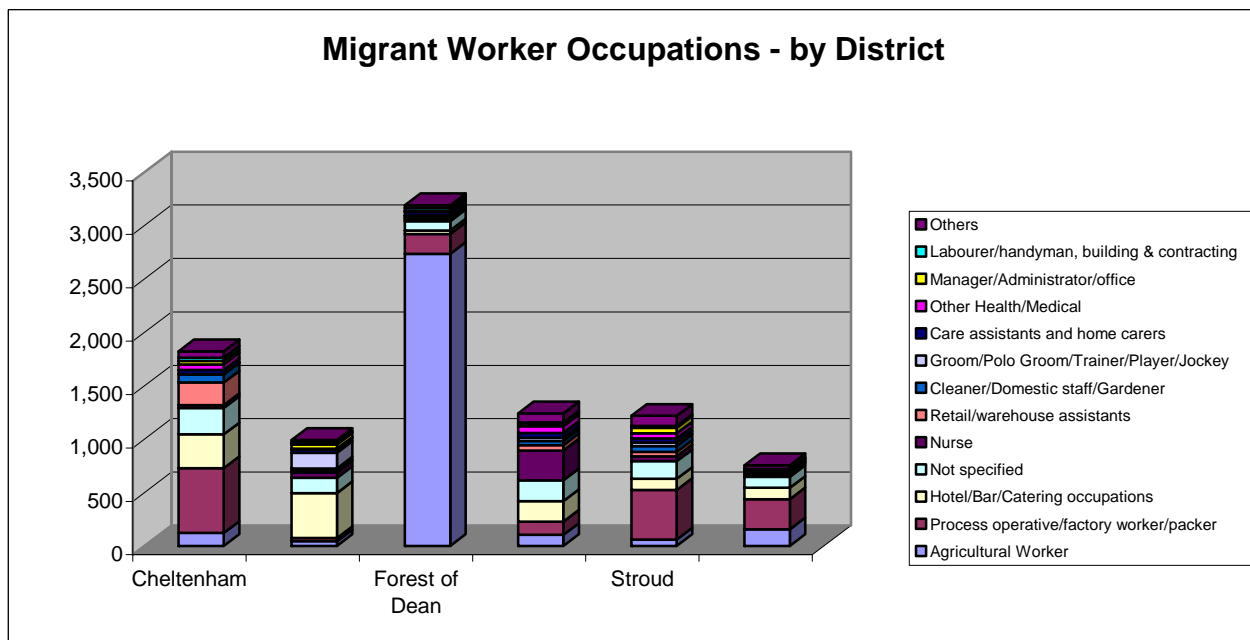
Chart 6: Migrant Worker Occupations (WRS, WP & SAWS registrations only)



Source: Home Office August 2006

There was considerable variation across the districts as illustrated in Chart 7 below.

Chart 7: Migrant Worker Occupations (WRS, WP & SAWS registrations only)



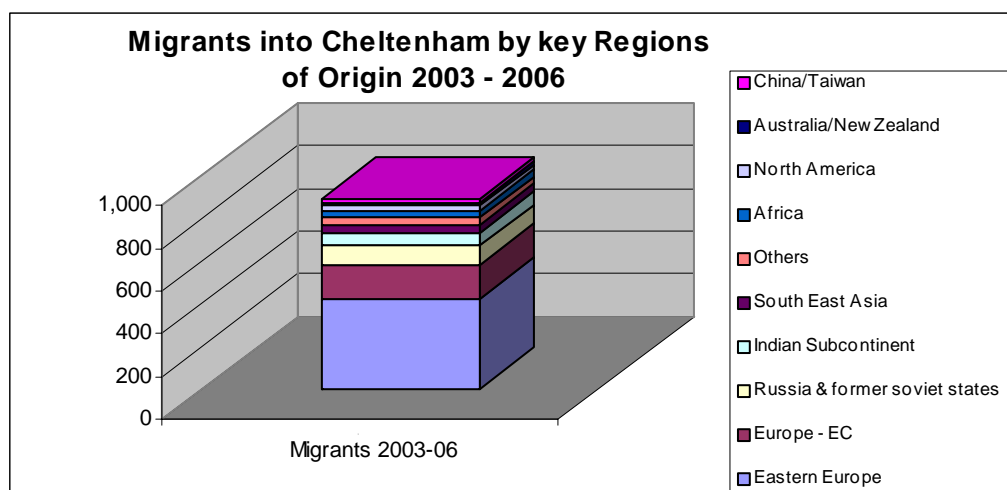
Source: Home Office, August 2006

There follows in the remainder of this report a more detailed analysis of the patterns of migration at District level.

Migrant Workers in Cheltenham 2003 –2006

2,675 migrant workers registered for work in Cheltenham between 2003 and 2006, of whom 67.4% originated in Eastern Europe. A further 15% of migrant workers were citizens of the Europe (EC) and 6% of migrant workers came from former soviet states (see Chart 8 below). There has been a steady increase in the total number of migrant workers registering in the district each year, with 44% more registrations in 2005/06 than in 2003/04.

Chart 8: Migrant workers in Cheltenham by Region of Origin

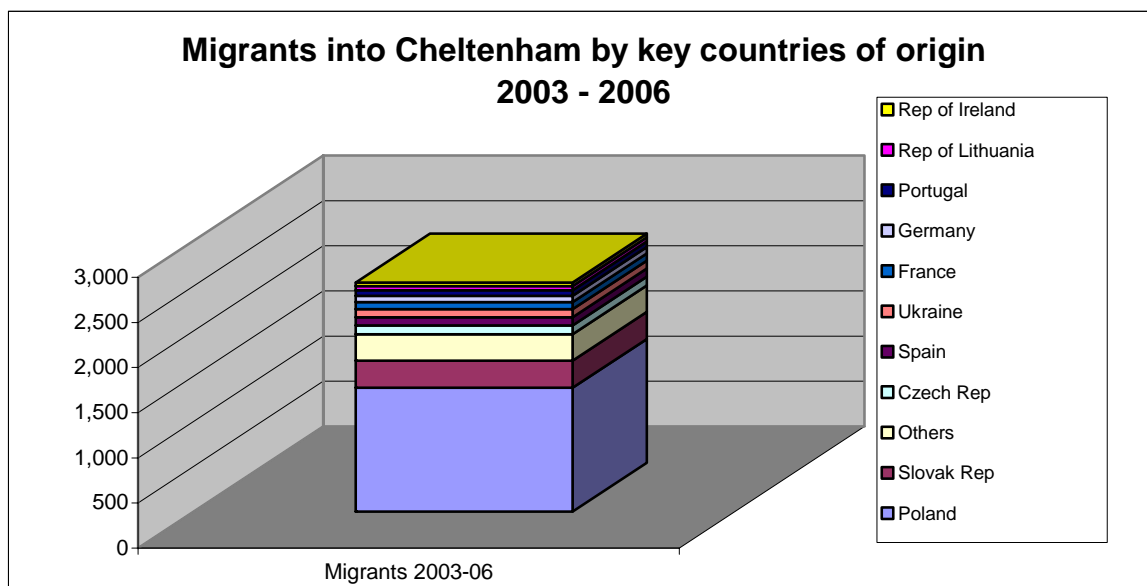


Ranked by Region of Origin	2003/04	2004/05	2005/06	Total
Eastern Europe	451	638	714	1,803
Europe - EC	80	140	200	420
Russia & former soviet states	41	70	48	159
Indian Subcontinent	50	23	18	91
South East Asia	20	26	12	58
Others	15	15	8	38
Africa	17	12	6	35
North America	15	10	8	33
Australia/New Zealand	8	14	1	23
China/Taiwan	9	4	2	15
Grand Total	706	952	1,017	2,675

Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

Polish migrant workers accounted for 51% of all migrant workers in the district (see Chart 9 overleaf), the greatest concentration of this nationality in the County. 11% of migrant worker registrations were of citizens of the Slovak Republic. The Czech Republic, Spain, Ukraine and France each contributed a further 4% of all migrant workers to Cheltenham.

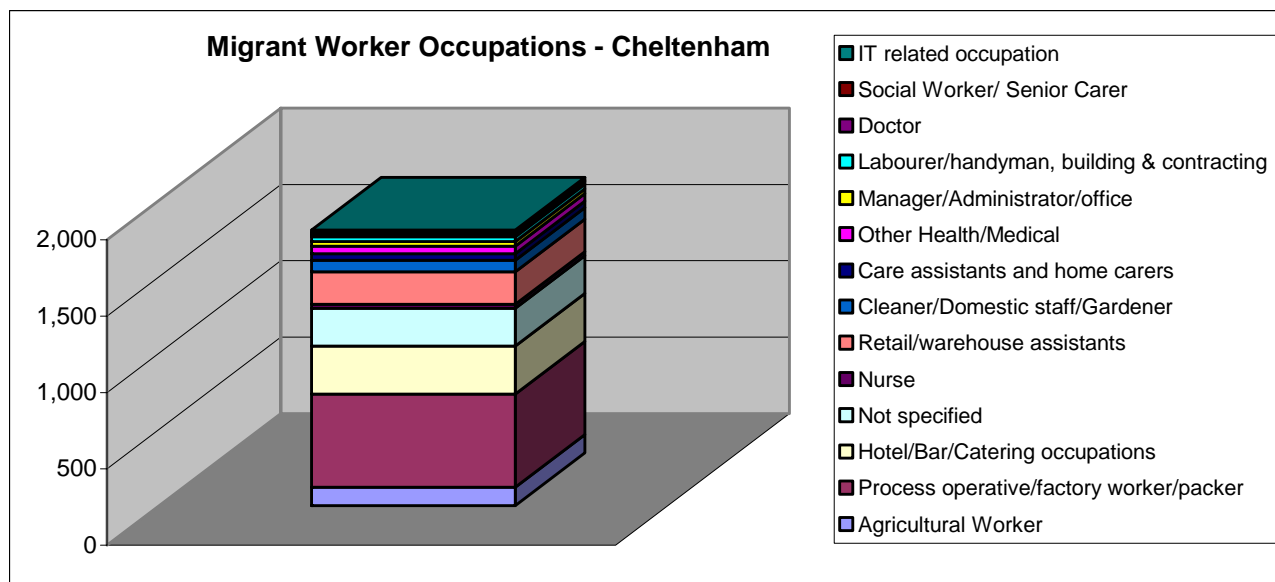
Chart 9: Migrant workers in Cheltenham by key countries of origin



Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

Key occupations in Cheltenham district were Process/Factory work (33% of workers), Hotel/Bar/Catering (17% of workers) and retail/warehousing (12% of workers) as illustrated in Chart 10 below.

Chart 10: Migrant Workers by Occupation (WRS, WP & SAWS registrations only)

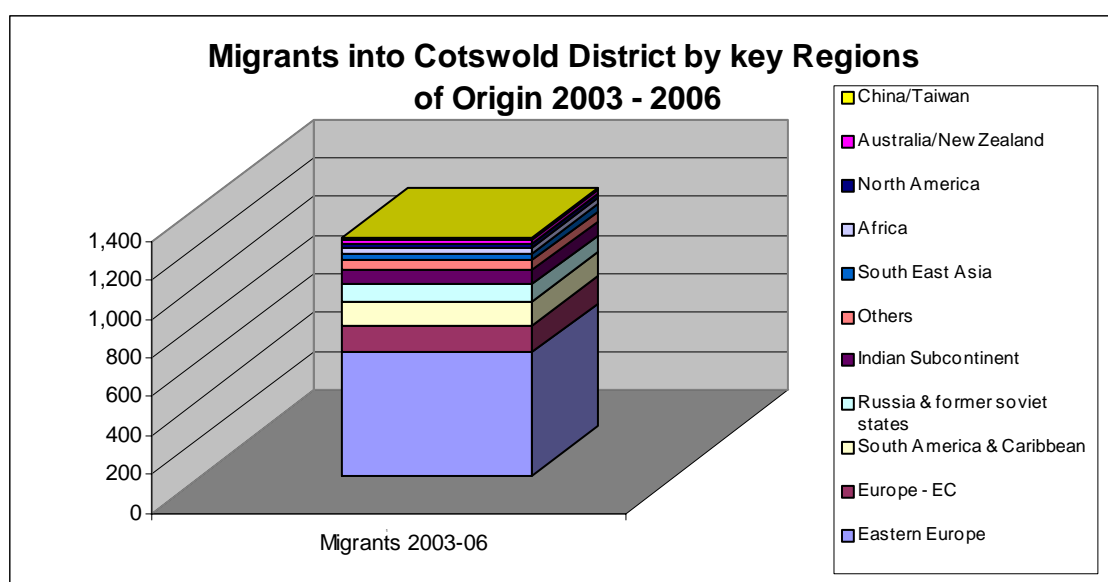


Source: Home Office, August 2006

Migrant Workers in Cotswold District 2003 –2006

Of the 1,234 migrant workers who registered for work in the Cotswold district, 51% originated in Eastern Europe. Europe (EC) and South America contributed 11% and 10% of migrant workers respectively (see Chart 11 below). Registration in the district fell by 26% in 2005/06 on registration in the previous year.

Chart 11: Migrant workers in the Cotswold District by Region of Origin

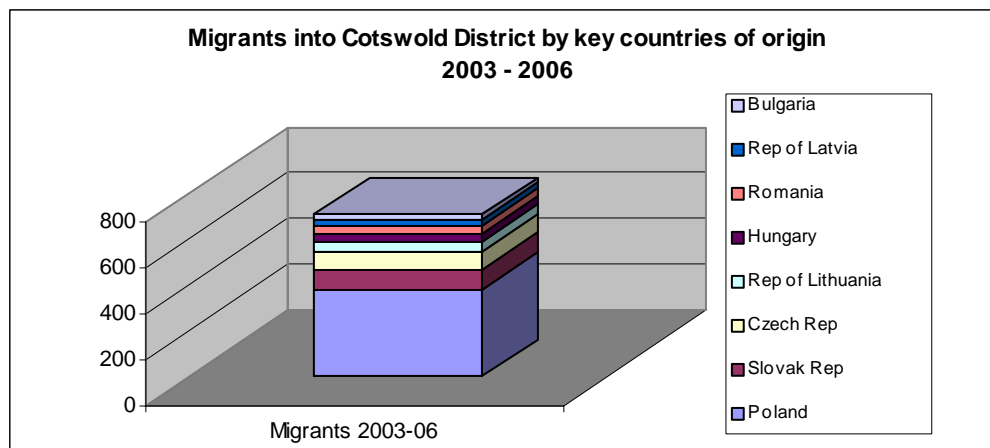


Ranked by Region of Origin	2003/04	2004/05	2005/06	Total
Eastern Europe	190	243	204	637
Europe – EC	40	60	40	140
South America & Caribbean	46	45	32	123
Russia & former soviet states	31	36	21	88
Indian Subcontinent	42	22	10	74
Others	31	11	11	53
South East Asia	14	9	11	34
Africa	11	16	2	29
North America	17	3	3	23
Australia/New Zealand	2	14	5	21
China/Taiwan	4	4	4	12
Grand Total	428	463	343	1,234

Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

Polish migrant workers accounted for 30% of all migrant workers in the district (see chart 12 overleaf), with 7% of migrant workers coming from the Slovak Republic. Other Eastern European countries and former soviet states, namely the Czech Republic, Lithuania, Hungary, Romania, Latvia and Bulgaria accounted for a further 20% of all migrant workers.

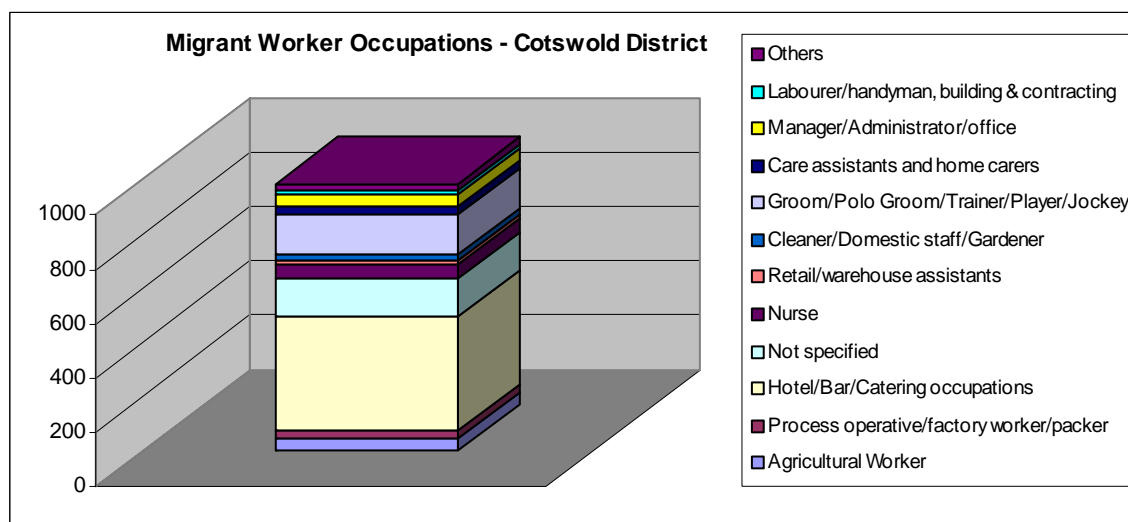
Chart 12: Migrant workers in the Cotswold District by key countries of origin



Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

Chart 13 below shows the key occupations/sectors into which migrant workers were employed. It was a very different picture from that in other districts. By far the most significant sector for the Cotswold District was Hotel/Bar/Catering, which employed 42% of all migrant workers in the district. 14% of occupations in this district were not specified when the workers registered but 15% of workers were employed in the equestrian/Polo sector, as Grooms, Trainers or Players and had not originated from an EC or A8 country since they applied to work under the Work Permits scheme.

Chart 13: Migrant Workers by Occupation (WRS, WP & SAWS registrations only)



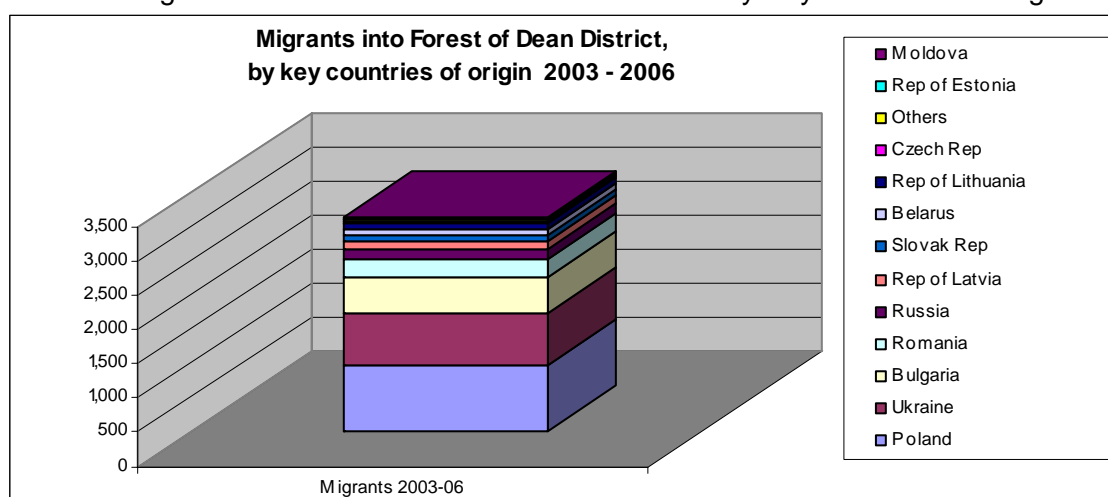
Source: Home Office, August 2006

Migrant Workers in Forest Of Dean District 2003 -2006

Forest of Dean district has apparently experienced more inward migration than any other district in the last three years. Of the 3,274 migrant workers who registered in the district (largely under the WRS) only 4.2% came from countries other than Eastern European and former soviet states. 30% of migrant workers came from Poland.

However, whilst registered for work in Forest district these workers may not actually reside there. National Insurance Number (NINo) registrations are recorded by the postcode of residence and only 350 NINo registrations were recorded in Forest district in the whole three-year period. It is quite possible that a large employer is registering significant numbers of workers at a company base in the district, but these workers are then applying for a National Insurance Number in the area where they are resident, which may not be in Gloucestershire (Forest district borders the regions of Wales and the West Midlands too). It would therefore be wise to research this further and proceed with caution in making recommendations for action based upon these numbers.

Chart 14: Migrant workers in the Forest of Dean District by Key Countries of Origin

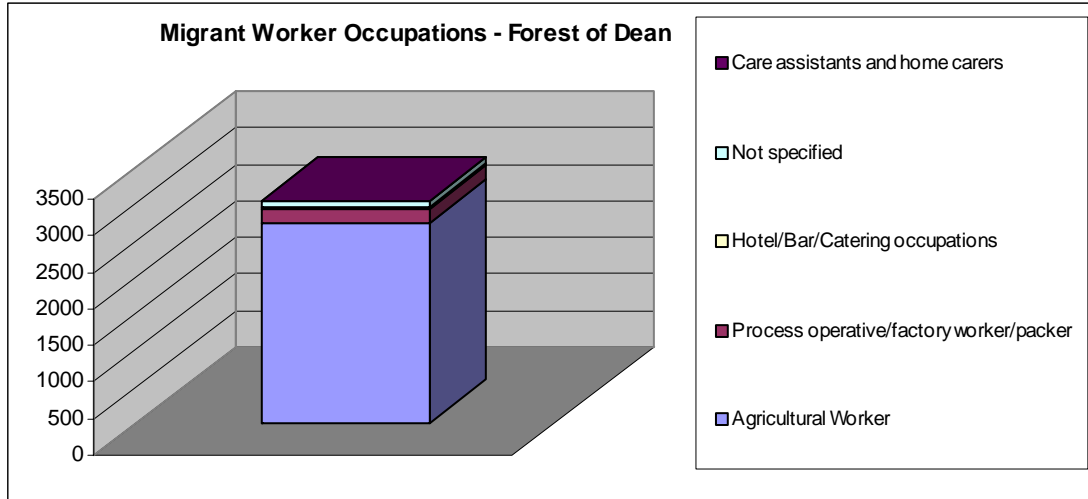


Country of origin	2003/04	2004/05	2005/06	Total
Poland	314	426	227	967
Ukraine	320	216	239	775
Bulgaria	148	163	204	515
Romania	91	92	98	281
Russia	50	19	53	122
Rep of Latvia	28	78	11	117
Slovak Rep	38	45	18	101
Belarus	51	0	31	82
Rep of Lithuania	24	36	19	79
Czech Rep	10	6	20	36
Others	6	5	12	23
Rep of Estonia	5	14	1	20
Moldova	3	2	13	18
Others	71	34	33	138
Grand Total	1,159	1,136	979	3,274

Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

Chart 15 below shows the key occupations of migrant workers in the Forest of Dean district. 86% of all registered migrant workers were employed in agriculture with 6% in Process/Factory work and only very small numbers employed in any other occupations.

Chart 15: Migrant Workers by Occupation (WRS, WP & SAWS registrations only)

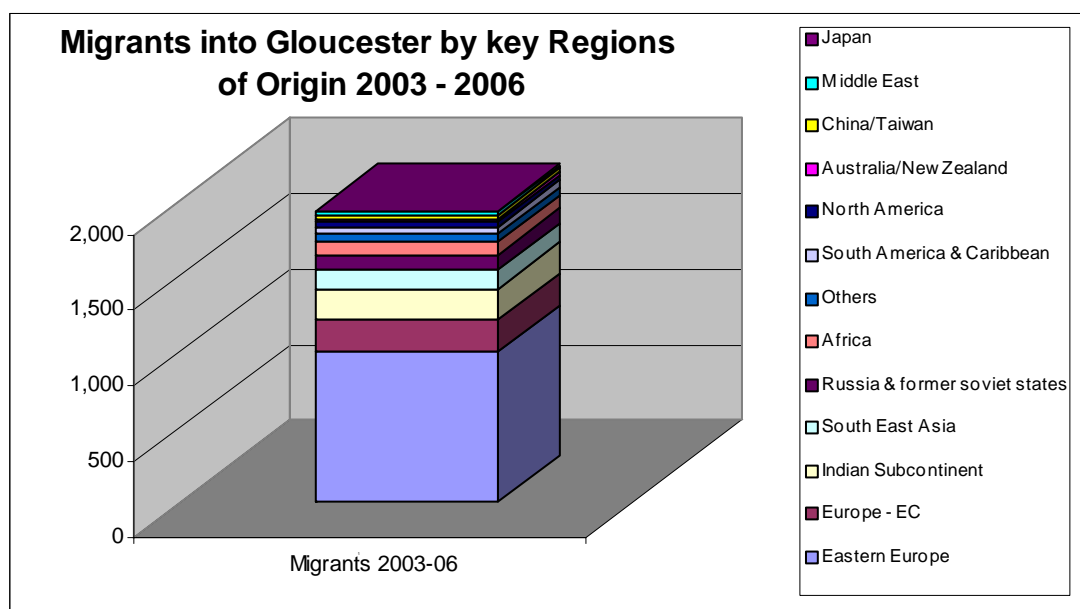


Source: Home Office, August 2006

Migrant Workers in Gloucester 2003 -2006

Migration into Gloucester has been increasing steadily, with double the number of migrant worker registrations in 2005/06 than were recorded in 2003/04. Eastern Europeans accounted for 51.6% of all migrant worker registrations in the district whilst Europe (EC) and the Indian Subcontinent each contributed approximately 11% of migrant workers (see Chart 16 below).

Chart 16: Migrant workers in Gloucester by Key Regions of Origin

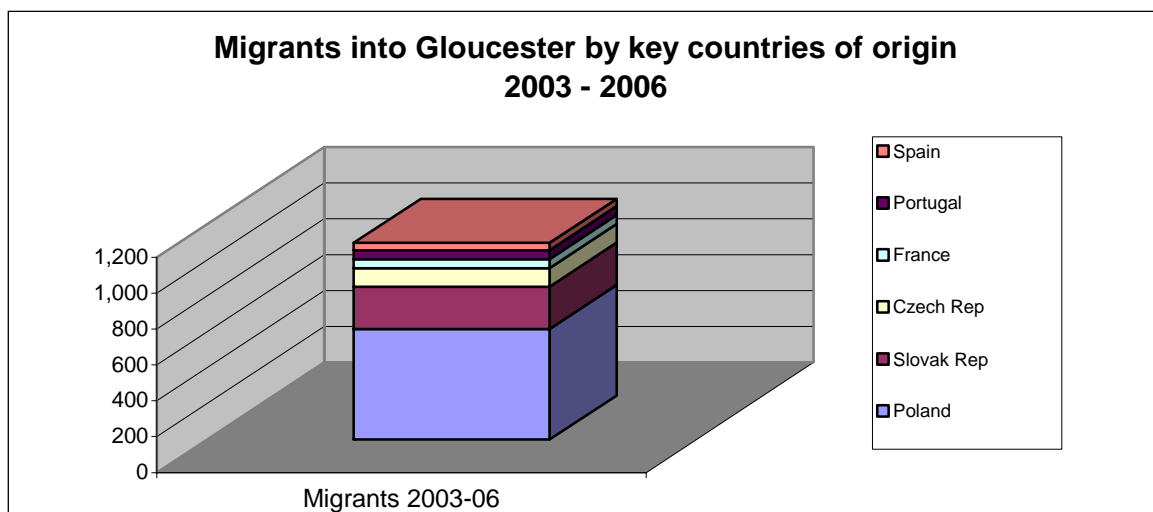


Ranked by Region of Origin	2003/04	2004/05	2005/06	Total
Eastern Europe	127	266	599	992
Europe – EC	60	50	100	210
Indian Subcontinent	91	85	29	205
South East Asia	32	73	22	127
Russia & former soviet states	18	30	54	102
Africa	30	45	7	82
Others	21	23	10	54
South America & Caribbean	19	8	18	45
North America	16	7	10	33
Australia/New Zealand	7	11	6	24
China/Taiwan	13	9	0	22
Middle East	0	10	10	20
Japan	0	4	2	6
Grand Total	434	621	867	1,922

Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

Just 6 countries accounted for 57% of all migrant workers registering in Gloucester (see Chart 17 overleaf). As in all districts, Polish workers dominated the picture in Gloucester by contributing 32% of all migrant worker registrations.

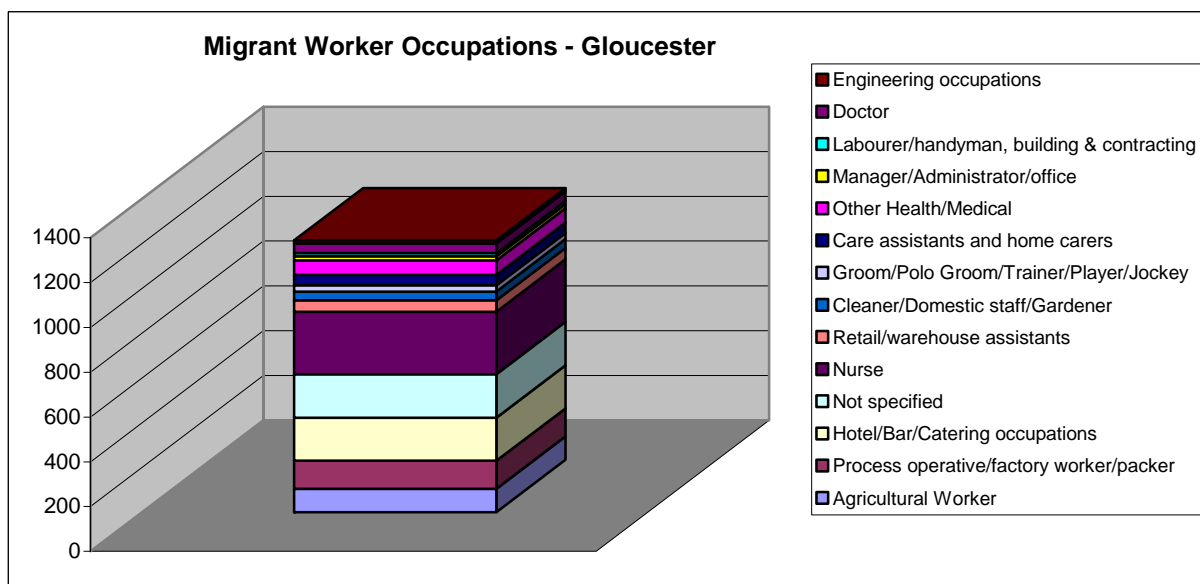
Chart 17: Migrant workers in Gloucester District by Key Countries of Origin



Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

Gloucester as an urban centre had a more varied spread of occupations amongst registered migrant workers (see Chart 18 below). Of the key occupations in the district 22% of migrant workers were employed as nurses and as these workers were all Work Permit applicants it can be deduced that they would not have originated in Europe (EC) or one of the A8 countries. The Hotel/Bar/Catering sector employed 16% of migrant workers in Gloucester and a further 16% did not specify an occupation when registering. 10% of migrant workers in Gloucester were employed in Process/Factory work.

Chart 18: Migrant Workers by Occupation (WRS, WP & SAWS registrations only)

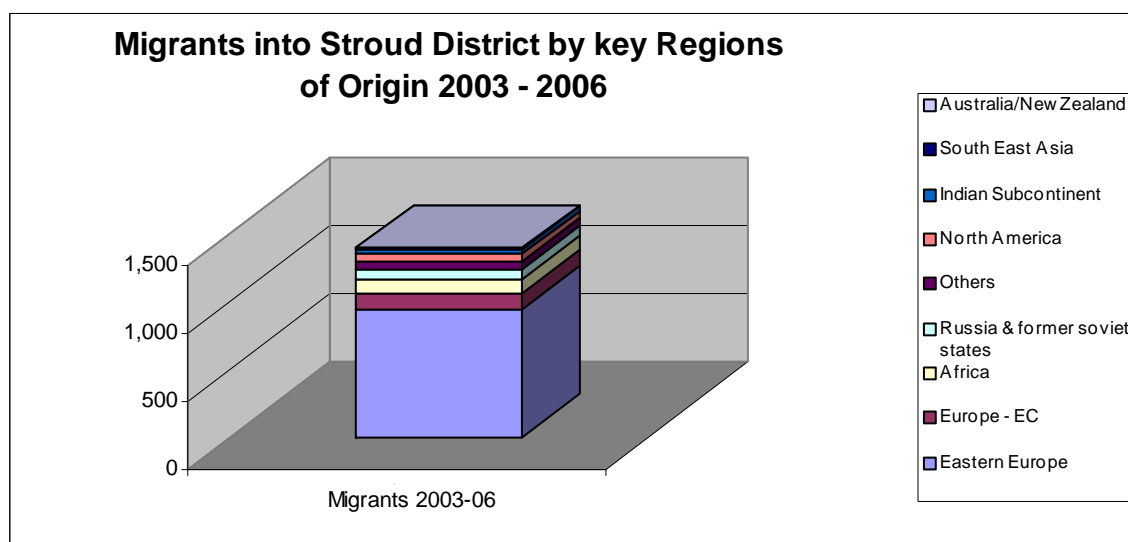


Source: Home Office, August 2006

Migrant Workers in Stroud District 2003 -2006

There were 1,402 migrant worker registrations in Stroud District in the three-year period. Eastern European migrant workers accounted for 67% (see Chart 19 below). Migrant workers from Europe (EC) contributed 8% and Africans contributed 7% of all migrant worker registrations in the District.

Chart 19: Migrant Workers in Stroud District by Key Regions of Origin

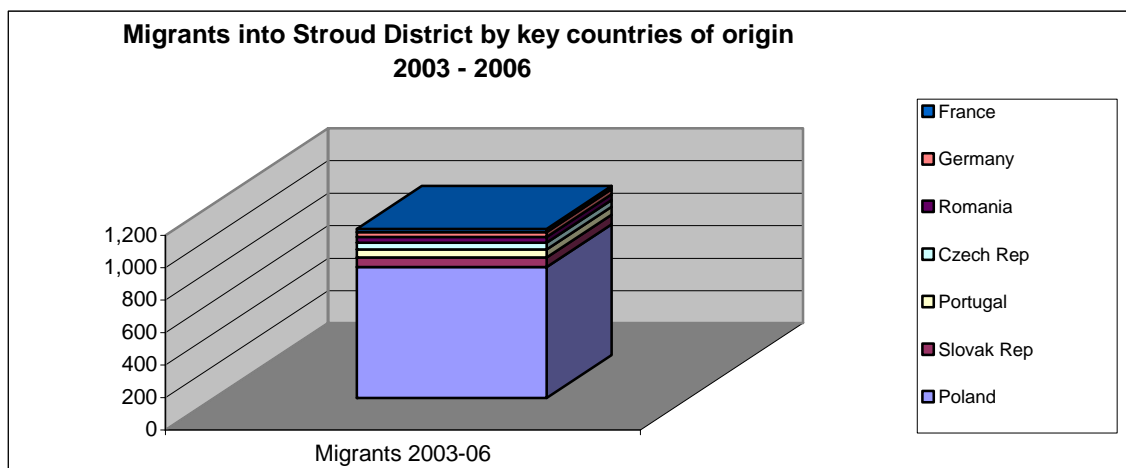


Ranked by Region of Origin	2003/04	2004/05	2005/06	Total
Eastern Europe	152	478	307	937
Europe - EC	40	50	30	120
Africa	40	31	31	102
Russia & former soviet states	16	27	30	73
Others	26	19	17	62
North America	8	13	30	51
Indian Subcontinent	24	5	8	37
South East Asia	3	6	5	14
Australia/New Zealand	1	1	4	6
Grand Total	310	630	462	1,402

Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

The vast majority (57.5%) of all migrant worker registrations in the District came from Poland with 6 other European and Eastern European countries accounting for a further 16.8% of registrations (see Chart 20 overleaf).

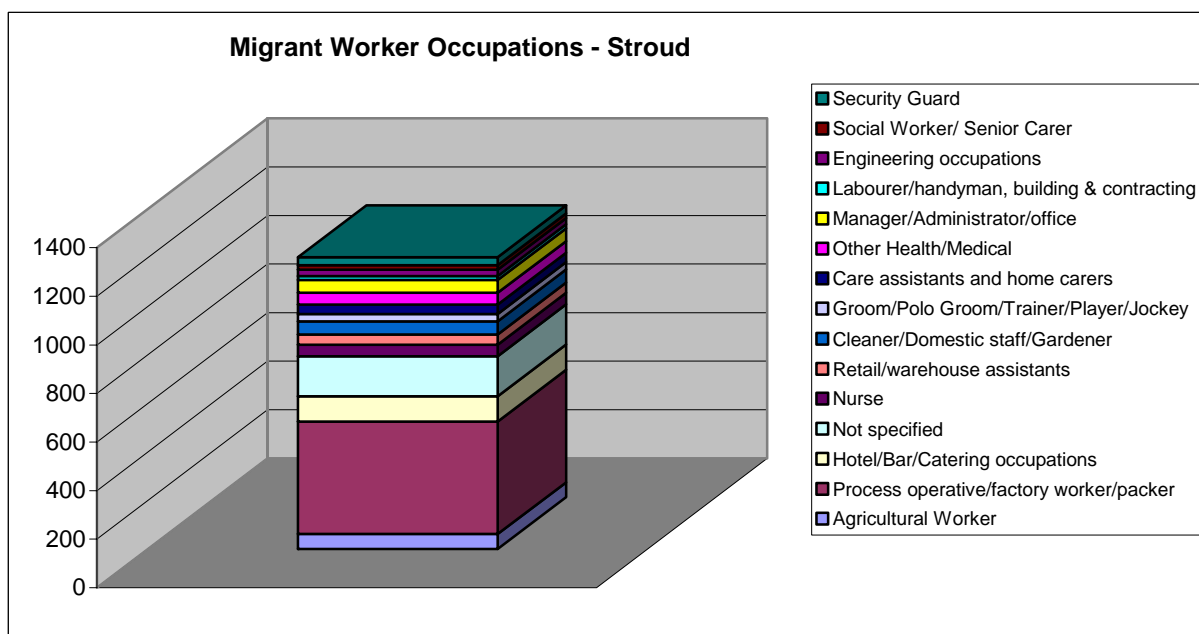
Chart 20: Migrant Workers in Stroud by Key Countries of Origin



Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

The largest employment sector in Stroud was in Process/Factory work, which employed 38% of registered migrant workers. 14% of migrant workers in Stroud did not specify an occupation when registering and 9% were employed in Hotel/Bar/Catering work. The remainder were employed in a wide variety of occupations.

Chart 21: Migrant Workers by Occupation (WRS, WP & SAWS registrations only)

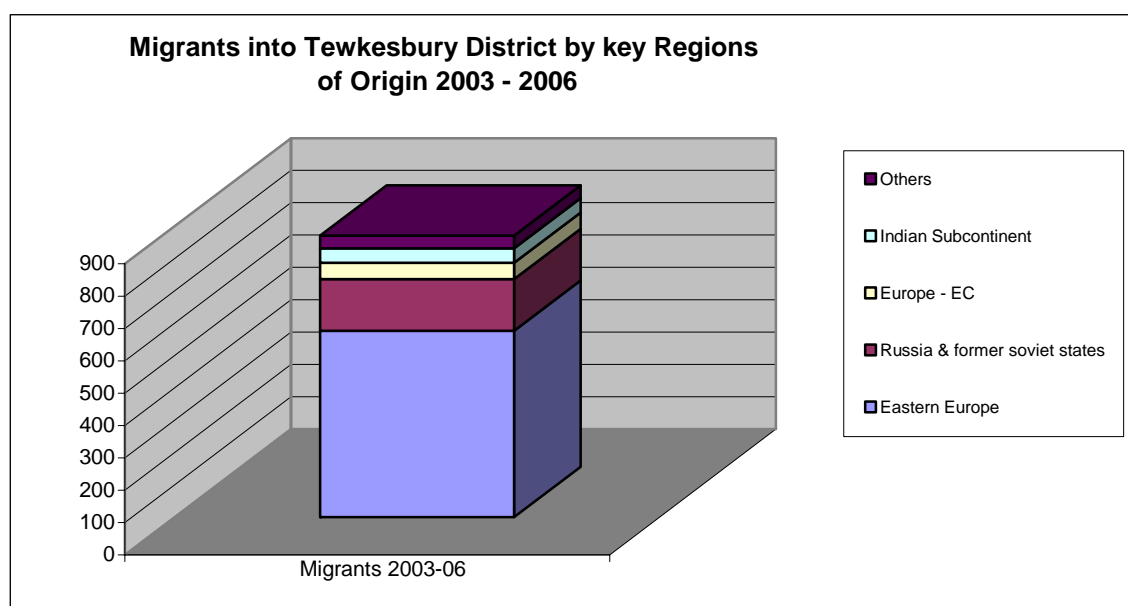


Source: Home Office, August 2006

Migrant Workers in Tewkesbury District 2003 -2006

Tewkesbury District experienced the lowest numbers of migrant worker registrations in the County (7.7% of the County total). Over the three-year period 870 migrant workers registered in the District, of whom 66% came from Eastern European countries, 18.3% from former soviet states and 6% from Europe (EC) countries.

Chart 22: Migrants into Tewkesbury District by Key Regions of Origin

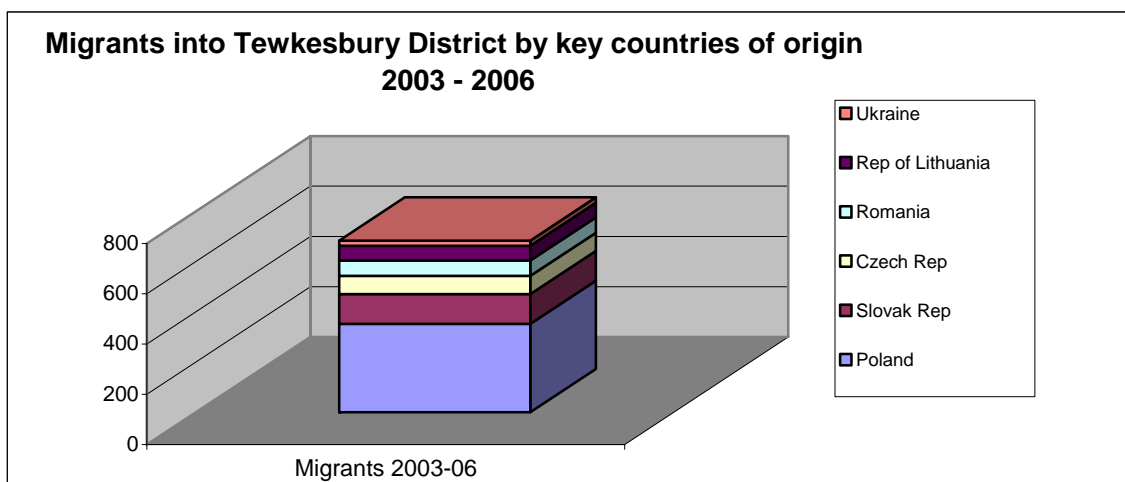


Ranked by Region of Origin	2003/04	2004/05	2005/06	Total
Eastern Europe	137	265	174	576
Russia & former soviet states	29	66	65	160
Europe - EC	0	20	30	50
Indian Subcontinent	26	12	7	45
Others	22	9	8	39
Grand Total	214	372	284	870

Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

Migrant workers from Poland accounted for 40.5% of all migrant worker registrations in Tewkesbury District with a further 13.7% from the Slovak Republic and 8.3% from the Czech Republic. See Chart 23 overleaf.

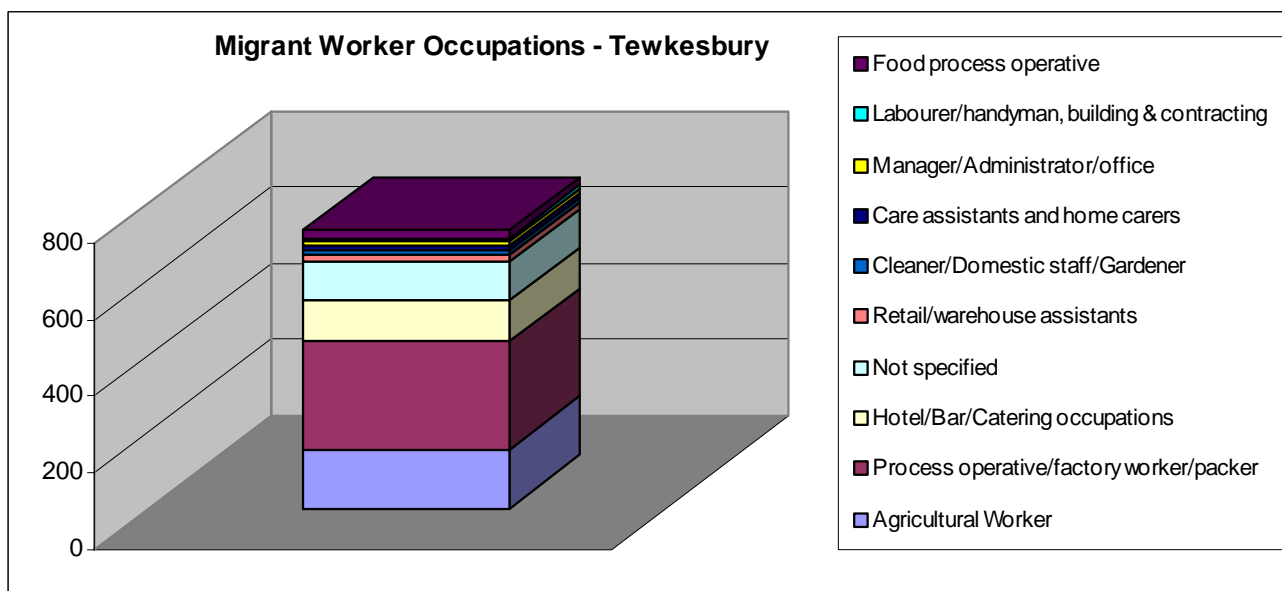
Chart 23: Migrants into Tewkesbury by Key Countries of Origin



Source: The Research Team, GCC using Home Office statistics on Work Permit Applications, Worker Registration Scheme and Seasonal Agricultural Workers Scheme and Jobcentre Plus data on National Insurance Number Registrations

37% of registered migrant workers in Tewkesbury were employed in Process/Factory work and 21% were employed in Agriculture. The Hotel/Bar/Catering sector employed 14% of migrant workers and a further 14% did not specify their occupation when registering (see Chart 24 below).

Chart 24: Migrant Workers by Occupation (WRS, WP & SAWS registrations only)



Source: Home Office, August 2006

APPENDIX

Data Sources

1) The Home Office

1.1) Work Permit applications, including the Sector Based Scheme (SBS) broken down by nationality, occupation and gender.

Included in the data are approved applications that fall under the Sectors Based Scheme (SBS), a route of entry to the UK for low-skilled workers. For more information on SBS please refer to the website www.workingintheuk.gov.uk.

In addition, each person who has applied as part of a 'group' application has been counted individually in these statistics. Group applications will include members of sports teams or orchestras etc.

Please note that the number of approved work permit applications does not equal numbers of people entering the UK to work with work permits but includes, for example, extension applications and work permits issued for a change of employment.

1.2) Worker Registration Scheme (WRS) applications broken down by nationality, by the 20 most frequent occupations and by gender. Please note that the data is based on the information provided to the Home Office by the applicant.

Please be aware that nationals of the A8 countries who wish to take up employment in the UK are generally required to register with the Worker Registration Scheme. The data provided contains only those that have submitted applications to register with the Home Office, to work in the UK. Workers who are self-employed do not need to register and are therefore generally not included in these figures: there may also be other workers from the accession countries who for one reason or another do not register and are thus not included in these figures.

The number of applicants to the WRS does not represent a measurement of net migration to the UK (inflows minus outflows): rather, it is a gross (cumulative) figure for the number of workers applying to the WRS. The figures are not current: an individual who has registered to work and who leaves employment is not required to de-register, so some of those counted will have left the employment for which they registered and indeed some are likely to have left the UK.

1.3) Seasonal Agricultural Workers Scheme (SAWS) - broken down by the 20 most frequent nationalities, and by gender. The statistical information shows the number of work cards issued during this period based on planned start dates. The figures provided exclude approved extensions and reprints of lost cards.

Please note that SAWS allows UK farmers and growers to employ students (in full-time education and over 18) from outside the EEA to undertake short-term (for a maximum of 6 months), seasonal agricultural work. It is administered on Work Permits (UK)'s behalf by contracted Operators. The current scheme has been operational since 2004.

2) Jobcentre Plus

Data supplied as 100% sample at 17th June 2006 from the National Insurance Recording System (NIRS).

- 2.1 Numbers are rounded to the nearest ten.
- 2.2 Totals may not sum due to rounding
- 2.3 Local Authorities are assigned by matching postcodes against the relevant postcode directory.
- 2.4 Local Authorities counts are based on the most recently recorded address of the NINO recipient