

SUMMARY

- The Home Office and Department of Work and Pensions provide information on migrants registering for work in the UK but no formal record is kept of those returning home.
- 5,505 overseas workers moved to Highland between April 2001 and March 2006.
- Of these, 2,750 were from the Accession States, including 1,870 from Poland and 310 from Latvia.
- Only three other Authorities in Scotland have a higher number of migrant workers (as both a number and percentage of working age population).
- The most popular workplaces were in Inverness (2,284), Fort William (498) and Aviemore (221).
- Our best estimate is that between 3,000 and 3,500 workers remain in Highland or return regularly, but with a number of caveats.

Introduction

The accession of eight new states to the EEC in May 2004 heralded a significant increase in the numbers of overseas workers moving into Highland to find employment. These inward migrants gave a boost to our economy as they brought energy and filled some skills gaps, but at the same time presented support services with the challenge of coping with different cultures and languages and providing accommodation. The Wellbeing Alliance formed an Inward Migration Action Group to help meet the challenges, and at various times information has been collected for the Group on the numbers, origin, place of work and type of work of migrant workers from all parts of the world. This Briefing Note collates all of the information and provides a picture of the position up to April 2006.

Sources of Information

The **2001 Census** gives an accurate breakdown of the country of birth of Highland's residents in April 2001. Some people recorded as born overseas would be short term migrants, but we believe that the majority at that time were permanent residents.

Department of Work and Pension - National Insurance Number (NINO) Registrations All overseas nationals who want to work in the UK must register for a NINO and the date of registration is

recorded together with their country of origin, gender, age, and address of first residence in the UK. There are some minor problems with the data which include consistency during 2001/02, a potential lag between starting work and registration, migrants going on to claim benefits rather than work (although the percentage was only 0.4% for Highland in 2005/06), and slight differences in figures supplied by DWP at different times. With these minor caveats NINO data provides definitive information on the number of migrant workers entering the UK, although DWP release only broad summaries of UK address to protect confidentiality.

Home Office Registration Schemes All non EU Nationals who want to work in the UK must register before they enter the UK for either a Work Permit (which generally applies to higher skilled workers filling specific vacancies) or under the Sector Based Scheme (which started in 2002 and allows low skilled workers to meet labour shortages in areas such as agricultural and hospitality). Migrants from the Accession States must register under the Workers Registration Scheme as soon as they start work. The Home Office state that they do not have sufficient resources to quality assure this registration data but it provides a good source of detailed information on the type of occupation and workplace. Figures from these three schemes are available by postcode sector (eg in the

form IV3 or PH24) from 2004/05 onwards and are broadly consistent with those from NINO registrations but are about 500 lower over the 5 year period.

Numbers of Migrant Workers Returning Home It is important to appreciate that no administrative record is made when a worker returns home, or returns again to start a new period of employment. Any information on the number of workers at any moment in time can only be a crude estimate based on anecdote and informal feedback, or expensive and potentially intrusive surveys.

Mid Year Population Estimates (GROS) Mid year estimates build on census information using migration figures derived from NHS doctor's registrations but the techniques used aim to exclude inward migrants from overseas who expect to stay for less than 12 months. The Highland population increase of 4,676 between 2001 and 2005 therefore excludes the migrant workers described in this note. Having said this, recent small area population estimates for 2005 showed unexpected increases in parts of Inverness which we believe could be due to migrant workers moving address within the UK.

2001 Census Information

The number of Highland residents recorded as born overseas is given in Table 1. 6,462 (3.1% of the total population) gave their place of birth as outside the UK, and only 178 were born in Eastern Europe (part of which has since become the Accession States).

Country of Birth	All Ages	Age 0 - 15	Age 16 to pensionable age	Pensionable age and over
United Kingdom	202,452	40,329	122,653	39,470
Rep of Ireland, Channel Isles etc	633	29	407	197
EU	1,786	271	1,187	328
Western Europe (non EU)	187	10	140	37
Eastern Europe	178	5	80	93
Africa	800	66	608	126
Asia	1,312	102	979	231
North America	834	93	518	223
South America	111	8	64	39
Oceania	591	68	455	68
Other	30	5	21	4
All Countries	208,914	40,986	127,112	40,816

NINO Registrations

Table 2 shows that between April 2001 and March 2006 5,505 overseas nationals registered for NINOs and gave an address in Highland as their place of residence in the UK. Of these:

- 42% were aged between 18 and 24, and 38% were aged between 25 and 34; and
- 51% were male and 49% female.

Numbers grew steadily during the first three years but increased dramatically during the last two years as 830 workers from the Accession States registered in 2004/05 and 1,830 in 2005/06.

To put Highland's figures into context, only Edinburgh, Glasgow and Aberdeen received greater numbers in the last four years. As a percentage of working age population Edinburgh received 9.0%, Aberdeen 6.7% and Glasgow 4.4% compared with 4.2% in Highland.

	Origin by Number of Registrations in each Year							
	Africa	Asia and Middle East	Accession States	Australasia and Oceania	European Union (Excluding Accession States)	Other European	The Americas	All Regions
01/02	25	20	0	60	105	5	35	255
02/03	40	50	10	110	240	30	60	540
03/04	40	100	80	80	240	50	70	660
04/05	50	120	830	90	220	70	80	1,460
05/06	80	150	1,830	130	240	50	90	2,590
Total	235	440	2,750	470	1,045	205	335	5,505

Table 3 gives the country of origin of nationals from the Accessions States. Poles (1,870), Latvians (310) and Slovaks (180) were the most numerous with fewer than five from Slovenia.

Country of Origin	Number	Country of Origin	Number
Czech Rep	170	Poland	1,870
Estonia	20	Slovak Rep	180
Hungary	70	Slovenia	-
Latvia	310	Accession States Total	2,750
Lithuania	130		

Workers Registration Scheme

2,720 nationals of the Accession States were recorded under the Scheme during 2004/05 and 2005/06 (compared to 2,660 NINO registrations during the same period). Table 4 (which follows below on a separate page) shows the number of registrations under all Schemes by workplace: Inverness (1,700) Fort William (377) and Aviemore (185) were the most popular places of work under this Scheme.

Occupation	Number
Process operative (other Factory worker)	514
Kitchen and catering assistants	320
Maid / Room attendant (hotel)	251
Waiter, waitress	218
Care assistants and home carers	182
Labourer, building	132
Fishmonger / filleter / gutter	112
Cleaner, domestic staff	99
Food processing operative (meat)	88
Packer	78

Occupations are summarised in Table 5 using the Home Office description. It shows that the vast majority of workers are registered for unskilled employment, with process operatives (514), kitchen and catering assistants (320) and maid / room attendants (251) the most numerous.

Work Permits (Tables 6, 7 and 8)

- 1,618 workers registered for Work Permits between April 2002 and March 2006: there were many more in 2003/04 with workers from Bulgaria (138), the Philippines (137) and South Africa (116) making up the bulk of the numbers in this year.
- Workers came from all over the world with those from the Philippines (281), America (203) and South Africa (180) the most numerous.
- The occupations were skilled or semi-skilled with 439 nurses, 397 "other medical" and 157 chefs. There were 153 musicians, normally granted short term permits for specific concerts or tours.

Table 4: Workplace of Foreign Nationals Registered under Registration Schemes between 2002/03 and 2005/06 (not all registrations had a valid postcode)					
Postcode District	Main Town	Workers Registration Scheme 2004/05 to 2005/06	Sector Based Scheme 2002/03 to 2005/06	Work Permits 2002/03 to 2005/06	All Scheme Total
AB37	Tomintoul	6		3	9
	N & C Inverness & N				
IV1	Kessock	727	46	90	863
IV10	Fortrose	1			1
IV11	Cromarty	16		1	17
IV12	Nairn	52	4	45	101
IV13	Tomatin	1		2	3
IV14	Strathpeffer	38	6	15	59
IV15	Dingwall	17	2	43	62
IV16	Evanton	2		8	10
IV17	Alness	42	108	11	161
IV18	Invergordon	19	3	6	28
IV19	Tain	7		2	9
IV2	E Inverness & Culloden	403	10	776	1189
IV20	Fearn	2			2
IV21	Gairloch	28	11	10	49
IV22	Poolewe, Aultbea, Torridon	39		12	51
IV23	Garve & Dundonnel	12	2	6	20
IV24	Bonar Bridge	4			4
IV25	Dornoch	9		11	20
IV26	Ullapool	76	6	4	86
IV27	N W Sutherland	47		8	55
IV28	Rogart			1	1
IV3	W Inverness	170		62	232
IV36	Forres	46	14	87	147
IV4	Beaully	13	6	6	25
IV40	Kyle & Raasay	9	13	6	28
IV41	Kyleakin	33	1	7	41
IV43	Kinloch	3		2	5
IV44	Sleat			1	1
IV48	Sconser	1			1
IV49	Broadford	13	5		18
IV5	Kirkhill	1			1
IV51	Portree	9	9	28	46
IV52	Plockton	7			7
IV54	Applecross & Lochcarron			2	2
IV55	N W Skye			1	1
IV6	Muir of Ord	20		3	23
IV63	Glenmoriston	11			11
IV7	Conon Bridge	5		1	6
IV8	Munlochy	2			2
IV9	Avoch	3	1		4
KW1	Wick	72	1	51	124
KW12	Halkirk			5	5
KW14	Reay & Melvich			25	25
KW5	Latheron			2	2
KW8	Helmsdale	6			6
KW9	Brora			1	1
PA34	Lochaline		11	37	48
PA38	Duror	12	4	21	37
PH19	Dalwhinnie	8	11	2	21
PH20	Newtonmore & Laggan	19		2	21
PH21	Kingussie	11	4	2	17
PH22	Aviemore	185	4	32	221
PH23	Carrbridge	23	14	13	50
PH24	Boat of Garten	9		1	10
PH25	Nethy Bridge	12	2	1	15
PH26	Grantown	27	7	18	52
PH31	Glen Spean	9			9
PH32	Fort Augustus	12		7	19
PH33	Fort William & Caol	377	53	68	498
PH34	Spean Bridge	12	1		13
PH36	Acharacle	3	2	1	6
PH37	Glenfinnan	3			3
PH39	Arisaig	1		1	2
PH41	Mallaig	9	3	2	14
PH49	Ballachulish	16			16

Year	Number of Workers
2002/03	273
2003/04	659
2004/05	334
2005/06	352
Total	1,618

Nationality	Number of Workers
Philippines	281
United States Of America	203
South Africa	180
Bulgaria	179
India	125
Poland	74
Romania	68
Russia	60
Australia	43
China Peoples Republic Of	43

Occupation	Number of Workers
Nurse	439
Other Health/Medical Occupation	397
Other Hotel Cat Occupations	173
Musician	153
Chef	140
Other Manager Related Occupation	62
Teacher(School/College)	25
Doctor	23
Other Engineer Occupation	20
Second Chef	17

Sector Based Scheme (Tables 9, 10, and 11)

- 370 workers registered under the Sector Based Scheme between April 2003 and March 2006 with 241 in the first year of the scheme.
- There were 93 workers from Poland, 91 from Bulgaria (mostly in Invergordon) and 53 from the Ukraine.
- 120 workers registered for work in agriculture, 178 hospitality (under 2 different work headings) and 52 for work in food processing (under 3 work headings).

Year	Number of Workers
2003/04	241
2004/05	93
2005/06	36
Total	370

Nationality	Number of Workers
Poland	93
Bulgaria	91
Ukraine	53
Bangladesh	31
Russia	16

Occupation	Number of Workers
Agriculture Activities	120
Hospitality - SBS	91
Hospitality & Catering	87
Food Processing	52
Admin, Bus & Man Services	15

Dependants of Overseas Migrant Workers

The only formal source of information comes from the Workers Registration Scheme, under which dependants are declared at the time of registration. Only 112 dependants were declared, which is less than might be suggested by information collected in our schools and informal feedback from workers engaging with the overseas community, but we know that some workers are joined by dependants once they have settled in the UK and there is no formal record of this.

The number of school children who do not have English as their first language is a useful guide to the number of dependant families. Parents tell us that around 550 children are not English first language speakers, and our own language advisors report that a further 150 children come from non-English speaking families and need some level of additional support for the moment. The overall total of around 700 includes 105 children who came to our schools between July and October 2006.

The Total Number of Workers Currently Resident in Highland

The total number of workers who have registered for NINOs in Highland since 2001 is 5,505 but many have returned home, and we can only estimate how many might be here at any moment in time:

- Speakers at our Population Summit in May 2006 suggested that many workers from the Accession States are hoping for a long term future in Highland (and have taken a job below their skill level to establish a base here), which is consistent with more informal feedback we have received. It is probably reasonable to assume that more than half of the 2,750 A8 workers remain in Highland or return reasonably frequently, suggesting a resident population in excess of 1,400. The proportion remaining will fall through time as the earlier migrants make alternative life choices.

- The 1,621 workers granted Work Permits in the last four years filled skilled posts and it is likely that a significant majority intended to work for the full 5 year period which is necessary to establish a permanent right to work in the UK - they effectively cease to be “migrant workers”.
- Adding in excess of 1,400 and 1,600 workers gives a total in excess of 3,000 and suggests that the number of workers remaining or returning regularly might be **in the range of 3,000 to 3,500 across Highland as a whole**.
- The 370 workers registered under the Sector Based Scheme in the last four years should return home when their 12 month permit expires, and the Scheme itself ends in December 2006.

Migrants Working in the Black Economy

Media reports over the past year have suggested a variety of figures for migrant workers in Highland, including (typically) 3,000 Poles in Inverness alone. The figures are often significantly in excess of those quoted above, which have been derived from formal registrations, and raise the obvious question about the extent of black market working outside formal Schemes. It would be wrong to assume that all workers are here legally - and a number of illegal workers have been sent home as a result of police action - but there is no evidence of widespread abuse. Agents operate in Highland to recruit workers but we do not have the “Gangmaster” culture which has led to significant problems elsewhere in the UK. There is every incentive for workers from the Accession States to register formally as they accrue the same benefits as workers from the other EU States at the end of the 12 month registration period.

Further background is given in the DWP report “National Insurance Number Allocations to Overseas Nationals Entering the UK 2006” available at http://www.dwp.gov.uk/asd/asd1/niall/niall_report.pdf. A useful review of information availability and weaknesses is given in the report from the Mayor of London’s office “Estimating London’s new migrant population Stage 1 - review of methodology” at <http://www.london.gov.uk/mayor/refugees/docs/nm-pop.pdf>