

BSPS Annual Conference
University of Sussex, 9th-11th September 2009

Ageing, welfare transformation and the role of migrant workers in the provision of care for older people in the UK

Alessio Cangiano

ESRC Centre on Migration Policy and Society
University of Oxford

Outline

- The project
- Context: social care and migration
- The migrant (foreign-born) social care workforce
- Care providers' needs for migrant labour
- Future demand for migrant care labour

Migrant Care Workers (MCWs) in ageing societies

- Internationally comparative project (UK, Ireland, U.S. and Canada)
- Scope
 1. the current and potential future demand for MCWs in an ageing society
 2. the experiences of MCWs, of their employers and of older people in residential and home care settings
 3. the policy implications for social care, migration and integration
- Methodology
 1. Analysis of national datasets (LFS, NMDS-SC)
 2. Survey of 557 providers of care for older people, + 30 in-depth telephone interviews
 3. 56 face-to-face interviews with migrant care workers (MCWs)
 4. Five focus group discussions with 30 older people
 5. Projections of future demand for MCWs

Ageing and care for older people (I)

- Family members supply the majority of social care provided in the community
- In England (2006-07) 2.5 million older people with care needs (<30% of pop.65+), 1.1 million use social care services [CSCI, 2008]
- Mix of public and private funding but largely provided by the independent sector

Ageing and care for older people (2)

- Shift towards home care (personalisation), privatisation, free access only for those with greater needs
- 450,000 experience shortfall (England 2006-07) [CSCI, 2008]
- 'Older old' (80+) projected to double by 2031 [GAD, 2007]
- Shift from acute to long-term conditions
- Demand for informal care from adult children will exceed supply from 2017 [Pickard, 2008]

The direct care workforce

- ~ 650,000 care workers working with older people (UK, 2006-07)
- 88% women, 74% independent sector [NMDS-SC, 31.12.2008]
- Median hourly pay rate (excluding Senior care workers) £6.56 (England, Dec08-Feb09) - NMW £5.73 (Oct 08) [Skills for Care, 2009]
- 24% turnover rate in the private sector (England) [CSCI, 2009]
- Labour intensive industry (staffing account for ~ 2/3 of running costs in home care) [Wanless, 2006]

Access of new migrants to the UK labour market

- No entry channel to work in care except senior care worker's visas. Restrictive criteria. Restricted labour mobility.
- Access to the labour market of other categories (refugees, students, family, etc.) varies
- After 2004 EU migrants became a major source of care workers
- No specific integration strategy for new migrants other than refugees

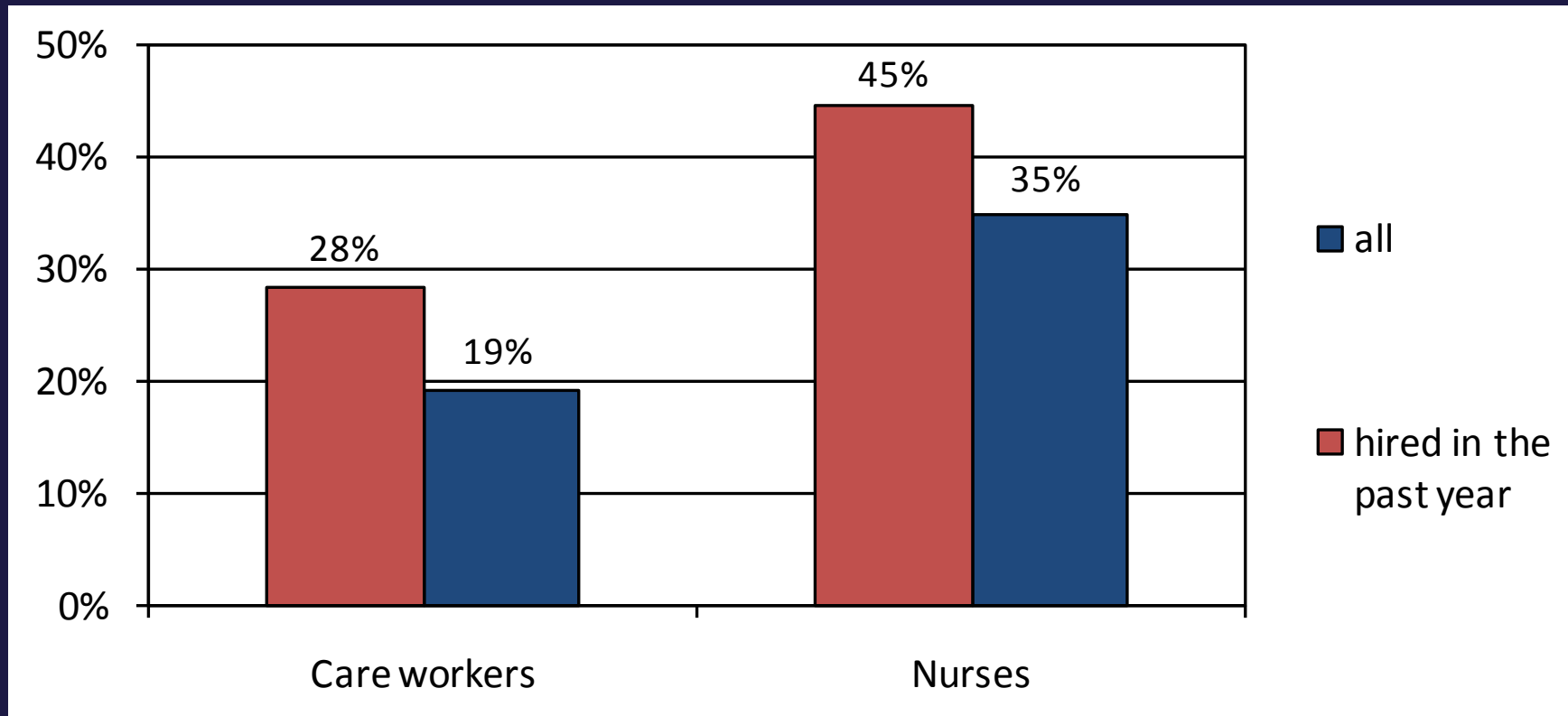
Growing reliance on migrants

LFS data on all care workers

- Proportion of foreign born care workers up from 8% (Oct-Dec 1998) to 18% (Oct-Dec 2008)
- Number of all care workers increased by 155,000 in 2003-08, nearly half of the increase due to MCWs
- Uneven distribution across the UK – over 60% of care workers in London are foreign born
- Main countries of origin of recent migrants: Poland, Zimbabwe, Philippines, India, Nigeria

Greater reliance on migrant nurses

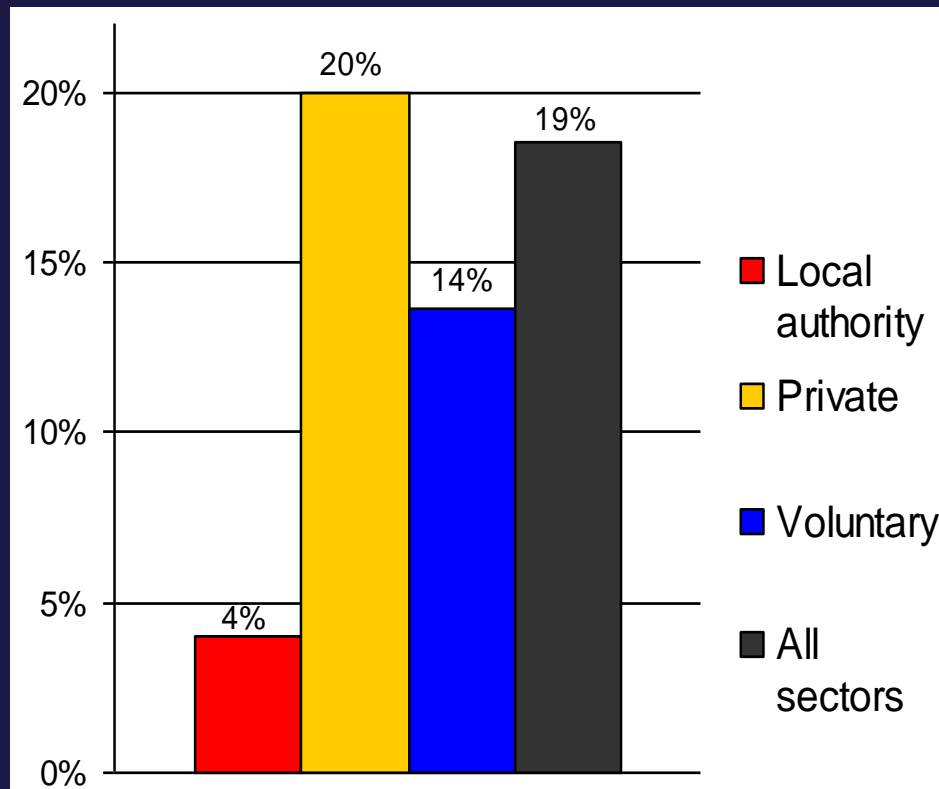
Fig. - Proportion of MCWs and nurses in care for older people (2008)



Source: Compas survey of 557 residential and home care organisations employing 13,846 care workers and 1,867 nurses

Uneven reliance across the care sector

Figure – Proportion of MCWs in the workforce across the care sector

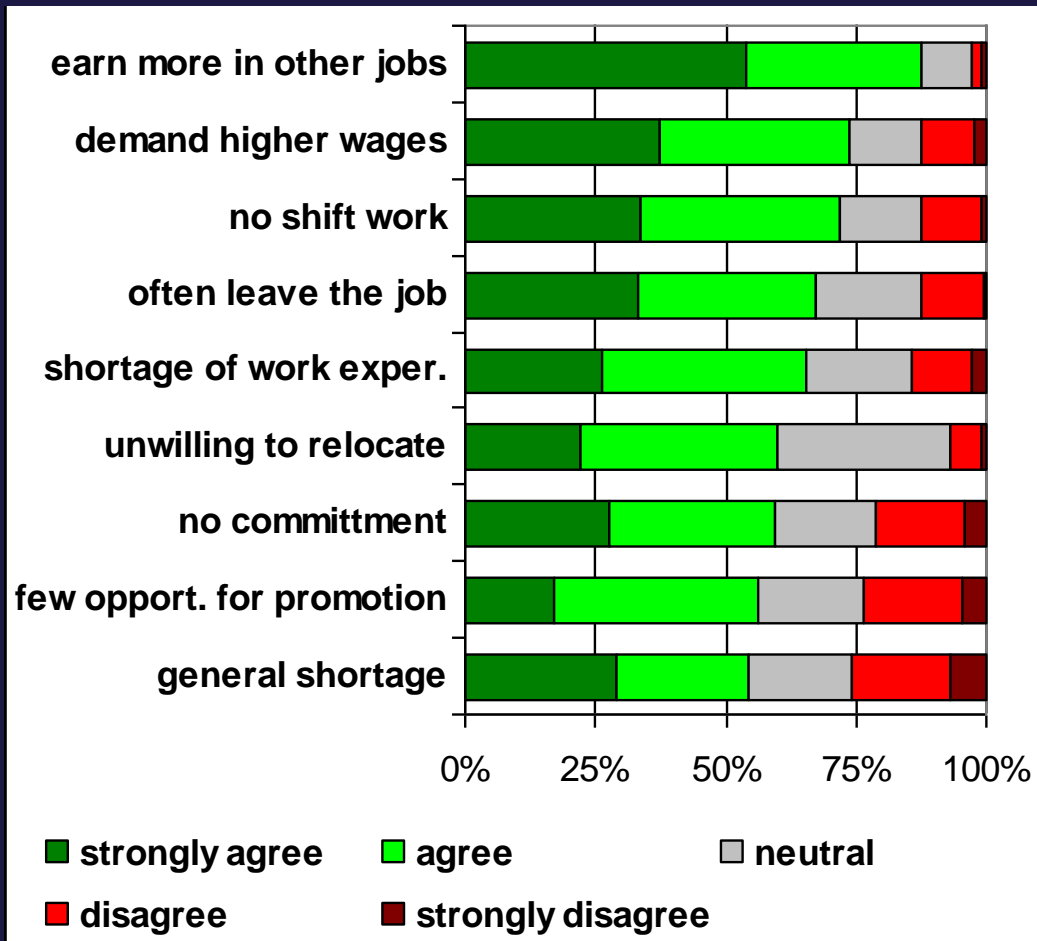


- Reliance on MCWs is higher where pay is lower
- Long-established MCWs moved to jobs in the public and voluntary sector

Source: COMPAS survey of employers

49% of employers reported challenges in recruiting UK born staff

Why is it difficult to recruit/employ UK born care workers?

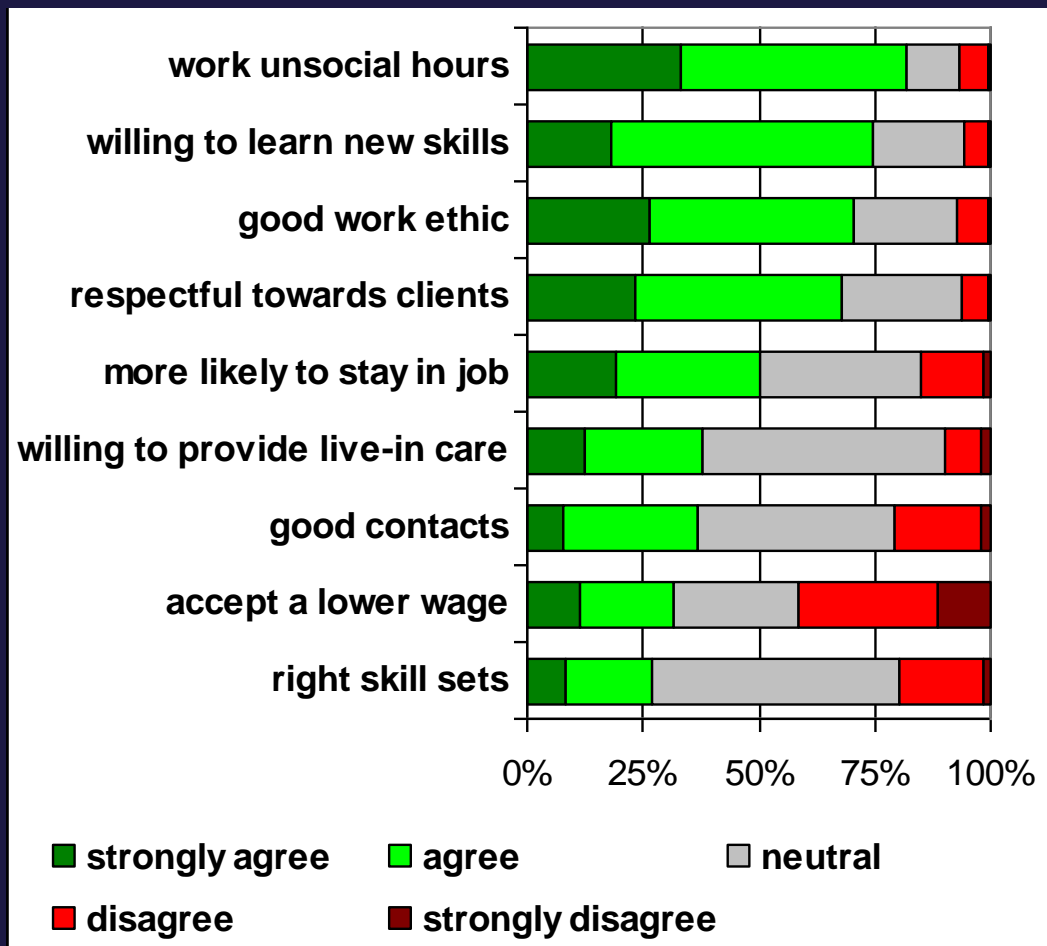


«If we could pay twice the minimum wage, then we would attract more local staff, and they would be more prepared to work those hours. But our funding is from the Local Council. 80% of our clients are funded totally by the local council»

(Manager of a care home in the South East)

... but employers also voice appreciation of migrant care workers

What are the main advantages of employing migrant care workers?



A good work ethic

«[migrants] are more punctual. They don't take time off without genuine cause. They're more willing to do extra work if it's available; you know, just generally they're polite and very very personable ... and more willing to be open and friendly»

(Manager of a care home in the South East)

Issues and challenges

- Language and communication barrier
- Immigration regulations
- Migrants discriminated by older care users
- Lack of time, discontinuity of care relationships
- Poor training in relation to dealing with serious disability conditions
- Exploitation of migrant workers – ‘willingness’ to accept poor wages and conditions is actually lack of alternatives

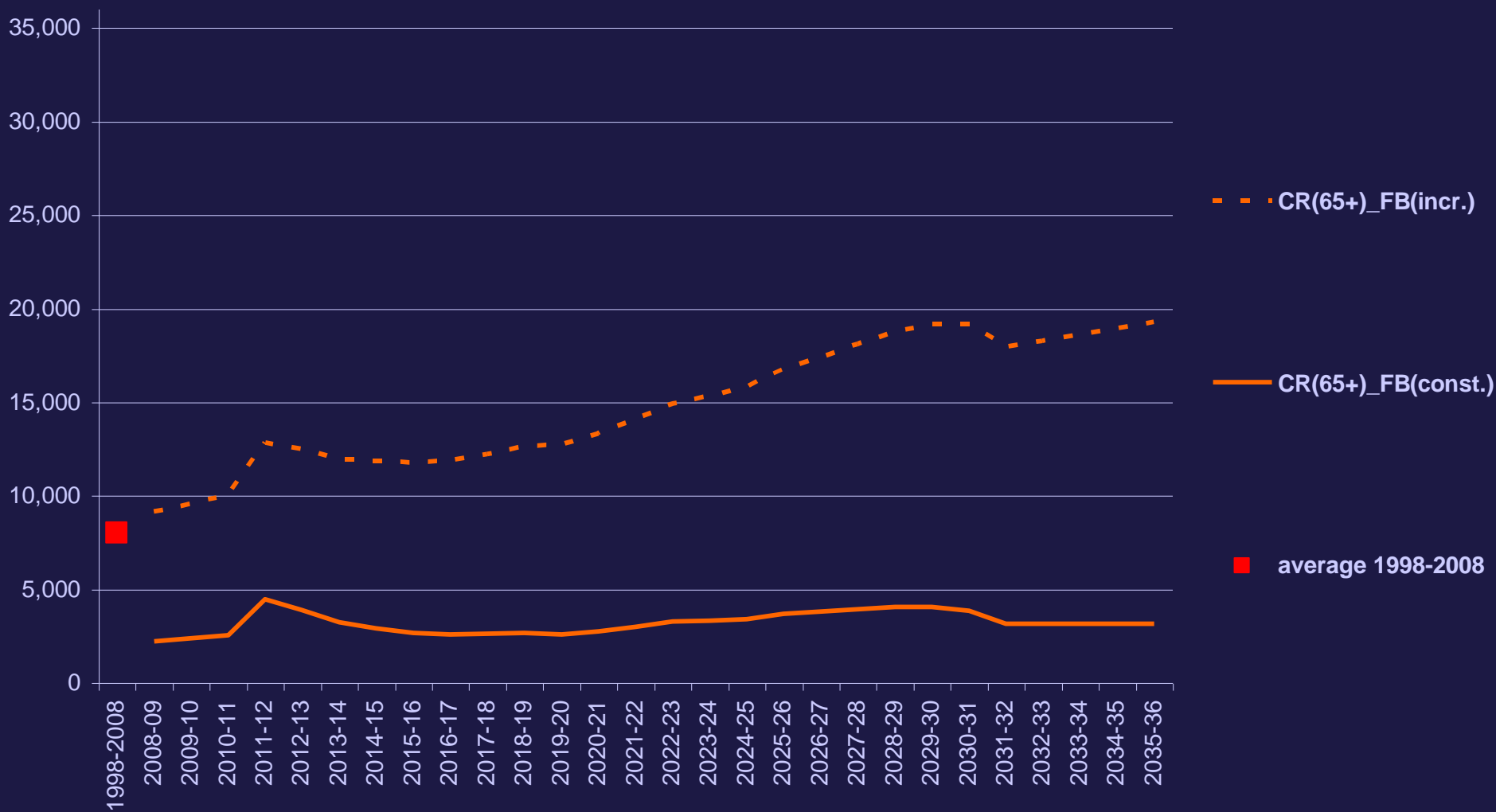
Projections of future care workforce

- Projection model with three components
 1. Estimate of the base year care ratios (ratio of care workers to older people)
 2. Projection of the number of care workers required for maintaining constant care ratios
 3. Projection of the number of UK/foreign born

- Four scenarios

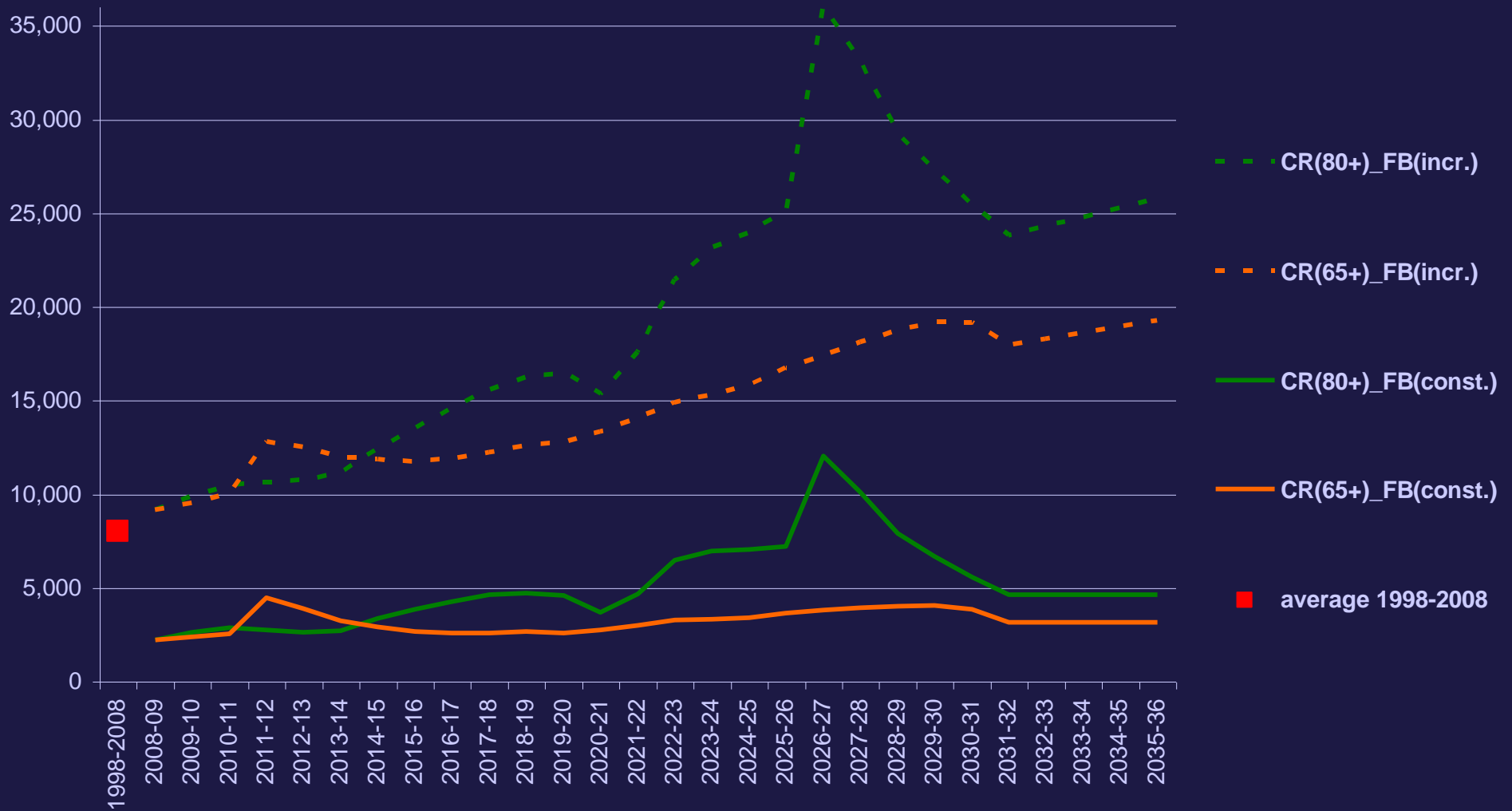
		% of foreign born care workers	
		increasing by 1% per year	constant at 2008 level (19%)
Care ratios	CWs / pop.65+	<i>CR(65+)_FB(incr)</i>	<i>CR(65+)_FB(const)</i>
	CWs / pop.80+	<i>CR(80+)_FB(incr)</i>	<i>CR(80+)_FB(const)</i>

Net annual inflow of foreign born care workers needed to maintain current care ratios, 2008-2036



Source: own projections based on GAD (2007), principal scenario

Net annual inflow of foreign born care workers needed to maintain current care ratios, 2008-2036



Source: own projections based on GAD (2007), principal scenario

Concluding remarks

- Recruitment challenges lie in the structure and (under)funding of care systems
- There is widespread appreciation for MCWs
- Reliance on MCWs is likely to continue
- Supply of Eastern European care workers is not sustainable in the medium-long term

THANK YOU !

[www.compas.ox.ac.uk/research/labourmarket/
migrantcareworkers](http://www.compas.ox.ac.uk/research/labourmarket/migrantcareworkers)

alessio.cangiano@compas.ox.ac.uk