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*“Mapping Migration Scenarios and Migrant Labour Market Policies in Europe”*

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**Jon Simmons** has been the Head of Migration and Border Analysis at the Home Office, and prior to that was head of crime and policing analysis and author of the Home Office Review of Crime Statistics (2000).

He has also spent two years on secondment to the Office for National Statistics and has provided international advice on a range of analytical issues in the areas of crime and migration.

# “Orderly, safe, regular and responsible migration and mobility, through planned and well-managed migration policies”

United Nations Strategic Development Goal 10.7

- No one thing as immigration
  - People talk about Labour market integration for immigrants when they often mean refugees
  - People talk about refugees when they often mean asylum seekers
  - People talk about migrant labour when they mean skilled workers
  - Or they mean migrants from outside the EU
  - Or they mean EU workers in low-skilled jobs
- ...and so on

Good migration policies need to be evidenced, reviewed, flexible and responsive to changing circumstance.

## “...planned and well-managed...”

What do we mean when we talk about migration policies? Policies for whom?

- Employers to help them fill skill gaps or shortages?
- Native workers to protect them from unfair competition?
- Migrant workers who need security or help with languages or skills?
- Refugees who may have low skill and language abilities and need more focused support?
- The local community who want to feel safe whilst also welcoming newcomers?

Different strategies are needed to address the demands of different groups.

# UK Government's approach

- UK Government aims to ensure the UK is open for business and that the country benefits from immigration (but not *uncontrolled* immigration). Reducing net migration (*the rate at which the foreign population is growing*) is compatible with continuing to attract the brightest and best to come to the UK to study and work. Numbers of foreign students and workers are growing.
- The immigration system has a role to play in supporting growth and meeting the needs of UK businesses. Migrant workers fill skills gaps in the labour market and help to boost the economy. However, there is a need to ensure that employers also look to develop the skills of current residents and where possible recruit people who are already living in the UK.
- Since 2010, the Government has made a wide range of reforms to all the major immigration routes – work, study, and family. In short, the UK has a more selective approach now which is designed to operate in a fair and practical way, that gives businesses in the UK and abroad the confidence they need in our systems.
- Businesses tell us that the UK immigration system compares well with our global competitors. They like its speed and certainty. Our intra-company transfer (ICT) system is one of the most user-friendly in the world. The UK provides a good home and vibrant workplace for large numbers of foreign nationals.
- UK Visas and Immigration have also invested significant effort into improving service standards for customers and increasing the premium and tailored services they provide.

# A mixed migration model

## Limited but open ‘excellence’ schemes

for small numbers of highly qualified experts nominated by five designated bodies (for IT, Arts Council, British Academy, Engineering, Science). Only 40% used at present (400). Additional routes for entrepreneurs (1000) and high value investors (300).

## Sponsored system for skilled workers from outside the EU – Intra-company Transfers or “Tier 2” skilled job

Around 55,000 main applicants (19k T2 Gen, 35k ICTs) plus c 40k dependents. 58% are from India, 42% are in the IT sector. An efficient and successful system – 97% of applications are granted, high customer satisfaction rates.

## Limited schemes for job search for TCNs –

Before 2010, there was a broader ‘job search’ points-based system (T1 Gen) **now** only youth mobility c20k pa, Post-graduates – 6,000 T2 visas pa issued to former students – as well as UK ancestry, and temporary and short-term schemes (arts, sports, domestic workers etc).

## Low-skilled workers – the majority are migrants from other EU countries

EU nationals accounted for 40% of employment growth in UK since 2010; (non-EU unchanged, other 60% of growth has been for UK nationals) – majority are in low-skilled jobs.

## Asylum

(1) spontaneous arrivals – half will not succeed in application, many low-skilled and unable to work (2) pro-active resettlement refugees – often very vulnerable or lacking basic skills.

**Migration for study** unrestricted so long as meeting the requirements for language and sponsorship. UK is second globally for foreign students after the USA. Visa applications sponsored by universities are 17% higher than they were in 2010. 99% of entry clearance applications are decided within the target of 15 days and the grant rate for Tier 4 (General) visa entry clearance applications has increased every year since 2010, with 96 per cent of such applications granted in 2016

# Non-EU workers

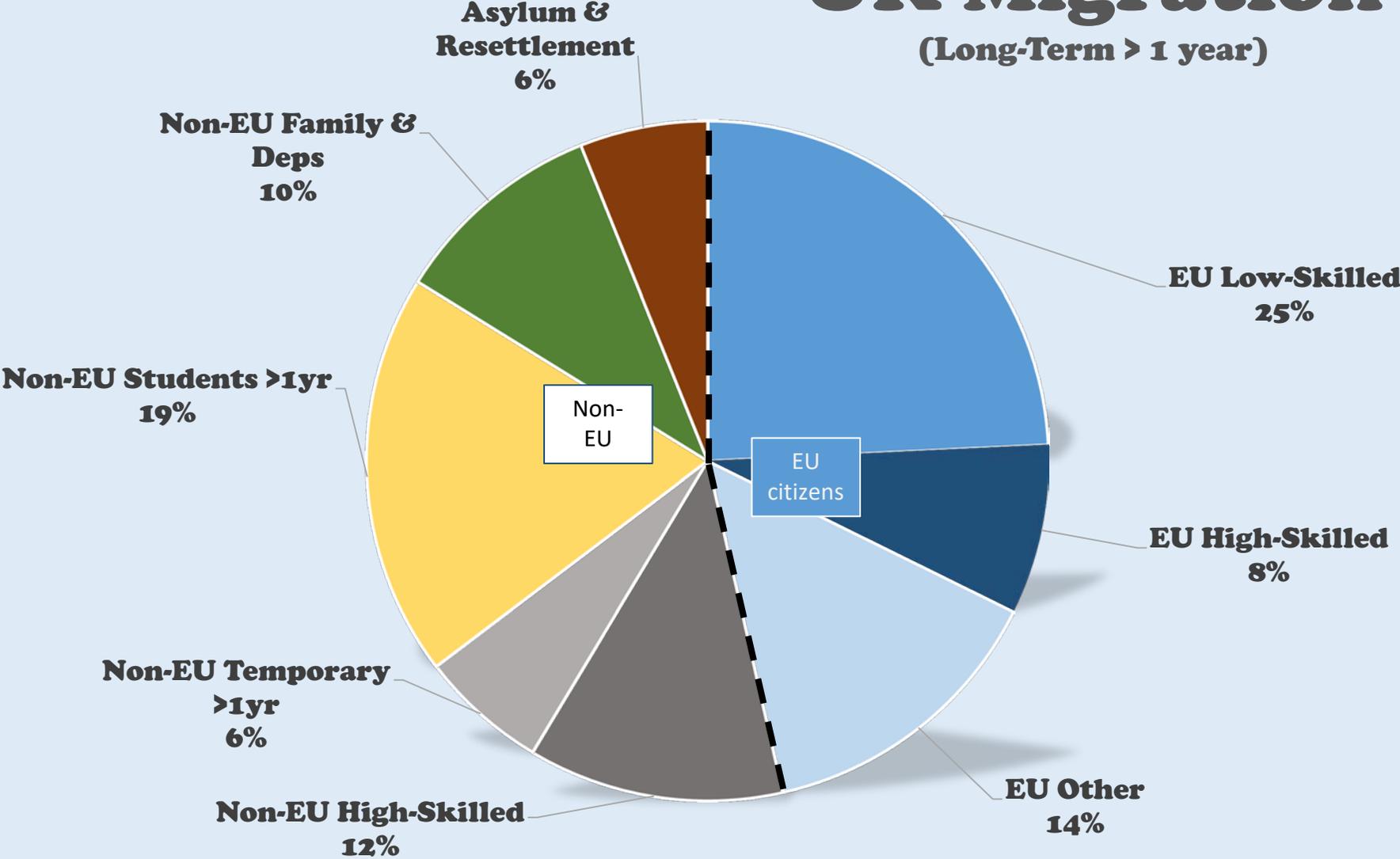
- Tier 2 is the main immigration route for skilled non-EEA workers. The Tier 2 (General) route is designed to fill skilled vacancies for which no suitable resident workers are available.
- Applicants must have an offer of a graduate level job, paying an appropriate salary, from an employer which has been licensed by the Home Office to sponsor migrant workers. Over 27,000 UK employers hold a Tier 2 sponsor licence
- Sponsorship is a key element of Tier 2 and provides two main assurances:
  - It provides evidence that the migrant will fill a genuine vacancy that can't be filled with a suitably qualified or skilled settled worker.
  - It involves a pledge from the sponsor that it accepts all of the duties expected when sponsoring the migrant, for example ensuring that the employee continues to be employed in an appropriate role and paid an appropriate salary.
- There is no direct work route for low-skilled workers, but some come via our youth mobility scheme or as dependents or students who are allowed to work.

# EU national workers

- EU nationals can only stay in the UK for more than 3 months if they are exercising treaty rights as a worker, student, self employed or self sufficient person.
- Those not working or seeking work must be able to support themselves and their families and must have comprehensive medical insurance.
- EU nationals working in the UK may be highly-skilled or working in low-skilled jobs and everything in-between.
- EU nationals who benefit from the right to free movement must of course adhere to UK laws.

# UK Migration

(Long-Term > 1 year)



The chart shows the mixed nature of long-term migration to the UK in 2017

- Just under half is from within the European Union
- At least half is for work, the majority low-skilled
- More than one fifth are students
- Less than ten percent are seeking asylum
- There are large numbers of additional short-term migrant workers and visitors (eg less than 1 year)

Presenter's own estimates, based on published statistics

# What does this imply for integration?

1. Excellence routes, investors, entrepreneurs – **low/no needs**
2. Skilled sponsored non-EU workers – **low needs/supported by employer**
3. Unsponsored non-EU routes – most from developed countries with own resources, although with **some small pockets of vulnerability**
4. EU workers – many with own resources, others reliant on employers, **minority also vulnerable to exploitation** (*human slavery*)
5. Asylum (6%) – **highly dependent on state/community support**
6. Non-working family members - sometimes highly self-sufficient (American, French...) but **hidden dependencies and vulnerabilities**
7. Students – sponsored, supported, self-sufficient **low needs**



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