

**FOCUS ON**

People and Migration

# The foreign-born population

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# Chapter 8

## Introduction

At the 2001 Census, there were 4.9 million people living in the UK who had been born overseas. They represented a snapshot of an ongoing migration process. Both the timing of immigration and the prevalence of emigration (return or onward) will affect the profile of the foreign-born population and, in particular, the balance between those foreign-born people who are very recent immigrants and those who have been in the country for many years.

A foreign-born population is defined by birthplace and not nationality or ethnicity. Birthplace, nationality and ethnicity are related, but to varying degrees. The UK's foreign-born population will include people who have been British citizens since birth and others who have become British citizens since their arrival in the UK. Because other countries also have multi-ethnic populations, as a result of their own international migration histories, country of birth correlates with, but does not equate to, ethnic group.

The first purpose of this chapter is to provide a demographic overview that accounts for the diversity and complexity of migrant origins and processes of the foreign-born population of the UK. Features described include country of birth, age, family status and where they live in the UK. Also examined is how strongly 'attached' those born overseas are to the UK: how many have a parent born in Britain; how many have become British citizens; and how many settle for long periods in the UK.

The second purpose of this chapter is to compare the 2001 labour market characteristics of the foreign-born population with those of the UK-born population. This is of particular interest because a high proportion of the foreign-born population are of working age. Some of the analyses are of all people of working age, while others are restricted to those either in employment or in the labour force (including the currently unemployed). Differences between the labour market characteristics of all foreign-born immigrants (the 'stock') and those who have arrived in the UK in the last year (the 'flow') are also described. One of the purposes here is to understand better the relationship between the characteristics of immigrants as they enter the UK (as described in Chapter 7) and the characteristics of the stock of immigrants resident in the UK.

A theme that runs through this review is comparison between immigrants from higher-income and lower-income countries. Previous analysis has indicated patterns of migration from higher-income countries that involve relatively short stays in the UK.<sup>1</sup> Some of this migration occurs as a system of labour

movement that includes the overall global circulation of staff.<sup>2</sup> Migration between the UK and other higher-income countries happens also frequently as a response to reciprocal arrangements (such as EU free mobility or Australasian working holidaymakers).

Although some of these processes of international migration apply as well to people born in lower-income countries, these people are also implicated in other, different processes, for example those involving less-skilled seasonal or service workers and asylum seekers.<sup>3</sup> For this reason, their overall characteristics and outcomes are expected to differ from those of migrants from higher-income countries.

In the demographic overview that forms the first part of this chapter, specific countries or geo-political groups of countries of birth are identified.<sup>4</sup> The main groups of higher-income countries are the European Union (EU), North America (USA and Canada) and Oceania (Australia and New Zealand). Because the main source of data used is the 2001 Census, the EU is defined as the 15 member states at that time. Among the lower-income countries, those that represent 'older' sources of immigrants – notably countries in the Caribbean and South Asia – are identified separately from 'newer' sources, including countries in Africa and the Far East. This follows previous analysis using similar geographic distinctions that are based on migration patterns to the UK over recent decades.<sup>5</sup>

The demographic overview includes analyses that rely primarily on sample survey data. For these, and the analyses used in the discussion of labour market characteristics, a simple 'high-income' and 'low-income' categorisation of migrant source countries has been achieved by distinguishing between those migrants born in OECD (Organisation for Economic Co-operation and Development) countries and those born in non-OECD countries. The former include migrants from most of Europe, North America, Australia, New Zealand, Japan and South Korea.<sup>6</sup> Non-OECD countries include some high-income countries (such as Singapore) but the lower-income countries of Asia, Africa and Latin America predominate. The OECD/non-OECD breakdown also allows for this chapter's findings to be seen in the context of other analyses from around 2001 of the foreign-born labour forces of other high-income countries.<sup>7</sup>

## Demographic overview

### Growth of the foreign-born population, 1951 to 2001

The second half of the 20th century saw the foreign-born population of the UK more than double, from 2.1 million in

**Table 8.1**  
**Growth of the foreign-born population 1951 to 2001**

United Kingdom

	Total foreign born (thousands)	Percentage increase over the previous decade	Percentage of total population
1951	2,118.6		4.2
1961	2,573.5	21.5	4.9
1971	3,190.3	24.0	5.8
1981	3,429.1	7.5	6.2
1991	3,835.4	11.8	6.7
2001	4,896.6	27.7	8.3

*Source: Census – Office for National Statistics; General Register Office for Scotland; Northern Ireland Statistics and Research Agency*

1951 to 4.9 million in 2001 (Table 8.1). As a proportion of the total UK population, too, the foreign-born population almost doubled over this period, from 4.2 per cent in 1951 to 8.3 per cent in 2001. This puts the UK slightly above the OECD average of 7.8 per cent foreign-born, though still substantially below that of major immigration countries such as the USA (12.3 per cent), Canada (19.3 per cent) and Australia (23.0 per cent).<sup>8</sup>

The decades of the 1950s, 1960s and 1990s stand out as those in which the strongest growth in the UK's foreign-born population occurred. Each of these decades experienced more than 20 per cent growth (21.5, 24.0 and 27.7 per cent respectively). In terms of absolute numbers, the decade of 1991 to 2001 stands out with its increase of almost 1.1 million foreign-born people. This is substantially more than the increase of 600,000 between 1961 and 1971, the decade that saw the next largest absolute increase.

The rate of growth of the foreign-born population over the 1970s and 1980s was much lower, at 7.5 per cent and 11.8 per cent respectively. Part of the explanation given for these hiatuses is the introduction of legislation that restricted immigration channels which had previously been open to residents of the former British colonies of South Asia and the Caribbean (the 'New Commonwealth' countries).<sup>9</sup> While this is undoubtedly part of the explanation, people born in these two regions accounted for only one in four foreign-born people living in Britain in 1971 (see immediately below). Therefore, a broader explanation must be sought involving changes in immigration from other geographical regions as well as emigration and death among the various foreign-born sub-populations over this period.

### Changes in the geographical and ethnic origins of the UK's foreign-born population

Comparison between 1971 and 2001 is particularly informative. It sheds light on the changes that have taken place in the patterns of geographical origin of the UK's foreign-born population since the major waves of immigration from South Asia and the Caribbean that occurred in the 1950s and 1960s. This comparison is shown in Table 8.2, where census data on the UK in 2001 are compared to data for Great Britain in 1971. Great Britain rather than the UK is used in 1971, as detailed country-of-birth tabulations are not available for Northern Ireland in 1971. Northern Ireland, however, contributed only 1.4 per cent of the UK's foreign-born population in 2001. Other issues affecting comparisons between 1971 and 2001 are the change in country boundaries and formation of new countries. The creation of Bangladesh and break-up of the Soviet Union are two examples. To deal with such change, standard census country groupings of 2001<sup>10</sup> are applied as closely as possible to 1971. The notes to Table 8.2 indicate where changes have occurred either in the countries themselves or in the census groupings of countries between 1971 and 2001.

A major increase in diversity of the foreign-born population of the UK by geographical origin is apparent in this 1971 to 2001 comparison. In both 1971 and 2001, Europe was the largest contributing continent of birth, and the Republic of Ireland the largest single country of birth, among the foreign-born respectively of Great Britain and the UK. Europe's dominance as a migrant source region was much greater, however, in 1971 than in 2001. Europe accounted for half (50.9 per cent) of all foreign-born people in Great Britain in 1971, with the Republic of Ireland alone accounting for almost one in four (23.8 per cent). By 2001 Europe's proportion had fallen to one in three (33.1 per cent), while Ireland's share had halved to 11.0 per cent.

The absolute number of European-born people changed little over these 30 years, however, as declines in the number born in Ireland were offset mainly by increases in numbers born elsewhere in western Europe. Thus, in 2001, as many as 1.6 million people in the UK were born elsewhere in Europe. North America and Oceania together contributed 400,000 people to UK's foreign-born population in 2001, up from 250,000 in 1971. These countries of mainly European-origin settlement contributed a further 8 per cent of the total foreign-born populations in both 1971 and 2001.

Asia was the second largest contributor to the foreign-born population in both 1971 and 2001, but saw large growth in this 30-year period. In absolute terms, Asia's contribution more

**Table 8.2**  
**Countries of birth of the foreign-born population in 1971 and 2001**

Country of birth	United Kingdom 2001				Great Britain 1971			
	Number (thousands)	Per cent	Number (thousands)	Per cent	Number (thousands)	Per cent	Number (thousands)	Per cent
Europe	1,620.0	33.1			1,516.9	50.9		
Republic of Ireland <sup>1</sup>			537.1	11.0			709.2	23.8
Other Western Europe <sup>2</sup>			834.9	17.1			632.8	21.2
Eastern Europe <sup>3</sup>			248.0	5.1			174.9	5.9
North America and Oceania	397.1	8.1			253.4	8.5		
USA			158.4	3.2			110.6	3.7
Canada			72.5	1.5			64.7	2.2
Australia			107.9	2.2			57.0	1.9
New Zealand			58.3	1.2			21.2	0.7
South Asia	1,032.4	21.1			479.0	16.1		
India			467.6	9.6			322.0	10.8
Pakistan <sup>4</sup>			321.2	6.6			139.9	4.7
Bangladesh			154.4	3.2				
Other South Asia			89.2	1.8			17.0	0.6
Caribbean	255.0	5.2			237.0	7.9		
Africa	834.1	17.0			210.0	7.0		
South Africa			141.4	2.9			45.8	1.5
Kenya			129.6	2.6			59.5	2.0
Other Africa			563.1	11.5			104.7	3.5
Far East	398.2	8.1			108.9	3.7		
China			52.5	1.1			13.5	0.5
Hong Kong			96.4	2.0			29.5	1.0
Other Far East <sup>5</sup>			249.2	5.1			65.9	2.2
All other countries	359.9	7.3			177.8	6.0		
Total	4,896.6	100.0			2,983.1	100.0		

*Notes:*

1 includes 'Ireland, part not stated'.

2 In 1971, Other Western Europe excludes Ireland and identified Eastern European countries.

3 Poland, Hungary, USSR only in 1971.

4 In 1971 includes East Pakistan (now Bangladesh).

5 Burma, Malaysia and Singapore only in 1971.

**Source:** *Census 1971 – OPCS (1974) Great Britain, Country of Birth Tables. 2001 Census – Office for National Statistics; General Register Office for Scotland, Northern Ireland Statistics and Research Agency*

than doubled from 600,000 in 1971 to 1.4 million in 2001 (counting together the South Asia and Far East groupings). In terms of proportions of the total foreign-born population, Asia's contribution increased from 19.8 per cent in 1971 to 29.2 per cent in 2001. The number of people born in either Pakistan or Bangladesh more than tripled from only 140,000 in 1971 to 475,000 in 2001. India, however, remained the largest single contributing country in Asia, with its number increasing from 320,000 in 1971 to 470,000 in 2001. People born in the

Far East contributed a total of 400,000 (8.1 per cent) to the UK's foreign-born population in 2001, increasing by four-fold in absolute numbers since 1971 and more than doubling its proportionate share.

Apart from Europe, the Caribbean was the other major region with a declining share of the total foreign-born population. Its quarter of a million people in the UK in 2001 constituted 5.2 per cent of the total foreign-born population, down from its

7.9 per cent share in 1971. In absolute terms, though, the number of Caribbean-born people was stable at around 250,000 in both years. Africa contributed 830,000 foreign-born people to the UK in 2001, after having contributed only 210,000 in 1971. Accordingly, Africa's share of the total foreign-born population increased from 7.0 per cent to 17.0 per cent over these three decades. Previously published results from the 2001 Census have shown that the people born in Africa and resident in the UK in 2001 were from a broad range of ethnic origins, 20 per cent identifying themselves as Indian, 31 per cent as White and only two-fifths (38 per cent) as Black.<sup>11</sup> This reinforces the earlier observation that country of birth correlates with, but does not equate to, ethnic group. An alternative presentation of the foreign-born population of the UK in 2001 by ethnicity is provided in [Table 8.3](#).

Just over half (52.6 per cent) the foreign-born population in the UK in 2001 was from a White ethnic group, substantially more than the two-fifths share born in Europe, North America or Oceania. Another quarter (25.1 per cent) was Asian or Asian British, and 3.6 per cent Chinese. Indian was the largest ethnic group among foreign-born Asians, at 11.6 per cent, exceeding the 9.6 per cent of the total foreign-born population made up of people born in India. The higher representation of people of Indian ethnicity than of Indian country of birth is due to the

**Table 8.3**  
**Ethnicity of the foreign-born population, 2001**

**United Kingdom**

Ethnic group	Number		Number	
	(thousands)	Per cent	(thousands)	Per cent
White	2,575.1	52.6		
Mixed	140.8	2.9		
Asian or Asian British	1,229.3	25.1		
Indian			569.8	11.6
Pakistani			336.4	6.9
Bangladeshi			151.6	3.1
Other Asian			171.4	3.5
Black or Black British	580.5	11.9		
Black Caribbean			238.5	4.9
Black African			321.5	6.6
Other Black			20.5	0.4
Chinese	176.2	3.6		
Other Ethnic Group	194.7	4.0		
<b>Total</b>	<b>4,896.6</b>	<b>100.0</b>		

*Source: 2001 Census – Office for National Statistics; General Register Office for Scotland (GROS); Northern Ireland Statistics and Research Agency (NISRA)*

substantial numbers of Indian immigrants born in Africa, as noted above. Black or Black British people made up another 11.9 per cent of the 2001 foreign-born population. This is much lower, however, than the 22.2 per cent of the 2001 foreign-born population who were born in the Caribbean or Africa. The Mixed and Other ethnic groups together account for the remaining 6.9 per cent of the foreign-born population.

### UK destinations: geographical distribution

The geographical distribution of the UK's foreign-born population in 2001 is summarised in [Map 8.4](#). In broad terms, the major concentration of the foreign-born population occurs roughly south of a line linking the Humber and Severn estuaries, with a secondary band across the southern Pennines, extending into north east England. Between these there is a zone of relatively low concentration of foreign-born people, which includes rural Yorkshire, parts of the East and West Midlands and parts of Wales. Another zone of low concentration extends from northern England, through the Scottish borders and includes much of the central lowlands. To the north of this there is another large contiguous zone of higher concentration, albeit in a context of low total population numbers. Northern Ireland shows a mixed picture, mainly because most of the foreign-born residents of Northern Ireland are from the Republic of Ireland and their location in part reflects sectarian settlement patterns.

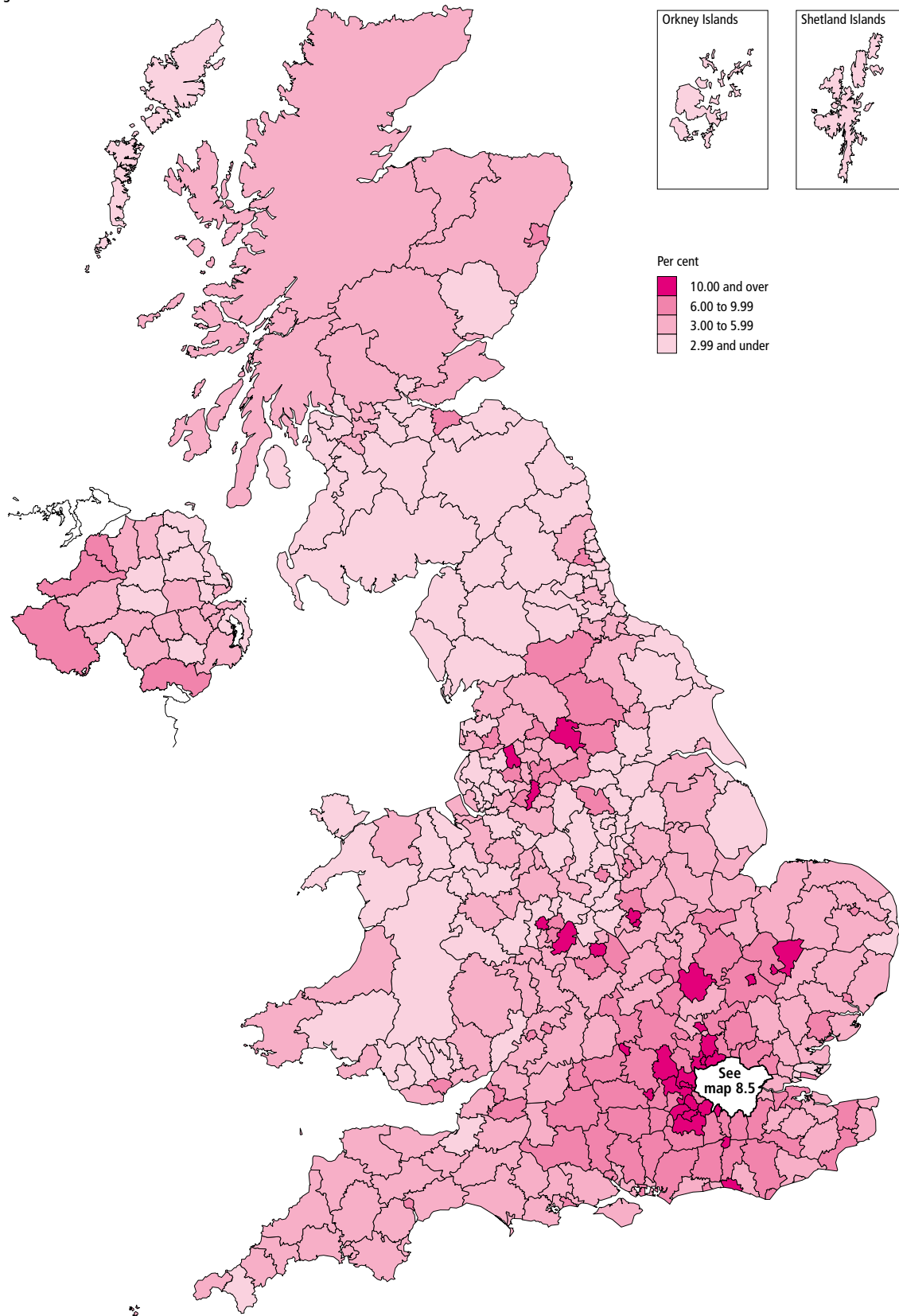
Within this general pattern there are particular concentrations that reflect historical as well as contemporary immigration trends. Both these trends explain the high levels of foreign-born in London, which contains the 22 local authorities with the highest concentrations of foreign-born people: Brent (46.6 per cent), Kensington and Chelsea (44.5 per cent) and Westminster (44.2 per cent) being the leaders. In general, London north of the Thames has higher concentrations of foreign-born people than areas to the south ([Map 8.5](#)), which is due in part to affordable housing and associated patterns of networked migration.

The more urban places around London, such as Slough (24 per cent), Luton (19.7 per cent) and Reading (14 per cent), as well as the leafier suburbs such as Elmbridge (16 per cent) and Woking (13.7 per cent) have attracted large numbers of foreign-born people at various occupational levels because of the jobs and housing they have been able to offer. Further afield, in southern England, relatively high proportions of foreign-born people in the populations in Oxford (19.3 per cent) and Cambridge (19.2 per cent) reflect the attraction of these towns to students from overseas, while the high proportion in Forest Heath in Suffolk (23.0 per cent) may be ascribed to the presence of American military bases.

**Map 8.4**

**Foreign-born population as a percentage of all residents,<sup>1</sup> by local or unitary authority, 2001**

United Kingdom



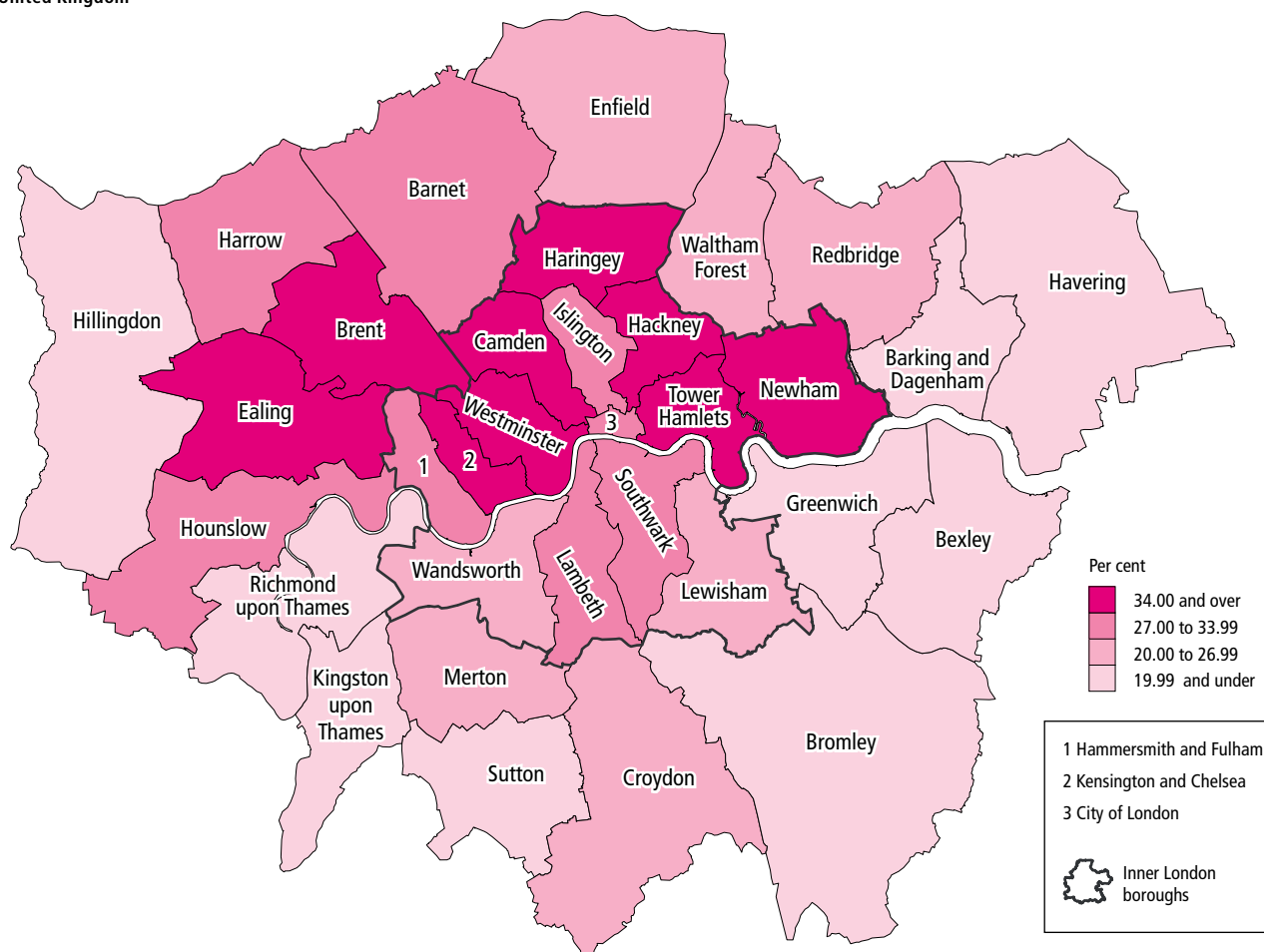
<sup>1</sup> The data refer to UK residents in April 2001 who stated in the Census that their country of birth was outside the UK. The foreign-born population has been calculated as a percentage of the total population of each area.

Source: 2001 Census – Office for National Statistics; General Register Office for Scotland; Northern Ireland Statistics and Research Agency

### Map 8.5

#### Foreign-born population as a percentage of all residents,<sup>1</sup> by London borough, 2001

United Kingdom



<sup>1</sup> The data refer to UK residents in April 2001 who stated in the Census that their country of birth was outside the UK. The foreign-born population has been calculated as a percentage of the total population of each area.

Source: 2001 Census – Office for National Statistics

Further north, the high proportions of foreign-born people in Leicester (23.1 per cent) and in several places on the flanks of the Pennines, such as Bradford (11.8 per cent) and Blackburn (10.9 per cent), have been caused by historical migration. From the 1960s onwards, people have migrated to the area from overseas to work in the textile industries. The first generations have been followed by members of their home communities with whom they have family and other ties.

In Scotland, the relatively high proportion of foreign-born people in Aberdeen (6.3 per cent) is due to the inflow of oil industry workers. Capital cities often have a higher proportion of foreign-born people. Both Edinburgh (8.4 per cent) and Cardiff (7.6 per cent) seem to be showing such an effect that is giving them a higher proportion of foreign-born people than many other authorities in Scotland and Wales.

#### Indicators of attachment: nationality, parents' countries of birth and lengths of stay

The foreign-born population of the UK exhibits great variation in its propensity to put down roots once in the UK. Also, as noted in the previous chapter, a trend towards migrants intending to stay in the UK for only relatively short periods has been observed. In this section, a range of indicators of attachment is considered from non-census data sources. British citizenship ('nationality') is the first such indicator analysed (Table 8.6). It is available in sample survey data in the annual Labour Force Survey (LFS). The 2001/02 year is used to match most closely to the period of the 2001 Census. Note that the coverage of sample surveys, including the LFS, is slightly less than that of the census, as only certain categories of communal establishments (for example, nurses' group accommodation) are surveyed.

Nationality and country of birth are cross-classified for the foreign-born population in three country groupings. There are two higher-income groups consisting of (1) the EU and (2) North America and Oceania. The third is the residual (All Other) group that consists mainly of lower income countries. The table shows the proportions of people in each country grouping who are of: British nationality; a nationality from the same country group (typically, that of their country of birth); and a nationality from another of the three non-UK country groups.

Overall, almost half (47.2 per cent) the UK's foreign-born population in 2001/02 were British citizens (Table 8.6, last column). For the two higher-income country groups, however, only about one-third were British citizens (36.5 per cent for those born in another EU country and 33.7 per cent among those born in North America or Oceania). For the All Other group, over half (54.2 per cent) were British citizens. Cases where nationality was neither that of the country of current residence (the UK) nor the person's country group of birth are rare.

Another indicator of attachment that relates closely to a foreign-born person's citizenship rights at birth is whether one or both parents were born in the UK (Table 8.7). Again, this information was not collected in the 2001 Census so sample survey data are used. The General Household Survey (GHS) includes this question but has a smaller sample size than the LFS. For this reason, two years (2001 and 2002) are aggregated and averaged. Coverage in the GHS is limited to the household

**Table 8.6****Nationality of the foreign-born population of the UK by country of birth<sup>1</sup>, 2001/02**

United Kingdom	Percentages			
	Country of birth			
Nationality	European Union (non-UK)	North America and Oceania	Other non-UK birth-place	All foreign born
European Union (non-British)	62.4	1.5	1.9	19.9
North America and Oceania	0.2	63.7	0.3	5.5
Other nationality	0.9	1.1	43.6	27.4
British	36.5	33.7	54.2	47.2
Total	100.0	100.0	100.0	100.0

<sup>1</sup> Cases with missing values on nationality or country of birth are excluded.

Source: Annual Labour Force Survey 2001/02 – Office for National Statistics

**Table 8.7****Parents' countries of birth of the foreign-born population<sup>1</sup>, 1971 and 2001/02**

Great Britain	Percentages	
	2001/02	1971
Both parents born outside the UK and Ireland	73.5	58.3
One parent born in the UK or Ireland	7.0	6.4
Both parents born in the UK or Ireland	19.5	35.3
Total	100.0	100.0

<sup>1</sup> Cases with missing values on own or parents' countries of birth are excluded.

Sources: General Household Surveys of 2001 and 2002 averaged – Office for National Statistics. 1971 Census, OPCS (1974) Great Britain, Country of Birth Tables

population of Great Britain only. Comparison is made to Great Britain in 1971. The 1971 Census asked for parents' countries of birth but compiled responses for residents of Great Britain according to countries of birth outside the UK and Republic of Ireland, as opposed to outside the UK. The same breakdown of countries of parents' births is, therefore, also used here for the GHS analyses.

The comparison between 1971 and 2001/02 reveals a sharp decline in the proportions of foreign-born people with a UK- or Irish-born parent. More than one in three (35.3 per cent) of the foreign-born population of Great Britain in 1971 had both parents born in the UK or Republic of Ireland, compared with 19.5 per cent in 2001/02. A further 6.4 per cent in 1971 had one parent only born in the UK or Ireland, similar to the 7.0 per cent seen in 2001/02. Only three-fifths (58.3 per cent) of the foreign-born population in 1971 had both parents born outside the UK and Republic of Ireland, compared with almost three-quarters (73.5 per cent) in 2001/02. Most of this change in the distribution of parents' countries of birth over the 30 years may be attributed to the large fall in Ireland's share of the foreign-born population, from 23.8 per cent in 1971 to 11.0 per cent in 2001 (see again Table 8.2). Thus, in neither 1971 nor 2001/02 are the foreign-born children of two British emigrants likely to have accounted for more than about one in ten of the total foreign-born population.

Perhaps the most direct indicator of attachment of the foreign-born population to the UK is how long they stay. Estimates of length of stay for foreign-born immigrants who arrived in the UK in the 1990s are given in Figure 8.8.<sup>12</sup> The measure used is the proportion of immigrants who leave again within six years

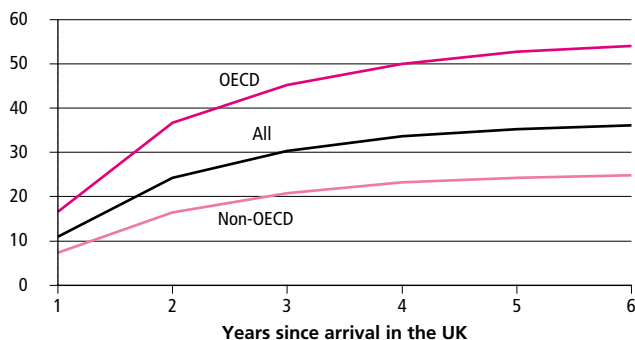


Figure 8.8

### Proportions of foreign-born immigrants, emigrating again within six years of arrival, 1991 to 2002

United Kingdom

Percentage emigrating



Source: International Passenger Survey data 1991 to 2002 Office for National Statistics. Asylum data – Home Office (see text for details)

of arrival. As in Table 8.6, countries are grouped into higher- and lower-income. A simple grouping into countries that are members of the Organisation for Economic Co-operation and Development (OECD) and non-member countries is used here, partly for reasons of sample size. This nevertheless reveals a similar pattern of contrast between foreign-born people from higher- and lower-income countries to that seen when British nationality is the measure of attachment: people born in higher-income countries stay on average for significantly shorter periods. Half the immigrants (50 per cent) born in OECD countries emigrate again within four years of arrival, compared with less than a quarter (23 per cent) of immigrants from lower-income (non-OECD) countries. Overall, as many as a third (34 per cent) of all foreign-born immigrants to the UK in the 1990s are estimated to have emigrated again within four years of arrival.

### Age and family structure

One consequence of a shorter length of stay among immigrants is the greater youth of those who are resident (the stock of foreign-born people). This is because immigrants are typically young when they arrive. To have an older immigrant population requires both that immigrants settle and that they arrived a relatively long time ago. The old-age dependency ratios and proportions of foreign-born populations who are of pensionable age shown in Table 8.9 reflect the immigration and emigration processes (periods of arrival and how many subsequently leave) across a range of countries of birth in the 2001 Census population of the UK. The old-age dependency ratio presents the population above pensionable age (65 and over for men, 60 and over for women) as a ratio to those of working age: the higher the ratio, the 'older' the population.

Table 8.9

### Old-age dependency ratios and proportions of total foreign-born of pensionable age<sup>1</sup> by major groups of country of birth, 2001

United Kingdom

	Old-age dependency ratio <sup>2</sup>	Per cent of total foreign-born of pensionable age
<b>Europe</b>		
EU Countries	39.8	39.9
<i>Republic of Ireland</i> <sup>3</sup>	65.9	24.8
<i>Other EU</i>	24.6	15.1
Other Western Europe	24.1	1.6
Eastern Europe	41.2	7.8
<b>Africa</b>	8.4	7.0
<b>Asia</b>		
Middle East	15.6	3.2
Far East	10.2	4.0
South Asia	20.2	19.5
<b>Americas</b>		
Canada and USA	18.0	3.5
Caribbean	45.6	9.2
Latin America	18.8	1.5
<b>Oceania</b>	9.7	1.7
Other	32.9	1.1
<b>Overseas-Born</b>	23.1	100.0
<b>UK-born</b> <sup>4</sup>	30.7	
<b>Total</b>		

1 'Pensionable age' is 65 years old and over for men, and 60 years old and over for women.

2 Old-age dependency ratio = 100 \* (pensionable-age population / working age population).

3 Includes Ireland, part not stated.

4 Includes Channel Islands and Isle of Man.

Source: 2001 Census – Office for National Statistics; General Register Office for Scotland; Northern Ireland Statistics and Research Agency

Among the regions with the lowest old-age dependency ratios are those for which immigration to the UK has been more recent, notably Africa (8.4 older people per 100 of working age in 2001) and the Far East (10.2 older people per 100). Old-age dependency ratios are low, too, among regions characterised by shorter patterns of stay, notably Oceania (9.7 older people per 100 of working age in 2001) and, to a lesser extent, North America (18.0 per 100). These ratios contrast with the much higher UK-born old-age dependency ratio of 30.7 older people per 100 of working age in 2001 (Table 8.9).

People from Europe and the Caribbean, due to their earlier periods of large-scale immigration to the UK, have older populations on average than the UK-born population (with ratios of 39.8 and 45.6 older people per 100 of working age respectively in 2001). The Republic of Ireland had as many as 65.9 older people per 100 of working age in the UK in 2001, reflecting immigration from the 1950s and earlier. Thus, while Ireland's share of the total foreign-born population had fallen to 11.0 per cent (Table 8.2) by 2001, this one country still accounted for a quarter (24.8 per cent) of the UK's foreign-born people of pensionable age. High proportions of the total foreign-born population of pensionable age are also seen for the regions that generated large-scale immigration to the UK in the decades immediately after the Second World War: South Asia contributing 19.5 per cent and the Caribbean, 9.2 per cent in 2001.

The young ages of immigrants means that many arrive before they have formed a family. Additionally, the difficulties inherent in moving from one country to another often favour migration by single individuals. The result is a strong contrast between the family and household structures of foreign-born immigrants who have just arrived and those of all foreign-born immigrants. These contrasts are shown in Table 8.10 for England and Wales in 2001. To anticipate the analyses of labour market characteristics later in this chapter, OECD and non-OECD groupings are combined with breakdowns of flows and stocks, and comparisons are made with the UK-born population.

Overall, almost half of all immigrants arriving in 2001 consisted of individuals who were in non-family households (32 per cent, combining 'Not in family – pensioner' and 'Not in family – other') or not in a household (16 per cent). The high proportion of students among arriving immigrants, as noted in Chapter 7 (see also below), would have been an important factor here as many would have moved into halls of residence. In contrast, only about a quarter of the total immigrant stock was in a non-family household (23 per cent) or not in a household (3 per cent).

Only a third (33.5 per cent) of immigrant flows were individuals in a couple, compared with over half the immigrant stock (54.5 per cent). Dependent children in couple families, however, were more common in immigrant flows (12.6 per cent) than stocks (6.8 per cent). This should not be taken as an indicator of the higher fertility of recent migrants, but rather a greater likelihood that their children were born outside the UK (the only ways that a recent migrant's child could be born in the UK would be if the child were still under one year old or the parents were returning to the UK with a child born in the UK during an earlier stay). As shown in the right-hand column of Table 8.10, being a dependent child was accordingly much more common in the UK-born stock population than among the foreign-born stock population. Finally, and again emphasising the youth of arriving immigrants, only among the foreign-born immigrant stock (and not among the flows) were there significant proportions of individuals at pensionable age who were not in families (6.5 per cent).

**Table 8.10**

**Family status of total population, by country of birth and length of residence in the UK, 2001**

England and Wales

Percentages

	OECD-born		Non-OECD-born		All foreign-born		UK-born	
	Resident for <1 year	All residents	Resident for <1 year	All residents	Resident for <1 year	All residents	Resident for <1 year	All residents
Not in a family – pensioner	0.4	8.7	0.9	5.1	0.7	6.5	1.5	6.9
Not in a family – other	33.3	18.3	28.4	15.8	31.0	16.8	21.4	9.7
In couple family – member of couple	32.3	51.7	34.7	56.1	33.5	54.5	38.5	46.6
In couple family – dependent child of couple	12.9	7.7	12.4	6.3	12.6	6.8	12.6	18.0
In couple family – other child of couple	1.2	1.8	2.0	2.8	1.6	2.5	9.5	5.2
In lone parent family – parent	0.8	4.5	1.9	6.9	1.3	6.0	2.7	4.4
In lone parent family – dependent child of parent	1.7	2.1	3.0	2.3	2.3	2.2	2.7	5.4
In lone parent family – other child of parent	0.6	1.0	1.2	1.7	0.9	1.5	3.4	2.1
Not in a household	16.7	4.2	15.5	2.8	16.1	3.3	7.7	1.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2001 Census – Office for National Statistics

The contrasts between family and household structures of immigrant stocks and immigrant flows are similar for people born in OECD and non-OECD countries (see the first four columns of Table 8.10). In both country groups, only approximately a third of recent migrants in 2001 were couple members in a couple family household, compared with over half the immigrant stock. In both country groups, people living not in a household were found in large proportions (16.7 and 15.5 per cent) only among recent migrants.

The main difference seen between the family and household structures of OECD-born and non-OECD born immigrants is the greater proportion of newly arrived OECD immigrants who were not in a family (34 per cent, as opposed to 29 per cent for non-OECD immigrants), and the smaller proportion of the stock of OECD immigrants who were either a lone parent or a member of a couple (56 per cent, compared with 63 per cent of non-OECD stock). If family migration and post-migration family formation are considered as further indicators of 'putting down roots' in the UK, this difference between the family structures of OECD and non-OECD immigrants is again consistent with greater attachment to the UK among immigrants from low-income countries than those from high-income countries.

### Labour market characteristics

The labour market characteristics of the foreign-born population in 2001 are studied using census data for England and Wales only. In 2001, 95 per cent of the total UK foreign-born population lived in England and Wales. The labour market characteristics considered are labour force status (economic activity) and occupation, both overall and by age and sex. Country of birth is split throughout into two groups: OECD (higher-income) countries and non-OECD (lower-income) countries. As shown above, these two groups of countries generate distinct forms of migration flows and, therefore, are expected to differ in their contributions to the UK's foreign-born labour force. Migrants born in OECD countries are more likely to stay only a few years in the UK, while those born in non-OECD countries are more likely to settle permanently. Comparisons are also made between these two sets of foreign-born immigrants and the UK-born population, including UK-born people of working age who lived outside the country in the year before the census.

This analysis, using 2001 Census data, complements previous studies that have looked at the foreign-born population and the labour market using sample survey data from the GHS<sup>13</sup> and LFS<sup>14</sup>, and at working age immigrants and emigrants using the International Passenger Survey.<sup>15</sup> The major advantages of the census over other data sources are that it is a single

instrument for collecting data on both stocks and flows, and its much larger numbers of respondents than any sample survey. These features have been important in realising one particular objective of this analysis, which is to differentiate between the characteristics of migrants measured as flows and as stocks. Doing this, using the question on place of residence one year prior to Census day, has allowed the analysis to look at social and economic issues around the transition of the foreign-born population from an immigration stream into a settled immigrant population.

### Economic activity among the stock of foreign-born people of working age

Working age is taken to be from age 16 to 64 for men and 59 for women. The population of working age includes those who are employed, unemployed, inactive and students. The distribution of the foreign-born population of working age between these 'economic activity' statuses is shown in Table 8.11a. In 2001 there were 3.3 million foreign-born people of working age in England and Wales, of whom 61.4 per cent were employed and not students, 23.9 per cent were inactive, 9.6 per cent were students and 5.1 per cent were unemployed (see the column: Total, All Foreign born, Table 8.11a). Among those born in the UK, a higher proportion (71.1 per cent) were employed, and lower proportions were unemployed (3.8 per cent), inactive (17.7 per cent) or students (7.4 per cent).

Two major distinctions in economic activity are captured respectively by the labour force participation rate, which measures the proportion of the working-age population who are either employed or unemployed (the labour force), and by the unemployment rate, which measures the proportion of the labour force who are unemployed. These two rates are presented in the two bottom rows of Table 8.11a.

There were considerable differences in the labour force participation rates in 2001 between men and women and by birthplace. The overall labour force participation rate of foreign-born people of working age was 66.5 per cent but it was higher (71.3 per cent) for those born in an OECD country and lower (64.0 per cent) for those born in a non-OECD country. Both, however, were lower than rates for the UK-born population (74.9 per cent). Differences between men and women were marked, the participation rate for foreign-born men being 75.4 per cent, compared with 58.0 per cent for foreign-born women. Again there were differences between the OECD-born and non-OECD born groups, with the participation rate for both sexes being higher for the OECD-born, though only markedly so for women. Only just over half (53.8 per cent) of non-OECD born women were in the labour force, compared with two thirds of OECD-born and UK-born

Table 8.11a

## Employment status of the total working-age population, by country of birth and sex, 2001

England and Wales

Percentages unless otherwise indicated

All resident in the UK	OECD-born (excluding UK)			Non-OECD-born			All foreign-born			UK-born		
	Male 16–64	Female 16–59	Total	Male 16–64	Female 16–59	Total	Male 16–64	Female 16–59	Total	Male 16–64	Female 16–59	Total
Employed and not students	73.3	62.4	67.5	67.1	49.3	58.2	69.2	54.0	61.4	75.8	66.1	71.1
Unemployed and not students	4.5	3.2	3.8	7.0	4.5	5.8	6.2	4.0	5.1	4.7	2.9	3.8
Inactive and not students	13.0	24.6	19.1	15.7	37.0	26.4	14.8	32.6	23.9	12.7	23.1	17.7
Full-time student	9.2	9.8	9.5	10.1	9.2	9.6	9.8	9.4	9.6	6.8	7.9	7.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total number (thousands)	527.4	600.5	1,127.9	1,089.6	1,093.8	2,183.4	1,617.0	1,694.4	3,311.4	14,500.0	13,549.4	28,049.4
Labour Force participation rate <sup>1</sup>	77.8	65.6	71.3	74.2	53.8	64.0	75.4	58.0	66.5	80.5	69.0	74.9
Unemployment rate <sup>2</sup>	5.8	4.9	5.3	9.5	8.3	9.0	8.2	6.9	7.7	5.8	4.1	5.1

1 Labour Force participation rate is the proportion of the working-age population that is economically active.

2 Unemployment rate is the proportion of the economically active population that is unemployed. A person is defined unemployed if he or she is not in employment, wants a job, has actively sought work in the last 4 weeks and is available to start work within 2 weeks; or not in employment, but has found a job which will start within 2 weeks. This is consistent with the International Labour Office (ILO) standard classification.

Source: 2001 Census – Office for National Statistics

women of working age (65.6 and 69.0 per cent). The OECD-born and non-OECD born groups had similar proportions of students in the total population, but the proportion classified as inactive was higher for those born in non-OECD countries.

There were also differences in the unemployment rate. Overall, this was 7.7 per cent for all foreign-born people, higher than that for people born in the UK (5.1 per cent). The higher overall rate for the foreign-born population was due almost entirely to the much higher rate of unemployment among those born in non-OECD countries (9.0 per cent), the rate for people born in OECD countries (5.3 per cent) being almost the same as for those born in the UK.

### Economic activity among the foreign-born immigrant flow

Of the 3.3 million foreign-born people of working age, 179,000 entered the UK in the 12 months leading up to the 2001 Census (see the column: Total, All Foreign born, Table 8.11b). These flows included slightly more OECD-born than non-OECD born people of working age (93,000 versus 86,000), in marked contrast to the two-to-one ratio of non-

OECD born to OECD-born in the total foreign-born stock of working age. These differences between flows and stocks reflect the greater turnover that occurs among the OECD-born migrants as large numbers of people from those countries enter the UK and subsequently leave again. Completing the picture of immigration's effects on the UK labour force, almost as many UK-born people of working age (76,000) entered the UK as did people from each of the two major foreign country groups (see far right column of Table 8.11b).

The profile of the foreign-born inflow was different from that of the foreign-born stock. In particular, only 52.9 per cent were employed, which is a considerably smaller proportion than among the foreign-born stock (61.4 per cent, see Table 8.11a). One reason for this is the number of students who comprised a larger proportion of recent entrants, around a fifth (21.1 per cent) compared with a 10th of all foreign-born immigrants. As might be expected from recent arrivals, a smaller proportion (19.8 per cent) were inactive, that is, were not in work or looking for work. A further 6.1 per cent were unemployed. The foreign-born new arrivals also differed from the UK-born newly-returned migrants. A higher proportion of the latter

were employed (63.4 per cent) or unemployed (8.6 per cent), and a lower proportion were inactive (15.8 per cent) or were students (12.2 per cent).

The three groups – UK-born stocks, foreign-born stocks and recently arrived (foreign-born and UK-born) migrants – thus had significantly different profiles in their economic activity characteristics. The reasons for this are complex and have their genesis in the different migration streams that have at various times made up the in-migrant flow.

The labour force participation rate for recent arrivals was lower than that of the total foreign-born population (59.0 compared with 66.5 per cent, see respectively Tables 8.11b and 8.11a). The gap in participation rates between the total foreign-born population and people born in non-OECD countries was greater than it was for those born in OECD countries: of the former, only 53.0 per cent of the working-age immigrant inflow were in the labour force, whereas, of the latter, 64.6 per cent were in the labour force. Lower labour force participation rates are to be expected among the foreign-born migrant in-flow given the greater significance of students among those entering in the previous 12 months and their prevalence, especially among the non-OECD born inflows

(22.5 per cent). The proportions classified as 'inactive and not students', however, were also much higher among both men (13.2 per cent) and women (35.1 per cent) from non-OECD countries than they were among men and women from OECD countries (7.1 and 22.5 per cent respectively).

UK-born people who had been living outside the country but entered in the year prior to the 2001 Census tended to have higher labour force participation rates than foreign-born people but slightly lower ones than the total UK-born population of working age. The difference, however, was relatively small: 72.0 per cent for UK-born returning migrants, compared with 74.9 per cent of all UK-born people of working age. There are several reasons for this, for instance a proportion of the UK-born migrants are likely to have been returning to the country to retire.

A feature in many countries is that newly arrived in-migrants tend to have higher unemployment rates than the population as a whole. This can be because of the time it takes people to find a job due to mismatches of skills between labour demand and supply, and to various cultural adjustment factors. Higher unemployment among recent arrivals than among the foreign-born stock was prevalent for both OECD-born and non-OECD

**Table 8.11b**

**Employment status of the working-age population who arrived in the last year, by country of birth and sex, 2001**

England and Wales													Percentages unless otherwise indicated		
Resident in UK less than one year	OECD-born (excluding UK)			Non-OECD-born			All foreign-born			UK-born					
	Male 16–64	Female 16–59	Total	Male 16–64	Female 16–59	Total	Male 16–64	Female 16–59	Total	Male 16–64	Female 16–59	Total			
Employed and not students	70.4	51.6	60.0	52.9	37.9	45.2	61.7	45.3	52.9	73.4	52.3	63.4			
Unemployed and not students	4.1	4.9	4.6	8.0	7.6	7.8	6.1	6.2	6.1	8.9	8.3	8.6			
Inactive and not students	7.1	22.5	15.6	13.2	35.1	24.5	10.1	28.3	19.8	8.4	24.0	15.8			
Full-time student	18.4	21.0	19.9	25.9	19.4	22.5	22.1	20.3	21.1	9.3	15.4	12.2			
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			
Total number (thousands)	41.9	51.4	93.3	41.5	44.0	85.5	83.4	95.4	178.7	39.8	35.9	75.7			
Labour Force participation rate <sup>1</sup>	74.5	56.5	64.6	60.9	45.5	53.0	67.7	51.4	59.0	82.3	60.6	72.0			
Unemployment rate <sup>2</sup>	5.5	8.7	7.1	13.2	16.7	14.8	9.0	12.0	10.4	10.8	13.6	12.0			

<sup>1</sup> Labour Force participation rate is the proportion of the working-age population that is economically active.

<sup>2</sup> Unemployment rate is the proportion of the economically active population that is unemployed. A person is defined unemployed if he or she is not in employment, wants a job, has actively sought work in the last 4 weeks and is available to start work within 2 weeks; or not in employment, but has found a job which will start within 2 weeks. This is consistent with the International Labour Office (ILO) standard classification.

Source: 2001 Census – Office for National Statistics

born immigrants, but especially for the latter (14.8 per cent). The unemployment rate among OECD-born recent arrivals was lower, however, than that among the UK-born people who had arrived during the same period (7.1 per cent compared with 12.0 per cent). For all three newly arrived in-migrant groups (OECD-born, non-OECD born and UK-born), unemployment rates were higher among women than men. This phenomenon is not seen in the stocks, and is possibly related to the 'tied' nature of movements of married women.<sup>16</sup>

### The foreign-born labour force by age and sex

There were 2.8 million foreign-born members of the UK labour force (those either employed or unemployed) in 2001, accounting for 10.5 per cent of the total UK labour force (see bottom row of Table 8.12). This is significantly higher than the 8.3 per cent that foreign-born people contribute to the overall UK population (Table 8.1). This is due to the preponderance of people of working age among the foreign-born population, and occurs despite their overall lower labour force participation rates, as already seen in this chapter.

The age and sex composition of the foreign-born labour force participants is described further in Table 8.12. Overall, they

were both younger and more likely to be female than were UK-born labour force participants. The total foreign-born component of the labour force was more or less evenly split between men and women, with the former accounting for 49.4 per cent. However, those from OECD countries were more likely to be female (52.1 per cent), while the non-OECD group had a slight predominance of males (50.2 per cent). Among the UK-born participants, 46.7 per cent were female; it can be seen that, overall, the foreign-born population has been making a contribution to the feminisation of the workforce.

The gender differences between immigrant groups were also age related. At younger ages (34 and under), women were proportionately more numerous but the reverse was the case among the over 50s. This applied to both OECD- and non-OECD born labour force participants, but the difference between genders was greater in the OECD-born group. Women aged 16 to 34 accounted for almost one in four (24.0 per cent) of the participants from OECD countries, while men aged 16 to 34 accounted for almost one in five (18.8 per cent). Among the UK-born group, the male and female numbers were similar at these younger ages, though men were predominant at older ages. Reasons for the high female

**Table 8.12**

### Age and sex distribution of the labour force<sup>1</sup>: by country of birth and length of residence in the UK, 2001

England and Wales

Percentages

	OECD-born		Non-OECD-born		All foreign-born		UK-born	
	Resident for <1 year	All residents	Resident for <1 year	All residents	Resident for <1 year	All residents	Resident for <1 year	All residents
<b>Men</b>								
16–24	8.4	4.2	9.5	3.6	9.0	3.8	7.6	6.5
25–34	22.8	14.6	23.5	13.1	23.1	13.6	22.0	12.7
35–49	12.0	16.4	11.2	22.2	11.6	20.2	17.8	19.2
50–64	3.3	12.7	2.9	11.4	3.1	11.8	8.6	14.8
Total 16–64	46.5	47.9	47.2	50.2	46.8	49.4	55.9	53.3
<b>Women</b>								
16–24	16.5	5.8	14.0	4.4	15.3	4.9	7.8	6.2
25–34	25.6	18.2	25.0	13.9	25.3	15.4	19.9	12.4
35–49	9.3	17.6	11.5	22.5	10.4	20.8	12.3	18.0
50–59	2.0	10.5	2.4	8.9	2.2	9.5	4.1	10.1
Total 16–59	53.5	52.1	52.8	49.8	53.2	50.6	44.1	46.7
Total men and women	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total number (thousands)	73.9	953.0	66.4	1,853.2	140.3	2,806.2	64.1	24,017.4

<sup>1</sup> Labour Force = Employed plus unemployed people aged 16 to 64 (males) or 16 to 59 (females).

Source: 2001 Census – Office for National Statistics

component of the foreign-born labour force are complex and include the attraction for female migrants of the range of service activities that now characterise the UK economy.

The age distribution of the non-OECD born stock reflects the historical pattern of immigration. It shows the signs of demographic ageing that would be expected given the prevalence of long-term migrants among the inflow from these countries, and contrasts with the younger OECD-born migrant age structure. One third (33.6 per cent) of the total non-OECD born labour force is made up of men aged over 35, which is similar to that for the UK-born labour force (34.0 per cent). Both men and women aged 35 to 49 make up a larger proportion of the labour force for the non-OECD born group than they do for either the UK- or OECD-born populations.

The age structure of the foreign-born population arriving in the year prior to the 2001 Census demonstrates the demographic potential of migration to revitalise the labour force. Among the 140,000 foreign-born new entrants who were in the labour force in 2001, about a quarter were aged 16 to 24, which was a considerably higher proportion than among the foreign-born stock. Just under half the foreign-born in-migrants were aged 25 to 34. Neither age group showed much difference when examined by country group of origin (see the column: < 1 year, Table 8.12). Only 5 per cent of foreign-born new arrivals in the labour force were aged over 50, compared with 21 per cent of the total foreign-born labour force. Thus, the recent arrivals had a considerably younger profile than the foreign-born population as a whole.

As for the total foreign-born population of working age, the composition of recent arrivals in the labour force by OECD and non-OECD country of birth is very different in the flow from in the 2001 stock. The foreign-born labour force of England and Wales in 2001 was approximately one-third OECD born (950,000) and two-thirds non-OECD born (1.85 million). In contrast, there were slightly *more* OECD-born migrants (74,000) than non-OECD born migrants (66,000) in the newly arrived foreign-born component of the labour force in 2001. If the 64,000 returning UK-born migrants who entered the labour force in 2001 are also considered as OECD-born immigrants, the UK saw a two-to-one ratio of additions to its labour force through immigrants born in high-income countries to those born in low-income countries. This was the reverse of the ratio seen in the immigrant stock profile of the labour force by foreign country of birth.

A longer term trend towards feminisation of the labour force through in-migration continued in 2001 with the new arrivals from both OECD (excluding the UK) and non-OECD countries.

There was a clear female predominance in the total population of foreign-born new arrivals (53.2 per cent). This was especially apparent among those aged 16 to 24 and, to a lesser extent, 25 to 34. Among those aged over 35, men were slightly more numerous in the newly arrived labour force. In contrast, among returning UK-born migrants in the labour force in 2001, there were higher proportions of men than women at all age groups from age 25 upwards.

### Socio-economic category and occupation among the foreign-born stock

One of the drivers behind much contemporary labour migration policy in many countries today is the competition for skills to fuel economic growth and counteract skill shortages in the labour market. The skill profile of foreign-born migrants is thus of considerable interest. The objective of this section is to describe the skill levels of the foreign-born stocks and flows. To this end, the seven major socio-economic groups, based on the standard occupational classification (SOC2000),<sup>17</sup> together with those who have never worked or are long-term unemployed, are first collapsed into three groups describing their labour force positions: professional and managerial; intermediate; and routine and long-term unemployed. This is followed by more detailed occupational breakdowns of those members of the labour force who were employed at the time of the 2001 Census.

The data in [Table 8.13a](#) show the polarised nature of the labour force positions of the foreign-born population compared with the UK-born: they are more likely to be either higher or lower skilled than somewhere in the middle. About 38 per cent of the foreign-born labour force stock were highly skilled professional and managerial workers but almost as many (36 per cent) were in the routine/unemployed category. The equivalent figures for UK-born labour force participants were 36.5 per cent and 31.6 per cent. Foreign-born men were more likely to be highly skilled than foreign-born women (41.6 and 34.4 per cent), while the reverse was the case for the routine/unemployed group, where there were higher proportions of women (41.9 per cent) than of men (29.9 per cent).

Major differences are apparent when labour force participants are examined by birthplace that demonstrate the 'brain exchanges' that take place between high-income countries. Almost half those born in OECD countries were employed in professional and managerial occupations, compared with only a third of the non-OECD born participants. This pattern can be seen for both sexes. The situation was reversed for the routine/unemployed group.

Table 8.13a

## Socio-economic classification of total labour-force participants, by country of birth, age and sex, 2001

England and Wales													Percentages
	OECD-born			Non-OECD-born			All foreign-born			UK-born			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
<b>All ages (16–59/64)</b>													
Professional/Managerial	49.4	45.2	47.2	37.8	28.6	33.2	41.6	34.4	38.0	38.8	33.8	36.5	
Intermediate	27.5	26.1	26.8	29.0	22.4	25.7	28.5	23.7	26.1	32.9	30.8	31.9	
Routine/Unemployed	23.1	28.7	26.0	33.2	49.0	41.1	29.9	41.9	36.0	28.2	35.5	31.6	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
<b>Ages 16–24</b>													
Professional/Managerial	30.4	26.8	28.3	22.0	16.2	18.8	25.1	20.5	22.5	22.3	21.7	22.0	
Intermediate	27.6	27.6	27.6	21.9	19.8	20.7	24.1	22.9	23.4	30.7	31.1	30.9	
Routine/Unemployed	42.0	45.6	44.1	56.1	64.0	60.4	50.8	56.5	54.0	47.0	47.2	47.1	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
<b>Ages 25–34</b>													
Professional/Managerial	59.3	53.8	56.3	40.5	32.2	36.2	47.4	40.9	43.9	42.5	39.5	41.0	
Intermediate	22.8	24.6	23.8	24.3	19.9	22.0	23.7	21.8	22.7	31.1	29.6	30.3	
Routine/Unemployed	17.9	21.6	19.9	35.2	47.9	41.8	28.9	37.3	33.4	26.4	31.0	28.7	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
<b>Ages 35–49</b>													
Professional/Managerial	55.2	47.7	51.3	39.6	28.9	34.2	43.9	34.3	39.0	42.8	36.0	39.5	
Intermediate	26.9	25.9	26.4	31.5	24.1	27.8	30.2	24.6	27.4	33.3	30.4	31.9	
Routine/Unemployed	17.9	26.4	22.3	28.9	47.0	38.0	25.9	41.1	33.6	23.9	33.6	28.6	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
<b>Ages 50–59/64</b>													
Professional/Managerial	36.8	36.5	36.7	36.1	28.1	32.6	36.4	31.3	34.1	37.8	30.0	34.6	
Intermediate	33.7	28.0	31.1	31.6	23.3	28.0	32.4	25.1	29.1	35.0	32.6	34.1	
Routine/Unemployed	29.5	35.5	32.2	32.3	48.6	39.5	31.3	43.7	36.8	27.2	37.3	31.3	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	

Source: 2001 Census – Office for National Statistics

As might be expected, the situation varies by age. The youngest group accounted for a low proportion of the highly skilled workers (22.5 per cent), while over half were in the least skilled group. The highest proportion of the highly skilled workforce were those aged 25 to 34, a group characterised by graduates and others who had completed their training. After this age group, the proportion of the workforce that was highly skilled falls, while the share accounted for by the routine/unemployed group rises. Thus, among the foreign-born labour force stock, people aged 24 and under, and those over 50 were more likely to be less skilled or long-term unemployed.

Table 8.13b provides a more detailed breakdown of the foreign-born workforce using the SOC2000 occupational classification and includes only those who were employed. The total number of employed foreign-born people included in the table is 2.1 million (number not shown), about a third of whom were from OECD countries. The analysis provides further confirmation that there are differences in skill levels according to birthplace. For example, those born in non-OECD countries were more likely to be classified as being in Sales and Customer Services, Plant and Machine Operatives or in Elementary Occupations than those born in OECD countries, while the



Table 8.13b

## Occupation of working-age population in employment, by country of birth and sex, 2001

England and Wales

Percentages

Occupation	OECD-born			Non-OECD-born			All foreign-born			UK-born		
	Male 16–64	Female 16–59	Total	Male 16–64	Female 16–59	Total	Male 16–64	Female 16–59	Total	Male 16–64	Female 16–59	Total
Managers and Senior Officials	23.7	13.9	18.9	19.1	11.0	15.7	20.7	12.2	16.9	18.3	11.1	15.0
Professional Occupations	17.9	16.4	17.1	17.3	12.7	15.3	17.5	14.2	16.0	11.6	9.7	10.7
Associate Professional and Technical Occupations	14.9	19.4	17.1	11.1	16.8	13.5	12.4	17.9	14.9	13.4	14.0	13.6
Administrative and Secretarial Occupations	4.8	18.5	11.6	6.0	19.3	11.7	5.6	19.0	11.6	5.4	23.2	13.4
Skilled Trades Occupations	14.0	2.0	8.0	13.4	2.7	8.8	13.6	2.4	8.5	20.2	2.3	12.1
Personal Service Occupations	2.5	11.1	6.8	2.4	11.1	6.1	2.4	11.1	6.3	2.0	12.9	6.9
Sales and Customer Service Occupations	3.0	7.7	5.3	5.3	9.8	7.2	4.5	8.9	6.5	4.0	12.3	7.8
Process; Plant And Machine Operatives	8.6	1.9	5.2	12.6	5.0	9.3	11.2	3.7	7.8	13.4	3.1	8.7
Elementary Occupations	10.6	9.1	9.9	12.9	11.7	12.3	12.1	10.6	11.4	11.8	11.6	11.7
Total (all employed)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2001 Census – Office for National Statistics

latter were more likely to be found in the Managers and Senior Officials group. The occupational distribution among people born in OECD countries was significantly more skewed towards higher-level occupations and away from lower-level occupations than the distribution of the UK-born workforce.

The occupational distribution of the employed, non-OECD born group, while not as favourable as that of the OECD-born group, was nevertheless as favourable as or more favourable than that of the UK-born workforce. The comparison is best seen when the occupational distributions are seen separately for men and women. Gender differences in occupation are found among the foreign-born population, as they are among the UK-born, although these are less marked for those born in OECD countries.

Both men and women born in OECD countries were more likely to be in the Managerial and Senior Official occupation category than were either non-OECD or UK-born employed people. Men born in non-OECD countries, however, were almost equally likely to be in professional occupations as men born in OECD countries (17.3 and 17.9 per cent respectively). Both were much more likely to be in professional occupations than were UK-born men (11.6 per cent).

Women born in OECD and non-OECD countries were also more likely to be in professional occupations than women born in the UK: 16.4 per cent and 12.7 per cent of those born in OECD and non-OECD countries respectively were in professional occupations compared with only 9.7 per cent of UK-born women. In addition, women born in both OECD and non-OECD countries were more likely to be in Associate Professional and Technical occupations (19.4 per cent of OECD-born and 16.8 per cent of non-OECD born women) than were UK-born women (14.0 per cent).

The pattern of differences between the occupations in which the UK-born participants were relatively more prevalent than the foreign-born is strongly gendered. UK-born men were much more likely than foreign-born men to be in the Skilled Trades category (20.2 per cent compared with 13.6 per cent), while UK-born women were more likely than either OECD-born or non-OECD born women to be in Administrative and Secretarial (23.2 per cent) and Sales and Customer Service (12.3 per cent) occupations.

### Socio-economic category and occupation of the foreign-born flows

Turning to the newly arrived in-migrants, the foreign-born labour force was even more skewed towards the more skilled occupations than was seen for the foreign-born stock (Table 8.14a). Over half (52.1 per cent) of the foreign-born newly-arrived immigrants were professional and managerial compared with 38.0 per cent of the total foreign-born stock (see again Table 8.13a). A much lower proportion of the newly arrived were in intermediate occupations (18.4 per cent) than

was the case for the foreign-born stock, and the proportion in the routine/not working category was also lower. While this may be in part due to a shift over time towards more skilled foreign-born immigrants, a faster migrant turnover among the more highly skilled is probably the main explanation behind this phenomenon. Notable here is that the phenomenon of more highly skilled workers in the flows than in the stocks is also seen for the UK-born component of the labour force. This is again consistent with greater international mobility among the more skilled component of the workforce for both those born in the UK and those born abroad.

**Table 8.14a**

### Socio-economic classification of labour-force participants who arrived in the last year: by country of birth, age and sex, 2001

England and Wales													Percentages
	OECD-born			Non-OECD-born			All foreign-born			UK-born			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	
<b>All ages (16–59/64)</b>													
Professional/Managerial	67.1	49.1	57.5	52.4	40.4	46.1	60.1	45.0	52.1	63.6	47.5	56.5	
Intermediate	16.8	22.5	19.8	16.3	17.4	16.9	16.6	20.1	18.4	22.8	28.5	25.3	
Routine/Unemployed	16.1	28.5	22.7	31.3	42.2	37.0	23.3	34.9	29.5	13.6	24.0	18.2	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
<b>Ages 16–24</b>													
Professional/Managerial	36.3	24.8	28.6	27.8	19.1	22.6	32.0	22.3	25.9	32.4	29.5	30.9	
Intermediate	24.6	24.9	24.8	16.6	17.1	16.9	20.6	21.5	21.2	35.7	34.3	35.0	
Routine/Unemployed	39.1	50.3	46.6	55.5	63.9	60.5	47.4	56.2	52.9	31.9	36.2	34.1	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
<b>Ages 25–34</b>													
Professional/Managerial	70.4	59.9	64.9	58.3	50.1	54.1	64.6	55.3	59.8	65.4	53.3	59.7	
Intermediate	16.6	21.9	19.4	15.2	17.2	16.3	15.9	19.7	17.9	22.2	27.4	24.7	
Routine/Unemployed	13.1	18.2	15.8	26.4	32.7	29.6	19.5	25.0	22.3	12.4	19.4	15.7	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
<b>Ages 35–49</b>													
Professional/Managerial	79.6	60.7	71.3	59.6	45.6	52.5	70.5	52.8	62.1	72.8	51.1	64.0	
Intermediate	12.8	20.1	16.0	17.6	18.1	17.8	14.9	19.0	16.9	18.4	25.8	21.4	
Routine/Unemployed	7.6	19.2	12.7	22.9	36.3	29.7	14.6	28.2	21.0	8.8	23.0	14.6	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
<b>Ages 50–59/64</b>													
Professional/Managerial	78.1	56.4	69.9	56.8	39.7	49.1	68.7	47.8	60.1	67.5	43.0	59.6	
Intermediate	13.5	20.9	16.3	19.4	17.3	18.5	16.1	19.1	17.3	22.1	30.6	24.9	
Routine/Unemployed	8.5	22.7	13.8	23.9	43.0	32.4	15.3	33.2	22.6	10.4	26.5	15.6	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	

Source: 2001 Census – Office for National Statistics

As with the stocks, there were differences between the sexes. Newly-arrived men were considerably more likely to be in the more skilled occupations than were newly-arrived women (60.1 and 45.0 per cent), although newly-arrived women were again more likely to be in the more skilled occupations than were women in the total foreign-born stock. Only the youngest age group had a relatively low proportion in the professional and managerial occupations, the figure for the other age groups being around 60 per cent. Differences according to country of birth were again manifest: 57.5 per cent of OECD-born migrants were in highly skilled occupations compared with 46.1 per cent of those born in a non-OECD country. Among the UK-born returning migrants, 56.5 per cent were in highly skilled occupations, which was almost identical to the level for the OECD-born group.

The older, newly - arrived, foreign-born migrants were more likely to enter highly skilled occupations than the younger (and especially the youngest) new migrants. The decline in proportions in the highly skilled occupations after the ages 25 to 34 that was seen in the stocks is not found in the flows. About 77 per cent of all entrants aged 50 and over were in either the professional and managerial or Intermediate groups.

The proportion was even higher for the OECD-born migrants (86 per cent). In contrast, 47 per cent of all foreign-born entrants aged 16 to 24 were in one of these two more skilled groups, though, again, with significant differences according to place of birth.

The occupational distribution of the newly - arrived employed migrant flows is shown in Table 8.14b. While the majority of new immigrants from the OECD-born and non-OECD born groups was employed in the higher-skilled occupations, including associate professional and technical occupations, significant numbers were initially employed in the lowest skilled, Elementary groups. This is especially so for men born in non-OECD countries, among whom, in 2001, 15.8 per cent had been employed in Elementary occupations in the year of their arrival, compared with 12.9 per cent of employed men born in non-OECD countries (see again Table 8.13b). Newly arrived foreign-born men were, in contrast, much less likely to be in occupations classified as Skilled Trades (7.0 per cent) than the stocks of all foreign-born men (13.6 per cent).

**Table 8.14b**

**Occupation of working-age population in employment who arrived in the last year: by country of birth, age and sex, 2001**

England and Wales

Percentages

Occupation	OECD-born			Non-OECD-born			All foreign-born			UK-born		
	Male 16-64	Female 16-59	Total	Male 16-64	Female 16-59	Total	Male 16-64	Female 16-59	Total	Male 16-64	Female 16-59	Total
Managers and senior officials	25.7	10.8	18.6	14.5	6.5	11.0	20.8	9.1	15.4	24.7	11.6	19.4
Professional occupations	27.4	21.8	24.7	30.2	16.4	24.3	28.6	19.7	24.5	21.9	18.3	20.5
Associate professional and technical occupations	17.4	18.5	17.9	14.5	29.2	20.8	16.1	22.6	19.1	21.7	19.8	20.9
Administrative and secretarial occupations	6.2	15.9	10.8	5.7	16.3	10.3	6.0	16.0	10.6	6.0	20.8	11.9
Skilled trades occupations	6.9	1.4	4.3	7.1	1.2	4.5	7.0	1.3	4.4	10.3	1.4	6.7
Personal service occupations	2.5	15.3	8.6	2.1	9.7	5.4	2.3	13.1	7.3	1.6	9.7	4.8
Sales and customer service occupations	2.5	5.9	4.1	5.1	7.2	6.0	3.6	6.4	4.9	2.9	9.4	5.5
Process; plant and machine operatives	3.0	0.9	2.0	5.1	1.7	3.6	3.9	1.2	2.7	5.0	1.1	3.4
Elementary occupations	8.5	9.5	9.0	15.8	11.9	14.1	11.7	10.4	11.1	5.9	7.9	6.7
Total (all employed)	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: 2001 Census – Office for National Statistics

## Summary and conclusions

The aims of this chapter were to highlight the main features of the foreign-born population of the UK, both as a whole and among those of working age. Comparisons were made throughout between immigrants from higher-income and lower-income countries, sometimes by specific world region of origin and other times by a simple OECD/non-OECD split.

Demographically, immigrants to the UK from higher-income countries tended to be younger, were more likely to be single and were less likely to remain permanently in the UK. These are the typical characteristics of the temporary labour migrant streams that are increasingly part of the world economy.

The years that major immigration inflows took place are an additional factor affecting the ageing of the foreign-born population, and explain the very high old-age dependency ratios for the Irish-born residents of the UK, following much earlier migration streams. As many as one in four of all foreign-born people of pensionable age in the UK are from Ireland. The effect of the timing of major immigration inflows is also seen in the relative prominence of people born in the Caribbean and South Asia among the total foreign-born population of pensionable age. Conversely, very low old-age dependency ratios are seen among those born in the Far East and Africa. Large growth in the foreign-born populations from these latter regions also gave rise to a much greater diversity of country and ethnic origins within the overseas-born population in 2001 as compared with 30 years before.

Among the foreign-born population of working age, large distinctions in labour market characteristics were seen between those migrants who arrived in the year preceding the 2001 Census and the total foreign-born population. In particular, newly-arrived migrants were more likely to be either students or unemployed. This pattern was seen between migrants from both OECD and non-OECD countries and, indeed, between UK-born migrants who had been living abroad a year before the Census compared with the total foreign-born stock in the UK. Among those newly arrived migrants in the labour force or in employment, however, very high proportions were in the highly skilled occupations. This was true, too, for returning UK-born migrants of working age.

A very different labour-force breakdown by OECD/non-OECD country of birth was seen in the flows (those arrived in the previous year) as compared with the stocks (all those resident in the UK). While the non-OECD born component of the UK's foreign-born labour force exceeded the OECD-born component by a factor of two to one in the stocks, the number of labour-force participants born in OECD countries slightly

exceeded the number born in non-OECD countries among those arriving in the year before the 2001 Census. This emphasises the need to understand the contribution of immigration to the labour force dynamically, as a result of both immigration and immigrants' lengths of stay in the UK. The picture provided here of large OECD-born inflows, with frequently short lengths of stay, is consistent with previous work showing that the UK plays a very active role in the international mobility of the highly qualified workforce of OECD countries.<sup>18</sup>

The foreign-born population from non-OECD countries had less favourable labour market characteristics than the OECD-born population, in terms of both employment and occupation. Gender gaps in labour market characteristics were also greater among the non-OECD born workforce than among the OECD-born. Compared with the UK-born population, however, the picture was more mixed. On one hand, both men and women from non-OECD countries were more likely to be either unemployed or economically inactive than UK-born men and women of working age. Among those employed, however, the non-OECD born population were overall as likely or more likely to be in highly skilled occupations compared with the UK-born. In particular, the proportion of employed non-OECD born workers in professional occupations was similar to that of workers born in OECD countries, and substantially higher than for those born in the UK. This difference, between the picture for entry to employment and that for outcomes among those in employment, is similar to that shown previously for the foreign-born and UK-born ethnic minorities in the early 1990s.<sup>19</sup>

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  12. This has been estimated for the 1990s' period from out-migrants' responses in the International Passenger Survey to the question on what year they arrived in the UK. These data, when combined with immigrant numbers by country of birth and year as a denominator, allow for the estimation of the proportion of foreign-born immigrants emigrating again within a given number of years following arrival. The methodology is similar to that used in Rendall and Ball (2004: see note 1). The differences are that the immigrant denominator for non-OECD countries includes here total asylum seeker flows for each year (Home Office, various years, *Control of Immigration Command Paper series*), and that arrivals only in the 1990s are considered.
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