

What type of work do you employ migrant workers to do?

Type of work	Percent
Management and senior official occupations	6.3%
Professional occupations	12.1%
Associate professional and technical occupations	8.4%
Administrative and secretarial occupations	11.7%
Skilled trade occupations	19.2%
Professional service occupations	3.8%
Sales and customer service occupations	8.8%
Process, plant and machine operatives	14.6%
Elementary occupations	15.1%
Total	100%

According to the survey, our members are employing migrant workers to fill a variety of different occupations. The highest concentration of migrant workers is in skilled occupations (19.2 per cent).

"When we need to take on a number of people relatively quickly, we find it easier to recruit from Eastern Europe as there is a larger supply of workers with the right skills."

Jo Lynch, HR and Safety Manager at Thomas Storey Fabrications Ltd

What reasons do you have for employing migrant workers?

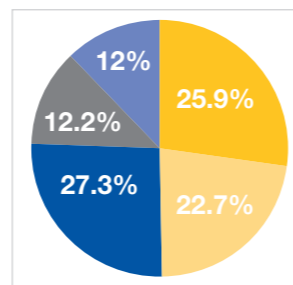
Reasons for employment	Percent
Lower wage costs	5.9%
Short supply of candidates with required experiences	19.6%
Short supply of candidates with required skills	25.6%
Training courses to upskill domestic workers not available locally	1.1%
Migrant workers are more productive than UK equivalents	17.4%
Migrant workers have a better work ethic	23.3%
Language skills	7.0%
Total	100%

Over 45 per cent of respondents said that the main reason they employ migrant labour is due to local candidates lacking the required skills or experience. Migrants are also believed to be more productive and to have a better work ethic than domestic workers. Over 40 per cent said that they employed migrant workers for these reasons.

Almost 70 per cent of those questioned believe that the Government does not offer enough support and guidance to businesses wishing to employ workers from abroad.

The most popular tool that businesses would like to see introduced for helping them to understand a person's entitlement to work in the UK are ID cards.

- ID Cards
- Website
- Telephone helpline
- Information sent in hard copy
- In person through Chamber of Commerce or other body



The British Chambers of Commerce (BCC) is the national voice of local business.

The BCC is the national body for a powerful and influential nationwide network of Accredited Chambers. The BCC serves not only its 100,000 member businesses, which in turn employ well over 5 million people, but also the wider community.



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Migration: Plugging the Gap



Foreword



As Director General of the British Chambers of Commerce, I travel the UK visiting a range of our 100,000 members. Businesses tell me that the single biggest problem they face is finding the skilled people they need to drive their businesses.

They are solving the problem by employing migrant labour, particularly from Central and Eastern Europe. Employers tell me the reasons

for this are simple and twofold: migrants have higher level skills and they have a far better attitude to work than local people. They are enthusiastic and committed.

However, while migrant labour is undoubtedly benefiting UK businesses and the economy, we could be storing up significant social problems if we do not address the chronic skills shortages endemic in many sectors of the economy.

Migration can only ever be a short-term solution to what is a long-term problem.

David Frost
Director General

Introduction

Since EU accession in 2004, over 500,000 new Europeans have registered to work in the UK.

This survey of small and medium-sized businesses was conducted in December 2006, prior to the accession of Bulgaria and Romania, through the Chambers of Commerce network in order to record employer attitudes to migration.

"Around 20 per cent of our workforce is Polish. In three years of employing from Eastern Europe, we haven't had one negative experience. The only concern I have is that at some point they might want to go home."

Phil Inness, Managing Director of Axis Electronics

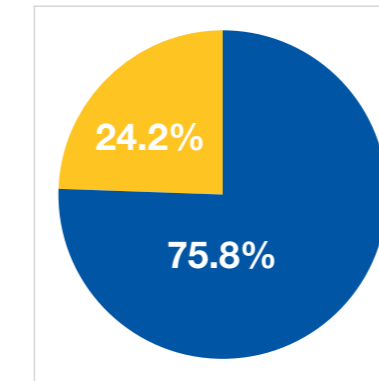
"The decline in Apprenticeships over the past 20 years or so has led to a shortage of skilled workers in the UK. There is also a problem with basic skills in the local labour market."

Jo Lynch, HR and Safety Manager at Thomas Storey Fabrications Ltd

Survey

Do you believe that Migration is beneficial to the UK economy?

According to our figures, business sees migration as a good thing. Over 75 per cent of respondents said that migration was beneficial to the economy.



● NO ● YES

The penetration of migrant workers into UK businesses is high. Of those questioned, 61 per cent had employed migrant workers in the past year.

"We are all in a global marketplace now and our school leavers are competing with global candidates... We must start to produce young people who are not only qualified but equipped for life in the marketplace."

Dan Ghinn, Managing Director, Frog Creation

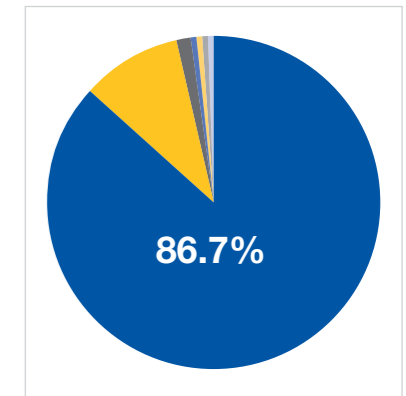
Many of these workers are coming from Eastern Europe. Over 36 per cent of businesses answering the survey are employing workers from the A2 accession countries including Poland, Hungary and Slovakia. However, 69.8 per cent would not support an open-door policy in the UK for migrant workers from all EU Member States.

Survey

Our business members' experience reflects the fact that more migrant workers have entered the UK since A2 accession in 2004.

What percentage of your workforce were migrant workers before EU accession in 2004?

Percent of workers	Percent
0-5	86.7%
5-10	9.7%
10-20	1.5%
20-30	0.5%
30-40	0.5%
40-50	0.5%
75+	0.5%
Total	100%



What percentage of your workforce are migrant workers? (in Dec 2006)

Percent of workers	Percent
0-5	70.1%
5-10	15.2%
10-20	4.6%
20-30	5.6%
30-40	1.0%
40-50	2.0%
50-75	1.5%
Total	100%

