Migrant Workers in Bolton

Final report

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The Salford Housing & Urban Studies Unit is a dedicated multi-disciplinary research and consultancy unit providing a range of services relating to housing and urban management to public and private sector clients. The Unit brings together researchers drawn from a range of disciplines including: social policy, housing management, urban geography, environmental management, psychology, social care and social work.

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Particular thanks must, of course, go to the many migrant workers who found the time to talk to us and answer our questions in a full, honest and patient manner. It is hoped that this report is able to accurately reflect their experiences and needs.

This report is based on research undertaken by the Study Team and the analysis and comment thereafter does not necessarily reflect the views and opinions of the research commissioning authorities, or any participating stakeholders and agencies. The authors take responsibility for any inaccuracies or omissions in the report.

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List of Acronyms

ASB	Anti-social behaviour
BFAWU	Bakers, Food & Allied Workers Union
BME	Black and Minority Ethnic
BREC	Bolton Racial Equality Council
CAB	Citizens Advice Bureau
CBL	Choice-Based Lettings
ECIP	Emerging Communities Integration Project
ESOL	English for Speakers of Other Languages
HA	Housing Association
HMO	Houses in Multiple Occupation
HSC	Higher School Certificate
HSMP	Highly Skilled Migrants Programme
IPS	International Passenger Survey
LFS	Labour Force Survey
NINo	National Insurance Number
ONS	Office for National Statistics
SAWS	Seasonal Agricultural Workers Scheme
SHUSU	Salford Housing & Urban Studies Unit
SIC	Standard Industry Classification
SOC	Standard Occupational Classification
WRS	Worker Registration Scheme

1. Overview

In May 2004, ten countries joined the European Union (EU): Cyprus, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Malta, Poland, Slovakia and Slovenia. From that date, Cyprus and Malta had full free movement and right to work throughout the EU, while the remaining eight countries (referred to as the A8) had certain restrictions placed on them. In the UK, for example, the government regulated access through the Worker Registration Scheme, and restricted access to benefits.

In 2007, the EU was also joined by Bulgaria and Romania (referred to as the A2). Nationals of these two countries were allowed gradual access to the UK labour market. Skilled workers were allowed access through the Highly Skilled Migrants Programme (HSMP), while for lower skilled workers quotas were set and restricted to specific schemes, such as the Seasonal Agricultural Workers Scheme (SAWS).[1]

According to the Audit Commission (2007)[2], since May 2004, workers from these Accession countries have come to dominate UK arrivals. It is accurate to say that all areas of the country have been affected by the arrival of migrant groups, whether that is long-established populations, dispersed asylum seekers and refugees, or, more recently, migrant workers. Indeed, geographical distribution goes beyond traditional in-migration areas.[3] What is clear is that different areas of the UK face a different combination of circumstances and, as such, require their own local responses.[4] In light of this, some local authorities are making efforts to find out about the experiences and needs of these new and emerging communities. As Hazel Blears stated at a conference in November 2007:

> *"We need to recognise the positive economic and cultural contribution of migration; but equally, the impact on communities and public services".* [5]

This report presents the findings of a study looking at the needs and experiences of migrant workers living and working in Bolton. The research was commissioned by Bolton at Home, Bolton Community Homes and Bolton Council and was conducted by a team of researchers from the Salford Housing & Urban Studies Unit at the University of Salford. The study was greatly aided by research support from a number of Community Interviewers and was managed by a Steering Group composed of key stakeholders from Bolton at Home, Bolton Community Homes, Bolton Council and BREC.

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[1] Home Office (2008) *Bulgarian and Romanian Accession Statistics October – December 2007*, London: HMSO.
[2] Audit Commission (2007) *Crossing Borders: Responding to the local challenges of migrant workers*, London: Audit Commission.
[3] Institute of Community Cohesion (undated) *Estimating the scale and impacts of migration at the local level*, Local Government Association (LGA).
[4] Audit Commission (2007) *Crossing Borders: Responding to the local challenges of migrant workers*, London: Audit Commission.
[5] Blears, H (2007) *Speech to Conference on migrant workers hosted by the East of England Development Agency*, 22 November 2007.

Study brief

The primary aims of the study were:

- To establish the extent and level of in-migration of the migrant worker community from EU Accession states (A8/A2) into the Bolton Study Area;
- To understand the settlement patterns of these communities in Bolton (including where families are joining workers);
- To identify the nature and extent of kinship and/or economic relationships with others across the UK and /or abroad;
- To assess the skills levels and expertise of new communities, including entrepreneurship and self employment, and identify what support is needed to foster these skills now and in the future;
- To investigate the level of community integration and impact on community cohesion and develop support mechanisms to assist migrant communities to integrate within the local resident community; and
- To evaluate the housing and support needs of this community now and in the future.

Defining migrant workers[6]

Before looking at the finding of this research it is important to look at who migrant workers are. Migrant workers can be defined simply as 'individuals who arrive in the host country with the intention of finding a job'. What often distinguishes them from other migrant groups, however, is the temporary nature of their movement.

The definition of migrant workers covers a wide group of people, including: foreign nationals who do not need a work visa; work permit holders; those on special workers schemes such as the Seasonal Agricultural Workers Scheme (SAWS); those on the Highly Skilled Migrants Programme (HSMP); business people/investors; those on working holiday visas; and, those on other special visas, for instance, au pairs[7].

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[6] The terms 'migrant worker', 'economic migrant' and 'labour migrant' can be used to describe the same group of people (IPPR, 2004). However, the term 'economic migrant' often elicits a number of discursively negative connotations. As a result we have chosen to use the term 'migrant worker' throughout this report.
[7] IPPR (2004) *Labour Migration to the UK*, London: IPPR.

Outline of the report

Chapter 1 provides an overview of the topic and why the research is necessary, as well as outlining the main aims of the study.

Chapter 2 presents details of the research methods involved in the study, including looking at the sampling strategy and sampling issues.

Chapter 3 presents information with regards to estimating the size of the migrant worker population at a national and local level. It outlines some of the statistics available and the problems with such data.

Chapter 4 looks at the characteristics of migrant workers in Bolton, with regards to nationality, gender, age, martial status, household size and number of dependents.

Chapter 5 provides detailed analysis of migration history of the sample. This focuses on where they have lived prior to Bolton, as well as exploring reasons for choosing Bolton.

Chapter 6 looks at the findings in relation to skills, education and employment. Firstly it offers an extensive analysis of qualifications, including English language courses. Secondly it focuses on a number of aspects of employment including, type of job, rates of pay, as well as providing comparisons between current and previous employment status.

Chapter 7 examines the findings relating to issues of housing, focusing specifically on type of property, awareness of housing options, views on conditions and levels of overcrowding.

Chapter 8 provides an analysis of issues relating to community integration. In particular it looks at views on where people are currently living and access to facilities and services.

Chapter 9 examines the findings with regards to respondents' future intentions. This includes looking at intentions to stay in Bolton and levels of family reunification.

Finally, **Chapter 10** provides some concluding comments and sets out some recommendations based on the findings of the research.

2. Methods

There were three phases to the research:

- Phase one – review of existing information
- Phase two – engagement with key stakeholders
- Phase three – survey with migrant workers

Each of these phases is described in more detail below.

Phase One: Review of existing information

This initial phase involved the collation and review of a wide range of secondary information from local, regional, national and international sources relating to migration and migrant workers specifically.

Particular emphasis was given to identifying the issues facing new migrant groups, with regards to employment, access to services, housing and general support and issues around community cohesion. We also sought to identify areas of good practice that could inform the approach of the local authority and other relevant stakeholders.

The full review, entitled *Migrant Workers: A Baseline Review of the Evidence for the North West*, is available as a separate document; however, where relevant, specific information is also included in this report.

Phase Two: Engagement with key stakeholders

This phase involved identifying and making contact with key stakeholders whose role included working with migrant communities. This phase was vital in assisting with access to migrant workers, as well as providing additional information and insights around some of the key issues and problems facing migrant workers in Bolton.

The following organisations provided assistance/advice/information in relation to the research[8]:

- Bakers, Food & Allied Workers Union (BFAWU)[9];
- Bolton Citizens Advice Bureau (CAB);
- Bolton Community College;

[8] This list does not include the large number of agencies/organisations that were contacted, but were unable or unwilling to provide assistance, or had little involvement with migrant communities.

[9] Contact with representatives from BFAWU was made at a conference in London, which members of the research team were attending. BFAWU were running a project in the North West called *Wiedza with BFAWU*, which aimed to help the Polish community in the workplace (see Chapter 10 of this report for more information).

- Bolton Racial Equality Council (BREC);
- Bolton Wise;
- Greenhalgh's Craft Bakery Ltd;
- Polish Parish Church;
- Migrant Workers North West; and
- St Vincent's Housing Association Ltd.

In addition to the direct contact made with organisations, this phase also involved the production of a poster advertising the research and asking for potential participants. These posters were displayed at a number of places, including the organisations listed above, as well as a number of shops across Bolton.

Phase Three: Survey with migrant workers

One of the most important aspects of the research was consulting with migrant workers living and working in Bolton.

The survey took place between September 2007 and February 2008. In all cases, consultations took the form of face-to-face interviews in order to gather information about their characteristics, needs and aspirations.

The survey with migrant workers is discussed below under three sections: Questionnaire design; Fieldwork and interviewers; and Sampling issues.

Questionnaire design

All interviews with migrant workers utilised a structured questionnaire with a mixture of tick-box answers and open-ended questions. This mixed approach enabled us to gather quantifiable information but also allowed for contextualisation and qualification by some narrative responses. The questionnaire contained the following sections:

- Migration History;
- Employment;
- Housing;
- Community Integration;
- Future Intentions; and
- Household Information.

A copy of the questionnaire can be found in Appendix 1 of this report.

Fieldwork and interviewers

In addition to SHUSU fieldwork staff, and of crucial importance to engaging as effectively as possible with the migrant worker communities in Bolton, was the involvement of Community Interviewers.

There were two different ‘types’ of Community Interviewers involved in the study. Firstly, with the assistance of Bolton Community College, we recruited two interviewers from the migrant worker communities. Both of these interviewers were Polish; however, they had excellent links with other nationalities living and working in Bolton. Secondly, we employed Community Interviewers who had worked with the SHUSU research team on previous studies in Bolton, as well as Community Researchers from Bolton at Home. Again, these interviewers had excellent local knowledge and links with different communities.

Recruitment and training of Community Interviewers has a number of important benefits:

- The opportunity exists for non-economic members of the communities, such as those with child care or family responsibilities or those currently unemployed, to be engaged in flexible employment;

- The opportunity for members of the communities to acquire new skills or up date existing skills, which could lead to new employment or training opportunities[10];

- The opportunity for individual members of the communities to receive payment for their contribution to the study, which directly contributes to the financial and economic stability of the communities;

- The possibility of accessing a greater range of communities given the ethnically diverse fieldwork force and networks they have; and

- The potential to increase the capacity of the communities to participate in similar research ventures.

At the same time, however, engaging local people as Community Interviewers is not without its potential problems:

- Managing an ethnically diverse work force with different employment experiences and skills can be time consuming, requiring a high degree of support via regular contact with the core study team;

- Ensuring the continued motivation of the work force, especially when the interviewers are required to identify potential interviewees beyond their own community or area of residence can be problematic; and

- The ‘drop-out’ rate can be quite high among the interviewers as their circumstances change or their expectations of being an interviewer are not achieved.

However, despite these potential drawbacks, the benefits of this participatory approach outweighed the possible disadvantages.

[10] Those who completed the training were presented with a Certificate of Attendance from the University of Salford.

Training programme

In order to standardise our fieldwork approach, each interviewer had to undergo an intensive training course. This course focused specifically on:

- An in-depth appreciation of the study, the rationale for undertaking it and it's objectives;

- The necessary skills to complete the task and ensure consistency of approach in asking the questions and recording information across the fieldwork force; and,

- Issues of confidentiality and their own personal safety.

The participants were also introduced to the interview questionnaire and given the opportunity to practice using it within a group setting. A particular emphasis of the training was to develop a shared understanding of the vocabulary and concepts used in the questionnaire

In addition, the training offered the opportunity to discuss the type of support available to the Community Interviewers from the research team. This included regular contact with research team members to discuss any issues or problems arising with regards to questionnaire completion or finding participants.

Each questionnaire that was returned was subject to quality control and appropriate feedback was given to the interviewers.

Sampling issues

In the absence of any comprehensive database which provides details of a household's address and ethnicity, it was necessary to take a flexible approach to the sample selection procedure. The Polish Community Interviewers were encouraged to interview people who they knew/were in contact within their own community. The SHUSU and Bolton at Home Community Interviewers followed a more 'opportunistic' sampling approach, going to local shops/businesses, libraries, etc., to find potential participants.

The sample was regularly monitored to ensure that there was not an over-representation of the sample from particular ethnic groups and wards within Bolton. Over time, to ensure full representation, the interviewers were discouraged from approaching individuals from particular ethnic groups and asked to concentrate on interviewing those from groups which were felt to be under-represented.

The importance of having a representative sample in terms of ethnicity, household characteristics and location was explained in detail to the interviewers during the training event. In this way, the interviewers were discouraged from simply relying on friends and family to take part in the study.

3. The Size of the Migrant Worker Population

It is very difficult to find accurate up-to-date information with regards to migrant workers. There are a number of sources that can be used to derive information with regards to in-migration, including: National Insurance Registration data (NINo); Worker Registration Scheme (WRS); Work Permit Applications; International Passenger Survey (IPS); Applications for Asylum; the Census; Labour Force Survey (LFS); Patient Registration Records; National Pupil Dataset; and Electoral Roll[11]. It is acknowledged, however, that some of these have limited information with regards to migration from A8/A2 countries.

Two of the most commonly used methods for estimating the size of the population are National Insurance data (NINo) and Worker Registration Scheme (WRS) information. The issues and problems with regards to such data collection techniques are widely acknowledged. A House of Commons Select Committee Report[12], for example, highlights that the WRS data does not provide a net measure of migration and voiced their concerns about the inadequacy of such data:

> *"The lack of accurate and adequate information on the number of A8/A2 nationals working in the UK or from which countries they come is a matter of concern because of the consequences for wide areas of public policy"[13].*

This Report highlights the need for inclusion of specific questions relating to this issue in the next Census, as well as the need for Government to look at ways to improve the information it collects.

These concerns have also been raised by the Office for National Statistics (ONS) who highlight that more accurate figures are required, "at smaller levels of geography".[14] Furthermore, as will be seen from some of the information presented below, registration of migrant workers is based on the address of *the employer* rather than *the worker*. Naturally, not everyone working in a particular area will actually choose chose to live in that area as well. At present, given the lack of accurate information, we take this data as a starting point to providing some information nationally, regionally and for Bolton specifically.

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[11] Pemberton, S and Stevens, C (2006) *Supporting Migrant Workers in the North West of England*, Merseyside Social Inclusion Observatory; Dudman, J (2007) 'Getting the measure of immigrants', *Public*, November 2007.

[12] House of Commons Select Committee on Trade and Industry, Eleventh Report, 9th October 2007.

[13] House of Commons Select Committee on Trade and Industry, Eleventh Report, 9th October 2007, paragraph 14.

[14] Cited in Dudman, J (2007) 'getting the measure of immigrants', *Public*, November 2007.

The national and regional picture

According to the Audit Commission (2007), in 1996, foreign nationals made up 3.5% of the workforce; by 2006, this had increased to 6%.[15] In addition, 662,000 new National Insurance numbers were issued to foreign nationals in 2005/06, which is almost double the figure for 2002/03. As highlighted previously, since May 2004, workers from the Accession countries have come to dominate these arrivals.

The Accession Monitoring Report[16], which is published by the Home Office every quarter, offers information with regards to WRS applicants. Between May 2004 and December 2007, there is a cumulative total of 796,000 applicants (of which 766,000 were approved).[17]

The Accession Monitoring Report also provides information on the geographical distribution of employers of registered workers from the A8 countries. Table 1 below provides this information.

Table 1: Geographical distribution of employers of registered workers (May 2004 – December 2007)

Region/Area	**2004**	**2005**	**2006**	**2007**	**Total**
Anglia	21,915	29,930	31,690	29,250	**112,785**
Midlands	11,710	26,755	33,155	29,175	**100,795**
London	25,470	23,460	21,495	20,850	**91,275**
North East	9,060	21,405	25,460	21,535	**77,460**
Central	13,885	20,640	21,315	19,285	**75,125**
North West	**7,675**	**19,135**	**23,875**	**20,665**	**71,350**
South West	9,700	18,150	21,360	18,965	**68,175**
Scotland	8,150	15,895	19,050	19,345	**62,440**
South East	11,200	13,670	13,325	12,790	**50,985**
Northern Ireland	3,660	8,845	8,970	8,335	**29,810**
Wales	2,430	5,490	6,875	5,940	**20,735**
Total	**124,855**	**203,375**	**226,570**	**206,135**	**760,935**

Note: Some applicants did not provide a postcode and they appear in the total row at the bottom of the table. The total shown for 2004 is for part of the year (May – December).
The final column has been calculated by the research team and was not included in the information provided in the Accession Monitoring Report.

As can be seen from Table 1, 71,350 migrants had registered for work in the North West through the Worker Registration Scheme (WRS) since May 2004.

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[15] Audit Commission (2007) *Crossing Borders: Responding to the local challenges of migrant workers*, London: Audit Commission.
[16] Home Office (2007) *Accession Monitoring Report May 2004 – December 2007*, London: Home Office.
[17] Home Office (2007) *Accession Monitoring Report May 2004 – December 2007*, London: Home Office, p. 4.

Statistics for Bolton

Looking specifically at the information available for Bolton, with regards to NINo data for 2006/07, the total of non-UK nationals registered for NI numbers was 2,010. Of these, 820 were from the A8/A2 countries, which is around 41% of all National Insurance registrations in Bolton for non-UK nationals (see Table 2 below)

Table 2: National Insurance number registrations non-UK nationals: Bolton 2006/07

Nationality	No.	% (of A8/A2 registrations)
Polish	490	59.8
Hungarian	120	14.6
Slovakian	80	9.8
Lithuanian	60	7.3
Czech	60	7.3
Romanian	10	1.2
Latvian	-	-
Bulgarian	-	-
Estonian	-	-
Slovenian	-	-
Total	**820**	**100.0**

Source: National Insurance Registration data, Information Directorate (IFD), Department for Work and Pensions.
Note: These figures are rounded up to the nearest 10 (- denotes nil or negligible).

With regards to the Worker Registration Scheme (WRS) data, Table 3 below illustrates WRS registrations for A8 nationals (i.e. excluding Bulgaria and Romania), May 2004 – December 2007.

Table 3: WRS approved applications by nationality: Bolton May 2004 – December 2007

Nationality	May 04 – Mar 06	Apr 06 – Jun 06	Jul 06 – Sep 06	Oct 06 – Dec 06	Jan 07 – Mar 07	Apr 07 – Jun 07	Jul 07 – Sep 07	Oct 07 – Dec 07	Total
Polish	495	105	150	175	100	110	115	95	**1,345**
Lithuanian	110	10	35	15	15	10	20	30	**245**
Hungarian	100	5	10	15	10	15	30	15	**200**
Slovakian	80	5	15	5	10	10	15	15	**155**
Czech	45	5	5	5	5	10	5	10	**90**
Latvian	60	+	-	5	5	5	5	-	**82**
Estonian	5	-	-	+	-	+	-	-	**9**
Slovenian	-	-	-	-	-	-	-	-	**-**
Total	**895**	**130**	**215**	**220**	**145**	**165**	**185**	**160**	**2,115**

Source: Home Office (2008)
Note: These figures are based on the employers address and are rounded up to the nearest 5 (- denotes nil and + denotes 1 or 2). Because of rounding figures may not add up to totals shown. When calculating the total for each nationality, we have taken + as 2.

The WRS database also provides a range of additional information about those registered. Tables 4 – 9 below illustrate the data available for Bolton with reference to gender; age; type of work undertaken; number of hours worked per week; rates pf pay; and, long-term intentions.

Table 4: Gender of worker (WRS data for Bolton)

Gender	Period															
	May 04 - Mar 06		**April 06 – June 06**		**July 06 – Sept 06**		**Oct 06 – Dec 06**		**Jan 07 – Mar 07**		**April 07 – June 07**		**July 07- Sept 07**		**Oct 07 – Dec 07**	
Male	560	62.5	100	77.0	135	64.3	135	60.0	80	55.2	100	60.7	115	62.2	65	40.7
Female	335	37.4	30	23.0	75	35.7	90	40.0	65	44.8	60	36.3	70	37.8	95	59.3
Total	**895**	**42.3**	**130**	**6.1**	**210**	**9.9**	**225**	**10.6**	**145**	**6.8**	**165**	**7.8**	**185**	**8.7**	**160**	**7.5**

Source: Home Office (2008).
Note: These figures are based on the employers address and are rounded up to the nearest 5. Because of rounding figures may not add up to totals shown.

The figures suggest that since May 2004 there has been a general increase in the proportion of women migrant workers, with the proportion being highest between October and December 2007 (59.3%).

Table 5: Age of worker (WRS data for Bolton)

Age group	Period															
	May 04 - Mar 06		**April 06 – June 06**		**July 06 – Sept 06**		**Oct 06 – Dec 06**		**Jan 07 – Mar 07**		**April 07 – June 07**		**July 07- Sept 07**		**Oct 07 – Dec 07**	
Under 18	5	0.5	-	-	-	-	-	-	-	-	-	-	5	2.7	-	-
18-24	435	48.6	40	30.7	120	58.5	110	50.0	70	46.6	80	48.4	100	54.0	80	50.0
25-34	320	35.7	60	46.1	60	29.2	70	31.8	50	33.3	50	30.3	50	27.0	45	28.2
35-44	90	10.0	20	15.3	15	7.3	30	13.6	20	13.3	15	9.0	20	10.8	20	12.5
45-54	40	4.4	10	7.6	10	4.8	10	4.5	10	6.6	15	9.0	10	5.4	10	6.3
55-64	5	0.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Over 65	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	**895**	**42.3**	**130**	**6.1**	**205**	**9.6**	**220**	**10.4**	**150**	**7.0**	**165**	**7.8**	**185**	**8.7**	**160**	**7.5**

Source: Home Office (2008).
Note: These figures are based on the employers address and are rounded up to the nearest 5. Because of rounding figures may not add up to totals shown.

In terms of the age profile of migrant workers, the WRS data suggests that there are relatively similar numbers across the time periods with reference to the different age ranges. In line with national data, Bolton has higher numbers of people aged 18-34.

Table 6: Top ten occupations (WRS data for Bolton)

	Period									
Occupation	**May 04 – Mar 06**		**April 06 – June 06**		**July 06 – Sept 06**		**Oct 06 – Dec 06**		**Jan 07 – Mar 07**	
Kitchen and catering assistants	145	16.2	25	19.2	30	14.2	35	15.9	15	10.3
Process operative (other Factory worker)	115	12.9	10	7.6	25	11.9	35	15.9	30	20.6
Waiter, waitress	105	11.7	20	15.3	25	11.9	20	9.0	10	6.8
Baker	85	9.5	-	-	25	11.9	15	4.5	-	-
Chef, other	75	8.4	5	3.8	20	9.5	15	4.5	5	3.4
Cleaner, domestic staff	65	7.3	5	3.8	15	7.1	15	6.8	10	6.8
Packer	30	3.3	5	3.8	5	2.3	35	15.9	25	17.2
Warehouse Operative	30	3.3	5	3.8	10	4.7	10	4.5	15	10.3
Bar staff	35	3.9	5	3.8	10	4.7	5	2.2	5	3.4
Labourer, building	20	2.2	5	3.8	5	2.3	10	4.5	5	3.4
Other	170	19,1	45	34.6	40	19.0	35	15.9	25	17.2
Total	**890**	**55.7**	**130**	**8.2**	**210**	**13.1**	**220**	**13.7**	**145**	**9.0**

Source: Home Office (2008).
Note: These figures are based on the employers address and are rounded up to the nearest 5. Because of rounding figures may not add up to totals shown.

Over the period May 2004-March 2007 there has been a change in the proportion of workers engaged in the top ten occupations. Firstly, there has been an increase in the proportion employed as process operatives (other factory workers), packers and warehouse operatives. Secondly, there has been an observable decline in the numbers employed as waiters/waitresses.

Table 7: Number of hours worked (WRS data for Bolton)

	Period															
Hours worked	**May 04 – Mar 06**		**April 06 – June 06**		**July 06 – Sept 06**		**Oct 06 – Dec 06**		**Jan 07 – Mar 07**		**April 07 – June 07**		**July 07- Sept 07**		**Oct 07 – Dec 07**	
Under 10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
10-15	35	3.9	5	3.7	5	2.4	10	4.5	5	3.3	5	3.0	5	2.7	5	3.1
16-21	55	6.1	10	7.4	10	4.8	10	4.5	20	13.3	15	9.0	5	2.7	5	3.1
22-29	55	6.1	10	7.4	15	7.3	5	2.2	5	3.3	5	3.0	10	5.4	-	-
30-34	75	8.4	10	7.4	20	9.7	20	9.0	10	6.6	15	9.0	10	5.4	5	3.1
35-40	595	66.8	90	66.6	135	65.8	145	65.9	95	63.3	110	66.6	135	72.9	135	84.3
40+	75	8.4	10	7.4	20	9.7	30	13.6	15	10.0	15	9.0	15	8.0	10	6.2
Total	**890**	**42.1**	**135**	**6.3**	**205**	**9.7**	**220**	**10.4**	**150**	**7.0**	**165**	**7.8**	**185**	**8.7**	**160**	**7.5**

Source: Home Office (2008).
Note: These figures are based on the employers address and are rounded up to the nearest 5. Because of rounding figures may not add up to totals shown.

As can be seen, the majority of people work between 35 and 40 hours per week. Over the period May 2004 to June 2007, at least six out of ten migrant workers worked between 35 and 40 hours per week; however, in the period July to December 2007 the proportion increases to more than seven out of ten.

Table 8: Hourly rate of pay (WRS data for Bolton)

	Period															
Hourly pay	**May 04 - Mar 06**		**April 06 – June 06**		**July 06 – Sept 06**		**Oct 06 – Dec 06**		**Jan 07 – Mar 07**		**April 07 – June 07**		**July 07- Sept 07**		**Oct 07 – Dec 07**	
<£2.99	5	0.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
£3.00-£3.79	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
£3.80-£4.49	5	0.5	-	-	-	-	-	-	-	-	5	3.0	5	2.8	-	-
£4.50-£5.34	715	80.3	75	60.0	160	76.1	75	34.0	5	3.5	10	6.0	-	-	10	6.4
£5.35-£5.99	60	6.7	10	4.7	10	4.7	120	54.5	120	85.7	115	70.0	135	77.2	120	77.4
£6.00-£7.99	90	10.1	35	16.6	35	16.6	20	9.0	15	10.7	25	15.0	35	20.0	25	16.1
£8.00-£9.99	10	1.1	5	2.3	5	2.3	-	-	-	-	5	3.0	-	-	-	-
£10.00-£11.99	-	-	-	-	-	-	-	-	-	-	5	3.0	-	-	-	-
£12.000+	5	0.5	-	-	-	-	5	2.2	-	-	-	-	-	-	-	-
Total	**890**	**42.7**	**125**	**6.0**	**210**	**10.0**	**220**	**10.5**	**140**	**6.7**	**165**	**7.9**	**175**	**8.4**	**155**	**7.4**

Source: Home Office (2008).
Note: These figures are based on the employers address and are rounded up to the nearest 5. Because of rounding figures may not add up to totals shown.

Over the period May 2004 to September 2006, the majority of people reported earning between £4.50 and £5.34 per hour. From October 2006 onwards the majority earned between £5.35 and £5.99 per hour and in the period July-December 2007 there has also been a slight increase in the proportion with an hourly pay of £6.00 to £7.99.

Table 9: Future intentions – remain in UK (WRS data for Bolton)

	Period															
Time frame	**May 04 - Mar 06**		**April 06 – June 06**		**July 06 – Sept 06**		**Oct 06 – Dec 06**		**Jan 07 – Mar 07**		**April 07 – June 07**		**July 07- Sept 07**		**Oct 07 – Dec 07**	
<3 months	435	48.8	70	53.8	120	58.5	135	100.0	80	36.3	90	54.5	120	66.6	115	71.7
3-5 months	10	1.2	-	-	10	4.8	-	-	-	-	-	-	-	-	-	-
6-11 months	15	1.6	-	-	5	2.4	-	-	-	-	-	-	5	2.7	5	3.1
1-2 years	10	1.1	-	-	5	2.4	-	-	-	-	5	3.0	-	-	-	-
More than 2 years	45	5.0	15	11.5	15	7.3	-	-	20	9.0	10	6.0	10	5.4	10	6.2
Don't know	375	42.1	45	34.6	50	24.3	-	-	65	29.5	55	33.3	50	27.0	35	21.8
Total	**890**	**42.5**	**130**	**6.2**	**205**	**9.8**	**135**	**6.4**	**220**	**7.8**	**165**	**7.8**	**185**	**8.8**	**160**	**7.6**

Source: Home Office (2008).
Note: These figures are based on the employers address and are rounded up to the nearest 5. Because of rounding figures may not add up to totals shown.

As can be seen, a consistently significant proportion of people expected to remain in the UK for less than 3 months. This is followed by those who are unsure as to their future intentions.

4. Characteristics of Migrant Workers and their Households

Key findings

A total of 327[18] migrant workers were interviewed in Bolton. The following chapters provide an overview of the main findings of these interviews.

Nationality

Just over half of the sample were Polish; one quarter were Hungarian; with smaller numbers from Slovakia, Lithuania and the Czech Republic. The sample also included individuals from Romania, Bulgaria, Latvia and Slovenia.

Location

There were particular concentrations of migrant workers living in Crompton (22%), Great Lever (14.0%), Rumworth (13.7%), Tong with the Haulgh (11.9%) and Halliwell (11.0%). The settlement pattern of the sample is very similar to that of the Black and Minority Ethnic (BME) community in Bolton.

Gender and age of respondents

The ratio of men to women was 2:1, although gender differences were noted across the nationalities; for example, 58.8% of the Lithuanian respondents were women compared with 29.3% of the Hungarian respondents.

Nearly half of the sample were aged 25-34, while one in five were aged 35-44. The age profile of the Polish and Hungarian respondents tended to be older than that of the Lithuanian and Czech respondents.

Marital status

Over half of the sample were single, while 39.4% were married. The proportion of single people was highest among the Hungarian respondents (78.0%), while half of those from the Czech Republic were married (52.9%).

Religious beliefs

Three-quarters of the sample were Christian. Muslim respondents accounted for just 2.1% of the sample and were exclusively from Poland and Hungary.

[18] Please note that some respondents did not answer all questions; therefore, the calculations used in the analysis chapters are based on the number of respondents who answered a particular question. Consequently, as will be seen, the analysis does not always refer to 327 interviews.

Household size

Slightly less than six out of ten had no other family members living in Bolton, reflecting the large proportion of single people. Two person households accounted for 17.2% of the sample and around one in ten had three members. The larger household sizes tended to be among the Polish and Hungarian respondents.

Household composition

Just over a quarter of the sample had children who were aged 16 or younger. There were also other family members living in some households; for example, siblings and uncles/aunts.

Introduction

This section presents the characteristics of the respondents who were interviewed in Bolton, including nationality; age and gender; marital status; religious beliefs; household size; number of dependents; and where they currently live in Bolton.

Nationality

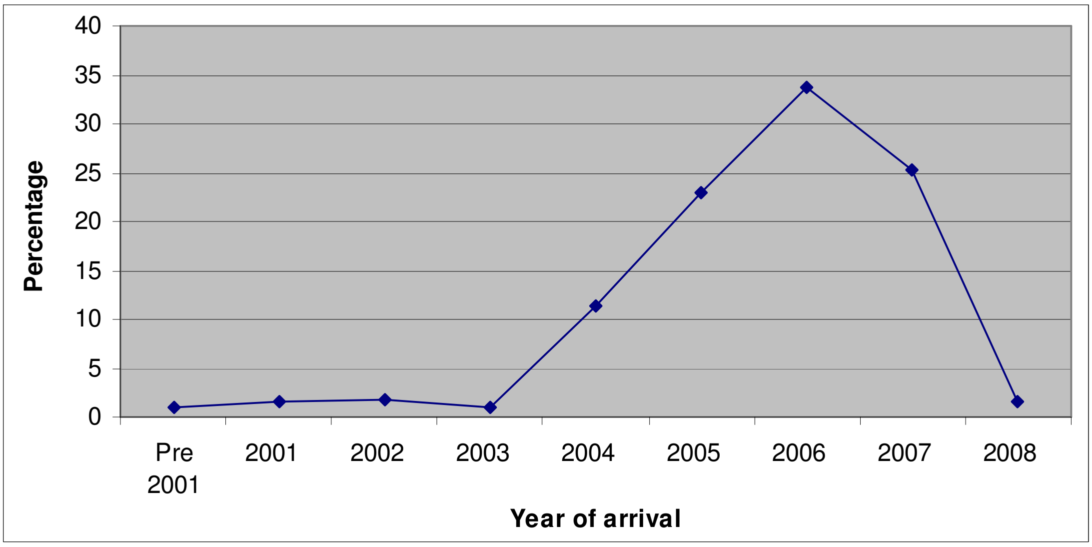
Table 10 below highlights the nationality of the respondents, which is broken down by year of arrival.

Table 10: Nationality of respondents by year of arrival

			Nationality											
Year arrival	**All**		**Polish**		**Hungarian**		**Slovakian**		**Lithuanian**		**Czech**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Pre 2001	3	0.9	2	1.1	-	-	-	-	-	-	1	5.9	-	-
2001	5	1.5	3	1.6			-	-	-	-	2	11.8	-	-
2002	6	1.8	2	1.1	2	2.5	-	-	-	-	2	11.8	-	-
2003	3	0.9	3	1.6			-	-	-	-	-	-	-	-
2004	37	11.3	17	9.3	2	2.5	9	42.9	6	35.3	3	17.6	-	-
2005	75	23.0	45	24.6	15	18.5	5	23.8	6	35.3	3	17.6	1	14.3
2006	110	33.7	73	39.9	23	28.4	2	9.5	3	17.6	5	29.4	4	57.1
2007	82	25.2	36	19.7	37	45.7	5	23.8	1	5.9	1	5.9	2	28.6
2008	5	1.5	2	1.1	2	2.5	-	-	1	5.9	-	-	-	-
Total	**326**	**100.0**	**183**	**56.1**	**81**	**24.8**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

Note: this excludes 1 missing case

Graph 1: Nationality of respondents by year of arrival (All, Table 10)



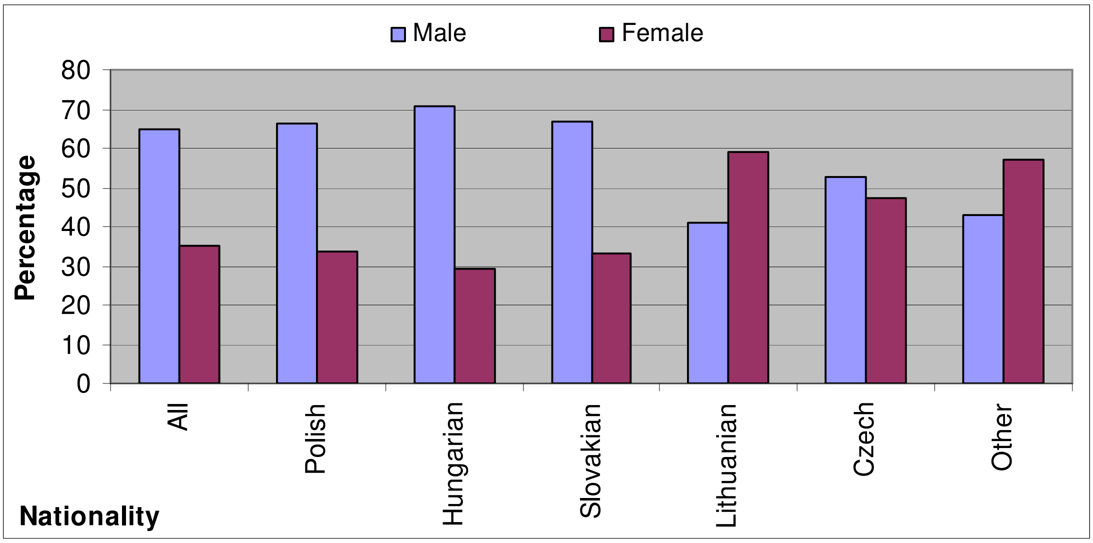
As can be seen, in line with national and regional indications, the majority of the sample in Bolton were Polish (56.1%). This was followed by Hungarians, who made up nearly one quarter of the sample. There were smaller numbers of Slovakian, Lithuanian and Czech respondents. The nationalities included in the 'Other' category were Romanian, Bulgarian, Latvian and Slovenian.

Gender and age of respondents

Looking at the national picture, the Accession Monitoring Report May 2004-December 2007 indicates that the male to female ratio for registered workers during this time period is 57:43.

Looking specifically at the sample of people interviewed across Bolton, the ratio of men to women was 2:1; however, important gender differences were noted across the different nationalities (see Graph 2 below). While at least two-thirds of those from Poland, Hungary and Slovakia were men, the proportion decreases to around half or less among those from Lithuania, the Czech Republic and those from the Other group.

Graph 2: Gender of respondent (Table i)



With regards to age, the Accession Monitoring Report May 2004 – December 2007, indicates that migrant workers largely fell into the 18-34 age range (82% of registered workers), with smaller numbers of those aged 35-54 (17%). Just 1% of registered workers were over the age of 55.

Table 11: Age of respondent

			Nationality											
Age group	**All**		**Polish**		**Hungarian**		**Slovakian**		**Lithuanian**		**Czech**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
20 & under	23	7.2	8	4.5	7	8.6	2	9.5	3	17.6	3	17.6	-	-
21-24	45	14.0	26	14.6	10	12.3	3	14.3	3	17.6	3	17.6	-	-
25-34	150	46.7	79	44.4	39	48.1	11	52.4	7	41.2	8	47.1	6	85.7
35-44	67	20.9	46	25.8	13	16.0	3	14.3	2	11.8	3	17.6	-	-
45-54	32	10.0	15	8.4	12	14.8	2	9.5	2	11.8	-	-	1	14.3
55-64	3	0.9	3	1.7	-	-	-	-	-	-	-	-		
65-74	1	0.3	1	0.6	-	-	-	-	-	-	-	-	-	-
75 & over	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	**321**	**100.0**	**178**	**55.5**	**81**	**25.2**	**21**	**6.5**	**17**	**5.3**	**17**	**5.3**	**7**	**2.2**

Note: this excludes 6 missing cases

As can be seen from Table 11, nearly half of the respondents (46.7%) were in the age range 25-34 and a further one in five were aged 35-44. In contrast, slightly more than one in ten were aged 45 and over, including a small minority aged 55 and over (1.2%).

While the largest proportion of those from the different national groups were aged 25-34, a large proportion of the Polish and Hungarian were respondents older than this: 36.5% and 30.8% respectively were aged 35 or over. Generally, the Lithuanian and Czech respondents tended to have a younger age profile with 35.2% from each group being aged under 25.

Marital status

There is little recent research focusing on the marital status of migrant groups. This information also does not appear to be a focus of the statistics rather the information available tends to look at number of dependents (which will be covered below).

With regards to the marital status of our sample, slightly more than half of the sample described themselves as being single (54.4%), followed by a smaller number who were married or living as married (39.4%) and a minority who were either divorced/separated (5.5%) or widowed (0.6%).

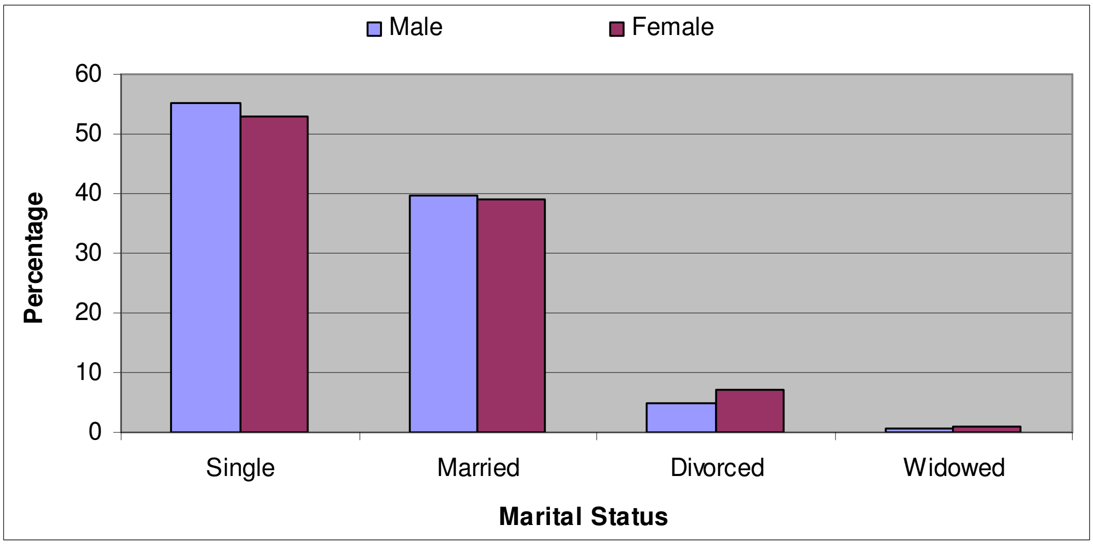
A much larger proportion of single people migrated from Hungary (78.0%) than was found to be the case among the remaining national groups, which ranged from 41.2% (Lithuanians) to 47.5% (Polish). The proportion from each national group who were married ranged from 15.9% (Hungary) to 52.9% (Czech Republic) and 57.1% (Other).

Table 12: Marital status by nationality

	Nationality											
Marital status	**Polish**		**Hungarian**		**Slovakian**		**Lithuanian**		**Czech**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Single	87	47.5	64	78.0	9	42.9	7	41.2	8	47.1	3	42.9
Married	85	46.4	13	15.9	10	47.6	8	47.1	9	52.9	4	57.1
Divorced	11	6.0	4	4.9	1	4.8	2	11.8	-	-	-	-
Widowed	-	-	1	1.2	1	4.8	-	-	-	-	-	-
Total	**183**	**56.0**	**82**	**25.1**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

Graph 3 below highlights marital status by gender. As can be seen, there was little difference in marital status according to gender, with similar proportions being married/living as married. There was a slightly larger number of single men than women but conversely, a slightly larger proportion of women who were divorced.

Graph 3: Marital status by gender (Table ii)



While the largest proportion of those who were single or married/living as married were in the age range 25-34, a significant number of single people were aged under 25. Perhaps unsurprisingly, those who were divorced or separated tended to be in the older age ranges (35 and over, equating to 83.3%).

Table 13: Marital status by age

Age group	Single		Married/living together		Divorced		Widowed	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
20 & under	21	12.0	2	1.6	-	-	-	-
21-24	35	20.0	10	7.9	-	-	-	-
25-34	85	48.6	61	48.4	3	16.7	1	50.0
35-44	23	13.1	35	27.8	8	44.4	1	50.0
45-54	10	5.7	15	11.9	7	38.9	-	-
55-64	-	-	3	2.4	-	-	-	-
65-74	1	0.6	-	-	-	-	-	-
75 & over	-	-	-	-	-	-	-	-
Total	**175**	**54.5**	**126**	**39.3**	**18**	**5.6**	**2**	**0.6**

What is interesting is that there has been a general shift in the marital status of those coming to the UK since pre-2004: the proportion of single people has increased from 41.2% prior to 2004 and 35.1% in 2004 to over six out of ten in 2006 and 2007 (see Table 14 below). At the same time, there has been a general decline in the proportion of new migrants who are married or living as married over this time frame from 58.8% in pre-2004 and 62.2% in 2004 to 35.5% in 2006 and 26.8% in 2007.

Table 14: Marital status by year of arrival in UK

	Year of arrival in UK											
Marital status	**Pre 2004 No.**	**%**	**2004 No.**	**%**	**2005 No.**	**%**	**2006 No.**	**%**	**2007 No.**	**%**	**2008 No.**	**%**
Single	7	41.2	13	35.1	36	48.0	67	60.9	51	62.2	3	60.0
Married	10	58.8	23	62.2	33	44.0	39	35.5	22	26.8	2	40.0
Divorced	-	-	1	2.7	5	6.7	4	3.6	8	9.8	-	-
Widowed	-	-	-	-	1	1.3	-	-	1	1.2	-	-
Total	**17**	**5.2**	**37**	**11.3**	**75**	**23.0**	**110**	**33.7**	**82**	**25.2**	**5**	**1.5**

Religious beliefs

Table 15 below shows the religious beliefs of the sample by nationality.

Table 15: Religious beliefs by nationality

			Nationality											
Religion	**All No.**	**%**	**Polish No.**	**%**	**Hungarian No.**	**%**	**Slovakian No.**	**%**	**Lithuanian No.**	**%**	**Czech No.**	**%**	**Other No.**	**%**
Christian	242	74.2	138	75.8	58	70.7	15	71.4	13	76.5	12	70.6	6	85.7
Muslim	7	2.1	1	0.5	6	7.3	-	-	-	-	-	-	-	-
Other	50	15.3	33	18.1	6	7.3	3	14.3	4	23.5	4	23.5		
None	27	8.3	10	5.5	12	14.6	3	14.3	-	-	1	5.9	1	14.3
Total	**326**	**100.0**	**182**	**55.8**	**82**	**25.2**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

As can be seen, the majority of respondents identified Christianity as their religious belief and this was dominant among all the nationalities. Those who identified themselves as Muslim were Polish or Hungarian. There were also a small number of people from each of the five main national groups who had 'Other' religious beliefs; however, it was not specified what these were.

Household size

In terms of the size of their household currently living in the UK (see Table 16), over half of those who took part in the study (56.4%) had no other family members living with them, reflecting the proportion of single people coming to the UK over recent years, as noted earlier. Two person households accounted for 17.2% and slightly more than one in ten consisted of three members. Smaller numbers had four or more members including five households with seven members and three with eight.

While single person households dominated among each of the five nationalities, the proportion varied from 23.5% (Czech Republic) to 68.3% (Hungarian). Smaller household units were very much a feature among the Lithuanian and Slovakian respondents. The larger household sizes featured among those from Poland and Hungary and, to a lesser extent, given the small numbers involved, the Czech Republic.

Table 16: Total household size in UK by nationality

Household size	All		Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	Nationality													
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
One	184	56.4	102	56.0	56	68.3	11	52.4	6	36.3	4	23.5	5	71.4
Two	56	17.2	37	20.3	5	6.1	2	9.5	6	35.3	4	23.5	2	28.6
Three	36	11.0	20	11.0	6	7.3	3	14.3	5	29.4	2	11.8	-	-
Four	24	7.4	12	6.6	7	8.5	2	9.5	-	-	3	17.6	-	-
Five	14	4.3	4	2.2	5	6.1	3	14.3	-	-	2	11.8	-	-
Six	4	1.2	3	1.6	1	1.2	-	-	-	-	-	-	-	-
Seven	5	1.5	2	1.1	2	2.4	-	-	-	-	1	5.9	-	-
Eight	3	0.9	2	1.1	-	-	-	-	-	-	1	5.9	-	-
Total	**326**	**100.0**	**182**	**55.8**	**82**	**25.2**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

From 2004 onwards there has been a noticeable increase in the number of single person households migrating to Bolton and a general decline in larger sized households with three or more members.

Table 17: Size of household by year of arrival to UK

Household size	Pre 2004		2004		2005		2006		2007		2008	
	Year of arrival in UK											
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
One	7	41.2	12	32.4	41	55.4	70	63.6	49	59.8	5	100.0
Two	2	11.8	7	18.9	13	17.6	19	17.3	14	17.1	-	-
Three	2	11.8	9	24.3	8	10.8	9	8.2	8	9.8	-	-
Four	3	17.6	2	5.4	2	6.8	7	6.4	7	8.5	-	-
Five	-	-	5	13.5	4	5.4	2	1.8	3	3.7	-	-
Six	1	5.9	-	-	2	2.7	-	-	1	1.2	-	-
Seven	1	5.9	1	2.7	1	1.4	2	1.8	-	-	-	-
Eight	1	5.9	1		-	-	1	0.9	-	-	-	-
Total	**17**	**5.2**	**37**	**11.4**	**74**	**22.8**	**110**	**33.8**	**82**	**25.2**	**5**	**1.5**

Household composition

With regards to the composition of the households in the sample, around one quarter of those interviewed (26.2%) were from families which contained children aged 16 or younger. Of this group, 44.1% (or 38 out of 86) had just one child in this age range; 38.3% had two; 11.6% had three; and 5.8% had either four or five children.

Four out of ten households also contained at least one sibling of the respondent: in 21.8% of cases there was just one brother or sister; 9.9% referred to two; and 7.9% had three or more.

Around one in twenty households contained an uncle or aunt of the interviewee and of this group around half mentioned either two or three such family members. Slightly more than one in ten households contained a cousin and in the majority of cases reference was made to just one such individual.

Five households also contained a grandparent of the respondent. One quarter of households also contained other family members, although no information was collected about their relationship to the respondent.

Location of respondents

Table 18 below shows the distribution of the sample (by current address) across the wards within the Borough.

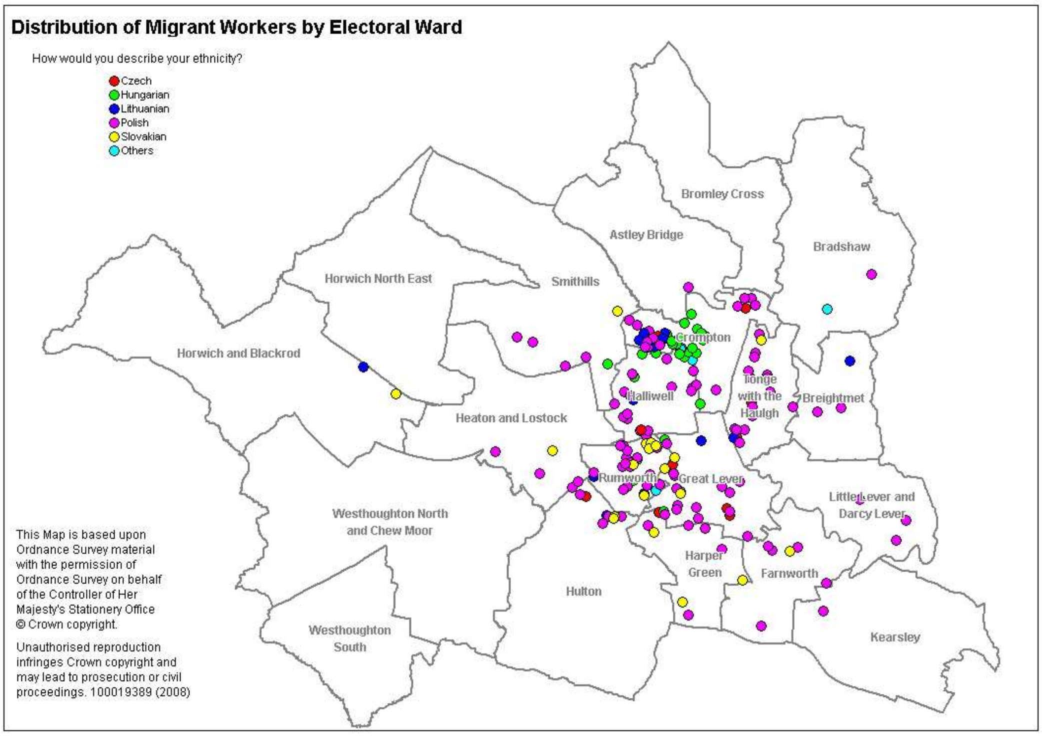
Table 18: Location of respondent by ward

Ward	No.	%
Astley Bridge	1	0.3
Bradshaw	2	0.6
Breightmet	6	1.8
Bromley Cross	-	-
Crompton	72	22.0
Farnworth	8	2.4
Great Lever	46	14.0
Halliwell	36	11.0
Harper Green	13	3.9
Heaton and Lostock	7	2.1
Horwich and Blackrod	5	1.5
Horwich North East	-	-
Hulton	11	3.3
Kearsley	1	0.3
Little Lever and Darcy Lever	3	0.9
Rumworth	45	13.7
Smithills	12	3.6
Tonge with the Haulgh	39	11.9
Westhoughton North and Chew Moor	-	-
Westhoughton South	-	-
Out of borough	1	0.3
Address refused or incomplete	19	5.8
Total	**327**	**100.0**

As can be seen, there are particular concentrations of migrant workers in Crompton (22.0%), Great Lever (14.0%), Rumworth (13.7%), Tonge with the Haulgh (11.9%) and Halliwell (11.0%). There were no interviews carried out with migrant workers living in four of the wards: Bromley Cross, Horwich North East, Westhoughton North and Chew Moor and Westhoughton South.

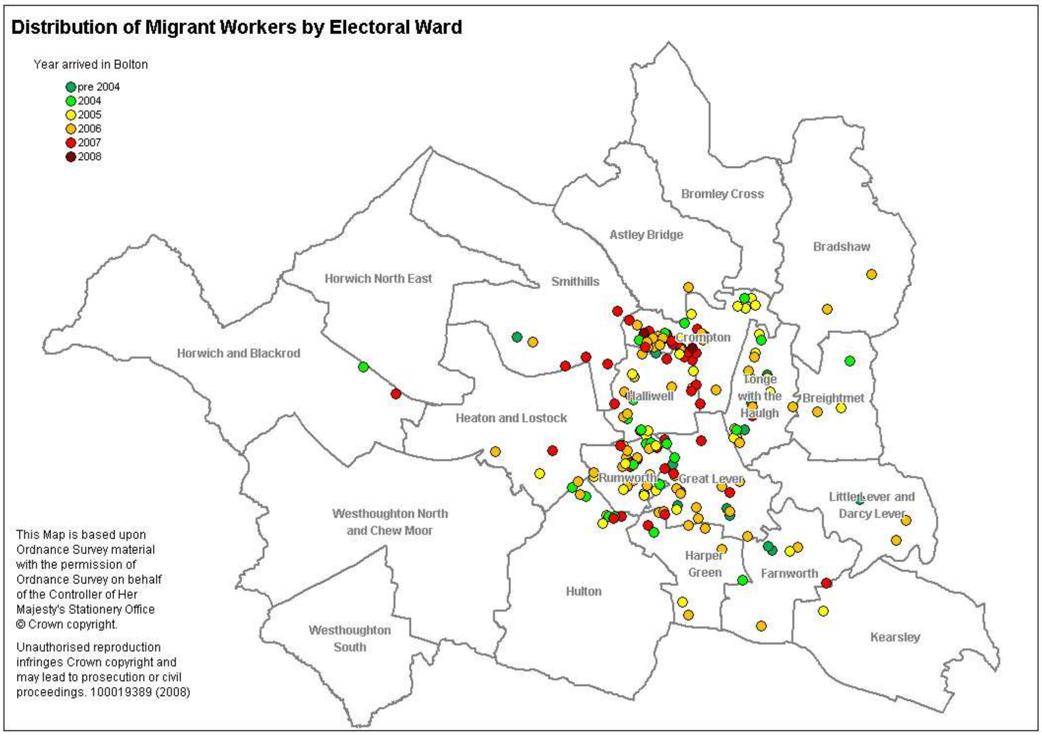
Map 1 below shows the main national groups who took part in the study according to where they lived in Bolton.

Map 1: Nationality of respondent by ward location



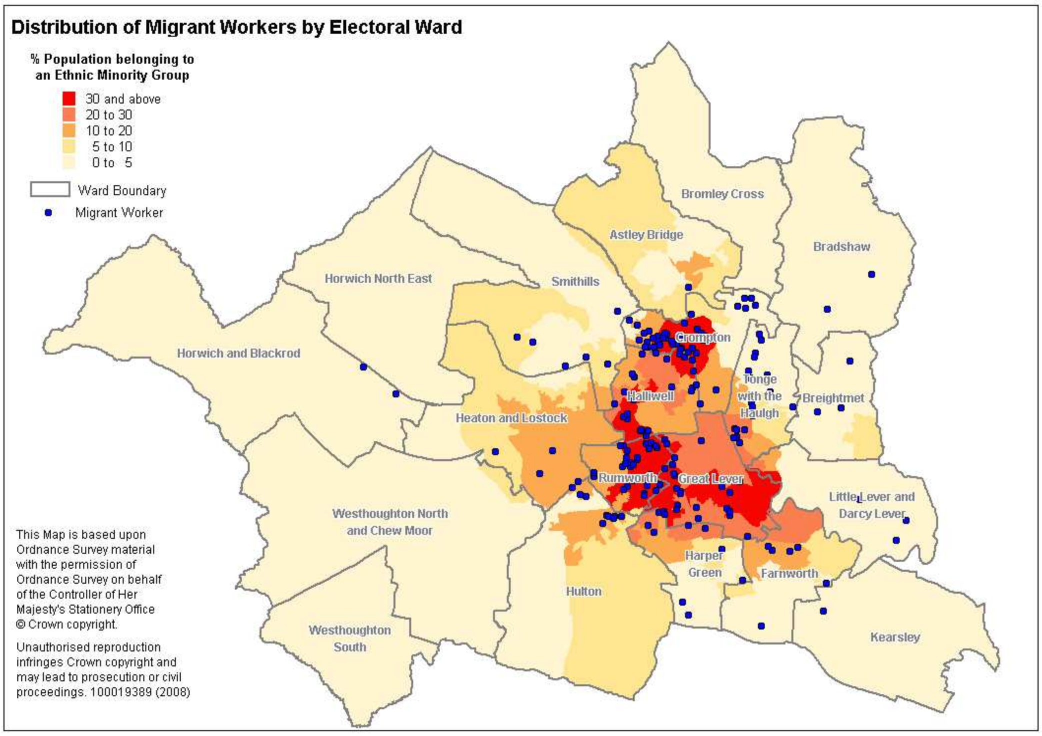
Map 2 below highlights where the respondents live by year of arrival.

Map 2: Year arrived by ward location



The residential address of those who were interviewed has also been plotted against the distribution of the BME community in Bolton (Map 3 below).

Map 3: Distribution of migrant workers by ward



The findings suggest that the settlement patterns of migrant workers are similar to those of the BME community.

5. Migration History

Key findings

Migration patterns prior to arrival in the UK

Slightly more than one in ten (13.8%) had lived in at least one other EU country (apart from their home country) prior to arriving in the UK. The most common countries were Germany, France and Ireland.

Reasons for coming to Bolton

The main reasons for coming to Bolton revolved around already knowing someone from their home country who lived in Bolton (56.5%); awareness of job opportunities in Bolton (22.7%); and, to a lesser extent, simply having heard of Bolton (14.3%). Already knowing someone from their home country living in Bolton was a significant factor among the Polish and Slovakian respondents, while the Hungarian respondents were particularly likely to have heard of Bolton or were aware of job opportunities in the town. A small minority of the sample had moved to Bolton by 'chance' rather than by design.

Existing family connections

Slightly more than one third (36.7%) had relatives already living in Bolton. This was most common amongst the Czech and Polish respondents. One in ten also had relatives living in other parts of the UK, most notably the Slovakians. The majority of Hungarian respondents (three quarters) did not have any relatives living in the UK.

Introduction

There is a lack of research focusing on the transient nature of migrant workers, particularly with regards to their decisions to come to the UK specifically, as well as their reasons for being in a specific local authority area. What this section aims to do is provide some information on the migration history of the respondents interviewed in Bolton.

Migration patterns prior to arrival in the UK

Respondents were asked whether or not they had lived in other countries in the EU prior to arriving in the UK. As Table 19 below illustrates, slightly more than one in ten had not migrated directly to the UK from their home country (13.8%). This was more likely to be the case among those in the Other group (42.9%), the Lithuanians (29.4%) and the Polish (16.9%), contrasting with only a small minority of the Czech (5.9%), Hungarian (4.9%) and Slovakian (4.8%) respondents.

Table 19: Have you lived in another EU country prior UK?

Lived in other country	All		Nationality: Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	45	13.8	31	16.9	4	4.9	1	4.8	5	29.4	1	5.9	3	42.9
No	282	86.2	152	83.1	78	95.1	20	95.2	12	70.6	16	94.1	4	57.1
Total	**327**	**100.0**	**183**	**56.0**	**82**	**25.1**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

The likelihood of having lived in another EU country prior to coming to the UK was greatest among those who were divorced (33.3% of this group had lived in at least one country) followed by those who were married or living as married (17.8%) and those who were single (9.0%).

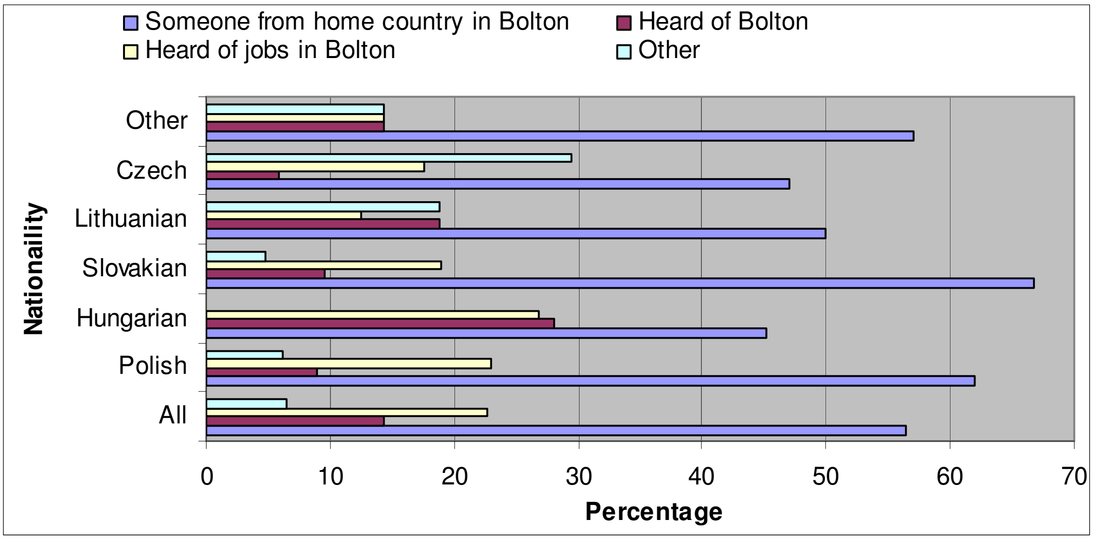
Prior to coming to the UK 13.8% of the sample had lived in one other country, one quarter (24.4%) had lived in two countries and a small proportion (11.1%) referred to three. The most commonly mentioned countries were: Germany (40.0%); France (17.7%); Ireland (8.8%); the Czech Republic (8.8%); Italy (4.4%); Poland (4.4%); Spain (4.4%); Holland (2.2%); Latvia (2.2%); and Slovakia (2.2%).

Qualitative information gathered during the fieldwork revealed that in addition to perceived job opportunities, which are obviously one of the greatest 'pull' factors, there are other factors that can influence people's decisions to come to the UK. Opportunity to learn English, for instance, was regarded as important. One Polish man who was living in Bolton with his family also suggested that schooling for his children was a consideration when he chose the UK over other countries. There were also those who simply stated that they wanted to '*start a new life*'. One woman indicated that she had experienced a number of personal and emotional problems in her home country; for example, her husband had left her and she had no money and no home, all of which had culminated in her desire to move to the UK.

Reasons for coming to Bolton

With regard to the main reason given for coming to Bolton, over half of the sample made reference to already knowing someone from their home country who was living in the town (56.5%) (see Graph 4 below). This was especially the case among the Slovakian and Polish respondents. The Hungarian interviewees were most likely to refer to having heard of Bolton (28.0%). They were also the most likely to have heard of job opportunities in Bolton and referred to this as the main incentive for coming to the town.

Graph 4: Reason for coming to Bolton (Table iii)



The 'Other' reasons given included: having a job or job offer (2 respondents); a job had been arranged via an agency in their home country (Poland and Lithuania) (2 respondents); the immigration department sent them to Bolton (2 respondents); and having contacts already in the area (1 respondent). Qualitative information provided in the interviews also highlights some of the other reasons given for moving to Bolton. Some respondents reported, for example, that while they had wanted to find work in Manchester, they preferred to live in Bolton. While some people had moved to Bolton purely 'by chance', as one respondent highlights:

> *'I was in Manchester and saw a bus for Bolton and so just took a chance.'*

Issues of overcrowding in previous accommodation had also brought people to Bolton; for example, one man had previously lived with his sisters in Manchester but there was not enough room and he became aware of a house share opportunity in Bolton.

One woman had moved to Bolton so her daughters could attend a local school. Two respondents commented that they had come to Bolton to join their husbands who were already living and working in Bolton.

Single people were more likely than those who were married, divorced or widowed to refer to having heard about Bolton from other people (19.0%) and less likely to cite job opportunities as the main reason for coming to Bolton (20.1% as compared with 25.0% of those who were married and 27.4% of divorcees).

Gender, age and date of arrival in the UK were not found to be influential in terms of why respondents decided to come to Bolton.

Existing family connections

Just over half the sample (53.2%) did not have family already living in Bolton, or the UK generally, prior to coming to Bolton. Around one third (36.7%) of the sample reported that they did have family connections in Bolton and one in ten (10.1%) had family living elsewhere in the UK.

Having established family connections in Bolton was more likely to be the case among the Czech (47.1%) and Polish (43.2%) respondents. The Slovakians and those from the Other countries were particularly likely to have family living elsewhere in the UK. The Hungarian and the Lithuanian respondents were the least likely among all the national groups to have family currently resident in the UK.

The findings also reveal that:

- Women were more likely to have relatives already living in Bolton (43.5% as compared with 33.0% of men), while men were more likely to have no relatives living in the UK prior to their arrival (55.2% compared with 49.6% of women);

- Generally, the early migrants (2004/5) were less likely to have relatives already living in Bolton and more likely to have no family member living in the UK; and

- The younger migrants were more likely to already have relatives living in Bolton than those in the older age ranges: 65.2% of the 20 and younger age group compared with 21.9% of the 45-54 year olds.

Table 20: Existing family in the UK

			Nationality											
Relatives in UK	**All**		**Polish**		**Hungarian**		**Slovakian**		**Lithuanian**		**Czech**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Yes – Bolton	120	36.7	79	43.2	19	23.2	6	28.6	6	35.3	8	47.1	2	28.6
No	174	53.2	83	45.4	63	76.8	9	42.9	10	58.8	6	35.3	3	42.9
Yes – elsewhere	33	10.1	21	11.5	-	-	6	28.6	1	5.9	3	17.6	2	28.6
Total	**327**	**100.0**	**183**	**56.0**	**82**	**25.1**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

6. Skills, Education and Employment

Key findings

Qualifications

In terms of the highest qualification achieved, one fifth reported having no formal qualifications and the figure increases to 73% among the Hungarian respondents, contrasting with just 1.1% of the Polish. Among the sample as a whole, 7.6% had a first degree. Those with a higher degree or a teaching or medical qualification (4.1 % in total) were almost exclusively Polish.

There has been a steady increase in the proportion of migrant workers entering the UK since 2004 without any formal qualifications, accounting for 8.6% in 2004 and 30.8% in 2007.

While men were slightly more likely to have qualifications up to first degree standard (58.3% as compared with 52.8% women), women were twice as likely as men to possess a higher degree or equivalent (18.5% and 8.7% respectively).

English language skills

Upon arrival in the UK, around one quarter referred to their English language skills as either quite good or excellent; 26.1% suggested that they were not good at all; and one fifth (19.9%) commented that they could not read or speak English. A lack of English language skills was particularly evident among the Hungarian respondents; 74.1% felt that their English was not good at all or they could not speak or read English. Poor English language skills were also more evident among those aged 35-54 years.

Currently, slightly more than one in ten respondents (12.8%) are enrolled on an English language course. Slightly more than one third (35.5%) would like to join such a course and a further 14.5% did not know where to go to access such courses. A relatively large proportion (37.2%), felt that they did not need tuition in the English language. The Slovakian respondents were the most likely to be unaware of how to access such classes. Only a tiny minority of Hungarians were currently studying English and half (51.4%) did not feel that they needed to enrol on such a course.

Women were nearly three times more likely than men to be currently studying English, while men were four times more likely to be unaware of how to access such courses.

Skill or trade

Half of the sample (56.3%) reported having a trade or skill and while the figure among the Polish and Hungarians was slightly higher, it was lower among those from the Czech Republic.

Men were twice as likely than women to have a skill or trade and this likelihood increased with age.

With regards to how long they had used their trade or skill, slightly less than one in four respondents had used them for up to 5 years; 33.3% had used them for between 6 and 10 years; and 16.1% referred to a time frame of 16 or more years.

Previous employment in home country

In terms of their immediate job in their home country prior to coming to the UK, using the Standard Industry Classification (SIC), 34.9% had worked in the construction sector; 19.5% had been in the wholesale and retail trade; and 10.0% had worked in transport, storage and communications. The Czech and Slovakian respondents were particularly likely to have been employed in the construction industry. The majority of men (50.6%) had worked in construction while the largest proportion of women had been in the wholesale and retail trade.

Using the Standard Occupational Classification (SOC) in relation to their last job, 37.8% had been in skilled trades; 13.1% had been employed in elementary occupations (e.g. farm labourers, handymen); and; 12.7% had been process, plant and machine operatives. Those in managerial and professional occupations accounted for 14.2%.

One quarter of women had left managerial, professional or technical occupations to come to the UK compared with just 9.1% of men.

Current employment

Around three-quarters of those interviewed were, at the time of the study, in paid work. In contrast, the vast majority of the Czech respondents were out of work (70.6%), as were slightly less than four out of ten of the Hungarian and Slovakian respondents.

Those who arrived in the UK prior to 2004 and in 2007 were the most likely not to be in paid work (64.7% and 41.5% respectively).

Married women were more likely not to be working than either single women or men.

The largest proportion of those not in work had either been without work for less than one month or had never worked (25.7% in each case). This latter group tended to consist of younger migrants (three-quarters were aged 34 or younger); a slightly larger number of women than men; those without a skill or trade and no formal qualifications; and those who had worked in the construction sector in their home country.

With regard to the type of work currently undertaken by those who were in some form of paid work, 30.3% were working in the construction sector and 29.4% were in manufacturing. While there was a dominance of men working in the construction sector, women were more likely to be found in the manufacturing sector.

Only a minority (5.4%) were currently employed in managerial or professional occupations (based on SOC), with 38.7% in the elementary occupations and 30.0% in skilled trades. Men were much more likely than women to work in professional or managerial occupations (7.1% as compared with 2.3%) and in the elementary occupations (39.4% as compared with 37.5%), while women were slightly more likely to work in the skilled trades (31.8% and 29.0%) and much more likely to be process plant and machine operatives (23.9% as compared with 12.3% of men).

Four out of ten of those with at least a first degree were currently working in elementary occupations and none were in the professional and managerial occupational groups.

Compared with their last job in their home country, a smaller proportion were currently employed in the professional and managerial occupations (14.2% as compared with 5.4%) and in skilled trades (37.8% and 30.0% respectively), but much more likely to be currently working in the elementary occupations (13.1% as compared with 38.7%).

While one fifth of women (25.2%) left professional or managerial positions to come to the UK, only 2.3% were currently in such occupations in the UK.

Other jobs since arriving in the UK

Slightly less than four out of ten had had a job prior to their current one in the UK. Nearly half of this group had been in manufacturing-related work and smaller numbers had been in construction and community occupations. Two-thirds (69.0%) had been in elementary occupations.

A small group had also had a second job prior to their current job since coming to the UK (13.1%) with this group tending to have worked in either manufacturing or the hotel and restaurant sector; 79.1% had been in elementary occupations.

The evidence suggests that among those who had had two jobs since arriving in the UK, they had moved up the SOC compared with their last job in their home country. Among those who had had three jobs in the UK the equivalent proportion was 54.5%.

Recruitment

Eight out of ten were not formally recruited to work in the UK by an agency in their home country or one based in the UK. The Hungarians were the least likely to have had contact with a recruitment agency. Informal networks of family and friends were found to be influential in making people aware of the job opportunities in Bolton.

Men were much more likely to have been recruited by an agency than women (24.9% and 8.8% respectively). The use of formal recruitment methods was generally found to have increased in more recent years.

Location of place of work

Slightly more than three-quarters worked in Bolton (78.6%) with a further 12.5% working across Greater Manchester. All the Lithuanian respondents worked in Bolton compared with just over half of the Hungarians. Location of employment was not influenced by age or gender.

Security of employment

Around half regarded their current job as permanent (54.3%) as opposed to temporary (18.1%). The Lithuanian and Polish respondents were more likely to be in permanent jobs compared to much smaller numbers among the Czech and Hungarian respondents. Temporary employment was a particular feature among the younger workers and especially those working in the construction and manufacturing sectors and those without a skill or trade; 70.0% of those in temporary employment worked in the skilled trade or elementary occupations.

Official registration

Only 46.0% were found to be registered on the Worker Registration Scheme (WRS). Those in temporary employment were the least likely to be registered.

One third (33.0%) were not currently registered for a National Insurance (NI) number and the proportion increases among the Czech and Hungarian respondents (45.5% and 41.4% respectively). Again, those in temporary work were least likely to be registered, as were men and those in the younger age ranges.

Three out of ten were not registered on either the WRS or for NINo.

Form of payment

Slightly less than one fifth were paid ‘cash in hand’, accounting for 50.0% of the Czech respondents and 27.5% of the Hungarians. Men, and those in the younger age groups, were the most likely to be paid this way.

Current pay level

With regard to the level of pay received per week, four out of ten cited a figure of between £101 and £200 and 37.1% of between £201 and £300. A small proportion (13.5%) earned £301 or more per week. The Polish respondents had the greatest variability in pay levels, while the majority of the Lithuanian and Hungarian respondents earned £201 or less per week. Women tended to have lower pay levels than men, as did those who were paid cash in hand.

Using the Government's current minimum pay figures, and an assumed average working week, around 60.0% of those aged 18-21 were being paid less than the minimum wage and 49.3% of those aged 22 or older.

Level of interest in self-employment

There was strong interest in setting up their own business (28.7%) especially among the Czech, Lithuanian and Polish respondents; those aged 25-44; and among male workers. The type of support they would need included access to English language tuition; the opportunity to study generally; and access to greater employment opportunities.

Level of satisfaction with current job

Six out of ten reported being either fairly or very satisfied with their current job, while 7.1% had more negative comments. Those in temporary employment were twice as critical of their current employment as those having permanent jobs. Those currently working in the wholesale and retail trade sector were the most critical (27.7%). One in ten of those in skilled trade occupations were either dissatisfied or very dissatisfied with their current job.

Introduction

This section explores the data in relation to respondents' skills, education and employment. Previous research has shown that many migrant workers find themselves undertaking work that is below the skills levels and qualifications that they hold. The Audit Commission (2007)[19], for example, with reference to a study carried out in Norfolk, highlight that 20% of migrant workers in Norfolk had university level qualifications but were currently undertaking low-skilled jobs. In many cases this is due to language barriers, lack of recognition of overseas qualifications and the need to find a job as soon as possible. This can create a situation whereby people 'settle' for particular jobs, despite the fact that they may be over-qualified. What is apparent, however, is that people do have aspirations to move into 'better' jobs, with a desire to find employment commensurate with employment in the home country.

[19] Audit Commission (2007) *Crossing Borders: Responding to the local challenges of migrant workers*, London: Audit Commission.

This section explores some of these issues in relation to the people interviewed in Bolton. It focuses on the qualifications they have obtained and the kind of trades/occupations they had in their home country. It then offers comparisons between those and their current occupations in the UK.

Qualifications

Respondents were asked to provide details of their highest educational qualification. These have then been post-coded according to the hierarchy of qualifications identified in Table 21 below.

The first point to note is that nearly one in five people did not hold any formal qualifications: among the Hungarian respondents this figure was considerably higher at 73.0%, while among those from the remaining nationalities it ranged from 1.1% (Polish) to 14.3% (Other group). Secondly, the Polish respondents were much more likely, as a group, to have a wide range of qualifications.

The majority of Polish respondents (30.4%) had less than 2 A Levels and 15.5% had a Higher School Certificate (HSC). Among the Slovakian respondents, 40.0% had less than 5 CSE/GCSEs and 15.0% had less than 2 A Levels. Three out of ten of the Lithuanian respondents had a School Certificate and 18.8% had a first degree. Around three out of ten of the Czech respondents had less than 5 CSE/GCSEs; 18.8% had been awarded a HSC; and, 12.5% had a first degree.

Among the group as a whole, 7.6% had a first degree. The Hungarian and Slovakian respondents were least likely to hold such a qualification. Those with a higher degree (2.2% of the sample as a whole), or a teaching or medical qualification, were almost exclusively Polish.

In general terms, the Polish respondents tended to be the most qualified (based on the number with higher level qualification), while the Hungarian respondents tended to be the least qualified.

Table 21: Highest qualification achieved

Highest qualification	All		Nationality: Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
No qualifications	60	19.1	2	1.1	54	73.0	1	5.0	1	6.2	1	6.2	1	14.3
>5 O level passes	1	0.3	1	0.6	-	-	-	-	-	-	-	-	-	-
>5 CSE/GCSE	36	11.5	18	9.9	1	1.4	8	40.0	2	12.5	5	31.2	2	28.6
NVQ Level1	1	0.3	1	0.6	-	-	-	-	-	-	-	-	-	-
Foundation GNVQ	1	0.3	1	0.6	-	-	-	-	-	-	-	-	-	-
School Certificate	31	9.9	18	9.9	6	8.1	1	5.0	5	31.2	-	-	1	14.3
>2 A Levels	63	20.1	55	30.4	1	1.4	3	15.0	1	6.2	1	6.2	2	28.6
NVQ Level 2	2	0.6	2	1.1	-	-	-	-	-	-	-	-	-	-
2+ A Levels	4	1.3	3	1.7	-	-	-	-	-	-	1	6.2	-	-
Higher School Certificate	36	11.5	28	15.5	3	4.1	-	-	2	12.5	3	18.8	-	-
NVQ Level 3	2	0.6	2	1.1	-	-	-	-	-	-	-	-	-	-
Advanced GNVQ	1	0.3	1	0.6	-	-	-	-	-	-	-	-	-	-
1st degree	24	7.6	16	8.8	2	2.7	1	5.0	3	18.8	2	12.5	-	-
Higher degree	7	2.2	7	3.9	-	-	-	-	-	-	-	-	-	-
Qualified teacher	4	1.3	2	1.1	-	-	-	-	-	-	-	-	-	-
Qualified medical doctor	1	0.3	1	0.6	-	-	-	-	-	-	-	-	-	-
Qualified Nurse etc	1	0.3	-	-	-	-	-	-	1	6.2	-	-	-	-
Another qualification	39	12.4	23	12.7	7	9.5	5	25.0	-	-	3	18.8	1	14.3
Total	**314**	**100.0**	**181**	**57.6**	**74**	**23.6**	**19**	**6.4**	**15**	**5.1**	**16**	**5.1**	**7**	**2.2**

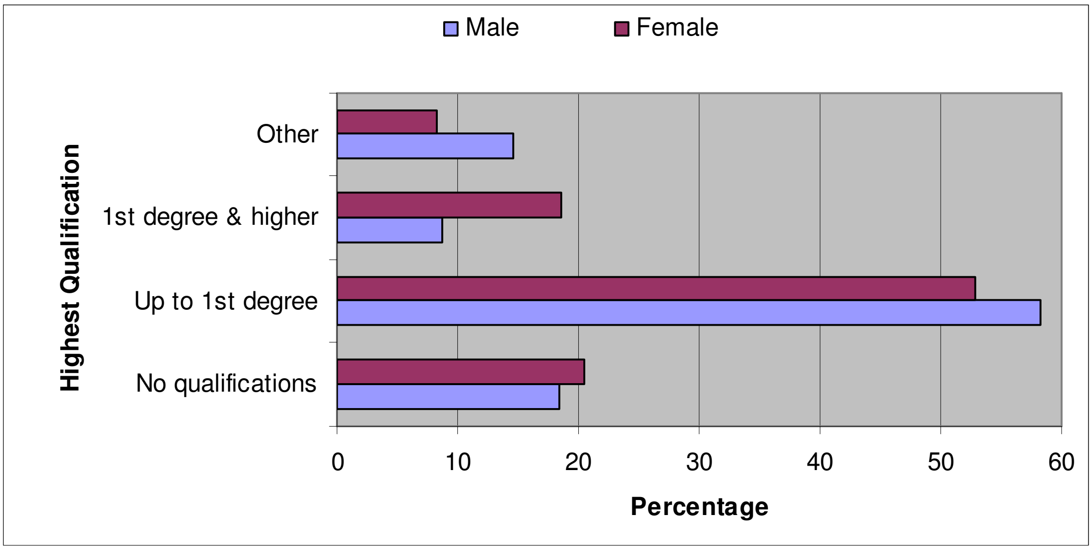
Table 22 below shows the highest qualification held, classified into four distinctive groups, according to year of arrival in the UK. The main discernable trend over the time period has been the increase in the proportion of new migrants arriving in Bolton with no formal qualifications; accounting for 8.6% in 2004 and 30.8% in 2007, which is a four fold increase. The proportion who have qualifications up to, but not including, a first degree has declined from the number noted in 2004 (62.9%) to 47.4% in 2007 and while there was a marginal increase in the number with a first degree or higher qualification between 2004 (11.4%) and 2006 (13.2%), the proportion declined to 9.0% in 2007.

Table 22: Level of qualification by year of arrival in UK

Highest qualification	Year of arrival in UK: Pre 2004 No.	%	2004 No.	%	2005 No.	%	2006 No.	%	2007 No.	%	2008 No.	%
No qualifications	2	11.8	3	8.6	12	16.2	18	17.0	24	30.8	-	-
Up to 1st degree	9	52.9	22	62.9	43	58.1	63	59.4	37	47.4	3	100.0
1st degree & higher	4	23.5	4	11.4	9	12.2	14	13.2	7	9.0	-	-
Other qualifications	2	11.8	6	17.1	10	13.5	11	10.4	10	12.8	-	-
Total	**17**	**5.4**	**35**	**11.2**	**74**	**23.6**	**106**	**33.9**	**78**	**24.9**	**3**	**1.0**

In terms of gender, a slightly larger proportion of women had no qualifications (20.4% as compared with 18.4% men) and although a slightly smaller number had qualifications up to first degree level, women were much more likely to have either a first degree of higher qualification (18.5% as compared with 8.7% of men).

Graph 5: Level of qualification by gender (Table iv)



There is no overall discernable pattern in terms of age and highest qualification achieved (see Table 23 below). One statistic that should be noted, however, is that 73.9% of the youngest age group (up to and including 20 year olds) have qualifications below first degree level, which is a higher figure than any other age group. Also, those aged 21-34 are more likely to have a first degree or higher qualification than the remaining age groups.

Table 23: Level of qualification by age group

	Age group													
Highest qualification	**20 & under No.**	**%**	**21-24 No.**	**%**	**25-34 No.**	**%**	**35-44 No.**	**%**	**45-54 No.**	**%**	**55-64 No.**	**%**	**65-75 No.**	**%**
No qualifications	5	21.7	9	22.0	28	19.6	8	12.1	9	29.0	-	-	-	-
Up to 1st degree	17	73.9	23	56.1	71	49.7	42	63.6	18	58.1	2	66.7	1	100.0
1st degree & higher	-	-	7	17.1	21	14.7	5	7.6	2	6.5	1	33.3	-	-
Other qualifications	1	4.3	2	4.9	23	16.1	11	16.7	2	6.5	-	-	-	-
Total	**23**	**7.5**	**41**	**13.3**	**143**	**46.4**	**66**	**21.4**	**31**	**10.1**	**3**	**1.0**	**1**	**0.3**

English language skills

Language is one of the key issues for new migrant communities. There are a number of studies that have focused on the importance of language for asylum seekers and refugees, for example, particularly with regards to language being a vital tool of integration.[20] Such arguments, however, apply equally to migrants from A8/A2 countries. Acquisition of language affects the types of jobs people can obtain and the wages they can command. Research highlights, for example, that fluency in English can increase the average hourly occupational wage by around 20%.[21] Some employers will use other migrants workers, with good English skills, to translate documents for them (for example contracts and Health and Safety information), but also to act as interpreters in face-to-face situations in the work place.

Language is not just an issue in the work place, however, but also features in other interactions; for example, accessing health care and other services and amenities that are accessed every day, such as shops and banks.

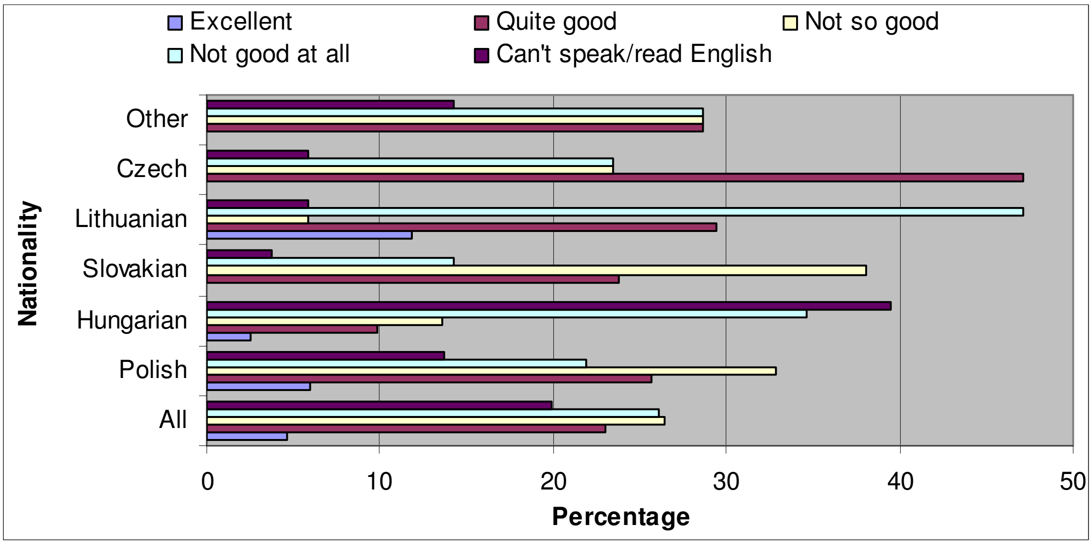
With growing numbers of asylum seekers, refugees, and, more recently migrant workers, there have been growing concerns about the level of ESOL (English for Speakers of Other Languages) provision available.[22] Waiting lists for language classes have increased across the UK, as has the cost of provision. It is apparent that Bolton has shared in this trend and stakeholder consultation with Bolton Community College reveals that at the start of the academic year 2007, there were 1,100 people on the waiting list for ESOL classes. It was also highlighted that, despite the introduction of limited fees, demand for ESOL is higher than ever.

[20] Bloch, A. (2004) *Making it Work: Refugee employment in the UK,* Working paper 2 of the 'asylum and migration' working paper series, London: IPPR
[21] Shields, M. A. and Wheatley-Price, S. (2002) 'The English language fluency and occupational success of ethnic minority immigrant men living in metropolitan areas', *Journal of Population Economics*, pp 137-160.
[22] Phillimore, J., Goodson, L. Hennessy, D. and Ergun, E with Joseph, R. and Jones, P. (2007) *Employability pathways: an integrated approach to recognising the skills and experiences of new migrants*, Centre for Urban and Regional Studies (CURS), Birmingham: University of Birmingham.

With regards to the English language skills of the respondents interviewed in Bolton (see Graph 6 below), proficiency in English when they first arrived in the UK was deemed to be either ‘not so good’ or ‘not good at all’ (26.4% and 26.1% respectively) with a further one fifth of the group (19.9%) unable to read or write in English. In contrast, around one in twenty rated their English language skills as being excellent and 23.0% felt that they were quite good.

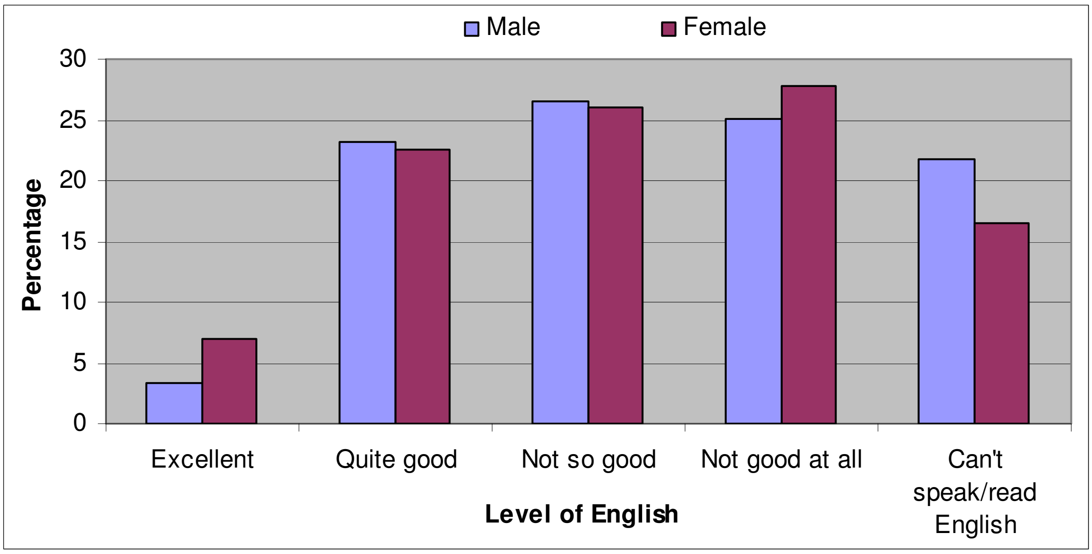
Greater proficiency in English language was noted among the Lithuanian and Polish respondents (41.2% and 31.7% respectively referred to having quite good or excellent language skills). In contrast, three-quarters of the Hungarian respondents described themselves as ‘not so good’ at English or not being able to speak or read any English.

Graph 6: Level of English language proficiency (Table v)



A greater proportion of men than women were unable to speak or read English when they first arrived in the UK, while a slightly higher number of women than men had quite good or excellent English language skills.

Graph 7: Proficiency in English by gender (Table vi)



Age was found to be related to proficiency in English, with the younger respondents, especially those under 25, having quite good language skills and only a relatively small number being unable to read or write in English. In contrast, among the older age groups, there was a greater likelihood of not being able to read or write English or having only limited language skills.

Table 24: Proficiency in English by age group

	Age group													
Level of English	**20 & under No.**	**%**	**21-24 No.**	**%**	**25-34 No.**	**%**	**35-44 No.**	**%**	**45-54 No.**	**%**	**55-64 No.**	**%**	**65-75 No.**	**%**
Excellent	2	8.7	2	4.4	6	4.0	3	4.5	1	3.1	-	-	-	-
Quite good	8	34.8	11	24.4	37	24.7	14	21.2	2	6.2	1	33.3	-	-
Not so good	6	26.1	14	31.1	47	31.3	12	18.2	5	15.6	1	33.3	-	-
Not good at all	5	21.7	8	17.8	39	26.0	20	30.3	12	37.5	-	-	-	-
Can't speak/ read English	2	8.7	10	22.2	21	14.0	17	25.8	12	37.5	1	33.3	1	100.0
Total	**23**	**7.2**	**45**	**14.1**	**150**	**46.9**	**66**	**20.6**	**32**	**10.0**	**3**	**0.9**	**1**	**0.3**

Table 25 below shows views on English language courses. As can be seen, a significant proportion of the sample did not feel that they needed to enrol on an English language class (37.2%) and this was especially true among the Hungarian and Lithuanian respondents (51.4% and 35.3% respectively). Slightly more than one in ten people were currently enrolled on a course and the figures were greater among the Lithuanian and Polish respondents, while only a very small minority of Hungarians (4.2%) were registered.

The demand for access to English language tuition is very apparent, with 35.5% suggesting that they would like to study. This proportion increases to around four out of ten of the Czechs and Polish respondents. Awareness of language provision was found to be an issue, with 14.5% suggesting that they did not know where to go to study an English language course. Amongst the

Slovakian respondents, the level of awareness was particularly low, with nearly half of this group suggesting that they did not know how to access such provision.

Interestingly, a large proportion of those who felt that English language tuition was not required had indicated that their English language skills when they first arrived in the UK were either ‘not good at all’ or that they were unable to speak/read English. This suggests that since their arrival, their knowledge/use of English has increased through more informal means.

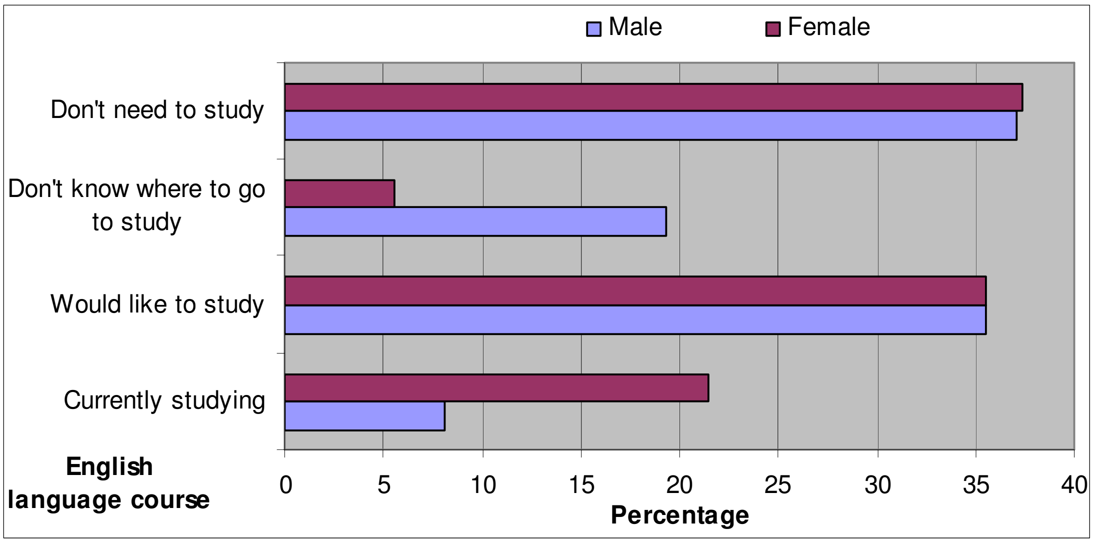
The length of time migrants had been living in the UK was found to influence their views on English language courses. As would be expected, a lack of awareness of how to access such courses was greatest among the most recent arrivals (2007 onwards), while there was demand to study among those who had moved to the UK in 2004/5 and in 2006/7.

Table 25: Views on English language course provision

			Nationality											
English language course	**All**		**Polish**		**Hungarian**		**Slovakian**		**Lithuanian**		**Czech**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Currently studying	39	12.8	28	16.2	3	4.2	1	5.0	4	23.5	2	13.3	1	14.3
Would like to study	108	35.5	68	39.3	21	29.2	6	30.0	6	35.3	6	40.0	1	14.3
Don’t know where to go to study	44	14.5	20	11.6	11	15.3	9	45.0	1	5.9	2	13.3	1	14.3
Don’t need to study	113	37.2	57	32.9	37	51.4	4	20.0	6	35.3	5	33.3	4	57.1
Total	**304**	**100.0**	**173**	**56.9**	**72**	**23.7**	**20**	**6.6**	**17**	**5.6**	**15**	**4.9**	**7**	**2.3**

Women were three times more likely than men to be currently enrolled on an English language course, while men were four times more likely to report that they did not know how to access such provision (see Graph 8 below). The same proportion of men and women would like to study English as those who felt that they did not need any tuition.

Graph 8: English language course by gender (Table vii)



While the younger respondents generally tend to have better English language skills than their older counterparts, the study findings suggest that the younger workers are still keen to improve their English language skills. For example, 47.6% of those under 20 would like to enrol on such a course and only one in five felt that such courses would not be beneficial; the figure among the 35-54 year olds was around one third by comparison.

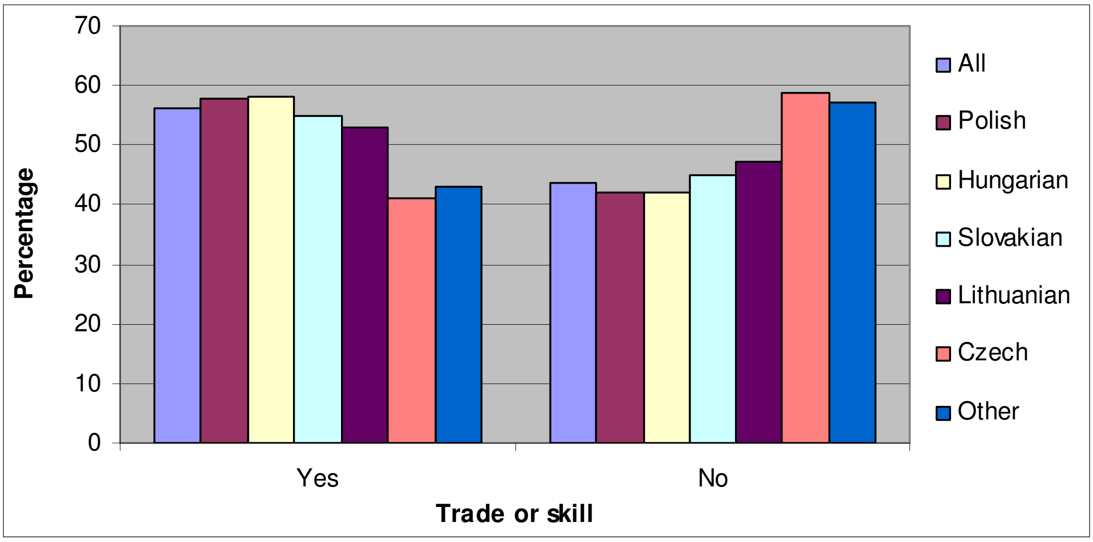
Table 26: English language course by age group

	Age group													
English language course	**20 & under No.**	**%**	**21-24 No.**	**%**	**25-34 No.**	**%**	**35-44 No.**	**%**	**45-54 No.**	**%**	**55-64 No.**	**%**	**65-75 No.**	**%**
Currently studying	3	14.3	8	19.0	15	10.6	7	11.5	5	17.9	-	-	-	-
Would like to study	10	47.6	7	16.7	45	31.7	29	47.5	13	46.4	2	66.7	1	100.0
Don't know where to go to study	4	19.0	8	19.0	24	16.9	5	8.2	1	3.6	1	33.3	-	-
Don't need to study	4	19.0	19	45.2	58	40.8	20	32.8	9	32.1	-	-	-	-
Total	**21**	**7.0**	**42**	**14.1**	**142**	**47.7**	**61**	**20.5**	**28**	**9.4**	**3**	**1.0**	**1**	**0.3**

Skill or trade

Half the sample described themselves as having a skill or trade (56.3%). Similar proportions of the Polish, Hungarian, Slovakian and Lithuanian respondents reported having a skill/trade, with the figure among the Czech and Other nationalities being lower.

Graph 9: Respondent has particular trade or skill (Table viii)



Men were nearly twice as likely to have a skill or trade than women.

Graph 10: Respondent has particular trade or skill by gender (Table ix)

Among single women, 60.0% reported that they did not have a skill or trade while those who were married or living as married the figure was lower at 34.1%.

Perhaps not surprisingly, the likelihood of having a skill or trade increases with age. One quarter of those aged 20 or under have a trade or skill compared with around two-third of those aged 45-64.

Table 27: Respondent has particular trade or skill (by age group)

Trade or skill	Age group: 20 & under No.	%	21-24 No.	%	25-34 No.	%	35-44 No.	%	45-54 No.	%	55-64 No.	%	65-75 No.	%
Yes	6	26.1	14	31.8	85	56.7	48	72.7	22	68.8	2	66.7	-	-
No	17	73.9	30	68.2	65	43.3	18	27.3	10	31.2	1	33.3	1	100.0
Total	**23**	**7.2**	**44**	**13.8**	**150**	**47.0**	**66**	**20.7**	**32**	**10.0**	**3**	**0.9**	**1**	**0.3**

The length of time that people had used their skill or trade varied quite markedly: 23.8% referred to a time period of up to three years, 14.3% referred to four to five years; and 16.1% cited a time frame of between sixteen and forty years. The largest group, however, suggested between six and ten years.

Table 28 below, which considers the length of time the respondents had been in a trade or using a specific skill according to nationality, shows that the Polish and Hungarian respondents are most likely to have been working in a particular trade or using skills for a longer period of time than those from the remaining groups.

Table 28: Length of time in trade or using skills

Time period	All No.	%	Nationality: Polish No.	%	Hungarian No.	%	Slovakian No.	%	Lithuanian No.	%	Czech No.	%	Other No.	%
0-3 years	40	23.8	17	17.3	13	30.2	4	36.4	4	50.0	-	-	2	66.7
4-5 years	24	14.3	18	18.4	4	9.3	-	-	-	-	2	40.0	-	-
6-10 years	56	33.3	32	32.7	14	32.6	3	27.3	4	50.0	2	40.0	1	33.3
11-15 years	21	12.5	11	11.2	6	14.0	3	27.3	-	-	1	20.0	-	-
16-20 years	14	8.3	8	8.2	5	11.5	1	9.1	-	-	-	-	-	-
21-30 years	10	6.0	9	9.2	1	2.3	-	-	-	-	-	-	-	-
30+ years	3	1.8	3	3.1	-	-	-	-	-	-	-	-	-	-
Total	**168**	**100.0**	**98**	**58.3**	**43**	**25.6**	**11**	**6.5**	**8**	**4.8**	**5**	**3.0**	**3**	**1.8**

In order to provide a more robust analysis of employment (both prior to and since coming to the UK) the information on jobs has been re-classified using two main classification systems. The first is the UK Standard Industrial Classification of Economic Activities (UK SIC) and the second is the Standard Occupational Classification 2000 (SOC2000). The relevant guidance has been adhered to in the application of these classification systems to the employment data gathered from the respondents in our sample.

Previous employment in home country

The largest proportion of the sample had, immediately before coming to the UK, been involved in the construction industry (34.9%). Around one fifth were employed in wholesale and retail trade occupations and one in ten in transport, storage and communications.

While the majority of the Czech and Slovakian respondents had worked in the construction sector (56.2% and 52.9%), the proportions were smaller among the Hungarian (38.7%), Polish (30.2%) and Lithuanian respondents (25.0%). The Czech respondents were much less likely to have worked in the wholesale and retail trades than the remaining groups and the Lithuanian respondents were more likely to have worked in hotels and restaurants.

Table 29: Last job in home country (Standard Industry Classification)

			Nationality													
Standard Industry Classification	**All**		**Polish**		**Hungarian**		**Slovakian**		**Lithuanian**		**Czech**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Agriculture, hunting, forestry	1	0.4	1	0.7	-	-	-	-	-	-	-	-	-	-
Mining & quarrying	1	0.4	1	0.7	-	-	-	-	-	-	-	-	-	-
Manufacturing	12	4.6	9	6.0	1	1.6			1	8.3			1	20.0
Construction	91	34.9	45	30.2	24	38.7	9	52.9	3	25.0	9	56.2	1	20.0
Wholesale & retail trade	51	19.5	30	20.1	13	21.0	3	17.6	3	25.0	1	6.2	1	20.0
Hotel & restaurants	21	8.0	12	8.1	3	4.8	1	5.9	2	16.7	2	12.5	1	20.0
Transport storage & communications	26	10.0	16	10.7	8	12.9	1	5.9	1	8.3	-	-	-	-
Public administration & defence	4	1.5	2	1.3	1	1.6	-	-	1	8.3	-	-	-	-
Education	11	4.2	6	4.0	2	3.2	2	11.8			1	6.2	-	-
Health & social work	9	3.4	5	3.4	2	3.2	1	5.9	1	8.3	-	-	-	-
Other community	17	6.5	9	6.0	6	9.7	-	-	-	-	1	6.2	1	20.0
Extra-terratorial orgs & bodies	4	1.5	3	2.0	1	1.6	-	-	-	-	-	-	-	-
Student	13	5.0	10	6.7	1	1.6	-	-	-	-	2	12.5	-	-
Total	**261**	**100.0**	**149**	**57.1**	**62**	**23.8**	**17**	**6.5**	**12**	**4.6**	**16**	**6.1**	**5**	**1.9**

For half of the men in the sample, the last job they held in their home country was in the construction sector (50.6%), followed by wholesale and retail trade (12.2%) and transport, storage and communications (11.7%). Among the women, the largest proportion, equating to slightly more than one third (35.8%) were working in wholesale and retail trades followed by other community related jobs (17.3%) and the hotel and restaurant trade (12.3%).

Table 30: Last job in home country (Standard Industry Classification) by gender

Standard Industry Classification	Gender			
	Male		Female	
	No.	%	No.	%
Agriculture, hunting, forestry	-	-	1	1.2
Mining & quarrying	1	0.6	-	-
Manufacturing	10	5.6	2	2.5
Construction	91	50.6	-	-
Wholesale & retail trade	22	12.2	29	35.8
Hotel & restaurants	11	6.1	10	12.3
Transport storage & communications	21	11.7	5	6.2
Public administration & defence	4	2.2	-	-
Education	2	1.1	9	11.1
Health & social work	4	2.2	5	6.2
Other community	3	1.7	14	17.3
Extra-terratorial orgs & bodies	4	2.2	-	-
Student	7	3.9	6	7.4
Total	**180**	**69.0**	**81**	**31.0**

Looking at their last job according to the Standard Occupational Classification, the largest proportion were engaged in the skilled trades (37.8%), followed by elementary occupations (such as farm labourer, handyman, packers) (13.1%) and process, plant and machine operatives (12.7%).

Looking at the individual nationalities, the findings reveal that:

- With the exception of the Lithuanian respondents, the largest proportion of those from the remaining countries were involved in skilled trades;

- The Lithuanian and Czech respondents were most likely to have been involved in the elementary occupations;

- 15.8% of the Slovakian respondents were employed in professional jobs, a larger proportion than is evident across the remaining groups; and

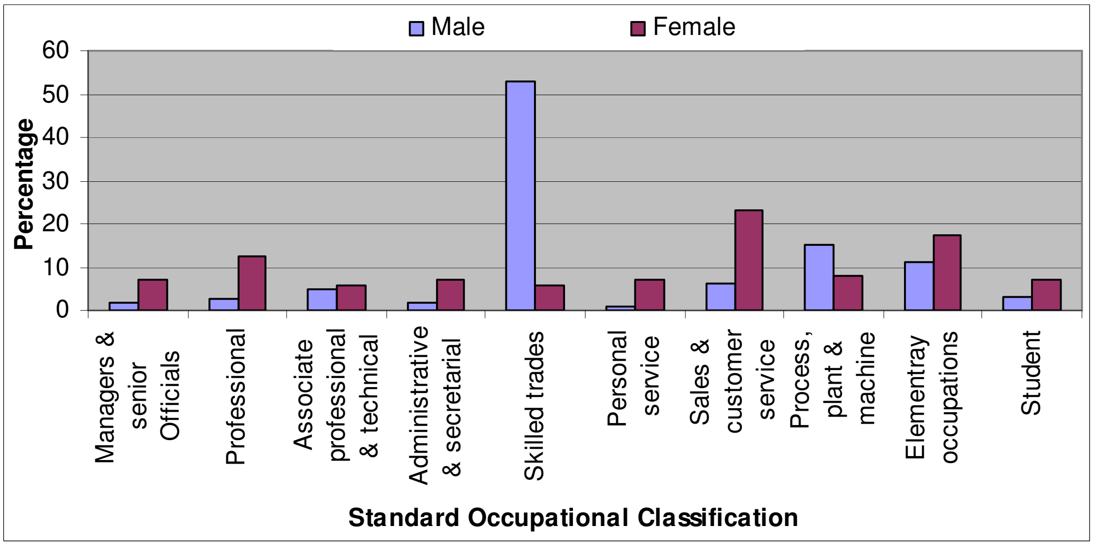
- Those previously holding managerial or senior official roles were exclusively Polish or Hungarian.

Table 31: Last job in home country (Standard Occupational Classification)

Standard Occupational Classification	All		Nationality: Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Managers & senior officials	9	3.3	6	3.8	3	4.5	-	-	-	-	-	-	-	-
Professional	16	5.8	9	5.8	2	3.0	3	15.8	1	8.3	1	6.2	-	-
Associate professional & technical	14	5.1	10	6.4	4	6.1	-	-	-	-	-	-	-	-
Administrative & secretarial	9	3.3	2	1.3	4	6.1	2	10.5	-	-	-	-	1	16.7
Skilled trades	104	37.8	54	34.6	27	40.9	6	31.6	4	33.3	10	62.5	3	50.0
Personal service	8	2.9	3	1.9	3	4.5	1	5.3	-	-	-	-	1	16.7
Sales & customer service	32	11.6	19	12.2	8	12.1	1	5.3	4	33.3	-	-	-	-
Process, plant & machine operatives	35	12.7	22	14.1	9	13.6	3	15.8	-	-	-	-	1	16.7
Elementary occupations	36	13.1	22	14.1	5	7.6	3	15.8	3	25.0	3	18.8	-	-
Student	12	4.4	9	5.8	1	1.5	-	-	-	-	2	12.5	-	-
Total	**275**	**100.0**	**156**	**56.7**	**66**	**24.0**	**19**	**6.9**	**12**	**4.4**	**16**	**5.8**	**6**	**2.2**

Men were predominantly employed in the skilled trades prior to coming to the UK (52.7%), followed by those who were process, plant and machine operatives (14.9%) and those working in the elementary occupations (11.2%). In contrast, 23.0% of women had left jobs in the sales and customer service industry (23.0%) and elementary occupations (17.2%). What is particularly interesting is that 12.6% of women described their last job in their home country as professional and collectively one quarter of the women (25.2%) had previously held managerial, professional or technical roles. This compares with just 9.1% of men.

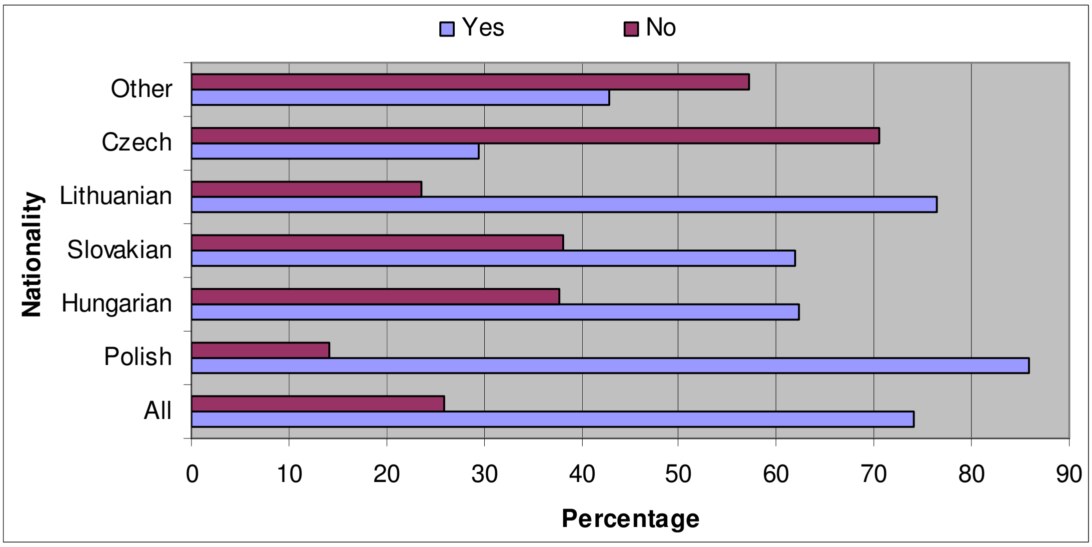
Graph 11: Last job in home country (Standard Occupational Classification) by gender (Table x)



Current employment

At the time of the interview two-thirds were in some form of paid work (see Graph 12 below), with the proportion ranging from 85.8% (Polish) and 76.5% (Lithuanian) to 42.9% of those from the Other nationalities and just three out of ten of the Czech respondents.

Graph 12: Currently in paid work (Table xi)



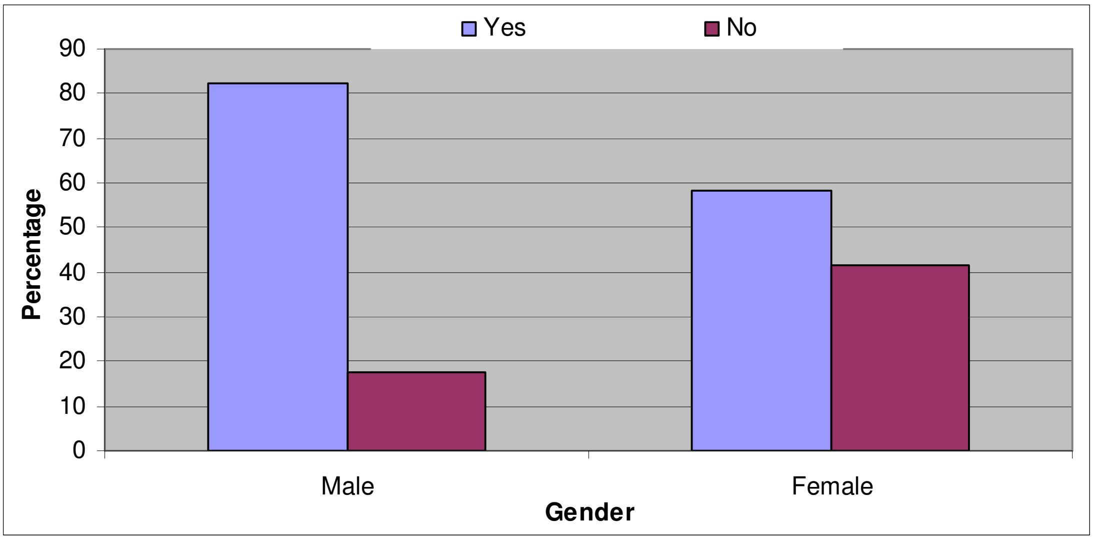
Those least likely to be in paid work either arrived in the UK before 2004 or arrived in 2007/8. All of the most recent arrivals (2008) were not currently in paid work.

Table 32: Currently in paid work by year of arrival in UK

	Year of arrival in UK											
In paid work	**Pre 2004**		**2004**		**2005**		**2006**		**2007**		**2008**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Yes	6	35.3	26	70.3	69	92.0	92	83.6	48	58.5	-	-
No	11	64.7	11	29.7	6	8.0	18	16.4	34	41.5	5	100.0
Total	**17**	**5.2**	**37**	**11.3**	**75**	**23.0**	**110**	**33.7**	**82**	**25.2**	**5**	**1.5**

Men were much more likely to be in work than women (82.5% as compared with 58.3%).

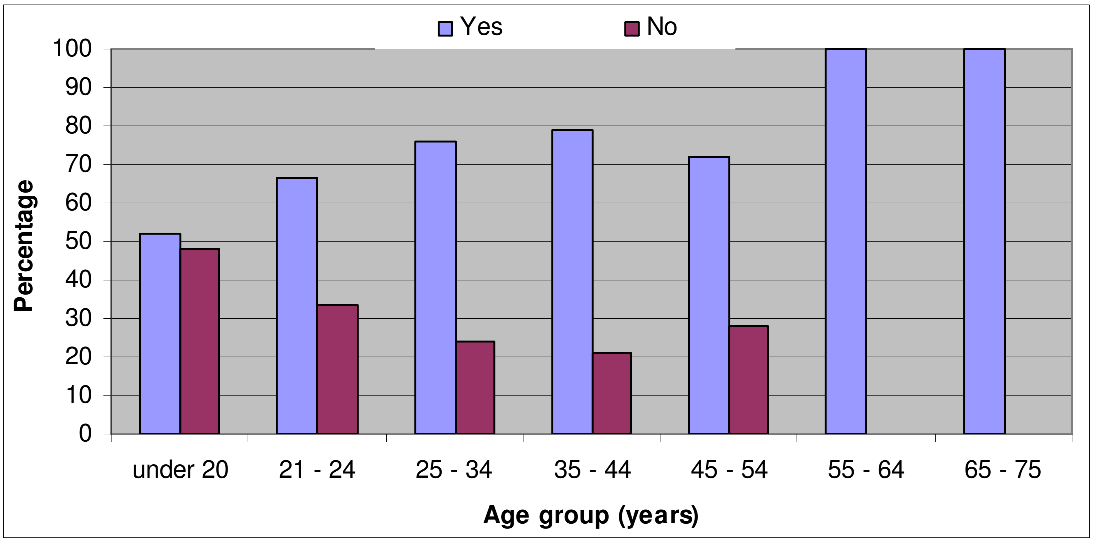
Graph 13: Currently in paid work by gender (Table xii)



Looking specifically at the marital status of the women and likelihood of being in paid work, the findings reveal that among single women, 62.3% were in paid employment, compared with slightly more than half of those who were married (53.3%).

The likelihood of being in paid work was also found to relate to the age of the respondent. While only half of those under 20 were in work, around seven out of ten of those aged 35-54 and all of those aged 55 or over were in paid work.

Graph 14: Currently in paid work by age group (Table xiii)



As highlighted above, around one third of the sample were not currently in paid work. Table 33 below looks at length of time without paid work. Among those without paid work, the largest proportion had either been without a job for less than one month or had never worked (25.7% in each case). The likelihood of never having worked in the UK was not found to be related to year of arrival, the gender, age or marital status of the individual.

The research also suggests that there is no direct relationship between nationality and the length of time an individual has been without paid work.

Table 33: Length of time without paid work

			Nationality											
Time without paid work	**All No.**	**%**	**Polish No.**	**%**	**Hungarian No.**	**%**	**Slovakian No.**	**%**	**Lithuanian No.**	**%**	**Czech No.**	**%**	**Other No.**	**%**
<1 month	19	25.7	5	20.8	10	37.0	1	16.7	-	-	2	18.2	1	25.0
1-3 months	12	16.2	4	16.7	6	22.2	1	16.7	-	-	1	9.1		
3-6 months	5	6.8	1	4.2	2	7.4			-	-	1	9.1	1	25.0
6-12 months	12	16.2	4	16.7	1	3.7	1	16.7	1	50.0	3	27.3	2	50.0
12-24 months	5	6.8	2	8.3	2	7.4	1	16.7	-	-	-	-	-	-
>2 years	2	2.7	1	4.2	-	-	1	16.7	-	-	-	-	-	-
Never worked in UK	19	25.7	7	29.2	6	22.2	1	16.7	1	50.0	4	36.4	-	-
Total	**74**	**100.0**	**24**	**32.4**	**27**	**36.5**	**6**	**8.1**	**2**	**2.7**	**11**	**14.9**	**4**	**5.4**

Looking specifically at those who reported having never worked since their arrival in the UK (19 in total), the findings reveal that:

- They are not exclusively the most recent arrivals in the UK. While 21.0% (4 out of 19) who arrived before 2004 or in 2004 had never worked, 26.4% (5) had arrived in 2005/6 and 52.7% (10) in 2007/8;

- They tended to be in the younger age ranges: 26.3% (5 out of 19) were under 24 and collectively, 73.7% (14) were aged 34 or younger;

- They were slightly more likely to be women (53.6%) and similar proportions were single and married (47.4% or 9 out of 19) in each case;

- They tended not to have a particular skill or trade (57.9% or 11 out of 19);

- They were particularly likely to have low level qualifications (75.0% had a qualification lower than a first degree or equivalent and 6.2% had no qualifications);

- They were most likely to have worked in construction in their last job in their home country (42.9% or 6 out of 19) or transport, storage and communications (28.6% or 4); and

- In relation to their last job in their home country, slightly less than half (46.7% or 7) were in skilled trade occupations and 40.0% (6) were either working in process, plant or machine operatives or elementary occupations.

Table 34: Length of time without work by age group

	Age group													
Time without paid work	**20 & under**		**21-24**		**25-34**		**35-44**		**45-54**		**55-64**		**65-75**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
<1 month	2	22.2	4	30.8	8	24.2	3	25.0	2	28.6	-	-	-	-
1-3 months	1	11.1	3	23.1	4	12.1	2	16.7	2	28.6	-	-	-	-
3-6 months	1	11.1	1	7.7	3	9.1	-	-	-	-	-	-	-	-
6-12 months	1	11.1	2	15.4	6	18.2	1	8.3	2	28.6	-	-	-	-
12-24 months	1	11.1	1	7.7	1	3.0	1	8.3	1	14.3	-	-	-	-
>2 years	-	-	-	-	2	6.1	-	-	-	-	-	-	-	-
Never worked in UK	3	33.3	2	15.4	9	27.3	5	41.7	-	-	-	-	-	-
Total	**9**	**12.2**	**13**	**17.6**	**33**	**44.6**	**12**	**16.2**	**7**	**9.5**	-	-	-	-

There was a recognition that greater assistance was needed to help people find work. The issues that were raised related to the promotion of information for migrant workers about job opportunities within the town; the recruitment of people from their home country within local job centres/employment agencies; the provision of translations services; and, just general help with finding suitable work:

> *'I want to register with a good employment agency who can help me find a job.'*

'There needs to be someone who speaks our language in the job centre.'

'I need someone from the Czech Republic at the job centre to help me out.'

'I need help to find a job: the job centre is not very helpful.'

'I need to get access to training so that I can get a good job.'

Looking specifically at those who were currently working, with regards to the types of employment people were undertaking in Bolton, six out of ten worked in either the construction or manufacturing sectors (59.7%), followed by one in ten who worked in the wholesale and retail trades. The Hungarian respondents were particularly likely to be working in construction (35.1%), compared with 14.3% of the Lithuanian respondents. The Slovakian, Polish and those from the Other nationalities were more likely to be found working in the manufacturing sector. A further point to note is that the Czech respondents and those in the 'Other' category were found to be employed in a more limited range of sectors than those from the remaining national groups.

Table 35: Current job (Standard Industry Classification)

			Nationality											
Standard Industry Classification	**All**		**Polish**		**Hungarian**		**Slovakian**		**Lithuanian**		**Czech**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Agriculture, hunting, forestry	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mining & quarrying	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Manufacturing	68	29.4	41	32.0	13	22.8	5	33.3	4	28.6	3	27.3	2	33.3
Construction	70	30.3	37	28.9	20	35.1	3	20.0	2	14.3	6	54.5	2	33.3
Wholesale & retail trade	22	9.5	9	7.0	8	14.0	-	-	3	21.4	1	9.1	1	16.7
Hotel & restaurants	18	7.8	8	6.2	6	10.5	1	6.7	2	14.3	1	9.1	-	-
Transport storage & communications	20	8.7	13	10.2	5	8.8	2	13.3	-	-	-	-	-	-
Public administration & defence	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Education	1	0.4	-	-	-	-	1	6.7	-	-	-	-	-	-
Health & social work	6	2.6	3	2.3	2	3.5	-	-	1	7.1	-	-	-	-
Other community	20	8.7	13	10.2	2	3.5	2	13.3	2	14.3	-	-	1	16.7
Extra-territorial orgs & bodies	3	1.3	1	0.8	1	1.8	1	6.7	-	-	-	-	-	-
Student	3	1.3	3	2.3	-	-	-	-	-	-	-	-	-	-
Total	**231**	**100.0**	**128**	**55.4**	**57**	**24.7**	**15**	**6.5**	**14**	**6.1**	**11**	**4.8**	**6**	**2.6**

Table 36 below looks at current job by gender. Important differences can be seen according to gender in terms of the type of job performed. Four out of ten men were involved in the construction industry (the figure for women was 3.1%), while four out of ten women were employed in the manufacturing sector (24.6% of men). The other features include:

- Women were three times as likely as men to be working in the hotel and restaurant sector and twice as likely to be involved in wholesale and retail trade; and

- Men were much more likely than women to work within the transport, storage and communications industries (11.4% as compared with 1.6% of women).

Table 36: Current job (Standard Industry Classification) by gender

	Gender			
Standard Industry Classification	**Male**		**Female**	
	No.	**%**	**No.**	**%**
Agriculture, hunting, forestry	-	-	-	-
Mining & quarrying	-	-	-	-
Manufacturing	41	24.6	27	42.2
Construction	68	40.7	2	3.1
Wholesale & retail trade	13	7.8	9	14.1
Hotel & restaurants	9	5.4	9	14.1
Transport storage & communications	19	11.4	1	1.6
Public administration & defence	-	-	-	-
Education	1	0.6	-	-
Health & social work	3	1.8	3	4.7
Other community	11	6.6	9	14.1
Extra-territorial orgs & bodies	1	0.6	2	3.1
Student	1	0.6	2	3.1
Total	**167**	**72.3**	**64**	**27.7**

With regard to the Standard Occupational Classification (see Table 37 below), around four in ten people were, at the time of the study, employed in elementary occupations and three in ten were in the skilled trades. A further 16.5% were process, plant and machine operatives.

The proportion involved in the elementary occupations were particularly likely to be from the Other group or Lithuanian (66.7% and 50.0% respectively), contrasting with 30.8% of the Czech respondents. Those involved in the skilled trades were more likely to be Czech (61.5%) or Hungarians (38.3%). Overall, the Polish and Hungarian respondents were involved in a much wider range of occupations than those from the remaining countries, although it does need to be borne in mind that the number of interviews carried out with these latter groups was smaller.

Table 37: Current job (Standard Occupational Classification)

Standard Occupational Classification	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Managers & senior officials	2	0.8	2	1.5	-	-	-	-	-	-	-	-	-	-
Professional	6	2.5	2	1.5	2	3.3	1	6.2	1	7.1	-	-	-	-
Associate professional & technical	5	2.1	3	2.2	2	3.3	-	-	-	-	-	-	-	-
Administrative & secretarial	4	1.6	2	1.5	1	1.7	-	-	-	-	1	7.7	-	-
Skilled trades	73	30.0	34	25.4	23	38.3	3	18.8	3	21.4	8	61.5	2	33.3
Personal service	8	3.3	4	3.0	2	3.3	2	12.5	-	-	-	-	-	-
Sales & customer service	9	3.7	4	3.0	2	3.3	1	6.2	2	14.3	-	-	-	-
Process, plant & machine operatives	40	16.5	27	20.1	9	15.0	3	18.8	1	7.1	-	-	-	-
Elementary occupations	94	38.7	54	40.3	19	31.7	6	37.5	7	50.0	4	30.8	4	66.7
Student	2	0.8	2	1.5	-	-	-	-	-	-	-	-	-	-
Total	**243**	**100.0**	**134**	**55.1**	**60**	**24.7**	**16**	**6.6**	**14**	**5.8**	**13**	**5.3**	**6**	**2.5**

The largest proportion of both men and women were employed in the elementary occupations (39.4% of men and 37.5% of women) and similar proportions were in skilled trades (29.0% of men and 31.8% of women). At the same time, women were much more likely to be working as process, plant or machine operatives (23.9% as compared with 12.3% of men) and men were more likely to have jobs in the managerial or professional occupations (7.1% as compared with 2.3% of women).

Table 38: Current job (Standard Occupational Classification)

Standard Occupational Classification	Gender			
	Male		Female	
	No.	%	No.	%
Managers & senior officials	2	1.3	-	-
Professional	4	2.6	2	2.3
Associate professional & technical	5	3.2	-	-
Administrative & secretarial	4	2.6	-	-
Skilled trades	45	29.0	28	31.8
Personal service	7	4.5	1	1.1
Sales & customer service	7	4.5	2	2.3
Process, plant & machine operatives	19	12.3	21	23.9
Elementary occupations	61	39.4	33	37.5
Student	1	0.6	1	1.1
Total	**155**	**63.8**	**88**	**36.2**

Table 39 below considers the current employment according to SOC by the highest qualification achieved. It reveals the following:

- Over one third (37.8%) of those with no formal qualifications were employed in skilled trades and a slightly smaller group (33.3%) were in elementary occupations. In contrast, just 8.8% were employed in professional or managerial professions;

- Four out of ten of those with qualifications below first degree level were employed in the elementary occupations and 27.9% were in skilled trades. A sizable group (16.9%) were also working as process, plant or machine operatives. Around one in twenty (5.2%) were in professional or managerial occupations;

- None of those with at least a first degree were working at professional or managerial level and the largest proportion (40.7%) were in the elementary occupations, followed by 25.9% who were in skilled trades.

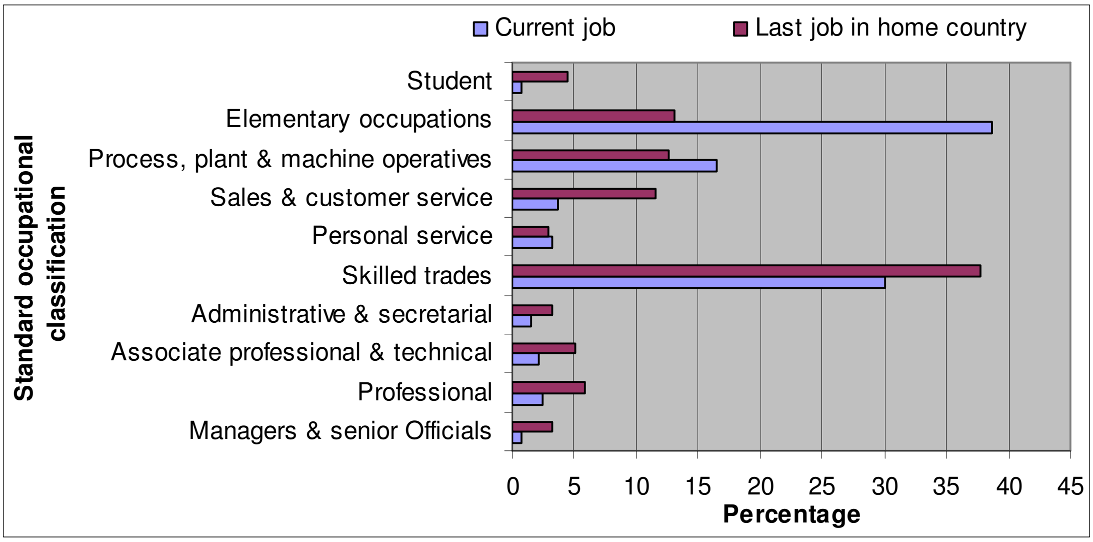
These findings suggest that those with formal qualifications, especially those with a first degree or equivalent are predominantly found in the low skilled occupations and are less likely than those with either no formal qualifications or qualifications below degree standard to be found in the higher skilled managerial and professional occupations.

Table 39: Current job (Standard Occupational Classification) by qualifications

Standard Occupational Classification	**No quals**		**Below 1st degree**		**1st degree & above**		**Other quals**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Managers & senior officials	-	-	2	1.5	-	-	-	-
Professional	2	4.4	3	2.2	-	-	1	3.8
Associate professional & technical	2	4.4	2	1.5	-	-	1	3.8
Administrative & secretarial	-	-	2	1.5	-	-	1	3.8
Skilled trades	17	37.8	38	27.9	7	25.9	8	30.8
Personal service	1	2.2	6	4.4	-	-	1	3.8
Sales & customer service	2	4.4	2	1.5	4	14.8	1	3.8
Process, plant & machine operatives	6	13.3	23	16.9	4	14.8	3	11.5
Elementary occupations	15	33.3	58	42.6	11	40.7	9	34.6
Student	-	-	-	-	1	3.7	1	3.8
Total	**45**	**19.2**	**136**	**58.1**	**27**	**11.5**	**26**	**11.1**

Graph 15 below shows the proportion of people currently in employment in different occupations (according to the Standard Occupational Classification) compared with their last job in their home country.

Graph 15: Change between last job in home country and current job - Standard Occupational Classification (Table xiv)



As can be seen, a lower proportion of workers are in jobs in the UK in the managerial and professional occupations than was the case in their home country. For example, 3.3% reported that their last job in their home country was in the ‘managers and senior officials’ occupational group, while just 0.8% were currently employed in such occupations in the UK. Similarly, in relation to professional occupations the corresponding figures are 5.8% (home country) and 2.5% (UK).

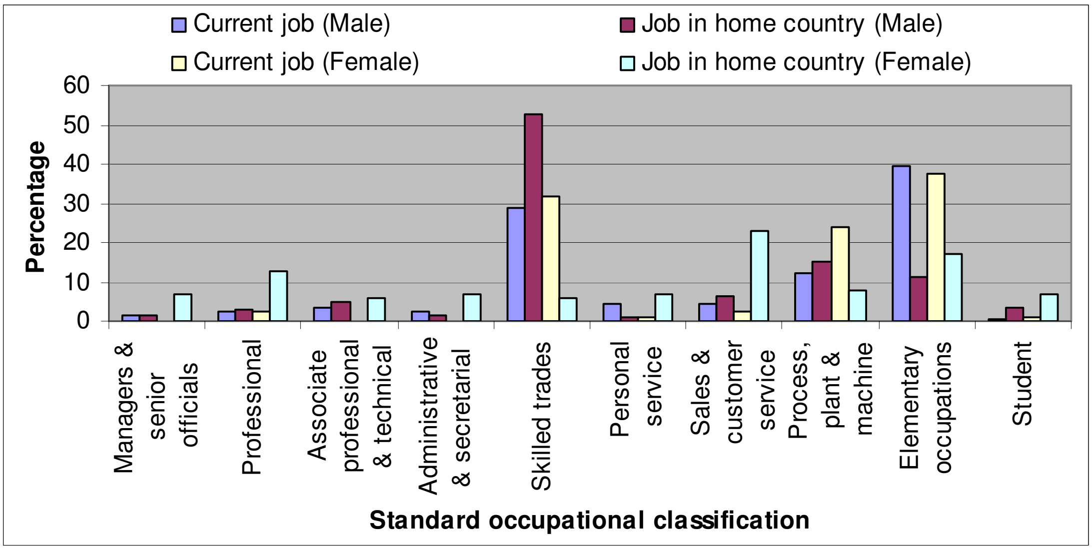
Similarly, there is a noticeable decrease in the proportion who are working in skilled trades in the UK compared to their last job in their home country (30.0% as compared with 37.8%) and a similar difference is evident in respect of sales and customer service occupations (3.7%, UK and 11.6%, home country).

In contrast there has been an increase in the number of workers employed as process, plant and machine operatives (from 12.7% home country to 16.5%, UK), while the increase is much more dramatic in respect of the elementary occupations (from 13.1%, home country to 38.7%, UK). This would suggest that, certainly in terms of current jobs, a significant number of migrant workers are involved in less skilled occupations than was the case in their home country. This suggests that a significant proportion of migrant workers in Bolton have the potential to work in higher skilled occupations than they are currently involved in and that their skills and experience are not being realised to their full potential.

Graph 16 below looks at these issues by gender. The percentage change in the proportion of male workers who were employed in managerial and professional occupations in their home and are in the same employment category now working in the UK is quite small, decreasing from 9.1% to 7.1%. However, the proportion who were involved in skilled trades in their own country and have secured similar work in the UK is very different, decreasing from 52.7% to 29.0%. Furthermore, while slightly more than one in ten men worked in the elementary occupations in their home country, the figure has increased to 39.4% of those working in the UK.

There is also a very noticeable 'shift' in occupational status among the women. From the sample of those who were working in their home country, 25.2% had managerial or professional occupations, while in the UK the proportion employed in this type of work has severely reduced to 2.3%. There has been a dramatic increase in the proportion of women working in the skilled trades and in the elementary occupations.

Graph 16: Change between last job in home country and current job (Standard Occupational Classification) by gender (Table xv)



Looking specifically at previous jobs undertaken in the UK (Table 40), nearly half were engaged in manufacturing (46.8%), followed by 16.1% who worked in construction and allied industries and 14.5% who were in other community occupations.

Table 40: Previous job in UK (Standard Industry Classification)

Standard Industry Classification	**All No.**	**%**
Agriculture, hunting, forestry	1	0.8
Mining & quarrying	-	-
Manufacturing	58	46.8
Construction	20	16.1
Wholesale & retail trade	10	8.1
Hotel & restaurants	9	7.3
Transport storage & communications	3	2.4
Public administration & defence	-	-
Education	1	0.8
Health & social work	2	1.6
Other community	18	14.5
Extra-territorial orgs & bodies	2	1.6
Student	-	-
Total	**124**	**100.0**

Two-thirds (69.0%) worked in elementary occupations with slightly more than one in ten being in the skilled trades (see Table 41 below).

Table 41: Previous job in UK (Standard Occupational Classification)

Standard Occupational Classification	**All No.**	**%**
Managers & senior officials	-	-
Professional	2	1.6
Associate professional & technical	2	1.6
Administrative & secretarial	-	-
Skilled trades	16	12.7
Personal service	4	3.2
Sales & customer service	4	3.2
Process, plant & machine operatives	11	8.7
Elementary occupations	87	69.0
Student	-	-
Total	**126**	**100.0**

Of the sample, there were also 43 individuals who reported having had a second previous job in the UK (see Table 42 below).

Table 42: Second previous job in UK (Standard Industry Classification)

Standard Industry Classification	**All No.**	**%**
Agriculture, hunting, forestry	-	-
Mining & quarrying	-	-
Manufacturing	19	44.2
Construction	3	7.0
Wholesale & retail trade	5	11.6
Hotel & restaurants	9	20.9
Transport storage & communications	3	7.0
Public administration & defence	-	-
Education	-	-
Health & social work	-	-
Other community	4	9.3
Extra-territorial orgs & bodies	-	-
Student	-	-
Total	**43**	**100.0**

For slightly more than four out ten of this group this was in manufacturing, while 20.9% worked in the hotel and restaurant sector. Around eight out of ten (79.1%) had been in elementary occupations in their second previous job (see Table 43).

Table 43: Second previous job in UK (Standard Occupational Classification)

Standard Occupational Classification	**All No.**	**%**
Managers & senior officials	-	-
Professional	-	-
Associate professional & technical	-	-
Administrative & secretarial	-	-
Skilled trades	2	4.7
Personal service	1	2.3
Sales & customer service	2	4.7
Process, plant & machine operatives	4	9.3
Elementary occupations	34	79.1
Student	-	-
Total	**43**	**100.0**

Looking specifically at those who had had either two or three jobs since arriving in the UK and considering the Standard Occupational Classification (SOC) of these compared to their last job in their home country, the data suggests that:

- Among those who had had two jobs since arriving in the UK, 50.6% had experienced an increase in their SOC compared with that of their last job in their home country. For around one third (32.5%), their SOC had remained the same and for a small group (16.8%), they were/had been undertaking a lower SOC job in the UK compared with their last job; and

- Among those who had had three jobs in the UK, 54.5% had experienced an increase in their SOC compared with their last job in their home country; 24.2% had had jobs at the same SOC level as their last job outside the UK; and 21.1% had experienced a comparative decline.

The following case studies highlight the types of work undertaken in the UK compared to their work experience back in their home country:

This 28 year old single Hungarian man arrived in the UK in August 2005. He is a skilled car mechanic with ten years experience of working in this sector. When he first arrived in Bolton he worked in a factory on a production line but his second and current job is that of a Production Manager.

With over 25 years experience as a plasterer in Slovakia, this 44 year old married man originally worked as a general labourer on a building site after arriving in the UK in 2005 and now works as a plasterer on a self-employed basis.

This Polish 28 year old single woman is a qualified Teacher of French with a higher degree. She spent two years in Poland and then Belgium teaching French to school children and as a French translator. She currently works as an office clerk.

Arriving in the UK in 2004, this Polish 33 year old man had 13 years experience of driving for a living and while he has no formal qualifications, has a great deal of experience of car maintenance. Both jobs that he has had in the UK have involved using his driving skills.

Arriving in the UK in September 2004, this 31 year old Slovakian man is educated to A level standard and spent 12 years prior to coming to the UK in the building and construction sector. His first job in Bolton is at a local bakery and he is now employed packaging CDs.

With over 10 years experience of working as a qualified nursing sister in Lithuania, this 43 year old woman has, since arriving in the UK in 2004, been working at a bakery in Bolton.

Recruitment

Among the group of migrant workers as a whole eight out of ten were not recruited for a particular job in their home country or by an agency based in the UK (see Table 44 below). Slightly more than one in ten were recruited in their home country and this was more likely to be the experience of the Lithuanian respondents (31.2%) and those from the Other nationalities. Although 7.3% of the sample had been recruited by an agency based in the UK, this group almost exclusively consisted of the Polish respondents.

Table 44: Recruited in home country for job in UK

			Nationality											
Recruited in home country	**All**		**Polish**		**Hungarian**		**Slovakian**		**Lithuanian**		**Czech**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Yes	37	12.2	26	14.9	-	-	3	15.0	5	31.2	1	8.3	2	28.6
No	244	80.5	128	73.1	72	98.6	17	85.0	11	68.8	11	91.7	5	71.4
No, by UK agency	22	7.3	21	12.0	1	1.4	-	-	-	-	-	-	-	-
Total	**303**	**100.0**	**175**	**57.8**	**73**	**24.1**	**20**	**6.6**	**16**	**5.3**	**12**	**4.0**	**7**	**2.3**

Those who were recruited in their home country cited a number of ways that this had occurred. At the more informal level, they mentioned being recruited by family or friends:

> *'My mother already has a job here and helped me get one.'*
>
> *'My cousin arranged a job for me over here.'*
>
> *'A friend of mine suggested I come over and he found me a job.'*

Others referred to using a work agency in their home country or a local business which had dealings in Bolton:

> *'The company I worked for had business contacts in Bolton and so they brought me over here.'*

A popular response was that they had seen information on the Internet or been told by a friend/family member in their home country about a private business in Bolton who were looking to recruit skilled migrant workers. This was particularly the case with building and construction companies:

> *'My friend told me about a private building firm who were recruiting so I contacted them and they offered me a job.'*

A major bus company and courier service based in the North West were also identified as having recruitment campaigns targeted at migrant workers.

One respondent had taken a more pro-active approach to securing employment before arriving in the UK:

> *'I got a job by sending an email to a restaurant I had heard of in Bolton.'*

A recurrent theme was the importance of the Internet as a means of both identifying job opportunities in Bolton and for companies to advertise their staff recruitment needs.

The study confirms that men were much more likely to have been recruited in their home country (16.9% as compared with 2.9% of women) and slightly more likely to have been recruited by an agency operating in the UK (8.0% and 5.9% respectively) (Table 45 below).

Table 45: Recruited in home country by gender

	Gender			
Recruited in home country	**Male**		**Female**	
	No.	**%**	**No.**	**%**
Yes – home country	34	16.9	3	2.9
No	151	75.1	93	91.2
No, by UK agency	16	8.0	6	5.9
Total	**201**	**66.3**	**102**	**33.7**

Where workers had been recruited either in their home country or by a UK-based agency, they tended to be aged 25 or over. With the exception of one person, all those under the age of 25 had not had any contact with a recruitment agency.

Table 46: Recruited in home country by age

Recruited in home country	Age group: 20 & under No.	%	21-24 No.	%	25-34 No.	%	35-44 No.	%	45-54 No.	%	55-64 No.	%	65-75 No.	%
Yes	-	-	1	2.4	19	13.5	9	15.0	7	22.6	-	-	-	-
No	19	100.0	41	97.6	110	78.0	43	71.7	24	77.4	3	100.0	1	100.0
No, by UK agency	-	-	-	-	12	8.5	8	13.3	-	-	-	-	-	-
Total	**19**	**6.4**	**42**	**14.1**	**141**	**47.5**	**60**	**20.2**	**31**	**10.4**	**3**	**1.0**	**1**	**0.3**

Between 2004 and 2007 there was a steady increase in the proportion of migrant workers who had been recruited in their home country. The exception are those arriving in the UK in 2007, where the level was below that recorded in 2004. The proportion who had been recruited by a UK-based agency remained relatively constant between 2004 and 2006. In 2007 just one person had been recruited by this method. Therefore, in 2007 compared with previous years the vast majority of new migrant workers had had no contact with a recruitment agency. Given the low number of 2008 arrivals included in the study, it is difficult to state whether the role of recruitment agencies will increase or decline in the future.

Table 47: Recruited in home country by year of arrival in UK

Recruited in home country	Year of arrival in UK: Pre 2004 No.	%	2004 No.	%	2005 No.	%	2006 No.	%	2007 No.	%	2008 No.	%
Yes	-	-	4	11.8	9	12.2	18	17.0	6	8.1	-	-
No	10	71.4	27	79.4	60	81.1	79	74.5	67	90.5	-	-
No, by UK agency	4	28.4	3	8.8	5	6.8	9	8.5	1	1.4	-	-
Total	**14**	**4.6**	**34**	**11.3**	**74**	**24.5**	**106**	**35.1**	**74**	**24.5**	-	-

What needs to be considered for those workers who are recruited through agencies is that this can create a number of issues. Research carried out in South Lincolnshire, for example, highlighted a number of deductions to workers' wages when employed through 'gangmasters' or employment agencies; for example, for 'cleaning', 'internet use', 'work clothes', 'weekly administration' and 'cashing cheques'[23].

Location of place of work

All of those interviewed lived at addresses within the Borough of Bolton and slightly three-quarters (78.6%) also worked within the Borough. This was particularly the case among the Lithuanian (100.0%) and Polish respondents (87.3%), compared to the Hungarian and Slovakian respondents (55.6% and 58.3% respectively).

[23] Zaronaite, D. and Tirzite, A. (2006) *The Dynamics of Migrant Labour in South Lincolnshire*, East Midlands Development Agency.

Slightly more than one in ten worked in other locations within Greater Manchester, especially the Slovakian and the Czech respondents and 4.4% referred to other locations within the North West. A small group referred simply to working in the 'North West.' Generally, the majority of people have jobs in Bolton or in close proximity (i.e. Salford and Manchester).

Table 48: Location of work

Location	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Bolton	195	78.6	137	87.3	30	55.6	7	58.3	14	100.0	5	71.4	2	50.0
North West (general)	8	3.2	1	0.6	6	11.1	-	-	-	-	-	-	1	25.0
Greater Manchester	31	12.5	10	6.4	14	25.9	4	33.3	-	-	2	28.6	1	25.0
Other North West	11	4.4	8	5.1	2	3.7	1	8.3	-	-	-	-	-	-
Other	3	1.2	1	0.6	2	3.7	-	-	-	-	-	-	-	-
Total	**248**	**100.0**	**157**	**63.3**	**54**	**21.8**	**12**	**4.8**	**14**	**5.6**	**7**	**2.8**	**4**	**1.6**

The data shows that location of place of work was not related to the gender of the respondent with similar proportions of men and women working in Bolton, Greater Manchester and the North West generally. Similarly, there was no relationship between the age of the individual and location of work.

Looking at location according to date of arrival, while the proportion who reported working in Bolton between 2004 and 2007 has remained relatively constant, there has been an increase in the proportion who work elsewhere in Greater Manchester, especially local authorities adjacent to Bolton (e.g. Salford) and a general decline in the proportion who work elsewhere in the North West.

Security of employment

Those in paid employment generally regarded their work as being permanent (54.3%) as opposed to temporary (18.1%). A small group were unsure about the status of their employment (7.6%). During the debriefing session with the Community Interviewers it became evident that there was some ambiguity about what constituted permanency. Some suggested that they had not been told that they were only working for a limited time period and therefore, assumed it was permanent. However, some of those who regarded their employment as permanent did not have a contract of employment. Hence, the distinction, on the part of the respondents, between temporary and permanent work should be treated with caution.

The Lithuanian and Polish respondents were the most likely to be employed in 'permanent' jobs compared with, for example, the Czech respondent where the majority of this group were unsure about the status of their employment.

Graph 17: Security of job (Table xvi)

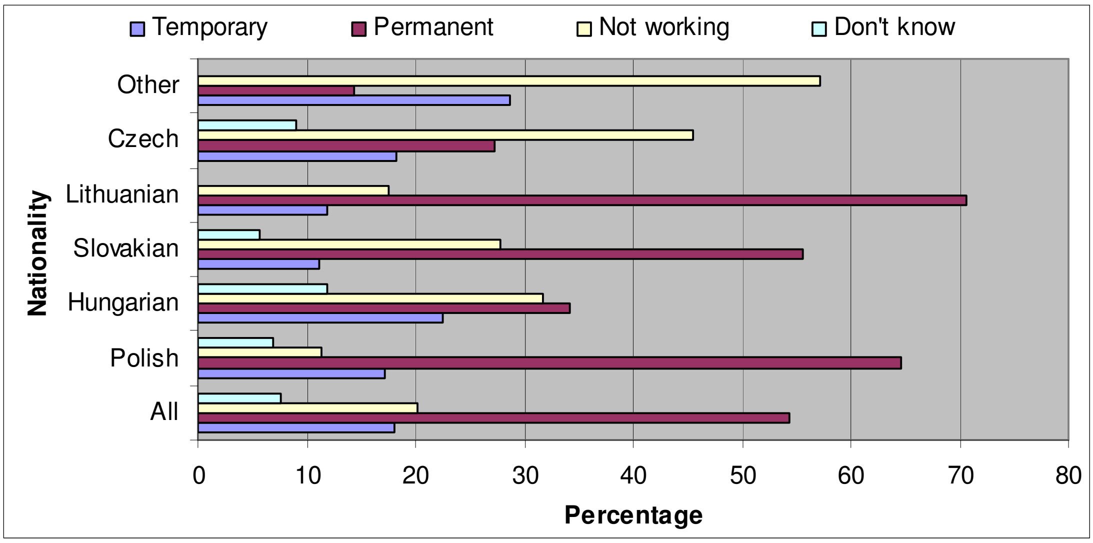


Table 49 below looks at security of job by gender. As can be seen, while similar proportions of men and women were in 'temporary' employment, slightly more men than women were employed on a 'permanent' basis.

Table 49: Security of current job by gender

	Gender			
Security of current job	**Male**		**Female**	
	No.	**%**	**No.**	**%**
Temporary	36	18.0	19	18.3
Permanent	117	58.5	48	46.2
Not working	25	12.5	36	34.6
Don't know	22	11.0	1	1.0
Total	**200**	**65.8**	**104**	**34.2**

The likelihood of being in temporary employment was highest among the younger age range. One quarter of those under the age of 20 described their work in this way, compared with 12.9% of those aged 45-54.

Also, the likelihood of being currently in a temporary job decreases with length of residency. For example, the proportion of those in temporary work in 2006 was double that recorded in 2004 (26.4% and 11.4% respectively).

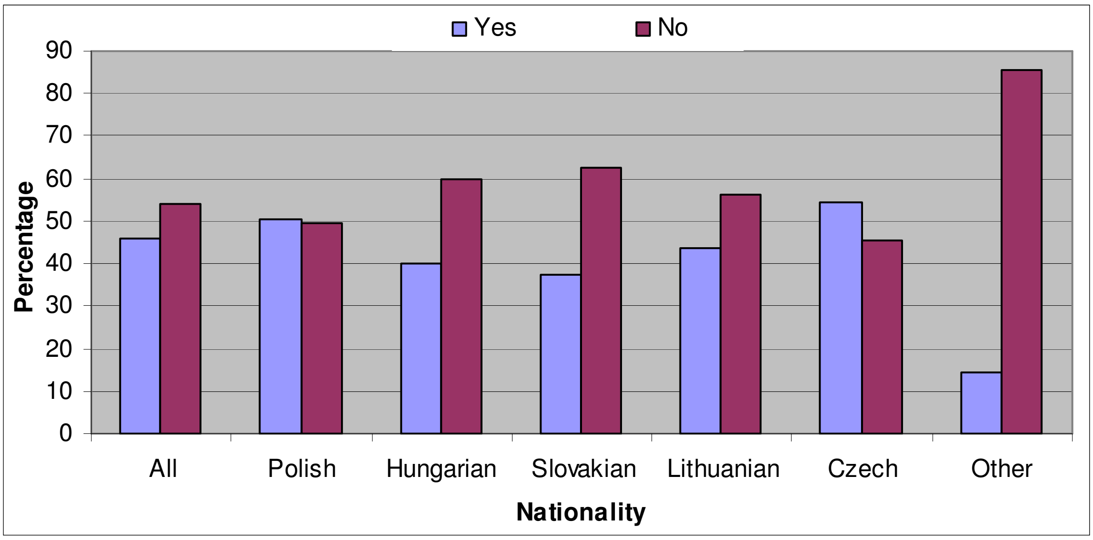
Looking at job security according to the type of work undertaken, one third of those in temporary employment were currently working in the construction sector (32.5%), while 22.5% were in manufacturing. Half of those in temporary work also reported not having a particular skill or trade (50.9%). Hence, comparable proportions (35.0%) in each case were currently in skilled trade occupations and elementary occupations.

Official registration

As highlighted in Chapter 3, according to the Worker Registration Scheme (WRS) data, there were 2,115 registrations from the A8 countries (i.e. excluding Bulgaria and Romania) between May 2004 and December 2007.

Looking at the respondents in Bolton, it can be seen that slightly less than half of those who took part in the study reported being registered on the WRS. The proportion from each national group who were registered ranged from over half of the Czech and Polish respondents to 37.5% of the Slovakian and one in ten from the Other national groups (14.3%).

Graph 18: Registered on Worker Registration Scheme (Table xvii)

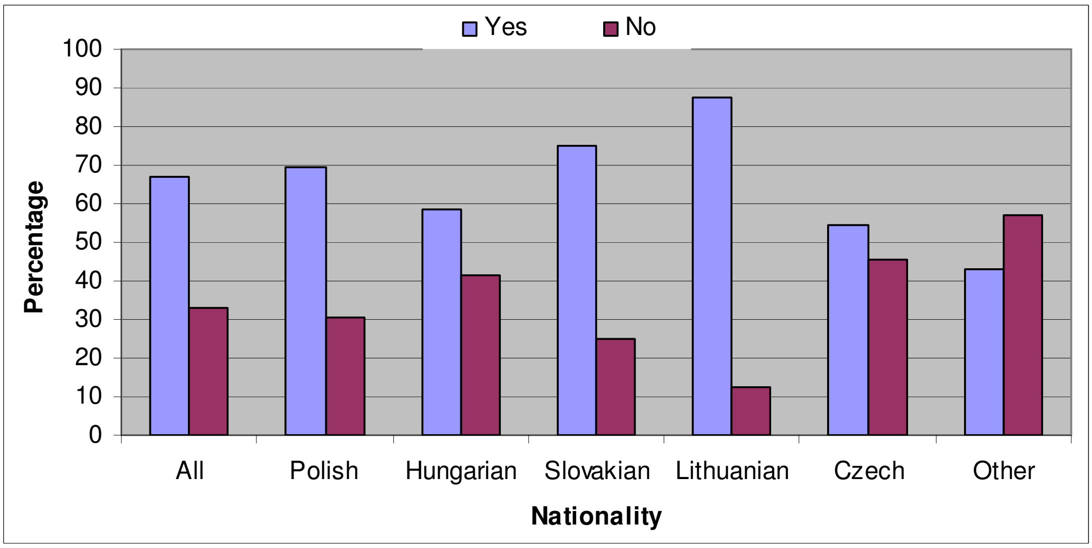


A greater proportion of those who classified their current employment as being permanent were on the WRS (53.4%), than those who felt that their job was temporary (39.2%).

Women were more likely to be registered than men (53.1% as compared with 42.5%).

The likelihood of having registered on WRS was not related to year of arrival in UK.

Graph 19: Registered for NINo (Table xviii)



As can be seen, a greater proportion of workers (67%) were registered for NINo than WRS. Again there was some variability according to nationality with the Lithuanian and Slovakian respondents being the most likely to be registered compared with those from the Other national groups (42.9%) and the Czech respondents (54.5%).

There was found to be some relationship between year of arrival in the UK and whether or not they were registered for National Insurance, with the general trend being that those who arrived most recently (2006/7) were more likely to be registered than those who arrived pre 2004 or in 2004.

The proportion who were registered was also greater among those with a permanent job (79.1%), compared with one which was regarded as being temporary (60.8%).

While three-quarters of women (74.5%) were registered for National Insurance, the comparable figure among the men was 63.2%. The likelihood of being registered also increased with age: 66.7% of the under 20 year olds were registered, which increases to 87.1% of those aged 45-54 and all of those aged between 55 and 74.

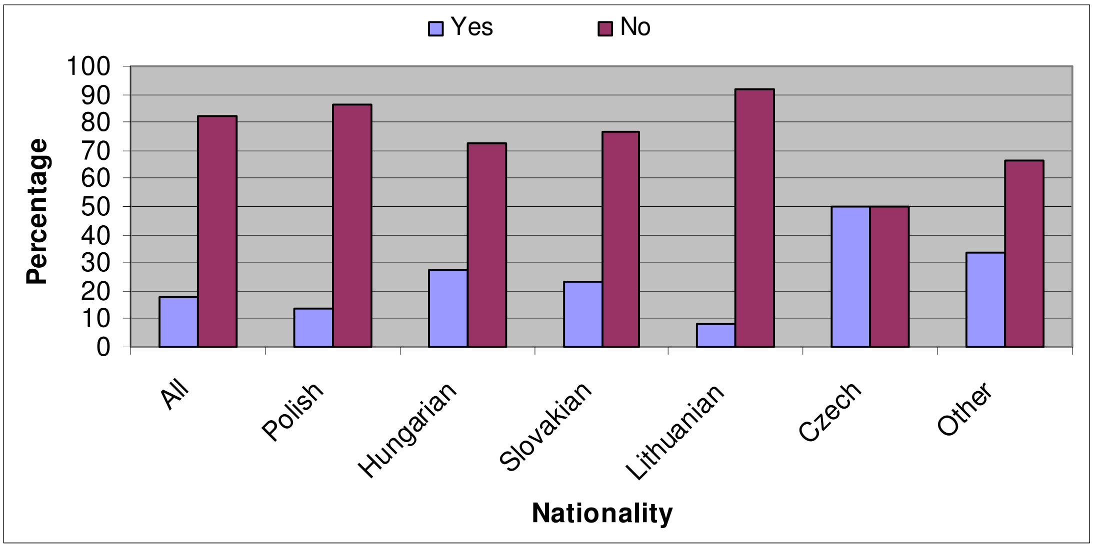
Three out of ten were not registered on either WRS or for NINo (30.7%) and this was particularly likely to be the case among those from the Other group (57.1%), followed by the Hungarian and Polish respondents (37.7% and 29.8% respectively). This compares with 27.3% and 25.0% of the Czech and Slovakian respondents who were not registered and a small proportion of the Lithuanians (6.2%).

The proportion of men who were not registered on either the WRS or for NINo was higher than that for women (34.7% and 22.7% respectively).

Form of payment

Slightly less than one in five of the migrant workers received 'cash in hand' and this was particularly the case among the Czech respondents (50.0%). In contrast, just one of the Lithuanian respondents received payment by this means.

Graph 20: Paid 'cash in hand' (Table xix)



The likelihood of being paid 'cash in hand' was greater among the male than female respondents (22.6% and 7.2% respectively) and among the younger age ranges. For example, while 21.4% of those up to 20 years of age were paid 'cash in hand', the comparable figure among the 45-54 year olds was 8.0% and none of those aged 55 or over received such payments.

Table 50: Paid 'cash in hand' by age group

	Age group													
Paid 'cash in hand'	**20 & under**		**21-24**		**25-34**		**35-44**		**45-54**		**55-64**		**65-75**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Yes	3	21.4	4	13.3	28	25.5	5	10.2	2	8.0	-	-	-	-
No	11	78.6	26	86.7	82	74.5	44	89.8	23	92.0	3	100.0	1	100.0
Total	**14**	**6.0**	**30**	**12.9**	**110**	**47.4**	**49**	**21.1**	**25**	**10.8**	**3**	**1.3**	**1**	**0.4**

The vast majority of those paid 'cash in hand' were not registered on the WRS (82.9%) and 72.0% were not NINo registered. In total, three-quarters of those who reported being paid 'cash in hand' were not registered on either of the two schemes.

It should also be noted that the proportion who were paid 'cash in hand' was higher among those who had been in the UK for shorter lengths of time than those who had arrived earlier. For example, while 14% of those who arrived in 2004 or earlier were paid 'cash in hand', the proportion increases to 23.3% among those who arrived in 2005; 34.9% among the 2006 arrivals; and, 27.9% in the case of those who arrived in the UK in 2007.

Current pay level

Information was collected from the respondents in Bolton about the wages they received per week from employment. In some cases, a range of figures was given, reflecting additional payment for any overtime worked. In calculating the pay levels, the lower of such figures have been used to reflect 'basic' pay. Information was not collected about whether the figures represented a net or gross value.

Table 51 below reveals that the majority of respondents (43.7%) received between £101-£200 per week or the equivalent of between £5,200 and £10,400 per year. A further 37.1% cited a figure between £201 and £300 per week (or the equivalent of £10,452 and £15,600 per annum). A small proportion, around one in ten, received between £301 and £400 (£15,652-£20,800) and much smaller numbers had an income in excess of this. It should also be noted that around one in twenty of the workers received less than £100 per week.

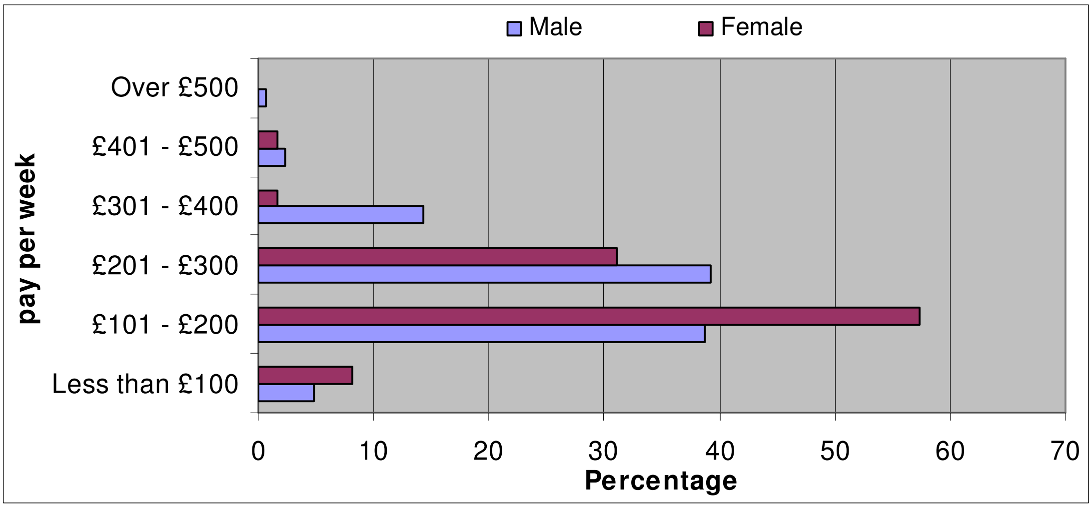
Generally, the Polish respondents tended to earn higher salaries than those from the remaining countries and certainly in contrast to those from Slovakia and Lithuania.

Table 51: Current weekly pay by nationality

			Nationality													
Pay per week	All		Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Less than £100	13	5.7	4	2.6	6	12.8	-	-	-	-	1	16.7	2	66.7
£101-£200	100	43.7	51	33.8	27	57.4	12	100.0	8	80.0	2	33.3		
£201-£300	85	37.1	66	43.7	14	29.8	-	-	1	10.0	3	50.0	1	33.3
£301-£400	25	10.9	24	15.9	-	-	-	-	1	10.0	-	-	-	-
£401-£500	5	2.2	5	3.3	-	-	-	-	-	-	-	-	-	-
£501 & over	1	0.4	1	0.7	-	-	-	-	-	-	-	-	-	-
Total	**229**	**100.0**	**151**	**65.9**	**47**	**20.5**	**12**	**5.2**	**10**	**4.4**	**6**	**2.6**	**3**	**1.3**

Important differences can be seen in terms of the pay differential between men and women (see Graph 21 below). Slightly less than one fifth of men earn at least £301 per week compared with just 3.2% of women. Similarly, twice as many women as men earned less than £100 per week.

Graph 21: Current weekly pay by gender (Table xx)



There was also found to be a correlation between the age of the worker and the amount they earned. For example, nine out of ten of those aged under 20 and six out of ten of those aged 21-24 received less than £200 per week. This compares with four out of ten of those aged 45-54 and one third of those aged 55-64.

Payment levels also varied according to whether or not the individual was paid 'cash in hand'. One in five of those who were paid by this method received less than £100 per week, compared with just 2.8% of those who were paid via a notification system.

Table 52 below considers weekly pay levels according to the type of work undertaken. At least half of those working in manufacturing (55.3%), wholesale and retail trade (64.7%), and hotel and restaurant sector (50.0%), received between £101 and £200 per week. In the case of those employed in the construction sector, pay levels were more varied with 38.3% receiving between £201 and £300 per week and a slightly smaller proportion between £101 and £200. Slightly more than one in ten referred to being in receipt of £100 of less and a slightly larger number, to between £301 and £400. The largest proportion of those working in transport, storage and communications (41.7%) received a weekly pay of between £201 and £300.

Table 52: Current type of work (SIC) by pay per week

	Pay per week									
Standard Industry Classification	**Up to £100 No.**	**%**	**£101-£200 No.**	**%**	**£201-£300 No.**	**%**	**£301-£400 No.**	**%**	**£401-£500 No.**	**%**
Agriculture, hunting, forestry	-	-	-	-	-	-	-	-	-	-
Mining & quarrying	-	-	-	-	-	-	-	-	-	-
Manufacturing	-	-	26	55.3	14	29.8	4	8.5	3	6.4
Construction	6	12.8	16	34.0	18	38.3	7	14.9	-	-
Wholesale & retail trade	1	5.9	11	64.7	2	11.8	2	11.8	1	5.9
Hotel & restaurants	1	8.3	6	50.0	5	41.7	-	-	-	-
Transport storage & communications	-	-	4	36.4	5	45.5	1	9.1	1	9.1
Public administration & defence	-	-	-	-	-	-	-	-	-	-
Education	-	-	1	100.0	-	-	-	-	-	-
Health & social work	-	-	1	25.0	3	75.0	-	-	-	-
Other community	2	15.4	3	23.1	7	53.8	1	7.7	-	-
Extra-territorial orgs & bodies	-	-	2	100.0	-	-	-	-	-	-
Student	-	-	2	66.7	1	33.3	-	-	-	-
Total	**10**	**6.4**	**72**	**45.9**	**55**	**35.0**	**15**	**9.6**	**5**	**3.2**

With regard to the pay levels for the different Standard Occupational Classifications (see Table 53), the study reveals that those in the top three occupational groups generally earned between £101 and £300 per week. The largest proportion of those in the skilled trades earned between £101 and £200 and a slightly smaller proportion between £201 and £300. Half of those working as process, plant or machine operatives received between £101 and £200 (52.2%), as did the largest group of those in the elementary occupations (42.0%). At the same time, one third of those in this latter occupational grouped earned £201 to £300 and a small minority earned more than this.

Table 53: Standard Occupational Classification of current job by pay per week

	Pay per week									
Standard Occupational Classification	**Up to £100 No.**	**%**	**£101-£200 No.**	**%**	**£201-£300 No.**	**%**	**£301-£400 No.**	**%**	**£401-£500 No.**	**%**
Managers & senior officials	-	-	1	100.0	-	-	-	-	-	-
Professional	-	-	3	75.0	1	25.0			-	-
Associate professional & technical	-	-	-	-	3	75.0	1	25.0	-	-
Administrative & secretarial	-	-	1	50.0	1	50.0	-	-	-	-
Skilled trades	5	10.2	20	40.8	18	36.7	6	12.2	-	-
Personal service	-	-	3	50.0	2	33.3	1	16.7	-	-
Sales & customer service	-	-	4	66.7			1	16.7	-	-
Process, plant & machine operatives	-	-	12	52.2	8	34.8	2	8.7	1	4.3
Elementary occupations	5	7.2	29	42.0	26	37.7	6	8.7	3	4.3
Student	-	-	1	50.0	1	50.0	-	-	-	-
Total	**10**	**6.0**	**74**	**44.6**	**60**	**36.1**	**17**	**10.2**	**5**	**3.0**

Using a benchmark figure of the minimum wage of £4.60 per hour for 18-21 year olds and £5.52 per hour for those aged 22 or over[24] and assuming an average working week of 39.4 hours[25], this would equate to a weekly wage of £181.24 for those aged 18-21 and £217.48 for those aged 22 or over. Using these minimum wage figures, it can be seen that on a general level 65.0% of migrant workers aged 18-21 would appear to be paid less than the minimum wage (i.e. the equivalent of £181.24 per week) and half of those aged 22 or over (49.3%) would appear to be paid less than £217.48 per week (the minimum weekly wage equivalent for those aged 22 or over). This suggests that only 15% of those aged 18-21 who are entitled to the minimum wage are receiving it, and half those aged 22 or over are in receipt of the minimum wage. However, the points made above concerning the difficulty of discerning whether payments recorded are net or gross and whether or not they equate to a 'standard' working week (excluding overtime etc.) must be noted.

Table 54: Payment level by age of worker

	Age group			
Weekly payment	**18-21**		**22 & over**	
	No.	**%**	**No.**	**%**
Up to £181.24	13	65.0	51	24.9
£182 - £217	4	20.0	50	24.4
£218 & over	3	15.0	104	50.7
Total	**20**	**8.9**	**205**	**91.1**

Note: Minimum wage for 18-21 year olds is £4.60 per hour
Minimum wage for 22+ year olds is 5.52 per hour
39.4 hour working week is assumed

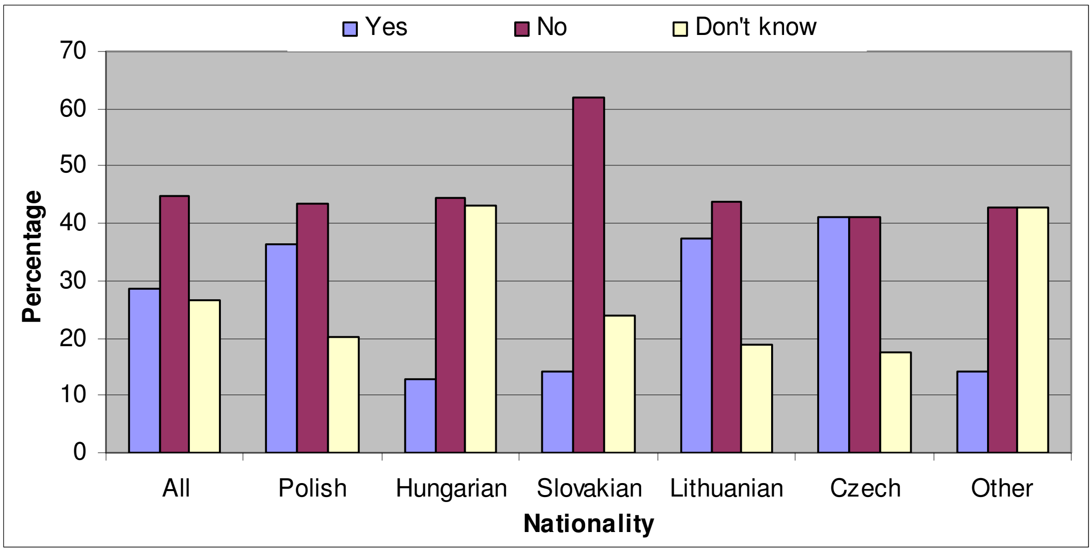
Level of interest in self-employment

Self employment raised a significant degree of interest from the sample, with 28.7% indicating that they would be interested in setting up their own business. A similar proportion were unsure (26.5%). The desire to be self-employed was greatest among the Czech and Lithuanian respondents, while the Slovakian respondents tended to be unsure about such prospects. The Lithuanian respondents were least likely to want to set up their own business.

[24] Figures taken from Direct Gov website: *http://www.directgov.gov.uk/en/Employment/Employees/Pay/DG_10027201*

[25] National Statistics (2007) 2007 Annual Survey of Hours and Earnings, *Internet reference: http://www.statistics.gov.uk/pdfdir/ashe1107.pdf*

Graph 22: Interest in self-employment (Table xxi)



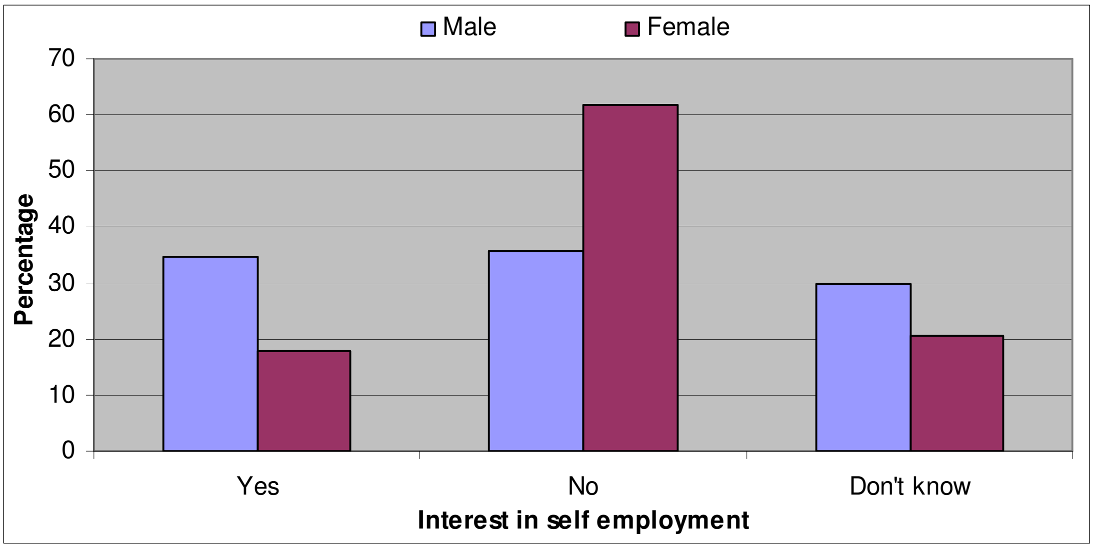
There was a greater interest among those aged 25-44 for self-employment than those in the other age groups. Those aged under 24 tended to be the least attractive to the idea of establishing their own business.

Table 55: Interest in self-employment by age

	Age group													
Interest in self employment	**20 & under**		**21-24**		**25-34**		**35-44**		**45-54**		**55-64**		**65-75**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Yes	6	27.3	9	20.9	45	30.6	21	32.8	6	19.4	1	33.3	-	-
No	13	59.1	25	58.1	56	38.1	28	43.8	16	51.6	1	33.3	1	100.0
Don't know	3	13.6	9	20.9	46	31.3	15	23.4	9	29.0	1	33.3	-	-
Total	**22**	**7.1**	**43**	**13.8**	**147**	**47.3**	**64**	**20.6**	**31**	**10.0**	**3**	**1.0**	**1**	**0.3**

The data also indicated that men tended to be more interested in self-employment than women (34.6% and 17.9% respectively).

Graph 23: Interest in self-employment by gender (Table xxii)



In terms of the type of support or assistance that they would need in order to become self-employed, the comments made were wide ranging. A large proportion of respondents (34.0%) made reference to needing a better understanding of the English language, with greater access to English language classes:

> *'I need English language lessons to improve my English.'*

> *'I need to learn English but I live a long way from work. It is too late when I come home to attend classes. I am stuck. My six year old daughter has learned more English than me in the two years she has been at school. As I am out on the road all day I have no chance to learn. My daughter is trying to help me.'*

There was also felt to be a need for greater access to education to either improve or 'refresh' their qualifications:

> *'I need to study for qualifications.'*

> *'I need to get proper recognised qualifications and certificates.'*

> *'I need to get more British qualifications. I'm currently doing one for plumbing.'*

> *'I want to do a food hygiene course.'*

In a small number of cases they were already enrolled on courses and wanted to complete this to gain a recognised qualification:

> *'I am doing a book keeping course to get my ideal job. My company are paying for my course.'*

There was also a call for greater recognition by employers of the qualifications and skills that migrant workers already possess. This is an issue that has been highlighted in previous research, particularly in relation to asylum seekers and refugees[26], but also more recently with regards to migrant workers.[27] This issue, however, does not just relate to those looking for opportunities for self-employment, it is an issue for all workers with particular skills or trades, as highlighted previously.

Some of the respondents who would welcome the opportunity to become self-employed felt that the first step to achieving this was the need to be given the opportunity to work for what they regarded as a 'good' company:

> *'I need a good builder to employ me and support me so that I can learn.'*

> *'I just need to be given the opportunity to do a good job.'*

There was also the suggestion that some migrant workers would require advice about finances for setting up their own business:

> *'I need help to get a loan to set up my own business.'*

Level of satisfaction with current job

Slightly more than six out of ten respondents reported being either fairly or very satisfied with their current job. Just 7.1% were critical of their current job. The Lithuanian and Slovakian respondents tended to be the most negative.

Those in temporary employment were twice as likely to be critical of their current job as those who had permanent jobs (9.0% and 4.2% respectively).

Those who were currently working in the wholesale and retail trade sector were the most critical (27.7%), followed by those in the construction industry (7.4%) and those working in the hotel and restaurant sector (6.2%).

One in ten of those in skilled trade occupations were either dissatisfied or very dissatisfied with their current job, as were 5.4% of those in elementary occupations.

[26] Dumper, H. (2002) *Missed opportunities: A skills audit of refugee women in London from the teaching, nursing and medical professions*, London: Greater London Authority.
[27] Audit Commission (2007) *Crossing Borders: Responding to the local challenges of migrant workers*, London: Audit Commission.

Table 56: Overall level of satisfaction with current job

Level of satisfaction	All		Nationality: Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Very satisfied	43	16.9	24	15.0	18	31.0	1	6.7	-	-	-	-	-	-
Satisfied	115	45.1	77	48.1	17	29.3	9	60.0	7	50.0	4	80.0	1	33.3
Neither/nor	68	26.7	48	30.0	14	24.1	2	13.3	3	21.4	-	-	1	33.3
Dissatisfied	15	5.9	7	4.4	2	3.4	1	6.7	3	21.4	1	20.0	1	33.3
V dissatisfied	3	1.2	-	-	1	1.7	2	13.3	-	-	-	-	-	-
Don’t know	11	4.3	4	2.5	6	10.3	-	-	1	7.1	-	-	-	-
Total	**255**	**100.0**	**160**	**62.7**	**58**	**22.7**	**15**	**5.9**	**14**	**5.5**	**5**	**2.0**	**3**	**1.2**

7. Housing

Key findings

Number of different homes

Four out of ten people had lived in just one property since arriving in Bolton, 32.2% had lived in two; and 18.0% had lived in three. The Hungarian respondents tended to be the least transient group.

Awareness of housing in Bolton

The main method for finding a property in Bolton was for it to be arranged by someone from their own country (46.1%). This was the prevalent method among the Hungarian respondents (69.5%). Three out of ten people had their accommodation arranged before they arrived in Bolton and this method was particularly evident among the Lithuanian and Polish respondents.

Housing tenure

The dominant tenure was private rented accommodation (81.7%). One in ten people rented from the social housing sector, with a very small minority being owner-occupiers. The Hungarian respondents were most likely to be found living in the private rented sector and the Czech respondents the least likely.

Tied accommodation

Just 7.1% were living in accommodation linked to their work.

Rent payments

The majority of respondents paid £81 or more per week. Rent levels varied according to tenure, with the findings suggesting that those renting privately were paying generally more than those in social housing.

Size of property

Similar proportions lived in either two or three bedroom properties; 17.8% had access to four or more. The greatest variability in property size was found in the private rented sector.

Living arrangements

Slightly more than half were sharing a property with a non-family member. This was particularly prevalent amongst the Hungarian respondents (70.0%).

The number of people sharing a property ranged from one to nine. The Hungarian and Polish respondents were most likely to share their home with a large number of non-family members. One in five of those in one bedroom accommodation shared with either one or two others. In relation to two bedroom properties, 22.3% contained between three and seven people while for three bed properties 31.0% contained four to seven.

Four out of ten people shared a bedroom with someone who was not related to them.

Views on overcrowding

Despite evidence to the contrary, the vast majority (77.1%) did not feel that they were living in overcrowded conditions. Those living in the Bolton at Home accommodation were the least critical.

Condition of property

Around two-third were positive about the condition of their property and slightly more than one in ten were negative. The most critical comments were made by housing association tenants, while those in private rented accommodation were the least critical.

Indicative rent levels in the private rented sector

The rents levels per annum for a one bedroom property ranged from £3,172 to £7,280, while for a two and three bedroom property the rents charged ranged between £4,212 and £16,848 and £12,636 - £21,060 respectively. For a four bedroom property the rental level per annum was £21,060 or more. These figures are based on different occupancy levels and the average rent paid per individual.

Awareness of housing options in Bolton

While the vast majority were aware of the private rented sector (85.4%) and 66.1% were aware of Bolton at Home, smaller numbers had heard of renting from a housing association or home ownership. The Hungarian respondents were the least aware of the opportunity to rent from Bolton at Home (32.9%) or home ownership (14.5%). The Polish and Lithuanian respondents tended to be the more well informed about the different housing options in Bolton. Perhaps unsurprisingly, awareness levels for all four tenures generally increased according to the length of time they had been in the UK.

Preferred tenure

Similar numbers would prefer to either buy their own home or rent from Bolton at Home (34.8% and 33.1% respectively). A slightly smaller number would chose to rent privately, while renting from a housing association was the least popular choice (2.4%). There was some variability in preference according to nationality. Among the Polish respondents the general preference was for home ownership, while the majority of Hungarian respondents would want to rent privately. A preference for renting from Bolton at Home was based on an assessment of the rents being cheaper than the private sector as well as providing a degree of long-term security. The private sector tended to be characterised as inexpensive, flexible and accessible. Home ownership was deemed to represent a commitment to remain in this country, provides independence and is financially preferable.

Three out of ten of those currently living in private rented accommodation would wish to remain in this tenure and only four out of ten of those renting from Bolton at Home would want to continue to do so. The length of time workers anticipated remaining in Bolton was not found to generally influence their tenure preferences.

Introduction

It is widely acknowledged that accommodation can affect people's health, access to work and social interaction.[28] Some of the main issues raised in previous studies with regards to migrant workers and accommodation relate to people living in Houses in Multiple Occupation (HMOs) (one study highlights up to 16 people sharing a house[29]); lack of choice with regards to location; poor conditions; use of low demand housing; and issues around accommodation that is tied to employment. Migrant workers often lack the necessary information about their accommodation options to make informed choices about what is on offer. 'Hidden homelessness', whereby individuals are relying on relatives and friends for accommodation, can also occur for some migrant groups.

There have been some concerns with regards to the demand placed on social housing. However, it has been highlighted elsewhere that only a small proportion is allocated to foreign nationals.[30] Research in the North West of England also highlights that new migrant groups are bringing back into use 'hard to let' properties[31].

What this section aims to do is look at the current accommodation situations of the respondents, focusing specifically on current experiences and future aspirations.

[28] Spencer, S., Johnson, M. R. D., Phillips, D., Rudiger, A., Somerville, W., Wintour, P. and Warren, S. (2004) *Refugees and other new migrants: a review of the evidence on successful approaches to integration*, Oxford: Centre on Migration, Policy and Society (COMPAS); Spencer, S., Ruhs, M., Anderson, B. and Rogaly, B. (2007) *Migrants' lives beyond the workplace: the experience of Central and Eastern Europeans in the UK,* York: Joseph Rowntree Foundation

[29] Zaronaite, D. and Tirzite, A. (2006) *The Dynamics of Migrant Labour in South Lincolnshire*, East Midlands Development Agency.

[30] Roney, J (2008) *Housing Report to the Migration Impacts Forum*, 16th January 2008, Sheffield: Sheffield City Council.

[31] Pemberton, S and Stevens, C (2007) *Economic Migration to Housing Market Renewal Areas in North West England – Opportunity or Threat?*, MSIO Policy Report 4.

Number of different homes

Table 57 below shows the number of homes people have lived in since their arrival in Bolton. As can be seen, four out of ten respondents had only lived in one property since arriving in Bolton; around one third had lived in two; while less than one fifth had lived in three properties. A small number of respondents had moved properties four or five times. The Hungarian respondents were most likely to be living in the same property that they occupied when they first arrived in Bolton (59.8%), contrasting with 23.5% of Lithuanians. Those from this latter group were found to be the most likely to have moved home four or more times.

Table 57: Number of homes since arriving in Bolton

			Nationality											
No. of homes	**All**		**Polish**		**Hungarian**		**Slovakian**		**Lithuanian**		**Czech**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
One only	134	41.5	62	34.6	49	59.8	10	47.6	4	23.5	6	35.3	3	42.9
Two	104	32.2	67	37.4	22	26.8	4	19.0	5	29.4	3	17.6	3	42.9
Three	58	18.0	35	19.6	7	8.5	5	23.8	4	23.5	6	35.3	1	14.3
Four	18	5.6	11	6.1	2	2.4	2	9.5	3	17.6	-	-	-	-
Five or more	9	2.7	4	2.3	2	2.4	-	-	1	5.9	2	11.8	-	-
Total	**323**	**100.0**	**179**	**55.4**	**82**	**25.4**	**21**	**6.5**	**17**	**5.3**	**17**	**5.3**	**7**	**2.2**

As might be expected, the longer they had been living in Bolton the more likely they were to have moved multiple times (see Table 58).

Table 58: Number of homes since arriving in Bolton by year of arrival

	Year of arrival in UK											
No. of homes	**Pre 2004**		**2004**		**2005**		**2006**		**2007**		**2008**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
One only	6	35.3	12	32.4	16	21.3	46	43.0	49	60.5	5	100.0
Two	2	11.8	7	18.9	34	45.3	42	39.3	18	22.2	-	-
Three	6	35.3	12	32.4	19	25.3	12	11.2	9	11.1	-	-
Four	-	-	4	10.8	6	8.0	4	3.7	4	4.9	-	-
Five or more	3	17.7	2	5.4	-	-	3	2.8	1	1.2	-	-
Total	**17**	**5.3**	**37**	**11.5**	**75**	**23.3**	**107**	**33.2**	**81**	**25.2**	**5**	**1.6**

Awareness of housing in Bolton

The most common means of finding a home in Bolton was through people from their own country identifying an appropriate property for them (46.1%), followed by having arranged somewhere to live before coming to Bolton. A minority also referred to finding a suitable home via other means, including their employer finding them accommodation, via the local press and through local estate agents.

The Hungarian respondents were found to be the most likely to rely on other members of their ethnic group finding them accommodation (69.5%). This was much less likely to be the route into housing for the Lithuanian respondents, who tended to have their housing arranged for them prior to coming to the UK. The Slovakian respondents indicated higher levels of use of local estate agents.

Table 59: How found out about first home in Bolton

			Nationality											
Source	**All**		**Polish**		**Hungarian**		**Slovakian**		**Lithuanian**		**Czech**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Arranged before arrived	95	29.4	64	35.6	12	14.6	6	28.6	8	50.0	3	17.6	2	28.6
Arranged by ethnic group in Bolton	149	46.1	71	39.4	57	69.5	9	42.9	2	12.5	6	35.3	4	57.1
Arranged by community	16	5.0	9	5.0	5	6.1	1	4.8	1	6.2	-	-	-	-
Via UK employer	13	4.0	10	5.6	-	-	1	4.8	1	6.2	1	5.9	-	-
Via local paper	7	2.2	4	2.2	3	3.7	-	-	-	-	-	-	-	-
Via estate agent	15	4.6	10	5.6	1	1.2	3	14.3	-	-	1	5.9	-	-
Other	28	8.7	12	6.7	4	4.9	1	4.8	4	25.0	6	35.3	1	14.3
Total	**323**	**100.0**	**180**	**55.7**	**82**	**25.4**	**21**	**6.5**	**16**	**5.0**	**17**	**5.3**	**7**	**2.2**

Over the period 2004-2006 there was a growing trend for migrant workers to have accommodation already secured for them prior to their arrival (see Table 60). The reliance on people from their own country to arrange their accommodation prior to arrival remained relatively constant during this time period.

Table 60: How found out about first home in Bolton by year of arrival

	Year of arrival in UK											
Source	**Pre 2004**		**2004**		**2005**		**2006**		**2007**		**2008**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Arranged before arrived	2	11.8	11	29.7	21	28.0	39	35.8	20	25.3	2	40.0
Arranged by ethnic group in Bolton	7	41.2	17	45.9	37	49.3	48	44.0	38	48.1	2	40.0
Arranged by community	-	-	1	2.7	4	5.3	3	2.8	7	8.9	-	-
Via UK employer	-	-	3	8.1	1	1.3	6	5.5	3	3.8	-	-
Via local paper	-	-	-	-	2	2.7	3	2.8	2	2.5	-	-
Via estate agent	-	-	3	8.1	4	5.3	2	1.8	6	7.6	-	-
Other	8	47.1	2	5.4	6	8.0	8	7.3	3	3.8	1	20.0
Total	**17**	**5.3**	**37**	**11.5**	**75**	**23.3**	**109**	**33.9**	**79**	**24.5**	**5**	**1.6**

There is a relationship between the method used to secure accommodation and the number of homes they have had since arriving in Bolton. The majority of those who had either had their accommodation arranged prior to their arrival or where it had been sorted out by people from their own country had not moved home. In contrast, the majority of those who had had their accommodation arranged by another member of the community and half of those whose accommodation was related to their employment had moved once.

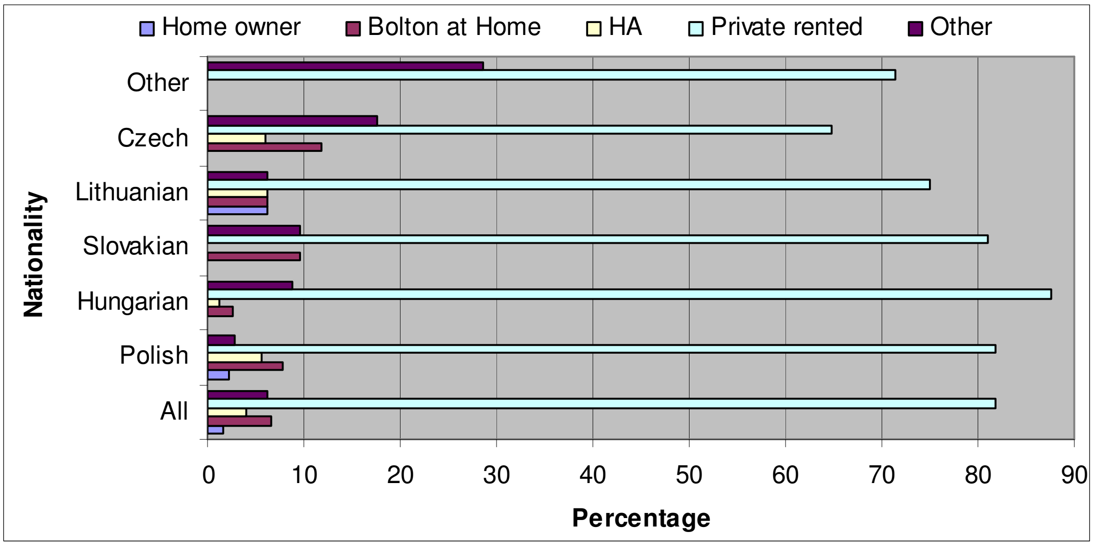
Table 61: How find out about first home in Bolton by number of homes since arriving in Bolton

No. of homes	Arranged before arrived		Arranged by ethnic group		Arranged by community		Via UK employer		Via local paper		Via estate agent		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
One only	40	42.1	62	42.2	4	25.0	4	30.8	5	71.4	5	33.3	12	42.9
Two	32	33.7	49	33.3	6	37.5	7	53.8	1	14.3	4	26.7	5	17.9
Three	12	12.6	26	17.7	4	25.0	1	7.7	1	14.3	5	33.3	9	32.1
Four	9	9.5	5	3.4	2	12.5	1	7.7	-	-	1	6.7	-	-
Five or more	2	2.2	5	3.4	-	-	-	-	-	-	-	-	2	7.2
Total	**95**	**29.5**	**147**	**45.8**	**16**	**5.0**	**13**	**4.0**	**7**	**2.2**	**15**	**4.7**	**28**	**8.7**

Housing tenure

Graph 24 below shows the current tenure of the respondents.

Graph 24: Tenure of current property (Table xxiii)

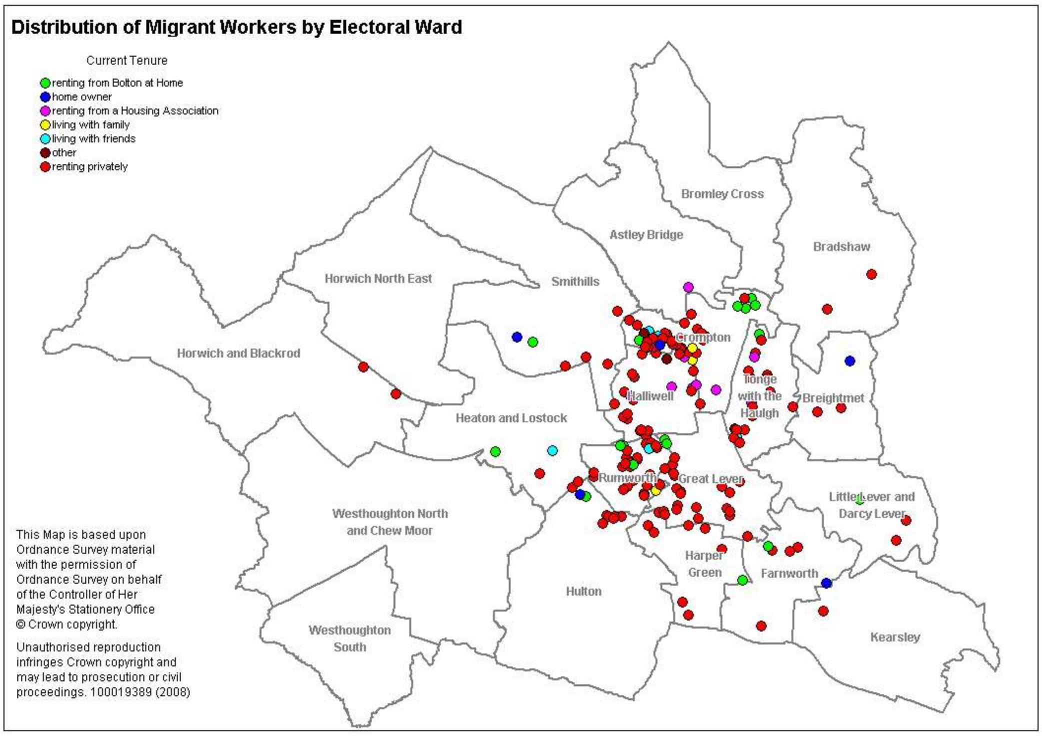


As can be seen, the dominant tenure among the sample was the private rented sector (81.7%). The Hungarian, Polish and Slovakian respondents were particularly reliant upon this sector. A number of those in the 'Other' group (28.6%) as well as the Czech respondents (17.6%) referred to 'other' circumstances with regards to tenure. Further examination revealed that the majority of these were staying with friends rather then having their own accommodation. Overall, one in ten lived in social housing with a slightly larger proportion renting from Bolton at Home rather than a local housing association.

Only a small proportion of the sample were owner occupiers (1.6%).

The distribution of the tenure of the current property is shown in Map 4 below.

Map 4: Tenure of respondents by ward



The proportion of migrant workers renting from Bolton at Home was related to the length of time they had been living in the area. The respondents who had arrived pre-2004 or in 2004 were more likely to be living in Bolton at Home properties than those who had arrived more recently. The proportion who rented privately over this time frame remained relatively constant. There does not appear to be a discernable pattern in terms of access to housing association property and while we might expect a similar relationship to that identified for Bolton at Home, this is not the case.

Table 62: Tenure of property by year of arrival

	Year of arrival in UK											
Tenure	**Pre 2004**		**2004**		**2005**		**2006**		**2007**		**2008**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Home owner	1	5.9	1	2.7	-	-	2	1.9	1	1.3	-	-
Bolton at Home	3	17.6	5	13.5	6	8.0	4	3.7	3	3.8	-	-
HA	1	5.9	-	-	3	4.0	4	3.7	5	6.3	-	-
Private rented	12	70.6	31	83.8	62	82.7	92	85.2	62	78.5	3	60.0
Other	-	-	-	-	4	5.3	6	5.6	8	10.1	2	40.0
Total	**17**	**5.3**	**37**	**11.5**	**75**	**23.4**	**108**	**33.6**	**79**	**24.6**	**5**	**1.6**

Tied accommodation

Only a small proportion of workers were living in accommodation linked or tied to their work (7.1%) (see Table 63). Interestingly, however, 1.2% were unsure as to whether or not their accommodation was tied to their work. One in ten of the Czech and Polish respondents lived in tied accommodation.

Table 63: Current home linked to work

			Nationality											
Tied housing	**All No.**	**%**	**Polish No.**	**%**	**Hungarian No.**	**%**	**Slovakian No.**	**%**	**Lithuanian No.**	**%**	**Czech No.**	**%**	**Other No.**	**%**
Yes	23	7.1	19	10.5	2	2.5	-	-	-	-	2	12.5	-	-
No	295	91.6	162	89.5	74	92.5	21	100.0	17	100.0	14	87.5	7	100.0
Don't know	4	1.2	-	-	4	5.0	-	-	-	-	-	-	-	-
Total	**322**	**100.0**	**181**	**56.2**	**80**	**24.8**	**21**	**6.5**	**17**	**5.3**	**16**	**5.0**	**7**	**2.2**

Rent payments

A wide range of rental figures were indicated in the sample (see Table 64 below).

Table 64: Rent paid per week by tenure of property

			Tenure							
Rent per week	**All No.**	**%**	**Bolton at Home No.**	**%**	**HA rented No.**	**%**	**Private rented No.**	**%**	**Other No.**	**%**
Less than £20	2	0.6	-	-	1	7.7	-	-	1	5.0
£21-£30	17	5.4	3	15.0	1	7.7	11	4.2	2	10.0
£31-£40	27	8.5	-	-	-	-	26	9.9	1	5.0
£41-£50	30	9.5	3	15.0	1	7.7	25	9.5	1	5.0
£51-£60	31	9.8	8	40.0	2	15,4	20	7.6	1	5.0
£61-£70	25	7.9	2	10.0	3	23.1	20	7.6	-	-
£71-£80	29	9.1	-	-	1	7.7	28	10.7	-	-
£81 & over	112	35.3	3	15.0	4	30.8	101	38.5	3	15.0
Don't know	15	4.7	-	-	-	-	14	5.3	1	5.0
Don't pay rent	29	9.1	1	5.0	-	-	17	6.5	10	50.0
Total	**317**	**100.0**	**20**	**6.3**	**13**	**4.1**	**262**	**82.6**	**20**	**6.3**

Slightly more than one in twenty paid less than £30 per week, while the largest group (35.3%) paid £81 or more per week. The findings suggest that a significant proportion of those renting privately were paying more than those living in the social rented sector.

Around one in ten did not pay any rent. Further investigation revealed that the majority of these were in tied accommodation with smaller numbers living with family or friends.

Among those who stated that they did not know how much rent they paid, three referred to 'handing over' part of their wage each week to cover their rent and household bills.

Size of property

Information was collected regarding the size of property currently occupied by the respondents (in terms of the number of bedrooms). The most common property sizes were those consisting of either two or three bedrooms (37.1% and 36.1% respectively), with much smaller numbers living in properties with four or more bedrooms (17.8%). Slightly less than one in ten lived in a one-bedroom property.

The greatest diversity in property size was evident in the private rented sector and the larger sized properties (consisting of four or more bedroom) were in this sector. Half of those renting from Bolton at Home had three bedrooms and similarly, three-quarters of those renting from a housing association had two bedrooms.

Table 65: Number of bedrooms by tenure

			Tenure									
No. of bedrooms	**All**		**Home owner**		**Bolton at Home**		**HA rented**		**Private rented**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
One	29	9.0	-	-	2	9.5	1	7.7	24	9.2	2	10.0
Two	119	37.1	2	40.0	7	33.3	10	76.9	92	35.1	8	40.0
Three	116	36.1	3	60.0	11	52.4	2	15.4	92	35.1	8	40.0
Four	49	15.3	-	-	1	4.8	-	-	47	17.9	1	5.0
Five or more	8	2.5	-	-	-	-	-	-	7	2.7	1	5.0
Total	**321**	**100.0**	**5**	**1.6**	**21**	**6.5**	**13**	**4.0**	**262**	**81.6**	**20**	**6.2**

Living arrangements

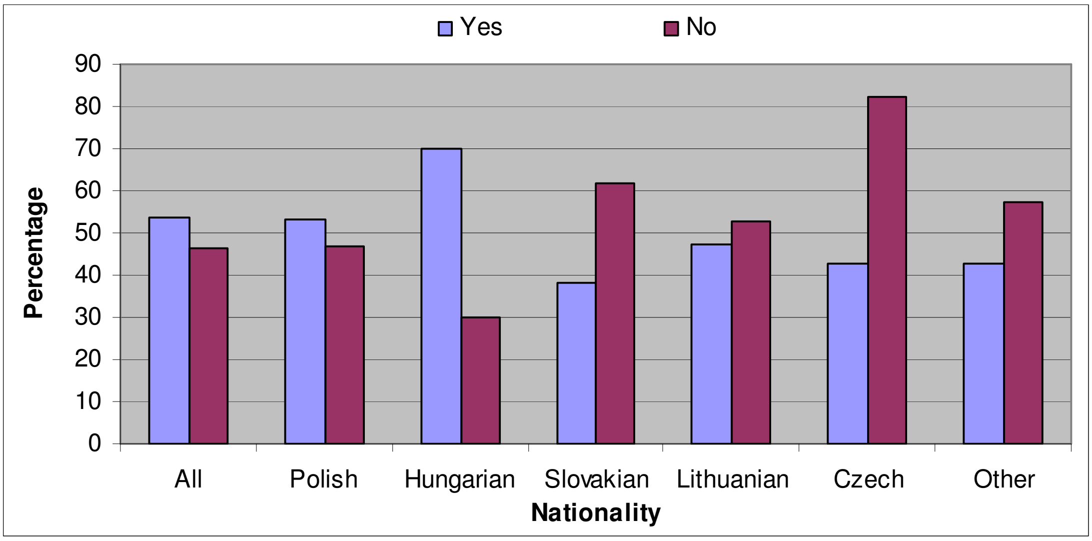
The number of people sharing the property ranged from two to nine individuals, although the largest proportion shared with either three or four more people (see Table 66 below).

Table 66: Number of people sharing property

No. of people	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Not sharing	154	47.1	86	47.0	27	32.9	13	61.9	9	52.9	14	82.4	5	71.4
One only	1	0.3	-	-	1	1.2	-	-	-	-	-	-	-	-
Two	25	7.6	13	7.1	8	9.8	1	4.8	3	17.6	-	-	-	-
Three	51	15.6	30	16.4	15	18.3	2	9.5	3	17.6	1	5.9	-	-
Four	41	12.5	32	17.5	5	6.1	3	14.3	-	-	1	5.9	-	-
Five	24	7.3	14	7.7	4	4.9	2	9.5	2	11.8	1	5.9	1	14.3
Six	15	4.6	5	2.7	10	12.2	-	-	-	-	-	-	-	-
Seven	10	3.1	2	1.1	8	9.8	-	-	-	-	-	-	-	-
Eight	5	1.5	-	-	4	4.9	-	-	-	-	-	-	1	14.3
Nine	1	0.3	1	0.5	-	-	-	-	-	-	-	-	-	-
Total	**327**	**100.0**	**183**	**56.0**	**82**	**25.1**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

Over half of those interviewed were sharing a home with a non-family member and this was especially the case among the Hungarian respondents (70.0%) and to a lesser extent, the Polish (53%). The Slovakian respondents were least likely to be sharing with non-family members (38.1%)

Graph 25: Do you share the property with non-family members? (Table xxiv)



One in five of those living in a one bedroom property shared their accommodation with either 1 or 2 other people. With regards to those living in two bedroom properties, while 14.0% contained two people, 22.3% of these properties contained between three and seven people. One quarter of the occupants of three bedroom properties shared with two other people; however, 31.0% shared a three bedroom property with between four and eight individuals. Similarly, in relation to four bedroom properties, 27.5% of those living in this size of home shared with between six and eight other people.

These findings suggest that many of those interviewed are living in overcrowded conditions.

Table 67: Number of people sharing by number of bedrooms

	Number of bedrooms									
No. of people	One		Two		Three		Four		Five+	
	No.	%	No.	%	No.	%	No.	%	No.	%
Not sharing	23	79.3	76	62.8	46	17.6			-	-
One only	-	-	1	0.8	-	-	-	-	-	-
Two	5	17.2	17	14.0	3	2.6	-	-	-	-
Three	1	3.4	15	12.4	31	26.7	3	5.9	-	-
Four	-	-	6	5.0	23	19.8	11	21.6	1	12.5
Five	-	-	4	3.3	8	6.9	5	9.8	6	75.0
Six	-	-	1	0.8	2	1.7	3	5.9	-	-
Seven	-	-	1	0.8	1	0.9	8	15.7	-	-
Eight	-	-	-	-	2	1.7	3	5.9	-	-
Nine	-	-	-	-	-	-	-	-	1	12.5
Total	**29**	**8.9**	**121**	**37.1**	**116**	**35.6**	**33**	**15.6**	**8**	**2.7**

The extent of property sharing is reinforced by the fact that four out of ten of those living in shared accommodation reported sharing a bedroom with someone who was not related to them. The sharing of bedrooms was particularly evident among Slovakian respondents and those in the ‘Other’ group. Table 68 below shows the household facilities that people were sharing with non family members.

Table 68: Sharing household facilities

			Nationality											
Share facilities	All		Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Bedroom	67	39.2	29	30.2	24	44.4	6	75.0	3	42.9	2	66.7	3	100.0
Bathroom	170	99.4	95	99.0	54	100.0	8	100.0	7	100.0	3	100.0	3	100.0
Kitchen	171	100.0	96	100.0	54	100.0	8	100.0	7	100.0	3	100.0	3	100.0

It has been noted earlier that a relatively large proportion of migrant workers had relied on people from their own country to find them accommodation. This is evident in the data by the fact that nearly nine out of ten knew the people they were sharing with (86.0%). This was most notable among the respondents from the Other group, as well as the Hungarian and Polish respondents.

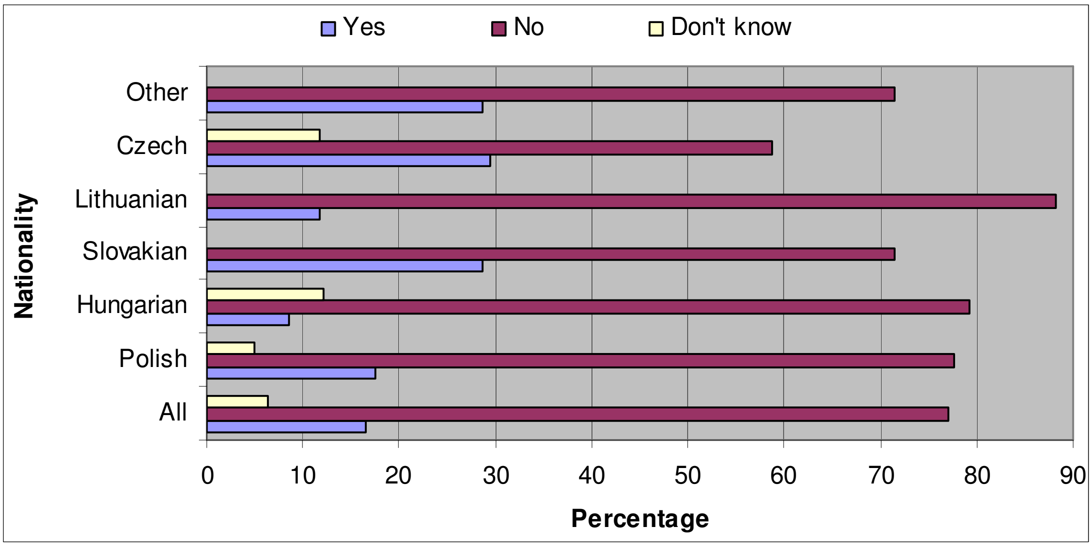
Table 69: Did you know the people you were sharing with when first moved to property?

			Nationality											
Knew people sharing with	All		Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	148	86.0	83	86.5	49	90.7	6	75.0	5	62.5	2	66.7	3	100.0
No	24	14.0	13	13.5	5	9.3	2	25.0	3	37.5	1	33.3	-	-
Total	**172**	**100.0**	**96**	**55.8**	**54**	**31.4**	**8**	**4.7**	**8**	**4.7**	**3**	**1.7**	**3**	**1.7**

Views on overcrowding

Despite the evidence presented above concerning the level of actual overcrowding experienced by many migrant workers living in Bolton, when asked to give their own assessment of whether or not they felt that they were living in overcrowded conditions, only 16.5% felt that this was the case. The proportion varied from 29.4% of the Czech respondents to just 8.5% of the Hungarian respondents (see Graph 26).

Graph 26: Are you living in overcrowded conditions? (Table xxv)



The perceived problem of overcrowding was seen to be more of a problem among those staying informally with friends and those in the housing association sector. It is interesting to note that those renting privately were the least critical of this aspect of their accommodation, with just 14.1% suggesting that they were living in overcrowded conditions.

Table 70: Are you living in overcrowded conditions (by tenure)?

	Tenure									
Overcrowded	**Home owner**		**Bolton at Home**		**HA rented**		**Private rented**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Yes	-	-	4	19.0	4	30.8	37	14.1	8	40.0
No	5	100.0	17	81.0	9	69.2	208	79.1	9	45.0
Don't know	-	-	-	-	-	-	18	6.8	3	15.0
Total	**5**	**1.6**	**21**	**6.5**	**13**	**4.0**	**263**	**81.7**	**20**	**6.2**

Condition of property

On the whole there were positive comments about the condition of their property, with 63.6% suggesting that it was either good or very good. The most critical were those from the Other group and the Czech respondents, while none of the Slovakian respondent felt that their home was in poor or very poor condition.

Table 71: Overall condition of home

Rating	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Very good	31	9.5	15	8.2	14	17.1	-	-	1	5.9	1	5.9	-	-
Good	177	54.1	102	55.7	40	48.8	13	61.9	11	64.7	8	47.1	3	42.9
Neither/nor	82	25.1	48	26.2	17	20.7	8	38.1	3	17.6	4	23.5	2	28.6
Poor	30	9.2	14	7.7	10	12.2	-	-	1	5.9	4	23.5	1	14.3
Very poor	7	2.1	4	2.2	1	1.2	-	-	1	5.9	-	-	1	14.3
Total	**327**	**100.0**	**183**	**56.0**	**82**	**25.1**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

Although the small numbers involved need to be taken into account, the study found that those living in housing association accommodation were more likely to be critical of the condition (23.1%). This was followed by those living in 'Other' tenures, which, as mentioned previously, generally refers to those who were staying with family or friends. The least critical were those renting from Bolton at Home.

Table 72: View of overall condition of home by tenure

Rating	Tenure									
	Home owner		Bolton at Home		HA rented		Private rented		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%
Very good	1	20.0	1	4.8	2	15.4	24	9.1	3	15.0
Good	2	40.0	14	66.7	5	38.5	148	56.3	4	20.0
Neither/nor	1	20.0	4	19.0	3	23.1	64	24.3	10	50.0
Poor	-	-	1	4.8	3	23.1	23	8.7	2	10.0
Very poor	1	20.0	1	4.8	-	-	4	1.5	1	5.0
Total	**5**	**1.6**	**21**	**6.5**	**13**	**4.0**	**263**	**81.7**	**20**	**6.2**

Anecdotal evidence also suggests cultural differences in accommodation aspirations, which make people less likely to complain about the condition of their accommodation or any overcrowding. The temporary nature of some people's migration is also a key factor and in many cases people will simply 'put up' with certain conditions as they know it is only for the short-term.

Indicative rent levels in the private rented sector

We are able to offer a general guide to the rental income received by landlords in the private sector renting to migrant workers by considering the most common rental figure charged per week for each size of property (based on number of bedrooms) and then looking at the average number of people living in each size of property.

In terms of one bedroom properties, the largest proportion of those in this size of accommodation (33.3%) paid a weekly rent of between £61 - £70. In terms of occupancy level, 83.3% of this size of accommodation was occupied by single people and 12.5% by 2 individuals. Hence, the weekly rent charged for a 1 bed property in the private sector ranged from £3,172 per annum (based on 1 person paying £61 per week) to £7,280 (based on 2 people sharing paying £70 per week.

With regards to two bedroom properties, 46.7% paid £81 or over per week. In 63.0% of cases just 1 person lived in this size of property; in 15.2% of cases 2 people shared; in 12.0% of cases 3 people shared; and in one in ten cases 4 or more people shared. The annual rental figures for a 2 bed property range from £4,212 (1 person paying £81 per week) to £16,848 (4 people sharing each paying £81 per week).

Over half of those living in a three bedroom property paid £81 or more per week. One third of those who lived in a three bedroom property shared with 2 other people. In 21.7% of cases 4 people shared, while a minority (8.7%) reported that 5 or more people shared the house. Rent levels therefore, ranged from £12,636 per annum (3 people sharing paying £81 per week) to £21,060 per annum (based on 5 sharing and each paying £81 per week).

In the vast majority of cases five unrelated individuals shared a four bedroom house and paid £81 or more per week. This would equate to an annual rental figure of £21,060. Table 73 below summarises this rental information. As can be seen, these figures are also compared to the average rental worth of each size property, based on discussions with two local estate agents.

Table 73: Rent

Size of property	Annual rental range	Average rental in Bolton
1 bed	£3,172 - £7,280	£4,800
2 bed	£4,212 - £16,848	£5,400
3 bed	£12,636 - £21,060	£6,600
4 bed	£21,060 plus	£9,600

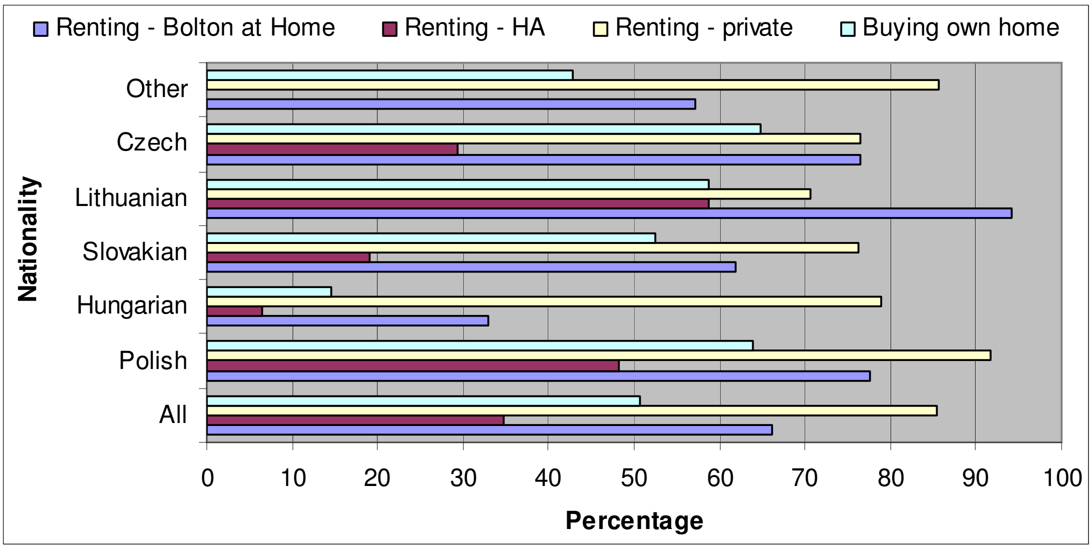
Awareness of housing options in Bolton

Given the high proportion of migrant workers living in the private rented sector it is not surprising that this is the tenure that people were most aware of (85.4% indicated awareness of this option). Two-thirds of the sample were also aware of renting from Bolton at Home, while half were aware of the opportunity to buy their own home. There was much less familiarity with the option of housing association accommodation. Stakeholder consultation with one of the housing associations with properties in Bolton also reiterates this issue. They highlight the need to raise awareness about this tenure amongst those who are eligible. They also raised concerns about the complexity of the Choice-Based Lettings (CBL) system for housing allocations which, although offering more choice to applicants, may be difficult to access for people from outside the UK.

Knowledge of the various tenures was also found to vary according to nationality. While at least three-quarters of the Lithuanian, Czech and Polish respondents were aware of renting from Bolton at Home, only 32.9% of the Hungarian respondents were aware of this option. Similarly, the Hungarian respondents were less likely to be aware of the housing association sector (6.6%) than the Lithuanian (58.8%) and Polish (48.3%) respondents.

Overall, the research suggests that the Hungarian respondents were least likely to be aware of the range of housing options available within Bolton.

Graph 27: Awareness of housing options in Bolton (Table xxvi)



As would be expected, however, awareness of housing options relates to length of time that people have been in Bolton (see Table 74 below). In relation to renting from Bolton at Home, for example, while only 49.4% of those who arrived in 2007 had knowledge of this type of accommodation, the proportion among those who had arrived in 2004 was 86.1%. Similarly, just one fifth of those who arrived in 2007 had heard of housing associations and this figure increases to 41.7% among those who arrived in 2004 and to 52.9% among those who came to this country before 2004. The same trend in level of awareness is evident in respect of home ownership.

Table 74: Awareness of housing options by year of arrival in UK

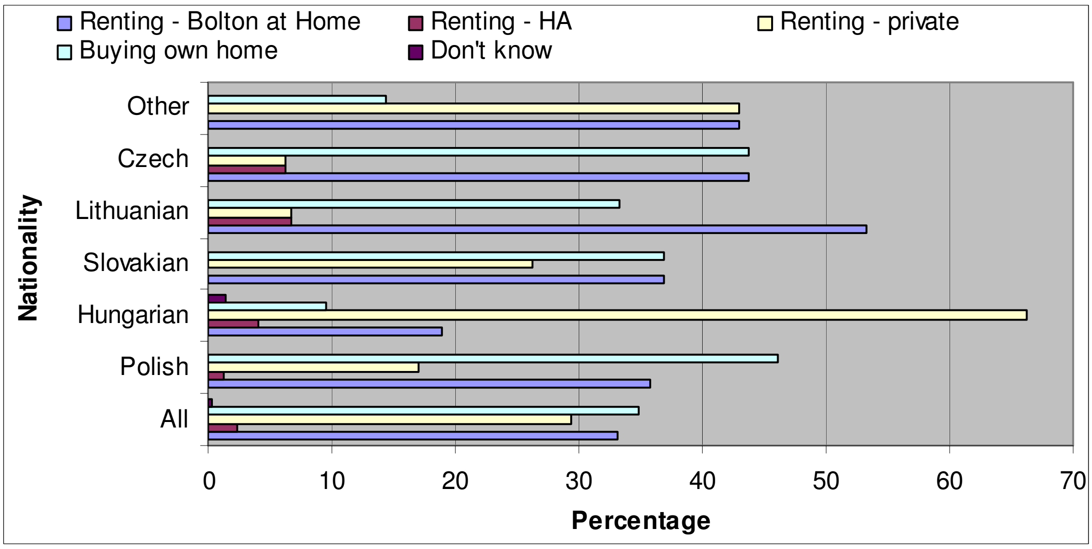
Housing Options	Year of arrival in UK Pre 2004 No.	%	2004 No.	%	2005 No.	%	2006 No.	%	2007 No.	%	2008 No.	%
Renting – Bolton at Home	13	76.5	31	86.1	57	77.0	69	64.5	39	49.4	-	-
Renting – HA	9	52.9	15	41.7	29	39.2	41	38.3	16	20.3	-	-
Renting – private	12	70.6	32	88.9	69	93.2	93	86.9	61	77.2	2	100.0
Buying own home	12	70.6	21	58.3	41	55.4	58	54.2	28	35.4	-	-

Preferred tenure

Although it is evident that some migrant workers are not fully aware of the range of housing options available within Bolton, the question was posed concerning their tenure preference in the future. Among the sample as a whole, the largest proportion (34.8%) wanted to buy their own home, while a slightly smaller number (33.1%) wanted to rent from Bolton at Home. Around three-out of ten would choose to rent in the private rented sector. Renting from a housing association was the least popular choice (2.4%); however, this could relate to the lack of awareness about this option, as highlighted above.

Tenure preferences were found to vary according to nationality (see Graph 28 below). The general preference among the Polish respondents was for home ownership, followed to a lesser extent by renting from Bolton at Home; only 17.0% wanted to live in private rented accommodation. Among the Hungarian respondents, renting privately was the overwhelming preference (66.2%) followed by living in a Bolton at Home property. The same proportion of Slovakian respondents indicated a preference for both home ownership and renting from Bolton at Home (36.8% in each case), while the majority of Lithuanian respondents wanted to rent from Bolton at Home. Opinion was similarly divided among the Czech respondents with equal numbers indicating a preference for a Bolton at Home property and buying their own home.

Graph 28: Preferred future housing tenure (Table xxvii)



Important differences were found in terms of their preferred tenure and the tenure that they were currently living in:

- Just 40.0% of those currently renting from Bolton at Home would prefer to live in this tenure in the future. A further third wanted to buy their own home and one in five wanted to move into the private rented sector:

- Only 15.4% of those accommodated in housing association properties saw themselves living in this tenure in the long term. The majority (69.2%) indicated that they would prefer to be home owners; and

- Despite the overwhelming majority of people renting privately, this was the longer-term tenure of choice for just 32.0% of this group, a larger proportion would prefer to rent from Bolton at Home.

One might expect that those who anticipated staying in Bolton for a shorter period of time would prefer to remain renting in the private sector, however, this was not necessarily the case. Among those who anticipated being in Bolton for less than 3 years, 13.8% were looking to rent in the private sector, while 17.6% wanted to buy their own home. Those expecting to remain in Bolton for five or more years had a particular preference for renting from Bolton at Home (51.0% of those who preferred this tenure expected to remain in Bolton for five or more years), followed by renting from a private landlord (46.0%) and then buying their own home (38.2%).

We asked people to provide a little more information on why they had particular preferences. With regards to those who wanted to rent from Bolton at Home, comments tended to relate to a perception that the rent would be cheaper than that charged in the private sector:

> *'I hear it is cheaper than renting privately.'*

> *'It's cheap.'*

As well as it being the preferred alternative for those who do not have the financial means to buy their own property:

> *'It is cheaper than buying your own home.'*

It is also suggested that renting from Bolton at Home offered a degree of longer-term security.

A preference for either remaining in or moving to the private rented sector was based on a number of aspects. Firstly, this tenure was seen as being relatively cheap:

> *'It is the cheapest and easiest option.'*

'It is not expensive and in good areas.'

'Renting a house from a private landlord is cheap and you can get a nice house in a lovely estate.'

This latter point, regarding greater choice of location was mentioned by a small number of respondents. In particular it was compared to the perceived lack of choice with the location of 'council housing':

'It's not so expensive and you can choose to live in a very good area not like council estates.'

Secondly, this tenure was also seen as offering flexibility both in terms of accessibility and the notice required to vacate properties:

'You don't need to give advanced notice to move out.'

'You don't have to give a months notice.'

'You're not tied and it's easier to access.'

'Easy option to terminate contract.'

Hence, mobility was seen by some as an important aspect of this tenure:

'You're not tied to one place. It's easy to find such a house, live in it and then when you need to, move on.'

'I'm not in a permanent job so this suits me.'

Other reasons for preferring this sector included the suggestion that a rental deposit was not required and that it catered for those with a poor credit history.

It was also evident that for some people this was the only tenure they were aware of and this influenced their decision concerning their preference for the future:

'I didn't know about the other options until today.'

'I don't know about the others.'

Those who indicated a preference for a housing association property tended to base their assessment on what they had heard about this tenure:

'I've heard that from a housing association we can rent a good sized house in fair rent price.'

'I heard that they are good condition and cheaper to rent.'

Home ownership was characterised as representing a commitment to remain in this country and 'put down roots':

'I want to stay in Bolton and having my own house is the best option because I want to live in my own home.'

'I want my family to move here so I need to buy a home.'

'We would like to stay in England so we need our own home for the children to stay and so we have some peace of mind about the future.'

Furthermore, it was seen as offering longer term independence and security:

'It gives me independence and stability.'

'To settle down and have security.'

'The house is your own and it's good for the future.'

'I want my own place for security and to be able to do improvements.'

Home ownership was also regarded as financially preferable to renting:

'Because I would like to stay here so renting a house is wasting money.'

'It is better to pay a home loan than rent.'

'It's cheaper than paying rent.'

'I don't want to pay rent to a landlord.'

'Rent is the same as the mortgage price.'

One respondent suggested that his preference for home ownership was based on his desire to financially invest in his future and that this was the most appealing form of investment, while another respondent suggested that home ownership could enable them to buy a larger property that would have enough space for visitors:

'We would like to stay in the area. When someone comes to visit it's always overcrowded. It's nice to buy your own home, you can buy one that is big enough for your family and for when people come to stay.'

8. Community Integration

Key findings

Reasons for living in the area

The most influential factor in the choice of area in Bolton was the presence of other people from their home country. This was particularly the case among the Hungarian respondents.

Proximity to place of work was the second most important factor. One in ten people reported having no choice in where they lived, which primarily related to those in temporary living arrangements, such as staying with family or friends.

Views on the area

The area where they lived was seen positively by seven out of ten of the respondents, with just 7.0% indicating any dissatisfaction.

Local community facilities

Six out of ten respondents were aware of the community facilities available in their area compared with around three out of ten who were not aware. Awareness levels were higher among the Polish respondents and lowest among the Hungarian respondents. Women were also more likely to be aware of the community facilities as were those in the older age groups. Not surprisingly, awareness levels increased according to the length of time people had been living in Bolton.

Equality of access to local facilities

Although nearly six out of ten felt that there was equality of access for migrant workers to local facilities, 17.6% felt that this was not the case. The Hungarian respondents were most likely to suggest that equality of access does not exist. Generally, the longer the period of time people have been living in Bolton the more likely they are to suggest that there is equality of access.

Contact with people from their own country

While slightly more than half felt that they had either a lot or quite a lot of contact with people from their own country, 31.7% felt that they had little contact, while one in ten had no contact at all. Those least likely to have contact were the Czech, Slovakian and Lithuanian respondents. The longer the period of time they had been living in Bolton the more likely they were to have contact with people from their own country.

Feeling part of the community

Less than half of respondents felt part of the wider community. Those who were least likely to feel integrated were the Hungarian, Czech and Slovakian respondents. Perhaps unsurprisingly, feeling part of the community was related to length of residency in Bolton.

Crime and anti-social behaviour (ASB)

Slightly less than one quarter had experienced ASB, with small numbers being the victim of a crime against their property (12.6%), suffering racist harassment (6.5%) or a crime against their person (5.8%)

Assistance to settle into the community

Slightly more than one fifth would require support to settle into the community, while a larger proportion (36.2%) were unsure. The type of support envisaged included: the provision of community facilities where migrant workers could meet up; help in identifying other migrant workers living in the area; greater access to employment; greater personal safety from ASB; and access to English language courses.

Aspirations to move

Just over half of the respondents wanted to move to another area and one quarter were undecided. The most settled were the Slovakian, Polish and Hungarian respondents.

Introduction

Previous research on new migrant communities highlights that in research there is often less attention paid to people's experiences away from the workplace.[32] This section aims to offer some information with regards to other aspects of their lives in Bolton. In particular, if offers an analysis of the data with regards to issues of community relations. It looks at peoples' general views on living in Bolton and their neighbourhood; access to community facilities and other services; and feelings of involvement with the local community.

[32] Spencer, S., Ruhs, M., Anderson, B. and Rogaly, B. (2007) *Migrants' lives beyond the workplace: the experience of Central and Eastern Europeans in the UK,* York: Joseph Rowntree Foundation.

Reasons for living in the area

In terms of where people lived within Bolton, they were asked to explain their choice of area. Among the group as a whole the most influential factor was the presence of people from their own country (36.3%). This was seen as particularly important among the Hungarians (65.4%), while for the Czech and Slovakian respondents this was less of an issue.

Proximity to place of work was the second most important factor in the decision of where to live in Bolton (29.2%) and found to be more influential among the Polish and Czech respondents. Having family already living in the area was significant among those from the Other group and the Slovakian respondents.

Just less than one in ten (8.3%) stated that they did not have a choice where they lived and this was particularly noted among the Slovakian and Lithuanian respondents. With regards to why they had no choice, some respondents referred to Bolton at Home 'deciding' where they would live. Two respondents in particular stated that they had applied for housing with Bolton at Home and, at the time, did not know where the property was located:

> *'I just applied. I didn't know the area.'*

> *'The council chose the house.'*

Two respondents had found it difficult to meet the rent payments on their previous property and had no option but to move in with friends, as one highlights below:

> *'I couldn't afford the rent in my old place. A friend invited me to share with him. The rent was cheaper.'*

Others referred to their temporary living arrangements prior to securing their own accommodation:

> *'I am living with friends until I can find my own house.'*

Three respondents also made reference to their accommodation being identified by the 'immigration authorities' and, therefore, they themselves had little choice in where they lived.

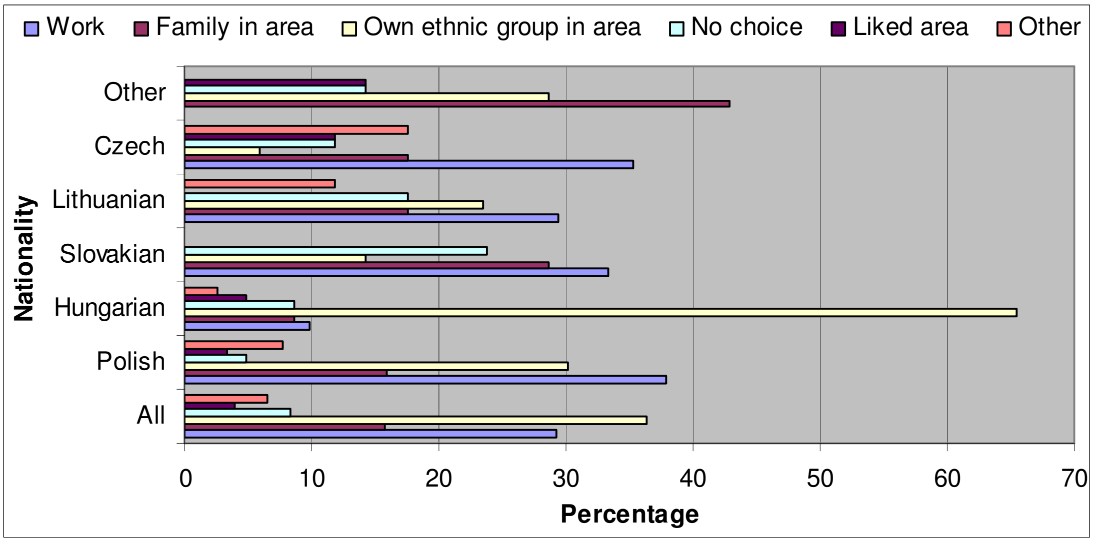
In two cases, the accommodation was arranged prior to them arriving in Bolton:

> *'It was arranged for me before I came to England.'*

Two other respondents had moved to an area simply because that was where they had found a property to live in:

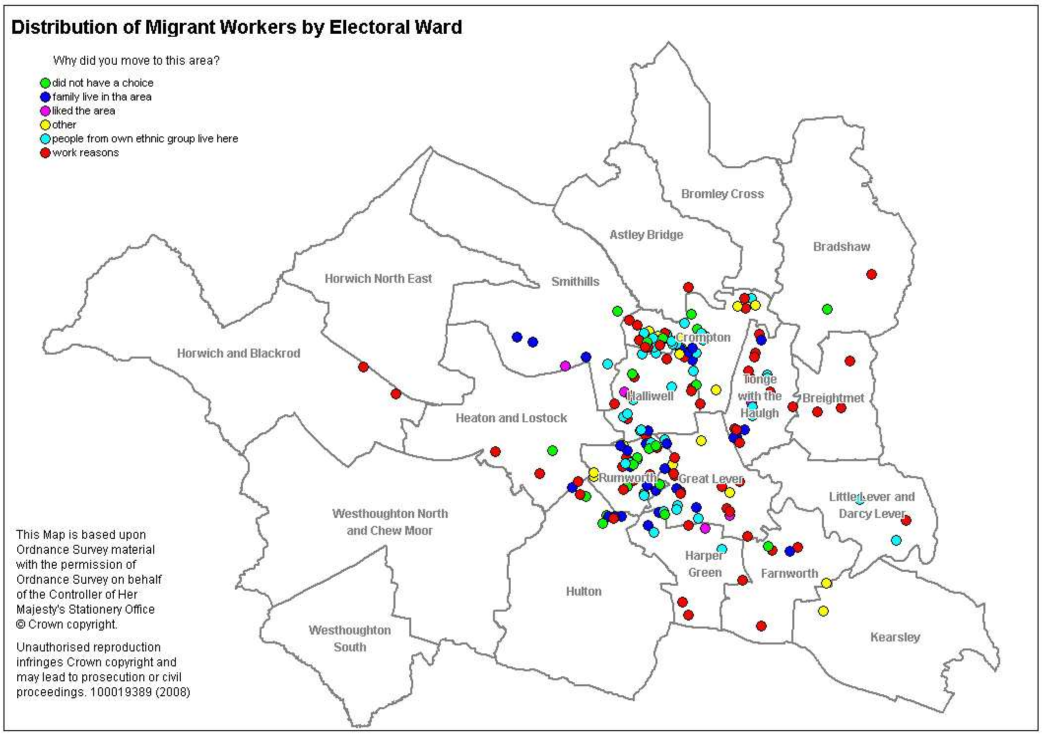
> *'The place available to live was only in this area'*
> *'It was the only house available.'*

Graph 29: Reasons for moving to the area (Table xxviii)



The main reasons for moving to the area have been plotted according to the location of their current property (Map 5 below)

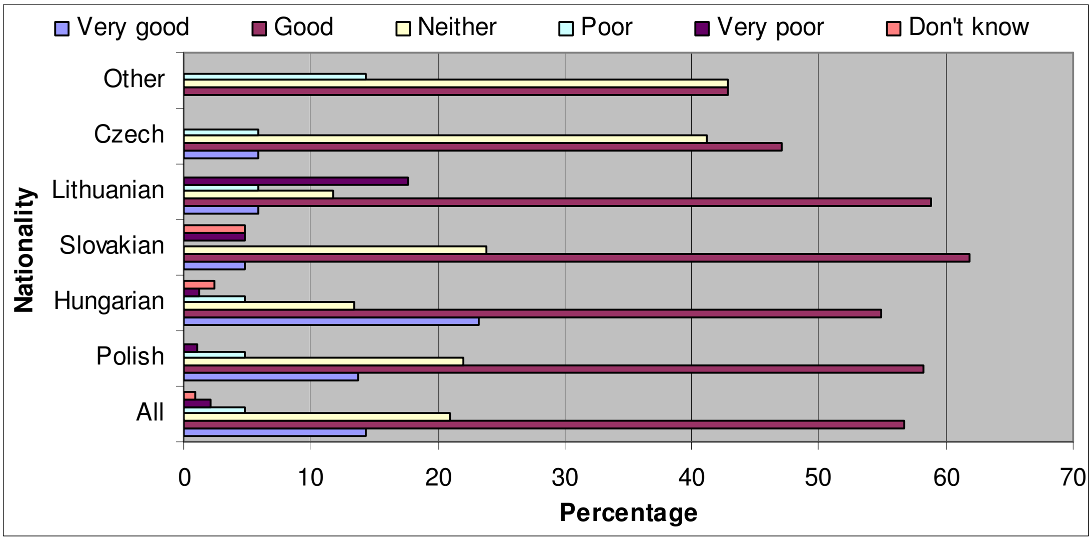
Map 5: Main reasons for moving to the area by ward



Views on the area

The majority of respondents viewed the area where they were currently living as either good or very good (71.1%), with just 7.0% being critical (see Graph 30)

Graph 30: Overall rating of the area (Table xxix)



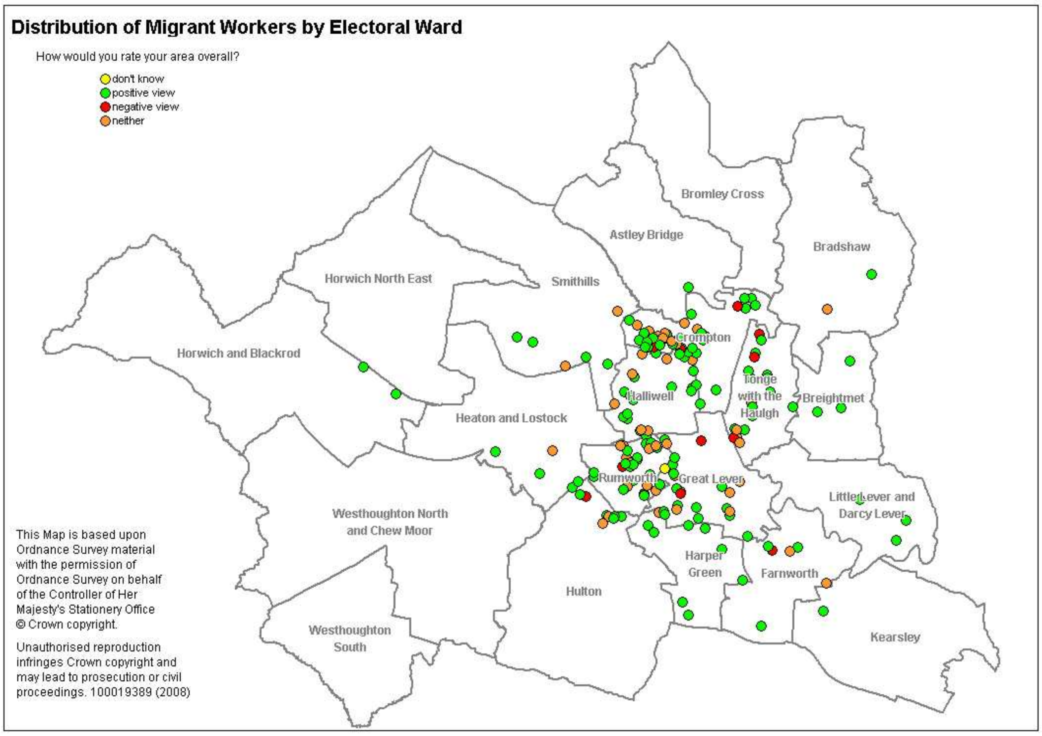
The proportion of those who had arrived each year between 2004 and 2006 who were happy with the area where they lived was virtually the same for each of the three years (around 72%). Among those arriving in 2007 the figure was slightly lower at 63.4%.

Table 75: Overall rating of the area by year of arrival in UK

	Year of arrival in UK											
Rating	**Pre 2004 No.**	**%**	**2004 No.**	**%**	**2005 No.**	**%**	**2006 No.**	**%**	**2007 No.**	**%**	**2008 No.**	**%**
Very good	3	17.6	5	13.9	10	13.3	17	15.5	12	14.6	-	-
Good	12	70.6	21	58.3	44	58.7	63	57.3	40	48.8	4	80.0
Neither/nor	1	5.9	8	22.2	13	17.3	24	21.8	22	26.8	-	-
Poor	1	5.9	2	5.6	4	5.3	4	3.6	5	6.1	-	-
Very poor	-	-	-	-	4	5.3	2	1.8	1	1.2	-	-
Don't know	-	-	-	-	-	-	-	-	2	2.4	1	20.0
Total	**17**	**5.2**	**36**	**11.1**	**75**	**23.1**	**110**	**33.8**	**82**	**25.2**	**5**	**1.5**

Map 6 below plots the overall rating of the area by ward.

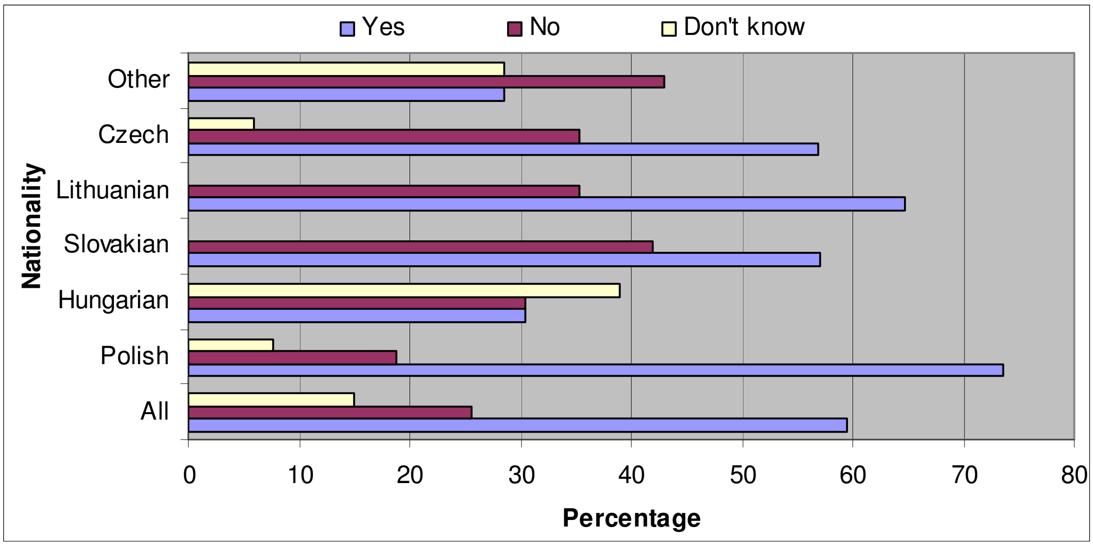
Map 6: Overall rating by ward



Local community facilities

Looking at the sample as a whole, six out of ten respondents were aware of the existence of local community facilities; however, this varies according to nationality (see Graph 31 below).

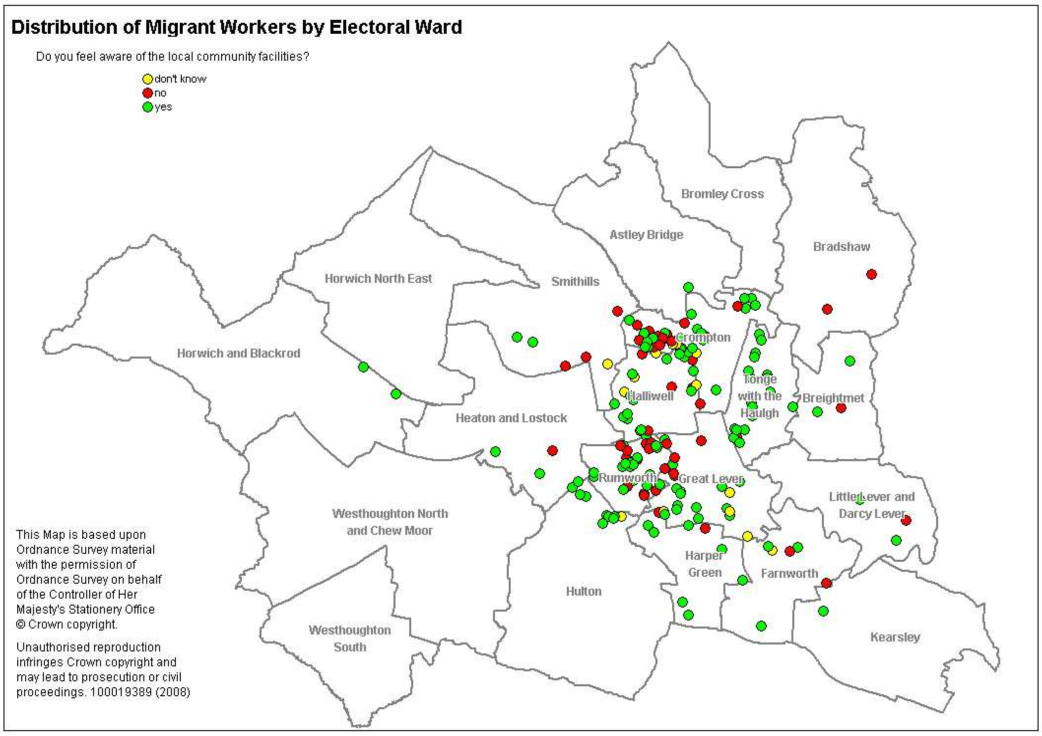
Graph 31: Awareness of local community facilities (Table xxx)



As can be seen, while 73.6% of the Polish and at least half of the Lithuanian, Slovakian and Czech respondents were aware of such facilities, only around three out of ten Hungarians and those in the Other group reported being aware.

Map 7 below reveals the distribution of responses concerning whether or not they were aware of local community facilities according to where they lived.

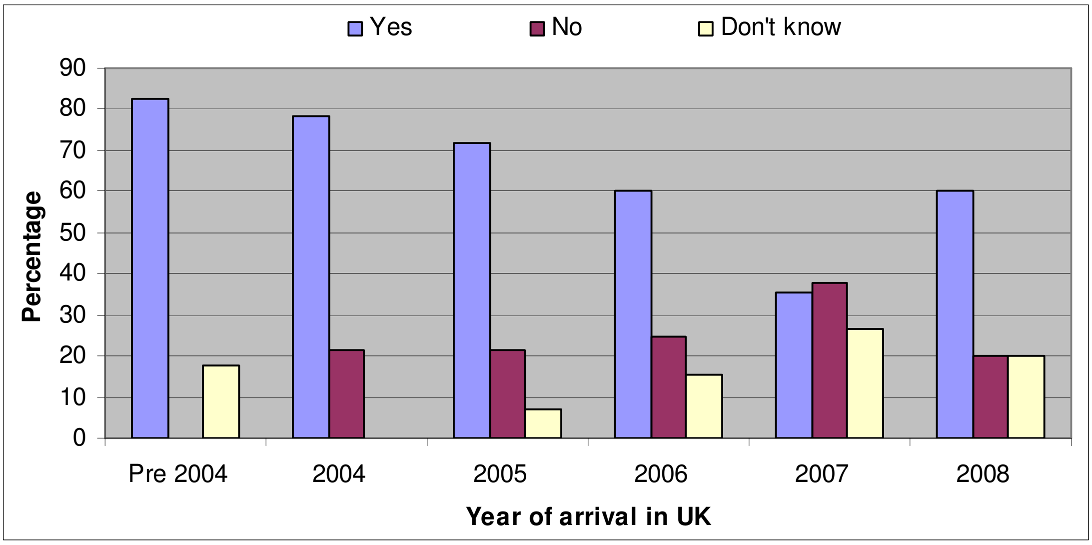
Map 7: Awareness of local community facilities by ward



Women were found more likely to be aware of the local community facilities available than men (66.1% and 55.9% respectively). Awareness levels were also found to be related to age, with the older age ranges tending to be more aware than those in the younger age ranges; for example, while 57.8% and 57.3% of the 21-24 and 25-34 year olds respectively were aware, the comparable proportions among the 45-54 and 55-64 year olds were 65.6% and 66.7% respectively.

Not unsurprisingly, awareness levels increased according to the length of time people had been living in Bolton. Around 8 out of 10 of those who arrived before 2004 and in 2004 had knowledge of such facilities compared with around 3 in 10 of those who had arrived in the area in 2007.

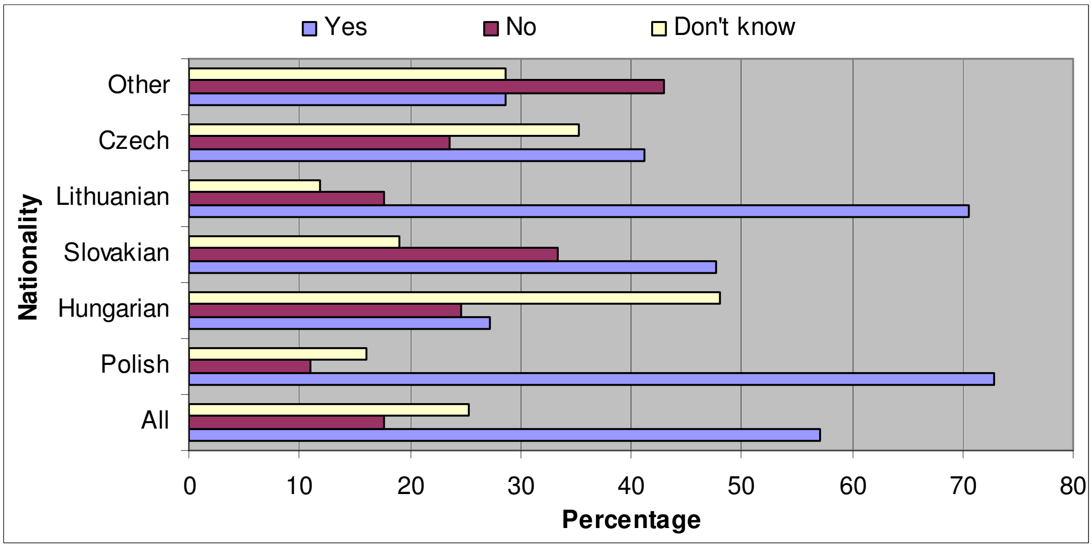
Graph 32: Awareness of local community facilities by year of arrival in UK (Table xxxi)



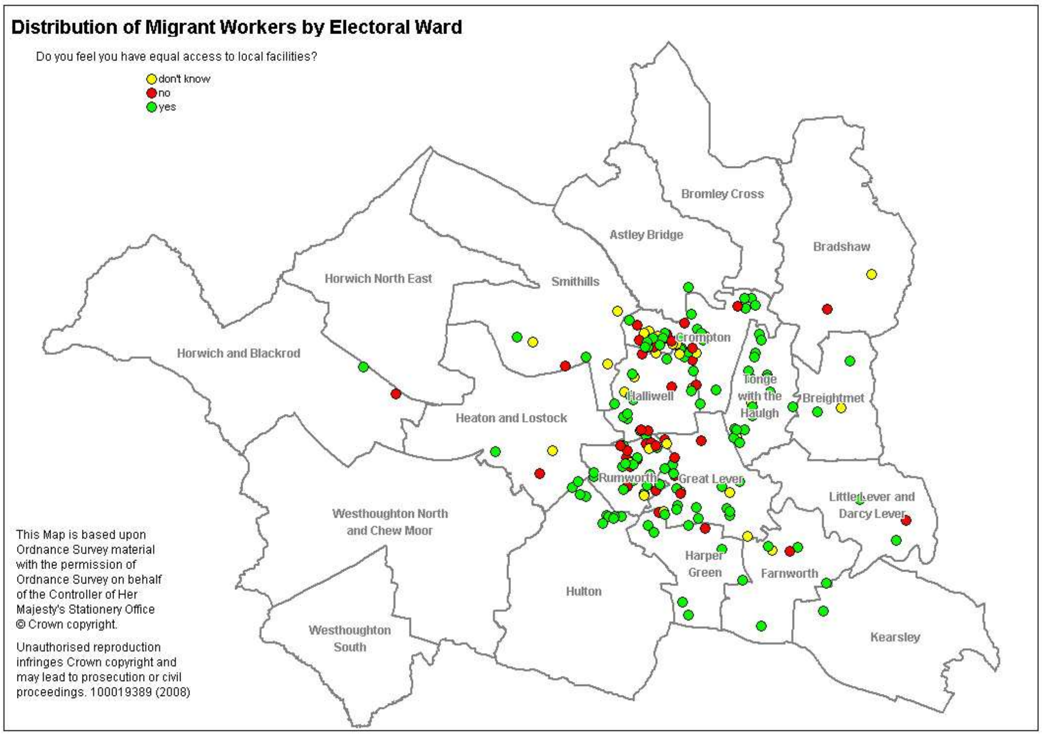
Equality of access

Looking at views on equality of access, the majority of respondents felt that local facilities were equally accessible for migrant workers as they were for members of other migrant groups; 17.6% felt that this was not necessarily the case, particularly those from the Other group (42.9%) and the Slovakian respondents (33.3%). One quarter of the sample were unsure whether or not there was equality of access and this proportion increases to nearly half of the Hungarian respondents.

Graph 33: Equality of access to local facilities compared with other migrant groups (Table xxxii)



Map 8: Equality of access to local facilities by ward



The relatively high proportion of migrants who were unsure about whether equality of access to local services existed can partly be explained by considering when they first arrived in the UK. The study found that, generally, the shorter the time period that people had been living in Bolton the more likely they were to be unsure on this issue. Conversely, those who had lived in Bolton the longest were more likely to suggest that equality of access exits. Among those who arrived in 2004, 75.7% felt that there was equal access to local facilities compared with around half this number (42.0%) among the 2007 arrivals.

Table 76: Equality of access to local facilities compared with other migrant groups by year of arrival in UK

	Year of arrival in UK											
Aware	**Pre 2004**		**2004**		**2005**		**2006**		**2007**		**2008**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Yes	12	70.6	28	75.7	50	68.5	60	54.5	34	42.0	1	20.0
No	-	-	7	18.9	11	15.1	20	18.2	18	22.2	1	20.0
Don't know	5	29.4	2	5.4	12	16.4	30	27.3	29	35.8	3	60.0
Total	**17**	**5.3**	**37**	**11.5**	**73**	**22.6**	**110**	**34.1**	**81**	**25.1**	**5**	**1.5**

Contact with people from their own country

Among the sample as a whole, around one quarter of them felt that they had ‘a lot of contact’ with people from their own country and a slightly larger proportion (31.1%) suggested that they had ‘quite a lot of contact’. However, at the same time, three out of ten suggested that they only had ‘ a little’ contact, with slightly more than one in ten indicating that they had no contact at all.

The Polish respondents tended to be more ‘connected’ with their own community, while those nationalities within the Other group as well as the Slovakian respondents, appear to have very little connection with their community. This perhaps reflects the smaller numbers of people from these nationalities living in Bolton.

Graph 34: Degree of contact with people from own country (Table xxxiii)

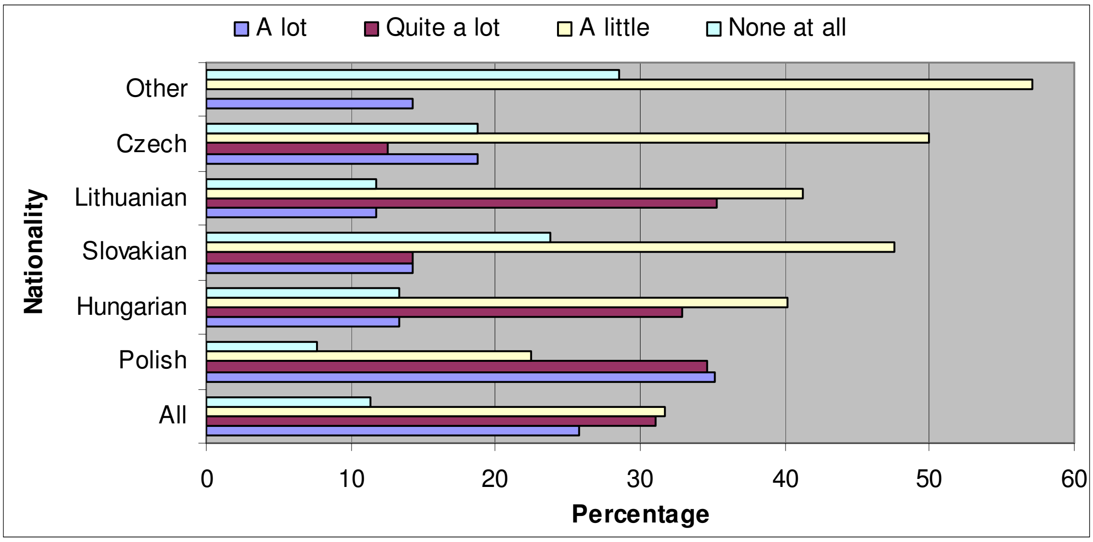


Table 77 below shows the degree of contact people have with people from their own country by year of arrival. This suggests that the proportion of those who felt that they had no contact at reduces slightly with increasing length of residency.

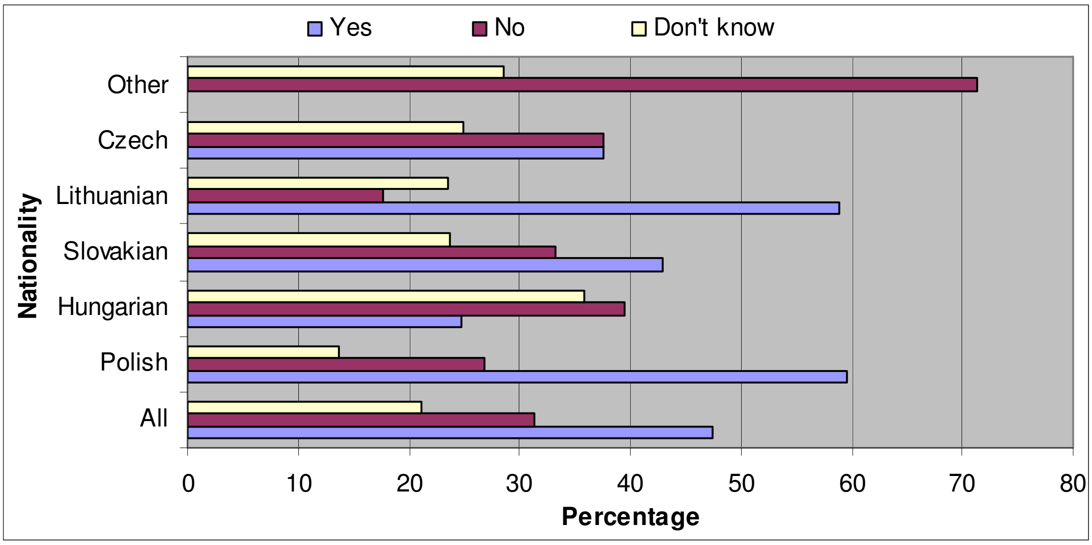
Table 77: Degree of contact with people from own ethnic or religious group by year of arrival in UK

	Year of arrival in UK											
Degree of contact	**Pre 2004 No.**	**%**	**2004 No.**	**%**	**2005 No.**	**%**	**2006 No.**	**%**	**2007 No.**	**%**	**2008 No.**	**%**
A lot	8	50.0	12	32.4	23	30.7	25	22.7	16	19.8	-	-
Quite a lot	3	18.8	11	29.7	26	34.7	40	36.4	19	23.5	1	20.0
A little	5	31.2	14	37.8	17	22.7	30	27.3	33	40.7	4	80.0
None at all	-	-	-	-	9	12.0	15	13.6	13	16.0	-	-
Total	**16**	**4.9**	**37**	**11.4**	**75**	**23.1**	**110**	**34.0**	**81**	**25.0**	**5**	**1.5**

Feeling part of the community

Slightly less than half of all respondents said that they did feel part of the local community.

Graph 35: Do you feel part of the local community? (Table xxxiv)



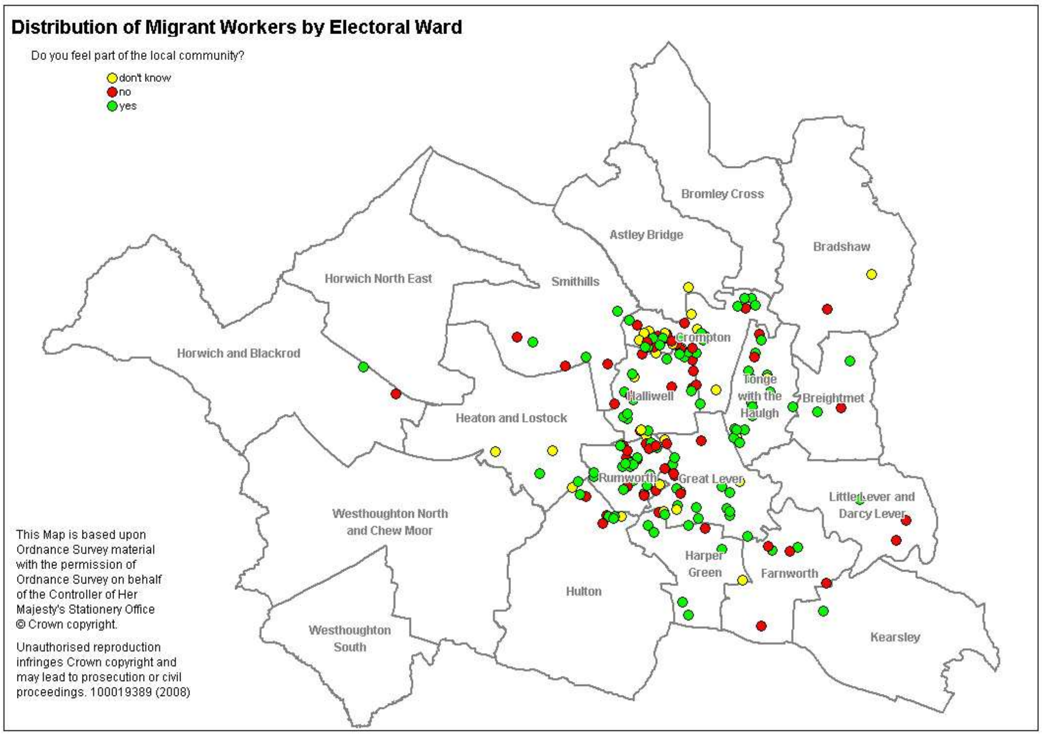
As can be seen, important differences of opinion can be noted between the different nationalities. Certainly the majority of the Polish and Lithuanian respondents felt that they were part of the community, while the figure for the Czech respondents was less than four out of ten (37.5%) and even lower among the Hungarian respondents (24.7%): None of the respondents in the Other group felt that they were part of the local community. One possible explanation for this is that many of the Hungarian respondents and those from the Other group have only recently arrived in Bolton and have, therefore, not yet begun to feel part of the community. Indeed, as Table 78 below illustrates, the proportion of people who felt part of the community increased year on year from those arriving in 2007 (35.5%) to those who have been in Bolton since pre-2004 (68.8%).

Table 78: Do you feel part of the local community (by year of arrival in UK)?

	Year of arrival in UK											
Part of community	**Pre 2004 No.**	**%**	**2004 No.**	**%**	**2005 No.**	**%**	**2006 No.**	**%**	**2007 No.**	**%**	**2008 No.**	**%**
Yes	11	68.8	19	51.4	41	54.7	54	49.1	29	35.5	-	-
No	2	12.5	9	24.3	24	32.0	37	33.6	30	36.6	-	-
Don't know	3	18.8	9	24.3	10	13.3	19	17.3	23	28.0	4	100.0
Total	**16**	**4.9**	**37**	**11.4**	**75**	**23.1**	**110**	**34.0**	**82**	**25.3**	**4**	**1.2**

Map 9 below shows distribution of views on this issue by where people currently live.

Map 9: Feeling part of the community by ward



Crime and anti-social behaviour (ASB)

Slightly more than one in ten people had experienced crime against their property and this was more likely to be the case among the Czech and Polish respondents. Much smaller numbers had been the victim of crime against their person (5.8%) or racist harassment or attack (6.5%). Again, the Czech and Polish respondents reported this in higher numbers.

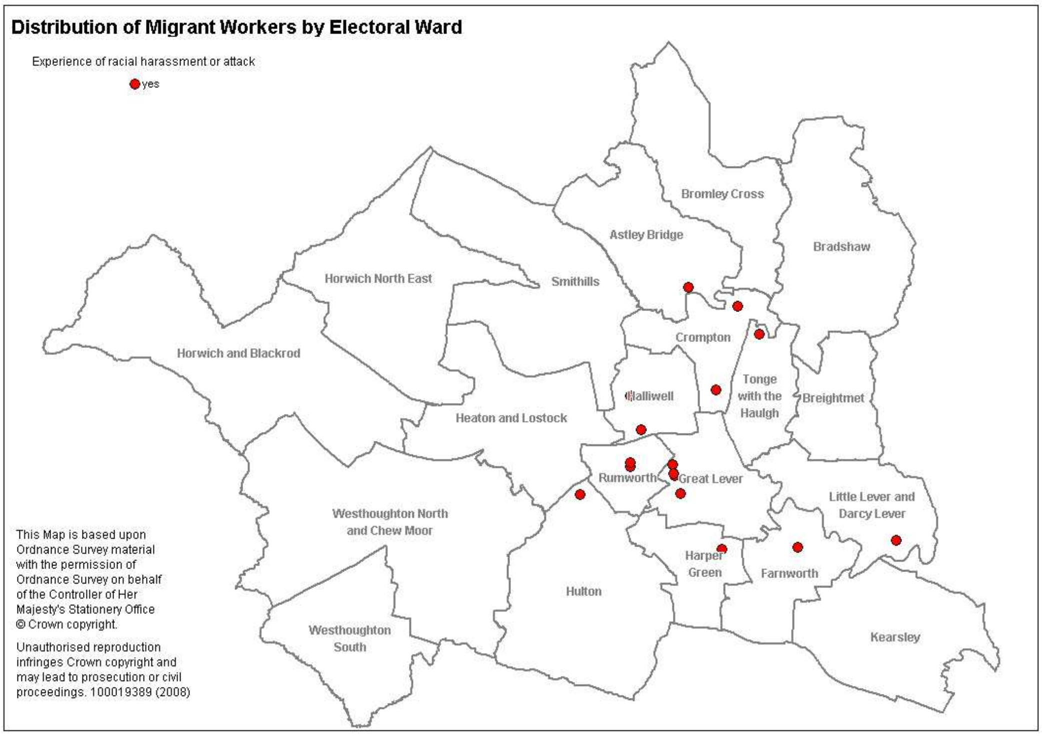
Direct experience of anti-social behaviour (ASB) was comparatively greater than the other types of criminal behaviour. Again, this type of behaviour was reported more by the Czech (31.2%) and Polish (31.1%) respondents.

Table 79: Experience of crime and anti-social behaviour

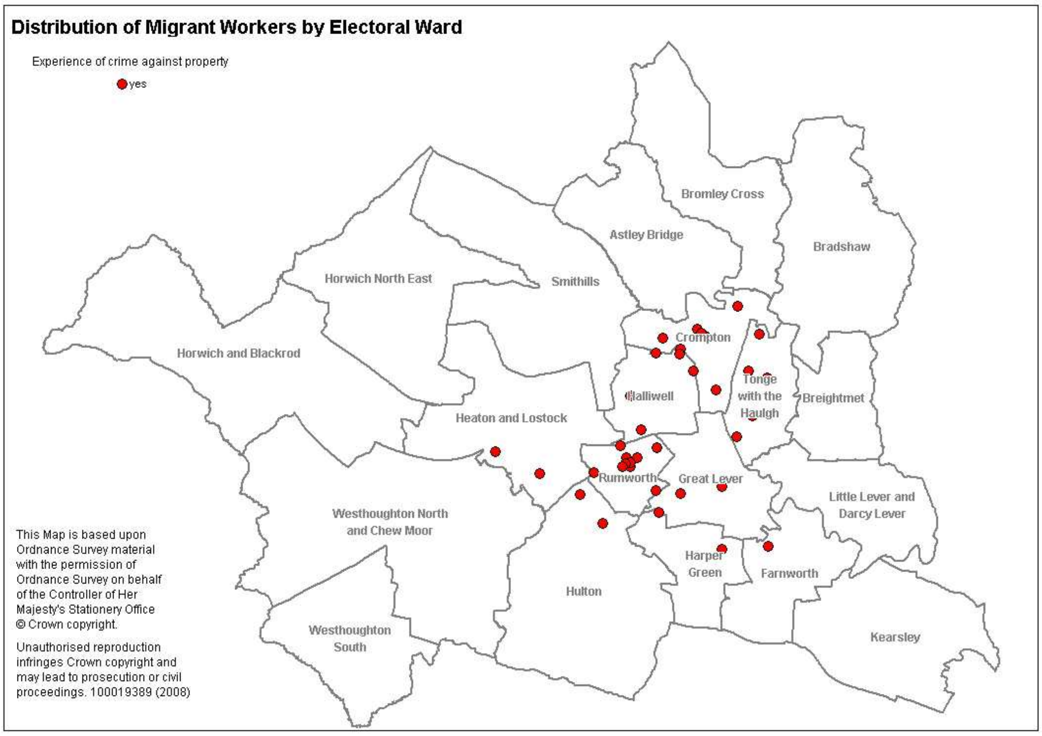
			Nationality											
Experience of …	All No.	All %	Polish No.	Polish %	Hungarian No.	Hungarian %	Slovakian No.	Slovakian %	Lithuanian No.	Lithuanian %	Czech No.	Czech %	Other No.	Other %
Crime against property	41	12.6	27	14.8	8	9.9	1	4.8	1	5.9	3	18.8	1	14.3
Crime against person	19	5.8	17	9.3	1	1.2	-	-	-	-	1	6.2	-	-
Racial harassment	21	6.5	18	9.8	-	-	1	4.8	-	-	2	12.5	-	-
ASB	75	23.1	57	31.1	8	9.9	1	4.8	3	17.6	5	31.2	1	14.3

Maps 10 – 13 show the distribution of experiences of the different types of crime and ASB according to where the respondent lived.

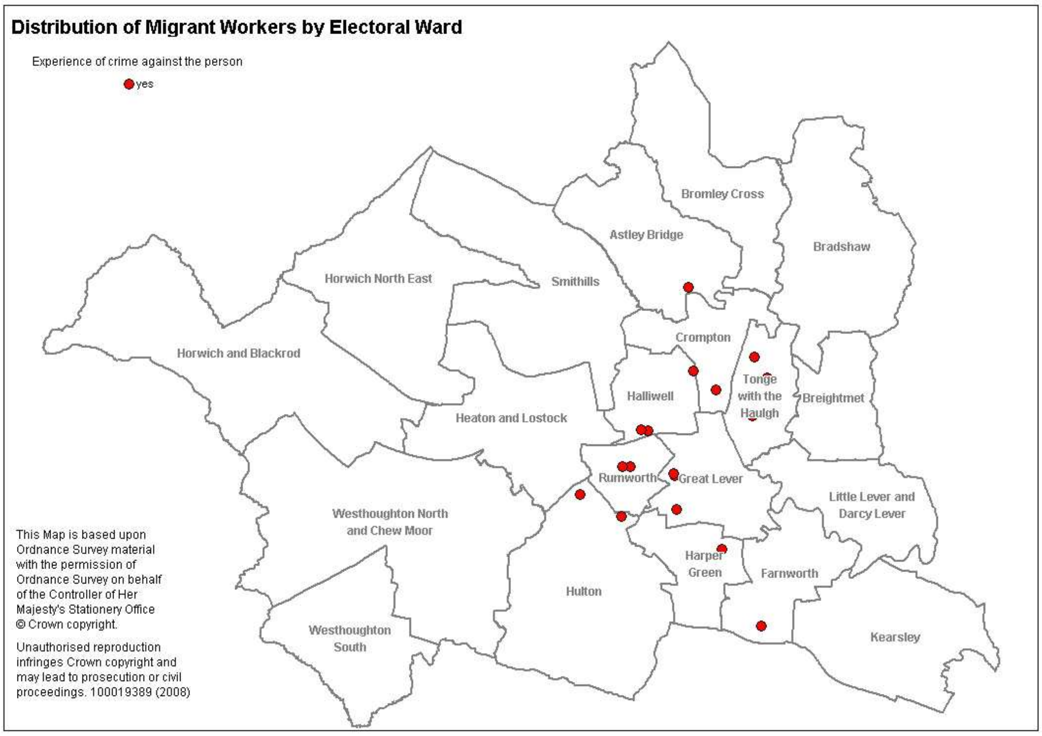
Map 10: Experience of racist harassment by ward



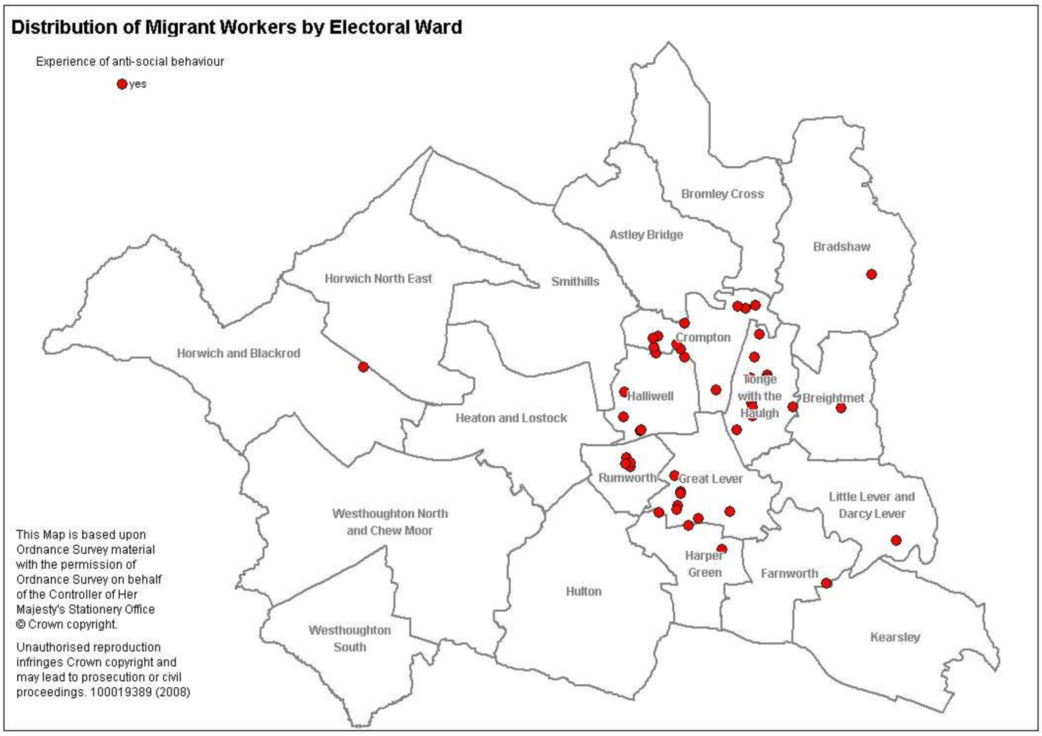
Map 11: Experience of crime against property by ward location



Map 12: Experience of crime against person by ward



Map 13: Experience of ASB by ward



Discrimination against migrant groups is a pertinent issue. Previous research with migrant workers has suggested that discrimination most commonly occurs in employment and housing, however, instances of discrimination have also been highlighted with regards to treatment by banks and shops. There is, of course, also the reaction of local people to the arrival of migrant workers.

This is often based on misconceptions and misinformation, which can be fuelled by negative media or political debate. Some negative attitudes stem from views about social problems, for example, too much drinking, or driving without insurance. There are also long-standing misconceptions about migrants claiming benefits and taking the jobs of domestic workers. Migrant workers can therefore become 'scapegoats' for already existing social and economic problems[33].

These kinds of issues are evident in some of the interviews carried out in Bolton. Qualitative information provided in an interview with a Polish man, for example, highlights that he suffered a lot of racist harassment, particularly from teenagers in the neighbourhood:

> '*They stand on the corner of [my] street drinking…they shout abusive and accuse [me] of taking their jobs…they have called me a 'fucking Paki', despite the fact that [I] come from Poland.'*

The reality is somewhat different when you begin looking at research available. With regards to accessing benefits, for example, research suggests that there has been no discernable increase in benefit take-up as a result of the arrival of migrants[34]. At the same time, migrants are contributing to service provision, in terms of their tax contribution but also through their direct employment in service organisations, for instance, undertaking care work.

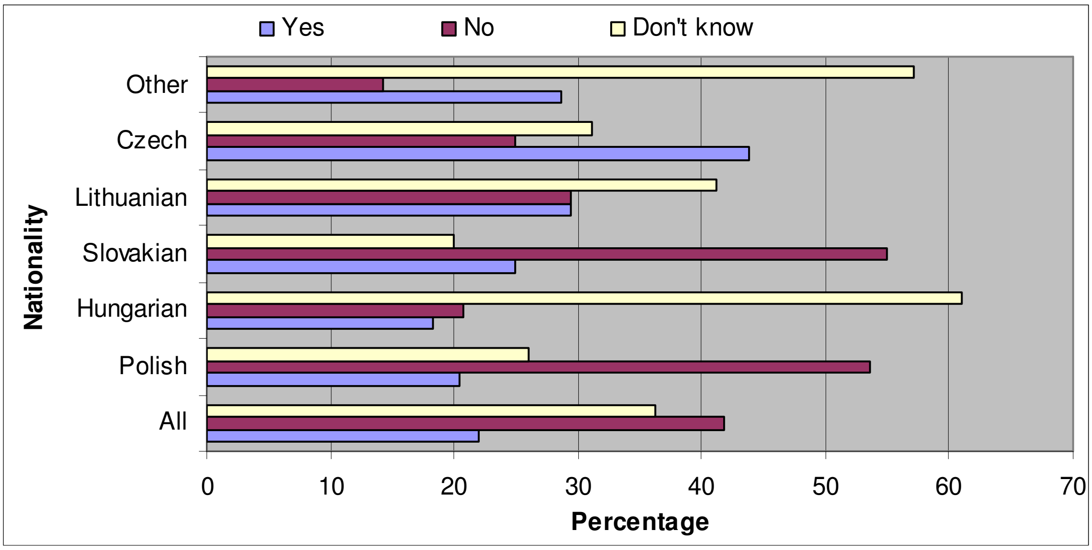
With regards to the issues of taking domestic workers jobs, a recent report[35] highlights that such concerns are ill founded and that migrant workers have complementary skills to the UK labour force.

Assistance to settle into the community

The majority of people (41.8%) did not feel that there was anything that could be done to help them settle into the community and this was particularly the view of the Slovakian and Polish respondents. This was followed by those who were unsure (36.2%), with a smaller number (22.0%) indicating that they felt that something could be done.

[33] UNISON (undated) *International Labour Migration*, London: UNISON.
[34] Home Office (2007) *The Economic and Fiscal Impact of Migration*, London: HMSO.
[35] Home Office (2007) *The Economic and Fiscal Impact of Migration*, London: HMSO.

Graph 36: Could anything be done to help you settle into the local community? (Table xxxv)



The desire for assistance to settle into the local community was not necessarily related to the length of time that they had been living in Bolton, as one might expect. For example, the proportion who felt that some form of help was required was only marginally lower among those who arrived in 2004 (25.0%) than the figure for those who arrived in 2007 (27.2%).

Table 80: Could anything be done to help them settle into the local community (by year of arrival in UK)?

	Year of arrival in UK											
Help to settle	**Pre 2004 No.**	**%**	**2004 No.**	**%**	**2005 No.**	**%**	**2006 No.**	**%**	**2007 No.**	**%**	**2008 No.**	**%**
Yes	3	20.0	9	25.0	14	187	23	20.9	22	27.2	-	-
No	6	40.0	17	47.2	34	45.3	54	49.1	23	28.4	1	20.0
Don't know	6	40.0	10	27.8	27	36.0	33	30.0	36	44.4	4	80.0
Total	**15**	**4.7**	**36**	**11.2**	**75**	**23.3**	**110**	**34.2**	**81**	**25.2**	**5**	**1.6**

When asked to elaborate on what support was needed, six general types of support were identified. Firstly, it was suggested that there was a need for community facilities to provide venues for people from the same national groups to meet one another:

> *'We need better Polish centres like the Asians have.'*

Secondly, it was suggested that community events should be organised which provide an opportunity for people to integrate:

> *'Events should be held so that people can meet up.'*

One respondent also felt that the Council should help people ‘connect’ with one another:

> *‘The council should do more to identify Polish people that could help settle in the new Polish people.’*
>
> *‘Show where other people from the same community live and help us meet them.’*

Thirdly, it was felt that some new migrants would integrate better into the community if they had a job. Therefore, it was felt that there was a need for more support in finding appropriate employment:

> ‘*We need help to find permanent jobs.’*
>
> *‘To find a better job with more money so that I can afford to do things.’*

Fourthly, concern was expressed about the extent to which some migrant workers were exposed to ASB and it was suggested that help was needed both in terms of an individual’s personal safety as well as in relation to a greater Police presence in the locality:

> *‘I don’t feel safe in the area where I live.’*
>
> *‘Make children better educated. I like my house but other children give us trouble as sometimes they kick on our door and swear at us.’*
>
> *‘There need to be more Police patrols in the area.’*
>
> *‘My neighbours are very noisy, creating anti-social behaviour so the council should move them to a different area.’*

Fifthly, it was highlighted that there was a need for greater access to English language courses. Language was seen to pose a number of barriers, as one respondent highlights:

> *‘I feel I have some rights and equal access to some services but I don’t speak English very well.’*

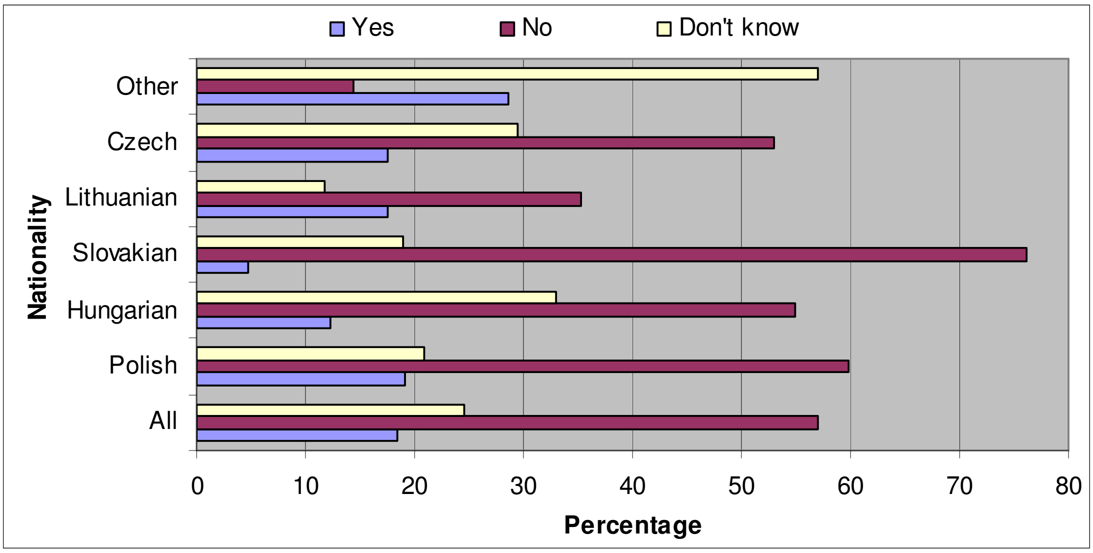
Finally, the issue of financial assistance was raised by some respondents. As one person indicated:

> *‘I need some financial aid to settle in.’*

Aspirations to move

The majority of people (57.1%) did not express a desire to move area, 24.5% were unsure; and 18.4% wanted to move. The majority of the Slovakian, Polish, Hungarian and Czech respondents wanted to remain living in the same area, while the corresponding figure among the Lithuanians was 35.3%.

Graph 37: Desire to move to another area (Table xxxvi)



Generally, those who had been living in Bolton for longer periods were more likely not want to move area; 64.9% of those who arrived in 2004 had no desire to move compared with 50.6% of those who arrived in 2007.

Table 81: Desire to move to another area (by year of arrival in the UK)

	Year of arrival in UK											
Desire to move area	Pre 2004 No.	%	2004 No.	%	2005 No.	%	2006 No.	%	2007 No.	%	2008 No.	%
Yes	5	29.4	7	18.9	13	17.3	9	17.3	15	18.5	1	20.0
No	6	35.3	24	64.9	45	60.0	67	60.9	41	50.6	2	40.0
Don't know	6	35.3	6	16.2	17	22.7	24	21.8	5	30.9	2	40.0
Total	**17**	**5.2**	**37**	**11.4**	**75**	**23.1**	**110**	**33.8**	**81**	**24.9**	**5**	**1.5**

The reasons given by those who want to move generally related to three main issues. Firstly, some want to move area to find work or to improve their job prospects:

> *'I would move anywhere that would give me work.'*
>
> *'I need to live nearer work.'*
>
> *'I would like to move to London as I could earn more money there.'*

Secondly, there was the need to improve their housing situation:

> *'I want to move because of the condition of the house.'*
>
> *'I can't afford the rent I pay.'*
>
> *'The house is too small as family and friend come around to visit and there is not enough room.'*

Finally, there was a desire to move away from what they felt was a 'poor' or unsafe area:

> *'I don't like the area.'*
>
> *'The area is dirty, it's not friendly. There is no cinema, no garden and no allotments.'*
>
> *'I would like to live in a quiet area, safer than now.'*
>
> *'I would like to move to a better area.'*
>
> *'I want to move because of anti-social behaviour in the street.'*

We also asked people why they had not moved area yet. By far the most recurrent theme was that of affordability:

> *'No money.'*
>
> *'Can't afford to move.'*
>
> *'House prices.'*

It was also suggested that the location of their work prevented them from moving:

> *'I have to stay near my job.'*

Two respondents also suggested that their knowledge of other areas in the town was very limited and therefore they were not sure where to move to, while another two had applied for housing with Bolton at Home and were waiting the outcome of their application. One respondent commented that his children had just started school and he was reluctant to move and disrupt their schooling:

> *'My child is in school and I don't want her to miss out and getting a house is not easy anywhere.'*

9. Future Intentions

Key findings

Questions relating to future intentions show that 42.8% of people would expect to remain living in Bolton for five or more years, while 38.2% were unsure. Those most likely to remain in the longer term were the Slovakian and Hungarian respondents. The longer they had been living in Bolton the more attached to the town they were likely to be.

In terms of these potential 'long term residents':

- One third would require access to English language provision;
- Six out of ten have a recognised skill or trade;
- A large number currently tend to work in the construction or manufacturing sectors;
- They have permanent employment (59.1%);
- They would want to set up their own business (26.3%);
- They have a preference for renting from Bolton at Home
- At least one third are unaware of the local community facilities that exist; and,
- While slightly more than half feel part of the community, six out of ten would require support to help them integrate

With regard to those who are undecided about how long they were likely to remain in Bolton:

- Four out of ten would need access to English language classes;
- 44.7% have a skill or trade;
- They tend to work in manufacturing or construction;
- They currently have permanent employment (50.5%);
- They express an interest in self employment (29.1%);
- Just 12.6% have no formal qualifications;
- Have a preference for renting from Bolton at Home or home ownership;
- One third currently have little or no contact with other members of their ethnic or religious group; and
- Only 39.9% feel part of the community and 58.1% would welcome support to help them integrate into the community.

Family reunification

Slightly less than one fifth (17.7%) would expect other family members currently living in their home country to join them at some point in the future. In one third of cases (35.2%), they were likely to be joined by two family members, while 39.0% referred to three or more.

Likelihood of leaving the UK in the next three years

Seven out of ten were not expecting to leave the UK in the next three years and this was particularly the view of the Slovakian and Hungarian respondents. The longer they had been living in the UK, the less likely they were to expect to leave.

Views on Bolton as a place to live and work

Eight out of ten would recommend Bolton as a place to live and work. This was particularly the case for the Czech, Hungarian and Polish respondents.

Introduction

Previous research suggests that people often have the intention of staying in the UK for a set period of time, in which time they are hoping to have saved enough money in order to return home in a stronger financial position[36]. What local authorities may need to consider, however, is that some people, although having initial intentions of a temporary move, may decide to stay for longer periods or in some cases, stay permanently. There is often a difference between how long migrants anticipate staying and the duration they actually stay[37]. This has obvious implications for accommodation, support and integration. With regards to aspirations, just like the indigenous population, migrant groups aspire to own their own homes, undertake training/education and hopefully move to higher skilled occupations.

This section provides information with regards to peoples future intentions and aspirations. It focuses specifically on how long people anticipate staying in Bolton and whether or not people will be joined by family members.

Length of time expect to continue living in Bolton

From the sample as a whole, 42.8% expected to continue living in Bolton for at least the next five years (see Table 82 below). Around one in ten would expect to remain in the area for between one and three years. In contrast, a small number (4.6%) envisaged moving away from Bolton in the next twelve months.

[36] MRUK (2005) *Gateway Housing Market Renewal Pathfinder – Migrant Workers*, Manchester: MRUK.
[37] Spencer, S., Ruhs, M., Anderson, B. and Rogaly, B. (2007) *Migrants' lives beyond the workplace: the experience of Central and Eastern Europeans in the UK,* York: Joseph Rowntree Foundation.

Table 82: Length of time expect to continue to live in Bolton

Length of time	All		Nationality: Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
>6 months	10	3.1	7	3.9	2	2.4	-	-	1	5.9	-	-	-	-
6-12 months	5	1.5	4	2.2	1	1.2	-	-	-	-	-	-	-	-
1-2 years	18	5.5	12	6.6	3	3.7	1	4.8	-	-	-	-	2	28.6
2-3 years	17	5.2	10	5.5	3	3.7	-	-	2	11.8	2	11.8	-	-
3-4 years	7	2.2	4	2.2	2	2.4	1	4.8	-	-	-	-	-	-
4-5 years	5	1.5	4	2.2	1	1.2	-	-	-	-	-	-	-	-
5+ years	139	42.8	72	39.8	46	56.1	12	57.1	3	17.6	5	29.4	1	14.3
Don't know	124	38.2	68	37.6	24	29.3	7	33.3	11	64.7	10	58.8	4	57.1
Total	**325**	**100.0**	**181**	**55.7**	**82**	**25.2**	**21**	**6.5**	**17**	**5.2**	**17**	**5.2**	**7**	**2.2**

As can be seen, those who were more likely to see their long-term future in Bolton were the Slovakian respondents (57.1% expected to stay for five or more years), the Hungarian respondents (56.1%) and to a lesser extent the Polish (39.8%) and Czech respondents (29.4%). It should be noted, however, that at least half of the Lithuanian and Czech respondents and those from the Other group were undecided.

The data suggests that there is a relationship between the length of time that people have been living in the UK and the likelihood of staying in Bolton in the longer-term (see Table 83). For example, 62.2% of those who arrived in 2004 would envisage living in Bolton for five or more years and the figure among those who arrived in 2005 was 52.0%. In contrast, 35.5% of those who arrived in 2006 and 40.0% of the 2007 arrivals expected to stay for five or more years. Furthermore, among the newer arrivals, the proportion of people who were undecided was greater than those who had arrived earlier.

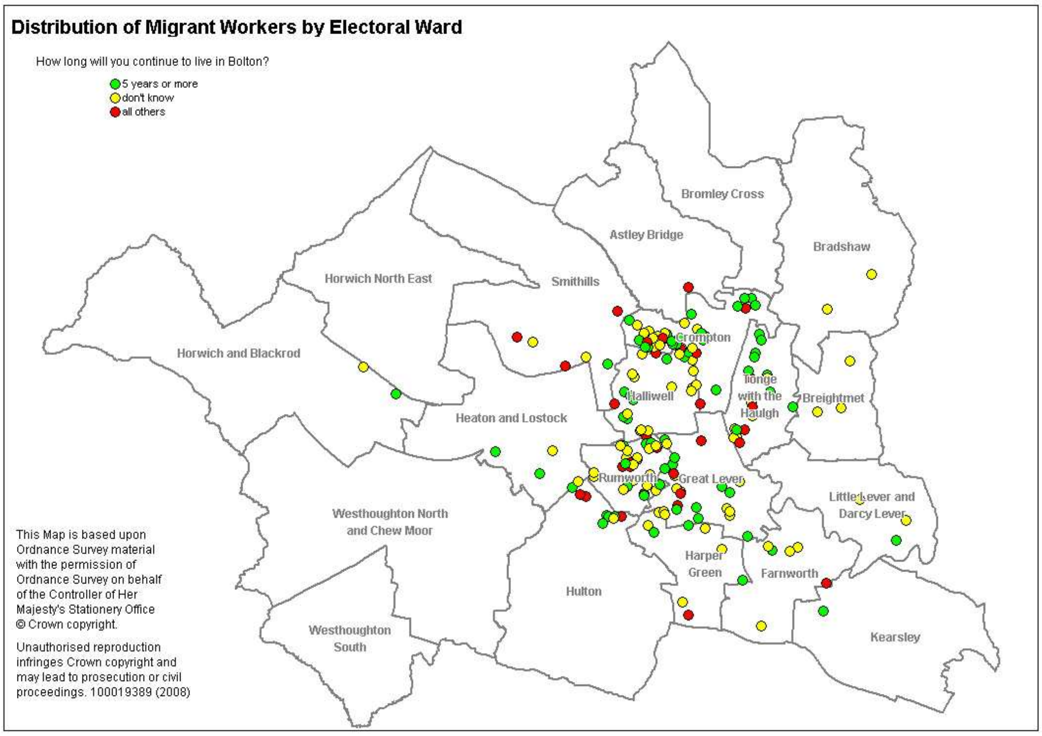
Table 83: Length of time expect to continue to live in Bolton by year of arrival in UK

Length of time	Year of arrival in UK: Pre 2004		2004		2005		2006		2007		2008	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
>6 months	2	11.8	-	-	1	1.3	4	3.6	3	3.8	-	-
6-12 months	-	-	-	-	1	1.3	2	1.8	2	2.5	-	-
1-2 years	-	-	1	2.7	4	5.3	6	5.5	6	7.5	-	-
2-3 years	1	5.9	1	2.7	5	6.7	6	5.5	4	5.0	-	-
3-4 years	-	-	2	5.4	1	1.3	2	1.8	2	2.5	-	-
4-5 years	1	5.9	-	-	-	-	1	0.9	3	3.8	-	-
5+ years	6	35.3	23	62.2	39	52.0	39	35.5	32	40.0	-	-
Don't know	7	41.2	10	27.0	24	32.0	50	45.5	28	35.0	5	100.0
Total	**17**	**5.2**	**37**	**11.4**	**75**	**23.1**	**110**	**34.0**	**80**	**24.7**	**5**	**1.5**

There was found to be no significant difference in the likelihood of remaining in Bolton for five or more years according to marital status.

Map 14 below shows length of time people expected to stay according to where they were currently living in Bolton.

Map 14: Length of time expected to stay in Bolton by ward



For those who indicated an intention of leaving the UK, we asked what some the reasons were and received a number of responses. The issue of education for their children was raised:

> *'I want my oldest daughter to go to school in Poland where she can get a better education than here.'*

> *'I want to go back so that the children can attend a school at age 6. Education is very important for children. After this we will come back.'*

On the other hand, however, there were those who would return once their children had completed their education in this country:

> *'I will go back when my children have finished their education here.'*

> *'I want my children to be educated in this country. In my country everything is expensive.'*

Another issue related to the employment market in their home country. It was suggested that in the past, there had been few employment opportunities in their own county or that the standard of living was poor. However, in some cases, it was recognised that things were now changing, especially in Poland:

> *'Polish money has increased in value.'*

> *'I want to find a job in Poland. There are more opportunities now.'*

'I have been offered work in Poland.'

Recent research suggests that this is indeed the case and that a large number of people have chosen to return home.[38]

Furthermore, there was an element of people feeling 'home sick' and missing their family:

'I'm missing my family, friends, food and summer.'

'I want to go back to my family in Poland.'

'I'm home sick. I don't have any family here in the UK.'

We asked people to provide comments on what might help them to remain living in Bolton in the longer term. By far the most common issue was that of financial stability, either in terms of access to better paid employment or to permanent jobs:

'A better job so that I can earn more money.'

'A better job – I was employed as a childminder back in Slovakia.'

'I need a permanent and more challenging job.'

'Better job which is secure.'

'I need to have a higher paid job before I can think about bringing my family over here.'

A second issue was access to affordable housing and more specifically, access to their own home, although in the majority of cases it was not specified what tenure they would want:

'I need to find a good house in a good area.'

'To find my own property.'

'Own place of residence.'

Two individuals explicitly mentioned wanting access to Bolton at Home accommodation:

'To apply and obtain a council house.'

'I want a council house.'

---

[38] Pollard, N,. Latorre, M. and Sriskandarajah, D (2008) *Floodgates or turnstiles? Post-EU enlargement migration flows to (and from) the UK*, London: IPPR.

A third issue related to community integration; for example, some people wanted better access to the community families within the area where they lived:

> *'Better access to facilities, better transport links and a community centre for my ethnic group.'*

> *'Community shops, restaurants and other facilities.'*

While others wanted opportunities to regularly meet up with people from their own country:

> *'Greater contact with other Polish people.'*

Fourthly, language issues were raised, particularly the need for English language classes, translators or interpreters:

> *'Better access to information, language assistance and translation services.'*

> *'English lessons to speak and write English.'*

Indeed, two people suggested that they would have to return to their home country because they could not speak English:

> *'I don't speak English good enough.'*

> *'I can't speak the language and can't get on a course so I can learn.'*

Finally, reference was made around the need to address the level of crime and anti-social behaviour:

> *'There needs to be better security in Bolton. I was attacked while driving a bus.'*

> *'I would stay if the children on the street stopped harassing our children.'*

From a strategic planning perspective, it is important to identify the particular circumstances of those who expressed a long-term commitment to Bolton (i.e. envisaged living in Bolton for 5 or more years – referred to below as the 'long-term residents'). In addition, providing a similar profile of those who were unsure about their long-term intentions would enable the relevant stakeholders to consider how best to influence the views of this relatively large 'undecided' group (and referred to as such below).

The study findings reveal that:

- One third of the long-term residents need to access English language classes with a further one in ten not being aware of where to go to study English. Among the ‘undecided’ group the equivalent proportions are 44.7% and 16.7% respectively;

- Six out of ten (61.6%) of the long term residents have a recognised skill or trade as do 44.7% of the undecided group;

- The largest proportion of the long-term residents (35.5%) currently work in the construction sector, followed by 23.7% in manufacturing and 11.8% wholesale and retail trade occupations. Among the undecided respondents, 31.5% work in manufacturing; 29.3% work in construction; 10.9% work in community, social and personal services; and 9.8% hotels and restaurants;

- In the majority of cases, the long-term resident group and the undecided group were in permanent employment (59.1% and 50.5% respectively), although 22.9% (undecided group) and 18.2% (long-term residents) were out of work at the time of the study;

- At least one quarter of the long-term residents and the undecided group (26.3% and 29.1% respectively) would either now, or in the future, like to set up their own business or become self-employed;

- The majority (48.1%) had qualifications lower than a first degree. One quarter of the long-term group had no formal qualifications and 13.5% had at least a first degree. Among the undecided group, just 12.6% had no qualifications, 63.0% had less than a first degree and 9.2% had at least a first degree;

- Among the long-term residents there was a preference in the future for renting from Bolton at Home (38.2%), followed by renting in the private sector (30.5%) and buying their own home (29.8%). Among the undecided group, while the preference was for renting from Bolton at Home (37.7%), the second preference was for home ownership (34.0%) and latterly, renting privately (23.6%). However, around one third of both groups were not currently aware of renting from Bolton at Home, two thirds were not aware of housing associations and between 45.3% (undecided group) and 56.3% (long-term residents) were not fully aware of how to buy a home;

- At least one third of both groups were unaware or unsure about the availability of local community facilities in their area;

- One third of the long-term residents have little contact with other people from their country and 8.0% have no contact at all. The equivalent figures among the undecided group were 36.3% and 14.5% respectively;

- Only slightly more than half of the long-term resident group felt part of the local community (52.2%), while among those undecided, the figure was lower at 39.0%; and

- Six out of ten (61.0%) of the long-term residents would require help or support to enable them to settle into the local community. The figure for the undecided group was 58.1%.

Family reunification

Slightly less than one fifth of the sample overall would anticipate that other members of their family still living in their home country would join them in Bolton at some point in the future. A slightly larger group were unsure.

Table 84: Likelihood of being joined by members of family currently living in home country

			Nationality											
Joined by family	**All No.**	**%**	**Polish No.**	**%**	**Hungarian No.**	**%**	**Slovakian No.**	**%**	**Lithuanian No.**	**%**	**Czech No.**	**%**	**Other No.**	**%**
Yes	58	17.7	36	19.7	12	14.6	2	9.5	5	29.4	2	11.8	1	14.3
No	197	60.2	119	65.0	39	47.6	14	66.7	9	52.9	11	64.7	5	71.4
Don't know	72	22.0	28	15.3	31	37.8	5	23.8	3	17.6	4	23.5	1	14.3
Total	**327**	**100.0**	**183**	**56.0**	**82**	**25.1**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

As can be seen, the Lithuanian respondents were most likely to suggest that their family would join them, followed by the Polish and Hungarian respondents.

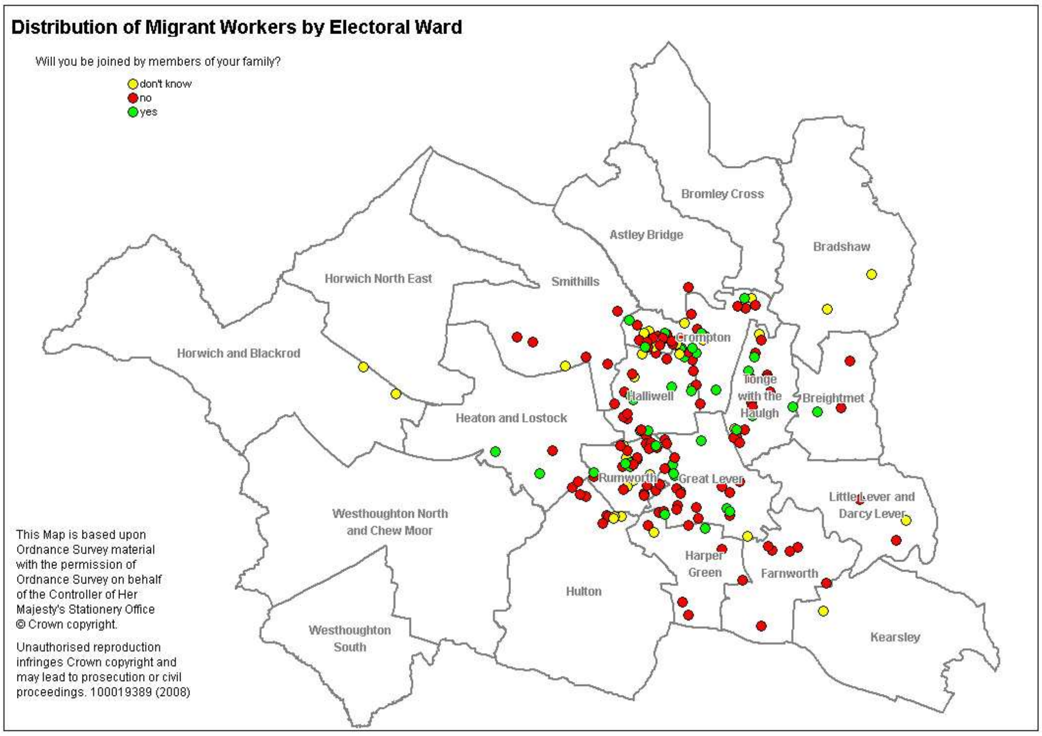
Table 85: Number of family members likely to join respondents

Number of family members	No.	%
One	14	25.9
Two	19	35.2
Three	12	22.2
Four	3	5.6
Five	4	7.4
Seven	1	1.9
Fifteen	1	1.9
Total	**54**	**100.0**

As can be seen the number of family members ranges from 1 to 15. The majority of respondents, however, indicated that between 1 and 3 family members would be expected to join them in Bolton in the near future.

The spatial distribution of those who expect non-UK based family members to join them is shown in Map 15 below.

Map 15: Expectation of non-UK based family members joining them by ward



Views on Bolton as a place to live and work

Finally, we asked people whether or not they would recommend Bolton as a place to live and work to family and friends back home. Looking at the sample as a whole, the majority of people (81.6%) would recommend Bolton as a place to live and work. This was particularly the case among the Czech (86.7%), Hungarian (85.0%) and Polish (84.0%) respondents.

Table 86: Would you recommend Bolton as a place to live and work?

			Nationality											
Recommend Bolton	**All**		**Polish**		**Hungarian**		**Slovakian**		**Lithuanian**		**Czech**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Yes	261	81.6	152	84.0	68	85.0	15	71.4	11	68.8	13	86.7	2	28.6
No	26	8.1	12	6.6	3	3.8	5	23.8	2	12.5	1	6.7	3	42.9
Don't know	33	10.3	17	9.4	9	11.2	1	4.8	3	18.8	1	6.7	2	28.6
Total	**320**	**100.0**	**181**	**56.6**	**80**	**25.0**	**21**	**6.6**	**16**	**5.0**	**15**	**4.7**	**7**	**2.2**

We conclude this section with some of the comments provided by respondents on Bolton itself and the UK more generally:

`I like Bolton and I like life in England.'

'It is a better life here in the UK than in Hungary.'

'It's nice in England. Money is strong and there is less racism.'

'I've decided I'm going to make my home in the UK as I have a child here and I want her to grow up here.'

'Bolton is a very nice place to live. This country is much better. The people from this area are very nice.'

10. Conclusions and Recommendations

This final chapter brings together the findings of the survey to highlight some of the key issues that have emerged and the implications of these. It also offers some suggested ways forward for stakeholders in order to meet the needs of the new and emerging communities in Bolton.

The size of the migrant worker population

As has been highlighted in this report, and in previous research, there are acknowledged difficulties with attempting to estimate the size of the migrant worker population. The data currently available does not always give the complete picture. Furthermore, the temporary status of some employment and transient nature of some migrants can make it difficult to keep accurate and up-to-date information. The use of data sources such as the WRS and NINo can provide a useful starting point, although there are caveats with using such information. What is clear is that no one knows the true size of the population.

The Worker Registration Scheme (WRS) data shows that there were 2,115 registrations in Bolton from the A8 countries (i.e. excluding Bulgaria and Romania) between May 2004 and December 2007. From the survey carried out in Bolton, we established that of the 327 respondents interviewed living in Bolton, 78.6% also worked in Bolton. Of the group who were working in Bolton, 48.9% were not currently registered on the Worker Registration Scheme. Applying this percentage to the WRS suggests that it may be more accurate to suggest a population of 3,149 (consisting of 2,115 WRS and a further 1,034 who are not).

Taking the five nationalities which constituted the majority of the sample (Polish, Hungarian, Slovakian, Lithuanian and Czech), we are also able to work out the percentage of each national group who are not currently registered. Table 87 below highlights the potential size of each national group in Bolton compared against the WRS data.

Table 87: Potential size of the top five national groups

Nationality	No. on WRS	% within sample not on WRS	Potential size in Bolton
Polish	1,345	46.7	1,973
Lithuanian	245	57.1	385
Hungarian	200	53.8	308
Slovakian	155	66.7	258
Czech	90	20.0	108

It must also be remembered that we are applying the findings of our survey results to the total number of registrations between May 2004 and December 2007. What needs to be taken into account is that a number of people will have returned home during this period. Indeed, a recent report suggests that while around 1 million A8 migrant workers have arrived in the UK since 2004, approximately half have since left[39]. Furthermore, there will be those who have migrated out of Bolton to find work in other areas of the UK. We are, therefore, not suggesting these to be the true figures for Bolton, rather we are highlighting, based on the results of our survey, that potentially for every person registered in Bolton there is an additional one person who we don't know about. There is also potentially greater diversity with regards to national groups than official data shows. An important implication of this is that service providers will need to take account of the potential under-estimation of the real size of the migrant worker population in determining the future demand for services within the town.

The attraction of Bolton

It is evident from the findings of the study that many people made a more conscious decision to settle in Bolton. The existence of people from their home country already in the town, combined with the belief of employment opportunities and a generally positive perception of Bolton were important factors contributing to the decision to migrate to Bolton. In terms of settlement patterns, the evidence suggests that there are relatively large concentrations of migrant workers living in areas with high concentrations of existing BME communities. Such areas are characterised as being close to the town centre and having an accessible private rented sector.

Evidence from other parts of the UK suggests that this pattern of settlement is quite common. Discussions with housing agencies in Yorkshire, for example, have highlighted some of the potential problems that can arise as a consequence of this. Firstly, the host community (often the Asian communities) have witnessed an increasing level of transience among the White residents, as migrant workers move in and out of the area. This has led to concerns about personal and community safety within these areas. In one local authority area in Yorkshire, for example, the local Asian residents described themselves as being 'besieged' by the arrival of migrant workers. Secondly, the increase in the local population and its greater ethnic diversity has led to an increase in demand for local services. In some cases, the local community have expressed concerns about priority for some local services being given to the new communities at the expense of the more established groups. Interestingly, in the context of the Bolton research, a proportion of the migrant workers who were interviewed felt that there was inequality in terms of access to local facilities and services.

[39] Pollard, N,. Latorre, M. and Sriskandarajah, D (2008) *Floodgates or turnstiles? Post-EU enlargement migration flows to (and from) the UK*, London: IPPR.

Thirdly, in many areas there was a ready supply of relatively cheap private rented accommodation, which is an important housing route for the younger members of the BME community looking to move into their own property. The increased demand for housing in this sector has led to some of the younger generation having to look beyond their traditional community area to secure private rented accommodation. Consequently, there has been a degree of community fragmentation in such areas. Fourthly, there is evidence that some of the Asian community, in particular, recognising the financial benefits to be gained from renting out their property to migrant workers, have elected to move out of their home and move in with other family members. This contributes to high levels of overcrowding and the well documented problems in relation to health and social well-being. Collectively, these factors have been reported as increasing community tensions in these local areas, with increased incidents of racism and anti-social behaviour, both of which undermine community cohesion initiatives.

Given that, in many cases, housing is secured for new migrants before they arrive in the UK by community members already living in an area and that new migrants' choice of area is in part determined by proximity of other members from their own country, it is likely that this pattern of settlement in Bolton is likely to continue. This could lead to further pressure on local resources and heighten tensions within the community.

Skills, qualifications and employment

What is apparent is that, in line with research carried out in other areas, migrant workers in Bolton are diverse in terms of their skills and qualifications. This ranged from higher degrees and medical qualifications to having no formal qualifications. Just over half of the sample reported having a particular trade or skill. Looking at the Standard Industry Classification (SIC), the majority of respondents had previously worked in the construction sector, however, there were also people who had been involved in the wholesale and retail trade, as well as transport, storage and communications. With regards to the Standard Occupational Classification (SOC), the majority of people had previously been employed in skilled trades, with smaller numbers of elementary occupations, but also those in managerial and professional occupations. Comparing previous occupation to current occupation, at times highlighted a great disparity between the two. What was encouraging, however, was that there was evidence that, over time, people's occupational status was increasing.

Employers need to be cautious of their position in the changing economy. It is being found in many areas that some workers are choosing to return home, particularly as their own economies have strengthened and the pound has weakened.[40] Efforts are needed to encourage people to continue working in this country. What is clear is that there is sometimes a lack of awareness of

[40] Pollard, N,. Latorre, M. and Sriskandarajah, D (2008) *Floodgates or turnstiles? Post-EU enlargement migration flows to (and from) the UK*, London: IPPR.

job opportunities or how to find more appropriate employment. There needs to be a greater focus on providing support to those who wish to progress to a higher occupational status, as well as more emphasis on ensuring that people's skills match the job they are doing. There were also concerns about the wage levels that were being paid, particularly those who were being paid below the minimum wage level.

Language is often a key to progression in employment, therefore more needs to be done to ensure there is adequate and affordable language provision in the area, as well as ensuring that it is flexible to meet the needs of those who work long or anti-social hours.

Given that a large proportion of migrant workers are employed in the construction sector, consideration needs to be given to the current down-turn in the UK housing market and the longer term impact of this on migrant worker numbers.

Access to housing

There is a reliance on the private rented sector for the majority of migrant workers. Certainly, this is the tenure that people use when they first arrive in Bolton. The private rented sector is perceived as being relatively cheap, easy to access and easy to leave. Evidence suggests, in line with a number of previous studies, that that there is a relatively high degree of overcrowding in this sector in Bolton. What is interesting is that this is not necessarily recognised by the migrant workers themselves, perhaps due to their living arrangements in their home country or their acceptance due to the temporary nature of their stay.

What is also of concern is the proportion of these properties which are not known to the local authority and, therefore, the authority is unable to inspect such accommodation. Informal discussions with some of the interviewees suggested that they were reluctant to inform the local authority about their housing situation for fear of being evicted by the landlord. Similarly, some landlords will be reluctant to register their property with the local authority as this could result in them being forced to reduce their occupancy levels, thus reducing their rental income. This latter issue is particularly pertinent given the excessive rents that some migrant workers in the private rented sector are paying. There is a fear that such rental incomes will not only deter landlords from acknowledging that their property is a HMO, but may actually encourage more landlords to enter this sector (as noted above in relation to the Asian community). It should also be remembered that many of these properties are of a nature that, under normal market conditions, would not command anywhere near the rent levels that they currently command. Although the majority of respondents themselves were not generally critical of the condition of these properties, again due to differences in expectations, experience of visiting some of the properties by the research team suggests that the conditions were quite poor.

While there is widespread awareness of the private rented sector, this was found to be much less so for the remaining tenures. Migrant workers were particularly likely to have little knowledge of the social rented sector, especially housing associations. Stakeholder consultation also indicated the potential complexity of accessing the socially rented sector for people from outside the UK. Similarly, awareness of home ownership was quite low. The evidence suggests that awareness of the various housing options increases with increased residence in the UK. There appears to be a preference for renting from Bolton at Home or purchasing a property, although there was found to be some variability in preference patterns according to nationality and the length of time they envisaged remaining in Bolton. Some people still express a preference to rent in the private sector, but certainly to a much lesser extent than is currently the case.

Integration within the community

Having settled in various locations throughout Bolton, the majority were positive about where they lived and the majority did not envisage moving, suggesting a degree of residential stability.

As might be expected, the most recent arrivals to Bolton are much less likely to feel integrated within the local community than those who have been living in Bolton for a longer time period. Similarly, length of residency impacts on awareness of services within the community. However, concern was expressed concerning accessibility of such services both in terms of equality of opportunity and due to language difficulties. It should also be noted that the evidence suggests that there is no real sense of 'community' among migrant workers from a particular country as a significant number do not have any contact with their own national group. This could further serve to engender a greater sense of isolation and a lack of reliance on informal means of finding out about services from their own community. The study points to the need for support from service providers to assist these new arrivals settle into the local community and especially in terms of developing opportunities for migrant workers from the same country to meet up and socialise, ensuring accessibility to local community venues and assistance with finding employment. A crucial need identified was access to English language courses.

Future intentions

It is sometimes difficult to predict future intentions, particularly with regards to a population whose migration is temporary in nature, but also give the factors eluded to earlier with regards to changing economies. What was indicated in this research was that slightly more than four out of ten people had the intention of staying in Bolton for five years or more (this number increases for the Slovakian and Hungarian respondents), while a large number were unsure about their future intentions. Very few people expected to leave in the next 12 months.

What was clear, and what also links back to issues raised earlier, was that access to better paid and better status jobs and affordable accommodation was a key consideration in whether or not people would remain in Bolton.

What is interesting is that the majority of people did not expect family members to join them in the future. There were also a number of people who were not sure. Despite this, some consideration must be given to the potential for family reunification and the implications at a local level.

'Pull' and 'push' factors

It is worth noting that the research evidence clearly points to a number factors which act as a 'pull' to migrant workers to come to Bolton. These are: a general awareness of the town of Bolton in their home country; the previous settlement of people from their home country within the town; and the perceived opportunity for employment in the locality. At the same time, a number of factors can be seen to 'push' migrant workers away from Bolton, leading them to either move to other parts of the country or to move back to their home country. These are: lack of employment opportunities and particularly, the lack of opportunities to improve their employment situation; and a lack of access to English language provision (seen as essential to improve their employment enhancement chances). It should also be noted that the improving economies and increased employment opportunities in their home countries are being seen as major incentives to return to their home country.

Good practice within Bolton and the North West

In the course of undertaking this study, the research team become aware of a number of initiatives within Bolton to assist migrant workers, which could be identified as 'good practice.' This includes the following:

Emerging Communities Integration Project (ECIP) developed by Bolton and District Citizen Advice Bureau (CAB). The Emerging Communities Integration Project (ECIP) started in October 2007 with funding for three years. The project replaces the previous Asylum Support Project, expanding upon the work of this project to include migrant workers. The aim is to provide advice and assistance on a range of issues including: housing options within the town; tenancy rights and responsibilities; and access to education, health and other services. The project includes an Integration Worker who is responsible for community outreach and resettlement.

Bolton Racial Equality Council's Migrant Workers Project is funded by Bolton Community Homes. It is designed to keep agencies in Bolton up-to-date with regards to local, national and European developments relating to migrant workers. The Project runs a referral system and outreach program for migrant workers who are experiencing any problems. This enables them to be signposted to the relevant agency who can offer assistance. The Project has also carried out a number of mapping exercises to find out where migrant workers are settling, as well as identifying issues with regards to access to services and informing the relevant providers of these.

Migrant Workers North West is a charity that was established to lead on the co-ordination of support for migrant workers across the North West. The project provides a resource for both migrant workers and employers and support organisations. The main aims of the project include: promoting 'best practice' in the employment of migrant workers; providing a reference point for support services; identifying existing skills of migrant workers; identifying specific training needs of migrant workers; and promoting best practice among policy makers. More information about the charity can be found at http://www.migrantworkersnorthwest.org/

Wiedza at BFAWU (Bakers, Food and Allied Workers Union), which was aimed at Polish workers in the North West. This project ran from October 2007 to March 2008 and involved the secondment of two union representatives in the North West. The objectives of the project were to: improve relations on the shop floor; help with communications within the workplace; encourage the Polish community to take up learning, not only ESOL, but also numeracy and literacy; and help to increase Union membership. The project involved the Union representatives gaining entry to workplaces and organising open days to explain to people what the Union could offer and their employment rights.

Urban Care And Neighbourhood (UCAN) Centre, St Vincents housing Association. As well as being a provider of accommodation, St Vincents Housing Association also has a number of projects which focus on community cohesion. This includes UCAN, which is a local community resource providing a range of different services including; a drop-in centre; access to counselling; employment and training advice and Internet access. This work has evolved from their working with refugees and now includes support for migrant workers. People access the Centre to discuss any issues or concerns and can be signposted to the relevant agencies in Bolton. They offer IT sessions and free ESOL classes two days a week at the Centre.

Recommendations

On the basis of the study findings and the available secondary evidence highlighted in this report, the study team proposes a number of recommendations as outlined below:

- All service providers should be encouraged to record the nationality of those using their service to ensure that up-to-date information is available about the size and composition of the migrant worker community in Bolton, particularly in terms of acknowledging the fluid nature of this community;

- The local authority should work with major employers in the town to consider skill shortages and how to best recruit and train the most appropriately skilled migrant workers;

- The local authority and its partners should consider the development of an information and dissemination strategy which encompasses a range of elements, such as a resource pack aimed specifically at migrant workers which details, among other things, ways of finding out about job opportunities in the town, their housing options and the availability of local support services; guidance to front-line staff concerning face-to-face meetings with migrant workers; and accessibility of the Council's website by migrant workers in other countries. Information should be included on the website about the region generally while at the borough level, promoting Bolton as a place for skilled migrant workers;

- Support should be given to ensuring that local community facilities cater for an ethnically and culturally diverse community and that they are accessible all sections of the community;

- The local authority and other stakeholders should develop initiatives which provide opportunities for members of the individual nationalities to meet up to enable the development of community support networks among the different migrant worker communities and then subsequently, with the broader community;

- Consideration should be given to the co-ordination of existing ESOL provision and additional language support to enable migrant workers to study English as well as more imaginative ways of assisting this group to learn English with the support of local employers;

- Continue to identify and monitor private rented accommodation used by migrant workers either via migrant workers themselves or through incentives offered to landlords of such properties and to carry out property checks and ensure landlords bring properties up to appropriate standard;

- The local authority should routinely collect market intelligence for those community areas where there is a large concentration of migrant workers to monitor the impact of their presence on the dynamics of the community, including the availability and rent levels in the private rented sector, social housing vacancies rates, the level of crime and ASB, the development of community infrastructure (such as specialist shops serving these new migrant communities), etc.

- The local authority should work with other agencies, both within the Borough and beyond, such as Migrant Workers North West and the Regional Strategic Migration Partnership, to inform and be informed of initiatives in relation to migrant workers; and

- The local authority should establish and Information Co-ordination Group to collate and review information about migrant workers from different departments within the Council and partner agencies.

Further research

It is important to recognise that this initial piece of research was intended to represent a ‘baseline’ study in the sense that it provides rudimentary evidence across a range of issues rather than a more in-depth assessment of particular issues. As such, in many respects, the study raises a number of unanswered questions which require further investigation. We believe that to provide a more complete picture of the issues affecting migrant workers in Bolton and the service providers catering for this client group, the following research questions need to be addressed in the near future:

- What is the impact of the settlement of migrant workers in predominantly BME areas of the town in relation to community integration and cohesion and what are the potential factors or ‘triggers’ which could lead to a deterioration of community relations and community transformation? A case study approach based on a specific geographical area would be the most appropriate way forward engaging with migrant workers and host communities;

- What are the support needs of migrant workers’ families in terms of access to services and especially in relation to those with children?

- How are current service providers responding to the needs of migrant workers in terms of promoting their services, ensuring accessibility and their understanding the needs of this community group?

- How do migrant workers find out about their housing options in Bolton and to what extent does this determine their tenure aspirations?

- How dependent are local employers on migrant worker labour, what incentives do they or could they offer to retain such staff and what would be the impact in a reduction of migrant labour if people return to their home countries?

- How is the private rented sector responding to the demand from migrant workers? Have new landlords come into this sector, what type of properties are available and what is the potential impact of a fall in the number of migrant workers seeking private rented accommodation? Also, what is the impact on other community groups who traditionally relied on the private rented sector of this increase in demand from migrant workers? and

- What is the current impact of existing projects which have been developed in Bolton to support migrant workers?

Finally, this study represents only a snap shot of the current issues facing migrant workers in Bolton. Given the fluid and diverse nature of this group, there is a need carry out such research at regular intervals in order to ensure that the local authority and its partners have an accurate and up-to-date understanding of the migrant worker communities living in Bolton.

Appendix 1: Bolton Migrant Workers Study Questionnaire

Introduction

My name is ……………………… and I am undertaking interviews for Salford University with migrant workers living or working in Bolton. The Council and its partners are hoping to gain a greater understanding of the work and housing experiences of this group in the community and the type of help or assistance they need. The interview should last about 25 minutes and anything you tell me will remain confidential. Your name or contact details will not be passed on to anyone else.

Can you tell me your address?

Address: ______________________________
____
____

Postcode: ______________________________

Within Bolton ☐

Outside Bolton ☐

Record: Date of interview: ______________
Place of interview: ______________
Name of interviewer: ______________
Language of interview: ______________

Section A: Migration History

Q1 When did you first arrive in the UK: m m / y y y y

Q2 Before coming to the UK and apart from your home country, have you lived in any other countries in the European Union?

Yes ☐ **(Go to Q3)**
No ☐ **(Go to Q4)**

Q3 Which countries (list 3 starting with most recent)

1. ______________
2. ______________
3. ______________

Q4 Before coming to the UK did you have family/relatives living in Bolton or other parts of the UK?

No ☐
Yes – Bolton ☐
Yes – elsewhere in UK – please describe below ☐

____

Q5 Why did you decide to come to Bolton? **Tick ✓ one only**

I knew someone from my home country already living in Bolton ☐
Had heard about the town/area from other people ☐
Had heard that there were job opportunities in Bolton ☐
Other – please explain below: ☐

____

Q6 How would you rate your English language skills when you first came to the UK

Excellent ☐
Quite good ☐
Not so good ☐
Not good at all ☐
Could not speak/read English ☐

Q7 Are you: **Tick ✓ one only**

Currently studying an English language course ☐
Would like to study on an English language course ☐
Don't know where to go to study on an English language course ☐
Don't need to study an English language course ☐

Section B: Employment

I would now like to ask you some questions about your qualifications, skills and current type of work.

Q8 What is your highest level of qualification? **(Record equivalent English qualification)**

____

Q9 Do you have a particular trade or skill?

Yes ☐ **(Go to Q10)**
No ☐ **(Go to Q12)**

Q10 What is this trade or skill?

____

Q11 How many years have you spent in this trade/using these skills?

____

Q12 What was the last job you had in your home country just before coming to the UK?

____

Q13 Are you currently in paid work?

Yes	☐	**(Go to Q15)**
No	☐	**(Go to Q14)**

Q14 How long have you been without a job? **Tick ✓ one only**

Less than 1 month	☐	**(Go to Q15)**
1 month or more but less than 3 months	☐	**(Go to Q15)**
3 months or more but less than 6 months	☐	**(Go to Q15)**
6 months or more but less than 12 months	☐	**(Go to Q15)**
12 months or more but less than 2 years	☐	**(Go to Q15)**
2 years or more	☐	**(Go to Q15)**
Never worked in this country	☐	**(Go to Q23)**
Don't know	☐	**(Go to Q15)**

Q15 Since arriving in the UK what type of work have you been doing? Please start with your current or most recent job and list the last five jobs you have had.

Current: ________________________________

Previous:
1: ________________________________
2: ________________________________
3: ________________________________
4: ________________________________

Q16 In terms of your first job you did in the UK, were you recruited in your home country for this job?

Yes	☐	**(Go to Q17)**
No	☐	**(Go to Q18)**

Q17 Who recruited you?

____

____

Q18 Where is the location of your place of work (record LA area)?

____

____

Q19 In terms of your current job, is this temporary or permanent?

Temporary ☐
Permanent ☐
Not currently working ☐
Don't know ☐

Q20 Are you registered for on the Worker Registration Scheme and for payment of National Insurance Contributions?

WRS registered ☐
NIC registered ☐
Neither ☐

Q21 Are you paid 'cash in hand' for your work?

Yes ☐
No ☐

Q22 How much are you currently paid per week for your job? **£**__________

Q23 What type of employment would you like?

____

____

Q24 What help do you think you need to get your ideal job ?

____

____

Q25 Now or in the future would you be interested in being self-employed/ setting up your own business?

Yes ☐ **(Go toQ26)**
No ☐ **(Go to Q27)**
Don't know ☐ **(Go to Q27)**

Q26 What help or assistance do you think you need to become self employed/ set up your own business

____

____

____

If not currently working go to Q28

Q27 Overall, how satisfied are you with your current job?

Very satisfied ☐
Satisfied ☐
Neither satisfied nor dissatisfied ☐
Dissatisfied ☐
Very dissatisfied ☐
Don't know ☐

Section C: Housing

Q28 Since you first arrived in Bolton how many homes have you lived in?

____

Q29 How did you find out about your first home in Bolton? **Tick ✓ one only**

Arranged for me before I arrived in UK ☐
From someone from my own ethnic group living in Bolton ☐
From someone else in the community ☐
Via employer in UK ☐
Via local newspapers ☐
Via local estate agents ☐
Other (please specify) ☐

Q30 Thinking about your current property, are you:

A home owner ☐
A tenant of Bolton at Home (manages homes for Bolton Council) ☐
A tenant of a Housing Association ☐
A tenant of a private landlord ☐
Other **(please specify below)** ☐

____

Q31 Is your current home linked to your work?

Yes ☐
No ☐
Don't know ☐

Q32 How much rent do you pay per week for your current home?

Less than £20	☐
£21-£30	☐
£31-£40	☐
£41-£50	☐
£51-£60	☐
£61-£70	☐
£71-£80	☐
£81 or over	☐
Don't know	☐
Don't pay rent	☐

Q33 Do you share your home with people other than members of your family/relatives?

Yes	☐	**(Go to Q34)**
No	☐	**(Go to Q37)**

Q34 How many people share the property? ______________________

Q35 Do you share any of the following with people other than your family/relations? **Tick ✓ all that apply**

Bedrooms	☐
Bathrooms	☐
Kitchens	☐

Q36 When you first moved to the property did you know the people you are sharing your home with?

Yes	☐
No	☐

Q37 How many bedrooms does the property have? ___________

Q38 Would you say that you are living in overcrowded conditions?

Yes	☐
No	☐
Don't know	☐

Q39 How would you rate the overall condition of your home?

Very good	☐
Good	☐
Neither good nor poor	☐
Poor	☐
Very poor	☐
Don't know	☐

Q40 Are you aware of the following housing options available in Bolton

- Renting from Bolton at Home ☐
- Renting from a local Housing Association ☐
- Renting from a private landlord ☐
- Buying your own home ☐

Q41 In the longer term what type of property would you like?

- Renting from Bolton at Home ☐
- Renting from a local Housing Association ☐
- Renting from a private landlord ☐
- Buying your own home ☐

Q42 Why do you say that? ______________________________

____

____

Section D: Community Integration

I would now like to ask you about the area where you live

Q43 Why did you move to this area? **Tick ✓ one only**

- Work reasons ☐
- Family live in area ☐
- People from own ethnic/religious group live in area ☐
- Did not have a choice (please explain below:) ☐

____

____

- Liked the area ☐
- Other (please explain below:) ☐

____

____

Q44 How would you rate this area overall

- Very good ☐
- Good ☐
- Neither good nor poor ☐
- Poor ☐
- Very poor ☐
- Don't know ☐

Q45 Do you feel that you are aware of the local community facilities in the area where you live?

Yes ☐
No ☐
Don't know ☐

Q46 Do you feel that you have equal access to the local facilities and services compared with people from other ethnic groups?

Yes ☐
No ☐
Don't know ☐

Q47 How much contact do you have in the area where you live with people from your own ethnic or religious group?

A lot ☐
Quite a lot ☐
A little ☐
None at all ☐

Q48 Do you feel part of the local community?

Yes ☐
No ☐
Don't know ☐

Q49 Since living in Bolton have you or members of your family experienced any of the following:

Crime against the property (e.g. burglary) ☐
Crime against the person (e.g. mugging) ☐
Racial harassment or attack ☐
Anti-social behaviour ☐

Q50 Is there anything that could be done to help you settle into the local community?

Yes ☐ **(Go to Q51)**
No ☐ **(Go to Q52)**
Don't know ☐ **(Go to Q52)**

Q51 What could be done? ______________________________

____

____

Q52 Would you like to move to another area?

Yes	☐	**(Go to Q53)**
No	☐	**(Go to Q55)**
Don't know	☐	**(Go to Q55)**

Q53 Why would you like to move? ______________________________

____

____

Q54 What is stopping you from moving? _________________________

____

____

Section E: Future Intentions

I would now like to ask you about what you would like to happen in the future

Q55 How long do you think you will continue to live in Bolton?

Up to 6 months	☐
6 months or more but less than 12 months	☐
12 months or more but less than 2 years	☐
2 years or more but less than 3 years	☐
3 years or more but less than 4 years	☐
4 years or more but less than 5 years	☐
5 years or more	☐
Don't know	☐

Q56 What would help you to remain living in Bolton?

____

____

____

Q57 Do you think in the future that you will be joined by members of your family currently living in your home country?

Yes	☐	**(Go to Q58)**
No	☐	**(Go to Q60)**
Don't know	☐	**(Go to Q60)**

Q58 When do you think this will happen?

- Within next 12 months ☐
- Within next 2 years ☐
- Within next 3 years ☐
- Within next 4 years ☐
- Within next 5 years ☐
- Longer than 5 years ☐
- Don't know ☐

Q59 How many people are likely to join you from your home country?

____

Q60 Do you think you are likely to leave the UK and return home to your own country in the next 3 years?

- Yes ☐ **(Go to Q61)**
- No ☐ **(Go to Q62)**
- Don't know ☐ **(Go to Q62)**

Q61 Why do you say that? ________________________________

____

____

Q62 Would you recommend Bolton as a place to live and work to friends at home?

- Yes ☐
- No ☐
- Don't know ☐

Section F: About Yourself & Your Household

Finally, I would like to ask you some questions about yourself and your household.

Q63 Record gender:

- Male ☐
- Female ☐

Q64 How old are you? ____________

Q65 What is your marital status?

- Single ☐
- Married/living as married ☐
- Divorced ☐
- Widowed ☐

Q66 How would you describe your ethnicity? **Tick ✓ one only**

- Polish ☐
- Latvian ☐
- Lithuanian ☐
- Czech ☐
- Slovakian ☐
- Estonian ☐
- Hungarian ☐
- Slovenian ☐
- Romanian ☐
- Bulgarian ☐
- Roma ☐
- Other **(please specify below:)** ☐

____

Q67 What are your religious beliefs? **Tick ✓ one only**

- Christian ☐
- Muslim ☐
- Sikh ☐
- Other **(please specify below:)** ☐

____

- No religious beliefs ☐

Q68 Thinking about your own household, how many people are there and how many of these are currently living with you in Bolton?

Total number (including self) ____________

Number living in UK ____________

Q69 Could you tell me the gender, age and relationship to you of the members of your household, starting with those currently living with you in Bolton and then those still living in your home country

AGE	HOUSEHOLD MEMBER									
	1	2	3	4	5	6	7	8	9	10
0 – 5 years										
6 – 10 years										
11 - 16 years										
17 – 24 years										
25 – 39 years										
40 – 49 years										
50 – 59 years										
60 – 74 years										
75 – 84 years										
85 years +										
GENDER										
Male										
Female										
RELATIONSHIP										
Partner										
Son or daughter										
Sister/brother										
Uncle/aunt										
Cousin										
Grandparent										
Grandchild										
Other										

If respondent has children living with them, ask:

Q70 Are your children attending a local school?

Yes ☐
No ☐

Q71 Do they receive additional support to help them their learning?

Yes ☐
No ☐
Don't know ☐

Further Contact

1. If we needed to contact you again to ask for additional information would you be happy for us to do so?

Yes ☐ Name: ______________________________
Tel no.: ______________________________

No ☐

2. Would you like a copy of the final report when the study is completed?

Yes ☐ **(please ensure their address is clearly written on the front of the questionnaire)**

No ☐

Prize Draw

1. Do you wish to be entered into our prize draw for your chance to win £150?

Yes ☐ Name: ______________________________
Tel no.: ______________________________

No ☐

Agreement and signature

1. Ask respondent to agree and sign below

2. Leave a copy of the thank you letter with the respondent

This form is to be signed by the respondent to state that they saw your identification badge and were left with a letter explaining the survey.

I (respondent) confirm that **(please tick the boxes)**:

☐ **I saw the Identification Badge of the person who interviewed me; and**

☐ **I was given a copy of the letter from the University of Salford explaining the survey**

Signed: ______________________________
Date: ______________________________

Thank you for your help

Appendix 2: Tables from Graphs

Table i: Gender of respondent

Gender	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Male	212	64.8	121	66.1	58	70.7	14	66.7	7	41.2	9	52.9	3	42.9
Female	115	35.2	62	33.9	24	29.3	7	33.3	10	58.8	8	47.1	4	57.1
Total	**327**	**100.0**	**183**	**56.0**	**82**	**25.1**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

Table ii: Marital status by gender

Marital status	Male		Female	
	No.	%	No.	%
Single	117	55.2	61	53.0
Married	84	39.6	45	39.1
Divorced	10	4.7	8	7.0
Widowed	1	0.5	1	0.9
Total	**212**	**64.8**	**115**	**35.2**

Table iii: Reason for coming to Bolton

Reason	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Someone from home country in Bolton	182	56.5	111	62.0	37	45.1	14	66.7	8	50.0	8	47.1	4	57.1
Heard of Bolton	46	14.3	16	8.9	23	28.0	2	9.5	3	18.8	1	5.9	1	14.3
Heard of jobs in Bolton	73	22.7	41	22.9	22	26.8	4	19.0	2	12.5	3	17.6	1	14.3
Other	21	6.5	11	6.1	-	-	1	4.8	3	18.8	5	29.4	1	14.3
Total	**322**	**100.0**	**179**	**55.6**	**82**	**25.5**	**21**	**6.5**	**16**	**5.0**	**17**	**5.2**	**7**	**2.2**

Table iv: Level of qualification by gender

Highest qualification	Male		Female	
	No.	%	No.	%
No qualifications	38	18.4	22	20.4
Up to 1st degree	120	58.3	57	52.8
1st degree & higher	18	8.7	20	18.5
Other qualifications	30	14.6	9	8.3
Total	**206**	**65.6**	**108**	**34.4**

Table v: Level of English language proficiency

Level of English	All No.	All %	Polish No.	Polish %	Hungarian No.	Hungarian %	Slovakian No.	Slovakian %	Lithuanian No.	Lithuanian %	Czech No.	Czech %	Other No.	Other %
			Nationality											
Excellent	15	4.6	11	6.0	2	2.5	-	-	2	11.8	-	-	-	-
Quite good	75	23.0	47	25.7	8	9.9	5	23.8	5	29.4	8	47.1	2	28.6
Not so good	86	26.4	60	32.8	11	13.6	8	38.1	1	5.9	4	23.5	2	28.6
Not good at all	85	26.1	40	21.9	28	34.6	3	14.3	8	47.1	4	23.5	2	28.6
Can't speak/ read English	65	19.9	25	13.7	32	39.5	5	3.8	1	5.9	1	5.9	1	14.3
Total	**326**	**100.0**	**183**	**56.1**	**81**	**24.8**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

Table vi: Proficiency in English by gender

Level of English	Gender: Male No.	Male %	Female No.	Female %
Excellent	7	3.3	8	7.0
Quite good	49	23.2	26	22.6
Not so good	5	26.5	30	26.1
Not good at all	53	25.1	32	27.8
Can't speak/read English	46	21.8	19	16.5
Total	**160**	**58.2**	**115**	**41.8**

Table vii: English language course by gender

English language course	Gender: Male No.	Male %	Female No.	Female %
Currently studying	16	8.1	23	21.5
Would like to study	70	35.5	38	35.5
Don't know where to go to study	38	19.3	6	5.6
Don't need to study	73	37.1	40	37.4
Total	**197**	**64.8**	**107**	**35.2**

Table viii: Respondent has particular trade or skill

Trade or skill	All No.	All %	Polish No.	Polish %	Hungarian No.	Hungarian %	Slovakian No.	Slovakian %	Lithuanian No.	Lithuanian %	Czech No.	Czech %	Other No.	Other %
			Nationality											
Yes	183	56.3	106	57.9	47	58.0	11	55.0	9	52.9	7	41.2	3	42.9
No	142	43.7	77	42.1	34	42.0	9	45.0	8	47.1	10	58.8	4	57.1
Total	**325**	**100.0**	**183**	**56.3**	**81**	**24.9**	**20**	**6.2**	**17**	**5.2**	**17**	**5.2**	**7**	**2.2**

Table ix: Respondent has particular trade or skill by gender

Trade or skill	Gender: Male No.	Male %	Female No.	Female %
Yes	141	66.5	42	37.2
No	71	33.5	71	62.8
Total	**212**	**65.2**	**113**	**34.8**

Table x: Last job in home country (Standard Occupational Classification) by gender

	Gender			
	Male		Female	
Standard Occupational Classification	**No.**	**%**	**No.**	**%**
Managers & senior officials	3	1.6	6	6.9
Professional	5	2.7	11	12.6
Associate professional & technical	9	4.8	5	5.7
Administrative & secretarial	3	1.6	6	6.9
Skilled trades	99	52.7	5	5.7
Personal service	2	1.1	6	6.9
Sales & customer service	12	6.4	20	23.0
Process, plant & machine operatives	28	14.9	7	8.0
Elementary occupations	21	11.2	15	17.2
Student	6	3.2	6	6.9
Total	**188**	**68.4**	**87**	**31.6**

Table xi: Currently in paid work

			Nationality											
In paid work	**All**		**Polish**		**Hungarian**		**Slovakian**		**Lithuanian**		**Czech**		**Other**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Yes	242	74.0	157	85.8	51	62.2	13	61.9	13	76.5	5	29.4	3	42.9
No	85	26.0	26	14.2	31	37.8	8	38.1	4	23.5	12	70.6	4	57.1
Total	**327**	**100.0**	**183**	**56.0**	**82**	**25.1**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

Table xii: Currently in paid work by gender

	Gender			
	Male		Female	
In paid work	**No.**	**%**	**No.**	**%**
Yes	175	82.5	67	58.3
No	37	17.5	48	41.7
Total	**212**	**64.8**	**115**	**35.2**

Table xiii: Currently in paid work by age group

	Age group													
In paid work	**20 & under**		**21-24**		**25-34**		**35-44**		**45-54**		**55-64**		**65-75**	
	No.	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**	**No.**	**%**
Yes	12	52.2	30	66.7	114	76.0	53	79.1	23	71.9	3	100.0	1	100.0
No	11	47.8	15	33.3	36	24.0	14	20.9	9	28.1	-	-	-	-
Total	**23**	**7.2**	**45**	**14.0**	**150**	**46.7**	**67**	**20.9**	**32**	**10.0**	**3**	**0.9**	**1**	**0.3**

Table xiv: Change between last job in home country and current job (Standard Occupational Classification)

Standard Occupational Classification	Current job No.	%	Last job in home country No.	%
Managers & senior officials	2	0.8	9	3.3
Professional	6	2.5	16	5.8
Associate professional & technical	5	2.1	14	5.1
Administrative & secretarial	4	1.6	9	3.3
Skilled trades	73	30.0	104	37.8
Personal service	8	3.3	8	2.9
Sales & customer service	9	3.7	32	11.6
Process, plant & machine operatives	40	16.5	35	12.7
Elementary occupations	94	38.7	36	13.1
Student	2	0.8	12	4.4
Total	**243**	**100.0**	**275**	**100.0**

Table xv: Change between last job in home country and current job (Standard Occupational Classification) by gender

	Gender							
	Male				Female			
Standard Occupational Classification	Current job No.	%	Job in home country No.	%	Current job No.	%	Job in home country No.	%
Managers & senior officials	2	1.3	3	1.6	-	-	6	6.9
Professional	4	2.6	5	2.7	2	2.3	11	12.6
Associate professional & technical	5	3.2	9	4.8	-	-	5	5.7
Administrative & secretarial	4	2.6	3	1.6	-	-	6	6.9
Skilled trades	45	29.0	99	52.7	28	31.8	5	5.7
Personal service	7	4.5	2	1.1	1	1.1	6	6.9
Sales & customer service	7	4.5	12	6.4	2	2.3	20	23.0
Process, plant & machine operatives	19	12.3	28	14.9	21	23.9	7	8.0
Elementary occupations	61	39.4	21	11.2	33	37.5	15	17.2
Student	1	0.6	6	3.2	1	1.1	6	6.9
Total	**155**	**63.8**	**188**	**68.4**	**88**	**36.2**	**87**	**31.6**

Table xvi: Security of current job

			Nationality											
Security of current job	All No.	%	Polish No.	%	Hungarian No.	%	Slovakian No.	%	Lithuanian No.	%	Czech No.	%	Other No.	%
Temporary	55	18.1	30	17.1	17	22.4	2	11.1	2	11.8	2	18.2	2	28.6
Permanent	165	54.3	113	64.6	26	34.2	10	55.6	12	70.6	3	27.3	1	14.3
Not working	61	20.1	20	11.4	24	31.6	5	27.8	3	17.6	5	45.5	4	57.1
Don't know	23	7.6	12	6.9	9	11.8	1	5.6	-	-	1	9.1	-	-
Total	**304**	**100.0**	**175**	**57.6**	**76**	**25.0**	**18**	**5.9**	**17**	**5.6**	**11**	**3.6**	**7**	**2.3**

Table xvii: Registered on Worker Registration Scheme

			Nationality											
WRS registered	All No.	%	Polish No.	%	Hungarian No.	%	Slovakian No.	%	Lithuanian No.	%	Czech No.	%	Other No.	%
Yes	134	46.0	86	50.3	28	40.0	6	37.5	7	43.8	6	54.5	1	14.3
No	157	54.0	85	49.7	42	60.0	10	62.5	9	56.2	5	45.5	6	85.7
Total	**291**	**100.0**	**171**	**58.8**	**70**	**24.1**	**16**	**5.5**	**16**	**5.5**	**11**	**3.8**	**7**	**2.4**

Table xviii: Registered for NINo

			Nationality											
NINo registered	All No.	%	Polish No.	%	Hungarian No.	%	Slovakian No.	%	Lithuanian No.	%	Czech No.	%	Other No.	%
Yes	195	67.0	119	69.6	41	58.6	12	75.0	14	87.5	6	54.5	3	42.9
No	96	33.0	52	30.4	29	41.4	4	25.0	2	12.5	5	45.5	4	57.1
Total	**291**	**100.0**	**171**	**58.8**	**70**	**24.1**	**16**	**5.5**	**16**	**5.5**	**11**	**3.8**	**7**	**2.4**

Table xix: Paid ‘cash in hand’

			Nationality											
Paid ‘cash in hand’	All No.	%	Polish No.	%	Hungarian No.	%	Slovakian No.	%	Lithuanian No.	%	Czech No.	%	Other No.	%
Yes	43	18.1	21	13.8	14	27.5	3	23.1	1	8.3	3	50.0	1	33.3
No	194	81.9	131	86.2	37	72.5	10	76.9	11	91.7	3	50.0	2	66.7
Total	**237**	**100.0**	**152**	**64.1**	**51**	**21.5**	**13**	**5.5**	**12**	**5.1**	**6**	**2.5**	**3**	**1.3**

Table xx: Current weekly pay by gender

	Gender			
Pay per week	Male No.	%	Female No.	%
Less than £100	8	4.8	5	8.2
£101-£200	65	38.7	35	57.4
£201-£300	66	39.3	19	31.1
£301-£400	24	14.3	1	1.6
£401-£500	4	2.4	1	1.6
£501 & over	1	0.6	-	-
Total	**168**	**73.4**	**61**	**26.6**

Table xxi: Interest in self-employment

			Nationality											
Interest in self employment	All No.	%	Polish No.	%	Hungarian No.	%	Slovakian No.	%	Lithuanian No.	%	Czech No.	%	Other No.	%
Yes	91	28.7	64	36.2	10	12.7	3	14.3	6	37.5	7	41.2	1	14.3
No	142	44.8	77	43.5	35	44.3	13	61.9	7	43.8	7	41.2	3	42.9
Don’t know	84	26.5	36	20.3	34	43.0	5	23.8	3	18.8	3	17.6	3	42.9
Total	**317**	**100.0**	**177**	**55.8**	**79**	**24.9**	**21**	**6.6**	**16**	**5.0**	**17**	**5.4**	**7**	**2.2**

Table xxii: Interest in self-employment by gender

Interest in self employment	Gender			
	Male		Female	
	No.	%	No.	%
Yes	71	34.6	20	17.9
No	73	35.6	69	61.6
Don't know	61	29.8	23	20.5
Total	**205**	**64.7**	**112**	**35.3**

Table xxiii: Tenure of current property

Tenure	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Home owner	5	1.6	4	2.2	-	-	-	-	1	6.2	-	-	-	-
Bolton at Home	21	6.5	14	7.7	2	2.5	2	9.5	1	6.2	2	11.8	-	-
HA	13	4.0	10	5.5	1	1.2	-	-	1	6.2	1	5.9	-	-
Private rented	263	81.7	148	81.8	70	87.5	17	81.0	12	75.0	11	64.7	5	71.4
Other	20	6.2	5	2.8	7	8.8	2	9.5	1	6.2	3	17.6	2	28.6
Total	**322**	**100.0**	**181**	**56.2**	**80**	**24.8**	**21**	**6.5**	**16**	**5.0**	**17**	**5.3**	**7**	**2.2**

Table xxiv: Do you share the property with non-family members?

Share home with non-family	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	175	53.8	97	53.0	56	70.0	8	38.1	8	47.1	3	42.9	3	42.9
No	150	46.2	86	47.0	24	30.0	13	61.9	9	52.9	14	82.4	4	57.1
Total	**325**	**100.0**	**183**	**56.3**	**80**	**24.6**	**21**	**6.5**	**17**	**5.2**	**17**	**5.2**	**7**	**2.2**

Table xxv: Are you living in overcrowded conditions?

Overcrowded	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	54	16.5	32	17.5	7	8.5	6	28.6	2	11.8	5	29.4	2	28.6
No	252	77.1	142	77.6	65	79.3	15	71.4	15	88.2	10	58.8	5	71.4
Don't know	21	6.4	9	4.9	10	12.2	-	-	-	-	2	11.8	-	-
Total	**327**	**100.0**	**183**	**56.0**	**82**	**25.1**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

Table xxvi: Awareness of housing options in Bolton

Housing Options	All		Nationality: Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Renting – Bolton at Home	209	66.1	138	77.5	25	32.9	13	61.9	16	94.1	13	76.5	4	57.1
Renting – HA	110	34.8	86	48.3	5	6.6	4	19.0	10	58.8	5	29.4	-	-
Renting – private	270	85.4	163	91.6	60	78.9	16	76.2	12	70.6	13	76.5	6	85.6
Buying own home	160	50.6	114	64.0	11	14.5	11	52.4	10	58.8	11	64.7	3	42.9

Table xxvii: Preferred future housing tenure

Housing Options	All		Nationality: Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Renting – Bolton at Home	98	33.1	59	35.8	14	18.9	7	36.8	8	53.3	7	43.8	3	42.9
Renting – HA	7	2.4	2	1.2	3	4.1	-	-	1	6.7	1	6.2	-	-
Renting – private	87	29.4	28	17.0	49	66.2	5	26.3	1	6.7	1	6.2	3	42.9
Buying own home	103	34.8	76	46.1	7	9.5	7	36.8	5	33.3	7	43.8	1	14.3
Don't know	1	0.3	-	-	1	1.4	-	-	-	-	-	-	-	-
Total	**296**	**100.0**	**165**	**55.7**	**74**	**25.0**	**19**	**6.4**	**15**	**5.1**	**16**	**5.4**	**7**	**2.4**

Table xxviii: Reason for moving to the area

Reason	All		Nationality: Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Work	95	29.2	69	37.9	8	9.9	7	33.3	5	29.4	6	35.3	-	-
Family in area	51	15.7	29	15.9	7	8.6	6	28.6	3	17.6	3	17.6	3	42.9
Own ethnic group in area	118	36.3	55	30.2	53	65.4	3	14.3	4	23.5	1	5.9	2	28.6
No choice	27	8.3	9	4.9	7	8.6	5	23.8	3	17.6	2	11.8	1	14.3
Liked area	13	4.0	6	3.3	4	4.9	-	-	-	-	2	11.8	1	14.3
Other	21	6.5	14	7.7	2	2.5	-	-	2	11.8	3	17.6	-	-
Total	**325**	**100.0**	**182**	**56.0**	**81**	**24.9**	**21**	**6.5**	**17**	**5.2**	**17**	**5.2**	**7**	**2.2**

Table xxix: Overall rating of the area

Rating	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Very good	47	14.4	25	13.7	19	23.2	1	4.8	1	5.9	1	5.9	-	-
Good	185	56.7	106	58.2	45	54.9	13	61.9	10	58.8	8	47.1	3	42.9
Neither/nor	68	20.9	40	22.0	11	13.4	5	23.8	2	11.8	7	41.2	3	42.9
Poor	16	4.9	9	4.9	4	4.9	-	-	1	5.9	1	5.9	1	14.3
Very poor	7	2.1	2	1.1	1	1.2	1	4.8	3	17.6	-	-	-	-
Don't know	3	0.9	-	-	2	2.4	1	4.8	-	-	-	-	-	-
Total	**326**	**100.0**	**182**	**55.8**	**82**	**25.2**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

Table xxx: Awareness of local community facilities

Aware	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	194	59.5	134	73.6	25	30.5	12	57.1	11	64.7	10	56.8	2	28.6
No	83	25.5	34	18.7	25	30.5	9	41.9	6	35.3	6	35.3	3	42.9
Don't know	49	15.0	14	7.7	32	39.0	-	-	-	-	1	5.9	2	28.6
Total	**326**	**100.0**	**182**	**55.8**	**82**	**25.2**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**

Table xxxi: Awareness of local community facilities by year of arrival in UK

Aware	Year of arrival in UK											
	Pre 2004		2004		2005		2006		2007		2008	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	14	82.4	29	78.4	53	71.6	66	60.0	29	35.4	3	60.0
No	-	-	8	21.6	16	21.6	27	24.5	31	37.8	1	20.0
Don't know	3	17.6	-	-	5	6.8	17	15.5	22	26.8	1	20.0
Total	**17**	**5.2**	**37**	**11.4**	**74**	**22.8**	**110**	**33.8**	**82**	**25.2**	**5**	**1.5**

Table xxxii: Equality of access to local facilities compared with other migrant groups

Aware	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	185	57.1	132	72.9	22	27.2	10	47.6	12	70.6	7	41.2	2	28.6
No	57	17.6	20	11.0	20	24.7	7	33.3	3	17.6	4	23.5	3	42.9
Don't know	82	25.3	29	16.0	39	48.1	4	19.0	2	11.8	6	35.3	2	28.6
Total	**324**	**100.0**	**181**	**55.9**	**81**	**25.0**	**21**	**6.5**	**17**	**5.2**	**17**	**5.2**	**7**	**2.2**

Table xxxiii Degree of contact with people from own country

Degree of contact	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
A lot	84	25.8	64	35.2	11	13.4	3	14.3	2	11.8	3	18.8	1	14.3
Quite a lot	101	31.1	63	34.6	27	32.9	3	14.3	6	35.3	2	12.5	-	-
A little	103	31.7	41	22.5	33	40.2	10	47.6	7	41.2	8	50.0	4	57.1
None at all	37	11.4	14	7.7	11	13.4	5	23.8	2	11.8	3	18.8	2	28.6
Total	**325**	**100.0**	**182**	**56.0**	**82**	**25.2**	**21**	**6.5**	**17**	**5.2**	**16**	**4.9**	**7**	**2.2**

Table xxxiv: Do you feel part of the local community?

Part of community	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	154	47.3	109	59.6	20	24.7	9	42.9	10	58.8	6	37.5	-	-
No	102	31.4	49	268	32	39.5	7	33.3	3	17.6	6	37.5	5	71.4
Don't know	69	21.2	25	13.7	29	35.8	5	23.8	4	23.5	4	25.0	2	28.6
Total	**325**	**100.0**	**183**	**56.3**	**81**	**24.9**	**21**	**6.5**	**17**	**5.2**	**16**	**4.9**	**7**	**2.2**

Table xxxv: Could anything be done to help you settle into the local community?

Help to settle	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	71	22.0	37	20.4	15	18.3	5	25.0	5	29.4	7	43.8	2	28.6
No	135	41.8	97	53.6	17	20.7	11	55.0	5	29.4	4	25.0	1	14.3
Don't know	117	36.2	47	26.0	50	61.0	4	20.0	7	41.2	5	31.2	4	57.1
Total	**323**	**100.0**	**181**	**56.0**	**82**	**25.4**	**20**	**6.2**	**17**	**5.3**	**16**	**5.0**	**7**	**2.2**

Table xxxvi: Desire to move to another area

Desire to move area	All		Nationality											
			Polish		Hungarian		Slovakian		Lithuanian		Czech		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Yes	60	18.4	35	19.2	10	12.2	1	4.8	9	17.6	3	17.6	2	28.6
No	186	57.1	109	59.9	45	54.9	16	76.2	6	35.3	9	52.9	1	14.3
Don't know	80	24.5	38	20.9	27	32.9	4	19.0	2	11.8	5	29.4	4	57.1
Total	**326**	**100.0**	**182**	**55.8**	**82**	**25.2**	**21**	**6.4**	**17**	**5.2**	**17**	**5.2**	**7**	**2.1**