

MIGRANT WOMEN, LABOUR MARKETS AND
AND IMPLICATIONS FOR IMMIGRATION
POLICIES IN THE UK

Eleonore Kofman

School of Health and Social Science

Middlesex University, UK

Email: e.kofman@mdx.ac.uk

TRENDS IN FEMALE LABOUR MIGRATION

- Increase in skilled, especially nursing until 2005 but in steep decline this year
- Significance of caring, mediation and advocacy, volunteering
- Students
- Main nationalities (2004) - Irish, Indian, American, Italian, German, French, South African, Pakistani, Portuguese,
- Australian, Zimbabwean

- Major increases in nationalities - Philippines, Polish

WELFARE REGIMES and FEMALE MIGRANT EMPLOYMENT IN EUROPE

COUNTRY	WELFARE	SERVICE REGIME	FEMALE MIGRANT PROVISION	EMPLOYMENT*
Sweden	SocDem	Abundant child and elderly	Insignificant domestic High social	
Germany	Conserv	Limited young	Low domestic Low social	
France	Conserv	Abundant child Limited old	Medium domestic Low social	
Spain	Conserv Southern	Limited young and old	High domestic Low social	
UK	Liberal with S/D	Poor young Abundant old	Low domestic High social	

SELECTED SECTORAL DISTRIBUTIONS HOUSEHOLD

	1994		2004	
	%Foreigners	Nationals	Foreigners	Nationals
• Spain	27.1	6.9	36.0	4.6
• France	14.7	3.5	21.1	3.8
• Greece	35.0	1.5	42.4	1.3
• Italy	10.3	2.3	27.9	1.6
• UK	3.7	1.1	3.1	0.8

HOTELS AND RESTAURANTS

Hotel and Restaurants

Germany	10.8	3.2	11.5	3.8
Spain	24.4	7.1	19.0	7.5
France	8.5	3.8	6.0	3.4
Greece	12.2	6.4	16.3	7.4
UK	6.5	5.7	7.6	5.2

HEALTH AND SOCIAL SERVICES

Belgium	14.5	19.3	15.9	22.4
Germany	11.9	11.7	15.7	19.6
Denmark	37.6	26.9	27.4	32.6
France	10.5	16.9	12.1	20.3
UK	21.0	18.8	25.0	20.6

EDUCATION

• Belgium	6.8	15.3	7.5	14.8
• Germany	3.4	7.9	5.7	8.8
• Spain	9.5	9.8	3.8	10.2
• France	4.8	11.3	6.8	10.5
• Italy	16.1	14.8	4.2	14.0
• UK	12.5	11.4	11.4	14.4

FACTORS SHAPING IMMIGRATION POLICY

- Immigration policies towards labour migrants reflect a number of concerns: labour market shortages, levels of unemployment especially by minority ethnic groups, welfare regimes, valuation of skills and competencies and more general issues of social cohesion, race relations and multiculturalism ie. who is or is not a desirable member of the national community.

GENDER AND MANAGED MIGRATION POLICIES

- Formalisation of distinction between highly (tier 1) and skilled (tier 2) - different gender balances
- Increasing gap between skilled and less skilled
- Closure of less skilled routes (tier 3) due to assumptions about new EU labour supply and treatment as guest workers
- Continuing non-recognition of 'non-skilled' caring work but creation of category of senior carer in tier 2 with rights to settlement

GENDER-BASED ANALYSIS OF IMMIGRATION

- a process that assesses the differential impact of proposed and/or existing policies, programs and legislation on women and men. It makes it possible for policy to be undertaken with an appreciation of gender differences, of the nature of relationships between women and men and of their different social realities, life expectations and economic circumstances. It is a tool for understanding social processes and for responding with informed and equitable options. (Status of Women Canada 2002)
- It compares how and why women and men are affected by policy issues. Gender-based analysis challenges the assumption that everyone is affected by policies, programs and legislation in the same way regardless of gender, a notion often referred to as "gender-neutral policy".