

Data Management and Analysis Group

Worker Registration Scheme



DMAG Briefing 2007-20

November 2007

Worker Registration Scheme May 2004 – December 2006

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(LA100032379) (2007)

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ISSN 1479-7879



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Note on WRS data:

Worker Registration Scheme (WRS) data is not a full record of migration from Accession 8 countries into the UK, as explained in the Introduction of this briefing. For full details of the data, please see the [Home Office guidelines](#). The main points to note are:

- **People from A8 countries who work for more than one month need to register**
- **Applicants register where they work and not where they live**
- **Self-employed workers do not need to register**
- **Each application represents one job, not one applicant**
- **Duration of employment is not recorded**
- **Once an applicant has worked for 12 out of 13 months, subsequent job moves do not need to be reported**
- **Data does not record any moves back to A8 countries, just arrivals**

Executive Summary

Here are the main findings, relating to initial approvals of the WRS data for the first 20 months of the scheme, from May 2004 to December 2006:

- In total, there were over 435,000 approved applications to the WRS during this time, of which 79,100 applications (18 per cent) were recorded in London;
- The southern regions of England attracted the most WRS applications. London was the top destination for WRS workers with 18 per cent of all applications, ahead of the South East (16 per cent) and East (14 per cent);
- Within London, Westminster, Camden and Ealing recorded the most applications, whilst Barking and Dagenham, Bexley and Sutton recorded the least;
- Applications outside London are affected far more by seasonality than in London. Outside London, applications peaked in the third quarter each year (July to September) and fell during the winter months (October to March);
- Almost two thirds (64 per cent) of WRS applications in England and Wales were from Poland, with a slightly lower proportion in London (59 per cent);
- The top two industries in both England and Wales and London were hospitality and catering and administration, business and management services. Retail was the third largest industry in London compared with agricultural activities in England and Wales;
- The top occupation in England and Wales was process operatives in factories, whereas it was waiters/waitresses in London.

1. Introduction

This DMAG briefing analyses initial approved applications data from the Worker Registration Scheme (WRS) supplied by the Border and Immigration Agency of the Home Office. The data are not collected by National Statistics and in addition are not a full record of migration into England and Wales.

Since May 1st 2004, most nationals of the Accession countries to the European Union (except Cyprus and Malta), who wish to work for more than one month for an employer in the UK, need to register under this scheme. This covers workers from the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia (known as Accession 8 or A8 countries).

The data coverage is from May 2004 to December 2006 and includes workers coming to England and Wales, broken down by region and local authority. Applicants provide basic information about their nationality, age and dependents and their employer's location.

Home Office guidelines state that each application to the WRS represents one job and not one applicant. A8 workers must register more than once if they are employed by more than one employer and should also re-register if they change employer. Once an individual has worked for 12 out of 13 months, employment moves do not need to be reported. The duration of employment or if and when a return home occurs are not recorded, which provides a cumulative total of those arriving but not leaving.

Therefore, the WRS is not an accurate measure of migration but the data is useful for analysing occupation types and proportions of nationalities by region and district in England and Wales. The three areas that will be analysed in this briefing are:

- Place of work
- Nationality
- Types of occupation

The Home Office have recently released an [Accession Monitoring report](#) analysing WRS data from May 2004 to September 2007. When we obtain the 2007 data, we will provide a DMAG update.

For more information on the WRS, please see the most recent [Home Office report](#) and the ONS publication [Population Trends 129](#). Additional sources of migration information include the following:

- [National Statistics briefing 'International migration' Series MN no.32'](#);
- [DMAG Update 2007-14 'NINo registrations by A8 nationals'](#);
- [DMAG Demography briefings](#);
- [DWP data on National Insurance number registrations for foreign nationals](#) (NINo);
- [Pupil Level Annual School Census](#) (PLASC);
- [Labour Force Survey](#) (LFS) and [Census data](#);
- [Work Permit data](#).

2. Analysis by location in England and Wales

The top location for initially approved WRS applicants to work in England and Wales between May 2004 and December 2006 was London. Within London, Westminster, Camden and Ealing recorded the most applications during this time.

The southern regions of England attracted the most WRS applications from May 2004 to December 2006. London was the top destination for WRS workers with 18 per cent of all applications, ahead of the South East (16 per cent) and East (14 per cent). The North East and Wales had the least number of WRS approved applications, with just one per cent and three per cent respectively. However, a recent ONS publication, [Population Trends 129](#), states that A8 workers are more broadly spread across England and Wales than traditional migrant groups. This can be seen in Table 2.1 which shows that between May 2004 and December 2006, just one third of all A8 workers were registered in the traditional migrant destinations of London and the South East.

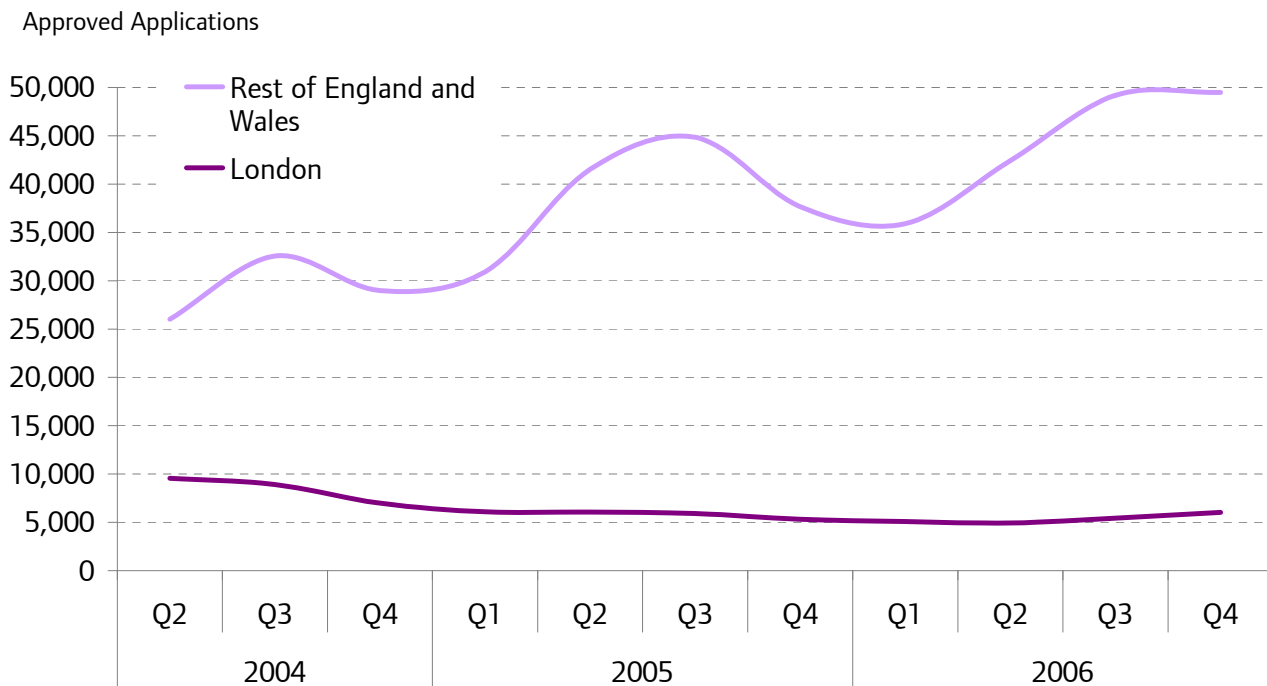
Table 2.1 WRS approved applications in England and Wales, by region May 2004 to December 2006

Region	WRS Applications	% of Total Applications
London	79,100	18%
South East	67,649	16%
East of England	59,688	14%
East Midlands	49,799	11%
West Midlands	41,379	10%
North West	40,737	9%
Yorkshire and The Humber	40,190	9%
South West	37,098	9%
Wales	14,106	3%
North East	5,773	1%
England and Wales	435,519	100%

Figure 2.2 shows the broad spread throughout England and Wales of WRS approved applications between May 2004 and December 2006. The high number in London following the introduction of the WRS may reflect persons who were already resident in the country. It could also include migrants who came to London and then moved elsewhere in the UK. A combination of migrants moving out of London and subsequent migrants locating directly in other regions could account for the relative fall in WRS applications in London over time.

The numbers of applications outside London are affected far more by seasonality than in London. Outside London, applications peaked in the third quarter each year (July to September) and fell during the winter months (October to March). This may reflect the seasonal nature of work outside London, mainly in hospitality and catering and agriculture and related industries.

Figure 2.2 WRS applications in London and the rest of England and Wales, May 2004 to December 2006

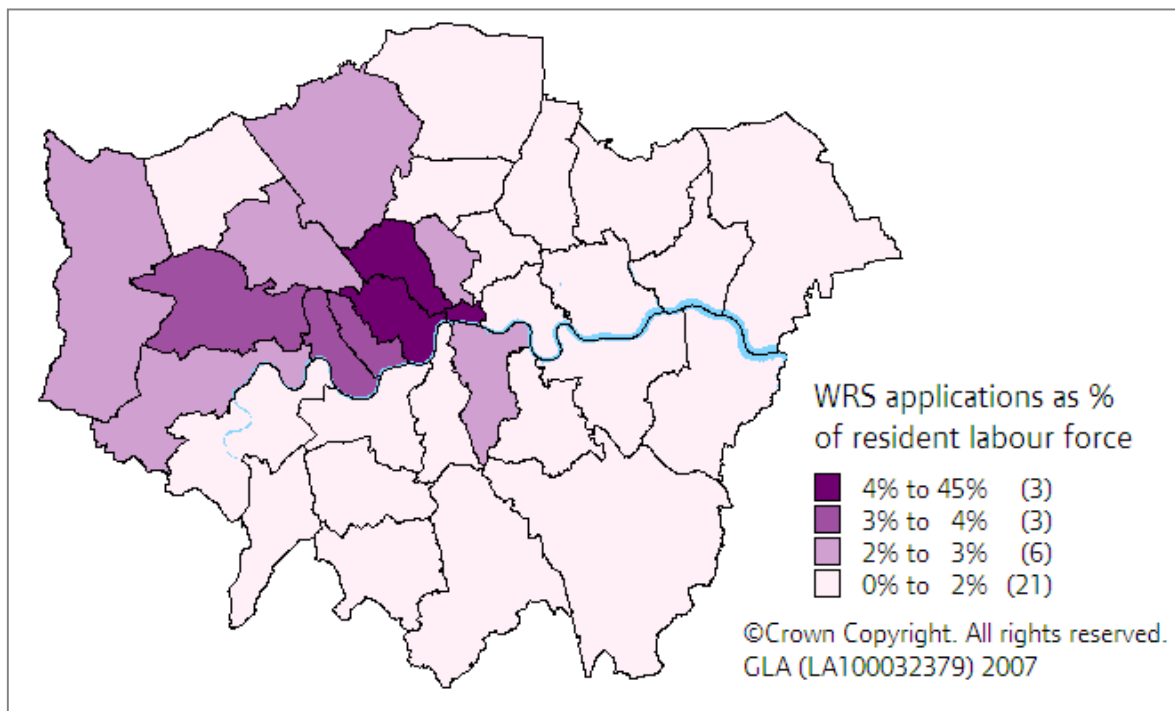


WRS applications into London

Within London, Westminster recorded by far the most applications, with just under 14,500 or 18 per cent of the total for London. This is more than the next two boroughs combined; Camden (6,800) and Ealing (4,700). The 30 remaining boroughs recorded less than 4,000 applications, seven of which had less than 1,000 applications. Barking and Dagenham recorded the least with 319. Please see Appendix table A4 for full details.

Figure 2.3 shows the distribution of WRS applications as a percentage of the borough labour force. The map clearly indicates that in general, higher densities of claimants are concentrated in western boroughs, in both Inner and Outer London. Thirty boroughs have a density of less than four per cent, ranging from 0.3 per cent in Bexley to 3.7 per cent in Hammersmith and Fulham. The City of London (44 per cent), Westminster (12.5 per cent) and Camden (6.4 per cent), all in Inner London, have the highest densities of WRS applications. However, it is worth noting that the City of London has the lowest resident labour force population in London, which distorts the density calculation. The overall density of applications in Greater London is two per cent.

Map 2.3 WRS approved applications as a percentage of resident labour force by London borough, May 2004 to December 2006



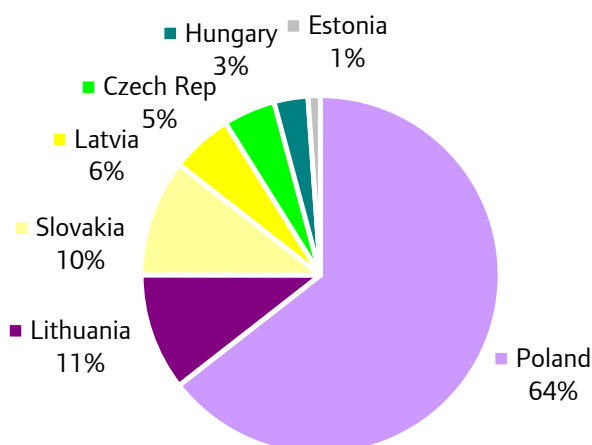
Source of Labour force data: Greater London Authority, 2007, Low Projected Resident Labour Force 2006

Note: Please contact the DMAG Demography team for more information on Labour force projections. Contact details are on the back page of this briefing.

3. Analysis by nationality

The majority (64 per cent) of initially approved WRS applications in England and Wales were from Poland. A further 21 per cent of WRS applications were from Lithuania and Slovakia combined (see Figure 4.1).

Figure 3.1 Country of origin of approved applications to the WRS in England and Wales, May 2004 to December 2006



The majority of WRS applications in every region of England and Wales came from Poland, ranging from 59 per cent in London to 72 per cent in the North West (see Figure 3.1 and Table 3.2). London was the top destination for workers from every A8 country, apart from Slovakia (London was in second place behind South East) and Latvia (in fifth place, with 1,300 less than Yorkshire and The Humber in first place).

Table 3.2 WRS approved applications by country of origin and region, May 2004 to December 2006 (sorted by total applications by region)

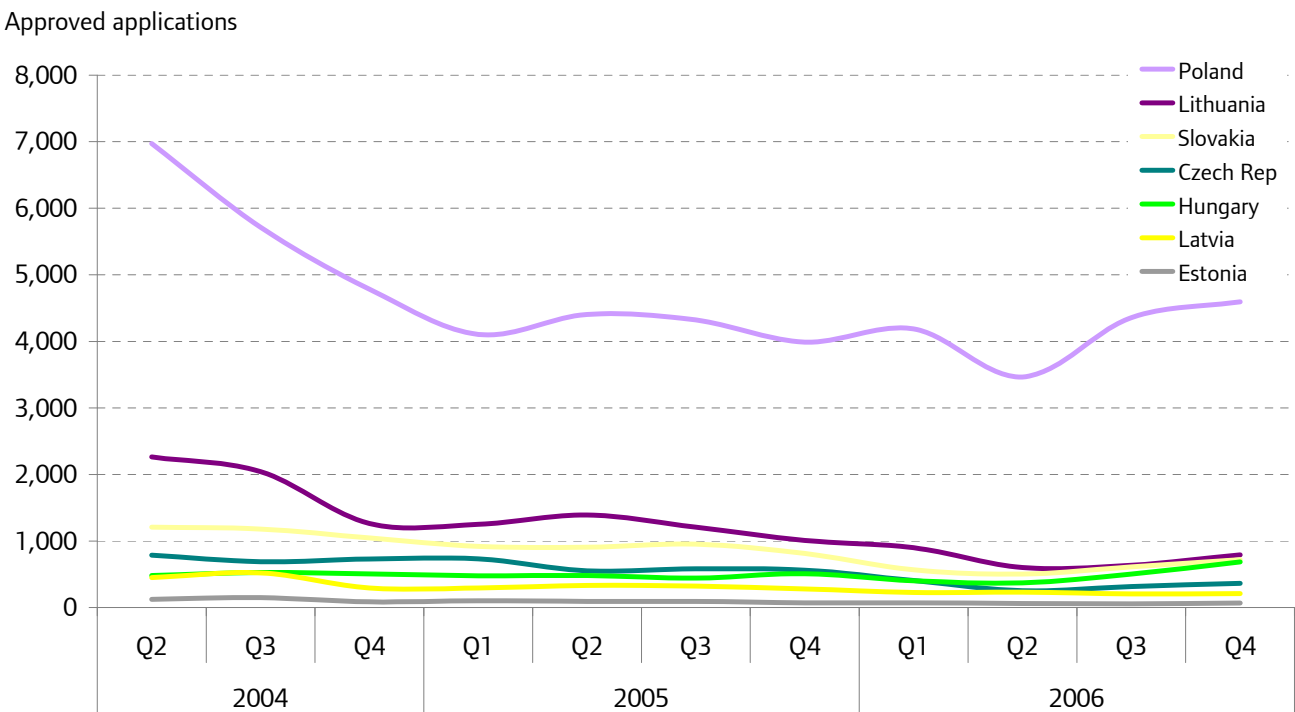
Region	Poland	Lithuania	Slovakia	Latvia	Czech Rep	Hungary	Estonia	Slovenia	Total
London	46,467	11,226	7,885	2,789	5,097	4,636	845	154	79,100
South East	42,480	6,191	8,529	3,799	3,827	1,991	767	65	67,649
East of England	36,990	10,290	4,290	3,489	2,217	1,782	584	46	59,688
East Midlands	31,954	5,760	4,616	3,986	1,834	1,054	562	33	49,799
West Midlands	27,925	3,171	4,945	2,582	1,341	957	442	16	41,379
North West	29,132	2,260	4,210	1,586	2,270	1,026	230	23	40,737
Yorkshire and The Humber	26,426	2,850	4,233	4,122	1,544	625	358	32	40,190
South West	25,824	2,974	3,767	1,316	1,792	977	412	36	37,098
Wales	9,254	916	2,165	467	545	574	175	10	14,106
North East	3,956	676	391	229	331	138	47	5	5,773
England and Wales	280,408	46,314	45,031	24,365	20,798	13,760	4,422	420	435,519

Nationality of WRS approved applicants in London, May 2004 to December 2006

Polish workers submitted the highest number of WRS applications between May 2004 and December 2006. Figure 3.3 clearly shows the difference between the number of Polish and other Eastern European nationalities. It also shows the decline in the number of applications from Poland, falling from almost 7,000 in Q2 2004 to just over 4,500 in Q4 2006, representing a decline of 34 per cent. The number of applicants fell from every other A8 country (including a 65 per cent decrease from Lithuania) except Hungary where the number of applicants grew by 42 per cent during this time. However, the total number from Hungary remained low at just 686 in Q4 2006.

Please see Appendix table A4 for country of origin data by London borough.

Figure 3.3 WRS applications by country of origin in London, May 2004 to December 2006



4. Analysis by industry and occupation

The top two industries by WRS approved applications in both England and Wales and London were hospitality and catering and administration, business and management services. Retail was the third largest industry in London compared with agricultural activities in England and Wales. The top occupation in England and Wales was process operatives in factories, whereas it was waiters/waitresses in London.

Top industries

WRS applications in the top ten industries in England and Wales make up 95 per cent of all applications. Almost two fifths (39 per cent) of WRS applications into England and Wales were in administration, business and management services (including those employed indirectly, for example via recruitment agencies), compared with just one quarter (24 per cent) in London. Table 4.1 shows that the next largest proportions in England and Wales were registered in hospitality and catering (19 per cent) and agricultural activities (11 per cent). However, hospitality and catering saw the highest approved applications in London (40 per cent) whilst agricultural activities the lowest (one per cent).

Table 4.1 Top ten industries in England and Wales and London, May 2004 to December 2006

Industries	England and Wales			London		
	Rank	Number	%	Rank	Number	%
Admin, Business & Management Services	1	168,713	39%	2	18,684	24%
Hospitality & Catering	2	83,043	19%	1	30,928	39%
Agriculture Activities	3	45,757	11%	14	779	1%
Manufacturing	4	30,469	7%	6	3,184	4%
Health & Medical Services	5	21,138	5%	5	3,661	5%
Retail & Related Services	6	18,879	4%	3	5,925	7%
Construction & Land Services	7	14,530	3%	4	4,178	5%
Other Food Processing	8	13,224	3%	9	1,604	2%
Transport	9	12,022	3%	7	1,831	2%
Entertainment & Leisure Services	10	7,399	2%	11	1,485	2%
<i>Other</i>		20,345	5%		6,841	9%
Total		435,519	100%		79,100	100%

Top occupations

The top three occupations by WRS approved applications in England and Wales, many of which would be in agriculture and food related industries, were:

- Process operatives in factories (33 per cent or 110,558 applications);
- Warehouse operative (10 per cent or 32,774);
- Packer (8 per cent or 27,961).

The top three occupations in London, many of which would be in hospitality and catering industries, were:

- Waiter (15 per cent or 7,878);
- Kitchen assistant (14 per cent or 7,548);
- Cleaner (13 per cent or 6,947).

Top ten occupations by region

Process operatives were the top occupation in every region, except London (see Appendix Table A1). The proportion of process operatives across English regions ranges from 11 per cent in London to 48 per cent in East Midlands, Yorkshire and The Humber and Wales. In terms of the top occupations in London, 15 per cent of approved applications in London were from waiters, compared with just 0.6 in the East Midlands. Around 14 per cent of applications were from kitchen assistants in London, compared with just two per cent in East Midlands. Not surprisingly, only 0.1 per cent of farm workers were located in London, compared with 13 per cent in the West Midlands.

Please see Appendix Table A1 for occupation by region. Note, occupation information is only available for 78 per cent of approved applications (339,673 out of 435,519).

Top ten occupations in Inner and Outer London

Between May 2004 and December 2006, there were over 16,000 more WRS applications in Inner London than Outer, with almost 47,500 for Inner and 31,500 for Outer London. The top three occupations in Inner London were waiters, kitchen assistants and maids, whilst process operatives, cleaners and kitchen assistants were the top three occupations in Outer London.

Please see Appendix Tables A2 and A3 for occupation by London borough.

Appendix

Table A1 Top ten occupations in England and Wales by region, May 2004 to December 2006

Top Ten Occupations	London	South East	East	East Midlands	Yorkshire and The Humber	North West	West Midlands	South West	Wales	North East
Process operative (other Factory worker)	5,680	10,172	19,293	20,115	16,115	11,732	10,017	9,922	5,577	1,935
Warehouse Operative	3,012	4,151	3,982	5,884	5,498	3,195	4,336	1,385	1,207	124
Packer	2,541	5,247	4,342	3,826	2,986	3,197	3,083	1,669	785	285
Kitchen and catering assistants	7,548	5,195	2,279	825	1,372	2,269	1,356	2,848	787	317
Cleaner, domestic staff	6,947	4,774	1,938	774	1,107	1,679	1,428	1,886	557	408
Farm worker/ Farm hand	58	4,156	4,667	2,236	888	1,515	4,322	1,534	103	34
Waiter, waitress	7,878	2,515	1,115	247	436	1,271	495	1,801	462	141
Maid / Room attendant (hotel)	5,113	2,468	531	190	415	1,244	884	1,646	445	98
Care assistants and home carers	1,031	3,270	2,030	506	1,047	791	580	1,665	505	146
Sales and retail assistants	4,456	1,428	1,883	221	326	758	429	836	135	72

Table A2 Top ten occupations in Inner London by borough, May 2004 to December 2006

Local Authority	Waiter, waitress	Kitchen and catering assistants	Maid / Room attendant (hotel)	Cleaner, domestic staff	Sales and retail assistants	Process operative (other Factory worker)	Bar staff	Chef, other Hotel porter	Warehouse Operative	
Inner London	6,075	5,028	4,280	3,934	2,968	2,317	2,219	1,116	757	710
City of London	423	442		101	194	45	209	60		
Camden	787	691	1,408	668	409	120	224	187	189	
Hackney	112	112	219	179	126	55	82		28	23
Hammersmith and Fulham	251	333	623	561	142		124	62	71	63
Haringey	77	91		266	128	130	47			285
Islington	194	246	46	216	141	42	90	61		
Kensington and Chelsea	426	314	269	158	249		112	100	77	71
Lambeth	111	152	47	183	94		91			
Lewisham	25	32		128	25	48	42			59
Newham	60	70		110	50	244				126
Southwark	183	229	81	428	123	1,209	113	65		
Tower Hamlets	178	242		192	72	87	89			83
Wandsworth	175	292		287	150	65	100	85		
Westminster	3,073	1,782	1,587	457	1,065	272	896	496	392	

Table A3 Top ten occupations in Outer London by borough, May 2004 to December 2006

Local Authority	Process operative (other Factory worker)	Cleaner, domestic staff	Kitchen and catering assistants	Warehouse Operative	Packer	Waiter, waitress	Sales and retail assistants	Labourer, building	Maid / Room attendant (hotel)	Care assistants and home carers
Outer London	3,363	3,013	2,520	2,302	2,190	1,803	1,488	947	833	788
Barking and Dagenham	45	42	13	30	11	10	22	11		
Barnet	171	124	372		1,229	219	215			126
Bexley	38	46	48	10	17	17	14			19
Brent	417	255	211	159	71	216	146	122		47
Bromley	20	79	57		33	35	36	46		41
Croydon	50	239	221			106	82	65	109	103
Ealing	869	311	217	905	272		175	118		102
Enfield	119	148	134	169	60	75	92	68		64
Greenwich	149	99	46	126	184	28				18
Harrow	266	111	52	93		51	68	255		74
Havering	91	60	69	28	18	14	24	18		25
Hillingdon	447	442	262	477	91	198	88	90	387	
Hounslow	340	273	193	162	56	121	128		67	
Kingston upon Thames	56	110	103	25		54	74			57
Merton	67	260	77		59	58	86	101	168	
Redbridge	47	123	151	38	43	383	42	38		43
Richmond upon Thames		131	207			131	109		32	39
Sutton	18	36	42			27	39	15		30
Waltham Forest	153	124	45	80	46	60	48		70	

Table A4 Country of origin of WRS approved applicants by London borough, May 2004 to December 2006

London borough	Poland	Lithuania	Slovakia	Czech Republic	Hungary	Latvia	Estonia	Slovenia	Total
City of London	1,501	341	236	181	173	78	48	14	2,572
Barking and Dagenham	138	91	46	7	10	22	5	0	319
Barnet	1,111	150	1,234	901	201	37	14	0	3,648
Bexley	212	38	43	34	6	20	0	0	353
Brent	1,869	250	261	102	159	63	22	0	2,726
Bromley	369	72	68	53	40	39	7	0	648
Camden	3,672	1,207	689	433	420	309	67	17	6,814
Croydon	1,004	245	115	80	47	45	11	5	1,552
Ealing	3,234	683	261	116	297	123	51	6	4,771
Enfield	1,092	158	148	79	65	28	7	2	1,579
Greenwich	418	340	97	43	47	71	12	1	1,029
Hackney	993	209	101	60	82	56	12	4	1,517
Hamm. and Fulham	2,417	263	244	163	214	215	36	6	3,558
Haringey	1,074	383	175	110	136	61	17	2	1,958
Harrow	1,450	109	116	71	41	36	10	0	1,833
Havering	222	96	31	25	102	16	4	1	497
Hillingdon	2,356	550	194	97	117	147	59	2	3,522
Hounslow	1,628	259	169	112	67	86	31	3	2,355
Islington	1,242	244	207	164	181	51	22	3	2,114
Kens. and Chelsea	1,710	405	311	184	158	102	42	7	2,919
Kingston upon Thames	521	90	94	60	79	9	16	0	869
Lambeth	881	130	166	107	87	18	21	8	1,418
Lewisham	439	184	41	25	27	15	4	0	735
Merton	932	281	181	81	62	55	13	3	1,608
Newham	410	720	38	49	22	83	10	0	1,332
Redbridge	789	136	122	71	89	26	10	1	1,244
Rich. upon Thames	918	68	170	126	163	22	7	2	1,476
Southwark	2,677	336	292	193	131	117	28	4	3,778
Sutton	291	41	44	44	17	3	7	0	447
Tower Hamlets	1,028	450	176	112	107	110	25	15	2,023
Waltham Forest	496	361	103	80	26	43	6	0	1,115
Wandsworth	1,640	125	238	127	96	54	19	5	2,304
Westminster	7,733	2,211	1,474	1,007	1,167	629	202	43	14,466
London Total	46,467	11,226	7,885	5,097	4,636	2,789	845	154	79,099

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