A growing sector of employment
Evolving mixed-market
Policy agenda
Marketsation
Personalisation
Social care funding
Emotional & gendered work
Precarity, fragmentation & support
The contributions of migrant workers

Significant & consistent contribution over the past decade and more

Changing profile - linked to immigration policies
- 2004 EU expansion
- 2010-2012 Immigration reforms
- 2016 referendum

Significant differences from UK workers: gender, age, qualifications

Differences in prevalence by region, care settings and client groups

Source: Vadean, Hussein, Turnpenny & Saloniki (2020)
Migrant workers’ outcomes

Migrant Home Care Workers in the UK: a Scoping Review of Outcomes and Sustainability and Implications in the Context of Brexit

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Abstract
Migrant care workers play a significant role in meeting the escalating demand for social care in the UK. Workforce shortages create opportunities for new migrants to enter the social care workforce. This scoping review aims to identify and synthesise available evidence on the contribution of migrant workers to the provision of home care in the UK focusing on care worker and service outcomes as well as sustainability, and identify challenges and gaps in the context of Brexit and changing immigration policies. Twenty-two articles were identified for inclusion in the review and extracted using a structured format. The analysis presents a narrative description and synthesis of the research. Findings from the reviewed articles were grouped into five main themes: migrant, user and employer outcomes, effect on workforce, and sustainability—and 15 sub-themes that were described in detail. Much of the existing research on migrant care work is qualitative and focuses on migrant outcomes. The review identified some important gaps in research, namely, the impact of immigration status on migrant care worker outcomes, the cultural and psychological adaptation of migrant care workers to care practices, and the emerging UK live-in care market. Implications of findings are discussed in the context of post-Brexit immigration system.

Keywords Migrant care workers · Social care · Scoping review · Sustainability · Brexit · European Union

- Migrant agency & choice
  - Migration decisions & Diversity of trajectories
  - Care work as ‘arrival narrative’?
- Migrant experience
  - Lived experience of being a migrant ‘first’ then a care worker – coping mechanisms
  - Global care chains
- Risk & vulnerabilities
  - Precarity, isolation, emotional challenges, abuse, unfair treatment
- Relationships & values in care
  - A valued experience despite its difficulties; clients as families

@DrShereehussein
• Restructuring demand
  • Informal vs. formal care
  • Shifting preferences (home and live-in care)
  • Technology and self-care
• Workforce supply
  • Two forces on opposite directions
  • Local surplus: sustainability & sufficiency
  • Improving the sectors’ conditions
• Demand for migrant workers likely to remain
  • New points-based immigration system
  • Implications: working conditions, grey economy

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Thank you for listening

Happy to respond to questions

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