## The Brexit effect on EU nationals: What will European Workers do next? EU nationals are a vital cog in Britain's labour force, accounting for one in every 14 workers. But even if EU workers are allowed to stay in the UK or move here after Brexit, will they? And if they are going cold on the UK, why is that and what can UK employers do about it? We surveyed 2,000 EU nationals working in the UK and 1,000 EU citizens in 10 EU countries to answer these questions and, ultimately, to understand if the UK faces a labour squeeze.

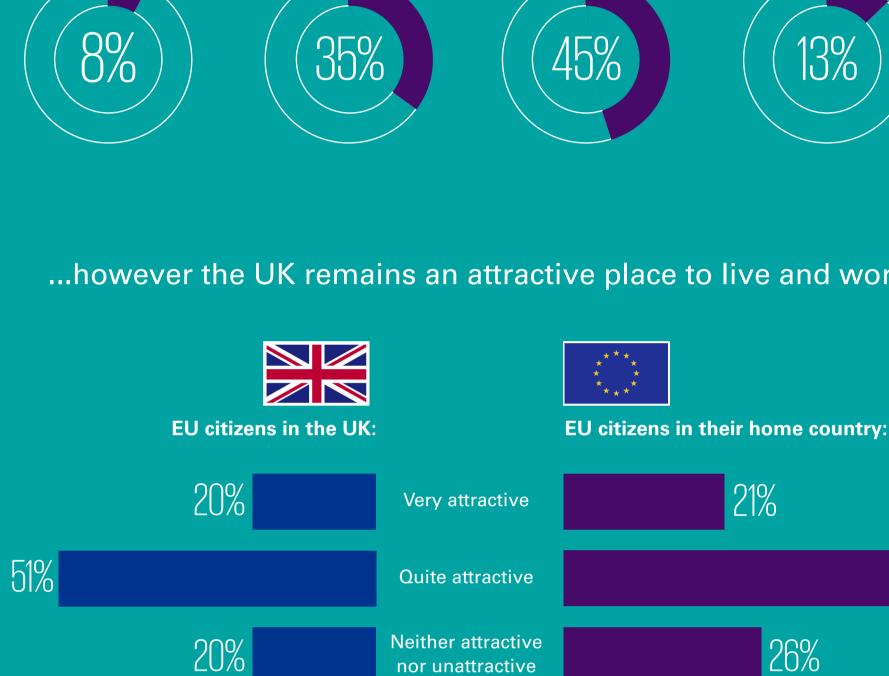
The big picture

EU nationals represent 8% of the UK's workforce



...however the UK remains an attractive place to live and work

46%



5% Quite unattractive Very unattractive Who might leave?

nor unattractive

## Undecided/considering it **Planning to leave** Secondary 5% 26% education Vocational 4% 30% qualification

Undergraduate

degree

Postgraduate

degree

**Doctorate** 

33%

39%

50%

7%

5%

10%

11%

6%

7%

**Planning to leave** 

6%

8%

7%

7%

5%

7%

10%

12%

Northern Ireland

39%

Slightly less vulnerable

< 44% leaving or considering it

36%

39%

41%

41%

**Transport and logistics** 

**Public services** 

Healthcare

and administration

**Teaching and education** 

**Financial services** 

Retail

North West

Wales

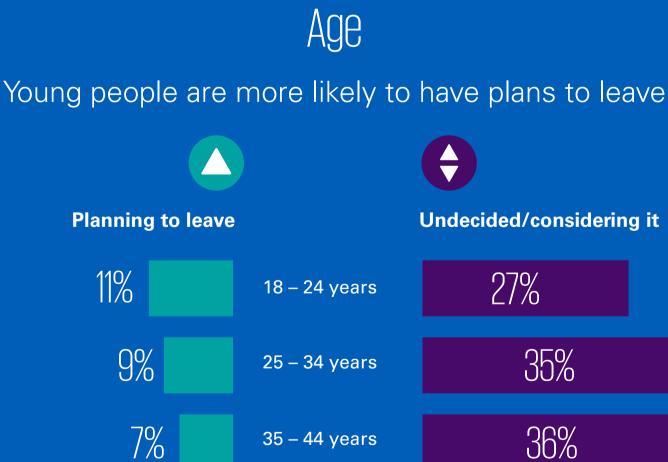
South West

Sectors

8%

Qualification

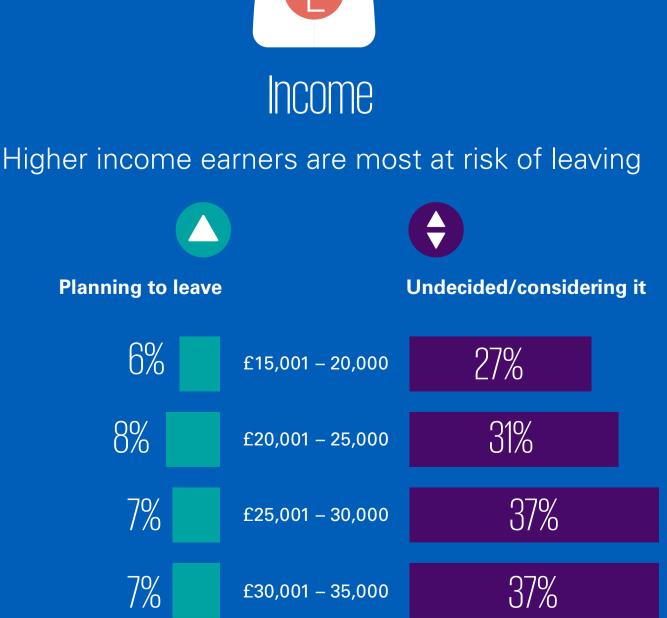
Those with higher qualifications are more likely to be thinking about leaving





45 – 54 years

55+ years



40%

42%

42%

43%

69%

37%

31%



£35,001 – 40,000

£40,001 - 50,000

East Midlands West Midlands

South East

North East

Yorkshire and the Humber

London

East of England

33%



47%

49%

50%

52%

**Engineering and manufacturing** 

**Property and construction** 

**Business services and law** 

IT



Over half of all leavers are planning to exit before the end of next year

Why might they leave?

Top five reasons why people might not stay, or why

they might not come at all to the UK

16%

2019, but before

**Brexit Day** 

(29 March 2019)

16%

After the UK's

due departure

from the EU

**EU citizens surveyed in their home countries:** 

Brexit makes them

think the British

don't welcome

foreigners

Not sure they'll be

allowed to stay

**Expect UK** 

to worsen

economy and

job prospects

**Opportunities** 

are improving

Gaining

difficult

residency

will be too

in home country

A pay rise to

compensate for

the weaker

pound

**Publicly** 

asserting the

importance of

EU-born staff

25%

25%

21%

27%

2018

Before the

end of 2017

**EU** citizens surveyed in the UK:

33%

30%

A clear employer

commitment that

they want them

to stay

CRT84619

More comms

about Brexit

and how it will

affect them

## Feel less 50% 33% welcome and valued UK no longer 26% 43% the place that attracted them

Pro-European

and disagree

with Brexit

Weaker pound

makes UK less

attractive

Residency

difficult

process too



Help to apply

for UK

residency

Read the full report

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How should employers respond?