

04 November 2019

Dear Professor Manning,

Migration Advisory Committee call for evidence: UK salary threshold and points-based system

I write on behalf of Permits Foundation in response to the Migration Advisory Committee (MAC) call for evidence in review of the UK's salary threshold and points-based system (PBS).ⁱ

Permits Foundation welcomes this opportunity to respond and highlight that under any future system for Tier 2 migrants - which may include a lower skills and salary threshold - **recognised family members should continue to be able to join and have access to employment and self-employment.**

Permits Foundation has regularly provided evidence to the MAC, gathering input from our sponsor base of over 40 international companies and organisations and our extensive network of employers. Between 2015ⁱⁱ and 2018ⁱⁱⁱ we surveyed over 1000 employees and over 70 HR managers. Our findings showed that restrictions on partner employment authorisation would negatively affect the competitiveness of the UK in attracting talent, the reputation of the UK as being open for business, and the UK's reputation as a fair, equal opportunity society. In contrast, partner employment was shown to have a positive impact on adjustment and integration^{iv}. We were pleased that having reviewed the evidence on possible Tier 2 migrant restrictions in 2016, the Home Office recognised the importance of this issue, concluding that "there will be no change to the work rights of dependants of Tier 2 migrants".^v

Permits Foundation therefore recommends that under any future changes to broaden Tier 2 category to include additional job titles and/or lower salary thresholds, recognised family members should, as is now the case, be able to join and have access to employment and self-employment. Continuation of this best practice will help to ensure the UK remains in a position to recruit people in areas of the labour market identified by the MAC as important to the UK economy.

Finally, we note there were no questions on family related migration in this call for evidence but reference to family was made in the *EEA Migration in the UK Final Report* where the MAC stated that "If EEA citizens in the UK were to be brought within the current system for non-EEA family migration, there would potentially be large effects that should be considered."^{vi} Should the MAC look to gather evidence here, Permits Foundation would be happy to offer assistance in providing data and feedback from our network.

Yours sincerely,



Gill Gordon,
Chair Permits Foundation

About Permits Foundation

[Permits Foundation](#) is an independent, not-for-profit organisation campaigning globally to improve work permit regulations to make it easier for partners of mobile employees to gain employment during an international assignment. The Foundation is supported by more than 40 major international companies and organisations worldwide.

ⁱ <https://www.gov.uk/government/consultations/salary-threshold-and-points-based-system-pbs-commission-call-for-evidence>

ⁱⁱ <https://www.permitsfoundation.com/wp-content/uploads/Permits-Foundation-submission-to-the-MAC-on-Tier-2-dependants.pdf>

ⁱⁱⁱ <https://www.permitsfoundation.com/wp-content/uploads/Permits-Foundation-Brexit-Report-0618.pdf>

^{iv} In our 2015 report, more than 90% of employees with working partners said that the partner's being able to work had a positive impact on adjustment and integration with life in the UK, family relationships, health or well-being
<https://www.permitsfoundation.com/wp-content/uploads/Permits-Foundation-submission-to-the-MAC-on-Tier-2-dependants.pdf>

^v <https://www.parliament.uk/business/publications/written-questions-answers-statements/written-statement/Commons/2016-03-24/HCWS660/>

^{vi} Section 7.15 EEA Migration in the UK Final Report: "If EEA citizens in the UK were to be brought within the current system for non-EEA family migration, there would potentially be large effects that should be considered."
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/741926/Final_EEA_report.PDF