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# The impact of removing the right of dependants to work in the UK

**Kathleen van der Wilk-Carlton**  
**Board Member, Permits Foundation**

Results of a survey of Tier 2 employees and their dependants conducted end July – early Sept 2015

In response to the UK Migration Advisory Committee  
Call for Evidence: Tier 2.

[permitsfoundation.com](http://permitsfoundation.com)



# Permits Foundation Tier 2 survey

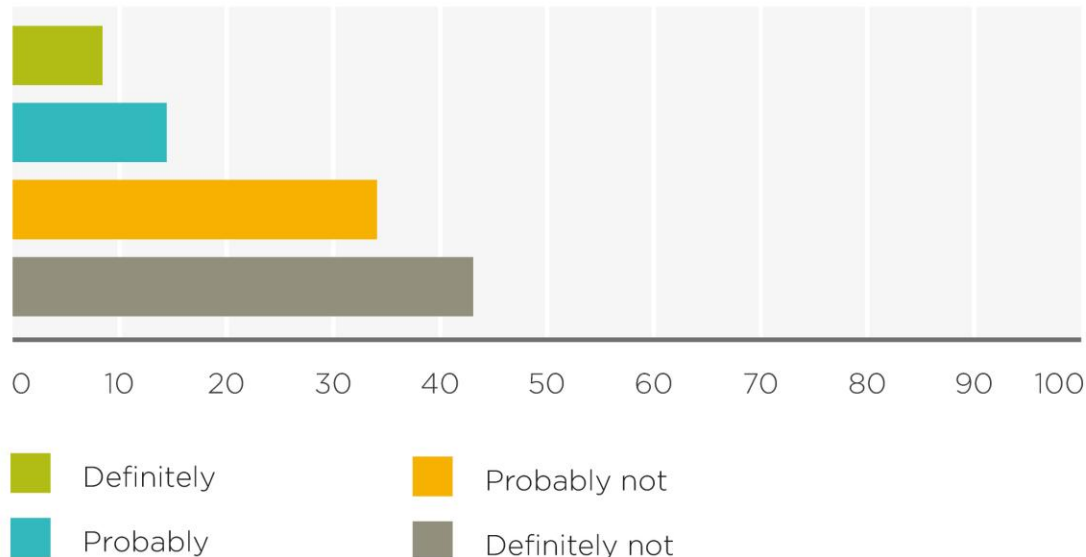
## - Employee profile

- 1063 employees took part
  - 48% ICTs (long term), 37% RLMT, 12% shortage occupations
- working at 130 companies, universities and research centres.
- 540 had a working partner

# 77% of employees say they would not have accepted current assignment if partner did not have the right to work

**Q: If your spouse or partner did not have the right to work in the UK when you were considering the transfer, would you have accepted the current assignment?**

Answered: 1,063

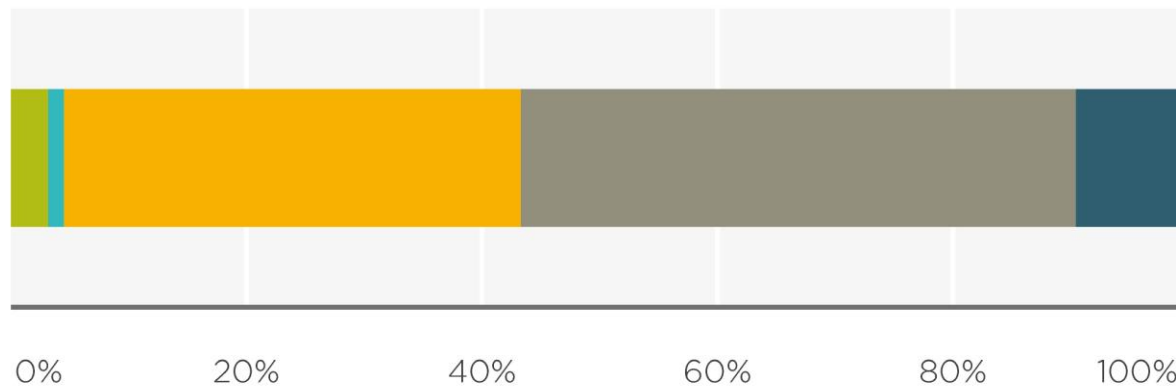


# Partners are highly qualified

## - 96 % are graduates

**Q: Highest equivalent qualification of accompanying partner**

Answered: 863

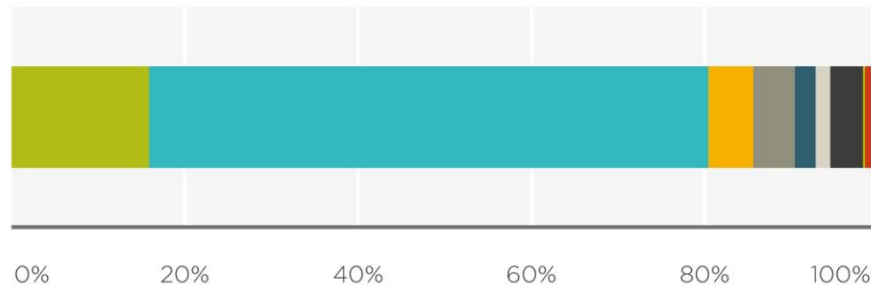


- Secondary or high school diploma
- Vocational college diploma
- Bachelors degree
- Masters degree or Post-Graduate Diploma
- Doctorate/PhD

# 80% of partners are in graduate level jobs

**Q: If the accompanying spouse or partner is working in the UK, what is the nature of the work? (descriptions relate to the major categories in the UK Standard Occupational Classification [SOC])**

Answered: 540

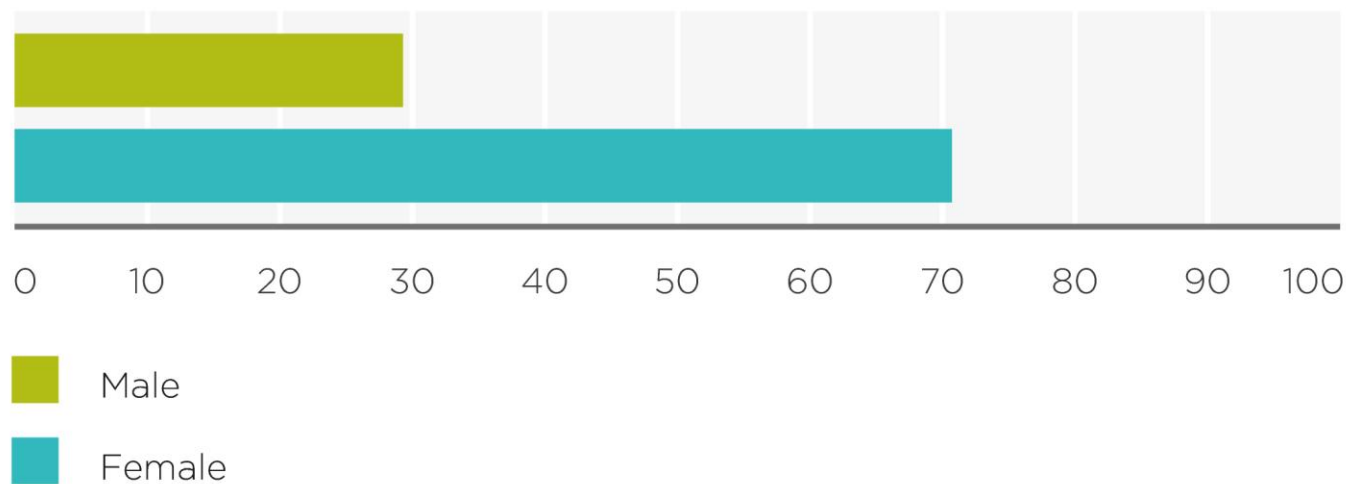


- Managers, directors and senior officials
- Professional occupations
- Associate professional and technical occupations
- Administrative and secretarial occupations
- Skilled trades occupations
- Caring, leisure and other service occupations
- Sales and customer service occupations
- Process, plant and machine operatives
- Elementary occupations

# 71% of partners are women

## Q: Gender of accompanying spouse or partner

Answered: 888

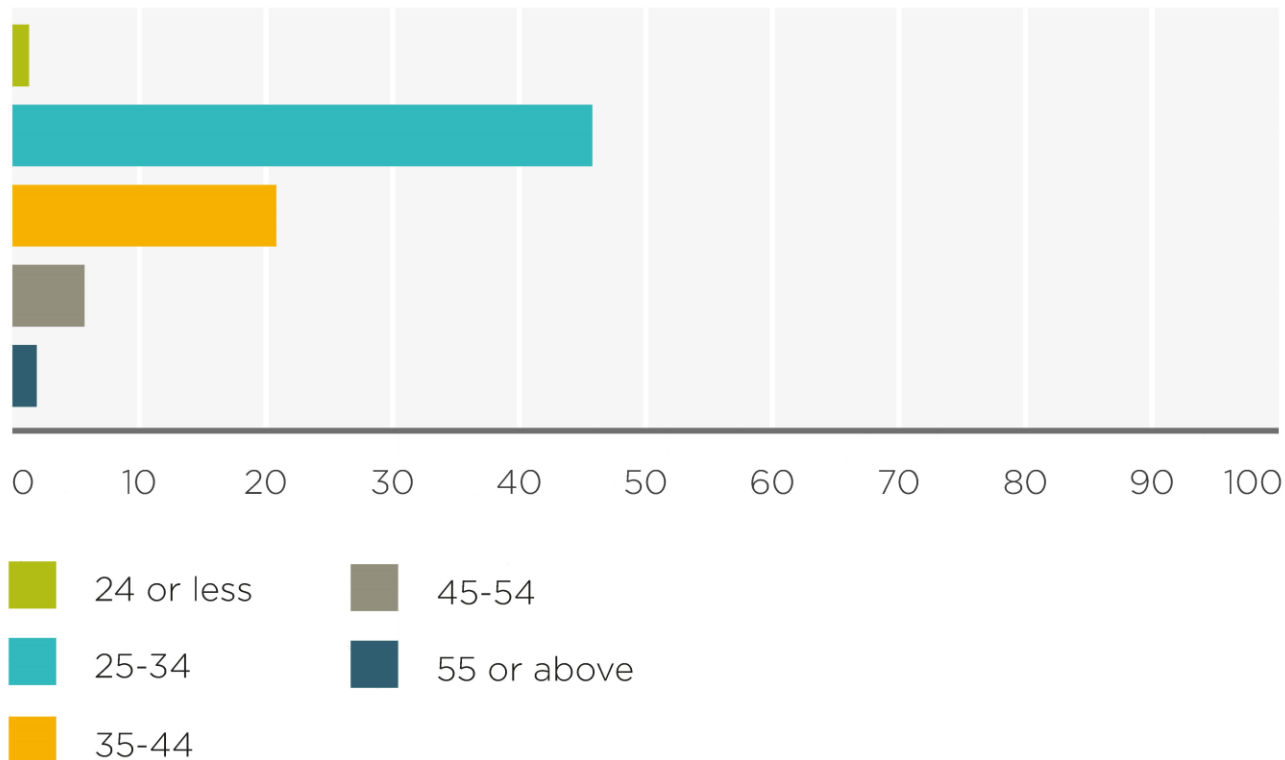




# Young age profile

## Q: Age of accompanying spouse or partner

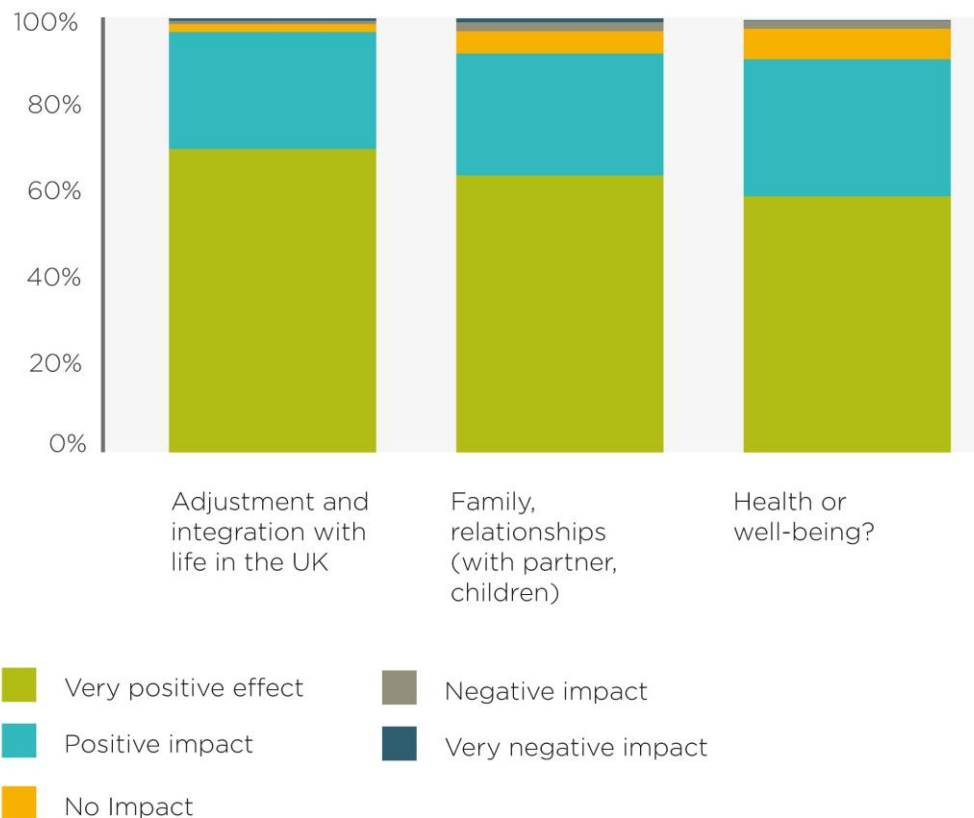
Answered: 867



# Positive social impacts if partner working

**Q: If the accompanying spouse or partner is working in the UK, to what extent has being able to work had an impact on the following aspects?**

Answered: 540





# Conclusions

- Removing the right would lead many highly qualified people to turn down an assignment.
- However, based on Home Office data, fewer than half of Tier 2 employees are accompanied. So removing the dependants' right to work would have limited impact on the overall number of foreign workers and immigration levels.
- If people do come, that doesn't cut immigration levels either. You exclude bright young people from the workforce and contributing to the economy.
- Employers would lose the ability to choose the best person for the job.

# Conclusions (cont. )

- With 80% of the working partners in this study in professional occupations, there is no evidence that they undercut British workers.

On the contrary:

- Dependants form a young, well-qualified skills pool that is available for a temporary period ...
- and can complement the resident labour market and ageing demographic profile and contribute to growth in the UK economy.
- Giving the right to work doesn't give them a job. If they succeed, that is what contributes most to the economy.
- Any restriction on the right to work would disproportionately hit women, especially those who want flexible, part-time work in the non-profit sector and self-employment .