



THE IMPACT OF REMOVING THE UNRESTRICTED RIGHT OF DEPENDANTS TO WORK IN THE UK

**Response to the UK Migration Advisory Committee
Call for Evidence: Tier 2**

September 2015



PERMITS
foundation

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All quotes from Permits Foundation survey 2015.

FOREWORD AND CONTEXT OF OUR SUBMISSION

Permits Foundation is an independent, not-for-profit organisation campaigning globally to improve work permit regulations to make it easier for partners of expatriate staff to gain employment during an international assignment.

Forty international companies and organisations support the foundation. A list of our sponsors and further details of our international work is available on our website www.permitsfoundation.com.

The question of whether the partner can work in the host country is often a major factor in deciding whether to accept a job offer. It affects men and women of all nationalities, including British families abroad, in both the private and public sectors. This issue is also a concern

“I had multiple job offers and accepted the one in the UK because of the job profile, language consideration, and positive growth prospects for science and innovation sector. But if my spouse would not be allowed to work then I would definitely consider moving to other European countries or to North America.”

to international companies and organisations which, in view of the increasing number of dual careers, experience separate work permit barriers for partners as a significant hurdle to employee mobility, diversity and equal opportunity.

The best practice model that Permits Foundation promotes globally is precisely the one that the UK has had for many years, whereby accompanying dependants have an unrestricted right to work during the assignment. As recently as five to six years ago when the MAC conducted its last major review of policy on dependants, the UK was one of a small but growing group of countries that allowed dependants to work. Since then, the international setting has changed significantly; there are now [thirty countries](#), that allow dependants to work and the list continues to grow.

It is therefore with considerable concern that we note that the British government would contemplate what we regard as a serious backward step in the competition to attract the brightest and best to work in the UK.

To get full economic benefit from its position as a major hub for knowledge, skills and technology transfer in a competitive global business environment, the UK needs to maintain an attractive climate for international investment and the highly skilled, mobile employees and their families who come to live here temporarily.

We are pleased to respond to your questions, including data and comments from our recent survey, and hope this will be helpful in your review. We have no objection to any of our evidence being made public.

K. van der Wilk.

K. van der Wilk-Carlton
Executive Director
Permits Foundation

EXECUTIVE SUMMARY

Dependants of Tier 2 migrants (spouses, partners and adult children) presently have the unrestricted right to work in the UK. In June 2015, the Home Secretary commissioned the Migration Advisory Committee (MAC) to conduct a wide [review](#) of the Tier 2 route, including the impact of removing this automatic right.

Permits Foundation has conducted a survey of Tier 2 visa employees and their dependants to gather data and opinions for this reply to the MAC on the potential economic, social, public finance and regional impacts of any such decision. A credible 1063 people working in more than 130 companies across a wide range of business sectors, as well as universities and research institutes, took part. Just over half of them (540) had partners who are also working in the UK.

Employee profile

- Almost 48% of the employees in the survey were on intra-company transfer (ICT) for more than 12 months; 37% had a Tier 2 General Resident Labour Market Test visa and nearly 12 % were in a shortage occupation. Less than 2 % were short-term ICTs for less than 12 months.

Spouse/partner profile

- 71 % are female; 29% are male.
- 61% are between the ages of 25-34, more than double the next largest group (27%) - aged 35-44 years.
- 96% have a Bachelor's degree or higher.
- Of those who are working, 80% are in professional or managerial jobs.
- 82% of those working are in full time employment and 18% in part time, temporary or project work.
- 9% are self-employed.

Key Findings

- A large majority (77%) of Tier 2 employees would have been unlikely to accept their current assignment if their partner did not have the right to work in the UK. Only 8% would have definitely accepted.
- Where partners are also working in the UK, more than 91% of employees say that this has a positive impact on their own willingness to complete the current assignment.
- More than 90% of employees whose partners are working say that their partner's being able to work has a positive impact on adjustment and integration (97%), family relationships (92%), and health or well-being (91%).
- More than 600 individuals with both working and non-working partners gave further comments on the adverse impact on families and the UK economy if the government would limit the rights of dependants to work.

With respect to the MAC's question about how many Tier 2 employees are accompanied by a partner, the Permits Foundation survey did not set out to establish this figure. However, given the Home Office's breakdown of entry clearance visas in 2014 (52,000 Tier 2 employees and 38,000 dependants), and making some assumptions about the number of children, we estimate that only around 35-40% of Tier 2 employees overall have an accompanying partner. This may reflect a high proportion of short-term transfers as well as young single graduates in the General category and a relatively young Tier 2 population overall.

The evidence from the survey shows that limiting the right of dependants to work would have negative economic and social impacts on families, companies and the UK as a whole. And given the indication that a minority of Tier 2 migrants is accompanied, any restriction of the right of dependants to work would not deliver a significant reduction in the number of PBS visa holders.

INTRODUCTION

The UK Government recently announced a wide [review](#) of Tier 2 of the Points Based System, including the possible restriction of dependants' right to work, as part of its commitment to reduce immigration levels. Tier 2 is the main route by which intra-company transferees and other skilled workers with a job offer can move to the UK from outside the European Economic Area.

The right of recognized dependants to work has been well established in the UK for many years under both Tier 2 and its predecessor schemes. Permits Foundation believes that restricting this right would make the UK less attractive for families on business-related assignments, thereby impacting on the economy as well as having negative social implications.

These broad issues have already been demonstrated in two global studies by Permits Foundation in [2008](#) and [2012](#).

The purpose of the latest survey was to gather information for this response to the Migration Advisory Committee's call for evidence, specifically in relation to Question 18 on dependants.

ABOUT THE 2015 SURVEY

The survey examined the views of 1063 employees working under Tier 2 of the Points Based Systems in the UK.

These employees were working for more than 130 companies across a wide range of business sectors, as well as several universities and research institutes. The names of the organisations in which the principal Tier 2 employee worked are listed in Appendix 1.

Some questions referred to the employee and others to the partner. The request for employees to take part in the survey was cascaded via a range of company contacts and networks, such as sponsors of Permits Foundation, global mobility service providers, HR newsletters, dual career networks and spouse associations. The survey was conducted via internet from end July to early September 2015.

“The ability to work is a hugely important and integral part of my partner’s life.”

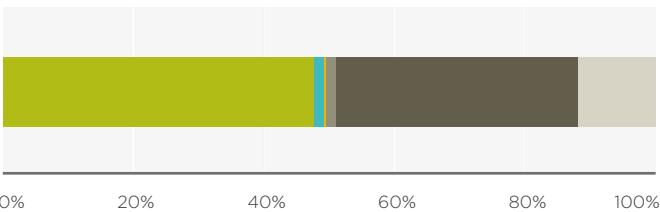
THE TIER 2 EMPLOYEES

Visa sub-categories

The largest number of respondents were ICTs for longer than 12 months, representing 48% of the total. This was followed by the Resident Labour Market Test at 37% and shortage occupations at 12%. Less than 2 % were short-term ICTs for less than 12 months, and similarly only 2% were on ICT skills transfers and ICT graduate trainees.

Q: What type of Tier 2 work permit do you have?

Answered: 1,063



- Intra-company transfer: more than 12 months
- Intra-company transfer: less than 12 months
- Intra-company transfer: graduate trainee
- Intra-company transfer: skills transfer
- General: resident labour market test
- General: shortage occupation list

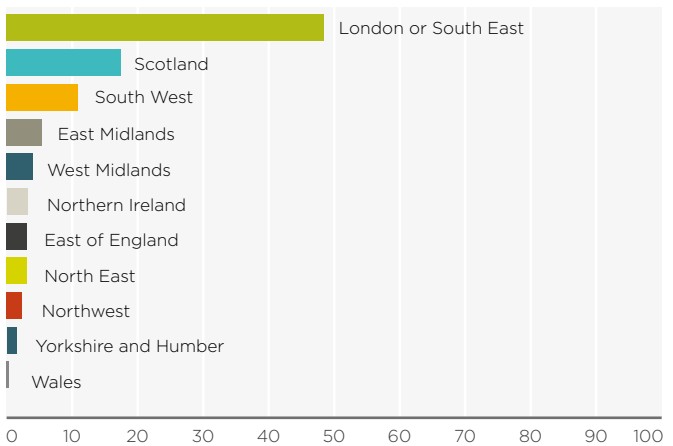
Comparing this breakdown to the actual allocation of entry visas in 2014 shown in the MAC call for evidence (page 25), we see one significant difference. Our survey had very few responses from short-term ICT staff, which actually represented 40% of the Tier 2 entry visas in 2014. We feel this is not surprising, since we estimate that relatively few short-term assignees are accompanied by family members, because of the disruption to partner career and children’s schooling for a relatively short period and/or company HR policies for short-term assignments. So the survey may not have reached many people in this category, or it was not of interest to reply.

Location

With respect to the location of the Tier 2 families, almost 50% were from London and the South East. Scotland had almost 20% of the responses, largely due to companies in the oil sector and related industries.

Q: Where is your family based in the UK?

Answered: 1,063



How many employees bring dependants

In our survey of 1063 employees, 888 were accompanied by a partner and 540 partners were working.

This is a reflection of the survey being designed and cascaded to reach employees with an accompanying partner. There is neither an implication that such a high proportion of employees are accompanied, nor that half of all Tier 2 dependants are working. Intuitively and based on feedback over a longer period from companies and partner networks, this would appear to be too high.

In its call for evidence, (page 25) the MAC quotes Home Office Immigration entry clearance statistics for 2014 that there were 52,500 Tier 2 employees and 38,000 dependants. The latter includes partners and children. Making a broad assumption about the number of children in a relatively young population of Tier 2 families, this implies that only 35-40% of all ICTs are accompanied, possibly less.

THE DEPENDANTS - PARTNERS

Our survey covered only spouses and partners as the number of accompanying children of working age was expected to be negligible overall.

Qualifications

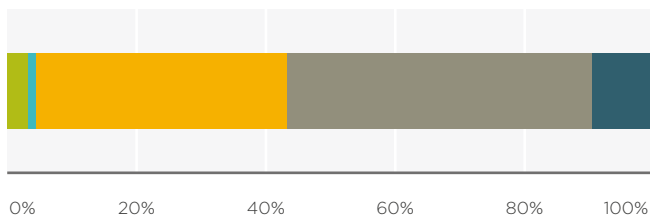
The accompanying partners in this survey are highly qualified, with 96% being graduates. This includes almost 10% with a PhD; 47% with a Master's Degree; and 39% with a Bachelor's degree. Only 1.3 % had a vocational diploma and 2.3 % had a secondary or high school diploma.

This was even more marked among the 540 partners who were working. In those cases, 11% had a PhD; 52% had a Master's degree; 35% had a Bachelor's; and less than 2% had a vocational or high school diploma.

The high level of education among the Tier 2 partners in our survey contrasts with the UK population as a whole, where, according to the Office of [National Statistics report Graduates in the UK Labour Market 2013](#) 38% of people active in the UK labour market 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

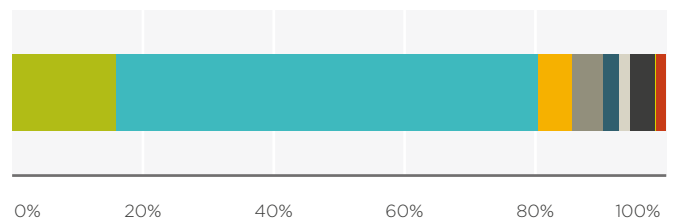
Occupational categories

Of the 540 partners in this survey who were working, 80% reported that they are in professional or managerial jobs. 5% are in associate professional jobs, 5% are in admin and secretarial positions and 4% in sales and customer services.

To help them choose the relevant categories, they were given the detailed descriptions of each of the main categories in the UK Standard Occupational Classification, shown in Appendix 1.

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



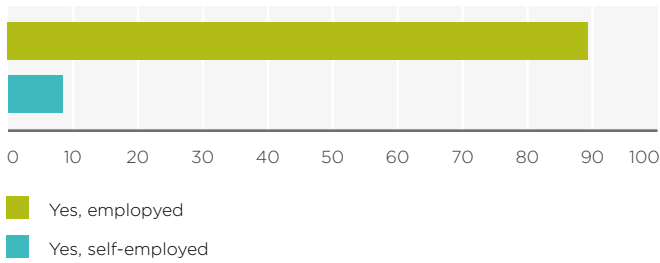
- Managers, directors and senior officials
- Professional occupations
- Associate professional and technical occupations
- Administrative and secretarial occupations
- Skilled trades occupations
- Caring, leisure and other service occupations
- Sales and customer service occupations
- Process, plant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

Patterns of working

91% of working partners in this survey are in paid employment and 9% are self-employed.

Q: Is the accompanying spouse or partner in paid employment or self-employment in the UK?

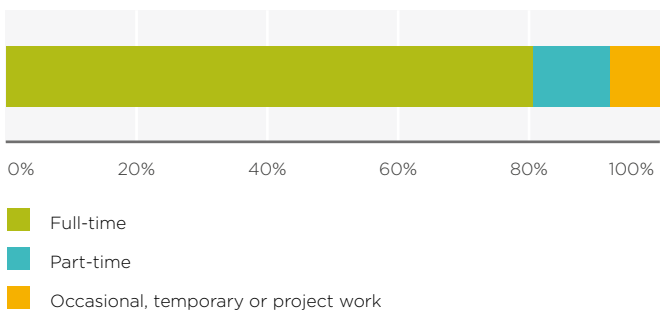
Answered: 540



82% of partners are working full-time; 12% part-time; and 6% are doing occasional, part-time or project work.

Q: If the spouse or partner is working, is the work:

Answered: 540

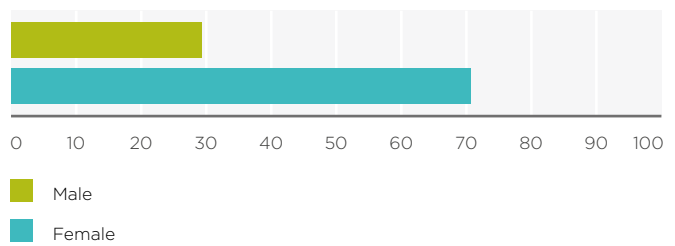


Gender

As generally recognised, a large majority (71%) of accompanying partners are female. This corresponds roughly to the gender split of the main PBS applicants (74% male and 26% female). Any restriction on the right of dependants to work would, therefore, fall disproportionately on female partners and may amount to discrimination.

Q: Gender of accompanying spouse or partner

Answered: 888

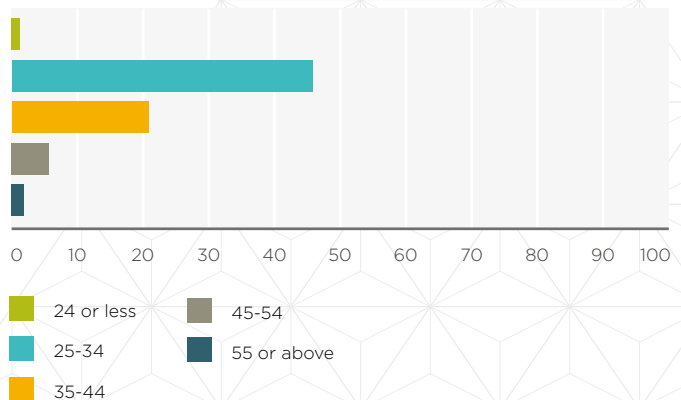


Age

The age distribution of accompanying dependants shows a relatively young population, with 90% below the age of 44 years. 61% are between 25 and 34, which is more than double the next largest group (27%) - aged 35-44 years.

Q: Age of accompanying spouse or partner

Answered: 867



THE IMPACT OF REMOVING THE UNRESTRICTED RIGHT OF DEPENDANTS TO WORK IN THE UK

The main applicant's decision whether to come to work in the UK

Removing dependants' right to work would be extremely unpopular and cause a great deal of distress to many Tier 2 families. A large majority (77%) of the principal employees say that they would not have come to the UK, if their partner did not have the right to work. Only 23% would have still have been likely to come.

The reasons employees give why they would not come include respect for their partner's own professional skills and career aspirations, and for the wellbeing of the partner, who may feel isolated, frustrated, bored or depressed if unable to work. Financial considerations also played a major part, with many saying that they would struggle on one salary with the high cost of living and housing, especially in the London area.

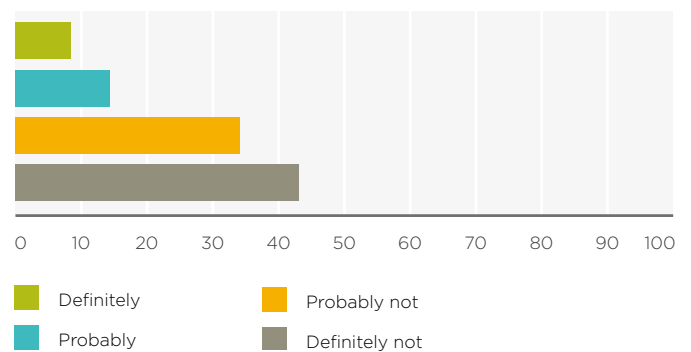
"Quite simple really: The UK is too expensive for only one family member to work and feed a family with children."

Those who were likely to accept the assignment say either that they were single or unaccompanied; that they earned enough on one salary; or that their partner had chosen to look after the family.

Even among those who were single or unaccompanied or whose partner was not working, there was still a lot of support to retain the right. Some commented that their partner would like to return to work when the children were older. And very few indicated that their partner had permanently given up their career to follow them. This is a noticeable change among the younger generation.

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



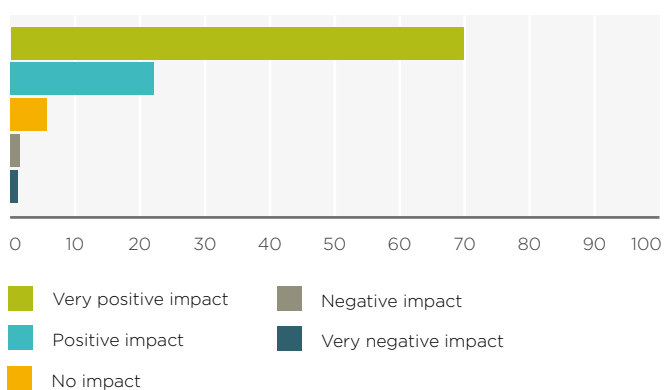
"My spouse's career is as important as mine. Without the right to work my spouse's career would have come to a halt. My spouse has a Master's degree and she has skills much sought after in the finance industry. Without the right to work, the company in the UK for which she works would not have benefited by her skills and experience."

Willingness to complete the current assignment

On the other side of the coin, where the partner was already working in the UK, 91% of Tier 2 employees say that this has a positive impact on their own willingness to complete the current assignment as planned.

Q: Impact of partner working in the UK on Tier 2 employee:

Answered: 539



The impact on the UK economy

Removing the automatic right to work of Tier 2 dependants will have a negative effect on the economy both directly and via a number of knock-on effects.

Loss of contribution of dependants to the growth of UK economy

First, working contributes more to GDP than inactivity. Moreover, the relatively young, well-qualified and largely professional profile in this study indicates that dependants have the potential to add more to GDP per head than the supply of workers in the resident labour market.

As noted above, 96% of dependants in this survey are graduates compared with 38% in the resident working age population. Their relatively young age profile with 90% below the age of 44 and 60% between the ages of 25-34 demonstrates the potential to complement the ageing demographic [profile](#) of the UK, while not competing for lower skilled jobs or apprenticeships where unemployment in the UK is higher.

Negative effect on consumer spending if families have less to spend

Many respondents commented on the high cost of living in the UK, the cost of housing, and the negative impact on family finances if only one partner is allowed to work in a society where dual earners have become the norm. This in turn would have a negative impact across the whole range of consumer spending and services aimed at foreign workers.

Potential impact on salary cost of Tier 2 employees

At least one person pointed out that salary costs for Tier 2 employers may increase if they cannot attract families on a single income.

Negative effect on the UK's competitiveness and reputation

Most importantly, serious knock-on effects will follow if the UK is unable to attract the required pool of qualified professionals and sought-after skills, because they have a choice to move to other countries that allow dependants to work. Instead of getting the best person for the job, employers would have to trawl through more candidates until they find one without a partner who wants to work.

The impact on public finances - net fiscal contribution

Tier 2 employees and their working partners are net contributors to public finances. They pay income tax and cannot claim public benefits. If, as this study indicates, many Tier 2 employees would not come to the UK, the exchequer would lose the net fiscal contribution of both employee and the working partner and this can be calculated over length of the assignment.

One company that employs highly qualified Tier 2 professionals and managers and has also employed a number of people who are Tier 2 dependants, indicated that the fiscal contribution for a Tier 2 ICT with a salary of £100,000 p.a., a performance bonus of 15% and full expatriate benefits of housing in London, international school fees and annual leave travel, would pay income tax of £75,000 p.a. A similarly qualified dependant without expatriate benefits would pay £42,000. So a highly qualified Tier 2 couple in this earning bracket would make a combined net fiscal contribution in the order of £350,000 over a period of, say, three years.

Even if we take more modest starting salaries of GBP 30,000 p.a. for young Tier 2 professionals and their partners, without expatriate benefits, we estimate that the lost fiscal contribution if a significant number of Tier 2 employees don't come would run into millions of pounds.

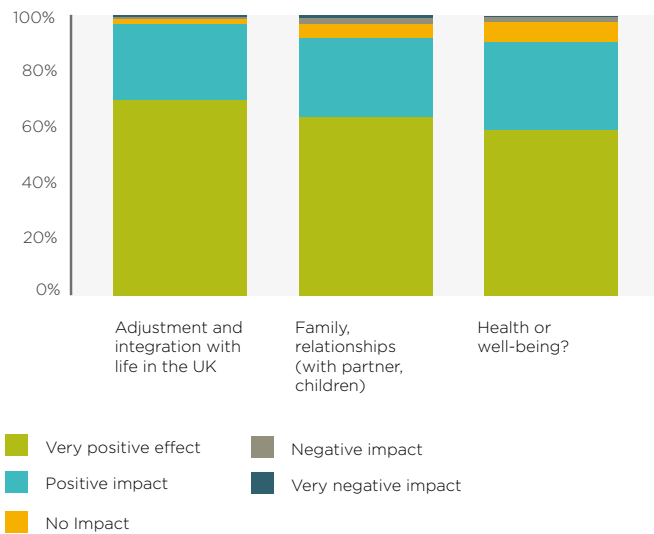
“We accepted the current assignment only because my husband can work in the UK as a dependent. If he did not have the right to work, his skill set would be wasted sitting idly at home. It is also essential to our livelihood, considering how expensive London is. My husband is searching for a job in the UK, and is very positive of getting a job because of the right to work.”

The social impacts

When the partner is working, this has a clear positive impact on how the couple feels about the assignment. 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.

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



These themes and several others also came out clearly in the comments on why Tier 2 employees were unlikely to accept an assignment if their partner did not have the right to work.

■ Adjustment and integration

"My partner is a nurse in the NHS and apart from the income she likes to integrate into society and participate in the work. She describes it as the only way to stop her to being isolated from the society in which she lives."

■ Family relationships and family values

"My partner is the other half of my life. I simply would not have taken the role if he could not have joined me in the UK and found meaningful employment for himself."

■ Health and well-being

"Without any work to do or even the possibility of getting a job, the social and economic impact on my partner's life would have been extreme, creating resentment in the relationship."

"The potential for a person to undergo depression is very high and I have seen my wife going through this, This not only affected her health but also my work. I feel that it is critical that the spouse is allowed to find a job for themselves to keep them occupied."

■ Negative impact on partner's career

"My spouse has a successful career of her own. It would simply be selfish and unfair to jeopardize or restrict her career."

■ Right to work, fairness, equal opportunity

"It is unfair to put my spouse under forced unemployment due to migration."

"UK supports in equal rights I believe? And everyone should be allowed to work. "

"What is there to explain? Why would I move somewhere where my partner is not allowed to pursue her own life, including professionally? Equally, I would not relocate somewhere where her civil liberties were restricted or compromised."

"My spouse also has dreams and may not be competent to find a good job but still can do a simple job if opportunity found."

■ The importance of having a choice

“There is a big difference in mindset when you chose not to work, versus being barred from working”.

“It gives the family flexibility if the Tier 2 ICT dependent can work or at least be flexible to work. Without this option, I would not accept a transfer. A big family risk.”

“The fact that my wife would be able to work here made the decision to come much easier. If she did not have that option, the assignment would have been quite a difficult choice for us. The option for her to work gives us financial and practical flexibility which was a great factor in choosing to come.”

“My wife currently is not working. However, it is good to have the option to have her work, if needed.”

■ Contributing to community

“...My husband is also a professional, and as such, both of us like to work. Work is an important part of life and dignity, therefore, we would not consider living in a place where one of us couldn't flourish and bring benefits to the community through our work.”

■ The difficulty of separation

“The impact of distance on my family life and relationship would not be worth the move. That's not acceptable at to me at all as is a recipe for the break-up of my family.”

“It is just too difficult emotionally to cope with prolonged separation. Both raising a family and performing our work under these conditions is too stressful and difficult.”

“I would not be willing to force my spouse to put her career on hold and/or live apart from my spouse.”

Regional impacts

In analyzing the results of the study, we did not observe any significant differences that would impact on Tier 2 migration policy.

“We have no access to public funds, yet we pay taxes as any UK citizen. Thus, we directly support anyone entitled to state benefits...”

DISCUSSION

The results of our recent study confirm that removing the automatic right of dependants to work would be an extremely unpopular and painful measure that would lead many highly qualified people to turn down an assignment or job offer. This has been a resounding message not only from those with a working partner but also those who are single or unaccompanied.

Moreover, if only about 35-40% of Tier 2 employees are accompanied, and possibly fewer than half of partners are working, removing the right to work would have limited impact on the number of foreign workers and even less so on overall immigration levels.

And in the event that some people with partners may still be willing to come, that also doesn't help immigration levels. Instead, bright young people in the prime of their professional life would be excluded from the workforce, with all the economic, public finance and social consequences described.

Any restriction in the right of dependants to work would limit employers' ability to choose the best person for the job, as they need to look for alternative candidate.

In terms of international competitiveness, the UK would lose out to other countries which do allow dependants to work. Whereas the UK used to be ahead on this score, some 30 countries have now adopted this best practice, which has gradually become the norm. Permits Foundation maintains both a global [overview](#) and more [detail](#) on these developments.

A question that is occasionally raised is why partners should be allowed to work freely, when the principal employee has to pass tests of qualifications, salary or quotas to be admitted. The answer lies in understanding the challenge of international assignments. Whereas the employee has a job offer with a particular company and can move straight to the job, the partner faces a number of challenges. The timing may not suit his or her career; there may be questions about the equivalence of qualifications or right to practice their profession and they may have no personal network for finding a job in the new location. If, in addition, the partner also has to face procedures with a labour market test, salary levels and quotas, the difficulties quickly increase both for the partner and for the company that may be interested in their skills. By contrast, knowing that the partner is authorised to work, gives the couple clarity and certainty at decision time and allows the partner to be employed or self-employed throughout the assignment. It also allows the partner, many of whom are women, to take full or part-time work, temporary projects, consultancy or work for charities, giving them the flexibility to adapt their career to the challenges of living in a new country.

It is important to remember that giving a dependant the right to work does not give them a job. They still have to compete against other candidates and if they prove to be the best person for the job, then this will add most to the economy.

Another question that arises is whether Tier 2 dependants take the jobs of lower skilled resident workers. We are uncertain where this impression comes from and ask the MAC to be cautious about drawing conclusions from studies of family members who are not accompanying Tier 2 employees.

With 80% of partners in this study working in professional occupations, we do not see any evidence that partners are undercutting British workers. Rather, the evidence shows that dependants form a young, well-educated and professional skills pool that is available for a temporary period, and can complement the resident labour market and its ageing demographic profile and contribute to the growth of the economy.

We would also like to caution against any additional conditions on the right to work, based on salary, qualification or job type. This would require some form of approval or monitoring process which would be an additional burden on employers and a backward step against international best practice. It risks discriminating against partners, often women, who may want to work flexibly, including roles in the charity and not-for-profit sectors where salaries would often be lower than in the business sector. Moreover, partners who are able to generate their own income via self-employment would not have a company that could sponsor them. And if, as we have demonstrated, partners are not undercutting the resident labour market, what would be the benefit of instituting a costly procedure to achieve the same result?

We also want to mention that any restriction on partners working may fall unevenly across different sectors and types of business operation. It is likely to be felt most in companies with stable operations that tend to bring most of their highly skilled foreign experts and managers for a period of 2 - 5 years. Organisations that tend to bring a large proportion of their foreign workers for short projects, training or consultancy work may be less impacted as these employees are less likely to be accompanied. It is important to understand these differences and the unintended consequences of any restriction.

“Who in today’s dual income society does not consider their partner’s career? The UK should be wanting to attract the best talent to continue to compete in the global market.”

CONCLUSION

We conclude that there is no advantage for the UK to remove or limit the current right to work of dependants. And as we estimate that dependants only represent 35-40% of the Tier 2 entry visas, and possibly fewer than half of partners are working, any restriction will not make a significant reduction in the number of foreign workers or overall immigration levels.

Appendix 1

GENERAL NATURE OF QUALIFICATIONS, TRAINING AND EXPERIENCE FOR OCCUPATIONS IN THE SOC 2010 MAJOR GROUPS

These detailed descriptions were listed in the survey question on the occupation categories of working partners.

MAJOR GROUP	GENERAL NATURE OF QUALIFICATIONS, TRAINING AND EXPERIENCE FOR OCCUPATIONS IN THE MAJOR GROUP
Managers, directors and senior officials	A significant amount of knowledge and experience of the production processes and service requirements associated with the efficient functioning of organisations and businesses.
Professional occupations	A degree or equivalent qualification, with some occupations requiring postgraduate qualifications and/or a formal period of experience-related training.
Associate professional and technical occupations	An associated high-level vocational qualification, often involving a substantial period of full-time training or further study. Some additional task-related training is usually provided through a formal period of induction.
Administrative and secretarial occupations	A good standard of general education. Certain occupations will require further additional vocational training to a well-defined standard (e.g. office skills).
Skilled trades occupations	A substantial period of training, often provided by means of a work based training programme.
Caring, leisure and other service occupations	A good standard of general education. Certain occupations will require further additional vocational training, often provided by means of a work-based training programme.
Sales and customer service occupations	A general education and a programme of work-based training related to Sales procedures. Some occupations require additional specific technical knowledge but are included in this major group because the primary task involves selling.
Process, plant and machine operatives	The knowledge and experience necessary to operate vehicles and other mobile and stationary machinery, to operate and monitor industrial plant and equipment, to assemble products from component parts according to strict rules and procedures and subject assembled parts to routine tests. Most occupations in this major group will specify a minimum standard of competence for associated tasks and will have a related period of formal training.
Elementary occupations	Occupations classified at this level will usually require a minimum general level of education (that is, that which is acquired by the end of the period of compulsory education). Some occupations at this level will also have short periods of work-related training in areas such as health and safety, food hygiene, and customer service requirements.

Source: UK Office of National Statistics Standard Occupational Classification 2010 (SOC2010). Volume 1: structure and descriptions of unit groups

Appendix 2

COMPANIES AND ORGANISATIONS WHOSE EMPLOYEES AND PARTNERS TOOK PART IN THE SURVEY

* DENOTES A SPONSOR OF PERMITS FOUNDATION

The results of the survey reflect the views of the individual respondents, rather than the Tier 2 sponsors.

A

Airbus

Acuvate software
Affluent technology
AKKA
Alstom
Aker Subsea UK
Anglia Ruskin University
Apache North sea
ARM
Arup
Arval
Associated Newspapers
AstraZeneca*
Asda

B

Bank of America Merrill Lynch
Barclays
BAT*
Bentley motors
BG Group*
BlackRock
BNP Paribas
Bosch*
BP*
British Airways

C

Caterpillar
CTS
Ciqal limited
Credit Suisse
Cyient

D

Deloitte*
Deutsche Bank Group
Durham University

E

Easynet
EC Harris/Arcadis UK
EGS Group Ltd - Cant find on Tier 2 sponsor list
ENI
Experian
Expro North Sea Ltd.
ESS UK limited
EY*

F

Fidelity Investments
Financial Conduct Authority
F5 Networks
Funding Circle

G

GlobeOp Financial Services

H

Hitachi
Holiday Inn
Hutchison Whampoa (Europe) Ltd.

I

IKEA*
Igate
Indus Services
Infoplus Technologies
Ingen Ideas
Integral Ad Science
International Baccalaureate Organisation

J

Jacobs Douwe Egberts
Jaguar Land Rover
JP Morgan

K

King & Shaxson
Kongsberg Maritime

L

Lancaster University
London Stock Exchange
Lea Manor High School
Leeds Beckett University, LBU
Liberty Specialty Markets

M

Macmillan Publishers
Markit
Mars
Mastek
MI Drilling fluids
Mondelez
Misys International Banking System

N

Ness Technologies Ltd.
Netsol Europe Ltd.
NGA Human Resources (Northgate)
NHS
Nissan
NM Rothschild
Nomura

O

Oliver Laws Limited
OnApp Limited
Open University
O2 Telefonica

P

Pipelines 2 Data (P2D) Ltd.
Pork Farms Limited
PwC*
Pythagoras Communications Ltd

Q

Queen's University Belfast

R

Ramtech
Redeemer Technologies
Rockwell Automation

S

Saudi Aramco
Saffron Digital
Schlumberger*
Scube Ltd
Seaport
Seatronics
Shell*
Sonata Software
Software Integrated Solutions
Sparrows Offshore Services
Spire Hospitals
Srinda soft
Standard Life
Staysure
Supplyant

T

Tata
Taylor-DeJongh Inc
The Sainsbury Laboratory (TSL)
Total*
Tui
Tullow Oil

U

Unilever*
University of Chester
University of Derby
University of Exeter
University of Glasgow
UL
University of Nottingham
University of York

V

Village Vet Group
Vodafone

W

Wellcome Trust Sanger Institute,
Genome Research Limited,
WIPRO
Wood Group

Y

XL Catlin

Z

Zayo UK Limited (previously
Geo Networks)
ZF TRW

About Permits Foundation

Permits Foundation is an independent, not-for-profit corporate initiative to support international mobility by promoting work authorisation for expatriate spouses and partners worldwide. The foundation raises awareness of international best practice regulations and advocates change through focussed representations to governments.

Acknowledgements

Permits Foundation would like to thank its sponsors, other employers and helpful networks who took the time to cascade the link to the employee survey to expatriate staff and their partners in the UK.

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