

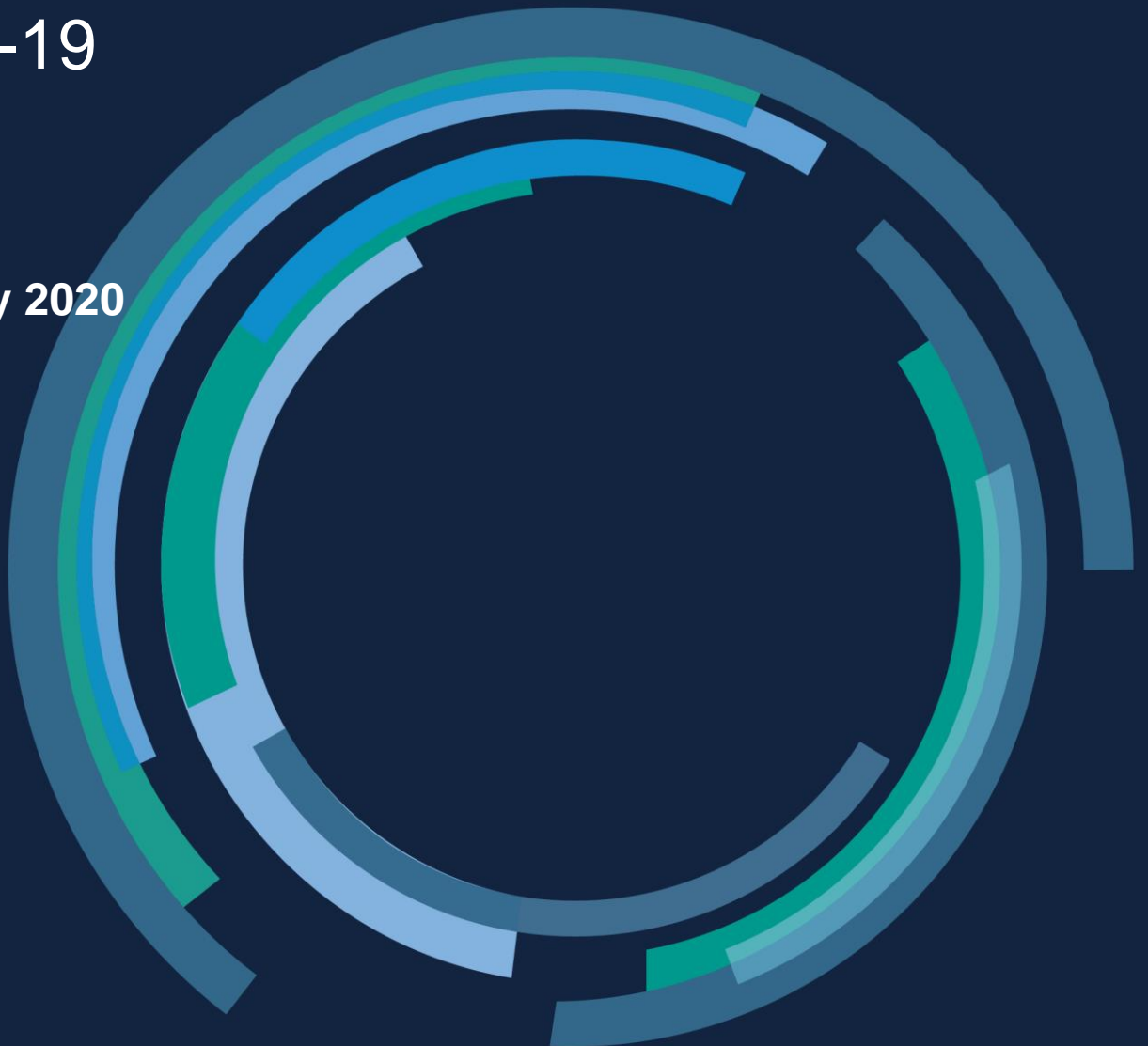


MIGRATION ADVISORY COMMITTEE

Annual Accounts

2018-19

January 2020





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Annual Accounts

2018-19

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Foreword by Professor Alan Manning

This has been a busy year in which we completed two significant reports, on the impact of EEA migration and the impact of international students. These two reports were published in September 2018 and from these, our recommendations were taken forward by the government's White Paper in December 2018.

A summary of the recommendations are presented within this report, or alternatively, the full reports can be accessed at the MAC website.

In addition to the recommendations, the white paper proposed an enhanced role for the MAC, which would encompass an annual report on key aspects of the UK's immigration system, and a move toward sharing relevant data held by the Government on the operation of immigration policies and wider economic data. This will aid the MAC in providing robust evidence-based considerations. The MAC welcome these propositions and look forward to contributing to future workplans.

We were also commissioned to look at the UK Shortage Occupation List, which gave us the first time since 2012 to look fully at the shortages in the UK labour market in high-skilled occupations. This report was published in May 2019.

I am pleased that in November 2018, MAC members Dr Jennifer Smith and Dr Jackline Wahba were reappointed for a further two years.

A handwritten signature in cursive script that reads "Alan Manning".

Professor Alan Manning

Chair, Migration Advisory Committee

Overview of activities

1. This is the MAC's seventh annual accounts report which provides an overview of the Committee's work, and associated spending, between April 2018 and March 2019.

MAC meetings

2. Between 1 April 2018 and 31 March 2019, the MAC held 12 Committee meetings. The minutes of all Committee meetings are published on the MAC website.

Appointments

3. In November 2018, Jennifer Smith and Jackline Wahba were reappointed for a further term of two more years.

Stakeholder engagement

4. As part of the call for evidence process for the EEA workers and international students' commissions, the MAC met with a wide variety of stakeholders from business representative bodies, central and local government, sector bodies, trade unions, academia and individual employers. The engagement spanned all regions and countries of the UK. The EEA migration call for evidence elicited over 400 written responses which fed into our recommendations. Details of the MAC's engagement are set out in the respective published reports

Budget and expenditure

5. The MAC budget is delegated by the Home Office and is managed by the head of the secretariat. The MAC's overall resource budget for 2018-19 was £699,998. The budget covers pay costs for secretariat staffing and committee members' fees (per diem rates and travel costs), and non-pay administrative costs (travel and subsistence, training).
6. In addition, there was £660,000 of capital DEL budget available for research, earmarked to support work on the UK exiting the EU. This money was spent on external research, IT and hiring more analytical staff to deal with the two concurrent commissions

1. Pay expenditure

7. The allocated budget for pay was £684,450, which includes;
 - a. the MAC secretariat (a team of around 12 civil servants),
 - b. the Chair, who is paid approximately £40,000 (for expected two days' work per week on MAC business) and,

c. committee members fees (a rate of £275 per day). MAC members are expected to work two days a month on MAC business and to attend at least four full committee meetings a year.

8. Staff costs for the MAC Secretariat were higher than recent years as we had two concurrent commissions requiring more analytical staff.

II. Non-pay expenditure

9. The budget allocated for non-pay was £15,548 which was for travel and subsistence, and staff training costs. There was additional spend on producing the reports and a subscription licence for data.

10. The amount of £197,377, from the £660,000 capital DEL budget (detailed above), was utilised on external research to support the work on the MAC report on the social and economic impacts of EEA migration in the UK. The reports were published alongside the final MAC report on the MAC website. A summary of each is given in the following research section.

Table 1: 2018-19 Budget and Expenditure		
	Budget [£]	Expenditure [£]
Secretariat salaries	611,450	790,998
Chair salary	40,000	40,000
Committee members' fees	33,000	32,082
Pay Total	684,450	863,080
Travel and subsistence	11,000	9,922
Training & Development	4,548	4,732
IT Costs		9,600
Conference & Publications		8,588
Other Office Costs		310
Non-pay Total	15,548	33,152
Resource Total	699,998	896,232
Capital Research DEL *	660,000	197,377
Grand Total	1,359,998	1,093,609

Research

11. In relation to the EEA report, the MAC commissioned external researchers to update and extend the evidence base. These are:

- Oxford Economics “Fiscal impact of immigration on the UK” – Estimates the contribution of migrants to the UK’s public finances.

- Campo, Forte and Portes “The Impact of Migration on Productivity and Native-born Workers’ Training” – Examines the impact of immigration on labour productivity and the training of UK-born workers.
- Mountford, Wadsworth “Jumping Someone Else’s Train? Does Immigration Affect the Training and Hiring of Native-Born Workers” – Examines the impact of immigration on firms’ training of UK-born workers.
- Giulietti, Yan “The Impact of Immigration on the Well-being of UK Natives” – Examines the effects of immigration on the well-being of the UK-born population.
- Costas “Examining the Link between Migration and Productivity” – Estimates the relative productivity of immigrants and UK-born workers in the UK.
- Smith “Migration, Productivity and Firm Performance” - presents evidence on the empirical links between migration and firm productivity in the UK.

12. A summary of the findings is shown in table 2. The full reports can be found at the MAC website.

Table 2: MAC commissioned research		
Area of work	Commissioned Organisation	Key Headlines
Fiscal impact of migration	Oxford Economics	<ul style="list-style-type: none"> • Taking migrants as a single group, they make a net fiscal contribution that is marginally higher than that of UK natives. • For most migrants, the choice to come to the UK is, or ends up becoming, a permanent one. Those people will age, and their children will most likely enter the UK workforce. • Analysis suggests migrants will make a positive net contribution to the public finances over their lifetime, as the first and final stage of the fiscal lifecycle is spent overseas.
Impact of migration on cohesion and integration	University of Southampton	<ul style="list-style-type: none"> • The overall conclusion of the analysis is that on average, immigration at the local level has either no or a small positive impact on individuals’ life satisfaction.

Table 2: MAC commissioned research		
Impact of migration on training and recruitment	Royal Holloway and Bedford New College	<ul style="list-style-type: none"> The results in this study suggest that while there may be examples of specific occupations where training and hiring of UK-born workers is negatively associated with a rising workforce share of (trained) immigrants it is hard to find evidence that this is the case, on average, throughout the UK economy over the period studied. Nor do there appear to be many significant different effects for the share of EEA or Non-EEA migrants in the workplace. If anything, more EEA workers are associated with more training of UK-born workers, but the effects are not large
Impact of migration on productivity and training	Aubergine Analysis	<ul style="list-style-type: none"> Results suggested that the overall impact of immigration on productivity is positive. No evidence to substantiate concerns that immigration has any significant negative impact (either in the statistical sense or more broadly) on overall productivity This positive impact appears to be driven by immigrants with higher skill levels, as measured either by their level of education or by occupation. Some evidence of a positive impact of migration on training, and little or no evidence to suggest significant negative impacts.
Productivity and Migration: UK firm-level evidence	Jennifer Smith	<ul style="list-style-type: none"> The results show that an increased migrant share in the region in which firms operate is correlated with higher productivity.
Examining the Link between Migration and Productivity*	Julian Costas	<ul style="list-style-type: none"> Overall, the study found that migrant labour is at least as productive as native labour. Estimates show when allowing for differences across skill levels, migrants, at the margin, are typically significantly more productive than natives.

Other work

I. Parliamentary engagement

13. The Chair of the MAC gave evidence at several parliamentary inquiries in relation to the MAC's work.
14. On 18 April 2018, the chair met the Home Affairs Committee to discuss the evidence the MAC has collected for their research commissioned by the Government on the impact of EEA citizens on the UK labour market.
15. The Chair of the MAC gave evidence to the EU Home Affairs Sub-Committee on 17 October 2018 regarding the EEA report.

II. Stakeholder engagement

16. As part of the call for evidence the Chair met with stakeholders from other government departments and the devolved administrations (Northern Ireland, Department for the Economy). He also met with the Romanian Ambassador and the New Zealand High Commissioner.
17. The chair spoke at a Public Policy Exchange event on International Student Recruitment and gave a keynote presentation at an event hosted by University of Southampton on the Costs & Benefits of International Students.

Commissioned Work in 2018-19

International students: economic and social impacts (published September 2018)

18. In August 2017, the Government commissioned the MAC to assess the impacts of international students in the UK. The commission asked the MAC to:

“...evaluate the impact made by international students. In particular, what are the economic and social impacts of international students in the UK? As well as considering the overall impact, this should include advice on the following:

- The impact of tuition fees and other spending by international students on the national, regional, and local economy and on the education sector;*
- The economic and social impacts beyond education, including on the labour market, housing, transport and other services, in particular, the role they play in contributing to local economic growth;*

Some breakdown of impacts by type and level of course, and institution;

- The impact the recruitment of international students has on the provision and quality of education provided to domestic students.*

The MAC should look at the whole of the UK, including its constituent nations and regions.”

19. In October 2017, a call for evidence was issued together with an accompanying briefing paper. The period for responses ran until 28 January 2018. The MAC published the report in September 2018 with the following recommendations:

- To retain no cap on the numbers of international students
- Government and the sector should continue to work together to grow the number of international students.
- International students should not be removed from the net migration statistics.
- Rules of work while studying and dependent rights should remain unchanged.
- Widening of the window in which applications for switches from Tier 4 to Tier 2 can be made.
- Post-study leave period extended to six months for master’s students, though with a more thorough review of whether this is appropriate.
- The 12 months leave to remain after PhD completion to be incorporated into the original visa duration, subject to meeting progress requirements and course completion, for eligibility to remain in the UK after course end date. This would replace the existing Doctoral Extension scheme that allows the same rights but has to be applied for with associated visa costs.

- Previous Tier 4 students, who passed their Level 6 (or above) qualification in the UK, should be entitled to a two-year period during which they can apply out-of-country for a Tier 2 visa, under the same rules as current in-country Tier 4 to Tier 2 switches.

EEA-workers in the UK labour market (published September 2018)

20. In July 2017, the Government commissioned the MAC to advise on the economic and social impacts of the UK's exit from the European Union, and how the UK's immigration system should be aligned with a modern industrial strategy.

“...The Government has made clear that part of its immigration policy is to continue to reduce net migration, towards sustainable levels and to end free movement as we leave the European Union. Against that background, and to support future policy development, the Government would welcome advice and evidence from the MAC in respect of current patterns of EU and European Economic Area (EEA) migration and the role of migration in the wider economy and society.

EU and EEA Migration

- *Drawing on existing sources where appropriate, the MAC should set out current patterns of EU and EEA migration, looking at:*
 - *sectors,*
 - *regional distribution,*
 - *skill levels,*
 - *duration of assignments*
 - *self-employment, entrepreneurs, part time, agency, temporary and seasonal workers; and*
 - *any other characteristics the MAC considers relevant;*

The MAC should consider the evolution of EU and EEA migration since 2000 and possible future trends (absent new immigration controls).

- *What are the methods of recruitment used by UK employers to employ EU and EEA migrants and how does this impact on UK workers?*
- *What are the economic and social costs and benefits, including fiscal impacts to the UK economy and impacts on public services and infrastructure of EU and EEA migration?*
- *Is it possible to estimate the potential impact of any future reductions in EU and EEA migration (whether occurring naturally or through policy), at a range of levels and how may these be felt differently across the economy and society? This may include a consideration of the impacts on the different parts of the UK, within the context of designing a UK-wide immigration system. How could business adjust if EU and EEA net migration was substantially reduced? What mitigating actions could be taken by employers and government and over what timescale?*

Aligning the UK immigration system with a modern industrial strategy

- *What is the current impact of immigration, both EU, EEA and non-EEA, on the competitiveness of UK industry, including on productivity, innovation and labour market flexibility?*
- *What impact does immigration have on skills and training?*
- *Is there any evidence that the free availability of unskilled labour has contributed to the UK's relatively low rate of investment in some sectors?*
- *Are there advantages to focussing migrant labour on highly skilled jobs or across the entire skills spectrum?*
- *Does the shortage occupation list need to be amended to include skills shortages at lower skills levels than NQF6?*

Where relevant to the above, we would welcome detail of what lessons can be drawn from the approach taken by other countries.

The MAC is asked to report by September 2018. The MAC may wish to provide interim reports throughout that period.”

21. In September 2017, the MAC issued a call for evidence and a briefing paper which ran until October 2017. There were 417 responses to the call for evidence from organisations, businesses and individuals. A series of regional meetings were arranged, through contacts with bodies such as CBI and the British Chambers of Commerce, as well as other stakeholders. MAC representatives visited Scotland, Wales and Northern Ireland as well as each of the English regions (North East, Yorkshire and Humberside, North West, East Midlands, West Midlands, East of England, South East, South West and London). The MAC received evidence from a wide range of bodies and organisations across a variety of sectors.
22. The briefing paper, published along with the call for evidence, outlined some preliminary analysis of the UK labour market and other countries' migration systems. It was written both as a stand-alone piece and as a complement to the call for evidence.
23. An interim update was published in March 2018. It did not make any policy recommendations and set out to summarise the responses to the call for evidence and the stakeholder engagement. The report set out emerging key cross-cutting themes from the evidence, as well as considering regional issues as relayed to the MAC by the devolved administrations, central government, local authorities, and regional representative bodies.
24. Overall, the MAC were told by employers that they do not deliberately seek to fill vacancies with migrant workers and that they employ EEA migrants when they are the best or, sometimes, the only available candidates. Employers were also concerned about the prospects of future restrictions on EEA migration.
25. Regionally, the issues highlighted were differing shares of EEA migrants, the contribution of EEA migrants to population growth, slowing ageing of the population,

the reliance of remote areas on migration and the concern about the nature of migration flows across the Irish/Northern Irish border after the UK has left the EU.

26. The final report published in September 2018 looked at a wide range of impacts on how the lives of UK residents are affected by EEA migration. Wages, unemployment, prices, productivity, training, the provision of public services, public finances, community cohesion and well-being are considered.
27. Summary of recommendations for work migration post-Brexit:

- General principle behind migration policy changes should be to make it easier for higher-skilled workers to migrate to the UK than lower-skilled workers.
- No preference for EU citizens, on the assumption UK immigration policy not included in agreement with EU.
- Abolish the cap on the number of migrants under Tier 2 (General).
- Tier 2 (General) to be open to all jobs at RQF3 and above. Shortage Occupation List will be fully reviewed in our next report in response to the SOL Commission.
- Maintain existing salary thresholds for all migrants in Tier 2.
- Retain but review the Immigration Skills Charge.
- Consider abolition of the Resident Labour Market Test. If not abolished, extend the numbers of migrants who are exempt through lowering the salary required for exemption.
- Review how the current sponsor licensing system works for small and medium-sized businesses.
- Consult more systematically with users of the visa system to ensure it works as smoothly as possible.
- For lower-skilled workers avoid Sector-Based Schemes (with the potential exception of a Seasonal Agricultural Workers scheme)
- If a SAWS scheme is reintroduced, ensure upward pressure on wages via an agricultural minimum wage to encourage increases in productivity.
- If a “backstop” is considered necessary to fill low-skilled roles extend the Tier 5 Youth Mobility Scheme.
- Monitor and evaluate the impact of migration policies.
- Pay more attention to managing the consequences of migration at a local level.

Review of the UK Shortage Occupation List (published May 2019)

28. The MAC have been commissioned to look at the UK Shortage Occupation List and report to the Government by Spring 2019.

“...to examine the full composition of the Shortage Occupation List (SOL) at Appendix K of the Immigration Rules, to determine which high skilled roles it would be sensible to fill through non-EEA migration under Tier 2 of the Points Based System. I am conscious that a full review of the SOL has not been completed since 2013 and I am committed to ensuring that the immigration system reflects, so far as is possible, the latest evidence and trends impacting on the domestic labour market. Under the existing system, the SOL confers advantages for UK employers by exempting them from the need to advertise the job to the resident labour market and ensures that when the Tier 2 (General) cap of 20,700 has been hit, priority is given to these applications above other occupations.

As the Committee will be aware, the Tier 2 (General) cap has recently been hit and has continued to be under pressure in every month since December 2017, resulting in a number of occupations being refused places. This has also impacted on doctors working in critical roles in the NHS – and other highly skilled professionals across other parts of the economy. The recent demand for Tier 2 places appears to have been driven, in part, by increased recruitment for overseas health professionals.

In view of the risks associated with doctors not being able to fill necessary posts within the NHS and in view of the current pressures, I have exceptionally agreed – on a temporary basis – to exempt all doctors and all nurses from the Tier 2 cap, but a review of the full SOL will enable the Committee to assess which occupations should be given priority within the cap. I intend to keep this change under review.”

29. This report was published in May 2019 and made a number of recommendations, which included some occupations being added to the list (veterinarians, web designers and architects) and broadening the SOL to include all roles in occupations such as medical practitioners, nurses, programmers and software development professionals.
30. The committee also recommended that:

- In principle, devolved administration SOLs should be created.
- a review of what role the SOL would play in a future immigration system.
- a consideration of medium-skilled occupations which may become eligible for the SOL in the future system
- the inclusion of Gaelic teachers in the Scotland-only SOL
- pilots to expand the evidence-base on what might work in migration policy for remote communities
- removing the restriction on chef visas, which currently excludes those offering a takeaway service. This is in recognition of the changing nature of the hospitality sector and with the aim of future-proofing the list

Appendix 1: Profiles of the Migration Advisory Committee

Chair



Professor Alan Manning

Alan Manning is professor of economics at the London School of Economics and is director of the Centre for Economic Performance's research programme on Community. From 2009 to 2012 he was Head of the Economics department at LSE and from 2004 to 2011 he was a member of the NHS Pay Review Body. His expertise is on labour markets, including but not confined to the impact of migration.

Appointed

November 2016 to November 2019

Members



Dr Jennifer C Smith

Dr Jennifer C Smith is Associate Professor in the Economics Department at Warwick University and Associate Researcher at the Centre for Competitive Advantage in the Global Economy (CAGE). Her research focuses on UK labour market dynamics. Her past work has looked at wage setting, local labour markets, pay comparisons, job satisfaction, nominal and real wage rigidity, unions, unemployment, and labour market mismatch. Jennifer is a Regular Academic Visitor at the Bank of England, having previously acted as Academic Consultant to the Bank on wage rigidity. Before moving to Warwick University, Jennifer worked for 5 years as a Bank of England economist, having previously lectured at Queen's University, Canada, and studied at the Universities of Oxford and Cambridge.

Appointed

November 2012 to November 2015

Reappointed

December 2015 to November 2018

Reappointed

November 2018 to November 2020



Professor Jackline Wahba

Jackline Wahba is Professor of Economics at the University of Southampton. She has vast experience of academic-related work on international migration and labour market issues. She leads the migration research in the ESRC Centre for Population Change at the University of Southampton. Her main areas of research are, in applied labour economics and international migration in particular. Her work on return migration was one of the first to highlight the positive impact of temporary migration on entrepreneurship in the home country. She has wide experience in the impact of international migration, the determinants of return migration and the labour market experience of immigrants in host countries.

She has advised various national governments and international organisations including the World Bank, the Organisation for Economic Co-operation and Development (OECD), the International Labour Organisation (ILO), the International Organisation for Migration (IOM), the European Training Foundation (ETF) and the European Commission (EC).

Appointed *November 2012 to November 2015*

Reappointed *December 2015 to November 2018*

Reappointed *November 2018 to November 2020*



Madeleine Sumption

Madeleine is the Director of the Migration Observatory, with particular expertise in visa policy and the role of migrants in the labour market. Her research interests include labour migration, the economic impacts of migration policies, and immigrant integration. She has also done comparative research on government policies towards immigrant investors, illegal employment, immigration in trade agreements, and the recognition of foreign qualifications. Before joining the Observatory, Madeleine was Director of Research for the international program at the Migration Policy Institute in Washington, DC.

Appointed *July 2016 to July 2019*



Professor Jo Swaffield

A professor of economics and head of department at the University of York, Professor Swaffield is an applied micro labour economist with strong research expertise in the UK labour market and a track record of providing quality research evidence to government. Her main research fields are in labour economics and applied micro-econometrics, focusing on issues such as the gender wage gap, low wages including minimum wages and the living wage, and employment, particularly in terms of working hours.

Professor Swaffield's research has been published in leading economics journals and gained external funding from prestigious funders. She has delivered a number of commissioned research reports that have formed part of the evidence base for the Low Pay Commission's recommendations on the UK's National Minimum Wage.

Appointed

February 2018 to February 2021



Professor Brian Bell

Professor Bell has been a senior lecturer, King's Business School, within Kings College London since January 2017, following 4 years as an associate professor in the Department of Economics at Oxford University. Professor Bell is a world leading labour economist who is widely published, and his work on immigration has included papers examining the progress of immigrants in the labour market in the UK, and the impact of immigration on crime in the UK.

Professor Bell has worked extensively outside academia, including at the Bank of England and the International Monetary Fund.

Appointed

February 2018 to February 2021

Appendix 2: Terms of reference

Terms of reference

31. The MAC is tasked with providing transparent, independent, evidence-based advice to Government. Its purpose is to deliver high-quality evidence-based reports and policy advice in accordance with the work plan set by the Government. In addition, the MAC is tasked with helping to ensure that Government policy and strategy in relation to migration and employment is based on the best possible evidence and analysis.

Relationship with the Home Office

32. The MAC is an advisory non-departmental public body sponsored by the Home Office. Further information on the MAC's relationship with the Home Office is set out in its Framework Document, which is published on the MAC's website. The MAC's secretariat is comprised of Home Office civil servants who operate under direction from the MAC. Its corporate functions such as finance, IT and HR support are provided by the Home Office.

Appointments

33. The Home Office MAC Sponsor Team, in conjunction with the Home Office Public Body Team, is responsible for arranging the appointment of Members to the MAC through a public appointment process. Neither the MAC nor its secretariat has a significant role to play in this process.

The principles set out in the Code of Practice are:

Merit

34. The overriding principle is selection on merit. This means providing Ministers with a choice of high-quality candidates, drawn from a strong and diverse field, whose skills, experience and qualities have been judged to best meet the needs of the public body or statutory office in question.

Fairness

35. Selection processes must be objective, impartial and applied consistently. They must ensure that candidates are assessed against the same published criteria.

Openness

36. Public appointments must be advertised publicly in a way that is designed to attract a strong and diverse field of suitable candidates. Information about the requirements of the post and the selection process must be publicly available.

Appendix 3: Migration Advisory Committee reports and publications (in reverse chronological order)

All MAC reports are published on the MAC's website.

The impact of EEA migration in the UK (September 2018). Available [here](#)

The impacts of international students in the UK (September 2018). Available [here](#)

EEA workers in the UK labour market: interim update (March 2018). Available [here](#)

EEA workers in the UK labour market: a briefing note to accompany the call for evidence (August 2017). Available [here](#)

Assessing labour market shortages: a methodology update (January 2017). Available [here](#)

Partial review of the Shortage Occupation List: Review of teachers (January 2017). Available [here](#)

Migration Advisory Committee annual report 2015/2016 (October 2016). Available [here](#)

Work immigration and the labour market: incorporating the role of the Migration Advisory Committee (July 2016). A condensed version of the document below. Available [here](#)

Work immigration and the labour market: incorporating the role of the Migration Advisory Committee (July 2016). Available [here](#)

Partial review of the shortage occupation list and nursing (March 2016). Available [here](#)

Review of Tier 2 migration - Balancing migrant selectivity, investment in skills and impacts on UK productivity and competitiveness (December 2015). Available [here](#)

Review of Tier 2 Entrepreneur and Graduate Entrepreneur routes (October 2015). Available [here](#)

Review of Tier 2 minimum salary thresholds (August 2015). Available [here](#)

Partial review of the shortage occupation lists for the UK and Scotland (February 2015). Available [here](#)

Migrants in low-skilled work: the growth of EU and non-EU labour in low-skilled jobs and its impact on the UK - full report (July 2014). Available [here](#)

Migrants in low-skilled work: the growth of EU and non-EU labour in low-skilled jobs and its impact on the UK - summary report (July 2014). Available [here](#)

Tier 1 (Investors) route: Investment thresholds and economic benefits (February 2014). Available [here](#)

Migrant Seasonal Workers. The impact on the horticulture and food processing sectors of closing the Seasonal Agricultural Workers Scheme and the Sectors Based Scheme (May 2013). Available [here](#)

Full review of the recommended shortage occupation lists for the UK and Scotland, a sunset clause and the creative occupations (February 2013). Available [here](#)

Analysis of the Points Based System – List of occupations skilled at NQF level 6 and above and review of the Tier 2 codes of practice (October 2012). Available [here](#)

Limits on Migration – Limit on Tier 2 (General) for 2012-13 and associated policies (28 February 2012). Available [here](#)

Analysis of the Impacts of Migration (January 2012). Available [here](#)

Review of the minimum income requirement for sponsorship under the family migration route (November 2011). Available [here](#)

Review of the transitional restrictions on access of Bulgarian and Romanian nationals to the UK labour market (November 2011). Available [here](#)

Analysis of the Points Based System: Settlement rights of migrants in Tier 1 and Tier 2 (November 2011). Available [here](#)

Fourth review of the recommended shortage occupation lists for the UK and Scotland (September 2011). Available [here](#)

Analysis of the points-based system – revised UK shortage occupation list for Tier 2 comprising jobs skilled to NQF level 4 and above (February 2011). Available [here](#)

Report on analysis of the points-based system – list of occupations skilled to NQF level 4 and above for Tier 2 (February 2011). Available [here](#)

Limits on Tier 1 and Tier 2 for 2011/12 and supporting policies (November 2010). Available [here](#)

Analysis of the Points Based System: London Weighting (August 2010). Available [here](#)

Third review of recommended shortage occupation lists for the UK and Scotland (March 2010). Available [here](#)

Skilled, shortage, sensible: Review of the Methodology (March 2010). Available [here](#)

Second review of recommended shortage occupation lists for the UK and Scotland (October 2009). Available [here](#)

Analysis of Tier 2 and dependants under the Points-Based System (August 2009). Available [here](#)

Analysis of Tier 1 under the Points-Based System (December 2009). Available [here](#)

Review of transitional measures for A8 nationals (April 2009). Available [here](#)

The labour market impact of relaxing restrictions on employment of A2 nationals (December 2008). Available [here](#)

First recommended shortage occupation lists for the United Kingdom and Scotland (September 2008). Available [here](#)

Identifying skilled occupations where migration can sensibly help to fill labour shortages (February 2008). Available [here](#)

Previous Annual Accounts Reports

April 2017 to March 2018 (October 2018). Available [here](#)

April 2016 to March 2017 (January 2018). Available [here](#)

April 2015 to March 2016 (October 2016). Available [here](#)

April 2014 to March 2015 (November 2015). Available [here](#)

April 2013 to March 2014 (November 2014). Available [here](#)

April 2012 to March 2013 (July 2013). Available [here](#)

MAC Contact details

Any enquires about this publication or any aspect of the MAC's work should be addressed to:

Migration Advisory Committee Secretariat
1st Floor, Peel Building
2 Marsham Street
London SW1P 4DF

Tel: 020 7035 1764

Email: MAC@homeoffice.gov.uk