



Governance Report

December 2024

Contents

- Foreword..... 2
- The Migration Advisory Committee 3
- Financial reporting 6
- Stakeholder engagement in 2024 8
- MAC publications in 2024..... 12

Foreword

The Migration Advisory Committee (MAC) is a non-statutory, non-time limited, advisory non-departmental public body (NDPB) funded by the Home Office. Established in 2007, the Committee is currently made up of 5 members, including a Chair.

This governance report sits alongside and separate to the more analytically focused Annual Report. This is the fifth Annual Report published as part of our wider remit which was established in the 2018 Immigration White Paper and is laid out in the current [framework document](#).

The framework document lays out our terms of reference, governance arrangements, as well as the responsibilities of our Chair, Committee members and the Secretariat. Finally, it details our working arrangements and how we conduct our business. This document is due for renewal and this process is underway between the MAC Secretariat and Home Office officials.

To support transparency, we are required to produce an annual declaration of financial accounts, and these form an integral part of this governance report. A summary list of the stakeholder engagements that Committee members have attended this year is provided, as is a record of all our commissioned work and research papers published in 2024.

The Migration Advisory Committee

Chair

Professor Brian Bell



Brian Bell is a Professor of Economics at King's Business School, a faculty of King's College London (KCL). He joined KCL in 2017, following 4 years as an Associate Professor in the Department of Economics at Oxford University and a Tutorial Fellow at Lady Margaret Hall, Oxford. He is a Research Associate at the Centre for Economic Performance at the London School of Economics and a Trustee of the Nuffield Foundation. Professor Bell is a 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. He has also worked extensively outside academia, including at the Bank of England, the International Monetary Fund, and in a number of financial companies in the UK.

Professor Bell has previously served as a member of the Police and National Crime Agency Remuneration Review Bodies.

Appointed February 2018 to February 2021

Appointed Chair July 2020 to June 2023 (extended to September 2023)

Reappointed Chair September 2023 to August 2026

Members

Professor Dina Kiwan



A Professor of Comparative Education at the University of Birmingham, Professor Kiwan has an interdisciplinary background in psychology, sociology, and education. Her broad research programme focuses on citizenship, inclusion and is interdisciplinary and comparative in scope. Her interests centre around sociological and politico-philosophical examinations of inclusive citizenship through the lens of education policy, naturalisation policy and migration policy, in particular in the context of pluralist/multicultural societies, and also societies in conflict.

Professor Kiwan has extensive and long-standing experience and networks in the UK and internationally, in the field of citizenship and currently leads the GCRF Network Plus Disability Under Siege programme (2020-2024) working with partners in Jordan, Lebanon and Palestine to address the challenge that most children with disabilities never go to school. Her policy and consulting experience includes co-authoring the UNESCO curriculum framework for global citizenship education (2015), co-authoring the Diversity and Citizenship review for UK Government's Department of Education (2007), and appointment by the Home Secretary to the Home Office 'Life in the UK' Advisory Group (2002).

Appointed May 2021 to April 2024

Reappointed May 2024 to April 2027

Professor Sergi Pardos-Prado



Sergi Pardos-Prado is Professor of Comparative Politics and Research Director of the Politics and International Relations department at the University of Glasgow. He was previously Associate Professor in Politics at Merton College, University of Oxford, and Postdoctoral Prize Research Fellow at Nuffield College Oxford. He received his PhD in Political and Social Sciences from the European University Institute in Florence.

Professor Pardos-Prado's research expertise lies at the intersection between comparative politics, comparative political economy, and political behaviour. His work focuses on how labour market structures, welfare state designs, and immigration policy regimes affect migrant integration and inter-ethnic conflict. Professor Pardos-Prado's research has been published in leading political science journals and gained external funding from prestigious funders.

Appointed May 2021 to April 2024

Reappointed May 2024 to April 2027

Dr Madeleine Sumption MBE



Madeleine Sumption is the Director of the Migration Observatory at the University of Oxford, which provides impartial analysis of migration in the UK for public and policy audiences. Her research focuses on labour migration and the economic and social impacts of migration policies.

Before joining Oxford, Madeleine was Director of Research for the international program at the Migration Policy Institute (MPI), in Washington, DC. She is currently chair of the Migration Statistics User Forum, which brings together producers and users of migration data in the UK. In 2017, she received an MBE for services to social science.

Appointed July 2016 to July 2019

Reappointed July 2019 to July 2022

Reappointed July 2022 to July 2025

Professor Jo Swaffield



A Professor of Economics and Dean of the Faculty of Social Sciences at the University of Southampton, 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

Reappointed February 2021 to February 2024 (extended to April 2024)

Reappointed May 2024 to April 2027

The register of interests for Committee members can be found [here](#).

Financial reporting

This is our financial statement for the period 1 April 2023 to 31 March 2024. The allocated budget by the Home Office was £1,350,000 and is managed by our Head of Secretariat.

Table 1: Budget and expenditure

	FY23/24		FY22/23	
	Budget (£)	Expenditure (£)	Budget (£)	Expenditure (£)
Secretariat salaries		1,336,850		1,202,329
Chair salary		40,000		40,000
Committee member fees		23,650		23,581
Travel and subsistence		12,909		7,575
Training & Development		6,548		15,870
Other Office Costs		10,877		11,433
Total	1,350,000	1,430,834	1,180,000	1,300,788

Source: Home Office financial system.

Note: Budget breakdown is not available. Total budget was delegated as a single amount. The total number of staff includes 7 placements of various grades funded by separate central Home Office budget and are not included in the salaries in Table 1.

The expenditure for Financial Year (FY) 23-24, excluding research, which is set apart (see section below), was £1,430,834. The overspend of £80,834 can be attributed to 2 additional secretariat positions to support an increased workload with rapid reviews and an increase in travel and subsistence costs associated with an overseas research field trip.

The costs accounted for are:

- The Chair's salary, who is paid £40,000 per year (for 2 days work per week on MAC business);
- Committee members fees (a rate of £275 per day), with members normally working 2 days per month on MAC business. Members are expected to attend at least 80% of the full meetings held by the MAC each year, with these typically being held once a month;
- Salaries of the MAC Secretariat (a team of 27 civil servants);
- Administrative costs came from specialist staff training and facilities for office space; and,
- Additional travel expenses were incurred due to a field trip to Kyrgyzstan to conduct research as part of the MAC's review of the Seasonal Worker Scheme.

The new government has stated its intention to strengthen the MAC by expanding its Secretariat and Committee [capacity](#) to support increased outputs and a new remit in linking skills and migration policy. To support these functions, expenditure on Committee and Secretariat is expected to increase in FY 24-25.

Research and publications

During this reporting period, we commissioned 2 external research projects¹, using the standard Home Office procurement process to ensure it delivers value for money.

Research costs were as follows:

- £59,700 (excluding VAT) was used for a qualitative study on the review of the Seasonal Worker visa; and,
- £24,475 (excluding VAT) was used for a qualitative study on the review of the Graduate Route².

Both studies were carried out by Revealing Reality. The published reports can be found via the links in the 'MAC publications' section of this report.

In addition, approximately £28,000 was utilised procuring licences for access to labour market data for use in the review of the Immigration Salary List and the review of the Graduate route.

Recruitment

Professor Dina Kiwan, Professor Sergi Pardos-Prado, and Professor Jo Swaffield were reappointed to the Committee for a further 3 years from May 2024.

In line with the government's intention to strengthen the MAC, 2 changes will be made to the Committee from January 2025:

1. Professor Brian Bell will take on his role as MAC Chair on a full-time basis until the end of his term in August 2026.
2. Dr Madeleine Sumption will take on a new role as Deputy Chair of the MAC for an initial 12 months. In this role, Madeleine will increase her time working for the MAC to between 1-2 days per week.

¹ Research is not included in Table 1; costs are drawn from a separate central HO programme budget.

² This only reflects cost in the 2023/24 Financial Year. The overall cost for this project was higher as it spanned multiple financial years.

Stakeholder engagement in 2024

This section provides a record of all Committee member stakeholder engagement in 2024 leading up to this report. In addition to the specific engagements listed below, the MAC Secretariat held regular meetings with cross-government and Devolved Government colleagues regarding our work.

Date	Meeting	Attendees
08/01/2024	Meeting with Sir Steve Smith, UK Government International Education Champion	Prof Brian Bell (Chair), Holly White
09/01/2024	Meeting with CCLA Investment Management on seasonal workers	Prof Brian Bell (Chair)
12/01/2024	Visit to G's Fresh	Prof Brian Bell (Chair), Prof Jo Swaffield, Holly White + Secretariat Members
17/01/2024	Meeting with Minister of State for Legal Migration and the Border, Tom Pursglove MP	Prof Brian Bell (Chair) + Secretariat Members
30/01/2024	Briefing for Home Affairs Select Committee (HASC) on MAC 2023 Annual Report	Prof Brian Bell (Chair) + Secretariat Members
05/02/2024	Meeting with The Rt Hon Robert Jenrick MP	Prof Brian Bell (Chair)
21/02/2024	Meeting with Nyasha Weinburg, Office of Yvette Cooper MP	Prof Brian Bell (Chair)
01/03/2024	Meeting with Gangmasters and Labour Abuse Authority (GLAA)	Prof Brian Bell (Chair)
06/03/2024	Meeting With Cavendish Coalition	Prof Brian Bell (Chair)
12/03/2024	Meeting with Sir Steve Smith, UK Government International Education Champion	Prof Brian Bell (Chair), Holly White + Secretariat Members
13/03/2024	Meeting with Universities UK (UUK)	Prof Brian Bell (Chair) + Secretariat Members
14/03/2024	Meeting with Pisces Working Group (Scottish Fishing)	Prof Brian Bell (Chair) + Secretariat Members
21/03/2024	Westminster Higher Education Forum: Next steps for international students	Prof Brian Bell (Chair)
21/03/2024	Meeting with HM Treasury (HMT) officials	Prof Brian Bell (Chair), Holly White
22/03/2024	UUK Pro-Vice-Chancellor (PVC) meeting	Prof Brian Bell (Chair), Holly White + Secretariat Members
25/03/2024	Graduate Route review roundtable	Prof Brian Bell (Chair), Professor Dina Kiwan, Professor Sergi Pardos-Prado, Dr Madeleine Sumption, Professor Jo Swaffield, Holly White + Secretariat Members
26/03/2024	Meeting with Home Secretary, Rt Hon James Cleverly MP	Prof Brian Bell (Chair), Holly White

Date	Meeting	Attendees
26/03/2024	Graduate route review roundtable	Prof Brian Bell (Chair), Professor Sergi Pardos-Prado, Dr Madeleine Sumption, Professor Jo Swaffield, Holly White + Secretariat Members
27/03/2024	Meeting with Secretary of State for Education, Rt Hon Gillian Keegan MP	Prof Brian Bell (Chair), Holly White + Secretariat Members
27/03/2024	Meeting with Minister for Higher and Further Education, Scottish Government, Graeme Dey MSP	Prof Brian Bell (Chair) + Secretariat Members
03/04/2024	Graduate route review roundtable	Prof Brian Bell (Chair), Professor Dina Kiwan, Professor Sergi Pardos-Prado, Dr Madeleine Sumption, Professor Jo Swaffield, Holly White + Secretariat Members
05/04/2024	Graduate route review roundtable	Prof Brian Bell (Chair), Professor Dina Kiwan, Professor Sergi Pardos-Prado, Dr Madeleine Sumption, Holly White + Secretariat Members
08/04/2024	Meeting with Sir Steve Smith, UK Government International Education Champion	Prof Brian Bell (Chair), Holly White
10/04/2024	Graduate route review roundtable	Prof Brian Bell (Chair), Professor Dina Kiwan, Professor Sergi Pardos-Prado, Professor Jo Swaffield, Holly White + Secretariat Members
22/04/2024	Meeting with Cabinet Secretary for Education of Wales, Lynne Neagle MS	Prof Brian Bell (Chair), Holly White + Secretariat Members
23/04/2024	Meeting with Minister of State for Employment of the United Kingdom, Jo Churchill MP	Prof Brian Bell (Chair), Holly White
23/04/2024	Meeting with Minister for the Economy of Northern Ireland, Conor Murphy MLA	Prof Brian Bell (Chair), Holly White + Secretariat Members
29/04/2024	Meeting with Sir Steve Smith, UK Government International Education Champion	Prof Brian Bell (Chair)
14/05/2024	Briefing for senior civil servants on MAC Graduate route review	Prof Brian Bell (Chair) + Secretariat Members
14/05/2024	Meeting with Rt Hon Yvette Cooper MP	Prof Brian Bell (Chair)
15/05/2024	Oral evidence session at Home Affairs Select Committee (HASC) on legal migration	Prof Brian Bell (Chair)
15/05/2024	Meeting with Minister of State for Legal Migration and the Border, Tom Pursglove MP	Prof Brian Bell (Chair) + Secretariat Members
15/05/2024	All-Party Parliamentary University Group (APPUG) event	Prof Brian Bell (Chair) + Secretariat Members
06/06/2024	Meeting with Sara Thornton, former Independent Anti-Slavery Commissioner	Prof Brian Bell (Chair) + Secretariat Members
12/06/2024	Meeting with GLAA	Prof Brian Bell (Chair) + Secretariat Members

Date	Meeting	Attendees
18/06/2024	Meeting with Danish Ambassador to the UK, René Dinesen	Prof Brian Bell (Chair), Dr Madeleine Sumption, Holly White
16/07/2024	Briefing for senior civil servants on MAC Seasonal Worker visa review	Prof Brian Bell (Chair), Holly White + Secretariat Members
16/07/2024	Meeting with National Farmers' Union (NFU) on MAC Seasonal Worker visa review	Prof Brian Bell (Chair) + Secretariat Members
22/07/2024	Meeting with Minister for Migration & Citizenship, Seema Malhotra MP	Prof Brian Bell (Chair), Holly White
09/08/2024	Meeting with HMT officials	Prof Brian Bell (Chair), Holly White
12/08/2024	Meeting with Minister for Equalities, Scottish Government, Kaukab Stewart MSP	Prof Brian Bell (Chair) + Secretariat Members
12/08/2024	Meeting with Seasonal Worker Interest Group	Prof Brian Bell (Chair) + Secretariat Members
28/08/2024	Meeting with Richard Pennycook, Interim Chair, Skills England	Prof Brian Bell (Chair), Holly White + Secretariat Members
09/09/2024	Sectors review stakeholder engagement event	Prof Brian Bell (Chair) + Secretariat Members
10/09/2024	Find It, Fix It, Prevent It (FFP) Working Group on Seasonal Worker visa review	Prof Brian Bell (Chair)
24/09/2024	MAC Cross-government Stakeholder Forum	Prof Brian Bell (Chair), Professor Dina Kiwan, Professor Jo Swaffield, Holly White + Secretariat Members
25/09/2024	MAC External Stakeholder Forum	Prof Brian Bell (Chair), Professor Dina Kiwan, Holly White + Secretariat Members
26/09/2024	Westminster Legal Policy Forum: Next steps for UK immigration policy	Prof Brian Bell (Chair)
07/10/2024	Meeting with Minister for Migration & Citizenship, Seema Malhotra MP	Prof Brian Bell (Chair), Holly White
08/10/2024	BusinessAmerican Business Event: Business Immigration Briefing - In Conversation with the Minister for Migration and Citizenship Seema Malhotra MP	Prof Brian Bell (Chair)
14/10/2024	Meeting with Home Office Chief Scientific Adviser, Jennifer Rubin	Prof Brian Bell (Chair), Holly White + Secretariat Members
16/10/2024	Independent Chief Inspector of Borders and Immigration (ICIBI) Away Day	Prof Brian Bell (Chair), Holly White
16/10/2024	Meeting with HASC Clerk	Prof Brian Bell (Chair), Holly White
21/10/2024	Meeting with Director of Labour Market Enforcement (DLME)	Prof Brian Bell (Chair)

Date	Meeting	Attendees
29/10/2024	Centuro Global Event: <i>Why the Skilled Worker Visa Route Matters for UK Businesses</i>	Prof Brian Bell (Chair)
04/11/2024	Chartered Association of Business Schools Conference Speaker	Prof Brian Bell (Chair)
04/11/2024	MAC focus group with engineering sector skills bodies	Prof Brian Bell (Chair), Dr Madeleine Sumption + Secretariat Members
11/11/2024	MAC focus group with IT sector employers	Prof Brian Bell (Chair), Holly White + Secretariat Members
11/11/2024	MAC focus group with engineering sector employers	Prof Brian Bell (Chair), Professor Sergi Pardos-Prado, Holly White + Secretariat Members
12/11/2024	The Festival of Higher Education	Prof Brian Bell (Chair)
19/11/2024	MAC focus group with IT and engineering sectors employee representatives	Prof Brian Bell (Chair) + Secretariat Members
20/11/2024	Meeting with Cabinet Secretary for Social Justice, Trefnydd and Chief Whip Jane Hutt, and Cabinet Secretary for Economy, Energy and Planning Rebecca Evans, Welsh Government	Prof Brian Bell (Chair) + Secretariat Members
26/11/2024	Independent Higher Education Annual Conference	Dr Madeleine Sumption
26/11/2024	MAC focus group with IT sector skills bodies	Prof Brian Bell (Chair), Professor Dina Kiwan, Professor Sergi Pardos-Prado + Secretariat Members
27/11/2024	Immigration Law Practitioners Association	Prof Brian Bell (Chair)
27/11/2024	Meeting with Minister for Equalities, Scottish Government, Kaukab Stewart MSP	Prof Brian Bell (Chair), Holly White + Secretariat Members
29/11/2024	Meeting with Association of Colleges	Prof Brian Bell (Chair) + Secretariat Members
03/12/2024	Resolution Foundation Event: Economic Growth and the Challenge of Demographics	Prof Brian Bell (Chair)
04/12/2024	Meeting with Second Permanent Secretary for the Home Office, Simon Ridley	Prof Brian Bell (Chair), Holly White

MAC publications in 2024

Date	Name of publication
23/02/2024	Rapid review of the Immigration Salary List
27/03/2024	Immigrant downgrading: new evidence from UK panel data
16/05/2024	Graduate route: rapid review
09/07/2024	Graduate visa holders in the UK, a qualitative study by Revealing Reality
16/07/2024	Seasonal Worker visa review
16/08/2024	Seasonal Worker Visa Scheme, a qualitative study, by Revealing Reality