

Submit your views on Post-Brexit Immigration Policy for EEA Migrants in our Response to the Migration Advisory Committee’s Call for Evidence.

Against the backdrop of continuing negotiations on the rights of EU nationals in the UK and the understanding that free movement rights may end on 29 March 2019 when Britain exits the EU, the Home Secretary, Amber Rudd, has commissioned the Migration Advisory Committee (MAC) to advise on: “the economic and social impacts of the UK’s exit from the European Union and also on how the UK’s immigration system should be aligned with a modern industrial strategy”.

In response, the MAC has published its “[Call for Evidence](#)”, which examines current patterns of EU/EEA migration into the UK, including regional distribution, skill level and industry sector, employers’ reliance on certain types of EEA migration and the “costs and benefits” to the UK of such reliance.

The government has reiterated its commitment to reduce net migration to tens of thousands and the response to the MAC’s Call for Evidence will help inform the government’s future immigration policy, currently being developed, including mechanisms to control the volume of migration from the EEA into the UK. In the meantime, the government has promised that there will be no “cliff edge” for employers on 29 March 2019 and, as part of its [negotiating proposals](#) to the other member states in relation to safeguarding the rights of EU citizens living in the UK, at least a two-year transitional period post-Brexit to 29 March 2021 is expected.

This important Call for Evidence seeks the views and evidence from a wide range of interested parties across the whole of the UK, including businesses, employers and recruiters. As with [previous immigration consultation exercises](#), our UK Business Immigration team will be submitting a response, and to assist us in this process, we are asking clients and contacts to send us their views and evidence on the following questions, taken from the Call for Evidence, which may be relevant to their business.

EEA Migration Trends

1. What types of jobs, at what skill level, etc., do EEA migrants in your particular sector/region perform? How do these types of roles differ in terms of characteristics from those carried out by UK workers or non-EEA workers?
2. To what extent are your EEA migrants seasonal, part time, temporary or intra-company transfers? What information do you have on their skill levels and to what extent do these differ from UK workers and non-EEA workers?
3. Has the pattern of your employment of EEA migrants changed over time, for example, since 2000 (i.e. in terms of the volume of EEA migrants your business has employed/is employing and the types of roles they fill and have filled in the past), and has this changed following the Brexit referendum? Are these trends different for UK workers and non-EEA workers?
4. Have you made an assessment of the impact of a reduction in the availability of EEA migrants as part of your workforce and, if so, what impact would a reduction in EEA migration have on your business sector/region? How will your business/sector/region cope?
5. Would the impacts in question 4. (above) be different if reductions in migration took place amongst non-EEA migrants?
6. Have you made any contingency plans and, at the same time, how important do you think it is that sector or regional-based schemes are implemented to facilitate access to lower-skilled labour in these areas post-Brexit?

Recruitment Practices, Training and Skills

7. What methods of recruitment do you use to employ EEA migrants? Do these methods differ from those used to employ UK and non-EEA workers? What impact does this have on UK workers? Have these methods changed following the Brexit referendum?
8. Do your recruitment practices differ by skill type (i.e. low-skilled roles versus higher-skilled roles) and occupation?
9. What are the advantages and disadvantages of employing EEA workers as against UK or non-EEA nationals? Have these changed following the Brexit referendum?
10. To what extent has EEA and non-EEA migration affected the skills and training of your UK workers? For example, has the ease with which you are able to recruit EEA migrants meant that there has been less need to spend time/money training UK workers? If applicable, what type of roles does this relate to?
11. Under current UK immigration policy, only skilled workers from outside the EEA can be sponsored to work in the UK (broadly, those who fill graduate level jobs or higher which meet certain minimum salary thresholds). If new immigration policy restricts lower-skilled workers from the EEA, which sectors, if any, should be given easier access to EEA workers?
12. Currently, a “Shortage Occupation List” applies to hard-to-recruit higher-skilled occupations, making it easier for UK businesses to sponsor non-EEA migrants into these roles. Should the Shortage Occupation List be expanded to cover lower-skilled occupations?

Economic, Social and Fiscal Impacts

13. What are the economic, social and fiscal disadvantages and benefits of EEA migration to the UK economy? What are the impacts of EEA migrants on the labour market, productivity, innovation and general competitiveness of UK industry?
14. Do these differ from the impact of non-EEA migrants?
15. Do these impacts differ at national, regional or local level?
16. Do these impacts vary by sector and occupation?
17. Do these impacts vary by skill level (high-skilled, medium-skilled and low-skilled workers)?

If you would like to contribute, we would be grateful if you could provide your responses to any of these questions to Annabel Mace, or let us know about any further concerns not covered by the questions by **1 October 2017** so that we can incorporate these into our wider response to the MAC. All evidence from clients and contacts submitted as part of our response will be anonymised. We will also be inviting the MAC to attend one or more Q&A sessions at our offices and we will send further details in due course.

Thank you in advance for your participation. If you have any questions in relation to this matter or any wider questions regarding UK immigration, please contact:

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