

# Written evidence submitted by the British Academy of Management (IWS0010)

## KEY RECOMMENDATIONS

The British Academy of Management (BAM) welcomes the UK government's commitment to pursue a meaningful and 'deep science partnership with the European Union,' as well as the recent announcement of its intent to pursue association with the EU's 9<sup>th</sup> Framework Programme: Horizon Europe.

BAM is the leading authority on the academic field of business and management (B&M) in the UK, supporting the community of scholars in this inter-disciplinary field and engaging our international peers. We have over 2000 members, almost a quarter of whom are based outside of Britain. Interdisciplinary thinking, international collaboration, and the contributions of skilled international academic staff and students are particularly important to the continued vibrancy of the B&M sector in the UK. Moreover, we are in a key moment where the field has much to contribute to improving the economic growth of the country and solving the grand challenges faced by the UK in the years ahead.

In the context of the wider agreement on Science and Innovation to be negotiated with the EU, it will therefore be important to ensure that any future immigration system is one that retains the mobility of researchers across the UK's borders, fosters international collaboration, supports the UK's research base, and works for *all* disciplines within the research and higher education sector.

In particular, we recommend:

1. In line with the recommendation of this Committee, that EU researchers currently working in the UK, and their dependents, are given clarity of their status as soon as possible and exempted from future immigration controls.
2. That movement is made as simple and easy as possible in any new immigration system for EU researchers and students entering the UK after Brexit, in order to support a successful UK-EU Science and Innovation relationship.
3. That the UK's future immigration system, regardless of the deal reached with the EU, should provide ease of movement for international students and skilled international researchers in all disciplines, without caps, excessive fees, or other undue barriers to entry.

## INTERNATIONAL MOBILITY AND THE BUSINESS AND MANAGEMENT COMMUNITY

**The B&M community relies on the ability to recruit the best and brightest skilled academic, research, and student talent from across the globe.** Innovation and strategic thinking requires not merely good science (and creativity) but also the ability to translate and manage new ideas from that source to market (i.e. innovation) and then onwards to growth. This requires a multi-disciplinary skill set in almost all industries, including B&M, and foreign talent helps to fill the skills gap and maintain a vital and healthy research and innovation base in the UK.

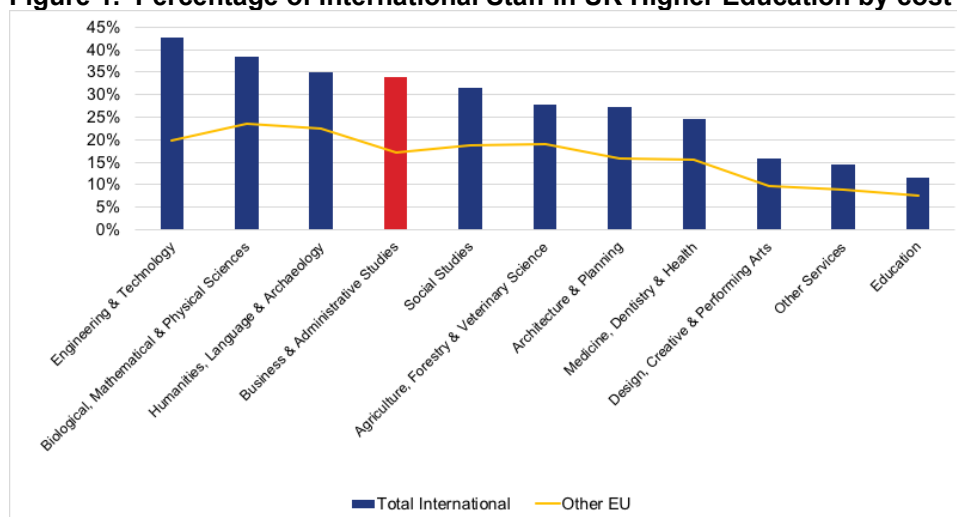
B&M has thus benefited greatly from the UK's ability to attract, recruit, and retain the best international talent. Participation in the European Research Area (ERA) has also been vital. EU government funding, from the framework programmes and other research programmes in the Directorates general, accounted for almost 45% of the Business & Management discipline's

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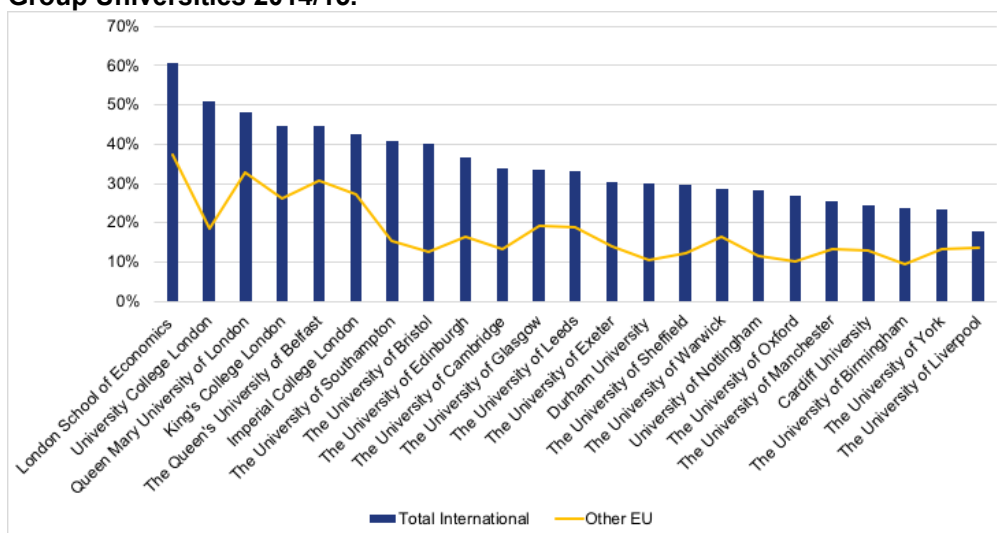
funding in 2013/4 – the highest of any social science field.<sup>1</sup> Freedom of movement of researchers and students within ERA has been a key component of this success.

Notably, foreign-domiciled individuals accounted for 34% of academic staff in the wider field of Business & Administrative (B&A) studies across all UK higher education institutions in 2016/17. Other EU-domiciled nationals made up 17% of this total alone (see Figure 1).<sup>2</sup> It is also important to note that some institutions rely more heavily on foreign recruitment than others. The total number of international staff in B&A studies at individual Russell Group universities, for example, varied between 14% and 61% in 2014/15 (see Figure 2). **The field of B&M Studies, which sits within B&A, had the third largest physical number of international staff across all subjects in 2015/16, with 2,145 staff from the EU and 2,130 from the rest of the world.**<sup>3</sup>

**Figure 1. Percentage of International Staff in UK Higher Education by cost centre, 2016/17<sup>4</sup>**



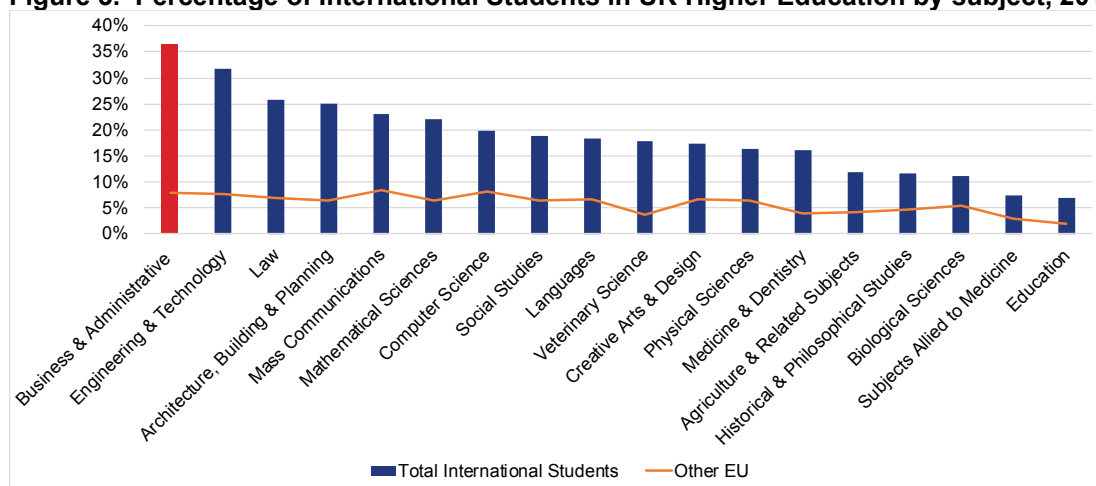
**Figure 2. Percentage of international staff in Business & Administrative Studies at Russell Group Universities 2014/15.<sup>5</sup>**



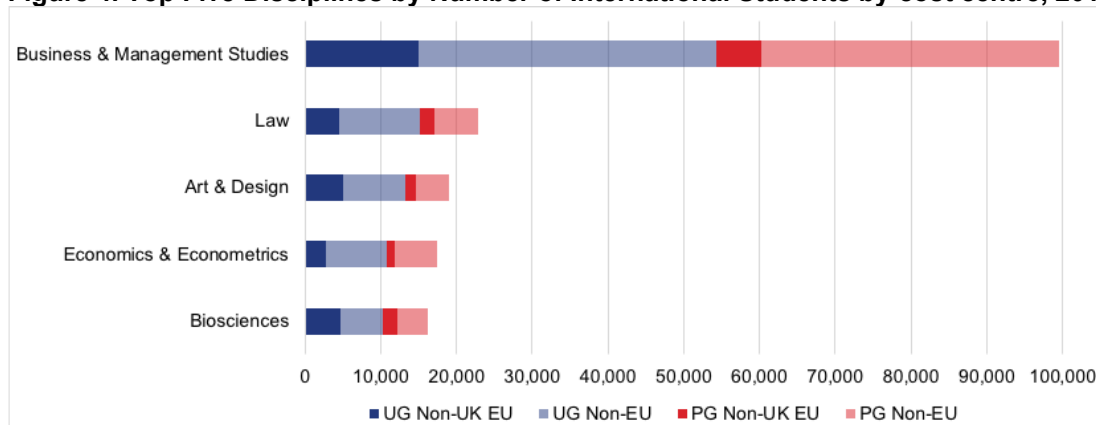
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The wider field of Business and Administrative studies also attracts more international students at UK universities than any other discipline or field. International students make up 36% of those studying B&A in UK higher education institutions, with non-UK EU students accounting for 8% of the total student body in B&A (see Figure 3).<sup>6</sup> On average, 3 out of 4 B&A postgraduate research students at Russell Group universities are foreign-domiciles, and these numbers range from 55% to 94% at individual Russell Group institutions.<sup>7</sup> Moreover, according to a recent report by the British Academy, **the discipline of B&M, in particular, ‘recruits the largest number of students from outside the UK at both undergraduate and postgraduate level, by some margin’** (see Figure 4).<sup>8</sup>

**Figure 3. Percentage of International Students in UK Higher Education by subject, 2016/17<sup>9</sup>**



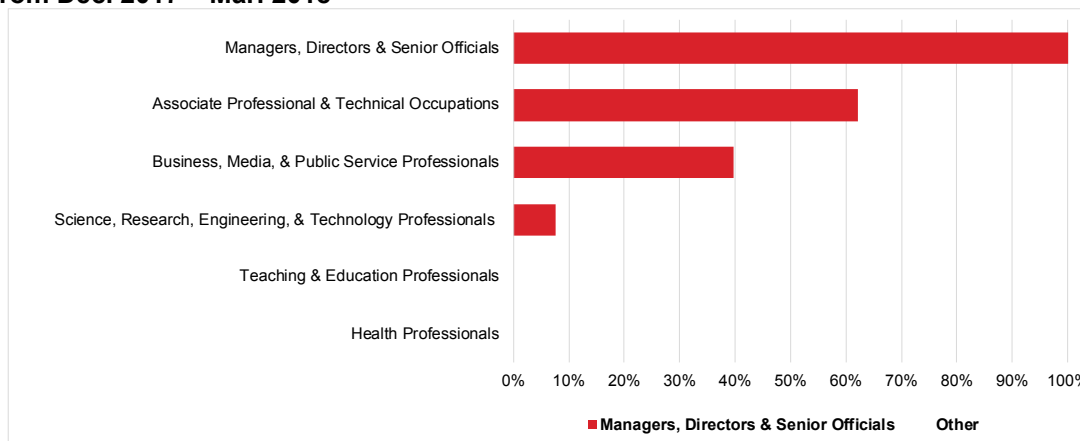
**Figure 4. Top Five Disciplines by Number of International Students by cost centre, 2015/16<sup>10</sup>**



The importance of international research staff and students to management and the wider business community in the UK is clear. They bring important skills and ideas that can contribute to solving the innovation and growth challenges faced by the UK. In management, they help provide a key understanding of how to solve the translation of creative outputs to successful application and growth (innovation), providing important insight into how to develop leadership, manage organizational change, and solve the type of supply chain challenges the UK will face after Brexit. These are skills that are clearly also needed in the wider UK private sector. The current UK Tier 2 work permit system has gone over its caps in previous months, and 22% of those refused visas from December 2017 and March 2018 were managers, directors or senior officials that were being recruited by UK employers (see Figure 5).

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**Figure 5. Percentage of Tier 2 (General) Certificates of Sponsorship Refusals by Category from Dec. 2017 – Mar. 2018<sup>11</sup>**



### IMMIGRATION RULES AND THE MOVEMENT OF PEOPLE INVOLVED WITH SCIENCE AND INNOVATION

We welcome Prime Minister May's announcement on 21 May that the UK wishes to pursue 'the option to fully associate ... with the excellence-based European science and innovation programmes' like Horizon Europe, and the incorporation of this into the Government's consequent *Framework for the UK-EU Partnership*.<sup>12</sup> The framework programmes have been of deep importance to the UK B&M community, not just in terms of research funding, but also in terms of the international collaboration they have fostered, which as allowed us to maximise our impact at home and abroad. The free movement of staff and students during our membership in the EU worked hand-in-hand with this type cooperation on research and innovation to visibly improve our research base, and the UK economy as a whole.

Under previous EU Framework Programmes (FPs) like Horizon 2020, the rules of association required that third party countries in Europe, such as the UK after Brexit, would need to agree to freedom of movement. While the UK will need to wait for the EU to publish their intended plan for Horizon Europe in the coming weeks, a leaked summary of intended changes to the Programme says that it 'will extend association to include all countries with excellent R&I capacities and [will] no longer [be] confined to a particular part of the world.'<sup>13</sup> This may mean that future association is based on excellence and ability to contribute economically to the FP, rather than on criteria like free movement.<sup>14</sup>

Regardless of the exact nature of the deal for UK-EU science and innovation cooperation that is reached, however, for the reasons enumerated below, among others, it will be important that the UK and EU researchers are able to retain as high a degree of mobility as possible across our respective borders. It is also vital that the UK higher education and private sectors are able to recruit the skilled individuals they need to address clear needs in terms of expertise and skills – especially in the business and management sector – if we are to address the challenges the UK faces economically and as a society. We therefore support the Academy of Social Science's call in response to this inquiry for continued 'ease of movement' of all skilled international researchers and students after Brexit. Specifically, we recommend that caps are not placed on international students, and that if the Tier 2 system for skilled workers is adapted in future, that caps on those in the science and innovation sector removed.

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## THE NEEDS OF SCIENTISTS IN RELATION TO MOVEMENT OF PEOPLE FOR RECRUITMENT, RETENTION, AND SUPPORTING RESEARCH

First and foremost, any future immigration system for international researchers and students in the EU and beyond must be user-friendly, welcoming, and affordable. The UK faces much uncertainty in the immediate and longer-term future, and institutions will have difficulty with recruitment and retention if foreign nationals feel that the mobility process is hostile or overly burdensome. Cost is an important consideration for many in the science and innovation communities working within tight budgets, especially when their move involves dependents. We thus also support the Campaign for Science and Engineering's call for a future immigration system for students and for skilled researchers, technicians, and their dependents that is 'fair, fast, transparent and efficient.'<sup>15</sup>

International mobility will affect the ability of those in the science and innovation communities to attend conferences and workshops abroad, give a lecture outside the country, visit co-workers and colleagues on shared projects, and to take up short and long-term academic and private sector posts where their talents are needed. The UK would benefit in the future if its approach to all international researchers followed the recommendations outlined above. With regard to a UK-EU deal on science and innovation in particular, continued valuable collaboration and partnerships with our European colleagues would benefit from the ability for UK and EU researchers to have visa-free access to each other's countries for short-trips. We therefore also support Wellcome's recommendation from their Future Partnership Project, that 'any UK migration system or wider agreement with the EU must ... support visa-free visits, temporary work, formal study in approved education establishments, and a clear and simple route to residency for those working here longer term.'<sup>16</sup>

## THE TIMESCALE FOR CLARITY NEEDED IN RELATION TO FUTURE IMMIGRATION RULES

Clarity regarding the future immigration system is needed as soon as possible if those with valuable and needed skills are to be successfully recruited to the UK research base, and those already here are to be retained. We thus support the previous recommendation of this Committee that EU researchers currently working in the UK, and their dependents, are given clarity of their status as soon as possible and exempted from future immigration controls.<sup>17</sup> After that, the future immigration system for all international skilled researchers and students should be clarified with utmost urgency.

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<sup>1</sup> Linda Hantrais & Ashley Thomas Lenihan. [The Implications of the EU Referendum for UK Social Science: Post-referendum Options for UK Social Scientists](#). Working Paper CIS/2016/03, Centre for International Studies, London School of Economics (July 2016), Figure 1.2.

<sup>2</sup> Please note that the HESA data on staff is reported by [cost centre](#), with the wider field of Business & Administrative studies (B&A) encompassing the fields of Business & Management (B&M) and Catering & Hospitality Management. The figures here are sourced from: <https://www.hesa.ac.uk/data-and-analysis/staff/cost-centres>.

<sup>3</sup> British Academy. [International Staff and Students in UK Higher Education](#).

<sup>4</sup> HESA Data covering academic staff by cost centre group, sex and nationality 2016/17. See: <https://www.hesa.ac.uk/data-and-analysis/staff/cost-centres>.

<sup>5</sup> HESA data, reported by HESA Cost Centre Groups. Please note this data was unavailable for Newcastle University.

<sup>6</sup> Please note that the HESA data on students here is reported by principle subject codes ([JACS 3.0](#)), with the wider

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field of Business & Administrative studies (B&A) encompassing the fields of: Business studies; Management studies; Finance; Accounting; Marketing; Human resource management; Office skills; Hospitality, leisure, sport, tourism & transport; Others in business & administrative studies, Broadly-based programmes within business & administrative studies. For detailed data see: <https://www.hesa.ac.uk/data-and-analysis/students/table-22>.

<sup>7</sup> This HESA data on students is reported by cost centre group. Please note this data was unavailable for Queen's University Belfast and Imperial College London. For information on more other social science subjects, see Graph I in AcSS, *Navigating Brexit: Supporting & Safeguarding UK Higher Education* (11 November 2016).

<sup>8</sup> British Academy. *International Staff and Students in UK Higher Education*.

<sup>9</sup> HESA Data covering all UK Higher Education students at all levels and modes of study. See: <https://www.hesa.ac.uk/data-and-analysis/students/table-22>.

<sup>10</sup> Data for graph sourced from: British Academy. *International Staff and Students in UK Higher Education*, 3.

<sup>11</sup> Data from the Campaign for Science & Engineering's Freedom of Information request. For the link to the full data set, see: <http://www.sciencecampaign.org.uk/news-media/case-comment/tier-2-refusals.html>.

<sup>12</sup> Prime Minister May. Science and Innovation speech, May 21 2018; HM Government (May 2018). Framework for the UK-EU Partnership: Science, Research, and Innovation.

<sup>13</sup> <https://sciencebusiness.net/framework-programmes/news/what-will-improve-horizon-europe-6-main-things-ec-draft-says>.

<sup>14</sup> This possibility is supported by Pascal Lamy's July 2017 [LAB-FAB-APP](#) report, which recommended the EU 'open up the [next framework] programme to association by the best and participation by all, based on reciprocal co-funding or access to co-funding in the partner country.'

<sup>15</sup> <http://www.sciencecampaign.org.uk/our-work/education-skills/immigration/immigration-principles.html>

<sup>16</sup> Wellcome. *Building a Strong Future for European Science: Brexit and Beyond* (February 2018).

<sup>17</sup> House of Commons Science and Technology Committee. *Leaving the EU: implications and opportunities for science and research*. Seventh Report of Session 2016–17.