

**From:** [REDACTED]  
**Sent:** 29 June 2017 17:32  
**To:** Earl Stephen  
**Subject:** Hello!

Hi Steve,

How are you? I hope all is well with you. [REDACTED]  
[REDACTED] I see that Professor Manning is the MAC's new Chair as of last November and I have been having a look at your latest reports from earlier this year – interesting as always!

We have changed as a team – [REDACTED]  
[REDACTED] is still here in the team and you can contact me with anything.

Do you think you will be commissioned soon for further reviews? Are you able to say what are you working on just now?

Thanks!

Claire

Claire Speedie | Senior Immigration Advisor, Migration Strategy, EU Strategy and Migration Division  
| Scottish Government | [REDACTED] | ☎ 4<sup>th</sup> Floor, 5 Atlantic Quay, 150  
Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

**From:** Earl Stephen [REDACTED]  
**Sent:** 06 July 2017 15:09  
**To:** Speedie C (Claire)  
**Subject:** RE: Hello!

Hi, Claire and welcome back.

[REDACTED]  
[REDACTED] and the new Head of the MAC Secretariat is Jennifer Bradley who joined us from Oxford Economics and the Department for Work and Pensions before that.

The MAC have no current commissions but we are pressing the government to let us have a commission before recess (20 July). We anticipate that a commission might be quite broad and cover a lot of different areas and that there will be a great deal of interest from stakeholders in getting involved. Happy to discuss if you would like to give me a call about this (I am around after 4 tomorrow and all day Monday).

I have met recently with [REDACTED] from Scotland Office and he has given me an initial list of stakeholders in Scotland who we could contact in response to any

commission and we will be pleased to receive anything similar from the Scottish Government. Perhaps this is something we could discuss.

One thing you could help me with is I know that Fiona Mackenzie has moved on from the health workforce role. Do you know who has taken over this brief so I can add them to my list of contacts, please? Thanks.

Obviously if I do not hear from you before then, once we receive any commission from the government we will let you know.

Great to have you back on the team

Steve

Stephen Earl  
Migration Advisory Committee secretariat  
2nd Floor,  
Peel Building,  
2 Marsham Street,  
London SW1P 4DF



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**From:** [Redacted]  
**Sent:** 13 July 2017 11:52  
**To:** Earl Stephen  
**Cc:** [Redacted]  
**Subject:** Suggested meeting with Professor Manning

Hi Steve,

Just tried phoning but missed you. I wanted to get in touch as I thought it would be beneficial for Professor Manning, as MAC's new Chair to meet with our Deputy Director Ian Mitchell and Director Karen Watt. It would be a really good opportunity for Ian and Karen to meet the new Chair and hear about the MAC's work, but also for Professor Manning to meet the leading officials within SG's Directorate of External Affairs. A meeting could be arranged after your Call for Evidence is out, so they can discuss what is required from Scotland and bolster Scottish engagement.

I wondered what your thoughts would be on this? Would Professor Manning like to come up here, to Edinburgh/Glasgow, or also happy to look into travelling down to London.

I am around for the rest of the day, but am then on leave until end July, so grateful if you can copy Nathalie in when you respond who can take forward while I am away.

Many thanks,

Claire



time coming up and hopefully by then the call for evidence will be out. And will wait to hear from you on Alan's thoughts.

Many thanks for coming back so quickly.

Claire

**Claire Speedie** | Senior Immigration Advisor, Migration Strategy, EU Strategy and Migration Division  
| Scottish Government | [REDACTED] | 4<sup>th</sup> Floor, 5 Atlantic Quay, 150  
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*My current working days are Monday to Thursday.*

**From:** [REDACTED]  
**Sent:** 13 July 2017 14:59  
**To:** Earl Stephen  
**Cc:** [REDACTED]  
**Subject:** RE: Suggested meeting with Professor Manning

Hi Steve,

Sorry I also meant to ask – I know that you said that [REDACTED] helpfully provided you with a list of Scottish stakeholders. Was this in a document? If so, are you able to share with us, to make sure that we are all linked up?

Thanks,

Claire

**From:** Earl Stephen [REDACTED]  
**Sent:** 14 July 2017 17:14  
**To:** Speedie C (Claire)  
**Cc:** Leger N (Nathalie); Brown Emilia  
**Subject:** RE: Suggested meeting with Professor Manning

Hi, Claire. Attached is [REDACTED] list of Scottish stakeholders.

Professor Manning has confirmed that he will be happy to meet your Director and Deputy in Scotland. He has an engagement to speak in Glasgow on non-MAC business at some point during the coming term and so would be free on a Wednesday morning between 20 September and 13 December. Alternatively, we could look to do something off the back of the MAC's wider consultation should we receive a commission.

Let me know if these options are any good for you.

Steve

Claire Speedie | Senior Immigration Advisor, Migration Strategy, EU Strategy and Migration Division  
| Scottish Government | [REDACTED] | ☎ 4<sup>th</sup> Floor, 5 Atlantic Quay, 150  
Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

**From:** Earl Stephen [REDACTED]  
**Sent:** 13 July 2017 12:39  
**To:** Speedie C (Claire)  
**Cc:** Leger N (Nathalie)  
**Subject:** RE: Suggested meeting with Professor Manning

Thanks, I will put this to Alan.

We will want to have any meeting in Scotland on the back of some wider engagement in order to maximise the benefit from the travel etc and we will not be in a position to do this until we have received the commission and begun planning the engagements.

So it might be good to see if we can do an earlier meeting in London with the possibility of a follow-up catch-up on progress on the commission in Scotland later in the year.

Did you have any dates in mind?

Steve

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Migration Advisory Committee secretariat  
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**From:** Speedie C (Claire)  
**Sent:** 13 July 2017 12:43  
**To:** Earl Stephen  
**Cc:** Leger N (Nathalie)  
**Subject:** RE: Suggested meeting with Professor Manning

I don't have exact dates, but thought it would be most worthwhile certainly for after the call for evidence is out. That sounds like it would work nicely to do an initial meeting, then a follow up. I will see if either Ian, Karen or both are in London any

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### Academia

David Bell, Professor of Economics, University of Stirling: [REDACTED]  
Christina Boswell, Professor of Politics and Director of Research, University of  
Edinburgh: [REDACTED]

### Agriculture

Andrew McCornick, President, National Farmers' Union Scotland:  
[REDACTED]  
Scott Walker, Chief Executive Officer, NFUS: [REDACTED]

### Business and industry

David Watt, Director, Institute of Directors Scotland: [REDACTED]  
Graeme Jones, Chief Executive, Scottish Financial Enterprise: [REDACTED]  
Atholl Duncan, Executive Director UK & Global, Institute for Chartered Accountants  
Scotland: [REDACTED]  
Hugh Aitken, Regional Director, CBI Scotland: [REDACTED]  
Liz Cameron, Director, Scottish Chambers of Commerce:  
[REDACTED]  
Claire Mack, Director Policy and Place, Scottish Council for Development and  
Industry: [REDACTED]  
Liz McAreavey, Chief Executive, Edinburgh Chamber of Commerce:  
[REDACTED]  
Colin Borland, Head of Devolved Nations, Federation of Small Businesses:  
[REDACTED]  
Bryan Buchan, Chief Executive, Scottish Engineering:  
[REDACTED]  
Niall Stuart, Chief Executive, Scottish Renewables: [REDACTED]  
Scott Johnson, Chief Executive, Scottish Life Sciences Association:  
[REDACTED]  
Polly Purvis, Chief Executive, Scotland IS (digital technologies industry):  
[REDACTED]  
Deirdre Michie, Chief Executive, Oil & Gas UK: [REDACTED]  
David Lonsdale, Director, Scottish Retail Consortium: [REDACTED]  
Warrick Malcolm, Chief Executive, ADS Scotland:  
[REDACTED]

### Culture and creative industries

Janet Archer, Chief Executive Officer, Creative Scotland:  
[REDACTED]

Julia Amour, Director, Festivals Edinburgh: [REDACTED]

### **Fisheries**

Bertie Armstrong, Chief Executive, Scottish Fishermen's Federation:  
[REDACTED]

### **Food and drink**

James Withers, Chief Executive Scotland Food and Drink:  
[REDACTED]

David Thomson, Chief Executive, Food and Drink Federation Scotland:  
[REDACTED]

Julie Hesketh-Laird, Chief Executive, Scotch Whisky Association:  
[REDACTED]

### **Further and Higher Education**

Shona Struthers, Chief Executive, Colleges Scotland:  
[REDACTED]

Professor Andrea Nolan, Convenor, Universities Scotland: [REDACTED]

Alastair Sim, Director, Universities Scotland: [REDACTED]

Vonnie Sandlan, President, NUS Scotland: [REDACTED]

### **Health professionals**

Theresa Fyffe, Director, Royal College of Nursing Scotland:  
[REDACTED]

Jill Vickerman, National Director (Scotland), British Medical Association:  
[REDACTED]

### **Legal**

Lorna Jack, Chief Executive, Law Society for Scotland: [REDACTED]

### **Local authorities**

Sally Loudon, Chief Executive, Convention of Scottish Local Authorities (COSLA):  
[REDACTED]

Lorraine Cook, Policy Manager, COSLA: [REDACTED]

### **Third sector**

Martin Sime, Chief Executive, Scottish Council for Voluntary Organisations (SCVO):  
[REDACTED]

### **Tourism**

Marc Crothall, Chief Executive, Scottish Tourism Alliance:  
[REDACTED]

Willie Macleod, Executive Director, British Hospitality Association Scotland:  
[REDACTED]

Malcolm Roughead, Chief Executive, Visit Scotland:  
[REDACTED]

### **Trade unions**

Graeme Smith, General Secretary, Scottish Trades Union Congress (STUC):  
[REDACTED]

**From:** Leger N (Nathalie)  
**Sent:** 20 July 2017 11:32  
**To:** 'Earl Stephen'  
**Cc:** Brown Emilia; Speedie C (Claire)  
**Subject:** RE: Suggested meeting with Professor Manning

Hi Steve

That's great, and many thanks for coming back on this. I think it would be good to get something in the diary just now so I am looking at Karen and Ian's availability on Wednesday mornings (from 20 September) as you have proposed and hope to come back to you soon with some dates.

Regards

Nathalie

**Nathalie Leger**  
Migration Strategy | Scottish Government | 4<sup>th</sup> Floor Atlantic Quay | 150 Broomielaw | Glasgow G2 8LU | [REDACTED] | E:

**From:** Leger N (Nathalie)  
**Sent:** 20 July 2017 13:58  
**To:** Earl Stephen  
**Cc:** Brown Emilia; Speedie C (Claire)  
**Subject:** RE: Suggested meeting with Professor Manning

Hi Steve

Many thanks again for looking into possible dates for a meeting with Professor Manning.

Ian and Karen would both be free on the mornings of 20 September and 27 September at around 11:00 AM. The only snag is that they are both tied to being in Edinburgh every Wednesday morning until 11:00, so would only be able to attend a meeting in Edinburgh at that time. Would that be feasible for Professor Manning?

If that is not suitable, we can of course consider other options.

Many thanks

Nathalie

**Nathalie Leger**  
Migration Strategy | Scottish Government | 4<sup>th</sup> Floor Atlantic Quay | 150 Broomielaw | Glasgow G2 8LU | [REDACTED]

**From:** Earl Stephen [REDACTED]  
**Sent:** 27 July 2017 12:16  
**To:** Speedie C (Claire)  
**Cc:** Leger N (Nathalie)  
**Subject:** Commission to the MAC

Claire, you may have seen this already (sorry not to have emailed sooner but I was in a meeting), the Home Office has now commissioned the MAC.

I attach a copy of the Home Secretary's letter and Professor Manning's reply.

We hope to have a call for evidence ready shortly and will be in touch about future engagement.

In the meantime, please let me know if you have any questions.

Thanks.

Steve

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**From:** Leger N (Nathalie)  
**Sent:** 27 July 2017 13:55  
**To:** Earl Stephen; Speedie C (Claire)  
**Subject:** RE: Commission to the MAC

Hi Steve

Claire is on leave this week so I am picking up.

We had seen a copy of the UK Government letter this morning but many thanks for also sending on a copy of Professor Manning's response. We look forward to hearing from you with further details in due course.

I imagine you will be very busy in the coming weeks but I wondered if you'd had a chance to consider my email from last week about potential meeting dates between Professor Manning and our Director and Deputy Director? I have attached again here for ease.



Many thanks

Nathalie

**Nathalie Leger**

Migration Strategy | Scottish Government | 4<sup>th</sup> Floor Atlantic Quay | 150 Broomielaw |  
Glasgow G2 8LU | [REDACTED]

**From:** [REDACTED]

**Sent:** 03 August 2017 14:30

**To:** Earl Stephen

**Subject:** RE: Commission to the MAC

Hi Steve,

I am back from leave and see it is all taking off!

I just wanted to update on Nathalie's previous emails. Nathalie previously suggested the 27<sup>th</sup> September at 11am in Edinburgh, but our Director and Deputy Director will now likely be in London on that morning. They may then be able to meet in London in the afternoon, and I will let you know if so, once diaries are confirmed. Would that work for Professor Manning? Or alternatively, still happy to meet on 20<sup>th</sup> September, 11am in Edinburgh.

Thanks,

Claire

**Claire Speedie** | Senior Immigration Advisor, Migration Strategy, EU Strategy and Migration Division  
| Scottish Government | [REDACTED] | ☒ 4<sup>th</sup> Floor, 5 Atlantic Quay, 150  
Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

**From:** Earl Stephen [REDACTED]

**Sent:** 03 August 2017 15:45

**To:** Speedie C (Claire)

**Subject:** RE: Commission to the MAC

Thanks, Claire. Alan is not available on 27 September. I have asked him to confirm 20 September and if he cannot do that date I will send you a list of dates he can do and we will work from these.

Steve

Stephen Earl

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**From:** Speedie C (Claire)  
**Sent:** 07 August 2017 11:16  
**To:** 'Earl Stephen'  
**Subject:** RE: Commission to the MAC

Hi Steve,

I hope you had a good weekend.

Now that the call for evidence is out, grateful if you can let me know when you are planning on coming to Scotland and what you are planning for meeting with stakeholders and we can work in a meeting for Professor Manning then. An early date would obviously be beneficial for stakeholders so they have plenty time to collate their response and understand the evidence you need.

Also, I wondered if students will be reviewed separately? I know you mentioned this, but my colleague had also heard from a Home Office contact the student route would be looked at. If you have any further information on this, it would be really helpful to know.

Thanks!

Claire

**Claire Speedie** | Senior Immigration Advisor, Migration Strategy, EU Strategy and Migration Division  
| Scottish Government | [Redacted] | 4<sup>th</sup> Floor, 5 Atlantic Quay, 150  
Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

**From:** Speedie C (Claire)  
**Sent:** 07 August 2017 11:18  
**To:** [Redacted] Brown Emilia [Redacted]  
**Subject:** FW: Commission to the MAC

Sorry, I meant to copy in Emilia also!

**From:** [REDACTED]  
**Sent:** 10 August 2017 17:02  
**To:** Earl Stephen; Brown Emilia  
**Subject:** RE: Commission to the MAC  
**Importance:** High

Hi Steve,

I just phoned, but missed you.

I understand that ONS are publishing updated population data on 26<sup>th</sup> October, the day before MAC's call for evidence closes. The Scottish Government will wish to use the latest data in our response, to provide the most up to date position, so I wondered if it would be possible to have an extension of 2 weeks to submit our response. I understand that ONS do not provide pre-release access anymore, so we will not be aware of what is in the data until published and will have to update our response and clear with Ministers. I understand it is UK wide data being published, so I wonder if other responses will also be affected. It is also Parliamentary recess the weeks of 9<sup>th</sup> and 16<sup>th</sup> October, so an extension would be very much appreciated!

Also, in terms of the second part of your commission, to consider how the UK's immigration system should be aligned with a modern industrial strategy, I wondered, has UKG published their industrial strategy or is there one in the pipeline? I know you mentioned there was a consultation, but I am not aware of a strategy actually being published. Grateful if you can point me in the right direction, as obviously it will be important to read that as a starting point.

Also, grateful for ideas of meeting timings – time is ticking past!

Thanks,

Claire

Claire Speedie | Senior Immigration Advisor, Migration Strategy, EU Strategy and Migration Division  
| Scottish Government | [REDACTED] | 4<sup>th</sup> Floor, 5 Atlantic Quay, 150  
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*My current working days are Monday to Thursday.*

**From:** Earl Stephen [REDACTED]  
**Sent:** 10 August 2017 17:29  
**To:** Speedie C (Claire); Brown Emilia  
**Subject:** RE: Commission to the MAC

Thanks, Claire. I will ask about extending the deadline in these circumstances.

On the industrial strategy, the latest documentation on this is attached.

We are reviewing our strategy on meetings – we have had a lot of requests. PwC are looking to hold an event on Edinburgh on 14 September and Aberdeen on 14 October. Do you want to do anything around these dates? If you need to begin

contacting stakeholders, I suggest you set a date and we will make sure we have representation. Otherwise I will come back to you in the week of 21 August with a more formulated plan.

Steve

Stephen Earl  
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2 Marsham Street,  
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**From:** [Redacted]  
**Sent:** 14 August 2017 16:42  
**To:** Earl Stephen; Brown Emilla  
**Subject:** RE: Commission to the MAC  
**Importance:** High

Hi Steve,

Thank you – we really appreciate you checking about the deadline and thanks for attaching the industrial strategy.

In terms of dates, will Professor Manning be coming up to Scotland with the MAC on the 14 September for the PwC events? You were checking to see if Professor Manning could meet with our Director and Deputy Director on the 20<sup>th</sup> September, but if Professor Manning is in Scotland on 14<sup>th</sup> September, can we arrange a meeting with him on that date instead? Both our Director and DD are available for a meeting in Edinburgh (Scottish Government building St. Andrews House, which is central) on the 14<sup>th</sup>, or the day before, 13<sup>th</sup> September at 11am.

Also, do you know who will be attending the PwC events – is it business stakeholders?

As you mention below, grateful for your plan of dates when you intend to hold Scottish events. I take it there will be other dates, as well as the two above. We are happy to advise on relevant stakeholders who should be invited.

Thanks again,

Claire

Claire Speedie | Senior Immigration Advisor, Migration Strategy, EU Strategy and Migration Division  
| Scottish Government | [REDACTED] | 4<sup>th</sup> Floor, 5 Atlantic Quay, 150  
Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

**From:** MAC  
**Sent:** 16 August 2017 14:33  
**To:** MAC SECRETARIAT  
**Cc:** [REDACTED]  
**Subject:** FW: Evidence query

For the attention of the analysts:

Please can you clarify the questions raised below by Claire Speedie (cc'd in) of the Scottish Government.

Many thanks  
Chris

Christopher Haynes  
Migration Advisory Committee Secretariat  
3<sup>rd</sup> Floor Seacole Building | 2 Marsham Street | London | SW1P 4DF  
TEL: [REDACTED]

**From:** [REDACTED]  
**Sent:** 16 August 2017 14:28  
**To:** Brown Emilia  
**Cc:** MAC  
**Subject:** Evidence query

Hi Emilia,

Prior to submitting evidence from the Scottish Government we are keen to flag the definitions on which current Scottish analysis has been based upon, particularly in areas where this differs from the definitions used by the MAC in the analysis note accompanying the call for evidence. We would welcome any initial steers or advice from the MAC if there are concerns with the proposed definitions for the Scottish analysis we plan to submit.

I would be grateful if you can forward this email on to the researchers and analysts who worked on preparing the analysis note that accompanies the call for evidence. I know that you have said that you will respond to clarification questions about the call, but given the tight timescale, we are already working on the Scottish Government's response, and as this is about the basis of our evidence, I would be grateful if you can flag any major concerns by end of next week.

- **We propose to use the Annual Population Survey (APS) for Scottish analysis on the labour market and skills characteristics of migrants.** The MAC analysis uses LFS data in many sections, however the LFS sample size is not large enough to provide meaningful analysis on migrants at Scotland level. The APS is boosted LFS data and will allow for more detailed analysis of migrants living and working in Scotland.
- **We propose to define migrants from the APS based on their nationality,** separately identifying non-UK EU nationals and non-EU nationals. Whilst we recognise the reasons set out by the MAC for using country of birth to define migrants not born in the UK, Scottish Government analysis to date has focused on non-UK EU nationals given new immigration rules are likely to be based on citizenship and interest is greatest on understanding the potential impact on this group.
- **We propose to focus on EU rather than EEA nationals.** The number of nationals from the additional countries covered by the EEA is likely to be very small in Scotland and therefore for consistency with previous published analysis we are keen to retain the focus on non-UK EU nationals. This is also in line with headline estimates published by ONS on migrant stocks published as part of the national statistics release: Population of the UK by Country of Birth and Nationality. Similarly, headline estimates on migrant flows from the IPS also focus on EU rather than EEA. Where possible, we will include analysis to demonstrate the size of the RoI workforce in Scotland, however we do not routinely exclude RoI nationals from the non-UK EU nationals grouping.
- **We propose to use the 2011 Census for detailed analysis on the characteristics of migrants,** in areas where the APS cannot be used. In the case of Census analysis, migrants will be defined based on their country of birth as the Scottish Census did not include a question on passports held to allow nationality to be identified. As the Census allows for detailed analysis, we will focus on EEA-born to reflect the broadest group of migrants likely to be affected by changes in immigration rules. Whilst the Census definitions vary from those outlined above and it is not as timely as the APS, it still provides a valuable source for understanding the detailed characteristics of migrants, particularly at local level, which cannot be provided from sample surveys.

Happy to discuss.

Claire

**Claire Speedie** | Senior Immigration Advisor, Migration Strategy, EU Strategy and Migration Division  
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*My current working days are Monday to Thursday.*

**From:** del Castillo Maria [REDACTED]  
**Sent:** 16 August 2017 17:28  
**To:** MAC; Speedie C (Claire)  
**Cc:** MAC SECRETARIAT  
**Subject:** RE: Evidence query

Hi Claire

Thank you for your email. Here are the answers to your queries:

1. On the use of the LFS/APS. The MAC is currently considering what is the best source for analysis, we would welcome your evidence based on the APS if you think it is the best source for Scotland – although there are some variables that you may not be able to explore with the APS, e.g. salaries, as there isn't a wage weighting in the APS.
2. Using Nationality. The MAC will carry out its analysis based on Country of Birth – the reasons for this are outlined in the briefing paper, we would be happy to receive any evidence you may want to provide but this is the basis on which the analysis will be provided and presented in the report.
3. EEA / EU nationals. Again, happy to receive any evidence but the report is likely to focus on EEA as outlined in the call for evidence.
4. Ireland. We exclude the RoI from the EEA as it is assumed that we maintain the CTA – including them would make a significant difference in terms of numbers.
5. 2011 Census. It would be interesting to see the results, though we would also need to see evidence suggesting that the 2011 census results/findings still hold.

Happy to discuss any of these points in more detail, we look forward to receiving your evidence.

Many thanks

Maria

Maria del Castillo

Economic Advisor | Migration Advisory Committee

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**From:** Earl Stephen 

**Sent:** 24 August 2017 11:05

**To:** Speedle C (Claire)

**Cc:** Brown Emilia

**Subject:** RE: Commission to the MAC

Morning, Claire. You might have seen the announcement today of a commission to the MAC re students. I attach an email containing the commission. The MAC will look to issue a call for evidence in relation to this work in due course and we will look to work closely with relevant officials in the devolved administrations. In the meantime, do let me know if you or other colleagues have any questions in relation to this work.

I confirm that Alan Manning is coming to Edinburgh on the morning of 20 September to meet your Directors. Please send details of where and when the meeting is to be held and who will be attending. I will accompany Alan.

Alan would also like to have a meeting with Scottish stakeholders on the afternoon of 20 September. Would the Scottish Government like to be involved in setting that up? If not, we will take up offers of helps from Scottish Chambers of Commerce and Scottish CBI. We will let you nominate any stakeholders you think should be invited.

Alan will not be attending the PwC event on 14 September and it is unlikely that I will also. They are also having an event in Aberdeen on 14 October and we may send someone to that event. I do not know who PwC will be inviting but can put you in touch with the people at PwC organising these events if you would like.

Let me know if the Scottish Government would like to organise a separate stakeholder event for the MAC during September or October.

Thanks.

Steve

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Migration Advisory Committee secretariat  
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London SW1P 4DF



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**From:** [Redacted]  
**Sent:** 24 August 2017 16:58  
**To:** Earl Stephen  
**Cc:** Brown Emilia  
**Subject:** RE: Commission to the MAC

Hi Steve,

Yes, we did see! You must all be incredibly busy! Our colleagues in Higher Education policy will be leading on our response, but our team will be supporting as necessary.

I have confirmed with Karen Watt, Director of External Affairs and Ian Mitchell, Deputy Director and Head of EU Strategy and Migration that Professor Manning can meet with them on the 20<sup>th</sup> September. They are both available to meet from 11am – 12 noon. I hope that is suitable. I will confirm a room in St. Andrews House (Scottish Government building in central Edinburgh), rather than Professor Manning



travelling down to Victoria Quay in Leith (adds on another half hour sometimes). I will also confirm who will be attending from our team.

That would be great if you can put us in touch with PwC for their upcoming events and I will get back to you next week about meeting with stakeholders.

Thanks,

Claire

**Claire Speedie** | Senior Immigration Advisor, Migration and Free Movement of People Unit, EU Strategy and Migration Division | Scottish Government | [REDACTED] | ☎ 4<sup>th</sup> Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

**From:** Earl Stephen [REDACTED]  
**Sent:** 24 August 2017 17:04  
**To:** Speedie C (Claire)  
**Subject:** RE: Commission to the MAC

That's excellent, Claire, thank you. The contact at PwC is Andrea Als at [REDACTED]. By all means mention that I suggested you get in touch.

Depending on the appetite among stakeholders for direct engagement with the MAC we may well look to organise a second event in Scotland and I will get in touch with you about this.

Steve

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**From:** [REDACTED]  
**Sent:** 24 August 2017 17:17  
**To:** Earl Stephen  
**Subject:** RE: Commission to the MAC

Sorry Steve, I also keep meaning to ask – will any interim advice that you publish be published in the public domain? I think that's what has happened previously (when you were looking at financial thresholds).

Thanks,

Claire

**From:** Earl Stephen [REDACTED]  
**Sent:** 24 August 2017 17:49  
**To:** Speedie C (Claire)  
**Subject:** RE: Commission to the MAC

Thanks, we have never done any interim reports before (the financial thresholds work was always intended to be in two stages with two reports).

The MAC is an open and transparent body so will ultimately publish all its findings but it has not yet had a chance to decide what if anything to do in relation to interim reports on the present commission and I cannot pre-empt their consideration. It may be, for instance that the MAC could decide to supply info to govt with publication at a later stage.

We hope to bottom this out presently.

Steve

Stephen Earl  
Migration Advisory Committee secretariat  
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Peel Building,  
2 Marsham Street,  
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[www.ukba.homeoffice.gov.uk/mac](http://www.ukba.homeoffice.gov.uk/mac)

**From:** Speedie C (Claire)  
**Sent:** 24 August 2017 17:52  
**To:** Earl Stephen  
**Subject:** RE: Commission to the MAC

Thanks Steve. Ah yes, it was two stages, I remember. Grateful if you can let me know, is possible, once bottomed out, as I have been asked about this. It would be good to know.

Claire

**From:** Speedie C (Claire)  
**Sent:** 30 August 2017 14:48  
**To:** Earl Stephen  
**Subject:** RE: Commission to the MAC

Hi Steve,

Just coming back to you on your email from last week re. events in Scotland. Thanks for Andrea's email – that's helpful.

We are happy for CBI Scotland and Scottish Chambers of Commerce to go ahead with an event for the afternoon of 20<sup>th</sup> September. Are you able to send me on your contacts there? We have our own contacts, but it would be good to know who is intending to organise.

That's great about considering another Scottish event – let me know your plans. PWC, CBI and Chambers of Commerce are all very business focused (and membership based) so it would be great to have an event to cover a wider stakeholder base, including public sector and other sectors like agriculture or tourism.

I hear you are meeting our new Unit Head, Rachel on Monday – that will be good to meet more of our new team!

Thanks,

Claire

**Claire Speedie** | Senior Immigration Advisor, Migration and Free Movement of People Unit, EU Strategy and Migration Division | Scottish Government | [REDACTED] | ☎ 4<sup>th</sup> Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

**From:** [REDACTED]  
**Sent:** 31 August 2017 09:49  
**To:** del Castillo Maria  
**Cc:** MAC  
**Subject:** Evidence query

Dear Maria,

Thank you again for your earlier response. It is helpful to understand your reasoning. We have considered and I have set out below how we intend to present data in the Scottish Government's response, regarding nationality, EEA/EU

Nationals and Ireland, with clarification why. I hope presentation in this way will not cause difficulties.

## 1. Using Nationality

As nationality will be the basis for which any future changes to movement rights will apply, we feel strongly that analysis relating to labour market data should use nationality rather than country of birth. Our view is consistent with that of ONS who provided evidence to the Lords EU Home Affairs Sub-Committee on 15 December 2015 stating: "In many cases therefore, nationality is the preferable measure to use when seeking to understand the interactions of migrants with, for example the labour market, the benefit system, housing, education and health. With such a large proportion of those who are born abroad having now acquired British nationality it is not recommended that country of birth be used as a headline measure in analysis of such data."

We have compared the number of EU-born with the number of EU nationals in each constituent country (from our published population counts by country of birth and nationality) to see what difference it makes using a different definition. All countries have consistently more EU-born compared to EU-nationals, although the gap has narrowed over the years, with the number of EU nationals increasing faster than the number of EU-born. In 2015, differences are fairly small with the number of EU born in Scotland being around 5% higher than the number of EU nationals. This compares to a gap of 4% in Northern Ireland, 11% in Wales, and under 1% for the UK as a whole.

Given nationality is the preferable measure to use when analysing the interaction of migrants with the labour market and given the differences between the number of EU born and the number of EU nationals is relatively small, **we propose to use nationality rather than country of birth in our evidence.**

## 2. EEA/EU Nationals

The ONS publication/Labour market statistics publication and other ONS publications have focused on EU. The impact of changing to EEA compared with EU is very small on overall numbers - around 2,000 increase on total EU population for Scotland. As there is very little difference in the population of the EU compared to the EEA countries and we are keen to maintain consistency with previously published information to avoid confusion, **we propose to use the EU grouping and state upfront this is largely representative of EEA in Scotland.**

- **3. Ireland**

- 

- While we understand that differentiated outcomes for different EU citizens are being considered, ROI-citizens are still part of the EU. **We propose to include ROI-citizens with EU citizens in our evidence but provide separate additional analysis for ROI-citizens to allow the impact of any proposed changes to be assessed.**

Kind regards,

Claire

**Claire Speedie** | Senior Immigration Advisor, Migration and Free Movement of People Unit, EU Strategy and Migration Division | Scottish Government | [REDACTED] | ☎ 4<sup>th</sup> Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

**From:** del Castillo Maria [REDACTED]  
**Sent:** 04 September 2017 14:31  
**To:** Speedie C (Claire)  
**Cc:** MAC  
**Subject:** RE: Evidence query

Dear Claire

I have discussed your points with the chair and others in the secretariat, I hope our comments make sense but happy to discuss further:

1. Nationality, as you know, the remit of the MAC is migration in general and actually the commission concerns both EEA and non-EEA migrants. Nationality can be a misleading way of looking at the non-EEA migrants in particular as a large proportion of them would be UK nationals. The MAC's preferred definition of migrants remains country of birth but you are welcome to submit evidence on both if you wish to.
2. EEA/EU – again, for completeness our focus will be on EEA but as you highlight the differences are not likely to be material.
3. Ireland, we will leave them out, as I highlighted below, including Ireland will have a significant impact on the numbers.

As I mentioned previously – you can submit evidence in whatever format you want however the MAC will carry out its analysis on the basis I suggested.

Hope this helps

Maria

**From:** Earl Stephen [REDACTED]  
**Sent:** 04 September 2017 15:46  
**To:** Sunderland RE (Rachel); Leger N (Nathalie)  
**Cc:** Speedie C (Claire)  
**Subject:** Meeting with MAC and Scots Govt

Nice meeting you today. Our derivation of sectors is as follows:

- Agriculture and food production
- Charities and voluntary sector
- Construction
- Creative sector
- Digital technology
- Education

- Energy
- Health
- Hospitality and tourism
- Legal representatives and recruitment agencies
- Manufacturing and engineering
- Other government departments
- Retail
- Science and research
- Sport
- Transport
- Warehousing and distribution

Contact in Scottish Chamber of Commerce helping to set up meeting on 20 September is Charandeep Singh at [REDACTED]

Please let me know if there is anything else I can help with.

Steve

Stephen Earl  
Migration Advisory Committee secretariat  
2nd Floor,  
Peel Building,  
2 Marsham Street,  
London SW1P 4DF



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**From:** Speedie C (Claire)  
**Sent:** 05 September 2017 17:19  
**To:** Stephen.Earl3@homeoffice.gsi.gov.uk  
**Cc:** Thomson C (Craig)  
**Subject:** Scottish Government Programme for Government

Hi Steve,

I wanted to make you aware of the First Minister's announcement in Parliament this afternoon about the Scottish Government's Programme for Government. The Programme for Government sets out that -

"Over the next few months, we will also set out the case for further extending the powers of the Scottish Parliament in areas such as immigration, social security, employment rights and trade – and highlight where additional powers would enable

us to better achieve the ambitions in this programme. We will seek to build consensus across the political spectrum and civic society.”

You can see the full document here – <http://www.gov.scot/Publications/2017/09/8468>

Our team will be taking forward the work on a discussion paper exploring options on immigration. In the meantime, if you have any questions, please do not hesitate to contact me or our team leader, Craig Thomson ( [REDACTED] )

Many thanks,

Claire

**Claire Speedie** | Senior Immigration Advisor, Migration and Free Movement of People Unit, EU Strategy and Migration Division | Scottish Government | [REDACTED] | ☎ 4<sup>th</sup> Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

**From:** Speedie C (Claire)  
**Sent:** 11 September 2017 09:45  
**To:** 'del Castillo Maria'  
**Cc:** MAC  
**Subject:** RE: Evidence query

Hi Maria,

Thank you again for your clarification. For the reasons we have outlined previously and given that future changes in rights/law will apply primarily to non-UK nationals, we will use 'nationality' as a data classification in our response. We also intend to include ROI-EU nationals in our consideration of EU nationals in Scotland, but will identify them separately where possible. This should not detract from the value of our submission and we trust that the MAC will still consider all of our evidence.

Kind regards,

Claire

**Claire Speedie** | Senior Immigration Advisor, Migration and Free Movement of People Unit, EU Strategy and Migration Division | Scottish Government | [REDACTED] | ☎ 4<sup>th</sup> Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

**From:** [REDACTED]  
**Sent:** 12 September 2017 11:20  
**To:** Earl Stephen  
**Cc:** Brown Emilia  
**Subject:** RE: Commission to the MAC

Hi Steve,

Ahead of our meeting next week with Professor Manning, our Director and Deputy Director, I wondered have you been able to consider yet about extending our deadline by 2 weeks?

Thanks,

Claire

Claire Speedie | Senior Immigration Advisor, Migration and Free Movement of People Unit, EU Strategy and Migration Division | Scottish Government | [REDACTED] | 4<sup>th</sup> Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

**From:** Earl Stephen [REDACTED]  
**Sent:** 12 September 2017 11:22  
**To:** Speedie C (Claire)  
**Cc:** Brown Emilia  
**Subject:** RE: Commission to the MAC

Thanks, MAC will be considering all such requests at its meeting next week and making public its views at the end of the month.

Your colleagues can get their special pleading in early when they meet Alan next week.

Steve

Stephen Earl  
Migration Advisory Committee secretariat  
2nd Floor,  
Peel Building,  
2 Marsham Street,  
London SW1P 4DF

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**From:** Speedie C (Claire)  
**Sent:** Friday, 15 September 2017 09:05  
**To:** Earl Stephen  
**Cc:** Leger N (Nathalie); Brown Emilia  
**Subject:** Event next week

Hi Steve,

We see you have now put up dates for events on your website. Given that the one Scotland event is next week, we wondered, how are you advertising to make sure people know about it? Can anyone attend? And how do people book a place... do they just contact you?

I'm not in for the rest of the day so grateful if you can please copy Nathalie into your response.

Thanks,

Claire

**From:** Speedie C (Claire)  
**Sent:** 15 September 2017 09:51  
**To:** Earl Stephen  
**Cc:** Leger N (Nathalie); Brown Emilia; MAC; Sunderland RE (Rachel); Thomson C (Craig)  
**Subject:** Re: Event next week

Copying to the MAC general email also. Grateful if someone can please get back to us immediately given the Scotland event is next week.

Thanks,

Claire

Sent from my BlackBerry 10 smartphone.

**From:** Earl Stephen [REDACTED]  
**Sent:** 15 September 2017 12:48  
**To:** Speedie C (Claire); Leger N (Nathalie)  
**Subject:** Itinerary for Alan Manning' visit to Scotland

I attach the itinerary for Alan's visit to Scotland next week.

Steve

Stephen Earl

Migration Advisory Committee secretariat  
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## MAC SCOTLAND VISIT 20 SEPTEMBER 2017 - ITINERARY

**11.00 – 12.00** Scottish Government Directorate of External Affairs meeting:

Director Karen Watt  
Deputy Director Ian Mitchell  
Other officials possibly incl:  
Rachel Sunderland – Grade 6  
Ashleigh Gray – team leader  
Claire Speedie – Senior Immigration Advisor  
Nathalie Leger – Migration Strategy

Venue: St. Andrew's House  
Regent Road  
Edinburgh  
EH1 3DG

**12.30 – 1.30** Scottish Chambers of Commerce Network roundtable incl:  
Chamber Presidents and corporate partners (full list of attendees to be available before meeting)

Venue: Pinsent Masons  
Princes Exchange,  
1 Earl Grey Street,  
Edinburgh, EH3 9AQ

### Lunch

**2.00 -3.00** Universities Scotland meeting:  
a representative selection from 19 member institutions

Venue: Holyrood Park House  
106 Holyrood Road  
Edinburgh EH8 8AS


**3.15 – 3.45** Tourism Industry Skills Group incl:  
Group Chair Robert Allan, HR Director of Apex Hotels  
Marc Crothall, Chief Executive Scottish Tourism Alliance  
Gordon McGuinness, Skills Development Scotland senior director for migration and Brexit  
Lawrence Durden, Skills Development Scotland  
and members from tourism industry

Venue: Apex City of Edinburgh Hotel  
61 Grassmarket,

Edinburgh EH1 2HJ

**4.00-5.00** School of Social and Political Science, University of Edinburgh meeting:  
Sarah Kyambi, author of report on Scottish and UK immigration policy after  
Brexit  
Professor Christina Boswell, leading on the migration-related work at the  
Royal Society of Edinburgh.

Venue: tba

**From:** Earl Stephen   
**Sent:** 18 September 2017 12:22  
**To:** Speedie C (Claire); Leger N (Nathalie)  
**Subject:** Visit by Professor Alan Manning to Edinburgh

I attach a set of slides by way of background information for Alan's visit to Scottish  
Government on Weds.

Steve

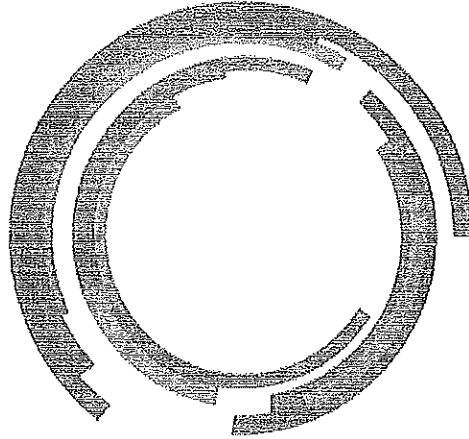
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## EEA and international migrant workers in the UK labour market



## Who are the MAC?

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- Established in 2007 as a non-departmental public body, independent from Government.
- Provides evidence-based advice to Government on immigration issues.
- Makes recommendations not policy: the MAC advise, the Government decides.
- Chaired by Professor Alan Manning. The committee itself consists of immigration and labour market experts.
- Supported by a secretariat of economists, researchers and policy officials.

# EEA and international migrant workers commission

## Overview

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The Home Secretary commissioned the MAC on the 27 July 2017.

The commission broadly covers:

- The Impacts of 'Brexit' on the UK labour market
- How the UK's immigration system should be aligned with a modern industrial strategy.

The MAC has been asked to report by September 2018.

We may produce interim reports or updates within this period.

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# EEA and international migrant workers commission

## Part 1: EEA migration trends

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• Establishing current patterns and characteristics of EU and EEA migration, including:

- Sectors
  - Regional distribution
  - Skill levels
  - Duration of assignments
  - Self-employment, entrepreneurs, part time, agency, temporary and seasonal workers.
- Mapping the evolution of EU and EEA migration since 2000 and possible future trends.

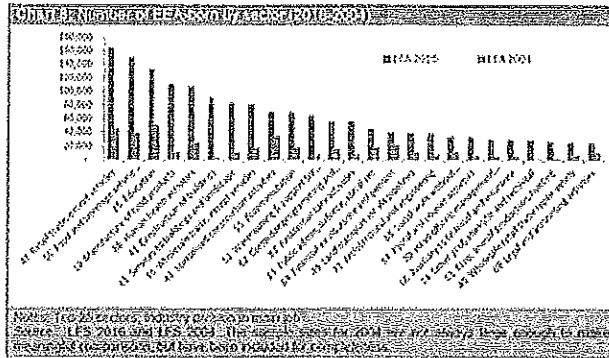
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# EEA and international migrant workers commission

## Part 1: Initial MAC analysis



The MAC published a briefing note to accompany the call for evidence. This included some initial analysis of EEA migration trends:



# EEA and international migrant workers commission

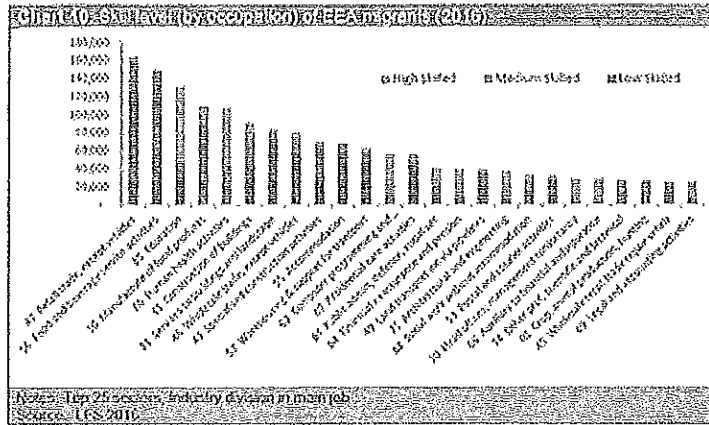
## Part 2: Recruitment practices, Training & Skills



- Considering how to align the UK immigration system with a modern industrial strategy
- Assessing the impact of immigration on the competitiveness of UK industry on productivity, innovation and labour market flexibility.
- Assessing the impact of migration on skills and training, and rates of investment across the sectors.
- Considering the advantages of a migration system focused on the highly skilled or across the entire skills spectrum.
- Considering whether the shortage occupation list (SOL) needs to be amended to include skill levels below NQF6.

# EEA and international migrant workers commission

## Part 2: Initial MAC analysis



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# EEA and international migrant workers commission

## Part 3: Economic, Social and Fiscal Impacts



• Evaluating the economic and social costs and benefits of migration, including:

- o Fiscal impacts to the UK economy
- o Impact on public services
- o Impact on UK infrastructure

• An assessment of the potential impact of any future reductions in EU/EEA migration at a range of levels. This may include:

- o Regional impacts
- o Sector-based impacts

8

# Call for Evidence 2017



Please send your responses by the 27 October 2017, to the MAC Secretariat at:

Email: [MAC@homeoffice.gsi.gov.uk](mailto:MAC@homeoffice.gsi.gov.uk)

Migration Advisory Committee  
2nd Floor  
Peel Building  
2 Marsham Street  
London  
SW1P 4DF

Telephone: [REDACTED]

Please note that your response may be published. The MAC is also subject to the Freedom of Information (FOI) Act, meaning that we can not guarantee your confidentiality.

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**From:** Speedie C (Claire)  
**Sent:** 18 September 2017 14:29  
**To:** Earl Stephen  
**Cc:** Leger N (Nathalie)  
**Subject:** RE: Visit by Professor Alan Manning to Edinburgh

Hi Steve,

Thank you for this. At the moment it will only be Karen Watt (Director for External Affairs) and Ian Mitchell (Deputy Director EU Strategy and Migration) who will meet with yourself and Professor Manning on Wednesday. I will forward on these slides to them. Will you be bringing print outs, or do they need to print them?

Thanks,

Claire

**Claire Speedie** | Senior Immigration Advisor, Migration and Free Movement of People Unit, EU Strategy and Migration Division | Scottish Government | [REDACTED] | ☎ 4<sup>th</sup> Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

**From:** [REDACTED]  
**Sent:** 26 September 2017 12:33  
**To:** Earl Stephen



**Cc:** Brown Emilia  
**Subject:** RE: Commission to the MAC

Hi Steve,

I wondered what the outcome was of the MAC's meeting on Friday re. considering extension requests?

Did you find last Wednesday helpful?

Thanks,

Claire

**Claire Speedle** | Senior Immigration Advisor, Migration and Free Movement of People Unit, EU Strategy and Migration Division | Scottish Government | [REDACTED] | ☎ 4<sup>th</sup> Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

**From:** Earl Stephen [REDACTED]  
**Sent:** 26 September 2017 19:31  
**To:** Speedie C (Claire)  
**Cc:** Brown Emilia  
**Subject:** RE: Commission to the MAC

Thanks, Claire, yes last week was both helpful and interesting – lots of committed and passionate engagement.

We hope to publish the MAC response to clarification questions shortly but do not wish to pre-empt this.

I will let you know when it is ready.

Steve

Stephen Earl  
Migration Advisory Committee secretariat  
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2 Marsham Street,  
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**From:** [REDACTED]  
**Sent:** 27 September 2017 12:09  
**To:** Earl Stephen  
**Cc:** Brown Emilia  
**Subject:** RE: Commission to the MAC

Hi Steve,

Am I understanding correctly that you will deal with the extension requests when you publish your response to the clarification questions? With a month to go, and factoring in time for Ministerial clearance/recess, we really need to know whether you will give an extension so we can plan how to deal with the data coming out on the 26<sup>th</sup> October. A response now would be appreciated.

Thanks,

Claire

**From:** Earl Stephen [REDACTED]  
**Sent:** 27 September 2017 15:14  
**To:** Speedie C (Claire)  
**Subject:** RE: Commission to the MAC

OK, MAC will accept ;late responses

Steve

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Migration Advisory Committee secretariat  
2nd Floor,  
Peel Building,  
2 Marsham Street,  
London SW1P 4DF



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**From:** Speedie C (Claire)  
**Sent:** 28 September 2017 16:43  
**To:** 'Earl Stephen'  
**Cc:** 'MAC@homeoffice.gsi.gov.uk'  
**Subject:** RE: Commission to the MAC

Hi Steve,

Thank you for confirming and agreeing a two week extension to the MAC's deadline. You will receive our response by end 10<sup>th</sup> November.

Claire

Claire Speedie | Senior Immigration Advisor, Migration and Free Movement of People Unit, EU  
Strategy and Migration Division | Scottish Government | [REDACTED] | ☎ 4<sup>th</sup>  
Floor, 5 Atlantic Quay, 150 Broomielaw, Glasgow, G2 8LU

*My current working days are Monday to Thursday.*

