This submission is made by the Food and Drink Federation Scotland (FDF Scotland), the voice of the food and drink manufacturing sector in Scotland. FDF Scotland represents food and drink manufacturers from major global brands through to small and medium-sized enterprises in Scotland.

The food and drink manufacturing industry is the largest manufacturing sector in Europe, the UK and Scotland. In Scotland, we account for almost 19% of the total manufacturing sector by turnover (£6.7bn) and employ 34,000 people. At a UK level, food and drink manufacturers provide a gross value added of £21.9 Billion – this is similar to the automotive and aerospace industries combined.

In Scotland there is a projected requirement for an additional 19,000 new recruits by 2024 to fulfil the labour requirements of food and drink manufacturers. FDF Scotland members would support actions that minimise unnecessary variation in approach to the migration application process between Scotland and the rest of the United Kingdom whilst enhancing the attractiveness of Scotland as a destination. Any additional application steps required for Scottish locations could add to the complexity for individuals and businesses reducing the impact and uptake of these opportunities.

FDF Scotland has worked closely with the Scottish and UK Governments to understand the impact of EU Exit on our members in areas including food safety/regulation, workforce and trading/market access.

FDF and other food and drink partners have created a report focused on key workforce considerations for the UK food and drink supply chain as we leave the EU¹.

1. Developing Scottish Migrant Integration & Reception policies

   a. Codifying the services and rights of migrants in Scotland
   b. One Scotland, Many Cultures campaign

FDF Scotland supports ensuring that Scotland is seen as a welcoming country that is enhanced by the wide range of cultures and countries represented in the population, and recognises that a re-launched “One Scotland, Many Cultures campaign” – or similar efforts -may provide a positive contribution to this aim.

FDF Scotland would support in principle the proposals as set out in the working paper on Citizens’ Rights for the preservation of rights for existing EU27 Citizens and additionally for migrants from other countries. We would welcome further information on how the Scottish approach to codifying services and rights could differ from the UK approach (as highlighted in Paragraphs 208/222).

¹ www.fdf.org.uk/publicgeneral/Breaking-the-Chain.pdf
Many of our members operate in several areas of the UK, and significant variations in approach to integration and reception may impact on their ability to attract workers or relocate them to the required locations whether in Scotland or the rest of the UK.

FDF Scotland would note the proposed Scottish Migrant Integration Forum (Paragraph 214) to assist in policy review and making recommendations to Scottish Government. A clear understanding of the forum’s purpose and level of impact would be key in ensuring that it was an effective mechanism for shaping policy, and that it attracted wide industry representation as envisaged.

It would be useful to understand how any Scottish Migrant Integration Forum would be linked to the work of the Migrant Advisory Committee.

2. International Outreach Activities in Immigration
   a. Creation of multi-media resources to advertise Scotland abroad
   b. Adding an advisory immigration remit to current Scottish offices abroad
   c. Expanding the number of Scottish offices abroad
   d. Promote immigration to Scotland during trade talks

FDF Scotland supports the promotion and advertising of Scotland through the creation of multi-media resources, and provision of direct points of contact for information regarding immigration. For immigration to be economically successful, there is a need for the resources and information to directly reflect the requirements of industry. FDF Scotland works closely with Skills Development Scotland and our members to identify the key skill shortages that need addressed within the Scottish food and drink manufacturing sector.

The use of Innovation and Investment hubs (Paragraph 227) could support attraction of key skills and investors to Scotland, especially those seeking to work collaboratively with Scottish manufacturers. An understanding of how this could represent the opportunities available for inward investment in Scottish manufacturing in trade talks would be welcomed.

Placement of Scottish officials at UK offices and embassies abroad (Paragraph 228) may be beneficial, however consideration should be given to the possibility that key migrant locations may change dependant on the outcome of negotiations, and the altering of labour market requirements.

3. Increasing Scottish influence in UK decision-making
   a. Scottish representation on the Migrant Advisory Committee
   b. Revising and expanding the Scottish Shortage Occupation List
   c. Creation of JMC sub-committee on Immigration
   d. Dissemination of Population Strategy for Scotland

FDF Scotland supports the concept of devolved nations having representation on the MAC, to allow for effective representation of the differing needs present, however, there needs to be a large degree of consistency between devolved and UK approaches to minimise confusion of both industry and individuals.
There is a requirement for a clear understanding of the population and immigration needs for Scotland – with a focus on where the labour and skills shortages are. This could be facilitated by the proposed population strategy for Scotland. These shortages could be identified by consultation with industry stakeholders and FDF Scotland would be keen to facilitate consultation with our members.

Outputs from this industry consultation could feed into a revised Scottish Shortage Occupations List to maximise attraction of appropriate skillsets to Scotland, increasing the number of occupations listed especially with reference to those in Science, Technology, Engineering and Mathematics (STEM). FDF Scotland already has an effective educational programme delivering against these key areas in Scotland.

FDF Scotland is clear that it needs all governments in the UK to work together effectively to support business and the food and drink sector in particular. This needs a clear focus and collective understanding of the outcomes the industry requires. If the best way to do so is by a JMC sub-committee on Immigration, then FDF Scotland supports the creation of one.

4. Scottish Sectoral Agreements
   a. Creating a new postgraduate work visa for Scotland
   b. Temporary work permits for seasonal migrants in Scotland
   c. Creating ‘European Talent: Working in Scotland’ schemes

If the adoption of sectoral agreements is required, then we would seek early clarity on the likely costs, responsibilities and restrictions for industry. FDF Scotland would ask that any considered visa or permit schemes be reflective of the flexibility requirements (regarding location, role and duration) needed by industry.

Additionally, there should be a direct correlation between the proposed Scottish Shortage Occupation List and available mechanisms for recruiting workers, allowing for rapid recruitment and approval of applications.

5. Devolving administrative aspects of immigration
   a. Creation of a Scottish Work Permit processing office(s)

FDF would not support the addition of further levels of processing/assessment over and above those currently undertaken at a UK level, as this could potentially add to processing timescales for visa applications. Furthermore the use of a Scottish Work permit could restrict the movement of individuals in respect of both the requirements of industry and of the permit holder.

6. Scottish Visa Sponsorship Schemes
   a. Create a statewide visa framework that all regions are eligible for
   b. Create a single regional visa framework for Scotland only
   c. Create multiple bilateral programmes for each region
   d. Create a single bilateral programme for Scotland only
7. Devolving Control over Selection to Scotland

a. Creating a Scottish PBS alongside the UK PBS
b. Enabling Scotland to create a new immigration system

FDF Scotland would not support the measures contained in options 6 and 7, and would highlight that any alterations that impact upon the process of application dependent upon location could be counterproductive for both migrants and industry due to:

- Increased processing time (especially if final verification occurred at a UK level).
- Inability for migrants to relocate within the UK if their visa/permit was tied to a specific location or role.
- Increased application costs due to potential two stage application process.

The Food and Drink Manufacturing Industry

Food and Drink Federation (FDF) Scotland represents the food and drink manufacturing industry in Scotland. The food and drink manufacturing industry in Scotland has an annual turnover of over £6.7 billion, which is almost 18.8% of the total manufacturing turnover in Scotland, and Gross Value Added (GVA) of over £1.9bn. The industry employs 36,000 people. In 2015 exports of food increased by 18.7% to £985m.

FDF Scotland is a division of the Food and Drink Federation (FDF) is the voice of the UK food and drink manufacturing industry, the largest manufacturing sector in the country. The industry has a turnover of £81.8bn, which is 16% of total manufacturing turnover, and Gross Value Added (GVA) of £23.2bn. The industry employs around 400,000 people. Exports of food and non-alcoholic drink are a valuable part of the industry, amounting to a worth of £13.8bn in 2016, while exports of all food and drink exceeded £20bn for the first time. Exports of branded goods have also increased, up 11.5% on 2015, reaching a worth of £5.2bn in 2016.