



## ECONOMY AND LABOUR MARKET

# Scotland's Labour Market: People, Places and Regions

Annual Population Survey 2019



Scottish Government  
Riaghaltas na h-Alba  
[gov.scot](http://gov.scot)

# Key Points

All data is for January 2019 to December 2019 and therefore precedes the impact of government policies related to COVID-19 implemented from March 2020 onward.

## Employment

- In 2019, in Scotland, 2,663,900 people (aged 16 and over) were in employment and the employment rate (16 to 64) was 74.8 per cent, this was a record high level and rate of employment however, below the UK rate of 75.6 per cent.
- Since 2009, the employment rate had increased in 28 local authorities and decreased in 4.
- The gender employment gap (which measures the difference between the employment rates for men and women) had decreased from 8.2 percentage points in 2009 to 6.3 percentage points in 2019.
- Since 2009, employment levels for 25 to 34, 50 to 64, and 65 and over have increased with those in employment aged 65 and over almost doubling, rising from 54,800 to 89,100.
- In 2019, the employment rate for the disabled population was 49.0 per cent which was significantly lower than the employment rate for those not classed as disabled (81.6 per cent). In 2019, the disability employment gap was 32.6 percentage points, lower than the gap the year before which was 35.5 percentage points.
- The employment rate for the minority ethnic population aged 16 to 64 was 59.3 per cent, lower than the white population with an employment rate of 75.7 per cent giving a gap in the employment rate between minority ethnic and white aged 16 to 64 years of 16.4 percentage points.

## Industry Sector

The main source of statistics on employment by sector is business surveys rather than the APS, however, the APS allows a comparison of detailed characteristics of people who self-report that they are employed in these sectors. This shows:

- Young people (16 to 24) make up a comparatively high concentration of the workforce in: "Accommodation and Food Services"; and "Wholesale, Retail, Repair of Vehicles" while workers aged 50 and over make up a comparatively high concentration of the workforce in "Agriculture, Forestry and Fishing"; and "Transport and Storage".
- Workers with long-term conditions (including cardiovascular, respiratory, diabetes, and progressive illness) make up a comparatively high concentration of the workforce in: "Transport and Storage"; and "Water Supply, Sewage, Waste".

## Type of Employment

- 1,957,000 people were in full-time employment in 2019 and 703,900 were in part-time employment.
- 329,600 people in employment were self-employed, the highest level since the series began.

## Skills

- 11.6 per cent (388,200) of the population in Scotland aged 16 to 64 have low or no qualifications (SCQF Level 4 or below).
- 37.2 per cent (814,000) of workers in Scotland aged 25 to 64 in 2019 were graduates (SCQF Level 9+), the highest on record.

\*Statistically significant

## Unemployment

- In 2019, 95,800 people (aged 16 and over) were unemployed in Scotland. The rate decreased to 3.5 below the UK rate of 3.9 per cent.
- Since 2009, model-based unemployment rates have decreased in all 32 local authorities.
- 41.8 per cent of unemployed people in Scotland have been unemployed for 6 months or more.
- 8.6 per cent of people aged 16 to 19 were not in employment, education or training (NEET) in 2019, almost the same as in 2018 and a decrease of 4.6 percentage points from the peak in 2010\* (13.2 per cent).

## Economic Inactivity

- Over 53.7 per cent of the 773,000 economically inactive people (16 to 64) in Scotland were inactive because they were long-term sick or students in education. Increases in the level of inactivity since 2009 have been driven by increases in the number of students and the “other”\*\* category.
- The inactivity rate for those aged 16 to 64 in Scotland in 2019 was 22.5 per cent, higher than the UK rate of 21.2 per cent.
- Since 2009, economic activity rates have increased for those aged 16 to 24 and decreased for those aged 50 to 64.
- Economic inactivity rates were highest in Glasgow City, Inverclyde, and Dundee City.
- 20.4 per cent (157,800) of economically inactive (16 to 64) would like to work, the lowest percentage since the series began in 2004.
- 148,500 people aged 16 and over have never worked (excluding students aged 16 to 24 years in full-time education).

### Notes:

1. All statistics, charts and tables presented in this publication are sourced from the Annual Population Survey January-December datasets produced by the Office for National Statistics (ONS).
2. Map data: Reproduced by permission of Ordnance Survey on behalf of HMSO. © Crown copyright and database right 2020. All rights reserved. Ordnance Survey Licence number 100024655.

\* Statistically Significant

\*\* “Other” reasons for inactivity include: “Other”, “No reason given”, and “Waiting on the result of a job application”.

# About this Publication

This publication was formerly called Regional Employment Patterns and highlights the key statistics for Scotland's labour market from the Annual Population Survey for 2019.

Information is presented for key indicators including: employment, equality characteristics of those in employment, underemployment, inactivity, and youth participation in the labour market.

All data is for January 2019 to December 2019 and therefore precedes the impact of government policies related to COVID-19 implemented from March 2020 onward.

In this edition topical indicators are also included for industry sector by skill level, age, and long-term health conditions.

The first data from the APS was provided in 2004. As well as providing updated estimates for 2019 this publication includes trends over time and gives some indication of the variation across the 32 local authority areas within Scotland.

Comparisons are usually made with the year before or 10 years before, and in some cases in the years following the highest point following the recession. This is the seventeenth publication of the series (known as Regional Employment Patterns prior to 2019).

## Access the data in this publication

Supporting data for all indicators at local authority level are available at [Scotland's Labour Market- People Places and Regions – Background Tables](#)

Annual Population Survey information is also made available on the Scottish Government Open Data Platform: [www.statistics.gov.scot](http://www.statistics.gov.scot)

## The Annual Population Survey

The Annual Population Survey (APS) is the primary source for information on local labour markets. It combines results from the Labour Force Survey (LFS) and the English, Welsh and Scottish Labour Force Survey boosts. The boost increases the sample size in Scotland, which means the APS can provide more robust labour market estimates for local areas compared to the main LFS.

The Scottish Government funds the boost to the LFS sample in Scotland, taking the sample size from approximately 5,000 households each year to 17,000 households.

Level and rates provided are estimates based on this households survey, therefore they are subject to sampling error. Confidence intervals which give an indication of the margin of error surrounding these estimates is provided in the [background tables](#) published as part of this publication. Some statistically significant changes are noted throughout the text.

It is noted in some places where estimates are not available, either due to the fact they are based on a 2 or less individual responses or they are based on a small sample and not statistically robust.

Results are provided for the calendar years (January to December) 2004 to 2019, based on the data released by the Office for National Statistics (ONS) on 18 March 2020.

ONS also release rolling quarterly datasets covering the periods April to March, July to June, and October to September. The data for these time periods have not been used or presented within this publication or associated tables.

## Monthly labour Force Survey statistics

Monthly labour market statistics based on the labour force survey are published at: [www.gov.scot/collections/labour-market-statistics/](http://www.gov.scot/collections/labour-market-statistics/)

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# SECTION 1: EMPLOYMENT

## 1.1 Overview

In 2019, 2,759,700 people aged 16 years and over were economically active in Scotland. Scotland's economic activity rate (16 to 64) in 2019 was 77.5 per cent, lower than the UK rate of 78.8 per cent.

### Who is classed as economically active?

Economically active individuals are those who are in employment or have been actively seeking work and are available to start work (an International Labour Organisation (ILO) definition).

Of the population aged 16 years and over in Scotland in 2019: 2,663,900 were in employment and 95,800 were unemployed.

**Figure 1: Scotland's economically active population for ages 16 and over, 2019**



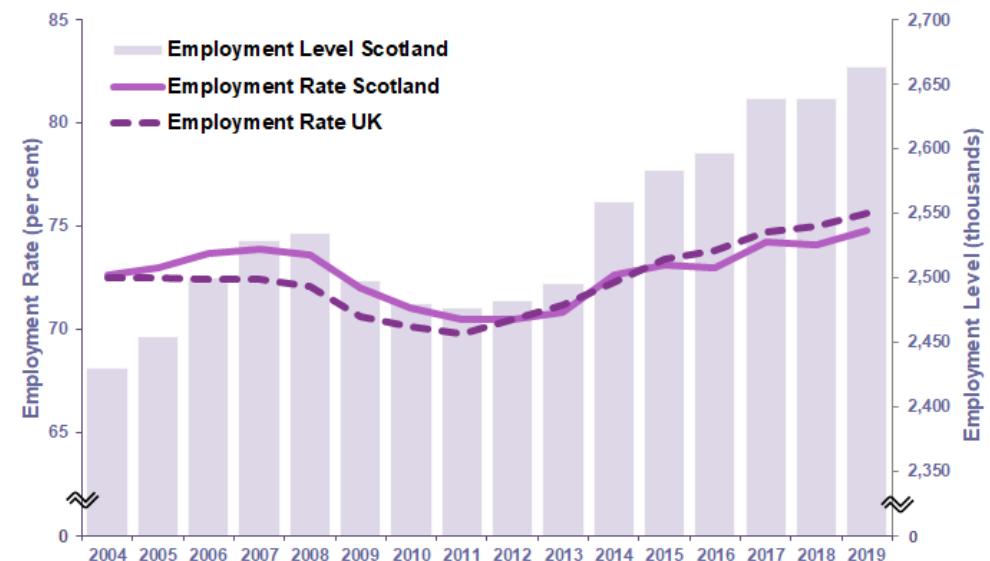
**As in the UK, the employment level and rate (16 years and over) in Scotland were the highest in the series.**

In 2019, the employment rate (16 to 64) was 74.8 per cent, slightly lower than the UK rate of 75.6 per cent.

### Who is classed as being in employment?

If a person is over 16 years old and has done at least one hour of paid work in the week prior to their Labour Force Survey (LFS) interview or have a job that they are temporarily away from.

**Chart 1: Employment level for ages 16 and over, Scotland, 2004 to 2019; and employment rate for ages 16 to 64, Scotland and UK, 2004 to 2019**



## 1.2 Local Authorities

There is considerable variation in employment rates for those aged 16 to 64 across Scotland's local authorities.

### In January to December 2019

The highest employment rates were seen in:

- **Orkney Islands** (87.1 per cent);
- **Perth and Kinross** (83.4 per cent); and,
- **Na h-Eileanan Siar** (82.3 per cent).

The lowest employment rates were seen in:

- **Glasgow City** (67.3 per cent);
- **Inverclyde** (68.3 per cent); and,
- **Dundee City** (68.6 per cent).

Since 2009, the employment rate has increased in 28 local authority areas and decreased in four.

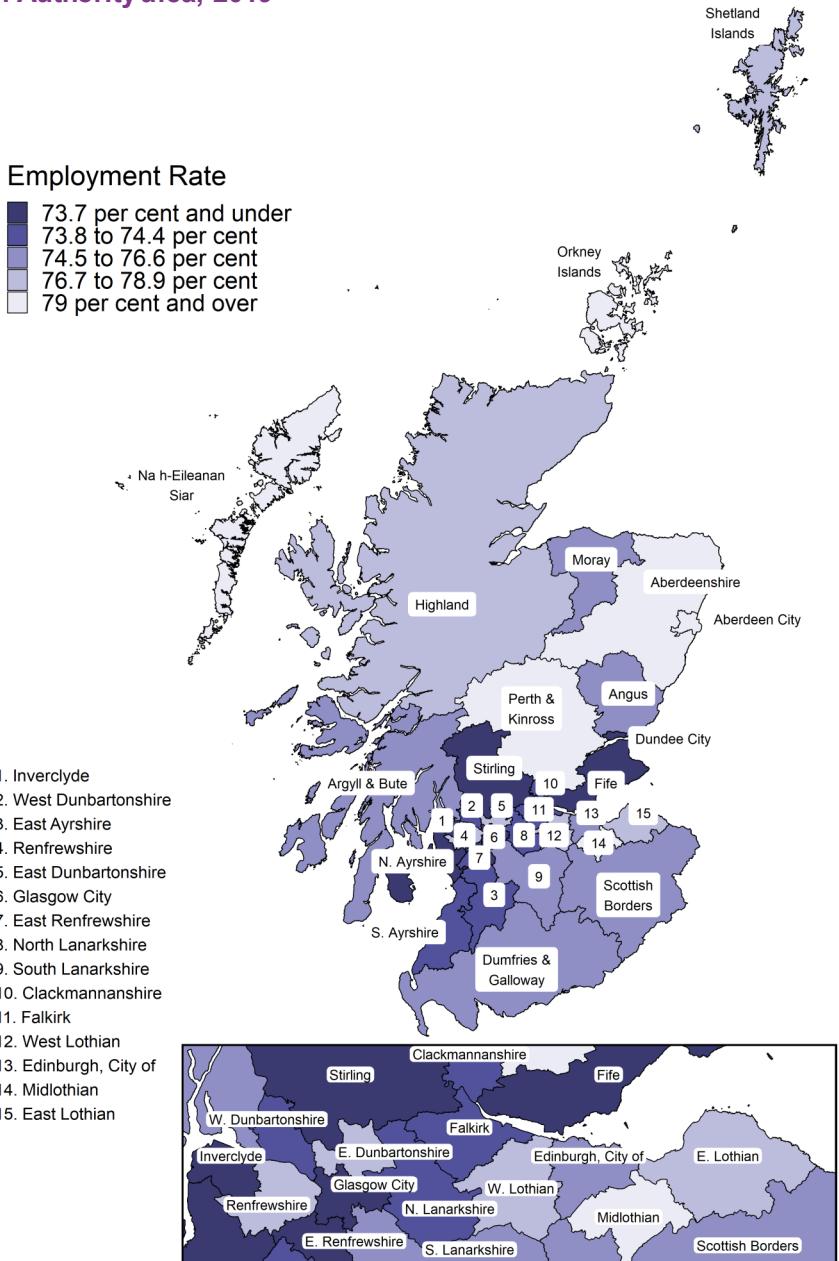
The local authorities seeing the largest increase in the past ten years were:

- **Na h-Eileanan Siar** (up 11.0\* percentage points);
- **Perth and Kinross** (up 8.0\* percentage points); and,
- **East Ayrshire** (up 7.1\* percentage points).

While the four local authorities which decreased were:

- **Shetland Islands** (down 7.2 percentage points);
- **Highland** (down 3.1 percentage points);
- **Moray** (down 2.8 percentage points); and,
- **Stirling** (down 0.2 percentage points).

Figure 2: Employment Rate for ages 16 to 64, by Local Authority area, 2019



\* Statistically Significant

## 1.3 Gender

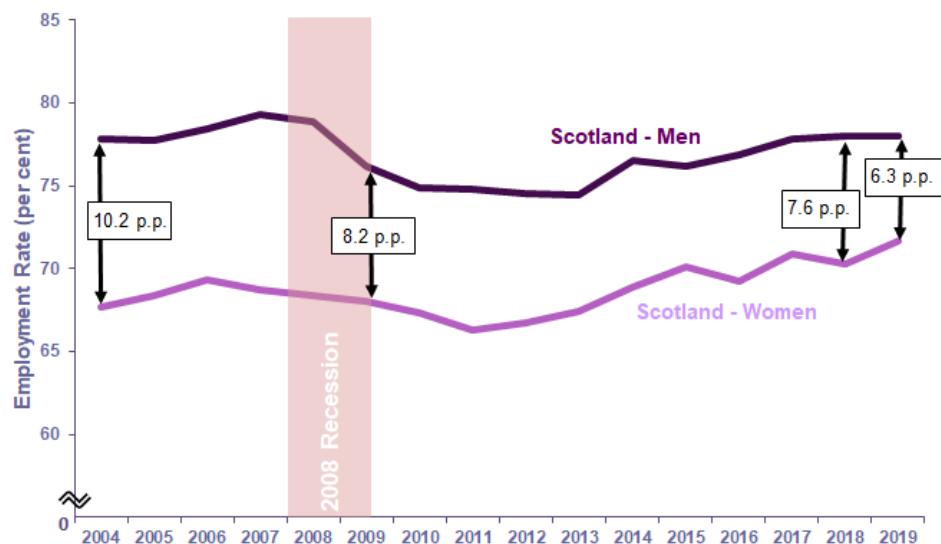
### National Performance Framework Indicator

#### Gender balance in organisations

The gender employment gap is the difference between the employment rate for men and women. The gap decreased from 8.2 percentage points in 2009 to 7.6 percentage points in 2018 and further over the year to 6.3 percentage points in 2019.

From 2011 to 2015, the employment level and rate have increased at a faster rate for women compared with men in Scotland. However, since then the rate of increase has been similar for women and men.

Chart 2: Employment rate for ages 16 to 64 by gender, 2004 to 2019



\* Statistically Significant

1,300,500 women were in employment in 2019, 97,100 more compared with 2009. The employment rate for women has increased by 3.8\* percentage points from 68.0 per cent in 2009 to 71.7 per cent in 2019.

1,363,400 men were in employment in 2019, 69,100 more compared with 2009. The employment rate for men has increased by 1.8\* percentage points from 76.2 per cent in 2009 to 78.0 per cent in 2019.

While the employment rate of women (16 to 64) is at a peak the employment rate of men (16 to 64) was higher between 2006 and 2008.

## 1.4 Local Authority areas

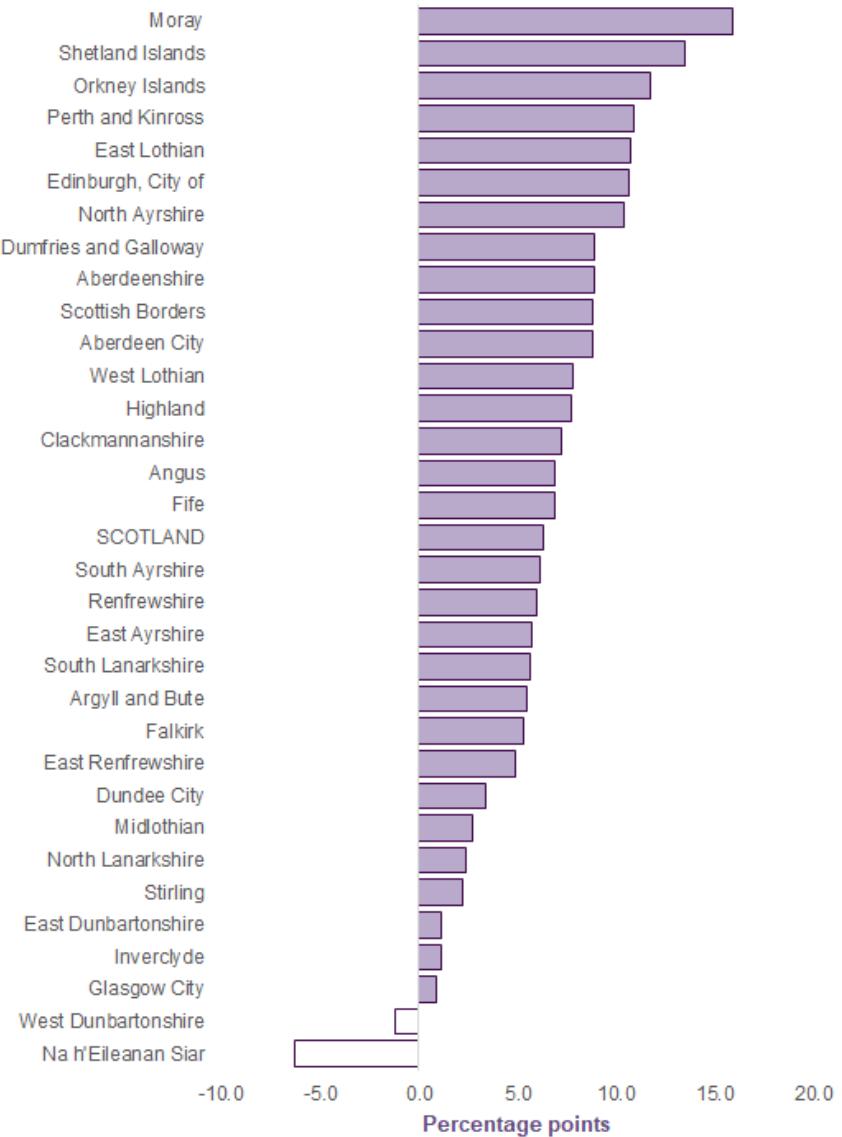
In 2019, men had higher employment rates (16 to 64) than women across all local authorities in Scotland, except Na h-Eileanan Siar and West Dunbartonshire, where women had higher employment rates than men, with employment rate gaps of -6.3 percentage points and -1.2 percentage points respectively.

Since 2009, the employment rate for women has increased in 27 of the 32 local authorities whereas for men the employment rate had increased in only 21 of the 32 local authorities.

In 2019 the highest gender employment gap was in **Moray** at 15.9 percentage points, with an employment rate of 66.9 per cent for women compared with a rate of 82.8 per cent for men.

**Shetland Islands** had the second highest with a gender employment gap of 13.5 percentage points, with an employment rate of 70.5 per cent for women compared to 84.0 per cent for men.

Chart 3: Gender employment gap by local authority, 2019



## 1.5 Age

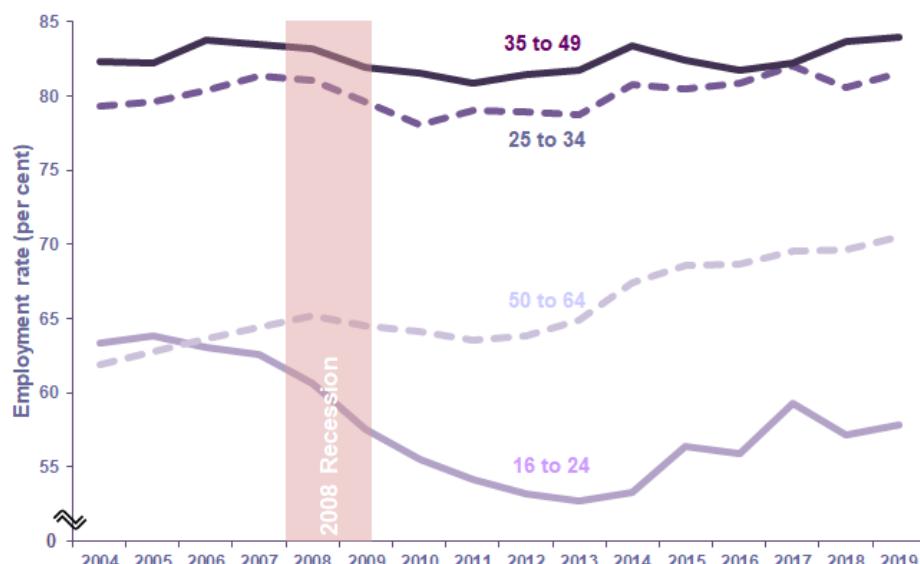
In the last year the employment rate has increased in all age bands up to 65 years.

The employment rate for young people (16 to 24) has increased over the last year to 57.9 per cent of those aged 16 to 24 being in employment. The 2008 recession had greatest impact on the employment rates of young people reducing from 60.7 per cent in 2008 to a low of 52.7 per cent in 2013.

The employment rate for 25 to 34 year olds (81.6 per cent) and 35 to 49 year olds (84.0 per cent) have been fairly stable in the period 2004 to 2019. Although slightly lower in the years 2010 to 2012.

The employment rates for those aged 50 to 64 have increased throughout the economic recovery and in each year since 2012 reaching a record high of 70.5 per cent in 2019.

**Chart 4: Employment rate for ages 16 to 64 by age, 2004 to 2019**



Similarly the employment rate for those aged 65 years and over has increased since 2004 from 5.2 per cent, however has decreased in the last year slightly to 8.7 per cent in 2019.

### Full-Time Education

The level and rate of people who reported participating in full-time education in the APS has changed over time and was highest in the years 2011 to 2015 when, in each year, over 320,000 people were in full time education.

**Chart 5: Participation in full-time education by economic activity for ages 16 to 64, Scotland, 2008 to 2019**



In 2019, 44.2 per cent of the population aged 16 to 24 and 9.2 per cent of those aged 16 to 64 were in full-time education.

61.6 per cent of people in full-time education were not employed whilst studying.

Excluding those in full-time education, the employment rate of those aged 16 to 64 in 2019 increases to 78.6 per cent.

## 1.6 Ages 16 to 24

The youth (16 to 24) employment rate in Scotland increased by 0.7 percentage points over the year from 57.2 per cent in 2018 to 57.9 per cent in 2019.

While the UK rate increased by 0.4 percentage points from 53.7 per cent to 54.1 per cent over the same period.

The local authority areas with the highest youth employment rates in Scotland in 2019 were:

- **Orkney Islands** (82.0 per cent);
- **Na h-Eileanan Siar** (75.9 per cent); and,
- **Aberdeen City** (73.0 per cent).

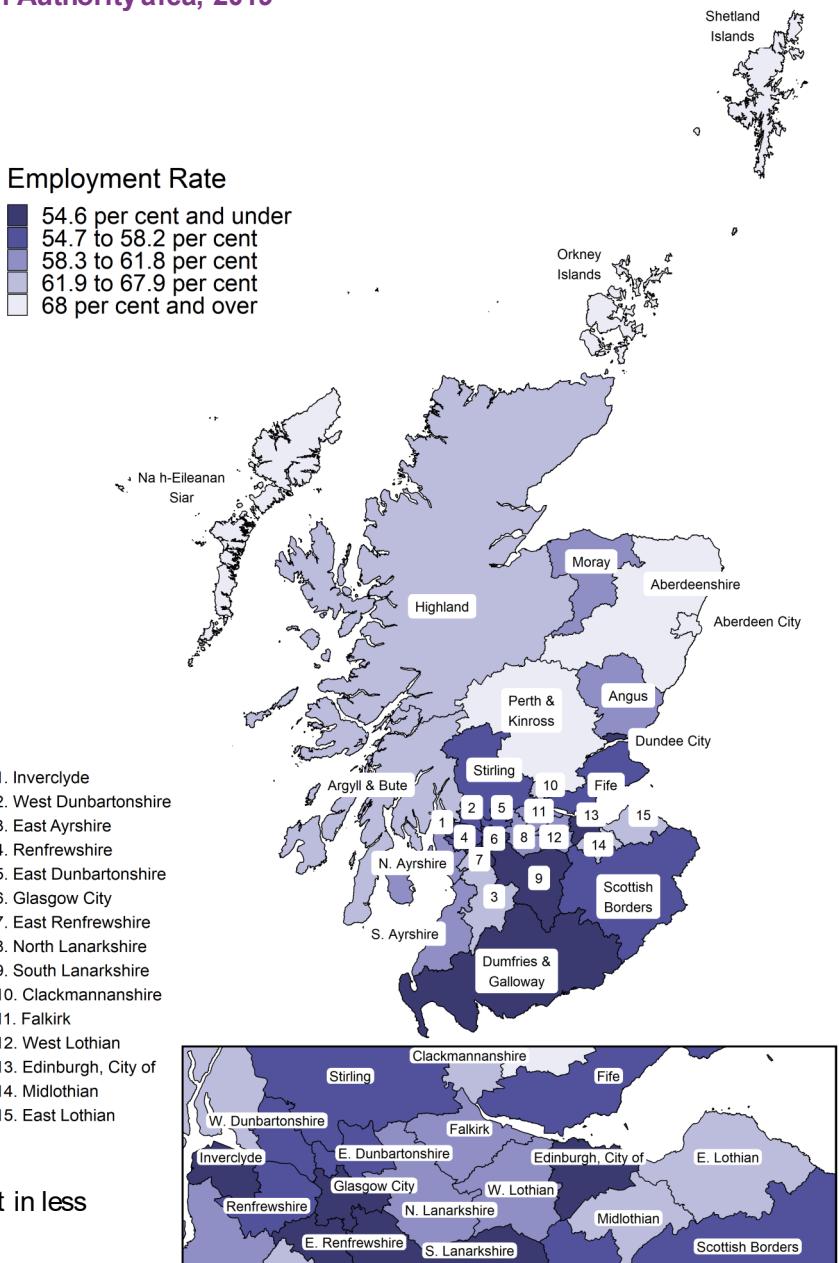
The local authority areas with the lowest youth employment rates in Scotland in 2019 were:

- **East Renfrewshire** (38.5 per cent);
- **Glasgow City** (47.5 per cent); and,
- **Inverclyde** (49.8 per cent).

It should be noted that youth employment rates in university areas are likely to be lower due to higher levels of economically inactive students.

Shetland estimates are based on a small sample size. This may result in less precise estimates, which should be used with caution.

**Figure 3: Employment Rate for ages 16 to 24 by Local Authority area, 2019**



## 1.7 Ages 50 and over

### 50 to 64 years

The employment level for those aged 50 to 64 years increased by 146,700 from 642,200 in 2009 to 788,900 in 2019. The employment rate increased 6.0\* percentage points from 64.5 per cent to 70.5 per cent over the same period.

Women accounted for nearly two thirds (59.0 per cent) of the increase in employment level for those aged 50 to 64.

### 65 years and over

**89,100 people aged 65 and over were in employment in Scotland in 2019, nearly two thirds (62.7 per cent) more than ten years ago.**

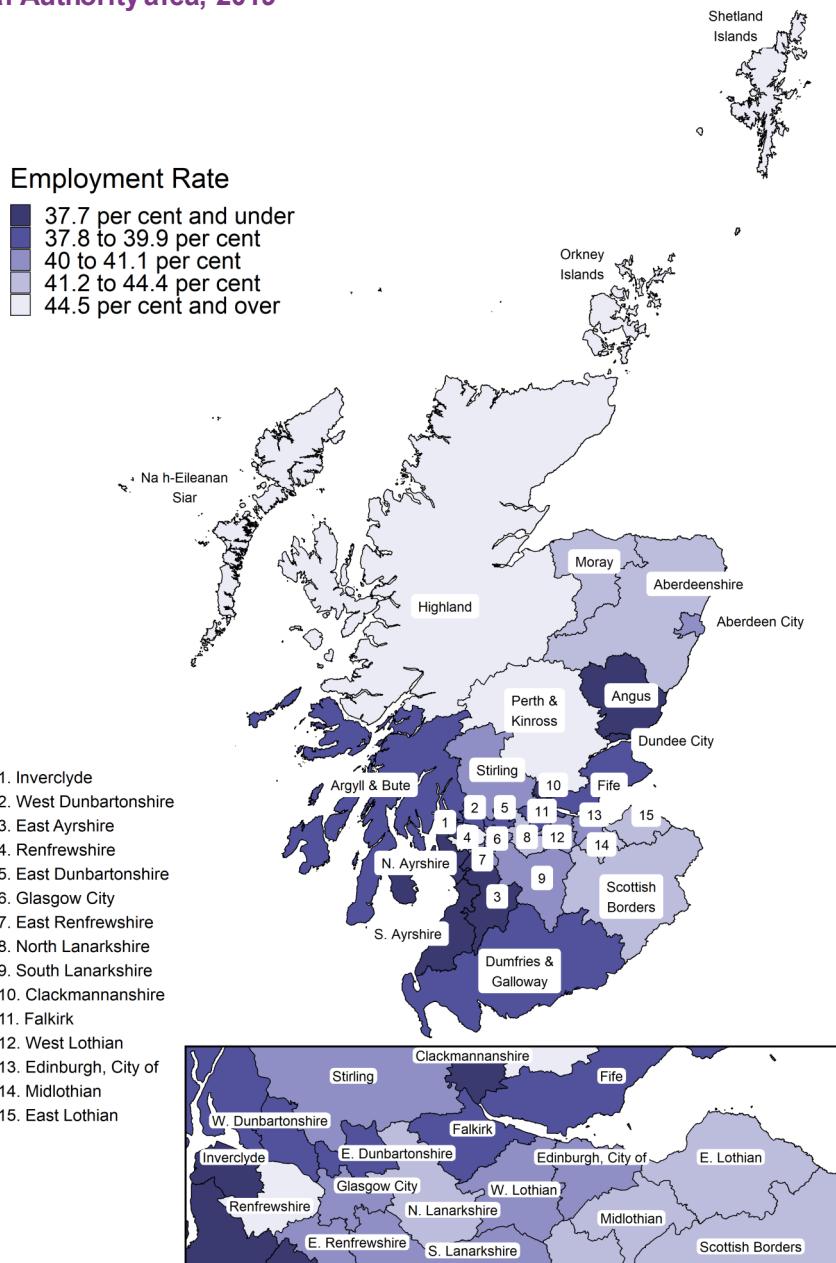
The most common reason for working past the age of 65 years was overwhelmingly being “**Not ready to stop working**” reported by 58.8 per cent.

### 50 years and over

The local authorities with the highest employment rate for those aged 50 years and over were:

- **Shetland Islands** (52.4 per cent);
- **Orkney Islands** (50.3 per cent); and,
- **Highland** (46.1 per cent).

**Figure 4: Employment Rate for ages 50 and over by Local Authority area, 2019**



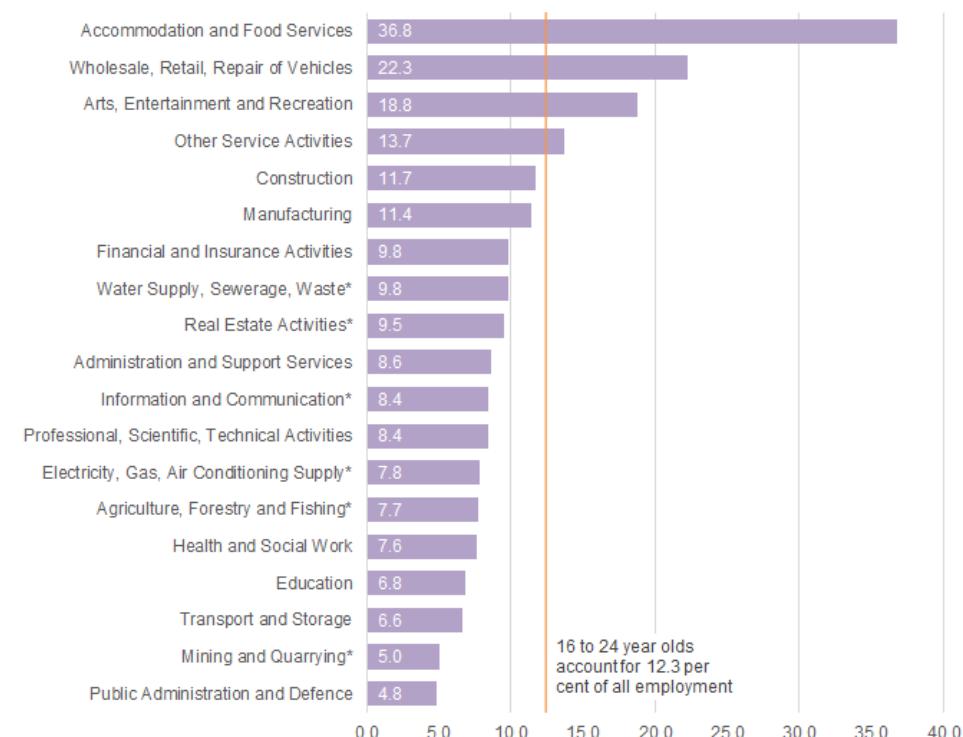
## 1.8 Age by Industry

Almost a quarter of people aged 16 to 24 in employment work in “Wholesale, Retail, Repair of Vehicles”; accounting for 22.3 per cent of the workforce in this sector.

Almost 1 in 5 are employed in “Accommodation and Food Services”, accounting for 36.8 per cent of all employed in this sector.

Almost in 10 are employed in “Health and Social Work activities”, however young people only account for 7.6 per cent of employment in that sector.

**Chart 6\*: Proportion of workforce aged 16 to 24 within industry, 2019**



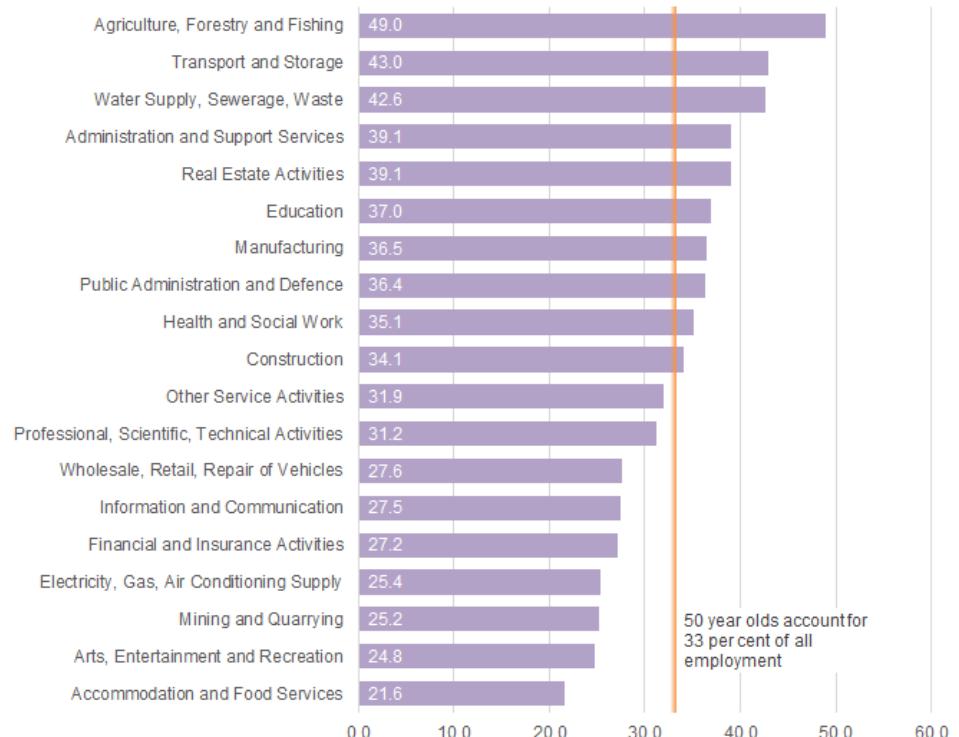
\* Estimates are based on a small sample size. This may result in less precise estimates, which should be used with caution.

While young people account for 12.3 per cent of all in employment, the 50 to 64 year old age band accounts for one third of the workforce.

The highest proportion of the population aged 50 years and over work in “Health and Social Work” where 140,200 people in this age group are employed in the sector accounting for 35.1 per cent of all employed in that sector.

People in employment aged 50 years and over account for over 40 per cent of the workforce in “Agriculture, Forestry and Fishing”, “Transport and Storage”, and “Water Supply, Sewage, Waste”.

**Chart 7: Proportion of workforce aged 50 and over within industry, 2019**



## 1.9 Health and Disability

In 2019, the employment rate for those classed as disabled under the Equality Act 2010 was 49.0 per cent which is significantly lower than the employment rate for non-disabled people (81.6 per cent). In 2019, the disability employment gap was 32.6\* percentage points.

### Data on disability

The disability employment gap is the difference between the employment rates of disabled people and non-disabled people. It is calculated as the non-disabled employment rate minus disabled employment rate.

The gap between the employment rate for disabled and non-disabled people has decreased by 2.9 percentage points over the year and by 4.7 percentage points since 2016.

Figure 5: Employment rates for ages 16 to 64 by Equality Act Disabled, 2019



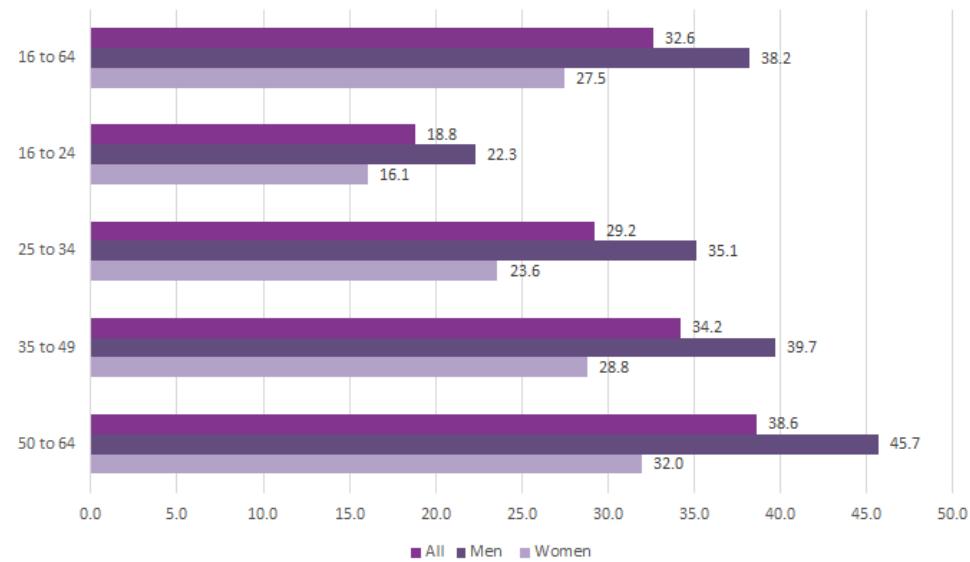
\* Statistically Significant

The employment rate for disabled people increased from 45.6 per cent in 2018 to 49.0 per cent in 2019, and was the primary reason for the reduction in the employment gap as the employment rate for non-disabled people increased only slightly from 81.1 to 81.6 per cent over the same period.

The disability employment gap was lower for women (27.5 percentage points) than men (38.2 percentage points) for ages 16 to 64 and across all other age bands.

The disability employment gap was lower for young people and increased with age with the gap being highest for those aged 50 to 64 years, for both women and men.

Chart 8: Disability employment gap for ages 16 to 64 by gender and age, Scotland, 2019

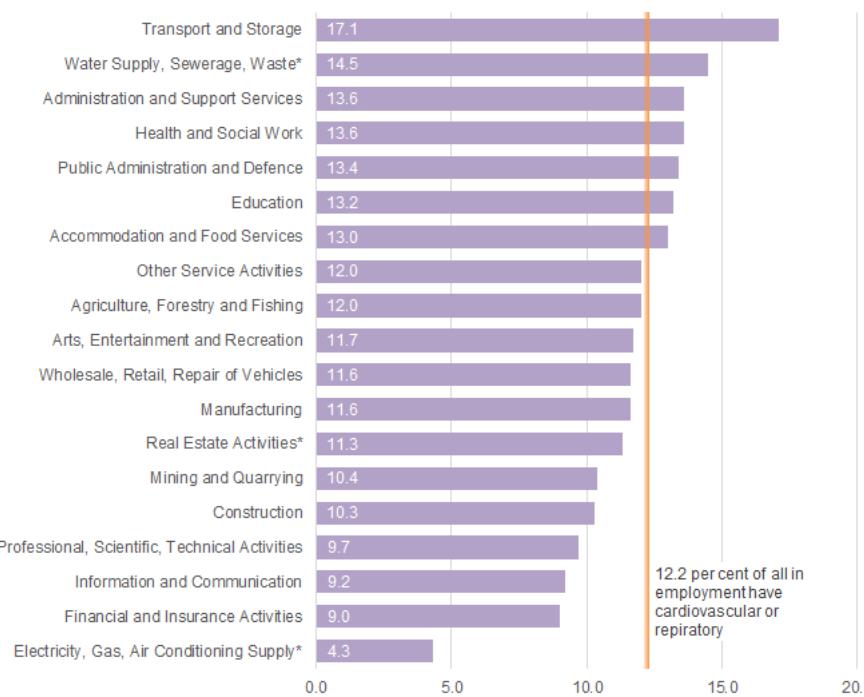


## 1.10 Health and Industry

12.2 per cent of the workforce have a self-reported long-term condition (lasting 12 months or more) which can include respiratory, cardiovascular, diabetes or a progressive illness. These conditions are highlighted as they may relate to greater susceptibility to the effects of COVID-19.

Those industries with the highest proportion of their workforce reporting at least one of the four long-term condition are “Transport and Storage” (including warehousing) and “Water Supply, Sewerage and Waste” sectors with over 14 per cent.

**Chart 9\*\*: Proportion of workforce with a long-term condition by industry 2019**



\* Estimates are based on a small sample size. This may result in less precise estimates, which should be used with caution.

\*\* Estimates are limited to people who self-reported any of the four long-term conditions including respiratory, cardiovascular, diabetes, or a progressive illness.

## 1.11 Ethnicity

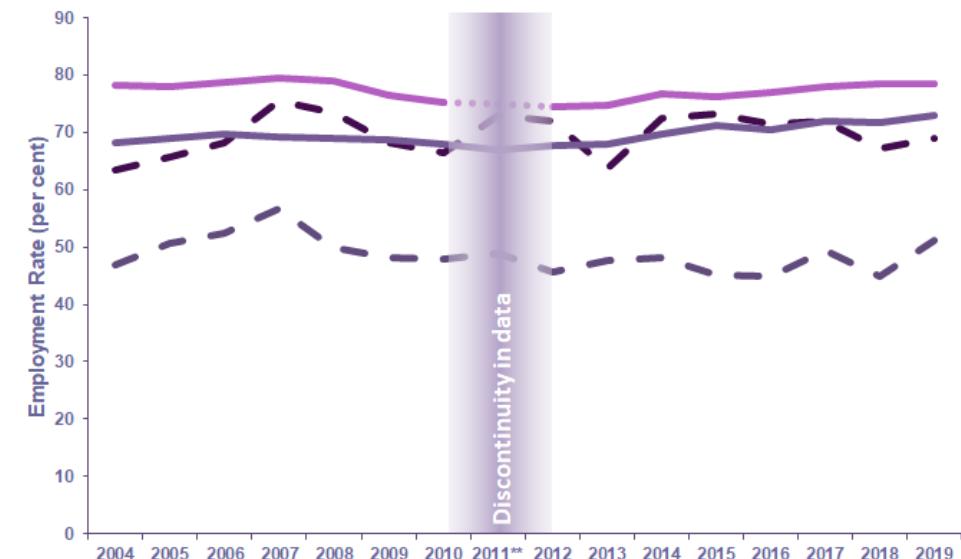
The employment rate for the minority ethnic population aged 16 to 64 was 59.3 per cent. This is lower than the rate for white population (75.7 per cent) giving a gap in employment rates between minority ethnic and white of 16.4 percentage points.

The white population has consistently had an employment rate that exceeds the minority ethnic population.

The minority ethnic employment gap was much higher for women than men. For women the gap was 22.0 percentage points and for men it was 9.5 percentage points.

The gap in the employment rate for the minority ethnic population was largest for ages 16 to 24 (26.1 percentage points); followed by ages 25 to 34 (25.3 percentage points), ages 35 to 49 (15.0 percentage points), and ages 50 to 64 (3.1 percentage points).

**Chart 10: Employment rate for minority ethnic and white population ages 16 to 64, Scotland, 2004 to 2019**



## SECTION 2: TYPE OF WORK

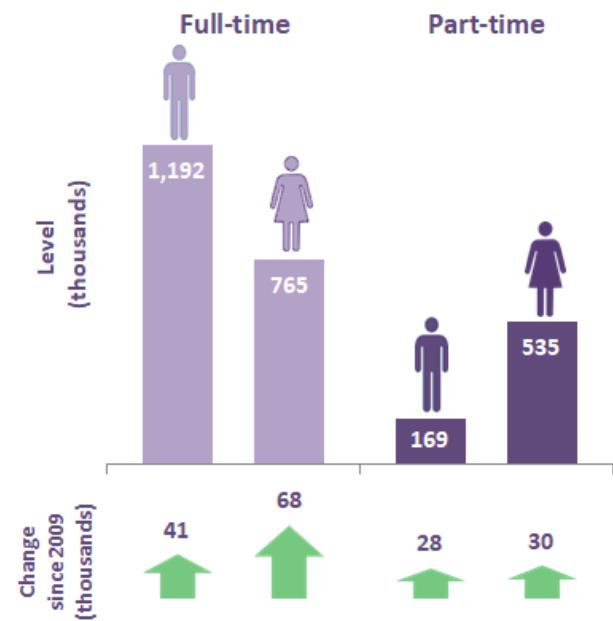
## 2.1 Type of Employment

In 2019, 1,957,000 people were in full-time employment and 703,900 people were in part-time employment.

Since 2009, the levels of part-time and full-time employment for women have increased. For men, levels of part-time employment have increased, and full-time employment is also marginally higher than in 2009.

Part-time working accounts for a similar share of employment compared with 2009, increasing from one quarter (25.9 per cent) in 2009 to 26.5 per cent in 2019.

**Chart 11: Employment rate for ages 16 to 64 by gender and full-time/part-time, 2019**



Part-time employment accounts for 41.2 per cent of all women's employment compared with 12.4 per cent of all men's employment.

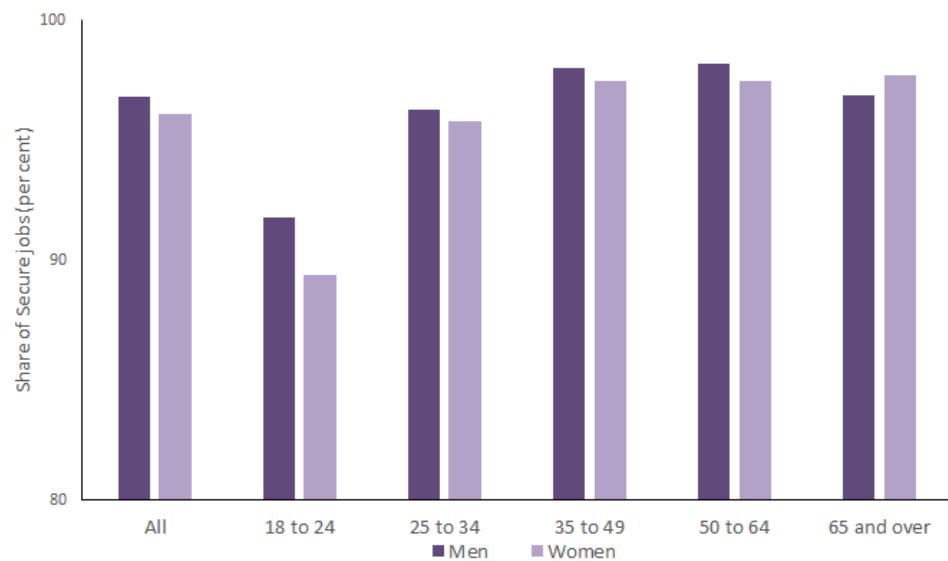
Part-time employment is also more common for those in employment aged 16 to 24 years (39.6 per cent), with the majority being students, and for those aged 65 years and over where 62.0 per cent were working part-time.

### Secure employees

In 2019, 96.5 per cent of employees (18 years+) were securely employed, where they held a permanent job or their job was temporary and they did not want a permanent job. 80,900 people were in employment which was not secure.

As a percentage of all employees by age band, young people (18 to 24) were least likely to be securely employed.

**Chart 12: Share of employees (18 years+) which is secure by age and gender, 2019**



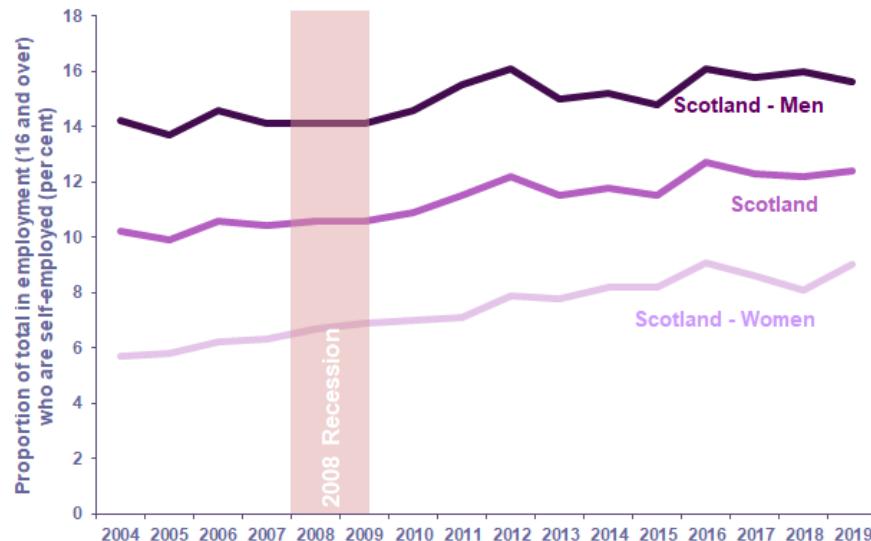
## Self-employment

**329,600 people in employment were self-employed in Scotland, this is the highest since the series began in 2004.**

Self-employment accounted for 12.4 per cent of all employment in Scotland in 2019. This remains below the UK where 15.3 per cent of those in employment are self-employed.

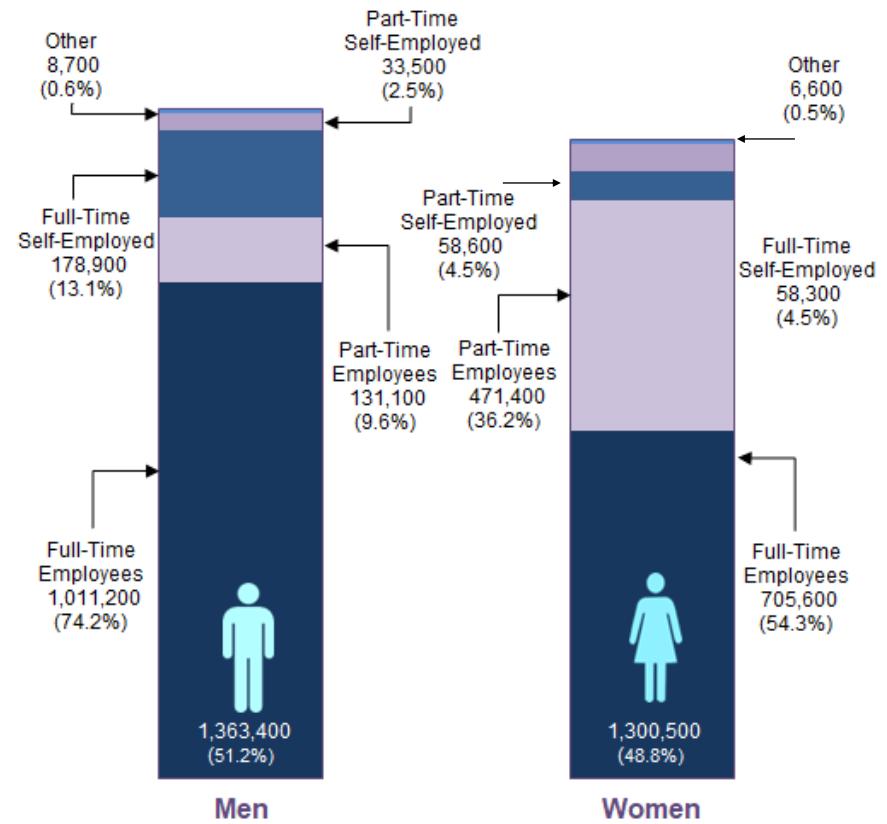
Women accounted for an increasing share of self-employment from 26.8 per cent in 2004 to 35.5 per cent in 2019. The number of women who are self-employed increased steadily from 66,200 in 2004 to 116,900 in 2019.

**Chart 13: Proportion of people aged 16 and over in employment who are self-employed by gender, 2004 to 2019**



The number of men in Scotland who are self-employed increased from 181,000 in 2004 to 212,700 in 2019, slightly less than 2018 when 218,400 were self-employed.

**Chart 14\*: Employment for ages 16 and over by gender and work pattern, 2019**

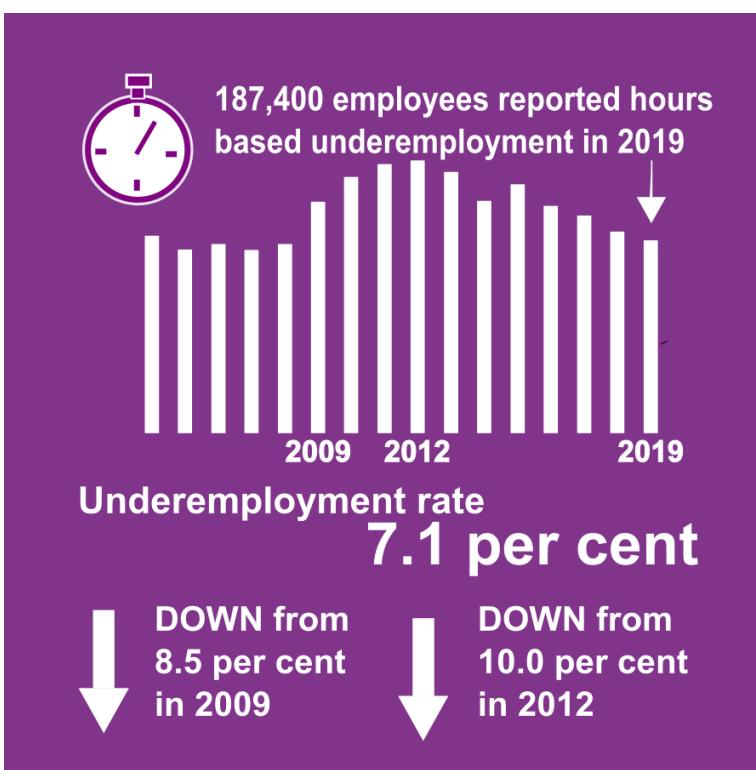


## 2.2 Underemployment

**What is underemployment?** Underemployment refers to those who are in work but who would prefer to work more hours for the same rate of pay and provides a measure of underutilisation of labour.

The APS only collects information on hours based underemployment.

Figure 6: Underemployment for those in employment aged 16 years and over, 2019



\* Statistically Significant

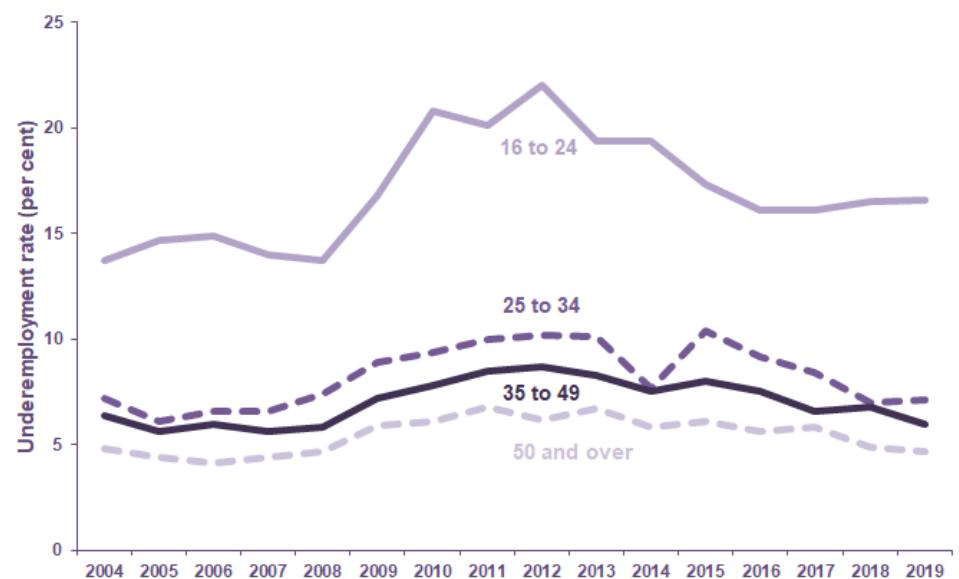
In 2019, 187,400 employees were underemployed in Scotland, the lowest level and rate since 2008.

Underemployment was higher for women (7.5 per cent) compared with men (6.7 per cent).

Underemployment decreased from 7.4 per cent in 2018 to 7.1 per cent in 2019 and continues to be significantly lower than the peak rate of 10.0 per cent in 2012\*. Men's underemployment fell from its peak of 9.0 per cent in 2013 to 6.7 per cent in 2019\* and women's underemployment fell from its peak of 11.6 per cent in 2012 to 7.5 per cent in 2019\*.

By age, underemployment is highest amongst employees aged 16 to 24 years and at 16.6 per cent is over double the national average. In the period since 2012, underemployment has decreased across all age bands\*.

Chart 15: Underemployment Rate for ages 16 and over by age, 2004 to 2019



Underemployment rate (underemployment as a percentage of all employees) has consistently been highest amongst men working part-time (25.5 per cent), followed by women working part-time (12.9 per cent) and lowest amongst women working full-time (3.8 per cent) and men working full-time (4.1 per cent).

The largest decrease in underemployment over the last seven years, by gender and work pattern, was for men working part-time. In 2013, 33.9 per cent reported being underemployed, reducing to (25.5 per cent) in 2019\*.

## Regional Variation

There is regional variation in the underemployment rate. However, data are not available\*\* for: Clackmannanshire, Highland, Orkney Islands, Shetland Islands, South Lanarkshire, and West Lothian.

The lowest rates were in:

- **North Lanarkshire** (4.4 per cent);
- **East Dunbartonshire** (4.6 per cent); and,
- **East Ayrshire** (5.3 per cent).

The highest rates in 2019 were in:

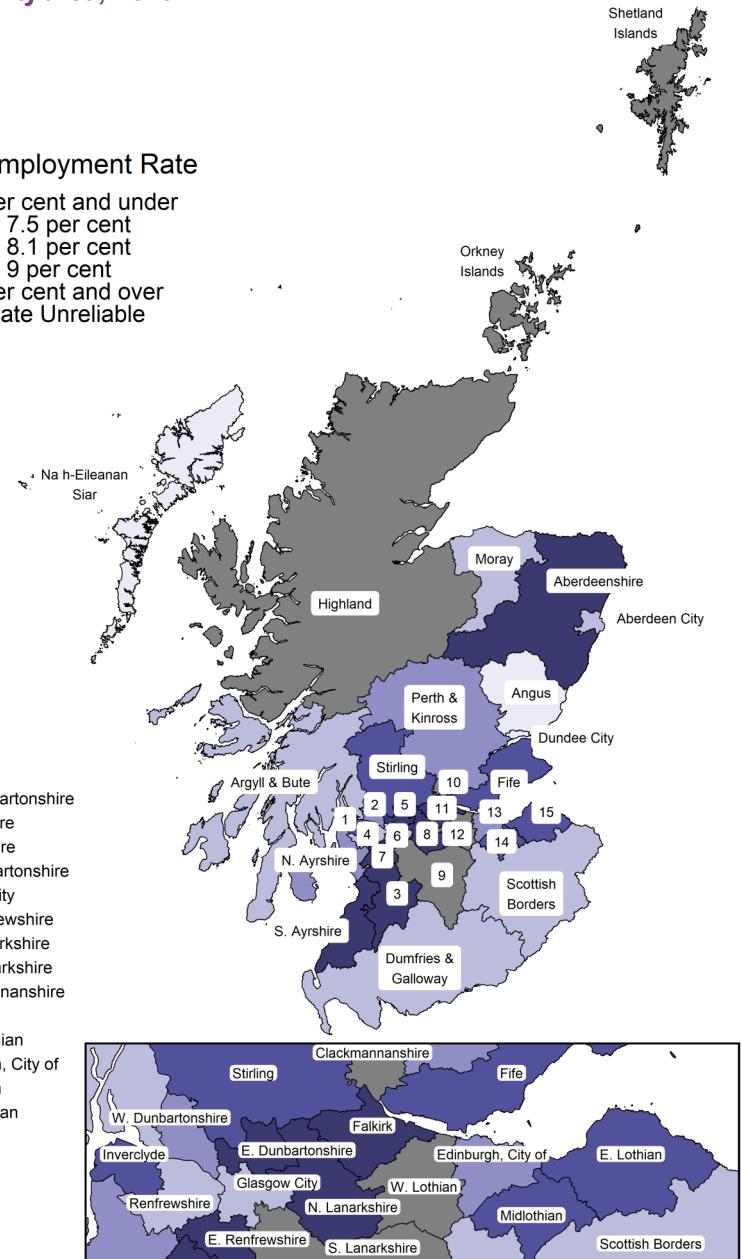
- **Na h-Eileanan Siar** (11.3 per cent),
- **Angus** (9.6 per cent) and
- **Dundee City** (9.5 per cent).

**In the last year**, for the 26 local authorities where data are robust, the rate of underemployment has decreased in 10 local authorities and increased in 13 local authorities and remained unchanged in 3.

The largest decreases were in:

- **North Ayrshire** down by 5.3 percentage points to 7.9 per cent\*;
- **South Ayrshire** down by 3.8 percentage points to 6.4 per cent\*.

**Figure 7: Underemployment Rate for ages 16 and over by Local Authority area, 2019**



\* Statistically Significant

\*\* Estimates are below reliability threshold or disclosive.

## 2.3 Employment by Sector

**Public Sector Employment accounts for 26.2 per cent of all in employment while private sector employment is 73.8 per cent of all in employment.**

The local authorities with the highest public sector employment estimates, out with the Islands, were:

- **East Renfrewshire** (33.6 per cent);
- **West Dunbartonshire** (31.4 per cent). and,
- **South Ayrshire** (30.2 per cent).

The official measure of public sector employment is the SG Quarterly Public Sector Survey. Estimates of employment by sector on the APS are based on self-report.

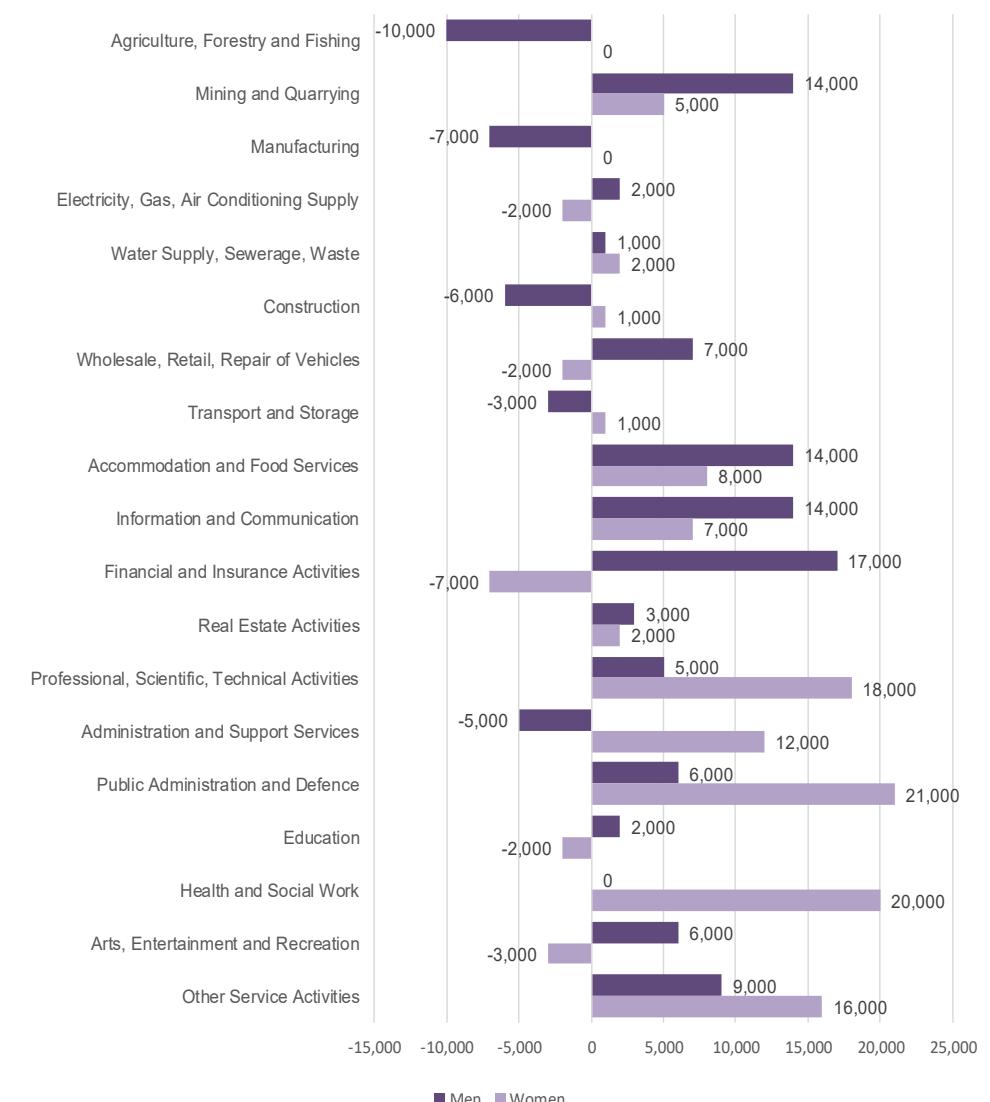
**In the last 10 years, there have been substantial movements in the number of people employed by sector. The largest increases for employment by gender are within the “Public Administration and Defence”, and “Health and Social Work” sectors with 41,000 more women employed in these sectors. (Note this is not the same as the Public Sector).**

Otherwise, more women were employed in: “Professional, Scientific and Technical Activities” occupations (increasing 18,000), and “Other Service Activities” (increasing 16,000).

While for men increases were seen in: “Financial and Insurance Activities” (increasing 17,000), “Accommodation and Food Services” “Information and Communication” and Mining and Quarrying (all increasing by 14,000).

Employment for men decreased for: “Agriculture, Forestry and Fishing” (decreasing 10,000), “Manufacturing” (decreasing 7,000), and “Construction” (decreasing 6,000).

**Chart 16: Change in the number of people employed and aged 16 and over since 2009 by industry and gender, Scotland**



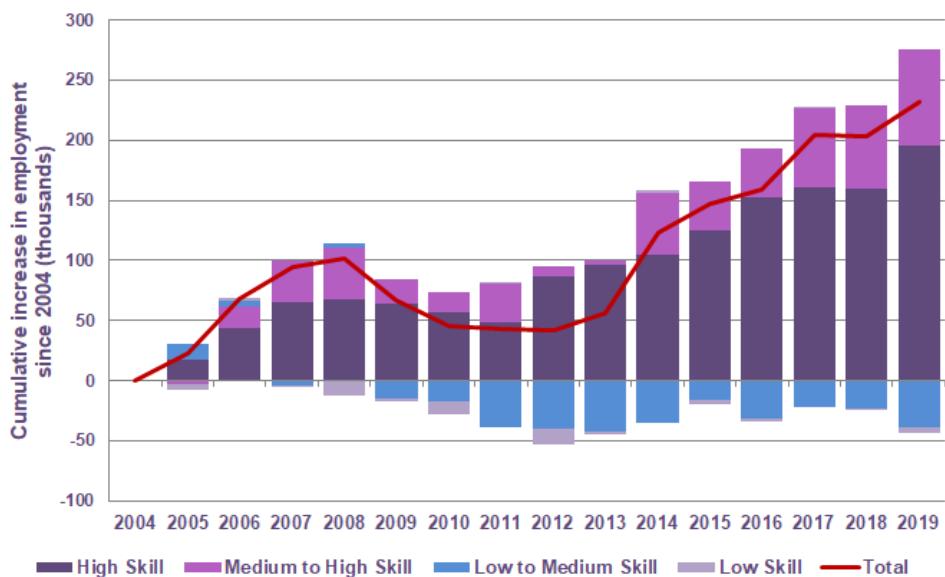
## 2.4 Occupational Skills

Between 2004 and 2019, there has been a gradual increase in the employment levels in high skilled occupations (e.g. functional management in finance, marketing, public finance, etc.) and medium-high skill occupations (e.g. health associate professional, nursing, etc.).

Employment in high skill occupations increased by 22.0 per cent between 2009 and 2019, increasing from 600,500 to 732,800 while medium-high skilled occupations increased by 8.7 per cent from 677,500 to 736,600 over the same period.

High and medium-high skill occupations account for 55.2 per cent of all jobs in 2019.

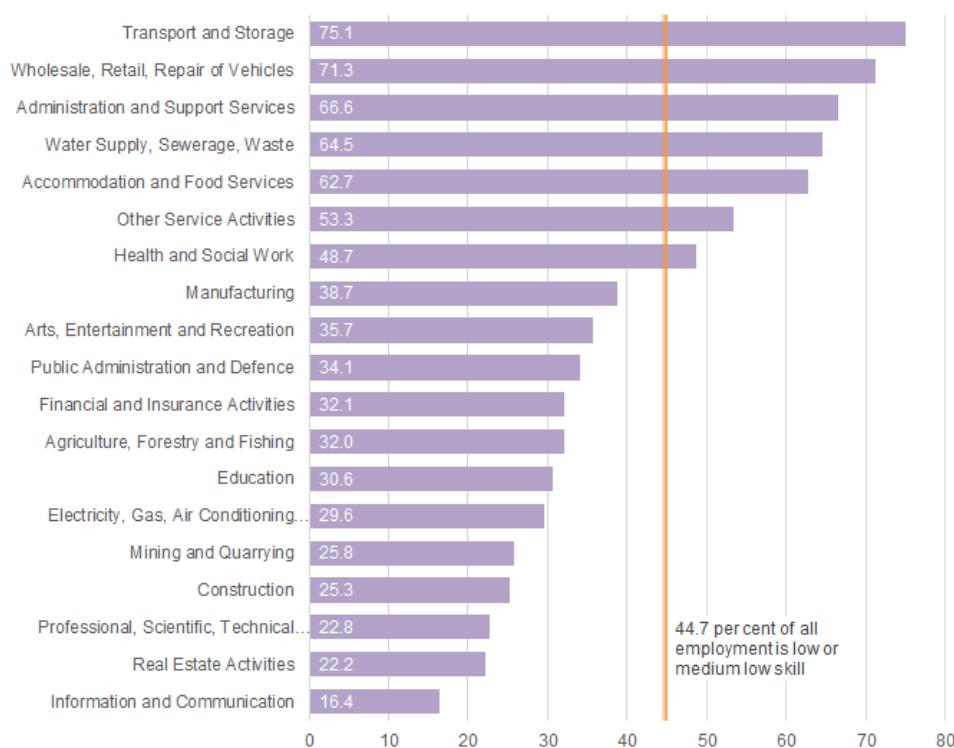
**Chart 17: Cumulative increase in occupation skills level of employment for ages 16 and over, Scotland, 2004 to 2019**



This compares with a decline in employment in medium-low and low skill (e.g. sales assistant, retail cashier) . Employment in medium-low skilled occupations decreased by 2.6 per cent between 2009 and 2019, decreasing from 925,700 to 901,700. Low skill occupations (e.g. bar staff, cleaning, etc.) also declined in this period by 0.5 per cent from 289,500 to 288,000. 44.7 per cent of jobs are low skill or medium-low skills.

Low skill or medium-low skills jobs are proportionately higher in "Transport and Storage" (75.1 per cent), "Wholesale, Retail, Repair of Vehicles" (71.3 per cent), "Administration and Support Services" (66.6 per cent).

**Chart 18: Proportion of low and medium low skilled jobs by industry, 2019**



## 2.5 Gender Segregation

**Gender segregation remains a persistent issue across several broad industry sectors and occupational groups in Scotland.**

Although equality legislation has been in place for many years, gender segregation is still apparent in many industry sectors in Scotland.

Almost half of women in Scotland (46.2 per cent) work in the “Public Administration and Defence”, “Education”, and “Health and Social Work” sectors (Note this is not the same as the Public Sector). (Sectors with high levels of gender segregation towards women).

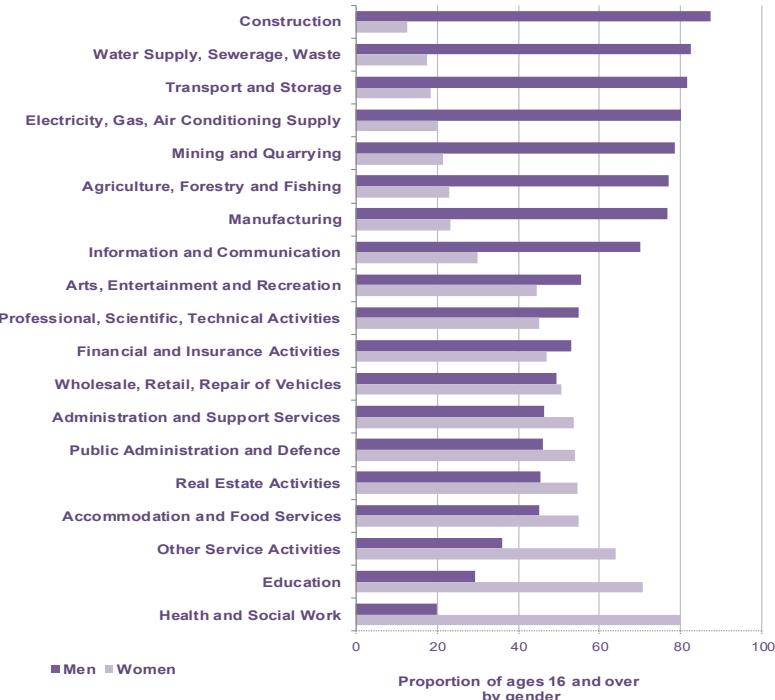
Just under half (43.5 per cent) of men work in sectors that show high levels of gender segregation: “Construction” (12.3 per cent), “Manufacturing” (11.8 per cent), “Transport , Storage & Information” (11.0 per cent), energy and water (6.2 per cent) and “Agriculture, Forestry and Fishing” (2.2 per cent).

Gender segregation across the various occupational groups show a similar picture to that seen across industry sectors with specific occupational groups showing high levels of segregation.

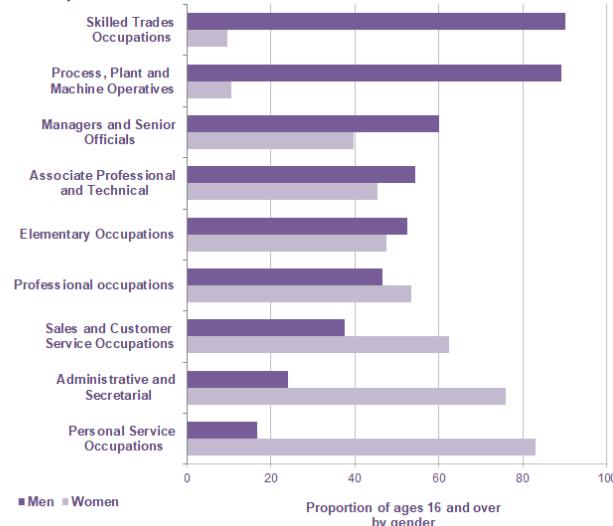
42.3 per cent of women in Scotland were employed in occupations that are gender segregated towards women: “Administrative and Secretarial” (14.5 per cent), “Personal Service Occupations” (16.8 per cent), and “Sales and Customer Service Occupations” (11.0 per cent).

30.0 per cent of men in Scotland were employed in occupations that exhibit high levels of gender segregation towards men: “Skilled Trades Occupations” (19.3 per cent) and “Process, Plant and Machine Operatives” (10.7 per cent).

**Chart 19a: Proportion of sector employment aged 16 and over by Gender , Scotland, 2019**



**Chart 19b: Proportion of occupation employment aged 16 and over by Gender, Scotland, 2019**



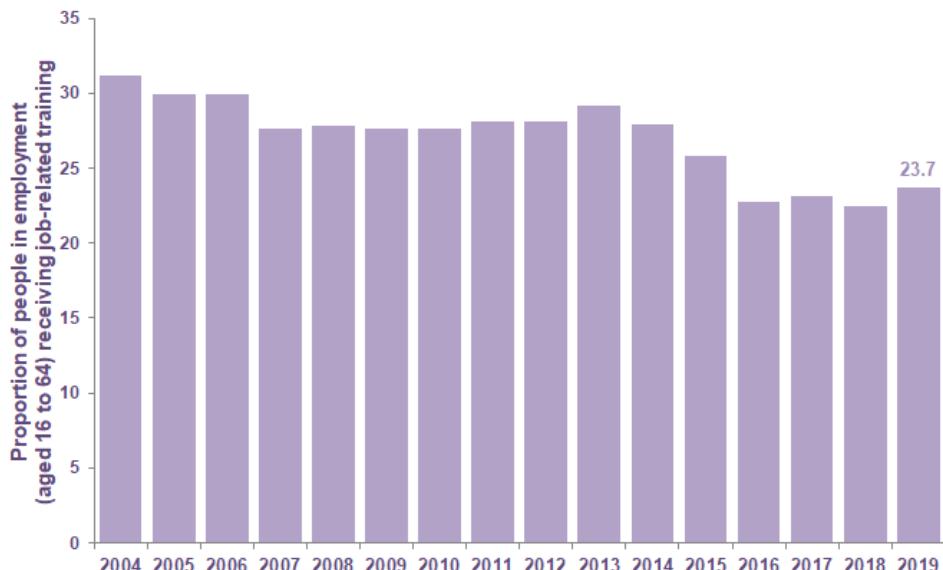
## 2.6 Job Related Training

### National Performance Framework Indicator

#### Work place learning

The percentage of employees who reported receiving job related training in the last 3 months has been decreasing over time. In 2009, slightly over a quarter of workers (27.6 per cent) received job related training in the last 3 months, decreasing to 23.7 per cent in 2019\*.

**Chart 20: Proportion of employees aged 16 to 64 who received job related training in the last 3 months, Scotland, 2004 to 2019**



\* Statistically Significant

\*\* Data not available for Orkney Islands and Shetland Islands

The highest proportion of employees aged 16 to 64 years old who reported receiving job related training was seen in\*\*:  
• **Angus** (33.5 per cent);  
• **Dundee City** (31.7 per cent); and,  
• **North Ayrshire** (31.2 per cent).

While the lowest proportion of employees aged 16 to 64 years old who reported receiving job related training was seen in\*\*:  
• **Scottish Borders** ( 12.7 per cent);  
• **Clackmannanshire** (14.6 per cent); and,  
• **Falkirk** (14.4 per cent).

Since 2009, across Scotland, the largest decreases were seen in:

- **Fife** down by 12.2\* percentage points to 22.5 per cent;
- **Scottish Borders** down 12.2\* percentage points to 12.7 per cent; and,
- **Argyll and Bute** down by 12.0\* percentage points to 21.4 per cent.

In the last year, the proportion of employees aged 16 to 64 years old who reported receiving job related training has increased slightly from 22.5 per cent to 23.7 per cent in 2019.

Across Scotland, the proportion increased in 21 local authorities. The largest increases were seen in:

- **Renfrewshire** up by 11.7\* percentage points to 29.1 per cent;
- **Midlothian** up by 9.6\* percentage points to 30.8 per cent; and,
- **Moray** up by 7.1\* percentage points to 25.9 per cent.

## SECTION 3: SKILLS

## 3.1 Skills of Population

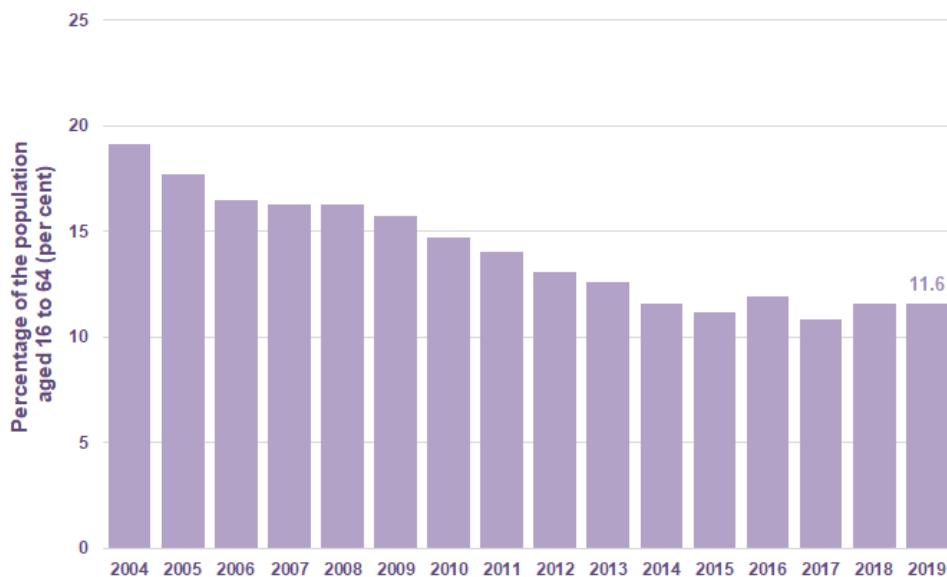
### National Performance Framework Indicator

#### Skill profile of the population

**11.6 per cent (388,200) of the population in Scotland aged 16 to 64 years old have low or no qualifications (SCQF level 4 or below).**

The proportion of the population with low (SCQF level 4 or below) or no qualifications has remained constant in the last year at 11.6 per cent.

**Chart 21: Proportion of population aged 16 to 64 with low or no qualifications, Scotland, 2004 to 2019**



There is regional variation\*\* across Scotland in the proportion of the population with low or no qualifications in 2019.

The highest proportion of people aged 16 to 64 with low or no qualifications were in:

- **Glasgow City** (18.1 per cent),
- **Falkirk** (18.1 per cent); and,
- **West Dunbartonshire** (16.3 per cent).

**Since 2009**, the proportion of the population with low or no qualifications has decreased in all local authorities except **Falkirk**.

The largest decreases were seen in:

- **East Ayrshire** down by 9.8 percentage points to 10.5 per cent\*;
- **Clackmannanshire** down by 9.5 percentage points to 12.7 per cent\*; and,
- **Renfrewshire** down by 8.7 percentage points to 10.5 per cent\*.

**In the last year**, the proportion of the population with low or no qualifications has increased in 13 local authorities, decreased in 16 local authorities .

The largest decrease was seen in **East Ayrshire** down 4.0\* percentage points to 10.5 per cent.

The largest increase was seen in **Falkirk** up 5.3\* percentage points to 18.1 per cent.

\* Statistically Significant

\*\* Data not available for Na h-Eileanan Siar, Orkney Islands, and Shetland Islands.

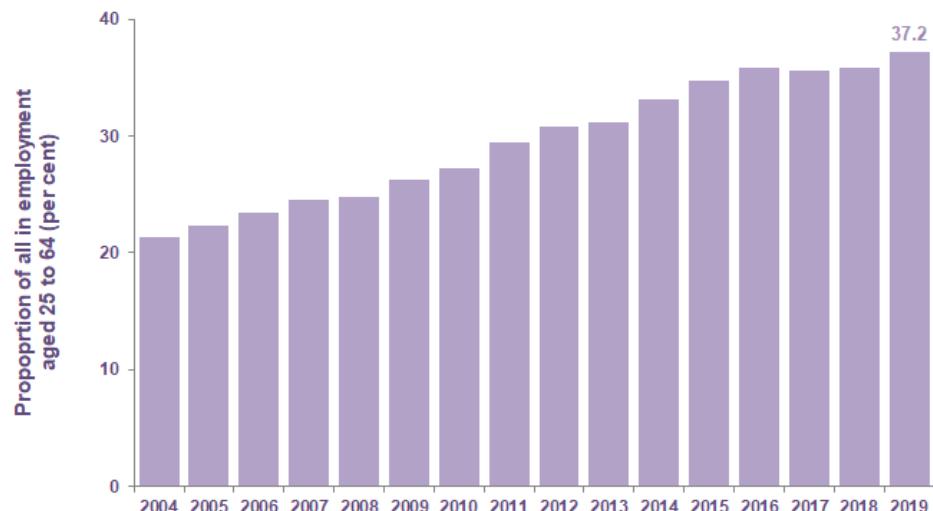
## 3.2 Graduates

**37.2 per cent (814,000) of workers in Scotland aged 25 to 64 in 2019 were graduates (SCQF level 9+), the highest on record.**

The proportion of workers aged 25 to 64 who are graduates has increased from (26.2 per cent) in 2009 to 37.2 per cent in 2019\*.

However, there is a large regional variation\*\* across the country, almost 60 per cent of workers in East Renfrewshire and City of Edinburgh were graduates, compared with around 1 in 5 workers in North Ayrshire.

**Chart 22: Proportion of workers aged 25 to 64 who are graduates, Scotland, 2004 to 2019**



\* Statistically Significant

\*\* Data not available for Shetland Islands

**Table 1: Proportion of workers aged 25 to 64 who are graduates by local authority, 2019**

Highest	Per Cent	Lowest	Per Cent
East Renfrewshire	58.6	North Ayrshire	22.9
City of Edinburgh	58.3	North Lanarkshire	23.4
Stirling	49.4	West Dunbartonshire	23.6

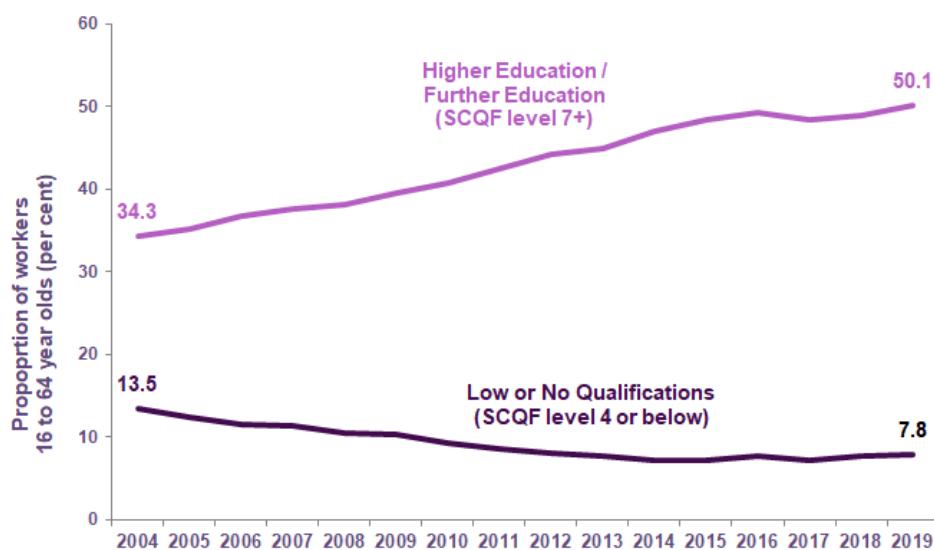
### 3.3 Workforce skills

Scotland has a highly qualified workforce. 50.1 per cent of workers aged 16 to 64 in Scotland have further or higher education qualifications (SCQF level 7+).

This compared with 39.5 per cent in 2009 and is higher than the 2019 UK rate of 45.3 per cent.

Compared with 2009, the number of workers who have SCQF level 7+ qualifications has increased by 33.7 per cent from 964,600 to 1,289,400 in 2019.

**Chart 23: Proportion of workers aged 16 to 64 by level of qualification held, Scotland, 2004 to 2019**



In 2019, the employment rate for those aged 16 to 64 with further or higher education qualifications (SCQF level 7+) was higher than for those with low or no qualifications (83.0 per cent and 51.9 per cent, respectively).

The employment rate for those with SCQF level 7 and above has decreased since 2009 from 84.1 per cent to 83.0 per cent in 2019. However, the gap in the employment rate over the same period for those with higher or further education, compared to those with low or no qualifications has decreased from 37.1 percentage points to 31.1 percentage points.

**Figure 8: Employment rate for ages 16 to 64 by qualification level, 2019**

**Further and Higher education  
employment rate (16 to 64) 83.0 per cent**



**Low or no qualification employment rate  
(16 to 64) 51.9 per cent**



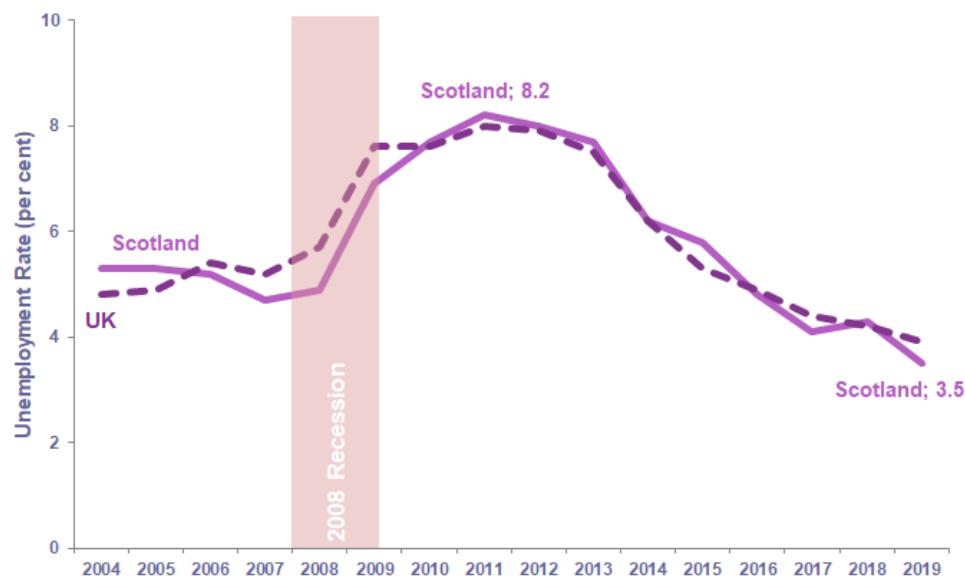
## SECTION 4: UNEMPLOYMENT

## 4.1 Unemployment over time

### Who is classed as unemployed under the ILO definition?

People aged 16 and over who are not in employment, would like a job, have actively sought work in the previous four weeks prior to their LFS interview and are available to start work within the next fortnight; or are out of work and have accepted a job which they are waiting to start in the fortnight following their LFS interview.

**Chart 24: Unemployment Rate for ages 16 and over, Scotland and UK, 2004 to 2019**



**Scotland's unemployment level and rate decreased over the past year and are at a record low.**

The unemployment rate in Scotland in 2019 was 3.5 per cent, below the UK rate of 3.9 per cent.

Over the year, the rate has decreased in Scotland (down 0.8 percentage points) and also in the UK (down 0.3 percentage points).

Since 2009, Scotland's unemployment rate has decreased by 3.4 percentage points, while it decreased by 3.8 percentage points in the UK.

There were 95,800 people aged 16 and over who were unemployed in Scotland, a decrease of 21,300 over the year.

The peak unemployment was in 2011 when the unemployment rate was 8.2 per cent and 221,300 people aged 16 and over were unemployed. At this peak there were 125,500 more people unemployed than in 2019.

## 4.2 Local Authorities

**Model Based Unemployment\*\* (MBU) Rates have decreased in all 32 of Scotland's local authority areas since 2009**

In 2019, the highest MBU rates were seen in:

- **Dundee City** (5.4 per cent);
- **North Ayrshire** (5.3 per cent); and,
- **Inverclyde** (4.8 per cent).

The lowest rates were seen in:

- **Orkney Islands** (1.9 per cent);
- **Shetland Islands** (2.2 per cent);
- **Aberdeenshire** (2.3 per cent); and,
- **Perth and Kinross** (2.3 per cent).

**Since 2009**, MBU rates decreased in all 32 local authority areas.

The largest statistically significant decreases between 2009 and 2019 were seen in:

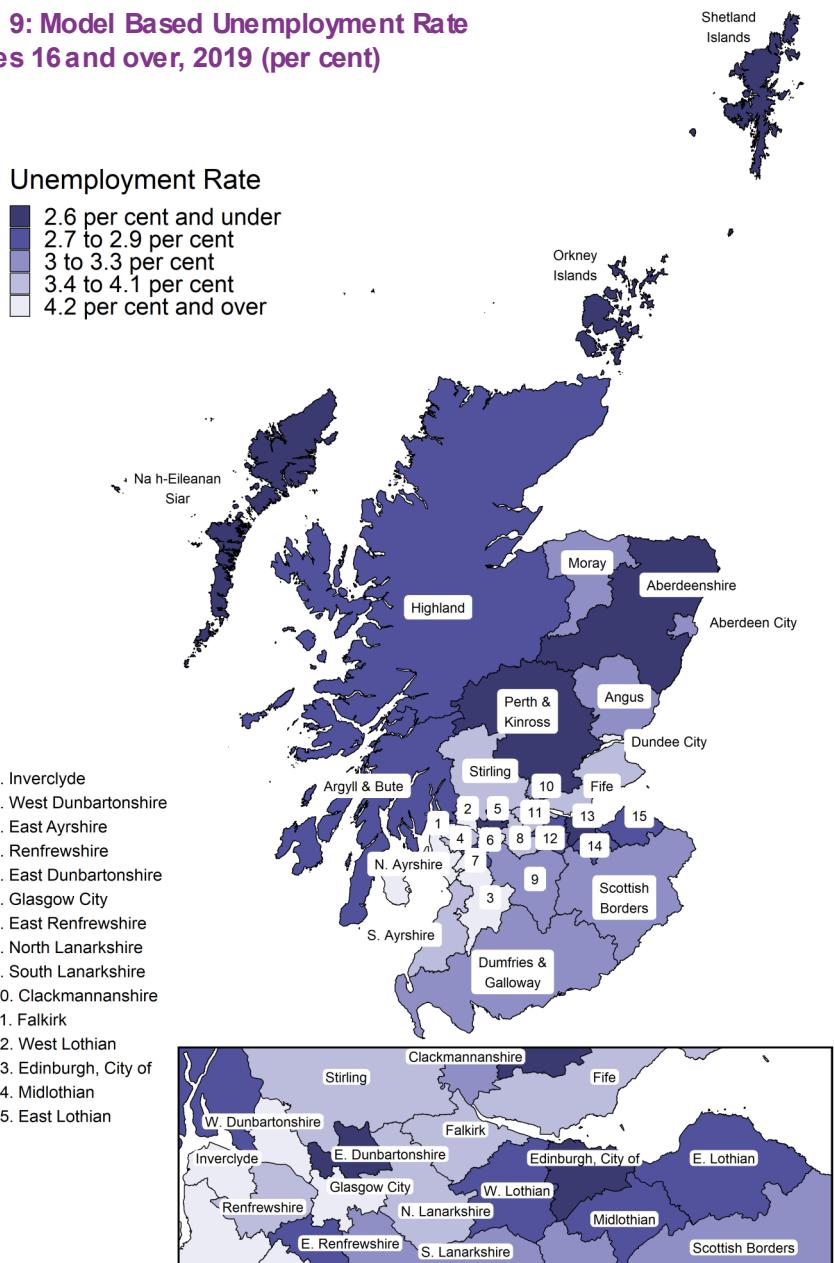
- **Glasgow City** (down 5.8\* percentage points from 10.5 per cent to 4.7 per cent);
- **North Ayrshire** (down 5.2\* percentage points from 10.5 per cent to 5.3 per cent); and,
- **West Dunbartonshire** (down 5.2\* percentage points from 9.6 per cent to 4.4 per cent).

\* Statistically Significant

\*\* Sample sizes for the unemployed cohort are relatively small compared to the employed and inactive cohorts. Consequently unemployment estimates at local level can have large sampling variations. To improve the quality of estimates for all local authorities, the Office for National Statistics (ONS) developed model based estimates. More information can be found on the ONS website:

<https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/datasets/modelledunemploymentforlocalandunitaryauthoritiesm01>

**Figure 9: Model Based Unemployment Rate for ages 16 and over, 2019 (per cent)**

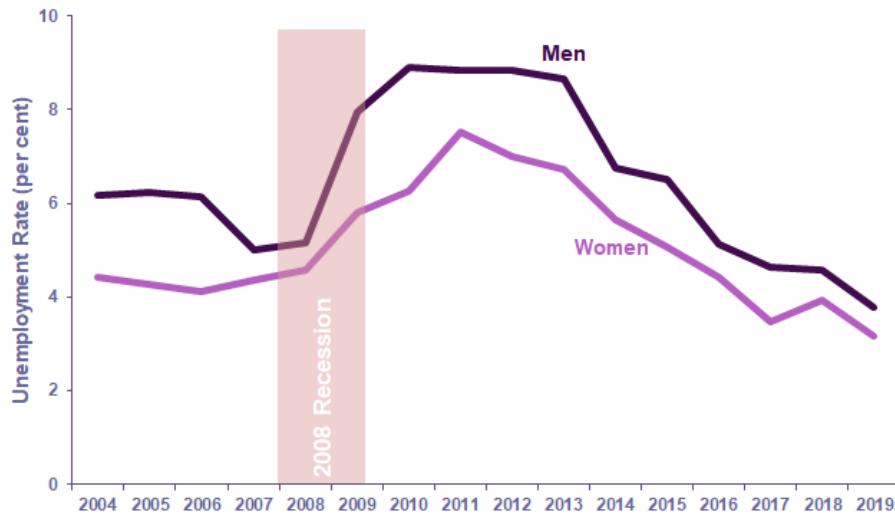


## 4.3 Gender and age

The unemployment (16 and over) rate has decreased at a similar rate for men and women in Scotland.

Since 2009, the unemployment (16 and over) rate for women in Scotland decreased by 2.6 percentage points from 5.8 per cent to 3.2 per cent in 2019, while the unemployment rate for men also decreased from 7.9 per cent to 3.8 per cent (4.2 percentage point decrease) over the same period.

Chart 25: Unemployment Rate for ages 16 and over by Gender, Scotland, 2004 to 2019

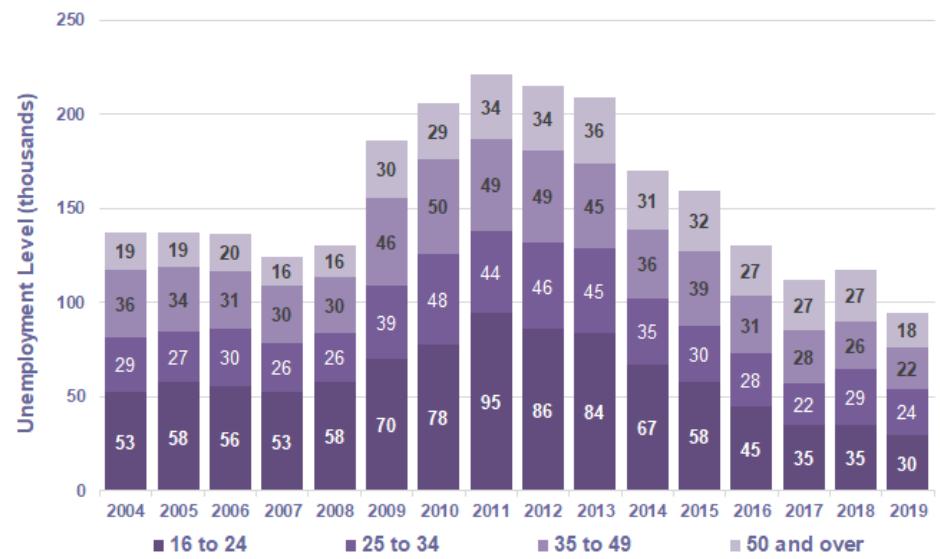


The youth unemployment rate in Scotland decreased by 1.3 percentage points over the year to 8.3 per cent in 2019

The youth (16 to 24) unemployment rate in Scotland is the highest of all age groups at 8.3 per cent. However, a large number of young people are inactive due to being in full-time education.

In 2019 there were 30,000 unemployed young people, compared with in 2009 when there were 70,300 and in 2011 at the peak of the series there were 94,700.

Chart 26: Unemployment Level for ages 16 and over by Age, Scotland, 2004 to 2019

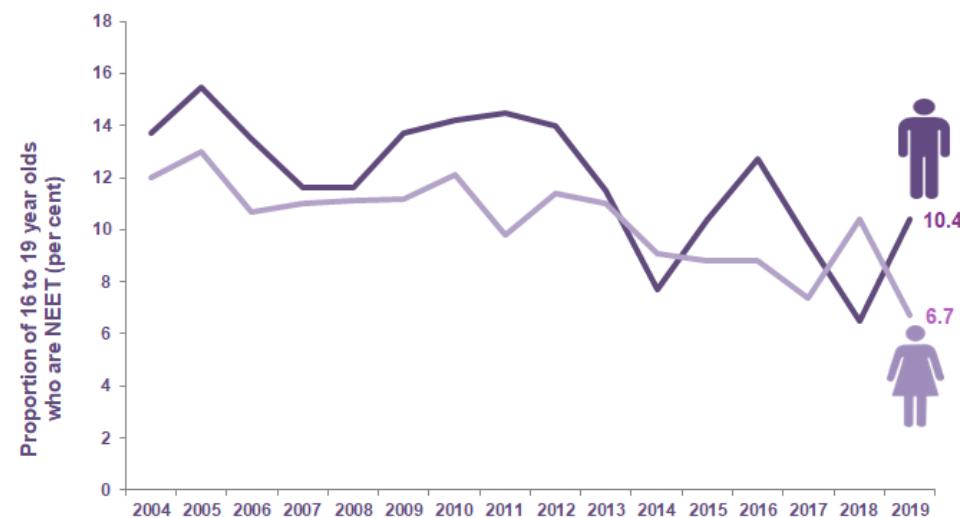


## 4.4 NEET

8.6 per cent of people aged 16 to 19 years were not in employment, education or training (NEET) in 2019, almost the same as in 2018 and a decrease of 3.9 percentage points from 12.4 per cent in 2009. It also represents a decrease of 4.1 percentage points\* from 13.2 per cent in 2010 (the peak following the recession).

The percentage of 16 to 19 year olds who are not in employment, education or training has typically been higher for men than women. The percentage of men not in employment, education or training was 10.4 per cent in 2019, higher than for women 6.7 per cent.

**Chart 27: Proportion of 16 to 19 year olds who are not in employment, education or training by gender, Scotland, 2004 to 2019**



\* Statistically Significant

## 4.5 Duration

41.8 per cent of all unemployed people (16 and over) in Scotland have been unemployed for 6 months or more

Of the 95,800 unemployed people in Scotland in 2019, 55,800 (58.2 per cent) were unemployed for less than six months (short-term unemployment).

This proportion is slightly higher than in 2009 when 54.8 per cent of unemployed people were unemployed for less than six months.

**Chart 28: Proportion of people aged 16 and over who are unemployed by duration of unemployment, Scotland, 2004 to 2019**



## SECTION 5: INACTIVITY

## 5.1 Inactivity over time

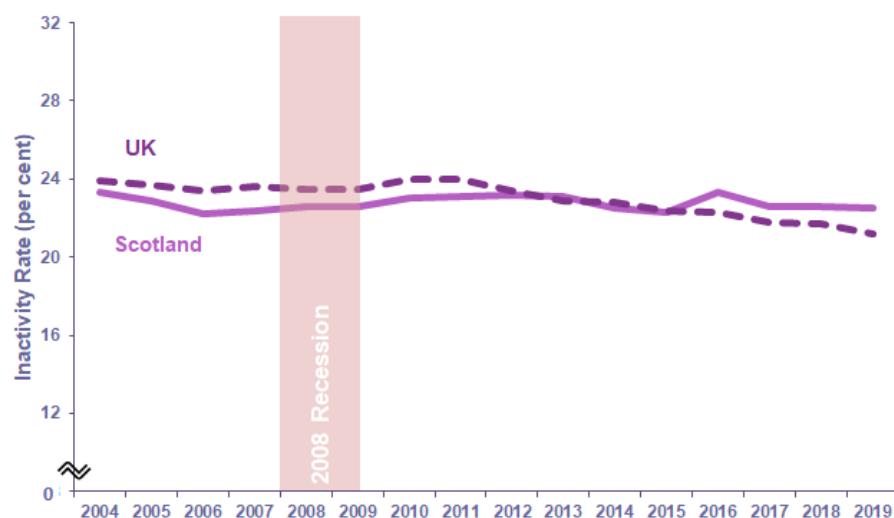
### Scotland's inactivity rate in 2019 was above the rate for the UK.

The inactivity rate for those aged 16-64 in Scotland in 2019 was 22.5 per cent, slightly higher than the UK rate of 21.2 per cent.

Over the year, the rate has decreased marginally in Scotland (down 0.1 percentage points) and the UK (down 0.4 percentage points).

Scotland's inactivity rate is slightly lower in 2019 compared with 2009 (0.1 percentage points), while in the UK the inactivity rate is 2.3 percentage points lower.

**Chart 29: Economic Inactivity Rate for ages 16 to 64, Scotland and UK, 2004 to 2019**



### Who is classed as economically inactive?

Individuals aged 16 to 64 who are neither employed nor unemployed under ILO definitions are classed as economically inactive. There are many reasons why people may be inactive and not considered an active part of the labour supply: they may have a long-term illness or disability, be studying for a qualification, staying at home to look after their family, or have retired.

### Inactivity rate is higher for women (16 to 64 years) at 25.9 per cent compared with 18.9 per cent for men.

Overall women account for 59.0 per cent of economically inactive people (16 to 64).

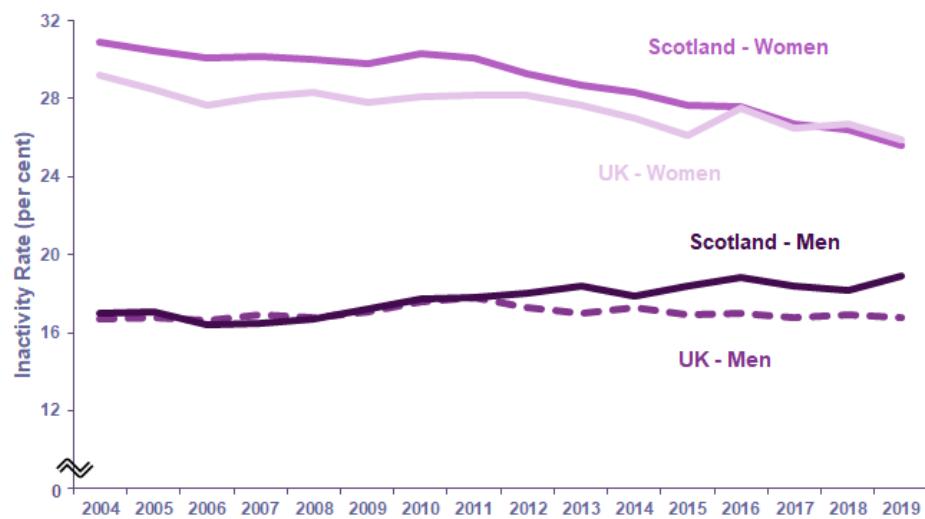
## 5.2 Gender and age

While the inactivity rate has decreased for women in Scotland since 2009 it has increased for men.

The inactivity (16 to 64) rate for women in Scotland decreased by 0.9 percentage point from 26.7 per cent in 2018 to 25.9 per cent in 2019.

Over the same period the inactivity rate for men increased slightly by 0.6 percentage points (18.2 per cent to 18.9 per cent).

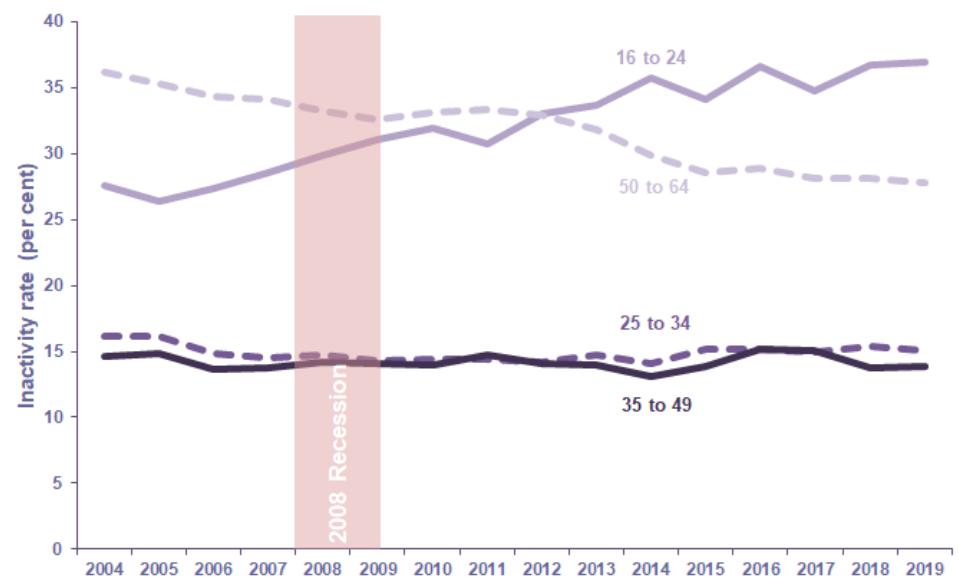
Chart 30: Economic Inactivity Rate for ages 16 to 64 by Gender, Scotland, 2004 to 2019



Economic inactivity rates, since 2009, have increased for the younger age bands 16 to 24 years mainly due to full-time education increases and decreased for those aged 50 to 64.

Economic inactivity rates for 25 to 34 year olds have remained around 15 per cent from 2004 to 2019 as has the economic inactivity rates for 35 to 49 year olds, although the latter was slightly higher in 2016 and 2017 than 2019.

Chart 31: Economic Inactivity Rate for ages 16 to 64 by age, Scotland, 2004 to 2019



## 5.3 Reasons for Inactivity

**Over 53.7 per cent of the 773,000 economically inactive people (16 to 64) in Scotland were inactive because they were long-term sick or students.**

Of the 773,000 economically inactive people (16 to 64) in 2019, the main reasons for being inactive were having long-term sickness or disability (217,500, 28.1 per cent) and student (197,400, 25.5 per cent).

Around one quarter (23.9 per cent) of all inactive people aged 16 to 64 years are in full time education, the majority of whom are aged 16 to 24 years old.

**Increase in economic inactivity levels since 2009 was driven by increases in the number of students.**

**Chart 32: Change in reasons for Inactivity, Scotland, 2009 to 2019**



\* "Other" reasons for inactivity include: "Other", "No reason given", and "Waiting on the result of a job application".

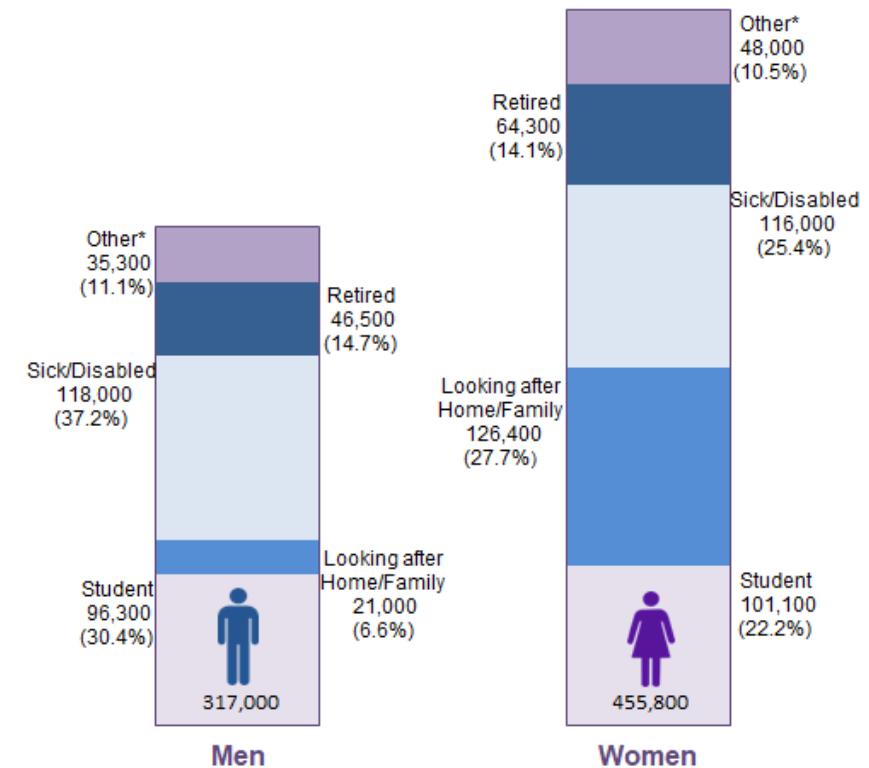
Economic inactivity levels (16 to 64) in Scotland have increased by 6,100 since 2009. This has been driven mainly by a 25,600 increase in the number of students who were inactive as well as those who gave 'Other' as the reason for being inactive (up 26,700).

Whereas since 2009, decreases have been in those looking after family or home, decreasing by 15,200; long-term sick decreased by 3,700.

Reasons for inactivity differ by gender with looking after family/home accounting for 6.6 per cent of inactive men, but 27.7 per cent of inactive women.

Long-term sick and temporary sick accounted for 37.2 per cent of inactive men, but just 25.4 per cent of inactive women.

**Chart 33: Composition of those aged 16 to 64 who were economically inactive, Scotland, 2019**



## 5.4 Local authorities

There is considerable variation in inactivity rates for those aged 16 to 64 across Scotland's local authorities.

In 2019, the highest economic inactivity rates were seen in:

- **Glasgow City** (29.3 per cent);
- **Inverclyde** (27.8 per cent); and,
- **Dundee City** (27.2 per cent).

The lowest rates were seen in:

- **Perth and Kinross** (14.7 per cent),
- **Na h-Eileanan Siar** (16.7 per cent); and,
- **Aberdeenshire** (17.0 per cent).

Since 2018, economic inactivity rates decreased in 17 of the 32 local authority areas while 13 saw an increase in their inactivity rates. (There is no data\*\* for Orkney Islands and Shetland Islands).

The only statistically significant decrease was seen in:

- **Perth and Kinross** (down 4.4\* percentage points from 19.1 per cent to 14.7 per cent).

The only statistically significant increase was seen in:

- **Inverclyde** (up 5.2\* percentage points from 22.6 per cent to 27.8 per cent).

Since 2009, economic inactivity rates increased in 16 of the 32 local authority areas while 14 saw a decrease in their inactivity rates.

The only statistically significant increase was seen in:

- **Moray** (up 4.1\* percentage points from 18.0 per cent to 22.1 per cent).

The only statistically significant decrease was seen in:

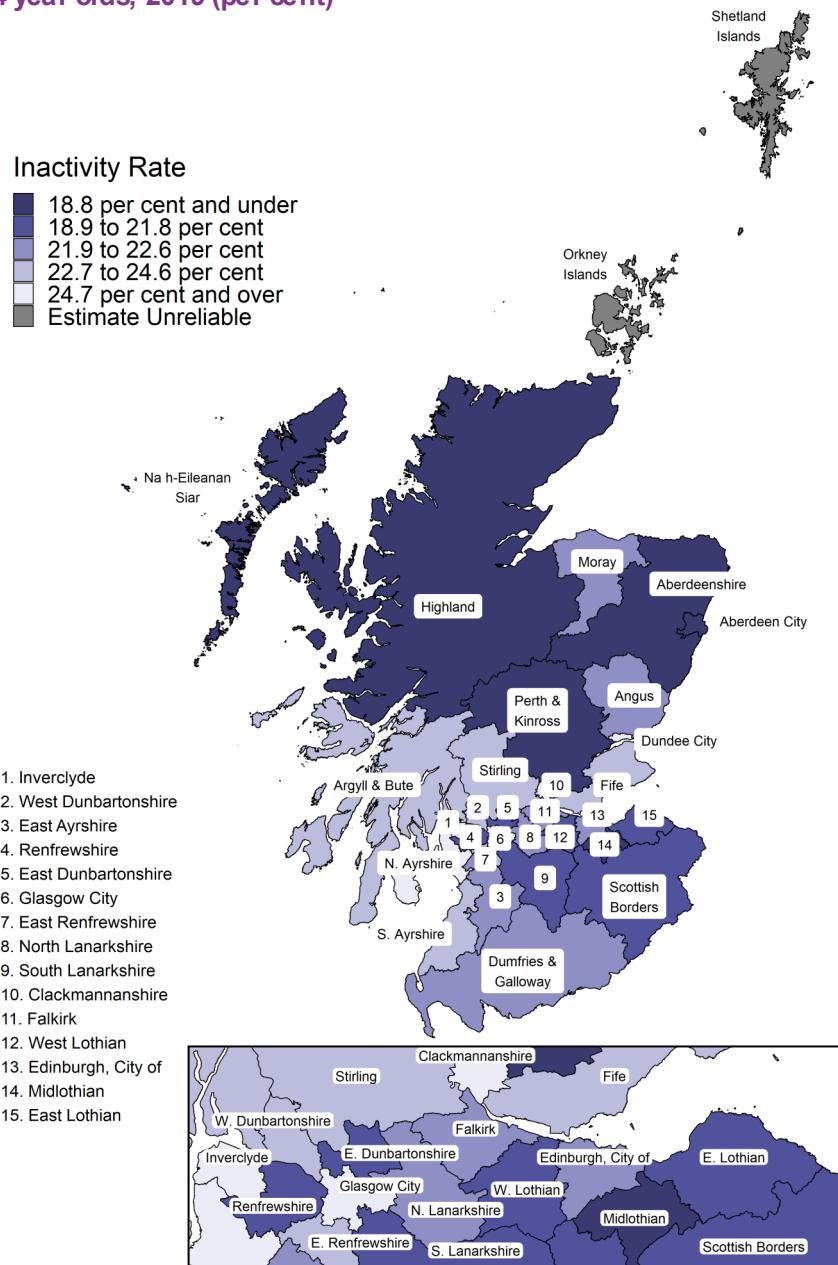
- **Perth and Kinross** (down 6.8\* percentage points from 21.4 per cent to 14.7 per cent).

It should be noted that economic inactivity rates in university cities are likely to be higher due to higher levels of economically inactive students.

\* Statistically Significant

\*\* Estimates are below reliability threshold or disclosive.

Figure 10: Inactivity Rates for 16 to 64 year olds, 2019 (per cent)



## 5.5 Want to Work

**20.4 per cent (157,800) of economically inactive people aged 16 to 64 in Scotland would like to work but were currently unable to do so, the lowest percentage in the series.**

The proportion of those who were economically inactive but who wanted to work has decreased since 2013, having previously been on an upward trend since 2010.

**Since 2009**, the proportion of those who were economically inactive who would like a job decreased by 5.4 percentage points from 25.8 per cent in 2009 to 20.4 per cent in 2019.

The percentage of economically inactive who would like to work decreased for both men and women. Although it is lower for women at 19.6 per cent compared with 21.6 per cent for men.

### Regional Differences

Data are not available for local authorities\*\*: Clackmannanshire, Falkirk, Midlothian, Orkney Islands, Perth and Kinross, Scottish Borders, Shetland Islands, and South Lanarkshire.

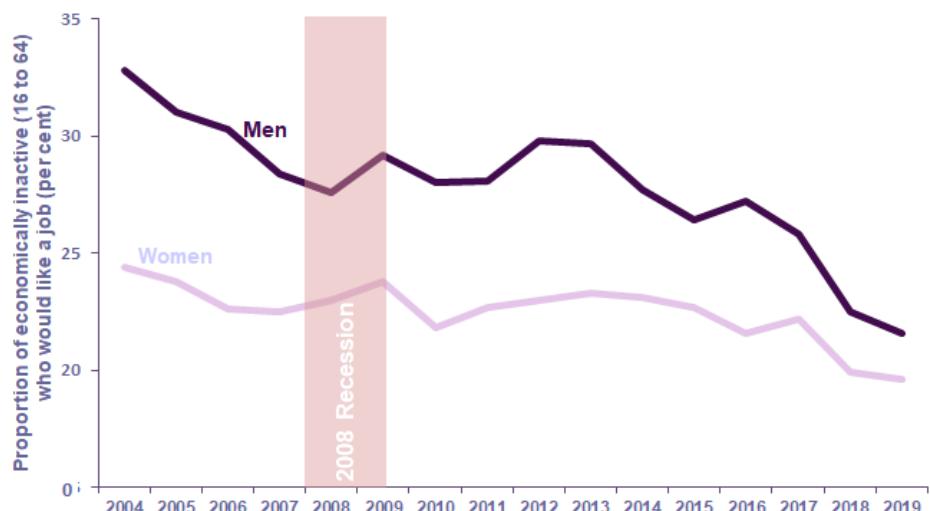
In 2019, the local authorities with the highest proportion of economically inactive people who would like to work were:

- **Na h-Eileanan Siar** (34.4 per cent);
- **North Ayrshire** (30.1 per cent); and,
- **Angus** (29.0 per cent).

The lowest proportions were seen in:

- **Stirling** (12.9 per cent);
- **East Dunbartonshire** (15.1 per cent); and,
- **West Dunbartonshire** (15.7 per cent).

**Chart 34: Proportion of economically inactive people aged 16 to 64 who would like a job by gender, Scotland, 2004 to 2019**



\*\* Estimates are below reliability threshold or disclosive.

## 5.6 Never worked

The number of people who have never worked covers those aged 16 and over who are currently unemployed or economically inactive.

**148,500 people in Scotland in 2019 have never worked (excluding 16 to 24 year old students in full-time education).**

In 2019, 305,500 people in Scotland aged 16 and over have never worked, a decrease of 14,800 over the year. Just over half of the people in Scotland who have never worked were 16 to 24 year olds in full-time education.

Excluding 16 to 24 year olds in full-time education, there were 148,500 people in Scotland who have never worked; a decrease of 11,700 over the year.

Since 2009, the number of people who have never worked including and excluding 16 to 24 year old students in full-time education has increased by 59,300 and 34,500, respectively.

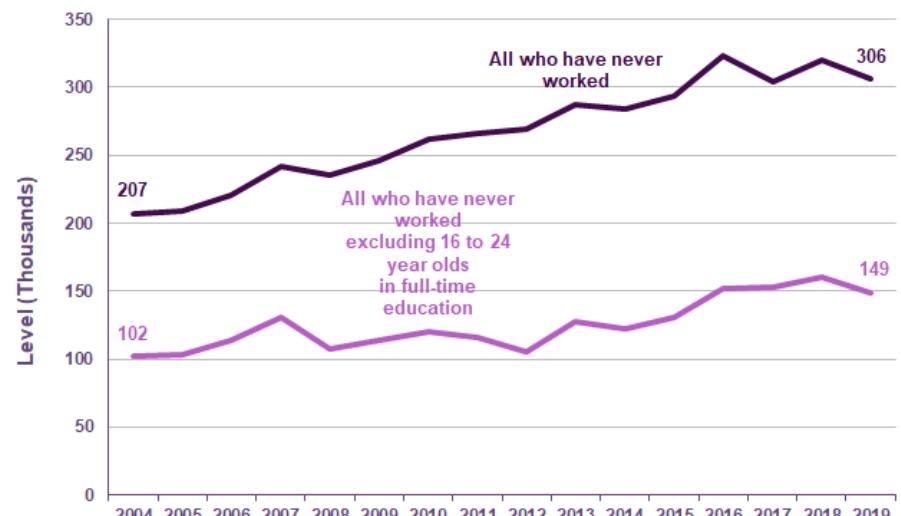
### Regional Differences

Since 2009, reductions in the number of people who have never worked were seen across 8 local authority areas with 20 seeing increases. No information is available\*\* for: Clackmannanshire, Na h-Eileanan Siar, Orkney Islands and Shetland Islands.

The largest increases in the number of people who have never worked since 2009 were seen in:

- **City of Edinburgh** (up 18,000 to 40,800),
- **North Lanarkshire** (up 13,600 to 24,900); and,
- **South Lanarkshire** (up 4,700\* to 14,200).

**Chart 35: Number of people who have never worked aged 16 and over, Scotland, 2004 to 2019**



\* Statistically Significant

\*\* Estimates are below reliability threshold or disclosive.

# Concepts and Definitions

**Economic activity rate:** The number of people who are in employment or unemployed expressed as a percentage of the relevant population.

**Economic inactivity rate:** The number of economically inactive people expressed as a percentage of the relevant population.

**Economically active:** The economically active population are those who are either in employment or unemployed.

**Economically inactive:** Economically inactive people are not in employment, but do not satisfy all the criteria for unemployment. This group is comprised of those who want a job but who have not been seeking work in the last 4 weeks, those who want a job and are seeking work but not available to start and those who do not want a job. For example, students not working or seeking work and those in retirement are classed as economically inactive. It can be useful for some purposes to consider only those who are both economically inactive and not of state pension age.

**Employees:** The division between employees and self-employed is based on survey respondents' own assessment of their employment status.

**Employment:** There are two main ways of looking at employment: the number of people with jobs or the number of jobs. These two concepts represent different things as one person can have more than one job. People aged 16 or over are classed as in employment (as an employee or self-employed) by the LFS, if they have done at least one hour of paid work in the week prior to their LFS interview or if they have a job that they are temporarily away from. People who do unpaid work in a family business and people on Government-supported training and employment programs are also included according to the International Labour Organisation (ILO) convention.

**Employment rate:** The number of people in employment expressed as a percentage of the relevant population.

**Model Based Unemployment:** In 2003, ONS developed a statistical model to improve small area estimates of unemployment by using supplementary information from the claimant count - a count of the number of people claiming Jobseeker's Allowance. As it is an administrative measure, accurate information is known for all areas. It is also highly correlated with unemployment. The model is said to borrow strength from the claimant count. The model also includes a socio-economic indicator and a random area effect.

More information about the modelling methodology can be found [here](#).

**Rates:** Rates represent the proportion of the population or subgroup of the population with a certain characteristic. They allow changes in the labour market to be interpreted in a wider context, allowing for changes in the overall population or the number of people who are economically active. Rates can be calculated for different age groups. For employment, economic activity and economic inactivity, the most widely quoted rates are those for the working age population. For unemployment, headline rates are expressed as a percentage of the economically active population aged 16 and over. Those over retirement age who continue to be economically active will therefore be included in the base while those who are economically inactive will not.

**Self-employment:** The division between employees and self-employed is based on survey respondents' own assessment of their employment status.

**Unemployment:** The ILO definition of unemployment covers people who are: not in employment, want a job, have actively sought work in the previous 4 weeks and are available to start work within the next fortnight, or, out of work and have accepted a job which they are waiting to start in the next fortnight.

**Unemployment rate:** The number of unemployed people expressed as a percentage of the relevant economically active population.

**Working age:** Note that due to changes in the state pension age, (specifically the current female state pension age which is changing dynamically to match the male state pension age) ONS no longer publish rates using a Working age definition in its statistical bulletins, but instead report rates for all people aged 16 to 64.

**16 to 19 year olds Not in Employment, Education or Training (NEET):** The proportion of 16-19 year olds who are not classed as a student, not in employment nor participating in a government training programme. Note that the methodology for calculating the levels and proportions of those who are NEET have been modified this year to align with ONS's methodology. The change is intended to account for a small number of non-respondents or persons whose economic or educational status were unknown. This group are now apportioned pro-rata across the main economic status categories whereas previously they had been excluded from the analysis. This should give more accurate estimates of the level of NEETs.

**Gender:** Gender is self-reported by respondents participating in the Annual Population Survey. No documentation is asked for by the interviewer or provided by the respondent. Hence, analysis is based on 'gender' rather than 'sex'.

**Disability:** From 2014 the definition of disability is based on the 2010 Equality Act definition. This harmonised definition is based on self-reported health conditions which have lasted 12 months or more which limit ability to carry out day-to day activities a little or a lot. The 2010 Equality Act superseded the Disability Discrimination Act (DDA) 1995, for GB but not for NI, which is the basis of the published APS estimates prior to 2013.

**Ethnicity:** 'Minority ethnic' includes all categories outside of the white population. 'White' includes 'White-Polish' and 'White Gypsy' who also suffer disadvantage.

**Further information on Classifications and Standards is also available from the ONS website at <https://www.ons.gov.uk/methodology/classificationsandstandards>**

**Public Sector** is based on self-report.

**Industry:** Industry classification is also based on self-report. Information from the Quarterly Workforce jobs series or the Business Register Employment Survey (BRES) are preferred sources of number in employment or employees by Industry. However the Annual Population Survey contains a broader range of characteristics of the relating to people in employment. Information by Industry Sector is based on [Standard Industrial Classification 2007](#).

The BRES can be found at: [www.nomisweb.co.uk](http://www.nomisweb.co.uk)

**Occupation:** Occupation classification is also based on self-report. [Standard Occupational Classification 2010](#) is used (SOC2010).

Occupations are classed as high, medium, and low skilled using SOC2010 as follows:

- High Skills: Managers, directors and senior officials (SOC 111 to 119), Professional Occupations (SOC 2).
- Medium-High Skills: Other managers and Professional (SOC 12), Associate Professional and Technical Occupations (SOC 3), Skilled Trade Occupations (SOC 5).
- Medium-Low Skills: Administrative and Secretarial Occupations (SOC 4), Caring Leisure and Other Service Occupations (SOC 6), Sales and Customer Service Occupations (SOC 7), Process Pland and Machine Operatives (SOC 8).
- Low Skills: Elementary Occupations (SOC 9).

**Secure employment:** Secure employment is based on responses to questions asking about whether employees are employed on a permanent or temporary basis and if they are employed on a temporary basis, then this is because they do not wish permanent employment. Other measure related to secure employment, for example zero hours contracts are not currently included on the APS. Although this question has been added to the APS from 2020 and therefore will be available in future versions of the publication.

# Other Sources

## Access to Annual Population Survey data

Supporting data for all indicators at local authority level are available in the publication [Scotland's Labour Market- People Places and Regions – Background Tables](#)

Scottish Government Open Data Platform [statistics.gov.scot](https://statistics.gov.scot)

It is also published on [nomisweb](#)

A range of statistics from the Annual Population Survey are also published by the [Office for National Statistics](#)

## Monthly Labour Market Statistics

Monthly labour Market statistics based on the Labour Force Survey are published at [gov.scot/collections/labour-market-statistics/](https://gov.scot/collections/labour-market-statistics/)

Including a [Labour Market Trends](#) and Labour Market [monthly brief](#), published each month.

This additional [monthly brief](#), published soon after Scotland's Labour Market Trends contains latest key statistics for Scotland from the Labour Force Survey, Annual Population Survey, alternative claimant count and the claimant count and covers topics including:

- Labour market outcomes for equality groups
- Labour market indicators excluding full-time education
- Latest alternative claimant count and claimant count by age and local authority, for Scotland and the UK

## Other labour market outputs

### Youth labour market data (16 to 24 years) for Scotland

Latest Labour market information for young people 16 to 24 years for Scotland, sourced from the Annual Population Survey (January 2019 to December 2019), is published in a [quarterly release](#).

### Other SG labour market publications from the Annual Population Survey

[Annual Population Survey: Results for the year to 31<sup>st</sup> December 2019](#)

### Other SG labour market publications

[Quarterly Public Sector Employment Q4 2019](#)

[Annual Survey of Hours and Earnings 2019](#)

Other topical publications can be found at  
<https://www.gov.scot/collections/labour-market-statistics/>

[Disabled people in the labour market in Scotland 2018](#)

## A National Statistics publication for Scotland

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics.

Designation can be interpreted to mean that the statistics: meet identified user needs; are produced, managed and disseminated to high standards; and are explained well.

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e-mail: [statistics.enquiries@gov.scot](mailto:statistics.enquiries@gov.scot)

## How to access background or source data

The data collected for this Statistical bulletin are available via web-tables on Scottish Government website, Nomis and UK Data archive

## Complaints and suggestions

If you are not satisfied with our service or have any comments or suggestions, please write to:

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Telephone: (0131) 244 0302,  
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[www.gov.scot/scotstat](http://www.gov.scot/scotstat)

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