

# Non-UK nationals in Scotland's workforce

## Analysis from the Annual Population Survey July 2018 – June 2019

Office of the Chief Economic Adviser



The information which follows is sourced from the Annual Population Survey, collected and published by the Office for National Statistics (ONS), Nationality is self-reported. Page 4 provides further details on this source and links to further information. Related Excel tables can be found at:

<https://www2.gov.scot/Topics/Statistics/Browse/Labour-Market/Publications-Topical>

### Figures for July 2018 to June 2019 show that:

- There are a total of 373,000 non-UK nationals resident in Scotland. Non-UK nationals account for 6.9 per cent of Scotland's population.
- 218,000 non-UK nationals (aged 16 years and above) were in employment, 8.2 per cent of Scotland's workforce.
  - There are 155,000 EU nationals in employment, 5.8 per cent of total employment in Scotland. The employment rate (16-64 years) for EU nationals is 83.9 per cent.
  - Additionally, there are 63,000 non-EU nationals in employment, 2.4 per cent of the workforce in Scotland. The employment rate (16-64 years) for non-EU nationals is 56.0 per cent
- There are 23,000 EU nationals in employment in the public sector, 3.3 per cent of the total public sector workforce.
- 18,000 EU nationals are employed in the Health and social care sector<sup>1</sup> workforce accounting for 4.4 per cent of the total workforce in this sector.
- The industry sector with the highest proportion of non-UK nationals in the workforce are; Distribution, hotels and restaurants – 12.7 per cent of its workforce are non-UK nationals, followed by Manufacturing (9.3 per cent of the manufacturing workforce are non-UK nationals).
- There are 79,000 non-UK nationals working in Scotland's six growth sectors, with 33,000 working in Sustainable Tourism alone, accounting for 17.6 per cent of employment in this sector.<sup>2</sup>

<sup>1</sup> Health and Social care sector includes Standard Industrial Classification 86 Human Health Activities ,87 Residential care Activities ,88 Social Work activities without accommodation

<sup>2</sup> Scottish Government Growth Sectors definitions can be found in the growth sector database <https://www2.gov.scot/Topics/Statistics/Browse/Business/Publications/GrowthSectors>

## **Compared with the previous year**

- The number of EU nationals in employment (16 years and above) has increased by 17,000 over the year while the employment rate (16-64 years) has increased by 4.5 percentage points to 83.9 per cent. For non-EU nationals, the level of employment (16 years and above) has increased by 2,000 and the employment rate (16-64 years) has increased by 3.0 percentage points over the same period to 56.0 per cent.

## **Longer term trends**

- The number of EU nationals in employment (16 years and above) has increased from 56,000 in July 2007-June 2008 to 155,000 in July 2018-June 2019. Over the same period, the employment rate (16-64 years) has increased by 9.0 percentage points, from 74.9 per cent to 83.9 per cent.
- For non-EU nationals over the same period, the level of employment (16 years and above) has increased from 47,000 in July 2007-June 2008 to 63,000 in July 2018-June 2019 whilst the employment rate (16-64 years) has decreased by 7.0 percentage points from 63.0 per cent to 56.0 per cent.

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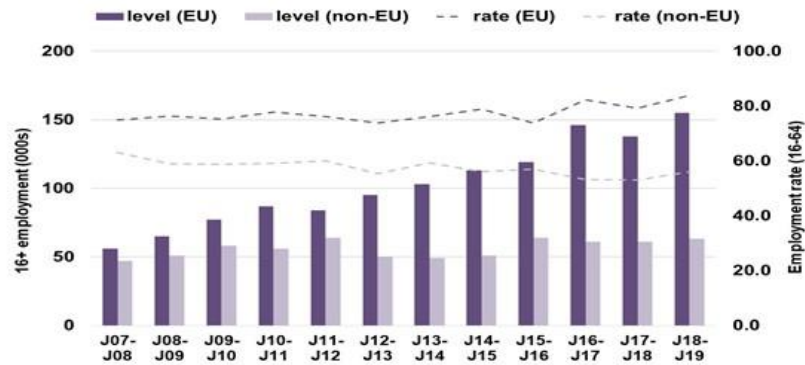
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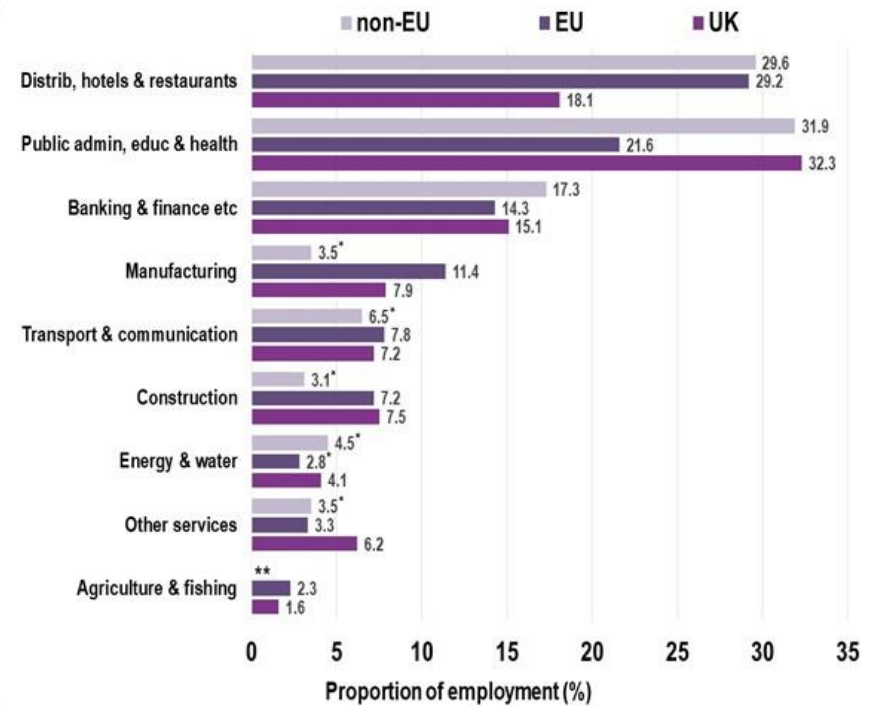


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Level and rate of employment for EU and non-EU nationals, Scotland, 2008-2019



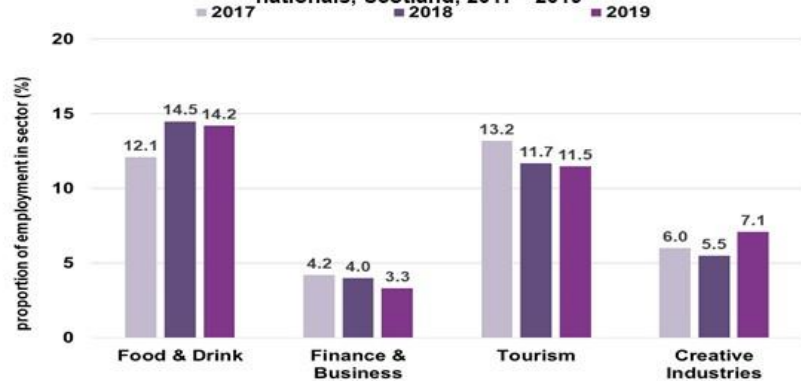
UK, EU and non-EU nationals: Percentage in employment (aged 16+) by industry sector, Jul 2018- Jun 2019



\*estimates based on small sample size and should be used with caution

\*\*estimates too small to be considered reliable

Proportion of people in employment in growth sectors who are EU nationals, Scotland, 2017 - 2019



excludes Life Sciences and Energy - estimates too small to be considered reliable

Source: Annual Population Survey (Jul-Jun datasets), ONS



## Background

The Annual Population Survey (APS) is the largest survey of private households in the UK. From the APS, it is possible to estimate the stock of UK, EU and non-EU nationals living in Scotland based on self-reported nationality. There are, however, some limitations to the coverage of the APS; information is not captured for the population which is resident in some communal establishments such as business premises, boarding houses and hotels. Population estimates derived from the APS may therefore differ from the official mid-year population estimates published by National Records for Scotland (NRS) and may also underestimate the size of the seasonal migrant workforce.

Employment consists of employees, the self-employed, unpaid family workers and those on government-supported training and employment programmes. Levels of employment are for those who fall within this definition and are aged 16 or above, while employment rates are based on those in employment aged from 16 to 64 and expressed as a percentage of the total population within this age range.

## Definitions

Levels of employment by industry sector and for the Scottish Government's growth sectors are based on the Standard Industrial Classification (SIC) 2007. The classification is hierarchical in nature and summarises business activity at a broad industry level as well as at industry division (2-digit SIC), industry group (3-digit SIC), industry class (4-digit SIC) and industry subclass (5-digit SIC). As with nationality, industry of employment is self-reported. Further information on growth sectors can be found at:

<https://www2.gov.scot/Topics/Statistics/Browse/Business/key-sector>

## Groupings for Nationality

**United Kingdom (UK) / British** UK born includes Guernsey, Jersey, Isle of Man, and Channel Islands (not otherwise specified). British nationality additionally includes the following overseas territories: Anguilla, Bermuda, British Indian Ocean Territory, British Virgin Islands, Falkland Islands, Gibraltar, Montserrat, Pitcairn, Henderson, Ducie and Oeno Islands, South Georgia and the South Sandwich Islands, St Helena and the Turks and Caicos Islands

**European Union** These are all of the countries of the EU as constituted at the time of the survey, other than the UK. They include:

- EU14 - countries which were members of the European Union prior to May 1 2004 (Austria, Belgium, Denmark, Finland, France, Germany, Greece, Italy, Luxembourg, Netherlands, Portugal, Republic of Ireland, Spain and Sweden)
- EU8 - eight of the ten countries which acceded to the European Union on May 1 2004 (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia)
- EU2 - the two countries which acceded to the European Union on January 1 2007 (Bulgaria and Romania)
- EU (Other) - the two countries which joined the European Union on May 1 2004 but are not included in the EU8 (Cyprus and Malta) and Croatia, which joined the European Union on July 1 2013

**Non-European Union** These are all the countries not in the UK or in the EU as defined above. Estimates are given for the group as a whole. Please note that estimates for the following countries include respective overseas territories:

- Cyprus (European Union) includes Cyprus (European Union) and Cyprus (not otherwise specified).
- Czech Republic includes Czechoslovakia Not Otherwise Specified
- Denmark includes Faroe Islands and Greenland (nationality only).
- Finland includes Aland Islands
- France includes French Guiana, French Southern Territories, Guadeloupe, Martinique, Mayotte, Reunion and St. Martin. French nationality additionally includes French Polynesia, New Caledonia, St. Pierre and Miquelon, and Wallis and Futuna.
- Spain includes Canary Islands and Spain (not otherwise specified).

## Further information

**EXCEL Tables** Additional data on UK, EU and non-EU nationals presented in table format can be found, along with other analysis relating to Scotland's labour market, at <https://www2.gov.scot/Topics/Statistics/Browse/Labour-Market>

**OPEN data** Summary data on employment characteristics of national groupings within Scotland is also available on the Scottish Government's Open Data platform at [www.statistics.gov.scot](http://www.statistics.gov.scot)

### ***Other related publications***

Further population analysis has been published by National Records of Scotland (NRS) as 'Population by Country of Birth and Nationality, Scotland, July 2018 to June 2019'. This publication can be found at <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/population-by-country-of-birth-and-nationality/jul-18-jun-19>

More detailed statistics on the characteristics of EU and non-EU nationals in the workforce, taken from the Annual Population Survey (January – December 2018) were published as 'Non UK nationals in Scotland's workforce', which is available at <https://www2.gov.scot/Topics/Statistics/Browse/Labour-Market/Publications-Topical/NonUKNat>

### **Feedback**

We welcome any comments on this release of data, these can be sent to [lmstats@gov.scot](mailto:lmstats@gov.scot)