

ECONOMY AND LABOUR MARKET

EU nationals living and working in Scotland

Annual Population Survey 2015

Key findings

- In 2015 there were around **181,000 non-UK EU nationals living in Scotland** representing 3.4% of the total population, lower than for the UK as a whole (where non-UK EU nationals represent 4.9% of the total UK population).
- Of the 181,000 non-UK EU nationals living in Scotland, 30,000 (16%) were under 16 years of age. Of the 152,000 non-UK EU nationals aged 16 and over:
 - 115,000 were in employment (75.9%)
 - 7,000 were unemployed (4.8%)
 - 29,000 were inactive (19.3%)¹
- The employment rate (16-64) for non-UK EU nationals was 78.9%, higher than the overall employment rate for Scotland (73.1%).
- The **main industries of employment** were ‘**distribution, hotels and restaurants**’ employing 32,800 (28.6% of all non-UK EU nationals in employment in Scotland) followed by ‘**public admin, education and health**’ employing 19,600 (17.1%).
- The **Tourism growth sector**² employs **20,000 EU nationals** accounting for 10.8% of all employed in that sector. The **Food and Drink growth sector**¹ employs **8,000 non-UK EU nationals** accounting for 11.3% of all employed in that sector.
- Most non-UK EU nationals were employed in **elementary occupations** (35,000 representing 30.8% of all non-UK EU nationals in employment), followed by **professional occupations** (18,000; 15.7% of all in non-UK EU nationals in employment).
- Over a third (35%) of non-UK EU nationals (aged 16-64) in Scotland have a degree level qualification or higher. However a lower proportion of non-UK EU nationals with

¹ Reasons for economic inactivity include; students, looking after family and home, retired.

² As outlined in the Scottish Government’s Economic Strategy 2015

degree level qualifications hold high or medium-high skilled jobs (55.6%), compared with 78.9% for Scotland as a whole.

Non-EU nationals

- 113,000 non-EU nationals were living in Scotland (2.1% of the total population), 51,000 were in employment (2.0% of all aged 16 and over in employment in Scotland).

Contents

Key findings	1
1. About this publication	4
2. Non-UK EU Nationals in 2015.....	5
2.1 Non-UK EU nationals by age.....	5
2.2 EU Nationals over time	6
2.3 Economic Status	7
2.4 Employment by Industry	8
2.5 Employment by Growth Sector.....	9
2.6 Employment by Occupation.....	10
2.7 Qualification and Skills.....	11
2.8 Working Patterns and Earnings.....	12
2.9 Local Authority statistics	12
3. Non-EU nationals	13
4. Summary Data Tables	14
5. Background to the APS	28
ANNEX A – Groupings for Nationality.....	30

1. About this publication

This analytical paper presents key statistics relating to the economic status of migrants, from both the EU and from outside the EU, who are resident in Scotland. All data are sourced from the Annual Population Survey (APS), the largest survey of private households in the UK. The APS is collected by the Office for National Statistics (ONS) and is classed as a National Statistic. The APS estimates the stock of non-UK EU nationals living in Scotland based on self-reported Nationality.

Coverage of the APS

There are some limitations of the coverage of the APS for measuring number of migrants in the UK. The APS only includes those living in private households and some communal establishments (e.g. NHS accommodation and students who live away from parental home in student halls of residence during term time).

Information is not captured for the population who reside in boarding houses, hostels, care homes, prisons, mobile homes and those living in other communal establishments such as business premises and hotels. The survey does not capture overseas students living in halls of residence who do not have a UK resident parent. This may result in an underestimate of the seasonal migrants workforce.

As estimates are based on a sample of private households in Scotland there is some sampling error associated with them. Estimates of less than 3,000, typically, are not disclosed as it is likely estimates of this size are not statistically reliable. The 95% confidence interval for the 181,000 non-UK EU nationals living in Scotland is +/- 16,000.

Nationality and country of birth

As well as nationality the APS also provides estimates based on Country of birth. Estimates for EU nationals (based on reported Nationality) are lower than those based on country of birth. In 2015, there were 181,000 with EU nationality living in Scotland, compared to 190,000 who had an EU country of birth.

While a persons' country of birth remains constant an individual's nationality may change over time. Where a respondents has dual nationality only the first given nationality is recorded. This paper presents estimates based on reported nationality.

This paper progresses as follow: **Part 2** includes detailed information on non-UK EU migrants living and working in Scotland. This includes information on the overall size of the population and its change over time, as well as information on labour market status; industry and occupation of employment; qualifications and skills; and working patterns and earnings. **Part 3** presents an overview of the labour market status of non-EU nationals living and working in Scotland, while **Part 4** provides summary tables of the information contained within this paper.

2. Non-UK EU nationals in 2015

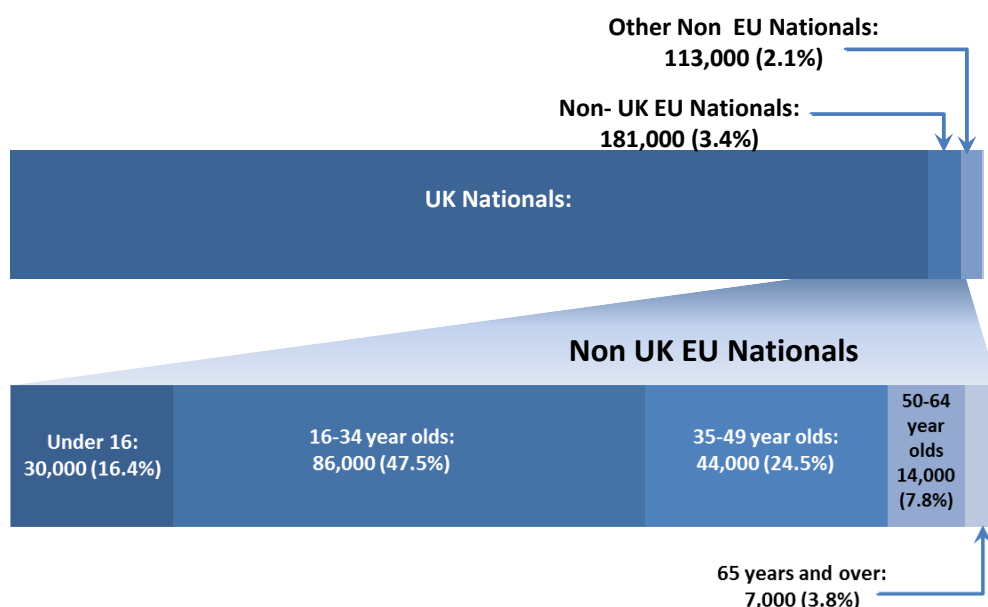
2.1 Non-UK EU nationals by age

There were 181,000 Non-UK EU Nationals residing in Scotland (3.4% of the total population).

This is a lower proportion than for the UK as a whole where there were 3,159,000 non-UK EU nationals (4.9% of the total UK population). [\(Table 1\)](#). Of all non-EU UK nationals across the UK, 5.7% reside in Scotland.

Figure 1 below shows Non-UK EU nationals and other non-EU nationals as a percentage of the population for Scotland. A further breakdown is given by age for non-UK EU nationals.

Figure 1: Population of Scotland by Nationality group and age, 2015



Source: Annual Population Survey 2015

Of the 181,000 non-UK EU nationals living in Scotland, 30,000 (16%) were under 16 years of age.

A large proportion of non-UK EU nationals residing in Scotland were in the 16-34 years age band (47.5%), this a younger profile than for Scotland as a whole, where 24.7% of the population were aged 16-34 years and also a slightly younger profile compared with the non-UK EU nationals residing across the whole of the UK, where 40.0% were aged between 16-34 years.

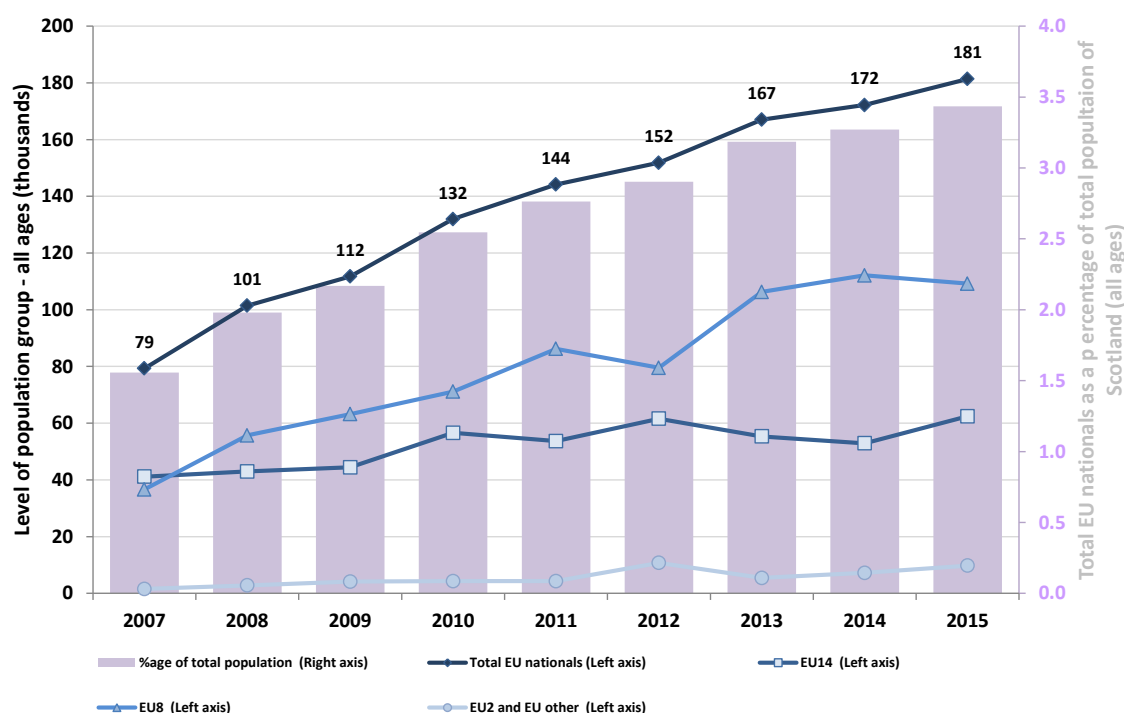
2.2 EU nationals over time

The number of non-UK EU nationals in Scotland has increased by 37.4% since 2010 increasing from 132,000 in 2010 to 181,000 in 2015. (Table 3), lower than across the UK (up 54.1% between 2010 and 2015).

Figure 2 shows that in the last 5 years the number of EU14 nationals has increased modestly increasing from 57,000 in 2010 to 62,000 in 2015. The largest increase, in this period, has been in the EU8 group (who acceded to the EU in 2004). The EU 8 country group consists of European Countries which joined the EU in 2004 and includes; Czech Republic, Estonia, Poland, Hungary, Latvia, Lithuania, Slovakia and Slovenia.

The increase in number of EU nationals in Scotland was driven by an increase in Polish Nationals. The number of Polish nationals increased by 30,000 from 56,000 in 2010 to 86,000 (47% of all non-UK EU nationals) in 2015.

Figures 2: Number and percentage of all non-UK EU nationals living in Scotland by Nationality Country Group³, 2007 to 2015



Source: Annual Population Survey, Jan – Dec 2015⁴

³ Country Groups are defined as follows:

EU14 These are the countries of the EU, other than the UK, as constituted between 1 January 1995 and 1 May 2004 (Austria, Belgium, Denmark, Finland, France, Germany, Greece, Italy, Luxembourg, Netherlands, Portugal, Republic of Ireland, Spain and Sweden).

EU8 These are the eight Central and Eastern European countries that acceded to the EU on 1 May 2004 (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia).

EU2. These are the two countries that acceded to the EU on 1 January 2007 (Bulgaria and Romania).

European Union Other These are Cyprus and Malta that acceded to the EU on 1 May 2004 and Croatia (from 1 July 2013 when Croatia joined the EU). All estimates are based on reported Nationality in each year

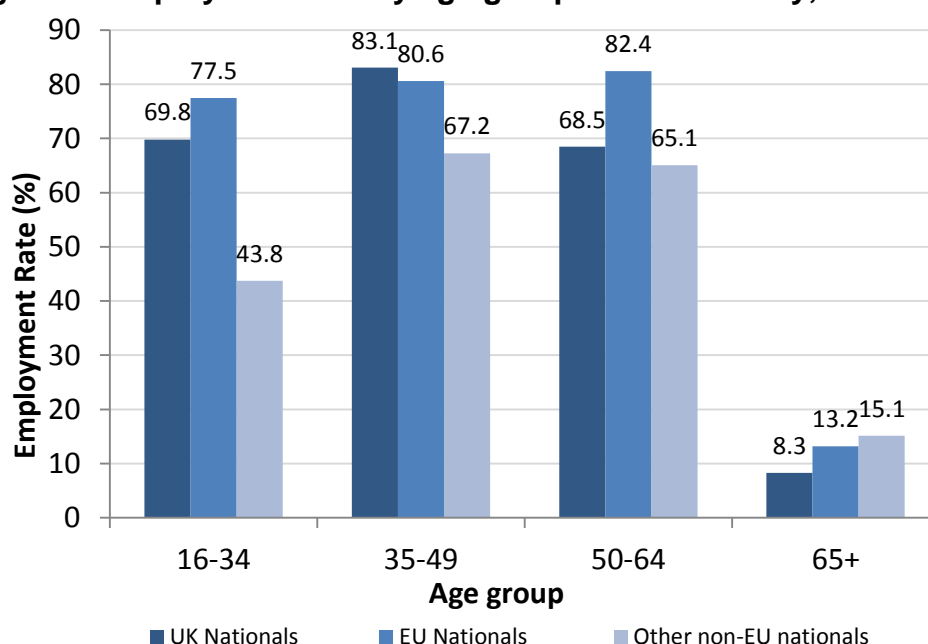
2.3 Economic Status

115,000 non-UK EU nationals aged 16 and over were in employment in Scotland. This constitutes 4.5% of total in employment in Scotland. [\(Table 1\)](#) a further 7,000 were unemployed and 29,000 inactive⁵.

In the UK, non-UK EU nationals make up a higher proportion of total employment; (1,917,000) 6.1% of total employment in the UK. The employment rate (16-64) for non-UK EU Nationals was 78.9%, higher than the overall rate for Scotland of 73.1%.

Figure 3 shows that EU nationals in Scotland had higher employment rates when compared with UK nationals for all age groups except 35-49 years old, where the employment rate was higher for UK Nationals.

Figure 3: Employment rate by age group and nationality, Scotland, 2015



For those non-UK EU nationals (aged 16 and over) resident in Scotland and in employment, the most frequently reported nationalities, in descending order, were [\(Table 4\)](#):

- Poland (57,000) - 49.5% of all non-UK EU nationals aged 16 and over in employment,
- Ireland (10,000) - 8.8%,
- Romania (5,000) - 4.1% and
- Spain (4,000) - 3.8%.
-

The unemployment rate for non-UK EU nationals was slightly higher 6.0% compared with 5.8% for Scotland as whole. The inactivity rate was lower 16.2% for non-UK EU nationals compared with 22.3% for Scotland as a whole. [\(Table 2\)](#)

⁵ Reasons for economic inactivity include; students, looking after family and home, retired.

2.4 Employment by Industry

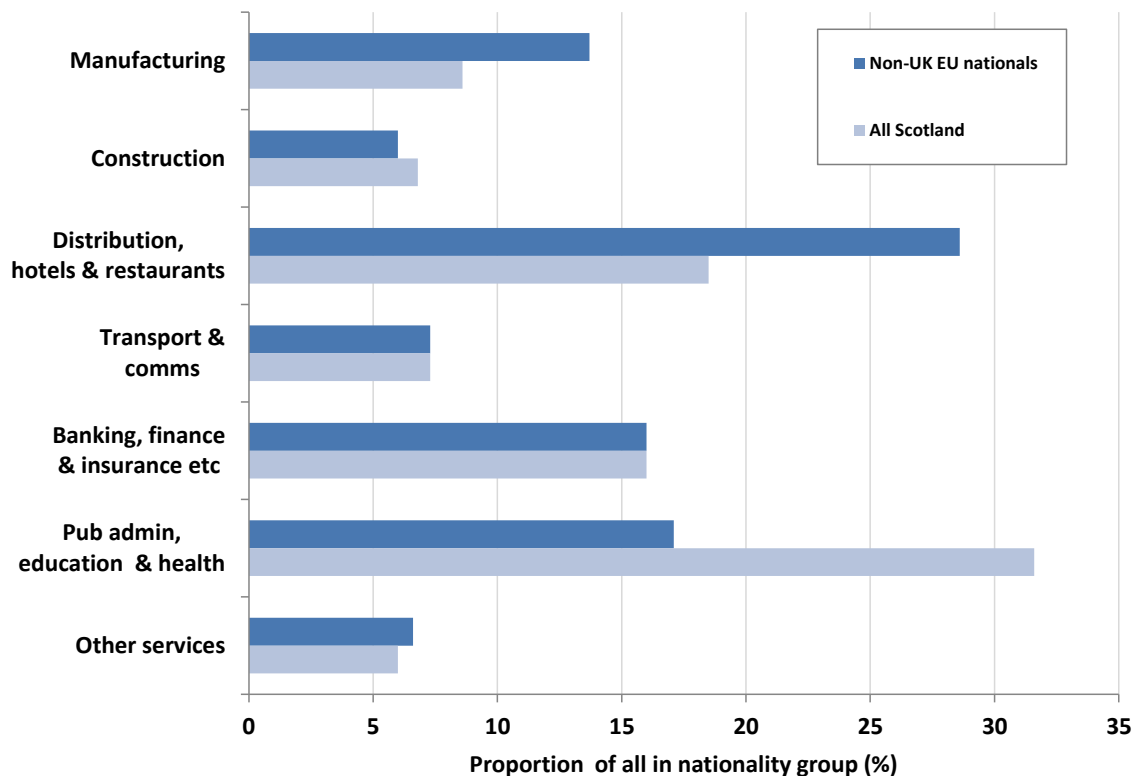
Figures are presented in this section which show:

- The percentage of the non-UK EU nationals workforce employed in each industry sector and also
- The percentage of the workforce in each industry sector Scotland accounted for by non-UK EU nationals.

For non-UK EU nationals (aged 16 and over) the main industries of employment, as shown in figure 4, were:

- Distribution, hotels and restaurants employing 32,800 (28.6% of all non-UK EU nationals in employment and 6.9% of Scotland's employment overall in this sector);
- Public administration, education and health, employing 19,600 (17.1% of all non-UK EU nationals in employment and 2.4% of Scotland's employment overall in this sector).

Figure 4: Percentage employed by industry sector and nationality (aged 16 and over), Scotland, 2015

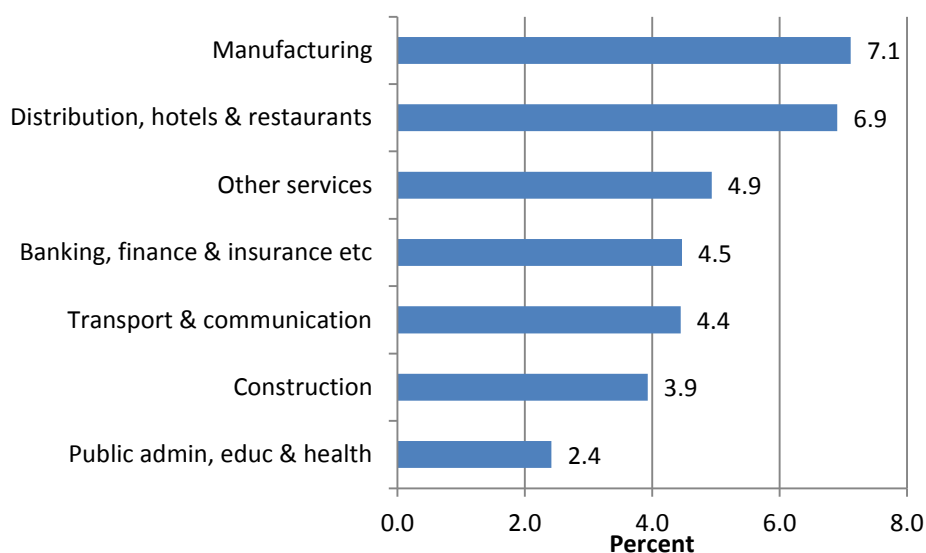


Source: Annual Population Survey, Jan – Dec 2015⁶

⁶ Note: Agriculture & fishing and Energy & water sectors have been excluded as the estimates individually are too small to be considered statistically reliable from a sample survey.

EU nationals (aged 16 and over) account for 4.5% of all employment in Scotland and are more heavily represented in manufacturing and distribution, hotels and restaurants (where they account for 7.1% and 6.9% of all employed in these sectors respectively), As shown in figure 5. The sector where EU nationals account for the lowest proportion of all employment is public admin, education and health (2.4%) ([Table 5](#)).

Figure 5: Non-UK EU nationals as a percentage of all sector employment in Scotland, 2015



Source: Annual Population Survey, Jan – Dec 2015⁷

2.5 Employment by Growth Sector

The growth sector statistics provide economic statistics for the six private sector dominated growth sectors by the Scottish Government⁸

20,000 non-UK EU nationals were employed in the Tourism Growth Sector accounting for 10.8% of all employed in that sector ([Table 6](#)). 9,000 non-UK EU Nationals were employed in the Accommodation⁹ (including Hotels), around one fifth of all in employment in that sector ([Table 7](#)).

8,000 non-UK EU nationals were employed in the Food and Drink Growth Sector accounting for 11.3% of all in employment in that sector. 7,000 were employed in the Manufacture of Food products, a quarter of all people in employment in that sector in Scotland¹⁰.

⁷ Note: Agriculture & fishing and Energy & water sectors have been excluded for disclosure reasons.

⁸ <http://www.gov.scot/Resource/0047/00472389.pdf>

The 6 sectors include: Food and Drink, Creative Industries (including digital), Sustainable Tourism, Energy (including renewables), Financial and Business Services and Life Sciences. Further definitions can be found at <http://www.gov.scot/Topics/Statistics/Browse/Business/key-sector>

⁹ SIC 2007 division 55 Accommodation

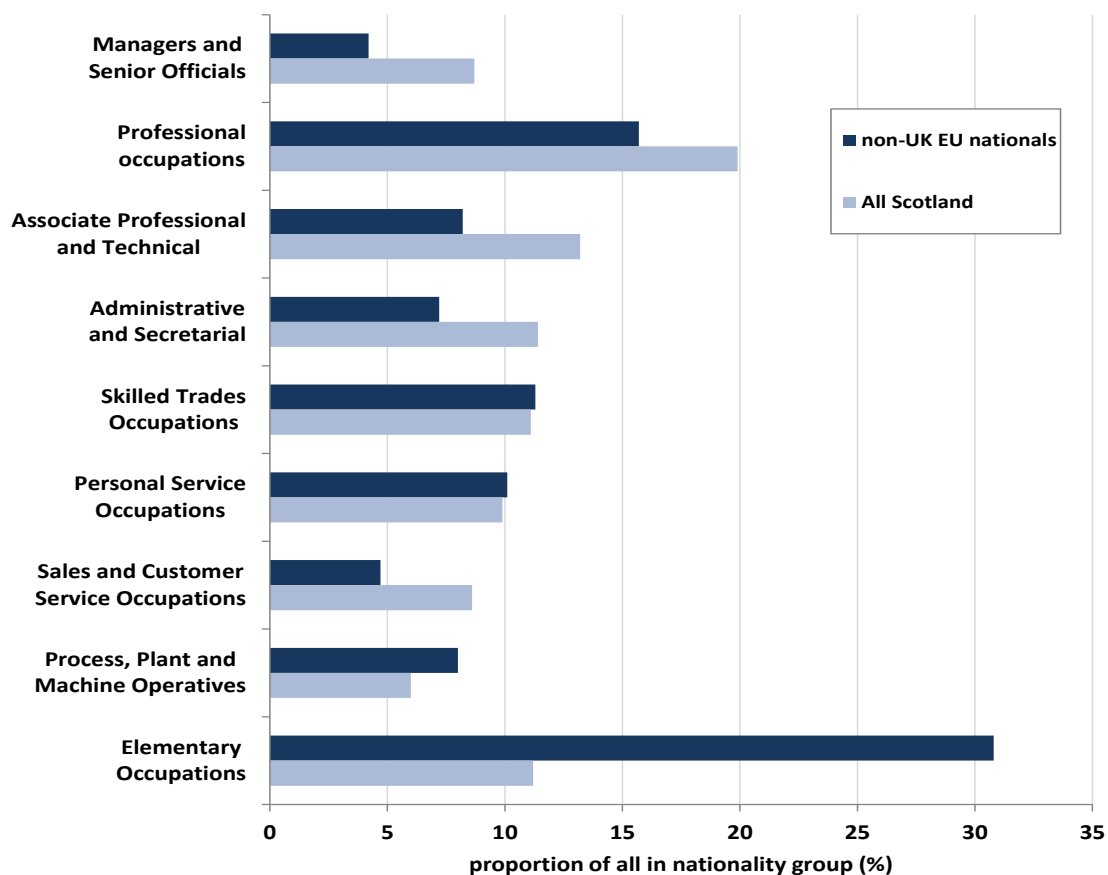
¹⁰ The APS is unlikely to capture migrant seasonal workers who do not reside at a private households address in Scotland during their employment.

2.6 Employment by Occupation

Figure 6 shows that most non-UK EU nationals were employed in Elementary Occupations: 35,000 (30.8% of all non-UK EU Nationals in employment), compared with 11.2% of all in employment in Scotland, Elementary Occupations include for example; cleaners, hospital porters, labourers. Followed by professional occupations 18,000 (15.7% of all non-UK EU Nationals in employment), compared with 19.9% for all in Scotland. Professional occupations include; IT, teaching and health professionals. [\(Table 8\)](#)

By Occupation Minor Group most non-UK EU Nationals were employed in Elementary Cleaning Occupations, (13,000) accounting for 20% of employment in this Occupation Minor Group. [\(Table 9\).](#) The Occupation Minor Group where non-UK EU nationals accounted for the greatest proportion of a particular workforce was Elementary Process Plant operatives. 5,000 non-UK EU nationals were employed in this Occupation, accounting for 22% of all employed in that occupation in Scotland.

Figure 6: Proportion employed by occupation and nationality (aged 16 and over), Scotland



Source: Annual Population Survey, Jan – Dec 2015

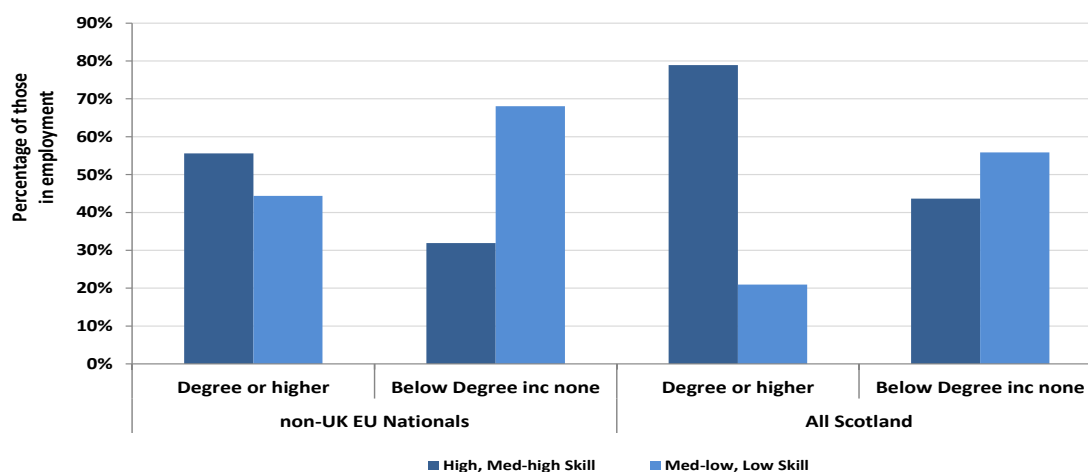
2.7 Qualification and Skills

Over a third (35.0%) of non-UK EU nationals (16-64) in Scotland have a degree level qualification or higher, greater than the proportion of UK nationals (16-64) in Scotland who have degree or higher qualifications (over a quarter at 26.7%)¹¹. [\(Table 10\)](#)

Figure 7, below, shows that (55.6%) of those non-UK EU Nationals in employment who had degree qualifications were employed in high and medium high skill level occupations (for example; nurse, health associate, construction trade requiring a body of knowledge and above) compared with 78.9% for Scotland as a whole.¹²

44.4% of non-UK EU nationals in employment who had degree qualifications worked in medium-low and low skill level occupations [\(Table 11\)](#). In contrast, only 21% of all working in Scotland with a degree qualification in employment were working in medium-low and low skill level occupations¹³ [\(Table 11\)](#).

Figure 7: Occupation skill level by qualification and nationality, Scotland, 2015



Source: Annual Population Survey, Jan – Dec 2015 Note: Includes those aged 16-64 years in employment. Excludes those currently in full-time education

¹¹ Non-UK EU nationals have a higher proportion of people whose highest qualification was “Other qualifications”, which are those that could not be easily mapped to the UK qualification levels. These are likely to encompass a range of qualification levels [\(Table 10\)](#).

¹² **Medium-High Skill** - requires a body of knowledge associated with a period of post-compulsory education but not to degree level (e.g. health associate professional occupations (e.g. nurse, midwife, paramedic) and construction trades). **High Skill** - requires a degree or equivalent period of relevant work experience (e.g. teaching and functional management (e.g. in

¹³ **Low Skill** - requires a general education, signalled via a satisfactory set of school-leaving examination grades.(e.g. bar staff, waiters/waitresses and elementary cleaning occupations).**Medium-Low Skill** - requires knowledge provided via a good general education as above, but will typically have a longer period of work-related training or work experience. (e.g. sales assistant, retail cashier and healthcare/personal service occupations such as auxiliary nurse, home carer).

2.8 Working Patterns and Earnings

The proportion of non-UK EU nationals aged 16 and over in Scotland who were working full-time in 2015 was 73.6%, similar to the 72.7% for Scotland as a whole. The work-patterns of EU nationals for both men and women is also very similar to that of the overall Scottish working population ([Table 12](#))

Figure 8: Median full-time hourly earnings by nationality, Scotland, 2015



The median gross hourly earnings for EU national working full-time in Scotland in 2015 was £9.00 compared to £12.20 for full-time UK nationals. EU nationals have had consistently lower hourly earnings than UK nationals, on average around £3.15 less than UK nationals since 2007 ([Table 14](#)).

2.9 Local Authority statistics

Just over half (52.1%) of all non-UK EU nationals aged 16 years and over in Scotland live in three local authority city areas ([Table 13](#)):

- Edinburgh (21.8%);
- Glasgow (17.6%) and
- Aberdeen (12.7%).

These three cities combined account for 25.1% of the overall 16 years and above population of Scotland.

Employment rates by local authority

The local authority areas which had the highest employment rates for non-UK EU nationals in 2015 were Aberdeenshire (94.5%), Renfrewshire (90.7%) and Highland (89.9%). ([Table 11](#))

3. Non-EU nationals

In 2015 based on January to December

- 113,000 residents in Scotland were non-EU nationals, accounting for 2.1% of all non-EU nationals residing in Scotland.
- 51,000 adults (aged 16 and over) of non-EU nationality were in employment, 2.0% of total employment in Scotland in 2015.
- The employment rate for non-EU nationals was 54.5%, lower than for EU Nationals (78.9%) and Scotland as a whole (73.1%).
- A higher proportion of the population of non- EU nationals were in the 16-34 and 35-49 years age bands (43.8% and 30.2% respectively), showing a higher proportion of young and middle aged adults compared to Scotland as a whole (24.7% aged 16-34 years and 19.8% for 35-49 years).
- Sectors employing the greatest proportion of non-EU nationals were: Public admin, education and health 16,500 (32.4% of all non-EU nationals in employment) followed by distribution, hotels and restaurants at 14,400 (28.3% of all non-EU nationals in employment). The proportion employed in public admin, education and health is similar for all of Scotland (31.6% of all non-EU nationals in employment).
- For non-EU nationals 34.9% of all non-EU nationals in employment (17,800) were employed in Professional Occupations, a higher proportion compared with EU nationals (15.7% of all EU nationals in employment) and all in employment in Scotland (19.9%).
- The proportion of non-EU nationals aged 16 and over in Scotland who were working, full-time in 2015 was 65.6%, lower than the proportion for Scotland as a whole of 72.7%. This was driven by a difference in work patterns for men, with 26.8% of in-work men of non-EU nationality working part-time, compared to 13.2% of all men of UK nationality. In contrast, the work patterns of women non-EU nationality were similar to those for working women as a whole in Scotland (see Table 12).
- Just over three-fifths (60.2%) of all non-EU nationals aged 16 and over live in three local authority areas: Glasgow City , Edinburgh City and Aberdeen City with 29.9%, 21.3% and 9.1% respectively of all non-EU nationals aged 16 and over resident in Scotland. In contrast, these three local authorities combined account for just a quarter (25.1%) of the overall 16+ population of Scotland.

4. Summary Data Tables

Table 1 – Non-UK EU nationals in Scotland and the UK 2015

	Scotland	UK
Non-UK EU nationals (000's)	181	3,159
% of all population	3.4	5.4
Number of working age (16-64) adults who are non-UK EU nationals	145	2,397
% of working age adults who are EU nationals	4.2	5.9
By age band (000's)		
<16	30	544
16-24	25	331
25-34	61	933
35-49	44	834
50-64	14	299
65+	7	218
By age band (%)		
<16	16.4	17.2
16-24	14.0	10.5
25-34	33.5	29.5
35-49	24.5	26.4
50-64	7.8	9.5
65+	3.8	6.9
Gender (%)		
Male	49.3	46.9
Female	50.7	53.1
Economic Activity		
Level (000's)		
In employment (16+)	115	1,917
Unemployed (16+)	7	105
Inactive (16-64)	23	394
Rate (%)		
In employment (16-64)	78.9	79.2
Unemployed (16+)	6.0	5.2
Inactive (16-64)	16.2	16.4
% of all		
In employment	4.5	6.1

Source: Annual Population Survey, Jan-Dec 2015, ONS

Note: Estimates based on data reweighted to latest population estimates as of July 2016

For Economic Activity level and rates the relevant age ranges are shown in brackets

Table 2 – Non-UK EU nationals and other non-EU nationals in Scotland 2015

	Non-UK EU Nationals	Non-EU Nationals	All Scotland
Total population (000's)	181	113	5,282
% of total population	3.4	2.1	100
Number of working age adults	145	93	3,417
% of all working age adults in Scotland	4.2	2.7	100.0
By age band (000's)			
<16	30	16	898
16-24	25	16	609
25-34	61	34	696
35-49	44	34	1,046
50-64	14	9	1,066
65+	7	5	967
By age band (%)			
<16	16.4	13.9	17.0
16-24	14.0	13.9	11.5
25-34	33.5	29.9	13.2
35-49	24.5	30.2	19.8
50-64	7.8	7.9	20.2
65+	3.8	4.2	18.3
Gender (%)			
Male	49.3	45.2	47.8
Female	50.7	54.8	52.2
Economic Activity			
Level (000's)			
In employment (16+)	115	51	2,577
Unemployed (16+)	7	7	159
Inactive (16-64)	23	36	763
Rate (%)			
In employment (16-64)	78.9	54.5	73.1
Unemployed (16+)	6.0	11.3	5.8
Inactive (16-64)	16.2	38.5	22.3
% of all			
In employment	4.5	2.0	100.0

Source: Annual Population Survey, Jan-Dec 2015, ONS

Note: Estimates based on data reweighted to latest population estimates as of July 2016

Table 3 Number of non-UK EU nationals in Scotland: All and aged 16-64

Year	Non- UK EU Nationals		Non-EU Nationals		UK Nationals	
	All (000's)	Aged 16-64 (000's)	All (000's)	Aged 16-64 (000's)	All (000's)	Aged 16-64 (000's)
2007	79	67	90	93	4,926	3,219
2008	102	84	95	97	4,928	3,218
2009	112	92	117	127	4,924	3,207
2010	132	105	113	122	4,937	3,210
2011	144	112	113	114	4,962	3,231
2012	152	117	129	134	4,951	3,197
2013	167	131	97	98	4,980	3,204
2014	172	135	106	112	4,984	3,187
2015	181	145	113	108	4,980	3,176

Source: Annual Population Survey, Jan-Dec 2015, ONS

Note: Estimates based on data reweighted to latest population estimates as of July

Table 4 Number of those in employment by nationality Top 10 in Scotland (aged 16 and over)
Scotland

Rank		Population (000's)		In employment (000's)
-	UK	4,130	UK	2,410
-	Non-EU nationals	102	Non-EU nationals	52
1	POLAND	67	POLAND	57
2	IRELAND	15	IRELAND	10
3	SPAIN	7	ROMANIA	5
4	ITALY	6	SPAIN	4
5	LATVIA	5	LITHUANIA	4
6	ROMANIA	5	FRANCE	4
7	LITHUANIA	5	LATVIA	4
8	FRANCE	5	SLOVAKIA	3
9	HUNGARY	5	BULGARIA	3
10	GERMANY	5	HUNGARY	3

Source: Annual Population Survey, Jan-Dec 2015, ONS

Note: Estimates based on data reweighted to latest population estimates as of July 2016

Note: Nationality country given for non-UK EU nationals

Table 5 Number of non-UK EU nationals in Employment and percentage of all in employment by sector and nationality: Scotland, 2015

	(000's)	% of all non-UK EU Nationals in employment ¹	% of all in employed in Sector ²
All in employment	115.1	100	4.5
Agriculture & fishing	*	*	*
B,D,E Energy & water	*	*	*
C Manufacturing	15.7	13.7	7.1
F Construction	6.8	6.0	3.9
G, I Distribution, hotels & restaurants	32.8	28.6	6.9
H, J Transport & communication	8.3	7.3	4.4
K-N Banking, finance & insurance etc	18.4	16.0	4.5
O-Q Public admin, educ & health	19.6	17.1	2.4
of which Health and Social Care (86,87,88)	12.0	10.5	3.0
R-U Other services	7.6	6.6	4.9

Source: Annual Population Survey, Jan-Dec 2015, ONS* - Estimate suppressed as it is unreliable

Note: Estimates based on data reweighted to latest population estimates as of July 2016

1. EU Nationals in employment in a sector/ total EU nationals in Employment in sector

2. EU nationals in employment in sector /All in employment in sector

3. Health and Social Care includes: 86 Human Health Activities, 87 Residential Care Activities, 88 Social Work Activities Without Accommodation

Table 6 Employment of non-UK EU nationals by Growth Sector: Scotland, 2015

Growth Sector	All (000's)	EU Nationals (000's)	% of all EU Nationals in Employment	% of all in employment by sector
Food and Drink	74	8	7.3	11.3
Finance & Business Services	217	7	6.3	3.3
Tourism	186	20	17.4	10.8
Creative Industries	124	9	7.8	7.3
All Sectors	2,577	115	4.5	

Source: Annual Population Survey Jan –Dec 2015

Note: Estimates based on data reweighted to latest population estimates as of July 2016

Estimates are not provided for the Energy and Life Science sectors where estimates are suppressed as unreliable. Growth sectors are based on SIC 2007 definition.

<http://www.gov.scot/Topics/Statistics/Browse/Business/key-sector>

Table 7 Employment of non-UK EU nationals by Industry division: Scotland, 2015

Division	All Scotland (000's)	Non-UK EU Nationals (000's)	% of all EU Nationals in employment	% of all in employment in Division
56 Food and beverage service activities	112	11	9.1	9.4
55 Accommodation	46	9	7.9	19.5
10 Manufacture of food products	26	7	5.7	25.0
47 Retail trade, except vehicles	226	7	5.7	2.9
85 Education	230	6	5.0	2.5
81 Services to buildings and landscape	51	5	4.8	10.7
86 Human health activities	198	5	4.5	2.6
96 Other personal service activities	41	5	4.0	11.3
87 Residential care activities	92	4	3.8	4.8
62 Computer programming and consultancy	36	4	3.6	11.5
46 Wholesale trade, except vehicles	52	4	3.3	7.4
71 Architectural and engineering	53	3	3.0	6.5

Source: Annual Population Survey Jan-Dec 2015

Note: Division are based on SIC 2007 definitions

Table 8 Percentage of all in employment by occupation and nationality: Scotland, 2015

	% of all EU nationals in employment	% of all other non-EU nationals in employment	% of all in employment
Managers and Senior Officials	4.2	13.0	8.7
Professional occupations	15.7	34.9	19.9
Associate Professional and Technical	8.2	9.3	13.2
Administrative and Secretarial	7.2	*	11.4
Skilled Trades Occupations	11.3	*	11.1
Personal Service Occupations	10.1	10.3	9.9
Sales and Customer Service Occupations	4.7	9.8	8.6
Process, Plant and Machine Operatives	8.0	*	6.0
Elementary Occupations	30.8	12.5	11.2

Source: Annual Population Survey, Jan-Dec 2015, ONS

Note: Estimates based on data reweighted to latest population estimates as of July 2016

Table 9 Employment by Occupation Minor Group: Scotland, 2015

Occupation Minor Group	All in employment Scotland (000's)	Non-UK EU nationals (000's)	% of all EU nationals in employment	% of all in employment in Group
Elementary Cleaning Occupations	67	13	12	20
Elementary Personal Service Occupations	98	9	8	9
Process Operatives	26	5	4	19
Food Preparation Trades	37	5	4	13
Elementary Process Plant Occupations	21	5	4	22
Sales Assistants and Retail Cashiers	135	4	3	3
Healthcare & Reltd Personal Services	133	3	3	3
Engineering Professionals	53	3	3	6
Construction Trades	65	3	3	5
Teaching Professionals	119	3	3	3

Source: Annual Population Survey Jan-Dec 2015

Note: Occupation Minor Group is based on SOC 2010 classification of occupation

Table 10 Highest qualification of population (16-64) by nationality: Scotland, 2015

	UK nationals	EU nationals	Other non-EU Nationals
Degree level & above	26.7%	35.0%	53.7%
Higher & Further Education below degree level	15.5%	14.5%	11.8%
Below Higher or Further education including no qualifications	54.7%	25.4%	21.5%
Other qualifications	3.2%	25.1%	13.0%

Source: Annual Population Survey Jan-Dec 2015

Table 11 Highest qualification by Occupational skill level and nationality (16-64): Scotland, 2015

	Highest qualification	Occupational Skill level	
		High and Medium-high Skill level	Medium-low and Low Skill level
Scotland (Total)	Degree or higher	78.9%	21.0%
	Below Degree inc none	43.7%	55.9%
UK Nationals	Degree or higher	80.3%	19.6%
	Below Degree inc none	44.0%	55.5%
EU Nationals	Degree or higher	55.6%	44.4%
	Below Degree inc none	31.9%	68.1%
Other non-EU Nationals	Degree or higher	76.3%	22.3%
	Below Degree inc none	42.8%	57.2%

Source: Annual Population Survey Jan-Dec 2015 (Excludes full-time education)

Table 12 Percentage of all in employment by work pattern and nationality: Scotland, 2015

	EU nationals				Other non-EU nationals				Scotland (all residents)			
	Part-Time		Full-Time		Part-Time		Full-Time		Part-Time		Full-Time	
	Level (000's)	Proportion	Level (000's)	Proportion	Level (000's)	Proportion	Level (000's)	Proportion	Level (000's)	Proportion	Level (000's)	Proportion
All	30	26.4%	85	73.6%	18	34.4%	34	65.6%	702	27.3%	1871	72.7%
Men	8	12.8%	52	87.2%	8	26.8%	22	73.2%	174	13.2%	1144	86.8%
Women	23	41.2%	32	58.8%	10	44.8%	12	55.2%	528	42.1%	727	57.9%

Source: Annual Population Survey, Jan-Dec 2015, ONS

Note: Estimates based on data reweighted to latest population estimates as of July 2016

Table 13 Top 5 Local authorities with the highest percentage of non-UK EU nationals population (aged 16 and over), 2015

	Percentage of population aged 16 years and above by local authority		Proportion of Local Authority population (aged 16 years and above) by Nationality		Employment rate (16-64)			
	Non-UK EU nationals	All	Non-UK EU nationals	UK Nationals	All	UK Nationals	Non-UK EU nationals	Other non-EU nationals
Scotland	100	100	3.5	94.2	73.1	73.4	78.9	54.5
Edinburgh, City of	21.8	9.4	8.0	86.7	72.5	73.7	79.6	45.4
Glasgow City	17.6	11.3	5.4	88.5	66.7	68.0	69.2	50.3
Aberdeen City	12.7	4.4	10.1	85.2	76.6	75.3	87.6	70.9
Dundee City	5.7	2.8	7.1	90.4	63.4	64.5	63.6	*
Perth and Kinross	4.6	2.8	5.7	92.8	78.9	77.9	89.3	*

Source: Annual Population Survey, Jan-Dec 2015, ONS

* Estimate suppressed as it is below reliability threshold

Note: Estimates based on data reweighted to latest population estimates as of July 2016

Table 14 Median gross hourly earnings for full-time workers in Scotland (aged 16 and over) by nationality, 2015

Median Gross hourly earnings			
	EU nationals	Other non- EU nationals	UK nationals
2007	£6.80	£9.60	£10.30
2008	£7.70	£10.70	£10.60
2009	£8.00	£10.90	£11.10
2010	£7.90	£12.50	£11.30
2011	£8.50	£9.80	£11.50
2012	£8.30	£10.30	£11.70
2013	£8.90	£11.90	£12.00
2014	£9.30	£11.50	£12.10
2015	£9.00	£15.40	£12.20

Source: Annual Population Survey, Jan-Dec 2015, ONS

Notes:

1. Full-time workers whose pay was not less than usual in reference week due to absence
2. The official source for earnings is the Annual Survey of Hours and Earnings (ASHE). However, this source does not contain any information on respondent's country of origin or nationality.
3. The Annual Population Survey is known to underestimate the level of earnings compared to ASHE

5. Background to the APS

Timeliness

1. The January –December 2015 Annual Population Survey was initially published in March 2016, it was then re-weighted for updated population estimates in May 2016. Information is an average over a year. The most recent information available from the Annual Population Survey in the Oct 2015-Sept 2016 data set (published 15th December 2016). The next information for a calendar year 2016 will be published in March 16th 2017.

Definitions

2. Industry of employment is based on self-reported industry of employment and occupational skill level is based on self-reported occupation.

3. The paper presents headline and detailed information for nationality. There are two main ways to look at migrants within the APS – by country of birth and by nationality; Nationality refers to that stated by the respondent during the interview, Country of birth is the country in which they were born. It is possible that an individual's nationality may change, but the respondent's country of birth cannot. This means that country of birth gives a more robust estimate of change over time.

There are three main reasons for differences between nationality and country of birth:

1. When people born abroad decide to remain in the UK, they often apply to become British nationals.
2. Some people born abroad have British nationality. For example, this may be the case for people whose parents were in the military services and were based abroad when they were born.
3. Some people born in the UK to migrant parents take the nationality of their parents.

Coherence

4. Estimates from the APS for total population by nationality and country of birth are published for Scotland by ONS. The next publication of this data by ONS will be in August 2017. <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/internationalmigration/bulletins/ukpopulationbycountryofbirthandnationality/august2016>

5. National Records of Scotland also publish estimates for local authority by Nationality and country of birth for UK and non-UK from the APS. The estimates in this publications are fully consistent with these sources.

<https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/estimates-of-special-populations/population-by-country-of-birth-and-nationality>

6. The estimates from the APS may differ from the official mid-year population estimates published by NRS as the APS excludes students in halls who do not have a parent resident in the UK and people in most other types of communal establishments (e.g. hotels, boarding houses, hostels, care homes, prisons, mobile home sites, etc).

User feedback

7. Please send any comments to lmstats@gov.scot

Labour Market Statistics
Office of the Chief Economic Advisor
Scottish Government
Tel: 0300 244 6783

ANNEX A – 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, 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 the EU14, and from 1 May 2004 the EU8, Cyprus and Malta, and from 1 January 2007 the EU2, and from 1 July 2013 Croatia

European Union EU14 These are the countries of the EU, other than the UK, as constituted between 1 January 1995 and 1 May 2004 (Austria, Belgium, Denmark, Finland, France, Germany, Greece, Italy, Luxembourg, Netherlands, Portugal, Republic of Ireland, Spain and Sweden).

European Union EU8 These are the eight Central and Eastern European countries that acceded to the EU on 1 May 2004 (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia).

European Union EU2 These are the two countries that acceded to the EU on 1 January 2007 (Bulgaria and Romania).

European Union Other These are Cyprus and Malta that acceded to the EU on 1 May 2004 and Croatia (from 1 July 2013 when Croatia joined the EU).

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).