

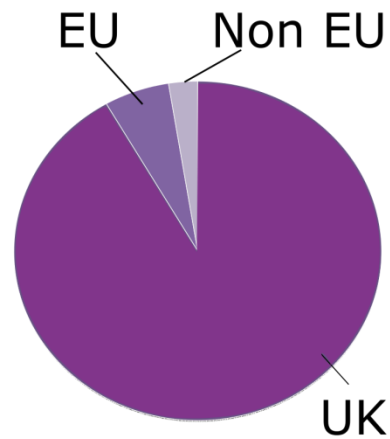
**Non UK nationals in Scotland's
workforce
Statistics from the Annual Population
Survey 2017
13th June 2018**



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Non UK nationals in Scotland's workforce

In 2017 there were 217,000 non-UK workers in Scotland, 8.3% of the workforce.



66,000 workers were non EU nationals

Non UK nationals



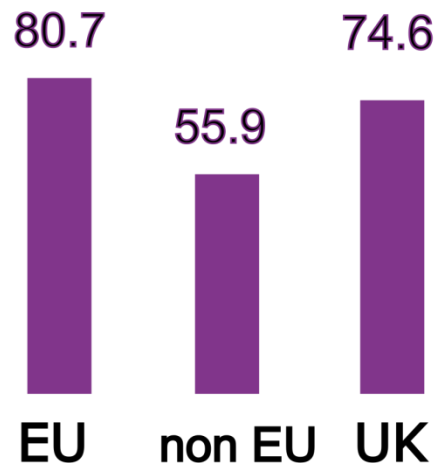
30.7%

150,000 workers were EU nationals



69.3%

The employment rate 16-64 years was highest for EU nationals.



Source: Annual Population Survey 2017 (Jan-Dec)
<http://www.gov.scot/Topics/Statistics/Browse/Labour-Market/Publications-Topical>

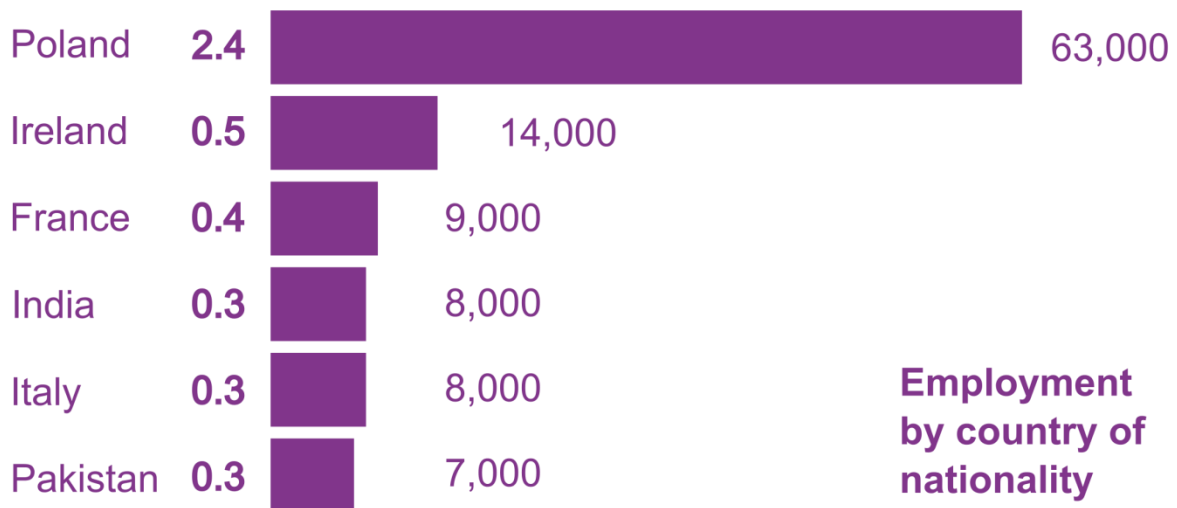


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Non UK nationals in Scotland's workforce



% of Scotland's workforce



Source: Annual Population Survey 2017 (Jan-Dec)
<http://www.gov.scot/Topics/Statistics/Browse/Labour-Market/Publications-Topical>



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Key points

Statistics from the Annual Population Survey 2017 show:

Economic Activity

- 217,000 workers (aged 16 years and above) in Scotland were non UK nationals. 150,000 (69.3 per cent) were EU nationals, increasing by 22,000 from 2016 and 66,000 (30.7 per cent) were non EU nationals, increasing by 5,000 from 2016.
- The employment rate (16-64 years) for EU nationals in 2017 was 80.7 per cent, higher than for UK nationals (74.6 per cent) and non EU nationals (55.9 per cent).
- The level and employment rate of EU nationals was at its highest since 2007. The level of employment for non EU nationals was at its highest, however the employment rate was amongst the lowest (55.9%).

Sectors, occupations and skills of employment

- 20,000 EU nationals were employed in the public sector overall accounting for 3.0 per cent of the public sector workforce in Scotland
- For EU nationals (16 years and over), similarly to UK nationals and non EU nationals, the highest proportion were employed in: Distribution, hotels and restaurants, Public administration, education and health, and Banking, finance and insurance. Around two-thirds of all EU nationals in employment in Scotland work in these three industry sectors.
- The food and drink sector employed 12,000 EU nationals, which is 15.0 per cent of all employment in the sector. 8.0 per cent of all EU nationals in employment work in the Food and drink sector.
- The Tourism sector employs 24,000 EU nationals, which is 13.0 per cent of all employment in the sector. 15.9 per cent of all EU nationals in employment work in the Tourism sector.
- For EU nationals (16-64 years), over a third (37.6 per cent) have a degree level qualification or higher, greater than the proportion for UK nationals (28.2 per cent) but less than the proportion of non EU nationals (50.2 per cent).

Characteristics

- The number of EU nationals of working age (16-64 years) resident in Scotland is almost 3 times higher compared with 2007, increasing from 67,000 to 185,000 in 2017, while the total number of non EU nationals has increased by 62 per cent from 73,000 to 118,000. In contrast the number of UK Nationals (aged 16-64 years) resident in Scotland has decreased by 3 per cent over the same period.

- For those in employment the most common reported EU countries of nationality were Poland (63,000), Ireland (14,000), France (9,000), Italy (8,000) and Romania (6,000). Based on EU and non EU nationals the most common reported nationality were: Poland, Ireland, France, India (8,000) and Italy.
- EU nationals were less well represented in areas of Scotland classed as rural. 18.0 per cent of the Scottish population (16 to 64 years) live in rural areas, this compares with 7.8 per cent of EU nationals and 5.4 per cent of non EU nationals. Employment rates for all nationalities were higher in rural areas compared with urban areas. Aberdeen City, Edinburgh and Glasgow City were home to over half of working EU nationals (16 years and above) residing in Scotland.

About this publication

Information contained in this publication is sourced from the Annual Population Survey (APS) January 2017 to December 2017 data set and presents key statistics relating to the economic status of migrant workers from within the European Union (EU) and from outside the EU who are resident in Scotland. The APS is the largest survey of private households in the UK. Data for the APS is collected by the Office for National Statistics (ONS) and it is classed as a National Statistic.

The APS estimates the stock of UK, EU and non EU nationals living in Scotland based on self-reported nationality. In this publication, references are made to non-UK nationals, which includes those who reported a non-British nationality.

Industry of employment and occupational skill level are also self-reported. As this survey is based on private households there may some undercount of migrant workers in Scotland, particularly seasonal workers. The migrant workforce is reasonably small and these estimates are based on a sample and therefore throughout this publication some estimates, are not presented where they are not fit for purpose as noted throughout.

This publication contains 2 sections as follows. The first section contain specific labour market statistics for migrant workers in Scotland including: employment rate, working pattern, industry, occupation and skill level of employment and section 2 contains information on the characteristics of migrants who live in Scotland including age profile, location of residence and reason for coming to Scotland.

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1. Economic Activity of non-UK nationals

1.1 Employment level and rate

There were a total of 217,000 (16 years and above) non-UK nationals in employment in Scotland, accounting for 8.3 per cent of total employment in Scotland.

150,000 were EU nationals, 5.7 per cent of all in employment and 69.3 per cent of all non-UK nationals in employment and 66,000 were non EU Nationals 2.5 per cent of all employment in Scotland and 30.7 per cent of all non-UK nationals in employment).

Since 2007, in each year, the percentage of the workforce accounted for by non-UK nationals has increased, increasing from 99,000 (3.9 per cent) in 2007 to 217,000 (8.3 per cent) in 2017, with the steepest increase in the EU nationals, increasing from 51,000 (2.0 per cent of all in employment) in 2007 to 150,000 (5.7 per cent in 2017).¹

The employment rate for EU Nationals was 80.7 per cent, higher than the rate for non EU Nationals (55.9 per cent) and also higher than the rate for UK Nationals (74.6 per cent).

The employment rate for UK national men (77.4 per cent) exceeds women (71.8 per cent). For EU men 90.5 per cent were in employment, compared with 72.2 per cent for women. For non EU national men 68.1 per cent of men were in employment compared with less than half (44.4 per cent) of women.

Compared with 2007 the number of working EU Nationals has increased with the employment rate increasing by 3.9 percentage points over this period (from 76.8 per cent to 80.7 per cent). In the same period the employment rate for UK nationals increased by 0.6 percentage points (from 74.0 per cent to 74.6 per cent) while it has fallen by 9.0 percentage points for non EU Nationals (from 64.9 per cent to 55.9 per cent).

The rate of unemployment amongst EU Nationals in 2017 was 3.2 per cent, lower than the rate for UK Nationals (4.1 per cent) and non EU Nationals (4.3 per cent).

1.2 Working pattern for those in employment

Employment patterns for EU and non EU nationals in employment were broadly similar to those amongst the larger population of UK Nationals

- around three quarters of those in employment work full-time
- a higher proportion of men than women employees work full-time
- a lower proportion of EU nationals overall were self-employed (10.1 per cent), compared with 12.5 per cent for UK nationals and 13.1 per cent for non EU nationals.

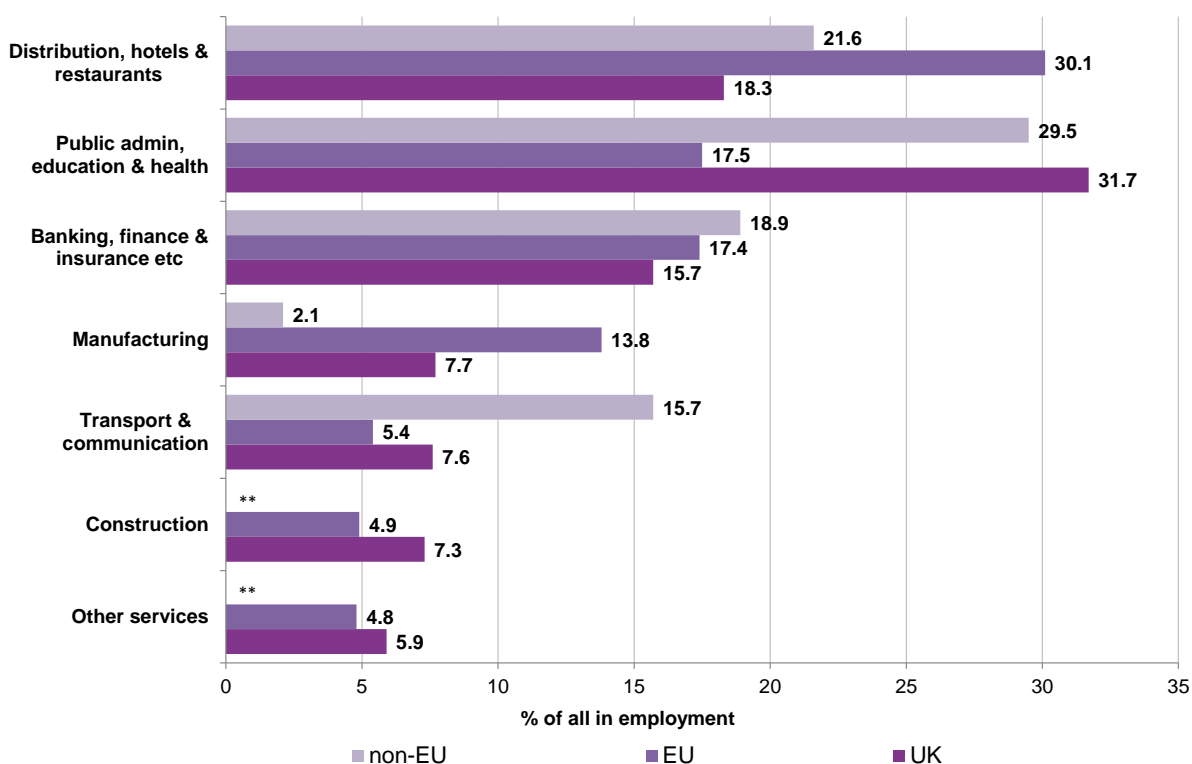
¹ Croatia joined the EU (from 1 July 2013)).

1.3 Industry of employment

As the Annual Population survey is a survey of private households, it is likely the number of seasonal migrant workers which are known to be employed in Scotland in farming and fisheries in particular are underestimated in this source. This section presents information on the spread of employment across industry sectors.

For EU nationals (aged 16 and over), similarly to UK nationals, the highest proportion were employed in: Distribution, hotels and restaurants, Public administration, education and health, and Banking, finance and insurance. Around two-thirds of all EU nationals in employment in Scotland work in these three industry sectors.

Figure 1: Percentage employed by industry sector and nationality (aged 16 and over), Scotland, 2017



Source: Annual Population Survey (Jan17-Dec 2017)

** Estimates are suppressed as they are not considered reliable estimates for use

- There were 45,000 EU Nationals employed in the Distribution, hotels and restaurants sector, 30.1 per cent of all EU Nationals in employment in Scotland. Within this sector, the number of EU nationals employed in Food and beverage services activities was 15,000 (10.2 per cent of all EU nationals in employment) and the number employed in Accommodation was 9,000 (6.3 per cent of all EU nationals in employment). 14,000 non EU nationals were employed in, Distribution, hotels and restaurants accounting for 21.6 per cent of all non EU nationals in employment.

- There were 26,000 EU nationals employed in Public administration, education and health sector², 17.5 per cent of all EU nationals in employment in Scotland. 20,000 non EU nationals were employed in Public Administration Education and Health, accounting for 29.5 per cent of all non EU nationals in employment.
- There were 26,000 EU nationals employed in the Banking, finance and insurance sector, 17.4 per cent of all EU nationals in employment in Scotland, with 6,000 employed in Services to buildings and landscape (4.1 per cent of all EU nationals in Employment). 13,000 non EU nationals were employed in banking, finance and Insurance accounting for 18.9 per cent of all non-EU nationals in employment.

1.4 Employment of non-UK nationals in other key sectors

Public Sector Overall

A total of 20,000 EU nationals were employed in the public sector³, 3.0 per cent of all public sector workers in Scotland and 13.4 per cent of all EU workers in employment. For UK nationals, 26.0 per cent of those in employment work in the public sector, while the proportion of non-EU nationals employed in the public sector is 21.2 per cent.

Other sectors related to the delivery of public services are:

Health and social care (88 Social work without accommodation, 86 Human health activities, 87 Residential care activities).

- This sector employs 17,000 EU nationals, 11.2 per cent of all EU nationals in employment. EU nationals represent 4.4 per cent of all in employment in this sector
- A further 10,000 non EU nationals were employed in this sector, 15.0 per cent of all non EU nationals in employment. Non-EU nationals represent 2.6 per cent of all in employment in this sector

Education (includes primary, higher and secondary education).

- This sector employs 8,000 EU nationals, 5.3 per cent of all EU nationals in employment. EU nationals represent 3.4 per cent of all in employment in this sector
- There were also 8,000 non EU nationals employed in the Education sector, 12.2 per cent of all non EU nationals in employment. Non EU nationals represent 3.4 per cent of all in employment in this sector

² Please note this Public Administration and Health differs from the Public Sector definition based on National Accounts Definitions

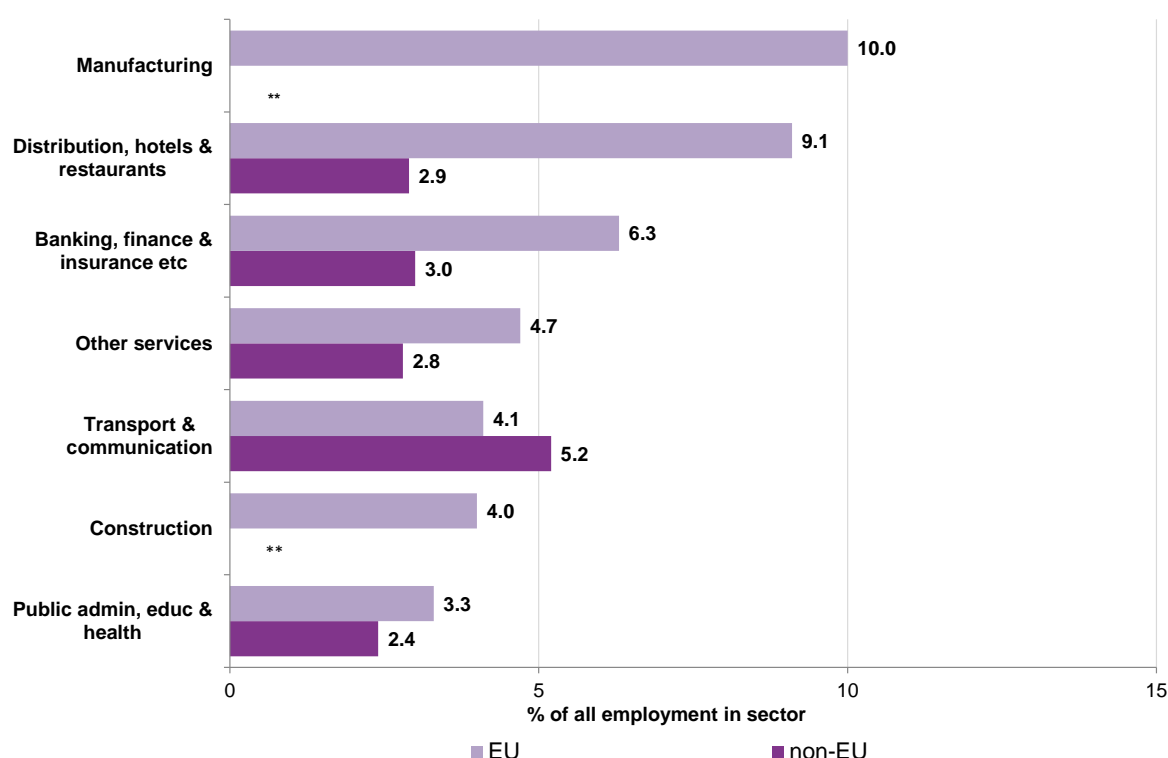
³ It should be noted the Official source for overall public sector employment is the Scottish Government Quarterly Public Sector Employment series.

1.5 Concentration of non-UK nationals by industry

While non-UK nationals (aged 16 and over) account for 8.3 per cent of all employment in Scotland, as Figure 2 shows, there is greater representation in some industry sectors than others.

EU nationals account for 10.0 per cent of all employment in the Manufacturing sector, with the next highest representation being in Distribution, hotels and restaurants (9.1 per cent of all employed in the sector). In the Public administration, education and health sector, however, EU nationals only represent 3.3 per cent of all in employment.

Figure 2: Non-UK nationals as a percentage of all sector employment in Scotland, 2017



Source: Annual Population Survey (Jan17-Dec 2017)

** Estimates are suppressed as they are not considered reliable estimates for use

With the inclusion of non EU nationals, it is similar industries which show the most reliance on non-UK workers – 11.9 per cent of all employment in Distribution, hotels and restaurants and 10.7 per cent of all employment in the Manufacturing sector is accounted for by non-UK nationals.

Although there were 26,000 EU nationals working in Public administration, education and health (17.5 per cent of all EU nationals in employment), this only represents 3.3 per cent of all those employed in the division. By contrast, 26,000 EU nationals working in Banking, finance and insurance accounts for 6.3 per cent of all employment in the sector.

1.6 Employment of non-UK nationals in growth sectors

The growth sector statistics provide economic statistics for the 6 private sector dominated growth sectors defined by the Scottish Government. There are some differences from the sector definitions outlined in Section 1.3 to 1.5 above.⁴ These sectors are: Tourism, Finance & business services and Creative industries, Food & drink, Life Sciences and Energy.

Estimates for EU and non-EU nationals are available for the 3 sectors below. The remaining 3 sectors only provide estimates for EU nationals in employment.

Tourism

- There were 32,000 non-UK Nationals (24,000 EU Nationals and 8,000 non EU Nationals) employed in Tourism, 17.2 per cent of all employment in the sector.
- 15.9 per cent of all EU nationals in employment work in the Tourism sector, accounting for a 13.0% share of the workforce in that sector.
- 11.8 per cent of all non-EU Nationals were employed in the sector, making up 4.3 per cent of total employment in this sector

Finance and business services

- There were 15,000 non-UK Nationals (8,000 EU Nationals and 7,000 non EU Nationals) employed Finance and business services, which is 7.4 per cent of all employment in the sector.
- 5.5 per cent of all EU nationals in employment work in the Finance and business services sector, accounting for a 4.1 per cent share of the workforce in that sector.
- One in ten of non-EU nationals in employment work in this sector accounting for a 3.3% share of the workforce in that sector

Creative industries

- There were 15,000 non-UK Nationals (7,000 EU Nationals and 8,000 non EU Nationals) employed in Creative Industries, which is 11.2 per cent of all employment in the sector
- 4.7 per cent of all EU Nationals in employment work in the Creative Industries sector, accounting for a 5.3% share of the workforce in that sector
- 11.9 per cent of EU nationals work in the sector, which is a 5.9 per cent of total employment in this sector

Food and drink⁵

- There were 12,000 EU Nationals employed in Food and drink, which is 15.0 per cent of all employment in the sector. 8.0 per cent of all EU nationals in employment work in the Food and drink sector
- The food processing sector in Scotland alone which include the processing of fish and meat employs 8,000 EU nationals, 30 per cent of the workforce in that sector.

Life sciences⁵

- There were 4,000 EU Nationals employed in Life sciences, which is 16.8 per cent of all employment in the sector. 2.5 per cent of all EU nationals in employment work in the Life sciences sector

Energy⁵

- There were 7,000 EU Nationals employed in Energy, which is 6.8 per cent of all employment in the sector. 4.9 per cent of all EU nationals in employment work in the Energy sector.

⁴ Further details of definitions can be found in the growth sector database

⁵ There are no estimates for non EU nationals employed in Food and Drink, Life Sciences and Energy separately

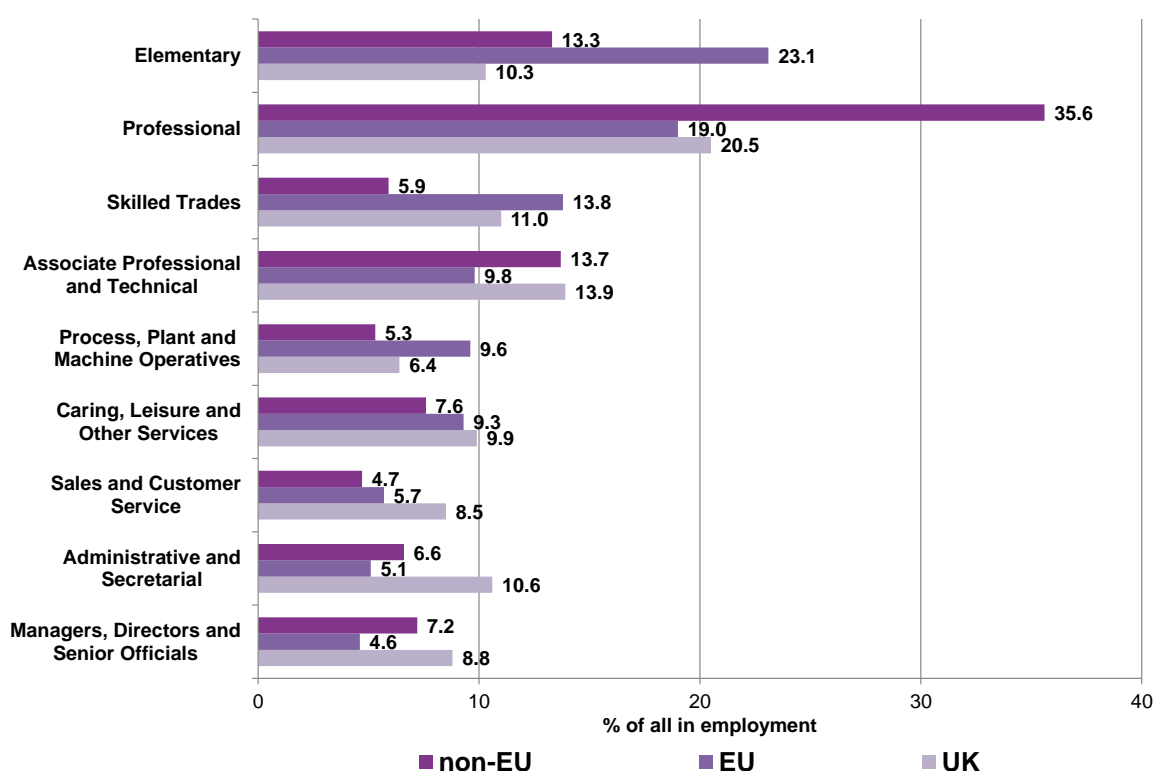
1.7 Employment by occupation

The highest number of EU nationals (35,000) were employed in Elementary Occupations, followed by Professional Occupations (25,000) and Skilled Trades (21,000).

Figure 3 compares the proportions of UK, EU and non EU employees within each Major Occupational Group. 23.1 per cent of all EU Nationals in employment were in Elementary Occupations, Elementary Occupations includes cleaners, hospital porters and labourers. This compares with 10.3 per cent of UK nationals and 13.3 per cent of non EU nationals.

For non EU nationals, 35.6 per cent worked in Professional Occupations while 20.5 per cent of UK Nationals and 19.0 per cent of non EU nationals were employed in this Occupational Group Professional Occupations which includes IT, teaching and health professionals.

Figure 3: Proportion employed by occupation and nationality (aged 16 and over), Scotland, 2017

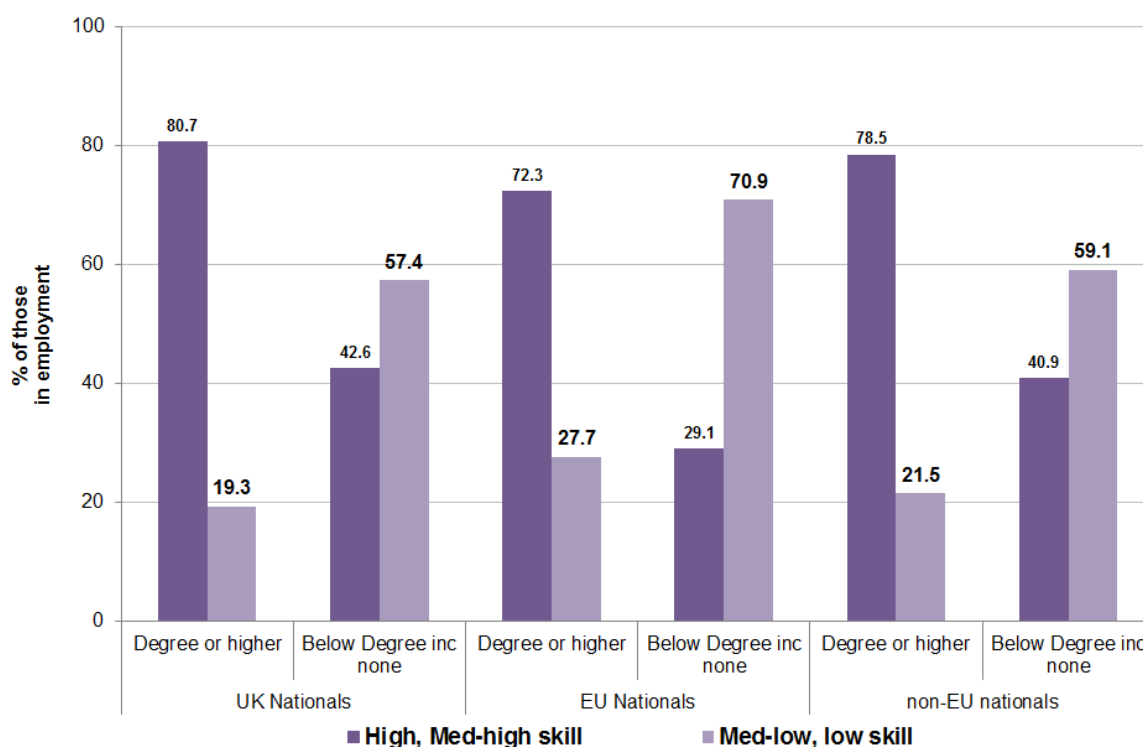


Source: Annual Population Survey (Jan17-Dec 2017)

1.8 Qualification and skills

In the working age (16-64) population, over a third (37.6 per cent) of EU nationals in Scotland have a degree level qualification or higher, greater than the proportion for UK nationals (28.2 per cent) but less than the proportion of non-EU nationals (50.2 per cent). This is particularly true amongst EU14 where 62 per cent hold a degree or above.

Figure 4: Occupation skill level by qualification and nationality, Scotland, 2017



Source: Annual Population Survey (Jan17-Dec 2017)

Figure 4 shows that 72.3 per cent of those EU nationals in employment who had degree qualifications were employed in high or medium-high skill level occupations (for example; nurse, health associate, construction trade requiring a body of knowledge and above). This compares to 78.5 per cent of non EU nationals and 80.7 per cent of UK nationals in high or medium-high skill level occupations who held a degree qualification (or higher).

2. Characteristics of non-UK nationals living in Scotland

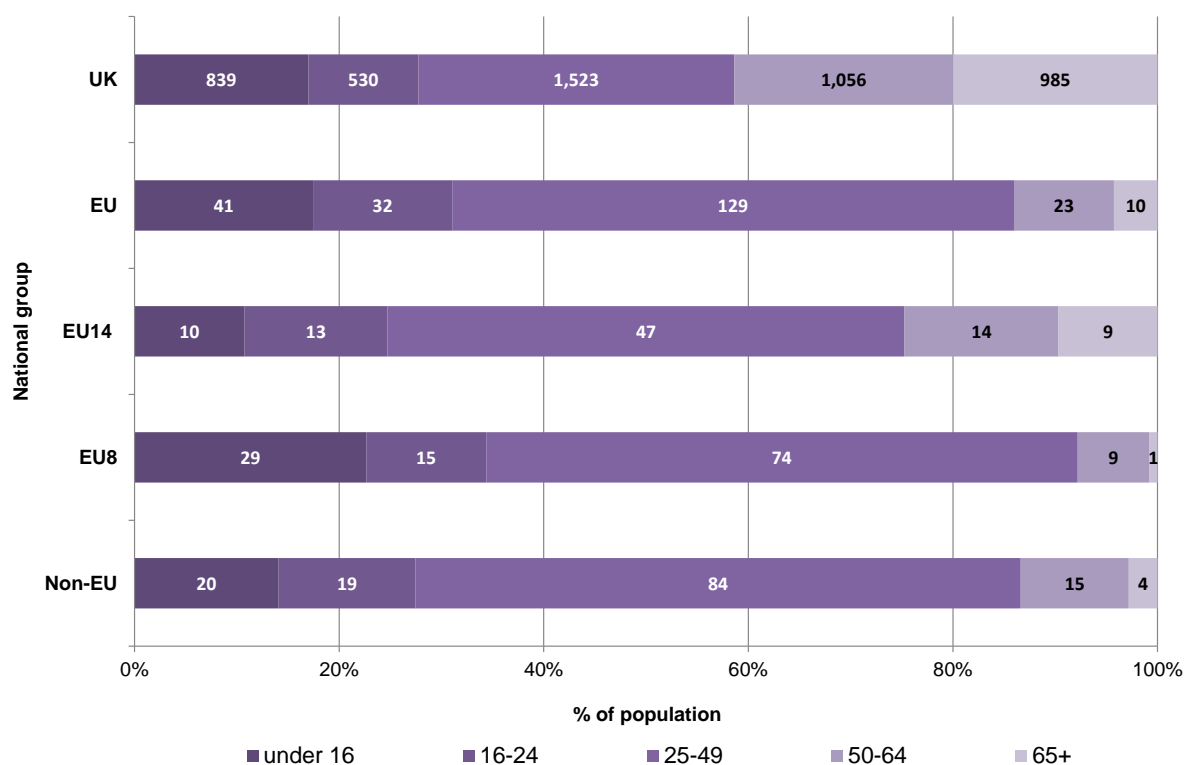
2.1 Age Profile

In 2017 there were 378,000 non-UK nationals living in Scotland, 7.1 per cent of the total population of Scotland. Of this total, 235,000 (62 per cent) were EU Nationals with the remaining 142,000 being from non EU countries.

EU nationals are younger than the UK population, with over half (55.0 per cent) in the 25-49 years age band compared with 59.0 per cent of non EU nationals and just 30.9 per cent of UK nationals.

63.0 per cent of UK nationals are aged 16-64 years, 78.5 per cent of EU nationals and 82.7 per cent of non EU nationals. The number of EU Nationals (16-64 years) resident in Scotland has increased by almost 3 times increasing from 67,000 in 2007 to 185,000 in 2017, while the total number of non EU nationals has increased by 62 per cent from 73,000 to 118,000

Figure 5: Population by Nationality⁶ and group, 2017



Note: Population shown rounded to nearest thousand

⁶ 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).

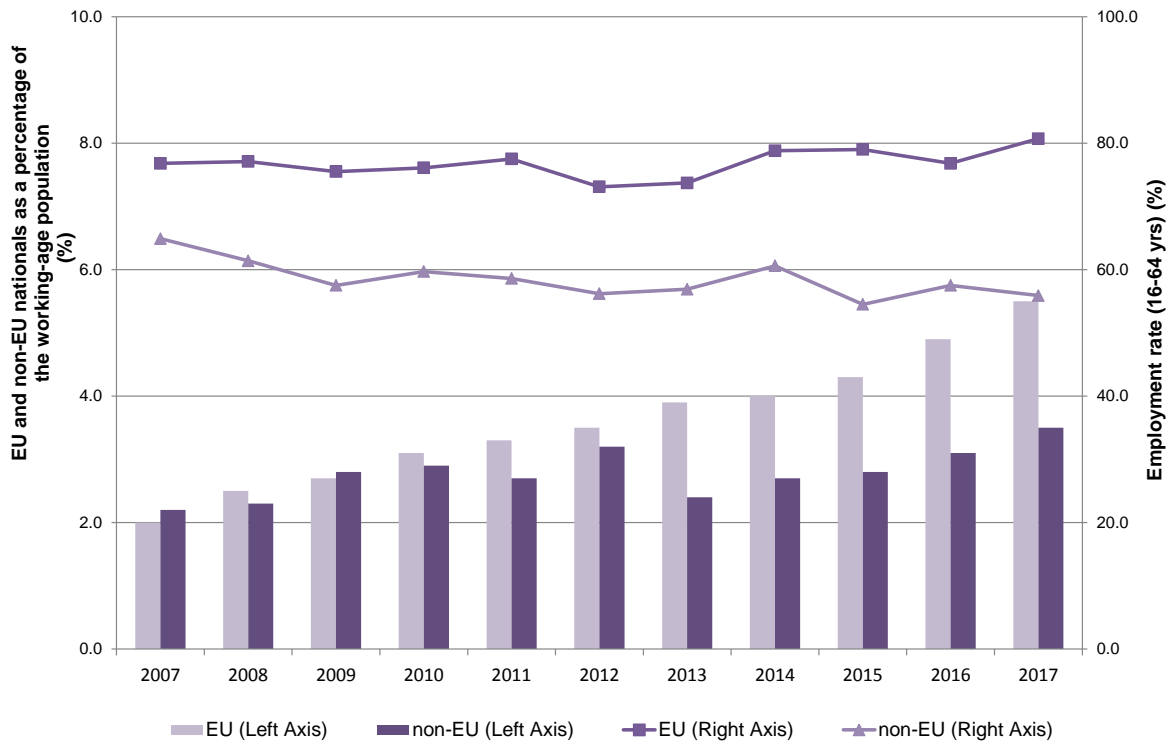
European Union Other These are Cyprus and Malta that acceded to the EU on 1 May 2004 and Croatia (from 1 July 2013 when Croatia joined the EU). All estimates are based on reported Nationality in each year

Source: Annual Population Survey (Jan17-Dec 2017)

In contrast the number of UK Nationals (aged 16-64 years) resident in Scotland has decreased by 3 per cent over the same period.

In 2017 the population of Scotland (aged 16-64 years) consisted of 3.1 million UK Nationals; 185,000 EU Nationals and 118,000 non EU Nationals.

Figure 6: Working-age non-UK Nationals in Scotland by Nationality group, 2007-2017

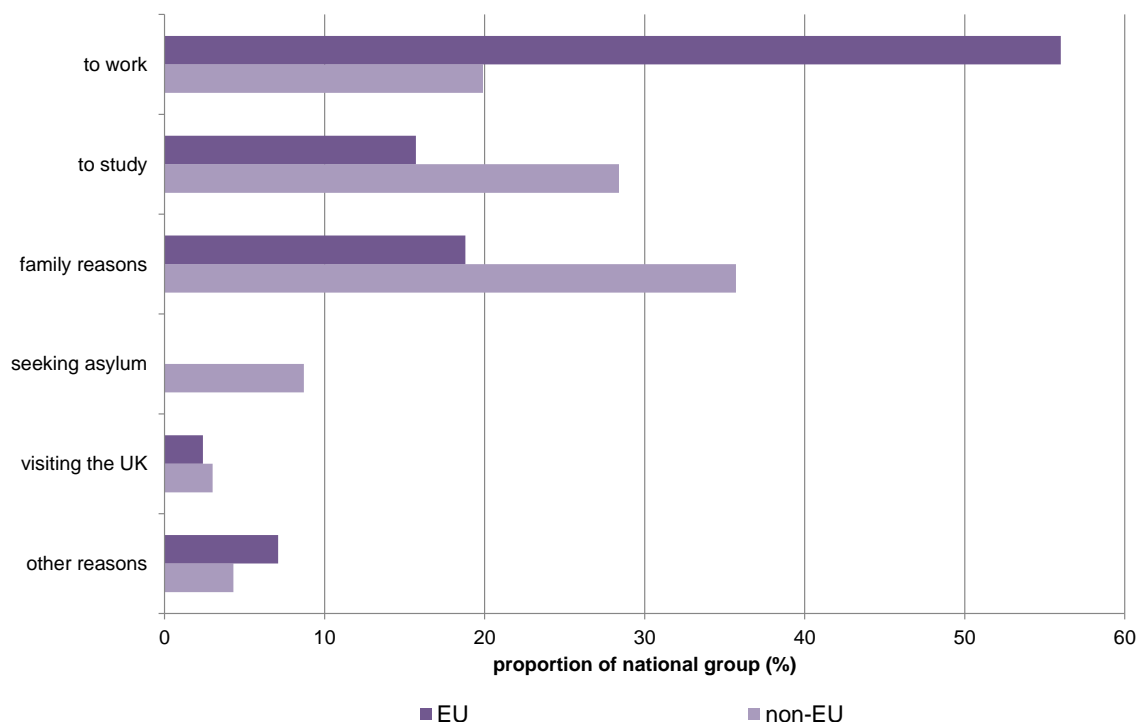


Source: Annual Population Survey (Jan17-Dec 2017)

2.2 Reasons for coming to the UK

Nearly three quarters (72 per cent) of EU nationals (aged 16 years and above) stated that they came to the UK either to work or to study, compared with just under half (48 per cent) of non EU Nationals. A further 19 per cent of EU Nationals came for family reasons compared with 36 per cent of non EU Nationals.

Figure 7: Reasons for coming to the UK: EU and non EU nationals, Scotland, 2017



Source: Annual Population Survey (Jan17-Dec 2017)

2.3 Location

2.3.1 Urban/rural

Nearly one in five (18.0 per cent) working-age UK nationals live in areas of Scotland classed as rural⁷, a higher proportion than amongst EU nationals (7.8 per cent) or non EU nationals (5.4 per cent).

There were a total of 479,000 people in employment in areas classed as rural – 461,000 UK nationals, 13,000 EU nationals and 5,000 non EU nationals. Employment rates within rural areas are higher than in urban areas – for working-age EU nationals resident in rural areas, the employment rate is 85.4 per cent, compared with a rate of 80.3 per cent in urban areas. For non EU nationals, the rates were 71.8 per cent (rural) and 55.0 per cent (urban), while the rates for UK nationals were 77.3 per cent (rural) and 74.0 per cent (urban).

2.3.2 Local authorities

The Aberdeen City, City of Edinburgh and Glasgow City local authority areas are home to over half of all EU nationals in employment in Scotland. As with EU nationals across Scotland, employment rates in these three areas are higher than the equivalent rate for UK nationals.

⁷ Scottish Government Urban Rural classification.
<http://www.gov.scot/Topics/Statistics/About/Methodology/UrbanRuralClassification>

It is not possible to provide reliable estimates of employment rate or population for many local authorities from this source. The local authority areas with the highest employment rates amongst their EU national population are in Perth & Kinross and Fife – over 9 in 10 EU nationals of working age (16-64) are in employment in these areas.

2.3.3 Deprivation⁸

While 18.2 per cent of the UK population aged 16-64 years reside in the 20 per cent most deprived areas, this rises to 27.0 per cent for EU Nationals and 22.3 per cent for non EU Nationals.

The employment rate for EU Nationals living in areas classed as most deprived is 77.9 per cent, higher than the rate for UK Nationals in the same areas (61.7 per cent). In areas classed as least deprived, the employment rate amongst EU Nationals (76.6 per cent) is lower than the rate for UK Nationals (79.8 per cent).

⁸ Based on Scottish Index of Deprivation 2017 <http://www.gov.scot/Topics/Statistics/SIMD>

3. Tables

Table 1: Population, employment and unemployment by nationality grouping - Scotland, 2007-2017

Year	Population		Employment		Unemployment		Inactivity	
	All (000s)	aged 16-64 (000s)	Level (16+) (000s)	Rate (16-64) (%)	Level (16+) (000s)	Rate (16+) (%)	Level (16-64) (000s)	Rate (16-64) (%)
UK								
Jan-Dec 2007	4,925	3,219	2,429	74.0	118	4.6	719	22.3
Jan-Dec 2008	4,927	3,218	2,422	73.8	123	4.8	722	22.4
Jan-Dec 2009	4,924	3,207	2,373	72.3	176	6.9	714	22.3
Jan-Dec 2010	4,937	3,210	2,341	71.2	192	7.6	734	22.9
Jan-Dec 2011	4,961	3,231	2,335	70.6	207	8.2	745	23.1
Jan-Dec 2012	4,951	3,197	2,335	70.9	205	8.1	726	22.7
Jan-Dec 2013	4,980	3,204	2,351	71.0	195	7.7	735	22.9
Jan-Dec 2014	4,985	3,187	2,394	72.6	158	6.2	716	22.5
Jan-Dec 2015	4,986	3,182	2,415	73.4	144	5.6	703	22.1
Jan-Dec 2016	4,958	3,142	2,391	73.3	120	4.8	720	22.9
Jan-Dec 2017	4,933	3,109	2,401	74.6	103	4.1	689	22.2
<i>change on year (000's)</i>	-25	-33	10	0.6	-17		-30	
<i>change since 2007 (000's)</i>	7	-110	-28		-15		-29	
European Union								
Jan-Dec 2007	79	67	51	76.8	2	4.1	13	19.9
Jan-Dec 2008	101	84	65	77.1	2	3.5	17	20.1
Jan-Dec 2009	112	92	70	75.5	5	6.7	18	19.2
Jan-Dec 2010	132	105	81	76.1	6	6.7	19	18.4
Jan-Dec 2011	144	112	87	77.5	6	6.1	20	17.6
Jan-Dec 2012	152	117	86	73.1	4	4.4	27	23.4
Jan-Dec 2013	167	131	98	73.7	8	7.3	27	20.4
Jan-Dec 2014	172	135	107	78.8	6	5.6	22	16.5
Jan-Dec 2015	182	145	116	79.0	7	6.0	24	16.2
Jan-Dec 2016	209	166	128	76.8	5	3.8	33	20.2
Jan-Dec 2017	235	185	150	80.7	5	3.2	31	16.6
<i>change on year (000's)</i>	26	19	22	3.9	0		-3	-
<i>change since 2007 (000's)</i>	156	118	99		-15		17	-
non-European Union								
Jan-Dec 2007	90	73	48	64.9	4	8.0	22	29.4
Jan-Dec 2008	95	77	48	61.4	5	9.0	25	32.5
Jan-Dec 2009	117	95	55	57.5	5	8.6	35	37.0
Jan-Dec 2010	113	96	58	59.7	8	11.7	31	32.3
Jan-Dec 2011	113	91	54	58.6	8	13.2	30	32.4
Jan-Dec 2012	129	106	60	56.2	6	9.5	40	37.8
Jan-Dec 2013	97	80	46	56.9	7	12.6	28	34.8
Jan-Dec 2014	106	91	56	60.6	5	8.3	31	33.9
Jan-Dec 2015	114	94	52	54.5	7	11.2	36	38.5
Jan-Dec 2016	128	105	62	57.5	4	6.3	40	38.6
Jan-Dec 2017	142	118	66	55.9	3	4.3	49	41.6
<i>change on year (000's)</i>	11.5	13	5	-9.0	-1		9	-
<i>change since 2007 (000's)</i>	58.6	45	19		-1		27	-

Source: Annual Population Survey (Jan17 - Dec17), ONS

Notes: See '4. Concepts and Definitions'.

Table 2: Population and employment¹ by age non-UK EU and non EU nationals, Scotland, 2017

	Population			in employment		
	UK	European Union	non-European Union	UK	European Union	non-European Union
Total (000s)	4,933	235	142	2,401	150	66
% of population	100.0	100.0	100.0	-	-	-
By age band (000s)						
<16	839	41	20	-	-	-
16-24	530	32	19	324	18	4
25-34	599	70	44	498	62	25
35-49	924	59	40	763	51	27
50-64	1,056	23	15	734	18	10
65+	985	10	4	83	*	*
By age band (%)						
<16	17.0	17.3	14.4	-	-	-
16-24	10.7	13.7	13.2	61.0	55.2	22.3
25-34	12.1	29.7	30.9	83.2	88.2	56.2
35-49	18.7	25.3	28.2	82.6	86.3	67.8
50-64	21.4	9.9	10.4	69.5	79.1	65.4
65+	20.0	4.2	2.9	8.4	*	*

Source: Annual Population Survey (Jan17 - Dec17), ONS

* Estimates are suppressed

1. Total employment levels are for ages 16 and over.

2. See '4. Concepts and Definitions'.

Table 3: Employment¹ and inactivity² by national grouping, Scotland, 2017

	UK	European Union	non-European Union
Employment (000s)	2,401	150	66
Male employment (000s)	1,228	78	39
Female employment (000s)	1,173	72	27
Male employment rate (%)	77.4	90.5	68.1
Female employment rate (%)	71.8	72.2	44.4
Inactivity (000s)	689	31	49
Male inactivity (000s)	283	6	17
Female inactivity (000s)	406	24	32
Male inactivity (%)	18.6	7.3	30.4
Female inactivity (%)	25.6	24.6	52.2

Source: Annual Population Survey (Jan17 - Dec17), ONS

1. Employment levels are for ages 16 and over. Employment rates are for ages 16-64.
2. Inactivity rates and levels are for ages 16-64.
3. See '4. Concepts and Definitions'.

Table 4: Work patterns by nationality grouping, Scotland, 2017

	UK	European Union	non-European Union
Total in employment (000s)	2,401	150	66
Employees (000s)	2,088	133	57
% employees	86.9	88.5	85.7
Self employed (000s)	299	15	9
% self employed	12.5	10.1	13.1
Full-time workers (000s)	1,750	114	47
Part-time workers (000s)	646	37	19
% full-time workers	73.0	75.5	71.4
% part-time workers	27.0	24.5	28.6
Public sector workers (000s)	625	20	14
Private sector workers (000s)	1,694	126	50
% Public sector workers	26.0	13.4	21.2
% Private sector workers	70.6	83.8	75.5
Males in employment (000s)	1,228	78	39
% employees	83.3	87.0	83.9
% self employed	16.1	12.7	14.9
% full-time workers	87.6	92.3	83.6
% part-time workers	12.4	7.7	16.4
% Public sector workers	17.0	7.9	23.1
% Private sector workers	81.0	90.8	76.7
Females in employment (000s)	1,173	72	27
% employees	90.8	90.1	88.4
% self employed	8.7	7.3	10.5
% full-time workers	57.8	57.3	53.6
% part-time workers	42.2	42.7	46.4
% Public sector workers	35.5	19.3	18.4
% Private sector workers	59.7	76.2	73.8

Source: Annual Population Survey (Jan17 - Dec17), ONS

1. Total employment levels are for ages 16 and over.
2. See '4. Concepts and Definitions'.

Table 5: Employment¹ in broad industrial sectors² by nationality groupings - Scotland, 2017

	UK			European Union			non-European Union		
	level (000s)	% of all in employment	% of all employment in sector	level (000s)	% of all in employment	% of all employment in sector	level (000s)	% of all in employment	% of all employment in sector
A: Agriculture & fishing	43	1.8	94.5	*	*	*	*	*	*
B,D,E: Energy & water	97	4.0	91.5	7	4.6	6.5	*	*	*
C: Manufacturing	184	7.7	89.3	21	13.8	10.0	*	*	*
F: Construction	176	7.3	95.1	7	4.9	4.0	*	*	*
G,I: Distribution, hotels & restaurants	438	18.3	88.1	45	30.1	9.1	14	21.6	2.9
H,J: Transport & communication	181	7.6	90.7	8	5.4	4.1	10	15.7	5.2
K-N: Banking, finance & insurance etc	375	15.7	90.7	26	17.4	6.3	13	18.9	3.0
O-Q: Public admin, educ & health	758	31.7	94.3	26	17.5	3.3	20	29.5	2.4
<i>of which Health and social care (86,87,88)</i>	356	14.9	93.0	17	11.2	4.4	10	15.0	2.6
R-U: Other services	141	5.9	92.5	7	4.8	4.7	4	6.3	2.8
All	2,401	100.0	91.7	150	100.0	5.7	66	100.0	2.5

Source: Annual Population Survey (Jan17 - Dec17), ONS

* Estimates suppressed

1. Total employment levels are for ages 16 and over.
2. Standard Industrial Classification (SIC) 2007
3. See '4. Concepts and Definitions'.

Table 6: Employment¹ in industry divisions² by nationality groupings - Scotland, 2017

	UK			European Union		
	level (000s)	% of all in employment	% of all employment in division	level (000s)	% of all in employment	% of all employment in division
Food and beverage service activities	94	3.9	81.4	15	10.2	13.3
Retail trade, except vehicles	221	9.2	93.1	11	7.3	4.6
Accommodation	37	1.6	78.7	9	6.3	19.7
Human health activities	176	7.4	93.4	8	5.4	4.3
Manufacture of food products	18	0.8	69.0	8	5.3	29.7
Education	218	9.1	93.2	8	5.3	3.4
Services to buildings and landscape	45	1.9	85.9	6	4.1	11.7
Mining support service activities	44	1.8	85.4	6	4.0	11.5
Wholesale trade, except vehicles	54	2.3	87.8	5	3.6	8.8
Social work without accommodation	94	3.9	93.8	5	3.4	5.1
Specialised construction activities	85	3.5	94.1	5	3.1	5.2
Wholesale retail trade repair vehicles	31	1.3	88.7	4	2.7	11.3
Residential care activities	86	3.6	91.4	4	2.4	3.8

Source: Annual Population Survey (Jan17 - Dec17), ONS

1. Total employment levels are for ages 16 and over.

2. Standard Industrial Classification (SIC) 2007

3. See '4. Concepts and Definitions'.

4. Data are only provided for EU nationals due to limited availability of estimates for non-EU nationals

Table 7: Growth sector employment¹ by nationality group - Scotland, 2015-2017

	UK			European Union			non-European Union		
	level (000s)	% of all in employment	% of all employment in sector	level (000s)	% of all in employment	% of all employment in sector	level (000s)	% of all in employment	% of all employment in sector
2017									
All Sectors	2,401	100.0	91.7	150	100.0	5.7	66	100.0	2.5
Food & Drink	67	2.8	84.3	12	8.0	15.0	*	*	*
Finance & Business Services	190	7.9	92.6	8	5.5	4.1	7	10.2	3.3
Life Sciences	18	0.8	81.6	4	2.5	16.8	*	*	*
Energy	99	4.1	91.2	7	4.9	6.8	*	*	*
Tourism	152	6.3	82.8	24	15.9	13.0	8	11.8	4.3
Creative Industries	120	5.0	88.8	7	4.7	5.3	8	11.9	5.9
2016									
All Sectors	2,391	100.0	92.6	128	100.0	5.0	62	100.0	2.4
Food & Drink	70	2.9	86.8	10	7.7	12.3	*	*	*
Finance & Business Services	200	8.4	92.5	9	7.1	4.2	7	11.6	3.3
Life Sciences	20	0.8	96.5	*	*	*	*	*	*
Energy	90	3.8	93.2	*	*	*	*	*	*
Tourism	157	6.5	87.5	17	13.2	9.4	5	8.8	3
Creative Industries	121	5.0	88.5	10	8.1	7.6	5	8.5	3.9
2015									
All Sectors	2,415	100.0	93.5	116	100.0	4.5	52	100.0	2.0
Food & Drink	65	2.7	87.4	8	7.3	11.3	*	*	*
Finance & Business Services	205	8.5	93.9	7	6.3	3.3	6	11.7	2.8
Life Sciences	24	1.0	97.6	*	*	*	*	*	*
Energy	99	4.1	95.3	*	*	*	*	*	*
Tourism	157	6.5	84.0	20	17.4	10.8	10	18.9	5.2
Creative Industries	104	4.3	89.4	9	7.4	7.4	4	7.2	3.2

Source: Annual Population Survey (Jan17 - Dec17), ONS

* Estimates suppressed

1. Total employment levels are for ages 16 and over.

2. See '4. Concepts and Definitions'.

Table 8: Employment¹ in occupation² major groupings by nationality - Scotland, 2017

	UK			European Union			non-European Union		
	level (000s)	% of all in employment	% of all employment in division	level (000s)	% of all in employment	% of all employment in division	level (000s)	% of all in employment	% of all employment in division
Managers, Directors And Senior Officials	211	8.8	94.8	7	4.6	3.1	5	7.2	2.1
Professional Occupations	492	20.5	90.4	28	19.0	5.2	24	35.6	4.4
Associate Professional And Technical Occupations	332	13.9	93.3	15	9.8	4.2	9	13.7	2.6
Administrative And Secretarial Occupations	254	10.6	95.5	8	5.1	2.9	4	6.6	1.7
Skilled Trades Occupations	263	11.0	91.4	21	13.8	7.2	4	5.9	1.4
Caring, Leisure And Other Service Occupations	237	9.9	92.6	14	9.3	5.4	5	7.6	2.0
Sales And Customer Service Occupations	204	8.5	94.5	9	5.7	4.0	3	4.7	1.5
Process, Plant And Machine Operatives	154	6.4	89.6	14	9.6	8.4	4	5.3	2.0
Elementary Occupations	246	10.3	85.0	35	23.1	12.0	9	13.3	3.1

Source: Annual Population Survey (Jan17 - Dec17), ONS

1. Total employment levels are for ages 16 and over.
2. Standard Occupational Classification (SOC) 2010

Table 9: Employment¹ in occupation² minor groupings by nationality - Scotland, 2017

	UK			European Union		
	level (000s)	% of all in employment	% of all employment in division	level (000s)	% of all in employment	% of all employment in division
Other Elementary Services Occupations	84	3.5	83.9	13	8.8	13.3
Elementary Cleaning Occupations	54	2.3	79.6	12	7.9	17.5
Food Preparation and Hospitality Trades	31	1.3	72.1	9	6.0	20.7
Process Operatives	19	0.8	71.9	7	4.6	26.5
Caring Personal Services	124	5.2	93.0	6	4.1	4.6
Health Professionals	45	1.9	85.4	5	3.4	9.7
Elementary Process Plant Occupations	15	0.6	72.6	4	2.9	21.0
Teaching and Educational Professionals	115	4.8	92.8	4	2.9	3.5
Business, Research and Administrative Professionals	48	2.0	89.4	4	2.7	7.4
Customer Service Occupations	44	1.9	91.1	4	2.6	8.1
Engineering Professionals	47	2.0	91.1	4	2.5	7.2
IT and Telecommunications Professionals	64	2.7	87.4	3	2.3	4.6

Source: Annual Population Survey (Jan17 - Dec17), ONS

1. Total employment levels are for ages 16 and over

2. Standard Occupational Classification (SOC) 2010

3. See '4. Concepts and Definitions'.

4. Data only shown for EU nationals due to limited availability of estimates for non-EU nationals

Table 10 Highest qualification of population (16-64 years) by national group

	UK (%)	European Union (%)	non-European Union (%)
Degree level & above	28.2	37.6	50.2
Higher & Further Education below Degree level	58.5	26.1	18.7
below Higher or Further Education including No Qualifications	10.6	10.8	15.5
Other qualifications	2.7	25.5	15.6

Source: Annual Population Survey (Jan17 - Dec17), ONS

Table 11 Highest qualification by Occupations¹ skill level and national group

		Occupational Skill level	
		High and Medium-high Skill level (%)	Medium-low and Low Skill level (%)
Highest qualification			
UK nationals	Degree or higher	80.7	19.3
	Below Degree inc none	42.6	57.4
EU nationals	Degree or higher	72.3	27.7
	Below Degree inc none	29.1	70.9
Non-EU nationals	Degree or higher	78.5	21.5
	Below Degree inc none	40.9	59.1

Source: Annual Population Survey (Jan17 - Dec17), ONS

1. Standard Occupational Classification (SOC) 2010

Table 12: Employment¹ level and rates by nationality grouping and urban rural classification²

	UK	European Union	non-European Union
Urban areas			
Total employment (000s)	1,940	137	62
Employment rate (%)	74.0	80.3	55.0
Rural areas			
Total employment (000s)	461	13	5
Employment rate (%)	77.3	85.4	71.8

Source: Annual Population Survey (Jan17 - Dec17), ONS

1. Total employment levels are for ages 16 and over.
2. Scottish Government 2 fold Urban Rural Classification 2016
3. See '4. Concepts and Definitions'

Table 13: Local authorities with the highest level of EU nationals in employment¹, 2017

	Employment level (000s)		Employment rate (%)	
	UK	European Union	UK	European Union
Scotland	2,401	150	74.6	80.7
Edinburgh, City of	217	36	76.2	86.8
Aberdeen City	94	22	76.4	79.5
Glasgow City	247	19	67.6	70.5
Aberdeenshire	129	9	82.3	86.7
West Lothian	81	8	77.5	85.1
Highland	113	6	80.7	85.2
Dundee City	58	6	65.5	67.6
Fife	168	5	75.2	90.7
Perth & Kinross	67	5	75.9	91.2
North Lanarkshire	156	4	73.9	72.6

Source: Annual Population Survey (Jan17 - Dec17), ONS

1. Total employment levels are for ages 16 and over.
2. See '4. Concepts and Definitions'
3. Non-EU information not provided

Table 14: Employment¹ levels and rates by nationality grouping and level of deprivation², Scotland, 2017

Deprivation quintile	UK	European Union	non-European Union
1- most deprived			
<i>share of population (16-64 years) (%)</i>	18.2	27.0	22.3
Total employment (000s)	357	39	12
Employment rate (%)	61.7	77.9	44.2
2			
<i>share of population (16-64 years) (%)</i>	18.5	18.0	18.7
Total employment (000s)	430	27	13
Employment rate (%)	72.8	79.9	57.7
3			
<i>share of population (16-64 years) (%)</i>	20.4	20.7	19.1
Total employment (000s)	514	32	13
Employment rate (%)	77.2	83.0	56.5
4			
<i>share of population (16-64 years) (%)</i>	20.2	16.5	15.6
Total employment (000s)	522	27	11
Employment rate (%)	79.3	87.6	59.8
5 - least deprived			
<i>share of population (16-64 years) (%)</i>	22.5	17.8	24.3
Total employment (000s)	578	25	18
Employment rate (%)	79.8	76.6	62.2

Source: Annual Population Survey (Jan17 - Dec17), ONS

1. Employment levels are for ages 16 and over. Employment rates are for ages 16-64.

2. Scottish Index of Multiple Deprivation 2016

3. See '4. Concepts and Definitions'

Table 15: Top 10 countries of nationality by employment, Scotland 2017

Rank		Employment (000s)	% of total employment
-	All	2,618	100.0
-	EU Nationals	150	5.7
-	Non-EU Nationals	66	2.5
1	POLAND	63	2.4
2	IRELAND	14	0.5
3	FRANCE	9	0.4
4	INDIA	8	0.3
5	ITALY	8	0.3
6	PAKISTAN	7	0.3
7	ROMANIA	6	0.2
8	LATVIA	6	0.2
9	PORTUGAL	6	0.2
10	LITHUANIA	5	0.2

Source: Annual Population Survey (Jan17 - Dec17), ONS

4. 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.

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.

Industrial classification: The Standard Industrial Classification (SIC) classifies businesses according to their main activity. It is hierarchical in nature and summarises business activity according to broad industry and industry division as well as at industry division (2-digit SIC code), industry group (3-digit SIC code), industry class (4-digit SIC code) and industry subclass (5-digit SIC code)

Occupational classification: The Standard Occupational Classification (SOC) classifies businesses according to their main activity.

<https://www.ons.gov.uk/methodology/classificationsandstandards/standardoccupationalclassification/soc/soc2010>

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).

5. Further information

5.1 The Annual Population Survey

The Annual Population Survey (APS) is the largest survey of private households in the UK. Data for the APS is collected by the Office for National Statistics (ONS) and it is classed as a National Statistic.

This paper presents key statistics from the January –December 2017 APS relating to the economic status of migrant workers from within the European Union (EU) and from outside the EU who are resident in Scotland. The APS estimates the stock of UK, EU and non EU nationals living in Scotland based on self-reported nationality. Industry of employment and occupational skill level are also self-reported.

5.2 Coverage of the APS

There are some limitations of the coverage of the APS for measuring number of non-UK nationals in Scotland. 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. Also, the survey does not capture overseas students living in halls of residence who do not have a UK resident parent. The estimates 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.

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. Therefore this limits analysis presented where migrant workers are less prevalent and more detailed disaggregation, for example by detailed occupation industry or geographic location. The 95 per cent confidence interval for the 2017 estimate of 235,000 EU nationals living in Scotland is +/- 18,000.

5.3 Nationality and country of birth

In addition to reporting on nationality the APS also provides estimates based on country of birth. Estimates for EU nationals (based on self-reported nationality) are lower than those based on country of birth. In 2017, there were 235,000 with EU nationality living in Scotland, compared to 239,000 who had an EU country of birth. All estimates within this paper are based on nationality.

While a persons' country of birth remains constant an individual's nationality may change over time. Nationality refers to that stated by the respondent during the interview - where a respondents has dual nationality only the first given nationality is recorded. 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:

- when people born abroad decide to remain in the UK, they often apply to become British nationals.
- 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.
- some people born in the UK to migrant parents take the nationality of their parents.

5.4 Other publications

The January –December 2017 Annual Population Survey (APS) was initially published on 22nd March 2017. Information is an average over a year. The next update available from the Annual Population Survey will be the April 2017-March 2018 data set (published 13th June 2018). The next information for a calendar year will be published in March 2019.

The ONS publication ‘UK population by country of birth and nationality: 2017’ was released on 24th May 2018.

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/internationalmigration/bulletins/ukpopulationbycountryofbirthandnationality/2017>

NRS also published ‘Population by Country of Birth and Nationality, Scotland, 2017’ on 24th May 2018.

<https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/population-by-country-of-birth-and-nationality/jan-dec-17>

Both ONS and NRS publications use estimates from the Annual Population Survey to report the population of EU and non-EU nationals at local authority level, and are fully consistent with the data used in this publication

5.5 User feedback

Please send any comments to lmstats@gov.scot

Labour Market Statistics
Office of the Chief Economic Advisor
Scottish Government