

**Non-UK nationals in Scotland's
workforce
Statistics from the Annual Population
Survey 2018**

29th May 2018



Scottish Government
Riaghaltas na h-Alba
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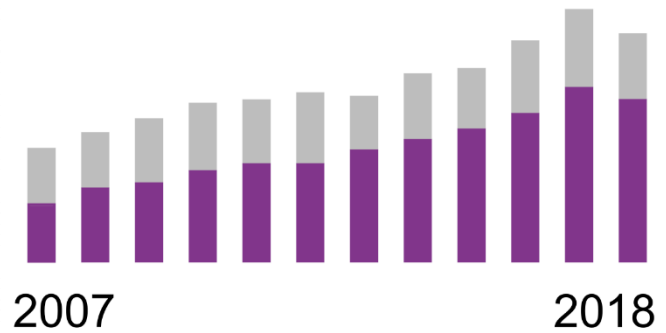
Non UK nationals in Scotland's workforce

In 2018 there were 198,000 non-UK workers in Scotland, 21,000 less than in 2017

Non-UK workers account for 7.5 per cent of total employment

EU workers

Non-EU workers



141,000 workers were EU nationals

▼ 12,000 since 2017

57,000 workers were non EU nationals

▼ 10,000 since 2017

EU



5.4%

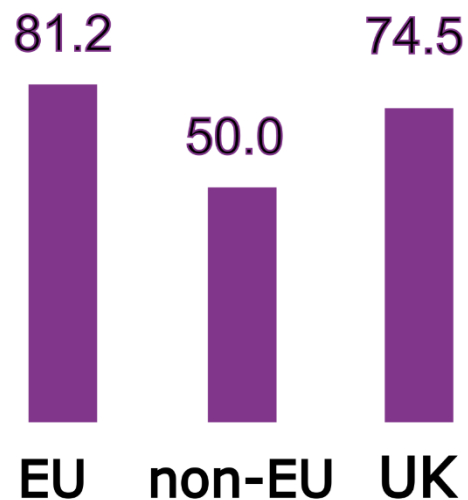
Non- EU



2.1%

of Scotland's workforce

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



Non UK nationals in Scotland's workforce

EU nationals

Food and drink employs 11,000

14.0% share of sector

Tourism employs 21,000

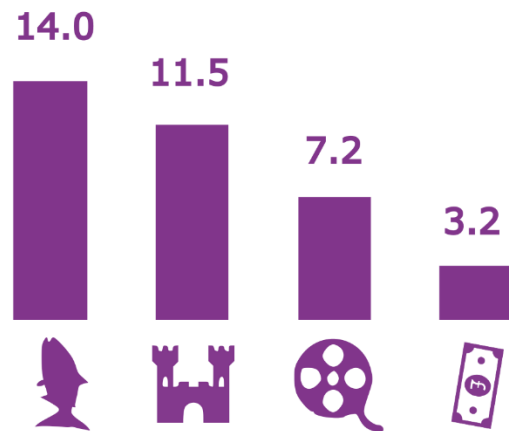
11.5% share of sector

Creative industries employs 9,000

7.2% share of sector

Finance and business employs 6,000

3.2% share of sector

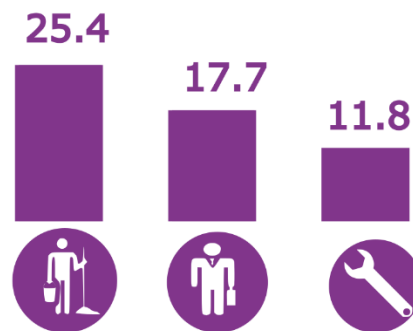


EU nationals

25.4 per cent are employed in elementary jobs (cleaners, hospital porters and labourer)

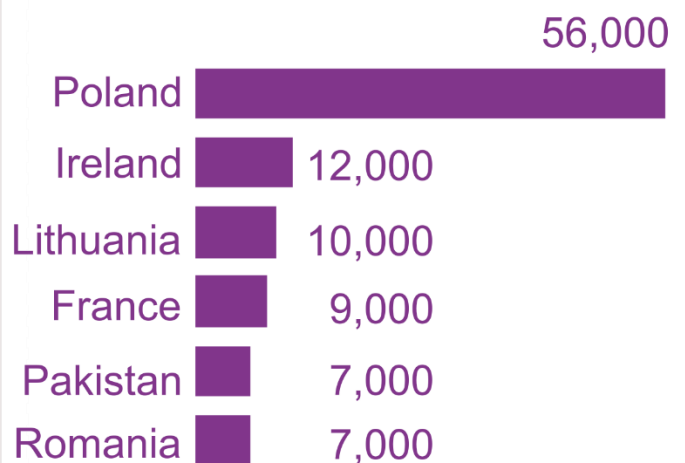
17.7 per cent in professional jobs (IT, teaching and health)

11.8 per cent in skilled trades (Vehicle electrical trades etc)



Employment level by country of nationality

Polish nationals account for **2.1 per cent** of Scotland's workforce, **Republic of Ireland 0.4 per cent**, **Lithuanian 0.4 per cent**.



Key points

Statistics from the Annual Population Survey 2018 show:

- There were 198,000 non-UK nationals (aged 16 years and above) in employment in Scotland, 21,000 less than in 2017. This is the first decrease in the level of employment of non-UK nationals in Scotland since a slight drop in 2013.
- Since 2007, the number of non-UK nationals in employment in Scotland has increased by 99,000 – 91.2 per cent of this increase is due to EU nationals. This also compares with an 11,000 increase in the number of UK nationals in employment over the same period.
- In the last year the number of EU nationals in employment in Scotland has fallen, from 153,000 in 2017 to 141,000 in 2018, a 7.6 per cent decrease. 2018 is the first year in the series since 2007 that the number of EU nationals in employment has fallen.
- In the last year the number of non-EU nationals in employment in Scotland has fallen from 67,000 in 2017 to 57,000 in 2018, a decrease of 14.9 per cent.
- The employment rate (16-64 years) for EU nationals in 2018 was 81.2 per cent, increasing by 0.4 percentage points over the year and higher than at any time since 2007. The rate is also higher than for UK nationals (74.5 per cent) and non-EU nationals (50.0 per cent).
- Over half of all EU nationals in employment reside within Scotland's 3 largest city local authorities; City of Edinburgh, Glasgow City and Aberdeen City.
- There were 24,000 non-UK nationals employed in Scotland's public sector, 3.6 per cent of the public sector workforce. Of this total, 16,000 were EU nationals.
- Nearly two-thirds of all EU nationals in employment in Scotland worked in the Distribution, hotels and restaurants, Public administration, education and health and Banking, finance and insurance industry sectors. For non-EU nationals, the proportion was even higher with nearly three-quarters of total employment concentrated in these three sectors.
- More than 1 in 5 EU nationals in employment in Scotland work in the Food and drink and Tourism growth sectors - 11,000 work in Food and drink (14.0 per cent of all employment in the sector) and 21,000 work in Tourism (11.5 per cent of all employment in the sector).
- 1 in 4 EU nationals in employment in Scotland work in Elementary Occupations (such as cleaners, catering/bar workers and production workers). The next most common occupations are Professional (including teachers, IT professionals and health professionals) and Skilled Trade (including chefs, joiners and plumbers). Around 77,000 EU nationals work in these three occupational groups.

About this publication

Information contained in this publication is sourced from the Annual Population Survey (APS) January 2018 to December 2018 data set and presents key statistics relating to the economic status of migrant workers resident in Scotland who are from within the European Union (EU) as well as those from outside the EU. The APS is the largest survey of private households in the UK and is classed as a National Statistic. The data used to produce the APS is collected by the Office for National Statistics (ONS).

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 the number of migrant workers in Scotland, particularly seasonal workers, may be underestimated. The migrant workforce is relatively small and estimates of its size are based on a sample of the population. As a result, some estimates have not been presented within this publication where they have been deemed as not sufficiently reliable and have been noted as such at the relevant sections of the publication.

This publication contains two 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.
- the second section contains information on the characteristics of migrants who live in Scotland including age profile, location of residence and reason for coming to Scotland.

Headline figures on the overall population size and employment levels of UK and non-UK nationals in this publication are presented from 2007 onwards, as detailed questions on nationality and country of birth were not introduced into the Annual Population Survey until 2007.

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1. Economic Activity of non-UK nationals

1.1 Employment level and rate

There were a total of 198,000 (16 years and above) non-UK nationals in employment in Scotland, accounting for 7.5 per cent of total employment in Scotland.

- 141,000 were EU nationals, 5.4 per cent of total employment in Scotland and 71.4 per cent of all non-UK nationals in employment.
- 57,000 were non-EU nationals, 2.1 per cent of all employment in Scotland and 28.6 per cent of all non-UK nationals in employment.

Over the past year, the level of employment amongst non-UK nationals has fallen for the first time since 2013¹. Although there are currently twice as many non-UK nationals in employment in Scotland when compared with 2007, the level of employment has decreased by 9.8 per cent over the past year. Compared with 2017, there are now 12,000 fewer EU nationals and 10,000 fewer non-EU nationals in employment in Scotland.

The employment rate for EU Nationals was 81.2 per cent, higher than the rate for non-EU Nationals (50.0 per cent) and also higher than the rate for UK Nationals (74.5 per cent).

- For UK nationals, the male employment rate (77.9 per cent) is higher than the female employment rate (71.3 per cent).
- For EU nationals, the male employment rate (87.6 per cent) is higher than the female employment rate (76.0 per cent).
- For non-EU nationals, the male employment rate (65.8 per cent) is higher than the female employment rate (36.8 per cent). The gap between the male and female employment rates, at 28.9 percentage points, is highest in this nationality grouping.

The employment rate for EU nationals is now higher than in any equivalent period since 2007 and has increased by 0.4 percentage points (from 80.9 per cent, based on unrounded data) over the past year. For non-EU nationals, the employment rate has decreased by 5.7 percentage points over the past year (from 55.7 per cent) and is now lower than at any time since 2007. The employment rate amongst UK nationals has not changed over the year and remains at its highest level in the series (since 2007).

In 2018, the unemployment rate amongst UK nationals was 4.0 per cent, lower than the rate for EU nationals (6.5 per cent) and non-EU nationals (8.1 per cent).

¹ Croatia acceded to the EU on 1 July 2013.

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

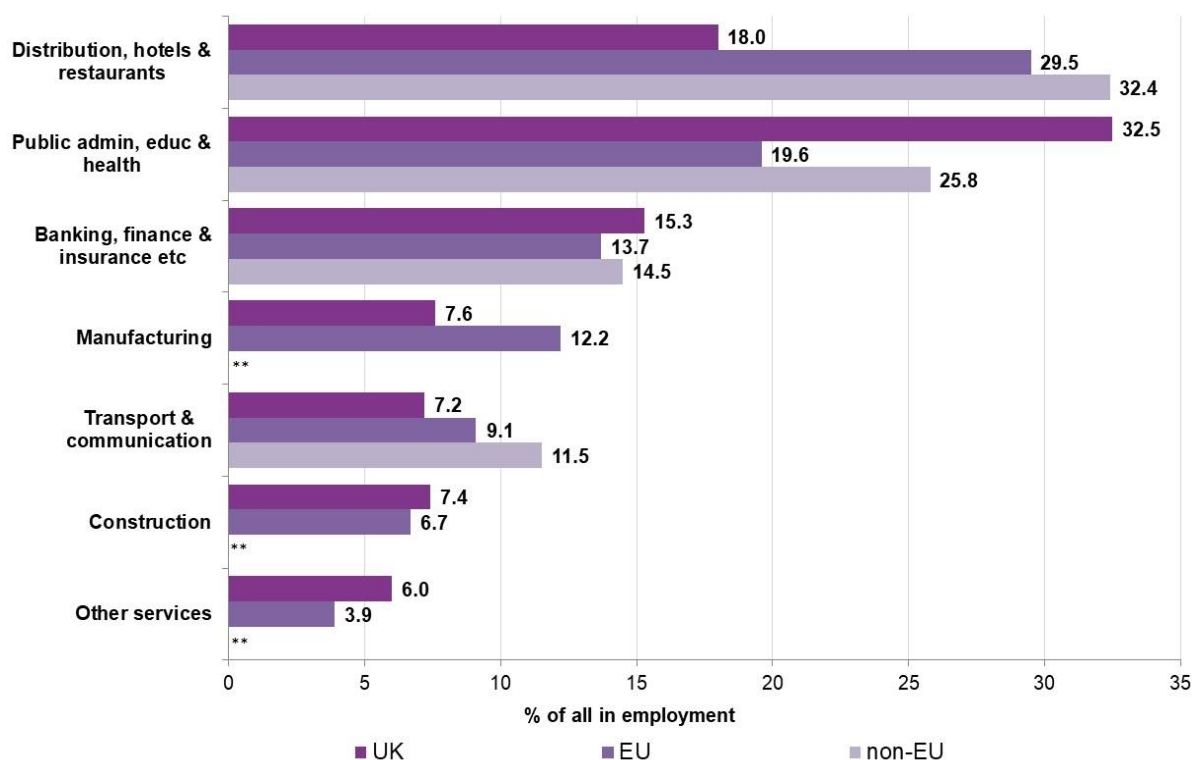
A higher proportion of non-EU nationals are self-employed compared with UK and EU nationals. For females, the proportion of the workforce who are self-employed is nearly twice as high amongst non-EU nationals (15.2 per cent) than for UK nationals (8.0 per cent) or EU nationals (7.4 per cent). For males, self-employment amongst non-EU nationals is also higher than for the other nationality groupings.

1.3 Industry of employment

This section presents information on the spread of employment across industry sectors. As the source of this data (the Annual Population Survey) is a survey of private households, it is likely the number of seasonal migrant workers known to be employed in Scotland may be underestimated. Some industry sectors, such as Agriculture, are more likely to be affected by this than others.

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. Nearly 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, 2018



Source: Annual Population Survey (Jan18-Dec18)

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

There were 42,000 EU nationals employed in the Distribution, hotels and restaurants sector, 29.5 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 14,000 (10.3 per cent of all EU nationals in employment) and the number employed in Accommodation was 8,000 (5.7 per cent of all EU nationals in employment). 18,000 non-EU nationals were employed in the Distribution, hotels and restaurants sector, 32.4 per cent of all non EU nationals in employment.

There were 28,000 EU nationals employed in the Public administration, education and health sector², 19.6 per cent of all EU nationals in employment in Scotland. An additional 15,000 non-EU nationals were in this sector, 25.8 per cent of all non-EU nationals in employment.

There were 19,000 EU nationals employed in the Banking, finance and insurance sector, 13.7 per cent of all EU nationals in employment in Scotland. A further 8,000 non-EU nationals were employed in this sector, 14.5 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 16,000 EU nationals were employed in the public sector³, 2.3 per cent of all public sector workers in Scotland and 11.1 per cent of all EU workers in employment. For UK nationals, 26.4 per cent of those in employment work in the public sector, while the proportion of non-EU nationals employed in the public sector is 15.4 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 16,000 EU nationals, 11.2 per cent of all EU nationals in employment. EU nationals represent 3.9 per cent of all employment in this sector.
- A further 10,000 non-EU nationals were employed in this sector, 18.4 per cent of all non-EU nationals in employment and 2.6 per cent of all employment in this sector.

Education (includes primary, higher and secondary education).

- This sector employs 7,000 EU nationals, 5.3 per cent of all EU nationals in employment and 3.3 per cent of all employment in this sector.
- There are an additional 3,000 non-EU nationals employed in the Education sector, 5.7 per cent of all non EU nationals in employment and 1.4 per cent of all in employment in this sector.

² Please note the definition of Public Administration and Health differs from that given for the Public Sector within the National Accounts.

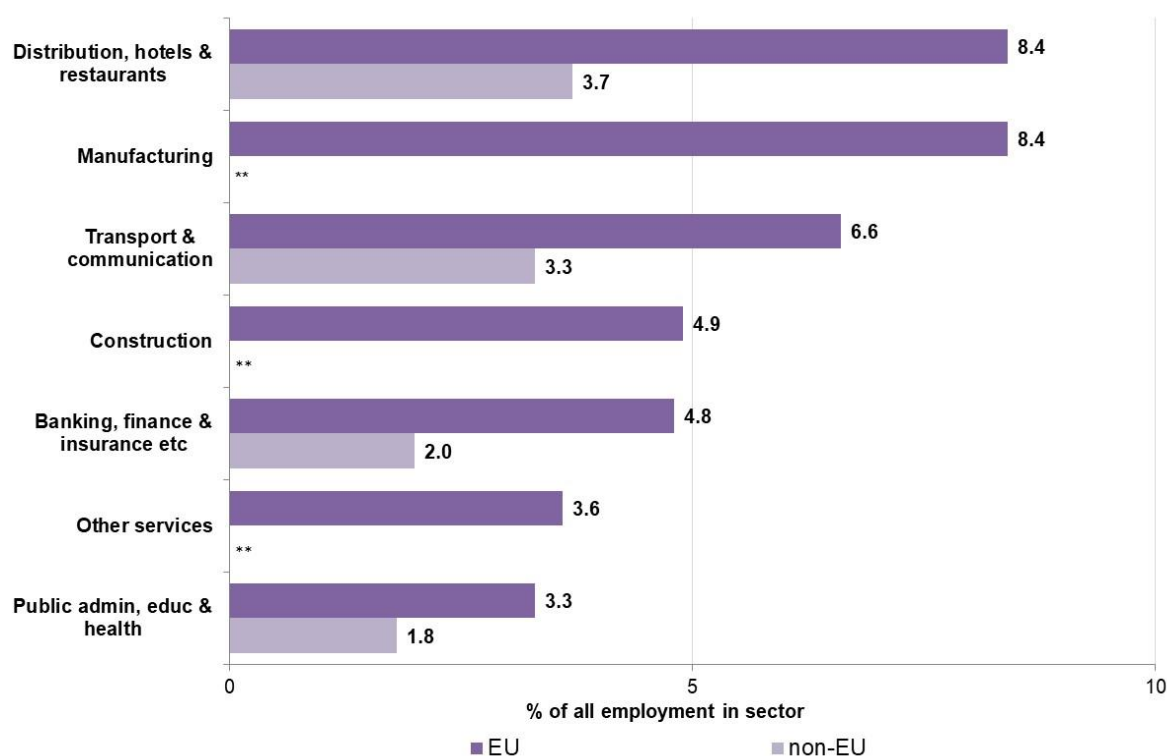
³ The Official source for overall public sector employment is the Scottish Government Quarterly Public Sector Employment series.

1.5 Concentration of non-UK nationals by industry

While non-UK nationals (aged 16 and over) account for 7.5 per cent of all employment in Scotland, there is greater representation in some industry sectors than others (see Figure 2).

EU nationals account for 8.4 per cent of all employment in both the Distribution, hotels and restaurants and Manufacturing sectors. In Public administration, education and health, however, EU nationals only represent 3.3 per cent of all in employment in the sector.

Figure 2: Non-UK nationals as a percentage of all sector employment in Scotland, 2018



Source: Annual Population Survey (Jan18-Dec18)

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

The industry sectors which show the greatest reliance on non-UK workers are Distribution, hotels and restaurants (12.0 per cent of workers have non-UK nationalities), Transport and communication (9.9 per cent) and Manufacturing (9.7 per cent).

Although there were 28,000 EU nationals working in Public administration, education and health (19.5 per cent of all EU nationals in employment), this only represents 3.3 per cent of all those employed in the sector. By contrast, the 17,000 EU nationals working in Manufacturing account for 8.4 per cent of all employment in that 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, Creative industries, Food & drink, Life sciences and Energy.

Estimates for all non-UK nationals are available for the two of the sectors below. The remaining four sectors provide estimates for EU nationals in employment only.

Tourism

- There were 30,000 non-UK Nationals (21,000 EU Nationals and 9,000 non EU Nationals) employed in Tourism, 16.5 per cent of all employment in the sector.
- 14.8 per cent of all EU nationals in employment work in Tourism, which corresponds to 11.5 per cent of the workforce in that sector. For non-EU nationals, 16.2 per cent of all those in employment work in Tourism, which is 5.0 per cent of this sector's workforce.

Finance and business services

- There were 10,000 non-UK Nationals (6,000 EU Nationals and 4,000 non EU Nationals) employed Finance and business services, 5.3 per cent of all employment in the sector.
- 4.2 per cent of all EU nationals in employment work in Finance and business services, a 3.2 per cent share of the workforce in this sector. 7.2 per cent of non-EU nationals in employment work in this sector, which is 2.2 per cent of the workforce.

Creative industries

- There were 9,000 EU Nationals employed in Creative industries, which is 6.5 per cent of all EU Nationals in employment and 7.2 per cent of all employment in the sector

Food and drink⁵

- There were 11,000 EU Nationals employed in Food and drink, 14.0 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
- Within food and drink, Scotland's food processing sector (which includes the processing of fish and meat) employs 8,000 EU nationals, 29.1 per cent of its workforce.

Life sciences⁵

- There were 3,000 EU Nationals employed in Life sciences, 12.4 per cent this sector's workforce. 2.2 per cent of all EU nationals in employment work in this sector

Energy⁵

- There were 4,000 EU Nationals employed in Energy, 3.5 per cent of all employment in this growth sector. 2.8 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 separate estimates for non-EU nationals employed in Creative industries, Food and drink, Life sciences and Energy.

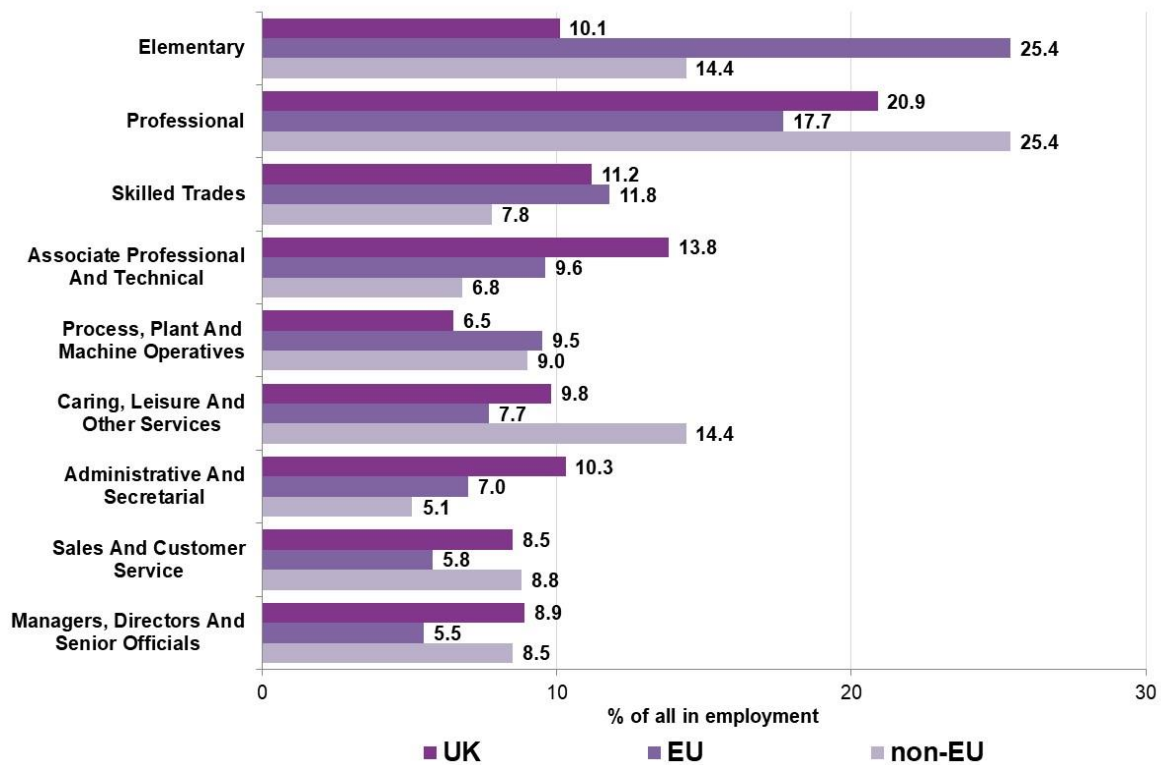
1.7 Employment by occupation

The highest number of EU nationals (36,000) were employed in Elementary Occupations, followed by Professional Occupations (25,000) and Skilled Trades (17,000).

Figure 3 compares the proportions of UK, EU and non-EU employees within each Major Occupational Group.

- 25.4 per cent of all EU nationals in employment worked in Elementary Occupations (which includes cleaners, hospital porters and labourers). This compares with 14.4 per cent of non-EU nationals and 10.1 per cent of UK nationals.
- For non-EU nationals, 25.4 per cent were employed in Professional Occupations (including IT, teaching and health professions) while 20.9 per cent of UK nationals and 17.7 per cent of non-EU nationals were employed in this Occupational Group.

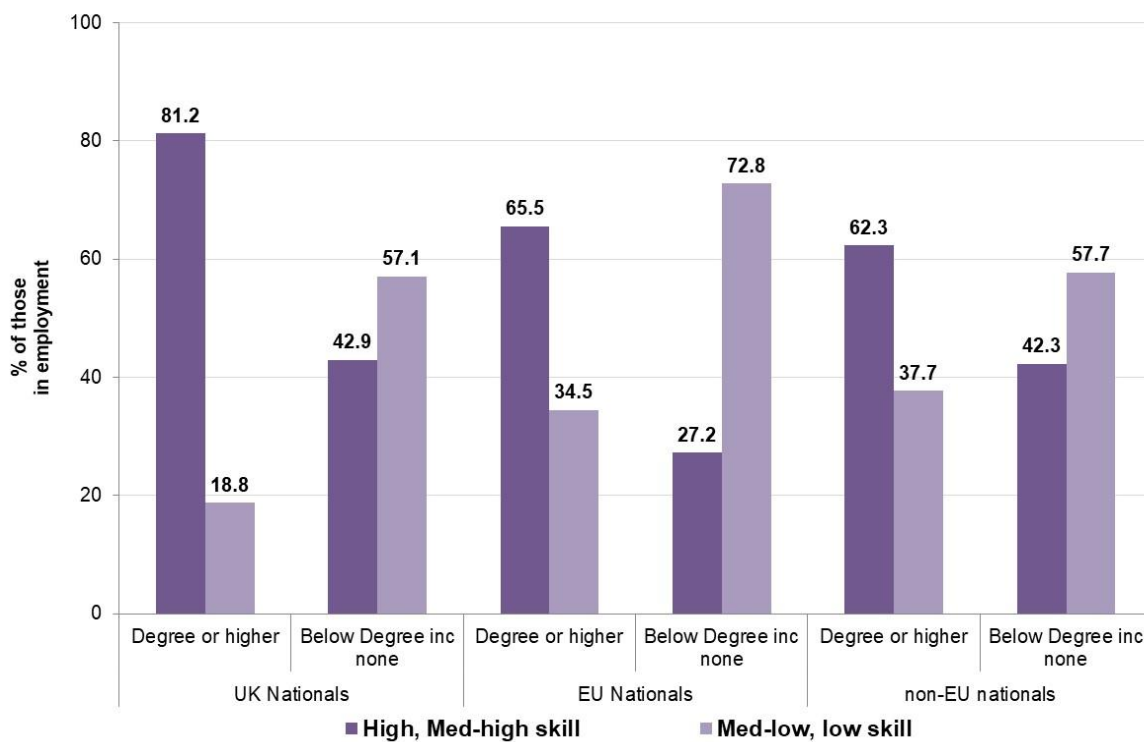
Figure 3: Proportion employed by occupation and nationality (aged 16 and over), Scotland, 2018



1.8 Qualification and skills

Amongst Scotland's working age (16-64) population, over a third (38.4 per cent) of EU nationals have a degree level qualification or higher, greater than the proportion for UK nationals (28.7 per cent) but less than the proportion of non-EU nationals (42.0 per cent).

Figure 4: Occupation skill level by qualification and nationality, Scotland, 2018



Source: Annual Population Survey (Jan18-Dec18)

Figure 4 shows that 65.5 per cent of those EU nationals in employment and who possessed degree qualifications were employed in high or medium-high skill level occupations (e.g. nurses, health associates, construction trade requiring a body of knowledge and above). This compares to 62.3 per cent of non-EU nationals and 81.2 per cent of UK nationals who were working in high or medium-high skill level occupations and who held a degree qualification (or higher).

2. Characteristics of non-UK nationals living in Scotland

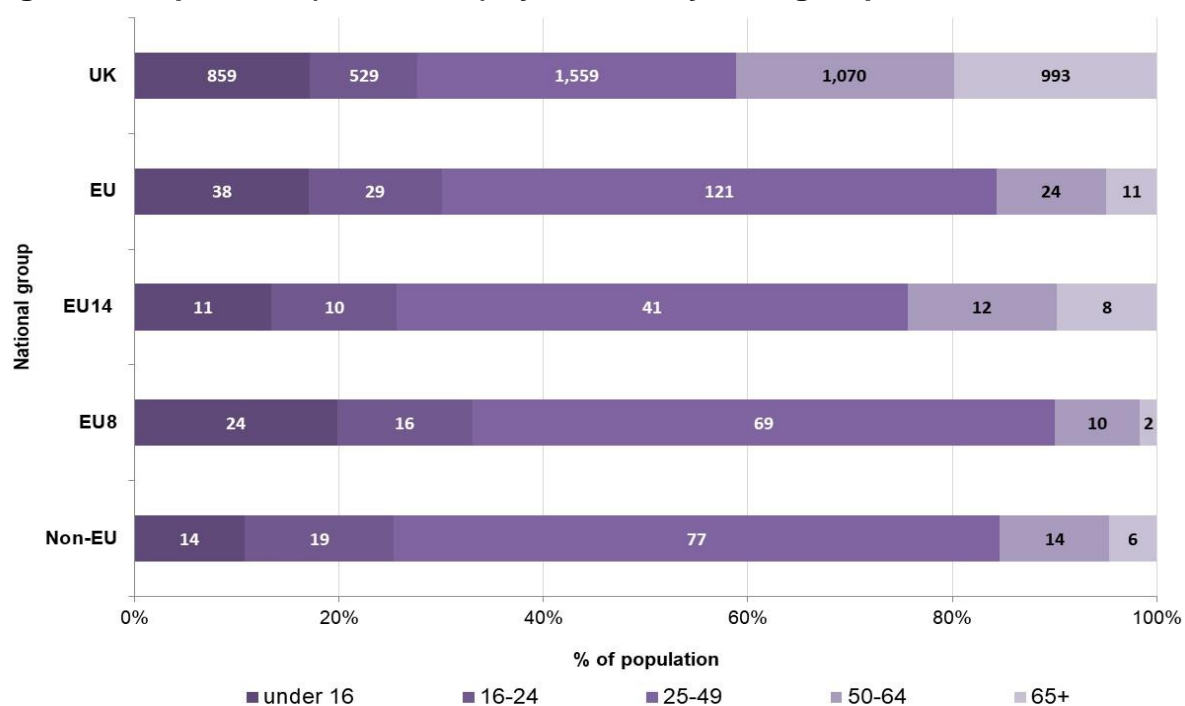
2.1 Age Profile

In 2018 there were 352,000 non-UK nationals living in Scotland, 6.6 per cent of the total population of Scotland. Of this total, 221,000 (62.7 per cent) were EU Nationals with the remaining 131,000 being from non EU countries.

Non-UK nationals have a younger age profile compared with UK nationals - 54.6 per cent of EU nationals and 58.9 per cent of non-EU nationals are aged between 25 and 49 years. Only 31.1 per cent of UK nationals are in this age range.

The number of working age EU nationals (16-64 years) resident in Scotland has nearly trebled since 2007, increasing from 67,000 to 173,000 between 2007 and 2018. The number of working age non-EU nationals has increased by just over half, from 73,000 to 111,000, over the same period. Currently, 63.0 per cent of UK nationals are aged 16-64 years, compared with 78.2 per cent of EU nationals and 84.3 per cent of non-EU nationals.

Figure 5: Population (thousands) by nationality⁶ and group, 2018



Source: Annual Population Survey (Jan18-Dec18)

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).

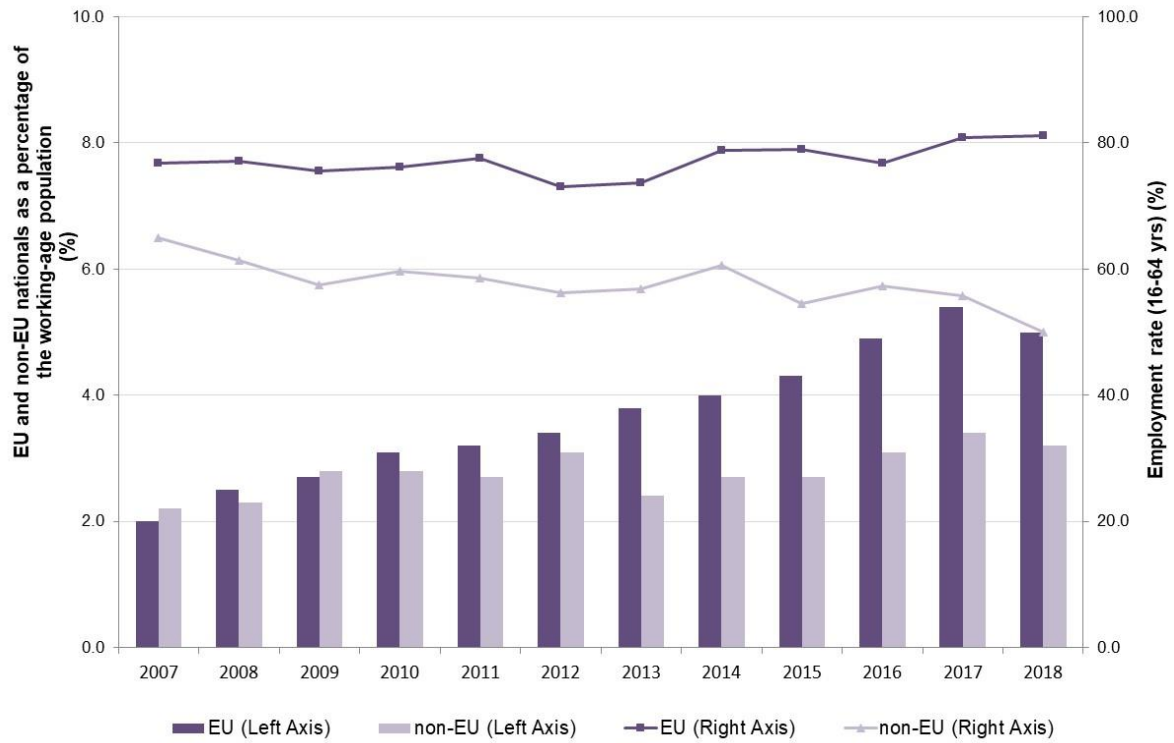
EU8 These are the eight Central and Eastern European countries that acceded to the EU on 1 May 2004 (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia).

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

By contrast, between 2007 and 2018, the number of working age UK nationals resident in Scotland fell by 1.9 per cent.

Figure 6: Working-age non-UK Nationals in Scotland by Nationality group, 2007-2018

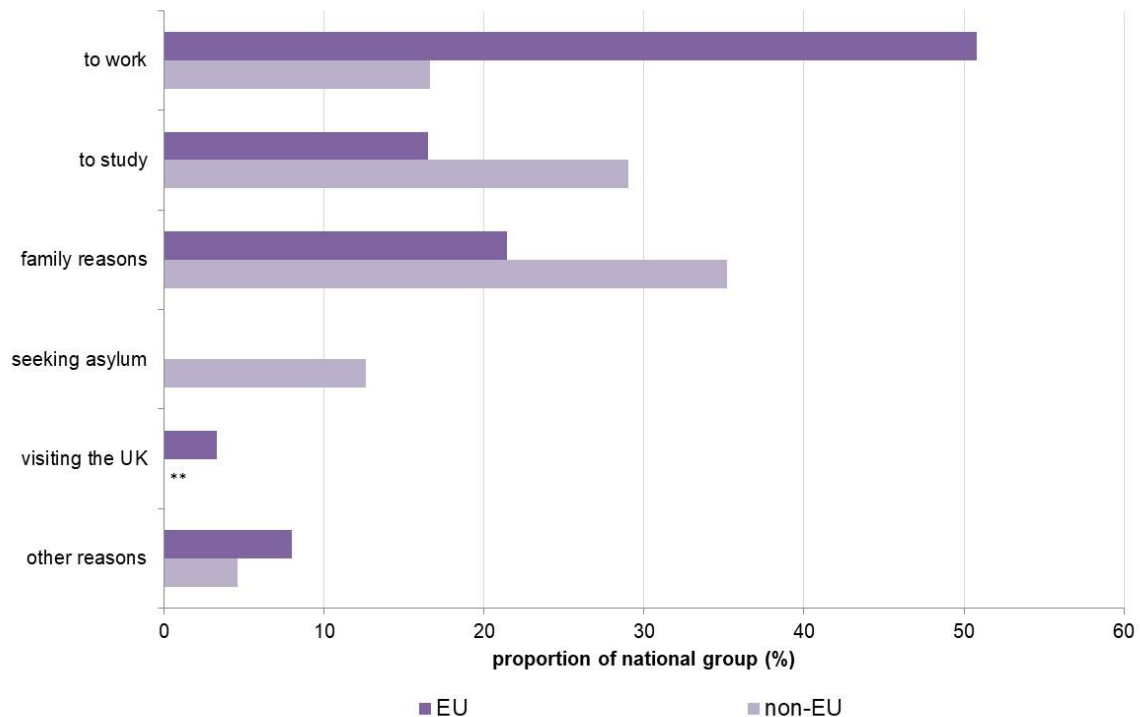


Source: Annual Population Survey (Jan-Dec datasets)

2.2 Reasons for coming to the UK

Just over two-thirds (67.4 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 (45.6 per cent) of non-EU Nationals. A further 21.4 per cent of EU nationals came for family reasons compared with 35.2 per cent of non-EU nationals.

Figure 7: Reasons for coming to the UK: EU and non EU nationals, Scotland, 2018



Source: Annual Population Survey (Jan18-Dec18)

2.3 Location

2.3.1 Local authorities

Over half of EU nationals in employment in Scotland live in one of three local authority areas. The highest number are in City of Edinburgh (38,000), Glasgow City (18,000) and Aberdeen City (18,000). For UK nationals, the same three local authorities account for slightly less than one quarter of total employment.

Levels of employment in some of Scotland's smaller local authority areas cannot be provided as they are too small to be considered reliable.

2.3.2 Urban/rural

There were a total of 484,000 people in employment who were resident in areas classed as rural - 466,000 UK nationals, 13,000 EU nationals and 5,000 non-EU nationals. Proportionally, nearly one in five (18.0 per cent) UK nationals in employment live in areas of Scotland classed as rural⁷. This is higher than amongst the other nationality groupings - just 8.6 per cent of EU nationals and 6.0 per cent of non-EU nationals in employment live in rural areas.

EU and non-EU nationals make up a higher proportion of the workforce in urban areas than in rural areas. However, employment rates for these nationality groups are higher within rural areas than in urban areas

- EU nationals account for 6.0 per cent of the workforce in urban areas but only 2.6 per cent of the workforce in rural areas.
- Non-EU nationals make up 2.4 per cent of the workforce in urban areas and 1.0 per cent of the workforce in rural areas.

2.3.3 Deprivation⁸

Just than 1 in 5 (18.9 per cent) of UK nationals aged 16-64 reside in the 20 per cent most deprived areas of Scotland. For non-UK nationals, the proportion living in these areas rises to nearly 1 in 3 (32.4 per cent).

⁷ Scottish Government Urban Rural classification.

<http://www.gov.scot/Topics/Statistics/About/Methodology/UrbanRuralClassification>

⁸ Based on Scottish Index of Multiple Deprivation 2016

<http://www.gov.scot/Topics/Statistics/SIMD>

3. Tables

Table 1: Population, employment and unemployment by nationality grouping - Scotland, 2007-2018

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	4,979	3,161	2,404	73.3	121	4.8	724	22.9
Jan-Dec 2017	4,959	3,135	2,419	74.5	104	4.1	696	22.2
Jan-Dec 2018	5,010	3,158	2,440	74.5	102	4.0	704	22.3
<i>change on year (000s)</i>	51	23	21	0.0	-1	-0.1	8	0.1
<i>change since 2007 (000s)</i>	84	-61	11	0.5	-16	-0.6	-14	0.0
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	210	167	130	76.8	5	3.7	34	20.2
Jan-Dec 2017	238	187	153	80.9	5	3.2	31	16.4
Jan-Dec 2018	221	173	141	81.2	10	6.5	23	13.1
<i>change on year (000's)</i>	-17	-14	-12	0.4	5	3.3	-8	-3.3
<i>change since 2007 (000's)</i>	142	106	90	4.5	8	2.4	9	-6.8
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	129	106	62	57.4	4	6.3	41	38.7
Jan-Dec 2017	143	118	67	55.7	3	4.3	49	41.7
Jan-Dec 2018	131	111	57	50.0	5	8.1	50	45.4
<i>change on year (000's)</i>	-11	-7	-10	-5.7	2	3.8	1	3.7
<i>change since 2007 (000's)</i>	42	37	9	-14.9	1	0.1	29	16.1

Source: Annual Population Survey (Jan18 - Dec18), ONS

Table 2: Population and employment¹ by age for non-UK EU and non EU nationals - Scotland, 2018

	Population			in employment		
	UK	European Union	non-European Union	UK	European Union	non-European Union
Total (000s)	5,010	221	131	2,440	141	57
% of population	100.0	100.0	100.0	-	-	-
By age band (000s)						
<16	859	38	14	-	-	-
16-24	529	29	19	306	19	5
25-34	637	60	38	528	47	17
35-49	922	60	39	775	54	26
50-64	1,070	24	14	743	21	8
65+	993	11	6	87	1	1
By age band (%)²						
<16	17.0	17.0	10.9	-	-	-
16-24	10.8	12.9	14.5	57.9	65.5	24.7
25-34	13.7	27.3	29.1	83.0	78.4	44.8
35-49	19.1	27.3	29.8	84.1	89.4	65.5
50-64	20.7	10.7	10.9	69.5	87.0	55.6
65+	18.8	4.8	4.7	8.7	6.6	18.9

Source: Annual Population Survey (Jan18 - Dec18), ONS

* Estimates are suppressed

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

2. Percentages shown for population age bands are as a proportion of the whole population. For employment, they are employment rates for the population aged 16-64.

Table 3: Employment¹ and inactivity² by national grouping - Scotland, 2018

	UK	European Union	non-European Union
Employment (000s)	2,440	141	57
Male employment (000s)	1,260	69	34
Female employment (000s)	1,180	72	23
Male employment rate (%)	77.9	87.6	65.8
Female employment rate (%)	71.3	76.0	36.8
Inactivity (000s)	704	23	50
Male inactivity (000s)	287	6	14
Female inactivity (000s)	418	17	36
Male inactivity (%)	18.5	7.2	28.4
Female inactivity (%)	26.0	17.9	59.7

Source: Annual Population Survey (Jan18 - Dec18), 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.

Table 4: Work patterns by nationality grouping - Scotland, 2018

	UK	European Union	non-European Union
Total in employment¹ (000s)	2,440	141	57
Employees (000s)	2,126	125	46
% employees	87.1	88.5	80.8
Self employed (000s)	295	16	11
% self employed	12.1	11.2	18.6
Full-time workers (000s)	1,766	106	39
Part-time workers (000s)	667	35	17
% full-time workers	72.6	75.3	69.1
% part-time workers	27.4	24.7	30.9
Public sector workers (000s)	645	16	9
Private sector workers (000s)	1,714	122	47
% Public sector workers	26.4	11.1	15.4
% Private sector workers	70.2	86.0	83.6
Males in employment¹ (000s)	1,260	69	34
% employees	83.4	84.3	78.5
% self employed	15.9	15.2	20.9
% full-time workers	87.0	88.6	82.4
% part-time workers	13.0	11.4	17.6
% Public sector workers	16.8	6.0	13.6
% Private sector workers	81.3	92.3	86.4
Females in employment¹ (000s)	1,180	72	23
% employees	91.1	92.4	84.2
% self employed	8.0	7.4	15.2
% full-time workers	57.3	62.7	48.9
% part-time workers	42.7	37.3	51.1
% Public sector workers	36.7	15.9	18.3
% Private sector workers	58.4	80.1	79.2

Source: Annual Population Survey (Jan18 - Dec18), ONS

1. Employment levels are for ages 16 and over.

Table 5: Employment¹ in broad industrial sectors² by nationality groupings - Scotland, 2018

	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	41	1.7	93.1	3	2.2	6.9	*	*	*
B,D,E: Energy & water	103	4.3	94.2	4	3.1	3.9	*	*	*
C: Manufacturing	185	7.6	90.3	17	12.2	8.4	*	*	*
F: Construction	180	7.4	94.7	9	6.7	4.9	*	*	*
G,I: Distribution, hotels & restaurants	437	18.0	88.0	42	29.5	8.4	18	32.4	3.7
H,J: Transport & communication	176	7.2	90.1	13	9.1	6.6	6	11.5	3.3
K-N: Banking, finance & insurance etc	372	15.3	93.1	19	13.7	4.8	8	14.5	2.0
O-Q: Public admin, educ & health	788	32.5	94.9	28	19.6	3.3	15	25.8	1.8
<i>of which Health and social care (86,87,88)</i>	373	15.3	93.5	16	11.2	3.9	10	18.4	2.6
R-U: Other services	146	6.0	94.2	6	3.9	3.6	4	6.2	2.3
All	2,440	100.0	92.5	141	100.0	5.4	57	100.0	2.1

Source: Annual Population Survey (Jan18 - Dec18), ONS

* Estimates suppressed

1. Employment levels are for ages 16 and over.

2. Standard Industrial Classification (SIC) 2007

Table 6: Employment¹ in industry divisions² by nationality groupings - Scotland, 2018

	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	95	3.9	81.3	14	10.3	12.4
Retail trade, except vehicles	229	9.4	92.0	13	9.5	5.4
Accommodation	35	1.4	77.2	8	5.7	17.5
Manufacture of food products	17	0.7	66.0	8	5.4	29.1
Education	217	8.9	95.3	7	5.3	3.3
Services to buildings and landscape	53	2.2	87.8	6	4.5	10.7
Human health activities	186	7.7	94.6	6	4.3	3.1
Residential care activities	88	3.6	89.1	6	4.3	6.1
Computer programming and consultancy	34	1.4	82.3	5	3.4	11.6
Construction of buildings	61	2.5	92.1	5	3.3	6.9
Public admin, defence, social sec	199	8.2	97.4	4	3.1	2.1
Wholesale trade, except vehicles	46	1.9	91.2	4	2.7	7.6
Social work without accommodation	98	4.0	95.6	4	2.6	3.5
Mining support service activities	45	1.9	89.5	3	2.4	6.6

Source: Annual Population Survey (Jan18 - Dec18), ONS

1. Employment levels are for ages 16 and over.

2. Standard Industrial Classification (SIC) 2007

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

Note: Information for UK nationals as a '% of all employment in division' was amended on the 30th May 2019

Table 7: Growth sector employment¹ by nationality group - Scotland, 2016-2018

	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
2018									
All Sectors	2,440	100.0	92.5	141	100.0	5.4	57	100.0	2.1
Food & Drink	68	2.8	84.3	11	8.0	14.0	*	*	*
Finance & Business Services	176	7.2	94.7	6	4.2	3.2	4	7.2	2.2
Life Sciences	22	0.9	86.9	3	2.2	12.4	*	*	*
Energy	105	4.3	94.6	4	2.8	3.5	*	*	*
Tourism	152	6.2	83.5	21	14.8	11.5	9	16.2	5.0
Creative Industries	115	4.7	90.5	9	6.5	7.2	*	*	*
2017									
All Sectors	2,419	100.0	91.7	153	100.0	5.8	67	100.0	2.5
Food & Drink	68	2.8	84.2	12	7.9	15.0	*	*	*
Finance & Business Services	193	8.0	92.6	9	5.6	4.1	7	10.3	3.3
Life Sciences	19	0.8	81.4	4	2.6	17.1	*	*	*
Energy	100	4.1	91.0	8	5.0	7.0	*	*	*
Tourism	153	6.3	82.6	24	15.9	13.1	8	12.0	4.3
Creative Industries	121	5.0	89.2	7	4.7	5.4	7	11.0	5.4
2016									
All Sectors	2,404	100.0	92.6	130	100.0	5.0	62	100.0	2.4
Food & Drink	70	2.9	86.8	10	7.7	12.3	*	*	*
Finance & Business Services	202	8.4	92.5	9	7.1	4.2	7	11.6	3.3
Life Sciences	20	0.8	96.5	*	*	*	*	*	*
Energy	90	3.7	93.3	*	*	*	*	*	*
Tourism	158	6.6	87.4	17	13.2	9.5	6	8.9	3.1
Creative Industries	122	5.1	88.5	11	8.1	7.6	5	8.5	3.9

Source: Annual Population Survey (Jan18 - Dec18), ONS

* Estimates suppressed

1. Employment levels are for ages 16 and over.

Table 8: Employment¹ in occupation² major groupings by nationality - Scotland, 2018

	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	216	8.9	94.5	8	5.5	3.4	5	8.5	2.1
Professional Occupations	508	20.9	92.8	25	17.7	4.6	14	25.4	2.6
Associate Professional And Technical Occupations	335	13.8	95.1	14	9.6	3.8	4	6.8	1.1
Administrative And Secretarial Occupations	250	10.3	95.2	10	7.0	3.7	3	5.1	1.1
Skilled Trades Occupations	273	11.2	92.8	17	11.8	5.7	4	7.8	1.5
Caring, Leisure And Other Service Occupations	238	9.8	92.6	11	7.7	4.2	8	14.4	3.2
Sales And Customer Service Occupations	207	8.5	94.0	8	5.8	3.7	5	8.8	2.3
Process, Plant And Machine Operatives	159	6.5	89.6	13	9.5	7.6	5	9.0	2.9
Elementary Occupations	246	10.1	84.8	36	25.4	12.4	8	14.4	2.8

Source: Annual Population Survey (Jan18 - Dec18), ONS

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

Table 9: Employment¹ in occupation² minor groupings by nationality - Scotland, 2018

	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
Elementary Cleaning Occupations	63	2.6	83.0	11	7.6	14.0
Other Elementary Services Occupations	81	3.3	84.8	10	7.3	10.8
Food Preparation and Hospitality Trades	33	1.4	75.3	8	5.5	17.6
Caring Personal Services	131	5.4	92.0	7	4.7	4.7
Elementary Process Plant Occupations	14	0.6	70.0	5	3.8	27.6
Construction and Building Trades	63	2.6	92.4	5	3.4	7.1
Teaching and Educational Professionals	119	4.9	95.1	4	3.0	3.4
IT and Telecommunications Professionals	62	2.6	88.5	4	2.9	5.9
Sales Assistants and Retail Cashiers	125	5.1	94.4	4	2.9	3.1
Process Operatives	21	0.9	84.1	4	2.5	14.0
Assemblers and Routine Operatives	12	0.5	77.4	3	2.4	21.8
Elementary Storage Occupations	25	1.0	88.3	3	2.3	11.7

Source: Annual Population Survey (Jan18 - Dec18), ONS

1. Employment levels are for ages 16 and over.
2. Standard Occupational Classification (SOC) 2010
3. 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 – Scotland, 2018

	UK (%)	European Union (%)	non-European Union (%)
Degree level & above	28.7	38.4	42.0
Higher & Further Education below Degree level	57.5	22.0	17.9
below Higher or Further Education including No Qualifications	11.2	12.0	22.1
Other qualifications	2.7	27.6	17.9

Source: Annual Population Survey (Jan18 - Dec18), ONS

Table 11: Highest qualification by Occupations¹ skill level and national group – Scotland, 2018

	Highest qualification	Occupational Skill level	
		High and Medium-high Skill level (%)	Medium-low and Low Skill level (%)
UK nationals	Degree or higher	81.2	18.8
	Below Degree inc none	42.9	57.1
EU nationals	Degree or higher	65.5	34.5
	Below Degree inc none	27.2	72.8
Non-EU nationals	Degree or higher	62.3	37.7
	Below Degree inc none	42.3	57.7

Source: Annual Population Survey (Jan18 - Dec18), ONS

1. Standard Occupational Classification (SOC) 2010

Table 12: Local authorities with the highest level of EU nationals in employment¹ – Scotland, 2018

	Employment level (000s)		Proportion of employment (%)	
	UK	European Union	UK	European Union
Scotland	2,440	141	100.0	100.0
Edinburgh, City of	228	38	9.4	26.9
Glasgow City	249	18	10.2	12.9
Aberdeen City	98	18	4.0	12.4
West Lothian	82	6	3.4	4.5
Highland	114	6	4.7	4.5
Aberdeenshire	129	6	5.3	4.3
North Lanarkshire	162	5	6.6	3.6
Fife	168	5	6.9	3.5
Perth & Kinross	68	5	2.8	3.2
Falkirk	75	3	3.1	2.3

Source: Annual Population Survey (Jan18 - Dec18), ONS

1. Employment levels are for ages 16 and over.

Table 13: Employment¹ level and rates by nationality grouping and urban rural classification² – Scotland, 2018

	UK	European Union	non-European Union
Urban areas			
Total employment (000s)	1,974	129	52
Employment rate (%)	74.0	81.0	48.6
Rural areas			
Total employment (000s)	466	13	5
Employment rate (%)	76.9	83.5	73.4

Source: Annual Population Survey (Jan18 - Dec18), ONS

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

2. Scottish Government 2 fold Urban Rural Classification 2016

Table 14: Employment¹ levels and rates by nationality grouping and level of deprivation² - Scotland, 2018

Deprivation quintile	UK	European Union	non-European Union
1- most deprived			
<i>share of working age population (%)</i>	18.9	31.0	34.4
Total employment (000s)	382	42	15
Employment rate (%)	62.5	77.9	40.3
2			
<i>share of working age population (%)</i>	19.1	24.6	16.9
Total employment (000s)	448	32	10
Employment rate (%)	72.7	74.5	52.5
3			
<i>share of working age population (%)</i>	19.5	14.9	14.0
Total employment (000s)	502	23	11
Employment rate (%)	77.6	89.7	68.4
4			
<i>share of working age population (%)</i>	21.2	12.1	16.9
Total employment (000s)	553	18	10
Employment rate (%)	78.9	85.4	50.1
5 - least deprived			
<i>share of working age population (%)</i>	21.3	17.3	17.8
Total employment (000s)	556	26	11
Employment rate (%)	79.7	86.7	52.2

Source: Annual Population Survey (Jan18 - Dec18), ONS

1. Employment levels are for ages 16 and over. Employment rates are for ages 16-64.
 2. Scottish Index of Multiple Deprivation 2016

Table 15: Top 10 countries of nationality by employment - Scotland 2018

Rank		Employment (000s)	% of total employment
-	All	2,638	100.0
-	EU Nationals	141	5.4
-	Non-EU Nationals	57	2.1
1	Poland	56	2.1
2	Ireland	12	0.4
3	Lithuania	10	0.4
4	France	9	0.3
5	Romania	7	0.3
6	Pakistan	7	0.3
7	Germany	7	0.3
8	Italy	6	0.2
9	India	5	0.2
10	Latvia	5	0.2

Source: Annual Population Survey (Jan18 - Dec18), 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/standardoccupationalclassificationsoc/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 2018 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 2018 estimate of 221,000 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 2018, there were 221,000 with EU nationality living in Scotland, compared to 229,000 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 2018 Annual Population Survey (APS) was initially published on 20th March 2019. Information is an average over a year. The next update available from the Annual Population Survey will be the April 2018-March 2019 data set (to be published on 12th June 2019). The next information for a calendar year will be published in March 2020.

The ONS publication ‘Population of the UK by country of birth and nationality: 2018’ was released on 24th May 2019.

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/internationalmigration/bulletins/ukpopulationbycountryofbirthandnationality/2018>

National Records of Scotland (NRS) also published ‘Population by Country of Birth and Nationality, Scotland, 2018’ on 24th May 2019.

<https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/population-by-country-of-birth-and-nationality/jan-dec-18>

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