

Annual Survey of Hours and Earnings (ASHE)

Median Weekly Full-time Earnings



Median Weekly Earnings in Scotland increased by 5.1 per cent from £592.2 in 2020 to £622.4 in 2021.

Gender Pay Gap



Gender Pay Gap for full-time employees in Scotland increased from 3.0% in 2020 to 3.6% in 2021.

Living Wage



Proportion of employees in Scotland earning less than the real living wage decreased from 15.1 per cent in 2020 to 14.4 per cent in 2021.

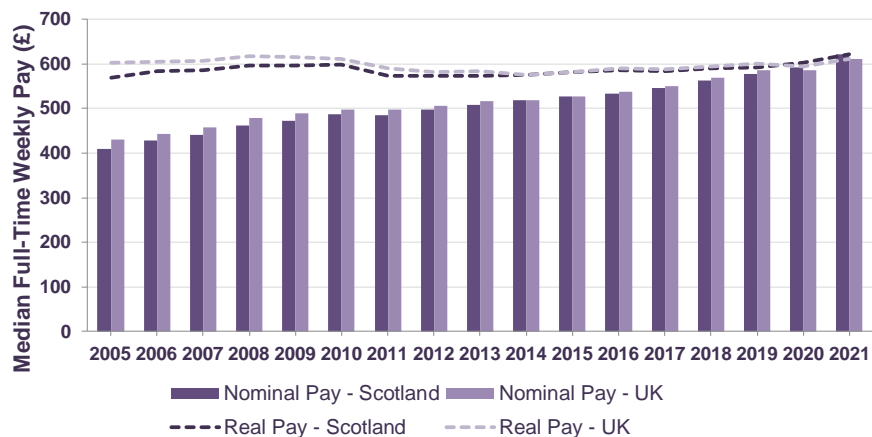
Interpreting average earnings data is difficult at the moment; in July 2021 ONS published a blog: [How COVID-19 has impacted the Average Weekly Earnings data](#), which explains the complexities of interpreting earnings data in the current climate; compositional and base effects are likely to affect the growth rates, as the data for 2020 and 2021 was affected by the coronavirus (COVID-19) pandemic, in terms of wages and hours worked in the economy, and also disruption to the collection of data from businesses (in 2020).

Earnings

Gross median weekly earnings for full-time employees in Scotland were £622.4 in 2021, an increase of 5.1% over the year. In the UK, gross median weekly earnings for full-time employees were £610.7, an increase of 4.3%.

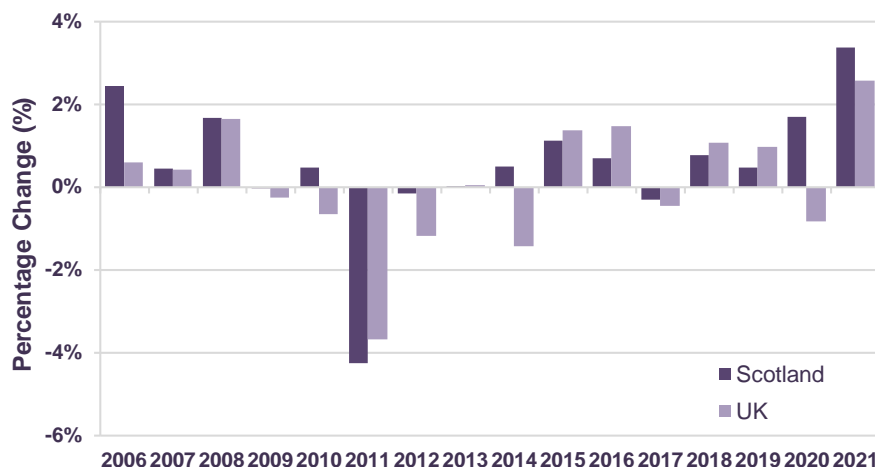
Adjusted for inflation (using the Consumer Prices Index including owner occupiers' housing costs (CPIH)), gross median weekly earning for full-time employees in Scotland increased by 3.4% over the year from £602.0 in 2020 to £622.4 in 2021. The UK increased by 2.6% over the year from £595.4 to £610.7.

Median Full-time Gross Weekly Earnings, Scotland and UK



Note: Real pay is pay adjusted for inflation using CPIH.

Annual Percentage Change in Earnings (adjusted for inflation), Scotland and UK



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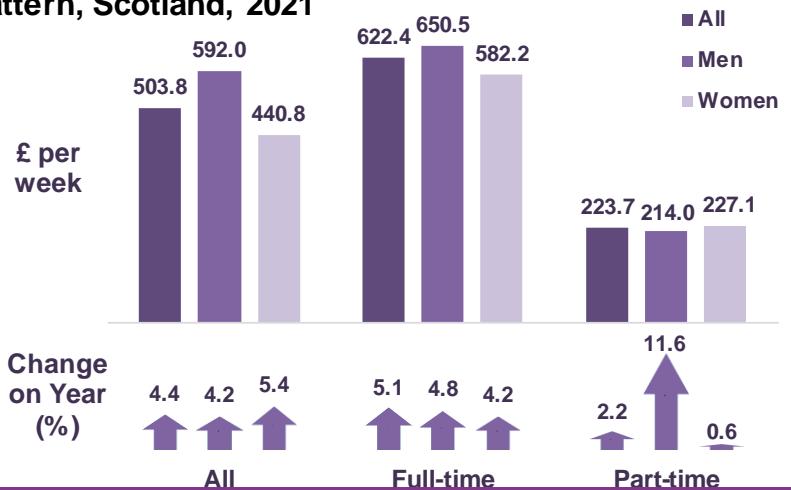
Key Findings

Earnings

2021 compared with 2020
In the last year, women's overall earnings increased at a faster rate than for men.

Full-time employees
Median gross weekly earnings for women increased by 4.2 per cent to £582.2 while median gross weekly earnings for men increased by 4.8% to £650.5.

Median Gross Weekly Earnings by Gender and Work Pattern, Scotland, 2021



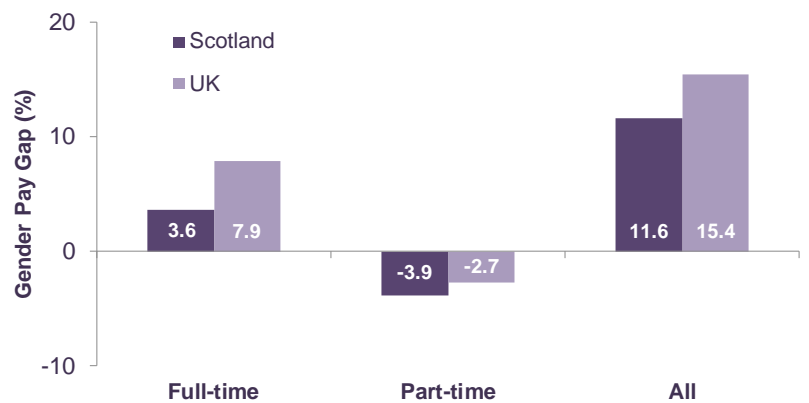
Gender Pay Gap

The Gender Pay Gap for all employees in Scotland has increased from 11.1 per cent in 2020 to 11.6 per cent in 2021.

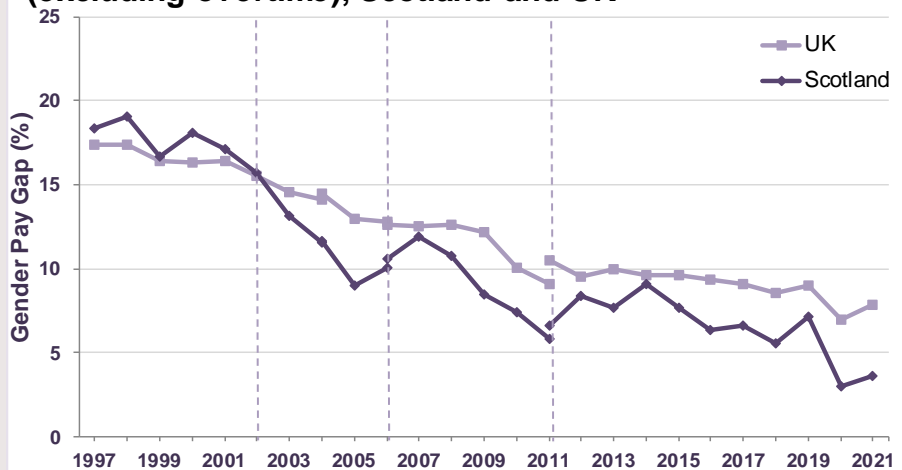
Over the last year, the Gender Pay Gap for full-time employees in Scotland has increased from 3.0 per cent to 3.6 per cent while it has increased from 7.0 per cent to 7.9 per cent for the UK. However, the gender pay gaps for both Scotland and the UK have typically been reducing over the longer-term.

The Gender Pay Gap for full-time employees in Scotland has been lower than in the UK since 2003.

Gender Pay Gap by Work Pattern, Scotland and UK, 2021



Gender Pay Gap for Median Full-Time Hourly Earnings (excluding overtime), Scotland and UK



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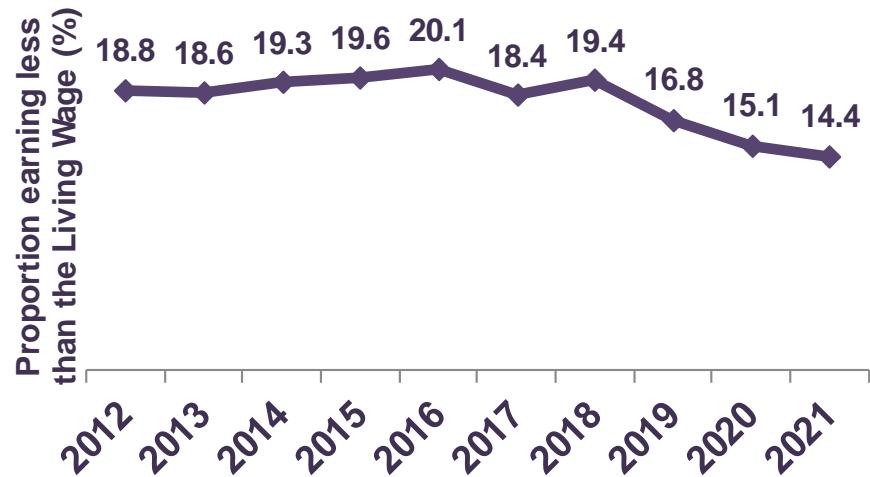
Key Findings

Living Wage

14.4 per cent of employees aged 18+ in Scotland earned less than the real Living Wage (£9.50) in 2021, decreasing from 15.1 per cent in 2020.

The proportion of employees earning less than the real Living Wage remained relatively constant between 2012 and 2016, decreasing to 14.4 per cent in 2021.

Proportion of Employees (18+) earning less than the real Living Wage, Scotland



Background

The Annual Survey of Hours and Earnings (ASHE) is the official source of UK earnings and hours worked estimates. ASHE data is published annually by the Office for National Statistics (ONS) and is based on a 1 per cent sample of the Pay As You Earn (PAYE) system:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2021>

Statistics in this bulletin relate to the pay period that includes 21 April 2021, at which time approximately 3.7 million employees were on furlough (300,800 in Scotland) under the Coronavirus Job Retention Scheme (CJRS); this is fewer than during the period covered by ASHE 2020 when approximately 8.8 million employees were furloughed (estimates for Scotland for this time period are not published). Estimates for 2020 and 2021 include furloughed employees and are based on actual payments made to the employee from company payrolls and the hours on which this pay was calculated, which in the case of furloughed employees are their usual hours.

Glossary

CPIH: The Consumer Prices Index including owner occupiers' housing costs (CPIH) is the most comprehensive measure of inflation. Further details can be found at the following link:

<https://www.ons.gov.uk/economy/inflationandpriceindices/datasets/consumerpriceinflation>

Work Patterns: **Full-time** is defined as employees working more than 30 paid hours per week (or 25 or more hours for teaching professions). **Part-time** is defined as employees working less than or equal to 30 paid hours per week (or less than 25 hours for the teaching professions).

Gender Pay Gap is calculated as the difference between the average hourly earnings (excluding overtime) for men and women as a proportion of the average hourly earnings (excluding overtime) for men.

Real Living Wage: The real living wage rates have been independently calculated by the Resolution Foundation according to the cost of living based on household goods and services. Current and historical living wage rates can be found at the following link: <https://livingwage.org.uk/calculation>