**Labour Market Briefing – December 2013**

**Summary**

**Employability, Skills and Lifelong Learning Analysis**

- **Employment Rate (16-64) Seasonally Adjusted**
  - Scotland: Increased by 2.2 %pts over the year.
  - UK: Increased by 0.8 %pts over the year.

  The latest employment rate in Scotland, a reduction of -1.2 %pts since 2008.

  The number of people in employment in Scotland: 2,546,000.

- **Unemployment Rate (16+) Seasonally Adjusted**
  - Scotland: Reduced by -0.5 %pts over the year.
  - UK: Reduced by -0.5 %pts over the year.

  The latest unemployment rate in Scotland, an increase of 2.1 %pts since 2008.

  The number of people unemployment in Scotland: 196,000.

- **Economic Inactivity Rate (16-64) Seasonally Adjusted**
  - Scotland: Reduced by -2.1 %pt over the year.
  - UK: Reduced by -0.4 %pt over the year.

  The latest economic inactivity rate in Scotland, a reduction of -0.6 %pts since 2008.

  The number of economically inactive people in Scotland: 736,000.

**Source:** Labour Force Survey, Aug-Oct 2013, ONS
Labour Market Briefing – December 2013
Gender
Employability, Skills and Lifelong Learning Analysis

Employment Rate (16-64)

- Scotland: 75.8% (Males), 69.5% (Females)
- UK: 77.0% (Males), 67.1% (Females)

Change on year (%pts):
- Scotland: Males +1.1, Females +3.3
- UK: Males +0.5, Females +1.0

Unemployment Rate (16+)

- Scotland: 7.7% (Males), 6.5% (Females)
- UK: 7.7% (Males), 6.9% (Females)

Change on year (%pts):
- Scotland: Males -1.0, Females -0.5
- UK: Males -0.4

Economic Inactivity Rate (16-64)

- Scotland: 17.7% (Males), 25.5% (Females)
- UK: 16.4% (Males), 27.8% (Females)

Change on year (%pts):
- Scotland: Males -0.5, Females -3.6
- UK: Males -0.1, Females -0.8

Source: Labour Force Survey, Aug-Oct 2013, ONS
Overview:

• 10 of the EU 28 countries have a lower youth unemployment rate than Scotland.

• Scotland outperforms the UK on all the headline youth measures – lower unemployment, higher employment and lower inactivity.

• Of the age groups, those aged 16-24 have the highest unemployment rate.
10 of the EU 28 Countries have Lower Youth Unemployment Rate than Scotland

Youth (15-24) Unemployment Rate – EU 28 and Scotland – September 2013 (non-seasonally adjusted)

<table>
<thead>
<tr>
<th>Country</th>
<th>EU 28</th>
<th>Scotland</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spain</td>
<td>55.3</td>
<td></td>
<td></td>
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<tr>
<td>Greece</td>
<td>51.9</td>
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<tr>
<td>Croatia</td>
<td>44.1</td>
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<tr>
<td>Cyprus</td>
<td>42.9</td>
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<td>Italy</td>
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<td>Portugal</td>
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<tr>
<td>Slovakia</td>
<td>33.1</td>
<td></td>
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<tr>
<td>Latvia</td>
<td>27.9</td>
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<td></td>
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<tr>
<td>Poland</td>
<td>27.6</td>
<td></td>
<td></td>
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<tr>
<td>France</td>
<td>27.0</td>
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<tr>
<td>Hungary</td>
<td>26.8</td>
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<td>Bulgaria</td>
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<tr>
<td>Belgium</td>
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<td>Ireland</td>
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<td>Romania*</td>
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<td>Lithuania</td>
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<td>Slovenia</td>
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<tr>
<td>United Kingdom</td>
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<tr>
<td>Scotland</td>
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<tr>
<td>Sweden</td>
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<td>Czech Republic</td>
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<tr>
<td>Finland</td>
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<td>Luxembourg</td>
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<td>Estonia</td>
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<td>Malta</td>
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<td>Denmark</td>
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<td>Austria</td>
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<tr>
<td>Germany</td>
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</tr>
</tbody>
</table>

Notes:
2. * indicated data rolled over from most recently data available
3. UK includes Scotland

Source: Eurostat
Boundaries: ESRI
Scottish Government Labour Market Statistics Team – December 2013

Labour Market Briefing – December 2013
Public and Private Sector Employment
Employability, Skills and Lifelong Learning Analysis

<table>
<thead>
<tr>
<th>Public Sector Employment, Scotland 1999 – 2013 (Headcount)</th>
</tr>
</thead>
</table>
| **579,700**  
> The number of people employed in the public sector in Scotland as of Q3 2013. |
| **22.7%**  
> The proportion of total employment in Scotland that is accounted for by the public sector. |
| **-1,200**  
> The reduction in public sector employment over the year in Scotland. |

<table>
<thead>
<tr>
<th>Private Sector Employment, Scotland 1999 – 2013 (Headcount)</th>
</tr>
</thead>
</table>
| **1,968,900**  
> The number of people employed in the private sector in Scotland as of Q3 2013. |
| **77.3%**  
> The proportion of total employment in Scotland that is accounted for by the private sector. |
| **+75,800**  
> The increase in private sector employment over the year in Scotland. |

Make-up of the Scottish Public Sector, Q3 2013 (Headcount)

- **579,700** Total Scottish Public Sector Employment  
- **484,400** Employment in the devolved public sector  
- **95,300** Employment in the reserved public sector

<table>
<thead>
<tr>
<th>Public Sector Employment</th>
<th>Private Sector Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>246,100</strong> Local government</td>
<td><strong>+10.8%</strong> Financial institutions</td>
</tr>
<tr>
<td><strong>29,800</strong> Police and Fire Services</td>
<td><strong>-4.2%</strong> Public corporations</td>
</tr>
<tr>
<td><strong>157,400</strong> NHS in Scotland</td>
<td><strong>+1.4%</strong> Public bodies</td>
</tr>
<tr>
<td><strong>13,900</strong> Public Bodies</td>
<td><strong>-6.8%</strong> Further Education</td>
</tr>
<tr>
<td><strong>13,500</strong> Further Education</td>
<td><strong>-5.2%</strong> Public Corporations</td>
</tr>
<tr>
<td><strong>16,800</strong> Devolved Civil Service</td>
<td><strong>+1.7%</strong> Reserved Civil Service</td>
</tr>
</tbody>
</table>

In 2004, the employment rate in the 15% most deprived areas of Scotland was 13.1 %pts lower than the rest of Scotland. This gap gradually decreased between 2004 and 2011... but in 2012, the gap increased by 4.5 %pts from 15.1 %pts to 19.6 %pts over the year.

Over the year to 2012, people living in 15% Most Deprived (MD) areas of Scotland have seen a **4.0 %pts decrease** in their employment rate, while those in the rest of Scotland have seen a **0.6 %pts increase**.

The decrease in the 15% most deprived areas was driven by reduction in the male employment rate in these areas (down 7.0 %pts).

All main age groups (between 16-64) saw decreases, but they were all fairly similar (ranging from 3.0 and 4.6 %pts).
Considering the differing trends for employment rate and unemployment for the 15% most deprived areas of Scotland and the rest of Scotland:

- Over the year, the employment rate decreased by 4.0 %pts and unemployment rate increased by 3.6 %pts in the 15% most deprived areas of Scotland.
- Employment rate increased slightly and unemployment rate decreased slightly over the year for the rest of Scotland.
- This appears to indicate that while the rest of Scotland may have started to see some beneficial effects of the recovery (increased employment, decreased unemployment), these effects are not yet being seen in the 15% most deprived areas of Scotland.

* Occupational skill levels based on SOC 2000 coding. More information on occupational skill available at: [http://www.scotland.gov.uk/Publications/2013/05/6728/2](http://www.scotland.gov.uk/Publications/2013/05/6728/2)
Gender Pay Gap and median gross hourly earnings (excluding overtime), Scotland, 2013

Scotland
- £508.30
  The weekly earnings of the typical full-time employee in Scotland.
- 2.1%
  Increase over the year for full-time employees in Scotland.

United Kingdom
- £517.50
  The weekly earnings of the typical full-time employee in the UK.
- 2.2%
  Increase over the year for full-time employees in the UK.

Median Gross Weekly Earnings, Scotland, 2013

- £544.30
  Full-time
- £454.00
  Part-time
- £330.70
  All

Compared to 2012
Over the last year the headline gender pay gap* in Scotland has decreased from 8.4% to 7.6%.

Compared to UK
The gender pay gap is higher in the UK than in Scotland (10.0% v 7.6%). Over the past year, the gender pay gap in the UK has increased from 9.5% to 10.0%.

*There are a range of measures used to monitor the gender pay gap. ONS recommend that median earnings are used as the headline measure (see back page for more information).
Further information

Data for this month’s release is available on the Scottish Government website at:
http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market/AnalyticalPapers

Scottish Government Labour Market Statistics:
http://www.scotland.gov.uk/Topics/Statistics/Browse/Labour-Market

Quarterly Public Sector Employment
http://www.scotland.gov.uk/Publications/2013/12/4484

SIMD 2012 analysis (Local Area Labour Markets in Scotland 2012)

ONS:
Labour Market Statistics Theme page
Annual Survey of Hours and Earnings publication
Gender pay gap methodology
Regional Labour Market Statistics

NOMIS:
Online database for official labour market statistics
https://www.nomisweb.co.uk/default.asp

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This briefing pack was produced by the Employability, Skills and Lifelong Learning Analysis Team. If you have any comments on the style and content of this briefing pack, please contact us at: LMSStats@scotland.gsi.gov.uk.