

Annual Survey of Hours and Earnings (ASHE)

Key Findings

Median Weekly Full-time Earnings



Median weekly earnings in Scotland increased by 2.4 per cent from £563.1 in 2018 to £576.7 in 2019.

Gender Pay Gap



Gender Pay Gap for full-time employees in Scotland increased from 5.6% in 2018 to 7.1% in 2019.

Living Wage



Proportion of employees in Scotland earning less than the living wage decreased from 19.4 per cent in 2018 to 16.9 per cent in 2019.

Earnings

Gross median weekly earnings for full-time employees in Scotland were £576.7 in 2019, an increase of 2.4% over the year. In the UK, gross median weekly earnings for full-time employees were £584.9, an increase of 2.9%.

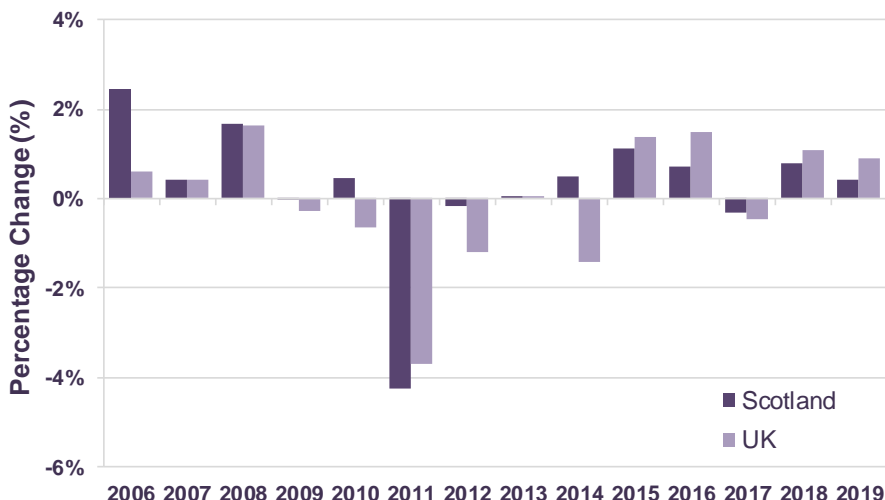
Adjusted for inflation (using the Consumer Prices Index including owner occupiers' housing costs (CPIH)), gross median weekly earning for full-time employees in Scotland increased by 0.4% over the year from £574.3 in 2018 to £576.7 in 2019. The UK increased by 0.9% over the year from £579.6 to £584.9.

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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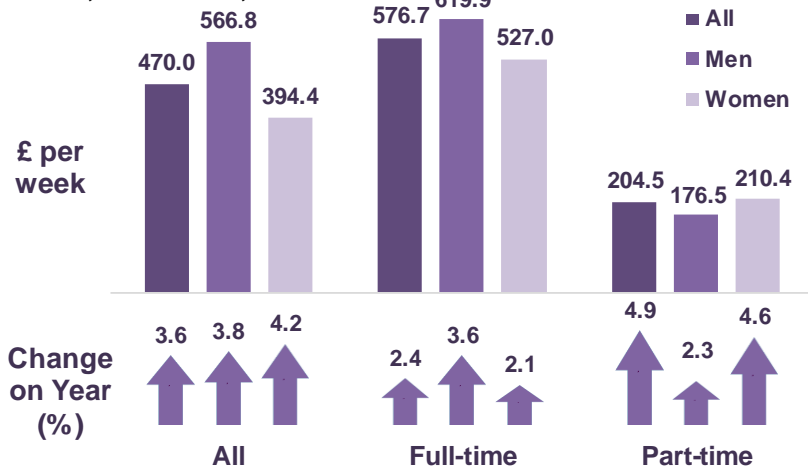
Key Findings

Earnings

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

For full-time
 Median gross weekly earnings for women increased by 2.1 per cent to £527.0 compared with an increase of 3.6 per cent to £619.9 for men.

Median Gross Weekly Earnings by Gender and Work Pattern, Scotland, 2019



Gender Pay Gap

The Gender Pay Gap for all employees in Scotland has decreased from 15.0 per cent in 2018 to 14.3 per cent in 2019, the lowest since the series began in 1997.

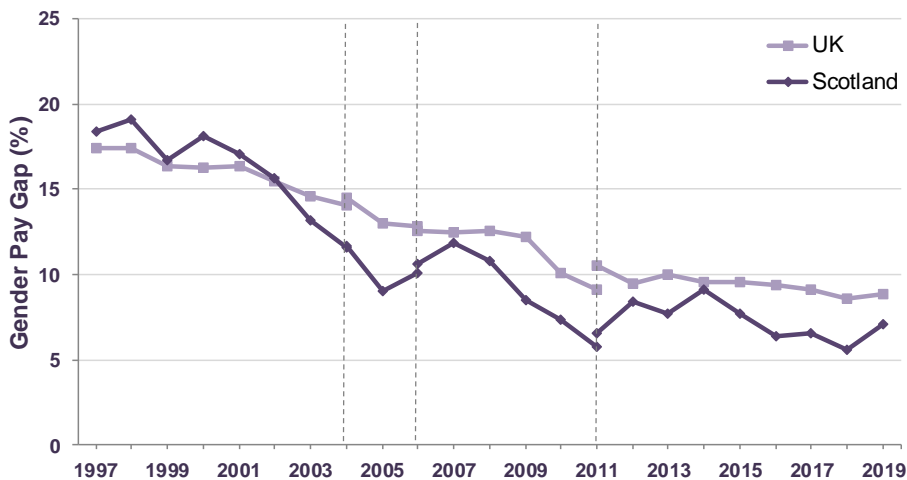
Over the last year, the Gender Pay Gap for full-time employees in Scotland has increased from 5.6 per cent to 7.1 per cent while it has increased from 8.6 per cent to 8.9 per cent for the UK.

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, 2019



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



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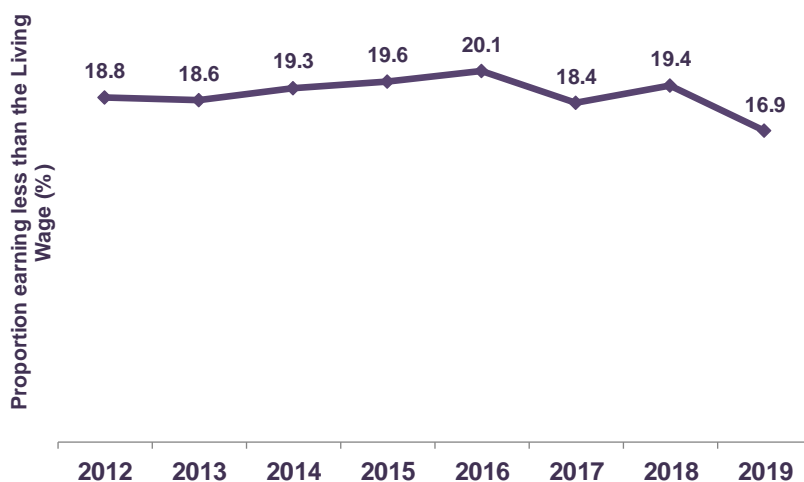
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Living Wage

400,000 employees (16.9 per cent of people in employment) in Scotland earned less than the Living Wage (£9.00) in 2019, decreasing from 473,000 in 2018.

The proportion of employees earning less than the Living Wage remained relatively constant between 2012 and 2016, decreasing to 16.9 per cent in 2019.

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



Background

About the Annual Survey of Hours and Earnings

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. Further details:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/methodologie/annualsurveyofhoursandearningslowpayandannualsurveyofhoursandearningspensionresultsqmi>

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>

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