

Annual Survey of Hours and Earnings (ASHE)

Key Findings

Median Weekly Full-time Earnings



Median Weekly Earnings in Scotland increased by 2.7 per cent from £577.0 in 2019 to £592.7 in 2020.

Gender Pay Gap



Gender Pay Gap for full-time employees in Scotland decreased from 7.2% in 2019 to 3.0% in 2020.

Living Wage



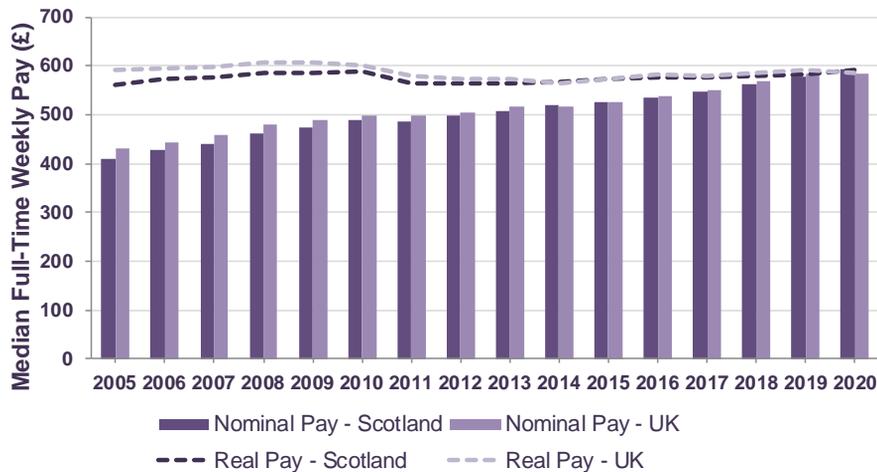
Proportion of employees in Scotland earning less than the living wage decreased from 16.8 per cent in 2019 to 15.2 per cent in 2020.

Earnings

Gross median weekly earnings for full-time employees in Scotland were £592.7 in 2020, an increase of 2.7% over the year. In the UK, gross median weekly earnings for full-time employees were £585.5, an increase of 0.1%.

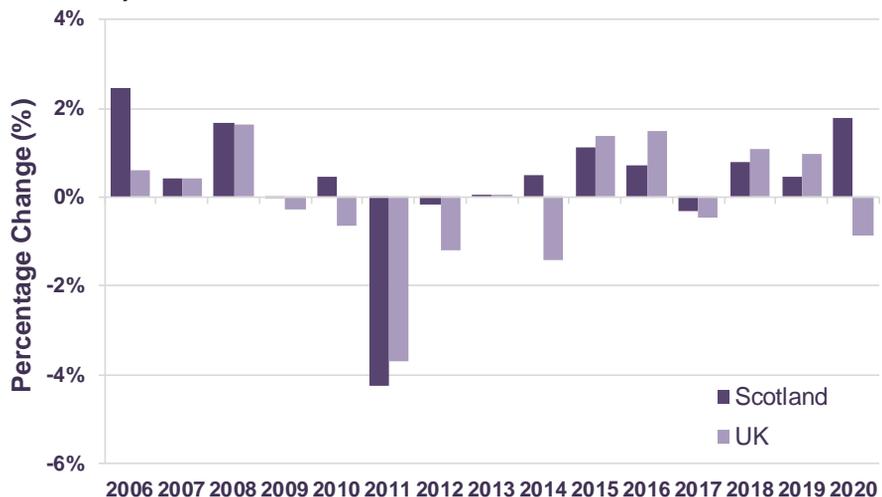
Adjusted for inflation (using the Consumer Prices Index including owner occupiers' housing costs (CPIH)), gross median weekly earning for full-time employees in Scotland increased by 1.8% over the year from £582.4 in 2019 to £592.7 in 2020. The UK decreased by 0.9% over the year from £590.6 to £585.5.

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



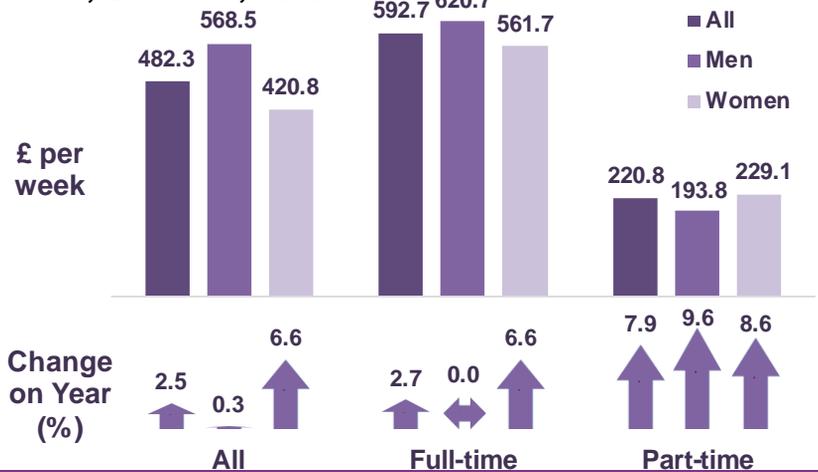
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Earnings

2020 compared with 2019
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 6.6 per cent to £561.7 while median gross weekly earnings for men remained the same at £620.7.

Median Gross Weekly Earnings by Gender and Work Pattern, Scotland, 2020



Gender Pay Gap

The Gender Pay Gap for all employees in Scotland has decreased from 14.4 per cent in 2019 to 10.9 per cent in 2020, the lowest since the series began in 1997.

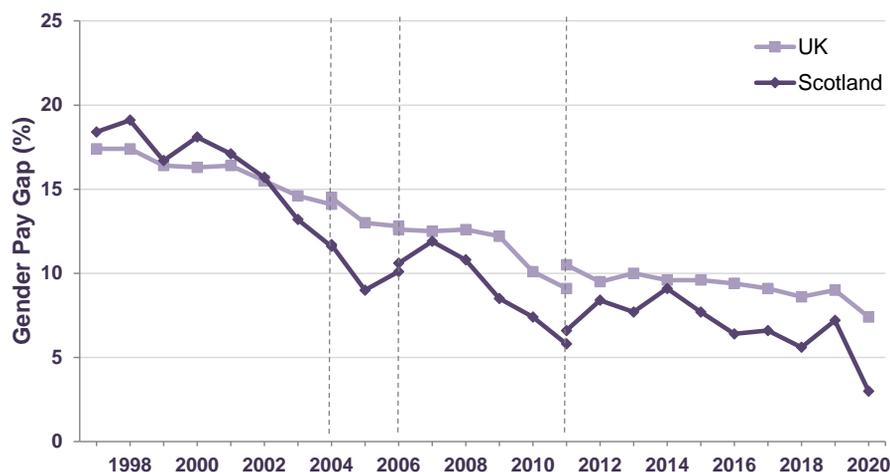
Over the last year, the Gender Pay Gap for full-time employees in Scotland has decreased from 7.2 per cent to 3.0 per cent while it has decreased from 9.0 per cent to 7.4 per cent for the UK.

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, 2020



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



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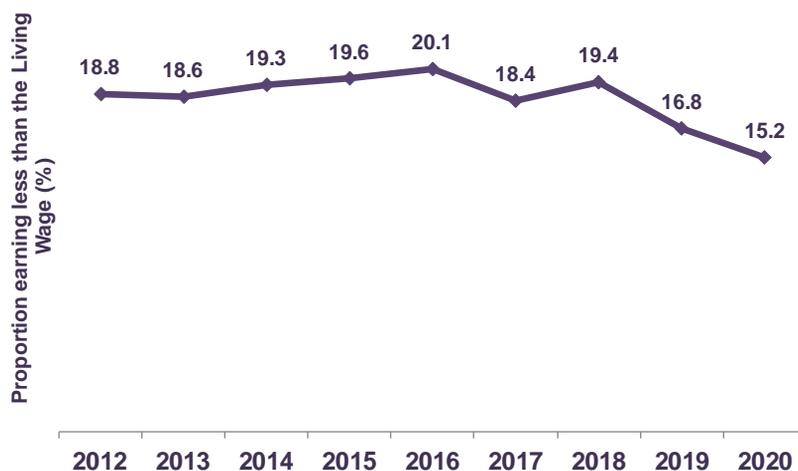
Key Findings

Living Wage

350,000 employees (15.2 per cent of people in employment) in Scotland earned less than the Living Wage (£9.30) in 2020, decreasing from 398,000 in 2019.

The proportion of employees earning less than the Living Wage remained relatively constant between 2012 and 2016, decreasing to 15.2 per cent in 2020.

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/2020>

Statistics in the latest ONS release relate to the pay period that includes 22 April 2020, at which time approximately 8.8 million employees across the UK were furloughed under the Coronavirus Job Retention Scheme (CJRS). The estimates for 2020 in the release **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>