



## ECONOMY AND LABOUR MARKET

# Public Sector Employment in Scotland Statistics for 1st Quarter 2021

## About this publication

The statistics in this release are based on administrative records and surveys of individual public sector bodies carried out by the Scottish Government and the Office for National Statistics (ONS). This is a snapshot of employment as at March 2021, **therefore the data relates to employment during the impacts of the COVID-19 pandemic in Scotland**. The publication includes information on public sector employment in Scotland with distinctions made for employment in devolved bodies and reserved bodies (located in Scotland). Annual information is also included in this publication for the number of young people employed in the devolved public sector in Scotland. The public sector is defined based on UK National Accounts definitions. The statistics in this release (excluding the devolved public sector employment statistics for young people) were designated National Statistics in December 2009.

## Contents

About this publication .....	1
Contents .....	2
Summary .....	4
About this publication.....	6
Major Reclassifications .....	6
National Accounts Classifications.....	6
Public Sector Employment Web section.....	6
UK Comparisons.....	7
Background Notes .....	7
1. Total Employment and Public and Private Sector Employment in Scotland; Headcount .....	8
2. Public Sector Employment by Devolved and Reserved Responsibility; Headcount .....	12
3. Devolved Public Sector Employment in Scotland; Headcount .....	14
4. Reserved Public Sector Employment in Scotland; Headcount.....	17
5. Civil Service Employment in Scotland; Headcount.....	19
List of Tables .....	24
A National Statistics publication for Scotland .....	36

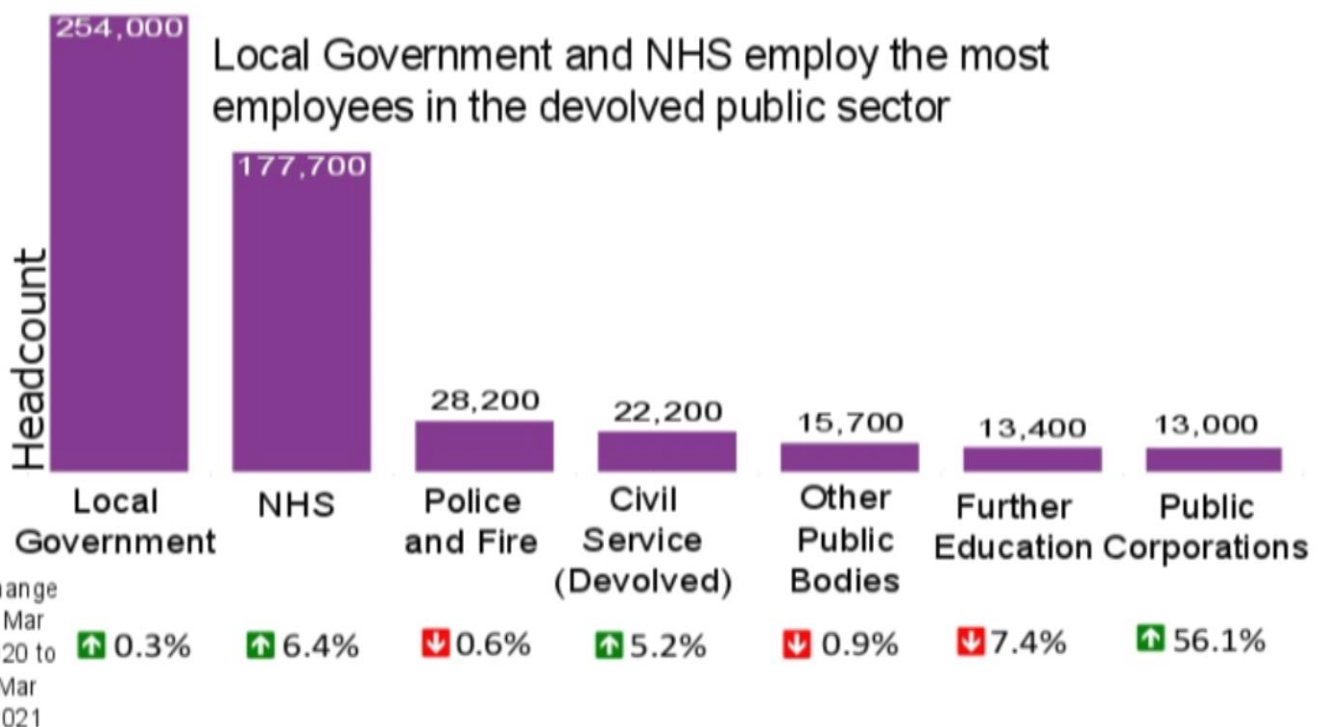
# Quarterly Public Sector Employment in Scotland Q1 2021

Public Sector  
Employment  
Headcount  
579,400  
↑ 3.0%

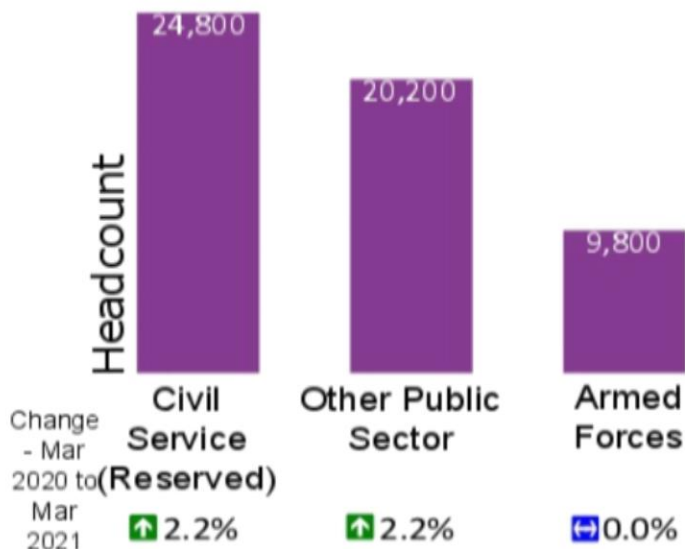


Private Sector  
Employment  
Headcount  
2,068,700  
↑ 0.1%

## Devolved Public Sector Headcount: 524,600 ↑ 3.1%



## Reserved Public Sector Headcount: 54,900 ↑ 1.8%



Over the year, the devolved public sector and reserved public sector headcounts both increased.

Devolved public corporations saw the largest percentage increase (56.1%), while both reserved civil service and other public sector both saw a percentage increase of 2.2%.

Source: Public Sector Employment, Joint Staffing Watch, Scottish Government, ONS  
Changes between March 2020 and March 2021 are shown

## Summary

### Key points (based on headcount data) include:

- In March 2021, there were 579,400 people employed in the public sector in Scotland, accounting for 21.9% of total employment<sup>1</sup>.
- In March 2021, employment in the public sector was 16,810 (3.0%) more than in March 2020.
- When major reclassifications are excluded, the public sector increased between March 2020 and March 2021 by around 11,000 (2.0%)<sup>2</sup>.
- Of the total 579,400 people employed in the public sector in Scotland, 524,600 (90.5%) were employed in the devolved public sector in March 2021, 15,840 (3.1%) more than in March 2020.
- Between March 2020 and March 2021, employment in the devolved public sector increased in the NHS by 10,690 (6.4%), in Public Corporations by 4,750 (56.1%), in the Civil Service by 1,100 (5.2%) and in Local Government by 690 (0.3%). Employment in the devolved public sector decreased in Further Education Colleges by -1,070 (-7.4%), Police and Fire Related Services by -160 (-0.6%) and Other Public Bodies by -150 (-0.9%).
- In March 2021, 54,900 (9.5%) people in the public sector were employed in the reserved public sector in Scotland, 970 (1.8%) more than in March 2020.
- Between March 2020 and March 2021, employment within the reserved public sector increased in the Civil Service by 530 (2.2%) and in Other Public Sector by 440 (2.2%).

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<sup>1</sup> **IMPORTANT NOTE:** Estimates for **total employment and private sector employment** are based on the Labour Force Survey, ONS. Labour Force Survey (LFS) responses are weighted to official population projections. As the current projections are 2018-based they are based on demographic trends that pre-date the COVID-19 pandemic. ONS are analysing the population totals used in the weighting process and intend to make adjustments in July 2021. Rates published from the LFS remain robust; however, levels and changes in levels (for 2020 and 2021) should be used with caution.

<sup>2</sup> Further details on major reclassifications are provided on page 5 and online at <https://www.gov.scot/publications/about-public-sector-employment-statistics/> This includes several Train Operating Companies (TOCs) included within the public sector as at 1<sup>st</sup> April 2020.

## Youth employment in the devolved public sector<sup>3</sup>

- In Q1 2021, there were 24,150 young people aged 16-24 in employment in the devolved public sector, accounting for 4.6% of total employment in this sector. This was the same as the proportion of young people in employment in the devolved public sector in Q1 2019.<sup>4</sup>
- The sector which employs the largest number of young people aged 16-24 is local government. In Q1 2021, there were 11,680 employees aged 16-24 working in this sector, nearly half (48.4%) of all young people working in the devolved public sector in Scotland.
- Since 2019, the largest increase in the number of young people aged 16-24 years was in: NHS (up 1,730) and Scottish Government Agencies (up 90); the largest decreases were in: local government (down 420) and Police and Fire Services (down 130).
- The sectors where young people aged 16-24 years made up the highest proportion of the overall workforce were: Crown Office and Procurator Fiscals (6.3%, down 0.7 percentage points since 2019) and Scottish Government Core Directorates (5.7%, down 1.7 percentage points since 2019).

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<sup>3</sup> The information in this section is not national statistics. The devolved public sector employment statistics for young people are released as official statistics.

<sup>4</sup> The annual Scottish Government collection for number of young people employed in the devolved public sector was not carried out in 2020 due to the COVID pandemic.

## **About this publication**

### **Major Reclassifications**

The estimates of public and private sector employment published in this quarter's release have been impacted by the reclassification of Train Operating Companies operating under Emergency Measure Agreements, which were included in the private sector until March 2020. Having been reclassified to the public sector on 1 April 2020, they are included in estimates of public sector employment from Q2 2020 onwards. This reclassification is split across the reserved and devolved public sector.

An outline of other major reclassifications which have taken place in the Scottish public sector since 2013 are outlined here:

<https://www.gov.scot/publications/about-public-sector-employment-statistics/pages/classifications/>

A separate public sector series excluding the effects of these major reclassifications has been included in this publication to show the impact of the reclassifications on the number of people employed in the public sector.

More information is available on the Public Sector Employment Web Section.

### **National Accounts Classifications**

An outline of National Accounts classifications which have taken place in the Scottish public sector since 2015 are outlined here:

<https://www.gov.scot/publications/about-public-sector-employment-statistics/pages/classifications/>

### **Public Sector Employment Web section**

The Public Sector Employment Web section provides additional information to this National Statistics publication:

<https://www.gov.scot/publications/public-sector-employment-statistics-web-tables/>

It contains detailed information including:

- Local government employment by local authority for the current quarter. A time series of total local government employment from Q1 1999 and by gender from Q1 2011.
- Detailed tables showing a full time series of data - all quarters back to Q1 1999 – are also available to download.
- Background notes outlining the methodology used to compile this series.

## **UK Comparisons**

Public Sector Employment for Government Office Regions and Nations of the UK can be found in the Office for National Statistics Publication.

Comparisons to UK data should be made using non-seasonally adjusted UK data.

See the regional tables at:

<http://www.ons.gov.uk/ons/rel/pse/public-sector-employment/index.html>.

## **Background Notes**

Statistics prior to Q1 2008 are estimates. These have been calculated using the total UK reserved public sector employment figure and applying to Scotland on a pro-rata basis as regional level data has only been collected from Q1 2008 onwards.

Background notes about the information contained in our PSE series are available at the following web section:

<https://www.gov.scot/publications/about-public-sector-employment-statistics/pages/background-notes/>

Next Publication: September 2021

# 1. Total Employment and Public and Private Sector Employment in Scotland; Headcount

(see Table 1)

Public sector employment increased by 16,810 (up 3.0%) between March 2020 and March 2021. This increase in public sector employment is mainly due to an increase in the devolved public sector.

The public sector is defined according to the [UK National Accounts Classifications Guide](#)

Figure 1 provides a summary of total employment in Scotland by public and private sector.

**Figure 1: Public and Private\* Sector Employment in Scotland as at March 2021**

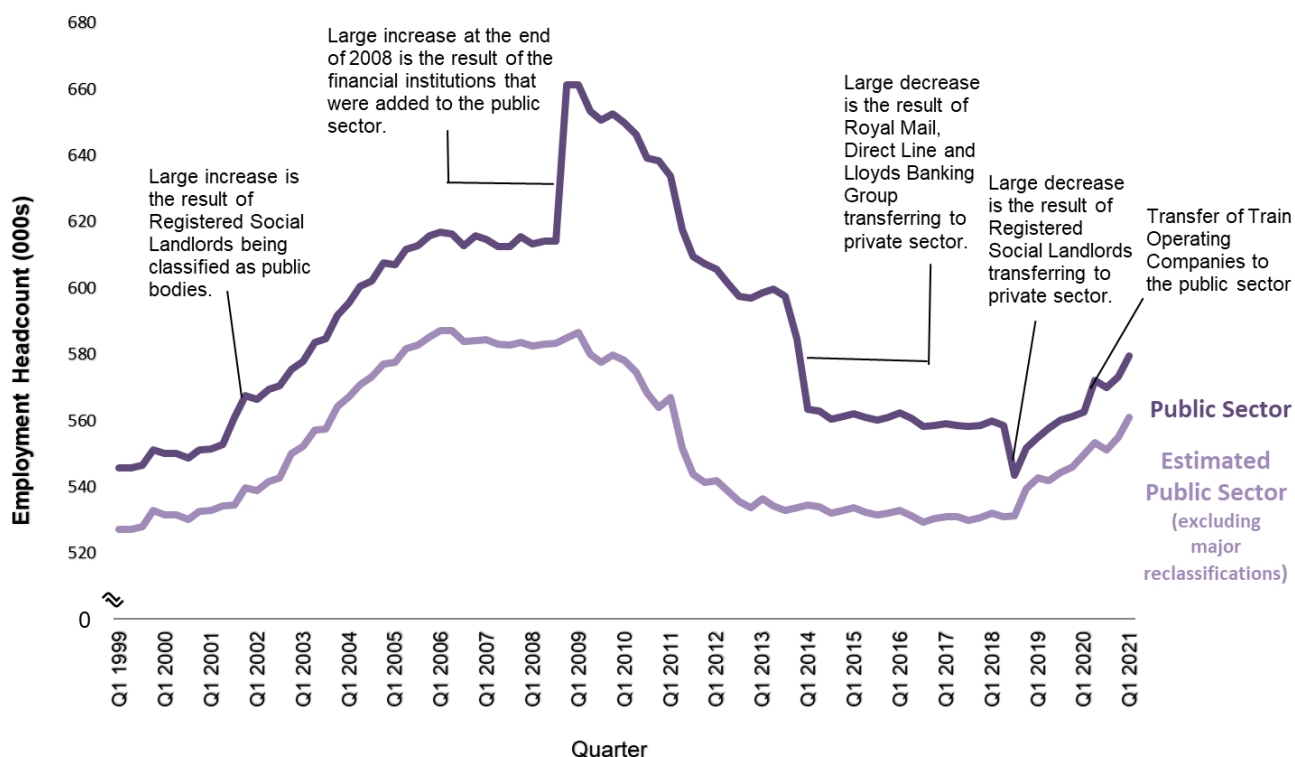


Source: Public Sector Employment in Scotland, Quarter 1 2021

**\* IMPORTANT NOTE:** Estimates for **private sector employment** are based on the Labour Force Survey, ONS. Labour Force Survey (LFS) responses are weighted to official population projections. As the current projections are 2018-based they are based on demographic trends that pre-date the COVID-19 pandemic. ONS are analysing the population totals used in the weighting process and intend to make adjustments in July 2021. Rates published from the LFS remain robust; however, levels and changes in levels (for 2020 and 2021) should be used with caution.



**Chart 1: Public Sector Employment in Scotland between March 1999 and March 2021, Headcount, non-seasonally adjusted**



Source: Public Sector Employment in Scotland, Quarter 1 2021

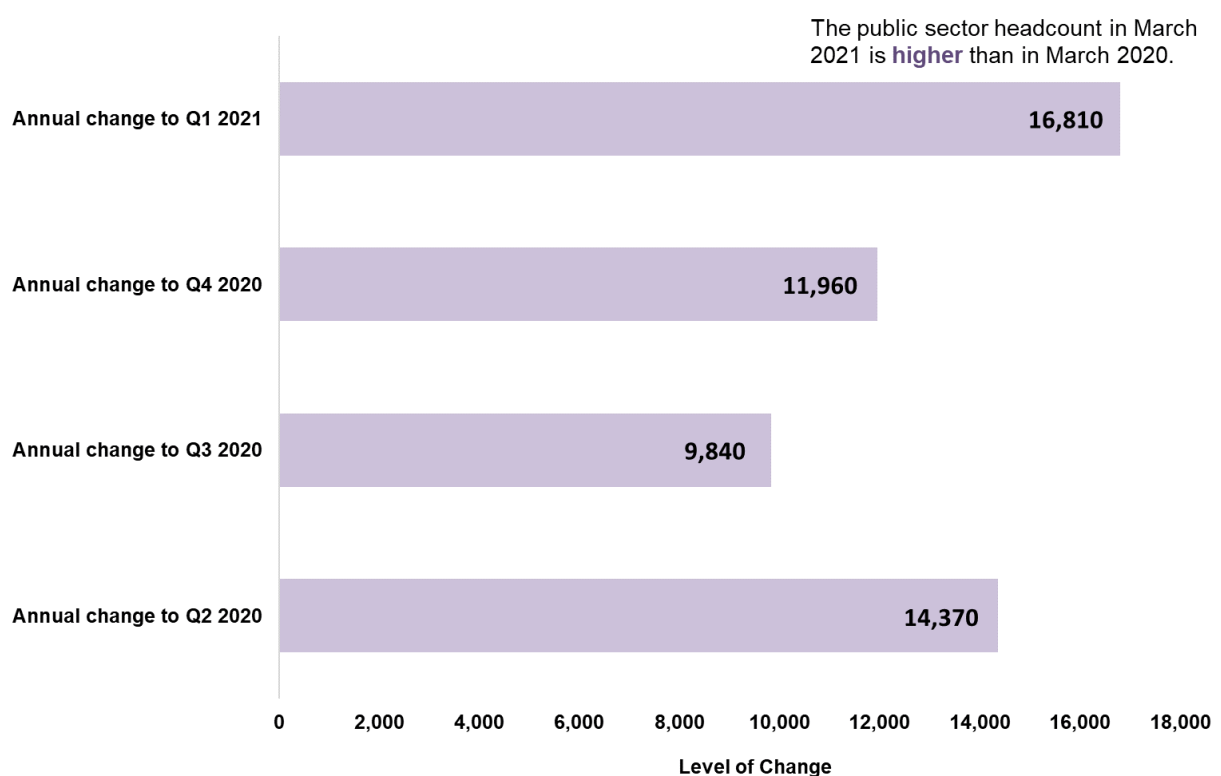
Chart 1 shows that the number of people employed in the public sector remained relatively constant between Q1 2014 and Q2 2018, before falling in Q3 2018 and rising again from Q4 2018 onwards. Excluding the effects of major reclassifications<sup>5</sup> (i.e. taking out the headcounts for all large organisations listed in footnote 5 from the overall numbers), the number of people employed in the public sector gradually reached a peak in Q2 2006, decreased to Q3 2013 and remained relatively constant until Q3 2018. The increase between Q3 2018 and Q4 2018 is mainly due to Cordia services moving back under Glasgow City Council services and the series has continued to rise from Q4 2018 onwards.

<sup>5</sup> Major reserved reclassifications include Royal Bank of Scotland plc, Lloyds Banking Group plc, Northern Rock plc, Lloyds TSB Commercial Finance, Lloyds Bank Asset Finance, Scottish Widows, Direct Line, Royal Mail Group plc, (known as the Post Office Ltd (until Q2 2006) and Network Rail. Devolved reclassifications include Registered Social Landlords, with Train Operating Companies split across Reserved and Devolved responsibility.

Chart 2 shows the annual change in employment for the public sector. Employment increased by 16,810 between March 2020 and March 2021, driven mainly by increases in the devolved public sector headcount. The devolved public sector headcount has risen due to increases in the NHS, local government and the devolved Civil Service.

The annual changes in Chart 2 show the effect of the inclusion of several Train Operating Companies (TOCs) within the public sector from 1<sup>st</sup> April 2020 onwards.

**Chart 2: Annual Change in Employment for Public Sector, Headcount**



Source: Public Sector Employment in Scotland, Quarter 1 2021

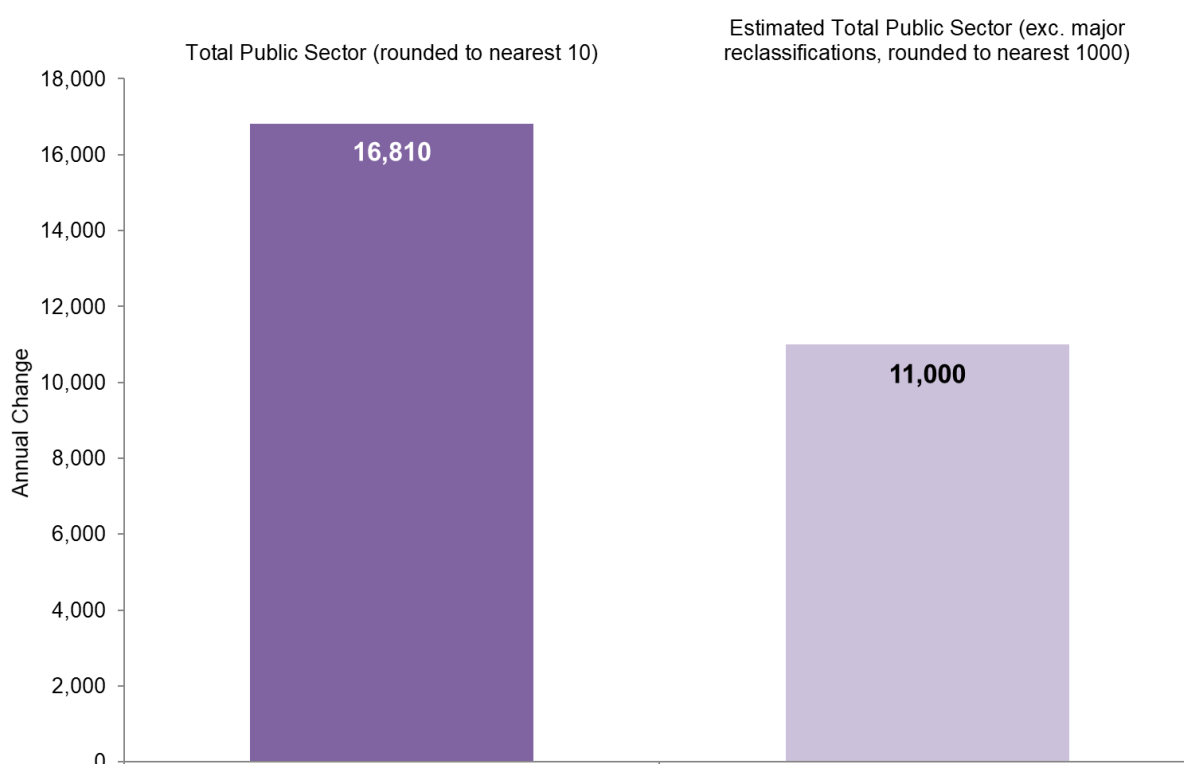
## Impact of Excluding Major Reclassifications from Public Sector

If the major reclassifications<sup>5</sup> were to be excluded from the public sector series (i.e. the headcounts for all large organisations listed in footnote 5 were taken out of the overall numbers), there would be around 561,000 people employed in the public sector in March 2021. This was 21.2% of the total employment in Scotland compared with 21.9% if major reclassifications are included.

Public sector employment, excluding the effects of the major reclassifications, would be around 11,000 (2.0%) higher in March 2021 compared with March 2020.

Chart 3 below shows that the overall public sector in Scotland increased by 16,810 (3.0%) between March 2020 and March 2021. Chart 3 also shows the estimated impact of removing major reclassifications from the series.

**Chart 3: Annual Change (from March 2020 to March 2021) in Public Sector Employment, Headcount**



Source: Public Sector Employment in Scotland, Quarter 1 2021  
Note: Totals may not equal the sum of individual parts due to rounding

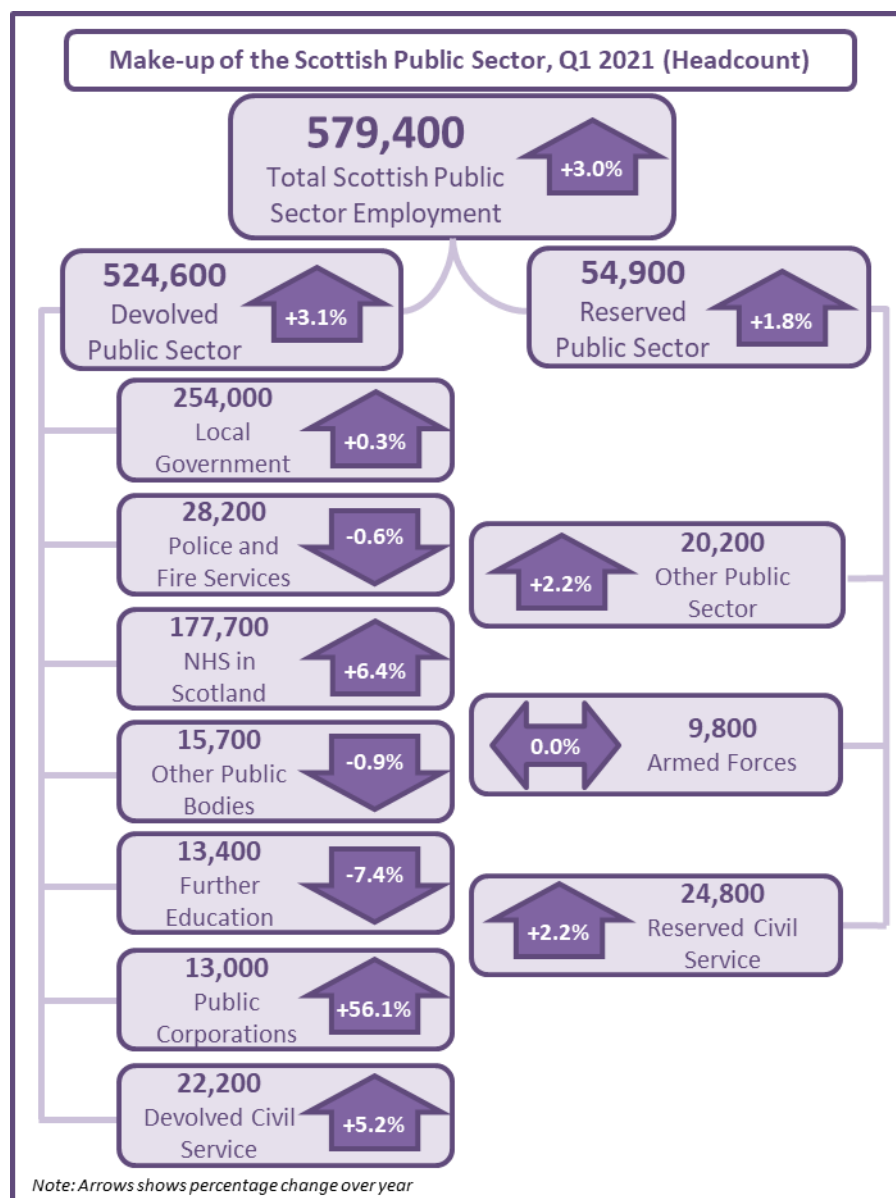
## 2. Public Sector Employment by Devolved and Reserved Responsibility; Headcount

(see Tables 2, 3 and 4)

The devolved public sector headcount was 3.1% higher and the reserved public sector was 1.8% higher as at March 2021 compared with March 2020. Public Corporations saw the largest percentage increase (56.1%) in the Devolved public sector, while Further Education Colleges had the largest decrease (-7.4%). In the Reserved public sector, Other Public Sector and Reserved Civil Service both increased by 2.2% compared to March 2020.

The devolved public sector covers those bodies which are the responsibility of the Scottish Government or Scottish Parliament while the reserved public sector in Scotland covers those bodies for which the UK Government has ministerial responsibility.

**Figure 2: Make-up of the Scottish Public Sector as at March 2021, Headcount<sup>6</sup>**



Source: Public Sector Employment in Scotland, Quarter 1 2021

Changes in the devolved and reserved public sector are explored in more detail in sections 3 and 4 respectively.

<sup>6</sup> For further details on the make-up of the Scottish Public Sector, please see the background notes for this publication: <https://www.gov.scot/publications/about-public-sector-employment-statistics/pages/background-notes/>

### 3. Devolved Public Sector Employment in Scotland; Headcount

(see Table 3)

Employment in the devolved public sector was 15,840 (3.1%) higher at 524,600 in March 2021 compared with 508,700 in March 2020.

The devolved public sector includes:

Devolved Civil Service (see section 5),

Local Government, covering Scottish Local Authorities, Police and Fire Services (up to Q1 2013), Valuation Joint Boards and Regional Transport Partnerships,

Police and Fire Services (Q2 2013 onwards),

NHS in Scotland,

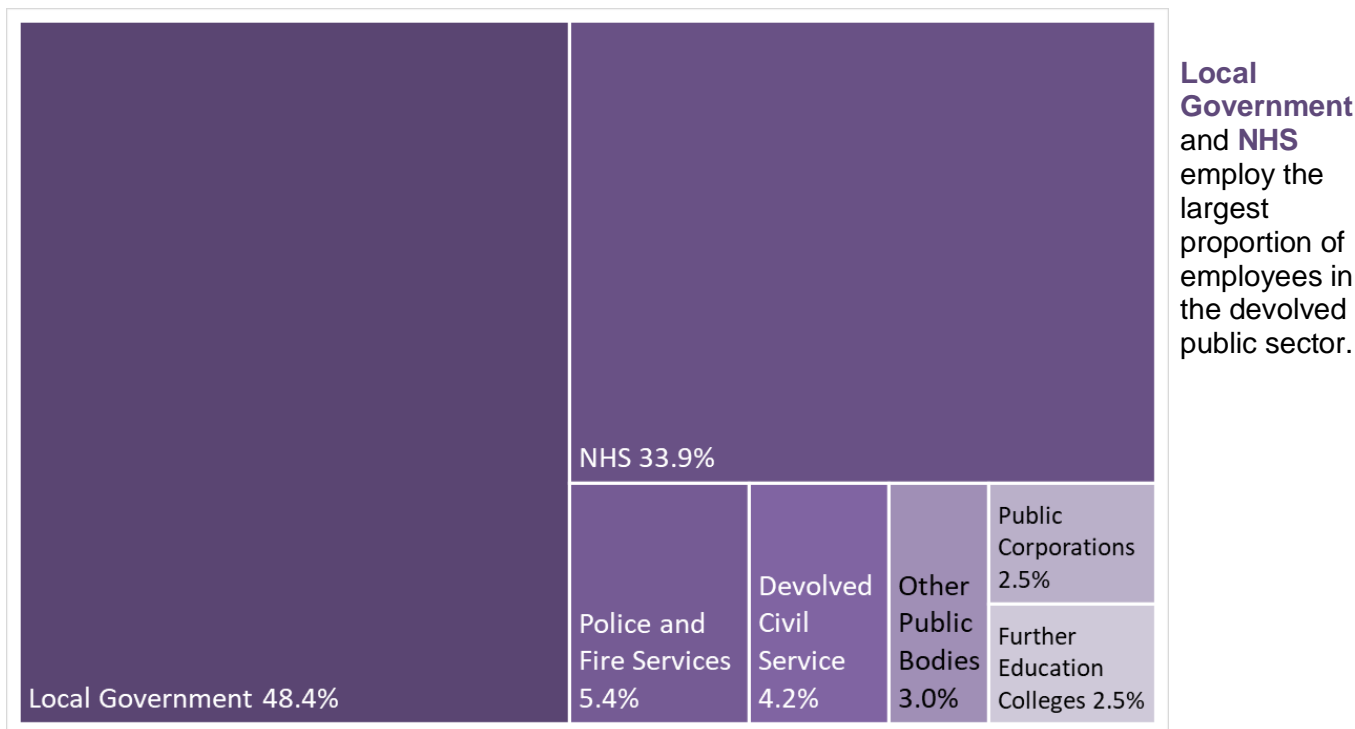
Further Education Colleges,

Devolved Public Corporations,

Other Devolved Public Bodies (which covers Non-Departmental Bodies and other bodies).

Chart 4 shows the size of each group in the devolved public sector as at March 2021.

**Chart 4: Breakdown of Devolved Public Sector Employment by Category as at March 2021, Headcount**



Source: Public Sector Employment in Scotland, Quarter 1 2021  
 Note: Totals may not equal the sum of the individual parts due to rounding

The increase over the year in the overall devolved public sector headcount was due to:

- Employment levels in the NHS increasing by 10,690 (6.4%) to 177,700 in March 2021<sup>7</sup>;
- Employment in Public Corporations increasing by 4,750 (56.1%) to 13,000 in March 2021<sup>8</sup>;
- Employment in the Devolved Civil Service increasing by 1,100 (5.2%) to 22,200 in March 2021;

<sup>7</sup> A detailed breakdown on this information by staffing group was published by NHS Education for Scotland on the 1 June 2021: <https://turasdata.nes.nhs.scot/workforce-official-statistics/nhsscotland-workforce/publications/>

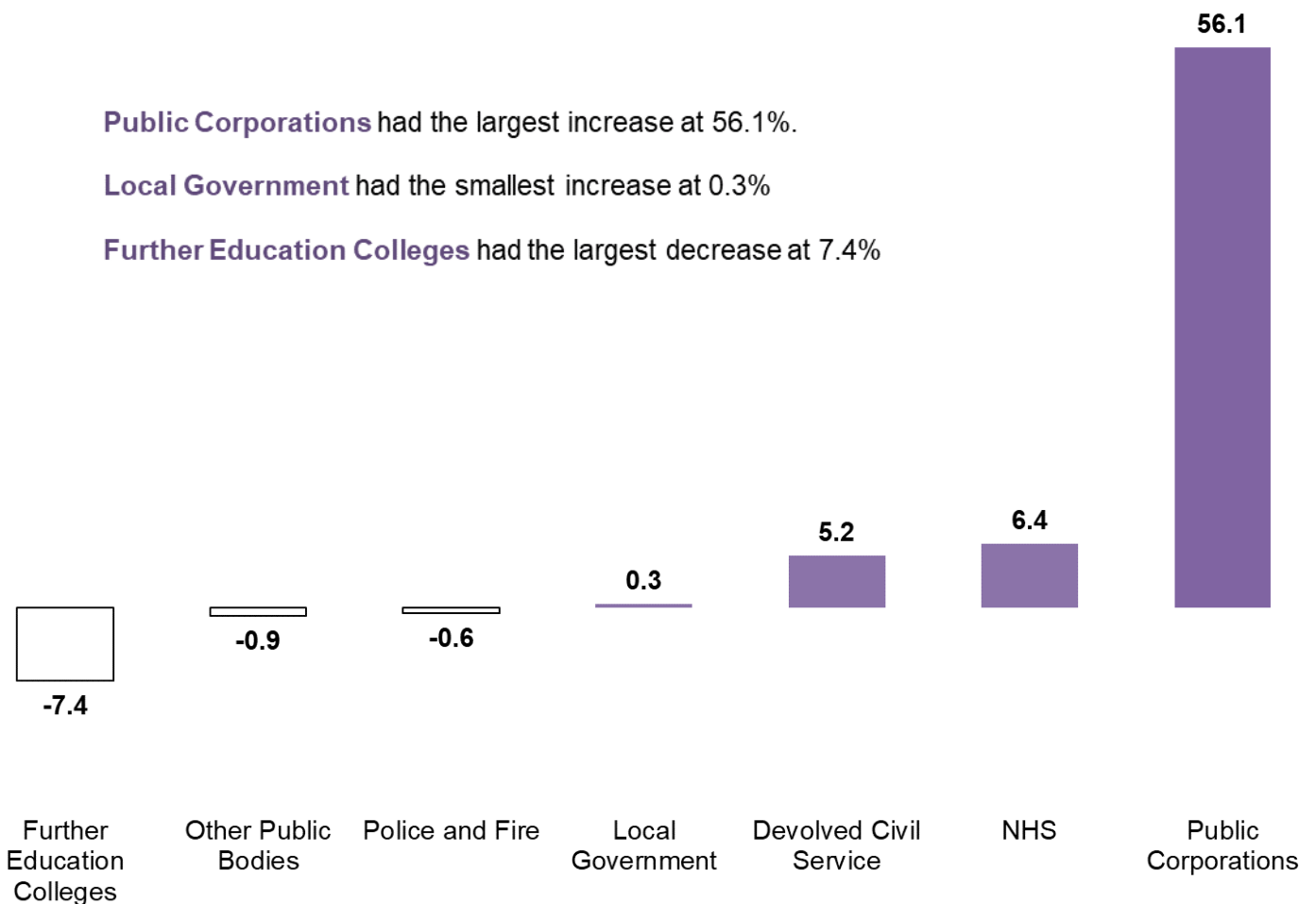
<sup>8</sup> Train Operating Companies (TOCs) with franchise agreements with the UK and Scottish Governments agreed Emergency Measures Agreements (EMAs) to ensure continuity of operation during a period of falling passenger numbers. The result was the reclassification of TOCs as public corporations split across the devolved and reserved public sector with effect from 1 April 2020. This explains the increase in the devolved Public Corporations.

- Employment in Scottish Local Government increasing by 690 (0.3%) to 254,000 in March 2021;

while:

- Employment in the Police and Fire Services decreased by -160 (-0.6%) to 28,200 in March 2021;
- Employment in Further Education Colleges fell by -1,070 (-7.4%) to 13,400 in March 2021;
- Employment in Other Public Bodies fell by -150 (-0.9%) to 15,700 in March 2021.

**Figure 3: Percentage Change (from March 2020 to March 2021) in the Devolved Public Sector, Headcount**





## 4. Reserved Public Sector Employment in Scotland; Headcount

(see Table 4)

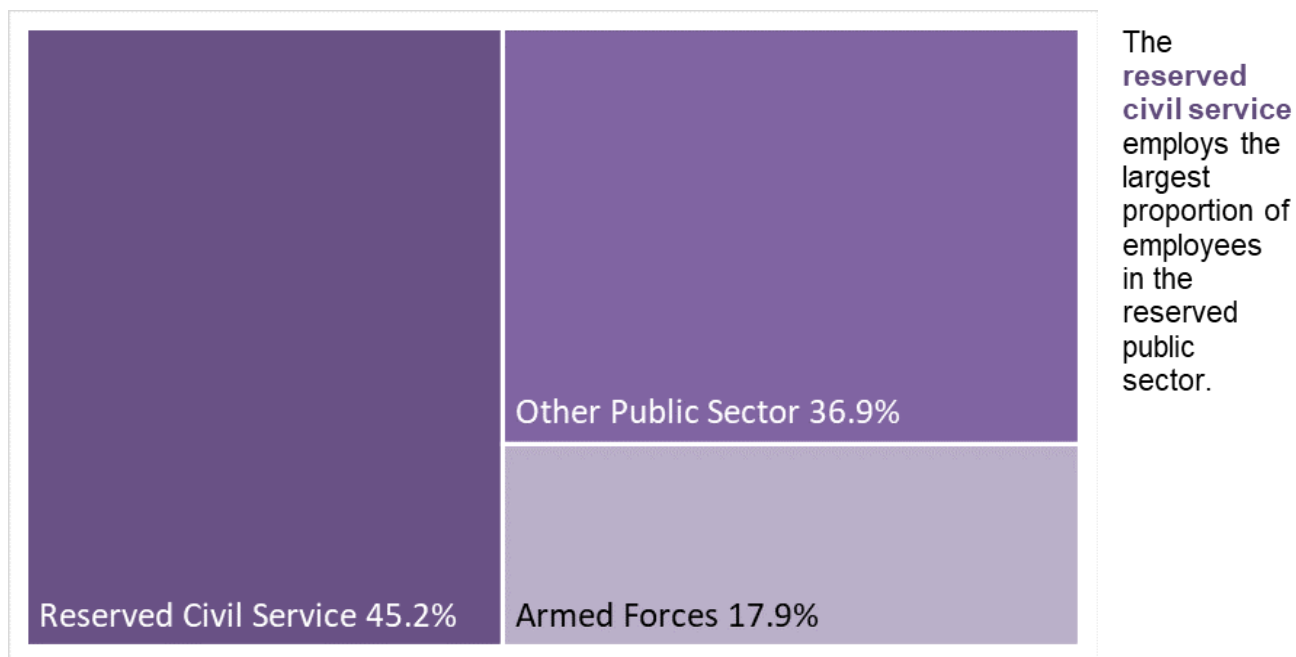
The number of people employed in the reserved public sector in March 2021 was 54,900, which is 970 (1.8%) higher than in March 2020.

The reserved public sector employment includes:

- Reserved Civil Service (see section 5);
- Armed Forces;
- Other Public Sector (which covers Public Sector Financial Institutions, Non-Departmental Bodies and Other Bodies).

Chart 5 shows the size of each group in the reserved public sector as at March 2021.

**Chart 5: Breakdown of Reserved Public Sector Employment by Sector as at March 2021, Headcount**



Source: Public Sector Employment in Scotland, Quarter 1 2021  
Note: Totals may not equal the sum of the individual parts due to rounding.

The increase over the year in the overall reserved public sector headcount was due to:

- Employment levels for Other Public Sector<sup>9</sup> increasing by 440 (2.2%) from 19,800 in March 2020 to 20,200 in March 2021;
- Employment levels for the Reserved Civil Service increasing by 530 (2.2%) to 24,800 in March 2021;

while

- Employment levels for the Armed Forces remained unchanged at 9,800.

**Figure 4: Percentage Change (from March 2020 to March 2021) in the Reserved Public Sector, Headcount**

**Other Public Sector<sup>9</sup> and Reserved Civil Service** each increased by 2.2%.

**Armed Forces** was unchanged.



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<sup>9</sup> Public corporations, public sector financial institutions and public bodies have been combined into 'other public sector' to ensure individual organisation employment figures are not disclosed.

## 5. Civil Service Employment in Scotland; Headcount

(see Tables 5 and 6)

This section provides a summary of the civil service in Scotland.

In March 2021, there were 47,000 people employed as civil servants in Scotland. This is made up of 22,200 (47.3%) people working in the Devolved Civil Service and 24,800 (52.7%) working in UK government departments. The total number of civil servants has increased by 1,630 (3.6%) between March 2020 and March 2021.

The **devolved civil service** is made up of:

- Scottish Government Core Departments
- Scottish Government Agencies
- Crown Office and Procurator Fiscal Service
- Non-Ministerial Departments

The **reserved civil service** is made up of:

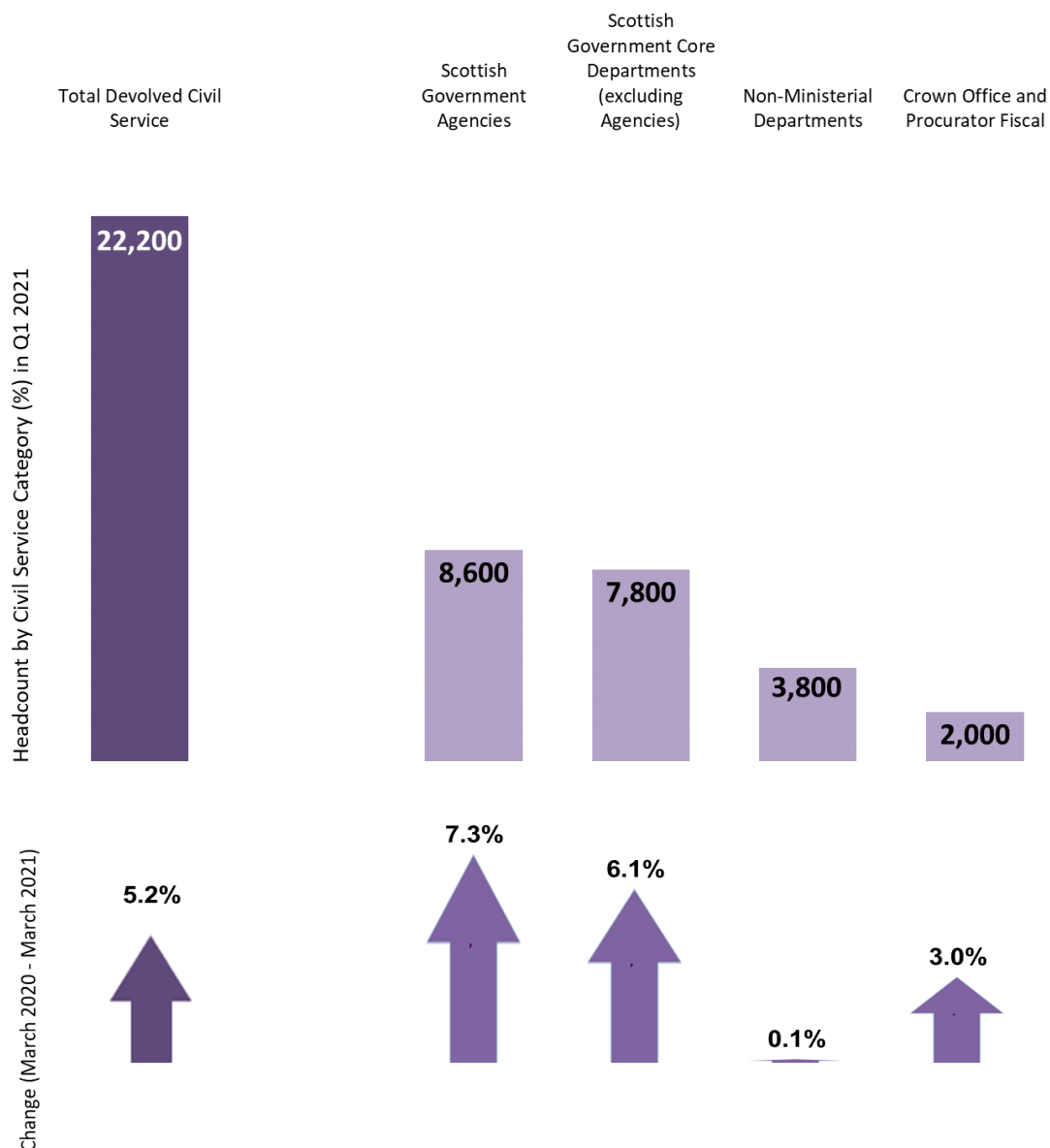
- UK Government Departments
- Scotland Office

## Devolved Civil Service

The Devolved Civil Service has 1,100 (5.2%) more people employed in March 2021 than in March 2020.

Chart 6 shows a breakdown of the Devolved Civil Service in Scotland as of March 2021<sup>10</sup>.

**Chart 6: Breakdown of Devolved Civil Service Employment in Scotland as at March 2021, Headcount**



Source: Public Sector Employment in Scotland, Quarter 1 2021  
 Note: Totals may not equal the sum of individual parts due to rounding.

<sup>10</sup> When interpreting changes over time in the Devolved Civil Service in Scotland it should be noted that due to organisational changes, staff have transferred between the Scottish Government core directorates and agencies. Detail about the above changes can be found in the background notes. <https://www.gov.scot/publications/about-public-sector-employment-statistics/pages/background-notes/>

## **Scottish Government Core**

In March 2021, there were 7,800 people employed in Scottish Government (SG) Core Directorates, which is 35.1% of the devolved civil service in Scotland. Employment in SG Core Directorates was 450 (6.1%) higher in March 2021, compared with March 2020.

## **Scottish Government Agencies<sup>11</sup>**

There were 8,600 people employed in Scottish Government Agencies in March 2021. Employment in SG Agencies increased by 580 (7.3%) compared with March 2020.

## **Non Ministerial Departments**

Non Ministerial Departments (NMD) include National Records of Scotland, Registers of Scotland, Office of the Scottish Charity Regulator, Scottish Courts and Tribunals Service, Scottish Housing Regulator (from April 2012), Revenue Scotland (from January 2015), Food Standards Scotland (from April 2015) and Scottish Fiscal Commission (from September 2017). In March 2021, there were 3,800 people employed in these NMDs. This was 10 (0.1%) more than in March 2020.

## **Crown Office & Procurator Fiscal**

In March 2021, there were 2,000 people employed in the Crown Office & Procurator Fiscal, an increase of 60 (3.0%) since March 2020.

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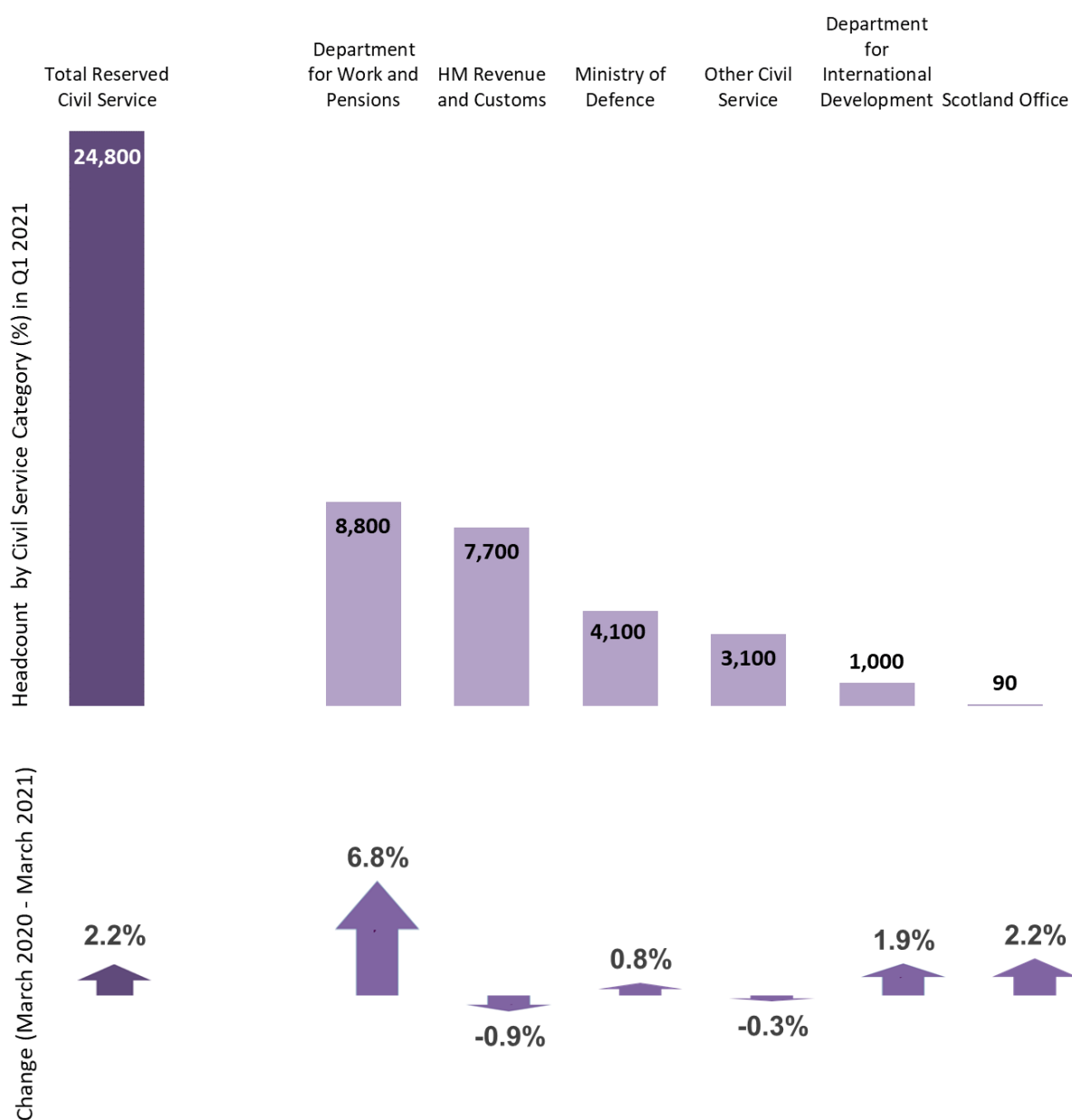
<sup>11</sup> Scottish Government Agencies includes Scottish Prison Service, Disclosure Scotland, Transport Scotland, Student Awards Agency for Scotland, Scottish Public Pensions Agency, Accountant in Bankruptcy and Historic Scotland until Q3 2015, Social Security Scotland from Q3 2018 and Forestry and Land Scotland and Scottish Forestry from Q3 2019.

## Reserved Civil Service

Employment in the Reserved Civil Service was 530 (2.2%) higher than in March 2020, increasing from 24,300 in March 2020 to 24,800 in March 2021.

Chart 7 identifies the breakdown of headcount employment in UK government departments as at March 2021.

**Chart 7: Breakdown of Employment in the UK Government Departments as of March 2021**



Source: Public Sector Employment in Scotland, Quarter 1 2021  
 Note: Totals may not equal the sum of individual parts due to rounding

## **Department for Work and Pensions**

In March 2021, there were 8,800 people employed in the Department for Work and Pensions (DWP). Employment in DWP was 560 (6.8%) higher in March 2021 compared with March 2020.

## **HM Revenue and Customs**

There were 7,700 people employed in HM Revenue and Customs in March 2021, 70 (-0.9%) fewer than March 2020.

## **Ministry of Defence**

There were 4,100 people employed in the Ministry of Defence in March 2021, 30 (0.8%) higher than March 2020.

## **Other Civil Service<sup>12</sup>**

The number of people employed in Other Reserved Civil Service in March 2021 was 3,100, 10 (-0.3%) fewer than March 2020.

## **Department for International Development**

The number of people employed in the Department for International Development in March 2021 was 1,000, 20 (1.9%) higher than March 2020.

## **Scotland Office**

In March 2021, there were 90 people employed in the Scotland Office, the same as in March 2020.

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<sup>12</sup> Other Civil Service includes Home Office, Ministry of Justice, Department for Transport, Food Standards Agency (until 31 March 2015), Department for Environment, Food and Rural Affairs, Business, Energy and Industrial Strategy, Chancellor's Other Departments, Department for International Trade, HM Treasury, Office of Gas and Electricity Markets, Office of Rail and Road, UK Export Finance, UK Statistics Authority, Cabinet Office and Driver and Vehicles Standards Agency.

# List of Tables

	<i>Page</i>
Table 1: Number of people employed by public and private sector; Scotland, Headcount	25
Table 2: Public sector employment by devolved and reserved sector; Scotland, Headcount and Full-time equivalent	26
Table 3: Total devolved public sector employment by sector; Scotland, Headcount	27
Table 4: Total reserved public sector employment by sector; Scotland, Headcount	28
Table 5: Devolved civil service employment; Scotland, Headcount	29
Table 6: Reserved civil service employment; Scotland, Headcount	30
Table 7: Total devolved public sector employment by sector; Scotland, Full-time equivalent	31
Table 8: Total reserved public sector employment by sector; Scotland, Full-time equivalent	32
Table 9: Devolved civil service employment; Scotland, Full-time equivalent	33
Table 10: Reserved civil service employment; Scotland, Full-time equivalent	34
Table S1: Youth (16-24) Employment in the Devolved Public Sector, Q1 2013 – Q1 2021, Scotland, Headcount	35

These tables include comparisons for Q4 in 1999 and 2015 to 2021 only. A complete time series, including all quarters back to Q1 1999 is provided in the excel spreadsheets published at the public sector employment web section <https://www.gov.scot/publications/public-sector-employment-statistics-web-tables/>



**Table 1: Number of people employed by public and private sector; Scotland, Headcount<sup>1</sup>**

*Not Seasonally Adjusted*

Quarter	Total Employment <sup>6</sup>	Private Sector <sup>2</sup>		Public Sector		Estimated Private Sector including major reclassifications <sup>3, 4</sup>		Estimated Public Sector excluding major reclassifications <sup>3, 5</sup>	
	Level	Level	Percentage of total employment	Level	Percentage of total employment	Level	Percentage of total employment	Level	Percentage of total employment
Q1 1999	2,228,000	1,682,700	75.5%	<b>545,600</b>	<b>24.5%</b>	1,701,000	76.3%	527,000	23.7%
Q1 2015	2,621,000	2,058,900	78.6%	<b>561,900</b>	<b>21.4%</b>	2,087,000	79.6%	534,000	20.4%
Q1 2016	2,575,000	2,013,300	78.2%	<b>562,200</b>	<b>21.8%</b>	2,043,000	79.3%	533,000	20.7%
Q1 2017	2,644,000	2,085,100	78.9%	<b>559,000</b>	<b>21.1%</b>	2,113,000	79.9%	531,000	20.1%
Q1 2018	2,643,000	2,083,100	78.8%	<b>559,900</b>	<b>21.2%</b>	2,111,000	79.9%	532,000	20.1%
Q1 2019	2,676,000	2,120,700	79.3%	<b>555,000</b>	<b>20.7%</b>	2,133,000	79.7%	543,000	20.3%
Q1 2020	2,629,000	2,066,600	78.6%	<b>562,600</b>	<b>21.4%</b>	2,079,000	79.1%	550,000	20.9%
Q1 2021	2,648,000	2,068,700	78.1%	<b>579,400</b>	<b>21.9%</b>	2,087,000	78.8%	561,000	21.2%
<b>Change on year to:</b>									
Q1 2021	18,900	2,100	-0.5 p.p.	16,810	0.5 p.p.	8,000	-0.3 p.p.	11,000	0.3 p.p.
<b>% change on year:</b>									
Q1 2021	0.7%	0.1%		3.0%		0.4%		2.0%	

**IMPORTANT NOTE:** Estimates for total employment and private sector employment are based on the Labour Force Survey. Labour Force Survey (LFS) responses are weighted to official population projections. As the current projections are 2018-based they are based on demographic trends that pre-date the COVID-19 pandemic. ONS are analysing the population totals used in the weighting process and intend to make adjustments in July 2021. Rates published from the LFS remain robust; however, levels and changes in levels (for 2020 and 2021) should be used with caution.

Notes:

p.p. - percentage points

1. Employment figures have been rounded to the nearest hundred, unless otherwise stated. Change on year rounded to the nearest ten. Totals may not equal the sum of individual parts due to rounding.

2. Private sector is derived as the difference between the Labour Force Survey 'Total employment' workforce based estimate for the whole of Scotland (not seasonally adjusted) and the public sector estimate (derived from individual organisation statistical returns).

3. Major reclassifications include: Royal Bank of Scotland plc, Lloyds Banking Group plc, Northern Rock plc, Lloyds TSB Commercial Finance, Lloyds Bank Asset Finance, Scottish Widows, Direct Line, Royal Mail Group plc, Post Office Ltd (until Q2 2006), Network Rail, Registered Social Landlords and Train Operating Companies.

4. Private sector including major reclassifications includes the figures for the above organisations in the private sector series when they were part of the public sector and are rounded to the nearest thousand.

5. Public sector excluding major reclassifications excludes the figures for the above organisations from the public sector series when they were part of the public sector and are rounded to the nearest thousand.

6. Total employment figures are rounded to the nearest thousand and are taken from Labour Force Survey (LFS).

**Table 2: Public sector employment by devolved and reserved sector; Scotland, Headcount and Full-time equivalent<sup>1</sup>**

*Not Seasonally Adjusted*

Quarter	Headcount			Full-time equivalent		
	Total Public Sector	Devolved Public Sector <sup>2</sup>	Reserved Public Sector <sup>3</sup>	Total Public Sector	Devolved Public Sector <sup>2</sup>	Reserved Public Sector <sup>3</sup>
Q1 1999	<b>545,600</b>	471,200	74,400	<b>455,300</b>	384,100	71,200
Q1 2015	<b>561,900</b>	505,500	56,400	<b>479,800</b>	427,200	52,700
Q1 2016	<b>562,200</b>	504,100	58,100	<b>480,700</b>	426,300	54,500
Q1 2017	<b>559,000</b>	503,000	56,100	<b>478,000</b>	425,300	52,700
Q1 2018	<b>559,900</b>	504,000	56,000	<b>479,900</b>	427,300	52,600
Q1 2019	<b>555,000</b>	500,000	55,000	<b>473,800</b>	421,900	51,800
Q1 2020	<b>562,600</b>	508,700	53,900	<b>480,500</b>	429,800	50,700
Q1 2021	<b>579,400</b>	524,600	54,900	<b>498,400</b>	446,600	51,800
<b>Change on year to:</b>						
Q1 2021	16,810	15,840	970	17,880	16,770	1,100
<b>% change on year:</b>						
Q1 2021	3.0%	3.1%	1.8%	3.7%	3.9%	2.2%

Notes:

1. Employment figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten. Percentages are based on unrounded figures. Totals may not equal the sum of individual parts due to rounding.

2. Devolved Public Sector consists of the following staff groups: Civil Service, Other Public Bodies, NHS, Further Education Colleges, Local Government and Public Corporations (as shown in Table 3).

3. Reserved Public Sector consists of the following staff groups: Civil Service, Armed Forces, Other Public Sector (as shown in Table 4)

**Table 3: Total devolved public sector employment by sector; Scotland, Headcount<sup>1,4</sup>**  
*Not Seasonally Adjusted*

Quarter	Total Devolved Public Sector	NHS	Civil Service	Police and Fire Services <sup>2</sup>	Further Education Colleges <sup>3</sup>	Other Public Bodies <sup>3</sup>	Local Government <sup>2</sup>	Public Corporations
Q1 1999	<b>471,200</b>	129,000	14,600	-	15,700	8,500	294,000	9,000
Q1 2015	<b>505,500</b>	160,700	17,500	28,400	13,800	14,100	249,000	22,000
Q1 2016	<b>504,100</b>	161,700	16,900	28,200	14,200	15,400	245,000	23,000
Q1 2017	<b>503,000</b>	162,600	17,000	27,800	14,000	15,500	243,000	23,000
Q1 2018	<b>504,000</b>	163,100	17,400	27,500	14,000	15,600	243,000	23,000
Q1 2019	<b>500,000</b>	164,100	18,700	27,900	14,200	16,100	251,000	8,000
Q1 2020	<b>508,700</b>	167,000	21,100	28,400	14,400	15,900	253,000	8,000
Q1 2021	<b>524,600</b>	177,700	22,200	28,200	13,400	15,700	254,000	13,000
<b>Change on year to:</b>								
Q1 2021	15,840	10,690	1,100	-160	-1,070	-150	690	4,750
<b>% change on year:</b>								
Q1 2021	3.1%	6.4%	5.2%	-0.6%	-7.4%	-0.9%	0.3%	56.1%

Notes:

1. Employment figures have been rounded to the nearest hundred, with the exception of local government and public corporation figures which are rounded to the nearest thousand; change on year rounded to the nearest ten; percentages are based on unrounded figures. "-" denotes blank entries. Totals may not equal the sum of individual parts due to rounding.
2. Police and Fire Reform: From Q2 2013 Police and Fire Services have been reclassified as central government rather than local government (as their predecessors were). All police staff are employed by the Scottish Police Authority (SPA) whether deployed with the SPA or with the Police Service of Scotland.
3. Information for further education colleges in Scotland is based on collected information from Q4 2010. The method used to create the back series is detailed in the background notes of this publication.
4. For further information on interpreting these series, see the series reclassification guide or background notes of the publication.

**Table 4: Total reserved public sector employment by sector; Scotland, Headcount<sup>1,3</sup>**  
*Not Seasonally Adjusted*

Quarter	Total Reserved Public Sector	Civil Service	Armed Forces	Public Bodies <sup>2</sup>	Public Corporations <sup>2</sup>	Public Sector Financial Institutions <sup>2</sup>	Other Public Sector <sup>2</sup>
Q1 1999	<b>74,400</b>	33,700	14,800	5,600	20,300	-	25,900
Q1 2015	<b>56,400</b>	25,600	9,500	*	*	*	21,300
Q1 2016	<b>58,100</b>	25,800	10,000	*	*	*	22,300
Q1 2017	<b>56,100</b>	25,700	9,800	*	*	*	20,600
Q1 2018	<b>56,000</b>	25,400	9,700	*	*	*	20,900
Q1 2019	<b>55,000</b>	25,000	9,700	*	*	*	20,400
Q1 2020	<b>53,900</b>	24,300	9,800	*	*	*	19,800
Q1 2021	<b>54,900</b>	24,800	9,800	*	*	*	20,200
<b>Change on year to:</b>							
Q1 2021	970	530	0	n/a	n/a	n/a	440
<b>% change on year:</b>							
Q1 2021	1.8%	2.2%	0.0%	n/a	n/a	n/a	2.2%

Notes:

1. Figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten. Percentages are based on unrounded figures. "-" denotes blank entries and "\*" denotes entries that have been suppressed for disclosure reasons. Totals may not equal the sum of individual parts due to rounding.

2. Public corporations, public sector financial institutions and public bodies, have been combined into 'other public sector' to ensure individual organisation figures are not disclosed.

3. For further information on interpreting these series, see the series reclassification guide or background notes of the publication.

**Table 5: Devolved civil service employment; Scotland, Headcount** <sup>1,2</sup>  
*Not Seasonally Adjusted*

Quarter	Devolved Civil Service				
	Total Devolved Civil Service	Scottish Government Core Directorates (excluding Agencies)	Crown Office and Procurator Fiscal	Scottish Government Agencies	Non-Ministerial Departments
Q1 2015	17,500	5,400	1,700	7,300	3,100
Q1 2016	16,900	5,400	1,700	6,400	3,400
Q1 2017	17,000	5,500	1,700	6,300	3,500
Q1 2018	17,400	5,900	1,700	6,100	3,600
Q1 2019	18,700	6,700	1,800	6,500	3,600
Q1 2020	21,100	7,400	2,000	8,000	3,800
Q1 2021	22,200	7,800	2,000	8,600	3,800
<b><i>Change on year to:</i></b>					
Q1 2021	1,100	450	60	580	10
<b><i>% change on year:</i></b>					
Q1 2021	5.2%	6.1%	3.0%	7.3%	0.1%

Notes:

1. Employment figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten.

Percentages are based on unrounded figures. Totals may not equal the sum of individual parts due to rounding.

2. For further information on interpreting these series, see the series reclassification guide or background notes of the publication.

**Table 6: Reserved civil service employment; Scotland, Headcount** <sup>1,2</sup>  
*Not Seasonally Adjusted*

Quarter	Reserved Civil Service						
	Total Reserved Civil Service	Ministry of Defence	HM Revenue and Customs	Department for Work and Pensions	Department for International Development	Scotland Office	Other Civil Service
Q1 2015	<b>25,600</b>	3,900	8,300	10,100	600	80	2,700
Q1 2016	<b>25,800</b>	3,900	9,100	9,600	600	70	2,400
Q1 2017	<b>25,700</b>	4,100	8,700	9,600	700	80	2,400
Q1 2018	<b>25,400</b>	4,100	8,500	9,300	900	80	2,600
Q1 2019	<b>25,000</b>	4,100	8,100	8,900	900	90	2,800
Q1 2020	<b>24,300</b>	4,100	7,800	8,300	900	90	3,100
Q1 2021	<b>24,800</b>	4,100	7,700	8,800	1,000	90	3,100
<b>Change on year to:</b>							
Q1 2021	530	30	-70	560	20	0	-10
<b>% change on year:</b>							
Q1 2021	2.2%	0.8%	-0.9%	6.8%	1.9%	2.2%	-0.3%

Notes:

1. Employment figures have been rounded to the nearest hundred, with the exception of the Scotland Office figures, which have been rounded to the nearest ten. Change on year rounded to the nearest ten. Percentages are based on unrounded figures. Totals may not equal the sum of individual parts due to rounding.
2. For further information on interpreting these series, see the series reclassification guide or background notes of the publication.

**Table 7: Total devolved public sector employment by sector; Scotland, Full-time equivalent** <sup>1,4</sup>*Not Seasonally Adjusted*

Quarter	Total Devolved Public Sector	NHS	Civil Service	Police and Fire Services <sup>2</sup>	Further Education Colleges <sup>3</sup>	Other Public Bodies	Local Government <sup>2</sup>	Public Corporations
Q1 1999	<b>384,100</b>	106,000	14,100	-	11,500	7,800	235,000	9,000
Q1 2015	<b>427,200</b>	137,600	16,600	27,700	10,500	12,800	202,000	19,000
Q1 2016	<b>426,300</b>	138,500	16,000	27,500	10,500	13,900	200,000	20,000
Q1 2017	<b>425,300</b>	139,400	16,000	27,100	10,300	13,900	198,000	21,000
Q1 2018	<b>427,300</b>	139,900	16,400	26,800	10,500	14,100	199,000	21,000
Q1 2019	<b>421,900</b>	140,900	17,700	27,300	10,600	14,300	203,000	8,000
Q1 2020	<b>429,800</b>	143,400	20,000	27,700	10,600	14,200	206,000	8,000
Q1 2021	<b>446,600</b>	152,400	21,000	27,600	10,200	14,200	208,000	13,000
<b>Change on year to:</b>								
Q1 2021	16,770	8,960	1,080	-170	-460	-30	2,620	4,780
<b>% change on year:</b>								
Q1 2021	3.9%	6.2%	5.4%	-0.6%	-4.4%	-0.2%	1.3%	59.4%

## Notes:

1. Employment figures have been rounded to the nearest hundred, with the exception of local government and public corporation figures which are rounded to the nearest thousand; change on year rounded to the nearest ten; percentages are based on unrounded figures. "-" denotes blank entries. Totals may not equal the sum of individual parts due to rounding.
2. Police and Fire Reform: From Q2 2013 Police and Fire Services have been reclassified as central government rather than local government (as their predecessors were). All police staff are employed by the Scottish Police Authority (SPA) whether deployed with the SPA or with the Police Service of Scotland.
3. Information for further education colleges in Scotland is based on collected information from Q4 2010. The method used to create the back series is detailed in the background notes of this publication.
4. For further information on interpreting these series, see the series reclassification guide or background notes of the publication.

**Table 8: Total reserved public sector employment by sector; Scotland, Full-time equivalent <sup>1,3</sup>**  
*Not Seasonally Adjusted*

Quarter	Total Reserved Public Sector	Civil Service	Armed Forces	Public Bodies <sup>2</sup>	Public Corporations <sup>2</sup>	Public Sector Financial Institutions <sup>2</sup>	Other Public Sector <sup>2</sup>
Q1 1999	<b>71,200</b>	32,100	14,800	5,300	19,100	-	24,300
Q1 2015	<b>52,700</b>	23,100	9,500	*	*	*	20,100
Q1 2016	<b>54,500</b>	23,400	10,000	*	*	*	21,100
Q1 2017	<b>52,700</b>	23,300	9,800	*	*	*	19,500
Q1 2018	<b>52,600</b>	23,200	9,700	*	*	*	19,800
Q1 2019	<b>51,800</b>	22,700	9,700	*	*	*	19,500
Q1 2020	<b>50,700</b>	22,000	9,800	*	*	*	18,900
Q1 2021	<b>51,800</b>	22,600	9,800	*	*	*	19,400
<b>Change on year to:</b>							
Q1 2021	1,100	620	0	n/a	n/a	n/a	480
<b>% change on year:</b>							
Q1 2021	2.2%	2.8%	0.0%	n/a	n/a	n/a	2.5%

Notes:

1. Employment figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten. Percentages are based on unrounded figures. "-" denotes blank entries and "\*" denotes entries that have been suppressed for disclosure reasons. Totals may not equal the sum of individual parts due to rounding.
2. Public corporations, public sector financial institutions and public bodies, have been combined into 'other public sector' to ensure individual organisation figures are not disclosed.
3. For further information on interpreting these series, see the series reclassification guide or background notes of the publication.



**Table 9: Devolved civil service employment; Scotland, Full-time equivalent** <sup>1,2</sup>  
*Not Seasonally Adjusted*

Quarter	Devolved Civil Service				
	Total Devolved Civil Service <sup>3,4</sup>	Scottish Government Core Directorates (excluding Agencies)	Crown Office and Procurator Fiscal	Scottish Government Agencies	Non-Ministerial Departments
Q1 2015	16,600	5,100	1,600	7,000	2,800
Q1 2016	16,000	5,200	1,600	6,100	3,200
Q1 2017	16,000	5,200	1,600	6,000	3,300
Q1 2018	16,400	5,600	1,600	5,800	3,400
Q1 2019	17,700	6,400	1,700	6,200	3,400
Q1 2020	20,000	7,000	1,800	7,500	3,600
Q1 2021	21,000	7,500	1,900	8,100	3,600
<b>Change on year to:</b>					
Q1 2021	1,070	440	70	560	0
<b>% change on year:</b>					
Q1 2021	5.4%	6.2%	3.8%	7.5%	0.1%

Notes:

1. Employment figures have been rounded to the nearest hundred. Change on year rounded to the nearest ten.

Percentages are based on unrounded figures. Totals may not equal the sum of individual parts due to rounding.

2 For further information on interpreting these series, see the series reclassification guide or background notes of the publication.

**Table 10: Reserved civil service employment; Scotland, Full-time equivalent** <sup>1,2</sup>  
*Not Seasonally Adjusted*

Quarter	Reserved Civil Service						
	Total Reserved Civil Service	Ministry of Defence	HM Revenue and Customs	Department for Work and Pensions	Department for International Development	Scotland Office	Other Civil Service
Q1 2015	<b>23,100</b>	3,800	7,300	8,900	600	70	2,500
Q1 2016	<b>23,400</b>	3,800	8,100	8,600	600	70	2,200
Q1 2017	<b>23,300</b>	4,000	7,700	8,600	700	70	2,300
Q1 2018	<b>23,200</b>	4,000	7,600	8,200	800	70	2,400
Q1 2019	<b>22,700</b>	4,000	7,200	7,900	900	90	2,600
Q1 2020	<b>22,000</b>	4,000	6,900	7,200	900	90	2,900
Q1 2021	<b>22,600</b>	4,000	7,000	7,800	900	90	2,800
<b>Change on year to:</b>							
Q1 2021	620	20	20	570	10	0	-10
<b>% change on year:</b>							
Q1 2021	2.8%	0.6%	0.3%	7.9%	1.5%	3.4%	-0.3%

Notes:  
1. Employment figures have been rounded to the nearest hundred, with the exception of the Scotland Office figures, which have been rounded to the nearest ten. Change on year rounded to the nearest ten. Percentages are based on unrounded figures. Totals may not equal the sum of individual parts due to rounding.  
2. For further information on interpreting these series, see the series reclassification guide or background notes of the publication.

**Table S1: Youth (16-24) Employment in the Devolved Public Sector, Q1 2013 - Q1 2021, Scotland, Headcount<sup>1</sup>**

	Young People <sup>2</sup>								
	Q1 2013	Q1 2014	Q1 2015	Q1 2016	Q1 2017	Q1 2018 r	Q1 2019 r	Q1 2021	Change since 2019
Scottish Government Core Directorates (excluding Agencies)	140	230	240	270	310	410	490	440	-50
Crown Office and Procurator Fiscal	90	80	100	110	120	110	130	130	0
Scottish Government Agencies <sup>10</sup>	410	480	540	450	360	320	330	420	90
Non-Ministerial Departments	110	120	150	190	200	210	200	180	-20
Other Public Bodies	450	520	530	640	630	600	620	560	-60
Police and Fire Services <sup>4</sup>	-	980	1,130	1,220	1,140	1,090	1,090	950	-130
NHS <sup>5</sup>	6,130	6,650	7,300	7,380	7,210	7,140	6,950	8,680	1,730
Local Government <sup>8</sup>	12,180	11,410	11,760	11,350	11,340	11,760	12,100	11,680	-420
Public Corporations <sup>7,9</sup>	910	1,210	1,010	1,100	1,130	1,180	470	510	50
<b>Total Devolved Public Sector<sup>6,7</sup></b>	<b>21,010</b>	<b>22,280</b>	<b>23,390</b>	<b>23,370</b>	<b>23,080</b>	<b>23,490</b>	<b>23,040</b>	<b>24,150</b>	<b>1,110</b>
<b>Youth coverage of total Devolved Public Sector (%)</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>-</b>
	Total employment <sup>3</sup>								
	Q1 2013	Q1 2014	Q1 2015	Q1 2016	Q1 2017	Q1 2018 r	Q1 2019 r	Q1 2021	Change since 2019
Scottish Government Core Directorates (excluding Agencies)	5,100	5,300	5,400	5,400	5,500	5,900	6,700	7,800	1,130
Crown Office and Procurator Fiscal	1,700	1,700	1,700	1,700	1,700	1,700	1,800	2,000	190
Scottish Government Agencies <sup>10</sup>	6,800	7,000	7,300	6,400	6,300	6,100	6,500	8,600	2,030
Non-Ministerial Departments	3,000	2,900	3,100	3,400	3,500	3,600	3,600	3,800	210
Other Public Bodies	15,400	13,900	14,100	15,400	15,500	15,600	16,100	15,700	-320
Police and Fire Services <sup>4</sup>	-	28,700	28,400	28,200	27,800	27,500	27,900	28,200	310
NHS <sup>5</sup>	156,500	158,800	160,700	161,700	162,600	163,100	164,100	177,700	13,600
Local Government <sup>8</sup>	279,000	249,000	249,000	245,000	243,000	243,000	251,000	254,000	3,480
Public Corporations <sup>7,9</sup>	21,000	23,000	22,000	23,000	23,000	23,000	8,000	13,000	4,820
<b>Total Devolved Public Sector<sup>6,7</sup></b>	<b>502,700</b>	<b>503,400</b>	<b>505,500</b>	<b>504,100</b>	<b>503,000</b>	<b>504,000</b>	<b>500,000</b>	<b>524,600</b>	<b>24,590</b>
<b>Youth coverage of total Devolved Public Sector (%)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	%Young People in Total Workforce								
	Q1 2013	Q1 2014	Q1 2015	Q1 2016	Q1 2017	Q1 2018 r	Q1 2019 r	Q1 2021 (p.p.)	Change since 2019
Scottish Government Core Directorates (excluding Agencies)	2.7%	4.3%	4.4%	5.1%	5.6%	6.9%	7.4%	5.7%	-1.7
Crown Office and Procurator Fiscal	5.5%	5.0%	5.6%	6.3%	6.6%	6.4%	7.0%	6.3%	-0.7
Scottish Government Agencies <sup>10</sup>	6.0%	6.8%	7.4%	7.1%	5.8%	5.2%	5.1%	4.9%	-0.2
Non-Ministerial Departments	3.7%	4.2%	4.8%	5.5%	5.8%	5.7%	5.4%	4.7%	-0.7
Other Public Bodies	2.9%	3.7%	3.8%	4.1%	4.0%	3.9%	3.8%	3.5%	-0.3
Police and Fire Services <sup>4</sup>	-	3.4%	4.0%	4.3%	4.1%	4.0%	3.9%	3.4%	-0.5
NHS <sup>5</sup>	3.9%	4.2%	4.5%	4.6%	4.4%	4.4%	4.2%	4.9%	0.6
Local Government <sup>8</sup>	4.4%	4.6%	4.7%	4.6%	4.7%	4.8%	4.8%	4.6%	-0.2
Public Corporations <sup>7,9</sup>	4.3%	5.4%	4.6%	4.9%	4.9%	5.1%	5.5%	3.9%	-1.6
<b>Total Devolved Public Sector<sup>6,7</sup></b>	<b>4.2%</b>	<b>4.4%</b>	<b>4.6%</b>	<b>4.6%</b>	<b>4.6%</b>	<b>4.7%</b>	<b>4.6%</b>	<b>4.6%</b>	<b>0.0</b>
<b>Youth coverage of total Devolved Public Sector (%)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

r - due to minor revisions to data

Notes:

1. The information in this table is not national statistics.

See <https://www.gov.scot/publications/about-public-sector-employment-statistics/pages/public-sector-employment-by-age/> for information about this collection.

2. Youth employment levels rounded to the nearest 10.

3. Total employment levels rounded to the nearest 100, with the exception of local government and public corporation figures.

4. Police and Fire Reform: Some of the change on year estimates will be affected by reclassification of organisations as a result of reforms to the police and fire services in Scotland. From Q2 2013 Police and Fire Services have been reclassified as central government rather than local government. This reclassification has had an impact on the staffing numbers in both these categories. Also, for Q1 2014 onwards staffing levels for the Scottish Police Authority (previously Scottish Police Services Authority) are included within the Police and Fire Services category in the table above (previously included in other public bodies).

5. Information for NHS is taken from previously released data from ISD, published on 1st June 2021.

See <https://turasdata.nes.nhs.scot/workforce-official-statistics/nhsscotland-workforce/publications/>

6. The Total Devolved Public Sector figures include an estimate for youth employment within further education colleges, based on existing information.

7. The Public Corporations and Total Devolved Public Sector figures include an estimate for youth employment within Registered Social Landlords, based on existing information. From Q3 2018 Registered Social Landlords was reclassified to the private sector which explains the reduction in Public Corporations between 2018 and 2019.

8. In September 2018, Cordia services moved back under Glasgow City Council services, explaining part of the increase in local government employment between 2018 and 2019.

9. Train Operating Companies (TOCs) with franchise agreements with the UK and Scottish Governments agreed Emergency Measures Agreements (EMAs) to ensure continuity of operation during a period of falling passenger numbers. The result was the reclassification of TOCs as public corporations with effect from 1 April 2020. This explains an increase in Public Corporations between 2019 and 2021.

10. Scottish Government Agencies includes Forestry and Land Scotland and Scottish Forestry in 2021, which has contributed to the increase in this category.

11. The annual Scottish Government collection for number of young people employed in the devolved public sector was not carried out in 2020 due to the COVID pandemic.

# A National Statistics publication for Scotland

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics.

Designation can be interpreted to mean that the statistics: meet identified user needs; are produced, managed and disseminated to high standards; and are explained well.

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## How to access background or source data

The data collected for this statistical publication are available via web-tables on the [Scottish Government website](#).

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