



ECONOMY AND LABOUR MARKET

Scotland's Labour Market: People, Places and Regions

Annual Population Survey 2020/21



Scottish Government
Riaghaltas na h-Alba
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Key Points

All data presented is for April 2020-March 2021, unless otherwise stated, and therefore provides estimates which are an average of the full year since Government policies related to the COVID-19 pandemic were introduced in March 2020. Comparisons are presented compared with the year before (April 2019-March 2020) and also the comparable period ten years before (April 2010-March 2011).

The coronavirus (COVID-19) pandemic has impacted the UK labour market, and the statistics in this release should be interpreted in the context of COVID-19. Employees who were furloughed during this time were classed as employed but temporarily away from work. It is too early to tell if changes over the last year are a short-term fluctuation or the beginning of a longer term trend. Please see the **What you need to know** and **About this publication** sections for more details on the interpretation of this data.

Employment

- In April 2020-March 2021, 2,591,100 people (aged 16 and over) were estimated to be in employment in Scotland. The employment rate (16 to 64) was estimated at 72.8 per cent, lower than in April 2019-March 2020 (74.5 per cent) and below the UK rate of 74.7 per cent.
- Since April 2019-March 2020, the employment rate had decreased in 23 local authorities and increased in nine.
- The gender employment gap (which measures the difference between the employment rates for men and women) had decreased from 6.3 percentage points in April 2019-March 2020 to 4.7 percentage points in April 2020-March 2021, driven by the greater reduction in the employment rate for men compared with women.
- Since April 2019-March 2020, the employment rate has decreased for men and women and all age bands up to 65 years.

- In April 2020-March 2021, the employment rate for the disabled population was estimated at 47.4 per cent which was significantly lower than the employment rate for those not classed as disabled (80.2 per cent). In April 2020-March 2021, the disability employment gap was 32.8 percentage points, lower than the gap the year before which was 33.2 percentage points.
- The employment rate for the minority ethnic population aged 16 to 64 was estimated at 65.1 per cent in April 2020-March 2021, significantly lower than the white population (73.2 per cent). This gives a gap in the employment rate between minority ethnic and white aged 16 to 64 years of 8.2 percentage points.

Industry Sector

The main source of statistics on employment by sector is business surveys rather than the APS, however, the APS allows a comparison of detailed characteristics of people who self-report that they are employed in these sectors. Estimates for April 2020-March 2021 show:

- Young people (16 to 24) make up a comparatively high concentration of the workforce in: “Accommodation and Food Services”; and “Wholesale, Retail, Repair of Vehicles” while workers aged 50 and over make up a comparatively high concentration of the workforce in “Agriculture, Forestry and Fishing”; and “Water Supply, Sewerage and Waste”.

Type of Employment

- In April 2020-March 2021, an estimated 1,924,300 people aged 16 and over were in full-time employment and 664,400 were in part-time employment.
- In April 2020-March 2021, an estimated 219,100 people aged 16 and over were underemployed, more than in April 2019-March 2020. Underemployment is where someone is in employment but would prefer to work more hours.

Skills

- In January-December 2020, an estimated 9.7 per cent (324,700) of the population in Scotland aged 16 to 64 have low or no qualifications (SCQF Level 4 or below).
- In January-December 2020, employment in high skilled occupations (e.g. functional management in finance, etc.) increased over the year while employment in medium and low skilled occupations (e.g. cleaners) decreased.

Unemployment

- In April 2020-March 2021, it was estimated that 126,000 people (aged 16 and over) were unemployed in Scotland. The unemployment rate increased to 4.6 per cent, below the UK rate of 4.8 per cent.
- Since April 2019-March 2020, model-based unemployment rates have increased in all 32 local authorities.
- 41.2 per cent of unemployed people in Scotland have been unemployed for 6 months or more.
- 12.4 per cent of people aged 16 to 24 were not in employment, education or training (NEET) in April 2020-March 2021, an increase of 1.9 percentage points from April 2019-March 2020 and a statistically significant decrease of 4.4 percentage points from April 2010-March 2011 (16.8 per cent).

Notes:

1. All statistics and charts presented in this publication are sourced from the Annual Population Survey April-March datasets produced by the Office for National Statistics (ONS), unless otherwise stated.
2. Map data: Reproduced by permission of Ordnance Survey on behalf of HMSO. © Crown copyright and database right 2021. All rights reserved. Ordnance Survey Licence number 100024655.

Economic Inactivity

- Over half (55.1 per cent) of the 809,200 economically inactive people (16 to 64) in Scotland were inactive because they were long-term sick or students. Increases in the level of inactivity since April 2019-March 2020 have been driven by increases in the number of those long-term sick/disabled and the “Other” category¹.
- The inactivity rate for those aged 16 to 64 in Scotland in April 2020-March 2021 was 23.6 per cent, higher than the UK rate of 21.5 per cent.
- Since April 2019-March 2020, economic inactivity rates have increased for those aged 35-49 and 50-64.
- Economic inactivity rates (16-64 years) were highest in Shetland Islands*, North Ayrshire and North Lanarkshire (all above 28 per cent).
- 21.6 per cent (174,700), around one in five, of economically inactive (16 to 64) people would like to work, 0.9 percentage points above April 2019-March 2020, the lowest point since the series began in April 2004-March 2005.

Estimates marked with an * indicate they are based on a small sample size which may be less precise and should be used with caution.

¹ “Other” reasons for inactivity include: “Other”, “No reason given” and “Waiting on the result of a job application”

About this Publication

This publication highlights the key statistics for Scotland's labour market from the Annual Population Survey for April 2020 to March 2021.

Information is presented for key indicators including: employment, equality characteristics of those in employment, underemployment, unemployment, economic inactivity and youth participation in the labour market.

Data for each individual year and local authority where possible are provided in supporting tables for all indicators.

Access the data in this publication

Supporting data for all indicators at local authority level are available in the publication based on January 2020 to December 2020 data: [Scotland's Labour Market- People Places and Regions – Background Tables](#)

Data referred to in the publication are also available in workbook [Scotland's Labour Market- People Places and Regions – Charts - 2020/21](#)

Annual Population Survey information is also made available on the Scottish Government Open Data Platform: www.statistics.gov.scot

The Annual Population Survey

The Annual Population Survey (APS) is the primary source for information on local labour markets. It combines results from the Labour Force Survey (LFS) and the English, Welsh and Scottish Labour Force Survey boosts. The boost increases the sample size in Scotland, which means the APS can provide more robust labour market estimates for local areas compared to the main LFS.

The Scottish Government funds the boost to the LFS sample in Scotland, taking the sample size from approximately 4,000 households to 13,000 households for the latest time periods.

Level and rates provided are estimates based on this household survey, therefore they are subject to sampling error. Confidence intervals which give an indication of the margin of error surrounding these estimates are provided in the [background tables](#) and charts published as part of this publication. Statistically significant changes are noted throughout the text.

It is noted in some places where estimates are not available due to the fact they are based on a sample of 2 or less individual responses or are less precise than other estimates due to the fact they are based on a sample of between 3 and 25 (inclusive) individual responses. Less precise estimates are marked with an * to indicate they are based on small sample sizes which may be less precise and should be used with caution. [Measuring and reporting reliability of Labour Force Survey and Annual Population Survey estimates - Office for National Statistics](#)

Results are provided for the financial years (April to March) 2004/05 to 2020/21, unless otherwise stated, based on the data released by the Office for National Statistics (ONS) on 18 August 2021.

ONS also release rolling quarterly datasets covering the periods January to December, July to June, and October to September. The data for these time periods have not been used or presented within the publication commentary, unless otherwise stated. However, the associated publication tables have been produced using the January-December periods to keep consistent with previous releases.

Important note:

In August 2021, ONS Annual Population Survey (APS) responses for periods April 2019-March 2020 onwards have been weighted to new populations derived using growth rates from HM Revenue and Customs (HMRC) Real Time Information (RTI) to allow for different trends during the coronavirus (COVID-19) pandemic. This new weighting methodology gives improved estimates of both rates and levels following the start of the COVID-19 pandemic.

Due to the ONS re-weighting exercise and delayed production of underlying data sets, the People, Places and Regions publication had been delayed from May 2021. This has allowed for the publication commentary and charts to be based on the April 2020-March 2021 period, a full year since Government policies related to the Coronavirus pandemic were introduced. The associated publication tables have still been published on January-December time periods to be consistent with previous releases.

The first data from the APS was provided in 2004. As well as providing updated estimates for 2020/21, this publication includes trends over time and gives some indication of the variation across the 32 local authority areas within Scotland.

Comparisons are usually made with the year before or 10 years before, and in some cases in the years following the highest point following the 2008 recession. This is the eighteenth publication of the series (known as Regional Employment Patterns prior to 2019).

What you need to know

When interpreting results, particularly comparing time periods, users should be aware of the potential effect of the coronavirus (COVID-19) pandemic. This release covers the period up to April 2020 to March 2021, representing the year following the start of the pandemic which included furloughed employees and self-employed workers who made claims through the Self-Employment Income Support Scheme. See article [Coronavirus and the effects on the UK labour market statistics](#) for a fuller explanation of the impact of these schemes.

Employers were able to claim Coronavirus Job Retention Scheme (CJRS) support for employees furloughed from the 1st of March 2020. Applying the guidance on measuring labour market statistics, employees who are furloughed are classified as employed, but temporarily away from work. This will mean that, all things being equal, furloughed workers will not reduce the number of people in employment (or the employment rate). However, the scheme will lead to an increase in the number of employees working no hours and an overall reduction in the number of hours worked. There may be a compensating effect if employees on furlough take other employment, which can be detected from the increase in the number of people with second jobs.

The expected impact of the Self-Employment Income Support Scheme (SEISS) in labour market statistics is that people will remain as self-employed, but may class themselves as temporarily away from work and record no hours of employment. However, as under the terms of the scheme, they can continue to work or take on other employment, their labour market status and number of hours worked may change during the scheme's lifespan.

There is variation in the take-up of these schemes and the impact of COVID-19 across local authorities.

[HMRC Official Statistics](#) showed that, by the 16th of August 2021, a total of 910,100 jobs in Scotland have been put on furlough for at least part of the duration of the scheme. There were 116,500 employments on furlough on the 31st July 2021, a decrease from

143,000 on 30th of June 2021. The rate of furlough was 5 per cent overall and was slightly higher (6 per cent) in some local authorities and lower in others (3 per cent).

UK wide furlough peaked at the start of May 2020. For claims received up to the 30th of June 2020, [statistics](#) show that 736,500 employments had been furloughed in Scotland for at least part of the duration of the scheme, giving a furlough rate of 30 per cent.

[Self-Employment Income Support Scheme \(SEISS\) Official Statistics](#) show that by the 15th August 2021 for Scotland, across all 5 SEISS grants, there had been 601,000 claims made for all SEISS grants to a total 175,000 individuals. The highest number of individual claimants across the country were in Glasgow City (18,900) and City of Edinburgh (16,900).

Latest statistics

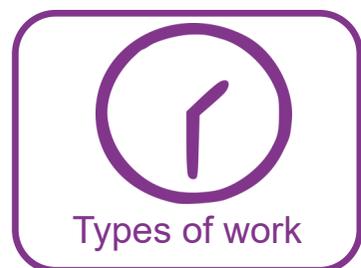
The data presented in this publication is for the period April 2020 to March 2021. This reflects the various key measures in the full year following the pandemic. The results from the Annual Population Survey provide greater precision for smaller estimates, however are not as up to date as more recent statistics from HMRC PAYE RTI payrolled employee estimates (August 2021) and the Labour Force Survey (May to July 2021).

The [Latest statistics](#) show the labour market continuing to recover, with the number of payrolled employees showing increases in recent months. Since the start of the pandemic, analysis using the Labour Force Survey shows the employment rate has generally decreased while the unemployment rate has increased, however, since the end of 2020 both have shown signs of recovery.

Contents



	Page
Overview	9
Local Authorities	10
Sex	11
Age	13
Disability	17
Ethnicity	18



Type of Employment	21
Underemployment	25
Employment by Sector	27
Gender Segregation	28
Job Related Training	30



Skills of Population	32
Occupation Skills	33



	Page
Over Time	35
Local Authorities	36
Sex and Age	37
NEET	38
Duration	39



Over Time	41
Sex and Age	42
Reason for Inactivity	43
Local Authorities	44
Want to Work	46

Section 1: Employment

1.1 Overview

Please see the **What you need to know** section for further details on how the COVID-19 pandemic has affected labour market measures.

In April 2020-March 2021, it was estimated that 2,717,100 people aged 16 years and over were economically active in Scotland. Scotland's economic activity rate (16 to 64) in April 2020-March 2021 was estimated at 76.4 per cent, lower than the UK rate of 78.5 per cent.

Who is classed as economically active?

Economically active individuals are those who are in employment or have been actively seeking work and are available to start work (International Labour Organisation (ILO) definition).

Of the population aged 16 years and over in Scotland in April 2020-March 2021, 2,591,100 were estimated to be in employment and 126,000 were estimated to be unemployed.

Figure 1: Scotland's economically active population (16 years and over), April 2020-March 2021



Note: The remainder of the population aged 16 years and above are economically inactive i.e. neither in employment or actively seeking and available for work.

As in the UK, the estimated employment level and rate in Scotland has decreased over the last year.

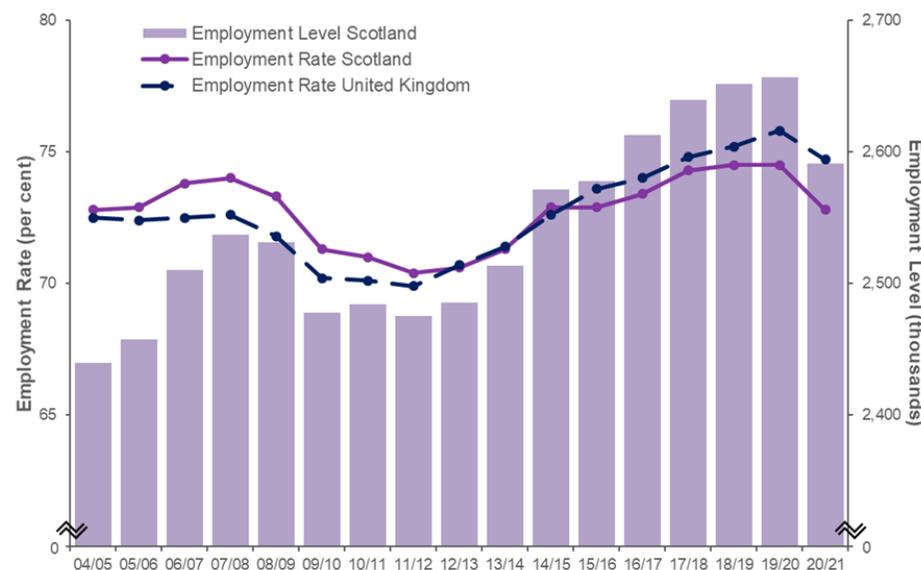
In April 2020-March 2021, the employment rate (16 to 64) in Scotland was estimated at 72.8 per cent, lower than the UK rate of 74.7 per cent.

The employment rate for Scotland decreased from 74.5 per cent in April 2019-March 2020 to 72.8 per cent in April 2020-March 2021 while the UK employment rate decreased from 75.8 per cent to 74.7 per cent over the same period, representing statistically significant decreases over the year.

Who is classed as being in employment?

A person aged 16 years and over and has done at least one hour of paid work in the week prior to their Labour Force Survey (LFS) interview or have a job that they are temporarily away from.

Chart 1: Employment level for ages 16 and over, Scotland, 2004/05 to 2020/21; and employment rate for ages 16 to 64, Scotland and UK, 2004/05 to 2020/21



Source: Annual Population Survey, April-March datasets, ONS

1.2 Local Authorities

There are long-standing variations in employment rate estimates for those aged 16 to 64 across Scotland's local authorities.

In April 2020 to March 2021, the highest employment rate estimates were seen in:

- **Orkney Islands** (84.2 per cent);
- **Na h-Eileanan Siar** (81.2 per cent); and
- **Highland** (77.6 per cent).

The lowest employment rate estimates were seen in:

- **North Ayrshire** (66.4 per cent);
- **North Lanarkshire** (66.8 per cent); and
- **Dumfries & Galloway** (67.1 per cent).

Since April 2019-March 2020, the employment rate had increased in nine local authority areas and had decreased in 23 local authority areas.

The local authorities with the largest increases over the past year were:

- **Glasgow City** (up 4.2 percentage points);
- **Stirling** (up 3.5 percentage points); and
- **Falkirk** (up 1.9 percentage points)

while the local authorities with the largest decreases over the past year were:

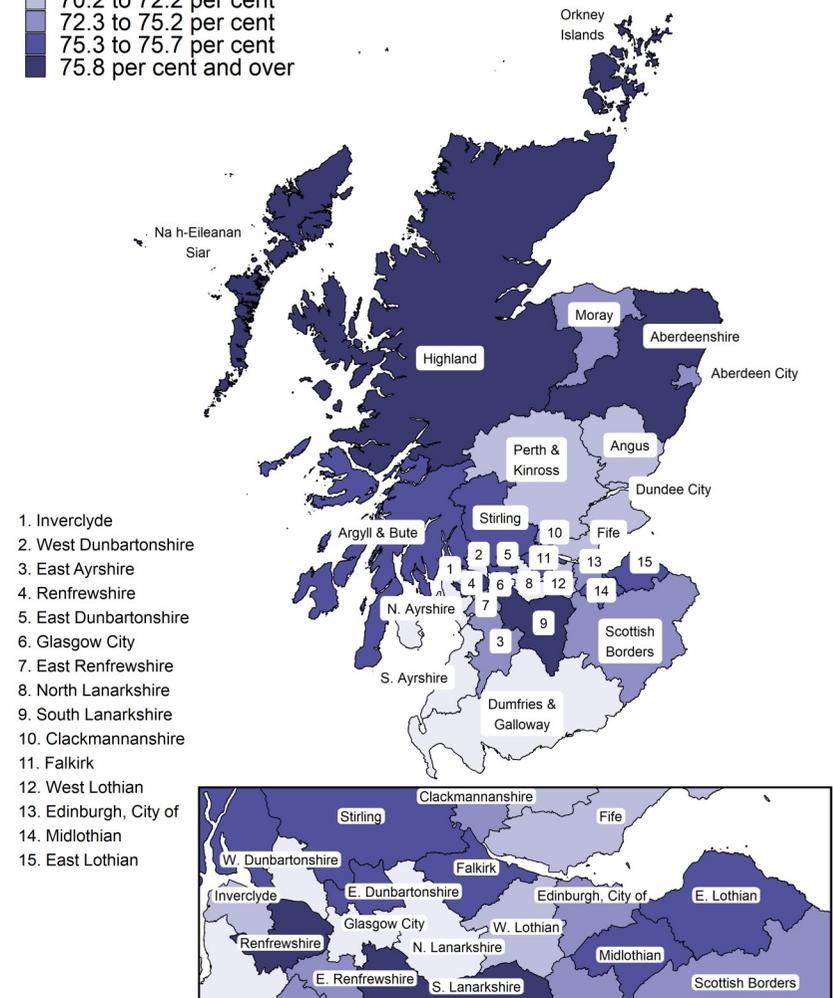
- **Perth & Kinross** (down 8.5 percentage points);
- **North Lanarkshire** (down 7.0 percentage points); and
- **Dumfries & Galloway** (down 6.9 percentage points).

These represent statistically significant decreases over the year.

Figure 2: Employment Rate for ages 16 to 64, by Local Authority area, April 2020-March 2021

Employment Rate

- 70.1 per cent and under
- 70.2 to 72.2 per cent
- 72.3 to 75.2 per cent
- 75.3 to 75.7 per cent
- 75.8 per cent and over



Source: Annual Population Survey (Apr 2020 - Mar 2021), ONS
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1.3 Sex

National Performance Framework Indicator

Gender balance in organisations

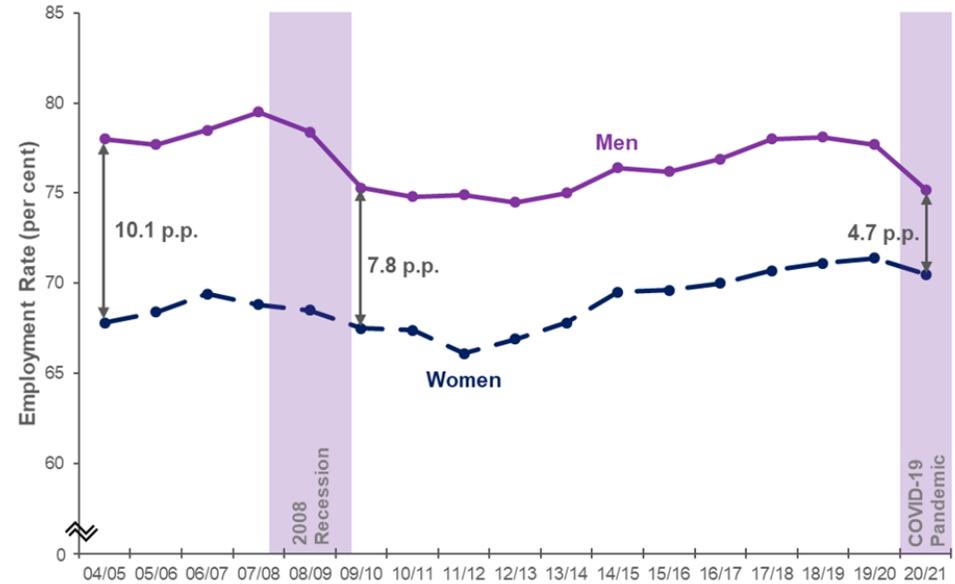
The gender employment gap is the difference between the employment rate for men and women aged 16-64. It is calculated as the employment rate for men minus the employment rate for women.

The gender employment gap decreased from 6.3 percentage points in April 2019-March 2020 to 4.7 percentage points in April 2020-March 2021.

The decrease in the gender employment gap over the past year was due to the employment rate for men decreasing at a faster rate than for women.

From April 2011-March 2012 to April 2014-March 2015, the employment rate had increased at a faster rate for women compared with men in Scotland. However, since then the rate of change had been similar for women and men up until April 2019-March 2020.

Chart 2: Employment rate for ages 16 to 64 by sex, 2004/05 to 2020/21



Source: Annual Population Survey, April-March datasets, ONS

In April 2020-March 2021, 1,274,400 women aged 16 years and over were estimated to be in employment in Scotland, 19,800 less than the number of women employed in April 2019-March 2020. The employment rate (16-64 year olds) for women was estimated at 70.5 per cent, 1.0 percentage point lower than the year before (71.4 per cent).

1,316,700 men aged 16 years and over were estimated to be in employment in April 2020-March 2021, 45,800 less compared with April 2019-March 2021. The employment rate (16-64 year olds) for men was estimated to have decreased by 2.5 percentage points from 77.7 per cent in April 2019-March 2020 to 75.2 per cent in April 2020-March 2021. This represents a statistically significant decrease over the year.

1.4 Sex by Local Authority

In April 2020-March 2021, men were estimated to have higher employment rates (16-64) than women across all local authorities in Scotland, except the City of Edinburgh, South Ayrshire, Aberdeen City, Na h-Eileanan Siar and Orkney Islands, where women had higher employment rates than men.

Since April 2019-March 2020, the employment rate for men had increased in only seven of the 32 local authorities:

Local Authorities which showed the largest percentage point decrease in the employment rate for men over the year were:

- **South Ayrshire** (down 11.1 percentage points to employment rate of 68.1 per cent);
- **Aberdeen City** (down 10.6 percentage points to 71.7 per cent); and
- **Orkney Islands** (down 9.2 percentage points to 81.6 per cent).

The changes for South Ayrshire and Aberdeen City represent statistically significant decreases over the year.

Whereas, since April 2019-March 2020, the employment rate for women has increased in 13 of the 32.

Local Authorities which showed the largest percentage point decrease in the employment rate for women over the year were:

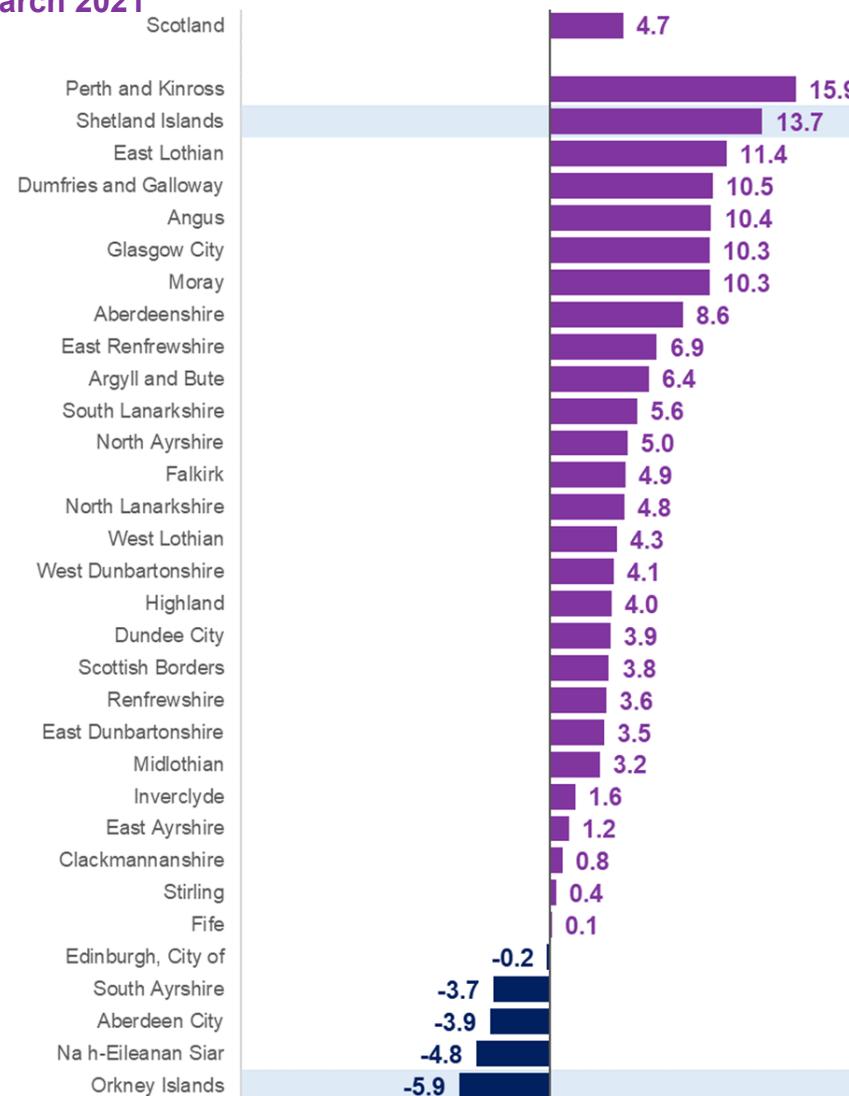
- **Perth & Kinross** (down 10.9 percentage points to employment rate of 65.2 per cent);
- **Dumfries & Galloway** and **North Lanarkshire** (down 7.2 percentage points to 62.6 per cent and 64.5 per cent respectively); and
- **Angus** (down 7.0 percentage points to 66.7 per cent).

The change for Perth & Kinross represents a statistically significant decrease over the year.

Note: Estimates marked with an * or with a shaded background in the chart indicate they are based on small sample sizes which may be less precise and should be used with caution.

In April 2020-March 2021, the highest gender employment gap estimate was in **Perth & Kinross** at 15.9 percentage points, with an employment rate of 65.2 per cent for women compared with a rate of 81.1 per cent for men. **Shetland Islands** had the second highest gender employment gap estimate (13.7* percentage points), with an employment rate of 63.3* per cent for women compared to 77.0* per cent for men.

Chart 3: Gender employment gap by local authority, April 2020-March 2021



1.5 Age

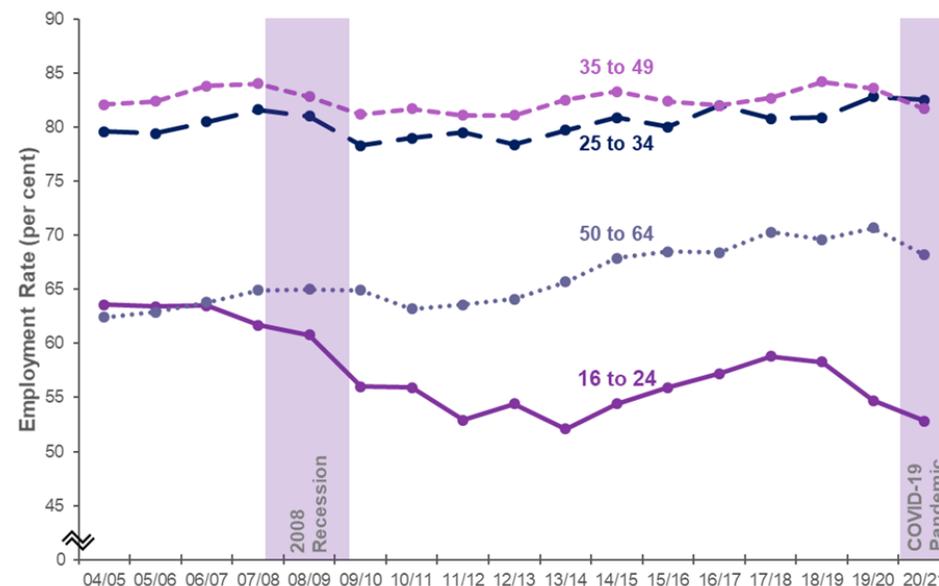
In the last year, the employment rate has decreased in all age bands up to 65 years.

The employment rate for young people (16 to 24) in Scotland was estimated at 52.8 per cent in April 2020-March 2021, 1.8 percentage points lower than in April 2019-March 2020 (54.7 per cent). The employment rate for young people (16-24 years) is the lowest of any age group due to higher rates of education participation. Following the 2008 recession, there was a substantial decrease in the employment rate for this age group and in the last year the Covid-19 pandemic has also adversely impacted this age group. The employment rate for young people had been gradually increasing since April 2013-March 2014 but has decreased significantly since April 2018-March 2019.

The employment rates for 25 to 34 year olds and 35 to 49 year olds have been fairly stable in the period April 2004-March 2005 to April 2019-March 2020 although slightly lower in the years following the 2008 recession (April 2009-March 2010 to April 2012-March 2013). The employment rate for 25-34 year olds was estimated at 82.5 per cent in April 2020-March 2021, slightly lower than the year before (82.8 per cent). The employment rate for 35 to 49 year olds was estimated at 81.7 per cent, significantly lower than the year before (83.6 per cent).

The estimated employment rates for those aged 50 to 64 have increased throughout the economic recovery from the 2008 recession to 70.7 per cent in April 2019-March 2020. However, the employment rate for 50 to 64 year olds decreased by 2.6 percentage points over the last year to 68.2 per cent in April 2020-March 2021. This represents the largest annual decrease over the year of any age group and a statistically significant decrease.

Chart 4: Employment rate for ages 16 to 64 by age, 2004/05 to 2020/21



Source: Annual Population Survey, April-March datasets, ONS

Similarly the estimated employment rates for those aged 65 years and over had increased from 5.2 per cent in April 2004-March 2005 to 9.2 per cent in April 2016-March 2017. In April 2020-March 2021, the employment rate for those aged 65 and over was estimated at 8.9 per cent, the same as in April 2019-March 2020.

1.6 Ages 16 to 24 by Local Authority

Some estimates in this section are based on small sample sizes. Estimates of this type are marked with an * to indicate they may be less precise and should be used with caution.

The employment rate for young people (16 to 24 year olds) in Scotland decreased by 1.8 percentage points over the year from 54.7 per cent in April 2019-March 2020 to 52.8 per cent in April 2020-March 2021².

The employment rate for young people in the UK decreased by 2.9 percentage points from 53.9 per cent to 51.1 per cent over the same period. This represents a statistically significant decrease.

In April 2020-March 2021, the local authority areas with the highest employment rate estimates for young people in Scotland were:

- **Highland** (69.6 per cent);
- **Clackmannanshire** (63.4* per cent); and
- **South Lanarkshire** (63.0 per cent).

The local authority areas with the lowest employment rate estimates for young people in Scotland were:

- **Aberdeen City** (39.6* per cent);
- **West Lothian** (40.6* per cent); and
- **Midlothian** (42.5* per cent).

These figures will be partly influenced by the location of further and higher education provision and since April 2019-March 2020, the employment rate for young people had increased in ten local authority areas and had decreased in 22 local authority areas.

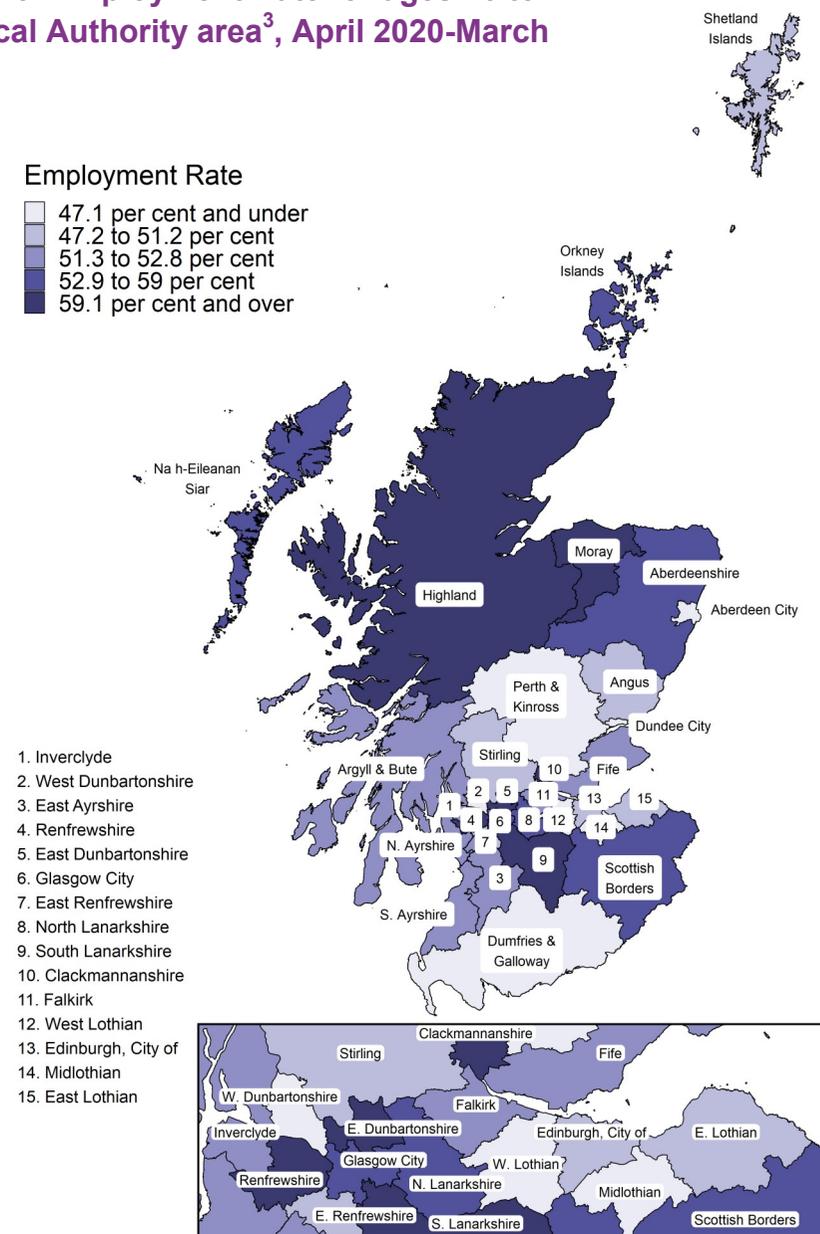
² Estimates for the population aged 16-24 have been [published](#) externally for July 2020 to June 2021. However this publication includes estimates for April 2020 to March 2021, so the analysis is provided on a consistent basis for all age groups.

³ 16-24 year old employment rate estimates for some local authorities are based on small sample sizes and should be used with caution (see page 47)

Figure 3: Employment Rate for ages 16 to 24 by Local Authority area³, April 2020-March 2021

Employment Rate

- 47.1 per cent and under
- 47.2 to 51.2 per cent
- 51.3 to 52.8 per cent
- 52.9 to 59 per cent
- 59.1 per cent and over



Source: Annual Population Survey (Apr 2020 - Mar 2021), ONS © Crown copyright and database right 2021. All rights reserved. Ordnance Survey Licence number 100024655

1.7 Ages 50 and over

50 to 64 years

The employment level for those aged 50 to 64 years decreased by 26,600 from 793,300 in April 2019-March 2020 to 766,700 in April 2020-March 2021. The employment rate decreased by 2.6 percentage points from 70.7 per cent to 68.2 per cent over the same period. This represents a statistically significant decrease.

Men accounted for nearly two thirds (63.7 per cent) of the decrease in the employment level for those aged 50 to 64.

65 years and over

92,400 people aged 65 and over were in employment in Scotland in April 2020-March 2021, slightly higher than the year before (91,500) and 60.9 per cent more than in April 2010-March 2011.

The most common reason for working past the age of 65 years was being **“Not ready to stop working”** reported by 36.9 per cent.

50 years and over

In April 2020-March 2021, the local authority areas with the highest employment rate estimates for those aged 50 and over in Scotland were:

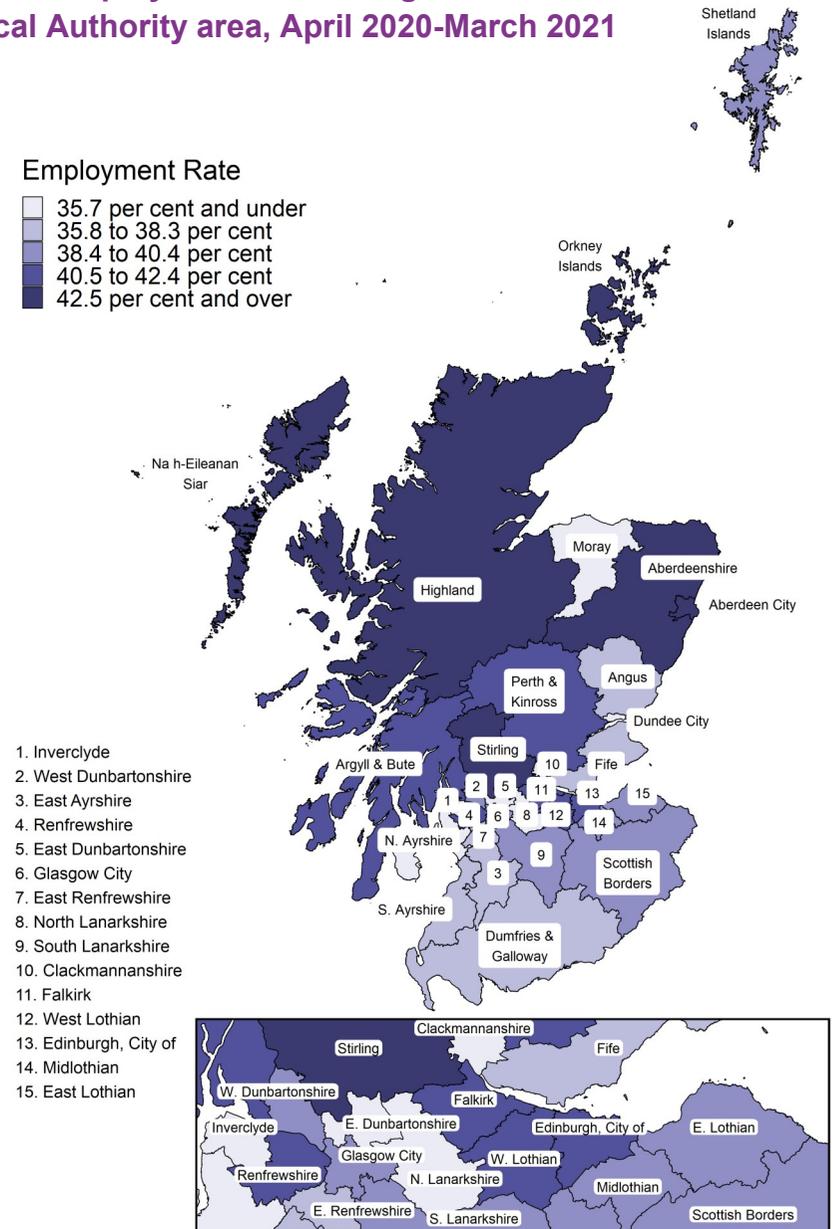
- **Na h-Eileanan Siar** (45.8 per cent);
- **Highland** (45.2 per cent); and
- **Aberdeen City** (45.1 per cent).

The local authority areas with the lowest employment rate estimates for those aged 50 and over in Scotland were:

- **North Ayrshire** (33.8 per cent);
- **Clackmannanshire** (34.9 per cent); and
- **North Lanarkshire** (35.1 per cent).

Since April 2019-March 2020, the employment rate for those aged 50 and over had increased in nine local authority areas and had decreased in 23 local authority areas.

Figure 4: Employment Rate for ages 50 and over by Local Authority area, April 2020-March 2021



Source: Annual Population Survey (Apr 2020 - Mar 2021), ONS
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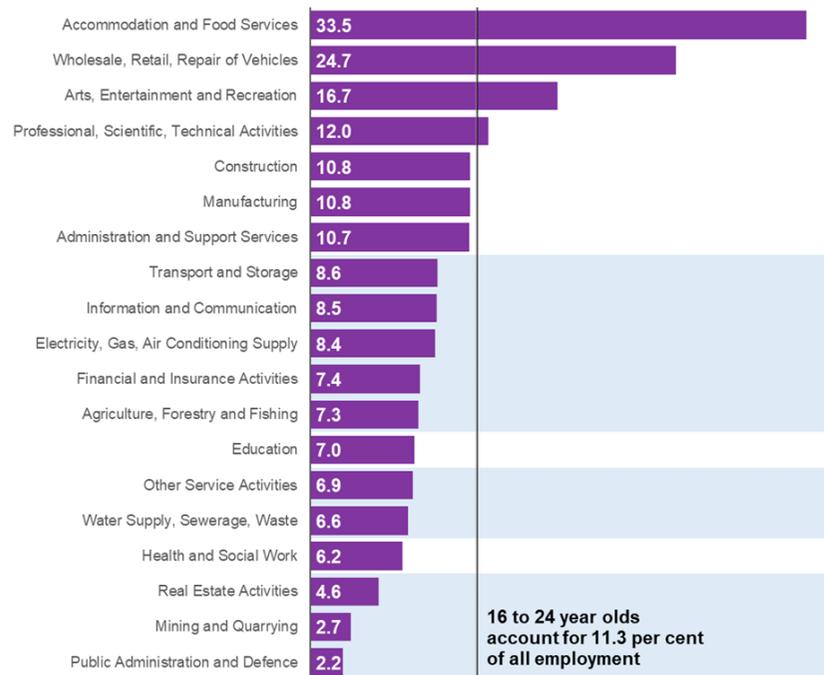
1.8 Industry by Age

Just over a quarter (25.9 per cent) of people aged 16 to 24 in employment reported that they were employed in the “Wholesale, Retail, Repair of Vehicles” sector; accounting for 24.7 per cent of the total workforce in this sector.

Around one in six young people (16.7 per cent) in employment reported being employed in the “Accommodation and Food Services” sector, accounting for 33.5 per cent of all employed in this sector.

Almost one in 12 young people (8.1 per cent) in employment are employed in the “Health and Social Work activities” sector. However, young people only account for 6.2 per cent of all employment in that sector.

Chart 5: Proportion of industry workforce aged 16 to 24, April 2020-March 2021

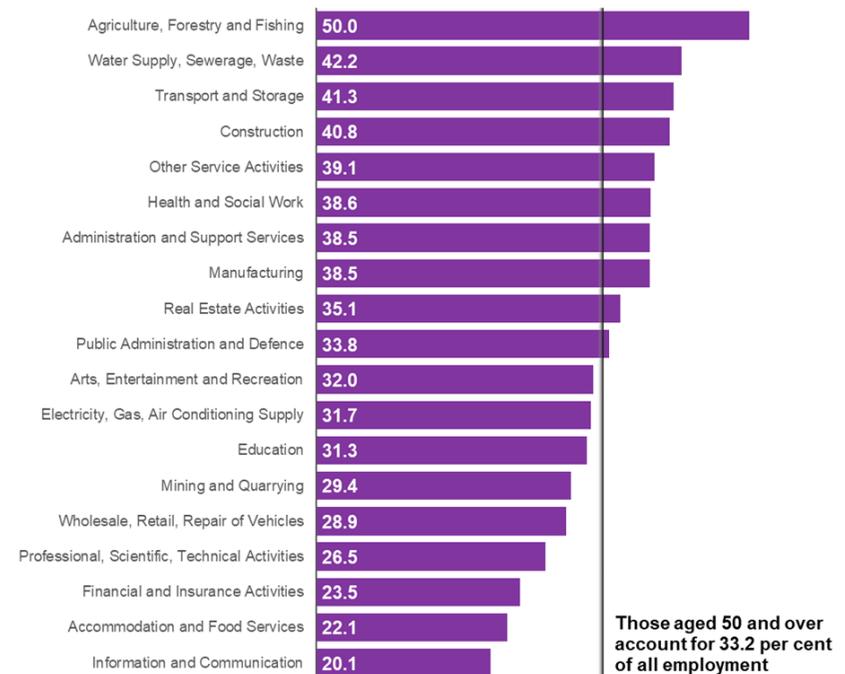


While young people (16 to 24 years) account for an estimated 11.3 per cent of all in employment in April 2020-March 2021, the 50 and over age band accounts for just under one third of the workforce (33.2 per cent).

The highest proportion of people in employment aged 50 years and over are employed in the “Health and Social Work” sector. An estimated 146,600 people in this age group are employed in the “Health and Social Work” sector, accounting for 38.6 per cent of all employed in that sector.

People in employment aged 50 years and over account for over 40 per cent of the workforce in the “Agriculture, Forestry and Fishing”, “Water Supply, Sewage, Waste”, “Transport and Storage” and “Construction” sectors.

Chart 6: Proportion of industry workforce aged 50 and over, April 2020-March 2021



Note: A shaded background indicates estimates are based on a small sample size. This may result in less precise estimates, which should be used with caution.

1.9 Disability

In April 2020-March 2021, the employment rate for those classed as disabled under the Equality Act 2010 was estimated at 47.4 per cent which is significantly lower than the employment rate for non-disabled people (80.2 per cent). In April 2020-March 2021, the disability employment gap was estimated at 32.8 percentage points. This represents a statistically significant gap.

Disability employment rate gap

The disability employment gap is the difference between the employment rates of disabled people and non-disabled people aged 16 to 64 years. It is calculated as the non-disabled employment rate minus disabled employment rate.

The gap between the employment rate for disabled and non-disabled people has decreased by 0.5 percentage points over the year and by 5.5 percentage points since April 2015-March 2016.

Figure 5: Employment rates for ages 16 to 64 by Equality Act Disabled, April 2020-March 2021



The employment rate for non-disabled people decreased significantly from 81.6 per cent in April 2019-March 2020 to 80.2 per cent in April 2020-March 2021 (1.4 percentage points) while the employment rate for disabled people decreased from 48.3 per cent to 47.4 per cent over the same period (0.9 percentage points). The employment rate for non-disabled people decreasing at a faster rate than for disabled people was the primary reason for the reduction in the employment gap.

The disability employment gap was lower for women aged 16 to 64 (26.9 percentage points) than men (39.5 percentage points) and across all other age bands.

The disability employment gap was lower for young people and increased with age with the gap being highest for those aged 50 to 64.

Chart 7: Disability employment gap for ages 16 to 64 by gender and age, Scotland, April 2020-March 2021



Note: A shaded background indicates estimates are based on a small sample size. This may result in less precise estimates, which should be used with caution.

1.10 Ethnicity

Estimates marked with an * to indicate they may be less precise and should be used with caution.

The employment rate for the minority ethnic⁴ population aged 16 to 64 was estimated at 65.1 per cent in April 2020-March 2021. This is significantly lower than the rate for the white population⁴ (73.2 per cent) giving an estimated gap in employment rates between the minority ethnic and white populations of 8.2 percentage points. This represents a statistically significant gap.

Minority ethnic employment rate gap

The minority ethnic employment gap is the difference between the employment rates of minority ethnic people and white people aged 16 to 64 years. It is calculated as the white employment rate minus minority ethnic employment rate.

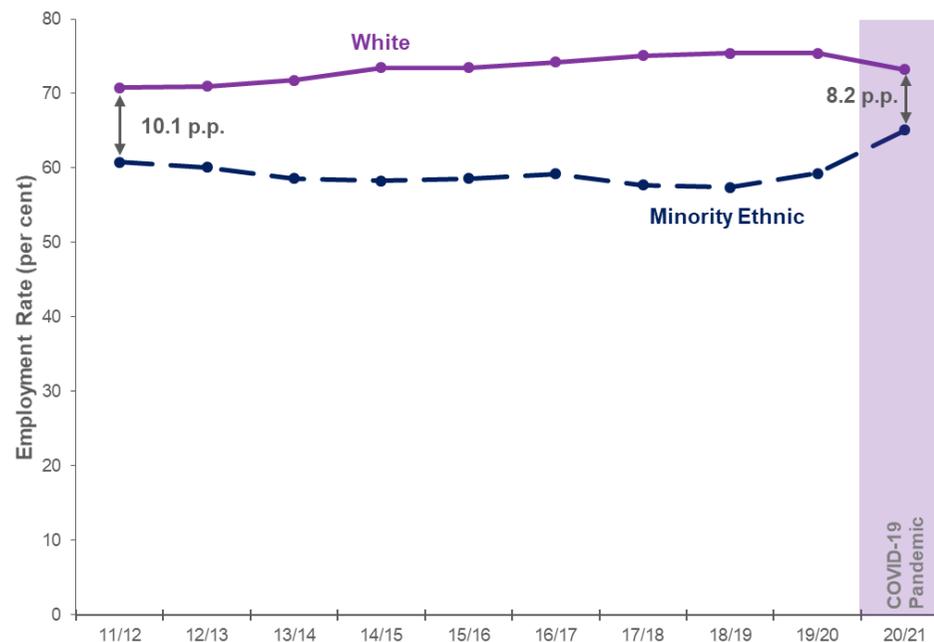
The white population aged 16 to 64 has consistently had a higher employment rate than the minority ethnic population.

The minority ethnic employment rate gap has reduced over the year from 16.1 percentage points in April 2019-March 2020. This change has been driven by a statistically significant annual increase in the employment rate for the minority ethnic population (increased by 5.8 percentage points from 59.3 per cent in April 2019-March 2020), compared with an annual decrease in the employment rate for the white population which was statistically significant (decreased by 2.1 percentage points from 75.4 per cent in April 2019-March 2020).

⁴ 'Minority ethnic' includes all categories outside the white population.

⁵ 'White includes 'White Polish' and 'White Gypsy' who also suffer disadvantage.

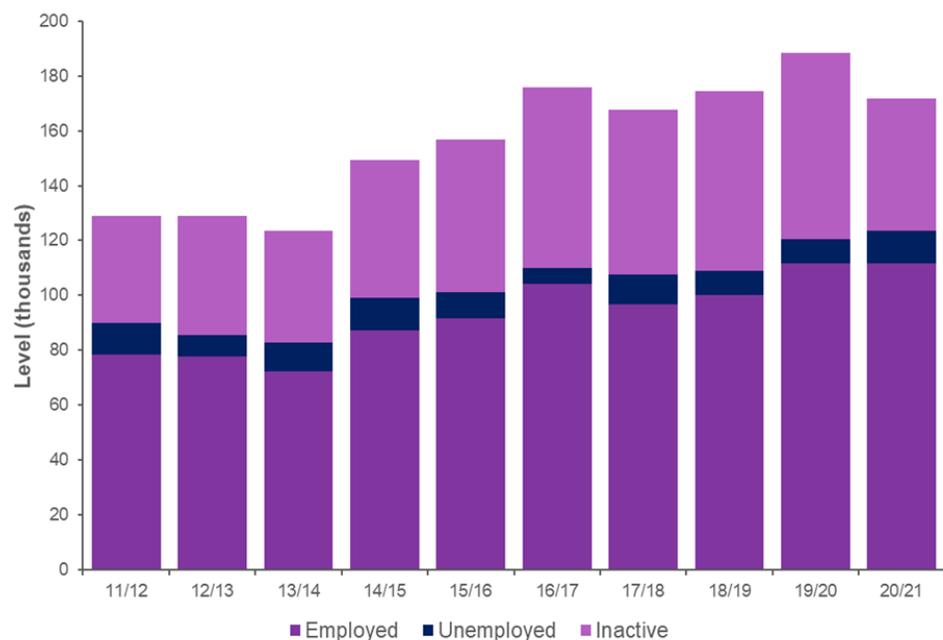
Chart 8: Employment rate for minority ethnic and white population ages 16 to 64, Scotland, 2011/12 to 2020/21



Source: Annual Population Survey, April-March datasets, ONS

There has been little change in the level of employment for the Minority Ethnic population. The employment rate is calculated based on those in employment as a percentage of the minority ethnic population aged 16-64 years. The APS estimates that the minority ethnic working age population has decreased over the year from April 2019 to March 2020, compared with April 2020 to March 2021, the decrease has been largest in the economic inactivity group.

Chart 9: Minority ethnic population by economic status ages 16 to 64, Scotland, 2011/12 to 2020/21



Source: Annual Population Survey, April-March datasets, ONS

The minority ethnic employment gap was much higher for women than men. In April 2020-March 2021, the minority ethnic employment gap was estimated at 13.2 percentage points for women and at 2.2 percentage points for men. The minority ethnic employment gap for women represents a statistically significant difference between the employment rates for the minority ethnic and white populations.

In April 2020-March 2021, the minority ethnic employment gap was estimated to be largest for those aged 25 to 34 (16.7 percentage points); followed by ages 35 to 49 (14.4 percentage points), ages 16 to 24 (7.2* percentage points) and ages 50 to 64 (-8.3 percentage points, where the minority ethnic employment rate is higher than the white employment rate). The minority ethnic employment gaps for 25 to 34 year olds and 35 to 49 year olds represent statistically significant differences between the employment rates for the minority ethnic and white populations.

Section 2: Type of Work

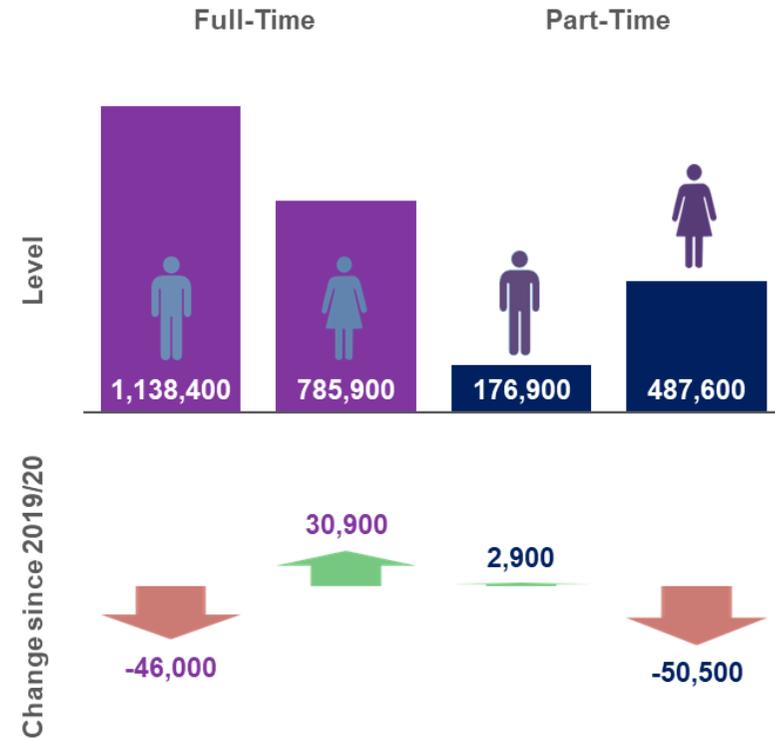
2.1 Type of Employment

In April 2020-March 2021, an estimated 1,924,300 people aged 16 and over were in full-time employment and 664,400 people aged 16 and over were in part-time employment.

Over the year, the estimated number of people in full-time employment and part-time employment has decreased. For women, the estimated number in full-time employment has increased over the year while the number of women in part-time employment has decreased. For men, the estimated number in full-time employment decreased over the year while the number of men in part-time employment increased slightly.

In April 2020-March 2021, an estimated 25.7 per cent of all people in employment worked part-time, lower than the proportion of employed people working part-time in April 2019-March 2020 (26.9 per cent). This represents a statistically significant decrease.

Chart 10: Employment level for ages 16 and over by sex and full-time/part-time, April 2020-March 2021



Source: Annual Population Survey, April-March datasets, ONS

Part-time employment accounts for a higher proportion of women's employment compared with men's; 38.3 per cent of all women's employment compared with 13.4 per cent of all men's employment.

Part-time employment is also more common for those in employment aged 16 to 24 years (46.5 per cent), with the majority being students, and for those aged 65 years and over where 57.2 per cent were working part-time.

Contractually Secure Employment

National Performance Framework Indicator

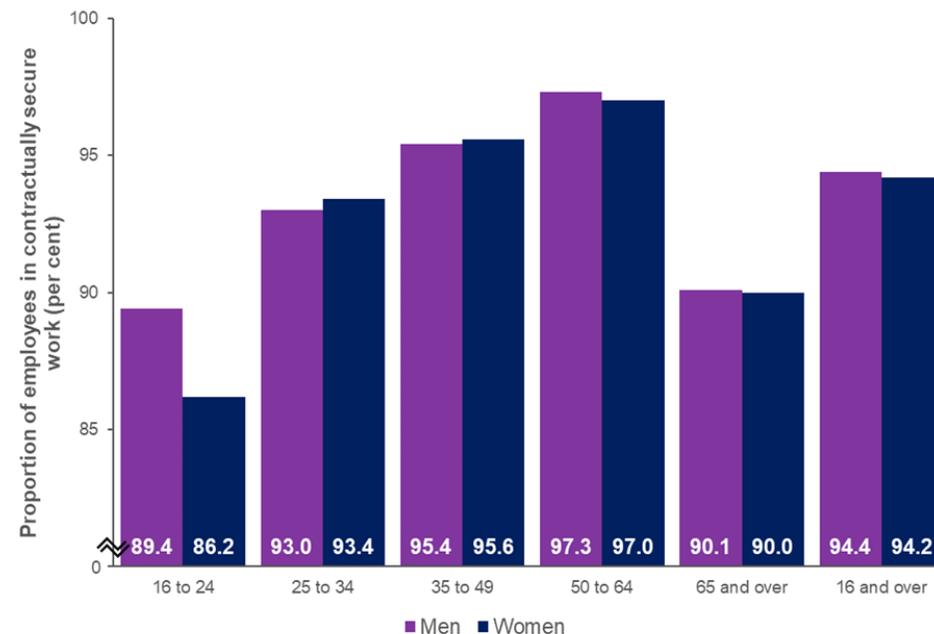
Contractually secure work

A contractually secure worker is defined as an employee aged 16 and over who has a permanent contract.

In April 2020-March 2021, the proportion of employees aged 16 and over in contractually secure employment was estimated at 94.3 per cent, 1.0 percentage point lower than the estimated proportion in April 2019-March 2020 (95.3 per cent). This represents a statistically significant decrease. An estimated 129,700 employees aged 16 and over (5.7 per cent of all employees) were not in contractually secure employment in April 2020-March 2021. The main reasons given for not being in contractually secure employment were 'under contract for a fixed period or a fixed task' and 'working for an employment agency'.

Young people (16 to 24) were least likely to be in contractually secure employment. Across all age groups, the proportion of employees in contractually secure work is above 90.0 per cent, except for those aged 16 to 24 (87.8 per cent in April 2020-March 2021).

Chart 11: Share of employment which is contractually secure by age and sex, April 2020-March 2021



Self-employment

Note:

There have been changes in self-employment in the last year due to self-employed people reporting that they are employees as they are using the Coronavirus Job Retention Scheme (CJRS) and this is affecting the continuity of the [data](#).

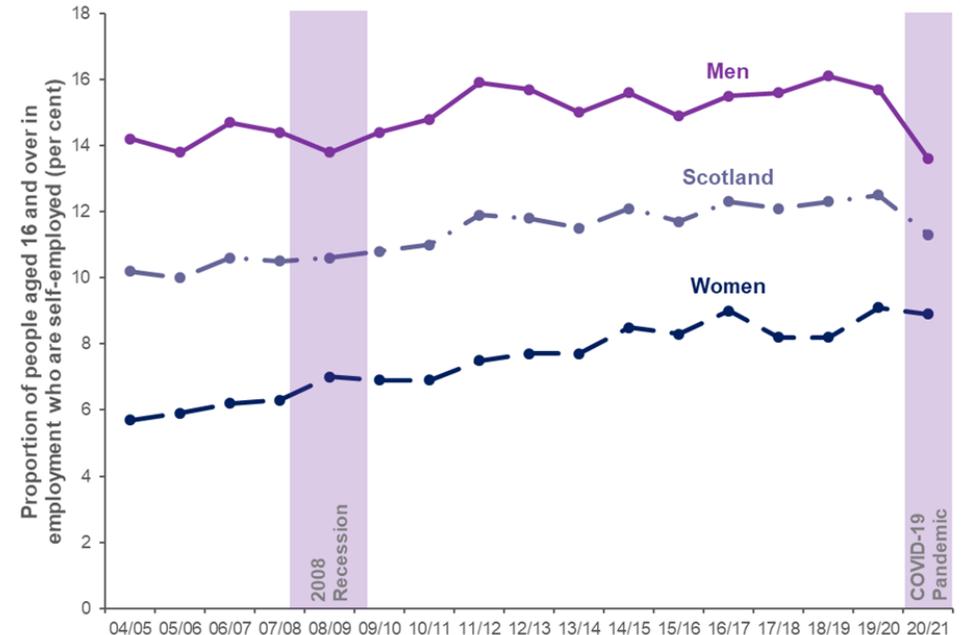
In April 2020-March 2021, an estimated 292,800 people aged 16 and over in employment in Scotland were self-employed, 38,400 lower than in April 2019-March 2020 (331,200).

In the longer term self-employment has increased from a low of 246,800 in April 2005-March 2006 to a high of 331,200 in April 2019-March 2020. The pace of growth was faster than for employees overall and had been accounting for an increasing share of overall employment over time.

Self-employment accounted for 11.3 per cent of all employment in Scotland in April 2020-March 2021. This remains below the UK where 13.7 per cent of those in employment are self-employed.

Women accounted for an increasing share of self-employment from 26.7 per cent in April 2004-March 2005 to 38.7 per cent in April 2020-March 2021. In April 2020-March 2021, an estimated 113,400 women were classed as being self-employed, slightly lower than the year before (117,200 in April 2019-March 2020).

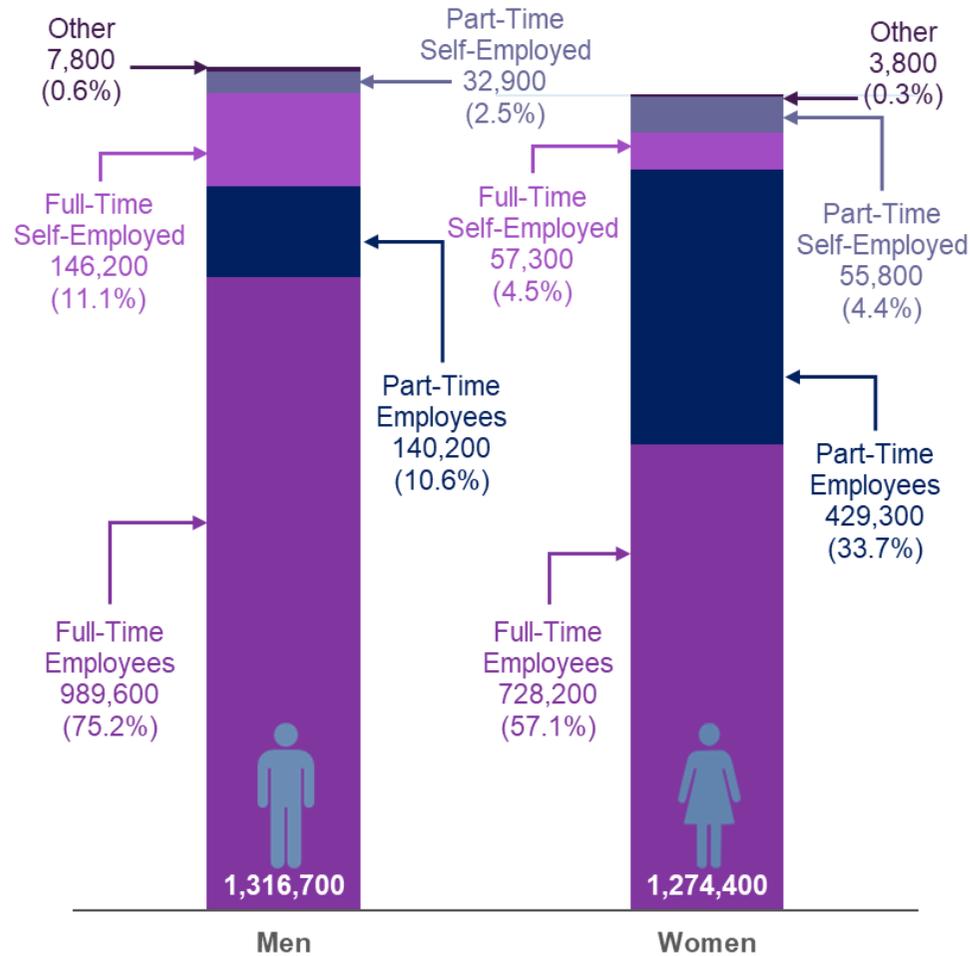
Chart 12: Proportion of people aged 16 and over in employment who are self-employed by sex, 2004/05 to 2020/21



Source: Annual Population Survey, April-March datasets, ONS

The number of men in Scotland who are self-employed was estimated at 179,500 in April 2020-March 2021, lower than in April 2019-March 2020 when 214,000 men were self-employed.

Chart 13: Employment for ages 16 and over by sex and work pattern, April 2020-March 2021



Notes: 1. Estimate for the 'Other' category for women is based on a small sample size. This may result in a less precise estimate which should be used with caution.

2. 'Other' is defined as those in Government employment & training programmes or unpaid family workers and employees and self-employed who did not report whether they worked full-time or part-time.

2.2 Underemployment

What is underemployment?

Underemployment refers to those who are in work but would prefer to work more hours in their current job (at their basic rate of pay), in an additional job or in a new job with longer hours to replace their current job. This provides a measure of underutilisation of labour.

The APS only collects information on hours based underemployment.

Figure 6: Underemployment for those in employment aged 16 years and over, 2004/05 to 2020/21



In April 2020-March 2021, it was estimated that 219,100 people in employment aged 16 and over were underemployed in Scotland, 36,800 more than in April 2019-March 2020.

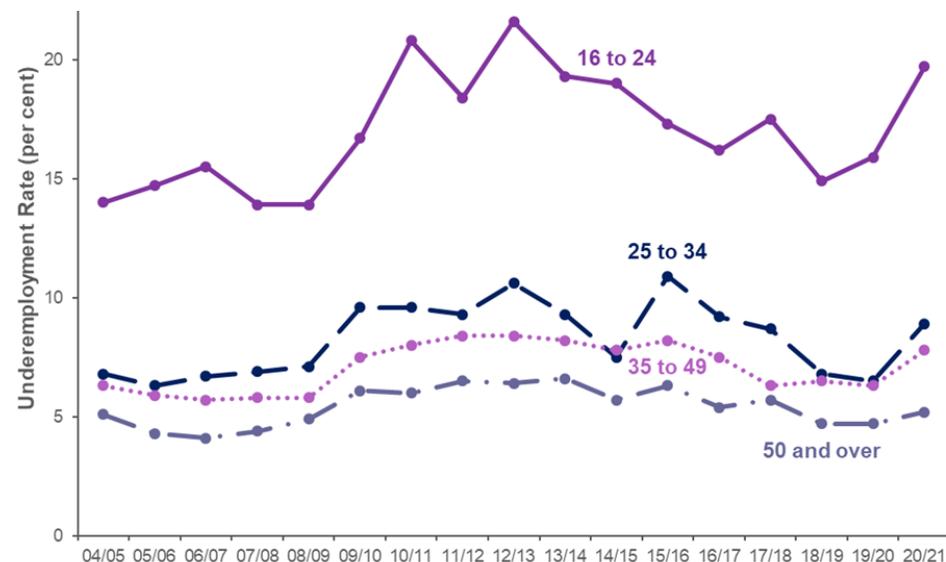
Source: Annual Population Survey, April-March datasets, ONS

In April 2020-March 2021, the underemployment rate (hours based underemployment as a percentage of all people aged 16 and over in employment) was estimated at 8.5 per cent, 1.6 percentage points higher than in April 2019-March 2020 (6.9 per cent). This represents a statistically significant increase over the year. However, it is still significantly lower than the peak rate of 10.0 per cent in April 2012-March 2013.

The underemployment rate for men aged 16 and over fell from its peak of 8.9 per cent in April 2010-March 2011 to 6.5 per cent in April 2019-March 2020. However, the underemployment rate for men in April 2020-March 2021 (8.1 per cent) is significantly higher than in April 2019-March 2020. The underemployment rate for women aged 16 and over fell from its peak of 11.4 per cent in April 2012-March 2013 to 7.3 per cent in April 2019-March 2020 which represents a statistically significant decrease. However, the underemployment rate for women in April 2020-March 2021 (9.0 per cent) is significantly higher than in April 2019-March 2020.

By age, the underemployment rate is estimated to be highest amongst those in employment aged 16 to 24 and at 19.7 per cent is over double the national average (8.5 per cent). In the period since April 2012-March 2013, the underemployment rate had decreased across all age groups to April 2019-March 2020. However, it has increased over the last year across all age groups.

Chart 14: Underemployment Rate for ages 16 and over by age, 2004/05 to 2020/21



2.3 Employment by Sector

The official measure of public sector employment is the [SG Quarterly Public Sector Survey](#). Estimates of employment by sector on the APS are based on survey respondents self-reporting.

In April 2020-March 2021, Public Sector Employment accounts for an estimated 28.9 per cent of all in employment while private sector employment is 71.1 per cent of all in employment.

In April 2020-March 2021, the local authorities with the highest public sector employment estimates were:

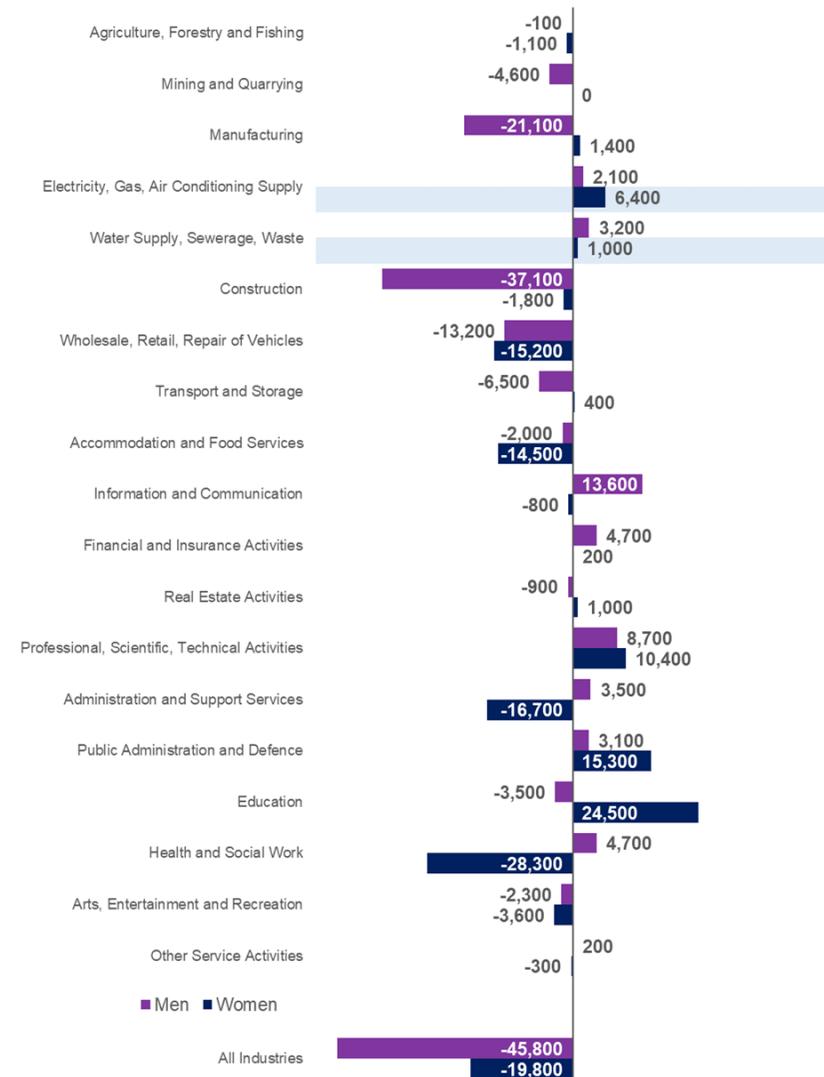
- **Na h-Eileanan Siar** (40.4 per cent);
- **Argyll & Bute** (37.6 per cent); and
- **West Dunbartonshire** (36.8 per cent).

In the last 10 years, there have been substantial movements in the number of people employed by sector. The largest increases for employment by gender are within the “Public Administration and Defence”, and “Health and Social Work” sectors with 41,000 more women employed in these sectors. (Note this is not the same as the Public Sector).

However, large changes over the year saw less women employed in the “Health and Social Work” (decreasing by 28,300), “Administration and Support Services” (decreasing by 16,700) and “Wholesale, Retail, Repair of Vehicles” (decreasing by 15,200) sectors.

While for men large decreases were seen in: “Construction” (decreasing by 37,100), “Manufacturing” (decreasing by 21,100) and “Wholesale, Retail, Repair of Vehicles” (decreasing by 13,200). Employment for men increased for: “Information and Communication” (increasing by 13,600) and “Professional, Scientific, Technical Activities” (increasing by 8,700).

Chart 15: Change in the number of people employed aged 16 and over since April 2019-March 2020 by industry and sex, Scotland
Change between Apr 2019 - Mar 2020 and Apr 2020 - Mar 2021



27 Note: A shaded background indicates estimates are based on a small sample size. This may result in less precise estimates, which should be used with caution.

2.4 Gender Segregation

Gender segregation remains a persistent issue across several broad industry sectors and occupational groups in Scotland.

Although equality legislation has been in place for many years, gender segregation is still apparent in many industry sectors in Scotland.

Almost half of all women in employment in Scotland (47.9 per cent) work in the “Public Administration and Defence”, “Education”, and “Health and Social Work” sectors (Note this is not the same as the Public Sector). Sectors with high levels of gender segregation towards women, this compares with around 20 per cent of men employed in these sectors.

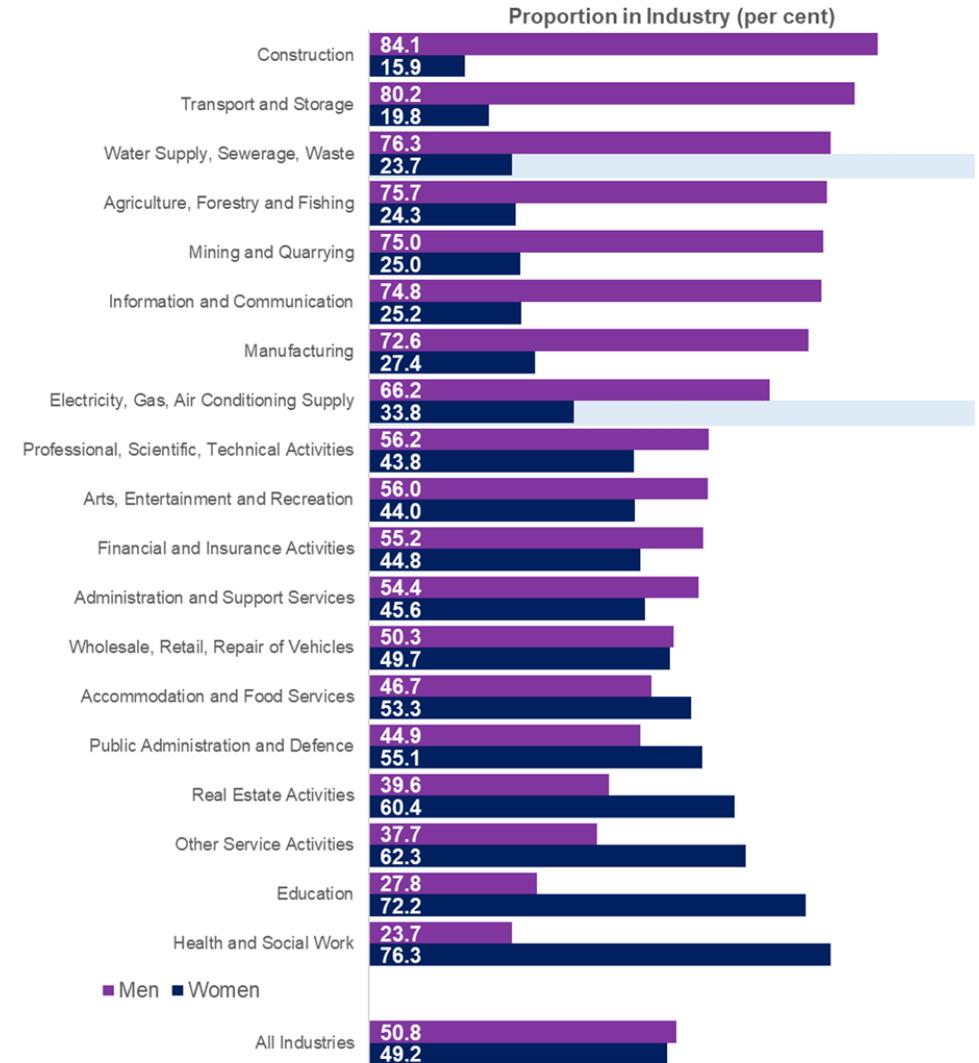
Just under half (40.0 per cent) of men work in sectors that show high levels of gender segregation towards men: “Construction” (9.4 per cent), “Manufacturing” (10.1 per cent), “Transport and Storage” (6.9 per cent), Energy and water (6.4 per cent), “Information and Communication” (5.1 per cent) and “Agriculture, Forestry and Fishing” (2.2 per cent).

Gender segregation across the various occupational groups show a similar picture to that seen across industry sectors with specific occupational groups showing high levels of segregation.

40.1 per cent of women in Scotland were employed in occupations that are gender segregated towards women: “Personal Service Occupations” (15.3 per cent), “Administrative and Secretarial” (13.9 per cent) and “Sales and Customer Service Occupations” (10.9 per cent).

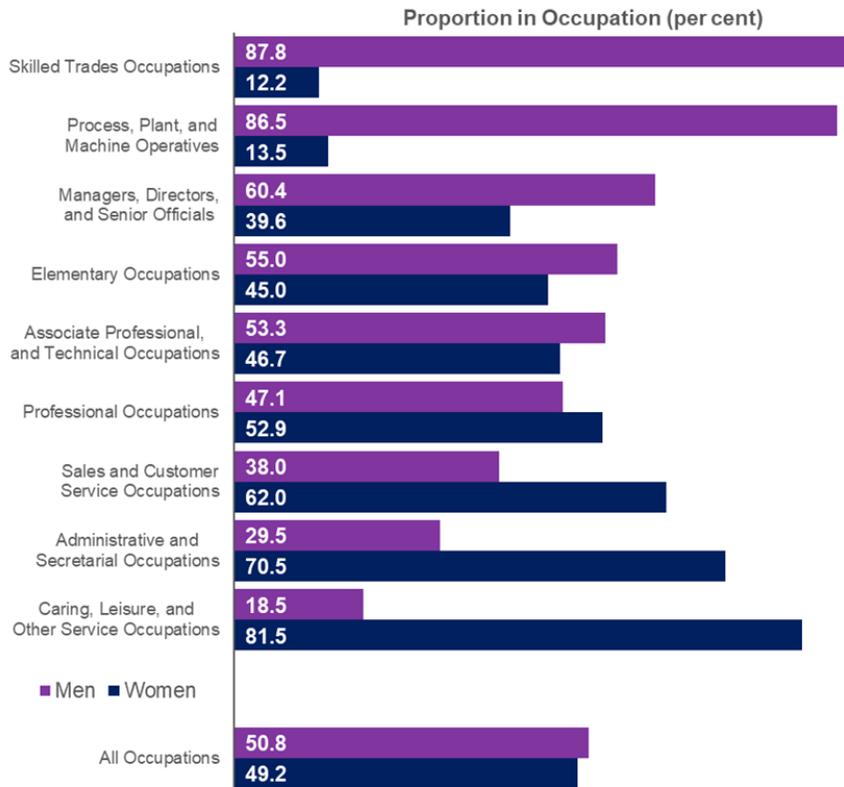
25.4 per cent of men in Scotland were employed in occupations that exhibit high levels of gender segregation towards men: “Skilled Trades Occupations” (15.7 per cent) and “Process, Plant and Machine Operatives” (9.7 per cent).

Chart 16a: Proportion of Employment in Sector aged 16 and over by sex, Scotland, April 2020-March 2021



28 Note: A shaded background indicates estimates are based on a small sample size. This may result in less precise estimates, which should be used with caution.

**Chart 16b: Proportion of Employment aged 16 and over by sex
Scotland, April 2020-March 2021**



2.5 Job Related Training

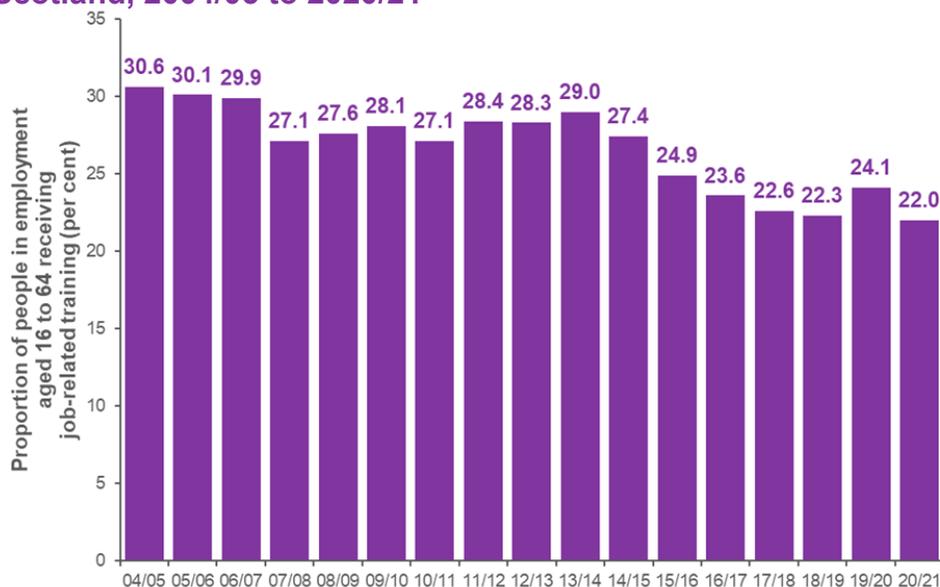
National Performance Framework Indicator

Work place learning - have you taken part in any education or any training connected with your job or a job that you might be able to do in the future.

Estimates marked with an * indicate they are based on small sample sizes which may be less precise and should be used with caution.

The percentage of people in employment aged 16-64 who reported receiving job related training in the last 3 months has been decreasing over time. In April 2019-March 2020, 24.1 per cent of people in employment were estimated to have received job related training in the last 3 months, decreasing to 22.0 per cent in April 2020-March 2021. This represents a statistically significant decrease.

Chart 17: Proportion of people in employment aged 16 to 64 who received job related training in the last 3 months, Scotland, 2004/05 to 2020/21



Source: Annual Population Survey, April-March datasets, ONS

In April 2020-March 2021, the local authorities with the highest proportion of people in employment aged 16-64 who reported receiving job related training were:

- **Shetland Islands** (31.3* per cent);
- **Aberdeen City** (29.9 per cent); and
- **Highland** (29.8 per cent).

While the local authorities with the lowest proportion of people in employment who reported receiving job related training were:

- **Scottish Borders** and **South Lanarkshire** (13.0 per cent);
- **West Dunbartonshire** (15.3 per cent); and
- **Falkirk** (16.1 per cent).

In the last year, the proportion of people in employment who reported receiving job related training in the last 3 months has decreased in 22 local authorities and increased in 10 local authorities.

The largest decreases were seen in:

- **Dundee City** down by 11.4 percentage points to 22.8 per cent;
- **Renfrewshire** down by 9.2 percentage points to 21.8 per cent; and
- **Angus** down by 8.9 percentage points to 26.5 per cent.

These represent statistically significant decreases over the year.

In April 2010-March 2011, over a quarter of people in employment (27.1 per cent) were estimated to have received job related training in the last 3 months, decreasing to 22.0 per cent in April 2020-March 2021. This represents a statistically significant decrease.

Since April 2010-March 2011, the proportion of people in employment who reported receiving job related training in the last 3 months has decreased in 25 local authorities and increased in seven local authorities.

The largest decreases were seen in:

- **South Lanarkshire** down by 14.2 percentage points to 13.0 per cent; and
- **Scottish Borders** down 14.0 percentage points to 13.0 per cent.

These represent statistically significant decreases over the ten year period.

Section 3: Skills

3.1 Skills of Population

Section 3 of the publication is based on the January to December Annual Population Survey datasets.

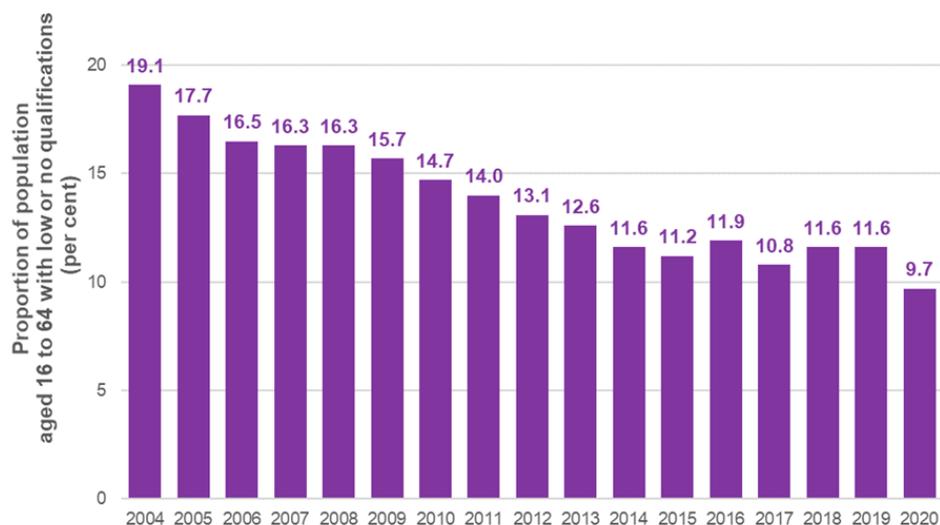
National Performance Framework Indicator

Skill profile of the population

In January-December 2020, an estimated 9.7 per cent (324,700) of the population in Scotland aged 16 to 64 years old have low or no qualifications (SCQF level 4 or below).

The proportion of the population with low (SCQF level 4 or below) or no qualifications has been decreasing over time. The proportion of the population with low or no qualifications has decreased by 1.9 percentage points in the last year, from 11.6 per cent in January-December 2019 to 9.7 per cent in January-December 2020. This represents a statistically significant decrease.

Chart 18: Proportion of population aged 16 to 64 with low or no qualifications, Scotland, 2004 to 2020



Source: Annual Population Survey, January-December datasets, ONS

There is regional variation across Scotland in the proportion of the population aged 16-64 with low or no qualifications.

In January-December 2020, the highest proportion of people aged 16 to 64 with low or no qualifications were in:

- **West Dunbartonshire** (15.8 per cent),
- **Inverclyde** and **North Lanarkshire** (14.6 per cent); and
- **Glasgow City** (13.5 per cent).

In the last year, the proportion of the population with low or no qualifications has decreased in 23 local authorities and increased in nine local authorities across Scotland.

The largest decreases were seen in:

- **Falkirk** down by 6.2 percentage points to 11.9 per cent;
- **Renfrewshire** down by 5.4 percentage points to 5.1 per cent; and
- **Stirling** down by 4.7 percentage points to 7.3 per cent.

These represent statistically significant decreases over the year.

Since January-December 2010, the proportion of the population with low or no qualifications has decreased in 31 local authorities and increased in one local authority across Scotland.

The largest decreases was seen in:

- **Renfrewshire**, down 11.6 percentage points to 5.1 per cent;
- **Glasgow City**, down 10.3 percentage points to 13.5 per cent; and
- **North Lanarkshire**, down 8.5 percentage points to 14.6 per cent.

These represent statistically significant decreases over the ten year period.

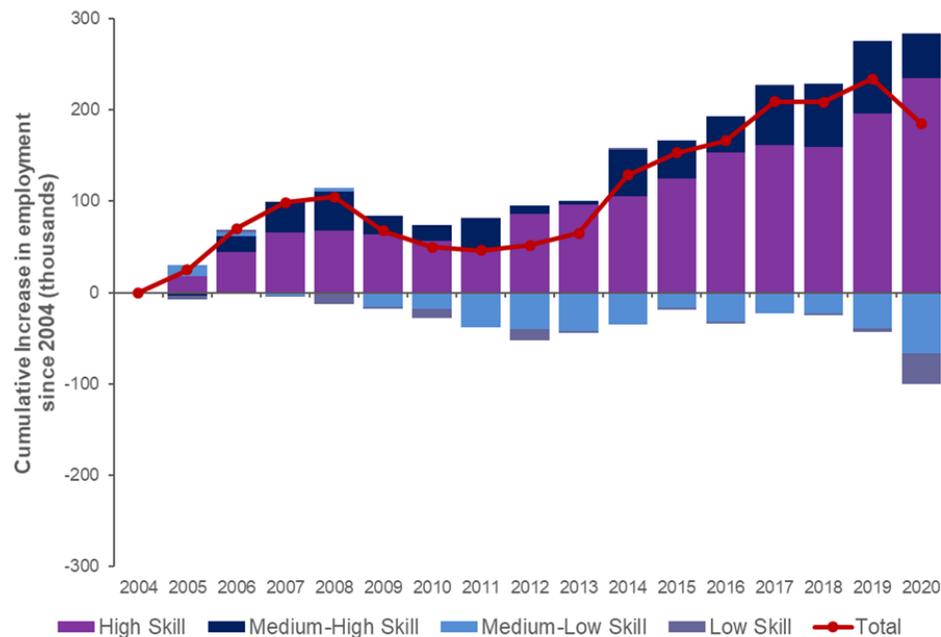
3.2 Occupational Skills

Between January-December 2004 and January-December 2020, there has been a gradual increase in the employment levels in high skilled occupations (e.g. functional management in finance, marketing, public finance, etc.) and medium-high skill occupations (e.g. health associate professional, nursing, etc.).

Employment in high skilled occupations increased by 5.3 per cent between 2019 and 2020, increasing from an estimated 732,800 to 771,900 people aged 16 and over while medium-high skilled occupations decreased by 4.2 per cent from an estimated 736,600 to 705,700 people over the same period.

In January-December 2020, high and medium-high skilled occupations accounted for an estimated 56.6 per cent of all jobs.

Chart 19: Cumulative increase in occupation skills level of employment for ages 16 and over, Scotland, 2004 to 2020



An estimated 43.4 per cent of jobs are low skilled or medium-low skilled.

There has been a decline in employment in medium-low and low skilled occupations (e.g. sales assistant, retail cashier) between 2004 and 2020. Over the last year, employment in medium-low skilled occupations decreased by 3.0 per cent, from an estimated 901,700 in 2019 to 874,400 in 2020 people aged 16 and over. Low skilled occupations (e.g. bar staff, cleaning, etc.) also declined, by 10.2 per cent, from an estimated 288,000 in 2019 to 258,600 in 2020. These have been the largest annual decreases across the time series.

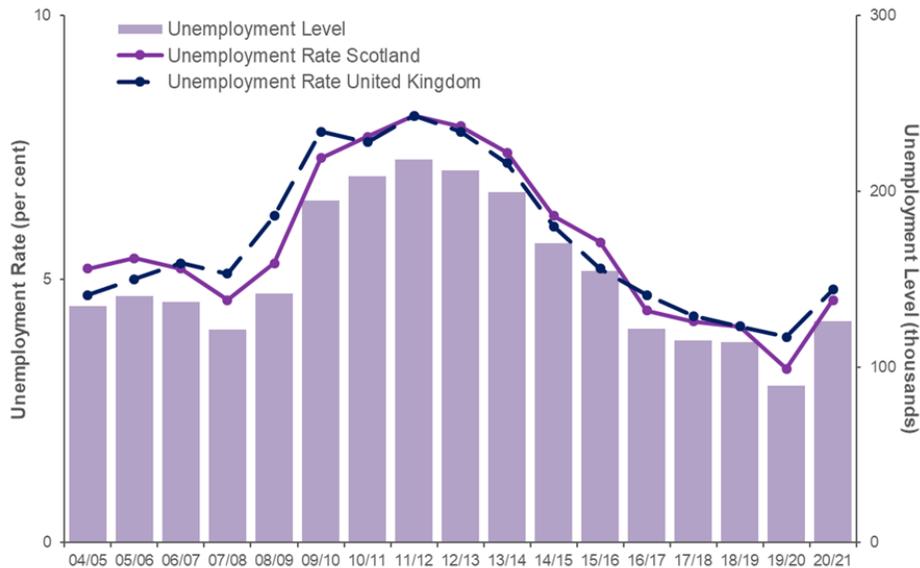
Section 4: Unemployment

4.1 Unemployment over time

Who is classed as unemployed under the ILO definition?

People aged 16 and over who are not in employment, would like a job, have actively sought work in the previous four weeks prior to their Labour Force Survey (LFS) interview and are available to start work within the next fortnight; or are out of work and have accepted a job which they are waiting to start in the fortnight following their LFS interview.

Chart 20: Unemployment for ages 16 and over, Scotland and UK, 2004/05 to 2020/21



Scotland's unemployment level and rate increased over the past year from a record low.

The unemployment rate in Scotland in April 2020-March 2021 was 4.6 per cent, below the UK rate of 4.8 per cent.

Over the year, the rate has increased in Scotland (a statistically significant increase of 1.4 percentage points) and also in the UK (a statistically significant increase of 1.0 percentage points).

Since April 2010-March 2011, Scotland's unemployment rate has significantly decreased by 3.1 percentage points, while the UK's unemployment rate significantly decreased by 2.8 percentage points.

There were 126,000 people aged 16 and over who were unemployed in Scotland, an increase of 36,700 over the year.

The peak unemployment rate, following the last recession, was in April 2011-March 2012 when the unemployment rate was 8.1 per cent and 218,300 people aged 16 and over were unemployed. This was 92,300 more unemployed people than in April 2020-March 2021.

4.2 Local Authorities

Model Based Unemployment (MBU) Rates⁷ have increased in all 32 of Scotland's local authorities since April 2019-March 2020.

The highest MBU rates were seen in:

- **North Ayrshire** (5.8 per cent);
- **North Lanarkshire** (5.7 per cent); and,
- **Glasgow City** (5.6 per cent).

The lowest rates were seen in:

- **Orkney Islands** (3.1 per cent);
- **Shetland Islands** (3.3 per cent);
- **Aberdeenshire** (3.6 per cent).

Since April 2019-March 2020, MBU rates increased in all 32 local authority areas.

The largest statistically significant increases between April 2019-March 2020 and April 2020-March 2021 were seen in:

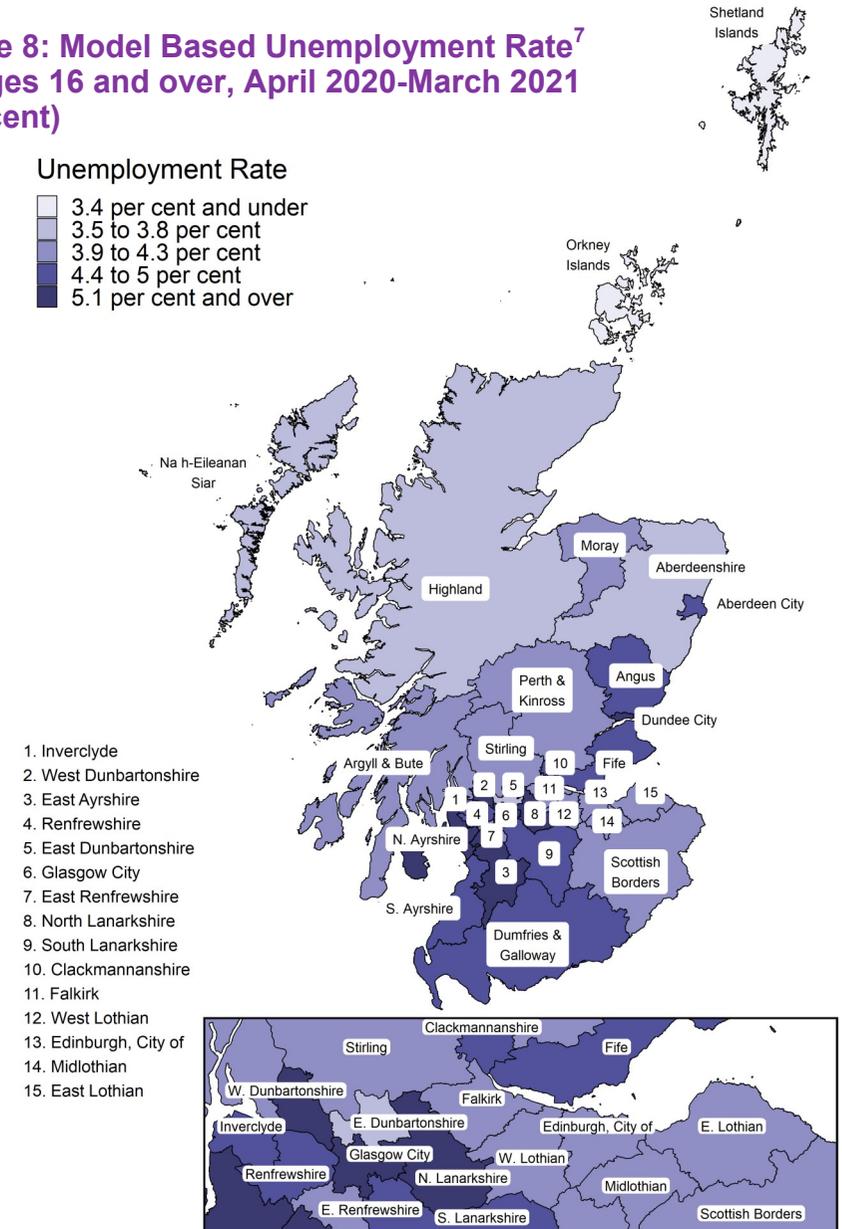
- **Aberdeen City** (up 2.2 percentage points from 2.5 per cent to 4.7 per cent);
- **Angus** (up 2.1 percentage points from 2.6 per cent to 4.7 per cent);
- **Dumfries and Galloway** (up 2.0 percentage points from 2.7 per cent to 4.7 per cent); and
- **Perth and Kinross** (up 2.0 percentage points from 2.3 per cent to 4.3 per cent).

⁷ Sample sizes for the unemployed cohort are relatively small compared to the employed and inactive cohorts. Consequently unemployment estimates at local level can have large sampling variations. To improve the quality of estimates for all local authorities, the Office for National Statistics (ONS) developed model based estimates. More information can be found on the ONS website: <https://www.ons.gov.uk/employmentandlabourmarket/peoplenotinwork/unemployment/datasets/modelledunemploymentforlocalandunitaryauthoritiesm01>

Figure 8: Model Based Unemployment Rate⁷ for ages 16 and over, April 2020-March 2021 (per cent)

Unemployment Rate

- 3.4 per cent and under
- 3.5 to 3.8 per cent
- 3.9 to 4.3 per cent
- 4.4 to 5 per cent
- 5.1 per cent and over



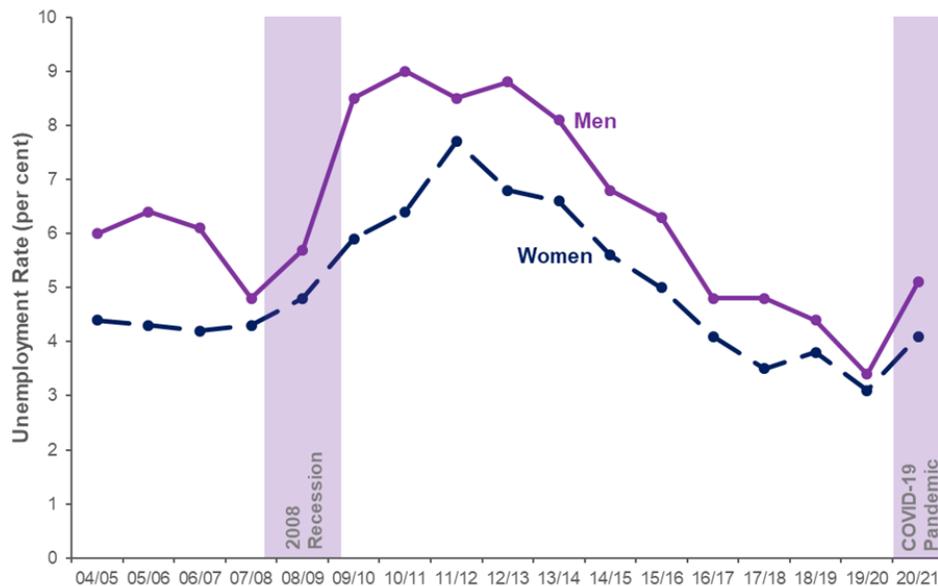
Source: Annual Population Survey (Apr 2020 - Mar 2021; Claimant Count, ONS)
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Ordnance Survey Licence number 100024655

4.3 Sex and age

The unemployment (16 and over) rate has increased more for men than women in Scotland.

Since April 2019-March 2020, the unemployment (16 and over) rate for women in Scotland increased by a statistically significant 1.0 percentage points from 3.1 per cent to 4.1 per cent in April 2020-March 2021, while the unemployment rate for men increased from 3.4 per cent to 5.1 per cent (a statistically significant 1.8 percentage point increase) over the same period.

Chart 21: Unemployment Rate for ages 16 and over by sex, Scotland, 2004/05 to 2020/21

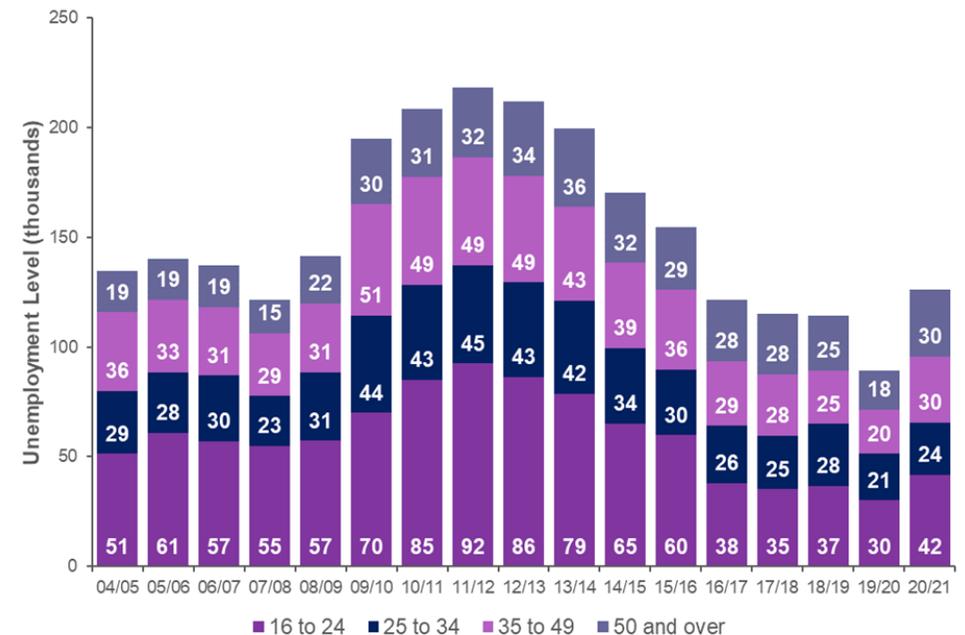


Young people (16 to 24 year olds) in Scotland experienced the largest increase in unemployment rate, increasing by 3.6 percentage points, a statistically significant change over the year to 12.5 per cent in April 2020-March 2021.

The unemployment rate for those aged 16-24 April 2020-March 2021, in Scotland is the highest of all age groups at 12.5 per cent.

In April 2020-March 2021, there were 41,800 unemployed young people. This compares with 30,100 in April 2019-March 2020 and 92,400 in April 2011-March 2012, the peak of the series.

Chart 22: Unemployment Level for ages 16 and over by Age, Scotland, 2004/05 to 2020/21



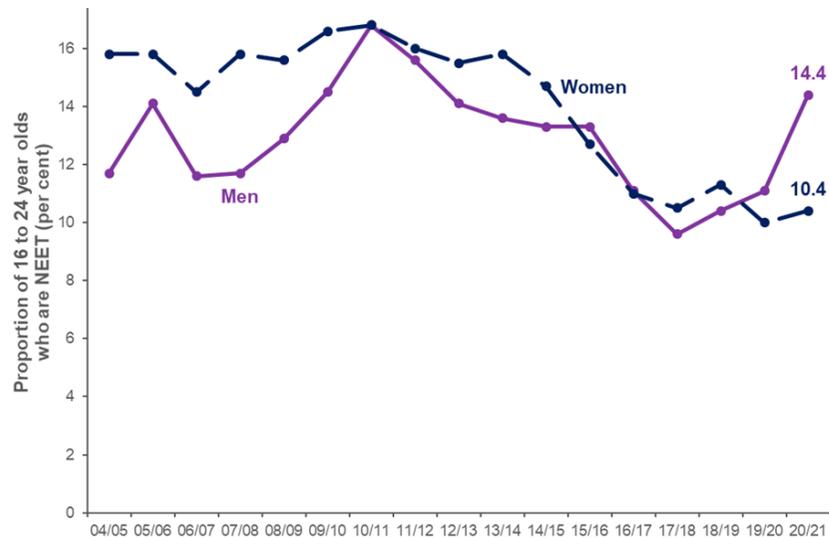
4.4 NEET

Estimates marked with an * indicate they are based on small sample sizes which may be less precise and should be used with caution.

12.4 per cent of people aged 16 to 24 years were not in employment, education or training (NEET) in April 2020-March 2021, an increase of 1.9 percentage points from April 2019-March 2020 but a statistically significant decrease of 4.4 percentage points from 16.8 per cent in April 2010-March 2011 (the peak following the recession).

The percentage of 16 to 24 year olds who are not in employment, education or training has typically been higher for women than men, particularly in the years to April 2014 to March 2015. However, the percentage of men not in employment, education or training was 14.4 per cent in April 2020-March 2021, higher than women at 10.4* per cent.

Chart 23: Proportion of 16 to 24 year olds who are not in employment, education or training by sex, Scotland, 2004/05 to 2020/21



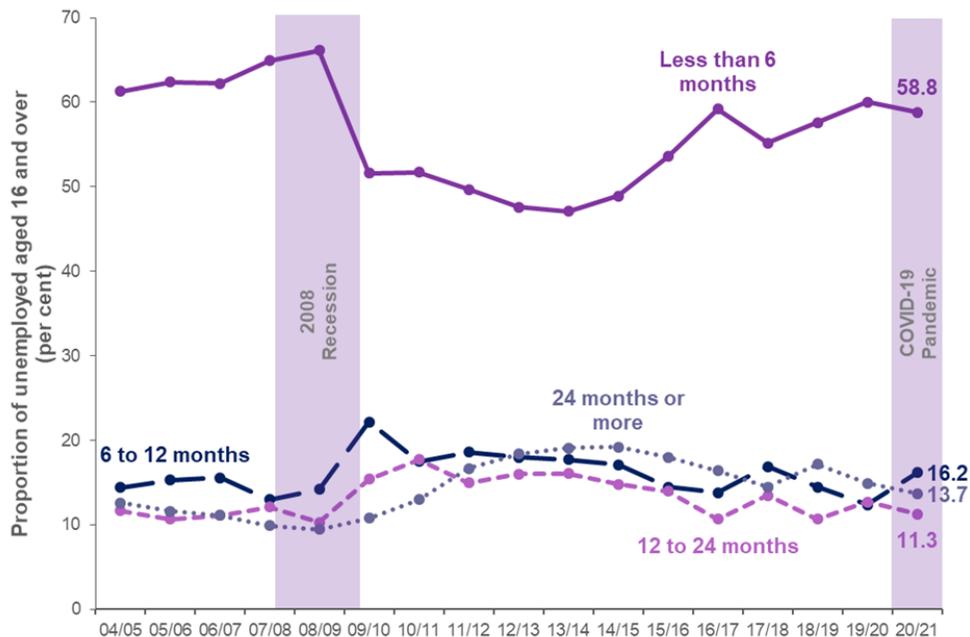
4.5 Duration

41.2 per cent of all unemployed people (16 and over) in Scotland have been unemployed for 6 months or more

Of the 126,000 unemployed people in Scotland in April 2020-March 2021, 73,800 (58.8 per cent) were unemployed for less than six months (short-term unemployment).

This proportion is lower than in April 2019-March 2020 when 60.0 per cent of unemployed people were unemployed for less than six months. In the last year there has been an increase in the percentage unemployed for 6-12 months, which reflects the duration since the onset of the pandemic and initial flow into unemployment status.

Chart 24: Proportion of people aged 16 and over who are unemployed by duration of unemployment, Scotland, 2004/05 to 2020/21



Source: Annual Population Survey, April-March datasets, ONS

In April 2020-March 2021, 31,500 (25.0 per cent of all unemployed people) were unemployed for 12 months or more (long-term unemployment), 6,800 more than in April 2019-March 2020 (24,700), however it remains at similar levels to April 2018-March 2019.

A higher proportion of unemployed men were in long-term unemployment in April 2020-March 2021 (26.0 per cent) compared to women (23.8 per cent). Men account for around three in five of all long-term unemployed.

The proportion of unemployed people who were long-term unemployed increases with age. In April 2020-March 2021, there were 9,600 unemployed people aged 50 and over who were unemployed for 12 months or more (31.8 per cent of all unemployed people aged 50 and over).

Section 5: Economic Inactivity

5.1 Inactivity over time

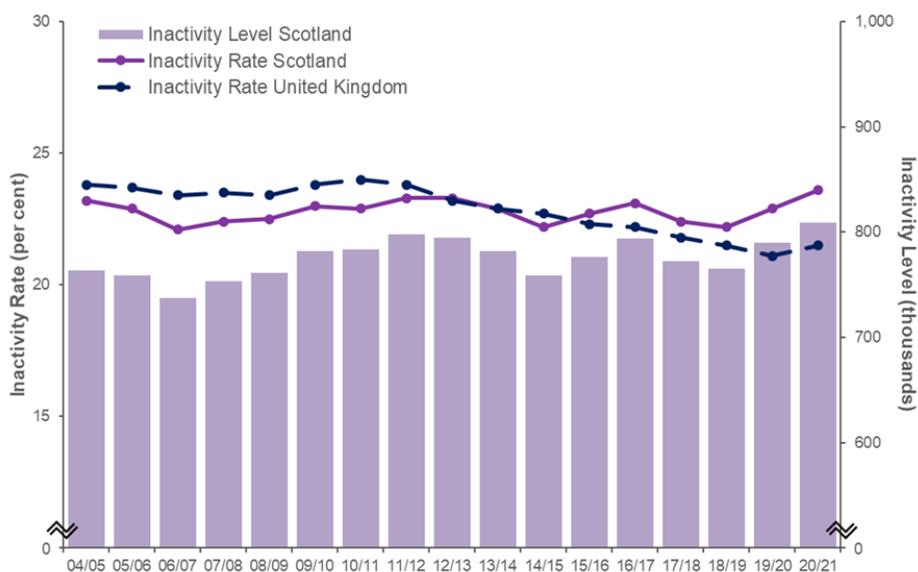
Scotland's inactivity rate in April 2020-March 2021 was above the rate for the UK.

The inactivity rate for those aged 16-64 in Scotland in April 2020-March 2021 was 23.6 per cent, higher than the UK rate of 21.5 per cent.

Over the year, the rate has increased marginally in Scotland (up 0.6 percentage points) and the UK (up 0.4 percentage points, which is statistically significant).

Scotland's inactivity rate is slightly higher in April 2020-March 2021 compared with April 2010-March 2011 (up 0.6 percentage points), while in the UK the inactivity rate is 2.6 percentage points lower, a statistically significant decrease.

Chart 25: Economic Inactivity Rate for ages 16 to 64, Scotland and UK, 2004/05 to 2020/21



Source: Annual Population Survey, April-March datasets, ONS

Who is classed as economically inactive?

Individuals aged 16 to 64 who are neither employed nor unemployed under ILO definitions are classed as economically inactive. There are many reasons why people may be inactive and not considered an active part of the labour supply: they may have a long-term illness or disability, be studying for a qualification, staying at home to look after their family, or have retired.

Inactivity rate is higher for women (16 to 64 years) at 26.5 per cent compared with 20.6 per cent for men.

Overall women account for 57.4 per cent of economically inactive people (16 to 64).

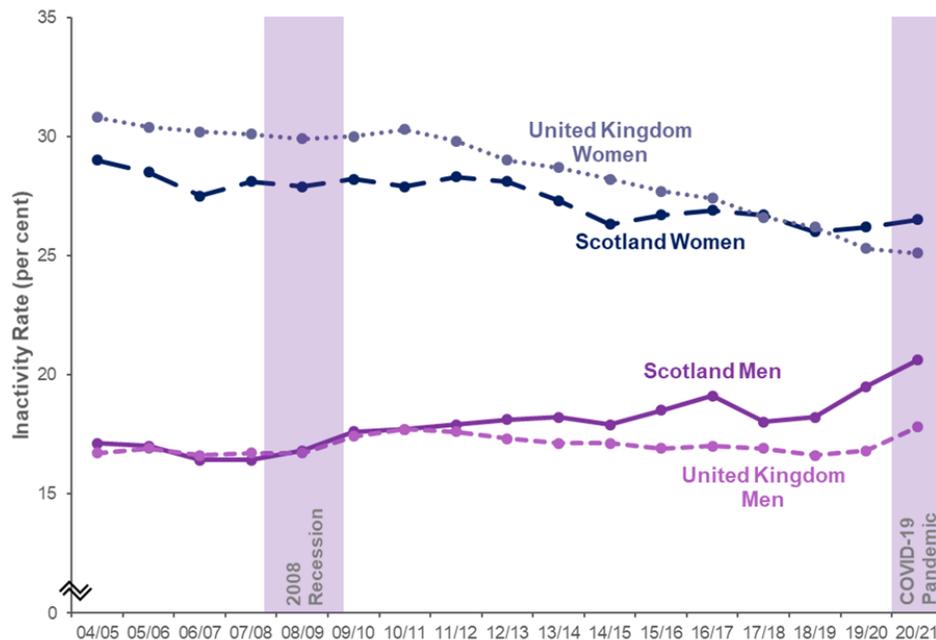
5.2 Sex and age

The inactivity rate has increased for men and women in Scotland since April 2019-March 2020.

The inactivity (16 to 64) rate for women in Scotland increased slightly, by 0.2 percentage points, from 26.2 per cent in April 2019-March 2020 to 26.5 per cent in April 2020-March 2021.

Over the same period the inactivity rate for men increased by 1.1 percentage points (from 19.5 per cent to 20.6 per cent).

Chart 26: Economic Inactivity Rate for ages 16 to 64 by sex, Scotland, 2004/05 to 2020/21

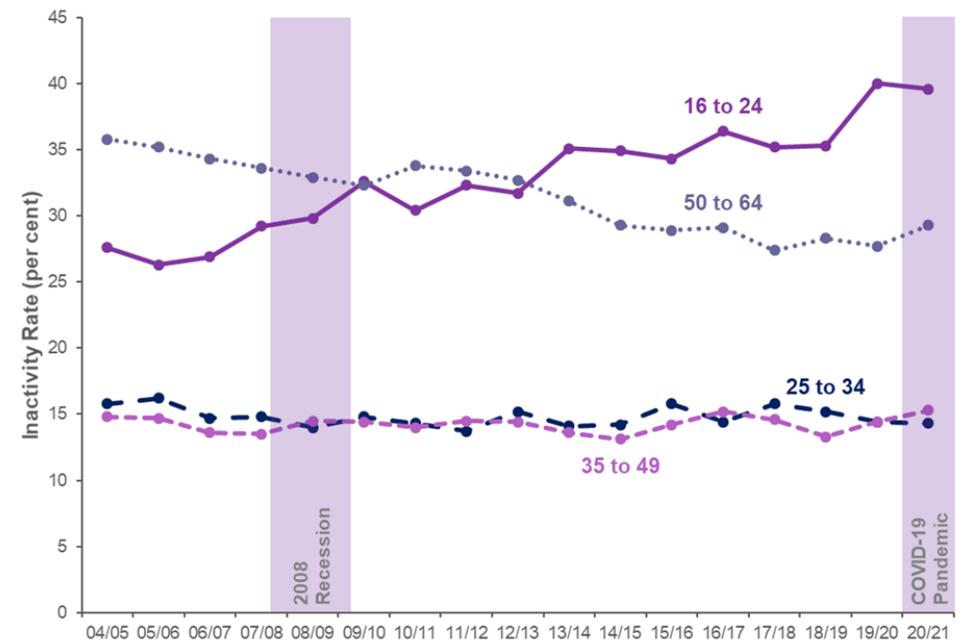


Source: Annual Population Survey, April-March datasets, ONS

Economic inactivity rates since April 2010-March 2011 have increased for the younger age band (16 to 24 years) mainly due to increases in full-time education. The rate has decreased for those aged 50 to 64 over this period, as the employment rate has increased over time for this age group.

The economic inactivity rate for 25 to 34 year olds has remained around 15 per cent from April 2004-March 2005 to April 2020-March 2021. For 35 to 49 year olds, the rate is usually similar, at around 14 per cent, although it is currently 1.0 percentage point higher.

Chart 27: Economic Inactivity Rate for ages 16 to 64 by age, Scotland, 2004/05 to 2020/21



5.3 Reasons for Inactivity

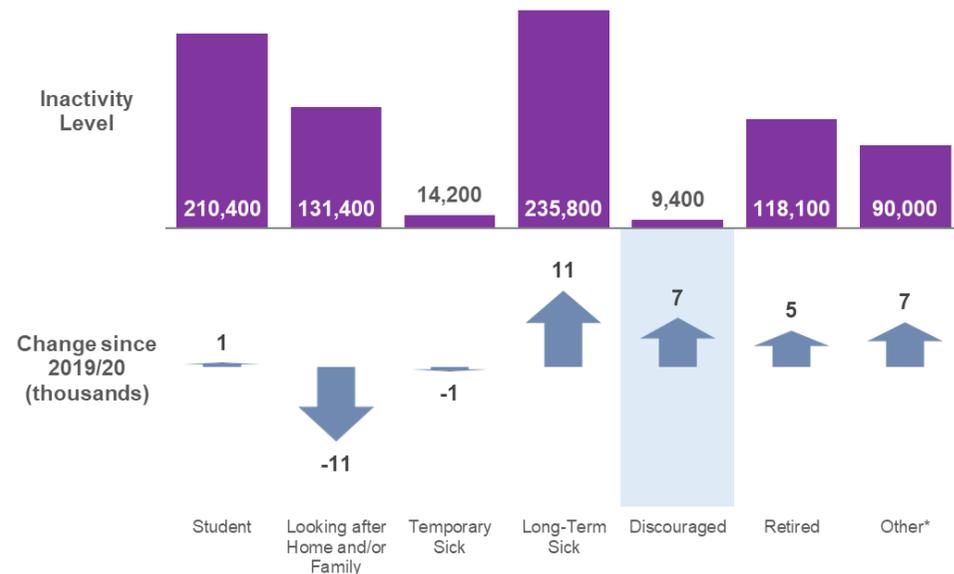
Over half (55.1 per cent) of the 809,200 economically inactive people (16 to 64) in Scotland were inactive because they were long-term sick or students.

Of the 809,200 economically inactive people (16 to 64) in April 2020-March 2021, the main reasons for being inactive were having long-term sickness or disability (235,800, 29.1 per cent) and student (210,400, 26.0 per cent).

A quarter (25.2 per cent) of all inactive people aged 16 to 64 years are in full time education, the majority of whom are aged 16 to 24 years old.

Increase in economic inactivity levels since April 2019-March 2020 has been driven by increases in the number of long-term sick.

Chart 28: Change in reasons for Inactivity, Scotland, 2019/20 to 2020/21



Source: Annual Population Survey, April-March datasets, ONS

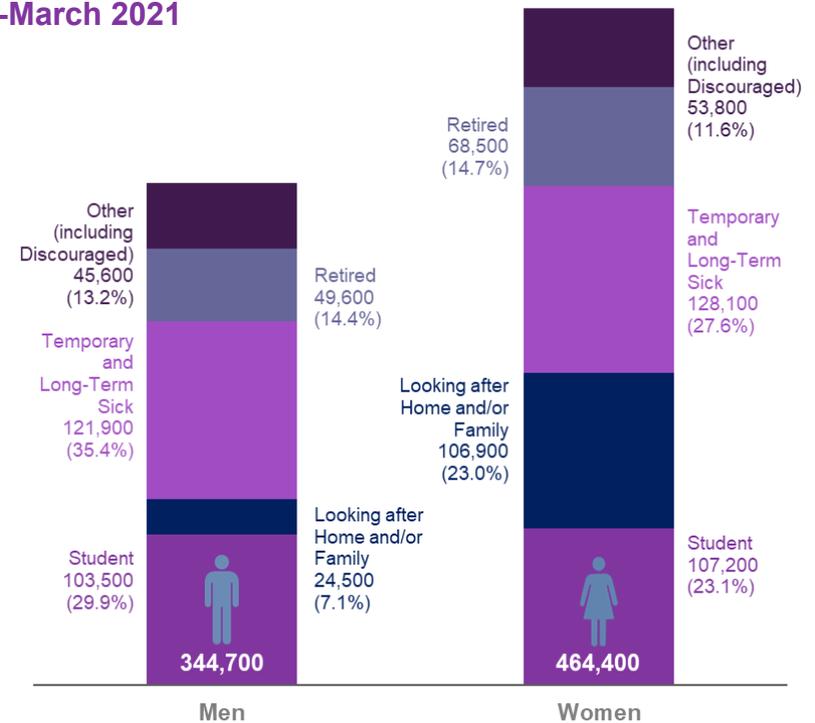
Economic inactivity levels (16 to 64) in Scotland have increased by 19,400 since April 2019-March 2020. This has been driven mainly increases in the number of those inactive due to being long-term sick (up by 11,100), those who gave 'Other'⁸ reasons (up 6,500) and Retired (up by 5,300).

Since April 2019-March 2020 the number of those inactive due to looking after family or home has decreased by 10,700.

Reasons for inactivity differ by sex with looking after family/home accounting for 7.1 per cent of inactive men, but 23.0 per cent of inactive women.

Long-term sick and temporary sick accounted for 35.4 per cent of inactive men, while the proportion amongst inactive women was 27.6 per cent.

Chart 29: Composition of those aged 16 to 64 who were economically inactive, Scotland, April 2020-March 2021



43 ⁸ "Other" reasons for inactivity include: "Other", "No reason given", and "Waiting on the result of a job application".

5.4 Local authorities

Some estimates in this section are based on small sample sizes. Estimates of this type are marked with an * to indicate they may be less precise and should be used with caution.

There is considerable variation in inactivity rates for those aged 16 to 64 across Scotland's local authorities.

In April 2020-March 2021, the highest economic inactivity rates were seen in:

- **Shetland Islands** (29.9* per cent);
- **North Ayrshire** (28.5 per cent); and
- **North Lanarkshire** (28.1 per cent).

The lowest rates were seen in:

- **Orkney Islands** (12.0* per cent),
- **Na h-Eileanan Siar** (14.3 per cent), and
- **Renfrewshire** (19.6 per cent).

Since March 2019-April 2020, economic inactivity rates decreased in 13 of the 32 local authority areas while 19 saw an increase in their inactivity rates.

The local authorities with the largest decreases over the year were:

- **Glasgow City** (down 4.6 percentage points from 31.3 per cent to 26.7 per cent);
- **Clackmannanshire** (down 3.9 percentage points from 26.4 per cent to 22.5 per cent); and
- **Stirling** (down 3.5 percentage points from 25.5 per cent to 22.0 per cent).

The change for Glasgow City represents a statistically significant decrease over the year.

While the local authorities with the largest increases over the past year were:

- **Shetland Islands** (up 7.4* percentage points from 22.6* per cent to 29.9* per cent);
- **Perth and Kinross** (up 6.5 percentage points from 16.8 per cent to 23.2 per cent); and
- **West Lothian** (up 6.2 percentage points from 19.3 per cent to 25.5 per cent).

The changes for Perth & Kinross and West Lothian represent statistically significant increases over the year.

Since March 2010-April 2011, economic inactivity rates increased in 22 of the 32 local authority areas while ten saw a decrease in their inactivity rates.

The local authorities with the largest decreases were:

- **Na h-Eileanan Siar** (down 17.3 percentage points from 31.6 per cent to 14.3 per cent);
- **Orkney Islands** (down 7.5* percentage points from 19.6 per cent to 12.0* per cent); and
- **Renfrewshire** (down 5.4 percentage points from 24.9 per cent to 19.6 per cent).

The changes for Na h-Eileanan Siar and Renfrewshire represent statistically significant decreases over the year.

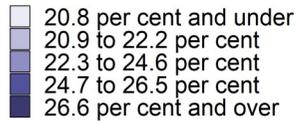
While the local authorities with the largest increases were:

- **Shetland Islands** (up 15.5* percentage points from 14.5 per cent to 29.9* per cent);
- **Moray** (up 6.4 percentage points from 18.8 per cent to 25.2 per cent); and
- **North Lanarkshire** (up 6.2 percentage points from 21.9 per cent to 28.1 per cent).

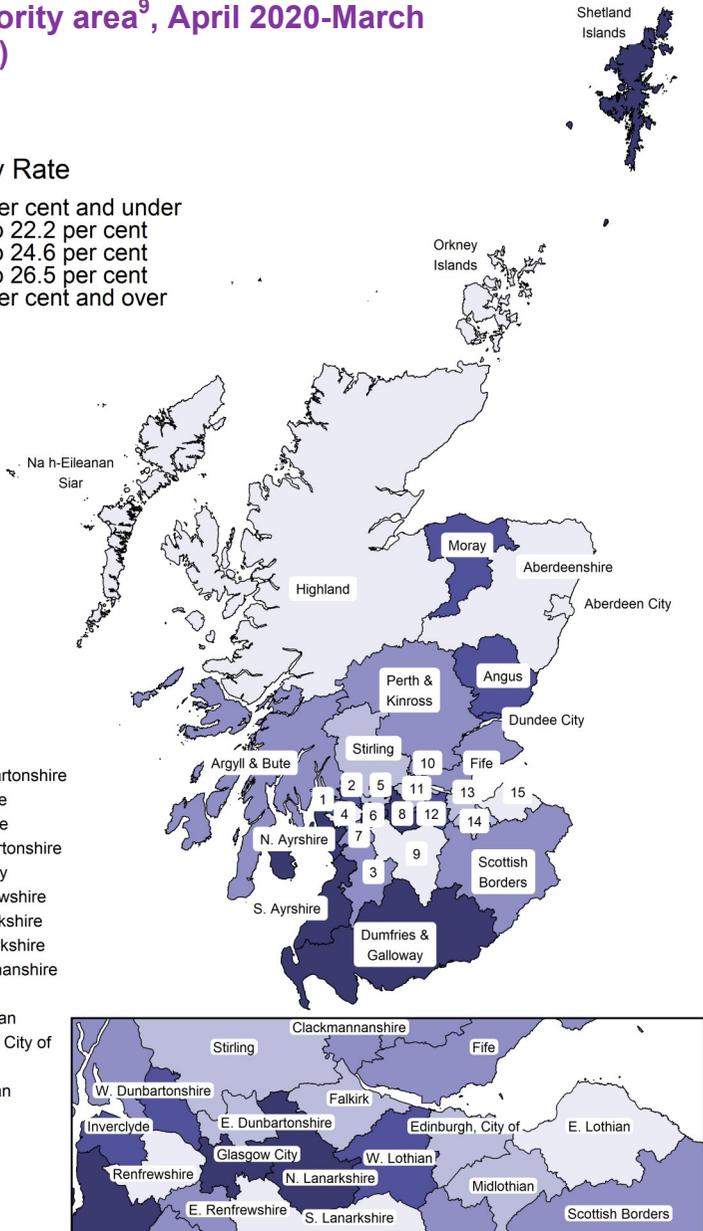
These changes represent statistically significant increases over the year.

Figure 9: Inactivity rates for 16 to 64 year olds by Local Authority area⁹, April 2020-March 2021 (per cent)

Inactivity Rate



1. Inverclyde
2. West Dunbartonshire
3. East Ayrshire
4. Renfrewshire
5. East Dunbartonshire
6. Glasgow City
7. East Renfrewshire
8. North Lanarkshire
9. South Lanarkshire
10. Clackmannanshire
11. Falkirk
12. West Lothian
13. Edinburgh, City of
14. Midlothian
15. East Lothian



Source: Annual Population Survey (Apr 2020 - Mar 2021), ONS
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⁹ Inactivity rate estimates for some local authorities are based on small sample sizes and should be used with caution (see page 47)

5.5 Want to Work

Some estimates in this section are based on small sample sizes. Estimates of this type are marked with an * to indicate they may be less precise and should be used with caution.

Of those who are aged 16-64 and economically inactive in Scotland in April 2020-March 2021, around one in five (174,700) would like to work but were currently unable to do so.

Since April 2019-March 2020, the proportion of those who were economically inactive and would like to work increased by 0.9 percentage points, from 20.7 per cent in April 2019-March 2020 (the lowest point in the series to date) to 21.6 per cent in April 2020-March 2021.

The percentage of economically inactive who would like to work increased for both men (by 0.3 percentage points) and for women (by 1.3 percentage points). The percentage is lower for women at 20.7 per cent compared with 22.7 per cent for men.

Regional Differences

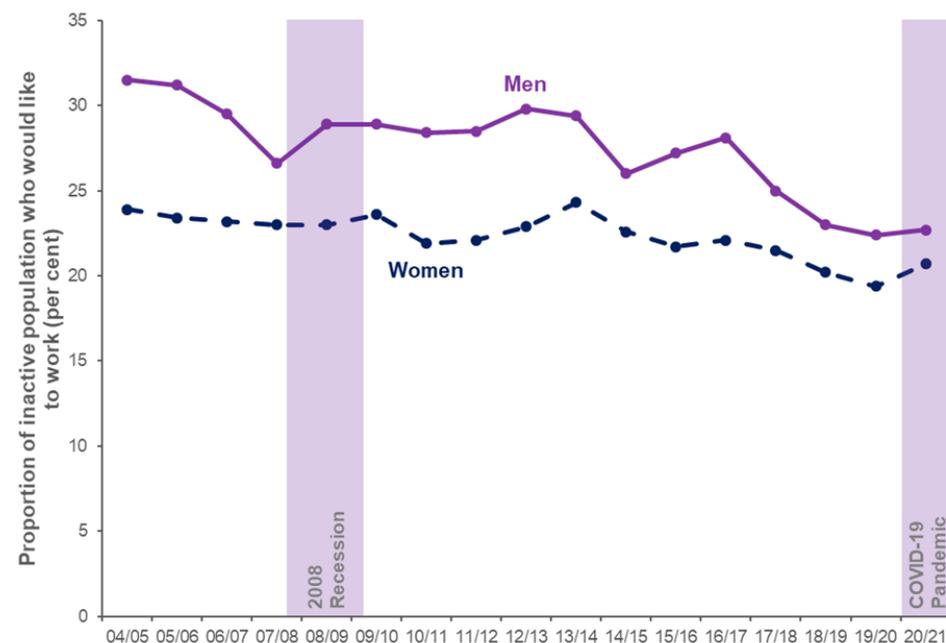
In April 2020-March 2021, the local authorities with the highest proportion of economically inactive people who would like to work were:

- **West Lothian** (31.1* per cent);
- **Renfrewshire** (30.2* per cent); and
- **Highland** (28.9* per cent).

The lowest proportions were seen in:

- **Perth & Kinross** (15.8* per cent);
- **Inverclyde** (15.9* per cent); and
- **Clackmannanshire** (16.9* per cent).

Chart 30: Proportion of economically inactive people aged 16 to 64 who would like a job by sex, Scotland, 2004/05 to 2020/21



Source: Annual Population Survey, April-March datasets, ONS

Local Authority Map Estimates

Local Authority estimates included in some of the maps in this publication are based on small sample sizes. These estimates may be less precise and should be used with caution.

Figure 3 - In April 2020-March 2021, local authorities with employment rate estimates for 16-24 year olds which are based on small sample sizes are:

- Aberdeen City, Aberdeenshire, Argyll & Bute, Clackmannanshire, Dumfries & Galloway, East Lothian, Falkirk, Fife, Inverclyde, Midlothian, Na h-Eileanan Siar, North Ayrshire, Orkney Islands, Perth & Kinross, Scottish Borders, Shetland Islands, South Ayrshire, Stirling, West Dunbartonshire and West Lothian.

Figure 7 - In April 2020-March 2021, local authorities with underemployment rate estimates for 16 years and over which are based on small sample sizes are:

- Aberdeen City, Aberdeenshire, Argyll & Bute, Clackmannanshire, Dumfries & Galloway, East Lothian, Falkirk, Highland, Inverclyde, Midlothian, Na h-Eileanan Siar, North Lanarkshire, Orkney Islands, Perth & Kinross, Scottish Borders, Shetland Islands, South Ayrshire, South Lanarkshire, Stirling, West Dunbartonshire and West Lothian.

Figure 9 - In April 2020-March 2021, local authorities with inactivity rate estimates for 16-64 year olds which are based on small sample sizes are:

- Orkney Islands and Shetland Islands.

Concepts and Definitions

Economic activity rate: The number of people who are in employment or unemployed expressed as a percentage of the relevant population.

Economic inactivity rate: The number of economically inactive people expressed as a percentage of the relevant population.

Economically active: The economically active population are those who are either in employment or unemployed.

Economically inactive: Economically inactive people are not in employment, but do not satisfy all the criteria for unemployment. This group is comprised of those who want a job but who have not been seeking work in the last 4 weeks, those who want a job and are seeking work but not available to start and those who do not want a job. For example, students not working or seeking work and those in retirement are classed as economically inactive. It can be useful for some purposes to consider only those who are both economically inactive and not of state pension age.

Employees: The division between employees and self-employed is based on survey respondents' own assessment of their employment status.

Employment: There are two main ways of looking at employment: the number of people with jobs or the number of jobs. These two concepts represent different things as one person can have more than one job. People aged 16 or over are classed as in employment (as an employee or self-employed) by the LFS, if they have done at least one hour of paid work in the week prior to their LFS interview or if they have a job that they are temporarily away from. People who do unpaid work in a family business and people on Government-supported training and employment programs are also included according to the International Labour Organisation (ILO) convention.

Employment rate: The number of people in employment expressed as a percentage of the relevant population.

Model Based Unemployment: In 2003, ONS developed a statistical model to improve small area estimates of unemployment by using supplementary information from the claimant count - a count of the number of people claiming Jobseeker's Allowance. As it is an administrative measure, accurate information is known for all areas. It is also highly correlated with unemployment. The model is said to borrow strength from the claimant count. The model also includes a socio-economic indicator and a random area effect.

More information about the modelling methodology can be found on the ONS website - [Model-Based Estimates of ILO Unemployment Guidance](#).

Rates: Rates represent the proportion of the population or subgroup of the population with a certain characteristic. They allow changes in the labour market to be interpreted in a wider context, allowing for changes in the overall population or the number of people who are economically active. Rates can be calculated for different age groups. For employment, economic activity and economic inactivity, the most widely quoted rates are those for the working age population. For unemployment, headline rates are expressed as a percentage of the economically active population aged 16 and over. Those over retirement age who continue to be economically active will therefore be included in the base while those who are economically inactive will not.

Self-employment: The division between employees and self-employed is based on survey respondents' own assessment of their employment status.

Unemployment: The ILO definition of unemployment covers people who are: not in employment, want a job, have actively sought work in the previous 4 weeks and are available to start work within the next fortnight, or, out of work and have accepted a job which they are waiting to start in the next fortnight.

Unemployment rate: The number of unemployed people expressed as a percentage of the relevant economically active population.

Working age: Note that due to changes in the state pension age, (specifically the current female state pension age which is changing dynamically to match the male state pension age) ONS no longer publish rates using a Working age definition in its statistical bulletins, but instead report rates for all people aged 16 to 64.

16 to 24 year olds Not in Employment, Education or Training (NEET): The proportion of 16-24 year olds who are not classed as a student, not in employment nor participating in a government training programme. Note that the methodology for calculating the levels and proportions of those who are NEET has been further modified this year to better align with the ONS methodology. This should give more accurate estimates of the level of NEETs.

Sex: Sex is self-reported by respondents participating in the Annual Population Survey. No documentation is asked for by the interviewer or provided by the respondent. Hence, analysis is based on 'sex' rather than 'gender'.

Disability: From 2014 the definition of disability is based on the 2010 Equality Act definition. This harmonised definition is based on self-reported health conditions which have lasted 12 months or more which limit ability to carry out day-to day activities a little or a lot. The 2010 Equality Act superseded the Disability Discrimination Act (DDA) 1995, for GB but not for NI, which is the basis of the published APS estimates prior to 2013.

Ethnicity: 'Minority ethnic' includes all categories outside of the white population. 'White' includes 'White-Polish' and 'White Gypsy' who also suffer disadvantage.

Further information on Classifications and Standards is also available from the ONS website at <https://www.ons.gov.uk/methodology/classificationsandstandards>

Public Sector is based on survey respondents' own assessment of their sector of employment.

Note: The official source of employment in the public sector at National and Regional level is the [Quarterly Public Sector Employment series \(QPSE\)](#). QPSE data is based on administrative data from the various government organisations and bodies that make up the public sector and is based on the National Accounts definition of the public sector.

Industry: Industry classification is also based on self-report. Information from the Quarterly Workforce jobs series or the Business Register Employment Survey (BRES) are preferred sources of number in employment or employees by Industry. However the Annual Population Survey contains a broader range of characteristics of the relating to people in employment. Information by Industry Sector is based on [Standard Industrial Classification 2007](#).

The BRES can be found at: www.nomisweb.co.uk

Occupation: Occupation classification is also based on self-report. [Standard Occupational Classification 2010](#) is used (SOC2010).

Occupations are classed as high, medium, and low skilled using SOC2010 as follows:

- High Skills: Managers, directors and senior officials (SOC 111 to 119), Professional Occupations (SOC 2).
- Medium-High Skills: Other managers and Professional (SOC 12), Associate Professional and Technical Occupations (SOC 3), Skilled Trade Occupations (SOC 5).
- Medium-Low Skills: Administrative and Secretarial Occupations (SOC 4), Caring Leisure and Other Service Occupations (SOC 6), Sales and Customer Service Occupations (SOC 7), Process Plant and Machine Operatives (SOC 8).
- Low Skills: Elementary Occupations (SOC 9).

Contractually Secure employment: Contractually secure employment is currently based on responses to questions asking about whether employees aged 16 and over are employed on a permanent basis.

Other Sources

Access to Annual Population Survey data

Supporting data for all indicators at local authority level are available in the publication [Scotland's Labour Market- People Places and Regions – Background Tables](#)

Scottish Government Open Data Platform www.statistics.gov.scot

It is also published on [Nomis](#)

A range of statistics from the Annual Population Survey are also published by the [Office for National Statistics](#).

Monthly Labour Market Statistics

Monthly Labour Market statistics based on the ONS Labour Force Survey are published at: www.gov.scot/collections/labour-market-statistics/

Including a [Labour Market Trends](#) and Labour Market Monthly brief published each month.

This additional [monthly brief](#), published soon after Scotland's Labour Market Trends contains latest key statistics for Scotland from the ONS Labour Force Survey, Annual Population Survey, alternative claimant count and the claimant count and covers topics including:

- Labour market outcomes for equality groups
- Latest alternative claimant count and claimant count by age and local authority, for Scotland and the UK

Other labour market outputs

Youth labour market data (16 to 24 years) for Scotland

Latest Labour Market information for young people (16 to 24 years) in Scotland, sourced from the Annual Population Survey (July 2020 to June 2021) is published in a [quarterly release](#).

[Local authority youth labour market dashboard](#)

Other SG labour market statistical publications

[Quarterly Public Sector Employment](#)

[Annual Survey of Hours and Earnings](#)

[Disabled People in the labour Market in Scotland](#)

Other topical publications can be found at: <https://www.gov.scot/collections/labour-market-statistics/>

Other policy measurement frameworks

The Annual Population Survey is used to form the evidence based in various Measurement Frameworks and outputs including:

[National Performance Framework](#)

[A Fairer Scotland for Disabled People Employment Action Plan – Progress Report](#)

[Gender Pay Gap Measurement Framework](#)

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.

Correspondence and enquiries

For enquiries about this publication please contact:
Labour Market Statistics,
Office of the Chief Economic Advisor

Telephone: 0131 244 6773,
e-mail: lmstats@gov.scot

For general enquiries about Scottish Government statistics please contact:

Office of the Chief Statistician

Telephone: 0131 244 0442,
e-mail: statistics.enquiries@gov.scot

How to access background or source data

The data collected for this Statistical bulletin are available via web-tables on the Scottish Government website, Nomis and UK Data archive.

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The Chief Statistician,
3WR, St Andrew's House,
Edinburgh,
EH1 3DG

Telephone: (0131) 244 0302,
e-mail: statistics.enquiries@gov.scot

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