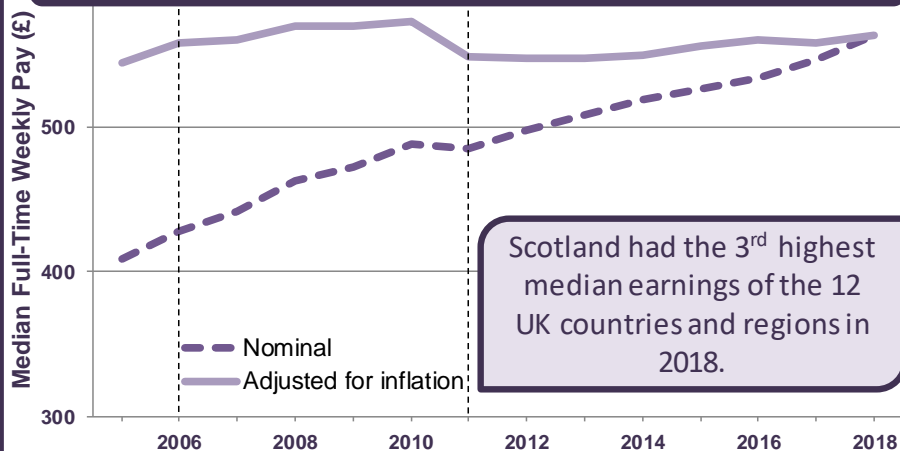


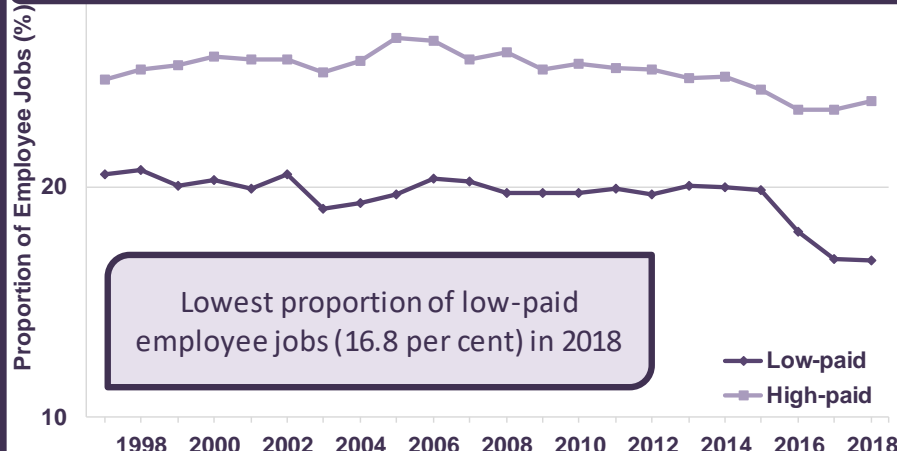


Median Full-Time Gross Weekly Earnings



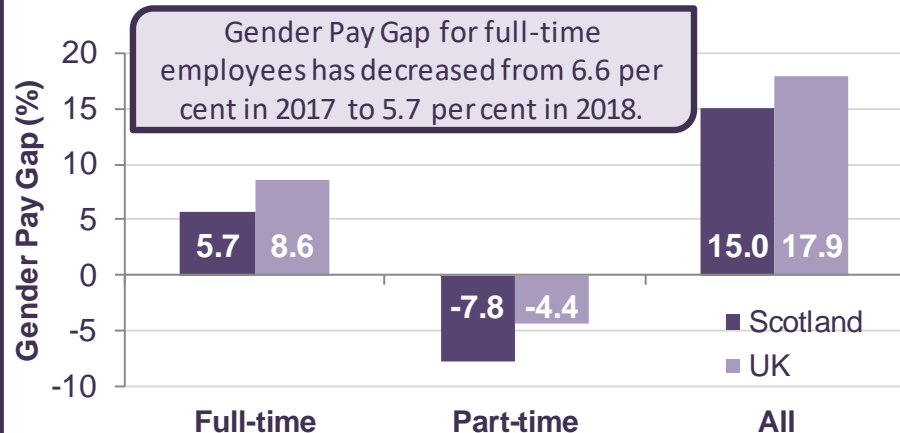
Further details on pages 2-6

Proportion of Low and High Paid Employee Jobs (based on hourly pay)



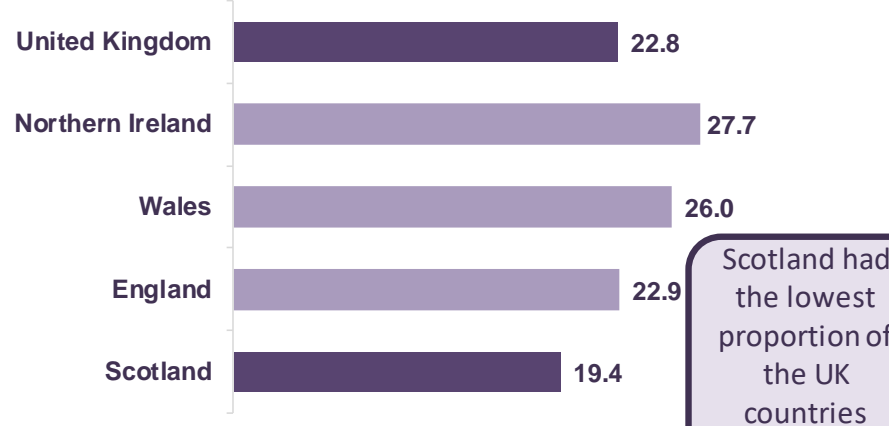
Further details on pages 7-8

Gender Pay Gap for median hourly earnings excluding overtime



Further details on pages 9-12

Proportion of Employees (18+) earning less than Living Wage by Country



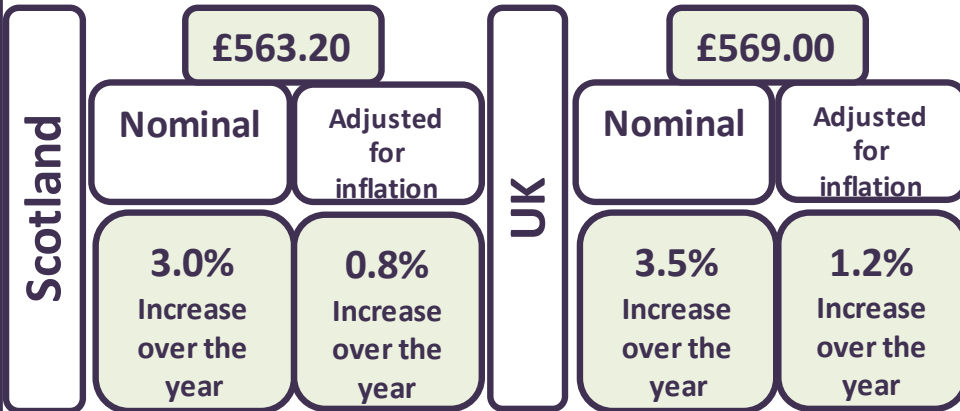
Further details on pages 13-17

Weekly Earnings

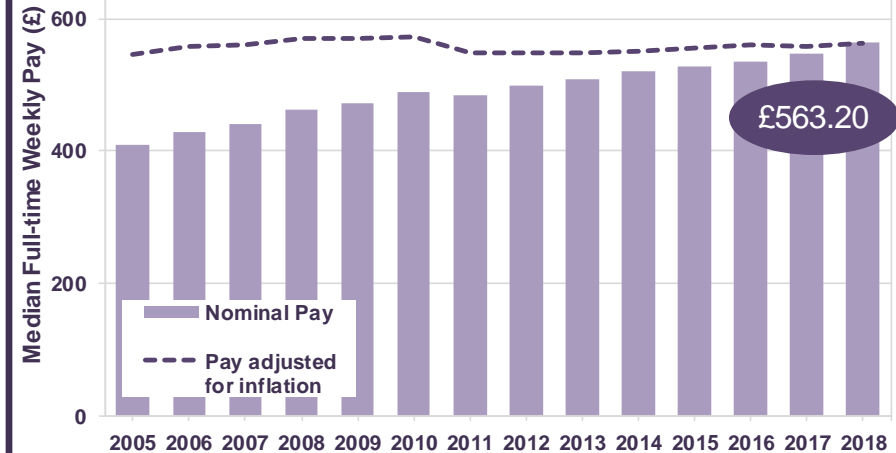
Median Weekly Earnings increased by 3.0 per cent from £546.60 in 2017 to £563.20 in 2018

OCEAES: Economic Statistics

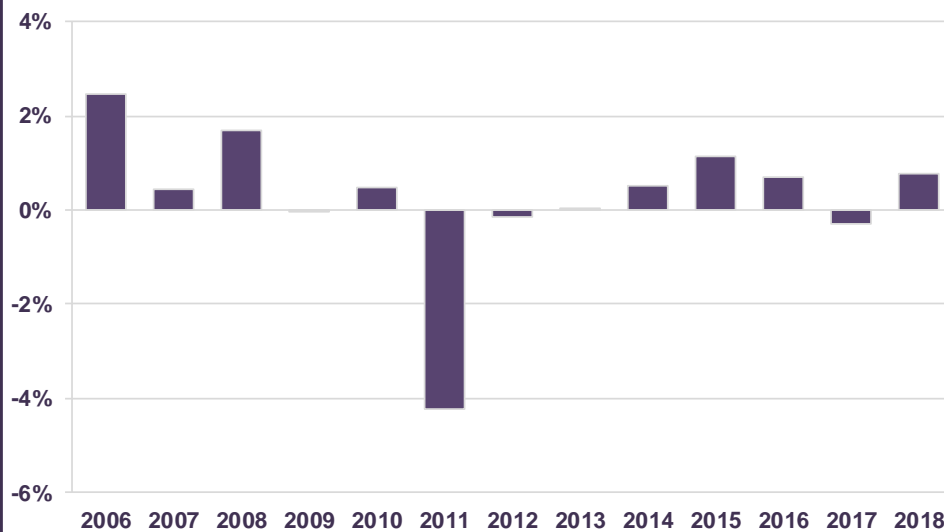
Median Full-Time Gross Weekly Earnings, 2018



Median Full-Time Gross Weekly Earnings, Scotland



Percentage Growth in Earnings (adjusted for inflation), Scotland



Gross median weekly earnings for full-time employees in Scotland were £563.20 in 2018, an increase of 3.0% over the year. In the UK, gross median weekly earnings for full-time employees were £569.00, an increase of 3.5%.

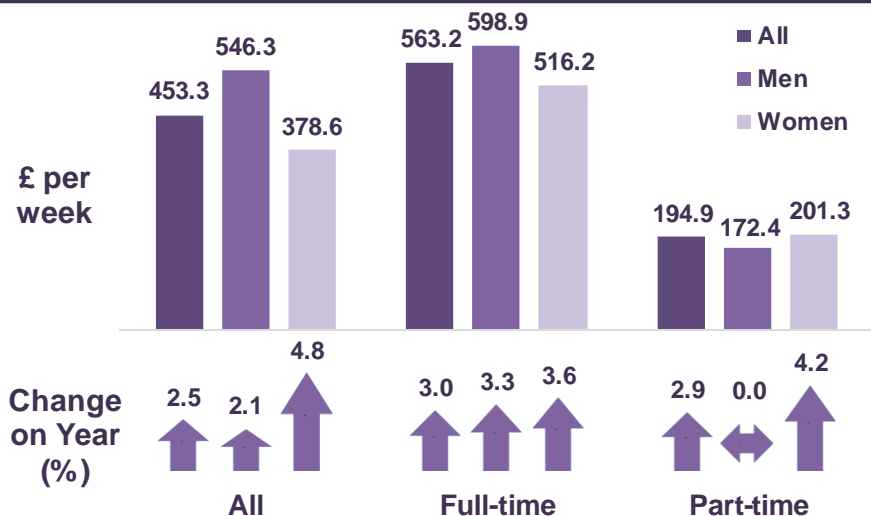
Adjusted for inflation (using the Consumer Prices Index including owner occupiers' housing costs (CPIH)), gross median weekly earning for full-time employees in Scotland increased by 0.8% over the year from £558.80 in 2017 to £563.20 in 2018, lower than in 2010. The UK increased by 1.2% over the year from £562.30 to £569.00.

Weekly Earnings by Gender and Age

Women's full-time weekly earnings increased at a faster rate than men's between 2017 and 2018

OCEAES: Economic Statistics

Median Gross Weekly Earnings by Work Pattern and Gender



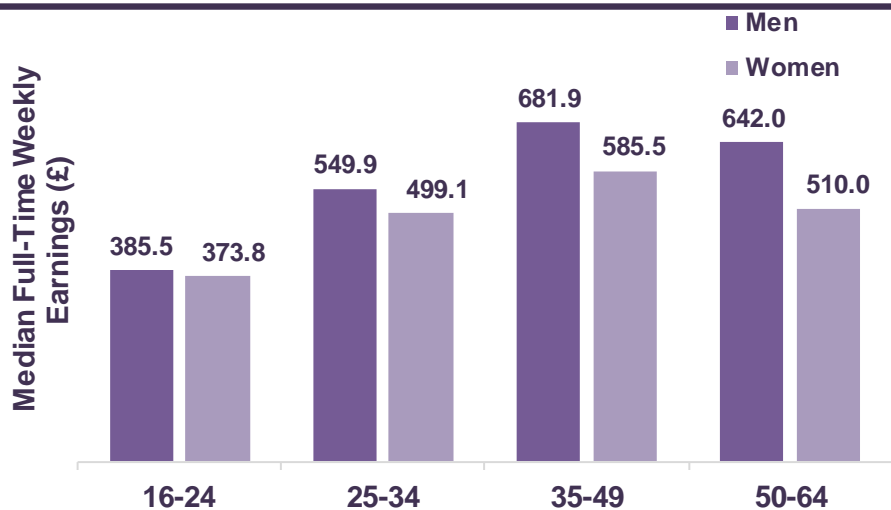
Work Pattern

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

Median gross full-time weekly earnings for women increased by 3.6 per cent to £516.20 compared with an increase of 3.0 per cent for men.

Median gross part-time weekly earnings for women increased by 4.2 per cent to £201.30 while men's part-time earnings remained unchanged.

Median Full-time Gross Weekly Earnings by Age and Gender



Age

For men and women in Scotland, full-time gross weekly earnings reached a peak at age range 35-49 (£681.90 for men and £585.50 for women).

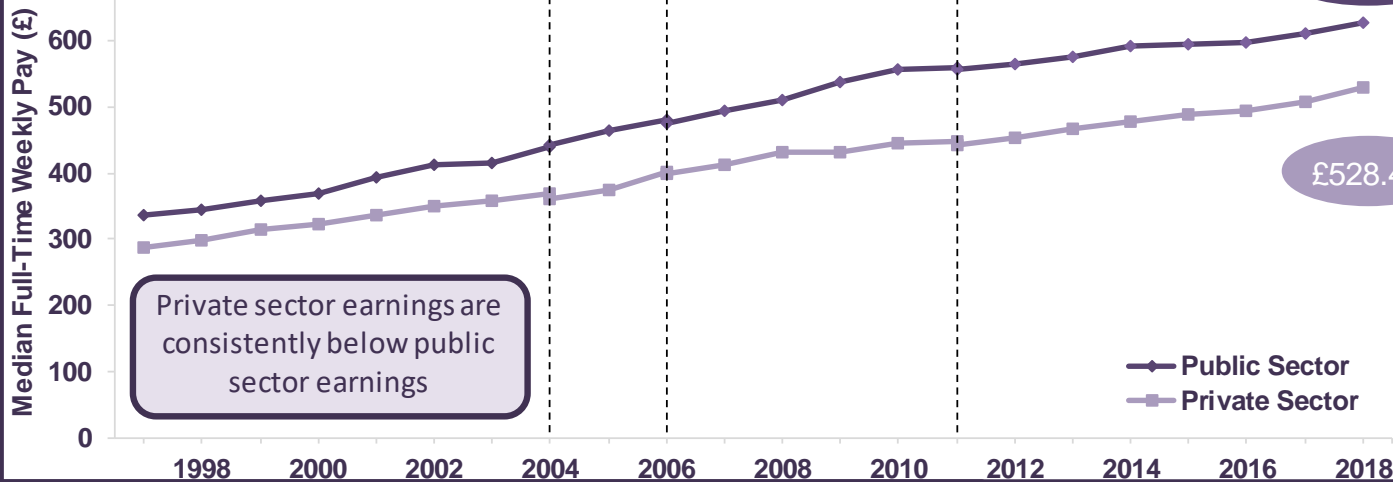
Women's full-time weekly earnings are less than men's earnings for all age groups with the gap between men and women's earnings increasing with age from 16-24 to 50-64 year olds.

Weekly Earnings by Sector and Occupation

Growth in Full-time Weekly Earnings was highest in the lowest paid occupations

OCEAES: Economic Statistics

Median Full-Time Gross Weekly Earnings by Public and Private Sector, Scotland, 2018

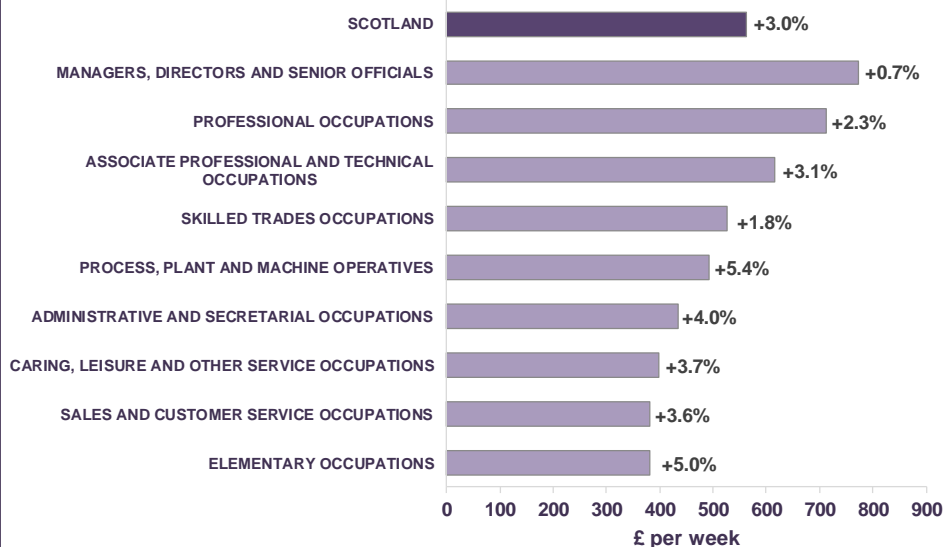


Compared to UK

In 2018, the UK median full-time weekly earnings in the **public sector** were £613.20, less than the Scottish figure of £627.90.

In the UK, median full-time weekly earnings in the **private sector** were £549.40, higher than Scottish figure of £528.40.

Median Full-Time Gross Weekly Earnings and Percentage Change by Occupation



In 2018, the occupation with the highest median weekly earnings for full-time employees was **Managers, directors and senior officials** at £772.20. This was £209.00 higher than Scotland as a whole.

Elementary and Sales and customer service occupations were the lowest paid occupations at £381.20 and £381.30 per week, respectively.

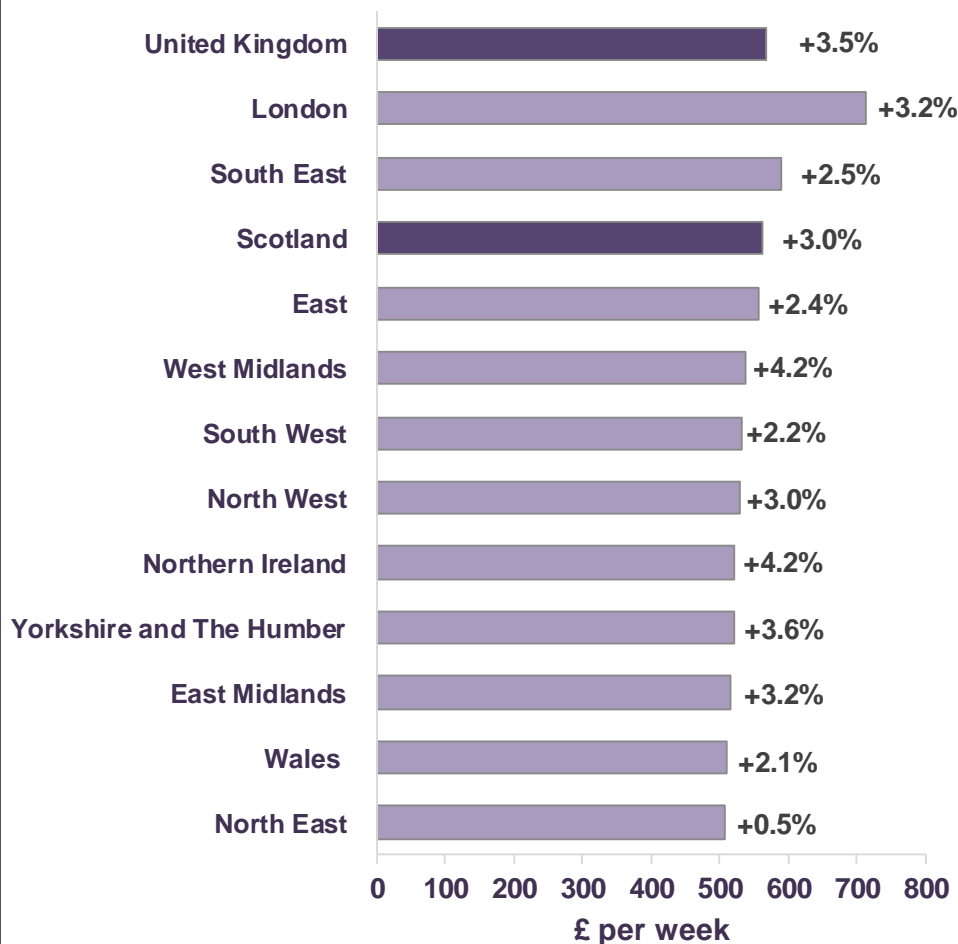
The largest annual percentage changes in full-time median weekly earnings since 2017 were seen in **Process, plant and machine operatives** and **Elementary occupations** - likely to be driven by the increase in the NMW/NLW* rates in April 2018.

Weekly Earnings by Country and Region

Scotland had the 3rd highest median full-time weekly earnings of the 12 countries and regions of the UK

OCEAES: Economic Statistics

Median Full-Time Gross Weekly Earnings and Annual Percentage Change by UK Country & Region, 2018

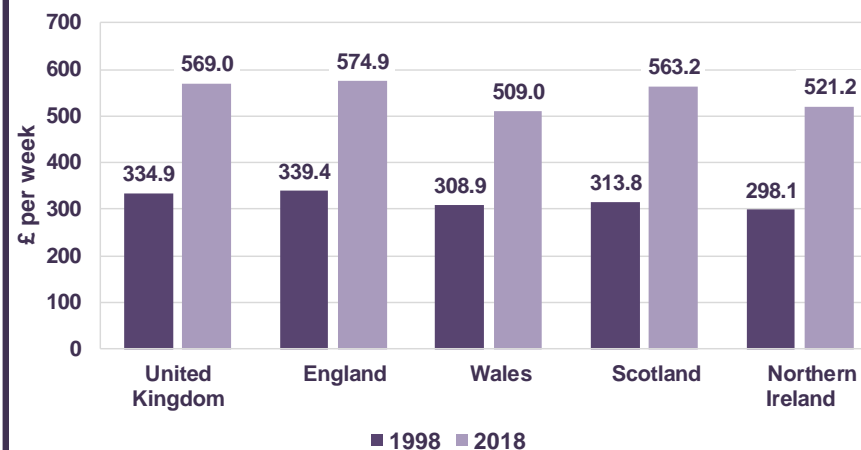


In 2018, median gross weekly earnings for full-time employees were highest in London (£713.20) and lowest in the North East (£506.80).

Scotland had the third highest median gross weekly earnings for full-time employees of the 12 countries and regions of the UK at £563.20, behind London (£713.20) and the South East (£589.20).

Scotland had the largest growth in median gross weekly earnings for full-time employees between 1998 and 2018 of the countries of the UK.

Median Full-Time Gross Weekly Earnings by UK Country

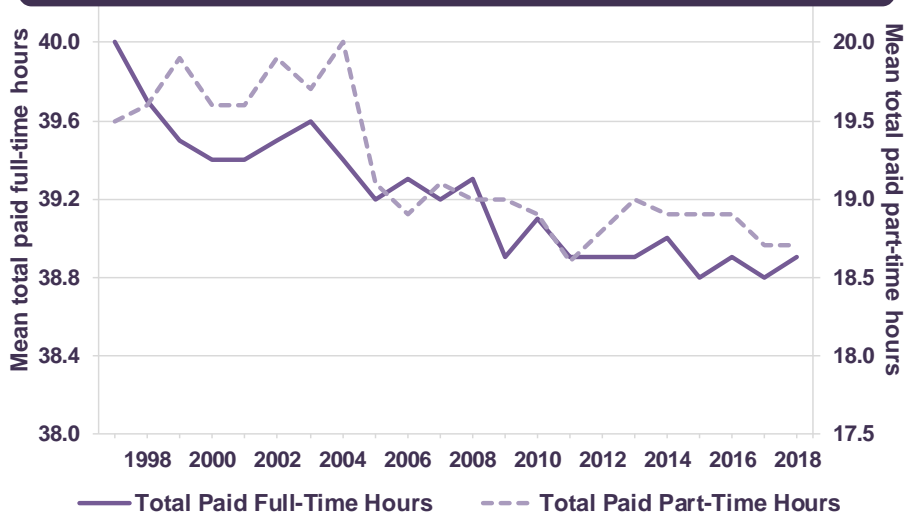


Weekly Paid Hours of Work

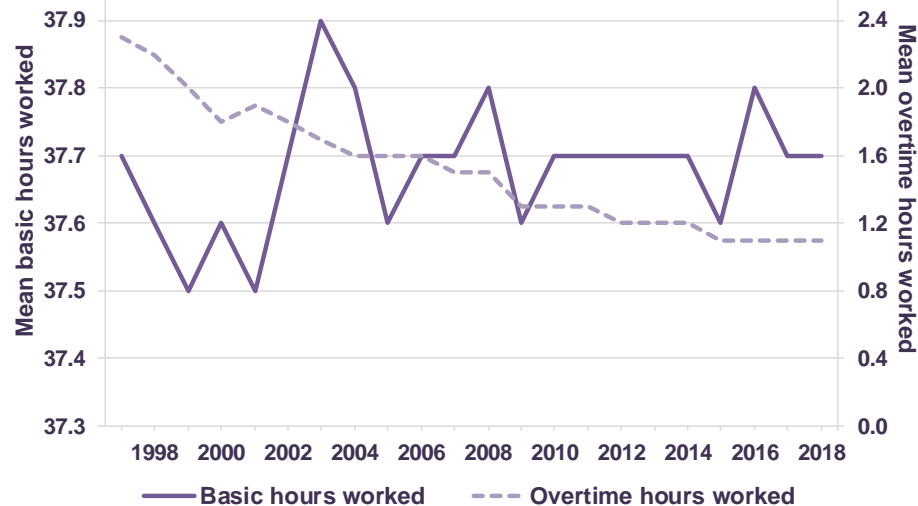
Overtime hours have reduced from an average of 2.3 hours per week in 1997 to 1.1 hours in 2018

OCEAES: Economic Statistics

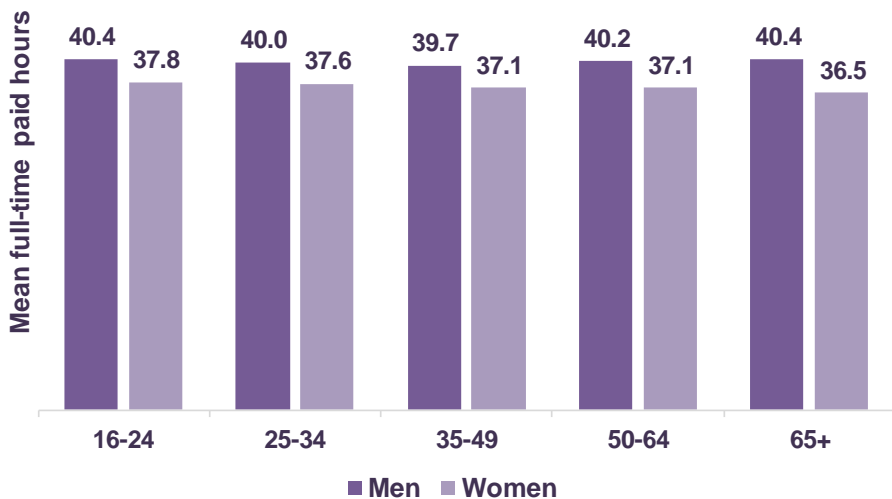
Mean Weekly Paid Total Hours by Work Pattern



Mean Full-time Weekly Paid Basic and Overtime Hours



Mean Full-time Weekly Paid Total Hours by Age and Gender



Total Hours (basic & overtime) by Work Pattern

The average total paid hours per week for full-time employees increased by 0.3 per cent between 2017 and 2018, while average total paid hours for part-time employees remained unchanged over the year.

Basic and Overtime Hours

Average overtime hours per week for full-time employees have decreased from 2.3 hours per week in 1997 to 1.1 hours per week in 2018 while average basic hours have remained relatively constant at 37.7 hours per week.

Low and High Pay in Scotland

Lowest proportion of low-paid employee jobs in Scotland since the series began in 1997

OCEAES: Economic Statistics

Low and High-Paid Employee Jobs

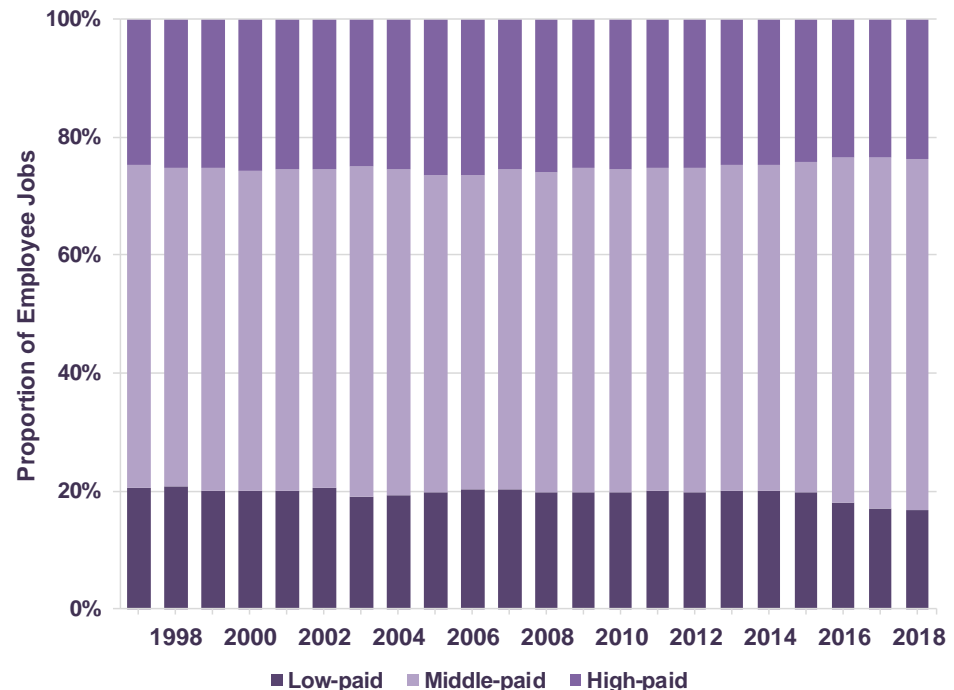
For this analysis, **low pay** is defined as two-thirds of the median hourly earnings for those working in Scotland and **high pay** is defined as the value that is one and a half times the median hourly earnings for those working in Scotland.

Calculation

For example, the median hourly earnings for all employees working in Scotland in 2018 is £12.90. Therefore, low-paid employee jobs are defined as earning less than £8.60 per hour and high-paid employee jobs are defined as those earning more than £19.35 per hour.

Source: Organisation for Economic Co-operation and Development (OECD) definitions
(<https://data.oecd.org/earnwage/wage-levels.htm>)

Proportion of low and high-paid employee jobs, Scotland, 1997-2018



In 2018, it is estimated that **16.8 per cent** of all employee jobs in Scotland are low-paid in relation to hourly pay, down from 20.2 per cent in 2007.

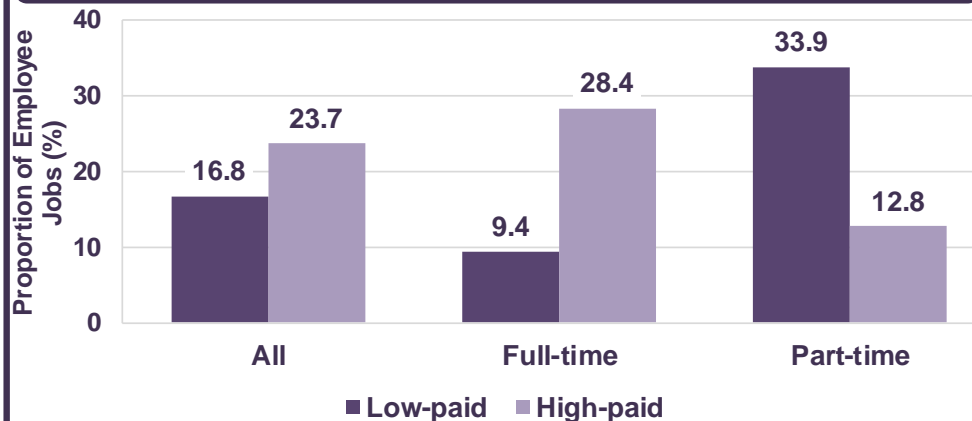
This is the lowest proportion of low-paid employee jobs since the series began in 1997.

Low and High Pay in Scotland by Work Pattern and Occupation

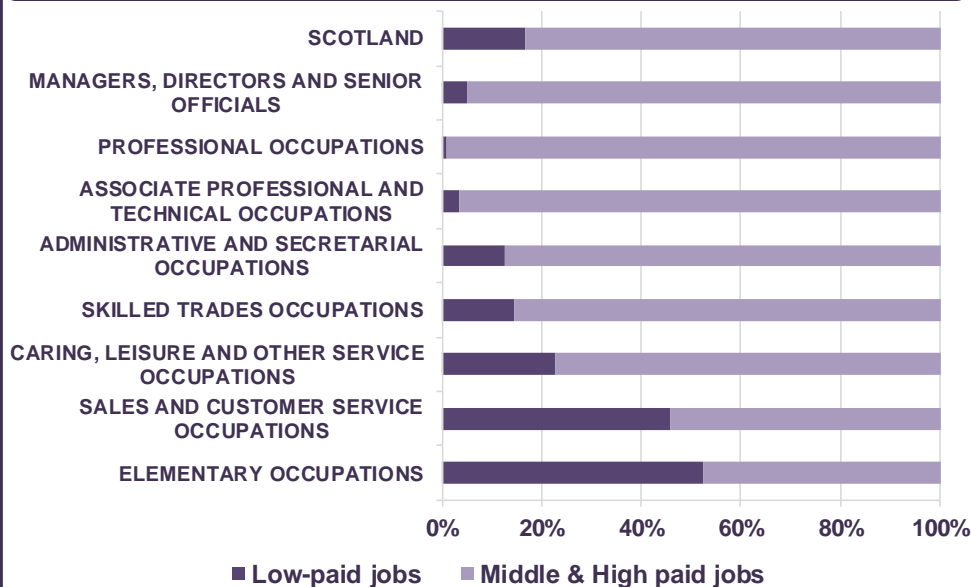
52.5 per cent of all employee jobs in elementary occupations are low-paid

OCEAES: Economic Statistics

Proportion (%) of high and low-paid employee jobs by work pattern



Proportion (%) of high and low-paid employee jobs by occupation*



Work Pattern

In 2018, 33.9 per cent of part-time employee jobs are estimated to be low-paid compared with 9.4 per cent of full-time employee jobs.

Between 2017 and 2018, the proportion of low-paid full-time employee jobs decreased from 9.9 per cent to 9.4 per cent while the proportion of low-paid part-time employee jobs remained unchanged.

Occupation

In 2018, over half (52.2 per cent) of all employee jobs in elementary occupations were low-paid, down from 52.7 per cent in 2017.

Professional occupations had the lowest proportion of low-earning employees at 0.8 per cent.

* estimate for the proportion of low-earning employees jobs in Process, plant and machine operative occupations is below the reliability threshold and should not be used for practical purposes.

Gender Pay Gap

Gender Pay Gap for Full-time Employees in Scotland decreased from 6.6% in 2017 to 5.7% in 2018

OCEAES: Economic Statistics

Gender Pay Gap Calculation

The gender pay gap is calculated as the difference between the average hourly earnings (excluding overtime) for men and women as a proportion of the average hourly earnings (excluding overtime) for men.

There are a range of measures used to monitor the gender pay gap.

Gender Pay Gap Comparisons

Median full-time hourly earnings (excluding overtime)

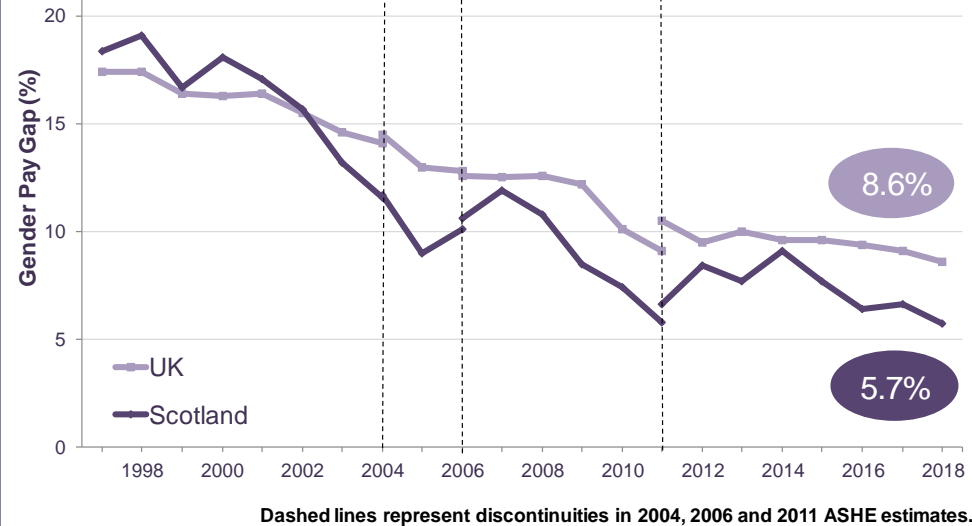
Compared to 2017

Over the last year, the headline Gender Pay Gap in Scotland has decreased from 6.6 per cent to 5.7 per cent due to women's hourly earnings increasing at a faster rate than men's hourly earnings.

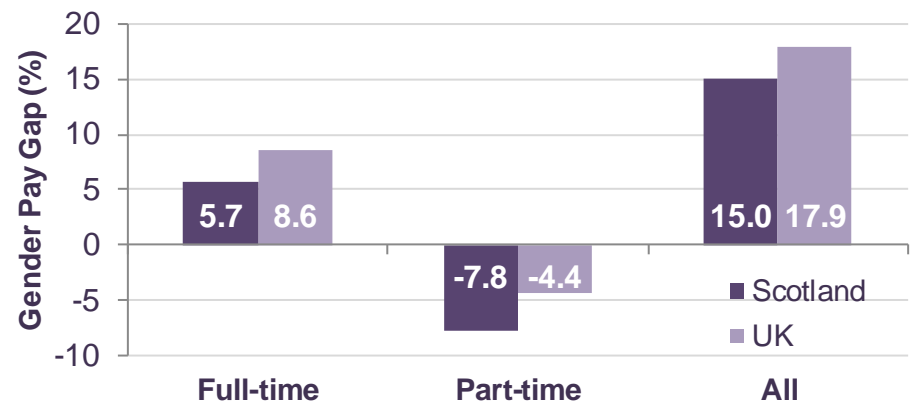
Compared to UK

The Gender Pay Gap in Scotland has been lower than in the UK since 2003. Over the past year, the gender pay gap in the UK has decreased from 9.1 per cent to 8.6 per cent.

Gender Pay Gap for Median Full-Time Hourly Earnings (excluding overtime), Scotland and UK, April 1997 to 2018



Gender Pay Gap by Work Pattern, Scotland and UK, 2018

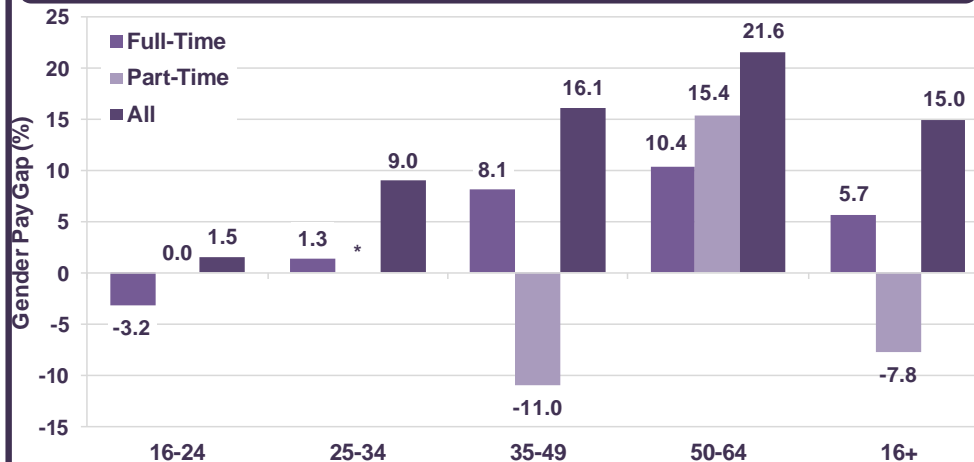


Gender Pay Gap by Age

Gender Pay Gap for Full-time Employees in Scotland increases with age

OCEAES: Economic Statistics

Gender Pay Gap by Age and Work Pattern, Scotland, 2018

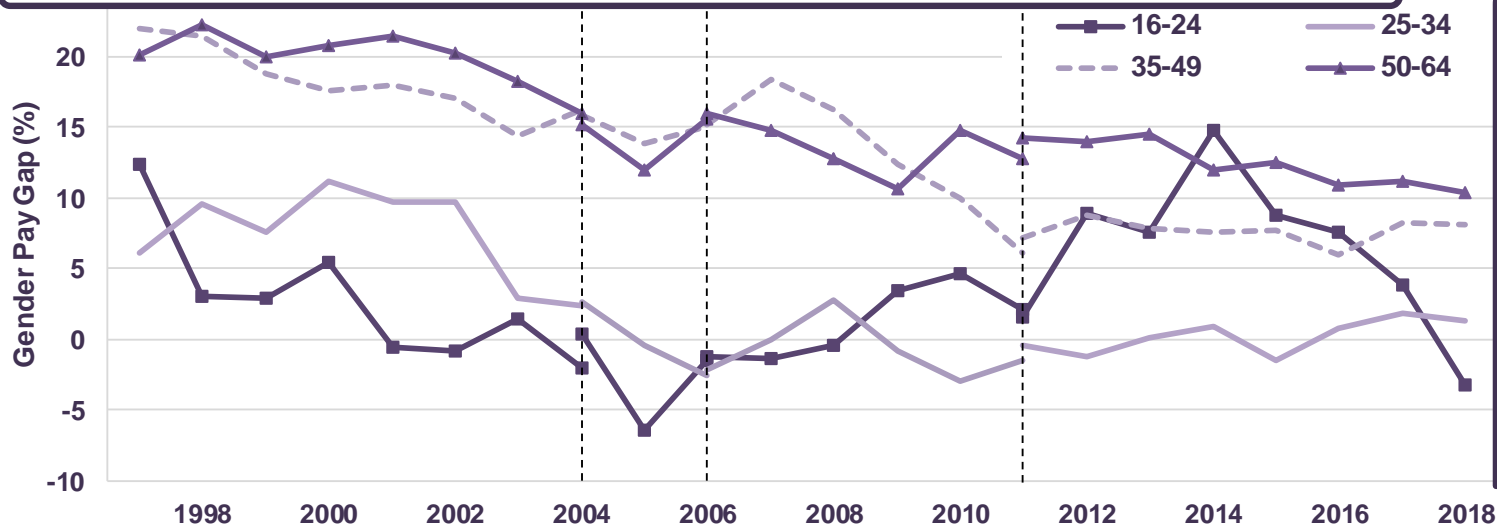


The Gender Pay Gap for full-time employees aged 16-24 is -3.2 per cent meaning that women earn more, on average, than men in this age group.

The Gender Pay Gap for full-time employees increases with age, with those aged 50-64 having the highest gender pay gap for all, full-time and part-time employees.

* Gender Pay Gap estimate for part-time employees aged 25-34 is unreliable and should not be used for practical purposes.

Gender Pay Gap for Median Full-Time Hourly Earnings (excluding overtime) by Age, April 1997 to 2018



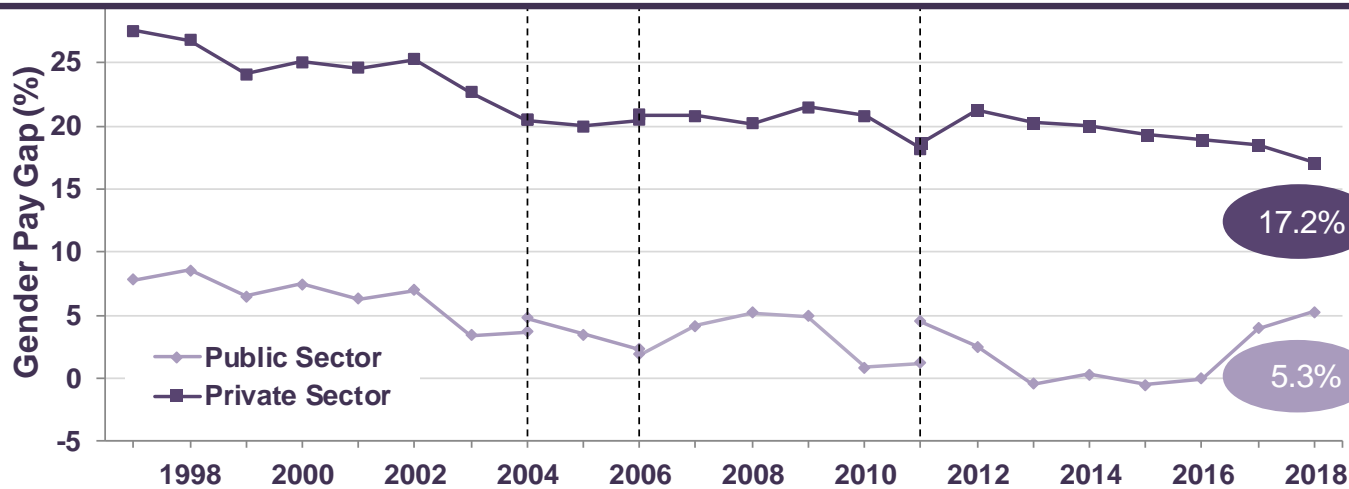
The Gender Pay Gap for median full-time hourly earnings has been relatively constant for those aged 25-34 and 35-49 since 2011.

Gender Pay Gap by Sector and Occupation

Gender Pay Gap for median full-time hourly earnings has increased over the year in the public sector

OCEAES: Economic Statistics

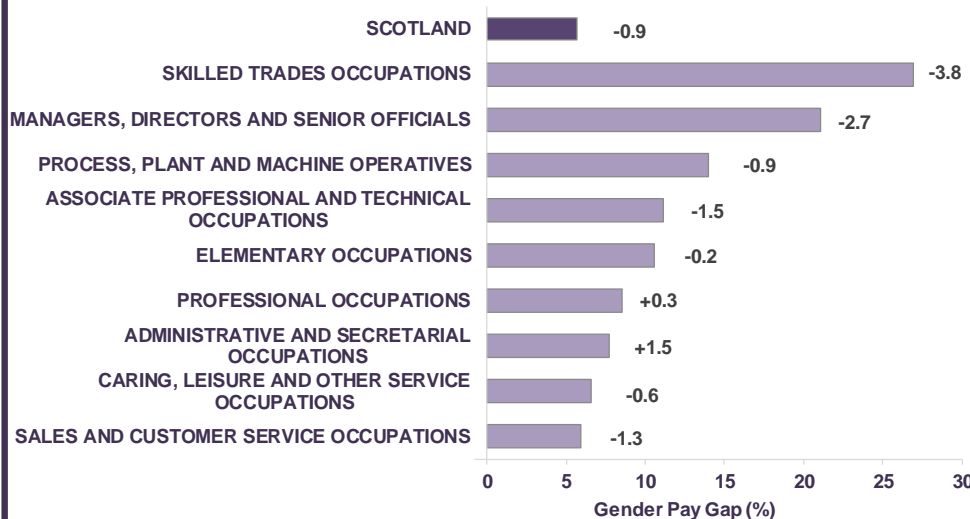
Gender Pay Gap for median full-time hourly earnings (excluding overtime) by Public and Private Sector, Scotland



The Gender Pay Gap for the **public sector** has been consistently below the gender pay gap for the **private sector**.

The Gender Pay Gap for the **public sector** has been increasing since 2016 while the Gender Pay Gap for the **private sector** has been continuing to decrease.

Full-time Gender Pay Gap and Percentage Point Change by Occupation, 2018



In 2018, the Gender Pay Gap for median full-time hourly earnings (excluding overtime) was highest for **Skilled trades occupations** at 26.9 per cent and lowest for **Sales and customer service occupations** at 5.9 per cent.

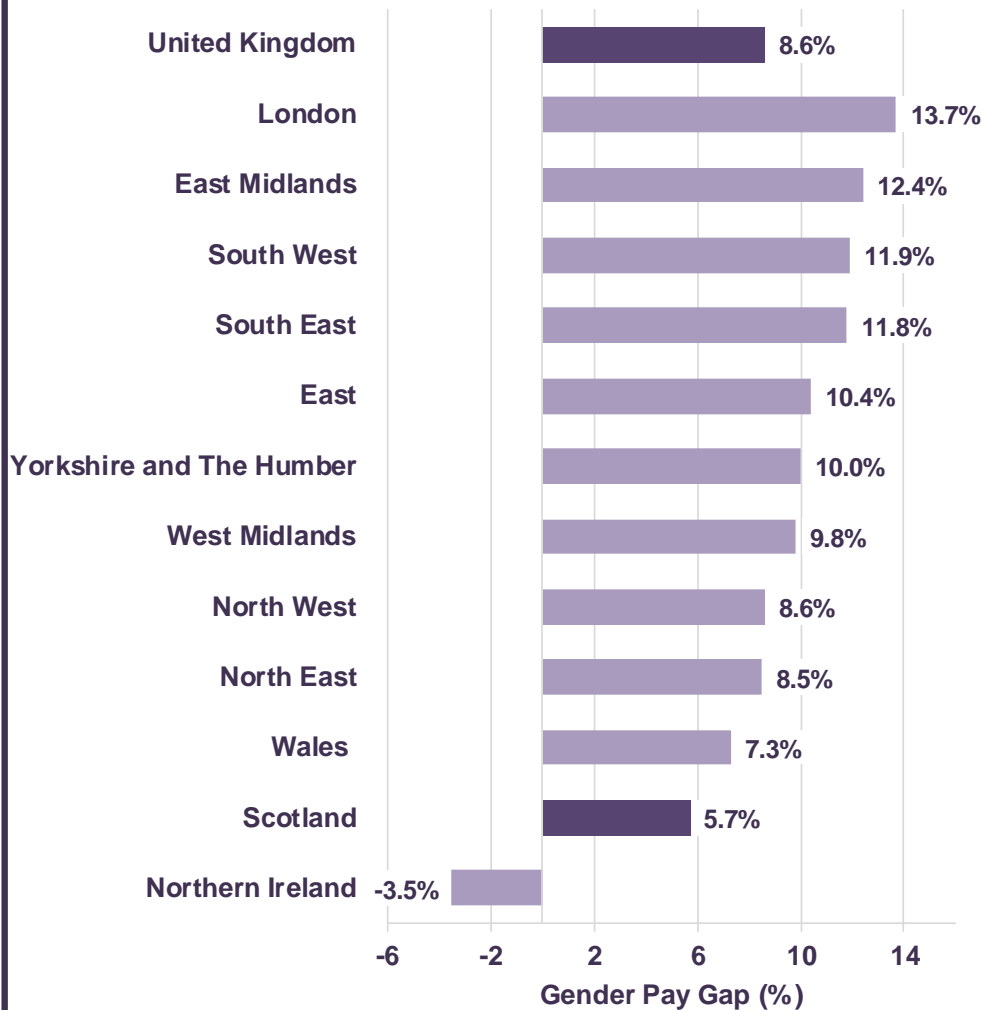
Since 2017, the Gender Pay Gap has decreased in 7 of the 9 main occupation groups due to women's hourly earnings (excluding overtime) in these occupations increasing at a faster rate than men's hourly earnings in these occupations.

Gender Pay Gap by Country and Region

Scotland had the 2nd lowest gender pay gap of the 12 countries and regions of the UK

OCEAES: Economic Statistics

Full-time Gender Pay Gap and Annual Percentage Point Change by UK Country & Region, 2018

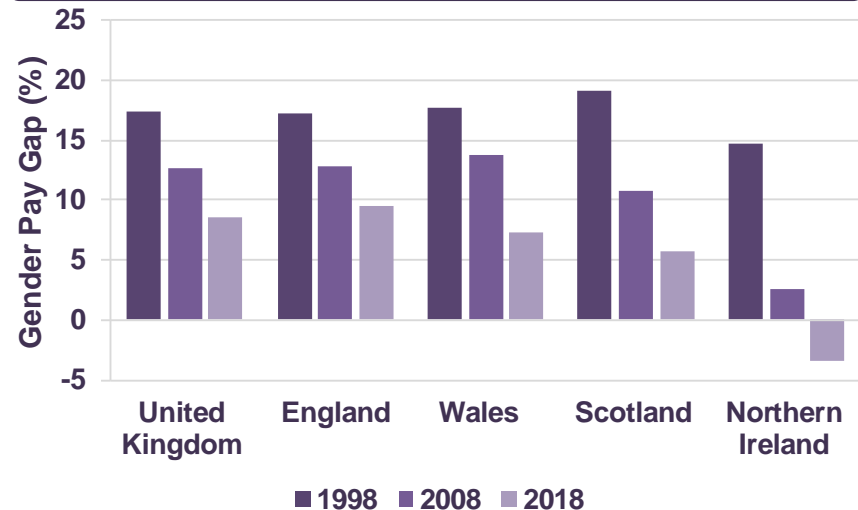


In 2018, London had the highest gender pay gap for median full-time hourly earnings (excluding overtime) at 13.7 per cent while Northern Ireland had the lowest at -3.5 per cent.

Scotland had the second lowest gender pay gap for median full-time hourly earnings (excluding overtime) of the 12 countries and regions of the UK at 5.7 per cent, behind Northern Ireland where women earn more than men on average.

The Gender Pay Gap has reduced over time for all of the countries of the UK.

Full-time Gender Pay Gap by UK Country, 2018



Living Wage

The proportion of employees earnings less than the Living Wage in Scotland increased over the year*

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Real Living Wage Rates

The following rates have been used to calculate the estimated proportion of employees in Scotland earning less than the Living Wage.

	Real Living Wage rates	
	UK (Outside of London)	London
2012	£7.20	£8.30
2013	£7.45	£8.55
2014	£7.65	£8.80
2015	£7.85	£9.15
2016	£8.25	£9.40
2017	£8.45	£9.75
2018	£8.75	£10.20

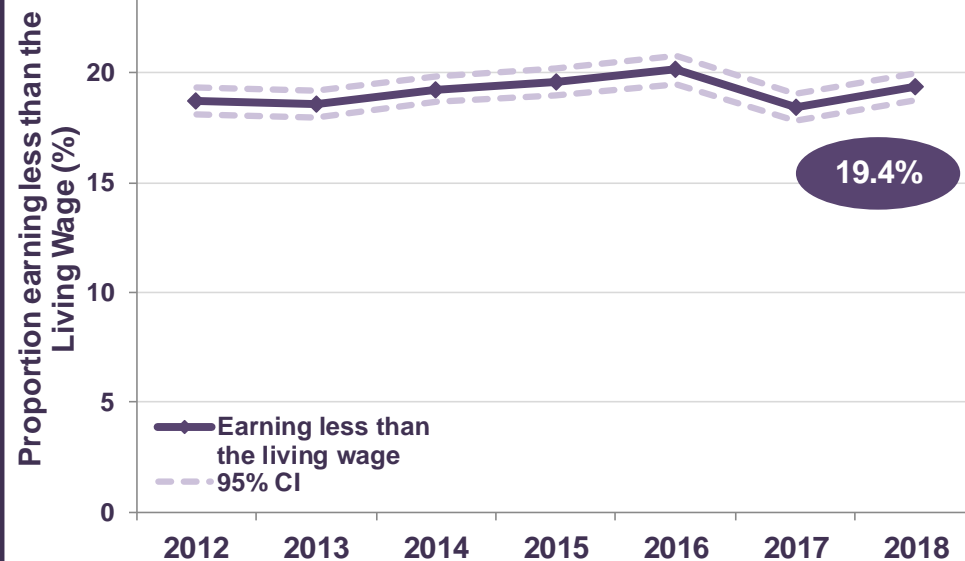
Source: Living Wage Foundation

(<https://www.livingwage.org.uk/calculation>)

These Living Wage rates have been independently calculated according to the cost of living based on household goods and services.

Living Wage analysis from the Annual Survey of Hours and Earnings covers those aged 18 and over on the PAYE system and whose pay was not affected by absence.

Proportion of Employees (18+) earning less than the Living Wage, Scotland, 2018



470,000 employees (19.4 per cent of people in employment) in Scotland earned less than the Living Wage (£8.75) in 2018, an increase of 37,000 since 2017.

Over time

The proportion of employees earning less than the Living Wage remained relatively constant between 2012 to 2016, decreased between 2016 and 2017 and increased over the last year.*

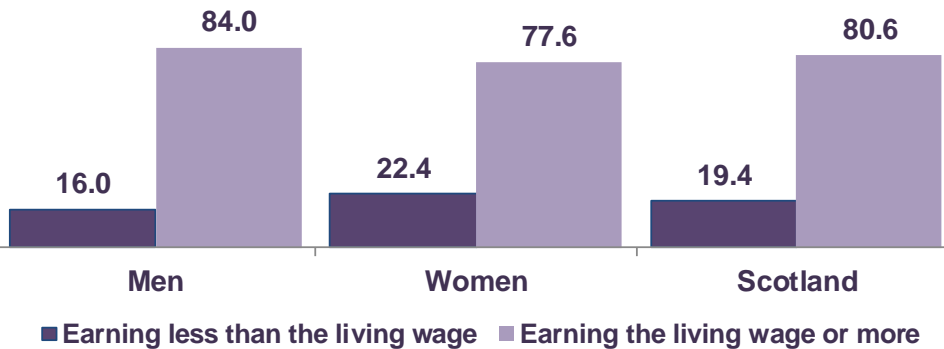
*increase over the year is not statistically significant.

Living Wage by Age and Gender

A higher proportion of women (22.4%) in Scotland earn less than the Living Wage than men (16.0%)

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Proportion of Employees (18+) earning less than the Living Wage by Gender, Scotland, 2018



Proportion of Employees (18+) earning less than the Living Wage by Age Group, Scotland, 2018



Gender

The proportion of women in Scotland earning less than the Living Wage (£8.75) in 2018 was 22.4 per cent, up from 22.0 per cent in 2017 while the proportion of men earning less than the Living Wage increased from 14.5 per cent in 2017 to 16.0 per cent in 2018.

Age

The age group with the highest proportion of employees earning less than the Living Wage was those aged 18-24 at 53.8 per cent, up from 47.6 per cent in 2017.

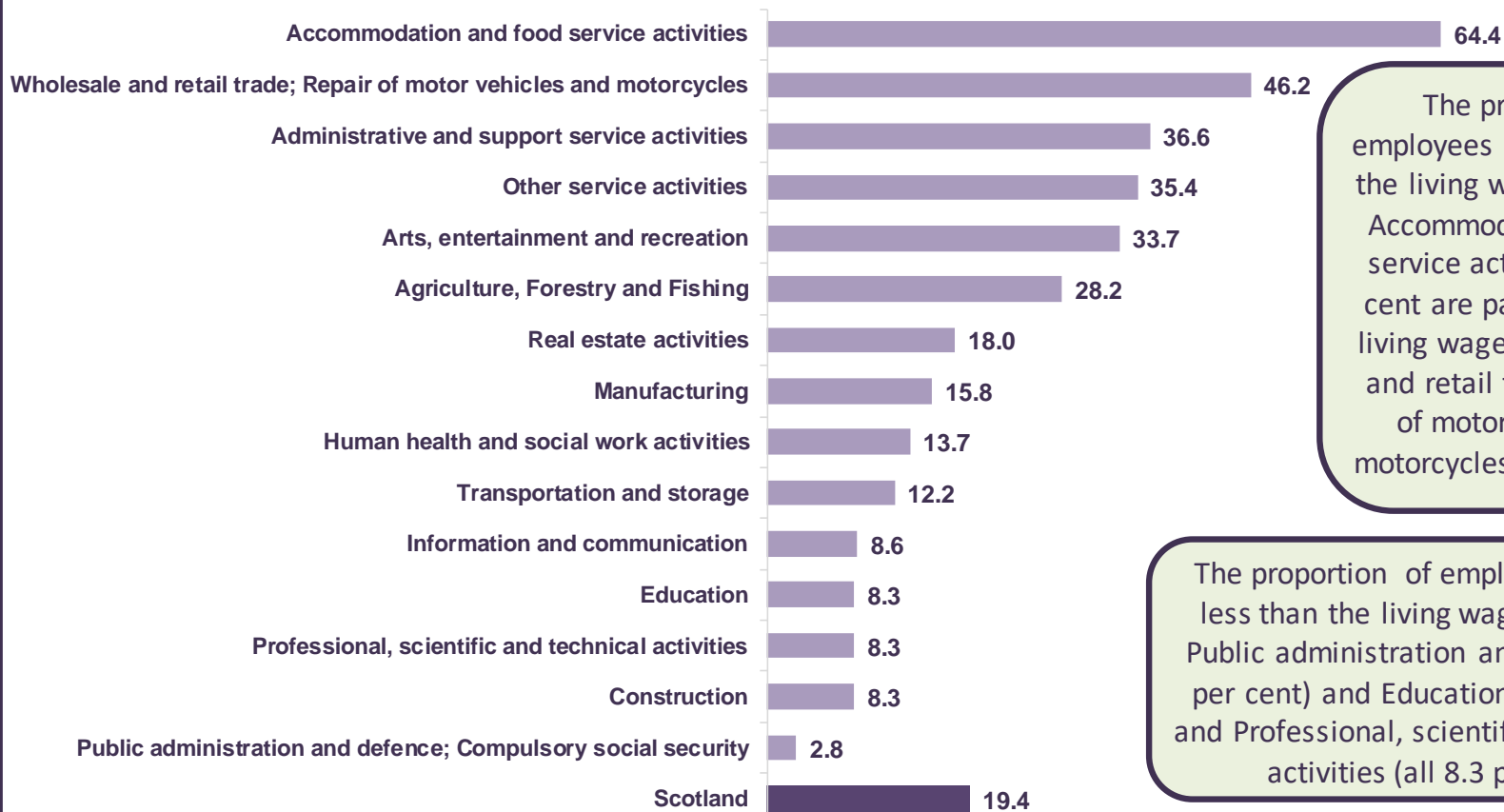
From 2012 to 2018, the proportion of employees earning less than the Living Wage has decreased for those aged 18-24, increased for those aged 25-34 and 50+ and remained relatively constant for those aged 35-49.

Living Wage by Industry Sector

Accommodation and Food Service Activities industry sector has the highest proportion earning less than the Living Wage

OCEAES: Economic Statistics

Proportion of Employees (18+) earning less than the Living Wage by Industry Sector, Scotland, 2018



The proportion of employees earning less than the living wage is **highest** in Accommodation and food service activities (64.4 per cent are paid less than the living wage) and Wholesale and retail trade and repair of motor vehicles and motorcycles (46.2 per cent).

The proportion of employees earning less than the living wage is **lowest** in Public administration and defence (2.8 per cent) and Education, Construction and Professional, scientific and technical activities (all 8.3 per cent).

Notes:

1. Estimates based on Scottish Government analysis of Annual Survey of Hours and Earnings, ONS.
2. ASHE data for April 2018, therefore living wage rate of £8.75 per hour has been applied to this analysis.
3. It is not possible to display the following sectors due to small sample sizes - Electricity, gas, steam and air conditioning supply; Water supply, sewerage, waste management and remediation activities; Financial and insurance activities; Activities of households as employers, undifferentiated goods and services producing activities of households for own use; Mining and Quarrying
4. The sectors are defined using the Standard Industrial Classification (SIC) Codes 2007

Living Wage by Public/Private Sector and Local Authority

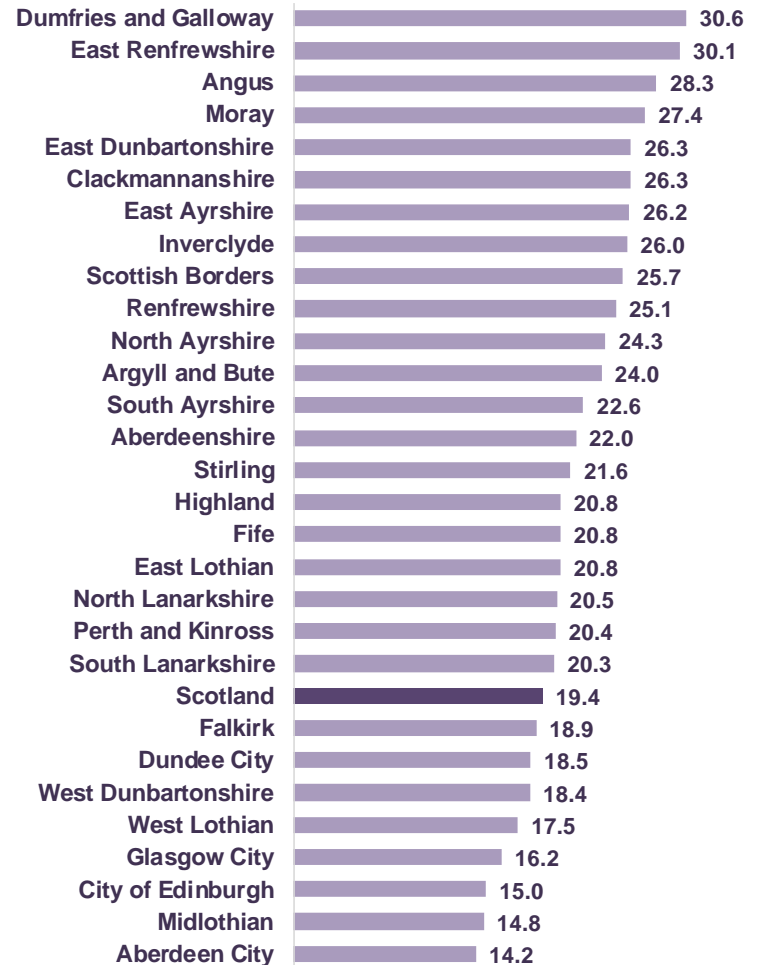
A higher proportion of employees in the private sector earn less than the living wage than employees in the public sector

OCEAES: Economic Statistics

Proportion of Employees (18+) earning less than the Living Wage by Public/Private Sector, Scotland, 2018



Proportion of Employees (18+) earning less than the Living Wage by Local Authority (workplace based), Scotland, 2018



Public/Private Sector

It is estimated that 27.6 per cent of employees in the private sector earn less than the Living Wage compared to 5.6 per cent in the public sector.

Local Authorities

20 of Scotland's local authorities saw increases in the proportion of employees earning less than the Living Wage between 2017 and 2018.

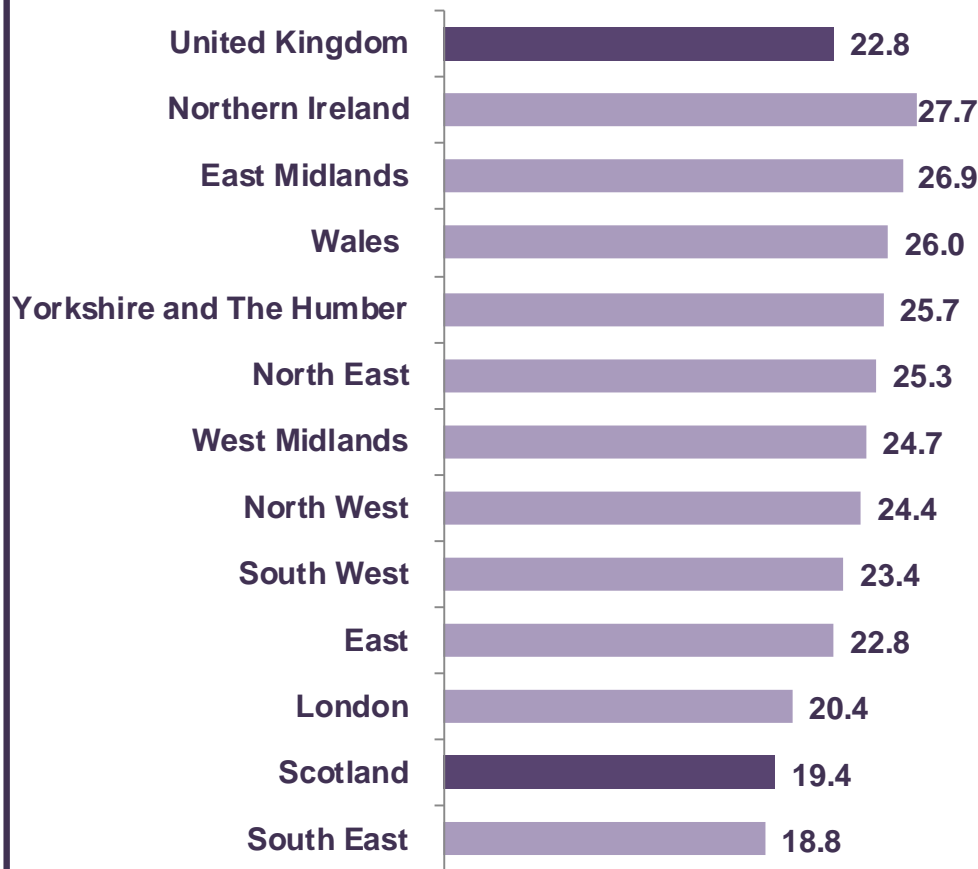
*estimates for Na h-Eileanan Siar, Orkney Islands and Shetland Islands are unreliable and should not be used for practical purposes.

Living Wage by Country and Region

Scotland had the 2nd lowest proportion of employees earning less than the Living Wage across the UK

OCEAES: Economic Statistics

Proportion of Employees (18+) earning less than the Living Wage by Countries and Regions of the UK, 2018



Note: Analysis is based on the Living Wage rate of £10.20 for employees in London and £8.75 for employees who did not work in London in April 2018.

Scotland had the lowest proportion of employees earning less than the Living Wage (19.4 per cent) across the countries of the UK.

Across the 12 countries and regions of the UK, Scotland had the second lowest proportion of employees earning less than the Living Wage, behind the South East (18.8 per cent).

Proportion of Employees (18+) earning less than the Living Wage by Country of the UK, 2018



Annual Survey of Hours and Earnings

Further Information

OCEAES: Economic Statistics

Further Information

The Annual Survey of Hours and Earnings (ASHE) is the official source of UK earnings and hours worked estimates. ASHE data is published annually by the Office for National Statistics (ONS) and is based on a 1 per cent sample of the Pay As You Earn (PAYE) system.

Tables providing Scottish estimates for a number of different breakdowns are available on the Scottish Government website at: <https://www2.gov.scot/Topics/Statistics/Browse/Labour-Market/Earnings>

ONS:

Labour Market Statistics Theme page: <http://www.ons.gov.uk/ons/taxonomy/index.html?nscl=Labour+Market>

Employee earnings in the UK:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/annualsurveyofhoursandearnings/2018>

Low and high pay in the UK:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/lowandhighpayuk/2018>

Gender Pay Gap in the UK:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018>

NOMIS:

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

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This slide pack was produced by the OCEAES: Economic Statistics: Labour Market Statistics team. If you have any comments on the style and content of this briefing pack, please contact us at the above email address.