

# Non-UK nationals in Scotland's workforce

## Analysis from the Annual Population Survey July 2017 – June 2018

Office of the Chief Economic Adviser



### Figures for July 2017 to June 2018 show that:

- There are a total of 358,000 non-UK nationals resident in Scotland. Non-UK nationals account for 6.7 per cent of Scotland's population.
- 198,000 non-UK nationals were in employment, 7.5 per cent of Scotland's workforce.
  - There are 137,000 EU nationals in employment, 5.2 per cent of total employment Scotland. The employment rate for EU nationals is 79.3 per cent.
  - Additionally, there are 61,000 non-EU nationals in employment, 2.3 per cent of the workforce in Scotland. The employment rate for non-EU nationals is 53.3 per cent
- There are 16,000 EU nationals in employment in the public sector, which is just over 1 in 10 (12.1 per cent) of all EU nationals in employment and 2.5 per cent of the total public sector workforce.
- In the Health and social care sector<sup>1</sup>, EU nationals account for 3.5 per cent of the total workforce (387,000).
- The industry sector which employs the highest proportion of non-UK nationals is Distribution, hotels and restaurants - 11.2 per cent of its workforce are non-UK. The next highest proportion is in the Transport and Communications sector (10.1 per cent).
- 27,000 non-UK nationals work in Scotland's Tourism growth sector, which is 14.9 per cent of all employment in this sector.<sup>2</sup>

### Compared with the previous year

- The number of EU nationals in employment has fallen by 6,000 over the year while the employment rate has fallen by 2.7 percentage points. For non-UK nationals, the level and rate of employment rate has remained unchanged over the same period.

<sup>1</sup> Health and Social care sector includes Standard Industrial Classification 86 Human Health Activities ,87 Residential care Activities ,88 Social Work activities without accommodation

<sup>2</sup> Scottish Government Growth Sectors definitions can be found in the growth sector database <https://www2.gov.scot/Topics/Statistics/Browse/Business/Publications/GrowthSectors>

## Longer term trends

- Although there has been a small decrease in the number of EU nationals in employment in the last year, the level of employment has increased from 56,000 in July 2007-June 2008 to 137,000 in July 2017-June 2018. Over the same period, the employment rate has increased by 4.4 percentage points from 74.9 per cent to 79.3 per cent.
- For non-EU nationals over the same period, the level of employment has increased by 14,000 whilst the employment rate has decreased by 9.7 percentage points.

*Source: Annual Population Survey, ONS*

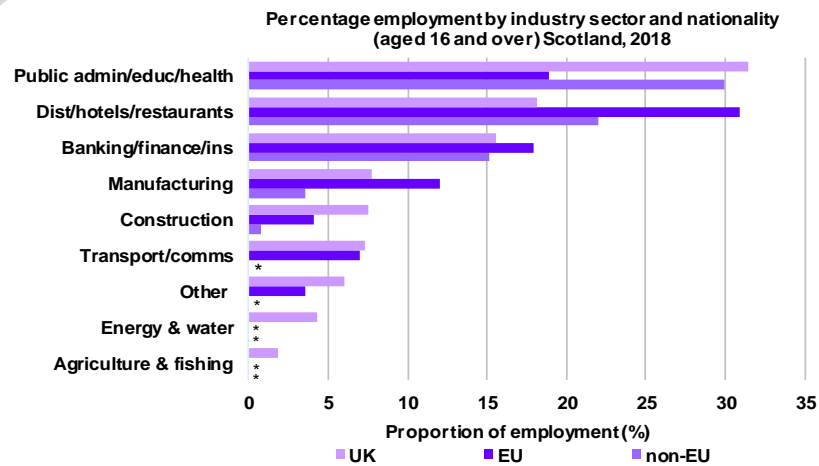
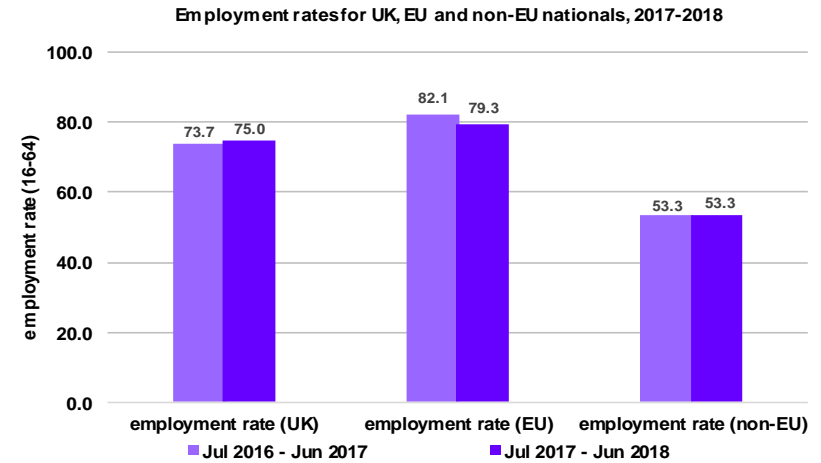
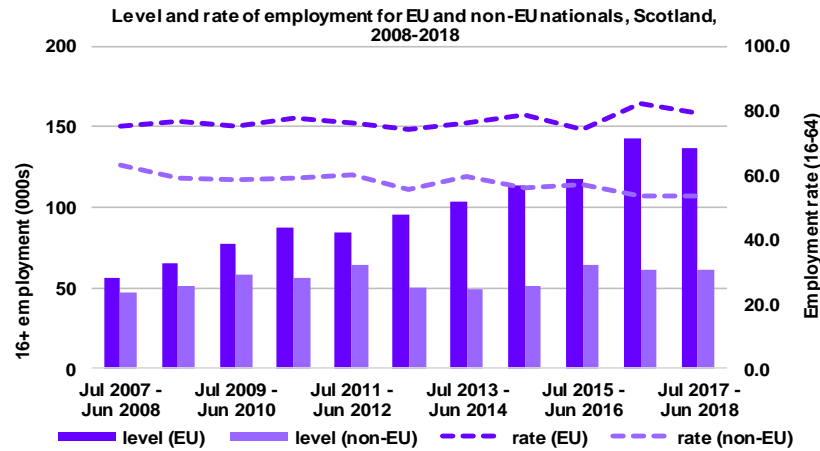
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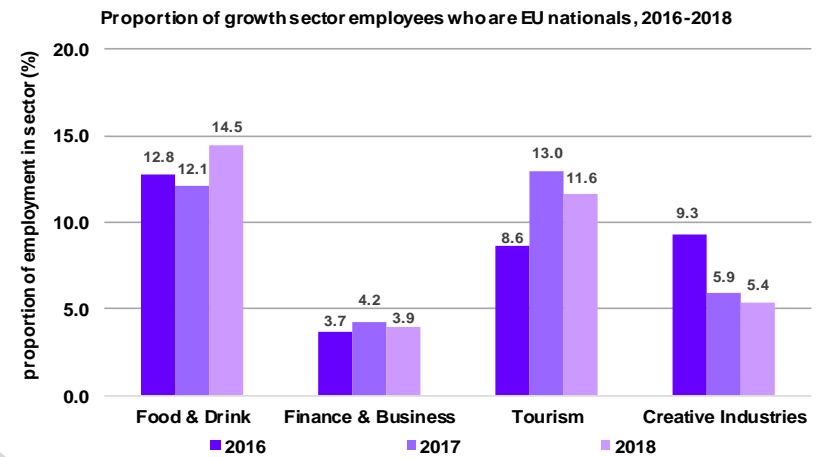
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\*Estimates too small to be considered reliable



Excludes Life Sciences and Energy - estimates too small to be considered reliable



## Background

The Annual Population Survey (APS) is the largest survey of private households in the UK. From the APS, it is possible to estimate the stock of UK, EU and non-EU nationals living in Scotland based on self-reported nationality. There are, however, some limitations to the coverage of the APS; information is not captured for the population which is resident in some communal establishments such as business premises, boarding houses and hotels. Population estimates derived from the APS may therefore differ from the official mid-year population estimates published by National Records for Scotland (NRS) and may also underestimate the size of the seasonal migrant workforce.

Employment consists of employees, the self-employed, unpaid family workers and those on government-supported training and employment programmes. Levels of employment are for those who fall within this definition and are aged 16 or above, while employment rates are based on those in employment aged from 16 to 64 and expressed as a percentage of the total population within this age range.

## Definitions

Levels of employment by industry sector and for the Scottish Government's growth sectors are based on the Standard Industrial Classification (SIC) 2007. The classification is hierarchical in nature and summarises business activity at a broad industry level as well as at industry division (2-digit SIC), industry group (3-digit SIC), industry class (4-digit SIC) and industry subclass (5-digit SIC). As with nationality, industry of employment is self-reported.

## Groupings for Nationality

**United Kingdom (UK) / British** UK born includes Guernsey, Jersey, Isle of Man, and Channel Islands (not otherwise specified). British nationality additionally includes the following overseas territories: Anguilla, Bermuda, British Indian Ocean Territory, British Virgin Islands, Falkland Islands, Gibraltar, Montserrat, Pitcairn, Henderson, Ducie and Oeno Islands, South Georgia and the South Sandwich Islands, St Helena and the Turks and Caicos Islands

**European Union** These are all of the countries of the EU as constituted at the time of the survey, other than the UK. They include:

- EU14 - countries which were members of the European Union prior to May 1 2004 (Austria, Belgium, Denmark, Finland, France, Germany, Greece, Italy, Luxembourg, Netherlands, Portugal, Republic of Ireland, Spain and Sweden)
- EU8 eight of the ten countries which acceded to the European Union on May 1 2004 (Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia)
- EU2 – the two countries which acceded to the European Union on January 1 2007 (Bulgaria and Romania)
- EU (Other) – the two countries which joined the European Union on May 1 2004 but are not included in the EU8 (Cyprus and Malta) and Croatia, which joined the European Union on July 1 2013

**Non-European Union** These are all the countries not in the UK or in the EU as defined above. Estimates are given for the group as a whole. Please note that estimates for the following countries include respective overseas territories:

- Cyprus (European Union) includes Cyprus (European Union) and Cyprus (not otherwise specified).
- Czech Republic includes Czechoslovakia Not Otherwise Specified
- Denmark includes Faroe Islands and Greenland (nationality only).
- Finland includes Aland Islands
- France includes French Guiana, French Southern Territories, Guadeloupe, Martinique, Mayotte, Reunion and St. Martin. French nationality additionally includes French Polynesia, New Caledonia, St. Pierre and Miquelon, and Wallis and Futuna.
- Spain includes Canary Islands and Spain (not otherwise specified).

## Further information

**EXCEL Tables** Additional data on UK, EU and non-EU nationals presented in table format can be found, along with other analysis relating to Scotland's labour market, at <https://www2.gov.scot/Topics/Statistics/Browse/Labour-Market>

**OPEN data** Summary data on employment characteristics of national groupings within Scotland is also available on the Scottish Government's Open Data platform at [www.statistics.gov.scot](http://www.statistics.gov.scot)

## Other related publications

Further population analysis has been published by National Records of Scotland (NRS) as 'Population by Country of Birth and Nationality, Scotland, July 2017 to June 2018'. This publication can be found at <https://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-estimates/population-by-country-of-birth-and-nationality>

More detailed statistics on the characteristics of EU and non-EU nationals in the workforce, taken from the Annual Population Survey (January – December 2017) were published as 'Non UK nationals in Scotland's workforce', which is available at <https://www2.gov.scot/Topics/Statistics/Browse/Labour-Market/Publications-Topical/NonUKNat>

## **Feedback**

Any comments on this publication can be sent to [lmstats@gov.scot](mailto:lmstats@gov.scot)