

Non-UK nationals in Scotland's workforce

Analysis from the Annual Population Survey January - December 2019

Office of the Chief Economic Adviser



The information which follows is sourced from the Annual Population Survey, collected and published by the Office for National Statistics (ONS). Nationality is self-reported in this source, page 4 provides further details on this. Related Excel tables can be found at: <https://www.gov.scot/publications/non-uk-nationals-in-scotlands-workforce/>

Estimates for January - December 2019 show that:

There are a total of 388,000 non-UK nationals resident in Scotland, accounting for 7.2 per cent of Scotland's population. 234,000 were EU nationals, accounting for 4.3 per cent of Scotland's population. 154,000 are non-EU nationals, accounting for 2.9 per cent of Scotland's population.

222,000 non-UK nationals (aged 16 years and above) were in employment, accounting for 8.3 per cent of Scotland's workforce. There are 151,000 EU nationals in employment, 5.7 per cent of total employment in Scotland. The employment rate (16-64 years) for EU nationals is 81.8 per cent.

Additionally, there are 70,000 non-EU nationals in employment, accounting for a further 2.6 per cent of the workforce in Scotland. The employment rate (16-64 years) for non-EU nationals is 56.1 per cent.

Compared with the previous year

The estimate for the number of EU nationals in employment (16 years and above) peaked in 2017 at 153,000, compared with the current estimate (for 2019) of 151,000. The number of non-EU nationals in employment is currently higher, at 70,000, than at any previous point in the series.

Longer term trends

The number of EU nationals in employment (16 years and above) has increased from 51,000 in 2007 to 151,000 in 2019, although the number was slightly higher in 2017 at 153,000. Over the same period, the employment rate (16-64 years) has increased by 5.0 percentage points, from 76.8 per cent to 81.8 per cent. For non-EU nationals, the level of employment (16 years and above) has increased from 48,000 in 2007 to 70,000 in 2019 whilst the employment rate (16-64 years) has decreased by 8.8 percentage points, from 64.9 per cent to 56.1 per cent.

Where non-UK workers are employed

By industry

The industry sectors with the highest proportion of non-UK nationals in the workforce are: Distribution, hotels and restaurants, where 12.5 per cent of its workforce are non-UK nationals, followed by Agriculture and fishing (9.0 per cent of the workforce are non-UK nationals) and Banking, finance and insurance (8.9 per cent of the workforce are non-UK nationals).

There are 75,000 non-UK nationals working in Scotland's six growth sectors, with 29,000 working in Sustainable Tourism alone, accounting for 16.0 per cent of employment in this sector¹.

There are 42,000 non-UK nationals in employment in the public sector, 6.1 per cent of the total public sector workforce

33,000 non-UK nationals are employed in the Health and social care sector² workforce, accounting for 8.2 per cent of the total workforce in this sector.

Key workers

ONS have defined those who could be considered key workers in response to Coronavirus COVID-19, based on classification of industry or occupation³.

It is estimated that 35.0 per cent of Scotland's workforce are key workers and that 69,000 (7.5 per cent) are non-UK nationals. This varies by sector of key worker. Just over 40 per cent of non-UK nationals who are key workers are employed in the Health and Social care key worker sector.

¹ Scottish Government Growth Sectors definitions can be found in the growth sector database: <https://www.gov.scot/publications/growth-sector-statistics/>

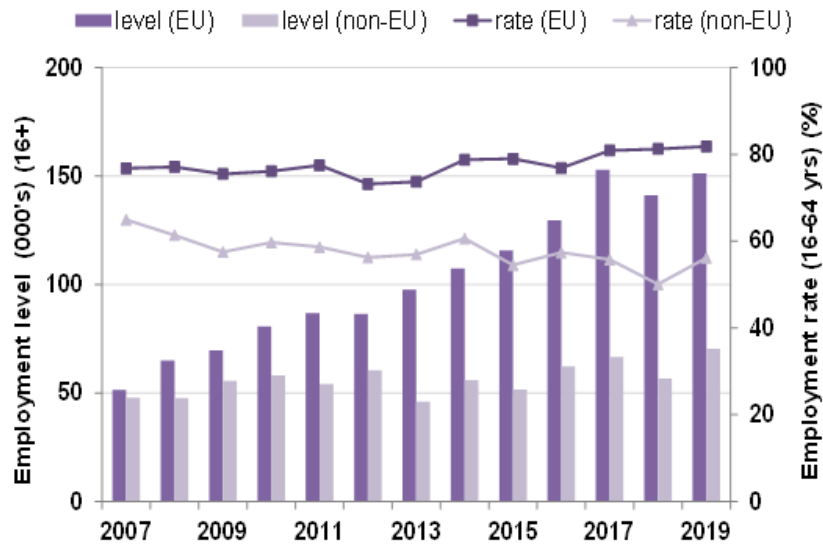
² Health and Social care sector includes Standard Industrial Classification 86 Human Health Activities, 87 Residential care Activities, 88 Social Work activities without accommodation

³ Coronavirus and key workers in the UK: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/coronavirusandkeyworkersintheuk/2020-05-15>

222,000 non-UK nationals were in employment (aged 16 years and above) accounting for 8.3 per cent of Scotland workforce.

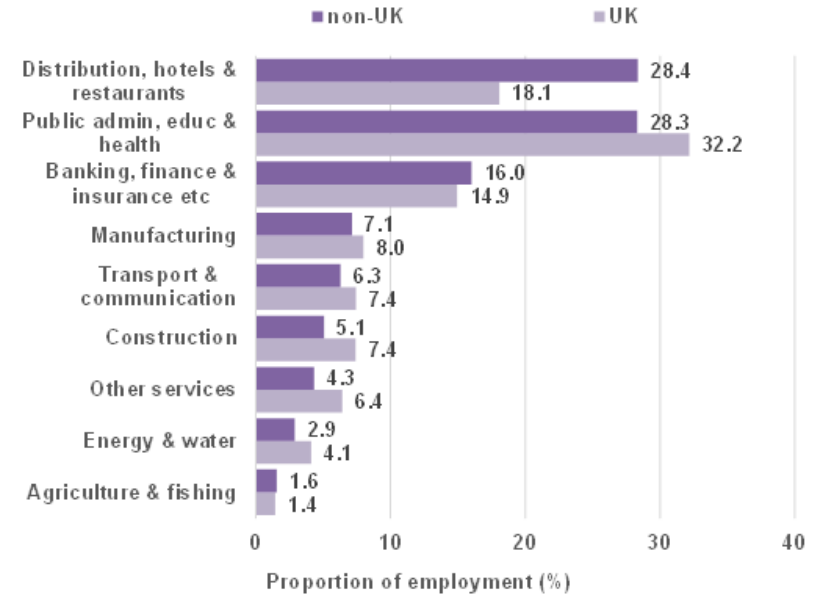
28.4 per cent of non-UK nationals were employed in Distribution, hotels and restaurants.

Level and rate of employment for EU and non-EU nationals, Scotland, 2007-2019



Source: Annual Population Survey Jan-Dec 2019

UK and non-UK nationals: Percentage in employment (aged 16+) by industry sector, Jan-Dec 2019

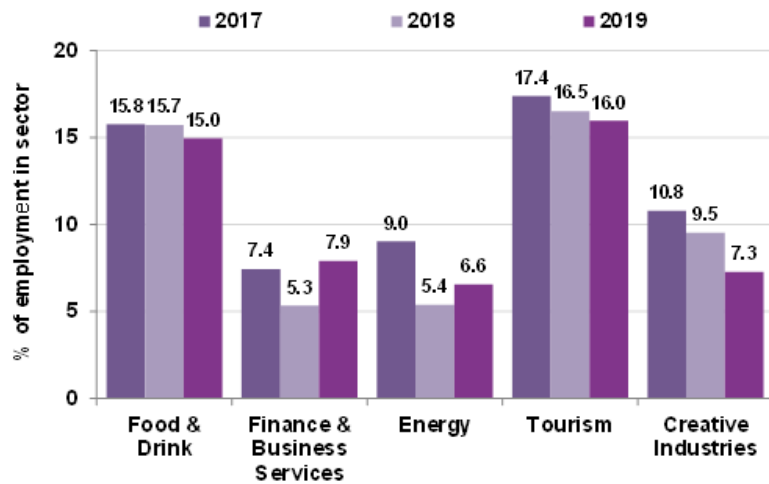


Source: Annual Population Survey Jan-Dec 2019

16.0 per cent of workers in sustainable tourism were non-UK Nationals

7.5 per cent of all key-workers were non-UK Nationals

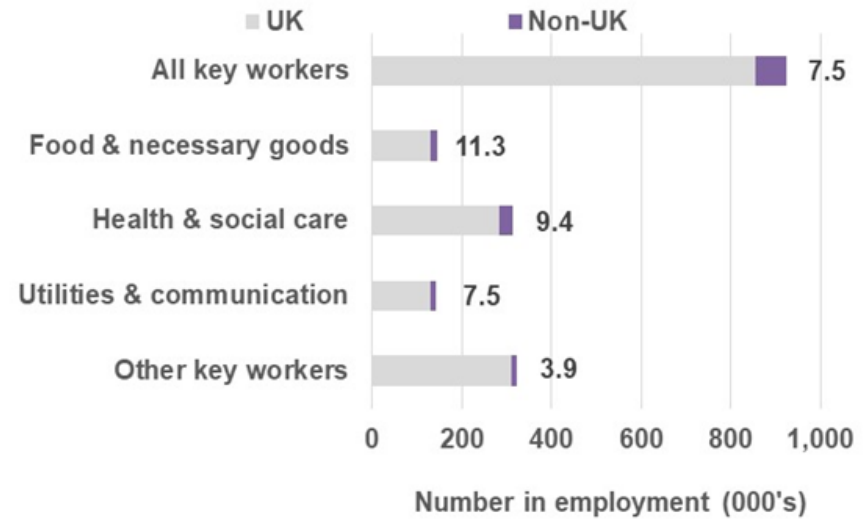
Proportion of people in employment in growth sectors who are non-UK nationals, Scotland, 2017 - 2019



(excludes Life Sciences - estimates too small to be considered reliable)

Source: Annual Population Survey Jan-Dec 2019

Proportion of people in employment in key worker sectors who are non-UK nationals, Scotland, 2019



*Other key workers includes: Education & Childcare, Key public services, National & local government, Public safety & national security, Transport

Source: Annual Population Survey Jan-Dec 2019

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. Further information on growth sectors can be found at:

<https://www.gov.scot/publications/growth-sector-statistics/>

The estimates of the number of key workers employed in Scotland are produced consistent with the definition used by ONS in their 'Coronavirus and key workers in the UK' publication, which can be found at:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/coronavirusandkeyworkersintheuk/2020-05-15>

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://www.gov.scot/publications/non-uk-nationals-in-scotlands-workforce/>

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

Other related publications

ONS releases biannual population estimates by country of birth and nationality. These estimates are taken from the Annual Population Survey. The latest release can be found at:

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/internationalmigration/bulletins/ukpopulationbycountryofbirthandnationality/2019>

Further analysis, including population estimates at local authority level, has been published by National Records of Scotland (NRS) as 'Population by Country of Birth and Nationality, Scotland, 2019'. 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/jan-dec-19>

Feedback

We welcome any comments on this release of data. These can be sent to lmstats@gov.scot