

Overview of the labour market

Inevitably interest in the Scottish labour market continues to focus on the trends in employment and unemployment and for a further issue we return to these themes. Concern continues to focus on underemployment but the publication of the First Findings of the 2011 Workplace Employment Relations Study affords insights as to how work has changed in the recession and the policies adopted by employers.

Underemployment

As was noted in the previous Commentary the Economy, Energy and Tourism Committee called for evidence as to the issues related to the rise in underemployment, the rise in part time employment and work that does not utilise all the skills employees possess. Two themes were highlighted in the evidence. Felstead noted that conventionally less attention is given to skills underutilization and drew the committee's attention to the Skills Survey Series (Felstead et al 2007) which highlighted that proportionally Scotland had fewer jobs than the UK as a whole requiring degrees on entry, but proportionately more jobs that did not require qualifications on entry. In contrast, Bell highlighted underemployment, the impact of changes to the labour force noted in previous Commentaries; namely that whilst the numbers employed have increased this has been due to an increase in part-time and self-employment and a decline in full-time employment (see table 5 and figure 2 later in this section). Both definitions were examined in the Economy, Energy and Tourism Committee's report 'Underemployment in Scotland' (2013).

The Committee, in exploring the dimensions of underemployment, noted the rise in underemployment, sectoral and regional variations in Scotland and the diverse issues underpinning these patterns. Whilst there was some association with the level of demand for labour and unemployment levels, evidence from HIE indicated that underemployment in the Highlands & Islands is probably more prevalent than the statistics indicate, especially in fragile areas where much employment is part-time or casual and seasonal where many families adopt a multi occupational way of life to enable the family unit to remain viable. The CBI evidence to the committee drew attention that the more flexible labour market related to the rise in underemployment and was helping to protect jobs in the recession, whereas the STUC argued that underemployment related more to the rise of low wage and insecure employment.

In addition, the Committee took evidence as to the effects of displacement, where higher qualified workers displace lower qualified ones and the emerging practice of unpaid work (internships) as a route to secure paid employment, and the Committee noted, in recommendation 106, its concerns as to the adverse impact of displacement on the least skilled and the young.

Work in the shadow of recession

The first findings of the UK wide 2011 Workplace Employment Relations Study (ESRC, ACAS, NIESR, DBIS 2013) entitled part one of its findings - a review of the changes to British workplaces – 'In the shadow of recession', and explored the responses to the recession. Three-quarters of all workplaces had taken some action in response to the recession that impacted directly on their workforce. A cut or freeze in pay was reported by 42% of workplaces (63% public and 39% private sector). A freeze on recruitment was reported by 28%, 18% reduction in overtime, 16% reduction in training and reduced use of agency staff, 15% reduction in basic hours and 14% compulsory redundancy. Employees reported both wages cut or frozen (33%), workload increased (29%) access to paid overtime reduced (19%) and contracted hours reduced (5%). The results highlight the ability of workplaces to vary hours/labour costs rather to rely on redundancies and may offer some explanation of the differing pattern of unemployment in the current recession. Further evidence to support these responses to the recession is contained in the First Findings from the Skills and Employment Survey 2012 (www.llakes.org). This noted a heightened sense of insecurity, work intensification and a decline in the amount of training.

Recent trends and statistics

The latest comparable figures on the labour market between Scotland and the United Kingdom in the quarter to March 2013 are summarised in Table 1. Labour Force Survey (LFS) data show that in the quarter to March the level of employment in Scotland rose by 54 thousand, to 2,517 thousand. Over the year to March 2013, employment in Scotland rose by 30 thousand. Over the year UK employment fell by 43 thousand. The Scottish employment rate (16 – 64) – those in employment as a percentage of the working age population – was 71.8 per cent, up 0.4 per cent to one year earlier. For the same period the UK employment rate was 71.4 per cent, up 0.8 per cent compared to one year earlier. Scottish unemployment, in the quarter to March, fell by 7 thousand to 199 thousand, a fall of 21 thousand over the year.

In considering employment, activity and unemployment rates it is important to remember the bases and relationships of these figures. LFS data (estimated) is provided for: (1) all aged 16 and over and (2) for all aged 59/64. The first measure (all aged 16 and over) leads to higher numbers in employment, in the total economically active and economically inactive – but reduces the economic activity rates and unemployment rates, but at the same time increases the economically inactive rate. Conversely the second measure (all aged 16 to 59/64) leads to lower numbers economically active, in employment and economically inactive – but leads to a higher economically active, employment and unemployment rates but lower economically inactive rates. Figures derived from the Labour Force Survey differ slightly from those derived from the Annual Population Survey.

The relationships between employment, unemployment, totally economically active and inactive are important in appreciating changing levels of employment and unemployment, and changes in the employment rates should be seen in conjunction with changes in the activity rates. If people leave employment and become unemployed (but are still economically active) the unemployment rate increases, but the economically active rate remains unchanged. However, if people leave employment and do not seek employment, as seems to be a continuing pattern, they are categorised as economically inactive, as such the unemployment rate remains unchanged whilst the activity and inactivity rates change. Equally the changing pattern between full and part time employment is of interest and once again we return to this issue later in this section. This is clearly shown in table 1. Over the year to March 2013, the numbers employed rose by 30 thousand, whilst unemployment fell by 21 thousand – and the numbers of those aged 16-64 who are economically inactive rose by 9 thousand and the numbers economically active rose by 10 thousand.

Table 1 shows that for Scotland the preferred International Labour Organisation (ILO) measure of unemployment fell to 199 thousand, between January – March 2013, a fall of 21 thousand over the year. The ILO unemployment rate fell in the three months to March 2013 and now stands at 7.3 per cent. This represents a 0.4 per cent fall over the last quarter and a 0.8 per cent fall over the year. The comparable ILO unemployment rate for the UK stands at 7.8 per cent, and is down 0.1 per cent over the most recent quarter and also down 0.4 per cent over the year.

Table 1: Headline indicators of Scottish and UK labour market, Jan – March 2013 (thousands)

Jan – Mar 2013		Scotland	Change on quarter	Change on year	United Kingdom	Change on quarter	Change on year
Employment*	Level (000s)	2,517	54	30	29,708	-43	434
	Rate (%)	71.8	1.1	0.4	71.4	-0.2	0.8
Unemployment**	Level (000s)	199	-7	-21	2,518	15	-92
	Rate (%)	7.3	-0.4	-0.8	7.8	0.1	-0.4
Inactivity***	Level (000s)	758	-30	4	9,003	47	-212
	Rate (%)	22.4	-0.9	0.2	22.4	0.1	-0.6

Source: Labour Market Statistics (First Release), Scotland and UK, May 2013

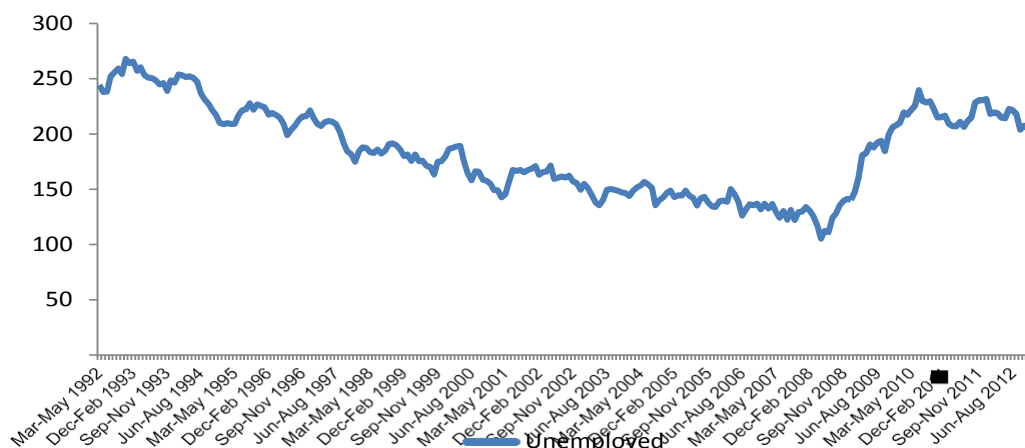
* Levels are for those aged 16+, while rates are for those of working age (16-59/64)

** Levels and rates are for those aged 16+, rates are proportion of economically active.

*** Levels and rates for those of working age (16-59/64)

Figure 1 illustrates the trend in unemployment in Scotland since 1992. Unemployment peaked in October – December 1992 at 268,000, it took almost five years - to August - October 1997 - to be consistently below 200,000 and a further five and a half years - to February – April 2003 - to be below 150,000 and reached the lowest number (111,000) in May – June 2008. Unlike the pattern of the previous recession unemployment has fallen more rapidly to below 200,000, this may reflect the more rapid rise in part time and self-employment (see figure 2 and table 5).

Figure 1 Trend in Scottish unemployment 1992 – Jan-Mar 2013 (thousands)



Source:

Labour Market Statistics (First Release), Scotland and UK, May 2013

The economically active workforce includes those individuals actively seeking employment and those currently in employment (i.e. self-employed, government employed, unpaid family workers and those on training programmes). Between January – March 2013 the numbers economically active (16+) rose by 47 thousand and the activity rate rose by 1.0 to 63.4%. There were 2,716 thousand economically active people in Scotland during January – March 2013. This comprised 2,517 thousand in employment (2,437 thousand aged 16 – 64) and 199 thousand ILO unemployed. The level for those of working age but economically inactive fell by 30 thousand in the latest quarter, but rose by 4 over the year thousand to 758 thousand people.

Table 2: Employment rates thousands (%) People by age for Jan 2004 – December 2012

	All aged 16+	16 - 64	16 - 17	18 - 24	16-24	25 - 34	35 - 49	50 - 64	65+
Jan 04 - Dec 04	59.5	72.5	44.3	68.5	63.1	79.2	82.2	61.9	5.2
Jan 05 - Dec 05	59.6	72.9	44.4	69.0	63.6	79.5	82.2	62.8	4.8
Jan 06 - Dec 06	60.4	73.6	43.2	68.3	63.0	80.2	83.7	63.7	5.4
Jan 07 - Dec 07	60.6	73.8	38.6	69.0	62.5	81.4	83.5	64.4	5.7
Jan 08 - Dec 08	60.3	73.5	40.5	66.4	60.8	81.2	83.1	65.2	6.0
Jan 09 - Dec 09	59.2	71.9	34.0	64.1	57.8	79.5	81.8	64.5	6.6
Jan 10 - Dec 10	58.3	71.0	32.1	61.7	55.7	77.9	81.5	64.1	6.7
Jan 11 - Dec 11	57.9	70.7	30.8	60.6	54.6	79.0	81.1	63.7	6.6
Jan 12 - Dec 12	57.7	70.6	29.4	59.2	53.2	79.0	81.4	64.0	7.8

Source: Labour Market Statistics (First Release), Scotland and UK, May 2013

Data on employment by age, derived from the Annual Population Survey, is available up to December 2012. In the year to December 2012 employment rates fell for those aged 18 – 24, but rose for those aged

35 and over. Table 2 illustrates the changing employment rates by age group for January – December 2004 onwards.

Table 3: Employment, unemployment, inactivity and claimant count rates by Local Authority Area 2012

	Employment rate 16 - 64 (%)	Unemployment rate 16+ (%)	Econ inactivity rate 16-64 (%)	Claimant count rate (%)
SCOTLAND	70.6	7.9	23.1	4.1
Aberdeen City	76.9	5.0	17.8	2.2
Aberdeenshire	79.9	3.4	17.5	1.3
Angus	74.3	6.2	20.9	3.3
Argyll & Bute	70.5	6.3	24.0	3.3
Clackmannanshire	65.5	9.9	26.6	5.4
Dumfries & Galloway	67.2	8.2	25.2	3.7
Dundee City	65.2	10.6	27.5	5.9
East Ayrshire	66.9	11.3	24.1	6.1
East Dunbartonshire	73.3	6.1	21.9	2.7
East Lothian	74.8	6.5	20.7	3.3
East Renfrewshire	72.6	5.8	23.2	2.4
Edinburgh, City of	72.8	6.4	22.7	3.2
Na h-Eileanan an Iar	71.3	6.3	22.4	3.2
Falkirk	72.9	8.1	21.0	4.5
Fife	69.6	9.1	22.9	4.5
Glasgow City	59.7	11.7	32.2	5.8
Highland	76.6	5.0	19.9	2.8
Inverclyde	65.3	12.1	23.6	5.5
Midlothian	75.1	6.6	21.3	4.1
Moray	77.7	4.9	18.8	2.6
North Ayrshire	61.7	12.7	28.6	6.7
North Lanarkshire	69.5	11.4	20.3	5.6
Orkney Islands	81.3	3.8	14.1	1.6
Perth & Kinross	74.5	6.0	19.3	2.3
Renfrewshire	71.6	8.9	21.4	4.9
Scottish Borders	72.5	5.9	22.7	3.0
Shetland Islands	79.7	3.5	19.0	1.5
South Ayrshire	69.9	9.2	21.6	4.4
South Lanarkshire	75.1	6.9	20.7	4.6
Stirling	67.3	8.1	26.1	3.3
West Dunbartonshire	67.0	11.4	24.1	6.5
West Lothian	74.0	6.6	21.7	3.9

Source: First Release May 2013 (Annual Population Survey, Job Centre administrative system, BRES
Claimant count averaged for 12 month period)

Inactivity for men aged 16 – 64 rose by 1 thousand over the year, but fell by 3 thousand for women over the year.

In the year to December 2012 the changes in the reasons for inactivity were: student up 14 thousand, looking after family/home down 1 thousand, retired down 4 thousand and long term sick down 10 thousand. The numbers temporarily sick rose by 4 thousand. The majority 585 thousand did not want a job – but 199 thousand were inactive but wanted employment.

Table 3 indicates the continuing significant differences in employment, unemployment and inactivity rates at the local authority level for 2012. In 2012 employment rates varied from over 80% in Shetland to between 65 - 70% in nine local authority areas and below 65% in two local authority areas. Likewise unemployment rates varied from 3.4% to 12.7%.

Table 4: Percentages in employment by SOC (2010) January – December 2007 to January – December 2012

	Jan 07- dec 07	Jan 08- dec 08	Jan 09- dec 09	Jan 10- dec 10	Jan 11- dec 11	Jan 12- dec 12
1: managers, directors and senior officials	8.6	8.6	8.9	8.6	8.4	8.5
2: professional occupations	18.0	18.0	18.2	18.1	18.3	19.8
3: associate prof & tech occupations	12.6	12.6	12.6	12.6	13.6	12.7
4: administrative and secretarial occupations	11.7	11.9	11.5	11.2	10.8	10.8
5: skilled trades occupations	12.0	12.3	11.6	11.7	11.5	11.1
6: caring, leisure and other service occupations	9.3	9.2	9.6	9.9	9.6	9.4
7: sales and customer service occupations	8.9	8.8	8.8	9.3	9.3	9.2
8: process, plant and machine operatives	7.1	7.4	7.0	6.8	6.6	6.6
9: elementary occupations	11.5	11.0	11.6	11.4	11.8	11.2

Source: Annual Population Survey, NOMIS

Notes: Rounding means totals do not add to 100

Table 5: Total workforce jobs* by industry, Scotland, June 2006–2012 and Dec 2012 (thousands)

Industry	June 2006	June 2007	June 2008	June 2009	June 2010	June 2011	June 2012	Dec 2012
A : Agriculture, forestry and fishing	54	60	60	59	66	50	52	51
B : Mining and quarrying	28	30	30	29	31	29	33	32
C : Manufacturing	226	228	212	201	187	187	202	194
D : Electricity, gas, steam and air conditioning supply	10	13	16	19	21	20	20	19
E : Water supply; sewerage, waste management etc.	18	17	16	14	13	19	17	16
F : Construction	194	203	199	185	173	176	173	168
G : Wholesale & retail trade; repair of motor vehicles etc.	384	380	396	398	380	372	372	374
H : Transportation and storage	118	123	123	111	112	111	119	126
I : Accommodation and food service activities	190	188	191	186	179	179	191	194
J : Information and communication	73	79	69	68	69	67	71	72
K : Financial and insurance activities	107	91	98	100	91	90	89	82
L : Real estate activities	29	30	32	32	27	33	29	25
M : Professional, scientific and technical activities	154	161	176	174	171	187	199	199
N : Administrative and support service activities	180	192	200	185	197	193	193	181
O : Public administration & defence; social security	177	181	177	146	162	152	154	153
P : Education	200	192	208	208	197	208	202	201
Q : Human health and social work activities	399	383	398	401	381	383	392	394
R : Arts, entertainment and recreation	81	75	84	71	78	81	92	93
S : Other service activities	65	63	58	59	68	59	50	45

Source: Labour Market Statistics (First Release), Scotland, May 2013

* Workforce jobs are a measure of jobs rather than people

Note: There are extensive revisions from previous figures

Table 4 provides some indications, although with reservations, of the changing pattern of employment since 2007/8.

Total workforce job figures are a measure of jobs rather than people. Total seasonally adjusted jobs for the quarter ending December 2012 (the latest available figures) stood at 2,620 thousand employee jobs, 287 thousand self-employed jobs, HM forces and supported trainees 17 thousand. Table 5 indicates the sectoral breakdown and provides some indication of both the impact of the recession and the recovery on sectors, although the trends need to be considered with some caution.

Table 6 outlines the changing patterns of full time and part time employment, and highlights the growth in the numbers of part time workers in Scotland, the latest data (January 2012 – December), over the past year the number of employees has fallen by 21 thousand whereas the numbers of self-employed have risen by 19 thousand.

Table 6 indicates the numbers of full time workers in Scotland since the peak in employment have declined by 144 thousand whilst part time employment numbers recovered very quickly and are now 53 thousand higher and self-employed 31 thousand higher. The changing trends in full and part time employment since October 2007 – September 2008 are shown in figure 2. The rising number of self-employed indicates some substitution of self-employment for employment. The number of those working part time because they could not find a full time job is 54 thousand higher than the peak in employment, suggesting that increasing numbers of workers were taking part time employment in the absence of full time work.

Table 6: Trends in total, full, part time, temporary and part time who could not find a full time job.

	Total	Employees	All in employment			Workers with second jobs	Temporary employees	Could not find full-time job
			Self employed	Full-time workers	Part-time workers			
Apr 2007 - Mar 2008	2,533	2,248	267	1,900	630	96	126	60
Jul 2007 - Jun 2008	2,544	2,254	271	1,912	629	98	125	61
Oct 2007 - Sep 2008	2,550	2,262	269	1,916	631	98	119	61
Jan 2008 - Dec 2008	2,529	2,243	268	1,900	626	99	116	64
Apr 2008 - Mar 2009	2,527	2,245	267	1,899	624	101	117	65
Jul 2008 - Jun 2009	2,515	2,235	264	1,880	632	103	123	73
Oct 2008 - Sep 2009	2,502	2,219	265	1,855	644	101	127	81
Jan 2009 - Dec 2009	2,492	2,210	265	1,844	645	102	133	84
Apr 2009 - Mar 2010	2,471	2,186	267	1,816	652	101	132	90
Jul 2009 - Jun 2010	2,464	2,181	265	1,804	657	99	126	96
Oct 2009 - Sep 2010	2,469	2,187	264	1,801	664	98	127	99
Jan 2010 - Dec 2010	2,472	2,185	268	1,796	672	97	125	107
Apr 2010 - Mar 2011	2,474	2,185	270	1,799	671	98	126	110
Jul 2010 - Jun 2011	2,471	2,181	274	1,796	672	95	131	114
Oct 2010 - Sep 2011	2,464	2,167	283	1,789	672	96	126	114
Jan 2011 - Dec 2011	2,464	2,167	283	1,785	676	96	121	114
Apr 2011 - Mar 2012	2,464	2,156	293	1,776	684	97	125	118
Jul 2011 - Jun 2012	2,473	2,156	299	1,779	687	100	118	115
Oct 2012 – Sep 2012	2,469	2,153	299	1,776	685	98	119	116
Jan 2012 – Dec 2012	2,468	2,146	302	1,772	684	101	127	115

Source: Labour Market Statistics (First Release), Scotland, May 2013

Note:

1. Includes people who did not state whether they worked part time or full time
2. The split between full time and part time employment is based on respondents' self-classification

Figure 2 illustrates how the employment 'recovery' continues to be driven by an increase in part time and self-employment. This changing pattern of employment may help to explain why the link between employment and GDP seems different to previous recessions.

Figure 2 Trends in full, part time and self-employment since April 2004 (Oct 2007 – Sept 2008 = 100)

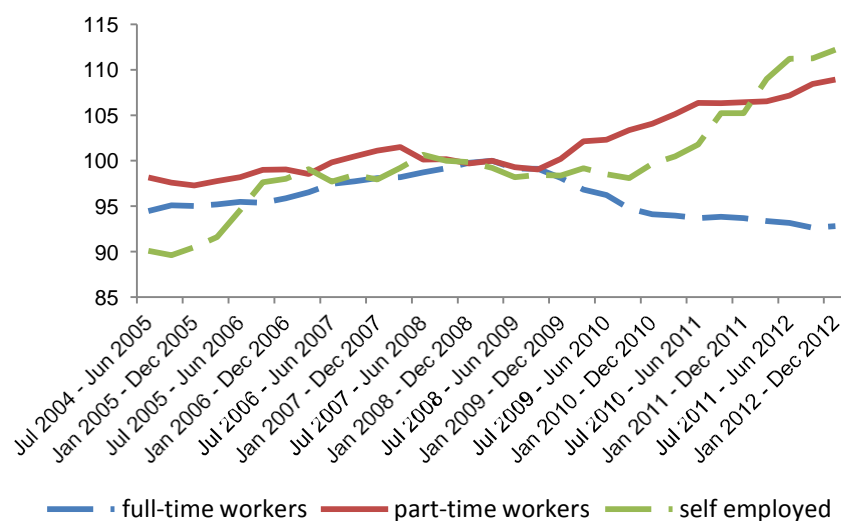


Table 7 suggests rising numbers of self-employment in all occupational groups since 2007, except skilled occupations, for professional and related groups it would seem that people have sought to sustain employment in their profession by self-employment, whereas for process and elementary occupations reliance on skill would seem to be less of a reason.

Table 7: Trends in total employment and self-employment Jan – Dec 2007 and Jan – Dec 2012

	Jan- Dec 07	Jan-Dec12
Managers, Directors and Senior Officials: All people	222,300	210,400
Managers, Directors and Senior Officials: Self-employment	42,900	52,100
Professional Occupations: All people	456,400	486,300
Professional Occupations: Self-employment	43,800	49,500
Associate Prof & Tech Occupations: All people	318,000	314,100
Associate Prof & Tech Occupations: Self-employment	33,100	43,200
Administrative and Secretarial Occupations: All people	295,700	267,600
Administrative and Secretarial Occupations: Self-employment	6,700	7,200
Skilled Trades Occupations: All people	302,900	274,200
Skilled Trades Occupations: Self-employment	79,900	74,300
Caring, Leisure and Other Service Occupations: All people	234,800	234,400
Caring, Leisure and Other Service Occupations: Self-employment	19,100	22,100
Sales and Customer Service Occupations: All people	224,600	229,100
Sales and Customer Service Occupations: Self-employment	5,500	7,400
Process, Plant and Machine Operatives: All people	178,100	163,000
Process, Plant and Machine Operatives: Self-employment	22,500	28,300
Elementary occupations: All people	293,200	278,400
Elementary occupations: Self-employment	13,200	15,400

Notes: Based on SOC 2010

Source: Annual Population Survey

Table 8 indicates how the total weekly hours have fallen since the onset of the recession, down by an estimated 4 million hours per week, with full time down 0.6 hours and part time down 0.1 hours. Table 9

explores the trends in terms of changing usual hours of work. However, the data for tables 7 and 8 does not permit an examination of the changing ratio between paid and unpaid overtime.

Table 8: Actual weekly hours of work January – December 2007 to January – December 2012

	Total weekly hours (millions) ¹²	All workers ¹	Full-time ³	Part-time ³	Workers with second jobs
	1	2	3	4	5
Jan 2007 - Dec 2007	82	32.4	37.2	16.5	9.6
Jan 2008 - Dec 2008	81	31.8	36.4	16.3	9.6
Jan 2009 - Dec 2009	79	31.8	36.7	16.5	10.1
Jan 2010 - Dec 2010	77	31.2	36.2	16.3	9.7
Jan 2011 - Dec 2011	77	31.3	36.5	16.4	9.2
Jan 2012 - Dec 2012	78	31.4	36.6	16.4	9.7

Notes: 1 Main and second job
 2 Total actual weekly hours including both paid and unpaid overtime
 3 Main job only

Source: Annual Population Survey

Table 9: Usual weekly hours of work January – December 2007 to January – December 2012

		All in Employment (%)	Employees (%)	Self-employed (%)
Jan 07 - Dec 07	Less than 6 Hours	1.1	0.8	2.1
	6 up to 15 hours	5.9	5.6	7.5
	16 up to 30 hours	18.8	19.2	16.2
	31 up to 45 hours	54.5	56.6	37.1
	Over 45 hours	19.7	17.8	37.1
	<i>Total (thousands)</i>	<i>2,521</i>	<i>2,241</i>	<i>263</i>
Jan 11 - Dec 11	Less than 6 Hours	1.3	0.9	2.6
	6 up to 15 hours	6.5	6.2	8.1
	16 up to 30 hours	20.7	20.9	19.2
	31 up to 45 hours	54.0	56.2	37.7
	Over 45 hours	17.6	15.7	32.3
	<i>Total (thousands)</i>	<i>2,464</i>	<i>2,167</i>	<i>283</i>
Jan 12 - Dec 12	Less than 6 Hours	1.6	1.1	4.6
	6 up to 15 hours	6.2	5.8	8.5
	16 up to 30 hours	21.1	21.4	19.2
	31 up to 45 hours	53.7	56.1	37.3
	Over 45 hours	17.4	15.7	30.5
	<i>Total (thousands)</i>	<i>2,468</i>	<i>2,146</i>	<i>302</i>

Notes: Total weekly hours includes paid and unpaid overtime

Source: Annual Population Survey

Table 9 indicates that the usual hours of work of self-employed are lower than for full time employees and have declined. As was noted in the previous Commentary the service sector has not regained the level of productivity that was reached before the crisis, and staff may well be working as hard, although the volume of business has declined, or that the costs of closure of the business outweigh the losses of continuing to trade – the so called ‘zombie’ firm. Alternatively companies may well continue to ‘hoard’ labour due either to perceptions of skill shortages and recruitment difficulties, or due to the costs of redundancy.

Tables 7 and 8 of the Labour Market statistics (first release) provide information of the claimant count. The most recent (seasonally adjusted) figure for Jobseekers allowance claimants (16+) in Scotland stood at 138 thousand in April 2013, down 6.3 thousand or 4.4% over the year (these figures are taken from table 8 (1) in the Labour Market Statistics [First Release] May 2013. The claimant count rate at April 2013 stood at 4.9 per cent, or 6.2% for men and 3.4% for women (note these figures are taken from table 7 in the Labour Market Statistics and measure the number of claimants on the second Thursday of each month). The latest unemployment data at the Scottish constituency level is available in a SPICe Briefing.

Table 10 provides some limited indications of the experience of unemployment in terms of claimant count by age and duration. The latest figures suggest that 38.3 thousand have been claiming benefit for more than a year, up 3,500 over the year and 18,100 thousand have been claiming for more than 2 years, up 9.1 thousand (or 102.1%) over the year.

Table 10: Total claimant count and computerised claims by age and duration (Numbers in April 2013 and percentage change over year to April 2013)

	All computerised claims	All computerised claims Up to 6 months	All computerised claims Over 6 and up to 12 months	All computerised claims All over 12 months
All 16+ numbers	137,700	74,300	25,100	38,300
All 16+ % change over year	-6.2%	-3.9%	-5.7%	3.5%
All 18 – 24	36,100	22,500	6,800	6,800
All 25- 49	79,500	40,000	14,600	22,900
All 50 and above	23,600	11,200	3,700	8,600

Source: *Labour Market Statistics (First Release), Scotland, May 2013*

Trends in public sector employment are now considered in more detail a separate section in the Commentary. As the section indicates public sector employment in Scotland continues to decline, although at a slower rate than previously. The latest data at the time of writing this section (Q4 2012) indicates that there were 580,400 (551,700 excluding public sector financial institutions) employed in the public sector in Scotland, a decrease of 10,300 (1.7%) over the year. Employment in the devolved public sector declined by 4,500 (0.9%) to 485,100, due mainly to declines in further education (800) and local government employment (5,100).

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