



ABERDEEN
CITY COUNCIL

Briefing Paper 2015/07

INCOME AND EARNINGS IN ABERDEEN CITY AND ABERDEENSHIRE

RESEARCH AND INFORMATION

Research and Information

Briefing Paper 2015/07 (Published September 2015)

INCOME AND EARNINGS IN ABERDEEN CITY AND ABERDEENSHIRE

This is one of a series of briefing papers that has been produced by the Research and Information Team. It is intended that these papers will be used by council services and, where appropriate, our Community Planning partners to assist policy development and service delivery.

Household income and earnings levels are important indicators to focus on due to the current economic climate and increasing costs. This briefing paper examines the various sources of income and earnings information for Aberdeen City and Aberdeenshire. It includes the most recent household income and earnings data for the two areas and makes comparisons with the other key Scottish cities and Scotland.

Please note that, for the consistency of the report only hourly earnings are discussed. Other types of earnings information - eg. weekly pay, annual pay, basic pay, overtime pay, annual incentive pay, total paid hours - are also published in the Annual Survey of Hours and Earnings (ASHE).

For more information on ASHE 2014 please click on the following link:
<http://www.ons.gov.uk/ons/rel/ashe/annual-survey-of-hours-and-earnings/2014-provisional-results/stb-ashe-statistical-bulletin-2014.html>

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<https://www.surveymonkey.com/s/research-feedback-form>

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INCOME AND EARNINGS IN ABERDEEN CITY AND ABERDEENSHIRE

Summary

- Aberdeen City and Aberdeenshire have significantly higher proportions of households with income over £40,000 compared to the other key local authorities in Scotland and the Scottish average.
- According to Scottish House Condition Survey 2011-2013, average household income in Aberdeen City is £28,600 and in Aberdeenshire is £29,600, which are higher than the Scottish average of £24,700.
- The area with the highest level of disposable income in Scotland is Aberdeen City and Aberdeenshire at £20,159 per head and the area with the lowest level of disposable income in Scotland is Glasgow at £14,927 per head.
- According to the Income and Poverty Modelled Estimates, in Aberdeen City, incomes varied from £391 per week in Seaton to £747 per week in West End North in 2008/09. Twenty Intermediate Zones (IZs) in the city (out of 47), had a median household income below £500 per week.
- The 2014 ASHE results show that workplace based employee earnings in Aberdeen City are the second highest of Scotland's 32 local authority areas at £13.60 per hour, after Edinburgh at £13.66 per hour.
- Workplace based full-time hourly earnings in Aberdeen City were £15.39, which is 17% higher than the overall Scottish average. In Aberdeenshire, full-time hourly earnings were £11.50, which is 12% lower than the overall Scottish average.
- Part-time male earnings in Aberdeen City (£7.20 per hour) are lower than Scottish average earnings of £8.31 per hour. Part-time female employees in Aberdeen City get paid 6.4% more than the Scottish average of £8.91 per hour.
- In 2014, the earnings gap between overall male and female employees in Aberdeen City was £2.35 per hour and in Aberdeenshire was £2.39 per hour. These were higher than the Scottish average of £2.25 per hour and were the 14th highest and 13th highest gender pay gap in the country respectively.
- In Aberdeen City, work place based earnings are higher for all employees, male and female (including full-time and part-time) employees than residence based earnings, while the opposite applies in Aberdeenshire.

INCOME AND EARNINGS IN ABERDEEN CITY AND SHIRE

1. Introduction

- 1.1 This briefing paper looks at some of the key issues concerning income and earnings in Aberdeen City and Aberdeenshire. The information has been extracted from the Scottish Household Survey (SHS), Scottish House Condition Survey (SHCS), Gross Disposable Household Income (GDHI) per head data by European Nomenclature of Units for Territorial Statistics (NUTS) regions, Income and Poverty modelled estimates and the Annual Survey of Hours and Earnings (ASHE).
- 1.2 Income is the sum of all the wages, salaries, profits, interest payments, rents and other forms of earnings received in a given period of time. Earnings is the money obtained in return for paid labour or services.

2. Household Income

- 2.1 Information on household income is collected from the Scottish Household Survey (SHS). Please note that the current income information collected through the SHS is only intended to provide estimates by income band. Table 1 shows the percentage of households in five income bands by local authority. Aberdeen City and Aberdeenshire are compared with Dundee, Edinburgh, Glasgow and the Scottish average. The data relates to the 2013 period.

Table 1: Household Income by Local Authority, 2013

Local Authority	£0 - £10,000	£10,001- £20,000	£20,001- £30,000	£30,001- £40,000	Over £40,000
Aberdeen City	13%	29%	22%	12%	24%
Aberdeenshire	12%	26%	17%	16%	28%
Dundee	17%	37%	25%	10%	10%
Edinburgh	13%	30%	21%	15%	21%
Glasgow	20%	39%	20%	10%	11%
Scotland	13%	35%	22%	13%	17%

Source: Scottish Household Survey

NB: Includes all adults for whom household income is known or has been imputed.

Household income in the SHS is that of the highest income householder and their partner only.

- 2.2 It can be seen from Table 1 that the income distribution in Aberdeen City and Aberdeenshire is broadly similar to Edinburgh and the Scottish average. Aberdeen City and Shire have higher proportions of households in the over £40,000 income band compared to Dundee and Glasgow. In comparison, Dundee and Glasgow have higher proportions of households in the up to £10,000 and £10,001- £20,000 income bands compare to Aberdeen City, Aberdeenshire, Edinburgh and the Scottish average.
- 2.3 Average household income information is captured by the Scottish House Condition Survey (SHCS). Please note that the SHCS is not designed to capture income comprehensively. Whole household income is not recorded,

only that of the householder and their partner. Figures in this section relate to the captured sample, and therefore may not accurately represent trends in the wider population. Table 2 shows the average household income by local authority. Average household income in Aberdeen City is £28,600 and £29,600 in Aberdeenshire. Both of these are higher than the Scottish average of £24,700.

Table 2: Average Household Income by Local Authority, 2011-2013

Local Authority	Average Household Income	Local Authority	Average Household Income
East Renfrewshire	£31,300	Eilean Sian	£24,400
Shetland Islands	£29,700	Argyll and Bute	£24,300
Aberdeenshire	£29,600	Falkirk	£24,100
East Dunbartonshire	£28,700	Renfrewshire	£23,900
Aberdeen City	£28,600	Scottish Borders	£23,700
City of Edinburgh	£27,400	Dumfries and Galloway	£23,600
West Lothian	£27,300	South Ayrshire	£23,300
Midlothian	£27,000	Clackmannanshire	£23,100
Perth and Kinross	£26,800	East Ayrshire	£23,000
Stirling	£26,400	Inverclyde	£22,100
Angus	£26,200	North Lanarkshire	£21,800
Moray	£26,200	Glasgow City	£20,800
East Lothian	£26,100	West Dunbartonshire	£20,700
Highland	£25,900	North Ayrshire	£20,500
South Lanarkshire	£25,000	Dundee City	£19,900
Fife	£24,600		
Orkney Islands	£24,600	Scotland	£24,700

Source: Scottish House Condition Survey

3. Gross Disposable Household Income (GDHI)

- 3.1 The Office for National Statistics published Regional Gross Disposable Household Income (GDHI) statistics in May 2015. Gross Disposable Household Income (GDHI) is the total amount of money households have available for spending or saving after tax and National Insurance contributions are made. This means disposable income in this context is the amount of money individuals have to spend divided by the population within that area to show GDHI per head.
- 3.2 The figures are presented for areas according to the European Nomenclature of Units for Territorial Statistics (NUTS). These regional GDHI estimates are compiled at 3 levels of NUTS geography. Level one NUTS data provides national level information, NUTS 2 data is at a sub-national level and NUTS 3 provides data for local areas. Please note that NUTS 2 & 3 levels are the same for both Aberdeen City and Aberdeenshire. Scotland is made up of 4 NUTS level 2 areas. Table 3 shows North Eastern Scotland has the highest level of disposable household income in Scotland.

Table 3: Scottish NUTS level 2 areas by level of disposable h'hold income

NUTS Level 2	Disposable income per head (£) in 2013
Eastern Scotland	£17,471
South Western Scotland	£16,075
North Eastern Scotland	£20,159
Highlands and Islands	£16,724
Scotland	£17,039

Source: Office for National Statistics, Regional Household Income

- 3.3 Table 4 shows the Scottish NUTS 3 areas arranged by levels of disposable income. The area with the highest level of disposable income in Scotland is Aberdeen City and Aberdeenshire at £20,159 per head and the area with the lowest level of disposable income in Scotland is Glasgow City at £14,927 per head.

Table 4: Scottish NUTS level 3 areas by level of disposable h'hold income

NUTS Level 3	Disposable income per head (£) in 2013
Aberdeen City and Aberdeenshire	£20,159
Edinburgh, City of	£20,083
Perth & Kinross and Stirling	£18,910
East Lothian and Midlothian	£18,860
Orkney Islands	£18,579
East Dunbartonshire, West Dunbartonshire and Helenburgh & Lomond	£18,298
Shetland Islands	£18,266
Scottish Borders	£17,953
Inverclyde, East Renfrewshire and Renfrewshire	£17,685
South Ayrshire	£17,569
Caithness & Sutherland and Ross & Cromarty	£17,153
Inverness & Nairn and Moray, Badenoch & Strathspey	£16,601
Dumfries & Galloway	£16,489
South Lanarkshire	£16,183
Lochaber, Skye & Lochalsh, Arran & Cumbrae and Argyll & Bute	£16,177
Falkirk	£15,829
Clackmannanshire and Fife	£15,797
Eilean Siar (Western Isles)	£15,392
Angus and Dundee City	£15,367
West Lothian	£15,109
East Ayrshire and North Ayrshire Mainland	£15,066
North Lanarkshire	£14,974
Glasgow City	£14,927

Source: Office for National Statistics, Regional Household Income

4. Income and Poverty – Modelled Estimates

- 4.1 Modelled estimates of local incomes and poverty at small area level were produced as part of a project led by Heriot Watt University. The project represents a first attempt to develop improved measures of local incomes and poverty in Scotland and provides users with experimental estimates of income and poverty at small area level across all of Scotland, which can be used to support national and local community planning action to tackle poverty. Findings from the project were published in 'Local Incomes and Poverty in Scotland' on 28th March 2013.
- 4.2 Table 5 shows the Intermediate Zones (IZs) in Aberdeen City where the estimated median household income was less than £500 per week and the percentage of working age households that were materially deprived¹. In Aberdeen City, incomes varied from £391 per week in Seaton to £747 in West End North in 2008/09. Twenty (out of 47) IZs in the city had a median household income below £500 per week.

Table 5: Households with Income less than £500 per week, Aberdeen City

Intermediate Zones	Median Gross total household income per week	% of working age households materially deprived
Seaton	£391	22%
Woodside	£391	26%
Torry East	£394	29%
Tillydrone	£399	27%
George Street	£421	19%
Stockethill	£434	24%
Torry West	£438	22%
Old Aberdeen	£438	18%
Heathryfold & Middlefield	£442	29%
Hanover	£448	17%
Mastrick	£449	27%
Garthdee	£453	21%
Froghall, Powis & Sunnybank	£461	19%
Summerhill	£472	22%
City Centre	£480	17%
Sheddocksley	£480	23%
Hilton	£480	17%
Kincorth, Leggart & Nigg North	£492	22%
Ashgrove	£492	20%
Rosemount	£493	16%

Source: Scottish Neighbourhood Statistics, Income and Poverty – Modelled Estimates

- 4.4 In Aberdeenshire, income varied from £409 per week in Fraserburgh Harbour & Broadsea to £811 per week in Westhill North & South in 2008/09. Eight (out

¹ Material deprivation refers to the inability for individuals or households to afford those consumption goods and activities that are typical in a society at a given point in time, irrespective of people's preferences with respect to these items.

of 57) IZs in Aberdeenshire had a median household income below £500 per week – see Table 6.

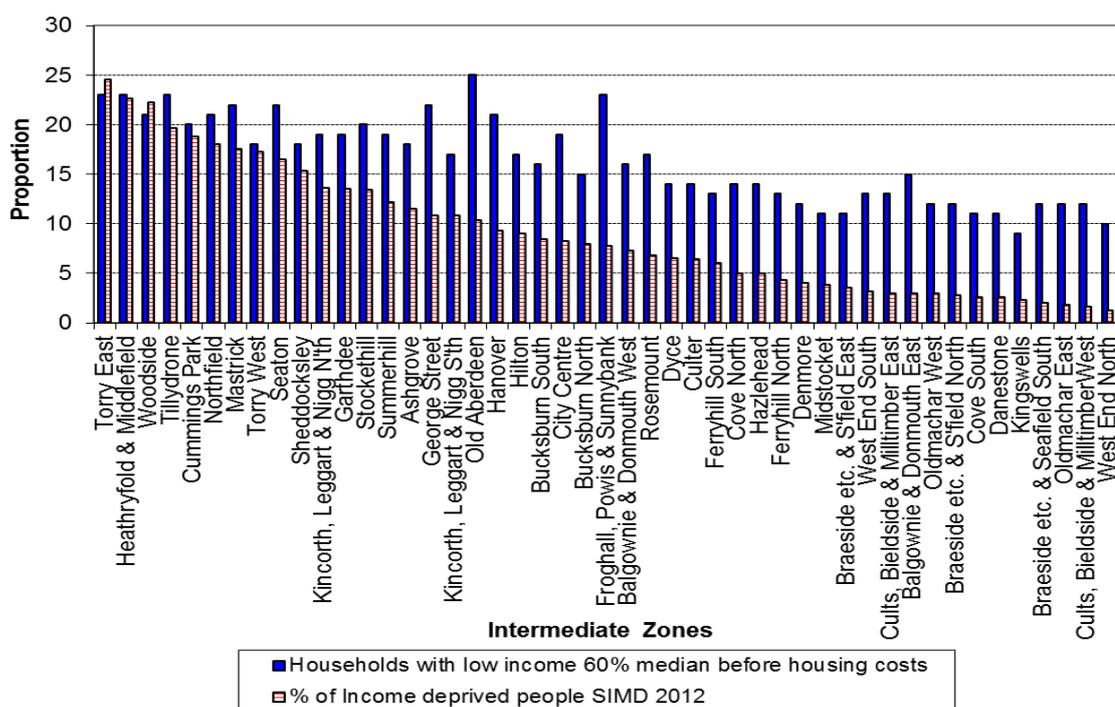
Table 6: *H'holds with Income less than £500 per week, Aberdeenshire*

Neighbourhoods	Median Gross total household income per week	% of working age households materially deprived
Fraserburgh Harbour & Broadsea	£409	24%
Peterhead Harbour	£414	22%
Peterhead Bay	£452	21%
Fraserburgh Central-Academy	£462	15%
Huntly	£471	15%
Banff	£478	17%
Macduff	£491	16%
Fraserburgh Lochpots	£492	23%

Source: *Scottish Neighbourhood Statistics, Income and Poverty – Modelled Estimates*

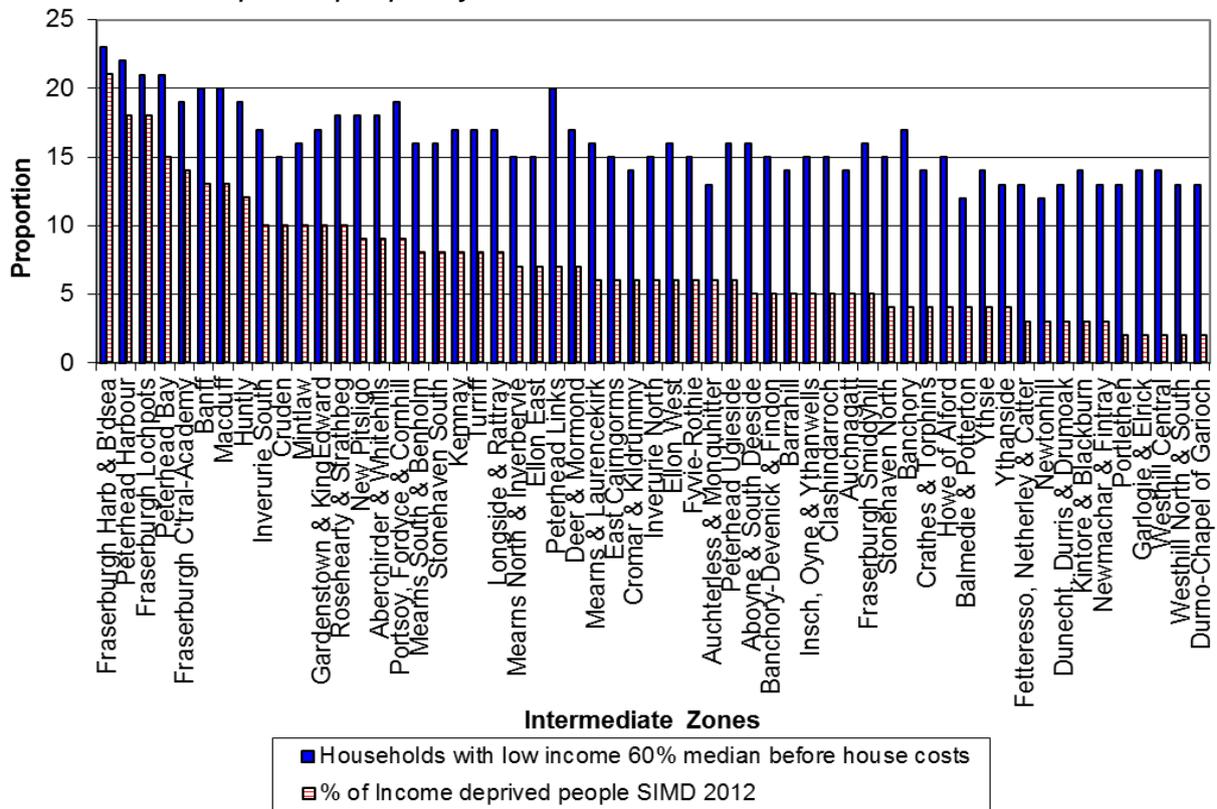
4.5 As with income measures it is useful to look at the pattern of variation across Aberdeen City and Aberdeenshire's Intermediate Zones. In particular to contrast the picture given by the SIMD with the standard national target measure of poverty, being below 60% of median net equivalised income (Before Housing Costs). Figure 1 makes this comparison for Aberdeen City and Figure 2 makes this comparison for Aberdeenshire.

Figure 1: *Comparison of Modelled Low Income and % of SIMD 2012 Income deprived people by Intermediate Zones in Aberdeen City*



Source: *Income and Poverty Modelled Estimate & SIMD 2012*

Figure 2: Comparison of Modelled Low Income and % of SIMD 2012 Income deprived people by Intermediate Zones in Aberdeenshire



Source: Income and Poverty Modelled Estimate & SIMD 2012

Child Poverty

- 4.6 According to Child Poverty in Scotland: The Facts report, published in March 2013 by Save the Children charity, poverty is defined as a family of four living on less than £17,200 per year or £330 per week or a single parent with 2 children getting by on less than £13,500 or £258 per week. More than 1 in 5 children in Scotland are growing up in poverty and it is forecast that at least 50,000 more children will be living in poverty by 2020.
- 4.6 End Child Poverty campaign group has published new figures on the level of child poverty in October 2014. The figures presented in this report are based on tax credit data and used to estimate the percentage of children on low incomes in local authorities, parliamentary constituencies and electoral wards across the UK. According to the report, 18% of children in Aberdeen live in poverty after housing costs, which is the 8th lowest level in Scotland. Shetland Islands have the lowest (10%) child poverty in Scotland, followed by East Dunbartonshire (13%) and Aberdeenshire (14%). Glasgow (33%) has the highest and Dundee (28%) has the second highest level of child poverty in Scotland.

5. Earnings

- 5.1 Earnings data has been extracted from the 2014 Annual Survey of Hours and Earnings (ASHE), produced by the Office for National Statistics and published in November 2014. The data is based on a sample of employee jobs taken from HM Revenue and Customs PAYE records. Gross median hourly earnings (excluding overtime) are presented in this paper. The median is the value below which 50% of employees fall. It is the Office for National Statistics' preferred measure of average earnings as it is not affected by the relatively small number of very high earners and the skewed distribution of earnings. It therefore gives a better indication of typical pay than the mean.
- 5.2 The following information relates to the gross median hourly earnings, excluding overtime, of all employees. It also looks at the comparison between workplace based and residence based earnings.

Workplace based median hourly earnings (excluding overtime)

- 5.3 The 2014 ASHE results show that workplace based employee earnings in Aberdeen City are the second highest of Scotland's 32 local authority areas at £13.60 per hour, after Edinburgh at £13.66 per hour. In Aberdeen City male earnings are the highest in Scotland at £14.96 per hour, followed by Edinburgh at £14.80 per hour. Female earnings in Aberdeen City are the second highest in Scotland at £12.61 per hour, after Edinburgh at £12.91 per hour – see Table 7.

Table 7: Gross median hourly earnings (excluding overtime), all employees, in 2014

Council Area	All Employees	Male Employees	Female Employees
Aberdeen City	£13.60	£14.96	£12.61
Aberdeenshire	£10.50	£11.90	£9.51
Dundee	£11.94	£12.89	£11.55
Edinburgh	£13.66	£14.80	£12.91
Glasgow	£12.65	£14.07	£11.50
Scotland	£11.68	£12.88	£10.63

Source: ASHE 2014, Table 7.6a

- 5.4 Workplace based full-time hourly earnings in Aberdeen City were £15.39, which is 17% higher than the overall Scottish average. In Aberdeenshire, full-time hourly earnings were £11.50, which is 12% lower than the overall Scottish average. Table 8 shows gross median hourly earnings for full-time employees in 2014. In Aberdeen City full-time male and female earnings are the highest in Scotland at £16.70 per hour and £14.64 per hour, respectively. Earnings in Aberdeenshire including all full-time male and female employees are lower than the comparator local authorities. Full-time male and female earnings in Aberdeenshire are 28% lower in both genders, than Aberdeen City. In 2014, the earnings gap between full-time male and female employees

in Aberdeen City was £2.06 per hour and in Aberdeenshire £1.45 per hour, with full-time male employees earning more than full-time female employees. These were more than the Scottish average.

Table 8: Gross median hourly earnings (excluding overtime), full-time employees, in 2014

Council Area	All Full-time Employees	Full-time Males	Full-time Females
Aberdeen City	£15.39	£16.70	£14.64
Aberdeenshire	£11.50	£12.00	£10.55
Dundee	£12.89	£13.95	£12.36
Edinburgh	£14.83	£15.33	£14.12
Glasgow	£14.04	£15.01	£12.96
Scotland	£13.10	£13.61	£12.39

Source: ASHE 2014, Table 7.6a

- 5.5 Table 9 shows gross median hourly earnings for part-time employees. It is noticeable that the median earnings of part-time employees in Aberdeen City are £9.00 per hour, higher than the Scottish average of £8.76 per hour. Part-time male earnings in Aberdeen City (£7.20 per hour) are lower than Scottish average earnings of £8.31 per hour. It is also noticeable that part-time female employees earn more than part-time male employees in Aberdeen City, 32% more than male employees. Part-time female employees in Aberdeen City get paid 6.4% more than the Scottish average of £8.91 per hour.

Table 9: Gross median hourly earnings (excluding overtime), part-time employees, 2014

Council Area	All Part-time Employees	Part-time Males	Part-time Females
Aberdeen City	£9.00	£7.20	£9.48
Aberdeenshire	£8.28	£7.85	£8.50
Dundee	£9.46	£7.63	£9.77
Edinburgh	£10.05	£9.58	£10.21
Glasgow	£9.26	£8.73	£9.54
Scotland	£8.76	£8.31	£8.91

Source: ASHE 2014, Table 7.6a

- 5.6 Between 2013 and 2014 the median hourly earnings (excluding overtime) for all employees including full-time and part-time in Aberdeen City rose from £13.43 to £13.60, an increase of 17p. Earnings in Aberdeenshire rose by 26p in the same period – see Table 10.

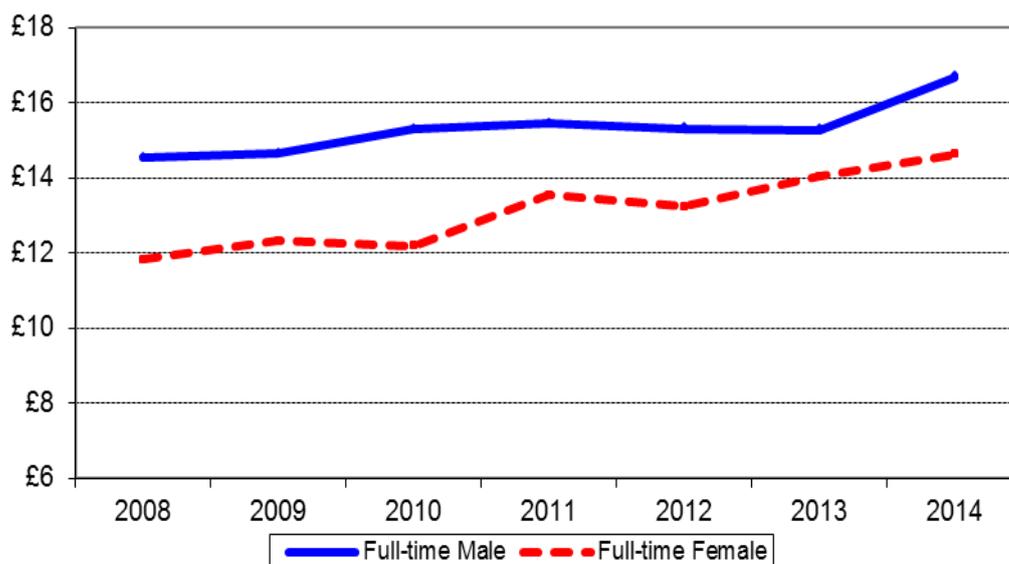
Table 10: Annual change in employee earnings

Council Area	2013	2014	Annual Change
Aberdeen City	£13.43	£13.60	£0.17
Aberdeenshire	£10.24	£10.50	£0.26
Dundee	£11.71	£11.94	£0.23
Edinburgh	£13.49	£13.66	£0.17
Glasgow	£12.52	£12.65	£0.13
Scotland	£11.54	£11.68	£0.14

Source: ASHE 2013 - Table 7.6a and ASHE 2014 - Table 7.6a

- 5.7 In the period from 2008 to 2014, the gross median earnings of full-time male employees in Aberdeen City rose by 14.7%, from £14.55 per hour to £16.70. Over the same period, female earnings rose by 23.6%, from £11.84 to £14.64. Figure 3 shows that, despite the higher rate of increase, average female earnings in Aberdeen City remain below average male earnings for full-time employees.

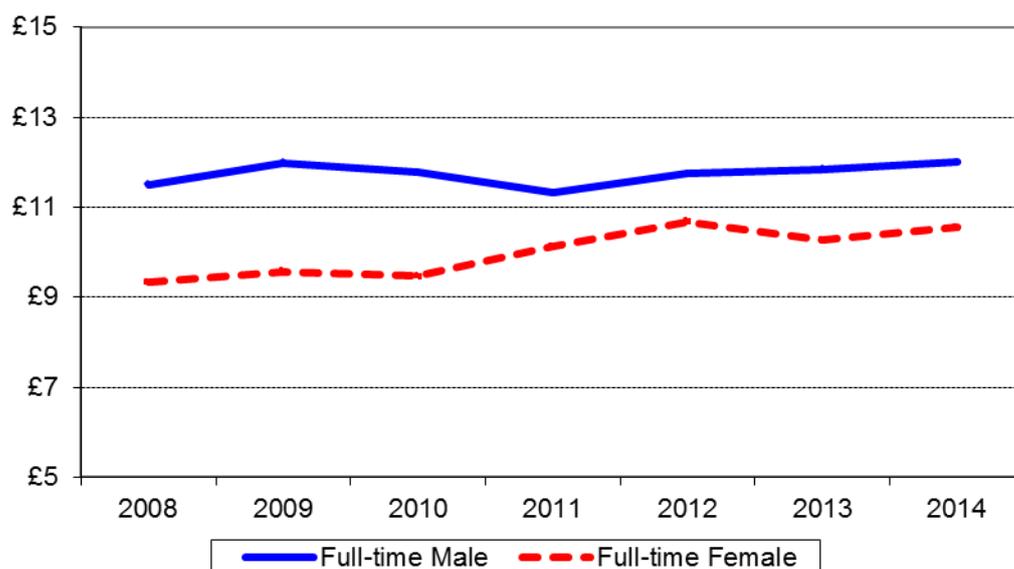
Figure 3: Gross median hourly earnings (excluding overtime), full-time employees, Aberdeen City



Source: ASHE 2008-2014

- 5.8 Figure 4 shows how male and female workplace based full-time hourly earnings have changed in Aberdeenshire since 2008. Male earnings have risen by 4.3%, while female earnings have risen by 13.2%. The gap between male and female earnings has decreased since 2008.

Figure 4: Gross median hourly earnings (excluding overtime), full-time employees, Aberdeenshire



Source: ASHE 2008-2014

- 5.9 In 2014, the earnings gap between male and female employees in Aberdeen City was £2.35 per hour and in Aberdeenshire was £2.39 per hour. These were higher than the Scottish average of £2.25 per hour and were the 14th highest and 13th highest gender pay gap in Scotland respectively. Female employees in Aberdeen City earned 84% of earnings of their male counterparts and Aberdeenshire female employees earned 80% of earnings of their male counterparts in 2014 – see Table 11.

Table 11: Male and Female earnings gap, 2014

Council Area	Diference in hourly earnings in 2012	Difference in hourly earnings in 2014	Female earnings as % of Male earnings	Rank out of 32 local Authorities in 2014
Aberdeen City	£3.33	£2.35	84%	14th
Aberdeenshire	£2.85	£2.39	80%	13th
Dundee	£0.14	£1.34	90%	24 th
Edinburgh	£1.11	£1.89	87%	18 th
Glasgow	£2.18	£2.57	82%	11 th
Scotland	£2.17	£2.25	83%	-

Source: ASHE 2014, Table 7.6a

- 5.10 The earnings gap between male and female employees in Aberdeen City and Aberdeenshire narrowed between 2012 and 2014, but nationally the gap widened during the same period.

Distribution of gross median hourly earnings (excluding overtime) in Aberdeen City and Aberdeenshire

- 5.11 In 2014, 20% of Aberdeen City’s full-time employees earned less than £10.07 per hour, while 20% earned more than £28.94 per hour. In Aberdeenshire, 20% of full-time employees earned less than £9.05 per hour, while 20% earned more than £19.40 per hour in 2014. 20% of Aberdeen City’s female full-time employees earned less than £9.46 per hour in 2014, while 20% earned more than £21.34 per hour.
- 5.12 The hourly earnings (excluding overtime) for the top 20% of all employees in Aberdeen City was £22.76 per hour compared to £17.53 per hour in Aberdeenshire, while the bottom 20% of all employees in Aberdeen City earned less than £8.28 per hour compared to £7.44 per hour in Aberdeenshire. The distribution of gross median hourly earning in Aberdeen City and Aberdeenshire is shown in Table 12.

Table 12: Distribution of gross median hourly earnings, 2014

	Aberdeen City			Aberdeenshire		
	Full-time	Part-time	All	Full-time	Part-time	All
Male						
20% earned less than	£10.07	£6.48	£9.00	£9.05	x	£8.49
50% earned less than	£16.70	£7.20	£14.96	£12.00	£7.45	£11.90
20% earned more than	£28.94	x	£27.49	£19.40	X	£19.19
Female						
20% earned less than	£9.46	£7.00	£7.89	£7.54	£6.57	£6.80
50% earned less than	£14.64	£9.48	£12.61	£10.55	£8.50	£9.51
20% earned more than	£21.34	£16.15	£20.36	X	x	£14.74
All						
20% earned less than	£9.82	£6.76	£8.28	£8.46	£6.53	£7.44
50% earned less than	£15.39	£9.00	£13.60	£11.50	£8.28	£10.50
20% earned more than	£25.25	£15.48	£22.76	£18.89	x	£17.53

NB: x = data not available

Source: ASHE 2014, Table 7.6a

Comparison between workplace based and residence based median gross hourly earnings

- 5.12 Workplace based earnings are based on where employees’ workplaces are located, whereas residence based earnings are measured by where employees live. As people do not necessarily work in the same council area as they live, median workplace and residence based earnings may differ.
- 5.13 Tables 13a and 13b show the comparison between workplace based and residence based median hourly earnings for all employees including full-time and part-time and by gender. The variation in workplace based and residence based earnings is evident in this figure. In Aberdeen City, workplace based

earnings is higher for all employees, both male and female employees, than residence based earnings. Dundee, Edinburgh and Glasgow follow the same pattern as Aberdeen City. In Aberdeenshire, workplace based earnings are lower than residence based earnings. This may be due to the commuting effect.

Table 13a: Workplace based earnings, 2014

Council Area	All Employees	Male	Female
Aberdeen City	£13.60	£14.69	£12.61
Aberdeenshire	£10.50	£11.90	£9.51
Dundee	£11.94	£12.89	£11.55
Edinburgh	£13.66	£14.80	£12.91
Glasgow	£12.65	£11.07	£11.50
Scotland	£11.68	£12.88	£10.63

Source: ASHE 2014, Table 7.6a & Table 8.6a

Table 13b: Residence based earnings, 2014

Council Area	All Employees	Male	Female
Aberdeen City	£12.59	£13.57	£11.37
Aberdeenshire	£11.88	£13.99	£10.74
Dundee	£10.90	£11.93	£10.00
Edinburgh	£13.32	£14.11	£12.29
Glasgow	£11.37	£12.42	£10.51
Scotland	£11.72	£12.92	£10.58

Source: ASHE 2014, Table 7.6a & Table 8.6a

6. Conclusion

- 6.1 The relatively high wages in Aberdeen City, especially for male employees, can be largely explained by the structure of the economy and particularly the impact of the energy sector, where many jobs attract premium rates of pay.
- 6.2 Despite the recent improvements in the Income and Employment domains, there is still a core of data zones in Aberdeen that have remained among the most deprived in Scotland since the first SIMD was produced in 2004. In SIMD 2012, 12 Aberdeen data zones were among the most deprived 15% of all Scottish data zones in the Income domain and they were all in the city's regeneration areas.
- 6.3 Workplace based earnings are higher than residence based earnings in Aberdeen City, while the opposite is true in Aberdeenshire. This may be due to the "commuting effect" and the fact that employees who travel from outside of Aberdeen to work in the city are, on average, paid more than people who both live and work in the city.



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