



SPICe Briefing

Pàipear-ullachaidh SPICe

Earnings in Scotland 2022 - Real Living Wage

Kayleigh Finnigan

This infographic looks at the latest real living wage data for Scotland from the Scottish Governments Earnings in Scotland briefing and Living Wage Scotland.



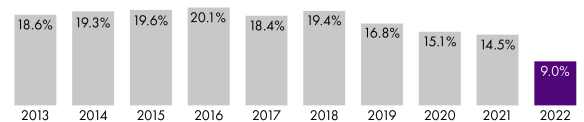
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Earnings in Scotland 2022 - Real Living Wage

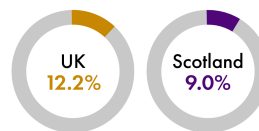
£10.90

The real living wage

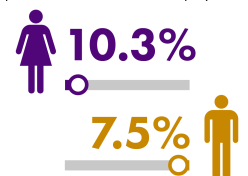
Proportion of employees (18+) earning below the real living wage in Scotland:



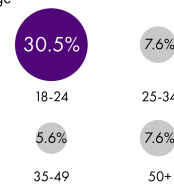
Scotland and UK - Proportion of employees earning less than the real living wage comparison:



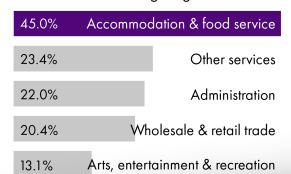
Sex - Over 10% of female employees earned below the real living wage compared with 7.5% of male employees:



Age - Over 30% of 18-24 year old employees earned below the real living wage



Industry - Forty-five percent of accommodation and food service employees earn below the real living wage:



Employers - Total accredited living wage employers in Scotland:

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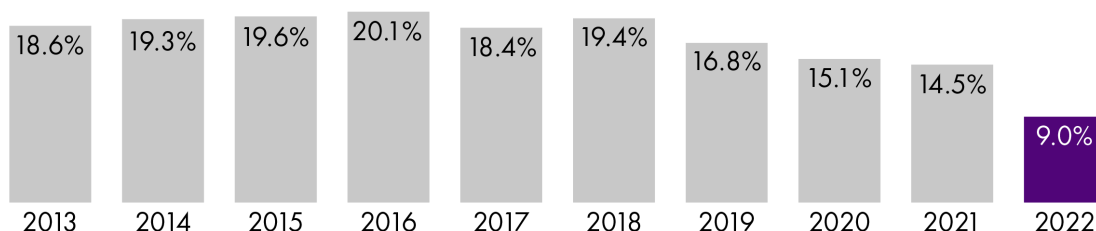
SB 23-10i

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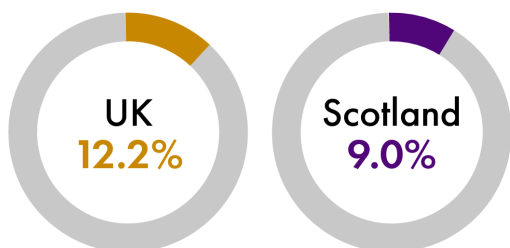
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The real living wage

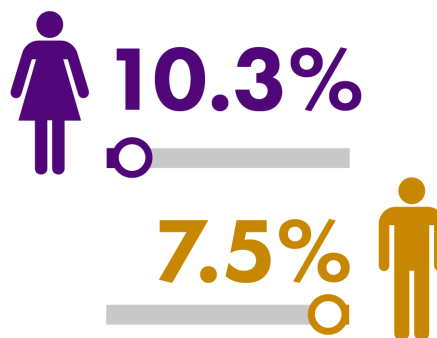
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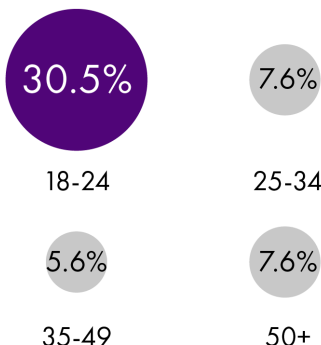
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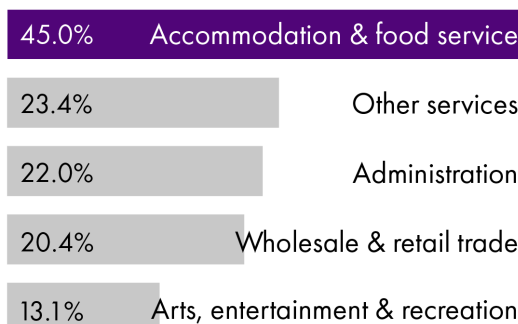
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Employers - Total accredited living wage employers in Scotland:

2,933

Private Sector	Third Sector	Public Sector
1,949	857	167

Data

Proportion of employees (18+) earning below the real living wage in Scotland:

2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
18.6	19.3	19.6	20.1	18.4	19.4	16.8	15.1	14.5	9

Source: [Scottish Government: Annual Survey of Hours and Earnings 2022](#)

Proportion of employees earning less than the real living wage in Scotland compared with the UK

	UK	Scotland
Percentage	12.2	9

Source: [Scottish Government: Annual Survey of Hours and Earnings 2022](#)

Percentage of female employees earning less than the real living wage compared with male employees

Sex	Percentage
Female	10.3
Male	7.5

Source: [Scottish Government: Annual Survey of Hours and Earnings 2022](#)

Percentage of employees earning less than the real living wage by age

Age	Percentage
18-24	30.5
25-34	7.6
35-49	5.6
50+	7.6

Source: [Scottish Government: Annual Survey of Hours and Earnings 2022](#)

Percentage of employees earning less than the real living wage by industry

Industry	Percentage
Accommodation & food service	45
Other services	23.4
Administration	22
Wholesale & retail trade	20.4
Arts, entertainment & recreation	13.1

Source: [Scottish Government: Annual Survey of Hours and Earnings 2022](#)

Total number of accredited living wage employers in Scotland

Sector	Number of employers
Private	1949
Third	857
Public	167

Source: [Living Wage Scotland](#)

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