

Fife's Economic Strategy 2023-2028

Evidence Paper

January 2023

Introduction

This paper provides statistical evidence to inform and underpin the outcomes and priorities of Fife's Economic Strategy (FES) 2023-2028.

It presents data on the structure and recent performance of Fife's economy, and identifies the key challenges and opportunities the new FES should focus on in order to inform where the new FES should take action over the next five years to help strengthen and grow the Fife economy.

The report examines data relating to the 7 draft outcomes of the new strategy:

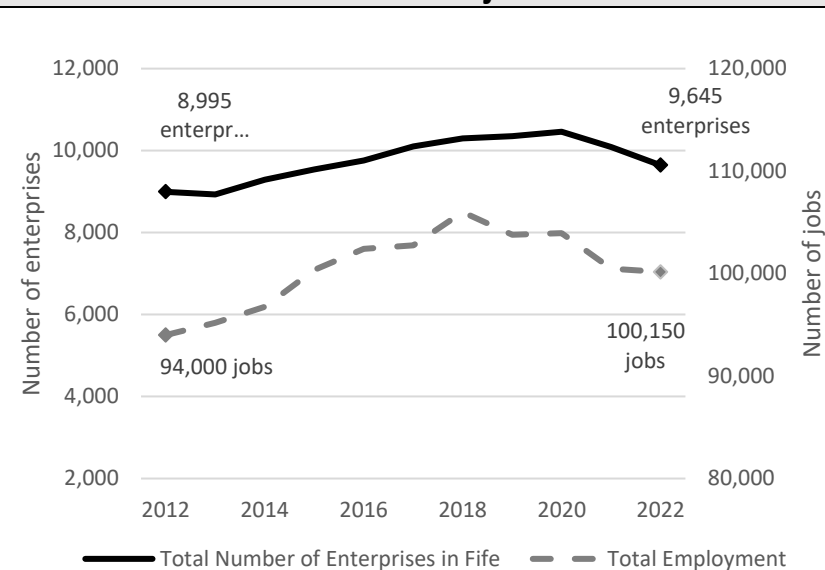
- A recovery and increase in the number of businesses in Fife
- High levels of economic activity and employment in Fife
- Improvements in the economic performance of Mid-Fife
- The recovery and growth of Fife's tourism and hospitality sector
- Vibrant, attractive and re-purposed town centres
- A skilled workforce able to support business needs
- Fair and inclusive access to work
- Lower levels of carbon emissions in Fife.

1. A RECOVERY & INCREASE IN THE NUMBER OF BUSINESSES IN FIFE

PERFORMANCE AT A GLANCE:		
Measure:	Current Performance	
Number of businesses and jobs	Whilst there are more businesses and jobs in Fife than 10 years ago, the number of both fell between 2020 and 2022.	😞
Business birth rate	Fife's business birth rate remains below the Scottish rate.	😞
Business survival rates	Fife's business survival rates fell in both 2000 and 2021 and are now lower than national survival rates, having been higher before the pandemic.	😞
Number of high growth businesses	The number and proportion of high growth businesses has fallen.	😞
Employment by sector	A large proportion of jobs are within the public sector.	😞
Location Quotient	Seven sectors have a location quotient of over 1, suggesting that Fife has a specialisation in them (Manufacturing;; Construction; Wholesale & retail trade; Transportation & storage; Information & Communication; Education, health & social work; and Arts, entertainment & recreation).	😊

A RECOVERY & INCREASE IN THE NUMBER OF BUSINESSES IN FIFE INDICATORS

1.0 Number of businesses and jobs



Between March 2020 and March 2022, the number of registered private sector enterprises in Fife fell by 815 or -7.8%.

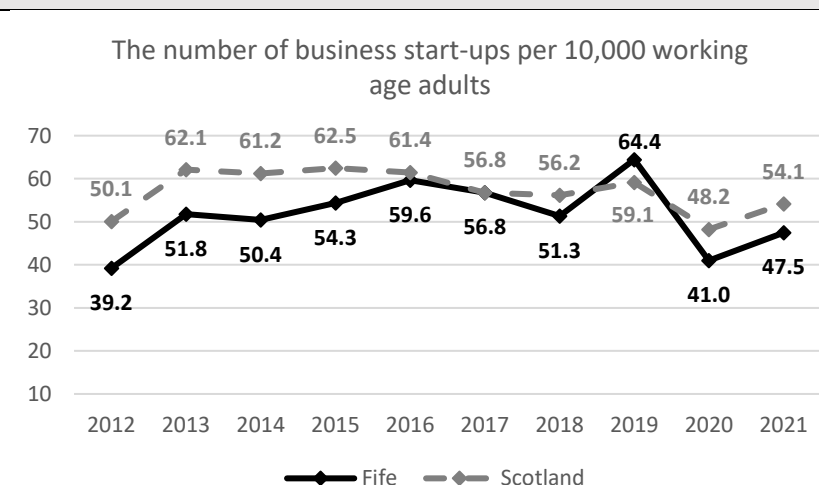
The number of jobs in these businesses fell by -3,790 or -3.6%.

In Scotland as a whole, the number of businesses fell by -2.4% and the number of jobs by -2.3%.

This fall followed 6 consecutive years of growth in enterprise numbers in Fife so that in 2022, there were still 650 more businesses and 6,150 more jobs than there were in 2012.

Source: Businesses in Scotland, Scottish Government

1.1 Business Birth Rate

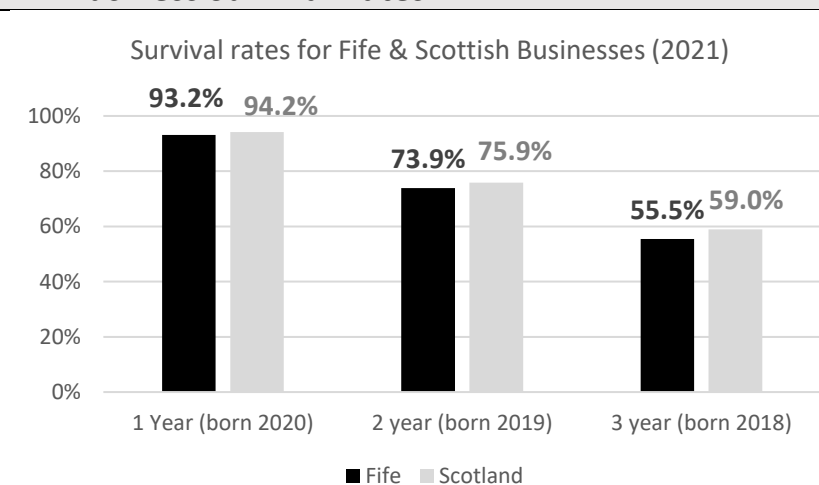


A total of 1,100 new businesses started up in Fife in 2021. Although this was 60 more than in 2020, it was still 395 (-26.4%) fewer than in 2019. In 2020 and 2021, the business birth rate was the lowest it has been since 2012.

Whilst Fife's business start-up rate fell below the Scottish rate in 2020 and 2021, the gap narrowed in 2021.

Source: ONS Business Demography UK: 2021

1.2 Business Survival Rates



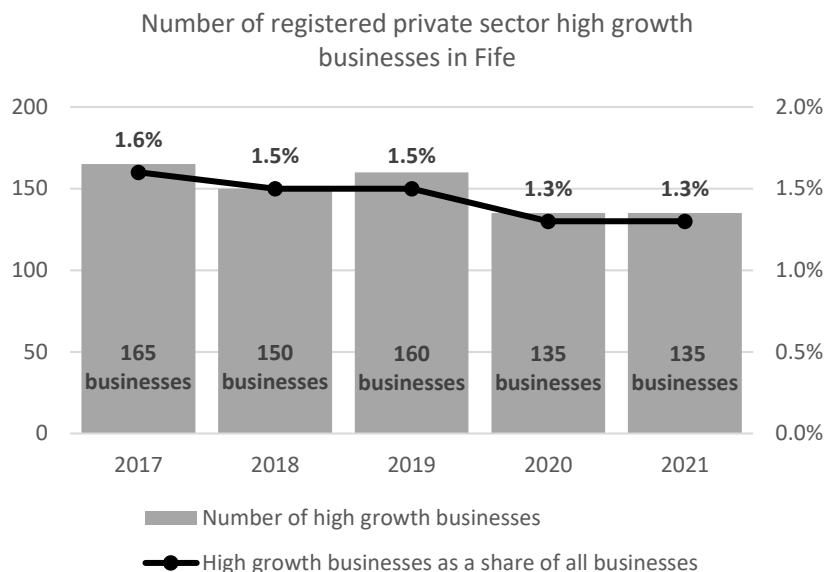
In 2021 for the first time, Fife's business survival rates were lower than those for Scotland as a whole.

The proportion of businesses surviving for the first three years since start-up fell from 60.3% in 2019 to 58.7% in 2020 and 55.5% in 2021.

Source: ONS Business Demography UK: 2021

A RECOVERY & INCREASE IN THE NUMBER OF BUSINESSES IN FIFE INDICATORS

1.3 Number of High Growth Businesses



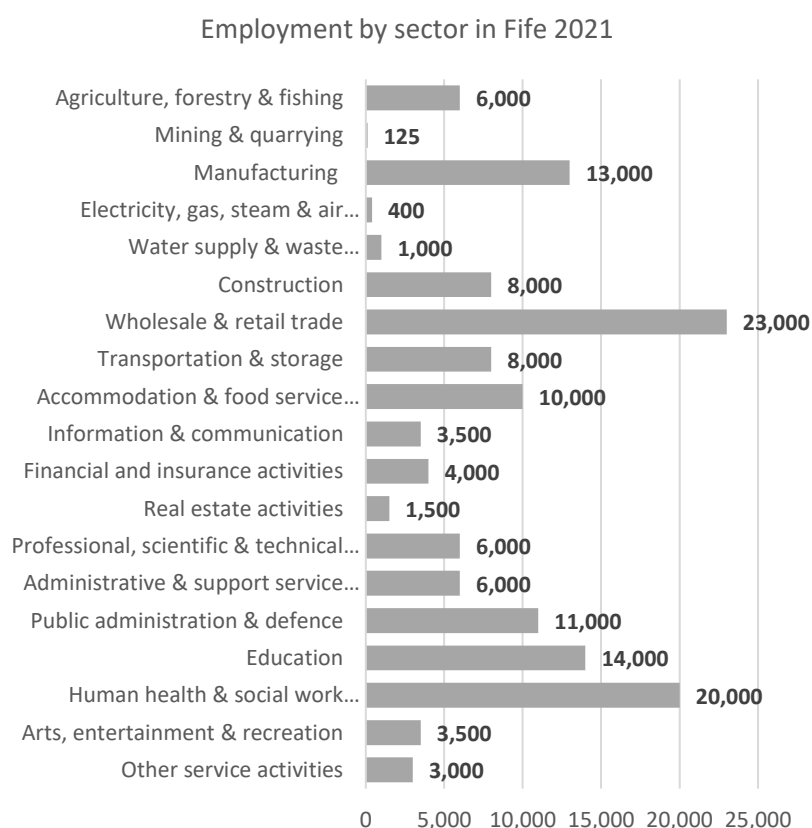
The number of 'high growth' businesses in Fife has declined, although a higher proportion of businesses are high growth (1.3%) than in Scotland overall (1.1%).

In 2018-21, Fife had the 8th lowest proportion of high growth businesses of Scotland's local authorities.

A high growth business is defined as a business with ten or more employees in the base year which exhibits an average 20% growth in turnover over 3 years. This definition excludes financial & insurance businesses.

Source: Businesses in Scotland, Scottish Government

1.4 Employment by Sector



Wholesale & retail trade is Fife's largest employing sector.

The public sector is a significant employer supporting many of the jobs in three of the largest employing sectors - public admin, education and health & social care.

Manufacturing and Accommodation & food services are also major employing sectors.

Note: Employment estimates include employees plus the number of working owners who receive a share of the profits but are not paid via PAYE. They do not however include those who are self-employed operating below the VAT threshold with no employees. All figures are rounded to the nearest 5 or zero.

Source: ONS Business Register and Employment Survey 2021

A RECOVERY & INCREASE IN THE NUMBER OF BUSINESSES IN FIFE INDICATORS

1.5 Areal Breakdown of Employment by Sector

Sector	Cowden-beath Area	Dunfermline	Glenrothes Area	Kirkcaldy Area	Levenmouth	North East Fife	South & West Fife
Agriculture, forestry & fishing*	15	10	40	25	600	100	75
Mining & quarrying	0	0	10	20	0	75	20
Manufacturing	1,000	1,000	4,000	1,500	1,750	1,250	3,000
Electricity & gas etc	100	0	150	0	0	35	150
Water supply & waste m'tment	50	400	175	100	35	50	175
Construction	900	1,250	1,000	1,750	450	1,250	1,250
Wholesale & retail trade	1,500	4,500	3,000	5,000	1,500	4,500	2,500
Transportation & storage	600	4,000	500	800	700	500	700
Accommodation & food service acts	400	1,750	1,250	1,500	500	3,500	800
Information & communication	50	2,250	100	450	20	175	700
Financial & insurance activities	30	3,500	100	175	30	75	300
Real estate activities	100	250	350	200	100	300	100
Prof, scientific & technical activities	200	1,750	500	1,000	400	900	1,250
Administrative & support service acts	200	1,750	600	1,250	400	1,000	1,000
Public admin & defence	600	900	7,000	1,000	175	500	1,000
Education	1,250	2,250	1,500	1,750	900	6,000	1,000
Human health & social work acts	1,250	4,000	3,000	6,000	2,000	2,500	900
Arts, entertainment & recreation	300	500	350	500	225	1,250	350
Other service activities	200	600	600	450	200	800	350
Total employment*	8,745	30,660	24,225	23,470	9,985	24,760	15,620

North East Fife has the largest share of Fife's jobs in Education, Accommodation & food services and Arts, entertainment & recreation (42.9%, 35% and 35.7% of Fife's jobs in these sectors respectively).

63.6% of employment in Public administration & defence activities in Fife is located in the Glenrothes area along with 30.8% of Manufacturing jobs.

70% of Fife's jobs in Agriculture, Forestry & Fishing* are located in Levenmouth.

87.5% of all employment in Financial & insurance activities in Fife is located in Dunfermline along with 64.3% of Fife's jobs in the Information & communication sector.

Nearly a third (30%) of people in Fife working in the Human health & social work activities sector are employed in Kirkcaldy.

Note:* excludes farm agriculture. Employment estimates include employees plus the number of working owners who receive a share of the profits but are not paid via PAYE. They do not however include those who are self-employed operating below the VAT threshold with no employees. All figures are rounded to the nearest 5 or zero so zeros may not be true zeros and the data may not add up to the totals shown.

Source: ONS Business Register and Employment Survey 2021

A RECOVERY & INCREASE IN THE NUMBER OF BUSINESSES IN FIFE INDICATORS

1.6 Key Business Sectors

Sector	Number of businesses	Employment	Turnover (£m)	Location Quotient
Primary Industries	675	4,480	£1,124	0.73
Manufacturing	730	13,270	£4,280	1.43
Construction	1,330	6,840	£1,017	1.01
Wholesale, retail & repairs	1,660	22,100	£3,882	1.19
Transport & storage	450	4,840	£273	1.00
Accommodation & food service activities	835	9,900	£413	0.98
Information & communication	460	3,910	£457	1.07
Financial & insurance activities	115	3160	N/A	0.74
Real estate activities	285	1,330	£128	0.76
Professional, scientific & technical activities	1,490	5,430	£734	0.71
Admin & support service activities	785	6,010	£473	0.62
Education, human health & social work activities	505	12,900	£538	1.03
Arts, entertainment & recreation	260	3,340	£423	1.12
Other service activities	505	2,970	£134	1.32

The largest private sector employing sectors are Wholesale & retail and Manufacturing. These two sectors also have the highest turnover.

Seven sectors have a location quotient of more than 1, suggesting that Fife has a specialisation in them:

- Manufacturing
- Construction
- Wholesale & retail trade
- Transportation & storage
- Information & Communication
- Education, health & social work
- Arts, entertainment & recreation.

These figures only include registered private sector businesses.

Source: Businesses in Scotland: 2021, Scottish Government

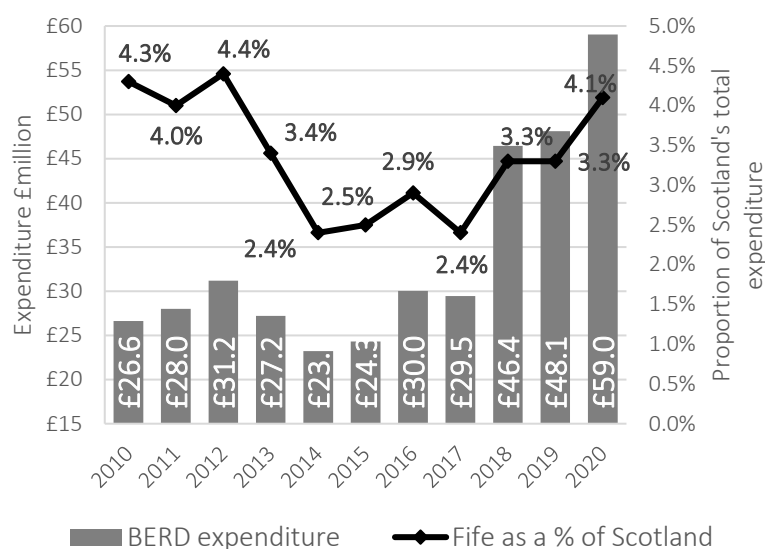
2. HIGH LEVELS OF ECONOMIC ACTIVITY AND EMPLOYMENT IN FIFE

PERFORMANCE AT A GLANCE:

Measure:	Current Performance	
Business expenditure on R&D	Business expenditure on R&D increased 2017-20, but is still significantly below the national level of R&D spend.	😐
Employment rate	Fife's employment rate has not yet returned to its pre-pandemic level.	😞
Unemployment Rate	Fife's unemployment rate is at a record low.	😊
Rate of economic inactivity	Over a quarter of Fife's working age population is economically inactive and the rate of economic inactivity has risen since the Covid-19 pandemic.	😞
Rate of economic inactivity due to ill health	More people are economically inactive due to long-term ill health than before the pandemic.	😞
Rate of underemployment	Fife has the 3 rd highest rate of underemployment in Scotland	😞

HIGH LEVELS OF ECONOMIC ACTIVITY AND EMPLOYMENT IN FIFE INDICATORS

2.0 Business Expenditure on Research & Development (R&D)



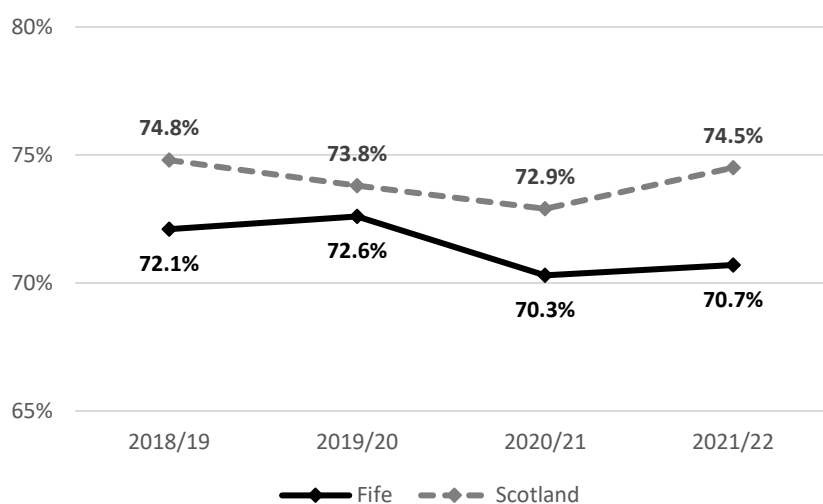
R&D expenditure by Fife businesses increased by 11% (£10.95m) between 2019 and 2020 and its share of Scottish R&D expenditure rose from 3.3% to 4.1%.

R&D expenditure per head of population (£158) however, is still considerably lower than the £263 spent per head of population by businesses in Scotland as a whole.

In 2020, expenditure on R&D performed within Fife's businesses represented 0.73% of Fife's GDP lower than the Scottish average (0.92%).

Source: Business Enterprise Research & Development (BERD): 2020, Scottish Government

2.1 Employment Rate



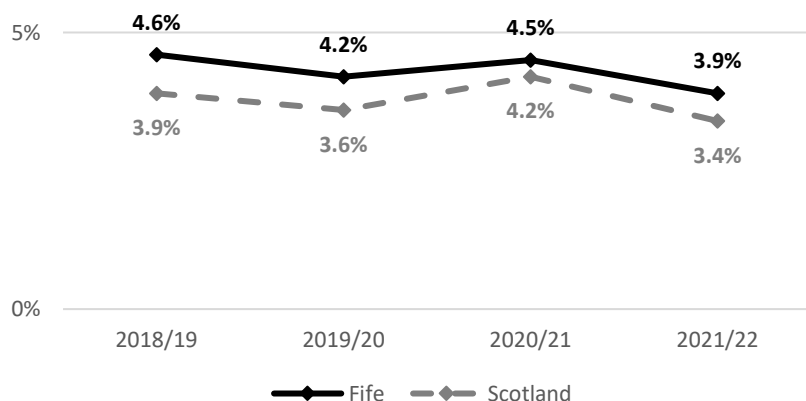
70.7% of Fife's working age population were employed in the 12 months to September 2022, less than in Scotland as a whole (74.5%) and Fife before the pandemic (72.6%).

Unlike Scotland, Fife's employment rate has only increased very slightly following the lifting of covid restrictions and the gap between the Fife and national rate has increased.

Fife's latest employment rate is the 4th lowest of Scotland's 32 local authorities.

Source: ONS Annual Population Survey (figures for each year are for the 12 months to September)

2.2 Unemployment Rate



Fife's latest unemployment rate (3.9%) is lower than before the pandemic and at a record low.

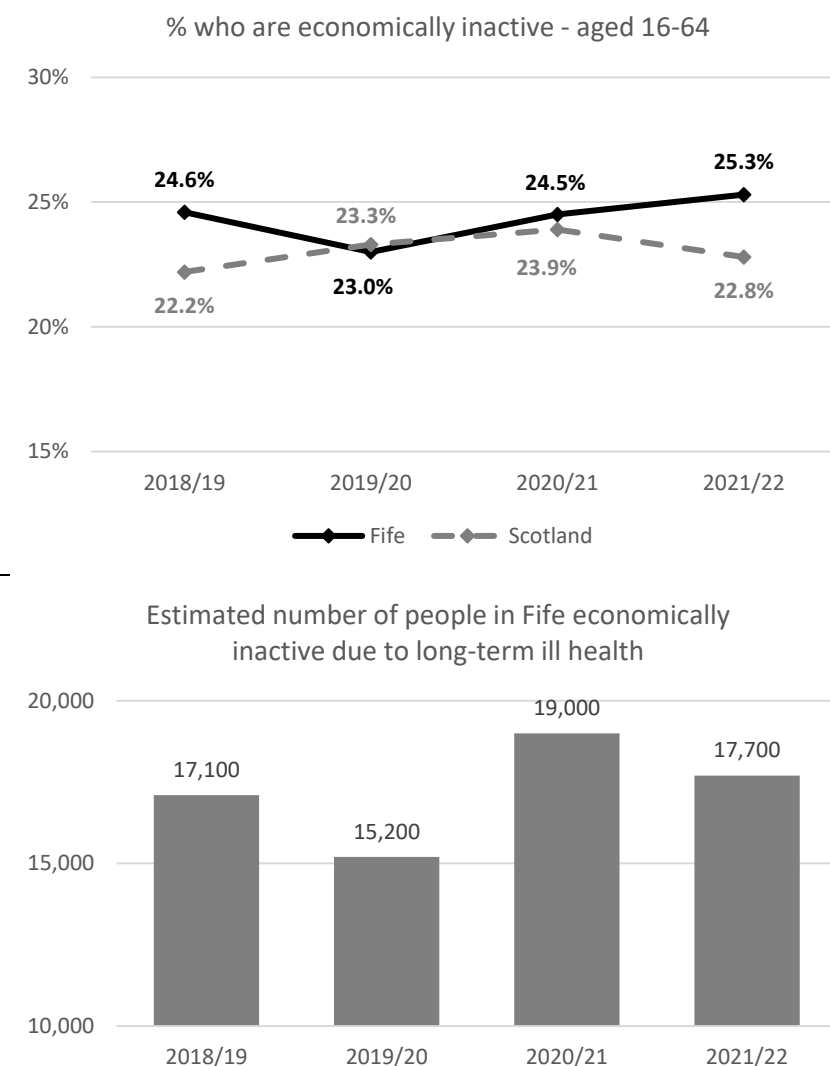
An estimated 6,600 people were unemployed – that is, they were without a job but were seeking or waiting to start a job – in the 12 months to September 2022 compared to an estimated 7,600 in 2020/21.

Although the Fife rate is still higher than the Scottish rate, the gap has narrowed since 2018/19.

Source: ONS Annual Population Survey (figures for each year are for the 12 months to September)

HIGH LEVELS OF ECONOMIC ACTIVITY AND EMPLOYMENT IN FIFE INDICATORS

2.3 Economic Inactivity



Over a quarter (25.3%) of Fife's working aged population was economically inactive - neither in employment nor actively seeking work - in the 12 months to September 2022.

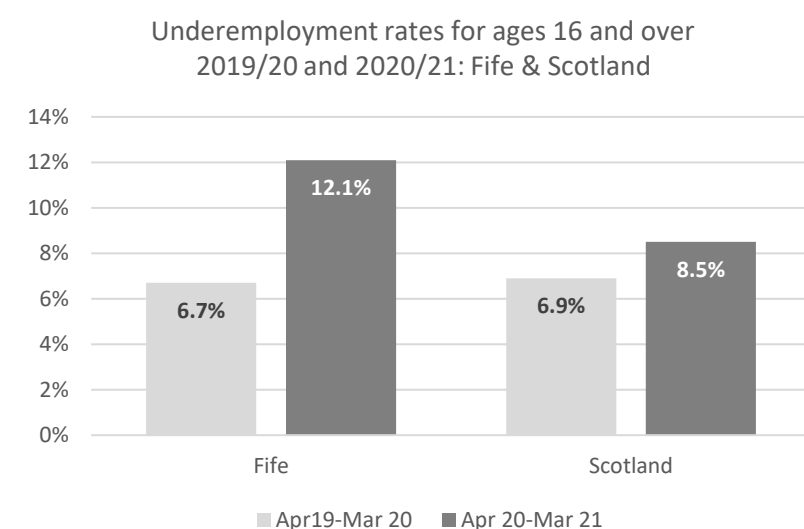
This is higher than the Scottish rate of economic inactivity (22.8%) and also higher than the rate in Fife before the Covid-19 pandemic.

Long term ill-health is the reason 30% of those who are economically inactive gave for not being in employment or seeking a job. Other reasons were being a student (25.6%), looking after the family/home (19.3%) and being retired (12%)

The estimated number of people in Fife who are economically inactive due to ill-health rose from 15,200 in 2019/20 to 17,700 in the 12 months to September 2022.

Source: ONS Annual Population Survey (figures for each year are for the 12 months to September)

2.4 Underemployment



In the 12 months to March 2021, 12.1% of people aged 16 and over in employment were estimated to be underemployed compared to 8.5% in Scotland as a whole.

This was the 2nd highest rate of Scotland's 32 local authorities and a significant increase on the previous year (6.7%).

Note: there is a significant time-lag in these figures which relate to Fife's labour market, not all of whom will be working in Fife. Underemployment estimates cover those looking for additional hours in their existing job, an additional job or a different job with more hours.

Source: ONS Annual Population Survey

3. IMPROVEMENTS IN THE ECONOMIC PERFORMANCE IN MID-FIFE

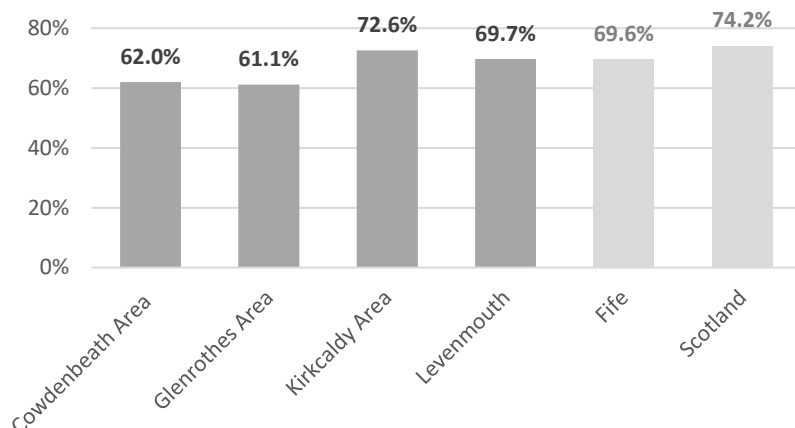
PERFORMANCE AT A GLANCE:		
Measure:	Current Performance	
Number of businesses	The Cowdenbeath and Kirkcaldy Scottish Parliamentary Constituency Areas have low business densities and have seen a significant fall in the number of businesses since 2020.	☹️
Employment rate	The latest employment rates in Kirkcaldy and Levenmouth whilst lower than the Scottish employment rate, are higher than the Fife rate.	😐
Employment rate	The employment rates in the Glenrothes and Cowdenbeath Areas are lower than the Fife and Scottish rates.	☹️
Claimant Count	There are persistently high rates of people claiming out-of-work benefits in Cowdenbeath, Kirkcaldy and Levenmouth.	☹️
% of the labour market with no qualifications	Significant proportions of the working age population in Cowdenbeath, Kirkcaldy and Levenmouth have no qualifications	☹️
Annual Participation Measure of 16-19 year olds.	Fewer than 90% of 16-19 year olds are participating in education, training or employment in parts of Kirkcaldy, Glenrothes, Levenmouth, Cowdenbeath and Lochgelly.	☹️

IMPROVEMENTS IN THE ECONOMIC PERFORMANCE IN MID-FIFE INDICATORS													
3.1 Number of businesses in Mid-Fife													
<p>Number of businesses per 10,000 pop 2022: Mid-Fife SPCAs, Fife & Scotland</p> <table border="1"> <caption>Number of businesses per 10,000 pop 2022</caption> <thead> <tr> <th>Area</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Cowdenbeath SPCA</td> <td>210</td> </tr> <tr> <td>Kirkcaldy SPCA</td> <td>211</td> </tr> <tr> <td>Mid-Fife and Glenrothes SPCA</td> <td>236</td> </tr> <tr> <td>Fife</td> <td>244</td> </tr> <tr> <td>Scotland</td> <td>323</td> </tr> </tbody> </table>	Area	Value	Cowdenbeath SPCA	210	Kirkcaldy SPCA	211	Mid-Fife and Glenrothes SPCA	236	Fife	244	Scotland	323	<p>The business densities of the three Scottish Parliamentary Constituency Areas (SPCAs) in Mid-Fife are below the Fife and Scottish overall business densities.</p> <p>The business densities in the Cowdenbeath and Kirkcaldy SPCAs are particularly low. Both areas would need a 53% increase in the number of businesses (817 and 877 additional businesses respectively) to reach the Scottish density.</p>
Area	Value												
Cowdenbeath SPCA	210												
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Fife	244												
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<p>% change in business numbers 2020-2022: Mid-Fife SPCAs, Fife & Scotland</p> <table border="1"> <caption>% change in business numbers 2020-2022</caption> <thead> <tr> <th>Area</th> <th>% Change</th> </tr> </thead> <tbody> <tr> <td>Cowdenbeath SPCA</td> <td>-20.7%</td> </tr> <tr> <td>Kirkcaldy SPCA</td> <td>-12.6%</td> </tr> <tr> <td>Mid-Fife and Glenrothes SPCA</td> <td>0.6%</td> </tr> <tr> <td>Fife</td> <td>-7.5%</td> </tr> <tr> <td>Scotland</td> <td>-2.3%</td> </tr> </tbody> </table>	Area	% Change	Cowdenbeath SPCA	-20.7%	Kirkcaldy SPCA	-12.6%	Mid-Fife and Glenrothes SPCA	0.6%	Fife	-7.5%	Scotland	-2.3%	<p>Since the Covid-19 pandemic, the number of businesses in the Cowdenbeath and Kirkcaldy Scottish Parliamentary Constituency Areas (SPCAs) has fallen at a much higher rate than in Fife and Scotland overall.</p> <p>In the Mid-Fife and Glenrothes SPCA, the number of businesses increased slightly between 2020 and 2022.</p>
Area	% Change												
Cowdenbeath SPCA	-20.7%												
Kirkcaldy SPCA	-12.6%												
Mid-Fife and Glenrothes SPCA	0.6%												
Fife	-7.5%												
Scotland	-2.3%												
Sources: ONS UK Business Counts; Mid-2021 Population Estimates, National Records of Scotland													

IMPROVEMENTS IN THE ECONOMIC PERFORMANCE IN MID-FIFE INDICATORS

3.2 Employment Rate in Mid-Fife

Average Employment Rates 2021-2022: Mid-Fife committee areas, Fife & Scotland



The average employment rates in 2021 and 2022 in the Kirkcaldy and Levenmouth committee areas were higher than the overall Fife employment rate, though lower than the Scottish employment rate.

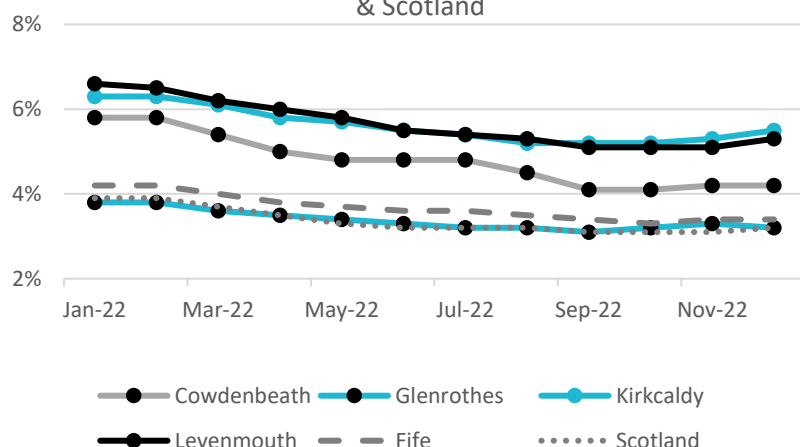
The Glenrothes area had the lowest employment rate in Fife.

Note: these rates should be viewed with caution due to small sample sizes at committee area level; an average of the rates for March 2021 to September 2022 are given.

Source: ONS Annual Population Survey

3.3 Claimant Count in Mid-Fife

Claimant Rates: Mid-Fife council committee areas, Fife & Scotland



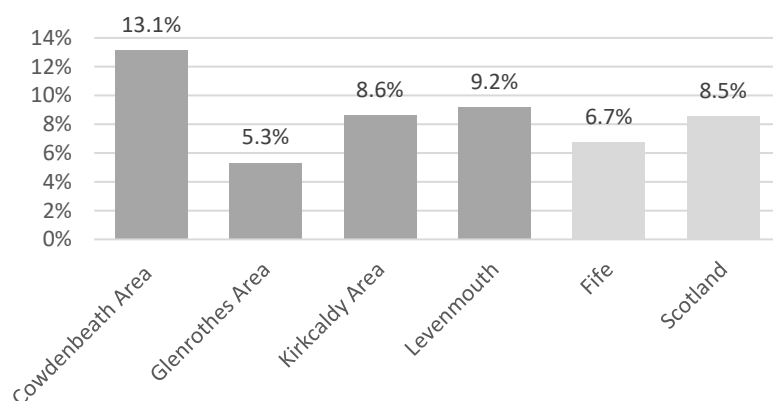
The proportion of the working age population claiming out-of-work benefits in the Cowdenbeath, Kirkcaldy and Levenmouth committee areas is persistently higher than the Fife and Scottish rates.

Kirkcaldy Central, Buckhaven, Methil & Wemyss Villages and Kirkcaldy East are the wards with the highest claimant count rates in Fife.

Source: ONS Claimant Count

3.4 Labour Market Qualifications in Mid-Fife

Proportion of 16-64 year olds with no qualifications (3 year average): Mid-Fife committee areas, Fife & Scotland

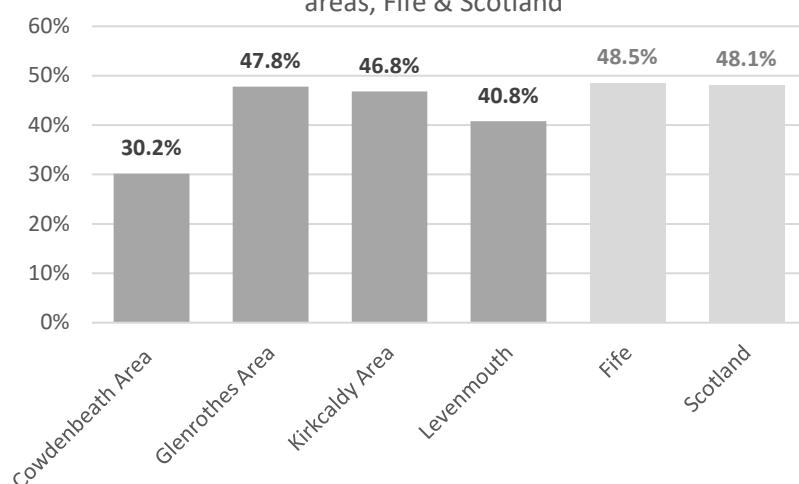


The Cowdenbeath committee area has a significantly higher proportion of its working age population with no qualifications (13.1%) than Scotland and Fife as a whole (8.5% and 6.7% respectively), and the highest proportion of all Fife's committee areas. The area also has the lowest proportion of people who are qualified to NVQ 4 or above (30.2%).

cont/

IMPROVEMENTS IN THE ECONOMIC PERFORMANCE IN MID-FIFE INDICATORS

Proportion of 16-64 year olds qualified to NVQ4 or above (3 year average): Mid-Fife council committee areas, Fife & Scotland



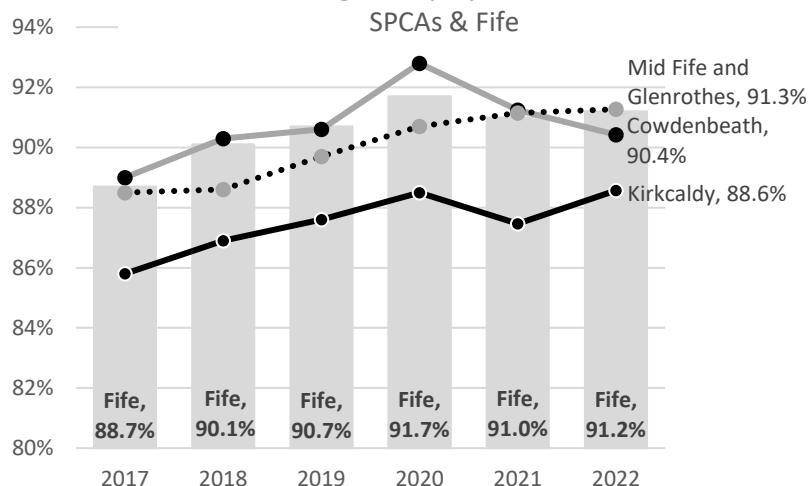
Levenmouth and the Kirkcaldy Area also have higher proportions of their populations with no qualifications than Fife and Scotland overall and lower rates qualified to NVQ 4 or above.

Notes: These estimates should be viewed with caution due to small sample sizes at the area committee level; three-year averages (2019-21) are therefore given for qualifications by committee area. NVQ 4 and above qualifications = HND, degree and higher degree level qualifications or equivalent. No qualifications = no formal qualifications held.

Source: ONS Annual Population Survey, 2019-2021

3.5 16-19 Year-Old Participation Rate in Mid-Fife

Percentage of 16-19 year olds participating in education, training or employment 2017-22: Mid-Fife SPCAs & Fife



The percentage of 16-19 year olds participating in education, training or employment in the Kirkcaldy Scottish Parliamentary Constituency Area (SPCA) is persistently lower than the proportion in Fife overall.

In Cowdenbeath SPCA, the participation rate fell in 2021 and 2022 and is now below the Fife rate.

Mid Fife and Glenrothes has seen its participation rate steadily increase since 2018.

In five of the wards in Mid-Fife, fewer than 90% of 16-19 year-olds are in education, training or employment.

Multi Member Wards in Mid-Fife	% 16-19 year olds participation rate 2022
Burntisland, Kinghorn and Western Kirkcaldy	92.0%
Kirkcaldy North	90.7%
Kirkcaldy Central	90.2%
Kirkcaldy East	85.9%
Glenrothes North, Leslie and Markinch	92.1%
Glenrothes Central and Thornton	88.5%
Glenrothes West and Kinglassie	93.0%
Leven, Kennoway and Largo	91.5%
Buckhaven, Methil and Wemyss Villages	84.9%
Cowdenbeath	89.4%
Lochgelly, Cardenden and Benarty	86.9%

Source: Skills Development Scotland Annual Participation Measure

4. THE RECOVERY & GROWTH OF FIFE'S TOURISM & HOSPITALITY SECTOR

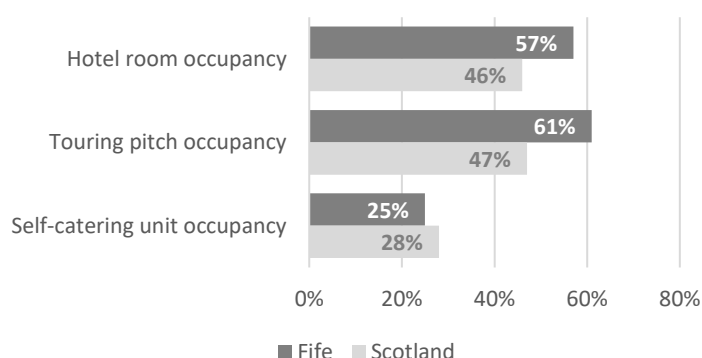
PERFORMANCE AT A GLANCE:

Measure:	Current Performance	
Accommodation Occupancy	Fife's hotels and touring pitches have higher occupancy rates than Scotland as a whole.	😊
Number of tourist-related businesses	The number of tourist-related businesses grew 2021-22 and Fife has the fourth highest number of tourist-related businesses of Scotland's 32 local authorities.	😊
Visitor numbers	Visitor numbers to Fife have not yet returned to pre-pandemic levels.	😞

THE RECOVERY & GROWTH OF FIFE'S TOURISM & HOSPITALITY SECTOR INDICATORS

4.1 Accommodation Occupancy

Accommodation Occupancy Rates 2021: Fife & Scotland



In 2021, Fife's hotel room occupancy rate was 11 percentage points higher than the Scottish rate and the fifth highest room occupancy rate of Scotland's 14 regions.

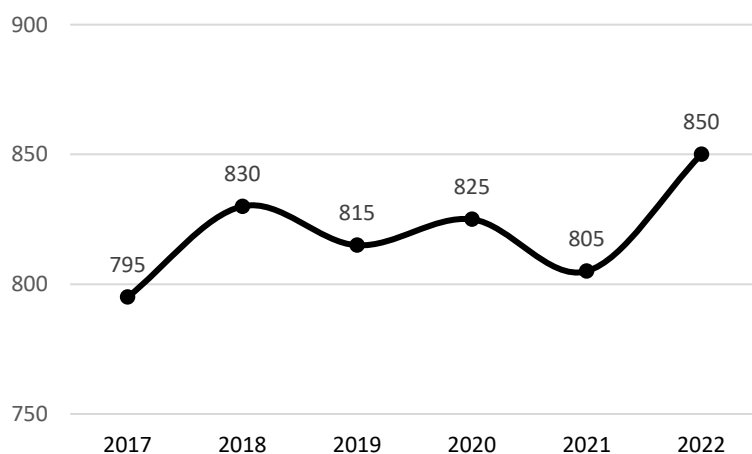
Fife's touring pitch occupancy rate was considerably higher than the Scottish rate and the second highest rate in Scotland after the Highlands.

Fife's self-catering occupancy rate was 3 percentage points below the Scottish rate in 2021.

Source: VisitScotland Scottish Accommodation Occupancy Survey 2021

4.2 Number of tourist-related businesses

Number of Tourist-Related Businesses in Fife 2017-2022



In 2022, there were 850 registered tourism-related enterprises operating in Fife. Between 2017 and 2022, the sector grew by 55 businesses or 6.9%.

Between 2021 and 2022, the number of tourist-related enterprises grew, while the overall number of businesses fell.

9.3% of Fife's enterprises were tourist-related industries in 2022, compared with 8.3% in 2017.

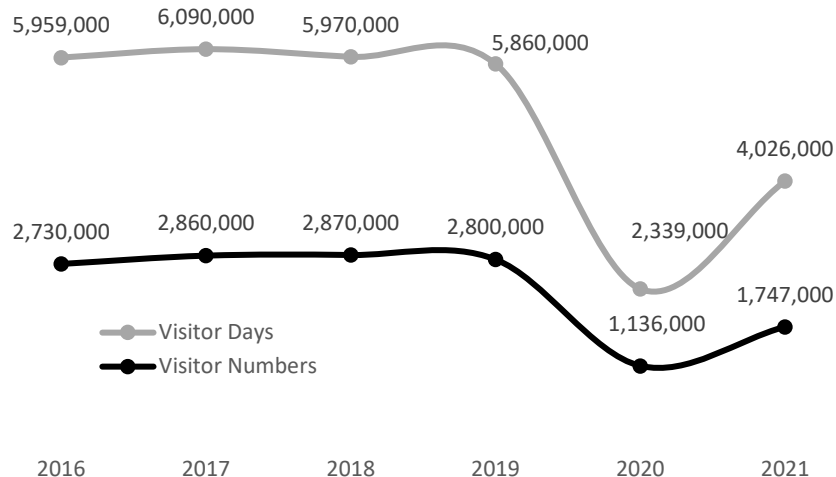
Fife has the 4th largest number of tourist-related enterprises of Scotland's Local Authorities after Glasgow, Edinburgh and Highland.

Note: only includes businesses registered for VAT and/or PAYE.

Source: ONS UK Business Counts

THE RECOVERY & GROWTH OF FIFE'S TOURISM & HOSPITALITY SECTOR INDICATORS

4.3 Visitor Numbers



2020 saw visitor numbers to Fife fall dramatically due to travel and social distancing Covid-19 restrictions.

In 2021, the sector started to recover – the number of people visiting the region increased by 53.7% and the number of visitor days by 72.1% - although visitor numbers were only 62% of pre-pandemic levels.

Source: STEAM Report 2010-2021 to Fife Council-Final, Global Tourism Solutions (UK) Ltd

5. VIBRANT, ATTRACTIVE & RE-PURPOSED KEY TOWN CENTRES

PERFORMANCE AT A GLANCE:

Measure:	Current Performance	
Town Centre Vacancy Rates	Some of Fife's town centres have low and/or falling vacancy rates.	😊
Town Centre Vacancy Rates	There are high and rising vacancy rates in some of Fife's town centres	😞

VIBRANT, ATTRACTIVE & RE-PURPOSED KEY TOWN CENTRES INDICATORS

5.1 Town Centre Vacancy Rates

Area Committee	Town Centre	% of Vacant Units April 2022	% of Vacant Floor Space April 2022	
Cowdenbeath Area	Cowdenbeath	16.9%	15.0%	<p>Inverkeithing, St Andrews and Burntisland town centres all have vacancy rates below 10%.</p> <p>In Kirkcaldy and Kincardine, over 30% of the town centre floor space is vacant.</p> <p>Burntisland, Cowdenbeath, Cupar, Kincardine, Leven and Lochgelly all saw the proportion of vacant units fall between 2019 and 2021.</p> <p>Anstruther, Glenrothes, Inverkeithing, Kirkcaldy and St Andrews saw the proportion of vacant units rise.</p>
	Lochgelly	14.5%	27.7%	
Dunfermline Area	Dunfermline	19.3%	28.8%	
Glenrothes Area	Glenrothes	20.9%	24.5%	
	Kirkcaldy	27.2%	31.1%	
Kirkcaldy Area	Burntisland	11.7%	12.6%	
	Leven	13.0%	13.5%	
North East Fife	Anstruther	11.3%	13.6%	
	Cupar	8.6%	9.8%	
	St Andrews	9.0%	8.0%	
South & West Fife	Inverkeithing	8.0%	7.6%	
	Kincardine	16.7%	36.4%	

Source: Experian GOAD April 2022 (provisional)

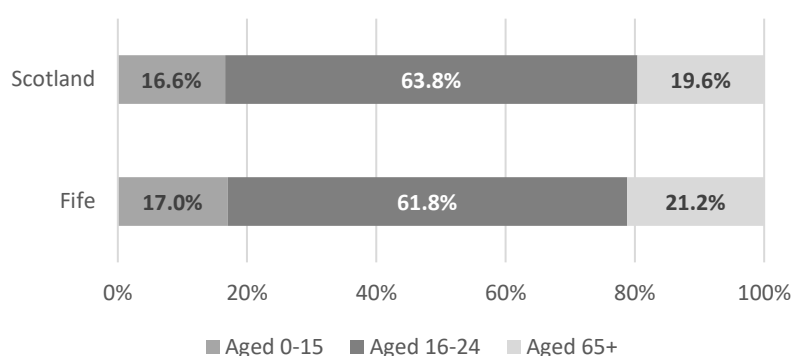
6. A SKILLED WORKFORCE ABLE TO SUPPORT BUSINESS NEEDS

PERFORMANCE AT A GLANCE:		
Measure:	Current Performance	
Size of working-age population	A smaller proportion of Fife's population is of working age.	😐
% of the labour market with no qualifications	Fife's labour market is more highly qualified than Scotland's.	😊
% of the labour market with a degree	Fife has a lower level of graduates in its workforce than Scotland as a whole	😞
Job-related training	A higher proportion of people received job-related training in the last 3 months.	😊

A SKILLED WORKFORCE ABLE TO SUPPORT BUSINESS NEEDS INDICATORS

6.1 Size of Working Age Population/Labour Market

Population Structure: Fife & Scotland



231,656 people living in Fife are of working age (aged 16 to 64 years).

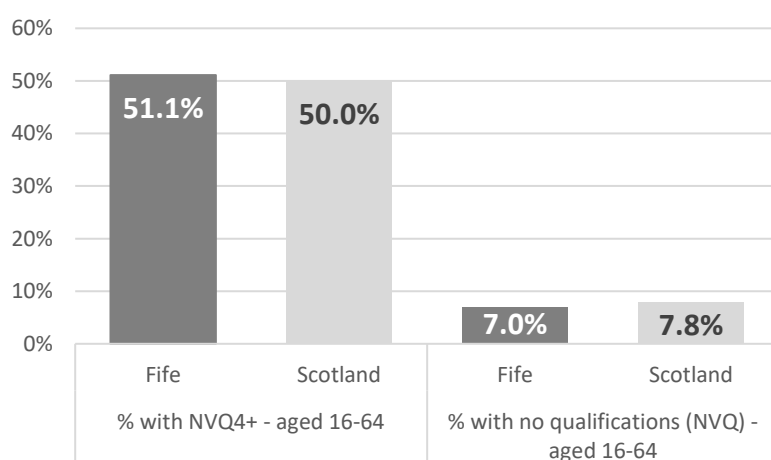
This represents 61.8% of Fife's resident population, a lower proportion than that in Scotland as a whole - 63.8%. This gives Fife a dependency ratio of 61.8%, five percentage points above the Scottish average (56.8%).

Fife also has a slightly higher proportion of people who are aged over 65 years – 79,415 people or 21.2% of the population.

Source: Mid-2021 Population Estimates, National Records of Scotland

6.2 Labour Market Qualifications

Working age population qualifications (2021): Fife & Scotland



A higher proportion of Fife's labour market is qualified to NVQ4 or above than in Scotland as a whole.

This has been the case since 2020.

In addition, a smaller proportion of Fife's working age population has no qualifications.

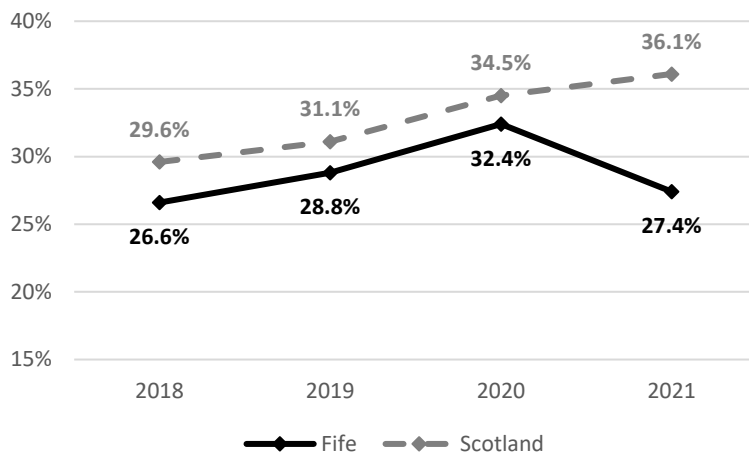
Note: These estimates should be used with caution due to small sample sizes at the local authority level. NVQ 4 and above qualifications=HND or equivalent and above. No qualifications= no formal qualifications held.

Source: ONS Annual Population Survey

A SKILLED WORKFORCE ABLE TO SUPPORT BUSINESS NEEDS INDICATORS

6.3 Number of Graduates in the Labour Market

Proportion of working age population with a degree or equivalent and above: Fife & Scotland



Only 27.4% of Fife's working age population is educated to degree level compared with over 36% in Scotland as a whole.

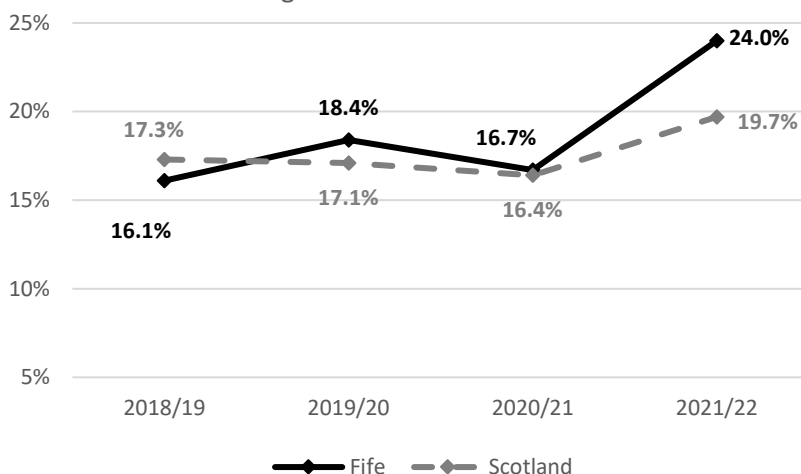
In 2021, the proportion fell in Fife, widening the gap between Fife and Scotland.

Note: These estimates should be used with caution due to small sample sizes at the local authority level.

Source: ONS Annual Population Survey (figures for each year are for the 12 months to December)

6.4 Job-related training

% of the working age population who received job - related training in the last 13 weeks: Fife & Scotland



The proportion of the working age population in receipt of job-related training has increased since 2018/19 and is now higher than the Scottish figure.

Note: These estimates should be used with caution due to small sample sizes at the local authority level.

Source: ONS Annual Population Survey (figures for each year are for the 12 months to September)

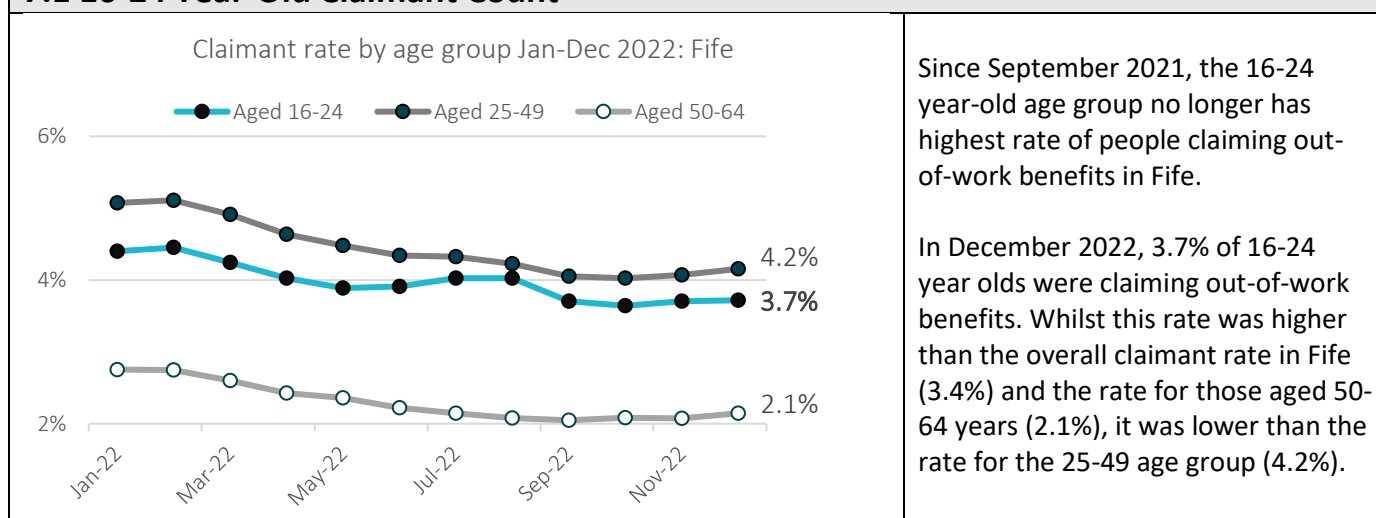
7. FAIR AND INCLUSIVE ACCESS TO WORK

PERFORMANCE AT A GLANCE:

Measure:	Current Performance	
16-24 year-old Claimant Count	The 16-24 year-old age group no longer has the highest rate of people claiming out-of-work benefits	😊
Annual Participation Measure of 16-19 year olds.	A higher rate of 16-19 year olds are not participating in education, training or employment than in Scotland as a whole.	😞
% of school leavers not achieving a positive destination	Over 10% of school leavers failed to secure a positive follow-up destination, the 2 nd highest rate in Scotland.	😞
Number of real Living Wage Employers	The number of accredited real Living Wage Employers has increased.	😊
% of jobs paid below the real Living Wage	Whilst the proportion of jobs paid below the real Living Wage has fallen and is at its lowest level, it is still higher than the national rate.	😞
Average Earnings	Our earnings are lower than the national average earnings.	😞
Gender Pay Gap	Fife's overall gender pay gap is lower than that for Scotland as whole.	😊

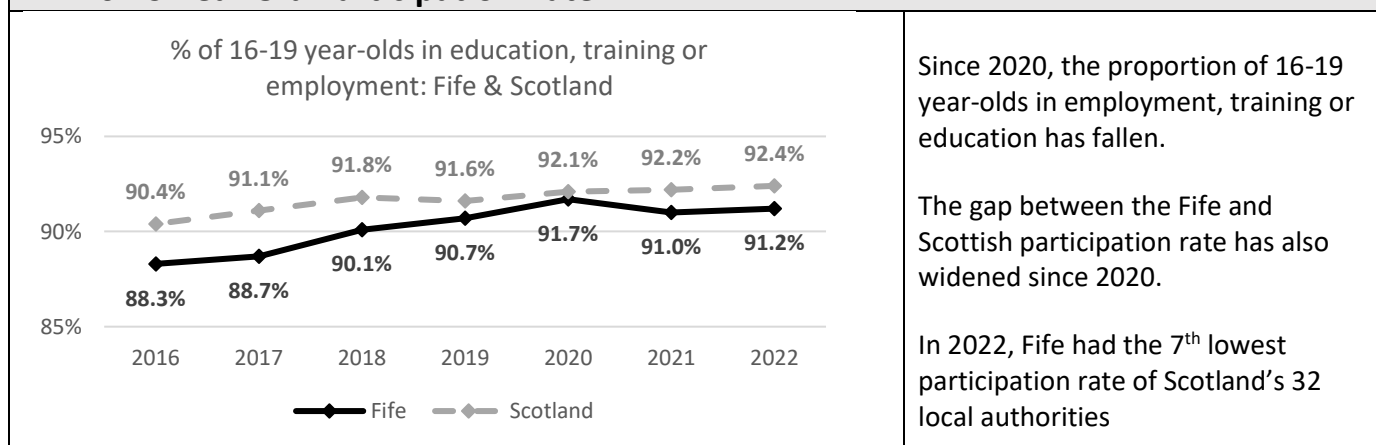
FAIR AND INCLUSIVE ACCESS TO WORK INDICATORS

7.1 16-24 Year-Old Claimant Count



Source: ONS Claimant Count

7.2 16-19 Year Old Participation Rate

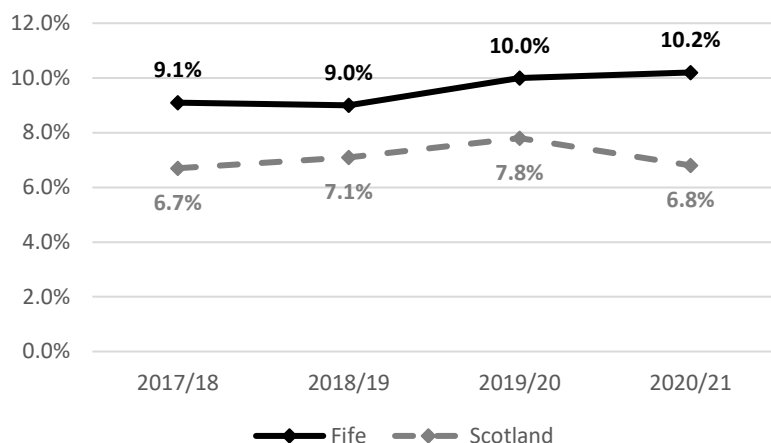


Source: Skills Development Scotland Annual Participation Measure

FAIR AND INCLUSIVE ACCESS TO WORK INDICATORS

7.3 School Leaver Destinations

% school leavers not achieving a positive follow-up destination: Fife & Scotland



The proportion of Fife's school leavers not going on to employment, education or training has increased since 2018/19.

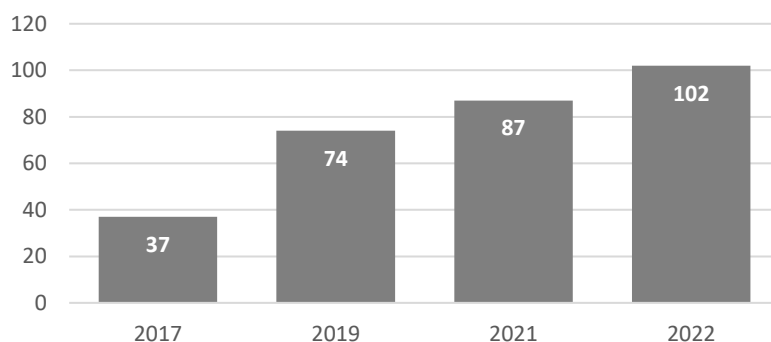
Over 10% of Fife's 2020/21 school leavers failed to secure a positive follow-up destination.

This was considerably higher than the rate for all Scotland (6.8%) and the second highest rate in Scotland.

Source: Summary Statistics for Follow-Up Leaver Destinations, No 4: 022 Edition, Scottish Government

7.4 Living Wage Employers

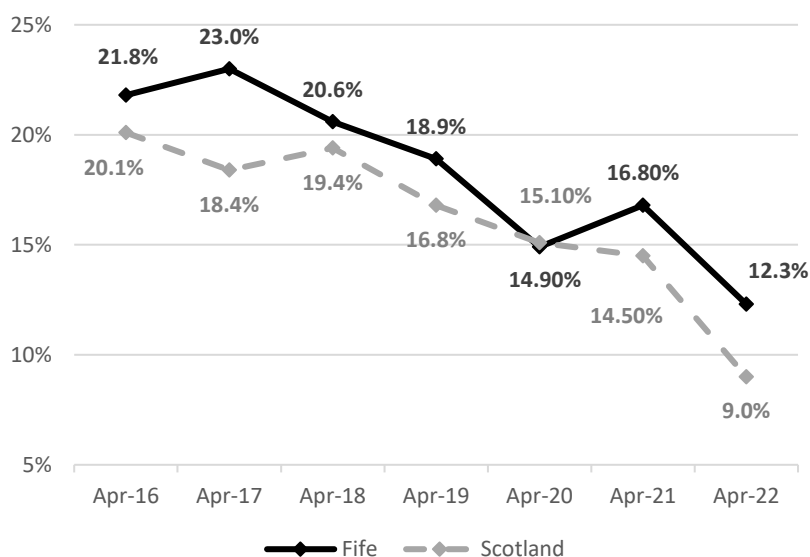
Number of Accredited Living Wage Employers in Fife



The number of accredited real Living Wage Employers in Fife has increased from 37 in 2017 to 102 in September 2022.

Source: Living Wage Scotland

7.5 % Jobs Paid Below the Real Living Wage



The proportion of employee jobs in Fife paid below the Living Wage Foundation Rates fell consistently between 2017 and 2020 before increasing in 2021. Although the proportion fell in 2022 to the lowest rate recorded, the fall was not as large as that seen nationally, so that the gap between the Fife and Scottish rates widened.

12.3% of employee jobs in Fife earned below the real living wage in April 2022 compared to 9.0% of Scottish jobs.

Note: 2022 figures are provisional

Source: ONS Annual Survey of Hours and Earnings

FAIR AND INCLUSIVE ACCESS TO WORK INDICATORS

7.6 Average Earnings

Median Weekly Earnings, April 2022: Fife & Scotland



Fife's gross median weekly earnings for full-time employees are below the Scottish averages and fell between 2021 and 2022.

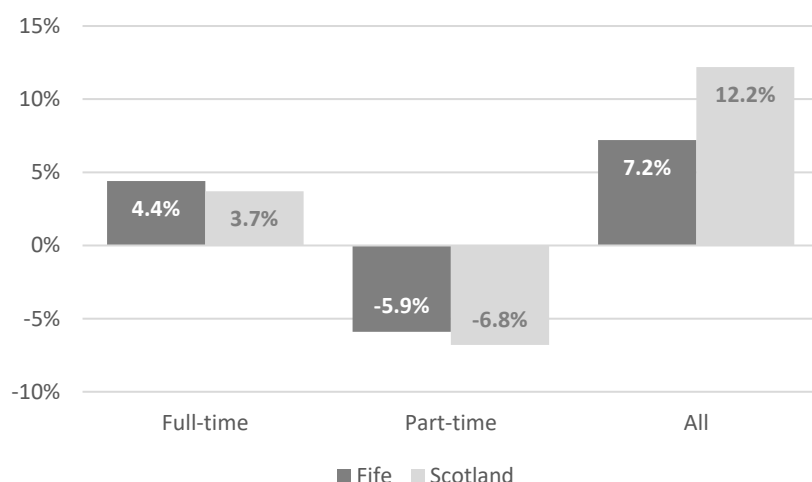
Gross median weekly earnings for full-time employees working in Fife were £573.50 in 2022, 4.1% lower than the previous year (£597.40). In Scotland, gross median weekly earnings for full-time employees increased by 3.2%

The average wage for people working in Fife is considerably lower than that for people living in Fife.

Source: ONS Annual Survey of Hours and Earnings

7.7 Gender Pay Gap

Gender Pay Gap by Work Pattern, Fife and UK, 2021

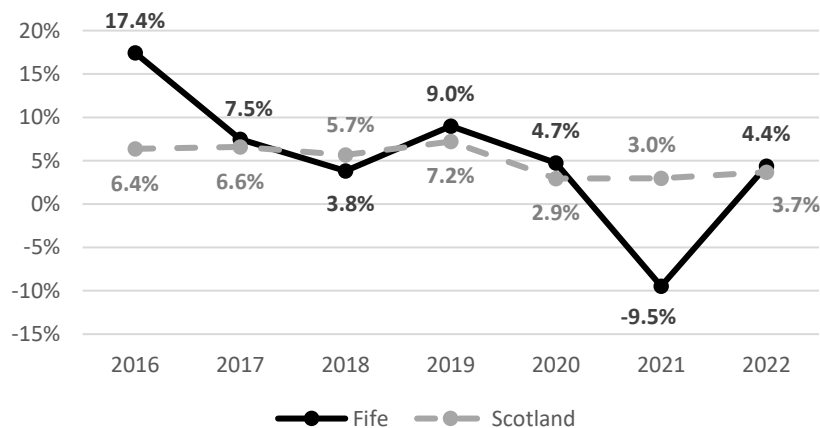


Whilst the Gender Pay Gap for all employees in Fife was lower than in Scotland in 2022, the pay gap for full-time employees working in Fife was higher than the national pay gap.

For part-time employees, there was a negative pay gap in both Fife and Scotland, ie on average women earn more than men.

Whilst the gender pay gaps for both Fife and the UK have been generally reducing over the longer-term, the Fife trend is much more volatile, suggesting the data is perhaps not reliable below the national level.

Gender Pay Gap for Median Full-Time Hourly Earnings (excluding overtime), Fife and Scotland



Note: These data should be viewed with caution at the Fife level due to small sample sizes. Gender pay gap is the difference between men's and women's hourly earnings as a percentage of men's earnings.

Source: ONS Annual Survey of Hours and Earnings

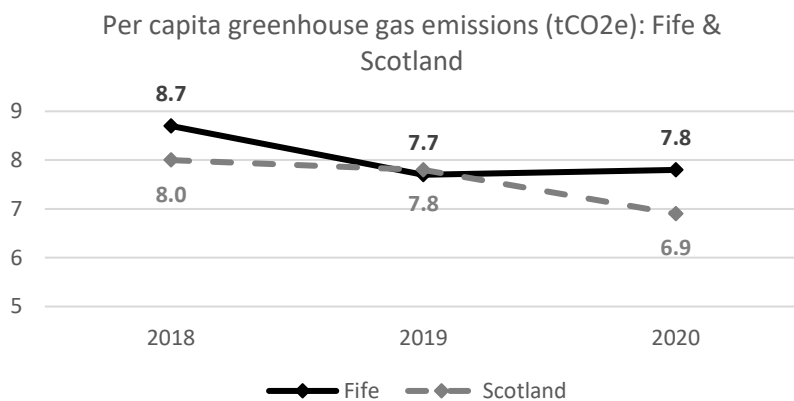
8. LOWER LEVELS OF CARBON EMISSIONS IN FIFE

PERFORMANCE AT A GLANCE:

Measure:	Current Performance	
Greenhouse gas emissions	Fife was one of only 3 local authorities in the UK to see an increase in greenhouse gas emissions 2019-2020.	☹️
CO2 emissions	CO2 emissions per capita increased slightly 2019-2020 due to an increase in emission.	☹️

LOWER LEVELS OF CARBON EMISSIONS IN FIFE INDICATORS

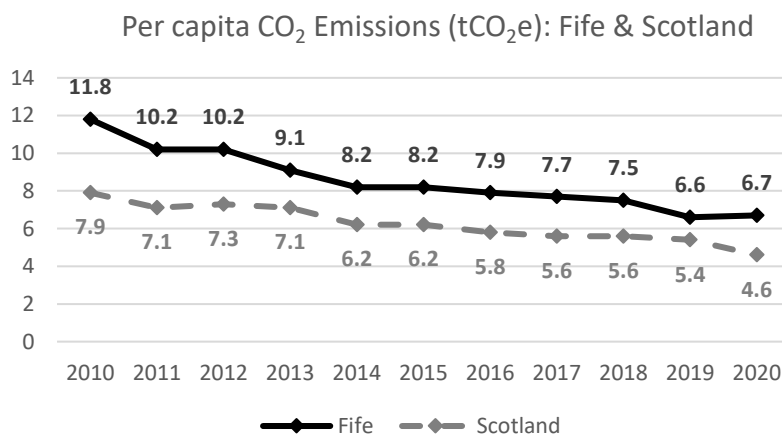
8.1 Greenhouse Gas Emissions



Greenhouse gas emissions increased in Fife by 1% between 2019 and 2020 due to increased industrial activity. Only two other local authorities in the UK saw greenhouse gas emissions increase.

Source: UK local authority & regional greenhouse gas emissions national statistics, 2005-2020, BEIS, UK Government

8.2 Carbon Dioxide Emissions



In 2020, Fife's estimated CO₂ emission per capita was 6.7 tonnes compared with the average Scottish rate of 4.6 tonnes.

Emissions in Fife fell from 11.8 in 2010 to 6.6 in 2019 before rising in 2020 due to an increase in emissions from industry between 2019 and 2020.

Source: UK local authority & regional greenhouse gas emissions national statistics, 2005-2020, BEIS, UK Government

Author: Alison Laughlin, Economy Adviser, Business & Employability, Fife Council E: alison.laughlin@fife.gov.uk

Date: 30 January 2023