Skills Development Scotland

# Regional Skills Assessments

## Oxford Economics Forecasts – Technical Note

October 2026

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# Introduction

In producing Regional Skills Assessments (RSAs) and their accompanying Data Matrix, Skills Development Scotland (SDS) draws on four key types of evidence:

- Published data;
- Real time data;
- Qualitative evidence; and
- Forecast data.

This technical note refers to the fourth of these sources – forecast data.

Skills Development Scotland (SDS) has a long-standing partnership with Oxford Economics, who produce economic and labour market forecasts to inform a range of SDS products and services, including Regional and Sectoral Skills Assessments and the Data Matrix.

The forecasts used in our 2026/27 RSAs were produced by Oxford Economics in August 2026 using their Local Authority District Forecasting Model. Data has been provided for Scotland, College Regions, City Region and Growth Deal areas, local authorities, as well as Rural Scotland.

This note is intended to provide information on the coverage, methodology and data sources underpinning the forecasts. The note is structured as follows:

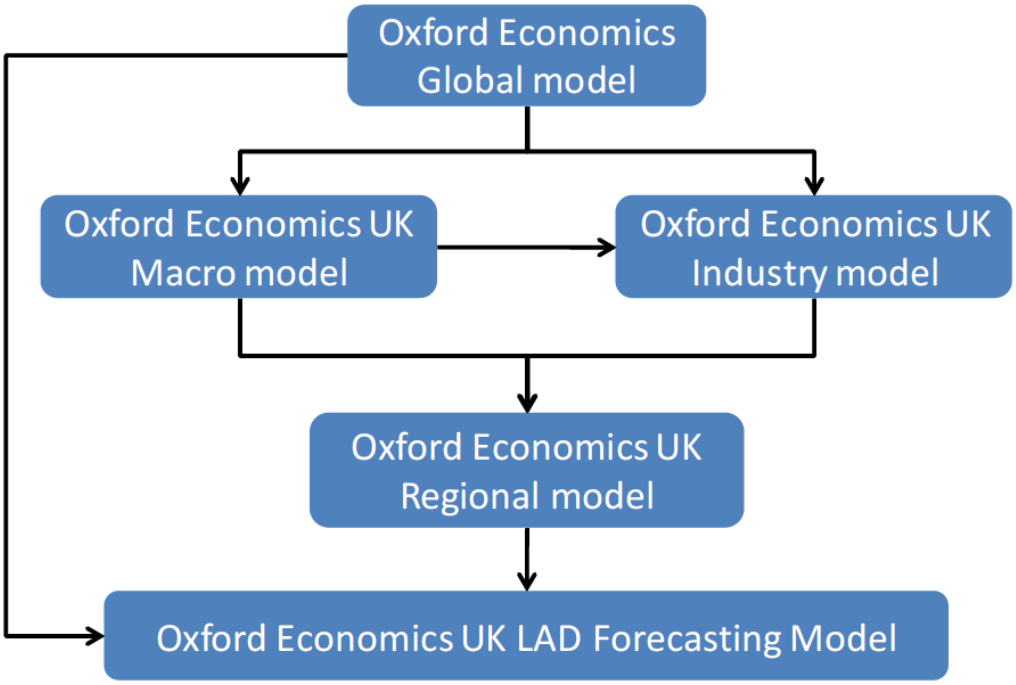
- An overview of the forecasting model;
- RSA Reports – explanatory notes on forecast data included in the RSAs; and
- Appendices:
    - Appendix A provides an overview of the geographic cuts of data;
    - Appendix B provides definitions for key sectors in Scotland; and
    - Appendix C provides definitions used for ‘higher-level’, ‘mid-level’ and ‘lower-level’ occupations.

# Model Overview

## Local Authority Forecasting Model

Oxford Economics Local Authority District (LAD) Forecasting Model sits within the Oxford suite of forecasting models. This structure is unique as it ensures global and national factors (such as developments in trade policy in the US and UK Government fiscal policy) have an appropriate impact on the forecasts for a local authority. This empirical framework (or set of 'controls') is critical in ensuring the local area forecasts are much more than just an extrapolation of historical trends and reflect external economic conditions. Rather, the trends in global, national and sectoral forecasts have an impact on the local area forecasts.

**Fig. 1. Hierarchal structure of Oxford Economics' suite of models**




The Oxford Economics local forecasting model depends essentially upon three factors:

- **International, national and regional outlooks** - all the local area forecasts produced by Oxford Economics are fully consistent with broader regional, national and international models and forecasts. This ensures global events that impact on the performance of UK local economies, such as the strength of global trade, are fully captured in the forecasts for a local area. So too are national level growth and policies, whether that be the impact of monetary policy on consumer spending or government spending on locally provided public services;

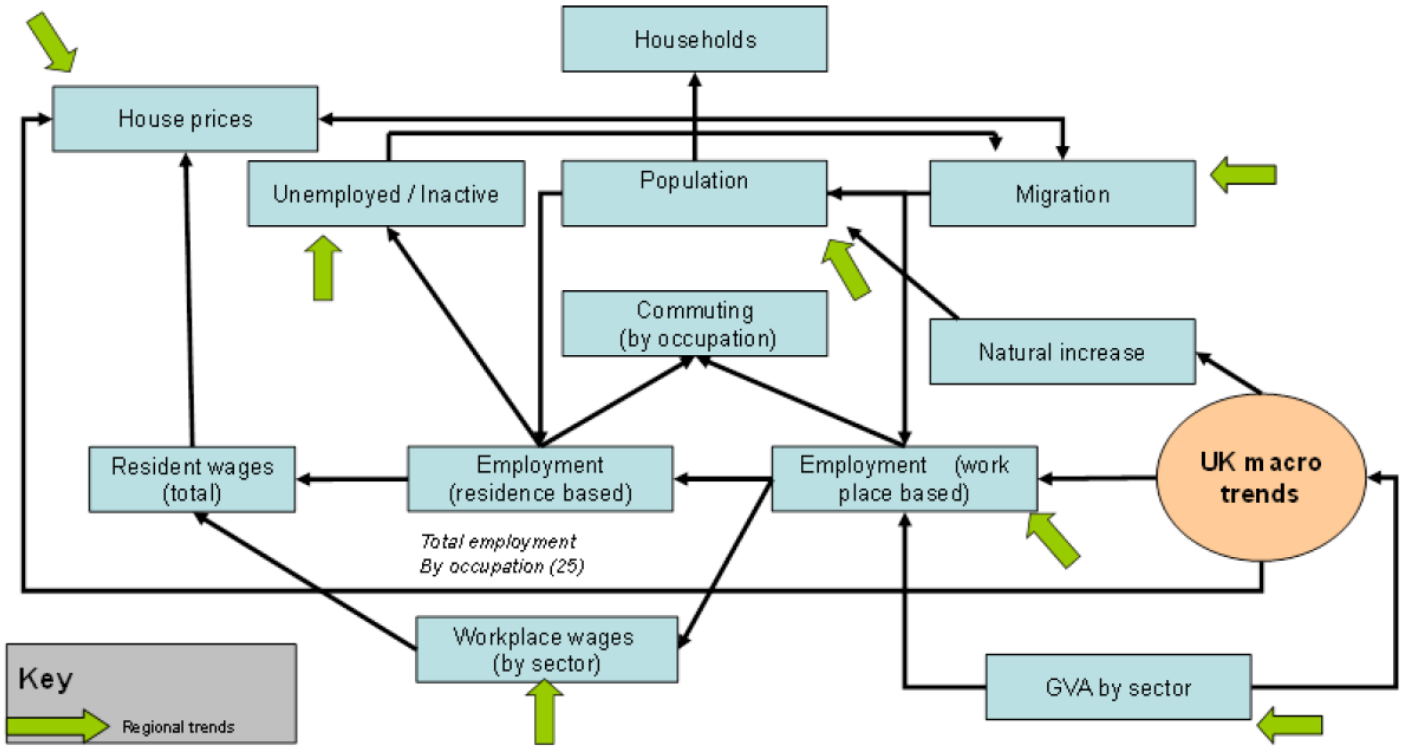
- **Historical trends in an area**, which implicitly factor in supply side factors affecting demand, combined with Oxford Economics' staff knowledge of local areas and the patterns of local economic development. This ensures for example, that any evidence of particularly high/low levels of competitiveness that local economies have in particular activities are recognised and factored into the forecasts. It also means national policy programmes that have a particular local impact and that are very likely to happen are appropriately reflected in the forecasts; and

- **Fundamental economic relationships** which interlink the various elements of the outlook. Oxford Economics' models ensure full consistency between variables in a local area. For example, employment, commuting, migration and population are all affected by one another.

All Oxford Economics models are economically driven, with all aspects of the economy interlinked as they believe that this is the best way to estimate the future outlook for the area. Given changes in economic conditions drive labour market performance, which in turn affects migration patterns and housing demand/make-up, economic based forecasts are essential. For example, if employment or productivity changes in one sector, there are implications for all sectors of the economy through indirect (supply chain) and induced impacts. The employment creation will then put downward pressure on unemployment, while encouraging increased commuting into the economy, and making it a more attractive location for migrants. This would effectively drive up population and housing demand (and put more demand on public services).

The main internal relationships between variables are summarised in Figure 2. Each variable is related to others within the model. Key variables are also related to variables in the other Oxford Economics models.

**Fig. 2. Main Relationships between variables**




## Time Periods

The model is usually constructed on an annual basis. Historic data for most variables has been collected for 20 or more years to provide a basis for estimating inter-relationships between variables and future trends. Forecasts are currently set up for the period up to 2036 consistent with existing available global, national and regional forecasts.

## Using the Model

The model provides projections on a 'policy neutral' basis. Unconfirmed, aspirational or policies at planning/development stage are not included. Though forecasts are built primarily around the economic relationships above, the use of local knowledge and published material on local development is required to augment the results of the formal modelling process.

Oxford Economics' forecasts are consistent with the natural change assumptions from the Office for National Statistics' 2022-based population projections. Their forecasts assume lower levels of future net migration, reflecting the view that some recent increases were influenced by specific factors, including certain visa schemes. The forecasts also take account of measures introduced by successive governments to reduce immigration.

Oxford Economics note that UK productivity growth has been weak since the global financial crisis. They expect some of the effects associated with the financial crisis and the coronavirus pandemic to fade, although the impact of Brexit on productivity levels is expected to remain. Over time, Oxford Economics forecasts support for productivity growth from the adoption of artificial intelligence and investment in green technologies.

Oxford Economics' baseline aligns closely with the IEA's Stated Policies Scenario (STEPS). It reflects policy commitments that are backed by concrete measures. For example, while the UK has stated its intention to reach carbon neutrality by 2050, these ambitions are not yet supported by robust policies such as carbon pricing and investment.

Oxford Economics highlight well-documented concerns about the quality and volatility of the UK's Labour Force Survey (LFS) data. To mitigate these issues, Oxford Economics use a range of techniques including three-year moving averages, checks against other sources such as HMRC payroll data, and nowcasting. Users should therefore focus on the direction and relative scale of change rather than place undue weight on individual data points.

As with all forms of forecasting there are margins of error associated with the results, which get larger over time. Furthermore, the quality of data decreases as the geography gets smaller and SDS works closely with OE to ensure that data at these lower levels meet thresholds for quality and robustness. Models of this form under current data quality levels are most helpful for identifying trends, growth rates and relativities either across or within areas. The long-term trends are therefore important, and users are encouraged to use the time series information and not rely on 'point-in-time' estimates.

In addition, forecast data should not be compared to earlier releases e.g. comparing forecast figures in the most recent RSAs to those included in the reports published last year. The most recent forecasts have incorporated the most up-to-date data plus historical revisions which can cause forecasts to fluctuate over time. Therefore, users of the data are encouraged to consider the general direction of travel and the forecast trends.

The remainder of this note provides detailed information on the data used within the model and the linkages between variables.

# Regional Skills Assessment – variables covered

The list below provides a summary of the variables used within the reports.

### Gross Value Added (GVA) / Output

GVA data by sector is published on a nominal basis by the Office for National Statistics for Scotland and the local authorities. These are converted to real prices using the chain linked volume measures which are available for Scotland, NUTS2 regions, NUTS3 regions and local authority districts.

The GVA forecast is driven by sectoral employment in each area and Scottish productivity forecast adjusted by relative earnings. At the Scotland level, GVA is driven by sectoral employment and sectoral productivity relative to UK.

GVA forecasts by key sector are driven by key sector employment and local estimates of productivity adjusted by relative detailed sectoral earnings.

### Productivity

Productivity is calculated as GVA per job.

### Total Employment (People)

The RSAs include a calculation of current employment of people i.e. workforce size based on Oxford Economics analysis of the Annual Population Survey (APS) that provides data on employment by occupation for Scotland and its local authorities.

Information is also included for terms of employment or 'status' (i.e. full time / part time). The APS provides data on employment by status for Scotland and its local authority districts. The series are projected in line with the jobs-based employment forecasts by status and gender.

### Employment by Industry (People)

To produce a people-based employment forecast, Oxford Economics use APS data which is available by sector (on a workplace basis). It is driven by the numbers of full-time and part-time employees by sector in each area. Individuals are assumed to hold only one full-time job each. Part-time jobs are assumed to account for half a full-time job. The self-employed people are added to the full-time employees plus half of the part-time employees to arrive at an estimate of workplace-based employment.

Please note, Employment by Key Sector (people) is also available through the Data Matrix. Forecast data is provided for the sectors listed below (details of the definitions used are set out in Appendix B).

- Chemical Sciences
- Creative Industries
- Construction
- Energy
- Engineering
- Food and Drink – Primary Production
- Food and Drink – Manufacturing
- Financial Services
- Professional Services
- Health Care

- Social Care
- Childcare
- Digital Technologies
- Life Sciences
- Tourism

The results for the sectors listed above are calculated using shares from the Business Register and Employment Survey (BRES) of each component of key sector to broad sector. These shares are applied to the broad sector results, to produce an estimate of the occupations within each of the sectors listed.

### Employment by Occupation (People)

The APS provides data on employment by occupation for Scotland and its local authorities. The forecasts are derived using a SIC/SOC (Standard Industrial Classification/Standard Occupational Classification) matrix. The ratio of occupations within each sector for 2022 is calculated from the Census. For all other years, Oxford Economics use the Labour Force Survey for Scotland. The share of each occupation by sector is forecast based upon trends and are applied to the sectoral employment data for each local area, to give an estimate of occupations within each sector. The results are adjusted to reflect the APS data for each local area. The occupations by sector are then aggregated to give occupations by 26 minor occupation groupings. Therefore, the overall economy occupational structure is heavily dependent upon sectoral composition and future trends can be largely explained by sectoral trends.

### Total Requirement – Expansion and Replacement Demand (People)

Expansion demand refers to the net change in total employment over the forecast period and thus the results can be positive or negative.

Replacement demand represents how many more people will be required due to people leaving the workforce. There are many reasons why people leave the labour market - with retirement perhaps the prime example – and need to be replaced. Whilst replacing the vacant position creates additional labour demand, it has no net effect on total employment. Reasons for leaving employment include:

- Unemployment;
- Inactivity;
- Out migration;
- Retirement;
- Death; and
- Leaving for another job in a different occupational group or sector.

This ‘replacement’ category is much larger than expansion demand and explains why even declining sectors still require new staff/advertise vacancies.

Replacement demand and expansion demand are summed to produce total requirement.

### Total Requirement by Qualification (People)

Expansion demand refers to the net change in total employment by qualification over the forecast period and thus the results can be positive or negative. The results are presented for each of the 6 SCQF qualification groupings.

For replacement demand, the net occupation demand figures are applied to an occupation by highest level of qualification matrix to produce an estimate of the likely skills requirements over the forecast period. The matrix is generated using the Labour Force Survey. The data is filtered to select only those people who were in employment one year ago and who changed their job. A cross-tabulation is run on this sample for each of the last three years and taking a three-year average. Rather than use the current qualification structure of all employed people, the qualification structure of 'inflows' is used to try and capture the fact that entry requirements to occupations have increased over time. In other words, it is entirely possible that current corporate managers who are approaching retirement may have climbed up the career ladder without having any formal qualifications whereas, to become a corporate manager now will most likely require a degree or similar formal qualification.

Replacement demand by qualification and expansion demand by qualification are summed to produce total requirement.

### Total Requirement by Industry (People)

Expansion demand refers to the net change in total employment by industry over the forecast period and thus the results can be positive or negative. The results presented are for each of the 1-digit industries.

For replacement demand, leaver rates by industry are calculated from the Labour Force Survey for Scotland. These rates are forecast and applied across all geographies. The number of leavers by 1-digit industry are apportioned to key sectors using employment shares from BRES. Replacement demand and expansion demand are summed to produce total requirement.

### Total Requirement by Occupation (People)

Replacement demand and expansion demand are summed to produce total occupation demand (people-based).

### Employment by CESAP Sector and Occupation (People)

Employment by CESAP sector and occupation are driven by broad sector by occupation results. Shares of CESAP to broad sector employment are estimated from BRES and applied to broad sector by occupation estimates. Results are controlled to CESAP employment for each local area.

# Appendix A: Spatial Cuts of Data

Oxford Economics forecasts have been developed using Local Authorities as building blocks and then aggregating this into various spatial levels.

In the RSAs, data has been provided for College Regions, City Regions, Growth Deals, Rural Scotland and at national level – Scotland

**Details of the local authorities used for College Regions, City Regions, Growth Deals and Rural Scotland are outlined below:**

| | Area | Local Authorities |
|---|---|---|
| **College Regions** | Aberdeen City and Shire | Aberdeen City, Aberdeenshire |
| | Ayrshire | East Ayrshire, North Ayrshire, South Ayrshire |
| | Scottish Borders | Scottish Borders |
| | Dumfries and Galloway | Dumfries and Galloway |
| | Edinburgh and Lothians | East Lothian, Edinburgh, Midlothian |
| | Fife | Fife |
| | Forth Valley | Clackmannanshire, Falkirk, Stirling |
| | Glasgow College Region | East Dunbartonshire, East Renfrewshire, Glasgow |
| | Highlands and Islands | Argyll and Bute, Na h-Eileanan Siar, Highland, Moray, Orkney Islands, Shetland Islands |
| | Lanarkshire | East Dunbartonshire, North Lanarkshire, South Lanarkshire |
| | Tayside | Angus, Dundee, Perth and Kinross |
| | West | East Renfrewshire, Inverclyde, Renfrewshire, West Dunbartonshire |
| | West Lothian | West Lothian |
| **South of Scotland** | South of Scotland | Dumfries and Galloway, Scottish Borders |
| **Rural Scotland** | Rural Scotland | *Rural Scotland is based on the Scottish Government's Rural and Environment Science and Analytical Services (RESAS) classification of rural areas.* The 15 local authorities included are those classified as either 'mainly rural' or 'islands and remote rural': Aberdeenshire, Angus, Argyll and Bute, Clackmannanshire, Dumfries and Galloway, East Ayrshire, East Lothian, Na h-Eileanan Siar, Highland, Moray, Orkney Islands, Perth and Kinross, Scottish Borders, Shetland Islands, and South Ayrshire |
| **City Regions** | Edinburgh and South East Scotland City Region Deal | Edinburgh, Midlothian, East Lothian, West Lothian, Fife, Scottish Borders |
| | Glasgow City Region | Glasgow, East Dunbartonshire, East Renfrewshire, Inverclyde, North Lanarkshire, Renfrewshire, South Lanarkshire, West Dunbartonshire |
| | Inverness and Highland City Region Deal | Highland |
| | Stirling and Clackmannanshire City Region Deal | Clackmannanshire, Stirling |
| **Growth Deals** | Argyll and Bute | Argyll and Bute |
| | Falkirk and Grangemouth | Falkirk |
| | Islands | Na h-Eileanan Siar, Orkney Islands, Shetland Islands |
| | Moray | Moray |

# Appendix B: SIC Definitions for Key Sectors

The Standard Industrial Classifications can be found here. The SIC definitions for the SDS Key Sectors are as follows:

## Construction

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 02.2 | Logging | 20% |
| 08.11 | Quarrying of ornamental and building stone, limestone, gypsum, chalk and slate | 70% |
| 08.12 | Operation of gravel and sand pits; mining of clays and kaolin | 70% |
| 16.23 | Manufacture of other builders' carpentry and joinery | 40% |
| 20.30/1 | Manufacture of paints, varnishes and similar coatings, mastics and | 25% |
| 20.30/2 | sealants | 25% |
| 22.11 | Manufacture of printing ink | 20% |
| 22.19 | Manufacture of rubber tyres and tubes; retreading and rebuilding of rubber tyres | 20% |
| 22.23 | Manufacture of other rubber products | 35% |
| 23.32 | Manufacture of builders' ware of plastic | 85% |
| 23.41 | Manufacture of bricks, tiles and construction products, in baked clay | 60% |
| 23.42 | Manufacture of ceramic household and ornamental articles | 60% |
| 23.43 | Manufacture of ceramic sanitary fixtures | 60% |
| 23.44 | Manufacture of ceramic insulators and insulating fittings | 60% |
| 23.49 | Manufacture of other technical ceramic products | 60% |
| 23.51 | Manufacture of other ceramic products | 25% |
| 23.52 | Manufacture of cement | 25% |
| 23.61 | Manufacture of lime and plaster | 90% |
| 23.62 | Manufacture of concrete products for construction purposes | 90% |
| 23.63 | Manufacture of plaster products for construction purposes | 90% |
| 23.64 | Manufacture of ready-mixed concrete | 90% |
| 23.65 | Manufacture of mortars | 90% |
| 23.69 | Manufacture of fibre cement | 90% |
| 25.11 | Manufacture of other articles of concrete, plaster and cement | 60% |
| 25.12 | Manufacture of metal structures and parts of structures | 60% |
| 25.21 | Manufacture of doors and windows of metal | 40% |
| 25.29 | Manufacture of central heating radiators and boilers | 40% |
| 25.3 | Manufacture of other tanks, reservoirs and containers of metal | 40% |
| 26.11 | Manufacture of steam generators, except central heating hot water | 35% |
| 41.10 | boilers | 100% |
| 41.20/1 | Manufacture of electronic components | 100% |
| 41.20/2 | Development of building projects | 100% |
| 42.11 | Construction of commercial buildings | 100% |
| 42.12 | Construction of domestic buildings | 100% |
| 42.13 | Construction of roads and motorways | 100% |
| 42.21 | Construction of railways and underground railways | 100% |
| 42.22 | Construction of bridges and tunnels | 100% |
| 42.91 | Construction of utility projects for fluids | 100% |
| 42.99 | Construction of utility projects for electricity and telecommunications | 100% |
| 43.11 | Construction of water projects | 100% |
| 43.12 | Construction of other civil engineering projects n.e.c. | 100% |
| 43.13 | Demolition | 100% |
| 43.21 | Site preparation | 100% |
| 43.22 | Test drilling and boring | 100% |
| 43.29 | Electrical installation | 100% |
| 43.31 | Plumbing, heat and air-conditioning installation | 100% |
| 43.32 | Other construction installation | 100% |

| | | |
|---|---|---|
| 43.33 | Plastering | 100% |
| 43.34/1 | Joinery installation | 100% |
| 43.34/2 | Floor and wall covering | 100% |
| 43.39 | Painting | 100% |
| 43.91 | Glazing | 100% |
| 43.99/1 | Other building completion and finishing | 100% |
| 43.99/9 | Roofing activities | 100% |
| 46.13 | Scaffold erection | 50% |
| 46.63 | Specialised construction activities (other than scaffold erection) n.e.c. | 50% |
| 46.73 | Agents involved in the sale of timber and building materials | 50% |
| 71.11/1 | Wholesale of mining, construction and civil engineering machinery | 100% |
| 71.11/2 | Wholesale of wood, construction materials and sanitary equipment | 50% |
| 71.12/1 | Architectural activities | 50% |
| 71.12/2 | Urban planning and landscape architectural activities | 50% |
| 71.12/9 | Engineering design activities for industrial process and production | 50% |
| 74.90/2 | Engineering related scientific and technical consulting activities<br>Other engineering activities (not including engineering design for industrial process and production or engineering related scientific and technical consulting activities)<br>Quantity surveying activities | 100% |

## Creative Industries

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 31.09 | Manufacture of other furniture | 100% |
| 16.29 | Manufacture of other wood products | 30% |
| 32.12 | Manufacture of jewellery and related products | 100% |
| 32.13 | Manufacture of imitation jewellery and related articles | 70% |
| 23.41 | Manufacture of ceramic household and ornamental articles | 35% |
| 23.49 | Manufacture of other ceramic products | 35% |
| 23.13 | Manufacture of hollow glass | 15% |
| 23.19 | Manufacture of other glass | 15% |
| 13 | Manufacture of textiles | 25% |
| 14 | Manufacture of wearing apparel | 20% |
| 15 | Manufacture of leather and related products | 20% |
| 18.20/1 | Reproduction of sound recording | 15% |
| 32.2 | Manufacture of musical instruments | 15% |
| 18.20/2 | Reproduction of video recording | 100% |
| 18.11 | Printing of newspapers | 100% |
| 18.129 | Other printing (not labels) | 25% |
| 18.13 | Pre press and media services | 20% |
| 47.78/1 | Retail sale in commercial art galleries | 20% |
| 47.79/1 | Retail sale of antiques and antique books | 25% |
| 59.2 | Sound recording and music publishing activities | 100% |
| 59.11/1 | Motion picture production activities | 75% |
| 59.11/2 | Video production activities | 100% |
| 59.12 | Motion picture, video and television programme post-production activities | 100% |
| 59.13/1 | Motion picture distribution activities | 100% |
| 59.13/2 | Video distribution activities | 100% |
| 59.14 | Motion picture projection activities | 100% |
| 58.21 | Publishing of computer games | 100% |
| 62.01/1 | Ready-made interactive leisure and entertainment software development | 100% |
| 59.11/3 | Television programme production activities | 100% |
| 59.13/3 | Television programme distribution activities | 100% |
| 59.12 | Motion picture, video and television programme post-production activities | 100% |
| 60.1 | Radio broadcasting | 100% |
| 60.2 | Television programming and broadcasting activities | 100% |

| | | |
|---|---|---|
| 58.11 | Book publishing | 100% |
| 58.13 | Publishing of newspapers | 25% |
| 58.14 | Publishing of journals and periodicals | 100% |
| 58.19 | Other publishing activities | 100% |
| 63.91 | News agency activities | 100% |
| 58.29 | Other software publishing | 100% |
| 62.01/2 | Business and domestic software development | 100% |
| 62.02 | Computer consultancy activities | 100% |
| 73.11 | Advertising agencies | 100% |
| 73.12 | Media representation | 75% |
| 71.11 | Architectural activities | 100% |
| 74.1 | Specialised design activities | 100% |
| 71.12/1 | Engineering design activities for industrial process and production | 30% |
| 74.1 | Specialised design activities | 100% |
| 74.20/1 | Portrait photographic activities | 100% |
| 74.20/2 | Other specialist photography (not including portrait photography) | 100% |
| 74.20/9 | Other photographic activities (not including portrait and other specialist photography and film processing) n.e.c. | 100% |
| 78.10/1 | Motion picture, television and other theatrical casting | 100% |
| 85.52 | Cultural education | 100% |
| 90.03 | Artistic creation | 100% |
| 90.01 | Performing arts | 100% |
| 90.02 | Support activities to performing arts | 100% |
| 90.04 | Operation of arts facilities | 100% |
| 90.03 | Artistic creation | 100% |
| 91.01 | Libraries and archive activities | 100% |
| 95.24 | Repair of furniture and home furnishings | 100% |

## Digital Technologies

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 18.20/3 | Reproduction of computer media | 100% |
| 26.11 | Manufacture of electronic components | 100% |
| 26.12 | Manufacture of loaded electronic boards | 100% |
| 26.20 | Manufacture of computers and peripheral equipment | 100% |
| 26.30 | Manufacture of communication equipment | 100% |
| 26.40 | Manufacture of consumer electronics | 100% |
| 26.8 | Manufacture of magnetic and optical media | 100% |
| 27.31 | Manufacture of fibre optic cables | 100% |
| 58.21 | Publishing of computer games | 100% |
| 58.29 | Other software publishing | 100% |
| 61.1 | Wired telecommunications activities | 100% |
| 61.2 | Wireless telecommunications activities | 100% |
| 61.3 | Satellite telecommunications activities | 100% |
| 61.9 | Other telecommunications activities | 100% |
| 62.01 | Computer programming activities | 100% |
| 62.02 | Computer consultancy activities | 100% |
| 62.03 | Computer facilities management activities | 100% |
| 62.09 | Other information technology and computer service activities | 100% |
| 63.11 | Data processing, hosting and related activities | 100% |
| 63.12 | Web portals | 100% |
| 63.99 | Other information service activities n.e.c. | 100% |
| 95.11 | Repair of computers and peripheral equipment | 100% |
| 95.12 | Repair of communication equipment | 100% |

## Childcare

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 85.1 | Pre-primary education | 100% |
| 88.91 | Child day-care activities | 100% |

## Energy

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 05 | Mining of coal and lignite | 100% |
| 06 | Extraction of crude petroleum and natural gas | 100% |
| 09 | Mining support service activities | 100% |
| 19 | Manufacture of coke and refined petroleum products | 100% |
| 20.14 | Manufacture of other organic basic chemicals | 100% |
| 35 | Electricity, gas, steam and air conditioning supply | 100% |
| 36 | Water collection, treatment and supply | 100% |
| 38.22 | Treatment and disposal of hazardous waste | 100% |
| 71.12/2 | Engineering related scientific and technical consulting activities | 100% |
| 74.90/1 | Environmental consulting activities | 100% |

## Engineering

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 24 | Manufacture of basic metals | 100% |
| 25 | Manufacture of fabricated metal products, except machinery and | 100% |
| 26 | equipment | 100% |
| 27 | Manufacture of computer, electronic and optical products | 100% |
| 28 | Manufacture of electrical equipment | 100% |
| 29 | Manufacture of machinery and equipment n.e.c. | 100% |
| 30 | Manufacture of motor vehicles, trailers and semi-trailers | 100% |
| 33 | Manufacture of other transport equipment | 100% |
| 71 | Repair and installation of machinery and equipment | 100% |
| 72.19 | Architectural and engineering activities; technical testing and analysis | 100% |
| 13.94 | Other research and experimental development on natural sciences and engineering | 100% |
| 38.31 | Manufacture of cordage, rope, twine and netting | 100% |
| | Dismantling of wrecks | |

## Financial Services

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 64.1 | Monetary intermediation | 100% |
| 64.3 | Trusts, funds and similar financial entities | 100% |
| 64.9 | Other financial service activities, except insurance and pension funding | 100% |
| 65 | Insurance, reinsurance and pension funding, except compulsory social security | 100% |
| 66 | Activities auxiliary to financial services and insurance activities | 100% |

## Professional Services

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 69 | Legal activities and accounting activities | 100% |
| 70.2 | Management consultancy activities | 100% |
| 82.91 | Activities of collection agencies and credit bureaus | 100% |

## Food and Drink (Manufacturing)

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 10 | Manufacture of food products | 100% |
| 11 | Manufacture of beverages | 100% |

## Food and Drink (Primary Production)

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 01 | Crop and animal production, hunting and related service activities | 100% |
| 03 | Fishing and aquaculture | 100% |

## Health Care

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 86.1 | Hospital activities | 100% |
| 86.21 | General medical practice activities | 100% |
| 86.22 | Specialist medical practice activities | 100% |
| 86.23 | Dental practice activities | 100% |
| 86.9 | Other human health activities | 100% |

## Life Sciences

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 21 | Manufacture of basic pharmaceutical products and pharmaceutical preparations | 100% |
| 26.6 | Manufacture of irradiation, electromedical and electrotherapeutic | 100% |
| 32.5 | equipment | 100% |
| 72.11 | Manufacture of medical and dental instruments and supplies | 100% |
| 72.19 | Research and experimental development on biotechnology | 100% |
| | Other research and experimental development on natural sciences and engineering | 100% |

## Chemical Sciences

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 20.11 | Manufacture of industrial gases | 100% |
| 20.12 | Manufacture of dyes and pigments | 100% |
| 20.13 | Manufacture of other inorganic basic chemicals | 100% |
| 20.14 | Manufacture of other organic basic chemicals | 100% |
| 20.15 | Manufacture of fertilisers and nitrogen compounds | 100% |
| 20.16 | Manufacture of plastics in primary forms | 100% |
| 20.17 | Manufacture of synthetic rubber in primary forms | 100% |
| 20.20 | Manufacture of pesticides and other agrochemical products | 100% |
| 20.30/1 | Manufacture of paints, varnishes and similar coatings, mastics and | 100% |
| 20.30/2 | sealants | 100% |
| 20.41/1 | Manufacture of printing ink | 100% |
| 20.41/2 | Manufacture of soap and detergents | 100% |
| 20.51 | Manufacture of cleaning and polishing preparations | 100% |
| 20.52 | Manufacture of explosives | 100% |
| 20.53 | Manufacture of glues | 100% |
| 20.59 | Manufacture of essential oils | 100% |
| 20.60 | Manufacture of other chemical products n.e.c. | 100% |
| 21.1 | Manufacture of man-made fibres | 100% |
| 21.2 | Manufacture of basic pharmaceutical products | 100% |
| | Manufacture of pharmaceutical preparations | |

## Social Care

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 87.1 | Residential nursing care activities | 100% |
| 87.2 | Residential care activities for learning disabilities, mental health and substance abuse | 100% |
| 87.3 | Residential care activities for the elderly and disabled | 100% |
| 87.9 | Other residential care activities | 100% |
| 88.1 | Social work activities without accommodation for the elderly and disabled | 100% |
| 88.91 | Child day-care activities | 100% |
| 88.99 | Other social work activities without accommodation n.e.c. | 100% |

## Tourism

| SIC Code | Description | Attributable Activity |
|---|---|---|
| 55.1 | Hotels and similar accommodation | 100% |
| 55.2 | Holiday and other short-stay accommodation | 100% |
| 55.3 | Camping grounds, recreational vehicle parks and trailer parks | 100% |
| 56.1 | Restaurants and mobile food service activities | 100% |
| 56.3 | Beverage serving activities | 100% |
| 79.12 | Tour operator activities | 100% |
| 79.9 | Other reservation service and related activities | 100% |
| 91.02 | Museum activities | 100% |
| 91.03 | Operation of historical sites and buildings and similar visitor attractions | 100% |
| 91.04 | Botanical and zoological gardens and nature reserve activities | 100% |
| 93.11 | Operation of sports facilities | 100% |
| 93.19/9 | Other sports activities (not including activities of racehorse owners) n.e.c. | 100% |
| 93.21 | Activities of amusement parks and theme parks | 100% |
| 93.29 | Other amusement and recreation activities | 100% |

# Appendix C: SOC Definitions for ‘higher-level’, ‘mid-level’ and ‘lower-level’ occupations

In the RSAs, we have referred to ‘higher-level’, ‘mid-level’ and ‘lower-level’ occupations. Please see below which occupations, defined by the Standard Occupation Code (SOC) 2020, are included in each level.

| Occupations | SOC 2020 |
|---|---|
| ‘Higher-level’ | 1: Managers, Directors and Senior Officials |
| | 2: Professional Occupations |
| | 3: Associate Professionals and Technical Occupations |
| ‘Mid-level’ | 4: Administrative and Secretarial Occupations |
| | 5: Skilled Trades Occupations |
| | 6: Caring, Leisure and Other Service Occupations |
| ‘Lower-level’ | 7: Sales and Customer Service Occupations |
| | 8: Process, Plant and Machine Operatives |
| | 9: Elementary Occupations |