

# Economy, People and Skills

March 2026



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# Economy, People and Skills

This **Economy, People and Skills** report provides evidence on the economy and labour market.

This report is part of a wider suite of labour market information products published by Skills Development Scotland, including **Regional** and **Sectoral** Skills Assessments.

Skills Development Scotland also produces the **Data Matrix**, an interactive tool offering more detailed data from a variety of sources in a visually engaging format.

**Find out more at the links above.**

**The UK labour market remains broadly unchanged, with small employment gains offset by a marginal rise in unemployment and a continued easing in vacancies. Scotland's labour market is also showing little change, with slight shifts in unemployment and employment, whilst PAYE levels remain largely unchanged. Forecasts point to subdued UK growth and a softening labour market through 2026 and inflation, which was previously expected to ease, is at risk of rising due to energy price pressures from the Middle East conflict.**

## **UK and Scottish labour markets remain broadly unchanged, but weaker relative to last year**

The UK labour market remained largely unchanged from last month and continues to be in a weaker position compared to the previous year. Employment in the UK increased slightly in the three months to January 2026 compared with the previous quarter (+0.2 pp). Unemployment rose marginally to 5.2% (+0.1 pp), while economic inactivity fell to 20.7% (-0.3 pp). PAYE employment was broadly stable in February (+0.1% increase) but remains 0.2% lower than in February 2025. Job vacancies decreased slightly between December 2025 and February 2026 (-0.8%) relative to September to November 2025.

Scotland's labour market also remained broadly flat this month. In the three months to January 2026, employment decreased to 74.8% (-0.1 pp), while economic inactivity remained stable at 22.1% (less than 0.1 pp increase); over the same period, unemployment rose slightly to 3.9% (+0.1 pp). PAYE employment remained broadly unchanged relative to the previous month (-0.1% decrease) and remains lower than in February 2025 (-0.2%). Provisional data on job postings in Scotland shows a decrease in February 2026 compared with the previous month (-4,700, -8.8%), though levels remain higher than a year earlier (+7,300, 17.6%).

## **Inflation holds steady alongside sluggish growth**

Wage and price pressures across the UK have continued to ease, with annual regular pay growth falling to 3.8% in the three months to January 2026 (-0.8 pp compared to the previous quarter). Inflation remained unchanged at 3% in February 2026 (in line with analysts' expectations) as falls in petrol prices counterbalanced increases in clothing prices. The UK economy continued the trend of slow growth in Q4 2025, with GDP growth of 0.1%, lower than the GDP growth analysts expected (0.2%). Across the whole of 2025, the UK economy grew by 1.3%, slightly lower than the Bank of England's forecast (1.4%) but higher than the year before (1.1%). Scotland's GDP increased by 0.1% in Q4 2025, down from a 0.3% growth in Q3 2025. The first estimate of annual growth shows Scotland's GDP grew by 1.4% in 2025, stronger than in 2023 (0.7%) and 2024 (1.1%).

## **Future outlook**

The Bank of England held interest rates at 3.75%, reflecting a cautious stance amid heightened geopolitical uncertainty. Inflation had been expected to ease towards target, falling from 3.4% in 2025 to 2.3% in 2026, as weaker demand and lower food and energy prices reduced price pressures. However, the OBR has cautioned that these forecasts were finalised before the recent Middle East conflict, which has increased inflationary risks through higher oil and gas prices. As an energy-importing economy, the UK is exposed to these shocks, with higher wholesale energy costs feeding into household bills and business expenses, potentially slowing the recent pace of disinflation and weighing on confidence, investment and trade. Reflecting these pressures, the British Chambers of Commerce (BCC) forecasts continued weak UK growth, with GDP at 1% in 2026, alongside higher inflation of 2.7% by end-2026 before easing back towards target. Labour market conditions are also expected to soften, while the IMF has highlighted that the economic impact of the conflict remains highly uncertain and will depend on its scale and duration.

## UK and Scotland Economy - Gross Domestic Product (GDP)

### UK GDP

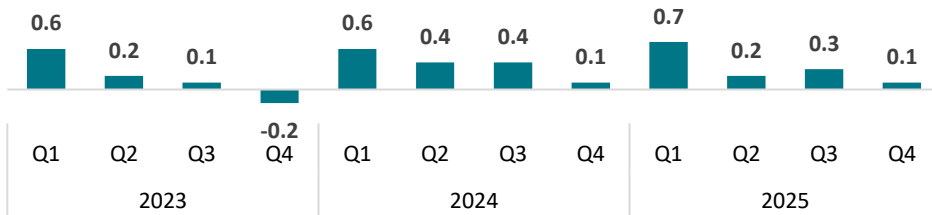
The UK economy grew by 0.1% in Q4 2025,<sup>1</sup> below the 0.2% expected by analysts surveyed by Reuters<sup>2</sup>. This follows a 0.1% growth in Q3 and 0.2% in Q2. In the three months to January 2026, GDP grew by 0.2%, following a growth of 0.1% in the three months to December 2025 and no growth in the three months to November (revised up from a decline of 0.1%). Monthly GDP in January recorded zero growth, after rising by 0.1% in December and 0.2% in November 2025.<sup>3</sup> Annual UK GDP growth reached 1.3% in 2025, falling just short of the Bank of England (BoE) estimate of 1.4% but exceeding the growth of 1.1% recorded in 2024.<sup>1</sup>

### Scotland GDP

Scotland's GDP increased by 0.1% in Q4 2025, following a 0.3% growth in Q3.<sup>4</sup> The Business Services and Finance sector made the largest positive contribution to total GDP. Monthly figures show that

in the three months to January 2026, Scotland's GDP showed no growth<sup>5</sup>, this follows an unrevised growth of 0.1% in the three months to December 2025. Monthly GDP is estimated to have grown by 0.5% in January 2026. The first estimate for annual growth suggests that in 2025 Scotland's GDP grew 1.4%, up from a revised growth of 1.1% in 2024 and 0.7% in 2023.

Quarter on Quarter GDP Change (%) (Scotland)



## Economic Outlook

**UK growth prospects have weakened amid rising geopolitical risks. Economic forecasts now point to subdued growth and a softening labour market, with inflation previously expected to ease but now facing renewed upside risks from the conflict in the Middle East. Recent assessments suggest that higher energy costs and prolonged uncertainty could delay disinflation and weigh further on economic momentum through weaker confidence, investment and trade.**

Weaker-than-expected growth in the second half of 2025 has led the Office for Budget Responsibility (OBR) to downgrade its UK GDP growth to 1.1% in 2026 (from 1.4%), with growth broadly in line with the November forecast thereafter.<sup>6</sup> The OBR expects the labour market to weaken further, with unemployment now projected to peak at 5.3% in 2026, up from around 5% previously. Inflation is forecast to fall from 3.4% in 2025 to 2.3% in 2026 and to 2.0% from 2027 onwards, reflecting weaker activity and lower food and energy

prices; however, these forecasts pre-date the latest Middle East conflict, which could significantly alter the outlook.<sup>7</sup>

Recent commentary suggests the war in the Middle East could push UK inflation higher through energy costs, with prolonged uncertainty risks slowing economic growth.<sup>8</sup> The latest economic forecasts by the British Chamber of Commerce (BCC) factor in the potential effects of the Middle East crisis.<sup>9</sup> The BCC expects UK GDP growth to remain weak at 1% in 2026 (revised down from 1.2%), before picking up to 1.3% in 2027 and easing to 1.1% in 2028. Inflation is expected to rise to 2.7% by the end of 2026 (up from 2.1%), driven by higher energy prices linked to the conflict, before easing back towards the Bank of England's target to 1.9% by Q4 2027. The unemployment rate is projected to increase to 5.5% in 2026 (up from 5.1%), remain at 5.5% in 2027, and then ease slightly to 5.3% in 2028, reflecting softer labour market conditions.<sup>7</sup>

<sup>1</sup> ONS. [GDP first quarterly estimate, UK: October to December 2025](#) (February 2026).

<sup>2</sup> FT. [UK economy grows just 0.1% in final quarter of 2025](#) (February 2026).

<sup>3</sup> ONS. [GDP monthly estimate, UK: January 2026](#) (March 2026).

<sup>4</sup> Scottish Government [GDP First Quarterly Estimate 2025 Q4 \(October to December\)](#) (Feb 2026).

<sup>5</sup> Scottish Government. [GDP Monthly Estimate: January 2026](#) (March 2026)

<sup>6</sup> OBR [Economic and Fiscal Outlook](#) (March 2026)

<sup>7</sup> BBC [Reeves says her plan is working as growth forecast cut for this year](#) (March 2026).

<sup>8</sup> The Straits Times [IMF says Mid-East war to test world economy, expecting new shocks](#) (March 2026)

<sup>9</sup> BBC [Economic Forecast: Global Turmoil to Hit Growth and Push Up Inflation](#) (March 2026)

## Inflation and the Cost of Living



### Price pressures build amid cautious optimism

#### The Business Insights and Conditions Survey shows rising price pressures in Scotland <sup>1</sup>,

with the share of firms reporting higher input prices increasing from 18.9% in December 2025 to 24.4% in January 2026 (the highest since June 2025), and higher selling prices from 8.5% to 11.3% (highest since July 2025). Labour costs continue to be the most prevalent source of cost pressures (36.5%)

The S&P Global UK Business Outlook shows that **cost pressures remained elevated**, with net balances of +70% for staff costs and +52% for non-staff costs, alongside continued cost-cutting. <sup>2</sup>



### Consumer confidence remains in negative territory

#### In January, the Scottish Consumer Sentiment Indicator improved by 3.7 points to -5.9, remaining in negative territory. <sup>3</sup> The overall improvement was mainly driven by improvements in the expectations of the Scottish economy (5.8) and household finances (6.6).

**At the UK level, more recent data suggest a worsening of the sentiment. <sup>4</sup> GfK's Consumer Confidence Index fell by 3 points to -19 in February.** The decline reflects more negative perceptions of personal finances, both compared with a year ago and looking ahead, alongside weaker intentions to save, with the major purchases indicator down 4 points.

**Core inflation increased to 3.2%,** from 3.1% in January. Conversely, **services inflation decreased to 4.3%,** from 4.4% in January. These are key measures for the Bank of England (BoE).



### Inflation remained unchanged at 3% in February, in line with expectations

#### Inflation in the UK held steady at 3% in February 2026 <sup>5</sup> This was in line with analysts' expectations. <sup>6</sup>

February's data predates the recent Middle East conflict. Clothing prices were the main upward driver of the monthly change in inflation, while motor fuels exerted the largest downward offset.

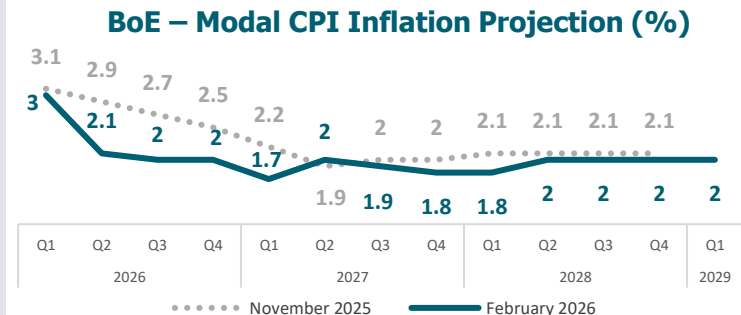
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### Inflation forecast

The latest inflation projections from the BoE were published in February 2026. <sup>7</sup> The short-term projection for CPI inflation has been revised down from the November Report, reflecting lower energy prices, partly driven by measures in the 2025 UK Budget. The BoE now expects inflation to reach 3% in Q1 2026 before falling sharply to 2.1% in Q2. It is then projected to settle around the target of 2%, dipping slightly below it in 2027 before returning to target in 2028.

The lower short-term inflation forecast is driven by reduced energy prices following the UK Budget's energy bills package and lower wholesale gas costs. Pressures from administered prices and past National Insurance Contributions related cost increases are also expected to ease by Q2 2026. Across the forecast horizon, the strict monetary policy both currently and over recent years, is projected to continue limiting further increases in prices and wages, allowing these pressures to gradually fade and disappear by late 2027.



<sup>1</sup> Business Insights and Conditions in Scotland (wave 150) (February 2026)

<sup>2</sup> S&P [Global UK Business Outlook](#) (March 2026)

<sup>3</sup> Scottish Government [Scottish Consumer Sentiment Indicator: January 2026](#) (February 2026)

<sup>4</sup> GfK [Consumer confidence down three points in February](#) (February 2026)

<sup>5</sup> ONS. [CPI, UK: February 2026](#) (March 2026).

<sup>6</sup> FT. [UK inflation held steady at 3% in February before energy shock](#) (March 2026)

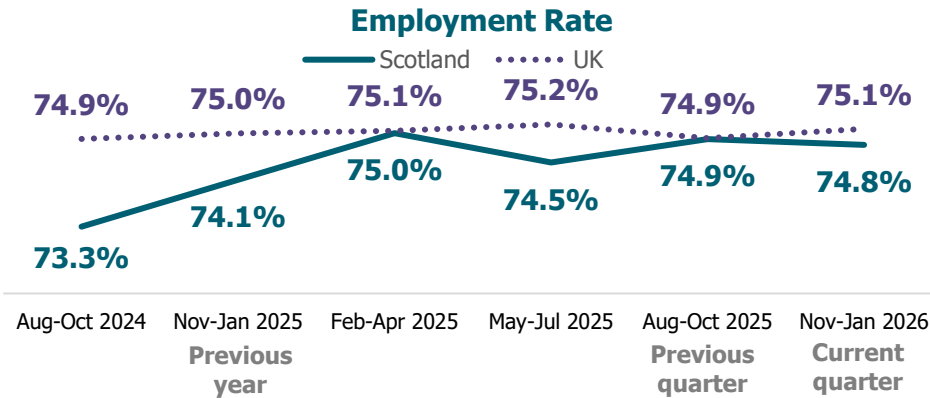
<sup>7</sup> BoE. [Monetary Policy Report](#) (February 2026).

The ONS published revised LFS estimates from 2011 for the UK (except for youth unemployment, which is from 2019) and from 2019 for Scotland in December 2024. The revised data incorporates new population estimates, including the Scottish 2022 Census, helping to make LFS estimates more representative. Scotland shows the biggest revisions due to population changes, but rates remain similar. The revisions cause a step change discontinuity between revised and un-revised data, and therefore the longer-term trend graph indicates where data is revised with a [r] in the data label.

## Employment Rate (16-64)<sup>1</sup>

➤ **Scotland's employment rate was estimated to be 74.8%**

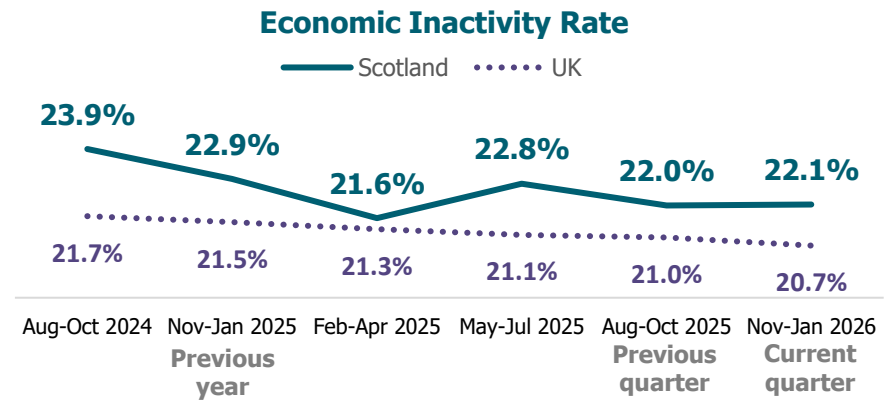
- The latest data suggests Scotland's employment rate was **74.8%** in the period covering November to January 2026. The rate decreased compared with the previous quarter (0.1 pp decrease).\*



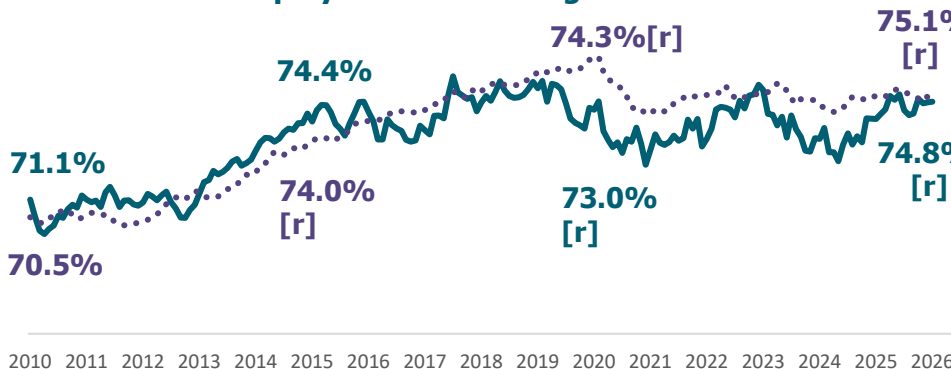
## Economic Inactivity (16-64)<sup>1</sup>

➤ **The 16-64 Scottish economic inactivity rate was estimated to be 22.1%**

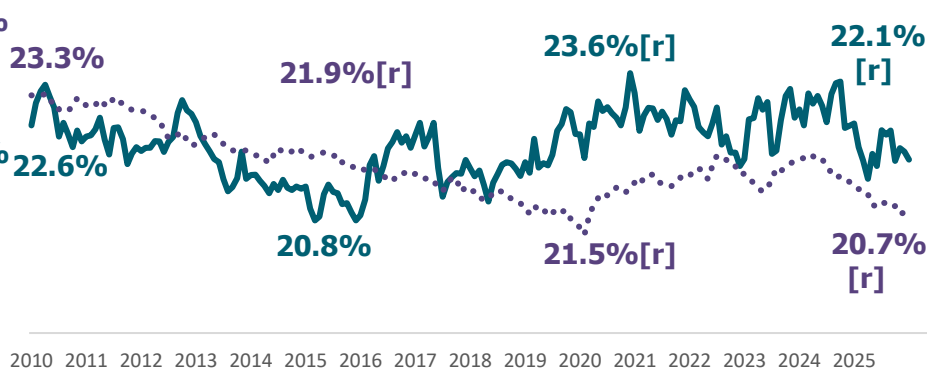
- The latest data suggests that Scotland's economic inactivity rate was **22.1%** in November to January 2026. The economic inactivity rate was broadly similar last quarter.\*



### Employment Rate: Longer-term trend



### Economic Inactivity Rate: Longer-term trend



<sup>1</sup> ONS, Labour Force Survey (19<sup>th</sup> March 2026).

\*Figures may not sum due to rounding.

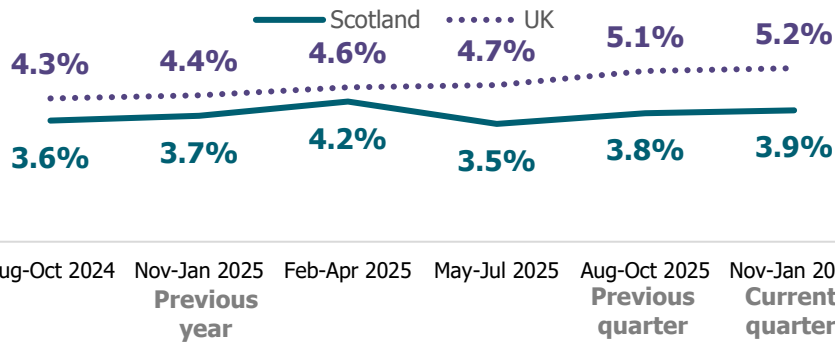
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## Unemployment (16+)<sup>1</sup>

➤ **Unemployment in Scotland was estimated to be 3.9%**

- The latest data suggests Scotland's unemployment rate was **3.9%** in the period covering November to January 2026. This is an increase of 0.1 pp compared with the last quarter.\*

### Unemployment Rate

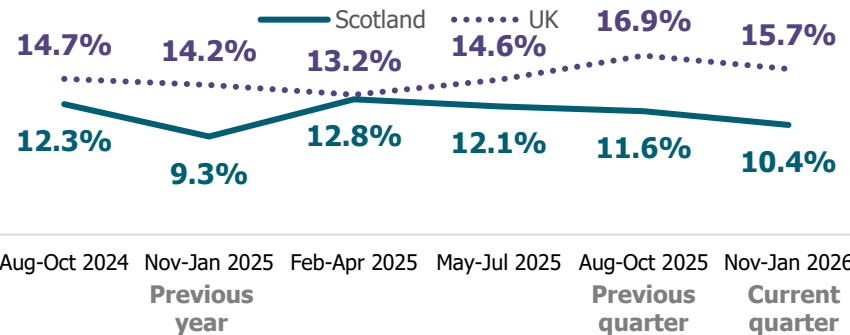


## Youth Unemployment (16-24)<sup>1,2</sup>

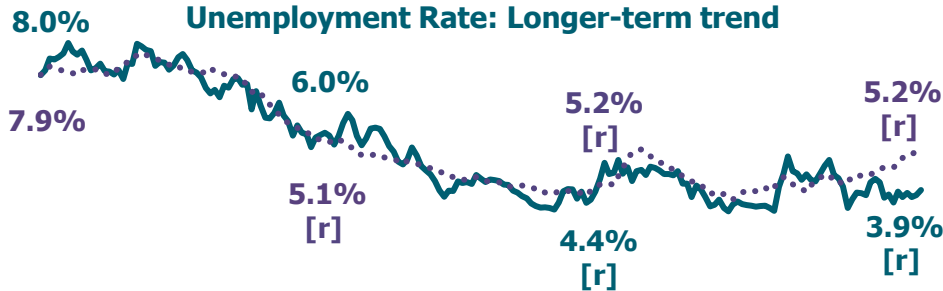
➤ **16-24 youth unemployment in Scotland was estimated to be 10.4%**

- The latest data estimates that Scotland's youth unemployment rate was **10.4%** in the period covering November to January 2026.\*\* This is higher than the same period of the previous year (1.1 pp increase), but it is important to note the declassification of LFS data and the small sample sizes that youth unemployment is based on.\*\*

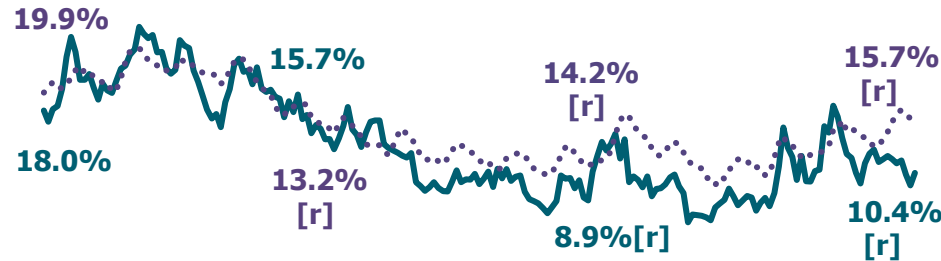
### Youth Unemployment Rate



### Unemployment Rate: Longer-term trend



### Youth Unemployment Rate: Longer-term trend



<sup>1</sup> ONS. Labour Force Survey (19<sup>th</sup> March 2026). <sup>2</sup> Please note: Youth Unemployment should only be compared to the previous year.

\*Figures may not sum due to rounding. \*\*Figures marked with \*\* have been flagged by the ONS as based on small sample sizes. More generally, age breakdowns of regions will be subject to smaller sample sizes, creating greater volatility and less precision. As a result, the Annual Population Survey (APS), which has a larger timeframe and the English, Welsh and Scottish LFS boosts, is the preferred source for labour market indicators by region and age (although it too has been impacted by smaller sample sizes and has been declassified from official statistics. The Scottish Government has also recently noted "limited confidence" in APS unemployment in youth unemployment estimates for Scotland). Please find analysis of the Scottish youth labour market using APS data [here](#).

## Universal Credit<sup>1</sup> and Claimant Count Rate<sup>2</sup>

700,100

people claiming Universal Credit in Scotland in February 2026

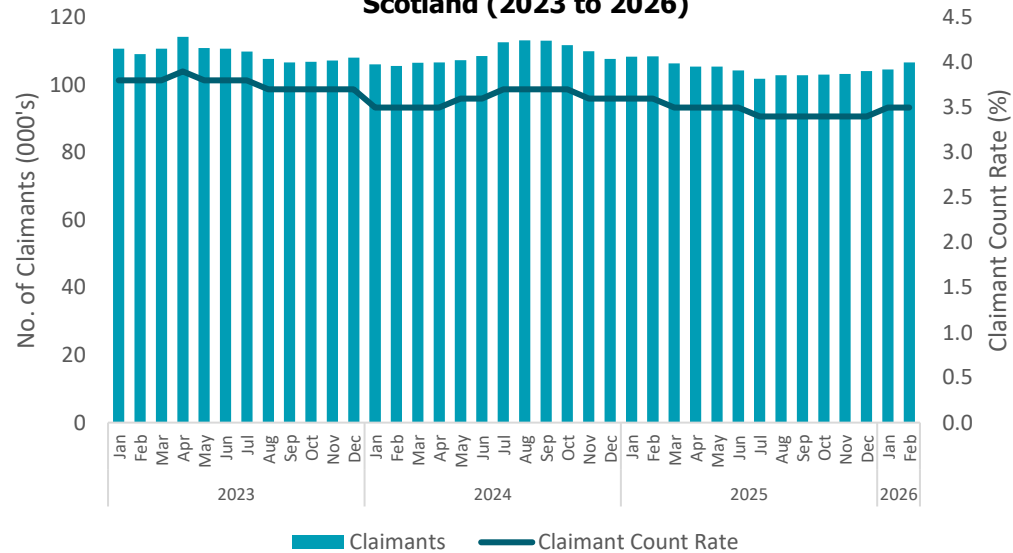
Between January and February 2026, 7,300 additional people in Scotland claimed Universal Credit, an increase of 1.1%. This continues a trend of increase from June 2022. The overall rise has been driven by an increase in claimants not in work.<sup>1</sup> Since January 2023, the proportion of claimants in work has ranged from 28% to 38%. As noted in the [September 2024](#) spotlight, migration from legacy benefits is likely to be a factor contributing to the increase in people claiming Universal Credit.

3.5%

Claimant Count rate in Scotland in February 2026 (106,700 claimants)

Between January and February 2026, the Claimant Count increased. The number of claimants increased by 2,100, whilst the Claimant Count rate remained broadly similar, at 3.5%. The Claimant Count rate has fallen from 4.7% in January 2022, but there has been some recent fluctuation in trends.

Claimant Count: No. of Claimants (thousands) and Rate (%), Scotland (2023 to 2026)



## Redundancies<sup>3</sup> and Company Insolvencies<sup>4</sup>

9,000\*

Redundancies in the three months to January 2026 in Scotland

3.7\*

Redundancies per 1,000 people (4.5 in the UK)

The number of people who were made redundant in Scotland increased by 4,400 in the three months to January 2026 compared with the three months to January 2025.

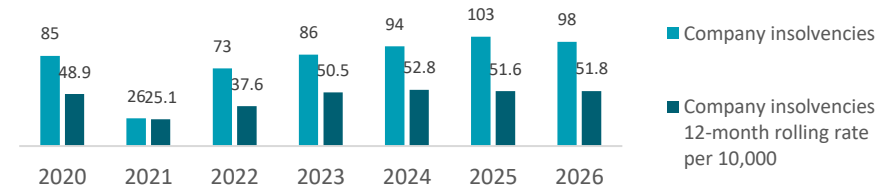
\*Please note estimates are based on a small sample and should be used with caution.

98

Company insolvencies in Scotland, February 2026

Following a reduction during the pandemic, company insolvencies have since increased. In general, the trend has shown that recent company insolvency levels are above those seen pre-pandemic, and for February 2026 the number of insolvencies and 12-month rolling rate of insolvencies was higher than in February 2020.

Company Insolvencies (Scotland), February



<sup>1</sup> Department for Work and Pensions (March 2026). The breakdown of Universal Credit claimants by employment status is not available for February. February data is provisional. Figures for 'not in work' could include both those unemployed or economically inactive.

<sup>2</sup> ONS. Claimant Count (March 2026). Experimental statistics. February data is provisional.

<sup>3</sup> ONS. Labour Force Survey (19<sup>th</sup> March 2026).

<sup>4</sup> The Insolvency Service. [Monthly Insolvency Statistics, February 2026](#) (March 2026).

## Job Postings in Scotland<sup>1,2</sup>

**Provisional data for February suggests that online job postings in Scotland decreased compared with January, falling to 48,700.**

Postings decreased by 8.8% or 4,700 postings compared with January 2026 and increased by 17.6% or 7,300 postings compared with February 2026. The three-month-rolling average increased by 8.9% for December to February compared with November to January.

**The highest demand in February was for occupations such as:**

- Cleaners and Domestic;
- Care Workers and Home Carers;
- Sales Related Occupations n.e.c.;
- Kitchen and Catering Assistants; and
- Sales and Retail Assistants.

The occupations in highest demand remain broadly similar to last month.

**The following occupations had the largest change in job postings in February compared with January:**

**Increase:**

- Teaching Professionals n.e.c. (+100);
- Other Administrative Occupations n.e.c. (+100);
- Production and Process Engineers (+100); and
- Waiters and Waitresses. (+100)

**Decrease:**

- Cleaners and Domestics (-300);
- Sales Related Occupations n.e.c. (-300); and
- Social Workers (-200).

**The skills in highest demand in February were:**

**Common skills**

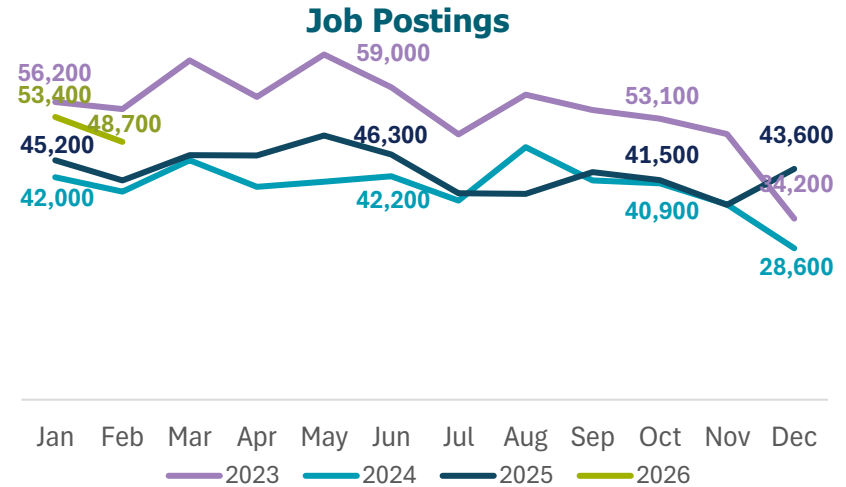
- Communication;
- Customer Service; and
- Management.

**Specialised skills**

- Continuous Improvement Process;
- Project Management; and
- Auditing.

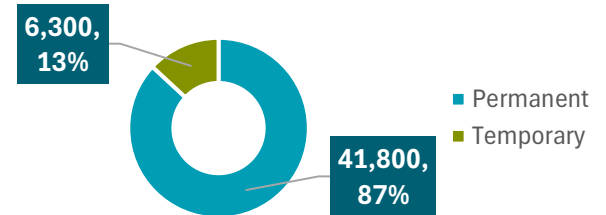
**Public and private sector postings in February:**

- In February, the top 10 organisations with the most job postings included a broadly even split between public and private sectors.

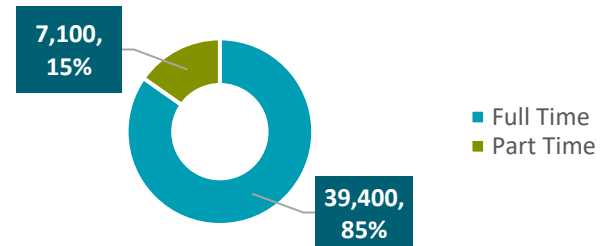


### Job Postings in Scotland, February 2026

**Permanent and Temporary\***



**Full Time and Part Time\***



\*Please note, the total number of temporary and permanent job postings and full time and part time may not sum to Scotland's total as some postings do not specify this information.

<sup>1</sup> Lightcast (March 2026). Lightcast gathers insights from online job postings

<sup>2</sup> Numbers rounded to the nearest 100.

## Spotlight: Employment Participation Among Full-Time Tertiary Students in Scotland

In recent years, paid employment alongside study has become an increasingly common feature of the full-time student experience in the UK. <sup>1</sup> Once viewed primarily as a discretionary activity to supplement income or build work experience, term-time employment is now, for many students, a financial necessity. This spotlight analyses data on employment of full-time tertiary students <sup>2</sup> to identify recent trends in Scotland and explore potential impacts.

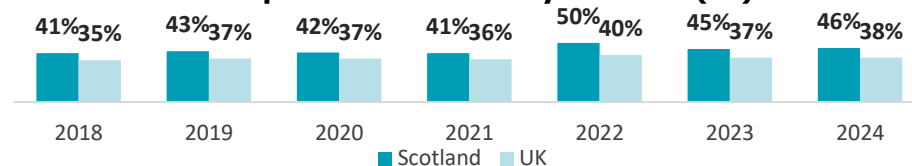
### Financial pressures are pushing more full-time students into paid work.

The cost-of-living crisis has become increasingly generalised, translating into significantly higher living costs for students. A minimum socially acceptable standard of living in the UK is now estimated to require £61,000 over the course of a three-year degree, rising to £77,000 for students studying in London, excluding tuition fees. In Scotland, annual living costs for first-year students are estimated at £19,836, yet the maximum level of maintenance support covers less than 60% of this.<sup>3</sup> Faced with these substantial costs, many students have turned to paid work. Data from the Student Academic Experience Survey 2025, published by AdvanceHE and the Higher Education Policy Institute (HEPI) shows that 68% of full-time undergraduates in the UK now work during term time, up from 56% in 2024 and 42% in 2020.<sup>4</sup> More importantly, evidence suggests that this rise is driven to a greater extent by financial necessity rather than by a change in preferences, with the HEPI's Student Working Lives report (2025) showing that 66% of surveyed students work to cover basic living costs and 26% do so to support their families.<sup>5</sup>

Data from the Annual Population Survey (APS) provide evidence on the employment of tertiary students in Scotland and the UK, covering a wide range of post-school qualifications.<sup>2,6</sup> As shown in Figure 1, the proportion of tertiary students in paid employment in the UK in the past few years has fluctuated between 35% in 2018 and a peak of

40% in 2022, sitting at 38% in 2024. In Scotland, data from 2024 show that 46% of full-time tertiary students were in paid employment, representing an increase with respect to the previous year (45%) and pre-pandemic levels (41% in 2018 and 43% in 2019). Notably, the proportion of employed students seems to be highly influenced by external economic conditions. For instance, in 2022, the share of full-time students in employment peaked at 50% in Scotland and 40% in the UK, coinciding with a period of strong labour market demand <sup>7</sup> and the onset of the cost-of-living crisis.<sup>8</sup> In fact, evidence suggests labour market participation among full-time students might be more reactive to economic and labour market conditions than the overall employment measure. During the labour market peak of 2022, overall employment (among individuals aged 16 to 64) increased 2% with respect to 2021, however student employment increased 25%.

**Figure 1: Full-time Tertiary Students in Employment**  
Proportion of all tertiary students (%)



### Most students in employment are undertaking higher education-level study, however this trend is changing

Evidence suggests that the peak in student employment observed in 2022 was driven primarily by higher education students <sup>9</sup>, with the number of employed higher education students increasing by 27% compared with the previous year, substantially higher than the employment increase among other tertiary students (11%). According to APS data for 2024, the majority of employed full-time students in Scotland were studying at higher education level (76%), a proportion broadly in line with the UK average (77%). However, this share has gradually declined in the past few years (see Figure 2), reflecting a growing proportion of employed full-time tertiary students from other levels.

<sup>6</sup> ONS Local [Full-time students in tertiary education by employment status](#) (February 2026)

<sup>7</sup> FE News [ONS Labour Market figures for May 2022 show more job vacancies than unemployed people in the UK: Sector Reaction](#) (May 2022)

<sup>8</sup> Institute for Government [Cost of living crisis](#) (February 2022)

<sup>1</sup> Independent [More than two in three university students in paid jobs while studying](#) (June 2025)

<sup>2</sup> Tertiary education in this analysis refers to self-reported qualifications above A-Level/Advanced Higher. No tertiary students were aged below 16.

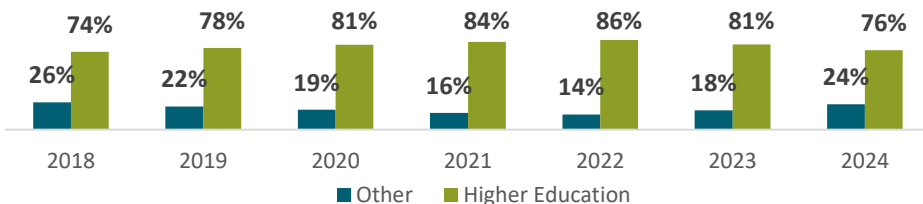
<sup>3</sup> HEPI [A Minimum Income Standard for Students](#) (August 2025)

<sup>4</sup> HEPI [Student Academic Experience Survey 2025](#) (June 2025)

<sup>5</sup> HEPI [Student Working Lives](#) (November 2025)

## Spotlight: Employment Participation Among Full-Time Tertiary Students in Scotland

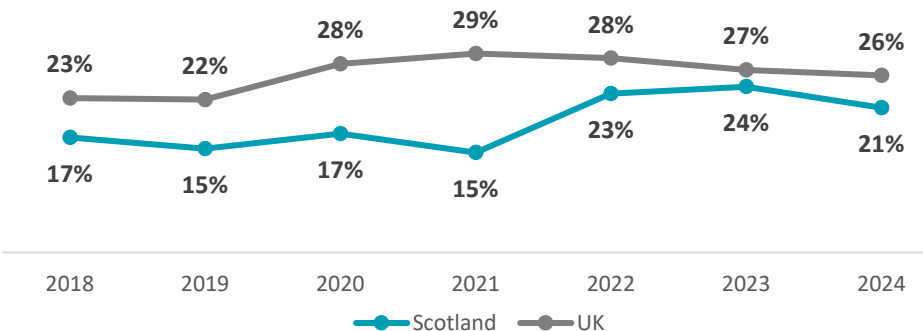
**Figure 2: Full-time Tertiary Students by Level of Study (Scotland), Proportion (%)**



### Most employed students are in part-time work, though many hold full-time jobs

In 2024, the majority of employed full-time students in Scotland worked part-time (79%), a slightly higher share than across the UK as a whole (74%). Nevertheless, as shown in Figure 3, a notable proportion of full-time students (21%) also report being in full-time jobs.. In this context full-time work is working 16 hours or more per week, while full-time study at undergraduate level typically involves a substantial time commitment, averaging at least 21 hours per week. It should be noted that the data used for this analysis has been self-reported by survey respondents, and it may capture some tertiary-level learners who are in employment as a required part of their qualification, rather than an activity undertaken in addition to study.

**Figure 3: Full-time students working full-time jobs (Proportion, %)**



### Student employment brings benefits but poses academic and wellbeing challenges.

Balancing paid work and full-time study presents complex trade-offs between financial security, academic outcomes and wellbeing. Research from the University of Edinburgh (UoE)'s Careers Service explored motivations, benefits, and drawbacks of part-time work among undergraduate students at the UoE.<sup>10</sup> Its findings suggest that student employment is widely viewed as beneficial, with 59% of survey respondents reporting positive impacts on their personal and professional development. Students and staff highlighted improvements in skills such as time management, better work-life balance, and social benefits, including greater confidence and stronger connections to the local community.

However, student employment is also associated with notable academic and wellbeing challenges. Many working students report reduced study time, missed classes, and perceived negative impacts on academic performance, particularly among those working longer hours. Employment also limits participation in extracurricular activities and weakens students' sense of belonging, with effects most pronounced among commuter students and those working more than 25 hours per week.<sup>10</sup> Additionally, evidence points to a heavy reliance on casual, low-paid work, with 38% of students on zero-hours or casual contracts and 43% reporting stress, anxiety or

We would like to thank ONS Local for providing access to these data. Established in 2023, ONS Local is an analytical advisory service helping to improve access to subnational data, statistics, and analysis across the UK and in the devolved administrations to inform evidence-based decisions locally. The use of ONS statistical data in this report does not imply endorsement by the ONS of the interpretation or analysis of the statistical data. The data used in this request is available to all, and can be accessed here: [ONS Local: Full time students in tertiary education by employment status, for Scotland and UK geographies, 2018-2024](#)

<sup>10</sup> UoE Careers Service [Briefing Balancing student employment and university life](#) (2023)

<sup>11</sup> HEPI [Student Working Lives](#) (November 2025)

<sup>9</sup> 'Higher education' qualifications in this analysis include degree level study such as foundation degrees, graduate professional memberships, PGCEs, or higher, as well as Diploma in Higher Education. Non higher education qualifications include all other types of qualification that meet the criteria for tertiary education (as described previously).

Contact us:

[rsa@sds.co.uk](mailto:rsa@sds.co.uk)