

# Scotland's Labour Market Trends

## September 2024

This publication contains:

- experimental monthly estimates of the number of payrolled employees and their median earnings and cover the period August 2024. Data are sourced from the HMRC's Pay As You Earn (PAYE) system where people are recorded through the Real Time Information (RTI) system
- experimental Claimant Count estimates which cover the period August 2024
- the ONS Labour Force Survey (LFS) estimates of employment, unemployment and economic inactivity. Estimates cover the period to May to July 2024

The statistics included in this release are official statistics in development. Official statistics in development may be new or existing statistics, and will be tested with users, in line with the standards of trustworthiness, quality, and value in the [Code of Practice for Statistics](#).

## Key Points

- early seasonally adjusted estimates for August 2024 from HMRC Pay As You Earn Real Time Information indicate that there were 2.46 million payrolled employees in Scotland, an increase of 0.1 per cent (2,000) compared with August 2023. This compares with the UK where the number of payrolled employees had risen by 0.4 per cent over the same period.
- early seasonally adjusted estimates for August 2024 from HMRC Pay As You Earn Real Time Information indicate that median monthly pay for payrolled employees in Scotland was £2,443, an increase of 6.0 per cent compared with August 2023. This is lower than the growth in median monthly pay for the UK over the same period (6.2 per cent). Changes over time are based on median monthly pay estimates rounded to the nearest pound.
- In August 2024, the claimant count in Scotland was 115,400, an increase of 2,100 (1.9 per cent) over the month and an increase of 7,000 (6.5 per cent) over the year. The claimant count unemployment rate in August 2024 was 4.0 per cent, compared with 4.7 per cent for the UK as a whole.

Due to increased volatility of the ONS Labour Force Survey estimates resulting from smaller achieved sample sizes, estimates of quarterly change should be treated with additional caution and ONS recommend using them as part of our suite of labour market indicators alongside Pay As You Earn Real Time Information estimates and claimant count data.

Estimates sourced from the ONS Labour Force Survey are presented for May to July 2024, compared with the quarter before (February to April 2024). Please note percentage point changes are based on unrounded data.

- the estimates for May to July 2024 indicate that over the quarter the unemployment rate decreased, while the employment rate increased and the inactivity rate decreased
- the unemployment rate (16 and over) in Scotland was 4.2 per cent, down 0.5 percentage points over the quarter. Scotland's unemployment rate was slightly above the UK rate of 4.1 per cent.
- the employment rate (the proportion of people aged 16 to 64 in work) in Scotland was 74.2 per cent, up 1.2 percentage points over the quarter. Scotland's employment rate was below the UK rate of 74.8 per cent.
- the economic inactivity rate (the proportion of people aged 16 to 64 years who were not working and not seeking or available to work) in Scotland was 22.3 per cent, down 0.8 percentage points over the quarter. Scotland's economic inactivity rate was above the UK rate of 21.9 per cent.

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# About this publication

This publication contains the Labour Force Survey (LFS) estimates of employment, unemployment and economic inactivity for Scotland and the UK by the Office for National Statistics (ONS). The publication also includes the experimental HMRC Pay As You Earn (PAYE) Real-Time Information (RTI) and ONS Claimant Count statistics.

## An Official Statistics in Development Publication for Scotland

These statistics are official statistics in development. Official statistics in development may be new or existing statistics, and will be tested with users, in line with the standards of trustworthiness, quality, and value in the [Code of Practice for Statistics](#).

ONS have published an [article](#) which mentions the reintroduction of the Labour Force Survey estimates and the impact of the reweighting on the key indicators for the UK.

HMRC and ONS have also published a [response to the OSR RTI review](#).

Scottish Government statistics are regulated by the Office for Statistics Regulation (OSR). OSR sets the standards of trustworthiness, quality and value in the [Code of Practice for Statistics](#) that all producers of official statistics should adhere to.

## Source of data

The information included in this publication are from three separate sources covering the time periods shown in Figure 1.

Figure 1: Labour market data source reference periods

Labour Force Survey Estimates (ONS)	May to July 2024			
PAYE RTI (HMRC) - employee counts - median monthly pay			1 to 31 July	
Early PAYE RTI (HMRC) - employee counts - median monthly pay				1 to 31 August
Claimant Count (ONS)				8 August
	May	Jun	Jul	Aug

## Comparison over time

Comparisons with the latest data over the year have been included within the commentary of this publication. Estimates for employment, unemployment and inactivity rates are compared over the quarter and over the year.

# ONS Labour Force Survey

## Previous revisions

An issue was detected in the weighting of the ONS Labour Force Survey for Northern Ireland for the November 2023 to January 2024 quarter only which affected the March 2024 release of the LFS estimates. This issue was resolved in the April 2024 release when the November 2023 to January 2024 figures were revised accordingly.

On 5 February 2024, ONS published a [blog](#) announcing the reintroduction of the Labour Force Survey (LFS) estimates and an [article](#) outlining how they have been affected by reweighting. These estimates were included in the main ONS release on 13 February 2024.

The reweighted LFS estimates incorporate the latest estimates of the size and composition of the total UK population, improving the representativeness of the LFS estimates.

ONS have used the 2022 mid-year population estimates for England, Wales and Northern Ireland which incorporate the results of the 2021 Censuses of England and Wales and Northern Ireland. However the 2022 mid-year population estimates for Scotland has been calculated using the 2011 Census results to produce an updated UK population projection specifically for the purpose of LFS reweighting. 2022 Census data from Scotland will be incorporated when they become available. This underlying data affects assumptions on gender and tenure weighting. The socio-economic non-response bias adjustment remains unchanged from the previous weighting approach. Please note that although the tenure distribution was unchanged for Scotland, it should be noted that it has changed for England and Wales and therefore the UK overall.

Given time constraints, ONS have only been able to reweight the LFS data from July to September 2022 onwards. Therefore, this reweighting exercise creates a discontinuity in the series between June to August 2022 and July to September 2022 where there will be a step change in the LFS estimates apart from the headline UK estimates. ONS have modelled the seasonally adjusted UK levels of employment, unemployment and economic inactivity by sex and age-band back to June to August 2011, to ensure that headline rates and levels by sex and age-band (datasets [A02SA](#) and [A05SA](#)) can be assessed without a discontinuity. For this reason, the Scottish Government's Labour Market Trends publication will only compare LFS estimates for Scotland and the UK from July to September 2022 onwards.

The reweighting of the LFS estimates does not address the volatility seen in the recent estimates (since May-July 2023), therefore ONS have advised that users should be cautious when interpreting quarterly changes in the LFS estimates and that these should be viewed alongside the wider suite of labour market indicators

including the Claimant Count data and HMRC Pay As You Earn Real Time Information (PAYE RTI) estimates.

The longer-term solution remains the replacement of the Labour Force Survey with the Transformed Labour Force Survey (TLFS).

## **Other sources**

This publication also contains HMRC PAYE Real Time Information (RTI) on median monthly earnings and payrolled employees. These are classed as Official Statistics in Development.

The ONS have also published experimental Claimant Count estimates which have also been included within this publication.

This release follows the ONS monthly releases of:

- [Labour market overview, UK Statistical bulletins](#)
- [Earnings and employment from Pay As You Earn Real Time Information, UK](#)
- [CC01 Regional labour market: Claimant Count by unitary and local authority \(experimental\)](#)

# 1. HMRC payrolled employees (experimental)

This information is based on experimental monthly estimates of paid employees and their pay from HM Revenue and Customs' (HMRC's) Pay As You Earn (PAYE) Real Time Information (RTI) data.

The latest early payrolled employee estimates for August 2024 indicate that there were 2.46 million payrolled employees in Scotland. Compared with the same month the year before, the number of payrolled employees had risen by 0.1 per cent (2,000). This compares with a rise of 0.4 per cent for the UK over the same period.

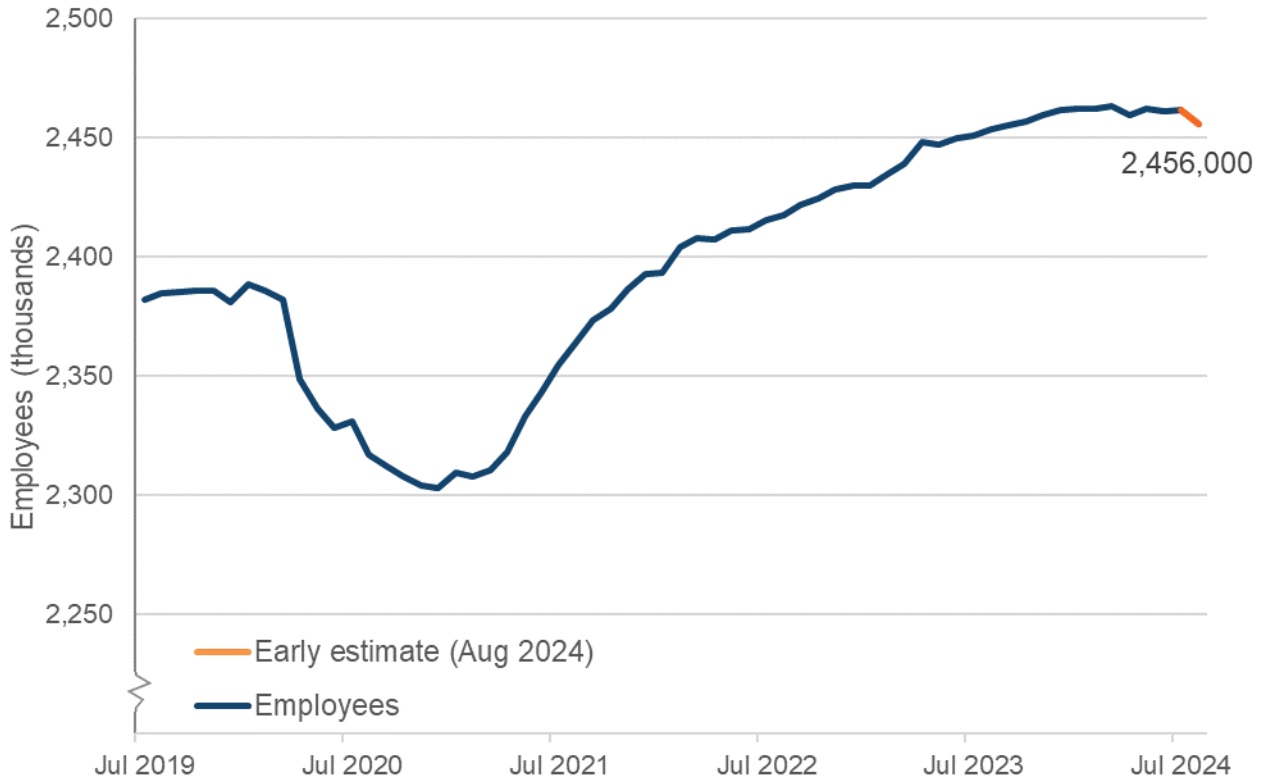
Payrolled employment decreased by 6,000 employees (0.3 per cent) from July 2024 to August 2024; this monthly change should be treated as a provisional estimate and is likely to be revised when more data for August is received next month.

In December 2020, the lowest point following the start of the pandemic, there were 83,000 fewer payrolled employees in Scotland than prior to the pandemic (February 2020). However, the estimated number of payrolled employees has generally been increasing since December 2020 and has continued to be above the pre-coronavirus level (February 2020) since November 2021.

Estimates for August 2024 are provisional as they are based on around 85% of information being available. When comparing the number of payrolled employees in July 2024 with the same period the previous year, the number of payrolled employees in Scotland increased by 0.4 per cent (11,000).

**Chart 1: Number of payrolled employees in Scotland declined between February and December 2020. However, it has continued to be above the precoronavirus level since November 2021, reaching a peak in March 2024**

Payrolled Employees, Scotland, July 2019 to August 2024, seasonally adjusted



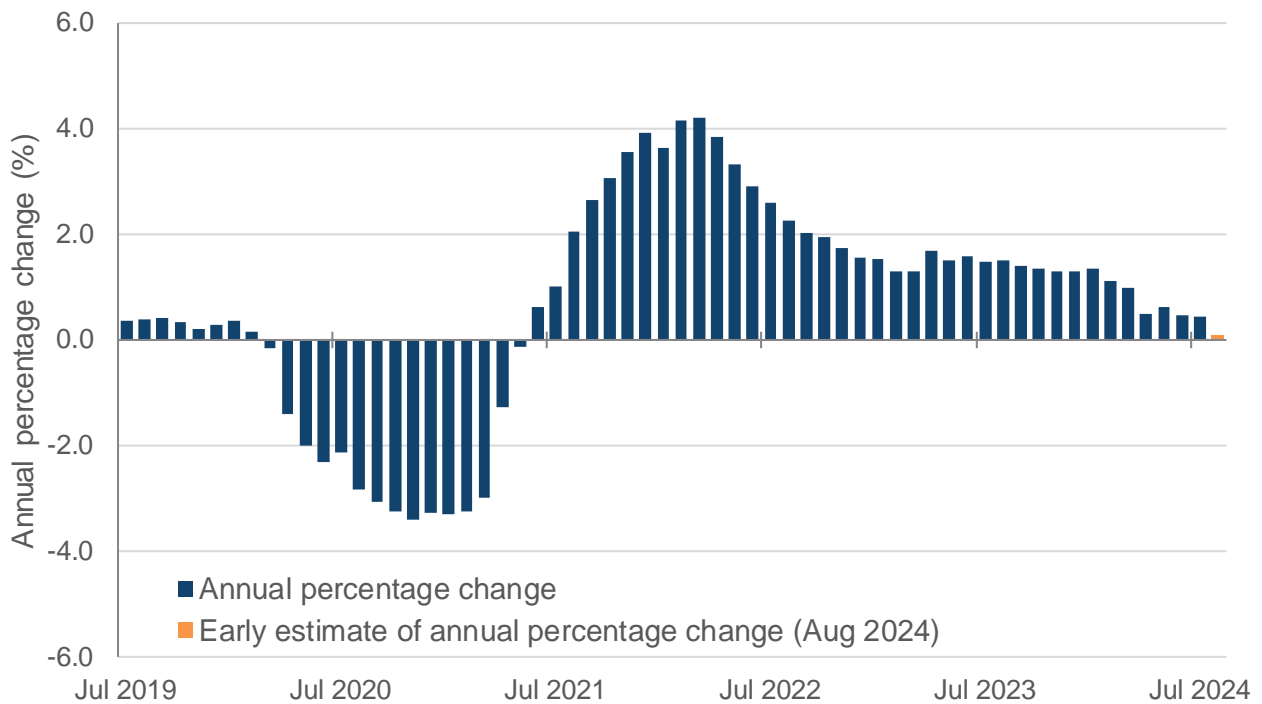
Source: PAYE RTI, all industries, seasonally adjusted, HMRC

Note: Early estimates for August 2024 are provided to give an indication of the likely level of employees as well as median pay in the latest period. The figures are based on around 85% of information being available. They are considered of lower quality and may be subject to revision in next month's release when between 98% to 99% of data will be available.



**Chart 2: Annual Growth in the number of payrolled employees in Scotland has fallen over the last couple of months despite being fairly stable for most of the previous year**

Annual Percentage Change in Payrolled Employees, Scotland, July 2019 to August 2024



Source: PAYE RTI, all industries, seasonally adjusted, HMRC

Note: Early estimates for August 2024 are provided to give an indication of the likely level of employees as well as median pay in the latest period. The figures are based on around 85% of information being available. They are considered of lower quality and may be subject to revision in next month's release when between 98% to 99% of data will be available.

## 2. HMRC earnings (experimental)

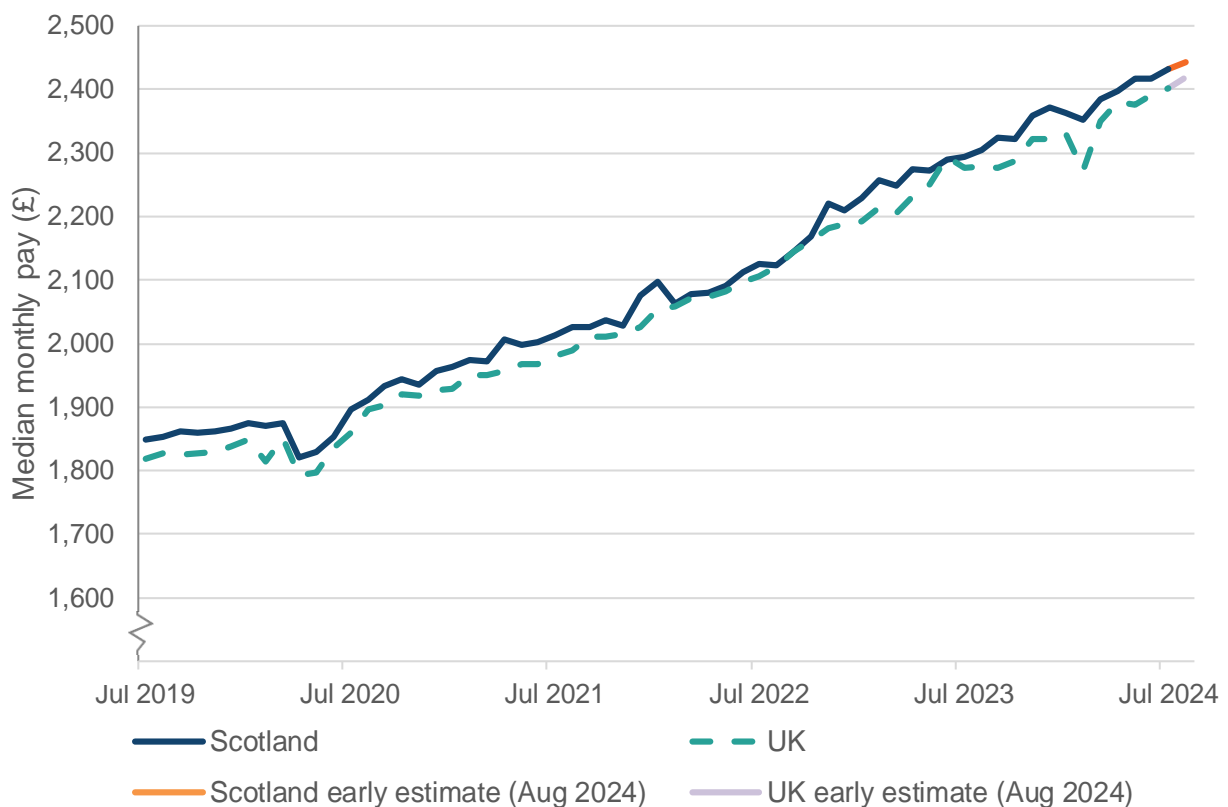
This information is based on experimental monthly estimates of paid employees and their pay from HM Revenue and Customs' (HMRC's) Pay As You Earn (PAYE) Real Time Information (RTI) data.

Changes over time are based on median monthly pay estimates which are rounded to the nearest pound.

The latest early estimates for August 2024 indicate that median monthly pay for payrolled employees in Scotland was £2,443, an increase of 6.0 per cent compared to the same period the previous year. This is lower than the annual growth in median monthly pay for the UK over the same period (6.2 per cent).

### Chart 3: Median pay for payrolled employees decreased sharply in April 2020 but has generally been increasing since July 2020

Median Monthly Pay, Scotland and UK, July 2019 to August 2024, seasonally adjusted

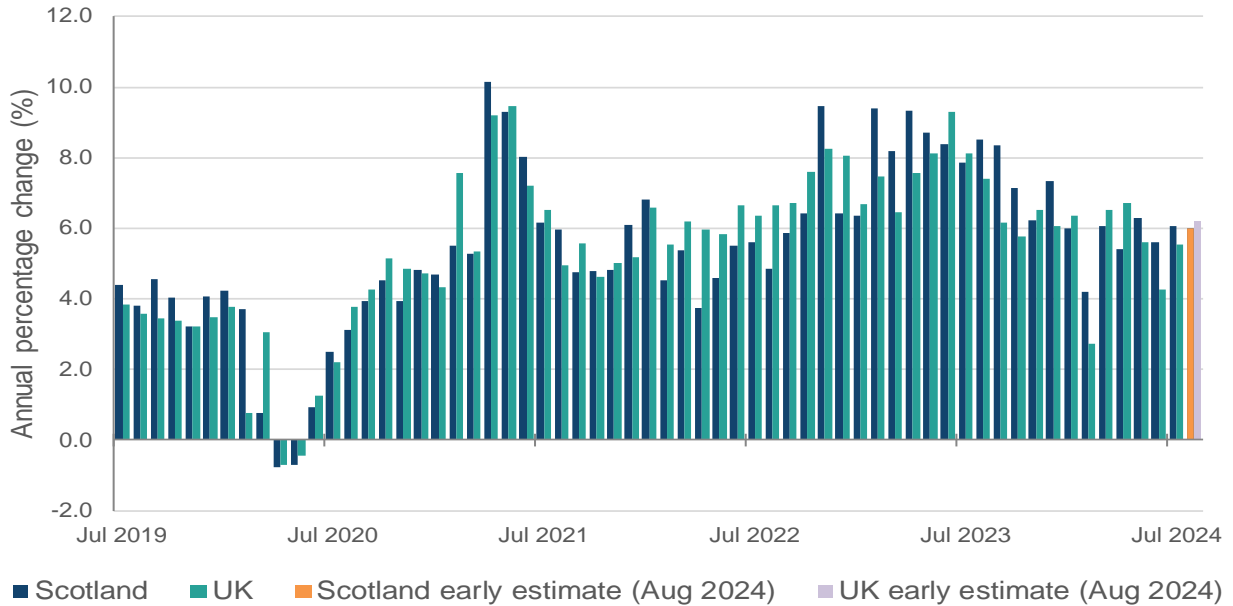


Source: PAYE RTI, all industries, seasonally adjusted, HMRC

Notes: Early estimates for August 2024 are provided to give an indication of the likely level of employees as well as median pay in the latest period. The figures for August 2024 are based on around 85% of information being available. They are considered of lower quality and may be subject to revision in next month's release when between 98% to 99% of data will be available.

**Chart 4: Annual Growth in the median monthly pay for payrolled employees in Scotland is higher than the average growth prior to the pandemic**

Annual Percentage Change in Median Monthly Pay, Scotland and UK, July 2019 to August 2024



Source: PAYE RTI, all industries, seasonally adjusted, HMRC

Notes: Early estimates for August 2024 are provided to give an indication of the likely level of employees as well as median pay in the latest period. The figures for August 2024 are based on around 85% of information being available. They are considered of lower quality and may be subject to revision in next month's release when between 98% to 99% of data will be available.

### 3. Claimant Count

This information is based on experimental monthly estimates of the number of people claiming unemployment-related benefits.

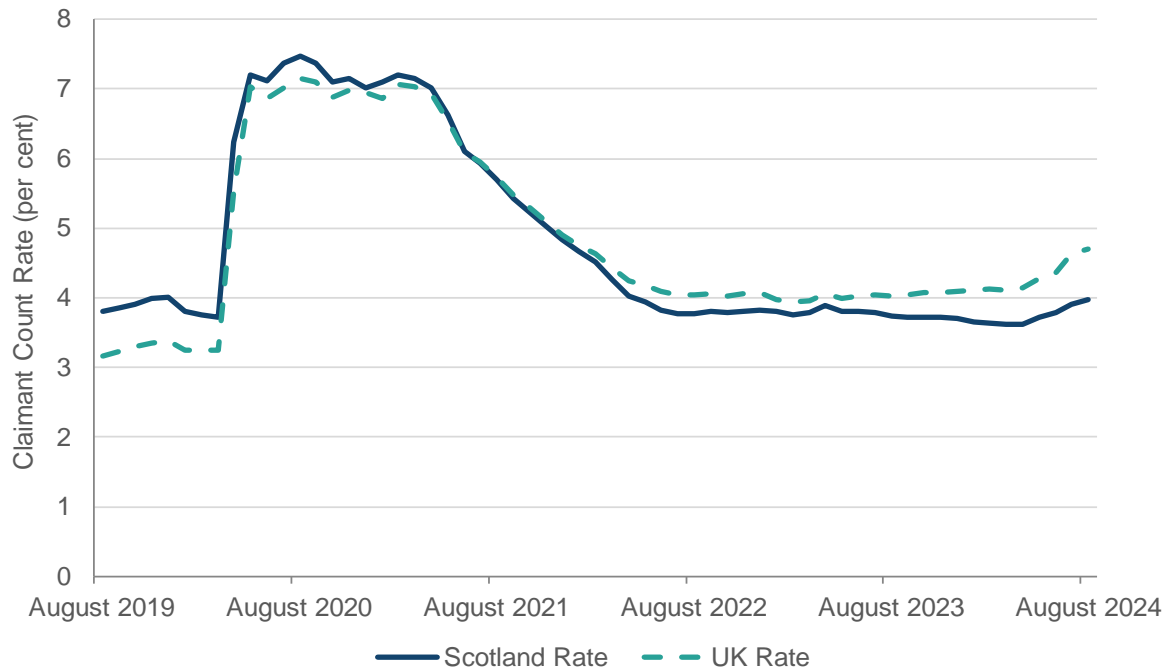
The experimental Claimant Count includes Jobseeker's Allowance Claimants and those claimants of Universal Credit who were claiming principally for the reason of being unemployed (those in the "searching for work" conditionality regime). Those claiming such benefits may be wholly unemployed and seeking work, or may be employed but with low income and/or low hours, that make them eligible for unemployment-related benefit support. As part of the response to the pandemic, the rules around who could claim Universal Credit had changed, meaning an increased proportion of those claiming may actually still be in some kind of work.

Commencing in May 2024, the Department for Work and Pensions are rolling out an increase in the administrative earnings threshold for full work search conditionality. This change is likely to affect around 180,000 claimants in the UK over a period of around 6 months, increasing the Claimant Count over that time.

In August 2024, the claimant count in Scotland was 115,400, an increase of 2,100 (1.9 per cent) over the month and an increase of 7,000 (6.5 per cent) over the year. The claimant count unemployment rate in August 2024 was 4.0 per cent, compared with 4.7 per cent for the UK as a whole.

**Chart 5: Experimental claimant count rate for Scotland and the UK showed a large increase at the start of the pandemic, reaching a peak in August 2020 before starting to gradually decrease. The claimant count for Scotland and the UK has been fairly constant since mid-2022 although the gap has widened in recent months**

Claimant Count rate, seasonally adjusted, Scotland and UK, July 2019 to August 2024



Source: Claimant count, ONS

## 4. Summary of labour market statistics

Employment, unemployment and economic inactivity estimates are presented for May to July 2024, compared with the quarter before (February to April 2024) and compared with the year before (May to July 2023).

Information are obtained from a sample survey and are therefore subject to some error.

Comparisons with the latest data over the quarter have been included within the commentary of this publication but caution in their use is advised by ONS.

**Table 1: Labour Market Statistics, Scotland and UK, May to July 2024**

	Rate (%)	Percentage point			Level ('000)	Level (000's)				
		CI	Change on quarter	CI		Change on year	CI	Change on quarter	CI	Change on year
<b>Employment<sup>1</sup></b>										
Scotland	74.2 (± 2.0)		1.2 (± 2.8)		-0.5 (± 3.0)	2,675 (± 72)		62 (± 97)		11 (± 102)
UK	74.8 (± 0.5)		0.5 (± 0.5)		-0.1 (± 0.8)	33,232 (± 247)		265 (± 219)		150 (± 360)
<b>Unemployment<sup>2</sup></b>										
Scotland	4.2 (± 1.0)		-0.5 (± 1.4)		-0.1 (± 1.5)	118 (± 28)		-11 (± 39)		-3 (± 42)
UK	4.1 (± 0.3)		-0.2 (± 0.3)		-0.2 (± 0.5)	1,437 (± 104)		-74 (± 117)		-60 (± 159)
<b>Inactivity<sup>3</sup></b>										
Scotland	22.3 (± 1.9)		-0.8 (± 2.6)		0.5 (± 2.7)	767 (± 82)		-29 (± 112)		18 (± 117)
UK	21.9 (± 0.5)		-0.3 (± 0.5)		0.3 (± 0.8)	9,298 (± 221)		-136 (± 199)		160 (± 324)

Source: Labour Force Survey, seasonally adjusted, ONS

Note 1: Levels all persons aged 16 and over; rates all persons aged 16 to 64; denominator all persons aged 16 to 64.

Note 2: Levels and rates all persons aged 16 and over; denominator all economically active persons aged 16 and over.

Note 3: Levels and rates all persons aged 16 to 64, denominator all persons aged 16 to 64.

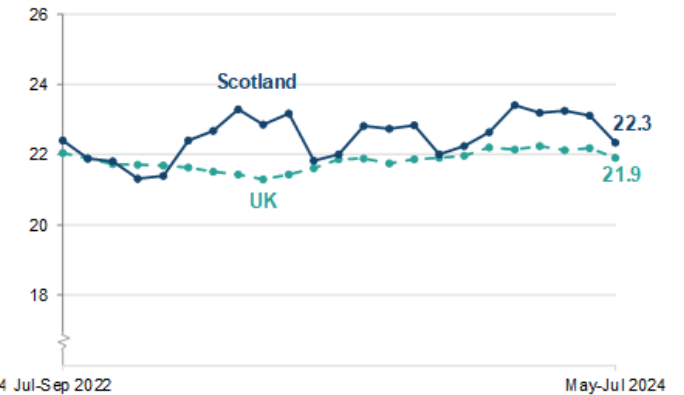
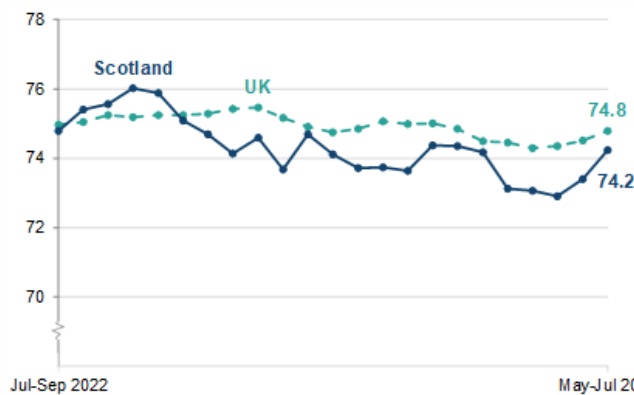
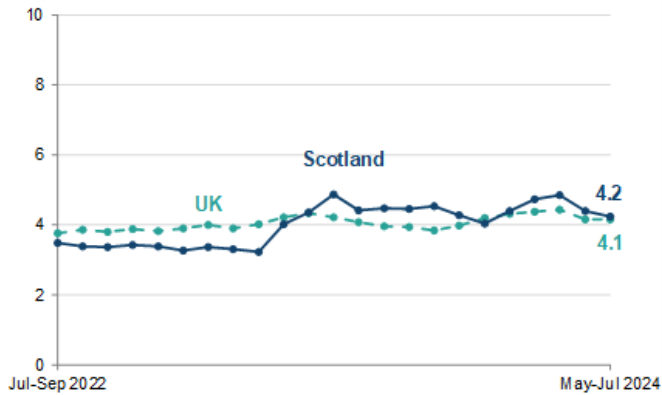
# Infographic summary of Labour Force Survey Statistics

## May to July 2024

Unemployment rate 4.2%

Employment rate 74.2%

Economic Inactivity rate 22.3%



Quarterly Change

Scotland -0.5 pp ↓ UK -0.2 pp ↓

Scotland 1.2 pp ↑ UK 0.5 pp ↑

Scotland -0.8 pp ↓ UK -0.3 pp ↓

Annual Change

Scotland -0.1 pp ↓ UK -0.2 pp ↓

Scotland -0.5 pp ↓ UK -0.1 pp ↓

Scotland 0.5 pp ↑ UK 0.3 pp ↑

Source: Labour Force Survey, seasonally adjusted, ONS

pp = percentage points  
10 September 2024

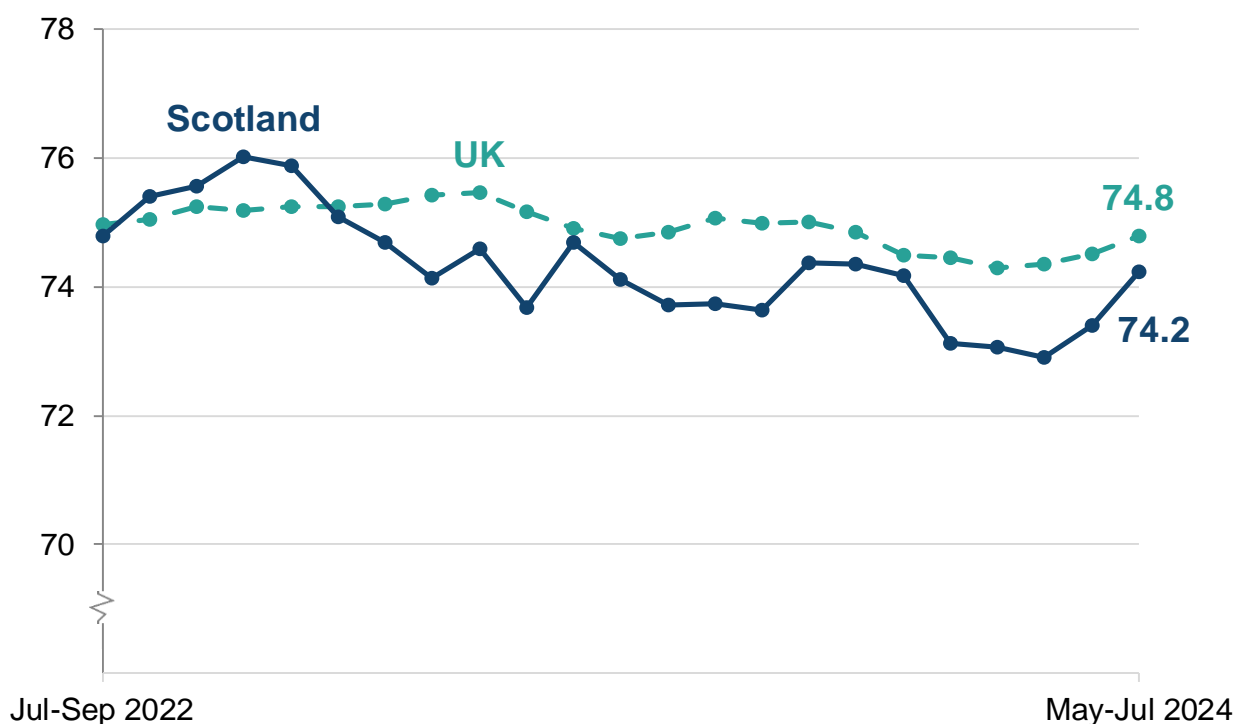
## 5. Employment estimates

The employment rate for people aged 16 to 64 years in Scotland was 74.2 per cent in May to July 2024. This is 1.2 percentage points up over the quarter but 0.5 percentage points down over the year.

The UK employment rate was 74.8 per cent in May to July 2024. This is 0.5 percentage points up on the quarter but 0.1 percentage points down over the year.

### Chart 6: Employment rates for Scotland and the UK have decreased over the year

Employment rates for persons aged 16 to 64, Scotland and the UK, July-September 2022 to May-July 2024



Source: Labour Force Survey seasonally adjusted, ONS



### Chart 7: Scotland had the 2<sup>nd</sup> highest employment rate across the countries of the UK

Employment rate and annual change for persons aged 16 to 64, UK countries, May-July 2024 compared to May-July 2023



Source: Labour Force Survey, ONS

Note: Annual change shown in percentage points

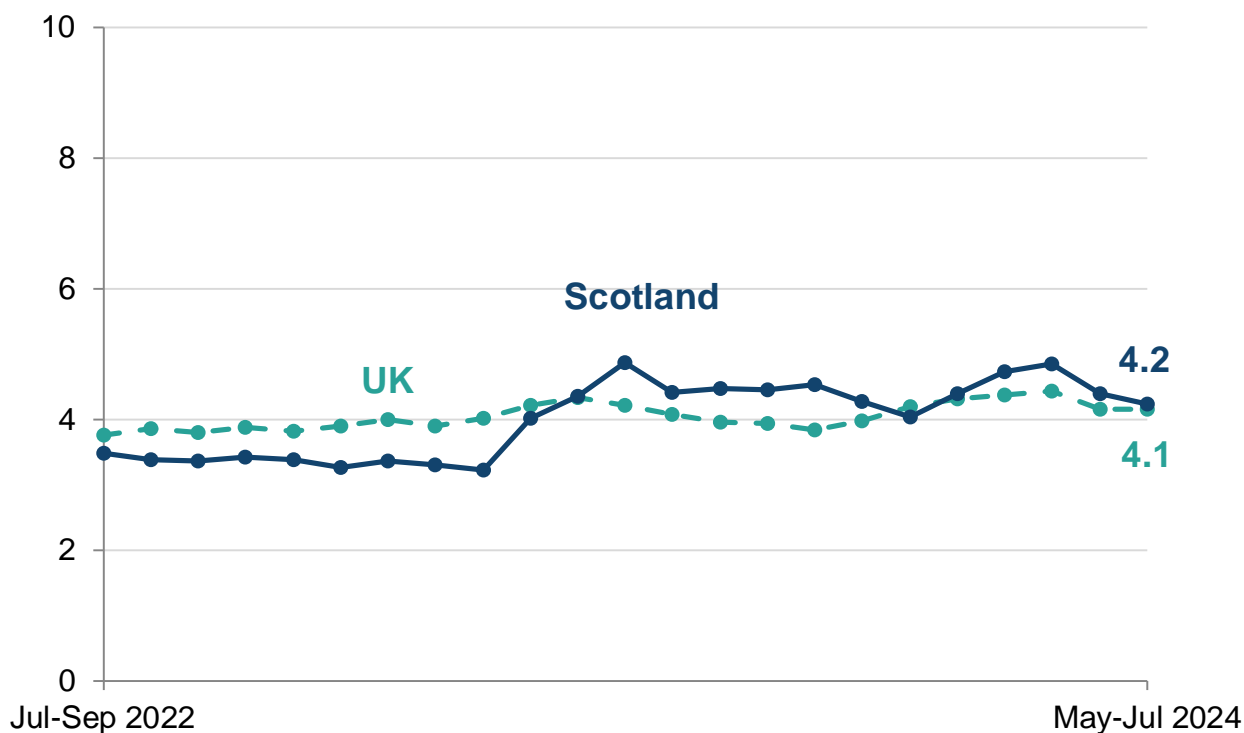
## 6. Unemployment estimates

The unemployment rate for people aged 16 years and over in Scotland was 4.2 per cent in May to July 2024. This is 0.5 percentage points down over the quarter and 0.1 percentage points down over the year.

The UK unemployment rate was 4.1 per cent in May to July 2024. This is 0.2 percentage points down on the quarter and 0.2 percentage points down over the year.

### Chart 8: Unemployment rates for Scotland and the UK have slightly decreased over the year

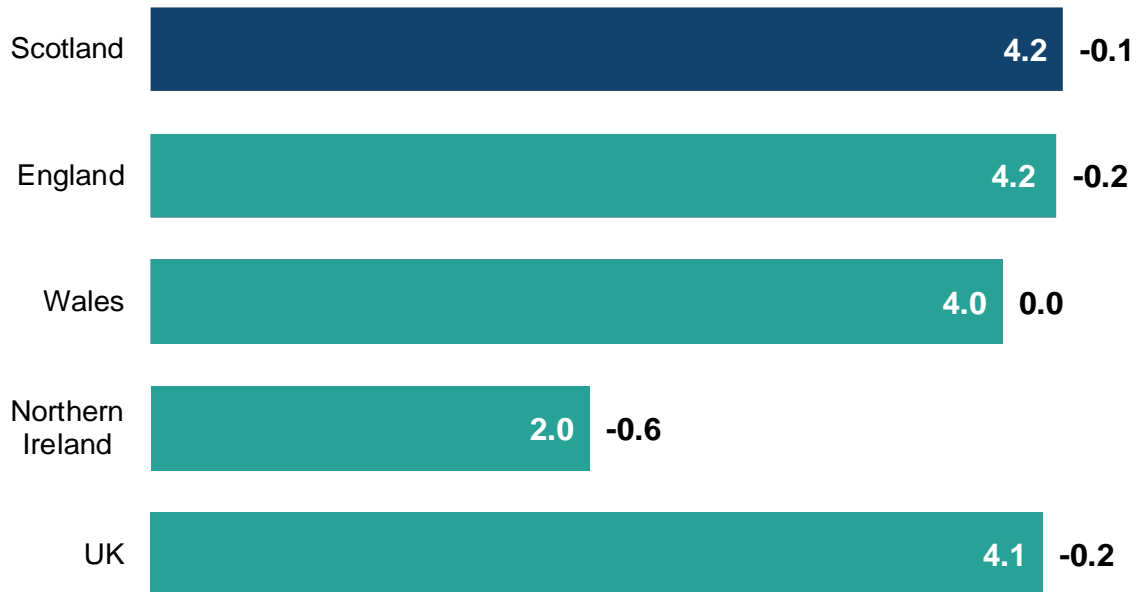
Unemployment rates for persons aged 16 and over, Scotland and the UK, July-September 2022 to May-July 2024



Source: Labour Force Survey, seasonally adjusted, ONS

### Chart 9: Scotland had the joint highest unemployment rate across the countries of the UK

Unemployment Rate and annual change for persons aged 16 and over, UK countries, May-July 2024 compared to May-July 2023.



Source: Labour Force Survey, ONS

Note: Annual change shown in percentage points

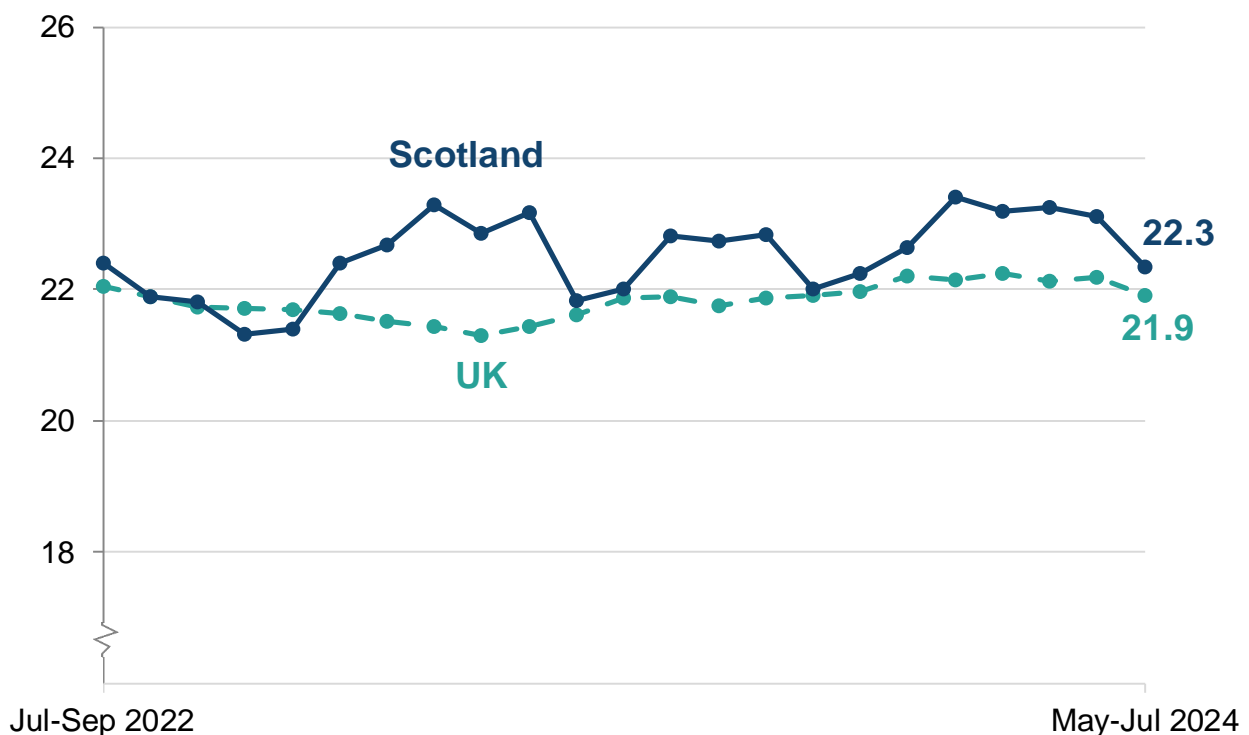
## 7. Economic Inactivity estimates

The economic inactivity rate for people aged 16 to 64 years in Scotland was 22.3 per cent in May to July 2024. This is 0.8 percentage points down over the quarter but 0.5 percentage points up over the year.

The UK economic inactivity rate was 21.9 per cent in May to July 2024. This is 0.3 percentage points down on the quarter but 0.3 percentage points up over the year.

### Chart 10: Economic inactivity rates for Scotland and the UK have increased over the year

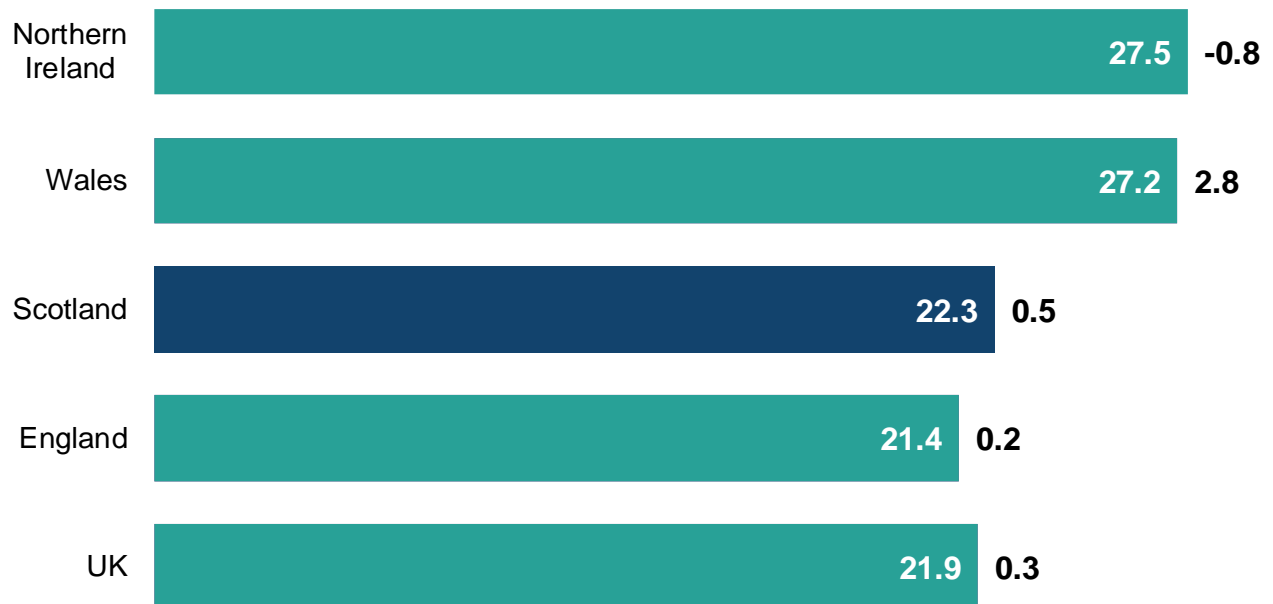
Economic inactivity rate for persons aged 16 to 64, Scotland and the UK, July-September 2022 to May-July 2024



Source: Labour Force Survey, seasonally adjusted, ONS

### Chart 11: Scotland had the 2<sup>nd</sup> lowest economic inactivity rate across the countries of the UK

Economic Inactivity rate and annual change for persons aged 16 to 64, UK countries, May-July 2024 compared to May-July 2023.



Source: Labour Force Survey, ONS

Note: Annual change shown in percentage points

## 8. Labour market estimates for women and men

**Table 2: Labour Market Statistics for women, Scotland and UK, May to July 2024**

	Rate (%)	Percentage point Change on Change on quarter year		Level (‘000)	Level (000's) Change on Change on quarter year	
<b>Employment<sup>1</sup></b>						
Scotland	72.3	1.2	-0.2	1,316	34	10
UK	72.2	0.6	0.3	16,186	174	158
<b>Unemployment<sup>2</sup></b>						
Scotland	3.7	1.0*	-0.1	51	15*	-1
UK	3.9	-0.1	0.0	651	-13	3
<b>Inactivity<sup>3</sup></b>						
Scotland	24.8	-2.0	0.3	434	-36	4
UK	24.8	-0.6	-0.3	5,358	-130	-43

Source: Labour Force Survey, seasonally adjusted, ONS

Note 1: Levels all women aged 16 and over; rates all women aged 16 to 64; denominator all women aged 16 to 64.

Note 2: Levels and rates all women aged 16 and over; denominator all economically active women aged 16 and over.

Note 3: Levels and rates all women aged 16 to 64, denominator all women aged 16 to 64.

\* The unemployment level and rate estimates for women in Scotland in February to April 2024 are based on a small sample size and should be used with caution.

**Table 3: Labour Market Statistics for men, Scotland and UK, May to July 2024**

	Rate (%)	Percentage point Change on Change on quarter year		Level (‘000)	Level (000's) Change on Change on quarter year	
<b>Employment<sup>1</sup></b>						
Scotland	76.2	1.1	-0.8	1,359	28	1
UK	77.5	0.3	-0.6	17,045	91	-8
<b>Unemployment<sup>2</sup></b>						
Scotland	4.7	-1.8	-0.1	68	-26	-1
UK	4.4	-0.3	-0.3	786	-61	-62
<b>Inactivity<sup>3</sup></b>						
Scotland	19.8	0.4	0.8	334	7	13
UK	18.9	-0.1	0.9	3,939	-6	203

Source: Labour Force Survey, seasonally adjusted, ONS

Note 1: Levels all men aged 16 and over; rates all men aged 16 to 64; denominator all men aged 16 to 64.

Note 2: Levels and rates all men aged 16 and over; denominator all economically active men aged 16 and over.

Note 3: Levels and rates all men aged 16 to 64, denominator all men aged 16 to 64.

## 9. Glossary

**Rates:** Rates represent the proportion of the population or subgroup with a certain characteristic. They allow changes in the labour market to be interpreted in a wider context by accounting for changes in the population or the number of people who are economically active. Rates can be calculated for different age groups.

For headline employment, economic activity and economic inactivity rates, the reference population is those aged 16 to 64. For unemployment, the reference population is the active population aged 16 and over. Thus, people aged 65 and over who continue to be economically active are included in the base while those who are economically inactive will not.

**Economically active:** The population who are either in employment or unemployed.

**Economically inactive:** People not in employment and who do not meet the criteria for unemployment. This group includes:

- those who want a job but who have not been seeking work in the last 4 weeks
- those who want a job and are seeking work but not available to start
- those who do not want a job

For example, students not working or seeking work and those in retirement.

**Employment:** There are two main ways of looking at employment: the number of people with jobs or the number of jobs. These two concepts represent different things as one person can have more than one job. The number of people in employment is measured via the Labour Force Survey and consist of those aged 16 and over. Employment measures the number of people who did at least one hour of paid work or had a job they were temporarily away from. People who do unpaid work in a family business and people on Government-supported training and employment programs are also included. This is in accordance with the International Labour Organisation (ILO) definition.

**Unemployment:** The ILO definition of unemployment covers people who are 16 years and over:

- without a job, have been actively seeking work in the past four weeks and are available to start work in the next fortnight

or

- out of work, have accepted a job and are waiting to start it in the next two weeks

**Employment rate:** The proportion of people aged between 16 and 64 years who are in employment.



**Unemployment rate:** The proportion of economically active people aged 16 and over who are employed.

**Economic inactivity rate:** The number of economically inactive people expressed as a percentage of the relevant population.

## 10. Data and Methodology

All estimates presented are sourced from the Labour Force Survey, a survey of households collected and published by the Office for National Statistics with the exception of those in sections 1, 2 and 3.

### Labour Force Survey

#### Previous revisions

An issue was detected in the weighting of the ONS Labour Force Survey for Northern Ireland for the November 2023 to January 2024 quarter only which affected the March 2024 release of the LFS estimates. This issue was resolved in the April 2024 release when the November 2023 to January 2024 figures were revised accordingly.

On 5 February 2024, ONS published a [blog](#) announcing the reintroduction of the Labour Force Survey (LFS) estimates and an [article](#) outlining how they have been affected by reweighting. These estimates were included in the main ONS release on 13 February 2024.

The new reweighted LFS estimates incorporate the latest estimates of the size and composition of the total UK population, improving the representativeness of the LFS estimates.

ONS have used the 2022 mid-year population estimates for England, Wales and Northern Ireland which incorporate the results of the 2021 Censuses of England and Wales and Northern Ireland. However the 2022 mid-year population estimates for Scotland has been calculated using the 2011 Census results to produce an updated UK population projection specifically for the purpose of LFS reweighting. 2022 Census data from Scotland will be incorporated when they become available. This underlying data affects assumptions on gender and tenure weighting. The socio-economic non-response bias adjustment remains unchanged from the previous weighting approach. Please note that although the tenure distribution was unchanged for Scotland, it should be noted that it has changed for England and Wales and therefore the UK overall.

Given time constraints, ONS have only been able to reweight the LFS data from July to September 2022 onwards. Therefore, this reweighting exercise creates a discontinuity in the series between June to August 2022 and July to September 2022 where there will be a step change in the LFS estimates apart from the headline UK estimates. ONS have modelled the seasonally adjusted UK levels of employment, unemployment and economic inactivity by sex and age-band back to June to August 2011, to ensure that headline rates and levels by sex and age-band (datasets [A02SA](#) and [A05SA](#)) can be assessed without a discontinuity. For this reason, the Scottish Government's Labour Market Trends publication will only compare LFS estimates for Scotland and the UK from July to September 2022 onwards.

The reweighting of the LFS estimates does not address the volatility seen in the recent estimates (since May-July 2023), therefore ONS have advised that users should be cautious when interpreting quarterly changes in the LFS estimates and that these should be viewed alongside the wider suite of labour market indicators including the Claimant Count data and HMRC Pay As You Earn Real Time Information (PAYE RTI) estimates.

The longer-term solution remains the replacement of the Labour Force Survey with the Transformed Labour Force Survey (TLFS).

## **Labour Market Transformation**

ONS are transforming the LFS. They have published a [Labour market transformation article](#) providing an update on the transformation of labour market statistics.

ONS also welcome any feedback on this latest update and their plans. Please email them at [labour.market.transformation@ons.gov.uk](mailto:labour.market.transformation@ons.gov.uk) to tell them what you think.

## **HMRC RTI**

This release covers people paid through the HMRC's Pay As You Earn (PAYE) system where their pay is reported through the Real Time Information (RTI) system.

Information presented in this release are experimental monthly estimates of the number of payrolled employees and their median earnings. It includes UK and geographical regions (NUTS1) early estimates of payrolled employment and median pay for the most recent month.

Statistics in this release are based on people who are employed in at least one job paid through HMRC's PAYE system and the monthly estimates reflect the average for each day of the calendar month.

The publication and background information can be accessed on the [ONS website](#).

## **Claimant Count**

The experimental Claimant Count consists of claimants of Jobseekers Allowance (JSA) and some Universal Credit (UC) Claimants. The UC claimants that are included are 1) those that were recorded as not in employment (May 2013-April 2015), and 2) those claimants of Universal Credit who are required to search for work, i.e. within the Searching for Work conditionality regime as defined by the Department for Work & Pensions (from April 2015 onwards). The denominator for the claimant count rate is the claimant count plus workforce jobs. Estimates included in this publication are seasonally adjusted.

Commencing in May 2024, the Department for Work and Pensions are rolling out an increase in the administrative earnings threshold for full work search conditionality. This change is likely to affect around 180,000 claimants in the UK over a period of around 6 months, increasing the Claimant Count over that time.

## Where can labour market data for Scotland be accessed

Labour Force information for Scotland is also published on [Nomis](#)

This release follows the ONS monthly release of [Regional Labour Market Statistics in the UK](#)

A range of Labour Market Statistics for Scotland are also published by the [Office for National Statistics](#)

### Scottish Government Labour Market Statistics

[Scotland's Labour Market Insights](#) (published on 25 July 2024) is a quarterly publication summarising employment, unemployment and economic inactivity estimates sourced from a range of official labour market statistics for Scotland and the UK.

### Labour Market data for 16 to 24 year olds

The [Labour market data for 16 to 24 year olds in Scotland](#) is sourced from the ONS Annual Population Survey (April 2023 to March 2024) and is published quarterly (last published on 12 June 2024).

Other SG labour market publications from the ONS Annual Population Survey:

- [Disabled people in the labour market in Scotland: January to December 2022](#)
- [Job-related training in Scotland: January to December 2022](#)
- [Labour Market Statistics for Scotland by Ethnicity: January to December 2021](#)
- [Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021](#)
- [Supporting documents - Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021](#)

Other SG labour market publications

- [Quarterly Public Sector Employment Q2 2024](#)
- [Annual Survey of Hours and Earnings 2023](#)
- [Topical publications](#)

## 11. Tell us what you think

We are always interested to hear from our users about how our statistics are used, and how they can be improved.

### Join our mailing list

If you would like to receive notification about statistical publications, or find out about consultations on our statistics please join the [ScotStat mailing list](#).

### Future publications

Details of future publications can be found on our [forthcoming publications](#) page.

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### Next update

15 October 2024