

# Annual Survey of Hours and Earnings 2024

## Statistics from the ONS Annual Survey of Hours and Earnings 2024

This Scottish Government publication contains the latest estimates of gross median weekly earnings and the gender pay gap for employees in Scotland compared with the United Kingdom. The latest estimates relate to the pay period that includes 17 April 2024. Data are sourced from the Annual Survey of Hours and Earnings (ASHE), first released on 29 October 2024 by the Office for National Statistics (ONS). This publication presents Scottish Government analysis of this data.

The ONS Annual Survey of Hours and Earnings statistics are accredited official statistics. Accredited official statistics comply with the standards of trustworthiness, quality and value in the [Code of Practice for Statistics](#)

# Key Points

- Gross median weekly earnings for full-time employees in Scotland increased by 4.3 per cent from £709.20 in 2023 to £739.70 in 2024, continuing the longer-term upward trend.
- Gender pay gap for full-time employees in Scotland has typically been narrowing over time.
- Gender pay gap for full-time employees in Scotland widened from 1.4 per cent in 2023 to 2.2 per cent in 2024.

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# Introduction

This publication contains the latest estimates of gross median weekly earnings and the gender pay gap for employees in Scotland compared with the United Kingdom. The latest estimates relate to the pay period that includes 17 April 2024. Data are sourced from the Annual Survey of Hours and Earnings, first released on 29 October 2024 by the Office for National Statistics (ONS).

## About the ONS Annual Survey of Hours and Earnings data

The Annual Survey of Hours and Earnings (ASHE) is the official source of UK earnings estimates. ASHE data is published annually and is based on a 1% sample of the Pay As You Earn (PAYE) system. The ONS have released three statistical bulletins covering [Employee earnings in the UK](#), [Gender Pay Gap in the UK](#) and [Low and high pay in the UK](#).

From 2021, ONS have moved from Standard Occupation Classifications (SOC) 2010 to SOC 2020 for their occupation coding. This means earnings estimates for April 2021 based on SOC 2020 represent a break in the ASHE time series. Therefore, estimates pre- and post-2021 are not directly comparable.

In their October 2024 release, ONS have implemented improvements to the methods used for processing data returns to help address differences between ASHE and other sources of earnings data. Due to these methodological changes, data for 2023 and 2024 might not be directly comparable to data for 2022 and earlier years. For further details on the methodological changes implemented by ONS, please see the [data sources and quality section of the ONS publication](#).

## An Official Statistics Publication for Scotland

These statistics are official statistics. Official statistics are statistics that are produced by crown bodies, those acting on behalf of crown bodies, or those specified in statutory orders, as defined in the [Statistics and Registration Service Act 2007](#).

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.

# Employee Earnings

## Gross Median Weekly Earnings for full-time employees, Scotland and UK

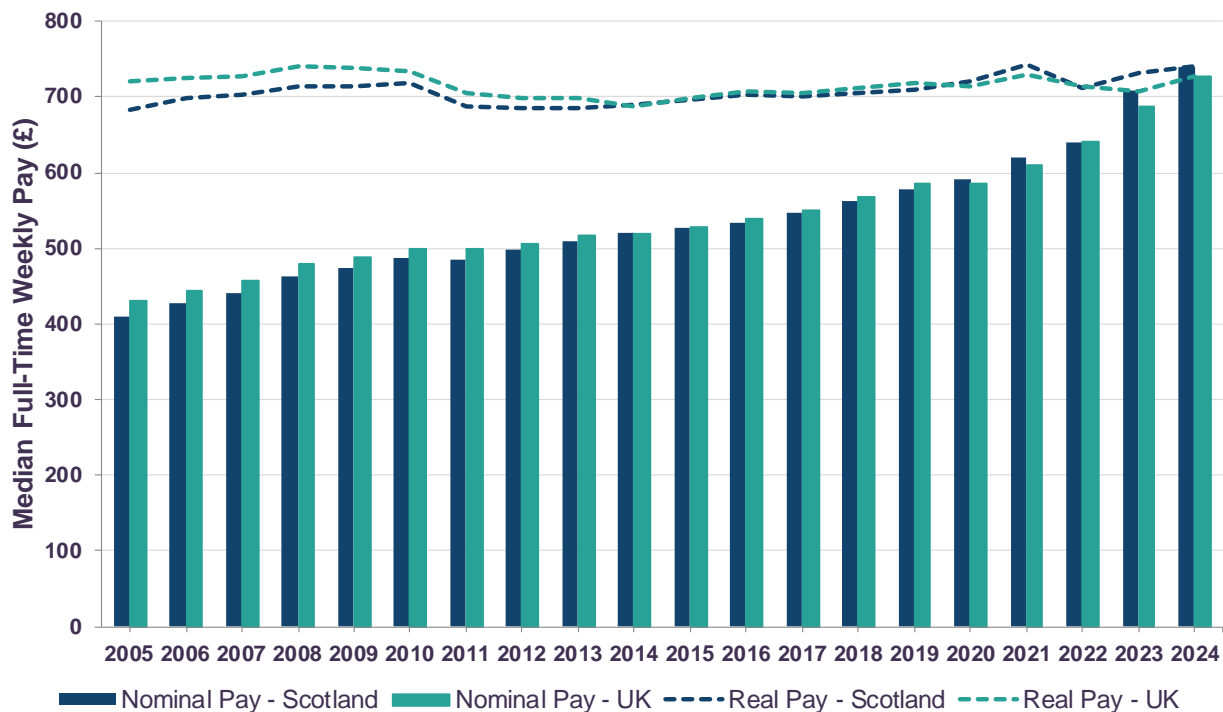
Gross median weekly earnings for full-time employees in Scotland were £739.70 in 2024. This was an increase of 4.3 per cent over the year in nominal terms, continuing the longer-term upward trend.

In the UK, gross median weekly earnings for full-time employees were £728.30, an increase of 6.0 per cent since April 2023.

When adjusted for inflation ([Consumer Prices Index including owner occupiers' housing costs \(CPIH\)](#)), gross median weekly earnings for full-time employees in Scotland increased by 1.2 per cent over the year while the UK increased by 2.9 per cent over the year.

## Figure 1: Nominal median weekly earnings for full-time employees have been gradually increasing over time for Scotland and the UK

Gross median weekly earnings for full-time employees (nominal and real), Scotland and UK, April 2005 to April 2024



Source: Scottish Government Analysis of Annual Survey of Hours and Earnings (ASHE), ONS

Notes:

1. Estimates for 2024 data are provisional.
2. Employees are on adult rates, pay is unaffected by absence unless furloughed
3. Full-time is defined as employees working more than 30 paid hours per week (or 25 or more for the teaching professions).
4. Real pay is pay adjusted for inflation using Consumer Prices Index including owner occupiers' housing costs (CPIH) for April 2024
5. Discontinuities in the series in 2006, 2011 and 2021. Discontinuity in 2021 is due to change in occupational coding from SOC 2010 to SOC 2020.
6. Due to methodological changes, data for 2023 and 2024 might not be directly comparable to data for 2022 and earlier years.
7. Data for 2020 and 2021 are subject to more uncertainty and should be treated with caution because of the impact of the coronavirus (COVID-19) pandemic on the data and collection.

## Gross Median Weekly Earnings by sex and employment type, Scotland, 2024

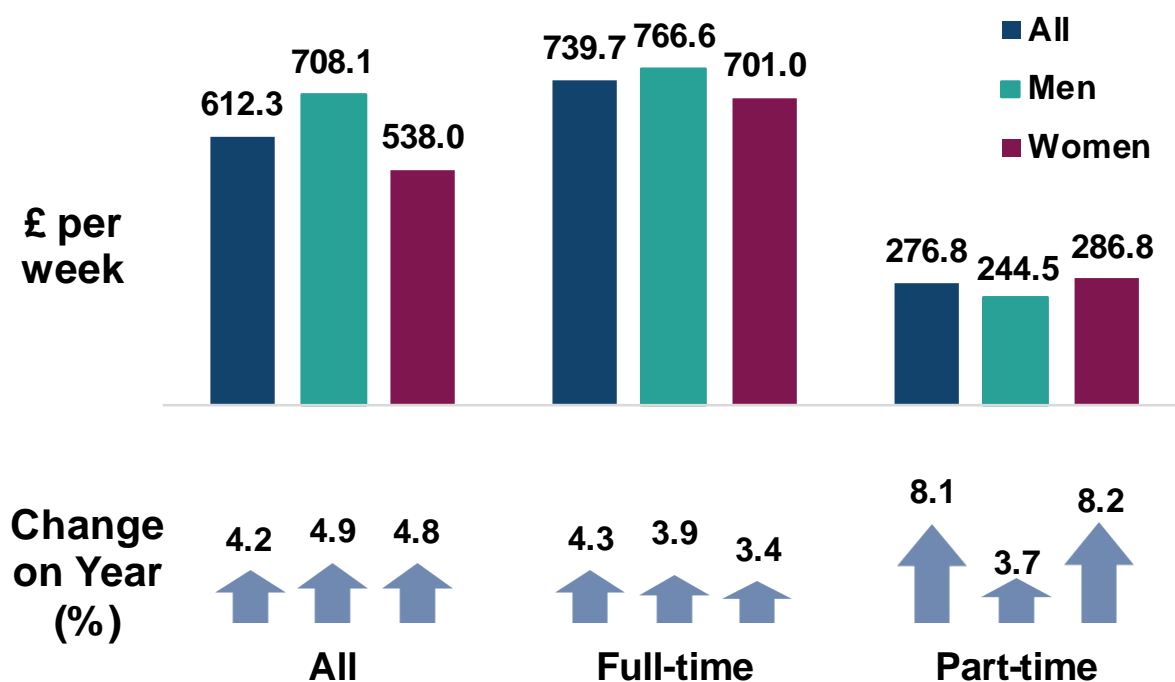
Between April 2023 and April 2024, men's median weekly earnings increased at a faster rate than for women for all employees (4.9 per cent vs 4.8 per cent) and full-time employees (3.9 per cent vs 3.4 per cent).

Gross median weekly earnings for full-time women increased by 3.4 per cent over the year to £701.00 in 2024 while median weekly earnings for full-time men increased by 3.9 per cent to £766.60 in 2024.

Median weekly earnings for part-time women increased by 8.2 per cent over the year to £286.80 in 2024 while median weekly earnings for part-time men increased by 3.7 per cent to £244.50 in 2024.

**Figure 2: Men's full-time earnings increased at a faster rate than for women between 2023 and 2024**

Gross Median Weekly Earnings and annual percentage change in gross median weekly earnings by sex and employment type, Scotland, 2024



Source: Scottish Government Analysis of Annual Survey of Hours and Earnings (ASHE), ONS

Notes:

1. Estimates for 2024 data are provisional.
2. Employees are on adult rates, pay is unaffected by absence
3. Full-time is defined as employees working more than 30 paid hours per week (or 25 or more for the teaching professions).
4. Part-time is defined as employees working less than or equal to 30 paid hours per week (or less than 25 hours for the teaching professions).

# Gender Pay Gap

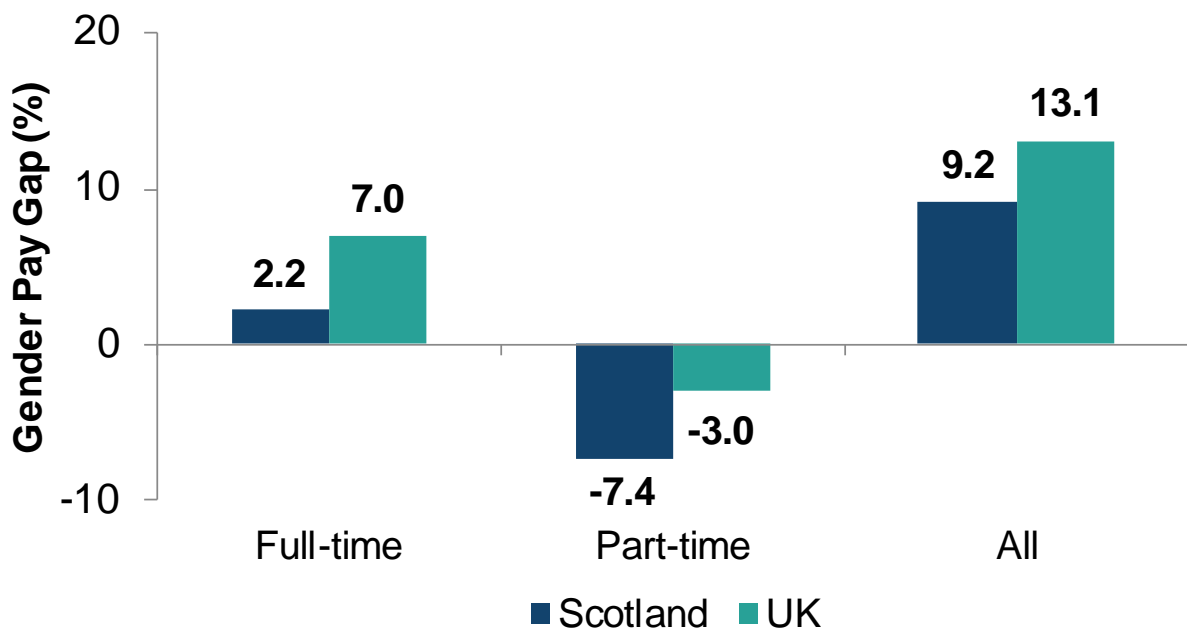
The gender pay gap is calculated as the difference between the median hourly earnings (excluding overtime) for men and women as a proportion of the median hourly earnings (excluding overtime) for men.

## Gender Pay Gap by Employment Type, Scotland and UK, 2024

In 2024, the gender pay gap for full-time employees in Scotland was 2.2 per cent and in the UK was 7.0 per cent.

### Figure 3: Scotland has a narrower gender pay gap for full-time and all employees than the UK in 2024

Gender Pay Gap for Median Gross Hourly Earnings (excluding overtime) by Employment Type, Scotland and UK, 2024



Source: Scottish Government Analysis of Annual Survey of Hours and Earnings (ASHE), ONS

Notes:

1. Estimates for 2024 data are provisional.
2. Employees are on adult rates, pay is unaffected by absence
3. Figures represent the difference between men's and women's hourly earnings (excluding overtime) as a percentage of men's hourly earnings (excluding overtime).
4. Full-time is defined as employees working more than 30 paid hours per week (or 25 or more for the teaching professions).
5. Part-time is defined as employees working less than or equal to 30 paid hours per week (or less than 25 hours for the teaching professions).



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

The gender pay gap for both Scotland and the UK has typically been narrowing over time.

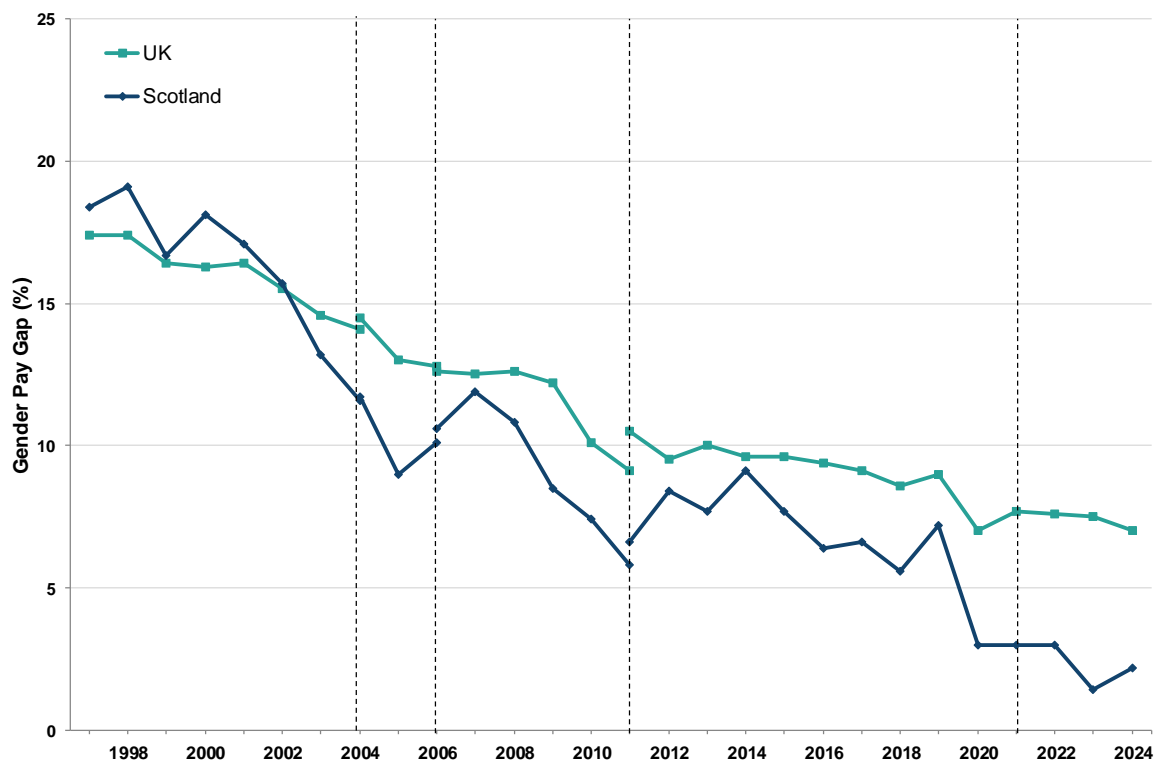
The gender pay gap in Scotland has been narrower than in the UK since 2003.

In 2024, the gender pay gap for full-time employees in Scotland widened from 1.4 per cent in 2023 to 2.2 per cent in 2024. This is due to men's hourly earnings (excluding overtime) increasing at a faster rate than women's hourly earnings (excluding overtime).

The gender pay gap in the UK narrowed from 7.5 per cent in 2023 to 7.0 per cent in 2024.

## Figure 4: The gender pay gap has been narrowing over time for Scotland and the UK

Gender Pay Gap for Median Gross Hourly Earnings (excluding overtime) for full-time employees, Scotland and UK, April 1997 to 2024



Source: Scottish Government Analysis of Annual Survey of Hours and Earnings (ASHE), ONS

### Notes:

1. Estimates for 2024 data are provisional.
2. Employees are on adult rates, pay is unaffected by absence unless furloughed
3. Figures represent the difference between men's and women's hourly earnings (excluding overtime) as a percentage of men's hourly earnings (excluding overtime).
4. Full-time is defined as employees working more than 30 paid hours per week (or 25 or more for the teaching professions).
5. Dashed lines represent discontinuities in 2006, 2011 and 2021 ASHE estimates. Discontinuity in 2021 is due to change in occupational coding from SOC 2010 to SOC 2020.
6. Due to methodological changes, data for 2023 and 2024 might not be directly comparable to data for 2022 and earlier years.
7. Data for 2020 and 2021 are subject to more uncertainty and should be treated with caution because of the impact of the coronavirus (COVID-19) pandemic on the data and collection.

# Glossary

## Real earnings

Earnings adjusted for inflation are calculated by adjusting nominal earnings from ASHE to the Consumer Prices Index including owner occupiers' housing costs (CPIH). CPIH is the most comprehensive measure of inflation. The ONS [Consumer price inflation, UK publication](#) provides further details on CPIH.

## Work Patterns (full-time and part-time)

Full-time is defined as employees working more than 30 paid hours per week (or 25 or more hours for teaching professions). Part-time is defined as employees working less than or equal to 30 paid hours per week (or less than 25 hours for the teaching professions).

## Median

A measure of the average. The median is calculated by identifying the exact middle point in a set of observations. When the observations are ranked from lowest to highest, the median is the value in the exact middle of the observed values. This is the preferred measure of average earnings as it is less affected by a relatively small number of very high earners than the mean is.

## Gender Pay Gap

Gender Pay Gap is calculated as the difference between the average hourly earnings (excluding overtime) for men and women as a proportion of the average hourly earnings (excluding overtime) for men.

The gender pay gap can be calculated based on the median or mean and for full-time, part-time or all employees.

## Standard Occupational Classification (SOC)

The [Standard Occupational Classification \(SOC\)](#) is a common classification of occupational information for the UK.

From 2021, ONS have moved from Standard Occupation Classifications (SOC) 2010 to SOC 2020 for their occupation coding. This means earnings estimates for April 2021 based on SOC 2020 represent a break in the ASHE time series. More information on the impact of the change from SOC 2010 to SOC 2020 can be found in the [Measures of employee earnings based on SOC 2020, UK: 2021 bulletin](#).

# Data and Methodology

## About the ONS Annual Survey of Hours and Earnings data

The Annual Survey of Hours and Earnings (ASHE) is the official source of UK earnings estimates. ASHE data is published annually and is based on a 1% sample of the Pay As You Earn system (PAYE). The ONS have released three statistical bulletins covering [Employee earnings in the UK](#), [Gender Pay Gap in the UK](#) and [Low and high pay in the UK](#).

All estimates published by ONS on the 29 October 2024 for 2024 are provisional and relate to the pay period that includes 17 April 2024. Estimates for 2023 have been revised and relate to the pay period that includes 19 April 2023. Estimates for 2020 and 2021 include furloughed employees and are based on actual payments made to the employee from company payrolls and the hours on which this pay was calculated, which in the case of furloughed employees are their usual hours.

Over the coronavirus pandemic period, earnings estimates were affected by changes in the composition of the workforce and the impact of Coronavirus Job Retention Scheme (CJRS), making interpretation difficult. In July 2021, ONS published a blog: [How COVID-19 has impacted the Average Weekly Earnings data](#), which explains the complexities of interpreting earnings data during the Covid-19 period in relation to compositional and base effects which are likely to affect growth rates. In addition, data for 2020 and 2021 were subject to more uncertainty due to data collection disruption and lower response rates and should be treated with caution. Therefore, ONS encourage users to focus on long-term trends rather than year on year changes.

ASHE data are weighted to UK population totals from the Labour Force Survey (LFS) based on classes defined by region, occupation, age and sex.

From 2021, ONS have moved from Standard Occupation Classifications (SOC) 2010 to SOC 2020 for their occupation coding. This means earnings estimates for April 2021 based on SOC 2020 represent a break in the ASHE time series. Therefore, estimates pre- and post-2021 are not directly comparable.

In their October 2024 release, ONS have implemented improvements to the methods used for processing data returns to help address differences between ASHE and other sources of earnings data. Due to these methodological changes, data for 2023 and 2024 might not be directly comparable to data for 2022 and earlier years. For further details on the methodological changes implemented by ONS, please see the [data sources and quality section of the ONS publication](#).

## Quality and methodology of Annual Survey of Hours and Earnings Data

Further information on the quality and methodology of the Annual Survey of Hours and Earnings data used within this publication are included within the [ONS Annual Survey of Hours and Earnings quality and methodology information report](#).

## **How to access background or source data**

Results are provided based on the [provisional 2024 and revised 2023 Annual Survey of Hours and Earnings \(ASHE\) data](#) released by the Office for National Statistics (ONS) on 29 October 2024.

Time series data for hourly, weekly and annual earnings from ASHE are available on [Nomis](#).

## **Related Links**

[Scottish Government Labour Market Statistics publications](#)

[ONS Employee earnings in the UK publication](#)

[ONS Gender pay gap in the UK publication](#)

[ONS Low and high pay in the UK publication](#)

[ONS Comparison of labour market data sources](#)

# 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.

## Enquiries

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Office of the Chief Statistician  
e-mail: [statistics.enquiries@gov.scot](mailto:statistics.enquiries@gov.scot)

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