



**ASHE-MWS**

Dataset briefing

**Research Fellowship 2025**

Thursday 06 November 2025



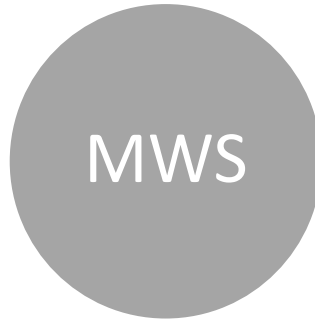
# ASHE-MWS

ASHE

- Annual Survey of Hours and Earnings
- 1% sample of PAYE jobs in GB
- Sample drawn from PAYE register in January of each year
- Survey reference date in mid-April of each year
- Conducted by ONS

MWS

- Migrant Workers Scan (MWS)
- 1% of employees in the UK represented in the ASHE sample
- Data for all overseas nationals who have registered for and have been allocated NINo
- It is delivered on an annual basis by DWP to ONS
- MWS started recording migration from 1975
- Its current form operates from 2002

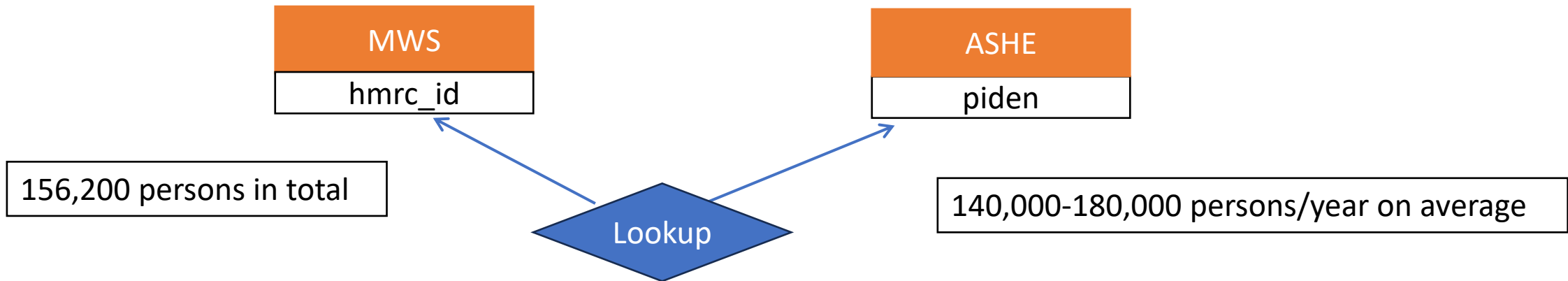


- Personal information
  - Age
  - Gender
  - Home postcode
- Employment information
  - Wage
  - Working hours
  - etc
- Employer information
  - Work location
  - Legal status
  - Size

- Date of registration
- Date of arrival in the UK
- Nationality
- Country of residence prior to arrival
- Age and Marital status
- Postcode area at registration

- Personal characteristics
  - Age/Gender/Home location
  - Migrant status
  - Arrival and registration date
  - Nationality
- Employment information
  - Wage
  - Working hours
  - Occupation
- Employer characteristics
  - Size/ industry/legal status/size

# Combining ASHE and MWS data

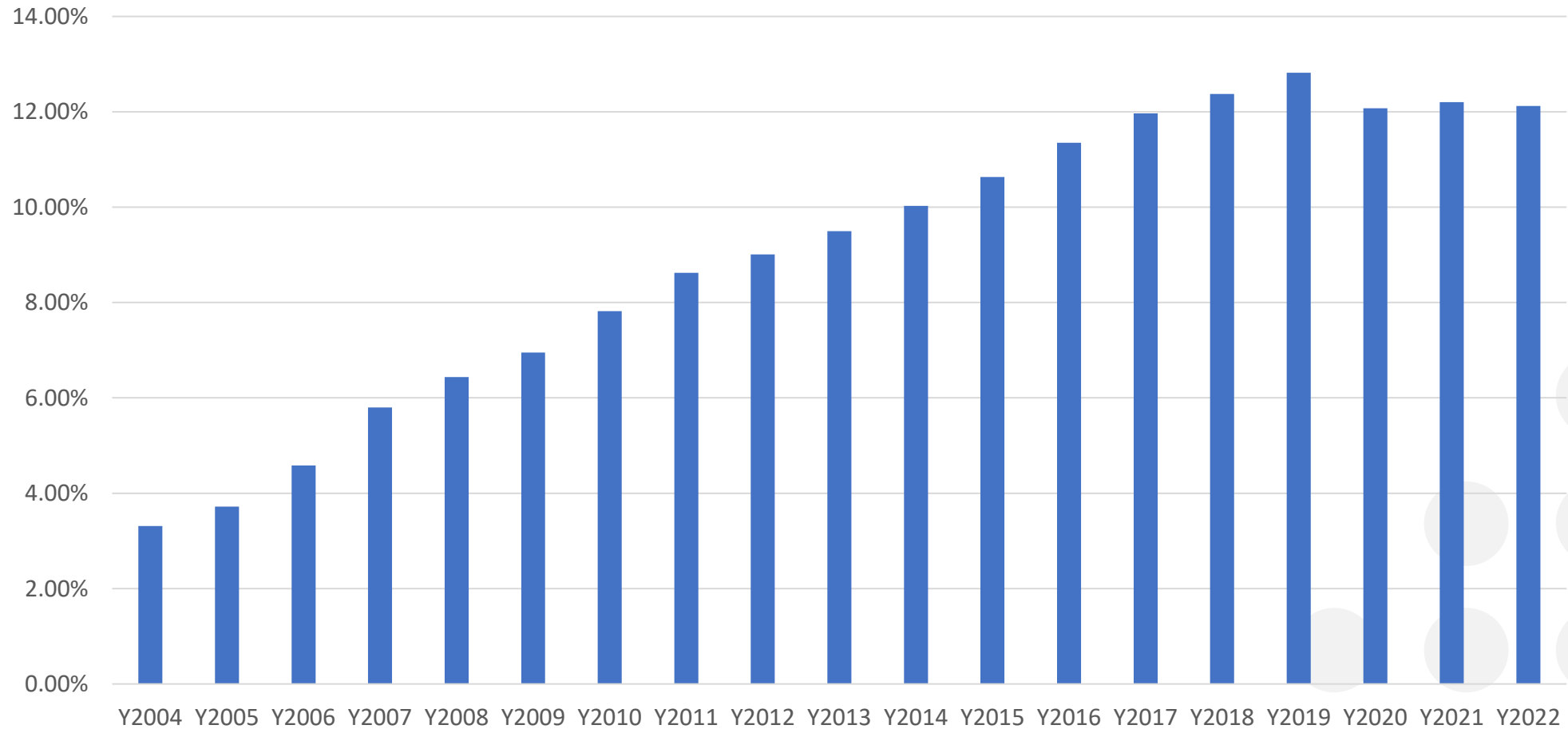


		Does the person have a link to the HMRC lookup table?		
		NO	YES	TOTAL
Does the person have a link to the ASHE	NO	68,558	19,440	87,998
	YES		68,202	68,202
	TOTAL	68,558	87,642	156,200

≈56%

# Match rate between ASHE-MWS

Proportion of migrant workers in ASHE



# Documentations

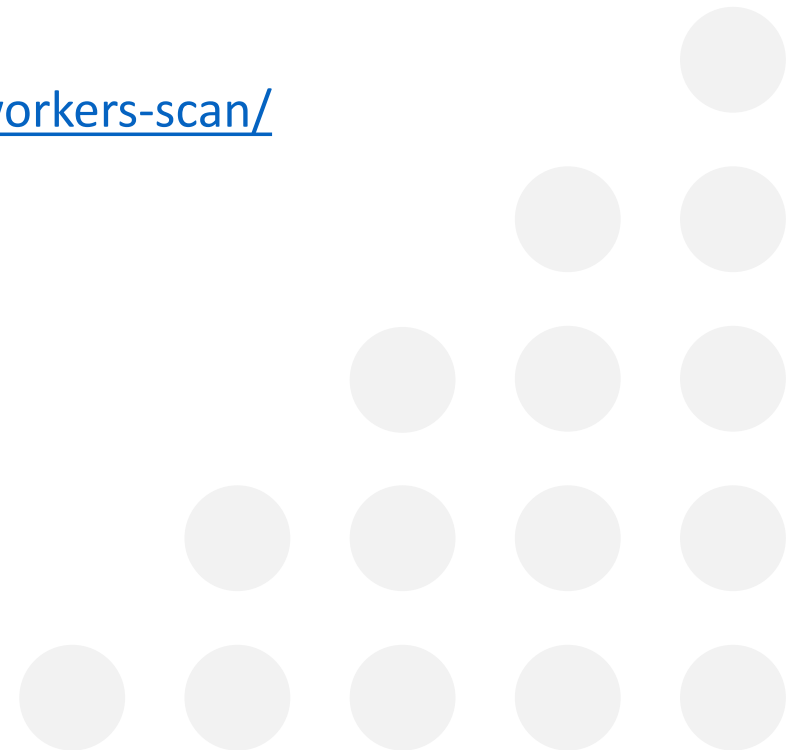
- ❑ Documentation

  - ❑ [User guide](#)

- ❑ Data dictionary can be found on

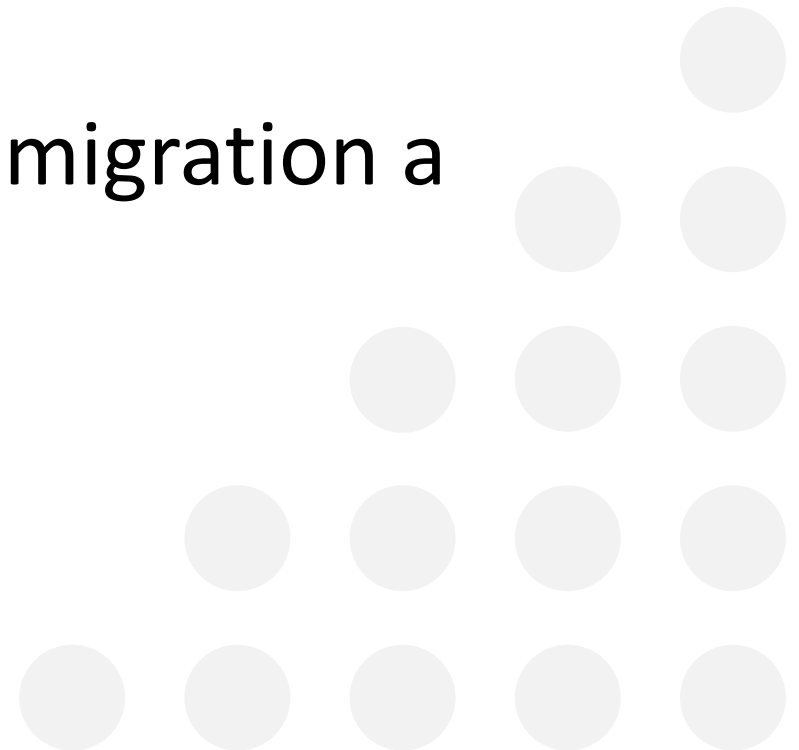
  - [ADR data catalogue](#)

  - Our website <https://www.wagedynamics.com/ashe-migrant-workers-scan/>

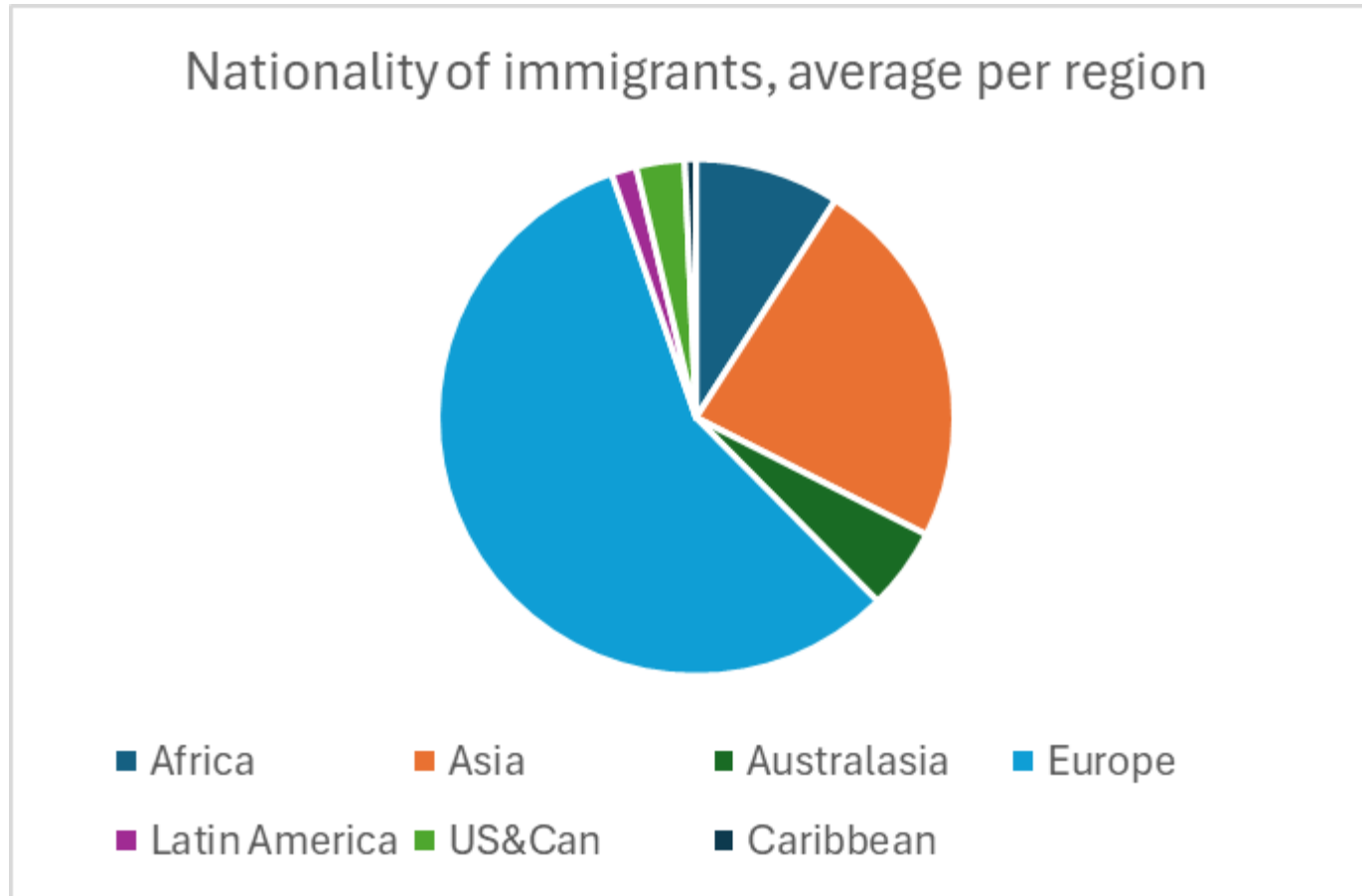


# Limitations

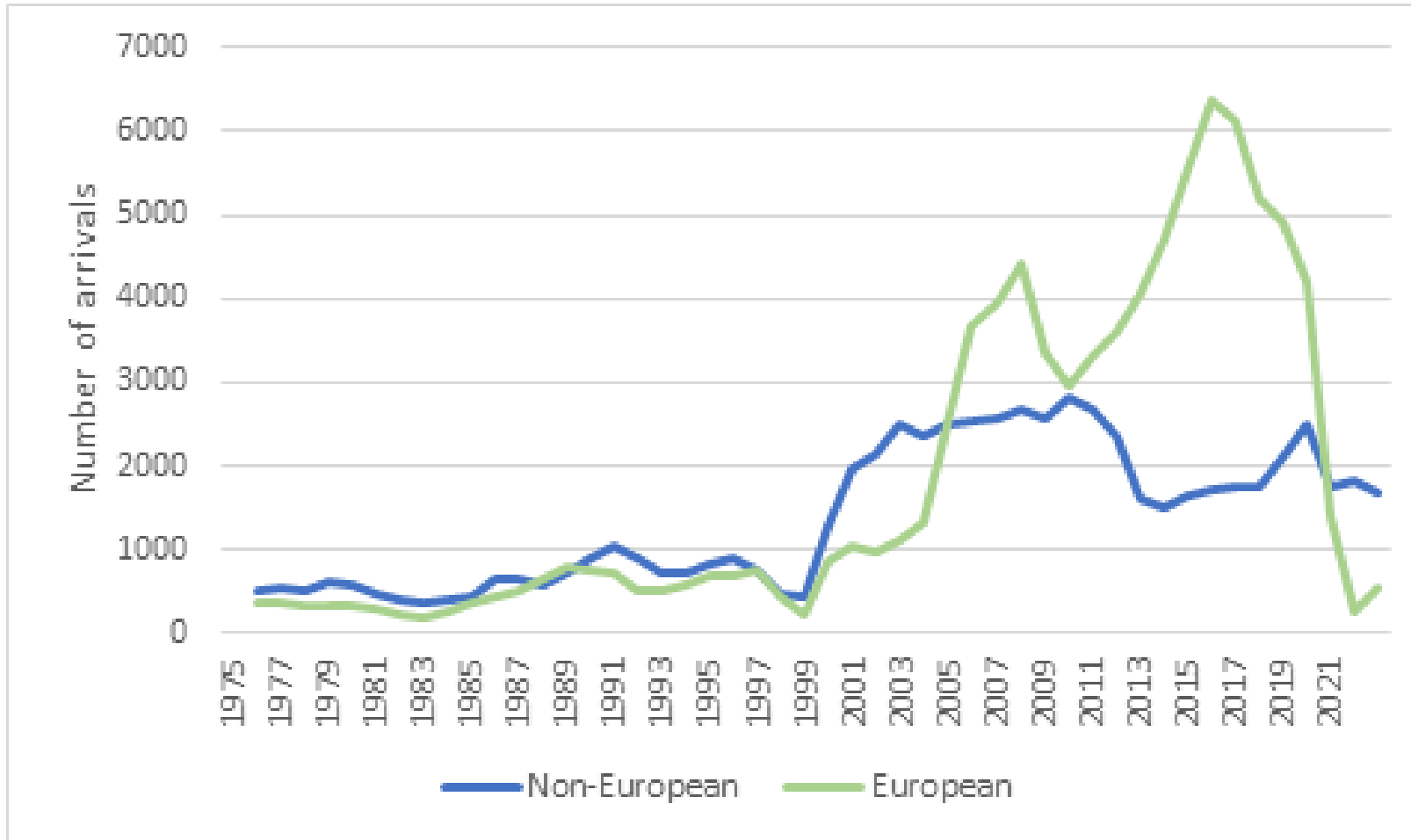
- Limited information per se
- No full postcode at registration time
- No information post-registration
- No information about which route of migration a person undertook



# Migrant profiles



# Migrant profiles



# Migrant profiles

Arrival year	Frequency	Mean age on arrival	Arrived as an adult	Male	Female married
75-81	6,127	24.8	1.50%	53.5%	92.7%
82-86	4,707	26.3	1.30%	52.0%	91.7%
87-91	8,296	26.4	1.00%	52.1%	75.2%
92-96	7,694	26.7	1.20%	52.2%	68.4%
97-01	10,123	27.0	2.00%	50.0%	85.2%
02-06	25,130	27.1	1.20%	53.2%	84.8%
09-11	30,801	27.4	1.00%	53.6%	77.2%
12-16	35,147	28.5	0.80%	53.6%	33.3%
2017 on	28,175	29.6	0.00%	51.5%	15.9%
<b>Total</b>	<b>156,200</b>	<b>27.8</b>	<b>0.90%</b>	<b>52.7%</b>	<b>58.4%</b>

# Data Insight

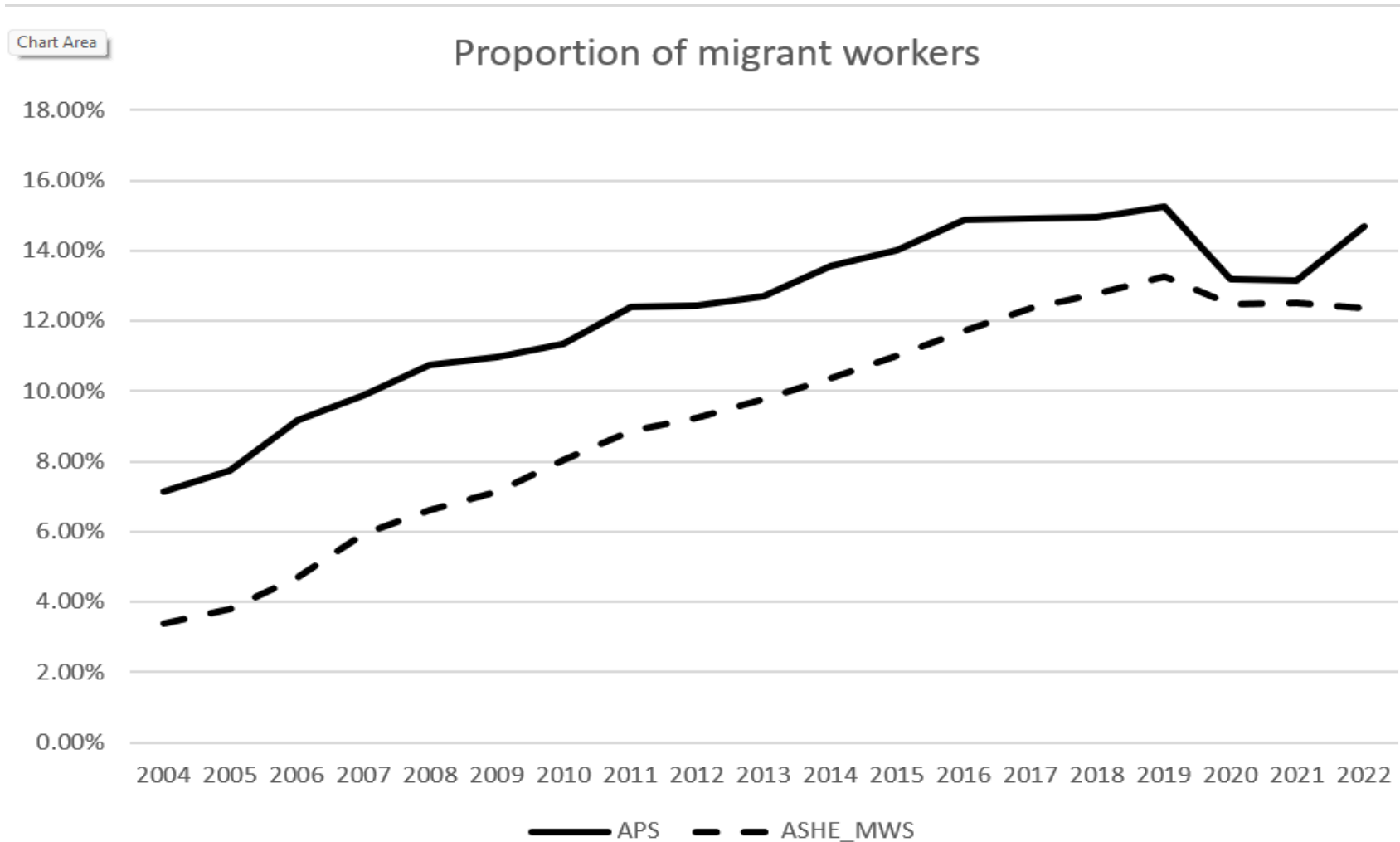
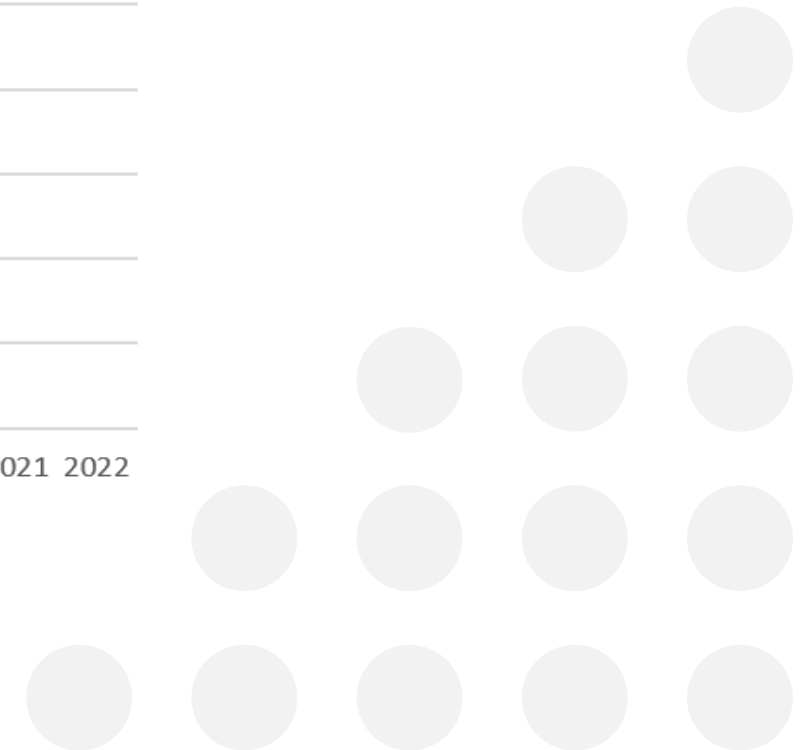
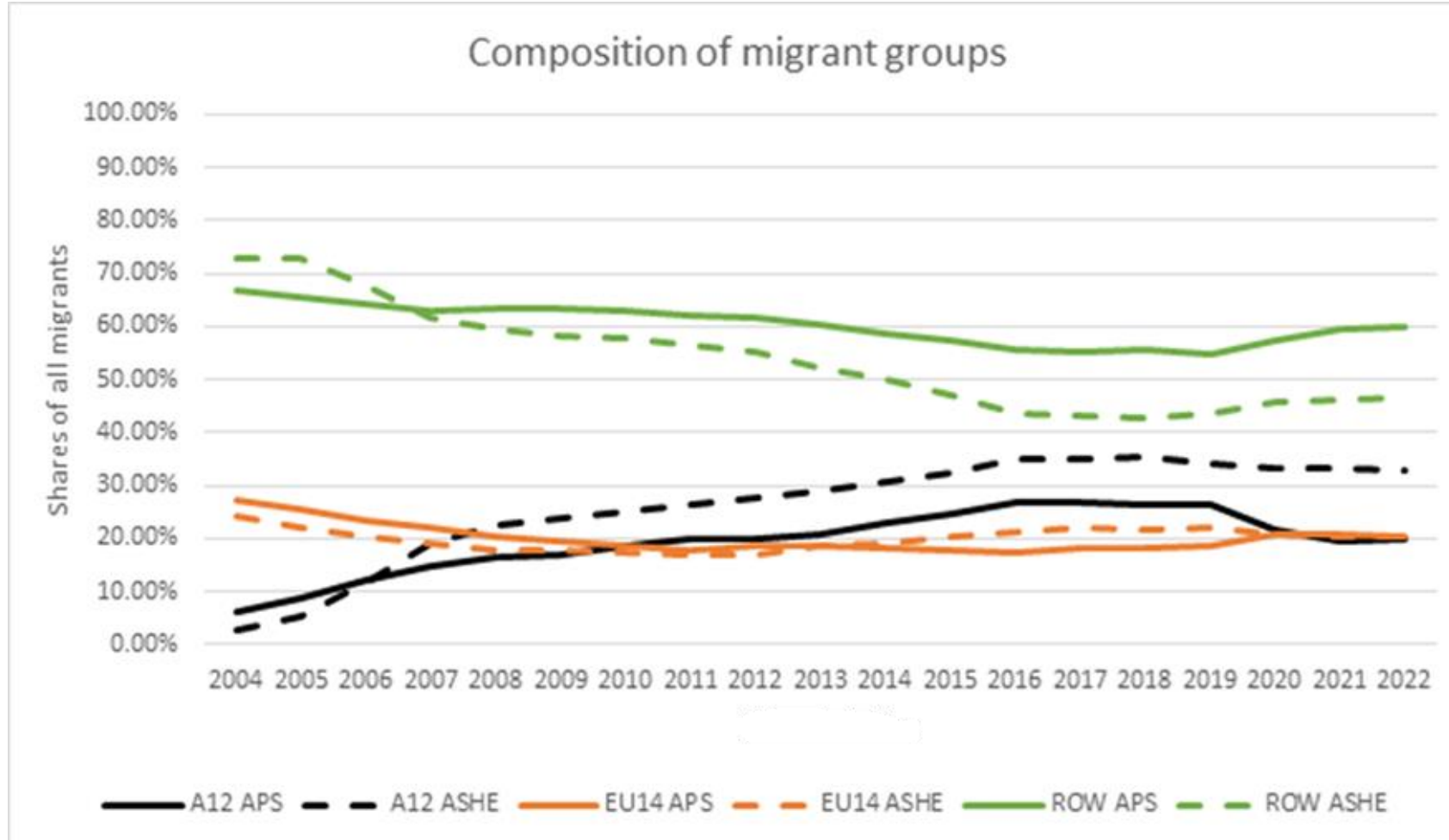


Fig: Proportion of migrant employees (18-64 years old)



# Data Insight



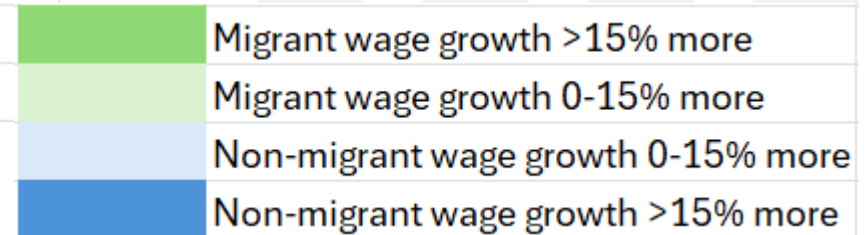
- **A12:** 12 Accession countries that joined the EU between 2004 and 2007
- **EU14:** 14 EU countries prior 2004
- **ROW:** the rest of the world

**Fig:** Composition of migrant groups (18-64 years old) (A12, EU14, and ROW)

# Wage growth

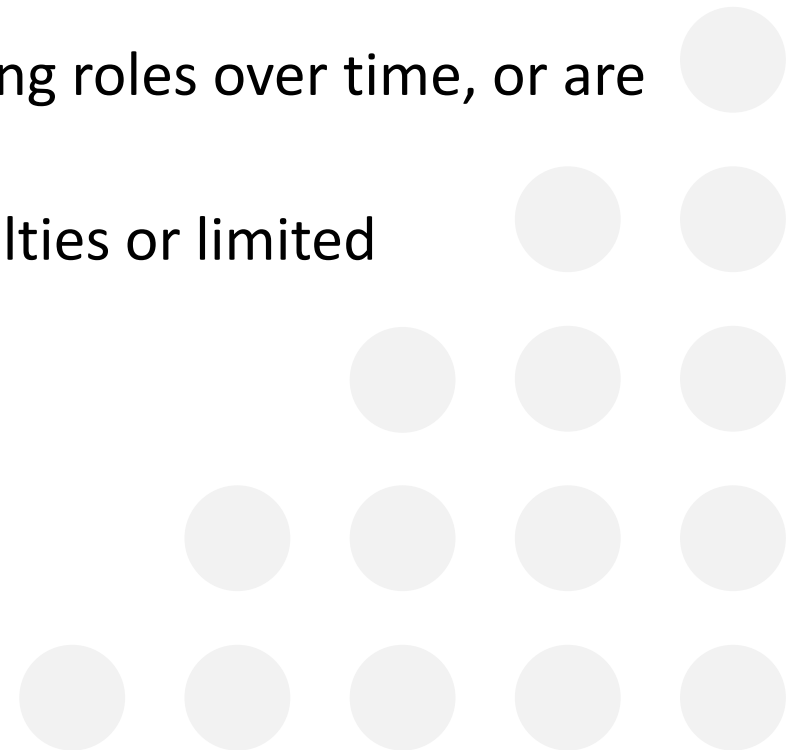
Year of arrival	Wage growth in Y3-Y1		Y3	Y5	Y7	Y10
	Migrants	Non-migrants	Dif	Dif	Dif	Dif
2001	64.5%	21.3%	-43%	-40%	-32%	-83%
2002	21.7%	17.7%	-4%	3%	-33%	-26%
2003	31.3%	25.6%	-6%	10%	-7%	4%
2004	38.0%	33.7%	-4%	-5%	-17%	-39%
2005	51.7%	28.9%	-23%	-27%	-15%	-54%
2006	37.9%	28.4%	-9%	-5%	-7%	14%
2007	36.3%	24.1%	-12%	-11%	-8%	-14%
2008	17.2%	15.5%	-2%	2%	4%	1%
2009	19.7%	16.3%	-3%	4%	1%	-11%
2010	18.9%	15.8%	-3%	-8%	-6%	-7%
2011	25.7%	17.4%	-8%	-6%	-13%	-12%
2012	16.8%	16.6%	0%	1%	4%	9%
2013	24.5%	18.7%	-6%	-6%	4%	14%
2014	32.1%	24.3%	-8%	4%	8%	
2015	32.1%	27.4%	-5%	1%	3%	
2016	28.7%	26.4%	-2%	19%	24%	
2017	25.9%	27.4%	1%	8%		
2018	11.4%	20.7%	9%	16%		
2019	29.0%	26.6%	-2%			
2020	40.7%	43.1%	2%			

for stayers only...



# Key research priorities

- What are the earnings differences between migrant and UK-born workers across occupations, industries and regions?
- How do wage trajectories differ for recent migrants compared to long-settled migrants and UK-born workers?
- Do migrants transition into higher-skilled or higher-paying roles over time, or are they more likely to remain in entry-level jobs?
- Are migrant workers more likely to experience pay penalties or limited progression compared to similar UK-born workers?



# Identify research objectives

- Define clear research questions
  - Explore the advantage of the ASHE (employer-employee dataset)
  - Explore the advantage of the MWS
- Assess data suitability



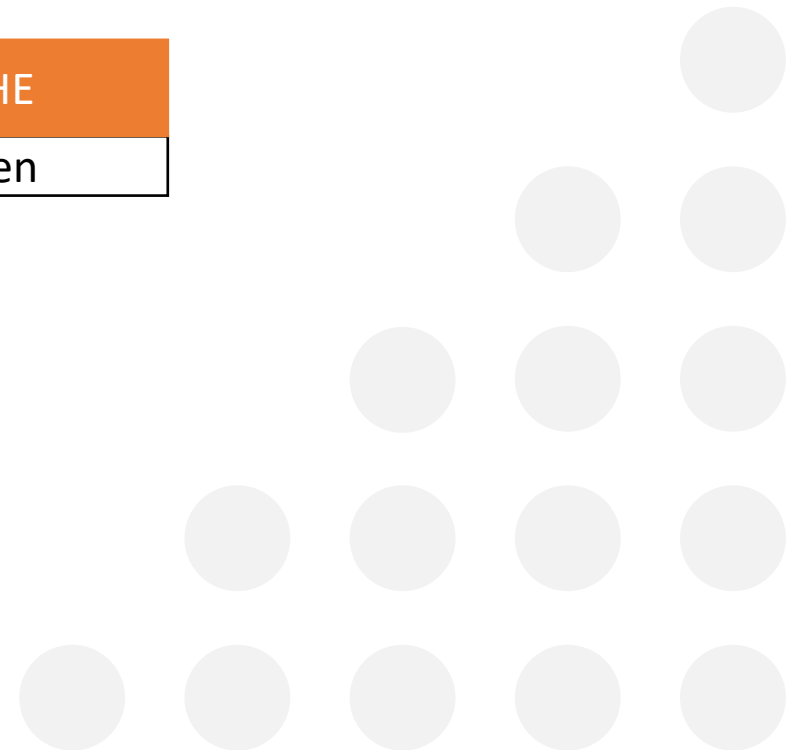
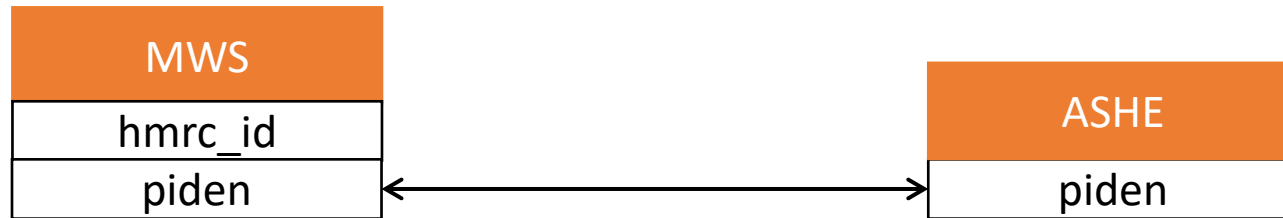
# How to access the data?

- ASHE-MWS
  - Data will be available through the ONS Secure Research Service
- Code (for reference) is available on [www.wagedynamics.com](http://www.wagedynamics.com)
- How to access the data
  - Apply to become an accredited researcher
  - Apply for an accredited research project
  - Access data securely through SRS (Safe rooms, SafePod, AOC)

[Annual Survey of Hours and Earnings linked to Migrant Workers Scan - England, Scotland and Wales - ADR UK](#)

# ASHE-MWS data output

- MWS file
- ASHE files

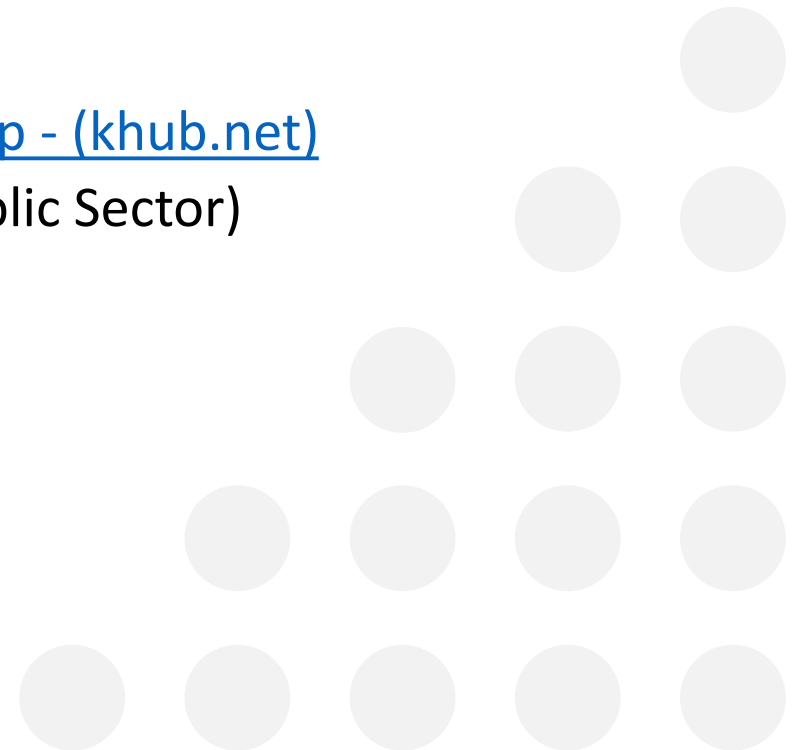


# Support

- Website - [www.wagedynamics.com](http://www.wagedynamics.com)
- Documentation/ code/ research
- SRS code repository
- Enquiries desk - [wagedynamics@uwe.ac.uk](mailto:wagedynamics@uwe.ac.uk)
  - Submit your query
  - Get feedback
- Knowledge Hub (Peer to peer support) - [WED Research Group - \(khub.net\)](http://khub.net)
- Access to Stakeholder Groups (Academic, Government & Public Sector)
- Community of interest
  - PhD & Fellowship Research Events
  - Conference Special Sessions
  - ONS & WED Research Symposium
  - Blogs
- One to one support



Economic  
and Social  
Research Council



# Q&A

[wagedynamics@uwe.ac.uk](mailto:wagedynamics@uwe.ac.uk)

[www.wagedynamics.com](http://www.wagedynamics.com)



<b>Date and time</b>	<b>Title of webinar</b>
Thursday 23 October 13:00 - 14:00	<b>Opportunity briefing</b>
Wednesday 5 November 12:00 - 13:00	<b>Writing a good funding application</b>
Thursday 13 November 12:00 - 13:00	<b>Community catalyst research agendas</b>
Monday 13 October 12:00 - 13:00	<b>Education and Child Health Insights from Linked Data (ECHILD) - England</b>
Wednesday 15 October 12:00 - 13:00	<b>Ministry of Justice &amp; Department for Education linked dataset - England</b>
Tuesday 28 October 13:00 - 14:00	<b>Grading and Admissions Data for England (GRADE)</b>
Thursday 30 October 12:00 - 13:00	<b>Annual Survey of Hours and Earnings (ASHE) linked to PAYE and Self-Assessment data - England, Scotland and Wales</b>
Tuesday 4 November 12:00 - 13:00	<b>Nursing and Midwifery Council Register linked to Census 2021 - England and Wales</b>
Tuesday 4 November 13:00 - 14:00	<b>Longitudinal Education Outcomes (LEO) - England</b>
Thursday 6 November 12:00 - 13:00	<b>Annual Survey of Hours and Earnings (ASHE) linked to Migrant Workers Scan - England, Scotland and Wales</b>
Friday 7 November 12:00 - 13:00	<b>Data First: Family Court linked to Cafcass and Census 2021 - England and Wales</b>
Monday 10 November 13:00 - 14:00	<b>Administrative Data   Agricultural Research Collection - England and Wales:</b>
Wednesday 12 November 10:00 - 11:00	<b>Data First: Cross-Justice System - England and Wales:</b>
Tuesday 18 November 12:30 - 13:30	<b>RAPID: Population interactions with employment, benefits and pensions - UK</b>



[Pre-announcement: Funding opportunity coming soon for ADR UK Research Fellowships - ADR UK](#)

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