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Our impact - Developing a new LEED infrastructure for the UK

To deliver game-changing insight on the UK's labour market

Project summary

Linked Employer Employee Datasets (LEED) are a unique and valuable component of any country's data infrastructure. Linked data on workers and their employers allow for a more complete understanding of the dynamics of the economy and labour market than studying households or organisations alone.

The most advanced systems combine longitudinal administrative and survey data through a comprehensive employer–employee data spine. While this infrastructure exists in the United States and across much of Europe, the UK does not yet have a fully integrated LEED infrastructure.

This project has set out a practical roadmap to establish a LEED dataset for the UK, as outlined in a recent [ESCoE Technical Report](#).

Work is now underway on stage 1 of the roadmap. Alex Bryson and John Forth are collaborating with colleagues in the Economic Microdata Transformation team at the Office for National Statistics to build the core LEED spine by securely linking PAYE payroll data with the Longitudinal Business Database. This will create a robust system connecting workers and firms over time. The team will document the dataset, produce new statistics on job moves, business change and pay progression, and seek funding to expand the infrastructure.

“New LEED could generate valuable statistics on the geography and dynamism of the UK labour market, the relationship between productivity and wages and fill evidence gaps on a number of important issues across government.”

Christina Palmou (UK Office for National Statistics)

Contact: info@escoe.ac.uk

Impact - New infrastructure

Impact at the UK Office for National Statistics

- The project directly supports the priorities set out in the ONS Strategic Business Plan (April 2025–March 2026), particularly the commitment to strengthen labour market statistics and expand the use of linked data to inform evidence-based policymaking.
- ONS plans to use LEED to link HMRC tax data, the Inter-Departmental Business Register, and survey data to build a richer picture of wages and employment across the UK.
- LEED will enable the production of new indicators on job-to-job flows, pay progression and employment dynamics. These measures will improve how labour market conditions are understood and communicated, revealing the dynamics that sit beneath headline trends.

Wider impact

- The resulting evidence will be valuable to departments including HM Treasury and Department for Business and Trade, as well as the Bank of England.
- The LEED infrastructure will unlock a wide range of future economic and social science research on productivity, wage growth, inactivity, job quality and business dynamism.

Project leads and partners



John Forth



Alex Bryson

