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Scottish employee ownership is up by 47% since 2022. The dynamic growth of [hashtag#EO](#) in Scotland continues. Employee-owned businesses (EOBs) operating in Scotland totalled 286 by March 2024.

The 2024 Scottish EOB Survey confirms the benefits of [hashtag#EO](#):

- nearly all EOBs have extra employee participation in governance
- two-thirds of EOBs paid a bonus to employees in the last year (average £2,283 per employee)
- top company aims are promoting employee health & well-being, maintaining/increasing employment levels & providing local employment
- there are extensive fair work practices e.g. 94% oppose the use of fire and rehire practices, 93% are investing in workforce development

This growth is driven by employee trust based models. EOBs predominantly utilise a trust, providing collective, indirect employee ownership, whilst 15% have some direct, individual employee ownership. There are 30 worker co-ops in the total of 286. The employee ownership trust or EOT is the dominant form in recent employee ownership conversions.

The Scottish Government has an ambition for 500 EOBs in Scotland by 2030.

The research was commissioned by [Co-operative Development Scotland](#) & undertaken by [University of Leeds](#), [UNSW](#) & the White Rose Employee Ownership Centre ([Andrew Pendleton](#) [Andrew Robinson](#))