

STATE OF WALES: BRIEFING

Employment
March 2018



INTRODUCTION

Whether or not someone has paid work, the security of that work and their well-being while at work have a profound impact on individuals' well-being and life chances, as well as on society as a whole.

This briefing looks at employment in Wales against the key indicators of:

- **Employment rate:** do people have access to paid work?
- **Security of employment:** does paid work provide a secure living?
- **Well-being at work:** how does paid work affect health and well-being?

Key Messages:

- Employment levels and rates have increased considerably since 2012
- Despite this, a smaller proportion of people are in paid work than the GB average with participation in work being especially low for:
 - Disabled people
 - Ethnic minorities
 - Workers outside prime working age of 25-49
 - Women.
- Around 1 in 12 jobs is insecure, because they are either temporary or do not guarantee hours of work.
- Although levels of job satisfaction are high, around 7% of workers become ill or injured through work.

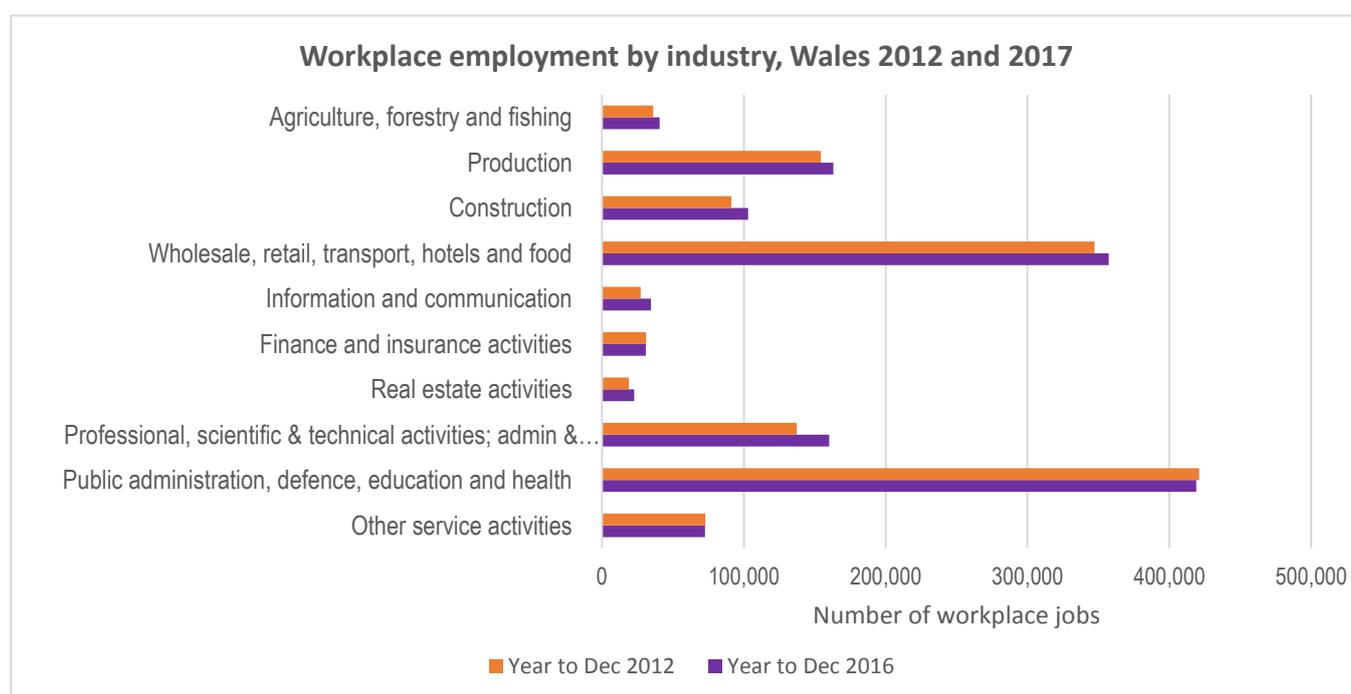
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1. OVERVIEW

The headline figures suggest that the Welsh labour market is doing well, with steady increases in employment over the last five years. At December 2017, there were 1,431,000 people in the workforce in Wales, 93,000 more than at December 2012.¹ Over three-quarters (77.4%) of the increase has been in employee jobs rather than self-employment, and just over two-thirds (67.9%) of the increase has been in full-time rather than part-time work.²

The economic sectors with the largest increases in the numbers of people in employment over this period were professional, scientific and technical activities (up by 22,800) and accommodation and food (up 20,000). In contrast transport shrank (down 6,600), as did public administration (down 5,000), and retail and wholesale (down 4,200).



Source: StatsWales Workplace Employment By Industry [accessed via <https://statswales.gov.wales/Catalogue/Business-Economy-and-Labour-Market/People-and-Work/Employment/Jobs/Whole-Workforce/workplaceemployment-by-industry-area>]

¹ Office for National Statistics (2018) Regional labour market statistics: HI10 Headline indicators for Wales Table 3. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/regionalabourmarket/april2018>

² Office for National Statistics (2018) Regional labour market statistics: HI10 Headline indicators for Wales Table 3. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/regionalabourmarket/april2018>

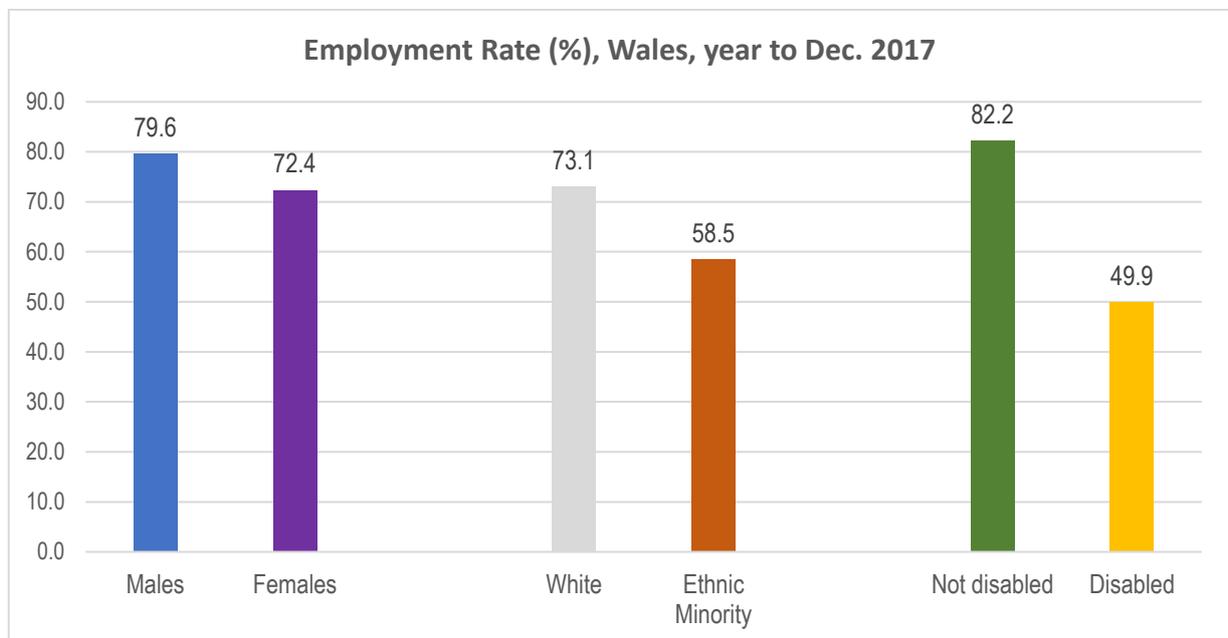
2. EMPLOYMENT RATE

Having access to paid work is a key aspect of participation in society. It provides an income, a sense of identity and social contact. In Wales, more than seven out of ten people aged 16-64 (72.4%) were in employment in the year to December 2017, slightly below the proportion of 74.9% for Great Britain (GB) but still more than 5 percentage points higher than in December 2012.

There are marked inequalities in the likelihood of different groups of people having paid work:

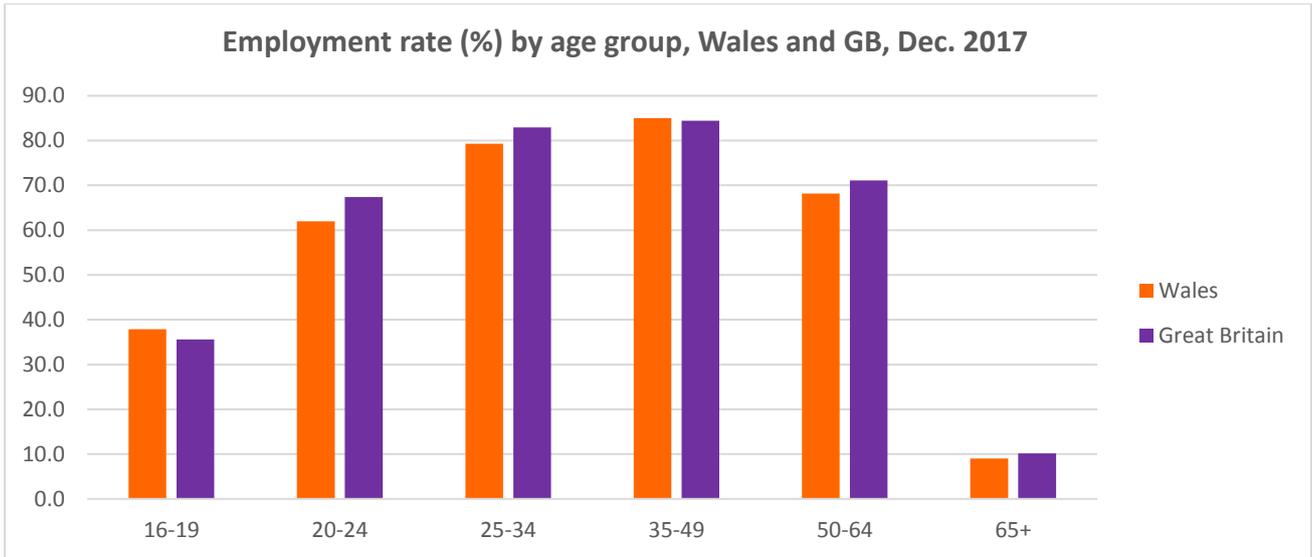
- women are less likely than men to be in employment;
- people from ethnic minorities are less likely than White people to be in employment;
- disabled people are less likely than non-disabled people to be in employment.

All groups of people in Wales have lower employment rates than their GB counterparts.



Source: Annual Population Survey, via NOMIS

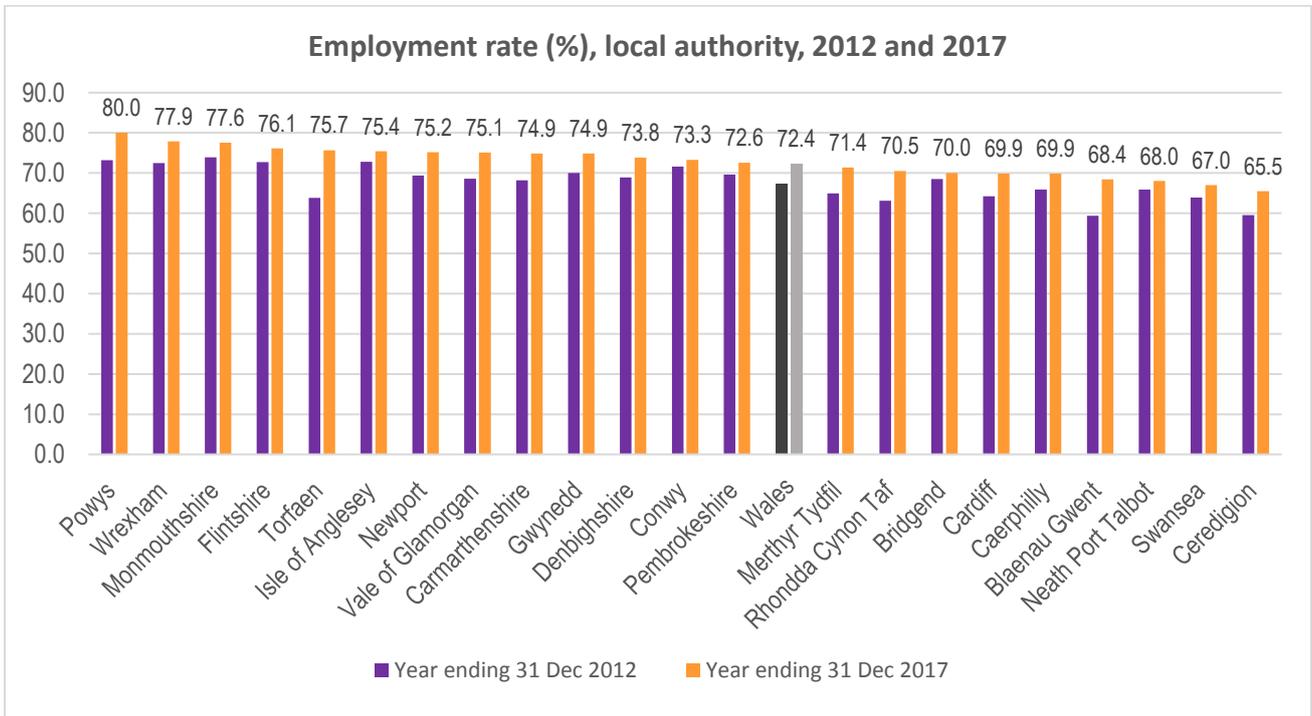
By age, the proportion of people having paid work increases sharply with age to peak at 35-49 years old. Employment rates for most age groups are slightly lower in Wales than GB except for 16-19-year olds and 35-49-year olds.



Source: Annual Population Survey, via NOMIS

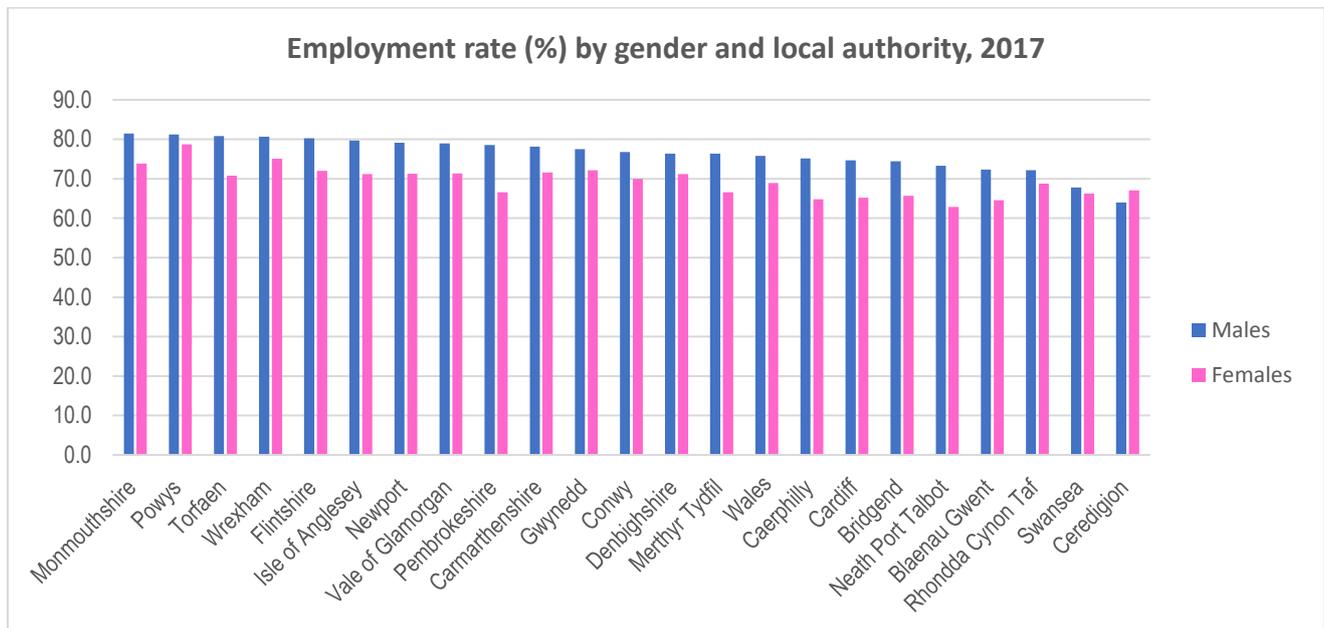
2.1. Local Authority

The highest rates of employment are in eastern Wales (Powys, Wrexham, Monmouthshire and Flintshire) and the lowest rates are in Ceredigion, Swansea, Neath Port Talbot and Blaenau Gwent. All areas have seen an increase in the proportion of people in employment, with the largest increases being in Torfaen and Blaenau Gwent (up 11.9 and 9.0 percentage points respectively over a five-year period).



Source: StatsWales Employment rate by Welsh local area, year and gender [accessed via <https://statswales.gov.wales/v/DKx>]

Women have lower employment rates than men in all areas except Ceredigion. Rates are close to parity in Swansea and Powys. The largest employment rate gaps are in Pembrokeshire, Caerphilly and Neath Port Talbot.



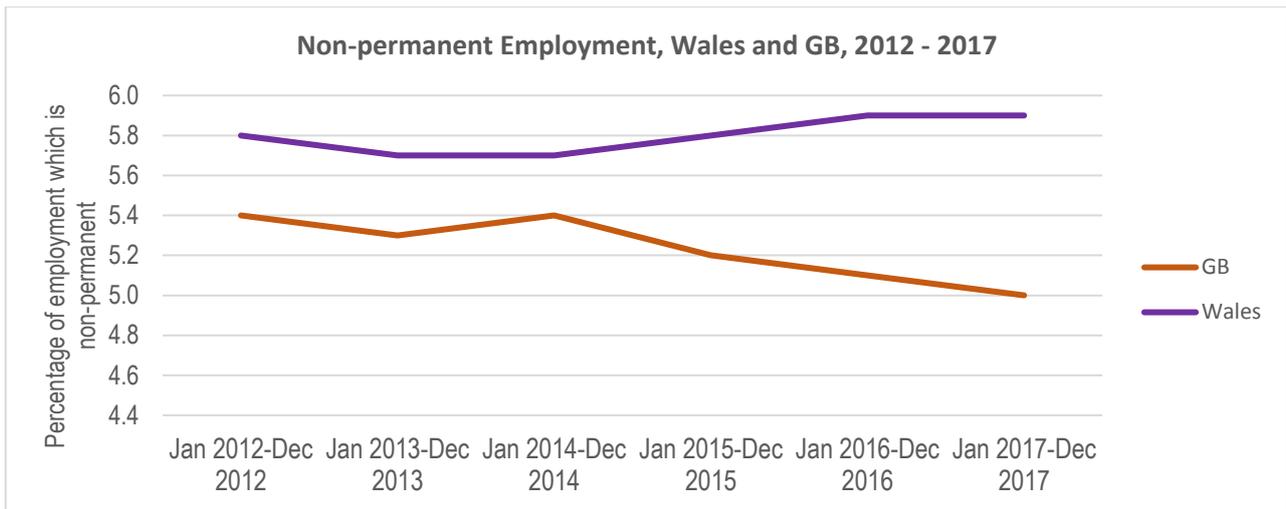
Source: StatsWales Employment rate by Welsh local area, year and gender [accessed via <https://statswales.gov.wales/v/DKx>]

3. INSECURE WORK

Having job security enables workers to plan their daily lives and have a secure income. Statistics on job security are limited: this section looks at temporary employment and zero-hours contracts.

3.1. Temporary employment

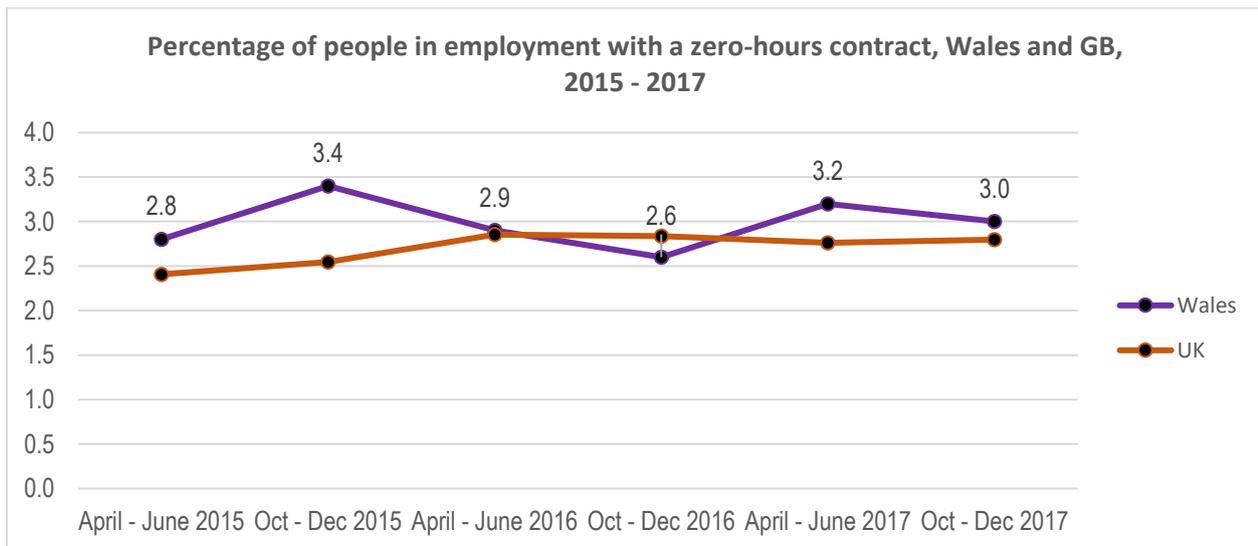
As at December 2017, 84,500 people in Wales were in non-permanent employment. This is equivalent to more than one in twenty workers (5.9%). The proportion in non-permanent employment is higher in Wales than in GB and has stayed relatively high whereas the proportion has declined in GB. Data on the characteristics of temporary workers are not available.



Source: Annual Population Survey, via NOMIS

3.2. No Guaranteed Hours / Zero Hours

At December 2017, about 43,000 people in Wales (3.0% of the workforce) reported being employed on a zero-hours contract in their main employment, slightly above the UK figure of 2.8% of the workforce.



Source: Office for National Statistics, Labour Force Survey EMS17: EMP17: Labour Force Survey: zero-hours contract data tables Table 4 [accessed via <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/emp17peopleinemploymentonzerohourscontracts>]

In the UK as a whole, more than a third (35%) of those employed on zero-hour contracts are aged 16-24 and more women than men are employed on a zero-hour contract.

The sectors most likely to use zero-hours contracts are accommodation and food service (where 22.6% of employees are on zero-hours), and health and social care (19.0%). One in twelve (8.5%) working in elementary occupations was on a zero-hours contract.

4. WELL-BEING AT WORK

Paid work has the ability to damage health and well-being as well as to contribute to a sense of identity and of doing something worthwhile.

4.1. Health and safety at work

Workers in Wales experience rates of work-related illness, injury and death that are above the average for GB:

- 4,510 per 100,000 workers reported that they had an illness caused or made worse by work in 2014/15 – 2016/17, compared with a rate for GB of 3,980.³
- 2,530 per 1,000 workers reported that they had been injured at work over the period 2014/15 – 2016/17, compared with a rate for GB of 2,010.⁴
- There were 10 fatal injuries at work between 2012/13 and 2016/17, a rate of 0.71 per 100,000 workers compared with a GB rate of 0.43 per 100,000. The rate of fatal injury is higher for self-employed workers than employees – 1.81 per 100,000 compared with 0.51 per 100,000.⁵

4.2. Job Satisfaction

More than eight out of ten workers in Wales said that they were moderately satisfied or better with their jobs in 2016/17. Other surveys using slightly different measures of satisfaction also find high levels of job satisfaction in Wales.⁶

In general, job satisfaction rises with age in Wales.⁷ In the UK, women are slightly more satisfied with their employment than men.⁸ Data on job satisfaction and other personal characteristics are not available.

³ Health and Safety Executive Statistics – Ill health - Table LFSILLREG Work-related illness – Country and region of residence <http://www.hse.gov.uk/statistics/regions/tables.htm>

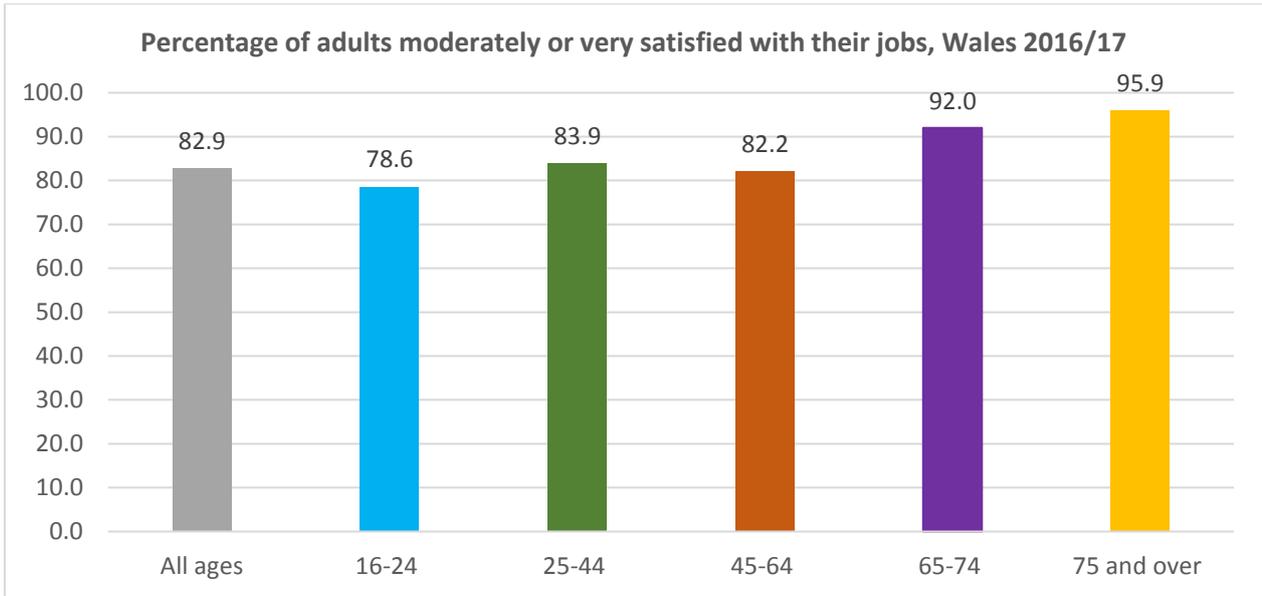
⁴ Health and Safety Executive Statistics – Injury - Table LFSINJREG Workplace injury – Country and Region <http://www.hse.gov.uk/statistics/regions/tables.htm>

⁵ Health and Safety Executive Statistics – Fatal Injury – Table RIDREG - RIDDOR reported fatal and non-fatal injuries in Great Britain by country, region, county and local authority <http://www.hse.gov.uk/statistics/regions/tables.htm>

⁶ Davies, R. (2016) Making the Best of a Bad Job? Measuring Job Satisfaction in Wales. <http://blogs.cardiff.ac.uk/wiserd/2016/07/07/making-the-best-of-a-bad-job-measuring-job-satisfaction-in-wales/>

⁷ Stats Wales: National Survey for Wales Percentage of people moderately or very satisfied with their jobs by age. <https://statswales.gov.wales/Catalogue/National-Survey-for-Wales/Well-being-and-Finances/percentageofpeoplemoderatelyorverysatisfiedwiththeirjobs-by-age-year>

⁸ Office for National Statistics (2018) Measuring National Well-being: Domains and Measures, data for April 2018 Table 4.2 <https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/datasets/measuringnationalwellbeingdomainsandmeasures>



Source: National Survey for Wales Percentage of people moderately or very satisfied with their job, by age [accessed via <https://statswales.gov.wales/Catalogue/National-Survey-for-Wales/Well-being-and-Finances/percentageofpeoplemoderatelyorverysatisfiedwiththeirjobs-by-age-year>]

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