



Labour Market Overview, February 2022

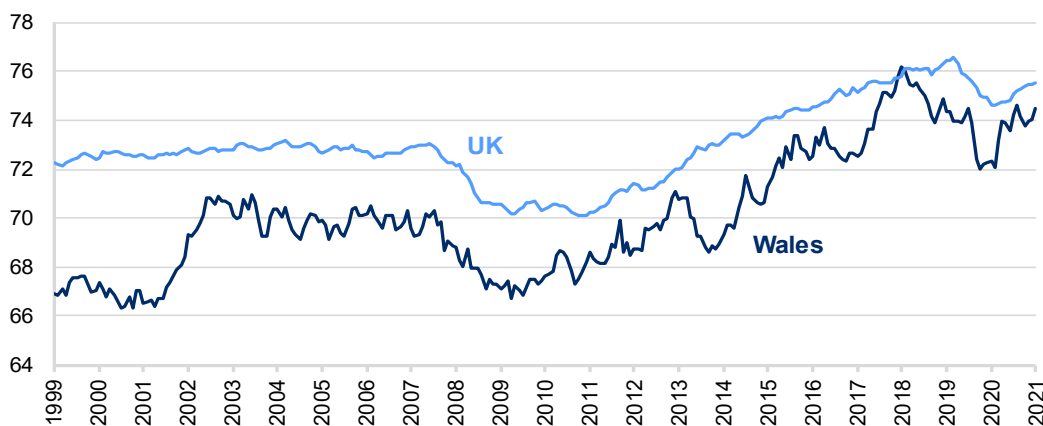
17 February 2022
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Key points for October to December 2021

The latest Labour Force Survey data (October to December 2021) continues to show the impacts of the coronavirus (COVID-19) pandemic on the labour market.

- The employment rate in Wales now stands at 74.5%. This is up 0.7 percentage points on the quarter and up 2.2 percentage points over the year.
- The unemployment rate in Wales was 3.1%. This is down 0.7 percentage points from the previous quarter and down 1.4 percentage points compared to a year earlier.
- The economic inactivity rate in Wales was 23.1%. This was down slightly over the quarter, and down 1.1 percentage points compared to the same period a year earlier.

Employment rate (percentage of population age 16-64)



Source: Labour Force Survey, Office for National Statistics

Other data sources

The latest official labour market estimates cover the period October to December 2021. Other data sources and indicators are also used to provide a more complete picture.

- The number of paid employees (excludes self-employed) has generally increased in recent years, but fell during the pandemic. The number of paid employees began increasing again at the end of 2020 and is now above the pre-pandemic level (1.29 million in January 2022 compared with 1.26 million in February 2020)
- The claimant count in Wales now stands at 78,400 (January 2022), an increase of 18,700 (31.4%) from February 2020. This is a rate of 4.7%, the joint lowest rate since March 2020.

About this bulletin

This monthly bulletin is a compendium publication that brings together the latest key statistics relating to the Welsh labour market, with a specific focus on the impacts of the COVID19 pandemic.

Key supporting material:

[Welsh Economy in Numbers](#)

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Key labour market (LFS) data

The LFS is a sample survey and, as such, estimates obtained from it are subject to sampling variability. If we drew many samples, each would give a different result. Please note statistical significance and confidence intervals are only available for headline labour market indicators.

Table 1 shows the variability of the estimates, quarterly change and annual change using 95% confidence intervals. It is expected that in 95% of samples the range would contain the true value. If none of the reported changes over the year or the quarter were statistically significant, then the recorded changes did not exceed the variability expected from a sample survey of this size

More information about statistical significance and the accuracy of estimates is available in section 4.2 of Key Quality Information.

Table 1 shows there were no statistically significant changes for headline labour market indicators in the three months to December 2021. This suggests that the quarterly and annual changes for these indicators are unlikely to reflect a real change in the data.

Table 1: Estimates, confidence intervals and statistical significance for Labour Market Indicators, October to December 2021

	Latest Data		Quarterly Change			Annual Change		
	Estimate	Confidence Interval	Change	Confidence interval	Significance	Change	Confidence interval	Significance
Employment Rate ¹	74.5%	+/-2.2ppts	0.7ppts	+/-2.8ppts	Not Statistically Significant	2.2ppts	+/-3.2ppts	Not Statistically Significant
Unemployment Rate ²	3.1%	+/-0.9ppts	-0.7ppts	+/-1.2ppts	Not Statistically Significant	-1.4ppts	+/-1.5ppts	Not Statistically Significant
Economic Inactivity Rate ¹	23.1%	+/-2.1ppts	-0.1ppts	+/-2.7ppts	Not Statistically Significant	-1.1ppts	+/-3.0ppts	Not Statistically Significant

Source: WG analysis of Labour Force Survey, ONS

¹ Rates are the proportion of the total population aged 16-64.

² Rate is the proportion of the economically active population aged 16 and over.

1. Employment & Jobs

Key Points:

- In October to December 2021, the employment rate in Wales increased for males and females compared to both the previous quarter and the same time last year. (Labour Force Survey, ONS)
- The number of paid employees has generally increased in recent years, but fell during the pandemic. The number of paid employees began increasing again at the end of 2020 and is now above the pre-pandemic level. (Pay As You Earn Real Time Information, HMRC)
- In January 2022 Administrative and support services had the largest increase in the number of paid employees compared with the start of the pandemic (February 2020). The largest decrease over the same period was Energy production & supply.
- Despite an increase from the lowest point in April to June 2020, the average number of hours worked still hasn't returned to pre-pandemic levels. (Labour Force Survey, ONS)
- The number of workforce jobs in Wales rose by 4,000 (0.3%) between September 2020 and September 2021 to 1.45 million. (Workforce Jobs, ONS)
- The number of self-employment jobs in Wales increased by 42,900 (29.7%) between September 1999 and September 2021 to 187,400. (Workforce Jobs, ONS)

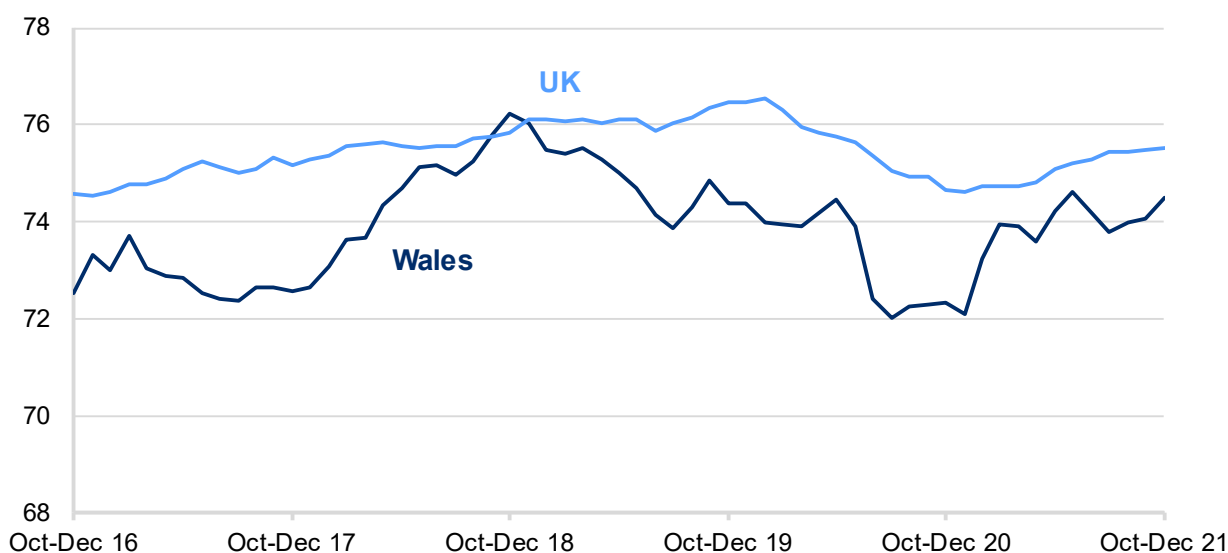
Labour Force Survey Employment (ONS)

LFS employment: people aged 16 to 64 who did at least one hour of paid work in the reference week (whether as an employee or self-employed); those who had a paid job that they were temporarily away from; those on government-supported training and employee programmes and those doing unpaid family work.

Note: Figures for employment include employees who have been furloughed.

The employment rate remained broadly stable towards the end of 2019 and the beginning of 2020 following a steady decrease since late 2018. The employment rate began to fall in early 2020 as a result of the coronavirus pandemic, and the July to September 2020 period saw the largest quarterly decrease in the Welsh employment rate since records began in 1992. Wales had the fifth lowest employment rate of the 12 UK countries and English regions in October to December 2021.

Chart 1.1: Employment rate, persons (percentage of those aged 16-64)



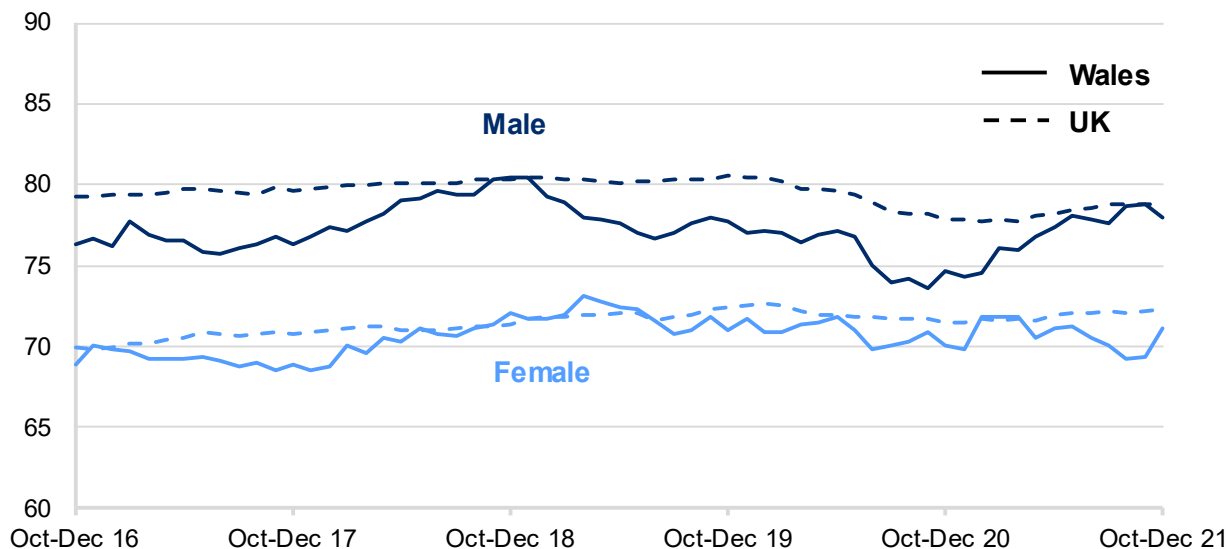
Source: Welsh Government analysis of Labour Force Survey

There were 1.5 million people in employment in Wales in October to December 2021, up by 21,700 (1.5%) from the same period a year earlier. This is a rate of 74.5% of those aged 16-64 which is up 0.7 percentage points on the previous quarter, and up 2.2 percentage points from the same period a year earlier. Over the year, the employment level in the UK rose by 337,000 (1.0%) to 32.5 million. This is a rate of 75.5% of those aged 16-64 which is 1.0 percentage points higher than the rate for Wales.

Employment and Sex

Employment in Wales is historically higher for men than for women, which is reflected in higher female economic inactivity (chart 3.2). This is primarily because women are more likely to have full-time caring responsibilities.

Chart 1.2: Employment rate, males and females (percentage of those aged 16-64)



Source: Welsh Government analysis of Labour Force Survey

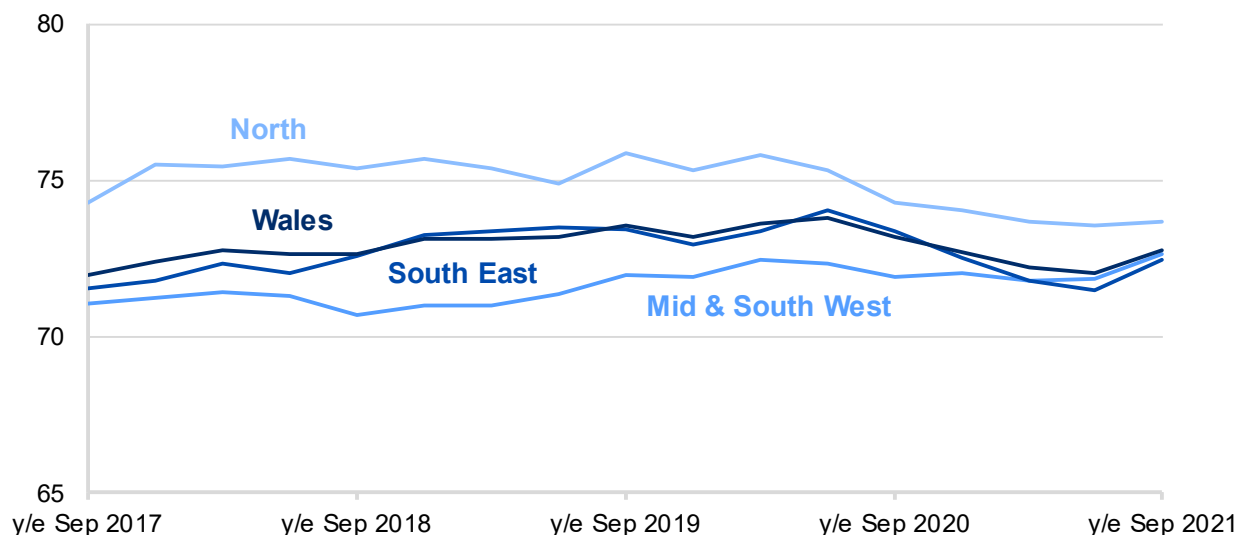
There were 777,000 men in employment in Wales in October to December 2021, up 24,000 (3.1%) from the same period a year earlier. This is a rate of 77.9% of those aged 16-64, up 3.3 percentage points from the same period a year earlier. The number of men in employment in the UK rose by 184,000 (1.1%) over the year to 17.0 million. This is a rate of 78.8% of those aged 16-64, up 0.9 percentage points from a year earlier.

There were 698,000 women in employment in Wales in October to December 2021, down 2,000 (0.3%) from the same period a year earlier. This is a rate of 71.1% of those aged 16-64, up 1.0 percentage points from the same period a year earlier. The number of women in employment in the UK was 15.5 million, up 153,000 (1.0%) over the year. This is a rate of 72.2% of those aged 16-64, up from 71.5% a year earlier.

Annual Population Survey - Economic Regions (ONS)

APS: The Annual Population Survey (APS), which began in 2004, is compiled from interviews for the Labour Force Survey (LFS), along with additional regional samples. The APS comprises the main variables from the LFS, with a much larger sample size. Consequently, the APS supports more detailed breakdowns than can be reliably produced from the LFS. Estimates are produced every quarter for a rolling annual period; for example, January to December data will be followed by data for April to March when they are next updated.

Chart 1.3: Employment rate, economic regions (four quarter rolling average, percentage of those aged 16-64, not seasonally adjusted)



Source: Welsh Government analysis of Annual Population Survey

The overall trend for Wales and the three Welsh economic regions over the last four years is a steady increase in employment until the coronavirus pandemic, with North Wales remaining consistently higher than Wales and the other economic regions.

In the year ending September 2021, the employment level increased in Mid and South West Wales by 8,500 (2.1%) over the year. The employment level decreased in the other two economic regions compared with the previous year, in North Wales by 1,400 (0.4%) and in South East Wales by 6,500 (0.9%). Over the same period, the employment rate increased by 0.7 percentage points in Mid and South West Wales, but decreased by 0.6 percentage points in North Wales and by 0.9 percentage points in South East Wales. (Differences calculated using unrounded figures)

Experimental Real Time Pay Information (HMRC)

HMRC's Pay As You Earn (PAYE) Real Time Information (RTI): These data come from HM Revenue and Customs' (HMRC's) Pay As You Earn (PAYE) Real Time Information (RTI) system. They cover the whole population rather than a sample of people or companies, and they will allow for more detailed estimates of the population. PAYE RTI covers employees payrolled by employers only. It does not cover self-employment income or income from other sources such as pensions, property rental and investments. Where individuals have multiple sources of income, only income from employers is included.

The release is classed as Experimental Statistics as the methodologies used to produce the statistics are still in their development phase. As a result, the series are subject to revisions.

The Office for National Statistics and HM Revenue & Customs (HMRC) publish [data for Wales on payrolled employees, mean pay, aggregate pay and single month estimates for median pay](#).

The data on the number of paid employees is a clear indication of how the coronavirus (COVID-19) pandemic affected the number of employees in Wales.

Chart 1.4: Paid employees, Wales



Source: Pay As You Earn Real Time Information, HM Revenue and Customs

The number of paid employees has generally increased in recent years, but fell during the pandemic.

Early estimates for January 2022 indicate that the number of paid employees in Wales has increased by 4,900 (0.4%) over the month to 1.29 million. This is above the pre-pandemic estimates from February 2020, and an increase of 58,900 since the lowest point of the pandemic in November 2020.

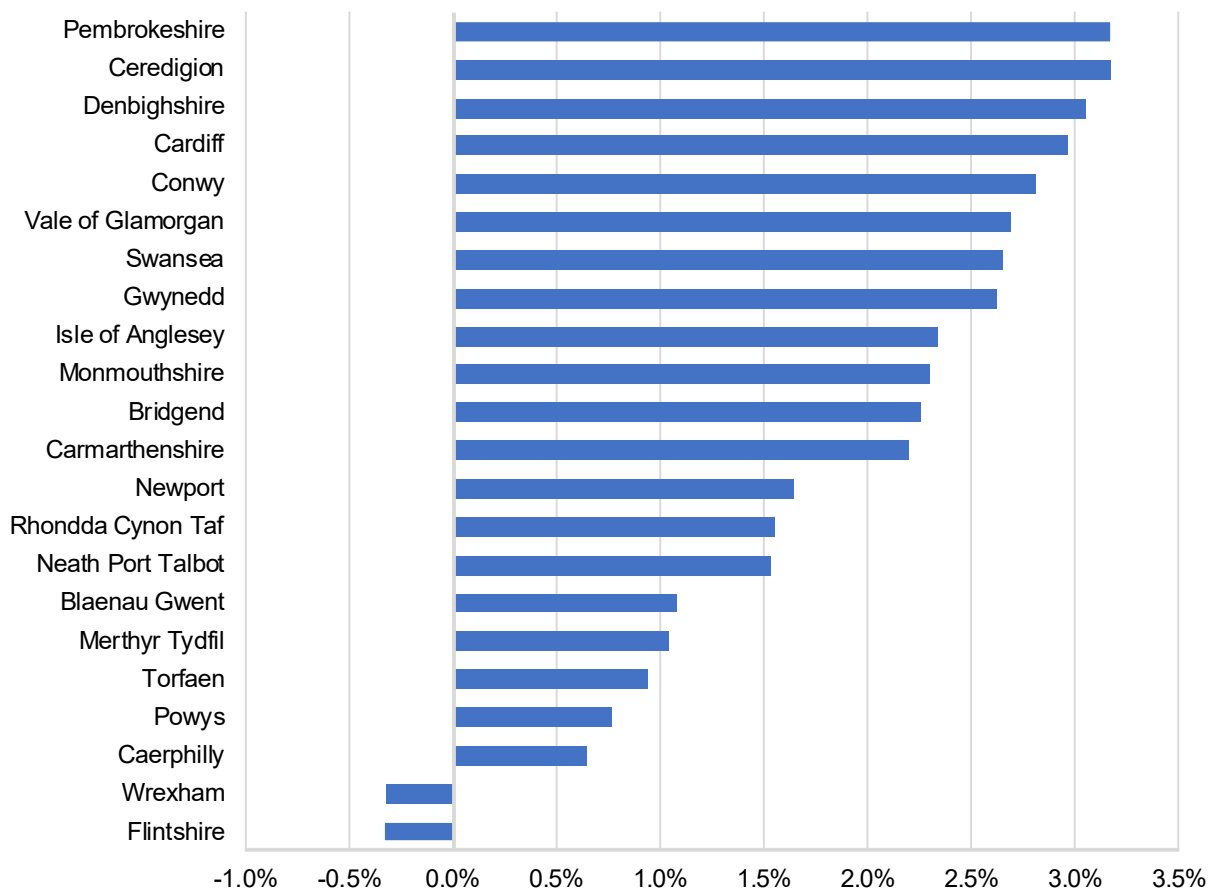
Early estimates for January 2022 at a UK level showed a monthly increase of 108,000.

Quarterly RTI Updates

Employees by local authority

In December 2021, estimates of the number of paid employees by local authority area were published by HMRC. The latest data refers to November 2021 and the next update will be in March 2022.

Chart 1.5 Percentage change from February 2020 of paid employees by local authority, Wales



Source: Pay As You Earn Real Time Information, HM Revenue and Customs

All Welsh local authority areas saw a decrease between February 2020 and November 2020 with Cardiff experiencing the largest proportional decrease in the number of paid employees between February 2020 and November 2020 (the lowest point of the series), down 4.1%.

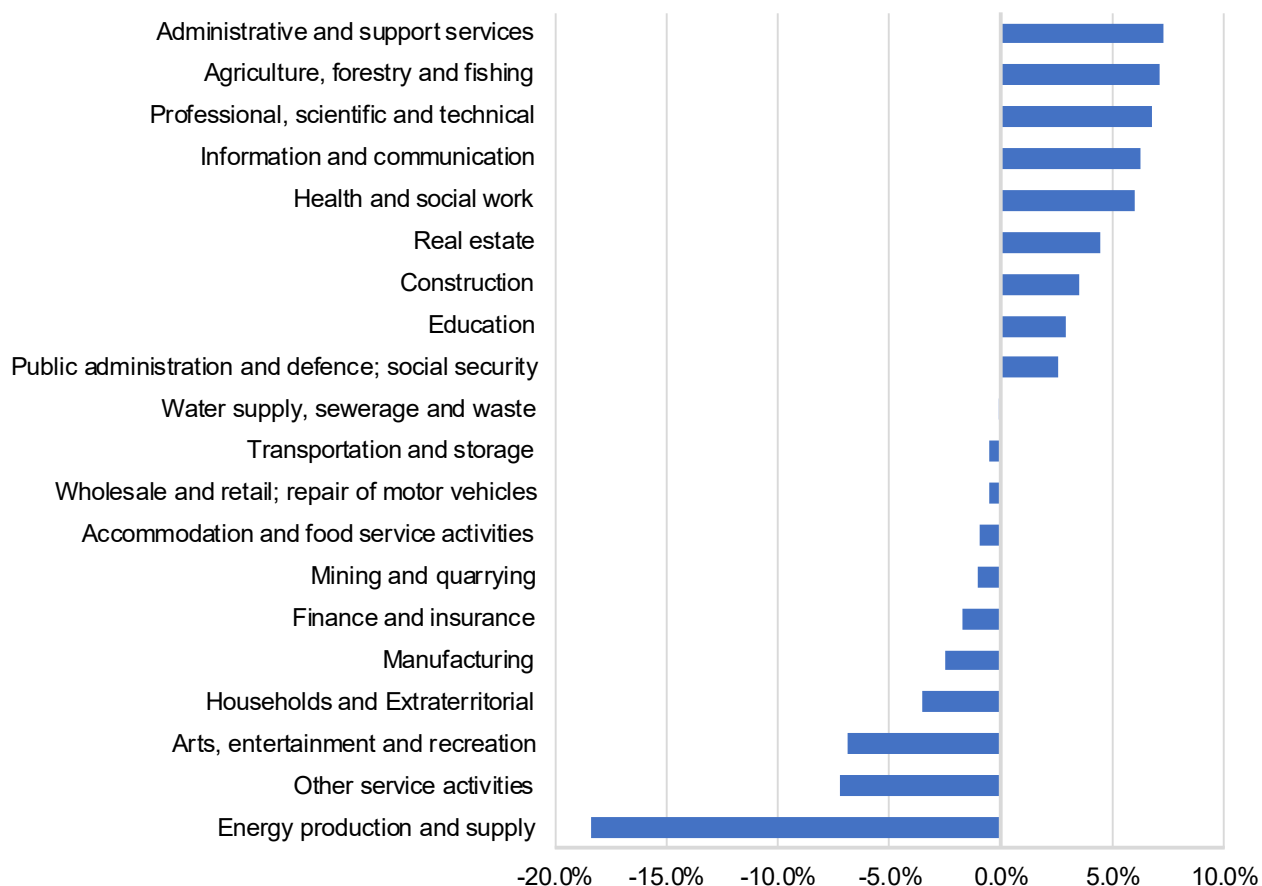
However, since November 2020, the number of paid employees in Cardiff has grown 7.4%, which is the fastest rate in Wales. All other local authority areas saw increases since November 2020, with Flintshire experiencing the smallest increase at 2.8%.

The latest data shows only 2 local authority areas remain below pre-pandemic estimates.

Employees by industry sector

In November 2021, HMRC published data for the number of paid employees by industry sector for the UK countries and English regions. The latest data refers to January 2022 and the next update will be in May 2022.

Chart 1.6 Percentage change from February 2020 of paid employees by industry sector, Wales



Source: Pay As You Earn Real Time Information, HM Revenue and Customs

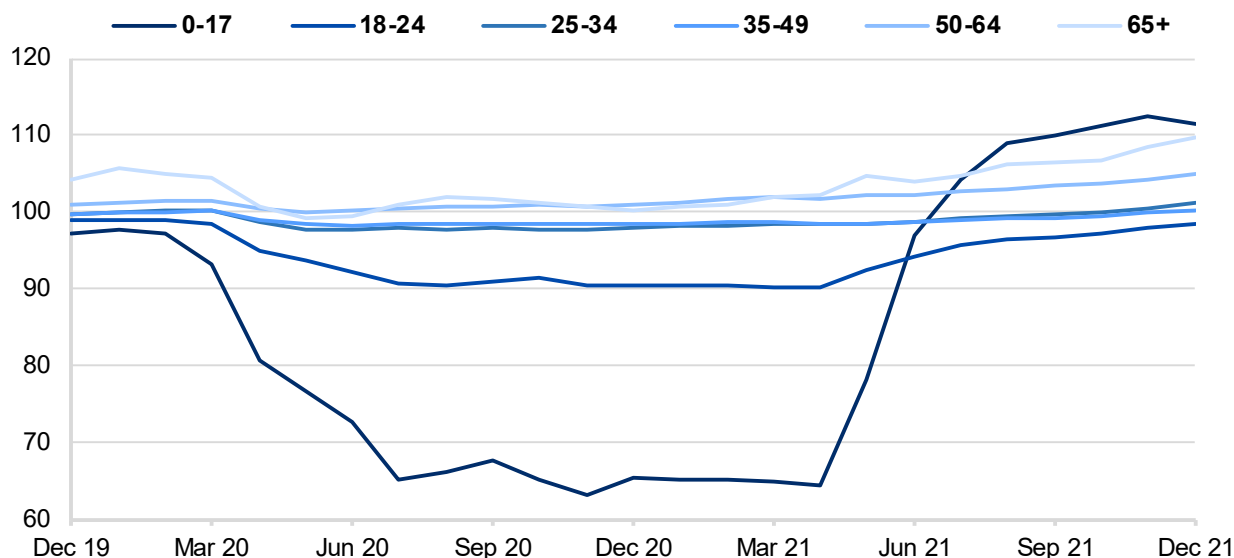
In January 2022 Administrative and support services had the largest increase (up 7.3%) in the number of paid employees compared with the start of the pandemic (February 2020). The largest decrease over the same period was Energy production & supply (down 18.4%).

Arts, entertainment and recreation experienced the largest increase compared to the lowest point in November 2020 followed by Accommodation and food service activities (up 17.2% and 15.7% respectively).

Employees by age

In January 2022, HMRC published data by age group for the UK countries and English regions for the first time. The latest data refers to December 2021 and the next update for these statistics will be in April 2022. The trends across Wales show similar patterns to the UK.

Chart 1.7 Paid employees by age group, Wales (Index 2019=100)



Source: Pay As You Earn Real Time Information, HM Revenue and Customs

The number of paid employees within each age group in Wales have increased from their respective lowest points during the pandemic period. However, the number of employees aged 18 to 24 were the only age group to remain slightly below pre-pandemic estimates from February 2020 (down 0.6%).

All age groups experienced an increase in the number of paid employees over the latest month, except people aged under 18.

Coronavirus Job Retention Scheme (furlough) & Self Employment Income Support Scheme (HMRC)

CJRS: The Coronavirus Job Retention Scheme (CJRS) was announced by the UK government on 20 March 2020 and has supported employers in paying their employees during the Coronavirus (COVID-19) pandemic. Figures include those who are furloughed and partly furloughed.

SEISS: The Self-Employment Income Support Scheme (SEISS) is a UK Government scheme that provides support for self-employed individuals whose business has been affected by Coronavirus (COVID-19) and is administered by HMRC.

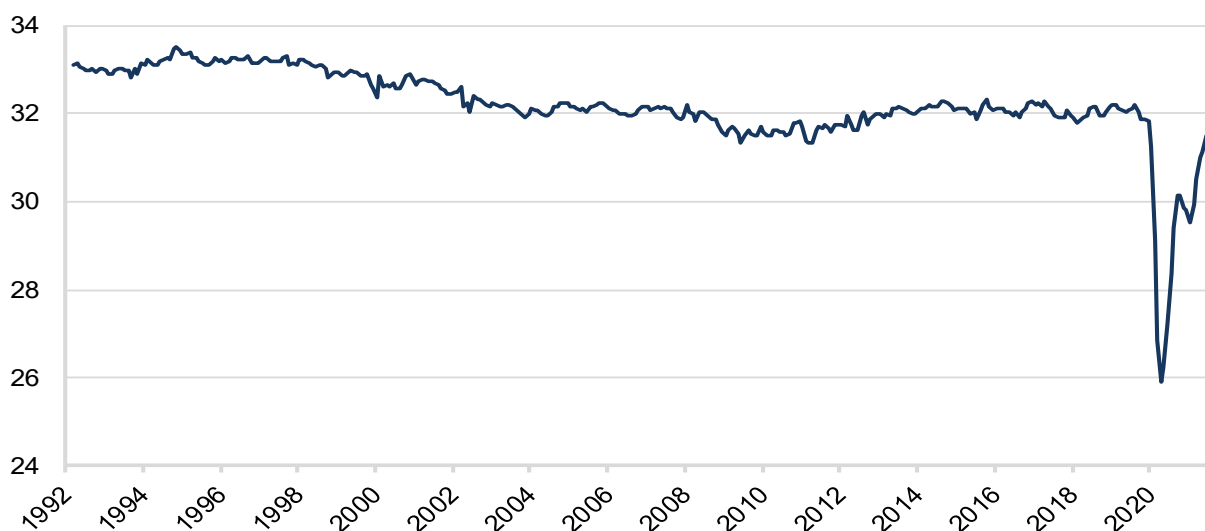
The CJRS and SEISS schemes stopped on 30th September 2021 with HMRC's final update to these statistics being on [16 December 2021](#).

Hours worked (ONS)

Hours worked: Labour Force Survey statistics for usual hours worked measure how many hours people usually work per week. They are not affected by absences and so can provide a good measure of normal working patterns.

Latest data for the UK are sourced from the LFS. Due to the sample size, data for Wales are derived from the APS and are therefore not as timely.

Chart 1.8: Average hours worked, UK



Source: Labour Force Survey, ONS

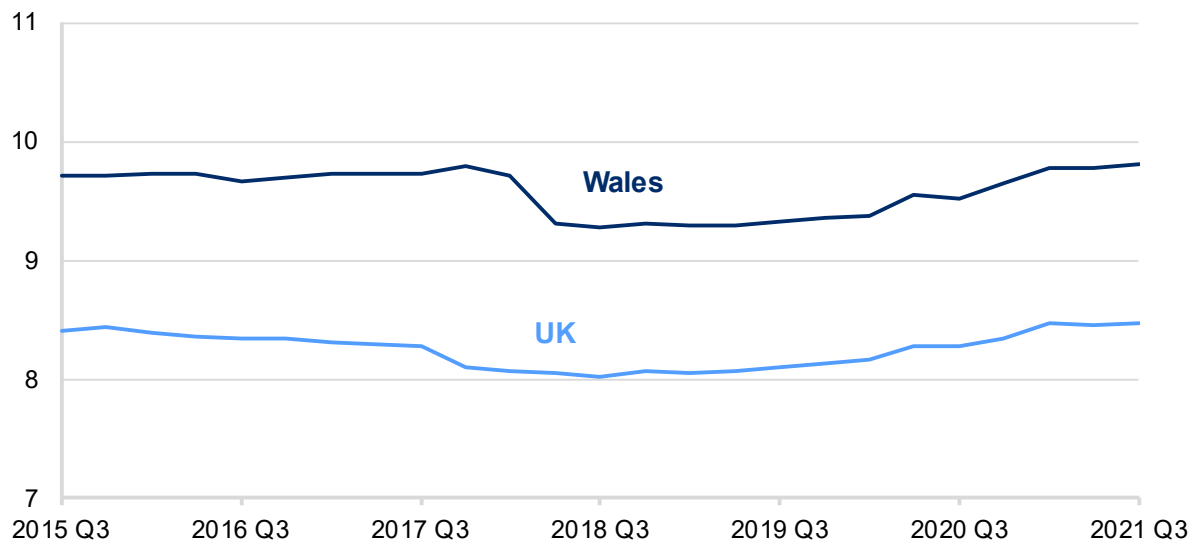
The pandemic has had a large impact on actual hours worked. In the three months to December 2021, the average number of hours worked in the UK was 31.6 hours, unchanged (to 1d.p.) from the previous quarter. Despite an increase of 5.7 hours from the lowest point over a year ago (April to June 2020), the average number of hours worked still hasn't reached the pre-pandemic levels.

During the year to September 2021, the average number of hours worked in Wales was 30.9 hours per week, an increase of 2.2 hours from last year. Data for the year to March 2021 estimated the lowest number of hours worked since records began in 2004. Men in Wales worked an average of 34.7 hours per week and females worked an average of 26.7 hours per week.

Public Sector Employment (ONS)

Public Sector: The public sector comprises central government, local government and public corporations as defined for the UK National Accounts. The national accounts are compiled based on an internationally comparable accounting framework and describe the activities in a national economy. Data sourced from an ONS data collection on Public Sector Employment.

Chart 1.9: Public sector employment (percentage of population, not seasonally adjusted)



Source: Welsh Government analysis of Regional Public Sector Employment, ONS

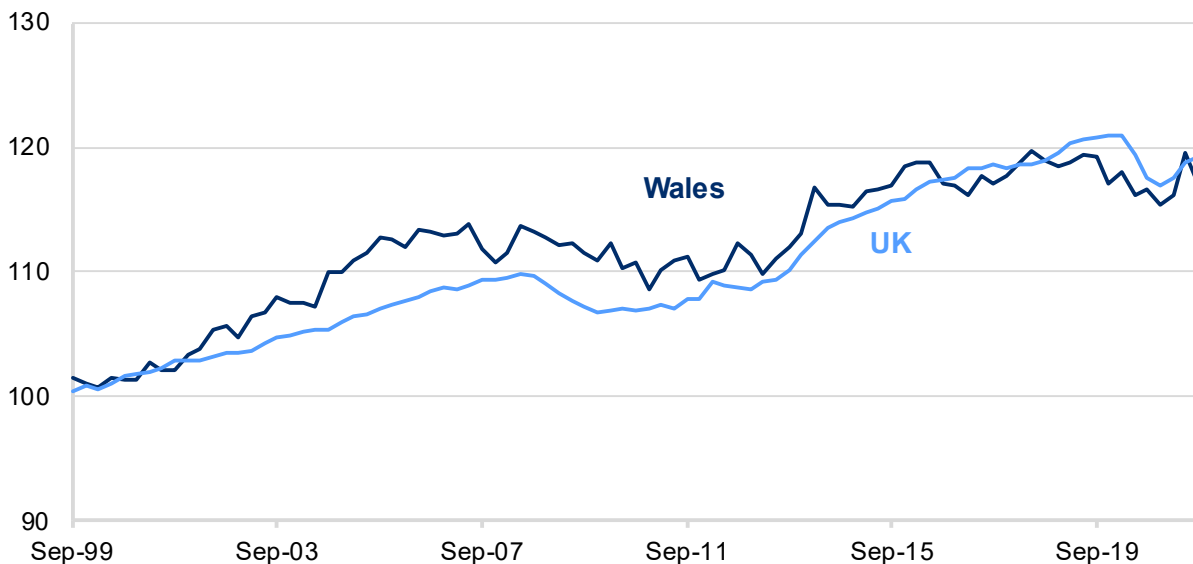
According to Public Sector Employment data, there were 311,000 people employed in the public sector in Wales in 2021 Q3, up 2.9% from a year earlier. This is 9.8% of the population, up 0.3 percentage points on the same quarter a year earlier.

Public sector employment in the UK over the same period increased by 2.5% to 5.7 million. This is 8.5% of the population, up 0.2 percentage points on the previous year.

Workforce Jobs (ONS)

Workforce Jobs: The number of people with jobs is not the same as the number of jobs. This is because a person can have more than one job. The number of people with jobs is measured by the Labour Force Survey (LFS). The number of jobs is measured by Workforce Jobs (WFJ) and is the sum of employee jobs from employer surveys, self-employment jobs from the LFS, those in HM Forces and government- supported trainees. The LFS and WFJ measures are reconciled each quarter in an [article published](#) on ONS' website. Jobs vacancies are measured separately by the Vacancy Survey.

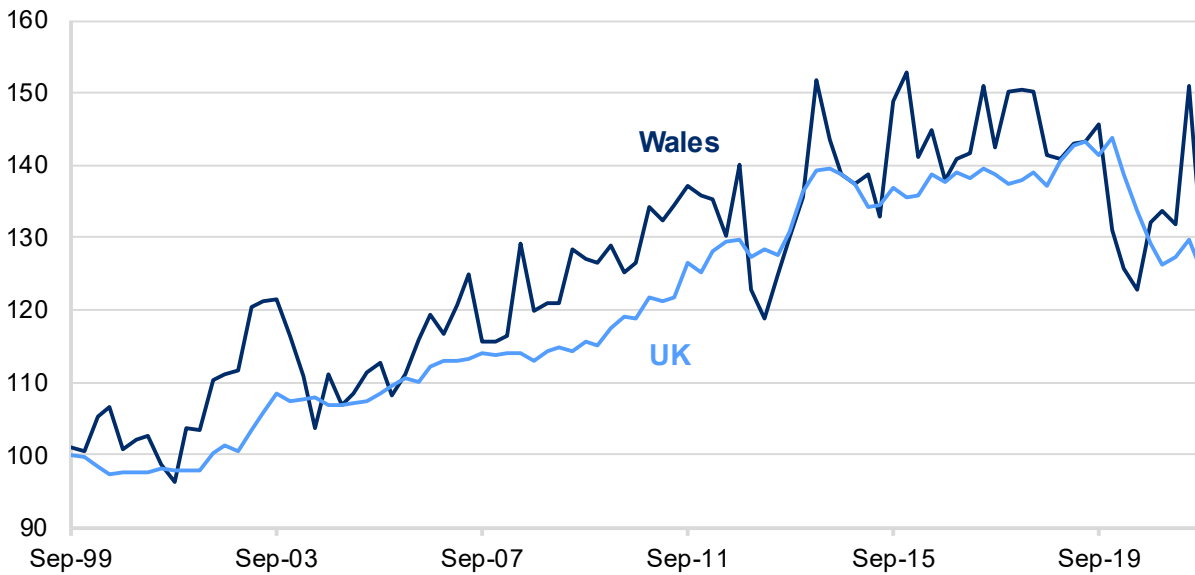
Chart 1.10: Workforce jobs (Index 1999=100)



Source: Welsh Government analysis of Workforce Jobs, ONS

Between September 1999 and September 2021, the number of workforce jobs in Wales rose by 193,200 (15.3%). The number of workforce jobs in the UK decreased over the year by 499,500 (1.4%) to 35.1 million but has increased by 5.6 million (18.8%) since September 1999.

Chart 1.11: Self-employment jobs (Index 1999=100)



Source: Welsh Government analysis of Workforce Jobs, ONS

The number of self-employment jobs in Wales increased by 42,900 (29.7%) between September 1999 and September 2021 to 187,400 (12.9% of workforce jobs compared to 11.5% in June 1999). However, it is important to note the volatility of this series. The estimate of the number of self-employment jobs in the UK was 4.1 million, down 112,900 (2.7%) over the year (11.7% of workforce).

2. Unemployment

Key Points:

- In September to November 2021, the unemployment rate in Wales decreased for males and females compared to both the previous quarter and to the previous year. (Labour Force Survey, ONS)
- The overall trend for Wales and two of the economic regions (Mid and South West Wales and South East Wales) is an increase in unemployment over the past year, following a decrease for the previous four years. While the unemployment rate in North Wales decreased over the year following a slight increase for the previous four. has shown opposite movements. (Annual Population Survey, ONS)
- The claimant count in Wales is almost a third above pre-pandemic estimates (February 2020), however has generally been decreasing since the initial increase in April 2020. (Jobcentre Plus Administration System, Department for Work and Pensions)
- The number of people on Universal Credit increased considerably at the start of the pandemic but has generally decreased since April 2021. (Department for Work and Pensions)
- Redundancies in Wales increased during the pandemic to a peak in September to November 2020. It has since fallen to the lowest recorded level in February to April 2021. (Labour Force Survey, ONS)
- Potential redundancies in Wales spiked in mid 2020, however they have since been generally lower than prior to the pandemic.
- Since the end of April 2021, online job adverts in Wales have been above pre-pandemic levels. (Weekly Online Job Advert Estimates, ONS)

Labour Force Survey Unemployment (ONS)

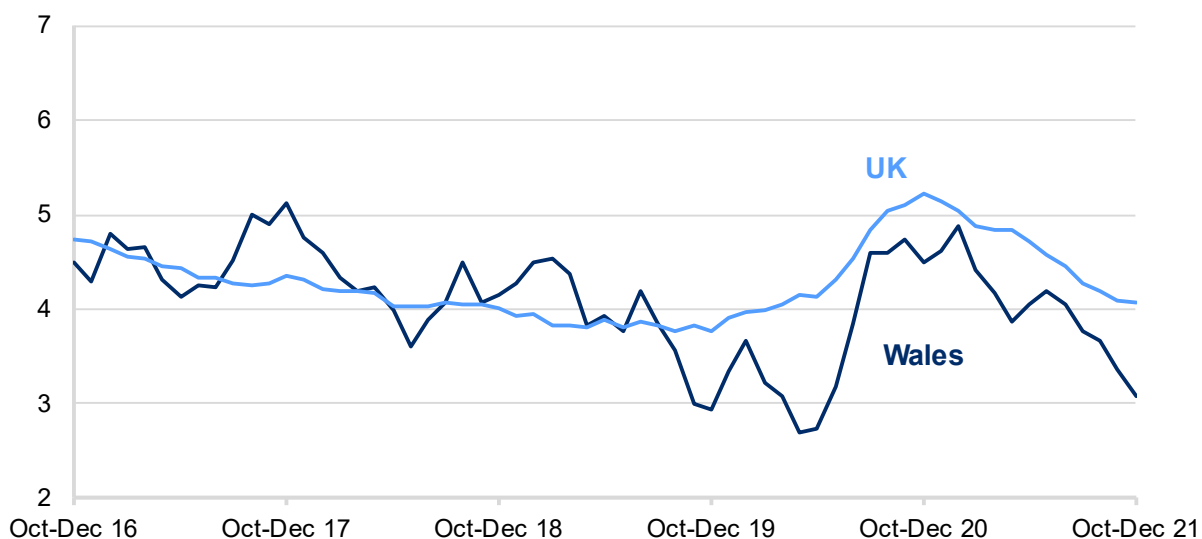
LFS Unemployment: The number of unemployed people in the UK is measured through the Labour Force Survey (LFS) following the internationally agreed definition recommended by the International Labour Organisation (ILO) – an agency of the United Nations. Unemployed people are without a job, have actively sought work in the last four weeks and are available to start work in the next two weeks; or are out of work, have found a job and are waiting to start it in the next two weeks.

The headline unemployment rate is calculated by dividing the unemployment level for those aged 16 and over by the total number of economically active people aged 16 and over.

The Welsh unemployment rate has generally tracked the UK rate and had been gradually falling since the early 2010s, before rising sharply in recent periods as a result of the coronavirus pandemic. In August to October 2019, the Welsh unemployment rate fell below the UK rate and has remained below ever since.

As with the employment rate, this series can be volatile and short-term changes should be treated with caution.

Chart 2.1: ILO Unemployment rate (percentage of economically active population)



Source: Welsh Government analysis of Labour Force Survey

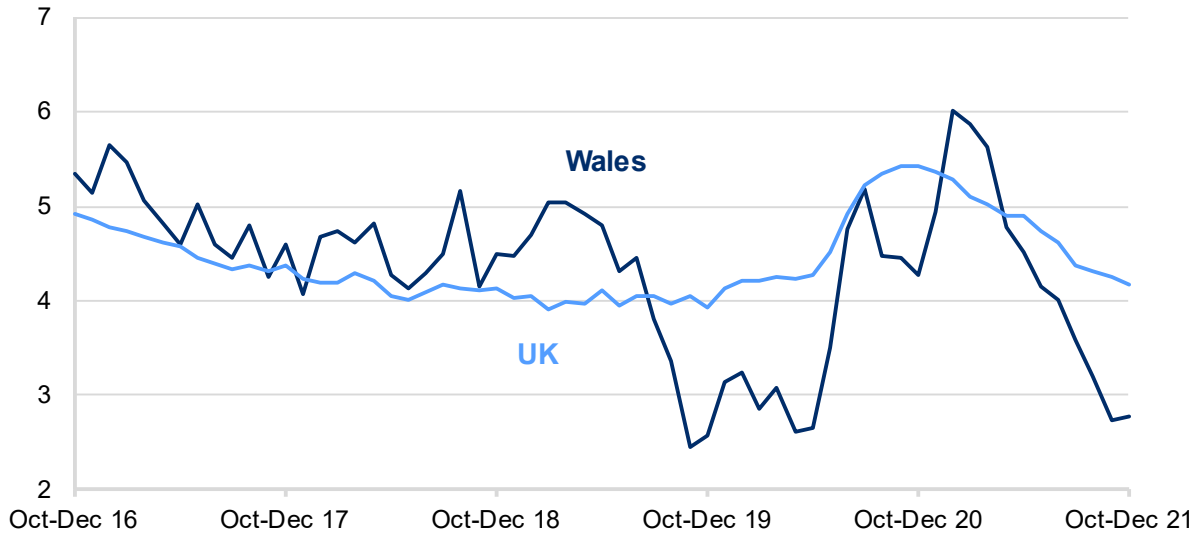
During October to December 2021, there were 47,000 unemployed people in Wales, down 22,000 (31.6%) from the same period a year earlier. This is a rate of 3.1% of the economically active population, down 0.7 percentage points from the previous quarter and down 1.4 percentage points compared to a year earlier.

There were 1.37 million unemployed people in the UK, down 396,000 (22.4%) from the previous year. This is a rate of 4.1%, down 1.2 percentage points over the year.

Unemployment and sex

Differences between male and female unemployment are not as apparent as in employment or economic inactivity. Historically, the number of unemployed men has tended to be higher than the number of unemployed women. However in recent years they have shown particular volatility as the number of unemployed people, as well as the sample sizes, have dropped.

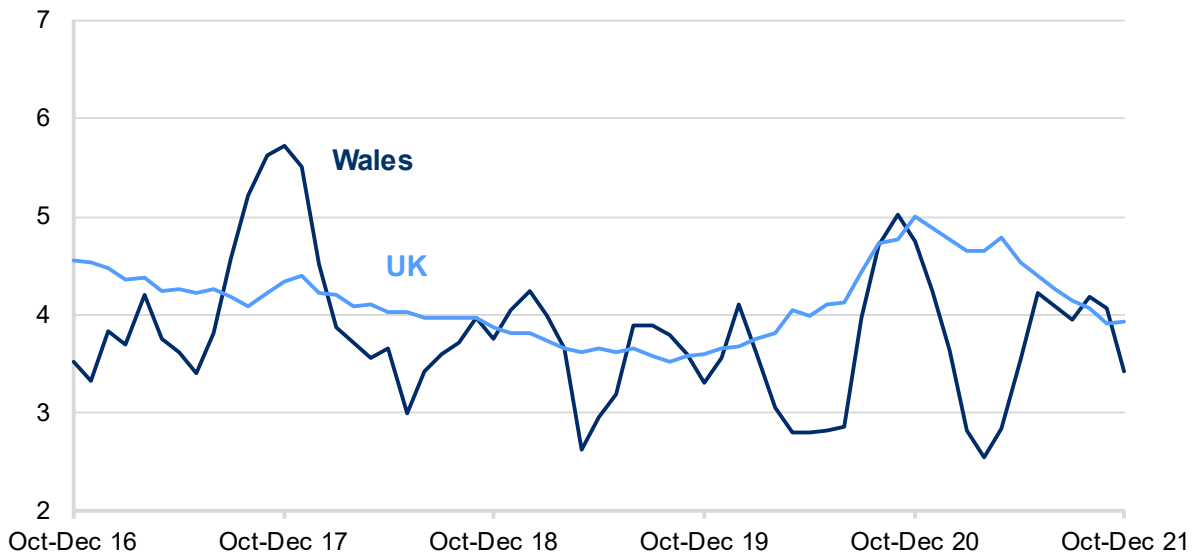
Chart 2.2: Unemployment rate, males (percentage of those aged 16 and over)



Source: Welsh Government analysis of Labour Force Survey

There were 22,200 unemployed men in Wales in October to December 2021, down 11,400 (34.1%) from the same period a year earlier. This is a rate of 2.8%, down 0.8 percentage points on the previous quarter and down 1.5 percentage points on the previous year. The number of unemployed men in the UK fell by 223,000 (23.1%) over the year to 740,000. This is a rate of 4.2%, down from 5.4% a year earlier.

Chart 2.3: Unemployment rate, females (percentage of those aged 16 and over)



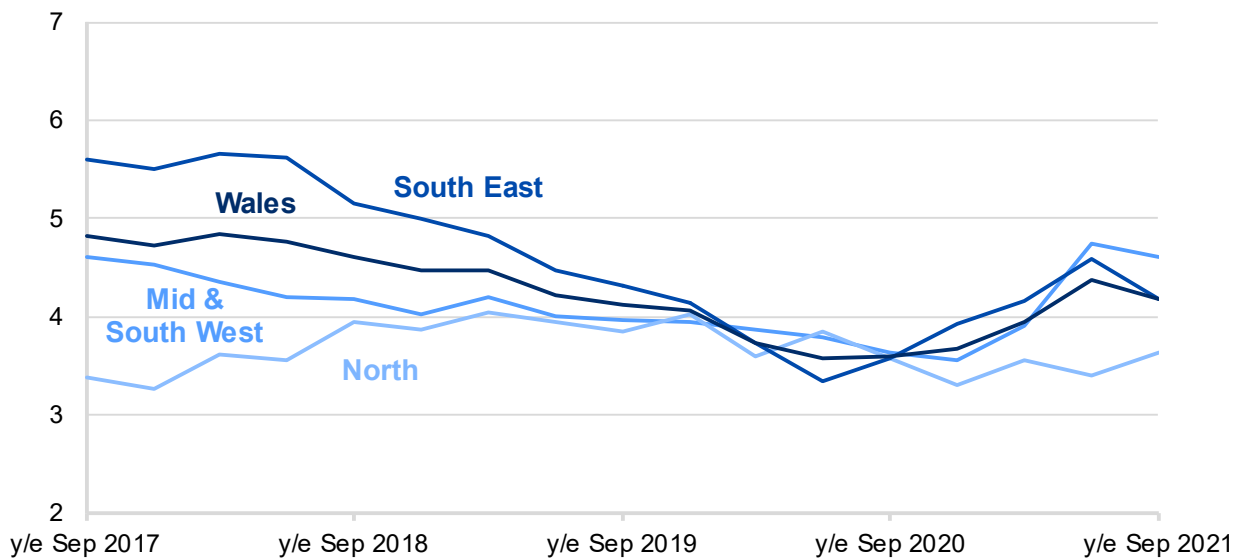
Source: Welsh Government analysis of Labour Force Survey

There were 24,700 unemployed women in Wales in October to December 2021, down 10,200 (29.3%) from the same period a year earlier. This is a rate of 3.4%, down 0.5 percentage points on the previous quarter and down 1.3 percentage points on the previous year. The number of unemployed women in the UK fell by 173,000 (21.5%) over the year to 635,000. This is a rate of 3.9%, down from 5.0% a year earlier.

Annual Population Survey Unemployment

Economic Regions, APS (ONS)

Chart 2.4: ILO unemployment rate, economic regions (four quarter rolling average, percentage of economically active, not seasonally adjusted)



Source: Welsh Government analysis of Annual Population Survey

The overall trend for Wales and the three economic regions is a decrease in unemployment over the past four years, until the coronavirus pandemic. Before the end of 2019, the unemployment rate remained consistently higher in South East Wales than the other regions, and North Wales consistently had the lowest unemployment rate. Before the pandemic, the unemployment rate for the three economic regions had converged to similar values, before diverging during the pandemic.

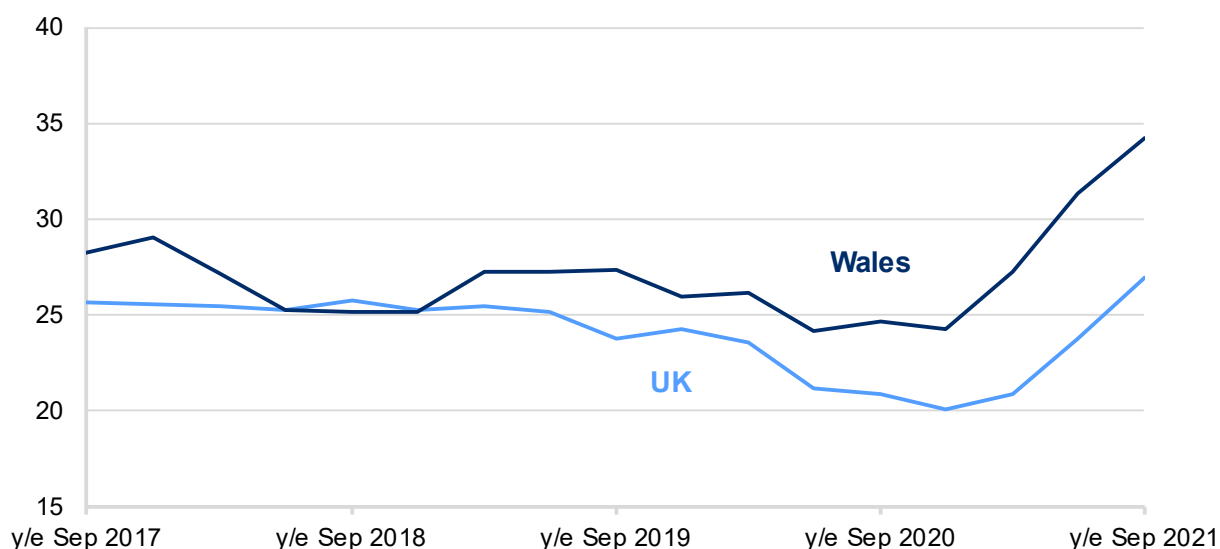
In the year ending September 2021, the unemployment level increased in all three economic regions in Wales compared with the previous year. North Wales had the smallest increase, up by 200 (1.6%), followed by South East Wales up by 4,400 (16.6%) and Mid and South West Wales up by 4,700 (30.7%). Over the same period, the unemployment rate increased slightly in North Wales, by 0.6 percentage points in South East Wales and by 1.0 percentage points in Mid and South West Wales. (Differences calculated using unrounded figures)

Long-term Unemployment, APS (ONS)

Long-term unemployment: Long-term unemployment is defined as those aged 16 and over who have been unemployed for more than 12 months. For Wales, this is sourced from the APS.

The Welsh long-term unemployment rate has generally been higher than the UK rate in recent years, apart from during a period in 2018 when the two rates were very similar.

Chart 2.5: Long-term ILO unemployment rates (percentage of all unemployed: four quarter rolling average)



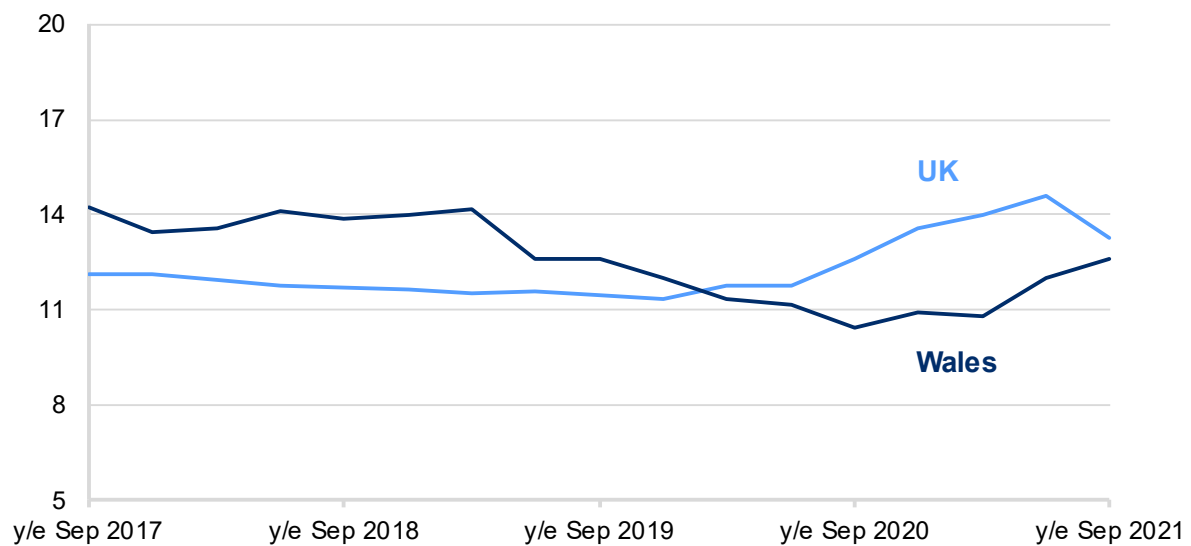
Source: Welsh Government analysis of Annual Population Survey

In the year ending September 2021, the Annual Population Survey (APS) estimates that 21,600 people in Wales were long-term unemployed (12 months or more), up by 64.8% over the year. This represented 34.2% of all those unemployed in the year, up by 9.5 percentage points during the same period. The equivalent UK rate was 26.9%, up by 6.1 percentage points over the year.

Youth Unemployment, APS (ONS)

Youth unemployment: Youth unemployment is defined as those aged 16 to 24 who are unemployed. For Wales, this is sourced from the APS.

Chart 2.6: Youth ILO unemployment rates (percentage of economically active: four quarter rolling average, not seasonally adjusted)



Source: Welsh Government analysis of Annual Population Survey

The youth unemployment (people aged 16-24) rate in Wales was generally higher in Wales than the UK from the middle of 2017 until the beginning of 2020 where it dropped below the UK rate. In the year ending September 2021, the APS estimates that 23,800 people aged 16-24 in Wales were unemployed, up by 17.1% compared to the previous year. This represented 12.6% of the economically active in this age group, up by 2.2 percentage points over the year. The equivalent UK rate was 13.3%, up by 0.7 percentage points over the year.

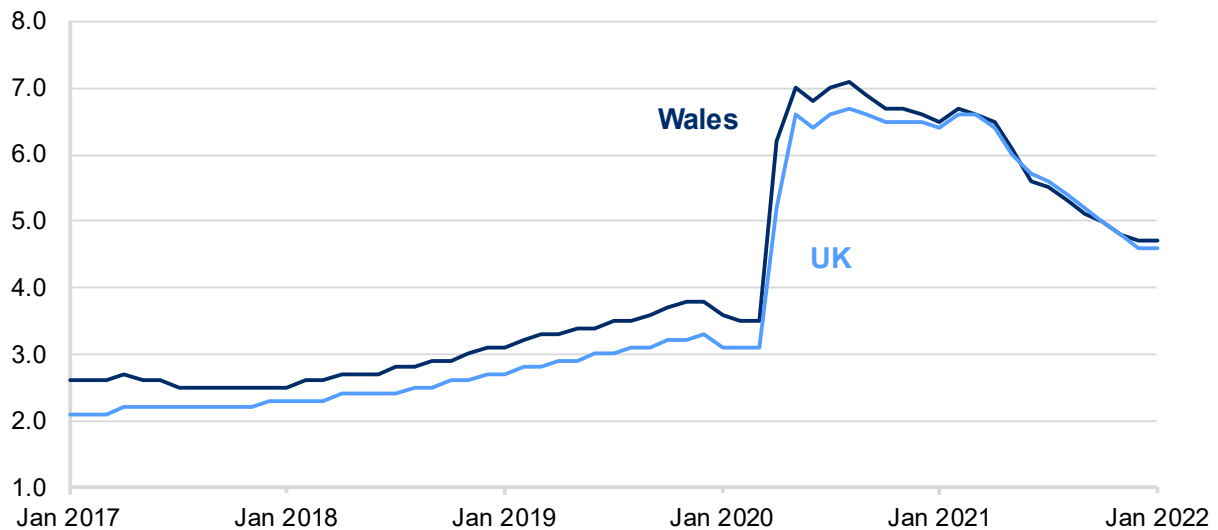
Claimant count (DWP)

Claimant Count: The number of people claiming unemployment-related benefits. Between 1996 and 2013, the Claimant Count was measured using claimants of Jobseeker's Allowance. In 2013 a new benefit, Universal Credit, which will replace a number of means-tested benefits, including the means-tested element of Jobseeker's Allowance, began to be rolled out. From the introduction of Universal Credit, those claimants who were receiving the benefit for unemployment reasons have been included in the Claimant Count.

The claimant count rate is the number of claimants resident in an area as a percentage of the sum of claimants and workforce jobs in the country or region.

The experimental claimant count rates were initially removed from the bulletin due to their unreliability but have been added back in due to the timeliness of the data to give an early indication of the impact of the COVID-19 pandemic in Wales. More information can be found in Key Quality Information

Chart 2.7: Experimental claimant count rates (percentage of civilian workforce)



Source: Jobcentre Plus Administration System, Department for Work and Pensions

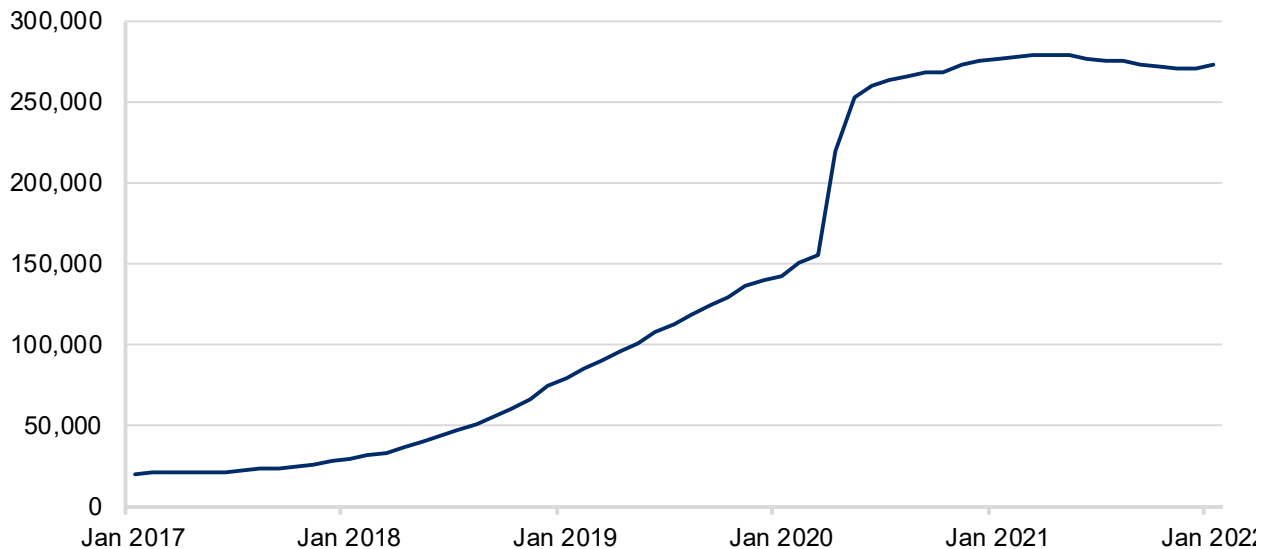
Experimental claimant count data showed a large increase at the start of the pandemic, although has started to decline from the peak in August 2020. In June 2021 Wales' rate had fallen below the UK rate for the first time since November 1994. The claimant count in Wales now stands at 78,400 (January 2022), an increase of 18,700 (31.4%) from February 2020. This is a rate of 4.7%, the joint lowest rate since March 2020.

The claimant count rate in the UK now stands at 4.6%, this is also the joint lowest rate since March 2020.

Universal Credit (DWP)

Universal Credit: Universal Credit is a new benefit, which began to be rolled out in 2013, which will replace a number of means-tested benefits, including the means-tested element of Jobseeker's Allowance (JSA). Those Universal Credit claimants who are required to be seeking work are included in the Claimant Count estimates along with all claimants of JSA.

Chart 2.8: People on Universal Credit, Wales



Source: Universal Credit, Department for Work and Pensions

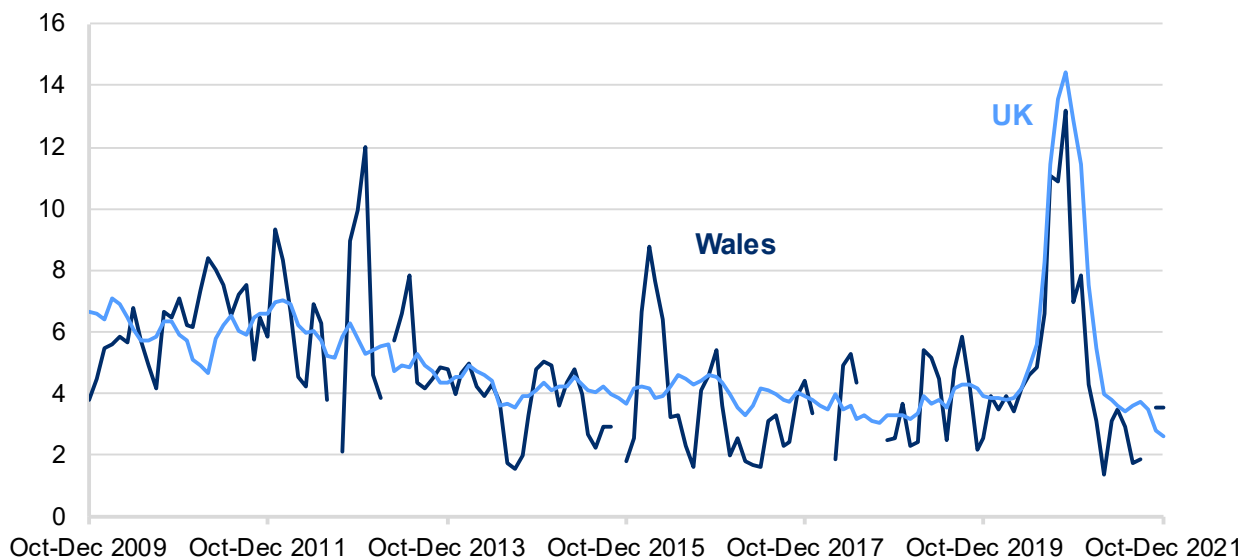
On 13th January 2022, there were 274,000 people on Universal Credit in Wales, a decrease of 5,500 people (2.0%) on the peak in March 2021. The number of people on Universal Credit increased considerably at the start of the pandemic with the largest monthly increases in April and May 2020. The number of people on Universal Credit has been decreasing consistently between April 2021 and December 2021. Historically, there have been only ten monthly decreases since the time series began in April 2015 and nine of them have been in the last ten months. Revisions for this data tend to result in a change to provisional figures.

Redundancies, LFS (ONS)

Redundancies: The number of people, whether working or not working, who were made redundant or had taken voluntary redundancy in the three months prior to the Labour Force Survey (LFS) interview. The redundancy rate is the ratio of the redundancy level for the given quarter to the number of employees in the previous quarter, multiplied by 1,000.

The redundancy figures for Wales are based on a small sample size and are therefore volatile. This may result in less precise estimates, which should be used with caution. Gaps in the chart are due to estimates which have been suppressed on disclosure grounds.

Chart 2.9: Redundancy rate



Source: Welsh Government analysis of Labour Force Survey

Redundancies in Wales increased during the pandemic to the highest since the series began in 2009, hitting a peak of 16,700 (a rate of 13.2 redundancies per thousand) in September to November 2020. Then in February to April 2021 it fell to the lowest since the series began, 1,700 or 1.4 redundancies per thousand. The latest data (October to December 2021) shows that there were 4,500 redundancies in Wales, a rate of 3.6 redundancies per thousand.

Redundancies in the UK also peaked in September to November 2020 (402,000 or 14.4 redundancies per thousand). The latest data (October to December 2021) shows that the UK has fallen to its lowest levels on record, 72,000 redundancies and a rate of 2.6 redundancies per thousand.

Potential Redundancies (ONS)

Potential Redundancies: ONS and The Insolvency Service have published experimental data for the first time in February 2022 on potential redundancies by region collected through HR1 forms. This data does not record the total number of redundancies; they record the number of potential redundancies filed on HR1 forms.

Potential redundancies in Wales were higher in May to September 2020 than the rest of the time series (which began in April 2019). Potential redundancies peaked in July 2020 at 4,734, but has generally decreased since. The number of potential redundancies in Wales reached the joint lowest (with October 2019) in August 2021 at 218. The number has fluctuated since, but has remained below the peaks of 2020.

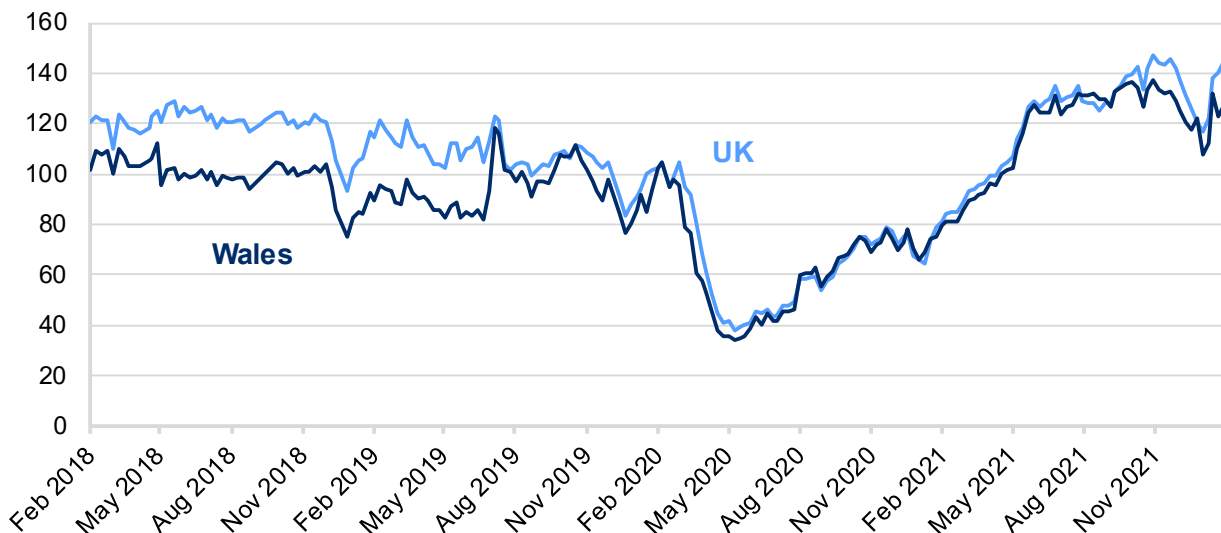
In January 2022, there were 381 potential redundancies in Wales. This was a decrease of 114 (23.0%) compared with the previous month.

Data is also published on the number of employers submitting HR1 forms. Data for Wales shows that it peaked in July 2020 at 49 employers submitting HR1 forms. In January 2022, 6 employers in Wales submitted HR1 forms.

Online Job Adverts (ONS)

Online Job Adverts: These indices are created based upon job adverts provided by Adzuna. This data includes information on several million job advert entries each month, live across the UK since February 2018, broken down by job category and UK countries and English regions.

Chart 2.10 Online job adverts (Index February 2020 = 100)



Source: Weekly Online Job Advert Estimates, ONS

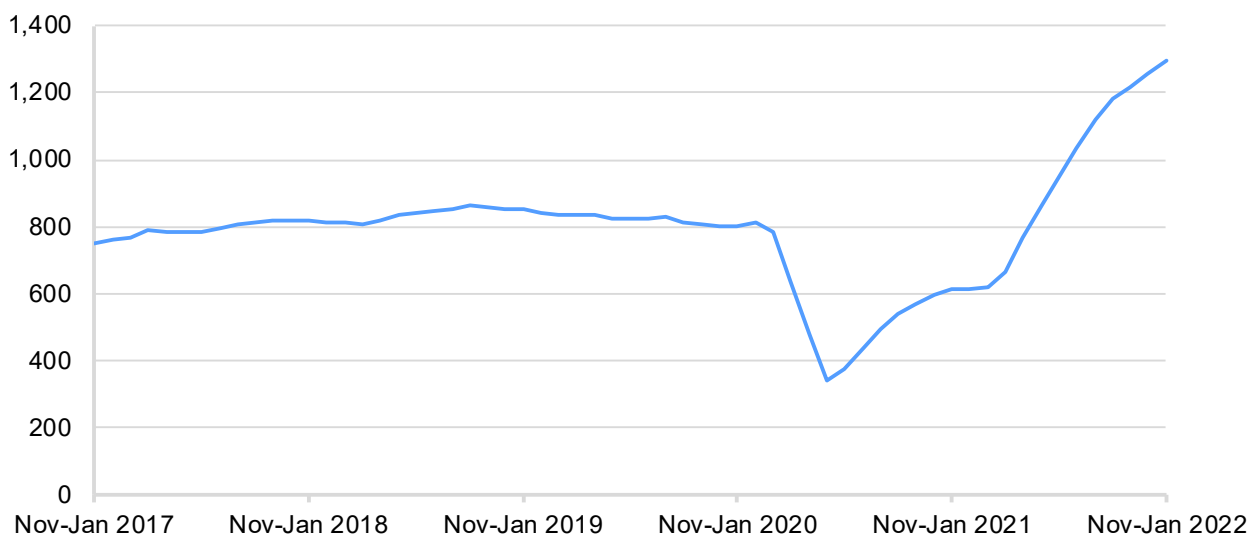
Since the end of April 2021, online job adverts in Wales have been above pre-pandemic levels (data indexed to February 2020). Online job adverts have dropped slightly around December and January, however this is likely due to the holiday period.

In the week ending 4th February 2022 (the latest week), online job adverts increased by 3.4% compared with the previous week and by 18.5% compared to the previous month (week ending 7th January 2022).

Vacancies (ONS)

Vacancies: Vacancies are defined as positions for which employers are actively seeking recruits from outside their business or organisation. This data excludes employers in the agriculture, forestry and fishing sector as it is a small sector for which the collection of estimates would not be practical.

Chart 2.11 Vacancies, UK



Source: Vacancy Survey, ONS

Job vacancies in the UK had a large decrease at the start of the pandemic. However, they started to rise again from the lowest point of 340,000 in April to June 2020 and since the three months to June 2021, have exceeded pre-pandemic levels.

The number of job vacancies in the UK in November to January 2022 continued to rise to a new record of 1.30 million, an increase of 487,000 (60.0%) from the pre-coronavirus (COVID-19) pandemic (December to February 2020) level.

3. Economic Inactivity

Key Points:

- The latest quarterly figures show that the economic inactivity rate increased for males but decreased for females compared to the previous quarter. Compared to the previous year the rate decreased for males but increased slightly for females. (Labour Force Survey, ONS)
- In the year ending June 2021, the economic inactivity rate increased in two of the three economic regions compared with the previous year. (Annual Population Survey, ONS)
- In the year ending September 2021, the most common reason for economic inactivity for both men and women in Wales was long-term sickness. (Annual Population Survey, ONS)

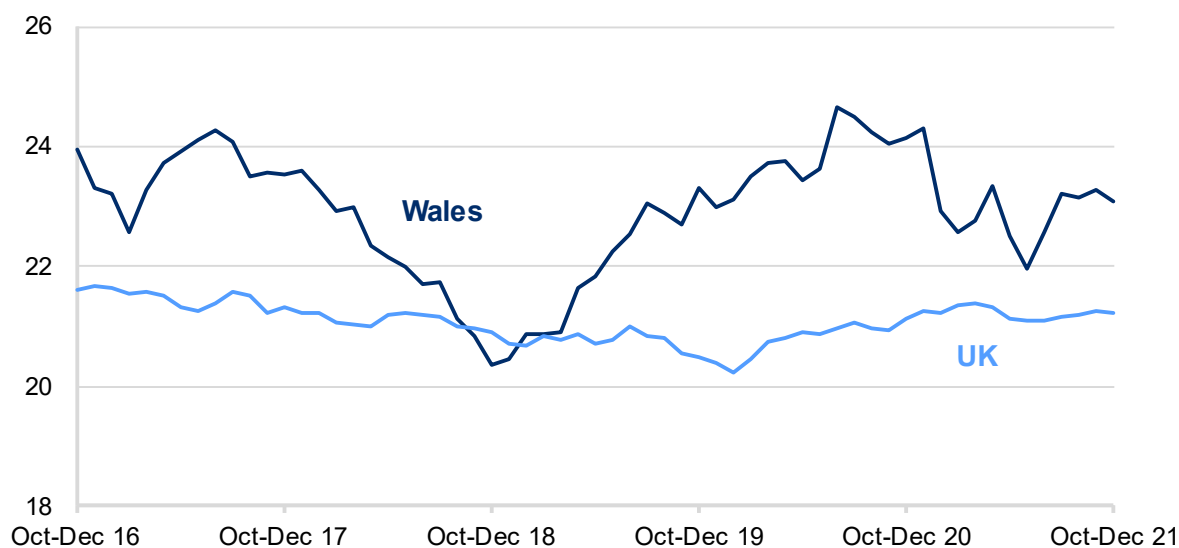
Labour Force Survey Economic Inactivity (ONS)

Economic Inactivity: Economically inactive people are those without a job who have not actively sought work in the last four weeks, and/or are not available to start work in the next two weeks.

The headline inactivity rate is calculated by dividing the inactivity level for those aged from 16 to 64 divided by the population for that age group.

Inactivity rates in Wales have been persistently higher than the UK for decades but fell steeply to below the UK rate at the end of 2018. From 2018, the rate in Wales generally rose until mid 2020 and has since decreased, corresponding with opposite movements in the employment rate (charts 1.1 and 1.2).

Chart 3.1: Economic inactivity rate, persons (percentage of those aged 16-64)



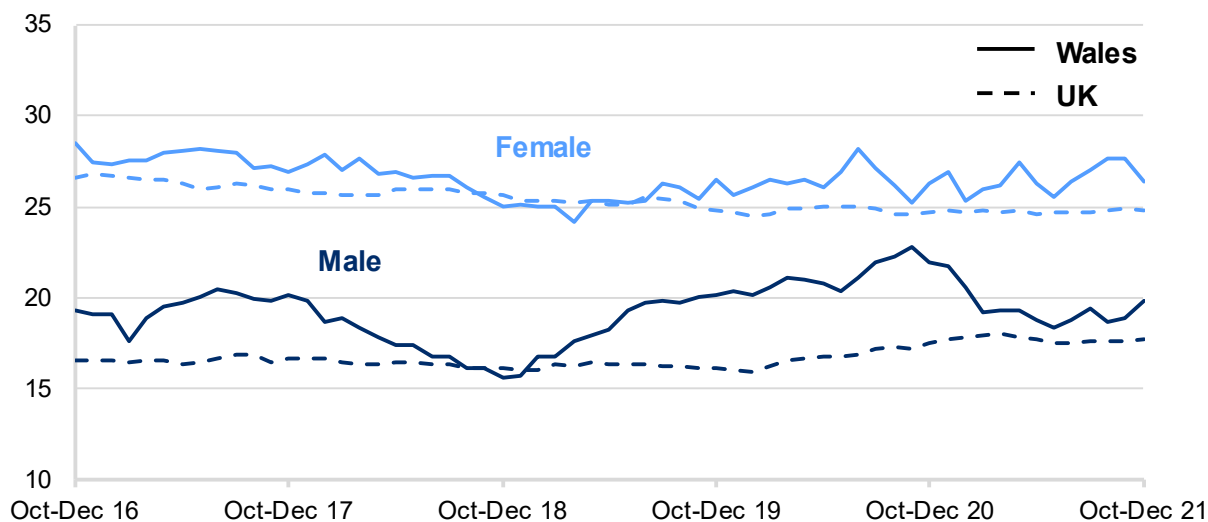
Source: Welsh Government analysis of Labour Force Survey

There were 438,000 people in Wales who were economically inactive in October to December 2021, down 21,000 (4.6%) from the same period a year earlier. This is a rate of 23.1% of those aged 16-64, down slightly over the quarter, and down 1.1 percentage points compared to the same period a year earlier. The number of economically inactive people in the UK over the same period rose by 36,000 (0.4%) to 8.8 million. This is a rate of 21.2% of those aged 16-64, up slightly on the previous year.

Economic Inactivity and sex

Women have higher inactivity rates than males, primarily because they are more likely to have full-time caring responsibilities. The inactivity rate for females in Wales has experienced a large fall, from a high of 37.2% in 2002. It increased from late 2018 to mid-2020 and has since been volatile. The trend of increasing economic inactivity in males can be seen in Wales, and to a lesser extent across the UK as a whole, since late 2018, however rates have begun to decrease in the last year. In September to November 2020 inactivity rates for men in Wales were the highest they have been since 2001.

Chart 3.2: Economic inactivity rate by sex, Wales and UK (percentage of those aged 16-64)



Source: Welsh Government analysis of Labour Force Survey

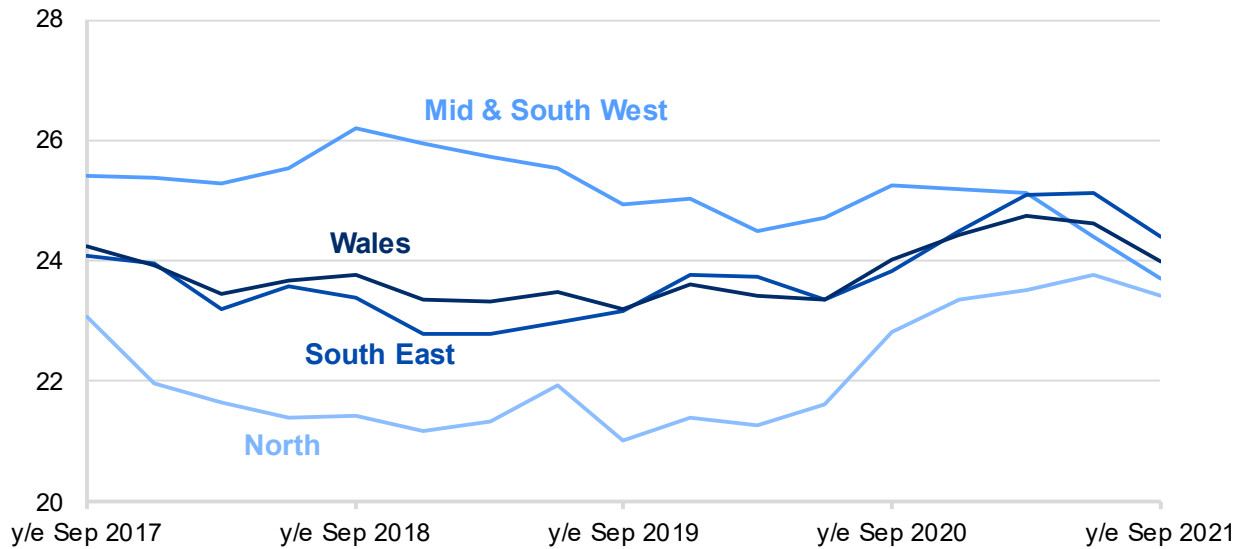
There were 187,000 economically inactive men in Wales in October to December 2021, down 21,000 (10.1%) from the same period a year earlier. This is a rate of 19.8% of those aged 16-64, up 0.4 percentage points on the previous quarter but down 2.2 percentage points on the year. The number of economically inactive men in the UK over the same period increased by 29,000 (0.8%) to 3.6 million. This is a rate of 17.7%, up from 17.5% in the previous year.

There were 251,000 economically inactive women in Wales in October to December 2021, largely unchanged from the previous year. This is a rate of 26.4% of those aged 16-64, down 0.6 percentage points over the quarter, but up slightly from a year earlier. The number of economically inactive women in the UK over the same period rose by 7,000 (0.1%) to 5.1 million. This is a rate of 24.7%, up slightly from a year earlier.

Annual Population Survey - Economic Regions (ONS)

Over the past four years, North Wales has consistently had the lowest inactivity rate of all three regions. Mid and South West Wales had the highest rate historically, but has dropped below South East Wales in recent periods.

Chart 3.3: Economic inactivity rate, economic regions (four quarter rolling average, percentage of those aged 16-64, not seasonally adjusted)



Source: Welsh Government analysis of Annual Population Survey

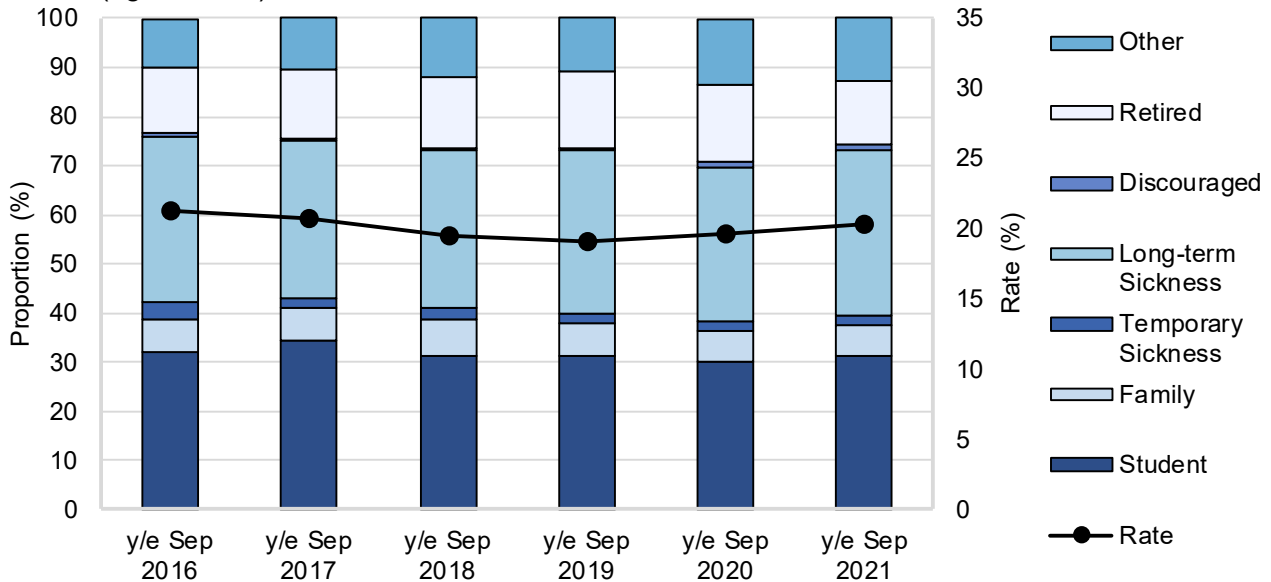
In the year ending September 2021, the economic inactivity level decreased in Mid and South West Wales by 8,300 (6.1%) compared with the previous year. Economic inactivity in North Wales was up by 2,100 (2.2%), and in South East Wales up by 6,500 (2.9%). Over the same period, the economic inactivity rate decreased by 1.6 percentage points in Mid and South West Wales, but increased by 0.6 percentage points in both North Wales and South East Wales. (Differences calculated using unrounded figures)

Reasons for Economic Inactivity, APS (ONS)

Reasons for economic inactivity: This section analyses the reasons given for people being economically inactive. The categories for this measure are; Student, Looking after family, Long-term sickness, Temporary sickness, Discouraged, Retired, and Other.

The economic inactivity rate in Wales, according to the LFS, is similar to the rate prior to the coronavirus pandemic. However, the economic inactivity rate for males increased dramatically until September to November 2020, which saw the highest rate in Wales since May to July 2001, but fell for females, to a lesser extent, over the same period. Although the LFS provides headline economic inactivity rates for males and for females in Wales (aged 16 to 64), the sample sizes don't allow us to look at the reasons for the economic inactivity in Wales for males and females separately. Therefore, this section provides analysis of the APS to identify the reasons for economic inactivity in Wales.

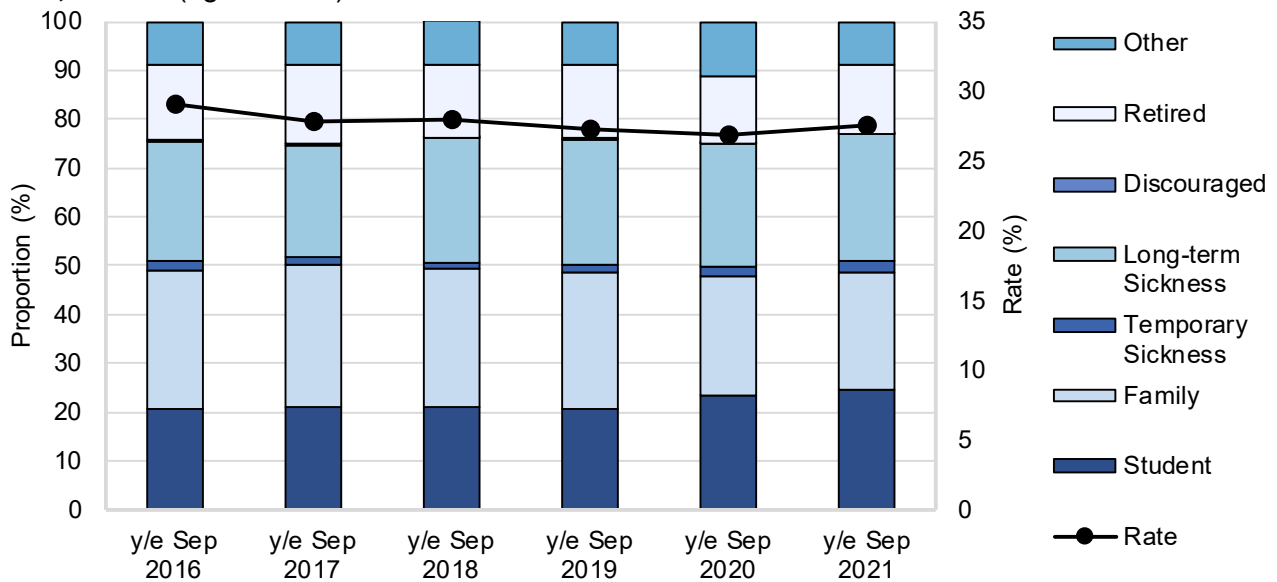
Chart 3.4: Male economic inactivity by reason and male economic inactivity rate, Wales (aged 16-64)



Source: Welsh Government analysis of Annual Population Survey

In the year ending September 2021, the most common reason for economic inactivity for men in Wales was long-term sickness, which increased by 2.6 percentage points over the year to 33.9% of all economically inactive males. This was closely followed by being a student accounting for 31.4% of all economically inactive males, up by 1.4 percentage points from a year earlier.

Chart 3.5: Female economic inactivity by reason and Female economic inactivity rate, Wales (aged 16-64)



Source: Welsh Government analysis of Annual Population Survey

Historically, the most common reason for economic inactivity for women in Wales has been looking after family/home, although the overall trend has been decreasing over time. During 2020, this proportion dropped suddenly, but has started to increase again which could be due to the coronavirus (COVID-19) pandemic, as an opposite trend can be observed for those giving ‘other’ reasons.

In the year ending September 2021, the most common reason for economic inactivity for women in Wales was long-term sickness, 26.0% of all economically inactive females and up by 0.7 percentage points on the year. Over the same period, the proportion of students increased and those looking after family decreased, accounting for 24.4% and 24.2% all economically inactive females, respectively.

4. Key quality information

4.1 Relevance

This monthly bulletin is a compendium publication that brings together the latest key statistics relating to the Welsh economy and labour market, mainly in the context of the UK economy and labour market. The headline Labour Force Survey (LFS) estimates in the bulletin are published by ONS in their Labour Market Statistical Bulletin which includes headline figures for Wales as a whole.

This bulletin provides a more detailed breakdown of the Wales data than the ONS bulletin and presents those estimates alongside other headline estimates for the economy and labour market for Wales. These statistics are used by the Welsh Government to monitor the headline statistics for the Welsh economy as well as providing comparisons to the UK economy. The bulletin complements the [Welsh Economy in Numbers dashboard](#), which provides a broad picture of the Welsh economy.

This bulletin is used by other public sector organisations, businesses, academia and private individuals as a means of identifying the key trends in the headline economic and labour market statistics for Wales. Our [2012 user consultation](#) provides more information on how our outputs are used.

Welsh Government published a more detailed analysis of [protected characteristics in the labour market in Wales](#) on 16 December 2021. We welcome your feedback on this publication and priorities for future analyses; please see contact details at the end of this release. Data is also currently available on [StatsWales](#) and [Nomis](#).

ONS are planning to reweight the LFS and APS datasets that include data from March 2020. ONS will provide further details on their plans including a timeline in their March Labour Market publication. As part of this reweighting, ONS will be correcting a small error in the implementation of the weighting methodology for the LFS. When calculating three-month averages for the PAYE real-time information (RTI) the months used were the previous three-month average. For example, for the October to December period, the RTI data used was that for September to November. This led to a slight overestimation of the non-UK population by approximately 0.5%. This represents less than half the size of the sampling variability. The size is roughly the same over the quarters of 2020 and the impact on January to December 2020 APS estimates for the UK is about 14,000 for EU born, 25,000 for non-EU born and 39,000 for non-UK born. The impact on LFS economic activity estimates at national level is mostly below 0.1% and the impact on rates is less than 0.02 percentage points.

4.2 Accuracy

Some of the data in this bulletin is based on sample surveys meaning it is subject to sampling variability. The LFS is a sample survey and, as such, estimates obtained from it are subject to sampling variability. If we drew many samples, each would give a different result.

Table 4.1 shows the sampling variability of the estimates, and quarterly and annual changes using 95% confidence intervals. We would expect that in 95% of samples the range would contain the true value. Due to the LFS five wave structure, this means it can be used to assess changes over six quarters or more. The confidence intervals have been calculated using data that are not seasonally adjusted, with the relevant sampling errors produced then applied to the seasonally adjusted data.

If the 'quarterly or annual change' of an estimate is larger than the 'confidence interval around the change', the change is statistically significant. If none of the reported changes over the year or the quarter were statistically significant, then the recorded changes did not exceed the variability expected from a sample survey of this size.

Table 4.1: 95% confidence intervals for LFS figures: Wales, October to December 2021

	Estimates			Quarterly changes			Annual changes		
	Lower limit	Estimate	Upper limit	Lower limit	Quarterly change	Upper limit	Lower limit	Annual change	Upper limit
Employment level	1,434	1,475	1,516	-60	-8	44	-36	22	79
Employment rate	72.3%	74.5%	76.6%	-2.1%	0.7%	3.5%	-1.0%	2.2%	5.3%
Unemployment level	34	47	60	-29	-11	7	-43	-22	0
Unemployment rate	2.2%	3.1%	4.0%	-1.9%	-0.7%	0.5%	-2.9%	-1.4%	0.0%
Economically active level	1,482	1,522	1,561	-70	-19	31	-55	0	55
Economic activity rate	74.8%	76.9%	79.0%	-2.6%	0.1%	2.8%	-1.9%	1.1%	4.0%
Economically inactive level	387	438	489	-68	-2	63	-94	-21	52

Source: Labour Force Survey, Office for National Statistics

The [Welsh Government revisions policy](#) is available from the Statistics and Research website.

Where the data is not from the Welsh Government, the revisions policy of the individual Government department is followed. The majority of the data in this release is from the ONS and their [revisions policy](#) applies.

From June 2015 the Claimant Count statistics were designated as experimental due to the impact of Universal Credit, which is designed so a broader span of claimants is required to look for work than under Jobseeker's Allowance.

This means that once Universal Credit was fully rolled out, the Claimant Count was higher than it would otherwise be under Jobseeker's Allowance. The impact has increased as roll-out of Universal Credit has progressed and the seasonally-adjusted claimant count series has become more volatile. The full [ONS statement](#) is available via their website.

This bulletin previously included statistics on working age benefits claimants by client group, based on Department for Work and Pensions (DWP) data. DWP no longer produces this series and the full statement is available via the [Nomis website](#).

DWP now publishes a Benefit Combinations dataset on their StatsXplore website which provides both Working Age and Pension Age statistics on the number of individuals claiming a DWP benefit in total and to show the key combinations of benefits claimed. We are in the process of assessing whether this new data source is appropriate for our uses and/or publication.

4.3 Timeliness and punctuality

This bulletin follows the ONS publication schedule of labour market data, available on the [National Statistics Release Calendar](#). Table 4.2 lists the date of last update and next update for each data source.



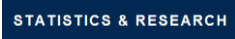

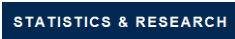









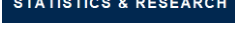


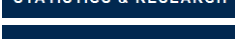





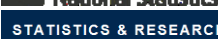








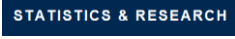

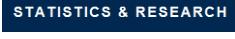



Table 4.2: Summary of data sources

Data	Source	Last Updated	Next Updated
Economic inactivity rate	Labour Force Survey, ONS	15-Feb-2022	15-Mar-2022
Economic inactivity rate (economic regions, reasons)	Annual Population Survey, ONS	27-Jan-2022	31-Mar-2022
Employment rate	Labour Force Survey, ONS	15-Feb-2022	15-Mar-2022
Employment rate (economic regions)	Annual Population Survey, ONS	27-Jan-2022	31-Mar-2022
Hours Worked	Labour Force Survey, ONS	15-Feb-2022	15-Mar-2022
Experimental Real Time Pay Information (RTI)	Real Time Pay As You Earn Information, HMRC	15-Feb-2022	15-Mar-2022
RTI – Employees by local authority	Real Time Pay As You Earn Information, HMRC	14-Dec-2021	15-Mar-2022
RTI – Employees by country/region & industry sector	Real Time Pay As You Earn Information, HMRC	15-Feb-2022	17-May-2022
RTI – Employees by country/region & age	Real Time Pay As You Earn Information, HMRC	18-Jan-2022	12-Apr-2022
ILO unemployment rate	Labour Force Survey, ONS	15-Feb-2022	15-Mar-2022
ILO unemployment rate (economic regions, youth, long-term)	Annual Population Survey, ONS	27-Jan-2022	31-Mar-2022
Online job adverts	Weekly Online Job Advert Estimates, ONS	10-Feb-2022	17-Feb-2022
Potential redundancies	HR1 Potential Redundancies, ONS	15-Feb-2022	15-Mar-2022
Public sector employment	Regional Public Sector Employment, ONS	14-Dec-2021	15-Mar-2022
Self-employment jobs	Workforce jobs, ONS	14-Dec-2021	15-Mar-2022
Universal Credit	Universal Credit, DWP	15-Feb-2022	15-Mar-2022
Vacancies	Vacancy Survey, ONS	15-Feb-2022	15-Mar-2022
Workforce jobs	Workforce jobs, ONS	14-Dec-2021	15-Mar-2022

4.4 Accessibility and clarity

Much of the data behind the charts shown in this bulletin can be found on StatsWales. This bulletin covers key statistics for Wales as a whole, but additional breakdowns for age, gender, disability and ethnicity are also available on StatsWales and the ONS website. Links to StatsWales, Welsh Government statistical headlines (where applicable) and ONS analysis for information presented in this bulletin as well as other economic and labour market data are provided below.

Table 4.3: Links to StatsWales, WG headlines and ONS analysis

Measure	Data Link	WG Headline Link
Businesses Innovation Active (FG indicator)		
Claimant count		
Coronavirus job retention scheme		
Disability employment, unemployment and inactivity		
Economic inactivity rate		
Employment above ⅔ UK median wage (FG indicator)		
Employment (FG indicator)		
Employment rate		
Ethnicity pay gap		
Exports		
Gender Pay Gap (FG indicator)		
Gross Disposable Household Income		
Gross Value Added		
Gross weekly pay		
Hours worked		
Out of work benefit claimants		
PAYE real time information		
People on furlough (National Survey for Wales)		
Public sector employment		
Self-employment income support scheme		
Self-employment jobs		
Short Term Output Indicators		
Unemployment rate		
VAT/PAYE registered enterprise births		
VAT/PAYE registered enterprises		
Workforce jobs		

4.5 Comparability and coherence

Comparable measures for other UK countries for the data published in this bulletin are published on StatsWales and on the ONS website, which can be accessed using the data links in Table 4.3.

Labour Force Survey and Annual Population Survey

Estimates of employment, unemployment and economic inactivity are available from both the LFS and the Annual Population Survey (APS). Estimates from the LFS are based on a rolling quarter and are updated monthly. The sample sizes are too low in the LFS to produce reliable estimates for geographies below Wales level. Estimates from the APS are based on a rolling twelve months, updated each quarter. The APS uses a bigger sample than the LFS so is used to produce estimates for geographies in Wales. At Wales level, the APS is a slightly more robust measure than the LFS but it is less timely and slower to adapt to changes in the labour market.

Employment and Workforce Jobs

Employment figures differ between the LFS estimates and Workforce Jobs. Primarily this is because people with more than one job are counted once in the LFS but more than once in Workforce Jobs. The LFS does not cover people living in most types of communal establishments and Workforce Jobs excludes unpaid family workers.

ILO Unemployment and Claimant Count

There are two different measures of unemployment used in official UK statistics, the headline International Labour Organisation (ILO) measure recorded by the LFS and the claimant count measure. Each is subject to advantages and disadvantages.

The headline ILO measure is a count of those who are out of work and want a job, or have actively sought work in the last four weeks and are available to start work in the next two weeks; plus those who are out of work, have found a job and are waiting to start in the next two weeks. It is the broader measure of unemployment. However, it is sourced from a survey so the results are subject to sampling error. Wales data is subject to higher variability than UK level data because of the smaller sample size.

The claimant count is a count of all those claiming unemployment related benefits (currently Jobseekers Allowance plus some claimants of Universal Credit). As such it excludes those who are unemployed who are not eligible to claim, and those who do not wish to claim. However, it is a count of all claimants and is not subject to any sampling variability. It can therefore be disaggregated to very high levels of detail, and in particular, changes measured over the short term are more robust than for the headline unemployment measure.

4.6 Technical notes

Some of the data in this bulletin are presented as index numbers. Index numbers take the data for each time period and divide them by the figure for the reference period, and multiply the result by 100. A figure of above 100 for a given time period then indicates that the figure is higher than that for the reference period, whilst a figure of below 100 indicates that it is lower than that for the reference period. Data on workforce jobs and self-employment jobs are presented as indices

referenced to 1999 = 100. Data on exports is referenced to 2013=100 due to methodological differences before 2013. The indices of production, manufacturing and construction and the index of market services are each referenced to 2016 = 100.

Data series shown are seasonally adjusted unless stated otherwise. Seasonal adjustment is the process of removing variations associated with the time of year from a time-series and enables comparisons of labour market statistics to be made since the previous quarter or previous month. Labour market data for Wales is seasonally adjusted but for geographies within Wales only non-seasonally adjusted data is available.

4.7 National Statistics status

The [United Kingdom Statistics Authority](#) has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the [Code of Practice for Statistics](#).

National Statistics status means that official statistics meet the highest standards of trustworthiness, quality and public value, and it is our responsibility to maintain compliance with these standards.

All official statistics should comply with all aspects of the Code of Practice for Statistics. They are awarded National Statistics status following an assessment by the UK Statistics Authority's regulatory arm. The Authority considers whether the statistics meet the highest standards of Code compliance, including the value they add to public decisions and debate. The designation of these statistics as National Statistics was confirmed in March 2010 following a [full assessment against the Code of Practice](#).

Since the latest review by the Office for Statistics Regulation, we have continued to comply with the Code of Practice for Statistics, and have made the following improvements:

- Focused the release on labour market data to provide users with a clear picture of how the pandemic is affecting the labour market.
- Used additional sources of data (e.g. HMRC PAYE data and the Coronavirus Job Retention Scheme) to illustrate the impact of the coronavirus pandemic in a timely way.
- Improved visuals by de-cluttering and standardising charts and tables.
- Added in information about statistical significance to clearly communicate to users the uncertainty in the data.
- Added in key points to each section so that users don't need to read the whole of each section for the key messages.
- Expanded the coverage of topics to include workforce jobs.

Expanded the coverage of topics to include workforce jobs It is Welsh Government's responsibility to maintain compliance with the standards expected of National Statistics. If we become concerned about whether these statistics are still meeting the appropriate standards, we will discuss any concerns with the Office for Statistics Regulation promptly. National Statistics status can be

removed at any point when the highest standards are not maintained, and reinstated when standards are restored.

4.8 Well-being of Future Generations Act (WFG)

The Well-being of Future Generations Act 2015 is about improving the social, economic, environmental and cultural wellbeing of Wales. The Act puts in place seven wellbeing goals for Wales. These are for a more equal, prosperous, resilient, healthier and globally responsible Wales, with cohesive communities and a vibrant culture and thriving Welsh language. Under section (10)(1) of the Act, the Welsh Ministers must (a) publish indicators (“national indicators”) that must be applied for the purpose of measuring progress towards the achievement of the wellbeing goals, and (b) lay a copy of the national indicators before Senedd Cymru. Under section 10(8) of the Well-being of Future Generations Act, where the Welsh Ministers revise the national indicators, they must as soon as reasonably practicable (a) publish the indicators as revised and (b) lay a copy of them before the Senedd. These national indicators were laid before the Senedd in 2021. The indicators laid on 14 December 2021 replace the set laid on 16 March 2016. This release includes data related to the following national indicator:

- (21) percentage of people in employment

Information on the indicators, along with narratives for each of the well-being goals and associated technical information is available in the [Well-being of Wales report](#).

This release includes contextual indicators, namely the basket of indicators presented in the Well-being report in the previous link.

As national indicators under the Act they must be referred to in the analyses of local well-being produced by public services boards when they are analysing the state of economic, social, environmental and cultural well-being in their areas.

Further information on the [Well-being of Future Generations \(Wales\) Act 2015](#).

The statistics included in this release could also provide supporting narrative to the national indicators and be used by public services boards in relation to their local well-being assessments and local well-being plans.

4.9 Further details

Links

This document is available on our website: <https://gov.wales/labour-market-overview>

The National Survey for Wales [methodology and quality reports](#) can be found on the Welsh Government website.

More information on the data sources can also be found in the Quality and Methodology Information reports published by ONS on [Labour Market](#), [Claimant Count](#), [Public Sector Employment](#) and [Workforce Jobs](#) data.

Next update

15 March 2022 (Headline)

17 March 2022 (Labour Market Overview bulletin)

We want your feedback

We welcome any feedback on any aspect of these statistics which can be provided by email to economic.stats@gov.wales.

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