



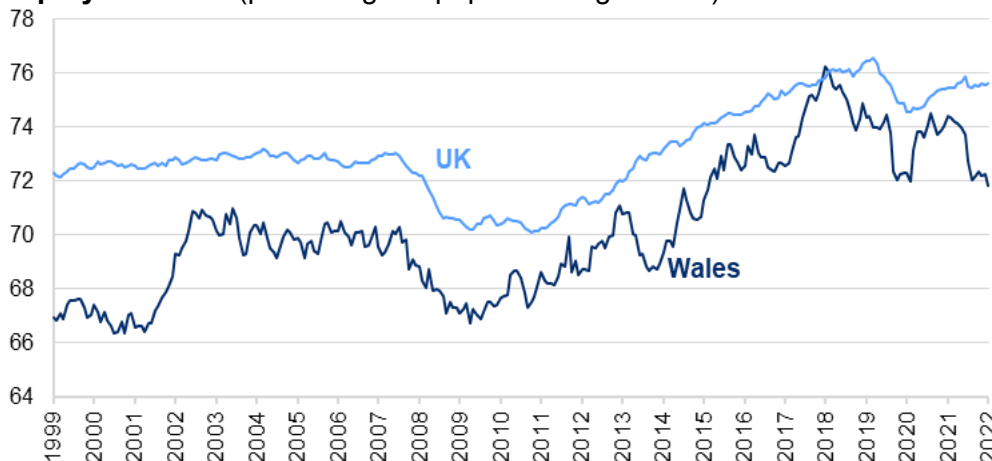
## Labour Market Overview, February 2023

16 February 2023  
SB 8/2023

### Key points for October to December 2022

- The employment rate in Wales was 71.8% (approximately 1.44 million). This is down 0.5 percentage points on the quarter and down 2.6 percentage points on the year.
- The unemployment rate in Wales was 3.5% (approximately 52,300 people). This is down 0.1 percentage points on the quarter and up 0.4 percentage points on the year.
- The economic inactivity rate in Wales was 25.5% (approximately 487,000 people). This is up 0.6 percentage points on the quarter and up 2.3 percentage points on the year.

### 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 2022. Other data sources and indicators are also presented in this report to provide a more complete picture.

- The number of paid employees fell during the pandemic and began rising again at the end of 2020. The number returned to pre-pandemic levels in July 2021 and has continued to increase since then (1.31 million in January 2023).
- The claimant count now (January 2023) stands at 61,900, a decrease of 19.6% (15,100) compared to the same month in the previous year. This is a rate of 3.7%, a decrease of 0.9 percentage points over the same period.

### About this bulletin

This monthly bulletin is a compendium publication that brings together the latest key statistics relating to the Welsh labour market.

Key supporting material:

[Welsh Economy in Numbers](#)

### In this bulletin

<a href="#">Employment &amp; Jobs</a>	4
<a href="#">Unemployment</a>	15
<a href="#">Economic Inactivity</a>	23

## Contents

Key labour market (LFS) data .....	3
Table 1: Estimates, confidence intervals and statistical significance for Labour Market Indicators, October to December 2022.....	3
1. Employment & Jobs .....	4
Labour Force Survey Employment (ONS) .....	5
Employment and Sex .....	6
Experimental Real Time Pay Information (HMRC).....	7
Quarterly RTI Updates.....	8
Hours worked (ONS) .....	11
Public Sector Employment (ONS) .....	12
Workforce Jobs (ONS) .....	13
2. Unemployment.....	15
Labour Force Survey Unemployment (ONS) .....	16
Claimant count (DWP).....	18
Universal Credit (DWP) .....	19
Redundancies (ONS) .....	20
Online Job Adverts (ONS) .....	21
3. Economic Inactivity .....	22
Labour Force Survey Economic Inactivity (ONS).....	22
Economic Inactivity and sex .....	22
4. Key quality information .....	24
Table 4.1: 95% confidence intervals for LFS figures: Wales, October to December 2022 .....	26
Table 4.2: Summary of data sources .....	27
Table 4.3: Links to StatsWales, WG headlines and ONS analysis .....	28

Information from the Annual Population survey that was included in previous versions of this bulletin, can be accessed via the quarterly [Labour market statistics \(Annual Population Survey\)](#) publication. This includes data for Welsh economic regions, long-term unemployment rates, youth unemployment and the reasons for economic inactivity for males and females.

The LFS remains the main source for headline labour market indicators at a Wales level. The larger sample of the APS allows for estimates at a local authority level and for sub-groups of the population.

## 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 2022. 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 2022**

	Latest Data		Quarterly Change			Annual Change		
	Estimate	Confidence Interval	Change	Confidence interval	Significance	Change	Confidence interval	Significance
Employment Rate <sup>1</sup>	71.8%	+/-2.6ppts	-0.5ppts	+/-3.3ppts	Not Statistically Significant	-2.6ppts	+/-3.3ppts	Not Statistically Significant
Unemployment Rate <sup>2</sup>	3.5%	+/-1.3ppts	-0.1ppts	+/-1.7ppts	Not Statistically Significant	0.4ppts	+/-1.6ppts	Not Statistically Significant
Economic Inactivity Rate <sup>1</sup>	25.5%	+/-2.5ppts	0.6ppts	+/-3.2ppts	Not Statistically Significant	2.3ppts	+/-3.1ppts	Not Statistically Significant

Source: WG analysis of Labour Force Survey, ONS

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

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

The population totals used for the latest LFS estimates use projected growth rates from RTI data for UK, EU and non-EU populations based on 2021 patterns. The total population used for the LFS therefore does not take into account any changes in migration, birth rates, death rates etc. since June 2021 and hence levels estimates may be under- or over-estimating the true values and should be used with caution. Estimates of rates will, however, be robust.

# 1. Employment & Jobs

## Key Points:

- In October to December 2022, the employment rate in Wales decreased for both males and females when compared to the previous year. Compared to the previous quarter, the employment rate increased for males and decreased for females (Labour Force Survey, ONS).
- The number of paid employees has increased since the end of 2020, following a sharp decline during the pandemic. The number surpassed pre-pandemic levels in July 2021 and has continued to increase since, reaching the current peak in January 2023 (Pay As You Earn Real Time Information, HMRC).
- In December 2022, the age groups under 18, 25 to 34 and 50 to 64 all experienced decreases in the number of paid employees compared to the previous month, whereas the age groups 18 to 24, 35 to 49 and over 65 all experienced increases over the same period. (Pay As You Earn Real Time Information, HMRC).
- In the three months to December 2022, the average number of hours worked in the UK was 31.6 hours, down 0.2 hours (0.5%) from the previous quarter. (Labour Force Survey, ONS)
- There were 317,000 people employed in the public sector in Wales during 2022 Q3, up by 6,000 (2.0%) from 2021 Q3 (Regional Public Sector Employment, ONS).
- The number of workforce jobs in Wales rose by 55,300 (3.8%) between September 2021 and September 2022 to 1.52 million (Workforce Jobs, ONS).
- The number of self-employment jobs in Wales increased by 33,000 (22.8%) between September 1999 and September 2022 to 177,400 (11.7% of workforce jobs) (Workforce Jobs, ONS).

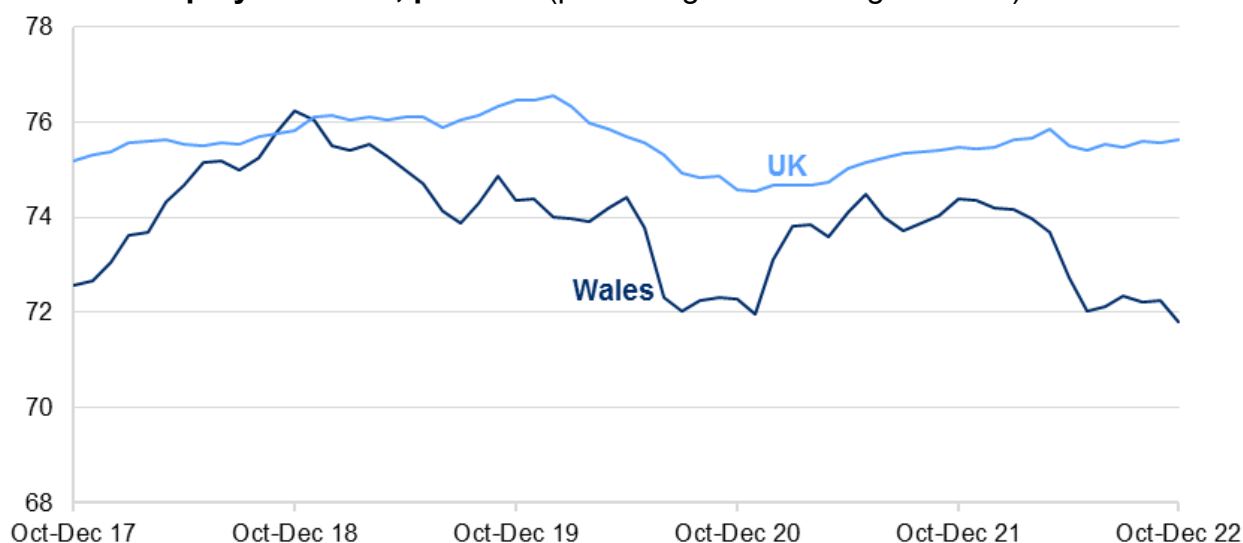
## Labour Force Survey Employment (ONS)

**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 but returned to pre-pandemic levels in early 2021. The employment rate remained broadly stable until the end of 2021 but has seen an overall decrease since then.

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



Source: Welsh Government analysis of Labour Force Survey

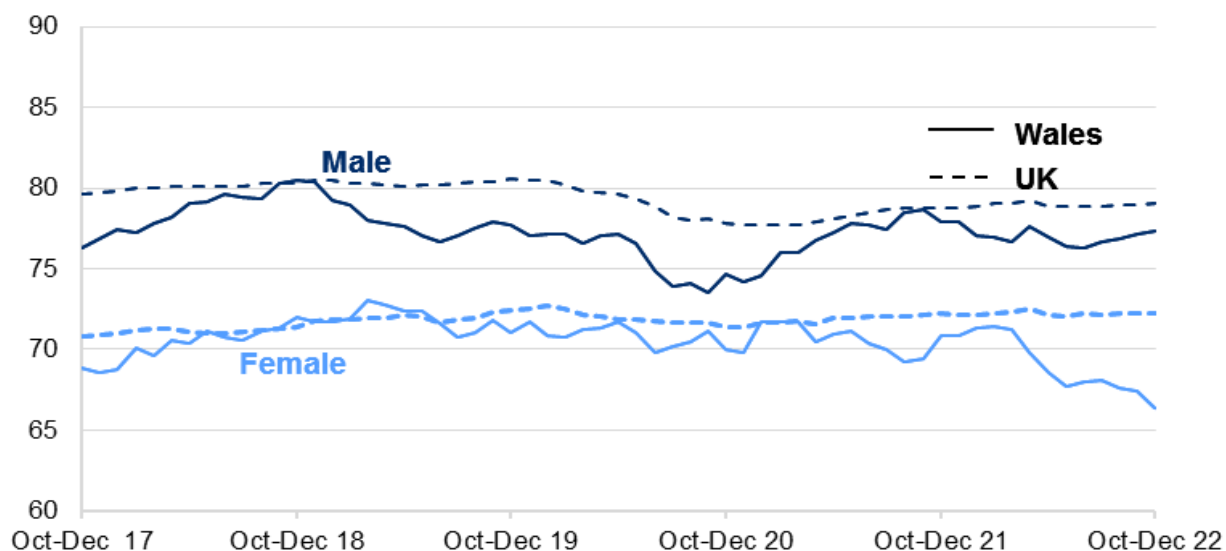
There were 1.44 million people in employment in Wales in October to December 2022, down 43,600 (3.0%) from the same period a year earlier. This is a rate of 71.8% of those aged 16-64 which is down 0.5 percentage points on the previous quarter, and down 2.6 percentage points from the same period a year earlier.

Over the year, the employment level in the UK rose by 246,000 (0.8%) to 32.8 million. This is a rate of 75.6% of those aged 16-64 which is 3.8 percentage points higher than the employment rate for Wales (based on unrounded figures). Wales had the second lowest employment rate of the 12 UK countries and English regions in October to December 2022. The trend in employment rates have differed between Wales and the UK in recent periods, however the changes for Wales are not statistically significant and should be considered alongside the longer term trend.

## 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. The gap in employment rates between male and female narrowed in the first year of the pandemic but has generally widened since, despite some volatility in the monthly figures.

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



Source: Welsh Government analysis of Labour Force Survey

There were 772,400 men in employment in Wales in October to December 2022, down 6,200 (0.8%) from the same period a year earlier. This is a rate of 77.3% of those aged 16-64, down 0.6 percentage points from the same period a year earlier. The number of men in employment in the UK rose by 137,800 (0.8%) over the year to 17.2 million. This is a rate of 79.0% of those aged 16-64, up 0.2 percentage points from a year earlier.

There were 662,800 women in employment in Wales in October to December 2022, down 37,400 (5.3%) from the same period a year earlier. This is a rate of 66.3% of those aged 16-64, down 4.5 percentage points from the same period a year earlier. The number of women in employment in the UK was 15.7 million, up 108,200 (0.7%) over the year. This is a rate of 72.3% of those aged 16-64, up from 72.2% a year earlier. The gap in the employment rate for women between Wales and the UK has grown considerably in recent periods, from 0.8 percentage points in the three months to February 2022 to 5.9 percentage points in the three months to December 2022.

## 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 1.3: 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. The number of paid employees returned to pre-pandemic levels in July 2021, and has continued to increase since.

Early estimates for January 2023 indicate that the number of paid employees in Wales has increased by 1,700 (0.1%) over the month to 1.31 million. This is the highest number of paid employees since the time series began.

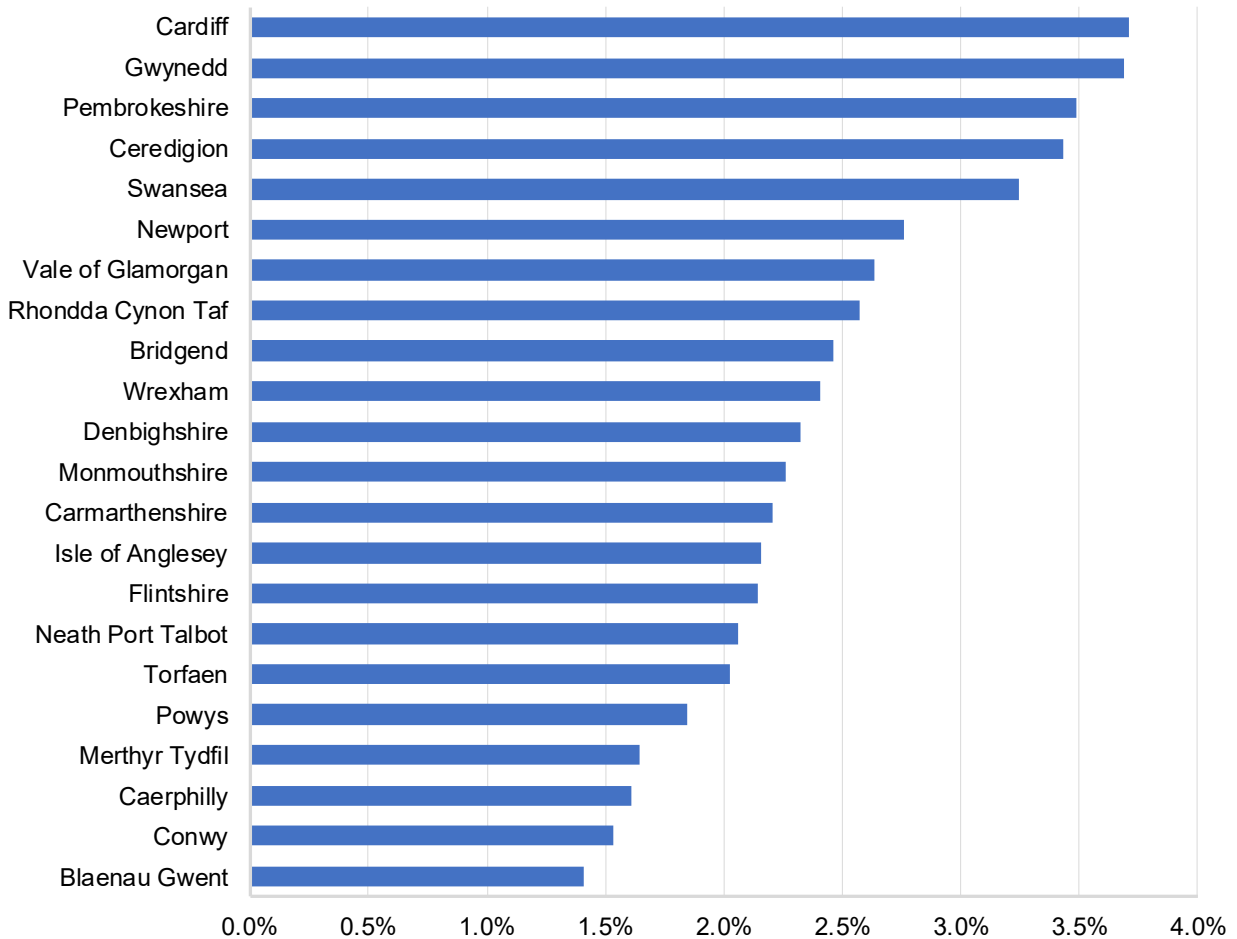
At a UK level, early estimates for January 2023 showed a monthly increase of 102,500 (0.3%).

# Quarterly RTI Updates

## Employees by local authority

In December 2022, estimates of the number of paid employees by local authority area were published by HMRC. The latest data refers to November 2022 and the next update will be in March 2023.

**Chart 1.4: Percentage change from November 2021 of paid employees by local authority, Wales**



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

The data shows that the number of paid employees across all local authorities in Wales are now above pre-pandemic estimates (February 2020). Flintshire was the Welsh local authority that took the longest to return to pre-pandemic estimates after March 2020.

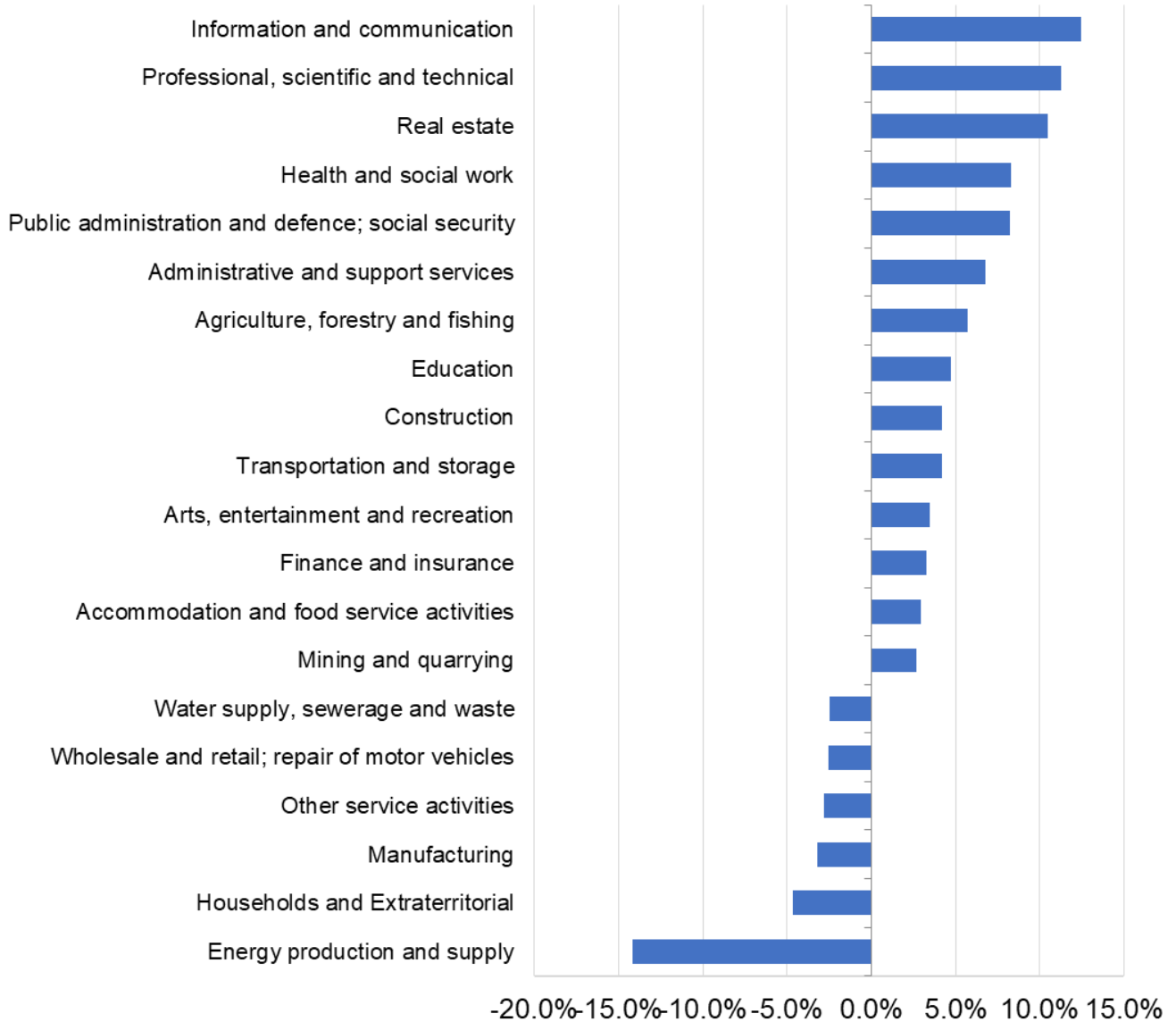
In November 2022 all Welsh local authority areas saw an increase in the number of paid employees when compared with the same month in the previous year. Cardiff had the largest increase at 3.7%, and Blaenau Gwent had the smallest increase at 1.4%.



## Employees by industry sector

In February 2023, 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 2023 and the next update will be in May 2023.

**Chart 1.5: Percentage change of paid employees by industry sector from February 2020 to January 2023, Wales**



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

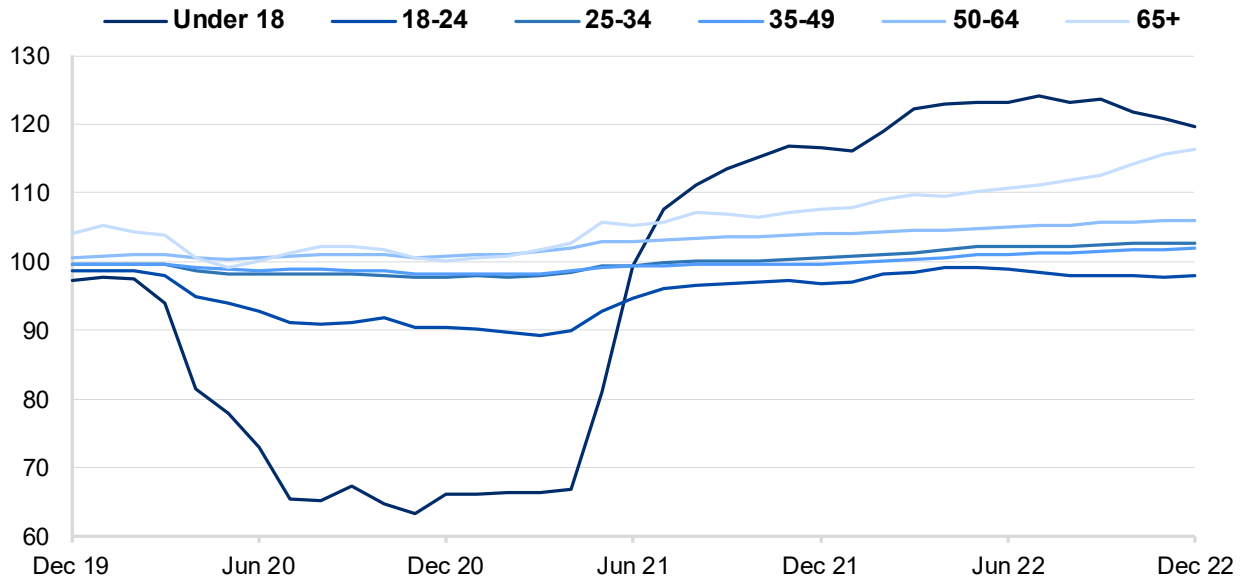
In January 2023, the Information and communication sector had the largest increase (up 12.5%) in the number of paid employees compared with the start of the pandemic (February 2020). The largest decrease over the same period was in the Energy production and supply sector (down 14.2%).

The Arts, Entertainment and Recreation sector experienced the largest increase compared to the lowest point of the pandemic (November 2020, based on PAYE RTI paid employees) followed by the Accommodation and Food Service activities sector (up 30.2% and 20.1% respectively).

## Employees by age

In January 2023, HMRC published data by age group for the UK countries and English region. The latest data refers to December 2022 and the next update for these statistics will be in April 2023.

**Chart 1.6: 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. The number of employees aged 18 to 24 took the longest to return to pre-pandemic estimates (February 2020).

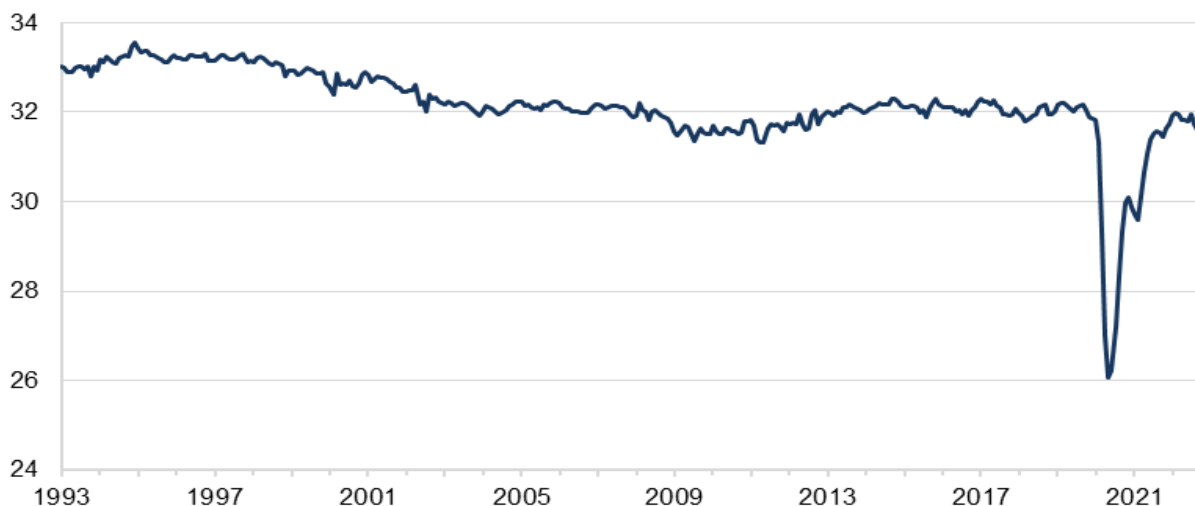
The age groups: under 18, 25 to 34 and 50 to 64 all experienced decreases in the number of paid employees in December 2022, when compared to the previous month. The age groups: 18 to 24, 35 to 49 and over 65 all experienced increases over the same period.

## 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 1.7: Average hours worked, UK**



Source: Labour Force Survey, ONS

The pandemic had a large impact on actual hours worked, with average weekly hours worked not returning to pre-pandemic estimates (February 2020) of 31.8 hours per week until December 2021 to February 2022. In the three months to December 2022, the average number of hours worked in the UK was 31.6 hours, down 0.2 hours (0.5%) from the previous quarter and up 0.1 hours (0.2%) from the same quarter in the previous year.

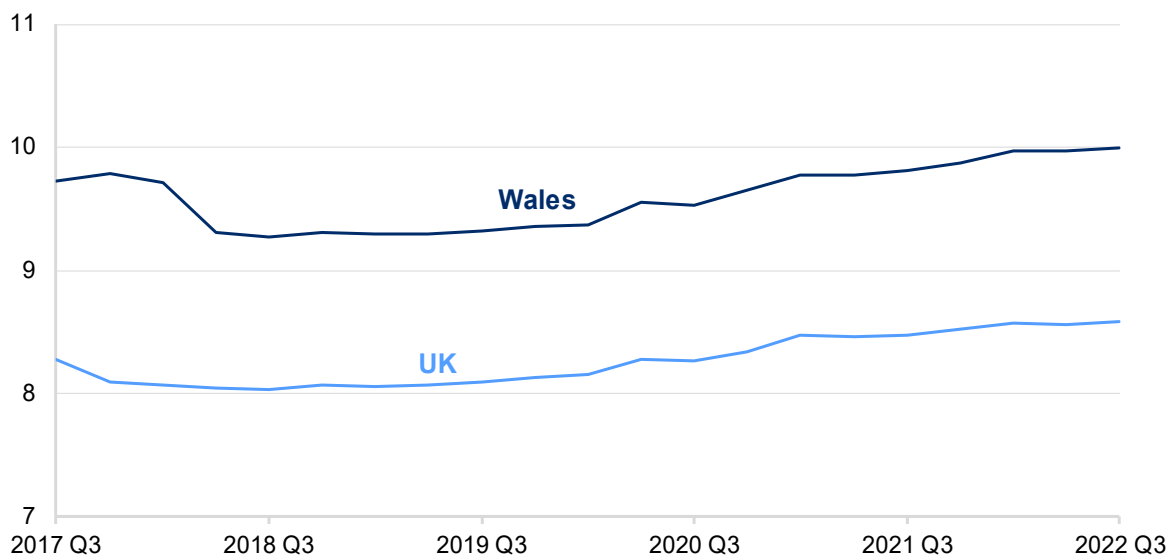
Total actual weekly hours worked was at 1.04 billion over the same period. Unlike average hours worked this is yet to return to pre-pandemic estimates, likely reflecting lower employment levels.

The Annual Population survey (APS) estimates that during the year to September 2022, the average number of hours worked in Wales was 31.6 hours per week, an increase of 0.8 hours from the previous year. Men in Wales worked an average of 35.7 hours per week and females worked an average of 27.3 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 1.8: Public sector employment** (percentage of population, not seasonally adjusted)



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

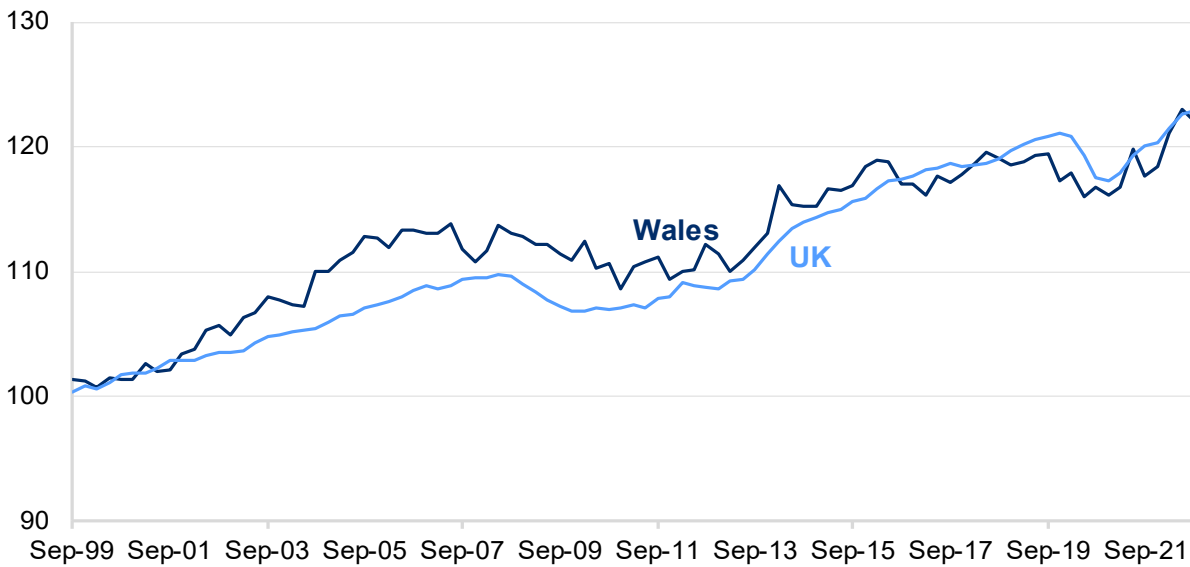
According to Public Sector Employment data, there were 317,000 people employed in the public sector in Wales in 2022 Q3, up 2.0% from a year earlier. This is 10.0% of the population, up 0.2 percentage points on the same quarter a year earlier.

Public sector employment in the UK over the same period increased by 1.3% to 5.8 million. This is 8.6% of the population, up slightly 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.

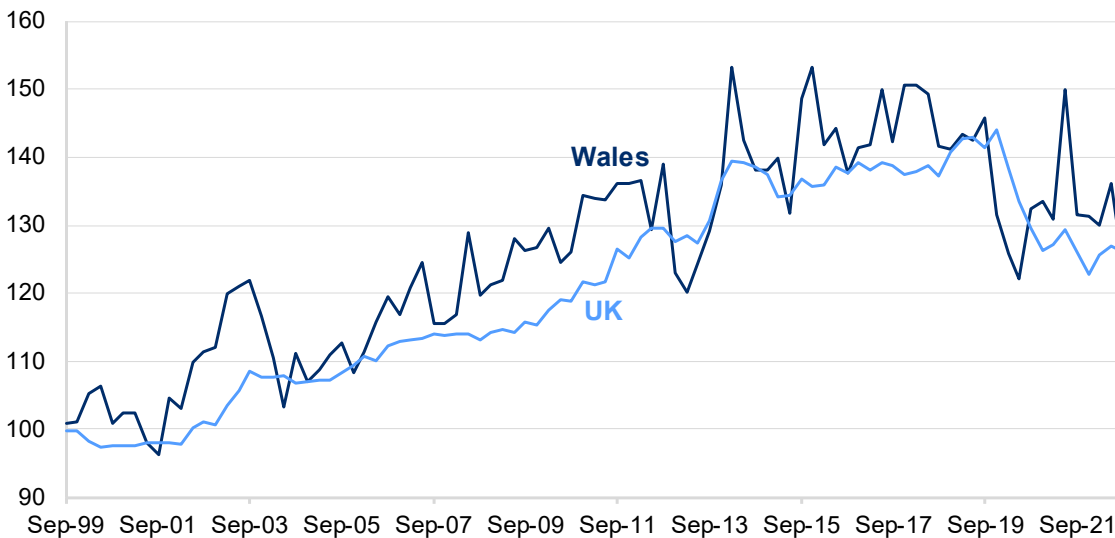
**Chart 1.9: Workforce jobs (Index 1999=100)**



Source: Welsh Government analysis of Workforce Jobs, ONS

The number of workforce jobs in Wales in September 2022 was 1.52 million, up by 55,300 (3.8%) over the year. Since September 1999, the number of workforce jobs in Wales rose by 257,700 (20.5%). The number of workforce jobs in the UK increased over the year by 842,400 (2.4%) to 36.2 million and has increased by 6.6 million (22.5%) since September 1999.

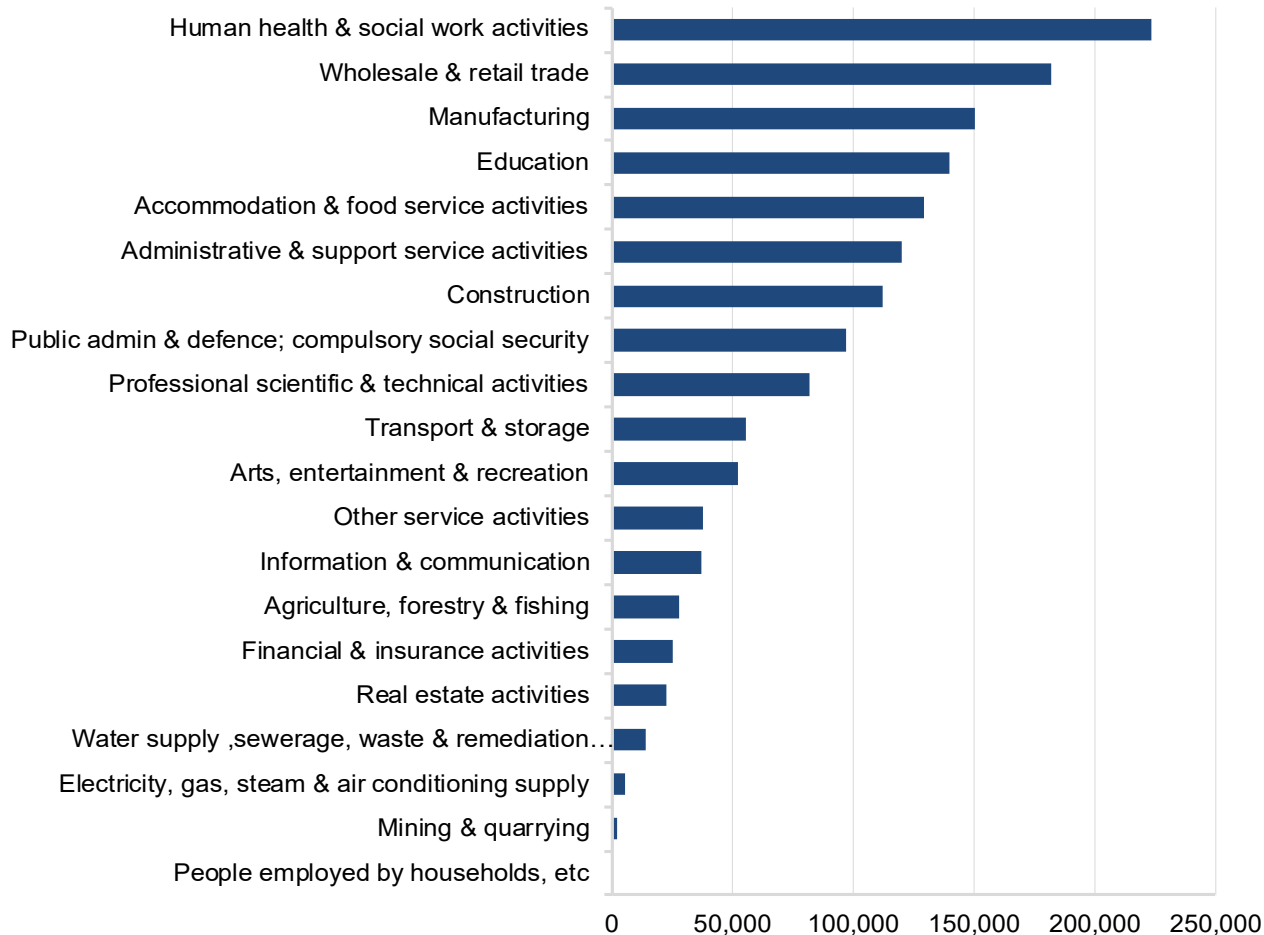
**Chart 1.10: Self-employment jobs (Index 1999=100)**



Source: Welsh Government analysis of Workforce Jobs, ONS

The number of self-employment jobs in Wales increased by 33,000 (22.8%) between September 1999 and September 2022 to 177,400 (11.7% 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 (11.3% of workforce), down 4,400 (0.1%) over the year.

**Chart 1.11: Workforce jobs by Industry sector**



Source: Welsh Government analysis of Workforce Jobs, ONS

In September 2022, Human health & social work activities accounted for 14.8% of workforce jobs in Wales, the highest of any industry. This was followed by Wholesale & retail trade with 12.0% of workforce jobs.

## 2. Unemployment

### Key Points:

- In October to December 2022, the unemployment rate in Wales increased for males and decreased for females compared to both the previous quarter and to the previous year. (Labour Force Survey, ONS)
- The claimant count now (January 2023) stands at 61,900, a decrease of 19.6% (15,100) compared to the same month in the previous year. This is a rate of 3.7%, a decrease of 0.9 percentage points over the same period. (Jobcentre Plus Administration System, Department for Work and Pensions)
- After the large initial increase at the start of the pandemic, the number of people on Universal Credit decreased between April 2021 and December 2021. Since March 2022, the number of people on Universal credit has increased each month, to a new high in January 2023. (Department for Work and Pensions)
- In the week ending 3<sup>rd</sup> February 2023 (the latest week), online job adverts in Wales increased by 18.7% compared to the previous month (week ending 6<sup>th</sup> January 2023).

## Labour Force Survey Unemployment (ONS)

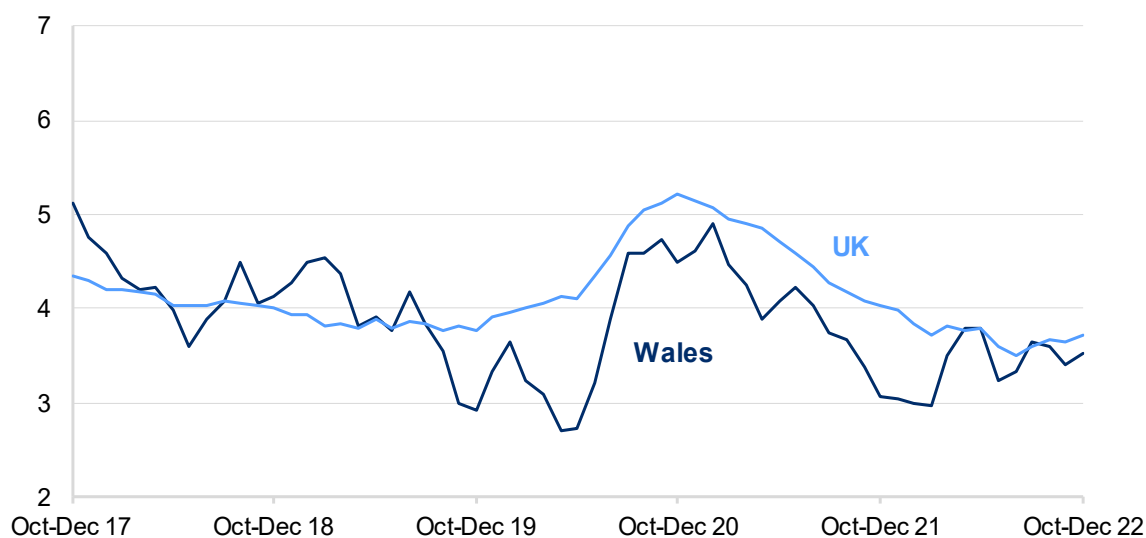
**LFS Unemployment:** The number of unemployed people in the UK is measured through the Labour Force Survey (LFS) following the internationally agreed definition recommended by the International Labour Organisation (ILO) – an agency of the United Nations. Unemployed people are without a job, have actively 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 as a result of the coronavirus pandemic. In August to October 2019, the Welsh unemployment rate fell below the UK rate and remained below until March to May 2022 where both rates were 3.8% (to 1 decimal place). Since then, the Wales rate has fluctuated around the UK rate, and in the latest period (October to December 2022) the Wales rate was below the UK rate.

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 2022, there were 52,300 unemployed people in Wales, up 5,300 (11.3%) from the same period a year earlier. This is a rate of 3.5% of the economically active population, down 0.1 percentage points from the previous quarter and up 0.4 percentage points compared to a year earlier.

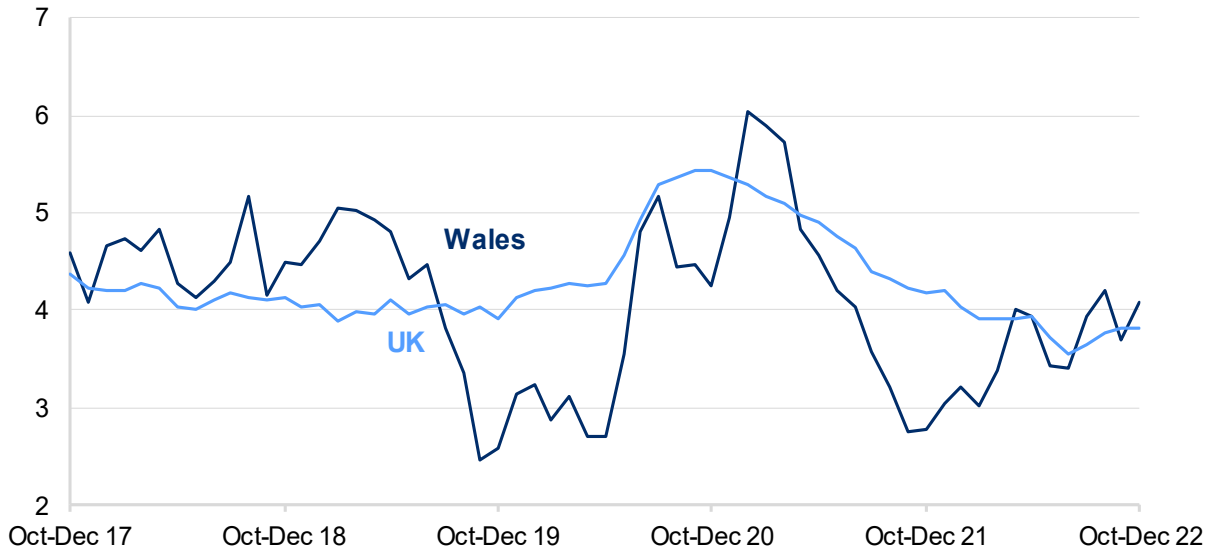
There were 1.27 million unemployed people in the UK in October to December 2022, down 102,700 (7.5%) from the previous year. This is a rate of 3.7%, down 0.3 percentage points over the year.



## 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 particularly high volatility as the number of unemployed people, as well as the sample sizes, have dropped.

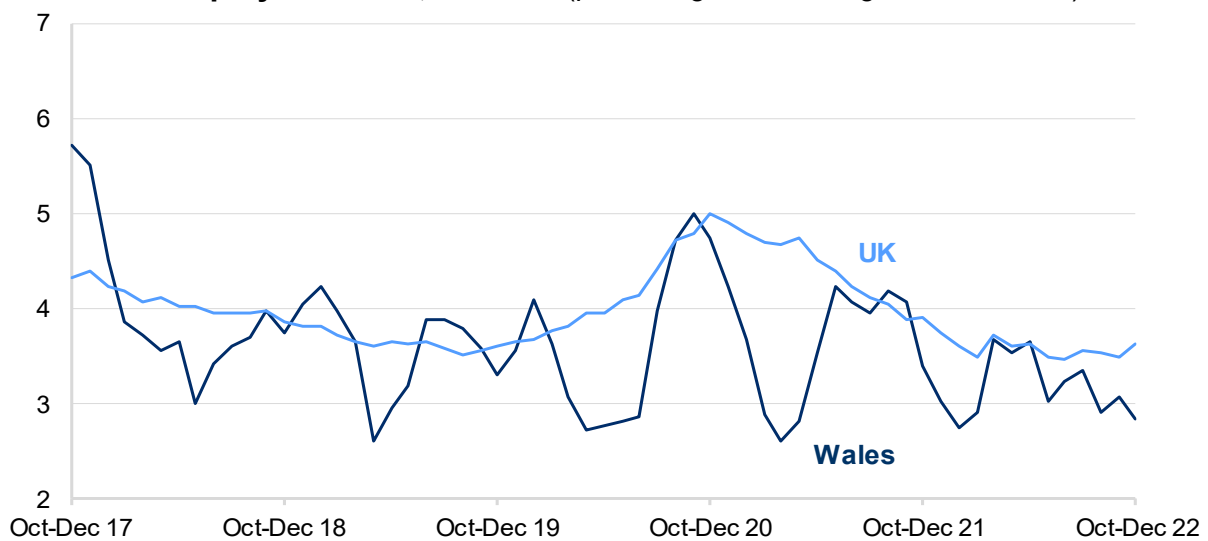
**Chart 2.2: Unemployment rate, males** (percentage of those aged 16 and over)



Source: Welsh Government analysis of Labour Force Survey

There were 32,900 unemployed men in Wales in October to December 2022, up 10,600 (47.6%) from the same period a year earlier. This is a rate of 4.1%, up 0.2 percentage points on the previous quarter and up 1.3 percentage points on the previous year. The number of unemployed men in the UK fell by 60,200 (8.1%) over the year to 680,700. This is a rate of 3.8%, down from 4.2% 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 19,400 unemployed women in Wales in October to December 2022, down 5,300 (21.5%) from the same period a year earlier. This is a rate of 2.8%, down 0.5 percentage points on the previous quarter and down 0.6 percentage points on the previous year. The number of unemployed women in the UK fell by 42,500 (6.7%) over the year to 589,300. This is a rate of 3.6%, down from 3.9% a year earlier.

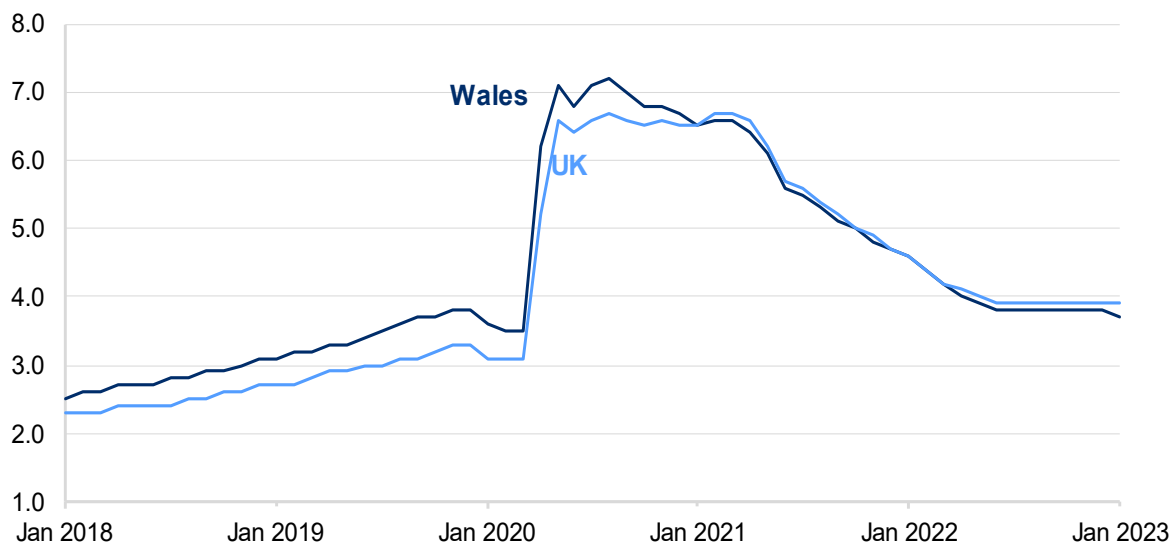
## Claimant count (DWP)

**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 were 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 2.4: Experimental claimant count rates** (percentage of civilian workforce)



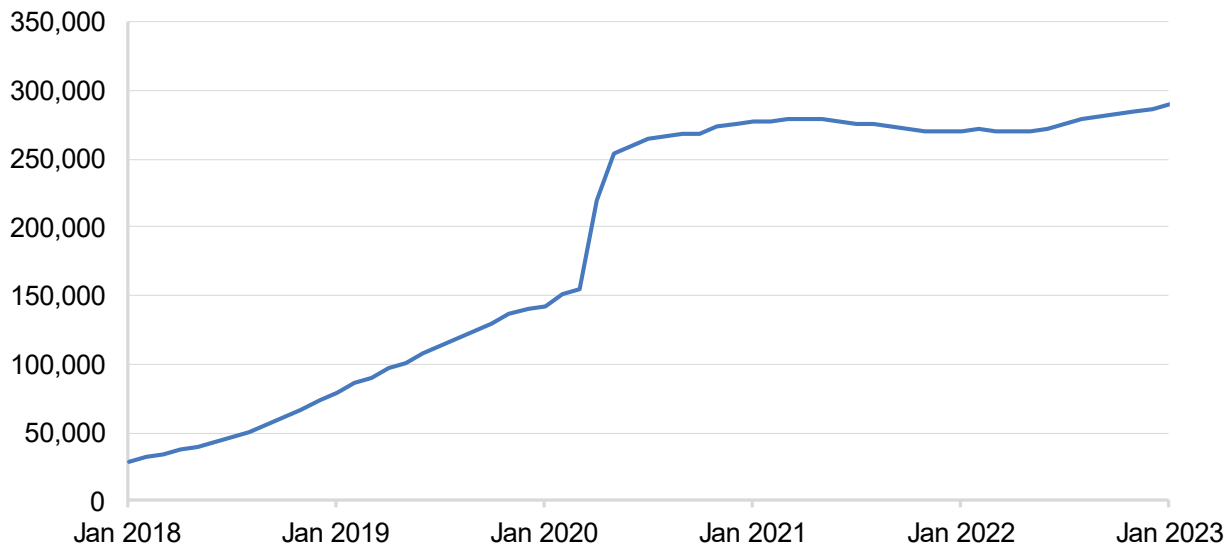
Source: Jobcentre Plus Administration System, Department for Work and Pensions

Experimental claimant count data showed a large increase at the start of the pandemic and has been gradually declining from the peak in August 2020. In February 2021, Wales' rate had fallen below the UK rate for the first time since November 1994; but has since tracked very closely, often dropping slightly below that of the UK. The claimant count in Wales decreased in the latest period (January 2023) compared to the previous month, falling by 1,300 (0.1%), and now stands at 61,900, a rate of 3.7%, the lowest rate since March 2020. The claimant count rate in the UK now (January 2023) stands at 3.9%.

## 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 2.5: People on Universal Credit, Wales**



Source: Universal Credit, Department for Work and Pensions

On the 9<sup>th</sup> January 2023 there were 290,100 people on Universal Credit in Wales, this is the highest number since the time series began.

The number of people on Universal Credit decreased consistently between April 2021 and December 2021. Historically, between April 2015 (when the time series began) and March 2021, there had only been one monthly decrease (in May 2017). The latest data shows a 1.2% increase in January 2023 compared to the previous month. This follows increases in the previous nine months.

## Redundancies (ONS)

**Redundancies (LFS):** 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.

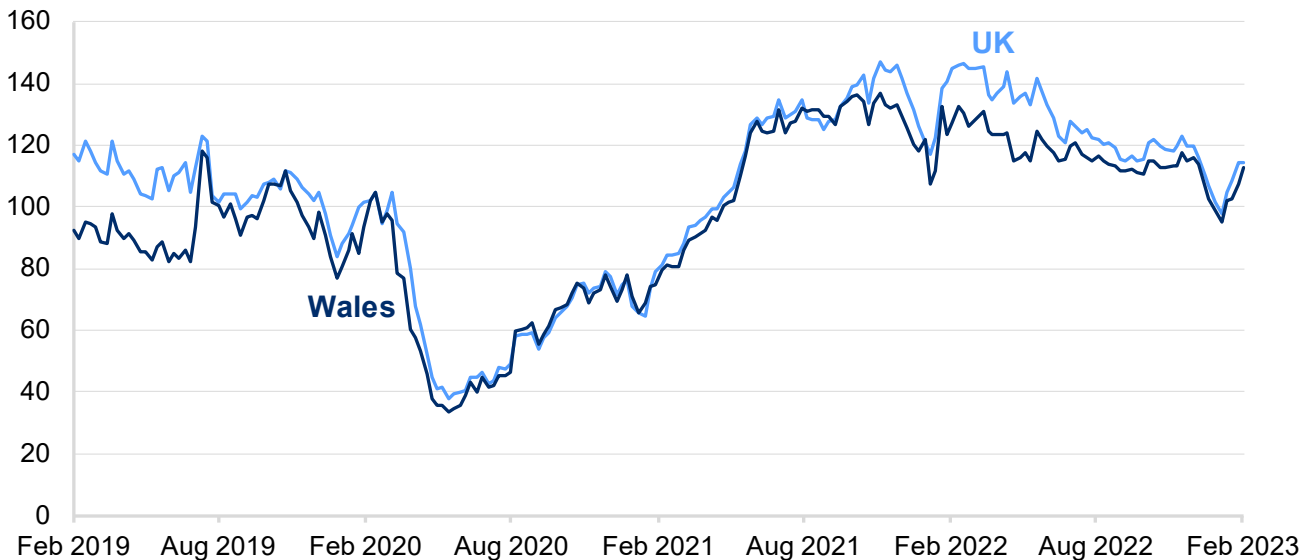
**Potential Redundancies:** ONS and The Insolvency Service have published experimental data for the first time in February 2022 on potential redundancies by region collected through HR1 forms. This data does not record the total number of redundancies; they record the number of potential redundancies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

ONS publish estimates on the number of [redundancies](#) and [potential redundancies](#) for UK countries and English regions. The redundancy figures for Wales are based on a small sample size and are therefore volatile, in recent periods estimates have been suppressed on disclosure grounds. Due to the volatility and availability of the data at the Wales level, we have removed these figures from this publication. Data and further information on these topics can be accessed via the ONS published tables.

## 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 2.6: Online job adverts** (Index February 2020 = 100)



Source: Weekly Online Job Advert Estimates, ONS

Online job adverts in both Wales and the UK have fallen below February 2020 levels for the first time since the end of April 2021, due to sharp decreases in December 2022.

In the week ending 3<sup>rd</sup> February 2023 (the latest week), online job adverts in Wales increased by 4.9% compared with the previous week and have increased by 18.7% compared to the previous month (week ending 6<sup>th</sup> January 2023).

In May 2022, ONS published [experimental analysis of labour demand changes](#) for the first time. This publication provides average estimates of online job adverts for local authorities in the UK, produced using Adzuna online job adverts data.

ONS also publish [UK level job vacancy estimates](#) from the Vacancy Survey. Job vacancies in the UK have followed a similar trend to online job adverts over the previous four years.

### 3. Economic Inactivity

#### Key Points:

- The latest quarterly figures show that the economic inactivity rate in Wales decreased for males when compared to the previous quarter and when compared to the previous year. For females, the economic inactivity rate increased when compared to the previous quarter and when compared to the previous year (Labour Force Survey, ONS)

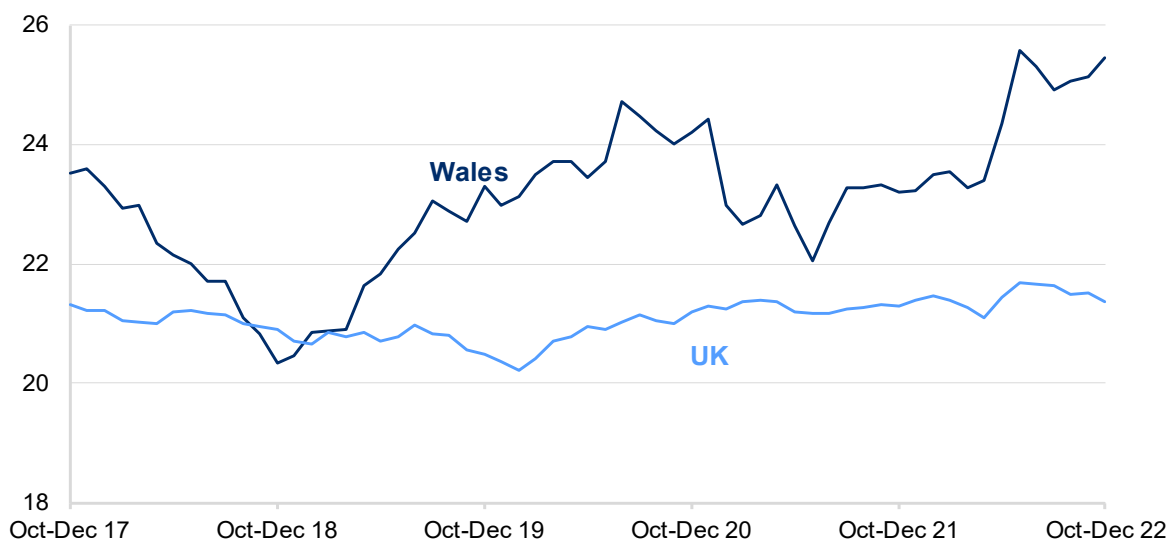
#### Labour Force Survey Economic Inactivity (ONS)

**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. The rate in Wales generally rose until mid 2020 and then decreased as it corresponded with opposite movements in the employment rate (charts 1.1 and 1.2). The trend in the economic inactivity rate has seen an overall increase over recent months and in May to July 2022, inactivity rates in Wales were the highest since December to February 2015.

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



Source: Welsh Government analysis of Labour Force Survey

There were 486,800 people in Wales who were economically inactive in October to December 2022, up 44,900 (10.2%) from the same period a year earlier. This is a rate of 25.5% of those aged 16-64, up 0.6 percentage points over the quarter and up 2.3 percentage points compared to the same period a year earlier. The number of economically inactive people in the UK increased by

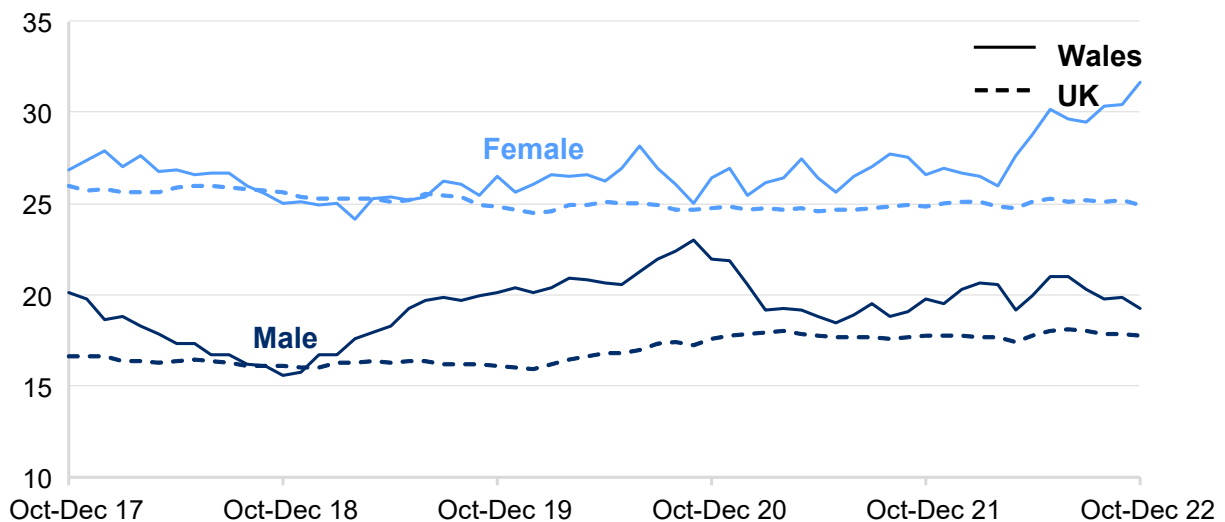
68,500 (0.8%) over the year to 8.9 million. This is a rate of 21.4% of those aged 16-64, up 0.1 percentage points on the previous year.

At a UK level, the increase in economic inactivity from May to July 2022 was largely driven by those aged 16 to 24 and 50 to 64 years.

### Economic Inactivity and sex

Females have higher inactivity rates than males, primarily because they are more likely to have full-time caring responsibilities. Over the last two decades, 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 since late 2018 can be seen in Wales, and to a lesser extent across the UK as a whole, however, rates have remained similar across the previous year. In September to November 2020, inactivity rates for males in Wales were the highest they had been since 1998.

**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 183,600 economically inactive men in Wales in October to December 2022, down 4,500 (2.4%) from the same period a year earlier. This is a rate of 19.3% of those aged 16-64, down 0.5 percentage points on the previous quarter and down 1.0 percentage points on the previous year. The number of economically inactive men in the UK over the same period increased by 21,800 (0.6%) to 3.7 million. This is a rate of 17.8%, which is unchanged compared to the previous year.

There were 303,200 economically inactive women in Wales in October to December 2022, up 49,500 (19.5%) from the previous year. This is a rate of 31.6% of those aged 16-64, up 2.1 percentage points over the quarter, and up 5.1 percentage points from a year earlier. The number of economically inactive women in the UK over the same period increased by 46,600 (0.9%) to 5.2 million. This is a rate of 24.9%, up 0.1 percentage points from a year earlier.

## 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.

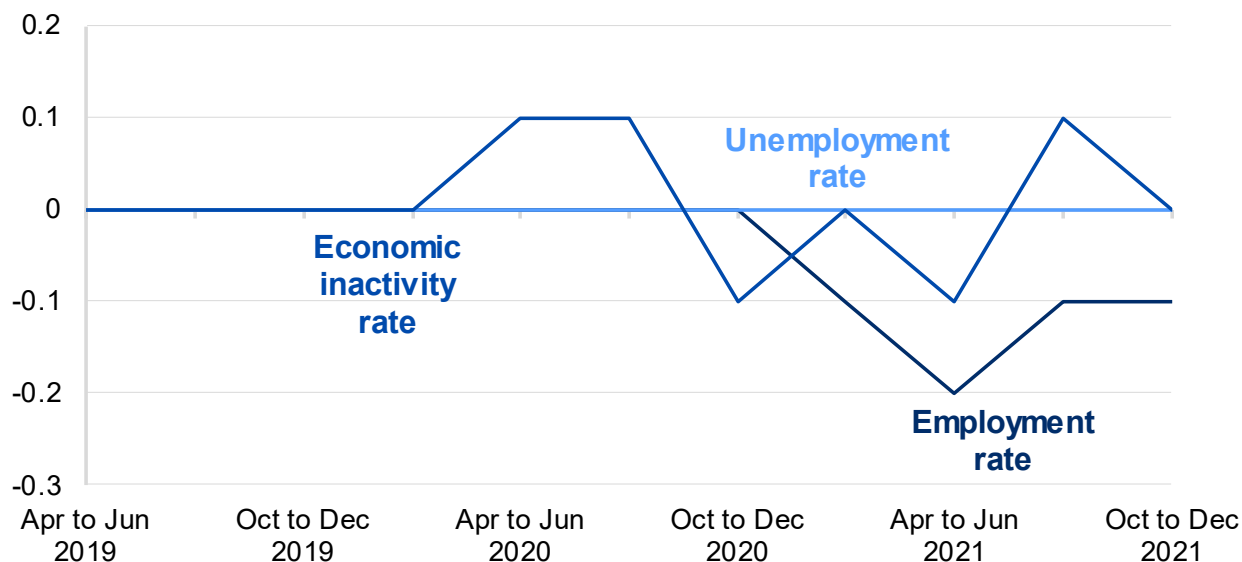
Welsh Government published a more detailed analysis of [protected characteristics in the labour market in Wales](#) on 16 December 2021. We welcome your feedback on this publication and priorities for future analyses; please see contact details at the end of this release. Data is also currently available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

Labour Force Survey (LFS) estimates published on 14 June 2022 were reweighted for periods from January to March 2020, using updated Pay As You Earn (PAYE) Real Time Information (RTI) data. This uses the same method of applying growth rates from PAYE RTI data as that implemented for the first time in [July 2021](#). The non-response bias adjustment, previously implemented for England, Wales and Scotland data, has now also been applied to Northern Ireland data.

The ONS article, [Impact of reweighting on Labour Force Survey key indicators: 2022](#), provides indicative estimates of this reweighting and gives a more detailed timeline of when they plan to incorporate this into their outputs. The impact of the LFS reweighting is small on all headline labour market indicators (employment, unemployment and economic inactivity) for Wales for both rates and levels. More information can be found in [Chart 4.1](#).



**Chart 4.1: Revisions to the employment rate, unemployment rate and economic inactivity rate, Wales, January to March 2019 and October to December 2021**



Source: Labour Force Survey, ONS

## 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 2022**

	Estimates			Quarterly changes			Annual changes		
	Lower limit	Estimate	Upper limit	Lower limit	Quarterly change	Upper limit	Lower limit	Annual change	Upper limit
Employment level	1,386	1,435	1,484	-74	-12	49	-104	-44	17
Employment rate	69.2%	71.8%	74.4%	-3.8%	-0.5%	2.7%	-5.9%	-2.6%	0.7%
Unemployment level	33	52	71	-27	-3	22	-18	5	29
Unemployment rate	2.2%	3.5%	4.8%	-1.8%	-0.1%	1.5%	-1.2%	0.4%	2.0%
Economically active level	1,440	1,487	1,534	-74	-15	44	-96	-38	20
Economic activity rate	72.0%	74.5%	77.0%	-3.7%	-0.6%	2.6%	-5.3%	-2.3%	0.8%
Economically inactive level	425	487	549	-67	10	88	-30	45	120

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
Claimant count	Jobcentre Plus Administrative System, DWP	14-Feb-2023	14-Mar-2023
Economic inactivity rate	Labour Force Survey, ONS	14-Feb-2023	14-Mar-2023
Employment rate	Labour Force Survey, ONS	14-Feb-2023	14-Mar-2023
Hours Worked	Labour Force Survey, ONS	14-Feb-2023	14-Mar-2023
Experimental Real Time Pay Information (RTI)	Real Time Pay As You Earn Information, HMRC	14-Feb-2023	14-Mar-2023
RTI – Employees by local authority	Real Time Pay As You Earn Information, HMRC	13-Dec-2022	14-Mar-2023
RTI – Employees by country/region & industry sector	Real Time Pay As You Earn Information, HMRC	14-Feb-2023	16-May-2023
RTI – Employees by country/region & age	Real Time Pay As You Earn Information, HMRC	17-Jan-2023	18-Apr-2023
ILO unemployment rate	Labour Force Survey, ONS	14-Feb-2023	14-Mar-2023
Online job adverts	Weekly Online Job Advert Estimates, ONS	09-Feb-2023	TBA
Potential redundancies	HR1 Potential Redundancies, ONS	17-Jan-2023	14-Mar-2023
Public sector employment	Regional Public Sector Employment, ONS	13-Dec-2022	14-Mar-2023
Redundancies	Labour Force Survey, ONS	14-Feb-2023	14-Mar-2023
Self-employment jobs	Workforce jobs, ONS	13-Dec-2022	14-Mar-2023
Universal Credit	Universal Credit, DWP	14-Feb-2023	14-Mar-2023
Vacancies	Vacancy Survey, ONS	14-Feb-2023	14-Mar-2023
Workforce jobs	Workforce jobs, ONS	13-Dec-2022	14-Mar-2023

## 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		
Online job adverts		
Out of work benefit claimants		
PAYE real time information		
People on furlough (National Survey for Wales)		
Potential Redundancies		
Public sector employment		
Redundancies		
Self-employment income support scheme		
Self-employment jobs		
Short Term Output Indicators		
Unemployment rate		
VAT/PAYE registered enterprise births		
VAT/PAYE registered enterprises		
Vacancies		
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 (LFS) and Annual Population Survey (APS)

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.

Labour market statistics for Wales using APS estimates are published quarterly on the [Welsh Government website](#).

### 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 a national indicator 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.

The Act states national milestones must be set that "...the Welsh Ministers consider would assist in measuring whether progress is being made towards the achievement of the well-being goals." In doing so Welsh Ministers must specify how we know that a national milestone has been achieved and the time by which it is to be achieved.

National milestones are not performance targets for any individual organisation, but are collective measures of success for Wales.

In this release indicator (21) percentage of people in employment corresponds to the milestone “Eradicate the gap between the employment rate in Wales and the UK by 2050, with a focus on fair work and raising labour market participation of under-represented groups”. 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

14 March 2023 (Headline)

16 March 2023 (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](mailto:economic.stats@gov.wales).

### Open Government Licence

All content is available under the [Open Government Licence v3.0](#), except where otherwise stated.

