

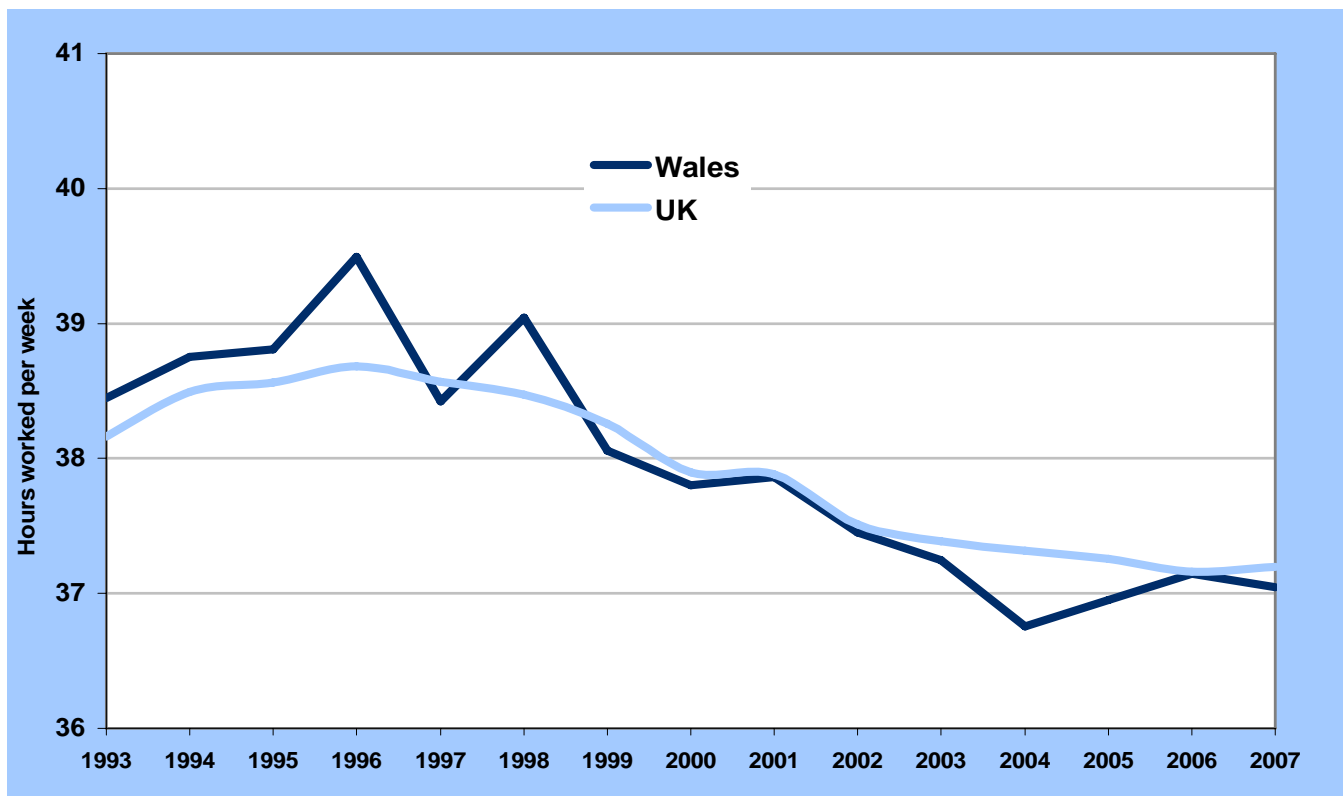
Statistics on Average Hours Worked in Wales, 2007

This bulletin provides statistics on the hours worked by employees in Wales. The analyses examine average hours worked by gender and major occupational group in Wales, and also paid and unpaid overtime and work patterns.

Full-time hours for employees in Wales and the UK have followed similar trends over the last 15 years. There was an increase during the early 1990s followed by a declining trend since 1996. The averages fell from 39.5 hours per week in Wales and around 38.7 hours per week in the UK in 1996, to 37.0 hours per week in Wales and 37.2 hours for the UK in 2007.

Subsequent analyses in this bulletin show that the downward trend is evident for both men and women, at least in recent years, and that the reduction arises mainly from fewer employees working very long hours (more than 45 per week).

Chart 1: Average hours of work (including overtime) for full-time employees in Wales and UK



Source: Labour Force Survey 1992-2007

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Perceptions regarding working hours

There is much discussion of issues around 'work-life balance' fuelling the perception that working hours are increasing, whilst the statistical evidence suggests the opposite trend. There are a number of possible reasons for this perception, including the following:

- Travel-to-work times are increasing, reducing leisure time;
- The percentage of households where all adults are working is increasing, so working hours per household are increasing;
- Technological developments mean that employees are more readily contactable outside work.

There is evidence from both the National Travel Survey and the Labour Force Survey that average travel-to-work times have increased a little over the last decade or so. However, this explanation would not offset much of the reduction in working hours seen in Chart 1.

There has been an increase in the percentage of working age households where all adults are working. In Wales the percentage increased from 49 per cent in 1997 to 54 per cent in April to June this year. There was an increase from 55 per cent to 58 per cent across the UK as a whole over the same period.

There has also been an increase in the percentage of households with internet access, from 46 per cent in 2002 to 65 per cent in 2008 in Great Britain. It may be that people are increasingly engaged in work-related activities at home, but not registering this in their answers to the Labour Force Survey. It may also be that the shift in employee jobs away from skilled trades and machine operative occupations towards the managerial, professional and personal service occupations has resulted in an increasingly blurred boundary between work time and non-work time.

International Comparisons

The reduction in hours worked in Wales and the UK over the last decade has not been reflected to the same extent across the EU as a whole. Between 1996 and 2007 Labour Force Survey figures published by Eurostat show a small overall fall of 0.3 hours in average full-time working hours across the EU15, compared to a fall of 1.8 hours in the UK. Including the UK, there were reductions in ten of the EU15 countries: Ireland, Greece, Spain, France, Luxembourg, the Netherlands, Portugal, Finland and Sweden. However, according to the Eurostat figures for 2007, average full-time hours in the UK remain amongst the highest in Europe.

Background and layout

The rest of this bulletin covers some detailed analyses of hours worked by occupation and gender, the distribution of hours worked, and flexible/non-standard working patterns. These analyses are based on the Annual Population Survey (APS) for 2001 to 2007.

The longer time series in Chart 1 on the first page is sourced from the main Labour Force Survey. The statistics from both sources relate solely to a person's main job. (There has been no increase in hours worked in second jobs over the last decade or in the prevalence of second jobs, so the main trends discussed in this bulletin would not be affected by their inclusion.)

There is a definitional difference between the data used from the two sources, as the statistics based on the APS exclude the self-employed, whereas Chart 1 includes the self-employed.

Actual hours worked by occupation

Table 1 shows hours worked by full-time employees between 2001 and 2007 by 3 occupational groupings:

Table 1 - Average hours of work (including overtime) for full-time employees aged 16 or more by major occupational groups in Wales, by gender.

	Average full-time hours of work						
	2001	2002	2003	2004	2005	2006	2007
Persons							
Managers, Professionals, Associate Professionals	37.3	36.9	36.6	37.4	36.6	36.5	37.0
Administration, Skilled Trade, Personal Services	34.8	34.5	34.4	34.4	34.8	34.9	34.3
Sales, Process operations, Elementary occupations	37.1	37.4	37.3	37.3	37.4	36.8	36.8
All	36.4	36.3	36.1	36.4	36.3	36.1	36.1
Men							
Managers, Professionals, Associate Professionals	38.6	38.9	38.5	39.2	38.8	38.3	38.6
Administration, Skilled Trade, Personal Services	37.6	37	36.9	36.6	37.4	37.2	36.9
Sales, Process operations, Elementary occupations	38.6	38.6	38.5	38.7	37.4	37.9	38.2
All	38.3	38.3	38.1	38.3	39.0	37.9	38.0
Women							
Managers, Professionals, Associate Professionals	35.1	33.5	33.6	34.5	33.3	33.7	34.4
Administration, Skilled Trade, Personal Services	31.8	31.8	31.6	31.9	32.0	32.3	31.6
Sales, Process operations, Elementary occupations	33.1	33.5	33.5	33.2	33.0	33.3	32.8
All	33.3	32.8	32.8	33.3	32.7	33.1	33.1

Source: Welsh Local Labour Force Survey 2001-2003, Annual Population Survey 2004-07

- The overall average number of hours worked by full-time employees in Wales fell from 36.4 to 36.1 hours per week between 2001 and 2007. There was a small reduction in hours for both men and women.
- The largest change in hours worked was in the middle occupational grouping, a reduction of about half an hour (administration, skilled trades and personal services) between 2001 and 2007. There were also small reductions (0.3 hours) in both the higher and lower groupings; the managerial & professional occupations and sales, process operations, & elementary occupations.
- In 2007 full-time men worked around 5 hours more per week than full-time women on average, the gap being biggest in the lower occupational groupings.

Table 2 shows hours worked by part-time employees between 2001 and 2007 by occupation.

Table 2 - Average hours of work (including overtime) for part-time employees aged 16 or more by major occupational groups in Wales, by gender.

	Average part-time hours of work						
	2001	2002	2003	2004	2005	2006	2007
Persons							
Managers, Professionals, Associate Professionals	18.2	18.1	17.7	16.7	17.0	16.7	18.5
Administration, Skilled Trade, Personal Services	17.5	17.6	17.2	17.8	17.5	17.1	17.2
Sales, Process operations, Elementary occupations	15.3	15.1	14.8	15.3	15.4	15.3	14.8
All	16.5	16.4	16.1	16.4	16.4	16.2	16.4
Men							
Managers, Professionals, Associate Professionals	15.6	18.1	16.9	14.2	14.9	14.5	17.0
Administration, Skilled Trade, Personal Services	17.4	18.9	16.9	19.2	16.4	16.5	17.0
Sales, Process operations, Elementary occupations	16.4	15.5	16.5	16.5	17.0	16.7	15.7
All	16.5	16.6	16.7	16.6	16.5	16.2	16.2
Women							
Managers, Professionals, Associate Professionals	18.7	18.1	17.9	17.2	17.5	17.2	18.8
Administration, Skilled Trade, Personal Services	17.5	17.4	17.2	17.7	17.7	17.2	17.2
Sales, Process operations, Elementary occupations	15.1	15.1	14.3	14.9	14.8	14.9	14.5
All	16.5	16.4	16.0	16.3	16.4	16.2	16.4

Source: Welsh Local Labour Force Survey 2001-03, Annual Population Survey 2004-07

- There was no real trend in average part-time hours between 2001 and 2007 for women. However for men there has been a slight fall over the last two years.
- On average, part-time women worked slightly longer (0.2 hours) than part-time men per week. The gap between women and men was the largest in the top occupational grouping, where part-time women worked about 1.8 hours more per week than part-time men. In fact, in the lowest occupational grouping, part-time women worked about 1.2 hours per week less than part-time men.

Distribution of hours worked

The distribution of hours worked by employees is shown in Table 3:

Table 3 – Distribution of hours worked by employees in Wales, by gender

<i>Percentages</i>			
<u>Hours worked</u>	<u>2001</u>	<u>2007</u>	<u>Change</u>
Persons			
1-15	9.9	9.4	-0.4
16-29	17.5	18.9	1.4
30-39	33.9	34.9	1.0
40-44	18.2	18.5	0.4
45+	20.6	18.3	-2.3
All	100.0	100.0	0.0
Men			
1-15	4.4	4.4	0.1
16-29	7.7	9.6	2.0
30-39	32.2	33.5	1.2
40-44	24.4	24.7	0.3
45+	31.3	27.7	-3.6
All	100.0	100.0	0.0
Women			
1-15	15.7	14.6	-1.1
16-29	27.8	28.5	0.7
30-39	35.6	36.3	0.7
40-44	11.6	12.1	0.5
45+	9.3	8.5	-0.9
All	100.0	100.0	0.0

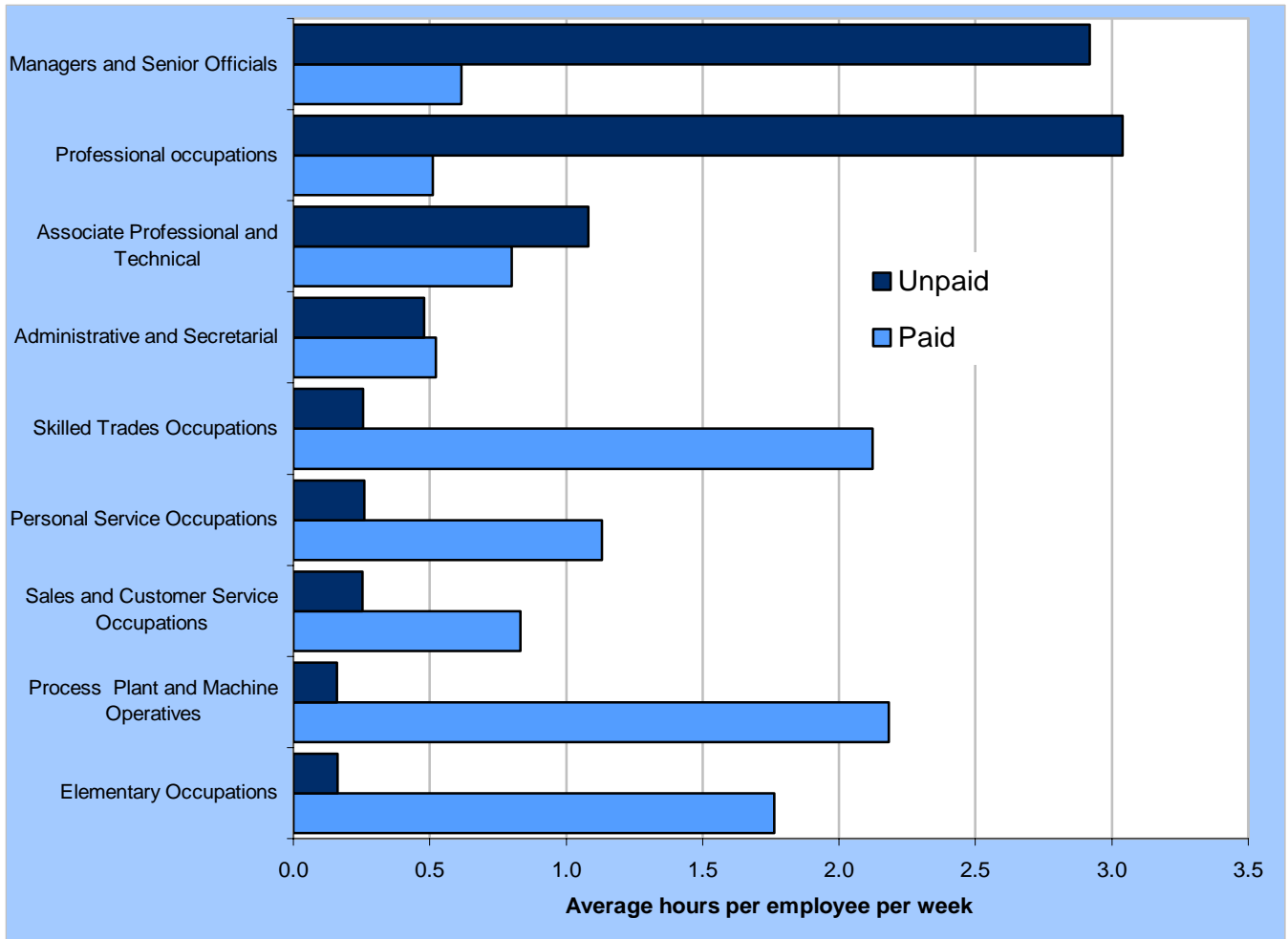
Source: Welsh Local Labour Survey 2001 and Annual Population Survey 2007

- Over 9 per cent of employees in Wales worked less than 16 hours per week in 2007 and about 28 per cent worked less than 30 hours per week. 35 per cent worked between 30 and 39 hours and a similar percentage worked over 40 hours per week.
- Between 2001 and 2007, there was a reduction in the percentage of employees working 45 hours per week or more and an increase in the percentage working between 16 and 44 hours.
- Less than 5 per cent of male employees worked less than 16 hours per week in 2007 and only 14 per cent less than 30 hours per week. More than half of men worked 40 hours or more per week.
- Nearly 15 per cent of female employees worked less than 16 hours per week in 2007 and over 40 per cent worked less than 30 hours per week. Only 21 per cent of women worked 40 hours or more per week.
- The reduction in the percentage of employees working 45 hours or more per week between 2001 and 2007 was evident for both men and women. This may be related to the introduction of the Working Time Regulations in 1998, which set a maximum weekly working time of 48 hours.

Overtime

A three year average covering 2005 to 2007, shows that employees in Wales worked 1.1 hours of paid overtime and 1.1 hours of unpaid overtime per week on average.

Chart 2: Average hours of paid and unpaid overtime per employee in Wales, by occupation (2005-07 average).



Source: Annual Population Survey 2005-07

Managers and professionals averaged around 3 hours of unpaid overtime per week, compared to 1 hour for associate professionals and less than half an hour in the other occupational groups.

Process, plant and machine operatives and skilled trade occupations worked the most paid overtime, averaging over two hours per week. Those in elementary occupations averaged between one and a half and two hours per week of paid overtime. Those in the administrative, managerial and professional occupations worked the least paid overtime.

Work Patterns

Table 4 looks at the percentage of employees in Wales with different work pattern arrangements. It compares averages over 3 consecutive three year periods, as there are small samples in some of the categories:

- Over 2005-2007, a quarter of employees had some kind of non-standard working time arrangement. Half of these were working flexitime. Annualised hours contracts and term time working each accounted for around 5 per cent of employees.
- Around 20 per cent of male employees and 30 per cent of female employees had non-standard working arrangements. In both cases, around half of these were working flexitime. Beyond this, term-time contracts were more common amongst women.
- Comparing the two periods 1999-2001 and 2005-2007, there was a slight increase in the percentage of employees with a non-standard working arrangement. There was a small increases in such arrangements amongst men and a substantial increase amongst women (around 4 per cent).
- The increases for both men and women were mainly due to increases in the percentages working flexitime.

Table 4 – Work patterns of employees in Wales, 1999-01, 2002-04 and 2005-07

Work Pattern	Percentages			
	1999- 01	2002- 04	2005- 07	Change
Persons				
Flexitime	10.8	11.9	12.8	2.0
Annualized hours contract	4.5	5.5	5.2	0.7
Term time working	4.5	3.9	4.6	0.1
Job sharing	0.8	0.6	0.4	-0.4
Four and a half day week or nine day fortnight	2.2	1.7	1.9	-0.3
Zero hours contract	0.3	0.4	0.4	0.1
None of these	76.9	76.0	74.7	-2.2
All employees	100.0	100.0	100.0	0.0
Men				
Flexitime	9.4	10.0	10.4	0.9
Annualized hours contract	5.0	6.0	5.2	0.2
Term time working	1.5	1.4	1.4	0.0
Job sharing	0.2	0.3	0.2	0.0
Four and a half day week or nine day fortnight	3.0	2.4	2.2	-0.8
Zero hours contract	0.3	0.3	0.3	0.0
None of these	80.5	79.7	80.2	-0.3
All employees	100.0	100.0	100.0	0.0
Women				
Flexitime	12.1	14.1	15.3	3.2
Annualized hours contract	3.9	5.1	5.1	1.2
Term time working	7.4	6.5	7.7	0.3
Job sharing	1.4	0.9	0.6	-0.8
Four and a half day week or nine day fortnight	1.4	1.0	1.0	-0.4
Zero hours contract	0.3	0.5	0.6	0.3
None of these	73.4	71.9	69.7	-3.7
All employees	100.0	100.0	100.0	0.0

Source: Autumn Quarterly Labour Force Survey

Notes

This bulletin analyses the information for Wales available from the Annual Population Survey (APS) from 2001-07, although the Welsh element of this was called the Welsh Local Labour Force Survey (WLLFS) between 2001 and 2003. The Autumn quarter from the quarterly Labour Force Survey is also used for the work patterns section, as these data are not available from the APS.

Key quality information: Labour Force Survey and Annual Population Survey

The Annual Population Survey, which includes the WLLFS, is an annual sample survey of households living at private addresses in the UK. The annual survey uses results from those sampled for the main quarterly Labour Force Survey and since 2001 additional persons have been sampled on an annual basis to provide a more robust (boosted) annual dataset across the UK, with estimates subject to much lower sampling variability. For Wales, the data are now based on an enhanced sample (around 350 per cent larger) compared to earlier years.

The additional persons sampled in the APS are based on four waves, over four years of the survey. For the first wave, the response rate in Wales is around 75%, with around 80% of these remaining by the fourth wave. In total, approaching 20,000 households are sampled each year for the APS in Wales.

The APS relates to calendar years, whereas the WLLFS used the year ending in February i.e. WLLFS for 2003 relates to the year ended February 2004. APS has been used for 2004 onwards. The trend analysis in Chart 1 uses annual averages from the quarterly Labour Force Survey from 1992 to 2007.

Annual Survey of Hours and Earnings

Statistics on hours of work are also available from the Annual Survey of Hours and Earnings (ASHE). This survey collects information relating to around 1 per cent of employees in the UK. Because the information is collected from employers, the data on hours worked will only relate to paid work. While the levels of full-time hours are a little different from those in this bulletin, the ASHE results also show a downward trend in average weekly hours in Wales and the UK between 1997 and 2007.