

# Contractau Dim Oriau Zero Hours contracts

Cyflwyniad WSLC 5 Hydref 2017  
Presentation WSLC 5 October 2017

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# Beth yw contract 'dim oriau'?

## What are zero hours contracts?

- Does dim un diffiniad cydnabyddedig o 'gontract dim oriau'.
- Mae rhai contractau'n cael eu galw'n benodol yn 'gontractau dim oriau'.
- Mae diffiniadau eraill yn bod ac yn cael eu defnyddio yn yr ystadegau.
- Elfen gyffredin → dim isafswm oriau gwaith wedi'i warantu.
- No single agreed definition of what "zero-hours contracts" are.
- Some contracts are explicitly called "zero-hours contracts"
- Other definitions available and used in the published statistics.
- Common element → lack of a guaranteed minimum number of hours.

# Y Data

## The Data



Article

## **Contracts that do not guarantee a minimum number of hours: September 2017**

Estimates of the number of people in employment on contracts where they are not guaranteed any hours in a given week, also known as "zero hours contracts". It comprises the previously published figures from the Labour Force Survey for the period April to June 2017 and the latest results from the ONS survey of businesses relating to May 2017.

# Arolwg o Fusnesau .VS. Amcangyfrifon yr LFS

## Business survey .VS. LFS estimates

- Mae'r LFS yn cyfri'r **bobl** sy'n dweud mai 'contract dim oriau' yw eu prif waith.
- LFS counts **people** who report their main employment is a "zero-hours contract"
- Mae busnesau yn cyfri' nifer y **contractau**:
  - Bydd hyn yn fwy na nifer y bobl gan fod gan rai pobl fwy nag un contract.
- Estimate from businesses is counting **contracts**;
  - this will be greater than the number of people as people can have more than one contract

# Arolwg o Fusnesau .VS. Amcangyfrifon yr LFS

## Business survey .VS. LFS estimates

- Mae cyflogwyr yn debygol o wybod natur y contractau yn well. Gall gweithwyr o bosib gamddeall union natur eu contractau.
- Mae ffigurau'r LFS yn seiliedig ar farn yr ymatebwyr am eu trefniadau gweithio. Mae'n debygol y bydd amcangyfrifon am 'gontractau dim oriau' gan yr LFS yn llai nag amcangyfrifon busnesau.
- Employers are likely to be more aware of their formal contractual arrangements which may differ from the perception of employees.
- LFS is based on respondents' views about their working arrangements, it is likely that any estimate of "zero-hours contracts" from the LFS will be less than an estimate obtained from businesses.

# Arolwg o'r Llafurlu

## Labour Force Survey

- Sampl o ryw 40,000 o aelwydydd bob chwarter
- Tua 2,000 ohonyn nhw yng Nghymru
- I gael eu cyfrif' gan yr LFS fel pobl ar 'gontract dim oriau', byddan nhw:
  - mewn gwaith
  - yn dweud bod rhyw fath o hyblygrwydd yn perthyn i drefniadau eu prif swydd
  - yn cydnabod bod yr hyblygrwydd hwnnw'n ganlyniad i 'gontract dim oriau'.
- Samples around 40,000 households a quarter
- Approximately 2,000 of these being in wales
- The number of people the LFS classes as being on a “zero-hours contract” will be those who:
  - are employed
  - report their working arrangements in their main employment include some form of flexibility
  - recognise the flexibility is a result of being on a “zero-hours contract”

# Arolwg o'r Llafurlu - Canlyniadau

## Labour Force Survey – Latest Estimates

- Ym mis Ebrill hyd fis Mehefin 2017 (y DU):
  - 883,000 o bobl yn dweud eu bod ar 'gontract dim oriau'
  - 2.8% o'r bobl sydd mewn gwaith
- Ym mis Ebrill hyd fis Mehefin 2017 (Cymru):
  - 46,000 o bobl yn dweud eu bod ar 'gontract dim oriau''
  - 3.2% o'r bobl sydd mewn gwaith
- In April to June 2017 (UK):
  - 883,000 people reported they were on a “zero-hours contract”
  - 2.8% of people in employment
- In April to June 2017 (Wales):
  - 46,000 people reported they were on a “zero-hours contract”
  - 3.2% of people in employment

# Arolwg yr ONS o Fusnesau

## ONS Business Survey

- Sampl o 5,000 o fusnesau ym mis Mai 2017
- Gofyn iddyn nhw faint o bobl roedden nhw'n eu cyflogi oedd ar gontractau nad oedd yn gwarantu isafswm oriau gwaith.
- Daeth rhyw 2,150 o ymatebion i law.
- Sampled 5,000 businesses in May 2017
- Asked how many people were employed on contracts that do not guarantee a minimum number of hours.
- Received approximately 2,150 responses.



# Arolwg yr ONS o Fusnesau - Canlyniadau

## ONS Business Survey - Results

- Ym mis Mai 2017 (y DU)
  - 1.4 miliwn o gontractau heb warant o isafswm oriau gwaith
  - 5% o'r holl gontractau
  - 24.1% o weithwyr 'Gweinyddol a gwasanaethau ategol' ar gontractau heb warant o isafswm oriau gwaith.
  - 0.2% o weithwyr 'Gweinyddiaeth Gyhoeddus' ar gontractau heb warant o isafswm oriau gwaith.
- In May 2017 (UK)
  - 1.4 million contracts do not guarantee a minimum number of hours (NGHCs)
  - 5% of all contracts
  - 24.1% of “Admin and support services” employees on NGHCs
  - 0.2% of “Public Administration” employees on NGHCs

# Edrych ymlaen...

## Looking Forward...

- Cwestiynau ychwanegol APS
- Mae BEIS yn edrych i ymchwilio'r '**economi Gig**'
- Additional APS Questions
- BEIS investigating the '**Gig Economy**'.

“Yr poblogaeth yn y farchnad lafur a nodweddir gan gyffredinrwydd contractau tymor byr neu waith llawrydd, yn hytrach na swyddi parhaol ”.

"a labour market characterised by the prevalence of short-term contracts or freelance work, as opposed to permanent jobs".

# Unrhyw Gwestiynau? Any Questions?

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