

## **Holiday pay story**

### TUC methodology

- Figures are from the ONS Labour Force Survey (Autumn 2014).
- Data for employees in main job (excludes second job and self-employed).
- Employees without a full year of holiday entitlements were excluded from the initial calculation. The initial results were then increased on a pro-rata basis to take account of these groups. Note that other sources suggest that those who are new in post are rather more likely to have problems with their annual leave rights, so it seems likely that this method may depress the results. Taken together, these two groups amounted to 5,472,000 employees, or 20.8 per cent of employees.
- The final results are for those who reported less than four weeks paid holiday entitlement. UK law sets a minimum standard of 5.6 weeks, but this may include bank holidays. In practice, there are also some people who do not get enough bank holiday rights to meet the current UK regulations. It follows that our results are likely to underestimate the problem to some extent.
- The initial calculation was run separately for those working 1,2,3,4 and 5 days or more respectively, and the results aggregated.
- The LFS does not currently meet its scheduled interview quota, leaving some data missing. This is usually addressed by bringing forward data from the previous quarter to make up the shortfall. However, this cannot be done with questions that are only asked in one quarter each year, which includes the holiday entitlement question.
- Consequently, a further pro-rata correction must be added to the calculation at the end.