

## Holiday Pay PR survey – Summary of findings

### Method

This research was carried out online from 10<sup>th</sup> -21<sup>st</sup> January 2019 among 2154 workers in Great Britain. Within this population we achieved a sample of 320 atypical workers (those not employed on full or part time permanent contracts). We also achieved a sample of 1300 workers classified as immobile (for any reason, including personal reasons), with 596 being classified as immobile for work reasons (their work is only offered by their current employer or in their current location) The results have been weighted to be representative of the population as a whole. This project was carried out in compliance with our certification to ISO 9001 and ISO 20252 (International Service Standard for Market, Opinion and Social Research).

### Types of work

**Although the majority of workers were employed on permanent contracts, a proportion of workers are contracted atypically.**

- 84% of workers were employed on full or part time permanent contracts
  - 16% of workers were employed on atypical contracts
- 1 in 3 workers (29%) felt that the work they do is only available where they currently work, or through their current employer.
  - A further 34% felt that they would be unwilling or unable to work elsewhere due to personal circumstances

### Knowledge of holiday pay entitlement

**Whilst many workers know that they are entitled to holiday pay, less is known about how it is accrued and what types of workers are entitled to it.**

- 75% of workers believed that all workers, apart from the self-employed, are entitled to holiday pay
  - However atypical workers were less likely to think this (69%).
- However, it appears there is some confusion with how soon holiday pay is accrued in a job, with 52% incorrectly thought that you have to work at least three months to be entitled to holiday pay
- 58% of workers thought that holiday pay is earned for every hour worked.
  - Again, atypical workers were less likely to think this (52%)
- 35% of workers incorrectly thought that only people in permanent jobs get holiday pay
- Although again it appears there is some confusion as to who is entitled to holiday pay, with half of workers (50%) thinking that workers on zero hours contracts don't qualify for holiday pay

## Perceptions of holiday pay entitlement

Whilst workers felt confident about taking and talking to their employer about their holiday pay entitlement, a significant number did not know where to go for advice on holiday pay rights, with typical workers more likely to agree to all statements.

	% workers (NET: strongly/slightly agree)	% typical workers (NET: strongly/slightly agree)	% atypical workers (NET: strongly/slightly agree)
I feel more productive, happy and refreshed as a consequence of taking holiday	81%	83%*	73%
I would feel confident talking to my employer if I thought my holiday pay entitlement was wrong	78%	82%*	64%
I feel able to take my full holiday entitlement without any repercussions from my employer	75%	78%*	63%
I am paid the correct amount for the holiday that I take	75%	80%*	52%
I know where to go for advice on my holiday pay rights	61%	63%*	54%

\*typical workers significantly more likely than atypical workers

## Perceived barriers to receiving holiday pay

There are a range of barriers associated with holiday pay, with lack of knowledge being the greatest

- The top three barriers workers thought people could face in receiving the holiday pay they are entitled to were:
  - Not knowing how many days paid holiday they are entitled to (30%)
  - Not knowing how much holiday pay per day they are entitled to (27%)
  - Not feeling able to speak to their employer about their holiday pay entitlement (23%)

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