



Employment Survey

Prepared on behalf of Unions21



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Prepared by Survation on behalf of Unions21



Fieldwork Dates: 20th - 23rd November 2012

Data Collection Method: The survey was conducted via online panel. Invitations to complete surveys were sent out to members of the panel. Differential response rates from different demographic groups were taken into account.

Population Sampled: All adults aged 18+ in Great Britain in full time or part time paid employment

Sample Size: 1,163

Data Weighting: Data were weighted to the profile of all adults aged 18+. Data were weighted by gender, age, region and full time vs part time employment status. Targets for the weighted data were derived from ONS data.

Margin of Error: It should be remembered at all times that a sample of 1,163 employees aged 18+ were interviewed, and not the entire population. Consequently, all results are subject to margin of error, which mean that not all differences are statistically significant. For example, in a question where 50% (the worst case scenario as far as margin of error is concerned) gave a particular answer, with a sample of 1,163 we can be 95% certain that the 'true' value will fall within the range of 2.9% either side of that 50% figure from the sample.

Data were analysed and weighted by Suration and presented by Patrick Briône and Damian Lyons Lowe.

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Table 1

Q6. Please rank in order the following issues based on how much of a barrier you feel they are to fairness in the workplace, with 1 being the most important barrier and 8 being the least important. - Top (most important)
Base: All Respondents

| | Total | | Gender | | | Age | | | 2010 Vote | | | | SEG | | | | Region3 | | | Trade Union Member | | Employment | |
|--|--------|--|--------|--------|--------|--------|--------|--------------|-----------|------------------|--------|--------|--------|--------|--------|------------------|------------------|--------|--------|--------------------|-----------|------------|--|
| | | | Male | Female | 18-34 | 35-54 | 55+ | Conservative | Labour | Liberal Democrat | Other | AB | C1 | C2 | DE | North & Scotland | Midlands & Wales | South | Yes | No | Full Time | Part Time | |
| Unweighted Total | 1163 | | 603 | 560 | 496 | 534 | 133 | 265 | 328 | 173 | 102 | 288 | 301 | 321 | 253 | 421 | 240 | 502 | 327 | 836 | 998 | 165 | |
| Weighted Total | 1163 | | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 | |
| Discrimination | 195 | | 103 | 92 | 59 | 99 | 37 | 54 | 50 | 28 | 11 | 46 | 52 | 50 | 48 | 71 | 32 | 91 | 55 | 140 | 150 | 44 | |
| | 16.7% | | 17.3% | 16.1% | 14.8% | 17.0% | 20.1% | 20.2% | 15.3% | 16.0% | 10.3% | 17.6% | 17.9% | 15.6% | 16.1% | 18.9% | 13.4% | 16.7% | 17.9% | 16.3% | 17.6% | 14.3% | |
| Unequal pay | 233 | | 109 | 125 | 86 | 113 | 34 | 54 | 70 | 38 | 15 | 45 | 61 | 75 | 53 | 70 | 46 | 118 | 49 | 184 | 177 | 57 | |
| | 20.1% | | 18.4% | 21.9% | 21.5% | 19.5% | 18.7% | 20.3% | 21.4% | 21.6% | 14.0% | 17.2% | 21.2% | 23.6% | 17.8% | 18.6% | 18.9% | 21.6% | 16.2% | 21.5% | 20.8% | 18.2% | |
| Long working hours | 147 | | 71 | 76 | 59 | 69 | 19 | 50 | 38 | 11 | 16 | 39 | 35 | 41 | 32 | 43 | 30 | 74 | 33 | 114 | 111 | 36 | |
| | 12.6% | | 12.0% | 13.3% | 14.7% | 12.0% | 10.2% | 18.6% | 11.5% | 6.2% | 15.5% | 15.0% | 12.0% | 12.9% | 10.9% | 11.5% | 12.3% | 13.5% | 10.8% | 13.3% | 13.0% | 11.5% | |
| Lack of/unequal opportunities for career progression | 190 | | 81 | 109 | 66 | 103 | 21 | 41 | 50 | 37 | 15 | 40 | 54 | 47 | 49 | 67 | 47 | 76 | 56 | 134 | 131 | 58 | |
| | 16.3% | | 13.6% | 19.1% | 16.5% | 17.7% | 11.4% | 15.5% | 15.3% | 20.6% | 14.7% | 15.5% | 18.6% | 14.6% | 16.6% | 17.9% | 19.4% | 13.9% | 18.2% | 15.6% | 15.4% | 18.7% | |
| Working conditions | 137 | | 75 | 62 | 56 | 64 | 17 | 22 | 38 | 19 | 11 | 32 | 36 | 34 | 35 | 37 | 33 | 68 | 34 | 104 | 95 | 42 | |
| | 11.8% | | 12.6% | 10.9% | 14.0% | 11.1% | 9.3% | 8.2% | 11.5% | 11.0% | 10.6% | 12.2% | 12.5% | 10.6% | 12.0% | 9.8% | 13.6% | 12.4% | 11.0% | 12.1% | 11.2% | 13.5% | |
| Lack of union representation | 60 | | 35 | 25 | 12 | 38 | 11 | 4 | 26 | 9 | 10 | 11 | 8 | 26 | 16 | 26 | 6 | 28 | 29 | 31 | 53 | 7 | |
| | 5.2% | | 6.0% | 4.4% | 2.9% | 6.5% | 6.0% | 1.7% | 8.1% | 5.1% | 9.4% | 4.2% | 2.7% | 8.1% | 5.3% | 7.0% | 2.3% | 5.2% | 9.6% | 3.6% | 6.2% | 2.3% | |
| Lack of an annual review | 60 | | 35 | 25 | 21 | 30 | 9 | 13 | 19 | 12 | 2 | 13 | 15 | 18 | 14 | 20 | 14 | 26 | 10 | 50 | 45 | 15 | |
| | 5.2% | | 5.9% | 4.4% | 5.2% | 5.2% | 4.9% | 4.9% | 5.9% | 7.0% | 2.2% | 5.0% | 5.2% | 5.7% | 4.7% | 5.3% | 5.9% | 4.8% | 3.2% | 5.9% | 5.3% | 4.8% | |
| Agency/temporary employment status vs permanent | 141 | | 84 | 56 | 42 | 64 | 35 | 28 | 36 | 22 | 24 | 34 | 29 | 29 | 49 | 41 | 34 | 65 | 40 | 101 | 88 | 52 | |
| | 12.1% | | 14.2% | 9.9% | 10.4% | 11.0% | 19.4% | 10.5% | 11.1% | 12.5% | 23.4% | 13.2% | 9.9% | 9.0% | 16.5% | 11.0% | 14.2% | 11.9% | 13.0% | 11.8% | 10.4% | 16.8% | |
| Sigma | 1163 | | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 | |
| | 100.0% | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |

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Table 2

Q6. Please rank in order the following issues based on how much of a barrier you feel they are to fairness in the workplace, with 1 being the most important barrier and 8 being the least important. - Ranked score table

Base: All Respondents

| | Total | Gender | | Age | | | 2010 Vote | | | | SEG | | | | Region3 | | | Trade Union Member | | Employment | |
|--|-------|--------|--------|-------|-------|------|--------------|--------|------------------|-------|------|-------|-------|-------|------------------|------------------|-------|--------------------|-------|------------|-----------|
| | | Male | Female | 18-34 | 35-54 | 55+ | Conservative | Labour | Liberal Democrat | Other | AB | C1 | C2 | DE | North & Scotland | Midlands & Wales | South | Yes | No | Full Time | Part Time |
| Unweighted Total | 1163 | 603 | 560 | 496 | 534 | 133 | 265 | 328 | 173 | 102 | 288 | 301 | 321 | 253 | 421 | 240 | 502 | 327 | 836 | 998 | 165 |
| Weighted Total | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| Discrimination | 5381 | 2700 | 2681 | 1808 | 2704 | 869 | 1259 | 1475 | 853 | 451 | 1231 | 1350 | 1447 | 1352 | 1795 | 1065 | 2521 | 1365 | 4016 | 3969 | 1412 |
| Unequal pay | 6296 | 3035 | 3261 | 2201 | 3094 | 1001 | 1478 | 1759 | 974 | 527 | 1369 | 1589 | 1808 | 1531 | 1991 | 1344 | 2962 | 1553 | 4744 | 4580 | 1716 |
| Long working hours | 5358 | 2759 | 2599 | 1891 | 2623 | 843 | 1279 | 1492 | 782 | 525 | 1264 | 1321 | 1460 | 1313 | 1721 | 1099 | 2538 | 1367 | 3991 | 3953 | 1405 |
| Lack of/unequal opportunities for career progression | 6154 | 3006 | 3149 | 2064 | 3141 | 950 | 1420 | 1679 | 992 | 505 | 1418 | 1530 | 1693 | 1514 | 2002 | 1285 | 2866 | 1577 | 4577 | 4494 | 1660 |
| Working conditions | 5648 | 2911 | 2737 | 1957 | 2780 | 910 | 1245 | 1594 | 861 | 520 | 1211 | 1424 | 1558 | 1455 | 1834 | 1150 | 2664 | 1467 | 4180 | 4097 | 1550 |
| Lack of union representation | 3588 | 1872 | 1716 | 1250 | 1818 | 520 | 676 | 1158 | 554 | 338 | 753 | 828 | 1058 | 949 | 1247 | 733 | 1608 | 1088 | 2501 | 2709 | 879 |
| Lack of an annual review | 4090 | 2176 | 1914 | 1357 | 2091 | 641 | 1022 | 1120 | 604 | 367 | 943 | 1023 | 1116 | 1008 | 1312 | 817 | 1962 | 1014 | 3076 | 3077 | 1013 |
| Agency/temporary employment status vs permanent | 4937 | 2642 | 2295 | 1737 | 2365 | 835 | 1129 | 1339 | 771 | 466 | 1130 | 1181 | 1316 | 1309 | 1560 | 1078 | 2299 | 1359 | 3578 | 3515 | 1422 |
| Sigma | 41453 | 21100 | 20352 | 14266 | 20616 | 6571 | 9509 | 11615 | 6391 | 3699 | 9319 | 10247 | 11455 | 10432 | 13462 | 8571 | 19420 | 10790 | 30662 | 30395 | 11058 |

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Table 3
Q7. Which of the following statements is closest to your view?
Base: All Respondents

| | Gender | | Age | | | 2010 Vote | | | | SEG | | | | Region3 | | | Trade Union Member | | Employment | | |
|---|--------|--------|--------|--------|--------|--------------|--------|------------------|--------|--------|--------|--------|--------|------------------|------------------|--------|--------------------|--------|------------|-----------|--------|
| | Male | Female | 18-34 | 35-54 | 55+ | Conservative | Labour | Liberal Democrat | Other | AB | C1 | C2 | DE | North & Scotland | Midlands & Wales | South | Yes | No | Full Time | Part Time | |
| Unweighted Total | 1163 | 603 | 560 | 496 | 534 | 133 | 265 | 328 | 173 | 102 | 288 | 301 | 321 | 253 | 421 | 240 | 502 | 327 | 836 | 998 | 165 |
| Weighted Total | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| Issues of "unfairness" are more often acknowledged and resolved in my workplace | 518 | 275 | 243 | 177 | 253 | 88 | 127 | 151 | 64 | 49 | 126 | 121 | 149 | 121 | 181 | 113 | 223 | 144 | 374 | 385 | 132 |
| | 44.5% | 46.3% | 42.6% | 44.2% | 43.6% | 48.0% | 47.5% | 46.1% | 35.8% | 47.4% | 48.5% | 41.9% | 46.8% | 41.0% | 48.2% | 46.9% | 40.9% | 47.1% | 43.6% | 45.3% | 42.4% |
| Issues of "unfairness" are more often avoided in my workplace | 645 | 319 | 327 | 223 | 327 | 95 | 140 | 177 | 114 | 55 | 134 | 167 | 170 | 174 | 195 | 128 | 323 | 161 | 484 | 466 | 180 |
| | 55.5% | 53.7% | 57.4% | 55.8% | 56.4% | 52.0% | 52.5% | 53.9% | 64.2% | 52.6% | 51.5% | 58.1% | 53.2% | 59.0% | 51.8% | 53.1% | 59.1% | 52.9% | 56.4% | 54.7% | 57.6% |
| Sigma | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

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Table 4
Q8. Which of these work issues you think unions need to concentrate most on improving?
Base: All Respondents

| | Total | Gender | | Age | | | 2010 Vote | | | | SEG | | | | Region3 | | | Trade Union Member | | Employment | |
|----------------------------------|--------|--------|--------|--------|--------|--------|--------------|--------|------------------|--------|--------|--------|--------|--------|------------------|------------------|--------|--------------------|--------|------------|-----------|
| | | Male | Female | 18-34 | 35-54 | 55+ | Conservative | Labour | Liberal Democrat | Other | AB | C1 | C2 | DE | North & Scotland | Midlands & Wales | South | Yes | No | Full Time | Part Time |
| Unweighted Total | 1163 | 603 | 560 | 496 | 534 | 133 | 265 | 328 | 173 | 102 | 288 | 301 | 321 | 253 | 421 | 240 | 502 | 327 | 836 | 998 | 165 |
| Weighted Total | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| Job security | 305 | 165 | 140 | 101 | 147 | 57 | 83 | 79 | 48 | 31 | 68 | 73 | 76 | 88 | 111 | 57 | 137 | 79 | 226 | 229 | 76 |
| | 26.2% | 27.7% | 24.6% | 25.4% | 25.3% | 31.1% | 31.2% | 24.2% | 26.8% | 30.0% | 26.1% | 25.2% | 23.8% | 29.9% | 29.6% | 23.7% | 25.0% | 25.9% | 26.3% | 26.9% | 24.4% |
| Pay | 286 | 152 | 134 | 113 | 139 | 34 | 55 | 89 | 38 | 16 | 54 | 68 | 88 | 75 | 83 | 69 | 134 | 84 | 201 | 225 | 61 |
| | 24.6% | 25.7% | 23.4% | 28.3% | 23.9% | 18.5% | 20.5% | 27.3% | 21.4% | 15.6% | 20.9% | 23.6% | 27.7% | 25.5% | 22.1% | 28.7% | 24.5% | 27.6% | 23.5% | 26.4% | 19.5% |
| Making work more family friendly | 130 | 45 | 85 | 62 | 66 | 3 | 21 | 45 | 25 | 10 | 25 | 32 | 36 | 37 | 36 | 32 | 62 | 25 | 105 | 77 | 53 |
| | 11.2% | 7.6% | 14.9% | 15.4% | 11.3% | 1.6% | 7.9% | 13.8% | 13.9% | 9.6% | 9.6% | 11.0% | 11.3% | 12.6% | 9.4% | 13.4% | 11.4% | 8.2% | 12.3% | 9.0% | 17.1% |
| Protection from bad employers | 310 | 171 | 139 | 67 | 175 | 67 | 64 | 93 | 47 | 31 | 77 | 75 | 90 | 68 | 108 | 57 | 145 | 91 | 218 | 229 | 81 |
| | 26.6% | 28.8% | 24.4% | 16.8% | 30.2% | 36.8% | 24.2% | 28.5% | 26.3% | 29.7% | 29.6% | 25.9% | 28.2% | 23.1% | 28.7% | 23.5% | 26.6% | 30.0% | 25.5% | 26.9% | 26.0% |
| Training for working people | 106 | 55 | 51 | 47 | 44 | 15 | 35 | 19 | 13 | 15 | 27 | 35 | 28 | 16 | 31 | 22 | 53 | 20 | 86 | 77 | 29 |
| | 9.1% | 9.3% | 9.0% | 11.7% | 7.6% | 8.3% | 13.1% | 5.8% | 7.3% | 14.0% | 10.4% | 12.2% | 8.8% | 5.4% | 8.3% | 9.0% | 9.8% | 6.6% | 10.0% | 9.0% | 9.4% |
| Something else | 26 | 5 | 21 | 10 | 9 | 7 | 8 | 1 | 7 | 1 | 9 | 6 | 1 | 11 | 7 | 4 | 15 | 5 | 21 | 15 | 11 |
| | 2.3% | 0.9% | 3.6% | 2.5% | 1.6% | 3.8% | 3.1% | 0.3% | 4.2% | 1.1% | 3.4% | 2.2% | 0.2% | 3.6% | 1.9% | 1.8% | 2.7% | 1.7% | 2.4% | 1.8% | 3.6% |
| Sigma | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

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Table 5
Q9. On a scale of 0 to 10, what do you feel is the power relationship between employers and employees in Britain today?
Base: All Respondents

| | Total | Gender | | Age | | | 2010 Vote | | | | SEG | | | | Region3 | | | Trade Union Member | | Employment | |
|---------------------------------|--------|--------|--------|--------|--------|--------|--------------|--------|------------------|--------|--------|--------|--------|--------|------------------|------------------|--------|--------------------|--------|------------|-----------|
| | | Male | Female | 18-34 | 35-54 | 55+ | Conservative | Labour | Liberal Democrat | Other | AB | C1 | C2 | DE | North & Scotland | Midlands & Wales | South | Yes | No | Full Time | Part Time |
| Unweighted Total | 1163 | 603 | 560 | 496 | 534 | 133 | 265 | 328 | 173 | 102 | 288 | 301 | 321 | 253 | 421 | 240 | 502 | 327 | 836 | 998 | 165 |
| Weighted Total | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| 0 - Employer has all the power | 131 | 62 | 70 | 34 | 72 | 25 | 22 | 48 | 18 | 14 | 11 | 27 | 40 | 53 | 50 | 25 | 57 | 32 | 99 | 82 | 49 |
| | 11.3% | 10.4% | 12.2% | 8.6% | 12.5% | 13.5% | 8.2% | 14.7% | 10.2% | 13.0% | 4.4% | 9.2% | 12.7% | 18.0% | 13.2% | 10.3% | 10.4% | 10.5% | 11.6% | 9.6% | 15.8% |
| 1 | 173 | 80 | 93 | 40 | 105 | 28 | 36 | 48 | 31 | 14 | 42 | 38 | 51 | 43 | 62 | 41 | 71 | 62 | 111 | 123 | 50 |
| | 14.9% | 13.5% | 16.3% | 9.9% | 18.2% | 15.4% | 13.4% | 14.6% | 17.2% | 13.4% | 16.1% | 13.2% | 16.0% | 14.4% | 16.4% | 16.9% | 13.0% | 20.3% | 13.0% | 14.5% | 16.0% |
| 2 | 246 | 127 | 119 | 73 | 120 | 53 | 49 | 63 | 44 | 21 | 56 | 72 | 63 | 54 | 74 | 47 | 125 | 67 | 179 | 177 | 69 |
| | 21.1% | 21.4% | 20.9% | 18.2% | 20.7% | 28.9% | 18.4% | 19.3% | 24.5% | 19.8% | 21.6% | 25.1% | 19.9% | 18.2% | 19.6% | 19.4% | 23.0% | 21.8% | 20.9% | 20.7% | 22.2% |
| 3 | 190 | 96 | 94 | 69 | 92 | 29 | 50 | 47 | 34 | 22 | 39 | 49 | 56 | 46 | 74 | 32 | 84 | 52 | 138 | 142 | 49 |
| | 16.3% | 16.2% | 16.5% | 17.3% | 15.9% | 15.7% | 18.6% | 14.2% | 18.9% | 21.6% | 15.0% | 17.1% | 17.6% | 15.5% | 19.6% | 13.2% | 15.4% | 17.0% | 16.1% | 16.6% | 15.6% |
| 4 | 103 | 53 | 50 | 40 | 48 | 15 | 31 | 20 | 16 | 3 | 23 | 29 | 27 | 24 | 35 | 25 | 43 | 18 | 85 | 78 | 24 |
| | 8.8% | 9.0% | 8.7% | 10.1% | 8.2% | 8.0% | 11.8% | 6.2% | 9.0% | 2.9% | 8.8% | 10.0% | 8.4% | 8.2% | 9.4% | 10.3% | 7.8% | 5.9% | 9.9% | 9.2% | 7.8% |
| 5 | 90 | 46 | 44 | 35 | 39 | 16 | 28 | 24 | 13 | 3 | 31 | 24 | 19 | 17 | 29 | 23 | 38 | 24 | 65 | 71 | 18 |
| | 7.7% | 7.7% | 7.7% | 8.8% | 6.6% | 8.7% | 10.4% | 7.4% | 7.4% | 3.0% | 11.7% | 8.2% | 5.8% | 5.7% | 7.7% | 9.6% | 6.9% | 8.0% | 7.6% | 8.4% | 5.9% |
| 6 | 73 | 41 | 32 | 32 | 35 | 7 | 15 | 21 | 7 | 7 | 21 | 23 | 16 | 13 | 19 | 14 | 40 | 13 | 60 | 58 | 16 |
| | 6.3% | 6.9% | 5.7% | 8.0% | 6.0% | 3.7% | 5.5% | 6.5% | 3.9% | 7.1% | 8.2% | 7.9% | 5.1% | 4.3% | 5.1% | 6.0% | 7.3% | 4.2% | 7.1% | 6.8% | 5.0% |
| 7 | 75 | 47 | 28 | 35 | 34 | 6 | 16 | 27 | 7 | 11 | 15 | 17 | 20 | 23 | 19 | 14 | 42 | 16 | 59 | 58 | 17 |
| | 6.4% | 7.8% | 5.0% | 8.8% | 5.8% | 3.1% | 6.1% | 8.1% | 4.1% | 11.0% | 5.7% | 6.0% | 6.2% | 7.7% | 5.1% | 5.6% | 7.7% | 5.3% | 6.8% | 6.8% | 5.4% |
| 8 | 47 | 24 | 24 | 21 | 22 | 4 | 14 | 14 | 5 | 3 | 11 | 8 | 14 | 14 | 12 | 12 | 23 | 9 | 39 | 37 | 11 |
| | 4.1% | 4.0% | 4.1% | 5.2% | 3.9% | 2.4% | 5.4% | 4.3% | 3.1% | 2.7% | 4.2% | 2.9% | 4.4% | 4.8% | 3.1% | 5.2% | 4.2% | 2.9% | 4.5% | 4.3% | 3.4% |
| 9 | 21 | 10 | 11 | 13 | 8 | - | 4 | 9 | 1 | 2 | 6 | 1 | 8 | 6 | 1 | 7 | 13 | 5 | 17 | 12 | 9 |
| | 1.8% | 1.6% | 2.0% | 3.4% | 1.3% | - | 1.7% | 2.8% | 0.4% | 2.3% | 2.5% | 0.2% | 2.4% | 2.1% | 0.2% | 3.0% | 2.4% | 1.5% | 1.9% | 1.5% | 2.8% |
| 10 - Employee has all the power | 13 | 8 | 5 | 7 | 5 | 1 | 1 | 6 | 2 | 3 | 5 | 1 | 5 | 3 | 1 | 1 | 11 | 8 | 5 | 13 | - |
| | 1.1% | 1.4% | 0.9% | 1.8% | 0.9% | 0.4% | 0.5% | 1.7% | 1.4% | 3.2% | 1.8% | 0.2% | 1.5% | 1.0% | 0.3% | 0.5% | 1.9% | 2.5% | 0.6% | 1.5% | - |
| Mean | 3.23 | 3.36 | 3.10 | 3.81 | 3.02 | 2.64 | 3.44 | 3.31 | 2.90 | 3.38 | 3.61 | 3.12 | 3.18 | 3.07 | 2.88 | 3.33 | 3.43 | 3.03 | 3.31 | 3.36 | 2.89 |
| Standard deviation | 2.45 | 2.47 | 2.42 | 2.58 | 2.40 | 2.02 | 2.34 | 2.68 | 2.20 | 2.73 | 2.44 | 2.15 | 2.54 | 2.61 | 2.18 | 2.50 | 2.57 | 2.47 | 2.44 | 2.45 | 2.41 |
| Standard error | 0.07 | 0.10 | 0.10 | 0.12 | 0.10 | 0.18 | 0.14 | 0.15 | 0.17 | 0.27 | 0.14 | 0.12 | 0.14 | 0.16 | 0.11 | 0.16 | 0.11 | 0.14 | 0.08 | 0.08 | 0.19 |
| Sigma | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

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Table 6

Q10. Would you support or oppose a move to legally cap the total bonus payout anyone can receive, including share options, at double their total base salary?

Base: All Respondents

| | Total | Gender | | Age | | | 2010 Vote | | | | SEG | | | | Region3 | | | Trade Union Member | | Employment | |
|-----------------------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------------------|---------------|---------------|---------------|---------------|---------------|------------------|------------------|---------------|--------------------|---------------|---------------|---------------|
| | | Male | Female | 18-34 | 35-54 | 55+ | Conservative | Labour | Liberal Democrat | Other | AB | C1 | C2 | DE | North & Scotland | Midlands & Wales | South | Yes | No | Full Time | Part Time |
| Unweighted Total | 1163 | 603 | 560 | 496 | 534 | 133 | 265 | 328 | 173 | 102 | 288 | 301 | 321 | 253 | 421 | 240 | 502 | 327 | 836 | 998 | 165 |
| Weighted Total | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| I would support such a move | 826 71.1% | 428 72.2% | 398 69.8% | 255 63.8% | 412 71.0% | 159 87.3% | 179 67.2% | 239 72.8% | 132 73.9% | 79 75.7% | 193 74.1% | 207 71.7% | 228 71.6% | 199 67.2% | 279 74.2% | 171 71.2% | 376 68.8% | 227 74.4% | 599 69.9% | 600 70.5% | 226 72.6% |
| I would oppose such a move | 163 14.0% | 90 15.2% | 73 12.8% | 67 16.7% | 85 14.7% | 11 6.0% | 54 20.3% | 48 14.8% | 19 10.9% | 14 13.3% | 42 16.2% | 31 10.8% | 43 13.5% | 47 15.7% | 44 11.7% | 29 12.0% | 90 16.5% | 39 12.9% | 123 14.4% | 123 14.5% | 40 12.7% |
| Don't know | 174 14.9% | 75 12.6% | 99 17.4% | 78 19.6% | 83 14.4% | 12 6.7% | 33 12.4% | 41 12.4% | 27 15.2% | 11 11.0% | 25 9.7% | 51 17.6% | 48 14.9% | 50 17.0% | 53 14.1% | 40 16.8% | 80 14.7% | 39 12.7% | 135 15.7% | 128 15.0% | 46 14.7% |
| Sigma | 1163 100.0% | 593 100.0% | 570 100.0% | 400 100.0% | 580 100.0% | 183 100.0% | 266 100.0% | 328 100.0% | 178 100.0% | 104 100.0% | 260 100.0% | 288 100.0% | 319 100.0% | 296 100.0% | 376 100.0% | 241 100.0% | 546 100.0% | 305 100.0% | 858 100.0% | 851 100.0% | 312 100.0% |

UK Employees Survey
Prepared on behalf of Unions 21

Table 7
Q11. How would you describe the decisions as to 'who is paid what' in your workplace?
Base: All Respondents

| | Total | | Gender | | | Age | | | 2010 Vote | | | | SEG | | | | Region3 | | | Trade Union Member | | Employment | |
|-----------------------------|--------|--|--------|--------|--------|--------|--------|--------------|-----------|------------------|--------|--------|--------|--------|--------|------------------|------------------|--------|--------|--------------------|-----------|------------|--|
| | | | Male | Female | 18-34 | 35-54 | 55+ | Conservative | Labour | Liberal Democrat | Other | AB | C1 | C2 | DE | North & Scotland | Midlands & Wales | South | Yes | No | Full Time | Part Time | |
| Unweighted Total | 1163 | | 603 | 560 | 496 | 534 | 133 | 265 | 328 | 173 | 102 | 288 | 301 | 321 | 253 | 421 | 240 | 502 | 327 | 836 | 998 | 165 | |
| Weighted Total | 1163 | | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 | |
| (5) Very fair | 123 | | 72 | 51 | 50 | 46 | 27 | 31 | 46 | 17 | 10 | 49 | 19 | 29 | 27 | 32 | 18 | 73 | 34 | 90 | 93 | 31 | |
| | 10.6% | | 12.2% | 8.9% | 12.6% | 7.9% | 14.9% | 11.5% | 14.1% | 9.6% | 9.5% | 18.7% | 6.6% | 9.0% | 9.1% | 8.5% | 7.6% | 13.3% | 11.0% | 10.4% | 10.9% | 9.8% | |
| (4) Quite fair | 442 | | 223 | 219 | 175 | 211 | 55 | 106 | 137 | 59 | 36 | 98 | 117 | 118 | 108 | 155 | 89 | 197 | 109 | 333 | 301 | 141 | |
| | 38.0% | | 37.6% | 38.3% | 43.8% | 36.4% | 30.3% | 39.9% | 41.7% | 33.2% | 34.6% | 37.6% | 40.8% | 37.0% | 36.7% | 41.3% | 37.1% | 36.1% | 35.7% | 38.8% | 35.3% | 45.2% | |
| (3) Neither fair nor unfair | 308 | | 170 | 138 | 86 | 171 | 50 | 77 | 69 | 48 | 24 | 69 | 79 | 82 | 79 | 89 | 75 | 144 | 72 | 235 | 241 | 66 | |
| | 26.4% | | 28.6% | 24.2% | 21.5% | 29.5% | 27.6% | 28.9% | 21.1% | 27.1% | 22.8% | 26.4% | 27.3% | 25.6% | 26.6% | 23.6% | 31.2% | 26.3% | 23.6% | 27.4% | 28.3% | 21.3% | |
| (2) Quite unfair | 227 | | 98 | 129 | 70 | 117 | 41 | 43 | 55 | 45 | 28 | 33 | 62 | 69 | 63 | 82 | 48 | 98 | 78 | 149 | 167 | 61 | |
| | 19.5% | | 16.6% | 22.6% | 17.4% | 20.1% | 22.6% | 16.1% | 16.6% | 25.0% | 26.7% | 12.8% | 21.4% | 21.7% | 21.2% | 21.8% | 19.8% | 17.9% | 25.5% | 17.4% | 19.6% | 19.5% | |
| (1) Very unfair | 63 | | 29 | 34 | 19 | 36 | 8 | 9 | 21 | 9 | 7 | 12 | 11 | 21 | 19 | 18 | 11 | 35 | 13 | 51 | 50 | 13 | |
| | 5.4% | | 5.0% | 5.9% | 4.7% | 6.2% | 4.7% | 3.5% | 6.4% | 5.1% | 6.4% | 4.5% | 3.9% | 6.7% | 6.5% | 4.8% | 4.4% | 6.4% | 4.2% | 5.9% | 5.9% | 4.2% | |
| Net: Fair | 565 | | 295 | 269 | 226 | 257 | 83 | 137 | 183 | 76 | 46 | 147 | 136 | 147 | 135 | 188 | 107 | 270 | 142 | 422 | 393 | 171 | |
| | 48.6% | | 49.8% | 47.3% | 56.4% | 44.2% | 45.2% | 51.4% | 55.8% | 42.8% | 44.1% | 56.3% | 47.3% | 46.0% | 45.7% | 49.9% | 44.6% | 49.4% | 46.7% | 49.2% | 46.2% | 55.0% | |
| Net: Unfair | 291 | | 128 | 163 | 88 | 152 | 50 | 52 | 76 | 54 | 34 | 45 | 73 | 91 | 82 | 100 | 58 | 133 | 91 | 200 | 217 | 74 | |
| | 25.0% | | 21.5% | 28.6% | 22.1% | 26.3% | 27.2% | 19.6% | 23.1% | 30.1% | 33.1% | 17.3% | 25.4% | 28.4% | 27.7% | 26.5% | 24.2% | 24.3% | 29.7% | 23.3% | 25.5% | 23.7% | |
| Sigma | 1163 | | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 | |
| | 100.0% | | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | |
| Mean | 3.29 | | 3.35 | 3.22 | 3.42 | 3.20 | 3.28 | 3.40 | 3.40 | 3.17 | 3.14 | 3.53 | 3.25 | 3.20 | 3.21 | 3.27 | 3.24 | 3.32 | 3.24 | 3.30 | 3.26 | 3.37 | |
| Standard deviation | 1.07 | | 1.05 | 1.08 | 1.06 | 1.04 | 1.11 | 1.00 | 1.12 | 1.07 | 1.11 | 1.07 | 0.99 | 1.09 | 1.08 | 1.05 | 1.00 | 1.11 | 1.08 | 1.06 | 1.07 | 1.04 | |
| Standard error | 0.03 | | 0.04 | 0.05 | 0.05 | 0.05 | 0.10 | 0.06 | 0.06 | 0.08 | 0.11 | 0.06 | 0.06 | 0.06 | 0.07 | 0.05 | 0.06 | 0.05 | 0.06 | 0.04 | 0.03 | 0.08 | |

UK Employees Survey

Prepared on behalf of Unions 21

Table 8
Q12. Would you support or oppose a law that triggered an automatic consultation with all low-paid employees on the level of their pay once any company began to make profits over a certain threshold?
Base: All Respondents

| | Total | Gender | | Age | | | 2010 Vote | | | | SEG | | | | Region3 | | | Trade Union Member | | Employment | |
|------------------|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------------------|---------------|---------------|---------------|---------------|---------------|------------------|------------------|---------------|--------------------|---------------|---------------|---------------|
| | | Male | Female | 18-34 | 35-54 | 55+ | Conservative | Labour | Liberal Democrat | Other | AB | C1 | C2 | DE | North & Scotland | Midlands & Wales | South | Yes | No | Full Time | Part Time |
| Unweighted Total | 1163 | 603 | 560 | 496 | 534 | 133 | 265 | 328 | 173 | 102 | 288 | 301 | 321 | 253 | 421 | 240 | 502 | 327 | 836 | 998 | 165 |
| Weighted Total | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| Support | 1014 87.1% | 516 86.9% | 498 87.4% | 342 85.5% | 495 85.3% | 176 96.5% | 221 83.1% | 294 89.6% | 158 88.5% | 92 88.7% | 219 84.2% | 246 85.2% | 275 86.3% | 273 92.5% | 338 89.9% | 216 89.8% | 459 84.1% | 271 88.8% | 743 86.6% | 739 86.8% | 274 88.0% |
| Oppose | 149 12.9% | 77 13.1% | 72 12.6% | 58 14.5% | 85 14.7% | 6 3.5% | 45 16.9% | 34 10.4% | 20 11.5% | 12 11.3% | 41 15.8% | 43 14.8% | 44 13.7% | 22 7.5% | 38 10.1% | 25 10.2% | 87 15.9% | 34 11.2% | 115 13.4% | 112 13.2% | 37 12.0% |
| Sigma | 1163 100.0% | 593 100.0% | 570 100.0% | 400 100.0% | 580 100.0% | 183 100.0% | 266 100.0% | 328 100.0% | 178 100.0% | 104 100.0% | 260 100.0% | 288 100.0% | 319 100.0% | 296 100.0% | 376 100.0% | 241 100.0% | 546 100.0% | 305 100.0% | 858 100.0% | 851 100.0% | 312 100.0% |

UK Employees Survey
Prepared on behalf of Unions 21

Table 9
Q13. How well have your wages kept up with the cost of living over the last two years?
Base: All Respondents

| | Gender | | Age | | | 2010 Vote | | | | SEG | | | | Region3 | | | Trade Union Member | | Employment | | |
|--|--------|--------|--------|--------|--------|--------------|--------|------------------|--------|--------|--------|--------|--------|------------------|------------------|--------|--------------------|--------|------------|-----------|--------|
| | Male | Female | 18-34 | 35-54 | 55+ | Conservative | Labour | Liberal Democrat | Other | AB | C1 | C2 | DE | North & Scotland | Midlands & Wales | South | Yes | No | Full Time | Part Time | |
| Unweighted Total | 1163 | 603 | 560 | 496 | 534 | 133 | 265 | 328 | 173 | 102 | 288 | 301 | 321 | 253 | 421 | 240 | 502 | 327 | 836 | 998 | 165 |
| Weighted Total | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| Wage increases kept up very well with / exceeded increases in the cost of living | 79 | 61 | 19 | 44 | 30 | 6 | 23 | 29 | 8 | 10 | 34 | 10 | 24 | 11 | 17 | 16 | 46 | 34 | 45 | 73 | 6 |
| | 6.8% | 10.2% | 3.3% | 10.9% | 5.1% | 3.2% | 8.5% | 8.9% | 4.7% | 9.5% | 13.1% | 3.5% | 7.7% | 3.6% | 4.6% | 6.5% | 8.4% | 11.2% | 5.3% | 8.6% | 2.0% |
| Wage increases have just about kept up with increases in the cost of living | 225 | 130 | 95 | 98 | 98 | 29 | 56 | 70 | 39 | 23 | 60 | 54 | 58 | 54 | 75 | 42 | 109 | 58 | 168 | 180 | 46 |
| | 19.4% | 22.0% | 16.7% | 24.6% | 16.9% | 16.0% | 21.1% | 21.3% | 22.0% | 22.3% | 23.0% | 18.6% | 18.2% | 18.1% | 19.8% | 17.5% | 19.9% | 18.9% | 19.6% | 21.1% | 14.7% |
| Wages have increased by less than increases in the cost of living | 425 | 205 | 220 | 145 | 204 | 77 | 97 | 112 | 61 | 41 | 86 | 107 | 106 | 126 | 146 | 89 | 191 | 79 | 346 | 276 | 150 |
| | 36.6% | 34.6% | 38.6% | 36.3% | 35.1% | 41.9% | 36.3% | 34.3% | 34.5% | 39.3% | 33.1% | 37.2% | 33.3% | 42.6% | 38.7% | 37.0% | 34.9% | 25.9% | 40.4% | 32.4% | 48.0% |
| Wages have been frozen or falling | 399 | 185 | 214 | 91 | 242 | 66 | 85 | 114 | 62 | 28 | 75 | 104 | 121 | 99 | 128 | 87 | 184 | 133 | 266 | 303 | 96 |
| | 34.3% | 31.2% | 37.6% | 22.7% | 41.7% | 36.4% | 31.9% | 34.8% | 35.1% | 26.9% | 28.8% | 36.1% | 38.0% | 33.5% | 34.1% | 36.1% | 33.7% | 43.7% | 31.0% | 35.6% | 30.8% |
| Don't know / not applicable | 34 | 12 | 22 | 22 | 7 | 5 | 6 | 2 | 7 | 2 | 5 | 13 | 9 | 6 | 10 | 7 | 17 | 1 | 33 | 20 | 14 |
| | 2.9% | 2.0% | 3.8% | 5.6% | 1.2% | 2.6% | 2.3% | 0.7% | 3.7% | 2.1% | 2.0% | 4.6% | 2.9% | 2.2% | 2.7% | 2.9% | 3.0% | 0.4% | 3.8% | 2.3% | 4.5% |
| Sigma | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

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Table 10

Q14. The current hourly minimum wage in the UK is £6.19 for adults aged 21+, £4.98 for 18-20 year olds and £3.68 for under 18s.

Do you think that the minimum wage at this level is sufficient to meet living costs in Britain today?

Base: All Respondents

| | Total | Gender | | Age | | | 2010 Vote | | | | SEG | | | | Region3 | | | Trade Union Member | | Employment | |
|------------------|--------|--------|--------|--------|--------|--------|--------------|--------|------------------|--------|--------|--------|--------|--------|------------------|------------------|--------|--------------------|--------|------------|-----------|
| | | Male | Female | 18-34 | 35-54 | 55+ | Conservative | Labour | Liberal Democrat | Other | AB | C1 | C2 | DE | North & Scotland | Midlands & Wales | South | Yes | No | Full Time | Part Time |
| Unweighted Total | 1163 | 603 | 560 | 496 | 534 | 133 | 265 | 328 | 173 | 102 | 288 | 301 | 321 | 253 | 421 | 240 | 502 | 327 | 836 | 998 | 165 |
| Weighted Total | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| Yes | 196 | 113 | 83 | 82 | 99 | 16 | 65 | 48 | 32 | 15 | 58 | 58 | 42 | 38 | 49 | 48 | 99 | 56 | 141 | 155 | 41 |
| | 16.9% | 19.1% | 14.6% | 20.4% | 17.1% | 8.6% | 24.3% | 14.5% | 18.1% | 14.3% | 22.4% | 20.0% | 13.2% | 13.0% | 13.0% | 20.0% | 18.2% | 18.3% | 16.4% | 18.2% | 13.3% |
| No | 967 | 480 | 487 | 319 | 481 | 167 | 202 | 280 | 146 | 89 | 202 | 231 | 277 | 257 | 327 | 193 | 447 | 249 | 717 | 696 | 270 |
| | 83.1% | 80.9% | 85.4% | 79.6% | 82.9% | 91.4% | 75.7% | 85.5% | 81.9% | 85.7% | 77.6% | 80.0% | 86.8% | 87.0% | 87.0% | 80.0% | 81.8% | 81.7% | 83.6% | 81.8% | 86.7% |
| Sigma | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% | 100.0% |

UK Employees Survey

Prepared on behalf of Unions 21

Table 11

Q15. The 'living wage' is a higher, optional rate, calculated at being £8.55 in London and £7 45 outside of London. Would you be more likely to buy goods and services from a company that pays its workforce a living wage rather than a minimum wage, assuming they were no more expensive?

Base: All Respondents

| | Total | Gender | | Age | | | 2010 Vote | | | | SEG | | | | Region3 | | | Trade Union Member | | Employment | |
|--|----------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|------------------|---------------|---------------|---------------|---------------|---------------|------------------|------------------|---------------|--------------------|---------------|---------------|---------------|
| | | Male | Female | 18-34 | 35-54 | 55+ | Conservative | Labour | Liberal Democrat | Other | AB | C1 | C2 | DE | North & Scotland | Midlands & Wales | South | Yes | No | Full Time | Part Time |
| Unweighted Total | 1163 | 603 | 560 | 496 | 534 | 133 | 265 | 328 | 173 | 102 | 288 | 301 | 321 | 253 | 421 | 240 | 502 | 327 | 836 | 998 | 165 |
| Weighted Total | 1163 | 593 | 570 | 400 | 580 | 183 | 266 | 328 | 178 | 104 | 260 | 288 | 319 | 296 | 376 | 241 | 546 | 305 | 858 | 851 | 312 |
| Much more likely | 552 47.4% | 289 48.7% | 263 46.1% | 193 48.2% | 272 46.9% | 86 47.3% | 99 37.0% | 193 58.8% | 83 46.6% | 54 52.1% | 121 46.7% | 119 41.4% | 165 51.9% | 145 49.1% | 176 46.8% | 112 46.6% | 263 48.2% | 158 51.8% | 394 45.9% | 399 46.9% | 152 48.9% |
| Somewhat more likely | 314 27.0% | 156 26.3% | 158 27.7% | 124 30.9% | 148 25.5% | 43 23.3% | 69 26.0% | 81 24.8% | 40 22.5% | 38 36.1% | 68 26.3% | 81 28.1% | 84 26.4% | 80 27.2% | 106 28.1% | 60 25.1% | 148 27.1% | 90 29.5% | 224 26.1% | 233 27.3% | 81 26.0% |
| No more likely / not relevant to my purchasing decisions | 298 25.6% | 148 25.0% | 149 26.2% | 84 20.9% | 160 27.6% | 54 29.4% | 99 37.0% | 54 16.4% | 55 30.9% | 12 11.9% | 70 27.1% | 88 30.5% | 69 21.7% | 70 23.7% | 95 25.1% | 68 28.3% | 135 24.7% | 57 18.7% | 240 28.0% | 219 25.8% | 78 25.1% |
| Sigma | 1163 100.0% | 593 100.0% | 570 100.0% | 400 100.0% | 580 100.0% | 183 100.0% | 266 100.0% | 328 100.0% | 178 100.0% | 104 100.0% | 260 100.0% | 288 100.0% | 319 100.0% | 296 100.0% | 376 100.0% | 241 100.0% | 546 100.0% | 305 100.0% | 858 100.0% | 851 100.0% | 312 100.0% |