

JRF Survey

Prepared on behalf of JRF

Table 1
Q1. Normal weightings
Q1. Which of the following best describes the sector you work in?
Base: All Respondents

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
Weighted Total	5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
Agriculture, Forestry and Fishing	42	15	27	5	13	23	3	4	5	23	36	3	-	2	1	32	9	10	22	14	9	11	9	21	17
	0.8%	0.7%	0.9%	0.5%	0.8%	1.0%	0.7%	0.5%	*	1.3%	0.8%	0.9%	-	2.2%	*	0.8%	1.7%	0.6%	0.9%	1.1%	0.7%	0.9%	0.7%	1.0%	0.7%
Mining and Quarrying	5	4	1	1	4	-	1	2	1	1	5	-	-	-	-	5	-	1	4	1	-	1	2	2	2
	*	*	*	*	*	-	*	*	*	*	*	-	-	-	-	*	-	*	*	*	-	*	*	*	*
Manufacturing	361	237	125	51	150	160	23	84	108	102	318	18	16	10	17	309	35	54	255	72	96	88	99	127	215
	7.1%	11.7%	4.1%	4.9%	9.1%	6.8%	5.5%	10.0%	8.5%	5.6%	7.3%	4.9%	7.1%	10.1%	4.8%	7.4%	6.9%	3.3%	10.0%	5.7%	7.6%	7.7%	7.9%	5.8%	8.8%
Electricity, Gas, Steam and Air Conditioning Supply	52	27	26	9	14	30	2	10	16	14	42	5	4	1	2	49	1	16	33	6	11	19	15	16	34
	1.0%	1.3%	0.8%	0.8%	0.8%	1.3%	*	1.1%	1.3%	0.8%	1.0%	1.4%	1.9%	1.1%	0.6%	1.2%	*	1.0%	1.3%	0.5%	0.8%	1.7%	1.2%	0.7%	1.4%
Water supply sewerage, waste management and remediation activities	18	13	5	4	4	10	1	4	2	4	12	4	2	-	1	17	-	6	11	3	6	3	5	3	12
	*	0.6%	*	*	*	*	*	0.5%	*	*	*	1.1%	1.0%	-	*	*	-	*	*	*	0.5%	*	*	*	*
Construction and civil engineering	157	106	51	22	61	74	12	23	36	55	127	17	7	5	17	122	18	27	95	19	35	44	58	35	104
	3.1%	5.2%	1.7%	2.1%	3.7%	3.1%	2.7%	2.8%	2.8%	3.0%	2.9%	4.6%	3.3%	5.6%	4.8%	2.9%	3.5%	1.6%	3.7%	1.5%	2.8%	3.8%	4.6%	1.6%	4.3%
Retail and wholesale trade	882	333	549	219	256	407	78	127	209	325	739	79	48	16	38	778	65	415	363	278	217	187	168	595	247
	17.4%	16.4%	18.1%	20.9%	15.4%	17.3%	18.2%	15.0%	16.4%	17.8%	16.9%	21.2%	21.4%	16.8%	10.9%	18.5%	12.7%	25.2%	14.2%	21.9%	17.3%	16.2%	13.4%	27.2%	10.1%
Transportation and storage, postal and courier activities	230	171	59	31	78	120	17	42	54	78	192	24	11	2	11	189	30	34	155	39	66	60	60	72	140
	4.5%	8.4%	1.9%	3.0%	4.7%	5.1%	4.1%	5.0%	4.3%	4.3%	4.4%	6.5%	5.0%	2.2%	3.0%	4.5%	5.8%	2.1%	6.1%	3.1%	5.2%	5.2%	4.8%	3.3%	5.7%
Accommodation, hospitality and food or drink service activities	411	161	250	120	133	156	37	73	103	136	349	33	22	6	66	278	67	136	141	145	107	74	70	307	90
	8.1%	8.0%	8.2%	11.5%	8.0%	6.6%	8.6%	8.7%	8.1%	7.5%	8.0%	8.9%	10.0%	6.1%	18.6%	6.6%	13.2%	8.3%	5.5%	11.4%	8.5%	6.4%	5.6%	14.0%	3.7%
Information, media and communication	156	102	53	36	64	55	26	19	43	52	140	10	4	2	12	126	18	27	99	34	34	36	48	54	78
	3.1%	5.1%	1.8%	3.5%	3.9%	2.3%	6.0%	2.3%	3.3%	2.9%	3.2%	2.6%	1.9%	2.2%	3.3%	3.0%	3.5%	1.6%	3.9%	2.7%	2.7%	3.1%	3.8%	2.5%	3.2%
Financial and insurance activities	167	68	99	60	64	44	16	20	50	53	140	16	9	3	4	156	7	50	106	33	42	37	52	34	111
	3.3%	3.4%	3.3%	5.7%	3.9%	1.9%	3.7%	2.4%	3.9%	2.9%	3.2%	4.3%	3.8%	3.4%	1.2%	3.7%	1.5%	3.0%	4.1%	2.6%	3.3%	3.2%	4.2%	1.6%	4.5%

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Table 2
Q1. Normal weightings
Q1. Which of the following best describes the sector you work in?
Base: All Respondents

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
Weighted Total	5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
Real estate activities	43	11	32	5	13	25	7	12	12	9	39	3	-	-	4	30	9	14	16	10	9	7	16	16	23
	0.8%	0.5%	1.1%	0.5%	0.8%	1.0%	1.7%	1.4%	0.9%	*	0.9%	0.9%	-	-	1.2%	0.7%	1.7%	0.8%	0.6%	0.8%	0.7%	0.6%	1.3%	0.7%	1.0%
Professional, scientific and technical activities (including legal, marketing & market research)	118	53	65	36	39	43	18	16	29	39	102	10	2	4	5	100	13	23	77	21	31	30	32	29	75
	2.3%	2.6%	2.1%	3.5%	2.4%	1.8%	4.2%	1.9%	2.3%	2.2%	2.3%	2.6%	1.0%	4.5%	1.5%	2.4%	2.5%	1.4%	3.0%	1.7%	2.5%	2.6%	2.5%	1.3%	3.0%
Office administrative and support service activities (including rental & travel industries)	276	77	199	67	90	119	27	48	69	95	238	18	14	5	4	251	20	80	172	65	61	73	71	86	156
	5.4%	3.8%	6.5%	6.4%	5.4%	5.0%	6.2%	5.7%	5.4%	5.2%	5.4%	4.9%	6.3%	5.6%	1.2%	6.0%	3.9%	4.8%	6.7%	5.1%	4.8%	6.3%	5.6%	3.9%	6.4%
Public administration, social security and defence	252	101	150	32	86	133	13	46	56	96	211	19	17	4	9	239	4	76	163	35	59	55	97	44	174
	5.0%	5.0%	4.9%	3.1%	5.2%	5.6%	3.0%	5.4%	4.4%	5.3%	4.8%	5.2%	7.6%	4.5%	2.4%	5.7%	0.8%	4.6%	6.4%	2.8%	4.7%	4.8%	7.7%	2.0%	7.1%
Education	595	126	469	94	189	312	52	99	165	229	546	21	20	7	43	508	44	271	238	150	147	141	149	159	361
	11.7%	6.2%	15.4%	9.0%	11.4%	13.2%	12.2%	11.7%	13.0%	12.6%	12.5%	5.7%	9.0%	7.8%	12.1%	12.1%	8.5%	16.4%	9.3%	11.8%	11.7%	12.2%	11.9%	7.3%	14.7%
Human health, care and social work activities (including residential care, counselling and child care)	772	190	581	128	250	394	49	122	207	297	676	54	26	16	62	620	90	248	372	195	186	180	189	344	379
	15.2%	9.4%	19.1%	12.2%	15.1%	16.7%	11.4%	14.4%	16.3%	16.3%	15.5%	14.5%	11.6%	16.8%	17.4%	14.8%	17.6%	15.0%	14.6%	15.4%	14.8%	15.6%	15.0%	15.7%	15.5%
Arts, entertainment and recreation	97	27	70	33	30	34	7	15	18	47	87	5	-	4	14	61	21	33	28	23	21	23	29	37	46
	1.9%	1.3%	2.3%	3.2%	1.8%	1.4%	1.7%	1.8%	1.4%	2.6%	2.0%	1.4%	-	4.2%	4.0%	1.5%	4.1%	2.0%	1.1%	1.8%	1.7%	2.0%	2.3%	1.7%	1.9%
Other service activities	419	200	219	84	115	220	34	75	90	163	361	32	20	5	43	316	61	122	194	119	118	81	87	201	177
	8.3%	9.9%	7.2%	8.1%	6.9%	9.3%	8.0%	8.8%	7.0%	8.9%	8.3%	8.6%	9.0%	5.6%	12.1%	7.5%	11.9%	7.4%	7.6%	9.4%	9.4%	7.0%	7.0%	9.2%	7.2%
Activities of extraterritorial organisations and bodies	13	4	9	7	4	1	4	3	-	4	12	-	-	1	1	12	-	4	7	5	4	3	-	4	9
	*	*	*	0.7%	*	*	1.0%	*	-	*	*	-	-	1.1%	*	*	-	*	*	*	*	*	-	*	*
SIGMA	5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
	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%	100.0%	100.0%	100.0%	100.0%

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Table 3
Q1. Normal weightings
Q1. Which of the following best describes the sector you work in?
Base: All Respondents

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629	
Weighted Total	5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633	
Agriculture, Forestry and Fishing	42	-	-	-	42	29	7	5	-	28	11	2	7	34	13	29	9	2	31	37	4	26	16	3	29	3	6	
	0.8%	-	-	-	1.4%	0.8%	0.9%	1.1%	-	1.0%	0.6%	1.5%	0.7%	0.9%	0.6%	1.0%	0.8%	*	1.2%	1.4%	*	0.8%	0.8%	1.3%	1.2%	*	*	
Mining and Quarrying	5	-	-	-	5	5	-	-	-	5	-	-	4	1	4	1	2	-	3	2	3	4	1	-	4	-	1	
	*	-	-	-	*	*	-	-	-	*	-	-	*	*	*	*	*	-	*	*	*	*	-	-	-	*	-	*
Manufacturing	361	-	-	-	361	271	60	25	6	296	36	3	63	298	179	182	74	60	228	231	130	306	55	33	206	42	81	
	7.1%	-	-	-	11.9%	7.5%	7.0%	5.2%	5.5%	10.2%	2.1%	2.3%	5.8%	7.5%	7.9%	6.5%	6.5%	4.7%	8.6%	8.5%	5.6%	9.9%	2.8%	13.2%	8.3%	6.0%	5.0%	
Electricity, Gas, Steam and Air Conditioning Supply	52	-	-	-	52	41	4	7	-	42	9	-	9	44	19	33	10	12	31	21	31	37	15	2	27	10	14	
	1.0%	-	-	-	1.7%	1.1%	0.5%	1.6%	-	1.4%	*	-	0.8%	1.1%	0.8%	1.2%	0.9%	0.9%	1.2%	0.8%	1.3%	1.2%	0.8%	0.9%	1.1%	1.4%	0.8%	
Water supply sewerage, waste management and remediation activities	18	-	-	-	18	14	3	1	-	10	6	-	5	13	11	7	3	4	11	6	12	13	5	2	11	1	4	
	*	-	-	-	0.6%	*	*	*	-	*	*	-	*	*	*	*	*	*	*	*	0.5%	*	*	0.9%	*	*	*	*
Construction and civil engineering	157	-	-	-	157	130	21	4	1	125	25	2	17	140	80	77	31	39	86	128	29	125	32	4	87	21	44	
	3.1%	-	-	-	5.2%	3.6%	2.5%	0.9%	0.9%	4.3%	1.4%	1.5%	1.6%	3.5%	3.5%	2.8%	2.8%	3.1%	3.2%	4.7%	1.2%	4.0%	1.6%	1.7%	3.5%	3.1%	2.7%	
Retail and wholesale trade	882	-	802	-	80	592	172	97	21	586	219	7	145	737	355	527	199	247	435	360	521	434	448	61	496	142	183	
	17.4%	-	100.0%	-	2.6%	16.3%	20.1%	20.5%	18.4%	20.2%	12.7%	5.3%	13.5%	18.5%	15.6%	18.9%	17.7%	19.4%	16.3%	13.2%	22.3%	14.1%	22.6%	24.3%	20.0%	20.4%	11.2%	
Transportation and storage, postal and courier activities	230	13	-	-	216	171	33	19	6	173	41	4	63	167	120	110	49	54	127	116	114	184	45	18	137	29	45	
	4.5%	2.9%	-	-	7.1%	4.7%	3.9%	4.0%	5.3%	6.0%	2.4%	3.0%	5.9%	4.2%	5.3%	3.9%	4.4%	4.2%	4.8%	4.3%	4.9%	6.0%	2.3%	7.1%	5.5%	4.2%	2.8%	
Accommodation, hospitality and food or drink service activities	411	411	-	-	-	267	89	40	15	278	91	2	38	373	171	240	113	146	152	256	155	209	202	25	233	58	95	
	8.1%	89.0%	-	-	-	7.4%	10.4%	8.4%	13.0%	9.6%	5.3%	1.8%	3.6%	9.4%	7.5%	8.6%	10.1%	11.4%	5.7%	9.4%	6.6%	6.8%	10.2%	10.0%	9.4%	8.4%	5.8%	
Information, media and communication	156	-	-	-	156	116	28	10	2	125	18	3	27	129	87	68	39	44	72	101	54	128	28	2	64	14	76	
	3.1%	-	-	-	5.1%	3.2%	3.3%	2.0%	1.8%	4.3%	1.1%	2.3%	2.5%	3.2%	3.8%	2.4%	3.5%	3.4%	2.7%	3.7%	2.3%	4.1%	1.4%	0.9%	2.6%	2.0%	4.6%	
Financial and insurance activities	167	-	-	-	167	135	21	9	2	127	31	5	35	132	98	69	59	46	63	90	78	122	46	2	74	31	61	
	3.3%	-	-	-	5.5%	3.7%	2.5%	1.8%	1.8%	4.4%	1.8%	3.8%	3.3%	3.3%	4.3%	2.5%	5.2%	3.6%	2.4%	3.3%	3.3%	3.9%	2.3%	0.9%	3.0%	4.4%	3.7%	

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Table 4
Q1. Normal weightings
Q1. Which of the following best describes the sector you work in?
Base: All Respondents

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629
Weighted Total	5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
Real estate activities	43	-	-	-	43	33	6	1	2	36	3	1	3	39	17	26	6	14	22	32	11	18	25	1	19	5	17
	0.8%	-	-	-	1.4%	0.9%	0.8%	*	1.8%	1.2%	*	0.8%	*	1.0%	0.7%	0.9%	0.6%	1.1%	0.8%	1.2%	*	0.6%	1.2%	*	0.8%	0.8%	1.0%
Professional, scientific and technical activities (including legal, marketing & market research)	118	-	-	-	118	88	18	11	1	88	21	5	16	102	56	62	30	28	61	76	43	96	22	3	23	9	83
	2.3%	-	-	-	3.9%	2.4%	2.1%	2.2%	0.9%	3.0%	1.2%	3.8%	1.5%	2.6%	2.5%	2.2%	2.7%	2.2%	2.3%	2.8%	1.8%	3.1%	1.1%	1.3%	0.9%	1.2%	5.1%
Office administrative and support service activities (including rental & travel industries)	276	13	-	-	262	209	43	21	2	151	89	17	51	225	118	157	64	69	142	152	123	184	92	7	128	41	99
	5.4%	2.9%	-	-	8.7%	5.8%	5.1%	4.5%	1.8%	5.2%	5.2%	12.2%	4.7%	5.6%	5.2%	5.6%	5.7%	5.4%	5.3%	5.6%	5.3%	6.0%	4.6%	2.9%	5.2%	5.9%	6.0%
Public administration, social security and defence	252	-	-	-	252	201	28	17	5	22	223	3	95	157	116	135	26	47	179	44	208	163	88	4	92	58	98
	5.0%	-	-	-	8.3%	5.6%	3.3%	3.6%	4.6%	0.8%	12.9%	2.3%	8.8%	3.9%	5.1%	4.9%	2.3%	3.7%	6.7%	1.6%	8.9%	5.3%	4.5%	1.7%	3.7%	8.3%	6.0%
Education	595	-	-	-	595	422	90	63	20	127	439	7	229	366	272	323	111	128	356	368	227	285	310	19	210	66	300
	11.7%	-	-	-	19.6%	11.7%	10.5%	13.3%	17.5%	4.4%	25.5%	5.3%	21.3%	9.2%	11.9%	11.6%	9.9%	10.0%	13.4%	13.5%	9.7%	9.2%	15.7%	7.7%	8.5%	9.5%	18.3%
Human health, care and social work activities (including residential care, counselling and child care)	772	-	-	772	-	527	142	86	17	348	339	47	197	575	339	433	167	193	412	373	399	457	315	24	375	108	265
	15.2%	-	-	100.0%	-	14.5%	16.7%	18.1%	14.6%	12.0%	19.6%	33.7%	18.3%	14.4%	14.9%	15.5%	14.8%	15.1%	15.5%	13.7%	17.0%	14.8%	15.9%	9.4%	15.1%	15.5%	16.3%
Arts, entertainment and recreation	97	24	-	-	72	73	14	8	2	55	33	4	15	82	36	60	24	26	47	55	41	45	52	2	35	17	43
	1.9%	5.2%	-	-	2.4%	2.0%	1.6%	1.7%	1.6%	1.9%	1.9%	2.7%	1.4%	2.0%	1.6%	2.2%	2.1%	2.1%	1.8%	2.0%	1.8%	1.4%	2.6%	0.8%	1.4%	2.5%	2.6%
Other service activities	419	-	-	-	419	289	70	48	12	276	87	20	56	362	178	241	99	117	203	265	153	243	176	37	228	42	112
	8.3%	-	-	-	13.8%	8.0%	8.3%	10.1%	10.1%	9.5%	5.1%	14.5%	5.2%	9.1%	7.8%	8.6%	8.8%	9.2%	7.6%	9.7%	6.6%	7.9%	8.9%	14.9%	9.2%	6.0%	6.9%
Activities of extraterritorial organisations and bodies	13	-	-	-	13	9	2	2	-	3	3	4	1	12	4	9	10	-	3	10	3	9	4	-	6	-	6
	*	-	-	-	*	*	*	*	-	*	*	3.0%	*	*	*	*	0.9%	-	*	*	*	*	*	-	*	-	*
SIGMA	5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

1 Jul 2015

Table 5
Q2. Normal weightings
Q2. Which of the following best describes the sub-sector you work in?
Base: Those working in the sector 'Retail and wholesale trade'

Unweighted Total
Weighted Total
Wholesale trade

Retail trade

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
827	312	515	205	240	382	73	119	196	305	693	74	45	15	36	730	61	389	341	261	204	175	158	558	232
882	333	549	219	256	407	78	127	209	325	739	79	48	16	38	778	65	415	363	278	217	187	168	595	247
80	44	36	18	20	42	5	9	20	30	64	9	5	2	2	71	6	18	53	19	16	19	23	45	29
9.1%	13.1%	6.6%	8.3%	7.9%	10.2%	6.8%	6.7%	9.7%	9.2%	8.7%	10.8%	11.1%	13.3%	5.6%	9.2%	9.8%	4.4%	14.7%	6.9%	7.4%	10.3%	13.9%	7.5%	11.6%
802	289	513	200	236	366	72	118	189	295	675	70	43	14	36	707	59	397	310	259	201	167	145	550	219
90.9%	86.9%	93.4%	91.7%	92.1%	89.8%	93.2%	93.3%	90.3%	90.8%	91.3%	89.2%	88.9%	86.7%	94.4%	90.8%	90.2%	95.6%	85.3%	93.1%	92.6%	89.7%	86.1%	92.5%	88.4%
882	333	549	219	256	407	78	127	209	325	739	79	48	16	38	778	65	415	363	278	217	187	168	595	247
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%	100.0%	100.0%	100.0%	100.0%

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Prepared on behalf of JRF

1 Jul 2015

Table 6
Q2. Normal weightings
Q2. Which of the following best describes the sub-sector you work in?
Base: Those working in the sector 'Retail and wholesale trade'

Unweighted Total
Weighted Total
Wholesale trade

Retail trade

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
827	0	752	0	75	555	161	91	20	550	205	7	136	691	333	494	187	232	408	338	489	407	420	57	465	133	172
882	0	802	0	80	592	172	97	21	586	219	7	145	737	355	527	199	247	435	360	521	434	448	61	496	142	183
80	-	-	-	80	62	7	10	1	64	15	-	10	70	37	43	18	23	38	52	28	54	26	4	48	13	15
9.1%	-	-	-	100.0%	10.5%	4.3%	9.9%	5.0%	10.9%	6.8%	-	6.6%	9.6%	10.5%	8.1%	9.1%	9.5%	8.8%	14.5%	5.3%	12.5%	5.7%	7.0%	9.7%	9.0%	8.1%
802	-	802	-	-	530	164	87	20	522	204	7	135	666	318	484	181	224	397	308	494	379	422	56	448	129	168
90.9%	-	100.0%	-	-	89.5%	95.7%	90.1%	95.0%	89.1%	93.2%	100.0%	93.4%	90.4%	89.5%	91.9%	90.9%	90.5%	91.2%	85.5%	94.7%	87.5%	94.3%	93.0%	90.3%	91.0%	91.9%
882	-	802	-	80	592	172	97	21	586	219	7	145	737	355	527	199	247	435	360	521	434	448	61	496	142	183
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%	100.0%	100.0%	100.0%	100.0%

Survation.

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Table 7
Q2. Normal weightings
Q2. Which of the following best describes the sub-sector you work in?
Base: Those working in the sector 'Transportation and storage, postal and courier activities'

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	219	162	57	30	75	114	17	40	52	74	183	23	11	2	10	181	28	33	148	37	63	57	58	69	133
Weighted Total	230	171	59	31	78	120	17	42	54	78	192	24	11	2	11	189	30	34	155	39	66	60	60	72	140
Land transport (including rail, taxi, bus, road freight etc) and transport via pipelines	112	88	23	10	37	65	10	18	22	42	92	13	5	2	6	86	19	16	70	17	31	34	27	34	74
	48.7%	51.9%	39.7%	30.7%	47.8%	54.0%	55.1%	42.7%	41.1%	53.3%	47.7%	53.2%	47.3%	100.0%	60.0%	45.6%	64.3%	46.4%	45.5%	43.8%	46.8%	56.8%	44.1%	47.1%	52.5%
Water transport	5	4	1	3	1	1	1	1	-	3	5	-	-	-	-	5	-	1	4	1	-	1	3	2	2
	2.3%	2.5%	1.8%	10.2%	1.4%	0.9%	6.1%	2.5%	-	4.1%	2.8%	-	-	-	-	2.8%	-	3.1%	2.8%	2.7%	-	1.8%	5.3%	2.9%	1.5%
Air transport	13	7	6	2	7	4	2	1	3	3	10	2	2	-	-	13	-	2	11	2	4	2	5	4	6
	5.8%	4.4%	9.9%	8.0%	8.5%	3.5%	14.3%	2.0%	6.1%	4.3%	5.2%	6.9%	14.8%	-	-	7.0%	-	7.2%	7.0%	4.3%	6.3%	4.2%	8.3%	5.7%	4.2%
Warehousing and support activities for transportation	56	47	10	7	21	28	2	16	15	14	47	7	2	-	4	46	6	5	41	13	16	11	16	19	32
	24.6%	27.5%	16.2%	23.9%	27.3%	23.0%	12.2%	37.7%	27.4%	17.8%	24.4%	31.0%	18.9%	-	40.0%	24.2%	21.4%	15.5%	26.2%	32.8%	24.2%	17.7%	26.5%	26.5%	22.8%
Postal and courier activities	43	23	19	9	12	22	2	6	14	16	38	2	2	-	-	38	4	10	29	6	15	12	10	13	27
	18.6%	13.7%	32.5%	27.3%	15.0%	18.6%	12.2%	15.1%	25.4%	20.5%	20.0%	8.9%	18.9%	-	-	20.3%	14.3%	27.8%	18.6%	16.4%	22.6%	19.5%	15.9%	17.7%	19.0%
SIGMA	230	171	59	31	78	120	17	42	54	78	192	24	11	2	11	189	30	34	155	39	66	60	60	72	140
	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%	100.0%	100.0%	100.0%	100.0%

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Table 8

Q2. Normal weightings

Q2. Which of the following best describes the sub-sector you work in?

Base: Those working in the sector 'Transportation and storage, postal and courier activities'

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	219	16	0	0	203	163	32	18	6	165	39	4	61	158	114	105	47	51	121	110	109	176	43	17	130	28	44	
Weighted Total	230	13	0	0	216	171	33	19	6	173	41	4	63	167	120	110	49	54	127	116	114	184	45	18	137	29	45	
Land transport (including rail, taxi, bus, road freight etc) and transport via pipelines	112	-	-	-	112	91	16	5	-	79	26	3	29	83	59	53	23	28	61	59	53	88	23	11	67	14	20	
	48.7%	-	-	-	51.7%	52.9%	47.9%	28.1%	-	45.6%	62.2%	75.0%	45.6%	49.9%	48.9%	48.5%	47.7%	51.4%	48.0%	50.5%	46.9%	48.0%	51.7%	59.6%	49.0%	47.5%	44.5%	
Water transport	5	-	-	-	5	4	-	1	-	3	2	-	2	3	2	3	1	3	1	5	-	4	1	-	1	1	3	
	2.3%	-	-	-	2.5%	2.5%	-	5.6%	-	1.9%	5.2%	-	3.4%	1.9%	1.8%	2.9%	2.2%	5.9%	0.8%	4.6%	-	2.3%	2.3%	-	0.8%	3.7%	7.0%	
Air transport	13	13	-	-	-	9	2	1	1	11	2	-	7	7	6	7	3	2	8	4	9	12	2	1	5	2	5	
	5.8%	100.0%	-	-	-	5.3%	7.5%	4.4%	13.5%	6.3%	4.0%	-	10.5%	4.0%	4.9%	6.8%	6.8%	3.1%	6.6%	3.6%	8.1%	6.3%	3.7%	4.7%	3.6%	8.6%	11.0%	
Warehousing and support activities for transportation	56	-	-	-	56	34	9	11	3	47	6	-	7	49	37	19	14	12	31	32	25	50	6	4	34	9	10	
	24.6%	-	-	-	26.1%	19.9%	25.5%	56.2%	51.9%	27.1%	15.6%	-	11.8%	29.4%	31.1%	17.5%	28.2%	21.8%	24.4%	27.5%	21.6%	27.2%	14.1%	23.8%	24.9%	29.3%	21.1%	
Postal and courier activities	43	-	-	-	43	33	6	1	2	33	5	1	18	25	16	27	7	10	26	16	27	30	13	2	30	3	7	
	18.6%	-	-	-	19.7%	19.3%	19.1%	5.6%	34.6%	19.1%	13.0%	25.0%	28.7%	14.7%	13.3%	24.3%	15.2%	17.8%	20.2%	13.8%	23.5%	16.2%	28.2%	11.9%	21.8%	11.0%	16.4%	
SIGMA	230	13	-	-	216	171	33	19	6	173	41	4	63	167	120	110	49	54	127	116	114	184	45	18	137	29	45	
	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%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

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Table 9
Q2. Normal weightings
Q2. Which of the following best describes the sub-sector you work in?
Base: Those working in the sector 'Accommodation, hospitality and food or drink service activities'

Unweighted Total
Weighted Total
Accommodation (Hotels, holiday accommodation etc)

Food and beverage service activities (catering, restaurants, pubs & bars)

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
494	194	300	144	160	188	44	88	124	164	420	40	27	7	79	334	81	164	170	174	128	89	84	369	108
411	161	250	120	133	156	37	73	103	136	349	33	22	6	66	278	67	136	141	145	107	74	70	307	90
134	54	80	19	52	63	8	23	33	52	116	8	7	2	18	103	12	51	52	47	31	21	27	96	33
32.6%	33.5%	32.0%	16.0%	38.8%	40.4%	22.7%	31.8%	32.3%	37.8%	33.3%	25.0%	33.3%	28.6%	27.8%	37.1%	18.5%	37.2%	37.1%	32.8%	28.9%	28.1%	39.3%	31.2%	37.0%
277	107	170	101	82	93	28	50	70	85	233	25	15	4	47	175	55	86	89	97	76	53	42	211	57
67.4%	66.5%	68.0%	84.0%	61.3%	59.6%	77.3%	68.2%	67.7%	62.2%	66.7%	75.0%	66.7%	71.4%	72.2%	62.9%	81.5%	62.8%	62.9%	67.2%	71.1%	71.9%	60.7%	68.8%	63.0%
411	161	250	120	133	156	37	73	103	136	349	33	22	6	66	278	67	136	141	145	107	74	70	307	90
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%	100.0%	100.0%	100.0%	100.0%

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Table 10
Q2. Normal weightings
Q2. Which of the following best describes the sub-sector you work in?
Base: Those working in the sector 'Accommodation, hospitality and food or drink service activities'

Unweighted Total
Weighted Total
Accommodation (Hotels, holiday accommodation etc)

Food and beverage service activities (catering, restaurants, pubs & bars)

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
494	494	0	0	0	321	107	48	18	334	109	3	46	448	206	288	136	175	183	308	186	251	243	30	280	70	114
411	411	0	0	0	267	89	40	15	278	91	2	38	373	171	240	113	146	152	256	155	209	202	25	233	58	95
134	134	-	-	-	87	28	9	9	102	21	1	8	126	53	81	31	46	57	77	57	72	62	14	75	10	35
32.6%	32.6%	-	-	-	32.7%	31.8%	22.9%	61.1%	36.5%	22.9%	33.3%	21.7%	33.7%	31.1%	33.7%	27.2%	31.4%	37.7%	29.9%	37.1%	34.3%	30.9%	56.7%	32.1%	17.1%	36.8%
277	277	-	-	-	180	61	31	6	176	70	2	30	247	118	159	82	100	95	180	97	137	140	11	158	48	60
67.4%	67.4%	-	-	-	67.3%	68.2%	77.1%	38.9%	63.5%	77.1%	66.7%	78.3%	66.3%	68.9%	66.3%	72.8%	68.6%	62.3%	70.1%	62.9%	65.7%	69.1%	43.3%	67.9%	82.9%	63.2%
411	411	-	-	-	267	89	40	15	278	91	2	38	373	171	240	113	146	152	256	155	209	202	25	233	58	95
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%	100.0%	100.0%	100.0%

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Table 11
Q2. Normal weightings
Q2. Which of the following best describes the sub-sector you work in?
Base: Those working in the sector 'Information, media and communication'

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	146	96	50	34	60	52	24	18	40	49	131	9	4	2	11	118	17	25	93	32	32	34	45	51	73
Weighted Total	156	102	53	36	64	55	26	19	43	52	140	10	4	2	12	126	18	27	99	34	34	36	48	54	78
Publishing activities	15	9	6	3	4	7	2	1	3	5	12	1	2	-	1	12	2	3	9	1	6	2	3	7	4
	9.6%	8.3%	12.0%	8.8%	6.7%	13.5%	8.3%	5.6%	7.5%	10.2%	8.4%	11.1%	50.0%	-	9.1%	9.3%	11.8%	12.0%	8.6%	3.1%	18.8%	5.9%	6.7%	13.7%	5.5%
Motion picture, video and television programme production, sound recording and music publishing activities	1	1	-	-	1	-	-	-	1	1	-	-	-	-	-	1	-	-	1	-	-	-	1	1	-
	0.7%	1.0%	-	-	1.7%	-	-	-	2.0%	0.8%	-	-	-	-	-	0.8%	-	-	1.1%	-	-	-	2.2%	2.0%	-
Programming and broadcasting activities	7	6	1	-	5	2	2	2	1	1	6	-	1	-	-	7	-	2	5	2	3	1	1	4	3
	4.8%	6.3%	2.0%	-	8.3%	3.8%	8.3%	11.1%	2.5%	2.0%	4.6%	-	25.0%	-	-	5.9%	-	8.0%	5.4%	6.3%	9.4%	2.9%	2.2%	7.8%	4.1%
Telecommunications	30	22	7	6	11	13	6	3	9	9	27	1	-	2	4	22	3	6	16	7	5	4	13	11	18
	19.2%	21.9%	14.0%	17.6%	16.7%	23.1%	25.0%	16.7%	20.0%	16.3%	19.1%	11.1%	-	100.0%	36.4%	17.8%	17.6%	24.0%	16.1%	21.9%	15.6%	11.8%	26.7%	19.6%	23.3%
Computer programming, consultancy and related activities	64	41	23	21	23	19	7	11	17	25	60	4	-	-	2	53	9	9	45	12	14	17	21	16	34
	41.1%	39.6%	44.0%	58.8%	36.7%	34.6%	29.2%	55.6%	40.0%	46.9%	42.7%	44.4%	-	-	18.2%	42.4%	47.1%	32.0%	45.2%	34.4%	40.6%	47.1%	44.4%	29.4%	43.8%
Information service activities	38	23	15	5	19	14	7	2	13	12	34	3	1	-	4	30	4	6	23	12	5	12	9	15	18
	24.7%	22.9%	28.0%	14.7%	30.0%	25.0%	29.2%	11.1%	30.0%	22.4%	24.4%	33.3%	25.0%	-	36.4%	23.7%	23.5%	24.0%	23.7%	34.4%	15.6%	32.4%	17.8%	27.5%	23.3%
SIGMA	156	102	53	36	64	55	26	19	43	52	140	10	4	2	12	126	18	27	99	34	34	36	48	54	78
	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%	100.0%	100.0%	100.0%	100.0%

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Prepared on behalf of JRF

Table 12
Q2. Normal weightings
Q2. Which of the following best describes the sub-sector you work in?
Base: Those working in the sector 'Information, media and communication'

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	146	0	0	0	146	109	26	9	2	117	17	3	25	121	82	64	37	41	68	95	51	120	26	2	60	13	71
Weighted Total	156	0	0	0	156	116	28	10	2	125	18	3	27	129	87	68	39	44	72	101	54	128	28	2	64	14	76
Publishing activities	15	-	-	-	15	12	-	3	-	14	-	-	1	14	7	7	4	4	6	10	5	13	2	-	6	3	5
	9.6%	-	-	-	9.6%	10.1%	-	33.3%	-	11.1%	-	-	4.0%	10.7%	8.5%	10.9%	10.8%	9.8%	8.8%	9.5%	9.8%	10.0%	7.7%	-	10.0%	23.1%	7.0%
Motion picture, video and television programme production, sound recording and music publishing activities	1	-	-	-	1	1	-	-	-	1	-	-	1	-	-	1	1	-	-	1	-	1	-	-	-	-	1
	0.7%	-	-	-	0.7%	0.9%	-	-	-	0.9%	-	-	4.0%	-	-	1.6%	2.7%	-	-	1.1%	-	0.8%	-	-	-	-	1.4%
Programming and broadcasting activities	7	-	-	-	7	5	2	-	-	4	3	-	4	3	5	2	3	2	2	5	2	7	-	-	3	-	4
	4.8%	-	-	-	4.8%	4.6%	7.7%	-	-	3.4%	17.6%	-	16.0%	2.5%	6.1%	3.1%	8.1%	4.9%	2.9%	5.3%	3.9%	5.8%	-	-	5.0%	-	5.6%
Telecommunications	30	-	-	-	30	18	10	2	-	23	4	-	9	21	16	14	7	4	18	19	11	26	4	-	13	4	13
	19.2%	-	-	-	19.2%	15.6%	34.6%	22.2%	-	18.8%	23.5%	-	32.0%	16.5%	18.3%	20.3%	18.9%	9.8%	25.0%	18.9%	19.6%	20.0%	15.4%	-	20.0%	30.8%	16.9%
Computer programming, consultancy and related activities	64	-	-	-	64	52	9	2	1	55	5	-	7	56	42	22	16	22	26	48	16	54	10	-	26	6	32
	41.1%	-	-	-	41.1%	45.0%	30.8%	22.2%	50.0%	44.4%	29.4%	-	28.0%	43.8%	47.6%	32.8%	40.5%	51.2%	35.3%	47.4%	29.4%	42.5%	34.6%	-	40.0%	46.2%	42.3%
Information service activities	38	-	-	-	38	28	7	2	1	27	5	3	4	34	17	21	7	11	20	18	20	27	12	2	16	-	20
	24.7%	-	-	-	24.7%	23.9%	26.9%	22.2%	50.0%	21.4%	29.4%	100.0%	16.0%	26.4%	19.5%	31.3%	18.9%	24.4%	27.9%	17.9%	37.3%	20.8%	42.3%	100.0%	25.0%	-	26.8%
SIGMA	156	-	-	-	156	116	28	10	2	125	18	3	27	129	87	68	39	44	72	101	54	128	28	2	64	14	76
	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%	100.0%	100.0%	100.0%

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Table 13
Q2. Normal weightings
Q2. Which of the following best describes the sub-sector you work in?
Base: Those working in the sector 'Financial and insurance activities'

Unweighted Total
Weighted Total
Financial service activities, except insurance and pension funding
Insurance, reinsurance and pension funding, except compulsory social security
Activities auxiliary to financial services and insurance activities
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
157	64	93	56	60	41	15	19	47	50	131	15	8	3	4	146	7	47	99	31	39	35	49	32	104
167	68	99	60	64	44	16	20	50	53	140	16	9	3	4	156	7	50	106	33	42	37	52	34	111
104	45	60	36	39	29	13	10	37	30	90	11	3	1	3	97	4	30	67	20	27	21	34	25	66
62.4%	65.6%	60.2%	60.7%	61.7%	65.9%	80.0%	47.4%	74.5%	56.0%	64.1%	66.7%	37.5%	33.3%	75.0%	62.3%	57.1%	59.6%	63.6%	61.3%	64.1%	57.1%	65.3%	71.9%	59.6%
38	13	26	16	18	4	3	6	5	16	31	2	3	2	-	37	1	13	25	9	7	14	9	5	26
22.9%	18.8%	25.8%	26.8%	28.3%	9.8%	20.0%	31.6%	10.6%	30.0%	22.1%	13.3%	37.5%	66.7%	-	24.0%	14.3%	25.5%	23.2%	25.8%	17.9%	37.1%	16.3%	15.6%	23.1%
25	11	14	7	6	11	-	4	7	7	19	3	2	-	1	21	2	7	14	4	7	2	10	4	19
14.6%	15.6%	14.0%	12.5%	10.0%	24.4%	-	21.1%	14.9%	14.0%	13.7%	20.0%	25.0%	-	25.0%	13.7%	28.6%	14.9%	13.1%	12.9%	17.9%	5.7%	18.4%	12.5%	17.3%
167	68	99	60	64	44	16	20	50	53	140	16	9	3	4	156	7	50	106	33	42	37	52	34	111
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%	100.0%	100.0%	100.0%	100.0%

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Table 14

Q2. Normal weightings

Q2. Which of the following best describes the sub-sector you work in?

Base: Those working in the sector 'Financial and insurance activities'

Unweighted Total
Weighted Total
Financial service activities, except insurance and pension funding
Insurance, reinsurance and pension funding, except compulsory social security
Activities auxiliary to financial services and insurance activities
SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
157	0	0	0	157	127	20	8	2	119	29	5	33	124	92	65	55	43	59	84	73	114	43	2	69	29	57
167	0	0	0	167	135	21	9	2	127	31	5	35	132	98	69	59	46	63	90	78	122	46	2	74	31	61
104	-	-	-	104	80	18	5	1	78	21	3	23	81	63	42	37	27	41	59	46	77	28	1	46	18	39
62.4%	-	-	-	62.4%	59.1%	85.0%	62.5%	50.0%	61.3%	69.0%	60.0%	66.7%	61.3%	64.1%	60.0%	63.6%	58.1%	64.4%	65.5%	58.9%	63.2%	60.5%	50.0%	62.3%	58.6%	64.9%
38	-	-	-	38	34	2	2	-	31	4	2	6	32	23	15	12	10	17	18	20	26	13	-	15	10	14
22.9%	-	-	-	22.9%	25.2%	10.0%	25.0%	-	24.4%	13.8%	40.0%	18.2%	24.2%	23.9%	21.5%	20.0%	20.9%	27.1%	20.2%	26.0%	21.1%	27.9%	-	20.3%	31.0%	22.8%
25	-	-	-	25	21	1	1	1	18	5	-	5	19	12	13	10	10	5	13	12	19	5	1	13	3	7
14.6%	-	-	-	14.6%	15.7%	5.0%	12.5%	50.0%	14.3%	17.2%	-	15.2%	14.5%	12.0%	18.5%	16.4%	20.9%	8.5%	14.3%	15.1%	15.8%	11.6%	50.0%	17.4%	10.3%	12.3%
167	-	-	-	167	135	21	9	2	127	31	5	35	132	98	69	59	46	63	90	78	122	46	2	74	31	61
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%	100.0%	100.0%	100.0%

Survation.

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Table 15

Q2. Normal weightings

Q2. Which of the following best describes the sub-sector you work in?

Base: Those working in the sector 'Professional, scientific and technical activities (including legal, marketing & market research)'

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	111	50	61	34	37	40	17	15	27	37	96	9	2	4	5	94	12	22	72	20	29	28	30	27	70
Weighted Total	118	53	65	36	39	43	18	16	29	39	102	10	2	4	5	100	13	23	77	21	31	30	32	29	75
Legal and accounting activities	31	10	21	10	5	16	5	3	7	13	29	1	1	-	1	28	2	4	23	5	14	6	4	9	17
	26.1%	18.0%	32.8%	26.5%	13.5%	37.5%	29.4%	20.0%	25.9%	32.4%	28.1%	11.1%	50.0%	-	20.0%	27.7%	16.7%	18.2%	30.6%	25.0%	44.8%	21.4%	13.3%	29.6%	22.9%
Activities of head offices management consultancy activities	9	5	3	3	4	1	2	-	1	3	6	2	-	-	1	7	-	1	6	2	2	2	2	-	9
	7.2%	10.0%	4.9%	8.8%	10.8%	2.5%	11.8%	-	3.7%	8.1%	6.3%	22.2%	-	-	20.0%	7.4%	-	4.5%	8.3%	10.0%	6.9%	7.1%	6.7%	-	11.4%
Architectural and engineering activities technical testing and analysis	6	5	1	2	3	1	2	1	1	1	5	1	-	-	-	6	-	3	3	1	-	2	3	4	2
	5.4%	10.0%	1.6%	5.9%	8.1%	2.5%	11.8%	6.7%	3.7%	2.7%	5.2%	11.1%	-	-	-	6.4%	-	13.6%	4.2%	5.0%	-	7.1%	10.0%	14.8%	2.9%
Scientific research and development	19	11	9	9	6	4	3	3	5	4	16	-	-	3	1	15	3	2	13	3	6	4	5	4	14
	16.2%	20.0%	13.1%	23.5%	16.2%	10.0%	17.6%	20.0%	18.5%	10.8%	15.6%	-	-	75.0%	20.0%	14.9%	25.0%	9.1%	16.7%	15.0%	20.7%	14.3%	16.7%	14.8%	18.6%
Advertising and market research	5	2	3	3	1	1	-	-	2	2	4	-	1	-	1	3	1	1	2	1	1	1	1	2	2
	4.5%	4.0%	4.9%	8.8%	2.7%	2.5%	-	-	7.4%	5.4%	4.2%	-	50.0%	-	20.0%	3.2%	8.3%	4.5%	2.8%	5.0%	3.4%	3.6%	3.3%	7.4%	2.9%
Other professional, scientific and technical activities	48	20	28	10	19	19	5	9	12	16	42	5	-	1	1	41	6	12	29	9	7	14	16	10	31
	40.5%	38.0%	42.6%	26.5%	48.6%	45.0%	29.4%	53.3%	40.7%	40.5%	40.6%	55.6%	-	25.0%	20.0%	40.4%	50.0%	50.0%	37.5%	40.0%	24.1%	46.4%	50.0%	33.3%	41.4%
Veterinary activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SIGMA	118	53	65	36	39	43	18	16	29	39	102	10	2	4	5	100	13	23	77	21	31	30	32	29	75
	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%	100.0%	100.0%	100.0%	100.0%

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Table 16

Q2. Normal weightings

Q2. Which of the following best describes the sub-sector you work in?

Base: Those working in the sector 'Professional, scientific and technical activities (including legal, marketing & market research)'

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	111	0	0	0	111	83	17	10	1	83	20	5	15	96	53	58	28	26	57	71	40	90	21	3	22	8	78	
Weighted Total	118	0	0	0	118	88	18	11	1	88	21	5	16	102	56	62	30	28	61	76	43	96	22	3	23	9	83	
Legal and accounting activities	31	-	-	-	31	25	4	2	-	26	4	-	2	29	17	14	10	6	15	27	4	27	4	1	13	3	14	
	26.1%	-	-	-	26.1%	27.7%	23.5%	20.0%	-	28.9%	20.0%	-	13.3%	28.1%	30.2%	22.4%	32.1%	23.1%	24.6%	35.2%	10.0%	27.8%	19.0%	33.3%	54.5%	37.5%	16.7%	
Activities of head offices management consultancy activities	9	-	-	-	9	6	1	1	-	6	2	-	2	6	4	4	1	1	6	4	4	7	1	1	-	2	5	
	7.2%	-	-	-	7.2%	7.2%	5.9%	10.0%	-	7.2%	10.0%	-	13.3%	6.3%	7.5%	6.9%	3.6%	3.8%	10.5%	5.6%	10.0%	7.8%	4.8%	33.3%	-	25.0%	6.4%	
Architectural and engineering activities technical testing and analysis	6	-	-	-	6	6	-	-	-	4	2	-	-	6	4	2	2	3	1	4	2	6	-	-	1	-	5	
	5.4%	-	-	-	5.4%	7.2%	-	-	-	4.8%	10.0%	-	-	6.3%	7.5%	3.4%	7.1%	11.5%	1.8%	5.6%	5.0%	6.7%	-	-	4.5%	-	6.4%	
Scientific research and development	19	-	-	-	19	14	3	2	-	11	6	1	4	15	9	11	5	6	7	7	12	18	1	-	2	-	17	
	16.2%	-	-	-	16.2%	15.7%	17.6%	20.0%	-	12.0%	30.0%	20.0%	26.7%	14.6%	15.1%	17.2%	17.9%	23.1%	12.3%	9.9%	27.5%	18.9%	4.8%	-	9.1%	-	20.5%	
Advertising and market research	5	-	-	-	5	4	1	-	-	4	1	-	1	4	-	5	2	1	2	4	1	3	2	-	2	1	2	
	4.5%	-	-	-	4.5%	4.8%	5.9%	-	-	4.8%	5.0%	-	6.7%	4.2%	-	8.6%	7.1%	3.8%	3.5%	5.6%	2.5%	3.3%	9.5%	-	9.1%	12.5%	2.6%	
Other professional, scientific and technical activities	48	-	-	-	48	33	9	5	1	37	5	4	6	42	22	26	10	10	29	29	19	34	14	1	5	2	39	
	40.5%	-	-	-	40.5%	37.3%	47.1%	50.0%	100.0%	42.2%	25.0%	80.0%	40.0%	40.6%	39.6%	41.4%	32.1%	34.6%	47.4%	38.0%	45.0%	35.6%	61.9%	33.3%	22.7%	25.0%	47.4%	
Veterinary activities	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SIGMA	118	-	-	-	118	88	18	11	1	88	21	5	16	102	56	62	30	28	61	76	43	96	22	3	23	9	83	
	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%	100.0%	100.0%	100.0%	

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Table 17

Q2. Normal weightings

Q2. Which of the following best describes the sub-sector you work in?

Base: Those working in the sector 'Office administrative and support service activities (including rental & travel industries)'

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	262	73	189	64	86	112	25	46	65	90	226	17	14	5	4	239	19	76	163	61	58	69	68	82	149
Weighted Total	276	77	199	67	90	119	27	48	69	95	238	18	14	5	4	251	20	80	172	65	61	73	71	86	156
Rental and leasing activities	6	3	3	3	1	2	1	-	2	-	3	1	2	-	-	5	1	2	3	1	3	1	1	1	4
	2.3%	4.2%	1.6%	4.8%	1.2%	1.8%	4.0%	-	3.1%	-	1.3%	5.9%	15.0%	-	-	2.1%	5.4%	2.7%	1.9%	1.7%	5.3%	1.5%	1.5%	1.2%	2.7%
Employment activities	26	12	14	14	6	5	3	3	5	9	20	2	2	1	1	23	1	9	15	9	3	7	6	11	14
	9.3%	15.3%	7.0%	20.7%	7.1%	4.5%	12.0%	6.6%	7.8%	9.0%	8.5%	11.8%	15.0%	20.0%	25.0%	9.3%	5.4%	10.7%	8.7%	13.2%	5.3%	10.2%	9.0%	12.4%	8.9%
Travel agency, tour operator and other reservation service and related activities	13	3	10	4	7	2	-	3	2	5	11	-	2	-	-	12	2	4	7	2	4	1	6	4	9
	4.8%	4.3%	5.0%	6.2%	8.4%	1.4%	-	6.9%	3.6%	5.3%	4.5%	-	17.6%	-	-	4.6%	8.4%	5.2%	4.4%	2.6%	6.9%	1.1%	8.2%	4.8%	5.9%
Security and investigation activities	5	3	2	-	-	5	-	2	-	2	4	1	-	-	-	4	1	1	3	1	1	1	2	3	2
	1.9%	4.2%	1.1%	-	-	4.5%	-	4.4%	-	2.3%	1.8%	5.9%	-	-	-	1.7%	5.4%	1.3%	1.9%	1.7%	1.8%	1.5%	3.0%	3.7%	1.4%
Services to buildings and landscape activities	7	5	2	-	2	5	1	-	-	3	4	2	1	-	-	7	-	3	4	1	1	2	2	3	4
	2.7%	6.9%	1.1%	-	2.4%	4.5%	4.0%	-	-	3.4%	1.8%	11.8%	7.5%	-	-	3.0%	-	4.0%	2.5%	1.7%	1.8%	2.9%	3.0%	3.7%	2.7%
Office administrative, office support and other business support activities	217	50	167	46	72	99	21	39	59	76	195	12	6	4	3	199	15	61	139	51	48	61	53	64	123
	78.9%	65.2%	84.2%	68.4%	80.9%	83.4%	80.0%	82.0%	85.5%	80.1%	82.0%	64.7%	45.0%	80.0%	75.0%	79.3%	75.4%	76.1%	80.7%	79.3%	79.1%	82.9%	75.2%	74.2%	78.5%
SIGMA	276	77	199	67	90	119	27	48	69	95	238	18	14	5	4	251	20	80	172	65	61	73	71	86	156
	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%	100.0%	100.0%	100.0%	100.0%

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Table 18

Q2. Normal weightings

Q2. Which of the following best describes the sub-sector you work in?

Base: Those working in the sector 'Office administrative and support service activities (including rental & travel industries)'

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	262	16	0	0	246	199	41	20	2	145	84	16	48	214	113	149	61	66	135	145	117	175	87	7	122	39	94
Weighted Total	276	13	0	0	262	209	43	21	2	151	89	17	51	225	118	157	64	69	142	152	123	184	92	7	128	41	99
Rental and leasing activities	6	-	-	-	6	4	1	1	-	3	3	-	-	6	3	3	4	1	1	4	2	4	2	-	4	-	2
	2.3%	-	-	-	2.4%	2.0%	2.5%	5.0%	-	2.1%	3.6%	-	-	2.8%	2.7%	2.0%	6.7%	1.5%	0.8%	2.8%	1.7%	2.3%	2.3%	-	3.3%	-	2.2%
Employment activities	26	-	-	-	26	20	4	1	-	15	9	1	7	18	16	10	13	7	5	16	10	16	10	1	6	5	13
	9.3%	-	-	-	9.8%	9.7%	9.9%	5.0%	-	9.9%	9.5%	6.3%	14.7%	8.1%	13.5%	6.1%	20.0%	10.7%	3.8%	10.5%	7.8%	8.7%	10.5%	14.7%	5.0%	13.0%	12.9%
Travel agency, tour operator and other reservation service and related activities	13	13	-	-	-	12	2	-	-	12	1	-	2	12	7	6	3	3	7	7	6	9	4	1	6	2	5
	4.8%	100.0%	-	-	-	5.6%	3.8%	-	-	7.7%	0.9%	-	3.3%	5.2%	6.3%	3.7%	5.2%	4.8%	4.7%	4.9%	4.7%	5.0%	4.5%	11.5%	4.5%	4.0%	5.1%
Security and investigation activities	5	-	-	-	5	5	-	-	-	4	1	-	2	3	3	2	1	2	2	2	3	4	1	-	2	2	1
	1.9%	-	-	-	2.0%	2.6%	-	-	-	2.8%	1.2%	-	4.2%	1.4%	2.7%	1.4%	1.7%	3.1%	1.5%	1.4%	2.6%	2.3%	1.2%	-	1.7%	5.2%	1.1%
Services to buildings and landscape activities	7	-	-	-	7	6	-	-	1	5	2	-	-	7	-	7	-	2	5	3	4	4	3	1	4	-	2
	2.7%	-	-	-	2.8%	3.1%	-	-	50.0%	3.5%	2.4%	-	-	3.3%	-	4.7%	-	3.1%	3.8%	2.1%	3.5%	2.3%	3.5%	14.7%	3.3%	-	2.2%
Office administrative, office support and other business support activities	217	-	-	-	217	161	36	19	1	112	74	16	39	178	88	129	43	53	122	119	98	146	71	4	106	32	76
	78.9%	-	-	-	82.9%	77.1%	83.8%	90.0%	50.0%	74.0%	82.4%	93.8%	77.8%	79.2%	74.8%	82.1%	66.5%	76.8%	85.6%	78.3%	79.7%	79.4%	78.0%	59.0%	82.2%	77.8%	76.6%
SIGMA	276	13	-	-	262	209	43	21	2	151	89	17	51	225	118	157	64	69	142	152	123	184	92	7	128	41	99
	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%	100.0%	100.0%	100.0%	100.0%

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Table 19
Q2. Normal weightings
Q2. Which of the following best describes the sub-sector you work in?
Base: Those working in the sector 'Human health, care and social work activities (including residential care, counselling and child care)'

Unweighted Total
Weighted Total
Human health activities (NHS or other medical work)

Residential care activities

Social work activities without accommodation (social work e.g. care outside of a care home, child-care, counselling etc.)
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
914	226	688	152	297	465	58	144	245	353	800	64	31	19	73	736	105	294	442	231	220	214	224	406	450
770	190	580	128	250	392	49	121	206	297	674	54	26	16	62	620	88	248	372	195	185	180	189	342	379
411	103	308	67	128	216	29	66	113	155	362	27	11	11	19	361	32	147	213	83	107	101	111	130	248
53.4%	54.0%	53.2%	52.6%	51.2%	55.1%	58.6%	54.2%	54.7%	52.1%	53.7%	50.0%	41.9%	68.4%	30.1%	58.2%	36.2%	59.5%	57.2%	42.9%	57.7%	56.1%	58.9%	37.9%	65.3%
199	53	146	30	66	103	13	35	53	75	175	14	7	3	16	153	29	57	96	66	41	43	40	127	66
25.8%	27.9%	25.1%	23.7%	26.3%	26.2%	25.9%	28.5%	25.7%	25.2%	26.0%	26.6%	25.8%	15.8%	26.0%	24.7%	33.3%	23.1%	25.8%	33.8%	22.3%	23.8%	21.0%	37.2%	17.3%
160	35	126	30	56	73	8	21	40	67	137	13	8	3	27	106	27	43	63	46	37	36	38	85	66
20.8%	18.1%	21.7%	23.7%	22.6%	18.7%	15.5%	17.4%	19.6%	22.7%	20.2%	23.4%	32.3%	15.8%	43.8%	17.1%	30.5%	17.3%	17.0%	23.4%	20.0%	20.1%	20.1%	24.9%	17.3%
770	190	580	128	250	392	49	121	206	297	674	54	26	16	62	620	88	248	372	195	185	180	189	342	379
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%	100.0%	100.0%	100.0%	100.0%

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Table 20
Q2. Normal weightings
Q2. Which of the following best describes the sub-sector you work in?
Base: Those working in the sector 'Human health, care and social work activities (including residential care, counselling and child care)'

Unweighted Total
Weighted Total
Human health activities (NHS or other medical work)

Residential care activities

Social work activities without accommodation (social work e g care outside of a care home, child-care, counselling etc)
SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
914	0	0	914	0	624	168	102	20	411	402	56	234	680	401	513	198	228	488	441	473	541	373	28	443	128	315
770	0	0	770	0	526	142	86	17	346	339	47	197	573	338	432	167	192	411	372	399	456	314	24	373	108	265
411	-	-	411	-	309	62	35	6	119	267	13	140	271	184	228	80	78	254	156	255	243	169	8	188	56	158
53.4%	-	-	53.4%	-	58.8%	43.5%	40.2%	35.0%	34.3%	78.9%	28.6%	70.9%	47.4%	54.4%	52.6%	48.0%	40.4%	61.7%	42.0%	64.1%	53.2%	53.6%	35.7%	50.3%	52.3%	59.7%
199	-	-	199	-	120	41	31	7	144	29	11	31	168	75	124	56	62	82	113	86	126	73	13	106	27	53
25.8%	-	-	25.8%	-	22.8%	29.2%	36.3%	40.0%	41.6%	8.7%	23.2%	15.8%	29.3%	22.2%	28.7%	33.3%	32.0%	19.9%	30.4%	21.6%	27.5%	23.3%	53.6%	28.4%	25.0%	20.0%
160	-	-	160	-	97	39	20	4	83	42	23	26	134	79	81	31	53	76	103	57	88	72	3	79	24	54
20.8%	-	-	20.8%	-	18.4%	27.4%	23.5%	25.0%	24.1%	12.4%	48.2%	13.2%	23.4%	23.4%	18.7%	18.7%	27.6%	18.4%	27.7%	14.4%	19.2%	23.1%	10.7%	21.2%	22.7%	20.3%
770	-	-	770	-	526	142	86	17	346	339	47	197	573	338	432	167	192	411	372	399	456	314	24	373	108	265
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%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 21
Q2. Normal weightings
Q2. Which of the following best describes the sub-sector you work in?
Base: Those working in the sector 'Arts, entertainment and recreation'

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	97	27	70	32	29	36	7	15	19	47	88	5	0	4	14	62	21	34	28	23	20	24	29	38	46
Weighted Total	97	27	70	33	30	34	7	15	18	47	87	5	0	4	14	61	21	33	28	23	21	23	29	37	46
Creative, arts and entertainment activities	45	17	28	23	11	11	5	7	7	19	39	3	-	2	9	23	13	9	15	15	10	6	14	20	16
	46.3%	63.4%	39.8%	70.7%	36.1%	31.4%	73.7%	48.8%	41.1%	41.0%	45.1%	62.8%	-	52.9%	60.0%	38.2%	61.0%	25.9%	52.5%	63.9%	46.0%	27.8%	48.5%	54.1%	34.8%
Libraries, archives, museums and other cultural activities	18	-	18	2	10	6	1	5	2	7	16	1	-	1	2	14	2	12	2	2	7	5	3	1	16
	18.8%	-	26.0%	6.4%	32.5%	18.8%	14.7%	34.9%	11.7%	15.9%	18.3%	20.9%	-	26.5%	15.0%	22.6%	10.2%	35.6%	7.5%	9.1%	35.8%	23.2%	11.2%	2.8%	34.8%
Gambling and betting activities	10	3	6	4	4	1	-	-	1	9	10	-	-	-	1	7	1	1	6	2	2	2	3	5	3
	9.9%	11.9%	9.2%	12.9%	14.4%	3.1%	-	-	5.9%	18.2%	11.0%	-	-	-	7.5%	12.2%	5.1%	3.2%	22.5%	9.1%	10.2%	9.3%	11.2%	14.2%	7.0%
Sports activities and amusement and recreation activities	24	7	17	3	5	16	1	2	7	12	22	1	-	1	2	17	5	12	5	4	2	9	8	11	11
	25.0%	24.7%	25.1%	10.0%	16.9%	46.6%	11.5%	16.3%	41.3%	24.9%	25.7%	16.3%	-	20.6%	17.6%	27.1%	23.8%	35.3%	17.6%	17.8%	8.0%	39.8%	29.1%	28.9%	23.5%
SIGMA	97	27	70	33	30	34	7	15	18	47	87	5	-	4	14	61	21	33	28	23	21	23	29	37	46
	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%	100.0%	100.0%	100.0%

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Table 22

Q2. Normal weightings

Q2. Which of the following best describes the sub-sector you work in?

Base: Those working in the sector 'Arts, entertainment and recreation'

Unweighted Total
Weighted Total
Creative, arts and entertainment activities
Libraries, archives, museums and other cultural activities
Gambling and betting activities
Sports activities and amusement and recreation activities
SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
97	29	0	0	68	73	14	8	2	56	33	4	15	82	36	61	23	26	48	56	41	44	53	2	35	17	43
97	24	0	0	72	73	14	8	2	55	33	4	15	82	36	60	24	26	47	55	41	45	52	2	35	17	43
45	-	-	-	45	34	6	3	1	30	10	2	9	36	16	29	13	17	15	35	10	23	21	1	17	10	17
46.3%	-	-	-	61.8%	46.9%	46.5%	38.6%	56.2%	54.0%	28.8%	56.2%	56.6%	44.4%	44.1%	47.7%	54.2%	64.8%	31.9%	63.4%	23.3%	52.6%	41.0%	56.2%	48.8%	55.8%	40.1%
18	-	-	-	18	15	2	1	-	2	16	-	3	15	7	11	4	3	11	2	16	5	13	-	5	2	11
18.8%	-	-	-	25.0%	20.5%	15.5%	12.9%	-	3.9%	48.0%	-	21.2%	18.3%	20.6%	17.7%	18.1%	12.2%	22.8%	3.8%	38.9%	12.0%	24.6%	-	15.2%	12.4%	25.0%
10	-	-	-	10	5	1	3	-	7	1	-	-	10	5	4	3	1	5	3	6	7	2	-	4	2	3
9.9%	-	-	-	13.2%	7.3%	7.8%	38.6%	-	13.5%	3.2%	-	-	11.8%	14.7%	7.1%	13.6%	4.1%	11.4%	5.8%	15.5%	16.7%	4.1%	-	12.2%	12.4%	7.5%
24	24	-	-	-	18	4	1	1	16	7	2	3	21	7	17	3	5	16	15	9	8	16	1	8	3	12
25.0%	100.0%	-	-	-	25.2%	30.2%	10.0%	43.8%	28.6%	20.0%	43.8%	22.1%	25.5%	20.6%	27.6%	14.1%	19.0%	33.8%	27.0%	22.3%	18.7%	30.4%	43.8%	23.8%	19.4%	27.4%
97	24	-	-	72	73	14	8	2	55	33	4	15	82	36	60	24	26	47	55	41	45	52	2	35	17	43
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%	100.0%	100.0%	100.0%	100.0%

Survation.

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Table 23

Q2. Normal weightings

Q2. Which of the following best describes the sub-sector you work in?

Base: Those working in the sector 'Other service activities'

Unweighted Total
Weighted Total
Activities of membership organisations (trade unions, professional membership organisations)
Repair of computers and personal and household goods

Other personal service activities (hairdressing & beauty, washing & dry-cleaning, funeral care, personal training etc)
Repair of motor vehicles and motorcyles

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
393	188	205	79	108	206	32	70	84	153	339	30	19	5	40	296	57	114	182	112	111	76	82	189	166
419	200	219	84	115	220	34	75	90	163	361	32	20	5	43	316	61	122	194	119	118	81	87	201	177
44	22	21	13	11	20	4	4	11	19	38	2	3	-	3	36	4	14	22	16	6	9	9	13	27
10.4%	11.2%	9.8%	15.2%	9.3%	9.2%	12.5%	5.7%	11.9%	11.8%	10.6%	6.7%	15.8%	-	7.5%	11.5%	7.0%	11.4%	11.5%	13.4%	5.4%	10.5%	9.8%	6.3%	15.1%
18	11	7	5	2	11	7	3	-	5	16	2	-	-	2	15	1	3	12	4	3	3	7	5	9
4.3%	5.3%	3.4%	6.3%	1.9%	4.9%	21.9%	4.3%	-	3.3%	4.4%	6.7%	-	-	5.0%	4.7%	1.8%	2.6%	6.0%	3.6%	2.7%	3.9%	8.5%	2.6%	4.8%
334	152	181	62	93	179	22	62	67	135	287	27	15	5	37	243	53	99	144	94	101	66	65	177	125
79.6%	76.1%	82.9%	73.4%	80.6%	81.6%	65.6%	82.9%	75.0%	83.0%	79.4%	83.3%	73.7%	100.0%	87.5%	77.0%	87.7%	81.6%	74.2%	78.6%	85.6%	81.6%	74.4%	87.8%	70.5%
23	15	9	4	10	10	-	5	12	3	20	1	2	-	-	21	2	5	16	5	7	3	6	6	17
5.6%	7.4%	3.9%	5.1%	8.3%	4.4%	-	7.1%	13.1%	2.0%	5.6%	3.3%	10.5%	-	-	6.8%	3.5%	4.4%	8.2%	4.5%	6.3%	3.9%	7.3%	3.2%	9.6%
419	200	219	84	115	220	34	75	90	163	361	32	20	5	43	316	61	122	194	119	118	81	87	201	177
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 24

Q2. Normal weightings

Q2. Which of the following best describes the sub-sector you work in?

Base: Those working in the sector 'Other service activities'

Unweighted Total
Weighted Total
Activities of membership organisations (trade unions, professional membership organisations)
Repair of computers and personal and household goods

Other personal service activities (hairdressing & beauty, washing & dry-cleaning, funeral care, personal training etc)
Repair of motor vehicles and motorcyles

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
393	0	0	0	393	271	66	45	11	259	82	19	53	340	167	226	93	110	190	249	144	228	165	35	214	39	105
419	0	0	0	419	289	70	48	12	276	87	20	56	362	178	241	99	117	203	265	153	243	176	37	228	42	112
44	-	-	-	44	31	7	5	-	25	12	4	11	33	18	26	10	6	28	31	13	29	15	1	16	7	19
10.4%	-	-	-	10.4%	10.7%	10.6%	11.1%	-	8.9%	13.4%	21.1%	18.9%	9.1%	10.2%	10.6%	9.7%	5.5%	13.7%	11.6%	8.3%	11.8%	8.5%	2.9%	7.0%	17.9%	17.1%
18	-	-	-	18	13	2	2	1	16	1	-	2	16	12	6	4	7	6	13	5	16	2	-	10	2	6
4.3%	-	-	-	4.3%	4.4%	3.0%	4.4%	9.1%	5.8%	1.2%	-	3.8%	4.4%	6.6%	2.7%	4.3%	6.4%	3.2%	4.8%	3.5%	6.6%	1.2%	-	4.2%	5.1%	5.7%
334	-	-	-	334	227	56	39	11	217	69	16	42	292	134	199	81	97	156	205	129	180	153	35	183	32	83
79.6%	-	-	-	79.6%	78.6%	80.3%	82.2%	90.9%	78.8%	79.3%	78.9%	73.6%	80.6%	75.4%	82.7%	81.7%	82.7%	76.8%	77.1%	84.0%	74.1%	87.3%	94.3%	80.4%	76.9%	74.3%
23	-	-	-	23	18	4	1	-	18	5	-	2	21	14	10	4	6	13	17	6	18	5	1	19	-	3
5.6%	-	-	-	5.6%	6.3%	6.1%	2.2%	-	6.6%	6.1%	-	3.8%	5.9%	7.8%	4.0%	4.3%	5.5%	6.3%	6.4%	4.2%	7.5%	3.0%	2.9%	8.4%	-	2.9%
419	-	-	-	419	289	70	48	12	276	87	20	56	362	178	241	99	117	203	265	153	243	176	37	228	42	112
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%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 25
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Pays the living wage as a minimum – currently £9.15 per hour in London and £7.85 in the rest of the UK

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
Weighted Total	5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
My employer does provide	2417	1003	1414	463	776	1178	217	399	599	866	2080	182	109	46	131	2092	194	766	1326	520	545	628	675	595	1630
	47.7%	49.5%	46.6%	44.2%	46.8%	49.9%	50.8%	47.1%	47.0%	47.4%	47.6%	49.0%	48.4%	48.5%	37.2%	49.8%	37.9%	46.5%	52.0%	41.0%	43.3%	54.4%	53.8%	27.2%	66.5%
My employer does not provide	1958	761	1197	429	625	902	144	338	491	710	1684	149	90	36	169	1519	270	663	857	568	536	382	410	1354	506
	38.7%	37.6%	39.4%	41.0%	37.7%	38.3%	33.7%	39.9%	38.6%	38.9%	38.5%	39.9%	40.2%	37.7%	47.7%	36.2%	52.8%	40.2%	33.6%	44.8%	42.6%	33.1%	32.7%	61.9%	20.6%
I dont know if my employer provides	688	262	426	154	256	278	66	110	184	249	608	41	25	13	53	587	47	218	369	181	176	145	171	239	315
	13.6%	12.9%	14.0%	14.7%	15.4%	11.8%	15.5%	12.9%	14.4%	13.6%	13.9%	11.1%	11.4%	13.8%	15.1%	14.0%	9.2%	13.3%	14.5%	14.3%	14.0%	12.5%	13.6%	10.9%	12.8%
SIGMA	5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 26
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Pays the living wage as a minimum – currently £9.15 per hour in London and £7.85 in the rest of the UK

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629
Weighted Total	5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
My employer does provide	2417	156	274	367	1620	1872	334	174	38	1292	959	72	648	1769	1168	1249	464	547	1406	1272	1145	1527	890	99	1183	316	820
	47.7%	33.7%	34.2%	47.6%	53.5%	51.7%	39.2%	36.7%	32.5%	44.5%	55.6%	51.3%	60.2%	44.4%	51.4%	44.8%	41.3%	42.9%	52.8%	46.7%	49.0%	49.5%	45.0%	39.4%	47.6%	45.4%	50.2%
My employer does not provide	1958	263	436	311	949	1271	396	229	62	1280	491	47	288	1671	799	1159	485	560	913	1084	874	1128	830	115	994	283	567
	38.7%	56.9%	54.4%	40.3%	31.3%	35.1%	46.4%	48.3%	53.9%	44.1%	28.5%	33.8%	26.7%	41.9%	35.1%	41.6%	43.2%	43.9%	34.3%	39.8%	37.4%	36.6%	42.0%	45.8%	40.0%	40.7%	34.7%
I dont know if my employer provides	688	43	92	94	459	478	123	71	16	330	274	21	142	546	307	381	175	169	344	369	319	430	258	37	307	97	247
	13.6%	9.4%	11.4%	12.1%	15.2%	13.2%	14.4%	15.0%	13.6%	11.4%	15.9%	14.9%	13.1%	13.7%	13.5%	13.7%	15.5%	13.2%	12.9%	13.5%	13.6%	13.9%	13.0%	14.8%	12.4%	13.9%	15.1%
SIGMA	5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 27

Q3. Normal weightings

Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.

Base: All Respondents

Offers job rotation – i.e., allows employees to move between different roles

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
3761	1457	2304	740	1204	1815	290	630	963	1361	3244	287	161	68	227	3232	302	1270	1962	853	935	883	993	1509	1948
74.3%	71.9%	75.8%	70.8%	72.7%	76.9%	67.9%	74.4%	75.6%	74.6%	74.2%	77.2%	71.9%	71.7%	64.1%	77.0%	59.1%	77.2%	76.9%	67.2%	74.3%	76.4%	79.1%	69.0%	79.5%
962	426	536	207	329	424	97	163	216	343	818	73	49	22	91	701	170	264	436	298	238	199	206	516	373
19.0%	21.0%	17.7%	19.8%	19.9%	18.0%	22.6%	19.3%	17.0%	18.8%	18.7%	19.7%	21.6%	22.9%	25.8%	16.7%	33.3%	16.0%	17.1%	23.5%	18.9%	17.3%	16.4%	23.6%	15.2%
341	143	197	98	123	119	41	53	94	121	309	12	14	5	36	266	39	112	153	119	85	73	57	163	129
6.7%	7.1%	6.5%	9.4%	7.4%	5.1%	9.5%	6.3%	7.4%	6.6%	7.1%	3.1%	6.4%	5.4%	10.1%	6.3%	7.7%	6.8%	6.0%	9.3%	6.8%	6.3%	4.5%	7.5%	5.3%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 28

Q3. Normal weightings

Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.

Base: All Respondents

Offers job rotation – i.e., allows employees to move between different roles

Unweighted Total
Weighted Total
My employer does provide

My employer does not provide

I dont know if my employer provides

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household	Length of time at company			Number of employees work for your employer		Contract Type		Education				
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No		Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels
5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
3761	313	579	652	2217	2784	587	316	74	2053	1407	110	907	2854	1684	2077	792	924	2045	1788	1973	2297	1464	174	1802	521	1265
74.3%	67.7%	72.2%	84.5%	73.2%	76.9%	68.9%	66.6%	64.4%	70.8%	81.6%	78.7%	84.2%	71.6%	74.0%	74.5%	70.5%	72.4%	76.8%	65.6%	84.4%	74.4%	74.0%	69.4%	72.5%	74.8%	77.4%
962	116	162	88	596	633	180	118	31	669	214	20	129	833	443	519	220	246	496	718	244	591	371	55	512	127	268
19.0%	25.2%	20.2%	11.4%	19.7%	17.5%	21.1%	25.0%	26.8%	23.1%	12.4%	14.0%	12.0%	20.9%	19.5%	18.6%	19.6%	19.2%	18.6%	26.4%	10.4%	19.2%	18.7%	21.9%	20.6%	18.3%	16.4%
341	32	61	32	215	205	86	40	10	179	103	10	41	299	148	192	111	107	123	219	121	198	143	22	171	48	100
6.7%	7.0%	7.6%	4.1%	7.1%	5.7%	10.0%	8.4%	8.8%	6.2%	6.0%	7.3%	3.8%	7.5%	6.5%	6.9%	9.9%	8.4%	4.6%	8.0%	5.2%	6.4%	7.2%	8.7%	6.9%	6.9%	6.1%
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 29
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides work-related training

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
1905	752	1153	500	637	768	179	323	480	674	1656	135	78	37	131	1620	155	641	979	505	468	420	467	846	934
37.6%	37.1%	38.0%	47.8%	38.4%	32.6%	41.8%	38.2%	37.7%	36.9%	37.9%	36.4%	34.6%	38.4%	37.0%	38.6%	30.2%	38.9%	38.4%	39.8%	37.2%	36.3%	37.2%	38.7%	38.1%
2366	961	1404	365	768	1232	185	399	590	839	2012	187	117	49	166	1918	282	731	1186	541	600	555	613	999	1157
46.7%	47.5%	46.2%	34.9%	46.3%	52.2%	43.2%	47.1%	46.3%	46.0%	50.2%	52.3%	52.0%	46.9%	45.7%	55.2%	44.4%	46.5%	42.6%	47.7%	48.0%	48.8%	45.7%	47.2%	
792	312	480	180	253	359	64	125	203	312	704	50	29	9	57	661	75	274	387	223	190	180	176	342	360
15.7%	15.4%	15.8%	17.3%	15.2%	15.2%	14.9%	14.7%	15.9%	17.1%	16.1%	13.4%	13.1%	9.6%	16.1%	15.7%	14.6%	16.6%	15.2%	17.6%	15.1%	15.6%	14.0%	15.6%	14.7%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 30
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides work-related training

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629	
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633	
1905	195	377	282	1051	1413	326	132	33	1034	715	51	478	1427	909	997	464	506	935	907	998	1183	722	88	896	284	637	
37.6%	42.2%	47.1%	36.6%	34.7%	39.0%	38.3%	27.9%	29.0%	35.6%	41.5%	36.6%	44.4%	35.8%	39.9%	35.7%	41.3%	39.6%	35.1%	33.3%	42.7%	38.4%	36.5%	35.2%	36.1%	40.9%	39.0%	
2366	198	308	356	1504	1654	387	263	62	1466	718	65	461	1905	1065	1301	429	576	1361	1439	927	1445	920	112	1187	305	762	
46.7%	42.9%	38.4%	46.1%	49.7%	45.7%	45.4%	55.4%	53.8%	50.5%	41.7%	46.8%	42.8%	47.8%	46.8%	46.6%	38.2%	45.1%	51.1%	52.8%	39.6%	46.8%	46.5%	44.8%	47.8%	43.8%	46.6%	
792	69	116	134	473	554	139	79	20	401	290	23	138	654	301	491	230	195	368	379	414	457	336	50	401	107	235	
15.7%	15.0%	14.5%	17.4%	15.6%	15.3%	16.3%	16.7%	17.3%	13.8%	16.8%	16.7%	12.8%	16.4%	13.2%	17.6%	20.5%	15.3%	13.8%	13.9%	17.7%	14.8%	17.0%	20.0%	16.1%	15.3%	14.4%	
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633	
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

JRF Survey

Prepared on behalf of JRF

Table 31
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Offers flexible working – where the employee can vary hours and shifts to suit them – for example job sharing, working part-time, or choosing to work hours around caring

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
2706	1018	1688	620	910	1175	218	450	683	996	2347	193	120	46	217	2224	264	924	1299	666	644	605	734	1099	1402
53.4%	50.2%	55.6%	59.3%	54.9%	49.8%	51.0%	53.2%	53.6%	54.6%	53.7%	51.8%	53.4%	48.4%	61.4%	53.0%	51.7%	56.1%	50.9%	52.5%	51.2%	52.4%	58.5%	50.3%	57.2%
1773	776	997	297	542	934	153	312	427	618	1510	143	82	39	93	1488	192	520	968	442	464	415	406	807	808
35.0%	38.3%	32.8%	28.4%	32.7%	39.6%	35.7%	36.9%	33.5%	33.9%	34.5%	38.5%	36.4%	40.7%	26.3%	35.4%	37.6%	31.6%	37.9%	34.8%	36.9%	35.9%	32.3%	36.9%	33.0%
585	232	353	128	205	250	57	84	164	210	515	36	23	10	44	486	55	202	284	162	150	134	116	282	240
11.5%	11.5%	11.6%	12.2%	12.3%	10.6%	13.4%	9.9%	12.9%	11.5%	11.8%	9.7%	10.2%	11.0%	12.3%	11.6%	10.7%	12.3%	11.1%	12.8%	11.9%	11.6%	9.2%	12.9%	9.8%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 32

Q3. Normal weightings

Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.

Base: All Respondents

Offers flexible working – where the employee can vary hours and shifts to suit them – for example job sharing, working part-time, or choosing to work hours around caring

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629
Weighted Total	5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
My employer does provide	2706	251	427	468	1558	2036	422	201	46	1461	996	91	615	2090	1290	1416	625	670	1410	1349	1357	1578	1128	109	1251	406	940
	53.4%	54.4%	53.3%	60.7%	51.5%	56.2%	49.5%	42.5%	39.9%	50.4%	57.7%	65.0%	57.1%	52.4%	56.7%	50.8%	55.7%	52.5%	52.9%	49.5%	58.0%	51.1%	57.0%	43.4%	50.4%	58.3%	57.6%
My employer does not provide	1773	150	262	225	1136	1201	303	216	53	1127	532	37	368	1405	756	1017	326	456	991	1077	697	1158	615	101	934	214	525
	35.0%	32.4%	32.7%	29.1%	37.5%	33.2%	35.5%	45.6%	45.9%	38.8%	30.8%	26.7%	34.2%	35.2%	33.2%	36.5%	29.0%	35.7%	37.2%	39.5%	29.8%	37.5%	31.1%	40.3%	37.6%	30.7%	32.1%
I dont know if my employer provides	585	61	112	78	334	384	128	56	16	313	197	12	94	491	229	356	172	150	263	300	285	350	235	41	299	76	168
	11.5%	13.2%	14.0%	10.2%	11.0%	10.6%	15.0%	11.9%	14.2%	10.8%	11.4%	8.2%	8.7%	12.3%	10.1%	12.8%	15.3%	11.7%	9.9%	11.0%	12.2%	11.3%	11.9%	16.3%	12.1%	11.0%	10.3%
SIGMA	5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

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Table 33
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides a discount to staff on goods and/or services offered as part of their business eg. a discount off shopping in store

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
1892	793	1099	490	648	754	162	322	467	659	1611	166	79	37	119	1644	130	669	975	484	471	430	453	960	843
37.4%	39.2%	36.2%	46.8%	39.1%	31.9%	37.8%	38.1%	36.7%	36.1%	36.8%	44.7%	35.2%	38.4%	33.5%	39.2%	25.3%	40.6%	38.2%	38.1%	37.4%	37.2%	36.1%	43.9%	34.4%
2573	997	1576	406	823	1343	213	429	641	958	2240	170	115	48	184	2070	319	779	1290	597	636	605	679	979	1337
50.8%	49.2%	51.9%	38.8%	49.7%	56.9%	49.7%	50.7%	50.3%	52.5%	51.2%	45.6%	51.4%	50.8%	52.1%	49.3%	62.4%	47.3%	50.6%	47.0%	50.6%	52.4%	54.1%	44.7%	54.6%
598	235	363	150	186	262	53	95	166	207	521	36	30	10	51	484	63	198	286	189	151	120	124	249	270
11.8%	11.6%	11.9%	14.3%	11.2%	11.1%	12.5%	11.2%	13.0%	11.4%	11.9%	9.7%	13.5%	10.7%	14.4%	11.5%	12.3%	12.0%	11.2%	14.9%	12.0%	10.4%	9.9%	11.4%	11.0%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 34
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides a discount to staff on goods and/or services offered as part of their business eg. a discount off shopping in store

Unweighted Total
Weighted Total
My employer does provide

My employer does not provide

I dont know if my employer provides

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
1892	236	587	182	887	1385	313	153	41	1177	575	27	416	1476	893	1000	458	500	934	826	1066	1171	721	98	950	287	557
37.4%	51.2%	73.3%	23.6%	29.3%	38.3%	36.7%	32.4%	35.2%	40.6%	33.3%	19.1%	38.6%	37.0%	39.2%	35.9%	40.8%	39.2%	35.1%	30.3%	45.6%	38.0%	36.5%	39.0%	38.3%	41.3%	34.1%
2573	185	152	471	1765	1823	424	264	62	1444	901	96	551	2022	1129	1445	477	632	1464	1570	1003	1567	1006	122	1244	323	884
50.8%	40.0%	19.0%	61.0%	58.3%	50.3%	49.8%	55.8%	53.4%	49.8%	52.3%	68.9%	51.1%	50.7%	49.6%	51.8%	42.5%	49.5%	55.0%	57.6%	42.9%	50.8%	50.9%	48.6%	50.1%	46.4%	54.2%
598	41	62	119	376	413	115	56	13	280	248	17	110	487	253	344	188	144	266	329	269	347	250	31	290	85	191
11.8%	8.8%	7.7%	15.4%	12.4%	11.4%	13.5%	11.9%	11.4%	9.7%	14.4%	12.0%	10.3%	12.2%	11.1%	12.3%	16.7%	11.3%	10.0%	12.1%	11.5%	11.3%	12.7%	12.4%	11.7%	12.3%	11.7%
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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Table 35
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Offers a discount scheme for goods and services supplied by other businesses e.g. money off shopping at a range of shops or on line, discounts on holidays

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
1587	690	896	375	554	657	150	262	395	547	1354	145	56	32	83	1422	82	537	885	374	366	380	423	666	824
31.3%	34.1%	29.5%	35.9%	33.4%	27.8%	35.1%	31.0%	31.0%	30.0%	31.0%	38.9%	25.0%	33.5%	23.5%	33.9%	16.0%	32.6%	34.7%	29.5%	29.1%	32.9%	33.7%	30.4%	33.6%
2794	1071	1723	502	884	1407	209	475	692	1032	2408	194	137	55	209	2222	363	878	1344	673	718	648	690	1229	1321
55.2%	52.9%	56.7%	48.0%	53.4%	59.6%	48.8%	56.1%	54.4%	56.6%	55.1%	52.2%	61.2%	57.5%	59.1%	52.9%	70.9%	53.3%	52.7%	53.0%	57.0%	56.1%	54.9%	56.2%	53.9%
682	264	418	168	219	295	69	109	186	246	610	33	31	9	62	554	67	232	322	222	175	127	143	293	306
13.5%	13.0%	13.8%	16.1%	13.2%	12.5%	16.0%	12.9%	14.6%	13.5%	13.9%	9.0%	13.8%	9.0%	17.4%	13.2%	13.1%	14.1%	12.6%	17.5%	13.9%	11.0%	11.4%	13.4%	12.5%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

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Prepared on behalf of JRF

Table 36

Q3. Normal weightings

Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.

Base: All Respondents

Offers a discount scheme for goods and services supplied by other businesses e.g. money off shopping at a range of shops or on line, discounts on holidays

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629
Weighted Total	5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
My employer does provide	1587	146	361	233	846	1196	242	117	31	859	640	22	431	1155	799	787	333	407	847	569	1018	1021	565	66	789	213	519
	31.3%	31.5%	45.1%	30.2%	27.9%	33.0%	28.4%	24.7%	26.9%	29.6%	37.1%	15.9%	40.0%	29.0%	35.1%	28.2%	29.6%	31.9%	31.8%	20.9%	43.5%	33.1%	28.6%	26.4%	31.8%	30.5%	31.8%
My employer does not provide	2794	264	328	438	1764	1964	480	284	66	1713	822	93	529	2265	1197	1597	562	705	1528	1786	1009	1677	1118	133	1372	394	895
	55.2%	57.1%	41.0%	56.8%	58.3%	54.2%	56.3%	59.9%	57.1%	59.0%	47.7%	66.2%	49.1%	56.8%	52.6%	57.3%	50.0%	55.2%	57.4%	65.5%	43.1%	54.3%	56.5%	53.2%	55.2%	56.6%	54.8%
I dont know if my employer provides	682	52	112	100	418	461	130	73	19	329	262	25	117	566	278	404	229	164	290	371	312	388	295	51	323	89	219
	13.5%	11.4%	14.0%	13.0%	13.8%	12.7%	15.3%	15.4%	16.0%	11.4%	15.2%	17.9%	10.8%	14.2%	12.2%	14.5%	20.4%	12.8%	10.9%	13.6%	13.3%	12.6%	14.9%	20.4%	13.0%	12.8%	13.4%
SIGMA	5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 37
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides assistance with childcare

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
1022	451	572	288	408	326	112	192	258	330	893	75	39	15	51	924	47	341	582	239	252	234	286	368	592
20.2%	22.2%	18.8%	27.5%	24.6%	13.8%	26.2%	22.7%	20.3%	18.1%	20.4%	20.1%	17.5%	15.9%	14.5%	22.0%	9.2%	20.7%	22.8%	18.8%	20.0%	20.3%	22.7%	16.8%	24.2%
2913	1121	1792	495	920	1497	221	474	730	1074	2499	210	144	61	209	2329	375	915	1413	716	729	660	738	1327	1346
57.5%	55.4%	59.0%	47.4%	55.5%	63.4%	51.7%	56.1%	57.3%	58.8%	57.2%	56.3%	64.0%	63.8%	59.2%	55.5%	73.3%	55.6%	55.4%	56.4%	58.0%	57.2%	58.7%	60.7%	54.9%
1128	454	674	262	328	537	94	179	285	421	980	88	41	19	93	946	89	390	556	315	277	261	233	493	512
22.3%	22.4%	22.2%	25.1%	19.8%	22.7%	22.1%	21.2%	22.4%	23.1%	22.4%	23.6%	18.5%	20.3%	26.3%	22.5%	17.4%	23.7%	21.8%	24.8%	22.0%	22.6%	18.5%	22.5%	20.9%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 38
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides assistance with childcare

Unweighted Total
Weighted Total
My employer does provide
20.2%
My employer does not provide
57.5%
I dont know if my employer provides
1128
22.3%
SIGMA
5064
100.0%

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
1022	55	151	152	664	777	150	79	16	534	425	25	302	720	597	425	254	242	527	467	555	698	324	38	457	141	386
20.2%	11.9%	18.9%	19.7%	21.9%	21.5%	17.5%	16.6%	14.2%	18.4%	24.6%	18.1%	28.1%	18.1%	26.3%	15.2%	22.6%	18.9%	19.8%	17.1%	23.8%	22.6%	16.4%	15.2%	18.4%	20.2%	23.6%
2913	303	446	447	1718	2036	509	295	73	1815	854	84	557	2356	1302	1612	530	758	1626	1749	1164	1736	1177	144	1503	388	878
57.5%	65.6%	55.6%	57.9%	56.7%	56.2%	59.7%	62.3%	62.8%	62.5%	49.5%	60.0%	51.7%	59.1%	57.2%	57.8%	47.2%	59.4%	61.0%	64.2%	49.8%	56.3%	59.5%	57.6%	60.5%	55.7%	53.8%
1128	104	205	174	646	807	194	100	27	552	445	31	218	910	376	752	340	277	511	510	619	651	477	68	524	167	369
22.3%	22.5%	25.5%	22.5%	21.3%	22.3%	22.8%	21.1%	23.0%	19.0%	25.8%	21.9%	20.2%	22.8%	16.5%	27.0%	30.3%	21.7%	19.2%	18.7%	26.5%	21.1%	24.1%	27.2%	21.1%	24.0%	22.6%
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 39
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides financial advice from a third party e.g. access to a free confidential information phone line

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
1067	465	602	273	384	409	116	186	247	370	920	84	43	21	54	959	55	349	609	255	270	237	286	409	580
21.1%	23.0%	19.8%	26.2%	23.2%	17.4%	27.2%	22.0%	19.4%	20.3%	21.0%	22.4%	18.9%	21.9%	15.2%	22.8%	10.7%	21.2%	23.9%	20.1%	21.4%	20.5%	22.8%	18.7%	23.7%
2830	1136	1694	491	910	1429	215	479	702	1040	2436	200	136	59	216	2257	357	875	1383	685	703	675	697	1272	1326
55.9%	56.1%	55.8%	47.0%	54.9%	60.6%	50.3%	56.6%	55.1%	57.0%	55.7%	53.6%	60.4%	62.0%	61.0%	53.8%	69.8%	53.1%	54.2%	53.9%	55.9%	58.5%	55.5%	58.2%	54.1%
1166	425	742	281	363	521	96	181	324	415	1016	89	46	15	84	982	100	423	560	330	285	243	273	507	545
23.0%	21.0%	24.4%	26.9%	21.9%	22.1%	22.5%	21.4%	25.5%	22.7%	23.2%	23.9%	20.6%	16.1%	23.8%	23.4%	19.5%	25.7%	21.9%	26.0%	22.7%	21.0%	21.8%	23.2%	22.3%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 40
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides financial advice from a third party e.g. access to a free confidential information phone line

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629
Weighted Total	5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
My employer does provide	1067	63	201	142	660	798	163	83	22	555	446	32	337	730	563	504	235	268	565	452	615	726	341	49	505	156	357
	21.1%	13.7%	25.1%	18.4%	21.8%	22.0%	19.2%	17.5%	19.2%	19.1%	25.9%	23.0%	31.3%	18.3%	24.8%	18.1%	20.9%	21.0%	21.2%	16.6%	26.3%	23.5%	17.2%	19.6%	20.3%	22.4%	21.9%
My employer does not provide	2830	290	389	427	1724	1995	476	297	63	1782	807	81	518	2312	1266	1564	538	702	1590	1743	1087	1695	1135	135	1418	372	906
	55.9%	62.9%	48.5%	55.3%	56.9%	55.1%	55.9%	62.6%	54.3%	61.4%	46.8%	57.8%	48.1%	58.0%	55.7%	56.1%	47.9%	55.0%	59.7%	64.0%	46.5%	54.9%	57.4%	53.7%	57.1%	53.4%	55.5%
I dont know if my employer provides	1166	108	211	202	645	829	213	94	31	565	471	27	222	945	446	721	351	306	510	531	636	665	502	67	561	169	370
	23.0%	23.4%	26.3%	26.2%	21.3%	22.9%	25.0%	19.9%	26.5%	19.5%	27.3%	19.1%	20.6%	23.7%	19.6%	25.8%	31.2%	24.0%	19.1%	19.5%	27.2%	21.5%	25.4%	26.7%	22.6%	24.2%	22.7%
SIGMA	5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 41
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides financial assistance to employees in need

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
898	415	483	266	310	322	94	167	213	287	762	74	42	20	62	768	67	256	513	253	220	172	238	364	477
17.7%	20.5%	15.9%	25.4%	18.7%	13.6%	22.1%	19.8%	16.8%	15.7%	17.4%	20.0%	18.5%	21.0%	17.5%	18.3%	13.2%	15.5%	20.1%	19.9%	17.5%	14.9%	18.9%	16.6%	19.4%
2754	1079	1675	460	897	1398	213	462	669	1030	2374	187	138	56	204	2203	347	856	1347	649	680	663	694	1230	1301
54.4%	53.3%	55.1%	44.0%	54.1%	59.2%	49.7%	54.6%	52.5%	56.5%	54.3%	50.2%	61.3%	58.7%	57.6%	52.5%	67.9%	52.0%	52.8%	51.1%	54.0%	57.4%	55.2%	56.2%	53.1%
1412	532	880	320	451	640	121	216	391	508	1236	111	45	19	88	1227	97	535	692	368	358	320	325	594	673
27.9%	26.3%	29.0%	30.6%	27.2%	27.1%	28.3%	25.6%	30.7%	27.8%	28.3%	29.8%	20.2%	20.3%	24.9%	29.2%	18.9%	32.5%	27.1%	29.0%	28.5%	27.7%	25.8%	27.1%	27.5%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 42
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides financial assistance to employees in need

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
898	73	130	115	580	679	138	64	16	525	302	27	222	676	486	412	243	221	434	540	358	624	273	38	464	112	284
17.7%	15.9%	16.2%	14.8%	19.1%	18.8%	16.2%	13.5%	14.0%	18.1%	17.5%	19.6%	20.6%	17.0%	21.4%	14.8%	21.6%	17.3%	16.3%	19.8%	15.3%	20.2%	13.8%	15.0%	18.7%	16.1%	17.4%
2754	265	421	447	1620	1922	478	285	69	1687	851	76	572	2182	1242	1512	488	699	1567	1572	1182	1658	1096	130	1344	397	882
54.4%	57.5%	52.5%	58.0%	53.5%	53.1%	56.0%	60.2%	60.0%	58.2%	49.4%	54.4%	53.1%	54.8%	54.6%	54.2%	43.5%	54.8%	58.8%	57.7%	50.5%	53.7%	55.4%	52.1%	54.1%	57.1%	54.0%
1412	123	250	210	828	1020	236	125	30	689	571	36	284	1128	547	865	393	356	663	613	798	803	608	82	675	187	467
27.9%	26.7%	31.3%	27.2%	27.3%	28.2%	27.7%	26.3%	26.1%	23.8%	33.1%	26.0%	26.4%	28.3%	24.1%	31.0%	34.9%	27.9%	24.9%	22.5%	34.1%	26.0%	30.8%	32.9%	27.2%	26.8%	28.6%
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 43
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides assistance with transport costs such as a season ticket loan for train or bus

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
1036	471	565	288	370	377	125	182	248	364	917	66	35	17	59	904	73	301	603	249	238	249	276	371	588
20.5%	23.2%	18.6%	27.5%	22.3%	16.0%	29.1%	21.5%	19.4%	19.9%	21.0%	17.8%	15.6%	17.8%	16.8%	21.5%	14.3%	18.3%	23.6%	19.6%	18.9%	21.6%	21.9%	17.0%	24.0%
3240	1247	1994	566	1036	1638	240	533	816	1182	2771	250	155	65	228	2651	361	1049	1602	768	819	744	823	1459	1520
64.0%	61.5%	65.6%	54.2%	62.5%	69.4%	56.2%	63.0%	64.1%	64.8%	63.4%	67.1%	68.9%	67.8%	64.6%	63.1%	70.5%	63.7%	62.8%	60.5%	65.1%	64.4%	65.5%	66.7%	62.0%
788	309	479	191	251	344	63	131	210	279	683	56	35	14	66	644	78	297	347	253	201	162	158	358	343
15.6%	15.2%	15.8%	18.3%	15.2%	14.6%	14.7%	15.5%	16.5%	15.3%	15.6%	15.1%	15.5%	14.3%	18.7%	15.3%	15.3%	18.0%	13.6%	19.9%	16.0%	14.0%	12.6%	16.4%	14.0%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 44
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides assistance with transport costs such as a season ticket loan for train or bus

Unweighted Total
Weighted Total
My employer does provide
20.5%
My employer does not provide
64.0%
I dont know if my employer provides
15.6%
SIGMA
5064
100.0%

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
1036	69	144	149	674	788	157	79	13	544	418	40	287	749	544	492	260	270	506	527	509	727	309	40	453	152	391
20.5%	15.0%	18.0%	19.3%	22.2%	21.8%	18.4%	16.6%	10.9%	18.7%	24.3%	28.4%	26.6%	18.8%	23.9%	17.6%	23.1%	21.2%	19.0%	19.3%	21.8%	23.6%	15.6%	15.8%	18.2%	21.9%	23.9%
3240	324	505	506	1905	2281	551	327	81	1999	983	82	635	2605	1413	1827	621	794	1825	1837	1404	1938	1302	166	1636	437	1001
64.0%	70.1%	63.0%	65.6%	62.9%	63.0%	64.6%	69.0%	70.4%	68.9%	57.0%	58.7%	58.9%	65.4%	62.1%	65.5%	55.3%	62.3%	68.5%	67.4%	60.0%	62.8%	65.8%	66.5%	65.9%	62.8%	61.3%
788	69	152	116	450	552	145	68	22	359	323	18	155	632	318	470	242	212	333	362	426	420	367	44	395	107	241
15.6%	15.0%	19.0%	15.1%	14.9%	15.3%	17.0%	14.4%	18.7%	12.4%	18.7%	12.9%	14.4%	15.9%	14.0%	16.9%	21.6%	16.6%	12.5%	13.3%	18.2%	13.6%	18.6%	17.7%	15.9%	15.4%	14.8%
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 45
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides an assistance scheme so you can claim back optician and dentist costs

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
1233	536	696	289	458	485	118	223	302	430	1073	86	50	24	55	1134	44	356	778	264	303	292	350	412	722
24.3%	26.5%	22.9%	27.6%	27.7%	20.6%	27.5%	26.4%	23.7%	23.6%	24.5%	23.1%	22.2%	25.1%	15.5%	27.0%	8.6%	21.6%	30.5%	20.8%	24.1%	25.3%	27.8%	18.8%	29.4%
2901	1136	1765	526	889	1486	230	470	735	1057	2491	218	132	61	228	2288	386	946	1342	723	716	673	712	1354	1325
57.3%	56.1%	58.1%	50.3%	53.6%	63.0%	53.7%	55.5%	57.7%	57.9%	57.0%	58.5%	58.9%	63.7%	64.3%	54.5%	75.4%	57.4%	52.6%	57.0%	57.0%	58.3%	56.7%	61.9%	54.1%
930	353	576	231	310	388	80	153	237	338	808	68	42	11	71	777	82	345	432	282	238	189	194	422	404
18.4%	17.4%	19.0%	22.1%	18.7%	16.4%	18.8%	18.1%	18.6%	18.5%	18.5%	18.4%	18.8%	11.2%	20.2%	18.5%	16.0%	21.0%	16.9%	22.2%	18.9%	16.4%	15.5%	19.3%	16.5%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 46
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Provides an assistance scheme so you can claim back optician and dentist costs

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
1233	67	185	153	827	954	163	95	20	659	503	27	372	860	666	567	257	280	695	515	717	875	358	49	579	182	424
24.3%	14.4%	23.1%	19.9%	27.3%	26.3%	19.2%	20.1%	17.0%	22.7%	29.2%	19.2%	34.5%	21.6%	29.3%	20.3%	22.9%	21.9%	26.1%	18.9%	30.7%	28.3%	18.1%	19.5%	23.3%	26.1%	25.9%
2901	312	427	466	1696	2028	518	285	70	1802	837	91	523	2378	1239	1663	566	748	1587	1771	1131	1693	1209	142	1462	380	918
57.3%	67.6%	53.3%	60.4%	56.0%	56.0%	60.8%	60.2%	60.6%	62.1%	48.5%	64.9%	48.6%	59.7%	54.5%	59.6%	50.4%	58.6%	59.6%	65.0%	48.4%	54.9%	61.1%	56.5%	58.8%	54.7%	56.2%
930	83	189	153	505	639	171	93	26	441	384	22	182	748	371	559	300	248	381	439	490	518	411	60	444	134	292
18.4%	18.0%	23.5%	19.8%	16.7%	17.7%	20.1%	19.7%	22.4%	15.2%	22.3%	15.8%	16.9%	18.8%	16.3%	20.0%	26.7%	19.4%	14.3%	16.1%	21.0%	16.8%	20.8%	24.0%	17.9%	19.3%	17.9%
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 47
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Allows employees to buy or sell holiday leave

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
936	440	496	244	351	341	99	173	246	306	823	63	35	14	66	823	48	284	539	227	234	207	248	339	534
18.5%	21.7%	16.3%	23.3%	21.2%	14.4%	23.2%	20.4%	19.3%	16.8%	18.8%	16.9%	15.7%	15.0%	18.6%	19.6%	9.3%	17.2%	21.1%	17.9%	18.6%	17.9%	19.7%	15.5%	21.8%
3261	1254	2007	566	1031	1663	255	537	792	1221	2805	240	148	69	218	2671	372	1035	1637	772	792	773	846	1437	1553
64.4%	61.9%	66.1%	54.1%	62.2%	70.5%	59.5%	63.5%	62.2%	66.9%	64.1%	64.4%	66.1%	72.1%	61.6%	63.6%	72.7%	62.9%	64.1%	60.8%	63.0%	66.9%	67.3%	65.7%	63.4%
866	332	535	236	276	355	74	136	236	298	744	70	41	12	70	704	92	328	376	270	232	175	163	412	364
17.1%	16.4%	17.6%	22.6%	16.6%	15.1%	17.3%	16.1%	18.5%	16.3%	17.0%	18.7%	18.1%	13.0%	19.9%	16.8%	18.0%	19.9%	14.7%	21.3%	18.4%	15.2%	13.0%	18.8%	14.8%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 48
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Allows employees to buy or sell holiday leave

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
936	65	124	148	599	725	135	64	12	539	347	19	251	685	512	423	231	240	465	462	474	652	284	40	454	123	318
18.5%	14.1%	15.4%	19.2%	19.8%	20.0%	15.8%	13.5%	10.7%	18.6%	20.1%	13.4%	23.3%	17.2%	22.5%	15.2%	20.5%	18.8%	17.4%	17.0%	20.3%	21.1%	14.3%	16.1%	18.3%	17.7%	19.5%
3261	298	514	499	1951	2326	535	323	77	1932	1051	97	670	2592	1408	1853	601	807	1854	1836	1425	1950	1311	159	1607	452	1043
64.4%	64.5%	64.1%	64.6%	64.4%	64.2%	62.8%	68.2%	66.4%	66.6%	60.9%	69.7%	62.1%	65.0%	61.9%	66.4%	53.4%	63.2%	69.6%	67.4%	61.0%	63.2%	66.3%	63.6%	64.7%	64.9%	63.9%
866	99	164	125	479	571	183	87	26	431	326	24	157	710	354	512	292	229	345	427	439	483	384	51	422	121	272
17.1%	21.4%	20.5%	16.2%	15.8%	15.8%	21.4%	18.3%	22.9%	14.8%	18.9%	17.0%	14.5%	17.8%	15.6%	18.4%	26.0%	17.9%	13.0%	15.7%	18.8%	15.7%	19.4%	20.3%	17.0%	17.4%	16.7%
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 49
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Pays maternity and paternity leave beyond the statutory minimum

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
1752	705	1047	414	654	684	167	302	448	590	1507	139	68	38	78	1589	84	577	1012	421	414	419	473	588	1045
34.6%	34.8%	34.5%	39.6%	39.5%	29.0%	39.0%	35.7%	35.2%	32.3%	34.5%	37.5%	30.3%	39.7%	22.1%	37.9%	16.5%	35.0%	39.7%	33.1%	32.9%	36.3%	37.6%	26.9%	42.7%
1893	789	1104	315	639	939	144	315	465	711	1634	125	93	41	154	1461	279	550	911	463	469	434	480	916	828
37.4%	38.9%	36.4%	30.1%	38.6%	39.8%	33.6%	37.3%	36.5%	38.9%	37.4%	33.6%	41.3%	43.3%	43.4%	34.8%	54.6%	33.4%	35.7%	36.5%	37.3%	37.6%	38.2%	41.9%	33.8%
1418	532	886	316	364	736	117	229	361	524	1231	108	64	16	122	1148	148	520	628	386	374	302	303	684	578
28.0%	26.3%	29.2%	30.2%	22.0%	31.2%	27.4%	27.0%	28.3%	28.7%	28.2%	28.9%	28.4%	17.0%	34.5%	27.3%	29.0%	31.6%	24.6%	30.4%	29.7%	26.1%	24.1%	31.3%	23.6%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 50

Q3. Normal weightings

Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.

Base: All Respondents

Pays maternity and paternity leave beyond the statutory minimum

Unweighted Total
Weighted Total
My employer does provide

My employer does not provide

I dont know if my employer provides

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629	
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633	
1752	116	271	269	1097	1319	274	124	34	854	790	42	557	1195	953	799	360	390	1002	798	954	1154	598	73	840	225	615	
34.6%	25.0%	33.8%	34.8%	36.2%	36.4%	32.2%	26.2%	29.7%	29.4%	45.8%	29.9%	51.7%	30.0%	41.9%	28.7%	32.0%	30.6%	37.6%	29.3%	40.8%	37.4%	30.2%	29.0%	33.8%	32.3%	37.6%	
1893	203	287	275	1129	1302	338	204	49	1300	443	57	276	1617	858	1035	346	501	1047	1228	665	1150	743	104	921	278	591	
37.4%	44.0%	35.8%	35.6%	37.3%	36.0%	39.7%	43.1%	42.0%	44.8%	25.7%	40.6%	25.6%	40.6%	37.7%	37.1%	30.8%	39.3%	39.3%	45.1%	28.4%	37.3%	37.6%	41.4%	37.1%	39.9%	36.2%	
1418	143	244	228	803	1000	240	146	33	747	491	41	244	1174	464	955	418	385	615	699	720	781	637	74	723	193	427	
28.0%	31.0%	30.5%	29.6%	26.5%	27.6%	28.2%	30.8%	28.3%	25.8%	28.5%	29.5%	22.7%	29.5%	20.4%	34.2%	37.2%	30.1%	23.1%	25.6%	30.8%	25.3%	32.2%	29.6%	29.1%	27.8%	26.2%	
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633	
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

JRF Survey

Prepared on behalf of JRF

Table 51
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Contributes to employees' pensions

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
3225	1335	1891	622	1070	1534	268	544	813	1155	2779	256	134	56	158	2889	178	1027	1862	663	787	800	885	1178	1781
63.7%	65.9%	62.2%	59.5%	64.6%	65.0%	62.7%	64.3%	63.8%	63.3%	63.6%	68.7%	59.6%	59.2%	44.7%	68.8%	34.8%	62.4%	73.0%	52.2%	62.6%	69.3%	70.4%	53.8%	72.7%
1274	481	792	271	405	598	101	215	301	478	1095	79	68	32	133	889	252	399	491	394	315	251	289	697	474
25.2%	23.8%	26.1%	25.9%	24.4%	25.4%	23.5%	25.4%	23.6%	26.2%	25.0%	21.2%	30.4%	33.2%	37.6%	21.2%	49.2%	24.2%	19.2%	31.0%	25.1%	21.7%	23.0%	31.9%	19.4%
565	210	355	153	183	227	59	87	160	192	498	37	22	7	63	420	82	221	199	214	155	104	82	313	196
11.2%	10.4%	11.7%	14.7%	11.0%	9.6%	13.8%	10.3%	12.6%	10.5%	11.4%	10.0%	9.9%	7.6%	17.7%	10.0%	16.1%	13.4%	7.8%	16.8%	12.3%	9.0%	6.5%	14.3%	8.0%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 52
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Contributes to employees' pensions

Unweighted Total
Weighted Total
My employer does provide

My employer does not provide

I dont know if my employer provides

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualification s	NVQs, GCSEs, Other	A-Levels	Degree	
5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629	
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633	
3225	236	513	515	1961	2407	493	264	62	1741	1270	80	877	2348	1484	1741	618	765	1842	1313	1912	2123	1102	136	1530	457	1102	
63.7%	51.2%	64.0%	66.7%	64.8%	66.5%	57.8%	55.7%	53.4%	60.0%	73.7%	57.0%	81.4%	58.9%	65.2%	62.4%	55.0%	60.0%	69.2%	48.2%	81.8%	68.8%	55.7%	54.4%	61.6%	65.7%	67.4%	
1274	157	183	184	749	868	230	144	32	872	264	44	145	1128	553	720	322	346	606	1042	232	689	585	68	659	162	385	
25.2%	34.1%	22.9%	23.8%	24.7%	24.0%	27.0%	30.3%	27.5%	30.1%	15.3%	31.7%	13.5%	28.3%	24.3%	25.8%	28.6%	27.1%	22.7%	38.2%	9.9%	22.3%	29.6%	27.1%	26.5%	23.3%	23.5%	
565	68	106	73	318	347	130	66	22	289	190	16	55	510	238	327	184	165	216	370	194	273	292	46	295	76	147	
11.2%	14.8%	13.2%	9.5%	10.5%	9.6%	15.2%	14.0%	19.1%	9.9%	11.0%	11.2%	5.1%	12.8%	10.4%	11.7%	16.4%	12.9%	8.1%	13.6%	8.3%	8.8%	14.7%	18.5%	11.9%	11.0%	9.0%	
5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633	
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

JRF Survey

Prepared on behalf of JRF

Table 53
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: All Respondents
Gives employees involvement in decision making at work e.g. via on line surveys, workplace representatives

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
5064	1995	3069	1047	1657	2358	424	845	1277	1827	4373	372	224	95	365	4177	522	1647	2530	1280	1257	1151	1249	2224	2424
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
1900	765	1135	453	622	825	169	335	464	677	1645	150	70	35	100	1678	122	632	1046	444	440	434	535	703	1053
37.5%	37.7%	37.4%	43.3%	37.5%	35.0%	39.6%	39.6%	36.4%	37.1%	37.6%	40.4%	31.1%	36.7%	28.2%	40.0%	23.8%	38.4%	41.0%	35.0%	35.0%	37.6%	42.6%	32.1%	43.0%
2387	968	1419	403	775	1209	187	384	597	880	2048	172	119	48	184	1893	309	734	1159	570	616	572	574	1127	1070
47.1%	47.8%	46.7%	38.5%	46.7%	51.2%	43.7%	45.4%	46.8%	48.2%	46.8%	46.3%	53.0%	50.6%	52.2%	45.1%	60.4%	44.6%	45.4%	44.9%	48.9%	49.5%	45.7%	51.5%	43.7%
777	293	484	189	261	326	72	127	213	268	679	50	36	12	69	627	81	280	347	255	203	149	148	358	328
15.3%	14.4%	15.9%	18.1%	15.7%	13.8%	16.7%	15.0%	16.7%	14.7%	15.5%	13.3%	15.9%	12.7%	19.6%	14.9%	15.7%	17.0%	13.6%	20.1%	16.1%	12.9%	11.7%	16.4%	13.4%
5064	2026	3038	1046	1657	2359	428	846	1274	1825	4372	372	224	95	354	4198	512	1646	2552	1270	1258	1155	1256	2188	2451
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 54

Q3. Normal weightings

Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.

Base: All Respondents

Gives employees involvement in decision making at work e.g. via on line surveys, workplace representatives

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	5064	555	752	916	2841	3609	861	477	117	2892	1728	144	1073	3991	2269	2795	1128	1286	2650	2724	2340	3071	1993	248	2490	697	1629
Weighted Total	5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
My employer does provide	1900	143	349	297	1111	1474	278	118	29	1012	742	60	512	1388	890	1010	409	485	1006	832	1067	1217	683	70	851	262	716
	37.5%	31.0%	43.5%	38.5%	36.7%	40.7%	32.6%	24.9%	25.3%	34.9%	43.0%	42.9%	47.5%	34.8%	39.1%	36.2%	36.4%	38.0%	37.8%	30.5%	45.6%	39.4%	34.5%	27.9%	34.3%	37.7%	43.9%
My employer does not provide	2387	241	327	354	1465	1635	424	267	61	1523	679	56	441	1946	1053	1334	462	581	1345	1485	902	1436	951	126	1247	316	698
	47.1%	52.3%	40.8%	45.9%	48.4%	45.2%	49.7%	56.4%	53.0%	52.5%	39.4%	39.9%	40.9%	48.8%	46.3%	47.8%	41.1%	45.5%	50.5%	54.5%	38.6%	46.5%	48.1%	50.5%	50.2%	45.4%	42.7%
I dont know if my employer provides	777	77	126	120	453	512	151	89	25	366	304	24	125	652	332	445	253	211	313	408	369	432	344	54	386	118	219
	15.3%	16.8%	15.7%	15.6%	15.0%	14.1%	17.7%	18.8%	21.7%	12.6%	17.6%	17.2%	11.6%	16.4%	14.6%	15.9%	22.5%	16.5%	11.8%	15.0%	15.8%	14.0%	17.4%	21.6%	15.5%	16.9%	13.4%
SIGMA	5064	462	802	772	3028	3621	853	474	116	2902	1724	140	1077	3986	2275	2789	1124	1276	2664	2725	2338	3086	1978	250	2484	696	1633
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 55
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: Those working in hospitality or care
Provides free or low-cost meals at work

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
761	228	533	172	248	340	50	126	202	282	660	58	33	10	107	540	114	230	310	246	177	152	156	507	226
637	191	447	144	208	285	42	105	169	236	553	49	28	8	90	452	95	193	260	206	148	127	131	424	190
275	84	191	75	82	117	22	48	77	89	236	24	9	6	32	201	42	79	121	84	70	54	58	187	80
43.1%	44.2%	42.7%	52.2%	39.4%	41.1%	51.9%	46.0%	45.4%	37.5%	42.6%	49.9%	33.2%	70.0%	36.3%	44.4%	43.8%	41.2%	46.7%	40.6%	47.4%	42.0%	44.1%	44.1%	42.0%
303	86	217	55	102	146	17	48	76	123	263	20	18	3	48	207	48	91	116	98	65	66	63	201	89
47.5%	45.3%	48.5%	37.9%	49.3%	51.2%	40.1%	45.3%	44.7%	51.8%	47.5%	41.4%	63.7%	30.0%	53.5%	45.8%	50.1%	47.5%	44.6%	47.7%	43.6%	52.1%	48.2%	47.3%	47.0%
59	20	39	14	23	22	3	9	17	25	54	4	1	-	9	44	6	22	23	24	13	8	10	37	21
9.3%	10.5%	8.8%	9.9%	11.3%	7.6%	8.0%	8.7%	9.9%	10.6%	9.8%	8.7%	3.1%	-	10.3%	9.8%	6.1%	11.3%	8.7%	11.8%	9.0%	5.9%	7.7%	8.7%	11.1%
637	191	447	144	208	285	42	105	169	236	553	49	28	8	90	452	95	193	260	206	148	127	131	424	190
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 56
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: Those working in hospitality or care
Provides free or low-cost meals at work

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
761	360	0	401	0	483	159	93	26	508	148	39	91	670	312	449	193	259	309	461	300	425	336	39	407	111	204
637	300	0	338	0	404	133	78	22	425	124	33	76	561	261	376	162	217	259	386	251	356	281	33	341	93	171
275	172	-	103	-	183	56	30	6	195	48	8	30	245	116	159	74	94	108	161	114	151	124	12	146	41	76
43.1%	57.5%	-	30.4%	-	45.3%	42.0%	38.6%	26.9%	45.8%	38.4%	25.7%	39.5%	43.6%	44.5%	42.2%	45.5%	43.1%	41.7%	41.8%	45.2%	42.3%	44.2%	35.9%	42.9%	44.0%	44.5%
303	94	-	209	-	180	65	43	14	203	57	21	40	263	122	181	74	99	130	189	114	174	129	15	159	43	87
47.5%	31.4%	-	61.8%	-	44.6%	49.2%	54.9%	65.4%	47.7%	46.0%	64.1%	51.8%	47.0%	46.6%	48.2%	45.7%	45.7%	50.2%	48.9%	45.4%	48.8%	45.9%	46.1%	46.5%	46.1%	50.6%
59	33	-	26	-	41	12	5	2	28	19	3	7	53	23	36	14	24	21	36	23	32	28	6	36	9	8
9.3%	11.1%	-	7.7%	-	10.1%	8.8%	6.4%	7.7%	6.5%	15.5%	10.3%	8.8%	9.4%	9.0%	9.6%	8.8%	11.2%	8.1%	9.3%	9.3%	8.9%	9.8%	18.0%	10.6%	9.9%	4.9%
637	300	-	338	-	404	133	78	22	425	124	33	76	561	261	376	162	217	259	386	251	356	281	33	341	93	171
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 57
Q3. Normal weightings
Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.
Base: Those working in care
Pays for travel time between clients/service users

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
174	36	138	33	61	80	7	21	45	78	151	13	7	3	31	118	25	48	70	46	42	39	43	93	70
147	30	116	28	51	67	6	18	38	66	127	11	6	3	26	99	21	40	59	39	35	33	36	78	59
62	16	46	6	24	31	3	10	15	22	50	5	4	3	7	47	8	17	30	15	12	16	17	27	30
42.0%	52.8%	39.1%	21.2%	47.5%	46.3%	42.9%	57.1%	40.0%	33.3%	39.1%	46.2%	71.4%	100.0%	25.8%	47.5%	36.0%	41.7%	51.4%	39.1%	33.3%	48.7%	46.5%	34.4%	51.4%
66	13	53	17	21	28	2	7	18	35	61	3	2	-	17	38	11	17	21	21	17	12	14	46	18
44.8%	41.7%	45.7%	60.6%	41.0%	41.3%	28.6%	38.1%	46.7%	52.6%	47.7%	30.8%	28.6%	-	64.5%	38.1%	52.0%	41.7%	35.7%	54.3%	47.6%	35.9%	39.5%	58.1%	30.0%
19	2	18	5	6	8	2	1	5	9	17	3	-	-	3	14	3	7	8	3	7	5	5	6	11
13.2%	5.6%	15.2%	18.2%	11.5%	12.5%	28.6%	4.8%	13.3%	14.1%	13.2%	23.1%	-	-	9.7%	14.4%	12.0%	16.7%	12.9%	6.5%	19.0%	15.4%	14.0%	7.5%	18.6%
147	30	116	28	51	67	6	18	38	66	127	11	6	3	26	99	21	40	59	39	35	33	36	78	59
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 58

Q3. Normal weightings

Q3. Below is a list of policies and benefits that some employers provide and some do not. For each, can you please indicate whether your current employer provides these or not or whether you don't know.

Base: Those working in care

Pays for travel time between clients/service users

Unweighted Total
Weighted Total
My employer does provide
My employer does not provide
I dont know if my employer provides
SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
174	0	0	174	0	110	38	22	4	91	45	24	28	146	86	88	31	60	83	110	64	98	76	2	86	27	59
147	0	0	147	0	93	32	19	3	77	38	20	24	123	72	74	26	51	70	93	54	83	64	2	72	23	50
62	-	-	62	-	42	12	7	1	29	16	14	13	49	41	20	11	20	30	38	24	35	26	1	24	13	24
42.0%	-	-	42.0%	-	45.5%	36.8%	36.4%	25.0%	37.4%	42.2%	70.8%	53.6%	39.7%	57.0%	27.3%	41.9%	40.0%	43.4%	40.9%	43.8%	42.9%	40.8%	50.0%	33.7%	55.6%	47.5%
66	-	-	66	-	34	19	12	2	38	15	4	8	57	26	40	11	22	33	44	22	37	29	1	35	8	21
44.8%	-	-	44.8%	-	36.4%	57.9%	63.6%	50.0%	49.5%	40.0%	20.8%	35.7%	46.6%	36.0%	53.4%	41.9%	43.3%	47.0%	47.3%	40.6%	44.9%	44.7%	50.0%	48.8%	37.0%	42.4%
19	-	-	19	-	17	2	-	1	10	7	2	3	17	5	14	4	8	7	11	8	10	9	-	13	2	5
13.2%	-	-	13.2%	-	18.2%	5.3%	-	25.0%	13.2%	17.8%	8.3%	10.7%	13.7%	7.0%	19.3%	16.1%	16.7%	9.6%	11.8%	15.6%	12.2%	14.5%	-	17.4%	7.4%	10.2%
147	-	-	147	-	93	32	19	3	77	38	20	24	123	72	74	26	51	70	93	54	83	64	2	72	23	50
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%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 59

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Pays the living wage as a minimum – currently £9.15 per hour in London and £7.85 in the rest of the UK

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	2400	978	1422	457	773	1170	212	395	594	865	2066	181	107	46	134	2070	196	766	1304	521	543	621	666	599	1612
Weighted Total	2417	1003	1414	463	776	1178	217	399	599	866	2080	182	109	46	131	2092	194	766	1326	520	545	628	675	595	1630
0	27	17	10	4	8	15	2	10	6	6	24	-	3	-	2	21	4	6	15	7	6	6	6	15	9
	1.1%	1.7%	0.7%	0.9%	1.0%	1.3%	0.8%	2.5%	1.0%	0.7%	1.1%	-	2.9%	-	1.3%	1.0%	2.2%	0.8%	1.1%	1.3%	1.0%	1.0%	0.9%	2.6%	0.6%
1	23	12	11	3	8	12	3	9	4	3	19	2	2	-	2	19	2	5	14	5	3	5	10	11	9
	1.0%	1.2%	0.8%	0.6%	1.0%	1.0%	1.5%	2.2%	0.7%	*	0.9%	1.2%	1.7%	-	1.6%	0.9%	0.9%	0.7%	1.1%	0.9%	0.6%	0.7%	1.5%	1.8%	0.5%
2	15	8	7	3	4	8	2	4	2	6	14	1	-	-	2	11	2	1	10	2	3	3	6	5	6
	0.6%	0.8%	*	0.6%	0.5%	0.7%	1.0%	1.0%	*	0.7%	0.7%	*	-	-	1.6%	0.5%	1.1%	*	0.8%	*	0.6%	0.5%	0.9%	0.8%	*
3	25	13	11	3	5	17	2	7	2	9	21	3	1	-	-	20	4	10	10	7	4	6	7	13	8
	1.0%	1.3%	0.8%	0.6%	0.7%	1.4%	1.0%	1.8%	*	1.1%	1.0%	1.6%	1.0%	-	-	1.0%	2.2%	1.3%	0.8%	1.3%	0.8%	0.9%	1.1%	2.2%	0.5%
4	33	18	15	11	7	15	6	5	13	5	30	1	1	1	1	26	5	10	17	15	5	2	10	18	14
	1.4%	1.8%	1.1%	2.4%	0.9%	1.2%	2.8%	1.2%	2.2%	0.6%	1.4%	0.6%	1.0%	1.8%	0.8%	1.2%	2.8%	1.2%	1.3%	3.0%	0.9%	*	1.5%	3.0%	0.9%
5	141	68	74	28	42	72	11	23	28	59	121	12	7	1	11	113	17	34	79	33	40	35	32	41	79
	5.9%	6.7%	5.2%	6.0%	5.4%	6.1%	5.1%	5.7%	4.8%	6.9%	5.8%	6.4%	6.7%	2.3%	8.2%	5.4%	8.9%	4.4%	6.0%	6.3%	7.3%	5.6%	4.8%	6.9%	4.8%
6	179	80	98	51	60	67	18	26	44	68	156	13	6	3	14	147	18	48	99	43	39	53	39	62	112
	7.4%	8.0%	7.0%	11.1%	7.8%	5.7%	8.2%	6.4%	7.4%	7.9%	7.5%	7.2%	5.7%	6.9%	10.7%	7.0%	9.2%	6.3%	7.5%	8.2%	7.2%	8.4%	5.7%	10.5%	6.8%
7	303	138	164	56	120	127	28	51	76	102	257	23	19	4	12	273	18	93	180	79	75	75	68	85	195
	12.5%	13.8%	11.6%	12.0%	15.5%	10.8%	12.7%	12.9%	12.8%	11.7%	12.4%	12.4%	17.6%	8.8%	9.5%	13.0%	9.1%	12.1%	13.6%	15.2%	13.8%	11.9%	10.0%	14.3%	12.0%
8	351	147	204	59	113	179	29	67	90	124	310	17	17	7	16	311	25	127	184	75	83	78	106	88	245
	14.5%	14.7%	14.4%	12.8%	14.6%	15.2%	13.2%	16.8%	15.1%	14.3%	14.9%	9.4%	15.3%	15.2%	11.8%	14.9%	12.7%	16.6%	13.9%	14.5%	15.2%	12.5%	15.7%	14.7%	15.1%
9	338	139	198	52	99	187	32	50	80	126	287	31	14	5	14	295	29	119	176	61	74	102	96	73	238
	14.0%	13.9%	14.0%	11.3%	12.7%	15.9%	14.6%	12.4%	13.4%	14.5%	13.8%	17.1%	13.1%	10.6%	10.3%	14.1%	15.2%	15.6%	13.2%	11.8%	13.6%	16.2%	14.2%	12.2%	14.6%
10	983	361	622	192	310	481	85	148	251	356	840	79	38	25	58	855	70	313	542	193	212	263	294	185	715
	40.7%	36.0%	43.9%	41.5%	40.0%	40.8%	39.2%	37.1%	42.0%	41.1%	40.4%	43.6%	35.0%	54.4%	44.1%	40.9%	35.8%	40.9%	40.9%	37.1%	38.9%	41.9%	43.6%	31.1%	43.9%
SIGMA	2417	1003	1414	463	776	1178	217	399	599	866	2080	182	109	46	131	2092	194	766	1326	520	545	628	675	595	1630
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 60

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Pays the living wage as a minimum – currently £9.15 per hour in London and £7.85 in the rest of the UK

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	2400	187	257	436	1520	1853	336	173	38	1271	961	74	645	1755	1157	1243	460	547	1393	1259	1141	1504	896	97	1178	311	814
Weighted Total	2417	156	274	367	1620	1872	334	174	38	1292	959	72	648	1769	1168	1249	464	547	1406	1272	1145	1527	890	99	1183	316	820
0	27	4	3	3	17	16	5	5	1	17	8	-	2	25	12	15	3	7	17	15	12	18	9	5	15	2	5
	1.1%	2.7%	1.2%	0.7%	1.1%	0.9%	1.5%	2.7%	2.8%	1.3%	0.8%	-	*	1.4%	1.0%	1.2%	0.7%	1.2%	1.2%	1.2%	1.1%	1.2%	1.0%	4.9%	1.2%	0.7%	0.7%
1	23	3	3	2	15	14	6	2	1	18	5	-	5	18	8	15	2	8	13	8	15	15	9	1	11	5	6
	1.0%	2.1%	1.2%	*	0.9%	0.8%	1.8%	1.1%	2.8%	1.4%	0.6%	-	0.8%	1.0%	0.7%	1.2%	*	1.5%	0.9%	0.7%	1.3%	1.0%	1.0%	0.9%	0.9%	1.6%	0.8%
2	15	1	-	2	13	11	3	1	-	10	5	-	3	12	5	10	2	5	8	9	6	13	2	2	7	2	4
	0.6%	0.5%	-	*	0.8%	0.6%	0.9%	0.6%	-	0.7%	*	-	*	0.7%	*	0.8%	*	0.9%	0.6%	0.7%	0.5%	0.9%	*	1.9%	0.6%	0.6%	0.5%
3	25	2	3	1	18	15	3	5	1	11	14	-	5	20	13	11	8	6	10	13	11	17	8	1	14	2	7
	1.0%	1.6%	1.2%	*	1.1%	0.8%	1.0%	2.9%	2.8%	0.9%	1.4%	-	0.8%	1.1%	1.1%	0.9%	1.7%	1.1%	0.7%	1.1%	1.0%	1.1%	0.9%	1.1%	1.2%	0.7%	0.9%
4	33	3	2	6	21	21	8	3	1	17	12	3	8	25	19	14	7	11	15	21	12	24	9	1	16	4	12
	1.4%	2.1%	0.8%	1.6%	1.3%	1.1%	2.4%	1.6%	2.2%	1.3%	1.3%	3.8%	1.2%	1.4%	1.6%	1.1%	1.5%	2.0%	1.1%	1.7%	1.0%	1.5%	1.0%	0.9%	1.3%	1.3%	1.4%
5	141	7	17	13	103	108	19	14	-	66	63	5	25	116	63	78	31	25	86	80	62	92	49	9	73	16	43
	5.9%	4.8%	6.2%	3.7%	6.4%	5.8%	5.7%	8.1%	-	5.1%	6.5%	6.8%	3.9%	6.6%	5.4%	6.3%	6.6%	4.6%	6.1%	6.3%	5.4%	6.0%	5.5%	9.3%	6.1%	5.2%	5.3%
6	179	13	25	19	122	142	28	8	-	94	75	5	44	135	91	88	47	44	88	107	72	126	53	9	93	24	53
	7.4%	8.6%	8.9%	5.3%	7.5%	7.6%	8.5%	4.6%	-	7.3%	7.8%	6.8%	6.8%	7.6%	7.8%	7.0%	10.0%	8.1%	6.2%	8.4%	6.3%	8.2%	5.9%	9.0%	7.9%	7.5%	6.5%
7	303	13	34	46	209	230	48	17	7	160	128	8	91	212	159	144	71	65	166	175	128	200	103	11	134	37	121
	12.5%	8.6%	12.5%	12.6%	12.9%	12.3%	14.4%	9.8%	19.3%	12.3%	13.4%	11.3%	14.0%	12.0%	13.6%	11.5%	15.4%	11.9%	11.8%	13.8%	11.1%	13.1%	11.5%	11.7%	11.3%	11.6%	14.7%
8	351	20	48	51	232	284	46	16	5	199	127	8	100	251	189	162	72	85	194	201	150	214	136	14	158	52	127
	14.5%	12.8%	17.5%	13.8%	14.3%	15.2%	13.7%	9.4%	13.0%	15.4%	13.3%	11.0%	15.4%	14.2%	16.2%	12.9%	15.5%	15.5%	13.8%	15.8%	13.1%	14.0%	15.3%	14.0%	13.3%	16.5%	15.5%
9	338	18	33	57	229	266	45	24	3	181	126	19	76	262	162	176	58	79	201	181	157	200	137	5	181	36	116
	14.0%	11.8%	12.1%	15.6%	14.1%	14.2%	13.3%	13.9%	8.5%	14.0%	13.1%	26.1%	11.7%	14.8%	13.9%	14.1%	12.6%	14.4%	14.3%	14.2%	13.7%	13.1%	15.4%	5.4%	15.3%	11.3%	14.1%
10	983	69	106	168	641	763	123	79	18	520	396	25	289	694	447	536	162	212	609	461	522	608	375	40	481	136	325
	40.7%	44.4%	38.5%	45.6%	39.5%	40.7%	36.9%	45.2%	48.5%	40.2%	41.3%	34.3%	44.6%	39.2%	38.2%	42.9%	35.0%	38.8%	43.3%	36.2%	45.6%	39.8%	42.1%	41.0%	40.7%	43.1%	39.7%
SIGMA	2417	156	274	367	1620	1872	334	174	38	1292	959	72	648	1769	1168	1249	464	547	1406	1272	1145	1527	890	99	1183	316	820
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 61

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Offers job rotation – i.e., allows employees to move between different roles

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
1909	740	1169	503	639	766	178	325	481	675	1659	136	78	36	136	1616	157	640	976	509	469	420	466	858	928
1905	752	1153	500	637	768	179	323	480	674	1656	135	78	37	131	1620	155	641	979	505	468	420	467	846	934
45	17	28	8	9	27	3	11	10	16	39	2	3	1	4	38	4	15	22	10	12	6	13	29	15
2.4%	2.2%	2.5%	1.6%	1.4%	3.6%	1.5%	3.3%	2.1%	2.4%	2.4%	1.4%	3.8%	2.3%	2.9%	2.3%	2.5%	2.4%	2.3%	2.1%	2.7%	1.5%	2.8%	3.5%	1.6%
23	7	16	5	4	13	-	3	8	9	19	3	-	-	1	17	4	10	7	6	5	7	3	15	4
1.2%	0.9%	1.4%	1.0%	0.7%	1.7%	-	0.8%	1.7%	1.3%	1.2%	2.4%	-	-	0.8%	1.1%	2.6%	1.6%	0.7%	1.2%	1.1%	1.6%	0.7%	1.8%	-
52	29	23	10	17	26	2	8	13	17	40	9	-	3	3	43	6	18	25	14	14	13	11	25	24
2.7%	3.8%	2.0%	1.9%	2.6%	3.4%	1.2%	2.4%	2.7%	2.6%	2.4%	6.3%	-	8.7%	2.1%	2.7%	3.8%	2.8%	2.6%	2.8%	3.0%	3.0%	2.5%	2.9%	2.6%
78	26	51	29	19	29	8	21	16	25	70	4	3	1	6	65	7	26	38	22	20	11	20	38	34
4.1%	3.5%	4.5%	5.9%	3.1%	3.8%	4.2%	6.5%	3.3%	3.7%	4.2%	3.0%	3.8%	2.9%	4.5%	4.0%	4.7%	4.1%	3.9%	4.4%	4.3%	2.7%	4.3%	4.5%	3.6%
96	37	59	25	29	42	14	16	28	23	82	7	6	1	9	78	10	34	43	20	28	24	21	48	41
5.0%	4.9%	5.1%	5.0%	4.5%	5.4%	7.8%	5.1%	5.8%	3.5%	4.9%	5.2%	8.2%	2.3%	6.6%	4.8%	6.3%	5.3%	4.4%	3.9%	6.1%	5.8%	4.5%	5.7%	4.4%
250	96	154	51	83	115	20	35	71	91	217	21	9	2	10	217	23	95	122	65	67	55	57	105	122
13.1%	12.7%	13.3%	10.2%	13.1%	15.0%	11.2%	10.9%	14.7%	13.5%	13.1%	15.5%	12.0%	5.2%	7.4%	13.4%	14.8%	14.9%	12.4%	12.9%	14.2%	13.2%	12.2%	12.4%	13.1%
298	123	174	76	99	122	21	50	73	112	255	21	15	6	18	255	24	98	157	84	73	55	81	127	153
15.6%	16.4%	15.1%	15.3%	15.6%	15.9%	11.6%	15.5%	15.1%	16.6%	15.4%	15.5%	19.1%	17.5%	14.1%	15.8%	15.5%	15.3%	16.1%	16.7%	15.6%	13.1%	17.3%	15.0%	16.4%
379	165	214	115	129	135	29	69	89	140	327	28	16	7	31	329	19	123	206	87	93	97	89	162	197
19.9%	21.9%	18.6%	23.0%	20.2%	17.6%	16.0%	21.5%	18.6%	20.8%	19.8%	20.7%	20.7%	20.4%	23.9%	20.3%	12.1%	19.2%	21.1%	17.3%	19.8%	23.0%	19.0%	19.1%	21.1%
295	115	181	70	108	117	39	43	68	115	265	21	7	3	20	248	27	95	153	79	64	69	79	123	154
15.5%	15.2%	15.7%	13.9%	17.0%	15.3%	21.5%	13.3%	14.2%	17.1%	16.0%	15.2%	9.3%	7.5%	15.5%	15.3%	17.4%	14.8%	15.6%	15.7%	13.7%	16.3%	16.9%	14.5%	16.5%
147	58	89	40	54	54	18	23	39	47	127	7	9	4	11	125	11	53	72	44	29	31	40	68	68
7.7%	7.7%	7.7%	7.9%	8.4%	7.0%	10.2%	7.0%	8.0%	7.0%	7.7%	5.3%	11.5%	11.0%	8.4%	7.7%	7.4%	8.2%	7.3%	8.7%	6.3%	7.4%	8.6%	8.1%	7.3%
243	80	163	71	85	88	26	44	66	78	214	13	9	8	18	205	20	73	132	72	62	51	52	107	121
12.8%	10.6%	14.2%	14.1%	13.4%	11.4%	14.6%	13.7%	13.6%	11.5%	12.9%	9.6%	11.5%	22.1%	13.7%	12.7%	13.0%	11.4%	13.5%	14.3%	13.3%	12.2%	11.1%	12.6%	13.0%
1905	752	1153	500	637	768	179	323	480	674	1656	135	78	37	131	1620	155	641	979	505	468	420	467	846	934
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 62

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Offers job rotation – i.e., allows employees to move between different roles

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSE, Other	A-Levels	Degree	
1909	234	354	335	986	1412	331	132	34	1033	718	53	476	1433	910	999	467	511	931	911	998	1182	727	87	900	284	638	
1905	195	377	282	1051	1413	326	132	33	1034	715	51	478	1427	909	997	464	506	935	907	998	1183	722	88	896	284	637	
45	8	9	6	22	31	10	5	-	34	10	-	7	38	17	29	8	14	23	24	21	25	21	2	30	3	10	
2.4%	4.3%	2.3%	2.1%	2.1%	2.2%	2.9%	3.5%	-	3.3%	1.4%	-	1.5%	2.7%	1.8%	2.9%	1.8%	2.7%	2.5%	2.7%	2.1%	2.1%	2.8%	1.9%	3.4%	1.1%	1.6%	
23	1	4	3	15	17	3	2	-	17	4	-	2	20	7	15	4	8	10	14	9	10	12	-	15	2	5	
1.2%	*	1.1%	0.9%	1.4%	1.2%	1.0%	1.4%	-	1.7%	0.6%	-	*	1.4%	0.8%	1.5%	0.9%	1.6%	1.1%	1.5%	0.9%	0.9%	1.7%	-	1.7%	0.7%	0.8%	
52	4	10	4	34	40	9	3	-	28	19	4	9	44	22	30	7	8	37	25	27	29	23	2	28	8	14	
2.7%	2.1%	2.5%	1.5%	3.2%	2.8%	2.7%	2.4%	-	2.7%	2.6%	7.9%	1.8%	3.1%	2.4%	3.0%	1.5%	1.7%	3.9%	2.8%	2.7%	2.5%	3.2%	2.4%	3.1%	2.8%	2.2%	
78	9	20	7	42	57	15	6	-	43	25	3	20	58	32	45	21	23	34	48	30	49	29	5	38	10	25	
4.1%	4.7%	5.4%	2.4%	4.0%	4.0%	4.6%	4.7%	-	4.2%	3.4%	6.3%	4.2%	4.0%	3.6%	4.6%	4.5%	4.6%	3.6%	5.3%	3.0%	4.1%	4.0%	5.5%	4.2%	3.6%	3.9%	
96	11	14	13	59	66	15	12	3	45	44	4	18	78	40	56	19	31	46	42	54	51	45	7	42	12	35	
5.0%	5.6%	3.7%	4.5%	5.6%	4.6%	4.7%	9.2%	8.2%	4.3%	6.2%	7.5%	3.7%	5.5%	4.3%	5.7%	4.2%	6.1%	4.9%	4.6%	5.4%	4.3%	6.3%	7.9%	4.6%	4.4%	5.5%	
250	21	46	34	149	181	48	15	5	115	106	3	61	189	111	139	51	58	141	111	139	138	111	12	120	41	77	
13.1%	10.7%	12.1%	11.9%	14.2%	12.8%	14.7%	11.7%	13.8%	11.2%	14.8%	6.3%	12.7%	13.2%	12.2%	14.0%	11.0%	11.4%	15.1%	12.2%	13.9%	11.7%	15.4%	13.0%	13.4%	14.3%	12.1%	
298	27	64	42	164	220	57	17	4	165	106	11	80	218	143	154	72	79	147	141	157	187	110	11	145	46	95	
15.6%	14.1%	16.9%	14.9%	15.6%	15.6%	17.3%	12.6%	12.7%	15.9%	14.8%	21.2%	16.8%	15.2%	15.8%	15.5%	15.4%	15.7%	15.7%	15.5%	15.7%	15.8%	15.3%	12.5%	16.2%	16.3%	15.0%	
379	37	80	51	211	286	59	25	9	197	154	7	91	288	184	195	96	110	173	177	202	262	117	21	157	67	134	
19.9%	19.2%	21.2%	17.9%	20.1%	20.2%	18.2%	18.6%	27.2%	19.1%	21.5%	13.7%	19.1%	20.2%	20.2%	19.6%	20.8%	21.8%	18.4%	19.5%	20.2%	22.1%	16.2%	23.6%	17.6%	23.4%	21.1%	
295	27	54	51	162	221	52	18	4	166	107	10	79	217	141	154	83	77	135	141	155	174	121	15	137	36	107	
15.5%	14.1%	14.4%	18.2%	15.4%	15.6%	16.1%	13.5%	12.1%	16.1%	15.0%	19.9%	16.4%	15.2%	15.5%	15.5%	17.9%	15.2%	14.5%	15.5%	15.5%	14.7%	16.8%	16.9%	15.3%	12.6%	16.9%	
147	18	29	25	75	105	28	10	4	85	49	5	45	102	83	64	37	38	72	70	77	96	51	4	67	22	53	
7.7%	9.4%	7.6%	9.0%	7.1%	7.4%	8.6%	7.4%	12.7%	8.2%	6.8%	10.3%	9.3%	7.2%	9.1%	6.4%	8.1%	7.5%	7.7%	7.7%	7.7%	8.1%	7.0%	4.8%	7.5%	7.8%	8.4%	
243	30	48	47	118	189	30	20	4	138	91	4	67	177	130	114	65	59	119	115	128	162	81	10	117	37	79	
12.8%	15.4%	12.7%	16.7%	11.3%	13.4%	9.3%	15.1%	13.2%	13.3%	12.8%	7.0%	14.0%	12.4%	14.3%	11.4%	14.0%	11.7%	12.8%	12.7%	12.9%	13.7%	11.2%	11.3%	13.1%	13.0%	12.5%	
1905	195	377	282	1051	1413	326	132	33	1034	715	51	478	1427	909	997	464	506	935	907	998	1183	722	88	896	284	637	
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 63
Q4. Normal weightings
Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.
Base: Said their employer provides this benefit
Provides work-related training

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

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10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
3773	1436	2337	746	1207	1819	288	633	968	1370	3259	285	161	68	237	3228	308	1275	1953	865	937	881	990	1543	1932
3761	1457	2304	740	1204	1815	290	630	963	1361	3244	287	161	68	227	3232	302	1270	1962	853	935	883	993	1509	1948
27	10	17	3	2	22	1	5	4	10	20	3	4	-	-	24	3	14	10	9	4	6	6	14	8
0.7%	0.7%	0.7%	*	*	1.2%	*	0.8%	*	0.7%	0.6%	1.1%	2.4%	-	-	0.7%	0.9%	1.1%	0.5%	1.0%	*	0.7%	0.6%	0.9%	*
23	14	10	2	6	15	1	5	4	11	21	2	-	-	-	21	2	13	8	8	5	6	3	16	6
0.6%	0.9%	*	*	0.5%	0.8%	*	0.7%	*	0.8%	0.7%	0.7%	-	-	-	0.7%	0.7%	1.0%	*	0.9%	0.5%	0.7%	*	1.1%	*
47	21	25	5	10	32	2	12	6	21	42	3	2	-	4	34	9	12	22	9	9	11	15	24	22
1.2%	1.5%	1.1%	0.7%	0.8%	1.8%	0.7%	2.0%	0.7%	1.6%	1.3%	1.0%	1.2%	-	1.7%	1.1%	2.9%	1.0%	1.1%	1.0%	0.9%	1.3%	1.5%	1.6%	1.1%
58	23	35	13	17	28	5	12	16	13	46	6	5	-	3	48	8	17	30	17	18	5	18	37	16
1.5%	1.6%	1.5%	1.8%	1.4%	1.6%	1.6%	2.0%	1.7%	1.0%	1.4%	2.2%	3.3%	-	1.3%	1.5%	2.5%	1.4%	1.5%	2.0%	1.9%	0.6%	1.8%	2.5%	0.8%
68	27	41	17	17	34	5	12	16	21	54	6	8	-	7	57	5	23	34	19	19	14	14	30	30
1.8%	1.9%	1.8%	2.3%	1.4%	1.9%	1.6%	2.0%	1.7%	1.5%	1.7%	2.1%	5.2%	-	3.1%	1.8%	1.5%	1.8%	1.7%	2.2%	2.0%	1.6%	1.4%	2.0%	1.5%
288	120	168	48	91	149	18	47	83	106	254	20	9	4	17	243	28	107	136	66	68	82	67	119	136
7.6%	8.2%	7.3%	6.4%	7.5%	8.2%	6.3%	7.4%	8.7%	7.8%	7.8%	6.9%	5.8%	6.3%	7.6%	7.5%	9.1%	8.4%	6.9%	7.8%	7.3%	9.3%	6.7%	7.9%	7.0%
394	172	222	89	130	175	39	63	95	147	344	34	11	5	26	332	35	120	212	96	104	96	91	175	185
10.5%	11.8%	9.6%	12.1%	10.8%	9.6%	13.4%	10.0%	9.9%	10.8%	10.6%	11.7%	7.0%	7.8%	11.6%	10.3%	11.7%	9.4%	10.8%	11.2%	11.1%	10.8%	9.2%	11.6%	9.5%
578	247	332	114	184	280	38	97	152	217	504	41	22	12	32	505	42	207	297	135	135	148	144	233	306
15.4%	16.9%	14.4%	15.4%	15.3%	15.4%	13.2%	15.3%	15.8%	15.9%	15.5%	14.3%	13.4%	17.1%	14.1%	15.6%	13.8%	16.3%	15.2%	15.9%	14.4%	16.8%	14.5%	15.4%	15.7%
613	255	358	125	194	294	45	113	151	213	523	46	32	13	35	534	45	195	338	123	161	142	172	243	326
16.3%	17.5%	15.5%	16.9%	16.1%	16.2%	15.7%	18.0%	15.7%	15.7%	16.1%	15.9%	19.8%	19.0%	15.3%	16.5%	14.9%	15.4%	17.2%	14.5%	17.2%	16.1%	17.3%	16.1%	16.7%
500	189	311	75	185	240	38	72	142	186	438	28	23	11	32	430	38	174	256	99	111	119	150	159	291
13.3%	13.0%	13.5%	10.1%	15.4%	13.2%	13.0%	11.4%	14.7%	13.7%	13.5%	9.8%	14.4%	15.9%	14.1%	13.3%	12.6%	13.7%	13.0%	11.6%	11.9%	13.5%	15.1%	10.6%	15.0%
1164	379	786	249	369	545	99	192	293	416	998	98	44	23	71	1005	88	387	618	271	302	252	312	458	621
31.0%	26.0%	34.1%	33.7%	30.6%	30.0%	34.0%	30.4%	30.4%	30.5%	30.8%	34.2%	27.6%	34.0%	31.2%	31.1%	29.2%	30.4%	31.5%	31.8%	32.3%	28.6%	31.4%	30.4%	31.9%
3761	1457	2304	740	1204	1815	290	630	963	1361	3244	287	161	68	227	3232	302	1270	1962	853	935	883	993	1509	1948
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 64

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Provides work-related training

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
3773	376	543	774	2080	2782	596	319	76	2052	1414	114	905	2868	1684	2089	799	935	2039	1791	1982	2292	1481	173	1814	522	1264
3761	313	579	652	2217	2784	587	316	74	2053	1407	110	907	2854	1684	2077	792	924	2045	1788	1973	2297	1464	174	1802	521	1265
0	27	5	5	3	14	23	2	1	17	5	1	3	24	6	21	4	8	15	13	14	12	15	5	16	2	4
	0.7%	1.6%	0.9%	*	0.6%	0.8%	*	*	0.8%	*	1.0%	*	0.8%	*	1.0%	*	0.9%	0.7%	0.7%	0.7%	0.5%	1.0%	2.8%	0.9%	*	*
1	23	2	2	2	17	21	1	1	20	3	-	2	21	11	12	4	3	16	15	8	10	13	4	14	3	2
	0.6%	0.8%	*	*	0.8%	0.7%	*	*	1.0%	*	-	*	0.7%	0.7%	0.6%	0.5%	*	0.8%	0.8%	*	*	0.9%	2.5%	0.8%	0.6%	*
2	47	4	6	3	33	36	5	6	25	14	2	6	41	15	32	7	9	31	30	17	29	18	6	24	9	8
	1.2%	1.3%	1.1%	0.5%	1.5%	1.3%	0.9%	1.9%	1.2%	1.0%	1.7%	0.7%	1.4%	0.9%	1.5%	0.9%	1.0%	1.5%	1.7%	0.9%	1.3%	1.2%	3.4%	1.3%	1.7%	0.7%
3	58	9	13	8	28	36	10	12	34	17	3	11	47	23	35	17	10	31	30	28	31	28	7	22	9	21
	1.5%	2.9%	2.2%	1.3%	1.3%	1.3%	1.7%	3.8%	1.6%	1.2%	2.7%	1.2%	1.6%	1.4%	1.7%	2.2%	1.1%	1.5%	1.7%	1.4%	1.3%	1.9%	4.0%	1.2%	1.7%	1.6%
4	68	12	15	7	35	47	15	5	44	18	1	19	49	30	39	15	16	38	39	29	42	27	6	32	16	15
	1.8%	3.7%	2.6%	1.0%	1.6%	1.7%	2.6%	1.6%	2.1%	1.3%	1.0%	2.1%	1.7%	1.8%	1.9%	1.9%	1.7%	1.8%	2.2%	1.5%	1.8%	1.8%	3.3%	1.8%	3.1%	1.2%
5	288	23	58	32	175	224	37	19	168	102	3	54	233	121	167	49	69	170	134	153	163	124	15	153	46	74
	7.6%	7.4%	9.9%	4.9%	7.9%	8.1%	6.2%	6.1%	8.2%	7.3%	2.7%	6.0%	8.2%	7.2%	8.0%	6.2%	7.4%	8.3%	7.5%	7.8%	7.1%	8.5%	8.5%	8.5%	8.8%	5.9%
6	394	33	66	35	260	274	65	45	242	124	7	70	324	174	220	92	121	180	221	173	251	143	20	180	59	136
	10.5%	10.6%	11.4%	5.3%	11.7%	9.8%	11.0%	14.3%	11.8%	8.8%	6.4%	7.7%	11.4%	10.3%	10.6%	11.6%	13.1%	8.8%	12.3%	8.8%	10.9%	9.8%	11.3%	10.0%	11.3%	10.7%
7	578	47	106	69	357	433	95	36	329	205	19	120	458	271	307	124	140	314	266	312	343	235	20	296	80	182
	15.4%	14.9%	18.2%	10.6%	16.1%	15.6%	16.1%	11.4%	16.0%	14.6%	17.0%	13.3%	16.0%	16.1%	14.8%	15.6%	15.2%	15.4%	14.9%	15.8%	15.0%	16.0%	11.7%	16.4%	15.3%	14.4%
8	613	43	92	97	382	468	90	51	331	240	12	155	458	267	347	113	162	339	302	312	397	216	29	285	87	212
	16.3%	13.8%	15.8%	14.9%	17.2%	16.8%	15.4%	16.1%	16.1%	17.1%	11.2%	17.1%	16.1%	15.8%	16.7%	14.3%	17.5%	16.6%	16.9%	15.8%	17.3%	14.8%	16.9%	15.8%	16.8%	16.8%
9	500	36	50	99	314	385	78	31	252	215	21	137	363	226	274	118	108	274	227	272	313	187	20	238	48	194
	13.3%	11.4%	8.7%	15.2%	14.2%	13.8%	13.3%	9.8%	12.3%	15.3%	18.7%	15.1%	12.7%	13.4%	13.2%	14.9%	11.7%	13.4%	12.7%	13.8%	13.6%	12.7%	11.3%	13.2%	9.3%	15.3%
10	1164	98	166	297	602	835	190	109	591	465	42	328	836	540	624	249	276	639	510	654	705	459	42	542	162	418
	31.0%	31.4%	28.7%	45.6%	27.2%	30.0%	32.3%	34.4%	28.8%	33.1%	37.7%	36.2%	29.3%	32.1%	30.1%	31.4%	29.9%	31.2%	28.5%	33.1%	30.7%	31.4%	24.2%	30.1%	31.1%	33.0%
SIGMA	3761	313	579	652	2217	2784	587	316	2053	1407	110	907	2854	1684	2077	792	924	2045	1788	1973	2297	1464	174	1802	521	1265
	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%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 65

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Offers flexible working – where the employee can vary hours and shifts to suit them – for example job sharing, working part-time, or choosing to work hours around caring

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	2721	1005	1716	628	915	1178	216	453	689	1002	2360	193	121	47	228	2223	270	928	1295	672	650	610	732	1126	1394
Weighted Total	2706	1018	1688	620	910	1175	218	450	683	996	2347	193	120	46	217	2224	264	924	1299	666	644	605	734	1099	1402
0	32	18	14	3	4	25	2	6	10	11	30	-	1	2	-	30	2	7	23	6	8	3	13	13	17
	1.2%	1.8%	0.8%	0.5%	*	2.1%	0.9%	1.4%	1.5%	1.1%	1.3%	-	0.7%	4.1%	-	1.4%	0.8%	0.8%	1.8%	1.0%	1.2%	*	1.8%	1.2%	1.2%
1	31	19	12	5	12	14	1	8	10	9	28	3	-	-	2	26	3	9	17	8	3	9	9	16	13
	1.2%	1.9%	0.7%	0.7%	1.3%	1.2%	*	1.7%	1.5%	0.9%	1.2%	1.7%	-	-	0.9%	1.2%	1.2%	1.0%	1.3%	1.2%	*	1.5%	1.2%	1.4%	0.9%
2	30	15	15	6	13	11	1	4	4	9	19	7	2	2	1	27	2	5	22	2	5	9	12	11	18
	1.1%	1.4%	0.9%	1.0%	1.4%	1.0%	*	0.9%	0.6%	0.9%	0.8%	3.9%	1.6%	4.1%	*	1.2%	0.8%	0.6%	1.7%	*	0.8%	1.5%	1.6%	1.0%	1.3%
3	58	27	31	14	14	30	1	7	22	21	51	3	4	-	5	44	9	17	27	14	10	13	20	34	21
	2.2%	2.7%	1.9%	2.3%	1.6%	2.6%	*	1.6%	3.2%	2.1%	2.2%	1.7%	3.2%	-	2.2%	2.0%	3.5%	1.8%	2.1%	2.1%	1.5%	2.2%	2.7%	3.1%	1.5%
4	57	30	27	17	16	24	6	10	7	23	46	9	3	-	5	48	4	16	32	13	14	10	19	28	24
	2.1%	3.0%	1.6%	2.7%	1.8%	2.1%	2.7%	2.2%	1.1%	2.3%	1.9%	4.5%	2.5%	-	2.5%	2.1%	1.5%	1.7%	2.4%	2.0%	2.2%	1.6%	2.6%	2.6%	1.7%
5	189	91	97	31	67	91	14	31	49	69	163	17	7	2	16	154	18	50	104	48	44	48	43	88	89
	7.0%	9.0%	5.8%	4.9%	7.3%	7.8%	6.2%	6.9%	7.1%	7.0%	6.9%	8.7%	5.8%	4.1%	7.5%	6.9%	6.8%	5.4%	8.0%	7.3%	6.9%	7.9%	5.8%	8.0%	6.4%
6	280	130	150	78	94	107	33	47	77	89	246	16	12	6	22	229	29	87	142	78	81	57	59	120	137
	10.3%	12.8%	8.9%	12.6%	10.4%	9.1%	15.3%	10.4%	11.2%	8.9%	10.5%	8.4%	10.0%	12.9%	10.2%	10.3%	11.0%	9.4%	10.9%	11.7%	12.6%	9.4%	8.0%	10.9%	9.8%
7	456	188	268	124	145	188	48	75	105	170	398	29	23	6	36	369	51	150	220	123	120	98	106	199	230
	16.9%	18.5%	15.9%	20.0%	15.9%	16.0%	22.2%	16.7%	15.3%	17.1%	17.0%	14.9%	19.5%	12.4%	16.7%	16.6%	19.1%	16.2%	16.9%	18.5%	18.6%	16.2%	14.4%	18.1%	16.4%
8	461	178	283	94	175	192	33	89	114	162	398	32	24	7	46	372	43	154	218	100	106	109	130	181	251
	17.0%	17.5%	16.8%	15.1%	19.2%	16.3%	15.2%	19.7%	16.7%	16.3%	17.0%	16.6%	20.2%	14.2%	21.1%	16.7%	16.4%	16.6%	16.8%	15.0%	16.5%	18.0%	17.7%	16.5%	17.9%
9	360	110	250	80	114	166	24	63	86	143	316	23	18	3	25	300	35	144	155	76	84	84	112	125	209
	13.3%	10.8%	14.8%	12.9%	12.6%	14.1%	10.8%	14.1%	12.6%	14.3%	13.4%	12.1%	14.9%	6.9%	11.5%	13.5%	13.3%	15.6%	12.0%	11.4%	13.1%	13.8%	15.3%	11.4%	14.9%
10	751	211	540	169	256	326	55	110	199	289	653	53	26	19	58	625	68	285	340	196	168	166	212	283	393
	27.8%	20.7%	32.0%	27.3%	28.1%	27.8%	25.1%	24.5%	29.1%	29.0%	27.8%	27.6%	21.6%	41.0%	26.9%	28.1%	25.6%	30.8%	26.2%	29.5%	26.2%	27.5%	28.9%	25.8%	28.1%
SIGMA	2706	1018	1688	620	910	1175	218	450	683	996	2347	193	120	46	217	2224	264	924	1299	666	644	605	734	1099	1402
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 66

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Offers flexible working – where the employee can vary hours and shifts to suit them – for example job sharing, working part-time, or choosing to work hours around caring

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	2721	302	401	556	1462	2038	430	205	48	1464	1002	95	617	2104	1295	1426	632	681	1408	1353	1368	1580	1141	108	1260	408	945
Weighted Total	2706	251	427	468	1558	2036	422	201	46	1461	996	91	615	2090	1290	1416	625	670	1410	1349	1357	1578	1128	109	1251	406	940
0	32	2	2	4	23	23	4	4	1	17	14	-	8	24	6	26	7	7	18	16	16	23	9	2	18	-	12
	1.2%	1.0%	*	0.9%	1.5%	1.1%	1.0%	1.9%	2.3%	1.2%	1.4%	-	1.3%	1.2%	*	1.9%	1.1%	1.1%	1.3%	1.2%	1.2%	1.5%	0.8%	2.0%	1.5%	-	1.3%
1	31	4	7	3	17	22	4	5	-	18	10	3	8	23	8	23	7	8	16	14	17	19	12	3	15	7	7
	1.2%	1.7%	1.7%	0.5%	1.1%	1.1%	0.9%	2.5%	-	1.2%	1.0%	3.0%	1.3%	1.1%	0.6%	1.6%	1.1%	1.2%	1.2%	1.0%	1.3%	1.2%	1.0%	2.7%	1.2%	1.7%	0.7%
2	30	1	11	3	16	23	4	1	2	14	10	3	16	14	8	22	5	7	17	13	17	26	4	1	18	3	8
	1.1%	*	2.5%	0.5%	1.0%	1.1%	1.0%	0.5%	4.1%	1.0%	1.0%	3.3%	2.5%	0.7%	0.6%	1.5%	0.9%	1.1%	1.2%	1.0%	1.2%	1.6%	*	0.8%	1.4%	0.8%	0.9%
3	58	4	7	8	38	47	5	5	2	38	12	3	9	49	21	37	22	16	20	30	29	41	17	6	35	6	11
	2.2%	1.7%	1.7%	1.8%	2.5%	2.3%	1.2%	2.5%	3.6%	2.6%	1.2%	3.3%	1.5%	2.4%	1.6%	2.6%	3.5%	2.4%	1.4%	2.2%	2.1%	2.6%	1.5%	5.9%	2.8%	1.6%	1.2%
4	57	9	10	12	27	43	8	6	-	36	16	2	11	46	25	32	18	15	25	30	28	40	17	4	28	11	14
	2.1%	3.6%	2.2%	2.5%	1.7%	2.1%	2.0%	2.8%	-	2.4%	1.6%	2.3%	1.8%	2.2%	1.9%	2.3%	2.8%	2.2%	1.8%	2.2%	2.0%	2.5%	1.5%	3.9%	2.2%	2.8%	1.5%
5	189	11	29	37	112	142	27	15	4	110	63	4	35	153	74	115	39	46	104	94	95	120	68	11	89	33	55
	7.0%	4.3%	6.7%	7.9%	7.2%	7.0%	6.4%	7.4%	9.6%	7.6%	6.3%	4.0%	5.8%	7.3%	5.7%	8.1%	6.2%	6.9%	7.3%	7.0%	7.0%	7.6%	6.0%	10.6%	7.1%	8.0%	5.9%
6	280	27	41	42	171	212	49	17	2	152	104	9	70	210	143	136	77	65	138	170	110	182	98	10	121	33	115
	10.3%	10.6%	9.5%	9.0%	10.9%	10.4%	11.5%	8.5%	4.6%	10.4%	10.5%	9.6%	11.4%	10.0%	11.1%	9.6%	12.3%	9.7%	9.8%	12.6%	8.1%	11.6%	8.7%	9.4%	9.7%	8.1%	12.3%
7	456	42	81	77	257	353	69	25	9	240	171	16	111	345	209	247	127	121	208	234	223	272	184	22	216	72	147
	16.9%	16.6%	19.0%	16.4%	16.5%	17.3%	16.4%	12.4%	19.3%	16.4%	17.1%	18.0%	18.0%	16.5%	16.2%	17.5%	20.3%	18.1%	14.8%	17.3%	16.4%	17.3%	16.3%	19.9%	17.2%	17.8%	15.6%
8	461	41	78	80	262	365	59	31	6	272	155	11	96	365	217	243	109	122	230	235	226	271	190	16	218	64	163
	17.0%	16.2%	18.2%	17.1%	16.8%	17.9%	13.9%	15.6%	12.9%	18.6%	15.5%	12.6%	15.5%	17.5%	16.9%	17.2%	17.4%	18.2%	16.3%	17.4%	16.7%	17.2%	16.8%	14.8%	17.4%	15.7%	17.4%
9	360	37	46	63	214	275	55	26	4	182	151	11	80	280	180	180	75	90	195	174	186	190	170	9	175	43	132
	13.3%	14.6%	10.7%	13.5%	13.7%	13.5%	13.0%	12.8%	8.2%	12.4%	15.2%	12.3%	13.0%	13.4%	14.0%	12.7%	11.9%	13.5%	13.8%	12.9%	13.7%	12.0%	15.1%	8.6%	14.0%	10.7%	14.0%
10	751	74	116	140	421	531	138	66	16	382	289	29	171	580	397	354	140	173	438	340	411	393	359	23	318	134	276
	27.8%	29.5%	27.2%	29.9%	27.0%	26.1%	32.6%	33.0%	35.3%	26.2%	29.1%	31.7%	27.8%	27.8%	30.8%	25.0%	22.5%	25.7%	31.1%	25.2%	30.3%	24.9%	31.8%	21.4%	25.4%	32.9%	29.3%
SIGMA	2706	251	427	468	1558	2036	422	201	46	1461	996	91	615	2090	1290	1416	625	670	1410	1349	1357	1578	1128	109	1251	406	940
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 67
Q4. Normal weightings
Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.
Base: Said their employer provides this benefit
Provides a discount to staff on goods and/or services offered as part of their business eg. a discount off shopping in store

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	1883	780	1103	491	646	745	160	321	464	658	1603	165	79	36	123	1629	131	662	967	483	469	427	448	961	833
Weighted Total	1892	793	1099	490	648	754	162	322	467	659	1611	166	79	37	119	1644	130	669	975	484	471	430	453	960	843
0	62	31	31	6	22	35	3	8	10	26	47	7	7	2	3	52	7	20	32	11	17	11	21	22	37
	3.3%	3.9%	2.8%	1.2%	3.3%	4.6%	1.7%	2.5%	2.2%	3.9%	2.9%	4.1%	8.3%	5.2%	2.5%	3.2%	5.2%	3.0%	3.3%	2.2%	3.6%	2.6%	4.6%	2.3%	4.4%
1	40	20	19	4	12	23	1	11	5	16	33	4	2	-	4	29	7	11	18	10	10	11	8	24	12
	2.1%	2.5%	1.8%	0.9%	1.9%	3.0%	0.7%	3.4%	1.0%	2.5%	2.0%	2.4%	3.2%	-	3.6%	1.7%	5.2%	1.6%	1.8%	2.1%	2.1%	2.5%	1.7%	2.5%	1.5%
2	53	27	26	15	7	31	3	12	18	11	45	4	3	1	1	46	6	17	29	14	9	20	10	30	20
	2.8%	3.4%	2.3%	3.0%	1.1%	4.1%	1.8%	3.8%	3.9%	1.7%	2.8%	2.6%	3.5%	2.9%	0.7%	2.8%	4.8%	2.5%	3.0%	2.8%	1.9%	4.6%	2.2%	3.1%	2.3%
3	68	29	39	19	17	32	4	17	16	20	57	8	2	2	9	49	10	24	25	17	20	15	15	32	33
	3.6%	3.6%	3.6%	3.8%	2.6%	4.3%	2.4%	5.1%	3.5%	3.0%	3.5%	4.6%	2.1%	5.2%	7.3%	3.0%	7.7%	3.6%	2.6%	3.4%	4.2%	3.5%	3.2%	3.3%	3.9%
4	84	38	46	30	26	29	16	13	17	29	76	4	2	2	8	69	7	30	39	23	19	17	24	38	44
	4.4%	4.8%	4.2%	6.1%	4.0%	3.8%	10.2%	4.1%	3.7%	4.4%	4.7%	2.3%	2.4%	5.8%	6.6%	4.2%	5.4%	4.5%	4.0%	4.8%	4.1%	4.0%	5.2%	4.0%	5.2%
5	209	86	123	62	59	88	14	33	57	78	181	16	10	2	12	175	22	58	117	47	55	50	53	84	104
	11.0%	10.8%	11.2%	12.7%	9.1%	11.6%	8.5%	10.2%	12.1%	11.8%	11.2%	9.5%	12.9%	4.6%	9.9%	10.6%	17.0%	8.6%	12.0%	9.7%	11.8%	11.6%	11.7%	8.8%	12.4%
6	240	113	127	75	90	75	18	37	53	100	209	17	9	6	18	208	14	76	132	60	59	54	60	125	104
	12.7%	14.2%	11.6%	15.4%	13.8%	10.0%	11.1%	11.5%	11.3%	15.2%	13.0%	9.9%	11.3%	16.3%	15.3%	12.6%	10.9%	11.4%	13.5%	12.5%	12.6%	12.7%	13.3%	13.1%	12.3%
7	329	153	176	82	147	100	40	54	87	96	277	37	8	6	28	277	24	86	191	65	94	77	84	142	165
	17.4%	19.3%	16.0%	16.6%	22.6%	13.3%	24.4%	16.9%	18.5%	14.6%	17.2%	22.3%	10.5%	17.5%	23.3%	16.9%	18.3%	12.8%	19.6%	13.4%	19.9%	18.0%	18.5%	14.8%	19.6%
8	302	120	182	71	108	123	20	59	79	102	260	23	16	3	19	270	13	116	154	85	66	69	70	159	131
	16.0%	15.1%	16.6%	14.5%	16.7%	16.3%	12.4%	18.4%	16.9%	15.5%	16.1%	13.9%	19.7%	8.7%	15.7%	16.4%	10.2%	17.4%	15.8%	17.5%	14.0%	16.1%	15.4%	16.6%	15.6%
9	159	61	99	44	58	58	13	26	32	61	132	15	6	5	11	144	4	64	80	44	37	38	35	86	68
	8.4%	7.7%	9.0%	9.0%	8.9%	7.6%	8.3%	8.2%	6.9%	9.2%	8.2%	9.2%	7.8%	14.6%	9.3%	8.8%	2.9%	9.6%	8.2%	9.1%	7.9%	8.8%	7.6%	9.0%	8.1%
10	348	117	231	83	103	161	30	52	94	119	295	32	14	7	7	325	16	167	158	109	84	67	74	216	125
	18.4%	14.7%	21.1%	17.0%	15.9%	21.4%	18.5%	16.1%	20.1%	18.1%	18.3%	19.2%	18.3%	19.1%	5.7%	19.8%	12.3%	25.0%	16.2%	22.5%	17.8%	15.7%	16.4%	22.5%	14.8%
SIGMA	1892	793	1099	490	648	754	162	322	467	659	1611	166	79	37	119	1644	130	669	975	484	471	430	453	960	843
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 68

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Provides a discount to staff on goods and/or services offered as part of their business eg. a discount off shopping in store

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	1883	284	551	216	832	1375	313	154	41	1165	577	28	412	1471	886	997	456	504	923	824	1059	1162	721	97	944	287	555	
Weighted Total	1892	236	587	182	887	1385	313	153	41	1177	575	27	416	1476	893	1000	458	500	934	826	1066	1171	721	98	950	287	557	
0	62	8	6	11	36	44	11	5	2	44	15	-	12	50	27	35	11	20	31	34	27	39	23	7	38	3	14	
	3.3%	3.5%	1.1%	6.0%	4.1%	3.2%	3.5%	3.0%	4.7%	3.7%	2.7%	-	2.9%	3.4%	3.1%	3.5%	2.3%	4.0%	3.4%	4.2%	2.6%	3.3%	3.2%	6.9%	4.0%	1.1%	2.5%	
1	40	12	6	3	18	30	2	5	2	29	6	2	5	34	17	22	7	13	19	26	13	23	16	3	17	7	14	
	2.1%	5.3%	1.1%	1.4%	2.0%	2.2%	0.8%	3.2%	4.7%	2.5%	1.1%	6.3%	1.3%	2.3%	1.9%	2.2%	1.6%	2.7%	2.0%	3.2%	1.2%	2.0%	2.3%	2.8%	1.7%	2.3%	2.5%	
2	53	7	6	7	32	38	8	6	1	34	17	1	13	40	19	34	10	17	25	27	25	35	18	2	32	9	10	
	2.8%	3.2%	1.1%	3.7%	3.6%	2.7%	2.6%	3.9%	2.6%	2.9%	2.9%	3.2%	3.1%	2.7%	2.1%	3.4%	2.3%	3.4%	2.7%	3.3%	2.4%	3.0%	2.4%	2.2%	3.4%	3.0%	1.8%	
3	68	12	6	13	36	41	20	5	1	43	21	1	12	55	25	42	17	17	34	36	32	40	27	2	30	12	23	
	3.6%	4.9%	1.1%	7.4%	4.1%	3.0%	6.5%	3.3%	2.6%	3.7%	3.7%	3.2%	2.9%	3.8%	2.8%	4.2%	3.8%	3.3%	3.6%	4.3%	3.0%	3.4%	3.8%	2.2%	3.2%	4.1%	4.2%	
4	84	15	11	9	49	57	16	8	2	40	33	5	21	63	42	42	28	24	33	41	43	54	30	8	35	9	31	
	4.4%	6.3%	1.8%	5.1%	5.5%	4.1%	5.2%	5.5%	4.7%	3.4%	5.7%	18.3%	5.0%	4.3%	4.7%	4.2%	6.0%	4.7%	3.5%	5.0%	4.0%	4.6%	4.1%	8.5%	3.7%	3.2%	5.6%	
5	209	22	29	25	132	157	38	10	5	125	66	3	33	176	93	116	58	46	105	88	121	137	72	12	107	29	61	
	11.0%	9.5%	4.9%	13.9%	14.9%	11.3%	12.1%	6.2%	11.9%	10.6%	11.4%	10.3%	8.0%	11.9%	10.4%	11.6%	12.7%	9.1%	11.2%	10.6%	11.4%	11.7%	9.9%	12.2%	11.3%	10.0%	10.9%	
6	240	36	50	29	125	176	38	24	2	147	75	6	51	189	122	118	70	69	101	125	115	156	84	10	118	40	72	
	12.7%	15.1%	8.5%	16.2%	14.1%	12.7%	12.3%	15.3%	4.7%	12.5%	13.1%	21.4%	12.3%	12.8%	13.7%	11.8%	15.2%	13.8%	10.9%	15.1%	10.8%	13.3%	11.7%	9.7%	12.4%	14.1%	12.9%	
7	329	31	94	30	174	239	62	27	1	209	98	3	77	252	170	159	79	93	157	159	170	228	101	12	154	45	118	
	17.4%	13.0%	16.0%	16.7%	19.6%	17.2%	19.7%	17.7%	2.6%	17.7%	17.1%	12.0%	18.4%	17.1%	19.0%	15.9%	17.2%	18.7%	16.8%	19.2%	15.9%	19.5%	14.0%	12.4%	16.2%	15.5%	21.1%	
8	302	31	116	23	132	229	45	18	9	187	87	5	69	232	150	151	79	76	147	116	186	181	121	13	152	47	89	
	16.0%	13.0%	19.8%	12.5%	14.9%	16.5%	14.5%	11.9%	23.0%	15.9%	15.1%	17.4%	16.7%	15.7%	16.9%	15.1%	17.2%	15.1%	15.8%	14.1%	17.4%	15.5%	16.8%	13.5%	16.0%	16.5%	16.0%	
9	159	18	71	15	54	126	21	12	-	101	52	2	36	124	85	74	32	43	85	62	97	86	74	5	81	30	44	
	8.4%	7.7%	12.2%	8.3%	6.1%	9.1%	6.8%	7.9%	-	8.6%	9.1%	8.0%	8.5%	8.4%	9.5%	7.4%	6.9%	8.5%	9.1%	7.5%	9.1%	7.3%	10.2%	5.0%	8.5%	10.3%	7.8%	
10	348	43	191	16	98	248	50	34	16	219	104	-	87	261	142	206	68	84	197	112	236	192	156	24	185	57	81	
	18.4%	18.3%	32.5%	8.8%	11.1%	17.9%	16.1%	22.0%	38.5%	18.6%	18.1%	-	20.9%	17.7%	16.0%	20.6%	14.8%	16.7%	21.1%	13.5%	22.2%	16.4%	21.6%	24.6%	19.5%	19.9%	14.6%	
SIGMA	1892	236	587	182	887	1385	313	153	41	1177	575	27	416	1476	893	1000	458	500	934	826	1066	1171	721	98	950	287	557	
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 69

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Offers a discount scheme for goods and services supplied by other businesses e.g. money off shopping at a range of shops or on line, discounts on holidays

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	1585	678	907	372	553	659	148	262	397	546	1353	144	57	31	86	1416	83	537	879	374	365	380	421	668	820
Weighted Total	1587	690	896	375	554	657	150	262	395	547	1354	145	56	32	83	1422	82	537	885	374	366	380	423	666	824
0	77	36	41	9	20	47	7	12	24	21	64	7	3	3	4	70	3	23	47	17	17	19	22	28	44
	4.9%	5.3%	4.6%	2.4%	3.6%	7.2%	4.7%	4.4%	6.2%	3.9%	4.8%	4.8%	5.3%	9.3%	4.9%	4.9%	3.6%	4.3%	5.3%	4.5%	4.5%	5.0%	5.2%	4.3%	5.3%
1	44	20	24	5	12	27	2	9	16	13	40	1	-	2	1	41	2	14	27	11	11	9	12	17	20
	2.7%	2.8%	2.7%	1.3%	2.1%	4.1%	1.4%	3.4%	4.1%	2.4%	3.0%	0.7%	-	6.7%	1.3%	2.9%	2.3%	2.6%	3.0%	2.9%	3.1%	2.3%	2.7%	2.6%	2.5%
2	53	24	29	5	21	27	2	18	7	15	41	9	2	1	3	48	2	19	30	10	12	7	24	18	33
	3.4%	3.5%	3.3%	1.4%	3.8%	4.1%	1.3%	6.8%	1.7%	2.7%	3.0%	6.5%	3.4%	3.3%	3.3%	3.4%	2.6%	3.5%	3.3%	2.8%	3.2%	1.8%	5.7%	2.6%	4.0%
3	87	36	51	21	24	42	3	18	21	34	76	7	4	1	8	73	7	34	39	18	20	22	26	43	43
	5.5%	5.2%	5.7%	5.6%	4.4%	6.4%	2.0%	6.9%	5.4%	6.1%	5.6%	4.5%	6.8%	3.3%	9.2%	5.1%	8.3%	6.4%	4.4%	4.7%	5.4%	5.8%	6.2%	6.4%	5.2%
4	93	43	51	19	32	42	14	12	20	34	80	10	2	2	6	82	6	28	53	24	18	23	27	32	56
	5.9%	6.2%	5.7%	5.2%	5.7%	6.4%	9.2%	4.5%	5.1%	6.1%	5.9%	6.8%	3.4%	6.7%	6.9%	5.7%	7.3%	5.3%	6.0%	6.3%	4.9%	6.1%	6.3%	4.8%	6.8%
5	211	89	122	50	51	109	21	26	55	73	175	22	10	4	10	187	15	60	127	47	49	50	61	91	93
	13.3%	12.9%	13.6%	13.4%	9.3%	16.7%	13.8%	10.1%	13.9%	13.4%	13.0%	15.2%	17.3%	12.0%	11.5%	13.1%	17.9%	11.2%	14.3%	12.6%	13.5%	13.2%	14.5%	13.6%	11.2%
6	258	111	147	68	101	89	19	43	66	95	222	25	9	2	11	236	11	86	149	48	60	73	72	97	144
	16.3%	16.1%	16.4%	18.1%	18.3%	13.5%	12.3%	16.3%	16.7%	17.4%	16.4%	17.2%	15.4%	6.7%	13.8%	16.6%	13.5%	16.1%	16.9%	12.9%	16.3%	19.2%	17.1%	14.6%	17.5%
7	273	129	144	75	99	100	25	38	75	95	234	25	9	5	13	245	15	92	154	75	60	66	62	123	142
	17.2%	18.7%	16.1%	19.9%	17.9%	15.2%	17.0%	14.6%	19.1%	17.4%	17.3%	17.3%	15.9%	16.7%	16.0%	17.3%	18.2%	17.1%	17.4%	20.0%	16.4%	17.3%	14.6%	18.5%	17.3%
8	232	102	130	58	92	82	23	46	42	89	200	19	8	4	15	207	10	87	120	54	56	65	50	99	116
	14.6%	14.8%	14.5%	15.4%	16.6%	12.5%	15.4%	17.7%	10.6%	16.2%	14.8%	13.2%	14.8%	12.7%	17.9%	14.6%	11.9%	16.2%	13.6%	14.4%	15.4%	17.2%	11.9%	14.8%	14.1%
9	89	33	56	20	40	29	14	13	23	30	80	4	4	1	7	78	4	27	51	21	19	14	30	39	46
	5.6%	4.8%	6.2%	5.3%	7.2%	4.4%	9.1%	4.8%	5.8%	5.6%	5.9%	3.1%	7.2%	2.6%	7.9%	5.5%	5.2%	5.1%	5.8%	5.7%	5.2%	3.8%	7.0%	5.9%	5.8%
10	169	67	102	45	61	63	21	27	45	48	141	16	6	6	6	155	7	66	89	49	44	31	37	79	86
	10.6%	9.7%	11.4%	12.0%	11.0%	9.6%	13.9%	10.4%	11.4%	8.7%	10.4%	10.7%	10.6%	20.0%	7.4%	10.9%	9.1%	12.3%	10.0%	13.2%	12.0%	8.1%	8.8%	11.9%	10.5%
SIGMA	1587	690	896	375	554	657	150	262	395	547	1354	145	56	32	83	1422	82	537	885	374	366	380	423	666	824
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 70

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Offers a discount scheme for goods and services supplied by other businesses e.g. money off shopping at a range of shops or on line, discounts on holidays

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	1585	175	339	277	794	1193	243	117	32	849	648	23	432	1153	796	789	331	409	845	566	1019	1013	572	65	791	212	517
Weighted Total	1587	146	361	233	846	1196	242	117	31	859	640	22	431	1155	799	787	333	407	847	569	1018	1021	565	66	789	213	519
0	77	7	11	11	49	55	12	6	5	49	24	1	21	56	32	45	10	18	49	32	45	49	29	6	41	11	19
	4.9%	4.6%	2.9%	4.7%	5.8%	4.6%	4.7%	5.3%	15.7%	5.7%	3.8%	4.8%	4.9%	4.9%	4.0%	5.7%	3.1%	4.5%	5.7%	5.6%	4.5%	4.8%	5.1%	9.0%	5.3%	5.1%	3.7%
1	44	2	9	6	27	35	3	6	-	27	15	-	9	34	19	24	5	14	24	10	34	27	17	3	14	9	17
	2.7%	1.7%	2.4%	2.5%	3.1%	2.9%	1.2%	5.1%	-	3.1%	2.3%	-	2.1%	3.0%	2.4%	3.1%	1.5%	3.4%	2.9%	1.8%	3.3%	2.6%	3.0%	4.5%	1.8%	4.2%	3.4%
2	53	4	7	8	34	39	8	7	-	27	23	2	19	34	29	25	6	15	32	13	40	32	22	2	30	6	15
	3.4%	2.9%	2.1%	3.2%	4.0%	3.2%	3.2%	5.8%	-	3.2%	3.6%	7.5%	4.5%	2.9%	3.6%	3.1%	1.9%	3.7%	3.8%	2.3%	4.0%	3.1%	3.8%	3.2%	3.7%	2.9%	3.0%
3	87	10	17	18	43	70	13	4	-	44	35	3	20	67	39	48	21	25	42	23	64	54	34	3	40	14	30
	5.5%	6.9%	4.7%	7.6%	5.0%	5.8%	5.5%	3.6%	-	5.2%	5.5%	12.4%	4.6%	5.8%	4.9%	6.1%	6.2%	6.2%	4.9%	4.1%	6.3%	5.2%	6.0%	4.8%	5.1%	6.4%	5.8%
4	93	9	23	16	45	66	11	12	4	48	40	2	23	70	48	46	17	22	54	33	60	59	34	5	43	14	31
	5.9%	6.3%	6.5%	6.9%	5.3%	5.5%	4.5%	10.7%	13.0%	5.5%	6.3%	8.6%	5.3%	6.1%	6.0%	5.8%	5.1%	5.5%	6.4%	5.9%	5.9%	5.8%	6.0%	7.4%	5.5%	6.6%	6.1%
5	211	18	34	34	125	167	28	13	3	117	84	2	53	158	93	117	46	45	119	71	140	134	76	7	108	27	68
	13.3%	12.6%	9.4%	14.4%	14.7%	14.0%	11.6%	11.2%	8.8%	13.6%	13.1%	8.5%	12.3%	13.7%	11.7%	14.9%	13.9%	11.1%	14.1%	12.5%	13.7%	13.2%	13.5%	10.9%	13.7%	12.9%	13.1%
6	258	20	51	39	148	193	51	12	2	135	111	5	62	196	136	122	64	63	132	100	158	172	86	8	116	40	94
	16.3%	13.7%	14.2%	16.6%	17.5%	16.1%	21.0%	10.5%	6.1%	15.8%	17.4%	22.9%	14.5%	16.9%	17.0%	15.5%	19.1%	15.4%	15.6%	17.6%	15.5%	16.8%	15.2%	12.2%	14.7%	18.8%	18.1%
7	273	26	70	39	139	203	43	25	2	155	107	4	82	192	144	129	60	77	137	98	176	178	95	8	139	34	92
	17.2%	17.7%	19.5%	16.6%	16.4%	17.0%	17.6%	21.6%	6.9%	18.1%	16.6%	17.2%	18.9%	16.6%	18.1%	16.4%	18.0%	18.8%	16.1%	17.2%	17.3%	17.4%	16.9%	11.9%	17.6%	16.2%	17.8%
8	232	15	53	35	129	184	35	11	1	115	102	1	72	160	128	104	59	60	113	94	138	149	83	10	119	25	78
	14.6%	10.3%	14.7%	14.8%	15.2%	15.4%	14.6%	9.4%	3.4%	13.3%	15.9%	4.8%	16.6%	13.9%	16.0%	13.2%	17.6%	14.7%	13.4%	16.5%	13.5%	14.6%	14.6%	14.5%	15.1%	11.8%	15.0%
9	89	13	25	13	38	67	16	3	3	49	35	1	25	64	52	36	18	20	52	35	54	60	29	1	46	12	30
	5.6%	9.1%	6.8%	5.4%	4.5%	5.6%	6.8%	2.5%	10.3%	5.7%	5.4%	4.8%	5.7%	5.6%	6.5%	4.6%	5.3%	4.8%	6.1%	6.2%	5.3%	5.9%	5.1%	1.3%	5.8%	5.6%	5.8%
10	169	21	61	17	70	118	23	17	11	93	65	2	46	123	78	91	28	48	93	59	109	107	61	13	92	20	43
	10.6%	14.3%	16.8%	7.2%	8.3%	9.9%	9.3%	14.4%	35.9%	10.8%	10.2%	8.6%	10.6%	10.7%	9.8%	11.5%	8.3%	11.8%	11.0%	10.4%	10.7%	10.5%	10.8%	20.3%	11.7%	9.6%	8.2%
SIGMA	1587	146	361	233	846	1196	242	117	31	859	640	22	431	1155	799	787	333	407	847	569	1018	1021	565	66	789	213	519
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 71
Q4. Normal weightings
Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.
Base: Said their employer provides this benefit
Provides assistance with childcare

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
1011	438	573	283	406	322	111	191	255	327	884	73	39	15	53	911	47	337	574	237	250	232	280	367	582
1022	451	572	288	408	326	112	192	258	330	893	75	39	15	51	924	47	341	582	239	252	234	286	368	592
150	61	90	29	38	83	11	33	35	45	124	18	6	3	7	130	13	54	77	29	31	37	51	48	92
14.7%	13.4%	15.7%	10.0%	9.4%	25.5%	9.8%	17.0%	13.5%	13.6%	13.9%	23.6%	15.1%	19.7%	13.7%	14.1%	27.5%	15.7%	13.2%	12.2%	12.3%	15.9%	17.9%	13.0%	15.5%
49	24	25	4	16	30	3	17	16	11	47	2	-	-	1	45	3	20	26	11	10	16	12	20	25
4.8%	5.4%	4.4%	1.3%	3.8%	9.2%	2.9%	8.7%	6.3%	3.3%	5.3%	2.8%	-	-	1.6%	4.9%	6.8%	5.8%	4.4%	4.6%	4.0%	7.0%	4.2%	5.4%	4.2%
44	16	28	12	13	19	1	9	9	18	37	2	3	1	1	41	2	16	25	5	14	13	11	21	23
4.3%	3.5%	4.9%	4.2%	3.2%	5.7%	1.0%	4.8%	3.4%	5.5%	4.2%	2.8%	8.1%	7.1%	1.6%	4.4%	4.0%	4.7%	4.2%	2.1%	5.7%	5.5%	3.9%	5.6%	3.8%
51	24	26	12	21	18	3	10	15	13	42	5	4	-	3	45	2	12	34	12	10	12	16	15	32
4.9%	5.4%	4.6%	4.1%	5.1%	5.5%	2.7%	5.4%	5.8%	4.1%	4.7%	6.5%	10.2%	-	5.8%	4.9%	4.5%	3.5%	5.8%	5.1%	3.9%	5.2%	5.4%	4.2%	5.5%
41	19	22	17	19	6	7	5	9	16	37	1	2	2	3	38	-	10	28	6	9	12	13	15	20
4.0%	4.2%	3.9%	5.8%	4.5%	1.9%	6.7%	2.7%	3.3%	4.7%	4.1%	1.4%	4.9%	11.2%	5.8%	4.1%	-	2.9%	4.9%	2.7%	3.5%	5.3%	4.4%	4.0%	3.3%
121	56	64	35	45	40	8	22	25	48	104	10	6	1	5	108	8	40	68	29	32	24	35	49	60
11.8%	12.5%	11.3%	12.2%	11.0%	12.4%	7.0%	11.6%	9.8%	14.7%	11.6%	12.8%	15.1%	7.1%	9.1%	11.7%	17.1%	11.7%	11.7%	12.3%	12.7%	10.5%	12.1%	13.2%	10.2%
104	48	56	38	47	20	14	25	23	30	92	7	3	2	5	94	5	39	55	29	28	20	28	38	62
10.2%	10.6%	9.9%	13.1%	11.4%	6.1%	12.1%	13.0%	8.9%	9.1%	10.3%	9.7%	7.6%	14.1%	9.5%	10.2%	10.8%	11.3%	9.5%	12.2%	11.0%	8.4%	9.7%	10.3%	10.4%
163	89	74	53	75	35	24	21	37	59	141	12	7	3	7	152	4	64	88	38	47	35	38	53	106
16.0%	19.8%	12.9%	18.4%	18.3%	10.8%	21.3%	11.2%	14.3%	17.9%	15.8%	15.4%	17.8%	21.2%	13.7%	16.4%	9.0%	18.8%	15.1%	16.0%	18.8%	15.0%	13.5%	14.4%	18.0%
102	44	58	27	54	21	11	15	31	35	92	7	2	1	6	94	2	29	65	23	21	31	27	41	57
10.0%	9.7%	10.2%	9.2%	13.2%	6.6%	9.8%	8.0%	12.1%	10.6%	10.3%	8.7%	4.9%	7.1%	11.6%	10.2%	4.0%	8.5%	11.2%	9.5%	8.3%	13.1%	9.3%	11.1%	9.7%
64	27	37	19	28	18	8	14	16	19	57	5	1	1	5	57	2	20	37	16	14	9	24	22	37
6.3%	6.0%	6.5%	6.5%	6.8%	5.4%	7.4%	7.5%	6.2%	5.6%	6.4%	6.8%	2.7%	5.6%	10.0%	6.2%	4.5%	5.7%	6.4%	6.5%	5.6%	3.9%	8.6%	5.9%	6.3%
133	42	91	44	54	35	22	19	42	36	120	7	5	1	9	119	5	39	80	40	36	24	31	47	78
13.0%	9.4%	15.8%	15.2%	13.2%	10.9%	19.5%	10.1%	16.4%	10.9%	13.4%	9.4%	13.6%	7.1%	17.7%	12.8%	11.6%	11.3%	13.7%	16.8%	14.2%	10.3%	11.0%	12.8%	13.2%
1022	451	572	288	408	326	112	192	258	330	893	75	39	15	51	924	47	341	582	239	252	234	286	368	592
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 72

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Provides assistance with childcare

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
1011	66	142	180	623	769	148	78	16	525	424	25	301	710	592	419	250	238	523	460	551	689	322	37	452	140	382
1022	55	151	152	664	777	150	79	16	534	425	25	302	720	597	425	254	242	527	467	555	698	324	38	457	141	386
150	8	27	19	96	111	19	17	3	86	55	4	35	115	48	103	33	41	77	65	85	83	68	13	63	26	48
14.7%	15.2%	17.6%	12.8%	14.4%	14.3%	12.5%	21.9%	18.2%	16.1%	13.0%	16.8%	11.7%	16.0%	8.0%	24.2%	13.0%	16.8%	14.6%	14.0%	15.3%	11.8%	20.9%	34.0%	13.8%	18.4%	12.6%
49	4	9	6	31	37	9	2	1	30	16	1	15	34	15	34	9	12	28	21	29	29	21	2	26	7	14
4.8%	7.6%	5.6%	3.9%	4.7%	4.8%	6.1%	2.4%	6.5%	5.6%	3.9%	4.2%	5.1%	4.7%	2.6%	8.0%	3.7%	4.9%	5.4%	4.5%	5.2%	4.1%	6.4%	5.6%	5.8%	4.8%	3.7%
44	4	6	4	29	33	6	3	2	19	21	2	8	35	20	23	7	12	24	21	22	26	18	1	22	3	17
4.3%	7.6%	4.2%	2.8%	4.3%	4.2%	4.0%	3.8%	13.0%	3.6%	4.9%	7.5%	2.7%	4.9%	3.4%	5.5%	2.9%	5.0%	4.6%	4.5%	4.0%	3.7%	5.5%	2.8%	4.8%	2.1%	4.5%
51	2	5	8	35	33	11	6	-	28	18	3	17	34	33	18	7	15	29	20	30	39	12	4	20	6	21
4.9%	4.5%	3.5%	5.0%	5.3%	4.2%	7.5%	8.1%	-	5.2%	4.1%	12.6%	5.5%	4.7%	5.5%	4.2%	2.8%	6.2%	5.4%	4.3%	5.5%	5.5%	3.7%	11.2%	4.3%	4.2%	5.4%
41	-	5	5	31	35	5	1	-	26	16	-	12	29	27	14	11	10	20	17	24	28	13	1	13	10	18
4.0%	-	3.5%	3.3%	4.7%	4.5%	3.6%	1.4%	-	4.8%	3.7%	-	3.9%	4.1%	4.5%	3.4%	4.4%	4.0%	3.9%	3.6%	4.4%	4.0%	4.1%	2.8%	2.7%	6.8%	4.7%
121	2	19	22	78	87	22	10	2	56	54	3	26	94	62	59	30	23	68	43	77	83	38	6	58	20	36
11.8%	3.0%	12.7%	14.4%	11.7%	11.1%	14.7%	12.7%	13.0%	10.5%	12.7%	11.8%	8.7%	13.1%	10.3%	13.9%	11.9%	9.4%	12.8%	9.3%	13.9%	11.8%	11.7%	16.8%	12.6%	14.5%	9.3%
104	6	11	12	76	78	19	5	2	50	47	4	33	71	68	36	27	29	47	62	42	72	32	1	40	16	47
10.2%	10.6%	7.0%	7.8%	11.4%	10.0%	12.8%	6.2%	13.0%	9.4%	11.0%	16.0%	11.0%	9.8%	11.4%	8.5%	10.8%	12.1%	9.0%	13.2%	7.6%	10.3%	9.8%	2.8%	8.7%	11.5%	12.1%
163	6	28	22	108	132	20	10	1	89	70	2	58	105	107	56	48	41	74	74	89	119	44	3	76	20	64
16.0%	10.6%	18.3%	14.4%	16.2%	17.0%	13.2%	12.7%	6.5%	16.7%	16.4%	8.4%	19.1%	14.7%	18.0%	13.1%	18.9%	17.0%	14.1%	15.9%	16.0%	17.0%	13.7%	8.4%	16.6%	14.3%	16.5%
102	9	14	16	63	76	14	11	1	53	41	3	29	73	69	33	34	18	50	51	51	76	26	2	50	10	40
10.0%	16.7%	9.2%	10.6%	9.5%	9.8%	9.1%	14.3%	5.1%	10.0%	9.7%	11.8%	9.7%	10.1%	11.6%	7.7%	13.4%	7.5%	9.5%	11.0%	9.1%	10.9%	8.1%	5.0%	11.8%	6.9%	10.3%
64	2	11	8	43	52	9	1	2	33	26	-	18	46	54	10	11	20	33	30	34	50	14	1	28	6	29
6.3%	4.5%	7.0%	5.6%	6.4%	6.7%	6.1%	1.4%	13.0%	6.1%	6.2%	-	5.9%	6.4%	9.0%	2.5%	4.4%	8.4%	6.2%	6.4%	6.2%	7.1%	4.5%	2.8%	6.1%	4.4%	7.5%
133	11	17	29	76	104	16	12	2	65	62	3	50	83	95	38	35	21	77	61	72	95	38	3	62	17	51
13.0%	19.7%	11.3%	19.4%	11.4%	13.3%	10.5%	15.1%	11.7%	12.1%	14.5%	10.9%	16.6%	11.5%	15.8%	9.0%	13.8%	8.6%	14.7%	13.2%	12.9%	13.7%	11.6%	7.8%	13.5%	12.1%	13.3%
1022	55	151	152	664	777	150	79	16	534	425	25	302	720	597	425	254	242	527	467	555	698	324	38	457	141	386
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 73
Q4. Normal weightings
Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.
Base: Said their employer provides this benefit
Provides financial advice from a third party e.g. access to a free confidential information phone line

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	1053	452	601	270	379	404	114	185	242	367	908	83	42	20	55	942	56	343	599	255	265	234	280	406	569
Weighted Total	1067	465	602	273	384	409	116	186	247	370	920	84	43	21	54	959	55	349	609	255	270	237	286	409	580
0	51	20	32	12	11	28	5	8	16	14	43	3	4	1	2	43	7	18	24	14	10	6	21	25	25
	4.8%	4.2%	5.3%	4.5%	2.9%	6.8%	4.4%	4.5%	6.6%	3.7%	4.7%	3.3%	9.5%	5.1%	3.5%	4.4%	12.4%	5.3%	3.9%	5.6%	3.8%	2.6%	7.2%	6.1%	4.3%
1	39	16	23	5	17	16	7	10	10	7	33	3	2	-	2	34	3	10	24	5	9	10	15	18	18
	3.6%	3.5%	3.8%	2.0%	4.5%	3.9%	6.2%	5.1%	3.9%	1.9%	3.6%	3.8%	5.0%	-	3.1%	3.5%	5.8%	2.9%	3.9%	2.1%	3.2%	4.2%	5.1%	4.4%	3.1%
2	45	16	28	10	12	22	4	8	10	16	38	4	1	1	1	41	3	20	21	8	13	10	13	17	24
	4.2%	3.5%	4.7%	3.7%	3.2%	5.5%	3.3%	4.3%	4.1%	4.4%	4.2%	5.1%	2.5%	5.1%	1.6%	4.2%	5.8%	5.7%	3.4%	3.2%	5.0%	4.2%	4.6%	4.2%	4.2%
3	65	30	35	16	24	25	4	12	17	24	57	5	2	1	6	58	1	21	36	11	14	20	20	23	40
	6.1%	6.4%	5.9%	5.8%	6.2%	6.1%	3.7%	6.5%	7.0%	6.4%	6.2%	5.8%	4.0%	5.1%	11.1%	6.0%	1.9%	6.2%	6.0%	4.2%	5.1%	8.6%	7.0%	5.7%	6.9%
4	85	40	44	23	32	29	5	16	22	34	76	6	1	1	3	78	4	22	55	25	20	19	19	34	44
	7.9%	8.7%	7.3%	8.3%	8.4%	7.2%	4.4%	8.6%	8.8%	9.1%	8.3%	7.1%	2.5%	5.1%	6.0%	8.1%	7.0%	6.4%	9.1%	9.8%	7.6%	8.1%	6.7%	8.4%	7.6%
5	162	77	84	40	44	77	12	31	25	68	135	14	9	3	8	143	11	47	96	38	47	40	33	60	84
	15.1%	16.7%	14.0%	14.6%	11.6%	18.8%	10.2%	16.6%	10.0%	18.4%	14.7%	16.8%	21.5%	14.3%	14.2%	14.9%	20.5%	13.5%	15.7%	14.9%	17.4%	17.0%	11.7%	14.6%	14.6%
6	166	73	94	45	64	57	25	21	36	67	150	11	4	1	11	148	8	52	96	42	46	36	38	67	86
	15.6%	15.6%	15.6%	16.4%	16.8%	14.0%	21.7%	11.5%	14.7%	18.1%	16.3%	13.5%	9.5%	5.1%	19.7%	15.5%	13.9%	14.9%	15.8%	16.5%	17.2%	15.3%	13.5%	16.3%	14.9%
7	187	82	105	47	78	61	15	35	45	63	157	15	9	5	8	174	5	62	112	37	41	41	61	67	102
	17.5%	17.6%	17.5%	17.3%	20.4%	15.0%	13.2%	18.6%	18.1%	17.0%	17.1%	18.3%	21.0%	25.5%	14.2%	18.2%	9.3%	17.9%	18.4%	14.6%	15.4%	17.3%	21.4%	16.5%	17.5%
8	129	65	64	44	43	43	18	20	33	40	110	12	5	2	6	116	7	45	71	33	34	22	38	51	68
	12.1%	14.0%	10.6%	15.9%	11.2%	10.4%	15.4%	10.6%	13.2%	10.7%	12.0%	13.9%	12.5%	10.2%	11.9%	12.1%	13.2%	12.8%	11.6%	12.9%	12.5%	9.3%	13.2%	12.4%	11.8%
9	51	18	32	9	22	20	5	10	8	22	45	3	2	1	1	49	1	22	26	15	11	12	13	17	31
	4.8%	4.0%	5.4%	3.3%	5.8%	4.8%	4.4%	5.5%	3.3%	5.8%	4.9%	3.6%	4.5%	5.1%	2.0%	5.1%	1.9%	6.4%	4.3%	5.8%	4.2%	5.1%	4.5%	4.0%	5.4%
10	88	28	60	23	35	31	16	15	25	17	73	7	3	4	7	76	4	28	48	27	24	20	15	30	56
	8.2%	5.9%	10.0%	8.2%	9.0%	7.5%	13.3%	8.2%	10.2%	4.6%	8.0%	8.7%	7.5%	19.4%	12.6%	8.0%	8.1%	8.1%	7.9%	10.4%	8.8%	8.3%	5.2%	7.3%	9.7%
SIGMA	1067	465	602	273	384	409	116	186	247	370	920	84	43	21	54	959	55	349	609	255	270	237	286	409	580
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 74
Q4. Normal weightings
Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.
Base: Said their employer provides this benefit
Provides financial advice from a third party e.g. access to a free confidential information phone line

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	1053	76	169	169	619	783	164	83	23	545	440	34	333	720	555	498	231	266	556	444	609	714	339	47	500	154	352
Weighted Total	1067	63	201	142	660	798	163	83	22	555	446	32	337	730	563	504	235	268	565	452	615	726	341	49	505	156	357
0	51	4	10	3	34	36	10	5	-	30	17	1	10	41	18	33	9	21	22	28	23	27	24	4	26	13	8
	4.8%	6.6%	4.8%	2.4%	5.2%	4.5%	6.2%	6.4%	-	5.4%	3.9%	3.3%	3.1%	5.6%	3.2%	6.6%	3.8%	7.7%	3.8%	6.2%	3.8%	3.7%	7.2%	8.2%	5.2%	8.1%	2.3%
1	39	7	5	3	23	27	5	6	1	24	11	1	5	33	16	23	9	11	19	16	23	24	15	4	21	5	9
	3.6%	10.5%	2.6%	2.4%	3.6%	3.3%	3.3%	7.1%	3.7%	4.3%	2.5%	3.3%	1.6%	4.6%	2.9%	4.5%	3.8%	4.0%	3.4%	3.6%	3.7%	3.3%	4.4%	7.8%	4.1%	3.1%	2.6%
2	45	2	11	6	26	27	4	11	2	25	18	-	12	33	18	26	8	12	24	15	30	22	23	2	19	4	20
	4.2%	3.9%	5.3%	4.1%	3.9%	3.4%	2.5%	13.3%	9.6%	4.4%	4.0%	-	3.5%	4.5%	3.2%	5.2%	3.4%	4.5%	4.3%	3.3%	4.9%	3.0%	6.6%	4.4%	3.7%	2.6%	5.6%
3	65	3	15	9	37	50	6	8	1	34	29	2	23	42	29	36	14	16	35	24	40	45	19	3	31	12	18
	6.1%	5.3%	7.4%	6.5%	5.7%	6.2%	3.6%	10.0%	4.8%	6.0%	6.5%	6.6%	6.8%	5.7%	5.1%	7.1%	6.0%	5.8%	6.2%	5.4%	6.6%	6.3%	5.7%	6.5%	6.2%	7.5%	5.2%
4	85	7	10	12	56	60	18	6	1	39	36	7	28	57	48	37	15	25	44	35	49	63	22	3	39	16	26
	7.9%	10.5%	4.8%	8.3%	8.6%	7.5%	10.9%	7.4%	3.7%	7.1%	8.0%	21.1%	8.2%	7.8%	8.5%	7.3%	6.3%	9.5%	7.9%	7.8%	8.0%	8.6%	6.4%	6.5%	7.7%	10.2%	7.4%
5	162	8	29	25	99	129	19	11	3	82	70	2	41	121	78	84	35	33	93	52	110	107	54	10	82	28	41
	15.1%	13.2%	14.3%	17.8%	15.0%	16.1%	11.3%	13.5%	13.3%	14.7%	15.7%	5.9%	12.2%	16.5%	13.8%	16.6%	15.1%	12.5%	16.4%	11.5%	17.8%	14.8%	15.9%	21.3%	16.3%	18.0%	11.4%
6	166	9	38	18	101	127	29	8	2	88	69	4	58	108	96	71	42	43	82	69	98	117	50	5	75	24	62
	15.6%	14.5%	19.0%	12.4%	15.3%	15.9%	17.9%	9.5%	9.6%	15.9%	15.5%	11.1%	17.3%	14.8%	17.0%	14.0%	17.8%	16.1%	14.5%	15.2%	15.9%	16.0%	14.7%	10.9%	14.8%	15.7%	17.3%
7	187	4	39	22	122	146	28	10	3	96	83	6	70	117	110	77	45	40	102	86	101	132	55	9	90	21	67
	17.5%	6.6%	19.6%	15.4%	18.4%	18.3%	17.3%	11.6%	14.4%	17.3%	18.7%	17.8%	20.9%	16.0%	19.5%	15.3%	19.2%	15.0%	18.1%	19.1%	16.4%	18.2%	16.2%	19.1%	17.7%	13.7%	18.7%
8	129	9	18	18	84	92	28	6	3	75	48	4	37	92	73	56	37	34	59	70	59	94	35	2	55	17	55
	12.1%	14.5%	9.0%	12.4%	12.8%	11.5%	17.0%	7.6%	13.4%	13.4%	10.8%	11.2%	11.0%	12.6%	12.9%	11.2%	15.7%	12.6%	10.4%	15.5%	9.6%	13.0%	10.2%	4.4%	10.0%	10.9%	15.5%
9	51	4	7	8	31	37	8	5	1	22	25	2	17	34	28	22	11	9	31	21	30	31	20	2	25	4	19
	4.8%	6.6%	3.7%	5.9%	4.7%	4.6%	5.0%	5.9%	4.8%	3.9%	5.6%	5.9%	4.9%	4.7%	5.1%	4.5%	4.9%	3.3%	5.4%	4.6%	4.9%	4.3%	5.9%	4.4%	5.0%	2.7%	5.4%
10	88	5	19	18	46	68	8	6	5	41	39	4	36	52	49	38	10	24	54	36	52	64	24	3	42	11	31
	8.2%	7.9%	9.5%	12.4%	6.9%	8.6%	4.8%	7.7%	22.6%	7.5%	8.7%	13.8%	10.5%	7.2%	8.8%	7.6%	4.2%	8.9%	9.6%	8.0%	8.4%	8.8%	7.0%	6.5%	8.4%	7.4%	8.6%
SIGMA	1067	63	201	142	660	798	163	83	22	555	446	32	337	730	563	504	235	268	565	452	615	726	341	49	505	156	357
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 75

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Provides financial assistance to employees in need

Unweighted Total

Weighted Total

0

1

2

3

4

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10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
890	405	485	264	307	318	93	164	210	286	753	75	42	20	63	758	69	252	506	252	219	171	233	366	467
898	415	483	266	310	322	94	167	213	287	762	74	42	20	62	768	67	256	513	253	220	172	238	364	477
39	15	24	7	11	20	3	10	9	10	32	3	2	2	1	33	5	12	21	10	4	5	18	17	20
4.3%	3.6%	4.9%	2.5%	3.6%	6.2%	2.7%	5.7%	4.4%	3.6%	4.2%	4.0%	5.1%	9.6%	1.7%	4.3%	7.2%	4.6%	4.1%	3.8%	1.9%	3.0%	7.4%	4.6%	4.2%
25	9	17	5	8	12	1	11	2	6	19	5	-	1	2	18	6	9	8	9	4	8	4	12	12
2.8%	2.1%	3.5%	1.7%	2.7%	3.8%	1.1%	6.3%	0.9%	2.1%	2.6%	6.8%	-	4.2%	3.1%	2.3%	8.8%	3.6%	1.6%	3.8%	1.9%	4.7%	1.5%	3.4%	2.6%
27	13	14	7	4	16	1	7	5	11	24	1	2	-	2	22	3	8	13	5	4	5	10	10	14
3.0%	3.2%	2.8%	2.6%	1.4%	4.9%	1.1%	4.3%	2.2%	3.9%	3.2%	1.1%	4.6%	-	3.1%	2.8%	4.7%	3.3%	2.6%	2.1%	2.0%	2.8%	4.3%	2.7%	2.9%
31	15	16	12	8	11	4	7	5	13	29	2	-	1	1	28	3	10	18	11	6	6	8	14	16
3.5%	3.7%	3.3%	4.5%	2.7%	3.5%	4.3%	4.1%	2.5%	4.4%	3.8%	2.6%	-	4.2%	1.7%	3.6%	4.1%	3.7%	3.5%	4.3%	2.8%	3.7%	3.4%	3.9%	3.4%
46	26	20	21	12	14	5	10	9	17	41	2	2	1	5	32	9	14	18	21	14	4	8	29	17
5.2%	6.3%	4.2%	7.8%	3.8%	4.3%	5.2%	6.1%	4.2%	5.9%	5.4%	2.9%	5.1%	5.3%	8.2%	4.2%	13.6%	5.4%	3.6%	8.3%	6.2%	2.2%	3.3%	7.9%	3.5%
101	55	45	24	36	41	7	20	25	36	88	8	4	-	6	83	11	26	57	26	30	19	26	45	46
11.2%	13.4%	9.3%	9.0%	11.5%	12.7%	7.2%	12.0%	12.0%	12.4%	11.5%	11.2%	10.2%	-	10.2%	10.8%	16.9%	10.1%	11.1%	10.1%	13.8%	11.1%	10.7%	12.3%	9.6%
157	70	86	53	50	54	14	31	38	49	132	12	7	5	12	136	9	37	99	41	44	37	32	57	89
17.5%	16.9%	17.9%	20.1%	16.0%	16.7%	14.9%	18.6%	18.0%	16.9%	17.3%	16.5%	17.2%	25.6%	19.2%	17.7%	12.9%	14.5%	19.3%	16.2%	19.9%	21.4%	13.6%	15.7%	18.6%
178	83	94	54	72	51	18	23	49	61	151	10	11	5	20	148	10	47	101	57	40	34	43	72	97
19.8%	20.0%	19.6%	20.2%	23.4%	16.0%	18.7%	14.0%	22.9%	21.3%	19.8%	13.7%	27.1%	25.6%	31.5%	19.3%	14.8%	18.3%	19.8%	22.4%	18.1%	19.8%	18.0%	19.8%	20.3%
112	44	68	35	38	39	9	20	24	38	91	13	7	1	6	103	3	46	57	31	28	18	34	45	59
12.5%	10.7%	14.0%	13.4%	12.2%	12.0%	9.0%	11.9%	11.5%	13.3%	11.9%	17.4%	16.9%	5.3%	10.0%	13.4%	4.1%	18.1%	11.1%	12.2%	12.6%	10.6%	14.4%	12.3%	12.4%
80	37	43	18	37	25	14	11	19	23	68	9	4	-	2	74	4	25	49	16	16	19	26	29	46
8.9%	9.0%	8.9%	6.9%	11.9%	7.9%	15.3%	6.9%	8.8%	8.1%	8.9%	11.7%	9.2%	-	3.4%	9.7%	6.0%	9.9%	9.5%	6.5%	7.1%	11.3%	11.0%	7.9%	9.6%
102	46	56	30	34	39	19	17	27	23	87	9	2	4	5	92	5	22	71	26	30	16	29	35	62
11.3%	11.1%	11.5%	11.1%	10.8%	12.0%	20.5%	10.2%	12.8%	8.1%	11.4%	12.3%	4.6%	20.2%	7.9%	12.0%	6.9%	8.5%	13.8%	10.4%	13.6%	9.4%	12.3%	9.5%	13.1%
898	415	483	266	310	322	94	167	213	287	762	74	42	20	62	768	67	256	513	253	220	172	238	364	477
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 76

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Provides financial assistance to employees in need

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

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SIGMA

	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
890	88	122	136	544	671	139	64	16	518	299	28	219	671	479	411	240	220	430	536	354	619	271	37	462	110	281
898	73	130	115	580	679	138	64	16	525	302	27	222	676	486	412	243	221	434	540	358	624	273	38	464	112	284
39	4	4	3	28	30	6	3	-	27	11	-	9	30	15	24	5	9	25	23	16	21	18	4	23	4	7
4.3%	5.7%	3.3%	2.2%	4.8%	4.4%	4.1%	5.0%	-	5.1%	3.7%	-	4.1%	4.4%	3.1%	5.7%	2.0%	4.1%	5.7%	4.3%	4.3%	3.3%	6.5%	10.7%	5.0%	3.6%	2.5%
25	6	4	3	13	17	5	4	-	16	10	-	2	23	11	14	5	10	11	12	13	11	14	2	12	3	8
2.8%	8.0%	3.3%	2.2%	2.2%	2.5%	3.5%	5.9%	-	3.0%	3.2%	-	1.0%	3.4%	2.4%	3.4%	2.0%	4.4%	2.5%	2.3%	3.7%	1.8%	5.2%	5.1%	2.7%	2.7%	2.9%
27	3	4	3	16	18	6	3	-	16	7	2	6	21	10	17	7	3	17	15	12	19	8	-	20	2	5
3.0%	4.5%	3.3%	2.9%	2.8%	2.6%	4.6%	4.6%	-	3.0%	2.2%	7.0%	2.7%	3.1%	2.0%	4.2%	2.9%	1.4%	3.9%	2.8%	3.4%	3.1%	2.8%	-	4.4%	1.5%	1.7%
31	2	5	3	20	23	4	3	1	14	11	3	6	25	15	17	7	11	13	16	15	23	8	3	15	3	10
3.5%	3.4%	4.1%	2.9%	3.5%	3.4%	3.1%	4.7%	6.6%	2.6%	3.7%	10.9%	2.8%	3.7%	3.1%	4.0%	2.9%	5.1%	3.0%	3.0%	4.3%	3.7%	3.0%	7.9%	3.2%	2.9%	3.7%
46	6	9	4	28	36	9	-	1	22	17	2	11	35	24	22	20	9	17	33	14	28	18	5	18	8	16
5.2%	8.0%	6.6%	3.7%	4.8%	5.3%	6.6%	-	5.2%	4.2%	5.6%	7.8%	5.0%	5.2%	4.9%	5.4%	8.1%	4.2%	4.0%	6.0%	3.8%	4.5%	6.7%	13.6%	3.8%	7.0%	5.5%
101	6	16	13	66	71	16	9	5	56	34	2	14	86	47	54	24	21	56	59	42	64	36	3	57	18	23
11.2%	8.0%	12.3%	11.0%	11.4%	10.5%	11.2%	13.6%	31.6%	10.7%	11.3%	7.0%	6.5%	12.7%	9.6%	13.1%	10.0%	9.4%	12.8%	10.9%	11.7%	10.3%	13.3%	7.9%	12.2%	15.8%	8.2%
157	13	20	26	97	123	24	8	1	89	54	7	44	112	86	71	39	42	75	89	68	116	41	9	73	13	61
17.5%	18.2%	15.6%	22.8%	16.7%	18.1%	17.6%	13.2%	6.6%	16.9%	17.9%	24.8%	20.0%	16.6%	17.7%	17.2%	16.3%	19.1%	17.3%	16.5%	18.9%	18.5%	15.0%	24.9%	15.8%	11.8%	21.4%
178	15	28	22	113	136	32	7	3	114	56	2	42	135	99	78	44	57	77	116	62	129	48	3	95	21	58
19.8%	20.5%	21.3%	19.1%	19.5%	20.0%	23.2%	10.6%	17.0%	21.6%	18.7%	7.0%	19.0%	20.0%	20.5%	19.0%	18.2%	25.7%	17.6%	21.4%	17.3%	20.7%	17.7%	8.5%	20.5%	18.8%	20.6%
112	6	15	18	74	84	15	11	1	66	39	4	32	80	67	45	44	22	46	71	41	79	33	2	59	14	38
12.5%	8.0%	11.5%	15.4%	12.7%	12.4%	11.0%	17.6%	6.6%	12.6%	12.8%	14.8%	14.6%	11.8%	13.8%	10.9%	18.1%	10.0%	10.6%	13.1%	11.5%	12.7%	11.9%	5.7%	12.6%	12.2%	13.2%
80	6	11	8	55	64	10	5	1	47	30	1	24	57	49	31	22	17	41	44	37	57	23	-	41	11	28
8.9%	8.0%	8.2%	7.4%	9.6%	9.5%	7.0%	8.3%	6.6%	8.9%	9.9%	3.1%	10.6%	8.4%	10.2%	7.5%	9.1%	7.6%	9.5%	8.1%	10.2%	9.1%	8.6%	-	8.9%	9.9%	9.8%
102	6	14	12	70	77	11	10	3	60	34	5	30	71	62	40	26	19	57	63	39	76	26	6	51	16	29
11.3%	8.0%	10.7%	10.3%	12.1%	11.4%	8.0%	16.3%	19.8%	11.4%	11.2%	17.8%	13.7%	10.6%	12.8%	9.6%	10.5%	8.8%	13.1%	11.7%	10.9%	12.2%	9.3%	15.8%	11.0%	13.9%	10.3%
898	73	130	115	580	679	138	64	16	525	302	27	222	676	486	412	243	221	434	540	358	624	273	38	464	112	284
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 77
Q4. Normal weightings
Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.
Base: Said their employer provides this benefit
Provides assistance with transport costs such as a season ticket loan for train or bus

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	1027	459	568	284	369	373	124	181	244	361	910	65	35	17	62	891	74	298	593	249	236	247	271	374	578
Weighted Total	1036	471	565	288	370	377	125	182	248	364	917	66	35	17	59	904	73	301	603	249	238	249	276	371	588
0	86	39	47	18	24	43	4	17	23	33	77	4	3	2	4	78	4	31	47	16	18	22	25	31	46
	8.3%	8.2%	8.4%	6.3%	6.4%	11.5%	3.4%	9.5%	9.2%	9.0%	8.4%	6.4%	7.8%	11.2%	6.8%	8.6%	5.8%	10.3%	7.7%	6.2%	7.7%	9.0%	9.0%	8.4%	7.9%
1	30	10	20	6	9	15	1	10	7	9	26	3	-	-	2	23	5	14	9	10	7	6	6	16	13
	2.9%	2.1%	3.5%	2.1%	2.3%	4.0%	0.9%	5.4%	2.8%	2.4%	2.9%	4.8%	-	-	3.2%	2.5%	7.0%	4.7%	1.4%	3.9%	2.8%	2.5%	2.2%	4.3%	2.2%
2	39	20	19	9	14	17	2	7	15	14	38	1	-	-	1	35	3	13	23	7	5	12	15	15	23
	3.8%	4.2%	3.4%	3.1%	3.7%	4.5%	1.5%	3.9%	6.2%	3.9%	4.2%	1.6%	-	-	1.4%	3.9%	4.1%	4.2%	3.8%	3.0%	2.1%	4.9%	5.3%	4.1%	3.9%
3	49	26	23	18	6	24	8	16	8	13	45	3	1	-	1	46	2	20	26	10	13	11	13	24	19
	4.7%	5.6%	4.0%	6.3%	1.7%	6.5%	6.7%	8.6%	3.4%	3.6%	4.9%	4.5%	2.4%	-	1.8%	5.1%	2.6%	6.6%	4.3%	4.1%	5.4%	4.5%	4.6%	6.4%	3.3%
4	52	24	28	27	11	14	6	11	16	13	46	2	2	2	2	44	5	17	27	15	9	12	16	25	24
	5.0%	5.1%	5.0%	9.3%	2.9%	3.8%	4.8%	6.1%	6.4%	3.5%	5.0%	3.2%	5.4%	12.6%	3.6%	4.9%	7.3%	5.7%	4.5%	5.9%	3.7%	4.7%	5.6%	6.6%	4.2%
5	104	46	58	25	38	41	13	10	23	45	91	8	5	-	4	91	9	25	65	20	21	37	24	40	52
	10.0%	9.7%	10.3%	8.8%	10.2%	10.8%	10.7%	5.6%	9.1%	12.3%	9.9%	11.8%	15.2%	-	7.1%	10.0%	12.2%	8.5%	10.8%	8.1%	8.8%	15.0%	8.8%	10.8%	8.8%
6	136	69	67	42	64	31	15	27	31	47	121	11	3	2	7	119	10	33	87	39	37	28	32	50	83
	13.2%	14.7%	11.8%	14.5%	17.2%	8.2%	12.4%	15.1%	12.4%	13.0%	13.2%	16.1%	7.8%	12.6%	11.8%	13.2%	13.4%	10.8%	14.4%	15.6%	15.6%	11.3%	11.7%	13.4%	14.0%
7	151	74	77	45	60	45	19	25	41	46	131	11	6	2	11	131	8	48	83	35	39	34	38	54	88
	14.5%	15.7%	13.6%	15.6%	16.3%	12.0%	15.3%	13.6%	16.7%	12.6%	14.3%	17.0%	17.6%	12.6%	19.3%	14.5%	11.4%	16.0%	13.7%	14.1%	16.3%	13.5%	13.9%	14.4%	14.9%
8	130	56	74	34	55	40	18	22	23	47	109	11	5	4	7	114	9	38	76	40	28	29	29	37	82
	12.5%	11.8%	13.1%	11.9%	14.9%	10.7%	14.2%	12.1%	9.3%	12.9%	11.9%	16.6%	14.6%	23.8%	12.1%	12.6%	11.9%	12.6%	12.6%	16.2%	11.9%	11.5%	10.6%	9.9%	14.0%
9	101	43	57	23	40	38	11	19	17	38	86	8	4	3	8	84	8	24	60	25	23	21	30	37	56
	9.7%	9.2%	10.1%	8.0%	10.7%	10.1%	9.0%	10.7%	7.0%	10.3%	9.3%	11.8%	12.2%	16.1%	14.3%	9.3%	10.4%	8.1%	10.0%	9.9%	9.5%	8.6%	10.8%	10.1%	9.5%
10	159	64	95	41	51	68	26	17	43	60	148	4	6	2	11	138	10	38	100	33	38	36	49	42	102
	15.4%	13.7%	16.8%	14.1%	13.8%	18.0%	21.2%	9.6%	17.5%	16.6%	16.1%	6.1%	17.0%	11.2%	18.6%	15.3%	13.9%	12.6%	16.7%	13.1%	16.0%	14.6%	17.6%	11.4%	17.4%
SIGMA	1036	471	565	288	370	377	125	182	248	364	917	66	35	17	59	904	73	301	603	249	238	249	276	371	588
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 78

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Provides assistance with transport costs such as a season ticket loan for train or bus

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	1027	83	135	177	632	777	159	79	12	536	417	40	284	743	540	487	258	269	500	523	504	718	309	38	452	151	386
Weighted Total	1036	69	144	149	674	788	157	79	13	544	418	40	287	749	544	492	260	270	506	527	509	727	309	40	453	152	391
0	86	2	13	11	60	58	15	12	1	51	27	4	21	65	33	53	16	24	46	35	51	51	35	9	44	11	23
	8.3%	3.6%	8.9%	7.3%	8.9%	7.3%	9.6%	15.4%	8.5%	9.3%	6.4%	10.7%	7.2%	8.7%	6.0%	10.9%	6.0%	9.1%	9.1%	6.7%	10.0%	7.0%	11.4%	21.5%	9.6%	7.3%	5.8%
1	30	5	7	3	14	23	4	3	-	20	10	-	4	26	15	15	6	10	14	18	12	12	18	2	14	5	9
	2.9%	7.2%	5.2%	2.3%	2.1%	2.9%	2.8%	3.2%	-	3.6%	2.4%	-	1.4%	3.4%	2.7%	3.0%	2.2%	3.7%	2.8%	3.5%	2.3%	1.6%	5.8%	4.2%	3.1%	3.2%	2.3%
2	39	3	13	5	18	29	4	6	-	17	21	1	11	28	19	21	7	9	23	13	26	24	15	1	18	5	15
	3.8%	4.8%	8.9%	3.4%	2.7%	3.7%	2.6%	7.9%	-	3.0%	4.9%	2.7%	3.8%	3.8%	3.4%	4.2%	2.9%	3.2%	4.6%	2.5%	5.1%	3.3%	5.0%	2.7%	3.9%	3.4%	3.9%
3	49	1	11	8	30	38	9	2	-	30	15	1	14	35	17	32	11	13	24	18	31	33	16	1	20	11	17
	4.7%	1.2%	7.4%	5.1%	4.4%	4.9%	5.4%	2.4%	-	5.5%	3.7%	2.1%	4.8%	4.7%	3.2%	6.4%	4.2%	5.0%	4.8%	3.4%	6.1%	4.5%	5.2%	2.7%	4.4%	7.0%	4.4%
4	52	3	7	6	35	34	13	3	1	25	22	2	11	41	17	35	19	14	20	29	23	33	19	2	19	11	20
	5.0%	4.8%	5.2%	4.0%	5.2%	4.4%	8.4%	4.1%	8.5%	4.6%	5.2%	4.2%	3.9%	5.5%	3.1%	7.1%	7.2%	5.0%	3.9%	5.5%	4.5%	4.5%	6.2%	5.4%	4.1%	7.0%	5.2%
5	104	9	19	13	63	84	13	7	-	55	44	2	23	81	37	67	31	18	55	45	59	75	29	5	45	18	36
	10.0%	13.3%	13.3%	8.5%	9.3%	10.7%	8.2%	8.6%	-	10.1%	10.4%	4.8%	8.0%	10.8%	6.7%	13.7%	11.8%	6.7%	10.9%	8.6%	11.5%	10.3%	9.4%	12.9%	9.9%	12.0%	9.1%
6	136	10	18	14	94	99	24	11	2	68	59	5	36	100	89	47	43	50	44	68	68	107	30	4	59	22	51
	13.2%	14.5%	12.6%	9.6%	13.9%	12.6%	15.3%	14.1%	17.0%	12.5%	14.1%	12.9%	12.5%	13.4%	16.4%	9.6%	16.4%	18.5%	8.6%	12.9%	13.5%	14.6%	9.6%	10.8%	12.9%	14.5%	13.1%
7	151	7	15	20	109	114	24	9	3	78	60	6	50	101	97	54	41	36	74	91	60	110	41	4	65	20	61
	14.5%	9.6%	10.4%	13.6%	16.1%	14.5%	15.3%	11.6%	25.5%	14.4%	14.3%	16.1%	17.2%	13.5%	17.8%	10.9%	15.6%	13.2%	14.7%	17.3%	11.7%	15.1%	13.2%	10.8%	14.4%	13.3%	15.6%
8	130	8	14	25	82	101	19	10	-	71	48	7	39	91	70	59	39	36	54	79	50	90	39	5	44	17	64
	12.5%	12.0%	9.6%	16.9%	12.2%	12.8%	11.9%	12.7%	-	13.0%	11.6%	16.5%	13.5%	12.1%	13.0%	12.0%	14.9%	13.5%	10.7%	15.0%	9.9%	12.4%	12.7%	12.9%	9.7%	10.9%	16.4%
9	101	13	10	17	61	84	13	3	1	49	42	8	27	73	63	38	23	21	56	50	51	72	28	-	52	11	38
	9.7%	19.3%	6.7%	11.3%	9.0%	10.6%	8.2%	3.5%	8.5%	9.0%	10.0%	19.8%	9.4%	9.8%	11.5%	7.7%	9.0%	7.7%	11.2%	9.5%	10.0%	9.9%	9.2%	-	11.4%	7.5%	9.6%
10	159	7	17	27	109	123	19	13	4	81	71	4	52	107	88	71	25	39	95	81	79	122	38	6	75	21	57
	15.4%	9.6%	11.9%	18.1%	16.1%	15.6%	12.3%	16.5%	32.1%	14.9%	17.1%	10.2%	18.2%	14.3%	16.2%	14.5%	9.8%	14.4%	18.8%	15.3%	15.5%	16.7%	12.2%	16.2%	16.6%	14.0%	14.5%
SIGMA	1036	69	144	149	674	788	157	79	13	544	418	40	287	749	544	492	260	270	506	527	509	727	309	40	453	152	391
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 79
Q4. Normal weightings
Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.
Base: Said their employer provides this benefit
Provides an assistance scheme so you can claim back optician and dentist costs

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	1212	521	691	283	450	479	115	220	296	424	1055	84	50	23	56	1112	44	350	762	262	299	286	342	407	708
Weighted Total	1233	536	696	289	458	485	118	223	302	430	1073	86	50	24	55	1134	44	356	778	264	303	292	350	412	722
0	56	21	35	13	17	26	3	13	14	19	49	3	3	1	3	49	4	20	29	12	15	13	16	23	30
	4.5%	3.9%	5.1%	4.4%	3.8%	5.4%	2.3%	5.9%	4.8%	4.4%	4.6%	3.4%	5.9%	3.5%	5.4%	4.3%	8.6%	5.6%	3.8%	4.4%	5.1%	4.5%	4.5%	5.6%	4.2%
1	34	14	20	3	12	18	3	9	9	8	30	2	1	1	1	29	4	9	19	4	6	9	14	11	19
	2.7%	2.7%	2.8%	1.1%	2.7%	3.8%	2.7%	4.0%	3.0%	1.9%	2.8%	2.5%	2.1%	4.5%	1.5%	2.5%	9.7%	2.6%	2.5%	1.5%	2.1%	3.2%	4.0%	2.7%	2.6%
2	34	7	27	8	18	9	2	6	3	13	24	7	2	1	3	30	2	16	13	10	5	4	16	16	17
	2.8%	1.3%	3.9%	2.6%	3.9%	1.8%	1.6%	2.9%	0.9%	3.1%	2.3%	8.4%	3.4%	4.5%	4.6%	2.6%	4.8%	4.5%	1.7%	3.8%	1.5%	1.4%	4.4%	3.9%	2.4%
3	52	23	29	17	15	20	6	8	10	20	44	4	3	1	1	48	3	18	30	14	14	15	9	21	27
	4.2%	4.2%	4.2%	5.7%	3.2%	4.2%	4.8%	3.7%	3.3%	4.6%	4.1%	4.7%	5.9%	4.5%	1.5%	4.2%	7.2%	5.1%	3.8%	5.2%	4.8%	5.2%	2.4%	5.1%	3.8%
4	60	35	25	14	23	23	7	12	15	21	55	3	1	1	2	56	2	18	38	10	14	17	14	21	37
	4.9%	6.5%	3.6%	4.8%	4.9%	4.8%	5.7%	5.5%	4.9%	4.9%	5.1%	3.5%	2.1%	4.5%	3.5%	4.9%	4.3%	5.1%	4.9%	3.8%	4.8%	6.0%	4.0%	5.2%	5.1%
5	148	66	82	37	46	64	9	24	37	57	126	12	5	4	4	138	6	35	104	24	47	34	39	45	84
	12.0%	12.2%	11.8%	12.9%	10.1%	13.2%	7.6%	10.9%	12.1%	13.1%	11.8%	14.3%	9.8%	17.9%	6.6%	12.2%	13.4%	9.7%	13.3%	9.0%	15.6%	11.7%	11.3%	11.0%	11.6%
6	197	94	104	44	86	67	17	33	54	67	171	13	8	5	13	176	8	44	132	40	56	47	52	68	109
	16.0%	17.5%	14.9%	15.3%	18.8%	13.8%	14.8%	14.6%	17.9%	15.7%	16.0%	14.8%	15.7%	22.3%	24.1%	15.5%	18.2%	12.4%	16.9%	15.2%	18.4%	16.2%	14.9%	16.6%	15.1%
7	222	104	118	58	93	71	21	40	55	77	192	17	8	5	15	204	3	66	138	53	54	48	64	81	124
	18.0%	19.4%	17.0%	20.0%	20.2%	14.7%	17.5%	17.7%	18.2%	17.9%	17.9%	19.5%	16.6%	20.5%	27.6%	18.0%	6.7%	18.6%	17.7%	20.1%	17.8%	16.5%	18.3%	19.6%	17.2%
8	187	84	103	48	65	75	16	28	47	75	165	13	8	1	4	179	5	59	120	43	35	47	56	59	113
	15.2%	15.7%	14.8%	16.6%	14.1%	15.4%	13.4%	12.6%	15.6%	17.3%	15.4%	14.6%	16.6%	4.5%	7.0%	15.8%	10.5%	16.6%	15.4%	16.4%	11.6%	16.2%	16.1%	14.4%	15.6%
9	95	38	57	23	34	38	16	24	15	28	83	6	5	-	6	86	3	29	57	20	23	25	25	24	62
	7.7%	7.0%	8.2%	7.9%	7.3%	7.9%	13.6%	10.6%	5.1%	6.6%	7.8%	7.2%	10.7%	-	10.9%	7.5%	7.2%	8.1%	7.3%	7.6%	7.4%	8.4%	7.3%	5.9%	8.6%
10	148	52	96	25	50	73	19	26	43	45	133	6	5	3	4	140	4	41	99	34	33	31	45	41	100
	12.0%	9.7%	13.7%	8.5%	11.0%	15.0%	15.9%	11.7%	14.2%	10.5%	12.4%	7.2%	11.0%	13.4%	7.4%	12.3%	9.1%	11.5%	12.7%	13.0%	10.9%	10.7%	12.8%	10.0%	13.8%
SIGMA	1233	536	696	289	458	485	118	223	302	430	1073	86	50	24	55	1134	44	356	778	264	303	292	350	412	722
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 80

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Provides an assistance scheme so you can claim back optician and dentist costs

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
	1212	80	174	182	776	934	163	95	20	644	497	28	366	846	656	556	254	274	684	508	704	857	355	47	569	179	417
	1233	67	185	153	827	954	163	95	20	659	503	27	372	860	666	567	257	280	695	515	717	875	358	49	579	182	424
	56	7	9	7	34	33	15	8	1	38	14	2	12	44	22	34	10	18	28	31	25	32	24	5	28	9	15
	4.5%	10.0%	4.6%	4.4%	4.1%	3.4%	8.9%	8.2%	5.4%	5.8%	2.8%	6.3%	3.3%	5.1%	3.3%	6.1%	3.8%	6.5%	4.0%	6.0%	3.5%	3.7%	6.7%	10.0%	4.8%	4.9%	3.5%
	34	2	2	3	27	28	5	1	-	16	17	-	10	23	10	24	4	9	20	17	17	21	13	-	19	7	8
	2.7%	2.5%	1.1%	2.2%	3.2%	2.9%	3.0%	1.1%	-	2.4%	3.3%	-	2.8%	2.7%	1.4%	4.3%	1.6%	3.3%	2.9%	3.3%	2.3%	2.4%	3.5%	-	3.2%	4.0%	1.9%
	34	3	7	4	19	25	6	3	-	17	13	3	10	24	25	9	7	10	17	13	21	14	20	1	15	6	12
	2.8%	5.0%	4.0%	2.7%	2.3%	2.6%	3.8%	3.1%	-	2.6%	2.6%	10.2%	2.7%	2.8%	3.8%	1.6%	2.6%	3.6%	2.5%	2.6%	2.9%	1.6%	5.6%	2.2%	2.5%	3.5%	2.9%
	52	4	5	5	37	42	6	4	-	23	26	2	10	42	24	28	15	9	28	21	30	33	19	5	24	6	16
	4.2%	6.3%	2.9%	3.3%	4.5%	4.4%	3.8%	3.7%	-	3.5%	5.2%	7.9%	2.7%	4.8%	3.6%	4.9%	5.7%	3.3%	4.0%	4.2%	4.2%	3.8%	5.2%	10.9%	4.1%	3.5%	3.9%
	60	5	9	6	41	45	10	2	2	35	22	-	19	41	40	20	10	22	28	25	35	44	15	2	22	16	20
	4.9%	7.5%	4.6%	3.8%	4.9%	4.7%	6.4%	2.2%	10.8%	5.3%	4.4%	-	5.2%	4.7%	6.1%	3.5%	3.8%	7.8%	4.1%	4.9%	4.8%	5.1%	4.3%	4.4%	3.8%	8.9%	4.6%
	148	8	26	21	93	121	14	11	2	74	63	5	30	118	67	81	30	28	89	51	96	114	34	5	74	26	43
	12.0%	12.5%	13.8%	13.7%	11.2%	12.7%	8.7%	11.1%	10.8%	11.2%	12.5%	18.1%	7.9%	13.7%	10.1%	14.2%	11.8%	10.1%	12.8%	10.0%	13.4%	13.0%	9.4%	10.5%	12.7%	14.5%	10.1%
	197	7	29	24	138	152	35	10	-	116	74	2	64	133	117	80	42	45	110	88	109	148	50	2	90	32	73
	16.0%	11.3%	15.5%	15.4%	16.6%	15.9%	21.7%	10.7%	-	17.5%	14.7%	7.9%	17.3%	15.5%	17.6%	14.2%	16.4%	16.1%	15.8%	17.2%	15.2%	16.9%	13.8%	4.4%	15.5%	17.8%	17.3%
	222	7	39	27	148	170	28	22	3	120	90	5	71	151	135	87	57	55	111	91	131	158	64	8	99	31	83
	18.0%	11.3%	21.3%	17.6%	17.9%	17.8%	16.9%	23.0%	15.0%	18.2%	17.9%	17.3%	19.1%	17.5%	20.3%	15.4%	22.0%	19.5%	15.9%	17.6%	18.3%	18.0%	17.9%	17.0%	17.2%	17.2%	19.6%
	187	10	34	23	120	147	23	16	2	95	80	2	63	125	99	89	43	35	109	73	114	134	53	10	81	20	76
	15.2%	15.0%	18.4%	14.8%	14.6%	15.4%	14.0%	16.3%	10.8%	14.5%	15.9%	7.1%	16.9%	14.5%	14.8%	15.6%	16.6%	12.5%	15.7%	14.1%	15.9%	15.3%	14.8%	21.4%	14.0%	11.0%	17.9%
	95	4	7	8	75	76	9	6	3	48	41	2	36	58	56	38	18	19	58	36	59	67	27	3	57	9	26
	7.7%	6.3%	4.0%	5.5%	9.0%	8.0%	5.3%	6.7%	16.2%	7.3%	8.2%	7.1%	9.8%	6.8%	8.5%	6.8%	6.9%	6.7%	8.4%	6.9%	8.2%	7.7%	7.6%	6.6%	9.9%	4.7%	6.1%
	148	8	18	25	96	116	12	13	6	76	63	5	46	102	70	77	23	29	96	68	79	108	40	6	71	18	52
	12.0%	12.5%	9.8%	16.5%	11.6%	12.2%	7.6%	13.7%	30.9%	11.6%	12.4%	18.1%	12.2%	11.9%	10.6%	13.6%	8.8%	10.5%	13.8%	13.2%	11.1%	12.4%	11.1%	12.7%	12.3%	10.0%	12.3%
	1233	67	185	153	827	954	163	95	20	659	503	27	372	860	666	567	257	280	695	515	717	875	358	49	579	182	424
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 81
Q4. Normal weightings
Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.
Base: Said their employer provides this benefit
Allows employees to buy or sell holiday leave

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

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10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
932	429	503	242	350	339	98	171	247	305	821	62	35	14	67	817	48	283	534	226	233	207	246	342	528
936	440	496	244	351	341	99	173	246	306	823	63	35	14	66	823	48	284	539	227	234	207	248	339	534
64	25	39	13	19	31	4	16	15	21	56	3	2	3	3	57	4	24	33	14	18	9	21	29	29
6.9%	5.8%	7.8%	5.5%	5.4%	9.1%	4.1%	9.0%	6.1%	6.9%	6.8%	4.7%	6.0%	22.5%	4.5%	7.0%	8.0%	8.5%	6.2%	6.3%	7.8%	4.5%	8.6%	8.4%	5.5%
23	16	7	1	8	14	1	6	5	7	19	2	1	1	1	16	6	3	13	6	2	9	6	9	12
2.5%	3.6%	1.5%	*	2.3%	4.2%	1.1%	3.3%	2.2%	2.4%	2.3%	3.4%	3.0%	5.9%	1.6%	2.0%	12.5%	1.1%	2.4%	2.6%	0.9%	4.3%	2.6%	2.6%	2.2%
37	17	20	7	13	17	3	10	7	13	32	1	4	-	1	36	-	16	20	9	10	11	7	10	26
4.0%	3.9%	4.0%	2.9%	3.7%	5.0%	3.0%	5.5%	2.9%	4.2%	3.9%	1.3%	11.5%	-	1.3%	4.4%	-	5.8%	3.7%	3.8%	4.4%	5.5%	2.7%	2.9%	4.9%
59	26	33	13	20	26	6	15	12	18	51	2	6	-	5	52	2	20	32	11	13	17	17	22	35
6.3%	5.9%	6.6%	5.2%	5.8%	7.6%	6.2%	8.5%	4.7%	5.9%	6.1%	3.4%	17.5%	-	7.8%	6.3%	4.5%	7.0%	5.9%	4.7%	5.4%	8.1%	6.8%	6.6%	6.6%
56	21	35	21	18	17	6	10	15	18	49	5	2	-	5	48	3	23	25	14	17	9	15	24	26
6.0%	4.8%	7.1%	8.6%	5.1%	5.1%	5.7%	5.8%	6.1%	6.0%	6.0%	8.1%	5.4%	-	7.1%	5.9%	6.7%	8.1%	4.7%	6.3%	7.3%	4.2%	6.1%	6.9%	4.9%
129	59	70	27	48	54	10	17	41	45	114	9	4	2	6	114	8	35	80	23	33	30	40	45	68
13.7%	13.4%	14.0%	11.1%	13.7%	15.7%	9.8%	10.0%	16.7%	14.9%	13.8%	14.5%	11.5%	13.3%	9.1%	13.9%	17.4%	12.3%	14.8%	10.3%	14.2%	14.6%	16.0%	13.3%	12.6%
146	77	69	44	58	44	13	29	33	50	125	14	5	2	10	124	12	37	87	36	35	35	38	54	84
15.6%	17.4%	13.9%	17.9%	16.5%	13.0%	12.8%	16.8%	13.4%	16.4%	15.2%	22.3%	14.5%	13.4%	14.8%	15.1%	24.5%	13.1%	16.2%	16.0%	14.8%	16.9%	15.2%	16.0%	15.8%
135	72	63	47	58	30	17	21	40	41	118	9	4	3	14	117	4	32	85	40	35	26	32	52	78
14.4%	16.3%	12.8%	19.3%	16.4%	8.9%	17.1%	12.1%	16.2%	13.3%	14.4%	14.9%	11.4%	22.5%	21.0%	14.2%	8.5%	11.3%	15.8%	17.5%	15.1%	12.4%	12.9%	15.3%	14.7%
135	68	67	30	54	51	14	24	37	48	123	6	4	2	9	122	4	44	78	29	38	34	28	48	82
14.4%	15.5%	13.5%	12.2%	15.5%	14.9%	13.7%	13.8%	15.2%	15.8%	15.0%	9.1%	10.8%	15.0%	14.1%	14.8%	8.0%	15.4%	14.5%	12.8%	16.2%	16.6%	11.4%	14.1%	15.3%
56	21	34	21	15	20	13	10	11	18	51	2	2	-	4	51	-	22	30	16	11	10	19	22	30
5.9%	4.8%	6.9%	8.7%	4.2%	5.7%	12.7%	5.6%	4.5%	5.9%	6.2%	3.4%	6.0%	-	6.1%	6.3%	-	7.6%	5.5%	7.1%	4.8%	4.6%	7.5%	6.5%	5.7%
97	38	58	20	40	37	14	17	29	26	85	9	1	1	8	84	5	28	56	29	21	17	26	25	64
10.3%	8.7%	11.8%	8.1%	11.4%	10.7%	13.7%	9.7%	11.9%	8.3%	10.4%	14.9%	2.4%	7.5%	12.6%	10.2%	9.8%	9.7%	10.4%	12.6%	9.2%	8.1%	10.3%	7.3%	12.0%
936	440	496	244	351	341	99	173	246	306	823	63	35	14	66	823	48	284	539	227	234	207	248	339	534
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 82

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Allows employees to buy or sell holiday leave

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
932	78	116	176	562	720	136	64	12	531	351	19	253	679	512	420	230	239	463	459	473	646	286	39	454	123	316
936	65	124	148	599	725	135	64	12	539	347	19	251	685	512	423	231	240	465	462	474	652	284	40	454	123	318
64	6	7	5	46	45	13	5	1	41	23	-	16	48	24	40	13	20	31	39	25	36	28	6	37	8	12
6.9%	9.0%	6.0%	3.4%	7.7%	6.2%	9.6%	7.9%	8.6%	7.5%	6.5%	-	6.4%	7.0%	4.7%	9.5%	5.7%	8.4%	6.6%	8.4%	5.3%	5.5%	9.9%	15.3%	8.2%	6.7%	3.9%
23	2	4	2	15	15	2	6	-	19	3	1	9	15	12	12	3	4	16	14	9	15	8	2	13	2	6
2.5%	3.8%	3.4%	1.1%	2.5%	2.1%	1.4%	9.6%	-	3.5%	0.9%	5.7%	3.4%	2.2%	2.2%	2.8%	1.4%	1.6%	3.5%	3.0%	2.0%	2.3%	2.9%	4.7%	2.9%	1.5%	1.9%
37	2	4	11	20	31	2	4	1	20	16	1	10	27	22	15	6	4	28	16	21	22	15	2	16	7	11
4.0%	2.6%	3.4%	7.4%	3.4%	4.3%	1.4%	5.6%	6.7%	3.8%	4.5%	5.7%	4.0%	4.0%	4.2%	3.7%	2.5%	1.6%	5.9%	3.5%	4.4%	3.4%	5.4%	5.3%	3.6%	5.9%	3.6%
59	4	4	11	39	46	7	4	2	32	24	1	18	41	30	29	11	17	31	22	37	37	22	2	28	10	19
6.3%	6.4%	3.4%	7.4%	6.6%	6.4%	5.0%	5.9%	17.3%	6.0%	6.8%	4.5%	7.1%	6.0%	5.8%	6.9%	4.9%	7.0%	6.6%	4.7%	7.8%	5.7%	7.7%	5.3%	6.1%	7.9%	6.0%
56	7	11	10	29	42	11	3	-	34	20	1	13	44	35	22	10	15	30	27	29	35	21	3	24	5	24
6.0%	10.3%	8.6%	6.8%	4.8%	5.9%	8.2%	4.3%	-	6.4%	5.8%	4.5%	5.0%	6.4%	6.7%	5.1%	4.5%	6.4%	6.5%	5.9%	6.1%	5.4%	7.3%	8.0%	5.4%	4.0%	7.5%
129	9	15	24	81	97	16	14	2	72	47	4	29	100	67	62	27	38	64	56	73	87	42	5	66	19	38
13.7%	14.1%	12.1%	15.9%	13.5%	13.4%	11.7%	21.9%	15.5%	13.3%	13.4%	21.6%	11.5%	14.6%	13.1%	14.6%	11.6%	15.7%	13.8%	12.1%	15.3%	13.3%	14.8%	12.7%	14.6%	15.3%	12.0%
146	9	18	19	99	111	27	7	-	77	60	5	37	109	79	67	41	42	62	78	68	104	42	6	68	20	51
15.6%	14.1%	14.7%	13.1%	16.5%	15.4%	20.1%	11.3%	-	14.4%	17.2%	24.9%	14.5%	16.0%	15.3%	15.9%	18.0%	17.6%	13.4%	16.9%	14.3%	15.9%	14.8%	15.3%	15.0%	16.6%	16.0%
135	8	21	21	84	115	17	3	-	75	49	2	42	93	83	52	48	26	61	70	65	103	32	3	61	19	52
14.4%	12.8%	17.2%	14.2%	14.1%	15.9%	12.4%	5.0%	-	14.0%	14.2%	11.4%	16.6%	13.6%	16.2%	12.2%	20.9%	10.6%	13.2%	15.2%	13.7%	15.8%	11.2%	8.0%	13.3%	15.2%	16.5%
135	12	16	26	81	99	25	8	3	74	54	2	42	93	80	55	36	34	65	62	73	94	40	3	68	17	47
14.4%	17.9%	12.9%	17.6%	13.5%	13.7%	18.3%	12.2%	25.9%	13.8%	15.6%	11.4%	16.7%	13.5%	15.6%	12.9%	15.8%	14.0%	13.9%	13.4%	15.4%	14.5%	14.2%	8.0%	15.0%	13.4%	14.7%
56	3	6	4	42	48	5	2	1	28	27	-	10	45	36	19	13	19	24	32	24	41	14	3	25	7	20
5.9%	5.1%	5.2%	2.8%	6.9%	6.6%	3.5%	3.3%	8.6%	5.2%	7.8%	-	4.2%	6.6%	7.1%	4.5%	5.6%	7.7%	5.2%	6.9%	5.0%	6.3%	5.0%	7.4%	5.6%	5.9%	6.3%
97	2	16	15	63	75	11	8	2	65	25	2	27	70	46	50	21	23	53	46	51	77	19	4	47	9	37
10.3%	3.8%	12.9%	10.2%	10.5%	10.3%	8.4%	12.9%	17.3%	12.1%	7.1%	10.2%	10.6%	10.2%	9.0%	11.9%	9.1%	9.5%	11.3%	9.9%	10.7%	11.9%	6.7%	10.0%	10.2%	7.6%	11.5%
936	65	124	148	599	725	135	64	12	539	347	19	251	685	512	423	231	240	465	462	474	652	284	40	454	123	318
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 83

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Pays maternity and paternity leave beyond the statutory minimum

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
1741	689	1052	411	651	679	164	301	445	587	1497	138	68	38	80	1575	86	574	1001	421	411	417	467	592	1033
1752	705	1047	414	654	684	167	302	448	590	1507	139	68	38	78	1589	84	577	1012	421	414	419	473	588	1045
165	61	103	18	38	108	16	30	47	43	136	13	12	3	5	146	13	56	90	30	36	47	47	46	103
9.4%	8.7%	9.8%	4.4%	5.9%	15.8%	9.3%	10.1%	10.5%	7.2%	9.0%	9.6%	18.1%	7.9%	6.5%	9.2%	15.6%	9.8%	8.9%	7.1%	8.6%	11.3%	9.9%	7.8%	9.8%
49	20	30	2	12	35	4	13	10	17	44	3	1	1	1	43	5	19	24	10	10	14	15	15	27
2.8%	2.8%	2.8%	0.5%	1.9%	5.1%	2.6%	4.2%	2.1%	3.0%	2.9%	2.3%	1.6%	2.8%	1.4%	2.7%	6.3%	3.3%	2.4%	2.4%	2.5%	3.5%	3.1%	2.6%	2.6%
57	22	35	13	12	32	9	12	13	16	50	5	1	2	-	55	2	22	33	12	11	10	24	19	33
3.3%	3.1%	3.4%	3.2%	1.9%	4.7%	5.1%	4.1%	2.9%	2.7%	3.3%	3.5%	1.2%	5.6%	-	3.5%	2.5%	3.9%	3.3%	2.9%	2.7%	2.4%	5.1%	3.2%	3.2%
67	25	42	14	21	32	2	19	21	17	59	5	3	-	2	61	4	21	41	22	12	19	13	28	38
3.8%	3.6%	4.0%	3.3%	3.2%	4.7%	1.1%	6.4%	4.7%	2.9%	3.9%	3.7%	4.0%	-	2.4%	3.9%	4.5%	3.6%	4.0%	5.3%	2.9%	4.6%	2.7%	4.7%	3.6%
74	30	44	25	27	22	8	15	19	22	64	7	1	2	1	66	6	30	37	27	21	7	17	37	31
4.2%	4.3%	4.2%	6.0%	4.1%	3.3%	4.6%	5.0%	4.1%	3.8%	4.2%	5.0%	1.6%	5.6%	1.4%	4.2%	7.5%	5.2%	3.6%	6.3%	5.1%	1.7%	3.5%	6.3%	3.0%
193	90	103	38	61	94	8	25	59	72	165	16	10	2	13	167	13	59	108	58	48	40	42	80	95
11.0%	12.8%	9.9%	9.1%	9.4%	13.7%	4.6%	8.4%	13.3%	12.2%	10.9%	11.7%	14.7%	5.6%	16.8%	10.5%	14.9%	10.3%	10.7%	13.8%	11.5%	9.4%	8.9%	13.5%	9.1%
192	92	100	48	81	63	18	30	50	69	168	15	7	2	11	173	8	58	115	40	56	45	50	64	117
10.9%	13.0%	9.5%	11.5%	12.4%	9.2%	10.9%	10.0%	11.2%	11.7%	11.1%	10.7%	10.6%	4.4%	13.5%	10.9%	9.0%	10.0%	11.4%	9.5%	13.6%	10.8%	10.6%	10.8%	11.2%
246	113	132	73	100	73	33	40	54	87	213	19	10	4	18	220	8	65	154	55	51	74	62	81	154
14.0%	16.1%	12.6%	17.6%	15.3%	10.7%	19.5%	13.2%	12.1%	14.7%	14.1%	13.7%	14.0%	10.7%	23.3%	13.8%	9.3%	11.4%	15.2%	13.0%	12.4%	17.7%	13.2%	13.7%	14.7%
226	85	141	55	99	72	17	47	42	87	193	21	6	5	8	208	10	83	125	59	49	51	64	90	128
12.9%	12.1%	13.5%	13.2%	15.2%	10.6%	10.3%	15.7%	9.3%	14.8%	12.8%	15.4%	8.4%	14.5%	10.3%	13.1%	11.5%	14.4%	12.4%	14.1%	11.8%	12.1%	13.5%	15.4%	12.3%
154	61	94	37	68	49	17	22	35	58	133	11	6	5	6	144	4	52	92	32	35	39	48	40	102
8.8%	8.6%	9.0%	8.9%	10.5%	7.2%	10.5%	7.4%	7.8%	9.8%	8.8%	7.6%	9.4%	12.9%	7.9%	9.1%	4.5%	9.0%	9.1%	7.6%	8.4%	9.4%	10.1%	6.9%	9.8%
329	105	224	92	134	103	36	47	99	102	283	23	11	11	13	304	12	111	193	76	85	72	93	89	218
18.8%	15.0%	21.4%	22.2%	20.5%	15.1%	21.5%	15.7%	22.0%	17.2%	18.8%	16.8%	16.3%	29.8%	16.5%	19.1%	14.3%	19.2%	19.1%	18.0%	20.6%	17.3%	19.6%	15.1%	20.8%
1752	705	1047	414	654	684	167	302	448	590	1507	139	68	38	78	1589	84	577	1012	421	414	419	473	588	1045
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 84

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Pays maternity and paternity leave beyond the statutory minimum

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
	1741	139	254	319	1029	1307	275	124	35	842	790	43	553	1188	949	792	358	390	993	792	949	1142	599	71	837	222	611
	1752	116	271	269	1097	1319	274	124	34	854	790	42	557	1195	953	799	360	390	1002	798	954	1154	598	73	840	225	615
	165	9	28	21	107	112	21	23	9	78	73	7	48	116	45	120	27	40	98	66	99	92	73	6	89	15	54
	9.4%	7.9%	10.2%	7.8%	9.7%	8.5%	7.7%	18.2%	25.9%	9.1%	9.2%	16.8%	8.7%	9.7%	4.7%	15.0%	7.4%	10.2%	9.8%	8.2%	10.3%	7.9%	12.2%	8.8%	10.6%	6.7%	8.8%
	49	2	9	5	34	39	8	3	-	24	21	2	16	34	12	37	9	8	33	24	25	28	21	2	22	9	16
	2.8%	1.4%	3.1%	1.9%	3.1%	2.9%	2.8%	2.6%	-	2.8%	2.7%	5.1%	2.8%	2.8%	1.3%	4.7%	2.4%	2.1%	3.2%	3.1%	2.6%	2.4%	3.6%	2.9%	2.6%	4.2%	2.6%
	57	2	5	10	39	44	10	3	-	21	33	2	21	36	23	35	11	8	38	23	34	33	25	5	24	8	19
	3.3%	2.2%	2.0%	3.8%	3.6%	3.3%	3.8%	2.6%	-	2.5%	4.2%	4.6%	3.9%	3.0%	2.4%	4.4%	3.1%	2.0%	3.8%	2.9%	3.6%	2.8%	4.2%	7.3%	2.9%	3.7%	3.1%
	67	7	11	8	41	44	14	7	2	35	28	2	23	44	38	29	18	14	35	24	43	50	17	4	27	13	22
	3.8%	6.5%	3.9%	3.1%	3.7%	3.3%	5.0%	5.8%	6.2%	4.2%	3.5%	5.1%	4.1%	3.7%	4.0%	3.6%	5.1%	3.5%	3.5%	3.0%	4.5%	4.3%	2.9%	5.5%	3.2%	6.0%	3.7%
	74	7	15	8	44	45	25	4	-	38	32	1	16	58	32	42	24	17	33	35	38	47	27	2	41	9	21
	4.2%	5.8%	5.5%	3.1%	4.0%	3.4%	9.0%	3.3%	-	4.5%	4.0%	2.0%	2.8%	4.9%	3.3%	5.3%	6.8%	4.2%	3.3%	4.4%	4.0%	4.1%	4.4%	2.9%	4.9%	4.1%	3.5%
	193	16	35	27	115	141	30	18	5	98	77	5	55	138	79	114	41	48	104	80	113	125	68	16	95	26	57
	11.0%	13.7%	13.0%	10.0%	10.5%	10.7%	10.9%	14.2%	13.5%	11.5%	9.8%	11.1%	9.9%	11.6%	8.3%	14.3%	11.4%	12.2%	10.4%	10.0%	11.9%	10.9%	11.3%	21.4%	11.3%	11.4%	9.2%
	192	12	30	21	129	159	25	6	1	103	77	6	59	133	117	75	32	53	106	101	91	133	59	2	85	26	78
	10.9%	10.1%	11.0%	7.8%	11.8%	12.1%	9.2%	5.0%	3.1%	12.1%	9.8%	14.2%	10.5%	11.1%	12.2%	9.4%	9.0%	13.6%	10.6%	12.6%	9.5%	11.5%	9.8%	2.6%	10.1%	11.7%	12.7%
	246	12	28	33	173	193	40	10	3	124	106	9	80	166	146	99	62	60	123	136	110	185	61	11	116	26	93
	14.0%	10.8%	10.2%	12.2%	15.7%	14.7%	14.4%	7.7%	9.3%	14.5%	13.4%	21.9%	14.4%	13.9%	15.4%	12.4%	17.4%	15.4%	12.3%	17.0%	11.5%	16.0%	10.1%	14.7%	13.8%	11.7%	15.1%
	226	18	32	45	131	170	37	15	5	102	112	1	65	161	150	76	51	46	129	113	113	145	81	11	106	29	80
	12.9%	15.8%	11.8%	16.6%	12.0%	12.9%	13.4%	11.8%	14.8%	12.0%	14.2%	2.0%	11.7%	13.5%	15.7%	9.5%	14.2%	11.9%	12.8%	14.1%	11.9%	12.6%	13.5%	15.2%	12.6%	13.0%	13.0%
	154	7	26	29	93	119	25	8	2	76	73	3	46	108	101	54	29	30	95	69	86	97	58	4	75	21	54
	8.8%	5.8%	9.4%	11.0%	8.5%	9.0%	9.2%	6.8%	6.2%	9.0%	9.3%	6.6%	8.3%	9.1%	10.6%	6.7%	8.1%	7.8%	9.5%	8.6%	9.0%	8.4%	9.6%	5.2%	9.0%	9.4%	8.9%
	329	23	53	61	192	255	40	27	7	154	158	4	128	201	211	118	55	67	207	127	202	220	109	10	159	41	120
	18.8%	20.1%	19.7%	22.6%	17.5%	19.3%	14.5%	22.1%	20.9%	18.0%	20.0%	10.6%	23.0%	16.8%	22.2%	14.8%	15.2%	17.1%	20.7%	16.0%	21.2%	19.0%	18.3%	13.4%	18.9%	18.2%	19.5%
	1752	116	271	269	1097	1319	274	124	34	854	790	42	557	1195	953	799	360	390	1002	798	954	1154	598	73	840	225	615
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 85

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Contributes to employees' pensions

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total			Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour		
3216	1305	1911	620	1065	1531	264	543	810	1156	2773	254	133	56	165	2872	179	1027	1845	664	784	796	879	1192	1762		
3225	1335	1891	622	1070	1534	268	544	813	1155	2779	256	134	56	158	2889	178	1027	1862	663	787	800	885	1178	1781		
58	20	38	8	15	36	3	9	13	23	48	8	2	-	6	43	9	25	18	12	19	14	11	36	20		
1.8%	1.5%	2.0%	1.3%	1.4%	2.3%	1.2%	1.6%	1.6%	2.0%	1.7%	3.2%	1.6%	-	3.9%	1.5%	5.3%	2.4%	1.0%	1.9%	2.5%	1.8%	1.2%	3.1%	1.1%		
28	15	14	1	9	18	2	4	7	12	25	2	-	1	2	22	4	12	10	5	6	7	11	19	8		
0.9%	1.1%	0.7%	*	0.8%	1.2%	0.8%	0.7%	0.9%	1.0%	0.9%	0.8%	-	1.9%	1.3%	0.8%	2.3%	1.2%	0.5%	0.7%	0.7%	0.9%	1.2%	1.6%	*		
43	17	26	11	12	20	2	7	11	21	41	1	1	-	4	35	4	15	20	11	9	12	9	30	10		
1.3%	1.3%	1.4%	1.8%	1.1%	1.3%	0.8%	1.3%	1.3%	1.8%	1.5%	*	0.8%	-	2.4%	1.2%	2.3%	1.4%	1.1%	1.7%	1.1%	1.5%	1.0%	2.5%	0.6%		
51	24	27	19	15	16	10	15	8	15	48	1	2	-	4	44	3	17	27	15	9	18	8	23	22		
1.6%	1.8%	1.4%	3.1%	1.4%	1.1%	3.8%	2.7%	1.0%	1.3%	1.7%	*	1.4%	-	2.3%	1.5%	1.8%	1.7%	1.4%	2.2%	1.2%	2.2%	0.9%	2.0%	1.3%		
53	25	27	19	13	20	9	5	13	19	47	2	4	-	4	38	10	20	18	23	12	7	7	34	17		
1.6%	1.9%	1.4%	3.1%	1.2%	1.3%	3.4%	0.9%	1.6%	1.7%	1.7%	0.7%	2.8%	-	2.7%	1.3%	5.7%	2.0%	1.0%	3.5%	1.5%	0.9%	0.8%	2.9%	0.9%		
237	95	142	64	74	99	19	41	57	90	208	19	8	2	14	210	13	86	123	66	66	48	49	120	92		
7.3%	7.1%	7.5%	10.3%	6.9%	6.4%	7.2%	7.6%	7.0%	7.8%	7.5%	7.3%	6.2%	3.8%	9.1%	7.3%	7.2%	8.4%	6.6%	10.0%	8.4%	6.0%	5.5%	10.2%	5.1%		
265	118	147	83	95	88	30	45	58	92	227	19	16	4	19	229	17	75	154	75	68	71	45	119	130		
8.2%	8.9%	7.8%	13.3%	8.9%	5.7%	11.3%	8.4%	7.2%	8.0%	8.2%	7.5%	11.7%	7.2%	12.3%	7.9%	9.8%	7.3%	8.3%	11.3%	8.6%	8.9%	5.1%	10.1%	7.3%		
413	184	229	99	158	157	35	74	101	144	355	39	11	8	36	354	24	131	223	87	103	102	112	174	208		
12.8%	13.8%	12.1%	15.9%	14.7%	10.2%	13.1%	13.5%	12.5%	12.5%	12.8%	15.4%	8.4%	14.3%	22.6%	12.3%	13.3%	12.8%	12.0%	13.1%	13.0%	12.8%	12.7%	14.8%	11.7%		
488	207	281	88	177	222	31	92	133	166	423	35	20	9	18	447	22	164	283	93	119	133	132	168	276		
15.1%	15.5%	14.9%	14.2%	16.6%	14.5%	11.7%	16.9%	16.4%	14.4%	15.2%	13.8%	15.3%	16.6%	11.6%	15.5%	12.4%	16.0%	15.2%	14.0%	15.2%	16.6%	14.9%	14.2%	15.5%		
436	161	275	64	151	221	45	73	98	159	375	36	20	4	10	406	20	148	258	85	100	103	134	141	260		
13.5%	12.1%	14.5%	10.3%	14.1%	14.4%	16.8%	13.4%	12.1%	13.8%	13.5%	14.2%	15.2%	6.8%	6.3%	14.1%	11.0%	14.5%	13.9%	12.9%	12.7%	12.9%	15.1%	12.0%	14.6%		
1153	468	685	165	351	637	80	179	313	412	984	93	49	28	40	1061	52	332	729	191	277	284	368	314	739		
35.8%	35.1%	36.2%	26.6%	32.8%	41.5%	29.8%	32.8%	38.5%	35.7%	35.4%	36.2%	36.5%	49.4%	25.4%	36.7%	29.1%	32.4%	39.1%	28.8%	35.1%	35.5%	41.5%	26.6%	41.5%		
3225	1335	1891	622	1070	1534	268	544	813	1155	2779	256	134	56	158	2889	178	1027	1862	663	787	800	885	1178	1781		
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%	100.0%	100.0%	100.0%	100.0%		

JRF Survey

Prepared on behalf of JRF

Table 86

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Contributes to employees' pensions

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
3216	284	481	611	1840	2393	496	265	62	1723	1275	83	875	2341	1476	1740	618	769	1829	1304	1912	2108	1108	134	1529	457	1096
3225	236	513	515	1961	2407	493	264	62	1741	1270	80	877	2348	1484	1741	618	765	1842	1313	1912	2123	1102	136	1530	457	1102
58	6	13	7	33	38	12	9	-	39	9	8	7	51	12	46	9	23	26	33	25	24	34	4	33	11	10
1.8%	2.5%	2.5%	1.3%	1.7%	1.6%	2.4%	3.3%	-	2.3%	0.7%	9.9%	0.9%	2.2%	0.8%	2.7%	1.4%	3.0%	1.4%	2.5%	1.3%	1.1%	3.1%	3.0%	2.1%	2.5%	0.9%
28	7	4	3	14	20	4	4	-	25	2	-	5	23	8	20	4	8	17	16	12	10	18	2	16	5	5
0.9%	2.8%	0.8%	0.7%	0.7%	0.8%	0.8%	1.4%	-	1.4%	*	-	0.6%	1.0%	0.6%	1.1%	0.6%	1.0%	0.9%	1.3%	0.6%	*	1.7%	1.4%	1.1%	1.2%	*
43	5	11	6	21	33	3	6	1	28	10	2	3	40	18	25	8	16	19	18	25	25	18	2	17	10	14
1.3%	2.1%	2.1%	1.1%	1.1%	1.4%	0.6%	2.2%	1.7%	1.6%	0.8%	2.1%	*	1.7%	1.2%	1.4%	1.2%	2.1%	1.0%	1.4%	1.3%	1.2%	1.6%	1.4%	1.1%	2.1%	1.3%
51	3	10	10	28	38	10	3	-	36	9	2	11	40	25	26	21	10	20	26	25	34	17	-	21	8	22
1.6%	1.4%	1.9%	2.0%	1.4%	1.6%	2.0%	1.1%	-	2.1%	0.7%	2.4%	1.2%	1.7%	1.7%	1.5%	3.5%	1.3%	1.1%	2.0%	1.3%	1.6%	1.5%	-	1.4%	1.8%	2.0%
53	11	10	3	29	35	12	5	1	29	16	2	11	42	18	35	16	17	20	35	17	36	17	-	26	9	18
1.6%	4.6%	1.9%	0.7%	1.5%	1.4%	2.5%	1.8%	1.7%	1.7%	1.3%	2.4%	1.2%	1.8%	1.2%	2.0%	2.5%	2.2%	1.1%	2.7%	0.9%	1.7%	1.5%	-	1.7%	1.9%	1.6%
237	21	47	29	140	166	41	23	7	138	77	3	42	195	100	137	56	54	127	101	135	144	93	14	116	38	68
7.3%	8.8%	9.1%	5.7%	7.1%	6.9%	8.2%	8.8%	12.0%	8.0%	6.1%	3.2%	4.7%	8.3%	6.7%	7.9%	9.0%	7.0%	6.9%	7.7%	7.1%	6.8%	8.4%	10.4%	7.6%	8.3%	6.2%
265	25	51	34	156	189	50	18	8	144	104	8	51	215	127	138	90	69	106	135	130	191	74	13	124	27	102
8.2%	10.6%	10.0%	6.5%	7.9%	7.9%	10.2%	6.8%	13.1%	8.3%	8.2%	9.9%	5.8%	9.1%	8.6%	7.9%	14.5%	9.1%	5.8%	10.3%	6.8%	9.0%	6.7%	9.7%	8.1%	5.8%	9.2%
413	31	68	56	258	299	76	28	10	251	134	9	97	317	198	215	80	111	222	200	214	268	145	17	198	61	138
12.8%	13.0%	13.3%	11.0%	13.2%	12.4%	15.5%	10.7%	16.5%	14.4%	10.6%	11.5%	11.0%	13.5%	13.4%	12.3%	13.0%	14.5%	12.1%	15.2%	11.2%	12.6%	13.2%	12.6%	12.9%	13.2%	12.5%
488	24	82	77	305	369	68	46	4	266	187	10	120	368	252	236	103	112	273	194	293	319	168	15	235	64	174
15.1%	10.2%	16.0%	14.9%	15.5%	15.4%	13.7%	17.5%	6.9%	15.3%	14.8%	12.2%	13.7%	15.7%	17.0%	13.5%	16.7%	14.6%	14.8%	14.8%	15.3%	15.0%	15.3%	11.0%	15.4%	14.0%	15.8%
436	27	56	72	280	331	72	30	3	217	197	5	127	309	199	236	80	94	262	169	267	279	157	19	215	65	137
13.5%	11.6%	11.0%	13.9%	14.3%	13.7%	14.6%	11.5%	4.8%	12.5%	15.5%	6.6%	14.5%	13.2%	13.4%	13.6%	13.0%	12.3%	14.2%	12.8%	14.0%	13.1%	14.2%	14.2%	14.1%	14.1%	12.4%
1153	77	161	217	698	890	145	92	27	565	524	32	404	749	525	628	151	252	750	384	769	793	360	49	529	160	415
35.8%	32.4%	31.4%	42.2%	35.6%	37.0%	29.4%	34.8%	43.3%	32.5%	41.3%	39.9%	46.1%	31.9%	35.4%	36.1%	24.5%	33.0%	40.7%	29.3%	40.2%	37.3%	32.7%	36.3%	34.6%	34.9%	37.7%
3225	236	513	515	1961	2407	493	264	62	1741	1270	80	877	2348	1484	1741	618	765	1842	1313	1912	2123	1102	136	1530	457	1102
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 87

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Gives employees involvement in decision making at work e.g. via on line surveys, workplace representatives

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	1894	749	1145	449	621	824	167	335	465	674	1641	149	70	34	102	1670	122	631	1039	444	438	433	531	707	1045
Weighted Total	1900	765	1135	453	622	825	169	335	464	677	1645	150	70	35	100	1678	122	632	1046	444	440	434	535	703	1053
0	33	16	17	5	9	19	4	5	6	13	28	2	2	1	2	26	5	6	20	7	12	6	9	12	17
	1.7%	2.1%	1.5%	1.1%	1.4%	2.3%	2.2%	1.6%	1.3%	1.9%	1.7%	1.3%	3.1%	2.4%	2.1%	1.5%	4.2%	0.9%	1.9%	1.5%	2.7%	1.3%	1.6%	1.8%	1.7%
1	18	4	14	3	5	10	-	4	4	6	14	2	2	-	1	15	2	8	7	5	1	5	7	11	4
	0.9%	0.5%	1.2%	0.7%	0.8%	1.2%	-	1.2%	0.9%	0.8%	0.8%	1.4%	2.7%	-	1.1%	0.9%	1.7%	1.2%	0.7%	1.1%	*	1.1%	1.4%	1.5%	*
2	31	11	20	10	9	12	2	7	6	12	27	-	3	1	1	28	1	15	13	10	6	4	10	12	19
	1.6%	1.4%	1.7%	2.3%	1.4%	1.4%	1.3%	2.1%	1.3%	1.7%	1.6%	-	4.2%	3.1%	1.1%	1.7%	0.9%	2.4%	1.3%	2.2%	1.4%	1.0%	2.0%	1.7%	1.8%
3	61	27	34	16	24	20	6	10	18	20	54	4	2	-	3	55	3	20	35	17	11	15	18	29	30
	3.2%	3.6%	3.0%	3.6%	3.9%	2.4%	3.6%	3.1%	3.9%	2.9%	3.3%	2.8%	3.1%	-	2.7%	3.3%	2.6%	3.1%	3.3%	3.8%	2.4%	3.5%	3.3%	4.2%	2.9%
4	96	38	58	34	24	39	5	15	21	43	84	7	5	-	6	79	12	29	50	27	25	17	25	50	40
	5.1%	5.0%	5.1%	7.4%	3.8%	4.7%	3.0%	4.5%	4.6%	6.3%	5.1%	5.0%	7.0%	-	5.5%	4.7%	9.6%	4.6%	4.8%	6.2%	5.8%	3.9%	4.6%	7.1%	3.8%
5	218	100	118	48	67	103	19	34	51	89	194	17	6	1	11	188	20	68	120	37	51	68	59	77	121
	11.5%	13.1%	10.4%	10.5%	10.8%	12.5%	11.5%	10.2%	11.1%	13.2%	11.8%	11.1%	9.2%	3.1%	10.6%	11.2%	16.5%	10.8%	11.4%	8.3%	11.7%	15.8%	11.0%	10.9%	11.5%
6	319	143	176	90	102	128	29	55	89	105	279	24	9	7	19	277	23	98	178	79	75	79	77	127	160
	16.8%	18.7%	15.5%	19.8%	16.3%	15.5%	17.3%	16.4%	19.2%	15.6%	16.9%	16.2%	12.8%	20.7%	19.3%	16.5%	19.2%	15.6%	17.1%	17.7%	17.0%	18.2%	14.5%	18.0%	15.2%
7	389	165	224	89	134	166	35	79	86	134	334	35	15	4	16	356	17	140	216	82	90	100	107	134	230
	20.5%	21.6%	19.7%	19.5%	21.6%	20.1%	20.8%	23.6%	18.5%	19.8%	20.3%	23.6%	21.9%	11.5%	15.7%	21.2%	14.1%	22.1%	20.7%	18.4%	20.5%	23.0%	20.0%	19.1%	21.9%
8	304	109	194	74	107	123	33	46	73	106	258	27	11	7	22	264	17	101	163	71	73	58	94	103	182
	16.0%	14.3%	17.1%	16.3%	17.1%	14.9%	19.5%	13.8%	15.7%	15.7%	15.7%	17.7%	15.8%	21.4%	21.9%	15.8%	14.1%	16.0%	15.6%	16.0%	16.6%	13.3%	17.5%	14.7%	17.3%
9	165	58	107	30	69	65	10	34	40	60	145	13	4	3	11	149	5	52	97	42	32	32	51	61	87
	8.7%	7.5%	9.4%	6.7%	11.1%	7.9%	6.0%	10.3%	8.6%	8.9%	8.8%	8.5%	5.8%	8.5%	10.6%	8.9%	4.0%	8.2%	9.3%	9.6%	7.3%	7.4%	9.5%	8.7%	8.3%
10	267	93	174	55	73	139	25	44	69	89	228	19	10	10	9	241	16	96	146	68	63	51	79	87	161
	14.0%	12.2%	15.3%	12.1%	11.7%	16.9%	14.7%	13.3%	14.9%	13.2%	13.8%	12.5%	14.5%	29.3%	9.4%	14.4%	13.1%	15.1%	14.0%	15.2%	14.4%	11.7%	14.7%	12.4%	15.3%
SIGMA	1900	765	1135	453	622	825	169	335	464	677	1645	150	70	35	100	1678	122	632	1046	444	440	434	535	703	1053
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 88

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Gives employees involvement in decision making at work e.g. via on line surveys, workplace representatives

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	1894	172	327	353	1042	1466	280	118	30	1004	742	62	510	1384	887	1007	406	486	1002	829	1065	1210	684	69	851	259	715
Weighted Total	1900	143	349	297	1111	1474	278	118	29	1012	742	60	512	1388	890	1010	409	485	1006	832	1067	1217	683	70	851	262	716
0	33	4	2	4	22	17	10	6	-	27	5	-	8	25	11	22	7	8	17	18	15	23	10	3	20	4	6
	1.7%	2.9%	0.6%	1.4%	2.0%	1.2%	3.6%	4.8%	-	2.7%	0.6%	-	1.6%	1.8%	1.3%	2.1%	1.8%	1.7%	1.7%	2.1%	1.4%	1.9%	1.5%	4.3%	2.4%	1.4%	0.8%
1	18	2	1	3	12	13	4	1	-	13	4	1	5	13	7	11	4	5	9	6	12	9	9	1	10	1	6
	0.9%	1.7%	*	0.8%	1.1%	0.9%	1.4%	0.7%	-	1.3%	0.6%	1.4%	1.0%	0.9%	0.8%	1.1%	1.0%	1.1%	0.9%	0.7%	1.1%	0.7%	1.3%	1.2%	1.2%	*	0.8%
2	31	2	6	3	19	22	7	2	-	15	13	1	8	22	15	16	6	5	19	13	17	14	16	3	16	4	7
	1.6%	1.7%	1.8%	0.8%	1.7%	1.5%	2.6%	1.4%	-	1.5%	1.8%	1.8%	1.6%	1.6%	1.7%	1.5%	1.5%	1.1%	1.9%	1.6%	1.6%	1.2%	2.4%	4.3%	1.9%	1.5%	1.0%
3	61	7	13	9	32	45	9	6	1	29	27	-	12	48	28	32	16	16	29	21	40	39	21	3	32	7	19
	3.2%	4.7%	3.7%	3.1%	2.9%	3.0%	3.3%	5.0%	3.6%	2.9%	3.7%	-	2.4%	3.5%	3.2%	3.2%	3.9%	3.3%	2.8%	2.5%	3.8%	3.2%	3.1%	4.6%	3.7%	2.5%	2.7%
4	96	6	23	12	55	77	15	4	1	49	41	3	24	72	36	61	23	31	43	38	58	63	34	3	50	13	31
	5.1%	4.1%	6.7%	4.0%	5.0%	5.2%	5.3%	3.6%	3.6%	4.8%	5.5%	4.6%	4.7%	5.2%	4.0%	6.0%	5.5%	6.4%	4.2%	4.6%	5.5%	5.2%	4.9%	4.6%	5.9%	4.9%	4.3%
5	218	18	38	34	128	174	30	11	4	112	88	3	47	171	88	130	48	46	124	76	142	130	88	8	107	34	70
	11.5%	12.8%	11.0%	11.3%	11.5%	11.8%	10.8%	9.4%	13.0%	11.1%	11.9%	4.6%	9.2%	12.3%	9.9%	12.9%	11.8%	9.5%	12.3%	9.1%	13.3%	10.7%	12.9%	11.5%	12.5%	12.9%	9.7%
6	319	22	60	46	191	251	48	18	2	162	133	12	84	235	164	156	72	91	157	148	171	215	105	14	129	47	129
	16.8%	15.7%	17.1%	15.6%	17.2%	17.0%	17.3%	15.5%	7.3%	16.0%	17.9%	19.8%	16.4%	16.9%	18.4%	15.4%	17.5%	18.7%	15.6%	17.8%	16.0%	17.6%	15.3%	20.4%	15.1%	18.1%	18.0%
7	389	27	75	61	226	315	49	21	3	232	129	11	102	287	179	209	87	99	203	174	215	253	136	10	170	61	148
	20.5%	19.2%	21.4%	20.4%	20.3%	21.4%	17.7%	18.2%	10.2%	22.9%	17.4%	18.7%	19.8%	20.7%	20.1%	20.7%	21.3%	20.4%	20.1%	20.9%	20.1%	20.8%	19.8%	14.6%	20.0%	23.1%	20.6%
8	304	21	61	47	175	237	45	15	7	157	119	14	96	208	146	158	69	75	160	137	166	192	112	11	130	41	122
	16.0%	14.5%	17.4%	15.9%	15.7%	16.1%	16.3%	12.4%	22.4%	15.5%	16.0%	24.1%	18.7%	15.0%	16.4%	15.6%	16.8%	15.5%	15.9%	16.5%	15.6%	15.8%	16.4%	15.8%	15.3%	15.5%	17.0%
9	165	17	21	28	98	128	21	14	3	84	68	6	47	118	91	73	33	40	92	73	92	109	56	1	77	15	72
	8.7%	12.2%	6.1%	9.3%	8.8%	8.6%	7.4%	11.6%	10.2%	8.3%	9.1%	9.9%	9.2%	8.5%	10.3%	7.3%	8.0%	8.2%	9.2%	8.7%	8.6%	8.9%	8.2%	1.5%	9.0%	5.6%	10.1%
10	267	15	48	51	152	197	40	20	9	132	115	9	78	189	125	142	44	68	154	129	138	170	97	12	111	37	107
	14.0%	10.5%	13.8%	17.3%	13.7%	13.4%	14.5%	17.3%	29.7%	13.0%	15.4%	15.1%	15.3%	13.6%	14.0%	14.1%	10.7%	14.1%	15.3%	15.5%	12.9%	14.0%	14.2%	17.3%	13.0%	14.1%	14.9%
SIGMA	1900	143	349	297	1111	1474	278	118	29	1012	742	60	512	1388	890	1010	409	485	1006	832	1067	1217	683	70	851	262	716
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 89

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Provides free or low-cost meals at work

Unweighted Total
Weighted Total

0

1

2

3

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SIGMA

Total			Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour		
330	101	229	90	98	141	26	58	92	106	282	29	12	7	39	241	50	95	146	100	84	65	69	224	95		
276	84	192	75	82	118	22	48	77	89	236	24	10	6	32	202	42	79	122	84	70	54	58	187	80		
13	4	8	3	3	8	-	2	2	5	8	-	3	1	1	11	1	3	8	2	6	3	3	10	2		
4.6%	5.0%	4.4%	3.4%	3.1%	6.4%	-	3.5%	2.2%	5.7%	3.6%	-	33.3%	14.4%	2.6%	5.4%	2.0%	4.2%	6.2%	2.0%	8.4%	4.6%	4.3%	5.4%	2.1%		
8	2	5	1	3	3	1	2	2	3	8	-	-	-	-	7	1	4	2	4	1	2	1	7	1		
2.7%	3.0%	2.6%	1.1%	4.1%	2.8%	3.8%	3.5%	2.2%	3.8%	3.2%	-	-	-	-	3.3%	2.0%	5.3%	2.0%	5.0%	1.2%	3.1%	1.5%	3.6%	1.0%		
8	3	5	2	3	3	-	2	3	3	8	-	-	-	1	5	2	3	2	1	5	-	2	7	1		
2.7%	3.0%	2.6%	2.2%	3.1%	2.8%	-	3.4%	3.3%	3.8%	3.2%	-	-	-	2.6%	2.5%	4.0%	4.2%	1.4%	1.0%	7.1%	-	2.9%	3.6%	1.0%		
9	3	7	3	1	5	1	3	2	3	9	-	-	-	-	8	2	3	4	6	1	1	1	8	1		
3.3%	3.0%	3.5%	4.5%	1.0%	4.3%	3.9%	6.9%	2.2%	3.8%	3.9%	-	-	-	-	3.7%	4.0%	4.2%	3.4%	7.0%	1.2%	1.5%	1.5%	4.5%	1.1%		
3	-	3	-	3	1	-	1	1	-	2	2	-	-	-	3	1	1	2	-	1	1	2	2	2		
1.2%	-	1.8%	-	3.1%	0.7%	-	1.7%	1.1%	-	0.7%	7.0%	-	-	-	1.3%	2.0%	1.1%	1.4%	-	1.2%	1.5%	2.9%	0.9%	2.1%		
20	5	15	8	3	8	2	3	5	8	18	2	-	-	2	13	6	4	8	2	8	5	5	13	7		
7.3%	5.9%	7.9%	11.1%	4.1%	7.1%	11.5%	6.9%	6.5%	8.5%	7.8%	6.9%	-	-	5.2%	6.2%	13.9%	5.3%	6.9%	2.0%	10.7%	9.2%	8.7%	7.1%	8.4%		
36	12	24	12	8	17	1	2	12	13	27	7	2	1	6	26	4	12	14	9	8	7	9	24	9		
13.0%	13.9%	12.6%	15.5%	9.2%	14.2%	3.9%	3.4%	15.2%	14.1%	11.3%	27.6%	16.7%	14.4%	18.0%	12.9%	10.0%	14.7%	11.6%	11.0%	10.7%	12.3%	15.9%	12.9%	11.6%		
38	13	25	10	14	13	2	8	10	13	34	1	1	2	8	22	8	9	13	11	11	8	8	24	13		
13.6%	14.9%	13.1%	13.3%	17.4%	11.3%	11.5%	17.3%	13.0%	15.1%	14.5%	3.5%	8.3%	28.7%	25.6%	10.8%	18.1%	11.6%	10.3%	13.0%	15.5%	13.8%	13.0%	13.0%	15.8%		
33	10	23	6	11	16	4	5	12	8	29	2	1	1	4	22	7	7	15	11	7	8	8	22	10		
11.8%	11.9%	11.8%	7.8%	13.3%	13.5%	19.2%	10.4%	15.2%	9.4%	12.4%	6.9%	8.3%	14.2%	12.8%	10.8%	16.0%	8.4%	12.3%	13.0%	9.5%	13.9%	13.1%	11.6%	12.6%		
31	13	18	7	9	15	3	4	9	10	26	5	-	-	3	25	3	8	18	9	9	6	6	20	11		
11.2%	14.8%	9.6%	8.9%	11.2%	12.8%	11.6%	8.6%	12.0%	11.3%	11.0%	20.7%	-	-	10.2%	12.5%	6.0%	9.5%	14.4%	11.0%	13.1%	10.8%	10.1%	10.7%	13.7%		
78	21	58	24	25	28	8	17	21	22	67	7	3	2	7	62	9	25	37	29	15	16	15	50	24		
28.5%	24.7%	30.1%	32.2%	30.6%	24.1%	34.6%	34.5%	27.2%	24.5%	28.3%	27.5%	33.4%	28.4%	23.1%	30.7%	22.0%	31.5%	30.1%	35.0%	21.4%	29.2%	26.1%	26.8%	30.5%		
276	84	192	75	82	118	22	48	77	89	236	24	10	6	32	202	42	79	122	84	70	54	58	187	80		
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%	100.0%	100.0%	100.0%	100.0%		

JRF Survey

Prepared on behalf of JRF

Table 90

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Provides free or low-cost meals at work

Unweighted Total

Weighted Total

0

1

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SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
330	208	0	122	0	220	67	36	7	234	57	10	37	293	139	191	88	112	130	193	137	181	149	14	175	49	92
276	173	0	103	0	184	56	30	6	196	48	8	31	245	116	160	74	94	109	161	115	151	124	12	146	41	77
13	6	-	7	-	8	3	1	1	8	2	1	4	8	3	9	3	8	2	8	5	8	5	2	6	1	4
4.6%	3.4%	-	6.6%	-	4.6%	4.5%	2.8%	14.4%	4.3%	3.5%	10.0%	13.5%	3.4%	2.9%	5.8%	4.6%	8.1%	1.5%	4.7%	4.4%	5.0%	4.0%	14.2%	4.0%	2.1%	5.4%
8	5	-	3	-	3	2	3	-	6	2	-	-	8	3	5	3	2	3	5	3	2	5	1	4	2	1
2.7%	2.9%	-	2.5%	-	1.8%	3.0%	8.3%	-	3.0%	3.5%	-	-	3.1%	2.2%	3.1%	3.4%	2.7%	2.3%	3.1%	2.2%	1.6%	4.0%	7.1%	2.9%	4.1%	1.1%
2	8	5	-	3	-	4	2	2	-	3	1	1	1	7	3	5	2	3	4	3	2	6	2	3	2	2
2.7%	2.9%	-	2.5%	-	2.3%	3.0%	5.6%	-	1.3%	1.7%	10.0%	2.7%	2.7%	2.2%	3.1%	2.3%	2.7%	3.1%	2.6%	2.9%	1.1%	4.7%	14.2%	1.7%	4.1%	2.2%
3	9	3	-	6	-	8	2	-	-	8	-	1	-	9	3	6	3	5	5	4	5	4	1	3	2	4
3.3%	1.9%	-	5.7%	-	4.1%	3.0%	-	-	4.3%	-	10.0%	-	3.8%	2.9%	3.7%	4.6%	5.4%	0.8%	3.1%	3.7%	3.3%	3.4%	7.2%	1.7%	4.1%	5.5%
3	-	-	3	-	1	3	-	-	2	1	1	1	3	2	2	1	-	3	3	1	3	1	-	1	-	3
1.2%	-	-	3.3%	-	*	4.5%	-	-	0.9%	1.8%	10.0%	2.7%	1.0%	1.5%	1.1%	1.1%	-	2.3%	1.6%	0.7%	1.7%	0.7%	-	0.6%	-	3.3%
20	12	-	8	-	15	3	2	1	14	3	-	3	17	9	11	5	7	8	13	7	11	9	-	11	2	8
7.3%	7.2%	-	7.4%	-	8.2%	4.5%	5.6%	14.2%	7.3%	7.0%	-	10.8%	6.8%	7.9%	6.8%	6.8%	7.1%	7.7%	8.3%	5.8%	7.2%	7.4%	-	7.4%	4.1%	9.8%
36	24	-	12	-	28	8	1	-	25	9	-	5	31	14	22	8	12	16	18	18	21	15	-	18	4	13
13.0%	13.9%	-	11.5%	-	15.0%	13.5%	2.8%	-	12.8%	19.3%	-	16.2%	12.6%	12.2%	13.6%	11.3%	12.5%	14.6%	11.4%	15.3%	13.8%	12.1%	-	12.6%	10.2%	17.4%
38	23	-	14	-	26	7	4	-	28	4	3	4	33	16	22	12	12	14	20	18	18	19	2	19	5	12
13.6%	13.5%	-	13.9%	-	14.1%	13.4%	13.9%	-	14.5%	8.8%	30.0%	13.5%	13.7%	13.7%	13.6%	15.9%	12.5%	13.1%	12.4%	15.3%	12.1%	15.5%	14.3%	13.2%	12.2%	15.2%
33	21	-	12	-	14	10	8	1	21	8	1	3	29	15	18	5	15	13	16	17	18	14	-	21	6	6
11.8%	12.0%	-	11.5%	-	7.7%	17.9%	25.0%	14.2%	10.7%	17.5%	10.0%	10.9%	11.9%	12.9%	11.0%	6.8%	16.1%	11.5%	9.9%	14.6%	12.2%	11.4%	-	14.3%	14.3%	7.6%
31	17	-	13	-	20	8	2	1	26	5	-	3	28	13	18	9	7	15	20	11	21	10	2	18	5	6
11.2%	10.1%	-	13.1%	-	10.9%	14.9%	5.6%	14.4%	13.3%	10.6%	-	10.8%	11.3%	10.8%	11.5%	12.5%	7.1%	13.9%	12.4%	9.5%	13.8%	8.1%	14.4%	12.6%	12.2%	7.6%
78	56	-	23	-	57	10	9	2	54	13	2	6	73	36	43	23	24	32	49	29	43	36	3	43	13	19
28.5%	32.2%	-	22.1%	-	30.9%	17.9%	30.5%	42.7%	27.8%	26.3%	20.0%	18.9%	29.7%	30.9%	26.7%	30.7%	25.8%	29.2%	30.5%	25.5%	28.2%	28.8%	28.6%	29.1%	32.7%	25.0%
276	173	-	103	-	184	56	30	6	196	48	8	31	245	116	160	74	94	109	161	115	151	124	12	146	41	77
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 91

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Pays for travel time between clients/service users

Unweighted Total
Weighted Total

0

3

4

5

6

7

8

9

10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
73	19	54	7	29	37	3	12	18	26	59	6	5	3	8	56	9	20	36	18	14	19	20	32	36
62	16	46	6	24	31	3	10	15	22	50	5	4	3	7	47	8	17	30	15	12	16	17	27	30
1	-	1	1	-	-	-	-	1	-	1	-	-	-	-	1	-	1	-	1	-	-	-	-	1
1.4%	-	1.9%	14.3%	-	-	-	-	5.6%	-	1.7%	-	-	-	-	1.8%	-	5.0%	-	5.6%	-	-	-	-	2.8%
3	1	-	-	1	-	-	-	-	-	-	-	-	1	-	1	-	-	1	-	-	-	1	-	1
1.4%	5.3%	-	-	3.4%	-	-	-	-	-	-	-	-	33.3%	-	1.8%	-	-	2.8%	-	-	-	5.0%	-	2.8%
4	2	1	1	1	-	1	-	-	-	1	-	-	1	1	1	-	-	1	1	-	1	-	1	1
2.7%	5.3%	1.9%	14.3%	-	2.7%	33.3%	-	-	-	1.7%	-	-	33.3%	12.5%	1.8%	-	-	2.8%	5.6%	-	5.3%	-	3.1%	2.8%
5	2	-	2	-	2	-	-	-	1	1	-	1	-	1	1	-	-	1	2	-	-	-	-	2
2.7%	-	3.7%	-	6.9%	-	-	-	-	3.8%	1.7%	-	20.0%	-	12.5%	1.8%	-	-	2.8%	11.1%	-	-	-	-	5.6%
6	3	1	3	1	3	1	1	1	1	3	-	-	-	-	3	-	2	2	2	-	2	-	2	2
5.5%	5.3%	5.6%	14.3%	10.3%	-	33.3%	8.3%	5.6%	3.8%	6.8%	-	-	-	-	7.1%	-	10.0%	5.6%	11.1%	-	10.5%	-	6.3%	5.6%
7	8	3	5	1	-	7	-	1	1	5	7	-	-	1	6	1	3	3	-	3	2	3	4	3
12.3%	15.8%	11.1%	14.3%	-	21.6%	-	8.3%	5.6%	23.1%	13.6%	-	-	33.3%	12.5%	12.5%	11.1%	15.0%	11.1%	-	28.6%	10.5%	15.0%	15.6%	11.1%
8	6	1	5	1	1	4	-	1	2	3	5	-	1	1	4	1	3	1	1	2	1	3	3	3
9.6%	5.3%	11.1%	14.3%	3.4%	13.5%	-	8.3%	11.1%	11.5%	10.2%	-	20.0%	-	12.5%	8.9%	11.1%	20.0%	2.8%	5.6%	14.3%	5.3%	15.0%	9.4%	8.3%
9	12	3	9	-	4	8	-	2	5	3	9	2	1	2	8	2	3	5	3	2	3	3	3	6
19.2%	15.8%	20.4%	-	17.2%	24.3%	-	16.7%	33.3%	11.5%	18.6%	33.3%	20.0%	-	25.0%	17.9%	22.2%	20.0%	16.7%	16.7%	14.3%	21.1%	20.0%	12.5%	19.4%
10	28	8	20	2	14	12	1	6	6	10	23	3	2	2	22	4	5	17	7	5	8	8	14	13
45.2%	47.4%	44.4%	28.6%	58.6%	37.8%	33.3%	58.3%	38.9%	46.2%	45.8%	66.7%	40.0%	-	25.0%	46.4%	55.6%	30.0%	55.6%	44.4%	42.9%	47.4%	45.0%	53.1%	41.7%
SIGMA	62	16	46	6	24	31	3	10	15	22	50	5	4	7	47	8	17	30	15	12	16	17	27	30
	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%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 92

Q4. Normal weightings

Q4. Thinking about the policies and benefits your employer does provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides this benefit

Pays for travel time between clients/service users

Unweighted Total

Weighted Total

0

3

4

5

6

7

8

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10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
73	0	0	73	0	50	14	8	1	34	19	17	15	58	49	24	13	24	36	45	28	42	31	1	29	15	28
62	0	0	62	0	42	12	7	1	29	16	14	13	49	41	20	11	20	30	38	24	35	26	1	24	13	24
1	-	-	1	-	1	-	-	-	-	1	-	-	1	1	-	1	-	-	1	-	-	1	-	-	-	-
1.4%	-	-	1.4%	-	2.0%	-	-	-	-	5.3%	-	-	1.7%	2.0%	-	7.7%	-	-	2.2%	-	-	3.2%	-	-	6.7%	-
1	-	-	1	-	1	-	-	-	-	-	1	1	-	1	-	-	-	1	1	-	1	-	-	-	-	1
1.4%	-	-	1.4%	-	2.0%	-	-	-	-	-	5.9%	6.7%	-	2.0%	-	-	-	2.8%	2.2%	-	2.4%	-	-	-	-	3.6%
2	-	-	2	-	1	1	-	-	1	1	-	-	2	2	-	1	1	-	2	-	1	1	-	1	-	1
2.7%	-	-	2.7%	-	2.0%	7.1%	-	-	2.9%	5.3%	-	-	3.4%	4.1%	-	7.7%	4.2%	-	4.4%	-	2.4%	3.2%	-	3.4%	-	3.6%
2	-	-	2	-	2	-	-	-	-	1	1	-	2	2	-	-	1	1	1	1	1	1	-	1	-	1
2.7%	-	-	2.7%	-	4.0%	-	-	-	-	5.3%	5.9%	-	3.4%	4.1%	-	-	4.2%	2.8%	2.2%	3.6%	2.4%	3.2%	-	3.4%	-	3.6%
3	-	-	3	-	3	-	-	-	3	-	1	-	3	3	-	1	3	-	3	1	2	2	-	2	1	1
5.5%	-	-	5.5%	-	8.0%	-	-	-	8.8%	-	5.9%	-	6.9%	8.2%	-	7.7%	12.5%	-	6.7%	3.6%	4.8%	6.5%	-	6.9%	6.7%	3.6%
8	-	-	8	-	3	3	1	-	5	2	1	2	6	3	5	1	3	4	4	3	3	4	-	3	2	3
12.3%	-	-	12.3%	-	8.0%	28.6%	12.5%	-	17.6%	10.5%	5.9%	13.3%	12.1%	6.1%	25.0%	7.7%	12.5%	13.9%	11.1%	14.3%	9.5%	16.1%	-	13.8%	13.3%	10.7%
6	-	-	6	-	5	1	-	-	2	3	-	3	3	3	3	1	3	3	3	3	3	3	-	2	-	4
9.6%	-	-	9.6%	-	12.0%	7.1%	-	-	5.9%	21.1%	-	20.0%	6.9%	8.2%	12.5%	7.7%	12.5%	8.3%	6.7%	14.3%	7.1%	12.9%	-	6.9%	-	17.9%
12	-	-	12	-	9	2	1	-	4	4	3	-	12	8	3	2	3	8	7	5	5	7	-	3	3	7
19.2%	-	-	19.2%	-	22.0%	14.3%	12.5%	-	14.7%	26.3%	23.5%	-	24.1%	20.4%	16.7%	15.4%	12.5%	25.0%	17.8%	21.4%	14.3%	25.8%	-	10.3%	20.0%	28.6%
28	-	-	28	-	17	5	5	1	14	4	8	8	20	19	9	5	8	14	18	10	20	8	1	13	7	7
45.2%	-	-	45.2%	-	40.0%	42.9%	75.0%	100.0%	50.0%	26.3%	52.9%	60.0%	41.4%	44.9%	45.8%	46.2%	41.7%	47.2%	46.7%	42.9%	57.1%	29.0%	100.0%	55.2%	53.3%	28.6%
62	-	-	62	-	42	12	7	1	29	16	14	13	49	41	20	11	20	30	38	24	35	26	1	24	13	24
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%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 93

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Pays the living wage as a minimum – currently £9.15 per hour in London and £7.85 in the rest of the UK

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	1984	760	1224	439	631	912	147	343	499	717	1706	150	92	36	177	1529	278	667	862	580	540	386	415	1386	501
Weighted Total	1958	761	1197	429	625	902	144	338	491	710	1684	149	90	36	169	1519	270	663	857	568	536	382	410	1354	506
0	156	73	82	23	45	89	13	20	31	70	134	10	6	5	15	108	33	45	62	53	45	29	25	108	37
	8.0%	9.6%	6.9%	5.3%	7.2%	9.8%	9.1%	6.0%	6.3%	9.9%	8.0%	7.0%	6.6%	14.2%	8.9%	7.1%	12.3%	6.8%	7.3%	9.3%	8.4%	7.6%	6.1%	8.0%	7.4%
1	49	22	27	12	12	25	5	12	9	18	43	2	3	1	7	37	5	19	19	18	8	17	7	37	9
	2.5%	2.9%	2.2%	2.7%	2.0%	2.8%	3.4%	3.5%	1.8%	2.5%	2.6%	1.3%	3.3%	3.0%	4.0%	2.5%	1.9%	2.8%	2.2%	3.2%	1.4%	4.4%	1.7%	2.7%	1.7%
2	40	15	25	8	10	21	2	12	10	11	35	3	1	1	1	36	3	19	17	13	13	6	8	30	8
	2.0%	1.9%	2.1%	1.9%	1.6%	2.4%	1.3%	3.5%	2.1%	1.5%	2.1%	2.0%	0.9%	3.0%	0.6%	2.4%	1.0%	2.8%	2.0%	2.3%	2.4%	1.6%	1.9%	2.2%	1.6%
3	58	22	36	14	20	24	5	12	17	17	51	4	2	1	3	48	7	21	27	22	16	8	10	34	22
	3.0%	2.9%	3.0%	3.2%	3.3%	2.7%	3.8%	3.6%	3.4%	2.4%	3.0%	2.6%	2.4%	3.0%	2.0%	3.1%	2.6%	3.1%	3.2%	3.9%	2.9%	2.1%	2.4%	2.5%	4.4%
4	64	27	37	19	20	25	3	10	22	19	53	7	3	1	6	49	9	17	32	19	21	5	17	39	21
	3.3%	3.6%	3.1%	4.3%	3.2%	2.8%	1.9%	2.9%	4.4%	2.7%	3.2%	4.4%	3.5%	3.0%	3.5%	3.2%	3.3%	2.6%	3.8%	3.4%	3.9%	1.3%	4.1%	2.9%	4.1%
5	142	57	85	33	42	66	10	23	26	64	123	11	8	1	7	109	27	43	66	34	36	39	30	73	53
	7.3%	7.5%	7.1%	7.7%	6.7%	7.4%	6.8%	6.8%	5.4%	9.0%	7.3%	7.1%	8.4%	3.0%	3.9%	7.2%	10.0%	6.4%	7.7%	5.9%	6.7%	10.3%	7.3%	5.4%	10.5%
6	145	72	73	34	51	60	17	19	32	57	126	12	5	3	18	107	20	38	70	45	33	29	35	87	50
	7.4%	9.4%	6.1%	8.0%	8.1%	6.7%	12.1%	5.6%	6.6%	8.0%	7.5%	8.0%	5.1%	7.7%	10.6%	7.1%	7.4%	5.7%	8.1%	7.8%	6.2%	7.6%	8.6%	6.4%	10.0%
7	201	90	111	46	58	97	11	39	43	75	168	15	14	4	19	161	21	69	92	60	57	39	39	132	58
	10.3%	11.9%	9.3%	10.8%	9.2%	10.7%	7.5%	11.4%	8.9%	10.6%	10.0%	10.3%	15.5%	10.6%	11.6%	10.6%	7.7%	10.4%	10.7%	10.5%	10.5%	10.3%	9.5%	9.8%	11.4%
8	240	90	150	47	78	115	20	43	65	90	217	15	5	3	24	193	23	93	100	54	76	45	60	149	84
	12.2%	11.8%	12.5%	11.0%	12.4%	12.7%	13.8%	12.7%	13.1%	12.6%	12.9%	9.8%	5.7%	8.3%	14.0%	12.7%	8.4%	14.0%	11.7%	9.5%	14.1%	11.8%	14.6%	11.0%	16.6%
9	194	60	134	51	66	77	18	30	56	61	165	17	8	5	18	153	23	67	86	52	52	38	44	141	43
	9.9%	7.9%	11.2%	12.0%	10.6%	8.5%	12.3%	9.0%	11.4%	8.5%	9.8%	11.3%	8.4%	14.2%	10.9%	10.1%	8.5%	10.2%	10.0%	9.1%	9.6%	9.8%	10.6%	10.4%	8.5%
10	669	232	437	142	223	302	41	118	181	229	568	54	36	11	51	518	100	233	285	199	181	126	136	525	120
	34.2%	30.5%	36.5%	33.1%	35.7%	33.5%	28.1%	34.9%	36.8%	32.2%	33.7%	36.3%	40.1%	30.1%	30.0%	34.1%	37.1%	35.1%	33.3%	35.0%	33.7%	33.1%	33.2%	38.8%	23.7%
SIGMA	1958	761	1197	429	625	902	144	338	491	710	1684	149	90	36	169	1519	270	663	857	568	536	382	410	1354	506
	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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 94

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Pays the living wage as a minimum – currently £9.15 per hour in London and £7.85 in the rest of the UK

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	1984	316	409	369	890	1282	404	234	64	1298	495	49	288	1696	807	1177	495	573	916	1103	881	1142	842	114	1009	290	571	
Weighted Total	1958	263	436	311	949	1271	396	229	62	1280	491	47	288	1671	799	1159	485	560	913	1084	874	1128	830	115	994	283	567	
0	156	21	37	25	72	92	30	27	7	107	31	3	16	140	46	110	33	36	87	100	56	90	65	24	81	15	36	
	8.0%	7.9%	8.6%	8.1%	7.6%	7.2%	7.6%	11.9%	10.5%	8.4%	6.4%	6.3%	5.5%	8.4%	5.8%	9.5%	6.7%	6.4%	9.6%	9.3%	6.4%	8.0%	7.9%	20.9%	8.2%	5.2%	6.3%	
1	49	8	11	11	19	22	12	13	2	31	13	3	8	41	19	30	16	15	18	32	17	28	21	4	31	3	11	
	2.5%	3.2%	2.4%	3.5%	2.0%	1.7%	3.0%	5.7%	3.4%	2.4%	2.6%	6.3%	2.7%	2.5%	2.4%	2.6%	3.4%	2.7%	1.9%	3.0%	1.9%	2.5%	2.5%	3.5%	3.1%	1.2%	1.9%	
2	40	6	10	5	19	26	8	6	-	23	13	-	6	34	16	24	9	15	16	29	11	17	23	-	29	1	9	
	2.0%	2.2%	2.2%	1.6%	2.0%	2.0%	2.0%	2.6%	-	1.8%	2.7%	-	2.1%	2.0%	2.0%	2.0%	1.8%	2.7%	1.7%	2.6%	1.3%	1.5%	2.7%	-	3.0%	*	1.6%	
3	58	8	10	9	31	45	10	4	-	35	18	1	12	46	29	29	12	11	36	30	28	33	25	2	31	11	14	
	3.0%	3.2%	2.2%	3.0%	3.3%	3.5%	2.5%	1.6%	-	2.8%	3.6%	1.8%	4.3%	2.7%	3.6%	2.5%	2.4%	1.9%	3.9%	2.7%	3.2%	2.9%	3.0%	1.9%	3.1%	4.0%	2.5%	
4	64	12	9	6	37	38	16	7	3	40	18	2	7	57	26	38	20	16	28	44	20	42	22	4	29	5	26	
	3.3%	4.7%	2.0%	1.9%	3.9%	3.0%	4.1%	3.0%	4.8%	3.1%	3.7%	4.5%	2.4%	3.4%	3.3%	3.3%	4.2%	2.8%	3.1%	4.1%	2.3%	3.7%	2.7%	3.5%	2.9%	1.9%	4.6%	
5	142	16	20	25	81	99	26	13	4	81	39	9	21	122	50	92	29	43	70	88	55	88	54	8	64	20	50	
	7.3%	6.0%	4.6%	8.1%	8.5%	7.8%	6.5%	5.7%	6.5%	6.3%	8.0%	18.9%	7.2%	7.3%	6.2%	8.0%	6.1%	7.7%	7.6%	8.1%	6.3%	7.8%	6.5%	7.0%	6.5%	7.0%	8.8%	
6	145	18	20	13	94	103	31	11	1	80	51	1	24	121	79	66	42	37	65	110	35	88	57	6	75	18	47	
	7.4%	7.0%	4.6%	4.1%	9.9%	8.1%	7.7%	4.6%	1.7%	6.2%	10.4%	2.3%	8.4%	7.2%	9.9%	5.7%	8.7%	6.7%	7.2%	10.2%	4.0%	7.8%	6.9%	5.2%	7.5%	6.4%	8.2%	
7	201	25	42	23	112	149	37	11	4	134	52	2	34	167	97	105	52	67	83	118	84	117	84	7	102	27	64	
	10.3%	9.5%	9.5%	7.3%	11.8%	11.7%	9.4%	4.7%	6.5%	10.5%	10.6%	4.0%	11.9%	10.0%	12.1%	9.0%	10.6%	11.9%	9.1%	10.8%	9.6%	10.4%	10.1%	6.5%	10.3%	9.6%	11.3%	
8	240	28	63	30	118	178	45	11	7	160	62	5	30	210	102	138	63	59	117	135	105	126	113	12	118	39	70	
	12.2%	10.8%	14.4%	9.8%	12.5%	14.0%	11.2%	4.6%	10.9%	12.5%	12.6%	10.8%	10.4%	12.6%	12.7%	11.9%	13.0%	10.6%	12.8%	12.5%	12.0%	11.2%	13.7%	10.6%	11.9%	13.9%	12.4%	
9	194	27	42	35	91	128	47	15	4	133	49	4	36	159	82	112	61	56	77	99	95	114	80	4	110	29	51	
	9.9%	10.4%	9.5%	11.1%	9.6%	10.0%	11.9%	6.6%	6.8%	10.4%	10.0%	8.1%	12.4%	9.5%	10.3%	9.7%	12.5%	10.0%	8.5%	9.1%	10.9%	10.1%	9.6%	3.3%	11.1%	10.2%	9.0%	
10	669	92	174	129	274	392	134	112	30	456	144	18	94	575	253	416	149	205	315	300	369	383	286	43	322	114	190	
	34.2%	35.1%	39.9%	41.5%	28.9%	30.8%	33.9%	49.1%	48.9%	35.6%	29.4%	37.1%	32.7%	34.4%	31.7%	35.9%	30.6%	36.6%	34.5%	27.6%	42.3%	34.0%	34.4%	37.6%	32.4%	40.1%	33.5%	
SIGMA	1958	263	436	311	949	1271	396	229	62	1280	491	47	288	1671	799	1159	485	560	913	1084	874	1128	830	115	994	283	567	
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

JRF Survey

Prepared on behalf of JRF

Table 95
Q5. Normal weightings
Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.
Base: Said their employer does not provide this benefit
Offers job rotation – i.e., allows employees to move between different roles

Unweighted Total
Weighted Total
0
1
2
3
4
5
6
7
8
9
10
SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
2360	945	1415	364	766	1229	182	395	591	838	2006	187	117	50	171	1901	288	732	1169	547	598	549	608	1017	1138
2366	961	1404	365	768	1232	185	399	590	839	2012	187	117	49	166	1918	282	731	1186	541	600	555	613	999	1157
442	188	253	39	111	291	35	67	103	164	369	41	24	8	30	332	79	138	194	100	106	119	108	170	218
18.7%	19.6%	18.0%	10.8%	14.4%	23.6%	18.7%	16.8%	17.5%	19.5%	18.3%	22.2%	20.0%	16.3%	18.3%	17.3%	28.1%	18.9%	16.3%	18.4%	17.7%	21.4%	17.6%	17.0%	18.9%
148	61	87	10	36	102	7	23	41	61	131	7	3	6	6	116	26	54	61	40	36	30	36	64	72
6.2%	6.3%	6.2%	2.7%	4.7%	8.3%	3.8%	5.8%	6.9%	7.2%	6.5%	3.9%	2.8%	12.5%	3.7%	6.0%	9.2%	7.4%	5.2%	7.4%	5.9%	5.4%	5.9%	6.4%	6.2%
173	80	93	16	56	101	10	33	45	59	147	13	7	6	3	152	18	57	95	30	44	46	50	57	97
7.3%	8.3%	6.6%	4.4%	7.2%	8.2%	5.4%	8.2%	7.7%	7.0%	7.3%	6.8%	5.8%	12.5%	1.9%	7.9%	6.3%	7.8%	8.0%	5.5%	7.3%	8.4%	8.1%	5.7%	8.4%
198	80	118	27	75	96	16	39	57	65	177	9	10	2	17	166	15	60	106	39	44	50	61	84	99
8.4%	8.3%	8.4%	7.4%	9.8%	7.8%	8.4%	9.9%	9.7%	7.8%	8.8%	5.0%	8.5%	3.8%	10.4%	8.7%	5.4%	8.2%	8.9%	7.2%	7.3%	9.0%	9.9%	8.5%	8.6%
169	66	103	23	62	84	11	20	40	68	140	17	10	2	11	139	20	57	82	43	45	39	36	74	80
7.2%	6.9%	7.3%	6.3%	8.1%	6.8%	6.0%	5.0%	6.8%	8.1%	6.9%	9.2%	8.9%	3.9%	6.4%	7.2%	7.0%	7.8%	6.9%	8.0%	7.5%	7.0%	5.9%	7.4%	7.0%
370	139	230	65	123	181	28	72	69	137	307	35	18	9	27	299	44	112	187	84	106	77	97	158	173
15.6%	14.5%	16.4%	17.9%	16.0%	14.7%	15.4%	18.1%	11.7%	16.4%	15.3%	19.0%	15.8%	17.6%	16.2%	15.6%	15.5%	15.3%	15.8%	15.5%	17.7%	13.8%	15.8%	15.8%	15.0%
279	104	175	59	95	124	21	39	69	104	233	21	17	8	20	234	25	78	155	62	71	58	80	124	134
11.8%	10.8%	12.5%	16.3%	12.4%	10.1%	11.1%	9.8%	11.8%	12.4%	11.6%	11.1%	14.9%	15.4%	12.1%	12.2%	8.8%	10.7%	13.1%	11.5%	11.8%	10.5%	13.0%	12.4%	11.6%
258	106	151	57	86	115	24	45	73	76	219	20	12	7	27	203	28	79	124	63	72	61	57	116	123
10.9%	11.0%	10.8%	15.5%	11.2%	9.3%	13.2%	11.3%	12.5%	9.0%	10.9%	10.7%	10.3%	13.7%	16.4%	10.6%	9.8%	10.8%	10.4%	11.5%	12.0%	10.9%	9.3%	11.6%	10.6%
164	67	97	36	57	72	13	32	46	56	147	12	4	1	8	146	10	56	90	39	42	39	37	75	80
6.9%	7.0%	6.9%	9.8%	7.4%	5.8%	7.3%	8.0%	7.8%	6.7%	7.3%	6.2%	3.4%	2.2%	5.1%	7.6%	3.4%	7.7%	7.6%	7.3%	6.9%	7.0%	6.1%	7.5%	6.9%
59	29	29	13	24	22	9	9	17	19	54	2	3	-	7	43	9	11	32	12	12	16	19	26	30
2.5%	3.0%	2.1%	3.6%	3.1%	1.8%	4.9%	2.2%	2.8%	2.3%	2.7%	1.0%	2.7%	-	4.2%	2.2%	3.2%	1.4%	2.7%	2.2%	2.0%	2.9%	3.1%	2.6%	2.6%
107	40	67	19	44	45	11	20	28	30	89	9	8	1	9	89	10	29	60	30	23	20	32	51	50
4.5%	4.2%	4.8%	5.2%	5.7%	3.6%	5.8%	5.0%	4.8%	3.6%	4.4%	4.9%	6.9%	2.2%	5.2%	4.6%	3.4%	4.0%	5.0%	5.6%	3.9%	3.6%	5.2%	5.1%	4.3%
2366	961	1404	365	768	1232	185	399	590	839	2012	187	117	49	166	1918	282	731	1186	541	600	555	613	999	1157
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 96

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Offers job rotation – i.e., allows employees to move between different roles

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
2360	238	289	422	1411	1639	392	266	63	1461	716	67	457	1903	1059	1301	430	579	1351	1436	924	1434	926	111	1186	306	757
2366	198	308	356	1504	1654	387	263	62	1466	718	65	461	1905	1065	1301	429	576	1361	1439	927	1445	920	112	1187	305	762
442	44	52	61	285	321	56	48	17	297	107	10	78	363	158	284	51	87	304	304	137	242	200	27	225	50	139
18.7%	22.3%	17.0%	17.1%	18.9%	19.4%	14.5%	18.3%	26.9%	20.3%	15.0%	15.6%	17.0%	19.1%	14.8%	21.8%	11.9%	15.1%	22.3%	21.2%	14.8%	16.7%	21.7%	24.1%	19.0%	16.4%	18.3%
148	16	15	29	88	99	29	18	3	93	45	2	28	120	59	89	27	35	86	92	55	85	63	11	78	16	43
6.2%	8.0%	4.8%	8.1%	5.9%	6.0%	7.4%	6.8%	4.4%	6.4%	6.2%	2.6%	6.1%	6.3%	5.5%	6.8%	6.2%	6.1%	6.3%	6.4%	6.0%	5.9%	6.8%	9.6%	6.8%	5.1%	5.6%
173	10	15	29	118	132	29	7	4	108	55	7	28	145	81	92	33	40	100	109	64	103	69	9	92	14	58
7.3%	5.0%	4.8%	8.3%	7.9%	8.0%	7.5%	2.7%	6.9%	7.4%	7.7%	10.0%	6.0%	7.6%	7.6%	7.1%	7.6%	6.9%	7.4%	7.6%	6.9%	7.2%	7.5%	7.9%	7.8%	4.4%	7.6%
198	15	28	32	124	162	20	14	2	126	55	5	42	156	95	103	32	58	108	121	77	121	77	5	95	36	62
8.4%	7.6%	9.0%	9.0%	8.2%	9.8%	5.2%	5.5%	3.1%	8.6%	7.7%	7.5%	9.1%	8.2%	8.9%	7.9%	7.5%	10.1%	8.0%	8.4%	8.4%	8.4%	8.4%	4.5%	8.0%	11.8%	8.1%
169	12	28	21	109	118	27	22	3	90	68	6	31	138	75	94	31	39	99	108	61	104	65	9	83	27	50
7.2%	5.9%	9.0%	5.9%	7.2%	7.1%	6.9%	8.3%	4.8%	6.1%	9.4%	8.8%	6.8%	7.2%	7.1%	7.2%	7.1%	6.8%	7.3%	7.5%	6.6%	7.2%	7.1%	8.1%	7.0%	8.8%	6.5%
370	34	39	53	243	258	62	39	11	228	109	10	58	312	171	198	64	94	212	225	145	227	143	18	195	38	118
15.6%	17.2%	12.8%	14.9%	16.2%	15.6%	15.9%	14.8%	17.8%	15.6%	15.2%	14.6%	12.5%	16.4%	16.1%	15.3%	14.9%	16.3%	15.6%	15.6%	15.6%	15.7%	15.5%	15.9%	16.5%	12.6%	15.5%
279	20	44	40	175	190	53	31	5	161	97	13	70	209	134	145	67	78	134	162	116	181	98	12	129	43	96
11.8%	10.1%	14.2%	11.4%	11.6%	11.5%	13.6%	11.8%	7.8%	11.0%	13.6%	19.2%	15.1%	11.0%	12.6%	11.1%	15.6%	13.6%	9.8%	11.3%	12.6%	12.5%	10.6%	10.3%	10.8%	14.1%	12.5%
258	23	37	37	160	166	57	29	6	158	78	7	49	209	129	128	67	55	136	147	110	155	103	9	127	38	84
10.9%	11.8%	12.1%	10.4%	10.6%	10.0%	14.7%	10.9%	10.3%	10.8%	10.8%	10.7%	10.6%	11.0%	12.1%	9.9%	15.5%	9.6%	10.0%	10.2%	11.9%	10.7%	11.2%	7.6%	10.7%	12.5%	11.0%
164	9	23	32	99	113	28	19	5	102	53	2	37	126	76	87	29	46	89	94	70	110	54	8	80	21	54
6.9%	4.6%	7.6%	9.0%	6.6%	6.8%	7.1%	7.2%	7.5%	7.0%	7.4%	2.6%	8.1%	6.6%	7.2%	6.7%	6.7%	8.0%	6.5%	6.5%	7.5%	7.6%	5.9%	7.4%	6.7%	6.9%	7.1%
59	7	9	8	35	38	9	8	4	35	20	-	13	46	30	28	16	14	28	31	28	46	13	-	28	2	28
2.5%	3.4%	2.8%	2.4%	2.3%	2.3%	2.3%	3.0%	6.1%	2.4%	2.8%	-	2.8%	2.4%	2.9%	2.2%	3.8%	2.5%	2.1%	2.1%	3.1%	3.2%	1.4%	-	2.4%	0.7%	3.7%
107	8	18	13	68	57	19	28	3	68	30	6	27	80	55	52	14	29	65	45	63	71	36	5	53	20	29
4.5%	4.2%	5.9%	3.6%	4.5%	3.4%	5.0%	10.8%	4.4%	4.7%	4.2%	8.4%	5.9%	4.2%	5.2%	4.0%	3.2%	5.0%	4.8%	3.1%	6.7%	4.9%	3.9%	4.6%	4.5%	6.5%	3.8%
2366	198	308	356	1504	1654	387	263	62	1466	718	65	461	1905	1065	1301	429	576	1361	1439	927	1445	920	112	1187	305	762
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 97

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides work-related training

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
955	418	537	205	328	421	96	160	214	339	809	75	49	22	92	689	174	262	427	297	236	199	203	517	366
962	426	536	207	329	424	97	163	216	343	818	73	49	22	91	701	170	264	436	298	238	199	206	516	373
104	54	50	12	30	61	8	17	21	43	88	7	7	2	12	55	37	30	24	34	21	21	26	48	44
10.8%	12.6%	9.3%	5.8%	9.2%	14.5%	8.1%	10.2%	9.6%	12.6%	10.8%	9.6%	13.4%	8.7%	13.5%	7.8%	21.5%	11.5%	5.6%	11.3%	8.9%	10.8%	12.8%	9.3%	11.7%
31	14	17	2	8	21	1	7	3	17	28	3	-	-	3	18	10	7	11	11	4	7	5	21	8
3.2%	3.2%	3.1%	1.0%	2.4%	4.8%	1.1%	4.2%	1.3%	4.9%	3.4%	4.0%	-	-	3.3%	2.6%	5.6%	2.6%	2.5%	3.9%	1.6%	3.5%	2.2%	4.1%	2.2%
27	10	17	5	8	14	3	4	5	11	23	1	2	1	-	24	4	9	15	10	4	4	9	15	10
2.8%	2.3%	3.3%	2.4%	2.4%	3.4%	3.1%	2.6%	2.5%	3.2%	2.9%	1.5%	3.9%	4.9%	-	3.4%	2.2%	3.2%	3.5%	3.4%	1.7%	2.0%	4.4%	2.9%	2.7%
39	16	23	14	12	14	2	11	8	14	35	2	1	1	3	32	4	17	15	14	10	6	9	22	14
4.1%	3.8%	4.3%	6.6%	3.7%	3.2%	2.2%	6.5%	3.8%	4.2%	4.3%	2.6%	2.2%	4.9%	3.5%	4.6%	2.5%	6.3%	3.5%	4.6%	4.4%	3.0%	4.4%	4.3%	3.8%
51	30	21	7	19	26	5	3	14	23	45	3	4	-	8	41	3	11	29	21	12	10	7	27	18
5.3%	7.0%	4.0%	3.3%	5.6%	6.1%	5.3%	2.0%	6.3%	6.6%	5.5%	3.7%	7.8%	-	8.6%	5.8%	1.6%	4.4%	6.7%	7.0%	4.9%	5.1%	3.5%	5.2%	4.7%
122	58	64	31	35	56	11	23	22	50	106	9	4	3	7	97	18	34	63	38	37	23	24	69	43
12.6%	13.6%	11.9%	14.8%	10.6%	13.2%	11.4%	14.0%	10.0%	14.6%	12.9%	12.5%	7.8%	14.6%	7.2%	13.9%	10.6%	12.8%	14.5%	12.7%	15.7%	11.4%	11.5%	13.3%	11.4%
147	67	80	38	56	53	20	31	30	43	123	14	5	5	16	108	24	35	73	48	39	27	30	75	63
15.3%	15.8%	14.9%	18.4%	17.0%	12.5%	20.4%	19.1%	13.7%	12.5%	15.1%	19.0%	11.0%	22.4%	17.7%	15.3%	13.9%	13.1%	16.7%	16.0%	16.3%	13.8%	14.6%	14.6%	16.8%
129	50	78	31	47	50	13	23	36	39	112	7	9	1	11	90	28	37	53	35	35	30	27	73	51
13.4%	11.8%	14.6%	15.2%	14.2%	11.8%	13.4%	14.3%	16.6%	11.5%	13.6%	8.9%	19.3%	4.9%	11.6%	12.8%	16.5%	13.8%	12.2%	11.6%	14.9%	15.0%	12.9%	14.2%	13.8%
109	48	61	26	37	46	12	14	27	35	88	11	6	4	10	81	18	30	52	27	23	27	28	55	47
11.4%	11.3%	11.4%	12.6%	11.3%	10.9%	12.8%	8.3%	12.5%	10.3%	10.8%	15.4%	12.2%	17.4%	10.7%	11.6%	10.8%	11.2%	11.8%	8.9%	9.7%	13.4%	13.5%	10.6%	12.6%
76	28	48	14	22	39	10	7	19	29	65	8	2	1	10	55	12	20	35	20	19	19	16	43	28
7.9%	6.6%	8.9%	6.9%	6.8%	9.3%	10.6%	4.1%	8.9%	8.4%	8.0%	10.7%	3.9%	4.9%	10.5%	7.8%	6.8%	7.6%	8.0%	6.6%	7.8%	9.6%	7.9%	8.3%	7.6%
127	51	76	27	55	44	11	24	32	38	105	9	9	4	12	101	13	36	66	41	34	25	25	69	47
13.2%	11.9%	14.2%	13.1%	16.7%	10.3%	11.7%	14.7%	14.7%	11.1%	12.9%	12.2%	18.4%	17.4%	13.4%	14.4%	7.9%	13.5%	15.0%	13.9%	14.1%	12.4%	12.2%	13.3%	12.7%
962	426	536	207	329	424	97	163	216	343	818	73	49	22	91	701	170	264	436	298	238	199	206	516	373
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 98

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides work-related training

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
955	140	152	104	559	624	181	119	31	664	212	20	127	828	438	517	220	245	490	715	240	584	371	53	507	128	267
962	116	162	88	596	633	180	118	31	669	214	20	129	833	443	519	220	246	496	718	244	591	371	55	512	127	268
104	14	21	8	61	71	15	12	6	78	17	-	9	95	40	64	12	26	66	91	13	45	58	11	54	12	27
10.8%	12.1%	13.2%	8.7%	10.2%	11.2%	8.5%	10.0%	19.1%	11.6%	7.9%	-	6.9%	11.4%	9.1%	12.3%	5.7%	10.4%	13.2%	12.6%	5.4%	7.7%	15.8%	19.4%	10.7%	9.2%	10.0%
31	7	5	3	16	24	5	2	-	24	2	2	1	29	10	21	5	9	17	24	6	15	15	1	21	4	5
3.2%	5.7%	3.3%	2.9%	2.7%	3.7%	2.6%	1.8%	-	3.5%	0.9%	9.8%	0.8%	3.5%	2.2%	4.0%	2.3%	3.5%	3.4%	3.4%	2.6%	2.6%	4.1%	1.9%	4.1%	2.8%	1.9%
27	2	4	3	18	17	6	5	-	20	4	-	1	26	9	18	7	7	13	21	6	17	10	3	10	4	10
2.8%	2.1%	2.6%	2.9%	3.0%	2.6%	3.3%	4.1%	-	3.0%	1.9%	-	0.8%	3.2%	2.1%	3.5%	3.1%	2.9%	2.7%	2.9%	2.6%	2.9%	2.8%	5.0%	2.0%	3.2%	3.8%
39	2	9	2	27	27	7	5	-	24	9	-	4	35	20	20	13	7	19	32	8	25	14	4	21	8	6
4.1%	2.1%	5.3%	1.9%	4.5%	4.2%	4.0%	4.5%	-	3.6%	4.2%	-	3.1%	4.2%	4.5%	3.8%	6.1%	2.9%	3.8%	4.4%	3.1%	4.2%	3.9%	7.8%	4.2%	6.2%	2.2%
51	7	11	5	29	38	9	2	2	38	10	1	4	47	24	27	5	18	28	40	11	33	18	3	27	10	11
5.3%	5.7%	6.6%	5.8%	4.8%	6.1%	4.8%	1.6%	6.9%	5.7%	4.8%	5.5%	3.1%	5.7%	5.4%	5.2%	2.2%	7.4%	5.6%	5.6%	4.6%	5.6%	4.9%	5.8%	5.3%	7.5%	4.3%
122	15	16	8	83	71	22	25	4	84	29	2	17	104	53	69	26	31	65	89	33	78	43	11	61	21	28
12.6%	12.9%	9.9%	8.7%	14.0%	11.2%	12.0%	21.2%	12.3%	12.5%	13.4%	9.8%	13.5%	12.5%	12.0%	13.2%	11.9%	12.5%	13.1%	12.4%	13.4%	13.2%	11.7%	20.5%	12.0%	16.2%	10.6%
147	15	28	15	90	107	29	9	3	92	45	3	11	136	83	65	46	38	63	120	27	95	53	6	77	23	41
15.3%	12.9%	17.1%	17.3%	15.0%	16.8%	16.2%	7.3%	9.6%	13.8%	21.1%	14.1%	8.5%	16.4%	18.7%	12.4%	21.0%	15.6%	12.7%	16.7%	11.2%	16.0%	14.2%	11.7%	15.1%	18.3%	15.1%
129	13	21	12	82	83	33	10	2	92	25	3	24	105	55	73	28	32	68	96	33	78	51	4	68	15	42
13.4%	11.4%	13.2%	13.5%	13.8%	13.1%	18.6%	8.6%	6.9%	13.7%	11.6%	14.0%	18.3%	12.6%	12.5%	14.1%	12.9%	13.0%	13.7%	13.3%	13.4%	13.1%	13.7%	7.8%	13.2%	11.9%	15.5%
109	12	20	13	64	72	23	10	4	70	31	1	19	91	53	56	35	18	56	73	36	68	42	5	66	8	30
11.4%	10.7%	12.5%	14.4%	10.7%	11.4%	13.0%	8.2%	13.0%	10.5%	14.7%	5.5%	14.3%	10.9%	12.0%	10.9%	15.9%	7.4%	11.3%	10.2%	14.7%	11.4%	11.3%	9.3%	12.9%	6.3%	11.2%
76	11	10	8	48	47	9	16	4	61	11	4	16	60	35	41	12	22	41	52	23	55	21	2	35	8	30
7.9%	9.3%	5.9%	8.7%	8.1%	7.4%	4.8%	13.8%	13.8%	9.1%	5.3%	20.7%	12.1%	7.2%	8.0%	7.8%	5.5%	9.1%	8.4%	7.3%	9.6%	9.3%	5.7%	3.9%	6.9%	6.5%	11.2%
127	17	17	13	79	77	22	22	6	87	30	4	24	103	60	67	30	37	60	80	47	82	44	4	70	15	38
13.2%	15.0%	10.5%	15.4%	13.2%	12.2%	12.0%	18.8%	18.4%	12.9%	14.2%	20.7%	18.4%	12.4%	13.6%	12.8%	13.5%	15.2%	12.1%	11.2%	19.2%	13.9%	12.0%	6.9%	13.7%	12.0%	14.1%
962	116	162	88	596	633	180	118	31	669	214	20	129	833	443	519	220	246	496	718	244	591	371	55	512	127	268
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 99

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Offers flexible working – where the employee can vary hours and shifts to suit them – for example job sharing, working part-time, or choosing to work hours around caring

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	1759	760	999	293	537	929	152	308	423	615	1498	143	80	38	94	1468	197	517	951	446	458	408	401	813	792
Weighted Total	1773	776	997	297	542	934	153	312	427	618	1510	143	82	39	93	1488	192	520	968	442	464	415	406	807	808
0	222	118	104	22	52	148	24	40	52	68	184	21	12	6	13	175	34	54	122	51	59	54	48	100	99
	12.5%	15.2%	10.5%	7.4%	9.7%	15.9%	15.8%	12.8%	12.1%	11.0%	12.2%	14.4%	14.8%	14.7%	14.2%	11.8%	17.8%	10.3%	12.6%	11.5%	12.8%	13.1%	11.7%	12.3%	12.2%
1	74	30	44	6	13	54	6	12	16	27	62	10	1	1	2	65	7	30	35	21	18	17	17	37	35
	4.2%	3.9%	4.4%	2.1%	2.4%	5.8%	3.9%	3.9%	3.8%	4.4%	4.1%	7.1%	1.0%	2.8%	2.0%	4.4%	3.5%	5.8%	3.6%	4.8%	3.8%	4.1%	4.1%	4.6%	4.3%
2	78	40	38	8	22	48	5	21	14	28	67	4	2	5	1	69	8	25	44	24	15	14	25	34	39
	4.4%	5.2%	3.8%	2.6%	4.1%	5.2%	3.3%	6.7%	3.2%	4.5%	4.5%	2.5%	2.6%	13.8%	0.9%	4.6%	4.4%	4.7%	4.6%	5.4%	3.3%	3.4%	6.1%	4.3%	4.8%
3	104	53	51	14	35	56	6	15	31	40	92	8	3	1	6	89	10	34	56	27	30	24	19	54	43
	5.9%	6.9%	5.1%	4.6%	6.5%	6.0%	3.9%	4.8%	7.2%	6.5%	6.1%	5.7%	3.9%	2.8%	6.1%	6.0%	4.9%	6.5%	5.7%	6.0%	6.5%	5.8%	4.6%	6.7%	5.4%
4	81	45	36	15	27	39	9	13	17	36	75	4	2	-	8	65	9	20	45	25	21	16	20	39	32
	4.6%	5.8%	3.6%	5.1%	5.0%	4.2%	5.8%	4.2%	4.1%	5.8%	5.0%	2.8%	2.6%	-	8.2%	4.3%	4.8%	3.8%	4.7%	5.6%	4.5%	3.9%	4.8%	4.9%	3.9%
5	236	104	131	48	67	120	20	48	44	89	200	21	8	6	14	193	30	59	133	61	67	55	50	99	108
	13.3%	13.5%	13.2%	16.2%	12.4%	12.9%	13.2%	15.3%	10.3%	14.3%	13.3%	14.8%	10.2%	15.4%	14.6%	12.9%	15.4%	11.4%	13.8%	13.9%	14.3%	13.2%	12.3%	12.3%	13.4%
6	209	95	114	40	59	110	16	35	52	66	170	22	11	6	14	179	16	58	121	50	57	51	44	100	95
	11.8%	12.3%	11.4%	13.4%	10.9%	11.8%	10.6%	11.2%	12.2%	10.7%	11.2%	15.6%	13.5%	15.3%	15.6%	12.0%	8.2%	11.2%	12.4%	11.3%	12.4%	12.4%	10.8%	12.3%	11.7%
7	263	113	150	53	85	125	28	42	59	95	225	21	14	3	13	219	30	68	151	63	73	59	61	128	118
	14.8%	14.6%	15.0%	17.9%	15.6%	13.4%	18.4%	13.5%	13.9%	15.4%	14.9%	14.5%	17.2%	7.7%	13.9%	14.7%	15.8%	13.1%	15.6%	14.2%	15.7%	14.3%	15.1%	15.8%	14.6%
8	207	78	129	41	71	96	17	39	56	68	180	11	12	4	6	188	13	80	109	49	58	44	49	90	104
	11.7%	10.0%	13.0%	13.8%	13.0%	10.3%	10.9%	12.5%	13.0%	11.0%	11.9%	7.9%	15.1%	11.0%	6.6%	12.7%	6.6%	15.3%	11.2%	11.1%	12.5%	10.5%	12.0%	11.2%	12.9%
9	102	31	71	18	44	40	8	16	31	36	91	5	4	2	8	81	13	34	48	24	19	33	24	41	51
	5.8%	4.0%	7.1%	6.0%	8.2%	4.3%	5.3%	5.0%	7.2%	5.8%	6.0%	3.6%	5.2%	5.5%	8.5%	5.5%	6.7%	6.5%	4.9%	5.4%	4.2%	8.0%	5.9%	5.1%	6.4%
10	196	68	129	32	66	98	14	31	55	65	165	16	11	4	9	165	23	60	105	47	46	47	51	85	85
	11.1%	8.7%	12.9%	10.8%	12.2%	10.5%	8.9%	10.0%	12.9%	10.5%	10.9%	11.1%	13.8%	11.0%	9.4%	11.1%	11.9%	11.5%	10.8%	10.7%	10.0%	11.3%	12.5%	10.6%	10.5%
SIGMA	1773	776	997	297	542	934	153	312	427	618	1510	143	82	39	93	1488	192	520	968	442	464	415	406	807	808
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 100

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Offers flexible working – where the employee can vary hours and shifts to suit them – for example job sharing, working part-time, or choosing to work hours around caring

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	1759	180	246	267	1066	1186	304	216	53	1118	527	38	361	1398	746	1013	325	455	979	1073	686	1142	617	100	929	213	517
Weighted Total	1773	150	262	225	1136	1201	303	216	53	1127	532	37	368	1405	756	1017	326	456	991	1077	697	1158	615	101	934	214	525
0	222	22	29	35	138	158	30	28	6	150	57	5	42	181	70	153	28	57	137	144	79	147	76	23	116	19	64
	12.5%	14.4%	11.0%	15.4%	12.1%	13.2%	9.9%	13.0%	11.2%	13.3%	10.7%	13.7%	11.4%	12.9%	9.2%	15.0%	8.7%	12.6%	13.8%	13.4%	11.3%	12.7%	12.3%	22.7%	12.4%	9.0%	12.3%
1	74	7	19	8	39	48	17	7	2	51	20	1	18	55	26	47	12	15	47	44	30	41	33	11	46	5	11
	4.2%	4.4%	7.3%	3.7%	3.5%	4.0%	5.5%	3.2%	4.0%	4.5%	3.8%	2.9%	5.0%	3.9%	3.5%	4.7%	3.7%	3.3%	4.7%	4.1%	4.2%	3.5%	5.4%	11.2%	5.0%	2.5%	2.1%
2	78	11	11	7	50	55	15	5	3	51	25	2	11	67	32	46	19	13	46	49	29	53	26	3	45	8	23
	4.4%	7.2%	4.1%	3.0%	4.4%	4.6%	5.0%	2.3%	5.6%	4.5%	4.6%	5.1%	3.1%	4.8%	4.2%	4.6%	5.7%	2.9%	4.7%	4.6%	4.2%	4.6%	4.2%	2.9%	4.8%	3.9%	4.3%
3	104	12	9	11	72	75	16	12	1	59	38	-	22	82	47	58	12	31	61	55	49	61	43	5	56	14	29
	5.9%	8.3%	3.3%	4.9%	6.4%	6.2%	5.4%	5.7%	2.0%	5.2%	7.1%	-	6.1%	5.8%	6.2%	5.7%	3.7%	6.8%	6.2%	5.1%	7.0%	5.3%	7.1%	5.1%	6.0%	6.8%	5.5%
4	81	7	13	8	54	56	14	9	3	51	26	3	17	65	40	42	17	22	42	62	19	51	30	6	44	14	17
	4.6%	4.4%	4.9%	3.4%	4.8%	4.6%	4.5%	4.1%	5.6%	4.5%	4.8%	8.0%	4.5%	4.6%	5.2%	4.1%	5.3%	4.8%	4.2%	5.8%	2.8%	4.4%	4.9%	5.9%	4.8%	6.5%	3.3%
5	236	20	31	26	159	155	45	29	6	147	71	3	40	196	96	140	47	61	127	141	94	155	81	16	127	27	66
	13.3%	13.3%	11.8%	11.6%	14.0%	12.9%	14.9%	13.6%	11.6%	13.0%	13.4%	7.4%	10.7%	14.0%	12.7%	13.7%	14.5%	13.4%	12.9%	13.1%	13.5%	13.4%	13.1%	15.6%	13.6%	12.8%	12.5%
6	209	17	36	22	133	159	31	16	3	132	63	6	49	160	100	109	49	62	98	139	70	146	63	11	101	25	72
	11.8%	11.7%	13.8%	9.7%	11.7%	13.2%	10.1%	7.5%	6.0%	11.7%	11.8%	15.9%	13.2%	11.4%	13.2%	10.8%	15.1%	13.6%	9.8%	12.9%	10.1%	12.6%	10.2%	10.9%	10.8%	11.6%	13.7%
7	263	20	38	34	171	172	55	25	11	158	83	7	47	216	115	148	54	66	143	175	87	182	81	11	133	32	87
	14.8%	13.3%	14.6%	15.0%	15.0%	14.3%	18.1%	11.7%	20.4%	14.0%	15.6%	18.8%	12.8%	15.3%	15.2%	14.5%	16.6%	14.4%	14.4%	16.3%	12.5%	15.7%	13.1%	10.6%	14.3%	15.1%	16.5%
8	207	12	34	34	128	136	44	19	8	136	65	1	39	168	93	114	41	45	122	118	89	133	74	7	114	24	62
	11.7%	7.8%	13.0%	15.0%	11.3%	11.3%	14.6%	8.7%	15.2%	12.0%	12.2%	2.3%	10.7%	12.0%	12.3%	11.3%	12.5%	9.9%	12.3%	11.0%	12.8%	11.5%	12.0%	7.2%	12.2%	11.4%	11.7%
9	102	6	12	15	69	72	14	12	4	71	24	2	28	74	49	53	18	25	59	59	43	63	39	-	62	14	25
	5.8%	3.9%	4.5%	6.7%	6.1%	6.0%	4.6%	5.7%	7.2%	6.3%	4.6%	5.1%	7.6%	5.3%	6.4%	5.3%	5.4%	5.5%	6.0%	5.5%	6.2%	5.5%	6.3%	-	6.7%	6.7%	4.8%
10	196	17	31	26	123	115	22	53	6	122	61	8	56	141	90	106	28	58	110	89	107	125	71	8	89	29	70
	11.1%	11.1%	11.8%	11.6%	10.8%	9.6%	7.3%	24.5%	11.2%	10.9%	11.4%	21.0%	15.1%	10.0%	11.9%	10.4%	8.7%	12.8%	11.1%	8.3%	15.3%	10.8%	11.5%	8.0%	9.5%	13.8%	13.3%
SIGMA	1773	150	262	225	1136	1201	303	216	53	1127	532	37	368	1405	756	1017	326	456	991	1077	697	1158	615	101	934	214	525
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 101

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides a discount to staff on goods and/or services offered as part of their business eg. a discount off shopping in store

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	2580	982	1598	406	826	1347	211	429	644	961	2245	171	115	49	190	2063	327	785	1278	607	635	604	677	1008	1321
Weighted Total	2573	997	1576	406	823	1343	213	429	641	958	2240	170	115	48	184	2070	319	779	1290	597	636	605	679	979	1337
0	609	242	367	68	151	390	47	104	149	223	523	53	23	11	46	469	94	189	280	141	148	139	162	215	311
	23.7%	24.2%	23.3%	16.7%	18.3%	29.1%	22.1%	24.2%	23.2%	23.3%	23.3%	31.3%	19.7%	21.9%	24.9%	22.7%	29.5%	24.2%	21.7%	23.6%	23.3%	22.9%	23.9%	22.0%	23.2%
1	186	65	120	11	62	112	11	28	59	67	165	13	6	2	9	150	26	67	84	47	38	46	51	67	96
	7.2%	6.6%	7.6%	2.8%	7.5%	8.3%	5.2%	6.5%	9.2%	7.0%	7.4%	7.5%	5.2%	3.9%	4.7%	7.3%	8.2%	8.5%	6.5%	7.8%	5.9%	7.6%	7.5%	6.9%	7.2%
2	211	82	128	30	57	123	11	42	44	85	182	16	9	3	11	175	25	78	97	44	53	53	59	69	126
	8.2%	8.2%	8.1%	7.4%	6.9%	9.2%	5.2%	9.8%	6.8%	8.9%	8.1%	9.4%	8.1%	6.6%	5.9%	8.5%	7.7%	10.0%	7.5%	7.4%	8.3%	8.8%	8.7%	7.0%	9.4%
3	175	73	102	25	52	97	17	19	50	70	155	12	6	1	8	150	17	49	101	26	40	42	62	56	98
	6.8%	7.3%	6.5%	6.2%	6.4%	7.2%	8.0%	4.5%	7.8%	7.3%	6.9%	7.2%	5.2%	2.2%	4.1%	7.2%	5.4%	6.3%	7.8%	4.4%	6.2%	6.9%	9.2%	5.7%	7.3%
4	159	53	106	29	48	82	13	21	34	75	143	9	4	3	19	121	19	38	84	32	43	38	42	51	93
	6.2%	5.3%	6.7%	7.2%	5.9%	6.1%	6.0%	5.0%	5.3%	7.9%	6.4%	5.3%	3.5%	6.1%	10.3%	5.9%	6.0%	4.8%	6.5%	5.4%	6.8%	6.3%	6.2%	5.2%	6.9%
5	387	147	240	72	137	178	30	78	77	153	339	21	18	9	21	323	43	109	214	79	107	88	102	143	204
	15.0%	14.7%	15.2%	17.6%	16.7%	13.2%	14.2%	18.2%	12.0%	16.0%	15.1%	12.1%	16.0%	18.4%	11.6%	15.6%	13.4%	14.0%	16.5%	13.2%	16.8%	14.6%	15.0%	14.6%	15.2%
6	270	112	157	54	107	109	18	42	76	97	233	12	18	7	24	220	26	85	135	78	66	62	61	121	130
	10.5%	11.3%	10.0%	13.4%	13.0%	8.1%	8.3%	9.9%	11.8%	10.1%	10.4%	7.1%	15.9%	13.6%	13.0%	10.6%	8.2%	10.9%	10.4%	13.1%	10.4%	10.3%	9.0%	12.4%	9.7%
7	217	89	128	46	73	98	27	37	55	69	188	15	8	6	13	179	25	67	112	56	53	53	49	83	119
	8.4%	8.9%	8.1%	11.4%	8.9%	7.3%	12.9%	8.7%	8.6%	7.2%	8.4%	8.6%	7.0%	12.8%	7.2%	8.7%	7.7%	8.6%	8.7%	9.3%	8.3%	8.7%	7.2%	8.5%	8.9%
8	147	61	86	28	66	53	19	21	50	45	135	6	5	1	11	116	20	46	70	33	39	37	38	69	61
	5.7%	6.1%	5.5%	6.9%	8.0%	4.0%	9.0%	4.9%	7.8%	4.7%	6.0%	3.5%	4.6%	2.2%	6.1%	5.6%	6.2%	5.9%	5.4%	5.5%	6.2%	6.2%	5.5%	7.0%	4.6%
9	88	36	52	22	26	40	9	10	18	33	70	8	7	4	5	72	11	20	52	22	21	25	20	42	43
	3.4%	3.6%	3.3%	5.5%	3.1%	3.0%	4.2%	2.3%	2.8%	3.5%	3.1%	4.8%	6.1%	7.8%	2.9%	3.5%	3.6%	2.5%	4.0%	3.6%	3.4%	4.1%	3.0%	4.3%	3.2%
10	125	37	88	20	44	61	11	26	30	41	108	5	10	2	17	95	13	33	62	39	28	21	33	63	57
	4.9%	3.7%	5.6%	4.9%	5.4%	4.5%	5.0%	6.1%	4.7%	4.2%	4.8%	3.1%	8.8%	4.4%	9.2%	4.6%	4.1%	4.2%	4.8%	6.5%	4.5%	3.5%	4.8%	6.4%	4.3%
SIGMA	2573	997	1576	406	823	1343	213	429	641	958	2240	170	115	48	184	2070	319	779	1290	597	636	605	679	979	1337
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 102

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides a discount to staff on goods and/or services offered as part of their business eg. a discount off shopping in store

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	2580	222	143	559	1656	1818	432	267	63	1449	899	99	547	2033	1128	1452	483	638	1459	1571	1009	1561	1019	120	1252	324	884	
Weighted Total	2573	185	152	471	1765	1823	424	264	62	1444	901	96	551	2022	1129	1445	477	632	1464	1570	1003	1567	1006	122	1244	323	884	
0	609	37	27	123	422	426	92	78	14	348	202	24	121	488	219	390	83	144	382	390	220	337	272	33	302	76	197	
	23.7%	20.3%	17.5%	26.1%	23.9%	23.4%	21.7%	29.5%	22.0%	24.1%	22.4%	25.2%	22.0%	24.1%	19.4%	27.0%	17.3%	22.8%	26.1%	24.8%	21.9%	21.5%	27.0%	27.4%	24.3%	23.6%	22.3%	
1	185	15	11	37	123	135	32	14	4	100	68	13	36	149	84	102	24	44	118	117	68	107	78	14	91	27	53	
	7.2%	8.1%	7.0%	7.9%	6.9%	7.4%	7.6%	5.3%	7.2%	6.9%	7.5%	13.6%	6.6%	7.4%	7.4%	7.0%	5.0%	6.9%	8.0%	7.4%	6.8%	6.8%	7.8%	11.7%	7.3%	8.4%	6.0%	
2	211	12	12	38	149	166	24	18	3	117	78	8	40	170	84	126	40	57	114	128	83	108	102	10	92	24	85	
	8.2%	6.3%	7.7%	8.1%	8.5%	9.1%	5.7%	6.9%	4.1%	8.1%	8.6%	8.8%	7.3%	8.4%	7.5%	8.7%	8.3%	9.0%	7.8%	8.1%	8.2%	6.9%	10.2%	8.4%	7.4%	7.3%	9.6%	
3	175	12	6	36	120	127	32	14	2	94	65	4	34	141	62	113	25	46	104	101	74	119	56	8	71	17	79	
	6.8%	6.3%	4.2%	7.7%	6.8%	7.0%	7.6%	5.1%	3.1%	6.5%	7.2%	4.0%	6.1%	7.0%	5.5%	7.8%	5.2%	7.2%	7.1%	6.4%	7.3%	7.6%	5.6%	6.8%	5.7%	5.2%	8.9%	
4	159	14	6	24	115	122	26	6	4	92	59	6	26	133	75	84	33	42	84	104	55	98	61	7	79	26	48	
	6.2%	7.7%	4.2%	5.0%	6.5%	6.7%	6.2%	2.3%	6.9%	6.4%	6.5%	5.9%	4.7%	6.6%	6.7%	5.8%	7.0%	6.6%	5.8%	6.6%	5.5%	6.3%	6.1%	5.6%	6.4%	8.0%	5.4%	
5	387	22	14	69	281	278	60	40	9	216	137	16	75	312	185	202	75	86	227	223	164	242	145	14	182	60	131	
	15.0%	12.2%	9.1%	14.7%	15.9%	15.3%	14.2%	14.9%	14.4%	14.9%	15.2%	16.7%	13.6%	15.4%	16.4%	14.0%	15.6%	13.5%	15.5%	14.2%	16.3%	15.4%	14.4%	11.5%	14.6%	18.7%	14.8%	
6	270	20	22	43	184	182	52	28	7	149	94	11	70	200	135	135	58	71	141	173	96	172	98	11	134	32	92	
	10.5%	10.8%	14.7%	9.1%	10.4%	10.0%	12.3%	10.7%	11.3%	10.3%	10.4%	11.5%	12.7%	9.9%	11.9%	9.4%	12.1%	11.3%	9.6%	11.0%	9.6%	11.0%	9.7%	9.3%	10.8%	10.1%	10.4%	
7	217	17	19	35	146	152	40	17	9	115	88	6	52	165	114	103	52	59	106	127	91	139	79	4	102	25	86	
	8.4%	9.0%	12.6%	7.5%	8.3%	8.4%	9.4%	6.3%	13.8%	8.0%	9.7%	6.6%	9.5%	8.2%	10.1%	7.1%	10.9%	9.4%	7.2%	8.1%	9.0%	8.8%	7.8%	3.3%	8.2%	7.8%	9.7%	
8	147	11	13	29	94	104	23	15	5	91	47	2	38	108	79	68	41	29	77	89	58	99	48	6	85	11	45	
	5.7%	5.9%	8.4%	6.3%	5.3%	5.7%	5.4%	5.7%	7.9%	6.3%	5.2%	1.7%	7.0%	5.4%	7.0%	4.7%	8.6%	4.6%	5.3%	5.7%	5.8%	6.3%	4.7%	5.1%	6.8%	3.5%	5.1%	
9	88	14	11	13	50	61	18	8	1	56	25	2	25	63	37	51	27	18	43	50	38	66	23	3	43	10	33	
	3.4%	7.7%	7.0%	2.9%	2.8%	3.3%	4.3%	3.1%	1.7%	3.9%	2.8%	2.0%	4.6%	3.1%	3.3%	3.5%	5.6%	2.9%	2.9%	3.2%	3.8%	4.2%	2.3%	2.6%	3.4%	3.0%	3.7%	
10	125	11	12	23	80	70	24	27	5	67	40	4	33	92	55	71	21	36	69	68	57	80	46	10	63	14	38	
	4.9%	5.9%	7.7%	4.8%	4.5%	3.8%	5.7%	10.2%	7.5%	4.6%	4.5%	4.0%	6.0%	4.6%	4.8%	4.9%	4.3%	5.7%	4.7%	4.3%	5.7%	5.1%	4.5%	8.4%	5.1%	4.4%	4.2%	
SIGMA	2573	185	152	471	1765	1823	424	264	62	1444	901	96	551	2022	1129	1445	477	632	1464	1570	1003	1567	1006	122	1244	323	884	
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

JRF Survey
Prepared on behalf of JRF

Table 103

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Offers a discount scheme for goods and services supplied by other businesses e.g. money off shopping at a range of shops or on line, discounts on holidays

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	2800	1055	1745	508	886	1405	208	474	694	1036	2412	195	137	56	217	2212	371	880	1332	685	719	644	685	1260	1301
Weighted Total	2794	1071	1723	502	884	1407	209	475	692	1032	2408	194	137	55	209	2222	363	878	1344	673	718	648	690	1229	1321
0	600	262	339	58	144	397	40	109	130	222	501	49	40	11	43	451	107	182	268	143	157	137	150	235	297
	21.5%	24.4%	19.7%	11.6%	16.3%	28.3%	19.3%	23.1%	18.7%	21.5%	20.8%	25.0%	28.9%	19.8%	20.6%	20.3%	29.4%	20.7%	20.0%	21.2%	21.8%	21.1%	21.7%	19.1%	22.5%
1	186	60	126	21	52	114	14	22	52	77	165	9	7	5	16	145	26	71	73	43	37	51	48	79	86
	6.7%	5.6%	7.3%	4.1%	5.9%	8.1%	6.5%	4.6%	7.6%	7.4%	6.8%	4.7%	5.1%	9.7%	7.5%	6.5%	7.1%	8.1%	5.4%	6.4%	5.1%	7.9%	7.0%	6.4%	6.5%
2	205	91	114	35	59	111	16	32	62	73	183	13	6	3	5	168	32	70	98	44	61	36	59	86	103
	7.3%	8.5%	6.6%	6.9%	6.7%	7.9%	7.8%	6.8%	9.0%	7.1%	7.6%	6.7%	4.3%	5.0%	2.2%	7.6%	8.9%	8.0%	7.3%	6.6%	8.5%	5.6%	8.6%	7.0%	7.8%
3	225	76	149	42	70	113	12	30	65	88	195	15	13	2	16	183	26	74	109	50	54	58	57	99	103
	8.1%	7.1%	8.6%	8.4%	7.9%	8.0%	5.9%	6.4%	9.4%	8.5%	8.1%	8.0%	9.2%	3.5%	7.8%	8.2%	7.1%	8.4%	8.1%	7.5%	7.5%	8.9%	8.2%	8.0%	7.8%
4	206	81	124	39	72	95	14	38	52	77	181	11	7	6	15	161	30	63	98	47	55	53	47	96	95
	7.4%	7.6%	7.2%	7.8%	8.2%	6.7%	6.8%	8.0%	7.5%	7.5%	7.5%	5.6%	5.3%	11.6%	7.3%	7.2%	8.2%	7.2%	7.3%	6.9%	7.7%	8.2%	6.8%	7.8%	7.2%
5	399	147	252	82	141	176	25	76	84	159	344	28	19	8	28	320	51	103	218	94	112	91	91	182	174
	14.3%	13.7%	14.6%	16.3%	16.0%	12.5%	11.9%	16.0%	12.1%	15.4%	14.3%	14.5%	13.9%	14.8%	13.2%	14.4%	14.1%	11.7%	16.2%	14.0%	15.7%	14.1%	13.2%	14.8%	13.2%
6	280	102	178	67	103	110	17	57	68	98	240	20	13	7	26	227	26	87	140	72	80	60	63	132	130
	10.0%	9.5%	10.3%	13.3%	11.7%	7.8%	8.3%	12.0%	9.8%	9.5%	10.0%	10.2%	9.7%	12.4%	12.6%	10.2%	7.2%	9.9%	10.4%	10.7%	11.1%	9.3%	9.1%	10.8%	9.9%
7	273	110	163	61	103	109	26	40	75	94	235	19	14	4	28	219	26	90	129	68	70	58	69	121	136
	9.8%	10.3%	9.4%	12.1%	11.6%	7.7%	12.3%	8.4%	10.8%	9.1%	9.8%	10.0%	10.4%	7.4%	13.2%	9.9%	7.1%	10.3%	9.6%	10.2%	9.8%	8.9%	9.9%	9.8%	10.3%
8	197	65	133	53	57	87	22	34	52	64	172	16	5	4	15	160	23	73	87	56	37	54	45	92	91
	7.1%	6.0%	7.7%	10.6%	6.5%	6.2%	10.6%	7.1%	7.5%	6.2%	7.1%	8.2%	3.7%	8.1%	7.2%	7.2%	6.2%	8.3%	6.5%	8.3%	5.2%	8.4%	6.5%	7.5%	6.9%
9	96	33	63	20	40	36	10	17	22	32	82	7	4	3	8	84	5	28	56	22	21	26	25	47	44
	3.5%	3.1%	3.7%	4.0%	4.6%	2.5%	5.0%	3.6%	3.2%	3.1%	3.4%	3.6%	2.9%	5.8%	3.8%	3.8%	1.3%	3.2%	4.2%	3.2%	3.0%	4.1%	3.6%	3.8%	3.3%
10	127	44	83	24	42	61	12	19	31	48	109	7	9	1	10	104	12	37	67	34	33	23	36	61	61
	4.5%	4.1%	4.8%	4.8%	4.8%	4.3%	5.6%	4.0%	4.4%	4.6%	4.5%	3.6%	6.7%	1.9%	4.7%	4.7%	3.4%	4.3%	5.0%	5.0%	4.6%	3.5%	5.2%	4.9%	4.6%
SIGMA	2794	1071	1723	502	884	1407	209	475	692	1032	2408	194	137	55	209	2222	363	878	1344	673	718	648	690	1229	1321
	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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 104

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Offers a discount scheme for goods and services supplied by other businesses e.g. money off shopping at a range of shops or on line, discounts on holidays

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	2800	317	308	520	1655	1958	488	287	67	1719	818	95	525	2275	1197	1603	567	714	1519	1790	1010	1673	1127	133	1376	396	895	
Weighted Total	2794	264	328	438	1764	1964	480	284	66	1713	822	93	529	2265	1197	1597	562	705	1528	1786	1009	1677	1118	133	1372	394	895	
0	600	55	60	90	395	428	88	70	15	376	167	20	99	501	200	400	84	146	369	410	190	326	274	38	307	72	183	
	21.5%	20.8%	18.2%	20.6%	22.4%	21.8%	18.2%	24.6%	22.5%	21.9%	20.3%	22.1%	18.8%	22.1%	16.7%	25.0%	15.0%	20.8%	24.2%	23.0%	18.8%	19.5%	24.5%	28.9%	22.4%	18.2%	20.4%	
1	186	18	26	39	103	144	28	10	5	117	51	9	31	155	66	120	38	44	104	129	57	95	91	13	95	25	53	
	6.7%	6.9%	7.8%	8.8%	5.9%	7.3%	5.7%	3.4%	7.1%	6.8%	6.1%	9.6%	5.9%	6.8%	5.5%	7.5%	6.8%	6.2%	6.8%	7.2%	5.7%	5.7%	8.1%	9.7%	6.9%	6.4%	6.0%	
2	205	21	17	29	139	154	30	17	5	130	60	6	34	171	80	125	41	56	108	139	66	119	86	9	91	32	73	
	7.3%	7.9%	5.2%	6.5%	7.9%	7.8%	6.2%	6.1%	7.0%	7.6%	7.3%	6.8%	6.5%	7.5%	6.7%	7.8%	7.3%	8.0%	7.0%	7.8%	6.6%	7.1%	7.7%	6.7%	6.6%	8.2%	8.2%	
3	225	18	23	40	144	171	36	16	2	127	70	10	43	182	103	122	39	55	131	143	83	134	91	7	113	30	75	
	8.1%	6.9%	7.1%	9.0%	8.2%	8.7%	7.4%	5.7%	2.9%	7.4%	8.5%	11.0%	8.1%	8.0%	8.6%	7.7%	6.9%	7.9%	8.6%	8.0%	8.2%	8.0%	8.2%	5.4%	8.2%	7.7%	8.3%	
4	206	17	26	26	138	143	42	17	3	125	62	9	30	176	98	108	44	56	106	141	64	128	78	13	88	30	74	
	7.4%	6.3%	7.8%	6.0%	7.8%	7.3%	8.8%	6.0%	4.5%	7.3%	7.5%	9.9%	5.7%	7.8%	8.2%	6.8%	7.8%	8.0%	6.9%	7.9%	6.4%	7.6%	6.9%	9.9%	6.4%	7.6%	8.3%	
5	399	27	43	62	266	281	66	43	8	240	112	14	68	331	190	209	78	106	215	245	154	257	142	17	195	67	120	
	14.3%	10.4%	13.0%	14.2%	15.1%	14.3%	13.8%	15.3%	12.6%	14.0%	13.7%	15.3%	12.8%	14.6%	15.8%	13.1%	13.9%	15.1%	14.0%	13.7%	15.3%	15.3%	12.7%	12.6%	14.2%	16.9%	13.4%	
6	280	32	33	48	166	194	54	26	6	186	75	9	56	223	126	154	70	78	132	179	101	177	103	9	137	41	93	
	10.0%	12.3%	10.1%	11.0%	9.4%	9.9%	11.2%	9.2%	9.7%	10.9%	9.2%	9.6%	10.6%	9.9%	10.5%	9.6%	12.4%	11.1%	8.6%	10.0%	10.0%	10.5%	9.2%	6.5%	10.0%	10.4%	10.3%	
7	273	32	38	35	167	184	59	25	5	166	85	5	58	215	143	130	63	72	138	168	105	176	97	9	137	35	91	
	9.8%	12.0%	11.7%	8.1%	9.5%	9.4%	12.2%	8.9%	7.4%	9.7%	10.3%	5.5%	10.9%	9.5%	11.9%	8.1%	11.3%	10.2%	9.0%	9.4%	10.4%	10.5%	8.7%	7.0%	10.0%	9.0%	10.2%	
8	197	20	28	30	119	135	32	21	9	112	67	3	53	144	88	109	58	38	101	105	92	119	78	5	101	29	63	
	7.1%	7.6%	8.4%	6.9%	6.8%	6.9%	6.6%	7.5%	13.9%	6.6%	8.2%	3.0%	10.1%	6.4%	7.4%	6.8%	10.3%	5.4%	6.6%	5.9%	9.1%	7.1%	7.0%	3.7%	7.3%	7.3%	7.1%	
9	96	13	16	20	47	65	21	6	4	60	29	2	20	77	44	52	24	21	51	62	35	65	32	4	48	10	34	
	3.5%	5.0%	4.9%	4.6%	2.7%	3.3%	4.5%	2.1%	5.8%	3.5%	3.5%	2.1%	3.8%	3.4%	3.7%	3.3%	4.4%	2.9%	3.4%	3.4%	3.5%	3.9%	2.8%	2.9%	3.5%	2.6%	3.8%	
10	127	10	19	19	79	65	25	32	4	73	44	5	36	91	59	67	22	32	73	65	61	81	45	9	59	22	36	
	4.5%	3.8%	5.8%	4.2%	4.5%	3.3%	5.3%	11.3%	6.7%	4.2%	5.4%	5.0%	6.8%	4.0%	4.9%	4.2%	3.9%	4.5%	4.8%	3.6%	6.1%	4.8%	4.1%	6.9%	4.3%	5.7%	4.0%	
SIGMA	2794	264	328	438	1764	1964	480	284	66	1713	822	93	529	2265	1197	1597	562	705	1528	1786	1009	1677	1118	133	1372	394	895	
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 105
Q5. Normal weightings
Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.
Base: Said their employer does not provide this benefit
Provides assistance with childcare

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

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10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
2924	1108	1816	500	924	1499	220	475	735	1078	2508	211	144	61	216	2324	384	920	1404	726	730	659	737	1358	1331
2913	1121	1792	495	920	1497	221	474	730	1074	2499	210	144	61	209	2329	375	915	1413	716	729	660	738	1327	1346
950	381	569	111	203	636	68	153	228	365	815	69	53	14	67	719	164	293	426	229	240	227	222	442	409
32.6%	34.0%	31.8%	22.3%	22.0%	42.5%	30.8%	32.3%	31.2%	34.0%	32.6%	33.1%	36.6%	22.3%	32.2%	30.9%	43.7%	32.0%	30.2%	32.0%	33.0%	34.4%	30.1%	33.3%	30.4%
254	75	179	26	57	171	20	42	71	83	216	22	13	3	20	193	41	80	112	62	56	67	62	120	112
8.7%	6.7%	10.0%	5.3%	6.2%	11.4%	8.8%	8.8%	9.8%	7.8%	8.6%	10.4%	8.8%	5.3%	9.6%	8.3%	10.9%	8.8%	8.0%	8.6%	7.6%	10.2%	8.4%	9.0%	8.3%
186	81	105	31	51	104	16	38	50	62	167	11	6	2	15	149	22	52	97	50	45	34	57	82	90
6.4%	7.3%	5.8%	6.2%	5.6%	7.0%	7.4%	8.0%	6.9%	5.8%	6.7%	5.5%	4.1%	3.1%	7.1%	6.4%	6.0%	5.7%	6.9%	6.9%	6.2%	5.1%	7.7%	6.2%	6.7%
197	81	115	32	69	95	15	34	52	76	177	11	3	5	12	163	22	62	100	50	54	49	38	79	104
6.7%	7.2%	6.4%	6.5%	7.5%	6.3%	6.9%	7.2%	7.1%	7.1%	7.1%	5.5%	1.9%	8.0%	5.6%	7.0%	5.9%	6.8%	7.1%	7.0%	7.4%	7.4%	5.2%	5.9%	7.7%
141	56	85	21	45	75	5	18	34	65	122	9	8	2	7	121	13	50	70	40	39	27	28	61	68
4.8%	5.0%	4.8%	4.3%	4.8%	5.0%	2.3%	3.7%	4.7%	6.0%	4.9%	4.3%	5.6%	3.1%	3.3%	5.2%	3.5%	5.5%	5.0%	5.5%	5.3%	4.1%	3.8%	4.6%	5.1%
343	124	220	75	114	155	20	53	82	138	294	28	16	6	19	283	41	109	173	87	81	77	91	148	166
11.8%	11.0%	12.3%	15.1%	12.4%	10.4%	9.2%	11.2%	11.2%	12.9%	11.8%	13.3%	11.1%	9.8%	9.2%	12.1%	11.0%	12.0%	12.3%	12.2%	11.2%	11.7%	12.3%	11.2%	12.3%
260	115	144	68	103	89	20	46	72	78	216	20	17	7	24	209	26	72	137	61	66	51	79	129	115
8.9%	10.3%	8.1%	13.7%	11.2%	5.9%	9.1%	9.6%	9.8%	7.3%	8.6%	9.5%	11.7%	11.5%	11.5%	9.0%	7.0%	7.9%	9.7%	8.5%	9.0%	7.7%	10.7%	9.7%	8.6%
223	79	144	51	101	72	24	43	53	72	191	15	9	8	15	191	17	69	121	51	58	48	61	98	113
7.7%	7.1%	8.0%	10.2%	10.9%	4.8%	10.7%	9.0%	7.3%	6.7%	7.6%	7.4%	6.4%	12.5%	7.3%	8.2%	4.6%	7.6%	8.6%	7.1%	7.9%	7.3%	8.3%	7.4%	8.4%
144	57	86	27	76	41	11	25	32	56	125	8	8	3	7	131	6	57	74	37	32	34	41	62	74
4.9%	5.1%	4.8%	5.4%	8.3%	2.7%	5.2%	5.4%	4.3%	5.2%	5.0%	3.6%	5.8%	4.9%	3.2%	5.6%	1.6%	6.2%	5.2%	5.1%	4.4%	5.2%	5.5%	4.7%	5.5%
80	28	52	22	28	29	11	11	15	25	63	6	4	6	9	61	10	20	41	18	17	19	26	36	38
2.7%	2.5%	2.9%	4.5%	3.1%	1.9%	5.1%	2.4%	2.1%	2.3%	2.5%	3.1%	2.5%	10.5%	4.1%	2.6%	2.6%	2.2%	2.9%	2.5%	2.4%	2.9%	3.5%	2.7%	2.8%
136	44	93	32	73	30	10	11	40	53	114	10	8	5	14	110	12	50	60	33	41	27	33	71	57
4.7%	3.9%	5.2%	6.5%	8.0%	2.0%	4.5%	2.3%	5.5%	4.9%	4.5%	4.5%	5.5%	8.8%	6.9%	4.7%	3.1%	5.5%	4.2%	4.7%	5.7%	4.1%	4.5%	5.3%	4.2%
2913	1121	1792	495	920	1497	221	474	730	1074	2499	210	144	61	209	2329	375	915	1413	716	729	660	738	1327	1346
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 106

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides assistance with childcare

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	2924	364	418	530	1612	2032	517	300	75	1820	855	88	552	2372	1301	1623	536	769	1619	1754	1170	1734	1190	144	1511	390	879	
Weighted Total	2913	303	446	447	1718	2036	509	295	73	1815	854	84	557	2356	1302	1612	530	758	1626	1749	1164	1736	1177	144	1503	388	878	
0	950	107	152	135	555	701	131	92	25	631	232	31	155	795	240	710	147	231	572	564	386	531	419	67	516	113	254	
	32.6%	35.4%	34.2%	30.2%	32.3%	34.4%	25.8%	31.1%	34.7%	34.8%	27.1%	37.4%	27.8%	33.7%	18.4%	44.1%	27.8%	30.4%	35.2%	32.2%	33.2%	30.6%	35.6%	46.4%	34.3%	29.3%	28.9%	
1	254	30	41	48	135	168	42	36	8	163	72	8	45	209	91	163	38	70	146	153	101	137	117	15	138	33	68	
	8.7%	9.9%	9.1%	10.8%	7.9%	8.3%	8.2%	12.2%	11.0%	9.0%	8.5%	9.1%	8.1%	8.9%	7.0%	10.1%	7.1%	9.3%	9.0%	8.7%	8.7%	7.9%	9.9%	10.1%	9.2%	8.5%	7.7%	
2	186	21	27	31	108	134	34	15	3	105	60	8	41	145	89	97	35	42	109	126	60	113	74	8	96	29	53	
	6.4%	6.9%	6.0%	7.0%	6.3%	6.6%	6.7%	5.1%	4.4%	5.8%	7.0%	9.1%	7.4%	6.1%	6.9%	6.0%	6.7%	5.5%	6.7%	7.2%	5.2%	6.5%	6.2%	5.8%	6.4%	7.5%	6.0%	
3	197	22	28	28	119	147	32	11	6	112	69	3	41	156	95	102	44	60	93	120	76	124	72	10	111	29	47	
	6.7%	7.1%	6.2%	6.2%	6.9%	7.2%	6.4%	3.8%	8.5%	6.2%	8.1%	3.3%	7.3%	6.6%	7.3%	6.3%	8.2%	7.9%	5.7%	6.9%	6.6%	7.2%	6.1%	6.7%	7.4%	7.4%	5.4%	
4	141	9	26	19	87	104	28	5	4	83	50	2	22	119	58	83	21	42	77	81	59	83	58	9	63	22	47	
	4.8%	3.0%	5.7%	4.2%	5.1%	5.1%	5.5%	1.7%	5.9%	4.6%	5.8%	2.0%	3.9%	5.0%	4.5%	5.1%	4.0%	5.6%	4.8%	4.7%	5.1%	4.8%	4.9%	6.0%	4.2%	5.7%	5.4%	
5	343	33	46	52	212	240	60	34	9	209	103	10	68	275	174	170	75	90	179	209	135	208	135	17	176	46	105	
	11.8%	11.0%	10.3%	11.7%	12.3%	11.8%	11.8%	11.5%	12.8%	11.5%	12.1%	11.4%	12.2%	11.7%	13.4%	10.5%	14.2%	11.8%	11.0%	11.9%	11.6%	12.0%	11.5%	11.4%	11.7%	12.0%	11.9%	
6	260	32	42	28	159	187	48	20	4	164	80	11	57	203	157	102	61	64	135	170	90	179	81	4	126	32	98	
	8.9%	10.4%	9.3%	6.2%	9.2%	9.2%	9.5%	6.9%	5.6%	9.0%	9.3%	13.6%	10.3%	8.6%	12.1%	6.4%	11.6%	8.4%	8.3%	9.7%	7.7%	10.3%	6.9%	2.8%	8.4%	8.3%	11.1%	
7	223	15	34	43	131	142	48	29	5	126	82	3	51	172	141	82	47	59	118	126	97	144	79	5	112	31	74	
	7.7%	4.9%	7.7%	9.6%	7.6%	7.0%	9.4%	9.7%	6.4%	6.9%	9.6%	3.5%	9.2%	7.3%	10.9%	5.1%	8.8%	7.8%	7.2%	7.2%	8.3%	8.3%	6.7%	3.7%	7.5%	8.0%	8.5%	
8	144	11	23	22	87	94	36	11	2	79	55	4	27	117	104	39	31	38	74	79	64	87	57	3	69	18	53	
	4.9%	3.6%	5.3%	4.9%	5.1%	4.6%	7.1%	3.7%	2.6%	4.3%	6.5%	4.3%	4.8%	5.0%	8.0%	2.4%	5.9%	5.0%	4.6%	4.5%	5.5%	5.0%	4.8%	2.2%	4.6%	4.7%	6.0%	
9	80	8	9	16	47	52	19	9	-	54	19	3	19	60	50	29	11	22	46	46	34	51	29	1	33	10	35	
	2.7%	2.7%	1.9%	3.6%	2.7%	2.6%	3.7%	2.9%	-	3.0%	2.2%	3.3%	3.5%	2.6%	3.9%	1.8%	2.2%	3.0%	2.8%	2.6%	2.9%	2.9%	2.4%	0.7%	2.2%	2.7%	4.0%	
10	136	15	19	25	77	67	30	33	6	89	32	3	30	106	101	35	19	41	77	74	62	79	58	6	63	23	44	
	4.7%	4.9%	4.3%	5.7%	4.5%	3.3%	6.0%	11.3%	8.2%	4.9%	3.7%	3.0%	5.5%	4.5%	7.8%	2.2%	3.6%	5.4%	4.7%	4.3%	5.3%	4.5%	4.9%	4.1%	4.2%	5.9%	5.0%	
SIGMA	2913	303	446	447	1718	2036	509	295	73	1815	854	84	557	2356	1302	1612	530	758	1626	1749	1164	1736	1177	144	1503	388	878	
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 107

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides financial advice from a third party e.g. access to a free confidential information phone line

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	2838	1122	1716	493	913	1432	214	476	709	1042	2441	201	136	60	223	2250	365	879	1371	692	704	674	696	1301	1310
Weighted Total	2830	1136	1694	491	910	1429	215	479	702	1040	2436	200	136	59	216	2257	357	875	1383	685	703	675	697	1272	1326
0	674	285	389	80	157	437	48	108	148	262	566	60	35	14	50	510	114	211	299	167	170	152	164	302	296
	23.8%	25.1%	23.0%	16.3%	17.3%	30.6%	22.5%	22.5%	21.0%	25.2%	23.2%	29.8%	25.7%	23.4%	23.2%	22.6%	31.9%	24.2%	21.6%	24.5%	24.2%	22.5%	23.5%	23.7%	22.4%
1	217	85	133	29	58	131	12	44	59	80	194	11	9	4	22	165	31	68	96	57	45	54	55	107	91
	7.7%	7.5%	7.8%	5.9%	6.4%	9.1%	5.4%	9.1%	8.4%	7.7%	7.9%	5.3%	6.9%	6.5%	10.3%	7.3%	8.5%	7.8%	7.0%	8.3%	6.5%	7.9%	7.9%	8.4%	6.8%
2	242	94	148	33	85	123	20	44	55	94	213	22	4	2	11	192	38	76	116	51	62	54	69	109	117
	8.5%	8.3%	8.7%	6.7%	9.4%	8.6%	9.4%	9.2%	7.8%	9.1%	8.8%	11.3%	2.8%	3.6%	5.1%	8.5%	10.7%	8.7%	8.4%	7.4%	8.8%	7.9%	9.8%	8.6%	8.8%
3	292	116	176	55	98	139	12	42	93	111	259	14	15	4	20	246	26	95	151	68	64	83	72	131	141
	10.3%	10.2%	10.4%	11.1%	10.8%	9.7%	5.7%	8.9%	13.3%	10.7%	10.6%	7.0%	11.1%	6.5%	9.2%	10.9%	7.3%	10.8%	10.9%	9.9%	9.2%	12.4%	10.4%	10.3%	10.6%
4	215	83	132	54	86	76	15	32	53	83	182	14	13	6	17	176	23	70	106	58	55	51	47	98	104
	7.6%	7.3%	7.8%	10.9%	9.4%	5.3%	6.8%	6.6%	7.5%	8.0%	7.5%	7.2%	9.5%	10.7%	7.9%	7.8%	6.3%	7.9%	7.7%	8.4%	7.8%	7.6%	6.7%	7.7%	7.9%
5	423	157	265	81	143	199	30	79	98	150	357	34	25	6	32	332	59	121	211	96	105	97	112	194	190
	14.9%	13.8%	15.7%	16.5%	15.7%	13.9%	13.8%	16.5%	14.0%	14.5%	14.7%	17.1%	18.5%	10.1%	14.6%	14.7%	16.5%	13.8%	15.3%	14.0%	14.9%	14.4%	16.1%	15.3%	14.3%
6	258	101	157	56	97	104	26	58	62	78	224	18	10	5	25	205	28	79	126	63	70	65	53	110	125
	9.1%	8.8%	9.3%	11.4%	10.7%	7.3%	12.1%	12.0%	8.9%	7.5%	9.2%	9.2%	7.4%	8.2%	11.6%	9.1%	7.8%	9.0%	9.1%	9.2%	9.9%	9.7%	7.7%	8.7%	9.4%
7	206	92	113	47	70	88	17	27	58	75	178	10	7	10	14	177	15	66	111	49	58	49	47	92	107
	7.3%	8.1%	6.7%	9.6%	7.7%	6.2%	8.0%	5.7%	8.3%	7.3%	7.3%	5.0%	5.5%	16.9%	6.3%	7.8%	4.2%	7.5%	8.1%	7.2%	8.3%	7.2%	6.8%	7.3%	8.1%
8	158	62	96	31	62	65	19	25	46	52	141	7	9	2	15	131	12	40	92	35	36	46	38	58	90
	5.6%	5.5%	5.7%	6.4%	6.8%	4.5%	8.6%	5.1%	6.5%	5.0%	5.8%	3.3%	6.6%	3.6%	7.1%	5.8%	3.4%	4.5%	6.6%	5.1%	5.1%	6.8%	5.5%	4.6%	6.8%
9	69	28	41	14	28	27	10	10	13	24	58	6	2	3	4	61	4	25	36	22	16	12	19	31	33
	2.4%	2.5%	2.4%	2.9%	3.1%	1.9%	4.7%	2.1%	1.9%	2.4%	2.4%	3.0%	1.6%	5.0%	1.8%	2.7%	1.1%	2.9%	2.6%	3.2%	2.3%	1.7%	2.8%	2.5%	2.5%
10	76	32	44	11	26	40	6	11	17	29	64	4	6	3	6	63	8	24	38	20	21	13	20	39	32
	2.7%	2.8%	2.6%	2.2%	2.8%	2.8%	3.0%	2.4%	2.4%	2.8%	2.6%	1.8%	4.4%	5.4%	2.8%	2.8%	2.2%	2.8%	2.8%	2.9%	3.0%	1.9%	2.9%	3.1%	2.4%
SIGMA	2830	1136	1694	491	910	1429	215	479	702	1040	2436	200	136	59	216	2257	357	875	1383	685	703	675	697	1272	1326
	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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 108

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides financial advice from a third party e.g. access to a free confidential information phone line

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	2838	349	365	507	1617	1992	484	298	64	1786	809	83	516	2322	1266	1572	543	711	1584	1747	1091	1691	1147	135	1424	374	905	
Weighted Total	2830	290	389	427	1724	1995	476	297	63	1782	807	81	518	2312	1266	1564	538	702	1590	1743	1087	1695	1135	135	1418	372	906	
0	674	87	96	95	397	489	87	76	22	458	156	13	101	573	223	452	98	156	420	440	234	363	311	45	362	87	180	
	23.8%	29.8%	24.7%	22.3%	23.0%	24.5%	18.2%	25.8%	34.8%	25.7%	19.3%	16.6%	19.5%	24.8%	17.6%	28.9%	18.2%	22.2%	26.4%	25.2%	21.5%	21.4%	27.4%	33.3%	25.5%	23.5%	19.9%	
1	217	29	35	38	115	161	33	20	4	138	57	10	38	180	84	134	41	54	122	140	77	119	98	15	112	30	61	
	7.7%	10.0%	9.0%	8.9%	6.7%	8.0%	6.9%	6.8%	6.1%	7.7%	7.0%	12.8%	7.2%	7.8%	6.6%	8.6%	7.6%	7.7%	7.7%	8.0%	7.1%	7.0%	8.7%	11.4%	7.9%	8.0%	6.7%	
2	242	19	32	33	158	177	46	15	4	157	73	4	38	204	116	125	44	58	140	153	89	145	96	9	133	26	74	
	8.5%	6.6%	8.2%	7.7%	9.2%	8.9%	9.6%	5.0%	6.4%	8.8%	9.1%	4.4%	7.3%	8.8%	9.2%	8.0%	8.1%	8.2%	8.8%	8.8%	8.2%	8.6%	8.5%	6.6%	9.4%	7.1%	8.1%	
3	292	29	43	42	178	220	48	22	2	184	87	9	44	248	129	163	47	79	166	183	109	178	114	12	134	43	102	
	10.3%	10.0%	11.0%	9.9%	10.3%	11.0%	10.2%	7.4%	3.0%	10.3%	10.7%	10.7%	8.4%	10.7%	10.2%	10.4%	8.7%	11.2%	10.5%	10.5%	10.0%	10.5%	10.1%	9.3%	9.4%	11.6%	11.3%	
4	215	27	29	40	120	137	47	29	2	125	68	10	42	174	122	94	51	56	109	132	83	127	89	7	109	26	73	
	7.6%	9.2%	7.4%	9.3%	7.0%	6.9%	10.0%	9.9%	3.0%	7.0%	8.5%	12.3%	8.0%	7.5%	9.6%	6.0%	9.5%	7.9%	6.8%	7.6%	7.6%	7.5%	7.8%	5.5%	7.7%	6.9%	8.0%	
5	423	36	58	65	264	306	65	43	9	250	131	15	77	345	203	220	91	107	225	249	173	254	169	20	208	53	141	
	14.9%	12.3%	14.8%	15.2%	15.3%	15.3%	13.7%	14.4%	13.8%	14.0%	16.2%	18.7%	14.9%	14.9%	16.0%	14.1%	16.8%	15.2%	14.2%	14.3%	15.9%	15.0%	14.9%	14.8%	14.7%	14.4%	15.6%	
6	258	27	34	33	163	168	56	25	8	154	80	7	51	206	117	140	54	69	134	149	109	157	100	5	124	34	95	
	9.1%	9.5%	8.8%	7.7%	9.5%	8.4%	11.8%	8.5%	12.8%	8.6%	9.9%	8.1%	9.9%	8.9%	9.3%	9.0%	10.1%	9.8%	8.4%	8.5%	10.0%	9.3%	8.8%	3.8%	8.7%	9.1%	10.5%	
7	206	13	27	35	131	141	40	20	5	123	64	9	47	158	96	110	47	58	100	133	73	145	61	5	101	25	74	
	7.3%	4.6%	6.8%	8.1%	7.6%	7.1%	8.3%	6.8%	7.8%	6.9%	8.0%	11.3%	9.1%	6.9%	7.5%	7.0%	8.8%	8.3%	6.3%	7.6%	6.7%	8.6%	5.3%	4.0%	7.1%	6.8%	8.2%	
8	158	12	17	24	104	104	31	21	3	99	52	1	47	111	92	66	41	33	85	92	66	109	49	8	65	22	63	
	5.6%	4.3%	4.4%	5.7%	6.1%	5.2%	6.4%	7.0%	4.7%	5.5%	6.4%	1.3%	9.1%	4.8%	7.3%	4.2%	7.6%	4.7%	5.3%	5.3%	6.1%	6.4%	4.3%	6.2%	4.6%	5.8%	7.0%	
9	69	7	7	10	45	48	10	7	4	45	18	1	15	54	43	26	17	14	38	32	37	49	20	1	32	11	25	
	2.4%	2.3%	1.9%	2.4%	2.6%	2.4%	2.0%	2.5%	5.7%	2.5%	2.2%	1.3%	3.0%	2.3%	3.4%	1.7%	3.1%	2.1%	2.4%	1.8%	3.4%	2.9%	1.8%	0.8%	2.3%	2.9%	2.8%	
10	76	4	12	13	48	44	14	17	1	50	22	2	18	58	43	34	8	19	49	39	37	49	27	6	38	14	18	
	2.7%	1.4%	3.0%	3.0%	2.8%	2.2%	2.9%	5.9%	1.7%	2.8%	2.7%	2.4%	3.5%	2.5%	3.4%	2.2%	1.5%	2.7%	3.1%	2.2%	3.4%	2.9%	2.4%	4.4%	2.7%	3.8%	2.0%	
SIGMA	2830	290	389	427	1724	1995	476	297	63	1782	807	81	518	2312	1266	1564	538	702	1590	1743	1087	1695	1135	135	1418	372	906	
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 109

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides financial assistance to employees in need

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
2765	1067	1698	464	901	1400	212	463	677	1033	2385	187	137	56	211	2200	354	861	1339	658	681	663	693	1259	1289
2754	1079	1675	460	897	1398	213	462	669	1030	2374	187	138	56	204	2203	347	856	1347	649	680	663	694	1230	1301
498	211	287	56	117	326	34	87	98	197	416	43	29	10	40	370	88	155	215	126	122	115	124	227	215
18.1%	19.5%	17.2%	12.2%	13.0%	23.3%	16.0%	18.8%	14.6%	19.1%	17.5%	23.2%	21.4%	17.9%	19.7%	16.8%	25.4%	18.1%	15.9%	19.3%	18.0%	17.4%	17.8%	18.4%	16.5%
152	61	92	11	44	98	15	26	35	58	133	12	6	1	9	120	23	47	73	31	35	36	49	75	70
5.5%	5.6%	5.5%	2.3%	4.9%	7.0%	6.9%	5.6%	5.2%	5.6%	5.6%	6.6%	4.5%	1.9%	4.6%	5.4%	6.7%	5.5%	5.4%	4.7%	5.1%	5.4%	7.1%	6.1%	5.4%
163	59	104	22	55	87	4	31	40	70	145	10	3	5	14	136	13	59	77	43	29	49	42	65	83
5.9%	5.5%	6.2%	4.7%	6.1%	6.2%	1.9%	6.8%	6.0%	6.8%	6.1%	5.6%	2.2%	8.7%	7.0%	6.2%	3.7%	6.9%	5.7%	6.6%	4.2%	7.4%	6.0%	5.3%	6.4%
190	76	114	28	68	94	8	30	59	70	168	11	10	1	8	170	12	68	103	44	43	48	46	84	94
6.9%	7.1%	6.8%	6.2%	7.6%	6.7%	3.8%	6.4%	8.9%	6.8%	7.1%	5.9%	7.4%	1.9%	3.8%	7.7%	3.4%	7.9%	7.6%	6.8%	6.4%	7.2%	6.7%	6.8%	7.2%
169	64	106	22	62	86	12	33	40	57	142	12	11	5	9	138	22	58	81	46	37	44	38	74	78
6.2%	5.9%	6.3%	4.7%	6.9%	6.2%	5.7%	7.2%	5.9%	5.5%	6.0%	6.2%	8.0%	8.3%	4.5%	6.3%	6.3%	6.7%	6.0%	7.1%	5.4%	6.7%	5.5%	6.0%	6.0%
454	168	286	87	138	229	36	82	106	170	393	30	23	7	29	365	60	141	223	100	129	94	119	202	211
16.5%	15.5%	17.1%	18.9%	15.4%	16.4%	16.8%	17.8%	15.8%	16.5%	16.6%	16.3%	17.0%	11.7%	14.4%	16.6%	17.2%	16.5%	16.6%	15.3%	19.0%	14.1%	17.1%	16.5%	16.2%
328	124	203	67	136	125	19	52	93	120	283	19	18	7	23	265	40	97	168	71	82	77	89	136	171
11.9%	11.5%	12.1%	14.6%	15.1%	9.0%	8.9%	11.2%	13.9%	11.6%	11.9%	10.3%	13.1%	12.5%	11.3%	12.0%	11.4%	11.3%	12.5%	10.9%	12.1%	11.6%	12.9%	11.0%	13.1%
315	129	187	81	104	130	31	50	79	117	277	19	13	7	30	243	42	91	153	75	84	76	75	150	151
11.5%	11.9%	11.2%	17.6%	11.6%	9.3%	14.8%	10.8%	11.7%	11.4%	11.7%	10.1%	9.1%	12.5%	14.9%	11.0%	12.1%	10.6%	11.3%	11.5%	12.4%	11.5%	10.7%	12.2%	11.6%
201	81	119	44	63	93	24	21	48	78	171	16	9	5	16	160	24	63	97	44	57	55	39	93	95
7.3%	7.5%	7.1%	9.5%	7.1%	6.7%	11.4%	4.4%	7.1%	7.6%	7.2%	8.5%	6.3%	9.1%	8.0%	7.3%	6.9%	7.3%	7.2%	6.8%	8.3%	8.2%	5.6%	7.6%	7.3%
99	38	61	12	41	47	10	20	24	32	86	5	4	4	6	85	8	23	62	18	23	24	30	32	56
3.6%	3.6%	3.6%	2.6%	4.5%	3.3%	4.7%	4.4%	3.6%	3.1%	3.6%	2.6%	2.8%	7.6%	2.9%	3.9%	2.3%	2.7%	4.6%	2.8%	3.3%	3.6%	4.4%	2.6%	4.3%
185	68	116	31	70	84	20	30	49	61	160	9	11	4	18	151	16	54	96	53	39	45	43	93	77
6.7%	6.3%	6.9%	6.7%	7.8%	6.0%	9.2%	6.6%	7.3%	6.0%	6.8%	4.6%	8.2%	7.6%	8.9%	6.8%	4.6%	6.3%	7.1%	8.2%	5.7%	6.8%	6.2%	7.6%	5.9%
2754	1079	1675	460	897	1398	213	462	669	1030	2374	187	138	56	204	2203	347	856	1347	649	680	663	694	1230	1301
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 110

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides financial assistance to employees in need

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualification s	NVQs, GCSE, Other	A-Levels	Degree
2765	319	395	531	1520	1920	484	290	71	1693	854	80	569	2196	1243	1522	496	709	1560	1580	1185	1656	1109	130	1352	400	883
2754	265	421	447	1620	1922	478	285	69	1687	851	76	572	2182	1242	1512	488	699	1567	1572	1182	1658	1096	130	1344	397	882
498	57	83	75	284	366	69	48	16	319	142	8	83	415	167	332	61	117	320	303	195	262	236	37	268	54	139
18.1%	21.3%	19.7%	16.8%	17.5%	19.0%	14.5%	16.7%	22.6%	18.9%	16.7%	10.0%	14.5%	19.0%	13.4%	21.9%	12.5%	16.8%	20.4%	19.3%	16.5%	15.8%	21.5%	28.5%	19.9%	13.7%	15.7%
152	14	29	22	87	115	21	13	3	94	47	6	28	125	65	87	27	41	85	92	60	88	65	7	83	19	43
5.5%	5.3%	6.8%	4.9%	5.4%	6.0%	4.4%	4.6%	4.3%	5.6%	5.5%	7.5%	4.8%	5.7%	5.2%	5.8%	5.5%	5.8%	5.4%	5.9%	5.1%	5.3%	5.9%	5.7%	6.2%	4.8%	4.9%
163	14	26	29	95	127	25	8	3	99	54	-	31	132	84	79	26	37	100	96	67	88	76	7	76	29	51
5.9%	5.3%	6.1%	6.4%	5.9%	6.6%	5.3%	2.7%	4.3%	5.8%	6.3%	-	5.5%	6.0%	6.8%	5.2%	5.3%	5.3%	6.4%	6.1%	5.7%	5.3%	6.9%	5.2%	5.7%	7.4%	5.8%
190	17	25	34	115	145	30	11	4	122	50	7	36	154	74	116	30	57	102	111	79	118	72	8	94	29	58
6.9%	6.3%	5.8%	7.5%	7.1%	7.5%	6.3%	3.9%	5.5%	7.2%	5.9%	9.7%	6.3%	7.1%	6.0%	7.7%	6.2%	8.2%	6.5%	7.0%	6.7%	7.1%	6.5%	6.2%	7.0%	7.4%	6.6%
169	15	27	24	103	126	29	12	2	97	60	5	36	133	91	78	32	46	92	90	80	101	69	8	83	24	54
6.2%	5.6%	6.3%	5.5%	6.4%	6.5%	6.2%	4.3%	3.1%	5.7%	7.0%	6.9%	6.3%	6.1%	7.3%	5.2%	6.5%	6.6%	5.9%	5.7%	6.8%	6.1%	6.3%	6.2%	6.2%	6.0%	6.2%
454	41	64	67	282	345	64	37	7	269	142	21	85	369	199	255	79	117	258	256	197	269	185	21	224	60	148
16.5%	15.4%	15.2%	14.9%	17.4%	18.0%	13.4%	13.1%	10.1%	16.0%	16.7%	27.1%	14.9%	16.9%	16.0%	16.8%	16.2%	16.8%	16.4%	16.3%	16.7%	16.2%	16.9%	16.2%	16.7%	15.2%	16.8%
328	32	48	46	203	233	59	30	5	204	98	6	80	248	170	158	75	76	177	189	139	213	115	7	141	57	122
11.9%	11.9%	11.4%	10.2%	12.5%	12.1%	12.4%	10.4%	7.7%	12.1%	11.6%	8.1%	13.9%	11.4%	13.7%	10.4%	15.4%	10.9%	11.3%	12.0%	11.7%	12.8%	10.5%	5.5%	10.5%	14.5%	13.9%
315	37	53	49	176	197	76	39	4	193	100	10	67	249	156	159	76	91	149	182	134	202	113	13	153	51	98
11.5%	14.1%	12.7%	10.9%	10.9%	10.2%	15.9%	13.5%	6.2%	11.4%	11.7%	12.8%	11.6%	11.4%	12.6%	10.5%	15.6%	13.0%	9.5%	11.6%	11.3%	12.2%	10.3%	10.3%	11.4%	12.8%	11.1%
201	14	27	40	119	114	53	26	7	113	72	4	56	145	95	105	38	50	113	112	89	127	74	9	106	21	65
7.3%	5.3%	6.3%	9.0%	7.4%	5.9%	11.1%	9.2%	10.3%	6.7%	8.4%	5.8%	9.8%	6.6%	7.7%	7.0%	7.7%	7.2%	7.2%	7.1%	7.5%	7.6%	6.7%	7.0%	7.9%	5.2%	7.4%
99	5	9	24	62	61	18	18	2	63	32	4	23	76	48	51	14	20	65	56	43	71	28	3	44	15	38
3.6%	1.9%	2.0%	5.3%	3.8%	3.2%	3.8%	6.3%	2.4%	3.7%	3.7%	4.7%	4.0%	3.5%	3.8%	3.4%	2.8%	2.9%	4.2%	3.6%	3.6%	4.3%	2.6%	2.3%	3.3%	3.7%	4.3%
185	20	32	39	94	93	32	44	16	114	54	6	48	137	93	92	31	47	107	85	100	119	65	9	73	37	66
6.7%	7.5%	7.6%	8.7%	5.8%	4.8%	6.7%	15.3%	23.5%	6.8%	6.4%	7.2%	8.3%	6.3%	7.5%	6.1%	6.3%	6.7%	6.8%	5.4%	8.4%	7.2%	5.9%	6.8%	5.4%	9.3%	7.4%
2754	265	421	447	1620	1922	478	285	69	1687	851	76	572	2182	1242	1512	488	699	1567	1572	1182	1658	1096	130	1344	397	882
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 111

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides assistance with transport costs such as a season ticket loan for train or bus

	Total		Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
			Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	3251	1231	2020		572	1039	1640	238	533	822	1188	2781	251	154	65	237	2645	369	1053	1592	777	820	743	822	1490	1504
Weighted Total	3240	1247	1994		566	1036	1638	240	533	816	1182	2771	250	155	65	228	2651	361	1049	1602	768	819	744	823	1459	1520
0	790	322	468		89	195	505	53	144	176	288	661	60	48	21	58	609	123	257	351	197	204	177	193	369	347
	24.4%	25.8%	23.5%		15.7%	18.9%	30.9%	22.2%	27.0%	21.6%	24.4%	23.9%	24.0%	31.0%	32.2%	25.5%	23.0%	34.0%	24.5%	21.9%	25.7%	25.0%	23.8%	23.4%	25.3%	22.8%
1	216	68	148		28	53	135	13	34	58	88	193	16	4	2	11	183	22	89	94	52	38	56	65	102	101
	6.7%	5.4%	7.4%		5.0%	5.1%	8.2%	5.5%	6.4%	7.1%	7.5%	7.0%	6.5%	2.6%	3.0%	4.9%	6.9%	6.1%	8.5%	5.9%	6.7%	4.7%	7.6%	7.9%	7.0%	6.6%
2	245	85	159		27	79	138	10	41	75	94	220	17	8	-	8	212	24	95	117	51	55	62	71	100	128
	7.6%	6.8%	8.0%		4.8%	7.6%	8.4%	4.0%	7.6%	9.2%	8.0%	7.9%	6.9%	5.1%	-	3.5%	8.0%	6.7%	9.1%	7.3%	6.7%	6.7%	8.3%	8.6%	6.9%	8.4%
3	246	96	151		34	90	123	17	41	81	71	211	15	11	10	16	218	13	83	134	58	69	57	58	105	121
	7.6%	7.7%	7.6%		6.0%	8.7%	7.5%	7.1%	7.8%	10.0%	6.0%	7.6%	6.1%	7.0%	14.7%	7.0%	8.2%	3.5%	8.0%	8.4%	7.6%	8.4%	7.6%	7.0%	7.2%	8.0%
4	179	66	113		27	65	87	5	31	52	67	155	15	8	1	9	151	19	53	98	36	53	44	41	81	93
	5.5%	5.3%	5.6%		4.8%	6.2%	5.3%	2.0%	5.8%	6.3%	5.7%	5.6%	6.2%	5.2%	1.3%	4.0%	5.7%	5.2%	5.1%	6.1%	4.7%	6.4%	5.9%	5.0%	5.5%	6.1%
5	429	167	262		84	147	198	30	69	86	167	352	49	21	7	24	352	52	129	223	89	104	97	125	161	219
	13.2%	13.4%	13.1%		14.8%	14.2%	12.1%	12.7%	12.9%	10.5%	14.1%	12.7%	19.5%	13.5%	10.5%	10.5%	13.3%	14.5%	12.3%	13.9%	11.6%	12.8%	13.0%	15.2%	11.1%	14.4%
6	309	119	190		70	116	123	29	49	72	112	262	27	16	4	26	244	38	89	155	72	79	68	80	157	127
	9.5%	9.5%	9.5%		12.4%	11.2%	7.5%	11.9%	9.2%	8.8%	9.5%	9.4%	10.8%	10.2%	6.6%	11.5%	9.2%	10.7%	8.5%	9.6%	9.4%	9.6%	9.2%	9.8%	10.8%	8.4%
7	304	122	182		78	115	111	29	40	73	117	258	20	18	7	29	249	25	87	162	79	73	71	67	142	138
	9.4%	9.8%	9.1%		13.7%	11.1%	6.8%	11.9%	7.4%	9.0%	9.9%	9.3%	7.9%	12.0%	10.9%	12.8%	9.4%	6.9%	8.3%	10.1%	10.3%	8.9%	9.5%	8.2%	9.7%	9.1%
8	214	83	131		62	64	88	21	33	53	77	184	15	8	6	21	183	10	67	116	54	61	43	48	97	103
	6.6%	6.7%	6.6%		11.0%	6.2%	5.4%	8.8%	6.2%	6.5%	6.5%	6.7%	6.2%	5.4%	9.2%	9.2%	6.9%	2.8%	6.4%	7.2%	7.0%	7.5%	5.8%	5.8%	6.6%	6.8%
9	98	38	60		20	39	39	11	13	34	33	91	2	3	2	5	80	12	32	48	22	25	25	26	46	43
	3.0%	3.1%	3.0%		3.5%	3.8%	2.4%	4.5%	2.5%	4.2%	2.8%	3.3%	0.8%	1.9%	3.3%	2.3%	3.0%	3.5%	3.0%	3.0%	2.9%	3.0%	3.3%	3.2%	3.1%	2.8%
10	212	81	130		47	74	91	23	38	55	68	184	13	10	5	20	170	22	65	105	56	58	44	49	98	100
	6.5%	6.5%	6.5%		8.3%	7.1%	5.5%	9.4%	7.1%	6.8%	5.7%	6.6%	5.2%	6.2%	8.3%	8.7%	6.4%	6.0%	6.2%	6.5%	7.3%	7.1%	5.9%	6.0%	6.8%	6.6%
SIGMA	3240	1247	1994		566	1036	1638	240	533	816	1182	2771	250	155	65	228	2651	361	1049	1602	768	819	744	823	1459	1520
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 112

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides assistance with transport costs such as a season ticket loan for train or bus

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	3251	389	474	601	1787	2280	558	330	83	2002	986	86	632	2619	1412	1839	627	806	1818	1841	1410	1935	1316	166	1643	440	1002	
Weighted Total	3240	324	505	506	1905	2281	551	327	81	1999	983	82	635	2605	1413	1827	621	794	1825	1837	1404	1938	1302	166	1636	437	1001	
0	790	92	139	120	439	561	117	91	21	499	223	18	150	640	261	529	113	188	489	470	319	427	362	62	418	99	212	
	24.4%	28.3%	27.4%	23.8%	23.1%	24.6%	21.3%	27.9%	25.2%	25.0%	22.7%	22.2%	23.6%	24.6%	18.4%	29.0%	18.2%	23.6%	26.8%	25.6%	22.8%	22.1%	27.8%	37.0%	25.5%	22.6%	21.2%	
1	216	26	37	35	117	153	40	18	5	136	67	4	52	164	82	134	39	43	134	113	102	115	101	11	125	29	51	
	6.7%	8.0%	7.4%	7.0%	6.2%	6.7%	7.3%	5.6%	5.7%	6.8%	6.8%	4.7%	8.1%	6.3%	5.8%	7.3%	6.3%	5.4%	7.3%	6.2%	7.3%	5.9%	7.8%	6.5%	7.6%	6.7%	5.1%	
2	245	19	33	34	159	188	34	18	4	157	76	2	56	189	107	138	37	67	141	136	109	139	105	11	127	29	77	
	7.6%	5.9%	6.5%	6.7%	8.3%	8.3%	6.2%	5.6%	4.7%	7.8%	7.8%	2.1%	8.8%	7.3%	7.6%	7.5%	6.0%	8.4%	7.7%	7.4%	7.8%	7.2%	8.1%	6.8%	7.8%	6.7%	7.7%	
3	246	23	36	39	148	191	34	19	2	139	84	7	48	198	130	117	37	45	164	133	113	145	101	17	118	34	77	
	7.6%	7.2%	7.2%	7.7%	7.8%	8.4%	6.2%	5.9%	2.6%	6.9%	8.5%	8.5%	7.6%	7.6%	9.2%	6.4%	6.0%	5.7%	9.0%	7.3%	8.1%	7.5%	7.8%	10.2%	7.2%	7.8%	7.7%	
4	179	16	31	32	100	118	42	17	2	91	71	7	38	141	92	87	29	46	103	93	86	113	66	14	91	28	46	
	5.5%	4.9%	6.1%	6.3%	5.3%	5.2%	7.6%	5.1%	2.6%	4.6%	7.3%	8.8%	6.0%	5.4%	6.5%	4.7%	4.7%	5.8%	5.7%	5.1%	6.1%	5.8%	5.1%	8.1%	5.6%	6.5%	4.6%	
5	429	32	59	59	279	306	73	36	14	251	142	10	81	347	194	234	85	106	238	265	164	259	169	16	222	56	134	
	13.2%	9.8%	11.6%	11.6%	14.7%	13.4%	13.3%	10.9%	17.2%	12.6%	14.4%	12.4%	12.8%	13.3%	13.7%	12.8%	13.6%	13.4%	13.0%	14.4%	11.7%	13.4%	13.0%	9.7%	13.6%	12.8%	13.4%	
6	309	35	48	37	189	211	61	29	8	214	73	8	40	269	155	154	83	90	135	192	117	198	110	12	150	41	106	
	9.5%	10.8%	9.5%	7.3%	9.9%	9.3%	11.0%	8.8%	10.2%	10.7%	7.5%	9.9%	6.3%	10.3%	11.0%	8.4%	13.4%	11.4%	7.4%	10.4%	8.3%	10.2%	8.5%	6.9%	9.2%	9.3%	10.6%	
7	304	27	37	52	187	219	58	20	8	186	99	5	65	239	158	145	82	71	151	180	123	207	96	3	144	43	114	
	9.4%	8.5%	7.4%	10.3%	9.8%	9.6%	10.4%	6.1%	9.3%	9.3%	10.1%	6.5%	10.2%	9.2%	11.2%	7.9%	13.1%	9.0%	8.3%	9.8%	8.8%	10.7%	7.4%	1.8%	8.8%	9.9%	11.4%	
8	214	24	35	35	119	151	35	21	7	128	64	10	41	174	97	117	48	57	109	109	105	133	81	2	102	36	74	
	6.6%	7.5%	7.0%	7.0%	6.3%	6.6%	6.4%	6.5%	8.3%	6.4%	6.5%	12.4%	6.4%	6.7%	6.9%	6.4%	7.7%	7.1%	6.0%	5.9%	7.5%	6.9%	6.2%	1.3%	6.3%	8.2%	7.4%	
9	98	9	16	22	51	63	17	14	4	67	21	4	21	77	47	51	25	22	51	51	47	64	34	4	47	12	35	
	3.0%	2.8%	3.2%	4.3%	2.7%	2.8%	3.1%	4.4%	4.7%	3.3%	2.2%	4.9%	3.3%	3.0%	3.3%	2.8%	4.0%	2.8%	2.8%	2.8%	3.4%	3.3%	2.6%	2.4%	2.9%	2.8%	3.5%	
10	212	21	34	40	116	121	40	43	8	132	61	6	45	167	90	122	43	58	110	94	118	136	75	15	92	29	75	
	6.5%	6.4%	6.8%	8.0%	6.1%	5.3%	7.2%	13.3%	9.4%	6.6%	6.2%	7.7%	7.1%	6.4%	6.3%	6.7%	7.0%	7.3%	6.0%	5.1%	8.4%	7.0%	5.8%	9.3%	5.6%	6.7%	7.5%	
SIGMA	3240	324	505	506	1905	2281	551	327	81	1999	983	82	635	2605	1413	1827	621	794	1825	1837	1404	1938	1302	166	1636	437	1001	
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 113
Q5. Normal weightings
Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.
Base: Said their employer does not provide this benefit
Provides an assistance scheme so you can claim back optician and dentist costs

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	2920	1125	1795	532	896	1491	229	471	741	1065	2506	220	132	62	236	2289	395	952	1337	733	719	677	713	1389	1313
Weighted Total	2901	1136	1765	526	889	1486	230	470	735	1057	2491	218	132	61	228	2288	386	946	1342	723	716	673	712	1354	1325
0	557	233	324	68	125	362	49	85	124	201	459	55	31	13	47	406	104	193	213	149	129	133	131	257	237
	19.2%	20.5%	18.4%	13.0%	14.1%	24.4%	21.3%	18.1%	16.8%	19.0%	18.4%	25.1%	23.2%	21.3%	20.5%	17.7%	27.0%	20.4%	15.9%	20.5%	18.0%	19.8%	18.4%	19.0%	17.9%
1	181	67	113	26	44	111	12	29	49	66	156	17	5	3	17	132	32	68	64	50	46	41	39	93	74
	6.2%	5.9%	6.4%	4.9%	4.9%	7.5%	5.3%	6.2%	6.6%	6.2%	6.2%	7.7%	4.0%	4.9%	7.3%	5.8%	8.4%	7.2%	4.8%	7.0%	6.4%	6.1%	5.5%	6.9%	5.6%
2	184	84	100	23	53	108	8	27	45	73	153	19	10	2	13	152	19	56	96	30	48	47	52	77	92
	6.3%	7.4%	5.7%	4.4%	6.0%	7.3%	3.5%	5.8%	6.1%	6.9%	6.1%	8.8%	7.7%	3.1%	5.8%	6.6%	5.0%	5.9%	7.1%	4.2%	6.7%	7.0%	7.3%	5.7%	7.0%
3	216	79	138	39	83	94	14	36	57	81	188	13	13	3	19	176	21	76	101	62	49	43	54	102	97
	7.5%	6.9%	7.8%	7.5%	9.3%	6.3%	6.2%	7.7%	7.7%	7.6%	7.5%	6.0%	9.8%	4.5%	8.3%	7.7%	5.5%	8.0%	7.5%	8.6%	6.9%	6.4%	7.5%	7.5%	7.3%
4	167	75	92	38	51	78	19	31	41	54	146	9	8	4	9	133	25	57	76	50	37	39	37	79	85
	5.7%	6.6%	5.2%	7.2%	5.7%	5.3%	8.3%	6.6%	5.6%	5.1%	5.8%	4.3%	6.1%	6.3%	3.9%	5.8%	6.4%	6.1%	5.6%	6.9%	5.2%	5.8%	5.2%	5.9%	6.4%
5	394	158	236	84	124	186	28	76	86	152	342	33	13	7	23	313	58	122	191	97	103	85	105	189	166
	13.6%	13.9%	13.4%	16.0%	14.0%	12.5%	12.0%	16.1%	11.7%	14.4%	13.7%	15.1%	9.8%	10.8%	10.0%	13.7%	15.1%	12.9%	14.2%	13.4%	14.3%	12.6%	14.7%	14.0%	12.5%
6	327	129	197	72	123	132	25	48	95	119	286	18	14	8	31	265	31	104	161	75	95	79	68	148	156
	11.3%	11.4%	11.2%	13.7%	13.8%	8.9%	10.7%	10.1%	12.9%	11.3%	11.5%	8.3%	10.9%	13.0%	13.4%	11.6%	8.2%	11.0%	12.0%	10.4%	13.2%	11.8%	9.6%	11.0%	11.8%
7	320	117	203	61	108	151	25	59	86	115	284	20	9	7	20	266	33	106	160	71	73	86	82	147	153
	11.0%	10.3%	11.5%	11.5%	12.2%	10.1%	10.7%	12.5%	11.7%	10.9%	11.4%	9.2%	6.5%	11.6%	8.9%	11.6%	8.5%	11.2%	11.9%	9.8%	10.2%	12.8%	11.5%	10.9%	11.6%
8	240	89	151	55	72	113	22	37	73	73	206	14	12	9	21	191	28	76	116	57	63	48	67	107	123
	8.3%	7.9%	8.5%	10.5%	8.1%	7.6%	9.8%	7.9%	9.9%	6.9%	8.3%	6.2%	9.3%	14.3%	9.2%	8.4%	7.2%	8.0%	8.6%	7.9%	8.8%	7.1%	9.4%	7.9%	9.3%
9	119	36	84	24	41	55	9	16	29	48	103	5	7	4	10	96	13	41	56	33	27	26	33	59	52
	4.1%	3.1%	4.7%	4.5%	4.6%	3.7%	4.0%	3.5%	4.0%	4.6%	4.1%	2.5%	5.1%	6.6%	4.5%	4.2%	3.3%	4.3%	4.1%	4.6%	3.7%	3.9%	4.6%	4.3%	3.9%
10	197	69	127	35	65	96	19	26	51	74	170	15	10	2	19	157	21	47	110	49	47	46	44	95	89
	6.8%	6.1%	7.2%	6.7%	7.3%	6.5%	8.2%	5.5%	6.9%	7.0%	6.8%	6.8%	7.5%	3.5%	8.3%	6.9%	5.4%	4.9%	8.2%	6.7%	6.6%	6.8%	6.1%	7.0%	6.8%
SIGMA	2901	1136	1765	526	889	1486	230	470	735	1057	2491	218	132	61	228	2288	386	946	1342	723	716	673	712	1354	1325
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 114

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides an assistance scheme so you can claim back optician and dentist costs

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	2920	375	401	553	1591	2034	526	289	71	1812	841	94	522	2398	1241	1679	571	764	1585	1776	1144	1696	1224	141	1474	384	921	
Weighted Total	2901	312	427	466	1696	2028	518	285	70	1802	837	91	523	2378	1239	1663	566	748	1587	1771	1131	1693	1209	142	1462	380	918	
0	557	64	90	79	324	394	94	51	17	357	146	16	86	471	194	363	89	129	339	370	187	279	278	40	284	63	170	
	19.2%	20.5%	20.9%	17.0%	19.1%	19.4%	18.2%	18.0%	24.6%	19.8%	17.4%	17.8%	16.5%	19.8%	15.7%	21.8%	15.7%	17.2%	21.4%	20.9%	16.5%	16.5%	23.0%	28.2%	19.4%	16.5%	18.5%	
1	181	29	27	35	90	134	27	18	2	109	50	10	34	147	70	110	31	52	98	118	62	81	99	11	102	25	43	
	6.2%	9.3%	6.2%	7.6%	5.3%	6.6%	5.2%	6.5%	2.4%	6.1%	6.0%	10.9%	6.4%	6.2%	5.7%	6.6%	5.5%	6.9%	6.2%	6.7%	5.5%	4.8%	8.2%	7.8%	7.0%	6.5%	4.7%	
2	184	22	30	25	107	148	20	12	4	119	56	5	32	152	82	103	29	51	104	112	72	111	73	11	81	17	75	
	6.3%	7.2%	7.0%	5.4%	6.3%	7.3%	3.8%	4.4%	5.8%	6.6%	6.7%	5.1%	6.1%	6.4%	6.6%	6.2%	5.2%	6.8%	6.6%	6.3%	6.4%	6.5%	6.1%	8.1%	5.6%	4.4%	8.1%	
3	216	24	32	30	130	153	45	14	4	129	65	7	35	181	102	114	49	48	119	136	81	127	90	8	116	40	53	
	7.5%	7.7%	7.5%	6.5%	7.7%	7.5%	8.6%	5.0%	6.1%	7.2%	7.7%	7.5%	6.7%	7.6%	8.3%	6.9%	8.7%	6.5%	7.5%	7.7%	7.1%	7.5%	7.4%	5.7%	7.9%	10.4%	5.8%	
4	167	18	25	27	97	123	33	10	1	88	58	9	28	139	77	90	40	49	78	114	53	96	71	10	90	15	52	
	5.7%	5.9%	5.7%	5.8%	5.7%	6.0%	6.4%	3.5%	1.5%	4.9%	6.9%	9.6%	5.4%	5.8%	6.2%	5.4%	7.0%	6.6%	4.9%	6.4%	4.7%	5.7%	5.9%	6.9%	6.2%	3.8%	5.7%	
5	394	34	60	50	250	280	71	35	8	231	118	11	62	332	179	215	79	102	213	227	167	236	158	20	194	58	121	
	13.6%	10.9%	14.0%	10.7%	14.8%	13.8%	13.8%	12.4%	10.9%	12.8%	14.1%	11.9%	11.8%	14.0%	14.5%	12.9%	14.0%	13.6%	13.4%	12.8%	14.7%	14.0%	13.0%	14.2%	13.3%	15.4%	13.2%	
6	327	28	49	53	196	236	61	23	6	213	86	15	64	263	166	161	70	97	160	205	121	200	127	13	158	45	111	
	11.3%	9.1%	11.5%	11.4%	11.6%	11.7%	11.8%	8.2%	8.2%	11.8%	10.3%	17.1%	12.2%	11.1%	13.4%	9.7%	12.3%	13.0%	10.1%	11.6%	10.7%	11.8%	10.5%	9.1%	10.8%	11.7%	12.1%	
7	320	32	44	47	197	213	57	41	8	202	102	5	65	254	131	189	70	78	172	188	131	200	120	10	143	55	112	
	11.0%	10.1%	10.2%	10.1%	11.6%	10.5%	11.1%	14.4%	11.9%	11.2%	12.2%	5.4%	12.5%	10.7%	10.6%	11.3%	12.4%	10.4%	10.8%	10.6%	11.6%	11.8%	9.9%	6.7%	9.8%	14.4%	12.2%	
8	240	27	35	47	131	169	40	22	9	145	75	4	56	184	103	137	55	54	131	138	102	156	84	6	120	28	86	
	8.3%	8.5%	8.2%	10.1%	7.7%	8.4%	7.6%	7.7%	13.1%	8.0%	9.0%	4.4%	10.8%	7.7%	8.3%	8.2%	9.8%	7.2%	8.2%	7.8%	9.1%	9.2%	7.0%	4.2%	8.2%	7.3%	9.4%	
9	119	10	15	30	64	73	30	12	4	76	32	5	23	96	53	66	24	26	69	58	61	70	49	3	59	14	43	
	4.1%	3.2%	3.5%	6.5%	3.8%	3.6%	5.9%	4.2%	5.1%	4.2%	3.9%	5.1%	4.5%	4.0%	4.3%	4.0%	4.3%	3.5%	4.3%	3.3%	5.4%	4.1%	4.1%	2.3%	4.0%	3.6%	4.7%	
10	197	23	22	41	110	105	39	45	7	131	48	5	38	159	81	115	28	63	106	104	93	137	60	10	113	23	51	
	6.8%	7.5%	5.2%	8.9%	6.5%	5.2%	7.6%	15.8%	10.6%	7.3%	5.7%	5.1%	7.3%	6.7%	6.6%	6.9%	5.0%	8.4%	6.7%	5.9%	8.2%	8.1%	5.0%	6.7%	7.8%	6.0%	5.6%	
SIGMA	2901	312	427	466	1696	2028	518	285	70	1802	837	91	523	2378	1239	1663	566	748	1587	1771	1131	1693	1209	142	1462	380	918	
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 115

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Allows employees to buy or sell holiday leave

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
3262	1235	2027	567	1032	1662	252	537	793	1223	2805	240	148	69	225	2658	379	1037	1621	779	791	770	841	1463	1534
3261	1254	2007	566	1031	1663	255	537	792	1221	2805	240	148	69	218	2671	372	1035	1637	772	792	773	846	1437	1553
823	350	473	88	195	539	57	154	183	306	699	67	41	15	51	648	124	275	374	200	195	206	202	357	381
25.2%	27.9%	23.6%	15.5%	18.9%	32.4%	22.3%	28.6%	23.1%	25.1%	24.9%	28.1%	27.9%	22.0%	23.3%	24.3%	33.3%	26.5%	22.8%	25.9%	24.7%	26.7%	23.9%	24.8%	24.5%
255	97	157	31	51	173	19	37	63	110	229	16	8	2	13	210	32	90	121	73	53	61	63	112	121
7.8%	7.8%	7.8%	5.5%	4.9%	10.4%	7.6%	7.0%	7.9%	9.0%	8.2%	6.5%	5.3%	2.8%	5.7%	7.9%	8.5%	8.7%	7.4%	9.4%	6.6%	7.9%	7.5%	7.8%	7.8%
253	89	164	32	81	140	16	42	67	93	218	21	9	5	20	199	34	85	114	55	75	52	67	118	112
7.8%	7.1%	8.2%	5.7%	7.8%	8.4%	6.3%	7.9%	8.5%	7.6%	7.8%	8.8%	6.0%	7.4%	9.3%	7.5%	9.1%	8.2%	7.0%	7.1%	9.4%	6.7%	7.9%	8.2%	7.2%
269	99	170	52	101	116	22	41	69	96	229	17	17	5	8	240	20	96	144	53	71	73	67	115	136
8.2%	7.9%	8.5%	9.2%	9.8%	7.0%	8.6%	7.7%	8.8%	7.9%	8.2%	7.1%	11.6%	7.8%	3.7%	9.0%	5.5%	9.3%	8.8%	6.9%	9.0%	9.5%	7.9%	8.0%	8.7%
197	79	118	40	69	88	20	22	42	90	175	14	6	2	12	167	17	59	108	42	54	48	49	85	93
6.0%	6.3%	5.9%	7.1%	6.7%	5.3%	7.7%	4.1%	5.3%	7.4%	6.2%	5.8%	4.3%	2.5%	5.7%	6.2%	4.7%	5.7%	6.6%	5.5%	6.8%	6.2%	5.8%	5.9%	6.0%
412	152	260	76	133	203	20	65	100	153	339	44	21	8	26	340	46	127	213	97	95	86	121	188	190
12.6%	12.1%	12.9%	13.4%	12.9%	12.2%	8.0%	12.2%	12.7%	12.6%	12.1%	18.3%	14.0%	11.4%	11.8%	12.7%	12.4%	12.3%	13.0%	12.5%	12.0%	11.2%	14.3%	13.1%	12.2%
304	95	209	77	116	111	32	50	67	115	264	15	18	7	27	252	25	105	147	74	70	77	78	139	136
9.3%	7.5%	10.4%	13.6%	11.3%	6.7%	12.6%	9.3%	8.5%	9.4%	9.4%	6.3%	12.2%	9.6%	12.4%	9.4%	6.7%	10.1%	9.0%	9.6%	8.8%	10.0%	9.2%	9.7%	8.8%
291	109	182	71	97	123	28	43	76	108	255	13	14	9	24	236	32	78	157	68	77	68	69	126	153
8.9%	8.7%	9.1%	12.5%	9.4%	7.4%	11.2%	7.9%	9.6%	8.8%	9.1%	5.5%	9.3%	13.3%	10.8%	8.8%	8.5%	7.6%	9.6%	8.8%	9.7%	8.8%	8.2%	8.7%	9.9%
185	76	109	39	74	72	19	40	46	57	163	10	7	5	17	151	18	55	96	53	39	43	46	79	95
5.7%	6.1%	5.4%	6.8%	7.2%	4.4%	7.6%	7.5%	5.8%	4.7%	5.8%	4.3%	4.7%	8.0%	7.6%	5.7%	4.7%	5.3%	5.9%	6.9%	4.9%	5.5%	5.4%	5.5%	6.1%
91	41	50	24	38	29	9	13	21	28	71	10	1	8	8	74	9	27	47	17	15	26	32	35	48
2.8%	3.2%	2.5%	4.2%	3.7%	1.7%	3.7%	2.3%	2.7%	2.3%	2.5%	4.3%	0.7%	12.1%	3.9%	2.8%	2.4%	2.6%	2.8%	2.2%	1.9%	3.3%	3.8%	2.4%	3.1%
182	67	116	36	76	70	11	29	57	64	162	12	6	2	12	154	16	39	115	41	48	33	52	84	87
5.6%	5.3%	5.8%	6.4%	7.3%	4.2%	4.4%	5.4%	7.2%	5.3%	5.8%	5.0%	4.0%	3.1%	5.6%	5.8%	4.3%	3.8%	7.0%	5.3%	6.0%	4.2%	6.2%	5.8%	5.6%
3261	1254	2007	566	1031	1663	255	537	792	1221	2805	240	148	69	218	2671	372	1035	1637	772	792	773	846	1437	1553
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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 116

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Allows employees to buy or sell holiday leave

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
3262	358	482	592	1830	2316	542	326	78	1933	1048	100	662	2600	1402	1860	604	815	1843	1836	1426	1942	1320	158	1609	453	1042
3261	298	514	499	1951	2326	535	323	77	1932	1051	97	670	2592	1408	1853	601	807	1854	1836	1425	1950	1311	159	1607	452	1043
823	78	133	118	494	595	118	85	25	487	258	25	178	645	270	553	115	188	520	475	348	453	370	59	419	102	243
25.2%	26.3%	25.9%	23.6%	25.3%	25.6%	22.1%	26.2%	32.3%	25.2%	24.6%	25.5%	26.5%	24.9%	19.2%	29.8%	19.2%	23.3%	28.1%	25.9%	24.4%	23.2%	28.2%	37.3%	26.1%	22.6%	23.3%
255	22	43	41	148	189	38	25	3	141	94	10	50	205	108	147	39	55	160	155	100	137	117	17	140	28	69
7.8%	7.5%	8.3%	8.3%	7.6%	8.1%	7.1%	7.6%	3.6%	7.3%	8.9%	9.8%	7.4%	7.9%	7.7%	7.9%	6.5%	6.8%	8.7%	8.4%	7.0%	7.0%	9.0%	11.0%	8.7%	6.3%	6.6%
253	21	38	36	158	194	40	16	4	143	87	3	50	204	103	150	44	59	150	133	120	144	109	19	127	38	70
7.8%	7.0%	7.5%	7.3%	8.1%	8.3%	7.5%	4.8%	5.0%	7.4%	8.3%	3.1%	7.4%	7.9%	7.3%	8.1%	7.4%	7.3%	8.1%	7.2%	8.4%	7.4%	8.3%	11.8%	7.9%	8.3%	6.7%
269	20	48	39	162	210	36	14	8	162	81	9	45	223	124	144	59	72	138	166	102	163	106	8	119	42	100
8.2%	6.7%	9.3%	7.8%	8.3%	9.0%	6.8%	4.3%	10.5%	8.4%	7.7%	9.6%	6.8%	8.6%	8.8%	7.8%	9.8%	9.0%	7.4%	9.1%	7.2%	8.3%	8.1%	4.9%	7.4%	9.3%	9.6%
197	16	32	34	115	145	34	16	2	118	71	4	34	163	96	101	43	51	103	110	86	123	73	10	97	30	59
6.0%	5.3%	6.2%	6.8%	5.9%	6.2%	6.3%	5.0%	2.5%	6.1%	6.7%	3.9%	5.1%	6.3%	6.8%	5.4%	7.1%	6.3%	5.6%	6.0%	6.1%	6.3%	5.6%	6.4%	6.1%	6.6%	5.7%
412	39	62	62	249	290	70	44	8	255	123	10	76	336	183	229	70	107	235	236	176	253	159	12	202	45	153
12.6%	13.1%	12.0%	12.3%	12.8%	12.5%	13.1%	13.5%	10.2%	13.2%	11.7%	10.0%	11.4%	12.9%	13.0%	12.4%	11.7%	13.2%	12.7%	12.9%	12.3%	13.0%	12.1%	7.5%	12.6%	10.0%	14.7%
304	34	54	35	180	218	55	24	7	162	116	11	74	230	156	148	71	77	155	164	140	183	121	8	145	47	104
9.3%	11.5%	10.6%	7.1%	9.2%	9.4%	10.3%	7.4%	9.4%	8.4%	11.1%	11.6%	11.1%	8.9%	11.1%	8.0%	11.8%	9.6%	8.4%	9.0%	9.8%	9.4%	9.3%	5.2%	9.0%	10.4%	9.9%
291	24	42	55	171	203	57	24	7	181	92	9	60	231	132	159	71	88	132	155	136	182	109	13	133	47	98
8.9%	8.1%	8.1%	11.0%	8.7%	8.7%	10.6%	7.5%	8.8%	9.4%	8.7%	8.9%	8.9%	8.9%	9.3%	8.6%	11.9%	10.9%	7.1%	8.4%	9.6%	9.3%	8.3%	8.0%	8.3%	10.3%	9.4%
185	17	23	40	106	117	38	27	3	107	55	9	38	148	93	92	43	45	98	106	79	120	65	5	85	25	70
5.7%	5.6%	4.6%	7.9%	5.4%	5.0%	7.2%	8.3%	3.6%	5.5%	5.2%	8.9%	5.6%	5.7%	6.6%	5.0%	7.1%	5.6%	5.3%	5.8%	5.5%	6.1%	5.0%	3.3%	5.3%	5.5%	6.7%
91	7	12	11	61	56	20	13	2	61	21	2	18	73	53	38	17	16	57	50	41	64	27	3	46	15	27
2.8%	2.5%	2.3%	2.2%	3.1%	2.4%	3.6%	4.1%	2.8%	3.2%	2.0%	2.0%	2.7%	2.8%	3.7%	2.1%	2.9%	2.0%	3.1%	2.7%	2.9%	3.3%	2.1%	2.0%	2.8%	3.4%	2.6%
182	19	27	29	108	108	29	36	9	115	53	7	48	134	91	91	28	49	105	86	96	129	53	4	94	33	51
5.6%	6.4%	5.2%	5.7%	5.5%	4.7%	5.4%	11.3%	11.3%	5.9%	5.0%	6.7%	7.1%	5.2%	6.4%	4.9%	4.6%	6.1%	5.7%	4.7%	6.7%	6.6%	4.1%	2.5%	5.9%	7.4%	4.9%
3261	298	514	499	1951	2326	535	323	77	1932	1051	97	670	2592	1408	1853	601	807	1854	1836	1425	1950	1311	159	1607	452	1043
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 117

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Pays maternity and paternity leave beyond the statutory minimum

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
1898	780	1118	317	639	942	143	314	468	713	1638	126	93	41	158	1456	284	552	904	469	469	432	481	933	818
1893	789	1104	315	639	939	144	315	465	711	1634	125	93	41	154	1461	279	550	911	463	469	434	480	916	828
502	210	292	30	117	355	40	85	114	195	434	35	24	9	49	343	109	151	193	134	114	128	115	244	210
26.5%	26.6%	26.4%	9.4%	18.3%	37.8%	28.0%	26.9%	24.5%	27.5%	26.5%	27.9%	26.0%	22.2%	32.1%	23.5%	39.2%	27.4%	21.1%	29.0%	24.3%	29.4%	23.8%	26.7%	25.4%
131	46	86	13	27	92	8	30	36	48	121	9	1	-	12	93	26	45	48	32	31	30	33	67	53
6.9%	5.8%	7.7%	4.0%	4.2%	9.8%	5.8%	9.4%	7.7%	6.7%	7.4%	6.9%	1.2%	-	7.6%	6.4%	9.4%	8.1%	5.3%	6.9%	6.5%	6.9%	6.9%	7.3%	6.4%
105	40	65	10	30	65	1	19	26	42	88	8	5	3	1	92	12	35	57	19	33	27	24	48	48
5.5%	5.1%	5.8%	3.2%	4.7%	6.9%	0.7%	6.0%	5.7%	5.9%	5.4%	6.6%	5.5%	7.2%	0.7%	6.3%	4.3%	6.3%	6.3%	4.1%	7.0%	6.3%	4.9%	5.2%	5.8%
92	37	55	17	27	48	7	13	27	35	83	5	3	1	9	72	11	29	44	25	19	24	20	36	49
4.8%	4.7%	5.0%	5.5%	4.2%	5.1%	5.2%	4.2%	5.8%	5.0%	5.1%	3.9%	3.2%	2.0%	5.8%	4.9%	3.8%	5.2%	4.8%	5.5%	4.1%	5.6%	4.1%	4.0%	5.9%
81	38	43	15	27	39	6	12	18	40	75	3	3	-	5	67	9	24	44	16	26	17	18	39	38
4.3%	4.8%	3.9%	4.7%	4.3%	4.2%	4.1%	3.7%	3.8%	5.6%	4.6%	2.4%	3.5%	-	3.0%	4.6%	3.3%	4.3%	4.8%	3.5%	5.5%	4.0%	3.8%	4.3%	4.5%
282	114	167	54	98	130	21	51	56	120	247	20	12	3	16	222	44	79	144	63	78	60	74	137	118
14.9%	14.5%	15.2%	17.1%	15.3%	13.8%	15.0%	16.0%	12.0%	16.8%	15.1%	15.9%	12.6%	6.7%	10.2%	15.2%	15.7%	14.3%	15.8%	13.7%	16.5%	13.9%	15.4%	15.0%	14.3%
189	88	100	41	80	67	23	28	46	58	154	13	12	9	21	148	19	41	107	47	49	32	57	93	86
10.0%	11.2%	9.1%	13.1%	12.5%	7.2%	15.7%	9.0%	9.8%	8.1%	9.4%	10.6%	13.3%	21.1%	13.8%	10.1%	6.9%	7.5%	11.7%	10.2%	10.4%	7.4%	11.8%	10.2%	10.4%
187	91	96	54	71	62	14	32	49	60	155	11	16	5	14	152	22	53	99	53	35	55	38	89	85
9.9%	11.6%	8.7%	17.1%	11.2%	6.6%	10.1%	10.1%	10.6%	8.4%	9.5%	8.8%	16.7%	12.9%	9.0%	10.4%	7.8%	9.6%	10.9%	11.5%	7.4%	12.7%	8.0%	9.7%	10.3%
133	55	78	36	56	41	8	17	43	44	112	11	4	5	4	119	10	44	75	29	35	23	45	64	61
7.0%	6.9%	7.1%	11.5%	8.8%	4.3%	5.6%	5.3%	9.3%	6.3%	6.9%	9.1%	4.3%	12.9%	2.9%	8.1%	3.7%	7.9%	8.2%	6.4%	7.4%	5.2%	9.4%	7.0%	7.3%
65	27	38	18	30	17	5	7	20	26	58	2	4	1	7	50	8	18	32	17	15	9	24	35	29
3.4%	3.4%	3.5%	5.9%	4.7%	1.8%	3.4%	2.3%	4.3%	3.6%	3.6%	1.3%	4.8%	2.6%	4.3%	3.5%	2.9%	3.3%	3.5%	3.6%	3.1%	2.1%	4.9%	3.8%	3.5%
127	43	84	27	76	24	9	22	31	44	105	8	8	5	16	102	9	33	69	26	37	28	33	63	51
6.7%	5.5%	7.6%	8.5%	11.9%	2.6%	6.5%	6.9%	6.6%	6.1%	6.5%	6.4%	9.0%	12.4%	10.6%	7.0%	3.1%	6.0%	7.6%	5.7%	7.8%	6.5%	7.0%	6.9%	6.2%
1893	789	1104	315	639	939	144	315	465	711	1634	125	93	41	154	1461	279	550	911	463	469	434	480	916	828
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 118

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Pays maternity and paternity leave beyond the statutory minimum

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
1898	244	269	326	1059	1300	343	206	49	1303	443	59	276	1622	858	1040	348	505	1045	1231	667	1149	749	104	924	279	591
1893	203	287	275	1129	1302	338	204	49	1300	443	57	276	1617	858	1035	346	501	1047	1228	665	1150	743	104	921	278	591
502	65	78	68	291	369	64	53	16	371	85	18	51	451	134	368	69	126	307	338	164	251	250	45	260	69	128
26.5%	32.0%	27.1%	24.8%	25.8%	28.4%	18.9%	26.0%	32.3%	28.5%	19.2%	31.0%	18.3%	27.9%	15.6%	35.6%	20.0%	25.2%	29.3%	27.5%	24.7%	21.9%	33.7%	43.1%	28.3%	24.8%	21.7%
131	15	18	29	69	90	26	14	1	101	26	3	18	113	45	86	25	35	72	90	41	71	60	6	77	11	38
6.9%	7.4%	6.3%	10.4%	6.1%	6.9%	7.7%	6.8%	1.7%	7.7%	5.8%	4.8%	6.5%	7.0%	5.2%	8.3%	7.2%	6.9%	6.8%	7.3%	6.1%	6.1%	8.1%	5.7%	8.3%	3.9%	6.4%
105	10	23	17	54	78	18	6	2	68	26	6	14	91	51	54	12	24	69	68	37	67	38	5	57	17	26
5.5%	4.9%	8.2%	6.1%	4.8%	6.0%	5.4%	2.9%	4.4%	5.3%	5.8%	9.7%	5.0%	5.6%	5.9%	5.2%	3.4%	4.8%	6.5%	5.5%	5.9%	5.8%	5.1%	4.5%	6.2%	6.1%	4.5%
92	9	13	14	55	62	21	7	2	54	25	3	17	75	49	43	17	28	46	57	34	56	36	5	46	14	26
4.8%	4.5%	4.5%	5.2%	4.9%	4.8%	6.1%	3.4%	3.9%	4.2%	5.6%	4.8%	6.2%	4.6%	5.7%	4.1%	5.0%	5.7%	4.4%	4.7%	5.2%	4.9%	4.8%	5.3%	5.0%	5.0%	4.4%
81	9	13	10	49	60	10	5	6	55	23	2	7	74	28	53	15	23	43	49	32	55	26	5	42	13	21
4.3%	4.5%	4.5%	3.7%	4.3%	4.6%	2.9%	2.4%	12.7%	4.2%	5.3%	2.9%	2.5%	4.6%	3.3%	5.1%	4.2%	4.6%	4.1%	4.0%	4.8%	4.8%	3.5%	4.9%	4.5%	4.7%	3.6%
282	27	41	35	179	191	52	29	9	186	68	7	39	243	132	150	59	76	147	181	101	175	107	14	143	46	79
14.9%	13.5%	14.1%	12.6%	15.9%	14.7%	15.3%	14.3%	19.1%	14.3%	15.3%	11.5%	14.0%	15.0%	15.3%	14.5%	17.0%	15.1%	14.1%	14.7%	15.2%	15.2%	14.4%	13.7%	15.5%	16.4%	13.4%
189	16	21	24	128	128	36	18	6	121	60	3	37	151	109	80	44	48	96	131	57	136	52	13	71	28	76
10.0%	7.8%	7.4%	8.6%	11.3%	9.8%	10.7%	8.8%	12.7%	9.3%	13.5%	5.2%	13.5%	9.4%	12.7%	7.7%	12.8%	9.6%	9.2%	10.7%	8.6%	11.8%	7.1%	12.9%	7.7%	10.2%	12.8%
187	17	31	23	116	128	43	15	1	122	54	5	30	158	101	86	50	57	80	130	57	127	60	3	90	23	71
9.9%	8.6%	10.8%	8.3%	10.3%	9.8%	12.8%	7.5%	2.2%	9.4%	12.3%	9.0%	10.8%	9.7%	11.8%	8.3%	14.4%	11.4%	7.7%	10.6%	8.6%	11.1%	8.1%	3.1%	9.8%	8.4%	12.0%
133	11	21	21	80	89	25	17	2	89	36	4	24	109	83	51	28	24	81	76	58	83	51	3	57	21	52
7.0%	5.3%	7.4%	7.7%	7.1%	6.8%	7.3%	8.4%	4.4%	6.9%	8.0%	7.1%	8.7%	6.7%	9.6%	4.9%	8.2%	4.9%	7.7%	6.2%	8.7%	7.2%	6.8%	2.9%	6.2%	7.6%	8.8%
65	8	9	19	30	37	16	11	1	48	14	1	12	53	43	22	14	20	32	41	24	47	18	2	32	11	20
3.4%	4.1%	3.0%	6.7%	2.6%	2.9%	4.8%	5.3%	2.2%	3.7%	3.2%	1.9%	4.5%	3.3%	5.0%	2.2%	3.9%	4.0%	3.0%	3.3%	3.6%	4.1%	2.4%	1.8%	3.5%	4.0%	3.4%
127	15	19	16	77	68	28	29	2	85	27	7	28	99	85	42	13	39	75	66	61	82	45	2	47	25	53
6.7%	7.4%	6.7%	5.8%	6.8%	5.2%	8.1%	14.3%	4.4%	6.5%	6.0%	12.0%	10.1%	6.1%	9.9%	4.1%	3.8%	7.8%	7.1%	5.4%	9.1%	7.1%	6.0%	2.1%	5.1%	8.9%	9.0%
1893	203	287	275	1129	1302	338	204	49	1300	443	57	276	1617	858	1035	346	501	1047	1228	665	1150	743	104	921	278	591
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 119

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Contributes to employees' pensions

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
1282	479	803	274	408	600	102	215	304	479	1100	81	69	32	136	887	259	400	487	400	318	253	287	713	469
1274	481	792	271	405	598	101	215	301	478	1095	79	68	32	133	889	252	399	491	394	315	251	289	697	474
182	78	105	21	44	117	18	38	37	65	158	8	10	6	16	108	58	55	53	59	46	35	40	99	57
14.3%	16.1%	13.2%	7.8%	10.8%	19.6%	18.0%	17.7%	12.4%	13.6%	14.5%	10.4%	13.9%	19.5%	12.0%	12.2%	23.1%	13.8%	10.8%	15.1%	14.6%	13.9%	13.8%	14.2%	12.0%
54	23	31	4	14	36	5	7	9	29	50	5	-	-	8	34	13	20	14	12	12	17	10	30	17
4.3%	4.8%	3.9%	1.4%	3.5%	6.1%	4.8%	3.2%	3.0%	6.0%	4.5%	6.2%	-	-	5.7%	3.8%	5.1%	5.1%	2.8%	3.2%	3.9%	6.0%	3.6%	4.3%	3.5%
42	15	27	14	10	17	4	7	8	18	37	2	3	-	5	32	5	15	17	17	6	10	9	25	12
3.3%	3.1%	3.4%	5.3%	2.6%	2.9%	3.8%	3.3%	2.7%	3.8%	3.4%	2.4%	4.7%	-	3.7%	3.6%	1.9%	3.8%	3.5%	4.4%	1.9%	3.0%	3.1%	3.6%	2.5%
68	28	40	20	18	30	5	12	14	26	58	7	3	1	9	47	12	22	26	29	16	10	12	37	29
5.4%	5.9%	5.1%	7.4%	4.6%	5.0%	4.8%	5.6%	4.8%	5.5%	5.3%	8.6%	4.4%	2.7%	6.4%	5.3%	5.0%	5.5%	5.2%	7.5%	5.0%	3.9%	4.1%	5.3%	6.0%
60	22	38	17	21	22	5	7	14	30	57	1	2	1	7	39	14	17	22	19	24	11	7	35	21
4.7%	4.6%	4.8%	6.3%	5.2%	3.7%	4.8%	3.4%	4.7%	6.4%	5.2%	1.3%	2.8%	2.6%	5.4%	4.4%	5.6%	4.4%	4.5%	4.8%	7.5%	4.3%	2.4%	5.0%	4.5%
155	58	97	34	46	75	11	40	24	58	133	12	8	3	12	108	35	48	60	55	40	30	27	84	54
12.2%	12.1%	12.2%	12.5%	11.4%	12.6%	10.7%	18.4%	8.1%	12.1%	12.1%	14.8%	11.1%	9.4%	8.8%	12.2%	14.0%	12.1%	12.3%	14.0%	12.6%	12.1%	9.5%	12.1%	11.4%
141	56	85	37	48	56	12	16	36	53	117	16	6	2	19	100	22	43	57	44	40	27	25	76	59
11.1%	11.7%	10.7%	13.8%	11.8%	9.4%	11.6%	7.4%	12.1%	11.0%	10.7%	20.9%	8.4%	6.7%	14.2%	11.3%	8.8%	10.9%	11.6%	11.2%	12.5%	10.7%	8.7%	10.9%	12.5%
166	58	107	38	62	66	9	24	43	67	143	6	13	4	10	125	31	53	72	46	42	36	37	97	59
13.0%	12.2%	13.5%	14.2%	15.2%	11.0%	8.8%	10.9%	14.2%	14.1%	13.0%	7.5%	19.3%	12.8%	7.4%	14.0%	12.4%	13.2%	14.7%	11.6%	13.3%	14.3%	12.8%	14.0%	12.5%
150	54	95	36	58	56	15	20	34	59	128	10	6	6	19	109	22	56	53	41	38	26	43	85	61
11.8%	11.3%	12.0%	13.5%	14.3%	9.3%	15.2%	9.1%	11.4%	12.3%	11.7%	12.6%	9.0%	18.1%	14.0%	12.3%	8.7%	14.1%	10.8%	10.3%	12.1%	10.4%	14.8%	12.2%	12.8%
80	24	57	14	23	43	5	14	28	24	71	2	3	5	7	61	12	27	34	18	18	17	26	42	36
6.3%	4.9%	7.2%	5.1%	5.8%	7.2%	5.1%	6.3%	9.4%	5.0%	6.5%	2.4%	4.0%	16.1%	5.1%	6.9%	5.0%	6.8%	7.0%	4.7%	5.7%	6.6%	8.8%	6.0%	7.5%
174	64	110	34	60	79	13	31	52	49	144	10	15	4	23	124	27	41	82	52	34	33	53	87	70
13.6%	13.2%	13.9%	12.7%	14.9%	13.2%	12.5%	14.5%	17.2%	10.2%	13.2%	12.9%	22.4%	12.0%	17.4%	13.9%	10.7%	10.4%	16.8%	13.3%	10.9%	13.0%	18.4%	12.4%	14.8%
1274	481	792	271	405	598	101	215	301	478	1095	79	68	32	133	889	252	399	491	394	315	251	289	697	474
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 120

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Contributes to employees' pensions

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
1282	189	172	218	703	869	234	146	33	879	265	45	144	1138	555	727	325	351	606	1049	233	690	592	67	665	163	387
1274	157	183	184	749	868	230	144	32	872	264	44	145	1128	553	720	322	346	606	1042	232	689	585	68	659	162	385
182	25	20	22	115	120	33	22	7	134	30	3	14	168	58	124	37	46	100	160	22	80	102	17	92	23	50
14.3%	15.9%	11.0%	11.9%	15.4%	13.9%	14.4%	15.5%	20.6%	15.4%	11.3%	7.2%	9.6%	14.9%	10.6%	17.2%	11.5%	13.2%	16.5%	15.4%	9.4%	11.7%	17.4%	25.7%	13.9%	14.0%	13.1%
54	9	11	10	25	31	15	9	-	39	10	4	4	50	16	38	13	13	29	48	6	24	30	4	32	6	12
4.3%	5.8%	5.8%	5.5%	3.3%	3.6%	6.5%	6.0%	-	4.4%	3.8%	8.1%	2.9%	4.4%	2.9%	5.3%	4.0%	3.7%	4.7%	4.7%	2.6%	3.5%	5.2%	5.6%	4.9%	3.5%	3.2%
42	3	6	7	26	30	8	3	1	24	12	-	3	39	20	22	12	8	22	32	10	18	24	1	20	8	13
3.3%	2.1%	3.5%	3.7%	3.4%	3.5%	3.5%	2.1%	2.7%	2.8%	4.5%	-	2.2%	3.4%	3.6%	3.1%	3.8%	2.4%	3.6%	3.1%	4.2%	2.7%	4.1%	1.6%	3.1%	4.8%	3.4%
68	12	12	10	34	53	8	5	3	50	14	1	6	62	28	41	19	23	27	58	10	37	32	10	31	9	18
5.4%	7.9%	6.4%	5.5%	4.6%	6.1%	3.3%	3.4%	10.1%	5.8%	5.1%	1.9%	4.1%	5.5%	5.0%	5.7%	5.8%	6.6%	4.5%	5.6%	4.5%	5.3%	5.4%	14.7%	4.6%	5.9%	4.8%
60	8	9	8	35	46	9	5	1	38	14	1	4	56	29	32	15	20	26	50	10	31	29	4	37	11	9
4.7%	5.3%	4.7%	4.6%	4.7%	5.3%	3.8%	3.2%	3.4%	4.4%	5.3%	2.4%	2.8%	5.0%	5.2%	4.4%	4.6%	5.8%	4.2%	4.8%	4.4%	4.6%	5.0%	6.0%	5.6%	6.5%	2.3%
155	18	19	19	99	107	26	16	6	105	30	7	13	142	65	90	33	53	70	128	27	83	73	9	78	22	46
12.2%	11.6%	10.5%	10.1%	13.2%	12.4%	11.1%	11.4%	18.0%	12.0%	11.2%	15.8%	8.9%	12.6%	11.7%	12.6%	10.2%	15.2%	11.5%	12.3%	11.8%	12.0%	12.4%	13.8%	11.8%	13.4%	12.0%
141	16	23	18	84	96	25	19	2	98	30	8	17	124	64	77	43	46	52	118	24	81	60	2	75	21	43
11.1%	10.1%	12.8%	9.6%	11.2%	11.0%	10.8%	13.1%	6.0%	11.2%	11.2%	17.7%	11.7%	11.0%	11.6%	10.7%	13.3%	13.4%	8.6%	11.3%	10.1%	11.8%	10.3%	3.1%	11.4%	12.8%	11.2%
166	18	28	27	93	124	27	12	3	111	38	6	22	144	87	78	48	46	72	137	29	94	71	5	76	18	67
13.0%	11.6%	15.1%	14.7%	12.4%	14.3%	11.8%	8.5%	8.0%	12.7%	14.5%	13.9%	15.2%	12.7%	15.8%	10.9%	14.9%	13.4%	11.8%	13.1%	12.5%	13.7%	12.2%	7.2%	11.5%	11.2%	17.3%
150	17	20	24	88	102	34	11	3	95	34	5	22	128	74	76	41	34	74	119	31	79	70	3	82	11	54
11.8%	11.1%	11.0%	12.8%	11.8%	11.8%	14.7%	7.5%	9.3%	10.9%	12.8%	12.4%	15.2%	11.3%	13.3%	10.6%	12.8%	10.0%	12.2%	11.4%	13.5%	11.5%	12.0%	4.7%	12.4%	6.7%	14.0%
80	9	11	13	48	53	16	8	3	58	19	-	18	63	35	46	21	13	47	59	22	47	33	4	46	11	20
6.3%	5.8%	5.8%	6.9%	6.4%	6.1%	7.1%	5.8%	9.4%	6.6%	7.1%	-	12.2%	5.6%	6.3%	6.3%	6.5%	3.8%	7.7%	5.6%	9.4%	6.9%	5.7%	5.9%	6.9%	7.0%	5.1%
174	20	25	27	102	106	30	34	4	119	35	9	22	152	78	96	41	43	90	133	41	113	61	8	91	23	52
13.6%	12.7%	13.4%	14.7%	13.7%	12.2%	13.2%	23.4%	12.7%	13.7%	13.3%	20.6%	15.2%	13.4%	14.1%	13.3%	12.7%	12.5%	14.8%	12.7%	17.7%	16.4%	10.4%	11.6%	13.8%	14.1%	13.6%
1274	157	183	184	749	868	230	144	32	872	264	44	145	1128	553	720	322	346	606	1042	232	689	585	68	659	162	385
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 121

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Gives employees involvement in decision making at work e.g. via on line surveys, workplace representatives

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	2391	957	1434	406	777	1207	186	384	597	882	2049	174	119	49	192	1881	318	735	1146	579	616	569	570	1152	1053
Weighted Total	2387	968	1419	403	775	1209	187	384	597	880	2048	172	119	48	184	1893	309	734	1159	570	616	572	574	1127	1070
0	371	164	207	37	98	236	24	69	72	140	305	34	21	11	31	275	65	103	172	84	98	95	84	181	152
	15.5%	16.9%	14.6%	9.1%	12.6%	19.6%	12.9%	18.0%	12.1%	15.9%	14.9%	19.8%	17.3%	22.9%	17.0%	14.5%	20.9%	14.0%	14.8%	14.8%	15.9%	16.6%	14.7%	16.0%	14.2%
1	124	45	79	11	35	79	13	25	24	47	108	8	4	3	8	93	23	37	56	34	30	23	31	66	49
	5.2%	4.6%	5.6%	2.6%	4.5%	6.5%	6.9%	6.5%	4.0%	5.3%	5.3%	4.5%	3.7%	6.2%	4.1%	4.9%	7.5%	5.1%	4.8%	6.0%	4.9%	4.1%	5.4%	5.9%	4.6%
2	133	55	77	16	41	75	7	23	42	40	112	9	7	5	10	107	15	46	61	21	39	37	33	65	62
	5.6%	5.7%	5.5%	4.1%	5.3%	6.2%	3.6%	5.9%	7.1%	4.5%	5.5%	4.9%	5.9%	11.1%	5.5%	5.7%	5.0%	6.3%	5.2%	3.7%	6.3%	6.5%	5.7%	5.7%	5.8%
3	151	62	90	20	56	75	14	21	40	59	135	6	9	2	8	130	14	50	80	37	35	40	35	76	66
	6.3%	6.4%	6.3%	5.1%	7.2%	6.2%	7.7%	5.5%	6.7%	6.8%	6.6%	3.6%	7.2%	3.9%	4.1%	6.9%	4.5%	6.8%	6.9%	6.5%	5.7%	7.0%	6.2%	6.7%	6.2%
4	196	64	132	46	64	86	14	27	62	71	175	12	6	3	21	149	25	60	89	55	45	49	39	92	90
	8.2%	6.6%	9.3%	11.5%	8.2%	7.1%	7.7%	7.0%	10.4%	8.1%	8.5%	6.7%	5.2%	6.2%	11.6%	7.9%	8.2%	8.1%	7.7%	9.6%	7.3%	8.5%	6.9%	8.2%	8.4%
5	364	142	222	63	116	185	21	69	79	149	318	26	15	6	25	285	54	103	182	94	93	85	88	159	164
	15.3%	14.7%	15.7%	15.5%	15.0%	15.3%	11.5%	17.9%	13.2%	17.0%	15.5%	14.9%	12.3%	12.4%	13.6%	15.1%	17.4%	14.1%	15.7%	16.4%	15.2%	14.8%	15.3%	14.1%	15.4%
6	309	120	188	66	119	124	24	50	84	104	262	22	18	7	28	250	30	100	151	71	85	67	81	134	149
	12.9%	12.4%	13.3%	16.3%	15.4%	10.3%	12.9%	13.0%	14.0%	11.8%	12.8%	12.9%	15.0%	14.5%	15.1%	13.2%	9.9%	13.6%	13.0%	12.5%	13.8%	11.7%	14.2%	11.8%	13.9%
7	283	125	157	61	86	136	30	34	77	101	241	23	14	4	18	232	33	89	143	68	73	71	64	138	126
	11.8%	12.9%	11.1%	15.1%	11.1%	11.2%	15.9%	8.8%	13.0%	11.4%	11.8%	13.5%	12.2%	7.4%	9.5%	12.2%	10.8%	12.1%	12.3%	11.9%	11.9%	12.4%	11.2%	12.3%	11.7%
8	233	97	136	46	80	107	17	25	60	93	194	21	14	4	15	195	23	81	114	49	62	57	61	103	117
	9.8%	10.0%	9.6%	11.4%	10.4%	8.9%	8.9%	6.4%	10.0%	10.6%	9.5%	11.9%	12.2%	7.4%	8.1%	10.3%	7.3%	11.0%	9.9%	8.5%	10.1%	9.9%	10.6%	9.1%	10.9%
9	83	38	45	13	31	39	10	12	23	27	72	5	3	3	5	67	11	28	40	19	20	21	21	38	36
	3.5%	3.9%	3.2%	3.2%	4.0%	3.2%	5.6%	3.0%	3.9%	3.1%	3.5%	2.8%	2.3%	6.2%	2.6%	3.6%	3.4%	3.8%	3.4%	3.3%	3.2%	3.8%	3.7%	3.4%	3.4%
10	141	55	86	26	49	67	12	31	34	48	125	7	8	1	16	109	16	37	72	39	35	28	36	76	59
	5.9%	5.7%	6.0%	6.3%	6.3%	5.5%	6.3%	8.0%	5.7%	5.5%	6.1%	4.3%	6.8%	1.8%	8.6%	5.8%	5.1%	5.1%	6.2%	6.8%	5.7%	4.8%	6.3%	6.7%	5.5%
SIGMA	2387	968	1419	403	775	1209	187	384	597	880	2048	172	119	48	184	1893	309	734	1159	570	616	572	574	1127	1070
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 122

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Gives employees involvement in decision making at work e.g. via on line surveys, workplace representatives

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	2391	290	307	420	1374	1629	430	270	62	1525	678	58	438	1953	1050	1341	466	590	1335	1488	903	1431	960	125	1249	320	697
Weighted Total	2387	241	327	354	1465	1635	424	267	61	1523	679	56	441	1946	1053	1334	462	581	1345	1485	902	1436	951	126	1247	316	698
0	371	45	51	53	222	265	54	40	12	262	87	4	56	314	115	256	57	81	234	255	115	210	160	34	207	36	94
	15.5%	18.6%	15.6%	15.0%	15.1%	16.2%	12.7%	14.9%	19.4%	17.2%	12.8%	7.2%	12.8%	16.2%	10.9%	19.2%	12.2%	13.9%	17.4%	17.2%	12.8%	14.7%	16.9%	26.6%	16.6%	11.4%	13.5%
1	124	18	23	17	65	87	20	13	4	87	29	2	24	100	50	74	22	33	69	79	45	72	52	8	78	16	22
	5.2%	7.6%	7.2%	4.8%	4.4%	5.3%	4.7%	4.8%	6.2%	5.7%	4.2%	3.4%	5.4%	5.1%	4.7%	5.5%	4.7%	5.7%	5.1%	5.3%	5.0%	5.0%	5.4%	6.2%	6.2%	5.2%	3.1%
2	133	11	23	11	87	91	27	12	2	89	29	3	16	116	60	73	28	29	76	88	45	75	57	6	74	11	42
	5.6%	4.5%	7.2%	3.1%	6.0%	5.6%	6.4%	4.5%	3.1%	5.9%	4.3%	5.3%	3.7%	6.0%	5.7%	5.4%	6.0%	5.0%	5.6%	5.9%	4.9%	5.3%	6.0%	4.9%	5.9%	3.5%	6.0%
3	151	14	25	17	96	115	25	11	1	96	41	1	21	130	67	84	19	43	90	89	62	89	62	9	89	23	31
	6.3%	5.9%	7.5%	4.8%	6.6%	7.0%	5.8%	4.0%	1.7%	6.3%	6.1%	1.5%	4.8%	6.7%	6.4%	6.3%	4.1%	7.4%	6.7%	6.0%	6.9%	6.2%	6.5%	7.1%	7.1%	7.3%	4.4%
4	196	14	32	19	131	129	41	20	5	113	67	4	21	175	100	96	43	56	96	137	59	113	83	11	101	24	60
	8.2%	5.9%	9.8%	5.2%	9.0%	7.9%	9.6%	7.6%	8.7%	7.4%	9.9%	6.8%	4.7%	9.0%	9.5%	7.2%	9.3%	9.7%	7.2%	9.2%	6.5%	7.8%	8.7%	9.1%	8.1%	7.5%	8.6%
5	364	37	43	46	239	252	63	41	9	223	111	10	68	297	165	200	63	90	211	232	132	217	147	17	185	59	104
	15.3%	15.5%	13.0%	12.9%	16.3%	15.4%	15.0%	15.2%	14.2%	14.6%	16.3%	17.9%	15.4%	15.2%	15.6%	15.0%	13.6%	15.6%	15.7%	15.6%	14.7%	15.1%	15.5%	13.5%	14.8%	18.5%	14.9%
6	309	33	33	59	183	214	63	25	7	198	93	8	56	253	148	160	64	85	160	202	107	191	117	11	151	48	99
	12.9%	13.8%	10.1%	16.7%	12.5%	13.1%	15.0%	9.2%	11.1%	13.0%	13.8%	14.8%	12.7%	13.0%	14.1%	12.0%	13.9%	14.6%	11.9%	13.6%	11.9%	13.3%	12.4%	8.9%	12.1%	15.2%	14.1%
7	283	29	43	40	171	195	51	32	5	178	74	16	54	229	139	144	67	65	151	176	107	174	108	15	146	35	88
	11.8%	12.1%	13.0%	11.4%	11.6%	11.9%	12.1%	11.8%	8.3%	11.7%	10.9%	28.2%	12.3%	11.8%	13.2%	10.8%	14.4%	11.3%	11.2%	11.9%	11.8%	12.1%	11.4%	11.6%	11.7%	11.0%	12.5%
8	233	20	30	49	134	156	40	29	9	137	81	3	66	167	103	130	58	47	128	118	115	146	87	6	120	29	78
	9.8%	8.3%	9.1%	13.8%	9.2%	9.5%	9.4%	10.7%	14.5%	9.0%	11.9%	4.5%	15.0%	8.6%	9.8%	9.7%	12.5%	8.2%	9.5%	7.9%	12.8%	10.2%	9.1%	4.9%	9.6%	9.3%	11.1%
9	83	7	7	13	54	55	16	9	3	51	26	2	20	63	41	41	15	15	53	40	43	57	26	1	36	12	33
	3.5%	3.1%	2.3%	3.8%	3.7%	3.4%	3.7%	3.4%	4.9%	3.3%	3.8%	3.4%	4.5%	3.2%	3.9%	3.1%	3.2%	2.5%	4.0%	2.7%	4.7%	4.0%	2.7%	0.8%	2.9%	4.0%	4.7%
10	141	12	17	30	82	76	23	37	5	89	41	4	39	102	65	76	27	36	78	69	72	90	51	8	61	22	49
	5.9%	4.8%	5.2%	8.6%	5.6%	4.7%	5.5%	13.8%	8.0%	5.9%	6.0%	6.8%	8.8%	5.3%	6.1%	5.7%	5.9%	6.1%	5.8%	4.6%	8.0%	6.2%	5.4%	6.4%	4.9%	7.1%	7.1%
SIGMA	2387	241	327	354	1465	1635	424	267	61	1523	679	56	441	1946	1053	1334	462	581	1345	1485	902	1436	951	126	1247	316	698
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 123

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides free or low-cost meals at work

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
361	103	258	65	122	174	20	57	90	146	313	24	21	3	57	247	57	109	138	117	77	79	75	239	106
303	86	217	55	102	146	17	48	76	123	263	20	18	3	48	207	48	91	116	98	65	66	63	201	89
61	17	45	5	13	43	4	9	18	25	56	2	3	-	8	43	10	24	19	22	10	13	15	38	20
20.2%	19.5%	20.5%	9.2%	13.1%	29.3%	25.2%	19.3%	23.4%	20.5%	21.4%	8.4%	19.0%	-	17.6%	20.7%	21.1%	26.6%	16.0%	22.2%	15.6%	19.0%	24.0%	18.8%	22.7%
24	10	13	3	7	14	-	3	6	13	22	-	2	-	5	14	4	9	5	6	4	8	5	17	6
7.8%	11.7%	6.2%	4.6%	6.6%	9.8%	-	5.3%	7.8%	11.0%	8.3%	-	9.5%	-	10.6%	6.9%	8.7%	10.1%	4.4%	6.0%	6.5%	12.7%	8.0%	8.4%	6.6%
21	6	15	4	6	11	-	5	4	8	18	1	2	1	3	13	5	6	7	9	4	3	5	16	4
6.9%	6.8%	7.0%	7.7%	5.7%	7.5%	-	10.5%	5.5%	6.9%	6.7%	4.1%	9.5%	33.5%	7.0%	6.1%	10.6%	6.4%	5.8%	9.4%	6.5%	3.8%	8.0%	7.9%	4.7%
16	4	12	3	8	6	-	3	3	9	14	2	-	-	2	13	1	4	9	3	4	4	5	6	8
5.3%	4.8%	5.4%	4.6%	7.4%	4.0%	-	5.3%	3.3%	7.5%	5.4%	8.3%	-	-	3.5%	6.5%	1.8%	4.6%	8.0%	2.6%	6.5%	6.3%	8.0%	2.9%	9.4%
19	8	12	3	8	8	1	4	4	6	15	2	1	2	3	14	3	4	10	8	5	4	2	12	6
6.4%	8.8%	5.4%	6.2%	7.4%	5.7%	5.0%	8.8%	5.6%	4.8%	5.8%	8.4%	4.8%	66.5%	5.3%	6.9%	5.3%	4.6%	8.7%	8.6%	7.8%	6.4%	2.7%	5.9%	6.6%
35	8	27	8	7	21	2	3	8	17	30	3	3	-	6	24	5	12	13	12	5	8	8	23	11
11.6%	9.7%	12.4%	13.9%	6.6%	14.4%	10.1%	7.0%	11.1%	13.7%	11.5%	12.6%	14.3%	-	12.3%	11.8%	10.5%	12.9%	10.9%	12.0%	7.8%	11.4%	12.0%	11.3%	12.3%
25	11	14	3	13	8	1	3	6	10	20	4	1	-	5	16	4	7	9	5	9	5	5	14	11
8.3%	12.6%	6.6%	6.1%	13.1%	5.7%	5.0%	7.0%	7.8%	8.2%	7.7%	20.8%	4.7%	-	10.5%	7.7%	8.7%	7.3%	8.0%	5.1%	14.3%	7.6%	8.0%	7.1%	12.2%
29	8	22	6	12	12	4	4	9	8	26	3	1	-	3	21	6	7	14	8	7	8	5	22	7
9.7%	8.7%	10.1%	10.7%	11.5%	8.0%	24.9%	8.7%	12.2%	6.8%	9.9%	12.5%	4.8%	-	5.3%	10.1%	12.3%	7.3%	12.3%	8.5%	10.4%	11.4%	8.0%	10.9%	7.5%
28	5	23	13	8	7	2	4	5	12	23	2	3	-	5	20	3	5	15	10	6	5	6	18	8
9.1%	5.8%	10.5%	23.0%	8.2%	4.6%	9.9%	8.8%	6.6%	9.6%	8.6%	8.3%	19.1%	-	10.5%	9.7%	5.3%	5.5%	13.1%	10.3%	9.1%	7.6%	9.4%	9.2%	9.4%
15	3	13	3	7	6	2	3	5	4	13	2	-	-	3	7	5	3	3	4	4	3	3	13	2
5.0%	2.9%	5.8%	4.6%	6.6%	4.0%	10.0%	5.3%	6.7%	3.4%	5.1%	8.3%	-	-	7.0%	3.2%	10.5%	3.7%	2.9%	4.3%	6.5%	5.0%	5.3%	6.3%	1.9%
29	8	22	5	14	10	2	7	8	9	25	2	3	-	5	22	3	10	12	11	6	6	4	23	6
9.7%	8.7%	10.1%	9.2%	13.9%	6.9%	9.9%	14.0%	10.0%	7.5%	9.6%	8.3%	14.2%	-	10.5%	10.5%	5.3%	11.0%	10.1%	11.1%	9.1%	8.8%	6.6%	11.3%	6.6%
303	86	217	55	102	146	17	48	76	123	263	20	18	3	48	207	48	91	116	98	65	66	63	201	89
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 124

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Provides free or low-cost meals at work

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
361	113	0	248	0	215	78	51	17	242	68	25	47	314	145	216	88	118	155	225	136	207	154	18	189	51	103
303	94	0	209	0	180	65	43	14	203	57	21	40	263	122	181	74	99	130	189	114	174	129	15	159	43	87
61	15	-	46	-	44	9	5	3	44	11	3	8	54	17	45	8	19	34	32	29	27	34	3	41	3	14
20.2%	15.9%	-	22.2%	-	24.2%	14.1%	11.7%	23.5%	21.9%	19.1%	16.0%	19.1%	20.4%	13.8%	24.6%	10.2%	19.5%	26.5%	16.9%	25.7%	15.5%	26.6%	22.3%	25.9%	5.9%	16.5%
24	6	-	18	-	16	3	3	1	13	6	2	3	20	8	16	5	8	10	16	8	13	11	2	13	2	6
7.8%	6.2%	-	8.5%	-	8.8%	5.1%	7.8%	5.9%	6.6%	10.3%	8.0%	8.5%	7.6%	6.2%	8.8%	6.8%	8.5%	7.7%	8.5%	6.6%	7.3%	8.4%	16.6%	8.5%	3.9%	6.8%
21	7	-	13	-	15	3	2	1	14	3	1	3	18	6	15	8	3	10	13	8	13	8	-	11	3	8
6.9%	8.0%	-	6.5%	-	8.4%	5.1%	3.9%	5.9%	7.0%	5.9%	4.0%	6.4%	7.0%	4.8%	8.3%	10.2%	3.4%	7.7%	7.1%	6.6%	7.7%	5.9%	-	6.9%	5.9%	8.7%
16	4	-	12	-	10	3	3	1	9	3	2	4	12	8	8	3	6	8	11	5	12	4	3	5	5	3
5.3%	4.4%	-	5.6%	-	5.6%	3.9%	5.9%	5.8%	4.5%	5.9%	8.0%	10.7%	4.5%	6.2%	4.6%	3.4%	5.9%	5.8%	5.8%	4.4%	6.8%	3.3%	16.7%	3.2%	11.8%	3.9%
19	3	-	16	-	8	8	2	1	10	8	1	3	17	13	6	3	7	9	11	8	13	7	-	13	3	3
6.4%	3.5%	-	7.7%	-	4.7%	12.8%	3.9%	5.8%	5.0%	14.7%	4.0%	6.4%	6.4%	11.1%	3.2%	4.5%	6.8%	7.1%	5.8%	7.4%	7.3%	5.2%	-	8.5%	7.9%	2.9%
35	7	-	28	-	23	8	3	1	28	3	3	6	29	16	19	6	14	15	21	14	20	15	3	15	7	10
11.6%	8.0%	-	13.3%	-	12.6%	12.8%	7.8%	5.8%	13.6%	4.4%	12.0%	14.9%	11.2%	13.1%	10.6%	8.0%	14.4%	11.6%	11.1%	12.5%	11.6%	11.7%	22.3%	9.5%	15.7%	11.7%
25	11	-	14	-	16	8	1	1	15	4	3	2	23	12	13	12	4	9	22	3	15	10	-	13	5	8
8.3%	11.5%	-	6.9%	-	8.8%	11.5%	2.0%	5.8%	7.4%	7.3%	11.9%	4.2%	8.9%	9.6%	7.4%	15.9%	4.2%	7.1%	11.5%	2.9%	8.7%	7.8%	-	7.9%	11.7%	8.7%
29	13	-	16	-	15	8	6	1	23	3	2	5	24	11	18	9	13	8	19	10	18	12	1	14	4	10
9.7%	14.2%	-	7.7%	-	8.3%	11.5%	13.8%	5.9%	11.6%	4.4%	8.0%	12.8%	9.2%	9.0%	10.2%	12.5%	12.7%	5.8%	10.2%	8.8%	10.1%	9.1%	5.5%	9.0%	9.8%	11.6%
28	7	-	20	-	18	3	5	2	18	5	3	4	24	13	15	11	9	8	16	12	18	9	-	10	6	12
9.1%	8.0%	-	9.7%	-	9.8%	5.1%	11.8%	11.8%	8.7%	8.8%	12.0%	10.6%	8.9%	10.3%	8.3%	14.8%	9.3%	5.8%	8.5%	10.3%	10.6%	7.1%	-	6.4%	13.7%	13.6%
15	6	-	9	-	6	5	3	1	8	5	2	2	13	7	8	3	3	8	9	6	9	6	1	10	1	3
5.0%	6.2%	-	4.4%	-	3.3%	7.7%	7.8%	5.9%	3.7%	8.8%	8.0%	4.3%	5.1%	5.5%	4.6%	4.5%	3.4%	6.4%	4.9%	5.1%	5.3%	4.5%	5.5%	6.3%	1.9%	3.9%
29	13	-	16	-	10	7	10	3	20	6	2	1	28	13	17	7	12	11	18	11	16	13	2	13	5	10
9.7%	14.2%	-	7.7%	-	5.6%	10.2%	23.6%	17.6%	9.9%	10.2%	8.0%	2.1%	10.8%	10.3%	9.3%	9.1%	11.8%	8.4%	9.8%	9.5%	9.2%	10.4%	11.1%	7.9%	11.8%	11.6%
303	94	-	209	-	180	65	43	14	203	57	21	40	263	122	181	74	99	130	189	114	174	129	15	159	43	87
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 125

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Pays for travel time between clients/service users

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
78	15	63	20	25	33	2	8	21	41	72	4	2	0	20	45	13	20	25	25	20	14	17	54	21
66	13	53	17	21	28	2	7	18	35	61	3	2	0	17	38	11	17	21	21	17	12	14	46	18
13	3	11	3	1	9	1	2	4	5	12	1	1	-	-	11	3	5	6	7	3	3	1	11	2
20.5%	20.0%	20.6%	20.0%	4.0%	33.3%	50.0%	25.0%	23.8%	14.6%	19.4%	25.0%	50.0%	-	-	28.9%	23.1%	30.0%	28.0%	32.0%	15.0%	28.6%	5.9%	24.1%	9.5%
3	1	2	-	2	1	-	1	1	1	3	-	-	-	-	3	-	2	1	2	-	1	-	2	1
3.8%	6.7%	3.2%	-	8.0%	3.0%	-	12.5%	4.8%	2.4%	4.2%	-	-	-	-	6.7%	-	10.0%	4.0%	8.0%	-	7.1%	-	3.7%	4.8%
2	3	1	3	-	2	1	-	1	2	3	-	-	-	-	3	-	1	3	1	1	-	2	2	2
5.1%	6.7%	4.8%	-	8.0%	6.1%	50.0%	-	4.8%	4.9%	5.6%	-	-	-	-	8.9%	-	5.0%	12.0%	4.0%	5.0%	-	11.8%	3.7%	9.5%
3	5	2	3	1	2	3	-	-	1	3	4	1	-	-	5	-	2	3	-	2	2	2	3	2
7.7%	13.3%	6.3%	5.0%	8.0%	9.1%	-	-	4.8%	9.8%	6.9%	25.0%	-	-	-	13.3%	-	10.0%	16.0%	-	10.0%	14.3%	11.8%	7.4%	9.5%
2	1	1	-	1	1	-	1	1	-	2	-	-	-	-	2	-	1	1	1	-	1	-	1	-
2.6%	6.7%	1.6%	-	4.0%	3.0%	-	12.5%	4.8%	-	2.8%	-	-	-	-	4.4%	-	5.0%	4.0%	4.0%	-	7.1%	-	1.9%	-
3	-	3	1	1	1	-	2	-	1	3	-	-	-	-	1	2	-	1	1	2	-	-	3	-
3.8%	-	4.8%	5.0%	4.0%	3.0%	-	25.0%	-	2.4%	4.2%	-	-	-	-	2.2%	15.4%	-	4.0%	4.0%	10.0%	-	-	5.6%	-
3	-	3	1	1	2	-	-	2	2	3	-	-	-	1	2	1	1	1	-	-	1	3	2	2
5.1%	-	6.3%	5.0%	4.0%	6.1%	-	-	9.5%	4.9%	5.6%	-	-	-	5.0%	4.4%	7.7%	5.0%	4.0%	-	-	7.1%	17.6%	3.7%	9.5%
4	2	3	1	1	3	-	-	1	3	4	-	-	-	1	3	-	2	2	-	2	-	3	1	3
6.4%	13.3%	4.8%	5.0%	4.0%	9.1%	-	-	4.8%	9.8%	6.9%	-	-	-	5.0%	8.9%	-	10.0%	8.0%	-	10.0%	-	17.6%	1.9%	19.0%
6	2	4	3	2	1	-	-	2	3	5	1	-	-	3	3	1	1	2	2	2	-	2	4	2
9.0%	13.3%	7.9%	20.0%	8.0%	3.0%	-	-	9.5%	9.8%	8.3%	25.0%	-	-	15.0%	6.7%	7.7%	5.0%	8.0%	8.0%	10.0%	-	11.8%	9.3%	9.5%
8	1	7	3	3	2	-	2	2	4	8	-	-	-	4	3	1	-	3	3	2	3	1	5	2
11.5%	6.7%	12.7%	15.0%	16.0%	6.1%	-	25.0%	9.5%	12.2%	12.5%	-	-	-	25.0%	6.7%	7.7%	-	12.0%	12.0%	10.0%	21.4%	5.9%	11.1%	9.5%
16	2	14	4	7	5	-	-	4	10	14	1	1	-	8	3	4	3	-	6	5	2	3	13	3
24.4%	13.3%	27.0%	25.0%	32.0%	18.2%	-	-	23.8%	29.3%	23.6%	25.0%	50.0%	-	50.0%	8.9%	38.5%	20.0%	-	28.0%	30.0%	14.3%	17.6%	27.8%	19.0%
66	13	53	17	21	28	2	7	18	35	61	3	2	-	17	38	11	17	21	21	17	12	14	46	18
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%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 126

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer does not provide this benefit

Pays for travel time between clients/service users

Unweighted Total

Weighted Total

0

1

2

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10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
78	0	0	78	0	40	22	14	2	45	18	5	10	68	31	47	13	26	39	52	26	44	34	1	42	10	25
66	0	0	66	0	34	19	12	2	38	15	4	8	57	26	40	11	22	33	44	22	37	29	1	35	8	21
13	-	-	13	-	10	2	2	-	9	2	1	3	10	3	10	2	5	7	10	3	8	6	1	8	2	3
20.5%	-	-	20.5%	-	30.0%	9.1%	14.3%	-	24.4%	11.1%	20.0%	40.0%	17.6%	12.9%	25.5%	15.4%	23.1%	20.5%	23.1%	15.4%	20.5%	20.6%	100.0%	23.8%	20.0%	12.0%
3	-	-	3	-	2	1	-	-	-	1	-	1	2	2	1	1	1	1	3	-	1	2	-	3	-	-
3.8%	-	-	3.8%	-	5.0%	4.5%	-	-	-	5.6%	-	10.0%	2.9%	6.5%	2.1%	7.7%	3.8%	2.6%	5.8%	-	2.3%	5.9%	-	7.1%	-	-
2	-	-	-	-	3	1	-	-	2	1	1	-	3	3	1	-	1	3	1	3	2	2	-	1	-	3
5.1%	-	-	5.1%	-	7.5%	4.5%	-	-	4.4%	5.6%	20.0%	-	5.9%	9.7%	2.1%	-	3.8%	7.7%	1.9%	11.5%	4.5%	5.9%	-	2.4%	-	12.0%
3	-	-	5	-	3	3	-	-	3	3	-	-	5	2	3	1	1	3	3	2	3	2	-	3	-	3
7.7%	-	-	7.7%	-	7.5%	13.6%	-	-	6.7%	16.7%	-	-	8.8%	6.5%	8.5%	7.7%	3.8%	10.3%	7.7%	7.7%	9.1%	5.9%	-	7.1%	-	12.0%
2	-	-	2	-	1	-	1	-	1	1	-	1	1	1	1	-	1	1	2	-	1	1	-	2	-	-
2.6%	-	-	2.6%	-	2.5%	-	7.1%	-	2.2%	5.6%	-	10.0%	1.5%	3.2%	2.1%	-	3.8%	2.6%	3.8%	-	2.3%	2.9%	-	4.8%	-	-
3	-	-	3	-	2	-	1	-	3	-	-	-	3	2	1	-	2	1	2	1	2	1	-	-	1	2
3.8%	-	-	3.8%	-	5.0%	-	7.1%	-	6.7%	-	-	-	4.4%	6.5%	2.1%	-	7.7%	2.6%	3.8%	3.8%	4.5%	2.9%	-	-	10.0%	8.0%
3	-	-	3	-	3	1	-	-	3	-	-	-	3	2	2	-	2	2	3	1	3	1	-	1	-	3
5.1%	-	-	5.1%	-	7.5%	4.5%	-	-	8.9%	-	-	-	5.9%	6.5%	4.3%	-	7.7%	5.1%	5.8%	3.8%	6.8%	2.9%	-	2.4%	-	12.0%
4	-	-	4	-	2	1	2	-	3	2	-	3	2	2	3	1	1	3	1	3	3	2	-	3	-	1
6.4%	-	-	6.4%	-	5.0%	4.5%	14.3%	-	6.7%	11.1%	-	30.0%	2.9%	6.5%	6.4%	7.7%	3.8%	7.7%	1.9%	15.4%	6.8%	5.9%	-	9.5%	-	4.0%
6	-	-	6	-	3	3	1	-	3	1	3	-	6	3	3	3	2	2	4	2	3	3	-	3	1	3
9.0%	-	-	9.0%	-	7.5%	13.6%	7.1%	-	6.7%	5.6%	60.0%	-	10.3%	12.9%	6.4%	23.1%	7.7%	5.1%	9.6%	7.7%	6.8%	11.8%	-	7.1%	10.0%	12.0%
8	-	-	8	-	4	1	2	1	2	3	-	1	7	2	6	2	3	3	5	3	7	1	-	3	1	3
11.5%	-	-	11.5%	-	12.5%	4.5%	14.3%	50.0%	4.4%	22.2%	-	10.0%	11.8%	6.5%	14.9%	15.4%	11.5%	10.3%	11.5%	11.5%	18.2%	2.9%	-	9.5%	10.0%	16.0%
16	-	-	16	-	3	8	4	1	11	3	-	-	16	6	10	3	5	8	11	5	7	9	-	9	4	3
24.4%	-	-	24.4%	-	10.0%	40.9%	35.7%	50.0%	28.9%	16.7%	-	-	27.9%	22.6%	25.5%	23.1%	23.1%	25.6%	25.0%	23.1%	18.2%	32.4%	-	26.2%	50.0%	12.0%
66	-	-	66	-	34	19	12	2	38	15	4	8	57	26	40	11	22	33	44	22	37	29	1	35	8	21
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%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 127

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Pays the living wage as a minimum – currently £9.15 per hour in London and £7.85 in the rest of the UK

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	4384	1738	2646	896	1404	2082	359	736	1093	1582	3772	331	199	82	311	3599	474	1433	2166	1101	1083	1007	1081	1985	2113
Weighted Total	4376	1764	2611	892	1402	2081	361	736	1090	1576	3764	331	199	82	300	3611	464	1428	2183	1089	1081	1010	1086	1949	2136
0	183	90	92	27	53	104	15	30	37	76	158	10	9	5	17	129	37	51	78	60	51	35	32	124	47
	4.2%	5.1%	3.5%	3.0%	3.8%	5.0%	4.1%	4.1%	3.4%	4.8%	4.2%	3.1%	4.6%	6.2%	5.6%	3.6%	8.1%	3.6%	3.6%	5.5%	4.7%	3.5%	2.9%	6.3%	2.2%
1	72	34	38	15	20	37	8	21	13	21	62	4	5	1	9	57	7	24	33	23	11	21	17	47	17
	1.7%	1.9%	1.5%	1.6%	1.4%	1.8%	2.2%	2.8%	1.2%	1.3%	1.7%	1.2%	2.4%	1.3%	3.0%	1.6%	1.5%	1.7%	1.5%	2.1%	1.0%	2.1%	1.6%	2.4%	0.8%
2	55	23	32	11	14	29	4	16	12	17	49	4	1	1	3	47	5	20	27	15	16	9	14	35	14
	1.3%	1.3%	1.2%	1.3%	1.0%	1.4%	1.1%	2.2%	1.1%	1.1%	1.3%	1.2%	*	1.3%	1.1%	1.3%	1.0%	1.4%	1.2%	1.4%	1.5%	0.9%	1.2%	1.8%	0.7%
3	83	36	47	17	25	41	8	19	19	26	72	7	3	1	3	68	11	31	38	29	20	14	17	47	31
	1.9%	2.0%	1.8%	1.9%	1.8%	2.0%	2.1%	2.6%	1.7%	1.7%	1.9%	2.0%	1.6%	1.3%	1.1%	1.9%	2.4%	2.1%	1.7%	2.7%	1.8%	1.4%	1.6%	2.4%	1.4%
4	97	45	52	30	27	40	9	15	35	24	83	8	4	2	7	75	15	26	49	35	26	7	27	57	35
	2.2%	2.6%	2.0%	3.4%	1.9%	1.9%	2.5%	2.0%	3.2%	1.6%	2.2%	2.3%	2.1%	2.3%	2.3%	2.1%	3.1%	1.9%	2.2%	3.2%	2.4%	0.7%	2.5%	2.9%	1.6%
5	284	125	159	61	84	138	21	45	55	123	244	22	15	2	17	222	44	77	146	66	75	74	62	114	132
	6.5%	7.1%	6.1%	6.8%	6.0%	6.6%	5.8%	6.2%	5.0%	7.8%	6.5%	6.7%	7.5%	2.6%	5.8%	6.2%	9.5%	5.4%	6.7%	6.1%	7.0%	7.3%	5.7%	5.8%	6.2%
6	324	152	172	86	111	127	35	44	77	126	282	25	11	6	32	254	38	86	168	87	73	82	74	149	162
	7.4%	8.6%	6.6%	9.6%	7.9%	6.1%	9.8%	6.0%	7.0%	8.0%	7.5%	7.6%	5.4%	7.3%	10.6%	7.0%	8.1%	6.0%	7.7%	8.0%	6.7%	8.1%	6.8%	7.6%	7.5%
7	504	229	275	102	178	224	38	90	120	177	425	38	33	8	32	434	38	161	272	139	132	114	106	217	253
	11.5%	13.0%	10.5%	11.4%	12.7%	10.8%	10.6%	12.2%	11.0%	11.2%	11.3%	11.4%	16.7%	9.6%	10.7%	12.0%	8.3%	11.3%	12.5%	12.8%	12.2%	11.3%	9.8%	11.1%	11.8%
8	591	237	354	106	191	294	48	110	155	214	527	32	22	10	39	504	47	220	284	129	159	123	166	236	330
	13.5%	13.4%	13.5%	11.9%	13.6%	14.1%	13.4%	14.9%	14.2%	13.6%	14.0%	9.6%	10.9%	12.2%	13.1%	14.0%	10.2%	15.4%	13.0%	11.8%	14.7%	12.2%	15.3%	12.1%	15.4%
9	532	200	332	104	165	264	49	80	136	187	452	48	22	10	32	448	52	187	261	113	126	140	140	213	281
	12.2%	11.3%	12.7%	11.6%	11.7%	12.7%	13.7%	10.9%	12.5%	11.8%	12.0%	14.5%	11.0%	12.2%	10.6%	12.4%	11.3%	13.1%	12.0%	10.4%	11.7%	13.8%	12.9%	10.9%	13.2%
10	1652	593	1059	334	534	783	126	266	432	585	1408	133	74	36	109	1373	170	546	828	392	393	390	431	710	835
	37.8%	33.6%	40.5%	37.5%	38.1%	37.6%	34.7%	36.1%	39.7%	37.1%	37.4%	40.3%	37.3%	43.8%	36.2%	38.0%	36.5%	38.2%	37.9%	36.0%	36.3%	38.6%	39.7%	36.4%	39.1%
SIGMA	4376	1764	2611	892	1402	2081	361	736	1090	1576	3764	331	199	82	300	3611	464	1428	2183	1089	1081	1010	1086	1949	2136
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 128

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Pays the living wage as a minimum – currently £9.15 per hour in London and £7.85 in the rest of the UK

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	4384	503	666	805	2410	3135	740	407	102	2569	1456	123	933	3451	1964	2420	955	1120	2309	2362	2022	2646	1738	211	2187	601	1385
Weighted Total	4376	419	710	678	2569	3143	730	403	100	2572	1450	119	936	3440	1968	2408	949	1107	2320	2356	2019	2655	1720	213	2177	599	1387
0	183	25	41	28	90	108	35	32	8	124	39	3	18	165	58	124	36	43	104	115	68	109	74	29	96	17	41
	4.2%	6.0%	5.7%	4.1%	3.5%	3.4%	4.8%	7.9%	7.6%	4.8%	2.7%	2.5%	1.9%	4.8%	3.0%	5.2%	3.8%	3.8%	4.5%	4.9%	3.4%	4.1%	4.3%	13.5%	4.4%	2.8%	3.0%
1	72	12	14	13	34	36	18	15	3	49	18	3	13	59	27	45	18	23	31	41	31	43	29	5	42	8	17
	1.7%	2.8%	2.0%	1.9%	1.3%	1.2%	2.5%	3.7%	3.2%	1.9%	1.3%	2.5%	1.4%	1.7%	1.4%	1.9%	1.9%	2.1%	1.3%	1.7%	1.6%	1.6%	1.7%	2.3%	1.9%	1.4%	1.2%
2	55	7	10	7	32	37	11	7	-	32	18	-	9	46	21	34	11	20	24	38	17	30	25	2	37	3	13
	1.3%	1.6%	1.4%	1.0%	1.2%	1.2%	1.5%	1.7%	-	1.3%	1.2%	-	1.0%	1.3%	1.1%	1.4%	1.1%	1.8%	1.0%	1.6%	0.8%	1.1%	1.4%	0.9%	1.7%	*	1.0%
3	83	11	13	10	49	60	13	9	1	46	31	1	17	65	42	40	20	17	46	43	40	50	33	3	45	13	21
	1.9%	2.6%	1.8%	1.5%	1.9%	1.9%	1.8%	2.2%	1.1%	1.8%	2.2%	0.7%	1.9%	1.9%	2.2%	1.7%	2.1%	1.5%	2.0%	1.8%	2.0%	1.9%	1.9%	1.5%	2.1%	2.2%	1.5%
4	97	16	11	12	59	59	24	10	4	57	30	5	15	82	45	52	27	26	43	65	32	65	31	5	45	10	38
	2.2%	3.8%	1.5%	1.7%	2.3%	1.9%	3.3%	2.4%	3.8%	2.2%	2.1%	4.1%	1.6%	2.4%	2.3%	2.1%	2.9%	2.4%	1.9%	2.8%	1.6%	2.5%	1.8%	2.5%	2.1%	1.6%	2.7%
5	284	23	37	39	184	208	45	27	4	147	102	14	46	238	113	171	60	68	155	167	116	181	103	17	137	36	93
	6.5%	5.6%	5.3%	5.7%	7.2%	6.6%	6.1%	6.7%	4.0%	5.7%	7.1%	11.6%	4.9%	6.9%	5.7%	7.1%	6.3%	6.2%	6.7%	7.1%	5.8%	6.8%	6.0%	8.1%	6.3%	6.1%	6.7%
6	324	32	45	32	215	245	59	19	1	173	126	6	68	255	170	153	89	82	153	217	106	214	110	15	168	42	100
	7.4%	7.6%	6.3%	4.7%	8.4%	7.8%	8.0%	4.6%	1.1%	6.7%	8.7%	5.0%	7.3%	7.4%	8.7%	6.4%	9.4%	7.4%	6.6%	9.2%	5.3%	8.1%	6.4%	7.0%	7.7%	6.9%	7.2%
7	504	38	76	69	321	380	85	28	11	294	180	10	125	379	255	249	123	132	249	293	211	318	186	19	236	64	185
	11.5%	9.1%	10.7%	10.2%	12.5%	12.1%	11.7%	6.9%	11.3%	11.4%	12.4%	8.4%	13.3%	11.0%	13.0%	10.3%	13.0%	11.9%	10.7%	12.4%	10.5%	12.0%	10.8%	8.9%	10.9%	10.6%	13.3%
8	591	48	111	81	351	462	90	27	12	359	189	13	130	461	291	300	135	144	311	336	255	341	250	26	276	92	197
	13.5%	11.5%	15.6%	11.9%	13.7%	14.7%	12.4%	6.7%	11.7%	14.0%	13.1%	10.9%	13.8%	13.4%	14.8%	12.4%	14.3%	13.0%	13.4%	14.3%	12.6%	12.8%	14.5%	12.1%	12.7%	15.3%	14.2%
9	532	46	75	92	320	393	92	39	7	314	175	23	112	420	244	288	119	135	278	280	252	315	217	9	292	65	167
	12.2%	10.9%	10.5%	13.5%	12.4%	12.5%	12.6%	9.7%	7.5%	12.2%	12.1%	18.9%	11.9%	12.2%	12.4%	12.0%	12.5%	12.2%	12.0%	11.9%	12.5%	11.8%	12.6%	4.3%	13.4%	10.8%	12.0%
10	1652	161	279	297	915	1155	258	191	49	976	540	42	383	1269	700	952	311	417	924	761	891	991	661	84	804	250	515
	37.8%	38.6%	39.3%	43.7%	35.6%	36.7%	35.3%	47.4%	48.7%	37.9%	37.3%	35.4%	41.0%	36.9%	35.6%	39.5%	32.8%	37.7%	39.8%	32.3%	44.1%	37.3%	38.4%	39.2%	36.9%	41.7%	37.1%
SIGMA	4376	419	710	678	2569	3143	730	403	100	2572	1450	119	936	3440	1968	2408	949	1107	2320	2356	2019	2655	1720	213	2177	599	1387
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 129

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Provides work-related training

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
4269	1685	2584	867	1405	1995	360	720	1072	1513	3665	323	195	86	307	3517	445	1372	2145	1056	1067	969	1074	1875	2066
4271	1713	2558	865	1404	2000	364	721	1070	1512	3668	322	195	86	297	3537	437	1372	2165	1047	1068	974	1080	1846	2091
487	205	282	48	120	318	37	77	113	180	408	43	26	9	34	370	83	153	216	110	119	125	121	199	233
11.4%	12.0%	11.0%	5.5%	8.5%	15.9%	10.3%	10.7%	10.6%	11.9%	11.1%	13.5%	13.6%	10.4%	11.8%	10.4%	19.0%	11.2%	10.0%	10.5%	11.1%	12.8%	11.2%	10.8%	11.2%
170	67	103	15	40	115	7	25	49	69	150	10	3	6	7	133	30	64	69	46	41	37	39	79	77
4.0%	3.9%	4.0%	1.7%	2.9%	5.7%	1.9%	3.5%	4.6%	4.6%	4.1%	3.2%	1.7%	7.2%	2.4%	3.8%	6.9%	4.7%	3.2%	4.4%	3.8%	3.8%	3.6%	4.3%	3.7%
225	109	116	26	72	127	12	41	59	76	187	21	7	9	6	195	24	75	120	44	58	59	61	82	121
5.3%	6.3%	4.5%	3.0%	5.1%	6.3%	3.3%	5.6%	5.5%	5.0%	5.1%	6.6%	3.5%	10.9%	2.0%	5.5%	5.4%	5.5%	5.6%	4.2%	5.4%	6.1%	5.7%	4.4%	5.8%
276	106	170	56	95	125	23	60	73	90	247	13	13	3	23	230	22	86	144	61	63	61	81	122	133
6.5%	6.2%	6.6%	6.5%	6.8%	6.2%	6.4%	8.4%	6.8%	6.0%	6.7%	4.1%	6.6%	3.4%	7.8%	6.5%	5.1%	6.3%	6.7%	5.9%	5.9%	6.3%	7.5%	6.6%	6.4%
265	103	162	48	91	126	25	36	68	92	221	24	17	3	19	216	29	91	125	63	73	64	58	122	122
6.2%	6.0%	6.3%	5.6%	6.5%	6.3%	6.9%	5.0%	6.4%	6.1%	6.0%	7.5%	8.6%	3.2%	6.5%	6.1%	6.7%	6.6%	5.8%	6.0%	6.9%	6.5%	5.3%	6.6%	5.8%
619	235	384	116	206	297	49	107	140	228	524	56	28	11	37	516	67	207	309	149	173	132	154	263	295
14.5%	13.7%	15.0%	13.5%	14.7%	14.8%	13.4%	14.9%	13.1%	15.1%	14.3%	17.5%	14.3%	12.3%	12.4%	14.6%	15.2%	15.1%	14.3%	14.2%	16.2%	13.6%	14.3%	14.3%	14.1%
577	227	349	136	195	246	41	89	142	216	489	42	32	14	39	489	49	176	313	147	144	113	160	251	287
13.5%	13.3%	13.7%	15.7%	13.9%	12.3%	11.4%	12.3%	13.3%	14.3%	13.3%	13.0%	16.5%	16.3%	13.0%	13.8%	11.2%	12.9%	14.4%	14.0%	13.5%	11.6%	14.8%	13.6%	13.7%
637	271	365	172	215	250	53	114	163	216	546	48	28	14	58	532	46	202	330	150	165	157	146	277	319
14.9%	15.8%	14.3%	19.9%	15.3%	12.5%	14.6%	15.9%	15.2%	14.3%	14.9%	14.9%	14.5%	16.6%	19.7%	15.0%	10.6%	14.7%	15.2%	14.3%	15.4%	16.1%	13.5%	15.0%	15.3%
459	182	277	105	165	189	52	75	114	171	412	32	11	4	29	394	36	151	243	118	106	107	116	198	234
10.7%	10.6%	10.8%	12.2%	11.7%	9.4%	14.3%	10.3%	10.7%	11.3%	11.2%	10.0%	5.8%	4.4%	9.7%	11.1%	8.3%	11.0%	11.2%	11.3%	9.9%	11.0%	10.8%	10.7%	11.2%
206	87	118	53	77	76	27	32	55	66	181	9	12	4	18	167	20	63	104	56	41	47	59	94	98
4.8%	5.1%	4.6%	6.1%	5.5%	3.8%	7.5%	4.4%	5.2%	4.4%	4.9%	2.8%	6.2%	4.7%	6.1%	4.7%	4.7%	4.6%	4.8%	5.3%	3.9%	4.9%	5.5%	5.1%	4.7%
351	120	230	90	129	132	37	64	94	108	303	22	17	9	27	294	30	102	192	102	85	71	84	157	171
8.2%	7.0%	9.0%	10.4%	9.2%	6.6%	10.1%	8.9%	8.8%	7.1%	8.2%	6.8%	8.7%	10.6%	9.0%	8.3%	6.8%	7.5%	8.9%	9.8%	8.0%	7.3%	7.8%	8.5%	8.2%
4271	1713	2558	865	1404	2000	364	721	1070	1512	3668	322	195	86	297	3537	437	1372	2165	1047	1068	974	1080	1846	2091
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 130

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Provides work-related training

Unweighted Total

Weighted Total

0

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SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
4269	472	643	757	2397	3051	723	398	97	2494	1434	120	933	3336	1969	2300	897	1090	2282	2347	1922	2616	1653	198	2086	590	1395	
4271	393	685	638	2555	3067	714	395	96	2500	1434	116	939	3332	1974	2297	893	1081	2296	2346	1925	2629	1642	200	2083	589	1399	
487	52	61	67	307	352	65	53	17	331	118	10	86	401	174	312	59	101	327	329	158	266	220	29	255	53	150	
11.4%	13.3%	8.9%	10.4%	12.0%	11.5%	9.2%	13.3%	17.5%	13.2%	8.2%	8.8%	9.1%	12.0%	8.8%	13.6%	6.6%	9.3%	14.2%	14.0%	8.2%	10.1%	13.4%	14.3%	12.3%	9.0%	10.7%	
170	17	19	31	103	116	32	20	3	111	49	2	30	140	66	104	31	43	96	106	64	95	75	11	94	18	48	
4.0%	4.2%	2.8%	4.9%	4.0%	3.8%	4.5%	5.0%	2.9%	4.4%	3.4%	1.4%	3.2%	4.2%	3.3%	4.5%	3.4%	4.0%	4.2%	4.5%	3.3%	3.6%	4.6%	5.4%	4.5%	3.0%	3.4%	
225	14	25	34	152	172	38	10	4	136	74	11	36	189	103	122	40	48	137	134	91	133	92	11	120	21	72	
5.3%	3.6%	3.6%	5.3%	6.0%	5.6%	5.3%	2.6%	4.5%	5.5%	5.1%	9.1%	3.8%	5.7%	5.2%	5.3%	4.4%	4.5%	6.0%	5.7%	4.7%	5.0%	5.6%	5.5%	5.8%	3.6%	5.2%	
276	24	48	39	165	219	35	21	2	169	80	8	62	214	127	149	53	81	142	169	107	170	106	10	133	46	87	
6.5%	6.1%	7.0%	6.1%	6.5%	7.1%	4.9%	5.2%	2.0%	6.7%	5.6%	6.9%	6.6%	6.4%	6.5%	6.5%	5.9%	7.5%	6.2%	7.2%	5.6%	6.5%	6.5%	5.0%	6.4%	7.8%	6.2%	
265	22	42	34	167	183	42	34	6	135	112	10	49	216	115	150	50	70	145	150	115	154	111	16	125	39	85	
6.2%	5.7%	6.1%	5.3%	6.5%	6.0%	5.9%	8.6%	6.0%	5.4%	7.8%	8.2%	5.2%	6.5%	5.8%	6.5%	5.6%	6.5%	6.3%	6.4%	6.0%	5.9%	6.7%	8.1%	6.0%	6.7%	6.1%	
619	55	85	87	392	440	110	54	16	343	215	13	119	501	282	338	115	152	353	336	283	365	254	29	316	79	195	
14.5%	14.0%	12.4%	13.6%	15.4%	14.3%	15.4%	13.7%	16.4%	13.7%	15.0%	10.9%	12.6%	15.0%	14.3%	14.7%	12.9%	14.0%	15.4%	14.3%	14.7%	13.9%	15.5%	14.6%	15.1%	13.4%	14.0%	
577	47	108	83	339	411	109	48	9	325	203	23	150	427	278	299	139	158	280	303	273	369	208	23	274	89	191	
13.5%	12.1%	15.7%	12.9%	13.3%	13.4%	15.3%	12.1%	9.6%	13.0%	14.2%	20.1%	15.9%	12.8%	14.1%	13.0%	15.5%	14.6%	12.2%	12.9%	14.2%	14.0%	12.7%	11.3%	13.1%	15.2%	13.7%	
637	61	117	88	371	452	116	53	16	355	232	14	140	497	313	324	163	166	308	324	312	416	220	29	284	105	218	
14.9%	15.5%	17.1%	13.7%	14.5%	14.7%	16.3%	13.5%	16.2%	14.2%	16.2%	12.0%	14.9%	14.9%	15.9%	14.1%	18.2%	15.3%	13.4%	13.8%	16.2%	15.8%	13.4%	14.6%	13.6%	17.8%	15.6%	
459	37	78	83	261	334	80	37	9	269	161	12	116	343	218	241	112	123	224	235	224	284	175	23	217	57	162	
10.7%	9.3%	11.4%	13.1%	10.2%	10.9%	11.2%	9.3%	9.1%	10.8%	11.2%	10.2%	12.3%	10.3%	11.0%	10.5%	12.5%	11.3%	9.8%	10.0%	11.7%	10.8%	10.6%	11.6%	10.4%	9.7%	11.6%	
206	25	37	34	110	143	37	18	8	120	69	5	57	148	113	92	54	52	100	100	105	142	64	4	96	24	82	
4.8%	6.4%	5.4%	5.3%	4.3%	4.7%	5.2%	4.5%	8.4%	4.8%	4.8%	4.5%	6.1%	4.5%	5.7%	4.0%	6.0%	4.8%	4.3%	4.3%	5.5%	5.4%	3.9%	2.1%	4.6%	4.1%	5.8%	
351	38	66	60	187	246	50	48	7	206	122	9	94	257	185	166	79	88	184	160	191	234	117	15	170	57	109	
8.2%	9.7%	9.6%	9.4%	7.3%	8.0%	7.0%	12.3%	7.5%	8.3%	8.5%	7.8%	10.0%	7.7%	9.4%	7.2%	8.8%	8.1%	8.0%	6.8%	9.9%	8.9%	7.1%	7.5%	8.2%	9.7%	7.8%	
4271	393	685	638	2555	3067	714	395	96	2500	1434	116	939	3332	1974	2297	893	1081	2296	2346	1925	2629	1642	200	2083	589	1399	
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 131

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Offers job rotation – i.e., allows employees to move between different roles

Unweighted Total
Weighted Total

0

1

2

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SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
4728	1854	2874	951	1535	2240	384	793	1182	1709	4068	360	210	90	329	3917	482	1537	2380	1162	1173	1080	1193	2060	2298
4723	1883	2840	948	1534	2240	387	793	1179	1704	4062	361	210	90	318	3933	473	1534	2398	1151	1173	1082	1199	2025	2322
131	63	67	15	32	84	9	21	25	53	108	10	10	2	12	79	39	44	34	42	25	28	32	62	52
2.8%	3.4%	2.4%	1.6%	2.1%	3.7%	2.2%	2.7%	2.1%	3.1%	2.7%	2.8%	4.9%	2.1%	3.9%	2.0%	8.3%	2.9%	1.4%	3.7%	2.1%	2.6%	2.7%	3.1%	2.2%
54	28	26	4	14	36	2	11	7	28	49	5	-	-	3	39	12	20	19	20	9	13	8	38	14
1.1%	1.5%	0.9%	*	0.9%	1.6%	0.6%	1.4%	0.6%	1.7%	1.2%	1.4%	-	-	0.9%	1.0%	2.5%	1.3%	0.8%	1.7%	0.8%	1.2%	0.7%	1.9%	0.6%
74	31	43	10	18	46	5	17	12	32	65	4	4	1	4	58	13	21	37	19	13	16	24	39	32
1.6%	1.7%	1.5%	1.1%	1.2%	2.1%	1.3%	2.1%	1.0%	1.9%	1.6%	1.1%	1.8%	1.2%	1.2%	1.5%	2.7%	1.4%	1.5%	1.6%	1.1%	1.4%	2.0%	1.9%	1.4%
97	39	58	27	29	42	7	23	24	28	82	8	6	1	6	79	12	34	45	31	29	11	27	59	31
2.1%	2.1%	2.0%	2.8%	1.9%	1.9%	1.8%	2.9%	2.1%	1.6%	2.0%	2.3%	3.0%	1.2%	1.9%	2.0%	2.5%	2.2%	1.9%	2.7%	2.4%	1.0%	2.3%	2.9%	1.3%
120	57	63	24	36	60	10	16	30	44	98	9	12	-	15	97	7	35	63	40	30	25	21	57	48
2.5%	3.0%	2.2%	2.5%	2.3%	2.7%	2.5%	2.0%	2.5%	2.6%	2.4%	2.5%	5.8%	-	4.7%	2.5%	1.6%	2.3%	2.6%	3.5%	2.6%	2.3%	1.8%	2.8%	2.0%
409	178	231	78	126	205	29	70	105	156	360	29	13	7	24	340	46	141	199	104	105	104	91	187	178
8.7%	9.5%	8.1%	8.3%	8.2%	9.2%	7.6%	8.8%	8.9%	9.1%	8.9%	8.0%	6.3%	8.3%	7.4%	8.6%	9.7%	9.2%	8.3%	9.1%	9.0%	9.6%	7.6%	9.3%	7.7%
541	240	302	128	186	228	59	94	125	190	467	47	17	10	42	440	59	155	285	143	143	123	121	250	248
11.5%	12.7%	10.6%	13.5%	12.1%	10.2%	15.1%	11.9%	10.6%	11.2%	11.5%	13.2%	7.9%	11.3%	13.3%	11.2%	12.5%	10.1%	11.9%	12.5%	12.2%	11.4%	10.1%	12.3%	10.7%
707	297	410	145	231	330	51	120	188	256	615	48	31	13	43	595	70	244	351	170	170	178	171	306	358
15.0%	15.8%	14.4%	15.3%	15.1%	14.8%	13.2%	15.1%	16.0%	15.0%	15.1%	13.2%	14.8%	14.1%	13.4%	15.1%	14.7%	15.9%	14.6%	14.8%	14.5%	16.5%	14.3%	15.1%	15.4%
723	303	419	151	231	341	58	127	178	249	611	57	38	17	44	615	64	225	390	150	184	169	200	298	373
15.3%	16.1%	14.8%	15.9%	15.1%	15.2%	14.9%	16.0%	15.1%	14.6%	15.0%	15.8%	18.0%	18.6%	14.0%	15.6%	13.5%	14.7%	16.2%	13.0%	15.7%	15.6%	16.7%	14.7%	16.1%
576	217	359	89	208	279	48	79	161	215	503	36	25	12	42	484	50	194	291	119	130	138	167	202	320
12.2%	11.5%	12.6%	9.4%	13.5%	12.5%	12.4%	9.9%	13.7%	12.6%	12.4%	10.0%	11.9%	13.2%	13.1%	12.3%	10.5%	12.6%	12.1%	10.3%	11.1%	12.8%	13.9%	10.0%	13.8%
1291	429	862	276	424	589	110	216	324	454	1104	107	53	27	83	1106	102	422	684	313	335	277	337	527	668
27.3%	22.8%	30.3%	29.2%	27.6%	26.3%	28.4%	27.2%	27.5%	26.6%	27.2%	29.7%	25.4%	29.9%	26.1%	28.1%	21.5%	27.5%	28.5%	27.2%	28.6%	25.6%	28.1%	26.0%	28.8%
4723	1883	2840	948	1534	2240	387	793	1179	1704	4062	361	210	90	318	3933	473	1534	2398	1151	1173	1082	1199	2025	2322
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 132

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Offers job rotation – i.e., allows employees to move between different roles

Unweighted Total

Weighted Total

0

1

2

3

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5

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SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSE, Other	A-Levels	Degree
4728	516	695	878	2639	3406	777	438	107	2716	1626	134	1032	3696	2122	2606	1019	1180	2529	2506	2222	2876	1852	226	2321	650	1531
4723	429	741	740	2813	3417	767	434	105	2722	1621	130	1036	3687	2126	2597	1013	1169	2541	2506	2217	2888	1835	229	2313	648	1533
131	19	27	10	75	94	17	13	7	95	22	1	12	118	46	84	16	34	81	103	27	57	73	16	71	14	31
2.8%	4.5%	3.6%	1.4%	2.7%	2.7%	2.2%	2.9%	6.6%	3.5%	1.4%	0.8%	1.2%	3.2%	2.2%	3.2%	1.6%	2.9%	3.2%	4.1%	1.2%	2.0%	4.0%	6.8%	3.1%	2.1%	2.0%
54	9	7	4	33	45	5	3	1	44	5	2	3	51	21	32	9	12	33	39	15	25	28	5	35	7	7
1.1%	2.1%	1.0%	0.6%	1.2%	1.3%	0.7%	0.7%	0.8%	1.6%	*	1.5%	*	1.4%	1.0%	1.2%	0.9%	1.0%	1.3%	1.6%	0.7%	0.9%	1.6%	2.3%	1.5%	1.0%	*
74	7	11	6	51	53	11	11	-	45	18	2	7	67	25	50	14	17	44	51	24	46	28	9	34	13	19
1.6%	1.6%	1.4%	0.8%	1.8%	1.5%	1.4%	2.5%	-	1.7%	1.1%	1.5%	0.7%	1.8%	1.2%	1.9%	1.4%	1.4%	1.7%	2.0%	1.1%	1.6%	1.5%	3.8%	1.5%	2.0%	1.2%
97	12	21	10	54	63	17	17	-	58	26	3	15	82	43	54	31	18	49	62	35	55	42	11	43	17	26
2.1%	2.7%	2.9%	1.4%	1.9%	1.9%	2.2%	4.0%	-	2.1%	1.6%	2.3%	1.5%	2.2%	2.0%	2.1%	3.0%	1.5%	1.9%	2.5%	1.6%	1.9%	2.3%	4.9%	1.9%	2.5%	1.7%
120	18	26	12	64	85	24	7	3	82	28	2	23	97	54	66	20	34	66	79	40	75	45	9	59	25	26
2.5%	4.3%	3.5%	1.6%	2.3%	2.5%	3.1%	1.6%	3.0%	3.0%	1.7%	1.6%	2.2%	2.6%	2.5%	2.5%	2.0%	2.9%	2.6%	3.2%	1.8%	2.6%	2.4%	3.9%	2.6%	3.9%	1.7%
409	38	74	40	258	296	58	44	11	252	131	5	72	338	174	236	76	99	235	223	186	242	168	26	214	67	102
8.7%	8.9%	9.9%	5.4%	9.2%	8.7%	7.6%	10.2%	10.6%	9.3%	8.1%	3.8%	6.9%	9.2%	8.2%	9.1%	7.5%	8.5%	9.2%	8.9%	8.4%	8.4%	9.1%	11.4%	9.3%	10.3%	6.7%
541	48	94	50	350	380	94	54	13	335	169	10	81	460	257	285	138	160	243	341	201	346	196	26	257	82	177
11.5%	11.2%	12.7%	6.7%	12.4%	11.1%	12.3%	12.4%	12.5%	12.3%	10.4%	7.5%	7.8%	12.5%	12.1%	11.0%	13.7%	13.6%	9.6%	13.6%	9.1%	12.0%	10.7%	11.4%	11.1%	12.7%	11.5%
707	60	127	81	439	516	128	46	16	421	230	21	144	563	326	381	152	172	382	362	345	421	286	25	363	95	224
15.0%	14.0%	17.1%	10.9%	15.6%	15.1%	16.7%	10.6%	15.3%	15.4%	14.2%	16.5%	13.9%	15.3%	15.3%	14.7%	15.0%	14.7%	15.0%	14.5%	15.5%	14.6%	15.6%	10.8%	15.7%	14.7%	14.6%
723	56	112	110	446	541	114	60	8	401	272	13	174	549	319	403	148	180	395	375	348	465	258	34	351	95	242
15.3%	13.0%	15.1%	14.8%	15.8%	15.8%	14.8%	13.9%	7.7%	14.7%	16.8%	10.3%	16.8%	14.9%	15.0%	15.5%	14.6%	15.4%	15.5%	15.0%	15.7%	16.1%	14.1%	15.1%	15.2%	14.7%	15.8%
576	47	60	107	362	432	87	47	9	312	226	25	152	423	261	315	130	131	315	280	296	368	208	22	274	56	224
12.2%	10.9%	8.1%	14.5%	12.9%	12.6%	11.3%	10.9%	8.7%	11.5%	14.0%	19.0%	14.7%	11.5%	12.3%	12.1%	12.9%	11.2%	12.4%	11.2%	13.3%	12.7%	11.3%	9.5%	11.5%	8.7%	14.6%
1291	116	183	311	681	912	212	131	37	677	496	46	352	939	600	691	278	314	699	590	701	787	504	46	612	177	455
27.3%	26.9%	24.7%	42.0%	24.2%	26.7%	27.6%	30.1%	34.7%	24.9%	30.6%	35.2%	34.0%	25.5%	28.2%	26.6%	27.5%	26.8%	27.5%	23.6%	31.6%	27.3%	27.4%	20.1%	26.5%	27.4%	29.7%
4723	429	741	740	2813	3417	767	434	105	2722	1621	130	1036	3687	2126	2597	1013	1169	2541	2506	2217	2888	1835	229	2313	648	1533
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 133

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Offers flexible working – where the employee can vary hours and shifts to suit them – for example job sharing, working part-time, or choosing to work hours around caring

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	4480	1765	2715	921	1452	2107	368	761	1112	1617	3858	336	201	85	322	3691	467	1445	2246	1118	1108	1018	1133	1939	2186
Weighted Total	4479	1794	2685	918	1453	2109	371	762	1110	1615	3857	336	201	85	310	3712	457	1444	2268	1108	1108	1021	1140	1906	2210
0	255	136	118	25	57	173	26	46	62	79	214	21	13	8	13	205	36	61	145	57	67	57	61	113	116
	5.7%	7.6%	4.4%	2.7%	3.9%	8.2%	7.0%	6.1%	5.6%	4.9%	5.5%	6.1%	6.4%	9.0%	4.2%	5.5%	7.9%	4.2%	6.4%	5.2%	6.1%	5.6%	5.3%	5.9%	5.3%
1	106	49	56	11	25	69	7	20	27	36	90	13	1	1	4	91	10	40	52	29	21	27	26	53	47
	2.3%	2.7%	2.1%	1.2%	1.7%	3.3%	1.9%	2.6%	2.4%	2.3%	2.3%	4.0%	*	1.3%	1.2%	2.5%	2.2%	2.7%	2.3%	2.6%	1.9%	2.6%	2.2%	2.8%	2.1%
2	108	55	54	14	35	59	6	25	18	37	86	11	4	7	2	96	11	30	66	26	21	23	36	46	57
	2.4%	3.0%	2.0%	1.5%	2.4%	2.8%	1.7%	3.3%	1.6%	2.3%	2.2%	3.3%	2.0%	8.5%	0.5%	2.6%	2.3%	2.1%	2.9%	2.4%	1.9%	2.2%	3.2%	2.4%	2.6%
3	163	81	82	28	49	86	7	22	53	62	143	11	7	1	11	134	19	51	83	41	40	37	39	88	65
	3.6%	4.5%	3.1%	3.0%	3.4%	4.1%	1.9%	2.9%	4.8%	3.8%	3.7%	3.4%	3.5%	1.3%	3.4%	3.6%	4.1%	3.5%	3.7%	3.7%	3.6%	3.7%	3.4%	4.6%	2.9%
4	139	76	63	32	43	64	15	23	25	58	121	13	5	-	13	112	13	36	77	38	35	26	39	68	55
	3.1%	4.2%	2.3%	3.5%	3.0%	3.0%	4.0%	3.0%	2.2%	3.6%	3.1%	3.8%	2.5%	-	4.2%	3.0%	2.9%	2.5%	3.4%	3.4%	3.1%	2.5%	3.4%	3.5%	2.5%
5	424	196	229	79	134	211	34	79	93	158	363	38	15	8	30	347	48	109	238	110	111	102	92	187	197
	9.5%	10.9%	8.5%	8.6%	9.2%	10.0%	9.1%	10.4%	8.3%	9.8%	9.4%	11.3%	7.6%	9.3%	9.6%	9.3%	10.4%	7.6%	10.5%	9.9%	10.0%	10.0%	8.1%	9.8%	8.9%
6	489	226	263	118	154	217	50	82	129	155	415	38	23	12	37	407	45	145	262	128	138	108	103	219	231
	10.9%	12.6%	9.8%	12.9%	10.6%	10.3%	13.4%	10.7%	11.6%	9.6%	10.8%	11.4%	11.5%	14.0%	11.8%	11.0%	9.8%	10.0%	11.6%	11.5%	12.5%	10.6%	9.0%	11.5%	10.5%
7	719	301	417	177	229	312	76	117	164	266	623	49	37	9	49	589	81	218	371	186	193	157	168	327	347
	16.0%	16.8%	15.5%	19.3%	15.8%	14.8%	20.6%	15.4%	14.8%	16.4%	16.2%	14.7%	18.6%	10.3%	15.9%	15.9%	17.7%	15.1%	16.3%	16.8%	17.4%	15.4%	14.7%	17.2%	15.7%
8	668	256	412	135	246	288	50	128	170	231	578	43	37	11	52	560	56	233	327	149	164	153	179	271	355
	14.9%	14.3%	15.4%	14.7%	16.9%	13.6%	13.4%	16.8%	15.3%	14.3%	15.0%	12.9%	18.1%	12.8%	16.8%	15.1%	12.3%	16.1%	14.4%	13.5%	14.8%	15.0%	15.7%	14.2%	16.1%
9	462	141	321	98	159	205	32	79	117	179	406	28	22	5	33	381	48	178	203	100	103	117	136	166	261
	10.3%	7.8%	12.0%	10.7%	10.9%	9.7%	8.5%	10.4%	10.5%	11.1%	10.5%	8.5%	11.0%	6.3%	10.6%	10.3%	10.5%	12.3%	9.0%	9.0%	9.3%	11.5%	11.9%	8.7%	11.8%
10	947	278	669	201	322	424	68	141	254	354	818	69	37	23	67	790	91	344	445	243	215	213	263	369	478
	21.2%	15.5%	24.9%	21.9%	22.2%	20.1%	18.5%	18.6%	22.9%	21.9%	21.2%	20.6%	18.4%	27.3%	21.7%	21.3%	19.9%	23.8%	19.6%	22.0%	19.4%	20.9%	23.0%	19.3%	21.6%
SIGMA	4479	1794	2685	918	1453	2109	371	762	1110	1615	3857	336	201	85	310	3712	457	1444	2268	1108	1108	1021	1140	1906	2210
	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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 134

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Offers flexible working – where the employee can vary hours and shifts to suit them – for example job sharing, working part-time, or choosing to work hours around caring

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	4480	482	647	823	2528	3224	734	421	101	2582	1529	133	978	3502	2041	2439	957	1136	2387	2426	2054	2722	1758	208	2189	621	1462
Weighted Total	4479	401	690	693	2695	3237	725	418	99	2588	1527	128	984	3495	2046	2433	952	1126	2401	2425	2053	2736	1743	210	2185	620	1465
0	255	24	31	39	161	182	34	32	7	167	71	5	50	205	76	179	35	65	155	160	95	170	85	25	134	19	76
	5.7%	6.0%	4.5%	5.6%	6.0%	5.6%	4.7%	7.7%	7.1%	6.5%	4.7%	4.0%	5.1%	5.9%	3.7%	7.4%	3.7%	5.7%	6.5%	6.6%	4.6%	6.2%	4.9%	12.0%	6.1%	3.1%	5.2%
1	106	11	27	11	56	70	20	12	2	69	30	4	27	78	35	70	19	23	63	58	47	60	45	14	61	12	18
	2.3%	2.7%	3.9%	1.6%	2.1%	2.2%	2.8%	2.9%	2.1%	2.6%	1.9%	3.0%	2.7%	2.2%	1.7%	2.9%	2.0%	2.0%	2.6%	2.4%	2.3%	2.2%	2.6%	6.8%	2.8%	2.0%	1.2%
2	108	12	21	9	66	78	20	6	5	65	35	5	27	82	40	68	24	21	64	62	46	79	30	4	62	11	31
	2.4%	2.9%	3.1%	1.3%	2.5%	2.4%	2.7%	1.4%	4.9%	2.5%	2.3%	3.8%	2.7%	2.3%	2.0%	2.8%	2.5%	1.8%	2.7%	2.6%	2.2%	2.9%	1.7%	1.8%	2.9%	1.9%	2.1%
3	163	17	16	19	111	121	21	17	3	97	49	3	31	131	68	95	34	47	82	85	78	102	61	12	91	21	40
	3.6%	4.1%	2.3%	2.8%	4.1%	3.7%	3.0%	4.2%	2.8%	3.7%	3.2%	2.3%	3.2%	3.8%	3.3%	3.9%	3.6%	4.2%	3.4%	3.5%	3.8%	3.7%	3.5%	5.5%	4.2%	3.4%	2.7%
4	139	16	22	19	81	99	22	15	3	87	42	5	28	111	65	74	35	37	67	92	47	91	47	10	72	25	31
	3.1%	3.9%	3.2%	2.8%	3.0%	3.1%	3.1%	3.5%	3.0%	3.4%	2.7%	4.0%	2.8%	3.2%	3.2%	3.0%	3.7%	3.3%	2.8%	3.8%	2.3%	3.3%	2.7%	4.9%	3.3%	4.0%	2.1%
5	424	31	60	63	271	297	72	44	11	257	133	6	75	349	170	254	86	107	231	235	189	276	149	27	216	60	121
	9.5%	7.7%	8.7%	9.1%	10.0%	9.2%	10.0%	10.6%	10.7%	9.9%	8.7%	4.9%	7.6%	10.0%	8.3%	10.5%	9.1%	9.5%	9.6%	9.7%	9.2%	10.1%	8.5%	13.0%	9.9%	9.7%	8.3%
6	489	44	77	64	304	371	79	33	5	284	167	15	119	370	243	246	126	127	236	309	180	329	160	21	222	58	187
	10.9%	11.0%	11.1%	9.2%	11.3%	11.5%	11.0%	8.0%	5.4%	11.0%	10.9%	11.4%	12.1%	10.6%	11.9%	10.1%	13.2%	11.3%	9.8%	12.7%	8.8%	12.0%	9.2%	10.1%	10.2%	9.3%	12.8%
7	719	62	118	110	427	525	124	50	20	398	254	23	158	561	324	395	181	187	351	409	310	454	265	32	349	104	233
	16.0%	15.4%	17.3%	15.9%	15.9%	16.2%	17.1%	12.0%	19.9%	15.4%	16.6%	18.2%	16.1%	16.0%	15.8%	16.2%	19.0%	16.6%	14.6%	16.9%	15.1%	16.6%	15.2%	15.4%	16.0%	16.8%	15.9%
8	668	52	112	114	390	501	103	50	14	407	219	12	135	533	310	358	150	167	352	353	315	404	264	23	332	88	225
	14.9%	13.1%	16.2%	16.4%	14.5%	15.5%	14.2%	12.1%	14.1%	15.7%	14.4%	9.6%	13.7%	15.3%	15.2%	14.7%	15.7%	14.8%	14.6%	14.5%	15.4%	14.8%	15.1%	11.1%	15.2%	14.2%	15.4%
9	462	42	58	78	284	347	69	38	8	252	176	13	108	354	229	233	92	115	254	232	229	253	209	9	238	58	157
	10.3%	10.6%	8.3%	11.3%	10.5%	10.7%	9.5%	9.1%	7.7%	9.8%	11.5%	10.2%	11.0%	10.1%	11.2%	9.6%	9.7%	10.2%	10.6%	9.6%	11.2%	9.3%	12.0%	4.5%	10.9%	9.3%	10.7%
10	947	91	147	166	544	646	160	119	22	505	350	37	227	721	487	460	169	231	548	430	518	518	430	31	407	163	346
	21.2%	22.6%	21.3%	23.9%	20.2%	20.0%	22.0%	28.6%	22.4%	19.5%	22.9%	28.6%	23.0%	20.6%	23.8%	18.9%	17.7%	20.5%	22.8%	17.7%	25.2%	18.9%	24.6%	15.0%	18.6%	26.3%	23.6%
SIGMA	4479	401	690	693	2695	3237	725	418	99	2588	1527	128	984	3495	2046	2433	952	1126	2401	2425	2053	2736	1743	210	2185	620	1465
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 135

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Provides a discount to staff on goods and/or services offered as part of their business eg. a discount off shopping in store

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	4463	1762	2701	897	1472	2092	371	750	1108	1619	3848	336	194	85	313	3692	458	1447	2245	1090	1104	1031	1125	1969	2154
Weighted Total	4466	1791	2675	896	1471	2097	374	751	1108	1617	3851	336	194	85	303	3714	449	1449	2266	1081	1107	1035	1132	1939	2181
0	671	273	398	73	173	425	50	112	159	249	569	60	29	13	49	521	101	209	312	151	165	150	183	237	348
	15.0%	15.2%	14.9%	8.2%	11.7%	20.3%	13.3%	14.9%	14.4%	15.4%	14.8%	17.8%	15.1%	14.7%	16.1%	14.0%	22.5%	14.4%	13.8%	14.0%	14.9%	14.5%	16.2%	12.2%	16.0%
1	225	85	139	16	74	135	12	39	64	83	198	17	8	2	13	179	33	77	102	57	48	57	59	92	109
	5.0%	4.8%	5.2%	1.7%	5.1%	6.4%	3.2%	5.2%	5.7%	5.1%	5.1%	5.0%	4.3%	2.2%	4.3%	4.8%	7.4%	5.3%	4.5%	5.3%	4.3%	5.5%	5.2%	4.7%	5.0%
2	263	109	154	45	64	154	14	54	62	97	227	20	12	4	12	221	31	95	126	58	62	73	69	99	146
	5.9%	6.1%	5.8%	5.0%	4.4%	7.4%	3.7%	7.2%	5.6%	6.0%	5.9%	6.0%	6.2%	5.0%	3.9%	5.9%	6.9%	6.5%	5.6%	5.4%	5.6%	7.1%	6.1%	5.1%	6.7%
3	242	102	141	44	69	129	21	36	66	90	212	20	8	3	16	199	27	73	126	43	60	57	77	88	130
	5.4%	5.7%	5.3%	4.9%	4.7%	6.2%	5.6%	4.7%	6.0%	5.5%	5.5%	5.9%	3.9%	3.5%	5.4%	5.4%	6.1%	5.0%	5.6%	3.9%	5.4%	5.5%	6.8%	4.5%	6.0%
4	243	91	152	59	74	111	29	34	51	105	219	13	6	5	27	190	26	68	122	55	62	55	66	89	136
	5.4%	5.1%	5.7%	6.6%	5.0%	5.3%	7.8%	4.6%	4.6%	6.5%	5.7%	3.8%	3.1%	6.0%	8.9%	5.1%	5.8%	4.7%	5.4%	5.1%	5.6%	5.3%	5.8%	4.6%	6.2%
5	596	232	363	134	196	265	44	111	134	231	520	36	29	11	33	498	65	167	331	126	162	138	155	228	308
	13.3%	13.0%	13.6%	14.9%	13.3%	12.7%	11.7%	14.8%	12.1%	14.3%	13.5%	10.8%	14.7%	12.5%	11.0%	13.4%	14.4%	11.5%	14.6%	11.6%	14.7%	13.4%	13.7%	11.7%	14.1%
6	510	225	285	129	196	184	36	79	129	197	441	29	27	13	42	427	40	161	267	139	125	117	121	247	234
	11.4%	12.6%	10.6%	14.5%	13.3%	8.8%	9.5%	10.6%	11.6%	12.2%	11.5%	8.5%	14.0%	14.7%	13.9%	11.5%	9.0%	11.1%	11.8%	12.8%	11.3%	11.3%	10.7%	12.7%	10.7%
7	546	242	304	128	220	198	67	92	142	165	465	52	16	13	41	457	48	153	304	121	146	130	133	225	284
	12.2%	13.5%	11.4%	14.3%	14.9%	9.5%	17.9%	12.2%	12.8%	10.2%	12.1%	15.4%	8.4%	14.8%	13.5%	12.3%	10.8%	10.5%	13.4%	11.2%	13.2%	12.6%	11.8%	11.6%	13.0%
8	449	180	268	99	174	176	39	80	129	147	395	29	21	4	30	386	33	162	224	117	105	107	107	228	193
	10.0%	10.1%	10.0%	11.1%	11.8%	8.4%	10.5%	10.7%	11.6%	9.1%	10.2%	8.7%	10.7%	5.0%	9.9%	10.4%	7.4%	11.2%	9.9%	10.9%	9.5%	10.3%	9.5%	11.7%	8.8%
9	248	97	151	66	84	98	22	36	50	94	202	23	13	9	16	216	15	84	132	66	59	63	55	128	111
	5.5%	5.4%	5.6%	7.4%	5.7%	4.7%	6.0%	4.8%	4.5%	5.8%	5.2%	7.0%	6.8%	10.7%	5.4%	5.8%	3.4%	5.8%	5.8%	6.1%	5.3%	6.1%	4.8%	6.6%	5.1%
10	473	153	320	103	147	222	41	78	124	160	402	37	25	9	24	421	29	200	221	148	112	89	107	278	182
	10.6%	8.6%	12.0%	11.5%	10.0%	10.6%	10.9%	10.4%	11.2%	9.9%	10.4%	11.1%	12.7%	10.7%	7.8%	11.3%	6.4%	13.8%	9.7%	13.7%	10.2%	8.6%	9.4%	14.4%	8.3%
SIGMA	4466	1791	2675	896	1471	2097	374	751	1108	1617	3851	336	194	85	303	3714	449	1449	2266	1081	1107	1035	1132	1939	2181
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 136

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Provides a discount to staff on goods and/or services offered as part of their business eg. a discount off shopping in store

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
Unweighted Total	4463	506	694	775	2488	3193	745	421	104	2614	1476	127	959	3504	2014	2449	939	1142	2382	2395	2068	2723	1740	217	2196	611	1439
Weighted Total	4466	421	740	653	2652	3208	738	418	102	2622	1476	123	967	3499	2021	2444	936	1132	2398	2396	2070	2738	1728	219	2194	611	1442
0	671	46	33	134	458	470	103	83	15	391	217	24	133	538	246	425	93	164	414	424	247	376	295	40	340	80	212
	15.0%	10.9%	4.5%	20.5%	17.3%	14.7%	14.0%	19.8%	15.1%	14.9%	14.7%	19.7%	13.8%	15.4%	12.2%	17.4%	10.0%	14.5%	17.2%	17.7%	11.9%	13.7%	17.1%	18.3%	15.5%	13.0%	14.7%
1	225	27	17	40	141	165	35	19	6	129	74	15	42	183	101	124	31	57	137	143	82	130	95	17	107	34	67
	5.0%	6.5%	2.3%	6.1%	5.3%	5.1%	4.7%	4.5%	6.2%	4.9%	5.0%	12.0%	4.3%	5.2%	5.0%	5.1%	3.3%	5.0%	5.7%	6.0%	3.9%	4.8%	5.5%	7.7%	4.9%	5.5%	4.6%
2	263	19	18	45	181	203	32	24	4	151	95	9	53	210	103	160	50	74	139	155	108	143	120	12	124	32	94
	5.9%	4.5%	2.4%	6.8%	6.8%	6.3%	4.3%	5.8%	3.5%	5.8%	6.4%	7.6%	5.5%	6.0%	5.1%	6.6%	5.3%	6.6%	5.8%	6.5%	5.2%	5.2%	6.9%	5.6%	5.7%	5.3%	6.5%
3	242	23	13	50	157	168	53	19	3	138	86	5	46	196	87	155	42	62	138	137	106	159	84	10	101	29	102
	5.4%	5.5%	1.7%	7.6%	5.9%	5.2%	7.1%	4.5%	2.9%	5.3%	5.8%	3.8%	4.8%	5.6%	4.3%	6.3%	4.5%	5.5%	5.8%	5.7%	5.1%	5.8%	4.8%	4.8%	4.6%	4.7%	7.1%
4	243	29	17	33	164	180	43	15	6	132	91	11	47	197	117	126	61	65	117	145	98	152	91	15	114	35	79
	5.4%	6.9%	2.3%	5.0%	6.2%	5.6%	5.8%	3.5%	6.0%	5.0%	6.2%	8.6%	4.8%	5.6%	5.8%	5.2%	6.5%	5.8%	4.9%	6.1%	4.7%	5.6%	5.3%	6.9%	5.2%	5.7%	5.5%
5	596	45	43	94	414	435	98	49	14	340	203	19	108	487	277	318	133	131	332	311	285	379	216	26	289	89	192
	13.3%	10.7%	5.8%	14.5%	15.6%	13.6%	13.3%	11.7%	13.5%	13.0%	13.7%	15.3%	11.2%	13.9%	13.7%	13.0%	14.2%	11.6%	13.8%	13.0%	13.8%	13.8%	12.5%	11.8%	13.2%	14.6%	13.3%
6	510	56	72	72	309	359	91	52	9	295	169	17	121	389	257	253	128	140	242	298	211	328	182	21	252	73	164
	11.4%	13.2%	9.8%	11.1%	11.7%	11.2%	12.3%	12.4%	8.7%	11.3%	11.5%	13.6%	12.5%	11.1%	12.7%	10.4%	13.6%	12.4%	10.1%	12.5%	10.2%	12.0%	10.5%	9.5%	11.5%	12.0%	11.4%
7	546	47	113	66	320	391	102	44	10	324	186	10	129	417	284	262	131	153	262	286	260	367	179	16	257	70	203
	12.2%	11.3%	15.3%	10.1%	12.1%	12.2%	13.8%	10.5%	9.4%	12.4%	12.6%	7.8%	13.3%	11.9%	14.1%	10.7%	14.0%	13.5%	10.9%	11.9%	12.6%	13.4%	10.4%	7.4%	11.7%	11.4%	14.1%
8	449	42	129	52	226	333	68	33	14	278	133	6	108	341	229	219	120	104	224	205	244	280	169	19	237	59	134
	10.0%	9.9%	17.4%	8.0%	8.5%	10.4%	9.3%	8.0%	13.9%	10.6%	9.0%	5.1%	11.2%	9.7%	11.4%	9.0%	12.8%	9.2%	9.3%	8.5%	11.8%	10.2%	9.8%	8.8%	10.8%	9.6%	9.3%
9	248	32	82	29	104	187	40	20	1	157	78	4	61	187	122	125	58	61	128	112	135	151	96	8	124	39	76
	5.5%	7.7%	11.1%	4.4%	3.9%	5.8%	5.4%	4.8%	1.0%	6.0%	5.3%	3.3%	6.3%	5.3%	6.0%	5.1%	6.2%	5.4%	5.3%	4.7%	6.5%	5.5%	5.6%	3.7%	5.6%	6.4%	5.3%
10	473	54	203	39	178	318	74	61	20	286	144	4	120	354	197	276	89	120	265	180	293	272	201	34	249	71	119
	10.6%	12.8%	27.4%	5.9%	6.7%	9.9%	10.1%	14.6%	19.8%	10.9%	9.8%	3.1%	12.4%	10.1%	9.8%	11.3%	9.5%	10.6%	11.1%	7.5%	14.2%	9.9%	11.7%	15.6%	11.3%	11.7%	8.3%
SIGMA	4466	421	740	653	2652	3208	738	418	102	2622	1476	123	967	3499	2021	2444	936	1132	2398	2396	2070	2738	1728	219	2194	611	1442
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 137

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Offers a discount scheme for goods and services supplied by other businesses e.g. money off shopping at a range of shops or on line, discounts on holidays

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	4385	1733	2652	880	1439	2064	356	736	1091	1582	3765	339	194	87	303	3628	454	1417	2211	1059	1084	1024	1106	1928	2121
Weighted Total	4381	1762	2620	877	1438	2064	359	737	1087	1579	3762	339	193	87	292	3645	444	1415	2230	1048	1083	1027	1113	1895	2144
0	678	298	380	67	164	445	47	121	154	243	566	56	43	14	47	521	110	205	315	160	173	156	172	263	341
	15.5%	16.9%	14.5%	7.7%	11.4%	21.5%	13.2%	16.4%	14.2%	15.4%	15.0%	16.4%	22.0%	15.9%	16.1%	14.3%	24.7%	14.5%	14.1%	15.3%	16.0%	15.2%	15.4%	13.9%	15.9%
1	230	80	150	25	64	140	16	31	69	90	205	10	7	7	17	185	28	85	100	54	48	60	60	96	107
	5.2%	4.5%	5.7%	2.9%	4.4%	6.8%	4.4%	4.2%	6.3%	5.7%	5.4%	3.0%	3.6%	8.6%	5.7%	5.1%	6.2%	6.0%	4.5%	5.1%	4.4%	5.8%	5.4%	5.1%	5.0%
2	258	115	144	40	81	138	18	50	69	87	224	22	8	4	7	217	34	89	128	55	73	43	84	103	136
	5.9%	6.5%	5.5%	4.6%	5.6%	6.7%	5.1%	6.8%	6.3%	5.5%	6.0%	6.6%	4.0%	4.4%	2.5%	5.9%	7.7%	6.3%	5.7%	5.2%	6.7%	4.2%	7.5%	5.4%	6.3%
3	313	113	200	63	95	155	15	48	86	121	271	22	16	3	24	256	33	108	148	68	73	80	83	141	146
	7.1%	6.4%	7.6%	7.2%	6.6%	7.5%	4.3%	6.6%	7.9%	7.7%	7.2%	6.5%	8.5%	3.4%	8.2%	7.0%	7.3%	7.7%	6.6%	6.5%	6.8%	7.8%	7.4%	7.5%	6.8%
4	299	124	175	58	104	137	28	50	72	111	261	21	9	8	21	243	36	91	151	70	73	76	74	128	151
	6.8%	7.0%	6.7%	6.7%	7.2%	6.6%	7.8%	6.8%	6.6%	7.0%	6.9%	6.1%	4.7%	9.8%	7.2%	6.7%	8.0%	6.5%	6.8%	6.7%	6.8%	7.4%	6.6%	6.8%	7.0%
5	610	236	373	132	192	285	46	102	138	233	519	50	29	12	37	507	66	163	344	142	162	141	153	272	267
	13.9%	13.4%	14.3%	15.1%	13.4%	13.8%	12.7%	13.9%	12.7%	14.7%	13.8%	14.8%	14.9%	13.7%	12.7%	13.9%	14.8%	11.5%	15.4%	13.5%	14.9%	13.8%	13.7%	14.4%	12.4%
6	538	213	325	135	204	199	36	100	134	193	462	45	22	9	38	463	37	173	290	121	140	133	136	230	275
	12.3%	12.1%	12.4%	15.4%	14.2%	9.6%	10.0%	13.6%	12.3%	12.2%	12.3%	13.1%	11.4%	10.3%	12.9%	12.7%	8.4%	12.3%	13.0%	11.5%	12.9%	13.0%	12.2%	12.1%	12.8%
7	546	239	307	136	202	209	51	78	150	189	469	45	23	9	41	465	40	182	283	143	130	124	130	244	278
	12.5%	13.6%	11.7%	15.5%	14.0%	10.1%	14.3%	10.6%	13.8%	12.0%	12.5%	13.1%	12.0%	10.8%	14.0%	12.8%	9.1%	12.8%	12.7%	13.7%	12.0%	12.0%	11.7%	12.9%	13.0%
8	429	167	262	111	149	169	45	80	94	153	372	35	13	8	30	367	32	160	207	110	94	120	95	191	207
	9.8%	9.5%	10.0%	12.7%	10.4%	8.2%	12.6%	10.9%	8.7%	9.7%	9.9%	10.3%	6.9%	9.8%	10.2%	10.1%	7.3%	11.3%	9.3%	10.5%	8.6%	11.7%	8.6%	10.1%	9.6%
9	185	66	119	40	80	65	24	30	45	63	162	11	8	4	15	162	9	55	107	43	40	41	55	86	90
	4.2%	3.7%	4.6%	4.6%	5.6%	3.1%	6.7%	4.0%	4.2%	4.0%	4.3%	3.4%	4.2%	4.7%	5.0%	4.4%	2.0%	3.9%	4.8%	4.1%	3.7%	4.0%	4.9%	4.5%	4.2%
10	295	111	185	69	103	123	33	46	76	96	250	23	15	7	16	260	20	104	156	83	77	53	73	140	147
	6.7%	6.3%	7.0%	7.9%	7.2%	6.0%	9.1%	6.3%	7.0%	6.1%	6.7%	6.7%	7.8%	8.6%	5.4%	7.1%	4.5%	7.3%	7.0%	7.9%	7.1%	5.2%	6.5%	7.4%	6.8%
SIGMA	4381	1762	2620	877	1438	2064	359	737	1087	1579	3762	339	193	87	292	3645	444	1415	2230	1048	1083	1027	1113	1895	2144
	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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 138

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Offers a discount scheme for goods and services supplied by other businesses e.g. money off shopping at a range of shops or on line, discounts on holidays

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	4385	492	647	797	2449	3151	731	404	99	2568	1466	118	957	3428	1993	2392	898	1123	2364	2356	2029	2686	1699	198	2167	608	1412	
Weighted Total	4381	409	690	672	2610	3160	722	401	97	2572	1462	115	961	3420	1997	2384	895	1112	2375	2354	2027	2698	1683	199	2161	607	1414	
0	678	62	70	101	444	483	99	76	20	424	191	21	121	557	233	445	95	165	418	442	235	375	303	44	349	83	202	
	15.5%	15.0%	10.2%	15.1%	17.0%	15.3%	13.7%	18.9%	20.3%	16.5%	13.1%	18.7%	12.6%	16.3%	11.6%	18.7%	10.6%	14.8%	17.6%	18.8%	11.6%	13.9%	18.0%	22.3%	16.1%	13.6%	14.3%	
1	230	21	34	45	130	179	31	16	5	144	65	9	41	189	86	144	43	58	128	139	91	122	108	16	109	34	71	
	5.2%	5.1%	4.9%	6.6%	5.0%	5.7%	4.2%	3.9%	4.8%	5.6%	4.5%	7.8%	4.2%	5.5%	4.3%	6.0%	4.9%	5.2%	5.4%	5.9%	4.5%	4.5%	6.4%	8.0%	5.0%	5.6%	5.0%	
2	258	25	25	36	173	192	38	24	5	158	83	8	54	205	109	150	47	71	140	152	107	150	108	11	120	38	89	
	5.9%	6.1%	3.6%	5.4%	6.6%	6.1%	5.2%	6.0%	4.8%	6.1%	5.7%	7.0%	5.6%	6.0%	5.4%	6.3%	5.3%	6.4%	5.9%	6.4%	5.3%	5.6%	6.4%	5.5%	5.6%	6.3%	6.3%	
3	313	28	41	57	187	241	49	21	2	172	105	13	63	250	142	171	59	81	173	166	147	188	125	10	153	44	105	
	7.1%	6.9%	5.9%	8.5%	7.1%	7.6%	6.8%	5.1%	2.0%	6.7%	7.2%	11.2%	6.6%	7.3%	7.1%	7.2%	6.6%	7.2%	7.3%	7.0%	7.2%	7.0%	7.4%	5.2%	7.1%	7.2%	7.4%	
4	299	26	49	42	182	209	53	29	7	173	102	11	53	246	146	153	61	79	160	175	124	188	112	18	131	44	106	
	6.8%	6.3%	7.1%	6.3%	7.0%	6.6%	7.4%	7.3%	7.2%	6.7%	7.0%	9.6%	5.5%	7.2%	7.3%	6.4%	6.8%	7.1%	6.7%	7.4%	6.1%	7.0%	6.6%	9.0%	6.1%	7.3%	7.5%	
5	610	46	77	96	391	448	94	56	11	357	196	16	121	489	283	327	125	151	334	316	294	391	219	24	304	94	188	
	13.9%	11.2%	11.1%	14.3%	15.0%	14.2%	13.0%	14.1%	11.4%	13.9%	13.4%	14.0%	12.6%	14.3%	14.2%	13.7%	13.9%	13.6%	14.1%	13.4%	14.5%	14.5%	13.0%	12.0%	14.0%	15.5%	13.3%	
6	538	52	84	87	314	387	105	38	8	321	187	14	119	419	262	276	133	141	263	279	259	349	189	17	254	81	187	
	12.3%	12.8%	12.2%	12.9%	12.0%	12.2%	14.5%	9.6%	8.5%	12.5%	12.8%	12.2%	12.4%	12.3%	13.1%	11.6%	14.9%	12.7%	11.1%	11.9%	12.8%	12.9%	11.2%	8.4%	11.7%	13.4%	13.2%	
7	546	57	109	74	306	387	101	51	7	322	192	9	139	407	287	259	123	148	275	266	281	354	192	17	276	70	183	
	12.5%	14.0%	15.8%	11.0%	11.7%	12.3%	14.0%	12.6%	7.2%	12.5%	13.1%	7.8%	14.5%	11.9%	14.4%	10.9%	13.8%	13.3%	11.6%	11.3%	13.8%	13.1%	11.4%	8.6%	12.8%	11.5%	13.0%	
8	429	35	81	65	248	319	67	32	10	227	169	4	125	304	216	213	116	98	215	200	230	268	161	14	220	54	141	
	9.8%	8.5%	11.7%	9.7%	9.5%	10.1%	9.3%	8.0%	10.5%	8.8%	11.5%	3.3%	13.0%	8.9%	10.8%	8.9%	13.0%	8.8%	9.0%	8.5%	11.3%	10.0%	9.5%	7.3%	10.2%	8.9%	10.0%	
9	185	27	41	33	85	132	37	9	7	109	63	3	44	141	96	89	42	40	103	97	89	125	60	5	94	22	64	
	4.2%	6.5%	5.9%	4.9%	3.3%	4.2%	5.2%	2.2%	7.2%	4.3%	4.3%	2.6%	4.6%	4.1%	4.8%	3.7%	4.7%	3.6%	4.3%	4.1%	4.4%	4.6%	3.6%	2.3%	4.4%	3.6%	4.5%	
10	295	31	80	35	149	183	48	49	16	165	109	7	82	214	137	158	50	80	166	124	171	189	107	23	151	43	79	
	6.7%	7.5%	11.6%	5.3%	5.7%	5.8%	6.6%	12.2%	16.1%	6.4%	7.5%	5.7%	8.5%	6.3%	6.9%	6.6%	5.6%	7.2%	7.0%	5.3%	8.4%	7.0%	6.3%	11.3%	7.0%	7.0%	5.6%	
SIGMA	4381	409	690	672	2610	3160	722	401	97	2572	1462	115	961	3420	1997	2384	895	1112	2375	2354	2027	2698	1683	199	2161	607	1414	
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 139

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Provides assistance with childcare

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

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9

10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
3935	1546	2389	783	1330	1821	331	666	990	1405	3392	284	183	76	269	3235	431	1257	1978	963	980	891	1017	1725	1913
3935	1572	2363	783	1329	1822	333	667	988	1404	3392	284	183	76	261	3252	422	1256	1996	955	981	894	1023	1695	1938
1100	441	659	139	241	719	79	186	263	410	938	87	59	17	74	849	177	346	503	258	271	264	273	490	501
28.0%	28.1%	27.9%	17.8%	18.2%	39.4%	23.7%	27.9%	26.6%	29.2%	27.7%	30.6%	32.0%	21.8%	28.8%	26.1%	41.9%	27.5%	25.2%	27.0%	27.7%	29.6%	26.7%	28.9%	25.8%
303	100	204	30	73	201	23	59	88	94	263	24	13	3	21	238	44	100	138	73	65	84	74	140	137
7.7%	6.3%	8.6%	3.8%	5.5%	11.0%	6.8%	8.8%	8.9%	6.7%	7.8%	8.4%	6.9%	4.2%	8.0%	7.3%	10.5%	8.0%	6.9%	7.6%	6.7%	9.4%	7.2%	8.2%	7.1%
230	97	133	43	64	123	17	47	59	80	204	14	9	3	16	190	24	68	121	55	59	46	68	103	113
5.8%	6.2%	5.6%	5.5%	4.8%	6.7%	5.2%	7.1%	6.0%	5.7%	6.0%	4.8%	5.0%	3.9%	6.0%	5.8%	5.8%	5.4%	6.1%	5.7%	6.0%	5.2%	6.7%	6.1%	5.8%
247	105	142	44	90	113	18	44	67	90	219	16	7	5	15	208	24	74	134	62	64	61	54	94	136
6.3%	6.7%	6.0%	5.7%	6.8%	6.2%	5.5%	6.7%	6.8%	6.4%	6.5%	5.8%	3.7%	6.4%	5.6%	6.4%	5.8%	5.9%	6.7%	6.5%	6.5%	6.8%	5.3%	5.5%	7.0%
182	74	107	38	63	81	13	23	43	80	158	10	10	4	10	159	13	60	99	46	48	39	41	76	88
4.6%	4.7%	4.5%	4.8%	4.7%	4.4%	3.8%	3.4%	4.3%	5.7%	4.7%	3.5%	5.5%	4.7%	3.8%	4.9%	3.1%	4.8%	4.9%	4.8%	4.9%	4.4%	4.0%	4.5%	4.5%
464	180	284	110	159	195	28	76	107	187	398	37	22	7	24	391	49	149	242	117	113	102	126	197	226
11.8%	11.4%	12.0%	14.0%	12.0%	10.7%	8.4%	11.3%	10.9%	13.3%	11.7%	13.2%	12.0%	9.2%	9.2%	12.0%	11.7%	11.9%	12.1%	12.2%	11.6%	11.4%	12.3%	11.6%	11.7%
364	163	201	105	150	109	34	71	95	108	308	27	20	9	29	303	31	111	193	90	93	70	106	167	177
9.2%	10.4%	8.5%	13.5%	11.3%	6.0%	10.1%	10.6%	9.6%	7.7%	9.1%	9.5%	10.8%	12.1%	11.1%	9.3%	7.4%	8.8%	9.7%	9.4%	9.5%	7.9%	10.4%	9.8%	9.1%
386	169	218	103	175	107	47	64	90	131	332	27	16	11	22	342	22	133	209	89	105	84	100	151	219
9.8%	10.7%	9.2%	13.2%	13.2%	5.9%	14.2%	9.6%	9.1%	9.3%	9.8%	9.5%	8.8%	14.3%	8.5%	10.5%	5.1%	10.6%	10.5%	9.3%	10.7%	9.3%	9.7%	8.9%	11.3%
245	101	144	53	130	62	23	41	63	91	217	14	10	4	13	225	8	86	139	59	53	65	67	103	132
6.2%	6.4%	6.1%	6.8%	9.8%	3.4%	6.8%	6.1%	6.4%	6.5%	6.4%	5.0%	5.6%	5.3%	4.9%	6.9%	1.9%	6.9%	7.0%	6.2%	5.4%	7.2%	6.6%	6.1%	6.8%
144	55	89	41	56	47	20	26	31	44	121	12	5	7	14	118	12	40	79	33	31	28	50	57	75
3.7%	3.5%	3.8%	5.3%	4.2%	2.6%	5.9%	3.9%	3.2%	3.1%	3.6%	4.0%	2.5%	9.5%	5.3%	3.6%	2.8%	3.2%	3.9%	3.5%	3.2%	3.1%	4.9%	3.4%	3.9%
269	86	183	76	127	66	32	30	82	89	233	17	13	6	23	229	17	89	140	73	77	51	64	118	135
6.8%	5.5%	7.8%	9.7%	9.6%	3.6%	9.6%	4.5%	8.3%	6.3%	6.9%	5.8%	7.2%	8.4%	9.0%	7.0%	4.1%	7.1%	7.0%	7.7%	7.8%	5.7%	6.3%	6.9%	7.0%
3935	1572	2363	783	1329	1822	333	667	988	1404	3392	284	183	76	261	3252	422	1256	1996	955	981	894	1023	1695	1938
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 140

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Provides assistance with childcare

Unweighted Total
Weighted Total

0

1

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SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education			
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree
3935	430	560	710	2235	2801	665	378	91	2345	1279	113	853	3082	1893	2042	786	1007	2142	2214	1721	2423	1512	181	1963	530	1261
3935	358	597	598	2382	2814	658	374	89	2349	1279	109	859	3076	1899	2036	783	999	2153	2216	1720	2434	1501	182	1960	529	1264
1100	116	179	154	651	813	150	109	28	717	287	36	190	910	287	813	180	271	649	629	471	613	487	80	579	139	302
28.0%	32.3%	30.0%	25.8%	27.3%	28.9%	22.8%	29.2%	31.6%	30.5%	22.4%	32.7%	22.2%	29.6%	15.1%	39.9%	23.0%	27.1%	30.1%	28.4%	27.4%	25.2%	32.4%	43.8%	29.5%	26.4%	23.9%
303	34	49	54	166	206	51	38	9	193	89	9	61	243	106	197	47	82	174	174	130	166	138	17	165	40	82
7.7%	9.5%	8.2%	9.0%	7.0%	7.3%	7.7%	10.1%	10.2%	8.2%	6.9%	8.0%	7.1%	7.9%	5.6%	9.7%	6.0%	8.2%	8.1%	7.8%	7.5%	6.8%	9.2%	9.2%	8.4%	7.5%	6.5%
230	25	33	35	136	166	40	18	5	124	81	10	50	180	110	120	43	54	133	147	83	138	91	9	118	32	70
5.8%	7.0%	5.5%	5.9%	5.7%	5.9%	6.1%	4.8%	6.0%	5.3%	6.3%	8.7%	5.8%	5.9%	5.8%	5.9%	5.4%	5.4%	6.2%	6.6%	4.8%	5.7%	6.1%	5.1%	6.0%	6.1%	5.5%
247	24	33	35	155	180	44	18	6	140	87	6	57	190	128	120	51	75	121	140	107	163	84	14	130	35	68
6.3%	6.7%	5.5%	5.9%	6.5%	6.4%	6.6%	4.7%	6.9%	6.0%	6.8%	5.4%	6.7%	6.2%	6.7%	5.9%	6.5%	7.5%	5.6%	6.3%	6.2%	6.7%	5.6%	7.7%	6.6%	6.6%	5.4%
182	9	31	24	118	138	33	6	4	109	65	2	34	148	85	97	32	52	98	98	84	111	71	10	76	32	65
4.6%	2.6%	5.2%	3.9%	5.0%	4.9%	5.0%	1.6%	4.8%	4.6%	5.1%	1.5%	3.9%	4.8%	4.5%	4.8%	4.1%	5.2%	4.5%	4.4%	4.9%	4.6%	4.7%	5.3%	3.9%	6.0%	5.1%
464	35	65	74	290	327	82	44	11	265	157	13	94	370	235	229	105	113	246	252	212	291	173	23	233	67	141
11.8%	9.8%	10.9%	12.4%	12.2%	11.6%	12.5%	11.8%	12.8%	11.3%	12.3%	11.4%	11.0%	12.0%	12.4%	11.2%	13.4%	11.3%	11.4%	11.4%	12.3%	12.0%	11.5%	12.6%	11.9%	12.6%	11.1%
364	37	52	40	235	265	67	25	6	214	126	15	91	273	225	139	89	93	182	232	132	251	113	5	166	48	144
9.2%	10.5%	8.8%	6.6%	9.8%	9.4%	10.2%	6.7%	6.9%	9.1%	9.9%	14.2%	10.5%	8.9%	11.9%	6.8%	11.3%	9.3%	8.5%	10.5%	7.7%	10.3%	7.5%	2.8%	8.5%	9.2%	11.4%
386	21	62	65	239	274	68	39	6	215	152	5	109	277	249	138	95	100	192	201	186	263	123	9	188	51	138
9.8%	5.8%	10.4%	10.8%	10.0%	9.7%	10.3%	10.3%	6.4%	9.2%	11.9%	4.7%	12.7%	9.0%	13.1%	6.8%	12.1%	10.0%	8.9%	9.1%	10.8%	10.8%	8.2%	4.7%	9.6%	9.7%	10.9%
245	20	37	38	150	171	50	22	3	132	97	7	56	190	174	72	65	56	124	131	115	162	83	5	120	28	93
6.2%	5.6%	6.3%	6.3%	6.3%	6.1%	7.6%	6.0%	3.1%	5.6%	7.6%	6.0%	6.5%	6.2%	9.1%	3.5%	8.4%	5.6%	5.8%	5.9%	6.7%	6.7%	5.5%	2.8%	6.1%	5.3%	7.3%
144	11	19	24	90	104	28	10	2	86	45	3	37	107	104	40	23	43	78	75	69	101	43	2	61	17	65
3.7%	3.0%	3.2%	4.1%	3.8%	3.7%	4.2%	2.6%	2.4%	3.7%	3.5%	2.5%	4.3%	3.5%	5.5%	1.9%	2.9%	4.3%	3.6%	3.4%	4.0%	4.1%	2.9%	1.2%	3.1%	3.1%	5.1%
269	26	36	55	152	170	46	45	8	154	93	5	81	189	196	73	54	61	154	136	133	174	95	9	125	40	96
6.8%	7.2%	6.1%	9.2%	6.4%	6.0%	7.0%	12.1%	8.8%	6.6%	7.3%	4.8%	9.4%	6.1%	10.3%	3.6%	6.9%	6.1%	7.2%	6.1%	7.8%	7.1%	6.4%	4.9%	6.4%	7.6%	7.6%
3935	358	597	598	2382	2814	658	374	89	2349	1279	109	859	3076	1899	2036	783	999	2153	2216	1720	2434	1501	182	1960	529	1264
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 141

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Provides financial advice from a third party e.g. access to a free confidential information phone line

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	3891	1574	2317	763	1292	1836	328	661	951	1409	3349	284	178	80	278	3192	421	1222	1970	947	969	908	976	1707	1879
Weighted Total	3897	1601	2296	765	1294	1838	332	665	949	1410	3356	283	178	80	269	3216	412	1224	1992	940	972	912	983	1681	1906
0	725	305	421	92	168	465	53	116	164	276	609	62	39	15	52	553	121	230	323	182	181	158	184	327	322
	18.6%	19.0%	18.3%	12.1%	13.0%	25.3%	16.1%	17.4%	17.3%	19.6%	18.2%	22.0%	21.9%	18.6%	19.3%	17.2%	29.3%	18.8%	16.2%	19.3%	18.6%	17.3%	18.8%	19.4%	16.9%
1	256	101	155	34	75	147	19	53	68	87	227	14	12	4	24	199	34	78	120	62	54	64	69	125	108
	6.6%	6.3%	6.8%	4.5%	5.8%	8.0%	5.7%	8.0%	7.2%	6.1%	6.8%	4.9%	6.5%	4.8%	8.9%	6.2%	8.2%	6.4%	6.0%	6.6%	5.6%	7.0%	7.1%	7.4%	5.7%
2	286	110	176	43	98	146	24	52	65	111	252	27	5	3	12	233	42	96	137	59	75	64	82	126	141
	7.3%	6.9%	7.7%	5.7%	7.5%	7.9%	7.2%	7.8%	6.8%	7.8%	7.5%	9.4%	2.7%	4.0%	4.4%	7.2%	10.1%	7.8%	6.9%	6.2%	7.7%	7.0%	8.3%	7.5%	7.4%
3	357	146	211	70	122	164	17	55	111	135	316	19	17	5	26	304	27	116	187	79	78	104	92	154	181
	9.2%	9.1%	9.2%	9.2%	9.4%	8.9%	5.0%	8.2%	11.6%	9.5%	9.4%	6.7%	9.4%	6.1%	9.6%	9.4%	6.6%	9.5%	9.4%	8.4%	8.0%	11.4%	9.4%	9.2%	9.5%
4	300	124	176	77	118	106	20	48	74	117	258	20	14	7	20	253	26	92	161	83	75	70	66	133	149
	7.7%	7.7%	7.7%	10.0%	9.1%	5.7%	5.9%	7.1%	7.8%	8.3%	7.7%	7.2%	7.9%	9.3%	7.5%	7.9%	6.4%	7.5%	8.1%	8.8%	7.7%	7.7%	6.7%	7.9%	7.8%
5	584	235	349	121	187	276	42	110	123	218	493	48	34	9	39	475	70	168	307	134	151	137	146	254	274
	15.0%	14.7%	15.2%	15.8%	14.5%	15.0%	12.5%	16.5%	12.9%	15.5%	14.7%	17.0%	19.2%	11.2%	14.6%	14.8%	17.0%	13.7%	15.4%	14.2%	15.6%	15.1%	14.8%	15.1%	14.4%
6	424	173	251	101	162	161	51	79	99	145	374	30	14	6	36	353	35	131	222	105	116	101	92	177	211
	10.9%	10.8%	10.9%	13.2%	12.5%	8.8%	15.5%	11.9%	10.4%	10.3%	11.2%	10.5%	7.9%	7.4%	13.3%	11.0%	8.6%	10.7%	11.1%	11.2%	12.0%	11.1%	9.4%	10.5%	11.1%
7	393	174	218	94	149	150	33	62	103	138	336	25	16	15	21	351	20	128	223	86	100	90	108	160	209
	10.1%	10.9%	9.5%	12.3%	11.5%	8.1%	9.8%	9.3%	10.9%	9.8%	10.0%	8.9%	9.2%	19.2%	7.9%	10.9%	4.9%	10.5%	11.2%	9.2%	10.3%	9.8%	11.0%	9.5%	11.0%
8	288	127	160	75	105	107	36	44	79	92	251	18	14	4	22	247	19	84	162	68	70	68	76	109	158
	7.4%	8.0%	7.0%	9.8%	8.1%	5.8%	11.0%	6.7%	8.3%	6.5%	7.5%	6.4%	8.0%	5.3%	8.1%	7.7%	4.7%	6.9%	8.1%	7.2%	7.1%	7.4%	7.7%	6.5%	8.3%
9	120	47	73	23	50	47	15	20	21	46	103	9	4	4	5	110	5	48	62	36	28	24	32	48	65
	3.1%	2.9%	3.2%	3.0%	3.9%	2.5%	4.6%	3.1%	2.2%	3.3%	3.1%	3.1%	2.3%	5.0%	1.8%	3.4%	1.2%	3.9%	3.1%	3.9%	2.8%	2.6%	3.3%	2.8%	3.4%
10	164	60	104	34	60	71	22	26	42	46	137	11	9	7	13	139	12	53	86	47	45	32	35	69	88
	4.2%	3.7%	4.5%	4.4%	4.6%	3.8%	6.6%	4.0%	4.5%	3.3%	4.1%	3.8%	5.1%	9.1%	4.7%	4.3%	3.0%	4.3%	4.3%	5.0%	4.6%	3.6%	3.6%	4.1%	4.6%
SIGMA	3897	1601	2296	765	1294	1838	332	665	949	1410	3356	283	178	80	269	3216	412	1224	1992	940	972	912	983	1681	1906
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 142

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Provides financial advice from a third party e.g. access to a free confidential information phone line

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	3891	425	554	676	2236	2775	648	381	87	2331	1249	117	849	3042	1821	2070	774	977	2140	2191	1700	2405	1486	182	1924	528	1257	
Weighted Total	3897	354	591	570	2383	2793	640	380	85	2337	1253	113	856	3042	1829	2068	773	970	2154	2195	1703	2421	1476	183	1923	527	1263	
0	725	91	106	99	431	525	97	82	22	488	174	14	111	614	241	485	107	177	442	468	257	390	336	49	389	100	188	
	18.6%	25.6%	17.9%	17.3%	18.1%	18.8%	15.1%	21.5%	25.7%	20.9%	13.9%	12.8%	13.0%	20.2%	13.2%	23.4%	13.9%	18.2%	20.5%	21.3%	15.1%	16.1%	22.7%	26.6%	20.2%	18.9%	14.9%	
1	256	36	41	41	139	187	38	26	5	161	68	11	43	213	100	156	50	65	141	156	100	143	113	19	132	35	70	
	6.6%	10.1%	6.9%	7.2%	5.8%	6.7%	6.0%	6.9%	5.5%	6.9%	5.4%	10.1%	5.0%	7.0%	5.4%	7.6%	6.5%	6.7%	6.6%	7.1%	5.9%	5.9%	7.7%	10.4%	6.9%	6.6%	5.5%	
2	286	22	43	39	183	204	50	26	6	182	91	4	50	236	135	152	52	70	165	167	119	168	119	11	151	30	94	
	7.3%	6.1%	7.2%	6.8%	7.7%	7.3%	7.8%	6.8%	7.3%	7.8%	7.3%	3.2%	5.8%	7.8%	7.4%	7.3%	6.7%	7.2%	7.6%	7.6%	7.0%	6.9%	8.0%	6.0%	7.9%	5.8%	7.4%	
3	357	32	58	51	215	269	54	30	3	217	116	11	67	290	158	199	61	94	202	208	149	223	134	16	165	55	121	
	9.2%	9.2%	9.7%	9.0%	9.0%	9.6%	8.5%	8.0%	3.5%	9.3%	9.2%	9.6%	7.8%	9.5%	8.6%	9.6%	7.9%	9.7%	9.4%	9.5%	8.7%	9.2%	9.1%	8.6%	8.6%	10.4%	9.5%	
4	300	33	38	51	177	197	65	35	3	164	104	17	69	231	169	131	66	81	153	168	132	189	111	11	149	42	99	
	7.7%	9.4%	6.5%	9.0%	7.4%	7.0%	10.2%	9.3%	3.2%	7.0%	8.3%	14.8%	8.1%	7.6%	9.3%	6.3%	8.5%	8.4%	7.1%	7.6%	7.8%	7.8%	7.5%	5.8%	7.7%	7.9%	7.9%	
5	584	44	86	90	363	435	84	54	12	332	201	17	118	466	280	304	126	140	318	301	283	361	223	30	290	82	182	
	15.0%	12.5%	14.6%	15.8%	15.3%	15.6%	13.1%	14.2%	13.7%	14.2%	16.0%	15.0%	13.8%	15.3%	15.3%	14.7%	16.3%	14.4%	14.8%	13.7%	16.6%	14.9%	15.1%	16.6%	15.1%	15.5%	14.4%	
6	424	37	72	51	264	295	86	33	10	242	149	10	110	314	213	211	96	112	216	217	207	274	150	10	199	58	157	
	10.9%	10.4%	12.3%	8.9%	11.1%	10.6%	13.4%	8.7%	12.0%	10.4%	11.9%	9.0%	12.8%	10.3%	11.6%	10.2%	12.4%	11.5%	10.0%	9.9%	12.1%	11.3%	10.2%	5.7%	10.3%	11.0%	12.4%	
7	393	17	66	56	253	287	68	30	8	218	148	15	118	275	205	187	92	99	202	219	174	277	116	15	190	47	141	
	10.1%	4.9%	11.2%	9.9%	10.6%	10.3%	10.6%	7.8%	9.5%	9.3%	11.8%	13.2%	13.7%	9.0%	11.2%	9.1%	11.9%	10.2%	9.4%	10.0%	10.2%	11.4%	7.8%	8.0%	9.9%	8.8%	11.2%	
8	288	22	35	42	189	196	58	27	6	173	100	5	84	203	165	123	78	67	143	162	125	204	84	10	120	39	119	
	7.4%	6.1%	6.0%	7.4%	7.9%	7.0%	9.1%	7.2%	7.0%	7.4%	7.9%	4.1%	9.8%	6.7%	9.0%	5.9%	10.0%	6.9%	6.7%	7.4%	7.3%	8.4%	5.7%	5.7%	6.2%	7.3%	9.4%	
9	120	11	15	19	76	85	18	12	5	67	43	3	32	88	71	49	28	23	68	53	67	80	40	3	57	15	44	
	3.1%	3.1%	2.5%	3.3%	3.2%	3.0%	2.8%	3.2%	5.5%	2.8%	3.4%	2.6%	3.7%	2.9%	3.9%	2.3%	3.6%	2.4%	3.2%	2.4%	4.0%	3.3%	2.7%	1.7%	3.0%	2.8%	3.5%	
10	164	9	31	30	94	113	22	24	6	92	61	6	54	111	92	72	18	43	104	75	89	113	51	9	80	26	49	
	4.2%	2.6%	5.2%	5.3%	3.9%	4.0%	3.4%	6.3%	7.2%	3.9%	4.9%	5.6%	6.3%	3.6%	5.0%	3.5%	2.3%	4.4%	4.8%	3.4%	5.2%	4.7%	3.5%	5.0%	4.2%	4.9%	3.9%	
SIGMA	3897	354	591	570	2383	2793	640	380	85	2337	1253	113	856	3042	1829	2068	773	970	2154	2195	1703	2421	1476	183	1923	527	1263	
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Survation.

JRF Survey
Prepared on behalf of JRF

Table 143

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Provides financial assistance to employees in need

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

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10

SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
3655	1472	2183	728	1208	1719	305	627	887	1319	3138	262	179	76	274	2958	423	1113	1845	910	900	834	926	1625	1756
3652	1494	2158	725	1206	1719	307	629	883	1317	3136	261	179	76	266	2971	415	1112	1860	902	900	835	932	1594	1778
537	226	311	63	128	345	36	96	107	207	447	46	32	12	41	403	93	167	236	135	126	120	141	244	235
14.7%	15.1%	14.4%	8.7%	10.6%	20.1%	11.9%	15.3%	12.1%	15.7%	14.3%	17.7%	17.6%	15.7%	15.5%	13.5%	22.5%	15.0%	12.7%	15.0%	14.0%	14.4%	15.2%	15.3%	13.2%
178	69	108	15	52	110	16	36	36	64	152	17	6	2	11	137	29	56	81	40	39	44	53	87	83
4.9%	4.6%	5.0%	2.1%	4.3%	6.4%	5.1%	5.8%	4.1%	4.8%	4.9%	6.7%	3.4%	2.5%	4.2%	4.6%	7.1%	5.0%	4.4%	4.4%	4.3%	5.2%	5.7%	5.5%	4.6%
190	73	118	29	59	102	5	39	44	81	169	11	5	5	16	158	16	68	90	48	33	54	52	75	96
5.2%	4.9%	5.4%	4.0%	4.9%	6.0%	1.7%	6.1%	5.0%	6.1%	5.4%	4.3%	2.7%	6.4%	6.1%	5.3%	3.9%	6.1%	4.9%	5.3%	3.7%	6.5%	5.6%	4.7%	5.4%
221	92	130	40	76	105	12	37	65	83	196	13	10	2	9	198	15	77	121	55	50	54	54	98	110
6.1%	6.1%	6.0%	5.6%	6.3%	6.1%	3.9%	5.8%	7.3%	6.3%	6.3%	5.0%	5.7%	2.5%	3.3%	6.7%	3.5%	7.0%	6.5%	6.1%	5.5%	6.5%	5.8%	6.1%	6.2%
216	90	126	42	73	100	17	43	49	74	183	14	13	6	14	170	31	71	99	67	50	48	46	103	95
5.9%	6.0%	5.8%	5.9%	6.1%	5.8%	5.5%	6.9%	5.5%	5.6%	5.8%	5.3%	7.3%	7.6%	5.4%	5.7%	7.5%	6.4%	5.3%	7.4%	5.6%	5.8%	5.0%	6.4%	5.3%
554	223	331	111	174	270	42	102	131	205	481	39	28	7	36	448	71	167	280	125	160	113	144	247	256
15.2%	14.9%	15.3%	15.3%	14.4%	15.7%	13.8%	16.3%	14.9%	15.6%	15.4%	14.8%	15.4%	8.7%	13.4%	15.1%	17.1%	15.0%	15.1%	13.9%	17.8%	13.5%	15.5%	15.5%	14.4%
484	194	290	120	185	179	33	83	132	168	415	32	25	12	35	401	48	134	267	111	126	114	122	193	260
13.3%	13.0%	13.4%	16.6%	15.3%	10.4%	10.7%	13.2%	14.9%	12.8%	13.2%	12.1%	14.1%	16.0%	13.2%	13.5%	11.7%	12.1%	14.4%	12.4%	14.0%	13.6%	13.1%	12.1%	14.6%
493	212	281	135	177	181	49	73	127	178	428	29	24	12	50	391	52	137	254	131	124	110	117	222	248
13.5%	14.2%	13.0%	18.6%	14.7%	10.6%	16.0%	11.6%	14.4%	13.5%	13.7%	11.1%	13.3%	16.0%	18.8%	13.2%	12.5%	12.4%	13.7%	14.6%	13.8%	13.2%	12.6%	13.9%	13.9%
313	125	187	79	101	132	33	41	72	116	262	29	16	6	22	263	27	109	154	75	84	73	73	138	154
8.6%	8.4%	8.7%	10.9%	8.4%	7.7%	10.7%	6.4%	8.2%	8.8%	8.4%	11.0%	8.8%	8.1%	8.5%	8.9%	6.4%	9.8%	8.3%	8.3%	9.4%	8.7%	7.8%	8.7%	8.7%
179	75	104	30	77	72	24	32	43	55	154	14	8	4	8	159	12	48	111	35	38	44	57	61	102
4.9%	5.1%	4.8%	4.2%	6.4%	4.2%	8.0%	5.0%	4.8%	4.2%	4.9%	5.2%	4.2%	5.6%	3.0%	5.4%	2.9%	4.4%	6.0%	3.9%	4.3%	5.2%	6.1%	3.8%	5.7%
286	115	172	60	103	123	39	47	76	85	247	18	13	8	23	243	21	76	167	79	69	61	72	128	139
7.8%	7.7%	8.0%	8.3%	8.6%	7.1%	12.7%	7.5%	8.6%	6.4%	7.9%	6.8%	7.4%	10.9%	8.7%	8.2%	4.9%	6.8%	9.0%	8.8%	7.7%	7.3%	7.7%	8.0%	7.8%
3652	1494	2158	725	1206	1719	307	629	883	1317	3136	261	179	76	266	2971	415	1112	1860	902	900	835	932	1594	1778
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%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey
Prepared on behalf of JRF

Table 144

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Provides financial assistance to employees in need

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

7

8

9

10

SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
3655	407	517	667	2064	2591	623	354	87	2211	1153	108	788	2867	1722	1933	736	929	1990	2116	1539	2275	1380	167	1814	510	1164	
3652	339	551	562	2200	2601	616	349	85	2212	1153	103	793	2859	1728	1924	731	920	2001	2112	1540	2282	1370	168	1808	509	1166	
537	61	87	78	311	396	75	51	16	346	153	8	92	445	182	355	66	127	344	326	211	283	254	41	291	58	146	
14.7%	17.9%	15.9%	13.8%	14.1%	15.2%	12.2%	14.5%	18.4%	15.6%	13.3%	7.4%	11.6%	15.6%	10.5%	18.5%	9.0%	13.8%	17.2%	15.5%	13.7%	12.4%	18.5%	24.5%	16.1%	11.5%	12.5%	
178	20	33	24	100	132	26	17	3	110	57	6	30	148	77	101	32	50	96	105	73	99	79	9	95	22	51	
4.9%	5.9%	6.0%	4.3%	4.6%	5.1%	4.2%	4.9%	3.5%	5.0%	4.9%	5.5%	3.7%	5.2%	4.4%	5.3%	4.4%	5.5%	4.8%	5.0%	4.7%	4.3%	5.7%	5.6%	5.3%	4.3%	4.4%	
190	17	30	32	111	145	32	11	3	114	60	2	37	153	94	96	33	40	117	111	79	107	83	7	97	31	56	
5.2%	5.2%	5.4%	5.7%	5.0%	5.6%	5.2%	3.0%	3.5%	5.2%	5.2%	1.8%	4.7%	5.4%	5.5%	5.0%	4.5%	4.4%	5.9%	5.3%	5.1%	4.7%	6.1%	4.0%	5.3%	6.1%	4.8%	
221	19	30	37	135	168	34	14	5	135	61	10	42	179	89	132	37	69	116	127	95	141	80	11	109	32	69	
6.1%	5.7%	5.4%	6.6%	6.2%	6.5%	5.8%	4.1%	5.7%	6.1%	5.3%	10.0%	5.3%	6.3%	5.2%	6.9%	5.1%	7.5%	5.8%	6.0%	6.1%	6.2%	5.8%	6.6%	6.0%	6.4%	5.9%	
216	21	35	29	131	162	39	12	3	119	77	7	47	169	115	101	51	55	109	122	94	129	87	13	101	32	70	
5.9%	6.1%	6.4%	5.1%	6.0%	6.2%	6.3%	3.5%	3.5%	5.4%	6.6%	7.2%	5.9%	5.9%	6.7%	5.2%	7.0%	6.0%	5.5%	5.8%	6.1%	5.6%	6.3%	7.8%	5.6%	6.3%	6.0%	
554	47	80	79	349	417	80	46	12	326	177	22	99	455	246	308	103	138	313	315	239	333	221	24	281	78	171	
15.2%	13.8%	14.5%	14.1%	15.8%	16.0%	12.9%	13.2%	14.2%	14.7%	15.3%	21.7%	12.5%	15.9%	14.2%	16.0%	14.1%	15.0%	15.7%	14.9%	15.5%	14.6%	16.2%	14.4%	15.5%	15.3%	14.7%	
484	45	68	72	300	356	84	38	6	293	153	13	124	360	256	228	115	118	252	278	206	329	156	17	214	71	183	
13.3%	13.3%	12.4%	12.7%	13.6%	13.7%	13.6%	10.9%	7.5%	13.3%	13.2%	12.5%	15.6%	12.6%	14.8%	11.9%	15.7%	12.9%	12.6%	13.2%	13.4%	14.4%	11.4%	9.9%	11.8%	13.9%	15.7%	
493	52	81	71	289	333	108	45	7	307	156	12	109	384	255	238	120	147	225	297	196	332	162	17	248	72	157	
13.5%	15.5%	14.7%	12.6%	13.1%	12.8%	17.6%	13.0%	8.2%	13.9%	13.5%	11.3%	13.7%	13.4%	14.8%	12.3%	16.5%	16.0%	11.3%	14.1%	12.7%	14.5%	11.8%	9.9%	13.7%	14.1%	13.4%	
313	20	42	58	193	198	68	38	8	179	111	8	88	224	162	150	82	72	159	183	130	206	106	11	164	34	103	
8.6%	5.9%	7.5%	10.3%	8.8%	7.6%	11.1%	10.8%	9.6%	8.1%	9.6%	8.2%	11.1%	7.8%	9.4%	7.8%	11.2%	7.8%	7.9%	8.7%	8.4%	9.0%	7.8%	6.7%	9.1%	6.7%	8.8%	
179	11	19	32	117	126	28	23	3	109	61	4	46	133	97	82	36	37	107	100	79	128	52	3	85	26	65	
4.9%	3.2%	3.5%	5.7%	5.3%	4.8%	4.5%	6.6%	3.2%	4.9%	5.3%	4.3%	5.9%	4.6%	5.6%	4.3%	4.9%	4.0%	5.3%	4.7%	5.1%	5.6%	3.8%	1.8%	4.7%	5.0%	5.6%	
286	26	46	51	164	170	43	54	19	174	88	10	78	208	155	131	56	66	164	148	138	196	91	15	124	53	95	
7.8%	7.6%	8.3%	9.0%	7.5%	6.5%	7.0%	15.5%	22.8%	7.9%	7.6%	10.0%	9.8%	7.3%	9.0%	6.8%	7.7%	7.2%	8.2%	7.0%	9.0%	8.6%	6.6%	8.8%	6.8%	10.3%	8.1%	
3652	339	551	562	2200	2601	616	349	85	2212	1153	103	793	2859	1728	1924	731	920	2001	2112	1540	2282	1370	168	1808	509	1166	
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 145

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Provides assistance with transport costs such as a season ticket loan for train or bus

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	4278	1690	2588	856	1408	2013	362	714	1066	1549	3691	316	189	82	299	3536	443	1351	2185	1026	1056	990	1093	1864	2082
Weighted Total	4276	1717	2559	854	1406	2015	365	715	1063	1546	3689	316	190	82	288	3555	434	1350	2205	1017	1057	993	1099	1830	2108
0	876	361	515	107	219	549	58	161	199	321	738	64	51	23	62	686	127	289	398	213	223	200	217	400	393
	20.5%	21.0%	20.1%	12.5%	15.6%	27.2%	15.8%	22.5%	18.7%	20.8%	20.0%	20.3%	26.7%	27.9%	21.6%	19.3%	29.3%	21.4%	18.0%	20.9%	21.1%	20.1%	19.8%	21.9%	18.6%
1	245	77	168	34	61	150	14	44	65	97	220	20	4	2	13	205	27	103	103	61	45	62	71	118	113
	5.7%	4.5%	6.6%	4.0%	4.4%	7.4%	3.9%	6.2%	6.1%	6.3%	6.0%	6.2%	2.1%	2.3%	4.5%	5.8%	6.2%	7.6%	4.6%	6.0%	4.2%	6.3%	6.4%	6.5%	5.4%
2	284	105	179	36	93	155	12	48	90	108	258	18	8	-	9	248	27	108	140	59	60	74	86	116	150
	6.6%	6.1%	7.0%	4.3%	6.6%	7.7%	3.2%	6.7%	8.5%	7.0%	7.0%	5.8%	4.1%	-	3.1%	7.0%	6.3%	8.0%	6.3%	5.8%	5.7%	7.5%	7.8%	6.3%	7.1%
3	295	122	174	52	96	147	25	57	90	84	256	18	12	10	17	264	15	103	160	68	82	68	70	129	140
	6.9%	7.1%	6.8%	6.1%	6.8%	7.3%	6.9%	8.0%	8.4%	5.4%	6.9%	5.8%	6.1%	11.7%	5.9%	7.4%	3.4%	7.7%	7.3%	6.7%	7.8%	6.9%	6.4%	7.0%	6.7%
4	231	90	141	54	76	101	11	42	68	80	200	18	10	3	11	195	24	70	125	51	62	56	56	105	117
	5.4%	5.3%	5.5%	6.3%	5.4%	5.0%	3.0%	5.9%	6.4%	5.2%	5.4%	5.6%	5.3%	3.6%	3.9%	5.5%	5.6%	5.2%	5.7%	5.0%	5.8%	5.6%	5.1%	5.8%	5.6%
5	532	212	320	109	184	239	44	79	109	212	443	56	26	7	28	443	61	155	288	109	125	134	150	201	271
	12.5%	12.4%	12.5%	12.8%	13.1%	11.9%	12.0%	11.1%	10.2%	13.7%	12.0%	17.9%	13.8%	8.3%	9.8%	12.5%	14.1%	11.5%	13.1%	10.7%	11.9%	13.5%	13.6%	11.0%	12.9%
6	445	188	257	112	179	154	44	77	102	159	382	38	19	6	33	363	48	122	241	111	116	96	112	207	210
	10.4%	10.9%	10.0%	13.1%	12.7%	7.6%	12.1%	10.7%	9.6%	10.3%	10.4%	11.9%	9.8%	7.8%	11.6%	10.2%	11.1%	9.0%	11.0%	10.9%	11.0%	9.7%	10.2%	11.3%	10.0%
7	454	196	258	123	176	156	48	64	115	163	389	31	25	9	41	380	33	135	245	114	111	104	106	196	226
	10.6%	11.4%	10.1%	14.3%	12.5%	7.7%	13.1%	9.0%	10.8%	10.5%	10.6%	9.8%	13.0%	11.2%	14.1%	10.7%	7.7%	10.0%	11.1%	11.2%	10.5%	10.5%	9.6%	10.7%	10.7%
8	344	139	205	97	119	128	39	55	76	124	294	26	13	10	28	297	19	105	191	94	90	72	77	134	185
	8.0%	8.1%	8.0%	11.3%	8.5%	6.4%	10.7%	7.7%	7.2%	8.0%	8.0%	8.4%	7.1%	12.3%	9.8%	8.3%	4.3%	7.8%	8.7%	9.3%	8.5%	7.2%	7.0%	7.3%	8.8%
9	199	82	117	42	79	77	22	33	52	70	177	10	7	5	14	165	20	56	108	47	48	46	56	83	99
	4.6%	4.7%	4.6%	5.0%	5.6%	3.8%	6.0%	4.6%	4.8%	4.6%	4.8%	3.1%	3.8%	6.0%	4.8%	4.6%	4.6%	4.2%	4.9%	4.6%	4.5%	4.7%	5.1%	4.5%	4.7%
10	371	146	225	87	125	159	49	55	99	128	331	17	15	7	31	308	32	103	205	89	96	80	98	141	202
	8.7%	8.5%	8.8%	10.2%	8.9%	7.9%	13.4%	7.7%	9.3%	8.3%	9.0%	5.4%	8.2%	8.9%	10.8%	8.7%	7.3%	7.6%	9.3%	8.7%	9.1%	8.1%	8.9%	7.7%	9.6%
SIGMA	4276	1717	2559	854	1406	2015	365	715	1063	1546	3689	316	190	82	288	3555	434	1350	2205	1017	1057	993	1099	1830	2108
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 146

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Provides assistance with transport costs such as a season ticket loan for train or bus

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	4278	472	609	778	2419	3057	717	409	95	2538	1403	126	916	3362	1952	2326	885	1075	2318	2364	1914	2653	1625	204	2095	591	1388	
Weighted Total	4276	393	649	656	2578	3069	708	406	94	2543	1402	122	922	3354	1957	2319	881	1064	2331	2363	1913	2665	1611	206	2089	589	1392	
0	876	94	151	131	499	618	132	103	22	550	250	23	170	705	293	582	128	212	535	505	370	478	397	70	461	110	235	
	20.5%	23.9%	23.3%	20.1%	19.3%	20.1%	18.7%	25.5%	23.0%	21.6%	17.8%	18.5%	18.5%	21.0%	15.0%	25.1%	14.6%	19.9%	23.0%	21.4%	19.4%	17.9%	24.7%	34.0%	22.1%	18.6%	16.9%	
1	245	31	45	39	131	175	45	21	5	156	77	4	56	190	97	149	45	53	148	131	114	126	119	12	139	34	60	
	5.7%	7.8%	6.9%	5.9%	5.1%	5.7%	6.3%	5.1%	4.9%	6.1%	5.5%	3.1%	6.0%	5.7%	4.9%	6.4%	5.1%	5.0%	6.3%	5.6%	6.0%	4.7%	7.4%	6.1%	6.6%	5.8%	4.3%	
2	284	22	46	39	177	218	38	24	4	173	97	3	67	217	126	158	45	75	164	149	135	163	121	12	145	34	93	
	6.6%	5.7%	7.1%	5.9%	6.9%	7.1%	5.4%	6.0%	4.1%	6.8%	6.9%	2.3%	7.2%	6.5%	6.4%	6.8%	5.1%	7.1%	7.0%	6.3%	7.1%	6.1%	7.5%	6.0%	6.9%	5.8%	6.7%	
3	295	24	47	46	178	229	43	21	2	169	99	8	62	233	147	148	48	59	188	151	144	178	118	18	138	45	94	
	6.9%	6.1%	7.2%	7.1%	6.9%	7.5%	6.0%	5.2%	2.3%	6.6%	7.1%	6.4%	6.8%	6.9%	7.5%	6.4%	5.5%	5.5%	8.1%	6.4%	7.5%	6.7%	7.3%	8.8%	6.6%	7.6%	6.8%	
4	231	19	38	38	135	153	55	20	3	116	93	9	49	182	109	122	48	60	123	122	108	146	85	16	110	39	67	
	5.4%	4.9%	5.9%	5.8%	5.3%	5.0%	7.8%	4.9%	3.4%	4.6%	6.6%	7.3%	5.3%	5.4%	5.6%	5.2%	5.4%	5.6%	5.3%	5.2%	5.7%	5.5%	5.3%	7.6%	5.3%	6.6%	4.8%	
5	532	41	78	72	342	390	86	43	14	306	185	12	104	428	231	301	115	125	293	310	223	334	198	21	267	74	170	
	12.5%	10.4%	12.0%	10.9%	13.3%	12.7%	12.2%	10.5%	14.9%	12.0%	13.2%	9.9%	11.3%	12.8%	11.8%	13.0%	13.1%	11.7%	12.6%	13.1%	11.6%	12.5%	12.3%	10.3%	12.8%	12.6%	12.2%	
6	445	45	66	51	282	310	85	40	10	282	132	13	76	369	244	201	126	140	179	260	185	305	140	16	209	63	157	
	10.4%	11.4%	10.2%	7.8%	11.0%	10.1%	12.0%	9.8%	11.1%	11.1%	9.4%	10.8%	8.2%	11.0%	12.5%	8.7%	14.3%	13.2%	7.7%	11.0%	9.7%	11.4%	8.7%	7.7%	10.0%	10.6%	11.3%	
7	454	34	52	72	295	333	82	29	11	264	159	12	114	340	255	199	122	107	225	271	183	317	137	7	209	63	175	
	10.6%	8.7%	8.0%	11.1%	11.5%	10.8%	11.5%	7.2%	11.5%	10.4%	11.3%	9.6%	12.4%	10.1%	13.0%	8.6%	13.9%	10.0%	9.7%	11.5%	9.6%	11.9%	8.5%	3.5%	10.0%	10.8%	12.5%	
8	344	32	49	61	201	252	54	31	7	198	113	17	79	264	168	176	87	93	164	188	156	224	120	7	146	52	138	
	8.0%	8.3%	7.6%	9.3%	7.8%	8.2%	7.6%	7.7%	7.2%	7.8%	8.0%	13.7%	8.6%	7.9%	8.6%	7.6%	9.9%	8.7%	7.0%	8.0%	8.1%	8.4%	7.4%	3.5%	7.0%	8.9%	9.9%	
9	199	22	26	39	112	147	30	17	5	116	63	12	48	151	110	89	48	43	108	101	98	136	63	4	99	24	72	
	4.6%	5.7%	3.9%	5.9%	4.3%	4.8%	4.2%	4.2%	5.2%	4.6%	4.5%	9.8%	5.2%	4.5%	5.6%	3.8%	5.5%	4.0%	4.6%	4.3%	5.1%	5.1%	3.9%	2.0%	4.7%	4.0%	5.2%	
10	371	27	51	67	225	244	59	56	12	213	132	10	97	274	178	193	69	97	205	175	196	258	113	22	167	51	132	
	8.7%	7.0%	7.9%	10.3%	8.7%	8.0%	8.3%	13.9%	12.4%	8.4%	9.4%	8.5%	10.5%	8.2%	9.1%	8.3%	7.8%	9.1%	8.8%	7.4%	10.3%	9.7%	7.0%	10.6%	8.0%	8.6%	9.4%	
SIGMA	4276	393	649	656	2578	3069	708	406	94	2543	1402	122	922	3354	1957	2319	881	1064	2331	2363	1913	2665	1611	206	2089	589	1392	
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 147
Q5. Normal weightings
Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.
Base: Said their employer provides or does not provide this benefit
Provides an assistance scheme so you can claim back optician and dentist costs

	Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
		Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour
Unweighted Total	4132	1646	2486	815	1346	1970	344	691	1037	1489	3561	304	182	85	292	3401	439	1302	2099	995	1018	963	1055	1796	2021
Weighted Total	4134	1673	2461	815	1347	1971	347	693	1036	1487	3564	304	182	84	282	3422	430	1301	2120	987	1020	965	1062	1766	2046
0	613	254	359	81	143	388	52	98	138	220	508	58	34	14	50	455	108	213	242	160	145	146	147	280	267
	14.8%	15.2%	14.6%	9.9%	10.6%	19.7%	14.9%	14.2%	13.3%	14.8%	14.3%	18.9%	18.5%	16.3%	17.5%	13.3%	25.1%	16.4%	11.4%	16.2%	14.2%	15.2%	13.8%	15.9%	13.0%
1	215	82	133	29	56	129	15	38	58	74	185	19	6	4	17	160	37	77	83	54	52	50	54	104	93
	5.2%	4.9%	5.4%	3.6%	4.2%	6.6%	4.4%	5.5%	5.6%	5.0%	5.2%	6.2%	3.5%	4.8%	6.2%	4.7%	8.5%	5.9%	3.9%	5.5%	5.1%	5.2%	5.0%	5.9%	4.5%
2	218	91	127	31	71	117	10	34	48	86	177	26	12	3	16	181	22	72	109	40	53	51	68	93	109
	5.3%	5.5%	5.2%	3.8%	5.2%	5.9%	2.9%	4.9%	4.6%	5.8%	5.0%	8.7%	6.5%	3.5%	5.5%	5.3%	5.0%	5.5%	5.1%	4.1%	5.2%	5.3%	6.4%	5.3%	5.3%
3	268	101	167	56	98	114	20	44	67	100	232	17	16	4	20	224	24	94	130	76	64	58	62	123	124
	6.5%	6.1%	6.8%	6.9%	7.3%	5.8%	5.7%	6.4%	6.4%	6.8%	6.5%	5.6%	8.7%	4.5%	7.0%	6.6%	5.7%	7.2%	6.1%	7.7%	6.3%	6.0%	5.9%	7.0%	6.1%
4	227	109	117	52	73	101	26	43	56	75	200	12	9	5	11	189	26	76	114	60	51	56	51	100	122
	5.5%	6.5%	4.8%	6.4%	5.4%	5.1%	7.4%	6.3%	5.4%	5.0%	5.6%	4.0%	5.0%	5.8%	3.8%	5.5%	6.2%	5.8%	5.4%	6.1%	5.0%	5.8%	4.8%	5.7%	6.0%
5	542	224	318	121	170	250	37	100	122	209	468	45	18	11	26	451	64	157	294	121	150	119	144	235	250
	13.1%	13.4%	12.9%	14.9%	12.7%	12.7%	10.5%	14.4%	11.8%	14.0%	13.1%	14.9%	9.8%	12.8%	9.3%	13.2%	14.9%	12.1%	13.9%	12.2%	14.7%	12.3%	13.6%	13.3%	12.2%
6	524	223	301	117	209	199	42	80	149	186	458	31	22	13	44	441	40	148	292	116	150	126	120	218	265
	12.7%	13.3%	12.2%	14.3%	15.5%	10.1%	12.1%	11.6%	14.4%	12.5%	12.8%	10.1%	12.3%	15.6%	15.5%	12.9%	9.2%	11.4%	13.8%	11.7%	14.8%	13.1%	11.3%	12.3%	13.0%
7	542	220	321	119	201	222	45	98	141	192	476	37	17	12	35	470	36	172	298	124	127	135	146	228	277
	13.1%	13.2%	13.1%	14.5%	14.9%	11.3%	13.0%	14.2%	13.6%	12.9%	13.4%	12.1%	9.2%	14.1%	12.5%	13.7%	8.4%	13.2%	14.1%	12.5%	12.5%	14.0%	13.7%	12.9%	13.5%
8	427	174	253	103	136	188	38	65	120	148	371	26	21	10	25	370	32	135	235	101	98	95	123	166	236
	10.3%	10.4%	10.3%	12.7%	10.1%	9.5%	11.0%	9.4%	11.6%	9.9%	10.4%	8.6%	11.3%	11.5%	8.8%	10.8%	7.5%	10.4%	11.1%	10.2%	9.6%	9.8%	11.6%	9.4%	11.5%
9	214	73	141	46	74	93	25	40	44	77	186	12	12	4	16	182	16	69	112	53	49	51	58	83	114
	5.2%	4.4%	5.7%	5.7%	5.5%	4.7%	7.2%	5.8%	4.3%	5.2%	5.2%	3.8%	6.7%	4.8%	5.7%	5.3%	3.7%	5.3%	5.3%	5.4%	4.8%	5.3%	5.5%	4.7%	5.6%
10	344	121	223	60	116	169	37	52	94	119	303	21	15	5	23	297	25	88	209	83	80	77	89	136	189
	8.3%	7.2%	9.1%	7.4%	8.6%	8.6%	10.8%	7.5%	9.1%	8.0%	8.5%	6.9%	8.5%	6.3%	8.1%	8.7%	5.8%	6.7%	9.8%	8.4%	7.9%	8.0%	8.3%	7.7%	9.2%
SIGMA	4134	1673	2461	815	1347	1971	347	693	1036	1487	3564	304	182	84	282	3422	430	1301	2120	987	1020	965	1062	1766	2046
	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%	100.0%	100.0%	100.0%	100.0%

JRF Survey

Prepared on behalf of JRF

Table 148

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Provides an assistance scheme so you can claim back optician and dentist costs

	Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
		Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualifications	NVQs, GCSEs, Other	A-Levels	Degree	
Unweighted Total	4132	455	575	735	2367	2968	689	384	91	2456	1338	122	888	3244	1897	2235	825	1038	2269	2284	1848	2553	1579	188	2043	563	1338	
Weighted Total	4134	379	613	619	2523	2982	682	381	90	2460	1340	118	896	3238	1904	2230	823	1028	2283	2286	1848	2567	1567	190	2040	562	1341	
0	613	71	98	86	358	427	109	59	18	396	160	18	99	514	215	397	99	147	367	401	212	311	301	45	312	72	185	
	14.8%	18.7%	16.0%	13.9%	14.2%	14.3%	16.0%	15.6%	20.4%	16.1%	11.9%	15.2%	11.0%	15.9%	11.3%	17.8%	12.0%	14.3%	16.1%	17.6%	11.5%	12.1%	19.2%	23.6%	15.3%	12.8%	13.8%	
1	215	31	29	39	116	162	32	19	2	125	67	10	44	171	80	135	35	61	118	135	79	103	112	11	121	32	51	
	5.2%	8.1%	4.7%	6.3%	4.6%	5.4%	4.7%	5.1%	1.9%	5.1%	5.0%	8.4%	4.9%	5.3%	4.2%	6.0%	4.3%	5.9%	5.2%	5.9%	4.3%	4.0%	7.1%	5.8%	5.9%	5.7%	3.8%	
2	218	26	37	29	126	173	26	15	4	136	70	7	42	176	107	111	36	61	121	125	93	125	93	13	96	23	87	
	5.3%	6.8%	6.1%	4.8%	5.0%	5.8%	3.8%	4.1%	4.5%	5.5%	5.2%	6.3%	4.7%	5.4%	5.6%	5.0%	4.4%	5.9%	5.3%	5.5%	5.0%	4.9%	6.0%	6.6%	4.7%	4.1%	6.5%	
3	268	28	37	35	167	195	51	18	4	152	91	9	45	223	127	142	64	58	147	157	111	160	108	13	140	46	69	
	6.5%	7.5%	6.1%	5.7%	6.6%	6.5%	7.5%	4.7%	4.8%	6.2%	6.8%	7.6%	5.1%	6.9%	6.6%	6.4%	7.8%	5.6%	6.4%	6.9%	6.0%	6.2%	6.9%	7.0%	6.8%	8.2%	5.2%	
4	227	23	33	33	138	168	44	12	3	123	80	9	47	179	118	109	49	71	106	139	88	140	86	12	112	31	72	
	5.5%	6.2%	5.4%	5.3%	5.4%	5.6%	6.4%	3.2%	3.6%	5.0%	6.0%	7.4%	5.3%	5.5%	6.2%	4.9%	6.0%	6.9%	4.7%	6.1%	4.8%	5.5%	5.5%	6.2%	5.5%	5.5%	5.4%	
5	542	42	85	71	343	400	86	46	10	305	181	16	91	451	246	295	110	130	302	279	263	350	191	25	268	85	164	
	13.1%	11.2%	13.9%	11.4%	13.6%	13.4%	12.6%	12.0%	10.9%	12.4%	13.5%	13.3%	10.2%	13.9%	12.9%	13.3%	13.3%	12.6%	13.2%	12.2%	14.2%	13.6%	12.2%	13.3%	13.1%	15.1%	12.2%	
6	524	36	78	77	334	388	97	34	6	329	160	18	128	396	283	241	112	142	270	294	230	347	176	15	248	77	184	
	12.7%	9.5%	12.7%	12.4%	13.2%	13.0%	14.2%	8.8%	6.4%	13.4%	11.9%	15.0%	14.3%	12.2%	14.8%	10.8%	13.6%	13.8%	11.8%	12.8%	12.5%	13.5%	11.3%	7.9%	12.2%	13.7%	13.7%	
7	542	39	83	74	345	383	85	63	11	322	192	10	136	405	266	276	127	133	282	279	263	358	184	18	243	86	195	
	13.1%	10.3%	13.6%	12.0%	13.7%	12.8%	12.5%	16.6%	12.6%	13.1%	14.3%	8.1%	15.2%	12.5%	14.0%	12.4%	15.4%	12.9%	12.4%	12.2%	14.2%	13.9%	11.7%	9.4%	11.9%	15.3%	14.6%	
8	427	37	69	70	252	316	63	37	11	240	155	6	119	308	202	226	98	89	240	210	217	290	137	16	201	48	162	
	10.3%	9.7%	11.3%	11.3%	10.0%	10.6%	9.2%	9.8%	12.6%	9.8%	11.6%	5.1%	13.3%	9.5%	10.6%	10.1%	11.9%	8.7%	10.5%	9.2%	11.7%	11.3%	8.8%	8.6%	9.9%	8.5%	12.1%	
9	214	14	22	39	139	149	39	19	7	125	73	7	60	154	109	105	42	45	127	94	120	137	76	6	116	22	69	
	5.2%	3.7%	3.7%	6.3%	5.5%	5.0%	5.7%	4.9%	7.6%	5.1%	5.5%	5.6%	6.7%	4.8%	5.7%	4.7%	5.1%	4.4%	5.6%	4.1%	6.5%	5.4%	4.9%	3.4%	5.7%	3.9%	5.2%	
10	344	32	41	67	206	221	51	58	13	207	110	10	84	261	152	193	51	92	202	172	172	245	100	16	185	41	103	
	8.3%	8.4%	6.6%	10.7%	8.2%	7.4%	7.6%	15.3%	15.0%	8.4%	8.2%	8.1%	9.3%	8.1%	8.0%	8.6%	6.2%	8.9%	8.8%	7.5%	9.3%	9.5%	6.4%	8.2%	9.0%	7.3%	7.7%	
SIGMA	4134	379	613	619	2523	2982	682	381	90	2460	1340	118	896	3238	1904	2230	823	1028	2283	2286	1848	2567	1567	190	2040	562	1341	
	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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.

JRF Survey

Prepared on behalf of JRF

Table 149
Q5. Normal weightings
Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.
Base: Said their employer provides or does not provide this benefit
Allows employees to buy or sell holiday leave

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

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SIGMA

Total	Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage		
	Male	Female	18-34	35-54	55+	London	Midlands	North	South	England	Scotland	Wales	Northern Ireland	Zero-hours contract	Fixed hours contract	No contract	Less than 30 hours	30+ hours	1	2	3	4	Up to £7.84 per hour	£7.85+ per hour	
4194	1664	2530	809	1382	2001	350	708	1040	1528	3626	302	183	83	292	3475	427	1320	2155	1005	1024	977	1087	1805	2062	
4197	1694	2503	810	1382	2004	354	710	1038	1527	3628	303	184	83	283	3494	420	1319	2175	1000	1026	980	1093	1776	2087	
887	376	512	101	214	570	61	169	198	327	755	70	44	18	54	706	128	299	407	214	214	215	223	386	410	
21.1%	22.2%	20.4%	12.5%	15.5%	28.4%	17.2%	23.8%	19.0%	21.4%	20.8%	23.3%	23.7%	22.1%	19.0%	20.2%	30.4%	22.7%	18.7%	21.4%	20.8%	22.0%	20.4%	21.7%	19.6%	
278	113	165	32	59	187	20	43	68	117	248	18	9	3	14	227	38	93	134	78	55	70	70	121	133	
6.6%	6.7%	6.6%	4.0%	4.3%	9.3%	5.8%	6.1%	6.6%	7.6%	6.8%	5.9%	4.9%	3.3%	4.8%	6.5%	8.9%	7.0%	6.2%	7.9%	5.3%	7.2%	6.4%	6.8%	6.4%	
290	107	184	39	94	157	19	52	74	105	250	22	13	5	21	235	34	101	134	64	85	63	74	128	138	
6.9%	6.3%	7.3%	4.8%	6.8%	7.8%	5.3%	7.3%	7.2%	6.9%	6.9%	7.2%	7.0%	6.2%	7.4%	6.7%	8.0%	7.7%	6.2%	6.4%	8.3%	6.5%	6.8%	7.2%	6.6%	
328	125	203	65	121	142	28	56	81	114	280	19	23	5	13	292	23	116	176	64	84	90	83	137	171	
7.8%	7.4%	8.1%	8.0%	8.8%	7.1%	7.9%	7.9%	7.8%	7.5%	7.7%	6.3%	12.7%	6.4%	4.6%	8.4%	5.4%	8.8%	8.1%	6.4%	8.2%	9.2%	7.6%	7.7%	8.2%	
253	100	153	61	87	105	25	32	57	109	224	19	8	2	17	215	21	82	133	57	71	56	64	109	119	
6.0%	5.9%	6.1%	7.5%	6.3%	5.2%	7.1%	4.5%	5.5%	7.1%	6.2%	6.3%	4.5%	2.0%	6.0%	6.2%	4.9%	6.2%	6.1%	5.7%	6.9%	5.7%	5.9%	6.1%	5.7%	
541	211	329	103	181	257	30	83	142	199	453	53	25	10	32	455	54	162	293	120	129	116	161	233	258	
12.9%	12.5%	13.2%	12.7%	13.1%	12.8%	8.5%	11.6%	13.6%	13.0%	12.5%	17.5%	13.5%	11.8%	11.2%	13.0%	12.9%	12.3%	13.5%	12.0%	12.5%	11.9%	14.7%	13.1%	12.3%	
450	171	279	121	174	155	45	79	100	165	389	29	23	8	37	376	37	142	234	110	104	112	115	194	221	
10.7%	10.1%	11.1%	14.9%	12.6%	7.7%	12.7%	11.1%	9.7%	10.8%	10.7%	9.7%	12.6%	10.2%	13.0%	10.8%	8.7%	10.8%	10.8%	11.0%	10.2%	11.4%	10.5%	10.9%	10.6%	
426	181	245	118	155	153	45	63	116	149	373	22	18	12	37	353	36	111	242	108	113	94	101	177	231	
10.1%	10.7%	9.8%	14.6%	11.2%	7.7%	12.8%	8.9%	11.2%	9.7%	10.3%	7.4%	9.7%	14.9%	13.2%	10.1%	8.5%	8.4%	11.1%	10.8%	11.0%	9.6%	9.3%	10.0%	11.1%	
320	144	176	68	129	123	33	64	83	106	286	16	11	8	26	273	21	98	174	83	77	77	74	127	177	
7.6%	8.5%	7.0%	8.4%	9.3%	6.1%	9.3%	9.0%	8.0%	6.9%	7.9%	5.3%	5.9%	9.2%	9.1%	7.8%	5.1%	7.5%	8.0%	8.3%	7.5%	7.9%	6.8%	7.1%	8.5%	
146	62	85	45	53	48	22	22	32	46	123	12	3	8	12	125	9	49	76	33	27	35	50	57	78	
3.5%	3.6%	3.4%	5.6%	3.8%	2.4%	6.2%	3.1%	3.1%	3.0%	3.4%	4.1%	1.7%	10.0%	4.4%	3.6%	2.1%	3.7%	3.5%	3.3%	2.6%	3.6%	4.6%	3.2%	3.8%	
279	105	174	56	116	107	25	46	86	90	247	21	7	3	21	237	21	66	171	70	69	49	78	109	151	
6.6%	6.2%	7.0%	6.9%	8.4%	5.3%	7.0%	6.5%	8.3%	5.9%	6.8%	7.1%	3.7%	3.9%	7.3%	6.8%	4.9%	5.0%	7.9%	7.0%	6.7%	5.0%	7.1%	6.1%	7.2%	
4197	1694	2503	810	1382	2004	354	710	1038	1527	3628	303	184	83	283	3494	420	1319	2175	1000	1026	980	1093	1776	2087	
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%	100.0%	100.0%	100.0%	100.0%	100.0%

JRF Survey
Prepared on behalf of JRF

Table 150

Q5. Normal weightings

Q5. Thinking about the policies and benefits your employer does not provide, how important or not are they to you personally? Please indicate on the scale below where 0 means not at all important and 10 means absolutely necessary.

Base: Said their employer provides or does not provide this benefit

Allows employees to buy or sell holiday leave

Unweighted Total
Weighted Total

0

1

2

3

4

5

6

7

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SIGMA

Total	Sector				Living Costs				Sector Type			Member of Trade Union		Has children below 15 in household		Length of time at company			Number of employees work for your employer		Contract Type		Education				
	Hospitality	Retail	Care	Other	Always or most	Some weeks	Rarely	Never	Private	Public	Voluntary	Yes	No	Yes	No	Up to a year	1-3 years	4+ years	250 or fewer	More than 250	Full-time	Part-time	No Qualification s	NVQs, GCSEs, Other	A-Levels	Degree	
4194	436	598	768	2392	3036	678	390	90	2464	1399	119	915	3279	1914	2280	834	1054	2306	2295	1899	2588	1606	197	2063	576	1358	
4197	363	637	647	2550	3050	670	387	89	2471	1398	116	921	3276	1921	2276	831	1047	2319	2298	1899	2603	1594	199	2061	575	1361	
887	84	141	123	539	640	131	90	26	527	281	25	194	693	294	593	128	208	551	514	374	489	398	66	456	110	255	
21.1%	23.2%	22.1%	19.0%	21.2%	21.0%	19.6%	23.2%	29.0%	21.3%	20.1%	21.4%	21.1%	21.2%	15.3%	26.0%	15.4%	19.9%	23.8%	22.3%	19.7%	18.8%	24.9%	32.9%	22.1%	19.2%	18.7%	
278	25	47	43	163	205	40	31	3	160	97	11	58	220	119	158	42	59	177	169	109	152	126	19	153	30	75	
6.6%	6.9%	7.4%	6.6%	6.4%	6.7%	5.9%	7.9%	3.1%	6.5%	6.9%	9.1%	6.3%	6.7%	6.2%	7.0%	5.1%	5.6%	7.6%	7.3%	5.7%	5.8%	7.9%	9.7%	7.4%	5.3%	5.5%	
290	22	43	47	178	224	42	19	5	164	103	4	60	231	125	165	50	62	178	149	141	166	124	21	143	45	81	
6.9%	6.2%	6.7%	7.3%	7.0%	7.4%	6.3%	4.9%	5.2%	6.6%	7.4%	3.5%	6.5%	7.0%	6.5%	7.3%	6.0%	6.0%	7.7%	6.5%	7.4%	6.4%	7.8%	10.5%	6.9%	7.8%	6.0%	
328	24	52	50	201	256	43	18	10	194	104	10	63	264	154	174	70	89	169	188	139	200	128	10	147	52	119	
7.8%	6.7%	8.2%	7.7%	7.9%	8.4%	6.5%	4.6%	11.5%	7.9%	7.5%	8.7%	6.9%	8.1%	8.0%	7.6%	8.4%	8.5%	7.3%	8.2%	7.3%	7.7%	8.0%	5.0%	7.1%	9.0%	8.7%	
253	22	43	44	144	187	45	19	2	153	91	5	46	206	130	123	53	66	133	138	115	159	94	13	122	35	83	
6.0%	6.2%	6.7%	6.8%	5.6%	6.1%	6.7%	4.9%	2.1%	6.2%	6.5%	4.0%	5.0%	6.3%	6.8%	5.4%	6.4%	6.3%	5.8%	6.0%	6.1%	6.1%	5.9%	6.7%	5.9%	6.0%	6.1%	
541	48	77	85	330	387	86	58	10	326	170	14	105	435	249	291	97	144	299	292	248	340	201	17	269	64	191	
12.9%	13.3%	12.0%	13.2%	13.0%	12.7%	12.8%	14.9%	10.9%	13.2%	12.2%	11.9%	11.4%	13.3%	13.0%	12.8%	11.7%	13.8%	12.9%	12.7%	13.1%	13.1%	12.6%	8.5%	13.0%	11.1%	14.0%	
450	43	72	55	279	329	82	31	7	240	176	16	111	339	235	215	113	120	218	242	207	286	163	14	214	67	155	
10.7%	11.9%	11.4%	8.5%	11.0%	10.8%	12.2%	8.1%	8.1%	9.7%	12.6%	13.7%	12.0%	10.4%	12.2%	9.4%	13.5%	11.4%	9.4%	10.6%	10.9%	11.0%	10.2%	7.3%	10.4%	11.7%	11.4%	
426	32	63	76	255	318	74	27	7	257	141	11	102	324	215	211	119	113	193	225	201	285	141	16	194	65	151	
10.1%	8.9%	9.9%	11.7%	10.0%	10.4%	11.0%	7.1%	7.6%	10.4%	10.1%	9.3%	11.0%	9.9%	11.2%	9.3%	14.4%	10.8%	8.3%	9.8%	10.6%	11.0%	8.8%	8.0%	9.4%	11.4%	11.1%	
320	28	39	66	187	216	63	35	6	181	109	11	80	240	173	147	79	79	162	168	152	214	106	9	153	42	117	
7.6%	7.8%	6.2%	10.2%	7.3%	7.1%	9.4%	8.9%	6.7%	7.3%	7.8%	9.3%	8.6%	7.3%	9.0%	6.5%	9.5%	7.5%	7.0%	7.3%	8.0%	8.2%	6.6%	4.3%	7.4%	7.2%	8.6%	
146	11	18	15	102	104	24	16	3	90	48	2	28	118	89	57	30	35	81	82	65	105	42	6	71	23	47	
3.5%	3.0%	2.8%	2.3%	4.0%	3.4%	3.6%	4.0%	3.6%	3.6%	3.4%	1.6%	3.1%	3.6%	4.6%	2.5%	3.6%	3.3%	3.5%	3.6%	3.4%	4.0%	2.6%	3.1%	3.4%	3.9%	3.4%	
279	22	43	44	171	183	40	45	11	180	78	8	74	204	137	142	49	72	158	132	147	206	73	8	141	43	87	
6.8%	6.0%	6.7%	6.8%	6.7%	6.0%	6.0%	11.6%	12.1%	7.3%	5.6%	7.3%	8.1%	6.2%	7.1%	6.2%	5.9%	6.9%	6.8%	5.7%	7.7%	7.9%	4.6%	4.1%	6.8%	7.4%	6.4%	
4197	363	637	647	2550	3050	670	387	89	2471	1398	116	921	3276	1921	2276	831	1047	2319	2298	1899	2603	1594	199	2061	575	1361	
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%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Survation.