

**JRF Survey**  
Prepared on behalf of JRF

Table 151

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 maternity and paternity leave beyond the statutory minimum

Unweighted Total  
Weighted Total

0

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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		
3639	1469	2170	728	1290	1621	307	615	913	1300	3135	264	161	79	238	3031	370	1126	1905	890	880	849	948	1525	1851		
3645	1494	2151	729	1293	1623	310	617	913	1301	3141	265	161	79	232	3050	364	1127	1923	884	884	853	953	1504	1873		
666	271	395	48	155	463	56	115	161	238	570	48	36	12	54	490	123	207	283	164	150	175	161	290	313		
18.3%	18.2%	18.4%	6.6%	12.0%	28.5%	18.0%	18.7%	17.6%	18.3%	18.1%	18.2%	22.7%	15.3%	23.5%	16.0%	33.7%	18.4%	14.7%	18.6%	16.9%	20.5%	16.9%	19.3%	16.7%		
180	65	115	15	39	127	12	42	45	65	165	12	2	1	13	136	32	64	72	42	41	44	48	82	80		
4.9%	4.4%	5.3%	2.0%	3.0%	7.8%	4.0%	6.9%	4.9%	5.0%	5.3%	4.5%	1.3%	1.3%	5.5%	4.5%	8.7%	5.7%	3.8%	4.7%	4.6%	5.2%	5.0%	5.5%	4.3%		
162	62	100	23	42	96	10	31	39	58	138	13	6	5	1	147	14	57	90	31	44	37	48	67	81		
4.4%	4.2%	4.6%	3.2%	3.3%	5.9%	3.1%	5.1%	4.3%	4.4%	4.4%	5.0%	3.7%	6.5%	*	4.8%	3.9%	5.1%	4.7%	3.5%	4.9%	4.4%	5.0%	4.5%	4.3%		
159	62	97	31	48	80	9	33	48	52	142	10	6	1	11	134	14	49	84	48	31	43	32	64	86		
4.4%	4.1%	4.5%	4.2%	3.7%	4.9%	3.0%	5.3%	5.3%	4.0%	4.5%	3.8%	3.6%	1.1%	4.7%	4.4%	4.0%	4.4%	4.4%	5.4%	3.5%	5.1%	3.4%	4.3%	4.6%		
155	68	87	39	54	62	14	27	36	62	138	10	4	2	6	134	15	53	80	43	47	24	35	76	69		
4.2%	4.6%	4.0%	5.4%	4.2%	3.8%	4.4%	4.3%	4.0%	4.8%	4.4%	3.8%	2.7%	2.7%	2.5%	4.4%	4.2%	4.7%	4.2%	4.8%	5.3%	2.8%	3.6%	5.1%	3.7%		
475	204	271	92	159	224	29	76	115	192	412	36	22	5	29	390	56	138	252	121	125	100	116	217	213		
13.0%	13.7%	12.6%	12.6%	12.3%	13.8%	9.4%	12.3%	12.6%	14.7%	13.1%	13.7%	13.5%	6.2%	12.4%	12.8%	15.5%	12.3%	13.1%	13.7%	14.2%	11.7%	12.2%	14.4%	11.4%		
380	180	200	89	161	130	41	59	96	127	322	28	20	10	32	321	27	99	222	87	105	77	107	157	203		
10.4%	12.1%	9.3%	12.2%	12.4%	8.0%	13.1%	9.5%	10.5%	9.8%	10.3%	10.7%	12.2%	13.1%	13.7%	10.5%	7.4%	8.8%	11.6%	9.9%	11.9%	9.0%	11.2%	10.4%	10.8%		
433	205	228	127	171	135	47	72	103	146	368	30	25	9	32	371	30	118	253	108	86	129	101	170	239		
11.9%	13.7%	10.6%	17.4%	13.2%	8.3%	15.1%	11.6%	11.3%	11.3%	11.7%	11.4%	15.6%	11.8%	13.8%	12.2%	8.2%	10.5%	13.2%	12.2%	9.7%	15.2%	10.5%	11.3%	12.8%		
359	140	219	91	155	113	25	64	85	132	306	33	10	11	12	327	20	126	200	89	84	73	109	154	189		
9.9%	9.4%	10.2%	12.5%	12.0%	7.0%	8.2%	10.4%	9.3%	10.1%	9.7%	12.4%	6.1%	13.7%	5.4%	10.7%	5.5%	11.2%	10.4%	10.0%	9.5%	8.6%	11.4%	10.2%	10.1%		
220	88	132	55	98	66	22	30	55	84	191	12	11	6	13	195	12	70	125	48	49	49	71	75	131		
6.0%	5.9%	6.1%	7.6%	7.6%	4.1%	7.2%	4.8%	6.0%	6.4%	6.1%	4.7%	6.7%	7.5%	5.5%	6.4%	3.3%	6.2%	6.5%	5.5%	5.6%	5.7%	7.5%	5.0%	7.0%		
456	149	307	119	210	127	45	69	129	145	389	31	19	16	29	406	21	144	262	102	122	101	126	152	269		
12.5%	10.0%	14.3%	16.3%	16.2%	7.9%	14.6%	11.2%	14.1%	11.2%	12.4%	11.9%	12.1%	20.7%	12.6%	13.3%	5.7%	12.8%	13.6%	11.5%	13.8%	11.8%	13.2%	10.1%	14.3%		
3645	1494	2151	729	1293	1623	310	617	913	1301	3141	265	161	79	232	3050	364	1127	1923	884	884	853	953	1504	1873		
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 152

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 maternity and paternity leave beyond the statutory minimum

Unweighted Total  
Weighted Total

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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
3639	383	523	645	2088	2607	618	330	84	2145	1233	102	829	2810	1807	1832	706	895	2038	2023	1616	2291	1348	175	1761	501	1202
3645	319	557	543	2226	2622	613	328	83	2154	1233	99	833	2812	1811	1834	705	891	2049	2026	1619	2305	1341	176	1761	502	1206
666	74	106	89	398	481	85	76	25	448	158	25	99	568	178	488	96	166	405	404	263	343	323	51	349	84	182
18.3%	23.2%	18.9%	16.4%	17.9%	18.4%	13.9%	23.0%	29.7%	20.8%	12.8%	25.0%	11.9%	20.2%	9.8%	26.6%	13.6%	18.6%	19.8%	19.9%	16.2%	14.9%	24.1%	28.9%	19.8%	16.7%	15.1%
180	17	27	34	103	129	34	17	1	124	47	5	33	147	57	124	33	43	104	115	66	99	82	8	98	20	54
4.9%	5.2%	4.8%	6.2%	4.6%	4.9%	5.5%	5.2%	1.0%	5.8%	3.8%	5.0%	4.0%	5.2%	3.1%	6.7%	4.7%	4.8%	5.1%	5.7%	4.1%	4.3%	6.1%	4.6%	5.6%	4.0%	4.5%
162	12	29	27	94	122	29	9	2	90	59	7	35	127	73	89	23	32	107	91	71	99	63	10	81	25	46
4.4%	3.9%	5.2%	5.0%	4.2%	4.7%	4.7%	2.8%	2.6%	4.2%	4.8%	7.5%	4.2%	4.5%	4.1%	4.8%	3.3%	3.6%	5.2%	4.5%	4.4%	4.3%	4.7%	5.7%	4.6%	5.0%	3.8%
159	17	23	23	96	106	34	14	4	90	52	5	40	119	87	71	35	42	81	81	78	106	53	10	73	27	49
4.4%	5.2%	4.2%	4.2%	4.3%	4.0%	5.6%	4.3%	4.9%	4.2%	4.2%	4.9%	4.8%	4.2%	4.8%	3.9%	5.0%	4.7%	4.0%	4.0%	4.8%	4.6%	4.0%	5.4%	4.2%	5.5%	4.0%
155	16	28	19	93	105	35	9	6	93	55	3	23	132	60	95	39	40	76	85	70	103	52	7	83	22	42
4.2%	5.0%	5.0%	3.4%	4.2%	4.0%	5.6%	2.7%	7.4%	4.3%	4.5%	2.6%	2.7%	4.7%	3.3%	5.2%	5.5%	4.4%	3.7%	4.2%	4.3%	4.5%	3.9%	4.1%	4.7%	4.4%	3.5%
475	43	76	62	294	332	82	47	14	284	145	11	94	381	211	264	100	123	252	261	214	300	175	30	238	71	136
13.0%	13.6%	13.6%	11.3%	13.2%	12.7%	13.3%	14.2%	16.8%	13.2%	11.8%	11.4%	11.2%	13.5%	11.6%	14.4%	14.1%	13.8%	12.3%	12.9%	13.2%	13.0%	13.0%	16.8%	13.5%	14.2%	11.2%
380	27	51	45	257	287	62	24	7	224	137	9	96	284	225	155	76	101	202	232	148	269	111	15	156	55	154
10.4%	8.6%	9.2%	8.2%	11.5%	11.0%	10.1%	7.4%	8.7%	10.4%	11.1%	9.0%	11.5%	10.1%	12.4%	8.5%	10.8%	11.4%	9.9%	11.5%	9.1%	11.7%	8.3%	8.7%	8.9%	10.9%	12.8%
433	30	59	56	289	321	83	25	4	246	160	14	110	323	247	186	112	117	204	266	167	313	120	14	206	50	164
11.9%	9.4%	10.5%	10.2%	13.0%	12.3%	13.5%	7.5%	5.1%	11.4%	13.0%	14.5%	13.2%	11.5%	13.7%	10.1%	15.9%	13.1%	9.9%	13.1%	10.3%	13.6%	9.0%	7.9%	11.7%	9.9%	13.6%
359	29	53	66	211	259	61	32	7	192	147	5	89	270	232	127	79	71	209	189	171	228	131	14	163	50	132
9.9%	9.1%	9.6%	12.1%	9.5%	9.9%	10.0%	9.7%	8.7%	8.9%	12.0%	5.0%	10.7%	9.6%	12.8%	6.9%	11.2%	7.9%	10.2%	9.3%	10.5%	9.9%	9.8%	7.9%	9.3%	10.0%	10.9%
220	15	34	48	123	156	41	19	3	124	87	4	59	161	143	76	43	50	127	110	110	144	76	6	107	32	75
6.0%	4.7%	6.1%	8.8%	5.5%	5.9%	6.8%	5.9%	3.9%	5.8%	7.1%	3.9%	7.0%	5.7%	7.9%	4.2%	6.1%	5.7%	6.2%	5.4%	6.8%	6.3%	5.6%	3.2%	6.1%	6.4%	6.2%
456	38	72	77	269	323	67	57	9	238	185	11	156	300	296	160	68	106	282	194	262	302	154	12	205	66	173
12.5%	12.0%	13.0%	14.1%	12.1%	12.3%	11.0%	17.2%	11.2%	11.1%	15.0%	11.4%	18.7%	10.7%	16.3%	8.7%	9.6%	11.9%	13.8%	9.6%	16.2%	13.1%	11.5%	6.7%	11.7%	13.1%	14.4%
3645	319	557	543	2226	2622	613	328	83	2154	1233	99	833	2812	1811	1834	705	891	2049	2026	1619	2305	1341	176	1761	502	1206
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 153

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

Contributes to employees' pensions

Unweighted Total  
Weighted Total

0

1

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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
4498	1784	2714	894	1473	2131	366	758	1114	1635	3873	335	202	88	301	3759	438	1427	2332	1064	1102	1049	1166	1905	2231
4499	1816	2683	892	1474	2132	369	759	1114	1633	3874	335	202	88	291	3778	429	1426	2353	1056	1103	1051	1174	1875	2255
241	98	143	29	58	153	21	47	50	88	206	17	12	6	22	151	67	80	71	72	65	49	51	136	77
5.3%	5.4%	5.3%	3.3%	4.0%	7.2%	5.8%	6.2%	4.5%	5.4%	5.3%	4.9%	5.8%	7.0%	7.6%	4.0%	15.7%	5.6%	3.0%	6.8%	5.9%	4.7%	4.3%	7.2%	3.4%
83	38	45	5	23	55	7	11	16	41	75	7	-	1	10	56	17	33	23	17	18	24	21	49	25
1.8%	2.1%	1.7%	0.5%	1.6%	2.6%	1.8%	1.4%	1.4%	2.5%	1.9%	2.1%	-	1.2%	3.4%	1.5%	3.9%	2.3%	1.0%	1.6%	1.6%	2.3%	1.8%	2.6%	1.1%
85	32	53	26	22	38	6	14	19	39	78	3	4	-	9	67	9	30	37	28	15	21	18	55	22
1.9%	1.8%	2.0%	2.9%	1.5%	1.8%	1.6%	1.9%	1.7%	2.4%	2.0%	0.8%	2.1%	-	3.0%	1.8%	2.1%	2.1%	1.6%	2.7%	1.3%	2.0%	1.5%	2.9%	1.0%
119	52	67	39	34	46	15	27	22	41	106	8	5	1	12	91	16	39	52	44	25	28	20	60	51
2.6%	2.9%	2.5%	4.4%	2.3%	2.2%	4.1%	3.6%	2.0%	2.5%	2.7%	2.3%	2.4%	1.0%	4.2%	2.4%	3.6%	2.7%	2.2%	4.2%	2.3%	2.6%	1.7%	3.2%	2.3%
113	48	65	36	34	42	14	12	27	50	104	3	6	1	11	77	24	38	40	42	36	18	14	69	38
2.5%	2.6%	2.4%	4.0%	2.3%	2.0%	3.8%	1.6%	2.5%	3.0%	2.7%	0.9%	2.8%	0.9%	3.9%	2.0%	5.6%	2.6%	1.7%	4.0%	3.2%	1.7%	1.2%	3.7%	1.7%
392	154	238	98	120	174	30	81	81	148	341	30	16	5	26	318	48	135	183	121	106	79	76	204	146
8.7%	8.5%	8.9%	11.0%	8.1%	8.2%	8.2%	10.7%	7.3%	9.1%	8.8%	9.1%	7.9%	5.8%	9.0%	8.4%	11.2%	9.4%	7.8%	11.5%	9.6%	7.5%	6.5%	10.9%	6.5%
407	175	232	120	143	144	42	61	95	145	343	36	21	6	38	329	39	118	211	119	107	98	70	195	189
9.0%	9.6%	8.6%	13.4%	9.7%	6.7%	11.4%	8.1%	8.5%	8.9%	10.6%	10.6%	10.6%	7.0%	13.2%	8.7%	9.2%	8.3%	9.0%	11.3%	9.7%	9.3%	6.0%	10.4%	8.4%
579	243	336	137	219	223	44	97	144	212	497	45	24	12	46	479	55	184	295	132	145	138	149	271	268
12.9%	13.4%	12.5%	15.4%	14.9%	10.4%	12.0%	12.8%	12.9%	13.0%	12.8%	13.5%	12.1%	13.8%	15.7%	12.7%	12.7%	12.9%	12.5%	12.5%	13.1%	13.1%	12.7%	14.5%	11.9%
638	261	377	125	235	278	47	111	167	225	551	45	27	15	37	557	44	220	336	134	158	159	175	253	336
14.2%	14.4%	14.0%	14.0%	15.9%	13.0%	12.7%	14.7%	15.0%	13.8%	14.2%	13.5%	13.2%	17.2%	12.7%	14.7%	10.2%	15.5%	14.3%	12.6%	14.3%	15.1%	14.9%	13.5%	14.9%
516	185	331	78	175	264	50	87	126	183	446	38	23	9	17	468	32	175	292	104	118	120	159	183	296
11.5%	10.2%	12.4%	8.7%	11.8%	12.4%	13.6%	11.4%	11.4%	11.2%	11.5%	11.4%	11.4%	10.1%	5.8%	12.4%	7.5%	12.3%	12.4%	9.8%	10.7%	11.4%	13.6%	9.8%	13.1%
1327	532	795	199	412	716	92	210	365	461	1128	103	64	32	63	1185	79	374	811	243	311	317	421	400	809
29.5%	29.3%	29.6%	22.3%	27.9%	33.6%	25.1%	27.6%	32.8%	28.2%	29.1%	30.7%	31.8%	36.0%	21.7%	31.4%	18.3%	26.2%	34.5%	23.0%	28.2%	30.2%	35.8%	21.4%	35.9%
4499	1816	2683	892	1474	2132	369	759	1114	1633	3874	335	202	88	291	3778	429	1426	2353	1056	1103	1051	1174	1875	2255
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 154

## 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.

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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
4498	473	653	829	2543	3262	730	411	95	2602	1540	128	1019	3479	2031	2467	943	1120	2435	2353	2145	2798	1700	201	2194	620	1483
4499	394	696	699	2711	3274	723	408	94	2613	1534	124	1023	3476	2037	2462	939	1111	2448	2355	2144	2813	1686	204	2189	620	1486
241	31	33	29	148	158	45	31	7	174	39	11	21	219	70	170	46	69	126	193	47	105	136	21	124	34	61
5.3%	7.8%	4.7%	4.1%	5.5%	4.8%	6.2%	7.6%	7.0%	6.6%	2.6%	8.9%	2.1%	6.3%	3.5%	6.9%	4.9%	6.2%	5.1%	8.2%	2.2%	3.7%	8.1%	10.5%	5.7%	5.5%	4.1%
83	16	15	13	38	51	19	12	-	64	12	4	9	73	24	58	17	21	45	65	18	34	49	6	49	11	17
1.8%	4.0%	2.1%	1.9%	1.4%	1.6%	2.6%	3.1%	-	2.4%	0.8%	2.9%	0.9%	2.1%	1.2%	2.4%	1.8%	1.9%	1.8%	2.8%	0.8%	1.2%	2.9%	2.8%	2.2%	1.8%	1.2%
85	8	17	13	47	63	11	9	2	52	22	2	6	79	38	47	20	24	41	50	35	43	42	3	37	18	27
1.9%	2.1%	2.5%	1.8%	1.7%	1.9%	1.6%	2.1%	2.0%	2.0%	1.4%	1.4%	0.6%	2.3%	1.9%	1.9%	2.1%	2.2%	1.7%	2.1%	1.6%	1.5%	2.5%	1.5%	1.7%	2.8%	1.8%
119	16	21	20	62	91	18	8	3	86	22	3	17	103	53	67	40	32	47	84	35	71	48	10	52	18	40
2.6%	4.0%	3.1%	2.9%	2.3%	2.8%	2.4%	1.9%	3.4%	3.3%	1.5%	2.2%	1.6%	3.0%	2.6%	2.7%	4.3%	2.9%	1.9%	3.6%	1.6%	2.5%	2.9%	4.9%	2.4%	2.8%	2.7%
113	19	18	12	64	81	21	10	2	68	30	3	15	98	47	66	30	37	46	86	27	67	46	4	63	19	26
2.5%	4.9%	2.6%	1.7%	2.4%	2.5%	2.9%	2.3%	2.3%	2.6%	2.0%	2.4%	1.5%	2.8%	2.3%	2.7%	3.2%	3.3%	1.9%	3.6%	1.3%	2.4%	2.7%	2.0%	2.9%	3.1%	1.8%
392	39	66	48	239	273	66	40	13	243	106	10	55	337	165	227	88	106	197	229	163	226	166	24	194	60	115
8.7%	9.9%	9.5%	6.9%	8.8%	8.3%	9.2%	9.7%	14.0%	9.3%	6.9%	7.7%	5.3%	9.7%	8.1%	9.2%	9.4%	9.6%	8.1%	9.7%	7.6%	8.1%	9.8%	11.6%	8.9%	9.7%	7.7%
407	41	75	51	240	285	75	37	10	242	134	16	68	339	191	215	132	116	158	253	154	272	134	15	199	48	145
9.0%	10.4%	10.7%	7.4%	8.8%	8.7%	10.4%	9.0%	10.7%	9.3%	8.7%	12.7%	6.6%	9.7%	9.4%	8.7%	14.1%	10.4%	6.5%	10.7%	7.2%	9.7%	8.0%	7.5%	9.1%	7.7%	9.7%
579	49	96	83	351	422	104	41	13	362	173	15	119	460	286	293	128	157	294	337	243	362	217	22	274	79	204
12.9%	12.5%	13.8%	11.9%	12.9%	12.9%	14.3%	9.9%	13.6%	13.9%	11.3%	12.3%	11.6%	13.2%	14.0%	11.9%	13.6%	14.1%	12.0%	14.3%	11.3%	12.9%	12.9%	10.8%	12.5%	12.7%	13.8%
638	42	102	100	393	472	101	57	7	361	221	15	142	496	325	312	145	146	347	313	324	399	239	18	317	75	228
14.2%	10.6%	14.7%	14.4%	14.5%	14.4%	14.0%	14.0%	7.7%	13.8%	14.4%	12.3%	13.9%	14.3%	16.0%	12.7%	15.4%	13.2%	14.2%	13.3%	15.1%	14.2%	14.2%	8.9%	14.5%	12.1%	15.3%
516	37	67	84	328	384	88	39	6	275	215	5	145	372	234	282	101	107	308	227	289	326	190	23	261	76	156
11.5%	9.3%	9.6%	12.1%	12.1%	11.7%	12.2%	9.5%	6.4%	10.5%	14.0%	4.3%	14.2%	10.7%	11.5%	11.5%	10.7%	9.6%	12.6%	9.7%	13.5%	11.6%	11.3%	11.5%	11.9%	12.3%	10.5%
1327	97	185	244	801	995	175	126	31	684	560	41	426	900	603	724	192	296	839	517	810	906	421	57	620	183	467
29.5%	24.5%	26.6%	35.0%	29.5%	30.4%	24.2%	30.8%	32.9%	26.2%	36.5%	33.0%	41.7%	25.9%	29.6%	29.4%	20.5%	26.6%	34.3%	22.0%	37.8%	32.2%	24.9%	28.1%	28.3%	29.5%	31.4%
4499	394	696	699	2711	3274	723	408	94	2613	1534	124	1023	3476	2037	2462	939	1111	2448	2355	2144	2813	1686	204	2189	620	1486
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 155

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

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	4285	1706	2579	855	1398	2031	353	719	1062	1556	3690	323	189	83	294	3551	440	1366	2185	1023	1054	1002	1101	1859	2098
Weighted Total	4287	1733	2554	856	1397	2033	356	719	1061	1556	3692	323	189	83	284	3571	431	1366	2205	1014	1055	1005	1109	1830	2123
0	404	180	223	41	107	256	28	74	78	153	333	36	23	12	33	300	70	109	192	91	110	101	93	193	170
	9.4%	10.4%	8.7%	4.8%	7.6%	12.6%	7.8%	10.3%	7.4%	9.8%	9.0%	11.2%	12.0%	14.3%	11.8%	8.4%	16.2%	8.0%	8.7%	9.0%	10.4%	10.0%	8.4%	10.6%	8.0%
1	141	49	93	14	40	88	13	29	28	52	122	10	6	3	9	107	25	45	63	39	31	28	38	77	53
	3.3%	2.8%	3.6%	1.6%	2.8%	4.3%	3.6%	4.0%	2.6%	3.4%	3.3%	3.1%	3.3%	3.6%	3.1%	3.0%	5.9%	3.3%	2.8%	3.9%	3.0%	2.8%	3.4%	4.2%	2.5%
2	163	66	97	27	50	87	9	30	48	51	138	9	10	6	11	135	17	62	74	31	45	41	43	76	80
	3.8%	3.8%	3.8%	3.1%	3.6%	4.3%	2.5%	4.1%	4.5%	3.3%	3.7%	2.6%	5.3%	7.7%	4.0%	3.8%	3.8%	4.5%	3.3%	3.1%	4.2%	4.1%	3.9%	4.2%	3.8%
3	212	89	123	37	80	95	21	31	58	79	189	10	11	2	10	185	17	70	115	54	46	55	53	105	97
	4.9%	5.1%	4.8%	4.3%	5.7%	4.7%	5.8%	4.4%	5.5%	5.1%	5.1%	3.2%	5.7%	2.3%	3.6%	5.2%	3.9%	5.1%	5.2%	5.3%	4.3%	5.5%	4.8%	5.7%	4.6%
4	292	102	190	80	88	125	20	42	84	114	259	19	11	3	27	228	37	89	140	82	70	65	64	142	131
	6.8%	5.9%	7.4%	9.3%	6.3%	6.1%	5.5%	5.8%	7.9%	7.3%	7.0%	5.9%	5.8%	3.6%	9.5%	6.4%	8.6%	6.5%	6.3%	8.1%	6.7%	6.5%	5.8%	7.7%	6.2%
5	583	242	341	110	183	288	41	103	130	238	512	42	21	7	36	473	74	171	302	130	145	153	146	236	285
	13.6%	14.0%	13.3%	12.9%	13.1%	14.2%	11.5%	14.3%	12.3%	15.3%	13.9%	13.1%	11.1%	8.4%	12.5%	13.2%	17.1%	12.5%	13.7%	12.9%	13.7%	15.2%	13.2%	12.9%	13.4%
6	628	264	364	155	221	252	53	105	173	209	540	47	27	14	47	527	54	198	329	150	160	145	159	260	309
	14.6%	15.2%	14.3%	18.1%	15.8%	12.4%	15.0%	14.6%	16.3%	13.4%	14.6%	14.4%	14.2%	17.2%	16.6%	14.8%	12.5%	14.5%	14.9%	14.8%	15.1%	14.5%	14.3%	14.2%	14.6%
7	671	290	381	149	221	302	65	113	163	235	575	59	30	8	33	588	50	229	359	149	163	170	171	272	356
	15.7%	16.7%	14.9%	17.4%	15.8%	14.8%	18.2%	15.7%	15.4%	15.1%	15.6%	18.2%	15.8%	9.2%	11.7%	16.5%	11.7%	16.7%	16.3%	14.7%	15.5%	16.9%	15.5%	14.9%	16.8%
8	537	206	330	120	187	230	50	71	133	200	453	47	25	11	37	460	40	182	278	120	135	114	154	206	299
	12.5%	11.9%	12.9%	14.0%	13.4%	11.3%	13.9%	9.9%	12.5%	12.8%	12.3%	14.6%	13.5%	13.3%	13.0%	12.9%	9.3%	13.3%	12.6%	11.8%	12.8%	11.4%	13.9%	11.2%	14.1%
9	247	96	152	43	100	104	21	46	63	87	217	18	7	6	15	217	15	80	137	61	52	54	72	100	123
	5.8%	5.5%	5.9%	5.0%	7.2%	5.1%	5.8%	6.4%	5.9%	5.6%	5.9%	5.5%	3.6%	7.2%	5.4%	6.1%	3.6%	5.8%	6.2%	6.0%	4.9%	5.3%	6.5%	5.4%	5.8%
10	408	148	259	80	122	206	37	75	103	137	352	26	18	11	25	351	32	133	218	106	99	78	115	163	221
	9.5%	8.6%	10.2%	9.4%	8.7%	10.1%	10.3%	10.4%	9.7%	8.8%	9.5%	8.1%	9.6%	13.3%	8.9%	9.8%	7.4%	9.7%	9.9%	10.5%	9.3%	7.8%	10.3%	8.9%	10.4%
SIGMA	4287	1733	2554	856	1397	2033	356	719	1061	1556	3692	323	189	83	284	3571	431	1366	2205	1014	1055	1005	1109	1830	2123
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 156

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

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	4285	462	634	773	2416	3095	710	388	92	2529	1420	120	948	3337	1937	2348	872	1076	2337	2317	1968	2641	1644	194	2100	579	1412	
Weighted Total	4287	384	676	651	2575	3110	702	385	91	2535	1420	116	953	3334	1943	2344	871	1065	2351	2317	1970	2653	1634	196	2098	578	1414	
0	404	49	53	57	244	283	64	46	12	289	92	4	65	339	126	278	64	89	251	273	130	233	170	37	228	40	100	
	9.4%	12.8%	7.9%	8.8%	9.5%	9.1%	9.1%	11.8%	13.1%	11.4%	6.5%	3.5%	6.8%	10.2%	6.5%	11.8%	7.3%	8.3%	10.7%	11.8%	6.6%	8.8%	10.4%	18.6%	10.8%	6.9%	7.1%	
1	141	21	25	19	77	100	24	14	4	100	33	3	29	112	57	85	26	38	77	85	57	81	60	9	88	17	28	
	3.3%	5.4%	3.6%	3.0%	3.0%	3.2%	3.4%	3.5%	4.2%	3.9%	2.3%	2.4%	3.0%	3.4%	2.9%	3.6%	3.0%	3.6%	3.3%	3.7%	2.9%	3.1%	3.7%	4.4%	4.2%	3.0%	1.9%	
2	163	13	30	13	107	113	34	14	2	105	42	4	25	139	75	88	34	34	95	101	62	90	73	9	90	15	49	
	3.8%	3.5%	4.4%	2.1%	4.1%	3.6%	4.9%	3.6%	2.1%	4.1%	3.0%	3.5%	2.6%	4.2%	3.9%	3.8%	3.9%	3.2%	4.0%	4.4%	3.2%	3.4%	4.5%	4.7%	4.3%	2.6%	3.5%	
3	212	21	37	26	128	160	34	17	2	126	68	1	33	179	96	116	35	59	118	110	103	129	84	12	120	30	50	
	4.9%	5.4%	5.5%	4.0%	5.0%	5.1%	4.8%	4.3%	2.4%	5.0%	4.8%	0.7%	3.5%	5.4%	4.9%	5.0%	4.0%	5.5%	5.0%	4.7%	5.2%	4.8%	5.1%	6.2%	5.7%	5.1%	3.5%	
4	292	20	55	30	187	206	55	25	6	162	108	7	45	247	135	157	66	88	139	175	117	176	117	15	151	37	90	
	6.8%	5.2%	8.2%	4.7%	7.2%	6.6%	7.9%	6.4%	7.1%	6.4%	7.6%	5.7%	4.7%	7.4%	7.0%	6.7%	7.5%	8.2%	5.9%	7.6%	5.9%	6.6%	7.1%	7.5%	7.2%	6.3%	6.4%	
5	583	56	81	79	367	425	93	52	12	335	199	13	115	468	252	330	111	137	335	308	275	348	235	25	291	93	173	
	13.6%	14.5%	12.0%	12.2%	14.2%	13.7%	13.3%	13.4%	13.8%	13.2%	14.0%	11.0%	12.0%	14.0%	13.0%	14.1%	12.8%	12.8%	14.2%	13.3%	13.9%	13.1%	14.4%	12.8%	13.9%	16.0%	12.3%	
6	628	56	93	105	374	465	111	43	9	360	226	20	140	488	312	316	136	175	317	350	278	406	222	25	279	96	227	
	14.6%	14.5%	13.7%	16.2%	14.5%	14.9%	15.9%	11.1%	9.8%	14.2%	15.9%	17.4%	14.7%	14.6%	16.1%	13.5%	15.6%	16.5%	13.5%	15.1%	14.1%	15.3%	13.6%	13.0%	13.3%	16.5%	16.1%	
7	671	57	117	101	397	510	101	53	8	410	203	27	156	516	318	353	154	164	353	350	322	428	244	25	316	95	235	
	15.7%	14.7%	17.4%	15.5%	15.4%	16.4%	14.3%	13.8%	8.9%	16.2%	14.3%	23.3%	16.3%	15.5%	17.6%	15.1%	17.6%	15.4%	15.0%	15.1%	16.3%	16.1%	14.9%	12.7%	15.1%	16.5%	16.6%	
8	537	41	91	96	309	392	85	43	15	295	199	17	162	375	249	287	127	123	287	255	281	338	198	17	250	70	199	
	12.5%	10.6%	13.4%	14.7%	12.0%	12.6%	12.2%	11.2%	17.1%	11.6%	14.0%	14.7%	17.0%	11.2%	12.8%	12.3%	14.5%	11.5%	12.2%	11.0%	14.3%	12.8%	12.1%	8.8%	11.9%	12.1%	14.1%	
9	247	25	29	41	152	182	36	23	6	135	94	8	67	181	133	115	48	54	145	113	135	166	82	2	113	27	106	
	5.8%	6.5%	4.3%	6.3%	5.9%	5.9%	5.2%	5.9%	6.6%	5.3%	6.6%	6.8%	7.0%	5.4%	6.8%	4.9%	5.5%	5.1%	6.2%	4.9%	6.8%	6.3%	5.0%	1.1%	5.4%	4.7%	7.5%	
10	408	27	65	82	235	273	64	57	14	221	155	13	117	291	189	219	71	104	233	198	210	259	148	20	172	59	156	
	9.5%	6.9%	9.6%	12.5%	9.1%	8.8%	9.1%	14.9%	15.0%	8.7%	10.9%	11.1%	12.3%	8.7%	9.7%	9.3%	8.2%	9.8%	9.9%	8.5%	10.7%	9.8%	9.1%	10.3%	8.2%	10.3%	11.1%	
SIGMA	4287	384	676	651	2575	3110	702	385	91	2535	1420	116	953	3334	1943	2344	871	1065	2351	2317	1970	2653	1634	196	2098	578	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 157**  
**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 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
691	204	487	155	220	315	46	115	182	252	595	53	33	10	96	488	107	204	284	217	161	144	144	463	201
579	171	408	130	184	264	38	96	152	211	499	44	28	8	80	409	90	171	238	182	135	121	121	388	169
74	21	53	8	16	50	4	11	19	30	65	2	7	1	9	54	11	28	26	24	16	15	18	48	22
12.8%	12.3%	13.0%	5.8%	8.7%	19.1%	11.0%	11.3%	12.7%	14.3%	13.0%	3.8%	24.2%	10.1%	11.5%	13.1%	12.2%	16.2%	11.0%	12.9%	11.8%	12.5%	14.6%	12.3%	13.0%
31	13	18	3	10	18	1	4	8	17	29	-	2	-	5	21	5	13	8	10	5	10	6	23	7
5.4%	7.4%	4.5%	2.6%	5.5%	6.7%	2.2%	4.4%	5.0%	7.9%	5.9%	-	6.1%	-	6.3%	5.1%	5.6%	7.9%	3.2%	5.5%	3.7%	8.3%	4.9%	6.1%	4.0%
28	8	20	6	8	14	-	7	7	12	25	1	2	1	4	18	7	9	8	10	9	3	7	23	5
4.9%	4.9%	4.9%	4.5%	4.6%	5.4%	-	6.9%	4.4%	5.6%	5.0%	1.9%	6.1%	10.1%	5.2%	4.3%	7.5%	5.4%	3.5%	5.5%	6.8%	2.1%	5.6%	5.8%	3.0%
25	7	18	6	8	11	1	6	4	13	24	2	-	-	2	21	3	8	13	8	5	5	6	14	9
4.4%	3.9%	4.5%	4.5%	4.6%	4.1%	2.2%	6.1%	2.7%	6.0%	4.7%	3.8%	-	-	2.1%	5.1%	2.8%	4.4%	5.6%	4.6%	3.7%	4.2%	4.9%	3.7%	5.5%
23	8	15	3	10	9	1	5	5	6	17	3	1	2	3	17	3	5	12	8	6	5	3	13	8
3.9%	4.4%	3.7%	2.6%	5.5%	3.5%	2.2%	5.2%	3.3%	2.8%	3.4%	7.6%	3.1%	20.0%	3.1%	4.1%	3.8%	2.9%	5.0%	4.6%	4.4%	4.2%	2.8%	3.5%	4.5%
55	13	42	16	10	29	4	7	13	24	49	4	3	-	8	37	11	16	21	13	13	13	13	36	18
9.6%	7.8%	10.3%	12.3%	5.5%	11.1%	10.9%	7.0%	8.8%	11.5%	9.8%	9.5%	9.1%	-	9.4%	9.0%	12.1%	9.3%	8.8%	7.4%	9.3%	10.4%	10.4%	9.3%	10.5%
61	23	38	15	21	25	2	5	18	23	47	11	3	1	11	42	8	18	23	14	17	12	14	38	20
10.5%	13.2%	9.4%	11.6%	11.3%	9.5%	4.4%	5.2%	11.5%	10.7%	9.4%	24.5%	9.1%	10.1%	13.5%	10.2%	9.3%	10.8%	9.8%	7.8%	12.4%	9.7%	11.8%	9.9%	11.9%
67	20	47	16	26	25	7	13	19	22	60	3	2	2	11	43	13	16	27	19	18	15	13	46	19
11.6%	11.8%	11.5%	12.2%	14.1%	9.5%	17.3%	13.0%	12.6%	10.3%	12.1%	7.6%	6.1%	20.1%	13.5%	10.4%	15.0%	9.3%	11.2%	10.6%	13.0%	12.5%	10.4%	11.9%	11.4%
60	15	45	18	19	23	6	9	17	20	52	3	4	1	9	42	9	12	30	21	13	13	13	40	18
10.4%	8.8%	11.1%	14.2%	10.5%	8.6%	15.2%	9.6%	11.0%	9.5%	10.4%	7.5%	15.2%	9.9%	11.4%	10.2%	10.3%	6.9%	12.7%	11.5%	9.3%	10.4%	11.1%	10.4%	10.9%
46	15	31	9	16	21	4	7	14	14	39	7	-	-	7	32	8	11	21	13	13	9	9	33	13
8.0%	8.8%	7.6%	7.1%	8.6%	7.9%	10.9%	6.9%	9.4%	6.7%	7.9%	15.1%	-	-	8.3%	7.8%	8.4%	6.4%	8.8%	7.4%	9.9%	7.6%	7.6%	8.4%	7.4%
108	28	79	29	39	38	9	23	28	31	92	8	6	2	13	84	12	35	49	40	21	22	19	73	30
18.6%	16.6%	19.5%	22.5%	21.3%	14.6%	23.9%	24.3%	18.7%	14.6%	18.4%	18.8%	21.2%	19.8%	15.6%	20.4%	13.1%	20.5%	20.4%	22.1%	15.5%	18.0%	15.9%	18.7%	17.9%
579	171	408	130	184	264	38	96	152	211	499	44	28	8	80	409	90	171	238	182	135	121	121	388	169
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 158

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 free or low-cost meals at work

Unweighted Total

Weighted Total

0

1

2

3

4

5

6

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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	
691	321	0	370	0	435	145	87	24	476	125	35	84	607	284	407	176	230	285	418	273	388	303	32	364	100	195	
579	267	0	312	0	364	121	73	20	399	105	29	71	508	238	341	147	193	239	350	229	325	254	27	305	84	163	
74	21	-	53	-	52	12	6	4	53	13	4	12	62	20	54	11	27	36	39	34	34	39	5	47	3	18	
12.8%	7.8%	-	17.0%	-	14.3%	9.7%	8.0%	20.9%	13.3%	12.0%	14.3%	16.7%	12.2%	8.5%	15.8%	7.4%	14.0%	15.1%	11.3%	15.0%	10.6%	15.5%	18.8%	15.4%	4.0%	11.3%	
31	11	-	20	-	19	5	6	1	19	8	2	3	28	10	21	8	11	13	21	10	15	16	3	18	3	7	
5.4%	4.0%	-	6.5%	-	5.3%	4.1%	8.0%	4.2%	4.8%	7.2%	5.7%	4.8%	5.4%	4.2%	6.1%	5.1%	5.7%	5.3%	6.0%	4.4%	4.6%	6.3%	12.4%	5.8%	4.0%	4.1%	
28	12	-	16	-	19	5	3	1	17	4	2	3	25	8	20	9	6	13	18	11	15	13	2	13	4	9	
4.9%	4.7%	-	5.1%	-	5.3%	4.1%	4.6%	4.2%	4.2%	4.0%	5.7%	4.8%	4.9%	3.5%	5.9%	6.3%	3.0%	5.6%	5.0%	4.8%	4.6%	5.3%	6.2%	4.4%	5.0%	5.6%	
25	7	-	18	-	18	4	3	1	18	3	3	4	21	11	14	6	11	8	16	9	17	8	3	8	7	8	
4.4%	2.8%	-	5.7%	-	4.8%	3.5%	3.4%	4.1%	4.4%	3.2%	8.6%	6.0%	4.1%	4.6%	4.2%	4.0%	5.7%	3.5%	4.6%	4.0%	5.2%	3.3%	12.5%	2.5%	8.0%	4.6%	
23	3	-	19	-	9	11	2	1	12	9	2	3	19	15	8	4	7	12	13	9	15	8	-	14	3	5	
3.9%	1.2%	-	6.2%	-	2.5%	9.0%	2.3%	4.1%	3.0%	8.8%	5.7%	4.8%	3.8%	6.4%	2.2%	2.8%	3.5%	4.9%	3.8%	4.0%	4.7%	3.0%	-	4.7%	4.0%	3.1%	
55	20	-	35	-	38	11	5	2	42	6	3	9	46	25	30	11	21	23	34	21	31	24	3	26	8	18	
9.6%	7.5%	-	11.4%	-	10.4%	9.0%	6.9%	8.3%	10.5%	5.6%	8.6%	13.1%	9.1%	10.6%	8.8%	7.4%	10.9%	9.8%	9.8%	9.2%	9.5%	9.6%	12.5%	8.5%	10.0%	10.8%	
61	35	-	26	-	43	15	2	1	40	13	3	7	54	26	35	20	16	25	40	21	36	25	-	31	9	21	
10.5%	13.1%	-	8.4%	-	11.9%	12.4%	2.3%	4.1%	10.1%	12.8%	8.5%	9.5%	10.7%	10.9%	10.3%	13.6%	8.3%	10.5%	11.5%	9.1%	11.1%	9.9%	-	10.2%	11.0%	12.8%	
67	37	-	30	-	41	15	10	1	52	7	4	9	58	27	40	21	24	22	39	28	36	31	3	33	9	22	
11.6%	13.7%	-	9.7%	-	11.2%	12.4%	13.8%	4.2%	13.0%	6.4%	14.3%	13.1%	11.4%	11.3%	11.8%	14.2%	12.6%	9.1%	11.2%	12.1%	11.1%	12.2%	9.4%	11.0%	11.0%	13.3%	
60	28	-	32	-	32	13	13	3	39	13	3	8	53	28	33	16	24	20	32	28	37	23	-	31	12	18	
10.4%	10.6%	-	10.3%	-	8.7%	11.0%	17.2%	12.5%	9.7%	12.8%	11.4%	10.7%	10.4%	11.6%	9.6%	10.8%	12.6%	8.4%	9.1%	12.4%	11.3%	9.2%	-	10.2%	14.0%	10.8%	
46	23	-	23	-	26	13	5	2	33	10	2	5	41	19	27	13	10	23	29	17	30	16	3	28	6	9	
8.0%	8.7%	-	7.3%	-	7.1%	11.0%	6.9%	8.4%	8.4%	9.6%	5.7%	7.1%	8.1%	8.1%	7.9%	8.5%	5.2%	9.8%	8.4%	7.3%	9.3%	6.3%	9.4%	9.3%	7.0%	5.6%	
108	69	-	39	-	67	17	19	5	74	18	3	7	101	48	59	29	36	43	68	40	59	49	5	55	18	29	
18.6%	25.9%	-	12.4%	-	18.3%	13.8%	26.4%	24.9%	18.7%	17.6%	11.4%	9.5%	19.9%	20.4%	17.4%	19.9%	18.6%	17.9%	19.3%	17.6%	18.0%	19.4%	18.8%	18.1%	22.0%	17.9%	
579	267	-	312	-	364	121	73	20	399	105	29	71	508	238	341	147	193	239	350	229	325	254	27	305	84	163	
100.0%	100.0%	-	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 159

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 for travel time between clients/service users

Unweighted Total

Weighted Total

0

1

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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
151	34	117	27	54	70	5	20	39	67	131	10	7	3	28	101	22	40	61	43	34	33	37	86	57
127	29	99	23	46	59	4	17	33	56	110	8	6	3	24	85	19	34	51	36	29	28	31	72	48
14	3	12	4	1	9	1	2	5	5	13	1	1	-	-	12	3	6	6	8	3	3	1	11	3
11.3%	8.8%	12.0%	18.5%	1.9%	15.7%	20.0%	10.0%	15.4%	9.0%	11.5%	10.0%	14.3%	-	-	13.9%	13.6%	17.5%	11.5%	20.9%	8.8%	12.1%	2.7%	15.1%	5.3%
3	1	2	-	2	1	-	1	1	1	3	-	-	-	-	3	-	2	1	2	-	1	-	2	1
2.0%	2.9%	1.7%	-	3.7%	1.4%	-	5.0%	2.6%	1.5%	2.3%	-	-	-	-	3.0%	-	5.0%	1.6%	4.7%	-	3.0%	-	2.3%	1.8%
3	1	3	-	2	2	1	-	1	2	3	-	-	-	-	3	-	1	3	1	1	-	2	2	2
2.6%	2.9%	2.6%	-	3.7%	2.9%	20.0%	-	2.6%	3.0%	3.1%	-	-	-	-	4.0%	-	2.5%	4.9%	2.3%	2.9%	-	5.4%	2.3%	3.5%
6	3	3	1	3	3	-	-	1	3	4	1	-	1	-	6	-	2	4	-	2	2	3	3	3
4.6%	8.8%	3.4%	3.7%	5.6%	4.3%	-	-	2.6%	6.0%	3.8%	10.0%	-	33.3%	-	6.9%	-	5.0%	8.2%	-	5.9%	6.1%	8.1%	4.7%	5.3%
3	2	2	1	1	2	1	1	1	-	3	-	-	1	1	3	-	1	2	2	-	2	-	2	1
2.6%	5.9%	1.7%	3.7%	1.9%	2.9%	20.0%	5.0%	2.6%	-	2.3%	-	-	33.3%	3.6%	3.0%	-	2.5%	3.3%	4.7%	-	6.1%	-	2.3%	1.8%
4	-	4	1	3	1	-	2	-	2	3	-	1	-	1	2	2	-	2	3	2	-	-	3	2
3.3%	-	4.3%	3.7%	5.6%	1.4%	-	10.0%	-	3.0%	3.1%	-	14.3%	-	3.6%	2.0%	9.1%	-	3.3%	7.0%	5.9%	-	-	3.5%	3.5%
7	1	6	2	3	2	1	1	3	3	7	-	-	-	1	5	1	3	3	2	-	3	3	3	3
5.3%	2.9%	6.0%	7.4%	7.4%	2.9%	20.0%	5.0%	7.7%	4.5%	6.1%	-	-	-	3.6%	5.9%	4.5%	7.5%	4.9%	4.7%	-	9.1%	8.1%	4.7%	7.0%
12	4	8	2	1	9	-	1	2	8	11	-	-	1	2	9	1	4	5	-	5	2	5	5	7
9.3%	14.7%	7.7%	7.4%	1.9%	15.7%	-	5.0%	5.1%	14.9%	9.9%	-	-	33.3%	7.1%	10.9%	4.5%	12.5%	9.8%	-	17.6%	6.1%	16.2%	7.0%	14.0%
12	3	9	4	3	5	-	1	3	6	10	1	1	-	3	7	2	4	3	3	3	1	4	7	4
9.3%	8.8%	9.4%	18.5%	5.6%	8.6%	-	5.0%	10.3%	10.4%	9.2%	10.0%	14.3%	-	14.3%	7.9%	9.1%	12.5%	4.9%	7.0%	11.8%	3.0%	13.5%	9.3%	8.8%
19	3	16	3	8	9	-	3	7	7	17	2	1	-	6	11	3	3	8	5	3	6	4	8	8
15.2%	11.8%	16.2%	11.1%	16.7%	15.7%	-	20.0%	20.5%	11.9%	15.3%	20.0%	14.3%	-	25.0%	12.9%	13.6%	10.0%	14.8%	14.0%	11.8%	21.2%	13.5%	11.6%	15.8%
44	9	35	6	21	17	1	6	10	20	37	4	3	-	10	25	8	8	17	13	10	9	10	27	16
34.4%	32.4%	35.0%	25.9%	46.3%	28.6%	20.0%	35.0%	30.8%	35.8%	33.6%	50.0%	42.9%	-	42.9%	29.7%	45.5%	25.0%	32.8%	34.9%	35.3%	33.3%	32.4%	37.2%	33.3%
127	29	99	23	46	59	4	17	33	56	110	8	6	3	24	85	19	34	51	36	29	28	31	72	48
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 160

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 for travel time between clients/service users

Unweighted Total

Weighted Total

0

1

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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
151	0	0	151	0	90	36	22	3	79	37	22	25	126	80	71	26	50	75	97	54	86	65	2	71	25	53
127	0	0	127	0	76	30	19	3	67	31	19	21	106	67	60	22	42	63	82	46	72	55	2	60	21	45
14	-	-	14	-	11	2	2	-	9	3	1	3	11	4	10	3	5	7	11	3	8	7	1	8	3	3
11.3%	-	-	11.3%	-	14.4%	5.6%	9.1%	-	13.9%	8.1%	4.5%	16.0%	10.3%	6.3%	16.9%	11.5%	12.0%	10.7%	13.4%	7.4%	10.5%	12.3%	50.0%	14.1%	12.0%	5.7%
3	-	-	3	-	2	1	-	-	-	1	-	1	2	2	1	1	1	1	3	-	1	2	-	3	-	-
2.0%	-	-	2.0%	-	2.2%	2.8%	-	-	-	2.7%	-	4.0%	1.6%	2.5%	1.4%	3.8%	2.0%	1.3%	3.1%	-	1.2%	3.1%	-	4.2%	-	-
2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
3	-	-	3	-	3	1	-	-	2	1	1	-	3	3	1	-	1	3	1	3	2	2	-	1	-	3
2.6%	-	-	2.6%	-	3.3%	2.8%	-	-	2.5%	2.7%	4.5%	-	3.2%	3.8%	1.4%	-	2.0%	4.0%	1.0%	5.6%	2.3%	3.1%	-	1.4%	-	5.7%
6	-	-	6	-	3	3	-	-	3	3	1	1	5	3	3	1	1	4	4	2	4	2	-	3	-	3
4.6%	-	-	4.6%	-	4.4%	8.3%	-	-	3.8%	8.1%	4.5%	4.0%	4.8%	3.8%	5.6%	3.8%	2.0%	6.7%	5.2%	3.7%	5.8%	3.1%	-	4.2%	-	7.5%
3	-	-	3	-	2	1	1	-	2	2	-	1	3	3	1	1	2	1	3	-	2	2	-	3	-	1
2.6%	-	-	2.6%	-	2.2%	2.8%	4.5%	-	2.5%	5.4%	-	4.0%	2.4%	3.8%	1.4%	3.8%	4.0%	1.3%	4.1%	-	2.3%	3.1%	-	4.2%	-	1.9%
4	-	-	4	-	3	-	1	-	3	1	1	-	4	3	1	-	3	2	3	2	3	2	-	1	1	3
3.3%	-	-	3.3%	-	4.4%	-	4.5%	-	3.8%	2.7%	4.5%	-	4.0%	5.0%	1.4%	-	6.0%	2.7%	3.1%	3.7%	3.5%	3.1%	-	1.4%	4.0%	5.7%
7	-	-	7	-	6	1	-	-	6	-	1	-	7	5	2	1	4	2	5	2	4	3	-	3	1	3
5.3%	-	-	5.3%	-	7.8%	2.8%	-	-	8.9%	-	4.5%	-	6.3%	7.5%	2.8%	3.8%	10.0%	2.7%	6.2%	3.7%	5.8%	4.6%	-	4.2%	4.0%	7.5%
12	-	-	12	-	5	4	3	-	8	3	1	4	8	4	8	2	3	7	5	7	6	6	-	7	2	3
9.3%	-	-	9.3%	-	6.7%	13.9%	13.6%	-	11.4%	10.8%	4.5%	20.0%	7.1%	6.3%	12.7%	7.7%	8.0%	10.7%	6.2%	14.8%	8.1%	10.8%	-	11.3%	8.0%	7.5%
12	-	-	12	-	8	3	1	-	4	4	3	3	9	7	5	3	4	4	7	5	5	7	-	4	1	7
9.3%	-	-	9.3%	-	10.0%	11.1%	4.5%	-	6.3%	13.5%	13.6%	12.0%	8.7%	10.0%	8.5%	15.4%	10.0%	6.7%	8.2%	11.1%	7.0%	12.3%	-	7.0%	4.0%	15.1%
19	-	-	19	-	13	3	3	1	6	8	3	1	19	10	9	3	5	11	12	8	12	8	-	6	3	10
15.2%	-	-	15.2%	-	17.8%	8.3%	13.6%	33.3%	8.9%	24.3%	18.2%	4.0%	17.5%	15.0%	15.5%	15.4%	12.0%	17.3%	14.4%	16.7%	16.3%	13.8%	-	9.9%	16.0%	22.6%
44	-	-	44	-	20	13	9	2	25	7	8	8	36	24	19	8	13	23	29	15	27	17	1	23	11	9
34.4%	-	-	34.4%	-	26.7%	41.7%	50.0%	66.7%	38.0%	21.6%	40.9%	36.0%	34.1%	36.3%	32.4%	34.6%	32.0%	36.0%	35.1%	33.3%	37.2%	30.8%	50.0%	38.0%	52.0%	20.8%
127	-	-	127	-	76	30	19	3	67	31	19	21	106	67	60	22	42	63	82	46	72	55	2	60	21	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%

Survation.

# JRF Survey

Prepared on behalf of JRF

Table 161  
Q6. Normal weightings  
Q6. Do you have enough money to cover your household living costs (housing, food and bills)?  
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
Always	1638	754	884	327	474	835	137	280	405	619	1440	117	59	21	77	1425	137	526	899	284	374	423	514	552	930
	32.4%	37.2%	29.1%	31.3%	28.6%	35.4%	31.9%	33.1%	31.8%	33.9%	32.9%	31.5%	26.5%	22.3%	21.7%	33.9%	26.8%	31.9%	35.2%	22.3%	29.8%	36.7%	40.9%	25.2%	38.0%
Most weeks	1983	772	1211	427	683	873	160	337	501	690	1688	150	96	49	142	1656	185	636	1020	477	491	463	500	846	989
	39.2%	38.1%	39.9%	40.8%	41.2%	37.0%	37.5%	39.8%	39.3%	37.8%	38.6%	40.4%	42.7%	51.1%	40.1%	39.5%	36.1%	38.6%	40.0%	37.5%	39.0%	40.1%	39.8%	38.7%	40.4%
Some weeks	853	294	559	195	301	357	91	134	215	294	733	60	41	18	83	669	101	276	393	291	231	160	151	459	324
	16.8%	14.5%	18.4%	18.7%	18.1%	15.1%	21.2%	15.8%	16.9%	16.1%	16.8%	16.2%	18.3%	18.7%	23.4%	15.9%	19.7%	16.8%	15.4%	22.9%	18.4%	13.8%	12.0%	21.0%	13.2%
Rarely	474	170	304	79	163	233	31	78	124	175	409	36	25	4	43	360	71	164	196	171	131	88	74	266	169
	9.4%	8.4%	10.0%	7.5%	9.8%	9.9%	7.3%	9.2%	9.8%	9.6%	9.4%	9.7%	11.1%	4.5%	12.2%	8.6%	13.9%	10.0%	7.7%	13.5%	10.4%	7.6%	5.9%	12.2%	6.9%
Never	116	36	79	18	36	62	9	17	28	47	101	8	3	3	9	89	18	44	44	47	30	21	17	65	39
	2.3%	1.8%	2.6%	1.7%	2.2%	2.6%	2.2%	2.1%	2.2%	2.6%	2.3%	2.2%	1.4%	3.4%	2.6%	2.1%	3.5%	2.7%	1.7%	3.7%	2.4%	1.9%	1.3%	3.0%	1.6%
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 162  
Q6. Normal weightings  
Q6. Do you have enough money to cover your household living costs (housing, food and bills)?  
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
Always	1638	139	226	211	1063	1638	-	-	-	991	545	44	409	1230	672	966	319	372	948	844	794	1037	601	73	752	221	593
	32.4%	30.1%	28.2%	27.3%	35.1%	45.2%	-	-	-	34.2%	31.6%	31.7%	37.9%	30.8%	29.6%	34.6%	28.3%	29.2%	35.6%	31.0%	34.0%	33.6%	30.4%	29.0%	30.3%	31.7%	36.3%
Most weeks	1983	167	304	316	1196	1983	-	-	-	1139	685	48	397	1586	952	1031	467	498	1018	1070	913	1224	759	89	974	270	650
	39.2%	36.2%	37.9%	40.9%	39.5%	54.8%	-	-	-	39.3%	39.7%	34.2%	36.8%	39.8%	41.8%	37.0%	41.5%	39.1%	38.2%	39.3%	39.1%	39.7%	38.4%	35.6%	39.2%	38.8%	39.8%
Some weeks	853	97	164	142	449	-	853	-	-	456	303	24	169	684	403	449	227	238	388	495	368	510	343	43	462	118	230
	16.8%	21.1%	20.5%	18.4%	14.8%	-	100.0%	-	-	15.7%	17.5%	17.0%	15.7%	17.2%	17.7%	16.1%	20.2%	18.7%	14.6%	18.2%	15.3%	16.5%	17.3%	17.0%	18.6%	16.9%	14.1%
Rarely	474	42	87	86	259	-	-	474	-	259	151	21	84	390	207	267	90	131	253	263	211	256	218	41	243	70	120
	9.4%	9.0%	10.9%	11.1%	8.6%	-	-	100.0%	-	8.9%	8.8%	14.7%	7.8%	9.8%	9.1%	9.6%	8.0%	10.3%	9.5%	9.6%	9.0%	8.3%	11.0%	16.4%	9.8%	10.1%	7.3%
Never	116	17	20	17	62	-	-	-	116	57	40	3	19	96	41	75	22	36	57	53	62	59	57	5	53	17	41
	2.3%	3.6%	2.5%	2.2%	2.0%	-	-	-	100.0%	2.0%	2.3%	2.4%	1.8%	2.4%	1.8%	2.7%	1.9%	2.8%	2.2%	2.0%	2.7%	1.9%	2.9%	1.9%	2.1%	2.4%	2.5%
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 163  
Q7. Normal weightings  
Q7. Which of the following is closest to your view?  
Base: Said they have enough money to cover household living costs "Some weeks", "Rarely", or "Never"

Unweighted Total  
Weighted Total  
My performance at work often suffers when I don't have enough money to cover my household living costs  
My performance at work sometimes suffers when I don't have enough money to cover my household living costs  
My performance at work rarely suffers when I don't have enough money to cover my household living costs  
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
1455	497	958	293	506	656	131	231	370	522	1254	106	70	25	140	1119	196	490	629	517	394	270	244	808	529
1442	500	943	292	499	651	131	229	367	516	1243	105	69	25	135	1117	190	484	633	509	392	269	242	790	531
317	139	178	91	118	108	33	56	72	106	266	27	15	9	33	245	39	99	146	108	85	61	58	193	98
22.0%	27.8%	18.9%	31.2%	23.6%	16.6%	24.8%	24.4%	19.5%	20.6%	21.4%	26.0%	21.5%	33.7%	24.4%	21.9%	20.4%	20.5%	23.0%	21.2%	21.8%	22.8%	23.9%	24.5%	18.4%
586	193	393	128	223	236	63	79	154	209	506	44	29	8	54	460	71	184	277	196	155	109	111	327	221
40.6%	38.6%	41.7%	43.8%	44.6%	36.2%	48.1%	34.4%	42.1%	40.6%	40.7%	42.0%	41.4%	32.0%	40.3%	41.2%	37.7%	37.9%	43.7%	38.5%	39.5%	40.5%	45.7%	41.4%	41.6%
539	168	371	73	159	308	35	95	141	200	471	33	26	9	48	412	80	202	210	206	152	99	74	269	213
37.4%	33.6%	39.4%	25.0%	31.8%	47.2%	27.1%	41.3%	38.5%	38.8%	37.9%	32.0%	37.1%	34.3%	35.3%	36.9%	41.9%	41.6%	33.3%	40.3%	38.7%	36.7%	30.4%	34.1%	40.0%
1442	500	943	292	499	651	131	229	367	516	1243	105	69	25	135	1117	190	484	633	509	392	269	242	790	531
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 164  
Q7. Normal weightings  
Q7. Which of the following is closest to your view?  
Base: Said they have enough money to cover household living costs "Some weeks", "Rarely", or "Never"

Unweighted Total  
Weighted Total  
My performance at work often suffers when I don't have enough money to cover my household living costs  
My performance at work sometimes suffers when I don't have enough money to cover my household living costs  
My performance at work rarely suffers when I don't have enough money to cover my household living costs  
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
1455	187	255	291	722	0	861	477	117	781	495	50	271	1184	656	799	343	412	700	820	635	826	629	89	768	208	390
1442	156	272	245	770	0	853	474	116	771	494	48	272	1170	651	791	339	405	698	811	631	825	618	88	758	205	391
317	31	62	43	181	-	160	120	36	184	95	11	62	255	153	164	92	85	140	194	123	207	110	24	176	32	85
22.0%	19.8%	22.7%	17.5%	23.5%	-	18.8%	25.4%	31.0%	23.8%	19.2%	22.2%	22.7%	21.8%	23.4%	20.7%	27.2%	20.9%	20.0%	23.9%	19.4%	25.1%	17.8%	27.1%	23.2%	15.5%	21.9%
586	52	110	110	314	-	371	177	39	312	202	22	114	472	283	303	138	186	262	325	261	347	239	30	286	96	174
40.6%	33.7%	40.4%	44.7%	40.9%	-	43.5%	37.3%	33.7%	40.5%	40.9%	45.3%	41.8%	40.4%	43.4%	38.3%	40.8%	46.0%	37.5%	40.1%	41.4%	42.1%	38.7%	34.1%	37.7%	46.9%	44.5%
539	72	100	93	274	-	322	177	41	275	197	15	96	443	215	324	108	134	296	292	247	270	269	34	296	77	131
37.4%	46.5%	36.9%	37.8%	35.6%	-	37.7%	37.3%	35.2%	35.7%	39.9%	32.5%	35.4%	37.8%	33.1%	40.9%	32.0%	33.1%	42.4%	36.0%	39.2%	32.8%	43.5%	38.8%	39.1%	37.7%	33.6%
1442	156	272	245	770	-	853	474	116	771	494	48	272	1170	651	791	339	405	698	811	631	825	618	88	758	205	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%

# JRF Survey

Prepared on behalf of JRF

Table 165  
Q8. Normal weightings  
Q8. Which of the following is closest to your view?If the number of hours you work varies from week to week please choose the option which is most often the case  
Base: All Respondents

Unweighted Total  
Weighted Total  
The number of hours I work is more than I want  
  
The number of hours I work is about right  
  
The number of hours I work is less than I want  
  
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
829	388	442	165	291	374	96	148	188	296	727	45	43	14	56	700	73	136	565	199	202	187	223	350	392
16.4%	19.1%	14.5%	15.7%	17.6%	15.8%	22.4%	17.5%	14.8%	16.2%	16.6%	12.0%	19.1%	15.0%	15.9%	16.7%	14.2%	8.2%	22.1%	15.7%	16.1%	16.2%	17.7%	16.0%	16.0%
3307	1308	1999	647	1047	1611	249	531	846	1235	2861	247	142	57	188	2839	280	1058	1781	725	822	793	887	1261	1752
65.3%	64.6%	65.8%	61.8%	63.2%	68.3%	58.2%	62.8%	66.5%	67.7%	65.4%	66.4%	63.2%	59.6%	53.2%	67.6%	54.7%	64.2%	69.8%	57.1%	65.3%	68.7%	70.6%	57.6%	71.5%
928	330	597	234	319	374	83	167	239	295	783	80	40	24	109	659	159	453	206	345	234	174	146	578	307
18.3%	16.3%	19.7%	22.4%	19.3%	15.9%	19.3%	19.8%	18.8%	16.1%	17.9%	21.6%	17.6%	25.4%	30.9%	15.7%	31.1%	27.5%	8.1%	27.2%	18.6%	15.1%	11.6%	26.4%	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%

# JRF Survey

Prepared on behalf of JRF

Table 166  
Q8. Normal weightings  
Q8. Which of the following is closest to your view?If the number of hours you work varies from week to week please choose the option which is most often the case  
Base: All Respondents

Unweighted Total  
Weighted Total  
The number of hours I work is more than I want  
  
The number of hours I work is about right  
  
The number of hours I work is less than I want  
  
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
829	55	101	131	543	558	148	91	31	518	242	25	202	628	412	418	179	204	447	454	375	704	126	41	361	115	313
16.4%	11.9%	12.6%	16.9%	17.9%	15.4%	17.4%	19.3%	27.2%	17.9%	14.0%	18.1%	18.7%	15.7%	18.1%	15.0%	15.9%	16.0%	16.8%	16.7%	16.0%	22.8%	6.4%	16.5%	14.5%	16.5%	19.2%
3307	273	502	522	2009	2547	499	216	44	1866	1163	88	707	2600	1474	1832	648	796	1863	1737	1569	2012	1295	159	1656	446	1047
65.3%	59.1%	62.6%	67.7%	66.3%	70.3%	58.5%	45.7%	38.3%	64.3%	67.5%	62.7%	65.6%	65.2%	64.8%	65.7%	57.7%	62.4%	69.9%	63.8%	67.1%	65.2%	65.5%	63.4%	66.7%	64.1%	64.1%
928	134	198	119	476	516	206	166	40	518	319	27	169	759	389	539	296	277	354	533	394	370	557	51	468	135	274
18.3%	29.0%	24.7%	15.4%	15.7%	14.2%	24.1%	35.0%	34.4%	17.8%	18.5%	19.3%	15.7%	19.0%	17.1%	19.3%	26.4%	21.7%	13.3%	19.6%	16.8%	12.0%	28.2%	20.2%	18.8%	19.5%	16.8%
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 167  
Q9. Normal weightings  
Q9. Thinking about the number of hours you work, for each of the following options please indicate whether they do or do not stop you from working more hours in your current job?  
Base: All Respondents  
There are not enough hours available

Unweighted Total  
Weighted Total  
Does stop me  
  
Does not stop me  
  
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
1928	700	1229	461	624	843	183	313	454	696	1646	156	85	41	165	1551	213	701	850	534	505	417	425	968	853
38.1%	34.5%	40.4%	44.1%	37.7%	35.7%	42.9%	37.0%	35.6%	38.2%	37.7%	41.9%	37.8%	43.3%	46.5%	36.9%	41.6%	42.6%	33.3%	42.0%	40.2%	36.1%	33.9%	44.2%	34.8%
3135	1326	1809	585	1033	1516	244	533	820	1128	2726	216	139	54	189	2647	299	945	1702	736	752	738	831	1220	1598
61.9%	65.5%	59.6%	55.9%	62.3%	64.3%	57.1%	63.0%	64.4%	61.8%	62.3%	58.1%	62.2%	56.7%	53.5%	63.1%	58.4%	57.4%	66.7%	58.0%	59.8%	63.9%	66.1%	55.8%	65.2%
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 168  
Q9. Normal weightings  
Q9. Thinking about the number of hours you work, for each of the following options please indicate whether they do or do not stop you from working more hours in your current job?  
Base: All Respondents  
There are not enough hours available

Unweighted Total  
Weighted Total  
Does stop me  
  
Does not stop me  
  
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
1928	203	378	276	1071	1255	371	248	54	1079	678	68	414	1514	884	1045	492	498	938	1042	887	1085	843	86	908	297	638
38.1%	44.0%	47.2%	35.7%	35.4%	34.6%	43.5%	52.3%	47.1%	37.2%	39.3%	48.6%	38.5%	38.0%	38.8%	37.5%	43.8%	39.0%	35.2%	38.2%	37.9%	35.2%	42.6%	34.5%	36.5%	42.6%	39.1%
3135	259	423	496	1957	2367	481	226	61	1823	1046	72	663	2472	1391	1744	631	778	1726	1683	1452	2001	1134	164	1576	399	995
61.9%	56.0%	52.8%	64.3%	64.6%	65.4%	56.5%	47.7%	52.9%	62.8%	60.7%	51.4%	61.5%	62.0%	61.2%	62.5%	56.2%	61.0%	64.8%	61.8%	62.1%	64.8%	57.4%	65.5%	63.5%	57.4%	60.9%
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 169  
Q9. Normal weightings  
Q9. Thinking about the number of hours you work, for each of the following options please indicate whether they do or do not stop you from working more hours in your current job?  
Base: All Respondents  
I would lose benefits if I worked more hours

Unweighted Total  
Weighted Total  
Does stop me  
  
Does not stop me  
  
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
1164	459	705	236	466	463	119	182	294	416	1011	83	49	22	86	965	114	460	505	414	308	236	188	592	509
23.0%	22.7%	23.2%	22.5%	28.1%	19.6%	27.8%	21.5%	23.0%	22.8%	23.1%	22.2%	21.8%	23.0%	24.4%	23.0%	22.2%	27.9%	19.8%	32.6%	24.5%	20.4%	15.0%	27.1%	20.8%
3899	1566	2333	810	1191	1896	309	664	980	1408	3361	290	175	73	267	3234	398	1187	2047	856	950	919	1068	1596	1941
77.0%	77.3%	76.8%	77.5%	71.9%	80.4%	72.2%	78.5%	77.0%	77.2%	76.9%	77.8%	78.2%	77.0%	75.6%	77.0%	77.8%	72.1%	80.2%	67.4%	75.5%	79.6%	85.0%	72.9%	79.2%
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 170  
Q9. Normal weightings  
Q9. Thinking about the number of hours you work, for each of the following options please indicate whether they do or do not stop you from working more hours in your current job?  
Base: All Respondents  
I would lose benefits if I worked more hours

Unweighted Total  
Weighted Total  
Does stop me  
  
Does not stop me  
  
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
1164	111	199	190	664	725	249	161	30	643	421	32	269	895	677	488	285	320	560	669	495	641	524	68	602	161	333
23.0%	24.0%	24.9%	24.7%	21.9%	20.0%	29.2%	34.0%	25.9%	22.2%	24.4%	22.8%	25.0%	22.5%	29.8%	17.5%	25.3%	25.1%	21.0%	24.6%	21.2%	20.8%	26.5%	27.0%	24.2%	23.2%	20.4%
3899	351	602	581	2364	2897	604	313	86	2259	1303	108	808	3091	1598	2301	839	956	2104	2056	1843	2445	1454	183	1882	534	1300
77.0%	76.0%	75.1%	75.3%	78.1%	80.0%	70.8%	66.0%	74.1%	77.8%	75.6%	77.2%	75.0%	77.5%	70.2%	82.5%	74.7%	74.9%	79.0%	75.4%	78.8%	79.2%	73.5%	73.0%	75.8%	76.8%	79.6%
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 171  
Q9. Normal weightings  
Q9. Thinking about the number of hours you work, for each of the following options please indicate whether they do or do not stop you from working more hours in your current job?  
Base: All Respondents  
I do not have flexibility to choose when the hours are worked

Unweighted Total  
Weighted Total  
Does stop me  
  
Does not stop me  
  
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
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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
1802	693	1109	400	612	790	177	300	425	642	1543	143	78	38	127	1511	164	611	900	483	456	406	407	870	817
35.6%	34.2%	36.5%	38.2%	36.9%	33.5%	41.3%	35.4%	33.4%	35.2%	35.3%	38.3%	34.8%	39.7%	36.0%	36.0%	32.0%	37.1%	35.3%	38.1%	36.2%	35.2%	32.4%	39.7%	33.3%
3262	1333	1929	646	1045	1569	251	546	848	1183	2829	230	146	57	226	2687	348	1036	1651	787	802	748	849	1318	1634
64.4%	65.8%	63.5%	61.8%	63.1%	66.5%	58.7%	64.6%	66.6%	64.8%	64.7%	61.7%	65.2%	60.3%	64.0%	64.0%	68.0%	62.9%	64.7%	61.9%	63.8%	64.8%	67.6%	60.3%	66.7%
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 172  
Q9. Normal weightings  
Q9. Thinking about the number of hours you work, for each of the following options please indicate whether they do or do not stop you from working more hours in your current job?  
Base: All Respondents  
I do not have flexibility to choose when the hours are worked

Unweighted Total  
Weighted Total  
Does stop me  
  
Does not stop me  
  
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
1802	171	305	281	1046	1193	341	219	49	1004	658	41	431	1370	873	929	425	462	915	957	845	1116	685	79	885	239	599
35.6%	36.9%	38.0%	36.4%	34.5%	32.9%	40.0%	46.1%	42.7%	34.6%	38.2%	29.6%	40.0%	34.4%	38.4%	33.3%	37.8%	36.2%	34.4%	35.1%	36.1%	36.2%	34.6%	31.4%	35.6%	34.3%	36.7%
3262	291	497	491	1983	2429	512	255	66	1898	1066	98	646	2616	1402	1860	699	814	1749	1768	1494	1969	1293	172	1599	457	1034
64.4%	63.1%	62.0%	63.6%	65.5%	67.1%	60.0%	53.9%	57.3%	65.4%	61.8%	70.4%	60.0%	65.6%	61.6%	66.7%	62.2%	63.8%	65.6%	64.9%	63.9%	63.8%	65.4%	68.6%	64.4%	65.7%	63.3%
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 173  
Q9. Normal weightings  
Q9. Thinking about the number of hours you work, for each of the following options please indicate whether they do or do not stop you from working more hours in your current job?  
Base: All Respondents  
I do not feel comfortable asking for more hours

Unweighted Total  
Weighted Total  
Does stop me  
  
Does not stop me  
  
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
1149	452	697	301	381	468	120	177	283	418	998	81	46	24	96	946	107	375	571	323	281	265	251	553	529
22.7%	22.3%	23.0%	28.8%	23.0%	19.8%	27.9%	21.0%	22.2%	22.9%	22.8%	21.8%	20.4%	25.5%	27.2%	22.5%	21.0%	22.8%	22.4%	25.4%	22.4%	23.0%	20.0%	25.3%	21.6%
3914	1574	2341	745	1276	1891	308	668	990	1407	3374	291	178	71	257	3253	404	1272	1981	947	976	889	1006	1635	1922
77.3%	77.7%	77.0%	71.2%	77.0%	80.2%	72.1%	79.0%	77.8%	77.1%	77.2%	78.2%	79.6%	74.5%	72.8%	77.5%	79.0%	77.2%	77.6%	74.6%	77.6%	77.0%	80.0%	74.7%	78.4%
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 174  
Q9. Normal weightings  
Q9. Thinking about the number of hours you work, for each of the following options please indicate whether they do or do not stop you from working more hours in your current job?  
Base: All Respondents  
I do not feel comfortable asking for more hours

Unweighted Total  
Weighted Total  
Does stop me  
  
Does not stop me  
  
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
1149	117	183	153	696	759	214	145	31	637	411	33	268	882	545	605	312	283	554	675	475	732	417	53	548	174	374
22.7%	25.4%	22.9%	19.8%	23.0%	21.0%	25.1%	30.7%	26.6%	21.9%	23.8%	23.7%	24.8%	22.1%	23.9%	21.7%	27.7%	22.2%	20.8%	24.8%	20.3%	23.7%	21.1%	21.1%	22.1%	25.0%	22.9%
3914	344	618	619	2332	2862	639	329	85	2265	1313	107	810	3105	1730	2184	812	993	2110	2051	1864	2353	1561	198	1936	522	1259
77.3%	74.6%	77.1%	80.2%	77.0%	79.0%	74.9%	69.3%	73.4%	78.1%	76.2%	76.3%	75.2%	77.9%	76.1%	78.3%	72.3%	77.8%	79.2%	75.2%	79.7%	76.3%	78.9%	78.9%	77.9%	75.0%	77.1%
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 175  
Q9. Normal weightings  
Q9. Thinking about the number of hours you work, for each of the following options please indicate whether they do or do not stop you from working more hours in your current job?  
Base: All Respondents  
I have caring responsibilities at home

Unweighted Total  
Weighted Total  
Does stop me  
  
Does not stop me  
  
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
1610	575	1035	328	664	618	147	286	391	563	1387	121	67	34	99	1376	135	624	752	418	393	371	411	687	820
31.8%	28.4%	34.1%	31.4%	40.0%	26.2%	34.3%	33.8%	30.7%	30.9%	31.7%	32.5%	30.0%	35.7%	28.0%	32.8%	26.3%	37.9%	29.5%	32.9%	31.2%	32.1%	32.7%	31.4%	33.4%
3454	1451	2003	717	994	1742	281	560	883	1261	2985	251	157	61	255	2823	377	1023	1800	852	865	784	846	1501	1631
68.2%	71.6%	65.9%	68.6%	60.0%	73.8%	65.7%	66.2%	69.3%	69.1%	68.3%	67.5%	70.0%	64.3%	72.0%	67.2%	73.7%	62.1%	70.5%	67.1%	68.8%	67.9%	67.3%	68.6%	66.6%
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 176  
Q9. Normal weightings  
Q9. Thinking about the number of hours you work, for each of the following options please indicate whether they do or do not stop you from working more hours in your current job?  
Base: All Respondents  
I have caring responsibilities at home

Unweighted Total  
Weighted Total  
Does stop me  
  
Does not stop me  
  
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
1610	141	250	261	957	1097	297	178	38	896	591	47	379	1231	1058	552	357	395	857	903	706	884	725	60	796	238	526
31.8%	30.5%	31.3%	33.8%	31.6%	30.3%	34.8%	37.6%	32.5%	30.9%	34.3%	33.4%	35.2%	30.9%	46.5%	19.8%	31.8%	30.9%	32.2%	33.1%	30.2%	28.7%	36.7%	23.8%	31.6%	34.2%	32.2%
3454	321	551	511	2071	2524	556	296	78	2006	1133	93	699	2755	1217	2237	766	881	1807	1822	1632	2201	1253	191	1698	458	1107
68.2%	69.5%	68.8%	66.2%	68.4%	69.7%	65.2%	62.4%	67.5%	69.1%	65.7%	66.6%	64.8%	69.1%	53.5%	80.2%	68.2%	69.1%	67.8%	66.9%	69.8%	71.3%	63.3%	76.2%	68.4%	65.8%	67.8%
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 177  
Q10. Normal weightings  
Q10. Which of the following most closely describes your situation?  
Base: All Respondents

Unweighted Total  
Weighted Total  
I work the same shifts each week  
  
The shifts I work each week vary slightly  
  
The shifts I work each week vary significantly  
  
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
2777	1020	1757	494	924	1357	244	467	695	988	2393	198	129	57	82	2501	194	976	1525	617	710	673	727	1013	1492
54.8%	50.4%	57.8%	47.2%	55.8%	57.5%	57.0%	55.2%	54.6%	54.1%	54.7%	53.1%	57.6%	59.4%	23.2%	59.6%	37.9%	59.3%	59.8%	48.6%	56.5%	58.3%	57.9%	46.3%	60.9%
1568	663	905	359	502	707	125	254	392	583	1354	126	64	23	164	1214	190	505	709	427	391	337	363	800	652
31.0%	32.7%	29.8%	34.4%	30.3%	29.9%	29.1%	30.1%	30.8%	32.0%	31.0%	33.9%	28.7%	23.9%	46.4%	28.9%	37.1%	30.7%	27.8%	33.6%	31.1%	29.2%	28.9%	36.6%	26.6%
719	343	376	192	231	296	59	125	186	254	624	48	31	16	108	483	128	165	318	226	156	144	167	374	307
14.2%	16.9%	12.4%	18.4%	13.9%	12.5%	13.9%	14.8%	14.6%	13.9%	14.3%	13.0%	13.7%	16.7%	30.5%	11.5%	25.0%	10.0%	12.5%	17.8%	12.4%	12.5%	13.3%	17.1%	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%

# JRF Survey

Prepared on behalf of JRF

Table 178  
Q10. Normal weightings  
Q10. Which of the following most closely describes your situation?  
Base: All Respondents

Unweighted Total  
Weighted Total  
I work the same shifts each week  
  
The shifts I work each week vary slightly  
  
The shifts I work each week vary significantly  
  
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
2777	168	375	344	1890	2024	439	253	61	1539	1028	68	610	2167	1277	1500	527	618	1632	1500	1277	1689	1088	144	1369	377	887
54.8%	36.4%	46.8%	44.5%	62.4%	55.9%	51.5%	53.5%	52.4%	53.0%	59.7%	48.9%	56.6%	54.4%	56.2%	53.8%	46.9%	48.4%	61.3%	55.0%	54.6%	54.7%	55.0%	57.4%	55.1%	54.2%	54.3%
1568	192	305	292	778	1110	284	136	38	921	475	51	297	1271	694	874	396	453	718	862	706	936	632	72	783	227	485
31.0%	41.6%	38.0%	37.9%	25.7%	30.7%	33.3%	28.6%	32.6%	31.7%	27.5%	36.7%	27.6%	31.9%	30.5%	31.3%	35.3%	35.5%	26.9%	31.6%	30.2%	30.3%	31.9%	28.8%	31.5%	32.7%	29.7%
719	102	122	136	360	487	129	85	17	442	221	20	171	548	304	415	200	205	314	364	365	461	258	35	332	91	261
14.2%	22.0%	15.2%	17.6%	11.9%	13.5%	15.2%	17.9%	15.0%	15.2%	12.8%	14.4%	15.8%	13.8%	13.3%	14.9%	17.8%	16.0%	11.8%	13.3%	15.2%	14.9%	13.0%	13.8%	13.4%	13.1%	16.0%
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 179  
Q11. Normal weightings  
Q11. Which of the following statements is closest to your opinion?  
Base: Said their weekly shifts vary

Unweighted Total  
Weighted Total  
I am not happy that the shifts I work vary week by week  
  
I am happy that the shifts I work vary week by week  
  
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
2329	1003	1326	562	750	1017	185	384	593	851	2013	179	98	39	283	1719	327	679	1040	667	558	488	538	1214	963
2287	1006	1281	552	733	1002	184	379	578	837	1978	174	95	39	272	1697	318	670	1027	653	547	482	530	1175	959
691	309	382	194	226	271	71	110	178	221	579	62	31	19	96	485	110	194	291	233	167	131	134	432	227
30.2%	30.7%	29.8%	35.2%	30.8%	27.1%	38.5%	29.0%	30.7%	26.4%	29.3%	35.3%	33.1%	48.3%	35.2%	28.6%	34.7%	28.9%	28.4%	35.7%	30.4%	27.2%	25.4%	36.8%	23.6%
1596	697	899	358	507	731	113	269	400	616	1399	113	64	20	176	1212	208	476	736	419	381	351	395	743	732
69.8%	69.3%	70.2%	64.8%	69.2%	72.9%	61.5%	71.0%	69.3%	73.6%	70.7%	64.7%	66.9%	51.7%	64.8%	71.4%	65.3%	71.1%	71.6%	64.3%	69.6%	72.8%	74.6%	63.2%	76.4%
2287	1006	1281	552	733	1002	184	379	578	837	1978	174	95	39	272	1697	318	670	1027	653	547	482	530	1175	959
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 180  
Q11. Normal weightings  
Q11. Which of the following statements is closest to your opinion?  
Base: Said their weekly shifts vary

Unweighted Total  
Weighted Total  
I am not happy that the shifts I work vary week by week  
  
I am happy that the shifts I work vary week by week  
  
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
2329	353	400	508	1068	1624	423	225	57	1385	711	74	476	1853	1014	1315	610	676	1043	1248	1081	1418	911	107	1138	324	760
2287	294	426	428	1138	1598	413	221	55	1363	696	71	467	1819	997	1289	597	658	1032	1225	1061	1397	890	107	1115	319	747
691	102	150	132	306	401	171	95	24	432	186	19	146	545	307	384	202	223	266	362	329	445	246	34	350	102	205
30.2%	34.8%	35.2%	30.9%	26.9%	25.1%	41.4%	43.3%	42.8%	31.7%	26.8%	26.7%	31.2%	30.0%	30.7%	29.8%	33.8%	33.9%	25.8%	29.5%	31.0%	31.9%	27.6%	32.0%	31.4%	31.9%	27.5%
1596	191	276	296	832	1197	242	125	31	930	510	52	322	1274	691	905	395	435	766	864	732	952	644	73	765	217	542
69.8%	65.2%	64.8%	69.1%	73.1%	74.9%	58.6%	56.7%	57.2%	68.3%	73.2%	73.3%	68.8%	70.0%	69.3%	70.2%	66.2%	66.1%	74.2%	70.5%	69.0%	68.1%	72.4%	68.0%	68.6%	68.1%	72.5%
2287	294	426	428	1138	1598	413	221	55	1363	696	71	467	1819	997	1289	597	658	1032	1225	1061	1397	890	107	1115	319	747
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 181  
Q12. Normal weightings  
Q12. On average, how long before your shift starts does your employer tell you which shifts you are working?  
Base: Said their weekly shifts vary

Unweighted Total  
Weighted Total  
The same day  
  
The day before  
  
A few days before  
  
A week before  
  
More than a week before  
  
Other  
  
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
2329	1003	1326	562	750	1017	185	384	593	851	2013	179	98	39	283	1719	327	679	1040	667	558	488	538	1214	963
2287	1006	1281	552	733	1002	184	379	578	837	1978	174	95	39	272	1697	318	670	1027	653	547	482	530	1175	959
202	98	104	52	71	79	25	38	57	68	189	7	4	2	29	134	39	54	79	79	43	29	45	104	79
8.8%	9.7%	8.1%	9.4%	9.7%	7.9%	13.4%	10.1%	9.9%	8.2%	9.5%	3.9%	4.5%	5.5%	10.7%	7.9%	12.3%	8.1%	7.7%	12.2%	7.8%	6.1%	8.5%	8.8%	8.3%
297	159	138	100	95	102	30	54	64	106	254	21	17	5	44	199	54	84	115	102	78	68	46	180	100
13.0%	15.8%	10.8%	18.1%	13.0%	10.2%	16.5%	14.1%	11.0%	12.7%	12.9%	12.1%	17.4%	13.2%	16.2%	11.7%	17.1%	12.5%	11.2%	15.6%	14.0%	14.1%	8.7%	15.3%	10.4%
417	175	242	121	135	161	42	59	108	152	360	39	14	5	85	266	67	130	136	152	99	79	73	253	146
18.3%	17.4%	18.9%	21.9%	18.5%	16.1%	22.9%	15.5%	18.7%	18.1%	18.2%	22.2%	14.6%	12.0%	31.2%	15.7%	21.0%	19.4%	13.2%	23.3%	18.0%	16.3%	13.8%	21.6%	15.2%
483	202	280	130	164	188	37	72	126	172	406	39	28	10	62	354	66	140	214	142	120	104	106	266	198
21.1%	20.1%	21.9%	23.6%	22.4%	18.8%	19.9%	19.0%	21.7%	20.6%	20.5%	22.3%	29.0%	25.9%	22.9%	20.9%	20.9%	20.9%	20.9%	21.8%	21.9%	21.6%	20.0%	22.6%	20.7%
682	280	403	122	217	344	37	112	181	253	584	55	31	13	37	591	54	216	375	145	165	148	196	303	329
29.8%	27.8%	31.5%	22.1%	29.6%	34.3%	20.2%	29.6%	31.3%	30.3%	29.5%	31.4%	32.5%	33.5%	13.7%	34.8%	17.1%	32.2%	36.5%	22.2%	30.1%	30.7%	36.9%	25.8%	34.3%
205	92	114	27	50	128	13	44	43	85	185	14	2	4	14	154	37	47	107	32	44	54	64	69	107
9.0%	9.1%	8.9%	4.9%	6.8%	12.8%	7.2%	11.7%	7.4%	10.2%	9.4%	8.0%	2.0%	9.9%	5.2%	9.1%	11.6%	7.0%	10.5%	4.9%	8.1%	11.2%	12.0%	5.9%	11.1%
2287	1006	1281	552	733	1002	184	379	578	837	1978	174	95	39	272	1697	318	670	1027	653	547	482	530	1175	959
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 182  
Q12. Normal weightings  
Q12. On average, how long before your shift starts does your employer tell you which shifts you are working?  
Base: Said their weekly shifts vary

	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	2329	353	400	508	1068	1624	423	225	57	1385	711	74	476	1853	1014	1315	610	676	1043	1248	1081	1418	911	107	1138	324	760
Weighted Total	2287	294	426	428	1138	1598	413	221	55	1363	696	71	467	1819	997	1289	597	658	1032	1225	1061	1397	890	107	1115	319	747
The same day	202	17	28	24	132	123	38	28	12	128	56	4	51	151	109	93	65	50	87	136	66	140	62	6	97	28	71
	8.8%	5.9%	6.5%	5.7%	11.6%	7.7%	9.2%	12.9%	22.0%	9.4%	8.1%	5.3%	10.8%	8.3%	11.0%	7.2%	10.9%	7.5%	8.5%	11.1%	6.2%	10.0%	7.0%	5.6%	8.7%	8.7%	9.5%
The day before	297	43	44	28	182	211	62	16	8	161	102	15	64	233	160	137	120	91	85	225	73	200	97	8	166	34	90
	13.0%	14.7%	10.3%	6.5%	16.0%	13.2%	15.0%	7.4%	15.1%	11.8%	14.7%	20.8%	13.7%	12.8%	16.1%	10.6%	20.1%	13.9%	8.3%	18.3%	6.8%	14.3%	10.9%	7.6%	14.9%	10.6%	12.0%
A few days before	417	67	66	75	209	263	92	55	7	248	125	12	58	360	194	223	131	131	156	269	149	226	191	24	194	74	125
	18.3%	22.9%	15.5%	17.5%	18.4%	16.5%	22.2%	25.0%	13.0%	18.2%	18.0%	16.9%	12.4%	19.8%	19.4%	17.3%	21.9%	19.9%	15.1%	21.9%	14.0%	16.2%	21.5%	22.9%	17.4%	23.3%	16.7%
A week before	483	88	107	84	204	338	80	52	12	325	121	10	74	409	207	276	108	153	221	271	211	284	199	26	249	69	138
	21.1%	30.0%	25.0%	19.7%	17.9%	21.2%	19.4%	23.6%	22.7%	23.8%	17.4%	13.3%	15.8%	22.5%	20.8%	21.4%	18.1%	23.3%	21.4%	22.1%	19.9%	20.3%	22.4%	24.3%	22.4%	21.7%	18.5%
More than a week before	682	67	156	173	287	515	110	45	12	393	225	17	173	510	259	424	137	177	368	240	443	421	262	32	315	89	248
	29.8%	22.9%	36.5%	40.4%	25.2%	32.2%	26.7%	20.6%	22.3%	28.8%	32.4%	23.5%	37.0%	28.0%	25.9%	32.9%	23.0%	26.9%	35.7%	19.6%	41.7%	30.1%	29.4%	29.6%	28.2%	27.8%	33.2%
Other	205	10	27	44	125	148	31	23	3	108	66	14	49	157	68	137	35	56	114	85	120	126	79	11	94	25	75
	9.0%	3.4%	6.2%	10.2%	11.0%	9.3%	7.5%	10.5%	5.0%	7.9%	9.6%	20.2%	10.4%	8.6%	6.9%	10.6%	5.9%	8.4%	11.1%	7.0%	11.3%	9.1%	8.8%	10.1%	8.4%	7.9%	10.1%
SIGMA	2287	294	426	428	1138	1598	413	221	55	1363	696	71	467	1819	997	1289	597	658	1032	1225	1061	1397	890	107	1115	319	747
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 183  
Q13. Normal weightings  
Q13. Which of the following statements most closely describes your situation?  
Base: All Respondents

Unweighted Total  
Weighted Total  
There are lots of opportunities for promotion with my current employer  
There are some opportunities for promotion with my current employer  
There are no opportunities for promotion with my current employer  
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
420	191	229	138	156	125	52	70	114	132	368	29	16	7	24	373	23	137	236	113	108	106	87	167	220
8.3%	9.4%	7.5%	13.2%	9.4%	5.3%	12.2%	8.2%	8.9%	7.2%	8.4%	7.9%	6.9%	7.4%	6.6%	8.9%	4.5%	8.3%	9.3%	8.9%	8.6%	9.1%	6.9%	7.6%	9.0%
2348	976	1372	546	797	1006	203	382	607	835	2027	184	97	41	157	2066	124	731	1336	531	568	538	655	928	1249
46.4%	48.2%	45.2%	52.2%	48.1%	42.6%	47.5%	45.1%	47.6%	45.8%	46.4%	49.5%	43.0%	42.6%	44.5%	49.2%	24.3%	44.4%	52.4%	41.8%	45.1%	46.6%	52.1%	42.4%	51.0%
2296	859	1437	362	704	1228	172	395	553	857	1977	158	112	48	173	1759	365	779	979	626	582	511	515	1093	982
45.3%	42.4%	47.3%	34.6%	42.5%	52.1%	40.2%	46.7%	43.4%	47.0%	45.2%	42.6%	50.0%	50.0%	48.8%	41.9%	71.2%	47.3%	38.4%	49.3%	46.3%	44.2%	41.0%	50.0%	40.1%
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 184  
Q13. Normal weightings  
Q13. Which of the following statements most closely describes your situation?  
Base: All Respondents

Unweighted Total  
Weighted Total  
There are lots of opportunities for promotion with my current employer  
  
There are some opportunities for promotion with my current employer  
  
There are no opportunities for promotion with my current employer  
  
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
420	34	83	54	248	336	47	29	7	234	158	11	129	290	226	194	137	93	190	224	196	295	124	23	197	44	155
8.3%	7.4%	10.4%	7.0%	8.2%	9.3%	5.5%	6.1%	6.3%	8.1%	9.2%	7.7%	12.0%	7.3%	9.9%	6.9%	12.2%	7.3%	7.1%	8.2%	8.4%	9.6%	6.3%	9.3%	7.9%	6.3%	9.5%
2348	196	409	380	1363	1785	369	161	33	1299	849	65	539	1809	1119	1229	570	608	1170	1072	1276	1524	824	71	1109	357	811
46.4%	42.3%	51.1%	49.2%	45.0%	49.3%	43.3%	34.0%	28.4%	44.8%	49.2%	46.7%	50.1%	45.4%	49.2%	44.1%	50.7%	47.7%	43.9%	39.3%	54.6%	49.4%	41.7%	28.3%	44.7%	51.3%	49.7%
2296	232	309	338	1417	1500	437	284	76	1369	717	64	409	1887	930	1366	416	575	1305	1430	866	1266	1030	156	1178	295	667
45.3%	50.3%	38.6%	43.8%	46.8%	41.4%	51.2%	59.9%	65.3%	47.2%	41.6%	45.5%	38.0%	47.3%	40.9%	49.0%	37.0%	45.1%	49.0%	52.5%	37.0%	41.0%	52.1%	62.4%	47.4%	42.4%	40.8%
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 185  
Q14. Normal weightings  
Q14. Would you apply for a promotion from your current employer if one were available?  
Base: All Respondents

Unweighted Total  
Weighted Total  
Yes, I would definitely apply for a promotion from my current employer if one were available  
I might apply for a promotion from my current employer if one were available  
  
No, I would not apply for a promotion from my current employer if one were available  
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
1279	549	730	386	468	425	127	216	314	437	1095	84	62	38	97	1075	107	339	736	326	322	286	321	528	651
25.3%	27.1%	24.0%	36.9%	28.3%	18.0%	29.8%	25.6%	24.6%	24.0%	25.0%	22.6%	27.8%	39.6%	27.5%	25.6%	20.9%	20.6%	28.8%	25.7%	25.6%	24.8%	25.6%	24.1%	26.6%
2197	886	1311	467	799	931	200	357	564	788	1908	158	89	42	160	1847	191	654	1192	539	548	500	555	879	1125
43.4%	43.7%	43.2%	44.7%	48.2%	39.5%	46.7%	42.2%	44.3%	43.2%	43.6%	42.5%	39.6%	44.2%	45.2%	44.0%	37.2%	39.7%	46.7%	42.5%	43.5%	43.3%	44.1%	40.2%	45.9%
1587	591	996	193	390	1003	100	273	396	600	1369	130	73	15	96	1277	214	653	623	404	388	369	380	780	675
31.3%	29.2%	32.8%	18.4%	23.5%	42.5%	23.5%	32.2%	31.1%	32.9%	31.3%	34.9%	32.5%	16.3%	27.3%	30.4%	41.9%	39.7%	24.4%	31.8%	30.9%	31.9%	30.3%	35.7%	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 186  
Q14. Normal weightings  
Q14. Would you apply for a promotion from your current employer if one were available?  
Base: All Respondents

Unweighted Total  
Weighted Total  
Yes, I would definitely apply for a promotion from my current employer if one were available  
I might apply for a promotion from my current employer if one were available  
  
No, I would not apply for a promotion from my current employer if one were available  
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
1279	114	172	189	805	845	232	157	45	735	457	26	281	998	680	599	336	364	579	744	536	909	370	55	580	154	490
25.3%	24.7%	21.4%	24.5%	26.6%	23.3%	27.2%	33.2%	39.1%	25.3%	26.5%	18.5%	26.1%	25.0%	29.9%	21.5%	29.9%	28.5%	21.7%	27.3%	22.9%	29.5%	18.7%	22.1%	23.3%	22.2%	30.0%
2197	196	290	339	1373	1609	364	185	39	1228	772	77	449	1748	1084	1113	552	560	1085	1214	983	1413	784	58	1054	331	754
43.4%	42.3%	36.2%	43.9%	45.3%	44.4%	42.7%	39.0%	33.9%	42.3%	44.8%	55.1%	41.7%	43.9%	47.6%	39.9%	49.2%	43.9%	40.7%	44.5%	42.1%	45.8%	39.6%	23.3%	42.4%	47.6%	46.1%
1587	152	340	244	851	1167	257	132	31	939	495	37	347	1240	511	1076	235	352	1000	768	819	763	824	137	850	211	390
31.3%	33.0%	42.4%	31.7%	28.1%	32.2%	30.1%	27.8%	27.0%	32.3%	28.7%	26.4%	32.2%	31.1%	22.5%	38.6%	21.0%	27.6%	37.5%	28.2%	35.0%	24.7%	41.7%	54.5%	34.2%	30.3%	23.9%
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 187  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I would not want the extra responsibility

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	1457	2330	662	1188	1935	298	630	963	1388	3279	288	162	58	266	3108	413	1309	1799	952	937	866	928	1690	1780
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
1912	667	1245	298	602	1013	149	322	498	678	1647	150	90	26	114	1607	191	724	883	498	465	445	447	882	880
50.5%	45.1%	54.0%	45.1%	50.6%	52.4%	49.5%	51.1%	51.9%	48.9%	50.3%	52.0%	55.4%	44.7%	44.4%	51.5%	47.2%	55.4%	48.6%	52.8%	49.7%	51.3%	47.8%	53.2%	48.9%
1872	810	1062	362	587	921	152	308	461	709	1630	138	72	32	143	1516	214	583	933	446	471	423	488	777	920
49.5%	54.9%	46.0%	54.9%	49.4%	47.6%	50.5%	48.9%	48.1%	51.1%	49.7%	48.0%	44.6%	55.3%	55.6%	48.5%	52.8%	44.6%	51.4%	47.2%	50.3%	48.7%	52.2%	46.8%	51.1%
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 188  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I would not want the extra responsibility

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	418	591	692	2086	2769	628	319	71	2159	1273	117	795	2992	1591	2196	791	921	2075	1982	1805	2167	1620	193	1910	541	1143
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
1912	171	373	307	1062	1401	305	167	39	1104	647	51	440	1472	793	1119	355	469	1089	929	984	1050	862	104	1002	265	541
50.5%	49.0%	59.2%	52.6%	47.7%	50.5%	49.2%	52.7%	54.8%	50.9%	51.0%	45.1%	55.2%	49.3%	49.7%	51.1%	45.0%	51.4%	52.2%	46.9%	54.6%	48.3%	53.6%	53.5%	52.6%	49.0%	47.3%
1872	177	257	276	1162	1375	316	150	32	1063	620	63	356	1516	802	1070	433	443	996	1053	819	1126	746	91	902	276	603
49.5%	51.0%	40.8%	47.4%	52.3%	49.5%	50.8%	47.3%	45.2%	49.1%	49.0%	54.9%	44.8%	50.7%	50.3%	48.9%	55.0%	48.6%	47.8%	53.1%	45.4%	51.7%	46.4%	46.5%	47.4%	51.0%	52.7%
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 189  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
The increase in pay would not make up for extra responsibility

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	1457	2330	662	1188	1935	298	630	963	1388	3279	288	162	58	266	3108	413	1309	1799	952	937	866	928	1690	1780
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
1723	662	1060	293	561	869	142	287	452	622	1503	113	78	28	116	1442	165	579	863	429	399	403	442	810	812
45.5%	44.8%	46.0%	44.3%	47.2%	44.9%	47.3%	45.6%	47.1%	44.8%	45.9%	39.2%	48.4%	49.1%	45.1%	46.2%	40.7%	44.3%	47.5%	45.4%	42.7%	46.3%	47.2%	48.8%	45.1%
2062	815	1247	367	627	1066	158	342	508	766	1774	175	84	29	141	1681	240	728	952	515	536	466	493	849	987
54.5%	55.2%	54.0%	55.7%	52.8%	55.1%	52.7%	54.4%	52.9%	55.2%	54.1%	60.8%	51.6%	50.9%	54.9%	53.8%	59.3%	55.7%	52.5%	54.6%	57.3%	53.7%	52.8%	51.2%	54.9%
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 190  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
The increase in pay would not make up for extra responsibility

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	418	591	692	2086	2769	628	319	71	2159	1273	117	795	2992	1591	2196	791	921	2075	1982	1805	2167	1620	193	1910	541	1143
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
1723	161	337	280	945	1251	283	156	33	992	587	43	412	1311	739	984	315	432	975	807	915	1024	699	72	869	261	521
45.5%	46.2%	53.5%	48.0%	42.5%	45.0%	45.6%	49.2%	46.9%	45.8%	46.3%	37.8%	51.8%	43.9%	46.3%	44.9%	40.0%	47.4%	46.8%	40.7%	50.8%	47.0%	43.5%	37.0%	45.6%	48.2%	45.5%
2062	187	293	303	1278	1526	338	161	37	1175	680	71	384	1678	856	1205	473	479	1110	1174	887	1153	909	123	1035	280	623
54.5%	53.8%	46.5%	52.0%	57.5%	55.0%	54.4%	50.8%	53.1%	54.2%	53.7%	62.2%	48.2%	56.1%	53.7%	55.1%	60.0%	52.6%	53.2%	59.3%	49.2%	53.0%	56.5%	63.0%	54.4%	51.8%	54.5%
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 191  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I would have to work more hours

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	1457	2330	662	1188	1935	298	630	963	1388	3279	288	162	58	266	3108	413	1309	1799	952	937	866	928	1690	1780
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
1525	516	1009	258	520	748	116	269	382	575	1342	103	58	22	111	1254	160	646	608	403	380	357	358	701	727
40.3%	35.0%	43.7%	39.1%	43.7%	38.7%	38.7%	42.8%	39.8%	41.4%	41.0%	35.8%	35.6%	38.8%	43.4%	40.1%	39.6%	49.4%	33.5%	42.7%	40.7%	41.2%	38.3%	42.3%	40.4%
2259	961	1298	402	669	1186	184	360	578	813	1934	185	104	35	145	1870	244	662	1208	541	555	511	577	958	1072
59.7%	65.0%	56.3%	60.9%	56.3%	61.3%	61.3%	57.2%	60.2%	58.6%	59.0%	64.2%	64.4%	61.2%	56.6%	59.9%	60.4%	50.6%	66.5%	57.3%	59.3%	58.8%	61.7%	57.7%	59.6%
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 192  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I would have to work more hours

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	418	591	692	2086	2769	628	319	71	2159	1273	117	795	2992	1591	2196	791	921	2075	1982	1805	2167	1620	193	1910	541	1143
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
1525	145	292	244	844	1121	248	130	26	871	517	42	327	1198	711	815	304	375	847	761	764	742	783	77	764	239	445
40.3%	41.6%	46.4%	41.9%	38.0%	40.4%	39.9%	41.2%	37.4%	40.2%	40.8%	37.2%	41.1%	40.1%	44.5%	37.2%	38.6%	41.1%	40.6%	38.4%	42.4%	34.1%	48.7%	39.3%	40.1%	44.2%	38.9%
2259	203	338	339	1379	1656	373	186	44	1296	750	72	469	1790	884	1375	484	537	1238	1220	1039	1434	825	118	1140	302	698
59.7%	58.4%	53.6%	58.1%	62.0%	59.6%	60.1%	58.8%	62.6%	59.8%	59.2%	62.8%	58.9%	59.9%	55.5%	62.8%	61.4%	58.9%	59.4%	61.6%	57.6%	65.9%	51.3%	60.7%	59.9%	55.8%	61.1%
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 193  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I am planning to leave my job

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	1457	2330	662	1188	1935	298	630	963	1388	3279	288	162	58	266	3108	413	1309	1799	952	937	866	928	1690	1780
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
941	397	545	260	310	371	104	160	217	358	839	54	39	10	86	747	107	320	427	276	231	200	204	488	391
24.9%	26.8%	23.6%	39.4%	26.1%	19.2%	34.8%	25.4%	22.6%	25.8%	25.6%	18.7%	24.0%	16.7%	33.7%	23.9%	26.5%	24.5%	23.5%	29.2%	24.7%	23.0%	21.8%	29.4%	21.7%
2843	1081	1763	400	878	1563	196	470	743	1030	2438	234	123	48	170	2376	297	987	1389	668	704	668	731	1172	1408
75.1%	73.2%	76.4%	60.6%	73.9%	80.8%	65.2%	74.6%	77.4%	74.2%	74.4%	81.3%	76.0%	83.3%	66.3%	76.1%	73.5%	75.5%	76.5%	70.8%	75.3%	77.0%	78.2%	70.6%	78.3%
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 194  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I am planning to leave my job

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	418	591	692	2086	2769	628	319	71	2159	1273	117	795	2992	1591	2196	791	921	2075	1982	1805	2167	1620	193	1910	541	1143
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
941	111	160	152	518	631	177	106	27	567	289	25	199	742	402	540	270	254	417	529	412	555	386	29	441	137	334
24.9%	32.1%	25.4%	26.0%	23.3%	22.7%	28.6%	33.5%	37.9%	26.2%	22.8%	21.8%	25.0%	24.8%	25.2%	24.6%	34.3%	27.8%	20.0%	26.7%	22.9%	25.5%	24.0%	14.8%	23.1%	25.3%	29.2%
2843	236	470	431	1705	2146	444	211	44	1599	978	89	597	2246	1193	1650	518	658	1668	1453	1390	1621	1222	166	1463	404	809
75.1%	67.9%	74.6%	74.0%	76.7%	77.3%	71.4%	66.5%	62.1%	73.8%	77.2%	78.2%	75.0%	75.2%	74.8%	75.4%	65.7%	72.2%	80.0%	73.3%	77.1%	74.5%	76.0%	85.2%	76.9%	74.7%	70.8%
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 195  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I am happy in my current role

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
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3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
2363	882	1481	333	705	1323	158	384	606	899	2047	180	102	35	162	1982	219	882	1100	577	579	567	578	984	1181
62.5%	59.7%	64.2%	50.5%	59.3%	68.4%	52.5%	61.1%	63.1%	64.8%	62.5%	62.4%	62.9%	61.3%	63.4%	63.5%	54.1%	67.4%	60.6%	61.1%	61.9%	65.3%	61.8%	59.3%	65.6%
1421	595	826	326	484	611	143	245	354	488	1230	108	60	22	94	1141	186	426	716	367	356	301	357	676	618
37.5%	40.3%	35.8%	49.5%	40.7%	31.6%	47.5%	38.9%	36.9%	35.2%	37.5%	37.6%	37.1%	38.7%	36.6%	36.5%	45.9%	32.6%	39.4%	38.9%	38.1%	34.7%	38.2%	40.7%	34.4%
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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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Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
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Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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			
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3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
2363	212	403	361	1387	1821	341	160	41	1378	782	72	518	1846	997	1366	456	550	1357	1205	1158	1285	1078	132	1230	337	665
62.5%	61.0%	64.0%	62.0%	62.4%	65.6%	54.9%	50.6%	58.1%	63.6%	61.7%	63.2%	65.0%	61.8%	62.5%	62.4%	57.8%	60.4%	65.1%	60.8%	64.2%	59.0%	67.1%	67.9%	64.6%	62.2%	58.1%
1421	136	227	222	837	955	280	156	29	789	485	42	278	1143	598	823	332	361	728	776	645	891	530	63	674	205	479
37.5%	39.0%	36.0%	38.0%	37.6%	34.4%	45.1%	49.4%	41.9%	36.4%	38.3%	36.8%	35.0%	38.2%	37.5%	37.6%	42.2%	39.6%	34.9%	39.2%	35.8%	41.0%	32.9%	32.1%	35.4%	37.8%	41.9%
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 197  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I have caring responsibilities at home

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	1457	2330	662	1188	1935	298	630	963	1388	3279	288	162	58	266	3108	413	1309	1799	952	937	866	928	1690	1780
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
1122	362	760	211	485	426	101	194	286	390	970	86	46	19	79	936	106	474	462	316	288	240	262	504	538
29.6%	24.5%	32.9%	32.0%	40.8%	22.0%	33.5%	30.8%	29.9%	28.1%	29.6%	29.9%	28.7%	32.9%	30.9%	30.0%	26.3%	36.3%	25.4%	33.5%	30.8%	27.6%	28.0%	30.4%	29.9%
2662	1115	1548	449	704	1508	200	436	673	998	2306	202	115	39	177	2187	299	833	1354	627	647	628	673	1156	1261
70.4%	75.5%	67.1%	68.0%	59.2%	78.0%	66.5%	69.2%	70.1%	71.9%	70.4%	70.1%	71.3%	67.1%	69.1%	70.0%	73.7%	63.7%	74.6%	66.5%	69.2%	72.4%	72.0%	69.6%	70.1%
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 198  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I have caring responsibilities at home

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	418	591	692	2086	2769	628	319	71	2159	1273	117	795	2992	1591	2196	791	921	2075	1982	1805	2167	1620	193	1910	541	1143
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
1122	99	179	195	649	788	203	114	18	625	403	34	271	851	763	359	242	273	607	620	502	570	552	33	586	171	332
29.6%	28.5%	28.4%	33.4%	29.2%	28.4%	32.7%	35.8%	25.3%	28.9%	31.8%	30.2%	34.0%	28.5%	47.8%	16.4%	30.7%	29.9%	29.1%	31.3%	27.8%	26.2%	34.3%	17.0%	30.8%	31.5%	29.0%
2662	249	451	388	1574	1989	418	203	53	1542	864	80	525	2137	832	1830	546	639	1478	1361	1301	1606	1056	162	1318	371	812
70.4%	71.5%	71.6%	66.6%	70.8%	71.6%	67.3%	64.2%	74.7%	71.1%	68.2%	69.8%	66.0%	71.5%	52.2%	83.6%	69.3%	70.1%	70.9%	68.7%	72.2%	73.8%	65.7%	83.0%	69.2%	68.5%	71.0%
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 199  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I lack the confidence needed

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	1457	2330	662	1188	1935	298	630	963	1388	3279	288	162	58	266	3108	413	1309	1799	952	937	866	928	1690	1780
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
1305	444	861	308	443	554	98	240	330	467	1135	94	48	28	83	1102	120	478	624	370	330	304	262	604	585
34.5%	30.1%	37.3%	46.7%	37.3%	28.6%	32.7%	38.1%	34.4%	33.6%	34.6%	32.7%	29.5%	48.3%	32.6%	35.3%	29.6%	36.6%	34.3%	39.2%	35.3%	35.0%	28.0%	36.4%	32.5%
2479	1033	1447	352	746	1380	202	390	629	921	2141	194	114	30	173	2022	285	829	1192	574	605	564	673	1055	1214
65.5%	69.9%	62.7%	53.3%	62.7%	71.4%	67.3%	61.9%	65.6%	66.4%	65.4%	67.3%	70.5%	51.7%	67.4%	64.7%	70.4%	63.4%	65.7%	60.8%	64.7%	65.0%	72.0%	63.6%	67.5%
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 200  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I lack the confidence needed

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	418	591	692	2086	2769	628	319	71	2159	1273	117	795	2992	1591	2196	791	921	2075	1982	1805	2167	1620	193	1910	541	1143
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
1305	126	208	211	760	917	223	134	30	688	484	35	287	1018	559	746	310	322	673	653	652	776	529	63	678	188	376
34.5%	36.1%	33.0%	36.3%	34.2%	33.0%	35.9%	42.3%	43.0%	31.7%	38.2%	30.3%	36.1%	34.1%	35.1%	34.1%	39.4%	35.3%	32.3%	33.0%	36.2%	35.7%	32.9%	32.2%	35.6%	34.6%	32.9%
2479	222	422	372	1464	1859	398	183	40	1479	783	79	509	1971	1036	1444	478	590	1412	1328	1151	1400	1079	132	1225	354	768
65.5%	63.9%	67.0%	63.7%	65.8%	67.0%	64.1%	57.7%	57.0%	68.3%	61.8%	69.7%	63.9%	65.9%	64.9%	65.9%	60.6%	64.7%	67.7%	67.0%	63.8%	64.3%	67.1%	67.8%	64.4%	65.4%	67.1%
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 201  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I have an illness or condition that would prevent me

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	1457	2330	662	1188	1935	298	630	963	1388	3279	288	162	58	266	3108	413	1309	1799	952	937	866	928	1690	1780
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
704	273	431	144	219	342	65	127	177	259	627	48	19	10	67	563	74	290	273	234	188	145	126	349	315
18.6%	18.5%	18.7%	21.8%	18.4%	17.7%	21.6%	20.1%	18.4%	18.7%	19.1%	16.5%	11.8%	17.8%	26.2%	18.0%	18.2%	22.2%	15.0%	24.8%	20.1%	16.7%	13.5%	21.0%	17.5%
3080	1204	1876	516	970	1593	235	503	783	1128	2650	241	143	47	189	2560	331	1017	1543	710	748	723	809	1311	1484
81.4%	81.5%	81.3%	78.2%	81.6%	82.3%	78.4%	79.9%	81.6%	81.3%	80.9%	83.5%	88.2%	82.2%	73.8%	82.0%	81.8%	77.8%	85.0%	75.2%	79.9%	83.3%	86.5%	79.0%	82.5%
3784	1477	2307	660	1189	1934	300	629	960	1387	3277	288	162	58	256	3123	405	1308	1816	944	936	868	935	1660	1799
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 202  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I have an illness or condition that would prevent me

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3787	418	591	692	2086	2769	628	319	71	2159	1273	117	795	2992	1591	2196	791	921	2075	1982	1805	2167	1620	193	1910	541	1143
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
704	60	140	107	398	465	139	83	16	380	258	26	173	531	297	407	184	167	353	409	295	372	332	31	353	97	222
18.6%	17.2%	22.2%	18.4%	17.9%	16.8%	22.5%	26.2%	23.2%	17.6%	20.4%	22.9%	21.8%	17.8%	18.6%	18.6%	23.4%	18.3%	16.9%	20.6%	16.4%	17.1%	20.7%	16.1%	18.6%	17.9%	19.4%
3080	288	490	476	1826	2311	481	234	54	1786	1009	88	623	2458	1298	1783	603	745	1732	1573	1508	1805	1275	164	1550	445	921
81.4%	82.8%	77.8%	81.6%	82.1%	83.2%	77.5%	73.8%	76.8%	82.4%	79.6%	77.1%	78.2%	82.2%	81.4%	81.4%	76.6%	81.7%	83.1%	79.4%	83.6%	82.9%	79.3%	83.9%	81.4%	82.1%	80.6%
3784	348	630	583	2224	2776	621	317	70	2167	1267	114	796	2988	1595	2189	788	912	2085	1982	1803	2177	1608	195	1904	542	1144
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 203  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I do not feel I have the skills needed

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3776	1457	2319	659	1186	1929	298	629	960	1383	3270	287	161	58	263	3103	410	1306	1797	947	936	862	927	1684	1776
3774	1477	2297	657	1187	1928	300	628	957	1382	3268	287	161	58	253	3118	402	1305	1814	939	935	865	934	1654	1796
1183	427	755	266	393	523	100	190	310	411	1011	102	48	21	65	1007	110	406	601	334	284	267	261	539	543
31.3%	28.9%	32.9%	40.6%	33.1%	27.1%	33.4%	30.2%	32.4%	29.7%	30.9%	35.6%	29.6%	36.9%	25.9%	32.3%	27.4%	31.1%	33.1%	35.6%	30.4%	30.9%	28.0%	32.6%	30.2%
2591	1050	1542	391	794	1405	200	438	647	972	2257	185	113	36	188	2111	292	899	1213	604	651	597	673	1114	1253
68.7%	71.1%	67.1%	59.4%	66.9%	72.9%	66.6%	69.8%	67.6%	70.3%	69.1%	64.4%	70.4%	63.1%	74.1%	67.7%	72.6%	68.9%	66.9%	64.4%	69.6%	69.1%	72.0%	67.4%	69.8%
3774	1477	2297	657	1187	1928	300	628	957	1382	3268	287	161	58	253	3118	402	1305	1814	939	935	865	934	1654	1796
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 204  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I do not feel I have the skills needed

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3776	416	589	689	2082	2763	626	316	71	2154	1271	116	793	2983	1587	2189	786	920	2070	1973	1803	2160	1616	193	1901	541	1141
3774	346	628	581	2219	2771	619	314	70	2162	1265	113	794	2980	1591	2183	783	911	2080	1973	1801	2170	1604	195	1895	542	1142
1183	106	167	192	717	844	200	112	26	638	426	34	248	935	511	672	305	305	572	572	611	704	479	61	616	159	347
31.3%	30.5%	26.7%	33.1%	32.3%	30.5%	32.3%	35.9%	37.0%	29.5%	33.7%	30.5%	31.2%	31.4%	32.1%	30.8%	38.9%	33.5%	27.5%	29.0%	33.9%	32.4%	29.8%	31.1%	32.5%	29.3%	30.4%
2591	240	460	388	1502	1927	419	201	44	1524	839	78	546	2045	1080	1511	478	606	1508	1401	1190	1466	1126	134	1280	383	795
68.7%	69.5%	73.3%	66.9%	67.7%	69.5%	67.7%	64.1%	63.0%	70.5%	66.3%	69.5%	68.8%	68.6%	67.9%	69.2%	61.1%	66.5%	72.5%	71.0%	66.1%	67.6%	70.2%	68.9%	67.5%	70.7%	69.6%
3774	346	628	581	2219	2771	619	314	70	2162	1265	113	794	2980	1591	2183	783	911	2080	1973	1801	2170	1604	195	1895	542	1142
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 205  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I would have to work a different pattern of shifts/hours

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3776	1454	2322	659	1186	1929	298	628	958	1386	3270	287	162	57	264	3101	411	1306	1795	947	935	864	927	1688	1773
3773	1474	2299	657	1187	1928	300	627	955	1385	3267	287	162	56	254	3116	403	1305	1811	939	933	867	934	1658	1792
1428	499	928	259	497	671	124	233	360	518	1235	106	62	24	99	1173	156	577	596	383	344	343	326	705	654
37.8%	33.9%	40.4%	39.5%	41.9%	34.8%	41.2%	37.2%	37.7%	37.4%	37.8%	36.9%	38.5%	43.3%	38.9%	37.6%	38.8%	44.2%	32.9%	40.8%	36.9%	39.6%	34.9%	42.5%	36.5%
2345	974	1371	398	690	1256	177	394	595	867	2032	181	100	32	156	1943	246	728	1216	556	589	524	608	952	1138
62.2%	66.1%	59.6%	60.5%	58.1%	65.2%	58.8%	62.8%	62.3%	62.6%	62.2%	63.1%	61.5%	56.7%	61.1%	62.4%	61.2%	55.8%	67.1%	59.2%	63.1%	60.4%	65.1%	57.5%	63.5%
3773	1474	2299	657	1187	1928	300	627	955	1385	3267	287	162	56	254	3116	403	1305	1811	939	933	867	934	1658	1792
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 206  
Q15. Normal weightings  
Q15. Which of the following are reasons why you would not apply for a promotion with your current employer?  
Base: Said they might or would not apply for a promotion  
I would have to work a different pattern of shifts/hours

Unweighted Total  
Weighted Total  
Is a reason  
  
Is not a reason  
  
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
3776	416	589	692	2079	2759	627	319	71	2154	1268	116	793	2983	1587	2189	790	920	2066	1979	1797	2159	1617	193	1903	539	1141
3773	346	628	583	2216	2766	620	317	70	2162	1262	113	794	2979	1591	2182	787	911	2076	1979	1794	2168	1605	195	1897	540	1142
1428	139	307	233	749	1039	246	120	23	832	464	35	323	1104	699	729	287	350	790	677	750	728	700	73	736	225	394
37.8%	40.1%	48.9%	39.9%	33.8%	37.6%	39.6%	37.9%	32.2%	38.5%	36.8%	31.4%	40.7%	37.1%	43.9%	33.4%	36.5%	38.5%	38.1%	34.2%	41.8%	33.6%	43.6%	37.2%	38.8%	41.8%	34.5%
2345	207	321	351	1467	1727	374	197	48	1330	798	77	471	1875	892	1454	500	560	1285	1301	1044	1440	905	122	1160	314	748
62.2%	59.9%	51.1%	60.1%	66.2%	62.4%	60.4%	62.1%	67.8%	61.5%	63.2%	68.6%	59.3%	62.9%	56.1%	66.6%	63.5%	61.5%	61.9%	65.8%	58.2%	66.4%	56.4%	62.8%	61.2%	58.2%	65.5%
3773	346	628	583	2216	2766	620	317	70	2162	1262	113	794	2979	1591	2182	787	911	2076	1979	1794	2168	1605	195	1897	540	1142
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 207  
Q16. Normal weightings  
Q16. Are you currently thinking about making the decision to change jobs to go to a different employer?  
Base: All Respondents

Unweighted Total  
Weighted Total  
Yes  
  
No  
  
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
1822	752	1070	490	667	665	204	313	429	630	1576	126	88	33	174	1435	213	549	886	509	447	369	446	910	785
36.0%	37.1%	35.2%	46.9%	40.3%	28.2%	47.6%	37.0%	33.7%	34.5%	36.0%	33.8%	39.3%	34.2%	49.3%	34.2%	41.7%	33.3%	34.7%	40.1%	35.5%	32.0%	35.5%	41.6%	32.0%
3241	1273	1968	555	990	1694	224	533	844	1195	2796	246	136	63	179	2763	298	1098	1665	761	811	785	810	1278	1665
64.0%	62.9%	64.8%	53.1%	59.7%	71.8%	52.4%	63.0%	66.3%	65.5%	64.0%	66.2%	60.7%	65.8%	50.7%	65.8%	58.3%	66.7%	65.3%	59.9%	64.5%	68.0%	64.5%	58.4%	68.0%
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 208  
Q16. Normal weightings  
Q16. Are you currently thinking about making the decision to change jobs to go to a different employer?  
Base: All Respondents

Unweighted Total  
Weighted Total  
Yes  
  
No  
  
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
1822	196	304	308	1015	1148	372	245	58	1089	577	53	402	1420	834	989	470	537	816	1004	818	1183	639	63	846	247	666
36.0%	42.5%	37.9%	39.8%	33.5%	31.7%	43.6%	51.7%	50.4%	37.5%	33.5%	37.6%	37.3%	35.6%	36.7%	35.4%	41.8%	42.1%	30.6%	36.8%	35.0%	38.4%	32.3%	25.3%	34.0%	35.6%	40.8%
3241	265	498	464	2014	2474	481	229	57	1812	1147	87	675	2566	1441	1800	653	739	1848	1721	1520	1902	1339	187	1638	448	967
64.0%	57.5%	62.1%	60.2%	66.5%	68.3%	56.4%	48.3%	49.6%	62.5%	66.5%	62.4%	62.7%	64.4%	63.3%	64.6%	58.2%	57.9%	69.4%	63.2%	65.0%	61.6%	67.7%	74.7%	66.0%	64.4%	59.2%
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 209  
Q17. Normal weightings  
Q17. Thinking about the colleagues you work closely with, which of the following best describes your situation?  
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
I typically have the same colleagues for over six months at a time	3991	1525	2466	759	1303	1928	317	648	1014	1453	3432	292	182	85	202	3448	340	1325	2124	922	991	926	1047	1592	2027
	78.8%	75.3%	81.2%	72.5%	78.6%	81.7%	74.1%	76.7%	79.6%	79.6%	78.5%	78.6%	81.2%	88.9%	57.2%	82.1%	66.5%	80.4%	83.2%	72.6%	78.8%	80.2%	83.4%	72.8%	82.7%
My colleagues change month by month	603	289	314	197	216	191	74	106	142	202	525	52	18	9	80	465	58	179	286	187	151	142	113	359	225
	11.9%	14.3%	10.3%	18.8%	13.0%	8.1%	17.4%	12.6%	11.2%	11.1%	12.0%	13.9%	8.2%	9.1%	22.7%	11.1%	11.3%	10.9%	11.2%	14.7%	12.0%	12.3%	9.0%	16.4%	9.2%
My colleagues change week by week	174	88	86	46	68	60	18	35	34	60	148	18	9	-	35	107	32	45	62	66	40	31	35	94	75
	3.4%	4.4%	2.8%	4.4%	4.1%	2.6%	4.3%	4.1%	2.7%	3.3%	3.4%	4.9%	3.9%	-	9.9%	2.5%	6.3%	2.7%	2.4%	5.2%	3.2%	2.7%	2.8%	4.3%	3.1%
I have different colleagues each day	172	71	101	39	48	86	13	32	55	57	157	4	9	2	27	100	46	55	45	64	46	27	33	88	72
	3.4%	3.5%	3.3%	3.7%	2.9%	3.6%	3.1%	3.8%	4.3%	3.1%	3.6%	1.2%	4.0%	2.0%	7.5%	2.4%	9.0%	3.3%	1.8%	5.1%	3.7%	2.4%	2.6%	4.0%	2.9%
Other (required)	122	51	71	6	22	94	5	24	28	52	110	5	6	-	9	78	35	44	34	30	30	28	28	54	52
	2.4%	2.5%	2.3%	0.6%	1.3%	4.0%	1.2%	2.9%	2.2%	2.9%	2.5%	1.5%	2.8%	-	2.7%	1.9%	6.8%	2.6%	1.3%	2.4%	2.4%	2.5%	2.2%	2.5%	2.1%
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%

# JRF Survey

Prepared on behalf of JRF

Table 210  
Q17. Normal weightings  
Q17. Thinking about the colleagues you work closely with, which of the following best describes your situation?  
Base: All Respondents

Unweighted Total  
Weighted Total  
I typically have the same colleagues for over six months at a time  
  
My colleagues change month by month  
  
My colleagues change week by week  
  
I have different colleagues each day  
  
Other (required)  
  
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
3991	338	645	586	2423	2933	632	340	85	2281	1380	110	886	3105	1785	2206	754	983	2254	2075	1916	2438	1553	195	1964	547	1285
78.8%	73.2%	80.5%	75.9%	80.0%	81.0%	74.1%	71.8%	73.7%	78.6%	80.0%	78.6%	82.2%	77.9%	78.5%	79.1%	67.1%	77.0%	84.6%	76.2%	81.9%	79.0%	78.5%	78.0%	79.1%	78.6%	78.7%
603	86	104	78	336	400	129	60	15	365	192	17	114	489	304	300	234	172	197	397	206	413	190	23	283	87	211
11.9%	18.6%	13.0%	10.0%	11.1%	11.1%	15.1%	12.6%	12.8%	12.6%	11.1%	12.0%	10.6%	12.3%	13.3%	10.7%	20.8%	13.5%	7.4%	14.6%	8.8%	13.4%	9.6%	9.0%	11.4%	12.5%	12.9%
174	14	16	35	110	103	46	22	3	85	67	7	38	137	85	90	65	43	67	102	72	105	70	15	84	24	51
3.4%	3.1%	2.0%	4.5%	3.6%	2.8%	5.4%	4.7%	2.8%	2.9%	3.9%	4.7%	3.5%	3.4%	3.7%	3.2%	5.7%	3.4%	2.5%	3.7%	3.1%	3.4%	3.5%	6.1%	3.4%	3.5%	3.1%
172	20	26	52	75	95	36	32	9	92	62	3	31	141	68	104	50	45	77	76	96	72	100	9	86	24	54
3.4%	4.3%	3.2%	6.8%	2.5%	2.6%	4.2%	6.8%	8.1%	3.2%	3.6%	2.3%	2.9%	3.5%	3.0%	3.7%	4.5%	3.5%	2.9%	2.8%	4.1%	2.3%	5.1%	3.6%	3.5%	3.4%	3.3%
122	4	11	22	85	90	10	20	3	79	23	3	9	113	33	89	20	33	69	75	47	58	64	8	67	14	32
2.4%	0.9%	1.3%	2.8%	2.8%	2.5%	1.1%	4.1%	2.6%	2.7%	1.3%	2.4%	0.8%	2.8%	1.5%	3.2%	1.8%	2.6%	2.6%	2.7%	2.0%	1.9%	3.2%	3.3%	2.7%	2.1%	2.0%
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 211  
Q18. Normal weightings  
Q18. Approximately how much of the time do you feel under EXCESSIVE pressure in your job?  
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
Every day	993	406	587	185	320	488	101	188	232	338	859	75	41	18	63	830	101	285	545	272	250	195	243	467	450
	19.6%	20.0%	19.3%	17.7%	19.3%	20.7%	23.7%	22.2%	18.2%	18.5%	19.7%	20.2%	18.1%	19.2%	17.7%	19.8%	19.7%	17.3%	21.4%	21.4%	19.9%	16.9%	19.4%	21.3%	18.4%
Once or twice a week	1455	595	860	357	524	574	144	231	361	514	1250	99	68	38	93	1233	129	432	801	355	353	360	356	647	697
	28.7%	29.4%	28.3%	34.1%	31.6%	24.3%	33.7%	27.3%	28.3%	28.2%	28.6%	26.7%	30.3%	39.5%	26.3%	29.4%	25.2%	26.3%	31.4%	28.0%	28.1%	31.2%	28.3%	29.6%	28.4%
Once or twice a month	1013	395	617	246	365	403	72	156	268	370	866	83	44	20	84	847	82	305	542	232	252	239	261	404	529
	20.0%	19.5%	20.3%	23.5%	22.0%	17.1%	16.9%	18.4%	21.0%	20.3%	19.8%	22.3%	19.8%	20.6%	23.7%	20.2%	16.1%	18.5%	21.2%	18.3%	20.0%	20.7%	20.8%	18.5%	21.6%
Less frequently than once a month	900	339	561	150	264	486	67	155	222	334	778	73	38	11	57	748	95	343	405	208	223	212	242	362	456
	17.8%	16.7%	18.5%	14.3%	15.9%	20.6%	15.7%	18.3%	17.4%	18.3%	17.8%	19.7%	16.9%	11.6%	16.2%	17.8%	18.5%	20.8%	15.9%	16.3%	17.7%	18.3%	19.2%	16.6%	18.6%
Never	702	290	412	108	184	408	43	116	191	269	619	42	34	9	57	541	105	282	259	203	180	149	154	308	320
	13.9%	14.3%	13.6%	10.3%	11.1%	17.3%	10.0%	13.7%	15.0%	14.7%	14.1%	11.2%	15.0%	9.1%	16.1%	12.9%	20.5%	17.1%	10.1%	16.0%	14.3%	12.9%	12.3%	14.1%	13.0%
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 212  
Q18. Normal weightings  
Q18. Approximately how much of the time do you feel under EXCESSIVE pressure in your job?  
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
Every day	993	82	153	198	560	620	175	161	37	573	344	18	295	699	441	552	198	234	562	486	508	673	320	68	492	113	321
	19.6%	17.8%	19.1%	25.7%	18.5%	17.1%	20.6%	33.9%	32.0%	19.8%	20.0%	13.0%	27.3%	17.5%	19.4%	19.8%	17.6%	18.3%	21.1%	17.8%	21.7%	21.8%	16.2%	27.2%	19.8%	16.2%	19.7%
Once or twice a week	1455	121	240	242	852	1004	284	138	29	817	524	35	332	1123	702	753	332	380	742	798	657	1008	447	48	694	211	501
	28.7%	26.3%	29.9%	31.3%	28.1%	27.7%	33.3%	29.1%	25.3%	28.2%	30.4%	25.2%	30.8%	28.2%	30.9%	27.0%	29.6%	29.8%	27.9%	29.3%	28.1%	32.7%	22.6%	19.2%	28.0%	30.3%	30.7%
Once or twice a month	1013	88	152	147	626	754	176	70	12	578	341	42	217	796	485	528	240	268	505	564	449	633	380	31	473	161	348
	20.0%	19.1%	19.0%	19.0%	20.7%	20.8%	20.7%	14.8%	10.8%	19.9%	19.8%	29.7%	20.2%	20.0%	21.3%	18.9%	21.3%	21.0%	19.0%	20.7%	19.2%	20.5%	19.2%	12.5%	19.0%	23.1%	21.3%
Less frequently than once a month	900	93	144	110	553	700	126	60	14	531	285	30	140	760	390	510	181	226	493	464	436	461	439	47	449	123	281
	17.8%	20.2%	18.0%	14.2%	18.3%	19.3%	14.7%	12.7%	11.9%	18.3%	16.5%	21.6%	13.0%	19.1%	17.1%	18.3%	16.1%	17.7%	18.5%	17.0%	18.6%	14.9%	22.2%	18.8%	18.1%	17.7%	17.2%
Never	702	77	112	76	438	543	92	45	23	402	230	15	94	609	257	445	172	169	361	414	288	310	392	56	376	88	183
	13.9%	16.6%	14.0%	9.8%	14.5%	15.0%	10.8%	9.4%	20.0%	13.9%	13.3%	10.5%	8.7%	15.3%	11.3%	16.0%	15.3%	13.2%	13.6%	15.2%	12.3%	10.0%	19.8%	22.3%	15.1%	12.6%	11.2%
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 213  
Q19. Normal weightings  
Q19. In an average shift, how much time do you spend travelling between appointments?  
Base: Those working in care

	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	175	36	139	33	61	81	7	22	45	78	152	13	7	3	31	119	25	49	70	47	42	39	43	94	70
Weighted Total	147	30	117	28	51	68	6	19	38	66	128	11	6	3	26	100	21	41	59	40	35	33	36	79	59
None	43	8	35	11	9	23	3	5	9	24	41	2	-	-	2	36	5	17	19	16	8	10	8	22	17
	29.1%	27.8%	29.5%	39.4%	18.0%	33.3%	57.1%	27.3%	24.4%	35.9%	32.2%	15.4%	-	-	6.5%	36.1%	24.0%	40.8%	32.9%	40.4%	23.8%	30.8%	23.3%	27.7%	28.6%
Less than 20 minutes	40	5	35	7	18	16	1	5	13	18	36	3	1	-	8	27	6	12	15	6	13	8	13	23	15
	27.4%	16.7%	30.2%	24.2%	34.4%	23.5%	14.3%	27.3%	33.3%	26.9%	28.3%	30.8%	14.3%	-	29.0%	26.9%	28.0%	28.6%	25.7%	14.9%	35.7%	23.1%	34.9%	28.7%	25.7%
20 minutes to an hour	36	8	28	5	13	18	1	7	8	13	29	3	2	3	6	24	7	9	14	11	8	5	10	19	16
	24.6%	27.8%	23.7%	18.2%	26.2%	25.9%	14.3%	36.4%	20.0%	20.5%	22.4%	30.8%	28.6%	100.0%	22.6%	23.5%	32.0%	22.4%	24.3%	27.7%	23.8%	15.4%	27.9%	23.4%	27.1%
An hour to two hours	17	4	13	3	7	7	1	2	4	7	13	2	2	-	7	8	3	3	5	5	3	6	3	8	8
	11.4%	13.9%	10.8%	12.1%	13.1%	9.9%	14.3%	9.1%	11.1%	10.3%	10.5%	15.4%	28.6%	-	25.8%	7.6%	12.0%	6.1%	8.6%	12.8%	9.5%	17.9%	7.0%	10.6%	14.3%
Two hours to three hours	9	4	5	2	3	5	-	-	4	3	8	1	1	-	3	5	1	1	4	2	2	3	3	6	3
	6.3%	13.9%	4.3%	6.1%	4.9%	7.4%	-	-	11.1%	5.1%	5.9%	7.7%	14.3%	-	12.9%	5.0%	4.0%	2.0%	7.1%	4.3%	4.8%	10.3%	7.0%	7.4%	4.3%
Three hours to four hours	1	-	1	-	1	-	-	-	-	1	1	-	-	-	1	-	-	-	-	-	1	-	-	1	-
	0.6%	-	0.7%	-	1.6%	-	-	-	-	1.3%	0.7%	-	-	-	3.2%	-	-	-	-	-	2.4%	-	-	1.1%	-
Over four hours	1	-	1	-	1	-	-	-	-	-	-	-	1	-	-	1	-	-	1	-	-	1	-	1	-
	0.6%	-	0.7%	-	1.6%	-	-	-	-	-	-	-	14.3%	-	-	0.8%	-	-	1.4%	-	-	2.6%	-	1.1%	-
SIGMA	147	30	117	28	51	68	6	19	38	66	128	11	6	3	26	100	21	41	59	40	35	33	36	79	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 214

Q19. Normal weightings

Q19. In an average shift, how much time do you spend travelling between appointments?

Base: Those working in care

	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	175	0	0	175	0	111	38	22	4	92	45	24	28	147	86	89	32	60	83	111	64	98	77	2	86	27	60
Weighted Total	147	0	0	147	0	94	32	19	3	78	38	20	24	124	72	75	27	51	70	94	54	83	65	2	72	23	51
None	43	-	-	43	-	29	8	6	1	24	9	8	8	35	18	25	6	20	17	24	19	21	22	1	22	6	14
	29.1%	-	-	29.1%	-	30.6%	23.7%	31.8%	25.0%	30.4%	24.4%	37.5%	32.1%	28.6%	24.4%	33.7%	21.9%	40.0%	24.1%	26.1%	34.4%	25.5%	33.8%	50.0%	30.2%	25.9%	28.3%
Less than 20 minutes	40	-	-	40	-	26	12	2	1	21	11	2	5	35	23	18	8	13	19	28	13	22	19	-	24	4	12
	27.4%	-	-	27.4%	-	27.9%	36.8%	9.1%	25.0%	27.2%	28.9%	8.3%	21.4%	28.6%	31.4%	23.6%	31.3%	26.7%	26.5%	29.7%	23.4%	26.5%	28.6%	-	33.7%	18.5%	23.3%
20 minutes to an hour	36	-	-	36	-	25	3	7	1	21	8	7	6	30	18	19	7	8	21	24	13	17	19	1	11	8	16
	24.6%	-	-	24.6%	-	27.0%	10.5%	36.4%	25.0%	27.2%	20.0%	33.3%	25.0%	24.5%	24.4%	24.7%	25.0%	16.7%	30.1%	25.2%	23.4%	20.4%	29.9%	50.0%	15.1%	37.0%	31.7%
An hour to two hours	17	-	-	17	-	11	3	2	1	6	8	2	4	13	9	8	5	6	6	12	5	12	5	-	11	-	6
	11.4%	-	-	11.4%	-	11.7%	10.5%	9.1%	25.0%	7.6%	20.0%	8.3%	17.9%	10.2%	12.8%	10.1%	18.8%	11.7%	8.4%	12.6%	9.4%	14.3%	7.8%	-	15.1%	-	11.7%
Two hours to three hours	9	-	-	9	-	3	5	2	-	5	2	3	1	8	3	6	1	1	8	4	5	9	-	-	3	4	3
	6.3%	-	-	6.3%	-	2.7%	15.8%	9.1%	-	6.5%	4.4%	12.5%	3.6%	6.8%	4.7%	7.9%	3.1%	1.7%	10.8%	4.5%	9.4%	11.2%	-	-	3.5%	18.5%	5.0%
Three hours to four hours	1	-	-	1	-	-	1	-	-	1	-	-	-	1	1	-	-	1	-	1	-	1	-	-	1	-	-
	0.6%	-	-	0.6%	-	-	2.6%	-	-	1.1%	-	-	-	0.7%	1.2%	-	-	1.7%	-	0.9%	-	1.0%	-	-	1.2%	-	-
Over four hours	1	-	-	1	-	-	-	1	-	-	1	-	-	1	1	-	-	1	-	1	-	1	-	-	1	-	-
	0.6%	-	-	0.6%	-	-	-	4.5%	-	-	2.2%	-	-	0.7%	1.2%	-	-	1.7%	-	0.9%	-	1.0%	-	-	1.2%	-	-
SIGMA	147	-	-	147	-	94	32	19	3	78	38	20	24	124	72	75	27	51	70	94	54	83	65	2	72	23	51
	100.0%	-	-	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 215  
Q20. Normal weightings  
Q20. Are you paid for this travelling time?  
Base: Those who spend time travelling between appointments

Unweighted Total  
Weighted Total  
Yes, I am paid in full  
  
Yes, I am paid partially  
  
No, I am not paid at all  
  
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
124	26	98	20	50	54	3	16	34	50	103	11	7	3	29	76	19	29	47	28	32	27	33	68	50
104	22	83	17	42	46	3	13	29	42	87	9	6	3	24	64	16	24	40	24	27	23	28	57	42
33	9	24	3	12	19	1	6	9	9	25	3	3	1	3	27	3	9	18	3	6	12	12	13	18
31.5%	42.3%	28.6%	15.0%	28.0%	40.7%	33.3%	43.8%	32.4%	22.0%	29.1%	36.4%	57.1%	33.3%	13.8%	42.1%	15.8%	37.9%	44.7%	14.3%	21.9%	51.9%	42.4%	22.1%	42.0%
20	5	15	2	11	8	2	4	5	8	19	1	-	1	7	12	2	2	10	5	6	4	4	13	5
19.4%	23.1%	18.4%	10.0%	26.0%	16.7%	66.7%	31.3%	17.6%	18.0%	21.4%	9.1%	-	33.3%	27.6%	18.4%	10.5%	6.9%	25.5%	21.4%	21.9%	18.5%	15.2%	23.5%	12.0%
51	8	44	13	19	19	-	3	14	25	43	5	3	1	14	25	12	13	12	15	15	7	12	31	19
49.2%	34.6%	53.1%	75.0%	46.0%	42.6%	-	25.0%	50.0%	60.0%	49.5%	54.5%	42.9%	33.3%	58.6%	39.5%	73.7%	55.2%	29.8%	64.3%	56.3%	29.6%	42.4%	54.4%	46.0%
104	22	83	17	42	46	3	13	29	42	87	9	6	3	24	64	16	24	40	24	27	23	28	57	42
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 216**  
**Q20. Normal weightings**  
**Q20. Are you paid for this travelling time?**  
**Base: Those who spend time travelling between appointments**

Unweighted Total  
 Weighted Total  
 Yes, I am paid in full  
 Yes, I am paid partially  
 No, I am not paid at all  
 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
124	0	0	124	0	77	29	15	3	64	34	15	19	105	65	59	25	36	63	82	42	73	51	1	60	20	43
104	0	0	104	0	65	24	13	3	54	29	13	16	88	55	50	21	30	53	69	35	62	43	1	51	17	36
33	-	-	33	-	25	5	2	1	14	12	7	11	22	22	11	5	8	20	21	12	19	13	-	13	5	14
31.5%	-	-	31.5%	-	39.0%	20.7%	13.3%	33.3%	26.6%	41.2%	53.3%	68.4%	24.8%	40.0%	22.0%	24.0%	25.0%	38.1%	30.5%	33.3%	31.5%	31.4%	-	26.7%	30.0%	39.5%
20	-	-	20	-	13	3	3	1	13	3	2	3	18	14	6	3	6	11	14	6	15	5	-	10	6	4
19.4%	-	-	19.4%	-	20.8%	13.8%	20.0%	33.3%	23.4%	8.8%	13.3%	15.8%	20.0%	26.2%	11.9%	16.0%	19.4%	20.6%	20.7%	16.7%	24.7%	11.8%	-	20.0%	35.0%	11.6%
51	-	-	51	-	26	16	8	1	27	14	4	3	49	19	33	13	17	22	34	18	27	24	1	27	6	18
49.2%	-	-	49.2%	-	40.3%	65.5%	66.7%	33.3%	50.0%	50.0%	33.3%	15.8%	55.2%	33.8%	66.1%	60.0%	55.6%	41.3%	48.8%	50.0%	43.8%	56.9%	100.0%	53.3%	35.0%	48.8%
104	-	-	104	-	65	24	13	3	54	29	13	16	88	55	50	21	30	53	69	35	62	43	1	51	17	36
100.0%	-	-	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 217  
Q21. Normal weightings  
Q21. Do you currently receive any discount(s) on goods and services provided by your employer?  
Base: Those who work in retail trade

Unweighted Total  
Weighted Total  
Yes  
  
No  
  
Don't know  
  
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
726	263	463	181	215	330	66	105	169	271	611	65	37	13	34	642	50	362	280	237	181	149	132	500	197
774	280	494	193	229	352	70	112	180	289	651	69	39	14	36	684	53	386	298	253	193	159	141	533	210
584	208	376	150	167	266	53	82	127	230	492	51	30	11	27	539	18	306	233	183	149	120	110	417	156
75.5%	74.1%	76.2%	77.9%	73.0%	75.8%	75.8%	73.3%	70.4%	79.7%	75.6%	73.8%	75.7%	76.9%	73.5%	78.8%	34.0%	79.3%	78.2%	72.6%	77.3%	75.8%	78.0%	78.2%	74.1%
166	63	103	35	53	78	16	28	42	54	140	16	9	2	10	125	32	67	58	59	37	35	28	100	49
21.5%	22.4%	21.0%	18.2%	23.3%	22.1%	22.7%	24.8%	23.1%	18.8%	21.4%	23.1%	21.6%	15.4%	26.5%	18.2%	60.0%	17.4%	19.3%	23.2%	19.3%	22.1%	19.7%	18.8%	23.4%
23	10	14	7	9	7	1	2	12	4	19	2	1	1	-	20	3	13	7	11	6	3	3	16	5
3.0%	3.4%	2.8%	3.9%	3.7%	2.1%	1.5%	1.9%	6.5%	1.5%	2.9%	3.1%	2.7%	7.7%	-	3.0%	6.0%	3.3%	2.5%	4.2%	3.3%	2.0%	2.3%	3.0%	2.5%
774	280	494	193	229	352	70	112	180	289	651	69	39	14	36	684	53	386	298	253	193	159	141	533	210
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 218

Q21. Normal weightings

Q21. Do you currently receive any discount(s) on goods and services provided by your employer?

Base: Those who work in retail trade

Unweighted Total

Weighted Total

Yes

No

Don't know

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
726	0	726	0	0	479	150	79	18	476	182	6	123	603	286	440	164	201	361	272	454	344	382	53	405	115	153
774	0	774	0	0	511	160	84	19	507	194	6	131	643	305	469	175	214	385	290	484	367	407	56	432	123	163
584	-	584	-	-	394	118	58	14	391	147	2	112	472	228	356	124	146	314	171	414	274	310	44	312	103	125
75.5%	-	75.5%	-	-	77.2%	74.0%	68.4%	72.2%	77.1%	75.8%	33.3%	85.4%	73.5%	74.8%	75.9%	70.7%	68.2%	81.7%	58.8%	85.5%	74.7%	76.2%	77.4%	72.3%	84.3%	76.5%
166	-	166	-	-	103	36	23	3	106	38	4	18	148	63	103	42	61	64	104	62	80	86	12	107	17	31
21.5%	-	21.5%	-	-	20.3%	22.7%	27.8%	16.7%	20.8%	19.8%	66.7%	13.8%	23.1%	20.6%	22.0%	23.8%	28.4%	16.6%	36.0%	12.8%	21.8%	21.2%	20.8%	24.7%	13.9%	19.0%
23	-	23	-	-	13	5	3	2	11	9	-	1	22	14	10	10	7	6	15	9	13	11	1	13	2	7
3.0%	-	3.0%	-	-	2.5%	3.3%	3.8%	11.1%	2.1%	4.4%	-	0.8%	3.5%	4.5%	2.0%	5.5%	3.5%	1.7%	5.1%	1.8%	3.5%	2.6%	1.9%	3.0%	1.7%	4.6%
774	-	774	-	-	511	160	84	19	507	194	6	131	643	305	469	175	214	385	290	484	367	407	56	432	123	163
100.0%	-	100.0%	-	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 219  
Q22. Normal weightings  
Q22. How useful would you say this discount is to you and your family?  
Base: Those who receive a discount on goods or services provided by their employer

Unweighted Total  
Weighted Total  
Very useful  
  
Somewhat useful  
  
Not very useful  
  
Not at all useful  
  
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
548	195	353	141	157	250	50	77	119	216	462	48	28	10	25	506	17	287	219	172	140	113	103	391	146
584	208	376	150	167	266	53	82	127	230	492	51	30	11	27	539	18	306	233	183	149	120	110	417	156
268	84	183	53	72	142	27	32	64	106	228	22	14	3	9	254	5	156	98	92	65	55	49	188	76
45.8%	40.5%	48.7%	35.5%	43.3%	53.2%	50.0%	39.0%	50.4%	45.8%	46.3%	43.8%	46.4%	30.0%	32.0%	47.0%	29.4%	50.9%	42.0%	50.0%	43.6%	46.0%	44.7%	45.0%	48.6%
242	92	150	75	75	93	20	38	44	97	199	26	12	5	13	225	4	118	107	69	71	50	38	181	55
41.4%	44.1%	39.9%	49.6%	44.6%	34.8%	38.0%	46.8%	34.5%	42.1%	40.5%	50.0%	39.3%	50.0%	48.0%	41.7%	23.5%	38.7%	45.7%	37.8%	47.9%	41.6%	35.0%	43.5%	35.6%
55	21	34	18	13	25	6	10	18	18	52	2	1	-	4	47	4	25	22	18	7	13	15	41	14
9.5%	10.3%	9.1%	12.1%	7.6%	9.2%	12.0%	11.7%	14.3%	7.9%	10.6%	4.2%	3.6%	-	16.0%	8.7%	23.5%	8.0%	9.6%	9.9%	5.0%	10.6%	13.6%	9.7%	8.9%
19	11	9	4	7	7	-	2	1	10	13	1	3	2	1	14	4	7	6	4	5	2	7	7	11
3.3%	5.1%	2.3%	2.8%	4.5%	2.8%	-	2.6%	0.8%	4.2%	2.6%	2.1%	10.7%	20.0%	4.0%	2.6%	23.5%	2.4%	2.7%	2.3%	3.6%	1.8%	6.8%	1.8%	6.8%
584	208	376	150	167	266	53	82	127	230	492	51	30	11	27	539	18	306	233	183	149	120	110	417	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%

# JRF Survey

Prepared on behalf of JRF

Table 220  
 Q22. Normal weightings  
 Q22. How useful would you say this discount is to you and your family?  
 Base: Those who receive a discount on goods or services provided by their employer

	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	548	0	548	0	0	370	111	54	13	367	138	2	105	443	214	334	116	137	295	160	388	257	291	41	293	97	117
Weighted Total	584	0	584	0	0	394	118	58	14	391	147	2	112	472	228	356	124	146	314	171	414	274	310	44	312	103	125
Very useful	268	-	268	-	-	190	51	21	5	180	67	1	61	207	98	169	51	55	161	54	213	113	155	21	149	42	55
	45.8%	-	45.8%	-	-	48.1%	43.2%	37.0%	38.5%	46.0%	45.7%	50.0%	54.3%	43.8%	43.0%	47.6%	41.4%	38.0%	51.2%	31.9%	51.5%	41.2%	49.8%	48.8%	47.8%	40.2%	44.4%
Somewhat useful	242	-	242	-	-	155	53	29	5	156	64	1	45	197	96	146	53	67	122	77	165	120	122	16	120	50	55
	41.4%	-	41.4%	-	-	39.2%	45.0%	50.0%	38.5%	39.8%	43.5%	50.0%	40.0%	41.8%	42.1%	41.0%	43.1%	46.0%	38.6%	45.0%	39.9%	44.0%	39.2%	36.6%	38.6%	48.5%	44.4%
Not very useful	55	-	55	-	-	36	13	4	2	37	16	-	6	49	23	32	16	17	22	27	29	30	26	4	31	7	13
	9.5%	-	9.5%	-	-	9.2%	10.8%	7.4%	15.4%	9.5%	10.9%	-	5.7%	10.4%	10.3%	9.0%	12.9%	11.7%	7.1%	15.6%	7.0%	10.9%	8.2%	9.8%	9.9%	7.2%	10.3%
Not at all useful	19	-	19	-	-	14	1	3	1	18	-	-	-	19	11	9	3	6	10	13	6	11	9	2	12	4	1
	3.3%	-	3.3%	-	-	3.5%	0.9%	5.6%	7.7%	4.6%	-	-	-	4.1%	4.7%	2.4%	2.6%	4.4%	3.1%	7.5%	1.5%	3.9%	2.7%	4.9%	3.8%	4.1%	0.9%
SIGMA	584	-	584	-	-	394	118	58	14	391	147	2	112	472	228	356	124	146	314	171	414	274	310	44	312	103	125
	100.0%	-	100.0%	-	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 221

Q23. Normal weightings

Q23. How often do you use this discount?

Base: Those who receive a discount on goods or services provided by their employer

	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	548	195	353	141	157	250	50	77	119	216	462	48	28	10	25	506	17	287	219	172	140	113	103	391	146			
Weighted Total	584	208	376	150	167	266	53	82	127	230	492	51	30	11	27	539	18	306	233	183	149	120	110	417	156			
More than once a week	211	70	141	49	62	100	14	27	55	82	178	19	11	3	5	206	-	127	79	66	54	41	41	158	52			
	36.1%	33.8%	37.4%	32.6%	36.9%	37.6%	26.0%	32.5%	43.7%	35.6%	36.1%	37.5%	35.7%	30.0%	20.0%	38.1%	-	41.5%	33.8%	36.0%	36.4%	33.6%	36.9%	37.9%	33.6%			
Once a week	78	32	46	20	17	41	7	10	16	28	61	11	6	-	4	69	4	39	30	32	19	15	10	59	17			
	13.3%	15.4%	12.2%	13.5%	10.2%	15.2%	14.0%	11.7%	12.6%	12.0%	12.3%	20.8%	21.4%	-	16.0%	12.8%	23.5%	12.9%	12.8%	17.4%	12.9%	12.4%	8.7%	14.1%	11.0%			
Once every two weeks	44	11	33	20	12	12	3	6	10	19	38	-	3	2	5	38	-	25	14	11	19	5	5	36	7			
	7.5%	5.1%	8.8%	13.5%	7.0%	4.4%	6.0%	7.8%	7.6%	8.3%	7.8%	-	10.7%	20.0%	20.0%	7.1%	-	8.0%	5.9%	5.8%	12.9%	4.4%	4.9%	8.7%	4.8%			
Once a month	93	28	65	22	25	46	13	15	16	37	81	5	5	1	4	85	3	39	46	26	21	26	18	60	30			
	15.9%	13.3%	17.3%	14.9%	14.6%	17.2%	24.0%	18.2%	12.6%	16.2%	16.5%	10.4%	17.9%	10.0%	16.0%	15.8%	17.6%	12.9%	19.6%	14.0%	14.3%	21.2%	16.5%	14.3%	19.2%			
Once every few months	87	26	62	22	29	36	9	13	18	30	69	14	2	2	4	79	4	45	34	31	16	16	21	59	25			
	15.0%	12.3%	16.4%	14.9%	17.2%	13.6%	16.0%	15.6%	14.3%	13.0%	14.1%	27.1%	7.1%	20.0%	16.0%	14.6%	23.5%	14.6%	14.6%	16.9%	10.7%	13.3%	19.4%	14.1%	15.8%			
Once a year	19	11	9	5	7	6	3	4	3	7	18	-	1	-	1	18	-	9	10	4	6	5	3	13	6			
	3.3%	5.1%	2.3%	3.5%	4.5%	2.4%	6.0%	5.2%	2.5%	3.2%	3.7%	-	3.6%	-	4.0%	3.4%	-	2.8%	4.1%	2.3%	4.3%	4.4%	2.9%	3.1%	4.1%			
Less than once a year	35	20	15	11	12	13	4	6	7	12	30	2	1	2	1	32	2	17	15	12	4	11	9	21	14			
	6.0%	9.7%	4.0%	7.1%	7.0%	4.8%	8.0%	7.8%	5.9%	5.1%	6.1%	4.2%	3.6%	20.0%	4.0%	5.9%	11.8%	5.6%	6.4%	6.4%	2.9%	8.8%	7.8%	5.1%	8.9%			
Other (required)	17	11	6	-	4	13	-	1	1	15	17	-	-	-	1	12	4	5	6	2	9	2	3	12	4			
	2.9%	5.1%	1.7%	-	2.5%	4.8%	-	1.3%	0.8%	6.5%	3.5%	-	-	-	4.0%	2.2%	23.5%	1.7%	2.7%	1.2%	5.7%	1.8%	2.9%	2.8%	2.7%			
SIGMA	584	208	376	150	167	266	53	82	127	230	492	51	30	11	27	539	18	306	233	183	149	120	110	417	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%			

**JRF Survey**  
Prepared on behalf of JRF

Table 222

Q23. Normal weightings

Q23. How often do you use this discount?

Base: Those who receive a discount on goods or services provided by their employer

	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	548	0	548	0	0	370	111	54	13	367	138	2	105	443	214	334	116	137	295	160	388	257	291	41	293	97	117
Weighted Total	584	0	584	0	0	394	118	58	14	391	147	2	112	472	228	356	124	146	314	171	414	274	310	44	312	103	125
More than once a week	211	-	211	-	-	151	44	12	4	134	60	1	65	146	76	135	36	47	128	33	178	94	117	13	119	32	47
	36.1%	-	36.1%	-	-	38.4%	36.9%	20.4%	30.8%	34.3%	40.6%	50.0%	58.1%	30.9%	33.2%	38.0%	29.3%	32.1%	40.7%	19.4%	43.0%	34.2%	37.8%	29.3%	38.2%	30.9%	37.6%
Once a week	78	-	78	-	-	55	16	3	3	52	20	-	17	61	31	47	19	20	38	25	53	37	41	9	37	15	17
	13.3%	-	13.3%	-	-	14.1%	13.5%	5.6%	23.1%	13.4%	13.8%	-	15.2%	12.9%	13.6%	13.2%	15.5%	13.9%	12.2%	14.4%	12.9%	13.6%	13.1%	19.5%	11.9%	14.4%	13.7%
Once every two weeks	44	-	44	-	-	27	11	6	-	26	11	-	3	41	19	25	13	14	17	14	30	20	23	2	22	7	12
	7.5%	-	7.5%	-	-	6.8%	9.0%	11.1%	-	6.5%	7.2%	-	2.9%	8.6%	8.4%	6.9%	10.3%	9.5%	5.4%	8.1%	7.2%	7.4%	7.6%	4.9%	7.2%	7.2%	9.4%
Once a month	93	-	93	-	-	60	18	12	3	67	21	-	13	80	42	51	20	27	46	26	67	47	46	2	49	19	22
	15.9%	-	15.9%	-	-	15.1%	15.3%	20.4%	23.1%	17.2%	14.5%	-	11.4%	16.9%	18.2%	14.4%	16.4%	18.2%	14.6%	15.0%	16.2%	17.1%	14.8%	4.9%	15.7%	18.6%	17.9%
Once every few months	87	-	87	-	-	55	18	13	1	58	22	1	13	75	35	52	21	18	48	37	50	38	49	5	52	15	15
	15.0%	-	15.0%	-	-	14.1%	15.3%	22.2%	7.7%	14.7%	15.2%	50.0%	11.4%	15.8%	15.4%	14.7%	17.2%	12.4%	15.3%	21.9%	12.1%	14.0%	15.8%	12.2%	16.7%	14.4%	12.0%
Once a year	19	-	19	-	-	17	-	1	1	16	3	-	-	19	10	10	3	5	11	6	13	10	10	2	7	5	4
	3.3%	-	3.3%	-	-	4.3%	-	1.9%	7.7%	4.1%	2.2%	-	-	4.1%	4.2%	2.7%	2.6%	3.6%	3.4%	3.7%	3.1%	3.5%	3.1%	4.9%	2.4%	5.2%	3.4%
Less than once a year	35	-	35	-	-	20	7	6	1	26	7	-	-	35	11	25	10	13	13	25	11	18	17	6	15	7	6
	6.0%	-	6.0%	-	-	5.1%	6.3%	11.1%	7.7%	6.5%	5.1%	-	-	7.4%	4.7%	6.9%	7.8%	8.8%	4.1%	14.4%	2.6%	6.6%	5.5%	14.6%	4.8%	7.2%	5.1%
Other (required)	17	-	17	-	-	9	4	4	-	13	2	-	1	16	5	12	1	2	14	5	12	10	7	4	10	2	1
	2.9%	-	2.9%	-	-	2.2%	3.6%	7.4%	-	3.3%	1.4%	-	1.0%	3.4%	2.3%	3.3%	0.9%	1.5%	4.4%	3.1%	2.8%	3.5%	2.4%	9.8%	3.1%	2.1%	0.9%
SIGMA	584	-	584	-	-	394	118	58	14	391	147	2	112	472	228	356	124	146	314	171	414	274	310	44	312	103	125
	100.0%	-	100.0%	-	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 223  
Q24. Normal weightings  
Q24. Overall how satisfied or dissatisfied are you with the relationship you have with your immediate supervisor, line manager or boss?  
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
Very satisfied	1377	525	852	276	410	691	98	223	344	521	1185	93	70	28	86	1171	120	493	678	359	341	298	335	555	697
	27.2%	25.9%	28.0%	26.4%	24.8%	29.3%	22.8%	26.4%	27.0%	28.5%	27.1%	25.1%	31.3%	29.5%	24.4%	27.9%	23.4%	29.9%	26.6%	28.3%	27.1%	25.8%	26.7%	25.4%	28.4%
Satisfied	1979	782	1197	446	690	842	173	333	499	725	1730	136	83	30	133	1672	174	625	1046	476	496	466	506	827	1018
	39.1%	38.6%	39.4%	42.7%	41.6%	35.7%	40.5%	39.4%	39.2%	39.7%	39.6%	36.6%	36.8%	31.7%	37.7%	39.8%	34.0%	38.0%	41.0%	37.5%	39.5%	40.4%	40.2%	37.8%	41.5%
Neither satisfied nor dissatisfied	1058	449	609	200	355	502	103	188	268	365	924	84	29	21	96	822	140	326	495	293	258	229	250	501	448
	20.9%	22.1%	20.1%	19.2%	21.4%	21.3%	24.0%	22.2%	21.1%	20.0%	21.1%	22.5%	13.1%	21.7%	27.0%	19.6%	27.4%	19.8%	19.4%	23.1%	20.5%	19.8%	19.9%	22.9%	18.3%
Dissatisfied	417	160	257	84	135	198	33	67	97	141	338	38	31	11	27	341	49	131	211	91	105	102	110	188	194
	8.2%	7.9%	8.5%	8.1%	8.1%	8.4%	7.6%	7.9%	7.6%	7.8%	7.7%	10.3%	13.6%	11.1%	7.6%	8.1%	9.6%	7.9%	8.3%	7.2%	8.4%	8.9%	8.7%	8.6%	7.9%
Very dissatisfied	232	110	123	39	67	126	22	35	66	72	195	20	12	6	11	192	28	71	121	51	57	59	56	115	93
	4.6%	5.4%	4.0%	3.7%	4.1%	5.3%	5.1%	4.1%	5.2%	4.0%	4.4%	5.5%	5.2%	6.0%	3.2%	4.6%	5.6%	4.3%	4.7%	4.0%	4.6%	5.1%	4.4%	5.3%	3.8%
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 224  
Q24. Normal weightings  
Q24. Overall how satisfied or dissatisfied are you with the relationship you have with your immediate supervisor, line manager or boss?  
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
Very satisfied	1377	123	232	192	829	1096	158	106	17	791	460	44	311	1066	626	750	331	335	711	782	595	807	570	75	682	173	447
	27.2%	26.7%	29.0%	24.9%	27.4%	30.3%	18.5%	22.4%	15.0%	27.3%	26.7%	31.1%	28.8%	26.8%	27.5%	26.9%	29.4%	26.3%	26.7%	28.7%	25.5%	26.1%	28.8%	30.1%	27.5%	24.8%	27.3%
Satisfied	1979	182	302	298	1197	1466	342	139	32	1131	706	55	402	1577	965	1015	468	514	998	1065	914	1241	738	84	934	287	673
	39.1%	39.5%	37.6%	38.6%	39.5%	40.5%	40.1%	29.3%	27.9%	39.0%	40.9%	39.2%	37.4%	39.6%	42.4%	36.4%	41.6%	40.3%	37.5%	39.1%	39.1%	40.2%	37.3%	33.6%	37.6%	41.3%	41.2%
Neither satisfied nor dissatisfied	1058	99	159	159	641	692	219	115	31	595	356	23	202	856	425	633	230	266	561	583	474	634	424	61	554	135	308
	20.9%	21.4%	19.8%	20.6%	21.2%	19.1%	25.7%	24.3%	26.8%	20.5%	20.7%	16.7%	18.7%	21.5%	18.7%	22.7%	20.5%	20.9%	21.1%	21.4%	20.3%	20.5%	21.4%	24.4%	22.3%	19.4%	18.9%
Dissatisfied	417	42	74	78	224	247	87	67	16	240	136	15	103	314	170	248	61	113	243	195	222	251	166	16	192	68	142
	8.2%	9.0%	9.2%	10.2%	7.4%	6.8%	10.2%	14.1%	13.6%	8.3%	7.9%	10.4%	9.6%	7.9%	7.5%	8.9%	5.4%	8.9%	9.1%	7.2%	9.5%	8.1%	8.4%	6.3%	7.7%	9.8%	8.7%
Very dissatisfied	232	16	35	44	138	120	46	47	19	144	66	4	59	173	89	143	34	48	151	100	132	153	79	14	122	33	63
	4.6%	3.4%	4.4%	5.7%	4.5%	3.3%	5.4%	9.9%	16.7%	5.0%	3.9%	2.6%	5.5%	4.3%	3.9%	5.1%	3.0%	3.7%	5.7%	3.7%	5.7%	5.0%	4.0%	5.7%	4.9%	4.7%	3.9%
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%

# JRF Survey

Prepared on behalf of JRF

Table 225  
Q25. Normal weightings  
Q25. Approximately how often do you have one-to-one meetings with either your immediate supervisor/ line manager or your boss?  
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
Once a day	477	240	237	87	156	233	39	86	116	162	402	38	20	16	34	381	61	136	245	143	119	94	105	216	226
	9.4%	11.8%	7.8%	8.3%	9.4%	9.9%	9.1%	10.2%	9.1%	8.9%	9.2%	10.2%	8.9%	17.2%	9.6%	9.1%	12.0%	8.3%	9.6%	11.2%	9.4%	8.1%	8.4%	9.9%	9.2%
Once a week	937	421	516	222	317	397	99	180	209	321	808	75	34	19	75	801	61	259	542	216	231	211	257	338	514
	18.5%	20.8%	17.0%	21.2%	19.2%	16.8%	23.1%	21.2%	16.4%	17.6%	18.5%	20.2%	15.3%	19.7%	21.1%	19.1%	12.0%	15.7%	21.2%	17.0%	18.3%	18.3%	20.5%	15.5%	21.0%
Once a month	1071	424	646	261	380	430	96	154	293	372	915	89	42	25	60	930	80	319	611	256	240	261	291	427	563
	21.1%	20.9%	21.3%	25.0%	22.9%	18.2%	22.5%	18.2%	23.0%	20.4%	20.9%	23.8%	18.7%	26.1%	17.0%	22.2%	15.7%	19.4%	24.0%	20.2%	19.1%	22.6%	23.2%	19.5%	23.0%
Once every few months	855	319	536	196	265	395	76	160	209	295	740	65	42	8	51	726	78	309	417	205	207	214	209	367	414
	16.9%	15.8%	17.6%	18.7%	16.0%	16.7%	17.9%	18.9%	16.4%	16.2%	16.9%	17.5%	18.6%	8.2%	14.4%	17.3%	15.2%	18.8%	16.4%	16.1%	16.5%	18.5%	16.6%	16.8%	16.9%
Once every six months	489	170	318	102	162	224	40	68	111	216	435	25	22	6	31	432	26	191	240	135	109	109	122	220	230
	9.6%	8.4%	10.5%	9.8%	9.8%	9.5%	9.2%	8.1%	8.7%	11.9%	10.0%	6.8%	9.8%	6.0%	8.7%	10.3%	5.1%	11.6%	9.4%	10.6%	8.6%	9.4%	9.7%	10.1%	9.4%
Once a year	383	119	264	59	114	209	28	54	105	147	334	27	15	7	22	333	28	146	187	87	119	78	91	151	199
	7.6%	5.9%	8.7%	5.6%	6.9%	8.9%	6.5%	6.4%	8.2%	8.1%	7.6%	7.2%	6.8%	6.9%	6.3%	7.9%	5.4%	8.9%	7.3%	6.8%	9.5%	6.7%	7.2%	6.9%	8.1%
Once every few years	102	53	49	8	26	68	9	17	25	38	89	5	7	1	8	78	16	32	46	18	27	29	26	46	48
	2.0%	2.6%	1.6%	0.8%	1.6%	2.9%	2.2%	2.0%	1.9%	2.1%	2.0%	1.3%	3.2%	1.1%	2.3%	1.9%	3.2%	1.9%	1.8%	1.4%	2.2%	2.5%	2.1%	2.1%	2.0%
Never	751	279	472	110	238	402	41	128	206	273	647	48	42	14	73	517	161	255	263	211	206	159	155	424	257
	14.8%	13.8%	15.5%	10.5%	14.4%	17.0%	9.5%	15.1%	16.1%	15.0%	14.8%	12.9%	18.6%	14.7%	20.6%	12.3%	31.5%	15.5%	10.3%	16.6%	16.4%	13.8%	12.4%	19.4%	10.5%
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 226  
Q25. Normal weightings  
Q25. Approximately how often do you have one-to-one meetings with either your immediate supervisor/ line manager or your boss?  
Base: All Respondents

	Total	Supervisor relationship satisfaction				
		Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
Unweighted Total	5064	1372	1979	1058	422	233
Weighted Total	5064	1377	1979	1058	417	232
Once a day	477	249	150	53	14	10
	9.4%	18.1%	7.6%	5.1%	3.4%	4.4%
Once a week	937	346	427	117	32	14
	18.5%	25.2%	21.6%	11.1%	7.8%	5.9%
Once a month	1071	290	484	197	72	28
	21.1%	21.0%	24.4%	18.6%	17.3%	12.3%
Once every few months	855	182	339	218	81	34
	16.9%	13.2%	17.1%	20.7%	19.3%	14.8%
Once every six months	489	98	200	115	57	19
	9.6%	7.1%	10.1%	10.9%	13.6%	8.1%
Once a year	383	59	145	105	44	30
	7.6%	4.3%	7.3%	9.9%	10.6%	13.0%
Once every few years	102	15	23	35	18	11
	2.0%	1.1%	1.1%	3.3%	4.3%	4.8%
Never	751	137	213	217	100	85
	14.8%	9.9%	10.8%	20.5%	23.8%	36.7%
SIGMA	5064	1377	1979	1058	417	232
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

# JRF Survey

Prepared on behalf of JRF

Table 227  
Q25. Normal weightings  
Q25. Approximately how often do you have one-to-one meetings with either your immediate supervisor/ line manager or your boss?  
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
Once a day	477	59	78	50	290	367	60	41	8	335	105	5	101	375	214	262	130	103	243	308	169	329	147	21	243	55	157
	9.4%	12.8%	9.7%	6.4%	9.6%	10.1%	7.0%	8.7%	7.3%	11.5%	6.1%	3.5%	9.4%	9.4%	9.4%	9.4%	11.6%	8.1%	9.1%	11.3%	7.2%	10.7%	7.4%	8.3%	9.8%	7.9%	9.6%
Once a week	937	92	131	112	601	722	144	59	12	555	322	35	217	720	470	467	255	248	434	582	355	640	297	44	425	119	348
	18.5%	20.0%	16.4%	14.5%	19.9%	19.9%	16.8%	12.5%	10.5%	19.1%	18.7%	25.2%	20.1%	18.1%	20.6%	16.8%	22.7%	19.4%	16.3%	21.4%	15.2%	20.7%	15.0%	17.7%	17.1%	17.1%	21.3%
Once a month	1071	87	125	187	672	760	197	99	14	574	395	45	243	827	556	515	293	245	532	564	507	704	367	40	492	152	387
	21.1%	18.9%	15.6%	24.2%	22.2%	21.0%	23.2%	20.9%	12.1%	19.8%	22.9%	32.0%	22.6%	20.8%	24.4%	18.5%	26.1%	19.2%	20.0%	20.7%	21.7%	22.8%	18.6%	15.9%	19.8%	21.8%	23.7%
Once every few months	855	54	142	175	484	594	161	83	17	434	328	27	200	655	348	507	188	227	441	411	444	516	339	29	422	124	280
	16.9%	11.7%	17.7%	22.7%	16.0%	16.4%	18.9%	17.5%	14.5%	15.0%	19.0%	19.1%	18.5%	16.4%	15.3%	18.2%	16.7%	17.8%	16.5%	15.1%	19.0%	16.7%	17.1%	11.7%	17.0%	17.8%	17.1%
Once every six months	489	42	94	83	270	346	75	54	13	262	190	12	112	377	235	254	71	139	279	212	277	269	220	23	222	90	153
	9.6%	9.0%	11.7%	10.8%	8.9%	9.6%	8.8%	11.4%	11.5%	9.0%	11.0%	8.3%	10.4%	9.5%	10.3%	9.1%	6.3%	10.9%	10.5%	7.8%	11.8%	8.7%	11.1%	9.2%	8.9%	13.0%	9.4%
Once a year	383	23	74	75	211	270	65	37	11	193	170	4	96	287	136	247	34	87	261	150	233	208	174	21	210	41	111
	7.6%	5.0%	9.2%	9.7%	7.0%	7.5%	7.7%	7.7%	9.6%	6.7%	9.9%	3.0%	8.9%	7.2%	6.0%	8.8%	3.0%	6.9%	9.8%	5.5%	10.0%	6.8%	8.8%	8.3%	8.4%	5.9%	6.8%
Once every few years	102	6	17	19	61	74	14	11	3	67	28	3	25	77	44	59	5	18	79	49	53	59	43	6	34	26	35
	2.0%	1.3%	2.1%	2.4%	2.0%	2.1%	1.6%	2.4%	2.6%	2.3%	1.6%	2.1%	2.3%	1.9%	1.9%	2.1%	*	1.4%	3.0%	1.8%	2.3%	1.9%	2.2%	2.6%	1.4%	3.8%	2.2%
Never	751	98	142	71	440	488	137	90	37	482	187	9	84	667	273	478	147	208	395	450	301	360	391	66	435	88	161
	14.8%	21.3%	17.7%	9.2%	14.5%	13.5%	16.0%	18.9%	31.9%	16.6%	10.8%	6.7%	7.8%	16.7%	12.0%	17.1%	13.1%	16.3%	14.8%	16.5%	12.9%	11.7%	19.8%	26.3%	17.5%	12.7%	9.9%
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%

# JRF Survey

Prepared on behalf of JRF

Table 228  
Q26. Normal weightings  
Q26. Flexible working is when working hours, instead of being repetitive and fixed, can involve changes and variations that suit you. For example job sharing, working part-time, or choosing to work hours around caring responsibilities. Have you ever asked for flexible working?  
Base: All Respondents

Unweighted Total  
Weighted Total  
Yes  
  
No  
  
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
1588	550	1039	416	615	558	166	268	383	582	1399	95	63	31	148	1297	143	611	686	461	370	336	404	707	783
31.4%	27.1%	34.2%	39.8%	37.1%	23.7%	38.8%	31.6%	30.1%	31.9%	32.0%	25.5%	28.1%	32.2%	41.8%	30.9%	28.0%	37.1%	26.9%	36.3%	29.4%	29.1%	32.1%	32.3%	31.9%
3475	1476	1999	630	1043	1801	262	578	890	1242	2972	277	161	65	206	2901	369	1035	1866	809	887	819	853	1481	1668
68.6%	72.9%	65.8%	60.2%	62.9%	76.3%	61.2%	68.4%	69.9%	68.1%	68.0%	74.5%	71.9%	67.8%	58.2%	69.1%	72.0%	62.9%	73.1%	63.7%	70.6%	70.9%	67.9%	67.7%	68.1%
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 229  
Q26. Normal weightings  
Q26. Flexible working is when working hours, instead of being repetitive and fixed, can involve changes and variations that suit you. For example job sharing, working part-time, or choosing to work hours around caring responsibilities. Have you ever asked for flexible working?  
Base: All Respondents

Unweighted Total  
Weighted Total  
Yes  
  
No  
  
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
1588	144	213	298	933	1100	281	168	39	856	583	52	376	1212	918	670	386	399	803	885	703	886	702	42	746	234	567
31.4%	31.2%	26.6%	38.6%	30.8%	30.4%	33.0%	35.4%	34.0%	29.5%	33.8%	37.3%	34.9%	30.4%	40.4%	24.0%	34.4%	31.3%	30.1%	32.5%	30.1%	28.7%	35.5%	16.8%	30.0%	33.6%	34.7%
3475	318	588	474	2096	2522	571	306	76	2045	1141	88	701	2774	1357	2119	737	877	1861	1840	1635	2199	1276	208	1738	462	1067
68.6%	68.8%	73.4%	61.4%	69.2%	69.6%	67.0%	64.6%	66.0%	70.5%	66.2%	62.7%	65.1%	69.6%	59.6%	76.0%	65.6%	68.7%	69.9%	67.5%	69.9%	71.3%	64.5%	83.2%	70.0%	66.4%	65.3%
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 230  
Q27. Normal weightings  
Q27. Was your request for flexible working approved?  
Base: Those who have asked for flexible working

Unweighted Total  
Weighted Total  
Yes  
  
No  
  
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
1602	543	1059	418	622	562	165	272	388	587	1412	97	63	30	155	1301	146	615	686	467	373	340	404	722	781
1588	550	1039	416	615	558	166	268	383	582	1399	95	63	31	148	1297	143	611	686	461	370	336	404	707	783
1232	400	832	325	463	444	113	214	292	471	1089	73	50	19	109	1016	107	504	511	355	282	260	324	504	650
77.6%	72.7%	80.1%	78.2%	75.4%	79.5%	67.8%	79.8%	76.2%	80.9%	77.9%	77.0%	79.1%	63.2%	73.6%	78.3%	75.0%	82.5%	74.6%	77.1%	76.0%	77.4%	80.2%	71.4%	83.1%
356	150	206	91	151	114	54	54	91	111	310	22	13	11	39	281	36	107	174	106	89	76	80	202	132
22.4%	27.3%	19.9%	21.8%	24.6%	20.5%	32.2%	20.2%	23.8%	19.1%	22.1%	23.0%	20.9%	36.8%	26.4%	21.7%	25.0%	17.5%	25.4%	22.9%	24.0%	22.6%	19.8%	28.6%	16.9%
1588	550	1039	416	615	558	166	268	383	582	1399	95	63	31	148	1297	143	611	686	461	370	336	404	707	783
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 231  
Q27. Normal weightings  
Q27. Was your request for flexible working approved?  
Base: Those who have asked for flexible working

Unweighted Total  
Weighted Total  
Yes  
  
No  
  
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
1602	173	200	354	875	1105	286	172	39	859	590	55	377	1225	925	677	390	404	808	890	712	890	712	42	756	236	568
1588	144	213	298	933	1100	281	168	39	856	583	52	376	1212	918	670	386	399	803	885	703	886	702	42	746	234	567
1232	116	158	233	726	903	199	107	23	646	473	42	290	942	719	513	285	303	643	666	566	643	589	28	564	191	448
77.6%	80.3%	74.0%	78.0%	77.8%	82.1%	70.7%	63.9%	57.7%	75.4%	81.2%	79.6%	77.2%	77.7%	78.3%	76.6%	73.8%	76.1%	80.1%	75.3%	80.5%	72.6%	83.9%	67.2%	75.6%	81.9%	79.1%
356	28	55	66	207	196	83	61	17	211	110	11	86	270	200	157	101	95	160	219	137	243	113	14	182	42	118
22.4%	19.7%	26.0%	22.0%	22.2%	17.9%	29.3%	36.1%	42.3%	24.6%	18.8%	20.4%	22.8%	22.3%	21.7%	23.4%	26.2%	23.9%	19.9%	24.7%	19.5%	27.4%	16.1%	32.8%	24.4%	18.1%	20.9%
1588	144	213	298	933	1100	281	168	39	856	583	52	376	1212	918	670	386	399	803	885	703	886	702	42	746	234	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 232  
Q28. Normal weightings  
Q28. If there were a problem at work, how confident or not would you feel in telling your supervisor, line manager or boss?  
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
Very confident	2091	910	1181	366	646	1078	161	353	531	777	1822	144	94	31	139	1756	196	686	1070	518	494	501	523	834	1092
	41.3%	44.9%	38.9%	35.0%	39.0%	45.7%	37.6%	41.7%	41.7%	42.6%	41.7%	38.7%	42.0%	32.8%	39.3%	41.8%	38.4%	41.6%	41.9%	40.8%	39.3%	43.4%	41.6%	38.1%	44.6%
Somewhat confident	2087	793	1294	484	712	892	183	344	514	766	1806	155	84	42	152	1732	203	666	1066	518	533	473	518	900	1006
	41.2%	39.2%	42.6%	46.3%	42.9%	37.8%	42.9%	40.6%	40.3%	42.0%	41.3%	41.6%	37.4%	44.3%	43.0%	41.3%	39.7%	40.4%	41.8%	40.8%	42.4%	41.0%	41.3%	41.1%	41.0%
Not very confident	646	216	430	161	215	270	67	115	167	200	549	50	35	12	45	520	81	229	291	185	165	124	157	326	266
	12.8%	10.7%	14.2%	15.4%	13.0%	11.4%	15.6%	13.6%	13.1%	10.9%	12.6%	13.5%	15.7%	12.5%	12.8%	12.4%	15.8%	13.9%	11.4%	14.6%	13.1%	10.7%	12.5%	14.9%	10.9%
Not at all confident	239	106	132	35	84	120	17	35	61	82	195	23	11	10	17	190	32	66	124	49	66	57	58	128	86
	4.7%	5.2%	4.4%	3.3%	5.1%	5.1%	3.9%	4.1%	4.8%	4.5%	4.5%	6.2%	4.9%	10.5%	4.9%	4.5%	6.2%	4.0%	4.9%	3.8%	5.2%	4.9%	4.6%	5.9%	3.5%
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 233  
Q28. Normal weightings  
Q28. If there were a problem at work, how confident or not would you feel in telling your supervisor, line manager or boss?  
Base: All Respondents

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
Very confident	2091	207	339	308	1238	1607	281	167	36	1239	669	64	428	1664	940	1151	425	503	1163	1150	941	1261	830	133	1046	256	657
	41.3%	44.9%	42.3%	39.8%	40.9%	44.4%	32.9%	35.3%	31.4%	42.7%	38.8%	45.5%	39.7%	41.7%	41.3%	41.3%	37.8%	39.4%	43.7%	42.2%	40.2%	40.9%	42.0%	53.1%	42.1%	36.8%	40.2%
Somewhat confident	2087	167	300	329	1292	1518	366	161	42	1160	756	52	452	1636	988	1099	533	539	1015	1113	974	1281	807	68	1003	298	719
	41.2%	36.2%	37.4%	42.6%	42.7%	41.9%	42.9%	34.0%	36.6%	40.0%	43.8%	37.5%	41.9%	41.0%	43.4%	39.4%	47.5%	42.3%	38.1%	40.8%	41.7%	41.5%	40.8%	27.2%	40.4%	42.8%	44.0%
Not very confident	646	64	120	96	366	381	150	94	21	358	226	19	144	502	247	399	134	172	341	350	296	386	260	34	326	100	186
	12.8%	13.9%	15.0%	12.4%	12.1%	10.5%	17.6%	19.7%	18.2%	12.4%	13.1%	13.8%	13.4%	12.6%	10.9%	14.3%	11.9%	13.4%	12.8%	12.8%	12.7%	12.5%	13.2%	13.7%	13.1%	14.3%	11.4%
Not at all confident	239	23	43	40	133	115	56	52	16	144	73	4	54	185	100	139	31	62	146	112	127	158	80	15	109	42	73
	4.7%	5.0%	5.3%	5.1%	4.4%	3.2%	6.5%	10.9%	13.8%	5.0%	4.3%	3.2%	5.0%	4.6%	4.4%	5.0%	2.8%	4.9%	5.5%	4.1%	5.4%	5.1%	4.1%	6.0%	4.4%	6.1%	4.4%
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 234  
Q29. Normal weightings  
Q29. How much control do you have over how you perform your everyday tasks at work?  
Base: All Respondents

Unweighted Total  
Weighted Total  
I have full control over how I perform my everyday tasks at work  
I have moderate control over how I perform my everyday tasks at work  
I have little control over how I perform my everyday tasks at work  
I have no control over how I perform my everyday tasks at work  
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
2137	858	1278	331	675	1129	176	339	543	797	1855	142	100	39	135	1788	214	696	1092	525	515	505	557	855	1099
42.2%	42.4%	42.1%	31.6%	40.7%	47.9%	41.2%	40.1%	42.6%	43.7%	42.4%	38.2%	44.8%	40.6%	38.1%	42.6%	41.8%	42.3%	42.8%	41.4%	41.0%	43.7%	44.4%	39.1%	44.8%
2290	890	1400	562	777	950	190	394	572	834	1990	167	89	44	166	1917	207	726	1192	549	576	534	563	986	1107
45.2%	43.9%	46.1%	53.8%	46.9%	40.3%	44.5%	46.5%	44.9%	45.7%	45.5%	44.8%	39.5%	46.4%	46.9%	45.7%	40.4%	44.1%	46.7%	43.2%	45.8%	46.2%	44.8%	45.1%	45.2%
478	198	280	124	162	192	46	82	115	156	399	48	22	9	40	371	67	169	202	140	121	92	104	255	192
9.4%	9.8%	9.2%	11.9%	9.8%	8.1%	10.8%	9.7%	9.0%	8.5%	9.1%	12.8%	9.7%	9.8%	11.3%	8.8%	13.0%	10.3%	7.9%	11.0%	9.6%	7.9%	8.3%	11.7%	7.8%
159	79	79	28	43	88	15	31	44	37	127	15	14	3	13	121	24	56	66	55	46	24	32	92	53
3.1%	3.9%	2.6%	2.7%	2.6%	3.7%	3.5%	3.6%	3.4%	2.0%	2.9%	4.1%	6.1%	3.1%	3.7%	2.9%	4.8%	3.4%	2.6%	4.4%	3.6%	2.1%	2.6%	4.2%	2.2%
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 235  
Q29. Normal weightings  
Q29. How much control do you have over how you perform your everyday tasks at work?  
Base: All Respondents

Unweighted Total  
Weighted Total  
I have full control over how I perform my everyday tasks at work  
  
I have moderate control over how I perform my everyday tasks at work  
  
I have little control over how I perform my everyday tasks at work  
  
I have no control over how I perform my everyday tasks at work  
  
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
2137	205	312	332	1288	1595	306	190	46	1278	671	59	418	1719	960	1176	410	510	1217	1205	932	1305	832	133	1117	247	639
42.2%	44.3%	39.0%	43.0%	42.5%	44.0%	35.8%	40.1%	39.6%	44.0%	38.9%	42.3%	38.8%	43.1%	42.2%	42.2%	36.5%	40.0%	45.7%	44.2%	39.9%	42.3%	42.0%	53.2%	45.0%	35.6%	39.1%
2290	199	349	351	1392	1640	416	194	40	1268	835	69	508	1782	1073	1217	550	609	1131	1218	1072	1405	885	83	1027	367	814
45.2%	43.1%	43.5%	45.4%	46.0%	45.3%	48.8%	41.0%	34.3%	43.7%	48.4%	49.2%	47.2%	44.7%	47.2%	43.6%	48.9%	47.7%	42.5%	44.7%	45.8%	45.5%	44.7%	33.0%	41.3%	52.7%	49.8%
478	47	103	73	255	305	97	61	15	264	165	10	113	365	193	285	138	114	227	226	253	283	195	18	254	63	142
9.4%	10.1%	12.9%	9.5%	8.4%	8.4%	11.4%	12.8%	13.4%	9.1%	9.6%	7.1%	10.5%	9.2%	8.5%	10.2%	12.3%	8.9%	8.5%	8.3%	10.8%	9.2%	9.9%	7.3%	10.2%	9.0%	8.7%
159	12	37	16	94	81	34	29	15	92	53	2	39	120	49	110	26	43	89	77	82	93	66	16	86	19	39
3.1%	2.5%	4.7%	2.1%	3.1%	2.2%	4.0%	6.1%	12.7%	3.2%	3.1%	1.4%	3.6%	3.0%	2.1%	3.9%	2.4%	3.4%	3.4%	2.8%	3.5%	3.0%	3.3%	6.4%	3.4%	2.7%	2.4%
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 236  
Q30. Normal weightings  
Q30. Do you have any scheduled breaks during your working day? If you are supposed to have a break but do not take it, please answer 'Yes'  
Base: All Respondents

Unweighted Total  
Weighted Total  
Yes  
  
No  
  
Dont know  
  
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
3532	1462	2070	724	1138	1670	317	562	903	1257	3039	272	147	74	219	3030	283	1042	1988	825	881	835	895	1395	1850
69.8%	72.2%	68.1%	69.3%	68.7%	70.8%	74.1%	66.4%	70.9%	68.9%	69.5%	73.0%	65.7%	77.3%	61.8%	72.2%	55.4%	63.3%	77.9%	65.0%	70.1%	72.3%	71.3%	63.8%	75.5%
1431	523	908	290	476	663	99	268	344	539	1249	95	67	19	122	1099	210	574	525	411	353	298	338	741	568
28.3%	25.8%	29.9%	27.8%	28.7%	28.1%	23.1%	31.6%	27.0%	29.5%	28.6%	25.6%	29.7%	20.4%	34.4%	26.2%	41.0%	34.8%	20.6%	32.3%	28.1%	25.8%	26.9%	33.9%	23.2%
101	41	60	31	43	27	12	16	27	28	83	5	10	2	13	69	19	31	38	34	24	21	23	52	33
2.0%	2.0%	2.0%	3.0%	2.6%	1.1%	2.8%	1.9%	2.1%	1.6%	1.9%	1.4%	4.7%	2.2%	3.8%	1.6%	3.7%	1.9%	1.5%	2.7%	1.9%	1.8%	1.8%	2.4%	1.3%
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 237  
Q30. Normal weightings  
Q30. Do you have any scheduled breaks during your working day? If you are supposed to have a break but do not take it, please answer 'Yes'  
Base: All Respondents

Unweighted Total  
Weighted Total  
Yes  
  
No  
  
Dont know  
  
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
3532	277	600	505	2150	2598	571	297	65	2037	1228	86	846	2686	1586	1946	772	851	1909	1798	1734	2324	1208	157	1709	483	1182
69.8%	60.0%	74.9%	65.4%	71.0%	71.8%	67.0%	62.7%	56.5%	70.2%	71.2%	61.6%	78.5%	67.4%	69.7%	69.8%	68.7%	66.7%	71.7%	66.0%	74.2%	75.3%	61.1%	62.7%	68.8%	69.4%	72.4%
1431	177	187	250	817	967	257	163	44	817	466	50	213	1218	631	799	316	398	716	860	570	701	730	86	726	205	414
28.3%	38.4%	23.3%	32.4%	27.0%	26.7%	30.2%	34.3%	38.2%	28.1%	27.0%	35.5%	19.8%	30.5%	27.8%	28.7%	28.1%	31.2%	26.9%	31.6%	24.4%	22.7%	36.9%	34.3%	29.2%	29.4%	25.3%
101	7	15	17	62	56	25	14	6	48	30	4	18	83	58	43	36	27	39	67	34	60	41	8	48	8	37
2.0%	1.6%	1.9%	2.2%	2.0%	1.6%	2.9%	3.0%	5.3%	1.6%	1.7%	2.9%	1.7%	2.1%	2.5%	1.6%	3.2%	2.1%	1.5%	2.5%	1.5%	2.0%	2.1%	3.0%	2.0%	1.1%	2.3%
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%

**Table 238**  
**Q31. Normal weightings**  
**Q31. How often are you able to take your scheduled breaks for the full time?**  
**Base: Those who have scheduled breaks**

	Total	Scheduled breaks		
		Paid	Unpaid	Don't know
Unweighted Total	3512	1607	1711	194
Weighted Total	3532	1630	1707	195
Always and in full	1932	967	891	74
	54.7%	59.3%	52.2%	38.0%
Sometimes / in part	1254	537	631	86
	35.5%	33.0%	37.0%	44.1%
Rarely / briefly	284	102	156	26
	8.0%	6.2%	9.2%	13.5%
Never	61	24	29	8
	1.7%	1.5%	1.7%	4.3%
SIGMA	3532	1630	1707	195
	100.0%	100.0%	100.0%	100.0%



# JRF Survey

Prepared on behalf of JRF

Table 239  
Q31. Normal weightings  
Q31. How often are you able to take your scheduled breaks for the full time?  
Base: Those who have scheduled breaks

	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	3512	1429	2083	723	1129	1660	314	559	900	1249	3022	271	147	72	221	3003	288	1038	1965	827	877	827	886	1406	1825
Weighted Total	3532	1462	2070	724	1138	1670	317	562	903	1257	3039	272	147	74	219	3030	283	1042	1988	825	881	835	895	1395	1850
Always and in full	1932	846	1086	399	610	924	165	303	501	673	1642	166	84	40	101	1679	152	590	1090	429	496	478	473	765	1033
	54.7%	57.9%	52.5%	55.1%	53.6%	55.3%	52.1%	53.9%	55.5%	53.6%	54.0%	61.1%	57.1%	54.3%	46.4%	55.4%	53.5%	56.6%	54.8%	52.0%	56.3%	57.3%	52.9%	54.9%	55.8%
Sometimes / in part	1254	477	777	279	419	556	129	209	310	446	1094	85	49	26	96	1061	97	345	716	317	289	287	331	484	664
	35.5%	32.6%	37.5%	38.5%	36.8%	33.3%	40.8%	37.2%	34.3%	35.4%	36.0%	31.4%	33.3%	35.0%	43.9%	35.0%	34.4%	33.1%	36.0%	38.4%	32.8%	34.4%	37.0%	34.7%	35.9%
Rarely / briefly	284	117	168	42	86	156	21	44	76	102	244	20	12	8	19	238	27	93	145	68	84	57	72	114	133
	8.0%	8.0%	8.1%	5.8%	7.6%	9.3%	6.8%	7.9%	8.4%	8.1%	8.0%	7.3%	8.3%	10.7%	8.8%	7.8%	9.6%	8.9%	7.3%	8.3%	9.5%	6.8%	8.1%	8.2%	7.2%
Never	61	22	39	4	24	33	1	5	16	36	58	1	2	-	2	52	7	15	37	11	13	12	19	32	20
	1.7%	1.5%	1.9%	0.6%	2.1%	2.0%	*	1.0%	1.8%	2.9%	1.9%	*	1.3%	-	0.9%	1.7%	2.5%	1.4%	1.9%	1.3%	1.4%	1.5%	2.1%	2.3%	1.1%
SIGMA	3532	1462	2070	724	1138	1670	317	562	903	1257	3039	272	147	74	219	3030	283	1042	1988	825	881	835	895	1395	1850
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 240  
Q31. Normal weightings  
Q31. How often are you able to take your scheduled breaks for the full time?  
Base: Those who have scheduled breaks

	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	3512	333	563	599	2017	2579	570	297	66	2014	1227	90	839	2673	1575	1937	772	852	1888	1790	1722	2302	1210	155	1702	482	1173
Weighted Total	3532	277	600	505	2150	2598	571	297	65	2037	1228	86	846	2686	1586	1946	772	851	1909	1798	1734	2324	1208	157	1709	483	1182
Always and in full	1932	118	377	222	1215	1503	268	128	33	1198	588	32	447	1485	830	1103	419	451	1062	922	1011	1278	654	103	987	263	579
	54.7%	42.6%	62.9%	43.9%	56.5%	57.9%	47.0%	43.0%	50.3%	58.8%	47.8%	37.2%	52.9%	55.3%	52.3%	56.7%	54.3%	53.0%	55.6%	51.3%	58.3%	55.0%	54.2%	65.7%	57.8%	54.4%	49.0%
Sometimes / in part	1254	122	178	197	757	887	241	108	18	665	508	34	310	944	620	634	301	302	651	708	546	817	438	39	554	183	479
	35.5%	44.1%	29.7%	39.1%	35.2%	34.2%	42.1%	36.4%	27.6%	32.7%	41.3%	39.4%	36.6%	35.2%	39.1%	32.6%	38.9%	35.5%	34.1%	39.4%	31.5%	35.1%	36.2%	24.8%	32.4%	37.9%	40.5%
Rarely / briefly	284	25	38	72	149	169	50	53	12	141	112	15	73	211	115	169	49	67	169	142	143	190	94	10	133	30	111
	8.0%	9.0%	6.4%	14.2%	6.9%	6.5%	8.8%	17.7%	17.8%	6.9%	9.1%	17.7%	8.6%	7.9%	7.3%	8.7%	6.3%	7.8%	8.9%	7.9%	8.2%	8.2%	7.8%	6.4%	7.8%	6.2%	9.4%
Never	61	12	6	14	29	38	12	8	3	32	21	5	16	45	21	40	4	31	27	26	35	39	22	5	35	7	14
	1.7%	4.2%	1.1%	2.8%	1.3%	1.5%	2.0%	2.8%	4.2%	1.6%	1.7%	5.7%	1.9%	1.7%	1.3%	2.1%	*	3.6%	1.4%	1.4%	2.0%	1.7%	1.8%	3.1%	2.0%	1.5%	1.2%
SIGMA	3532	277	600	505	2150	2598	571	297	65	2037	1228	86	846	2686	1586	1946	772	851	1909	1798	1734	2324	1208	157	1709	483	1182
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 241  
Q32. Normal weightings  
Q32. Are your scheduled breaks paid or unpaid?  
Base: Those who have scheduled breaks

Unweighted Total  
Weighted Total  
Paid  
  
Unpaid  
  
Don't know  
  
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
3512	1429	2083	723	1129	1660	314	559	900	1249	3022	271	147	72	221	3003	288	1038	1965	827	877	827	886	1406	1825
3532	1462	2070	724	1138	1670	317	562	903	1257	3039	272	147	74	219	3030	283	1042	1988	825	881	835	895	1395	1850
1630	779	852	331	529	770	148	252	434	567	1401	123	76	30	75	1443	113	474	969	374	406	412	402	614	888
46.2%	53.3%	41.1%	45.7%	46.5%	46.1%	46.7%	44.8%	48.1%	45.1%	46.1%	45.4%	51.5%	40.5%	34.2%	47.6%	39.8%	45.5%	48.7%	45.3%	46.1%	49.3%	44.9%	44.0%	48.0%
1707	626	1080	341	535	830	149	285	421	610	1466	134	65	42	134	1421	152	499	923	398	433	381	444	716	878
48.3%	42.9%	52.2%	47.0%	47.0%	49.7%	47.0%	50.7%	46.6%	48.5%	48.2%	49.3%	44.3%	56.9%	61.1%	46.9%	53.5%	47.8%	46.4%	48.2%	49.2%	45.6%	49.6%	51.3%	47.5%
195	57	138	52	73	69	20	25	48	80	172	14	6	2	10	166	19	69	97	54	42	43	50	65	83
5.5%	3.9%	6.7%	7.2%	6.4%	4.2%	6.2%	4.5%	5.3%	6.3%	5.7%	5.3%	4.2%	2.6%	4.7%	5.5%	6.7%	6.6%	4.9%	6.5%	4.7%	5.2%	5.5%	4.7%	4.5%
3532	1462	2070	724	1138	1670	317	562	903	1257	3039	272	147	74	219	3030	283	1042	1988	825	881	835	895	1395	1850
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 242  
Q32. Normal weightings  
Q32. Are your scheduled breaks paid or unpaid?  
Base: Those who have scheduled breaks

Unweighted Total  
Weighted Total  
Paid  
  
Unpaid  
  
Don't know  
  
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
3512	333	563	599	2017	2579	570	297	66	2014	1227	90	839	2673	1575	1937	772	852	1888	1790	1722	2302	1210	155	1702	482	1173
3532	277	600	505	2150	2598	571	297	65	2037	1228	86	846	2686	1586	1946	772	851	1909	1798	1734	2324	1208	157	1709	483	1182
1630	125	285	179	1041	1266	218	117	29	1026	503	32	420	1211	795	835	321	371	938	880	750	1110	521	76	815	221	518
46.2%	45.0%	47.4%	35.6%	48.4%	48.7%	38.2%	39.4%	43.8%	50.4%	41.0%	36.8%	49.6%	45.1%	50.2%	42.9%	41.6%	43.7%	49.1%	48.9%	43.3%	47.7%	43.1%	48.4%	47.7%	45.7%	43.9%
1707	135	288	299	985	1206	312	159	30	918	649	47	385	1321	721	986	398	426	882	804	903	1100	607	71	812	232	592
48.3%	48.6%	48.0%	59.3%	45.8%	46.4%	54.7%	53.4%	45.5%	45.0%	52.9%	54.9%	45.5%	49.2%	45.4%	50.7%	51.6%	50.1%	46.2%	44.7%	52.1%	47.3%	50.3%	44.9%	47.5%	47.9%	50.1%
195	17	28	26	124	126	41	21	7	93	76	7	41	154	70	125	52	54	89	114	81	115	80	11	83	31	71
5.5%	6.3%	4.6%	5.2%	5.8%	4.9%	7.1%	7.1%	10.7%	4.6%	6.2%	8.3%	4.9%	5.7%	4.4%	6.4%	6.8%	6.3%	4.7%	6.4%	4.7%	4.9%	6.6%	6.7%	4.8%	6.3%	6.0%
3532	277	600	505	2150	2598	571	297	65	2037	1228	86	846	2686	1586	1946	772	851	1909	1798	1734	2324	1208	157	1709	483	1182
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 243  
Q33. Normal weightings  
Q33. The last time I felt unwell to a point where I didn't feel I could work. I...  
Base: All Respondents

Unweighted Total  
Weighted Total  
Took a day of sick leave  
  
Went to work anyway  
  
I don't recall feeling unwell to the point where I didn't feel I could work  
  
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
1990	767	1224	426	662	901	175	323	467	735	1700	170	82	38	143	1663	185	652	1012	468	464	479	532	799	1035
39.3%	37.8%	40.3%	40.8%	40.0%	38.2%	41.0%	38.2%	36.7%	40.3%	38.9%	45.7%	36.8%	39.7%	40.3%	39.6%	36.1%	39.6%	39.6%	36.9%	36.9%	41.5%	42.4%	36.5%	42.2%
2083	824	1259	451	733	898	178	353	521	749	1802	140	96	44	142	1735	206	640	1095	543	543	449	496	939	977
41.1%	40.7%	41.4%	43.2%	44.3%	38.1%	41.7%	41.7%	40.9%	41.1%	41.2%	37.7%	42.9%	46.7%	40.1%	41.3%	40.2%	38.9%	42.9%	42.7%	43.2%	38.9%	39.5%	42.9%	39.9%
990	435	555	168	262	560	74	170	286	341	870	62	46	13	69	800	121	355	445	259	251	227	228	450	439
19.6%	21.5%	18.3%	16.1%	15.8%	23.7%	17.3%	20.0%	22.4%	18.7%	19.9%	16.6%	20.3%	13.6%	19.6%	19.0%	23.7%	21.5%	17.4%	20.4%	20.0%	19.6%	18.1%	20.6%	17.9%
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 244  
Q33. Normal weightings  
Q33. The last time I felt unwell to a point where I didn't feel I could work. I...  
Base: All Respondents

Unweighted Total  
Weighted Total  
Took a day of sick leave  
  
Went to work anyway  
  
I don't recall feeling unwell to the point where I didn't feel I could work  
  
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
1990	157	270	319	1245	1453	319	178	41	1103	715	65	459	1532	954	1036	390	539	1061	1034	957	1206	785	88	931	297	674
39.3%	34.1%	33.6%	41.3%	41.1%	40.1%	37.4%	37.5%	35.2%	38.0%	41.5%	46.6%	42.6%	38.4%	42.0%	37.2%	34.7%	42.3%	39.8%	37.9%	40.9%	39.1%	39.7%	35.2%	37.5%	42.7%	41.3%
2083	201	355	313	1214	1410	396	224	53	1223	682	50	484	1599	941	1142	457	501	1125	1141	942	1360	723	111	1054	264	654
41.1%	43.6%	44.3%	40.5%	40.1%	38.9%	46.4%	47.3%	45.5%	42.2%	39.5%	35.8%	44.9%	40.1%	41.4%	41.0%	40.6%	39.3%	42.2%	41.9%	40.3%	44.1%	36.6%	44.2%	42.4%	37.9%	40.1%
990	103	177	141	569	758	138	72	22	575	327	25	135	855	379	611	277	236	478	551	439	520	470	51	499	135	305
19.6%	22.3%	22.1%	18.2%	18.8%	20.9%	16.2%	15.2%	19.3%	19.8%	19.0%	17.6%	12.5%	21.5%	16.7%	21.9%	24.6%	18.5%	17.9%	20.2%	18.8%	16.8%	23.8%	20.6%	20.1%	19.4%	18.7%
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 245  
Q34. Normal weightings  
Q34. What was your main reason for going into work on this occasion?  
Base: Those who "went to work anyway" the last time they were unwell

Unweighted Total  
Weighted Total  
I would not get paid  
  
I would only receive statutory sick pay not my normal pay  
  
I was worried about losing my job  
  
I was worried about what my supervisor, line manager or boss would think / do  
  
I didn't want to let people/organisation down  
  
Other (required)  
  
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
2085	813	1272	450	736	899	178	353	521	751	1803	141	97	44	146	1729	210	639	1090	545	544	448	494	956	965
2083	824	1259	451	733	898	178	353	521	749	1802	140	96	44	142	1735	206	640	1095	543	543	449	496	939	977
567	212	355	144	206	217	46	95	134	207	482	40	30	14	65	395	107	160	235	176	149	108	120	340	205
27.2%	25.8%	28.2%	31.9%	28.1%	24.2%	25.9%	26.8%	25.8%	27.6%	26.7%	28.8%	31.5%	32.6%	45.6%	22.8%	51.9%	25.0%	21.5%	32.5%	27.4%	24.2%	24.2%	36.2%	20.9%
149	76	73	34	62	52	21	16	51	44	133	5	9	2	12	127	10	44	83	40	50	23	34	70	71
7.2%	9.2%	5.8%	7.6%	8.5%	5.8%	11.7%	4.6%	9.8%	5.9%	7.4%	3.6%	9.5%	4.8%	8.2%	7.3%	4.8%	6.9%	7.6%	7.3%	9.2%	5.2%	6.9%	7.5%	7.3%
187	79	108	46	67	73	28	26	38	68	160	13	8	5	13	158	16	60	97	62	44	38	39	98	72
9.0%	9.6%	8.6%	10.2%	9.2%	8.2%	15.9%	7.3%	7.4%	9.1%	8.9%	9.4%	8.2%	12.0%	9.3%	9.1%	7.7%	9.4%	8.9%	11.4%	8.1%	8.4%	7.8%	10.5%	7.4%
225	81	143	56	85	83	22	42	59	72	194	15	10	5	17	196	12	68	128	56	54	46	60	100	109
10.8%	9.8%	11.4%	12.4%	11.6%	9.3%	12.2%	11.9%	11.3%	9.6%	10.8%	10.7%	10.8%	11.0%	12.1%	11.3%	5.7%	10.5%	11.7%	10.3%	9.9%	10.2%	12.2%	10.6%	11.1%
872	343	529	151	288	433	53	158	220	331	762	57	36	18	34	785	53	285	500	189	224	214	221	295	484
41.9%	41.7%	42.0%	33.5%	39.2%	48.2%	29.5%	44.8%	42.2%	44.2%	42.3%	40.4%	37.0%	39.6%	24.2%	45.2%	25.7%	44.5%	45.6%	34.8%	41.3%	47.6%	44.6%	31.4%	49.5%
84	32	52	20	25	39	9	16	19	28	71	10	3	-	1	74	8	23	51	20	22	20	22	36	36
4.0%	3.9%	4.1%	4.4%	3.4%	4.4%	4.8%	4.6%	3.6%	3.7%	3.9%	7.1%	3.1%	-	0.6%	4.3%	4.1%	3.6%	4.7%	3.6%	4.1%	4.4%	4.4%	3.8%	3.7%
2083	824	1259	451	733	898	178	353	521	749	1802	140	96	44	142	1735	206	640	1095	543	543	449	496	939	977
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 246  
Q34. Normal weightings  
Q34. What was your main reason for going into work on this occasion?  
Base: Those who "went to work anyway" the last time they were unwell

	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	2085	242	333	371	1139	1407	398	227	53	1220	685	51	483	1602	938	1147	457	504	1124	1138	947	1358	727	111	1056	265	653
Weighted Total	2083	201	355	313	1214	1410	396	224	53	1223	682	50	484	1599	941	1142	457	501	1125	1141	942	1360	723	111	1054	264	654
I would not get paid	567	68	115	81	303	321	154	73	19	390	121	7	73	493	248	319	152	160	255	359	208	362	204	34	300	69	164
	27.2%	33.9%	32.4%	25.9%	24.9%	22.8%	38.8%	32.6%	36.3%	31.9%	17.8%	14.8%	15.2%	30.9%	26.3%	28.0%	33.3%	31.9%	22.7%	31.5%	22.0%	26.7%	28.3%	31.0%	28.5%	26.0%	25.0%
I would only receive statutory sick pay not my normal pay	149	12	22	16	98	104	25	15	5	97	45	3	42	107	89	60	30	43	76	92	57	107	42	6	78	19	47
	7.2%	6.2%	6.3%	5.1%	8.1%	7.4%	6.3%	6.7%	9.3%	7.9%	6.6%	5.9%	8.7%	6.7%	9.5%	5.2%	6.5%	8.6%	6.8%	8.1%	6.0%	7.8%	5.8%	5.6%	7.4%	7.1%	7.1%
I was worried about losing my job	187	8	27	26	126	114	35	31	6	102	69	8	61	125	96	91	53	43	91	105	82	136	51	6	94	23	64
	9.0%	4.1%	7.5%	8.4%	10.4%	8.1%	8.8%	14.0%	11.7%	8.4%	10.1%	16.1%	12.7%	7.8%	10.2%	7.9%	11.5%	8.5%	8.1%	9.2%	8.7%	10.0%	7.0%	5.8%	8.9%	8.7%	9.7%
I was worried about what my supervisor, line manager or boss would think / do	225	19	43	41	122	143	47	31	5	111	92	6	67	158	104	121	44	45	135	101	124	155	69	9	111	32	72
	10.8%	9.5%	12.0%	13.2%	10.0%	10.1%	11.8%	13.6%	8.8%	9.1%	13.5%	11.9%	13.8%	9.9%	11.0%	10.6%	9.7%	9.0%	12.0%	8.8%	13.2%	11.4%	9.6%	8.3%	10.6%	12.1%	11.1%
I didn't want to let people/organisation down	872	88	136	136	512	671	122	62	16	475	327	24	222	650	371	501	167	184	521	445	427	548	324	47	431	111	283
	41.9%	43.8%	38.4%	43.4%	42.1%	47.6%	30.9%	27.7%	30.3%	38.9%	48.0%	47.5%	45.8%	40.7%	39.5%	43.8%	36.6%	36.7%	46.3%	39.0%	45.3%	40.3%	44.8%	42.4%	40.9%	42.2%	43.2%
Other (required)	84	5	12	13	54	57	13	12	2	48	27	2	18	66	33	51	11	27	47	38	46	52	32	8	41	10	25
	4.0%	2.5%	3.3%	4.0%	4.5%	4.0%	3.3%	5.3%	3.6%	3.9%	4.0%	3.8%	3.7%	4.1%	3.5%	4.5%	2.3%	5.3%	4.1%	3.3%	4.8%	3.8%	4.4%	7.1%	3.9%	3.9%	3.8%
SIGMA	2083	201	355	313	1214	1410	396	224	53	1223	682	50	484	1599	941	1142	457	501	1125	1141	942	1360	723	111	1054	264	654
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 247  
Q35. Normal weightings  
Q35. How much does your job pay you per hour? Please give the amount you are paid before tax.  
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
£5 12 or under	89	38	52	37	21	31	11	8	20	34	73	7	7	2	15	44	30	18	26	56	19	3	10	89	-
	1.8%	1.9%	1.7%	3.5%	1.3%	1.3%	2.6%	0.9%	1.6%	1.9%	1.7%	1.9%	3.2%	2.2%	4.4%	1.0%	5.9%	1.1%	1.0%	4.4%	1.5%	*	0.8%	4.1%	-
£5 13 - £6 49	146	38	109	76	37	33	14	24	34	50	121	14	7	4	15	99	32	60	39	75	36	22	8	146	-
	2.9%	1.9%	3.6%	7.2%	2.3%	1.4%	3.2%	2.8%	2.7%	2.7%	2.8%	3.8%	3.2%	4.0%	4.3%	2.4%	6.3%	3.6%	1.5%	5.9%	2.8%	1.9%	0.7%	6.7%	-
£6 50 exactly	480	166	314	133	149	197	33	91	132	153	408	34	30	8	65	327	87	199	128	226	108	76	63	480	-
	9.5%	8.2%	10.3%	12.7%	9.0%	8.3%	7.6%	10.7%	10.4%	8.4%	9.3%	9.0%	13.4%	8.9%	18.5%	7.8%	17.1%	12.1%	5.0%	17.8%	8.6%	6.6%	5.0%	21.9%	-
£6 51 - £7 00	706	258	448	211	206	288	46	114	189	256	606	55	36	9	67	544	95	274	270	256	198	133	82	706	-
	13.9%	12.7%	14.8%	20.2%	12.5%	12.2%	10.8%	13.5%	14.8%	14.0%	13.9%	14.7%	16.3%	9.6%	18.8%	13.0%	18.6%	16.6%	10.6%	20.1%	15.8%	11.5%	6.5%	32.3%	-
£7 01 - £7 84	766	276	491	168	230	368	52	148	193	277	670	45	31	19	65	640	61	312	328	217	219	143	163	766	-
	15.1%	13.6%	16.1%	16.1%	13.9%	15.6%	12.2%	17.5%	15.2%	15.2%	15.3%	12.1%	14.0%	20.3%	18.5%	15.2%	12.0%	18.9%	12.8%	17.1%	17.4%	12.4%	13.0%	35.0%	-
£7 85- £9 14	973	378	595	142	329	502	57	147	250	382	835	76	42	20	41	859	73	349	510	195	275	239	236	-	973
	19.2%	18.7%	19.6%	13.6%	19.8%	21.3%	13.3%	17.4%	19.6%	20.9%	19.1%	20.5%	18.5%	21.0%	11.5%	20.5%	14.3%	21.2%	20.0%	15.4%	21.8%	20.7%	18.8%	-	39.7%
£9 15 - £10 50	635	268	368	97	238	300	60	117	159	219	555	45	25	10	28	565	43	170	395	94	143	182	211	-	635
	12.5%	13.2%	12.1%	9.3%	14.4%	12.7%	14.0%	13.8%	12.5%	12.0%	12.7%	12.2%	11.2%	10.5%	7.8%	13.5%	8.4%	10.3%	15.5%	7.4%	11.4%	15.7%	16.8%	-	25.9%
£10 51 - £15 00	603	301	302	84	211	308	73	85	146	208	512	54	24	13	20	555	29	131	424	55	124	184	237	-	603
	11.9%	14.9%	9.9%	8.1%	12.7%	13.1%	17.2%	10.1%	11.4%	11.4%	11.7%	14.5%	10.7%	14.1%	5.5%	13.2%	5.7%	7.9%	16.6%	4.3%	9.8%	15.9%	18.9%	-	24.6%
£15 01 - £20 00	149	92	58	12	56	81	21	25	37	54	138	8	2	2	7	130	12	20	110	13	23	38	71	-	149
	2.9%	4.5%	1.9%	1.1%	3.4%	3.4%	4.9%	3.0%	2.9%	2.9%	3.1%	2.2%	0.8%	2.0%	2.0%	3.1%	2.2%	1.2%	4.3%	1.0%	1.8%	3.3%	5.7%	-	6.1%
£20 01 or more	90	51	39	14	32	44	16	16	17	34	83	4	2	1	10	72	8	29	43	10	12	24	42	-	90
	1.8%	2.5%	1.3%	1.3%	2.0%	1.9%	3.7%	1.9%	1.4%	1.9%	1.9%	1.1%	1.0%	0.9%	2.7%	1.7%	1.6%	1.8%	1.7%	0.8%	1.0%	2.1%	3.4%	-	3.7%
Don't know	425	161	264	72	147	206	46	71	96	158	371	30	18	6	21	363	40	84	279	73	102	111	132	-	-
	8.4%	7.9%	8.7%	6.9%	8.9%	8.7%	10.6%	8.4%	7.5%	8.7%	8.5%	8.0%	7.8%	6.5%	5.9%	8.7%	7.9%	5.1%	10.9%	5.8%	8.1%	9.6%	10.5%	-	-
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 248  
Q35. Normal weightings  
Q35. How much does your job pay you per hour? Please give the amount you are paid before tax.  
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	
£5 12 or under	89	9	9	15	56	51	26	9	4	44	21	11	10	79	45	44	35	27	28	73	16	50	39	3	51	16	20	
	1.8%	2.0%	1.1%	2.0%	1.9%	1.4%	3.1%	1.8%	3.1%	1.5%	1.2%	7.6%	0.9%	2.0%	2.0%	1.6%	3.1%	2.1%	1.0%	2.7%	0.7%	1.6%	2.0%	1.1%	2.0%	2.3%	1.2%	
£5 13 - £6 49	146	24	39	18	65	98	24	19	6	71	55	8	25	121	60	86	66	40	40	109	38	66	80	11	82	27	26	
	2.9%	5.2%	4.9%	2.3%	2.1%	2.7%	2.8%	4.0%	5.1%	2.4%	3.2%	5.5%	2.3%	3.0%	2.6%	3.1%	5.9%	3.1%	1.5%	4.0%	1.6%	2.1%	4.1%	4.2%	3.3%	3.9%	1.6%	
£6 50 exactly	480	107	109	66	198	286	115	57	22	312	111	5	39	441	200	280	169	151	159	322	158	215	265	49	262	61	108	
	9.5%	23.2%	13.6%	8.5%	6.5%	7.9%	13.5%	12.1%	18.7%	10.8%	6.5%	3.3%	3.6%	11.1%	8.8%	10.0%	15.1%	11.9%	6.0%	11.8%	6.8%	7.0%	13.4%	19.7%	10.5%	8.8%	6.6%	
£6 51 - £7 00	706	112	213	109	272	459	135	96	15	458	173	15	96	610	285	421	196	226	284	377	329	383	323	48	390	108	161	
	13.9%	24.3%	26.6%	14.1%	9.0%	12.7%	15.9%	20.2%	13.4%	15.8%	10.0%	11.0%	8.9%	15.3%	12.5%	15.1%	17.4%	17.7%	10.7%	13.8%	14.1%	12.4%	16.3%	19.1%	15.7%	15.5%	9.8%	
£7 01 - £7 84	766	73	180	137	376	504	159	86	18	445	262	14	141	625	289	477	203	215	348	375	391	436	330	56	393	110	206	
	15.1%	15.9%	22.5%	17.7%	12.4%	13.9%	18.6%	18.1%	15.5%	15.3%	15.2%	9.8%	13.1%	15.7%	12.7%	17.1%	18.1%	16.8%	13.1%	13.8%	16.7%	14.1%	16.7%	22.3%	15.8%	15.9%	12.6%	
£7 85- £9 14	973	69	143	157	604	715	155	77	26	522	381	23	209	764	420	553	187	236	549	506	467	582	391	37	554	133	249	
	19.2%	15.0%	17.8%	20.3%	20.0%	19.7%	18.1%	16.3%	22.8%	18.0%	22.1%	16.1%	19.4%	19.2%	18.5%	19.8%	16.7%	18.5%	20.6%	18.6%	20.0%	18.8%	19.8%	14.8%	22.3%	19.1%	15.3%	
£9 15 - £10 50	635	28	46	99	463	487	97	48	3	362	233	25	169	466	317	318	87	147	402	344	291	425	210	17	305	77	236	
	12.5%	6.1%	5.7%	12.8%	15.3%	13.4%	11.4%	10.2%	2.6%	12.5%	13.5%	18.2%	15.7%	11.7%	13.9%	11.4%	7.7%	11.5%	15.1%	12.6%	12.5%	13.8%	10.6%	7.0%	12.3%	11.0%	14.5%	
£10 51 - £15 00	603	17	28	94	465	500	63	33	7	324	242	20	200	404	338	266	83	102	419	276	327	448	155	12	231	82	278	
	11.9%	3.8%	3.5%	12.1%	15.3%	13.8%	7.3%	7.0%	6.5%	11.2%	14.0%	14.1%	18.5%	10.1%	14.8%	9.5%	7.3%	8.0%	15.7%	10.1%	14.0%	14.5%	7.9%	4.9%	9.3%	11.8%	17.0%	
£15 01 - £20 00	149	-	2	20	127	132	7	9	1	92	52	4	62	88	103	46	9	30	110	71	78	121	29	2	41	13	92	
	2.9%	-	*	2.6%	4.2%	3.7%	0.8%	1.9%	0.7%	3.2%	3.0%	2.9%	5.7%	2.2%	4.5%	1.6%	0.8%	2.4%	4.1%	2.6%	3.3%	3.9%	1.4%	0.9%	1.7%	1.9%	5.7%	
£20 01 or more	90	1	-	10	79	85	3	1	1	38	46	3	34	56	56	34	18	15	57	47	42	53	37	1	10	6	72	
	1.8%	*	-	1.3%	2.6%	2.3%	*	*	0.9%	1.3%	2.7%	2.1%	3.2%	1.4%	2.5%	1.2%	1.6%	1.2%	2.1%	1.7%	1.8%	1.7%	1.9%	*	*	0.9%	4.4%	
Don't know	425	20	33	49	323	304	70	39	12	234	148	13	93	332	161	264	71	86	268	224	201	308	117	14	165	63	183	
	8.4%	4.3%	4.1%	6.3%	10.7%	8.4%	8.2%	8.2%	10.7%	8.1%	8.6%	9.4%	8.6%	8.3%	7.1%	9.5%	6.3%	6.8%	10.0%	8.2%	8.6%	10.0%	5.9%	5.5%	6.7%	9.0%	11.2%	
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%	100.0%

**JRF Survey**  
Prepared on behalf of JRF

Table 249

Q36. Normal weightings

Q36. How much does your job pay you per month? Please give the amount you are paid before tax.

Base: Those who don't know their hourly wage

	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	416	156	260	70	144	202	44	69	94	155	362	30	18	6	21	356	39	82	274	73	99	109	128	0	0
Weighted Total	425	161	264	72	147	206	46	71	96	158	371	30	18	6	21	363	40	84	279	73	102	111	132	0	0
£777 or less	80	21	59	7	23	51	4	14	20	37	75	3	1	1	11	48	21	43	5	32	20	16	13	-	-
	18.9%	13.3%	22.3%	9.7%	15.4%	24.6%	9.4%	19.1%	20.8%	23.6%	20.3%	10.7%	4.7%	17.3%	51.4%	13.3%	52.5%	51.4%	1.7%	43.3%	19.5%	14.0%	10.1%	-	-
£778 - £984	26	6	20	4	10	12	-	7	7	7	21	2	2	-	-	24	2	14	9	10	6	4	4	-	-
	6.1%	3.7%	7.5%	5.9%	6.8%	5.6%	-	10.5%	7.1%	4.6%	5.8%	7.1%	12.1%	-	-	6.5%	5.3%	17.1%	3.3%	14.0%	6.3%	3.6%	3.2%	-	-
£985 - £986	5	-	5	2	1	2	-	1	1	3	5	-	-	-	-	5	-	1	4	1	2	-	2	-	-
	1.3%	-	2.0%	3.0%	0.7%	1.0%	-	1.5%	1.1%	2.0%	1.4%	-	-	-	-	1.5%	-	1.3%	1.5%	1.5%	2.1%	-	1.6%	-	-
£987 - £1062	31	8	23	4	13	14	4	1	9	12	26	1	2	2	2	29	1	9	19	7	7	11	5	-	-
	7.4%	5.2%	8.8%	5.9%	8.8%	6.9%	9.4%	1.2%	9.8%	7.5%	7.1%	3.6%	12.1%	30.9%	9.1%	7.8%	2.6%	11.1%	6.9%	9.9%	6.9%	9.9%	3.9%	-	-
£1,063 - £1,189	61	16	46	16	20	25	4	13	15	23	56	3	3	-	2	55	4	8	47	9	20	13	16	-	-
	14.4%	9.7%	17.2%	22.5%	13.8%	12.0%	9.4%	17.9%	16.0%	14.6%	15.0%	9.2%	15.6%	-	10.1%	15.0%	10.5%	9.6%	16.7%	12.2%	20.1%	11.7%	11.8%	-	-
£1,190 - £1,386	59	26	33	18	16	26	5	9	18	18	50	4	4	1	1	52	6	4	48	10	17	14	16	-	-
	13.9%	16.0%	12.6%	24.9%	10.7%	12.4%	11.2%	12.5%	19.1%	11.2%	13.5%	13.5%	22.9%	17.3%	5.1%	14.2%	15.8%	4.5%	17.1%	14.0%	16.9%	12.8%	12.4%	-	-
£1,388 - £1,593	54	21	33	7	21	26	9	11	7	15	43	9	3	-	3	48	3	-	48	2	7	24	21	-	-
	12.8%	13.0%	12.6%	10.1%	14.4%	12.6%	18.7%	15.8%	7.8%	9.7%	11.5%	29.7%	15.6%	-	15.2%	13.2%	7.9%	-	17.1%	2.6%	6.9%	21.4%	15.6%	-	-
£1,594 - £2,275	76	38	38	10	30	36	15	11	12	29	67	5	3	1	-	75	1	3	72	1	19	25	32	-	-
	17.9%	23.8%	14.3%	13.9%	20.3%	17.6%	33.1%	15.8%	12.0%	18.4%	18.1%	17.1%	16.9%	17.3%	-	20.7%	2.6%	3.8%	25.8%	1.1%	18.4%	22.4%	24.0%	-	-
£2,276 - £3,033	24	20	5	2	13	9	4	4	5	8	22	2	-	1	1	23	1	-	23	-	2	4	19	-	-
	5.8%	12.3%	1.8%	2.7%	9.1%	4.4%	8.9%	5.7%	5.6%	5.2%	5.8%	5.6%	-	17.3%	4.0%	6.2%	2.6%	-	8.1%	-	1.9%	3.4%	14.2%	-	-
£3,034 or more	7	5	2	1	-	6	-	-	1	5	6	1	-	-	1	6	-	1	5	1	1	1	4	-	-
	1.7%	3.0%	0.8%	1.5%	-	2.9%	-	-	0.9%	3.2%	1.6%	3.6%	-	-	5.1%	1.6%	-	1.3%	1.8%	1.5%	1.0%	0.8%	3.1%	-	-
SIGMA	425	161	264	72	147	206	46	71	96	158	371	30	18	6	21	363	40	84	279	73	102	111	132	-	-
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 250  
Q36. Normal weightings  
Q36. How much does your job pay you per month? Please give the amount you are paid before tax.  
Base: Those who don't know their hourly wage

	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	416	24	31	58	303	298	68	38	12	227	147	13	92	324	158	258	70	84	262	217	199	301	115	13	161	61	181
Weighted Total	425	20	33	49	323	304	70	39	12	234	148	13	93	332	161	264	71	86	268	224	201	308	117	14	165	63	183
£777 or less	80	6	12	8	54	47	14	13	6	40	23	3	13	68	25	55	7	16	57	56	25	15	65	9	36	8	28
	18.9%	29.2%	35.5%	17.2%	16.8%	15.4%	20.3%	34.4%	48.1%	17.0%	15.5%	24.2%	13.7%	20.3%	15.7%	20.9%	10.5%	18.9%	21.2%	24.7%	12.4%	4.9%	55.7%	61.5%	21.7%	13.3%	15.1%
£778 - £984	26	-	3	3	19	17	5	3	-	7	16	1	7	18	15	10	3	6	16	12	13	10	16	1	11	5	9
	6.1%	-	9.7%	6.9%	5.9%	5.7%	7.3%	8.2%	-	3.2%	10.9%	8.1%	8.1%	5.5%	9.5%	4.0%	4.2%	7.4%	6.1%	5.5%	6.7%	3.3%	13.3%	7.7%	6.5%	7.4%	5.1%
£985 - £986	5	-	-	-	5	3	2	-	-	3	2	-	-	5	1	4	3	1	1	4	1	4	1	-	1	1	3
	1.3%	-	-	-	1.7%	1.1%	3.0%	-	-	1.4%	1.4%	-	-	1.6%	0.7%	1.6%	4.5%	1.2%	*	1.9%	0.5%	1.4%	0.9%	-	0.6%	1.7%	1.7%
£987 - £1062	31	-	1	6	25	21	8	2	-	10	16	3	8	23	7	25	4	6	21	16	16	21	10	-	20	3	9
	7.4%	-	3.2%	12.1%	7.6%	7.0%	11.9%	4.9%	-	4.1%	10.8%	22.6%	9.0%	7.0%	4.2%	9.4%	5.7%	7.1%	8.0%	6.9%	7.9%	6.8%	8.9%	-	11.9%	4.8%	4.9%
£1,063 - £1,189	61	1	7	10	43	48	5	6	2	32	24	1	16	45	14	47	14	12	35	28	33	49	12	1	25	9	27
	14.4%	4.2%	22.6%	20.7%	13.2%	15.7%	7.3%	15.9%	17.3%	13.7%	15.9%	8.1%	17.0%	13.6%	8.9%	17.7%	19.4%	14.3%	13.0%	12.3%	16.6%	16.0%	10.2%	7.7%	14.9%	13.6%	14.6%
£1,190 - £1,386	59	2	2	8	47	40	16	4	-	41	14	1	7	52	17	42	13	11	35	28	31	55	4	2	20	18	18
	13.9%	12.5%	6.5%	15.5%	14.5%	13.1%	22.2%	9.8%	-	17.5%	9.5%	6.4%	7.3%	15.7%	10.6%	16.0%	18.6%	12.3%	13.2%	12.5%	15.5%	18.0%	3.3%	15.4%	12.3%	29.2%	10.0%
£1,388 - £1,593	54	5	2	3	44	43	5	4	2	38	13	2	11	43	14	40	12	9	33	29	25	52	2	1	21	3	29
	12.8%	25.0%	6.5%	6.9%	13.5%	14.1%	7.3%	10.4%	17.3%	16.1%	9.1%	14.5%	12.2%	12.9%	9.0%	15.1%	16.5%	10.8%	12.4%	12.8%	12.7%	17.0%	1.6%	7.7%	12.8%	5.1%	15.7%
£1,594 - £2,275	76	5	5	5	61	58	11	6	-	44	28	1	22	54	42	35	12	18	47	38	38	71	5	-	26	10	40
	17.9%	25.0%	16.1%	10.3%	18.8%	19.2%	16.4%	16.4%	-	19.0%	19.0%	8.1%	23.4%	16.4%	25.8%	13.1%	16.4%	20.5%	17.5%	16.8%	19.2%	23.1%	4.3%	-	15.5%	16.3%	22.0%
£2,276 - £3,033	24	1	-	3	20	19	3	-	2	16	8	1	7	17	20	4	1	5	18	12	13	24	-	-	5	5	14
	5.8%	4.2%	-	6.9%	6.3%	6.4%	4.3%	-	17.3%	6.6%	5.3%	8.1%	7.6%	5.3%	12.7%	1.5%	1.2%	6.2%	6.8%	5.1%	6.5%	7.9%	-	-	3.1%	8.5%	7.7%
£3,034 or more	7	-	-	2	5	7	-	-	-	3	4	-	2	5	5	2	2	1	4	3	4	5	2	-	1	-	6
	1.7%	-	-	3.4%	1.7%	2.3%	-	-	-	1.4%	2.6%	-	1.8%	1.6%	3.0%	0.8%	3.0%	1.2%	1.4%	1.3%	2.0%	1.6%	1.8%	-	0.6%	-	3.2%
SIGMA	425	20	33	49	323	304	70	39	12	234	148	13	93	332	161	264	71	86	268	224	201	308	117	14	165	63	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%	100.0%	100.0%

# JRF Survey

Prepared on behalf of JRF

Table 251  
Q37. Normal weightings  
Q37. Which of the following best describes the contract you are on?  
Base: All Respondents

Unweighted Total  
Weighted Total  
Permanent contract (no set end date)  
Temporary contract (with a set end date)  
No contract  
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	
4092	1657	2435	779	1392	1919	334	697	1014	1502	3547	294	175	75	239	3853	-	1452	2401	916	1011	970	1091	1641	2104	
80.8%	81.8%	80.2%	74.5%	84.0%	81.3%	78.1%	82.4%	79.6%	82.3%	81.1%	79.1%	77.9%	79.3%	67.7%	91.8%	-	88.2%	94.1%	72.1%	80.3%	84.0%	86.9%	75.0%	85.9%	
460	163	297	175	126	158	50	65	130	151	395	36	22	7	114	345	-	195	150	188	120	75	64	241	181	
9.1%	8.0%	9.8%	16.8%	7.6%	6.7%	11.6%	7.7%	10.2%	8.3%	9.0%	9.6%	9.7%	7.4%	32.3%	8.2%	-	11.8%	5.9%	14.8%	9.5%	6.5%	5.1%	11.0%	7.4%	
512	206	306	91	138	282	44	84	130	172	429	42	28	13	-	-	512	-	172	-	166	127	110	101	306	165
10.1%	10.2%	10.1%	8.7%	8.4%	12.0%	10.2%	9.9%	10.2%	9.4%	9.8%	11.3%	12.4%	13.3%	-	-	100.0%	-	-	13.0%	10.1%	9.5%	8.1%	14.0%	6.7%	
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 252  
Q37. Normal weightings  
Q37. Which of the following best describes the contract you are on?  
Base: All Respondents

Unweighted Total  
Weighted Total  
Permanent contract (no set end date)  
Temporary contract (with a set end date)  
No contract  
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
4092	354	701	621	2415	2990	654	357	91	2390	1418	87	967	3125	1911	2181	740	994	2358	2056	2037	2644	1448	201	2037	573	1281
80.8%	76.8%	87.5%	80.5%	79.8%	82.6%	76.7%	75.3%	78.7%	82.0%	82.3%	62.2%	89.8%	78.4%	84.0%	78.2%	65.9%	77.9%	88.5%	75.4%	87.1%	85.7%	73.2%	80.2%	82.0%	82.4%	78.4%
460	33	42	61	324	309	98	46	7	202	198	31	79	381	198	262	246	113	101	281	179	223	236	13	185	67	194
9.1%	7.2%	5.2%	7.9%	10.7%	8.5%	11.4%	9.7%	5.9%	7.0%	11.5%	22.0%	7.3%	9.5%	8.7%	9.4%	21.9%	8.9%	3.8%	10.3%	7.7%	7.2%	11.9%	5.4%	7.4%	9.7%	11.9%
512	74	59	90	289	322	101	71	18	320	107	22	31	480	166	346	138	169	205	389	123	218	294	36	262	55	159
10.1%	16.0%	7.3%	11.7%	9.5%	8.9%	11.8%	15.0%	15.4%	11.0%	6.2%	15.8%	2.9%	12.0%	7.3%	12.4%	12.3%	13.2%	7.7%	14.3%	5.3%	7.1%	14.8%	14.5%	10.5%	7.9%	9.7%
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 253  
Q37. Normal weightings  
Q37. Which of the following best describes the contract you are on?  
Base: On a permanent or temporary contract

Unweighted Total  
Weighted Total  
A fixed-hours contract (a guaranteed number of hours per week)  
A zero-hours contract (no guaranteed number of hours per week)  
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	£7.85+ per hour
4542	1789	2753	952	1515	2073	378	760	1145	1653	3936	328	196	82	365	4177	0	1647	2530	1110	1126	1041	1146	1906	2259
4552	1820	2732	954	1519	2077	384	762	1144	1653	3942	330	197	82	354	4198	0	1646	2552	1104	1130	1045	1155	1882	2286
4198	1696	2502	830	1411	1955	341	706	1061	1513	3621	314	185	77	-	4198	-	1646	2552	978	1043	979	1089	1654	2181
92.2%	93.2%	91.6%	87.0%	92.9%	94.1%	88.8%	92.7%	92.8%	91.6%	91.9%	95.1%	94.3%	93.8%	-	100.0%	-	100.0%	100.0%	88.6%	92.3%	93.7%	94.3%	87.9%	95.4%
354	123	230	124	108	122	43	56	83	139	321	16	11	5	354	-	-	-	-	126	87	66	65	228	105
7.8%	6.8%	8.4%	13.0%	7.1%	5.9%	11.2%	7.3%	7.2%	8.4%	8.1%	4.9%	5.7%	6.2%	100.0%	-	-	-	-	11.4%	7.7%	6.3%	5.7%	12.1%	4.6%
4552	1820	2732	954	1519	2077	384	762	1144	1653	3942	330	197	82	354	4198	-	1646	2552	1104	1130	1045	1155	1882	2286
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 254  
Q37. Normal weightings  
Q37. Which of the following best describes the contract you are on?  
Base: On a permanent or temporary contract

Unweighted Total  
Weighted Total  
A fixed-hours contract (a guaranteed number of hours per week)  
A zero-hours contract (no guaranteed number of hours per week)  
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
4542	466	697	809	2570	3283	756	404	99	2565	1619	121	1041	3501	2102	2440	986	1113	2443	2328	2214	2849	1693	211	2224	640	1467
4552	388	743	682	2739	3299	752	403	98	2582	1617	118	1046	3506	2109	2443	986	1107	2459	2336	2216	2868	1684	214	2222	641	1475
4198	320	707	620	2552	3081	669	360	89	2377	1513	107	1007	3191	1955	2243	868	985	2346	2094	2104	2701	1497	196	2062	586	1353
92.2%	82.4%	95.1%	91.0%	93.2%	93.4%	89.0%	89.3%	90.6%	92.1%	93.6%	91.0%	96.3%	91.0%	92.7%	91.8%	88.0%	89.0%	95.4%	89.6%	95.0%	94.2%	88.9%	91.8%	92.8%	91.4%	91.8%
354	68	36	62	188	218	83	43	9	205	103	11	39	314	154	199	118	122	114	242	112	166	187	18	160	55	121
7.8%	17.6%	4.9%	9.0%	6.8%	6.6%	11.0%	10.7%	9.4%	7.9%	6.4%	9.0%	3.7%	9.0%	7.3%	8.2%	12.0%	11.0%	4.6%	10.4%	5.0%	5.8%	11.1%	8.2%	7.2%	8.6%	8.2%
4552	388	743	682	2739	3299	752	403	98	2582	1617	118	1046	3506	2109	2443	986	1107	2459	2336	2216	2868	1684	214	2222	641	1475
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 255**  
**Q38. Normal weightings**  
**Q38. How many hours are you contracted to work each week for your job?**  
**Base: On a fixed hours contract**

Unweighted Total  
Weighted Total

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18

Gender			Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage	
Total	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
4177	1664	2513	821	1403	1951	335	702	1058	1509	3604	311	185	77	0	4177	0	1647	2530	980	1036	972	1079	1666	2155
4198	1696	2502	830	1411	1955	341	706	1061	1513	3621	314	185	77	0	4198	0	1646	2552	978	1043	979	1089	1654	2181
10	5	5	3	5	2	3	2	3	2	10	-	-	-	-	10	-	10	-	4	2	2	2	4	5
*	*	*	*	*	*	0.9%	*	*	*	*	-	-	-	-	*	-	0.6%	-	*	*	*	*	*	*
11	5	5	4	3	4	2	3	1	2	8	2	1	-	-	11	-	11	-	5	5	-	1	8	2
*	*	*	*	*	*	0.8%	*	*	*	*	0.5%	*	-	-	*	-	0.7%	-	*	*	-	*	*	*
13	4	9	3	6	4	3	4	2	3	12	1	-	-	-	13	-	13	-	6	4	2	-	10	2
*	*	*	*	*	*	0.8%	0.6%	*	*	*	-	-	-	-	*	-	0.8%	-	0.6%	*	*	-	0.6%	*
28	7	21	14	3	10	3	10	3	10	27	-	1	-	-	28	-	28	-	16	7	1	3	18	9
0.7%	*	0.8%	1.7%	*	0.5%	0.9%	1.4%	*	0.7%	0.7%	-	0.6%	-	-	0.7%	-	1.7%	-	1.7%	0.7%	*	*	1.1%	*
29	4	25	9	13	7	5	7	6	7	25	1	3	-	-	29	-	29	-	19	5	3	2	20	5
0.7%	*	1.0%	1.0%	0.9%	*	1.4%	1.0%	0.6%	*	0.7%	*	1.5%	-	-	0.7%	-	1.8%	-	1.9%	*	*	*	1.2%	*
51	16	35	13	13	25	8	6	18	14	46	2	2	1	-	51	-	51	-	31	10	4	4	31	18
1.2%	0.9%	1.4%	1.6%	0.9%	1.3%	2.4%	0.8%	1.7%	0.9%	1.3%	0.5%	1.2%	1.4%	-	1.2%	-	3.1%	-	3.2%	1.0%	*	*	1.9%	0.9%
30	6	24	11	7	12	4	7	2	13	26	1	-	3	-	30	-	30	-	9	11	4	3	21	8
0.7%	*	1.0%	1.4%	*	0.6%	1.2%	1.0%	*	0.9%	0.7%	*	-	3.8%	-	0.7%	-	1.8%	-	0.9%	1.0%	*	*	1.3%	*
58	29	29	25	16	16	11	10	12	15	49	6	1	2	-	58	-	58	-	23	13	11	12	40	18
1.4%	1.7%	1.2%	3.0%	1.1%	0.8%	3.4%	1.4%	1.2%	1.0%	1.3%	2.0%	*	2.8%	-	1.4%	-	3.5%	-	2.4%	1.2%	1.1%	1.1%	2.4%	0.8%
15	5	10	6	6	3	1	5	2	6	14	1	-	-	-	15	-	15	-	5	4	5	1	6	6
*	*	*	0.7%	*	*	*	0.7%	*	*	*	*	-	-	-	*	-	0.9%	-	*	*	0.5%	*	*	*
66	9	56	14	15	36	4	15	16	29	65	1	-	-	-	66	-	66	-	30	17	10	9	38	20
1.6%	0.6%	2.2%	1.7%	1.1%	1.9%	1.3%	2.1%	1.5%	1.9%	1.8%	*	-	-	-	1.6%	-	4.0%	-	3.0%	1.6%	1.1%	0.8%	2.3%	0.9%
13	4	9	1	12	1	2	2	2	6	12	-	-	1	-	13	-	13	-	7	3	1	2	8	4
*	*	*	*	0.8%	*	0.6%	*	*	*	*	-	-	1.4%	-	*	-	0.8%	-	0.7%	*	*	*	0.5%	*
84	20	64	16	24	44	3	13	15	38	70	5	5	4	-	84	-	84	-	30	16	21	13	52	27
2.0%	1.2%	2.6%	2.0%	1.7%	2.2%	0.9%	1.9%	1.4%	2.5%	1.9%	1.6%	2.9%	5.2%	-	2.0%	-	5.1%	-	3.0%	1.6%	2.2%	1.2%	3.1%	1.2%
18	5	13	3	6	8	2	2	9	5	18	-	-	-	-	18	-	18	-	4	3	5	5	13	5
*	*	0.5%	*	*	*	0.6%	*	0.8%	*	*	-	-	-	-	*	-	1.1%	-	*	*	*	*	0.8%	*
28	6	22	9	5	14	2	5	8	8	23	2	1	2	-	28	-	28	-	12	5	5	5	10	17
0.7%	*	0.9%	1.0%	*	0.7%	0.6%	0.7%	0.8%	0.5%	0.6%	0.7%	*	2.5%	-	0.7%	-	1.7%	-	1.2%	*	0.5%	*	0.6%	0.9%
98	19	79	21	28	49	2	20	28	41	90	4	4	-	-	98	-	98	-	33	20	24	20	46	45
2.3%	1.1%	3.2%	2.5%	2.0%	2.5%	0.6%	2.8%	2.6%	2.7%	2.5%	1.2%	2.2%	-	-	2.3%	-	6.0%	-	3.4%	1.9%	2.4%	1.8%	2.8%	2.1%
216	43	173	31	79	106	7	39	57	78	181	21	11	3	-	216	-	216	-	89	56	41	30	139	65
5.2%	2.6%	6.9%	3.8%	5.6%	5.4%	2.1%	5.6%	5.4%	5.2%	5.0%	6.6%	6.0%	4.1%	-	5.2%	-	13.1%	-	9.1%	5.4%	4.2%	2.7%	8.4%	3.0%
35	7	28	6	13	16	1	2	6	16	25	2	7	-	-	35	-	35	-	11	10	5	9	18	15
0.8%	*	1.1%	0.7%	0.9%	0.8%	*	*	0.6%	1.1%	0.7%	0.7%	3.8%	-	-	0.8%	-	2.1%	-	1.1%	0.9%	0.5%	0.8%	1.1%	0.7%
89	13	76	18	26	45	4	13	31	32	80	3	5	1	-	89	-	89	-	34	19	18	16	39	47
2.1%	0.8%	3.0%	2.2%	1.8%	2.3%	1.3%	1.9%	2.9%	2.1%	2.2%	0.9%	2.6%	1.1%	-	2.1%	-	5.4%	-	3.5%	1.8%	1.8%	1.4%	2.4%	2.1%

**Survation.**

**JRF Survey**  
Prepared on behalf of JRF

Table 256

Q38. Normal weightings

Q38. How many hours are you contracted to work each week for your job?

Base: On a fixed hours contract

Unweighted Total  
Weighted Total

19

20

21

22

23

24

25

26

27

28

29

30

31

32

33

34

35

36

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
4177	1664	2513	821	1403	1951	335	702	1058	1509	3604	311	185	77	0	4177	0	1647	2530	980	1036	972	1079	1666	2155
4198	1696	2502	830	1411	1955	341	706	1061	1513	3621	314	185	77	0	4198	0	1646	2552	978	1043	979	1089	1654	2181
47	11	36	8	17	22	2	5	12	24	44	2	2	-	-	47	-	47	-	18	17	4	9	21	26
1.1%	0.7%	1.4%	0.9%	1.2%	1.1%	0.6%	0.7%	1.2%	1.6%	1.2%	0.7%	0.9%	-	-	1.1%	-	2.9%	-	1.8%	1.6%	*	0.8%	1.3%	1.2%
210	51	159	42	61	107	11	36	47	80	175	19	9	8	-	210	-	210	-	70	74	32	35	116	90
5.0%	3.0%	6.3%	5.1%	4.3%	5.5%	3.4%	5.1%	4.4%	5.3%	4.8%	6.0%	4.8%	9.9%	-	5.0%	-	12.8%	-	7.2%	7.0%	3.2%	3.2%	7.0%	4.1%
50	9	41	8	17	25	4	6	7	22	40	6	4	-	-	50	-	50	-	17	7	9	16	23	24
1.2%	0.5%	1.6%	0.9%	1.2%	1.3%	1.3%	0.9%	0.7%	1.5%	1.1%	1.9%	2.2%	-	-	1.2%	-	3.0%	-	1.8%	0.7%	0.9%	1.4%	1.4%	1.1%
77	12	65	9	23	45	2	20	22	27	72	3	2	-	-	77	-	77	-	23	16	15	22	24	46
1.8%	0.7%	2.6%	1.0%	1.7%	2.3%	0.6%	2.9%	2.1%	1.8%	2.0%	1.0%	1.2%	-	-	1.8%	-	4.7%	-	2.4%	1.5%	1.5%	2.0%	1.4%	2.1%
31	2	29	3	12	16	-	3	10	16	28	3	-	-	-	31	-	31	-	7	9	5	8	11	19
0.7%	*	1.2%	*	0.9%	0.8%	-	*	0.9%	1.0%	0.8%	0.9%	-	-	-	0.7%	-	1.9%	-	0.7%	0.9%	0.5%	0.8%	0.7%	0.9%
96	22	74	20	26	51	2	11	30	38	81	9	4	2	-	96	-	96	-	26	36	19	14	42	50
2.3%	1.3%	3.0%	2.4%	1.8%	2.6%	0.6%	1.6%	2.8%	2.5%	2.2%	2.9%	1.9%	2.8%	-	2.3%	-	5.8%	-	2.7%	3.5%	1.9%	1.3%	2.6%	2.3%
97	22	76	14	27	56	8	17	34	30	89	5	3	-	-	97	-	97	-	26	22	30	16	40	52
2.3%	1.3%	3.0%	1.7%	1.9%	2.9%	2.4%	2.4%	3.2%	2.0%	2.5%	1.6%	1.7%	-	-	2.3%	-	5.9%	-	2.6%	2.1%	3.1%	1.5%	2.4%	2.4%
31	2	29	7	9	15	2	6	10	10	29	1	1	-	-	31	-	31	-	7	10	6	7	14	15
0.7%	*	1.1%	0.9%	0.6%	0.8%	0.6%	0.9%	1.0%	0.6%	0.8%	*	0.6%	-	-	0.7%	-	1.9%	-	0.8%	0.9%	0.6%	0.7%	0.8%	0.7%
37	11	26	6	15	16	4	7	6	16	33	4	-	-	-	37	-	37	-	13	10	4	10	22	13
0.9%	0.6%	1.0%	0.8%	1.0%	0.8%	1.2%	1.0%	0.6%	1.1%	0.9%	1.3%	-	-	-	0.9%	-	2.3%	-	1.3%	1.0%	*	0.9%	1.3%	0.6%
43	10	34	7	11	24	4	3	11	22	39	2	2	-	-	43	-	43	-	8	14	9	12	18	23
1.0%	0.6%	1.3%	0.9%	0.8%	1.2%	1.1%	*	1.0%	1.4%	1.1%	0.7%	1.2%	-	-	1.0%	-	2.6%	-	0.8%	1.3%	0.9%	1.1%	1.1%	1.1%
35	12	23	9	15	11	2	7	9	12	31	4	-	-	-	35	-	35	-	11	8	6	9	10	22
0.8%	0.7%	0.9%	1.1%	1.0%	0.6%	0.6%	1.1%	0.9%	0.8%	0.8%	1.4%	-	-	-	0.8%	-	2.1%	-	1.1%	0.8%	0.7%	0.8%	0.6%	1.0%
305	92	213	61	95	149	28	54	77	102	261	25	14	4	-	305	-	-	305	70	84	79	67	123	158
7.3%	5.4%	8.5%	7.4%	6.8%	7.6%	8.2%	7.7%	7.3%	6.7%	7.2%	8.1%	7.7%	5.5%	-	7.3%	-	-	12.0%	7.1%	8.0%	8.1%	6.1%	7.5%	7.2%
18	9	10	5	5	8	4	5	2	6	17	-	1	-	-	18	-	-	18	3	2	8	4	4	14
*	0.5%	*	0.6%	*	*	1.3%	0.7%	*	*	*	-	0.6%	-	-	*	-	-	0.7%	*	*	0.8%	*	*	0.7%
96	26	70	13	42	40	8	17	24	29	79	10	5	2	-	96	-	-	96	20	23	24	21	42	47
2.3%	1.5%	2.8%	1.6%	3.0%	2.1%	2.4%	2.5%	2.2%	1.9%	2.2%	3.1%	2.8%	2.8%	-	2.3%	-	-	3.7%	2.1%	2.2%	2.4%	2.0%	2.5%	2.2%
42	17	25	5	15	22	-	5	13	14	32	4	6	-	-	42	-	-	42	11	8	10	12	19	19
1.0%	1.0%	1.0%	0.6%	1.1%	1.1%	-	0.8%	1.2%	0.9%	0.9%	1.3%	3.1%	-	-	1.0%	-	-	1.6%	1.2%	0.8%	1.0%	1.1%	1.1%	0.9%
21	9	12	5	5	10	1	2	6	8	18	3	-	-	-	21	-	-	21	7	5	8	-	14	4
*	0.5%	*	0.6%	*	0.5%	*	*	0.6%	0.5%	*	1.0%	-	-	-	*	-	-	0.8%	0.8%	*	0.8%	-	0.9%	*
345	164	180	63	128	153	32	43	83	125	282	43	11	8	-	345	-	-	345	51	78	94	112	102	193
8.2%	9.7%	7.2%	7.6%	9.1%	7.8%	9.3%	6.0%	7.8%	8.2%	7.8%	13.6%	6.2%	10.7%	-	8.2%	-	-	13.5%	5.2%	7.4%	9.6%	10.3%	6.2%	8.8%
114	51	63	23	41	49	16	15	27	38	96	10	5	3	-	114	-	-	114	16	31	28	34	44	60
2.7%	3.0%	2.5%	2.8%	2.9%	2.5%	4.7%	2.1%	2.6%	2.5%	2.7%	3.1%	2.8%	3.6%	-	2.7%	-	-	4.5%	1.7%	2.9%	2.9%	3.1%	2.7%	2.8%

**JRF Survey**  
Prepared on behalf of JRF

Table 257

Q38. Normal weightings

Q38. How many hours are you contracted to work each week for your job?

Base: On a fixed hours contract

Unweighted Total  
Weighted Total

37

38

39

40

41

42

43

44

45+

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
4177	1664	2513	821	1403	1951	335	702	1058	1509	3604	311	185	77	0	4177	0	1647	2530	980	1036	972	1079	1666	2155
4198	1696	2502	830	1411	1955	341	706	1061	1513	3621	314	185	77	0	4198	0	1646	2552	978	1043	979	1089	1654	2181
540	258	282	87	179	274	19	87	139	221	466	35	27	12	-	540	-	-	540	49	101	156	221	95	366
12.9%	15.2%	11.3%	10.5%	12.7%	14.0%	5.6%	12.3%	13.1%	14.6%	12.9%	11.1%	14.8%	15.4%	-	12.9%	-	-	21.2%	5.1%	9.7%	15.9%	20.3%	5.7%	16.8%
164	99	65	27	71	66	17	25	46	51	139	15	6	4	-	164	-	-	164	18	46	46	50	42	103
3.9%	5.8%	2.6%	3.2%	5.1%	3.4%	5.1%	3.5%	4.3%	3.4%	3.8%	4.8%	3.1%	5.2%	-	3.9%	-	-	6.4%	1.8%	4.4%	4.7%	4.5%	2.5%	4.7%
166	118	47	25	58	83	15	28	51	44	138	15	9	3	-	166	-	-	166	22	44	48	40	67	87
3.9%	7.0%	1.9%	3.0%	4.1%	4.2%	4.4%	3.9%	4.8%	2.9%	3.8%	4.9%	5.1%	4.1%	-	3.9%	-	-	6.5%	2.3%	4.3%	4.9%	3.7%	4.1%	4.0%
526	334	193	120	200	206	63	103	130	172	468	26	24	9	-	526	-	-	526	85	128	125	169	178	294
12.5%	19.7%	7.7%	14.5%	14.2%	10.5%	18.4%	14.5%	12.3%	11.4%	12.9%	8.3%	12.7%	11.2%	-	12.5%	-	-	20.6%	8.7%	12.3%	12.8%	15.5%	10.8%	13.5%
14	7	7	7	1	6	-	4	3	7	14	-	-	-	-	14	-	-	14	5	3	3	3	4	9
*	*	*	0.8%	*	*	-	0.6%	*	*	*	-	-	-	-	*	-	-	0.6%	*	*	*	*	*	*
59	42	17	15	18	26	6	13	11	21	52	5	1	1	-	59	-	-	59	7	15	14	20	17	37
1.4%	2.5%	0.7%	1.8%	1.3%	1.3%	1.9%	1.9%	1.0%	1.4%	1.4%	1.6%	*	1.4%	-	1.4%	-	-	2.3%	0.7%	1.5%	1.4%	1.8%	1.0%	1.7%
4	1	3	-	2	2	-	-	2	2	4	-	-	-	-	4	-	-	4	-	1	1	2	-	4
*	*	*	-	*	*	-	-	*	*	*	-	-	-	-	*	-	-	*	-	*	*	*	-	*
14	7	7	1	5	8	-	3	1	6	10	4	-	-	-	14	-	-	14	2	2	2	6	3	9
*	*	*	*	*	*	-	*	*	*	*	1.3%	-	-	-	*	-	-	0.5%	*	*	*	0.5%	*	*
124	89	35	32	34	59	20	14	25	44	104	8	8	4	-	124	-	-	124	17	38	32	36	35	76
3.0%	5.2%	1.4%	3.8%	2.4%	3.0%	6.0%	2.0%	2.4%	2.9%	2.9%	2.6%	4.5%	5.2%	-	3.0%	-	-	4.9%	1.7%	3.7%	3.3%	3.3%	2.1%	3.5%
4198	1696	2502	830	1411	1955	341	706	1061	1513	3621	314	185	77	-	4198	-	1646	2552	978	1043	979	1089	1654	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%

**Survation.**

# JRF Survey

Prepared on behalf of JRF

Table 258

Q38. Normal weightings

Q38. How many hours are you contracted to work each week for your job?

Base: On a fixed hours contract

Unweighted Total  
Weighted Total

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

	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
4177	384	663	736	2394	3058	669	360	90	2351	1514	110	1002	3175	1941	2236	865	985	2327	2079	2098	2677	1500	194	2056	583	1344
4198	320	707	620	2552	3081	669	360	89	2377	1513	107	1007	3191	1955	2243	868	985	2346	2094	2104	2701	1497	196	2062	586	1353
1	1	-	2	7	4	4	-	2	4	6	-	2	8	5	5	5	2	3	7	3	4	6	-	4	1	5
	*	*	*	*	*	0.6%	-	2.4%	*	*	-	*	*	*	*	0.6%	*	*	*	*	*	*	-	*	*	*
2	2	1	2	6	7	3	1	-	5	6	-	4	7	5	6	6	3	2	10	1	4	7	1	5	1	4
	*	0.5%	*	*	*	*	*	-	*	*	-	*	*	*	*	0.7%	*	*	*	*	*	*	0.5%	*	*	*
3	2	1	3	7	11	-	2	-	8	3	1	6	7	6	7	8	2	3	13	-	8	5	-	7	3	3
	*	0.5%	*	*	*	-	0.5%	-	*	*	0.8%	0.6%	*	*	*	0.9%	*	*	0.6%	-	*	*	-	*	*	*
4	2	6	2	18	20	8	-	-	15	11	-	9	19	13	14	18	7	3	23	5	12	16	2	16	7	3
	0.7%	0.5%	0.9%	*	0.6%	1.2%	-	-	0.6%	0.8%	-	0.9%	0.6%	0.7%	0.6%	2.0%	0.7%	*	1.1%	*	*	1.1%	1.1%	0.8%	1.3%	*
5	2	2	5	20	17	8	4	-	11	12	2	6	23	19	10	15	7	7	25	4	10	19	1	22	2	4
	0.7%	0.5%	*	0.8%	0.6%	1.1%	1.1%	-	*	0.8%	1.8%	0.6%	0.7%	1.0%	*	1.7%	0.7%	*	1.2%	*	*	1.3%	0.5%	1.1%	*	*
6	5	6	3	36	41	6	2	2	17	28	4	14	37	22	29	22	13	16	29	22	10	41	9	20	4	18
	1.2%	1.6%	0.9%	0.5%	1.3%	0.9%	0.5%	2.4%	0.7%	1.9%	3.6%	1.4%	1.2%	1.1%	1.3%	2.6%	1.3%	0.7%	1.4%	1.0%	*	2.7%	4.6%	1.0%	0.7%	1.3%
7	4	5	2	19	22	5	2	1	13	15	1	5	25	13	17	13	5	12	17	13	7	23	2	17	5	6
	1.3%	0.8%	*	0.8%	0.7%	0.8%	0.5%	1.2%	0.5%	1.0%	1.0%	*	0.8%	0.7%	0.8%	1.5%	0.5%	*	0.8%	0.6%	*	1.6%	1.0%	0.8%	0.9%	*
8	7	21	3	27	45	7	2	4	30	21	-	13	45	26	32	20	18	21	31	27	17	41	5	22	11	19
	1.4%	2.3%	3.0%	*	1.4%	1.1%	0.6%	4.6%	1.3%	1.4%	-	1.3%	1.4%	1.3%	1.4%	2.3%	1.8%	0.9%	1.5%	1.3%	0.6%	2.7%	2.7%	1.1%	2.0%	1.4%
9	1	3	2	10	13	-	2	-	6	7	-	5	10	9	6	7	3	5	9	6	3	12	-	6	4	5
	*	*	*	*	*	-	0.6%	-	*	*	-	0.5%	*	*	*	0.9%	*	*	*	*	*	0.8%	-	*	0.7%	*
10	9	12	4	41	49	7	8	2	31	25	2	11	54	30	36	21	17	27	34	31	8	58	7	33	11	15
	1.6%	2.9%	1.7%	0.7%	1.6%	1.0%	2.2%	2.1%	1.3%	1.7%	2.0%	1.1%	1.7%	1.5%	1.6%	2.4%	1.7%	1.2%	1.6%	1.5%	*	3.8%	3.6%	1.6%	1.8%	1.1%
11	2	3	1	7	10	1	1	1	6	6	-	4	9	7	6	3	2	8	8	5	4	9	-	7	3	3
	*	0.5%	*	*	*	*	*	1.2%	*	*	-	*	*	*	*	*	*	*	*	*	*	0.6%	-	*	0.5%	*
12	7	37	6	34	60	10	8	6	41	35	4	14	70	38	46	16	24	43	41	43	5	79	7	34	18	24
	2.0%	2.1%	5.3%	1.0%	1.9%	1.5%	2.2%	6.7%	1.7%	2.3%	4.0%	1.4%	2.2%	2.0%	2.0%	1.9%	2.5%	1.8%	2.0%	2.0%	*	5.3%	3.8%	1.7%	3.0%	1.8%
13	1	9	1	7	14	3	-	-	10	7	-	5	13	10	7	3	2	13	13	5	3	14	-	10	2	5
	*	*	1.2%	*	*	*	-	-	*	*	-	0.5%	*	0.5%	*	*	*	0.5%	0.6%	*	*	1.0%	-	0.5%	*	*
14	2	5	5	15	19	5	3	1	15	8	3	4	24	9	19	11	6	11	17	11	4	24	2	15	2	8
	0.7%	0.8%	0.8%	0.8%	0.6%	0.7%	0.8%	1.0%	0.7%	0.5%	2.8%	*	0.8%	*	0.9%	1.3%	0.6%	*	0.8%	0.5%	*	1.6%	1.1%	0.7%	*	0.6%
15	6	17	21	54	70	19	8	1	48	41	5	22	77	37	61	27	21	50	53	46	12	86	5	54	11	27
	2.3%	1.8%	2.4%	3.4%	2.3%	2.9%	2.3%	1.2%	2.0%	2.7%	4.3%	2.2%	2.4%	1.9%	2.7%	3.1%	2.2%	2.1%	2.5%	2.2%	*	5.8%	2.7%	2.6%	2.0%	2.0%
16	22	71	17	107	144	34	31	7	119	79	5	43	174	122	94	42	57	118	113	103	24	192	12	126	23	56
	5.2%	6.8%	10.1%	2.7%	4.7%	5.1%	8.6%	8.3%	5.0%	5.2%	4.6%	4.3%	5.4%	6.3%	4.2%	4.8%	5.8%	5.0%	5.4%	4.9%	0.9%	12.9%	6.0%	6.1%	3.9%	4.1%
17	5	4	5	20	22	8	5	-	14	12	5	5	29	20	15	7	10	18	19	16	5	29	3	15	6	11
	0.8%	1.6%	0.6%	0.8%	0.7%	1.2%	1.3%	-	0.6%	0.8%	4.6%	0.5%	0.9%	1.0%	0.7%	0.8%	1.0%	0.8%	0.9%	0.8%	*	2.0%	1.5%	0.7%	1.0%	0.8%
18	5	19	17	48	59	18	11	-	35	48	2	18	71	50	39	16	15	58	40	49	10	79	4	45	14	27
	2.1%	1.6%	2.7%	2.7%	1.9%	2.8%	3.1%	-	1.5%	3.1%	2.0%	1.8%	2.2%	2.6%	1.7%	1.8%	1.6%	2.5%	1.9%	2.3%	*	5.2%	1.9%	2.2%	2.4%	2.0%

Survation.

# JRF Survey

Prepared on behalf of JRF

Table 259

Q38. Normal weightings

Q38. How many hours are you contracted to work each week for your job?

Base: On a fixed hours contract

Unweighted Total

Weighted Total

19

20

21

22

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	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
4177	384	663	736	2394	3058	669	360	90	2351	1514	110	1002	3175	1941	2236	865	985	2327	2079	2098	2677	1500	194	2056	583	1344
4198	320	707	620	2552	3081	669	360	89	2377	1513	107	1007	3191	1955	2243	868	985	2346	2094	2104	2701	1497	196	2062	586	1353
47	3	7	11	26	36	5	6	1	16	29	1	12	36	24	24	11	10	26	22	25	6	41	2	29	4	12
1.1%	1.0%	1.1%	1.8%	1.0%	1.2%	0.8%	1.5%	0.9%	0.7%	1.9%	0.8%	1.2%	1.1%	1.2%	1.1%	1.3%	1.1%	1.1%	1.1%	1.2%	*	2.7%	1.1%	1.4%	0.6%	0.9%
210	24	59	43	84	143	40	21	5	116	74	4	38	172	91	119	50	55	105	83	127	25	185	12	113	30	55
5.0%	7.6%	8.3%	6.9%	3.3%	4.7%	6.0%	5.8%	5.8%	4.9%	4.9%	3.6%	3.8%	5.4%	4.6%	5.3%	5.8%	5.6%	4.5%	4.0%	6.0%	0.9%	12.4%	6.0%	5.5%	5.1%	4.1%
50	4	9	9	28	34	9	4	3	22	19	6	19	31	25	25	11	8	30	27	22	7	42	1	28	9	12
1.2%	1.3%	1.2%	1.5%	1.1%	1.1%	1.3%	1.1%	3.1%	0.9%	1.2%	5.3%	1.9%	1.0%	1.3%	1.1%	1.3%	0.8%	1.3%	1.3%	1.1%	*	2.8%	0.5%	1.3%	1.5%	0.9%
77	7	15	24	31	56	9	8	4	29	39	4	26	51	33	44	8	13	56	23	54	6	71	3	37	7	30
1.8%	2.1%	2.1%	3.9%	1.2%	1.8%	1.4%	2.1%	5.0%	1.2%	2.6%	3.9%	2.6%	1.6%	1.7%	2.0%	0.9%	1.3%	2.4%	1.1%	2.6%	*	4.7%	1.4%	1.8%	1.3%	2.2%
31	2	6	12	11	22	6	3	-	14	14	-	10	21	14	18	4	4	23	11	20	3	28	-	17	9	6
0.7%	0.8%	0.9%	1.9%	*	0.7%	0.9%	0.9%	-	0.6%	0.9%	-	1.0%	0.7%	0.7%	0.8%	*	*	1.0%	0.5%	0.9%	*	1.9%	-	0.8%	1.5%	*
96	7	32	19	37	68	19	9	-	53	34	-	18	78	39	57	11	21	65	41	55	16	80	8	46	11	30
2.3%	2.3%	4.5%	3.1%	1.5%	2.2%	2.9%	2.6%	-	2.2%	2.2%	-	1.8%	2.5%	2.0%	2.5%	1.2%	2.1%	2.8%	2.0%	2.6%	0.6%	5.4%	4.2%	2.3%	1.9%	2.2%
97	12	17	13	54	68	21	5	4	55	38	3	23	75	39	59	17	21	59	49	49	13	84	9	48	11	30
2.3%	3.9%	2.4%	2.2%	2.1%	2.2%	3.1%	1.4%	4.3%	2.3%	2.5%	2.6%	2.2%	2.3%	2.0%	2.6%	2.0%	2.2%	2.5%	2.3%	2.3%	*	5.6%	4.6%	2.3%	1.8%	2.2%
31	1	7	-	22	23	1	6	-	17	14	-	5	25	14	17	2	10	19	14	17	5	25	-	18	9	4
0.7%	*	1.1%	-	0.9%	0.8%	*	1.8%	-	0.7%	0.9%	-	0.5%	0.8%	0.7%	0.7%	*	1.0%	0.8%	0.7%	0.8%	*	1.7%	-	0.9%	1.5%	*
37	5	4	3	25	28	4	5	-	15	19	1	6	31	15	22	8	10	20	22	15	7	30	-	25	4	8
0.9%	1.6%	0.6%	0.5%	1.0%	0.9%	0.6%	1.4%	-	0.6%	1.2%	1.0%	0.6%	1.0%	0.8%	1.0%	0.9%	1.0%	0.8%	1.0%	0.7%	*	2.0%	-	1.2%	0.7%	0.6%
43	5	9	8	21	31	9	4	-	23	15	4	11	32	16	27	9	7	27	24	19	18	25	-	17	4	22
1.0%	1.6%	1.2%	1.4%	0.8%	1.0%	1.3%	1.0%	-	1.0%	1.0%	3.3%	1.1%	1.0%	0.8%	1.2%	1.0%	0.7%	1.2%	1.2%	0.9%	0.7%	1.7%	-	0.8%	0.7%	1.6%
35	-	6	5	23	26	6	3	-	8	22	1	12	23	23	12	6	6	23	18	17	8	27	-	19	6	9
0.8%	-	0.9%	0.8%	0.9%	0.8%	0.9%	0.9%	-	*	1.5%	1.0%	1.2%	0.7%	1.2%	0.5%	0.7%	0.6%	1.0%	0.8%	0.8%	*	1.8%	-	0.9%	1.1%	0.7%
305	24	54	53	174	200	58	32	15	162	113	11	83	222	147	158	59	77	170	172	134	243	62	11	147	41	107
7.3%	7.6%	7.7%	8.6%	6.8%	6.5%	8.7%	8.8%	17.0%	6.8%	7.4%	9.9%	8.3%	7.0%	7.5%	7.1%	6.8%	7.8%	7.2%	8.2%	6.3%	9.0%	4.1%	5.6%	7.1%	6.9%	7.9%
18	1	2	3	13	13	4	1	-	10	7	-	7	11	9	9	1	3	14	11	7	14	4	-	11	3	4
*	*	*	*	0.5%	*	0.6%	*	-	*	*	-	0.7%	*	*	*	*	*	0.6%	0.5%	*	0.5%	*	-	0.5%	0.5%	*
96	9	17	12	58	72	13	8	2	51	37	3	28	68	38	57	21	21	54	56	40	87	8	5	35	14	43
2.3%	2.9%	2.4%	1.9%	2.3%	2.3%	2.0%	2.2%	2.4%	2.2%	2.4%	3.0%	2.7%	2.1%	2.0%	2.6%	2.4%	2.1%	2.3%	2.7%	1.9%	3.2%	0.6%	2.4%	1.7%	2.3%	3.1%
42	1	4	9	28	31	6	4	1	20	19	1	14	28	22	20	4	12	26	25	17	40	2	4	21	2	15
1.0%	*	0.6%	1.5%	1.1%	1.0%	1.0%	1.1%	1.0%	0.8%	1.3%	1.0%	1.4%	0.9%	1.1%	0.9%	*	1.2%	1.1%	1.2%	0.8%	1.5%	*	2.2%	1.0%	*	1.1%
21	1	4	1	15	15	3	1	2	13	6	-	8	13	7	13	9	6	6	8	13	20	1	2	8	5	5
*	*	0.6%	*	0.6%	*	*	*	2.4%	0.6%	*	-	0.8%	*	*	0.6%	1.0%	0.6%	*	*	0.6%	0.7%	*	1.1%	*	0.9%	*
345	18	53	40	233	260	53	26	6	231	95	9	79	266	158	186	63	107	174	175	170	336	8	15	152	54	123
8.2%	5.7%	7.5%	6.4%	9.1%	8.4%	7.9%	7.1%	6.7%	9.7%	6.3%	8.7%	7.8%	8.3%	8.1%	8.3%	7.3%	10.9%	7.4%	8.4%	8.1%	12.5%	0.6%	7.8%	7.3%	9.3%	9.1%
114	2	9	31	71	87	21	5	1	66	40	3	38	76	41	72	26	23	65	52	62	109	5	3	57	13	40
2.7%	0.8%	1.2%	5.0%	2.8%	2.8%	3.1%	1.4%	1.0%	2.8%	2.7%	2.6%	3.8%	2.4%	2.1%	3.2%	3.0%	2.3%	2.8%	2.5%	2.9%	4.0%	*	1.5%	2.8%	2.3%	3.0%

Survation.

**JRF Survey**  
Prepared on behalf of JRF

Table 260

Q38. Normal weightings

Q38. How many hours are you contracted to work each week for your job?

Base: On a fixed hours contract

Unweighted Total  
Weighted Total

37

38

39

40

41

42

43

44

45+

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	
4177	384	663	736	2394	3058	669	360	90	2351	1514	110	1002	3175	1941	2236	865	985	2327	2079	2098	2677	1500	194	2056	583	1344	
4198	320	707	620	2552	3081	669	360	89	2377	1513	107	1007	3191	1955	2243	868	985	2346	2094	2104	2701	1497	196	2062	586	1353	
540	20	36	109	375	432	65	38	5	236	278	17	170	370	238	302	78	105	357	193	347	531	9	8	231	91	209	
12.9%	6.2%	5.1%	17.5%	14.7%	14.0%	9.8%	10.5%	5.8%	9.9%	18.4%	15.9%	16.9%	11.6%	12.2%	13.5%	9.0%	10.7%	15.2%	9.2%	16.5%	19.7%	0.6%	4.3%	11.2%	15.6%	15.5%	
164	6	12	31	115	115	33	15	1	102	54	1	35	128	82	82	30	27	106	71	93	162	2	5	83	24	52	
3.9%	1.8%	1.7%	5.0%	4.5%	3.7%	4.9%	4.2%	1.2%	4.3%	3.5%	0.8%	3.5%	4.0%	4.2%	3.6%	3.5%	2.8%	4.5%	3.4%	4.4%	6.0%	*	2.6%	4.0%	4.0%	3.9%	
166	10	53	12	91	124	34	6	1	126	32	-	38	128	60	106	24	31	111	65	101	164	2	8	102	14	41	
3.9%	3.1%	7.5%	1.9%	3.6%	4.0%	5.1%	1.7%	1.2%	5.3%	2.1%	-	3.8%	4.0%	3.0%	4.7%	2.7%	3.1%	4.7%	3.1%	4.8%	6.1%	*	4.2%	5.0%	2.4%	3.0%	
526	61	48	50	368	406	73	45	3	408	98	5	90	436	277	249	112	141	273	321	205	517	10	22	255	64	185	
12.5%	19.0%	6.8%	8.0%	14.4%	13.2%	10.9%	12.4%	2.8%	17.2%	6.5%	4.3%	9.0%	13.7%	14.2%	11.1%	12.9%	14.3%	11.6%	15.3%	9.7%	19.1%	0.6%	11.3%	12.4%	10.9%	13.7%	
14	-	-	3	12	12	1	1	-	9	5	-	6	8	7	7	3	4	7	5	9	14	-	-	10	2	3	
*	-	-	*	*	*	*	*	-	*	*	-	0.6%	*	*	*	*	*	*	*	*	0.5%	-	-	*	*	*	
59	4	6	3	45	48	5	4	2	38	20	-	7	52	28	30	8	14	37	24	34	59	-	4	29	7	19	
1.4%	1.3%	0.9%	0.5%	1.8%	1.5%	0.7%	1.1%	2.4%	1.6%	1.3%	-	0.7%	1.6%	1.5%	1.3%	0.9%	1.4%	1.6%	1.2%	1.6%	2.2%	-	2.1%	1.4%	1.2%	1.4%	
4	-	-	-	4	3	1	-	-	3	-	-	1	3	2	2	-	1	3	1	3	4	-	-	3	-	1	
*	-	-	-	*	*	*	-	-	*	-	-	*	*	*	*	-	*	*	*	*	*	-	-	*	*	*	
14	-	2	3	9	11	1	2	-	9	2	-	3	11	4	10	2	3	9	8	6	13	1	2	8	2	2	
*	-	*	0.5%	*	*	*	0.5%	-	*	*	-	*	*	*	*	*	*	*	*	*	*	*	1.1%	*	*	*	*
124	7	9	13	95	89	20	9	5	94	20	1	29	95	61	64	30	31	63	71	54	121	3	10	56	17	42	
3.0%	2.3%	1.2%	2.2%	3.7%	2.9%	3.0%	2.6%	6.0%	3.9%	1.3%	1.0%	2.9%	3.0%	3.1%	2.8%	3.5%	3.2%	2.7%	3.4%	2.5%	4.5%	*	4.9%	2.7%	2.9%	3.1%	
4198	320	707	620	2552	3081	669	360	89	2377	1513	107	1007	3191	1955	2243	868	985	2346	2094	2104	2701	1497	196	2062	586	1353	
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 261**  
**Q39. Normal weightings**  
**Q39. How many hours do you actually spend working each week for your job on average?**  
**Base: All Respondents**

Unweighted Total  
Weighted Total

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21

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
15	6	9	4	5	7	1	3	5	5	14	-	1	-	-	5	11	5	-	4	3	6	3	6	8
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	*	2.1%	*	-	-	*	*	*	*	*
24	11	13	10	10	4	5	5	6	6	22	1	-	1	9	13	2	11	2	10	8	3	3	15	9
*	0.5%	*	1.0%	0.6%	*	1.1%	0.6%	*	*	*	*	-	1.1%	2.5%	*	*	0.7%	*	0.8%	0.6%	*	*	0.7%	*
24	5	19	9	8	7	6	7	4	5	22	2	-	-	4	16	4	16	-	15	4	2	2	19	4
-	-	0.6%	0.9%	*	*	1.4%	0.9%	*	*	0.5%	0.5%	-	-	1.1%	*	0.7%	1.0%	-	1.2%	*	*	*	0.9%	*
36	12	24	14	8	13	5	7	6	12	31	3	1	1	4	21	11	21	-	14	9	5	7	23	11
0.7%	0.6%	0.8%	1.4%	0.5%	0.6%	1.2%	0.9%	*	0.7%	0.7%	0.9%	*	1.1%	1.2%	0.5%	2.1%	1.3%	-	1.1%	0.7%	*	0.6%	1.0%	*
47	12	35	10	20	17	5	9	7	21	42	1	3	1	8	26	13	23	3	24	12	5	6	24	13
0.9%	0.6%	1.2%	0.9%	1.2%	0.7%	1.1%	1.1%	0.6%	1.1%	1.0%	*	1.3%	1.1%	2.2%	0.6%	2.6%	1.4%	*	1.9%	1.0%	*	*	1.1%	0.5%
56	14	42	16	13	27	7	8	13	21	49	2	4	1	5	36	15	33	3	27	15	7	5	34	19
1.1%	0.7%	1.4%	1.5%	0.8%	1.2%	1.6%	1.0%	1.0%	1.2%	1.1%	*	1.9%	1.1%	1.4%	0.9%	2.9%	2.0%	*	2.1%	1.2%	0.6%	*	1.5%	0.8%
42	10	32	12	11	19	5	6	12	14	37	3	2	-	3	32	7	24	8	18	11	5	7	30	12
0.8%	0.5%	1.0%	1.2%	0.7%	0.8%	1.2%	0.7%	1.0%	0.8%	0.9%	0.7%	0.9%	-	0.9%	0.8%	1.3%	1.5%	*	1.4%	0.9%	*	0.6%	1.4%	0.5%
79	34	45	28	25	24	9	16	14	28	67	9	2	1	14	51	14	46	5	36	18	12	12	53	24
1.6%	1.7%	1.5%	2.7%	1.5%	1.0%	2.0%	1.9%	1.1%	1.6%	1.5%	2.4%	1.0%	1.1%	4.0%	1.2%	2.7%	2.8%	*	2.9%	1.5%	1.0%	1.0%	2.4%	1.0%
32	12	19	10	8	13	2	5	7	15	28	1	2	-	8	21	2	20	1	12	8	9	2	20	7
0.6%	0.6%	0.6%	1.0%	0.5%	0.6%	*	0.6%	0.5%	0.8%	0.6%	*	1.0%	-	2.4%	0.5%	*	1.2%	*	1.0%	0.7%	0.8%	*	0.9%	*
95	25	70	23	22	49	12	19	22	36	90	4	1	-	18	53	23	48	5	41	23	16	15	48	36
1.9%	1.2%	2.3%	2.2%	1.3%	2.1%	2.9%	2.3%	1.7%	2.0%	2.1%	1.1%	*	-	5.2%	1.3%	4.6%	2.9%	*	3.2%	1.8%	1.4%	1.2%	2.2%	1.5%
25	6	19	8	11	6	3	3	3	13	22	1	-	2	3	20	2	20	-	16	6	-	3	14	8
*	*	0.6%	0.8%	0.7%	*	0.7%	*	*	0.7%	0.5%	*	-	2.0%	0.9%	*	*	1.2%	-	1.3%	*	-	*	0.7%	*
97	23	74	24	25	49	6	20	24	32	82	5	8	2	16	60	22	60	-	39	19	21	17	69	24
1.9%	1.2%	2.4%	2.3%	1.5%	2.1%	1.4%	2.4%	1.9%	1.8%	1.9%	1.5%	3.5%	2.0%	4.5%	1.4%	4.3%	3.6%	-	3.0%	1.5%	1.8%	1.4%	3.2%	1.0%
28	4	24	12	10	6	-	6	8	10	24	-	-	3	5	21	2	21	-	6	7	10	5	19	8
0.5%	*	0.8%	1.1%	0.6%	*	-	0.7%	0.6%	0.6%	0.6%	-	-	3.4%	1.3%	0.5%	*	1.3%	-	*	0.5%	0.8%	*	0.9%	*
42	9	34	11	7	24	5	7	7	15	34	5	1	2	8	23	11	23	-	20	7	9	6	19	22
0.8%	*	1.1%	1.1%	*	1.0%	1.1%	0.8%	0.6%	0.8%	0.8%	1.5%	*	2.0%	2.2%	0.6%	2.2%	1.4%	-	1.6%	0.6%	0.8%	*	0.9%	0.9%
127	31	96	31	37	60	9	18	35	50	112	10	3	2	10	92	26	90	1	48	31	21	25	68	51
2.5%	1.6%	3.2%	2.9%	2.2%	2.6%	2.2%	2.1%	2.8%	2.7%	2.6%	2.7%	1.4%	2.2%	2.8%	2.2%	5.1%	5.5%	*	3.8%	2.5%	1.8%	2.0%	3.1%	2.1%
183	41	142	28	57	98	11	35	44	69	158	12	12	1	9	151	24	151	-	81	43	29	31	118	54
3.6%	2.0%	4.7%	2.7%	3.4%	4.2%	2.5%	4.1%	3.4%	3.8%	3.6%	3.3%	5.3%	1.1%	2.5%	3.6%	4.6%	9.2%	-	6.4%	3.4%	2.5%	2.4%	5.4%	2.2%
48	12	35	6	17	25	3	9	5	18	35	4	8	-	2	44	2	43	1	14	12	12	7	28	18
0.9%	0.6%	1.2%	0.6%	1.0%	1.1%	0.7%	1.1%	*	1.0%	0.8%	1.1%	3.6%	-	0.6%	1.0%	*	2.6%	*	1.1%	0.9%	1.1%	0.5%	1.3%	0.7%
113	20	93	23	39	51	5	21	36	39	101	6	4	2	10	93	9	93	-	39	34	19	19	58	47
2.2%	1.0%	3.1%	2.2%	2.4%	2.1%	1.2%	2.4%	2.9%	2.1%	2.3%	1.6%	1.8%	1.8%	2.9%	2.2%	1.8%	5.7%	-	3.0%	2.7%	1.7%	1.5%	2.7%	1.9%
56	15	40	11	23	21	3	8	17	21	49	6	1	-	6	47	2	46	1	24	15	8	9	23	31
1.1%	0.8%	1.3%	1.1%	1.4%	0.9%	0.7%	0.9%	1.3%	1.2%	1.1%	1.6%	*	-	1.8%	1.1%	*	2.8%	*	1.9%	1.2%	0.7%	0.7%	1.0%	1.3%
223	56	167	50	77	97	20	32	57	85	194	13	8	8	16	171	36	167	4	68	64	47	43	121	93
4.4%	2.8%	5.5%	4.7%	4.6%	4.1%	4.7%	3.8%	4.5%	4.6%	4.4%	3.6%	3.5%	8.0%	4.5%	4.1%	7.0%	10.2%	*	5.3%	5.1%	4.1%	3.4%	5.5%	3.8%
62	10	52	10	14	38	4	7	15	29	54	4	3	1	5	46	11	46	-	16	14	11	20	32	28
1.2%	*	1.7%	1.0%	0.9%	1.6%	0.9%	0.8%	1.2%	1.6%	1.2%	1.1%	1.2%	1.1%	1.4%	1.1%	2.2%	2.8%	-	1.2%	1.1%	0.9%	1.6%	1.5%	1.1%

**JRF Survey**  
Prepared on behalf of JRF

Table 262

Q39. Normal weightings

Q39. How many hours do you actually spend working each week for your job on average?

Base: All Respondents

Unweighted Total  
Weighted Total

22

23

24

25

26

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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
94	18	76	12	27	56		2	17	28	38	84	4	6	-	6	81	7	81	-	39	24	13	16	44	45
1.9%	0.9%	2.5%	1.1%	1.6%	2.4%		*	2.0%	2.2%	2.1%	1.9%	1.0%	2.8%	-	1.8%	1.9%	1.4%	4.9%	-	3.0%	1.9%	1.1%	1.3%	2.0%	1.9%
54	9	44	9	17	28		-	12	10	24	46	7	1	-	3	47	4	45	2	10	17	11	13	27	27
1.1%	*	1.5%	0.9%	1.0%	1.2%		-	1.5%	0.8%	1.3%	1.1%	1.9%	*	-	0.7%	1.1%	0.8%	2.7%	*	0.8%	1.4%	1.0%	1.1%	1.2%	1.1%
116	31	85	23	35	58		5	21	42	32	99	9	6	1	11	96	9	92	4	45	31	22	16	57	56
2.3%	1.5%	2.8%	2.2%	2.1%	2.4%		1.2%	2.4%	3.3%	1.7%	2.3%	2.5%	2.8%	1.1%	3.2%	2.3%	1.7%	5.6%	*	3.6%	2.5%	1.9%	1.2%	2.6%	2.3%
133	38	95	26	29	77		11	20	39	49	119	9	4	1	12	102	19	93	9	38	36	32	28	59	71
2.6%	1.9%	3.1%	2.5%	1.8%	3.3%		2.6%	2.3%	3.1%	2.7%	2.7%	2.5%	1.7%	1.1%	3.5%	2.4%	3.7%	5.6%	*	3.0%	2.9%	2.7%	2.2%	2.7%	2.9%
58	14	44	12	15	31		4	6	21	16	48	6	3	1	4	44	9	40	4	17	17	11	11	32	23
1.1%	0.7%	1.4%	1.1%	0.9%	1.3%		1.0%	0.7%	1.7%	0.9%	1.1%	1.6%	1.3%	0.9%	1.2%	1.1%	1.7%	2.5%	*	1.4%	1.4%	1.0%	0.9%	1.5%	0.9%
42	13	28	8	13	21		4	9	13	12	38	1	2	1	2	34	5	31	3	12	15	7	8	17	21
0.8%	0.7%	0.9%	0.8%	0.8%	0.9%		0.9%	1.1%	1.0%	0.7%	0.9%	*	1.0%	0.9%	0.6%	0.8%	1.1%	1.9%	*	0.9%	1.2%	0.6%	0.6%	0.8%	0.9%
72	21	51	11	21	40		7	14	18	28	66	4	-	2	6	58	8	49	9	19	17	19	18	35	33
1.4%	1.1%	1.7%	1.1%	1.3%	1.7%		1.7%	1.6%	1.4%	1.5%	1.5%	1.1%	-	2.0%	1.8%	1.4%	1.6%	3.0%	*	1.5%	1.4%	1.7%	1.4%	1.6%	1.3%
34	5	29	11	8	15		-	6	11	13	30	4	-	-	2	30	2	28	2	7	9	6	10	16	15
0.7%	*	1.0%	1.1%	*	0.6%		-	0.7%	0.9%	0.7%	1.1%	-	-	-	0.6%	0.7%	*	1.7%	*	0.6%	0.7%	0.5%	0.8%	0.7%	0.6%
309	91	218	61	100	148		22	59	76	109	265	25	12	6	25	249	35	74	175	67	86	75	76	131	149
6.1%	4.5%	7.2%	5.8%	6.0%	6.3%		5.3%	6.9%	5.9%	6.0%	6.1%	6.8%	5.4%	6.7%	7.2%	5.9%	6.9%	4.5%	6.9%	5.3%	6.8%	6.5%	6.0%	6.0%	6.1%
28	8	20	5	13	10		5	4	7	10	27	1	-	1	2	24	3	6	18	9	5	5	7	17	12
0.6%	*	0.7%	*	0.8%	*		1.1%	0.5%	0.6%	0.5%	0.6%	*	-	0.9%	0.5%	0.6%	*	*	0.7%	0.7%	*	*	0.6%	0.8%	*
99	28	72	13	34	53		11	17	27	33	88	4	5	2	5	85	9	20	65	26	31	22	15	46	50
2.0%	1.4%	2.4%	1.3%	2.0%	2.2%		2.5%	2.1%	2.1%	1.8%	2.0%	1.1%	2.3%	2.2%	1.4%	2.0%	1.7%	1.2%	2.6%	2.0%	2.5%	1.9%	1.2%	2.1%	2.0%
57	20	37	12	19	25		4	12	15	12	44	6	5	2	6	49	2	11	38	9	12	15	20	32	24
1.1%	1.0%	1.2%	1.1%	1.2%	1.1%		0.9%	1.5%	1.2%	0.7%	1.0%	1.5%	2.3%	2.0%	1.7%	1.2%	*	0.7%	1.5%	0.7%	0.9%	1.3%	1.6%	1.5%	1.0%
63	23	41	13	25	25		4	12	16	21	53	7	3	-	6	53	4	9	45	14	22	12	13	30	29
1.3%	1.1%	1.3%	1.3%	1.5%	1.1%		0.9%	1.5%	1.3%	1.2%	1.2%	1.9%	1.3%	-	1.7%	1.3%	0.8%	0.5%	1.8%	1.1%	1.8%	1.0%	1.0%	1.4%	1.2%
285	131	153	59	97	129		32	30	71	91	224	43	10	7	16	252	17	17	236	46	64	86	81	104	146
5.6%	6.5%	5.0%	5.6%	5.9%	5.5%		7.5%	3.5%	5.6%	5.0%	5.1%	11.5%	4.5%	7.8%	4.4%	6.0%	3.2%	1.0%	9.2%	3.6%	5.1%	7.4%	6.4%	4.8%	6.0%
138	67	70	32	41	64		19	19	31	47	116	11	5	5	5	119	13	4	115	32	31	41	29	66	59
2.7%	3.3%	2.3%	3.1%	2.5%	2.7%		4.4%	2.2%	2.5%	2.6%	2.7%	3.0%	2.3%	5.1%	1.4%	2.8%	2.6%	*	4.5%	2.6%	2.4%	3.5%	2.3%	3.0%	2.4%
301	141	160	47	90	165		11	51	86	112	260	20	19	3	6	288	8	4	284	43	67	88	91	74	193
6.0%	7.0%	5.3%	4.5%	5.4%	7.0%		2.7%	6.1%	6.7%	6.1%	5.9%	5.3%	8.4%	3.4%	1.7%	6.9%	1.5%	*	11.1%	3.4%	5.3%	7.6%	7.3%	3.4%	7.9%
185	93	92	33	76	77		14	33	52	59	158	16	6	5	5	174	6	2	172	33	46	48	54	46	118
3.7%	4.6%	3.0%	3.1%	4.6%	3.2%		3.3%	3.9%	4.1%	3.2%	3.6%	4.2%	2.7%	5.1%	1.4%	4.2%	1.2%	*	6.7%	2.6%	3.7%	4.2%	4.3%	2.1%	4.8%
147	79	68	21	50	75		11	27	43	41	122	13	9	3	5	137	5	2	135	19	30	47	43	57	72
2.9%	3.9%	2.2%	2.0%	3.0%	3.2%		2.6%	3.1%	3.4%	2.2%	2.8%	3.5%	4.0%	3.4%	1.4%	3.3%	1.0%	*	5.3%	1.5%	2.4%	4.1%	3.4%	2.6%	2.9%
487	267	220	106	174	207		42	78	120	178	418	30	28	12	18	436	33	12	424	68	115	121	163	148	289
9.6%	13.2%	7.3%	10.1%	10.5%	8.8%		9.8%	9.3%	9.4%	9.8%	9.6%	8.0%	12.3%	12.3%	5.1%	10.4%	6.4%	0.7%	16.6%	5.4%	9.2%	10.5%	13.0%	6.8%	11.8%
55	38	17	15	15	25		5	9	8	20	42	8	4	1	1	55	-	2	53	7	12	12	20	17	32
1.1%	1.9%	0.6%	1.4%	0.9%	1.1%		1.3%	1.1%	0.6%	1.1%	1.0%	2.2%	1.9%	0.9%	*	1.3%	-	*	2.1%	0.5%	1.0%	1.0%	1.6%	0.8%	1.3%
135	68	67	33	48	53		17	21	23	61	122	10	2	1	2	126	7	1	125	18	30	27	48	47	70
2.7%	3.3%	2.2%	3.2%	2.9%	2.3%		4.0%	2.5%	1.8%	3.3%	2.8%	2.7%	0.7%	1.1%	0.5%	3.0%	1.3%	*	4.9%	1.4%	2.4%	2.4%	3.8%	2.1%	2.9%



**JRF Survey**  
Prepared on behalf of JRF

Table 263

Q39. Normal weightings

Q39. How many hours do you actually spend working each week for your job on average?

Base: All Respondents

Unweighted Total  
Weighted Total

43

44

45

46

47

48

49

50

51

52

53

54

55

56

57

58

59

60+

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
51	26	24	7	19	25	4	12	10	18	44	6	-	1	4	45	2	-	45	8	9	9	21	20	28
1.0%	1.3%	0.8%	0.6%	1.2%	1.1%	0.9%	1.4%	0.8%	1.0%	1.0%	1.7%	-	0.9%	1.0%	1.1%	*	-	1.8%	0.7%	0.7%	0.8%	1.7%	0.9%	1.1%
53	33	20	9	21	23	3	9	18	19	48	3	2	-	3	48	2	-	48	9	12	13	20	16	32
1.0%	1.6%	0.6%	0.8%	1.3%	1.0%	0.6%	1.0%	1.4%	1.0%	1.1%	0.9%	1.0%	-	0.8%	1.2%	*	-	1.9%	0.7%	0.9%	1.1%	1.6%	0.7%	1.3%
178	107	71	39	67	72	19	25	48	70	162	9	5	1	9	157	11	4	153	29	47	43	54	55	105
3.5%	5.3%	2.3%	3.8%	4.0%	3.0%	4.5%	3.0%	3.7%	3.9%	3.7%	2.5%	2.1%	1.1%	2.5%	3.7%	2.2%	*	6.0%	2.3%	3.8%	3.7%	4.3%	2.5%	4.3%
30	21	9	6	11	13	4	6	7	9	26	1	2	1	2	27	1	1	26	5	7	6	12	11	15
0.6%	1.0%	*	0.5%	0.7%	0.5%	0.9%	0.7%	0.6%	*	0.6%	*	0.9%	0.9%	0.6%	0.6%	*	*	1.0%	*	0.6%	0.5%	0.9%	*	0.6%
18	9	9	3	4	12	2	6	1	8	17	1	-	-	-	18	-	-	18	-	5	5	7	5	9
*	*	*	*	*	*	*	0.7%	*	*	*	*	-	-	-	*	-	-	0.7%	-	*	*	0.6%	*	*
52	32	20	11	15	26	5	5	15	21	46	2	2	1	-	51	1	-	51	7	13	18	12	16	31
1.0%	1.6%	0.6%	1.0%	0.9%	1.1%	1.1%	0.6%	1.2%	1.2%	1.1%	0.6%	1.0%	1.1%	-	1.2%	*	-	2.0%	0.5%	1.1%	1.6%	1.0%	0.7%	1.3%
14	10	4	1	7	6	-	3	1	6	10	3	-	1	-	13	1	-	13	3	2	3	6	3	9
*	*	*	*	*	*	-	*	*	*	*	0.7%	-	1.1%	-	*	*	-	*	*	*	*	*	*	*
154	96	58	32	59	63	16	21	36	64	138	4	9	3	10	126	18	3	123	30	36	37	48	55	82
3.0%	4.7%	1.9%	3.1%	3.5%	2.7%	3.8%	2.5%	2.8%	3.5%	3.1%	1.1%	4.1%	3.1%	2.9%	3.0%	3.6%	*	4.8%	2.3%	2.8%	3.2%	3.8%	2.5%	3.3%
4	3	1	1	1	2	1	2	-	-	3	1	-	-	1	3	-	-	3	1	1	2	-	1	3
*	*	*	*	*	*	*	*	-	-	*	*	-	-	*	*	-	-	*	*	*	*	-	*	*
13	9	4	2	4	8	1	3	4	4	12	1	-	-	-	13	-	3	10	3	3	2	5	9	3
*	*	*	*	*	*	*	*	*	*	*	*	-	-	-	*	-	*	*	*	*	*	*	*	*
2	1	1	1	1	-	-	-	-	1	1	1	-	-	-	2	-	-	2	-	1	-	1	-	2
*	*	*	*	*	-	-	-	-	*	*	*	-	-	-	*	-	-	*	*	*	-	*	-	*
18	11	7	4	7	6	2	5	4	4	15	-	2	1	1	13	4	1	12	7	1	7	3	9	8
*	0.6%	*	*	*	*	*	0.6%	*	*	*	-	0.9%	1.1%	*	*	0.8%	*	*	0.6%	*	0.6%	*	*	*
30	28	2	3	15	12	2	7	8	6	23	1	3	2	5	22	3	-	22	3	8	6	11	12	17
0.6%	1.4%	*	*	0.9%	*	*	0.9%	0.6%	*	0.5%	*	1.4%	2.2%	1.4%	0.5%	0.6%	-	0.9%	*	0.7%	0.6%	0.9%	0.5%	0.7%
8	5	3	-	4	4	-	1	-	4	5	2	-	1	-	8	-	-	8	1	1	2	4	1	3
*	*	*	-	*	*	-	*	-	*	*	0.5%	-	1.1%	-	*	-	-	*	*	*	*	*	*	*
2	-	2	2	-	-	-	1	-	-	1	-	1	-	-	2	-	-	2	-	1	-	1	1	-
*	-	*	*	-	-	-	*	-	-	*	-	*	-	-	*	-	-	*	*	*	-	*	*	*
7	3	4	1	3	3	1	2	-	4	7	-	-	-	-	5	2	-	5	-	2	2	3	1	4
*	*	*	*	*	*	*	*	-	*	*	-	-	-	-	*	*	-	*	*	*	*	*	*	*
3	2	1	-	3	-	-	-	1	2	3	-	-	-	1	2	-	-	2	2	-	-	1	1	2
*	*	*	-	*	-	-	-	*	*	*	-	-	-	-	*	-	-	*	*	*	-	*	*	*
80	56	25	11	22	47	10	9	15	35	69	5	5	1	5	60	14	3	57	14	24	21	20	34	35
1.6%	2.7%	0.8%	1.1%	1.3%	2.0%	2.3%	1.1%	1.2%	1.9%	1.6%	1.5%	2.1%	1.1%	1.6%	1.4%	2.8%	*	2.2%	1.1%	1.9%	1.9%	1.6%	1.5%	1.4%
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 264

Q39. Normal weightings

Q39. How many hours do you actually spend working each week for your job on average?

Base: All Respondents

Unweighted Total  
Weighted Total

1

2

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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	
15	2	1	5	7	10	2	3	-	6	7	1	5	10	6	9	5	3	7	8	8	5	11	-	4	2	10	
*	*	*	0.7%	*	*	*	0.6%	-	*	*	0.8%	*	*	*	*	*	*	*	*	*	*	0.5%	-	*	*	0.6%	
24	3	1	3	16	18	3	2	1	15	7	-	4	20	12	12	16	4	4	20	4	13	11	-	12	2	10	
*	0.7%	*	*	0.5%	0.5%	*	*	0.9%	0.5%	*	-	*	*	0.5%	*	1.4%	*	*	0.7%	*	*	0.5%	-	*	*	0.6%	
24	2	-	3	18	20	3	1	-	13	7	3	8	16	13	11	15	4	5	23	1	10	14	-	15	1	8	
*	0.5%	-	*	0.6%	0.6%	*	*	-	*	*	2.1%	0.8%	*	0.6%	*	1.3%	*	*	0.8%	*	*	0.7%	-	0.6%	*	*	
36	3	4	1	28	20	9	6	1	17	17	2	13	23	17	19	18	12	6	34	2	13	24	3	18	6	9	
0.7%	0.7%	0.5%	*	0.9%	0.6%	1.1%	1.3%	0.7%	0.6%	1.0%	1.5%	1.2%	0.6%	0.8%	0.7%	1.6%	0.9%	*	1.3%	*	*	1.2%	1.3%	0.7%	0.9%	0.6%	
47	4	7	7	29	35	6	6	-	16	18	6	11	36	25	22	16	13	18	41	6	12	35	3	28	5	11	
0.9%	0.9%	0.9%	0.9%	1.0%	1.0%	0.7%	1.3%	-	0.5%	1.1%	4.1%	1.0%	0.9%	1.1%	0.8%	1.4%	1.0%	0.7%	1.5%	*	*	1.8%	1.3%	1.1%	0.7%	0.7%	
56	5	2	5	44	43	6	6	1	23	28	-	8	48	18	38	21	14	21	36	20	14	42	13	19	5	18	
1.1%	1.1%	*	0.7%	1.4%	1.2%	0.7%	1.3%	0.9%	0.8%	1.6%	-	0.8%	1.2%	0.8%	1.4%	1.9%	1.1%	0.8%	1.3%	0.8%	*	2.1%	5.4%	0.8%	0.8%	1.1%	
42	5	5	5	27	32	7	3	-	19	18	1	7	35	19	23	18	10	14	26	16	19	23	4	25	2	12	
0.8%	1.1%	0.7%	0.7%	0.9%	0.9%	0.8%	0.7%	-	0.6%	1.1%	0.6%	0.6%	0.9%	0.8%	0.8%	1.6%	0.8%	0.5%	1.0%	0.7%	0.6%	1.2%	1.4%	1.0%	*	0.7%	
79	11	25	3	41	60	12	3	4	44	29	1	10	69	36	44	23	25	31	55	24	14	65	5	36	16	23	
1.6%	2.3%	3.1%	*	1.3%	1.6%	1.4%	0.7%	3.7%	1.5%	1.7%	0.8%	0.9%	1.7%	1.6%	1.6%	2.0%	2.0%	1.2%	2.0%	1.0%	*	3.3%	2.0%	1.4%	2.2%	1.4%	
32	6	9	3	14	22	3	5	2	16	11	-	5	26	11	20	15	11	6	22	10	5	26	3	11	9	8	
0.6%	1.3%	1.1%	*	*	0.6%	*	1.0%	1.5%	0.6%	0.6%	-	*	0.7%	0.5%	0.7%	1.3%	0.8%	*	0.8%	*	*	1.3%	1.1%	*	1.3%	0.5%	
95	13	12	6	64	62	15	13	4	49	36	1	14	81	43	52	31	31	33	59	36	15	80	4	43	18	30	
1.9%	2.9%	1.5%	0.8%	2.1%	1.7%	1.8%	2.8%	3.7%	1.7%	2.1%	0.8%	1.3%	2.0%	1.9%	1.9%	2.8%	2.4%	1.2%	2.2%	1.5%	*	4.0%	1.7%	1.7%	2.5%	1.8%	
25	2	2	3	18	18	5	1	1	10	12	1	5	20	18	7	10	6	9	16	9	7	18	3	14	5	3	
*	0.5%	*	*	0.6%	*	0.6%	*	0.9%	*	0.7%	0.8%	*	0.5%	0.8%	*	0.9%	*	*	0.6%	*	*	0.9%	1.2%	0.6%	0.7%	*	
97	14	30	12	42	57	23	13	4	47	40	3	15	83	40	58	31	25	42	61	36	5	92	7	47	19	24	
1.9%	3.1%	3.7%	1.5%	1.4%	1.6%	2.7%	2.7%	3.5%	1.6%	2.3%	2.1%	1.4%	2.1%	1.7%	2.1%	2.7%	2.0%	1.6%	2.2%	1.6%	*	4.7%	2.9%	1.9%	2.7%	1.5%	
28	5	10	3	10	17	8	3	-	12	12	-	5	23	13	14	7	7	14	17	10	3	25	1	17	4	6	
0.5%	1.1%	1.2%	*	*	*	0.9%	0.6%	-	*	0.7%	-	*	0.6%	0.6%	0.5%	0.6%	0.5%	0.5%	0.6%	*	*	1.3%	*	0.7%	0.5%	*	
42	4	5	8	25	30	10	2	1	22	12	4	6	36	16	26	12	16	15	30	12	3	39	1	22	6	13	
0.8%	0.9%	0.7%	1.1%	0.8%	0.8%	1.1%	*	0.7%	0.8%	0.7%	2.7%	0.6%	0.9%	0.7%	0.9%	1.1%	1.2%	0.6%	1.1%	0.5%	*	2.0%	*	0.9%	0.9%	0.8%	
127	14	21	15	77	90	26	10	2	71	39	7	18	109	49	78	41	36	50	85	42	20	108	6	64	19	38	
2.5%	3.1%	2.7%	2.0%	2.5%	2.5%	3.0%	2.2%	1.8%	2.4%	2.3%	4.9%	1.7%	2.7%	2.2%	2.8%	3.7%	2.8%	1.9%	3.1%	1.8%	0.6%	5.4%	2.5%	2.6%	2.8%	2.3%	
183	16	52	19	96	124	27	22	10	105	59	4	23	161	97	86	36	50	97	107	77	14	170	11	123	17	33	
3.6%	3.4%	6.5%	2.5%	3.2%	3.4%	3.2%	4.7%	8.6%	3.6%	3.4%	2.7%	2.1%	4.0%	4.3%	3.1%	3.2%	3.9%	3.6%	3.9%	3.3%	*	8.6%	4.3%	4.9%	2.4%	2.0%	
48	5	11	8	25	30	11	7	-	22	18	4	9	38	23	25	6	15	27	27	21	6	42	6	19	8	14	
0.9%	1.1%	1.3%	1.0%	0.8%	0.8%	1.3%	1.4%	-	0.8%	1.1%	3.0%	0.9%	1.0%	1.0%	0.9%	0.5%	1.2%	1.0%	1.0%	0.9%	*	2.1%	2.4%	0.8%	1.1%	0.9%	
113	13	20	19	60	84	17	11	1	53	48	6	21	92	61	52	31	23	59	53	60	12	101	6	48	15	44	
2.2%	2.9%	2.5%	2.5%	2.0%	2.3%	2.0%	2.3%	0.9%	1.8%	2.8%	4.4%	2.0%	2.3%	2.7%	1.9%	2.8%	1.8%	2.2%	1.9%	2.6%	*	5.1%	2.3%	1.9%	2.2%	2.7%	
56	6	7	9	33	39	9	7	1	18	35	-	12	43	33	22	16	11	29	34	21	10	46	2	28	8	18	
1.1%	1.3%	0.9%	1.2%	1.1%	1.1%	1.0%	1.4%	0.9%	0.6%	2.0%	-	1.1%	1.1%	1.5%	0.8%	1.4%	0.8%	1.1%	1.3%	0.9%	*	2.3%	0.9%	1.1%	1.1%	1.1%	
223	27	58	38	100	149	40	31	4	133	67	4	28	195	110	113	59	62	102	116	108	27	196	12	107	34	70	
4.4%	5.9%	7.2%	4.9%	3.3%	4.1%	4.7%	6.4%	3.5%	4.6%	3.9%	2.7%	2.6%	4.9%	4.8%	4.1%	5.2%	4.9%	3.8%	4.2%	4.6%	0.9%	9.9%	4.8%	4.3%	4.9%	4.3%	
62	7	11	11	33	45	12	4	1	36	23	2	14	49	29	33	8	14	40	36	26	5	57	-	39	12	11	
1.2%	1.6%	1.3%	1.4%	1.1%	1.2%	1.5%	0.8%	0.7%	1.2%	1.4%	1.4%	1.3%	1.2%	1.3%	1.2%	0.8%	1.1%	1.5%	1.3%	1.1%	*	2.9%	-	1.6%	1.7%	0.7%	

**JRF Survey**  
Prepared on behalf of JRF

Table 265

Q39. Normal weightings

Q39. How many hours do you actually spend working each week for your job on average?

Base: All Respondents

Unweighted Total

Weighted Total

22

23

24

25

26

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42

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	
94	13	16	24	42	59	16	13	6		36	44	6	25	70	28	66	13	20	62	39	55	13	82	6	47	15	25	
1.9%	2.9%	2.0%	3.1%	1.4%	1.6%	1.9%	2.7%	5.4%		1.2%	2.5%	4.5%	2.3%	1.8%	1.2%	2.4%	1.1%	1.6%	2.3%	1.4%	2.4%	*	4.1%	2.5%	1.9%	2.2%	1.6%	
54	6	17	12	19	35	11	7	1		27	20	1	19	35	23	31	6	12	36	20	34	9	44	1	28	10	16	
1.1%	1.3%	2.1%	1.5%	0.6%	1.0%	1.3%	1.4%	0.9%		0.9%	1.1%	0.8%	1.8%	0.9%	1.0%	1.1%	0.5%	0.9%	1.4%	0.7%	1.4%	*	2.2%	*	1.1%	1.4%	1.0%	
116	14	32	23	47	80	22	11	3		62	43	2	21	95	57	59	23	26	66	53	63	13	103	5	64	12	34	
2.3%	3.1%	4.0%	2.9%	1.5%	2.2%	2.6%	2.3%	2.4%		2.1%	2.5%	1.2%	2.0%	2.4%	2.5%	2.1%	2.1%	2.1%	2.5%	2.0%	2.7%	*	5.2%	2.1%	2.6%	1.7%	2.1%	
133	19	27	24	63	95	23	11	4		76	42	8	21	112	48	85	26	40	67	73	60	34	100	10	59	15	48	
2.6%	4.1%	3.3%	3.2%	2.1%	2.6%	2.7%	2.3%	3.5%		2.6%	2.4%	5.5%	2.0%	2.8%	2.1%	3.0%	2.4%	3.1%	2.5%	2.7%	2.6%	1.1%	5.0%	4.0%	2.4%	2.2%	3.0%	
58	7	15	3	32	43	6	8	-		29	22	1	13	44	24	34	10	17	31	31	26	15	42	5	28	13	12	
1.1%	1.6%	1.9%	*	1.1%	1.2%	0.7%	1.7%	-		1.0%	1.3%	0.8%	1.2%	1.1%	1.0%	1.2%	0.9%	1.3%	1.2%	1.2%	1.1%	*	2.1%	2.0%	1.1%	1.8%	0.7%	
42	5	5	6	26	35	5	2	-		19	18	1	10	31	12	30	9	5	27	23	19	11	31	2	19	7	13	
0.8%	1.1%	0.7%	0.8%	0.8%	1.0%	0.6%	*	-		0.7%	1.0%	0.8%	1.0%	0.8%	0.5%	1.1%	0.8%	*	1.0%	0.8%	0.8%	*	1.6%	0.9%	0.8%	1.0%	0.8%	
72	9	13	19	32	49	16	7	1		40	26	2	15	57	31	42	14	20	39	38	35	22	51	1	41	10	20	
1.4%	2.0%	1.6%	2.4%	1.1%	1.4%	1.8%	1.4%	0.9%		1.4%	1.5%	1.2%	1.4%	1.5%	1.3%	1.5%	1.2%	1.5%	1.5%	1.4%	1.5%	0.7%	2.6%	*	1.7%	1.4%	1.2%	
34	1	5	7	21	24	6	3	1		16	16	2	4	30	18	16	14	5	15	17	17	12	22	1	18	2	13	
0.7%	*	0.7%	0.9%	0.7%	0.7%	0.7%	0.6%	0.7%		0.6%	0.9%	1.4%	*	0.8%	0.8%	0.6%	1.2%	*	0.6%	0.6%	0.7%	*	1.1%	*	0.7%	*	0.8%	
309	23	51	51	183	215	47	37	11		176	109	8	64	245	129	180	65	64	181	165	144	183	126	12	157	40	100	
6.1%	5.0%	6.4%	6.7%	6.1%	5.9%	5.5%	7.8%	9.1%		6.1%	6.3%	5.5%	6.0%	6.1%	5.7%	6.4%	5.8%	5.0%	6.8%	6.1%	6.2%	5.9%	6.4%	4.9%	6.3%	5.8%	6.1%	
28	3	5	6	14	20	4	4	1		16	12	-	13	15	8	21	4	5	19	16	12	20	9	2	17	4	5	
0.6%	0.7%	0.7%	0.8%	*	0.5%	*	0.8%	0.7%		0.5%	0.7%	-	1.2%	*	*	0.7%	*	*	0.7%	0.6%	0.5%	0.6%	*	0.9%	0.7%	0.6%	*	
99	7	21	12	60	69	20	8	2		51	40	3	17	82	41	59	18	31	50	52	47	74	25	5	49	17	29	
2.0%	1.4%	2.7%	1.5%	2.0%	1.9%	2.4%	1.7%	1.8%		1.8%	2.3%	2.1%	1.6%	2.1%	1.8%	2.1%	1.6%	2.4%	1.9%	1.9%	2.0%	2.4%	1.3%	2.0%	2.0%	2.5%	1.7%	
57	-	11	16	30	42	8	5	1		33	21	2	12	44	23	34	9	11	36	27	29	42	14	5	24	6	21	
1.1%	-	1.3%	2.1%	1.0%	1.2%	0.9%	1.1%	0.7%		1.1%	1.2%	1.5%	1.1%	1.1%	1.0%	1.2%	0.8%	0.8%	1.4%	1.0%	1.2%	1.4%	0.7%	2.0%	1.0%	0.9%	1.3%	
63	8	14	9	32	40	16	4	4		40	17	-	19	45	32	31	15	14	35	33	31	57	7	-	31	12	20	
1.3%	1.8%	1.7%	1.2%	1.1%	1.1%	1.8%	0.9%	3.5%		1.4%	1.0%	-	1.7%	1.1%	1.4%	1.1%	1.3%	1.1%	1.3%	1.2%	1.3%	1.8%	*	-	1.2%	1.8%	1.3%	
285	25	38	38	183	219	49	11	6		190	73	9	71	213	125	159	54	87	143	156	128	261	23	16	130	40	98	
5.6%	5.4%	4.8%	4.9%	6.1%	6.1%	5.8%	2.2%	4.9%		6.6%	4.2%	6.2%	6.6%	5.4%	5.5%	5.7%	4.8%	6.8%	5.4%	5.7%	5.5%	8.5%	1.2%	6.4%	5.2%	5.8%	6.0%	
138	7	23	21	86	100	21	15	2		77	48	5	34	103	52	86	37	29	72	65	72	129	8	6	65	19	47	
2.7%	1.4%	2.9%	2.7%	2.9%	2.8%	2.4%	3.2%	1.5%		2.7%	2.8%	3.5%	3.2%	2.6%	2.3%	3.1%	3.3%	2.3%	2.7%	2.4%	3.1%	4.2%	*	2.4%	2.6%	2.7%	2.9%	
301	13	22	59	207	238	41	17	5		144	137	9	83	218	127	174	57	66	179	117	185	295	6	10	140	40	112	
6.0%	2.9%	2.8%	7.6%	6.8%	6.6%	4.8%	3.6%	4.4%		5.0%	7.9%	6.2%	7.7%	5.5%	5.6%	6.2%	5.0%	5.2%	6.7%	4.3%	7.9%	9.6%	*	3.8%	5.6%	5.8%	6.8%	
185	8	18	33	126	130	40	14	2		93	78	3	49	136	85	101	37	38	110	81	104	179	6	6	91	28	60	
3.7%	1.8%	2.3%	4.3%	4.2%	3.6%	4.6%	3.0%	1.4%		3.2%	4.5%	2.3%	4.5%	3.4%	3.7%	3.6%	3.3%	3.0%	4.1%	3.0%	4.4%	5.8%	*	2.4%	3.7%	4.0%	3.7%	
147	9	30	15	93	110	29	7	1		90	51	1	42	105	55	92	21	35	90	54	93	144	3	6	86	11	44	
2.9%	2.0%	3.7%	2.0%	3.1%	3.0%	3.4%	1.5%	0.9%		3.1%	3.0%	0.6%	3.9%	2.6%	2.4%	3.3%	1.9%	2.8%	3.4%	2.0%	4.0%	4.7%	*	2.6%	3.4%	1.6%	2.7%	
487	29	52	69	337	371	77	31	9		315	137	16	107	380	230	257	86	133	269	291	197	471	16	22	233	57	175	
9.6%	6.3%	6.5%	9.0%	11.1%	10.3%	9.0%	6.4%	7.4%		10.9%	8.0%	11.5%	9.9%	9.5%	10.1%	9.2%	7.7%	10.4%	10.1%	10.7%	8.4%	15.3%	0.8%	8.6%	9.4%	8.2%	10.7%	
55	5	6	7	37	39	11	6	-		34	17	2	10	45	23	32	9	17	29	21	35	54	2	2	25	7	22	
1.1%	1.1%	0.8%	0.9%	1.2%	1.1%	1.2%	1.3%	-		1.2%	1.0%	1.4%	1.0%	1.1%	1.0%	1.1%	0.8%	1.3%	1.1%	0.8%	1.5%	1.7%	*	0.8%	1.0%	1.0%	1.3%	
135	15	17	19	83	97	18	14	5		92	37	1	25	109	55	80	34	27	73	69	66	133	1	7	55	23	50	
2.7%	3.2%	2.1%	2.5%	2.7%	2.7%	2.2%	3.0%	4.0%		3.2%	2.2%	0.8%	2.3%	2.7%	2.4%	2.9%	3.0%	2.1%	2.7%	2.5%	2.8%	4.3%	*	2.9%	2.2%	3.3%	3.1%	

# JRF Survey

Prepared on behalf of JRF

**Table 266**  
**Q39. Normal weightings**  
**Q39. How many hours do you actually spend working each week for your job on average?**  
**Base: All Respondents**

Unweighted Total  
 Weighted Total

43

44

45

46

47

48

49

50

51

52

53

54

55

56

57

58

59

60+

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	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	
51	5	4	8	33	32	14	5	-	36	11	-	11	40	19	32	6	11	34	26	25	49	2	-	29	10	12	
1.0%	1.1%	0.5%	1.1%	1.1%	0.9%	1.6%	1.0%	-	1.2%	0.7%	-	1.0%	1.0%	0.8%	1.1%	0.5%	0.9%	1.3%	1.0%	1.1%	1.6%	*	-	1.2%	1.4%	0.7%	
53	5	5	12	31	37	8	8	-	33	17	-	14	39	30	23	8	13	32	25	28	53	-	2	29	7	15	
1.0%	1.1%	0.7%	1.5%	1.0%	1.0%	0.9%	1.6%	-	1.1%	1.0%	-	1.3%	1.0%	1.3%	0.8%	0.7%	1.0%	1.2%	0.9%	1.2%	1.7%	-	0.9%	1.2%	1.0%	0.9%	
178	13	25	28	112	125	33	17	3	125	45	3	35	143	90	87	29	41	108	99	79	169	9	2	86	22	68	
3.5%	2.9%	3.1%	3.6%	3.7%	3.4%	3.9%	3.5%	2.6%	4.3%	2.6%	2.1%	3.2%	3.6%	4.0%	3.1%	2.6%	3.2%	4.1%	3.6%	3.4%	5.5%	*	0.9%	3.5%	3.1%	4.1%	
30	3	4	5	17	25	3	2	-	18	7	2	8	22	12	18	4	7	19	16	14	27	3	2	10	6	11	
0.6%	0.7%	0.5%	0.7%	0.6%	0.7%	*	*	-	0.6%	*	1.4%	0.7%	0.6%	0.5%	0.6%	*	0.5%	0.7%	0.6%	0.6%	0.9%	*	0.9%	*	0.9%	0.7%	
18	2	3	1	13	16	2	1	-	15	4	-	2	16	9	9	2	4	12	6	12	18	-	3	8	3	4	
*	*	*	*	*	*	*	*	-	0.5%	*	-	*	*	*	*	*	*	*	*	0.5%	0.6%	-	1.3%	-	*	*	*
52	4	3	9	35	36	8	7	1	40	9	-	12	40	29	23	13	10	29	25	27	52	-	5	23	5	18	
1.0%	0.9%	*	1.2%	1.2%	1.0%	0.9%	1.5%	0.9%	1.4%	0.5%	-	1.1%	1.0%	1.3%	0.8%	1.1%	0.8%	1.1%	0.9%	1.1%	1.7%	-	2.1%	0.9%	0.8%	1.1%	
14	4	-	-	10	9	4	1	-	7	4	1	6	8	7	7	-	6	8	7	7	13	1	1	7	1	5	
*	0.9%	-	-	*	*	*	*	-	*	*	0.8%	0.5%	*	*	*	-	*	*	*	*	*	*	*	*	*	*	
154	15	16	14	109	112	22	18	2	112	35	1	34	120	89	65	31	44	79	85	69	143	12	4	65	23	62	
3.0%	3.2%	2.0%	1.9%	3.6%	3.1%	2.6%	3.8%	1.8%	3.9%	2.0%	0.8%	3.1%	3.0%	3.9%	2.3%	2.7%	3.5%	3.0%	3.1%	3.0%	4.6%	0.6%	1.7%	2.6%	3.3%	3.8%	
4	-	1	1	2	3	-	1	-	2	2	-	2	2	1	3	1	2	1	2	2	4	-	-	3	-	1	
*	-	*	*	*	*	-	*	-	*	*	-	*	*	*	*	*	*	*	*	*	*	-	-	*	-	*	
13	2	-	5	5	9	3	1	-	11	2	-	1	12	6	7	3	3	7	5	8	13	-	1	9	-	3	
*	0.5%	-	0.7%	*	*	*	*	-	*	*	-	*	*	*	*	*	*	*	*	*	*	-	*	*	-	*	
2	1	-	1	-	1	1	-	-	2	-	-	-	2	1	1	1	1	-	1	1	2	-	-	1	-	1	
*	*	-	*	-	*	*	-	-	*	-	-	-	*	*	*	*	*	-	*	*	*	-	-	*	-	*	
18	-	1	5	12	12	3	1	2	13	4	-	5	13	9	9	5	6	7	9	9	16	2	1	8	3	6	
*	-	*	0.7%	*	*	*	*	1.8%	*	*	-	*	*	*	*	*	*	*	*	*	0.5%	*	*	*	*	*	
30	2	3	2	22	20	3	6	1	25	4	1	4	25	13	16	6	8	16	18	12	30	-	-	11	6	12	
0.6%	0.5%	*	*	0.7%	0.5%	*	1.3%	0.9%	0.9%	*	0.6%	*	0.6%	0.6%	0.6%	0.5%	0.7%	0.6%	0.6%	0.5%	1.0%	-	-	*	0.9%	0.8%	
8	-	1	2	5	5	1	2	-	4	4	-	2	6	4	4	1	4	3	3	5	8	-	-	3	1	4	
*	-	*	*	*	*	*	*	-	*	*	-	*	*	*	*	*	*	*	*	*	*	-	-	*	*	*	
2	-	-	1	1	2	-	-	-	1	-	-	-	2	-	2	1	-	1	1	1	2	-	-	-	-	2	
*	-	-	*	*	*	-	-	-	*	-	-	-	*	*	*	*	*	*	*	*	*	-	-	*	-	*	
7	-	-	1	6	3	2	1	1	4	3	-	4	3	4	3	-	3	4	4	3	7	-	-	2	2	3	
*	-	-	*	*	*	*	*	0.9%	*	*	-	*	*	*	*	-	*	*	*	*	*	-	-	*	-	*	
3	-	-	1	2	3	-	-	-	3	-	-	1	2	2	1	1	-	2	2	1	3	-	-	2	-	1	
*	-	-	*	*	*	-	-	-	*	-	-	*	*	*	*	*	*	*	*	*	*	-	-	*	-	*	
80	7	1	16	56	56	9	11	4	49	21	2	20	60	33	47	16	19	46	44	37	77	3	7	41	4	28	
1.6%	1.4%	*	2.1%	1.9%	1.5%	1.1%	2.4%	3.5%	1.7%	1.2%	1.4%	1.8%	1.5%	1.5%	1.7%	1.4%	1.5%	1.7%	1.6%	1.6%	2.5%	*	2.7%	1.7%	0.6%	1.7%	
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%	

Survation.

# JRF Survey

Prepared on behalf of JRF

Table 267  
Q40. Normal weightings  
Q40. Are you paid for the additional hours you work beyond your contracted hours?  
Base: Those who work more hours than they are contracted

Unweighted Total  
Weighted Total  
Yes - in full (including time in lieu)  
  
Yes - partially (including time in lieu)  
  
No  
  
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
3993	1604	2389	753	1347	1893	301	662	1019	1459	3441	299	179	74	0	3993	0	1484	2509	884	996	949	1057	1541	2103
4011	1635	2376	760	1353	1897	306	665	1021	1463	3456	302	179	74	0	4011	0	1481	2530	881	1002	956	1067	1528	2127
2321	1027	1294	465	769	1087	149	394	642	818	2003	181	94	43	-	2321	-	892	1429	536	579	544	600	1009	1190
57.9%	62.8%	54.5%	61.1%	56.9%	57.3%	48.7%	59.2%	62.9%	55.9%	58.0%	60.0%	52.5%	57.6%	-	57.9%	-	60.3%	56.5%	60.8%	57.8%	56.9%	56.2%	66.0%	56.0%
427	152	275	96	151	180	41	51	102	165	359	36	23	8	-	427	-	184	243	101	112	100	103	165	223
10.6%	9.3%	11.6%	12.6%	11.2%	9.5%	13.5%	7.6%	10.0%	11.3%	10.4%	12.0%	13.0%	10.9%	-	10.6%	-	12.4%	9.6%	11.5%	11.1%	10.5%	9.6%	10.8%	10.5%
1263	456	806	200	433	630	116	221	276	480	1093	85	62	23	-	1263	-	405	858	244	311	312	364	354	714
31.5%	27.9%	33.9%	26.3%	32.0%	33.2%	37.8%	33.2%	27.1%	32.8%	31.6%	28.0%	34.5%	31.5%	-	31.5%	-	27.3%	33.9%	27.7%	31.0%	32.6%	34.1%	23.2%	33.6%
4011	1635	2376	760	1353	1897	306	665	1021	1463	3456	302	179	74	-	4011	-	1481	2530	881	1002	956	1067	1528	2127
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 268  
Q40. Normal weightings  
Q40. Are you paid for the additional hours you work beyond your contracted hours?  
Base: Those who work more hours than they are contracted

Unweighted Total  
Weighted Total  
Yes - in full (including time in lieu)  
  
Yes - partially (including time in lieu)  
  
No  
  
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
3993	361	628	720	2284	2915	645	348	85	2260	1439	106	956	3037	1850	2143	785	937	2270	1951	2042	2604	1389	174	1965	561	1293
4011	300	669	607	2435	2935	645	348	84	2285	1436	103	960	3051	1861	2150	786	937	2289	1964	2047	2627	1384	176	1971	563	1301
2321	191	471	358	1302	1752	359	164	47	1444	731	35	535	1786	1131	1190	485	556	1280	1127	1194	1529	792	118	1237	328	638
57.9%	63.4%	70.4%	59.0%	53.5%	59.7%	55.7%	47.0%	56.0%	63.2%	50.9%	34.3%	55.8%	58.5%	60.8%	55.4%	61.7%	59.4%	55.9%	57.4%	58.3%	58.2%	57.2%	67.2%	62.8%	58.3%	49.0%
427	26	71	75	255	299	79	43	6	216	181	18	114	313	193	234	87	100	240	213	214	246	181	17	195	59	155
10.6%	8.6%	10.7%	12.4%	10.5%	10.2%	12.3%	12.2%	7.4%	9.4%	12.6%	17.3%	11.9%	10.2%	10.3%	10.9%	11.1%	10.7%	10.5%	10.9%	10.4%	9.4%	13.1%	9.9%	9.9%	10.5%	12.0%
1263	84	127	174	878	884	206	142	31	625	525	50	310	953	538	725	214	280	769	623	639	852	411	40	539	176	508
31.5%	28.0%	18.9%	28.6%	36.1%	30.1%	32.0%	40.7%	36.6%	27.3%	36.5%	48.4%	32.3%	31.2%	28.9%	33.7%	27.2%	29.9%	33.6%	31.7%	31.2%	32.4%	29.7%	22.9%	27.3%	31.2%	39.0%
4011	300	669	607	2435	2935	645	348	84	2285	1436	103	960	3051	1861	2150	786	937	2289	1964	2047	2627	1384	176	1971	563	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%	100.0%	100.0%

# JRF Survey

Prepared on behalf of JRF

Table 269  
Q41. Normal weightings  
Q41. Are you currently employed in the private, public or voluntary sector?  
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
Private sector	2902	1336	1565	567	970	1363	269	475	720	1033	2497	216	135	54	205	2377	320	799	1578	639	721	678	778	1330	1337
	57.3%	66.0%	51.5%	54.2%	58.5%	57.8%	62.8%	56.2%	56.5%	56.6%	57.1%	57.9%	60.1%	56.5%	58.0%	56.6%	62.5%	48.5%	61.8%	50.3%	57.3%	58.7%	62.0%	60.8%	54.6%
Public sector	1724	558	1166	347	550	827	125	292	445	625	1487	133	69	35	103	1513	107	687	826	462	415	401	413	622	954
	34.0%	27.5%	38.4%	33.2%	33.2%	35.0%	29.2%	34.5%	34.9%	34.2%	34.0%	35.8%	30.7%	37.2%	29.3%	36.0%	21.0%	41.7%	32.4%	36.4%	33.0%	34.7%	32.9%	28.4%	38.9%
Voluntary sector	140	42	98	39	38	63	14	26	32	57	129	6	4	1	11	107	22	57	51	44	31	31	31	52	75
	2.8%	2.1%	3.2%	3.7%	2.3%	2.7%	3.4%	3.1%	2.5%	3.1%	3.0%	1.6%	1.6%	0.9%	3.0%	2.6%	4.3%	3.4%	2.0%	3.4%	2.4%	2.7%	2.4%	2.4%	3.0%
Don't know	298	90	208	93	99	106	20	52	77	109	258	18	17	5	35	201	62	104	97	125	91	45	34	184	85
	5.9%	4.4%	6.9%	8.9%	6.0%	4.5%	4.7%	6.2%	6.0%	6.0%	5.9%	4.7%	7.6%	5.4%	9.8%	4.8%	12.2%	6.3%	3.8%	9.8%	7.2%	3.9%	2.7%	8.4%	3.5%
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 270

Q41. Normal weightings

Q41. Are you currently employed in the private, public or voluntary sector?

Base: All Respondents

Unweighted Total

Weighted Total

Private sector

Public sector

Voluntary sector

Don't know

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
2902	316	522	348	1715	2130	456	259	57	2902	-	-	404	2497	1275	1627	626	783	1493	1676	1225	1913	988	144	1435	419	903
57.3%	68.5%	65.2%	45.1%	56.6%	58.8%	53.5%	54.6%	49.1%	100.0%	-	-	37.5%	62.7%	56.0%	58.3%	55.7%	61.3%	56.0%	61.5%	52.4%	62.0%	50.0%	57.5%	57.8%	60.3%	55.3%
1724	100	204	339	1082	1230	303	151	40	-	1724	-	613	1111	825	899	358	376	990	770	954	961	763	74	820	219	611
34.0%	21.6%	25.4%	43.9%	35.7%	34.0%	35.5%	31.9%	35.0%	-	100.0%	-	56.9%	27.9%	36.3%	32.2%	31.9%	29.5%	37.2%	28.3%	40.8%	31.2%	38.6%	29.6%	33.0%	31.4%	37.4%
140	4	7	47	81	92	24	21	3	-	-	140	23	116	54	86	40	37	63	102	38	64	75	5	46	25	63
2.8%	0.9%	0.9%	6.1%	2.7%	2.5%	2.8%	4.3%	2.9%	-	-	100.0%	2.2%	2.9%	2.4%	3.1%	3.6%	2.9%	2.4%	3.8%	1.6%	2.1%	3.8%	2.0%	1.8%	3.7%	3.9%
298	42	68	38	150	169	71	43	15	-	-	-	37	261	121	177	99	80	118	176	122	146	152	27	183	32	56
5.9%	9.0%	8.5%	4.9%	5.0%	4.7%	8.3%	9.1%	13.0%	-	-	-	3.4%	6.6%	5.3%	6.3%	8.9%	6.3%	4.4%	6.5%	5.2%	4.7%	7.7%	10.8%	7.4%	4.7%	3.4%
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%

Survation.



# JRF Survey

Prepared on behalf of JRF

Table 271  
Q42. Normal weightings  
Q42. How long have you been working with your current employer?  
Base: All Respondents

Unweighted Total  
Weighted Total  
Less than a month  
  
1-5 months  
  
6-12 months  
  
1-3 years  
  
4-10 years  
  
Over 10 years  
  
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	£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
107	42	65	55	30	22	17	15	33	24	90	10	5	2	15	80	12	46	33	44	30	15	15	69	28
2.1%	2.1%	2.1%	5.2%	1.8%	0.9%	4.1%	1.8%	2.6%	1.3%	2.1%	2.8%	2.2%	1.8%	4.3%	1.9%	2.3%	2.8%	1.3%	3.5%	2.4%	1.3%	1.2%	3.2%	1.1%
417	165	252	196	121	100	50	72	110	145	376	14	20	7	36	324	57	150	174	176	90	81	60	253	137
8.2%	8.1%	8.3%	18.7%	7.3%	4.3%	11.7%	8.5%	8.6%	7.9%	8.6%	3.7%	8.9%	7.6%	10.3%	7.7%	11.1%	9.1%	6.8%	13.9%	7.1%	7.0%	4.8%	11.6%	5.6%
599	233	366	252	184	163	74	115	112	217	518	45	25	11	66	464	69	202	262	214	146	118	106	347	219
11.8%	11.5%	12.1%	24.1%	11.1%	6.9%	17.4%	13.6%	8.8%	11.9%	11.9%	12.2%	11.1%	11.4%	18.7%	11.1%	13.5%	12.3%	10.3%	16.8%	11.6%	10.2%	8.4%	15.9%	8.9%
1276	477	799	352	431	493	124	215	295	465	1098	105	54	19	122	985	169	379	606	345	327	269	293	659	531
25.2%	23.6%	26.3%	33.6%	26.0%	20.9%	28.9%	25.4%	23.2%	25.5%	25.1%	28.2%	23.9%	19.7%	34.5%	23.5%	33.0%	23.0%	23.7%	27.2%	26.0%	23.3%	23.3%	30.1%	21.7%
1428	596	832	173	504	751	92	227	374	535	1228	104	61	35	83	1228	116	490	737	293	377	343	383	549	748
28.2%	29.4%	27.4%	16.6%	30.4%	31.8%	21.4%	26.8%	29.4%	29.3%	28.1%	28.0%	27.2%	36.4%	23.6%	29.2%	22.8%	29.8%	28.9%	23.1%	30.0%	29.7%	30.5%	25.1%	30.5%
1237	512	724	18	387	830	71	202	350	439	1061	93	60	22	30	1118	88	379	739	198	287	328	400	311	789
24.4%	25.3%	23.8%	1.7%	23.3%	35.2%	16.5%	23.9%	27.5%	24.0%	24.3%	25.1%	26.7%	23.2%	8.5%	26.6%	17.3%	23.0%	29.0%	15.6%	22.8%	28.4%	31.9%	14.2%	32.2%
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 272  
Q42. Normal weightings  
Q42. How long have you been working with your current employer?  
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
Less than a month	107	15	18	24	50	68	23	13	2	50	39	4	20	87	42	65	107	-	-	62	44	56	50	3	52	17	35
	2.1%	3.2%	2.3%	3.1%	1.7%	1.9%	2.7%	2.8%	1.6%	1.7%	2.2%	2.6%	1.8%	2.2%	1.8%	2.3%	9.5%	-	-	2.3%	1.9%	1.8%	2.5%	1.1%	2.1%	2.4%	2.2%
1-5 months	417	52	69	59	237	282	88	39	9	234	136	13	58	360	170	247	417	-	-	286	132	246	171	17	189	68	143
	8.2%	11.4%	8.6%	7.6%	7.8%	7.8%	10.3%	8.1%	7.5%	8.1%	7.9%	9.0%	5.3%	9.0%	7.5%	8.9%	37.1%	-	-	10.5%	5.6%	8.0%	8.7%	7.0%	7.6%	9.7%	8.8%
6-12 months	599	56	94	84	366	435	115	38	11	342	183	24	79	521	260	340	599	-	-	391	208	372	228	14	251	86	248
	11.8%	12.1%	11.7%	10.9%	12.1%	12.0%	13.5%	8.0%	9.7%	11.8%	10.6%	17.2%	7.3%	13.1%	11.4%	12.2%	53.4%	-	-	14.4%	8.9%	12.0%	11.5%	5.5%	10.1%	12.4%	15.2%
1-3 years	1276	156	224	193	704	870	238	131	36	783	376	37	191	1085	571	705	-	1276	-	710	566	767	509	58	603	163	451
	25.2%	33.7%	27.9%	25.0%	23.2%	24.0%	27.9%	27.7%	31.3%	27.0%	21.8%	26.4%	17.7%	27.2%	25.1%	25.3%	-	100.0%	-	26.1%	24.2%	24.8%	25.7%	23.3%	24.3%	23.5%	27.6%
4-10 years	1428	107	229	220	872	1010	225	160	32	860	459	34	304	1124	700	728	-	-	1428	763	664	851	576	77	736	208	406
	28.2%	23.1%	28.6%	28.5%	28.8%	27.9%	26.4%	33.8%	27.3%	29.6%	26.6%	24.6%	28.2%	28.2%	30.8%	26.1%	-	-	53.6%	28.0%	28.4%	27.6%	29.1%	30.7%	29.6%	30.0%	24.8%
Over 10 years	1237	77	167	192	801	956	162	93	26	633	531	28	427	810	532	705	-	-	1237	512	724	794	443	81	652	153	350
	24.4%	16.6%	20.9%	24.9%	26.4%	26.4%	19.0%	19.5%	22.4%	21.8%	30.8%	20.4%	39.6%	20.3%	23.4%	25.3%	-	-	46.4%	18.8%	31.0%	25.7%	22.4%	32.4%	26.3%	22.0%	21.4%
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 273  
Q43. Normal weightings  
Q43. How many employees work for your employer in total? Thinking about your employer as a whole (the company, organisation or government body that pays your wages), not just the branch / office where you work. If you are an agency worker, think about the organisation you work for rather than the agency.  
Base: All Respondents

Unweighted Total  
Weighted Total  
10 or under  
  
11-20  
  
21-50  
  
51-250  
  
Over 250  
  
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
654	237	417	139	171	344	57	117	142	245	561	40	42	11	63	412	179	211	200	212	156	140	134	322	260
12.9%	11.7%	13.7%	13.3%	10.3%	14.6%	13.3%	13.8%	11.2%	13.4%	12.8%	10.8%	18.9%	11.4%	17.8%	9.8%	35.1%	12.8%	7.9%	16.7%	12.4%	12.1%	10.7%	14.7%	10.6%
460	187	273	142	160	158	52	70	118	162	402	27	20	10	40	358	62	160	198	147	126	92	88	249	179
9.1%	9.2%	9.0%	13.6%	9.7%	6.7%	12.2%	8.3%	9.2%	8.9%	9.2%	7.3%	9.1%	10.7%	11.4%	8.5%	12.1%	9.7%	7.8%	11.6%	10.1%	8.0%	7.0%	11.4%	7.3%
681	288	392	177	250	253	68	137	155	233	593	44	34	10	67	536	77	210	326	207	190	129	143	322	317
13.4%	14.2%	12.9%	17.0%	15.1%	10.7%	15.9%	16.2%	12.2%	12.8%	13.6%	11.8%	14.9%	10.7%	19.0%	12.8%	15.1%	12.7%	12.8%	16.3%	15.1%	11.1%	11.4%	14.7%	12.9%
930	368	562	201	337	390	93	135	270	321	818	59	34	19	72	789	70	256	533	219	210	226	252	363	489
18.4%	18.2%	18.5%	19.3%	20.3%	16.5%	21.7%	16.0%	21.2%	17.6%	18.7%	15.9%	15.2%	19.9%	20.2%	18.8%	13.7%	15.5%	20.9%	17.3%	16.7%	19.5%	20.1%	16.6%	20.0%
2338	946	1393	386	739	1214	158	387	589	864	1998	202	94	45	112	2104	123	810	1294	484	575	569	638	932	1206
46.2%	46.7%	45.8%	36.9%	44.6%	51.4%	36.9%	45.8%	46.3%	47.3%	45.7%	54.2%	41.8%	47.3%	31.5%	50.1%	24.0%	49.2%	50.7%	38.1%	45.7%	49.3%	50.8%	42.6%	49.2%
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 274  
Q43. Normal weightings  
Q43. How many employees work for your employer in total? Thinking about your employer as a whole (the company, organisation or government body that pays your wages), not just the branch / office where you work. If you are an agency worker, think about the organisation you work for rather than the agency.  
Base: All Respondents

Unweighted Total  
Weighted Total  
10 or under  
  
11-20  
  
21-50  
  
51-250  
  
Over 250  
  
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
654	87	94	71	403	457	118	66	13	460	113	27	46	608	277	377	166	170	318	654	-	297	357	38	353	84	179
12.9%	18.7%	11.7%	9.2%	13.3%	12.6%	13.8%	14.0%	11.2%	15.9%	6.6%	19.3%	4.2%	15.3%	12.2%	13.5%	14.8%	13.4%	11.9%	24.0%	-	9.6%	18.1%	15.0%	14.2%	12.1%	11.0%
460	52	58	55	295	324	84	45	7	277	127	23	67	393	244	216	160	119	181	460	-	276	184	32	229	74	126
9.1%	11.4%	7.2%	7.1%	9.8%	9.0%	9.8%	9.4%	6.1%	9.5%	7.4%	16.6%	6.2%	9.9%	10.7%	7.7%	14.2%	9.3%	6.8%	16.9%	-	8.9%	9.3%	12.7%	9.2%	10.6%	7.7%
681	69	65	121	425	459	141	68	13	389	226	24	118	563	356	324	209	183	289	681	-	443	238	29	342	84	225
13.4%	15.0%	8.1%	15.7%	14.0%	12.7%	16.5%	14.4%	11.2%	13.4%	13.1%	17.3%	11.0%	14.1%	15.7%	11.6%	18.6%	14.4%	10.8%	25.0%	-	14.4%	12.0%	11.8%	13.8%	12.1%	13.8%
930	75	92	126	637	674	153	83	20	550	304	28	187	743	450	480	205	238	488	930	-	640	291	37	434	119	340
18.4%	16.2%	11.4%	16.4%	21.0%	18.6%	17.9%	17.6%	17.6%	19.0%	17.7%	20.0%	17.4%	18.6%	19.8%	17.2%	18.2%	18.6%	18.3%	34.1%	-	20.7%	14.7%	14.8%	17.5%	17.1%	20.8%
2338	179	494	399	1267	1707	358	211	62	1225	954	38	659	1679	948	1391	384	566	1389	-	2338	1430	908	115	1126	335	763
46.2%	38.7%	61.6%	51.6%	41.9%	47.1%	41.9%	44.5%	53.9%	42.2%	55.3%	26.8%	61.2%	42.1%	41.7%	49.9%	34.2%	44.3%	52.1%	-	100.0%	46.3%	45.9%	45.7%	45.3%	48.1%	46.7%
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 275  
Q44. Normal weightings  
Q44. Are you a member of a trade union?  
Base: All Respondents

Unweighted Total  
Weighted Total  
Yes  
  
No  
  
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
1077	428	649	174	361	543	88	173	301	330	891	92	63	32	39	1007	31	370	637	212	260	259	323	311	674
21.3%	21.1%	21.4%	16.6%	21.8%	23.0%	20.5%	20.4%	23.6%	18.1%	20.4%	24.6%	27.9%	33.5%	11.1%	24.0%	6.1%	22.5%	24.9%	16.7%	20.7%	22.4%	25.7%	14.2%	27.5%
3986	1598	2388	872	1296	1816	340	673	972	1495	3481	281	162	63	314	3191	480	1276	1915	1057	998	896	933	1877	1777
78.7%	78.9%	78.6%	83.4%	78.2%	77.0%	79.5%	79.6%	76.4%	81.9%	79.6%	75.4%	72.1%	66.5%	88.9%	76.0%	93.9%	77.5%	75.1%	83.3%	79.3%	77.6%	74.3%	85.8%	72.5%
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 276  
Q44. Normal weightings  
Q44. Are you a member of a trade union?  
Base: All Respondents

Unweighted Total  
Weighted Total  
Yes  
  
No  
  
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
1077	50	135	197	695	805	169	84	19	404	613	23	1077	-	543	535	156	191	731	418	659	716	361	44	501	136	397
21.3%	10.8%	16.9%	25.5%	22.9%	22.2%	19.8%	17.7%	16.5%	13.9%	35.6%	16.7%	100.0%	-	23.9%	19.2%	13.8%	15.0%	27.4%	15.3%	28.2%	23.2%	18.2%	17.4%	20.2%	19.5%	24.3%
3986	412	666	575	2333	2816	684	390	96	2497	1111	116	-	3986	1732	2254	968	1085	1933	2307	1679	2369	1617	207	1983	560	1236
78.7%	89.2%	83.1%	74.5%	77.1%	77.8%	80.2%	82.3%	83.5%	86.1%	64.4%	83.3%	-	100.0%	76.1%	80.8%	86.2%	85.0%	72.6%	84.7%	71.8%	76.8%	81.8%	82.6%	79.8%	80.5%	75.7%
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 277  
Q45. Normal weightings  
Q45. Which of the following statements is true about you?  
Base: All Respondents

Unweighted Total  
Weighted Total  
I am currently enrolled in a workplace pension scheme  
  
I am currently saving privately for a pension in a formal pension scheme not linked to my employer  
I am currently saving privately for a pension, but not in a formal pension scheme  
  
I am not currently saving for a pension  
  
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
2638	1116	1522	436	925	1277	200	441	684	949	2275	199	114	50	95	2452	92	769	1683	475	671	653	773	856	1552
52.1%	55.1%	50.1%	41.7%	55.8%	54.2%	46.9%	52.2%	53.7%	52.0%	52.0%	53.5%	50.8%	53.0%	26.9%	58.4%	17.9%	46.7%	65.9%	37.4%	53.4%	56.5%	61.6%	39.1%	63.3%
465	223	241	125	161	179	52	82	107	165	407	26	21	10	54	369	42	139	230	139	102	107	104	213	218
9.2%	11.0%	7.9%	11.9%	9.7%	7.6%	12.3%	9.7%	8.4%	9.0%	9.3%	7.1%	9.6%	10.7%	15.3%	8.8%	8.2%	8.4%	9.0%	10.9%	8.1%	9.3%	8.3%	9.7%	8.9%
236	124	112	45	58	133	26	33	64	83	206	13	10	7	26	166	43	69	97	54	54	56	65	109	106
4.7%	6.1%	3.7%	4.3%	3.5%	5.6%	6.0%	3.9%	5.0%	4.6%	4.7%	3.4%	4.3%	7.8%	7.4%	4.0%	8.5%	4.2%	3.8%	4.2%	4.3%	4.8%	5.2%	5.0%	4.3%
1725	562	1162	440	513	769	149	289	418	627	1485	134	79	27	178	1212	334	670	542	602	431	339	313	1009	575
34.1%	27.8%	38.3%	42.1%	31.0%	32.6%	34.9%	34.2%	32.9%	34.4%	34.0%	36.0%	35.2%	28.5%	50.4%	28.9%	65.3%	40.7%	21.2%	47.4%	34.3%	29.4%	25.0%	46.1%	23.4%
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 278  
Q45. Normal weightings  
Q45. Which of the following statements is true about you?  
Base: All Respondents

Unweighted Total  
Weighted Total  
I am currently enrolled in a workplace pension scheme  
  
I am currently saving privately for a pension in a formal pension scheme not linked to my employer  
I am currently saving privately for a pension, but not in a formal pension scheme  
  
I am not currently saving for a pension  
  
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
2638	177	366	447	1649	2002	379	208	49	1364	1122	52	841	1797	1275	1364	433	598	1608	1016	1623	1867	771	112	1237	357	931
52.1%	38.4%	45.6%	57.9%	54.5%	55.3%	44.5%	43.8%	42.4%	47.0%	65.1%	37.5%	78.1%	45.1%	56.0%	48.9%	38.5%	46.9%	60.3%	37.3%	69.4%	60.5%	39.0%	44.9%	49.8%	51.4%	57.0%
465	47	65	43	310	360	71	26	7	294	127	18	85	380	251	213	155	116	193	365	100	313	152	14	240	51	159
9.2%	10.1%	8.1%	5.6%	10.2%	10.0%	8.4%	5.4%	6.5%	10.1%	7.4%	13.0%	7.9%	9.5%	11.1%	7.6%	13.8%	9.1%	7.2%	13.4%	4.3%	10.2%	7.7%	5.7%	9.7%	7.3%	9.8%
236	23	32	27	153	172	46	13	5	157	52	13	28	207	77	159	59	70	107	176	60	145	90	17	110	28	82
4.7%	5.0%	4.0%	3.5%	5.1%	4.7%	5.4%	2.8%	4.4%	5.4%	3.0%	9.1%	2.6%	5.2%	3.4%	5.7%	5.2%	5.5%	4.0%	6.5%	2.6%	4.7%	4.6%	6.6%	4.4%	4.0%	5.0%
1725	215	339	255	916	1087	356	227	54	1087	423	56	123	1601	672	1053	476	492	756	1169	556	760	965	107	897	260	461
34.1%	46.5%	42.3%	33.1%	30.2%	30.0%	41.8%	47.9%	46.7%	37.5%	24.5%	40.4%	11.4%	40.2%	29.5%	37.8%	42.4%	38.5%	28.4%	42.9%	23.8%	24.6%	48.8%	42.8%	36.1%	37.3%	28.2%
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 279  
Q46. Normal weightings  
Q46. How many different jobs do you work each week?  
Base: All Respondents

Unweighted Total  
Weighted Total  
1  
2  
3  
4  
5+  
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
3925	1572	2353	823	1285	1815	315	630	991	1421	3357	311	180	77	243	3316	367	1267	2048	915	993	909	1001	1669	1897
77.5%	77.6%	77.5%	78.7%	77.5%	77.0%	73.6%	74.5%	77.8%	77.9%	76.8%	83.7%	80.0%	81.4%	68.7%	79.0%	71.7%	77.0%	80.3%	72.0%	79.0%	78.8%	79.7%	76.3%	77.4%
663	242	421	152	206	305	66	128	152	248	595	39	20	10	72	508	83	252	256	217	155	128	151	320	310
13.1%	12.0%	13.8%	14.6%	12.4%	12.9%	15.4%	15.2%	12.0%	13.6%	13.6%	10.3%	8.8%	10.7%	20.4%	12.1%	16.2%	15.3%	10.0%	17.1%	12.3%	11.1%	12.1%	14.6%	12.6%
215	92	124	45	71	100	20	46	50	71	187	14	11	2	27	160	28	68	92	74	50	51	37	115	86
4.3%	4.5%	4.1%	4.3%	4.3%	4.2%	4.7%	5.5%	3.9%	3.9%	4.3%	3.9%	5.1%	2.2%	7.6%	3.8%	5.5%	4.1%	3.6%	5.8%	3.9%	4.4%	2.9%	5.3%	3.5%
66	27	39	11	24	31	9	8	21	21	59	3	3	1	5	52	10	23	29	21	17	17	10	29	34
1.3%	1.3%	1.3%	1.1%	1.4%	1.3%	2.0%	1.0%	1.7%	1.2%	1.4%	0.8%	1.2%	1.1%	1.4%	1.2%	1.9%	1.4%	1.1%	1.7%	1.4%	1.5%	0.8%	1.3%	1.4%
194	93	101	14	72	108	19	33	59	63	174	5	11	4	7	163	24	36	126	42	43	49	57	54	123
3.8%	4.6%	3.3%	1.4%	4.3%	4.6%	4.3%	3.9%	4.6%	3.4%	4.0%	1.3%	4.8%	4.5%	1.9%	3.9%	4.8%	2.2%	5.0%	3.3%	3.4%	4.3%	4.5%	2.5%	5.0%
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 280  
Q46. Normal weightings  
Q46. How many different jobs do you work each week?  
Base: All Respondents

Unweighted Total  
Weighted Total

1

2

3

4

5+

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
3925	358	656	620	2292	2829	650	363	84	2287	1301	101	785	3140	1764	2162	836	1003	2086	2041	1884	2380	1545	184	1947	571	1223
77.5%	77.5%	81.8%	80.3%	75.7%	78.1%	76.2%	76.6%	72.5%	78.8%	75.4%	72.4%	72.9%	78.8%	77.5%	77.5%	74.4%	78.6%	78.3%	74.9%	80.6%	77.1%	78.1%	73.5%	78.4%	82.1%	74.8%
663	67	91	98	408	452	120	72	20	352	257	24	155	508	292	371	191	163	309	395	268	373	290	36	297	73	257
13.1%	14.4%	11.3%	12.7%	13.5%	12.5%	14.1%	15.1%	17.1%	12.1%	14.9%	17.4%	14.4%	12.7%	12.8%	13.3%	17.0%	12.8%	11.6%	14.5%	11.5%	12.1%	14.7%	14.4%	12.0%	10.4%	15.7%
215	19	28	12	157	152	44	13	6	110	82	6	63	153	107	108	59	65	91	140	75	140	76	16	110	31	59
4.3%	4.1%	3.5%	1.5%	5.2%	4.2%	5.2%	2.7%	5.3%	3.8%	4.8%	4.6%	5.8%	3.8%	4.7%	3.9%	5.3%	5.1%	3.4%	5.1%	3.2%	4.5%	3.8%	6.2%	4.4%	4.4%	3.6%
66	9	9	7	42	48	11	6	1	41	16	4	15	51	30	36	17	18	31	41	25	45	21	3	35	4	24
1.3%	2.0%	1.1%	0.9%	1.4%	1.3%	1.3%	1.3%	0.9%	1.4%	0.9%	2.7%	1.4%	1.3%	1.3%	1.3%	1.5%	1.4%	1.1%	1.5%	1.1%	1.5%	1.0%	1.3%	1.4%	0.6%	1.5%
194	9	19	35	130	140	28	21	5	110	68	4	59	134	82	112	20	27	147	107	86	148	46	12	95	17	71
3.8%	2.0%	2.4%	4.6%	4.3%	3.9%	3.3%	4.4%	4.2%	3.8%	4.0%	2.9%	5.5%	3.4%	3.6%	4.0%	1.8%	2.1%	5.5%	3.9%	3.7%	4.8%	2.3%	4.6%	3.8%	2.5%	4.3%
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%

Table 281

Q47. Normal weightings

Q47. Approximately what proportion of your income comes from your “main” job (the one which you earn the largest amount of your income from)?

Base: Those who work more than one job per week

	Total		Gender		Age			Region6 + 1								Contract			Contracted Hours		Household Equivalised Income Quartiles				Hourly wage																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
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**JRF Survey**  
Prepared on behalf of JRF

Table 282

Q47. Normal weightings

Q47. Approximately what proportion of your income comes from your “main” job (the one which you earn the largest amount of your income from)?

Base: Those who work more than one job per week

	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	1133	125	137	180	691	785	205	111	32	609	422	40	290	843	511	622	288	274	571	678	455	696	437	64	537	123	409
Weighted Total	1138	104	146	152	737	792	203	111	32	614	424	39	292	846	511	627	288	273	578	684	455	705	433	66	537	125	411
40% or less	59	7	9	8	35	36	9	10	4	30	18	3	11	48	22	37	14	12	33	41	18	15	44	6	29	4	19
	5.2%	6.4%	5.8%	5.6%	4.8%	4.5%	4.3%	9.2%	13.4%	4.9%	4.3%	7.7%	3.7%	5.7%	4.3%	5.9%	4.7%	4.5%	5.7%	6.0%	4.0%	2.2%	10.1%	9.6%	5.4%	3.4%	4.6%
45%	53	5	6	11	31	33	13	5	3	23	25	4	19	35	35	19	35	9	10	45	8	34	19	5	34	7	7
	4.7%	4.8%	4.4%	7.2%	4.2%	4.1%	6.3%	4.4%	9.3%	3.7%	5.9%	9.9%	6.4%	4.1%	6.8%	3.0%	12.1%	3.3%	1.6%	6.6%	1.8%	4.8%	4.5%	7.3%	6.4%	6.0%	1.6%
50% - half	154	12	15	19	108	108	27	13	5	76	57	7	38	115	82	71	60	27	67	112	42	84	69	9	76	15	53
	13.5%	12.0%	10.2%	12.2%	14.6%	13.6%	13.5%	12.1%	15.3%	12.4%	13.6%	18.2%	13.1%	13.6%	16.1%	11.3%	20.9%	9.9%	11.5%	16.3%	9.3%	11.9%	16.0%	14.1%	14.2%	12.1%	12.9%
55%	47	5	4	4	33	33	8	3	2	25	17	1	14	32	24	22	23	8	15	35	11	30	16	1	21	7	17
	4.1%	4.8%	2.9%	2.8%	4.5%	4.2%	4.2%	2.7%	6.0%	4.2%	4.1%	2.2%	4.9%	3.8%	4.7%	3.6%	8.1%	3.0%	2.6%	5.1%	2.5%	4.3%	3.7%	1.3%	3.9%	5.8%	4.2%
60%	71	7	11	6	48	52	14	2	3	41	24	5	23	48	37	34	27	22	22	53	19	46	25	2	26	10	33
	6.3%	6.4%	7.3%	3.9%	6.5%	6.5%	7.1%	1.9%	9.3%	6.7%	5.6%	13.2%	7.9%	5.7%	7.2%	5.4%	9.4%	8.0%	3.8%	7.7%	4.1%	6.6%	5.7%	3.2%	4.9%	8.0%	8.0%
65% - about two thirds	60	4	6	10	39	47	7	5	1	32	24	2	18	42	32	28	19	14	27	36	24	40	20	2	28	5	25
	5.3%	4.0%	4.4%	6.7%	5.4%	6.0%	3.5%	4.4%	3.3%	5.3%	5.7%	4.4%	6.2%	5.0%	6.3%	4.4%	6.6%	5.1%	4.7%	5.3%	5.3%	5.7%	4.6%	2.9%	5.2%	4.1%	6.1%
70%	47	7	5	8	27	34	8	3	3	21	22	1	9	38	27	20	12	14	21	24	23	26	21	4	21	6	16
	4.1%	6.4%	3.6%	5.6%	3.6%	4.3%	3.8%	2.5%	9.3%	3.4%	5.3%	2.2%	3.0%	4.5%	5.3%	3.2%	4.1%	5.3%	3.6%	3.5%	5.1%	3.8%	4.7%	6.1%	4.0%	4.8%	3.8%
75% - three quarters	85	10	13	13	49	56	19	7	3	45	32	2	17	68	40	45	21	24	40	51	34	51	35	2	36	12	35
	7.5%	9.6%	8.8%	8.9%	6.7%	7.1%	9.4%	6.7%	8.6%	7.4%	7.6%	4.9%	5.9%	8.0%	7.8%	7.2%	7.3%	8.9%	6.9%	7.5%	7.5%	7.2%	8.0%	3.2%	6.6%	9.7%	8.6%
80%	82	10	11	9	52	54	20	7	1	46	30	3	17	65	33	49	14	34	35	53	29	44	38	5	33	7	37
	7.2%	9.6%	7.3%	6.1%	7.1%	6.8%	9.7%	6.7%	3.3%	7.5%	7.1%	7.7%	5.7%	7.7%	6.5%	7.8%	4.7%	12.5%	6.0%	7.8%	6.3%	6.3%	8.7%	7.7%	6.1%	5.6%	9.0%
85%	55	4	5	6	39	40	8	7	-	26	25	3	15	40	21	34	11	17	27	28	27	37	18	-	25	8	21
	4.8%	4.0%	3.6%	3.9%	5.4%	5.0%	3.9%	6.3%	-	4.2%	5.8%	6.5%	5.1%	4.7%	4.2%	5.4%	3.8%	6.1%	4.7%	4.1%	5.8%	5.3%	4.1%	-	4.7%	6.7%	5.2%
90% or more	426	33	61	56	275	300	70	48	7	248	149	9	111	314	157	269	53	91	282	206	220	296	129	30	207	42	147
	37.4%	32.0%	41.6%	37.2%	37.3%	37.9%	34.5%	43.2%	22.0%	40.4%	35.2%	23.1%	38.0%	37.2%	30.7%	42.8%	18.3%	33.4%	48.7%	30.1%	48.3%	42.0%	29.9%	44.6%	38.5%	33.8%	35.8%
SIGMA	1138	104	146	152	737	792	203	111	32	614	424	39	292	846	511	627	288	273	578	684	455	705	433	66	537	125	411
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 283

Q48. Normal weightings

Q48. Which of these qualifications do you have?(If your UK qualification is not listed, please tick the box that contains its nearest equivalent. If you have qualifications gained outside the UK please tick appropriate UK equivalent, if none please tick 'Other')

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
No Qualifications	266	123	143	27	40	199	22	46	65	92	225	25	12	3	20	209	37	104	105	94	71	62	29	178	73
	5.2%	6.1%	4.7%	2.5%	2.4%	8.4%	5.1%	5.5%	5.1%	5.0%	5.1%	6.8%	5.4%	3.4%	5.6%	5.0%	7.3%	6.3%	4.1%	7.4%	5.6%	5.4%	2.3%	8.2%	3.0%
A formal apprenticeship	151	101	50	36	41	73	12	20	45	60	136	9	1	4	6	131	14	40	91	46	27	46	29	62	84
	3.0%	5.0%	1.6%	3.5%	2.5%	3.1%	2.8%	2.3%	3.5%	3.3%	3.1%	2.4%	*	4.5%	1.7%	3.1%	2.7%	2.4%	3.6%	3.6%	2.2%	4.0%	2.3%	2.8%	3.4%
NVQs/GNVQs/RSA Diploma	1069	368	702	183	427	459	64	191	307	382	943	48	54	24	74	898	97	387	511	307	274	215	250	494	495
	21.1%	18.1%	23.1%	17.5%	25.8%	19.5%	14.9%	22.6%	24.1%	20.9%	21.6%	12.9%	24.1%	24.8%	21.0%	21.4%	19.0%	23.5%	20.0%	24.2%	21.8%	18.7%	19.9%	22.6%	20.2%
GCSEs/O-Levels/Standard Grades	2192	866	1326	435	673	1082	142	357	557	818	1875	169	110	39	142	1819	231	709	1110	554	544	500	540	960	1055
	43.3%	42.7%	43.7%	41.6%	40.6%	45.9%	33.2%	42.2%	43.8%	44.9%	42.9%	45.3%	48.8%	41.3%	40.3%	43.3%	45.1%	43.1%	43.5%	43.6%	43.3%	43.3%	43.0%	43.9%	43.1%
Diploma (General)	379	139	240	92	150	138	41	51	103	142	337	22	13	7	28	317	35	132	185	109	79	90	94	154	193
	7.5%	6.9%	7.9%	8.8%	9.0%	5.9%	9.7%	6.0%	8.1%	7.8%	7.7%	5.8%	5.8%	7.8%	7.8%	7.5%	6.9%	8.0%	7.3%	8.6%	6.3%	7.8%	7.5%	7.0%	7.9%
AS-Levels / Scottish Highers	354	119	235	188	102	64	39	50	66	120	275	58	19	3	27	291	36	108	183	90	80	86	93	177	137
	7.0%	5.9%	7.7%	18.0%	6.2%	2.7%	9.0%	5.9%	5.2%	6.6%	6.3%	15.5%	8.5%	3.1%	7.8%	6.9%	6.9%	6.6%	7.2%	7.1%	6.3%	7.5%	7.4%	8.1%	5.6%
A-Levels / Advanced Highers	953	367	586	308	332	312	87	154	256	368	865	36	33	18	75	791	87	292	499	231	222	227	255	400	453
	18.8%	18.1%	19.3%	29.5%	20.0%	13.2%	20.4%	18.2%	20.1%	20.1%	19.8%	9.7%	14.9%	19.2%	21.2%	18.8%	16.9%	17.7%	19.6%	18.2%	17.6%	19.6%	20.3%	18.3%	18.5%
Professional Qualifications (i e Teaching, Nursing, Accountancy)	556	219	337	74	168	314	45	95	138	206	483	34	28	10	41	451	64	174	277	93	132	136	184	142	354
	11.0%	10.8%	11.1%	7.1%	10.1%	13.3%	10.5%	11.2%	10.8%	11.3%	11.1%	9.2%	12.5%	10.7%	11.5%	10.8%	12.5%	10.6%	10.9%	7.3%	10.5%	11.8%	14.7%	6.5%	14.5%
Degree/Postgraduate Degree (i e BA, BSc, MA, MSc, MRes, MBA, PGCE)	1195	468	727	368	446	381	150	197	310	386	1043	79	54	19	92	991	112	314	677	218	299	304	343	404	642
	23.6%	23.1%	23.9%	35.2%	26.9%	16.1%	35.1%	23.3%	24.3%	21.2%	23.9%	21.3%	24.0%	19.6%	26.1%	23.6%	21.9%	19.1%	26.5%	17.2%	23.8%	26.4%	27.3%	18.5%	26.2%
Other (incl Vocational training i e forklift licence, construction skills certification scheme (CSCS), food hygiene certificate & Foreign Qualifications)	445	219	227	64	118	263	32	79	107	155	373	48	18	6	27	366	52	135	232	103	108	105	117	183	229
	8.8%	10.8%	7.5%	6.2%	7.1%	11.1%	7.5%	9.3%	8.4%	8.5%	8.5%	12.9%	7.9%	6.5%	7.7%	8.7%	10.1%	8.2%	9.1%	8.1%	8.6%	9.1%	9.3%	8.4%	9.3%
SIGMA	7560	2988	4573	1777	2497	3284	634	1239	1955	2729	6556	528	342	134	532	6264	764	2394	3870	1844	1836	1771	1934	3154	3716
	149.3%	147.5%	150.5%	170.0%	150.7%	139.2%	148.2%	146.5%	153.5%	149.6%	150.0%	141.7%	152.4%	140.9%	150.6%	149.2%	149.3%	145.4%	151.7%	145.2%	146.0%	153.4%	154.0%	144.2%	151.6%

# JRF Survey

Prepared on behalf of JRF

Table 284

Q48. Normal weightings

Q48. Which of these qualifications do you have?(If your UK qualification is not listed, please tick the box that contains its nearest equivalent. If you have qualifications gained outside the UK please tick appropriate UK equivalent, if none please tick 'Other')

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
No Qualifications	266	28	59	25	153	168	45	47	6	150	78	6	47	219	69	196	38	63	164	144	122	142	124	250	12	2	1
	5.2%	6.1%	7.3%	3.3%	5.1%	4.6%	5.2%	9.9%	4.9%	5.2%	4.5%	4.4%	4.3%	5.5%	3.1%	7.0%	3.4%	5.0%	6.2%	5.3%	5.2%	4.6%	6.3%	100.0%	-	-	-
A formal apprenticeship	151	13	12	21	104	111	20	14	5	94	43	4	38	112	77	74	39	26	86	92	58	115	36	-	117	13	20
	3.0%	2.9%	1.5%	2.7%	3.4%	3.1%	2.4%	3.0%	4.6%	3.3%	2.5%	3.2%	3.5%	2.8%	3.4%	2.6%	3.4%	2.0%	3.2%	3.4%	2.5%	3.7%	1.8%	-	4.7%	1.8%	1.2%
NVQs/GNVQs/RSA Diploma	1069	92	148	257	572	711	215	121	22	566	396	35	250	820	490	579	209	243	618	572	497	609	460	-	843	102	124
	21.1%	19.8%	18.5%	33.3%	18.9%	19.6%	25.2%	25.6%	19.1%	19.5%	23.0%	25.2%	23.2%	20.6%	21.5%	20.8%	18.6%	19.0%	23.2%	21.0%	21.3%	19.7%	23.2%	-	33.9%	14.7%	7.6%
GCSEs/O-Levels/Standard Grades	2192	211	404	328	1249	1555	393	197	48	1254	740	48	427	1766	952	1240	440	518	1235	1133	1059	1310	883	-	1651	203	339
	43.3%	45.8%	50.4%	42.5%	41.3%	42.9%	46.1%	41.6%	41.2%	43.2%	42.9%	34.3%	39.6%	44.3%	41.9%	44.5%	39.2%	40.6%	46.4%	41.6%	45.3%	42.4%	44.6%	-	66.4%	29.2%	20.7%
Diploma (General)	379	31	56	68	224	263	74	32	10	187	151	14	95	284	202	177	104	103	173	226	154	214	165	-	264	27	89
	7.5%	6.7%	7.0%	8.8%	7.4%	7.3%	8.6%	6.8%	8.8%	6.4%	8.7%	9.9%	8.8%	7.1%	8.9%	6.3%	9.2%	8.1%	6.5%	8.3%	6.6%	6.9%	8.4%	-	10.6%	3.9%	5.4%
AS-Levels / Scottish Highers	354	35	63	38	219	257	60	31	7	185	137	8	64	290	165	190	120	103	132	186	169	220	135	-	159	85	111
	7.0%	7.6%	7.8%	4.9%	7.2%	7.1%	7.0%	6.5%	5.9%	6.4%	7.9%	5.5%	6.0%	7.3%	7.2%	6.8%	10.7%	8.1%	4.9%	6.8%	7.2%	7.1%	6.8%	-	6.4%	12.2%	6.8%
A-Levels / Advanced Highers	953	81	156	141	576	683	157	88	25	549	326	34	195	757	452	500	247	242	464	490	462	580	373	-	-	696	257
	18.8%	17.5%	19.4%	18.2%	19.0%	18.9%	18.4%	18.6%	21.3%	18.9%	18.9%	24.0%	18.1%	19.0%	19.9%	17.9%	22.0%	18.9%	17.4%	18.0%	19.8%	18.8%	18.8%	-	-	100.0%	15.7%
Professional Qualifications (i.e. Teaching, Nursing, Accountancy)	556	37	36	127	355	422	77	44	13	279	243	21	174	382	257	298	116	146	293	305	251	333	223	-	-	-	556
	11.0%	8.1%	4.5%	16.5%	11.7%	11.7%	9.0%	9.2%	11.4%	9.6%	14.1%	15.3%	16.1%	9.6%	11.3%	10.7%	10.3%	11.5%	11.0%	11.2%	10.7%	10.8%	11.3%	-	-	-	34.0%
Degree/Postgraduate Degree (i.e. BA, BSc, MA, MSc, MRes, MBA, PGCE)	1195	87	139	158	812	916	166	81	32	680	420	49	264	931	551	644	332	348	515	635	560	807	388	-	-	-	1195
	23.6%	18.7%	17.3%	20.4%	26.8%	25.3%	19.4%	17.2%	27.3%	23.4%	24.4%	35.1%	24.5%	23.4%	24.2%	23.1%	29.5%	27.3%	19.3%	23.3%	24.0%	26.1%	19.6%	-	-	-	73.2%
Other (incl. Vocational training i.e. forklift licence, construction skills certification scheme (CSCS), food hygiene certificate & Foreign Qualifications)	445	44	68	75	258	314	67	52	13	249	153	17	91	355	177	268	104	107	234	198	248	267	178	-	272	58	115
	8.8%	9.5%	8.5%	9.7%	8.5%	8.7%	7.9%	11.0%	11.0%	8.6%	8.9%	11.8%	8.4%	8.9%	7.8%	9.6%	9.3%	8.4%	8.8%	7.2%	10.6%	8.7%	9.0%	-	11.0%	8.3%	7.0%
SIGMA	7560	659	1141	1238	4523	5399	1273	708	180	4194	2688	236	1644	5916	3394	4167	1748	1899	3913	3981	3580	4596	2964	250	3318	1186	2806
	149.3%	142.7%	142.3%	160.4%	149.3%	149.1%	149.3%	149.4%	155.6%	144.6%	155.9%	168.6%	152.6%	148.4%	149.2%	149.4%	155.5%	148.8%	146.9%	146.1%	153.1%	148.9%	149.9%	100.0%	133.6%	170.5%	171.8%

Survation.

**Table 285**  
**Q49. Normal weightings**  
**Q49. What kind of accommodation do you live 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	
Owner/occupier	2380	961	1418	191	769	1418	121	443	651	853	2067	159	109	44	127	2034	219	797	1236	437	556	597	738	816	1338	
	47.0%	47.4%	46.7%	18.3%	46.4%	60.1%	28.3%	52.4%	51.1%	46.7%	47.3%	42.7%	48.7%	46.4%	36.0%	48.4%	42.7%	48.4%	48.5%	34.4%	44.2%	51.7%	58.7%	37.3%	54.6%	
Rented from private landlord	1172	474	698	415	430	327	139	191	253	451	1033	65	52	23	106	950	117	316	634	312	273	259	283	580	499	
	23.2%	23.4%	23.0%	39.7%	26.0%	13.9%	32.4%	22.6%	19.8%	24.7%	23.6%	17.5%	23.0%	23.9%	30.0%	22.6%	22.8%	19.2%	24.9%	24.6%	21.7%	22.4%	22.5%	26.5%	20.4%	
Rented from council	562	214	348	109	165	288	79	75	146	171	471	66	22	4	39	458	65	201	257	210	154	108	79	305	229	
	11.1%	10.6%	11.5%	10.4%	10.0%	12.2%	18.4%	8.9%	11.5%	9.4%	10.8%	17.6%	9.7%	4.2%	11.0%	10.9%	12.8%	12.2%	10.1%	16.5%	12.2%	9.4%	6.3%	13.9%	9.3%	
Rented from housing association	492	206	286	83	172	237	40	73	121	174	408	57	20	7	46	404	42	179	225	150	141	109	79	259	204	
	9.7%	10.2%	9.4%	7.9%	10.4%	10.0%	9.2%	8.6%	9.5%	9.5%	9.3%	15.4%	8.7%	7.6%	13.0%	9.6%	8.1%	10.9%	8.8%	11.8%	11.2%	9.4%	6.3%	11.8%	8.3%	
Living with parent(s) / family	410	150	260	238	110	62	46	54	93	157	350	24	21	15	30	321	59	139	182	142	127	74	65	208	163	
	8.1%	7.4%	8.5%	22.7%	6.6%	2.6%	10.7%	6.4%	7.3%	8.6%	8.0%	6.3%	9.4%	15.6%	8.6%	7.6%	11.4%	8.4%	7.1%	11.2%	10.1%	6.4%	5.2%	9.5%	6.6%	
Tied accommodation	23	13	10	7	4	12	3	5	4	11	23	-	-	-	4	14	5	4	10	7	3	6	7	8	9	
	*	0.6%	*	0.7%	*	0.5%	0.7%	0.6%	*	0.6%	0.5%	-	-	-	1.1%	*	1.0%	*	*	0.6%	*	0.5%	0.6%	*	*	
Other (required)	24	7	17	3	6	15	1	5	5	8	19	2	1	2	1	18	5	11	7	11	4	2	5	12	9	
	*	*	0.6%	*	*	0.6%	*	0.6%	*	*	*	*	*	2.2%	*	*	1.0%	0.7%	*	0.9%	*	*	*	*	0.6%	*
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 286**  
**Q49. Normal weightings**  
**Q49. What kind of accommodation do you live 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
Owner/occupier	2380	168	310	339	1563	1851	316	171	42	1377	856	53	637	1742	1160	1219	294	498	1588	1201	1179	1412	967	100	1136	325	818
	47.0%	36.4%	38.7%	43.9%	51.6%	51.1%	37.0%	36.0%	36.6%	47.5%	49.6%	38.2%	59.1%	43.7%	51.0%	43.7%	26.1%	39.1%	59.6%	44.1%	50.4%	45.8%	48.9%	39.8%	45.8%	46.7%	50.1%
Rented from private landlord	1172	133	212	189	638	808	213	124	27	734	337	28	175	998	514	659	402	359	411	666	507	785	387	43	503	178	448
	23.2%	28.8%	26.5%	24.5%	21.1%	22.3%	25.0%	26.1%	23.7%	25.3%	19.5%	20.0%	16.2%	25.0%	22.6%	23.6%	35.8%	28.2%	15.4%	24.4%	21.7%	25.5%	19.6%	17.4%	20.3%	25.5%	27.4%
Rented from council	562	60	93	116	293	337	117	82	25	292	207	17	105	457	254	308	136	147	279	322	240	326	236	52	362	59	88
	11.1%	13.0%	11.6%	15.1%	9.7%	9.3%	13.8%	17.4%	21.6%	10.1%	12.0%	12.4%	9.8%	11.5%	11.2%	11.0%	12.1%	11.5%	10.5%	11.8%	10.3%	10.6%	11.9%	20.9%	14.6%	8.5%	5.4%
Rented from housing association	492	51	95	68	278	305	111	66	10	276	158	24	84	408	226	266	116	134	242	281	211	296	196	44	290	58	100
	9.7%	11.0%	11.8%	8.8%	9.2%	8.4%	13.0%	14.0%	8.4%	9.5%	9.2%	17.3%	7.8%	10.2%	9.9%	9.5%	10.3%	10.5%	9.1%	10.3%	9.0%	9.6%	9.9%	17.7%	11.7%	8.3%	6.1%
Living with parent(s) / family	410	44	86	56	224	288	85	28	9	203	149	10	67	343	106	303	161	128	120	227	183	239	171	9	170	69	161
	8.1%	9.5%	10.8%	7.2%	7.4%	8.0%	10.0%	5.9%	7.9%	7.0%	8.6%	6.8%	6.2%	8.6%	4.7%	10.9%	14.4%	10.0%	4.5%	8.3%	7.8%	7.7%	8.7%	3.7%	6.8%	10.0%	9.9%
Tied accommodation	23	2	1	3	17	17	5	1	-	9	9	3	7	16	9	15	6	5	12	16	7	16	7	1	12	2	8
	*	0.5%	*	*	0.6%	*	0.6%	*	-	*	0.5%	2.3%	0.7%	*	*	0.5%	0.6%	*	*	0.6%	*	0.5%	*	*	*	*	*
Other (required)	24	3	4	2	15	15	5	2	2	10	8	4	2	22	5	19	8	5	11	13	12	11	13	-	10	5	9
	*	0.7%	0.5%	*	*	*	0.6%	*	1.8%	*	*	2.9%	*	0.6%	*	0.7%	0.7%	*	*	*	*	0.7%	*	-	*	0.7%	0.5%
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 287**  
**Q50. Normal weightings**  
**Q50. How much does your household pay on average in mortgage repayments each month? Include the whole cost of the mortgage repayments, even if part is covered by housing benefits.**  
**Base: Owner/Occupier of accomodation**

	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	2361	937	1424	187	760	1412	117	441	649	845	2052	157	108	44	129	2012	220	797	1215	435	548	591	734	822	1319	
Weighted Total	2380	961	1418	191	769	1418	121	443	651	853	2067	159	109	44	127	2034	219	797	1236	437	556	597	738	816	1338	
Nothing - no mortgage	881	356	525	38	135	706	37	156	253	331	777	50	44	10	62	703	117	353	349	180	201	216	253	320	468	
	37.0%	37.1%	37.0%	20.1%	17.6%	49.8%	30.7%	35.3%	38.9%	38.8%	37.6%	31.1%	40.6%	23.1%	48.9%	34.5%	53.3%	44.3%	28.3%	41.1%	36.2%	36.2%	34.3%	39.3%	35.0%	
Under £100	62	26	37	4	7	51	6	9	19	24	58	2	2	-	5	47	11	21	25	20	15	11	16	26	33	
	2.6%	2.7%	2.6%	2.1%	0.9%	3.6%	4.9%	1.9%	3.0%	2.9%	2.8%	1.3%	2.0%	-	3.7%	2.3%	5.0%	2.7%	2.1%	4.5%	2.8%	1.9%	2.2%	3.2%	2.5%	
£100 - £199	133	56	77	8	40	85	4	36	35	41	116	8	7	2	5	112	15	39	74	31	36	33	31	55	62	
	5.6%	5.8%	5.4%	4.3%	5.2%	6.0%	3.3%	8.1%	5.4%	4.8%	5.6%	5.1%	6.2%	3.8%	4.0%	5.5%	7.1%	4.9%	6.0%	7.1%	6.4%	5.5%	4.2%	6.7%	4.6%	
£200 - £399	472	195	277	28	192	252	11	87	130	168	395	47	16	14	19	419	34	132	287	78	120	137	128	163	277	
	19.9%	20.3%	19.5%	14.9%	25.0%	17.8%	8.9%	19.6%	20.0%	19.6%	19.1%	29.7%	14.6%	31.7%	15.3%	20.6%	15.4%	16.5%	23.2%	17.8%	21.5%	22.9%	17.4%	20.0%	20.7%	
£400 - £599	446	161	285	53	198	194	14	92	133	132	371	30	33	11	18	407	21	139	268	66	90	103	182	144	259	
	18.7%	16.8%	20.1%	27.9%	25.8%	13.7%	11.6%	20.7%	20.5%	15.5%	18.0%	19.1%	30.2%	25.5%	13.9%	20.0%	9.7%	17.5%	21.6%	15.1%	16.2%	17.3%	24.6%	17.6%	19.4%	
£600 - £799	222	90	132	23	119	80	17	35	57	90	199	10	6	7	8	202	12	61	141	31	57	53	79	48	153	
	9.3%	9.4%	9.3%	12.2%	15.5%	5.6%	13.9%	8.0%	8.8%	10.5%	9.6%	6.3%	5.4%	15.9%	6.0%	9.9%	5.5%	7.7%	11.4%	7.2%	10.3%	8.9%	10.7%	5.9%	11.5%	
£800 - £999	60	31	29	5	24	31	10	12	7	28	57	3	-	-	4	53	3	14	39	9	14	17	21	15	36	
	2.5%	3.2%	2.1%	2.8%	3.1%	2.2%	7.9%	2.6%	1.1%	3.3%	2.7%	2.0%	-	-	3.4%	2.6%	1.4%	1.7%	3.1%	2.0%	2.5%	2.8%	2.8%	1.8%	2.7%	
£1,000 - £1,249	48	25	23	16	24	8	12	6	8	17	43	4	-	-	1	43	4	19	24	6	12	14	14	21	21	
	2.0%	2.6%	1.6%	8.3%	3.1%	0.6%	9.8%	1.4%	1.2%	2.0%	2.1%	2.7%	-	-	0.8%	2.1%	1.8%	2.3%	1.9%	1.4%	2.2%	2.4%	1.9%	2.6%	1.6%	
£1,250 - £1,499	24	9	16	8	10	5	2	5	2	10	20	3	1	-	1	22	1	13	10	8	5	6	4	15	8	
	1.0%	0.9%	1.1%	4.3%	1.4%	*	1.8%	1.2%	*	1.2%	1.0%	2.0%	1.0%	-	0.8%	1.1%	*	1.6%	0.8%	1.9%	0.9%	1.1%	0.6%	1.8%	0.6%	
£1,500 - £1,749	11	4	7	2	7	2	2	3	1	5	11	-	-	-	2	9	-	-	9	4	-	4	2	2	7	
	*	*	0.5%	1.0%	0.9%	*	1.8%	0.7%	*	0.6%	0.5%	-	-	-	1.7%	*	-	-	0.7%	0.9%	-	0.7%	*	*	0.5%	
£1,750 - £1,999	8	3	5	-	5	3	3	-	-	4	7	1	-	-	-	7	1	3	4	3	2	1	2	2	6	
	*	*	*	-	0.7%	*	2.6%	-	-	*	*	0.7%	-	-	-	*	*	*	*	0.7%	*	*	*	*	*	
£2,000 - £2,499	5	3	2	2	2	1	1	1	1	2	5	-	-	-	-	5	-	1	4	-	3	-	2	2	3	
	*	*	*	1.1%	*	*	0.9%	*	*	*	*	-	-	-	-	*	-	*	*	-	0.6%	-	*	*	*	
£2,500 - £2,999	3	1	2	1	2	-	1	1	1	-	3	-	-	-	2	1	-	-	1	1	-	-	2	1	2	
	*	*	*	*	*	-	0.9%	*	*	-	*	-	-	-	1.5%	*	-	-	*	*	-	-	*	*	*	
£3,000 or more	3	1	2	1	2	-	1	-	2	-	3	-	-	-	-	3	-	2	1	-	1	-	2	2	1	
	*	*	*	*	*	-	0.9%	-	*	-	*	-	-	-	-	*	-	*	*	-	*	-	*	*	*	
SIGMA	2380	961	1418	191	769	1418	121	443	651	853	2067	159	109	44	127	2034	219	797	1236	437	556	597	738	816	1338	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 288**  
**Q50. Normal weightings**  
**Q50. How much does your household pay on average in mortgage repayments each month? Include the whole cost of the mortgage repayments, even if part is covered by housing benefits.**  
**Base: Owner/Occupier of accomodation**

	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	2361	202	291	402	1466	1835	315	169	42	1361	852	55	632	1729	1145	1216	292	495	1574	1185	1176	1388	973	97	1131	319	814
Weighted Total	2380	168	310	339	1563	1851	316	171	42	1377	856	53	637	1742	1160	1219	294	498	1588	1201	1179	1412	967	100	1136	325	818
Nothing - no mortgage	881	71	132	127	551	740	81	51	10	499	331	18	225	656	234	647	97	190	594	419	462	420	462	61	406	102	312
	37.0%	42.1%	42.6%	37.6%	35.3%	40.0%	25.6%	29.7%	23.6%	36.2%	38.7%	34.5%	35.3%	37.7%	20.2%	53.1%	33.1%	38.2%	37.4%	34.9%	39.2%	29.7%	47.7%	61.1%	35.7%	31.5%	38.1%
Under £100	62	6	7	8	42	44	13	4	1	47	16	-	12	51	23	39	13	13	37	31	31	27	36	4	32	10	17
	2.6%	3.5%	2.4%	2.2%	2.7%	2.4%	4.0%	2.5%	2.5%	3.4%	1.8%	-	1.8%	2.9%	2.0%	3.2%	4.3%	2.6%	2.3%	2.6%	2.6%	1.9%	3.7%	4.3%	2.8%	3.0%	2.1%
£100 - £199	133	10	22	23	78	112	14	4	3	71	41	6	31	102	58	75	17	22	95	74	59	85	48	4	65	22	42
	5.6%	5.9%	7.2%	6.7%	5.0%	6.1%	4.3%	2.5%	6.5%	5.2%	4.8%	12.0%	4.8%	5.9%	5.0%	6.2%	5.6%	4.3%	6.0%	6.1%	5.0%	6.0%	5.0%	4.3%	5.7%	6.8%	5.1%
£200 - £399	472	31	68	59	314	353	76	36	7	279	165	11	122	350	256	216	53	90	329	233	240	321	152	12	251	84	125
	19.9%	18.3%	22.0%	17.4%	20.1%	19.1%	24.0%	21.3%	16.5%	20.2%	19.2%	19.8%	19.2%	20.1%	22.1%	17.7%	17.9%	18.1%	20.8%	19.4%	20.3%	22.7%	15.7%	12.4%	22.1%	25.9%	15.3%
£400 - £599	446	33	52	72	289	316	82	41	7	259	156	10	122	324	297	149	51	103	292	233	213	283	163	13	233	60	140
	18.7%	19.8%	16.8%	21.1%	18.5%	17.1%	26.1%	23.7%	16.0%	18.8%	18.2%	17.8%	19.1%	18.6%	25.6%	12.2%	17.3%	20.7%	18.4%	19.4%	18.1%	20.1%	16.8%	12.6%	20.5%	18.4%	17.2%
£600 - £799	222	12	15	35	161	157	34	24	7	114	97	7	74	149	171	51	28	41	153	119	103	154	68	1	100	25	96
	9.3%	6.9%	4.8%	10.2%	10.3%	8.5%	10.8%	14.0%	17.1%	8.3%	11.3%	13.9%	11.5%	8.5%	14.7%	4.2%	9.5%	8.3%	9.6%	9.9%	8.7%	10.9%	7.0%	1.1%	8.8%	7.6%	11.8%
£800 - £999	60	2	10	5	44	42	6	9	3	42	16	1	19	42	46	14	10	13	36	27	33	46	14	1	18	5	36
	2.5%	1.0%	3.1%	1.5%	2.8%	2.3%	2.0%	5.0%	7.6%	3.0%	1.9%	2.0%	2.9%	2.4%	4.0%	1.1%	3.6%	2.7%	2.3%	2.2%	2.8%	3.3%	1.4%	1.1%	1.6%	1.6%	4.4%
£1,000 - £1,249	48	2	1	7	37	38	4	1	4	30	17	-	14	33	32	16	15	12	21	26	21	34	13	-	13	8	26
	2.0%	1.5%	*	2.0%	2.4%	2.1%	1.3%	0.6%	10.1%	2.2%	2.0%	-	2.3%	1.9%	2.8%	1.3%	5.2%	2.3%	1.3%	2.2%	1.8%	2.4%	1.4%	-	1.2%	2.6%	3.2%
£1,250 - £1,499	24	1	2	1	20	22	2	-	-	18	6	-	11	13	18	6	5	5	13	17	7	20	4	2	10	5	7
	1.0%	*	0.7%	*	1.3%	1.2%	0.7%	-	-	1.3%	0.7%	-	1.8%	0.7%	1.5%	0.5%	1.8%	1.1%	0.8%	1.4%	0.6%	1.4%	*	2.1%	0.8%	1.6%	0.9%
£1,500 - £1,749	11	-	-	2	10	9	1	1	-	5	4	-	4	7	9	2	3	4	4	9	2	10	1	1	3	1	6
	*	-	-	*	0.6%	*	*	0.6%	-	*	*	-	0.6%	*	0.8%	*	1.0%	0.9%	*	0.8%	*	0.7%	*	1.1%	*	*	0.8%
£1,750 - £1,999	8	-	-	1	7	5	3	-	-	4	4	-	2	6	6	2	-	2	6	6	2	5	3	-	5	-	3
	*	-	-	*	*	*	0.9%	-	-	*	*	-	*	*	0.5%	*	-	*	*	0.5%	*	*	*	-	*	-	*
£2,000 - £2,499	5	-	-	-	5	5	-	-	-	5	-	-	1	4	4	1	-	2	3	3	2	3	2	-	1	2	2
	*	-	-	-	*	*	-	-	-	*	-	-	*	*	*	*	-	*	*	*	*	*	*	-	*	-	0.7%
£2,500 - £2,999	3	1	-	-	2	3	-	-	-	2	1	-	1	2	3	-	1	-	2	2	1	2	1	-	1	-	2
	*	*	-	-	*	*	-	-	-	*	*	-	*	*	*	-	*	-	*	*	*	*	*	-	*	-	*
£3,000 or more	3	-	-	1	2	3	-	-	-	2	1	-	-	3	3	-	1	-	2	1	2	2	1	-	-	-	3
	*	-	-	*	*	*	-	-	-	*	*	-	-	*	*	-	*	-	*	*	*	*	*	-	-	-	*
SIGMA	2380	168	310	339	1563	1851	316	171	42	1377	856	53	637	1742	1160	1219	294	498	1588	1201	1179	1412	967	100	1136	325	818
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 289

Q51. Normal weightings

Q51. How much does your household pay in rent each month? Include the whole cost of the rent, even if part is covered by housing benefits.

Base: Live in rented accomodation

	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	2246	889	1357	611	778	857	258	340	524	806	1928	190	94	34	200	1815	231	699	1116	683	575	479	439	1171	926
Weighted Total	2227	894	1333	607	768	852	257	339	520	796	1912	188	93	34	191	1812	224	696	1116	672	568	476	441	1144	932
Under £100	92	42	50	21	23	48	6	12	36	31	85	4	2	1	10	64	17	34	30	52	20	11	6	62	27
	4.1%	4.7%	3.7%	3.5%	3.0%	5.6%	2.5%	3.4%	7.0%	3.9%	4.5%	2.1%	2.0%	2.5%	5.4%	3.6%	7.8%	4.9%	2.7%	7.7%	3.5%	2.4%	1.4%	5.4%	2.9%
£100 - £199	91	38	54	29	24	38	17	14	19	32	81	4	5	1	11	67	13	32	35	46	24	11	9	63	22
	4.1%	4.2%	4.0%	4.8%	3.1%	4.5%	6.7%	4.0%	3.6%	4.0%	4.3%	2.1%	5.2%	2.4%	5.7%	3.7%	6.0%	4.6%	3.1%	6.8%	4.2%	2.3%	2.0%	5.5%	2.3%
£200 - £399	584	262	322	124	170	290	30	75	165	159	428	103	37	15	48	473	64	185	288	190	151	118	98	319	238
	26.2%	29.3%	24.2%	20.5%	22.1%	34.0%	11.7%	22.1%	31.7%	19.9%	22.4%	55.1%	39.7%	45.1%	24.9%	26.1%	28.5%	26.6%	25.8%	28.3%	26.6%	24.7%	22.3%	27.9%	25.5%
£400 - £599	882	338	544	237	326	319	74	173	232	296	776	55	37	14	67	737	78	291	446	229	252	197	170	452	367
	39.6%	37.8%	40.8%	39.1%	42.4%	37.5%	29.0%	51.1%	44.6%	37.2%	40.6%	29.4%	39.6%	41.2%	35.2%	40.7%	34.6%	41.8%	40.0%	34.1%	44.4%	41.4%	38.6%	39.5%	39.4%
£600 - £799	302	105	197	95	124	83	49	39	34	157	279	13	7	2	27	241	34	90	151	75	60	80	81	141	137
	13.5%	11.7%	14.8%	15.6%	16.2%	9.7%	18.9%	11.6%	6.5%	19.8%	14.6%	6.8%	8.0%	5.6%	14.2%	13.3%	15.1%	12.9%	13.5%	11.1%	10.6%	16.8%	18.4%	12.3%	14.7%
£800 - £999	133	47	85	42	57	33	29	13	10	74	126	4	3	-	15	105	13	33	72	40	25	27	40	58	64
	6.0%	5.3%	6.4%	7.0%	7.5%	3.9%	11.2%	3.9%	2.0%	9.2%	6.6%	2.0%	3.4%	-	7.6%	5.8%	5.9%	4.7%	6.4%	6.0%	4.4%	5.7%	9.1%	5.1%	6.8%
£1,000 - £1,249	65	27	38	25	15	25	17	8	11	27	63	1	1	-	5	58	2	13	45	15	14	16	19	25	31
	2.9%	3.0%	2.9%	4.1%	2.0%	2.9%	6.8%	2.5%	2.0%	3.3%	3.3%	0.6%	1.1%	-	2.6%	3.2%	0.8%	1.9%	4.1%	2.2%	2.5%	3.4%	4.4%	2.2%	3.4%
£1,250 - £1,499	38	16	21	16	16	6	17	1	5	12	35	2	1	-	2	33	2	14	19	15	11	6	6	13	21
	1.7%	1.8%	1.6%	2.7%	2.0%	0.7%	6.5%	*	1.0%	1.5%	1.8%	1.0%	0.9%	-	1.1%	1.8%	0.8%	2.0%	1.7%	2.2%	1.9%	1.2%	1.4%	1.1%	2.2%
£1,500 - £1,749	21	9	12	10	10	1	10	3	3	3	19	1	-	1	4	17	-	3	14	8	4	5	4	4	14
	0.9%	1.0%	0.9%	1.7%	1.3%	*	4.1%	0.9%	0.5%	*	1.0%	*	-	3.1%	2.0%	0.9%	-	*	1.3%	1.2%	0.7%	1.0%	0.9%	*	1.5%
£1,750 - £1,999	5	2	3	3	1	1	2	-	2	-	4	1	-	-	1	4	-	1	3	1	1	-	3	2	3
	*	*	*	*	*	*	0.8%	-	*	-	*	*	-	-	*	*	-	*	*	*	*	-	0.7%	*	*
£2,000 - £2,499	8	4	4	1	2	5	1	-	2	5	8	-	-	-	2	6	-	-	6	1	3	2	2	3	5
	*	*	*	*	*	0.6%	*	-	*	0.6%	*	-	-	-	0.9%	*	-	-	0.6%	*	0.6%	*	*	*	0.6%
£2,500 - £2,999	5	4	1	1	1	3	3	1	-	1	5	-	-	-	-	5	-	-	5	-	2	2	1	-	3
	*	*	*	*	*	*	1.2%	*	-	*	*	-	-	-	-	*	-	-	*	-	*	*	*	-	*
£3,000 or more	2	-	2	2	-	-	1	-	1	-	2	-	-	-	-	1	1	-	1	-	1	1	-	2	-
	*	-	*	*	-	-	*	-	*	-	*	-	-	-	-	*	*	-	*	-	*	*	-	*	-
SIGMA	2227	894	1333	607	768	852	257	339	520	796	1912	188	93	34	191	1812	224	696	1116	672	568	476	441	1144	932
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 290

Q51. Normal weightings

Q51. How much does your household pay in rent each month? Include the whole cost of the rent, even if part is covered by housing benefits.

Base: Live in rented accomodation

	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	2246	293	375	443	1135	1453	451	278	64	1310	709	72	365	1881	1004	1242	661	651	934	1284	962	1416	830	141	1167	300	638
Weighted Total	2227	244	400	373	1210	1450	442	272	62	1302	702	70	364	1863	994	1233	654	640	933	1268	958	1408	819	140	1156	294	637
Under £100	92	6	21	16	49	53	20	16	4	52	28	5	14	79	40	52	30	28	34	65	27	45	47	13	61	6	12
	4.1%	2.4%	5.3%	4.3%	4.1%	3.7%	4.5%	5.8%	6.1%	4.0%	4.0%	7.0%	3.7%	4.2%	4.0%	4.3%	4.5%	4.4%	3.7%	5.1%	2.9%	3.2%	5.8%	9.2%	5.3%	1.9%	2.0%
£100 - £199	91	14	15	15	47	53	20	15	3	52	30	4	16	75	39	52	37	17	38	64	27	49	42	7	52	15	17
	4.1%	5.8%	3.7%	4.1%	3.9%	3.7%	4.8%	5.5%	4.4%	4.0%	4.2%	5.8%	4.4%	4.0%	3.9%	4.2%	5.6%	2.6%	4.0%	5.0%	2.9%	3.5%	5.1%	4.7%	4.5%	5.3%	2.7%
£200 - £399	584	77	99	104	305	388	104	74	19	345	184	16	105	479	192	392	144	165	276	300	284	353	231	46	336	61	141
	26.2%	31.4%	24.8%	27.8%	25.2%	26.8%	23.5%	27.0%	29.9%	26.5%	26.3%	23.1%	28.8%	25.7%	19.3%	31.8%	21.9%	25.7%	29.6%	23.7%	29.6%	25.1%	28.2%	32.7%	29.1%	20.8%	22.2%
£400 - £599	882	83	169	148	481	564	192	101	25	517	271	30	133	749	405	477	250	249	383	489	393	560	321	51	470	127	233
	39.6%	34.1%	42.4%	39.7%	39.7%	38.9%	43.4%	37.2%	40.0%	39.7%	38.7%	43.6%	36.5%	40.2%	40.7%	38.7%	38.1%	38.9%	41.1%	38.6%	41.0%	39.8%	39.2%	36.3%	40.7%	43.3%	36.7%
£600 - £799	302	35	55	44	167	204	57	30	11	179	94	10	45	256	154	148	95	102	105	168	134	189	112	14	123	42	123
	13.5%	14.3%	13.9%	11.7%	13.8%	14.1%	12.9%	10.9%	17.8%	13.8%	13.3%	14.4%	12.4%	13.8%	15.5%	12.0%	14.5%	16.0%	11.2%	13.2%	13.9%	13.4%	13.7%	10.0%	10.6%	14.3%	19.3%
£800 - £999	133	13	22	24	72	77	32	23	1	68	47	4	20	112	83	49	51	36	46	85	48	96	37	5	56	25	46
	6.0%	5.5%	5.6%	6.5%	6.0%	5.3%	7.2%	8.3%	1.7%	5.3%	6.7%	6.1%	5.6%	6.0%	8.4%	4.0%	7.8%	5.6%	4.9%	6.7%	5.0%	6.8%	4.5%	3.6%	4.9%	8.4%	7.3%
£1,000 - £1,249	65	4	9	12	41	47	10	9	-	40	23	-	14	51	37	28	20	20	26	44	21	52	13	4	28	9	23
	2.9%	1.7%	2.1%	3.2%	3.3%	3.2%	2.2%	3.2%	-	3.1%	3.3%	-	3.9%	2.7%	3.7%	2.3%	3.0%	3.1%	2.8%	3.4%	2.2%	3.7%	1.6%	2.7%	2.5%	3.2%	3.7%
£1,250 - £1,499	38	7	4	4	22	31	4	3	-	23	14	-	9	29	21	17	16	12	10	26	12	26	12	-	13	5	19
	1.7%	2.7%	1.1%	1.1%	1.9%	2.1%	0.9%	1.0%	-	1.7%	2.0%	-	2.5%	1.5%	2.1%	1.4%	2.4%	1.8%	1.1%	2.0%	1.2%	1.8%	1.4%	-	1.2%	1.7%	3.0%
£1,500 - £1,749	21	2	1	3	15	17	3	1	-	13	6	-	4	17	11	10	7	7	7	15	6	20	1	1	6	-	14
	0.9%	1.0%	*	0.7%	1.2%	1.2%	0.6%	*	-	1.0%	0.9%	-	1.0%	0.9%	1.1%	0.8%	1.1%	1.2%	0.7%	1.2%	0.6%	1.4%	*	0.8%	0.5%	-	2.2%
£1,750 - £1,999	5	-	2	2	1	3	1	1	-	4	-	-	-	5	3	2	3	1	1	3	2	3	2	-	3	1	1
	*	-	0.5%	*	*	*	*	*	-	*	-	-	-	*	*	*	*	*	*	*	*	*	*	-	*	*	*
£2,000 - £2,499	8	2	-	1	5	7	-	1	-	4	4	-	2	6	6	2	1	2	5	5	3	8	-	-	5	1	2
	*	0.7%	-	*	*	*	-	*	-	*	0.6%	-	0.5%	*	0.6%	*	*	*	0.5%	*	*	0.6%	-	-	*	*	*
£2,500 - £2,999	5	1	-	1	3	5	-	-	-	3	1	-	1	4	3	2	2	-	3	3	2	5	-	-	2	-	3
	*	*	-	*	*	*	-	-	-	*	*	-	*	*	*	*	*	-	*	*	*	*	-	-	*	*	*
£3,000 or more	2	-	1	-	1	2	-	-	-	2	-	-	1	1	1	1	1	1	-	2	-	2	-	-	-	1	1
	*	-	*	-	*	*	-	-	-	*	-	-	*	*	*	*	*	*	-	*	-	*	-	-	-	*	*
SIGMA	2227	244	400	373	1210	1450	442	272	62	1302	702	70	364	1863	994	1233	654	640	933	1268	958	1408	819	140	1156	294	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%

Survation.

**JRF Survey**  
Prepared on behalf of JRF

Table 291

Q52. Normal weightings

Q52. Do you pay any money to your parent(s) / family as rent each month? If so, how much do you pay each month?

Base: Live with parents/family

	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	410	149	261	239	109	62	45	54	95	157	351	23	21	15	31	318	61	136	182	144	127	73	64	211	161
Weighted Total	410	150	260	238	110	62	46	54	93	157	350	24	21	15	30	321	59	139	182	142	127	74	65	208	163
No, I do not pay any money to my parent(s) / family as rent	125	44	81	77	32	17	17	13	29	47	106	9	8	2	14	87	24	39	48	44	42	23	16	60	47
	30.5%	29.5%	31.1%	32.3%	28.8%	26.7%	37.5%	23.2%	31.2%	30.0%	30.2%	38.7%	39.5%	11.3%	47.5%	27.0%	40.8%	28.2%	26.1%	30.7%	33.5%	31.3%	24.2%	28.7%	28.7%
Under £50	41	11	30	26	11	4	3	8	9	16	36	-	-	5	3	29	9	20	9	22	12	3	3	30	8
	10.0%	7.5%	11.5%	11.0%	10.0%	6.5%	6.5%	14.5%	9.8%	10.4%	10.4%	-	-	32.8%	10.6%	9.0%	15.6%	14.1%	5.1%	15.8%	9.7%	4.3%	4.9%	14.6%	4.7%
£50 - £99	44	18	26	29	10	5	4	9	9	15	37	1	3	3	2	35	6	19	17	23	14	4	3	35	8
	10.7%	11.9%	10.0%	12.3%	9.1%	7.5%	8.8%	16.5%	9.9%	9.5%	10.6%	4.5%	13.1%	20.0%	8.2%	11.0%	10.4%	13.5%	9.2%	16.5%	11.0%	4.8%	4.6%	16.6%	5.1%
£100 - £149	66	24	43	43	11	12	5	9	11	32	57	4	4	1	5	51	10	22	30	24	17	13	12	35	28
	16.2%	15.8%	16.4%	17.9%	10.2%	20.1%	11.6%	16.1%	11.6%	20.5%	16.3%	18.1%	18.1%	7.2%	16.8%	15.9%	17.0%	15.7%	16.2%	17.0%	13.4%	17.5%	18.6%	16.7%	17.4%
£150 - £199	31	14	17	16	14	1	4	1	9	14	28	-	1	2	2	25	5	7	17	11	8	7	5	14	15
	7.7%	9.6%	6.5%	6.8%	12.9%	1.7%	8.8%	2.0%	9.8%	8.9%	8.1%	-	5.1%	14.4%	6.3%	7.7%	8.3%	5.4%	9.4%	8.1%	6.2%	9.8%	7.5%	6.8%	9.4%
£200 - £299	64	24	40	37	16	11	5	11	16	22	54	5	4	1	2	58	4	20	38	12	23	16	14	23	34
	15.7%	16.0%	15.5%	15.6%	14.5%	18.1%	11.1%	19.8%	17.5%	14.2%	15.5%	20.7%	19.2%	7.2%	7.0%	18.2%	6.5%	14.4%	21.1%	8.2%	18.3%	21.0%	21.5%	11.1%	20.9%
£300 - £399	26	11	15	5	12	9	3	3	7	8	22	3	-	1	-	26	-	10	16	5	5	6	9	7	16
	6.4%	7.5%	5.7%	2.2%	10.6%	14.7%	7.0%	5.9%	7.9%	5.1%	6.2%	13.6%	-	7.2%	-	8.1%	-	7.2%	8.8%	3.6%	3.8%	8.3%	13.7%	3.4%	9.9%
£400 - £499	7	2	5	2	2	3	2	1	2	1	6	1	-	-	1	5	1	1	4	-	3	1	2	3	4
	1.8%	1.4%	2.0%	0.9%	1.9%	4.8%	4.2%	2.0%	2.3%	0.7%	1.8%	4.5%	-	-	3.5%	1.7%	1.4%	0.8%	2.3%	-	2.5%	1.4%	3.3%	1.4%	2.6%
£500 - £599	1	1	-	-	1	-	1	-	-	-	1	-	-	-	-	1	-	-	1	-	-	1	-	-	1
	*	0.7%	-	-	1.0%	-	2.3%	-	-	-	*	-	-	-	-	*	-	-	0.6%	-	-	1.4%	-	-	0.7%
£600 or more	3	-	3	2	1	-	1	-	-	1	2	-	1	-	-	3	-	1	2	-	2	-	1	1	1
	0.8%	-	1.2%	0.9%	1.0%	-	2.3%	-	-	0.7%	0.6%	-	5.1%	-	-	1.0%	-	0.8%	1.2%	-	1.7%	-	1.6%	0.5%	0.7%
SIGMA	410	150	260	238	110	62	46	54	93	157	350	24	21	15	30	321	59	139	182	142	127	74	65	208	163
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 292

Q52. Normal weightings

Q52. Do you pay any money to your parent(s) / family as rent each month? If so, how much do you pay each month?

Base: Live with parents/family

	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	410	53	81	66	210	289	85	27	9	202	150	10	67	343	107	303	161	130	119	226	184	240	170	9	170	71	160
Weighted Total	410	44	86	56	224	288	85	28	9	203	149	10	67	343	106	303	161	128	120	227	183	239	171	9	170	69	161
No, I do not pay any money to my parent(s) / family as rent	125	13	32	17	63	84	30	8	3	60	44	4	13	112	30	95	49	43	32	73	52	65	60	3	45	26	51
	30.5%	30.2%	37.0%	30.3%	28.1%	29.3%	35.0%	28.2%	32.4%	29.3%	29.4%	37.7%	19.3%	32.7%	28.4%	31.2%	30.5%	34.0%	26.9%	32.1%	28.5%	27.1%	35.2%	34.2%	26.3%	37.1%	31.8%
Under £50	41	4	13	5	19	28	6	7	-	16	17	-	5	36	11	30	20	12	9	27	14	17	25	2	22	5	13
	10.0%	9.4%	14.8%	9.1%	8.6%	9.7%	6.7%	26.8%	-	7.7%	11.6%	-	7.6%	10.5%	10.2%	10.0%	12.7%	9.1%	7.6%	12.0%	7.7%	6.9%	14.4%	22.8%	12.8%	7.0%	7.8%
£50 - £99	44	13	5	5	20	26	12	4	2	21	16	2	5	39	12	32	16	18	10	30	14	24	20	2	22	9	11
	10.7%	30.2%	6.2%	9.1%	9.0%	9.0%	13.9%	14.5%	23.3%	10.5%	10.5%	22.3%	7.6%	11.3%	11.3%	10.5%	9.9%	13.8%	8.6%	13.0%	7.9%	9.9%	11.9%	22.8%	13.1%	12.7%	6.7%
£100 - £149	66	5	16	10	35	46	11	5	3	27	29	2	10	56	18	48	27	23	17	30	36	38	28	-	29	12	25
	16.2%	11.3%	18.5%	18.2%	15.7%	16.1%	13.5%	19.1%	35.0%	13.2%	19.8%	20.0%	15.2%	16.4%	17.2%	15.8%	16.7%	17.6%	13.9%	13.4%	19.6%	15.8%	16.6%	-	17.4%	16.6%	15.7%
£150 - £199	31	3	6	3	19	28	3	-	-	17	13	-	6	25	9	22	11	5	15	20	12	19	12	1	16	4	10
	7.7%	7.5%	7.4%	4.5%	8.6%	9.8%	3.8%	-	-	8.4%	8.9%	-	8.9%	7.4%	8.8%	7.3%	7.0%	4.0%	12.5%	8.6%	6.5%	8.0%	7.2%	11.4%	9.5%	5.8%	6.3%
£200 - £299	64	3	10	11	41	49	13	1	1	37	21	2	20	45	17	47	27	18	19	30	34	48	17	-	23	9	32
	15.7%	7.5%	11.1%	19.7%	18.1%	17.1%	15.5%	3.8%	9.2%	18.0%	14.1%	20.0%	29.1%	13.1%	16.4%	15.5%	16.9%	14.1%	15.9%	13.4%	18.6%	20.0%	9.8%	-	13.7%	13.2%	19.9%
£300 - £399	26	2	3	4	17	20	5	1	-	17	7	-	6	20	5	21	5	7	14	10	17	20	6	1	9	5	11
	6.4%	3.8%	3.7%	7.6%	7.6%	7.1%	5.5%	3.8%	-	8.4%	5.0%	-	9.2%	5.8%	4.8%	6.9%	3.2%	5.1%	12.0%	4.2%	9.1%	8.3%	3.7%	8.9%	5.5%	7.7%	6.6%
£400 - £499	7	-	1	1	5	4	3	-	-	6	1	-	2	5	1	6	2	3	2	3	4	7	-	-	2	-	5
	1.8%	-	1.2%	1.5%	2.4%	1.5%	3.5%	-	-	3.0%	0.7%	-	3.2%	1.5%	1.0%	2.0%	1.3%	2.3%	1.8%	1.4%	2.2%	3.0%	-	-	1.1%	-	3.3%
£500 - £599	1	-	-	-	1	-	-	1	-	-	-	-	-	1	-	1	1	-	-	1	-	1	-	-	1	-	-
	*	-	-	-	*	-	-	3.8%	-	-	-	-	-	*	-	*	0.7%	-	-	*	-	*	-	-	0.6%	-	-
£600 or more	3	-	-	-	3	1	2	-	-	3	-	-	-	3	2	1	2	-	1	3	-	1	2	-	-	-	3
	0.8%	-	-	-	1.4%	*	2.5%	-	-	1.6%	-	-	-	0.9%	2.0%	*	1.3%	-	0.9%	1.4%	-	*	1.2%	-	-	-	2.0%
SIGMA	410	44	86	56	224	288	85	28	9	203	149	10	67	343	106	303	161	128	120	227	183	239	171	9	170	69	161
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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

1 Jul 2015

Table 293  
Q53. Normal weightings  
Q53. Where were you born?  
Base: All Respondents

Unweighted Total  
Weighted Total  
In the UK  
  
Outside the UK  
  
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
4559	1842	2717	902	1443	2213	297	776	1191	1650	3913	342	215	89	289	3818	452	1516	2302	1102	1143	1050	1151	1955	2215
90.0%	90.9%	89.4%	86.3%	87.1%	93.8%	69.4%	91.7%	93.5%	90.4%	89.5%	91.9%	95.9%	93.3%	81.6%	90.9%	88.4%	92.1%	90.2%	86.8%	90.9%	90.9%	91.6%	89.4%	90.4%
505	183	321	144	214	147	131	70	82	175	459	30	9	6	65	380	60	130	250	168	115	105	105	232	235
10.0%	9.1%	10.6%	13.7%	12.9%	6.2%	30.6%	8.3%	6.5%	9.6%	10.5%	8.1%	4.1%	6.7%	18.4%	9.1%	11.6%	7.9%	9.8%	13.2%	9.1%	9.1%	8.4%	10.6%	9.6%
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 294  
Q53. Normal weightings  
Q53. Where were you born?  
Base: All Respondents

Unweighted Total  
Weighted Total  
In the UK  
  
Outside the UK  
  
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
4559	380	742	687	2750	3265	759	433	102	2566	1595	122	998	3561	2019	2540	955	1119	2486	2428	2131	2772	1787	232	2321	633	1373
90.0%	82.3%	92.6%	89.0%	90.8%	90.2%	89.0%	91.4%	88.4%	88.4%	92.5%	87.6%	92.6%	89.3%	88.8%	91.1%	85.0%	87.7%	93.3%	89.1%	91.1%	89.8%	90.4%	92.6%	93.5%	91.0%	84.0%
506	82	60	85	278	357	94	41	13	336	129	17	80	425	256	249	169	157	178	297	207	314	191	18	163	63	261
10.0%	17.7%	7.4%	11.0%	9.2%	9.8%	11.0%	8.6%	11.6%	11.6%	7.5%	12.4%	7.4%	10.7%	11.2%	8.9%	15.0%	12.3%	6.7%	10.9%	8.9%	10.2%	9.6%	7.4%	6.5%	9.0%	16.0%
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 295  
Q54. Normal weightings  
Q54. For how many years have you lived continuously (for most of each year) in the UK?  
Base: Born outside the UK

Unweighted Total  
Weighted Total  
Under 1 year  
  
1-5 years  
  
5-10 years  
  
10-20 years  
  
20-40 years  
  
Over 40 years  
  
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
516	185	331	147	219	150	133	72	84	180	469	31	10	6	68	387	61	134	253	172	119	106	107	243	236
505	183	321	144	214	147	131	70	82	175	459	30	9	6	65	380	60	130	250	168	115	105	105	232	235
36	20	16	22	12	2	3	11	6	13	33	2	1	-	8	20	8	2	18	21	5	5	4	25	8
7.1%	11.0%	4.9%	15.3%	5.5%	1.5%	2.1%	15.7%	7.5%	7.6%	7.3%	6.3%	9.0%	-	12.1%	5.2%	13.9%	1.5%	7.2%	12.4%	4.6%	4.8%	3.8%	10.7%	3.4%
112	43	70	57	45	11	32	16	14	39	100	6	2	4	17	83	12	27	56	44	23	20	22	63	47
22.3%	23.3%	21.7%	39.4%	21.1%	7.2%	24.3%	22.6%	17.2%	22.1%	21.9%	19.6%	18.0%	66.7%	26.4%	21.8%	20.6%	21.0%	22.3%	26.1%	20.0%	18.7%	20.9%	27.1%	20.1%
116	47	69	35	58	23	26	14	13	49	102	10	4	1	13	95	8	26	68	29	31	27	27	60	48
23.0%	25.6%	21.6%	24.5%	26.9%	15.9%	19.6%	20.2%	16.2%	27.9%	22.2%	31.4%	41.0%	16.7%	20.1%	24.9%	14.2%	20.2%	27.4%	17.4%	26.8%	25.8%	25.8%	25.9%	20.3%
106	32	75	17	61	28	36	14	28	24	101	4	-	1	13	83	11	34	49	37	19	21	28	38	60
21.1%	17.2%	23.3%	11.9%	28.6%	19.0%	27.1%	20.1%	33.7%	13.7%	22.1%	12.5%	-	16.7%	19.6%	21.8%	18.2%	26.1%	19.5%	22.0%	16.1%	19.5%	27.0%	16.2%	25.6%
93	29	65	13	36	44	25	8	18	33	84	7	2	-	11	70	12	29	41	26	26	24	18	33	48
18.5%	15.6%	20.1%	8.9%	16.9%	30.1%	19.1%	11.2%	22.1%	18.9%	18.4%	23.2%	20.6%	-	17.2%	18.4%	20.0%	22.6%	16.2%	15.5%	22.3%	22.4%	17.0%	14.3%	20.6%
41	13	27	-	2	39	10	7	3	17	37	2	1	-	3	30	8	11	19	11	12	9	6	13	24
8.0%	7.3%	8.4%	-	0.9%	26.4%	7.8%	10.3%	3.3%	9.8%	8.1%	7.0%	11.5%	-	4.6%	7.8%	13.2%	8.6%	7.4%	6.6%	10.2%	8.7%	5.4%	5.7%	10.0%
505	183	321	144	214	147	131	70	82	175	459	30	9	6	65	380	60	130	250	168	115	105	105	232	235
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 296  
Q54. Normal weightings  
Q54. For how many years have you lived continuously (for most of each year) in the UK?  
Base: Born outside the UK

Unweighted Total  
Weighted Total  
Under 1 year  
  
1-5 years  
  
5-10 years  
  
10-20 years  
  
20-40 years  
  
Over 40 years  
  
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
516	98	56	101	261	362	99	42	13	343	131	19	81	435	260	256	174	162	180	305	211	320	196	18	168	65	265
505	82	60	85	278	357	94	41	13	336	129	17	80	425	256	249	169	157	178	297	207	314	191	18	163	63	261
36	6	2	7	21	27	7	2	-	26	7	1	5	31	15	21	32	2	2	22	14	25	11	-	13	4	19
7.1%	7.1%	3.6%	7.9%	7.7%	7.7%	7.5%	4.1%	-	7.7%	5.4%	6.1%	6.1%	7.3%	5.8%	8.5%	18.8%	1.4%	1.2%	7.5%	6.7%	8.1%	5.5%	-	7.8%	6.0%	7.5%
112	28	9	13	63	84	21	4	3	81	22	4	13	100	50	63	56	50	7	73	39	76	37	8	33	10	61
22.3%	34.7%	14.3%	14.9%	22.6%	23.7%	22.3%	10.2%	22.1%	24.0%	17.1%	22.0%	15.9%	23.5%	19.4%	25.2%	33.1%	31.6%	3.8%	24.5%	19.0%	24.1%	19.2%	44.8%	20.4%	15.7%	23.4%
116	24	16	14	62	83	19	11	3	87	23	3	11	105	73	43	35	42	39	73	43	81	35	1	32	13	69
23.0%	29.6%	26.8%	16.8%	22.2%	23.3%	20.3%	27.0%	23.9%	26.0%	17.8%	15.9%	13.6%	24.8%	28.5%	17.5%	20.8%	26.5%	22.1%	24.6%	20.8%	25.9%	18.3%	5.8%	19.9%	21.3%	26.6%
106	12	18	21	55	73	22	7	4	66	34	3	29	77	61	46	30	33	44	60	46	63	43	4	30	13	59
21.1%	14.3%	30.4%	24.8%	19.9%	20.6%	23.3%	16.6%	31.8%	19.6%	26.3%	15.9%	36.7%	18.1%	23.7%	18.3%	17.7%	20.8%	24.5%	20.1%	22.4%	20.1%	22.7%	23.1%	18.4%	20.9%	22.7%
93	8	10	22	53	61	16	13	3	51	32	6	15	78	47	46	10	21	62	50	43	47	46	1	37	17	38
18.5%	10.2%	16.1%	25.7%	19.2%	17.0%	17.2%	32.8%	22.2%	15.2%	25.1%	35.3%	18.9%	18.4%	18.5%	18.4%	6.0%	13.5%	34.6%	16.9%	20.7%	15.0%	24.2%	5.8%	22.7%	27.6%	14.5%
41	3	5	8	23	28	9	4	-	25	11	1	7	34	10	30	6	10	25	19	22	21	19	4	18	5	14
8.0%	4.1%	8.9%	9.9%	8.4%	7.8%	9.5%	9.3%	-	7.5%	8.4%	4.9%	8.8%	7.9%	4.1%	12.1%	3.7%	6.2%	13.8%	6.4%	10.4%	6.8%	10.1%	20.6%	10.8%	8.5%	5.3%
505	82	60	85	278	357	94	41	13	336	129	17	80	425	256	249	169	157	178	297	207	314	191	18	163	63	261
100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	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 297

Q55. Normal weightings

Q55. What is your ethnic group? Please choose one option which best describes your ethnic group or background.

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
White - English/Welsh/Scottish/Northern Irish/British	4245	1716	2529	771	1309	2163	202	717	1154	1555	3629	336	208	71	258	3553	434	1415	2138	978	1080	992	1082	1816	2069
	83.8%	84.7%	83.2%	73.7%	79.0%	91.7%	47.3%	84.8%	90.6%	85.2%	83.0%	90.3%	92.8%	74.8%	72.9%	84.6%	84.9%	85.9%	83.8%	77.0%	85.9%	85.9%	86.1%	83.0%	84.4%
White - Irish	71	26	45	15	31	25	6	6	10	23	45	4	3	19	2	62	7	24	38	32	14	13	9	35	33
	1.4%	1.3%	1.5%	1.4%	1.9%	1.0%	1.4%	0.8%	0.8%	1.2%	1.0%	1.1%	1.3%	19.6%	0.5%	1.5%	1.4%	1.5%	1.5%	2.5%	1.1%	1.1%	0.7%	1.6%	1.4%
White - Gypsy or Irish Traveller	4	1	3	3	1	-	-	3	-	1	4	-	-	-	-	4	-	4	-	2	1	-	1	4	-
	*	*	*	*	*	-	-	*	-	*	*	-	-	-	-	*	-	*	-	*	*	-	*	*	-
White - any other white background	267	95	172	77	130	60	61	39	45	93	238	19	5	4	38	203	27	63	140	88	65	49	57	133	116
	5.3%	4.7%	5.7%	7.4%	7.9%	2.5%	14.3%	4.7%	3.6%	5.1%	5.5%	5.2%	2.3%	4.5%	10.6%	4.8%	5.2%	3.8%	5.5%	6.9%	5.2%	4.3%	4.6%	6.1%	4.7%
Mixed/multiple ethnic groups - White and Black Caribbean	31	7	23	13	12	6	8	7	6	8	30	1	-	-	6	23	2	15	8	15	3	6	7	14	17
	0.6%	*	0.8%	1.2%	0.7%	*	1.9%	0.8%	*	*	0.7%	*	-	-	1.7%	0.5%	*	0.9%	*	1.2%	*	0.5%	0.6%	0.6%	0.7%
Mixed/multiple ethnic groups - White and Black African	14	8	7	5	6	3	7	1	2	4	14	-	1	-	2	10	2	5	6	3	7	2	3	10	3
	*	*	*	0.5%	*	-	1.6%	*	*	*	*	-	*	-	0.5%	*	*	*	*	*	0.5%	*	*	*	*
Mixed/multiple ethnic groups - White and Asian	37	10	27	19	14	3	9	4	7	13	33	2	2	-	5	29	3	12	16	13	8	9	7	13	22
	0.7%	0.5%	0.9%	1.9%	0.9%	*	2.1%	*	0.5%	0.7%	0.8%	0.5%	0.8%	-	1.4%	0.7%	0.6%	0.8%	0.6%	1.0%	0.6%	0.8%	0.6%	0.6%	0.9%
Mixed/multiple ethnic groups - Any other mixed/multiple ethnic background	12	3	9	4	6	2	3	1	1	6	11	-	1	-	2	9	1	3	6	7	2	2	1	9	3
	*	*	*	*	*	-	0.7%	*	*	*	*	-	*	-	0.6%	*	*	*	*	0.5%	*	*	*	*	*
Asian/Asian British - Indian	78	38	40	26	33	20	21	13	10	29	72	3	2	1	7	63	8	20	43	24	16	17	20	24	49
	1.5%	1.9%	1.3%	2.5%	2.0%	0.8%	4.8%	1.5%	0.8%	1.6%	1.6%	0.8%	1.0%	1.1%	2.0%	1.5%	1.5%	1.2%	1.7%	1.9%	1.3%	1.5%	1.6%	1.1%	2.0%
Asian/Asian British - Pakistani	62	30	32	30	27	5	19	13	11	17	60	2	-	-	7	53	2	19	34	25	11	13	12	28	28
	1.2%	1.5%	1.0%	2.9%	1.6%	*	4.5%	1.6%	0.8%	0.9%	1.4%	0.6%	-	-	2.0%	1.3%	*	1.1%	1.3%	2.0%	0.9%	1.2%	1.0%	1.3%	1.2%
Asian/Asian British - Bangladeshi	22	10	12	11	11	-	10	4	1	7	22	-	-	-	5	16	1	7	9	12	5	2	2	13	8
	*	*	*	1.0%	0.7%	-	2.2%	0.5%	*	*	*	-	-	-	1.4%	*	*	*	*	0.9%	*	*	*	0.6%	*
Asian/Asian British - Chinese	46	23	23	17	18	10	12	10	14	9	45	1	-	-	4	34	8	6	28	15	9	14	8	20	19
	0.9%	1.2%	0.7%	1.7%	1.1%	*	2.8%	1.1%	1.1%	0.5%	1.0%	*	-	-	1.1%	0.8%	1.7%	*	1.1%	1.2%	0.7%	1.2%	0.7%	0.9%	0.8%
Asian/Asian British - Any other Asian background	23	9	14	5	10	8	4	2	3	14	23	-	-	-	3	20	-	7	13	7	3	8	6	12	9
	*	*	*	0.5%	0.6%	*	0.9%	*	*	0.8%	0.5%	-	-	-	0.9%	*	-	*	0.5%	0.5%	*	0.7%	*	0.6%	*
Black/African/Caribbean/Black British - African	56	21	35	22	18	16	27	7	6	14	53	3	-	-	6	45	5	18	27	17	16	7	15	21	29
	1.1%	1.1%	1.1%	2.1%	1.1%	0.7%	6.2%	0.8%	*	0.8%	1.2%	0.8%	-	-	1.7%	1.1%	0.9%	1.1%	1.1%	1.4%	1.2%	0.6%	1.2%	1.0%	1.2%
Black/African/Caribbean/Black British - Caribbean	53	13	40	13	16	24	21	10	1	20	52	-	1	-	7	41	5	17	24	15	8	11	19	20	24
	1.0%	0.6%	1.3%	1.3%	0.9%	1.0%	4.8%	1.2%	*	1.1%	1.2%	-	*	-	1.9%	1.0%	1.0%	1.0%	0.9%	1.2%	0.6%	0.9%	1.5%	0.9%	1.0%
Black/African/Caribbean/Black British - Anyother Black/African/Caribbean background	11	1	10	4	6	1	4	2	1	4	11	-	-	-	1	9	1	4	5	5	1	5	-	5	6
	*	*	*	*	*	*	0.9%	*	*	*	*	-	-	-	*	*	*	*	*	*	*	*	*	*	*
Arab	4	3	1	2	1	1	3	-	1	-	4	-	-	-	-	3	1	1	2	2	2	-	-	1	2
	*	*	*	*	*	*	0.7%	-	*	-	*	-	-	-	-	*	*	*	*	*	*	-	-	*	*
Any other ethnic group	23	10	13	6	7	10	8	5	-	8	22	-	1	-	1	19	3	6	13	9	7	2	5	10	11
	*	0.5%	*	0.6%	*	*	2.0%	0.6%	-	*	0.5%	-	*	-	*	*	0.6%	*	*	0.7%	0.6%	*	*	*	*
Prefer not to say	5	-	5	2	1	2	2	1	-	1	4	1	-	-	1	3	1	-	3	2	1	2	-	3	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%

Survation.

# JRF Survey

Prepared on behalf of JRF

Table 298

Q55. Normal weightings

Q55. What is your ethnic group? Please choose one option which best describes your ethnic group or background.

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	
White - English/Welsh/Scottish/Northern Irish/British	4245	349	702	646	2547	3043	701	404	97	2395	1475	112	903	3341	1818	2427	841	1023	2381	2232	2013	2554	1691	225	2202	587	1230	
	83.8%	75.7%	87.6%	83.7%	84.1%	84.0%	82.2%	85.3%	83.7%	82.5%	85.5%	80.3%	83.8%	83.8%	79.9%	87.0%	74.8%	80.2%	89.4%	81.9%	86.1%	82.8%	85.5%	89.9%	88.7%	84.3%	75.3%	
White - Irish	71	9	7	8	46	51	16	3	1	35	30	3	18	53	44	26	23	14	33	46	25	46	25	3	36	7	24	
	1.4%	2.0%	0.9%	1.1%	1.5%	1.4%	1.9%	0.7%	0.7%	1.2%	1.7%	1.8%	1.7%	1.3%	2.0%	1.0%	2.1%	1.1%	1.2%	1.7%	1.1%	1.5%	1.3%	1.2%	1.5%	1.0%	1.5%	
White - Gypsy or Irish Traveller	4	-	-	-	4	3	1	-	-	3	1	-	1	3	3	1	3	-	1	3	1	3	1	1	1	2	-	
	*	-	-	-	*	*	*	-	-	*	*	-	*	*	*	*	*	-	*	*	*	*	*	*	*	*	-	
White - any other white background	267	63	29	27	148	198	41	18	9	187	65	4	43	224	115	153	100	85	83	157	110	175	93	6	90	34	138	
	5.3%	13.7%	3.6%	3.5%	4.9%	5.5%	4.8%	3.9%	8.1%	6.4%	3.8%	3.0%	4.0%	5.6%	5.0%	5.5%	8.9%	6.6%	3.1%	5.8%	4.7%	5.7%	4.7%	2.4%	3.6%	4.8%	8.4%	
Mixed/multiple ethnic groups - White and Black Caribbean	31	5	3	3	19	17	7	7	-	19	11	1	8	23	18	13	11	8	12	22	8	17	13	1	18	5	7	
	0.6%	1.1%	*	*	0.6%	*	0.8%	1.5%	-	0.7%	0.6%	0.8%	0.7%	0.6%	0.8%	*	1.0%	0.6%	*	0.8%	*	0.6%	0.7%	*	0.7%	0.7%	*	
Mixed/multiple ethnic groups - White and Black African	14	2	-	4	9	8	4	2	-	9	6	-	2	13	9	6	7	4	3	10	5	10	5	-	6	1	7	
	*	*	-	0.5%	*	*	0.5%	*	-	*	*	-	*	*	*	*	0.7%	*	*	*	*	*	*	*	-	*	*	*
Mixed/multiple ethnic groups - White and Asian	37	4	2	5	26	24	5	6	2	19	15	1	11	26	21	16	12	17	8	18	19	20	17	-	10	6	20	
	0.7%	0.9%	*	0.7%	0.8%	0.7%	0.6%	1.3%	1.5%	0.7%	0.9%	0.6%	1.0%	0.6%	0.9%	0.6%	1.0%	1.3%	*	0.7%	0.8%	0.7%	0.8%	-	*	0.9%	1.2%	
Mixed/multiple ethnic groups - Any other mixed/multiple ethnic background	12	-	4	3	5	9	3	-	-	8	3	1	3	9	5	7	6	2	4	10	2	8	4	1	4	5	2	
	*	-	0.5%	*	*	*	*	-	-	*	*	0.8%	*	*	*	*	0.5%	*	*	*	*	*	*	*	*	*	0.7%	*
Asian/Asian British - Indian	78	6	5	10	56	53	18	6	1	50	23	2	23	55	51	27	27	24	28	41	36	57	21	5	16	8	49	
	1.5%	1.3%	0.7%	1.3%	1.9%	1.5%	2.1%	1.3%	0.9%	1.7%	1.3%	1.4%	2.1%	1.4%	2.2%	1.0%	2.4%	1.8%	1.0%	1.5%	1.6%	1.8%	1.1%	2.0%	0.6%	1.2%	3.0%	
Asian/Asian British - Pakistani	62	3	7	12	39	47	9	4	2	38	20	2	14	48	50	12	17	29	17	37	25	42	20	2	14	10	36	
	1.2%	0.7%	0.9%	1.5%	1.3%	1.3%	1.0%	0.9%	1.6%	1.3%	1.1%	1.5%	1.3%	1.2%	2.2%	*	1.5%	2.2%	0.6%	1.4%	1.1%	1.4%	1.0%	0.9%	0.6%	1.4%	2.2%	
Asian/Asian British - Bangladeshi	22	2	5	3	11	14	5	2	-	13	7	1	4	18	14	8	6	7	9	14	8	10	12	-	7	8	7	
	*	0.5%	0.7%	*	*	*	0.6%	*	-	*	*	0.8%	*	*	0.6%	*	0.5%	0.5%	*	0.5%	*	*	0.6%	-	*	1.1%	*	
Asian/Asian British - Chinese	46	6	7	5	28	37	7	2	-	31	10	3	6	40	19	27	12	19	15	28	18	32	14	-	14	3	29	
	0.9%	1.3%	0.9%	0.7%	0.9%	1.0%	0.8%	*	-	1.1%	0.6%	2.0%	0.6%	1.0%	0.8%	1.0%	1.1%	1.5%	0.5%	1.0%	0.8%	1.0%	0.7%	-	0.6%	*	1.8%	
Asian/Asian British - Any other Asian background	23	3	5	6	9	18	4	1	-	15	6	1	3	20	14	10	5	6	13	12	11	17	6	1	6	4	12	
	*	0.7%	0.7%	0.8%	*	0.5%	*	*	-	0.5%	*	0.6%	*	0.5%	0.6%	*	*	*	*	*	*	0.5%	*	*	*	0.5%	0.8%	
Black/African/Caribbean/Black British - African	56	3	11	13	29	39	11	5	2	28	23	3	17	40	39	17	27	13	17	33	23	34	22	1	11	6	38	
	1.1%	0.7%	1.3%	1.7%	1.0%	1.1%	1.2%	1.0%	1.8%	1.0%	1.4%	2.4%	1.6%	1.0%	1.7%	0.6%	2.4%	1.0%	0.6%	1.2%	1.0%	1.1%	1.1%	*	*	0.9%	2.3%	
Black/African/Caribbean/Black British - Caribbean	53	1	6	18	28	34	13	5	1	24	22	3	13	39	28	25	16	12	25	31	21	34	18	1	27	6	19	
	1.0%	*	0.8%	2.3%	0.9%	0.9%	1.5%	1.0%	0.7%	0.8%	1.3%	2.1%	1.2%	1.0%	1.2%	0.9%	1.5%	0.9%	0.9%	1.1%	0.9%	1.1%	0.9%	*	1.1%	0.8%	1.2%	
Black/African/Caribbean/Black British - Anyother Black/African/Caribbean background	11	1	-	3	7	7	2	2	-	8	3	-	3	8	9	2	2	6	3	7	4	7	4	-	7	-	4	
	*	*	-	*	*	*	*	*	-	*	*	-	*	*	*	*	*	*	*	*	*	*	*	-	*	*	-	*
Arab	4	-	1	-	3	2	2	-	-	2	1	-	-	4	3	1	3	-	1	4	-	2	2	1	-	1	2	
	*	-	*	-	*	*	*	-	-	*	*	-	*	*	*	*	*	-	*	*	*	-	*	*	*	-	*	*
Any other ethnic group	23	2	3	4	14	14	4	4	1	15	3	3	4	19	14	9	7	7	9	16	7	15	8	1	12	4	6	
	*	*	*	0.5%	*	*	0.5%	0.8%	0.9%	0.5%	*	2.0%	*	*	0.6%	*	0.6%	0.5%	*	0.6%	*	*	*	*	*	0.5%	*	
Prefer not to say	5	2	1	1	1	2	1	2	-	3	2	-	-	5	1	4	-	2	3	3	2	3	2	1	2	-	2	
	*	*	*	*	*	*	*	*	-	*	*	-	*	*	*	*	-	*	*	*	*	*	*	*	*	*	-	*
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

Table 299  
Q56. Normal weightings  
Q56. Do you speak English as a first language?  
Base: All Respondents

Unweighted Total  
Weighted Total  
Yes  
  
No  
  
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
4752	1918	2834	950	1512	2288	362	802	1219	1714	4098	352	213	90	308	3971	474	1575	2396	1161	1194	1096	1182	2035	2309
93.8%	94.7%	93.3%	90.9%	91.2%	97.0%	84.7%	94.8%	95.7%	93.9%	93.7%	94.5%	94.8%	94.4%	87.0%	94.6%	92.6%	95.6%	93.9%	91.5%	94.9%	94.9%	94.1%	93.0%	94.2%
312	108	204	95	146	71	65	44	54	111	274	21	12	5	46	228	38	72	156	108	64	59	74	153	142
6.2%	5.3%	6.7%	9.1%	8.8%	3.0%	15.3%	5.2%	4.3%	6.1%	6.3%	5.5%	5.2%	5.6%	13.0%	5.4%	7.4%	4.4%	6.1%	8.5%	5.1%	5.1%	5.9%	7.0%	5.8%
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

1 Jul 2015

Table 300  
Q56. Normal weightings  
Q56. Do you speak English as a first language?  
Base: All Respondents

Unweighted Total  
Weighted Total  
Yes  
  
No  
  
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
4752	405	762	729	2856	3394	796	455	107	2692	1647	130	1037	3715	2121	2631	1017	1170	2565	2546	2206	2890	1862	240	2394	655	1463
93.8%	87.7%	95.1%	94.4%	94.3%	93.7%	93.3%	95.9%	92.6%	92.8%	95.5%	93.3%	96.2%	93.2%	93.2%	94.3%	90.5%	91.7%	96.3%	93.4%	94.3%	93.7%	94.1%	95.9%	96.4%	94.2%	89.6%
312	57	39	43	173	227	57	19	9	210	77	9	41	271	154	158	107	106	99	179	133	196	116	10	90	41	171
6.2%	12.3%	4.9%	5.6%	5.7%	6.3%	6.7%	4.1%	7.4%	7.2%	4.5%	6.7%	3.8%	6.8%	6.8%	5.7%	9.5%	8.3%	3.7%	6.6%	5.7%	6.3%	5.9%	4.1%	3.6%	5.8%	10.4%
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%