



Employment Survey

Prepared on behalf of Unions21



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Prepared by Survation on behalf of Unions21



Fieldwork Dates: 20th - 23rd November 2012

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

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

Sample Size: 1,163

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

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

Data were analysed and weighted by Suration and presented by Patrick Bri ne and Damian Lyons Lowe.

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Table 1

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

Base: All Respondents

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

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Table 2

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

Base: All Respondents

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

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

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

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

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

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

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

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Table 6

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

Base: All Respondents

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

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

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

UK Employees Survey

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Table 8

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

Base: All Respondents

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

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

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

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Table 10

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

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

Base: All Respondents

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

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Table 11

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

Base: All Respondents

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

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Table 12
Q16. Some people argue that unpaid internships should be restricted to discourage companies from using them as free labour in place of paid jobs. Other people argue that unpaid internships are a valuable source of experience for young people. Which of the following statements is closest to your opinion?
Base: All Respondents

	Total	Gender		Age			2010 Vote				SEG				Region3			Trade Union Member		Employment	
		Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1163	603	560	496	534	133	265	328	173	102	288	301	321	253	421	240	502	327	836	998	165
Weighted Total	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312
Employers should always pay interns at least the minimum wage for any work they do	826	439	387	267	408	151	168	253	131	79	181	192	224	229	282	164	380	240	586	607	219
	71.0%	74.0%	67.9%	66.8%	70.3%	82.7%	63.0%	77.2%	73.4%	76.2%	69.5%	66.7%	70.3%	77.3%	74.9%	68.2%	69.6%	78.7%	68.3%	71.3%	70.2%
Employers should continue to offer internships, even if unpaid	254	118	136	97	132	24	74	56	34	21	67	73	72	42	67	56	131	51	203	191	63
	21.8%	19.8%	23.9%	24.3%	22.8%	13.4%	28.0%	17.0%	19.3%	20.3%	25.8%	25.3%	22.7%	14.1%	17.7%	23.3%	24.1%	16.7%	23.7%	22.4%	20.2%
Don't know	83	37	46	36	40	7	24	19	13	4	12	23	22	26	28	21	34	14	69	53	30
	7.1%	6.2%	8.2%	9.0%	6.9%	3.9%	9.0%	5.8%	7.2%	3.4%	4.7%	8.0%	7.0%	8.6%	7.5%	8.5%	6.3%	4.7%	8.0%	6.3%	9.5%
Sigma	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

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Table 13
Q17. Should advertising unpaid internships be made illegal?
Base: All Respondents

	Total	Gender		Age			2010 Vote				SEG				Region3			Trade Union Member		Employment	
		Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1163	603	560	496	534	133	265	328	173	102	288	301	321	253	421	240	502	327	836	998	165
Weighted Total	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312
Yes	503 43.3%	296 49.9%	207 36.4%	154 38.4%	249 43.0%	100 54.9%	108 40.5%	179 54.8%	73 41.2%	50 48.1%	128 49.3%	100 34.5%	142 44.6%	133 45.0%	177 46.9%	107 44.5%	220 40.2%	164 53.7%	339 39.5%	385 45.3%	118 37.8%
No	404 34.7%	182 30.7%	222 38.9%	169 42.2%	183 31.6%	51 28.2%	98 36.7%	97 29.6%	60 33.4%	38 36.9%	100 38.4%	112 39.0%	102 32.1%	89 30.1%	112 29.7%	82 33.9%	210 38.5%	79 25.8%	325 37.9%	279 32.7%	125 40.2%
Don't know	256 22.0%	115 19.4%	141 24.7%	77 19.3%	148 25.4%	31 16.9%	61 22.8%	51 15.7%	45 25.3%	16 15.0%	32 12.2%	76 26.5%	74 23.3%	73 24.9%	88 23.4%	52 21.6%	116 21.3%	62 20.5%	194 22.6%	187 22.0%	69 22.0%
Sigma	1163 100.0%	593 100.0%	570 100.0%	400 100.0%	580 100.0%	183 100.0%	266 100.0%	328 100.0%	178 100.0%	104 100.0%	260 100.0%	288 100.0%	319 100.0%	296 100.0%	376 100.0%	241 100.0%	546 100.0%	305 100.0%	858 100.0%	851 100.0%	312 100.0%