

YouGov / Internal Survey Results

Sample Size: 4901 GB Adults
Fieldwork: 24th - 31st July 2018

	Vote in 2017			EU Ref 2016		Gender		Age				Young Men and women		Social Grade		Region						
	Total	Con	Lab	Lib Dem	Remain	Leave	Male	Female	18-24	25-49	50-64	65+	Men 18-24	Women 18-24	ABC1	C2DE	London	Rest of South	Midlands / Wales	North	Scotland	
Weighted Sample	4901	1681	1608	299	1926	2093	2372	2529	549	2068	1162	1122	274	274	2794	2107	657	1588	1049	1181	426	
Unweighted Sample	4901	1722	1548	318	2104	2076	2100	2801	425	1930	1267	1279	117	308	3015	1886	416	1717	1109	1210	449	
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%

The gender pay gap is defined as the difference in the average of total earnings by men and women. In your opinion, do you think there is, or is not, a gender pay gap in Britain?

There is a gender pay gap	71	70	79	85	81	66	62	79	61	65	75	81	53	70	73	68	73	71	70	71	69
There is not a gender pay gap	16	18	11	9	10	21	23	8	24	18	14	9	36	12	15	16	14	15	16	16	19
Don't know	14	12	10	6	9	13	14	13	14	17	11	10	10	18	12	16	13	14	15	14	12

In your company, do you think there is a gender pay gap?

[Asked only to those who are working; n=2632]

Yes, men earn more than women on average	30	28	34	36	38	24	25	35	30	32	25	25	20	37	34	24	31	31	30	29	28
Yes, women earn more than men on average	2	1	2	0	2	1	3	1	2	3	1	1	0	4	2	2	2	1	1	3	2
No, men and women are paid about the same	50	54	48	44	44	58	56	45	55	48	55	51	67	47	49	54	50	51	50	50	53
Don't know	18	17	16	19	16	17	17	19	13	17	19	24	13	13	16	21	17	17	19	19	16

In March / April 2018, it became mandatory for companies with 250 or more employees to disclose their gender pay gap. Do you feel your company has made it clear to all employees what the gender pay gap is?

[Asked to those who work for a company of 250 or more employees; n=736]

It was made clear to me what my company's gender pay gap is	36	35	39	45	41	33	40	31	46	40	28	9	56	31	43	23	44	35	37	31	38
It was not made clear to me what my company's gender pay gap is	44	46	38	37	39	48	40	49	31	43	48	61	24	40	39	54	35	48	45	46	41
Don't know	20	18	23	18	19	20	20	20	23	17	25	31	20	29	18	23	22	17	18	23	21

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	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%

To what extent, if at all, do you think your company is trying to close the gender pay gap?

[Asked to those who work for a company of 250 or more employees, and who did not say that men and women are paid the same; n=371]

My company is doing all it reasonably can to close the gender pay gap	19	19	23	12	24	13	24	13	10	20	18	28	0	16	20	15	19	15	20	25	14
My company is making some effort to close the gender pay gap, but could be doing more	27	31	25	42	27	27	24	29	26	27	27	22	13	33	30	16	29	33	32	18	10
My company is not making any effort to close the gender pay gap	15	9	19	16	16	11	11	20	9	16	17	0	0	14	15	17	16	13	16	17	12
Don't know	39	42	33	31	34	48	41	37	56	38	38	49	87	37	35	51	36	39	32	39	64

Who, if anyone, do you think is most responsible for leading the effort to close the gender pay gap?

[Asked only to those who think there is a gender pay gap; n=3464]

Employers	43	43	43	47	47	40	43	43	48	54	40	30	45	49	47	38	44	47	37	45	41
Government	22	19	24	20	21	22	21	22	25	22	22	21	16	31	20	24	19	20	26	21	22
Employees	12	16	8	10	10	13	11	12	12	8	10	19	17	7	11	13	12	11	12	11	14
Unions	10	9	13	9	11	11	13	9	5	6	14	15	9	3	10	11	8	10	10	11	14
None of the above	4	5	4	5	5	5	5	4	3	3	5	6	3	3	5	4	8	4	5	3	3
Don't know	8	8	8	9	7	9	6	10	8	7	9	9	9	7	7	10	10	8	10	8	5

Within your company, do you think everyone should be able to know how much others are paid, or should this information be kept private?

[Asked only to those who are working; n=2632]

Everyone should be able to know what others are paid	36	30	42	45	40	35	34	39	39	35	39	34	42	38	37	36	38	34	39	36	37
Everyone should be able to know what those earning above a certain amount are paid	17	15	19	17	19	16	18	17	20	18	17	10	23	18	18	17	19	18	14	19	16
Information on how much others are paid should be kept private	36	46	30	26	32	39	38	33	31	36	36	41	25	35	36	34	30	38	36	34	35
Don't know	11	8	9	12	9	10	10	11	10	12	8	15	10	10	9	13	12	10	10	10	12

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	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%

Thinking about public sector companies, do you think they should, or should not, make data on individual employees' salaries available to the general public?

They should make data on all employees' salaries available to the general public	31	32	32	31	30	35	31	31	20	27	35	39	17	23	32	30	26	29	34	33	33
They should make data on salaries of the highest-paid employees public	26	26	29	30	31	24	28	24	26	25	27	25	33	20	28	23	31	26	24	24	24
They should not make data on any employees available to the general public	29	31	27	27	28	28	29	29	35	31	28	25	37	34	29	29	30	29	27	30	32
Don't know	14	11	12	13	11	12	12	16	19	17	10	11	14	23	11	18	13	16	15	13	12