

YouGov/TUC Survey

Sample Size: 4,555 GB Adults (2,355 employees)
GB Sample : 5th - 7th August 2014

Total	Gender		Age					Social Grade	
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

Working Status

Unweighted base	4555	2175	2380	484	531	717	1182	1641	2522	2033
Base: All GB Adults	4555	2186	2369	546	754	766	894	1594	2505	2050
Working full time (30 or more hours per week)	50%	57%	45%	32%	74%	73%	69%	24%	58%	41%
Working part time (8-29 hours a week)	12%	6%	16%	10%	10%	11%	14%	11%	10%	13%
Working part time (Less than 8 hours a week)	1%	1%	2%	2%	1%	0%	1%	1%	1%	2%
Full time student	5%	6%	5%	39%	3%	1%	0%	0%	2%	10%
Retired	21%	20%	21%	2%	0%	1%	3%	56%	22%	19%
Unemployed	3%	4%	3%	10%	4%	3%	3%	1%	2%	5%
Not working	6%	4%	8%	3%	6%	8%	8%	5%	4%	8%
Other	1%	1%	2%	2%	1%	2%	1%	1%	1%	2%
Net: Working part time	13%	7%	18%	12%	11%	11%	16%	13%	11%	15%
Net: Working (NET)	63%	64%	62%	44%	85%	85%	84%	37%	69%	56%
Net: Not working/ other	7%	5%	9%	5%	7%	11%	9%	6%	5%	10%

Employment status - employee/ self-employed

Unweighted base	2851	1384	1467	206	452	603	983	607	1708	1143
Base: All GB Adults who work	2874	1399	1476	240	643	649	752	590	1736	1138
Employee	84%	84%	84%	78%	91%	90%	84%	72%	87%	79%
Self-employed	9%	11%	7%	4%	4%	8%	10%	17%	8%	12%
Not applicable	7%	5%	9%	18%	5%	3%	5%	10%	5%	9%

Work industry

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Manufacturing	7%	10%	4%	2%	6%	6%	9%	10%	4%	12%
Construction	4%	6%	2%	4%	5%	4%	3%	5%	4%	4%
Retail	10%	9%	10%	18%	9%	8%	10%	10%	5%	18%
Financial services	6%	6%	5%	6%	8%	6%	4%	4%	7%	3%
Hospitality and leisure	3%	3%	4%	6%	3%	4%	2%	4%	2%	6%
Accountancy	1%	1%	1%	5%	1%	1%	1%	1%	2%	-
Legal	3%	2%	3%	4%	2%	3%	3%	2%	4%	1%
IT & telecoms	4%	6%	3%	7%	6%	6%	3%	2%	6%	2%
Media/ marketing/ advertising/ PR & sales	3%	3%	2%	2%	4%	4%	1%	1%	4%	1%
Medical & health services	11%	8%	14%	9%	9%	10%	12%	13%	12%	9%
Education	14%	9%	19%	12%	15%	16%	13%	12%	17%	9%
Transportation & distribution	5%	8%	2%	5%	5%	5%	5%	4%	4%	7%
Real estate	1%	1%	1%	1%	1%	1%	0%	1%	1%	1%
Other	29%	29%	29%	18%	26%	28%	33%	32%	31%	26%
Not applicable	-	-	-	-	-	-	-	-	-	-

Total	Gender		Age					Social Grade	
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

Gross salary is the salary you receive before tax deductions.

What is your annual gross personal salary? (If you do not receive a set salary - e.g. if you are paid hourly etc. - please try to average your salary across the year)

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Under £5,000 per year	3%	2%	5%	11%	2%	3%	2%	4%	2%	6%
£5,000 to £9,999 per year	7%	4%	9%	11%	6%	4%	7%	9%	3%	12%
£10,000 to £14,999 per year	10%	6%	14%	20%	8%	8%	10%	12%	6%	17%
£15,000 to £19,999 per year	13%	12%	15%	14%	16%	11%	12%	14%	12%	16%
£20,000 to £24,999 per year	14%	15%	13%	17%	12%	16%	14%	12%	14%	14%
£25,000 to £29,999 per year	12%	14%	10%	10%	16%	13%	12%	9%	14%	9%
£30,000 to £34,999 per year	8%	9%	7%	4%	10%	10%	7%	8%	10%	5%
£35,000 to £39,999 per year	7%	8%	5%	3%	9%	7%	7%	4%	8%	4%
£40,000 to £44,999 per year	5%	6%	3%	-	4%	6%	7%	4%	6%	3%
£45,000 to £49,999 per year	2%	3%	2%	0%	2%	2%	3%	3%	3%	1%
£50,000 to £59,999 per year	3%	4%	2%	-	3%	3%	4%	3%	4%	1%
£60,000 to £69,999 per year	2%	3%	1%	0%	2%	2%	1%	1%	2%	0%
£70,000 to £99,999 per year	1%	2%	0%	-	-	2%	2%	0%	2%	-
£100,000 and over	1%	1%	0%	-	-	1%	1%	1%	1%	0%
Don't know	2%	2%	2%	4%	3%	1%	1%	1%	1%	3%
Prefer not to say	10%	9%	11%	7%	8%	10%	11%	16%	10%	10%
Net: Less than £15,000	20%	12%	28%	42%	15%	16%	18%	26%	11%	35%
Net: £15,000 to £24,999	27%	27%	28%	30%	28%	27%	26%	27%	26%	30%
Net: £25,000 to £34,999	20%	23%	17%	14%	26%	22%	18%	16%	24%	14%
Net: £35,000 to £49,999	14%	17%	11%	3%	15%	15%	17%	10%	18%	7%
Net: £50,000 or more	6%	10%	3%	0%	5%	9%	8%	5%	9%	1%

A "trade union" is an organised association of workers in a trade, group of trades, or profession, formed to protect and further the rights and interests of employees.

Are you currently a member of a trade union or similar professional association?

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Yes, I am	34%	34%	34%	15%	33%	33%	38%	37%	35%	32%
No, I am not	64%	64%	64%	77%	64%	65%	62%	62%	63%	66%
Don't know	2%	2%	2%	8%	3%	2%	0%	1%	2%	3%

What kind of organisation do you work for?

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Private sector – profit-seeking (e.g. public limited company, partnership)	54%	63%	46%	62%	56%	53%	51%	54%	46%	68%
Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	37%	30%	44%	25%	36%	40%	41%	36%	45%	23%
Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	6%	4%	8%	8%	6%	5%	6%	6%	7%	5%
Don't know	3%	3%	3%	5%	2%	2%	2%	4%	2%	4%

Total	Gender		Age					Social Grade	
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

As an official part of your main job, do you ever supervise the work of other employees or tell other employees what to do (i.e. manage other employees)?

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Yes, I do	46%	49%	44%	26%	49%	52%	49%	41%	55%	32%
No, I don't	52%	49%	55%	70%	49%	47%	50%	59%	44%	66%
Don't know	1%	2%	1%	4%	2%	1%	0%	0%	1%	1%

Thinking about your current occupation (rather than your employer)...

Which ONE of the following statements BEST applies to you?

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
I look upon my current occupation as part of my long-term career path	51%	53%	49%	51%	57%	53%	52%	40%	59%	37%
I do not look upon my current occupation as part of my long-term career path	15%	14%	16%	25%	17%	16%	12%	9%	12%	20%
I do not think of myself as having a long term career path	29%	28%	30%	18%	20%	26%	32%	46%	25%	36%
Don't know	5%	5%	5%	6%	6%	4%	4%	5%	4%	7%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My job is interesting and enjoyable

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	18%	16%	20%	22%	16%	18%	18%	20%	21%	13%
Tend to agree	42%	41%	44%	39%	47%	40%	40%	43%	46%	36%
Neither agree nor disagree	22%	22%	21%	13%	20%	25%	22%	23%	18%	27%
Tend to disagree	11%	13%	9%	13%	10%	11%	13%	8%	10%	13%
Strongly disagree	6%	6%	6%	8%	6%	5%	7%	6%	4%	9%
Don't know	2%	2%	1%	5%	2%	1%	1%	1%	1%	2%

I am worried that I might lose my job in the next 12 months

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	9%	10%	8%	9%	8%	13%	9%	6%	9%	10%
Tend to agree	15%	16%	14%	11%	16%	16%	15%	15%	14%	17%
Neither agree nor disagree	25%	23%	26%	21%	24%	25%	25%	27%	23%	28%
Tend to disagree	27%	27%	27%	39%	26%	25%	27%	24%	28%	24%
Strongly disagree	21%	20%	22%	13%	22%	20%	22%	25%	24%	17%
Don't know	3%	4%	2%	7%	3%	2%	2%	2%	2%	4%

Total	Gender		Age					Social Grade	
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

I have regular opportunities to undertake training and improve my skills at work

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	10%	11%	10%	17%	11%	11%	8%	9%	12%	8%
Tend to agree	32%	31%	33%	36%	33%	35%	31%	28%	35%	27%
Neither agree nor disagree	22%	22%	22%	18%	24%	20%	25%	23%	19%	27%
Tend to disagree	20%	20%	19%	13%	19%	20%	19%	22%	19%	20%
Strongly disagree	14%	13%	14%	10%	11%	12%	16%	16%	12%	16%
Don't know	2%	2%	1%	5%	2%	1%	1%	1%	1%	3%

I am worried that my job may offer worse conditions (e.g. fewer hours, less pay or less responsibility), in the next 12 months

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	12%	11%	13%	9%	13%	12%	14%	9%	11%	14%
Tend to agree	21%	20%	22%	20%	21%	23%	20%	20%	20%	22%
Neither agree nor disagree	25%	26%	24%	20%	26%	23%	26%	26%	23%	28%
Tend to disagree	24%	24%	25%	31%	22%	26%	22%	24%	27%	20%
Strongly disagree	15%	16%	14%	11%	15%	12%	16%	19%	17%	12%
Don't know	3%	4%	2%	10%	3%	3%	2%	2%	3%	4%

My job does not make full use of my skills and abilities

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	19%	18%	19%	24%	19%	19%	20%	13%	17%	20%
Tend to agree	30%	32%	28%	27%	33%	30%	28%	28%	29%	31%
Neither agree nor disagree	20%	20%	21%	17%	20%	18%	22%	24%	18%	24%
Tend to disagree	20%	20%	20%	19%	18%	22%	19%	21%	23%	15%
Strongly disagree	9%	8%	11%	8%	7%	9%	9%	12%	11%	7%
Don't know	2%	2%	2%	5%	2%	2%	1%	1%	2%	3%

I have a good chance to progress in my job

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	7%	7%	7%	18%	11%	7%	4%	3%	9%	5%
Tend to agree	23%	24%	23%	32%	31%	26%	19%	10%	27%	17%
Neither agree nor disagree	27%	28%	26%	18%	20%	30%	29%	34%	24%	32%
Tend to disagree	24%	22%	25%	17%	23%	21%	26%	28%	23%	24%
Strongly disagree	16%	15%	17%	9%	12%	14%	20%	22%	15%	19%
Don't know	2%	3%	2%	6%	3%	2%	2%	2%	2%	3%

Total	Gender		Age					Social Grade	
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

Recently I have felt anxious or worried about something connected to my job

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	19%	17%	20%	20%	17%	20%	21%	17%	21%	15%
Tend to agree	32%	31%	33%	35%	39%	35%	30%	21%	34%	29%
Neither agree nor disagree	20%	22%	18%	19%	19%	22%	18%	25%	18%	24%
Tend to disagree	18%	18%	17%	17%	16%	14%	20%	21%	17%	18%
Strongly disagree	9%	9%	10%	5%	6%	8%	11%	16%	9%	11%
Don't know	2%	2%	1%	5%	3%	1%	1%	1%	1%	2%

I never seem to have enough time to get my work done

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	17%	15%	18%	17%	19%	18%	17%	12%	20%	11%
Tend to agree	27%	24%	29%	21%	27%	28%	29%	23%	30%	21%
Neither agree nor disagree	26%	30%	22%	27%	25%	26%	24%	28%	21%	33%
Tend to disagree	21%	21%	21%	27%	19%	18%	21%	25%	20%	22%
Strongly disagree	8%	7%	9%	3%	7%	8%	8%	10%	6%	10%
Don't know	2%	2%	2%	5%	2%	2%	1%	1%	1%	2%

Over the last few years the amount of work that I have to do has increased

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	28%	28%	29%	26%	28%	30%	30%	26%	32%	23%
Tend to agree	37%	36%	37%	29%	33%	36%	42%	37%	38%	34%
Neither agree nor disagree	19%	20%	18%	24%	23%	19%	14%	19%	18%	20%
Tend to disagree	9%	10%	9%	7%	10%	9%	10%	10%	8%	12%
Strongly disagree	4%	3%	5%	2%	2%	5%	3%	7%	2%	6%
Don't know	3%	3%	3%	12%	4%	2%	2%	1%	2%	4%

There is enough flexibility in my job to allow me to balance work and the rest of my life (e.g. home life, caring responsibilities, hobbies etc.)

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	15%	14%	16%	12%	13%	16%	16%	16%	16%	13%
Tend to agree	42%	40%	44%	48%	44%	40%	40%	41%	45%	37%
Neither agree nor disagree	18%	19%	17%	10%	17%	20%	19%	19%	14%	24%
Tend to disagree	14%	15%	13%	18%	12%	15%	13%	13%	14%	14%
Strongly disagree	10%	10%	9%	7%	11%	8%	11%	11%	9%	10%
Don't know	2%	2%	1%	4%	3%	1%	1%	1%	1%	2%

Total	Gender		Age					Social Grade	
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

I have a real say in how my work is organised

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	12%	14%	11%	7%	13%	11%	13%	14%	16%	6%
Tend to agree	32%	32%	31%	33%	33%	35%	29%	28%	38%	21%
Neither agree nor disagree	21%	20%	23%	20%	20%	22%	22%	20%	18%	26%
Tend to disagree	18%	18%	18%	27%	19%	17%	16%	19%	15%	24%
Strongly disagree	15%	14%	15%	8%	13%	12%	19%	17%	11%	20%
Don't know	2%	2%	2%	5%	3%	2%	1%	1%	2%	2%

The workforce in my organisation are consulted and involved in relevant decisions made by managers

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	7%	8%	6%	8%	6%	9%	6%	7%	7%	6%
Tend to agree	25%	26%	25%	39%	28%	24%	22%	23%	29%	20%
Neither agree nor disagree	24%	24%	24%	21%	29%	22%	22%	23%	23%	25%
Tend to disagree	22%	19%	25%	14%	19%	25%	24%	24%	21%	24%
Strongly disagree	18%	19%	17%	9%	15%	17%	24%	20%	17%	21%
Don't know	3%	4%	3%	8%	4%	3%	3%	3%	3%	4%

For the following question, we would like you to think about your average working day...

Which ONE of the following BEST describes how you feel about going to work on an average working day?

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
I usually look forward to going to work	34%	33%	35%	31%	31%	28%	35%	45%	36%	30%
I usually wish I didn't have to go to work	41%	39%	42%	41%	43%	44%	42%	34%	40%	43%
I don't care one way or the other about going to work	19%	20%	17%	14%	19%	23%	18%	16%	18%	19%
None of these	5%	5%	5%	9%	4%	4%	5%	4%	5%	5%
Don't know	2%	2%	1%	4%	3%	1%	1%	1%	1%	2%

Total	Gender		Age					Social Grade	
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

The following question is about problems that occur in some workplaces.

Which, if any, of the following have ever happened to you, or someone else, in your workplace? (Please select all that apply on each row)

Not being paid a fair rate for the job

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
This has happened to me at my current workplace	23%	24%	22%	21%	23%	24%	24%	22%	23%	24%
This has happened to someone else at my current workplace	18%	20%	17%	24%	21%	20%	16%	13%	18%	19%
I am not aware of this happening to anyone in my current workplace	51%	50%	53%	50%	47%	49%	55%	56%	53%	49%
Don't know/ can't recall	10%	9%	11%	9%	12%	10%	8%	9%	9%	11%
Prefer not to say	3%	3%	2%	2%	4%	2%	2%	2%	2%	3%

Preferential treatment or favouritism (e.g. when offering promotion, allocating work, overtime opportunities, working hours etc.)

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
This has happened to me at my current workplace	21%	19%	22%	17%	22%	22%	22%	17%	19%	23%
This has happened to someone else at my current workplace	33%	33%	33%	24%	36%	34%	36%	27%	34%	32%
I am not aware of this happening to anyone in my current workplace	40%	42%	39%	49%	36%	38%	38%	50%	42%	37%
Don't know/ can't recall	9%	9%	9%	14%	9%	10%	8%	6%	8%	10%
Prefer not to say	1%	1%	1%	1%	3%	2%	1%	0%	1%	1%

Being expected to work unpaid overtime

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
This has happened to me at my current workplace	34%	34%	33%	31%	33%	38%	34%	29%	39%	25%
This has happened to someone else at my current workplace	21%	22%	19%	22%	24%	22%	20%	14%	23%	16%
I am not aware of this happening to anyone in my current workplace	45%	43%	47%	49%	41%	41%	46%	53%	40%	53%
Don't know/ can't recall	8%	8%	7%	8%	9%	8%	7%	8%	7%	9%
Prefer not to say	2%	3%	2%	2%	3%	3%	1%	1%	2%	3%

Total	Gender		Age					Social Grade	
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

Bullying or harassment by management or fellow workers

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
This has happened to me at my current workplace	16%	15%	16%	10%	13%	15%	20%	17%	15%	17%
This has happened to someone else at my current workplace	28%	26%	29%	14%	27%	31%	32%	24%	29%	25%
I am not aware of this happening to anyone in my current workplace	50%	52%	48%	60%	49%	48%	47%	55%	50%	50%
Don't know/ can't recall	9%	9%	9%	14%	11%	9%	7%	6%	8%	10%
Prefer not to say	2%	2%	2%	2%	4%	2%	1%	1%	2%	2%

Sexual or racial discrimination

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
This has happened to me at my current workplace	4%	4%	4%	5%	5%	5%	3%	2%	4%	4%
This has happened to someone else at my current workplace	11%	13%	9%	9%	12%	11%	11%	9%	10%	12%
I am not aware of this happening to anyone in my current workplace	73%	72%	75%	72%	70%	71%	75%	81%	75%	71%
Don't know/ can't recall	11%	10%	12%	13%	11%	13%	10%	8%	10%	13%
Prefer not to say	2%	2%	1%	1%	3%	2%	2%	0%	2%	2%

Insecure or irregular work that means people do not know how much work or pay they will have week to week

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
This has happened to me at my current workplace	8%	9%	7%	12%	8%	8%	7%	8%	5%	13%
This has happened to someone else at my current workplace	13%	14%	11%	15%	14%	14%	12%	9%	12%	15%
I am not aware of this happening to anyone in my current workplace	70%	68%	71%	60%	66%	67%	74%	76%	74%	62%
Don't know/ can't recall	10%	9%	10%	15%	10%	12%	7%	7%	9%	11%
Prefer not to say	1%	2%	1%	1%	3%	2%	1%	0%	1%	2%

Excessive management supervision (e.g. being "micro-managed")

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
This has happened to me at my current workplace	21%	23%	20%	22%	21%	21%	22%	21%	23%	19%
This has happened to someone else at my current workplace	25%	26%	24%	21%	29%	28%	23%	19%	28%	21%
I am not aware of this happening to anyone in my current workplace	47%	48%	47%	52%	43%	45%	49%	53%	46%	50%
Don't know/ can't recall	10%	9%	11%	11%	11%	12%	9%	10%	8%	13%
Prefer not to say	2%	2%	2%	1%	3%	2%	2%	0%	2%	2%

Total	Gender		Age					Social Grade	
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

Do you think that anyone at your current workplace has ever been sacked or made redundant without good reason? (Please select the option that BEST applies)

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Yes, on more than one occasion	12%	13%	12%	3%	12%	9%	16%	15%	11%	13%
Yes, on one occasion	9%	10%	8%	6%	13%	11%	7%	6%	9%	9%
No, they have not	52%	50%	55%	47%	50%	55%	52%	55%	54%	49%
Don't know	24%	24%	23%	36%	21%	23%	23%	23%	23%	25%
Prefer not to say	3%	3%	2%	7%	3%	3%	2%	0%	2%	3%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My pay has kept up with (i.e. increased in line with) the cost of living over the last few years

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	5%	6%	4%	10%	7%	5%	2%	4%	5%	4%
Tend to agree	15%	17%	14%	18%	18%	14%	15%	13%	16%	15%
Neither agree nor disagree	16%	15%	16%	17%	17%	18%	13%	15%	15%	18%
Tend to disagree	26%	24%	28%	19%	26%	26%	26%	29%	26%	25%
Strongly disagree	33%	32%	33%	15%	26%	33%	41%	36%	33%	32%
Don't know/ Not applicable	5%	5%	5%	22%	6%	4%	3%	3%	5%	6%

I am paid fairly for the work/ job I do

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	7%	8%	6%	9%	7%	9%	7%	6%	9%	5%
Tend to agree	34%	34%	34%	31%	33%	35%	32%	36%	37%	29%
Neither agree nor disagree	23%	24%	22%	21%	24%	25%	20%	22%	21%	26%
Tend to disagree	23%	21%	25%	29%	23%	18%	28%	21%	22%	26%
Strongly disagree	11%	11%	10%	6%	10%	10%	11%	14%	10%	12%
Don't know/ Not applicable	2%	2%	3%	5%	4%	3%	1%	1%	2%	3%

I get good benefits on top of my pay (e.g. pension, access to flexible working etc.)

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	9%	10%	7%	7%	11%	8%	10%	5%	11%	5%
Tend to agree	31%	33%	29%	34%	33%	34%	28%	27%	35%	24%
Neither agree nor disagree	22%	21%	23%	20%	21%	23%	24%	22%	22%	23%
Tend to disagree	17%	17%	18%	15%	17%	18%	16%	20%	16%	21%
Strongly disagree	16%	15%	17%	13%	14%	14%	19%	20%	13%	21%
Don't know/ Not applicable	4%	4%	5%	12%	4%	3%	3%	6%	4%	6%

Total	Gender		Age					Social Grade	
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

I think that the gap in pay between those at the top of my organisation and those lower down is too great (i.e. shouldn't be as large)

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	26%	28%	24%	19%	22%	25%	31%	28%	25%	28%
Tend to agree	31%	30%	33%	27%	35%	30%	30%	33%	31%	32%
Neither agree nor disagree	21%	21%	21%	20%	22%	25%	19%	18%	21%	21%
Tend to disagree	9%	9%	8%	11%	9%	10%	7%	7%	10%	6%
Strongly disagree	4%	4%	3%	3%	3%	2%	4%	6%	5%	3%
Don't know/ Not applicable	9%	8%	11%	20%	9%	8%	9%	8%	8%	11%

Pay for those lower down in the organisation has not gone up as much as pay for those at the top over the last few years

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	22%	22%	22%	19%	18%	22%	25%	24%	20%	25%
Tend to agree	25%	26%	24%	27%	29%	21%	24%	24%	25%	24%
Neither agree nor disagree	19%	18%	20%	15%	20%	23%	17%	18%	19%	20%
Tend to disagree	11%	11%	11%	10%	10%	12%	11%	13%	12%	9%
Strongly disagree	6%	8%	5%	2%	6%	7%	7%	7%	8%	4%
Don't know/ Not applicable	17%	15%	18%	27%	17%	15%	16%	13%	15%	18%

All staff should have a say in the pay of those at the top of organisations

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	18%	20%	17%	13%	17%	18%	20%	19%	18%	19%
Tend to agree	30%	30%	31%	29%	31%	29%	30%	31%	29%	33%
Neither agree nor disagree	25%	22%	27%	23%	23%	25%	25%	25%	24%	25%
Tend to disagree	14%	15%	13%	19%	17%	14%	11%	13%	16%	11%
Strongly disagree	6%	8%	4%	4%	6%	5%	7%	7%	7%	4%
Don't know/ Not applicable	7%	5%	9%	13%	7%	7%	6%	5%	6%	8%

My employer can afford to give better pay rises than those given to staff

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	19%	22%	17%	18%	24%	20%	18%	16%	19%	21%
Tend to agree	31%	31%	30%	31%	35%	27%	32%	27%	31%	30%
Neither agree nor disagree	22%	22%	22%	20%	18%	25%	22%	25%	21%	24%
Tend to disagree	12%	11%	12%	9%	9%	13%	12%	13%	13%	9%
Strongly disagree	5%	4%	6%	3%	3%	4%	6%	8%	6%	3%
Don't know/ Not applicable	11%	10%	12%	18%	10%	11%	10%	11%	11%	12%

Total	Gender		Age					Social Grade	
Base	Male	Female	18-24	25-34	35-44	45-54	55+	ABC1	C2DE

A performance related pay system at my workplace is fairly operated

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
Strongly agree	3%	3%	3%	5%	3%	4%	2%	2%	4%	2%
Tend to agree	16%	15%	17%	23%	24%	16%	10%	10%	18%	11%
Neither agree nor disagree	23%	24%	22%	20%	20%	27%	24%	22%	20%	28%
Tend to disagree	15%	16%	15%	17%	16%	14%	16%	15%	16%	15%
Strongly disagree	13%	15%	11%	5%	12%	12%	15%	16%	12%	14%
Don't know/ Not applicable	30%	28%	32%	30%	25%	28%	33%	35%	30%	30%

The "Living Wage" is defined as a wage which is high enough to maintain a normal standard of living.

The Living Wage is currently £7.65 an hour outside London and £8.80 in London.

Which ONE of the following BEST applies to your employer? (Please select the option that BEST applies)

Unweighted base	2355	1130	1225	157	407	534	820	437	1465	890
Base: All GB Adults who are employees	2415	1174	1241	188	585	581	634	427	1514	902
They pay at least the living wage to all staff	53%	53%	53%	41%	48%	53%	57%	60%	59%	43%
They do not pay the living wage to all staff, but I think they could afford to do so	25%	24%	26%	37%	27%	19%	23%	27%	18%	37%
They do not pay the living wage to all staff and could not afford to do so	6%	7%	6%	7%	8%	7%	5%	5%	6%	7%
Don't know	16%	16%	15%	16%	17%	21%	15%	8%	18%	13%

YouGov/TUC Survey

Sample Size: 4,555 GB Adults (2,355 employees)
GB Sample : 5th - 7th August 2014

		Total	Region							Government Region										
		Base	North	Midlands	East	London	South	Wales	Scotland	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
Working Status																				
Unweighted base		4555	1106	627	399	616	961	265	581	245	487	374	301	326	399	616	581	380	265	581
Base: All GB Adults		4555	1121	747	437	583	1043	228	396	261	488	371	362	385	437	583	650	393	228	396
Working full time (30 or more hours per week)		50%	51%	51%	51%	52%	48%	47%	53%	48%	53%	50%	51%	51%	51%	52%	48%	48%	47%	53%
Working part time (8-29 hours a week)		12%	12%	11%	11%	10%	13%	10%	10%	15%	11%	13%	13%	8%	11%	10%	14%	11%	10%	10%
Working part time (Less than 8 hours a week)		1%	1%	1%	1%	1%	1%	1%	1%	2%	1%	1%	1%	2%	1%	1%	1%	1%	1%	1%
Full time student		5%	4%	5%	5%	9%	5%	9%	7%	4%	3%	4%	4%	5%	5%	9%	5%	4%	9%	7%
Retired		21%	20%	20%	21%	16%	24%	22%	19%	22%	19%	20%	20%	20%	21%	16%	23%	25%	22%	19%
Unemployed		3%	4%	3%	4%	5%	2%	4%	5%	2%	3%	5%	3%	4%	4%	5%	1%	2%	4%	5%
Not working		6%	7%	7%	6%	5%	6%	6%	4%	6%	9%	4%	7%	7%	6%	5%	6%	7%	6%	4%
Other		1%	1%	2%	1%	1%	1%	1%	1%	1%	1%	2%	1%	2%	1%	1%	1%	1%	1%	1%
Net: Working part time		13%	14%	12%	12%	11%	14%	11%	12%	17%	12%	14%	15%	10%	12%	11%	15%	12%	11%	12%
Net: Working (NET)		63%	65%	63%	63%	63%	62%	58%	64%	65%	64%	65%	65%	61%	63%	63%	63%	61%	58%	64%
Net: Not working/ other		7%	8%	9%	7%	7%	8%	7%	5%	7%	10%	6%	8%	9%	7%	7%	7%	8%	7%	5%
Employment status - employee/ self-employed																				
Unweighted base		2851	706	400	246	384	590	151	374	153	308	245	198	202	246	384	361	229	151	374
Base: All GB Adults who work		2874	724	472	274	368	649	132	254	170	314	240	237	236	274	368	411	238	132	254
Employee		84%	86%	87%	84%	78%	81%	86%	87%	82%	86%	87%	87%	87%	84%	78%	84%	78%	86%	87%
Self-employed		9%	8%	8%	10%	11%	11%	9%	6%	8%	8%	8%	9%	7%	10%	11%	9%	15%	9%	6%
Not applicable		7%	7%	4%	6%	11%	7%	5%	7%	10%	6%	5%	3%	5%	6%	11%	7%	7%	5%	7%
Work industry																				
Unweighted base		2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees		2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Manufacturing		7%	11%	10%	8%	2%	5%	5%	5%	10%	12%	9%	12%	8%	8%	2%	5%	6%	5%	5%
Construction		4%	5%	1%	10%	4%	4%	1%	3%	5%	5%	4%	0%	2%	10%	4%	5%	3%	1%	3%
Retail		10%	11%	9%	9%	8%	11%	9%	8%	10%	13%	10%	10%	9%	9%	8%	11%	10%	9%	8%
Financial services		6%	5%	3%	6%	10%	6%	2%	7%	1%	6%	6%	3%	3%	6%	10%	7%	6%	2%	7%
Hospitality and leisure		3%	3%	3%	3%	3%	4%	4%	4%	3%	2%	3%	3%	4%	3%	3%	4%	4%	4%	4%
Accountancy		1%	1%	1%	1%	3%	1%	-	1%	1%	1%	1%	1%	1%	1%	3%	1%	1%	-	1%
Legal		3%	3%	3%	3%	1%	1%	3%	4%	1%	4%	3%	5%	2%	3%	1%	1%	1%	3%	4%
IT & telecoms		4%	4%	3%	3%	4%	7%	3%	5%	3%	3%	7%	2%	3%	3%	4%	8%	5%	3%	5%
Media/ marketing/ advertising/ PR & sales		3%	0%	2%	2%	9%	3%	0%	3%	-	-	1%	2%	1%	2%	9%	4%	1%	0%	3%
Medical & health services		11%	10%	12%	10%	9%	10%	19%	10%	10%	10%	12%	11%	13%	10%	9%	10%	10%	19%	10%
Education		14%	14%	17%	9%	19%	13%	7%	12%	19%	15%	11%	17%	17%	9%	19%	14%	13%	7%	12%
Transportation & distribution		5%	5%	5%	4%	4%	5%	3%	7%	3%	5%	5%	2%	9%	4%	4%	5%	5%	3%	7%
Real estate		1%	0%	1%	1%	1%	1%	2%	1%	-	1%	-	-	2%	1%	1%	1%	2%	2%	1%
Other		29%	28%	30%	31%	23%	28%	42%	31%	35%	23%	29%	32%	27%	31%	23%	26%	32%	42%	31%
Not applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Total	Region							Government Region										
Base	North	Midlands	East	London	South	Wales	Scotland	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland

Gross salary is the salary you receive before tax deductions.

What is your annual gross personal salary? (If you do not receive a set salary - e.g. if you are paid hourly etc. - please try to average your salary across the year)

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Under £5,000 per year	3%	4%	3%	4%	1%	4%	2%	2%	3%	4%	6%	3%	4%	4%	1%	5%	2%	2%	2%
£5,000 to £9,999 per year	7%	7%	6%	9%	3%	7%	10%	6%	10%	6%	6%	7%	5%	9%	3%	7%	6%	10%	6%
£10,000 to £14,999 per year	10%	14%	9%	11%	4%	9%	14%	11%	12%	18%	10%	8%	9%	11%	4%	9%	8%	14%	11%
£15,000 to £19,999 per year	13%	18%	11%	10%	7%	12%	16%	18%	15%	17%	22%	9%	13%	10%	7%	10%	15%	16%	18%
£20,000 to £24,999 per year	14%	13%	16%	9%	12%	18%	14%	11%	15%	13%	13%	13%	19%	9%	12%	15%	23%	14%	11%
£25,000 to £29,999 per year	12%	12%	16%	9%	16%	11%	11%	10%	14%	11%	11%	19%	12%	9%	16%	11%	11%	11%	10%
£30,000 to £34,999 per year	8%	6%	6%	5%	11%	11%	7%	10%	6%	7%	5%	8%	4%	5%	11%	13%	9%	7%	10%
£35,000 to £39,999 per year	7%	5%	8%	7%	10%	5%	7%	6%	7%	5%	5%	10%	7%	7%	10%	6%	3%	7%	6%
£40,000 to £44,999 per year	5%	4%	5%	4%	9%	4%	4%	5%	5%	4%	2%	2%	7%	4%	9%	5%	2%	4%	5%
£45,000 to £49,999 per year	2%	1%	3%	3%	4%	2%	1%	3%	2%	1%	2%	3%	4%	3%	4%	2%	2%	1%	3%
£50,000 to £59,999 per year	3%	2%	3%	3%	4%	3%	3%	3%	2%	1%	3%	4%	1%	3%	4%	4%	0%	3%	3%
£60,000 to £69,999 per year	2%	1%	0%	5%	3%	1%	1%	1%	2%	1%	1%	-	1%	5%	3%	1%	1%	1%	1%
£70,000 to £99,999 per year	1%	1%	1%	1%	3%	1%	-	2%	1%	0%	1%	2%	0%	1%	3%	1%	0%	-	2%
£100,000 and over	1%	1%	0%	0%	2%	1%	-	0%	-	0%	1%	1%	-	0%	2%	1%	1%	-	0%
Don't know	2%	2%	2%	5%	1%	1%	0%	2%	0%	3%	1%	1%	2%	5%	1%	1%	3%	0%	2%
Prefer not to say	10%	9%	10%	15%	11%	10%	10%	11%	6%	9%	11%	9%	12%	15%	11%	8%	13%	10%	11%
Net: Less than £15,000	20%	25%	19%	24%	8%	20%	26%	19%	25%	27%	22%	19%	18%	24%	8%	21%	16%	26%	19%
Net: £15,000 to £24,999	27%	32%	27%	19%	20%	29%	30%	29%	29%	30%	35%	22%	32%	19%	20%	25%	38%	30%	29%
Net: £25,000 to £34,999	20%	18%	22%	14%	26%	23%	18%	19%	21%	18%	16%	28%	16%	14%	26%	24%	20%	18%	19%
Net: £35,000 to £49,999	14%	11%	16%	15%	23%	11%	12%	14%	14%	10%	9%	15%	17%	15%	23%	13%	7%	12%	14%
Net: £50,000 or more	6%	4%	5%	9%	12%	6%	4%	6%	5%	3%	5%	7%	2%	9%	12%	8%	3%	4%	6%

A "trade union" is an organised association of workers in a trade, group of trades, or profession, formed to protect and further the rights and interests of employees.

Are you currently a member of a trade union or similar professional association?

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Yes, I am	34%	40%	34%	24%	33%	29%	41%	34%	49%	38%	36%	38%	31%	24%	33%	30%	29%	41%	34%
No, I am not	64%	59%	63%	73%	65%	68%	54%	65%	51%	61%	63%	59%	67%	73%	65%	69%	68%	54%	65%
Don't know	2%	1%	3%	3%	2%	2%	5%	1%	-	2%	0%	4%	2%	3%	2%	2%	3%	5%	1%

What kind of organisation do you work for?

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Private sector – profit-seeking (e.g. public limited company, partnership)	54%	55%	49%	55%	56%	60%	41%	50%	48%	58%	56%	50%	48%	55%	56%	63%	54%	41%	50%
Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	37%	37%	42%	32%	35%	34%	45%	41%	47%	32%	37%	39%	45%	32%	35%	32%	37%	45%	41%
Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	6%	5%	5%	7%	8%	4%	12%	7%	3%	6%	6%	7%	3%	7%	8%	3%	6%	12%	7%
Don't know	3%	3%	4%	6%	1%	2%	3%	2%	2%	4%	1%	4%	4%	6%	1%	1%	2%	3%	2%

Total	Region							Government Region										
Base	North	Midlands	East	London	South	Wales	Scotland	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland

As an official part of your main job, do you ever supervise the work of other employees or tell other employees what to do (i.e. manage other employees)?

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Yes, I do	46%	42%	48%	48%	60%	43%	44%	47%	44%	44%	37%	45%	51%	48%	60%	44%	41%	44%	47%
No, I don't	52%	57%	50%	51%	40%	56%	50%	52%	55%	54%	63%	53%	46%	51%	40%	55%	57%	50%	52%
Don't know	1%	1%	2%	1%	1%	1%	6%	0%	1%	2%	-	2%	3%	1%	1%	1%	2%	6%	0%

Thinking about your current occupation (rather than your employer)...

Which ONE of the following statements BEST applies to you?

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
I look upon my current occupation as part of my long-term career path	51%	46%	51%	48%	57%	53%	57%	51%	50%	45%	45%	47%	56%	48%	57%	55%	49%	57%	51%
I do not look upon my current occupation as part of my long-term career path	15%	14%	12%	13%	16%	17%	14%	17%	13%	14%	14%	14%	11%	13%	16%	18%	17%	14%	17%
I do not think of myself as having a long term career path	29%	35%	31%	32%	22%	25%	25%	26%	31%	36%	37%	35%	27%	32%	22%	24%	28%	25%	26%
Don't know	5%	5%	5%	7%	4%	4%	3%	5%	6%	6%	4%	5%	6%	7%	4%	3%	6%	3%	5%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My job is interesting and enjoyable

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	18%	17%	20%	21%	19%	18%	20%	12%	16%	17%	18%	20%	19%	21%	19%	18%	20%	20%	12%
Tend to agree	42%	41%	43%	35%	44%	45%	50%	38%	37%	45%	38%	42%	44%	35%	44%	46%	44%	50%	38%
Neither agree nor disagree	22%	22%	19%	25%	21%	23%	11%	25%	25%	18%	25%	21%	16%	25%	21%	22%	24%	11%	25%
Tend to disagree	11%	13%	11%	10%	9%	8%	9%	15%	19%	11%	11%	12%	10%	10%	9%	9%	5%	9%	15%
Strongly disagree	6%	6%	5%	5%	7%	5%	10%	8%	3%	7%	7%	4%	5%	5%	7%	4%	6%	10%	8%
Don't know	2%	2%	3%	3%	1%	1%	-	0%	1%	3%	1%	1%	5%	3%	1%	1%	2%	-	0%

I am worried that I might lose my job in the next 12 months

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	9%	11%	10%	4%	10%	9%	5%	10%	8%	13%	10%	10%	11%	4%	10%	9%	8%	5%	10%
Tend to agree	15%	15%	14%	15%	14%	17%	14%	16%	14%	13%	18%	14%	14%	15%	14%	19%	15%	14%	16%
Neither agree nor disagree	25%	26%	24%	25%	25%	24%	31%	22%	30%	24%	25%	24%	23%	25%	25%	22%	26%	31%	22%
Tend to disagree	27%	25%	25%	25%	26%	30%	26%	31%	22%	28%	22%	24%	26%	25%	26%	30%	28%	26%	31%
Strongly disagree	21%	20%	24%	28%	22%	21%	21%	21%	22%	17%	21%	26%	21%	28%	22%	19%	20%	21%	21%
Don't know	3%	4%	4%	4%	3%	2%	3%	1%	3%	4%	4%	2%	6%	4%	3%	1%	4%	3%	1%

Total	Region							Government Region										
Base	North	Midlands	East	London	South	Wales	Scotland	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland

I have regular opportunities to undertake training and improve my skills at work

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	10%	9%	12%	9%	14%	11%	7%	8%	8%	7%	12%	13%	11%	9%	14%	9%	16%	7%	8%
Tend to agree	32%	33%	31%	33%	32%	30%	35%	35%	34%	31%	35%	30%	32%	33%	32%	31%	28%	35%	35%
Neither agree nor disagree	22%	22%	25%	18%	22%	22%	23%	23%	21%	23%	21%	26%	25%	18%	22%	23%	19%	23%	23%
Tend to disagree	20%	19%	19%	21%	18%	20%	21%	21%	25%	17%	17%	19%	19%	21%	18%	20%	19%	21%	21%
Strongly disagree	14%	15%	10%	15%	13%	15%	13%	11%	11%	19%	13%	11%	9%	15%	13%	15%	15%	13%	11%
Don't know	2%	2%	3%	3%	1%	2%	-	1%	1%	3%	3%	1%	5%	3%	1%	3%	-	-	1%

I am worried that my job may offer worse conditions (e.g. fewer hours, less pay or less responsibility), in the next 12 months

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	12%	14%	15%	10%	11%	10%	8%	12%	11%	14%	17%	17%	13%	10%	11%	11%	9%	8%	12%
Tend to agree	21%	22%	23%	13%	21%	21%	23%	20%	24%	23%	21%	19%	26%	13%	21%	22%	19%	23%	20%
Neither agree nor disagree	25%	23%	23%	29%	26%	27%	24%	21%	32%	22%	20%	22%	24%	29%	26%	28%	25%	24%	21%
Tend to disagree	24%	22%	23%	26%	26%	22%	24%	33%	14%	24%	25%	28%	18%	26%	26%	22%	22%	24%	33%
Strongly disagree	15%	14%	13%	19%	14%	16%	18%	11%	14%	14%	15%	14%	12%	19%	14%	15%	19%	18%	11%
Don't know	3%	4%	3%	3%	2%	3%	3%	2%	5%	3%	3%	0%	7%	3%	2%	2%	6%	3%	2%

My job does not make full use of my skills and abilities

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	19%	20%	18%	14%	23%	18%	18%	17%	19%	23%	17%	18%	17%	14%	23%	19%	15%	18%	17%
Tend to agree	30%	30%	29%	26%	27%	33%	28%	33%	27%	31%	32%	32%	27%	26%	27%	36%	27%	28%	33%
Neither agree nor disagree	20%	21%	19%	22%	20%	19%	22%	23%	21%	19%	23%	18%	20%	22%	20%	21%	17%	22%	23%
Tend to disagree	20%	20%	20%	21%	19%	21%	24%	17%	24%	19%	17%	19%	20%	21%	19%	17%	28%	24%	17%
Strongly disagree	9%	6%	11%	13%	11%	8%	7%	9%	7%	5%	7%	12%	11%	13%	11%	7%	12%	7%	9%
Don't know	2%	3%	3%	3%	1%	1%	1%	1%	2%	3%	4%	1%	5%	3%	1%	1%	2%	1%	1%

I have a good chance to progress in my job

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	7%	8%	9%	5%	9%	7%	6%	4%	8%	9%	7%	7%	10%	5%	9%	5%	10%	6%	4%
Tend to agree	23%	22%	21%	25%	27%	24%	18%	23%	25%	19%	23%	21%	20%	28%	27%	25%	21%	18%	23%
Neither agree nor disagree	27%	25%	27%	28%	26%	29%	31%	28%	22%	26%	27%	28%	25%	28%	26%	28%	30%	31%	28%
Tend to disagree	24%	22%	27%	23%	20%	23%	29%	26%	25%	25%	17%	26%	28%	23%	20%	24%	21%	29%	26%
Strongly disagree	16%	19%	14%	14%	16%	16%	15%	17%	17%	19%	22%	16%	13%	14%	16%	16%	14%	15%	17%
Don't know	2%	4%	3%	3%	2%	2%	0%	1%	4%	3%	4%	1%	5%	3%	2%	1%	3%	0%	1%

Total	Region							Government Region										
Base	North	Midlands	East	London	South	Wales	Scotland	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland

Recently I have felt anxious or worried about something connected to my job

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	19%	21%	17%	19%	17%	17%	19%	21%	25%	19%	21%	18%	17%	19%	17%	18%	16%	19%	21%
Tend to agree	32%	31%	28%	34%	35%	32%	36%	35%	31%	31%	32%	27%	29%	34%	35%	31%	34%	36%	35%
Neither agree nor disagree	20%	23%	20%	14%	23%	19%	22%	17%	22%	25%	22%	23%	17%	14%	23%	20%	17%	22%	17%
Tend to disagree	18%	14%	19%	21%	14%	21%	16%	20%	15%	14%	12%	19%	19%	21%	14%	22%	18%	16%	20%
Strongly disagree	9%	9%	13%	10%	9%	9%	7%	7%	6%	8%	12%	12%	14%	10%	9%	7%	13%	7%	7%
Don't know	2%	2%	3%	2%	2%	1%	0%	1%	1%	3%	2%	0%	5%	2%	2%	1%	2%	0%	1%

I never seem to have enough time to get my work done

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	17%	18%	15%	15%	22%	17%	10%	14%	17%	17%	18%	19%	12%	15%	22%	15%	19%	10%	14%
Tend to agree	27%	29%	29%	31%	25%	22%	29%	28%	36%	25%	28%	25%	32%	31%	25%	21%	23%	29%	28%
Neither agree nor disagree	26%	26%	27%	22%	27%	27%	23%	26%	19%	31%	24%	27%	27%	22%	27%	27%	26%	23%	26%
Tend to disagree	21%	18%	20%	21%	17%	25%	27%	25%	22%	17%	18%	21%	18%	21%	17%	26%	21%	27%	25%
Strongly disagree	8%	7%	6%	8%	8%	9%	11%	6%	4%	7%	10%	8%	5%	8%	8%	10%	8%	11%	6%
Don't know	2%	2%	3%	3%	1%	1%	-	0%	1%	3%	3%	1%	5%	3%	1%	1%	2%	-	0%

Over the last few years the amount of work that I have to do has increased

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	28%	30%	30%	25%	32%	26%	25%	30%	34%	28%	28%	34%	26%	25%	32%	24%	29%	25%	30%
Tend to agree	37%	39%	39%	40%	35%	32%	42%	33%	42%	38%	37%	37%	40%	40%	35%	33%	29%	42%	33%
Neither agree nor disagree	19%	17%	15%	17%	19%	25%	14%	22%	11%	18%	18%	16%	15%	17%	19%	27%	22%	14%	22%
Tend to disagree	9%	9%	10%	9%	6%	10%	14%	11%	11%	9%	7%	9%	10%	9%	6%	12%	7%	14%	11%
Strongly disagree	4%	3%	4%	3%	4%	5%	4%	2%	2%	2%	6%	3%	4%	3%	4%	3%	8%	4%	2%
Don't know	3%	3%	3%	7%	4%	2%	1%	2%	0%	4%	3%	1%	5%	7%	4%	1%	5%	1%	2%

There is enough flexibility in my job to allow me to balance work and the rest of my life (e.g. home life, caring responsibilities, hobbies etc.)

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	15%	13%	17%	20%	12%	17%	19%	10%	14%	12%	13%	16%	18%	20%	12%	17%	18%	19%	10%
Tend to agree	42%	40%	42%	42%	39%	44%	47%	44%	38%	41%	38%	38%	45%	42%	39%	46%	39%	47%	44%
Neither agree nor disagree	18%	20%	17%	18%	18%	18%	19%	15%	19%	18%	21%	18%	15%	18%	18%	18%	19%	19%	15%
Tend to disagree	14%	14%	15%	9%	19%	11%	9%	18%	20%	12%	14%	20%	11%	9%	19%	10%	11%	9%	18%
Strongly disagree	10%	12%	7%	8%	12%	9%	6%	11%	8%	12%	13%	8%	6%	8%	12%	8%	10%	6%	11%
Don't know	2%	2%	3%	3%	2%	1%	-	0%	1%	3%	1%	0%	5%	3%	2%	1%	2%	-	0%

Total	Region							Government Region										
Base	North	Midlands	East	London	South	Wales	Scotland	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland

I have a real say in how my work is organised

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	12%	10%	13%	17%	10%	14%	8%	11%	14%	8%	10%	14%	13%	17%	10%	12%	18%	8%	11%
Tend to agree	32%	29%	34%	29%	34%	31%	42%	30%	20%	34%	27%	34%	34%	29%	34%	31%	31%	42%	30%
Neither agree nor disagree	21%	21%	22%	25%	20%	21%	20%	20%	24%	19%	22%	22%	22%	25%	20%	20%	22%	20%	20%
Tend to disagree	18%	20%	15%	18%	21%	19%	13%	21%	23%	20%	18%	16%	13%	18%	21%	20%	16%	13%	21%
Strongly disagree	15%	18%	13%	8%	14%	14%	16%	18%	17%	17%	21%	13%	12%	8%	14%	16%	11%	16%	18%
Don't know	2%	2%	3%	3%	1%	1%	-	0%	1%	3%	2%	1%	6%	3%	1%	1%	2%	-	0%

The workforce in my organisation are consulted and involved in relevant decisions made by managers

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	7%	6%	9%	9%	9%	7%	6%	4%	8%	4%	6%	10%	7%	9%	9%	5%	9%	6%	4%
Tend to agree	25%	23%	30%	26%	28%	25%	22%	25%	18%	24%	24%	33%	26%	26%	28%	24%	25%	22%	25%
Neither agree nor disagree	24%	24%	21%	23%	20%	26%	32%	24%	27%	22%	24%	19%	23%	23%	20%	26%	26%	32%	24%
Tend to disagree	22%	24%	20%	22%	22%	19%	20%	26%	26%	25%	22%	18%	22%	22%	22%	21%	17%	20%	26%
Strongly disagree	18%	19%	16%	16%	18%	19%	20%	18%	19%	20%	19%	17%	15%	16%	18%	19%	19%	20%	18%
Don't know	3%	4%	4%	3%	3%	4%	-	3%	1%	5%	4%	2%	6%	3%	3%	5%	3%	-	3%

For the following question, we would like you to think about your average working day...

Which ONE of the following BEST describes how you feel about going to work on an average working day?

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
I usually look forward to going to work	34%	32%	34%	34%	37%	36%	38%	27%	29%	30%	36%	31%	37%	34%	37%	36%	36%	38%	27%
I usually wish I didn't have to go to work	41%	45%	39%	38%	40%	38%	38%	47%	50%	43%	43%	42%	36%	38%	40%	38%	38%	38%	47%
I don't care one way or the other about going to work	19%	19%	20%	17%	15%	19%	19%	22%	12%	24%	18%	20%	19%	17%	15%	19%	19%	19%	22%
None of these	5%	3%	3%	9%	7%	6%	5%	4%	7%	2%	2%	3%	4%	9%	7%	6%	6%	5%	4%
Don't know	2%	1%	4%	2%	2%	1%	1%	0%	1%	1%	1%	4%	4%	2%	2%	1%	1%	1%	0%

Total	Region							Government Region										
Base	North	Midlands	East	London	South	Wales	Scotland	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland

The following question is about problems that occur in some workplaces.

Which, if any, of the following have ever happened to you, or someone else, in your workplace? (Please select all that apply on each row)

Not being paid a fair rate for the job

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
This has happened to me at my current workplace	23%	26%	19%	20%	26%	22%	17%	27%	24%	27%	25%	18%	20%	20%	26%	24%	19%	17%	27%
This has happened to someone else at my current workplace	18%	18%	19%	19%	19%	20%	12%	16%	18%	15%	22%	14%	23%	19%	19%	20%	19%	12%	16%
I am not aware of this happening to anyone in my current workplace	51%	48%	51%	58%	47%	52%	65%	53%	52%	50%	42%	56%	47%	58%	47%	52%	52%	65%	53%
Don't know/ can't recall	10%	10%	12%	9%	11%	8%	8%	8%	10%	9%	13%	15%	10%	9%	11%	7%	9%	8%	8%
Prefer not to say	3%	4%	2%	-	3%	4%	1%	2%	4%	4%	3%	0%	4%	-	3%	3%	5%	1%	2%

Preferential treatment or favouritism (e.g. when offering promotion, allocating work, overtime opportunities, working hours etc.)

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
This has happened to me at my current workplace	21%	21%	21%	21%	18%	19%	27%	21%	26%	22%	17%	21%	20%	21%	18%	21%	16%	27%	21%
This has happened to someone else at my current workplace	33%	34%	33%	35%	31%	32%	39%	33%	36%	34%	31%	26%	39%	35%	31%	32%	33%	39%	33%
I am not aware of this happening to anyone in my current workplace	40%	38%	39%	39%	45%	42%	38%	41%	39%	41%	35%	46%	33%	39%	45%	43%	40%	38%	41%
Don't know/ can't recall	9%	10%	8%	10%	9%	8%	6%	9%	5%	6%	18%	9%	8%	10%	9%	6%	12%	6%	9%
Prefer not to say	1%	2%	2%	0%	0%	2%	-	1%	1%	2%	2%	1%	3%	0%	0%	2%	2%	-	1%

Being expected to work unpaid overtime

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
This has happened to me at my current workplace	34%	32%	31%	32%	43%	35%	27%	33%	28%	34%	32%	30%	31%	32%	43%	38%	29%	27%	33%
This has happened to someone else at my current workplace	21%	18%	19%	18%	28%	23%	26%	17%	21%	16%	17%	18%	19%	18%	28%	22%	24%	26%	17%
I am not aware of this happening to anyone in my current workplace	45%	47%	46%	44%	35%	46%	49%	46%	51%	49%	43%	46%	47%	44%	35%	44%	49%	49%	46%
Don't know/ can't recall	8%	8%	8%	12%	6%	6%	6%	9%	5%	5%	14%	7%	8%	12%	6%	7%	5%	6%	9%
Prefer not to say	2%	2%	4%	0%	2%	3%	-	1%	1%	4%	2%	4%	3%	0%	2%	2%	4%	-	1%

Total	Region							Government Region										
Base	North	Midlands	East	London	South	Wales	Scotland	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland

Bullying or harassment by management or fellow workers

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
This has happened to me at my current workplace	16%	17%	18%	14%	15%	12%	15%	18%	19%	19%	13%	20%	16%	14%	15%	14%	8%	15%	18%
This has happened to someone else at my current workplace	28%	28%	25%	28%	28%	26%	31%	32%	33%	29%	25%	22%	27%	28%	28%	26%	26%	31%	32%
I am not aware of this happening to anyone in my current workplace	50%	47%	50%	49%	52%	54%	49%	47%	41%	48%	48%	54%	47%	49%	52%	53%	56%	49%	47%
Don't know/ can't recall	9%	10%	9%	10%	7%	9%	8%	5%	6%	8%	16%	9%	8%	10%	7%	9%	8%	8%	5%
Prefer not to say	2%	3%	2%	0%	2%	3%	1%	1%	6%	2%	2%	-	4%	0%	2%	2%	4%	1%	1%

Sexual or racial discrimination

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
This has happened to me at my current workplace	4%	2%	5%	4%	8%	2%	5%	6%	1%	4%	1%	7%	4%	4%	8%	2%	2%	5%	6%
This has happened to someone else at my current workplace	11%	9%	13%	9%	12%	10%	15%	11%	9%	9%	9%	16%	11%	9%	12%	14%	2%	15%	11%
I am not aware of this happening to anyone in my current workplace	73%	74%	72%	71%	70%	77%	75%	73%	77%	75%	71%	72%	72%	71%	70%	73%	84%	75%	73%
Don't know/ can't recall	11%	13%	9%	15%	11%	10%	7%	10%	10%	11%	17%	7%	11%	15%	11%	10%	9%	7%	10%
Prefer not to say	2%	3%	2%	2%	1%	2%	-	0%	3%	3%	2%	0%	3%	2%	1%	1%	3%	-	0%

Insecure or irregular work that means people do not know how much work or pay they will have week to week

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
This has happened to me at my current workplace	8%	8%	12%	7%	8%	7%	5%	7%	8%	6%	10%	15%	9%	7%	8%	9%	3%	5%	7%
This has happened to someone else at my current workplace	13%	14%	11%	18%	11%	12%	15%	11%	18%	12%	12%	9%	13%	18%	11%	12%	13%	15%	11%
I am not aware of this happening to anyone in my current workplace	70%	68%	66%	65%	74%	72%	71%	70%	67%	72%	65%	67%	66%	65%	74%	71%	76%	71%	70%
Don't know/ can't recall	10%	10%	11%	12%	8%	8%	11%	11%	10%	9%	12%	11%	11%	12%	8%	8%	6%	11%	11%
Prefer not to say	1%	2%	1%	0%	1%	2%	0%	2%	1%	3%	2%	-	3%	0%	1%	1%	2%	0%	2%

Excessive management supervision (e.g. being "micro-managed")

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
This has happened to me at my current workplace	21%	22%	19%	21%	25%	20%	17%	26%	28%	19%	23%	16%	23%	21%	25%	22%	16%	17%	26%
This has happened to someone else at my current workplace	25%	21%	23%	21%	34%	25%	26%	31%	21%	23%	20%	22%	25%	21%	34%	28%	20%	26%	31%
I am not aware of this happening to anyone in my current workplace	47%	48%	49%	49%	42%	50%	51%	41%	43%	52%	46%	54%	43%	49%	42%	45%	59%	51%	41%
Don't know/ can't recall	10%	12%	10%	14%	8%	8%	12%	8%	13%	9%	16%	11%	9%	14%	8%	9%	5%	12%	8%
Prefer not to say	2%	2%	2%	0%	1%	3%	-	1%	2%	2%	2%	0%	3%	0%	1%	2%	3%	-	1%

Total	Region							Government Region										
Base	North	Midlands	East	London	South	Wales	Scotland	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland

Do you think that anyone at your current workplace has ever been sacked or made redundant without good reason? (Please select the option that BEST applies)

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Yes, on more than one occasion	12%	12%	12%	16%	16%	8%	15%	10%	12%	11%	13%	13%	11%	16%	12%	8%	8%	15%	10%
Yes, on one occasion	9%	9%	10%	9%	12%	11%	6%	6%	9%	6%	12%	6%	13%	9%	12%	13%	8%	6%	6%
No, they have not	52%	51%	54%	48%	48%	55%	61%	54%	54%	55%	43%	58%	50%	48%	48%	55%	56%	61%	54%
Don't know	24%	25%	20%	26%	23%	23%	18%	27%	22%	25%	27%	22%	19%	26%	23%	22%	26%	18%	27%
Prefer not to say	3%	3%	4%	2%	1%	3%	1%	3%	3%	3%	4%	2%	6%	2%	1%	3%	2%	1%	3%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My pay has kept up with (i.e. increased in line with) the cost of living over the last few years

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	5%	3%	4%	6%	9%	5%	2%	8%	1%	5%	2%	4%	4%	6%	9%	6%	2%	2%	8%
Tend to agree	15%	14%	18%	14%	15%	17%	12%	14%	16%	13%	13%	21%	15%	14%	15%	18%	14%	12%	14%
Neither agree nor disagree	16%	15%	14%	14%	16%	18%	19%	16%	15%	15%	15%	14%	15%	14%	16%	14%	25%	19%	16%
Tend to disagree	26%	24%	29%	29%	24%	27%	21%	26%	19%	26%	23%	27%	30%	29%	24%	30%	21%	21%	26%
Strongly disagree	33%	39%	28%	32%	30%	30%	39%	32%	46%	34%	40%	28%	28%	32%	30%	28%	32%	39%	32%
Don't know/ Not applicable	5%	6%	7%	4%	5%	4%	6%	4%	2%	7%	7%	7%	8%	4%	5%	4%	4%	6%	4%

I am paid fairly for the work/ job I do

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	7%	6%	6%	9%	11%	8%	6%	5%	5%	8%	4%	8%	3%	9%	11%	9%	7%	6%	5%
Tend to agree	34%	30%	40%	32%	32%	33%	41%	34%	29%	31%	29%	39%	40%	32%	32%	32%	35%	41%	34%
Neither agree nor disagree	23%	23%	21%	22%	22%	24%	22%	22%	32%	22%	20%	22%	20%	22%	22%	25%	23%	22%	22%
Tend to disagree	23%	26%	19%	25%	23%	23%	18%	26%	24%	26%	26%	18%	21%	25%	23%	23%	21%	18%	26%
Strongly disagree	11%	12%	9%	9%	10%	11%	11%	12%	9%	10%	16%	8%	11%	9%	10%	9%	13%	11%	12%
Don't know/ Not applicable	2%	3%	5%	3%	2%	1%	1%	1%	1%	3%	4%	4%	5%	3%	2%	1%	1%	1%	1%

I get good benefits on top of my pay (e.g. pension, access to flexible working etc.)

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	9%	6%	9%	9%	9%	11%	10%	9%	10%	6%	4%	9%	8%	9%	9%	12%	8%	10%	9%
Tend to agree	31%	29%	31%	31%	32%	31%	35%	30%	31%	29%	29%	31%	31%	31%	32%	30%	34%	35%	30%
Neither agree nor disagree	22%	22%	20%	21%	22%	22%	24%	26%	19%	26%	19%	18%	21%	23%	21%	25%	18%	24%	26%
Tend to disagree	17%	20%	16%	16%	17%	18%	16%	16%	23%	18%	20%	17%	16%	16%	17%	17%	19%	16%	16%
Strongly disagree	16%	17%	19%	16%	16%	14%	13%	16%	13%	17%	21%	18%	20%	16%	16%	11%	18%	13%	16%
Don't know/ Not applicable	4%	5%	6%	5%	5%	4%	2%	2%	4%	4%	7%	7%	5%	5%	5%	5%	3%	2%	2%

Total	Region							Government Region										
Base	North	Midlands	East	London	South	Wales	Scotland	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland

I think that the gap in pay between those at the top of my organisation and those lower down is too great (i.e. shouldn't be as large)

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	26%	30%	23%	20%	30%	19%	28%	37%	31%	27%	32%	25%	22%	20%	30%	19%	18%	28%	37%
Tend to agree	31%	33%	32%	31%	31%	31%	30%	29%	30%	36%	32%	29%	35%	31%	31%	31%	30%	30%	29%
Neither agree nor disagree	21%	17%	24%	25%	17%	25%	24%	17%	20%	17%	16%	24%	25%	25%	17%	23%	27%	24%	17%
Tend to disagree	9%	6%	6%	12%	8%	12%	9%	8%	7%	8%	4%	7%	6%	12%	8%	12%	12%	9%	8%
Strongly disagree	4%	2%	4%	5%	5%	4%	4%	3%	3%	1%	4%	6%	2%	5%	5%	3%	5%	4%	3%
Don't know/ Not applicable	9%	11%	10%	8%	9%	10%	4%	6%	9%	11%	12%	10%	10%	8%	9%	12%	7%	4%	6%

Pay for those lower down in the organisation has not gone up as much as pay for those at the top over the last few years

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	22%	24%	21%	21%	24%	17%	24%	26%	20%	27%	23%	22%	20%	21%	24%	17%	18%	24%	26%
Tend to agree	25%	24%	24%	28%	24%	26%	21%	28%	21%	26%	24%	22%	25%	28%	24%	29%	21%	21%	28%
Neither agree nor disagree	19%	19%	17%	19%	18%	21%	28%	17%	22%	16%	22%	14%	20%	19%	18%	19%	23%	28%	17%
Tend to disagree	11%	10%	13%	9%	11%	12%	9%	10%	11%	12%	8%	14%	11%	9%	11%	10%	16%	9%	10%
Strongly disagree	6%	6%	6%	10%	4%	7%	9%	5%	8%	5%	7%	6%	6%	10%	4%	5%	9%	9%	5%
Don't know/ Not applicable	17%	16%	20%	13%	19%	17%	9%	14%	18%	15%	16%	21%	18%	13%	19%	20%	13%	9%	14%

All staff should have a say in the pay of those at the top of organisations

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	18%	19%	16%	15%	24%	15%	22%	20%	17%	21%	19%	15%	17%	15%	24%	16%	14%	22%	20%
Tend to agree	30%	31%	36%	24%	27%	30%	29%	32%	34%	30%	30%	30%	41%	24%	27%	30%	29%	29%	32%
Neither agree nor disagree	25%	23%	20%	29%	20%	27%	31%	29%	21%	22%	25%	20%	20%	29%	20%	26%	30%	31%	29%
Tend to disagree	14%	14%	13%	17%	18%	15%	8%	8%	15%	15%	13%	18%	8%	17%	18%	15%	15%	8%	8%
Strongly disagree	6%	6%	7%	8%	5%	6%	8%	5%	7%	6%	6%	7%	6%	8%	5%	5%	6%	8%	5%
Don't know/ Not applicable	7%	7%	8%	7%	7%	7%	4%	5%	6%	7%	8%	9%	8%	7%	7%	8%	7%	4%	5%

My employer can afford to give better pay rises than those given to staff

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	19%	21%	16%	17%	22%	19%	21%	21%	14%	26%	19%	17%	16%	17%	22%	19%	19%	21%	21%
Tend to agree	31%	30%	31%	33%	31%	33%	22%	28%	33%	27%	32%	28%	34%	33%	31%	36%	30%	22%	28%
Neither agree nor disagree	22%	22%	21%	23%	18%	22%	29%	27%	28%	19%	22%	19%	23%	23%	18%	23%	20%	29%	27%
Tend to disagree	12%	11%	12%	10%	11%	12%	14%	12%	13%	12%	9%	15%	9%	10%	11%	11%	15%	14%	12%
Strongly disagree	5%	4%	6%	7%	5%	5%	3%	4%	3%	3%	5%	6%	6%	7%	5%	4%	7%	3%	4%
Don't know/ Not applicable	11%	12%	14%	10%	12%	8%	12%	8%	9%	12%	13%	16%	11%	10%	12%	8%	10%	12%	8%

Total	Region							Government Region										
Base	North	Midlands	East	London	South	Wales	Scotland	North East	North West	Yorkshire and the Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland

A performance related pay system at my workplace is fairly operated

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
Strongly agree	3%	2%	3%	5%	3%	5%	1%	2%	1%	1%	2%	3%	3%	5%	3%	6%	3%	1%	2%
Tend to agree	16%	15%	18%	13%	21%	15%	12%	12%	11%	14%	18%	20%	17%	13%	21%	19%	10%	12%	12%
Neither agree nor disagree	23%	24%	19%	30%	24%	20%	24%	22%	28%	27%	19%	17%	22%	30%	24%	19%	22%	24%	22%
Tend to disagree	15%	13%	17%	10%	17%	16%	15%	20%	16%	15%	10%	16%	18%	10%	17%	17%	15%	15%	20%
Strongly disagree	13%	15%	11%	14%	12%	10%	21%	13%	14%	10%	23%	10%	12%	14%	12%	9%	13%	21%	13%
Don't know/ Not applicable	30%	31%	32%	27%	24%	33%	26%	30%	30%	33%	28%	34%	29%	27%	24%	31%	38%	26%	30%

The "Living Wage" is defined as a wage which is high enough to maintain a normal standard of living.

The Living Wage is currently £7.65 an hour outside London and £8.80 in London.

Which ONE of the following BEST applies to your employer? (Please select the option that BEST applies)

Unweighted base	2355	593	338	204	300	472	126	322	129	259	205	165	173	204	300	293	179	126	322
Base: All GB Adults who are employees	2415	620	413	231	288	529	114	221	140	272	208	207	206	231	288	344	185	114	221
They pay at least the living wage to all staff	53%	50%	53%	51%	62%	52%	49%	55%	51%	48%	52%	54%	52%	51%	62%	55%	47%	49%	55%
They do not pay the living wage to all staff, but I think they could afford to do so	25%	30%	26%	27%	14%	23%	26%	23%	31%	32%	27%	24%	27%	27%	14%	24%	21%	26%	23%
They do not pay the living wage to all staff and could not afford to do so	6%	4%	7%	4%	7%	9%	8%	6%	2%	3%	7%	6%	8%	4%	7%	7%	11%	8%	6%
Don't know	16%	16%	14%	17%	17%	16%	17%	16%	16%	17%	14%	15%	13%	17%	17%	13%	20%	17%	16%

YouGov/TUC Survey

Sample Size: 4,555 GB Adults (2,355 employees)
GB Sample : 5th - 7th August 2014

	Total	Working status							Marital Status				
	Base	Working full time	Working part time	Working (NET)	Full time student	Retired	Unemployed	Not working/ other	Married/ Civil Partnership	Living as married	Separated/ Divorced	Widowed	Never Married
Working Status													
Unweighted base	4555	2271	580	2851	240	981	150	333	1866	396	343	115	830
Base: All GB Adults	4555	2296	578	2874	247	937	156	341	1817	453	301	110	843
Working full time (30 or more hours per week)	50%	100%	-	80%	-	-	-	-	47%	71%	45%	9%	54%
Working part time (8-29 hours a week)	12%	-	91%	18%	-	-	-	-	14%	10%	9%	7%	10%
Working part time (Less than 8 hours a week)	1%	-	9%	2%	-	-	-	-	1%	1%	1%	6%	1%
Full time student	5%	-	-	-	100%	-	-	-	0%	2%	0%	-	14%
Retired	21%	-	-	-	-	100%	-	-	30%	6%	27%	68%	5%
Unemployed	3%	-	-	-	-	-	100%	-	1%	2%	5%	1%	7%
Not working	6%	-	-	-	-	-	-	81%	5%	7%	10%	7%	7%
Other	1%	-	-	-	-	-	-	19%	1%	1%	2%	3%	2%
Net: Working part time	13%	-	100%	20%	-	-	-	-	15%	11%	11%	12%	12%
Net: Working (NET)	63%	100%	100%	100%	-	-	-	-	62%	82%	56%	22%	66%
Net: Not working/ other	7%	-	-	-	-	-	-	100%	6%	8%	12%	10%	9%
Employment status - employee/ self-employed													
Unweighted base	2851	2271	580	2851	-	-	-	-	1157	311	198	26	546
Base: All GB Adults who work	2874	2296	578	2874	-	-	-	-	1125	370	168	24	553
Employee	84%	86%	76%	84%	-	-	-	-	84%	88%	82%	42%	87%
Self-employed	9%	8%	14%	9%	-	-	-	-	10%	7%	12%	39%	7%
Not applicable	7%	6%	11%	7%	-	-	-	-	7%	5%	6%	18%	6%
Work industry													
Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Manufacturing	7%	8%	3%	7%	-	-	-	-	8%	9%	3%	-	7%
Construction	4%	5%	2%	4%	-	-	-	-	4%	5%	7%	-	4%
Retail	10%	7%	21%	10%	-	-	-	-	8%	6%	7%	10%	12%
Financial services	6%	6%	2%	6%	-	-	-	-	4%	6%	7%	-	8%
Hospitality and leisure	3%	3%	4%	3%	-	-	-	-	3%	3%	3%	10%	4%
Accountancy	1%	1%	1%	1%	-	-	-	-	1%	0%	1%	-	2%
Legal	3%	3%	2%	3%	-	-	-	-	3%	2%	2%	17%	3%
IT & telecoms	4%	5%	2%	4%	-	-	-	-	6%	4%	0%	4%	4%
Media/ marketing/ advertising/ PR & sales	3%	3%	1%	3%	-	-	-	-	2%	5%	2%	-	2%
Medical & health services	11%	10%	13%	11%	-	-	-	-	13%	8%	11%	36%	8%
Education	14%	13%	19%	14%	-	-	-	-	16%	12%	16%	19%	11%
Transportation & distribution	5%	5%	3%	5%	-	-	-	-	4%	6%	3%	-	6%
Real estate	1%	1%	1%	1%	-	-	-	-	1%	1%	0%	-	1%
Other	29%	29%	27%	29%	-	-	-	-	27%	33%	39%	4%	28%
Not applicable	-	-	-	-	-	-	-	-	-	-	-	-	-

Total	Working status							Marital Status				
Base	Working full time	Working part time	Working (NET)	Full time student	Retired	Unemployed	Not working/ other	Married/ Civil Partnership	Living as married	Separated/ Divorced	Widowed	Never Married

Gross salary is the salary you receive before tax deductions.

What is your annual gross personal salary? (If you do not receive a set salary - e.g. if you are paid hourly etc. - please try to average your salary across the year)

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Under £5,000 per year	3%	1%	13%	3%	-	-	-	-	3%	0%	0%	5%	2%
£5,000 to £9,999 per year	7%	3%	25%	7%	-	-	-	-	7%	4%	6%	-	8%
£10,000 to £14,999 per year	10%	8%	19%	10%	-	-	-	-	9%	9%	12%	17%	8%
£15,000 to £19,999 per year	13%	14%	11%	13%	-	-	-	-	11%	13%	19%	17%	19%
£20,000 to £24,999 per year	14%	16%	6%	14%	-	-	-	-	12%	19%	22%	10%	13%
£25,000 to £29,999 per year	12%	14%	3%	12%	-	-	-	-	13%	14%	16%	10%	10%
£30,000 to £34,999 per year	8%	9%	2%	8%	-	-	-	-	8%	11%	5%	-	8%
£35,000 to £39,999 per year	7%	7%	3%	7%	-	-	-	-	7%	7%	3%	-	8%
£40,000 to £44,999 per year	5%	6%	0%	5%	-	-	-	-	6%	5%	3%	-	4%
£45,000 to £49,999 per year	2%	3%	0%	2%	-	-	-	-	2%	3%	1%	-	2%
£50,000 to £59,999 per year	3%	3%	1%	3%	-	-	-	-	3%	4%	2%	-	2%
£60,000 to £69,999 per year	2%	2%	-	2%	-	-	-	-	2%	1%	1%	-	1%
£70,000 to £99,999 per year	1%	1%	-	1%	-	-	-	-	2%	0%	-	-	1%
£100,000 and over	1%	1%	0%	1%	-	-	-	-	1%	2%	-	10%	0%
Don't know	2%	2%	2%	2%	-	-	-	-	1%	-	0%	6%	4%
Prefer not to say	10%	9%	15%	10%	-	-	-	-	13%	9%	10%	24%	9%
Net: Less than £15,000	20%	12%	57%	20%	-	-	-	-	20%	13%	18%	22%	18%
Net: £15,000 to £24,999	27%	30%	17%	27%	-	-	-	-	22%	32%	41%	27%	32%
Net: £25,000 to £34,999	20%	24%	5%	20%	-	-	-	-	21%	25%	20%	10%	18%
Net: £35,000 to £49,999	14%	16%	3%	14%	-	-	-	-	15%	15%	7%	-	14%
Net: £50,000 or more	6%	7%	2%	6%	-	-	-	-	8%	6%	3%	10%	4%

A "trade union" is an organised association of workers in a trade, group of trades, or profession, formed to protect and further the rights and interests of employees.

Are you currently a member of a trade union or similar professional association?

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Yes, I am	34%	36%	26%	34%	-	-	-	-	36%	37%	34%	34%	27%
No, I am not	64%	62%	72%	64%	-	-	-	-	63%	60%	64%	66%	71%
Don't know	2%	2%	2%	2%	-	-	-	-	1%	3%	2%	-	2%

What kind of organisation do you work for?

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Private sector – profit-seeking (e.g. public limited company, partnership)	54%	56%	48%	54%	-	-	-	-	52%	54%	49%	31%	60%
Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	37%	37%	38%	37%	-	-	-	-	41%	37%	37%	54%	31%
Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	6%	5%	10%	6%	-	-	-	-	4%	8%	11%	10%	8%
Don't know	3%	2%	4%	3%	-	-	-	-	2%	2%	3%	5%	1%

Total	Working status							Marital Status				
Base	Working full time	Working part time	Working (NET)	Full time student	Retired	Unemployed	Not working/ other	Married/ Civil Partnership	Living as married	Separated/ Divorced	Widowed	Never Married

As an official part of your main job, do you ever supervise the work of other employees or tell other employees what to do (i.e. manage other employees)?

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Yes, I do	46%	51%	26%	46%	-	-	-	-	49%	44%	39%	40%	42%
No, I don't	52%	48%	73%	52%	-	-	-	-	50%	54%	57%	60%	57%
Don't know	1%	1%	1%	1%	-	-	-	-	1%	2%	4%	-	1%

Thinking about your current occupation (rather than your employer)...

Which ONE of the following statements BEST applies to you?

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
I look upon my current occupation as part of my long-term career path	51%	55%	31%	51%	-	-	-	-	53%	54%	44%	19%	43%
I do not look upon my current occupation as part of my long-term career path	15%	13%	25%	15%	-	-	-	-	10%	11%	23%	6%	23%
I do not think of myself as having a long term career path	29%	27%	40%	29%	-	-	-	-	33%	31%	31%	75%	26%
Don't know	5%	5%	4%	5%	-	-	-	-	4%	4%	2%	-	8%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My job is interesting and enjoyable

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	18%	19%	15%	18%	-	-	-	-	18%	15%	23%	12%	17%
Tend to agree	42%	41%	46%	42%	-	-	-	-	44%	43%	40%	74%	38%
Neither agree nor disagree	22%	22%	20%	22%	-	-	-	-	22%	27%	22%	9%	21%
Tend to disagree	11%	11%	9%	11%	-	-	-	-	8%	9%	11%	5%	14%
Strongly disagree	6%	6%	8%	6%	-	-	-	-	6%	5%	4%	-	8%
Don't know	2%	1%	3%	2%	-	-	-	-	1%	1%	-	-	2%

I am worried that I might lose my job in the next 12 months

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	9%	10%	6%	9%	-	-	-	-	8%	9%	7%	6%	8%
Tend to agree	15%	15%	14%	15%	-	-	-	-	15%	13%	15%	19%	19%
Neither agree nor disagree	25%	24%	28%	25%	-	-	-	-	24%	28%	26%	14%	25%
Tend to disagree	27%	27%	25%	27%	-	-	-	-	27%	26%	30%	4%	25%
Strongly disagree	21%	22%	20%	21%	-	-	-	-	24%	23%	19%	45%	18%
Don't know	3%	2%	5%	3%	-	-	-	-	3%	1%	3%	12%	3%

Total	Working status							Marital Status				
Base	Working full time	Working part time	Working (NET)	Full time student	Retired	Unemployed	Not working/ other	Married/ Civil Partnership	Living as married	Separated/ Divorced	Widowed	Never Married

I have regular opportunities to undertake training and improve my skills at work

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	10%	12%	6%	10%	-	-	-	-	10%	8%	11%	12%	10%
Tend to agree	32%	33%	28%	32%	-	-	-	-	31%	40%	32%	45%	32%
Neither agree nor disagree	22%	22%	23%	22%	-	-	-	-	22%	24%	16%	12%	23%
Tend to disagree	20%	19%	21%	20%	-	-	-	-	21%	17%	23%	20%	19%
Strongly disagree	14%	12%	18%	14%	-	-	-	-	14%	9%	17%	11%	13%
Don't know	2%	2%	3%	2%	-	-	-	-	1%	1%	1%	-	3%

I am worried that my job may offer worse conditions (e.g. fewer hours, less pay or less responsibility), in the next 12 months

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	12%	12%	12%	12%	-	-	-	-	12%	14%	13%	19%	10%
Tend to agree	21%	21%	21%	21%	-	-	-	-	19%	25%	21%	11%	21%
Neither agree nor disagree	25%	25%	25%	25%	-	-	-	-	25%	23%	27%	17%	28%
Tend to disagree	24%	24%	23%	24%	-	-	-	-	26%	22%	25%	13%	22%
Strongly disagree	15%	15%	15%	15%	-	-	-	-	15%	14%	12%	40%	15%
Don't know	3%	3%	5%	3%	-	-	-	-	3%	2%	2%	-	4%

My job does not make full use of my skills and abilities

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	19%	19%	17%	19%	-	-	-	-	16%	21%	22%	28%	20%
Tend to agree	30%	30%	27%	30%	-	-	-	-	30%	29%	29%	25%	33%
Neither agree nor disagree	20%	19%	25%	20%	-	-	-	-	22%	21%	26%	17%	19%
Tend to disagree	20%	21%	16%	20%	-	-	-	-	20%	22%	16%	24%	16%
Strongly disagree	9%	9%	10%	9%	-	-	-	-	10%	6%	8%	6%	9%
Don't know	2%	2%	4%	2%	-	-	-	-	2%	1%	-	-	3%

I have a good chance to progress in my job

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	7%	8%	4%	7%	-	-	-	-	7%	6%	7%	-	8%
Tend to agree	23%	25%	13%	23%	-	-	-	-	20%	26%	19%	10%	24%
Neither agree nor disagree	27%	27%	29%	27%	-	-	-	-	30%	31%	24%	40%	28%
Tend to disagree	24%	22%	29%	24%	-	-	-	-	25%	21%	28%	11%	21%
Strongly disagree	16%	15%	20%	16%	-	-	-	-	16%	15%	20%	39%	15%
Don't know	2%	2%	4%	2%	-	-	-	-	2%	1%	1%	-	4%

Total	Working status							Marital Status				
Base	Working full time	Working part time	Working (NET)	Full time student	Retired	Unemployed	Not working/ other	Married/ Civil Partnership	Living as married	Separated/ Divorced	Widowed	Never Married

Recently I have felt anxious or worried about something connected to my job

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	19%	20%	14%	19%	-	-	-	-	18%	16%	21%	19%	19%
Tend to agree	32%	34%	25%	32%	-	-	-	-	31%	30%	23%	40%	38%
Neither agree nor disagree	20%	20%	21%	20%	-	-	-	-	19%	24%	27%	9%	20%
Tend to disagree	18%	17%	21%	18%	-	-	-	-	21%	19%	20%	16%	13%
Strongly disagree	9%	8%	15%	9%	-	-	-	-	10%	9%	9%	16%	8%
Don't know	2%	2%	3%	2%	-	-	-	-	2%	1%	-	-	2%

I never seem to have enough time to get my work done

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	17%	18%	10%	17%	-	-	-	-	15%	17%	19%	30%	17%
Tend to agree	27%	27%	25%	27%	-	-	-	-	27%	28%	24%	23%	25%
Neither agree nor disagree	26%	26%	25%	26%	-	-	-	-	27%	23%	29%	23%	27%
Tend to disagree	21%	20%	24%	21%	-	-	-	-	22%	21%	21%	8%	21%
Strongly disagree	8%	7%	13%	8%	-	-	-	-	8%	10%	7%	16%	8%
Don't know	2%	1%	4%	2%	-	-	-	-	1%	1%	-	-	3%

Over the last few years the amount of work that I have to do has increased

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	28%	30%	20%	28%	-	-	-	-	27%	30%	28%	19%	25%
Tend to agree	37%	37%	33%	37%	-	-	-	-	40%	36%	39%	20%	35%
Neither agree nor disagree	19%	18%	23%	19%	-	-	-	-	19%	15%	19%	12%	25%
Tend to disagree	9%	9%	12%	9%	-	-	-	-	8%	13%	9%	15%	9%
Strongly disagree	4%	3%	7%	4%	-	-	-	-	4%	3%	3%	33%	1%
Don't know	3%	3%	5%	3%	-	-	-	-	2%	2%	1%	-	5%

There is enough flexibility in my job to allow me to balance work and the rest of my life (e.g. home life, caring responsibilities, hobbies etc.)

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	15%	14%	19%	15%	-	-	-	-	17%	15%	21%	15%	13%
Tend to agree	42%	41%	44%	42%	-	-	-	-	40%	43%	40%	32%	40%
Neither agree nor disagree	18%	18%	16%	18%	-	-	-	-	18%	19%	19%	41%	21%
Tend to disagree	14%	14%	10%	14%	-	-	-	-	14%	13%	11%	5%	14%
Strongly disagree	10%	10%	7%	10%	-	-	-	-	10%	9%	8%	6%	10%
Don't know	2%	2%	3%	2%	-	-	-	-	2%	1%	-	-	2%

Total	Working status							Marital Status				
Base	Working full time	Working part time	Working (NET)	Full time student	Retired	Unemployed	Not working/ other	Married/ Civil Partnership	Living as married	Separated/ Divorced	Widowed	Never Married

I have a real say in how my work is organised

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	12%	13%	7%	12%	-	-	-	-	14%	9%	12%	34%	12%
Tend to agree	32%	33%	25%	32%	-	-	-	-	32%	34%	31%	19%	32%
Neither agree nor disagree	21%	21%	20%	21%	-	-	-	-	19%	26%	28%	-	21%
Tend to disagree	18%	17%	25%	18%	-	-	-	-	17%	17%	15%	23%	19%
Strongly disagree	15%	14%	20%	15%	-	-	-	-	17%	13%	14%	24%	14%
Don't know	2%	2%	3%	2%	-	-	-	-	2%	1%	-	-	3%

The workforce in my organisation are consulted and involved in relevant decisions made by managers

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	7%	7%	7%	7%	-	-	-	-	6%	8%	7%	-	8%
Tend to agree	25%	26%	22%	25%	-	-	-	-	25%	25%	28%	40%	26%
Neither agree nor disagree	24%	24%	24%	24%	-	-	-	-	25%	26%	23%	11%	23%
Tend to disagree	22%	22%	22%	22%	-	-	-	-	22%	20%	21%	34%	21%
Strongly disagree	18%	18%	19%	18%	-	-	-	-	19%	19%	21%	15%	17%
Don't know	3%	3%	6%	3%	-	-	-	-	3%	2%	1%	-	5%

For the following question, we would like you to think about your average working day...

Which ONE of the following BEST describes how you feel about going to work on an average working day?

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
I usually look forward to going to work	34%	33%	37%	34%	-	-	-	-	35%	32%	39%	40%	29%
I usually wish I didn't have to go to work	41%	41%	39%	41%	-	-	-	-	41%	42%	32%	11%	44%
I don't care one way or the other about going to work	19%	19%	16%	19%	-	-	-	-	19%	20%	22%	45%	18%
None of these	5%	5%	6%	5%	-	-	-	-	4%	5%	5%	4%	7%
Don't know	2%	2%	1%	2%	-	-	-	-	1%	1%	2%	-	3%

Total	Working status							Marital Status				
Base	Working full time	Working part time	Working (NET)	Full time student	Retired	Unemployed	Not working/ other	Married/ Civil Partnership	Living as married	Separated/ Divorced	Widowed	Never Married

The following question is about problems that occur in some workplaces.

Which, if any, of the following have ever happened to you, or someone else, in your workplace? (Please select all that apply on each row)

Not being paid a fair rate for the job

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
This has happened to me at my current workplace	23%	24%	19%	23%	-	-	-	-	22%	22%	22%	9%	24%
This has happened to someone else at my current workplace	18%	19%	16%	18%	-	-	-	-	19%	22%	17%	29%	18%
I am not aware of this happening to anyone in my current workplace	51%	51%	54%	51%	-	-	-	-	52%	52%	52%	44%	52%
Don't know/ can't recall	10%	9%	12%	10%	-	-	-	-	9%	10%	6%	12%	10%
Prefer not to say	3%	3%	2%	3%	-	-	-	-	3%	1%	4%	6%	2%

Preferential treatment or favouritism (e.g. when offering promotion, allocating work, overtime opportunities, working hours etc.)

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
This has happened to me at my current workplace	21%	21%	19%	21%	-	-	-	-	18%	27%	23%	12%	19%
This has happened to someone else at my current workplace	33%	34%	30%	33%	-	-	-	-	34%	33%	41%	26%	31%
I am not aware of this happening to anyone in my current workplace	40%	40%	43%	40%	-	-	-	-	43%	39%	29%	37%	43%
Don't know/ can't recall	9%	9%	9%	9%	-	-	-	-	8%	8%	9%	24%	11%
Prefer not to say	1%	1%	1%	1%	-	-	-	-	2%	1%	-	-	1%

Being expected to work unpaid overtime

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
This has happened to me at my current workplace	34%	35%	28%	34%	-	-	-	-	34%	29%	34%	29%	34%
This has happened to someone else at my current workplace	21%	21%	18%	21%	-	-	-	-	19%	21%	23%	5%	22%
I am not aware of this happening to anyone in my current workplace	45%	44%	51%	45%	-	-	-	-	46%	50%	42%	60%	45%
Don't know/ can't recall	8%	7%	9%	8%	-	-	-	-	7%	8%	6%	-	7%
Prefer not to say	2%	2%	2%	2%	-	-	-	-	2%	1%	1%	6%	2%

Total	Working status							Marital Status				
Base	Working full time	Working part time	Working (NET)	Full time student	Retired	Unemployed	Not working/ other	Married/ Civil Partnership	Living as married	Separated/ Divorced	Widowed	Never Married

Bullying or harassment by management or fellow workers

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
This has happened to me at my current workplace	16%	16%	13%	16%	-	-	-	-	15%	12%	17%	6%	17%
This has happened to someone else at my current workplace	28%	28%	25%	28%	-	-	-	-	29%	30%	37%	32%	24%
I am not aware of this happening to anyone in my current workplace	50%	49%	53%	50%	-	-	-	-	51%	51%	44%	39%	52%
Don't know/ can't recall	9%	9%	9%	9%	-	-	-	-	7%	10%	4%	23%	9%
Prefer not to say	2%	2%	2%	2%	-	-	-	-	3%	0%	0%	-	3%

Sexual or racial discrimination

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
This has happened to me at my current workplace	4%	4%	2%	4%	-	-	-	-	3%	3%	7%	-	5%
This has happened to someone else at my current workplace	11%	11%	8%	11%	-	-	-	-	9%	10%	17%	4%	11%
I am not aware of this happening to anyone in my current workplace	73%	73%	77%	73%	-	-	-	-	76%	76%	66%	96%	72%
Don't know/ can't recall	11%	11%	12%	11%	-	-	-	-	11%	11%	10%	-	12%
Prefer not to say	2%	2%	1%	2%	-	-	-	-	2%	1%	-	-	2%

Insecure or irregular work that means people do not know how much work or pay they will have week to week

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
This has happened to me at my current workplace	8%	7%	11%	8%	-	-	-	-	7%	6%	8%	-	10%
This has happened to someone else at my current workplace	13%	13%	14%	13%	-	-	-	-	12%	15%	19%	-	12%
I am not aware of this happening to anyone in my current workplace	70%	70%	67%	70%	-	-	-	-	73%	68%	68%	81%	71%
Don't know/ can't recall	10%	10%	9%	10%	-	-	-	-	9%	12%	6%	12%	8%
Prefer not to say	1%	2%	1%	1%	-	-	-	-	1%	1%	-	6%	2%

Excessive management supervision (e.g. being "micro-managed")

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
This has happened to me at my current workplace	21%	22%	18%	21%	-	-	-	-	21%	23%	17%	23%	21%
This has happened to someone else at my current workplace	25%	26%	19%	25%	-	-	-	-	23%	28%	33%	20%	25%
I am not aware of this happening to anyone in my current workplace	47%	46%	52%	47%	-	-	-	-	49%	45%	44%	45%	49%
Don't know/ can't recall	10%	10%	13%	10%	-	-	-	-	9%	10%	10%	12%	11%
Prefer not to say	2%	2%	2%	2%	-	-	-	-	2%	0%	0%	-	2%

Total	Working status							Marital Status				
Base	Working full time	Working part time	Working (NET)	Full time student	Retired	Unemployed	Not working/ other	Married/ Civil Partnership	Living as married	Separated/ Divorced	Widowed	Never Married

Do you think that anyone at your current workplace has ever been sacked or made redundant without good reason? (Please select the option that BEST applies)

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Yes, on more than one occasion	12%	13%	7%	12%	-	-	-	-	13%	12%	15%	6%	9%
Yes, on one occasion	9%	9%	9%	9%	-	-	-	-	10%	11%	12%	5%	9%
No, they have not	52%	51%	58%	52%	-	-	-	-	56%	49%	47%	84%	53%
Don't know	24%	24%	23%	24%	-	-	-	-	19%	27%	20%	5%	26%
Prefer not to say	3%	3%	3%	3%	-	-	-	-	2%	0%	6%	-	3%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My pay has kept up with (i.e. increased in line with) the cost of living over the last few years

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	5%	5%	4%	5%	-	-	-	-	4%	8%	4%	10%	4%
Tend to agree	15%	15%	15%	15%	-	-	-	-	14%	21%	19%	10%	17%
Neither agree nor disagree	16%	16%	15%	16%	-	-	-	-	16%	15%	11%	16%	17%
Tend to disagree	26%	25%	29%	26%	-	-	-	-	27%	24%	28%	22%	22%
Strongly disagree	33%	33%	30%	33%	-	-	-	-	34%	29%	37%	41%	29%
Don't know/ Not applicable	5%	5%	7%	5%	-	-	-	-	4%	3%	1%	-	11%

I am paid fairly for the work/ job I do

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	7%	8%	6%	7%	-	-	-	-	8%	7%	4%	10%	8%
Tend to agree	34%	34%	32%	34%	-	-	-	-	34%	37%	40%	17%	30%
Neither agree nor disagree	23%	23%	24%	23%	-	-	-	-	24%	24%	24%	23%	23%
Tend to disagree	23%	23%	23%	23%	-	-	-	-	22%	16%	22%	22%	25%
Strongly disagree	11%	10%	11%	11%	-	-	-	-	10%	12%	10%	29%	10%
Don't know/ Not applicable	2%	2%	5%	2%	-	-	-	-	1%	4%	0%	-	4%

I get good benefits on top of my pay (e.g. pension, access to flexible working etc.)

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	9%	9%	5%	9%	-	-	-	-	9%	7%	8%	-	9%
Tend to agree	31%	33%	21%	31%	-	-	-	-	27%	38%	27%	4%	32%
Neither agree nor disagree	22%	22%	24%	22%	-	-	-	-	23%	23%	29%	5%	21%
Tend to disagree	17%	17%	20%	17%	-	-	-	-	19%	14%	17%	14%	16%
Strongly disagree	16%	15%	21%	16%	-	-	-	-	18%	14%	16%	35%	17%
Don't know/ Not applicable	4%	4%	8%	4%	-	-	-	-	3%	4%	4%	42%	6%

Total	Working status							Marital Status				
Base	Working full time	Working part time	Working (NET)	Full time student	Retired	Unemployed	Not working/ other	Married/ Civil Partnership	Living as married	Separated/ Divorced	Widowed	Never Married

I think that the gap in pay between those at the top of my organisation and those lower down is too great (i.e. shouldn't be as large)

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	26%	28%	17%	26%	-	-	-	-	26%	24%	24%	15%	25%
Tend to agree	31%	30%	38%	31%	-	-	-	-	32%	32%	42%	47%	29%
Neither agree nor disagree	21%	22%	18%	21%	-	-	-	-	20%	25%	19%	14%	21%
Tend to disagree	9%	9%	7%	9%	-	-	-	-	9%	9%	5%	-	10%
Strongly disagree	4%	4%	3%	4%	-	-	-	-	4%	1%	4%	-	3%
Don't know/ Not applicable	9%	8%	16%	9%	-	-	-	-	8%	8%	5%	25%	12%

Pay for those lower down in the organisation has not gone up as much as pay for those at the top over the last few years

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	22%	23%	18%	22%	-	-	-	-	21%	22%	27%	15%	17%
Tend to agree	25%	24%	27%	25%	-	-	-	-	25%	30%	26%	35%	24%
Neither agree nor disagree	19%	19%	20%	19%	-	-	-	-	20%	20%	17%	5%	21%
Tend to disagree	11%	11%	10%	11%	-	-	-	-	13%	6%	7%	10%	11%
Strongly disagree	6%	7%	4%	6%	-	-	-	-	6%	5%	8%	5%	7%
Don't know/ Not applicable	17%	16%	21%	17%	-	-	-	-	15%	17%	15%	30%	20%

All staff should have a say in the pay of those at the top of organisations

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	18%	18%	17%	18%	-	-	-	-	18%	17%	16%	9%	16%
Tend to agree	30%	30%	30%	30%	-	-	-	-	29%	30%	34%	19%	30%
Neither agree nor disagree	25%	24%	27%	25%	-	-	-	-	25%	28%	25%	23%	23%
Tend to disagree	14%	15%	12%	14%	-	-	-	-	15%	13%	11%	15%	16%
Strongly disagree	6%	7%	3%	6%	-	-	-	-	7%	4%	5%	34%	5%
Don't know/ Not applicable	7%	6%	12%	7%	-	-	-	-	6%	8%	9%	-	9%

My employer can afford to give better pay rises than those given to staff

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	19%	21%	13%	19%	-	-	-	-	18%	19%	18%	15%	19%
Tend to agree	31%	31%	30%	31%	-	-	-	-	30%	35%	40%	13%	32%
Neither agree nor disagree	22%	21%	26%	22%	-	-	-	-	23%	23%	17%	14%	22%
Tend to disagree	12%	12%	11%	12%	-	-	-	-	14%	9%	9%	22%	9%
Strongly disagree	5%	4%	7%	5%	-	-	-	-	6%	3%	6%	24%	6%
Don't know/ Not applicable	11%	11%	12%	11%	-	-	-	-	9%	12%	10%	12%	12%

Total	Working status							Marital Status				
Base	Working full time	Working part time	Working (NET)	Full time student	Retired	Unemployed	Not working/ other	Married/ Civil Partnership	Living as married	Separated/ Divorced	Widowed	Never Married

A performance related pay system at my workplace is fairly operated

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
Strongly agree	3%	3%	2%	3%	-	-	-	-	3%	4%	4%	10%	2%
Tend to agree	16%	17%	12%	16%	-	-	-	-	13%	20%	20%	6%	16%
Neither agree nor disagree	23%	23%	24%	23%	-	-	-	-	24%	23%	17%	4%	24%
Tend to disagree	15%	16%	13%	15%	-	-	-	-	16%	14%	13%	13%	15%
Strongly disagree	13%	13%	12%	13%	-	-	-	-	13%	14%	17%	16%	14%
Don't know/ Not applicable	30%	28%	37%	30%	-	-	-	-	31%	26%	30%	51%	29%

The "Living Wage" is defined as a wage which is high enough to maintain a normal standard of living.

The Living Wage is currently £7.65 an hour outside London and £8.80 in London.

Which ONE of the following BEST applies to your employer? (Please select the option that BEST applies)

Unweighted base	2355	1936	419	2355	-	-	-	-	951	264	159	12	472
Base: All GB Adults who are employees	2415	1979	437	2415	-	-	-	-	940	324	137	10	481
They pay at least the living wage to all staff	53%	55%	45%	53%	-	-	-	-	55%	55%	58%	48%	47%
They do not pay the living wage to all staff, but I think they could afford to do so	25%	22%	37%	25%	-	-	-	-	23%	23%	19%	28%	27%
They do not pay the living wage to all staff and could not afford to do so	6%	6%	9%	6%	-	-	-	-	6%	6%	7%	-	8%
Don't know	16%	17%	10%	16%	-	-	-	-	16%	17%	16%	24%	18%

YouGov/TUC Survey

Sample Size: 4,555 GB Adults (2,355 employees)
GB Sample : 5th - 7th August 2014

		Total	Children in Household						Social Media (monthly or more)			
		Base	0	1	2	3+	ALL WITH CHILDREN IN HOUSEHOLD (NET)	Refused	Facebook	LinkedIn	Google+	Twitter
Working Status												
	Unweighted base	4555	3277	590	425	103	1118	160	2530	497	262	910
	Base: All GB Adults	4555	3186	623	463	121	1207	162	2560	465	263	910
Working full time (30 or more hours per week)		50%	47%	59%	67%	52%	62%	44%	52%	72%	51%	59%
Working part time (8-29 hours a week)		12%	10%	15%	13%	19%	15%	8%	12%	10%	7%	11%
Working part time (Less than 8 hours a week)		1%	1%	1%	1%	3%	1%	1%	1%	0%	2%	1%
Full time student		5%	4%	10%	5%	7%	8%	11%	5%	4%	8%	9%
Retired		21%	28%	3%	1%	2%	2%	17%	17%	6%	15%	7%
Unemployed		3%	4%	3%	1%	3%	2%	9%	4%	4%	5%	4%
Not working		6%	5%	7%	8%	14%	8%	7%	7%	4%	9%	6%
Other		1%	1%	1%	2%	-	1%	4%	2%	0%	4%	2%
Net: Working part time		13%	12%	16%	14%	22%	16%	9%	14%	10%	9%	13%
Net: Working (NET)		63%	58%	76%	81%	74%	78%	52%	65%	82%	60%	72%
Net: Not working/ other		7%	6%	9%	11%	14%	10%	11%	9%	4%	12%	8%
Employment status - employee/ self-employed												
	Unweighted base	2851	1897	443	347	77	867	87	1638	403	160	652
	Base: All GB Adults who work	2874	1852	471	376	90	937	85	1676	381	158	658
Employee		84%	83%	86%	88%	80%	86%	87%	85%	83%	80%	84%
Self-employed		9%	10%	8%	7%	10%	8%	9%	8%	13%	12%	9%
Not applicable		7%	7%	6%	6%	10%	6%	4%	6%	4%	7%	6%
Work industry												
	Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
	Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Manufacturing		7%	7%	7%	10%	3%	8%	2%	7%	7%	6%	6%
Construction		4%	4%	4%	5%	6%	4%	1%	5%	4%	3%	4%
Retail		10%	10%	14%	6%	9%	10%	8%	10%	5%	9%	11%
Financial services		6%	6%	6%	4%	2%	5%	10%	5%	8%	4%	6%
Hospitality and leisure		3%	4%	3%	3%	2%	3%	3%	4%	3%	1%	3%
Accountancy		1%	1%	0%	1%	-	1%	-	1%	2%	1%	1%
Legal		3%	3%	3%	1%	-	2%	4%	2%	4%	1%	3%
IT & telecoms		4%	4%	5%	4%	10%	5%	3%	4%	12%	15%	6%
Media/ marketing/ advertising/ PR & sales		3%	3%	1%	3%	3%	2%	-	3%	7%	5%	4%
Medical & health services		11%	10%	10%	11%	25%	12%	11%	10%	6%	6%	8%
Education		14%	12%	16%	20%	14%	18%	9%	14%	10%	12%	12%
Transportation & distribution		5%	5%	7%	2%	4%	5%	2%	5%	7%	2%	5%
Real estate		1%	1%	1%	1%	-	1%	-	1%	1%	3%	0%
Other		29%	30%	22%	29%	22%	25%	48%	29%	23%	30%	29%
Not applicable		-	-	-	-	-	-	-	-	-	-	-

Total	Children in Household						Social Media (monthly or more)			
Base	0	1	2	3+	ALL WITH CHILDREN IN HOUSEHOLD (NET)	Refused	Facebook	LinkedIn	Google+	Twitter

Gross salary is the salary you receive before tax deductions.

What is your annual gross personal salary? (If you do not receive a set salary - e.g. if you are paid hourly etc. - please try to average your salary across the year)

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Under £5,000 per year	3%	3%	4%	5%	5%	4%	3%	3%	1%	4%	3%
£5,000 to £9,999 per year	7%	6%	8%	8%	3%	7%	2%	7%	3%	6%	6%
£10,000 to £14,999 per year	10%	10%	10%	9%	6%	10%	15%	10%	2%	9%	8%
£15,000 to £19,999 per year	13%	14%	14%	8%	16%	12%	14%	14%	8%	13%	13%
£20,000 to £24,999 per year	14%	15%	12%	11%	24%	13%	14%	14%	12%	13%	13%
£25,000 to £29,999 per year	12%	12%	10%	16%	22%	13%	7%	13%	12%	13%	11%
£30,000 to £34,999 per year	8%	8%	9%	8%	7%	8%	8%	9%	13%	7%	11%
£35,000 to £39,999 per year	7%	6%	7%	10%	2%	8%	4%	7%	9%	7%	7%
£40,000 to £44,999 per year	5%	5%	5%	4%	3%	5%	6%	5%	8%	6%	6%
£45,000 to £49,999 per year	2%	3%	3%	2%	2%	2%	2%	2%	3%	2%	3%
£50,000 to £59,999 per year	3%	3%	3%	4%	3%	3%	1%	3%	7%	6%	3%
£60,000 to £69,999 per year	2%	1%	1%	3%	-	2%	1%	2%	4%	1%	1%
£70,000 to £99,999 per year	1%	1%	1%	2%	1%	2%	-	1%	4%	1%	2%
£100,000 and over	1%	0%	1%	1%	-	1%	-	0%	3%	1%	1%
Don't know	2%	2%	1%	1%	4%	1%	-	1%	1%	-	2%
Prefer not to say	10%	11%	10%	9%	3%	9%	24%	10%	8%	12%	10%
Net: Less than £15,000	20%	19%	22%	22%	14%	21%	20%	20%	7%	19%	17%
Net: £15,000 to £24,999	27%	29%	26%	18%	40%	24%	27%	28%	20%	26%	27%
Net: £25,000 to £34,999	20%	20%	19%	23%	29%	21%	15%	22%	25%	20%	22%
Net: £35,000 to £49,999	14%	13%	15%	17%	7%	15%	12%	14%	21%	15%	15%
Net: £50,000 or more	6%	6%	7%	10%	3%	8%	3%	6%	19%	9%	7%

A "trade union" is an organised association of workers in a trade, group of trades, or profession, formed to protect and further the rights and interests of employees.

Are you currently a member of a trade union or similar professional association?

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Yes, I am	34%	32%	34%	37%	50%	37%	36%	34%	25%	23%	33%
No, I am not	64%	66%	62%	62%	42%	61%	63%	64%	74%	75%	66%
Don't know	2%	1%	4%	1%	8%	3%	1%	1%	0%	2%	1%

What kind of organisation do you work for?

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Private sector – profit-seeking (e.g. public limited company, partnership)	54%	55%	54%	53%	44%	52%	57%	55%	69%	67%	56%
Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	37%	36%	39%	40%	40%	39%	33%	37%	25%	24%	35%
Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	6%	7%	6%	4%	5%	5%	5%	6%	6%	7%	8%
Don't know	3%	2%	2%	4%	11%	4%	5%	2%	0%	2%	1%

Total	Children in Household						Social Media (monthly or more)			
Base	0	1	2	3+	ALL WITH CHILDREN IN HOUSEHOLD (NET)	Refused	Facebook	LinkedIn	Google+	Twitter

As an official part of your main job, do you ever supervise the work of other employees or tell other employees what to do (i.e. manage other employees)?

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Yes, I do	46%	44%	51%	52%	49%	51%	44%	47%	64%	45%	46%
No, I don't	52%	55%	48%	47%	47%	48%	53%	53%	36%	53%	54%
Don't know	1%	1%	2%	1%	4%	2%	3%	1%	-	2%	0%

Thinking about your current occupation (rather than your employer)...

Which ONE of the following statements BEST applies to you?

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
I look upon my current occupation as part of my long-term career path	51%	47%	63%	56%	48%	59%	49%	53%	73%	54%	54%
I do not look upon my current occupation as part of my long-term career path	15%	15%	12%	19%	16%	15%	13%	14%	11%	14%	15%
I do not think of myself as having a long term career path	29%	33%	22%	22%	28%	22%	31%	29%	14%	27%	26%
Don't know	5%	6%	3%	3%	7%	4%	7%	4%	2%	6%	5%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My job is interesting and enjoyable

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	18%	17%	21%	17%	23%	20%	16%	18%	20%	13%	21%
Tend to agree	42%	43%	41%	41%	41%	41%	30%	43%	52%	53%	43%
Neither agree nor disagree	22%	20%	23%	23%	28%	23%	27%	22%	18%	17%	15%
Tend to disagree	11%	11%	10%	12%	2%	10%	10%	10%	7%	12%	12%
Strongly disagree	6%	7%	4%	4%	3%	4%	13%	6%	2%	5%	7%
Don't know	2%	2%	1%	2%	4%	1%	4%	1%	1%	-	1%

I am worried that I might lose my job in the next 12 months

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	9%	8%	13%	8%	10%	11%	7%	9%	5%	6%	10%
Tend to agree	15%	15%	14%	16%	22%	16%	22%	15%	16%	18%	15%
Neither agree nor disagree	25%	24%	22%	29%	21%	25%	29%	24%	27%	25%	24%
Tend to disagree	27%	28%	24%	26%	29%	25%	18%	29%	29%	29%	28%
Strongly disagree	21%	22%	24%	19%	15%	21%	19%	22%	21%	21%	20%
Don't know	3%	3%	2%	3%	5%	3%	5%	2%	2%	1%	2%

Total	Children in Household						Social Media (monthly or more)			
Base	0	1	2	3+	ALL WITH CHILDREN IN HOUSEHOLD (NET)	Refused	Facebook	LinkedIn	Google+	Twitter

I have regular opportunities to undertake training and improve my skills at work

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	10%	9%	16%	11%	13%	14%	6%	10%	10%	6%	12%
Tend to agree	32%	32%	31%	31%	37%	32%	33%	33%	39%	32%	33%
Neither agree nor disagree	22%	22%	21%	24%	24%	22%	22%	23%	19%	27%	21%
Tend to disagree	20%	20%	18%	20%	14%	19%	12%	20%	23%	21%	20%
Strongly disagree	14%	14%	13%	12%	9%	12%	23%	13%	8%	14%	13%
Don't know	2%	2%	1%	2%	4%	1%	4%	1%	1%	0%	2%

I am worried that my job may offer worse conditions (e.g. fewer hours, less pay or less responsibility), in the next 12 months

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	12%	11%	15%	15%	17%	15%	13%	11%	7%	7%	14%
Tend to agree	21%	19%	24%	25%	24%	24%	23%	20%	20%	25%	21%
Neither agree nor disagree	25%	26%	20%	26%	25%	23%	26%	26%	24%	26%	22%
Tend to disagree	24%	25%	25%	23%	19%	24%	21%	26%	31%	26%	24%
Strongly disagree	15%	16%	15%	8%	12%	12%	14%	15%	17%	16%	15%
Don't know	3%	4%	1%	3%	4%	2%	4%	2%	2%	0%	4%

My job does not make full use of my skills and abilities

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	19%	18%	22%	17%	12%	19%	24%	18%	15%	14%	18%
Tend to agree	30%	30%	27%	34%	37%	31%	26%	30%	30%	31%	31%
Neither agree nor disagree	20%	20%	21%	20%	24%	21%	23%	21%	22%	26%	21%
Tend to disagree	20%	20%	22%	20%	18%	20%	16%	21%	23%	22%	19%
Strongly disagree	9%	10%	8%	8%	7%	8%	6%	9%	10%	6%	10%
Don't know	2%	2%	1%	2%	4%	2%	4%	1%	1%	-	1%

I have a good chance to progress in my job

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	7%	6%	12%	8%	18%	11%	6%	6%	6%	6%	9%
Tend to agree	23%	22%	25%	24%	27%	25%	31%	24%	36%	24%	26%
Neither agree nor disagree	27%	28%	23%	28%	32%	26%	17%	29%	29%	30%	25%
Tend to disagree	24%	24%	24%	24%	14%	23%	19%	24%	18%	27%	20%
Strongly disagree	16%	17%	15%	14%	5%	14%	21%	16%	9%	13%	18%
Don't know	2%	3%	1%	2%	4%	2%	5%	1%	2%	-	3%

Total	Children in Household						Social Media (monthly or more)			
Base	0	1	2	3+	ALL WITH CHILDREN IN HOUSEHOLD (NET)	Refused	Facebook	LinkedIn	Google+	Twitter

Recently I have felt anxious or worried about something connected to my job

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	19%	18%	22%	18%	22%	20%	26%	17%	14%	15%	21%
Tend to agree	32%	31%	34%	35%	30%	34%	32%	32%	39%	34%	33%
Neither agree nor disagree	20%	21%	17%	20%	22%	19%	16%	20%	21%	23%	20%
Tend to disagree	18%	18%	16%	18%	16%	17%	16%	19%	17%	18%	16%
Strongly disagree	9%	10%	11%	7%	6%	9%	6%	10%	9%	11%	9%
Don't know	2%	2%	1%	3%	4%	2%	4%	1%	1%	-	1%

I never seem to have enough time to get my work done

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	17%	15%	19%	18%	24%	19%	25%	14%	16%	17%	16%
Tend to agree	27%	25%	34%	27%	23%	30%	27%	29%	35%	25%	27%
Neither agree nor disagree	26%	25%	21%	33%	30%	26%	26%	27%	25%	21%	26%
Tend to disagree	21%	23%	20%	15%	13%	18%	13%	21%	20%	29%	21%
Strongly disagree	8%	9%	6%	6%	7%	6%	4%	8%	3%	7%	8%
Don't know	2%	2%	0%	2%	4%	1%	4%	1%	1%	-	1%

Over the last few years the amount of work that I have to do has increased

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	28%	27%	34%	25%	39%	31%	35%	27%	27%	21%	29%
Tend to agree	37%	37%	36%	41%	23%	37%	30%	37%	43%	44%	36%
Neither agree nor disagree	19%	20%	14%	20%	25%	18%	20%	20%	19%	17%	22%
Tend to disagree	9%	10%	10%	9%	6%	9%	4%	9%	8%	13%	9%
Strongly disagree	4%	4%	4%	2%	2%	3%	2%	4%	0%	4%	3%
Don't know	3%	3%	2%	2%	4%	2%	9%	2%	2%	0%	2%

There is enough flexibility in my job to allow me to balance work and the rest of my life (e.g. home life, caring responsibilities, hobbies etc.)

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	15%	13%	19%	16%	29%	19%	12%	16%	12%	10%	15%
Tend to agree	42%	43%	42%	42%	36%	41%	27%	42%	48%	48%	45%
Neither agree nor disagree	18%	17%	18%	20%	18%	19%	26%	18%	16%	20%	15%
Tend to disagree	14%	14%	11%	15%	9%	12%	16%	14%	14%	17%	13%
Strongly disagree	10%	11%	10%	5%	3%	7%	16%	9%	8%	6%	11%
Don't know	2%	2%	0%	3%	4%	2%	3%	1%	1%	-	1%

Total	Children in Household						Social Media (monthly or more)			
Base	0	1	2	3+	ALL WITH CHILDREN IN HOUSEHOLD (NET)	Refused	Facebook	LinkedIn	Google+	Twitter

I have a real say in how my work is organised

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	12%	12%	14%	10%	16%	13%	15%	11%	18%	17%	11%
Tend to agree	32%	31%	34%	33%	24%	33%	28%	34%	43%	28%	33%
Neither agree nor disagree	21%	21%	20%	20%	27%	21%	27%	21%	20%	29%	21%
Tend to disagree	18%	19%	14%	23%	19%	18%	15%	18%	12%	17%	16%
Strongly disagree	15%	15%	16%	13%	11%	15%	11%	15%	6%	9%	17%
Don't know	2%	2%	1%	2%	4%	1%	4%	1%	1%	1%	2%

The workforce in my organisation are consulted and involved in relevant decisions made by managers

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	7%	6%	10%	5%	14%	8%	3%	6%	6%	7%	8%
Tend to agree	25%	27%	23%	22%	23%	23%	25%	26%	40%	23%	29%
Neither agree nor disagree	24%	24%	21%	27%	33%	25%	23%	26%	21%	37%	22%
Tend to disagree	22%	22%	24%	23%	10%	22%	18%	22%	22%	18%	19%
Strongly disagree	18%	18%	19%	20%	16%	19%	23%	18%	8%	13%	19%
Don't know	3%	4%	3%	3%	4%	3%	9%	3%	3%	1%	3%

For the following question, we would like you to think about your average working day...

Which ONE of the following BEST describes how you feel about going to work on an average working day?

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
I usually look forward to going to work	34%	34%	37%	30%	31%	34%	31%	34%	40%	39%	32%
I usually wish I didn't have to go to work	41%	40%	39%	47%	46%	43%	45%	41%	36%	33%	44%
I don't care one way or the other about going to work	19%	19%	20%	19%	7%	18%	10%	20%	18%	26%	18%
None of these	5%	5%	3%	3%	11%	4%	11%	5%	6%	1%	5%
Don't know	2%	1%	1%	1%	4%	2%	3%	1%	1%	1%	1%

Total	Children in Household						Social Media (monthly or more)			
Base	0	1	2	3+	ALL WITH CHILDREN IN HOUSEHOLD (NET)	Refused	Facebook	LinkedIn	Google+	Twitter

The following question is about problems that occur in some workplaces.

Which, if any, of the following have ever happened to you, or someone else, in your workplace? (Please select all that apply on each row)

Not being paid a fair rate for the job

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
This has happened to me at my current workplace	23%	23%	21%	23%	29%	23%	19%	22%	23%	27%	27%
This has happened to someone else at my current workplace	18%	15%	23%	25%	26%	24%	13%	19%	19%	17%	20%
I am not aware of this happening to anyone in my current workplace	51%	54%	51%	41%	37%	46%	46%	53%	53%	53%	47%
Don't know/ can't recall	10%	9%	9%	11%	16%	10%	19%	9%	8%	7%	10%
Prefer not to say	3%	3%	2%	3%	-	2%	9%	2%	1%	3%	2%

Preferential treatment or favouritism (e.g. when offering promotion, allocating work, overtime opportunities, working hours etc.)

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
This has happened to me at my current workplace	21%	20%	22%	23%	17%	22%	27%	19%	13%	21%	21%
This has happened to someone else at my current workplace	33%	31%	36%	38%	39%	37%	34%	33%	35%	26%	33%
I am not aware of this happening to anyone in my current workplace	40%	44%	37%	32%	34%	35%	36%	43%	45%	49%	43%
Don't know/ can't recall	9%	8%	8%	11%	11%	10%	7%	9%	10%	9%	9%
Prefer not to say	1%	1%	1%	2%	-	1%	7%	1%	0%	-	1%

Being expected to work unpaid overtime

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
This has happened to me at my current workplace	34%	33%	35%	32%	42%	34%	29%	32%	43%	38%	34%
This has happened to someone else at my current workplace	21%	20%	19%	27%	21%	23%	16%	22%	25%	25%	21%
I am not aware of this happening to anyone in my current workplace	45%	47%	44%	40%	30%	41%	45%	47%	40%	41%	46%
Don't know/ can't recall	8%	7%	8%	8%	15%	9%	12%	7%	7%	7%	9%
Prefer not to say	2%	2%	1%	3%	-	2%	10%	1%	1%	1%	2%

Total	Children in Household						Social Media (monthly or more)			
Base	0	1	2	3+	ALL WITH CHILDREN IN HOUSEHOLD (NET)	Refused	Facebook	LinkedIn	Google+	Twitter

Bullying or harassment by management or fellow workers

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
This has happened to me at my current workplace	16%	16%	15%	15%	7%	14%	20%	14%	13%	13%	15%
This has happened to someone else at my current workplace	28%	26%	29%	33%	34%	31%	27%	28%	23%	28%	24%
I am not aware of this happening to anyone in my current workplace	50%	52%	50%	44%	42%	47%	44%	53%	55%	47%	53%
Don't know/ can't recall	9%	8%	8%	10%	19%	10%	9%	8%	11%	11%	9%
Prefer not to say	2%	2%	2%	2%	-	2%	9%	1%	1%	3%	2%

Sexual or racial discrimination

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
This has happened to me at my current workplace	4%	4%	4%	5%	10%	5%	1%	4%	2%	5%	4%
This has happened to someone else at my current workplace	11%	9%	14%	14%	12%	14%	8%	10%	9%	12%	11%
I am not aware of this happening to anyone in my current workplace	73%	76%	71%	67%	62%	69%	68%	75%	75%	70%	73%
Don't know/ can't recall	11%	10%	11%	14%	16%	13%	16%	11%	15%	12%	12%
Prefer not to say	2%	2%	1%	2%	-	1%	7%	1%	-	3%	2%

Insecure or irregular work that means people do not know how much work or pay they will have week to week

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
This has happened to me at my current workplace	8%	7%	11%	10%	3%	10%	10%	8%	9%	15%	11%
This has happened to someone else at my current workplace	13%	11%	14%	18%	29%	17%	11%	12%	8%	10%	12%
I am not aware of this happening to anyone in my current workplace	70%	72%	69%	62%	48%	64%	68%	71%	74%	68%	70%
Don't know/ can't recall	10%	10%	8%	10%	19%	10%	7%	9%	10%	8%	8%
Prefer not to say	1%	1%	1%	2%	-	1%	8%	1%	0%	-	1%

Excessive management supervision (e.g. being "micro-managed")

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
This has happened to me at my current workplace	21%	21%	24%	23%	8%	22%	25%	22%	21%	25%	24%
This has happened to someone else at my current workplace	25%	24%	26%	27%	40%	28%	22%	26%	29%	27%	28%
I am not aware of this happening to anyone in my current workplace	47%	50%	46%	43%	35%	44%	41%	47%	48%	45%	46%
Don't know/ can't recall	10%	10%	8%	11%	20%	10%	8%	10%	9%	11%	9%
Prefer not to say	2%	2%	1%	2%	-	1%	8%	1%	0%	-	1%

Total	Children in Household						Social Media (monthly or more)			
Base	0	1	2	3+	ALL WITH CHILDREN IN HOUSEHOLD (NET)	Refused	Facebook	LinkedIn	Google+	Twitter

Do you think that anyone at your current workplace has ever been sacked or made redundant without good reason? (Please select the option that BEST applies)

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Yes, on more than one occasion	12%	12%	10%	15%	7%	12%	17%	11%	14%	7%	11%
Yes, on one occasion	9%	7%	14%	13%	21%	14%	2%	10%	10%	7%	10%
No, they have not	52%	53%	55%	49%	55%	52%	44%	52%	52%	52%	51%
Don't know	24%	25%	19%	21%	13%	19%	31%	25%	23%	28%	25%
Prefer not to say	3%	2%	2%	3%	4%	3%	7%	2%	1%	5%	3%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My pay has kept up with (i.e. increased in line with) the cost of living over the last few years

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	5%	4%	7%	5%	4%	6%	5%	5%	7%	6%	5%
Tend to agree	15%	15%	17%	17%	23%	17%	8%	17%	21%	16%	15%
Neither agree nor disagree	16%	16%	17%	14%	19%	16%	14%	16%	16%	25%	13%
Tend to disagree	26%	26%	24%	28%	18%	25%	28%	26%	28%	25%	28%
Strongly disagree	33%	33%	31%	32%	29%	31%	33%	31%	22%	23%	32%
Don't know/ Not applicable	5%	5%	4%	4%	8%	4%	12%	5%	6%	5%	7%

I am paid fairly for the work/ job I do

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	7%	7%	6%	9%	9%	8%	6%	8%	7%	12%	8%
Tend to agree	34%	33%	37%	33%	37%	35%	39%	35%	43%	36%	33%
Neither agree nor disagree	23%	23%	23%	24%	18%	23%	11%	24%	21%	24%	22%
Tend to disagree	23%	24%	23%	18%	22%	21%	29%	22%	20%	18%	25%
Strongly disagree	11%	10%	9%	14%	7%	11%	10%	10%	7%	8%	11%
Don't know/ Not applicable	2%	2%	2%	3%	7%	3%	6%	2%	2%	2%	2%

I get good benefits on top of my pay (e.g. pension, access to flexible working etc.)

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	9%	8%	10%	9%	12%	10%	12%	9%	10%	6%	10%
Tend to agree	31%	30%	31%	35%	35%	33%	27%	32%	40%	28%	33%
Neither agree nor disagree	22%	22%	23%	23%	22%	23%	15%	24%	21%	33%	22%
Tend to disagree	17%	18%	20%	15%	11%	17%	22%	17%	12%	11%	15%
Strongly disagree	16%	17%	14%	15%	11%	14%	14%	16%	13%	16%	16%
Don't know/ Not applicable	4%	5%	2%	4%	9%	3%	11%	4%	4%	6%	4%

Total	Children in Household						Social Media (monthly or more)			
Base	0	1	2	3+	ALL WITH CHILDREN IN HOUSEHOLD (NET)	Refused	Facebook	LinkedIn	Google+	Twitter

I think that the gap in pay between those at the top of my organisation and those lower down is too great (i.e. shouldn't be as large)

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	26%	26%	28%	24%	26%	26%	27%	26%	21%	26%	29%
Tend to agree	31%	31%	30%	38%	29%	33%	21%	32%	30%	27%	31%
Neither agree nor disagree	21%	20%	26%	21%	19%	23%	24%	22%	19%	23%	18%
Tend to disagree	9%	9%	6%	8%	9%	7%	13%	9%	13%	14%	9%
Strongly disagree	4%	4%	4%	2%	3%	3%	3%	3%	5%	5%	2%
Don't know/ Not applicable	9%	10%	7%	8%	13%	8%	13%	8%	12%	4%	11%

Pay for those lower down in the organisation has not gone up as much as pay for those at the top over the last few years

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	22%	22%	22%	22%	22%	22%	27%	21%	17%	22%	25%
Tend to agree	25%	24%	29%	23%	27%	26%	23%	26%	27%	19%	23%
Neither agree nor disagree	19%	18%	18%	27%	17%	22%	13%	20%	17%	32%	17%
Tend to disagree	11%	11%	11%	11%	7%	11%	4%	11%	10%	6%	11%
Strongly disagree	6%	7%	7%	3%	9%	6%	8%	6%	8%	5%	6%
Don't know/ Not applicable	17%	18%	13%	13%	18%	13%	25%	17%	21%	15%	18%

All staff should have a say in the pay of those at the top of organisations

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	18%	17%	20%	19%	27%	20%	15%	17%	13%	21%	19%
Tend to agree	30%	31%	28%	28%	33%	29%	25%	33%	30%	30%	32%
Neither agree nor disagree	25%	24%	25%	25%	16%	24%	28%	24%	21%	25%	20%
Tend to disagree	14%	13%	14%	18%	10%	15%	17%	14%	24%	15%	16%
Strongly disagree	6%	7%	7%	4%	2%	5%	5%	5%	6%	5%	6%
Don't know/ Not applicable	7%	7%	7%	6%	12%	7%	10%	7%	7%	4%	7%

My employer can afford to give better pay rises than those given to staff

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	19%	18%	24%	18%	14%	21%	33%	19%	14%	14%	21%
Tend to agree	31%	31%	31%	31%	37%	32%	12%	33%	37%	38%	35%
Neither agree nor disagree	22%	22%	22%	26%	20%	24%	20%	22%	21%	20%	19%
Tend to disagree	12%	12%	11%	10%	9%	10%	16%	12%	12%	16%	10%
Strongly disagree	5%	5%	4%	4%	8%	5%	4%	5%	4%	2%	4%
Don't know/ Not applicable	11%	12%	8%	10%	12%	9%	15%	10%	11%	10%	12%

Total	Children in Household						Social Media (monthly or more)			
Base	0	1	2	3+	ALL WITH CHILDREN IN HOUSEHOLD (NET)	Refused	Facebook	LinkedIn	Google+	Twitter

A performance related pay system at my workplace is fairly operated

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
Strongly agree	3%	2%	6%	3%	7%	5%	4%	3%	3%	2%	5%
Tend to agree	16%	14%	18%	17%	27%	18%	14%	16%	22%	15%	16%
Neither agree nor disagree	23%	23%	24%	26%	20%	24%	16%	22%	16%	30%	20%
Tend to disagree	15%	15%	14%	20%	10%	16%	18%	16%	22%	16%	15%
Strongly disagree	13%	14%	12%	9%	10%	11%	13%	13%	9%	7%	14%
Don't know/ Not applicable	30%	32%	27%	25%	26%	26%	35%	29%	28%	30%	30%

The "Living Wage" is defined as a wage which is high enough to maintain a normal standard of living.

The Living Wage is currently £7.65 an hour outside London and £8.80 in London.

Which ONE of the following BEST applies to your employer? (Please select the option that BEST applies)

Unweighted base	2355	1543	378	293	64	735	77	1371	319	124	529
Base: All GB Adults who are employees	2415	1534	406	329	72	808	74	1433	316	127	554
They pay at least the living wage to all staff	53%	52%	55%	55%	40%	54%	60%	54%	64%	43%	48%
They do not pay the living wage to all staff, but I think they could afford to do so	25%	25%	26%	25%	17%	25%	21%	25%	16%	30%	29%
They do not pay the living wage to all staff and could not afford to do so	6%	6%	5%	8%	21%	8%	3%	6%	5%	4%	8%
Don't know	16%	17%	14%	12%	23%	14%	16%	16%	15%	22%	16%

YouGov/TUC Survey

Sample Size: 4,555 GB Adults (2,355 employees)
GB Sample : 5th - 7th August 2014

		Total	Industry														
		Base	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Not applicable
Working Status																	
	Unweighted base	4555	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
	Base: All GB Adults	4555	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
	Working full time (30 or more hours per week)	50%	92%	92%	62%	93%	78%	91%	83%	91%	93%	79%	75%	88%	84%	83%	-
	Working part time (8-29 hours a week)	12%	8%	8%	35%	7%	21%	9%	17%	7%	7%	21%	23%	10%	16%	16%	-
	Working part time (Less than 8 hours a week)	1%	-	-	2%	-	1%	-	-	2%	-	0%	1%	3%	-	1%	-
	Full time student	5%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Retired	21%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Unemployed	3%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Not working	6%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Other	1%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Net: Working part time	13%	8%	8%	38%	7%	22%	9%	17%	9%	7%	21%	25%	12%	16%	17%	-
	Net: Working (NET)	63%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-
	Net: Not working/ other	7%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Employment status - employee/ self-employed																	
	Unweighted base	2851	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
	Base: All GB Adults who work	2874	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
	Employee	84%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	-
	Self-employed	9%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Not applicable	7%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Work industry																	
	Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
	Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
	Manufacturing	7%	100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Construction	4%	-	100%	-	-	-	-	-	-	-	-	-	-	-	-	-
	Retail	10%	-	-	100%	-	-	-	-	-	-	-	-	-	-	-	-
	Financial services	6%	-	-	-	100%	-	-	-	-	-	-	-	-	-	-	-
	Hospitality and leisure	3%	-	-	-	-	100%	-	-	-	-	-	-	-	-	-	-
	Accountancy	1%	-	-	-	-	-	100%	-	-	-	-	-	-	-	-	-
	Legal	3%	-	-	-	-	-	-	100%	-	-	-	-	-	-	-	-
	IT & telecoms	4%	-	-	-	-	-	-	-	100%	-	-	-	-	-	-	-
	Media/ marketing/ advertising/ PR & sales	3%	-	-	-	-	-	-	-	-	100%	-	-	-	-	-	-
	Medical & health services	11%	-	-	-	-	-	-	-	-	-	100%	-	-	-	-	-
	Education	14%	-	-	-	-	-	-	-	-	-	-	100%	-	-	-	-
	Transportation & distribution	5%	-	-	-	-	-	-	-	-	-	-	-	100%	-	-	-
	Real estate	1%	-	-	-	-	-	-	-	-	-	-	-	-	100%	-	-
	Other	29%	-	-	-	-	-	-	-	-	-	-	-	-	-	100%	-
	Not applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Total	Industry														
Base	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Not applicable

Gross salary is the salary you receive before tax deductions.

What is your annual gross personal salary? (If you do not receive a set salary - e.g. if you are paid hourly etc. - please try to average your salary across the year)

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Under £5,000 per year	3%	0%	4%	10%	1%	8%	-	-	-	-	4%	4%	2%	-	3%	-
£5,000 to £9,999 per year	7%	6%	3%	23%	-	10%	4%	-	2%	1%	7%	5%	5%	-	6%	-
£10,000 to £14,999 per year	10%	9%	7%	20%	6%	22%	6%	13%	2%	-	11%	13%	8%	3%	8%	-
£15,000 to £19,999 per year	13%	14%	7%	11%	16%	20%	14%	12%	13%	8%	13%	15%	10%	21%	14%	-
£20,000 to £24,999 per year	14%	11%	28%	8%	8%	17%	23%	17%	7%	30%	14%	13%	12%	-	16%	-
£25,000 to £29,999 per year	12%	16%	15%	7%	14%	2%	21%	9%	20%	9%	16%	11%	20%	5%	11%	-
£30,000 to £34,999 per year	8%	8%	9%	2%	11%	3%	2%	5%	5%	11%	10%	7%	14%	12%	10%	-
£35,000 to £39,999 per year	7%	12%	3%	2%	6%	1%	13%	13%	6%	12%	5%	11%	2%	19%	6%	-
£40,000 to £44,999 per year	5%	8%	7%	1%	4%	-	3%	6%	6%	1%	5%	7%	7%	-	4%	-
£45,000 to £49,999 per year	2%	1%	4%	1%	1%	-	4%	6%	6%	2%	2%	2%	2%	17%	3%	-
£50,000 to £59,999 per year	3%	4%	1%	2%	9%	-	-	3%	11%	1%	3%	2%	2%	-	2%	-
£60,000 to £69,999 per year	2%	1%	2%	-	5%	1%	3%	1%	5%	8%	0%	1%	2%	6%	1%	-
£70,000 to £99,999 per year	1%	1%	1%	-	5%	-	4%	2%	2%	2%	1%	0%	1%	-	1%	-
£100,000 and over	1%	-	1%	-	4%	1%	-	2%	2%	1%	1%	0%	-	-	1%	-
Don't know	2%	1%	-	2%	-	3%	-	-	0%	2%	2%	1%	2%	-	3%	-
Prefer not to say	10%	8%	9%	11%	10%	13%	4%	11%	14%	13%	7%	8%	12%	17%	12%	-
Net: Less than £15,000	20%	16%	13%	53%	7%	40%	10%	13%	4%	1%	21%	22%	15%	3%	16%	-
Net: £15,000 to £24,999	27%	25%	35%	18%	25%	36%	37%	29%	20%	38%	27%	28%	22%	21%	30%	-
Net: £25,000 to £34,999	20%	24%	24%	9%	25%	4%	23%	14%	25%	21%	26%	18%	34%	17%	21%	-
Net: £35,000 to £49,999	14%	21%	14%	5%	11%	1%	20%	25%	18%	14%	12%	19%	11%	36%	13%	-
Net: £50,000 or more	6%	6%	5%	2%	22%	2%	7%	7%	20%	11%	5%	4%	4%	6%	5%	-

A "trade union" is an organised association of workers in a trade, group of trades, or profession, formed to protect and further the rights and interests of employees.

Are you currently a member of a trade union or similar professional association?

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Yes, I am	34%	24%	23%	27%	16%	4%	12%	28%	20%	19%	51%	53%	43%	13%	35%	-
No, I am not	64%	76%	77%	71%	83%	93%	88%	71%	79%	81%	46%	46%	57%	73%	61%	-
Don't know	2%	-	-	2%	1%	3%	-	1%	1%	-	3%	1%	1%	14%	3%	-

What kind of organisation do you work for?

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Private sector – profit-seeking (e.g. public limited company, partnership)	54%	98%	88%	83%	83%	95%	86%	58%	82%	82%	21%	12%	85%	66%	37%	-
Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	37%	1%	8%	8%	11%	3%	11%	39%	15%	17%	71%	83%	11%	4%	46%	-
Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	6%	-	3%	4%	3%	1%	2%	2%	1%	1%	7%	4%	2%	15%	12%	-
Don't know	3%	1%	-	5%	3%	-	-	1%	2%	-	2%	1%	2%	14%	5%	-

Total	Industry														
Base	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Not applicable

As an official part of your main job, do you ever supervise the work of other employees or tell other employees what to do (i.e. manage other employees)?

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Yes, I do	46%	44%	48%	41%	45%	56%	53%	50%	49%	48%	58%	48%	34%	73%	43%	-
No, I don't	52%	56%	52%	57%	54%	42%	47%	48%	50%	52%	40%	52%	65%	13%	55%	-
Don't know	1%	-	-	2%	1%	2%	-	1%	1%	-	1%	-	1%	14%	2%	-

Thinking about your current occupation (rather than your employer)...

Which ONE of the following statements BEST applies to you?

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
I look upon my current occupation as part of my long-term career path	51%	40%	58%	31%	59%	35%	69%	51%	56%	70%	61%	61%	50%	59%	48%	-
I do not look upon my current occupation as part of my long-term career path	15%	14%	15%	26%	14%	25%	6%	20%	12%	11%	10%	13%	14%	3%	14%	-
I do not think of myself as having a long term career path	29%	41%	24%	39%	22%	34%	22%	25%	27%	18%	26%	24%	32%	35%	30%	-
Don't know	5%	6%	3%	4%	5%	6%	3%	3%	5%	-	3%	2%	4%	3%	8%	-

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My job is interesting and enjoyable

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	18%	8%	16%	7%	15%	15%	11%	7%	15%	17%	29%	30%	13%	25%	18%	-
Tend to agree	42%	38%	27%	37%	43%	41%	57%	51%	48%	54%	44%	47%	40%	45%	41%	-
Neither agree nor disagree	22%	26%	40%	24%	24%	33%	15%	19%	16%	21%	15%	13%	25%	31%	22%	-
Tend to disagree	11%	22%	11%	15%	11%	7%	10%	11%	12%	5%	6%	6%	15%	-	11%	-
Strongly disagree	6%	7%	6%	15%	7%	2%	6%	10%	6%	3%	5%	3%	6%	-	6%	-
Don't know	2%	-	-	3%	-	2%	-	1%	3%	-	1%	1%	2%	-	3%	-

I am worried that I might lose my job in the next 12 months

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	9%	7%	11%	13%	10%	11%	8%	3%	11%	19%	7%	8%	12%	11%	8%	-
Tend to agree	15%	15%	13%	12%	15%	21%	14%	18%	22%	11%	9%	16%	17%	7%	17%	-
Neither agree nor disagree	25%	29%	34%	30%	26%	13%	22%	15%	20%	21%	20%	23%	20%	14%	27%	-
Tend to disagree	27%	25%	22%	25%	25%	29%	39%	37%	28%	29%	31%	29%	26%	26%	24%	-
Strongly disagree	21%	20%	22%	17%	24%	23%	16%	21%	15%	19%	30%	20%	21%	41%	21%	-
Don't know	3%	4%	-	4%	0%	2%	-	5%	4%	1%	2%	3%	5%	-	4%	-

Total	Industry														
Base	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Not applicable

I have regular opportunities to undertake training and improve my skills at work

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	10%	1%	14%	8%	7%	6%	35%	8%	10%	14%	16%	12%	7%	15%	11%	-
Tend to agree	32%	28%	26%	22%	41%	22%	21%	44%	32%	30%	38%	40%	21%	35%	32%	-
Neither agree nor disagree	22%	21%	33%	29%	22%	21%	22%	23%	16%	19%	22%	28%	24%	21%	-	-
Tend to disagree	20%	24%	13%	18%	20%	30%	7%	9%	30%	22%	17%	18%	17%	18%	20%	-
Strongly disagree	14%	25%	13%	19%	11%	20%	14%	16%	10%	15%	9%	7%	25%	8%	12%	-
Don't know	2%	-	1%	4%	1%	1%	-	-	3%	1%	1%	1%	2%	-	3%	-

I am worried that my job may offer worse conditions (e.g. fewer hours, less pay or less responsibility), in the next 12 months

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	12%	13%	7%	18%	10%	11%	3%	19%	7%	9%	14%	14%	5%	11%	12%	-
Tend to agree	21%	18%	14%	24%	15%	32%	10%	18%	20%	18%	21%	27%	17%	20%	20%	-
Neither agree nor disagree	25%	29%	40%	23%	24%	15%	28%	22%	28%	24%	21%	23%	34%	28%	24%	-
Tend to disagree	24%	21%	19%	22%	28%	21%	46%	29%	26%	42%	23%	23%	20%	15%	25%	-
Strongly disagree	15%	17%	16%	10%	21%	17%	13%	11%	15%	7%	18%	10%	17%	27%	16%	-
Don't know	3%	3%	4%	3%	2%	4%	-	2%	4%	-	3%	3%	7%	-	3%	-

My job does not make full use of my skills and abilities

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	19%	22%	11%	30%	13%	29%	9%	15%	19%	15%	14%	15%	26%	9%	18%	-
Tend to agree	30%	28%	34%	27%	41%	31%	34%	36%	27%	31%	30%	30%	26%	23%	29%	-
Neither agree nor disagree	20%	25%	30%	19%	17%	17%	21%	17%	27%	19%	16%	18%	23%	27%	21%	-
Tend to disagree	20%	23%	9%	17%	18%	16%	32%	24%	16%	30%	20%	26%	17%	21%	19%	-
Strongly disagree	9%	2%	15%	3%	11%	7%	4%	7%	8%	5%	17%	10%	7%	20%	10%	-
Don't know	2%	-	1%	3%	1%	1%	-	1%	3%	-	2%	1%	2%	-	3%	-

I have a good chance to progress in my job

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	7%	5%	10%	7%	9%	6%	15%	3%	10%	6%	11%	8%	4%	9%	6%	-
Tend to agree	23%	15%	32%	23%	28%	25%	29%	14%	26%	47%	22%	28%	25%	48%	18%	-
Neither agree nor disagree	27%	24%	34%	27%	28%	26%	28%	22%	31%	17%	28%	27%	29%	16%	27%	-
Tend to disagree	24%	33%	17%	21%	16%	24%	18%	30%	19%	20%	22%	21%	25%	24%	27%	-
Strongly disagree	16%	23%	6%	18%	17%	17%	10%	30%	10%	10%	15%	15%	15%	3%	17%	-
Don't know	2%	1%	1%	4%	1%	1%	-	1%	4%	-	2%	1%	2%	-	4%	-

Total	Industry														
Base	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Not applicable

Recently I have felt anxious or worried about something connected to my job

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	19%	9%	13%	22%	18%	16%	12%	21%	14%	16%	21%	25%	16%	22%	20%	-
Tend to agree	32%	36%	24%	30%	36%	37%	41%	48%	43%	43%	32%	33%	28%	46%	27%	-
Neither agree nor disagree	20%	30%	31%	18%	18%	18%	23%	13%	22%	13%	23%	18%	24%	20%	19%	-
Tend to disagree	18%	16%	18%	18%	17%	17%	22%	14%	14%	27%	12%	17%	22%	-	20%	-
Strongly disagree	9%	9%	14%	9%	11%	11%	2%	3%	5%	1%	11%	6%	8%	12%	11%	-
Don't know	2%	0%	-	3%	-	1%	-	1%	3%	-	1%	1%	2%	-	3%	-

I never seem to have enough time to get my work done

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	17%	14%	9%	14%	16%	8%	11%	26%	20%	13%	18%	28%	8%	13%	15%	-
Tend to agree	27%	25%	23%	26%	26%	29%	30%	36%	27%	28%	27%	31%	19%	51%	25%	-
Neither agree nor disagree	26%	35%	37%	24%	32%	20%	37%	16%	26%	25%	27%	21%	30%	18%	24%	-
Tend to disagree	21%	18%	24%	22%	17%	24%	22%	13%	20%	25%	22%	13%	30%	9%	24%	-
Strongly disagree	8%	8%	6%	11%	9%	18%	-	7%	3%	10%	5%	6%	12%	8%	8%	-
Don't know	2%	-	-	3%	-	1%	-	1%	3%	-	1%	1%	2%	-	3%	-

Over the last few years the amount of work that I have to do has increased

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	28%	23%	20%	28%	24%	24%	23%	39%	28%	18%	39%	38%	20%	36%	26%	-
Tend to agree	37%	41%	36%	33%	38%	48%	48%	36%	39%	59%	34%	32%	30%	45%	36%	-
Neither agree nor disagree	19%	19%	29%	20%	15%	20%	10%	19%	11%	13%	18%	26%	7%	21%	-	-
Tend to disagree	9%	13%	9%	11%	15%	7%	2%	10%	9%	7%	7%	18%	9%	9%	-	-
Strongly disagree	4%	5%	4%	4%	3%	5%	-	4%	1%	3%	4%	3%	2%	3%	5%	-
Don't know	3%	-	2%	4%	-	1%	7%	1%	4%	3%	3%	2%	3%	-	5%	-

There is enough flexibility in my job to allow me to balance work and the rest of my life (e.g. home life, caring responsibilities, hobbies etc.)

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	15%	10%	21%	13%	21%	17%	4%	14%	18%	12%	16%	11%	14%	15%	17%	-
Tend to agree	42%	39%	40%	35%	41%	40%	69%	45%	47%	58%	38%	41%	41%	67%	43%	-
Neither agree nor disagree	18%	27%	24%	16%	18%	18%	13%	17%	14%	18%	19%	16%	20%	13%	17%	-
Tend to disagree	14%	16%	7%	18%	10%	15%	7%	12%	11%	7%	16%	18%	13%	-	12%	-
Strongly disagree	10%	8%	8%	15%	10%	10%	7%	12%	7%	6%	9%	13%	10%	4%	8%	-
Don't know	2%	-	1%	3%	-	-	-	1%	3%	-	1%	1%	2%	-	3%	-

Total	Industry														
Base	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Not applicable

I have a real say in how my work is organised

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	12%	8%	14%	7%	11%	12%	7%	13%	15%	11%	17%	9%	10%	37%	15%	-
Tend to agree	32%	27%	35%	23%	36%	25%	37%	36%	40%	49%	29%	34%	23%	30%	33%	-
Neither agree nor disagree	21%	26%	27%	21%	19%	22%	9%	12%	22%	10%	22%	21%	24%	29%	21%	-
Tend to disagree	18%	17%	15%	25%	20%	21%	40%	11%	16%	24%	16%	21%	22%	4%	15%	-
Strongly disagree	15%	23%	10%	20%	14%	20%	8%	23%	5%	7%	14%	14%	20%	-	13%	-
Don't know	2%	-	-	3%	-	1%	-	5%	3%	-	2%	1%	2%	-	3%	-

The workforce in my organisation are consulted and involved in relevant decisions made by managers

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	7%	3%	11%	11%	6%	8%	7%	2%	7%	20%	6%	6%	5%	-	6%	-
Tend to agree	25%	21%	24%	21%	30%	23%	26%	29%	37%	31%	22%	28%	21%	44%	25%	-
Neither agree nor disagree	24%	27%	32%	23%	26%	19%	50%	15%	25%	12%	24%	23%	24%	47%	23%	-
Tend to disagree	22%	19%	17%	22%	21%	23%	6%	26%	19%	21%	26%	26%	28%	9%	21%	-
Strongly disagree	18%	27%	16%	19%	16%	23%	11%	27%	7%	14%	20%	13%	19%	-	20%	-
Don't know	3%	3%	-	4%	1%	5%	-	1%	5%	2%	3%	4%	2%	-	5%	-

For the following question, we would like you to think about your average working day...

Which ONE of the following BEST describes how you feel about going to work on an average working day?

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
I usually look forward to going to work	34%	28%	33%	27%	27%	31%	37%	24%	36%	41%	44%	44%	31%	61%	30%	-
I usually wish I didn't have to go to work	41%	50%	43%	51%	45%	44%	36%	41%	29%	37%	33%	36%	43%	28%	42%	-
I don't care one way or the other about going to work	19%	19%	16%	17%	20%	16%	27%	29%	25%	20%	18%	15%	22%	5%	19%	-
None of these	5%	3%	5%	5%	5%	5%	-	6%	8%	2%	4%	3%	3%	6%	7%	-
Don't know	2%	-	2%	1%	3%	4%	-	-	3%	-	1%	1%	-	-	2%	-

Total	Industry														
Base	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Not applicable

The following question is about problems that occur in some workplaces.

Which, if any, of the following have ever happened to you, or someone else, in your workplace? (Please select all that apply on each row)

Not being paid a fair rate for the job

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
This has happened to me at my current workplace	23%	23%	18%	21%	22%	30%	28%	21%	16%	34%	25%	27%	25%	3%	21%	-
This has happened to someone else at my current workplace	18%	18%	24%	20%	19%	31%	25%	8%	21%	12%	17%	24%	14%	38%	14%	-
I am not aware of this happening to anyone in my current workplace	51%	47%	50%	48%	56%	46%	54%	51%	60%	50%	55%	45%	55%	46%	53%	-
Don't know/ can't recall	10%	13%	8%	13%	10%	5%	2%	16%	6%	7%	7%	9%	10%	9%	11%	-
Prefer not to say	3%	4%	-	3%	1%	1%	-	5%	2%	-	3%	2%	1%	4%	4%	-

Preferential treatment or favouritism (e.g. when offering promotion, allocating work, overtime opportunities, working hours etc.)

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
This has happened to me at my current workplace	21%	27%	20%	28%	24%	21%	8%	22%	11%	16%	19%	18%	22%	13%	20%	-
This has happened to someone else at my current workplace	33%	29%	37%	34%	29%	26%	40%	30%	23%	29%	37%	39%	32%	55%	32%	-
I am not aware of this happening to anyone in my current workplace	40%	38%	45%	34%	47%	49%	48%	40%	52%	45%	38%	38%	39%	29%	41%	-
Don't know/ can't recall	9%	11%	3%	9%	7%	7%	6%	10%	15%	12%	8%	8%	8%	4%	9%	-
Prefer not to say	1%	1%	-	0%	1%	1%	-	1%	1%	-	1%	1%	-	-	3%	-

Being expected to work unpaid overtime

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
This has happened to me at my current workplace	34%	25%	35%	28%	43%	19%	36%	34%	50%	52%	37%	47%	30%	28%	26%	-
This has happened to someone else at my current workplace	21%	21%	23%	15%	25%	27%	30%	22%	27%	27%	15%	25%	18%	53%	18%	-
I am not aware of this happening to anyone in my current workplace	45%	47%	49%	53%	41%	47%	54%	33%	34%	31%	50%	31%	47%	25%	51%	-
Don't know/ can't recall	8%	10%	1%	7%	6%	8%	6%	14%	6%	2%	3%	8%	11%	-	10%	-
Prefer not to say	2%	3%	-	1%	1%	3%	-	1%	1%	-	2%	3%	-	-	3%	-

Total	Industry														
Base	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Not applicable

Bullying or harassment by management or fellow workers

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
This has happened to me at my current workplace	16%	18%	11%	24%	16%	21%	3%	19%	7%	6%	12%	18%	10%	-	16%	-
This has happened to someone else at my current workplace	28%	27%	34%	22%	25%	26%	17%	23%	20%	18%	35%	32%	30%	25%	27%	-
I am not aware of this happening to anyone in my current workplace	50%	52%	56%	46%	56%	49%	76%	49%	59%	68%	47%	44%	47%	71%	49%	-
Don't know/ can't recall	9%	9%	4%	11%	9%	9%	4%	12%	13%	5%	6%	8%	19%	-	8%	-
Prefer not to say	2%	-	-	2%	1%	-	-	2%	4%	3%	4%	2%	-	4%	3%	-

Sexual or racial discrimination

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
This has happened to me at my current workplace	4%	5%	10%	5%	5%	1%	6%	5%	6%	10%	2%	4%	3%	-	3%	-
This has happened to someone else at my current workplace	11%	9%	20%	13%	8%	8%	16%	9%	5%	7%	9%	10%	11%	27%	11%	-
I am not aware of this happening to anyone in my current workplace	73%	76%	67%	74%	78%	73%	71%	74%	75%	71%	79%	74%	66%	65%	72%	-
Don't know/ can't recall	11%	11%	4%	8%	10%	17%	7%	12%	12%	13%	7%	11%	21%	4%	11%	-
Prefer not to say	2%	1%	-	0%	1%	1%	-	2%	1%	-	2%	2%	1%	4%	3%	-

Insecure or irregular work that means people do not know how much work or pay they will have week to week

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
This has happened to me at my current workplace	8%	15%	14%	14%	2%	13%	6%	3%	9%	9%	5%	8%	8%	-	6%	-
This has happened to someone else at my current workplace	13%	13%	21%	17%	7%	35%	-	2%	15%	19%	13%	11%	13%	23%	10%	-
I am not aware of this happening to anyone in my current workplace	70%	67%	64%	62%	82%	48%	92%	81%	69%	59%	74%	72%	60%	52%	72%	-
Don't know/ can't recall	10%	9%	5%	10%	9%	7%	2%	12%	6%	15%	6%	9%	20%	25%	11%	-
Prefer not to say	1%	-	0%	1%	1%	-	-	2%	2%	-	3%	1%	-	-	2%	-

Excessive management supervision (e.g. being "micro-managed")

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
This has happened to me at my current workplace	21%	16%	13%	25%	28%	13%	25%	24%	20%	20%	19%	24%	26%	-	22%	-
This has happened to someone else at my current workplace	25%	19%	30%	19%	21%	24%	31%	14%	32%	31%	23%	30%	25%	63%	25%	-
I am not aware of this happening to anyone in my current workplace	47%	57%	57%	48%	47%	53%	49%	50%	44%	45%	50%	42%	42%	31%	46%	-
Don't know/ can't recall	10%	13%	4%	11%	10%	17%	7%	14%	10%	7%	10%	8%	17%	3%	10%	-
Prefer not to say	2%	-	-	1%	1%	1%	-	2%	2%	-	3%	2%	-	4%	3%	-

Total	Industry														
Base	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Not applicable

Do you think that anyone at your current workplace has ever been sacked or made redundant without good reason? (Please select the option that BEST applies)

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Yes, on more than one occasion	12%	15%	10%	11%	14%	17%	-	13%	6%	16%	10%	11%	11%	15%	13%	-
Yes, on one occasion	9%	9%	19%	14%	7%	5%	6%	3%	14%	16%	8%	11%	7%	29%	7%	-
No, they have not	52%	47%	52%	51%	52%	51%	55%	56%	53%	45%	61%	49%	56%	37%	53%	-
Don't know	24%	27%	18%	22%	24%	19%	36%	27%	27%	22%	16%	26%	26%	18%	25%	-
Prefer not to say	3%	2%	2%	3%	3%	7%	3%	2%	1%	-	5%	2%	-	-	3%	-

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My pay has kept up with (i.e. increased in line with) the cost of living over the last few years

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	5%	4%	14%	4%	4%	4%	5%	4%	11%	9%	5%	2%	8%	6%	5%	-
Tend to agree	15%	21%	21%	19%	19%	11%	23%	11%	21%	20%	8%	12%	20%	14%	14%	-
Neither agree nor disagree	16%	18%	14%	20%	24%	22%	22%	10%	17%	27%	7%	17%	18%	31%	13%	-
Tend to disagree	26%	20%	26%	28%	29%	28%	10%	24%	28%	23%	30%	30%	27%	32%	23%	-
Strongly disagree	33%	35%	25%	24%	18%	30%	35%	41%	18%	15%	46%	34%	22%	17%	39%	-
Don't know/ Not applicable	5%	2%	1%	7%	6%	4%	6%	9%	5%	6%	4%	6%	5%	-	7%	-

I am paid fairly for the work/ job I do

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	7%	8%	14%	3%	11%	4%	6%	5%	13%	10%	7%	6%	8%	6%	7%	-
Tend to agree	34%	30%	27%	28%	42%	30%	43%	29%	41%	47%	31%	35%	41%	37%	33%	-
Neither agree nor disagree	23%	26%	33%	24%	21%	26%	19%	11%	25%	18%	22%	19%	17%	40%	24%	-
Tend to disagree	23%	22%	20%	29%	18%	24%	22%	46%	12%	17%	24%	27%	22%	14%	21%	-
Strongly disagree	11%	12%	5%	11%	7%	16%	5%	8%	7%	9%	14%	10%	8%	3%	11%	-
Don't know/ Not applicable	2%	1%	-	4%	2%	-	3%	1%	2%	-	1%	3%	5%	-	3%	-

I get good benefits on top of my pay (e.g. pension, access to flexible working etc.)

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	9%	7%	15%	4%	11%	2%	3%	9%	18%	4%	11%	5%	10%	10%	10%	-
Tend to agree	31%	23%	21%	25%	54%	19%	45%	11%	35%	46%	28%	28%	46%	34%	32%	-
Neither agree nor disagree	22%	20%	38%	25%	15%	17%	17%	28%	18%	18%	19%	22%	15%	28%	25%	-
Tend to disagree	17%	23%	11%	21%	10%	32%	20%	24%	13%	15%	19%	22%	14%	17%	14%	-
Strongly disagree	16%	25%	14%	17%	8%	25%	15%	24%	13%	13%	18%	19%	13%	8%	14%	-
Don't know/ Not applicable	4%	1%	-	7%	2%	4%	-	4%	3%	3%	6%	5%	2%	4%	6%	-

Total	Industry														
Base	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Not applicable

I think that the gap in pay between those at the top of my organisation and those lower down is too great (i.e. shouldn't be as large)

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	26%	27%	18%	27%	29%	22%	22%	25%	25%	29%	25%	32%	8%	26%	-	-
Tend to agree	31%	28%	46%	37%	30%	37%	35%	40%	23%	31%	38%	29%	42%	26%	-	-
Neither agree nor disagree	21%	23%	22%	20%	18%	25%	9%	14%	28%	22%	19%	20%	17%	42%	22%	-
Tend to disagree	9%	12%	6%	5%	11%	9%	21%	13%	14%	16%	10%	6%	3%	4%	8%	-
Strongly disagree	4%	3%	5%	1%	5%	3%	3%	2%	5%	2%	3%	4%	4%	-	5%	-
Don't know/ Not applicable	9%	7%	4%	10%	8%	4%	9%	8%	6%	12%	8%	7%	15%	4%	12%	-

Pay for those lower down in the organisation has not gone up as much as pay for those at the top over the last few years

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	22%	22%	13%	23%	25%	15%	18%	21%	17%	20%	26%	19%	20%	24%	24%	-
Tend to agree	25%	24%	38%	24%	19%	24%	27%	32%	22%	26%	24%	29%	36%	17%	21%	-
Neither agree nor disagree	19%	21%	26%	20%	15%	21%	27%	9%	26%	18%	16%	19%	14%	30%	20%	-
Tend to disagree	11%	13%	3%	15%	14%	16%	11%	14%	9%	8%	15%	11%	5%	19%	9%	-
Strongly disagree	6%	6%	8%	5%	4%	5%	4%	9%	8%	5%	6%	6%	7%	3%	8%	-
Don't know/ Not applicable	17%	14%	12%	13%	23%	18%	13%	14%	18%	23%	13%	17%	18%	7%	18%	-

All staff should have a say in the pay of those at the top of organisations

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	18%	12%	14%	23%	13%	11%	7%	11%	17%	19%	23%	19%	18%	15%	20%	-
Tend to agree	30%	30%	29%	33%	27%	26%	28%	14%	33%	28%	32%	35%	41%	20%	28%	-
Neither agree nor disagree	25%	30%	21%	24%	27%	31%	39%	21%	22%	23%	18%	23%	24%	37%	26%	-
Tend to disagree	14%	16%	23%	10%	16%	15%	13%	34%	20%	22%	11%	13%	7%	29%	12%	-
Strongly disagree	6%	8%	6%	2%	14%	8%	14%	7%	5%	5%	8%	4%	5%	-	6%	-
Don't know/ Not applicable	7%	4%	7%	8%	3%	8%	-	14%	4%	3%	7%	7%	5%	-	9%	-

My employer can afford to give better pay rises than those given to staff

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	19%	19%	21%	24%	24%	27%	22%	15%	24%	18%	20%	15%	29%	33%	16%	-
Tend to agree	31%	34%	37%	36%	36%	35%	48%	36%	25%	42%	26%	27%	33%	18%	27%	-
Neither agree nor disagree	22%	26%	27%	18%	21%	20%	16%	17%	19%	15%	18%	25%	21%	34%	25%	-
Tend to disagree	12%	12%	6%	9%	7%	4%	5%	17%	19%	4%	16%	13%	8%	10%	13%	-
Strongly disagree	5%	2%	6%	3%	4%	1%	-	5%	4%	1%	7%	6%	3%	5%	7%	-
Don't know/ Not applicable	11%	7%	3%	10%	8%	11%	9%	10%	10%	20%	13%	14%	6%	-	13%	-

Total	Industry														
Base	Manufacturing	Construction	Retail	Financial services	Hospitality and leisure	Accountancy	Legal	IT & telecoms	Media/ marketing/ advertising/ PR & sales	Medical & health services	Education	Transportation & distribution	Real estate	Other	Not applicable

A performance related pay system at my workplace is fairly operated

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
Strongly agree	3%	5%	7%	1%	0%	2%	-	-	6%	5%	2%	5%	2%	9%	3%	-
Tend to agree	16%	12%	23%	15%	26%	8%	21%	24%	27%	23%	11%	19%	4%	20%	13%	-
Neither agree nor disagree	23%	25%	31%	28%	29%	22%	28%	15%	18%	20%	21%	18%	28%	29%	22%	-
Tend to disagree	15%	20%	10%	15%	18%	16%	8%	14%	16%	20%	13%	17%	24%	29%	13%	-
Strongly disagree	13%	15%	11%	13%	13%	13%	7%	13%	7%	12%	11%	12%	4%	6%	17%	-
Don't know/ Not applicable	30%	23%	19%	28%	14%	38%	37%	34%	26%	19%	41%	29%	38%	7%	32%	-

The "Living Wage" is defined as a wage which is high enough to maintain a normal standard of living.

The Living Wage is currently £7.65 an hour outside London and £8.80 in London.

Which ONE of the following BEST applies to your employer? (Please select the option that BEST applies)

Unweighted base	2355	156	76	211	132	80	28	64	121	56	270	339	104	15	703	-
Base: All GB Adults who are employees	2415	174	97	237	136	84	27	61	108	62	261	340	113	19	695	-
They pay at least the living wage to all staff	53%	55%	43%	25%	64%	20%	67%	57%	51%	63%	54%	57%	66%	40%	60%	-
They do not pay the living wage to all staff, but I think they could afford to do so	25%	26%	24%	56%	14%	59%	26%	21%	21%	9%	23%	18%	21%	43%	18%	-
They do not pay the living wage to all staff and could not afford to do so	6%	5%	14%	12%	2%	15%	-	1%	10%	11%	6%	9%	2%	-	4%	-
Don't know	16%	14%	20%	7%	20%	7%	7%	20%	18%	17%	17%	17%	10%	17%	18%	-

YouGov/TUC Survey

Sample Size: 4,555 GB Adults (2,355 employees)
GB Sample : 5th - 7th August 2014

Total	Salary							Trade Union		
Base	Less than £15,000	£15,000 to £24,999	£25,000 to £34,999	£35,000 to £49,999	£50,000 or more	Don't know	Prefer not to say	Yes, I am	No, I am not	Don't know

Working Status												
	Unweighted base	4555	446	634	461	346	171	33	264	814	1510	31
	Base: All GB Adults	4555	485	662	492	333	151	41	252	817	1552	47
	Working full time (30 or more hours per week)	50%	49%	89%	95%	96%	95%	82%	74%	86%	80%	84%
	Working part time (8-29 hours a week)	12%	47%	10%	5%	4%	5%	17%	24%	14%	19%	14%
	Working part time (Less than 8 hours a week)	1%	3%	1%	-	-	-	1%	2%	0%	1%	2%
	Full time student	5%	-	-	-	-	-	-	-	-	-	-
	Retired	21%	-	-	-	-	-	-	-	-	-	-
	Unemployed	3%	-	-	-	-	-	-	-	-	-	-
	Not working	6%	-	-	-	-	-	-	-	-	-	-
	Other	1%	-	-	-	-	-	-	-	-	-	-
	Net: Working part time	13%	51%	11%	5%	4%	5%	18%	26%	14%	20%	16%
	Net: Working (NET)	63%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	Net: Not working/ other	7%	-	-	-	-	-	-	-	-	-	-

Employment status - employee/ self-employed											
Unweighted base	2851	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who work	2874	485	662	492	333	151	41	252	817	1552	47
Employee	84%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Self-employed	9%	-	-	-	-	-	-	-	-	-	-
Not applicable	7%	-	-	-	-	-	-	-	-	-	-

Work industry												
Base: All GB Adults who are employees	Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
		2415	485	662	492	333	151	41	252	817	1552	47
	Manufacturing	7%	6%	6%	8%	11%	7%	5%	5%	5%	9%	-
	Construction	4%	3%	5%	5%	4%	3%	-	3%	3%	5%	-
	Retail	10%	26%	7%	4%	4%	2%	13%	11%	8%	11%	12%
	Financial services	6%	2%	5%	7%	5%	20%	-	6%	3%	7%	1%
	Hospitality and leisure	3%	7%	5%	1%	0%	1%	7%	4%	0%	5%	5%
	Accountancy	1%	1%	2%	1%	2%	1%	-	0%	0%	2%	-
	Legal	3%	2%	3%	2%	5%	3%	-	3%	2%	3%	2%
	IT & telecoms	4%	1%	3%	5%	6%	14%	1%	6%	3%	5%	3%
	Media/ marketing/ advertising/ PR & sales	3%	0%	4%	3%	3%	5%	3%	3%	1%	3%	-
	Medical & health services	11%	11%	11%	14%	10%	9%	12%	7%	16%	8%	17%
	Education	14%	15%	14%	13%	20%	9%	4%	11%	22%	10%	4%
	Transportation & distribution	5%	3%	4%	8%	4%	3%	5%	6%	6%	4%	2%
	Real estate	1%	0%	1%	1%	2%	1%	-	1%	0%	1%	6%
	Other	29%	23%	32%	29%	27%	22%	50%	33%	30%	28%	46%
Not applicable	-	-	-	-	-	-	-	-	-	-	-	

Total	Salary							Trade Union		
Base	Less than £15,000	£15,000 to £24,999	£25,000 to £34,999	£35,000 to £49,999	£50,000 or more	Don't know	Prefer not to say	Yes, I am	No, I am not	Don't know

Gross salary is the salary you receive before tax deductions.

What is your annual gross personal salary? (If you do not receive a set salary - e.g. if you are paid hourly etc. - please try to average your salary across the year)

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Under £5,000 per year	3%	17%	-	-	-	-	-	-	1%	5%	2%
£5,000 to £9,999 per year	7%	33%	-	-	-	-	-	-	4%	8%	18%
£10,000 to £14,999 per year	10%	51%	-	-	-	-	-	-	7%	12%	7%
£15,000 to £19,999 per year	13%	-	49%	-	-	-	-	-	13%	14%	9%
£20,000 to £24,999 per year	14%	-	51%	-	-	-	-	-	16%	13%	6%
£25,000 to £29,999 per year	12%	-	-	60%	-	-	-	-	16%	10%	6%
£30,000 to £34,999 per year	8%	-	-	40%	-	-	-	-	11%	7%	-
£35,000 to £39,999 per year	7%	-	-	-	48%	-	-	-	9%	5%	2%
£40,000 to £44,999 per year	5%	-	-	-	34%	-	-	-	7%	4%	2%
£45,000 to £49,999 per year	2%	-	-	-	18%	-	-	-	3%	2%	1%
£50,000 to £59,999 per year	3%	-	-	-	-	47%	-	-	2%	3%	4%
£60,000 to £69,999 per year	2%	-	-	-	-	25%	-	-	1%	2%	2%
£70,000 to £99,999 per year	1%	-	-	-	-	17%	-	-	1%	1%	-
£100,000 and over	1%	-	-	-	-	11%	-	-	0%	1%	-
Don't know	2%	-	-	-	-	-	100%	-	1%	2%	25%
Prefer not to say	10%	-	-	-	-	-	-	100%	9%	11%	16%
Net: Less than £15,000	20%	100%	-	-	-	-	-	-	12%	24%	26%
Net: £15,000 to £24,999	27%	-	100%	-	-	-	-	-	29%	27%	15%
Net: £25,000 to £34,999	20%	-	-	100%	-	-	-	-	27%	17%	6%
Net: £35,000 to £49,999	14%	-	-	-	100%	-	-	-	19%	11%	4%
Net: £50,000 or more	6%	-	-	-	-	100%	-	-	5%	7%	7%

A "trade union" is an organised association of workers in a trade, group of trades, or profession, formed to protect and further the rights and interests of employees.

Are you currently a member of a trade union or similar professional association?

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Yes, I am	34%	20%	35%	45%	46%	24%	10%	28%	100%	-	-
No, I am not	64%	77%	64%	55%	53%	74%	61%	69%	-	100%	-
Don't know	2%	3%	1%	1%	1%	2%	29%	3%	-	-	100%

What kind of organisation do you work for?

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Private sector – profit-seeking (e.g. public limited company, partnership)	54%	60%	53%	48%	49%	68%	47%	57%	32%	67%	18%
Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	37%	27%	39%	45%	44%	28%	20%	35%	62%	25%	23%
Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	6%	8%	6%	5%	6%	3%	4%	5%	4%	7%	1%
Don't know	3%	5%	1%	2%	1%	1%	29%	4%	2%	2%	57%

Total	Salary							Trade Union		
Base	Less than £15,000	£15,000 to £24,999	£25,000 to £34,999	£35,000 to £49,999	£50,000 or more	Don't know	Prefer not to say	Yes, I am	No, I am not	Don't know

As an official part of your main job, do you ever supervise the work of other employees or tell other employees what to do (i.e. manage other employees)?

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Yes, I do	46%	25%	37%	58%	71%	83%	22%	40%	51%	45%	23%
No, I don't	52%	74%	62%	42%	29%	17%	56%	56%	48%	55%	30%
Don't know	1%	1%	1%	1%	0%	0%	22%	3%	0%	1%	46%

Thinking about your current occupation (rather than your employer)...

Which ONE of the following statements BEST applies to you?

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
I look upon my current occupation as part of my long-term career path	51%	28%	49%	61%	73%	78%	20%	42%	59%	48%	19%
I do not look upon my current occupation as part of my long-term career path	15%	24%	16%	11%	8%	5%	24%	16%	9%	18%	12%
I do not think of myself as having a long term career path	29%	42%	31%	24%	18%	15%	26%	33%	28%	30%	10%
Don't know	5%	6%	5%	4%	2%	2%	29%	9%	4%	4%	59%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My job is interesting and enjoyable

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	18%	16%	14%	21%	24%	22%	19%	17%	20%	17%	13%
Tend to agree	42%	38%	42%	43%	47%	56%	11%	39%	40%	44%	31%
Neither agree nor disagree	22%	21%	24%	23%	18%	15%	20%	22%	22%	21%	15%
Tend to disagree	11%	12%	12%	10%	8%	5%	13%	11%	11%	11%	5%
Strongly disagree	6%	10%	7%	3%	3%	1%	8%	8%	6%	6%	5%
Don't know	2%	2%	1%	0%	0%	1%	29%	3%	1%	1%	30%

I am worried that I might lose my job in the next 12 months

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	9%	11%	9%	9%	10%	3%	16%	11%	10%	8%	21%
Tend to agree	15%	14%	18%	18%	11%	12%	4%	15%	14%	16%	11%
Neither agree nor disagree	25%	30%	25%	25%	17%	21%	21%	26%	27%	24%	25%
Tend to disagree	27%	26%	27%	27%	29%	31%	6%	26%	27%	27%	13%
Strongly disagree	21%	17%	18%	21%	32%	31%	23%	18%	21%	22%	1%
Don't know	3%	3%	3%	1%	1%	2%	30%	5%	2%	3%	30%

Total	Salary							Trade Union		
Base	Less than £15,000	£15,000 to £24,999	£25,000 to £34,999	£35,000 to £49,999	£50,000 or more	Don't know	Prefer not to say	Yes, I am	No, I am not	Don't know

I have regular opportunities to undertake training and improve my skills at work

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	10%	8%	11%	12%	11%	17%	12%	5%	11%	10%	23%
Tend to agree	32%	27%	31%	33%	38%	43%	8%	32%	35%	31%	20%
Neither agree nor disagree	22%	23%	24%	22%	20%	19%	25%	22%	24%	22%	19%
Tend to disagree	20%	18%	18%	19%	22%	16%	20%	25%	18%	21%	3%
Strongly disagree	14%	20%	15%	13%	8%	4%	5%	13%	12%	15%	5%
Don't know	2%	3%	1%	1%	0%	1%	30%	3%	1%	2%	30%

I am worried that my job may offer worse conditions (e.g. fewer hours, less pay or less responsibility), in the next 12 months

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	12%	13%	11%	14%	11%	9%	12%	13%	17%	10%	12%
Tend to agree	21%	21%	23%	21%	23%	12%	18%	19%	27%	17%	38%
Neither agree nor disagree	25%	25%	27%	26%	20%	23%	14%	24%	24%	25%	15%
Tend to disagree	24%	24%	24%	23%	25%	31%	13%	24%	19%	28%	1%
Strongly disagree	15%	13%	13%	15%	20%	23%	10%	14%	11%	17%	4%
Don't know	3%	4%	2%	2%	1%	1%	33%	6%	2%	3%	30%

My job does not make full use of my skills and abilities

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	19%	24%	20%	18%	14%	8%	12%	19%	19%	19%	17%
Tend to agree	30%	30%	32%	32%	26%	27%	27%	29%	29%	31%	18%
Neither agree nor disagree	20%	23%	22%	19%	17%	20%	18%	19%	19%	21%	26%
Tend to disagree	20%	14%	18%	22%	30%	28%	3%	17%	22%	19%	9%
Strongly disagree	9%	6%	7%	9%	12%	17%	9%	11%	10%	9%	-
Don't know	2%	3%	1%	1%	0%	1%	30%	3%	1%	2%	31%

I have a good chance to progress in my job

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	7%	6%	8%	10%	8%	11%	10%	3%	6%	8%	19%
Tend to agree	23%	14%	26%	26%	25%	40%	12%	16%	25%	22%	23%
Neither agree nor disagree	27%	28%	27%	27%	27%	24%	20%	30%	28%	27%	16%
Tend to disagree	24%	25%	23%	21%	26%	12%	23%	31%	22%	25%	2%
Strongly disagree	16%	24%	15%	15%	13%	12%	7%	17%	17%	16%	10%
Don't know	2%	3%	2%	1%	1%	2%	29%	3%	2%	2%	31%

Total	Salary							Trade Union		
Base	Less than £15,000	£15,000 to £24,999	£25,000 to £34,999	£35,000 to £49,999	£50,000 or more	Don't know	Prefer not to say	Yes, I am	No, I am not	Don't know

Recently I have felt anxious or worried about something connected to my job

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	19%	18%	16%	24%	22%	10%	5%	20%	25%	16%	14%
Tend to agree	32%	27%	32%	32%	35%	45%	42%	29%	30%	34%	19%
Neither agree nor disagree	20%	23%	23%	19%	19%	16%	10%	17%	21%	20%	23%
Tend to disagree	18%	18%	17%	17%	15%	18%	9%	22%	16%	19%	8%
Strongly disagree	9%	12%	10%	7%	8%	10%	7%	9%	8%	10%	5%
Don't know	2%	2%	1%	1%	0%	1%	28%	3%	1%	1%	30%

I never seem to have enough time to get my work done

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	17%	13%	15%	20%	24%	19%	9%	12%	24%	13%	23%
Tend to agree	27%	19%	25%	31%	32%	26%	14%	32%	28%	26%	18%
Neither agree nor disagree	26%	27%	28%	27%	21%	23%	21%	24%	27%	26%	10%
Tend to disagree	21%	26%	22%	15%	18%	26%	22%	20%	16%	24%	17%
Strongly disagree	8%	11%	8%	6%	4%	5%	5%	9%	4%	10%	-
Don't know	2%	3%	1%	0%	0%	1%	29%	3%	1%	1%	32%

Over the last few years the amount of work that I have to do has increased

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	28%	26%	25%	34%	39%	19%	18%	26%	38%	24%	18%
Tend to agree	37%	29%	41%	39%	37%	44%	21%	34%	35%	37%	31%
Neither agree nor disagree	19%	23%	20%	18%	14%	20%	9%	19%	15%	21%	10%
Tend to disagree	9%	12%	9%	6%	8%	14%	8%	10%	7%	11%	-
Strongly disagree	4%	6%	4%	1%	2%	2%	12%	6%	2%	4%	10%
Don't know	3%	5%	2%	1%	0%	1%	33%	5%	2%	3%	31%

There is enough flexibility in my job to allow me to balance work and the rest of my life (e.g. home life, caring responsibilities, hobbies etc.)

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	15%	18%	16%	12%	14%	19%	9%	15%	11%	17%	16%
Tend to agree	42%	43%	41%	42%	38%	46%	26%	47%	38%	44%	31%
Neither agree nor disagree	18%	17%	21%	18%	17%	15%	20%	15%	20%	17%	13%
Tend to disagree	14%	12%	13%	16%	19%	16%	5%	9%	18%	12%	7%
Strongly disagree	10%	9%	9%	11%	13%	3%	12%	12%	12%	8%	2%
Don't know	2%	2%	1%	1%	0%	1%	29%	2%	1%	1%	31%

Total	Salary							Trade Union		
Base	Less than £15,000	£15,000 to £24,999	£25,000 to £34,999	£35,000 to £49,999	£50,000 or more	Don't know	Prefer not to say	Yes, I am	No, I am not	Don't know

I have a real say in how my work is organised

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	12%	6%	10%	15%	15%	28%	2%	12%	9%	14%	16%
Tend to agree	32%	24%	33%	33%	36%	43%	30%	28%	28%	34%	29%
Neither agree nor disagree	21%	19%	26%	20%	20%	14%	7%	24%	22%	21%	8%
Tend to disagree	18%	27%	16%	18%	15%	10%	21%	17%	22%	17%	4%
Strongly disagree	15%	21%	14%	14%	14%	4%	10%	15%	19%	13%	11%
Don't know	2%	3%	1%	1%	0%	1%	29%	3%	1%	2%	31%

The workforce in my organisation are consulted and involved in relevant decisions made by managers

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	7%	5%	8%	7%	7%	9%	2%	7%	6%	7%	12%
Tend to agree	25%	20%	25%	22%	33%	42%	22%	23%	24%	27%	19%
Neither agree nor disagree	24%	24%	26%	26%	20%	18%	17%	23%	22%	25%	22%
Tend to disagree	22%	23%	21%	26%	22%	16%	13%	23%	25%	21%	5%
Strongly disagree	18%	22%	19%	18%	16%	14%	7%	18%	22%	16%	10%
Don't know	3%	5%	2%	1%	2%	2%	39%	7%	2%	3%	33%

For the following question, we would like you to think about your average working day...

Which ONE of the following BEST describes how you feel about going to work on an average working day?

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
I usually look forward to going to work	34%	36%	32%	32%	37%	45%	25%	29%	34%	35%	7%
I usually wish I didn't have to go to work	41%	40%	41%	44%	45%	30%	35%	42%	44%	40%	16%
I don't care one way or the other about going to work	19%	18%	22%	20%	13%	16%	8%	19%	18%	19%	12%
None of these	5%	5%	5%	3%	5%	8%	11%	6%	4%	5%	20%
Don't know	2%	1%	1%	1%	0%	1%	22%	3%	0%	1%	45%

Total	Salary							Trade Union		
Base	Less than £15,000	£15,000 to £24,999	£25,000 to £34,999	£35,000 to £49,999	£50,000 or more	Don't know	Prefer not to say	Yes, I am	No, I am not	Don't know

The following question is about problems that occur in some workplaces.

Which, if any, of the following have ever happened to you, or someone else, in your workplace? (Please select all that apply on each row)

Not being paid a fair rate for the job

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
This has happened to me at my current workplace	23%	28%	24%	24%	17%	11%	24%	22%	24%	23%	21%
This has happened to someone else at my current workplace	18%	16%	20%	18%	21%	17%	13%	16%	20%	17%	21%
I am not aware of this happening to anyone in my current workplace	51%	49%	50%	53%	54%	64%	22%	49%	51%	53%	20%
Don't know/ can't recall	10%	10%	10%	8%	10%	11%	26%	11%	9%	10%	12%
Prefer not to say	3%	3%	1%	1%	2%	1%	22%	6%	2%	2%	26%

Preferential treatment or favouritism (e.g. when offering promotion, allocating work, overtime opportunities, working hours etc.)

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
This has happened to me at my current workplace	21%	22%	18%	25%	20%	11%	28%	22%	27%	17%	17%
This has happened to someone else at my current workplace	33%	33%	33%	36%	39%	28%	18%	27%	41%	29%	37%
I am not aware of this happening to anyone in my current workplace	40%	41%	42%	37%	41%	54%	18%	39%	32%	46%	9%
Don't know/ can't recall	9%	7%	11%	8%	5%	9%	25%	11%	6%	10%	12%
Prefer not to say	1%	2%	0%	0%	1%	1%	21%	4%	1%	1%	25%

Being expected to work unpaid overtime

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
This has happened to me at my current workplace	34%	26%	27%	39%	45%	59%	15%	28%	37%	32%	31%
This has happened to someone else at my current workplace	21%	16%	21%	22%	25%	26%	3%	18%	22%	20%	15%
I am not aware of this happening to anyone in my current workplace	45%	56%	50%	41%	35%	28%	29%	45%	42%	48%	15%
Don't know/ can't recall	8%	6%	8%	9%	6%	3%	27%	9%	8%	7%	13%
Prefer not to say	2%	3%	1%	-	2%	1%	26%	6%	2%	2%	26%

Total	Salary							Trade Union		
Base	Less than £15,000	£15,000 to £24,999	£25,000 to £34,999	£35,000 to £49,999	£50,000 or more	Don't know	Prefer not to say	Yes, I am	No, I am not	Don't know

Bullying or harassment by management or fellow workers

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
This has happened to me at my current workplace	16%	16%	13%	17%	18%	12%	12%	18%	23%	12%	12%
This has happened to someone else at my current workplace	28%	25%	26%	30%	35%	28%	16%	23%	38%	22%	25%
I am not aware of this happening to anyone in my current workplace	50%	53%	51%	49%	47%	56%	24%	49%	37%	58%	19%
Don't know/ can't recall	9%	8%	11%	7%	7%	7%	31%	8%	6%	10%	19%
Prefer not to say	2%	3%	2%	1%	0%	1%	21%	5%	2%	2%	25%

Sexual or racial discrimination

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
This has happened to me at my current workplace	4%	4%	4%	6%	3%	4%	-	3%	5%	3%	6%
This has happened to someone else at my current workplace	11%	10%	9%	11%	15%	11%	14%	9%	16%	7%	28%
I am not aware of this happening to anyone in my current workplace	73%	73%	75%	75%	74%	78%	37%	69%	69%	77%	24%
Don't know/ can't recall	11%	12%	12%	7%	9%	7%	28%	15%	10%	11%	16%
Prefer not to say	2%	2%	1%	1%	0%	1%	21%	4%	1%	1%	26%

Insecure or irregular work that means people do not know how much work or pay they will have week to week

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
This has happened to me at my current workplace	8%	15%	8%	5%	6%	3%	7%	8%	7%	9%	9%
This has happened to someone else at my current workplace	13%	16%	12%	14%	10%	10%	16%	13%	15%	11%	31%
I am not aware of this happening to anyone in my current workplace	70%	61%	69%	76%	76%	80%	25%	67%	71%	70%	24%
Don't know/ can't recall	10%	10%	11%	7%	8%	7%	30%	12%	9%	10%	12%
Prefer not to say	1%	2%	1%	0%	-	1%	23%	3%	0%	1%	25%

Excessive management supervision (e.g. being "micro-managed")

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
This has happened to me at my current workplace	21%	19%	17%	22%	28%	23%	25%	26%	29%	18%	19%
This has happened to someone else at my current workplace	25%	16%	24%	29%	35%	29%	20%	21%	29%	23%	28%
I am not aware of this happening to anyone in my current workplace	47%	53%	50%	49%	38%	46%	21%	44%	38%	53%	20%
Don't know/ can't recall	10%	13%	12%	7%	7%	10%	24%	10%	10%	10%	10%
Prefer not to say	2%	3%	1%	0%	0%	1%	21%	4%	1%	2%	25%

Total	Salary							Trade Union		
Base	Less than £15,000	£15,000 to £24,999	£25,000 to £34,999	£35,000 to £49,999	£50,000 or more	Don't know	Prefer not to say	Yes, I am	No, I am not	Don't know

Do you think that anyone at your current workplace has ever been sacked or made redundant without good reason? (Please select the option that BEST applies)

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Yes, on more than one occasion	12%	9%	11%	13%	14%	19%	26%	12%	16%	10%	2%
Yes, on one occasion	9%	9%	9%	13%	10%	7%	-	7%	11%	8%	10%
No, they have not	52%	54%	51%	53%	57%	56%	27%	47%	47%	56%	23%
Don't know	24%	23%	27%	20%	17%	18%	37%	32%	24%	23%	40%
Prefer not to say	3%	5%	2%	2%	1%	1%	10%	3%	2%	2%	26%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My pay has kept up with (i.e. increased in line with) the cost of living over the last few years

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	5%	5%	5%	4%	6%	8%	9%	3%	5%	5%	17%
Tend to agree	15%	12%	14%	18%	21%	23%	3%	9%	13%	16%	13%
Neither agree nor disagree	16%	16%	16%	14%	14%	16%	19%	22%	13%	17%	20%
Tend to disagree	26%	28%	25%	25%	26%	29%	13%	26%	25%	27%	18%
Strongly disagree	33%	33%	34%	38%	30%	22%	21%	31%	42%	28%	4%
Don't know/ Not applicable	5%	6%	6%	2%	4%	2%	36%	8%	2%	6%	30%

I am paid fairly for the work/ job I do

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	7%	4%	6%	9%	11%	18%	3%	5%	7%	8%	10%
Tend to agree	34%	24%	34%	35%	40%	54%	24%	31%	31%	36%	19%
Neither agree nor disagree	23%	23%	23%	26%	21%	16%	14%	24%	24%	22%	25%
Tend to disagree	23%	32%	25%	19%	21%	9%	12%	24%	24%	23%	8%
Strongly disagree	11%	14%	12%	10%	7%	2%	18%	12%	14%	9%	7%
Don't know/ Not applicable	2%	3%	2%	1%	1%	1%	29%	4%	1%	2%	31%

I get good benefits on top of my pay (e.g. pension, access to flexible working etc.)

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	9%	4%	7%	11%	13%	18%	3%	6%	9%	9%	5%
Tend to agree	31%	21%	32%	35%	35%	49%	17%	27%	33%	30%	30%
Neither agree nor disagree	22%	20%	26%	23%	18%	14%	22%	25%	25%	20%	34%
Tend to disagree	17%	24%	17%	17%	16%	12%	9%	15%	16%	19%	1%
Strongly disagree	16%	25%	15%	12%	16%	6%	16%	18%	15%	17%	4%
Don't know/ Not applicable	4%	7%	3%	2%	2%	1%	32%	8%	3%	5%	25%

Total	Salary							Trade Union		
Base	Less than £15,000	£15,000 to £24,999	£25,000 to £34,999	£35,000 to £49,999	£50,000 or more	Don't know	Prefer not to say	Yes, I am	No, I am not	Don't know

I think that the gap in pay between those at the top of my organisation and those lower down is too great (i.e. shouldn't be as large)

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	26%	27%	29%	26%	24%	16%	18%	27%	34%	22%	10%
Tend to agree	31%	32%	31%	32%	31%	29%	14%	34%	32%	31%	21%
Neither agree nor disagree	21%	19%	21%	22%	23%	25%	18%	19%	20%	21%	36%
Tend to disagree	9%	5%	8%	10%	12%	17%	2%	6%	7%	10%	2%
Strongly disagree	4%	3%	2%	5%	5%	10%	1%	2%	3%	4%	-
Don't know/ Not applicable	9%	14%	9%	5%	5%	3%	46%	11%	4%	11%	30%

Pay for those lower down in the organisation has not gone up as much as pay for those at the top over the last few years

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	22%	27%	22%	22%	18%	14%	26%	22%	27%	20%	19%
Tend to agree	25%	24%	25%	26%	28%	23%	8%	23%	28%	24%	13%
Neither agree nor disagree	19%	17%	21%	22%	16%	20%	15%	18%	20%	19%	32%
Tend to disagree	11%	10%	8%	11%	17%	16%	2%	11%	10%	12%	2%
Strongly disagree	6%	3%	6%	8%	8%	12%	6%	5%	6%	7%	-
Don't know/ Not applicable	17%	19%	17%	11%	13%	15%	42%	22%	10%	20%	35%

All staff should have a say in the pay of those at the top of organisations

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	18%	18%	21%	16%	16%	16%	19%	17%	25%	14%	19%
Tend to agree	30%	30%	31%	33%	33%	20%	5%	30%	33%	29%	24%
Neither agree nor disagree	25%	27%	24%	25%	20%	24%	27%	24%	23%	26%	23%
Tend to disagree	14%	13%	11%	15%	18%	25%	10%	11%	10%	16%	5%
Strongly disagree	6%	3%	5%	6%	9%	12%	7%	7%	4%	7%	-
Don't know/ Not applicable	7%	9%	7%	5%	3%	3%	33%	10%	4%	8%	28%

My employer can afford to give better pay rises than those given to staff

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	19%	21%	20%	22%	18%	11%	23%	17%	21%	19%	23%
Tend to agree	31%	32%	32%	28%	29%	39%	4%	31%	31%	31%	25%
Neither agree nor disagree	22%	22%	22%	22%	26%	20%	18%	22%	23%	22%	22%
Tend to disagree	12%	12%	10%	14%	12%	15%	6%	9%	11%	12%	1%
Strongly disagree	5%	3%	5%	4%	6%	6%	4%	7%	5%	5%	-
Don't know/ Not applicable	11%	11%	11%	10%	10%	7%	46%	13%	10%	11%	29%

Total	Salary							Trade Union		
Base	Less than £15,000	£15,000 to £24,999	£25,000 to £34,999	£35,000 to £49,999	£50,000 or more	Don't know	Prefer not to say	Yes, I am	No, I am not	Don't know

A performance related pay system at my workplace is fairly operated

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
Strongly agree	3%	2%	4%	3%	4%	6%	-	0%	3%	3%	5%
Tend to agree	16%	11%	14%	18%	18%	27%	15%	13%	16%	15%	24%
Neither agree nor disagree	23%	28%	21%	22%	18%	24%	19%	23%	21%	24%	28%
Tend to disagree	15%	13%	16%	17%	19%	12%	14%	13%	16%	15%	1%
Strongly disagree	13%	11%	15%	12%	14%	10%	5%	13%	15%	12%	-
Don't know/ Not applicable	30%	34%	29%	27%	27%	20%	46%	37%	28%	30%	42%

The "Living Wage" is defined as a wage which is high enough to maintain a normal standard of living.

The Living Wage is currently £7.65 an hour outside London and £8.80 in London.

Which ONE of the following BEST applies to your employer? (Please select the option that BEST applies)

Unweighted base	2355	446	634	461	346	171	33	264	814	1510	31
Base: All GB Adults who are employees	2415	485	662	492	333	151	41	252	817	1552	47
They pay at least the living wage to all staff	53%	35%	51%	60%	71%	73%	32%	46%	60%	50%	20%
They do not pay the living wage to all staff, but I think they could afford to do so	25%	48%	26%	16%	13%	7%	13%	23%	20%	28%	17%
They do not pay the living wage to all staff and could not afford to do so	6%	8%	7%	7%	5%	4%	1%	5%	6%	7%	2%
Don't know	16%	8%	16%	17%	12%	15%	55%	27%	14%	15%	62%

YouGov/TUC Survey

Sample Size: 4,555 GB Adults (2,355 employees)
GB Sample : 5th - 7th August 2014

	Total	Sector				Management		
	Base	Private sector – profit-seeking (e.g. public limited company, partnership)	Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	Don't know	Yes, I do	No, I don't	Don't know
Working Status								
Unweighted base	4555	1241	912	156	46	1102	1230	23
Base: All GB Adults	4555	1306	898	144	67	1122	1260	33
Working full time (30 or more hours per week)	50%	84%	82%	70%	71%	90%	75%	85%
Working part time (8-29 hours a week)	12%	15%	18%	27%	25%	10%	24%	11%
Working part time (Less than 8 hours a week)	1%	1%	1%	3%	4%	0%	2%	4%
Full time student	5%	-	-	-	-	-	-	-
Retired	21%	-	-	-	-	-	-	-
Unemployed	3%	-	-	-	-	-	-	-
Not working	6%	-	-	-	-	-	-	-
Other	1%	-	-	-	-	-	-	-
Net: Working part time	13%	16%	19%	30%	29%	10%	25%	15%
Net: Working (NET)	63%	100%	100%	100%	100%	100%	100%	100%
Net: Not working/ other	7%	-	-	-	-	-	-	-
Employment status - employee/ self-employed								
Unweighted base	2851	1241	912	156	46	1102	1230	23
Base: All GB Adults who work	2874	1306	898	144	67	1122	1260	33
Employee	84%	100%	100%	100%	100%	100%	100%	100%
Self-employed	9%	-	-	-	-	-	-	-
Not applicable	7%	-	-	-	-	-	-	-
Work industry								
Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Manufacturing	7%	13%	0%	-	4%	7%	8%	-
Construction	4%	7%	1%	2%	-	4%	4%	-
Retail	10%	15%	2%	7%	16%	9%	11%	13%
Financial services	6%	9%	2%	3%	6%	6%	6%	4%
Hospitality and leisure	3%	6%	0%	1%	-	4%	3%	6%
Accountancy	1%	2%	0%	0%	-	1%	1%	-
Legal	3%	3%	3%	1%	1%	3%	2%	3%
IT & telecoms	4%	7%	2%	1%	4%	5%	4%	2%
Media/ marketing/ advertising/ PR & sales	3%	4%	1%	1%	-	3%	3%	-
Medical & health services	11%	4%	21%	12%	7%	14%	8%	9%
Education	14%	3%	31%	10%	5%	15%	14%	-
Transportation & distribution	5%	7%	1%	1%	4%	3%	6%	4%
Real estate	1%	1%	0%	2%	4%	1%	0%	8%
Other	29%	20%	35%	59%	50%	26%	30%	50%
Not applicable	-	-	-	-	-	-	-	-

Total	Sector				Management		
Base	Private sector – profit-seeking (e.g. public limited company, partnership)	Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	Don't know	Yes, I do	No, I don't	Don't know

Gross salary is the salary you receive before tax deductions.

What is your annual gross personal salary? (If you do not receive a set salary - e.g. if you are paid hourly etc. - please try to average your salary across the year)

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Under £5,000 per year	3%	4%	2%	5%	11%	1%	5%	7%
£5,000 to £9,999 per year	7%	8%	4%	10%	11%	2%	11%	6%
£10,000 to £14,999 per year	10%	11%	9%	12%	12%	8%	12%	-
£15,000 to £19,999 per year	13%	13%	13%	19%	11%	10%	17%	10%
£20,000 to £24,999 per year	14%	14%	16%	10%	3%	12%	16%	9%
£25,000 to £29,999 per year	12%	12%	13%	10%	14%	15%	10%	9%
£30,000 to £34,999 per year	8%	6%	11%	7%	1%	10%	6%	-
£35,000 to £39,999 per year	7%	5%	9%	9%	-	9%	4%	-
£40,000 to £44,999 per year	5%	5%	5%	4%	4%	8%	2%	3%
£45,000 to £49,999 per year	2%	2%	3%	1%	-	4%	1%	-
£50,000 to £59,999 per year	3%	4%	2%	3%	-	5%	1%	-
£60,000 to £69,999 per year	2%	2%	1%	-	3%	3%	0%	2%
£70,000 to £99,999 per year	1%	1%	1%	-	-	2%	0%	-
£100,000 and over	1%	1%	0%	-	-	1%	0%	-
Don't know	2%	1%	1%	1%	18%	1%	2%	27%
Prefer not to say	10%	11%	10%	9%	14%	9%	11%	26%
Net: Less than £15,000	20%	22%	15%	27%	33%	11%	29%	14%
Net: £15,000 to £24,999	27%	27%	29%	28%	14%	22%	32%	19%
Net: £25,000 to £34,999	20%	18%	25%	17%	14%	25%	16%	9%
Net: £35,000 to £49,999	14%	13%	16%	14%	4%	21%	8%	3%
Net: £50,000 or more	6%	8%	5%	3%	3%	11%	2%	2%

A "trade union" is an organised association of workers in a trade, group of trades, or profession, formed to protect and further the rights and interests of employees.

Are you currently a member of a trade union or similar professional association?

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Yes, I am	34%	20%	56%	25%	19%	37%	31%	8%
No, I am not	64%	79%	42%	74%	41%	62%	68%	26%
Don't know	2%	1%	1%	0%	40%	1%	1%	67%

What kind of organisation do you work for?

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Private sector – profit-seeking (e.g. public limited company, partnership)	54%	100%	-	-	-	53%	57%	11%
Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	37%	-	100%	-	-	40%	36%	10%
Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	6%	-	-	100%	-	6%	5%	9%
Don't know	3%	-	-	-	100%	2%	2%	70%

Total	Sector				Management		
Base	Private sector – profit-seeking (e.g. public limited company, partnership)	Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	Don't know	Yes, I do	No, I don't	Don't know

As an official part of your main job, do you ever supervise the work of other employees or tell other employees what to do (i.e. manage other employees)?

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Yes, I do	46%	45%	49%	50%	25%	100%	-	-
No, I don't	52%	55%	50%	48%	40%	-	100%	-
Don't know	1%	0%	0%	2%	35%	-	-	100%

Thinking about your current occupation (rather than your employer)...

Which ONE of the following statements BEST applies to you?

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
I look upon my current occupation as part of my long-term career path	51%	47%	59%	51%	27%	67%	38%	6%
I do not look upon my current occupation as part of my long-term career path	15%	17%	11%	19%	15%	9%	20%	20%
I do not think of myself as having a long term career path	29%	32%	26%	29%	17%	22%	36%	14%
Don't know	5%	4%	4%	2%	42%	2%	6%	59%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My job is interesting and enjoyable

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	18%	14%	24%	23%	13%	23%	13%	9%
Tend to agree	42%	41%	44%	50%	25%	46%	39%	31%
Neither agree nor disagree	22%	24%	18%	13%	30%	18%	25%	21%
Tend to disagree	11%	13%	8%	9%	1%	9%	12%	6%
Strongly disagree	6%	7%	5%	5%	5%	4%	8%	-
Don't know	2%	1%	1%	-	26%	0%	2%	33%

I am worried that I might lose my job in the next 12 months

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	9%	8%	10%	11%	18%	9%	9%	25%
Tend to agree	15%	14%	17%	17%	12%	14%	16%	13%
Neither agree nor disagree	25%	26%	22%	26%	25%	22%	28%	16%
Tend to disagree	27%	29%	25%	28%	8%	27%	27%	13%
Strongly disagree	21%	21%	24%	18%	9%	27%	17%	-
Don't know	3%	3%	2%	1%	28%	1%	4%	33%

Total	Sector				Management		
Base	Private sector – profit-seeking (e.g. public limited company, partnership)	Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	Don't know	Yes, I do	No, I don't	Don't know

I have regular opportunities to undertake training and improve my skills at work

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	10%	8%	13%	15%	19%	14%	7%	23%
Tend to agree	32%	28%	38%	32%	25%	37%	28%	22%
Neither agree nor disagree	22%	23%	22%	26%	13%	19%	26%	18%
Tend to disagree	20%	22%	17%	16%	4%	18%	21%	6%
Strongly disagree	14%	17%	9%	11%	12%	11%	16%	-
Don't know	2%	1%	1%	1%	28%	0%	2%	31%

I am worried that my job may offer worse conditions (e.g. fewer hours, less pay or less responsibility), in the next 12 months

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	12%	10%	15%	12%	9%	12%	12%	13%
Tend to agree	21%	17%	26%	24%	17%	21%	21%	37%
Neither agree nor disagree	25%	27%	22%	23%	28%	24%	26%	14%
Tend to disagree	24%	27%	21%	23%	14%	24%	25%	3%
Strongly disagree	15%	16%	13%	16%	7%	17%	13%	-
Don't know	3%	3%	3%	2%	25%	1%	4%	33%

My job does not make full use of my skills and abilities

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	19%	20%	17%	21%	14%	17%	20%	16%
Tend to agree	30%	30%	30%	28%	18%	29%	31%	21%
Neither agree nor disagree	20%	22%	19%	17%	30%	17%	23%	29%
Tend to disagree	20%	19%	22%	25%	8%	24%	17%	2%
Strongly disagree	9%	8%	11%	9%	3%	12%	7%	-
Don't know	2%	1%	2%	-	28%	0%	3%	31%

I have a good chance to progress in my job

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	7%	8%	7%	5%	19%	10%	5%	19%
Tend to agree	23%	23%	24%	22%	18%	30%	17%	26%
Neither agree nor disagree	27%	27%	29%	28%	18%	27%	28%	16%
Tend to disagree	24%	25%	22%	29%	6%	22%	26%	6%
Strongly disagree	16%	16%	17%	14%	11%	11%	21%	-
Don't know	2%	2%	2%	1%	29%	1%	3%	33%

Total	Sector				Management		
Base	Private sector – profit-seeking (e.g. public limited company, partnership)	Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	Don't know	Yes, I do	No, I don't	Don't know

Recently I have felt anxious or worried about something connected to my job

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	19%	15%	24%	21%	20%	22%	16%	16%
Tend to agree	32%	32%	32%	46%	11%	36%	30%	15%
Neither agree nor disagree	20%	22%	19%	10%	31%	18%	22%	33%
Tend to disagree	18%	19%	16%	16%	6%	16%	20%	3%
Strongly disagree	9%	10%	8%	8%	6%	8%	11%	-
Don't know	2%	1%	1%	-	26%	1%	2%	33%

I never seem to have enough time to get my work done

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	17%	13%	21%	22%	20%	22%	12%	29%
Tend to agree	27%	24%	31%	31%	18%	34%	21%	24%
Neither agree nor disagree	26%	29%	23%	17%	20%	23%	29%	11%
Tend to disagree	21%	24%	18%	22%	3%	17%	25%	3%
Strongly disagree	8%	10%	5%	9%	9%	4%	11%	-
Don't know	2%	1%	1%	-	30%	0%	2%	33%

Over the last few years the amount of work that I have to do has increased

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	28%	23%	36%	34%	19%	38%	20%	13%
Tend to agree	37%	37%	37%	30%	31%	40%	33%	32%
Neither agree nor disagree	19%	21%	16%	18%	11%	12%	25%	18%
Tend to disagree	9%	12%	6%	11%	3%	6%	12%	6%
Strongly disagree	4%	4%	3%	4%	9%	3%	5%	-
Don't know	3%	2%	2%	3%	28%	1%	4%	31%

There is enough flexibility in my job to allow me to balance work and the rest of my life (e.g. home life, caring responsibilities, hobbies etc.)

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	15%	15%	13%	27%	25%	14%	16%	17%
Tend to agree	42%	42%	45%	36%	22%	42%	42%	28%
Neither agree nor disagree	18%	19%	16%	14%	21%	16%	20%	8%
Tend to disagree	14%	13%	16%	14%	1%	17%	11%	12%
Strongly disagree	10%	10%	10%	8%	5%	11%	9%	2%
Don't know	2%	1%	1%	0%	26%	1%	2%	33%

Total	Sector				Management		
Base	Private sector – profit-seeking (e.g. public limited company, partnership)	Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	Don't know	Yes, I do	No, I don't	Don't know

I have a real say in how my work is organised

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	12%	13%	11%	19%	11%	18%	7%	14%
Tend to agree	32%	31%	32%	38%	21%	39%	25%	31%
Neither agree nor disagree	21%	20%	23%	24%	18%	18%	24%	18%
Tend to disagree	18%	21%	16%	13%	17%	14%	22%	6%
Strongly disagree	15%	15%	17%	6%	6%	10%	19%	-
Don't know	2%	1%	1%	0%	28%	0%	2%	31%

The workforce in my organisation are consulted and involved in relevant decisions made by managers

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	7%	7%	6%	11%	16%	8%	6%	18%
Tend to agree	25%	25%	26%	28%	16%	30%	22%	10%
Neither agree nor disagree	24%	24%	23%	25%	23%	21%	27%	31%
Tend to disagree	22%	21%	24%	22%	7%	24%	21%	9%
Strongly disagree	18%	20%	18%	12%	3%	17%	20%	-
Don't know	3%	3%	3%	1%	35%	1%	5%	33%

For the following question, we would like you to think about your average working day...

Which ONE of the following BEST describes how you feel about going to work on an average working day?

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
I usually look forward to going to work	34%	33%	35%	41%	23%	39%	30%	12%
I usually wish I didn't have to go to work	41%	43%	42%	32%	22%	39%	44%	13%
I don't care one way or the other about going to work	19%	20%	18%	17%	11%	17%	20%	13%
None of these	5%	4%	4%	10%	18%	4%	5%	10%
Don't know	2%	1%	1%	0%	27%	1%	1%	52%

Total	Sector				Management		
Base	Private sector – profit-seeking (e.g. public limited company, partnership)	Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	Don't know	Yes, I do	No, I don't	Don't know

The following question is about problems that occur in some workplaces.

Which, if any, of the following have ever happened to you, or someone else, in your workplace? (Please select all that apply on each row)

Not being paid a fair rate for the job

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
This has happened to me at my current workplace	23%	23%	23%	22%	20%	24%	22%	29%
This has happened to someone else at my current workplace	18%	18%	19%	20%	10%	21%	16%	25%
I am not aware of this happening to anyone in my current workplace	51%	52%	52%	55%	35%	51%	53%	14%
Don't know/ can't recall	10%	10%	9%	7%	18%	8%	12%	5%
Prefer not to say	3%	2%	2%	0%	19%	1%	3%	31%

Preferential treatment or favouritism (e.g. when offering promotion, allocating work, overtime opportunities, working hours etc.)

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
This has happened to me at my current workplace	21%	20%	22%	16%	15%	21%	20%	24%
This has happened to someone else at my current workplace	33%	29%	41%	26%	29%	35%	31%	36%
I am not aware of this happening to anyone in my current workplace	40%	44%	34%	56%	23%	40%	41%	9%
Don't know/ can't recall	9%	10%	7%	5%	17%	6%	11%	7%
Prefer not to say	1%	1%	1%	0%	18%	0%	2%	29%

Being expected to work unpaid overtime

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
This has happened to me at my current workplace	34%	33%	35%	43%	18%	44%	24%	28%
This has happened to someone else at my current workplace	21%	20%	21%	19%	14%	23%	18%	19%
I am not aware of this happening to anyone in my current workplace	45%	47%	44%	45%	26%	37%	53%	17%
Don't know/ can't recall	8%	7%	8%	3%	24%	5%	10%	7%
Prefer not to say	2%	2%	1%	2%	19%	2%	2%	29%

Total	Sector				Management		
Base	Private sector – profit-seeking (e.g. public limited company, partnership)	Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	Don't know	Yes, I do	No, I don't	Don't know

Bullying or harassment by management or fellow workers

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
This has happened to me at my current workplace	16%	14%	18%	12%	13%	17%	14%	21%
This has happened to someone else at my current workplace	28%	23%	36%	24%	22%	31%	24%	34%
I am not aware of this happening to anyone in my current workplace	50%	56%	42%	60%	24%	49%	52%	10%
Don't know/ can't recall	9%	9%	7%	5%	23%	7%	10%	10%
Prefer not to say	2%	1%	2%	1%	21%	1%	3%	29%

Sexual or racial discrimination

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
This has happened to me at my current workplace	4%	4%	5%	1%	6%	4%	4%	16%
This has happened to someone else at my current workplace	11%	10%	12%	10%	20%	12%	9%	31%
I am not aware of this happening to anyone in my current workplace	73%	75%	73%	84%	29%	75%	73%	17%
Don't know/ can't recall	11%	12%	10%	3%	26%	8%	13%	7%
Prefer not to say	2%	1%	2%	1%	19%	1%	2%	29%

Insecure or irregular work that means people do not know how much work or pay they will have week to week

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
This has happened to me at my current workplace	8%	10%	5%	7%	9%	7%	9%	11%
This has happened to someone else at my current workplace	13%	14%	10%	13%	30%	14%	11%	44%
I am not aware of this happening to anyone in my current workplace	70%	67%	75%	75%	29%	73%	68%	16%
Don't know/ can't recall	10%	10%	9%	6%	16%	7%	12%	5%
Prefer not to say	1%	1%	1%	1%	18%	1%	2%	29%

Excessive management supervision (e.g. being "micro-managed")

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
This has happened to me at my current workplace	21%	19%	26%	24%	12%	22%	21%	22%
This has happened to someone else at my current workplace	25%	21%	30%	25%	26%	29%	21%	34%
I am not aware of this happening to anyone in my current workplace	47%	54%	40%	51%	21%	47%	49%	9%
Don't know/ can't recall	10%	11%	9%	6%	22%	7%	13%	7%
Prefer not to say	2%	1%	2%	1%	18%	1%	2%	29%

Total	Sector				Management		
Base	Private sector – profit-seeking (e.g. public limited company, partnership)	Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	Don't know	Yes, I do	No, I don't	Don't know

Do you think that anyone at your current workplace has ever been sacked or made redundant without good reason? (Please select the option that BEST applies)

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Yes, on more than one occasion	12%	13%	11%	15%	1%	13%	11%	3%
Yes, on one occasion	9%	9%	11%	6%	4%	10%	9%	6%
No, they have not	52%	52%	53%	54%	47%	56%	50%	21%
Don't know	24%	23%	24%	22%	30%	19%	28%	38%
Prefer not to say	3%	2%	3%	3%	18%	2%	3%	32%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My pay has kept up with (i.e. increased in line with) the cost of living over the last few years

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	5%	6%	3%	10%	14%	5%	5%	16%
Tend to agree	15%	20%	8%	18%	17%	17%	14%	20%
Neither agree nor disagree	16%	18%	13%	13%	20%	14%	18%	23%
Tend to disagree	26%	26%	26%	27%	13%	27%	25%	6%
Strongly disagree	33%	25%	47%	25%	9%	35%	31%	2%
Don't know/ Not applicable	5%	5%	4%	6%	26%	2%	7%	33%

I am paid fairly for the work/ job I do

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	7%	8%	6%	11%	13%	8%	7%	8%
Tend to agree	34%	35%	33%	36%	22%	36%	32%	31%
Neither agree nor disagree	23%	23%	22%	24%	28%	21%	24%	22%
Tend to disagree	23%	22%	26%	19%	3%	22%	25%	7%
Strongly disagree	11%	10%	12%	9%	9%	12%	10%	2%
Don't know/ Not applicable	2%	2%	2%	2%	25%	1%	3%	31%

I get good benefits on top of my pay (e.g. pension, access to flexible working etc.)

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	9%	8%	9%	7%	11%	10%	7%	9%
Tend to agree	31%	30%	34%	24%	23%	33%	29%	19%
Neither agree nor disagree	22%	20%	24%	29%	22%	21%	24%	27%
Tend to disagree	17%	20%	15%	18%	3%	18%	17%	10%
Strongly disagree	16%	18%	14%	17%	14%	15%	17%	4%
Don't know/ Not applicable	4%	4%	3%	5%	26%	3%	5%	32%

Total	Sector				Management		
Base	Private sector – profit-seeking (e.g. public limited company, partnership)	Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	Don't know	Yes, I do	No, I don't	Don't know

I think that the gap in pay between those at the top of my organisation and those lower down is too great (i.e. shouldn't be as large)

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	26%	24%	31%	21%	11%	26%	26%	12%
Tend to agree	31%	31%	34%	25%	24%	31%	32%	25%
Neither agree nor disagree	21%	22%	20%	18%	33%	21%	21%	27%
Tend to disagree	9%	10%	7%	11%	6%	11%	6%	6%
Strongly disagree	4%	4%	3%	9%	-	5%	3%	-
Don't know/ Not applicable	9%	10%	6%	16%	26%	5%	12%	29%

Pay for those lower down in the organisation has not gone up as much as pay for those at the top over the last few years

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	22%	20%	25%	21%	13%	22%	22%	23%
Tend to agree	25%	24%	28%	19%	6%	25%	25%	9%
Neither agree nor disagree	19%	20%	17%	20%	28%	19%	20%	29%
Tend to disagree	11%	11%	11%	12%	8%	14%	8%	3%
Strongly disagree	6%	6%	6%	11%	12%	9%	4%	-
Don't know/ Not applicable	17%	19%	12%	18%	34%	12%	20%	36%

All staff should have a say in the pay of those at the top of organisations

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	18%	15%	22%	28%	15%	18%	19%	15%
Tend to agree	30%	29%	33%	27%	16%	29%	32%	21%
Neither agree nor disagree	25%	27%	23%	15%	31%	22%	27%	29%
Tend to disagree	14%	17%	11%	13%	4%	18%	11%	-
Strongly disagree	6%	7%	5%	6%	8%	8%	5%	-
Don't know/ Not applicable	7%	6%	6%	11%	27%	5%	8%	35%

My employer can afford to give better pay rises than those given to staff

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	19%	23%	16%	14%	10%	22%	18%	15%
Tend to agree	31%	33%	28%	27%	20%	28%	33%	24%
Neither agree nor disagree	22%	21%	23%	21%	26%	21%	23%	26%
Tend to disagree	12%	9%	14%	16%	8%	13%	10%	-
Strongly disagree	5%	3%	7%	9%	5%	7%	4%	-
Don't know/ Not applicable	11%	10%	11%	13%	31%	9%	12%	34%

Total	Sector				Management		
Base	Private sector – profit-seeking (e.g. public limited company, partnership)	Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	Don't know	Yes, I do	No, I don't	Don't know

A performance related pay system at my workplace is fairly operated

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
Strongly agree	3%	3%	3%	3%	6%	4%	3%	4%
Tend to agree	16%	17%	15%	10%	14%	18%	13%	25%
Neither agree nor disagree	23%	24%	20%	21%	39%	21%	24%	27%
Tend to disagree	15%	17%	16%	9%	1%	17%	14%	2%
Strongly disagree	13%	12%	14%	15%	4%	13%	13%	-
Don't know/ Not applicable	30%	27%	32%	42%	36%	27%	33%	41%

The "Living Wage" is defined as a wage which is high enough to maintain a normal standard of living.

The Living Wage is currently £7.65 an hour outside London and £8.80 in London.

Which ONE of the following BEST applies to your employer? (Please select the option that BEST applies)

Unweighted base	2355	1241	912	156	46	1102	1230	23
Base: All GB Adults who are employees	2415	1306	898	144	67	1122	1260	33
They pay at least the living wage to all staff	53%	49%	60%	61%	22%	57%	50%	17%
They do not pay the living wage to all staff, but I think they could afford to do so	25%	31%	15%	22%	32%	23%	27%	17%
They do not pay the living wage to all staff and could not afford to do so	6%	7%	6%	11%	6%	7%	6%	5%
Don't know	16%	14%	19%	6%	40%	13%	17%	60%

YouGov/TUC Survey

Sample Size: 4,555 GB Adults (2,355 employees)
GB Sample : 5th - 7th August 2014

		Total	Career				Profile				
		Base	I look upon my current occupation as part of my long-term career path	I do not look upon my current occupation as part of my long-term career path	I do not think of myself as having a long term career path	Don't know	Happy about their workplace	Happy about payment	Unhappy about payment	Unhappy and insecure about their workplace	Not enough time at work
Working Status											
	Unweighted base	4555	1186	339	721	109	576	402	412	498	467
	Base: All GB Adults	4555	1234	358	704	119	542	454	397	548	474
	Working full time (30 or more hours per week)	50%	89%	70%	75%	86%	78%	85%	81%	79%	87%
	Working part time (8-29 hours a week)	12%	11%	28%	23%	13%	20%	14%	17%	21%	13%
	Working part time (Less than 8 hours a week)	1%	0%	3%	2%	0%	2%	1%	2%	0%	0%
	Full time student	5%	-	-	-	-	-	-	-	-	-
	Retired	21%	-	-	-	-	-	-	-	-	-
	Unemployed	3%	-	-	-	-	-	-	-	-	-
	Not working	6%	-	-	-	-	-	-	-	-	-
	Other	1%	-	-	-	-	-	-	-	-	-
	Net: Working part time	13%	11%	30%	25%	14%	22%	15%	19%	21%	13%
	Net: Working (NET)	63%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	Net: Not working/ other	7%	-	-	-	-	-	-	-	-	-
Employment status - employee/ self-employed											
	Unweighted base	2851	1186	339	721	109	576	402	412	498	467
	Base: All GB Adults who work	2874	1234	358	704	119	542	454	397	548	474
	Employee	84%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	Self-employed	9%	-	-	-	-	-	-	-	-	-
	Not applicable	7%	-	-	-	-	-	-	-	-	-
Work industry											
	Unweighted base	2355	1186	339	721	109	576	402	412	498	467
	Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
	Manufacturing	7%	6%	7%	10%	8%	5%	8%	8%	8%	8%
	Construction	4%	5%	4%	3%	3%	3%	6%	5%	4%	2%
	Retail	10%	6%	17%	13%	8%	8%	10%	8%	10%	12%
	Financial services	6%	7%	5%	4%	6%	3%	7%	6%	7%	5%
	Hospitality and leisure	3%	2%	6%	4%	4%	4%	3%	4%	4%	3%
	Accountancy	1%	2%	0%	1%	1%	1%	2%	2%	1%	1%
	Legal	3%	3%	4%	2%	2%	2%	0%	1%	3%	6%
	IT & telecoms	4%	5%	4%	4%	4%	4%	9%	2%	4%	3%
	Media/ marketing/ advertising/ PR & sales	3%	4%	2%	2%	-	2%	5%	3%	2%	1%
	Medical & health services	11%	13%	7%	10%	6%	15%	7%	11%	9%	12%
	Education	14%	17%	12%	12%	6%	16%	10%	12%	11%	21%
	Transportation & distribution	5%	5%	5%	5%	4%	2%	7%	7%	6%	3%
	Real estate	1%	1%	0%	1%	0%	1%	0%	0%	1%	1%
	Other	29%	27%	27%	29%	48%	32%	26%	32%	31%	22%
	Not applicable	-	-	-	-	-	-	-	-	-	-

Total	Career				Profile				
Base	I look upon my current occupation as part of my long-term career path	I do not look upon my current occupation as part of my long-term career path	I do not think of myself as having a long term career path	Don't know	Happy about their workplace	Happy about payment	Unhappy about payment	Unhappy and insecure about their workplace	Not enough time at work

Gross salary is the salary you receive before tax deductions.

What is your annual gross personal salary? (If you do not receive a set salary - e.g. if you are paid hourly etc. - please try to average your salary across the year)

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Under £5,000 per year	3%	1%	8%	5%	4%	4%	4%	4%	4%	1%
£5,000 to £9,999 per year	7%	3%	13%	9%	7%	8%	5%	8%	8%	3%
£10,000 to £14,999 per year	10%	7%	12%	14%	12%	11%	9%	13%	9%	10%
£15,000 to £19,999 per year	13%	11%	17%	16%	14%	15%	14%	16%	12%	10%
£20,000 to £24,999 per year	14%	16%	12%	13%	11%	13%	16%	13%	13%	16%
£25,000 to £29,999 per year	12%	14%	11%	10%	11%	11%	13%	13%	13%	13%
£30,000 to £34,999 per year	8%	10%	4%	7%	4%	8%	10%	6%	7%	10%
£35,000 to £39,999 per year	7%	9%	4%	5%	1%	5%	5%	4%	7%	12%
£40,000 to £44,999 per year	5%	7%	1%	2%	3%	2%	6%	3%	4%	8%
£45,000 to £49,999 per year	2%	3%	2%	2%	-	4%	2%	1%	2%	2%
£50,000 to £59,999 per year	3%	4%	1%	2%	1%	2%	3%	2%	3%	4%
£60,000 to £69,999 per year	2%	2%	1%	0%	1%	1%	3%	1%	2%	1%
£70,000 to £99,999 per year	1%	2%	-	0%	-	1%	1%	1%	1%	1%
£100,000 and over	1%	1%	0%	0%	-	2%	1%	0%	-	0%
Don't know	2%	1%	3%	2%	10%	1%	1%	1%	4%	1%
Prefer not to say	10%	9%	11%	12%	20%	12%	8%	13%	10%	9%
Net: Less than £15,000	20%	11%	33%	29%	23%	23%	17%	25%	21%	14%
Net: £15,000 to £24,999	27%	26%	29%	29%	26%	28%	30%	29%	25%	26%
Net: £25,000 to £34,999	20%	24%	15%	17%	15%	18%	22%	18%	20%	23%
Net: £35,000 to £49,999	14%	20%	8%	8%	4%	12%	13%	8%	13%	21%
Net: £50,000 or more	6%	10%	2%	3%	2%	6%	7%	5%	6%	6%

A "trade union" is an organised association of workers in a trade, group of trades, or profession, formed to protect and further the rights and interests of employees.

Are you currently a member of a trade union or similar professional association?

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Yes, I am	34%	39%	21%	33%	25%	30%	30%	36%	30%	45%
No, I am not	64%	60%	78%	67%	51%	69%	67%	63%	66%	55%
Don't know	2%	1%	2%	1%	23%	1%	3%	1%	4%	0%

What kind of organisation do you work for?

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Private sector – profit-seeking (e.g. public limited company, partnership)	54%	49%	62%	60%	45%	50%	66%	54%	50%	53%
Public sector – government owned or funded (e.g. civil service, local government, NHS, university)	37%	43%	27%	33%	30%	44%	24%	40%	36%	41%
Third sector – non-profit, non-governmental (e.g. charity, social enterprise)	6%	6%	8%	6%	2%	6%	6%	5%	7%	6%
Don't know	3%	1%	3%	2%	23%	1%	5%	1%	7%	0%

Total	Career					Profile				
Base	I look upon my current occupation as part of my long-term career path	I do not look upon my current occupation as part of my long-term career path	I do not think of myself as having a long term career path	Don't know		Happy about their workplace	Happy about payment	Unhappy about payment	Unhappy and insecure about their workplace	Not enough time at work

As an official part of your main job, do you ever supervise the work of other employees or tell other employees what to do (i.e. manage other employees)?

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Yes, I do	46%	61%	29%	35%	22%	48%	43%	36%	40%	64%
No, I don't	52%	39%	69%	65%	62%	51%	54%	63%	57%	36%
Don't know	1%	0%	2%	1%	16%	0%	3%	0%	3%	-

Thinking about your current occupation (rather than your employer)...

Which ONE of the following statements BEST applies to you?

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
I look upon my current occupation as part of my long-term career path	51%	100%	-	-	-	59%	51%	44%	42%	58%
I do not look upon my current occupation as part of my long-term career path	15%	-	100%	-	-	11%	15%	18%	16%	16%
I do not think of myself as having a long term career path	29%	-	-	100%	-	28%	29%	34%	32%	23%
Don't know	5%	-	-	-	100%	2%	5%	4%	10%	3%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My job is interesting and enjoyable

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	18%	27%	8%	10%	1%	31%	20%	11%	7%	19%
Tend to agree	42%	50%	27%	37%	37%	50%	37%	41%	47%	34%
Neither agree nor disagree	22%	16%	27%	27%	33%	15%	21%	27%	29%	17%
Tend to disagree	11%	5%	23%	16%	4%	4%	16%	13%	5%	17%
Strongly disagree	6%	2%	13%	9%	7%	0%	5%	8%	5%	13%
Don't know	2%	0%	2%	1%	19%	0%	0%	0%	6%	0%

I am worried that I might lose my job in the next 12 months

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	9%	8%	12%	11%	9%	6%	10%	6%	15%	7%
Tend to agree	15%	14%	18%	17%	13%	12%	13%	11%	27%	11%
Neither agree nor disagree	25%	20%	32%	29%	26%	15%	20%	25%	40%	22%
Tend to disagree	27%	30%	21%	25%	21%	35%	28%	32%	10%	31%
Strongly disagree	21%	27%	15%	17%	9%	31%	27%	22%	1%	28%
Don't know	3%	2%	3%	2%	21%	2%	1%	3%	6%	2%

Total	Career				Profile				
Base	I look upon my current occupation as part of my long-term career path	I do not look upon my current occupation as part of my long-term career path	I do not think of myself as having a long term career path	Don't know	Happy about their workplace	Happy about payment	Unhappy about payment	Unhappy and insecure about their workplace	Not enough time at work

I have regular opportunities to undertake training and improve my skills at work

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	10%	15%	6%	6%	6%	18%	17%	7%	2%	9%
Tend to agree	32%	39%	25%	25%	22%	39%	38%	29%	26%	29%
Neither agree nor disagree	22%	21%	18%	25%	34%	20%	16%	22%	32%	20%
Tend to disagree	20%	17%	26%	22%	9%	18%	18%	22%	20%	20%
Strongly disagree	14%	7%	24%	21%	10%	5%	9%	20%	14%	21%
Don't know	2%	1%	2%	1%	19%	1%	1%	0%	6%	1%

I am worried that my job may offer worse conditions (e.g. fewer hours, less pay or less responsibility), in the next 12 months

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	12%	11%	14%	14%	7%	9%	9%	10%	16%	17%
Tend to agree	21%	19%	23%	23%	21%	15%	19%	19%	27%	24%
Neither agree nor disagree	25%	23%	31%	25%	26%	18%	17%	25%	40%	22%
Tend to disagree	24%	27%	18%	23%	15%	35%	28%	29%	10%	22%
Strongly disagree	15%	17%	10%	14%	11%	21%	25%	16%	2%	12%
Don't know	3%	2%	4%	2%	21%	2%	2%	2%	6%	3%

My job does not make full use of my skills and abilities

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	19%	12%	38%	22%	10%	12%	17%	23%	15%	27%
Tend to agree	30%	29%	33%	32%	20%	29%	28%	37%	29%	28%
Neither agree nor disagree	20%	19%	12%	25%	37%	17%	19%	20%	32%	13%
Tend to disagree	20%	27%	10%	15%	7%	26%	26%	13%	14%	20%
Strongly disagree	9%	13%	5%	6%	5%	14%	9%	6%	5%	10%
Don't know	2%	1%	2%	1%	20%	1%	0%	1%	6%	1%

I have a good chance to progress in my job

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	7%	11%	4%	3%	6%	11%	16%	4%	1%	6%
Tend to agree	23%	34%	12%	12%	15%	26%	33%	17%	16%	24%
Neither agree nor disagree	27%	26%	23%	31%	29%	34%	19%	27%	35%	18%
Tend to disagree	24%	19%	29%	29%	19%	22%	21%	28%	26%	22%
Strongly disagree	16%	9%	27%	25%	10%	7%	10%	24%	16%	28%
Don't know	2%	1%	4%	1%	20%	1%	1%	1%	6%	2%

Total	Career				Profile				
Base	I look upon my current occupation as part of my long-term career path	I do not look upon my current occupation as part of my long-term career path	I do not think of myself as having a long term career path	Don't know	Happy about their workplace	Happy about payment	Unhappy about payment	Unhappy and insecure about their workplace	Not enough time at work

Recently I have felt anxious or worried about something connected to my job

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	19%	19%	20%	20%	11%	8%	11%	15%	23%	37%
Tend to agree	32%	35%	28%	30%	28%	27%	29%	26%	35%	42%
Neither agree nor disagree	20%	18%	24%	22%	24%	20%	21%	19%	29%	10%
Tend to disagree	18%	18%	18%	18%	9%	30%	22%	24%	7%	6%
Strongly disagree	9%	9%	9%	10%	8%	15%	15%	14%	1%	4%
Don't know	2%	1%	2%	1%	19%	0%	1%	0%	6%	0%

I never seem to have enough time to get my work done

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	17%	20%	17%	12%	12%	8%	12%	10%	7%	48%
Tend to agree	27%	29%	23%	26%	17%	25%	21%	22%	26%	38%
Neither agree nor disagree	26%	25%	27%	26%	29%	24%	35%	25%	35%	10%
Tend to disagree	21%	21%	20%	23%	14%	32%	22%	28%	20%	2%
Strongly disagree	8%	5%	10%	12%	7%	10%	10%	14%	5%	0%
Don't know	2%	0%	2%	1%	20%	1%	0%	0%	6%	1%

Over the last few years the amount of work that I have to do has increased

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	28%	32%	27%	25%	18%	20%	20%	21%	14%	69%
Tend to agree	37%	40%	31%	34%	33%	41%	45%	39%	30%	29%
Neither agree nor disagree	19%	16%	22%	22%	20%	17%	19%	22%	33%	2%
Tend to disagree	9%	9%	9%	12%	3%	13%	10%	11%	11%	-
Strongly disagree	4%	2%	6%	5%	6%	6%	3%	5%	5%	0%
Don't know	3%	2%	4%	2%	20%	3%	2%	3%	6%	1%

There is enough flexibility in my job to allow me to balance work and the rest of my life (e.g. home life, caring responsibilities, hobbies etc.)

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	15%	17%	14%	14%	10%	27%	20%	16%	10%	3%
Tend to agree	42%	45%	35%	44%	20%	55%	47%	45%	44%	17%
Neither agree nor disagree	18%	17%	17%	17%	33%	12%	14%	19%	26%	18%
Tend to disagree	14%	13%	20%	13%	5%	5%	12%	13%	9%	32%
Strongly disagree	10%	8%	12%	11%	15%	1%	6%	7%	6%	30%
Don't know	2%	1%	2%	1%	19%	0%	1%	0%	6%	0%

Total	Career					Profile				
Base	I look upon my current occupation as part of my long-term career path	I do not look upon my current occupation as part of my long-term career path	I do not think of myself as having a long term career path	Don't know		Happy about their workplace	Happy about payment	Unhappy about payment	Unhappy and insecure about their workplace	Not enough time at work

I have a real say in how my work is organised

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	12%	17%	8%	7%	4%	19%	14%	8%	7%	12%
Tend to agree	32%	37%	21%	29%	22%	42%	36%	23%	30%	24%
Neither agree nor disagree	21%	21%	22%	20%	23%	22%	17%	20%	32%	12%
Tend to disagree	18%	15%	23%	22%	20%	12%	22%	24%	14%	23%
Strongly disagree	15%	9%	24%	21%	11%	3%	10%	25%	11%	28%
Don't know	2%	1%	2%	1%	19%	1%	1%	0%	6%	1%

The workforce in my organisation are consulted and involved in relevant decisions made by managers

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	7%	8%	7%	5%	8%	11%	13%	2%	4%	5%
Tend to agree	25%	31%	17%	22%	10%	34%	32%	18%	23%	19%
Neither agree nor disagree	24%	24%	22%	23%	33%	24%	22%	18%	38%	14%
Tend to disagree	22%	22%	23%	23%	16%	24%	18%	28%	16%	25%
Strongly disagree	18%	13%	25%	25%	13%	5%	13%	32%	12%	34%
Don't know	3%	2%	6%	3%	20%	2%	2%	2%	7%	3%

For the following question, we would like you to think about your average working day...

Which ONE of the following BEST describes how you feel about going to work on an average working day?

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
I usually look forward to going to work	34%	45%	15%	28%	15%	54%	38%	25%	27%	23%
I usually wish I didn't have to go to work	41%	34%	58%	47%	28%	24%	37%	48%	41%	59%
I don't care one way or the other about going to work	19%	17%	19%	22%	21%	17%	20%	23%	22%	12%
None of these	5%	5%	7%	3%	12%	4%	4%	4%	7%	6%
Don't know	2%	0%	1%	-	23%	1%	2%	0%	4%	-

Total	Career				Profile				
Base	I look upon my current occupation as part of my long-term career path	I do not look upon my current occupation as part of my long-term career path	I do not think of myself as having a long term career path	Don't know	Happy about their workplace	Happy about payment	Unhappy about payment	Unhappy and insecure about their workplace	Not enough time at work

The following question is about problems that occur in some workplaces.

Which, if any, of the following have ever happened to you, or someone else, in your workplace? (Please select all that apply on each row)

Not being paid a fair rate for the job

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
This has happened to me at my current workplace	23%	22%	27%	23%	19%	21%	13%	35%	16%	31%
This has happened to someone else at my current workplace	18%	17%	23%	18%	14%	15%	19%	25%	15%	20%
I am not aware of this happening to anyone in my current workplace	51%	55%	43%	52%	36%	58%	60%	39%	54%	42%
Don't know/ can't recall	10%	9%	11%	9%	18%	9%	9%	8%	12%	10%
Prefer not to say	3%	1%	1%	3%	19%	1%	1%	4%	6%	2%

Preferential treatment or favouritism (e.g. when offering promotion, allocating work, overtime opportunities, working hours etc.)

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
This has happened to me at my current workplace	21%	18%	27%	22%	18%	14%	18%	26%	16%	31%
This has happened to someone else at my current workplace	33%	34%	35%	31%	25%	28%	32%	41%	30%	37%
I am not aware of this happening to anyone in my current workplace	40%	42%	33%	43%	30%	50%	44%	31%	43%	31%
Don't know/ can't recall	9%	9%	9%	7%	17%	10%	8%	9%	12%	5%
Prefer not to say	1%	0%	1%	1%	14%	0%	0%	1%	4%	1%

Being expected to work unpaid overtime

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
This has happened to me at my current workplace	34%	40%	31%	26%	19%	29%	29%	32%	28%	52%
This has happened to someone else at my current workplace	21%	22%	19%	19%	13%	15%	21%	24%	21%	23%
I am not aware of this happening to anyone in my current workplace	45%	40%	48%	54%	40%	55%	50%	45%	44%	30%
Don't know/ can't recall	8%	8%	8%	6%	14%	6%	7%	8%	12%	4%
Prefer not to say	2%	2%	1%	1%	15%	1%	0%	2%	4%	2%

Total	Career				Profile				
Base	I look upon my current occupation as part of my long-term career path	I do not look upon my current occupation as part of my long-term career path	I do not think of myself as having a long term career path	Don't know	Happy about their workplace	Happy about payment	Unhappy about payment	Unhappy and insecure about their workplace	Not enough time at work

Bullying or harassment by management or fellow workers

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
This has happened to me at my current workplace	16%	14%	17%	19%	11%	10%	13%	18%	12%	28%
This has happened to someone else at my current workplace	28%	28%	31%	26%	21%	22%	26%	33%	24%	35%
I am not aware of this happening to anyone in my current workplace	50%	51%	47%	53%	35%	63%	54%	44%	49%	37%
Don't know/ can't recall	9%	9%	9%	6%	20%	7%	8%	10%	13%	6%
Prefer not to say	2%	1%	2%	2%	16%	1%	1%	3%	6%	1%

Sexual or racial discrimination

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
This has happened to me at my current workplace	4%	4%	7%	4%	1%	2%	6%	5%	3%	4%
This has happened to someone else at my current workplace	11%	11%	11%	10%	10%	6%	15%	12%	9%	13%
I am not aware of this happening to anyone in my current workplace	73%	75%	67%	79%	51%	83%	70%	70%	69%	74%
Don't know/ can't recall	11%	10%	16%	8%	21%	9%	9%	14%	15%	8%
Prefer not to say	2%	1%	1%	1%	17%	0%	0%	1%	5%	1%

Insecure or irregular work that means people do not know how much work or pay they will have week to week

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
This has happened to me at my current workplace	8%	5%	13%	11%	6%	7%	8%	7%	9%	10%
This has happened to someone else at my current workplace	13%	10%	20%	14%	14%	9%	19%	12%	13%	12%
I am not aware of this happening to anyone in my current workplace	70%	75%	57%	70%	50%	76%	66%	73%	62%	72%
Don't know/ can't recall	10%	10%	12%	7%	19%	9%	7%	10%	14%	8%
Prefer not to say	1%	1%	1%	1%	13%	0%	1%	2%	4%	0%

Excessive management supervision (e.g. being "micro-managed")

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
This has happened to me at my current workplace	21%	21%	25%	21%	16%	14%	19%	26%	16%	35%
This has happened to someone else at my current workplace	25%	27%	25%	23%	15%	21%	30%	27%	21%	27%
I am not aware of this happening to anyone in my current workplace	47%	47%	45%	51%	36%	58%	47%	42%	49%	38%
Don't know/ can't recall	10%	10%	11%	9%	21%	10%	8%	12%	14%	7%
Prefer not to say	2%	1%	2%	1%	13%	0%	0%	2%	5%	1%

Total	Career				Profile				
Base	I look upon my current occupation as part of my long-term career path	I do not look upon my current occupation as part of my long-term career path	I do not think of myself as having a long term career path	Don't know	Happy about their workplace	Happy about payment	Unhappy about payment	Unhappy and insecure about their workplace	Not enough time at work

Do you think that anyone at your current workplace has ever been sacked or made redundant without good reason? (Please select the option that BEST applies)

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Yes, on more than one occasion	12%	11%	12%	14%	5%	8%	10%	16%	10%	18%
Yes, on one occasion	9%	10%	9%	10%	5%	7%	15%	7%	9%	9%
No, they have not	52%	56%	49%	50%	34%	64%	54%	41%	49%	52%
Don't know	24%	21%	25%	25%	40%	20%	19%	33%	27%	20%
Prefer not to say	3%	2%	5%	1%	16%	2%	2%	3%	4%	2%

To what extent do you agree or disagree with each of the following statements about your current job? (Please select one option on each row)

My pay has kept up with (i.e. increased in line with) the cost of living over the last few years

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	5%	7%	4%	3%	3%	1%	21%	1%	2%	2%
Tend to agree	15%	17%	12%	14%	12%	7%	41%	6%	12%	12%
Neither agree nor disagree	16%	17%	17%	13%	23%	14%	15%	11%	27%	11%
Tend to disagree	26%	24%	26%	31%	15%	32%	17%	32%	23%	25%
Strongly disagree	33%	32%	34%	35%	21%	38%	3%	48%	27%	48%
Don't know/ Not applicable	5%	4%	8%	3%	26%	7%	2%	2%	11%	2%

I am paid fairly for the work/ job I do

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	7%	9%	5%	6%	3%	4%	23%	4%	4%	3%
Tend to agree	34%	38%	27%	32%	20%	30%	55%	22%	36%	24%
Neither agree nor disagree	23%	21%	26%	22%	33%	25%	17%	19%	31%	20%
Tend to disagree	23%	22%	27%	26%	12%	30%	5%	34%	14%	34%
Strongly disagree	11%	9%	12%	13%	8%	8%	-	21%	9%	18%
Don't know/ Not applicable	2%	1%	3%	1%	24%	3%	1%	0%	7%	1%

I get good benefits on top of my pay (e.g. pension, access to flexible working etc.)

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	9%	12%	2%	6%	5%	6%	22%	9%	4%	5%
Tend to agree	31%	37%	23%	26%	22%	32%	45%	28%	25%	25%
Neither agree nor disagree	22%	20%	24%	23%	33%	18%	20%	21%	32%	19%
Tend to disagree	17%	17%	22%	19%	5%	21%	7%	19%	17%	24%
Strongly disagree	16%	12%	21%	22%	12%	16%	4%	21%	15%	25%
Don't know/ Not applicable	4%	3%	7%	3%	22%	6%	3%	2%	8%	2%

Total	Career					Profile				
Base	I look upon my current occupation as part of my long-term career path	I do not look upon my current occupation as part of my long-term career path	I do not think of myself as having a long term career path	Don't know		Happy about their workplace	Happy about payment	Unhappy about payment	Unhappy and insecure about their workplace	Not enough time at work

I think that the gap in pay between those at the top of my organisation and those lower down is too great (i.e. shouldn't be as large)

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	26%	24%	29%	29%	19%	17%	18%	61%	9%	34%
Tend to agree	31%	31%	34%	33%	21%	39%	33%	30%	23%	33%
Neither agree nor disagree	21%	22%	17%	21%	27%	18%	23%	3%	40%	17%
Tend to disagree	9%	11%	6%	7%	4%	10%	12%	1%	11%	7%
Strongly disagree	4%	5%	2%	3%	3%	4%	7%	-	3%	4%
Don't know/ Not applicable	9%	7%	13%	8%	25%	12%	7%	6%	14%	4%

Pay for those lower down in the organisation has not gone up as much as pay for those at the top over the last few years

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	22%	19%	27%	26%	16%	13%	15%	54%	7%	28%
Tend to agree	25%	25%	27%	25%	15%	24%	30%	30%	21%	22%
Neither agree nor disagree	19%	19%	21%	16%	28%	17%	24%	3%	32%	16%
Tend to disagree	11%	13%	8%	12%	1%	15%	8%	1%	12%	16%
Strongly disagree	6%	8%	3%	5%	5%	8%	7%	-	7%	9%
Don't know/ Not applicable	17%	16%	15%	16%	37%	22%	16%	12%	20%	10%

All staff should have a say in the pay of those at the top of organisations

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	18%	18%	20%	18%	15%	10%	19%	42%	6%	20%
Tend to agree	30%	32%	29%	31%	18%	31%	29%	39%	24%	30%
Neither agree nor disagree	25%	22%	26%	27%	31%	25%	24%	10%	39%	20%
Tend to disagree	14%	16%	12%	13%	5%	19%	14%	4%	14%	18%
Strongly disagree	6%	7%	6%	6%	1%	6%	9%	1%	6%	7%
Don't know/ Not applicable	7%	5%	7%	7%	29%	8%	5%	4%	11%	5%

My employer can afford to give better pay rises than those given to staff

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	19%	19%	25%	19%	12%	12%	14%	45%	7%	26%
Tend to agree	31%	31%	30%	32%	20%	32%	32%	39%	23%	31%
Neither agree nor disagree	22%	22%	24%	21%	32%	21%	25%	7%	37%	17%
Tend to disagree	12%	13%	8%	12%	3%	13%	12%	2%	16%	11%
Strongly disagree	5%	6%	4%	4%	2%	7%	7%	0%	5%	5%
Don't know/ Not applicable	11%	10%	9%	11%	30%	16%	9%	7%	13%	9%

Total	Career				Profile				
Base	I look upon my current occupation as part of my long-term career path	I do not look upon my current occupation as part of my long-term career path	I do not think of myself as having a long term career path	Don't know	Happy about their workplace	Happy about payment	Unhappy about payment	Unhappy and insecure about their workplace	Not enough time at work

A performance related pay system at my workplace is fairly operated

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
Strongly agree	3%	4%	2%	2%	1%	1%	12%	-	0%	2%
Tend to agree	16%	19%	13%	11%	17%	10%	32%	6%	13%	18%
Neither agree nor disagree	23%	22%	26%	22%	29%	20%	23%	17%	35%	17%
Tend to disagree	15%	16%	18%	14%	7%	18%	8%	20%	15%	17%
Strongly disagree	13%	11%	14%	16%	9%	13%	3%	22%	8%	20%
Don't know/ Not applicable	30%	27%	28%	35%	37%	38%	22%	34%	29%	25%

The "Living Wage" is defined as a wage which is high enough to maintain a normal standard of living.

The Living Wage is currently £7.65 an hour outside London and £8.80 in London.

Which ONE of the following BEST applies to your employer? (Please select the option that BEST applies)

Unweighted base	2355	1186	339	721	109	576	402	412	498	467
Base: All GB Adults who are employees	2415	1234	358	704	119	542	454	397	548	474
They pay at least the living wage to all staff	53%	62%	37%	51%	26%	57%	57%	50%	49%	51%
They do not pay the living wage to all staff, but I think they could afford to do so	25%	19%	39%	29%	20%	24%	19%	33%	24%	26%
They do not pay the living wage to all staff and could not afford to do so	6%	6%	9%	6%	8%	5%	11%	1%	7%	8%
Don't know	16%	14%	15%	15%	46%	13%	13%	17%	21%	15%