

POWER, PAY, PROGRESSION & JUSTICE AT WORK



Unions21
Fair Work Commission
Report 1

Union

POWER, PAY, PROGRESSION & JUSTICE AT WORK

Editor: Dan Whittle © Unions21 2013

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About Unions21

We provide an 'open space' for discussion of the future of the trade union movement. Our work has helped shape unions since 1993 by providing evidence, advice, new thinking and networks.

We are mainly resourced by contributions from unions and others who work with unions that recognise we need to keep the movement evolving in an ever changing world. We encourage discussion through research, publications, conferences, seminars and similar activities.

Unions21 has no policies or complex structures. Our steering committee meets monthly to identify the issues that matter and decide how we can stimulate debate around the relevant policy areas and engage with those holding influence so that new thinking can be put into practice.

We are committed to a sustainable future for the trade union movement and to helping unions to continue to meet the needs of their members. We pride ourselves on working with a range of organisations and individuals that share our aims. We welcome proposals for partnering in all areas of our work.

Unions21

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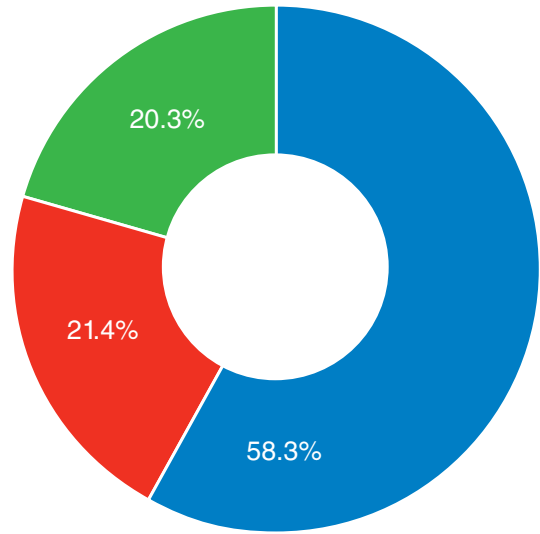


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Should the Government set up its own Fair Work Commission to look at improving the quality of jobs and justice at work?

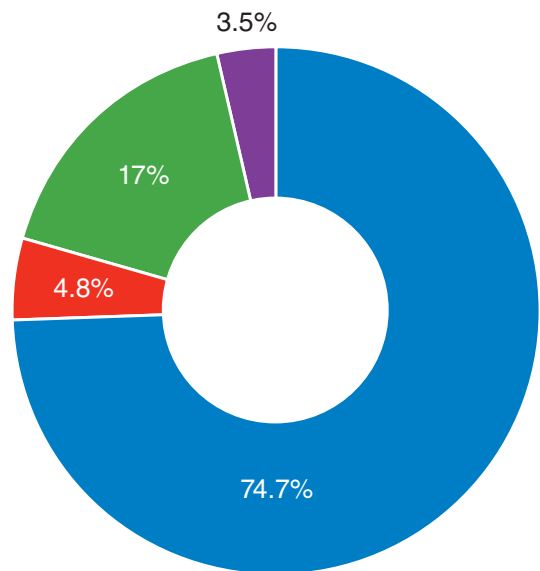
- Yes 58.3%
- No 21.4%
- Don't know 20.3%

Survation poll of 1004 working people.



Would you support the creation of a Fair Work Ombudsman, to consolidate the existing enforcement bodies that aim to secure individual workers their key statutory rights, to tackle the illegal practices of rogue employers and to advise and promote workplace fairness and employee engagement?

- Support 74.7%
- Oppose 4.8%
- Neither support nor oppose 17%
- Don't know 3.5%



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FOREWORD

**Sue Ferns, Chair of Unions21 Steering Committee
and Fair Work Commissioner**

The Unions21 Fair Work Commission has brought together people interested in how we reduce unfairness in the workplace and improve the quality of jobs on offer to British workers.

Its findings offer an important opportunity to understand the lives and views of workers in a time of substantial economic and social uncertainty.

Initial findings from the latest Workplace Employment Relations Survey (WERS), published in January 2013, show that many workplaces that have survived the recession have taken some form of action directly impacting the wages, hours, organisation of work or job security of their staff. The downturn has affected workers at all levels. WERS notes that associate professional and technical staff have been the most likely to experience wage cuts or freezes, and those in managerial occupations most likely to have faced an increase in workload.

Yet, depressingly, at a time when unions are most needed, WERS reports representation in the private sector has continued to decline. The proportion of all workplaces with any union members has fallen to 23% and union members constitute a majority of workers in only 3% of all private sector workplaces. Just 6% of private sector workplaces bargain with unions over pay for any of their employees.

Despite Government rhetoric on facility time, there is no evidence that reps are spending more time on their union role than previously, but they are now working on a wider variety of issues. Issues

relating to discipline and grievance, health and safety and pay continue to be the main consumers of union time, but more attention is now also being devoted to pension and performance issues.

Although half of employees surveyed considered that management were good at seeking their views, it is clear that this positive experience does not extend equally to responding to suggestions or influencing final decisions. To say the least, this is short-sighted. As WERS also points out, there is an association between involvement in decision-making and commitment to the organisation. Employees who felt committed to their organisation were also more likely to say they carried out tasks beyond those required of them.

These are all issues that are core to fairness at work, and which our Fair Work Commission has sought to address. Running from November 2012 to March 2013 the first phase of the project was supported by opinion polling by Survation, evidence submitted online by dozens of union officers, managers and members of the public and discussed at Unions21 meetings including with the Shadow Minister for Employment Relations.

The discussions focused around 6 questions:

- 1) How can we break down barriers to fairness in the workplace?
- 2) In what ways can workplaces be made more family friendly?
- 3) In what ways can work be made more secure?
- 4) In what ways can we make pay fairer?

- 5) How can we make every job part of a career?
- 6) How can fair work contribute to good economic performance and successful modern business?

Launched at the Unions21 20th Anniversary Annual Conference this first report provides the first look at some of the key findings from the FWC. More specifically, the purpose of this report is:

- To provide the first cut of headline results of polling data items.
- To showcase new thinking around the concept of Fair Work.
- To stimulate debate and further research.

I hope this report fulfils these objectives and more.

However, there is only so much that can be achieved in a format such as this and Unions21 intends to have further meetings, including at the STUC, and TUC and Labour Party Conferences to provide scope for much more discussion and analysis.



AN AGENDA FOR FAIR WORK

Dan Whittle

Director of Unions21 and Secretary of the Fair Work Commission

Fairness forgotten in UK Plc

Unions21 celebrates 20 years of serving the union movement this year. We emerged from an initiative in 1992 to support the miners' campaign against planned pit closures. The 'Unions93' conference was an initiative conceived on the Scottish miners' march from Glasgow to London that sought to build public support for the mining communities.

Nina Temple and the early architects of Unions21 built coalitions and acted, and that remains the Unions21 approach today.

The first stage of the Commission has been to ensure we find a concept of fair work that is relevant and consensual. We embarked on extensive polling and a call for evidence which elicited over 200 submissions.

TUC General Secretary Frances O'Grady said in her New Year statement that there is a surprisingly broad consensus for real change. Our consultation provided evidence that this is correct.

The Commission found support for a vision for work that draws on enduring principles of fairness and justice, where effort is rewarded proportionately.

Progress on this agenda during a long period of growth and prosperity may have seemed inevitable: In 2005 the Work Foundation set out in the publication 'An agenda for work'¹ a challenge

to policy makers to embrace a vision of 'good work' which included a call for fair pay; the absence of discrimination; secure and interesting jobs; autonomy and control over the pace of work and the working environment; statutory minimum standards and worker voice.

Today the Unions21 Fair Work Commission seeks to look for means to promote fairness in the shadow of recession, and a fair economic recovery.

The polling and evidence gathering, which was conducted in late 2012 and early 2013, provides a window into workplaces during a particularly challenging period.

Damian Lyons Lowe, who conducted the polling, said "It seems clear that a sense of unfairness has become deeply entrenched in our labour market in the UK, something that probably pre-dates the current financial crisis but has been very much worsened and exposed by it. Over half of all respondents in our survey, 56%, felt that issues of unfairness were 'more often avoided than acknowledged and resolved' in their workplace. Seemingly existing mechanisms for addressing employee grievances are not functioning as they should be."¹

It is the fairness issues identified by our polling that this first report focuses on: The power gap between employees and employers, inequality

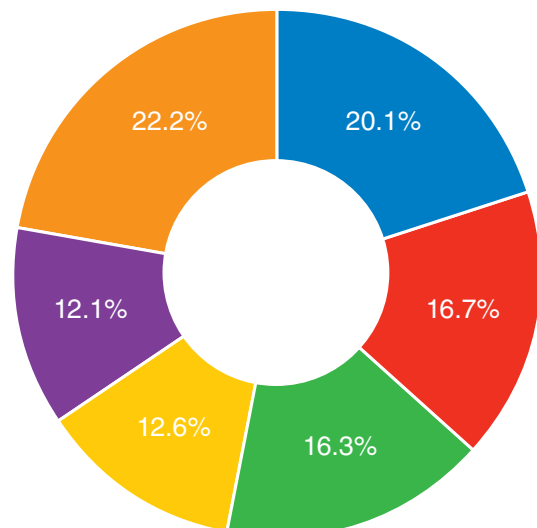
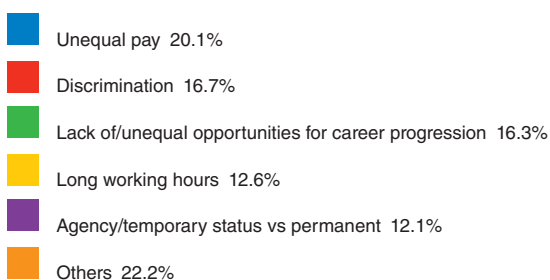
¹ An agenda for work: The Work Foundation's challenge to policy makers, David Coats http://www.theworkfoundation.com/downloadpublication/report/73_73_agenda_for_work.pdf

in pay and career prospects offered across the economy and reducing levels of access to justice on work issues.

All of the polling is recorded in the Appendix so that researchers can draw their own conclusions. In this first report I have drawn particular attention to the policy opportunities to provide equalising pressure on wages, such as wage setting (Fair Pay boards) and the promotion of a Living Wage jointly with union recognition. The idea of a Fair Work Ombudsman is suggested, to consolidate the existing enforcement bodies that aim to secure individual workers their key statutory rights, to tackle the illegal practices of rogue employers and to advise and promote workplace fairness and employee engagement. These ideas must of course be underpinned by extending the reach of strong unions and collective bargaining.

Our polling has shown that a political attempt to address these issues will be met with strong public support. Ian Murray MP stated at our roundtable in February 2013 that ‘fairness in the workplace will be a priority for a Labour Government in 2015’ and that the public mood creates a once in a generation opportunity for consensus for action. If so, politicians will find in this publication the issues that should top their agenda. If the Coalition government wishes to reclaim credibility on these issues, our polling shows it would have public support for its own ‘Fair Work Commission’ building on our work and the work of many other organisations looking at these issues.

Please rank in order the following issues based on how much of a barrier you feel they are to fairness in the workplace (top – most important).



Chapter 1

THE POWER PROBLEM

The British economy is facing one of its greatest challenges in recent history and working people are experiencing a severe sense of powerlessness in the face of worsening economic conditions.

Damian Lyons Lowe of Survation, the company that undertook the polling for the Fair Work Commission, comments that “The main causes of this employee powerlessness arise directly from the poor condition of the UK economy. Specifically, the rise in part-time over full-time work and lack of job security due to redundancy fears, both of which give employers leverage to exploit their workers.”²

Damian continues: “A plausible explanation, then, is that employees are finding themselves in part-time or short-term working arrangements that do not offer the same employment protections as permanent full-time contracts, and that fears over losing their jobs are pressuring workers into accepting working conditions and pay settlements which they would otherwise have resisted.”

Our polling shows around half of part-time employees want to be in full-time work.

The Workplace Employment Relations Study (WERS) showed that 29% of employees had been forced to cope with an increase in their workload due to the effects of the recession. For many, this occurred as redundancies were made, overtime cut down and recruitment frozen, leaving existing workers to work longer for less.

A power crisis in the recession

To be able to challenge injustice, employees must feel they have the power to do so. Today 72% of British workers feel that employers have more power than they do, with average employees feeling that employers have more than twice as much power.

16% of part-time workers said that they felt employees had “no power” at all in the workplace compared with 10% among full-time workers. Commenting on the polling Sue Ferns, Chair of Unions21 said that despite protection in law, in practice women working part-time continue to be less favourably treated at work. “Many are working well below their potential and still face outdated attitudes that hold back their career development”.³

The power imbalance is at the heart of the problem of unfair work. The framework for fairness can be set by government, but it needs the participation of empowered employees in every workplace to become a reality.

² Article: ‘Fair Work Commission’ ForeFront 13, The Unions21 Journal, February 2013

³ Sue Ferns, 7 Dec 2012, Union-News.co.uk <http://union-news.co.uk/2012/12/three-out-of-four-workers-feel-bosses-have-the-power/>



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“ Creating an environment whereby, through legislation and linked codes of practice, it is more straightforward for trade unions to gain recognition and therefore contribute more fully to the success of individual employers/ organisations should be a priority. The current recognition legislation has been partially useful but still has major flaws which have resulted in it having only a limited effect.

Removal of the small firms exemption would help, along with replacement of the current trigger point for recognition with the need to secure a simple majority in a ballot. Redefine the requirements around bargaining units so that unions are still able to represent their members where they have sufficient membership levels in particular work areas. Widen the contractual issues for which collective bargaining is appropriate (for example to cover pensions, training etc). A greater role for ACAS in this area may help too.”

Comment from Chartered Society of Physiotherapy submission to the Fair Work Commission



Addressing the Power Gap: Extending Collective Bargaining, Workers on Boards and More?

Carl Roper, National Organiser, Trades Union Congress and Fair Work Commissioner

This short contribution has one aim; to clearly and unequivocally make the case for the ability of strong and effective trade unions to make work, and indeed society in general, fairer.

This is a case that needs to be made because worryingly amongst certain parts of the 'progressive' policy making community there is something of a cultural cringe about trade unions that prevents their full potential being talked about, let alone given serious consideration.

The case can be made by considering two key areas; firstly the way unions via collective bargaining increase fairness at work as measured by better pay and conditions, access to training and improved workplace democracy and secondly, the benefits accruing to both union members and employers as a result of the work of workplace union representatives.

A recent article in the Industrial Relations Journal sets out the benefits of collective bargaining to both unions and employers.⁴ For unions, it provides recognition and an opportunity to secure for their members a fairer deal in respect of pay and other terms and conditions.

For employers collective bargaining, particularly across sectors, removes employment conditions and in particular pay, from competition. It also creates a more stable employer/employee relationship and provides opportunities for both

parties to develop further mutually beneficial joint approaches in respect of training and higher standards of productivity.

These benefits also extend beyond the workplace. Research for the TUC carried out by the National Institute for Economic and Social Research (NIESR)⁵ found that the union role in collective bargaining is a vital tool for reducing inequality in society as a whole.

At first, the increase in inequality that occurred in the two decades after 1979 and the decline in union density and collective bargaining over the same period could be seen as merely coincidental. But it is after comparisons are made with other countries that a link between collective bargaining coverage and income equality can be made. In the mid 2000s, of the 23 OECD countries with lower levels of income in equality than the UK, 19 had higher levels of collective bargaining coverage.

This 'sword of justice' effect associated with union recognition is evidenced by the more favourable pay and conditions enjoyed by employees in unionised workplaces.

The same NIESR research found that on average union members were better paid and had better sickness and pension benefits, more holiday and more flexible working hours than non-members. Union members were also less vulnerable to the

⁴ "The effectiveness of socially sustainable sourcing mechanisms: Assessing the prospects of a new form of joint regulation", Wright and Brown, Industrial Relations Journal, 44:1, 20-37 2013

⁵ "The Road to Recovery; How effective unions can help rebuild the economy", TUC Touchstone Pamphlet #8

impact of unfair dismissal and pay discrimination and had better access to learning, skills and training opportunities.

Of course the people who deliver the benefits of trade union membership in its most practical form are workplace union representatives. It is what they do that has the biggest impact on how members rate the relevance and the effectiveness of the union of which they are a member.

They represent what might be considered the trade union movement's unique selling point; employees representing and supporting each other individually, collectively and most crucially, independent of the employer. The work that these elected volunteers carry out benefits employers as well as employees.

In 2007, the then Department for Business, Enterprise and Regulatory Reform (now BIS) conducted a review of the facilities and facility time available to workplace representatives. As well as the cost of facility time, the review calculated the value of the benefits that accrued from the work that reps carried out.

Based on lower dismissal rates, reduced recruitment costs as a result of less people leaving voluntarily, less employment tribunal cases and better workplace health and safety, the review calculated savings of £372m to £977 pa. This is due in no small part to the presence and work of union representatives. These were figures based on 2004 prices and inflation, updated in 2010 they come out at between £267m pa to £701m pa.⁶

The government would understandably laud any other group of volunteers whose work made such a positive impact, but of course union representatives and particularly those in the public sector have been subjected to a sustained, ideologically motivated attack by the political right.

A clear line can be drawn from the Taxpayers Alliance (TPA) and their dodgy dossiers claiming to reveal the cost of facility time to the 'taxpayer', to the establishment of the deceptively named Trade Union Reform Campaign (TURC) – essentially a front group for anti-union Tory back benchers – and the recent Cabinet Office consultation on Facility Time in the Civil Service.

This consultation, which disgracefully accepted submissions from both the TPA and TURC, effectively cut the amount of paid time off for reps in the civil service by half, via the introduction of a guide figure on the proportion of the pay bill that could be used to cover facility time.

“The UK should aim to have companies where employees are involved in decision making, being represented on boards, being able to weigh up the long term impact of decisions and being treated as partners to success for shareholders.”

Comment from participant in the online Fair Work Commission consultation January 2013

The problem with this attack on reps in the civil service, which has not surprisingly been taken as a starting gun for similar attacks in the rest of the public sector, is that as well as delegitimising and stigmatising the role of workplace union representatives, it will deprive employers of a valuable workplace resource and of course result in workplaces that are less fair.

Using this evidence of the huge contribution that unions make towards creating a better and fairer

⁶ “Facility time for union reps – separating fact from fiction”, TUC 2012

“The German idea of worker directors is a strong safeguard against interlopers from the finance industry destroying companies, jobs and assets, for short term share price gain.”

Comment from participant in the online Fair Work Commission consultation January 2013

society there is no excuse for policy makers both within and outside the trade union movement not to speak with more confidence about how this role can be extended.

Employees are certainly supportive of it. When asked by Unions21 if they would support the Government encouraging the setting of wage levels in sectors between employer and employee representatives, over half of respondents said that they would and a significant proportion thought that this would result in fairer pay.

There is an increasing intellectual weight behind the idea of unions having a wider role in the regulation of labour standards. This was a key feature of the Unions21 publication ‘Extending Collective Bargaining: Extending Union Influence’ published last year and was given added substance recently in an excellent article in the Industrial Relations Journal written by William Brown, Professor of Industrial Relations at Cambridge University and ex-TUC staff member Chris Wright (now a Research Fellow in the Faculty of Business and Economics at Macquarie University, Sydney).

In addition to extending the reach of unions we must also continue to defend and promote the role of union representatives. This can be most effectively achieved by opening a new debate on industrial democracy.

Notably, and significantly, absent from the attacks on paid time off for unions reps has been the voice of employers. This is most likely because employers see on a day to day basis the valuable contribution that union reps make to ensuring an efficient and stable HR/industrial relations environment.

A few years ago this employer support was demonstrated in a pamphlet ‘Reps in Action’ published jointly by the TUC, CBI and BIS. If we

can persuade the CBI to spend less time trying to redraw the basic rules and principles of democracy in respect of strike and recognition ballots and instead focus once again on supporting a resource that increases workplace efficiency, productivity, fairness and general well-being, then we might just succeed in fending off the attacks from the TPA and others on the right wing fringe.

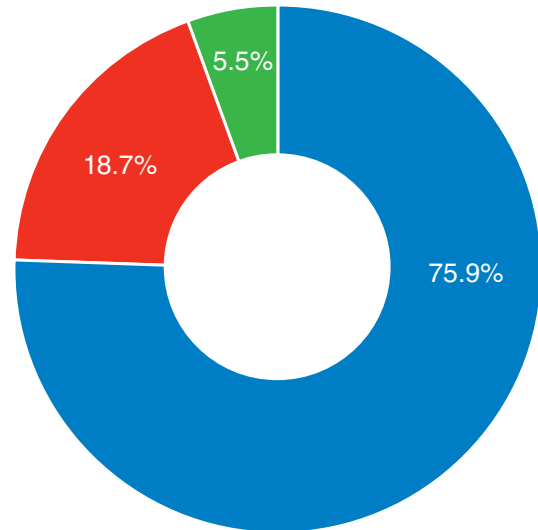
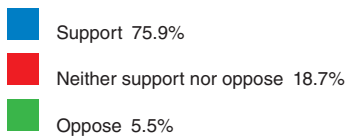
A key TUC campaign this year will be based on increasing industrial democracy. This obviously starts with union membership and recognition, continues with workplace union representatives and extends naturally to an employee voice on company boards.

This idea is attracting growing support from employees. When asked in a Unions21 poll if they supported having a workforce representative on company boards, over 70 percent of employees said they did. Over half of the respondents went on to say that the proportion of seats on company boards reserved for workforce reps should be 10 or 20 percent.

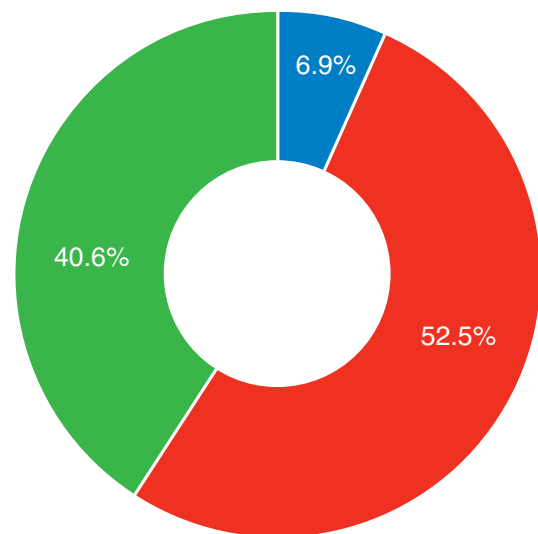
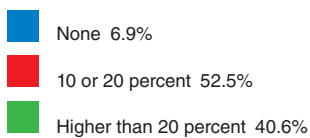
The approaches to extending union influence that I have covered here should not however be seen as a replacement for the difficult but essential task of workplace organising; It’s only through day to day contact with and involvement in the activities of the union that workers can achieve the full potential of trade union membership. But they can make a significant contribution to the debate on how we make work better and society less unequal.

The TUC, under our new General Secretary will over the next year and beyond bring renewed purpose and energy to this task. We know that our affiliates are up for the fight too. After all, ensuring the fair and equitable treatment of workers and creating a society based on equality and social justice is what trade unions were formed to do.

Do you support or oppose the idea that companies should have a worker representative on their board of Directors?



What percentage, if any, of seats on company boards should be legally reserved for workplace representatives?



“Greater employee involvement and participation in corporate governance, including on remuneration committees, would help make pay fairer. Evidence suggests that where employees have a role in setting pay – both of leaders and of the workforce as a whole – pay levels are fairer and more equitable. An academic study by The Hans Böckler Foundation of 600 large European companies found that when employees were represented on the board, CEO pay was lower.”

From the IPA submission to the Fair Work Commission compiled by Joe Dromey

Chapter 2

THE PAY PROBLEM

Fair Work Commission figures show wages have increased by more than the cost of living over the last two years for only 7% of employees.

In the years following the financial crash and economic downturn of 2008-09, in contrast to recessions of the 1980s and 1990s, real wages have fallen rather than simply levelling off. The WERS revealed that the most common response from managers to the recession has been to cut or freeze wages (42%).

The longer term trend is that wages have fallen as a proportion of GDP and profits. Over the last 30 years the share of national income going to wages has fallen from 59% to 53%. *Over the same period, the proportion of GDP going to profits has increased from 25% to 29%.*

Unequal pay was identified as the single biggest barrier to fairness by working people taking part in Fair Work Commission consultations. 1 in 5 workers made it their priority issue. A quarter of respondents made pay the top issue they thought unions should be concentrating on improving.

The well-established pay penalty associated with being a woman, young, or in part-time work was borne-out by our polling. It is for these groups that pay unfairness is most acutely felt.

Pay was prioritised as an issue for unions most highly amongst young people, with 28% of 18–34 year olds making it their priority, compared with 18.5% of those aged 55+.

The number of working people who believe the decision as to who is paid what is 'very fair' is

around the 1 in 10 level across all sections of employees. However, women are 7 points more likely to regard the decisions to be 'unfair' than men.

Whilst 10% of men say their pay has kept up well with or exceeded the cost of living, this is only the case for 3.3% of women.

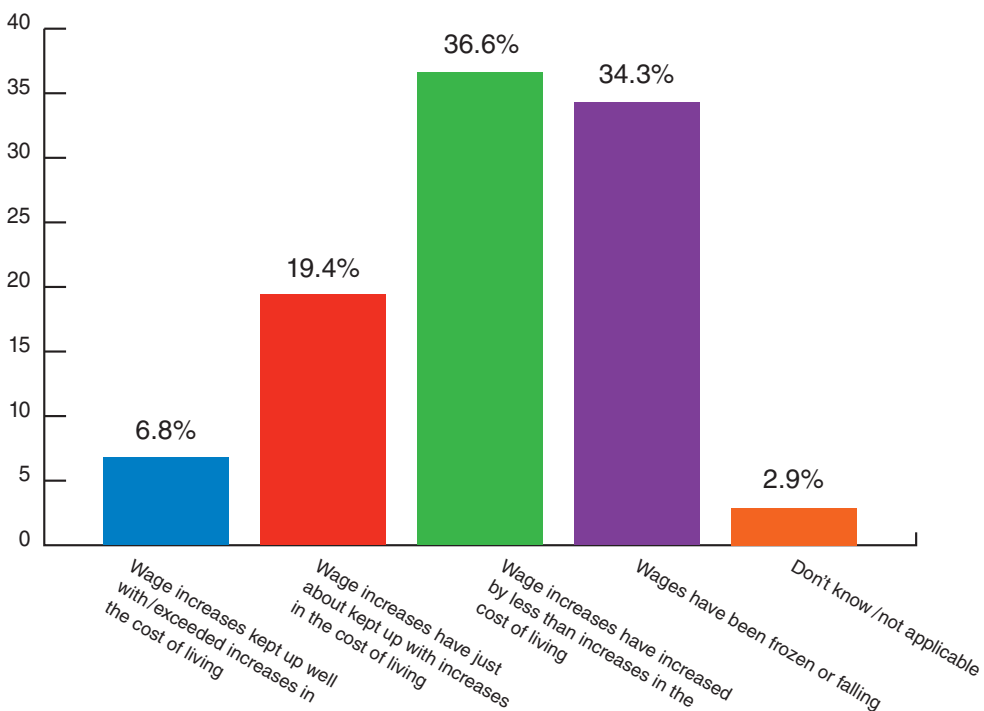
A quarter of workers reported that the decisions as to "who is paid what" in their workplace were either "quite unfair" or "very unfair". Previous Unions21 polling work has identified that preferential treatment by management or senior staff is the most commonly cited workplace problem, irrespective of sector, size of organisation or union membership. When it comes to influence over pay increases, all workers are clear that they feel they have little influence. Three quarters of workers in the private and voluntary sectors and nine out of ten public servants think that they have no influence at all.

Our polling shows there's support for methods that allow workers to have a greater say on pay. We asked employees whether they would support or oppose a law that triggered an automatic consultation with all low-paid employees on the level of their pay, once any company began to make profits over a certain threshold. The result was stunning: **9 out of 10 (87.1%) in favour**. The lowest paid working people (DE grade) showed most support for the concept (92%) while the highest paid showed least.



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How well have your wages kept up with the cost of living over the last two years?





Addressing the Pay Gap – Setting Fair Pay

Lord John Monks, member of the Unions21 Board of Directors and Fair Work Commissioner

In recent months, I have been looking back at the last time that British unions had to cope with prolonged recession. That was in the 1920s and 1930s. What lessons are there for today's unions from the experiences of our predecessors?

Stanley Baldwin has never received rave notices for his performance as Prime Minister for much of that period. He was derided by Churchill and it was said of him by Lord Birkenhead "I think he's mad. He simply takes one jump in the dark, looks around, and then takes another." Yet he is in some respects an unsung hero in the resurrection of trade unions after the failure of the General Strike. And he did this by promoting collective bargaining when he was Prime Minister.

Most of us in the union world who are interested in our history are familiar with the General Strike, and probably also with the struggles of the miners and the Triple Alliance which preceded it. Some of us will also be familiar with the Mond-Turner talks which followed the General Strike. This was an attempt, arranged by the TUC with Mond, boss of ICI and a prominent figure in British business, to repair relations and, specifically, to secure justice for the many workers victimised during the Strike. They did not achieve a great deal but represent a turning point in trade union history as unions sought to put industrial relations onto a less confrontational basis.

But what followed is less well known. It started in the public sector with the report of the Whitley committee in 1918. It recommended the development of collective bargaining and joint consultation throughout the public sector and believed that Government should set a good example for the private sector to follow. Whitley and his colleagues believed that it was incumbent

on Government and public bodies to be exemplary employers and to lead the way to better relationships.

The new Ministry of Labour was formed in 1916 to enforce minimum wages (set by wages boards) and to help establish joint industrial councils. This latter task was taken up energetically, and, especially after the General Strike, it became the main route forward for unions nursing their wounds and by now generally mistrustful of syndicalism. By 1939, Joint industrial councils existed in most industries where there was not a wages board following a major effort by unions, the Ministry of Labour and employers.

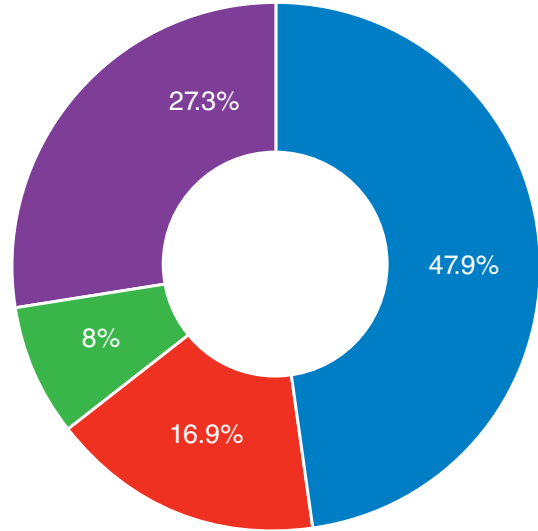
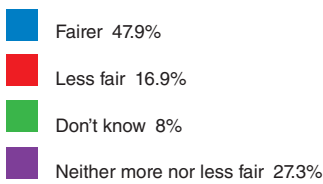
The way they worked was that an employers' association negotiated with representative unions in a sector to form a JIC. Once formed, they would agree pay rates, usually annually, together with hours, overtime rates, holidays etc. There would be a procedure setting out how to handle disputes which arose at local level with an obligation not to strike while matters were in procedure.

One huge advantage from a union viewpoint was that if, an employer was a member of the association, and most were, the union was recognised under the terms of the JIC. Unions did not have the laborious task of organising and then seeking recognition, employer by employer.

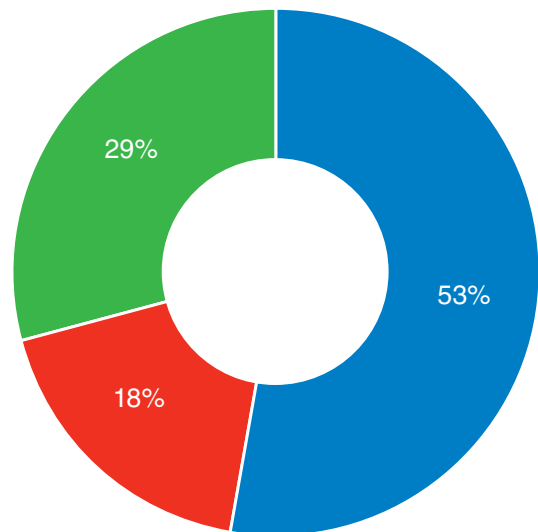
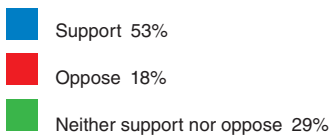
These JICs were the cornerstone of collective bargaining until the mid 1960s, although the seeds of developing irrelevance had been sown earlier when under full employment conditions, plant bargaining by shop stewards in well organised workplaces became more and more prominent. This was recognised and encouraged by union leaders, especially Jack Jones and Hugh Scanlon.

Polling on ‘Fair Pay Boards’

In some countries wages are set centrally. Do you think if wage levels in different sectors of the economy were set centrally by agreement between employers and unions they would be...?



Would you support or oppose a change in government policy which meant the Government encouraged wage levels in different sectors of the economy to be set centrally by agreement between employer and worker representatives?



The Donovan Royal Commission of 1968 argued it was time to merge the formal level (JIC) with the informal (plant) level and recognise that the main action centre was at company and plant level.

Today, few national agreements survive but some remain important, especially in engineering construction.

So what is the relevance of this trip down memory lane to today's challenges? We are all aware that collective bargaining has been in retreat and now covers only about one third of the British workforce. In most other EU countries, its coverage is near universal. For us to win new agreements, we have to seek recognition on an employer by employer basis and probably have to use the recognition law introduced 15 years back. That law, while welcome, has not led to a renaissance of trade unionism and collective bargaining.

Yet there is a lively debate developing about "Living Wages", following the successful community/trade union – based campaign in Canary Wharf. This idea enjoys high level political support in the Labour Party and from the Mayor of London. But the question arises as to how a Living Wage would be implemented – is it just employers being asked to pay up on a unilateral basis? Or forced to by contract compliance arrangements? Where is the union role in that?

So can we begin to think about mechanisms to do this job? And can we use it to rebuild the concept of JICs for sectors so that it would be responsible for introducing living wages? Could we persuade some decent employers worried about being undercut by their unscrupulous colleagues to join

us in this work? Could we get political backing from a Labour Government, perhaps through a new Ministry of Labour? Can we make collective agreements "generally applicable" throughout a sector as they are in many other EU countries?

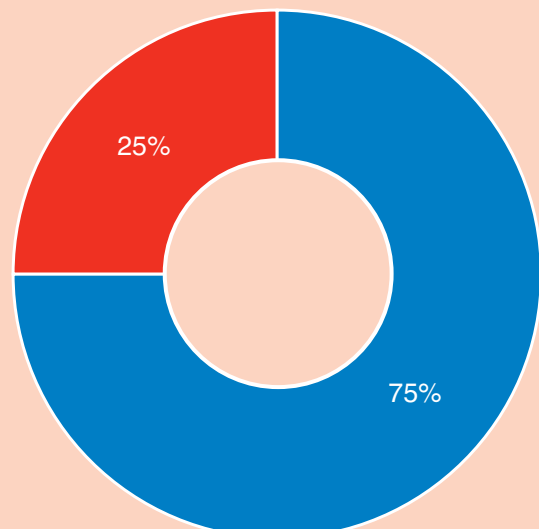
In sum, can we emulate the achievement of our predecessors in the 1920s/1930s?

Some things are very different, The Conservatives and our business elites are no longer afraid of communism or the threat of contagion from the Russian Revolution. That was a major factor in Baldwin's mind. But there was another factor. Baldwin was worried that in view of the greed of employers, it was necessary to create countervailing pressures in society to force them to act more fairly and responsibly.

Does all that sound familiar in today's world as we rail, impotently for the most part, against excess in boardrooms? With real pay levels for nearly everyone shrinking, except for top executives, Baldwin's worries seem very contemporary. I am not generally a fan of looking back when you have to go forward but in this case the need to rebuild collective bargaining suggests to me that "Back to the Future" is the way to go.

Our polling found that three quarters of working people (75%) would be more likely to buy products or services from a company that pays its workforce the Living Wage rather than the NMW.

- More likely to buy goods and services from a company that pays its workforce the Living Wage 75%
 - No more likely 25%
-



Fairness Limits on Low Wages

83% of working people think the current National Minimum Wage (NMW) for adults isn't enough to meet living costs in Britain today. Amongst social groups A and B, the high and intermediate managers and professionals, 22% said they believed the NMW is enough, against just 14% of those in social groups D and E – semi and unskilled workers and low grade workers. A similar difference is seen between the North and Scotland, and the rest of Britain, between Conservative and Labour voters, and to a lesser degree full and part-time workers.

Minimum wages represent the highest wage floor that is thought to be consistent with avoiding significant job losses by the Low Pay Commission (LPC). Living Wages focus on the wage rate that is necessary to provide workers and their families with a basic but acceptable standard of living.

An independent study of the business benefits of implementing a Living Wage policy in London found that more than 80% of employers believe that the Living Wage had enhanced the quality of the work of their staff, while absenteeism had fallen by approximately 25%.⁷

Two thirds of employers reported a significant impact on recruitment and retention within their organisation. 70% of employers felt that the Living Wage had increased consumer awareness of their organisation's commitment to be an ethical employer.⁸

According to the Institute for Public Policy Research (IPPR) far more extensive Living Wage coverage could be achieved without risking jobs, with many

large firms facing an impact on their wage bill as a result of introducing the Living Wage of less than one per cent.⁹ This has to be set against the estimated reduction in labour demand that might result. The IPPR/Resolution Foundation paper on this issue said that a relatively standard model of labour demand suggests that moving the hourly pay of every low-paid worker in the UK up to the Living Wage would reduce overall labour demand by around 160,000. Even so, and when asked to take a resulting rise in unemployment into account, 6 in 10 working people taking part in the Fair Work Commission polling expressed a preference for the minimum wage rising to a Living Wage.

There is the opportunity to extend the use of public procurement contracts to ensure a Living Wage is paid. Unions²¹, working with Equity, found that 56% of working people agree (vs 16% disagree) that one of the purposes of public subsidy for the arts and cultural organisations should be to make sure performers and other creative workers receive a Living Wage.

Where a Living Wage is adopted there must be scrutiny to ensure other benefits such as pensions and training are not eroded. To support the necessary workplace democracy, campaigning for increased union membership and recognition alongside a Living Wage would make sense. As Michael Wheeler has written: "Formal negotiating processes involving trade unions are proven to protect and improve the conditions of workers... what I think is missing is an inherent and visible effort to tie the idea of the Living Wage to the model of a unionised workplace with its wider benefits".¹⁰

⁷ <http://www.livingwage.org.uk/about-living-wage>, Jan 2013

⁸ <http://www.livingwage.org.uk/about-living-wage>, Jan 2013

⁹ Beyond The Bottom Line: The challenges and opportunities of a living wage, IPPR Jan 2013

¹⁰ 'We need a Living Wage that goes beyond pay' – <http://www.unionhome.org.uk/?p=2198>



Collective Bargaining and Community Organising for a Fair Wage

Manuel Cortes, General Secretary of TSSA and Fair Work Commissioner

At this year's World Economic Forum in Davos, Nobel Laureate economist, Joseph Stiglitz, called for more collective bargaining in the US as a way to reduce its ever widening income gap. It is perverse that after 13 years in power in the UK, Labour left office with lower collective bargaining coverage than it inherited, in spite of introducing legislation on union recognition rights. There is an inherent contradiction between Labour's aim of wanting to create a fairer society and the continued demise of collective bargaining. It is not just Joseph Stiglitz who asserts this, empirical data shows that wages have been falling as a share of the UK's GDP as collective bargaining coverage has been decreasing. For most of the 1960s and 1970s the UK wage share was between 58% and 61%. However, in the 1980s, 1990s and 2000s it has been several percentage lower than this – something which coincided with large falls in collective bargaining coverage.

The TUC has worked out the difference between what the average worker was actually paid and what their salary would have been if it had gone up in line with economic growth (and top earners had not been allowed to increase their wages at everyone else's expense). In 2010, the average full time worker would have been a staggering £7000 per year better off! The falling value of average wages has very negative economic effects. Firstly, it leads to – and perpetuates – rises in poverty and inequality and increases welfare expenditure on low earners as they are locked into in-work benefits. Secondly, it chokes demand because workers have less money to spend, which in turn reduces economic growth and job creation. Lastly, and perhaps most damaging, it pushes people towards the kind of unsustainable borrowing that contributed to the recent financial crash as they

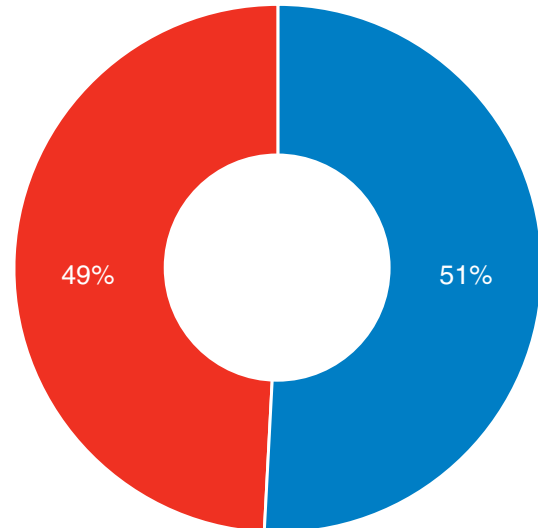
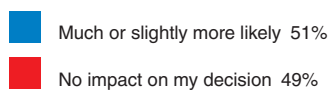
can't make ends meet from their pay packets. 'Politics' as Paul Krugman rightly says, has the power to change this. It is no accident that more equal societies have high collective bargaining coverage – Scandinavian countries are a good example of this. Make no mistake, extending collective bargaining, if need be through government intervention, is a necessary step towards achieving greater economic justice. Unions must reach out to all those who want to eradicate inequality to make it untenable for the next Labour Government not to act!

Community Organising

We looked at numerous examples of public transport campaigns in North America before launching our own initiative. Together for Transport (www.togetherfortransport.org) is based on the concept of seeking to empower local communities to campaign for better public transport and against cuts to existing services within their neighbourhoods. Its energy is focused on facilitating campaigns that help find solutions that work for the people who have to live with them. We specifically want to include those who are not traditionally sympathetic to the Labour Movement. Hopefully, by getting them to know us better, they will revise their views on trade unions. Our community organising strategy greatly enhances our ability to defend public transport from spending cuts and in doing so, safeguarding our members' jobs. Our approach means that we simply encourage transport users to assert their voice – we don't ask them to sign up to a particular 'program'.

The development of Together for Transport is allowing us to learn some crucial lessons on how best we link-up with communities to engineer

Employees in full-time work asked if they would be more likely to use a travel agent or tour company that paid the Living Wage rather than the Minimum Wage.



positive changes for our members' livelihoods. We are looking to develop a Living Wage campaign for those working in high-street travel shops as most of these workers are on the minimum wage. To increase our leverage, we are starting to build alliances with ethical tourism campaigns. We intend to launch our campaign later this year. Initially, we will target London and Wales as the London Mayor and Welsh Government both support the Living Wage. The job of our campaign is to build the broad coalition that makes this a reality on the high-street by targeting travel shops. Encouragingly, polling by Survation for Unions21 shows that half of full-time employees in the UK would prefer to book their holidays from travel agents or tour companies that paid their staff a 'Living Wage'. This represents millions of consumers and provides a compelling business case for employers to do so.

Fairness Limits on High Wages

The High Pay Centre has highlighted how executive bonuses are not only the vehicle for inequality, but can encourage bad business practices. Senior researcher Luke Hildyard said: "Returns generated by 'value extraction' (e.g. holding down wages, minimizing tax bills) rather than 'value creation' (developing a great product or brand) do little to increase growth. If corporations withhold money from workers or government, this hinders the spending necessary to kick-start an economic recovery."¹¹ The Fair Work Commission polling found overwhelming public support for a cap on bonuses.

71% would support a cap on bonuses at double total base salary. It is older working people who are more likely to support a cap on bonuses (87%) than younger workers aged 18–34 (64%). Trade union members are slightly more likely to support the cap than non-members (74% to 70%).

¹¹ How the bonus culture is holding UK businesses back, Luke Hildyard, <http://highpaycentre.org/blog/how-the-bonus-culture-is-holding-uk-businesses-back> 2013

“ In general, pay structures can be made fairer by applying a cap on pay. The Hutton Review of Fair Pay in the Public Sector (2011) was asked to consider the case for a ban on managers earning more than 20 times the pay of the lowest paid person in their organisation. However, the Hutton report deemed this unfair and recommended that organisations delivering public services should track publish and explain their pay multiples with the most appropriate metric for pay dispersion the multiple of Chief Executive to median earnings.

We were disappointed by this and believe that there should be a cap on pay based on the difference between the lowest paid person in the organisation and the managers. The RCM believes the Fair Pay Review could have considered a metric of 15 times rather than 20 times. We also believe that a similar system should exist in the private sector.”

Extract from the Royal College of Midwives submission to the Fair Work Commission

“ In the NHS, pay is not the only factor that defines the reward that employees get for their work. We also need to consider the accrued financial benefit from pension provision and non financial benefits such as flexible working practices and commitments to providing continuous learning and development.

There is in essence a dual need here for both employees and employers to consider the total reward they get and give from and to their work and workers. This will be a key factor in ensuring fairness is increased whilst still meeting business needs.”

Comment from NHS Employers submission to the Fair Work Commission

Fair pensions

Neil Walsh

The first national system for providing a retirement income for people considered too old to work is generally credited to Otto Van Bismark. Of course he was more interested in forestalling revolution than providing dignity in retirement. His system did not have the most rigorous actuarial underpinning. Apocryphally he is said to have asked civil servants what the life expectancy of an average German worker was and on being told it was 69 promptly set pension age at 70.

Attitudes towards retirement have changed enormously since Bismark's time; now a decent retirement is considered to be a right for all workers. The question of what a fair level of pension provision for workers is remains very much open though.

The State Pension system sets the foundation for all pension provision in the UK. The Coalition Government has put forward proposals for significant reform to State Pensions but in essence it will continue to provide an inflation-linked, mostly flat-rate benefit from State Pension Age. Whether the amount of pension is set at a flat-rate of £144 per week for most workers or remains more variable (service and earnings related) as in the current system will not make a huge difference. The State Pension will provide a platform for saving for retirement but not a sufficient income to enjoy a comfortable retirement. Increasingly State Pension Age will determine when workers can afford to retire.

Traditionally defined benefit pension schemes have been viewed as the occupational pension schemes that offer the fairest outcome for workers. In the public sector workers continue to enjoy good quality and sustainable defined benefit pension provision. In the private sector defined benefit schemes are on life support.

Today there are about 2 million members of private sector defined benefit schemes. However about 1 million are members of schemes that have closed to new entrants. Many of the remaining schemes are either considering their future or will be forced to do so if and when regulatory changes such as applying the IORP directive to defined benefit schemes or abolishing the employer national insurance rebate are implemented.

While defending defined benefits schemes is crucial where they exist, it is simply not a strategy for providing decent pension provision for private sector workers in the future. That ship has already sailed.

The current Pension Minister, who is probably rightly credited with having thought more about pension reform than anyone else in the country over the past 15 years or so, has put a lot of effort into a strategy for defined ambition schemes in the private sector.

Very generally, defined ambition schemes are those which fit in the space between defined benefit schemes (where employers bear all the risk) and defined contribution schemes (where members bear all the risk).

The potential advantages of these schemes over defined contribution schemes should be obvious. However the flaw would appear to be in that any potential ambitious plans are probably far too late and unlikely to see significant take-up.

Defined ambition schemes will not achieve success as a halfway house for employers closing defined benefit schemes. For the most part, as the figures above show, defined benefit schemes in the private sector are already closed.

Neither are defined ambition schemes likely to be rolled out extensively before auto-enrolment sees the vast majority of private sector employees enrolled into traditional, defined contribution schemes. It is difficult to see many employers wanting to upgrade their defined contribution schemes into defined ambition ones at that stage.

What approach is best for securing a fair level of pension for private sector workers then? Defined contribution schemes may not be popular with trade unions but they are the only game in town for the vast majority of private sector workers and improving the outcomes from these schemes is probably the most effective step that could be taken.

Defined contribution schemes are generally not fair now, most are unlikely to deliver a decent level of income in retirement. Automatic enrolment, while providing occupational pensions to millions of workers for the first time, will greatly increase the number of poor schemes in the short-term.

Steps that could produce better pensions in the future include:

- **Higher employer contributions;** both negotiating improvements to existing defined contribution schemes and legislating for higher minimum contributions under automatic enrolment.
- **Better governance of defined contribution schemes;** allowing members a greater say in how their scheme is run will produce better outcomes.
- **Greater scale;** some of the worst run defined contribution schemes are the smallest schemes, allowing employers to participate in bigger schemes should produce economies of scale as well other benefits.
- **Market reform;** the workplace pension and annuity markets could be reformed to produce significantly better outcomes for the same level of contributions.

Chapter 3

THE PROGRESSION PROBLEM

“Working in a job in which you see no prospects, progression or purpose can be hugely dispiriting for the individual. Employers with disengaged staff struggle to get the best from them and are likely to face lower levels of performance and higher rates of absence, turnover and grievance. The net result for the country of this ‘engagement deficit’ is lower productivity; estimated as being equivalent to £25.8bn of GDP. The lack of engagement at work represents a massive waste of potential, both human and economic.¹²” **Nita Clarke, IPA**

Social Grade		My current job is one step in part of a longer career I am pursuing	My current job is just a way to pay the bills until I can find something else to do
AB	High managerial, administrative or professional. Intermediate managerial, administrative or professional.	64%	36%
C1	Supervisory, clerical and junior managerial, administrative or professional.	40%	60%
C2	Skilled manual workers.	33%	67%
DE	State pensioners, casual or lowest grade workers, unemployed with state benefits only.	24%	76%

¹² Clarke, Nita ‘Just Paying the Bills’ The Cost of Disengagement 17 Jan 2013 <http://www.unionhome.org.uk/?p=2108>



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Any vision of “Fair Work” must include jobs which give the opportunity to advance in a career. Unions21’s work on the union role in learning includes the publication ‘The Future of Union Learning’ in which Tom Wilson argues that learning and skills are the key to a better job and a better life but are grossly unequally distributed.

Overall only 39% of UK employees surveyed thought that their “Current job is one step in part of a longer career I am pursuing” as opposed to 61% who thought it was “just a way to pay the bills until I can find something else to do”.

Among part time workers, the disparity was even stronger with only 23% seeing their job as part of a career compared to 77% who did not. Only among the AB socio-economic group did a majority of respondents – 64%, see their job as part of a career.

It is of major concern that 14% of private sector and 32% of public sector employers have responded to the recession by reducing training expenditure.¹³ Our polling found that part-time workers rated their workplace training less highly than their full-time colleagues, with only 31% rating it ‘good’ (compared with 44% f/t). Part-time workers are more likely to see ‘lack of opportunities to progress’ in their jobs as a barrier to workplace fairness, with 19% identifying it as their priority.

In the Unions21 publication ‘The Future of Union Learning’ Tom Wilson put forward a number of policy ideas for a comprehensive union skills programme. Building on this agenda, the Fair Work Commission polled on various policies aimed at improving employee training. A guaranteed minimum level of training for every employee and a training statement for every employee were the most popular ideas. Unions21 recommends further debate on these policies and those in Tom Wilson’s agenda for skills policy.¹⁴

¹³ The 2011 Workplace Employment Relations Study, p.7

¹⁴ <http://www.unions21.org.uk/download/158>

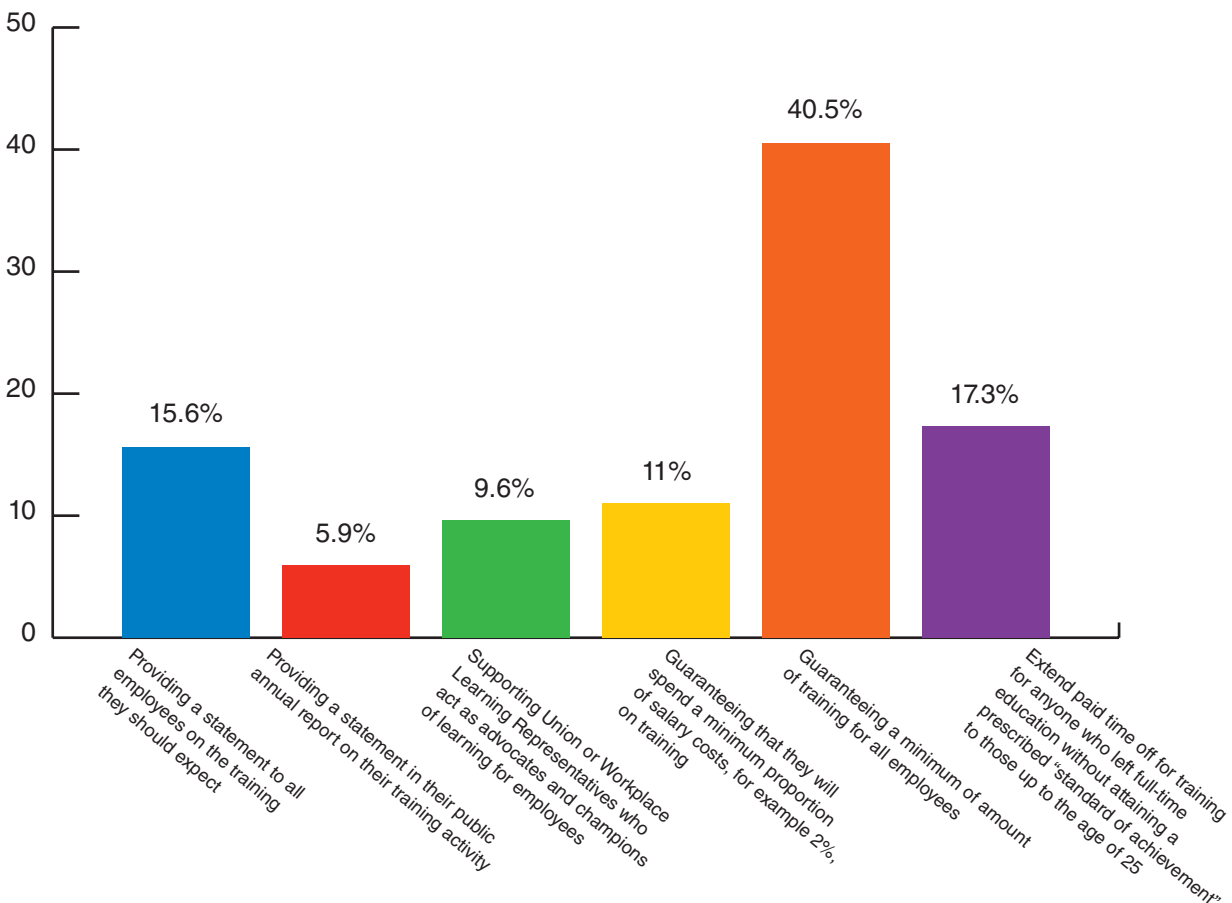
41%

The 2011 Workplace Employment Relations Survey (WERS) shows that as many as 41% of all British workers said they ‘Strongly Agreed’ with the statement that “People in this workplace who want to progress usually have to put in long hours”

“More widely, the spiralling costs of adult education are acting as a real barrier to those who wish to improve their qualifications after leaving school. This prevents both career development and the opportunities to change career during their working life. Means of increasing the contributions of employers and government to funding adult education are needed. There has been a trend towards improving diversity within the health professions that is at risk of being reversed.”

Comment from Chartered Society of Physiotherapy submission to the Fair Work Commission.

Six measures that might contribute to improving employee training



“Trade unions can play a significant role in career development. Working in partnership with employers, trade unions can help members and the wider workforce develop their skills. This can be both addressing shortages in basic skills such as literacy and numeracy, and in more advanced vocational skills.

Unionlearn have played a vital role in supporting skills and career development in the workplace and their role and funding must be preserved. We undertook some research with Unionlearn looking at the role of trade unions in skills utilisation in the workplace.

This is supported by WERS which shows that 54% of unionised workplaces are ‘high trainers’ (training 80% or more of their staff) compared to just 37% of workforces where there are no recognised unions.

Training is vital in order for a job to become part of a career. The evidence from WERS suggests that more employees are being offered training than in 2004 but that the amount of training per employee has decreased. Public sector employers are much more likely to be ‘high trainers’ than private sector employers both large and small. In addition to sectoral differences, there are significant disparities between industries with electricity, gas, water, health and social work, and education being high trainers compared to manufacturing, hotels and restaurants. Satisfaction with training has increased slightly.

It seems the amount of training matters too; the more training employees received, the more they were satisfied with both the training itself and their development opportunities. Employees who received 10 or more days of training a year were over twice as likely to be satisfied with development opportunities than those who received none.

Around one in six workplaces (16%) have cut back on training as a result of the recession. This has tended to have a negative impact on satisfaction with training among employees.”

From the IPA submission to the Fair Work Commission compiled by Joe Dromey



High Performing Fair Workplaces

John Park: Director of Strategy and Policy, Community Trade Union

Fair work is not a new concept but until now there seems to have been no firm consensus about how we define it. Fairness has to be more than platitudes. As the polling in this report has shown we must use it as a lever for organising workplaces and empowering our local communities. We need make a case for re-examining the relationship between worker, organisations and trade unions and how fair work can drive economic and social improvement, particularly in the private sector.

There is great synthesis between our overall industrial competitiveness and that industrial strategy being one that promotes fair work. It is fundamental that we show how government, business and unions can better understand the importance of fair work and the role it can play in future growth.

As a union, Community has long championed the need for the development of a comprehensive and modern industrial policy. An active industrial policy needs not just investment in infrastructure but targeted procurement that supports UK supply chains. Countries such as Germany and Japan have had a long history of active industrial policy, mainly attributed to cross-party agreement on the role government plays in shaping industry. This long term stability in policy making has created an environment in which businesses feel confident in making long term investment decisions.

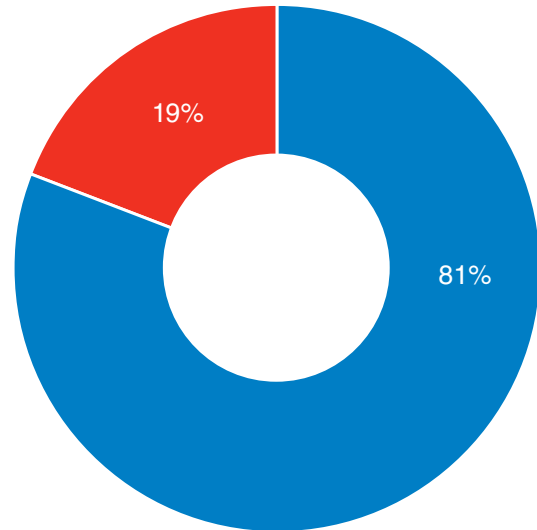
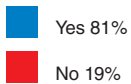
In the UK too many contracts are weighted heavily in favour of the financial cost as opposed to recognising the social effects of a project. UK industry needs public authorities to include and extend community benefit clauses in tendered contracts, which can allow specification of the

development of local skills, local recruitment, and reinvestment in local communities as part of procurement spending.

Unfortunately, no more than lip service has been paid to our manufacturing industry's place in 'rebalancing the economy'. The UK Government spends over £230 billion¹⁵ in goods and services each year. It seems unthinkable that we wouldn't use this to support Britain's manufacturers and yet there is a long list of publicly funded projects that have used non UK suppliers. UK industry simply cannot afford to lose out on major public infrastructure projects, as was the case with the £790 million contract to supply the steel for the Forth Road Bridge. There was a large UK steel plant just along the road from the construction site, which could have supplied more than one third of the steel required – but instead the contract went to producers in China, Poland and Spain. In this case the contract was weighted heavily in favour of the financial cost as opposed to the social opportunity of the project. Indeed, French and German authorities would not have stood idly by whilst the workforce at Bomardier in Derby was made redundant last year, despite the fact that there was a £1.4bn contract to be awarded that could have ensured a future for the company and the workforce – a contract that went to Siemens to build trains in Germany. We need actions not words if we want a vibrant and sustainable manufacturing sector in the UK. We need to, like our European counterparts, apply procurement legislation in spirit rather than in letter.

In setting out his plans for a One Nation Economy Ed Miliband recently announced that "*We can't just provide people with the skills and then sit*

Would you be more likely to work harder for an employer that offered you better training and development opportunities?



*back and expect the right jobs to be there for them automatically. We must also work together to ensure that better jobs are being created in our economy. That means a modern industrial policy that supports the sectors that will create those jobs of the future”.*¹⁶

This is vital to creating fair work places, skills training and development are the crux of productivity but without a comprehensive industrial strategy that supports them, they are lost. As our polling shows, when people were asked if were more likely to work harder for an employer who offered better training and development opportunities 81% of workers said yes. This shows unequivocally how an underinvestment in skills impacts on productivity.

Matching the skills needs of the future with our economic ambitions should be a fundamental objective for any government. After all, skills development is a far better route to flexibility than reducing people’s employment rights.

Since the downturn hit in 2008 many of our key industries have been disadvantaged by the fact

that EU competitor companies have been able to access state provisions for short time working, with many programmes including workforce training obligations. In Austria and Germany steel companies such as Voest Alpine and Thyssen Krupp have been major beneficiaries of short-time working arrangements, and France and the Netherlands have also used short-time working measures to alleviate the pressure on companies to make short-term decisions. The benefit of this approach allows companies to retain skills and experience and help companies regain market share.

Crucially this is support for the workforce not a subsidy for the company and any support should be connected to up-skilling or retraining. We don’t need to look far to see how successful this can be, the ProAct¹⁷ scheme developed by the Welsh Assembly Government a financial support package to help viable businesses fund training during quiet time to up-skill staff in readiness for the upturn (and so avoid redundancies). This has been praised as an excellent initiative and certainly something that we should call to be expanded across the UK.

¹⁶ Rebuilding Britain with a One Nation Economy <http://www.labour.org.uk/rebuilding-britain-with-a-one-nation-economy-ed-miliband> Accessed 14th February 2013

¹⁷ ProAct <http://wales.gov.uk/topics/educationandskills/allsectorpolicies/europeansocialfund/projects/proact/?lang=en>

It cannot be said enough that the economic collapse in 2008 was triggered by irresponsible behaviour within the UK financial sector. One unfortunate consequence of this has been the irreparable damage to profitable manufacturing businesses coupled with the loss of many thousands of previously secure jobs.

The Government has a duty to right this wrong, particularly to the most vulnerable.

As a movement we understand how important the campaign for equal rights for disabled people has been. Over the last two years we have seen a systematic attack on supported employment workplaces such as Remploy and others. This is unnecessary short termism and this Government has persistently ignored the fact that these factories could be a viable part of our industrial strategy.

It is crucial that supported employment factories remain one of the sources of jobs for disabled people and there are excellent examples of best practice in the sector. Royal Strathclyde Blindcraft Industries, a social enterprise managed by Glasgow Council's City Building, is one such example that has maximised public procurement into supported employment businesses through the use of Article 19.¹⁸ Targeted investment in new technologies to diversify and modernise their product range as well as maintain competitiveness meant they secured funding for over 100 employees through the Work Choice programme.

This is one example of how the Scottish government promotes the use of public procurement across all departments and throughout the public sector. Supported employment workplaces are brought together to examine diversification of the product base to maximise the range of contracts that the workplaces can secure. We need to ensure that

all models of funding and ownership are examined as a vehicle to secure sustainable and skilled supported employment places.

As recent WERS findings show and as set out in this report's introduction, union members constitute a majority of workers in only 3% of all private sector workplaces. With a growing number of employees in small or micro businesses we need to consider as a movement how we better use sectorial bargaining or pursue relationship with representatives from small business groups. We need to do more to address the chronic lack of investment finance available to many of Britain's growing SME businesses as well as demonstrate how much trade unions have to offer in increasing their capacity for both business and staff development.

As part of my on-going work as a Fair Work Commissioner I will be speaking to employers in to establish what more should be done to promote social partnership between employers and trade unions. A strategy for fair work needs leadership and as this Government absorbs itself with dismantling rights instead of pursuing growth it is time for unions to work alongside business to campaign for dynamic structural change. Working together on shared aims should be a priority for all sides of industry and failure to do so will only leave us lagging behind our global competitors.¹⁹

¹⁸ Article 19 <http://eur-ex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:C:2008:115:0047:0199:en:PDF>

¹⁹ RSBI <http://www.citybuildingglasgow.co.uk/services/manufacturing/>

Chapter 4

HOW CAN WE PROVIDE JUSTICE AT WORK?

“ Employment law and Health & Safety needs a complete overhaul. The current ET system is not fit for purpose. We need to promote ideas about fairness as being the norm.”

Comment from participant in the online Fair Work Commission consultation Nov 2012

When asked what they considered the number one issue that unions need to concentrate on improving, “Protection from bad employers” rated top, ahead of both pay and job security, and was listed by 27% of employees; equivalent to 8 million members of the UK workforce.

The dominant political narrative about the labour market for much of the 1980s and 1990s was that deregulation would deliver full employment and quality jobs. It could be argued that the majority of the electorate found this a convincing story for more than a decade,²⁰ although it failed to deliver in practice.

The argument that employment rights are beneficial in themselves and that they contribute to better jobs and hence to productivity, was a dominant narrative of the Labour Government until 2010.

The Conservative Party, as the lead partner of the Coalition, has reverted to the 80s and 90s

perspective. Proposals such as those outlined in the Beecroft Report suggested reducing labour market protections such as unfair dismissal and redundancy regulations as a mechanism for boosting economic growth and encouraging employment.

Against this backdrop the TUC has shown that Conservatives are seeking to undermine a vast array of labour law that has emerged from the EU.²¹

“ Continue adoption of EU laws which have vastly improved health and safety of UK workers.”

Comment from participant in the online Fair Work Commission consultation Jan 2013

²⁰ An agenda for work: The Work Foundation's challenge to policy makers Provocation Series Volume 1 Number 2 David Coats, Associate Director – Research, The Work Foundation

²¹ <http://www.guardian.co.uk/politics/2013/jan/16/tuc-accuses-tories-labour-law>



A woman taking a break from harvesting peas, Gloucestershire

“The introduction of an employment standards framework would help. This could be supported by an accompanying kite mark which could be awarded to employers judged by trade unions and employer federations to go beyond minimum statutory requirements on basic employment rights and treatment of employees. There are several precedents for this such as the Stonewall top 100 employers index, Investors in People.”

Comment from Chartered Society of Physiotherapy submission to the Fair Work Commission

“A perception of unfairness [in the workplace] will damage morale and motivation which will in turn negatively affect the level of care provided by the NHS.”

From the Royal College of Midwives submission to the Fair Work Commission



A Fair Europe for Working People

**Lesley Mercer, Director of Employment Relations and Union Services,
CSP and Fair Work Commissioner**

Trade unions in Britain are often faced with the idea of a zero sum game where economic growth and stability can only be achieved on the back of cutting jobs and employment rights.

So it was refreshing to hear a completely contrasting vision, at the annual conference of European trade unions earlier this year: a vision of a society where greater income equality and strong public services, where the voices of ordinary working people and their unions count as well as those of big business and government. Hardly revolutionary stuff, but so important in a world still seemingly dominated by the interests of finance and the multinationals.

This vision is what the affiliates of the ETUC, including our own TUC, are calling a 'social Europe'.

To be sure, times are currently very difficult in many countries across the Continent, particularly in the south. And there are pressures on countries to undercut each other, through low wages and low tax regimes. But most of Europe seems to recognise the dangers of this beggar-thy-neighbour approach, except of course for one notable island.

The ETUC's response to this bankers' crisis and the failing austerity measures taken in response to it is not a retreat behind national boundaries – for trade and investment flows take no notice of borders and the problems workers face are essentially the same whether in Madrid, Athens or London. Instead it has called for a 'Social Compact for Europe', which spells out what Europe's social dimension means.

Fair wages and progressive taxation, access to equality and social protection, and the opportunity

for workers to have a voice at work through union involvement in free collective bargaining and social – or partnership – dialogue.

Collective bargaining as a vehicle for growth, versus competition driving down wages. Pump priming economies by channelling money through the banks has been tried and largely failed. Putting money directly into the pockets of people to stimulate consumer demand is an idea whose time has now well and truly come.

Social Europe is about a vision that puts fairness and people at the centre of society, not greed or the interests of big shareholders and company executives on inflated pay packets.

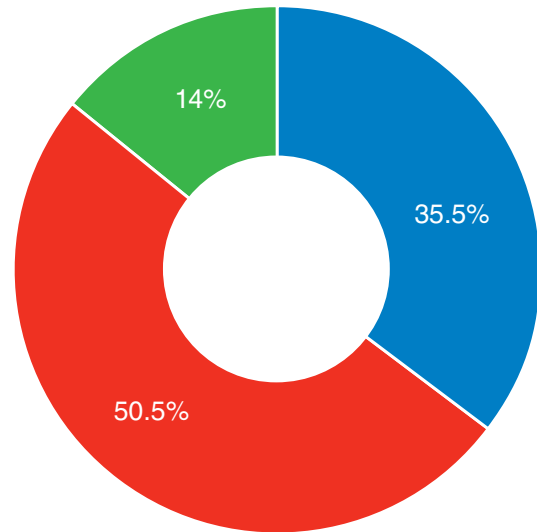
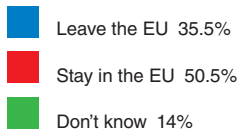
But it is also about concrete rights enshrined in EU membership, rights that any bid to renegotiate membership, or just leave, must be considered under threat.

Polling by Unions21 suggests that British workers are pretty evenly split on whether the UK should go it alone, or stay in the EU. But when asked about the implications of leaving or renegotiating terms, a different viewpoint emerges. What if minimum paid annual leave, parental leave, the maximum 48-hour week, equal pay, anti-discrimination rules on race, sex, disability, age and sexual orientation were lost?

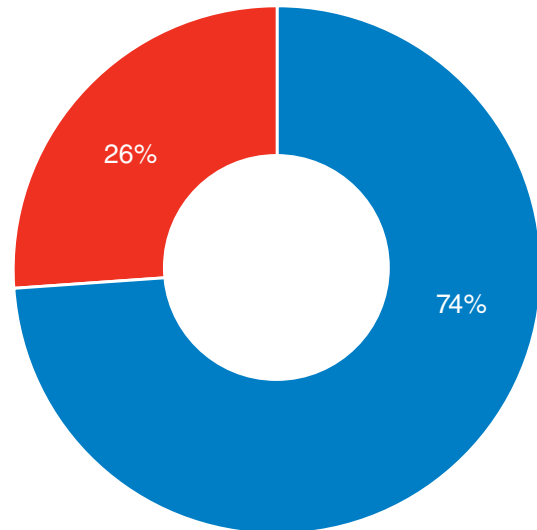
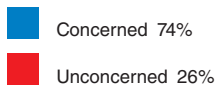
The polling shows 74% would be concerned about that prospect, with groups that worry most including trade union members (perhaps because better informed about their rights?) and part-time workers (typically women and lower paid, so most exposed to an unregulated labour market). It is worth noting too that more than half of those people polled who said they voted Conservative

If there was a referendum on leaving the EU, how would you vote?

Trade union members:



How concerned would you be about losing employment rights if we left the EU?



at the last general election in 2010 would also be concerned about losing the employment rights guaranteed by EU membership.

In short, Social Europe has provided working people with more equality, more protection from redundancy, more information about what's happening at their workplace, as well as a shorter working week and paid holidays. Any move to repatriate powers can only be but a smokescreen to take these EU rights away from working people, and make them work longer hours for less pay.

Protecting the advances in employment rights and equality has to be central any concept of fair work, and international research shows that this agenda

is not only beneficial to employees but companies in the long term.

We need jobs, growth, stability and rights at work. The idea that there must be some kind of trade-off between them is false.

Quality employment, where workers are respected, well trained, rewarded fairly and transparently, enjoy clear career structures and a good work-life balance, will deliver quality products and services – and a prosperous society.

This is a vision around which unions want to find common ground with employers, as we seek to build a sustainable, prosperous future that works for Britain.

Fair Internships

Dan Whittle, Director of Unions21

The undermining of National Minimum Wage legislation by internships was an area of concern identified as part of the Fair Work Commission.

Our polling found 7 in 10 working people (71%) say employers should always pay interns for work they carry out. The majority of those expressing a preference (43%) went as far as saying adverts for unpaid internships should be made illegal – with over half (55%) of Labour voters favouring a ban.

Of those taking part in our online consultation, 8 out of 10 said there should be a time limit on internships in the public sector of a few weeks maximum. 6 in 10 said internships in the private sector should be capped, for example at 1 intern per 100 regular employees.

These results are in line with growing concern that unpaid work – of all varieties – is substituting paid work and that people who would otherwise be working for a fair wage are losing out.

Unions have called for better enforcement of the NMW by Her Majesty's Customs and Revenue (HMRC).

Internships vs the Swiss apprenticeship model

Internships are workplace-based unstructured placements. Unlike apprenticeships, they are free from legislative framework, structured training, recognised assessment or standardised duration. Internships may or may not include on the job training or payment.

As Fair Work Commission polling has shown, the public has lost confidence in unpaid internships as



Only 12.2% of young people we polled could definitely or probably afford an internship in London.

they are financially out of reach to many people and have been used as a vehicle for wage evasion.

The European Trade Union Confederation (ETUC) Youth Section has published a Charter entitled 'Towards quality internships & apprenticeships'. The Charter draws attention to the recent development of a raft of workplace-based unstructured programmes primarily for young people in addition to apprenticeship. The ETUC Youth Charter is primarily concerned with internships and calls for these to be structured and governed in the same way as an apprenticeship.²²

The Swiss apprenticeship model, based strongly on in-company training, is often cited as an example by its European neighbours. The Swiss Confederation has a youth unemployment rate that is one of the lowest in the world. The country's apprenticeship arrangements also consistently produce some of the highest skilled young employees in Europe.

Around two thirds of 15- to 19-year-olds do apprenticeships in Switzerland compared with just 6% of 16- to 18-year-olds in England.²³ In 2011, apprenticeship places outnumbered school leavers by 4,000.²⁴ In Switzerland, the apprenticeship route is a genuinely respected and valued alternative to university.

²² <http://qualityinternships.eu/>

²³ <http://www.guardian.co.uk/education/2012/aug/27/apprentices-vocational-education>

²⁴ http://www.swissinfo.ch/eng/politics/Employers_face_first-ever_apprentice_shortage.html?cid=30511594

A Fair Work Ombudsman

Our polling shows that only 1 in 5 people are aware of the Pay and Work Rights Helpline.

Alongside this are the Government enforcement agencies: the HMRC National Minimum Wage enforcement team, Gangmasters Licensing Authority, Employment Agencies Standards Inspectorate, and the HSE. A Fair Work Ombudsman could roll these enforcement agencies into one – a proposition supported by 75% of employees we polled.

The Gangmasters Licensing Authority – the organisation established by the last Labour Government to protect workers from exploitation

– does incredibly important work and by creating a Fair Work Ombudsman its scope and principles could potentially be extended to other sectors of our economy.

A Fair Work Ombudsman could take on part of task of making advice on employment relations more pro-active. Instead of simply telling firms what they must do, advice should promote good practice.²⁷

27 Professor Paul Edwards, *Justice in the Workplace: Why it is so important and why a new public policy initiative is needed*. Provocation Series Volume 2 Number 3

Young people may choose from over two hundred possible careers and then find an appropriate apprenticeship. The three- or four-year basic course provides an advanced federal certificate that qualifies graduates to practise a specific trade or profession and enables access to higher vocational training. The two-year basic course allows less academically inclined students to complete a recognised professional qualification (basic federal certificate) with a unique educational profile.²⁵

From the age of 14, all school children have one hour a week of mandatory careers education in school. They can also visit a careers adviser in their local region for one-to-one advice and guidance.

It is employers who design and assess the VET curriculum for the 230 or so apprenticeship

programmes available to school leavers, allowing them to match curriculum content with the needs of the labour market.

Much of this work is carried out for little or no financial reward via the professional organisations that represent specific industries or sectors. Swiss businesses have confidence in the standards that they have helped set. As a result if anything needs adding to the core training, they do it themselves.²⁶

Further discussion and investigation is needed on whether the UK could move towards structured and governed apprenticeships for specific professions, to replace internships, drawing on some of the elements of the Swiss apprenticeships model.

25 <http://aso.ch/en/consultation/education-in-switzerland/education-and-training/secondary-level-2/apprenticeship>

26 <http://www.managementtoday.co.uk/features/1151301/Lessons-Swiss-apprenticeships/>

Appendix 1: **Data Tables from Survation of all polling**

UK Employees Surveys

Survey A (13 Dec 2012)

Survey B (6 Feb 2013)

Prepared by Survation on behalf of Unions21



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

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

Table 2
Q6. Please rank in order the following issues based on how much of a barrier you feel they are to fairness in the workplace, with 1 being the most important barrier and 8 being the least important. - Ranked score table
Base: All Respondents

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

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

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

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

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

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

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

Table 8
Q12. Would you support or oppose a law that triggered an automatic consultation with all low-paid employees on the level of their pay once any company began to make profits over a certain threshold?
Base: All Respondents

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

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

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

Table 10
Q14. The current hourly minimum wage in the UK is £6.19 for adults aged 21+, £4.98 for 18-20 year olds and £3.68 for under 18s.
Do you think that the minimum wage at this level is sufficient to meet living costs in Britain today?
Base: All Respondents

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

Table 11

Q15. The 'living wage' is a higher, optional rate, calculated at being £8.55 in London and £7.45 outside of London. Would you be more likely to buy goods and services from a company that pays its workforce a living wage rather than a minimum wage, assuming they were no more expensive?

Base: All Respondents

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

Table 12

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

Base: All Respondents

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

Table 15
Q19. How would you rate the quality of training you receive in your current job?
Base: All Respondents

	Total		Gender			Age			2010 Vote				SEG				Region3			Trade Union Member		Employment	
			Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time	
Unweighted Total	1163	603	560	496	534	133	265	328	173	102	288	301	321	253	421	240	502	327	836	998	165		
Weighted Total	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312		
(5) Very good	165	95	70	60	72	33	54	55	21	15	55	33	48	29	52	33	80	53	112	142	23		
	14.2%	16.0%	12.3%	14.9%	12.5%	18.2%	20.3%	16.7%	11.6%	13.9%	21.0%	11.6%	15.2%	9.7%	13.8%	13.9%	14.6%	17.4%	13.1%	16.6%	7.5%		
(4) Quite good	310	167	143	126	133	51	62	98	44	24	87	82	89	51	101	56	153	81	229	235	74		
	26.6%	28.1%	25.1%	31.4%	22.8%	28.2%	23.2%	29.8%	24.8%	23.2%	33.6%	28.5%	28.1%	17.2%	26.8%	23.2%	28.0%	26.5%	26.7%	27.6%	23.9%		
(3) Adequate	393	191	202	125	209	59	89	87	65	41	67	103	97	126	132	78	183	101	292	257	136		
	33.8%	32.2%	35.4%	31.3%	36.0%	32.1%	33.4%	26.6%	36.7%	39.7%	25.7%	35.6%	30.4%	42.7%	35.2%	32.3%	33.4%	33.1%	34.0%	30.2%	43.5%		
(2) Quite poor	154	73	81	55	86	13	26	54	27	9	25	45	39	44	47	39	69	41	114	121	34		
	13.3%	12.4%	14.2%	13.8%	14.8%	7.2%	9.7%	16.6%	15.4%	9.1%	9.8%	15.8%	12.3%	15.0%	12.5%	16.1%	12.6%	13.4%	13.2%	14.2%	10.8%		
(1) Very poor	56	37	19	15	31	10	11	15	8	9	13	9	17	18	21	11	23	19	36	43	13		
	4.8%	6.2%	3.3%	3.7%	5.3%	5.3%	4.3%	4.6%	4.6%	8.5%	4.8%	3.0%	5.3%	5.9%	5.7%	4.7%	4.2%	6.3%	4.2%	5.0%	4.1%		
Do not receive any training at all	85	30	56	20	49	16	24	19	12	6	13	16	28	28	22	24	39	10	75	54	32		
	7.3%	5.0%	9.7%	4.9%	8.5%	9.0%	9.1%	5.7%	6.9%	5.7%	5.2%	5.5%	8.8%	9.5%	5.9%	9.8%	7.2%	3.4%	8.7%	6.3%	10.2%		
Net: Good	475	262	213	185	205	85	116	152	65	39	142	116	138	79	153	89	233	134	341	377	98		
	40.8%	44.1%	37.4%	46.3%	35.3%	46.4%	43.5%	46.5%	36.4%	37.1%	54.6%	40.1%	43.2%	26.9%	40.7%	37.1%	42.6%	43.9%	39.8%	44.3%	31.4%		
Net: Poor	210	110	99	70	117	23	37	69	35	18	38	54	56	62	68	50	91	60	150	164	46		
	18.1%	18.6%	17.5%	17.5%	20.2%	12.6%	14.0%	21.1%	19.9%	17.5%	14.6%	18.7%	17.6%	21.0%	18.2%	20.8%	16.8%	19.6%	17.5%	19.2%	14.9%		
Sigma	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312		
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		
Mean	3.35	3.37	3.32	3.42	3.24	3.51	3.50	3.40	3.25	3.27	3.59	3.32	3.39	3.11	3.33	3.28	3.39	3.37	3.34	3.39	3.22		
Standard deviation	1.06	1.11	1.01	1.04	1.06	1.08	1.09	1.11	1.03	1.11	1.10	0.99	1.09	1.02	1.07	1.09	1.05	1.12	1.04	1.10	0.93		
Standard error	0.03	0.05	0.04	0.05	0.05	0.10	0.07	0.06	0.08	0.11	0.07	0.06	0.06	0.07	0.05	0.07	0.05	0.06	0.04	0.04	0.08		

Table 16
Q20. Which of the following statements is closest to your opinion?
Base: All Respondents

	Total		Gender		Age			2010 Vote				SEG				Region3			Trade Union Member		Employment	
			Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1163	603	560	496	534	133	265	328	173	102	288	301	321	253	421	240	502	327	836	998	165	
Weighted Total	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312	
I would like to see less training in my job	45	31	15	29	14	2	8	21	7	6	19	7	15	5	6	6	33	25	20	40	5	
	3.9%	5.2%	2.6%	7.3%	2.4%	1.0%	3.0%	6.3%	3.8%	5.4%	7.1%	2.3%	4.8%	1.6%	1.6%	2.5%	6.0%	8.3%	2.3%	4.7%	1.8%	
I would like to see more training in my job	651	335	315	226	348	78	145	199	97	58	143	180	170	159	196	145	310	166	485	488	163	
	56.0%	56.6%	55.4%	56.3%	59.9%	42.6%	54.6%	60.7%	54.2%	55.4%	54.8%	62.5%	53.2%	53.6%	52.1%	60.1%	56.8%	54.3%	56.6%	57.3%	52.3%	
I am satisfied with the current level of training in my job	407	202	205	134	184	90	100	99	61	38	88	92	114	114	152	79	176	108	299	280	127	
	35.0%	34.0%	36.0%	33.4%	31.7%	49.2%	37.7%	30.3%	34.1%	36.5%	33.8%	31.8%	35.8%	38.4%	40.5%	32.9%	32.2%	35.5%	34.9%	32.9%	40.9%	
It is not important to me how much training I receive in my job	60	25	34	12	35	13	13	9	14	3	11	10	20	19	21	11	27	6	54	44	16	
	5.1%	4.2%	6.1%	2.9%	6.0%	7.2%	4.8%	2.7%	7.9%	2.6%	4.2%	3.5%	6.2%	6.4%	5.7%	4.5%	5.7%	1.9%	6.3%	5.2%	5.1%	
Sigma	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312	
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table 17

Q21. Below are 6 measures that might contribute to improving employee training. Thinking generally, please rank them in order of how important you feel it is that employers do each of these things, from 1st being the most important to 6th being the least important. - Top (most important)

Base: All Respondents

	Total	Gender		Age			2010 Vote				SEG				Region3			Trade Union Member		Employment	
		Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1163	603	560	496	534	133	265	328	173	102	288	301	321	253	421	240	502	327	836	998	165
Weighted Total	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312
Providing a statement to all employees on the training they should expect.	182 15.6%	68 11.5%	114 19.9%	51 12.8%	103 17.7%	27 15.0%	49 18.4%	49 15.0%	26 14.8%	18 16.9%	32 12.5%	43 15.0%	50 15.8%	56 18.8%	60 16.0%	48 19.8%	74 13.5%	49 16.0%	133 15.5%	125 14.7%	57 18.2%
Providing a statement in their public annual report on their training activity.	69 5.9%	43 7.2%	26 4.6%	31 7.7%	31 5.4%	7 3.8%	18 6.9%	20 6.2%	7 4.2%	3 3.1%	17 6.6%	11 3.9%	26 8.2%	14 4.7%	24 6.3%	13 5.4%	32 5.9%	15 4.8%	54 6.3%	56 6.5%	13 4.1%
Supporting Union or Workplace Learning Representatives who act as advocates and champions of learning for employees.	112 9.6%	65 10.9%	47 8.2%	38 9.5%	55 9.5%	19 10.3%	20 7.5%	39 11.9%	20 11.0%	11 10.9%	26 9.9%	27 9.2%	31 9.6%	29 9.7%	38 10.1%	19 7.9%	55 10.1%	43 14.1%	69 8.0%	90 10.6%	22 6.9%
Guaranteeing that they will spend a minimum proportion of salary costs, for example 2%, on training.	128 11.0%	65 10.9%	63 11.1%	46 11.6%	65 11.3%	17 9.1%	34 12.9%	39 11.9%	15 8.4%	12 11.8%	32 12.1%	41 14.1%	31 9.9%	25 8.3%	35 9.3%	26 10.8%	67 12.3%	32 10.6%	96 11.2%	94 11.0%	35 11.1%
Guaranteeing a minimum of amount of training for all employees.	471 40.5%	227 38.3%	244 42.8%	154 38.6%	238 41.0%	79 43.2%	94 35.4%	119 36.4%	82 46.3%	37 35.6%	99 38.2%	119 41.3%	130 40.9%	122 41.3%	158 42.1%	100 41.6%	212 38.9%	120 39.3%	351 40.9%	335 39.4%	136 43.5%
Extend paid time off for training for anyone who left full-time education without attaining a prescribed "standard of achievement" to those up to the age of 25.	202 17.3%	125 21.1%	76 13.4%	79 19.8%	88 15.2%	34 18.7%	50 18.9%	61 18.6%	27 15.3%	22 21.6%	54 20.7%	48 16.5%	50 15.6%	50 17.1%	61 16.2%	35 14.5%	106 19.3%	46 15.2%	155 18.1%	151 17.7%	50 16.2%
Sigma	1163 100.0%	593 100.0%	570 100.0%	400 100.0%	580 100.0%	183 100.0%	266 100.0%	328 100.0%	178 100.0%	104 100.0%	260 100.0%	288 100.0%	319 100.0%	296 100.0%	376 100.0%	241 100.0%	546 100.0%	305 100.0%	858 100.0%	851 100.0%	312 100.0%

Table 18

Q21. Below are 6 measures that might contribute to improving employee training. Thinking generally, please rank them in order of how important you feel it is that employers do each of these things, from 1st being the most important to 6th being the least important. - Ranked score table

Base: All Respondents

	Total	Gender		Age			2010 Vote				SEG				Region3			Trade Union Member		Employment	
		Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1163	603	560	496	534	133	265	328	173	102	288	301	321	253	421	240	502	327	836	998	165
Weighted Total	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312
Providing a statement to all employees on the training they should expect.	4390	2117	2273	1418	2236	736	1036	1195	686	400	939	1095	1200	1156	1435	958	1997	1115	3275	3174	1217
Providing a statement in their public annual report on their training activity.	3120	1628	1491	1130	1559	431	734	857	474	273	731	763	856	770	983	634	1503	771	2349	2352	768
Supporting Union or Workplace Learning Representatives who act as advocates and champions of learning for employees.	3497	1781	1716	1188	1737	573	720	1058	550	334	767	867	941	922	1176	714	1608	1012	2485	2570	927
Guaranteeing that they will spend a minimum proportion of salary costs, for example 2%, on training.	3966	2022	1944	1385	1986	595	935	1147	558	330	914	1008	1123	921	1269	797	1900	1056	2910	2921	1045
Guaranteeing a minimum of amount of training for all employees.	5265	2630	2634	1773	2642	849	1211	1409	835	463	1145	1305	1475	1340	1713	1142	2410	1367	3898	3807	1457
Extend paid time off for training for anyone who left full-time education without attaining a prescribed "standard of achievement" to those up to the age of 25.	4030	2184	1846	1437	1950	643	939	1143	624	361	938	990	1084	1018	1291	800	1939	1002	3028	2961	1069
Sigma	24268	12363	11905	8330	12110	3827	5575	6808	3727	2162	5434	6028	6679	6127	7867	5045	11356	6323	17945	17786	6482

Table 19
Q22. Which of the following statements is closest to your opinion?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region3			Trade Union Member		Employment		
	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time	
Unweighted Total	1163	603	560	496	534	133	265	328	173	102	288	301	321	253	421	240	502	327	836	998	165
Weighted Total	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312
My workplace is family friendly	643	312	331	237	304	102	138	189	95	60	154	151	176	162	207	128	307	149	494	449	194
	55.3%	52.6%	58.1%	59.2%	52.4%	55.9%	51.7%	57.8%	53.5%	57.7%	59.3%	52.2%	55.2%	54.8%	55.1%	53.3%	56.3%	49.0%	57.5%	52.7%	62.3%
My workplace is not family friendly	371	206	164	115	204	52	99	105	61	30	77	98	105	91	119	74	178	120	251	289	82
	31.9%	34.8%	28.8%	28.8%	35.1%	28.3%	37.2%	32.1%	34.1%	29.1%	29.5%	34.0%	33.0%	30.7%	31.6%	30.6%	32.6%	39.3%	29.2%	33.9%	26.2%
Don't know / not applicable	149	75	75	48	73	29	29	33	22	14	29	40	37	43	50	39	60	36	113	114	36
	12.9%	12.6%	13.1%	12.0%	12.5%	15.8%	11.1%	10.1%	12.4%	13.1%	11.2%	13.8%	11.7%	14.6%	13.4%	16.1%	11.8%	13.2%	13.4%	11.4%	11.4%
Sigma	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 20
Q23. Do you think there should be a legal right to time off from work for care for close family members, for example if a parent is suddenly seriously ill?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region3			Trade Union Member		Employment		
	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time	
Unweighted Total	1163	603	560	496	534	133	265	328	173	102	288	301	321	253	421	240	502	327	836	998	165
Weighted Total	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312
Yes, paid time off	782	410	372	306	370	106	152	237	112	73	153	172	232	225	264	159	359	226	556	585	196
	67.2%	69.1%	65.2%	76.4%	63.8%	57.8%	57.1%	72.5%	62.8%	70.4%	58.7%	59.6%	72.6%	76.2%	70.2%	66.0%	65.7%	74.1%	64.8%	68.8%	63.0%
Yes, unpaid time off	345	164	181	80	193	72	106	81	63	28	95	111	77	63	104	74	168	76	269	238	108
	29.7%	27.7%	31.8%	20.1%	33.2%	39.5%	39.8%	24.9%	35.4%	27.1%	36.4%	38.5%	24.1%	21.3%	27.6%	30.8%	30.7%	25.0%	31.4%	27.9%	34.6%
No, no time off	36	19	17	14	17	5	8	9	3	3	13	5	10	7	9	8	19	3	33	28	7
	3.1%	3.2%	3.0%	3.5%	2.9%	2.7%	3.1%	2.7%	1.8%	2.5%	4.9%	1.8%	3.3%	2.5%	2.3%	3.3%	3.6%	1.0%	3.8%	3.3%	2.4%
Sigma	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 21

Q24. The government has confirmed that plans to give fathers six weeks of paid paternity leave instead of two have been dropped, promising to revive the proposal in better economic times. Which of these statements do you agree with most?

Base: All Respondents

	Total	Gender		Age			2010 Vote				SEG				Region3			Trade Union Member		Employment	
		Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1163	603	560	496	534	133	265	328	173	102	288	301	321	253	421	240	502	327	836	998	165
Weighted Total	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312
Paid paternity leave should be extended and made more generous	481 41.4%	253 42.7%	228 40.0%	241 60.3%	204 35.2%	36 19.6%	79 29.6%	161 49.2%	72 40.2%	44 42.6%	116 44.7%	115 39.9%	136 42.6%	114 38.5%	156 41.6%	100 41.7%	224 41.1%	141 46.3%	340 39.6%	363 42.6%	119 38.0%
Paid paternity leave is too much of a burden on business and should be cut	148 12.8%	97 16.3%	52 9.1%	32 7.9%	64 11.0%	53 29.0%	53 20.0%	44 13.3%	15 8.7%	18 17.5%	40 15.2%	34 11.8%	46 14.5%	29 9.7%	40 10.7%	38 15.9%	70 12.8%	40 13.0%	109 12.7%	118 13.8%	31 9.9%
The current level of paid paternity leave (two weeks) is about right	451 38.8%	204 34.3%	248 43.5%	95 23.8%	275 47.4%	81 44.4%	125 46.9%	112 34.1%	71 40.1%	37 35.8%	88 33.9%	110 38.2%	120 37.8%	133 44.8%	156 41.4%	86 35.8%	210 38.4%	103 33.9%	348 40.6%	315 36.9%	137 43.9%
Don't know	82 7.0%	39 6.6%	42 7.5%	32 8.0%	37 6.4%	13 7.0%	9 3.4%	11 3.4%	20 11.1%	4 4.1%	16 6.1%	29 10.1%	16 5.1%	21 6.9%	24 6.3%	16 6.7%	42 7.7%	21 6.7%	61 7.1%	56 6.6%	26 8.2%
Sigma	1163 100.0%	593 100.0%	570 100.0%	400 100.0%	580 100.0%	183 100.0%	266 100.0%	328 100.0%	178 100.0%	104 100.0%	260 100.0%	288 100.0%	319 100.0%	296 100.0%	376 100.0%	241 100.0%	546 100.0%	305 100.0%	858 100.0%	851 100.0%	312 100.0%

Table 22

Q25. Are you a member of a trade union?

Base: All Respondents

	Total	Gender		Age			2010 Vote				SEG				Region3			Trade Union Member		Employment	
		Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1163	603	560	496	534	133	265	328	173	102	288	301	321	253	421	240	502	327	836	998	165
Weighted Total	1163	593	570	400	580	183	266	328	178	104	260	288	319	296	376	241	546	305	858	851	312
Yes	305 26.2%	162 27.3%	143 25.1%	83 20.8%	176 30.3%	46 25.4%	61 23.0%	115 35.0%	47 26.4%	32 30.8%	79 30.4%	69 23.8%	90 28.1%	68 22.9%	122 32.5%	55 22.9%	128 23.4%	305 100.0%	-	248 29.1%	58 18.5%
No	858 73.8%	431 72.7%	427 74.9%	317 79.2%	405 69.7%	136 74.6%	205 77.0%	213 65.0%	131 73.6%	72 69.2%	181 69.6%	220 76.2%	229 71.9%	228 77.1%	254 67.5%	186 77.1%	418 76.6%	-	858 100.0%	604 70.9%	254 81.5%
Sigma	1163 100.0%	593 100.0%	570 100.0%	400 100.0%	580 100.0%	183 100.0%	266 100.0%	328 100.0%	178 100.0%	104 100.0%	260 100.0%	288 100.0%	319 100.0%	296 100.0%	376 100.0%	241 100.0%	546 100.0%	305 100.0%	858 100.0%	851 100.0%	312 100.0%

Table 1
Q5. What is your current employment status?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Full-time paid employment	735	435	300	258	399	78	182	165	144	62	156	221	204	153	231	150	351	175	560	735	-
	73.2%	85.0%	60.9%	74.7%	75.8%	59.0%	77.2%	72.1%	71.6%	85.3%	87.3%	84.3%	72.9%	54.2%	71.2%	72.5%	74.7%	74.1%	72.9%	100.0%	-
Part-time paid employment	269	77	192	87	127	54	54	64	57	11	23	41	76	129	93	57	119	61	208	-	269
	26.8%	15.0%	39.1%	25.3%	24.2%	41.0%	22.8%	27.9%	28.4%	14.7%	12.7%	15.7%	27.1%	45.8%	28.8%	27.5%	25.3%	25.9%	27.1%	-	100.0%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 2
Q6. Would you prefer to be full-time?
Base: Respondents who are Part-time paid employment

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	221	51	170	89	99	33	43	52	41	11	14	35	64	108	83	52	86	45	176	-	221
Weighted Total	269	77	192	87	127	54	54	64	57	11	23	41	76	129	93	57	119	61	208	-	269
Yes	134	48	87	66	53	15	26	32	21	7	8	20	34	72	52	26	56	30	104	-	134
	49.9%	62.1%	45.1%	75.1%	42.0%	28.1%	48.5%	50.3%	36.1%	62.6%	34.5%	48.5%	45.0%	56.0%	55.7%	46.3%	47.1%	49.6%	50.0%	-	49.9%
No	135	29	106	22	74	39	28	32	37	4	15	21	42	57	41	31	63	31	104	-	135
	50.1%	37.9%	54.9%	24.9%	58.0%	71.9%	51.5%	49.7%	63.9%	37.4%	65.5%	51.5%	55.0%	44.0%	44.3%	53.7%	52.9%	50.4%	50.0%	-	50.1%
SIGMA	269	77	192	87	127	54	54	64	57	11	23	41	76	129	93	57	119	61	208	-	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%

Table 3
Q7. If there was an in/out referendum on the UK's membership of the European Union tomorrow, how would you vote?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Vote for the UK to leave the EU	409 40.7%	217 42.3%	192 39.1%	126 36.5%	217 41.3%	66 49.6%	131 55.2%	73 32.1%	63 31.3%	40 54.5%	60 33.3%	88 33.6%	115 41.0%	146 51.8%	130 40.0%	83 40.1%	195 41.5%	84 35.5%	325 42.3%	306 41.7%	103 38.2%
Vote for the UK to stay in the EU	454 45.2%	246 48.0%	208 42.3%	170 49.3%	234 44.4%	50 37.5%	77 32.7%	133 58.3%	117 58.0%	27 37.2%	105 58.6%	138 52.7%	118 42.2%	92 32.7%	149 46.1%	97 46.6%	207 44.0%	119 50.5%	335 43.6%	341 46.4%	113 42.0%
Don't know	141 14.1%	50 9.7%	92 18.6%	49 14.2%	75 14.3%	17 12.9%	29 12.1%	22 9.6%	22 10.7%	6 8.3%	15 8.1%	36 13.7%	47 16.8%	44 15.5%	45 13.8%	28 13.3%	68 14.5%	33 14.0%	108 14.1%	88 12.0%	53 19.8%
SIGMA	1004 100.0%	512 100.0%	492 100.0%	346 100.0%	526 100.0%	133 100.0%	236 100.0%	229 100.0%	201 100.0%	73 100.0%	179 100.0%	262 100.0%	280 100.0%	283 100.0%	324 100.0%	207 100.0%	470 100.0%	236 100.0%	768 100.0%	735 100.0%	269 100.0%

Table 4
Q8. The following employment rights are protected by our membership of the EU, and could be repealed if we leave or renegotiate our membership terms: minimum paid annual leave, parental leave, the maximum 48-hour week, equal pay, anti-discrimination rules on race, sex, disability, age and sexual orientation. If we were to leave the EU, how concerned or not would you be about losing these rights?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
NET: Top 2 Box	741 73.8%	350 68.3%	391 79.5%	273 79.1%	378 72.0%	89 67.2%	129 54.6%	205 89.5%	161 80.1%	45 61.0%	138 77.1%	197 74.9%	204 72.8%	202 71.6%	240 74.2%	159 76.8%	340 72.3%	196 83.2%	544 70.9%	533 72.6%	208 77.1%
(4) Very concerned	360 35.9%	182 35.6%	178 36.2%	127 36.7%	190 36.1%	43 32.6%	46 19.4%	120 52.5%	91 45.2%	30 41.1%	75 41.8%	105 40.0%	95 33.8%	86 30.3%	118 36.4%	79 38.2%	163 34.7%	119 50.4%	241 31.4%	266 36.2%	94 35.1%
(3) Somewhat concerned	381 37.9%	168 32.8%	213 43.3%	146 42.4%	188 35.8%	46 34.6%	83 35.2%	85 37.0%	70 34.9%	15 19.9%	63 35.3%	92 34.9%	109 39.1%	116 41.2%	122 37.8%	80 38.6%	177 37.6%	77 32.8%	303 39.5%	268 36.4%	113 42.1%
NET: Bottom 2 Box	263 26.2%	162 31.7%	101 20.5%	72 20.9%	147 28.0%	44 32.8%	107 45.4%	24 10.5%	40 19.9%	29 39.0%	41 22.9%	66 25.1%	76 27.2%	80 28.4%	84 25.8%	48 23.2%	130 27.7%	40 16.8%	223 29.1%	202 27.4%	62 22.9%
(2) Somewhat unconcerned	168 16.7%	96 18.7%	72 14.6%	47 13.5%	98 18.7%	23 17.1%	63 26.6%	18 8.1%	31 15.3%	15 20.7%	25 13.8%	44 16.8%	52 18.5%	47 16.7%	53 16.5%	35 17.0%	79 16.8%	24 10.0%	144 18.8%	131 17.8%	37 13.7%
(1) Very unconcerned	96 9.5%	66 13.0%	29 5.9%	26 7.4%	49 9.4%	21 15.6%	44 18.8%	5 2.4%	9 4.5%	13 18.3%	16 9.1%	22 8.3%	24 8.6%	33 11.8%	30 9.3%	13 6.2%	51 10.9%	16 6.8%	79 10.4%	71 9.7%	25 9.1%
SIGMA	1004 100.0%	512 100.0%	492 100.0%	346 100.0%	526 100.0%	133 100.0%	236 100.0%	229 100.0%	201 100.0%	73 100.0%	179 100.0%	262 100.0%	280 100.0%	283 100.0%	324 100.0%	207 100.0%	470 100.0%	236 100.0%	768 100.0%	735 100.0%	269 100.0%
Mean	3.00	2.91	3.10	3.08	2.99	2.84	2.55	3.40	3.21	2.84	3.10	3.07	2.98	2.90	3.01	3.09	2.96	3.27	2.92	2.99	3.03
Std. Dev.	0.95	1.03	0.86	0.89	0.96	1.05	1.01	0.74	0.86	1.16	0.96	0.95	0.93	0.97	0.95	0.89	0.98	0.90	0.95	0.96	0.93
Std. Err.	0.03	0.05	0.04	0.04	0.04	0.11	0.07	0.05	0.06	0.13	0.07	0.06	0.06	0.06	0.05	0.06	0.05	0.06	0.03	0.03	0.06

Table 5
Q9. Do you support or oppose the idea that companies should have a workforce representative sit on their company board of Directors?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
NET: Top 2 Box	762	385	377	268	391	103	165	194	163	55	137	205	211	209	253	154	355	210	551	565	197
	75.9%	75.1%	76.7%	77.4%	74.3%	77.9%	69.6%	84.6%	81.2%	75.1%	76.5%	78.0%	75.5%	73.8%	78.1%	74.1%	75.4%	89.1%	71.8%	76.9%	73.1%
(5) Strongly support	383	195	189	118	207	59	67	107	93	31	76	100	101	106	131	72	180	142	241	279	105
	38.2%	38.0%	38.3%	34.1%	39.3%	44.2%	28.5%	46.7%	46.4%	42.9%	42.4%	38.0%	36.2%	37.7%	40.6%	34.6%	38.3%	60.3%	31.4%	37.9%	38.9%
(4) Somewhat support	378	190	189	150	184	45	97	87	70	24	61	105	110	102	121	82	175	68	310	286	92
	37.7%	37.1%	38.3%	43.3%	35.0%	33.6%	41.1%	38.0%	34.8%	32.2%	34.1%	40.1%	39.3%	36.2%	37.5%	39.5%	37.1%	28.8%	40.4%	39.0%	34.2%
(3) Neither support nor oppose	187	92	95	65	103	19	44	33	29	11	27	40	59	62	55	41	90	24	163	126	61
	18.7%	18.0%	19.4%	18.8%	19.6%	14.7%	18.8%	14.2%	14.6%	14.9%	14.8%	15.2%	21.0%	22.0%	17.1%	19.9%	19.1%	10.2%	21.3%	17.2%	22.8%
NET: Bottom 2 Box	55	35	19	13	32	10	28	3	8	7	15	18	10	12	15	12	26	2	53	44	11
	5.5%	6.9%	4.0%	3.7%	6.1%	7.5%	11.6%	1.2%	4.2%	10.1%	8.6%	6.8%	3.5%	4.2%	4.8%	6.0%	5.5%	0.6%	6.9%	6.0%	4.1%
(2) Somewhat oppose	37	22	15	10	23	4	16	2	7	4	6	13	8	9	13	6	18	2	36	27	10
	3.7%	4.3%	3.0%	3.0%	4.4%	2.9%	6.6%	0.8%	3.3%	5.6%	3.6%	5.1%	2.7%	3.3%	4.1%	2.9%	3.8%	0.6%	4.6%	3.7%	3.7%
(1) Strongly oppose	18	13	5	3	9	6	12	1	2	3	9	4	2	2	2	6	8	-	18	17	1
	1.8%	2.6%	1.0%	0.7%	1.8%	4.5%	5.1%	0.3%	0.9%	4.4%	5.0%	1.7%	0.8%	0.8%	0.7%	3.1%	1.6%	-	2.3%	2.3%	0.4%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	4.07	4.04	4.10	4.07	4.06	4.10	3.81	4.30	4.22	4.03	4.05	4.08	4.07	4.06	4.13	4.00	4.07	4.49	3.94	4.07	4.07
Std. Dev.	0.93	0.98	0.88	0.84	0.96	1.05	1.08	0.76	0.88	1.10	1.08	0.94	0.86	0.90	0.89	0.97	0.93	0.70	0.96	0.95	0.89
Std. Err.	0.03	0.05	0.04	0.04	0.04	0.11	0.07	0.05	0.06	0.13	0.08	0.06	0.05	0.05	0.05	0.07	0.04	0.05	0.03	0.03	0.06

Table 6
Q10. What percentage, if any, of seats on company boards do you think should be legally reserved for workforce representatives?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
(0) 0%	69 6.9%	44 8.5%	26 5.2%	12 3.6%	46 8.8%	11 8.0%	36 15.0%	3 1.4%	11 5.7%	9 11.9%	17 9.6%	23 8.9%	12 4.2%	17 6.1%	23 7.2%	15 7.3%	30 6.3%	4 1.6%	66 8.5%	53 7.2%	17 6.2%
(10) 10%	268 26.7%	141 27.6%	126 25.7%	68 19.7%	147 28.0%	52 39.4%	77 32.6%	47 20.4%	62 31.1%	19 25.5%	56 31.1%	74 28.0%	71 25.3%	67 23.8%	81 24.9%	60 28.9%	126 26.8%	51 21.8%	216 28.1%	201 27.3%	67 24.8%
(20) 20%	259 25.8%	140 27.3%	119 24.1%	73 21.2%	142 27.0%	43 32.7%	67 28.4%	58 25.3%	52 25.8%	17 23.5%	42 23.6%	70 26.8%	83 29.6%	63 22.4%	89 27.5%	49 23.7%	121 25.7%	64 27.3%	194 25.3%	201 27.3%	58 21.5%
(30) 30%	128 12.7%	53 10.3%	75 15.2%	51 14.8%	71 13.5%	5 4.0%	22 9.2%	36 15.5%	28 14.0%	11 15.0%	17 9.3%	31 11.7%	40 14.3%	40 14.3%	49 15.1%	23 10.9%	56 11.9%	34 14.6%	93 12.1%	89 12.2%	38 14.3%
(40) 40%	59 5.9%	21 4.1%	38 7.7%	26 7.6%	27 5.1%	6 4.3%	7 3.0%	27 11.6%	9 4.6%	2 3.3%	8 4.5%	18 7.0%	13 4.5%	20 7.0%	18 5.5%	16 7.6%	25 5.2%	13 5.6%	46 6.0%	42 5.8%	17 6.2%
(50) 50%	136 13.5%	70 13.6%	66 13.4%	63 18.4%	59 11.2%	14 10.3%	15 6.4%	37 16.4%	26 12.8%	7 9.7%	24 13.6%	34 13.6%	34 12.2%	42 14.7%	43 13.3%	30 14.6%	63 13.4%	44 18.5%	92 12.0%	87 11.8%	49 18.3%
(60) 60%	25 2.5%	11 2.2%	14 2.8%	18 5.1%	8 1.5%	-	2 0.8%	5 2.0%	2 1.1%	4 5.8%	4 2.3%	2 0.8%	11 3.8%	9 3.0%	5 1.7%	2 1.1%	18 3.8%	4 1.8%	21 2.7%	20 2.7%	5 2.0%
(70) 70%	29 2.8%	15 2.9%	14 2.8%	13 3.7%	14 2.7%	2 1.4%	3 1.4%	7 2.9%	8 3.9%	1 1.3%	4 2.4%	7 2.6%	9 3.4%	8 2.8%	10 3.2%	5 2.6%	13 2.7%	6 2.6%	22 2.9%	21 2.8%	8 2.9%
(80) 80%	14 1.4%	7 1.3%	7 1.4%	8 2.4%	6 1.1%	-	3 1.2%	3 1.4%	2 1.1%	2 2.3%	3 1.4%	1 0.2%	2 0.7%	9 3.1%	3 1.1%	2 0.9%	9 1.8%	3 1.4%	11 1.4%	10 1.3%	4 1.5%
(90) 90%	6 0.6%	2 0.5%	4 0.8%	4 1.2%	2 0.4%	-	1 0.4%	2 0.8%	-	1 0.7%	1 0.4%	1 0.3%	2 0.6%	3 1.1%	1 0.3%	3 1.5%	2 0.4%	3 1.3%	3 0.4%	3 0.4%	3 1.1%
(100) 100%	12 1.2%	8 1.5%	4 0.8%	8 2.4%	4 0.7%	-	4 1.5%	5 2.3%	-	1 1.0%	3 1.8%	-	4 1.4%	5 1.7%	1 0.2%	2 0.8%	9 2.0%	8 3.5%	4 0.5%	8 1.1%	3 1.2%
SIGMA	1004 100.0%	512 100.0%	492 100.0%	346 100.0%	526 100.0%	133 100.0%	236 100.0%	229 100.0%	201 100.0%	73 100.0%	179 100.0%	262 100.0%	280 100.0%	283 100.0%	324 100.0%	207 100.0%	470 100.0%	236 100.0%	768 100.0%	735 100.0%	269 100.0%
Mean	27.08	26.20	28.00	33.86	24.55	19.49	20.40	31.90	24.94	25.75	25.54	24.07	27.75	30.21	25.95	26.65	28.15	32.19	25.51	26.26	29.34
Std. Dev.	20.71	21.27	20.09	22.86	19.23	14.87	19.51	20.83	18.21	21.61	21.70	17.71	20.28	22.60	18.72	20.80	21.93	22.72	19.80	20.38	21.46
Std. Err.	0.65	0.98	0.87	1.09	0.89	1.52	1.31	1.38	1.31	2.48	1.64	1.05	1.21	1.38	1.02	1.41	1.04	1.50	0.71	0.73	1.44

Table 7
Q11. Do you agree or disagree that one of the purposes of public subsidy for the arts and cultural organisations should be to make sure that performers and other creative workers receive a living wage?
(The living wage is a currently optional rate calculated to be the minimum required to meet actual living costs, £8.55/hour in London or £7.45/hour elsewhere)
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
NET: Top 2 Box	561	291	270	194	290	77	99	160	132	41	119	146	155	142	180	109	271	163	398	411	150
	55.9%	56.8%	54.9%	56.2%	55.2%	57.7%	41.9%	69.8%	65.8%	55.9%	66.3%	55.6%	55.3%	50.2%	55.5%	52.5%	57.7%	69.0%	51.9%	55.9%	55.8%
(5) Strongly agree	251	152	99	85	120	46	39	80	61	21	60	54	78	58	80	41	129	75	175	180	71
	25.0%	29.6%	20.1%	24.6%	22.7%	34.8%	16.3%	35.0%	30.3%	29.4%	33.7%	20.5%	27.9%	20.6%	24.8%	20.0%	27.3%	31.9%	22.8%	24.4%	26.4%
(4) Somewhat agree	310	139	171	109	171	30	60	80	71	19	58	92	76	83	99	67	143	87	223	231	79
	30.9%	27.2%	34.8%	31.6%	32.5%	22.9%	25.5%	34.9%	35.5%	26.5%	32.6%	35.1%	27.3%	29.5%	30.7%	32.5%	30.3%	37.0%	29.0%	31.5%	29.4%
(3) Neither agree nor disagree	242	124	119	81	127	34	71	41	39	17	35	62	70	75	87	54	102	44	198	175	67
	24.1%	24.2%	24.1%	23.5%	24.2%	25.6%	29.9%	18.0%	19.3%	22.7%	19.8%	23.5%	25.0%	26.7%	26.7%	26.1%	21.6%	18.8%	25.8%	23.8%	25.0%
NET: Bottom 2 Box	164	90	74	50	92	22	60	20	26	14	25	48	42	49	46	38	80	24	140	129	36
	16.4%	17.5%	15.1%	14.6%	17.5%	16.7%	25.2%	9.0%	13.0%	18.9%	13.9%	18.2%	15.1%	17.4%	14.1%	18.2%	17.0%	10.4%	18.2%	17.5%	13.2%
(2) Somewhat disagree	104	57	48	31	62	11	35	16	18	5	16	28	27	33	28	23	53	16	88	79	25
	10.4%	11.1%	9.7%	9.1%	11.7%	8.5%	14.9%	6.8%	8.7%	6.7%	9.0%	10.8%	9.5%	11.8%	8.7%	11.3%	11.3%	6.8%	11.5%	10.8%	9.4%
(1) Strongly disagree	60	33	27	19	30	11	24	5	9	9	9	19	16	16	17	15	27	8	52	50	10
	6.0%	6.5%	5.5%	5.5%	5.7%	8.2%	10.3%	2.1%	4.3%	12.2%	4.9%	7.4%	5.6%	5.7%	5.4%	7.0%	5.7%	3.6%	6.7%	6.8%	3.9%
Don't know	36	7	29	20	16	-	7	7	4	2	-	7	13	16	12	7	17	4	32	20	16
	3.6%	1.5%	5.8%	5.7%	3.1%	-	3.0%	3.2%	1.8%	2.6%	-	2.8%	4.6%	5.7%	3.7%	3.2%	3.7%	1.8%	4.2%	2.7%	6.0%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	3.61	3.63	3.58	3.64	3.57	3.68	3.23	3.97	3.80	3.56	3.81	3.52	3.65	3.51	3.63	3.49	3.65	3.89	3.52	3.58	3.69
Std. Dev.	1.16	1.21	1.11	1.14	1.15	1.26	1.21	1.02	1.10	1.33	1.14	1.16	1.17	1.14	1.13	1.16	1.18	1.06	1.18	1.18	1.11
Std. Err.	0.04	0.06	0.05	0.06	0.05	0.13	0.08	0.07	0.08	0.15	0.09	0.07	0.07	0.07	0.06	0.08	0.06	0.07	0.04	0.04	0.08

Table 8

Q12. Some people propose increasing the current minimum wage of £6.19, so that everyone receives at least the Living Wage (a currently optional rate calculated to be the minimum required to meet actual living costs, £8.55/hour in London or £7.45/hour elsewhere). Other people oppose this because they say it might result in job losses as employers could no longer afford to employ as many people. Which of the following statements is closest to your opinion?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
The government should increase the minimum wage to ensure everyone earns enough to meet reasonable living costs, even if this results in job losses.	598 59.5%	309 60.3%	289 58.7%	207 59.9%	294 56.0%	97 72.8%	105 44.4%	162 70.9%	133 66.3%	43 58.6%	107 59.9%	135 51.5%	172 61.5%	183 64.8%	209 64.7%	121 58.3%	266 56.6%	138 58.6%	459 59.8%	440 59.8%	158 58.8%
The government should keep the minimum wage at its current level to avoid job losses, even if this means some people will not earn enough to meet reasonable living costs.	311 31.0%	175 34.3%	136 27.6%	106 30.8%	175 33.3%	29 22.1%	107 45.3%	45 19.6%	57 28.2%	26 35.1%	63 35.1%	94 36.0%	85 30.5%	68 24.2%	89 27.6%	69 33.4%	151 32.1%	68 28.7%	243 31.7%	233 31.7%	78 29.0%
Don't know	95 9.5%	28 5.4%	67 13.7%	32 9.3%	56 10.7%	7 5.0%	24 10.3%	22 9.4%	11 5.5%	5 6.3%	9 5.0%	33 12.5%	22 8.0%	31 11.0%	25 7.7%	17 8.3%	53 11.3%	30 12.7%	65 8.5%	62 8.5%	33 12.2%
SIGMA	1004 100.0%	512 100.0%	492 100.0%	346 100.0%	526 100.0%	133 100.0%	236 100.0%	229 100.0%	201 100.0%	73 100.0%	179 100.0%	262 100.0%	280 100.0%	283 100.0%	324 100.0%	207 100.0%	470 100.0%	236 100.0%	768 100.0%	735 100.0%	269 100.0%

Table 9

Q13. The Chief Executive of an NHS organisation in South West England recently received a 8.3% pay rise. The majority of staff NHS staff in the area are currently subject to pay freezes, cuts and redundancies. Which of these statements is closest to your opinion?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Senior executives should not receive pay rises while pay is being cut for other employees	908 90.4%	450 87.9%	458 93.0%	294 85.0%	484 92.0%	130 97.9%	217 91.7%	203 88.8%	194 96.2%	67 92.1%	159 88.5%	238 90.6%	252 90.2%	259 91.6%	294 90.7%	189 91.0%	422 89.8%	206 87.1%	702 91.4%	668 90.9%	239 89.0%
The pay given to senior executives should not be affected by what is happening to the pay of other employees.	76 7.6%	51 10.0%	25 5.0%	44 12.7%	31 5.8%	1 0.9%	17 7.3%	21 9.1%	7 3.5%	4 5.6%	19 10.8%	17 6.3%	19 6.9%	21 7.3%	22 6.8%	13 6.2%	41 8.8%	24 10.3%	52 6.7%	53 7.2%	23 8.5%
Don't know	21 2.0%	11 2.1%	10 2.0%	8 2.2%	11 2.2%	1 1.1%	2 1.0%	5 2.1%	1 0.3%	2 2.3%	1 0.7%	8 3.1%	8 2.9%	3 1.1%	8 2.5%	6 2.7%	7 1.4%	6 2.5%	15 1.9%	14 1.9%	7 2.5%
SIGMA	1004 100.0%	512 100.0%	492 100.0%	346 100.0%	526 100.0%	133 100.0%	236 100.0%	229 100.0%	201 100.0%	73 100.0%	179 100.0%	262 100.0%	280 100.0%	283 100.0%	324 100.0%	207 100.0%	470 100.0%	236 100.0%	768 100.0%	735 100.0%	269 100.0%

Table 10
Q14. What is the maximum difference in pay between the Chief Executive and the lowest paid member of any organisation that you consider to be 'fair'?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Less than double	110 11.0%	48 9.4%	62 12.6%	29 8.4%	60 11.3%	22 16.2%	25 10.5%	28 12.2%	19 9.5%	9 12.5%	9 5.1%	24 9.0%	27 9.5%	51 17.9%	30 9.2%	28 13.4%	51 11.0%	32 13.4%	78 10.2%	64 8.8%	46 17.0%
Double	88 8.7%	38 7.4%	50 10.1%	37 10.8%	42 8.1%	8 5.7%	10 4.4%	25 10.9%	15 7.6%	7 9.7%	13 7.2%	17 6.4%	30 10.6%	28 10.0%	29 9.0%	19 8.9%	40 8.5%	24 10.0%	64 8.3%	66 9.0%	21 8.0%
Triple	99 9.9%	52 10.1%	48 9.7%	33 9.7%	49 9.4%	16 12.4%	17 7.2%	27 11.9%	17 8.6%	13 17.3%	15 8.2%	27 10.4%	29 10.5%	28 9.8%	43 13.3%	11 5.4%	44 9.4%	25 10.8%	74 9.6%	83 11.3%	16 6.1%
Four times more	57 5.7%	31 6.0%	27 5.4%	24 6.9%	26 4.9%	8 6.0%	9 4.0%	11 4.7%	10 4.9%	4 5.3%	11 6.3%	16 6.0%	17 6.1%	13 4.7%	23 7.2%	12 5.9%	22 4.6%	12 5.1%	45 5.9%	41 5.6%	16 5.9%
Five times more	95 9.5%	49 9.5%	46 9.4%	28 8.2%	46 8.7%	21 15.6%	24 10.1%	31 13.7%	22 11.1%	5 7.3%	24 13.4%	18 6.9%	32 11.6%	21 7.3%	26 8.0%	21 10.3%	48 10.2%	22 9.3%	73 9.5%	65 8.9%	30 11.2%
Six times more	37 3.7%	19 3.6%	18 3.7%	15 4.5%	18 3.4%	4 2.8%	10 4.4%	4 1.6%	10 5.0%	2 2.4%	8 4.5%	10 3.9%	11 4.0%	7 2.6%	12 3.9%	8 3.8%	16 3.5%	9 3.8%	28 3.6%	27 3.7%	10 3.7%
Eight times more	22 2.2%	13 2.6%	9 1.8%	5 1.5%	17 3.2%	- -	5 2.0%	5 2.3%	2 1.2%	2 2.8%	7 3.7%	8 3.2%	3 0.9%	4 1.6%	4 1.3%	8 4.1%	10 2.1%	9 3.7%	13 1.7%	18 2.4%	4 1.6%
Ten times more	134 13.4%	77 15.0%	58 11.7%	48 14.0%	70 13.3%	16 12.4%	26 11.1%	30 13.1%	44 22.1%	10 13.7%	28 15.5%	46 17.5%	33 12.0%	27 9.6%	47 14.7%	29 14.2%	58 12.2%	39 16.5%	96 12.4%	101 13.7%	33 12.4%
Twenty times more	48 4.8%	27 5.3%	21 4.3%	15 4.3%	28 5.3%	5 4.1%	14 6.0%	10 4.2%	12 6.1%	4 5.3%	13 7.4%	10 3.7%	18 6.4%	7 2.6%	18 5.4%	7 3.3%	24 5.0%	11 4.6%	37 4.9%	38 5.2%	10 3.8%
Fifty times more	31 3.0%	19 3.6%	12 2.4%	7 2.1%	18 3.5%	5 3.8%	13 5.7%	3 1.4%	7 3.3%	2 3.4%	6 3.5%	13 4.8%	5 1.6%	7 2.6%	10 3.1%	5 2.6%	15 3.2%	4 1.5%	27 3.5%	23 3.1%	8 2.9%
Seventy five times more	4 0.4%	3 0.5%	2 0.3%	2 0.5%	2 0.4%	- -	1 0.4%	1 0.6%	1 0.3%	- -	2 1.1%	2 0.6%	1 0.2%	- -	1 0.4%	- -	3 0.6%	4 1.5%	1 0.1%	4 0.6%	- -
One hundred times more	17 1.6%	12 2.3%	5 1.0%	8 2.2%	8 1.5%	1 0.8%	2 0.9%	5 2.2%	3 1.6%	1 1.7%	6 3.1%	4 1.6%	3 1.0%	4 1.4%	4 1.3%	6 2.7%	7 1.4%	8 3.3%	9 1.1%	11 1.5%	5 1.9%
Two hundred times more	5 0.5%	3 0.6%	2 0.3%	2 0.5%	- -	3 2.3%	3 1.3%	- -	2 0.8%	- -	- -	- -	3 1.1%	2 0.6%	- -	- -	5 1.0%	- -	5 0.6%	3 0.4%	2 0.6%
More than two hundred times more	7 0.7%	4 0.8%	3 0.5%	2 0.6%	4 0.7%	1 0.7%	1 0.4%	4 1.6%	1 0.5%	- -	1 0.7%	1 0.4%	1 0.3%	3 1.2%	1 0.4%	2 1.1%	3 0.6%	2 0.9%	4 0.6%	5 0.6%	2 0.8%
Unlimited / there is no such thing as an 'unfair' pay difference	85 8.5%	57 11.1%	28 5.8%	27 7.8%	54 10.4%	4 2.9%	36 15.2%	14 6.0%	12 6.1%	4 5.7%	25 13.7%	26 9.7%	21 7.5%	14 5.0%	17 5.3%	16 7.8%	51 10.8%	5 1.9%	81 10.5%	72 9.7%	14 5.0%
Don't know	165 16.5%	63 12.3%	102 20.8%	62 18.0%	84 16.0%	19 14.2%	39 16.3%	31 13.6%	23 11.4%	9 12.9%	12 6.7%	41 15.7%	47 16.7%	65 23.1%	57 17.6%	34 16.3%	75 15.9%	32 13.7%	133 17.3%	114 15.5%	51 19.0%
SIGMA	1004 100.0%	512 100.0%	492 100.0%	346 100.0%	526 100.0%	133 100.0%	236 100.0%	229 100.0%	201 100.0%	73 100.0%	179 100.0%	262 100.0%	280 100.0%	283 100.0%	324 100.0%	207 100.0%	470 100.0%	236 100.0%	768 100.0%	735 100.0%	269 100.0%

Table 11

Q15. In some countries wages are set centrally. In the UK they are currently set separately by individual employers, sometimes after negotiations with trade unions. Do you think that if wage levels in different sectors of the economy were set centrally in the UK by agreement between employers and unions they would be...?

Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
NET: Top 2 Box	480	245	235	181	238	61	94	122	100	43	71	117	140	151	151	92	236	126	354	338	142
	47.8%	47.8%	47.8%	52.5%	45.2%	46.2%	39.6%	53.4%	49.5%	58.4%	39.9%	44.7%	50.1%	53.6%	46.5%	44.5%	50.1%	53.6%	46.1%	46.0%	52.8%
(5) Much fairer	125	76	49	45	59	21	25	34	24	14	23	27	37	38	40	26	60	36	89	90	36
	12.5%	14.9%	9.9%	13.1%	11.2%	15.6%	10.8%	14.8%	11.7%	19.6%	12.8%	10.2%	13.4%	13.5%	12.4%	12.4%	12.7%	15.4%	11.6%	12.2%	13.2%
(4) Somewhat fairer	355	169	187	136	179	41	68	88	76	28	49	91	103	113	111	67	176	90	265	249	107
	35.4%	32.9%	37.9%	39.3%	34.0%	30.6%	28.9%	38.6%	37.8%	38.8%	27.1%	34.5%	36.7%	40.1%	34.3%	32.2%	37.4%	38.2%	34.5%	33.8%	39.6%
(3) Neither more nor less fair	274	142	132	92	148	34	71	58	53	12	52	77	73	71	90	61	123	53	221	219	55
	27.3%	27.7%	26.8%	26.6%	28.1%	25.9%	30.2%	25.5%	26.1%	17.1%	29.3%	29.3%	26.2%	25.1%	27.7%	29.5%	26.2%	22.4%	28.8%	29.7%	20.5%
NET: Bottom 2 Box	169	96	73	41	99	29	59	29	36	14	44	55	38	33	54	35	79	37	132	127	42
	16.8%	18.8%	14.8%	12.0%	18.8%	21.9%	24.8%	12.8%	18.1%	19.0%	24.5%	20.8%	13.6%	11.5%	16.6%	16.9%	16.8%	15.6%	17.2%	17.3%	15.5%
(2) Somewhat less fair	99	47	52	29	60	10	29	18	21	5	21	34	23	21	28	22	49	20	79	75	25
	9.9%	9.3%	10.5%	8.4%	11.4%	7.8%	12.5%	8.0%	10.5%	7.1%	11.7%	13.1%	8.3%	7.3%	8.7%	10.5%	10.5%	8.6%	10.3%	10.2%	9.1%
(1) Much less fair	70	49	21	12	39	19	29	11	15	9	23	20	15	12	25	13	30	17	53	53	17
	7.0%	9.5%	4.3%	3.6%	7.4%	14.1%	12.3%	4.9%	7.7%	11.9%	12.9%	7.7%	5.3%	4.3%	7.9%	6.4%	6.3%	7.0%	6.9%	7.2%	6.3%
Don't know	81	29	52	31	42	8	13	19	13	4	11	14	28	30	19	32	20	61	51	30	
	8.0%	5.6%	10.6%	9.0%	8.0%	5.9%	5.4%	8.2%	6.2%	5.6%	6.3%	5.2%	10.1%	9.8%	9.2%	9.1%	6.9%	8.4%	7.9%	6.9%	11.2%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	3.40	3.36	3.43	3.55	3.33	3.27	3.14	3.55	3.38	3.50	3.16	3.28	3.50	3.57	3.38	3.37	3.43	3.51	3.36	3.36	3.50
Std. Dev.	1.09	1.16	1.00	0.98	1.09	1.27	1.18	1.03	1.10	1.26	1.22	1.09	1.04	1.00	1.11	1.08	1.07	1.11	1.08	1.08	1.09
Std. Err.	0.04	0.06	0.05	0.05	0.05	0.13	0.08	0.07	0.08	0.15	0.10	0.07	0.07	0.06	0.06	0.08	0.05	0.08	0.04	0.04	0.08

Table 14

Q18. Thinking about when you book your holidays, would you be more likely to use a travel agent or tour company if you knew that they paid their staff the living wage, rather than the minimum wage?

Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
I would be much more likely	254	135	119	83	131	41	39	79	60	28	54	60	64	76	80	54	120	78	177	194	60
	25.3%	26.3%	24.3%	23.9%	24.9%	30.8%	16.6%	34.6%	30.0%	38.3%	30.2%	22.9%	22.7%	27.0%	24.8%	26.0%	25.5%	32.9%	23.0%	26.4%	22.5%
I would be slightly more likely	246	139	106	96	122	28	45	62	50	16	51	69	75	51	87	41	117	58	188	181	64
	24.5%	27.2%	21.6%	27.7%	23.1%	21.4%	19.1%	26.9%	25.0%	21.8%	28.4%	26.3%	26.9%	17.9%	26.7%	19.9%	24.9%	24.4%	24.5%	24.7%	23.9%
It would have no impact on my decision	504	238	266	167	273	63	152	88	90	29	74	133	141	156	112	233	101	403	360	144	
	50.2%	46.4%	54.1%	48.4%	52.0%	47.8%	64.3%	38.6%	45.0%	39.9%	41.4%	50.7%	50.4%	55.1%	48.5%	54.2%	49.7%	42.7%	52.5%	48.9%	53.6%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 15

Q19. How satisfied are you that the government is doing enough to encourage employers to create well paid jobs in your region?

Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
NET: Top 2 Box	204	117	87	100	96	9	61	45	32	12	52	59	54	40	57	40	108	47	157	158	47
	20.4%	22.8%	17.8%	28.9%	18.2%	6.5%	25.7%	19.7%	15.7%	16.0%	29.1%	22.4%	19.2%	14.1%	17.5%	19.3%	22.9%	19.9%	20.5%	21.5%	17.3%
(5) Very satisfied	42	25	17	22	18	2	15	15	3	1	13	12	5	11	12	9	22	18	24	33	9
	4.2%	4.9%	3.4%	6.4%	3.4%	1.6%	6.1%	6.6%	1.6%	0.8%	7.5%	4.5%	2.0%	4.0%	3.6%	4.2%	4.6%	7.7%	3.1%	4.5%	3.2%
(4) Fairly satisfied	162	92	71	78	78	6	46	30	28	11	39	47	48	28	45	31	86	29	133	124	38
	16.2%	17.9%	14.4%	22.5%	14.8%	4.8%	19.6%	13.2%	14.1%	15.2%	21.5%	17.9%	17.3%	10.0%	13.9%	15.1%	18.2%	12.2%	17.4%	16.9%	14.1%
(3) Neither satisfied nor unsatisfied	284	135	149	95	153	36	91	47	48	10	42	79	80	82	84	63	137	52	231	197	87
	28.2%	26.3%	30.2%	27.4%	29.1%	26.9%	38.4%	20.7%	24.0%	14.1%	23.6%	30.1%	28.7%	29.0%	25.9%	30.3%	29.1%	22.1%	30.1%	26.8%	32.3%
NET: Bottom 2 Box	516	260	256	151	277	88	85	136	121	51	85	125	146	161	183	104	226	137	379	380	136
	51.4%	50.9%	52.0%	43.7%	52.7%	66.6%	35.9%	59.6%	60.3%	69.9%	47.4%	47.5%	52.1%	56.9%	56.5%	50.4%	48.0%	58.0%	49.4%	51.8%	50.4%
(2) Fairly unsatisfied	303	138	165	96	173	34	55	77	68	24	38	77	87	101	105	68	128	71	232	222	81
	30.2%	27.0%	33.5%	27.7%	32.9%	25.7%	23.2%	33.7%	33.7%	33.0%	21.3%	29.2%	31.2%	35.7%	32.5%	32.9%	27.2%	30.1%	30.2%	30.2%	30.2%
(1) Very unsatisfied	213	122	91	55	104	54	30	59	53	27	47	48	59	60	78	36	98	66	147	159	55
	21.2%	23.9%	18.5%	16.0%	19.8%	40.9%	12.6%	25.9%	26.6%	36.9%	26.0%	18.3%	20.9%	21.2%	24.0%	17.5%	20.8%	27.9%	19.2%	21.6%	20.3%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	2.52	2.53	2.51	2.76	2.49	2.01	2.83	2.41	2.30	2.10	2.63	2.61	2.48	2.40	2.41	2.56	2.59	2.42	2.55	2.53	2.50
Std. Dev.	1.12	1.18	1.06	1.16	1.07	1.01	1.07	1.19	1.06	1.09	1.28	1.11	1.07	1.05	1.10	1.08	1.14	1.23	1.08	1.14	1.07
Std. Err.	0.04	0.05	0.05	0.06	0.05	0.10	0.07	0.08	0.08	0.13	0.10	0.07	0.06	0.06	0.06	0.07	0.05	0.08	0.04	0.04	0.07

Table 16
Q20. The state pension age is currently increasing from 65 to 68. According to research by PwC, state pension age for children born today might rise as far as 77. The Government's public sector pension reforms will require all NHS workers, including midwives, nurses and paramedics, to work to their state pension age before they can get their full pension. Do you support or oppose this policy?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
NET: Top 2 Box	302	183	119	99	160	42	108	46	56	24	72	89	72	69	80	58	163	61	240	242	60
	30.1%	35.7%	24.2%	28.7%	30.5%	31.7%	45.5%	20.3%	27.7%	32.8%	40.1%	33.9%	25.8%	24.3%	24.8%	27.8%	34.6%	26.0%	31.3%	32.9%	22.2%
(5) Strongly support	119	82	37	34	57	28	45	18	21	12	31	31	28	28	30	26	61	24	95	89	30
	11.8%	16.0%	7.5%	9.9%	10.8%	21.2%	19.1%	7.8%	10.7%	16.1%	17.4%	11.8%	10.2%	10.0%	9.4%	12.7%	12.9%	10.0%	12.4%	12.1%	11.2%
(4) Somewhat support	183	101	82	65	104	14	62	29	34	12	41	58	44	40	50	31	102	38	145	153	30
	18.2%	19.7%	16.7%	18.9%	19.7%	10.5%	26.4%	12.5%	17.0%	16.7%	22.8%	22.2%	15.6%	14.3%	15.4%	15.0%	21.7%	16.0%	18.9%	20.9%	11.0%
(3) Neither support nor oppose	113	62	51	53	54	6	22	23	19	5	20	27	32	34	34	22	56	21	92	84	29
	11.3%	12.1%	10.4%	15.3%	10.4%	4.4%	9.4%	10.2%	9.5%	6.7%	11.4%	10.3%	11.3%	12.0%	10.5%	12.0%	8.9%	12.0%	11.4%	10.9%	
NET: Bottom 2 Box	569	261	307	183	302	84	105	156	122	44	86	141	169	173	203	124	242	148	420	396	173
	56.7%	51.1%	62.5%	53.0%	57.4%	63.2%	44.2%	68.1%	60.4%	60.6%	47.9%	53.6%	60.4%	61.4%	62.6%	59.8%	51.4%	62.9%	54.7%	53.9%	64.2%
(2) Somewhat oppose	254	116	138	92	137	25	53	62	57	14	33	66	78	76	93	56	106	44	210	178	76
	25.3%	22.6%	28.1%	26.6%	26.1%	19.0%	22.5%	26.9%	28.3%	19.6%	18.7%	25.3%	27.8%	27.1%	28.7%	26.8%	22.5%	18.7%	27.3%	24.2%	28.4%
(1) Strongly oppose	315	146	169	91	165	59	51	94	65	30	52	74	91	97	110	68	136	104	210	218	96
	31.3%	28.5%	34.3%	26.4%	31.4%	44.2%	21.7%	41.2%	32.2%	41.0%	29.2%	28.3%	32.5%	34.3%	33.9%	33.1%	28.9%	44.1%	27.4%	29.7%	35.8%
Don't know	20	6	15	10	9	1	2	3	5	-	1	6	7	7	7	4	10	5	15	13	7
	2.0%	1.1%	3.0%	3.0%	1.7%	0.8%	0.9%	1.4%	2.4%	-	0.6%	2.2%	2.5%	2.3%	2.1%	1.9%	2.0%	2.2%	2.0%	1.8%	2.7%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	2.53	2.72	2.33	2.58	2.52	2.45	2.99	2.18	2.44	2.47	2.80	2.63	2.42	2.37	2.36	2.47	2.67	2.27	2.61	2.61	2.32
Std. Dev.	1.41	1.47	1.32	1.34	1.40	1.63	1.47	1.31	1.39	1.55	1.51	1.41	1.37	1.36	1.35	1.42	1.43	1.43	1.39	1.42	1.37
Std. Err.	0.05	0.07	0.06	0.06	0.07	0.17	0.10	0.09	0.10	0.18	0.11	0.09	0.08	0.08	0.07	0.10	0.07	0.10	0.05	0.05	0.09

Table 17
Q21. How well did the subjects you took at school prepare you for work?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
NET: Top 2 Box	557	298	260	190	278	88	136	132	111	36	120	163	155	119	176	125	255	147	410	414	143
	55.5%	58.1%	52.8%	55.1%	53.0%	66.5%	57.7%	57.5%	55.0%	49.6%	66.8%	62.2%	55.5%	42.1%	54.4%	60.3%	54.3%	62.2%	53.4%	56.3%	53.2%
(4) Very well	107	68	40	38	46	23	26	26	27	4	42	25	23	17	30	23	54	39	68	79	28
	10.7%	13.2%	8.0%	11.1%	8.7%	17.3%	10.9%	11.5%	13.4%	6.0%	23.7%	9.4%	8.3%	5.9%	9.2%	11.2%	11.5%	16.6%	8.8%	10.8%	10.4%
(3) Fairly well	450	230	220	152	233	65	111	105	84	32	77	139	132	102	146	102	201	108	342	335	115
	44.8%	44.9%	44.7%	44.0%	44.2%	49.3%	46.7%	46.0%	41.6%	43.6%	43.1%	52.8%	47.1%	36.2%	45.2%	49.0%	42.9%	45.6%	44.6%	45.5%	42.8%
NET: Bottom 2 Box	447	214	232	155	247	44	100	97	90	37	59	99	125	164	147	82	215	89	358	321	126
	44.5%	41.9%	47.2%	44.9%	47.0%	33.5%	42.3%	42.5%	45.0%	50.4%	33.2%	37.8%	44.5%	57.9%	45.6%	39.7%	45.7%	37.8%	46.6%	43.7%	46.8%
(2) Fairly badly	320	155	165	111	187	22	75	71	67	20	46	74	93	107	106	57	156	61	259	234	87
	31.9%	30.3%	33.6%	32.2%	35.5%	16.7%	31.8%	30.8%	33.5%	27.2%	25.5%	28.4%	33.3%	37.8%	32.6%	27.7%	33.3%	26.0%	33.7%	31.8%	32.2%
(1) Very badly	126	59	67	44	60	22	25	27	23	17	14	25	31	57	42	25	58	28	98	87	39
	12.6%	11.5%	13.7%	12.7%	11.5%	16.7%	10.5%	11.7%	11.5%	23.2%	7.7%	9.4%	11.2%	20.1%	12.9%	12.0%	12.4%	11.8%	12.8%	11.9%	14.6%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	2.54	2.60	2.47	2.54	2.50	2.67	2.58	2.57	2.57	2.33	2.83	2.62	2.53	2.28	2.51	2.59	2.53	2.67	2.49	2.55	2.49
Std. Dev.	0.85	0.86	0.83	0.85	0.81	0.95	0.82	0.84	0.86	0.90	0.88	0.78	0.80	0.85	0.83	0.84	0.85	0.89	0.83	0.84	0.87
Std. Err.	0.03	0.04	0.04	0.04	0.04	0.10	0.06	0.06	0.06	0.10	0.07	0.05	0.05	0.05	0.05	0.06	0.04	0.06	0.03	0.03	0.06

Table 18
Q22. When you were at school, did you receive any careers advice?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Yes	574	291	283	199	322	53	127	147	114	36	104	156	150	164	176	132	266	141	433	416	157
	57.2%	56.9%	57.5%	57.7%	61.2%	39.9%	53.9%	64.2%	56.6%	49.0%	58.0%	59.6%	53.6%	57.9%	54.4%	63.8%	56.5%	59.7%	56.4%	56.7%	58.5%
No	379	193	186	122	181	76	99	72	76	37	73	92	113	102	132	61	184	84	295	283	96
	37.8%	37.8%	37.8%	35.4%	34.4%	57.6%	42.0%	31.4%	38.0%	51.0%	40.5%	34.9%	40.3%	36.2%	40.6%	29.4%	39.1%	35.7%	38.4%	38.5%	35.8%
Don't know / can't remember	51	27	23	24	24	3	10	10	11	-	3	15	17	17	16	14	21	11	40	36	15
	5.1%	5.4%	4.8%	7.0%	4.5%	2.5%	4.1%	4.4%	5.4%	-	1.5%	5.5%	6.1%	5.9%	5.0%	6.8%	4.4%	4.5%	5.2%	4.8%	5.7%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 21

Q23B. If your current employer provided you with more training and development opportunities, how would it affect your decision to leave?

Base: Respondents who are currently thinking about making the decision to change jobs

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	417	204	213	247	150	20	73	89	81	36	62	122	122	111	143	79	193	90	327	330	87
Weighted Total	388	206	182	191	170	27	71	85	80	32	57	108	108	116	127	72	188	88	300	288	100
I would be much less likely to leave	123 31.7%	68 32.9%	55 30.3%	60 31.6%	55 32.4%	8 28.1%	24 33.2%	34 39.9%	26 32.8%	10 30.5%	14 24.3%	41 37.7%	37 34.0%	32 27.6%	43 33.9%	18 25.0%	62 33.0%	33 37.9%	90 29.9%	94 32.6%	29 29.1%
I would be somewhat less likely to leave	139 35.9%	67 32.6%	72 39.6%	75 39.1%	59 34.5%	6 21.6%	22 31.2%	30 35.9%	33 40.9%	11 34.1%	25 44.4%	34 31.3%	33 30.3%	48 41.1%	48 37.5%	24 33.7%	66 35.0%	31 34.8%	109 36.2%	107 37.3%	32 31.8%
I would be just as likely to leave	126 32.5%	71 34.5%	55 30.2%	56 29.3%	56 33.1%	14 50.3%	25 35.5%	21 24.3%	21 26.3%	11 35.4%	18 31.3%	33 31.1%	39 35.8%	36 31.2%	36 28.6%	30 41.3%	60 32.0%	24 27.3%	102 34.0%	87 30.1%	39 39.2%
SIGMA	388 100.0%	206 100.0%	182 100.0%	191 100.0%	170 100.0%	27 100.0%	71 100.0%	85 100.0%	80 100.0%	32 100.0%	57 100.0%	108 100.0%	108 100.0%	116 100.0%	127 100.0%	72 100.0%	188 100.0%	88 100.0%	300 100.0%	288 100.0%	100 100.0%

Table 22

Q24. Would you be more likely to work harder for an employer that offered you better training and development opportunities?

Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Yes	816 81.2%	423 82.6%	393 79.9%	303 87.8%	409 77.8%	103 77.6%	172 72.6%	189 82.8%	181 89.9%	56 76.7%	148 82.5%	214 81.7%	222 79.4%	231 81.8%	265 81.9%	168 80.9%	381 81.1%	207 87.5%	609 79.3%	591 80.5%	224 83.3%
No	188 18.8%	89 17.4%	99 20.1%	42 12.2%	116 22.2%	30 22.4%	65 27.4%	39 17.2%	20 10.1%	17 23.3%	31 17.5%	48 18.3%	58 20.6%	51 18.2%	58 18.1%	40 19.1%	89 18.9%	29 12.5%	159 20.7%	144 19.5%	45 16.7%
SIGMA	1004 100.0%	512 100.0%	492 100.0%	346 100.0%	526 100.0%	133 100.0%	236 100.0%	229 100.0%	201 100.0%	73 100.0%	179 100.0%	262 100.0%	280 100.0%	283 100.0%	324 100.0%	207 100.0%	470 100.0%	236 100.0%	768 100.0%	735 100.0%	269 100.0%

Table 23
Q25. How happy or unhappy do you think you would be if you were still doing your current job in five years' time?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
NET: Top 2 Box	438	229	208	128	247	62	114	108	89	32	95	103	120	119	133	91	212	116	322	320	117
	43.6%	44.8%	42.4%	37.2%	47.0%	47.0%	48.4%	47.0%	44.0%	44.0%	53.2%	39.3%	43.0%	42.1%	41.2%	43.7%	45.2%	49.1%	41.9%	43.6%	43.6%
(5) Very happy	134	74	60	32	71	30	26	35	27	12	36	21	41	36	34	29	69	47	87	96	37
	13.3%	14.4%	12.1%	9.4%	13.4%	23.0%	10.9%	15.4%	13.4%	16.8%	20.0%	7.9%	14.7%	12.6%	10.5%	14.2%	14.7%	19.7%	11.3%	13.1%	13.8%
(4) Fairly happy	304	155	149	96	176	32	89	72	62	20	59	82	79	83	99	61	143	69	235	224	80
	30.3%	30.4%	30.2%	27.8%	33.5%	24.0%	37.5%	31.7%	30.6%	27.3%	33.2%	31.4%	28.3%	29.4%	30.7%	29.6%	30.5%	29.3%	30.6%	30.5%	29.8%
(3) Neither happy nor unhappy	257	139	117	83	128	46	60	58	55	15	46	67	67	78	83	54	120	64	192	181	76
	25.6%	27.2%	23.8%	23.9%	24.4%	34.5%	25.2%	25.5%	27.5%	20.6%	25.5%	25.4%	23.8%	27.5%	25.6%	25.9%	25.6%	27.3%	25.0%	24.6%	28.2%
NET: Bottom 2 Box	310	143	166	135	150	25	63	63	57	26	38	93	93	86	108	63	137	56	254	234	76
	30.8%	28.0%	33.8%	38.9%	28.6%	18.6%	26.5%	27.5%	28.5%	35.4%	21.3%	35.2%	33.2%	30.4%	33.2%	30.3%	29.2%	23.6%	33.0%	31.8%	28.2%
(2) Fairly unhappy	185	88	97	72	102	11	33	47	32	18	26	54	59	46	67	37	79	35	149	143	41
	18.4%	17.1%	19.8%	20.8%	19.4%	8.3%	13.8%	20.4%	15.7%	24.2%	14.3%	20.5%	21.2%	16.3%	20.7%	17.6%	16.9%	15.0%	19.5%	19.5%	15.4%
(1) Very unhappy	125	56	69	63	49	14	30	16	26	8	13	39	34	40	40	26	58	20	104	90	34
	12.4%	10.9%	14.0%	18.1%	9.2%	10.2%	12.7%	7.1%	12.8%	11.2%	7.0%	14.7%	12.0%	14.1%	12.5%	12.7%	12.3%	8.7%	13.6%	12.3%	12.8%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	3.14	3.20	3.07	2.89	3.23	3.41	3.20	3.28	3.16	3.14	3.45	2.97	3.13	3.10	3.06	3.15	3.18	3.36	3.07	3.13	3.16
Std. Dev.	1.22	1.20	1.24	1.26	1.18	1.22	1.19	1.16	1.22	1.28	1.17	1.20	1.25	1.23	1.20	1.24	1.23	1.20	1.22	1.23	1.22
Std. Err.	0.04	0.06	0.05	0.06	0.05	0.12	0.08	0.08	0.09	0.15	0.09	0.07	0.07	0.08	0.07	0.08	0.06	0.08	0.04	0.04	0.08

Table 24

Q26. Broadband internet access plays a growing role in our lives and is likely to become even more important as government makes more services digital. In terms of your access to broadband at home, would you say your current service is:

Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
NET: Top 2 Box	740	375	365	264	379	96	165	192	155	45	131	204	203	202	248	155	336	167	573	547	194
	73.7%	73.2%	74.3%	76.5%	72.2%	72.6%	69.6%	84.0%	76.9%	61.3%	73.3%	77.6%	72.5%	71.6%	76.6%	74.6%	71.5%	70.9%	74.6%	74.4%	72.0%
(5) Excellent	302	157	145	104	154	44	68	88	69	17	54	77	83	88	112	68	123	69	233	226	76
	30.1%	30.6%	29.6%	30.1%	29.3%	33.1%	28.6%	38.3%	34.2%	23.7%	30.2%	29.5%	29.8%	31.0%	34.6%	32.6%	26.1%	29.3%	30.4%	30.8%	28.1%
(4) Quite good	438	218	220	160	225	52	97	105	86	27	77	126	120	115	136	87	214	98	340	320	118
	43.6%	42.6%	44.7%	46.4%	42.9%	39.5%	41.0%	45.8%	42.7%	37.6%	43.1%	48.2%	42.8%	40.6%	41.9%	42.0%	45.4%	41.6%	44.3%	43.6%	43.8%
(3) OK	185	103	82	60	97	28	50	24	36	18	36	38	55	56	52	34	100	53	133	127	58
	18.5%	20.1%	16.7%	17.4%	18.5%	20.9%	21.2%	10.6%	17.7%	25.1%	20.1%	14.6%	19.8%	19.7%	16.0%	16.4%	21.2%	22.3%	17.3%	17.3%	21.7%
NET: Bottom 2 Box	78	34	44	21	49	9	22	12	11	10	12	20	22	25	24	19	34	16	62	61	17
	7.8%	6.7%	9.0%	6.1%	9.3%	6.5%	9.2%	5.3%	5.4%	13.7%	6.6%	7.8%	7.7%	8.7%	7.4%	9.0%	7.3%	6.8%	8.1%	8.3%	6.4%
(2) Poor	68	32	36	20	40	9	21	11	8	9	11	18	18	22	20	15	32	15	54	52	16
	6.8%	6.2%	7.4%	5.7%	7.6%	6.5%	8.8%	4.9%	4.1%	12.8%	6.0%	6.7%	6.5%	7.6%	6.1%	7.1%	6.9%	6.2%	7.0%	7.1%	5.9%
(1) Terrible / I have no access to broadband	10	2	8	1	9	-	1	1	3	1	1	3	3	3	4	4	2	2	9	9	1
	1.0%	0.5%	1.6%	0.4%	1.7%	-	0.4%	0.4%	1.3%	0.9%	0.6%	1.0%	1.2%	1.1%	1.3%	1.9%	0.4%	0.7%	1.1%	1.2%	0.4%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	3.95	3.97	3.93	4.00	3.91	3.99	3.89	4.17	4.04	3.70	3.96	3.98	3.93	3.93	4.03	3.96	3.90	3.93	3.96	3.96	3.93
Std. Dev.	0.92	0.89	0.95	0.86	0.96	0.90	0.94	0.84	0.90	1.00	0.89	0.90	0.93	0.95	0.93	0.97	0.88	0.91	0.93	0.94	0.88
Std. Err.	0.03	0.04	0.04	0.04	0.04	0.09	0.06	0.06	0.06	0.11	0.07	0.05	0.06	0.06	0.05	0.07	0.04	0.06	0.03	0.03	0.06

Table 25

Q27. Do you believe that businesses would treat staff fairly if there were no legal obligation on them to do so?

Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Yes	211	119	92	70	114	27	68	52	27	12	45	61	54	51	60	48	102	51	160	163	48
	21.0%	23.2%	18.7%	20.3%	21.7%	20.2%	28.8%	22.6%	13.2%	17.0%	25.1%	23.2%	19.2%	18.2%	18.5%	23.2%	21.6%	21.7%	20.8%	22.2%	17.7%
No	682	341	341	238	350	93	145	144	158	57	117	183	194	188	226	137	318	164	518	497	185
	67.9%	66.5%	69.4%	69.0%	66.6%	70.4%	61.1%	62.9%	78.4%	77.8%	65.4%	69.7%	69.3%	66.5%	69.7%	65.9%	67.7%	69.6%	67.4%	67.7%	68.7%
Don't know	111	53	58	37	61	12	24	33	17	4	17	19	32	43	38	23	50	21	90	74	37
	11.1%	10.3%	11.9%	10.8%	11.7%	9.3%	10.1%	14.5%	8.3%	5.2%	9.5%	7.1%	11.4%	15.3%	11.8%	10.9%	10.7%	8.7%	11.8%	10.1%	13.6%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 26
Q28. Are you aware of the government's Pay and Work Rights Helpline?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Yes	194 19.4%	121 23.7%	73 14.8%	77 22.3%	81 15.3%	37 27.5%	51 21.7%	56 24.5%	33 16.2%	15 20.1%	50 27.7%	50 19.2%	58 20.7%	36 12.9%	59 18.1%	40 19.1%	96 20.4%	58 24.7%	136 17.7%	156 21.3%	38 14.1%
No	810 80.6%	391 76.3%	419 85.2%	268 77.7%	445 84.7%	96 72.5%	185 78.3%	173 75.5%	169 83.8%	58 79.9%	130 72.3%	212 80.8%	222 79.3%	246 87.1%	265 81.9%	168 80.9%	374 79.6%	178 75.3%	632 82.3%	579 78.7%	231 85.9%
SIGMA	1004 100.0%	512 100.0%	492 100.0%	346 100.0%	526 100.0%	133 100.0%	236 100.0%	229 100.0%	201 100.0%	73 100.0%	179 100.0%	262 100.0%	280 100.0%	283 100.0%	324 100.0%	207 100.0%	470 100.0%	236 100.0%	768 100.0%	735 100.0%	269 100.0%

Table 27
Q29. Do you think it would be worthwhile for the Government set up its own Fair Work Commission to look at improving the quality of jobs and justice at work?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Yes	585 58.3%	306 59.8%	279 56.7%	230 66.6%	278 52.9%	77 58.0%	110 46.7%	146 64.0%	137 68.1%	39 52.9%	108 60.2%	136 51.7%	164 58.7%	178 62.9%	187 57.7%	126 60.8%	272 57.9%	150 63.4%	436 56.8%	423 57.6%	162 60.3%
No	215 21.4%	121 23.6%	95 19.2%	46 13.3%	140 26.6%	29 22.2%	74 31.3%	35 15.3%	30 14.7%	22 29.7%	47 26.3%	71 27.1%	61 21.7%	36 12.9%	64 19.9%	43 20.7%	107 22.7%	46 19.4%	169 22.1%	170 23.1%	45 16.9%
Don't know	203 20.3%	85 16.6%	118 24.0%	69 20.1%	108 20.5%	26 19.9%	52 22.0%	47 20.7%	35 17.3%	13 17.4%	24 13.4%	56 21.2%	55 19.6%	69 24.3%	73 22.4%	38 18.5%	91 19.4%	41 17.2%	163 21.2%	142 19.3%	61 22.8%
SIGMA	1004 100.0%	512 100.0%	492 100.0%	346 100.0%	526 100.0%	133 100.0%	236 100.0%	229 100.0%	201 100.0%	73 100.0%	179 100.0%	262 100.0%	280 100.0%	283 100.0%	324 100.0%	207 100.0%	470 100.0%	236 100.0%	768 100.0%	735 100.0%	269 100.0%

Table 28

Q30. Would you support or oppose the establishment of a Fair Work Ombudsman in the UK as a single port of call for workers who want advice or to report an abuse? (This would involve consolidating the existing enforcement bodies to provide the Ombudsman with the powers and resources to secure individual workers their key statutory rights, and to tackle the illegal practices of rogue employers).

Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
NET: Top 2 Box	750	383	366	252	391	107	168	189	157	53	131	202	200	217	243	151	354	193	557	542	208
	74.7%	74.9%	74.5%	72.8%	74.5%	80.5%	71.0%	82.6%	77.9%	72.6%	73.1%	76.9%	71.4%	76.9%	75.2%	73.0%	75.2%	81.6%	72.5%	73.7%	77.2%
(5) Strongly support	296	160	137	88	151	57	51	82	70	26	52	75	77	92	92	60	143	94	202	205	91
	29.5%	31.2%	27.8%	25.6%	28.7%	43.2%	21.5%	35.8%	34.8%	35.1%	29.3%	28.5%	27.5%	32.7%	28.5%	29.1%	30.5%	39.9%	26.4%	27.9%	33.9%
(4) Somewhat support	453	224	230	163	241	50	117	107	87	27	78	127	123	125	151	91	210	99	355	337	117
	45.1%	43.7%	46.7%	47.2%	45.8%	37.3%	49.5%	46.8%	43.1%	37.5%	43.8%	48.4%	43.9%	44.2%	46.6%	43.9%	44.7%	41.8%	46.2%	45.8%	43.3%
(3) Neither support nor oppose	171	92	79	66	92	14	46	30	32	11	29	48	56	38	51	35	85	29	142	130	41
	17.0%	18.1%	16.0%	19.0%	17.4%	10.3%	19.3%	13.0%	15.9%	15.6%	16.5%	18.2%	20.0%	13.4%	15.9%	16.7%	18.1%	12.5%	18.4%	17.7%	15.2%
NET: Bottom 2 Box	48	24	24	12	26	10	18	3	9	6	14	8	13	13	11	12	23	6	42	38	9
	4.8%	4.7%	4.8%	3.4%	4.9%	7.5%	7.6%	1.4%	4.7%	7.7%	7.7%	3.0%	4.8%	4.6%	3.5%	6.0%	4.9%	2.4%	5.5%	5.2%	3.5%
(2) Somewhat oppose	30	13	16	9	19	2	9	3	6	1	8	5	9	8	6	9	14	3	26	25	5
	2.9%	2.6%	3.3%	2.6%	3.6%	1.2%	4.0%	1.4%	3.2%	1.7%	4.4%	1.9%	3.3%	2.8%	1.9%	4.4%	3.1%	1.4%	3.4%	3.4%	1.8%
(1) Strongly oppose	18	11	7	3	7	8	9	-	3	4	6	3	4	5	5	3	8	2	16	14	5
	1.8%	2.1%	1.5%	0.8%	1.3%	6.3%	3.6%	-	1.5%	6.0%	3.3%	1.1%	1.5%	1.8%	1.6%	1.8%	1.0%	2.1%	2.1%	1.9%	1.7%
Don't know	35	12	23	16	17	2	5	7	3	3	5	5	11	15	18	9	8	8	27	24	11
	3.5%	2.3%	4.7%	4.7%	3.2%	1.7%	2.1%	3.0%	1.5%	4.2%	2.7%	1.9%	3.8%	5.1%	5.4%	4.4%	1.8%	3.5%	3.5%	3.3%	4.0%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	4.01	4.02	4.01	3.99	4.00	4.12	3.83	4.21	4.08	3.98	3.94	4.03	3.96	4.09	4.04	3.99	4.01	4.22	3.95	3.98	4.10
Std. Dev.	0.88	0.90	0.86	0.81	0.87	1.08	0.94	0.72	0.88	1.09	0.98	0.81	0.88	0.88	0.84	0.90	0.89	0.80	0.89	0.89	0.86
Std. Err.	0.03	0.04	0.04	0.04	0.04	0.11	0.06	0.05	0.06	0.13	0.08	0.05	0.05	0.06	0.05	0.06	0.04	0.05	0.03	0.03	0.06

Table 29

Q31. Do you think that the full range of British society is currently adequately represented in British cultural life, particularly in film, television and theatre?

Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Yes	431	233	198	143	240	48	126	90	90	26	86	111	122	113	126	94	211	111	320	325	106
	42.9%	45.4%	40.3%	41.3%	45.6%	36.4%	53.2%	39.5%	44.9%	36.2%	47.8%	42.3%	43.5%	39.9%	38.8%	45.1%	44.8%	47.2%	41.6%	44.2%	39.4%
No	403	202	200	144	201	58	76	105	82	39	75	113	113	102	143	78	180	98	305	301	101
	40.1%	39.6%	40.7%	41.6%	38.3%	43.4%	32.2%	45.9%	40.7%	52.8%	41.7%	43.2%	40.4%	36.1%	44.2%	37.7%	38.3%	41.4%	39.7%	41.0%	37.7%
Don't know	170	77	93	59	84	27	35	33	29	8	19	38	45	68	55	36	80	27	143	109	62
	17.0%	15.0%	19.0%	17.1%	16.1%	20.2%	14.6%	14.6%	14.5%	10.9%	10.6%	14.6%	16.1%	24.0%	17.0%	17.2%	16.9%	11.5%	18.6%	14.8%	22.9%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 30

Q32. Could a young person in your family afford to do an unpaid internship in London?
 Assume rent & living costs if living away from home in London are £1,000 a month (as according to the the LSE).
 Base: Respondents who are more than 35 yrs old

	Gender			Age			2010 Vote				SEG				Region			Trade Union Member		Employment	
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	561	269	292	-	465	96	152	144	105	46	105	156	146	154	187	131	241	147	414	429	132
Weighted Total	658	343	315	-	526	133	183	165	130	51	129	177	172	180	213	139	304	171	488	477	182
NET: Top 2 Box	52	33	19	-	43	9	18	12	11	1	24	11	10	7	10	5	35	12	40	45	8
	7.9%	9.6%	6.1%	-	8.2%	6.8%	9.7%	7.2%	8.1%	2.5%	18.4%	6.5%	5.6%	4.0%	4.8%	3.7%	11.7%	7.3%	8.2%	9.3%	4.2%
(5) Definitely	18	12	5	-	12	6	8	1	3	1	9	5	3	1	3	3	10	5	13	16	1
	2.7%	3.6%	1.7%	-	2.2%	4.5%	4.5%	0.8%	2.6%	2.5%	6.6%	2.6%	1.9%	0.7%	1.5%	2.2%	3.3%	2.7%	2.7%	3.4%	0.7%
(4) Probably	35	21	14	-	31	3	10	11	7	-	15	7	6	6	7	2	25	8	27	28	6
	5.2%	6.0%	4.4%	-	6.0%	2.3%	5.3%	6.4%	5.5%	-	11.8%	3.9%	3.7%	3.3%	3.3%	1.5%	8.3%	4.5%	5.5%	5.9%	3.5%
(3) Maybe	48	28	20	-	45	3	18	7	7	2	11	15	18	3	16	7	24	15	33	39	9
	7.3%	8.1%	6.4%	-	8.5%	2.4%	10.1%	4.0%	5.2%	4.5%	8.8%	8.7%	10.2%	1.9%	7.6%	5.4%	7.9%	8.8%	6.7%	8.2%	4.8%
NET: Bottom 2 Box	558	283	276	-	438	120	146	146	113	47	94	150	145	169	187	127	244	143	415	393	165
	84.8%	82.3%	87.5%	-	83.3%	90.8%	80.2%	88.8%	86.7%	93.0%	72.7%	84.8%	84.2%	94.0%	87.5%	90.9%	80.4%	83.9%	85.1%	82.5%	90.9%
(2) Probably not	167	93	75	-	140	27	46	36	36	10	37	45	37	49	38	45	82	38	129	115	53
	25.4%	27.0%	23.7%	-	26.6%	20.7%	24.9%	21.6%	27.9%	19.0%	28.5%	25.2%	21.4%	27.0%	18.0%	32.5%	27.1%	22.1%	26.5%	24.0%	28.9%
(1) Definitely not	391	190	201	-	298	93	101	111	76	37	57	105	108	120	148	81	162	106	286	279	113
	59.4%	55.3%	63.9%	-	56.7%	70.1%	55.3%	67.2%	58.8%	74.0%	44.2%	59.6%	62.8%	67.0%	69.5%	58.4%	53.3%	61.8%	58.6%	58.4%	62.0%
SIGMA	658	343	315	-	526	133	183	165	130	51	129	177	172	180	213	139	304	171	488	477	182
	100.0%	100.0%	100.0%	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	1.66	1.76	1.56	-	1.70	1.50	1.79	1.52	1.65	1.38	2.08	1.65	1.61	1.44	1.49	1.57	1.81	1.64	1.67	1.72	1.52
Std. Dev.	1.00	1.07	0.92	-	1.00	0.99	1.11	0.90	0.99	0.80	1.27	0.98	0.95	0.76	0.89	0.84	1.10	1.01	1.00	1.07	0.80
Std. Err.	0.04	0.07	0.05	-	0.05	0.10	0.09	0.08	0.10	0.12	0.12	0.08	0.08	0.06	0.06	0.07	0.07	0.08	0.05	0.05	0.07

Table 31

Q33. Could you afford to do an unpaid internship in London?
 Assume rent & living costs if living away from home in London are £1,000 a month (as according to the the LSE)
 Base: Respondents who are between 18 - 34 yrs old

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	443	204	239	443	-	-	70	84	89	30	70	127	133	113	152	88	202	82	361	354	89
Weighted Total	346	169	177	346	-	-	54	64	71	22	50	85	107	103	111	68	166	65	280	258	87
NET: Top 2 Box	42	24	18	42	-	-	6	17	4	3	16	4	9	13	12	10	21	21	21	30	12
	12.2%	14.5%	10.0%	12.2%	-	-	11.8%	27.3%	5.4%	13.7%	31.2%	5.0%	8.8%	12.6%	10.5%	14.3%	12.6%	31.9%	7.6%	11.5%	14.1%
(5) Definitely	17	8	8	17	-	-	3	9	1	1	7	2	1	7	3	5	8	10	7	10	7
	4.8%	5.0%	4.6%	4.8%	-	-	4.8%	14.8%	1.0%	2.6%	13.1%	2.0%	1.0%	7.0%	2.7%	8.0%	4.9%	14.7%	2.5%	3.9%	7.5%
(4) Probably	26	16	10	26	-	-	4	8	3	2	9	3	8	6	9	4	13	11	14	20	6
	7.4%	9.5%	5.4%	7.4%	-	-	7.0%	12.6%	4.4%	11.1%	18.0%	3.0%	7.8%	5.5%	7.7%	6.3%	7.7%	17.3%	5.1%	7.7%	6.7%
(3) Maybe	36	22	14	36	-	-	5	8	4	5	5	9	16	5	13	5	18	6	30	28	7
	10.3%	13.1%	7.8%	10.3%	-	-	8.8%	12.4%	5.7%	21.0%	10.6%	10.9%	15.0%	5.0%	11.3%	7.8%	10.8%	9.2%	10.6%	11.0%	8.5%
NET: Bottom 2 Box	268	122	146	268	-	-	43	39	63	15	29	72	82	85	86	53	128	38	229	200	68
	77.5%	72.4%	82.3%	77.5%	-	-	79.4%	60.3%	88.9%	65.2%	58.3%	84.2%	76.2%	82.5%	78.2%	78.0%	76.7%	58.9%	81.8%	77.5%	77.4%
(2) Probably not	56	39	17	56	-	-	10	7	17	4	7	13	21	15	11	9	35	7	50	43	13
	16.3%	23.4%	9.6%	16.3%	-	-	18.9%	10.4%	24.2%	15.6%	14.1%	15.6%	20.0%	14.1%	10.3%	14.0%	21.3%	10.2%	17.7%	16.8%	14.8%
(1) Definitely not	211	83	129	211	-	-	33	32	46	11	22	59	60	70	75	44	92	32	180	157	55
	61.2%	49.0%	72.7%	61.2%	-	-	60.4%	49.9%	64.7%	49.6%	44.2%	68.5%	56.2%	68.4%	67.9%	64.0%	55.4%	48.7%	64.0%	60.7%	62.5%
SIGMA	346	169	177	346	-	-	54	64	71	22	50	85	107	103	111	68	166	65	280	258	87
	100.0%	100.0%	100.0%	100.0%	-	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Mean	1.78	1.98	1.60	1.78	-	-	1.77	2.32	1.53	2.02	2.42	1.54	1.77	1.69	1.67	1.80	1.85	2.39	1.64	1.77	1.82
Std. Dev.	1.18	1.21	1.13	1.18	-	-	1.17	1.55	0.87	1.20	1.52	0.94	1.04	1.23	1.12	1.29	1.18	1.57	1.03	1.15	1.28
Std. Err.	0.06	0.08	0.07	0.06	-	-	0.14	0.17	0.09	0.22	0.18	0.08	0.09	0.12	0.09	0.14	0.08	0.17	0.05	0.06	0.14

Table 32

Q34. Are you a member of a trade union?
 Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Yes	236	122	114	65	142	29	45	79	45	25	55	60	59	62	88	53	95	236	-	175	61
	23.5%	23.8%	23.2%	18.9%	27.0%	21.8%	18.8%	34.5%	22.4%	34.0%	30.5%	22.9%	21.1%	22.1%	27.3%	25.5%	20.2%	100.0%	-	23.8%	22.7%
No	768	390	378	280	384	104	192	150	156	48	125	202	221	220	235	154	375	-	768	560	208
	76.5%	76.2%	76.8%	81.1%	73.0%	78.2%	81.2%	65.5%	77.6%	66.0%	69.5%	77.1%	78.9%	77.9%	72.7%	74.5%	79.8%	-	100.0%	76.2%	77.3%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 33
Q35. Do you know if there's a trade union in your workplace?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Yes - I know there is a trade union in my workplace	417 41.5%	226 44.1%	191 38.8%	117 34.0%	244 46.3%	56 42.0%	86 36.3%	113 49.4%	91 45.1%	40 54.9%	94 52.2%	110 42.1%	108 38.5%	105 37.1%	145 44.8%	91 43.7%	181 38.5%	212 90.0%	204 26.6%	315 42.9%	102 37.7%
Yes - I know there is no trade union in my workplace	379 37.7%	193 37.6%	186 37.8%	124 35.7%	191 36.3%	65 48.7%	113 47.7%	77 33.5%	68 33.6%	26 35.6%	61 33.8%	113 43.1%	103 37.0%	102 36.0%	113 35.0%	84 40.3%	180 38.3%	17 7.1%	362 47.2%	288 39.1%	91 33.9%
No - I don't know whether or not there is a trade union in my workplace	208 20.8%	93 18.2%	115 23.4%	105 30.3%	91 17.4%	12 9.3%	38 16.0%	39 17.1%	43 21.3%	7 9.6%	25 14.0%	39 14.8%	69 24.5%	76 26.8%	66 20.3%	33 16.0%	109 23.2%	7 2.9%	201 26.2%	132 18.0%	76 28.3%
SIGMA	1004 100.0%	512 100.0%	492 100.0%	346 100.0%	526 100.0%	133 100.0%	236 100.0%	229 100.0%	201 100.0%	73 100.0%	179 100.0%	262 100.0%	280 100.0%	283 100.0%	324 100.0%	207 100.0%	470 100.0%	236 100.0%	768 100.0%	735 100.0%	269 100.0%

Table 34
Q36. Do you know if there's a union rep in your workplace?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Yes - I know there is a union rep in my workplace	331 33.0%	193 37.7%	138 28.1%	94 27.2%	197 37.5%	41 30.5%	69 29.0%	94 40.9%	65 32.4%	38 51.4%	80 44.8%	90 34.4%	86 30.8%	75 26.4%	116 35.9%	72 34.6%	144 30.5%	174 73.7%	157 20.5%	265 36.0%	67 24.8%
Yes - I know there is no union rep in my workplace	436 43.5%	211 41.3%	225 45.7%	134 38.7%	226 43.1%	76 57.5%	124 52.6%	90 39.5%	92 45.8%	25 34.8%	66 37.1%	122 46.6%	121 43.3%	126 44.6%	136 41.9%	96 46.4%	202 43.0%	48 20.4%	388 50.5%	314 42.7%	122 45.4%
No - I don't know whether or not there is a union rep in my workplace	236 23.5%	107 21.0%	129 26.2%	118 34.1%	102 19.5%	16 12.0%	44 18.4%	45 19.6%	44 21.8%	10 13.7%	32 18.1%	50 18.9%	72 25.9%	82 28.9%	72 22.2%	39 19.0%	124 26.5%	14 5.9%	222 29.0%	156 21.2%	80 29.8%
SIGMA	1004 100.0%	512 100.0%	492 100.0%	346 100.0%	526 100.0%	133 100.0%	236 100.0%	229 100.0%	201 100.0%	73 100.0%	179 100.0%	262 100.0%	280 100.0%	283 100.0%	324 100.0%	207 100.0%	470 100.0%	236 100.0%	768 100.0%	735 100.0%	269 100.0%

Table 35
Q37. Do you know who negotiates your pay and conditions?
Base: All Respondents

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	1004	473	531	443	465	96	222	228	194	76	175	283	279	267	339	219	443	229	775	783	221
Weighted Total	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
Yes - I know who negotiates my pay and conditions	577	309	267	162	321	94	147	144	111	54	124	160	165	128	201	120	253	191	386	439	138
	57.4%	60.4%	54.3%	46.8%	61.0%	70.8%	62.0%	62.8%	55.1%	74.1%	69.1%	60.8%	59.1%	45.3%	62.2%	57.9%	53.8%	80.9%	50.2%	59.7%	51.3%
No - I don't know who negotiates my pay and conditions	427	203	225	184	205	39	90	85	90	19	55	103	115	155	122	87	217	45	382	296	131
	42.6%	39.6%	45.7%	53.2%	39.0%	29.2%	38.0%	37.2%	44.9%	25.9%	30.9%	39.2%	40.9%	54.7%	37.8%	42.1%	46.2%	19.1%	49.8%	40.3%	48.7%
SIGMA	1004	512	492	346	526	133	236	229	201	73	179	262	280	283	324	207	470	236	768	735	269
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 36
Q38. Would you be happier knowing your union used a not-for-profit investment company for its financial investments?
Base: Respondents who are a member of Trade union

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	229	104	125	82	127	20	41	71	45	25	52	68	53	56	86	56	87	229	-	184	45
Weighted Total	236	122	114	65	142	29	45	79	45	25	55	60	59	62	88	53	95	236	-	175	61
Yes, this would make me happier	168	93	75	49	98	21	25	61	31	19	43	44	40	41	62	35	71	168	-	124	43
	71.0%	76.1%	65.7%	74.8%	68.8%	73.8%	56.5%	77.3%	69.2%	76.8%	78.9%	73.3%	67.2%	65.6%	70.6%	65.6%	74.5%	71.0%	-	71.0%	71.0%
No, this is not important and/or relevant to me	68	29	39	16	44	8	19	18	14	6	12	16	19	21	26	18	24	68	-	51	18
	29.0%	23.9%	34.3%	25.2%	31.2%	26.2%	43.5%	22.7%	30.8%	23.2%	21.1%	26.7%	32.8%	34.4%	29.4%	34.4%	25.5%	29.0%	-	29.0%	29.0%
SIGMA	236	122	114	65	142	29	45	79	45	25	55	60	59	62	88	53	95	236	-	175	61
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	-	100.0%	100.0%

Table 37
Q39. Have you ever been asked to join a trade union?
Base: Respondents who are not a member of Trade union

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	775	369	406	361	338	76	181	157	149	51	123	215	226	211	253	163	356	-	775	599	176
Weighted Total	768	390	378	280	384	104	192	150	156	48	125	202	221	220	235	154	375	-	768	560	208
Yes	269 35.1%	154 39.5%	115 30.5%	66 23.6%	149 38.8%	54 52.2%	69 35.8%	53 35.3%	63 40.4%	24 48.9%	49 39.5%	75 37.1%	82 37.0%	64 28.8%	88 37.5%	54 35.2%	126 33.4%	-	269 35.1%	203 36.3%	66 31.8%
No	499 64.9%	236 60.5%	263 69.5%	214 76.4%	235 61.2%	50 47.8%	123 64.2%	97 64.7%	93 59.6%	25 51.1%	75 60.5%	127 62.9%	139 63.0%	157 71.2%	147 62.5%	100 64.8%	250 66.6%	-	499 64.9%	357 63.7%	142 68.2%
SIGMA	768 100.0%	390 100.0%	378 100.0%	280 100.0%	384 100.0%	104 100.0%	192 100.0%	150 100.0%	156 100.0%	48 100.0%	125 100.0%	202 100.0%	221 100.0%	220 100.0%	235 100.0%	154 100.0%	375 100.0%	-	768 100.0%	560 100.0%	208 100.0%

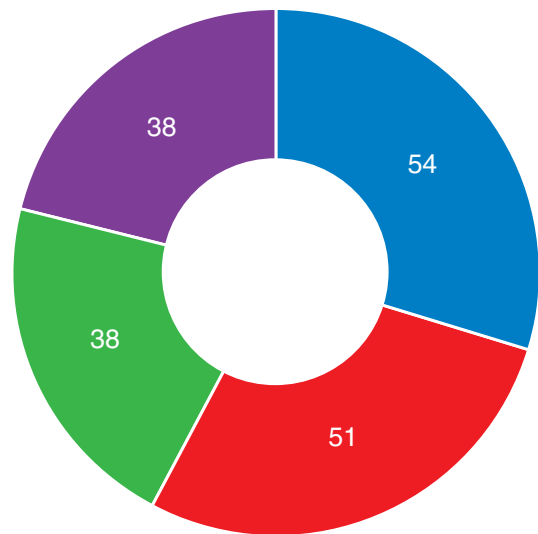
Table 38
Q40. Do you know anyone who's in a trade union?
Base: Respondents who are not a member of Trade union

	Gender		Age			2010 Vote				SEG				Region			Trade Union Member		Employment		
	Total	Male	Female	18-34	35-54	55+	Conservative	Labour	Liberal Democrat	Other	AB	C1	C2	DE	North & Scotland	Midlands & Wales	South	Yes	No	Full Time	Part Time
Unweighted Total	775	369	406	361	338	76	181	157	149	51	123	215	226	211	253	163	356	-	775	599	176
Weighted Total	768	390	378	280	384	104	192	150	156	48	125	202	221	220	235	154	375	-	768	560	208
Yes	431 56.1%	228 58.4%	203 53.8%	136 48.3%	230 60.0%	65 62.8%	98 51.2%	97 64.5%	103 66.0%	32 65.9%	73 58.5%	121 59.7%	128 57.7%	110 49.9%	141 59.8%	95 61.7%	195 51.8%	-	431 56.1%	312 55.7%	119 57.4%
No	337 43.9%	162 41.6%	174 46.2%	145 51.7%	153 40.0%	39 37.2%	94 48.8%	53 35.5%	53 34.0%	16 34.1%	52 41.5%	82 40.3%	93 42.3%	110 50.1%	94 40.2%	59 38.3%	181 48.2%	-	337 43.9%	248 44.3%	89 42.6%
SIGMA	768 100.0%	390 100.0%	378 100.0%	280 100.0%	384 100.0%	104 100.0%	192 100.0%	150 100.0%	156 100.0%	48 100.0%	125 100.0%	202 100.0%	221 100.0%	220 100.0%	235 100.0%	154 100.0%	375 100.0%	-	768 100.0%	560 100.0%	208 100.0%

Appendix 2: Online consultation

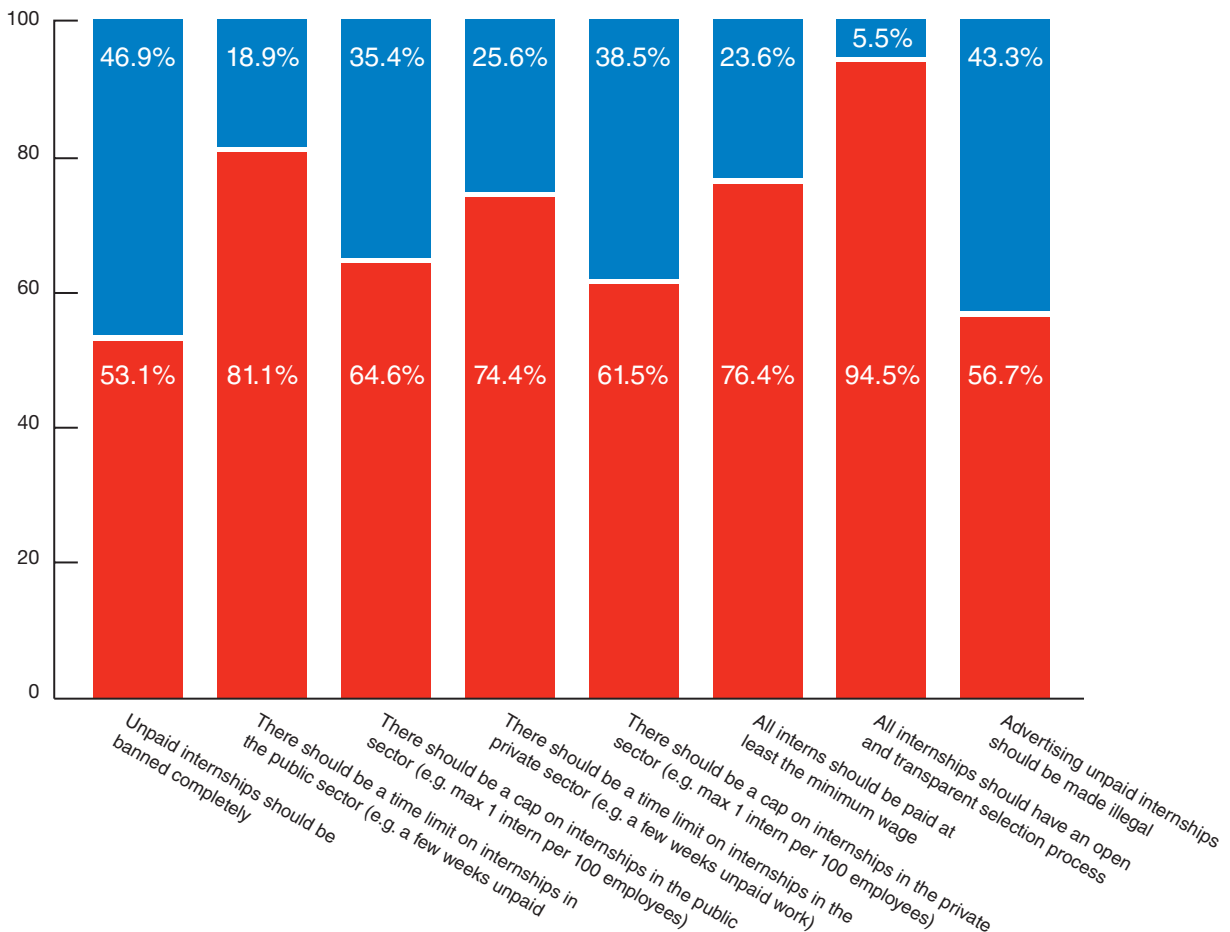
In what capacity are you giving evidence to the Fair Work Commission?

- Member of the public 54
 - Manager 51
 - Union rep 38
 - Union employee 38
-



Internships – Responses from individuals giving evidence to the Fair Work Commission online.

■ No
■ Yes



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