

	And are member o unio	of a trade	Which o	of these to you?		type of or you work f				Which of th	ese BEST des	scribes the t	ype of positio	n you hold?		
Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	al/	tive/ secretarial	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation
2857	1002	1855	2100	757	1986	794	77	342	584	377	258	348	21	110	316	502
2857	1002	1855	2357	500	1654	1119	84	365	613	395	560	249	41	162	206	266
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%

	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
General Questions																	
Thinking about your current job, please indicate to what extent you agree or disagree with each of the following statements.																	
I am satisfied with my present job Strongly agree	18	20	18	17	22	17	22	25	24	22	23	19	13	14	9	14	17
Tend to agree	41	41	41	42	40	40	44	44	45	49	42	40	40	49	36	38	35
Neither agree nor disagree	16	14	17	16	17	17	14	19	12	11	15	15	19	30	17	24	20
Tend to disagree Strongly disagree	15 8	15 10	15 8	16 9	13 8	17 9	12 8	7 5	11 8	14 5	15 6	17 9	17 12	3 0	24 13	16 9	15 11
Don't know	ő	0	0	0	1	0	ő	0	ů	0	0	0	0	3	1	0	1
I feel committed to the organisation for which I currently work																	
Strongly agree	18	18	19	18	18	17	20	39	31	20	20	19	13	11	11	13	16
Tend to agree Neither agree nor disagree	38 21	36 22	38 22	38 20	38 25	38 23	41 19	33 18	42 12	47 16	43 19	39 17	33 25	49 27	33 24	28 36	33 26
Tend to disagree	13	13	13	13	12	14	12	8	11	12	11	15	18	8	16	12	13
Strongly disagree	9	11	8	9	6	9	8	2	4	6	7	10	12	2	16	11	10
Don't know	0	0	0	0	0	0	1	0	0	0	0	0	0	3	1	0	1
I would speak highly to people outside the organisation about																	
mv organisation as an employer Strongly agree	18	15	19	18	17	17	17	28	30	20	18	20	12	9	10	13	14
Tend to agree	33	31	34	32	35	32	35	44	40	40	37	33	29	40	29	17	30
Neither agree nor disagree	25	26	25	25	26	26	23	15	17	22	25	22	26	39	23	38	27
Tend to disagree Strongly disagree	15 9	16 12	14 8	15 10	15 7	15 9	15 10	10 4	8 5	12 6	12	15 9	18 15	6	18 19	23 9	16 11
Don't know	ő	1	0	1	ó	ő	1	0	ő	Ö	ó	1	0	3	1	ő	2
I feel the organisation I work for deserves my loyalty																	
Strongly agree	15	13	16	15	18	15	15	27	27	16	15	16	12	8	11	12	14
Tend to agree Neither agree nor disagree	31 27	28 26	31 27	30 26	32 27	29 28	34 25	38 23	34 21	37 25	33 24	33 24	27 25	54 26	24 24	21 37	27 31
Tend to disagree	16	18	15	16	14	16	15	7	13	13	20	17	17	11	24	18	13
Strongly disagree	11	15	10	12	9	12	12	5	6	9	8	10	19	2	17	12	15
Don't know	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
I feel fully engaged by the organisation I work for Strongly agree	15	14	15	14	16	14	16	29	28	18	15	14	11	12	4	8	13
Tend to agree		27	28	29	26	27	31	34	30	35	35	28	21	35	27	21	23
Neither agree nor disagree	27	26	27	27	27	29	22	24	21	22	25	26	29	41	27	37	30
Tend to disagree	18	18	18	18	18	18	19	9	14	18	17	19	21	7	21	19	18
Strongly disagree Don't know	12 0	14	12 0	12 0	12	13 0	12 0	4 0	7	8	8	13 0	17 0	2	20	15	17 0
Don t know	U	0	0	U	U	0	U	U	U	U	U	U	U	3	1	'	U
All Farmer regions who are instantial one from Var Con Dis Tatal annuals				•			lists Oak Ass										

All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 2,857 adults. Fieldwork was undertaken between 28th July - 8th August 2008. The survey was carried out online. The figures have been weighted and are representative of all Gunion members and non-trade union members.



		approx employ your or	ximate ees are	emplo	many yed by		ou?	To whice	th of the fo	ollowing a belong?	ge groups	do you				And in w	which of the	following re	gions do yo	u WORK?			
То	tal	Less than 50		250 to 999	1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
28	57	642	417	360	1111	1403	1454	154	807	780	603	512	128	322	251	223	241	245	355	408	242	133	263
28	57	530	393	397	1281	1650	1207	99	652	929	692	485	124	303	203	209	236	174	414	496	280	120	253
	6	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%

Unweighted Sample	2857	530	393	397	1281	1650	1207	99	652	929	692	485	124	303	203	209	236	174	414	496	280	120	253
Company Company	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
eneral Questions		1				·							1										
ninking about your current job, please indicate to what extent ou agree or disagree with each of the following statements.																							
m satisfied with my present iob Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	18 41 16 15 8 0	21 41 17 15 6 0	14 41 16 15 12 2	18 44 15 16 6 0	19 42 14 16 10 0	17 41 17 16 10 0	20 42 15 15 7	21 38 17 18 6 0	17 42 16 16 8	17 38 17 16 11	19 42 15 15 8 0	21 46 15 12 6	19 44 22 11 4 0	18 35 20 15 12 0	17 38 17 17 10 1	21 39 15 13 9	17 49 14 15 5	16 43 23 13 6 0	18 46 13 16 7 0	18 42 14 17 9	23 43 9 13 11 0	14 39 18 16 12 0	21 37 17 19 7 0
eel committed to the organisation for which I currently work																							
Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	18 38 21 13 9	28 36 20 12 4 0	15 41 21 15 9 0	17 38 21 16 7 0	18 38 21 12 11 0	17 37 22 14 11 0	20 40 21 12 6 0	18 45 21 9 5	19 41 20 13 7 0	16 36 22 14 11 0	19 38 20 14 9	21 36 25 12 6 0	21 40 24 10 5 0	18 36 20 16 9	14 41 20 13 9 2	16 42 18 14 9	18 46 19 13 4 0	14 43 27 8 8	21 38 21 14 7 0	21 30 27 14 8 0	17 42 19 12 10 0	18 41 16 11 13 0	20 34 20 15 11 0
rould speak highly to people outside the organisation about																							
Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	18 33 25 15 9	27 30 27 11 4	15 35 24 18 9	18 36 23 16 6 0	16 33 23 16 12 0	17 31 27 14 12 0	19 35 24 16 6 0	24 30 21 17 6 2	19 41 21 11 7 0	15 30 28 15 12 0	16 30 27 17 9	19 29 25 17 9	19 35 27 14 6 0	17 32 23 18 10	12 33 31 13 9 2	16 33 27 15 9	14 37 26 17 6	17 33 25 16 8 1	24 34 21 14 6 0	17 29 29 14 11	19 38 22 11 10 0	19 35 19 14 14	18 31 24 15 12 0
el the organisation I work for deserves my loyalty Strongly agree	15	24	13	15	13	14	17	16	15	13	15	21	19	13	10	15	14	12	19	15	18	18	18
Strolly yadjee Tend to agree Neither agree nor disagree Tend to disagree Tend to disagree Strongly disagree Don't know eel fully engaged by the organisation I work for	31 27 16 11 0	34 25 11 6 0	31 25 17 14 0	29 27 21 8 0	29 27 17 14 0	29 27 16 15 0	33 27 15 8	33 25 18 8 0	34 28 13 10	27 29 17 14 0	29 25 17 13	31 24 16 9	25 31 18 8 0	33 26 16 12 0	34 32 15 10 0	36 19 17 14 0	14 39 24 13 9	30 32 17 9	30 27 14 10 0	25 31 16 13	31 25 16 10 0	32 19 14 17 0	26 24 17 14
Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	15 28 27 18 12 0	23 27 26 15 8 0	12 29 27 20 13 0	13 33 28 19 7 0	13 26 25 20 16 0	14 27 27 18 14 0	16 29 26 18 10 0	17 25 24 21 13 0	14 32 27 16 11 0	12 27 27 19 14 0	15 25 29 19 12 0	19 28 25 17 10 0	15 24 39 14 7 0	14 32 22 22 10 0	8 30 27 21 13 1	14 28 28 14 17 0	13 32 32 16 7 0	12 27 36 15 9	19 30 22 20 9 0	17 21 27 18 15 1	17 30 24 14 13 0	14 27 19 16 24 0	16 28 23 21 11 0
III former unless otherwise stated on from Vo. Co. Die Total on de																							

All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 2, union members and non-trade union members.



				What	is your gro	ss annual s	alary?				What is th	e highest edu qualification		rk-related	I am satisfi prese	ed with my nt job
Total	Less than £5000 a year	£5000 to £9999 a year	to	£15000 to £19999 a year	£20000 to £24999 a year	£25000 to £29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
2857	186	263	324	420	392	363	370	190	85	93	201	552	631	1434	1712	678
2857	89	191	282	422	418	386	466	224	106	112	148	530	635	1516	1723	687
%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%

Unweighted sample	%	0/2	%	0/2	0/ ₀	% %	0/6	400 %	0/2	0/6	0/2	148 %	%	035	0/6	%	0%
General Questions	<u>%</u>	%	%		%	%			%	%	<u> </u>	70	%	- %	70	7/0	<u></u> %
Thinking about your current job, please indicate to what extent you agree or disagree with each of the following statements.																	
I am satisfied with my present job Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	18 41 16 15 8 0	14 36 20 19 11 0	20 37 20 13 9 0	14 35 18 20 12 0	19 37 19 16 9	18 46 13 14 9	18 43 16 15 8 0	18 46 14 15 6 0	24 43 14 14 6 0	12 53 15 18 2	27 57 4 8 4 0	18 42 18 12 10 0	19 37 20 14 8 0	19 36 19 15 11	18 45 13 17 7	31 69 0 0 0	0 0 0 64 36 0
I feel committed to the organisation for which I currently work																	Ų
Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	18 38 21 13 9	9 31 35 15 10 0	21 30 28 13 7 0	15 34 26 13 12 0	21 34 22 12 10 1	17 44 17 12 10 0	16 40 22 15 9 0	19 43 16 14 7 0	27 38 18 12 5	13 54 18 12 3 0	27 44 12 10 7 0	21 27 25 15 12 0	15 35 27 13 10 0	17 35 24 15 9	20 42 18 12 7 0	29 53 14 3 1 0	2 12 16 38 32 0
I would speak highly to people outside the organisation about																	ŀ
Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	18 33 25 15 9	8 31 31 19 12 0	18 29 30 14 9 0	11 28 31 19 12 0	20 27 25 15 11 2	19 37 23 11 10 0	14 35 24 18 10 0	19 37 20 14 8 0	26 32 26 11 6 0	18 51 19 10 2 0	29 41 18 8 4 0	21 24 29 14 12 0	14 28 31 14 11	16 30 26 18 10 0	19 38 22 14 7 0	28 43 20 7 1	2 15 22 29 32 1
I feel the organisation I work for deserves my loyalty Strongly agree	15	12	17	12	17	14	12	15	21	9	25	20	14	15	16	25	2
Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	31 27 16 11 0	29 34 12 13 0	28 29 17 9	27 28 19 15 0	27 26 16 14 0	36 21 16 11	36 25 17 11 0	29 27 17 12 0	29 27 15 7 0	39 36 12 4 0	37 20 9 9	27 27 27 11 15 0	28 28 16 14	27 29 18 11 0	34 25 16 10	41 24 8 2	10 20 30 38 0
I feel fully enqaged by the organisation I work for Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	15 28 27 18 12 0	9 21 38 18 14 0	14 23 28 20 14 0	10 19 35 20 15	16 26 26 18 13 0	17 34 20 16 12 0	11 33 26 18 11 0	14 32 25 19 10 0	24 25 26 17 8 0	8 36 26 24 6	26 37 16 11 9 0	14 23 34 12 18 0	13 28 28 18 12	13 23 29 20 14 0	17 31 24 18 10 0	24 42 24 8 2 0	1 4 16 39 41 0

All figures, unless otherwise stated, are from YouGov Plc. Total sample size was 2, union members and non-trade union members.

What do workers want?		And an member o	of a trade		of these to you?		h type of or you work t				Which of th	ese BEST des	scribes the ty	ype of positio	n you hold?		
τυc [⋄]	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	Associate profession al/ technical occupation	secretarial	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation
How confident are you that you can keep working for your current employer over the next 12 months if you want to (i.e. you will not have to change employers unless you want to)?																	
Very confident Fäirly confident Not very confident Not at all confident	40 9	48 36 7 6	40 41 10 4	44 38 9 5	38 43 8 3	39 42 10 5	50 34 7 4	47 35 12 4	45 41 6 3	47 39 7 3	43 40 8 6	43 38 8 7	42 37 12 7	48 46 3 0	38 35 14 7	36 45 11 4	38 39 9 4
My job is temporary or on a fixed contract with less than a year to run Don't know Not applicable	2 2 0	1 2 0	3 2 0	2 2 0	4 3 0	2 2 0	3 3 0	1 1 0	2 2 0	4 1 0	1 1 0	3 1 0	1 2 1	3 0 0	3 4 0	2 3 0	2 5 0
And how likely or unlikely do you think your current employer is to do each of the following over the next 12 months?																	
Take on more permanent staff Very likely Fairly likely Fairly unlikely Very unlikely Don't know	29 27 17	17 29 26 20 8	17 29 27 16 10	18 30 26 18 8	16 27 28 16 13	17 29 27 18 9	19 30 26 16 9	10 27 33 18 11	19 32 26 20 4	22 33 27 11 7	19 30 28 18 5	18 30 23 19	14 25 30 23 8	19 22 46 8 5	19 30 33 13 5	10 26 28 25 11	17 28 23 14 19
Take on more agency or temporary staff Very likely Fairly likely Fairly unlikely Very unlikely Don't know	27 23	14 35 22 20 9	12 25 23 27 13	13 29 23 26 10	13 23 23 25 16	12 25 23 28 12	15 35 23 17 10	8 18 31 30 13	11 27 30 25 7	14 34 25 19 7	7 30 28 25 10	15 27 22 26 10	11 25 21 35 9	5 39 21 16 19	13 21 22 33 11	11 27 23 27 12	19 22 14 24 22
Replace permanent staff with agency or temporary staff Very likely Fairly likely Fairly unlikely Very unlikely Don't know	4 12 28 42 13	7 18 30 34 11	3 10 28 45 14	4 12 29 43 11	5 12 25 39 19	3 10 28 45 13	7 17 29 34 13	0 9 19 60 13	2 11 31 49 7	5 12 35 38 9	3 13 31 42 11	3 12 27 45 13	7 10 27 46 10	4 12 33 31 20	3 11 27 49 10	3 15 27 42 14	6 12 19 39 24
Keep the workforce about the same Very likely Fairly likely Fairly unlikely Very unlikely Don't know	12 43 24 10	10 39 28 14 9	13 45 23 9 10	11 42 27 12 9	15 49 18 6 12	12 44 25 10 10	13 41 24 12 10	10 55 23 6 6	11 41 30 14 4	12 44 28 9 7	11 46 23 11 9	14 45 22 11 9	15 46 20 13 7	10 57 21 2 10	14 39 25 12 10	12 49 23 9 8	12 37 22 7 21
Reduce the workforce but only by not replacing staff who resign Very likely Fairly likely Fairly likely Very unlikely Don't know	29 25	8 29 27 23 12	5 23 30 25 17	6 26 28 25 14	5 23 30 24 18	4 24 29 26 16	8 30 27 22 14	5 9 40 31 15	5 26 33 29 7	4 26 31 26 13	7 30 27 23 12	5 25 30 24 17	4 25 28 29 14	3 13 39 27 18	6 25 25 28 15	5 26 31 22 16	6 20 25 22 26
Reduce the workforce through voluntary redundancy Very likely Fairly likely Fairly unlikely Very unlikely Don't know	12 31 40	6 18 30 36 11	3 10 32 41 15	4 12 31 40 12	2 11 29 40 19	3 11 30 42 14	5 16 31 35 12	1 2 36 48 13	4 13 30 46 8	4 14 32 41 10	4 14 36 37 9	3 16 29 40 12	4 11 32 39 13	0 13 35 36 16	0 9 30 49 12	5 10 35 32 19	3 8 23 42 23
Reduce the workforce through compulsory redundancy Very likely Fairly likely Fairly unlikely Very unlikely Don't know.	8 27 48	5 8 28 48 12	3 8 27 47 15	4 9 26 49 12	3 5 29 45 17	4 9 27 47 14	3 7 29 48 12	3 2 18 63 14	3 10 26 54 7	3 9 28 50 9	5 10 29 47 9	2 9 28 48 13	6 8 26 46 14	0 4 34 42 20	3 6 22 55 13	2 9 30 38 21	3 4 25 46 22

What do workers want?		appro employ	oximate yees are rganisa the	ly how emplo tion in 1	many yed by	Are y	ou?	To which	th of the fo	ollowing a belong?	ge groups	s do you				And in v	vhich of the	following re	gions do yo	u WORK?			
TUC [⋄]	Total	Less than 50		250 to 999	1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
How confident are you that you can keep working for your current employer over the next 12 months if you want to (i.e. you will not have to change employers unless you want to)?																							
Very confident Fairly confident Not very confident Not at all confident	42 40 9 5	43 39 11 4	37 39 12 5	37 44 10 4	47 38 7 5	41 39 11 5	43 40 7 4	57 23 6 4	44 37 8 5	41 42 9 5	42 39 11 4	38 46 8 5	48 38 8 5	45 36 9 5	41 41 8 3	47 34 7 7	42 41 7 6	31 58 5 3	43 37 8 4	39 40 11 5	45 39 10 4	47 32 13 7	41 37 12 5
My job is temporary or on a fixed contract with less than a year to run Don't know Not applicable And how likely or unlikely do you think your current employer is	2 2 0	2 1 0	3 2 1	2 4 0	2 2 0	1 2 0	3	4 3 2	4 3 0	1 3 0	2 2 0	2 1 1	1 0 0	2 2 0	2 4 1	5 0 0	3 1 0	2 1 0	5 4 0	1 4 0	1 0 0	1 0 0	1 4 1
to do each of the following over the next 12 months?																							
Take on more permanent staff Very likely Fairly likely Fairly unlikely Very unlikely Don't know	17 29 27 17 9	9 24 32 28 8	16 38 25 16 5	18 34 32 10 6	22 30 24 16 7	15 30 28 19 8	20 29 26 16 10	28 32 20 9	23 33 23 11 10	17 31 25 18 9	16 28 27 21 8	8 23 36 24 10	25 23 28 13 11	19 31 22 19 9	14 29 26 20 11	18 33 21 18 9	15 25 36 20 4	13 27 35 13	23 31 23 14 9	17 26 27 16 14	15 33 30 17 5	21 32 22 21 3	16 32 26 17 9
Take on more agency or temporary staff Very likely Fairly lulikely Very unlikely Don't know	13 27 23 25 11	5 17 24 46 8	16 31 25 21 7	12 33 28 17 9	16 32 22 19 10	11 30 23 25 11	14 25 23 26 12	19 22 28 24 8	15 26 23 23 13	13 30 20 26 10	13 28 23 27 9	7 27 25 27 14	17 21 17 30 15	13 36 20 19 12	10 19 22 35 15	19 29 16 29 7	11 25 29 29 6	16 24 19 27 14	13 32 26 19 9	13 25 24 24 14	11 30 25 25 8	9 30 32 21 8	12 25 21 29 12
Replace permanent staff with agency or temporary staff Very likely Fairly likely Fairly unlikely Very unlikely Don't know	4 12 28 42 13	2 5 22 63 8	5 10 34 44 7	4 16 34 35 12	6 17 29 36 12	3 14 29 42 12	5 11 27 43 14	4 6 31 51 7	4 10 26 47 13	5 12 27 41 15	5 16 32 37 10	4 13 29 40 15	6 10 26 46 12	4 9 30 43 14	2 10 26 48 15	8 13 24 46 9	5 15 27 45 8	3 11 34 36 16	5 15 33 35 12	4 12 28 39 16	5 12 28 45 10	3 13 32 42 10	5 12 21 48 15
Keep the workforce about the same Very likely Fairly unlikely Very unlikely Don't know	12 43 24 10	21 53 15 6 4	11 47 27 9 6	7 46 30 7 9	10 36 29 16 10	11 43 25 12 8	13 43 24 8 11	12 42 25 7 14	11 45 23 8 12	12 41 26 11	13 40 27 13 7	13 48 21 10 8	16 43 18 11	13 46 25 10 8	13 45 21 11	13 42 27 10 9	9 46 29 9 7	9 45 23 9 14	13 41 27 11 8	13 38 27 9 13	13 47 25 11 4	7 52 23 8 10	12 43 19 14 11
Reduce the workforce but only by not replacing staff who resign																							
Very likely Fairly likely Fairly unlikely Very unlikely Don't know	5 25 29 25 15	4 18 30 37 11	5 24 31 27 13	7 30 30 17 16	7 30 28 22 13	6 24 31 25 14	5 26 27 25 17	1 26 24 29 19	4 25 25 26 19	7 26 28 25 15	7 24 33 24 12	5 26 33 23 14	5 29 31 22 14	3 26 32 23 15	4 23 28 23 22	4 18 29 34 15	9 24 33 24 10	6 26 22 32 14	5 29 33 20 12	5 24 27 23 21	5 28 33 22 12	9 27 23 32 9	5 27 25 25 17
Reduce the workforce through voluntary redundancy Very likely Fairly likely Fairly unlikely Very unlikely Don't know	4 12 31 40 14	2 4 29 54 10	2 8 34 43 12	4 15 34 35 12	5 18 30 34 13	4 14 31 39 12	3 10 30 41 15	5 7 16 57 15	3 9 30 44 14	4 16 28 40 13	4 13 34 35 14	3 11 36 36 14	6 16 23 45 11	3 9 30 43 15	3 10 26 43 17	3 10 33 39 15	6 10 35 42 8	2 8 34 39 17	4 15 32 38 10	3 10 33 37 17	3 17 28 43 8	5 14 28 41 12	3 17 29 36 15
Reduce the workforce through compulsory redundancy Very likely Fairly likely Fairly unlikely Very unlikely Don't know	4 8 27 48 14	4 4 23 59 11	5 7 27 49 12	3 12 30 42 13	4 11 29 45 12	4 9 27 48 12	3 7 27 47 15	4 6 15 61 14	3 9 24 49 14	3 10 26 47 13	3 7 32 43 14	4 4 33 46 12	4 6 32 48 10	1 6 27 49 16	4 6 26 48 16	4 7 24 48 17	3 12 28 48 9	2 5 28 51 15	4 13 28 45 9	3 8 26 46 17	4 8 28 51 10	5 8 27 52 8	5 7 28 43 17

What do workers want?					What	is your gro	ss annual s	alary?				What is th	e highest educ qualification		rk-related		ied with my ent job
<i>TUC</i> [⋄]	Total	Less than £5000 a year	£5000 to £9999 a year	£10000 to £14999 a year	£15000 to £19999 a year	£20000 to £24999 a year	£25000 to £29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
The Next 12 MONTHS How confident are you that you can keep working for your current employer over the next 12 months if you want to (i.e. you will not have to change employers unless you want to)?																	
Very confident Fairly confident Not very confident Not at all confident	40 9	34 44 11 3	46 33 8 5	33 43 13 6	42 38 9 5	45 39 9 4	41 42 7 5	47 37 8 5	51 34 9 3	45 47 6 1	48 42 7 2	30 47 14 6	42 40 9 5	44 38 8 4	43 40 9 4		29 35 15 14
My job is temporary or on a fixed contract with less than a year to run Don't know Not applicable And how likely or unlikely do you think your current employer is	2	4 4 0	3 5 0	3 2 1	3 3 0	2 1 0	1 3 0	2 1 0	1 3 0	1 1 0	1 1 0	1 2 0	0 4 0	2 3 0	3 2 0		3 4 0
to do each of the following over the next 12 months?																	
Take on more permanent staff Very likely Fairly likely Very unlikely Very unlikely Don't know	29 27 17	16 27 19 18 21	17 27 32 14 10	10 28 29 22 12	18 26 25 20 11	18 30 25 19 7	22 32 23 15 7	18 29 33 15 5	16 31 31 16 6	16 36 29 15 4	20 31 26 17 5	16 15 29 27 14	16 25 29 18 12	18 31 28 15 9	18 32 25 17 8	31 27	16 26 26 24 8
Take on more agency or temporary staff Very likely Fairly likely Very unlikely Very unlikely Don't know	27	14 19 17 29 22	13 18 21 30 18	11 22 24 30 13	18 25 19 28 10	13 28 24 25 10	13 29 24 25 9	9 38 23 23 6	13 29 26 20 11	10 34 37 17 2	8 45 24 18 5	11 24 17 34 14	13 24 19 30 15	18 24 21 26 11	11 31 26 22 10	25	16 28 21 24 10
Replace permanent staff with agency or temporary staff Very likely Fairly likely Fairly unlikely Very unlikely Don't know	12 28	6 9 21 45 19	1 7 21 49 21	4 14 24 44 14	8 10 26 42 14	3 16 29 43 9	4 14 31 40 11	5 14 32 41 8	3 12 38 37 10	2 10 40 40 8	4 14 40 37 5	5 10 19 49 17	5 13 23 43 17	6 11 30 42 11	3 13 31 41 12	10 28 45	6 18 29 35 12
Keep the workforce about the same Very likely Fairly likely Fairly unlikely Very unlikely Don't know	43 24	9 48 15 6 22	18 50 17 4 12	12 49 19 11 9	15 40 24 8 14	13 42 25 11 9	10 41 28 15 6	9 44 29 12 5	13 43 26 12 6	9 37 39 13 2	8 37 37 13 5	19 46 13 8 13	14 41 22 10 12	12 44 26 11 8	11 43 27 10 9	24	11 36 27 16 11
Reduce the workforce but only by not replacing staff who resign	5	6	2	7	7	6	4	5	5	4	6	8	5	5	5	4	9
Very likely Fairly likely Fairly unlikely Very unlikely Don't know	25 29 25	22 26 23 22	19 25 33 21	24 29 22 18	27 29 20 17	25 27 25 17	26 30 28 12	29 31 25 10	29 32 28 6	31 39 18 8	26 38 23 8	23 27 24 18	23 26 27 19	25 30 26 14	27 30 24 14	23 31 28	29 25 20 17
Reduce the workforce through voluntary redundancy Very likely	4	3	1	4	4	4	2	4	4	8	4	5	4	4	3	3	5

Very likely Fairly likely Fairly unlikely Very unlikely Don't know

Very likely
Fairly likely
Fairly unlikely
Very unlikely
Don't know

Reduce the workforce through compulsory redundancy

What do worke want?	ers		And are member o uni	of a trade		of these to you?		h type of o				Which of th	ese BEST des	cribes the t	ype of positio	n you hold?		
<i>TUC</i> [�]		Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	al/	Administra tive/ secretarial occupation	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation
Aspects of Work Please indicate how important or unimportant each of following are to you in your working life.	of the																	
F. Fairl Ver	Very important airly important ly unimportant ry unimportant Don't know	42 48 8 1	45 47 6 1	41 48 9 1 2	42 49 7 1	43 45 9 1 2	40 50 8 1 2	48 44 6 1	44 49 8 0	41 49 8 1	46 49 4 0	42 49 7 1	49 46 4 0 2	41 45 11 2 1	53 36 11 0 0	43 52 4 1	37 46 14 2 2	39 49 8 1 3
F. Fairl Ver	Very important fairly important ly unimportant ry unimportant Don't know	67 31 1 0	69 29 1 0	65 32 1 0	69 29 1 0	61 37 1 0	67 31 1 0	68 31 1 0	54 42 4 0	65 33 1 1	62 36 1 0	65 33 1 1 0	68 30 0 0 2	73 24 1 1	73 27 0 0	65 33 1 0	69 29 0 0	69 28 1 0
F. Fairl Ver	Very important airly important ly unimportant ry unimportant Don't know	32 55 11 1	33 56 10 1	31 55 12 1 2	33 54 10 1	27 58 13 1	31 55 12 1 2	34 56 8 1	36 53 10 0	35 50 13 0	35 55 8 1 1	36 56 8 1 1	33 54 10 1 2	32 54 12 1	36 56 8 0 0	25 65 9 0 1	27 51 18 1 3	26 59 12 2 1
F. Fairl Ver	work with Very important fairly important by unimportant ry unimportant Don't know	36 45 15 2 2	37 42 17 3 2	35 46 15 2 2	30 49 17 3 2	52 36 9 1 2	33 48 16 2 2	41 41 13 3 2	54 28 17 2 0	40 41 16 2 1	37 41 17 4 1	39 47 12 2 1	42 46 10 1	27 46 22 4 2	39 54 4 3 0	38 47 12 0 2	23 53 16 3 5	38 45 13 1 3
F. Fairl Ver	Very important airly important ly unimportant ry unimportant Don't know	27 46 22 3 2	26 46 24 3 1	26 46 22 4 2	30 47 18 2 2	16 43 31 7 3	26 46 21 4 2	27 46 22 2	24 41 26 5 4	38 43 14 3 2	28 50 19 2 1	31 49 17 3 0	29 46 20 4 2	21 50 24 3 2	8 61 29 2 0	29 40 27 3 1	18 39 35 3 5	23 44 23 7 3
F. Fairl	Very important airly important ly unimportant ry unimportant Don't know	30 52 14 2 2	34 50 13 1	28 53 14 2 2	31 52 14 1 2	27 52 15 4 2	27 54 15 2 2	35 50 13 1	43 34 14 5 4	51 41 6 0 1	35 55 8 1 1	29 54 16 1 0	30 51 14 2 3	20 53 21 4 2	12 59 26 3 0	23 55 18 3 2	19 51 20 4 5	25 55 14 3 3

What do workers want?				ly how emplo tion in	many yed by	Are y	/ou?	To whice	h of the	following a belong?	ge groups	s do you				And in v	vhich of the	following re	gions do yo	ou WORK?			
TUC	Total	Less than 50	50 to 249		1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
Aspects of Work Please indicate how important or unimportant each of the																							
following are to you in your working life.																							
Working with a great group of people Very important Fairly important Fairly unimportant Very unimportant Don't know	42 48 8 1	43 45 10 0	42 52 6 1 0	41 50 8 1	42 48 7 1	35 52 11 1	49 45 5 0 2	59 37 3 0	41 50 6 0	44 46 7 2	37 52 10 1	41 47 10 1	46 45 7 2	42 51 6 1	49 40 8 1	43 48 6 2	44 49 6 1	35 54 8 1	47 45 6 0	40 49 6 1	43 45 11 0	41 46 11 1	37 52 10 0
Fair pay Very important Fairly unimportant Very unimportant Opt know	67 31 1 0	62 36 1 0	65 34 1 0	64 33 2 0	70 28 1	65 32 1 0	68 30 1 0	70 29 0 0	67 30 1 0	67 30 2 0	67 31 1 0	65 33 1 1	64 32 2 1	68 30 1 0	81 17 1 0	69 29 0	63 35 1 0	59 38 3 0	67 32 0	64 33 0 1	60 37 1 0	71 28 1 0	68 29 2 1
Chance to learn new skills Very important Fairly important Fairly unimportant Very unimportant Don't know	32 55 11 1	30 55 13 0 2	29 59 11 1	37 50 12 1	33 54 11 1 2	28 56 14 1	35 54 8 1	45 49 5 0	35 55 7 0	33 54 11 1	29 56 12 2	23 57 19 1	23 62 11 3	35 51 11 2 2	31 58 10 0	26 58 14 1	28 57 14 1 0	28 58 13 1	40 49 10 0	31 54 12 1	34 55 9 1 2	31 60 9 0	33 55 9 1
Flexible working patterns that allow me to combine work with other responsibilities and interests Very important Fairly important Fairly unimportant Very unimportant	36 45 15 2	33 46 16 2	34 45 19 2	37 46 14 3	39 42 15 2	28 48 19 3	43 42 11 1	28 46 19 3	36 47 12 2	42 42 13	36 45 16 3	26 49 21 2	35 46 14 3	37 44 14 2	37 44 13 3	35 40 21 4	37 44 16 2	39 39 19	38 46 12 3	32 49 14 2	37 43 14 3	35 56 6 2	27 49 19 2
Opportunities for promotion and advancement Very important Fairly important Fairly imiportant Very unimportant Very unimportant Very unimportant	27 46 22 3	21 49 21 5 3	0 25 51 21 2	29 47 21 2	2 32 42 21 4 2	2 26 46 23 4 2	2 27 46 21 3 2	4 44 42 12 1 1	3 50 11 1 3	1 28 46 21 2 2	1 22 45 26 5 1	2 10 43 37 8 2	1 22 49 23 3 3	2 25 47 20 6 2	3 29 49 17 3 2	0 24 41 32 3 0	2 50 22 2 1	2 23 40 30 4 3	1 35 45 16 3 2	2 26 45 22 4 3	3 29 43 21 4 2	1 28 57 13 1 0	3 22 49 24 3 2
Having a say in how my work is organised Very important Fairly unimportant Very unimportant Don't know.	30 52 14 2 2	28 53 13 3 2	34 52 12 1	30 54 14 1 2	32 50 15 2 2	27 53 16 2 2	32 52 12 2 2	29 57 12 1	27 55 14 2 3	32 52 14 1 2	32 49 15 3 1	28 52 15 4 2	26 53 18 2 1	26 51 17 4 2	36 50 12 0 2	26 54 17 3 1	32 47 17 3 1	26 54 14 3 2	33 55 9 1 1	27 56 12 2 4	29 54 13 2 1	38 52 5 3 2	30 46 20 1 4

What do workers want?					What	is your gro	ss annual	salary?				What is th	e highest educ qualification		ork-related		fied with my ent job
$ au c^{ ilde{\gg}}$	Total	Less than £5000 a year	£5000 to £9999 a year	£10000 to £14999 a year	£15000 to £19999 a year	£20000 to £24999 a year	£25000 to £29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
spects of Work lease indicate how important or unimportant each of the																	
ollowing are to you in your working life.																	
Vorking with a great group of people																	
Very impo Fairly impo		35 51	49 40	35 51	43 48	44 47	45 46	38 54	40 52	38 50	42 44	47 43	37 50	44 43	42 51	47 45	37 50
Fairly unimpo		8	8	12	6	7	8	7	6	12	9	10	7	11	6		9
Very unimpo		2	1	1 0	1 2	1	1	1	0	0	0	1 0	2	1	0	0	2
Don't l	now 1	3	3	0	2	1	1	0	1	0	5	0	3	1	1	1	1
Very impo		72	62	67	71	67	73	64	62	54	58	73	70	69	64	66	73
Fairly impo Fairly unimpo		27 0	36 0	31 1	26 0	31 2	26 1	34 2	35 2	46 0	37 2	24 3	28 0	28	34 1	32 1	25 0
Very unimpo	rtant 0	1	0	Ó	1	0	0	0	1	0	0	0	1	0	Ö	Ö	0
Don't l	now 1	0	2	1	1	1	0	0	0	0	3	0	1	1	0	1	1
nance to learn new skills Very impo	rtant 32	21	33	27	33	35	34	32	35	23	25	26	27	30	35	33	34
Fairly impo	rtant 55	62	52	56	51	54	56	57	52	62	55	48	56	58	54	55	53
Fairly unimpo Very unimpo		14 3	11 0	13 2	11 2	10 0	10 0	9	10 1	15 0	17 1	24 0	13 2	9	9		12
Don't l		ő	3	1	2	1	ő	Ö	i	Ö	3	2	2	i	1	i	i
exible working patterns that allow me to combine work wi	th																
ther responsibilities and interests Very impo	rtant 36	52	45	31	39	26	34	34	34	37	34	35	30	35	39	35	42
Fairly impo	rtant 45	38	46	45	44	51	43	48	42	45	43	45	50	44	44	46	42
Fairly unimpo Very unimpo		8	4 1	20 2	13 2	20 2	18 3	14 3	18 5	16 1	19 2	14 3	16 1	17 2		15 2	13 2
Don't l		2	4	2	3	2	1	1	1	ó	2	2	3	2	2		1
pportunities for promotion and advancement			4.7	20	2.5	20	24	22	22	20	2.4		22		24	2.5	22
Very impo		20 33	17 46	20 49	26 46	29 46	31 47	33 45	32 49	30 55	24 44	21 34	22 43	24 49		26 46	33 44
Fairly unimpo	rtant 22	33	28	24	22	22	20	19	13	10	26	35	28	22	17	22	17
Very unimpo Don't l		8 6	5 4	6 1	4 2	1 2	2	2	4	4	3	7	4	4	2	4 2	4
aving a say in how my work is organised	.now Z	6	4	,	2	2	U	'	1	U	3	3	4	'	1	2	'
Very impo		16	23	26	32	28	30	33	39	42	33	28	24	25			31
Fairly impo Fairly unimpo		53 21	58 14	53 17	51 13	52 18	51 14	55 10	51 8	49 9	51 12	42 24	52 17	55 15		52 14	51 13
Very unimpo		8	2	2	2	1	4	1	0	0	1	3	3			2	3
Don't		2	3	2	2	1	1	1	2	Ō	3	3	3			1	1

What do work want?	rkers		And are member o unio	of a trade		of these s to you?		h type of o				Which of th	ese BEST des	cribes the t	ype of positio	n you hold?		
TUC [⋄]		Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	Associate profession al/ technical occupation	Administra tive/ secretarial occupation	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupatio
And to what extent do you experience each current job?								•	•		•						•	
Working with a great group of people	A great deal A fair amount Not a great deal Not at all Don't know	36 48 12 3	37 47 12 4 1	36 48 12 3	35 50 12 3 1	40 44 12 4 1	35 49 12 3 1	40 46 10 3 1	37 55 8 0	42 46 10 2	38 47 12 2 0	36 50 12 2 1	41 45 10 3 1	28 55 11 4 1	38 51 3 4 3	37 50 8 5	29 50 17 4 1	37 43 13 5 2
Fair pay	A great deal A fair amount Not a great deal Not at all Don't know	17 49 25 8 1	19 48 25 8 1	16 50 25 9	16 50 24 8 1	18 46 27 9 1	17 49 25 8 1	17 51 24 8 1	13 39 39 9	25 50 20 5	16 58 21 4 1	17 56 22 5 0	18 48 24 8 2	12 45 30 13 1	23 38 26 12 0	17 39 27 17	18 47 23 10 2	14 41 32 12 2
Chance to learn new skills	A great deal A fair amount Not a great deal Not at all Don't know	14 41 33 11	15 43 31 10	13 41 34 11 2	14 43 32 9	12 36 35 15	12 39 35 12 2	17 47 27 8 1	25 36 27 8 4	24 45 23 6 2	19 51 24 6	17 46 32 4 0	13 43 31 12	10 38 34 18	19 36 44 1 0	7 37 40 15	4 32 50 12	9 32 37 19 3
Flexible working patterns that allow me to co other responsibilities and interests		24 38 23 13	22 36 23 17	26 38 23 12 2	18 38 27 16 2	40 37 15 7	23 37 24 15	27 39 21 12	33 41 23 3 0	38 35 19 7 1	25 39 23 12	25 43 22 9 0	35 40 16 9	14 32 33 20 1	20 51 16 10 3	22 46 19 12 2	12 36 26 24 2	23 36 25 14 2
Opportunities for promotion and advanceme		7 27 41 23 2	7 27 41 23 1	7 26 41 24 2	7 30 40 21 2	6 20 43 30 2	6 26 41 24 2	7 31 41 20 1	13 13 47 26 1	17 31 39 11 2	7 36 41 14	7 33 40 18 1	7 28 42 21 3	3 21 41 33 2	15 21 40 23 0	6 31 39 22 2	2 18 44 32 3	4 18 40 35 3
Having a say in how my work is organised	A great deal A fair amount Not a great deal Not at all Don't know	17 35 28 18 1	13 37 28 20 1	19 34 28 17 1	17 37 27 18 1	19 32 30 18 1	16 34 28 20 1	17 38 28 15 1	39 26 23 11 0	39 39 16 5	19 41 29 11 1	19 41 26 14 1	20 36 27 15 2	8 32 29 31 1	17 32 39 11 0	8 24 39 26 2	9 24 35 30 2	12 33 30 23 3

What do workers want? And to what extent do you experience each of these in your current job? Working with a great group of people A great A fair am Not a great Not Don't l Fair pay A great A fair am Not a great

What do workers want?		6	approx employ	cluding ximatel ees are ganisat the l	y how i employ ion in t	many yed by	Are yo	ou?	To whi	ch of the f	ollowing a belong?	ige groups	do you				And in w	which of the	following re	gions do yo	u WORK?			
τυc [⋄]	То	otal t		50 to 249		1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
And to what extent do you experience each of these in your current job?																								
Working with a great group of people A grea A fair an Not a grea Not Don't	ount 4 deal 1 at all	36 48 12 3	37 49 10 3 1	33 49 16 3 0	37 49 10 3	38 46 11 3	29 52 14 3	43 44 9 3 1	42 48 9 1	38 46 11 3 2	36 48 12 3 1	32 50 13 4 0	36 49 12 2 0	47 40 10 1	40 44 12 3 1	35 48 13 3 2	41 47 11 1 0	34 54 9 2	29 58 9 4 1	38 44 14 3	34 49 11 3 2	33 48 13 5	38 42 13 6 0	35 49 13 2 0
Don't	ount 4 deal 2 at all	17 49 25 8 1	18 51 23 7 1	11 47 30 11 0	20 49 23 7 1	19 49 22 9	15 50 25 9	19 49 24 7 1	22 50 20 4 3	16 49 24 9 2	17 50 25 7 1	16 51 24 9 0	16 47 28 9 0	16 43 33 7 1	14 53 23 8 2	23 45 24 7 2	13 54 20 13 0	14 48 29 9 0	10 53 33 4 1	22 52 17 8 1	14 47 29 8 2	15 52 23 8 1	19 40 28 12 0	23 44 23 10 0
Chance to learn new skills A grea A fair an Not a grea Not Don't Flexible working patterns that allow me to combine work w	ount deal 3 at all 1 cnow	14 41 33 11	16 39 31 12 1	9 40 36 14 1	16 45 32 6 1	14 42 33 10 1	11 40 36 12 1	17 42 29 10 1	24 49 19 7 1	16 42 30 10 2	13 42 31 12 1	13 36 37 13 1	10 41 39 10 1	15 41 35 9 1	11 43 36 9 2	16 44 25 12 3	13 44 33 10 0	11 45 33 10 0	9 38 41 10 2	17 46 28 9 1	15 36 34 13 2	16 46 24 12 2	12 35 39 14 0	16 34 38 11
other responsibilities and interests A grea A fair an Not a grea Not Don't	deal 2 ount 3 deal 2 at all 1	24 38 23 13	29 35 24 10 1	16 33 32 18 1	26 39 22 12	26 40 20 14 1	19 38 25 17	29 38 22 10 1	20 41 23 15	27 39 21 10 3	27 39 20 13 2	22 36 25 17 0	20 35 29 15 0	22 43 22 12	21 36 27 13 2	23 40 23 12 2	24 33 28 15 0	23 37 23 15 2	20 41 25 13 1	28 41 19 11 1	26 36 21 15 3	31 37 18 12 2	20 38 30 11 0	20 34 27 17
Opportunities for promotion and advancement A grea A fair an Not a grea Not or grea Not Opportunities for promotion and advancement	ount 2 deal 4 at all 2	7 27 41 23 2	9 21 39 29 2	4 23 46 27 1	9 32 39 18 1	7 31 40 20 2	6 26 42 24 2	8 28 40 22 2	12 33 32 20 2	8 36 35 19 2	7 26 44 21 2	5 24 41 28 2	4 18 48 27 1	9 19 48 21 2	8 24 41 24 2	5 38 36 18 3	9 22 42 25 1	6 25 40 29 0	3 24 51 19 4	10 29 41 19 2	7 21 42 28 2	9 32 31 26 2	2 27 49 21 1	5 34 38 22 1
Having a say in how my work is organised A grea A fair an Not a grea Not organised	ount 3 deal 2 at all 1	17 35 28 18 1	27 33 25 14 2	13 38 31 18 0	20 35 29 16 1	15 35 27 21 2	15 34 29 21 1	19 36 28 15 1	11 42 30 14 3	19 33 29 17 2	16 38 27 18 1	17 36 24 22 0	19 32 32 17 1	23 22 36 18	11 34 31 23 2	15 44 21 16 4	18 37 25 20 0	14 33 33 19 1	15 36 35 13 1	23 41 23 12 1	17 31 28 22 3	20 36 28 15 1	23 30 28 19 0	14 36 28 22 1



τυc [⋄]		Less than £5000 a year	£5000 to £9999 a year	£10000 to £14999 a year	£15000 to £19999 a year	£20000 to £24999 a year	£25000 to £29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
And to what extent do you experience each of these in your current job?																	
A fair amount Not a great deal Not at all	36 48 12 3	36 41 18 3	41 43 7 7	30 53 12 4	37 45 14 3	36 48 11 3	36 47 14 3	34 53 11 2	40 48 11 1	29 55 14 2	38 48 7 3	39 47 10 5	34 47 13 4	38 43 14 5	35 51 11 2	46 48 5 1	20 45 25 10
A fair amount Not a great deal	1 17 49 25	1 10 43 33	2 17 39 32	0 8 43 31	2 16 43 27	1 15 54 24	0 14 54 27	0 21 54 21	0 27 60 11	0 21 63 14	3 31 57 7	0 22 36 29	2 15 51 24	1 18 44 28	1 16 53 23	1 23 56 18	1 6 34 36
A fair amount	8 1 14 41	13 0 8 15	10 2 11 40	18 1 10 43	12 2 15 33	6 2 16 46	5 0 13 42	4 0 16 47	2 0 17 47	2 0 12 56	3 2 21 47	13 0 10 33	8 1 9 36	9 1 13 36	7 1 17 46	3 1 21 49	23 1 3 23
	33 11 1	46 30 2	36 10 4	30 15 2	40 10 2	26 10 1	33 12 0	30 7 0	30 6 0	26 6 0	27 2 2	38 16 3	40 12 2	37 13 1	28 9 1	25 4 1	43 30 1
A great deal A fair amount Not a great deal	24 38 23 13 1	40 35 19 5 0	33 41 15 8 2	17 34 28 19 2	24 34 27 13 2	15 41 25 17 2	19 36 28 17 0	24 40 20 15 1	24 40 24 12 0	28 47 19 6 1	37 43 14 5 2	21 40 25 15 0	18 38 26 15 2	24 34 24 17 1	28 39 21 11 1	30 40 21 8 1	17 30 26 27 1
Not a great deal	7 27 41 23 2	3 6 44 44 3	4 21 44 29 2	4 23 42 30	6 25 43 23 2	6 33 39 20 2	9 31 37 23 0	8 31 41 19	10 35 38 12 4	9 36 46 8	12 37 35 12 3	6 24 41 28	7 22 41 27	6 23 43 25	7 31 40 20	11 35 40 12 2	0 12 38 48 2
Having a say in how my work is organised A great deal A fair amount Not a great deal	17 35 28 18 1	12 28 33 26 0	15 26 35 20 3	11 28 36 25	15 34 28 21 3	16 41 23 18 1	16 37 28 19 0	18 39 27 15 0	26 42 23 9 0	24 45 22 9 0	38 39 16 5 2	17 30 27 25	13 31 29 24 3	14 29 35 22 1	20 40 25 14	24 42 25 8 1	6 21 31 40 1

What is your gross annual salary?

What is the highest educational or work-related qualification you have?

I am satisfied with my present job

What do workers want?		And are member o unio	of a trade	Which o	of these to you?		type of or you work f			,	Which of th	ese BEST desc	cribes the ty	/pe of positio	n you hold?		
τυc ^滲	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	Associate profession al/ technical occupation	Administra tive/ secretarial occupation	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation
Hissues at Work Here is a list of issues that can occur at work. For each one, please indicate whether this is an issue where you currently work, is not an issue where you currently work but has been an issue somewhere else you have worked in the past three years or has never been an issue anywhere you have worked in the past three years. Please think about your entire organisation and not just the team, department or location in which you work.																	
Unfair pay structures at your workplace This is an issue where I currently work	35	42	32	36	32	32	41	31	34	31	35	37	46	39	34	31	32
This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years	16	12	17	17	14	17	14	11	19	17	22	21	12	15	18	13	10
This has not been an issue anywhere I have worked in the last three years	42	40	43	40	46	43	40	50	43	47	37	33	35	41	41	46	46
Don't know	7	5	8	7	7	8	6	7	3	5	7	8	6	4	7	10	12
Lower pay than people doing similar jobs for other employers This is an issue where I currently work	36	39	34	37	33	35	38	36	35	34	39	35	46	35	36	30	31
This is not an issue where I currently work, but has been an issue		11	17				13		19	15	20	20		16	15	10	
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	15			16	14	16		20					13				13
years Don't know	39 10	42 8	38 11	37 10	43 11	38 11	41 9	41 3	38 7	44 8	33 9	34 11	32 9	31 17	37 12	44 16	42 13
Pay is not increased in line with increased cost of living (i.e. at least equal to rate of inflation)																	
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	51	62	47	52	49	45	67	41	46	56	50	48	56	42	46	53	49
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	12	8	14	13	11	15	7	13	15	8	16	16	13	17	11	12	11
years Don't know	30 7	26 4	31 7	29 6	32 8	33 7	22 5	36 10	35 4	32 4	30 3	29 7	26 6	33 8	36 7	25 10	28 12
Bullying by management or other workers This is an issue where I currently work	21	36	15	23	17	18	31	10	17	25	21	19	22	16	25	21	20
This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years	18	15	20	19	18	18	19	30	21	19	21	20	19	26	21	16	14
This has not been an issue anywhere I have worked in the last three years	53	43	58	52	58	57	45	57	57	52	52	52	54	53	48	54	56
Don't know Cuts in pension provision or inadequate pensions	7	5	7	7	8	8	6	3	5	4	6	8	5	4	6	9	11
This is an issue where I currently work. This is not an issue where I currently work, but has been an issue	16	20	13	18	10	14	18	22	14	17	20	14	16	4	12	16	14
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	9	9	9	11	6	10	8	5	15	8	10	11	9	25	11	8	5
years	57	59	57	57	58	55	61	58	62	65	59	55	58	58	49	47	51
Don't know Redundancies (voluntary or compulsory)	18	12	21	15	26	21	12	14	10	10	11	20	16	12	29	30	29
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	21	28	17	23	13	20	24	12	24	22	29	21	20	10	10	21	13
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	17	14	19	19	13	19	14	16	24	16	18	20	18	20	17	15	14
years Don't know	51 11	50 8	52 12	48 9	59 15	50 12	53 10	64 9	47 5	56 6	47 7	47 12	53 9	61 9	58 15	50 15	52 21

What do workers want?		appro employ	ximate yees are rganisa	yourse ly how e emplo tion in t UK?	many yed by	Are y	ou?	To whi	ch of the f	ollowing a belong?	ge group:	s do you				And in w	hich of the	following re	gions do yo	u WORK?			
TUC ^ॐ	Total	Less than 50		250 to 999	1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
Issues at Work		ll.		l e									l					l.					
Here is a list of issues that can occur at work. For each one, please indicate whether this is an issue where you currently work, is not an issue where you currently work but has been an issue somewhere else you have worked in the past three years or has never been an issue anywhere you have worked in the past three years.																							
Please think about your entire organisation and not just the team,																							
department or location in which vou work. Unfair pay structures at your workplace																							
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	35	25	39	37	40	36	33	31	34	39	36	30	50	37	35	31	38	23	30	36	39	40	33
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	16	19	16	17	13	16	16	21	19	18	13	11	10	17	18	16	18	18	17	14	10	22	17
years Don't know	42 7	51 5	37 8	39 7	41 6	42 7	42 8	43 5	38 10	36 7	46 5	53 6	32 7	40 6	41 6	46 7	40 5	51 7	44 9	40 9	45 6	33 6	42 8
Lower pay than people doing similar jobs for other employers																							
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	36	29	37	41	38	36	35	28	38	37	38	29	45	35	34	35	36	23	37	36	39	41	38
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	15	20	16	14	13	15	16	21	18	17	13	11	17	18	17	15	18	18	14	14	8	21	15
years Don't know	39 10	43 7	35 12	34 10	39 9	38 11	40 9	43 9	33 11	35 11	41 9	50 10	30 8	36 10	36 13	40 11	36 10	51 8	41 8	36 14	45 9	33 6	36 10
Pay is not increased in line with increased cost of living (i.e. at least equal to rate of inflation)																							
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	51	44	56	55	52	51	51	36	49	54	53	52	64	49	50	49	50	51	45	56	51	48	55
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	12	15	13	13	11	14	10	14	14	13	11	11	6	12	9	16	17	17	13	10	7	9	15
years Don't know	30 7	36 5	26 5	25 7	32 5	30 5	30 8	44 6	28 10	27 6	30 6	33 4	29 1	30 8	34 6	27 7	26 7	27 5	34 7	28 6	36 5	33 10	23 7
Bullying by management or other workers This is an issue where I currently work	21	9	26	23	28	22	20	18	16	24	25	22	27	18	22	21	19	18	21	19	26	27	25
This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years	18	21	16	21	16	18	19	17	23	19	16	14	19	20	15	21	18	22	18	20	15	14	19
This has not been an issue anywhere I have worked in the last three vears	53	63	51	48	51	53	54	61	52	48	55	59	50	54	56	51	56	55	54	53	54	54	48
Don't know	7	6	6	8	6	7	7	4	9	8	4	5	3	8	6	7	7	5	7	8	5	4	8
Cuts in pension provision or inadequate pensions This is an issue where I currently work	16	15	13	16	20	18	13	10	13	20	17	13	10	12	16	11	15	17	17	16	18	23	19
This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years	9	9	10	10	11	11	7	10	8	10	10	9	12	10	9	9	11	9	8	9	8	9	9
This has not been an issue anywhere I have worked in the last three years Don't know	57 18	61 16	60 17	59 15	55 15	56 15	58 21	55 25	57 22	53 17	57 15	63 14	55 23	58 21	57 18	56 23	60 14	54 20	60 15	55 20	59 15	49 18	59 14
Redundancies (voluntary or compulsory)																							
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	21	10	21	24	29	22	19	22	19	24	22	16	24	22	18	14	21	16	25	22	20	22	20
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	17	20	21	18	16	20	15	13	19	20	15	16	18	17	21	17	18	15	18	16	15	20	19
years Don't know	51 11	62 9	48 11	48 9	47 8	50 8	52 14	53 12	51 12	45 11	53 10	59 10	48 10	50 12	51 9	55 14	52 9	57 11	49 8	47 15	55 11	50 8	51 10

What do workers want?					What	s your gro	ss annual s	salary?				What is th	e highest educ qualification		rk-related		fied with my ent job
TUC	Total	Less than £5000 a year	£5000 to £9999 a year	£10000 to £14999 a year	£15000 to £19999 a year	£20000 to £24999 a year	f25000 to f29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
Here is a list of issues that can occur at work. For each one, please indicate whether this is an issue where you currently work, is not an issue where you currently work but has been an issue somewhere else you have worked in the past three years or has never been an issue anywhere you have worked in the past three years. Please think about your entire organisation and not just the team,																	
department or location in which you work. Unfair pay structures at your workplace This is an issue where I currently work This is not an issue where I currently work, but has been an issue	35	38	32	41	40	38	36	32	26	22	18	40	33	37	34	28	53
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	16	16	12	17	16	17	17	14	17	22	15	7	14	18	17	18	11
years Don't know	42 7	40 6	45 11	36 6	35 8	39 6	41 6	49 5	51 6	51 5	61 6	44 9	45 8	37 8	43 7	48 6	29 6
Lower pay than people doing similar jobs for other employers This is an issue where I currently work	36	36	33	41	41	35	36	34	25	30	29	30	35	35	37	29	53
This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years	15	18	10	16	16	17	17	15	16	15	14	12		16		17	10
This has not been an issue anywhere I have worked in the last three years	39	39	46	31	32	39	38	44	52	46	48	47	40	39	37	45	26
Don't know Pay is not increased in line with increased cost of living (i.e. at	10	7	11	12	11	9	10	7	7	9	9	11	12	10	9	9	11
least equal to rate of inflation) This is an issue where I currently work This is not an issue where I currently work, but has been an issue	51	51	48	58	57	53	51	53	46	31	32	50	49	51	52	45	65
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	12	12	8	16	12	13	13	13	11	15	8	8	13	14	12	13	9
years Don't know	30 7	26 11	32 13	20 6	26 6	29 5	30 6	32 3	41 3	50 4	55 4	33 9	30 8	28 7	31 5	36 5	19 7
Bullying by management or other workers This is an issue where I currently work	21	7	20	20	23	24	26	25	21	19	16	21	20	23	21	13	37
This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years.	18	19	13	25	19	16	19	20	18	19	14	11	17	16	22	18	18
This has not been an issue anywhere I have worked in the last three years Don't know	53 7	70 4	57 10	50 5	52 6	51 8	49 6	52 4	56 5	59 3	64 6	58 10	55 9	54 6	52 6	62 7	40 5
Cuts in pension provision or inadequate pensions This is an issue where I currently work	-	5	7	17	17	18	17	21	17	18	18	14	15	16	16	12	23
This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years	9	5	8	8	10	10	11	10	13	8	10	7	10	11	9	10	8
This has not been an issue anywhere I have worked in the last three years	57	60	49	53	54	55	61	63	62	70	64	48		55	60	64	47
Don't know Redundancies (voluntary or compulsory)	18	30	36	22	19	17	11	7	8	4	8	31	20	18		14	21
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	21	6 8	9	20	22	22	21	28	26	25	34	17	18	20		17	30 17
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three vears	17 51	8 66	16 51	17 54	19 47	17 50	19 54	20 48	16 53	19 51	18 46	10 50	15 54	20 49	18 51	18 55	40
Don't know		20	24	9	12	11	6	4	5	5	2	23		11	8	9	13

And are you a

member of a trade

Total

No

Full Time

10C									official	occupation	technical occupation	occupation	n	occupation	occupation	operative	,
Here is a list of issues that can occur at work. For each one, please indicate whether this is an issue where you currently work, is not an issue where you currently work but has been an issue somewhere else you have worked in the past three years or has never been an issue anywhere you have worked in the past three years.																	
Increased workload This is an issue where I currently work This is not an issue where I currently work, but has been an issue		69	50	58	47	51	65	61	60	61	65	51	49	50	50	52	48
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three		12	17	16	15	17	13	14	17	18	16	16	17	10	23	11	13
years Don't know	24 5	16 3	28 6	22 4	31 7	27 6	18 4	19 7	21 2	19 2	18 2	24 8	28 5	34 6	24 4	31 7	29 11
Increased stress levels in the workplace This is an issue where I currently work This is not an issue where I currently work, but has been an issue	52	69	45	55	42	48	63	43	56	59	59	47	46	54	51	47	44
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	18	13	19	18	18	19	14	26	19	17	18	21	19	13	22	14	16
years Don't know	25 6	16 3	28 7	22 5	32 9	27 7	19 4	22 9	22 4	21 2	20 3	23 8	30 5	28 4	22 5	31 8	27 13
Longer working hours This is an issue where I currently work This is not an issue where I currently work, but has been an issue	30	36	28	34	20	29	33	28	43	43	31	21	22	23	24	26	21
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	17	15	18	17	17	18	16	16	17	15	21	21	21	17	19	19	12
years Don't know	45 7	43 5	46 8	43 6	52 11	45 7	45 6	47 9	36 4	38 4	44 4	50 8	51 7	55 6	48 8	46 8	53 13
Discrimination on the grounds of gender This is an issue where I currently work This is not an issue where I currently work, but has been an issue		8	4	6	3	4	7	2	6	7	5	3	5	7	8	3	4
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	10	10	9	10	10	10	10	2	8	9	10	11	13	9	8	11	8
years Don't know	74 11	72 10	75 12	74 10	74 13	75 11	73 10	82 14	79 8	77 7	76 9	72 13	71 10	76 8	75 9	70 16	71 17

Private Public Voluntary senior

Which of these applies to you? And which type of organisation do you work for?

Which of these BEST describes the type of position you hold?

trade

Sales/

customer

plant and Other occupation

Personal

service

Associate

al/

tive/

Professiona profession

Including yourself

approximately how many

your organisation in total in

the UK?

50 to 250 to

249 999

Less

han 50

Total

employees are employed by Are you...?

or

more

Femal

Male

Here is a list of issues that can occur at work. For each one, please indicate whether this is an issue where you currently work, is not an issue where you currently work but has been an issue somewhere else you have worked in the past three years or has never been an issue anywhere you have worked in the past three years.

Increased workload This is an issue where I currently work This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three 4 4 3 Increased stress levels in the workplace This is an issue where I currently work
This is not an issue where I currently work, but has been an issue 1Q somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three 7 Longer working hours This is an issue where I currently work

This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three Don't know Discrimination on the grounds of gender This is an issue where I currently work This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three Don't know

To which of the following age groups do you

belong?

18 to 24 25 to 34 35 to 44 45 to 54

55 and

North East

And in which of the following regions do you WORK?

East of

England

London

South East

South

Wales

Scotland

Yorkshire

and The

Humber

East

Midlands

West

Midlands

North



$ au$ $c^{ ilde{\gg}}$	Total	Less than £5000 a year	£5000 to £9999 a year	to £14999 a year	to f19999 a year	to f24999 a year	to £29999 a year	to £39999 a year	to £49999 a year	to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
Here is a list of issues that can occur at work. For each one, please indicate whether this is an issue where you currently work, is not an issue where you currently work but has been an issue somewhere else you have worked in the past three years or has never been an issue anywhere you have worked in the past three years.																	
Increased workload																	
This is an issue where I currently work. This is not an issue where I currently work, but has been an issue	55	34	47	56	57	57	58	65	55	57	57	51	49	51	61	49	72
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	16	16	11	19	13	15	17	14	21	15	24	9	16	14	17	18	11
years	24	44	31	22	24	23	21	19	22	25	15	34	27	31	19		13
Don't know Increased stress levels in the workplace	5	6	10	3	6	4	4	2	2	3	4	6	8	5	4	5	3
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	52	32	44	51	54	57	56	60	55	54	47	48	46	48	56	44	71
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	18	20	15	22	16	15	18	17	17	18	23	12	15	17	19	21	11
years	25	40	31	24	22	23	21	20	26	24	26	32	29	29	20		15
Don't know	6	8	11	4	8	5	4	2	1	3	4	7	9	6	4	5	4
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	30	18	18	23	27	33	35	39	43	42	44	18	22	26	38	26	41
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	17	14	15	24	15	17	16	16	20	17	19	19	19	16	17	19	14
years	45	62	54	46	51	43	44 5	42	35	39	34	53	50	52	40	49	40
Don't know	7	6	14	8	8	/	5	3	2	2	4	10	10	/	5	6	5
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	5	1	4	6	5	5	6	5	6	5	6	7	3	5	6	4	9
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	10	5	14	15	10	9	12	7	8	4	4	6	11	11	9	8	13
years Don't know	74 11	81 13	65 17	69 11	71 14	75 10	73 9	81 6	79 7	86 5	85 6	65 22	72 14	75 9	76 9	79 9	67 11

What is your gross annual salary?

£25000

£30000

£40000

£50000

£20000

£15000

What is the highest educational or work-related qualification you have?

I am satisfied with my

present job

And are you a

nember of a trade

union?

Yes

No

Total

Don't know



Here is a list of issues that can occur at work. For each one, please indicate whether this is an issue where you currently work, is not an issue where you currently work but has been an issue somewhere else you have worked in the past three years or has never been an issue anywhere you have worked in the

official technical occupation occupation occupation occupation operative occupation past three years. Discrimination on the grounds of race This is an issue where I currently work.
This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three 14 12 12 11 12 16 17 Don't know Discrimination on the grounds of age This is an issue where I currently work This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three Discrimination on the grounds of sexuality

This is an issue where I currently work This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three 11 Don't know Unfair dismissal of staff This is an issue where I currently work This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years.
This has not been an issue anywhere I have worked in the last three Unfair disciplining of staff This is an issue where I currently work This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three Boring or repetitive work This is an issue where I currently work This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three /11 Don't know Lack of training This is not an issue where I currently work, but has been an issue somewhere else I have worked in the nast three years This has not been an issue anywhere I have worked in the last three

Which of these And which type of organisation

Private

do you work for?

Public

Voluntary

applies to you?

Full Part

Time Time

Which of these BEST describes the type of position you hold?

Skilled

trade

occupatio

Personal

service

Sales/

customer

service

Process

plant and

machine

Other

Δdministra

tive/

secretarial

Associate

profession

al/

Manager/

senior

Profession

- 1



Here is a list of issues that can occur at work. For each one, please indicate whether this is an issue where you currently work, is not an issue where you currently work but has been an issue somewhere else you have worked in the past three years or has never been an issue anywhere you have worked in the past three years.

Discrimination on the grounds of race

Unfair disciplining of staff

This is an issue where I currently work.

This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years.

This has not been an issue anywhere I have worked in the last three years.

Don't know

Discrimination on the grounds of age

This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years.

This has not been an issue anywhere I have worked in the last three years.

Discrimination on the grounds of sexuality
This is an issue where I currently work
This is not an issue where I currently work, but has been an issue
Somewhere else I have worked in the past three years
This has not been an issue anywhere I have worked in the last three

somewhere else I have worked in the past three years. This has not been an issue anywhere I have worked in the last three years.

years
Don't know
Unfair dismissal of staff
This is an issue where I currently work.
This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years.
This has not been an issue anywhere I have worked in the last three

This is an issue where I currently work.

This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years. This has not been an issue anywhere I have worked in the last three years.

Boring or repetitive work

This is an issue where I currently work. But has been an issue somewhere else I have worked in the past three years.

This has not been an issue where I currently work been an issue where I

Lack of training
This is an issue where I currently work
This is not an issue where I currently work, but has been an issue
somewhere else I have worked in the past three years
This has not been an issue anywhere I have worked in the last three

18 19 19 17

18 17

ers		approx employ your or	imatel es are	emplo	many yed by	Are y	ou?	To whic	h of the fo	ollowing a belong?	ge groups	do you				And in w	which of the f	ollowing re	gions do yo	u WORK?			
	Total	Less than 50	50 to 249	250 to 999	1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
ach one, currently t has been an t three years irked in the					<u>I</u>																		
I currently work	2	2	2	3	3	3	2	3	2	3	2	2	1	1	2	4	3	1	3	2	2	2	2
as been an issue past three years	7	5	9	5	7	8	5	1	4	8	9	8	2	7	10	6	8	9	4	5	7	7	5
in the last three years Don't know	79 12	84 9	78 11	79 13	80 10	78 11	80 13	90 7	82 12	74 16	79 10	81 9	88 9	73 19	75 12	81 9	78 11	81 9	80 12	81 12	81 10	80 11	80 12
I currently work	5	2	6	4	6	5	4	8	2	4	6	7	7	4	6	3	5	5	6	5	4	3	6
as been an issue past three years	9	10	12	11	8	10	9	7	7	9	11	13	4	12	12	10	13	9	7	7	6	12	11
in the last three years	75	80	71	73	76	75	74	80	79	71	74	72	80	68	71	78	73	77	75	76	79	75	73
Don't know	11	8	11	13	9	10	12	6	12 3	15	9	8	9	17	11	10 2	9	9	13	12 4	10	10	9
I currently work as been an issue past three years	2	1 7	4 11	7	3	3	7	0 5	6	3	2 9	1 8	5 3	3 9	2 10	7	8	2 13	3 6	7	6	1	6
in the last three	79	83	74	79	80	79	78	90	79	73	79	82	85	71	76	83	79	76	80	, 77	83	81	81
Don't know	11	9	11	12	10	10	13	6	11	16	10	8	6	17	13	8	11	10	11	12	9	10	11
I currently work as been an issue	9	7	11	8	10	9	8	13	7	10	7	8	13	8	6	12	9	9	8	9	7	6	8
past three years in the last three	12	12	16	10	10	13	11	9	11	13	12	10	9	10	13	8	13	13	11	9	12	22	12
years Don't know	67 12	74 7	62 12	68 14	68 12	67 11	68 14	72 6	68 13	63 13	68 13	71 11	73 5	65 17	71 10	71 9	68 9	69 10	67 14	67 15	67 14	61 11	66 14
I currently work as been an issue	15	9	19	13	18	16	14	15	13	15	17	16	27	14	13	17	15	12	10	17	15	18	14
past three years in the last three	14	15	16	14	13	15	13	11	15	15	14	10	9	16	15	12	14	17	13	10	9	22	16
years Don't know	60 11	69 6	55 10	60 13	59 11	60 9	61 13	67 8	60 12	57 12	59 10	64 10	59 5	56 14	63 8	60 10	62 10	63 9	63 13	62 12	64 12	49 10	57 13
I currently work as been an issue	30	23	32	33	33	32	28	46	34	30	27	21	44	24	27	32	29	27	30	31	36	35	26
past three years in the last three	18	22	20	19	16	19	18	25	21	19	17	15	12	23	20	16	19	21	21	17	12	17	18
years Don't know	44 8	50 6	42 6	43 5	43 8	42 7	46 9	23 6	37 8	43 8	49 7	58 7	38 5	42 10	45 7	46 6	44 7	46 5	42 7	42 11	47 6	41 6	48 9
I currently work as been an issue	30	26	36	34	33	34	27	24	32	34	30	25	39	21	27	31	26	29	32	32	33	43	33

13

12

21

17

22

21

15

14

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17 44



Discrimination	on the	arounde	of race

τυς [🌣]	Total	Less than £5000 a year	£5000 to £9999 a year	£10000 to £14999 a year	£15000 to £19999 a year	£20000 to £24999 a year	£25000 to £29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
Here is a list of issues that can occur at work. For each one, please indicate whether this is an issue where you currently work, is not an issue where you currently work but has been an issue somewhere else you have worked in the past three years on that never been an issue anywhere you have worked in the past three years.																	
Discrimination on the grounds of race This is an issue where I currently work	2	1	1	3	4	2	2	2	2	2	1	3	2	2	2	2	4
This is not an issue where I currently work, but has been an issue			'	_		_	_	_	_	_		_	_	_	_		
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	7	4	7	10	5	8	6	7	7	2	2	7	9	9	4	5	9
years Don't know	79 12	83 11	75 17	75 12	76 15	79 11	80 12	84 8	83 7	92 3	90 7	67 23	74 14	80	83 10	84 9	74 13
Discrimination on the grounds of age									-	-	,			_			
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	5	1	2	4	6	4	7	7	5	4	4	8	3	5	5	3	9
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	9	5	11	14	9	8	8	10	9	12	3	10	10	11	9	8	12
years	75	83	71	73	71	77	74	74	78	82	84	66	73	75	76	79	68
Don't know Discrimination on the grounds of sexuality	11	11	16	9	14	11	10	9	8	3	9	17	14	8	11	9	11
This is an issue where I currently work. This is not an issue where I currently work, but has been an issue	2	3	1	3	3	3	4	2	2	0	3	5	2	3	2	2	5
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	8	8	8	11	7	6	7	8	8	2	3	7	9	10	6	6	11
years	79	80 9	75	75	76	81	78	82 8	83 7	92	86 8	69	75	79 9	82	83	73
Don't know Unfair dismissal of staff	11	9	16	11	14	10	12	_		5	=	19	14	_	10	9	12
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	9	1	8	10	11	11	9	8	6	7	7	8	9	10	8	5	15
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	12	11	13	17	9	9	13	11	13	11	10	13	13	12	10	11	13
years	67	78	61	62	66	67	66	74	72	76	77	58	65	68	70	73	59
Don't know Unfair disciplining of staff	12	10	17	11	13	14	12	8	10	5	5	22	14	11	11	11	13
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	15	8	16	17	19	17	18	13	9	12	5	19	17	15	14	8	27
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	14	15	16	17	11	14	15	12	14	12	8	11	16	16	12	14	13
years	60	68	51	56	58	59	57	68	67	73	82	53	55	59	64	68	49
Don't know Boring or repetitive work	11	9	17	9	12	11	11	7	10	3	5	17	12	10	10	10	10
This is an issue where I currently work. This is not an issue where I currently work, but has been an issue	30	37	36	36	35	32	30	23	24	15	12	34	32	32	27	17	56
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	18	15	16	20	20	22	15	20	15	19	19	11	17	21	19	20	15
years	44	42	34	40	36	41	47	52	55	64	65	44	41	40	48	56	23
Don't know	8	6	15	5	9	5	9	5	5	3	4	11	10	7	7	7	6
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	30	21	31	36	31	34	32	31	32	22	17	34	30	34	29	20	55
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	17	16	10	17	19	16	16	22	15	16	25	15	16	17	18	19	13
vears	45	55	42	41	42	43	45	44	49	58	53	38	44	42	47	55	27

What is your gross annual salary?

£25000

£30000

£40000

£50000

£20000

£15000

What is the highest educational or work-related qualification you have?

I am satisfied with my

present job

And are you a

member of a trade union?

>**>**

τυc [≫]	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	al/		trade occupatio n	Personal service occupation	customer service occupation	plant and machine operative	Other occupatio
Here is a list of issues that can occur at work. For each one, please indicate whether this is an issue where you currently work, is not an issue where you currently work but has been an issue somewhere else you have worked in the past three years or has never been an issue anywhere you have worked in the past three years.																	
Little opportunity for internal career progression (i.e. promotion)																	
This is an issue where I currently work This is not an issue where I currently work, but has been an issue		43	39	40	37	39	41	43	31	37	41	43	44	31	46	45	38
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	19	17	20	20	16	20	16	12	23	19	25	18	19	27	15	15	15
years Don't know	33	33 7	33 9	33 7	34 13	32 9	36 7	37 8	40 6	41 4	29 4	30 9	31 7	37 4	34 5	27 13	31 16
Unsafe working practices This is an issue where I currently work This is not an issue where I currently work, but has been an issue		11	9	10	10	11	9	6	3	4	7	6	20	6	14	17	14
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three		11	11	11	9	11	11	15	8	9	10	11	15	24	11	14	9
years Don't know	70	69 9	71 9	70 8	70 12	69 9	71 9	71 8	81 8	82 5	77 6	69 14	57 9	61 10	67 8	58 12	62 15
Unsafe working environment This is an issue where I currently work This is not an issue where I currently work, but has been an issue		12	10	11	10	11	10	6	3	5	7	7	21	6	13	17	15
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three		10	10	11	8	10	10	7	8	8	11	10	13	19	12	14	8
years Don't know	70 9	69 8	71 10	70 8	70 12	69 9	71 9	80 8	81 8	82 5	77 6	70 13	57 9	66 8	67 8	58 11	63 15
Preferential treatment by managers that unfairly benefits some staff																	
This is an issue where I currently work This is not an issue where I currently work, but has been an issue	32	44	26	34	24	30	36	21	24	33	33	28	37	25	33	39	28
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	17	14	18	18	15	18	15	21	21	20	14	17	19	18	20	16	12
years Don't know	42	35 7	46 9	40 7	48 13	43 9	40 8	51 8	49 6	43 5	47 7	44 11	36 8	50 7	39 8	34 11	44 15

Which of these applies to you? And which type of organisation do you work for?

Which of these BEST describes the type of position you hold?

Associate



Here is a list of issues that can occur at work. For each one, please indicate whether this is an issue where you currently work, is not an issue where you currently work but has been an issue somewhere else you have worked in the past three years or has never been an issue anywhere you have worked in the

, ,	
Little opportunity for internal career progress	ion (i.e. promotion)

This is an issue where I currently work This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three Unsafe working practices This is an issue where I currently work

This is not an issue where I currently work, but has been an issue

somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three

Unsafe working environment This is an issue where I currently work This is an issue where I currently work, but has been an issue somewhere else I have worked in the past three years. This has not been an issue anywhere I have worked in the last three. Don't know Preferential treatment by managers that unfairly benefits some

This is an issue where I currently work

This is an issue where I currently work. But has been an issue where leverently work, but has been an issue somewhere else I have worked in the past three years. This has not been an issue anywhere I have worked in the last three Don't know

ers		approx employ your or	ees are	y how emplo ion in t	many yed by	Are y	ou?	To whic	h of the fo	ollowing a belong?	ige groups	do you				And in w	hich of the t	following re	gions do yo	ı WORK?			
	Total	Less than 50	50 to 249	250 to 999	1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
ach one, currently t has been an t three years orked in the																							
.e. promotion)																							
I currently work as been an issue	39	40	43	41	41	40	39	38	39	42	42	34	44	35	31	40	44	37	42	42	37	55	40
past three years in the last three	19	21	20	19	16	20	18	22	21	20	16	15	15	22	21	15	15	23	20	19	15	16	21
years Don't know	33 8	33 6	31 6	32 7	34 8	33 7	33 10	35 6	30 9	30 9	35 7	42 8	36 5	32 11	41 7	32 13	37 5	28 12	32 7	29 10	43 6	26 3	31 8
I currently work as been an issue	10	11	13	8	9	13	7	14	8	9	12	11	15	5	8	11	10	8	5	12	12	14	14
past three years in the last three	11	11	12	9	11	12	9	7	11	11	12	11	8	15	11	11	14	13	8	9	8	15	9
years Don't know	70 9	72 6	66 8	75 8	71 9	67 8	73 11	73 7	71 11	68 12	68 8	72 6	69 7	66 14	72 8	70 8	70 6	71 8	76 10	68 11	74 6	64 7	69 8
I currently work	11	10	14	8	11	13	8	14	9	10	12	11	16	8	6	15	9	9	7	11	10	18	13



Here is a list of issues that can occur at work. For each one, please indicate whether this is an issue where you currently work, is not an issue where you currently work but has been an

issue somewhere else you have worked in the past three years or has never been an issue anywhere you have worked in the past three years.
Little opportunity for internal career progression (i.e. promotion)
This is an issue where I currently work This is not an issue where I currently work, but has been an issue
somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three
years Don't know

Unsafe working practices	
This is an issue where I currently work. This is not an issue where I currently work, but has been an issue somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three	
years Don't know	

This is an issue where I currently work	
This is not an issue where I currently work, but has been an issue	
somewhere else I have worked in the past three years	
This has not been an issue anywhere I have worked in the last three	
years	70
Don't know	9
Preferential treatment by managers that unfairly benefits some	
staff	
This is an issue where I currently work	32

	This has not been an issue anywhere I have worked in the last three
70	years
9	Don't know
	Preferential treatment by managers that unfairly benefits some
	staff
32	This is an issue where I currently work This is not an issue where I currently work, but has been an issue
	somewhere else I have worked in the past three years This has not been an issue anywhere I have worked in the last three
42 9	years Don't know

					What	is your gro	ss annual s	alary?				What is th	e highest educ qualification		rk-related		ed with my ent job
	Fotal	Less than £5000 a year	£5000 to £9999 a year	£10000 to £14999 a year	£15000 to £19999 a year	£20000 to £24999 a year	£25000 to £29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
	39	40	36	45	46	41	39	39	34	32	24	36	36	40	41	27	65
	19 33 8	14 34 11	17 30 18	20 28 7	17 28 10	19 34 7	21 34 7	20 38 3	18 42 5	28 37 2	15 57 4	14 30 20	17 36 11	21 31 8	19 34 5	22 44 7	14 16 6
	10	18	9	, 17 15	10	, 11 10	10 11	8	4	5	0	16	14	12	7	6 10	20
5	70 9	63 9	62 16	59 9	68 11	69 9	73 7	77 5	81 5	87 4	90 5	60 13	61 11	66 9	77 8	76 8	61 9
5	11 10	15 4	11 13	17 14	10 10	11 9	9 10	10 11	6 9	6 3	3 5	16 9	15 13	12 12	7	6 9	20 10
s	70 9	70 11	60 15	61 8	69 11	70 10	74 7	75 4	80 4	87 4	90 3	59 16	61 10	67 8	77 8	77 8	61 9
k e	32 17	25 14	24 15	32 22	35 17	37 15	36 16	35 17	28 21	25 23	23 14	36 15	32 16	34 17	30 18	22 19	54 15
s s v	42 9	50 11	46 14	39 7	40 9	39 10	39 8	43 5	44 8	48 4	58 4	36 14	41 11	40 9	45 7	51 8	25 6

What do workers

What do workers want?		And are member o	of a trade	Which o	of these to you?		n type of on you work f				Which of th	ese BEST des	scribes the t	ype of positio	n you hold?		
TUC *	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	al/	Administra tive/ secretarial occupation	trade occupatio	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation
nd which, if any, of the following have you personally kperienced in the organisation you currently work for. Please nly select those that have happened directly to you and not nose you may have seen but not experienced [Please tick all nat apply]																	
Increased workload Pay is not increased in line with increased cost of living (i.e. at least equal to rate of inflation) Increased stress levels in the workplace Lower pay than people doing smillar jobs for other employers Little opportunity for internal career progression (i.e. promotion) Lak of training Unfair pay structures at your workplace Boring or repetitive work Longer working hours	42 39 31 30 27 26 24	58 50 53 31 35 28 28 23 26	39 34 30 28 26 25 24 21	48 43 43 32 30 27 27 24 27	41 40 31 28 29 26 23 24 13	38 37 31 28 28 26 26 26 23	54 52 47 30 33 25 27 20 23	43 39 33 33 29 17 18 15 22	47 37 43 28 23 18 23 10 34	52 43 48 28 30 23 22 15 32	50 43 42 29 31 29 26 21 25	41 41 36 33 31 24 27 31	41 48 34 44 32 32 37 28 21	32 42 33 30 27 28 27 8 17	45 38 39 26 29 33 26 33 16	43 45 33 28 33 35 27 36 20	45 38 35 31 29 26 25 31
Preferential treatment by managers that unfairly benefits some staff Bullying by management or other workers Cuts in pension provision or inadequate pensions Unsafe working environment Unsafe working environment Unsafe working practices Redundancies (voluntary or compulsory) Unfair disciplining of staff Discrimination on the grounds of age Unfair dismissal of staff Discrimination on the grounds of gender Discrimination on the grounds of gender Discrimination on the grounds of race None of these	14 10 10 8 7 6 3 2 2 1	27 22 13 11 8 8 9 4 3 4 1 1	19 11 9 8 6 5 2 2 2 1 23	22 15 12 10 8 8 7 3 3 2 1 1	19 11 6 10 8 5 4 3 2 2 2 3 1	21 12 10 10 9 8 7 2 3 2 2 1	23 19 12 9 6 5 6 4 1 1 1 15	11 8 9 8 6 5 4 0 0 1 1 0 23	17 13 7 3 6 3 2 2 2 2 2 1 28	20 16 11 5 2 8 5 4 1 3 1 1	17 16 14 7 6 8 4 1 1 2 0 0	19 14 9 6 4 8 7 2 2 2 1 1 20	28 14 11 20 17 9 10 3 5 1 2 2	22 14 4 9 8 1 5 3 0 0 0 2	25 14 6 12 9 3 14 4 2 7 2 1 18	25 14 14 17 17 9 10 1 6 2 2 1	21 12 8 14 11 4 6 3 1 2 3 0 27

And we exper only so those that a

What do workers want?			ximatel ees are	ion in t	nany ed by	Are y	ou?	To whic	h of the fo	ollowing a belong?	age groups	s do you				And in w	hich of the	following re	gions do yo	u WORK?			
TUC [⋄]	Total	Less than 50	50 to 249		1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
nd which, if any, of the following have you personally perienced in the organisation you currently work for. Please ily select those that have happened directly to you and not ose you may have seen but not experienced [Please tick all at apply]																							
Increased workload Pay is not increased in line with increased cost of living (i.e. at least equal to rate of inflation) Increased stress levels in the workplace Lower pay than people doing similar jobs for other employers Little opportunity for internal career progression (i.e. promotion) Lack of training Unfair pay structures at your workplace Boring or repetitive work Longer working hours	42 39 31 30 27 26 24	35 37 28 28 25 21 20 18 20	52 46 43 33 36 32 32 26 26	47 45 44 36 32 29 25 26 23	51 43 45 31 30 29 28 26 25	46 44 38 32 30 30 29 26 25	46 40 41 30 29 24 23 22 21	49 32 35 25 18 24 17 32 25	43 37 36 35 29 27 25 26 24	49 45 43 32 31 29 29 24 23	49 46 43 32 34 30 30 24 24	41 42 37 24 27 20 20 17	50 52 42 45 31 34 40 30 19	43 41 31 27 22 29 23 20	47 39 40 25 24 25 26 22 18	55 44 42 36 30 32 26 30 24	39 43 36 33 26 21 27 16 20	36 37 21 25 24 15 22	45 35 36 29 29 24 23 21 28	47 48 42 33 34 28 25 24 25	39 39 34 27 28 26 30 24	50 45 45 36 46 38 30 31 29	48 45 39 28 35 30 27 24 29
Preferential treatment by managers that unfairly benefits some staff Bullying by management or other workers Cuts in pension provision or inadequate pensions Unsafe working environment Unsafe working environment Unsafe working practices Redundancies (voluntary or compulsory) Unfair disciplining of staff Discrimination on the grounds of age Unfair disciplining of staff Discrimination on the grounds of sexuality Discrimination on the grounds of sexuality Discrimination on the grounds of rexue	14 10 10 8 7 6 3 2 2 1	16 8 9 10 9 5 3 1 2 1 0 0 25	28 17 9 13 12 10 7 4 4 4 3 1	19 16 12 9 8 6 5 1 3 2 0 1	24 18 14 9 7 9 9 3 3 3 1 1	24 16 13 12 11 9 8 3 4 1 1 1 20	18 12 8 7 6 5 5 3 1 4 1 1 20	16 11 8 13 9 5 7 6 3 2 0 1	16 8 6 8 6 5 4 1 1 2 2 0	23 17 13 9 7 9 8 1 4 3 1 1 20	26 19 14 10 10 9 7 3 2 3 2 1	22 15 11 13 9 6 7 5 3 2 1 1 25	30 15 4 10 10 6 10 3 4 0 4	19 12 8 9 5 6 6 4 2 3 3 0	23 17 11 8 7 8 9 3 4 4 3 1 0 22	19 18 9 15 15 9 6 2 4 2 2 0	24 13 9 8 8 6 5 3 0 2 0 1 18	19 8 14 10 4 4 4 4 1 1 0 0 0 25	18 16 11 6 4 9 5 0 2 3 1 1 24	20 12 13 10 8 7 6 2 3 2 2 1	23 16 9 10 11 5 6 3 2 3 0 1	23 16 13 14 11 9 12 2 2 2 1 1	21 16 13 11 10 7 6 2 3 4 2 2 2



And expe only those that

$ au\!$	Total	Less than £5000 a year	£5000 to £9999 a year	£10000 to £14999 a year	£15000 to £19999 a year	£20000 to £24999 a year	£25000 to £29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
nd which, if any, of the following have you personally kperienced in the organisation you currently work for. Please nly select those that have happened directly to you and not hose you may have seen but not experienced [Please tick all lat apply]	46	31	39	53	45	51	47	49	50	40	41	36	48	41	49	41	60
Pay is not increased in line with increased cost of living (i.e. at least equal to rate of inflation) Increased stress levels in the workplace Lower pay than people doing similar jobs for other employers Little opportunity for internal career progression (i.e. promotion) Lack of training Unfair pay structures at your workplace Boring or repetitive work Longer working hours	42 39 31 30 27 26 24	43 28 31 32 24 31 30 12	39 30 31 26 29 21 34	52 40 42 31 30 32 29 16	48 38 40 31 27 30 28 20	44 44 26 34 31 30 22 25	42 43 28 31 26 27 24 26	42 49 27 31 27 22 18 31	36 46 24 22 23 20 19 33	25 41 25 21 15 17 13 38	23 31 18 17 15 13 12 34	42 30 23 26 28 25 29	42 38 31 28 31 27 27 20	42 36 31 30 30 28 27	42 44 32 31 24 25 21 29	36 31 25 20 17 19 13 20	56 59 46 53 48 45 46 32
Preferential treatment by managers that unfairly benefits some staff Bullying by management or other workers Cuts in pension provision or inadequate pensions Unsafe working environment Unsafe working environment Unsafe working practices Redundancies (voluntary or compulsoy) Unfair disciplining of staff Discrimination on the grounds of age Unfair dismissal of staff Discrimination on the grounds of gender Discrimination on the grounds of sexuality Discrimination on the grounds of race None of these	14 10 10 8 7 6 3 2 2 1	24 5 2 12 11 3 3 1 1 1 7 0 27	15 14 3 10 9 4 7 3 3 4 2 1 25	24 13 7 18 16 6 10 2 5 3 2 1	21 13 13 8 8 8 8 8 2 2 0 1	25 17 13 12 9 7 7 2 3 3 1 1	23 18 12 8 6 7 8 4 3 2 2 1 15	23 17 16 10 6 10 5 5 2 2 2 1	19 16 13 5 8 4 1 2 3 0 1	16 18 10 3 1 9 1 3 3 2 0 1 33	14 7 13 4 2 5 2 1 1 2 0 1 31	29 15 9 13 11 5 9 2 4 3 3 1 1 1 2 5	23 13 10 15 14 9 9 2 2 3 2 1 2	25 17 11 11 10 7 8 4 5 2 2 3 1	18 14 10 7 5 7 4 2 1 1 3 1 1	15 8 9 6 5 6 3 2 1 1 0 1 27	38 27 15 18 16 11 15 5 6 5 4 2 5

What is your gross annual salary?

What is the highest educational or work-related qualification you have?

I am satisfied with my present job

What do workers		member	e you a of a trade on?		of these to you?		n type of or you work t				Which of th	ese BEST des	scribes the t	ype of positio	n you hold?		
want? *	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	al/	Administra tive/ secretarial occupation	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation
Union involvement in Issues Here are some policy issues that trade unions might take up with government. For each one, please say whether you support or oppose the initiative.																	
More bank holidavs Strongly support Support Neither support nor oppose Oprove Strongly oppose Don't know	37 29 24 5 2	39 32 23 4 1	36 28 25 6 3	39 29 22 5 2	33 28 30 6 2	38 29 23 5 3	36 29 28 5 1	24 38 27 9 3 0	29 30 24 8 7 2	30 30 29 7 2	38 33 22 6 1	40 32 21 3 1	46 26 19 5 1	22 27 39 2 4 7	34 30 30 3 1 2	48 29 18 3 2	38 25 28 3 2
Compulsory employer contributions to employee pensions Strongly support Support Neither support nor oppose Oppose Strongly oppose	39 37 17 3	52 34 11 1	33 38 19 3 2	42 36 15 2 2	31 39 21 4 1	37 36 18 3 2	45 38 13 1 0	33 42 19 4 2	31 35 22 6 4	39 38 15 4 2	41 41 14 1 0	41 38 14 2 1	42 36 14 2 2	38 43 13 0 0	36 41 15 3 1	42 32 20 1 2	37 36 19 1 0
Don't know More choice about working hours and flexible working rights Strongly support Support Neither support nor oppose Oppose Strongly oppose	35 38 22 3	2 43 36 18 1	31 38 24 3 1	34 38 22 2	39 36 20 3 0	33 37 24 3	40 40 16 2 0	0 38 35 21 6 0	32 36 21 6	34 42 18 4	36 43 17 3	41 43 13 1 0	34 27 34 1	26 44 23 1 0	4 42 42 11 2 0	28 36 31 3	7 38 33 24 1 0
More protection for the low paid against exploitation by the worst employers Strongly support Support Neither support nor oppose Strongly oppose Don't know	43 40 14 1 1	54 35 9 1 0	40 41 16 1 1 2	41 40 15 1 1	50 38 9 1 0	3 41 39 16 1 1	1 49 40 9 1 0	0 53 40 7 0 0	2 32 44 19 4 1	38 46 14 1 1	0 39 43 15 1 0	3 46 42 9 0 0	49 33 14 0 0 3	7 45 41 8 0 0 7	50 35 10 1 1 3	1 46 38 14 0 1 2	52 32 12 1 0 3
More rights and opportunities for employees to get training and learn new skills Strongly support Support Neither support nor oppose Oppose Strongly oppose Don't know	32 45 19 1 1 2	41 45 13 1 0	29 45 21 2 1 3	31 45 20 1 1 2	36 45 16 1 1 2	30 44 21 2 1 2	37 47 14 1 0	29 51 18 0 2	21 43 28 5 1	29 48 20 1 1	28 49 21 1 0	34 48 14 2 0 2	37 45 14 1 1 3	41 37 15 0 0	38 46 13 1 0 2	38 39 20 1 1 2	38 42 16 0 0
Action to close the pay-gap between men and women Strongly support Support Neither support nor oppose Strongly oppose Don't know Action to increase the number of affordable homes for sale and	41 33 20 2 1 2	49 30 18 1 1	38 34 21 3 1	38 32 23 3 1 3	49 36 12 1 0 2	36 34 23 3 1	50 31 14 2 1 2	57 28 12 1 2 0	38 31 23 4 1 2	42 34 20 2 1	39 35 18 5 2 1	50 32 13 1 1 2	33 33 26 4 2 3	33 45 15 0 0 7	50 35 10 0 1 3	34 34 27 2 1 3	46 29 19 1 0 5
rent Strongly support Support Neither support nor oppose Oppose Strongly oppose Don't know	35 32 23 4 3	43 31 19 4 2	33 31 26 4 3	35 31 23 5 3	37 33 24 3 2	34 32 23 5 3	38 31 24 4 2 2	36 37 22 3 2	23 35 28 9 3 2	31 34 23 7 3	28 35 26 6 3	41 32 21 2 2	40 27 24 3 2	28 37 24 0 3 8	52 26 14 2 2	37 29 27 1 3	44 29 19 2 1 5

What do workers want?		appr emplo	ncluding oximate oyees ar organisa the	ly how e emplo	many yed by	Are y	ou?	To which	ch of the f	ollowing a belong?	ige group	s do you				And in v	which of the	following re	egions do yo	u WORK?			
TUC →	Total	Less than 5	50 to 249		1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
Union involvement in Issues Here are some policy issues that trade unions might take up with government. For each one, please say whether you support or oppose the initiative.									•														
More bank holidavs Strongly support Support Neither support nor oppose Oppose Strongly vapose Don't know	37 29 24 5 2	37 25 26 6 3	41 29 23 4 1 2	38 33 19 6 3	37 29 23 6 2	40 28 22 5 3 2	35 30 26 5 1	45 25 19 3 1 7	42 31 21 4 0	39 27 24 4 3	32 31 25 7 4	30 29 29 7 4	52 26 14 5 0	42 29 22 3 2	51 21 22 3 2	34 25 31 4 3	43 30 20 5 2	32 36 25 5 2	40 26 21 7 3	34 32 23 6 2	30 32 29 2 3 4	41 30 20 6 3	22 28 36 8 3 4
Compulsory employer contributions to employee pensions Strongly support Support Neither support nor oppose Oppose Strongly oppose Don't know	39 37 17 3 2	32 36 21 4 3 3	37 42 15 1 2 3	42 36 15 3 1	43 36 15 2 1	41 34 17 3 2 3	37 40 17 2 1 4	49 31 8 4 2 7	38 40 15 3 0 4	36 37 20 2 2 4	41 35 16 2 2 3	40 35 18 3 2	48 28 14 3 3	39 38 15 2 1	47 32 16 2 2 2	33 38 22 2 1 4	38 40 17 1 2 2	36 42 17 2 4 0	43 37 13 3 2 2	36 36 20 3 1 4	34 38 17 4 2 6	37 38 21 4 0	39 39 14 2 1 5
More choice about working hours and flexible working rights Strongly support Support Neither support nor oppose Oppose Strongly oppose Don't know More protection for the low paid against exploitation by the	35 38 22 3 1	27 36 28 5 2	35 36 24 2 1 2	37 40 17 2 1 3	39 37 20 2 1	31 35 27 3 2	39 40 17 2 0 2	39 41 15 1 0 4	41 38 15 2 1	37 38 21 1 1 2	33 36 26 3 1 2	24 38 31 5 1	42 31 18 4 2 3	38 37 21 1 1 2	41 32 23 1 1	32 39 25 1 1 2	33 39 24 2 1	37 33 27 2 1 0	43 33 17 4 1 2	29 39 24 5 1	29 48 17 3 2	27 47 18 3 0 4	33 39 20 3 1
worst employers Strongly support Support Neither support nor oppose Oppose Strongly oppose Don't know More rights and opportunities for employees to get training and	43 40 14 1 1 2	38 40 18 2 1	45 38 15 1 0	45 40 10 1 1 2	44 41 12 1 1 2	40 37 18 1 1 3	46 43 9 0 0	42 33 20 1 1 3	41 42 12 1 1 3	43 39 15 1 0 2	47 39 11 1 0	43 40 15 1 1	52 32 9 2 2 4	45 38 14 0 1 2	51 35 12 0 0	40 40 17 1 1	40 41 16 1 1	40 40 18 1 1 0	45 40 12 1 0	38 45 13 1 0	45 42 9 1 1 2	50 38 8 2 0	43 40 13 1 1 2
learn new skills Strongly support Support Neither support nor oppose Oppose Strongly oppose Don't know	32 45 19 1 1	28 44 23 3 1 2	33 44 20 1 0	36 44 15 2 1	33 45 19 1 0 2	30 42 23 2 1 3	35 48 15 1 0	38 47 12 0 0 3	33 45 17 1 0 3	30 43 23 2 1 2	34 44 17 2 1	31 47 19 2 0	37 40 13 5 0 4	37 41 18 1 1 2	40 40 17 1 0 2	31 44 23 0 0	31 45 22 1 0	30 47 19 1 2 0	35 41 20 3 0	26 52 18 1 0	27 53 16 0 1	36 44 16 1 2 2	34 44 19 0 1 3
Action to close the pay-gap between men and women Strongly support Support Neither support nor oppose Oppose Strongly oppose Don't know Action to increase the number of affordable homes for sale and	41 33 20 2 1 2	36 34 24 3 1 2	40 32 22 2 1 2	42 34 17 3 1 3	42 30 21 3 1 2	25 32 33 4 2 4	56 33 8 1 0	41 26 25 1 2 3	46 30 16 2 1 4	40 31 22 3 1 2	39 37 19 2 1	36 36 23 2 1 2	44 26 22 4 1	48 31 17 1 0 2	45 31 19 2 0 2	40 32 23 1 3	40 36 20 2 0 2	40 34 22 3 0	44 32 17 4 2	32 39 22 2 1 4	41 33 18 4 2 3	49 26 22 2 0 2	37 33 22 1 1 6
rent Strongly support Support Neither support nor oppose Oppose Strongly oppose Don't know	35 32 23 4 3	34 32 26 4 2 2	35 32 24 4 3 2	35 35 19 4 3	35 29 25 5 3	34 27 27 6 4 3	37 36 20 3 1 2	49 25 16 3 1 7	39 33 17 5 1	31 33 26 4 3	35 30 25 4 4 2	32 31 29 4 2	43 29 19 2 3 4	40 28 23 5 2	36 35 22 3 2	32 33 25 4 2	34 36 25 2 2 1	34 28 29 4 5	32 34 23 7 3	33 31 24 5 2	35 34 22 2 2 5	48 25 20 3 2 2	36 32 20 5 2

What do workers What is the highest educational or work-related I am satisfied with my What is your gross annual salary? qualification you have? present job want? £10000 £15000 £20000 £25000 £30000 £40000 £50000 Less than £5000 to £60000 to to to to to Total £5000 a £9999 a Higher Disagree None Lower Agree or more £14999 a £19999 a £24999 a £29999 a £39999 a £49999 a £59999 a mediate year year a year year year year year year year year Here are some policy issues that trade unions might take up with government. For each one, please say whether you support or oppose the initiative. More bank holidays Strongly support 28 29 14 Support 29 24 33 30 30 23 26 29 22 30 23 28 22 28 30 25 24 24 Neither support nor oppose 24 26 Oppose Strongly oppose Don't know 2 Compulsory employer contributions to employee pensions 32 28 39 43 42 43 44 26 39 41 38 36 46 Strongly suppor 40 22 32 19 40 21 39 23 41 11 36 16 37 13 36 16 38 17 32 26 40 39 17 32 Neither support nor oppose Oppose 10 Strongly oppose Don't know More choice about working hours and flexible working rights 31 39 36 35 22 Strongly support 35 38 29 44 33 42 37 38 35 38 24 37 37 29 34 39 Support 29 20 19 24 19 28 28 23 18 Neither support nor oppose Strongly oppose Don't know More protection for the low paid against exploitation by the worst employers 62 31 50 39 Strongly support 39 17 43 43 43 32 Support 31 Neither support nor oppose 13 16 20 18 24 13 15 Strongly oppose Don't know More rights and opportunities for employees to get training and learn new skills 43 Strongly support 43 49 13 40 20 51 15 Support Neither support nor oppose 21 26 40 33 14 20 21 13 Oppose Strongly oppose Action to close the pay-gap between men and women 52 50 46 39 41 41 37 34 24 25 46 36 39 43 40 45 Strongly support 41 29 25 33 37 33 34 32 33 33 33 Support Neither support nor oppose 22 22 22 Strongly oppose Don't know Action to increase the number of affordable homes for sale and rent 45 42 38 29 23 39 39 30 42 Strongly support Support 42 27 34 33 29 15 8 28 19 5 Neither support nor oppose 11 18 23 24 4 26 22 22 26 23 23 21 Oppose Strongly oppose

What do workers want?		And are you a member of a trade union?		Which of these applies to you?			h type of or you work f		Which of these BEST describes the type of position you hold?										
τυc ^滲	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	Associate profession al/ technical occupation	Administra tive/ secretarial occupation	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation		
Here are some policy issues that trade unions might take up with government. For each one, please say whether you support or oppose the initiative.																			
Measures to make workplaces more environmentally friendly																			
Strongly support Support Neither support nor oppose Oppose Strongly oppose Don't know	31 38 24 3 1	41 35 21 2 0	27 39 25 4 2	30 38 24 4 2 2	34 39 21 3 1	29 38 25 4 2 3	37 38 19 3 1	37 39 20 3 0	19 43 28 5 3	32 38 24 4 1	29 41 25 4 1 0	36 37 22 2 1 2	33 33 25 2 2 2	28 44 20 1 0 7	38 36 20 2 2 2	33 38 22 3 1 2	35 38 20 3 1 4		
Shift the balance of tax so that big companies pay more tax and																			
ordinary people pay less Strongly support Support Neither support nor oppose Oppose Strongly oppose Don't know Shift the balance of tax so that very wealthy individuals pay	42 30 18 4 2 3	48 29 16 3 1 2	40 30 19 4 3 4	41 30 18 5 2 3	44 31 18 2 2 2	41 30 19 4 3	46 31 16 3 1	42 35 15 3 2 3	28 31 27 7 5 2	33 32 22 6 5 2	36 35 20 4 1 4	46 31 16 3 1 3	55 25 13 3 1 3	43 28 19 3 0 7	51 28 12 1 2 5	49 29 15 2 3 2	49 28 14 2 0 5		
more tax and ordinary people pay less																			
Strongly support Support Neither support nor oppose Oppose Strongly oppose Don't know	43 28 18 5 3	49 30 15 4 1 2	41 28 19 5 4 3	41 29 18 5 3	48 26 17 5 2 2	42 27 20 5 4 3	46 32 14 5 1 2	49 29 13 3 3	30 26 25 10 7 2	34 33 19 7 6 1	38 34 18 5 2 2	44 30 16 5 2 3	53 24 16 2 1 3	47 33 10 2 0 8	51 29 10 4 2 4	58 21 14 2 3 2	47 26 18 5 0 4		
An end to child poverty in the UK Strongly support	49	55	46	46	55	46	54	54	38	46	43	52	53	38	61	53	52		
Support Support Neither support nor oppose Oppose Stronaly oppose Don't know	29 16 2 2 3	27 14 1 1	30 18 2 2 3	30 17 2 2 3	28 14 1 1 2	30 18 2 2 3	29 13 1 1 1	33 12 1 0	34 22 2 3 2	33 16 2 2 1	13 19 1 2 1	30 12 2 1 3	25 16 1 1 1	47 4 1 3 7	24 12 0 1 2	24 15 2 3 3	27 15 2 0 5		
Policies that help the industries and individuals most badly																			
affected by current economic difficulties Strongly support Support Neither support nor oppose Oppose Strongly oppose Don't know	28 39 24 3 2 3	31 40 22 3 2	26 38 25 3 3	27 39 24 4 3 3	29 41 24 2 2 2	27 39 25 3 3	28 41 24 4 2 2	23 46 27 3 0	18 42 28 5 4 3	21 43 27 5 3 1	20 39 31 5 3	29 38 25 3 1 4	37 35 21 2 1 4	28 52 11 3 0 7	34 40 19 1 1 5	37 32 22 2 5 2	32 42 19 2 1 5		

Including yourself

approximately how many To which of the following age groups do you employees are employed by Are you...? And in which of the following regions do you WORK? belong? your organisation in total in the UK? 1000 Yorkshire Less 50 to 250 to Femal 55 and North East West East of South Total Male 18 to 24 25 to 34 35 to 44 45 to 54 North East and The Wales Scotland or London South East than 50 249 999 West Midlands Midlands England West Humber more Here are some policy issues that trade unions might take up with government. For each one, please say whether you support or oppose the initiative. Measures to make workplaces more environmentally friendly 26 38 28 33 37 22 34 37 32 39 23 28 34 29 34 42 19 27 46 23 27 36 28 30 42 22 36 14 39 28 Support Neither support nor oppose 23 22 22 23 23 Oppose Strongly oppose Don't know Shift the balance of tax so that big companies pay more tax and ordinary people pay less 43 29 20 52 25 14 4 40 41 41 45 42 44 Strongly support 34 17 31 20 30 18 32 28 19 32 20 35 14 28 24 27 Support 19 Neither support nor oppose 20 19 Oppose Strongly oppose Shift the balance of tax so that very wealthy individuals pay more tax and ordinary people pay less 45 25 19 4 43 Strongly support 28 Support Neither support nor oppose 17 17 18 18 17 18 13 20 18 15 17 17 18 10 21 13 23 Oppose Strongly oppose Don't know An end to child poverty in the UK 47 29 20 2 50 28 17 48 53 53 42 32 Strongly support 30 16 28 26 24 15 29 17 Neither support nor oppose 15 20 13 11 17 19 11 14 22 17 15 13 Oppose Strongly oppose Don't know Policies that help the industries and individuals most badly affected by current economic difficulties 30 36 26 2 Strongly support 38 24 2 Support 40 22 42 24 40 25 37 26 42 23 37 16 42 22 39 29 34 19 35 24 40 18 45 24 38 29 38 27 45 24 31 21 34 29 Neither support nor oppose 24 Oppose Strongly oppose

What do workers

Strongly oppose

What is your gross annual salary? qualification you have? present job want? £10000 £15000 £20000 £25000 £30000 £40000 £50000 Less than £5000 to £60000 to to Total £5000 a £9999 a Higher or more None Lower Agree Disagree £14999 a £19999 a £24999 a £29999 a £39999 a £49999 a £59999 a mediate year year a year year year year year year year year Here are some policy issues that trade unions might take up with government. For each one, please say whether you support or oppose the initiative. Measures to make workplaces more environmentally friendly 39 43 37 35 24 24 44 24 36 23 36 30 39 27 35 Support 39 21 Neither support nor oppose 13 19 29 22 24 20 Oppose 10 Strongly oppose Don't know Shift the balance of tax so that big companies pay more tax and ordinary people pay less 53 40 35 50 44 53 Strongly support 33 19 4 33 23 5 30 29 13 10 34 17 23 32 26 13 Support 20 Neither support nor oppose 14 29 29 17 Oppose Strongly oppose Shift the balance of tax so that very wealthy individuals pay more tax and ordinary people pay less Strongly support Support Neither support nor oppose 15 12 17 19 20 18 18 13 14 27 17 15 19 18 19 14 Oppose Strongly oppose An end to child poverty in the UK 65 54 23 16 48 27 22 44 Strongly support 26 29 14 Neither support nor oppose 10 20 26 21 17 16 Oppose Strongly oppose Policies that help the industries and individuals most badly affected by current economic difficulties Strongly support 42 32 6 30 42 12 39 31 8 10 Support 52 13 33 26 36 21 40 28 40 24 33 17 36 25 38 19 19 28 25 Neither support nor oppose 25 26 Oppose 0

What is the highest educational or work-related

I am satisfied with my

What do workers want?		And are you a member of a trade union?		Which of these applies to you?			type of or	ganisation for?	Which of these BEST describes the type of position you hold?										
TUC	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	Associate profession al/ technical occupation	Administra tive/ secretarial occupation	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation		
And now please indicate how high or low a priority you would like see trade unions give to them.																			
More bank holidays Very high priority Fairly high priority Fairly low priority Very low priority Don't know	17 25 32 19 7	18 26 37 16 4	16 25 31 20 8	18 25 32 17 7	13 24 32 25 6	18 26 30 18 8	16 22 38 20 4	5 20 38 31 5	13 23 32 26 7	12 19 39 26 5	15 27 33 21 4	15 28 34 16 6	24 31 26 11 8	11 23 43 15 9	13 25 38 17 8	26 31 23 12 8	17 23 31 18 9		
Compulsory employer contributions to employee pensions Very high priority Fairly high priority Fairly low priority Very low priority Very low priority Don't know	27 43 16 6 8	35 44 14 2 5	24 43 17 7 9	28 42 16 5 8	24 45 16 8 7	25 42 17 7 9	30 46 15 3 5	28 42 20 5 5	21 44 19 10 7	26 43 16 8 7	28 46 15 5 6	30 42 16 4 8	31 42 16 3 9	24 51 16 0 9	17 47 21 5 9	30 40 15 6 10	27 42 17 4 10		
More choice about working hours and flexible working rights																			
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	23 41 24 6 7	29 40 23 4 4	20 41 24 6 8	22 39 26 6 7	25 46 18 4 6	21 40 25 6 8	27 44 20 4 4	25 40 24 5 5	20 42 23 8 7	21 45 22 6 5	25 42 24 5 5	29 39 22 2 7	20 35 29 7 9	8 61 19 3 9	28 47 13 5 7	23 29 31 9 8	24 45 21 3 7		
More protection for the low paid against exploitation by the worst employers																			
Very high priority Fairly high priority Fairly low priority Very low priority Opn't know More rights and opportunities for employees to get training and	41 40 10 3 7	49 37 8 2 4	39 40 10 3 8	41 38 11 3 7	43 43 6 2 6	39 39 11 3 8	44 42 7 2 4	62 23 9 0 6	33 42 12 6 7	38 44 10 3 6	37 43 10 4 6	45 38 9 2 7	45 33 11 1 10	41 39 11 0 9	49 35 7 3 7	47 34 10 2 8	45 41 7 1 6		
learn new skills Very high priority Fairly high priority Fairly low priority Very low priority Don't know	20 45 23 4 7	25 46 22 3 4	18 45 24 5 8	20 45 24 5 7	22 47 22 3 6	19 44 24 5 8	23 48 21 3 5	15 48 28 3 6	14 42 27 10 7	17 47 26 5 6	17 44 29 4 6	22 48 21 2 7	23 43 21 3 10	23 46 19 2 10	21 48 19 5 7	17 45 26 4 8	30 46 16 1 7		
Action to close the pay-qap between men and women Very high priority Fairly high priority Fairly low priority Very low priority Don't know Action to increase the number of affordable homes for sale and	31 36 19 6 7	35 37 17 5 5	30 36 20 6 8	30 34 21 7 8	35 42 13 3 6	29 36 21 7 8	37 38 16 4 5	46 27 19 3 5	30 33 20 11 7	30 38 20 6 6	30 34 23 7 7	38 37 14 3	25 34 22 8 10	30 49 8 2 11	43 32 14 4 8	28 36 22 5 8	35 39 15 3 7		
rent Very high priority Fairly high priority Fairly low priority Very low priority Don't know	23 29 26 14 8	24 30 29 11 5	23 29 24 15 9	23 28 26 15 8	25 33 23 12 7	24 28 25 14 9	23 31 25 15 5	22 29 29 14 7	18 27 27 22 7	17 27 30 18 7	18 28 28 19 7	28 33 21 10 8	25 29 24 12 10	31 29 18 11	36 23 22 10 8	25 25 28 14 8	31 36 21 4 8		

What do workers want?		Including yourself approximately how many employees are employed by your organisation in total in the UK?					/ou?	To whi	ch of the f	ollowing a belong?	age groups	s do you	And in which of the following regions do you WORK?										
TUC ♦	Total	Less than 50		250 to 999	1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
And now please indicate how high or low a priority you would like see trade unions give to them. More bank holidays				•	•							•			•	•	•	•	•				
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	17 25 32 19 7	18 24 29 20 9	18 28 31 17 6	17 21 37 18 7	16 25 32 21 5	20 26 30 17 7	14 24 35 21 7	20 26 27 15 12	16 26 33 18 7	17 24 31 19 9	17 23 32 22 6	17 27 33 20 3	22 32 30 11 5	22 27 29 14 8	23 30 24 15 8	18 26 35 15 7	19 27 35 11 7	15 28 36 16 6	17 24 33 21 5	16 21 35 22 7	13 25 31 25 7	12 22 31 30 5	9 20 32 31 8
Compulsory employer contributions to employee pensions Very high priority Fairly high priority Fairly low priority Very low priority Don't know	27 43 16 6 8	22 42 18 8 10	28 44 17 4 7	30 39 16 6 9	29 44 15 5 6	29 42 16 6 7	25 44 17 5 9	26 44 16 5 8	24 44 17 5	25 41 18 6 10	31 41 15 6 7	29 46 15 6 3	24 43 18 8 7	30 38 16 6 10	32 38 17 3	22 49 16 6 8	20 55 13 5 7	36 37 15 5 6	30 45 15 4 6	23 43 19 6 9	21 43 19 8 9	27 49 12 8 5	28 40 16 7 9
More choice about working hours and flexible working rights Very high priority Fairly high priority Fairly low priority Very low priority Don't know	23 41 24 6 7	18 37 27 9 9	26 39 22 7 6	25 41 21 5 8	25 43 23 4 5	20 38 27 8 7	26 44 20 4 6	19 54 19 4 4	26 41 19 4 9	25 41 22 4 8	24 38 27 6 5	15 40 32 11 2	25 39 25 6 4	27 39 24 2 8	25 43 21 4 7	24 42 26 3 4	24 39 25 6 6	26 36 26 7 6	28 42 19 7 4	19 43 25 6 7	17 47 22 7 7	16 38 32 9 5	20 43 22 7 8
More protection for the low paid against exploitation by the worst employers Very high priority Fairly high priority Fairly low priority Very low priority Don't know More rights and opportunities for employees to get training and	41 40 10 3 7	36 39 12 4 9	42 38 12 1 7	42 40 6 4 7	44 39 9 3 5	40 37 13 4 8	43 43 7 2 6	44 39 12 1 4	38 40 10 3 10	38 41 10 2 9	49 36 8 3 5	42 43 10 3 2	49 35 9 3 4	41 39 9 2 9	41 45 8 0 7	37 45 11 2 5	40 40 9 4 6	40 39 14 2 4	43 40 9 3	40 41 10 2 8	41 40 8 4 7	45 36 9 5 6	44 36 9 3
learn new skills Very high priority Fairly high priority Fairly low priority Very low priority Don't know	20 45 23 4 7	19 44 22 6 9	21 45 23 4 7	19 47 22 5 7	21 45 25 4 5	19 44 24 5 8	21 47 23 3 6	26 54 14 1 4	21 41 26 3 10	18 43 25 6 8	21 45 24 4 5	20 53 20 5 3	24 47 22 3 4	23 42 22 5 8	26 44 20 3 7	20 52 22 2 5	16 46 27 5 6	18 46 28 2 6	19 44 28 4 5	21 45 22 4 8	19 47 21 5 8	17 42 29 6 6	21 46 21 4 8
Action to close the pay-qap between men and women Very high priority Fairly high priority Fairly low priority Very low priority Very low priority Don't know Action to increase the number of affordable homes for sale and	31 36 19 6 7	29 36 19 7 9	32 31 23 7 8	34 34 19 5 7	31 37 20 6 6	20 34 27 10 9	42 38 11 2 6	37 32 17 9 4	34 34 18 5	30 34 20 6 9	33 39 18 5 6	26 42 22 7 4	31 36 18 10 4	34 35 19 3 9	32 35 21 4 7	34 37 19 6 5	30 41 18 5 6	27 40 19 8 6	38 33 18 7 5	25 40 19 8 8	31 38 17 7 8	38 29 22 4 8	33 32 21 3 10
rent Very high priority Fairly high priority Fairly low priority Very low priority Don't know	23 29 26 14 8	25 30 24 13 9	24 28 27 13 8	21 26 31 14 8	22 28 26 17 7	23 26 27 16 8	24 32 24 12 8	36 26 27 3 8	24 29 24 13	20 27 28 15	24 28 23 18 7	23 33 27 14 3	34 30 21 11 5	26 27 26 11 10	23 37 22 10 8	22 35 20 14 9	20 27 37 11 4	21 29 26 16 7	22 29 23 19 6	24 29 27 13 8	25 24 28 15 8	23 30 21 17 9	22 28 26 15

What do workers

Fairly low priority

Very low priority Don't know 14

10

qualification you have? want? £10000 £15000 £20000 £25000 £30000 £40000 £50000 Less than £5000 to £60000 to to to to Total £5000 a £9999 a Disagree None Lower Higher Agree or more £14999 a £19999 a £24999 a £29999 a £39999 £49999 a £59999 a mediate year year a year year year year year year year year And now please indicate how high or low a priority you would like see trade unions give to them. More bank holidays 31 14 34 19 Fairly high priority Fairly low priority 28 35 Very low priority Don't know Compulsory employer contributions to employee pensions Very high priority Fairly high priority 17 Fairly low priority 13 Very low priority Don't know More choice about working hours and flexible working rights Very high priority Fairly high priority Fairly low priority 10 10 Very low priority Don't know More protection for the low paid against exploitation by the worst employers Very high priorit 10 17 Fairly high priority Fairly low priority Very low priority Don't know More rights and opportunities for employees to get training and learn new skills Very high priority Fairly high priority Fairly low priority Very low priority 10 Don't know Action to close the pay-gap between men and women Fairly high priority 23 22 14 17 12 Fairly low priority Very low priority Don't know Action to increase the number of affordable homes for sale and Very high priority 27 11 Fairly high priority 17 14 18 40 35 14 13

What is your gross annual salary?

What is the highest educational or work-related

17 15

I am satisfied with my

present job

What do workers want?		And an member o uni	of a trade	Which o		And which do	type of or you work t				Which of th	ese BEST des	cribes the ty	ype of positio	n you hold?		
TUC ♦	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	al/	Administra tive/ secretarial occupation	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation
And now please indicate how high or low a priority you would like see trade unions give to them.																	
Measures to make workplaces more environmentally friendly																	
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	19 36 26 12 7	24 36 27 9 4	17 36 25 13 8	19 34 27 12 8	19 42 22 10 6	18 35 26 12 8	21 39 26 10 4	18 40 26 11 5	13 36 27 17 7	18 34 28 14 6	16 34 30 13 6	23 35 26 10 7	20 33 27 11 10	27 32 19 12 9	20 39 21 11 9	22 34 28 10 8	21 45 19 7 8
Shift the balance of tax so that big companies pay more tax and																	
ordinarv neonle nav less Very high priority Fairly high priority Fairly low priority Very low priority Don't know	31 30 20 10 8	33 33 20 9	30 30 20 11 9	30 31 21 11 8	35 29 19 9	31 29 20 11 9	31 32 22 8 6	33 33 20 9 5	20 26 26 21 6	20 32 26 15 7	26 32 23 11 8	33 33 18 8 7	42 28 17 4 9	25 50 7 5 12	39 34 10 8 9	41 26 15 8 10	40 30 18 5 7
Shift the balance of tax so that very wealthy individuals pay	_	_		_	-			-									
more tax and ordinary people pay less Very high priority Fairly high priority Fairly low priority Very low priority Don't know	33 28 20 11	37 29 19 9	31 28 19 12	30 29 21 12 8	39 26 17 9	32 27 20 12 10	35 30 19 10 6	24 47 17 8 5	20 27 23 23 7	25 29 24 15 7	26 31 21 14 7	32 32 16 10 9	42 27 18 4 9	32 42 10 4 12	46 25 10 10 9	46 22 15 6 11	38 28 20 5
An end to child poverty in the UK																	
Very hiqh priority Fairly high priority Fairly low priority Very low priority Don't know	39 28 16 8	43 27 17 8 5	37 29 16 9 9	37 27 18 10 8	45 30 13 4 7	38 28 16 9	43 28 16 8 5	43 24 23 4 6	30 29 22 11 7	33 30 19 12 6	37 29 18 10 7	42 26 16 8 8	42 28 14 7 9	49 29 9 5 9	53 24 10 6 7	40 26 16 9 9	47 29 12 3 9
Policies that help the industries and individuals most badly																	
affected by current economic difficulties Very high priority Fairly high priority Fairly low priority Very low priority Don't know	21 36 26 9 8	22 39 25 8 6	20 36 25 9 10	21 34 27 10 9	21 43 23 6 8	21 35 26 9 10	20 39 25 10 6	13 43 35 3 6	13 35 30 14 8	15 37 27 12 8	16 33 33 12 7	21 37 26 7 9	29 31 24 7 9	28 41 19 4 9	21 40 23 6 11	29 32 23 8 9	25 45 19 3 9

What do workers want?	ı			y how emplo tion in t	many yed by	Are y	/ou?	To which	ch of the f	ollowing a belong?	age groups	do you				And in v	which of the	following re	gions do yo	u WORK?			
τυc [⋄]	Total	Less than 50	50 to 249	250 to 999	1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
And now please indicate how high or low a priority you would like see trade unions give to them.																							
Measures to make workplaces more environmentally friendly Very high priority, Fairly high priority, Fairly low priority, Very low priority, Don't know Shift the balance of tax so that big companies pay more tax and	19 36 26 12 7	17 37 24 13 9	20 34 27 12 6	20 33 29 10 8	18 36 27 13 6	18 31 29 14 8	20 41 23 10 7	28 41 16 6 8	20 34 25 11 9	16 36 26 13 9	21 34 28 12 5	16 41 29 11 3	19 46 23 7 4	23 34 24 9 9	22 37 24 11 7	15 44 25 9 7	16 38 32 8 5	18 36 22 19 5	21 36 24 14 5	19 33 27 13 8	19 34 29 10 9	25 30 23 14 8	14 42 25 10 9
ordinarv neonle nav less Very high priority Fairly high priority Fairly low priority Very low priority Don't know	31 30 20 10 8	33 30 17 11 8	29 35 19 9	29 28 23 10 9	30 30 22 12 7	31 28 21 12 8	31 32 20 9 8	32 34 21 9 4	30 31 21 9	31 28 21 10 11	34 30 19 11 7	31 33 21 11 3	36 34 16 8 6	33 28 20 9 10	41 26 20 5 7	28 42 18 7 5	34 34 18 8 5	33 28 19 12 8	25 31 23 16 6	25 30 25 12 9	31 25 22 13 9	39 29 18 8 6	32 31 17 10
Shift the balance of tax so that very wealthy individuals pay more tax and ordinary people pay less Very high priority. Fairly high priority. Fairly low priority. Very low priority. Very low priority. Don't know.	33 28 20 11 9	31 31 19 10 9	29 32 20 11 8	33 27 19 11 9	32 26 21 14 7	34 27 19 12 8	31 30 20 10 9	26 26 24 14 9	30 28 20 11	31 27 22 10	35 28 19 12 7	37 32 16 10 4	36 25 21 9	38 26 18 8	42 26 18 7 7	27 34 23 8	37 33 17 7 6	33 30 17 12 7	24 31 23 16 6	27 28 20 15	36 22 21 12 10	36 23 23 11 7	34 30 16 10
An end to child poverty in the UK Very high priority Fairly high priority Fairly low priority Very low priority Don't know Policies that help the industries and individuals most badly	39 28 16 8	38 31 13 9 8	38 30 17 9 6	33 28 19 10	39 27 19 8 6	34 29 18 11 8	45 28 15 6 8	45 23 13 10 8	43 26 15 6	35 28 18 10	41 27 17 10 5	38 36 15 8 4	44 27 13 8 8	40 26 16 8 10	48 31 11 2 7	39 30 13 11 8	33 34 19 9 5	38 23 22 11 6	36 25 22 13 5	36 32 14 9	40 29 16 7 8	50 18 17 7 7	41 29 16 5 9
affected by current economic difficulties Very high priority Fairly high priority Fairly low priority Very low priority Don't know	21 36 26 9	24 36 21 11 9	22 38 26 7 7	19 35 27 10	20 35 29 10 7	21 32 28 11 8	21 41 23 7 9	26 34 28 3 9	20 36 25 8 11	16 34 28 11	24 36 24 10 7	23 41 23 8 4	25 42 18 6 9	23 33 27 7 10	30 36 20 7 7	13 46 27 7 8	19 43 25 7 6	16 37 29 9	22 31 29 11 6	19 34 25 14 9	17 37 29 7 10	25 39 22 6 8	21 36 23 10

TUC [⋄]	Total	Less than £5000 a year	£5000 to £9999 a year	£10000 to £14999 a year	£15000 to £19999 a year	£20000 to £24999 a year	£25000 to £29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
And now please indicate how high or low a priority you would like see trade unions give to them.																	
Measures to make workplaces more environmentally friendly																	
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	19 36 26 12 7	15 53 17 12 2	23 36 24 6 11	25 34 25 8 8	24 36 25 9 5	18 33 30 12 7	17 38 24 12 8	15 37 30 13 5	17 28 29 18 8	14 31 30 22 3	13 24 30 27 6	26 39 24 7 4	21 35 24 10 10	16 37 29 11 6	18 36 26 14 6	18 38 27 11 6	22 32 26 13 6
Shift the balance of tax so that big companies pay more tax and ordinary people pay less																	
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	31 30 20 10 8	44 32 14 6 4	46 24 16 4 10	34 35 15 9 6	38 34 17 6 5	29 34 21 8 8	27 32 24 8 10	25 29 27 12 6	23 24 24 20 9	13 27 28 29 3	15 18 31 32 5	47 30 15 1 6	41 29 12 6 12	34 31 21 9 5	24 30 25 14 7	29 30 21 12 7	39 29 18 7 7
Shift the balance of tax so that very wealthy individuals pay	-										-	_					
more tax and ordinary people pay less Very high priority Fairly high priority Fairly low priority Very low priority Don't know	33 28 20 11 9	45 27 15 8 5	46 18 17 7 12	39 28 17 6 10	41 31 15 7 5	30 33 20 8 9	27 31 23 9 10	29 30 23 14 5	21 29 22 19 9	17 28 23 29 3	9 16 30 40 5	48 26 15 4 7	41 26 15 6 12	37 28 20 8 7	26 29 22 16 8	30 29 20 13 8	40 26 19 9 6
An end to child poverty in the UK Very high priority	39	51	50	42	44	35	39	35	29	24	30	54	43	41	35	39	42
Fairly high priority Fairly high priority Fairly low priority Very low priority Don't know	28 16 8	28 11 5 4	27 10 2 11	31 14 6 7	29 16 6 6	32 17 8 8	26 19 7 9	27 20 12 6	28 21 12 9	23 24 26 3	21 25 19 5	31 8 1 6	26 15 5	27 16 10 6	29 19 10 7	28 17 8 7	28 14 9 6
Policies that help the industries and individuals most badly																	
affected by current economic difficulties Very high priority Fairly high priority Fairly low priority Very kow priority Don't know,	21 36 26 9 8	20 58 14 3 5	29 35 22 3 11	26 37 24 6 7	28 35 24 7 6	19 38 27 7 9	19 38 26 9 9	18 32 31 12 7	13 33 29 16 9	11 24 36 26 2	10 19 47 18 6	39 40 13 2 6	24 37 22 6 12	21 37 27 8 7	17 35 29 12 8	20 36 26 10 8	26 35 24 9 7

What is your gross annual salary?

What is the highest educational or work-related qualification you have?

τυc [🌣]	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	al/	Administra tive/ secretarial occupation	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for.																	
Pension provision Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Von't know	15 33 23 11 8	19 46 20 9 4	14 28 25 13 10	17 35 21 10 9 7	11 29 28 15 5	13 28 25 13 11	23 47 16 6 2 5	7 29 27 16 10	21 39 21 7 6 5	23 44 15 10 5	19 39 21 10 6 4	16 36 22 8 8	10 29 24 14 15 7	10 22 38 9 8 14	7 23 30 11 9 20	10 23 27 16 10	9 23 29 16 9
Pay Very satisfied Satisfied Neither satisfied for dissatisfied Dissatisfied Dissatisfied Very dissatisfied Don't know	8 39 20 21 9	7 39 21 24 8	8 38 19 21 9 4	8 39 20 22 9 3	7 38 21 21 9 3	8 38 20 21 9 4	7 41 20 23 7 2	3 34 23 27 9	12 48 14 17 7 2	7 49 19 19 5 1	8 48 18 20 4 1	9 36 23 20 9 3	9 26 22 26 14 3	3 34 6 36 10 10	4 33 18 25 14 5	7 31 22 22 12 5	7 30 23 23 11 5
Access to training Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know The level of influence staff have over management decisions that	9 29 29 21 7 4	8 31 31 21 6 1	9 28 29 21 8 5	9 31 27 21 8 3	9 24 33 22 7 5	9 26 30 22 9 4	10 38 26 20 4 2	8 36 27 20 5 4	17 40 22 17 2 3	13 41 23 18 4 2	12 33 27 21 6 2	9 31 33 17 6 4	6 19 35 24 12 4	6 37 22 22 3 10	4 23 30 29 8 6	4 12 39 28 11 6	5 25 30 22 12 6
affect them Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	5 22 34 23 10 5	3 19 32 30 13	6 23 36 21 9 6	6 22 33 24 10 5	4 21 37 23 8 6	6 21 35 22 10 6	3 23 33 27 10 3	5 35 32 15 7 7	12 37 27 17 4	4 29 31 27 6 3	4 24 37 23 9 3	7 22 34 22 9 6	6 14 42 21 13 4	2 23 36 18 7 14	1 23 26 25 19 7	4 13 40 25 11 8	4 14 34 27 14 8
The freedom staff have to organise their work in a way that suits them but still aets the iob done Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Units valued Very has been dead of the value of the val	14 39 26 12 5	10 34 32 16 6 2	16 41 24 10 5	13 39 27 12 6 4	17 41 24 9 5	14 38 26 11 6 5	11 42 26 13 5	33 38 13 5 6 5	23 49 16 8 1	16 44 24 12 3	11 45 27 10 5	16 43 19 12 6 5	11 38 29 14 6 3	5 48 25 9 1	6 32 29 16 10 6	11 24 38 13 8 6	13 34 27 11 8
Fairness in treatment of staff regardless of gender (e.g. in terms of pav promotion opportunities) Very satisfied Satisfied Neither satisfied nor dissatisfied Objects of Polys Satisfied Objects of Polys Satisf	20 41 25 7 3 5	19 38 27 9 5	20 42 24 6 3 5	21 40 24 7 4	17 42 27 6 2 6	19 40 26 6 3 5	20 42 22 8 4 4	43 30 15 1 1 8	28 47 16 4 1	25 44 20 6 3 2	18 51 17 7 4 3	22 42 20 6 3 6	15 32 36 8 4 5	9 49 25 5 0	10 37 32 10 5	15 34 31 8 7 5	16 34 31 7 4 8
nav promotion opportunities) Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	23 41 25 4 2 6	22 41 27 4 2 4	22 41 24 4 2 7	24 40 24 4 2 6	20 43 27 3 1	22 39 27 4 2 7	23 46 21 4 2	46 30 14 1 1 9	32 43 17 2 1 6	29 45 19 2 1	24 50 15 4 2 5	25 43 21 4 2 6	17 31 38 6 2 5	12 51 22 3 0 12	13 43 31 2 2 8	18 33 31 5 3	17 38 31 5 2 7

And which type of organisation do you work for?

Which of these BEST describes the type of position you hold?

Which of these applies to you?

Including yourself approximately how many employees are employed by Are you...?

want?		employ your or	ees are ganisat the l	ion in t		Are yo	ou?	10 1111	ar or the n	belong?	age group.	, uo you				And in w	hich of the f	following re	gions do yo	u WORK?			
TUC ^ॐ	Total	Less than 50	50 to 249	250 to 999	1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for.					•	•				•		•											
Pension provision Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know	15 33 23 11 8 9	11 17 29 16 17	17 32 22 14 10 5	16 37 21 12 6 7	18 43 18 9 4 7	15 33 24 11 10 8	16 34 22 12 7 10	18 28 15 11 9 20	16 34 19 12 10 9	15 34 22 10 8 10	16 33 27 11 6 7	13 33 29 13 8	18 30 27 8 6 11	15 27 25 13 7 12	16 35 25 7 8 9	12 37 22 12 5	16 30 22 14 9 8	9 32 26 16 9 7	19 40 19 11 6 6	15 35 23 10 10	15 34 26 11 6 9	18 27 15 15 16 9	17 36 18 11 11
Pav Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Ussatisfied Ussatisfied Very dissatisfied Don't know	8 39 20 21 9	10 33 23 23 7 4	6 36 19 24 13 2	8 43 17 22 8 2	9 42 19 20 8 2	7 36 21 22 9 4	9 41 19 21 8 2	15 50 11 14 6 3	8 44 16 19 10 4	6 40 20 22 9 3	9 32 25 22 9 3	8 32 23 26 8 2	8 32 26 24 6 4	7 35 21 22 10 5	10 35 20 25 6 4	7 38 22 16 13 4	8 33 24 21 12 2	3 44 25 23 4 1	10 47 16 16 9 2	7 37 20 25 8 3	6 41 20 23 5 4	4 42 15 23 14 2	11 41 15 20 11 2
Access to training Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	9 29 29 21 7 4	8 27 30 21 9 5	5 27 28 26 11 3	10 35 25 23 5 2	12 30 29 20 6 3	7 26 32 22 8 5	12 33 26 20 7 3	20 39 11 17 11 3	9 32 24 21 9 5	7 28 29 23 8 4	9 26 33 22 6 3	10 28 38 19 4 2	13 21 35 19 5 7	10 27 32 19 7 5	8 34 26 22 6 4	4 31 31 19 10 4	8 29 33 21 6 3	7 23 37 21 10 2	11 39 22 19 6 3	11 26 29 23 6 5	12 34 22 19 8 4	6 29 21 29 12 2	9 26 30 24 9 2
The level of influence staff have over management decisions that affect them Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know The freedom staff have to organise their work in a way that suits		10 31 32 16 7 5	4 17 40 26 9 4	5 23 35 23 11 5	5 20 33 28 11 4	4 22 35 22 12 5	6 22 34 25 8 5	10 24 28 14 17 7	5 24 34 23 7 7	3 21 33 28 10 5	7 19 38 22 10 4	6 23 35 21 12 3	6 17 35 21 16 6	7 19 34 25 9 6	6 22 31 25 9 7	2 23 36 22 12 6	5 20 36 28 8 2	2 15 46 23 9 5	7 27 32 22 8 4	7 22 35 22 10 5	3 32 31 22 7 6	4 22 32 24 16 3	6 20 33 26 11 4
them but still aets the lob done Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know Fairness in treatment of staff regardless of gender (e.g., in terms	14 39 26 12 5	22 46 20 6 2 4	12 40 26 13 7 3	13 38 29 12 5	12 36 26 15 7 3	11 36 28 13 6 5	17 42 23 10 4 3	16 43 25 5 8	18 42 19 11 5	12 38 26 13 6 5	13 36 31 13 5	12 39 31 10 6 3	13 42 20 10 10	11 34 26 16 7 5	15 39 23 14 4	8 40 30 11 8 4	13 42 29 11 2	13 37 34 10 1 4	20 44 20 9 5	14 39 27 10 6 4	17 43 19 12 3 5	20 29 22 14 12 4	10 37 32 11 6 4
of pav promotion opportunities) Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know Fairness in treatment of staff regardless of race (e.g., in terms of	20 41 25 7 3 5	24 41 22 5 3 5	21 36 27 7 5	18 45 25 6 3	20 41 24 8 4	17 39 27 6 4 5	22 42 22 7 3 4	33 42 16 2 3	24 44 19 6 2 5	17 38 27 7 4 7	19 39 26 8 5	16 40 30 6 4 3	23 35 26 8 3 5	18 39 28 5 4	21 38 24 6 5	15 43 29 4 4 5	14 41 24 14 3 3	17 38 34 5 1	24 46 16 6 3	18 43 23 6 4 5	26 39 21 7 2 6	26 38 20 8 4 4	20 41 26 6 4
nav promotion opportunities) Very satisfied Satisfied Neither satisfied nor dissatisfied Usastisfied Very dissatisfied Very dissatisfied Don't know	23 41 25 4 2 6	26 39 24 2 2 6	23 38 25 5 4	23 43 25 2 1 5	23 41 24 5 2 5	19 38 27 5 2 7	26 43 22 2 1 5	35 38 17 4 2 5	28 43 19 2 1 7	20 40 27 4 2 8	21 41 27 4 3 5	18 40 30 5 2 4	25 34 24 8 3 6	22 37 27 3 3 8	26 39 24 3 1 7	17 44 29 3 2	18 43 27 5 3	18 39 34 2 1 6	28 44 17 4 2 5	21 44 23 3 2 6	29 39 18 3 2	26 40 22 6 1 5	21 42 28 4 2

To which of the following age groups do you

TUC *	Total	Less than £5000 a year	£5000 to £9999 a year	£10000 to £14999 a year	£15000 to £19999 a year	£20000 to £24999 a year	£25000 to £29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for.																	
Pension provision Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	15 33 23 11 8	13 11 26 24 9 16	7 28 27 11 8 19	5 29 25 13 12	16 25 29 11 11	19 38 20 10 7 7	15 39 22 10 9	20 47 16 10 6 2	22 43 18 9 3 5	20 47 21 7 2	28 37 14 10 7 4	11 19 24 16 11	9 30 32 11 8 10	16 28 25 13 10 8	18 39 18 11 7	20 38 21 9 5	9 27 26 15 15
Pay Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	8 39 20 21 9 3	5 36 17 23 15	7 28 24 26 8 7	4 28 17 31 18 2	8 30 20 28 11 4	8 41 23 17 8 2	6 39 23 23 6 3	7 51 20 16 5	17 54 16 9 2	6 62 18 12 1	18 55 10 10 1 5	10 26 21 22 15 6	7 33 26 22 8 4	8 34 21 25 8 3	8 45 18 20 8 2	11 47 21 16 3 3	2 26 13 35 22 2
Access to training Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know The level of influence staff have over management decisions that	9 29 29 21 7 4	7 17 31 32 6 7	7 21 35 19 11 7	7 21 33 25 11 2	10 22 31 23 8 5	10 33 24 24 7 2	8 30 28 22 8 4	10 40 26 18 6 0	13 37 25 20 3 2	9 52 25 10 2 2	19 40 25 10 1 6	5 19 35 20 15 6	6 26 33 22 8 5	9 21 35 22 10 4	11 36 24 21 5	14 39 27 13 3	2 13 26 38 18 3
affect them Very satisfied Satisfied Neither satisfied or dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Very dissatisfied Don't know The freedom staff have to organise their work in a way that suits	5 22 34 23 10 5	4 16 40 23 11 6	5 16 34 24 10 11	5 15 33 28 14 5	6 15 35 22 15 6	6 22 32 27 9 4	3 25 35 23 10 4	6 27 33 25 9	5 29 36 21 6 2	4 41 32 17 4 2	10 46 27 11 1 5	10 10 40 21 13 6	4 18 37 25 10 7	4 19 33 26 13 5	6 26 33 23 8 4	8 32 35 16 4	1 6 26 41 23 4
them but still aets the iob done Very satisfied Satisfied Neither satisfied or dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know Fairness in treatment of staff regardless of gender (e.g. in terms	14 39 26 12 5	21 42 20 5 4 7	13 34 28 12 6 7	11 33 33 12 7 3	15 35 23 13 8	15 37 27 14 4 3	11 39 26 14 6	13 44 25 11 5	12 51 22 9 3	12 55 23 6 1	27 45 17 5 1	20 18 36 11 8 7	10 34 31 14 5	11 36 29 14 6	16 45 21 10 5	19 47 23 6 2	7 25 28 24 13 3
of nav promotion opportunities) Very satisfied Satisfied Neither satisfied or dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know Fairness in treatment of staff regardless of race (e.g., in terms of	20 41 25 7 3 5	14 32 35 7 1	21 35 27 6 4 8	13 43 27 7 6	23 36 24 6 5	20 40 26 8 3 4	17 44 24 7 3 4	20 44 24 7 3	24 49 17 5 2	27 51 17 3 0	35 42 10 6 1 5	18 25 32 9 9	14 36 34 7 4 6	19 38 30 7 3 4	23 46 19 6 3 4	26 46 18 5 1	11 30 34 12 9 5
nav promotion opportunities) Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Vory dissatisfied Don't know	23 41 25 4 2 6	18 36 33 4 0	23 36 28 3 2	17 42 25 7 3 6	26 33 26 4 2 9	22 43 26 3 2 4	21 44 24 3 2 6	24 44 24 3 1	24 50 18 4 1	31 47 17 3 0	40 42 10 2 1 5	19 29 32 7 4	17 37 33 5 2	21 38 29 5 1 5	27 45 19 3 1 5	29 46 18 2 1 5	15 31 34 9 5 7

What is your gross annual salary?

What is the highest educational or work-related qualification you have?

And are you a member of a trade union?

waiit:		_				-				1	1						
τυc [⋄]	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	Associate profession al/ technical occupation	Administra tive/ secretarial occupation	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for.																	
Fairness in treatment of staff regardless of age (e.g. in terms of pay promotion opportunities)																	
Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	21 41 25 5 3 6	19 39 28 8 4 3	21 42 23 4 2 7	22 40 24 6 3 6	18 45 26 4 1 6	21 40 26 5 3 6	19 45 22 7 3 4	43 32 16 0 0 9	31 43 17 3 1 5	25 44 19 6 2 3	21 49 16 7 2 5	23 43 21 5 2 6	17 32 37 6 3 5	12 51 21 4 0 12	13 45 28 3 3	16 34 31 7 3 8	15 39 30 4 4 7
Fairness in treatment of staff regardless of sexuality (e.g. in terms of pay promotion opportunities)																	
Very satisfied Satisfied Neither satisfied nor disastisfied Dissatisfied Very dissatisfied Don't know	22 41 25 3 2 6	21 40 29 4 2	22 42 24 3 2 7	23 40 24 4 2 6	20 44 27 2 1 7	22 40 26 3 2 7	22 45 23 4 2 5	49 28 11 2 1 8	32 42 17 2 1 5	28 44 19 3 1 5	23 51 17 3 2 5	24 41 22 4 2 7	18 33 36 5 3	12 52 22 2 0 12	12 47 26 2 4	17 34 34 4 3 10	16 39 31 4 3
How environmentally friendly your workplace is Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know	7 34 34 15 5	5 29 37 21 5	8 36 33 12 5 6	8 32 34 16 5	6 39 35 10 5 6	8 34 33 14 5 6	6 33 35 17 5	10 43 33 8 1 6	11 41 29 10 4	7 35 33 16 5	5 38 30 18 6 3	9 37 32 12 6 5	9 30 37 15 5	5 39 32 10 3	7 30 30 16 10 7	6 28 38 15 5 7	6 28 39 14 4 9
Career development opportunities (i.e. promotion prospects)																	
Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	6 25 33 23 9 5	5 25 33 26 10 2	6 25 33 22 9	6 25 32 23 9 4	6 24 34 23 7 6	6 24 33 22 9 5	7 26 32 23 9 3	2 26 29 29 5	13 36 24 18 5 4	7 34 29 22 5 2	4 28 33 22 11 2	5 26 32 21 10 6	5 17 35 25 14 4	3 28 27 24 7 10	1 23 30 20 14 11	4 15 40 23 12	6 17 38 26 7 7
Choice around working time and opportunities for flexible working	-				-	_		-									
Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	14 32 30 15 6	11 29 33 16 8	15 33 28 14 5	11 30 31 16 7 4	21 37 24 10 3	13 31 30 15 6 5	15 33 27 14 6 3	20 32 36 3 3	21 38 26 9 3	15 38 28 13 5	13 36 28 15 6	23 33 22 14 5	9 23 33 22 9 5	12 45 20 7 5	9 33 27 16 8 7	9 24 39 15 8	11 28 32 15 6
Safety in the workplace Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	19 44 23 7 3	18 46 23 8 3	18 44 23 7 3	20 44 23 7 3	15 45 24 8 4	19 43 23 7 4	18 47 22 7 2	20 38 28 8 0	29 46 18 2 1	21 50 21 5	19 49 21 6 2	22 39 22 9	16 39 28 8 6	11 54 15 9 0	13 41 26 11 4	14 40 27 11 4	13 41 24 10 6
Don't know Excessive workloads Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	4 7 25 36 20 9 4	2 5 21 34 27 12 2	5 7 26 38 17 8 5	7 24 34 21 10 4	5 6 26 41 16 7 5	4 7 24 38 18 8 4	3 5 25 32 23 12 2	6 7 37 24 23 3 6	9 33 27 17 11 3	2 7 28 30 25 10	2 4 27 37 22 8 2	6 8 24 38 18 7 6	3 6 23 40 18 10 4	10 2 34 37 14 3 10	5 3 23 42 16 10 5	5 8 18 39 18 10 6	6 7 19 42 19 7 6

Which of these applies to you? And which type of organisation do you work for?

Which of these BEST describes the type of position you hold?

Wha	t do	workers
	wa	nt?

Including yourself approximately how many

employees are employed by Are you...?

want?			yees are rganisat the	ion in t		Are yo	ou?	10 00111	ar or the R	belong?	ige groups	do you				And in w	hich of the f	following re	gions do yo	ı WORK?			
$ au$ c $^{ ilde{\gg}}$	Total	Less than 50	50 to 249	250 to 999	1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for. Fairness in treatment of staff regardless of age (e.g. in terms of			•						•														
pay promotion opportunities) Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know Fairness in treatment of staff regardless of sexuality (e.g. in terms of pay promotion opportunities)	21 41 25 5 3 6	25 42 22 4 2 6	22 35 24 10 4 4	21 44 25 3 2 5	21 40 25 6 3 5	18 39 27 7 3 7	24 43 22 4 2 5	26 39 20 4 6 5	27 44 18 3 1 7	18 39 28 5 3 7	19 40 27 6 4 4	16 42 28 9 3	21 39 21 6 7 5	19 39 29 5 2 6	25 39 20 7 3 6	16 44 28 6 2 4	16 41 29 6 3 6	17 38 33 4 1 5	25 44 18 6 2 5	20 43 22 5 3 7	27 38 19 6 3	26 41 20 6 1	19 43 28 3 4 4
Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	22 41 25 3 2 6	26 40 24 2 1 7	23 36 27 6 3 6	22 45 25 2 1 5	23 42 24 4 2 5	19 40 28 4 3 7	26 43 22 3 1 5	34 41 18 1 2 3	27 43 18 3 2 7	20 39 28 4 2	21 41 27 4 3 5	17 43 31 3 2 4	26 32 26 6 3 7	21 39 28 2 1	25 35 26 4 2 7	16 45 30 1 3 4	19 43 29 3 2 5	18 41 32 3 1 5	28 44 16 4 2 6	20 43 23 3 3 7	28 40 19 3 2 9	27 40 20 7 1 5	21 44 26 2 3 4
How environmentally friendly your workplace is Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know	7 34 34 15 5 5	10 36 33 12 4 5	5 26 39 18 8 4	6 32 35 19 4 4	7 36 31 14 6 5	7 31 35 14 6 6	8 36 33 15 4 4	13 25 30 16 7 8	7 37 30 14 6 7	6 30 35 18 5 7	9 33 35 14 4 4	7 38 38 10 4 3	8 33 31 13 6 8	8 31 34 13 8 6	10 36 32 15 3 4	7 33 36 13 5 6	6 32 39 18 2 4	9 30 42 11 1 7	8 36 30 17 6 4	6 36 31 15 5 6	8 34 34 14 5	4 34 36 13 8 5	6 36 34 17 5 3
Career development opportunities (i.e. promotion prospects) Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know Choice around working time and opportunities for flexible	6 25 33 23 9 5	9 26 31 20 8 6	4 19 36 27 12 3	4 33 31 21 8 3	7 24 32 23 10 4	5 22 35 22 11 5	7 28 31 23 7 4	13 28 27 24 4	6 29 27 24 10 5	6 21 33 23 11 5	6 24 35 23 9 4	5 25 41 19 6 3	7 22 40 17 9 5	8 24 31 22 9 6	8 30 28 20 9 6	5 24 34 23 10 4	6 20 33 29 8 3	5 22 44 19 5 5	7 30 29 24 8 3	6 24 33 24 9 5	6 27 32 20 9 6	5 15 28 29 18 4	4 29 33 22 9 3
workina Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	14 32 30 15 6	20 33 26 12 4 4	9 29 32 19 8 3	12 33 32 13 5	14 32 29 15 7 4	10 30 32 15 7 6	18 33 28 14 4 3	14 33 31 15 4	16 35 24 15 6 5	14 29 28 16 7 6	13 31 34 14 6 3	11 32 36 12 5	14 30 34 10 8 5	14 27 30 16 8 5	17 31 23 16 6	10 33 36 10 7 4	16 28 33 16 6 2	12 32 28 19 4 5	15 39 26 14 4 3	12 35 29 13 6 5	17 33 24 14 5 6	11 29 26 23 8 4	12 26 38 13 6 4
Safety in the workplace Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know	19 44 23 7 3 4	17 44 24 7 3 5	15 42 25 9 6 3	21 45 21 7 2 3	22 43 22 7 3	18 41 24 8 4 5	19 47 22 6 2 3	17 41 29 8 2	18 48 20 6 3 5	18 41 25 8 4 5	22 41 23 8 3	17 47 22 7 3 2	19 46 20 4 5	19 44 24 5 3	20 44 22 9 2 4	17 41 26 12 2 3	20 42 27 8 1 2	17 41 28 6 5	22 48 18 6 2 4	16 44 24 6 5	23 43 20 5 4 5	13 42 23 14 4 5	15 50 22 8 3 2
Excessive workloads Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know	7 25 36 20 9 4	9 28 36 15 6 5	5 21 38 21 13 2	5 27 36 21 7 3	6 24 34 24 10 3	7 24 36 20 9	6 26 37 20 8 3	11 17 40 17 11 3	5 27 35 21 7 5	6 22 36 20 11 5	9 24 32 22 10 3	6 27 41 16 7 2	4 24 29 22 14 7	9 23 36 16 11 5	9 26 34 17 11 4	7 22 42 15 10 3	6 27 40 18 5 3	6 14 42 26 9	7 29 34 18 8 3	6 21 37 22 10 4	6 33 31 21 5	3 23 31 31 10 2	5 29 37 19 8

To which of the following age groups do you

What do workers 14/2n+2

want?																	
$ au$ c $^{ ilde{\gg}}$	Total	Less than £5000 a year	£5000 to £9999 a year	£10000 to £14999 a year	£15000 to £19999 a year	£20000 to £24999 a year	£25000 to £29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for.					•	•		•	•	•	•						•
Fairness in treatment of staff regardless of age (e.g. in terms of pay promotion opportunities)																	
Vey satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Vey dissatisfied Don't know	21 41 25 5 3 6	12 40 38 2 0 9	22 36 24 6 3 8	17 42 28 5 4 4	25 34 24 5 4 8	20 42 26 4 3 4	18 45 21 7 3 6	21 44 23 7 2 2	22 49 20 3 3 4	29 50 15 4 1	38 41 10 4 2 5	18 32 29 8 5 7	15 36 33 6 3 7	19 38 31 5 2 5		47 18 3	13 29 33 10 7 6
Fairness in treatment of staff regardless of sexuality (e.g. in terms of pay promotion opportunities)																	
Vey satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Vey dissatisfied Don't know	22 41 25 3 2 6	17 34 37 1 0	24 37 26 3 3	17 42 27 4 4 5	25 35 25 3 3 9	21 41 28 3 1	20 44 22 5 2 6	23 46 24 3 1	25 50 17 3 1 5	31 50 15 3 0	38 41 11 5 0 5	21 29 32 5 3	16 37 32 4 2 7	20 39 29 4 2 5	26 46 19 2 1 6	47 18	15 30 34 8 5
How environmentally friendly your workplace is Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know	7 34 34 15 5	4 38 40 8 2 9	7 38 35 9 4 7	6 27 33 20 6 8	8 30 34 16 6 5	8 32 37 15 5 3	9 31 33 17 6 5	7 38 34 14 5 2	6 37 33 14 6 4	8 47 27 12 3 2	13 37 26 16 1	10 26 38 12 5	7 34 37 13 3 6	8 31 37 14 5 6	7 36 31 16 6 4	42 30 11	4 20 36 24 11 5
Career development opportunities (i.e. promotion prospects)																	
Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know Choice around working time and opportunities for flexible	6 25 33 23 9 5	4 13 37 34 2 10	6 23 35 19 10 8	5 17 39 24 11 4	8 15 38 21 11 7	8 26 31 22 11 2	5 30 28 25 9 3	7 30 30 24 8 1	6 33 33 19 6 3	3 44 28 19 3 2	9 47 26 13 2 4	8 21 36 15 13 7	6 19 40 19 9 6	6 19 37 25 9 4	6 30 28 24 8 3	35 34 15 3	1 9 25 36 25 3
workina Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	14 32 30 15 6 5	23 34 25 9 1 8	16 31 30 12 3 7	11 28 32 17 8 4	14 25 32 17 6 6	11 30 33 14 9	13 29 29 16 9	12 36 31 14 5	11 40 25 16 5	12 48 23 13 0 4	22 44 21 9 0 4	14 26 38 8 7 7	9 25 35 16 6 7	13 28 30 20 6 4	16 37 26 13 5	37 29 10 3	9 23 27 24 14 3
Safety in the workplace Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Vory dissatisfied Don't know	19 44 23 7 3 4	9 45 28 8 4	13 44 25 7 4 7	15 42 23 11 6 3	17 40 26 9 3 5	18 43 26 6 4 3	17 48 23 6 4	23 47 20 7 2	29 49 15 3 1	28 53 11 5 0 2	35 40 13 5 1	20 35 31 5 3 5	16 40 25 9 5	16 41 27 9 3 4	20 48 20 6 2 3	49 18 5 1	9 37 29 14 8 3
Excessive workloads Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	7 25 36 20 9 4	6 15 59 10 3 7	6 29 30 19 9 7	8 16 45 21 8 3	8 23 34 19 10 6	5 27 34 22 9	5 26 32 23 11 3	6 26 36 22 8 1	9 29 28 19 12 3	3 42 28 21 5	9 30 29 21 6 4	11 14 46 16 8 5	7 23 34 21 9 5	7 20 42 18 9 4	6 28 33 22 9 3	33 34 16 4	2 11 34 29 22 3

What is your gross annual salary?

What is the highest educational or work-related qualification you have?

τυc [⋄]	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	al/	Administra tive/ secretarial occupation	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for. Stress levels at work																	
Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Don't know	7 26 32 21 11 4	5 21 30 26 15 2	7 28 33 18 9 5	7 25 30 23 12 4	7 29 39 14 8 4	7 26 33 20 9 5	6 24 30 23 15 2	6 32 30 19 8 6	9 34 23 19 12 3	7 28 30 23 11 1	4 28 34 23 9 2	8 26 30 21 8 7	7 23 33 21 12 4	3 31 41 6 8 10	5 24 30 19 16 5	8 19 38 17 12 6	6 23 37 20 9 7
The lifestyles of employees (e.a. health) Very satisfied Satisfied Neither satisfied on disastisfied Dissatisfied Very dissatisfied Don't know	7 31 36 15 6	5 26 40 18 8	8 33 36 13 6	7 29 36 17 7	7 34 39 9 5	8 31 36 15 6	6 30 38 15 8	9 33 43 5 5	11 38 31 11 5	8 32 37 14 7 2	6 40 33 12 5	8 31 37 14 5	7 23 41 19 6 4	5 34 40 9 0	6 30 30 15 10	7 23 41 16 7 6	6 27 37 15 7
And now please indicate how high or low a priority you would like see trade unions give to them. Pension provision Very high priority Fairly low priority low priority very low priority very low priority Don't know		51 38 6 1 5	32 44 9 3	40 40 9 2	31 50 7 3	34 43 9 3	46 41 6 1 6	39 44 6 3 7	31 44 12 3	41 42 8 3 6	38 46 6 1	42 43 6 2 8	42 38 6 4	27 53 4 2 15	28 39 14 6	39 38 10 4 10	34 44 8 0
Pav Very high priority Fairly high priority Fairly low priority Very low priority Don't know		64 29 2 1 4	42 41 5 2 10	50 36 5 1 8	46 43 3 1 8	44 40 5 1	61 30 3 1 5	40 44 5 4 7	36 44 9 3	48 40 5 1 6	44 43 5 1 8	56 34 3 0 6	56 31 3 2 10	51 31 2 2 15	54 30 5 0	50 37 4 1 8	51 35 2 1
Access to training Very high priority Fairly high priority Fairly low priority Very low priority Don't know	19 49 20 3 9	25 51 18 2 5	17 49 20 3 11	20 49 19 3 9	18 50 21 2 9	18 48 20 3 10	22 51 18 1 6	17 51 22 3 7	14 47 25 5 9	19 53 19 3 6	18 48 24 2 8	22 50 18 3 8	24 45 18 3 11	15 53 17 0 15	15 52 18 4 11	14 52 22 4 8	25 47 16 1

Which of these applies to you? And which type of organisation do you work for?

Which of these BEST describes the type of position you hold?

Including yourself approximately how many employees are employed by Are you...?

your organisation in total in the UK?

WOIK	01.		
Ctrocc	lovole	at work	

τυc [⋄]	Total	Less than 50	50 to 249	999	1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for. Stress levels at work																							
Very satisfied Satisfied Neither satisfied nor disastisfied Disastisfied Very disastisfied Don't know	7 26 32 21 11	10 31 33 16 6 5	5 22 35 23 12	6 27 34 22 9	6 24 29 25 13	7 25 32 20 11	6 27 32 21 10	9 23 30 23 12	5 31 30 20 9	6 24 33 20 12	9 22 30 24 11 3	7 28 37 16 10	4 29 30 20 12	9 27 31 16 12	12 27 27 15 13	5 23 40 19 10 3	8 27 33 23 7	4 18 41 24 9	7 29 29 23 9	6 24 35 20 11	7 30 28 21 9	4 22 28 30 14 2	5 29 31 20 13
The lifestyles of employees (e.q. health) Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know	7 31 36 15 6	11 33 35 13 4	5 25 40 16 10 4	6 34 38 13 5	7 31 34 17 7	7 27 37 16 7	7 34 36 14 5	9 32 21 25 8	7 36 33 14 5	6 29 39 13 7	9 27 37 17 6 4	7 30 42 11 7	5 32 37 16 3	8 28 38 13 7	11 33 27 13 10	5 29 42 16 3	9 26 45 12 5	4 22 43 19 6	9 38 32 11 6 4	6 28 36 18 6	8 35 32 14 6	6 37 29 14 11	5 32 40 15 6
And now please indicate how high or low a priority you would like see trade unions dive to them. Pension provision Very high priority Fairly high priority Fairly low priority Very low priority	37 42 8 2	33 41 9 4	36 45 8 3	42 38 10	42 42 7 2	40 38 9 3	35 47 8 2	33 47 8 4	32 44 9	35 41 10 2	43 39 8 2	44 42 6 4	34 42 11	38 43 6 2	42 42 4 2	32 43 11 2	36 47 10 0	39 41 7 4	42 42 8 2	37 41 10 2	32 46 9 4	38 42 10 4	40 39 8
Pav Don't know Very high priority Fairly high priority Fairly low priority Very low priority Don't know	10 49 38 4 1 8	13 38 44 5 2 11	7 47 40 5 1 7	10 51 34 5 1	54 35 4 1 6	10 47 36 6 2 9	9 50 39 3 1 8	9 46 46 3 0 5	14 50 33 4 1	11 49 35 5 1	7 52 36 5 2 6	4 41 48 5 3 4	57 27 7 0 9	11 46 40 3 1	11 60 27 3 1	12 46 42 5 2 6	7 51 37 5 0 7	10 41 43 5 1	48 40 5 1 6	9 48 39 3 2 9	9 48 38 5 1	5 53 33 6 2 5	10 46 39 5 1 9
Access to training Very high priority Fairly high priority Fairly low priority Very low priority Don't know	19 49 20 3 9	18 45 21 4 12	20 53 17 3 7	23 50 15 3 9	19 49 23 2 7	20 46 21 4 9	19 53 18 1 9	32 53 9 1 5	19 47 20 1 13	18 46 22 3 11	20 50 20 3 6	18 56 18 4 4	19 40 28 4 10	21 46 20 3 10	23 50 14 3 10	17 54 20 2 7	20 50 23 1 7	21 47 19 2 10	22 50 20 2 6	20 49 19 2 9	14 59 14 3 9	17 39 33 5 6	17 51 18 3 10

To which of the following age groups do you belong?

What do workers

Caucas	 	a.

want?																<u> </u>	
TUC [≫]	Total	Less than £5000 a year	£5000 to £9999 a year	£10000 to £14999 a year	£15000 to £19999 a year	£20000 to £24999 a year	£25000 to £29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for.																	
Stress levels at work Very satisfied Satisfied Neither satisfied nor disastisfied Dissatisfied Very dissatisfied Very disastisfied Don't know	7 26 32 21 11	5 24 53 8 3 6	7 27 29 19 11 7	6 21 36 24 9	8 23 28 22 12 6	5 27 31 22 13 2	7 26 29 23 12 3	6 28 33 22 10	9 29 26 19 14 3	3 42 24 23 6	7 38 24 21 6 5	12 12 40 21 9	7 23 32 20 12 6	35 19 11	29 30	34 32 16 5	2 13 26 31 25 3
The lifestyles of employees (e.q. health) Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied Very dissatisfied Don't know And now please indicate how high or low a priority you would	7 31 36 15 6	5 27 46 10 2	7 35 34 11 6 7	7 22 42 18 6 4	8 29 35 13 7	6 29 34 19 9	6 31 32 19 8	7 35 39 13 5	9 34 32 13 6	4 50 34 7 2 3	12 39 27 15 2	12 23 41 10 6 6	5 29 38 14 6 7	38	14 5	34 9	2 16 34 28 15 6
Real now prese introduction with a priority you would like see trade unions give to them. Pension provision Very high priority Fairly high priority Fairly how priority Very low priority Open free you provision.	37 42 8 2 10	29 57 8 1 5	30 42 8 4 17	32 46 10 3 9	41 39 8 3	39 40 8 2 11	45 39 6 1	46 41 7 2 4	37 42 11 2 8	36 46 12 3 3	35 40 13 6 6	42 33 11 3 11	34 43 9 2 13	39 9 2	3	8	42 41 8 2 8
Pay Very high priority Fairly high priority Fairly low priority Very low priority Don't know	49 38 4 1 8	54 40 2 0 5	51 36 2 1	50 37 4 2 7	55 33 3 1 8	47 36 6 2 10	53 34 2 1 9	51 39 5 1 3	35 48 7 2 8	37 47 11 2 3	18 58 11 6 6	57 30 3 0 9	46 38 4 1 10	35 4 1	47 40 5 1 7	41 5 1	60 30 3 1 7
Access to training Very high priority Fairly high priority Fairly low priority Very low priority Don't know	19 49 20 3	22 47 24 1 5	19 50 16 3 12	18 55 18 2 7	21 47 21 2 9	19 51 18 2 11	21 44 21 3 10	21 51 21 3 4	21 47 21 4 8	12 57 22 5 4	15 49 25 6 6	17 49 23 2 10	19 46 21 3 11		18 52 19 3 8	51 20 3	23 50 18 2 7

What is your gross annual salary?

What is the highest educational or work-related qualification you have?

And are you a member of a trade union?

waiit:																	
τυc ^滲	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	Associate profession al/ technical occupation	Administra tive/ secretarial occupation	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for.																	
The level of influence staff have over management decisions that affect them Very high priority Fairly high priority Fairly low priority Very low priority Don't know	12 42 31 5	18 49 25 2	9 40 33 6 12	12 41 31 5	10 45 32 4 9	10 40 33 6 12	16 47 27 2 8	11 48 29 5 7	6 38 37 9	14 42 32 4	10 42 33 5	13 47 28 3 9	14 39 32 3	7 47 27 3 15	8 47 31 2 12	9 38 34 7 12	14 46 24 3 13
The freedom staff have to organise their work in a way that suits them but still gets the job done Very high priority Fairly high priority Fairly low priority Fairly low priority	13 42 29	16 46 28	12 41 30	13 40 31	15 48 25	12 40 31	16 48 26	14 56 18	9 39 30	, 14 44 30	11 41 33	16 44 29	18 37 30	7 47 23	9 44 31	9 39 34	16 48 21
Very low priority Very low priority Don't know Fairness in treatment of staff regardless of gender (e.g. in terms of pay promotion opportunities) Very high priority	5 10 26	4 7	5 12 24	5 11 26	3 9	6 12 23	3 7 32	5 7 43	11 10 26	5 7 33	5 10 24	3 8	4 12 21	8 15	3 14 28	5 13	3 12 25
Fairly high priority Fairly low priority Very low priority Don't know Fairness in treatment of staff regardless of race (e.g. in terms of	41 18 4 10	41 19 2 6	42 18 4 12	40 20 4 11	47 14 2 10	42 19 4 12	40 17 3 7	41 6 2 8	40 19 5 11	42 15 3 7	42 19 4 11	42 13 2 9	37 26 4 12	49 15 5 15	42 14 2 13	39 23 5 12	45 16 2 11
nav promotion opportunities) Very high priority Fairly high priority Fairly low priority Very low priority Don't know	26 41 19 4 10	32 40 20 3 6	24 41 19 4 12	26 39 20 5	27 45 16 2 10	23 41 19 4 12	31 39 19 3 7	37 43 11 1 8	26 38 20 6 10	32 40 18 4 7	24 40 21 4 11	32 43 12 2 10	22 36 26 5 12	16 50 18 1 15	28 41 15 4 12	20 41 20 7 12	24 45 18 1 12
Fairness in treatment of staff regardless of age (e.g. in terms of pay promotion opportunities) Very high priority Fairly high priority Fairly low priority Very low priority Don't know	27 42 18 4 10	33 40 20 2 5	24 42 17 4	26 40 19 4 11	28 46 15 2 9	24 43 18 4 12	33 39 19 3 7	38 42 11 1 8	26 40 19 5 10	32 40 17 3 7	24 43 19 3 11	34 42 12 3 10	23 38 23 4 12	16 49 19 1 1	29 39 15 4 13	21 43 20 6 10	25 45 17 2 12
Fairness in treatment of staff regardless of sexuality (e.g. in terms of pay promotion opportunities) Very high priority Fairly high priority Fairly low priority Very low priority Very low priority Obort know	26 40 20 4 10	31 38 22 3 6	24 41 19 4 12	25 39 21 5	27 45 17 2 10	23 41 20 4 12	31 38 21 3 7	37 43 11 1 8	26 39 20 5 10	31 39 19 4 7	24 40 22 4 11	33 42 13 2	22 36 26 5	16 52 15 2 15	28 40 16 3 13	20 41 21 7 11	24 45 19 1
How environmentally friendly your workplace is Very high priority Fairly high priority Fairly low priority Very low priority Don't know	16 35 29 10 10	20 38 28 9 6	14 34 29 11 12	16 35 28 11 10	16 35 31 7 10	15 34 29 11	17 37 31 8 6	18 37 21 12 12	9 34 31 17 10	18 34 30 11 7	14 33 31 13 10	18 39 26 8 9	19 33 28 9 12	17 30 29 10 15	12 37 31 5 15	14 37 26 12	17 37 29 5 12
Career development opportunities (i.e. promotion prospects) Very high priority Fairly low priority Very low priority Don't know	14 43 28 4 10	18 46 27 3 6	13 43 28 5 12	14 44 26 5	14 41 31 4 10	14 41 29 5 12	17 48 26 2 7	5 52 27 3 12	10 46 26 9 10	15 43 31 4 7	12 47 28 3 10	19 45 25 2 9	15 39 29 5	9 51 18 8 15	14 44 27 2 12	13 40 27 7 12	17 42 26 2 13

Which of these applies to you? And which type of organisation do you work for?

Which of these BEST describes the type of position you hold?

What do workers want?		appr emplo	ncluding oximatel oyees are organisat the	ly how emplo tion in	many yed by	Are y	ou?	To whi	th of the f	ollowing a belong?	age groups	do you				And in w	which of the	following re	gions do yo	u WORK?			
τυc [†]	Total	Less than 5	50 to	250 to 999	1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for.			•	•					•						•	•							
The level of influence staff have over management decisions that																							
affect them Very high priority Fairly high priority Fairly low priority Very low priority Don't know The freedom staff have to organise their work in a way that suits	12 42 31 5	10 37 32 7 13	13 42 29 6 9	11 45 29 4 11	13 42 33 4 9	10 39 33 7 11	13 45 29 3 10	15 50 18 6 11	12 39 33 3 14	11 40 31 5 12	13 43 32 5 8	10 47 32 7 5	17 39 31 2 10	14 37 33 4 12	16 41 29 2 12	5 51 30 4 10	12 43 31 4 10	11 47 27 4 12	13 43 30 6 7	9 41 34 5 11	10 44 31 5 9	10 35 39 10 6	12 41 30 5 12
them but still gets the job done Very high priority Fairly high priority Fairly low priority Very low priority Don't know	13 42 29 5	13 39 29 7 12	17 39 30 5	9 47 30 3 10	14 41 31 5 9	11 39 33 6 11	15 46 26 4 9	16 45 25 4 9	13 42 28 3 14	13 41 28 5	14 44 30 6 7	13 42 34 7 4	20 40 26 3 11	18 34 32 3	16 41 28 4 11	12 46 29 4 9	13 39 33 5	13 48 27 2 10	14 46 27 6 7	10 44 31 5	10 43 31 8 9	11 43 32 7 6	13 42 27 7 12
Fairness in treatment of staff regardless of gender (e.g. in terms					_					.5	,			.5	• • • • • • • • • • • • • • • • • • • •	_			,		-	Ü	
of pay promotion opportunities) Very high priority Fairly high priority Fairly low priority Very low priority Don't know Fairness in treatment of staff regardless of race (e.g., in terms of	26 41 18 4 10	25 40 19 4 13	27 42 17 6 9	27 44 15 4 10	26 41 21 3 9	18 39 25 6 12	34 44 11 1 9	33 35 22 3 7	30 40 13 2 14	26 39 19 3 13	23 45 20 4 8	23 45 21 6 5	27 37 21 5 10	26 42 18 2 12	32 39 14 4 11	19 46 20 4 11	27 39 23 3 8	21 44 22 2 12	35 38 15 4 8	26 43 16 4 11	22 47 17 4 10	34 40 17 4 6	25 42 18 3 11
nav promotion opportunities) Very high priority Fairly high priority Fairly low priority Very low priority Don't know Fairness in treatment of staff regardless of age (e.g., in terms of	26 41 19 4 10	24 39 20 4 13	26 41 19 6 9	28 41 16 4 11	26 40 22 4 9	19 38 26 7 12	33 43 13 1 9	29 39 22 3 7	29 40 14 2 14	25 37 20 5 12	23 43 22 4 8	24 45 21 6 5	27 40 18 5 10	26 41 19 2 12	31 40 16 3	18 44 22 6 11	29 36 23 3 8	20 40 23 5	35 36 17 4 8	26 41 18 4 11	21 47 17 4 11	28 45 16 4 7	24 43 19 3 11
pay promotion opportunities) Very high priority Fairly high priority Fairly low priority Very low priority Don't know	27 42 18 4 10	25 41 17 4 13	28 40 17 6 9	27 43 16 4 11	27 41 21 3 8	19 39 24 6 12	34 44 12 1 9	30 40 19 3 7	29 40 14 2 15	26 38 20 4 13	25 43 21 3 7	24 48 18 5 5	29 39 18 4 10	26 43 18 2 11	31 41 15 3	18 46 21 4	30 38 22 3 8	22 41 20 4 13	35 39 16 3	26 41 17 5	23 45 18 3 11	29 46 15 3 7	24 43 19 3
Fairness in treatment of staff regardless of sexuality (e.g. in terms of pay promotion opportunities)																							
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	26 40 20 4 10	24 39 20 4 13	26 39 20 6 9	27 42 16 4 11	26 39 23 4 8	18 37 26 7 11	33 43 13 1 9	29 42 19 3 7	29 40 14 2 14	25 37 21 5 13	24 41 22 5 7	23 44 23 6 5	30 35 19 5 11	26 41 19 2 12	31 39 17 3 11	17 45 23 6 10	29 35 24 3 8	20 39 24 4 12	35 37 17 4 8	26 41 18 4 11	22 45 18 4 11	26 42 21 4 7	23 44 19 3 11
How environmentally friendly your workplace is Very high priority Fairly high priority Fairly low priority Very low priority Don't know	16 35 29 10 10	15 35 28 9 13	16 36 29 10 8	19 32 28 11	15 35 31 12 8	15 31 30 13 11	16 39 28 7 9	17 42 27 6 7	18 35 25 8 14	14 31 31 12 13	16 33 32 12 7	14 43 29 10 4	18 31 31 8 12	20 34 27 7 12	18 35 30 6 10	13 39 31 8 9	13 43 28 8 8	15 32 29 12 12	19 35 29 9 7	15 33 28 14 10	14 37 32 9 8	20 34 24 15 8	11 37 30 11
Career development opportunities (i.e. promotion prospects)																							
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	14 43 28 4 10	15 39 27 6 13	14 44 29 5 8	14 45 27 4 11	15 44 28 5 8	13 42 28 6 11	15 45 27 3 10	20 52 20 2 6	16 42 25 4 14	13 40 30 4 13	15 44 29 5 7	12 49 28 6 5	14 34 34 6 12	16 45 25 3 12	17 40 30 2 11	11 51 23 6 9	15 40 32 3 9	11 41 33 2 12	16 42 30 5 7	15 44 25 5 11	14 49 24 4 9	14 42 27 11 6	12 45 27 4 11

What do workers

What do workers					What	is your gro	ss annual s	salary?				What is th	e highest edu qualification	cational or wo n you have?	rk-related		ied with my ent job
want?					1			1	1								1
TUC ♦	Total	Less than £5000 a year	£5000 to £9999 a year	£10000 to £14999 a year	£15000 to £19999 a year	£20000 to £24999 a year	£25000 to £29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for.																	
The level of influence staff have over management decisions that affect them																	
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	12 42 31 5 10	14 47 29 4 5	11 43 26 4 15	12 46 27 4 11	12 41 33 2 11	10 45 28 5 12	13 42 30 4 11	16 41 34 4 4	8 40 36 7 9	8 38 40 9 5	6 32 44 13 6	14 39 31 1 15	9 42 31 5 14	29	11 43 32 5 8		15 44 29 4 8
The freedom staff have to organise their work in a way that suits them but still gets the job done	10	,	13			12		-	,	,	Ü	15		10		10	Ü
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	13 42 29 5 10	22 52 20 2 5	12 48 23 4 13	13 46 28 2 11	11 43 31 4 11	13 41 30 4 12	13 38 32 5 12	17 40 34 4 5	10 44 29 7 9	9 40 35 11 5	8 32 37 18 6	15 47 24 2 13	12 41 29 5 14	4	13 45 29 5 9		16 45 27 5 9
Fairness in treatment of staff regardless of gender (e.g. in terms of pay promotion opportunities)																	
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	26 41 18 4 10	37 51 6 0 6	30 41 13 2 14	23 43 24 2 9	27 39 19 4 11	23 38 22 4 13	27 38 20 3 10	28 44 19 4 5	24 44 17 5 11	19 48 18 8 7	25 42 18 9 7	30 37 19 2 13	19 43 21 3 13	23 40 23 4 10	31 42 15 4 9	4	29 41 18 3 9
Fairness in treatment of staff regardless of race (e.g. in terms of				-				_			•				_	_	-
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	26 41 19 4 10	35 51 7 2	30 38 15 2 14	23 40 26 2 9	25 42 18 4 11	23 39 22 4 13	27 39 20 4 11	28 42 20 5	22 41 21 5 11	21 47 16 9 7	26 34 22 10 8	30 37 19 2 12	19 40 23 4 14	23 41 22 4 10	30 41 16 4 9		29 40 18 4 9
Fairness in treatment of staff regardless of age (e.g. in terms of pay promotion opportunities)				,		.5		_		•	Ü				-	-	3
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	27 42 18 4 10	35 48 7 4 5	31 40 14 2 13	25 41 23 1 10	25 44 17 3 11	24 38 21 3 13	27 42 18 3 11	29 41 21 4 5	24 44 18 4 11	23 44 18 8 7	25 37 22 8 7	31 39 16 3 12	20 41 22 4 13	3	31 41 16 4 9	27 42 18 4 9	30 41 17 3 9
Fairness in treatment of staff regardless of sexuality (e.g. in terms of pay promotion opportunities)																	
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	26 40 20 4 10	35 49 8 2 5	30 36 16 3 14	23 39 27 2 9	25 42 19 3 11	23 39 21 4 13	28 38 20 4 11	28 39 22 5 5	22 43 20 5 10	19 48 17 8 7	27 36 22 9 7	31 37 19 3 11	19 39 24 4 14		29 41 17 4 9	27 41 19 4 9	29 39 18 4 9
How environmentally friendly your workplace is Very high priority Fairly high priority Fairly low priority Very low priority Don't know	16 35 29 10	23 29 35 7 6	13 38 30 6 14	16 39 28 7 9	16 41 26 6 10	14 37 26 11 12	17 32 30 9 12	16 36 32 12 4	14 31 28 19 9	12 34 29 18 7	13 18 36 26 7	21 34 28 6 11	13 36 29 8 13	36 31 9	16 35 29 12 8		18 32 30 11 9
Career development opportunities (i.e. promotion prospects)	44	42		47	15	17	15	15	12	0						12	24
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	14 43 28 4 10	13 41 37 3 6	14 40 26 6 14	17 48 22 3 10	15 45 26 3 11	17 43 26 3 12	15 41 31 3 10	15 46 30 4 5	12 44 28 7 9	8 41 32 12 7	6 37 36 14 7	16 37 26 8 12	12 41 29 4 14	17 45 25 4 10	14 44 29 5 8	29 5	21 41 27 3 8

What do workers want?		And are member o uni	of a trade	Which o			type of or you work t				Which of th	ese BEST des	cribes the t	/pe of positio	n you hold?		
TUC ♦	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	Associate profession al/ technical occupation	Administra tive/ secretarial occupation	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for.																	
Choice around working time and opportunities for flexible workina Very high priority Fairly high priority Fairly low priority Very low priority Don't know	20 41 24 5	24 44 23 4 6	18 40 25 6 12	19 40 26 5	22 42 21 4 9	17 40 26 5 11	26 43 21 3 6	22 43 16 8 11	17 40 26 7 10	20 46 23 5 6	19 42 25 5 9	29 42 18 3 9	20 34 31 4	12 47 23 3 15	21 47 19 2 11	15 34 31 8 13	22 42 21 3 12
Safety in the workplace Very high priority Fairly high priority Fairly low priority Very low priority Don't know	38 39 11 2	45 35 14 2 4	35 40 10 3 12	37 38 12 3 10	40 41 9 2 9	37 39 11 3 11	39 40 13 2 6	44 39 8 2 7	35 35 16 4 10	36 42 13 3 6	32 42 12 4 11	37 41 10 2 10	42 33 11 2 11	26 48 8 4 15	38 35 13 3 12	39 41 9 2 9	42 38 8 1
Manaqeable workloads Very high priority Fairly high priority Fairly low priority Very low priority Don't know	28 44 16 3 10	38 42 14 1 5	24 45 16 3 12	28 43 17 3 10	28 48 13 2 9	25 44 17 3 11	36 45 12 1 6	25 43 17 6 8	21 40 22 6 10	30 45 16 3 6	23 44 19 3 11	32 45 14 1 9	28 42 16 2 12	20 52 11 2 15	31 43 12 2 12	33 41 13 3 10	28 48 12 1
Lower stress levels at work Very high priority Fairly high priority Fairly low priority Very low priority Don't know	18 3	40 40 15 2 4	25 41 18 4 12	29 40 18 4 10	28 43 17 3 9	26 40 19 4 11	36 42 14 2 6	23 50 15 4 7	22 37 26 5 10	29 42 19 5 6	24 45 18 3 10	34 40 15 2 9	30 38 18 3 11	24 51 10 0 15	33 43 10 1	31 36 17 5 10	29 43 14 1
The lifestvles of emplovees (e.q. health) Very high priority Fairly low priority Very low priority On't know	23 6	27 41 21 5 6	18 38 24 7 13	20 38 24 6 12	20 41 23 7 9	19 38 24 6 13	23 43 22 5 7	16 31 28 18 8	14 41 26 8 11	18 42 25 8 7	17 41 24 6 12	21 41 22 6 9	25 37 20 5 13	14 51 15 4 15	23 38 20 6 12	23 32 26 7 13	24 37 23 3 14

What do workers want?		appro employ	ximate yees are rganisa	yourse ly how e emplo tion in t UK?	many yed by	Are y	/ou?	To whic	ch of the f	ollowing a belong?	age groups	s do you				And in w	hich of the t	following re	gions do yo	u WORK?			
TUC ♦	Total	Less than 50		250 to 999	1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotland
Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for.																							
Choice around working time and opportunities for flexible workina Very high priority Fairly high priority Fairly low priority Very low priority Very low priority Don't know	20 41 24 5	17 37 25 8 13	21 41 23 7 8	20 43 25 2	22 41 26 4 8	15 38 29 7 11	24 44 20 2 9	22 47 22 4 6	22 41 21 3 14	22 40 23 3 13	20 39 28 6 7	14 43 29 9	22 40 21 6 11	22 41 22 3 12	24 40 23 3 10	19 44 26 3 9	20 38 29 5 8	20 40 24 3 13	29 38 24 2 8	18 41 24 7 11	14 48 25 5	18 35 34 7 6	16 45 20 8 11
Safety in the workplace Very high priority Fairly high priority Fairly low priority Very low priority Don't know	38 39 11 2 10	35 40 9 3 13	37 40 12 3 8	40 37 10 3 10	39 38 13 2 7	36 37 13 4 10	39 41 10 1 9	37 46 8 2 6	35 40 10 1 14	35 37 13 3 12	42 37 13 2 6	41 41 10 4 4	38 34 12 3 13	41 34 14 2 10	39 42 8 1	36 39 15 1 8	38 41 13 0 8	36 38 13 3 10	41 41 9 2 7	34 41 12 3 10	36 43 9 3 9	45 36 9 3 7	37 39 9 5
Wanaqeable workloads Very high priority Fairly high priority Fairly low priority Very low priority Don't know Lower stress levels at work	28 44 16 3 10	25 43 14 5 13	24 49 16 3 8	30 42 16 2 10	30 43 18 2 8	26 42 18 4 11	30 46 14 1 9	38 41 12 3 6	26 43 16 1	26 43 16 3 12	31 45 15 3 6	27 47 17 5 4	33 39 16 1	31 43 14 3 10	34 44 11 1	25 49 17 1 8	29 47 14 2 9	24 46 16 4 10	28 43 19 2 7	22 47 18 3 10	27 44 17 3 10	36 37 15 5 7	29 41 15 5 10
Very high priority Fairly high priority Fairly low priority Very low priority Very low priority Don't know	29 41 18 3 10	24 40 18 5 13	25 46 16 4 8	32 40 16 3 10	31 40 19 3 7	27 38 19 5 11	30 44 16 2 9	34 37 16 1	28 41 16 2 13	27 41 17 3 12	33 39 18 4 6	27 44 21 5 4	32 37 18 2 11	33 39 16 2 10	34 38 14 2 11	27 44 17 3 10	29 40 21 2 8	24 46 15 5 11	28 41 21 3 7	24 44 17 5 10	26 40 21 4 9	37 38 14 4 7	29 40 17 4 11
Very high priority Fairly high priority Fairly low priority Very low priority Don't know	20 39 23 6 11	20 34 23 9 14	17 44 24 6 10	20 42 21 5 11	21 38 25 6 9	20 37 23 8 12	21 41 24 5 10	23 39 24 3 11	20 38 23 4 15	18 37 23 7 14	23 38 24 7 8	20 44 24 8 5	28 32 24 5 12	24 41 17 7 11	28 37 20 4 12	12 42 30 2 13	19 38 29 5 9	20 40 25 4 12	18 44 23 5 9	20 37 26 7 11	17 40 22 10 11	24 33 25 11 8	19 40 22 8 12

working	

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Here are some issues that trade unions could take up with employers. For each one, please indicate how satisfied or dissatisfied you are with this in the organisation you currently work for.																	
Choice around working time and opportunities for flexible																	
workina Very high priority Fairly high priority Fairly low priority Very low priority Very low priority Don't know	20 41 24 5	24 53 16 1 6	17 42 24 5	17 37 31 5 9	24 39 23 4 10	22 37 25 5 12	18 44 24 4 10	22 42 25 5	18 40 27 6 9	11 50 27 4 7	12 34 38 10 7	25 36 25 3 11	16 39 26 6 13	19 39 26 5	21 43 23 5 8		25 39 26 3 8
Safety in the workplace Very high priority Fairly loup priority Fairly low priority Very low priority Don't know	38 39 11 2 10	52 35 7 0 5	40 37 8 2 12	35 43 12 1 8	40 40 8 2 10	36 35 14 2 12	37 41 10 2 10	37 42 14 3 4	34 39 15 4 9	37 39 13 3 7	36 35 15 7 7	47 32 10 1	37 36 13 3 12	38 41 9 3 10	37 40 12 3 8		44 34 13 2 8
Manaqeable workloads Very high priority Fairly low, priority Fairly low priority Very low priority Don't know	28 44 16 3 10	26 55 13 1 5	33 45 8 3 12	29 42 17 2 9	31 46 12 1	30 39 17 2 12	30 42 17 2 9	26 47 18 4 5	21 47 18 3 10	15 45 26 6 7	18 36 31 9 6	40 32 16 1 12	29 43 14 2 12	28 45 15 2 10	26 45 17 3 8	44	36 43 11 2 8
Lower stress levels at work Very high priority Fairly high priority Fairly low priority Very low priority Don't know	29 41 18 3 10	31 46 14 4 5	30 44 12 2 12	29 41 18 3 10	31 42 15 3 10	32 34 20 2 11	29 40 19 3 9	30 44 17 4	26 43 19 4 9	15 43 27 6 8	13 37 35 9 6	40 32 16 2	31 37 17 4 12	30 40 16 4 10	26 44 18 4 8	41	39 40 11 3 8
The lifestyles of employees (e.q. health) Very high priority Fairly low priority Very low priority Very low priority Understand the second sec	20 39 23 6 11	24 41 22 7 5	19 39 22 6 13	24 33 27 5 12	21 41 21 5 12	23 37 22 6 13	25 36 22 6 11	20 44 23 6 6	15 43 27 7 9	8 38 29 17 8	6 34 39 15 6	31 30 25 1	20 39 22 5	24 39 21 5	17 40 25 8 9	40	26 39 20 5 10

What is your gross annual salary?

What is the highest educational or work-related qualification you have?

What do workers		And are member of unio	of a trade		of these to you?		type of or you work f				Which of th	ese BEST des	cribes the ty	/pe of positio	n you hold?		
want? <i>TUC</i> 參	Total	Yes	No	Full Time	Part Time	Private	Public	Voluntary	Manager/ senior official	Professiona I occupation	Associate profession al/ technical occupation	Administra tive/ secretarial occupation	Skilled trade occupatio n	Personal service occupation	Sales/ customer service occupation	Process plant and machine operative	Other occupation
General Trade Union Issues To what extent do you agree or disagree with each of the																	
following statements? Employees should have a legal right to request paid time off for training and have that request considered seriously by their employer																	
Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	31 40 16 8 2 3	40 40 12 4 2 2	27 40 17 9 3 4	31 41 16 7 3 3	30 40 16 9 2 3	28 40 17 9 3	38 40 13 5 1	28 48 13 8 3	20 36 20 16 6 2	32 41 15 9 2 1	28 44 15 9 2	30 44 14 7 1 3	35 44 11 4 1 5	44 33 9 6 1	29 43 17 3 1 6	29 36 25 7 2	35 39 13 5 2 7
If there was a legal right to request paid time off for training I would ask for more training Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree	22 31 28 12 4	27 32 25 9 3	20 30 28 14 4	23 31 26 13 4	20 31 30 12 3	22 31 28 12 4	24 31 27 13 2	21 24 30 21 1	14 22 37 16 8	19 33 27 15 5	21 35 25 14 2	22 32 27 12 3	33 30 23 8 2	28 41 19 3 2	19 36 27 9 0	25 29 30 11 4	24 32 27 11 1
Don't know Trade unions provide vital protection for many groups of	3	2	4	3	3	3	3	3	3	1	2	4	4	7	9	2	5
workers Strongly agree Fend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	25 35 23 7 5	46 37 11 3 1	16 34 27 9 6 7	24 35 23 8 5	27 37 22 5 4	20 34 26 8 6 6	34 39 14 5 3	33 38 20 4 2	18 30 29 10 10	30 38 16 8 4	21 39 25 7 5	22 39 25 6 3	25 29 26 9 4 7	18 54 11 6 3	22 37 17 7 4	25 38 19 9 5	26 32 25 3 3
Trade unions hold back companies in today's competitive world		_			Ü	ŭ		3	3	_		-	,	Ü	.5	_	
Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know Employees feel more involved in company decisions in	8 18 31 24 12 7	4 8 25 33 27 3	9 22 34 19 6 9	8 19 30 24 12 7	6 15 34 23 12 10	9 21 32 21 9 8	5 12 27 28 20 6	3 17 35 31 6 6	12 29 27 20 8 4	9 17 26 26 17 5	9 19 31 22 13 5	5 16 36 21 14 9	7 17 35 22 12 8	8 7 31 26 19 8	4 14 33 22 12 15	9 17 34 26 11 3	5 17 30 25 8 15
organisations where employers talk to unions Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Fend to disagree Strongly disagree Don't know	12 31 31 10 6 10	22 41 24 5 3 4	7 27 34 12 7 13	12 30 31 11 6	11 33 32 9 5	10 28 33 11 7	17 38 28 7 3 7	17 32 28 9 4 10	8 24 35 16 10 7	13 34 29 11 5	10 32 35 7 7	11 33 34 8 3	14 29 33 10 6 9	10 36 23 8 8	11 27 30 9 6 18	15 28 32 9 6 10	11 36 26 8 4
Trade unions are no longer relevant in today's world Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	7 14 29 24 19 7	3 7 19 28 40 2	9 17 33 22 11 8	8 15 28 23 19 6	5 12 32 25 18 7	9 16 32 22 15 7	4 9 23 28 31 5	3 5 37 36 15	15 19 29 20 13 4	5 14 24 27 26 4	8 11 33 26 18 5	5 14 29 24 20 9	9 16 31 18 20 7	7 16 21 25 19 13	6 10 30 23 22 10	8 13 35 21 17 5	5 12 28 28 16 12
I have a good understanding of what trade unions do today.																	
Strongly agree Pend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	12 33 32 13 4 6	21 43 27 6 2 2	8 29 34 16 5 7	13 33 31 13 5	9 33 35 13 4 7	10 31 34 14 5 6	17 40 26 10 3 5	14 21 41 16 1 7	17 34 29 12 4 3	13 39 29 15 3	9 39 30 14 2 6	10 34 31 14 4 6	15 24 35 14 5 6	9 33 25 14 7 12	8 30 36 10 8 9	11 32 34 14 6 4	10 29 35 10 5

What do workers want?		appro employ	ncluding eximatel yees are rganisat the	ly how emplo tion in	many yed by	Are y	ou?	To whi	ch of the f	ollowing a belong?	age groups	s do you				And in v	which of the	following re	gions do yo	u WORK?			
× >.	Total	Less than 50		250 to 999	1000 or more	Male	Femal e	18 to 24	25 to 34	35 to 44	45 to 54	55 and over	North East	North West	Yorkshire and The Humber	East Midlands	West Midlands	East of England	London	South East	South West	Wales	Scotlan
General Trade Union Issues To what extent do you agree or disagree with each of the								I															
following statements? Employees should have a legal right to request paid time off for training and have that request considered seriously by their employer																							
Strongly agree Tend to agree Neither agree nor disagree Neither agree nor disagree Tend to disagree Strongly disagree Don't know If there was a legal right to request paid time off for training I	31 40 16 8 2 3	24 40 16 11 4 4	32 43 15 5 2 2	31 41 14 10 2 2	31 40 17 8 2 3	28 39 17 9 4	33 42 15 7 1 2	47 35 11 2 1 4	32 40 14 9 2 4	30 41 17 7 2 3	28 44 16 8 4	27 39 19 9 3	36 39 10 9 2 4	29 40 19 5 2 5	34 45 13 2 2 4	25 45 20 6 3 1	31 42 15 10 2	34 38 20 5 1	32 38 13 11 3	30 38 17 9 3	26 43 14 10 3 4	38 39 11 7 4	28 43 16 8 2 4
would ask for more training Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Strongly disagree Don't know	22 31 28 12 4 3	21 30 30 12 5 4	23 37 24 12 3 1	23 30 29 12 5	22 29 29 14 3	23 29 28 12 4 3	22 33 27 13 3	25 34 29 9 0 4	25 36 21 11 2 5	23 30 30 11 3	23 29 27 14 5	15 26 34 15 7 2	25 28 34 5 4	24 34 24 12 3 4	25 34 24 10 2 5	21 27 33 14 4 1	21 31 29 13 5	24 31 30 10 4 1	19 36 25 13 4 3	21 31 29 12 3	24 26 28 16 3 4	33 27 22 11 4 3	20 30 25 18 4 4
Trade unions provide vital protection for many groups of workers Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	25 35 23 7 5	17 31 29 10 7 7	25 37 24 7 4	22 40 21 8 4 5	28 36 19 7 5 4	23 33 23 10 6 5	26 37 22 5 3 6	22 40 26 4 1 7	24 35 22 6 5	24 34 24 8 4 6	26 36 21 10 4 3	26 35 22 7 8 3	22 39 21 9 3 6	24 34 22 7 7 6	27 37 18 6 4	19 38 24 6 6 7	25 30 28 7 5	26 32 26 7 2	25 40 19 8 3 6	21 35 25 9 5	22 40 23 7 4	36 38 16 5 4	29 30 21 8 7 5
Trade unions hold back companies in today's competitive world																							
Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	8 18 31 24 12 7	10 24 36 17 5 9	10 22 28 24 11 5	8 17 30 25 14 6	7 17 27 27 16 6	10 23 29 21 12 5	5 14 33 26 13 9	1 21 29 28 13 8	7 16 30 26 10	7 19 31 22 12 9	7 19 29 25 15 4	11 20 35 19 12 3	9 15 29 30 10 8	8 17 32 20 14 9	7 16 28 29 12 8	7 18 34 20 12 10	7 23 35 20 9 5	4 18 32 25 11	11 17 26 24 13	8 22 34 21 10 6	7 14 36 27 9 7	6 19 27 28 18 2	8 19 24 23 18 8
Employees feel more involved in company decisions in organisations where employers talk to unions Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Tend to disagree Strongly disagree Don't know	12 31 31 10 6	8 23 33 13 7 16	15 30 31 12 5 7	11 29 35 11 4	14 34 29 10 7	12 30 31 12 7 8	12 32 31 8 4	12 33 20 9 3	11 31 32 7 5	11 29 34 12 5	14 34 28 12 7 5	11 32 33 10 8 5	13 35 27 12 5	10 32 36 6 7	11 32 29 11 6	8 40 29 8 4	12 28 34 11 6	10 38 27 9 4	11 30 29 12 5	12 26 34 12 6	11 33 31 8 7	15 32 32 10 4 7	18 27 29 10 6 10
Trade unions are no longer relevant in today's world Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Strongly disagree Don't know	7 14 29 24 19 7	10 17 33 19 11	8 17 27 24 20 4	8 14 29 25 19 6	7 13 27 25 23 5	10 16 28 22 19 5	5 11 31 26 19 8	3 9 23 31 21 13	6 12 31 26 14	7 16 29 21 20 6	8 15 27 23 24 3	10 13 30 24 19 3	7 16 27 23 19 7	10 15 27 23 18 7	9 13 27 23 20 8	7 12 35 22 15 9	8 14 40 19 16 4	2 16 26 26 19	8 15 23 27 20 7	7 15 32 27 13 6	8 12 30 24 20 6	4 13 28 24 30 1	8 11 29 20 28 4
I have a good understanding of what trade unions do today. Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	12 33 32 13 4 6	10 29 36 13 5	12 28 36 15 4	14 35 26 16 4 5	15 39 27 11 4 4	14 35 31 12 4 5	10 32 33 14 4 7	7 37 23 13 10 9	10 30 32 15 5	11 32 33 13 4 7	15 37 31 10 4	15 34 33 13 3	12 30 31 10 11 6	16 38 25 11 4	13 27 34 13 7 6	8 27 42 11 7 5	10 40 31 11 4	8 30 35 14 5	14 35 26 15 3	10 30 34 16 4	10 35 29 14 4	11 42 30 14 1 2	17 34 31 12 2 4

What do workers want?		What is your gross annual salary?										What is the highest educational or work-related qualification you have?				I am satisfied with my present job	
TUC ^ॐ	Total	Less than £5000 a year	£5000 to £9999 a year	£10000 to £14999 a year	£15000 to £19999 a year	£20000 to £24999 a year	£25000 to £29999 a year	£30000 to £39999 a year	£40000 to £49999 a year	£50000 to £59999 a year	£60000 or more a year	None	Lower	Inter- mediate	Higher	Agree	Disagree
General Trade Union Issues To what extent do you agree or disagree with each of the following statements? Employees should have a legal right to request paid time off for training and have that request considered seriously by their employer																	
Strongly agree Frend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know If there was a legal right to request pald time off for training I	31 40 16 8 2 3	30 47 13 3 4 3	39 35 15 5 1 6	30 43 18 6 1 2	30 41 18 6 1 4	33 41 16 5 2 3	40 37 10 8 2 3	29 41 15 10 3 1	24 42 15 12 6 1	12 39 16 22 10 1	15 36 17 19 10 3	41 35 16 3 1 5	5 2		29 41 15 10 3 2	42 16 9 3	37 37 14 7 2 3
would ask for more training Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Strongly disagree Don't know	22 31 28 12 4	20 36 23 11 8	27 31 27 7 1 6	25 33 25 14 1 2	24 31 25 12 4	27 35 25 9 2	28 29 25 14 2	20 33 29 13 4 2	18 31 29 14 9	6 25 32 26 10 2	5 15 44 22 11 2	33 24 29 8 1 1 5		24 30 28 10 4	19 34 26 15 4	30 30 16 5	35 30 21 7 2 4
Trade unions provide vital protection for many groups of workers Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	25 35 23 7 5	23 40 23 6 3	30 36 14 5 4	26 32 26 7 4	22 38 25 4 4	25 35 22 7 5 6	29 38 16 7 5	26 33 23 10 5	23 33 27 8 8	15 34 25 16 6 4	11 38 23 13 12 2	30 34 18 7 3	21 34 27 7 4	25 36 21 7 6	25 36 22 8 5	24 35 24 8 5	30 33 21 8 4
Trade unions hold back companies in today's competitive world Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	8 18 31 24 12 7	4 17 29 30 8	7 11 37 23 8	6 15 34 25 12	6 20 33 21 11	6 18 36 21 12 7	6 15 27 31 16 6	10 20 27 24 16 3	12 24 23 24 16 2	10 28 27 23 6 5	23 32 20 20 3 2	9 16 35 19 11	7 19 35	8 19 33 21	8 18 27 27 14 6	9 19 32 22 11	6 15 28 28 16 7
Employees feel more involved in company decisions in organisations where employers talk to unions Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	12 31 31 10 6	16 29 30 7 6	11 37 27 3 6	14 32 33 8 5	11 30 35 9 5	12 32 32 10 4	12 38 25 8 6	13 30 33 12 6 6	12 28 28 20 9	6 30 29 19 8 7	6 21 32 19 15 7	16 30 30 7 5	12 31 34 9	14 32 30 8 7	10 32 31 12 6	11 30 32 10 7	15 34 27 10 5
Trade unions are no longer relevant in today's world Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	7 14 29 24 19 7	3 11 31 33 14 8	7 7 31 24 19	8 12 31 22 21 7	7 16 30 21 18 8	7 14 30 25 17 8	7 12 28 23 25 5	9 18 26 24 21 2	10 13 24 30 20 2	14 22 29 26 9	13 24 29 19 12 4	9 9 35 19 16	6 13 33 23		7 14 27 26 20 5	9 14 31 23 18	6 12 24 27 25 7
I have a good understanding of what trade unions do today. Strongly agree Tend to agree Neither agree nor disagree Tend to disagree Strongly disagree Don't know	12 33 32 13 4 6	6 30 45 8 4 7	10 29 31 13 5	13 33 33 10 7 4	12 30 33 14 5 7	12 34 30 15 4 5	12 39 24 15 4 6	14 39 31 11 2	15 32 36 11 3	15 39 27 16 3	16 37 26 15 2	13 25 39 7 7 9	36 11 5	15 33 27 15 5 5	12 36 31 14 3 4	35 31 13 4	12 33 30 14 5
		-															