APPENDIX 1: Tables | June 2020

CIPD Good Work Index 2020

UK Working Lives Survey
The CIPD is the professional body for HR and people development. The registered charity champions better work and working lives and has been setting the benchmark for excellence in people and organisation development for more than 100 years. It has more than 150,000 members across the world, provides thought leadership through independent research on the world of work, and offers professional training and accreditation for those working in HR and learning and development.
CIPD Good Work Index 2020
UK Working Lives Survey
Appendix 1: Tables

June 2020

Contents

Notes .................................................................................................................................................. 1
1. Background details ......................................................................................................................... 2
2. Occupations .................................................................................................................................... 4
3. Job progression and mobility .......................................................................................................... 6
4. Pay and benefits ............................................................................................................................. 7
5. Contracts ........................................................................................................................................ 9
6. Work–life balance ........................................................................................................................... 10
7. Job design and the nature of work ................................................................................................ 12
8. Relationships at work .................................................................................................................... 14
9. Employee voice ............................................................................................................................ 15
10. Health and wellbeing .................................................................................................................. 16
11. CIPD Good Work Index .............................................................................................................. 19

Notes

This appendix accompanies the summary and survey reports of the CIPD Good Work Index 2020.

The tables are derived from the 2020 UK Working Lives Survey conducted by YouGov on behalf of the CIPD. The survey drew on YouGov’s UK panel of approximately 350,000 adults in work as for the 2018 and 2019 surveys. Fieldwork was undertaken online between 8 January – 4 February; the total sample size was 6681 adults. The responding sample is weighted to the profile of the sample definition to provide a representative reporting sample all GB adults in work (aged 18+). The profile is normally derived from census data or, if not available from the census, from industry accepted data. The reported N is the unweighted base.

Figures should be cited as CIPD Good Work Index 2020.
## 1. Background details

### Individual characteristics

#### Religion

<table>
<thead>
<tr>
<th></th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6585</td>
</tr>
<tr>
<td>Non-religious</td>
<td>57%</td>
</tr>
<tr>
<td>Christian</td>
<td>36%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
</tbody>
</table>

#### Sexual orientation

<table>
<thead>
<tr>
<th></th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6679</td>
</tr>
<tr>
<td>Heterosexual</td>
<td>87%</td>
</tr>
<tr>
<td>Gay or lesbian</td>
<td>5%</td>
</tr>
<tr>
<td>Bisexual</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>3%</td>
</tr>
</tbody>
</table>

#### Household size: How many people, including yourself, are there in your household?

<table>
<thead>
<tr>
<th></th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6676</td>
</tr>
<tr>
<td>1</td>
<td>19%</td>
</tr>
<tr>
<td>2</td>
<td>40%</td>
</tr>
<tr>
<td>3</td>
<td>20%</td>
</tr>
<tr>
<td>4</td>
<td>15%</td>
</tr>
<tr>
<td>5</td>
<td>4%</td>
</tr>
<tr>
<td>6 or more</td>
<td>2%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>1%</td>
</tr>
</tbody>
</table>

#### Disability or long-term health issues in last 12 months

<table>
<thead>
<tr>
<th></th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6558</td>
</tr>
<tr>
<td>Yes, limited a lot</td>
<td>3%</td>
</tr>
<tr>
<td>Yes, limited a little</td>
<td>15%</td>
</tr>
<tr>
<td>No</td>
<td>82%</td>
</tr>
</tbody>
</table>

### Organisational characteristics

#### Organisation size (number of workers)

<table>
<thead>
<tr>
<th></th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6275</td>
</tr>
<tr>
<td>1 to 9</td>
<td>26%</td>
</tr>
<tr>
<td>10 to 49</td>
<td>13%</td>
</tr>
<tr>
<td>50 to 249</td>
<td>12%</td>
</tr>
<tr>
<td>250 to 999</td>
<td>11%</td>
</tr>
<tr>
<td>1000+</td>
<td>37%</td>
</tr>
</tbody>
</table>

#### Organisation sector

<table>
<thead>
<tr>
<th></th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6590</td>
</tr>
<tr>
<td>Private sector</td>
<td>76%</td>
</tr>
<tr>
<td>Public sector</td>
<td>18%</td>
</tr>
<tr>
<td>Third/voluntary sector</td>
<td>6%</td>
</tr>
<tr>
<td>Organisation industry</td>
<td></td>
</tr>
<tr>
<td>-------------------------------</td>
<td>-------</td>
</tr>
<tr>
<td>N</td>
<td>6681</td>
</tr>
<tr>
<td>Primary industries</td>
<td>1%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>6%</td>
</tr>
<tr>
<td>Waste management</td>
<td>0%</td>
</tr>
<tr>
<td>Utilities</td>
<td>1%</td>
</tr>
<tr>
<td>Construction</td>
<td>6%</td>
</tr>
<tr>
<td>Retail</td>
<td>14%</td>
</tr>
<tr>
<td>Hospitality</td>
<td>7%</td>
</tr>
<tr>
<td>Transport and storage</td>
<td>5%</td>
</tr>
<tr>
<td>Information and communication</td>
<td>12%</td>
</tr>
<tr>
<td>Finance and insurance</td>
<td>3%</td>
</tr>
<tr>
<td>Real estate activities</td>
<td>2%</td>
</tr>
<tr>
<td>Professional, scientific and technical</td>
<td>8%</td>
</tr>
<tr>
<td>Arts, entertainment and recreation</td>
<td>2%</td>
</tr>
<tr>
<td>Public administration and defence</td>
<td>7%</td>
</tr>
<tr>
<td>Emergency services</td>
<td>1%</td>
</tr>
<tr>
<td>Education</td>
<td>7%</td>
</tr>
<tr>
<td>Health and Social Work</td>
<td>10%</td>
</tr>
<tr>
<td>Charity/membership organisation</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
</tbody>
</table>

**Central work attitudes**

<table>
<thead>
<tr>
<th>Job centrality</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>A job is just a way of earning money - no more</td>
<td>13%</td>
<td>25%</td>
<td>21%</td>
<td>31%</td>
<td>10%</td>
<td>6657</td>
</tr>
<tr>
<td>I would enjoy having a paid job even if I did not need money</td>
<td>12%</td>
<td>45%</td>
<td>19%</td>
<td>16%</td>
<td>8%</td>
<td>6527</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Job satisfaction</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6674</td>
</tr>
<tr>
<td>Very satisfied</td>
<td>23%</td>
</tr>
<tr>
<td>Satisfied</td>
<td>46%</td>
</tr>
<tr>
<td>Neither satisfied nor dissatisfied</td>
<td>17%</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>10%</td>
</tr>
<tr>
<td>Very dissatisfied</td>
<td>4%</td>
</tr>
</tbody>
</table>

**Intention to quit:** How likely or unlikely do you think it is that you will voluntarily quit your job in the next 12 months?

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6388</td>
</tr>
<tr>
<td>Very likely</td>
<td>6%</td>
</tr>
<tr>
<td>Likely</td>
<td>12%</td>
</tr>
<tr>
<td>Neither likely nor unlikely</td>
<td>20%</td>
</tr>
<tr>
<td>Unlikely</td>
<td>24%</td>
</tr>
<tr>
<td>Very unlikely</td>
<td>39%</td>
</tr>
</tbody>
</table>
### Effort and performance

<table>
<thead>
<tr>
<th>Effort</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am willing to work harder than I have to in order to help my employer or organisation</td>
<td>8%</td>
<td>45%</td>
<td>28%</td>
<td>14%</td>
<td>5%</td>
<td>5561</td>
</tr>
<tr>
<td>I am willing to work harder than I have to in order to help my client(s) [self-employed]</td>
<td>17%</td>
<td>53%</td>
<td>24%</td>
<td>5%</td>
<td>1%</td>
<td>1013</td>
</tr>
</tbody>
</table>

### Task performance:

<table>
<thead>
<tr>
<th>Task performance:</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>I achieve the objectives of the job, fulfil all the requirements</td>
<td>31%</td>
<td>56%</td>
<td>11%</td>
<td>2%</td>
<td>0%</td>
<td>6595</td>
</tr>
<tr>
<td>I am competent in all areas of the job, handle tasks with proficiency</td>
<td>32%</td>
<td>53%</td>
<td>12%</td>
<td>3%</td>
<td>0%</td>
<td>6609</td>
</tr>
</tbody>
</table>

### Contextual performance:

<table>
<thead>
<tr>
<th>Contextual performance:</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>I volunteer to do things not formally required by the job</td>
<td>14%</td>
<td>44%</td>
<td>26%</td>
<td>12%</td>
<td>5%</td>
<td>6543</td>
</tr>
<tr>
<td>I help others when their workload increases (assist others until they get over the hurdles)</td>
<td>16%</td>
<td>55%</td>
<td>21%</td>
<td>5%</td>
<td>3%</td>
<td>6390</td>
</tr>
<tr>
<td>I make innovative suggestions to improve the overall quality of my team or department</td>
<td>16%</td>
<td>44%</td>
<td>27%</td>
<td>9%</td>
<td>4%</td>
<td>6423</td>
</tr>
</tbody>
</table>

### 2. Occupations

#### National Statistics Socio-Economic Classification (NS-SEC)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher managerial and professional</td>
<td>24%</td>
</tr>
<tr>
<td>Lower managerial and professional</td>
<td>31%</td>
</tr>
<tr>
<td>Intermediate occupations</td>
<td>16%</td>
</tr>
<tr>
<td>Small employers and own accounts</td>
<td>7%</td>
</tr>
<tr>
<td>Lower supervisory and technical</td>
<td>5%</td>
</tr>
<tr>
<td>Semi-routine occupations</td>
<td>12%</td>
</tr>
<tr>
<td>Routine occupations</td>
<td>5%</td>
</tr>
<tr>
<td>N</td>
<td>6495</td>
</tr>
</tbody>
</table>
### Standard Occupational Classification (SOC) 1-digit

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managers and senior officials</td>
<td>12%</td>
</tr>
<tr>
<td>Professionals</td>
<td>25%</td>
</tr>
<tr>
<td>Associate professional and technical</td>
<td>17%</td>
</tr>
<tr>
<td>Admin and secretarial</td>
<td>15%</td>
</tr>
<tr>
<td>Skilled trades</td>
<td>7%</td>
</tr>
<tr>
<td>Caring, leisure, and other services</td>
<td>5%</td>
</tr>
<tr>
<td>Sales and customer services</td>
<td>8%</td>
</tr>
<tr>
<td>Process, plant, machine operatives</td>
<td>4%</td>
</tr>
<tr>
<td>Elementary</td>
<td>5%</td>
</tr>
<tr>
<td>Missing</td>
<td>3%</td>
</tr>
<tr>
<td><strong>N</strong></td>
<td><strong>6681</strong></td>
</tr>
</tbody>
</table>

### Standard Occupational Classification (SOC) 2-digit

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>11 Corporate managers and directors</td>
<td>9%</td>
</tr>
<tr>
<td>12 Other managers and proprietors</td>
<td>3%</td>
</tr>
<tr>
<td>21 Science, research, engineering and technology professionals</td>
<td>9%</td>
</tr>
<tr>
<td>22 Health professionals</td>
<td>2%</td>
</tr>
<tr>
<td>23 Teaching and other educational professionals</td>
<td>4%</td>
</tr>
<tr>
<td>24 Business, media and public service professionals</td>
<td>11%</td>
</tr>
<tr>
<td>31 Science, engineering and technology associate professionals</td>
<td>2%</td>
</tr>
<tr>
<td>32 Health and social care associate professionals</td>
<td>2%</td>
</tr>
<tr>
<td>33 Protective service occupations</td>
<td>1%</td>
</tr>
<tr>
<td>34 Culture, media and sports occupations</td>
<td>4%</td>
</tr>
<tr>
<td>35 Business and public service associate professionals</td>
<td>10%</td>
</tr>
<tr>
<td>41 Administrative occupations</td>
<td>12%</td>
</tr>
<tr>
<td>42 Secretarial and related occupations</td>
<td>3%</td>
</tr>
<tr>
<td>51 Skilled agricultural and related trades</td>
<td>1%</td>
</tr>
<tr>
<td>52 Skilled metal, electrical and electronic trades</td>
<td>2%</td>
</tr>
<tr>
<td>53 Skilled construction and building trades</td>
<td>1%</td>
</tr>
<tr>
<td>54 Textiles, printing and other skilled trades</td>
<td>1%</td>
</tr>
<tr>
<td>61 Caring personal service occupations</td>
<td>4%</td>
</tr>
<tr>
<td>62 Leisure, travel and related personal service occupations</td>
<td>1%</td>
</tr>
<tr>
<td>71 Sales occupations</td>
<td>6%</td>
</tr>
<tr>
<td>72 Customer service occupations</td>
<td>3%</td>
</tr>
<tr>
<td>81 Process, plant and machine operatives</td>
<td>1%</td>
</tr>
<tr>
<td>82 Transport and mobile machine drivers and operatives</td>
<td>3%</td>
</tr>
<tr>
<td>91 Elementary trades and related occupations</td>
<td>1%</td>
</tr>
<tr>
<td>92 Elementary administration and service occupations</td>
<td>5%</td>
</tr>
<tr>
<td><strong>N</strong></td>
<td><strong>6495</strong></td>
</tr>
</tbody>
</table>

For mean scores of the CIPD Good Work Index by NS-SEC and SOC, see section 11.
### Line management responsibility

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6681</td>
</tr>
<tr>
<td>Yes</td>
<td>25%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>15%</td>
</tr>
<tr>
<td>No</td>
<td>60%</td>
</tr>
</tbody>
</table>

### 3. Job progression and mobility

#### Tenure

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6676</td>
</tr>
<tr>
<td>6 months or less</td>
<td>8%</td>
</tr>
<tr>
<td>More than 6 months up to a year</td>
<td>7%</td>
</tr>
<tr>
<td>More than a year up to 2 years</td>
<td>12%</td>
</tr>
<tr>
<td>More than 2 years up to 5 years</td>
<td>22%</td>
</tr>
<tr>
<td>More than 5 years up to 10 years</td>
<td>19%</td>
</tr>
<tr>
<td>More than 10 years up to 15 years</td>
<td>13%</td>
</tr>
<tr>
<td>More than 15 years up to 20 years</td>
<td>8%</td>
</tr>
<tr>
<td>More than 20 years</td>
<td>12%</td>
</tr>
</tbody>
</table>

#### Before you started your current job, were you:

<table>
<thead>
<tr>
<th>N</th>
<th>6681</th>
</tr>
</thead>
<tbody>
<tr>
<td>Working in another job in the same organisation</td>
<td>14%</td>
</tr>
<tr>
<td>Employed by a different organisation</td>
<td>60%</td>
</tr>
<tr>
<td>Self-employed</td>
<td>8%</td>
</tr>
<tr>
<td>Taking a career break</td>
<td>4%</td>
</tr>
<tr>
<td>Unemployed</td>
<td>5%</td>
</tr>
<tr>
<td>In full-time education</td>
<td>7%</td>
</tr>
<tr>
<td>Retired</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
</tr>
</tbody>
</table>

#### Compared to your last job, is your current job:

<table>
<thead>
<tr>
<th>N</th>
<th>4878</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better paid</td>
<td>52%</td>
</tr>
<tr>
<td>Similarly paid</td>
<td>28%</td>
</tr>
<tr>
<td>Lower paid</td>
<td>21%</td>
</tr>
</tbody>
</table>

----------

#### And compared to your last job, does your current job involve:

<table>
<thead>
<tr>
<th>N</th>
<th>4878</th>
</tr>
</thead>
<tbody>
<tr>
<td>More responsibility</td>
<td>49%</td>
</tr>
<tr>
<td>About the same responsibility</td>
<td>32%</td>
</tr>
<tr>
<td>Less responsibility</td>
<td>19%</td>
</tr>
</tbody>
</table>
## 4. Pay and benefits

### Pay satisfaction:
Considering my responsibilities and achievements in my job, I feel I get paid appropriately

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6645</td>
</tr>
<tr>
<td>Strongly agree</td>
<td>8%</td>
</tr>
<tr>
<td>Agree</td>
<td>40%</td>
</tr>
<tr>
<td>Neither agree nor disagree</td>
<td>19%</td>
</tr>
<tr>
<td>Disagree</td>
<td>25%</td>
</tr>
<tr>
<td>Strongly disagree</td>
<td>9%</td>
</tr>
</tbody>
</table>

### Total payment bands

<table>
<thead>
<tr>
<th>Payment Bands</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>4304</td>
</tr>
<tr>
<td>Under £5,000 per year</td>
<td>3%</td>
</tr>
<tr>
<td>£5,000 to £9,999 per year</td>
<td>4%</td>
</tr>
<tr>
<td>£10,000 to £14,999 per year</td>
<td>5%</td>
</tr>
<tr>
<td>£15,000 to £19,999 per year</td>
<td>19%</td>
</tr>
<tr>
<td>£20,000 to £24,999 per year</td>
<td>16%</td>
</tr>
<tr>
<td>£25,000 to £29,999 per year</td>
<td>12%</td>
</tr>
<tr>
<td>£30,000 to £34,999 per year</td>
<td>9%</td>
</tr>
<tr>
<td>£35,000 to £39,999 per year</td>
<td>7%</td>
</tr>
<tr>
<td>£40,000 to £44,999 per year</td>
<td>5%</td>
</tr>
<tr>
<td>£45,000 to £49,999 per year</td>
<td>4%</td>
</tr>
<tr>
<td>£50,000 to £59,999 per year</td>
<td>5%</td>
</tr>
<tr>
<td>£60,000 to £69,999 per year</td>
<td>3%</td>
</tr>
<tr>
<td>£70,000 to £99,999 per year</td>
<td>4%</td>
</tr>
<tr>
<td>£100,000 and over</td>
<td>4%</td>
</tr>
<tr>
<td>Mean</td>
<td>£53,195</td>
</tr>
<tr>
<td>Median</td>
<td>£26,000</td>
</tr>
</tbody>
</table>

### Pension plan

<table>
<thead>
<tr>
<th>Pension Type</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>5265</td>
</tr>
<tr>
<td>Currently in a defined benefit plan (such as final salary or career average pension)</td>
<td>24%</td>
</tr>
<tr>
<td>Currently in a defined contribution plan (such as a group personal pension, stakeholder pension or NEST pension)</td>
<td>38%</td>
</tr>
<tr>
<td>Definitely in a plan but cannot remember whether it is a defined benefit or defined contribution plan</td>
<td>15%</td>
</tr>
<tr>
<td>No</td>
<td>22%</td>
</tr>
</tbody>
</table>
### Employer pension contribution as a percentage of salary

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Number (N)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Zero per cent</td>
<td>1%</td>
</tr>
<tr>
<td>1 per cent</td>
<td>2%</td>
</tr>
<tr>
<td>2 per cent</td>
<td>8%</td>
</tr>
<tr>
<td>3 per cent</td>
<td>19%</td>
</tr>
<tr>
<td>4 per cent</td>
<td>9%</td>
</tr>
<tr>
<td>5 per cent</td>
<td>19%</td>
</tr>
<tr>
<td>6 per cent</td>
<td>10%</td>
</tr>
<tr>
<td>7 per cent</td>
<td>4%</td>
</tr>
<tr>
<td>8 per cent</td>
<td>5%</td>
</tr>
<tr>
<td>9 per cent</td>
<td>3%</td>
</tr>
<tr>
<td>10 per cent</td>
<td>6%</td>
</tr>
<tr>
<td>11 – 15 per cent</td>
<td>9%</td>
</tr>
<tr>
<td>16 per cent or more</td>
<td>5%</td>
</tr>
<tr>
<td>Mean</td>
<td>6.4</td>
</tr>
<tr>
<td>Median</td>
<td>5</td>
</tr>
</tbody>
</table>

### Employee benefits available and used in last 12 months

<table>
<thead>
<tr>
<th>Benefit Description</th>
<th>Used</th>
<th>Available not used</th>
<th>Not available</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career development benefits (e.g. paid study leave, or professional subscriptions paid)</td>
<td>12%</td>
<td>17%</td>
<td>71%</td>
<td>5321</td>
</tr>
<tr>
<td>Financial assistance benefits (e.g. relocation assistance, or homeworker allowance)</td>
<td>2%</td>
<td>10%</td>
<td>88%</td>
<td>5284</td>
</tr>
<tr>
<td>Food benefits (e.g. subsidised restaurant or free tea and coffee)</td>
<td>33%</td>
<td>7%</td>
<td>60%</td>
<td>5514</td>
</tr>
<tr>
<td>Health care and insurance benefits (e.g. death-in-service/life assurance, flu jabs, dental or health insurance)</td>
<td>19%</td>
<td>20%</td>
<td>60%</td>
<td>5463</td>
</tr>
<tr>
<td>Wellbeing benefits (e.g. subsidised gym membership, massage or exercise classes)</td>
<td>6%</td>
<td>22%</td>
<td>72%</td>
<td>5487</td>
</tr>
<tr>
<td>Enhanced leave benefits (e.g. paid bereavement leave, emergency eldercare support, or more than 20 days paid annual leave excluding bank holidays)</td>
<td>28%</td>
<td>24%</td>
<td>48%</td>
<td>5307</td>
</tr>
<tr>
<td>Social benefits (e.g. Christmas or summer party)</td>
<td>35%</td>
<td>18%</td>
<td>47%</td>
<td>5524</td>
</tr>
<tr>
<td>Technology benefits (e.g. mobile phone for personal use, or home computer)</td>
<td>15%</td>
<td>8%</td>
<td>78%</td>
<td>5493</td>
</tr>
<tr>
<td>Transport benefits (e.g. free/subsidised on site car parking, travel season ticket loan, company car)</td>
<td>19%</td>
<td>13%</td>
<td>68%</td>
<td>5500</td>
</tr>
</tbody>
</table>
# 5. Contracts

## Work status in main job

<table>
<thead>
<tr>
<th>Status</th>
<th>N</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work as a permanent employee (full-time or part-time)</td>
<td>6670</td>
<td>78%</td>
</tr>
<tr>
<td>Temporary employment you have found yourself (fixed-term contracts, seasonal or casual work)</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Temporary work via an employment agency</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Zero-hours contract work (where no guaranteed minimum number of hours is offered by the employer)</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Short-hours contract work (where up to 8 hours work each week is guaranteed, with a possibility of working longer hours)</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Running my own business</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>Working as a freelancer or an independent contractor for one single client</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Working as a freelancer or an independent contractor for two or more clients</td>
<td>4%</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>1%</td>
<td>1%</td>
</tr>
</tbody>
</table>

## How well does this suit your personal circumstances?

<table>
<thead>
<tr>
<th>Suitliness</th>
<th>N</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very well</td>
<td>6670</td>
<td>68%</td>
</tr>
<tr>
<td>Fairly well</td>
<td>28%</td>
<td></td>
</tr>
<tr>
<td>Not very well</td>
<td>3%</td>
<td></td>
</tr>
<tr>
<td>Not at all well</td>
<td>1%</td>
<td></td>
</tr>
</tbody>
</table>

## Which one of the following types of job contract would you prefer to have?

<table>
<thead>
<tr>
<th>Contract Type</th>
<th>N</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work as a permanent employee (full-time or part-time)</td>
<td>2021</td>
<td>67%</td>
</tr>
<tr>
<td>Temporary employment you have found yourself (fixed-term contracts, seasonal or casual work)</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Temporary work via an employment agency</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Zero-hours contract work (where no guaranteed minimum number of hours is offered by the employer)</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Short-hours contract work (where up to 8 hours work each week is guaranteed, with a possibility of working longer hours)</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>Running my own business</td>
<td>15%</td>
<td>15%</td>
</tr>
<tr>
<td>Working as a freelancer or an independent contractor for one single client</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>Working as a freelancer or an independent contractor for two or more clients</td>
<td>8%</td>
<td>8%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
<td>2%</td>
</tr>
</tbody>
</table>

## Contracted hours per week?

<table>
<thead>
<tr>
<th>Metric</th>
<th>N</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>5422</td>
<td></td>
</tr>
<tr>
<td>Mean</td>
<td>32.6</td>
<td></td>
</tr>
<tr>
<td>Std. dev</td>
<td>11.5</td>
<td></td>
</tr>
</tbody>
</table>
How often, if at all, do you have to work at short notice?

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6382</td>
</tr>
<tr>
<td>At least once a week</td>
<td>15%</td>
</tr>
<tr>
<td>At least once a month</td>
<td>30%</td>
</tr>
<tr>
<td>Less often</td>
<td>23%</td>
</tr>
<tr>
<td>Never</td>
<td>47%</td>
</tr>
</tbody>
</table>

**Job security**: How likely do you think it is that you could lose your job in the next 12 months?

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6152</td>
</tr>
<tr>
<td>Very likely</td>
<td>4%</td>
</tr>
<tr>
<td>Likely</td>
<td>9%</td>
</tr>
<tr>
<td>Neither likely nor unlikely</td>
<td>25%</td>
</tr>
<tr>
<td>Unlikely</td>
<td>33%</td>
</tr>
<tr>
<td>Very unlikely</td>
<td>29%</td>
</tr>
</tbody>
</table>

How easy or difficult do you think it would be for you to find another job at least as good as your current one?

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6216</td>
</tr>
<tr>
<td>Very easy</td>
<td>5%</td>
</tr>
<tr>
<td>Fairly easy</td>
<td>23%</td>
</tr>
<tr>
<td>Neither easy nor difficult</td>
<td>24%</td>
</tr>
<tr>
<td>Fairly difficult</td>
<td>31%</td>
</tr>
<tr>
<td>Very difficult</td>
<td>17%</td>
</tr>
</tbody>
</table>

### 6. Work–life balance

**Usual working hours** per week, including paid or unpaid overtime

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6681</td>
</tr>
<tr>
<td>Mean</td>
<td>34.3</td>
</tr>
<tr>
<td>Std. dev</td>
<td>13.6</td>
</tr>
</tbody>
</table>

**Desired hours**: While taking into account the need to earn your living, how many hours per week would you like to work if you could freely choose?

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6681</td>
</tr>
<tr>
<td>Mean</td>
<td>28.4</td>
</tr>
<tr>
<td>Std. dev</td>
<td>11.4</td>
</tr>
</tbody>
</table>

**Usual commuting time** (minutes per day)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6681</td>
</tr>
<tr>
<td>Mean</td>
<td>48.1</td>
</tr>
<tr>
<td>Std. dev</td>
<td>49.8</td>
</tr>
<tr>
<td>Work-family conflict</td>
<td>Strongly agree</td>
</tr>
<tr>
<td>----------------------</td>
<td>---------------</td>
</tr>
<tr>
<td>I find it difficult to fulfil my commitments outside of my job because of the amount of time I spend on my job</td>
<td>5%</td>
</tr>
<tr>
<td>I find it difficult to do my job properly because of my commitments outside of work</td>
<td>1%</td>
</tr>
<tr>
<td>I find it difficult to relax in my personal time because of my job</td>
<td>4%</td>
</tr>
</tbody>
</table>

**Informal flexible working:** How easy or difficult would you say it is for you to arrange to take an hour or two off during working hours to take care of personal or family matters?

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>Very easy</th>
<th>Fairly easy</th>
<th>Neither easy nor difficult</th>
<th>Fairly difficult</th>
<th>Very difficult</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6507</td>
<td>28%</td>
<td>35%</td>
<td>14%</td>
<td>12%</td>
<td>11%</td>
</tr>
</tbody>
</table>

**Flexible working arrangements in the last 12 months**

<table>
<thead>
<tr>
<th>Flexible working arrangements in the last 12 months</th>
<th>Used</th>
<th>Available but not used</th>
<th>Not available</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flexi-time (ability to choose the start and finish time of the working day)</td>
<td>36%</td>
<td>12%</td>
<td>52%</td>
<td>5523</td>
</tr>
<tr>
<td>Job sharing (sharing a full-time job with someone)</td>
<td>4%</td>
<td>13%</td>
<td>84%</td>
<td>5249</td>
</tr>
<tr>
<td>The chance to reduce your working hours (e.g. full time to part-time)</td>
<td>12%</td>
<td>33%</td>
<td>54%</td>
<td>5224</td>
</tr>
<tr>
<td>Compressed hours (working the same number of hours per week across fewer days, e.g. 37 hours in four days instead of five)</td>
<td>11%</td>
<td>20%</td>
<td>69%</td>
<td>5281</td>
</tr>
<tr>
<td>Working from home in normal working hours</td>
<td>32%</td>
<td>8%</td>
<td>60%</td>
<td>5607</td>
</tr>
<tr>
<td>Working only during school term times</td>
<td>5%</td>
<td>15%</td>
<td>80%</td>
<td>5227</td>
</tr>
</tbody>
</table>
7. Job design and the nature of work

<table>
<thead>
<tr>
<th>Meaningfulness of work</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have the feeling of doing useful work for my organisation</td>
<td>20%</td>
<td>53%</td>
<td>17%</td>
<td>7%</td>
<td>3%</td>
<td>6151</td>
</tr>
<tr>
<td>I have the feeling of doing useful work for my client(s) [freelancers]</td>
<td>29%</td>
<td>56%</td>
<td>10%</td>
<td>4%</td>
<td>1%</td>
<td>411</td>
</tr>
<tr>
<td>I have the feeling of doing useful work for society</td>
<td>14%</td>
<td>35%</td>
<td>26%</td>
<td>17%</td>
<td>7%</td>
<td>6592</td>
</tr>
<tr>
<td>I am highly motivated by my organisation's core purpose</td>
<td>12%</td>
<td>34%</td>
<td>31%</td>
<td>15%</td>
<td>7%</td>
<td>6136</td>
</tr>
<tr>
<td>I am highly motivated by the core purpose of my client(s) [freelancers]</td>
<td>14%</td>
<td>43%</td>
<td>29%</td>
<td>10%</td>
<td>4%</td>
<td>408</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Normal weekly workload</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Far too much</td>
<td>7%</td>
</tr>
<tr>
<td>Too much</td>
<td>25%</td>
</tr>
<tr>
<td>About right</td>
<td>60%</td>
</tr>
<tr>
<td>Too little</td>
<td>7%</td>
</tr>
<tr>
<td>Far too little</td>
<td>1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Qualification-job match</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am over-qualified</td>
<td>32%</td>
</tr>
<tr>
<td>I have the right level of qualifications</td>
<td>64%</td>
</tr>
<tr>
<td>I am under-qualified</td>
<td>4%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Skills-job match</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>I lack some skills required in my current duties</td>
<td>11%</td>
</tr>
<tr>
<td>My present skills correspond well with my duties</td>
<td>51%</td>
</tr>
<tr>
<td>I have the skills to cope with more demanding duties</td>
<td>37%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Job complexity: How often does your main job involve...?</th>
<th>Always</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
<th>Never</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Solving unforeseen problems on your own</td>
<td>19%</td>
<td>42%</td>
<td>30%</td>
<td>8%</td>
<td>2%</td>
<td>6681</td>
</tr>
<tr>
<td>Monotonous tasks</td>
<td>13%</td>
<td>32%</td>
<td>41%</td>
<td>12%</td>
<td>2%</td>
<td>6681</td>
</tr>
<tr>
<td>Complex tasks</td>
<td>13%</td>
<td>34%</td>
<td>33%</td>
<td>18%</td>
<td>3%</td>
<td>6681</td>
</tr>
<tr>
<td>Learning new things</td>
<td>12%</td>
<td>30%</td>
<td>38%</td>
<td>18%</td>
<td>2%</td>
<td>6681</td>
</tr>
<tr>
<td>Interesting tasks</td>
<td>11%</td>
<td>35%</td>
<td>37%</td>
<td>15%</td>
<td>2%</td>
<td>6681</td>
</tr>
<tr>
<td>Autonomy</td>
<td>A lot</td>
<td>Some</td>
<td>A little</td>
<td>None</td>
<td>N</td>
<td></td>
</tr>
<tr>
<td>----------------------------------------------</td>
<td>-------</td>
<td>------</td>
<td>----------</td>
<td>------</td>
<td>-------</td>
<td></td>
</tr>
<tr>
<td>The tasks you do in your job</td>
<td>22%</td>
<td>34%</td>
<td>24%</td>
<td>19%</td>
<td>5676</td>
<td></td>
</tr>
<tr>
<td>The pace at which you work</td>
<td>35%</td>
<td>32%</td>
<td>19%</td>
<td>14%</td>
<td>5672</td>
<td></td>
</tr>
<tr>
<td>How you do your work</td>
<td>42%</td>
<td>33%</td>
<td>17%</td>
<td>9%</td>
<td>5674</td>
<td></td>
</tr>
<tr>
<td>The time you start or finish your working day</td>
<td>25%</td>
<td>23%</td>
<td>18%</td>
<td>33%</td>
<td>5680</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Work resources</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>I usually have enough time to get my work done within my allocated hours</td>
<td>18%</td>
<td>45%</td>
<td>17%</td>
<td>14%</td>
<td>5%</td>
<td>6596</td>
</tr>
<tr>
<td>I have the right equipment to do my job effectively</td>
<td>21%</td>
<td>52%</td>
<td>15%</td>
<td>10%</td>
<td>2%</td>
<td>6614</td>
</tr>
<tr>
<td>I have a suitable space to do my job effectively (e.g. office space or workshop)</td>
<td>25%</td>
<td>49%</td>
<td>15%</td>
<td>9%</td>
<td>3%</td>
<td>6592</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Learning and development</th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>I receive the training and information I need to do my job well</td>
<td>11%</td>
<td>43%</td>
<td>25%</td>
<td>14%</td>
<td>7%</td>
<td>6626</td>
</tr>
<tr>
<td>My job offers good opportunities to develop my skills</td>
<td>10%</td>
<td>38%</td>
<td>25%</td>
<td>17%</td>
<td>10%</td>
<td>6640</td>
</tr>
<tr>
<td>My job offers good prospects for career advancement</td>
<td>7%</td>
<td>23%</td>
<td>29%</td>
<td>26%</td>
<td>16%</td>
<td>6596</td>
</tr>
<tr>
<td>I receive the training and information I need to manage my colleagues well</td>
<td>10%</td>
<td>40%</td>
<td>28%</td>
<td>17%</td>
<td>6%</td>
<td>2569</td>
</tr>
</tbody>
</table>
## 8. Relationships at work

### Quality of work relationships with...

<table>
<thead>
<tr>
<th></th>
<th>Very good</th>
<th>Good</th>
<th>Neither good nor poor</th>
<th>Poor</th>
<th>Very poor</th>
<th>n/a</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your line manager or supervisor</td>
<td>35%</td>
<td>41%</td>
<td>14%</td>
<td>5%</td>
<td>3%</td>
<td>2%</td>
<td>5524</td>
</tr>
<tr>
<td>Other managers at your workplace</td>
<td>20%</td>
<td>47%</td>
<td>17%</td>
<td>5%</td>
<td>2%</td>
<td>9%</td>
<td>5499</td>
</tr>
<tr>
<td>Colleagues in your team</td>
<td>36%</td>
<td>41%</td>
<td>8%</td>
<td>1%</td>
<td>1%</td>
<td>13%</td>
<td>6609</td>
</tr>
<tr>
<td>Other colleagues at your workplace</td>
<td>23%</td>
<td>48%</td>
<td>14%</td>
<td>2%</td>
<td>1%</td>
<td>13%</td>
<td>6592</td>
</tr>
<tr>
<td>Staff who you manage</td>
<td>31%</td>
<td>48%</td>
<td>9%</td>
<td>1%</td>
<td>0%</td>
<td>10%</td>
<td>2587</td>
</tr>
<tr>
<td>Customers, clients or service users</td>
<td>30%</td>
<td>44%</td>
<td>10%</td>
<td>1%</td>
<td>1%</td>
<td>14%</td>
<td>6587</td>
</tr>
<tr>
<td>Suppliers</td>
<td>15%</td>
<td>29%</td>
<td>9%</td>
<td>1%</td>
<td>0%</td>
<td>46%</td>
<td>6500</td>
</tr>
</tbody>
</table>

### Psychological safety

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>If I make a mistake, my manager or supervisor will hold it against me</td>
<td>5%</td>
<td>13%</td>
<td>20%</td>
<td>40%</td>
<td>22%</td>
<td>5161</td>
</tr>
<tr>
<td>People in my team sometimes reject others for being different</td>
<td>4%</td>
<td>17%</td>
<td>18%</td>
<td>31%</td>
<td>29%</td>
<td>5289</td>
</tr>
<tr>
<td>No one in my team would deliberately act in a way that undermines my efforts</td>
<td>23%</td>
<td>43%</td>
<td>16%</td>
<td>13%</td>
<td>5%</td>
<td>5352</td>
</tr>
</tbody>
</table>

### People management: My immediate supervisor, line manager or boss...

<table>
<thead>
<tr>
<th></th>
<th>Strongly agree</th>
<th>Agree</th>
<th>Neither agree nor disagree</th>
<th>Disagree</th>
<th>Strongly disagree</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respects me as a person</td>
<td>29%</td>
<td>46%</td>
<td>17%</td>
<td>5%</td>
<td>3%</td>
<td>5315</td>
</tr>
<tr>
<td>Recognises when I have done a good job</td>
<td>22%</td>
<td>44%</td>
<td>19%</td>
<td>10%</td>
<td>4%</td>
<td>5446</td>
</tr>
<tr>
<td>Is successful in getting people to work together</td>
<td>16%</td>
<td>38%</td>
<td>27%</td>
<td>13%</td>
<td>6%</td>
<td>5370</td>
</tr>
<tr>
<td>Helps me in my job</td>
<td>17%</td>
<td>40%</td>
<td>25%</td>
<td>12%</td>
<td>6%</td>
<td>5465</td>
</tr>
<tr>
<td>Provides useful feedback on my work</td>
<td>15%</td>
<td>39%</td>
<td>25%</td>
<td>15%</td>
<td>7%</td>
<td>5439</td>
</tr>
<tr>
<td>Supports my learning and development</td>
<td>17%</td>
<td>38%</td>
<td>27%</td>
<td>12%</td>
<td>6%</td>
<td>5375</td>
</tr>
<tr>
<td>Can be relied upon to keep their promise</td>
<td>18%</td>
<td>39%</td>
<td>25%</td>
<td>12%</td>
<td>6%</td>
<td>5335</td>
</tr>
<tr>
<td>Is supportive if I have a problem</td>
<td>27%</td>
<td>46%</td>
<td>17%</td>
<td>7%</td>
<td>4%</td>
<td>5373</td>
</tr>
<tr>
<td>Treats me fairly</td>
<td>27%</td>
<td>47%</td>
<td>17%</td>
<td>6%</td>
<td>3%</td>
<td>5458</td>
</tr>
</tbody>
</table>
## 9. Employee voice

### Channels for employee voice available

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>5569</td>
</tr>
<tr>
<td>Trade union</td>
<td>20%</td>
</tr>
<tr>
<td>Non-union staff association or consultation committee</td>
<td>5%</td>
</tr>
<tr>
<td>Employee survey</td>
<td>41%</td>
</tr>
<tr>
<td>On-line forum or chat room for employees (e.g. an enterprise social network, such as Yammer)</td>
<td>12%</td>
</tr>
<tr>
<td>Employee focus groups</td>
<td>11%</td>
</tr>
<tr>
<td>One-to-one meetings with your line manager</td>
<td>57%</td>
</tr>
<tr>
<td>Team meetings</td>
<td>49%</td>
</tr>
<tr>
<td>All department or all organisation meetings</td>
<td>22%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
</tr>
<tr>
<td>None of the above</td>
<td>19%</td>
</tr>
</tbody>
</table>

### Overall, how good or poor would you say managers at your workplace are at…

<table>
<thead>
<tr>
<th>Keeping employees informed of management discussions or decisions</th>
<th>Very good</th>
<th>Good</th>
<th>Neither good nor poor</th>
<th>Poor</th>
<th>Very poor</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>9%</td>
<td>31%</td>
<td>28%</td>
<td>20%</td>
<td>12%</td>
<td></td>
<td>5428</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Seeking the views of employees or employee representatives</th>
<th>Very good</th>
<th>Good</th>
<th>Neither good nor poor</th>
<th>Poor</th>
<th>Very poor</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>8%</td>
<td>32%</td>
<td>29%</td>
<td>18%</td>
<td>12%</td>
<td></td>
<td>5349</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Responding to suggestions from employees or employee representatives</th>
<th>Very good</th>
<th>Good</th>
<th>Neither good nor poor</th>
<th>Poor</th>
<th>Very poor</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>8%</td>
<td>30%</td>
<td>31%</td>
<td>19%</td>
<td>11%</td>
<td></td>
<td>5276</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Allowing employees or employee representatives to influence final decisions</th>
<th>Very good</th>
<th>Good</th>
<th>Neither good nor poor</th>
<th>Poor</th>
<th>Very poor</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>6%</td>
<td>23%</td>
<td>34%</td>
<td>21%</td>
<td>15%</td>
<td></td>
<td>5161</td>
</tr>
</tbody>
</table>

### Overall, how good or poor would you say employee representatives at your workplace are at…

<table>
<thead>
<tr>
<th>Seeking the views of employees</th>
<th>Very good</th>
<th>Good</th>
<th>Neither good nor poor</th>
<th>Poor</th>
<th>Very poor</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>8%</td>
<td>33%</td>
<td>30%</td>
<td>21%</td>
<td>8%</td>
<td></td>
<td>1163</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Representing employee views to senior management</th>
<th>Very good</th>
<th>Good</th>
<th>Neither good nor poor</th>
<th>Poor</th>
<th>Very poor</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>8%</td>
<td>32%</td>
<td>32%</td>
<td>18%</td>
<td>9%</td>
<td></td>
<td>1121</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Keeping employees informed of management discussions or decisions</th>
<th>Very good</th>
<th>Good</th>
<th>Neither good nor poor</th>
<th>Poor</th>
<th>Very poor</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>7%</td>
<td>34%</td>
<td>32%</td>
<td>19%</td>
<td>9%</td>
<td></td>
<td>1167</td>
</tr>
</tbody>
</table>
10. Health and wellbeing

<table>
<thead>
<tr>
<th>To what extent does your work positively or negatively affect the following?</th>
<th>Very positively</th>
<th>Positively</th>
<th>Neither positively nor negatively</th>
<th>Negatively</th>
<th>Very negatively</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Your mental health</td>
<td>8%</td>
<td>27%</td>
<td>38%</td>
<td>23%</td>
<td>4%</td>
<td>6532</td>
</tr>
<tr>
<td>Your physical health</td>
<td>5%</td>
<td>22%</td>
<td>48%</td>
<td>23%</td>
<td>2%</td>
<td>6528</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Always</th>
<th>Often</th>
<th>Sometimes</th>
<th>Rarely</th>
<th>Never</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>At my work I feel full of energy</td>
<td>4%</td>
<td>25%</td>
<td>46%</td>
<td>22%</td>
<td>3%</td>
</tr>
<tr>
<td>I am enthusiastic about my job</td>
<td>16%</td>
<td>36%</td>
<td>33%</td>
<td>12%</td>
<td>3%</td>
</tr>
<tr>
<td>Time flies when I am working</td>
<td>15%</td>
<td>37%</td>
<td>37%</td>
<td>9%</td>
<td>1%</td>
</tr>
<tr>
<td>At my work I feel bored</td>
<td>3%</td>
<td>11%</td>
<td>33%</td>
<td>39%</td>
<td>15%</td>
</tr>
<tr>
<td>At my work I feel miserable</td>
<td>3%</td>
<td>8%</td>
<td>30%</td>
<td>43%</td>
<td>16%</td>
</tr>
<tr>
<td>At my work I feel exhausted</td>
<td>4%</td>
<td>18%</td>
<td>44%</td>
<td>28%</td>
<td>5%</td>
</tr>
<tr>
<td>At my work I feel under excessive pressure</td>
<td>5%</td>
<td>16%</td>
<td>39%</td>
<td>32%</td>
<td>7%</td>
</tr>
</tbody>
</table>

**Health conditions** in the last 12 months

<table>
<thead>
<tr>
<th>Health conditions</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>6603</td>
</tr>
<tr>
<td>Anxiety</td>
<td>30%</td>
</tr>
<tr>
<td>Panic attack(s)</td>
<td>8%</td>
</tr>
<tr>
<td>Depression</td>
<td>20%</td>
</tr>
<tr>
<td>Sleep problems</td>
<td>38%</td>
</tr>
<tr>
<td>Alcohol or drug dependence</td>
<td>2%</td>
</tr>
<tr>
<td>Backache or other bone, joint or muscle problems</td>
<td>40%</td>
</tr>
<tr>
<td>Breathing problems</td>
<td>7%</td>
</tr>
<tr>
<td>Heart problems</td>
<td>3%</td>
</tr>
<tr>
<td>Hearing problems</td>
<td>6%</td>
</tr>
<tr>
<td>Road traffic accidents while commuting to or from work</td>
<td>2%</td>
</tr>
<tr>
<td>Injury due to an accident while at work</td>
<td>2%</td>
</tr>
<tr>
<td>Repetitive strain injury (RSI)</td>
<td>6%</td>
</tr>
<tr>
<td>Skin problems</td>
<td>13%</td>
</tr>
<tr>
<td>Other</td>
<td>6%</td>
</tr>
<tr>
<td>None of the above</td>
<td>29%</td>
</tr>
<tr>
<td>Net: Any non-physical condition</td>
<td>51%</td>
</tr>
<tr>
<td>Net: Any physical condition</td>
<td>52%</td>
</tr>
</tbody>
</table>

Was your job a contributing factor to you experiencing this health-related condition?

<table>
<thead>
<tr>
<th>Health conditions</th>
<th>Yes</th>
<th>No</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anxiety</td>
<td>69%</td>
<td>31%</td>
<td>1777</td>
</tr>
<tr>
<td>Panic attack(s)</td>
<td>59%</td>
<td>41%</td>
<td>499</td>
</tr>
<tr>
<td>Depression</td>
<td>58%</td>
<td>42%</td>
<td>1179</td>
</tr>
<tr>
<td>Sleep problems</td>
<td>61%</td>
<td>39%</td>
<td>2153</td>
</tr>
<tr>
<td>Alcohol or drug dependence</td>
<td>59%</td>
<td>41%</td>
<td>116</td>
</tr>
<tr>
<td>Health Issue</td>
<td>Yes (%)</td>
<td>No (%)</td>
<td>N</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>---------</td>
<td>--------</td>
<td>------</td>
</tr>
<tr>
<td>Backache or other bone, joint or muscle problems</td>
<td>59%</td>
<td>41%</td>
<td>2337</td>
</tr>
<tr>
<td>Breathing problems</td>
<td>21%</td>
<td>79%</td>
<td>381</td>
</tr>
<tr>
<td>Heart problems</td>
<td>32%</td>
<td>68%</td>
<td>152</td>
</tr>
<tr>
<td>Hearing problems</td>
<td>16%</td>
<td>84%</td>
<td>363</td>
</tr>
<tr>
<td>Repetitive strain injury (RSI)</td>
<td>87%</td>
<td>13%</td>
<td>390</td>
</tr>
<tr>
<td>Skin problems</td>
<td>31%</td>
<td>69%</td>
<td>689</td>
</tr>
<tr>
<td>Other</td>
<td>28%</td>
<td>72%</td>
<td>389</td>
</tr>
<tr>
<td>Any</td>
<td>58%</td>
<td>42%</td>
<td>4779</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Health Issue</th>
<th>Yes (%)</th>
<th>No (%)</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anxiety</td>
<td>33%</td>
<td>67%</td>
<td>1877</td>
</tr>
<tr>
<td>Panic attack(s)</td>
<td>31%</td>
<td>69%</td>
<td>523</td>
</tr>
<tr>
<td>Depression</td>
<td>33%</td>
<td>67%</td>
<td>1256</td>
</tr>
<tr>
<td>Sleep problems</td>
<td>22%</td>
<td>78%</td>
<td>2365</td>
</tr>
<tr>
<td>Alcohol or drug dependence</td>
<td>17%</td>
<td>83%</td>
<td>123</td>
</tr>
<tr>
<td>Backache or other bone, joint or muscle problems</td>
<td>39%</td>
<td>61%</td>
<td>2575</td>
</tr>
<tr>
<td>Breathing problems</td>
<td>35%</td>
<td>65%</td>
<td>416</td>
</tr>
<tr>
<td>Heart problems</td>
<td>45%</td>
<td>55%</td>
<td>172</td>
</tr>
<tr>
<td>Hearing problems</td>
<td>35%</td>
<td>65%</td>
<td>385</td>
</tr>
<tr>
<td>Road traffic accidents while commuting to or from work</td>
<td>51%</td>
<td>49%</td>
<td>101</td>
</tr>
<tr>
<td>Injury due to an accident while at work</td>
<td>61%</td>
<td>39%</td>
<td>125</td>
</tr>
<tr>
<td>Repetitive strain injury (RSI)</td>
<td>37%</td>
<td>63%</td>
<td>391</td>
</tr>
<tr>
<td>Skin problems</td>
<td>17%</td>
<td>83%</td>
<td>829</td>
</tr>
<tr>
<td>Other</td>
<td>59%</td>
<td>41%</td>
<td>428</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Health Issue</th>
<th>Yes (%)</th>
<th>No (%)</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Presenteeism</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>In the last three months have you ever worked in your main job despite not feeling well enough to perform your duties?</td>
<td>54%</td>
<td>46%</td>
<td>6681</td>
</tr>
<tr>
<td>[If yes] Did you feel pressure to work from:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>…your manager?</td>
<td>34%</td>
<td>66%</td>
<td>2958</td>
</tr>
<tr>
<td>…your colleagues?</td>
<td>21%</td>
<td>79%</td>
<td>3186</td>
</tr>
<tr>
<td>…yourself?</td>
<td>88%</td>
<td>12%</td>
<td>3543</td>
</tr>
</tbody>
</table>
**Sleep**

<table>
<thead>
<tr>
<th>Typical hours of actual sleep during the past month</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
</tr>
<tr>
<td>Four or less</td>
</tr>
<tr>
<td>Five</td>
</tr>
<tr>
<td>Six</td>
</tr>
<tr>
<td>Seven</td>
</tr>
<tr>
<td>Eight</td>
</tr>
<tr>
<td>Nine</td>
</tr>
<tr>
<td>More than nine</td>
</tr>
<tr>
<td>Mean</td>
</tr>
<tr>
<td>Std. dev</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sleep quality in the last month</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
</tr>
<tr>
<td>Very good</td>
</tr>
<tr>
<td>Fairly good</td>
</tr>
<tr>
<td>Fairly bad</td>
</tr>
<tr>
<td>Very bad</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>How often have you had trouble staying awake while working, driving, eating meals, or engaging in social activity?</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
</tr>
<tr>
<td>Not during the past month</td>
</tr>
<tr>
<td>Less than once a week</td>
</tr>
<tr>
<td>Once or twice a week</td>
</tr>
<tr>
<td>Three or more times week</td>
</tr>
</tbody>
</table>

**Alcohol and drugs**

<table>
<thead>
<tr>
<th>Taken time off work because of alcohol or drugs in the last 12 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
</tr>
<tr>
<td>Yes – alcohol</td>
</tr>
<tr>
<td>Yes – drugs</td>
</tr>
<tr>
<td>Yes – drugs and alcohol</td>
</tr>
<tr>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Ability to perform duties in job affected by alcohol or drugs in the last 12 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
</tr>
<tr>
<td>Yes – alcohol</td>
</tr>
<tr>
<td>Yes – drugs</td>
</tr>
<tr>
<td>Yes – drugs and alcohol</td>
</tr>
<tr>
<td>No</td>
</tr>
</tbody>
</table>
Smart drugs (pharmaceutical nootropics or cognitive enhancers, e.g. Ritalin, Modafinil and amphetamines taken in last year to improve performance at work)

<p>| | | | | | | |</p>
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<thead>
<tr>
<th></th>
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<th></th>
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</thead>
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<td></td>
</tr>
<tr>
<td>Net: ever</td>
<td>1%</td>
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### 11. CIPD Good Work Index

In order to obtain accurate comparisons of means across more detailed occupational groups we aggregate the data across the last three years of the UK Working Lives survey.

#### Good Work Indices: mean scores for 2018-2019 by National Statistics Socio-Economic Classification (NS-SEC)

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<tr>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher managerial and professional</td>
<td>0.51</td>
<td>0.88</td>
<td>0.51</td>
<td>0.64</td>
<td>0.73</td>
<td>0.32</td>
<td>0.60</td>
</tr>
<tr>
<td>Lower managerial and professional</td>
<td>0.46</td>
<td>0.87</td>
<td>0.51</td>
<td>0.60</td>
<td>0.71</td>
<td>0.31</td>
<td>0.59</td>
</tr>
<tr>
<td>Intermediate occupations</td>
<td>0.43</td>
<td>0.87</td>
<td>0.54</td>
<td>0.55</td>
<td>0.70</td>
<td>0.31</td>
<td>0.60</td>
</tr>
<tr>
<td>Small employers and own accounts</td>
<td>0.39</td>
<td>0.82</td>
<td>0.56</td>
<td>0.62</td>
<td>0.83</td>
<td>0.01</td>
<td>0.65</td>
</tr>
<tr>
<td>Lower supervisory and technical</td>
<td>0.43</td>
<td>0.86</td>
<td>0.50</td>
<td>0.57</td>
<td>0.67</td>
<td>0.32</td>
<td>0.58</td>
</tr>
<tr>
<td>Semi-routine occupations</td>
<td>0.40</td>
<td>0.82</td>
<td>0.54</td>
<td>0.52</td>
<td>0.67</td>
<td>0.29</td>
<td>0.57</td>
</tr>
<tr>
<td>Routine occupations</td>
<td>0.40</td>
<td>0.82</td>
<td>0.54</td>
<td>0.50</td>
<td>0.66</td>
<td>0.26</td>
<td>0.61</td>
</tr>
<tr>
<td>Total</td>
<td>0.45</td>
<td>0.86</td>
<td>0.52</td>
<td>0.59</td>
<td>0.71</td>
<td>0.29</td>
<td>0.60</td>
</tr>
<tr>
<td>Total N, 2018-2020</td>
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<td>14977</td>
<td>14977</td>
<td>14967</td>
<td>14097</td>
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### Pay and Benefits Index: mean scores for 2018-2019 ranked by Standard Occupational Classification (2-digit)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Mean Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>21 Scientists</td>
<td>0.51</td>
</tr>
<tr>
<td>11 Directors</td>
<td>0.51</td>
</tr>
<tr>
<td>24 Business professionals</td>
<td>0.49</td>
</tr>
<tr>
<td>35 Business associates</td>
<td>0.48</td>
</tr>
<tr>
<td>31 Science associates</td>
<td>0.45</td>
</tr>
<tr>
<td>52 Skilled metal and electrical</td>
<td>0.45</td>
</tr>
<tr>
<td>72 Customer services</td>
<td>0.45</td>
</tr>
<tr>
<td>Total</td>
<td>0.45</td>
</tr>
<tr>
<td>41 Administration</td>
<td>0.43</td>
</tr>
<tr>
<td>81 Process and machine operatives</td>
<td>0.43</td>
</tr>
<tr>
<td>53 Skilled construction</td>
<td>0.43</td>
</tr>
<tr>
<td>22 Healthcare professionals</td>
<td>0.43</td>
</tr>
<tr>
<td>51 Skilled agricultural</td>
<td>0.43</td>
</tr>
<tr>
<td>62 Leisure and personal services</td>
<td>0.42</td>
</tr>
<tr>
<td>32 Healthcare associates</td>
<td>0.42</td>
</tr>
<tr>
<td>42 Secretarial</td>
<td>0.42</td>
</tr>
<tr>
<td>23 Teachers</td>
<td>0.42</td>
</tr>
<tr>
<td>33 Protective services</td>
<td>0.42</td>
</tr>
<tr>
<td>82 Transport and drivers</td>
<td>0.41</td>
</tr>
<tr>
<td>92 Elementary administration</td>
<td>0.41</td>
</tr>
<tr>
<td>12 Managers</td>
<td>0.41</td>
</tr>
<tr>
<td>71 Sales occupations</td>
<td>0.40</td>
</tr>
<tr>
<td>91 Elementary trades</td>
<td>0.39</td>
</tr>
<tr>
<td>34 Culture, media and sports</td>
<td>0.39</td>
</tr>
<tr>
<td>61 Personal carers</td>
<td>0.35</td>
</tr>
<tr>
<td>54 Textiles and printing</td>
<td>0.34</td>
</tr>
<tr>
<td>N (2018-2020)</td>
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</table>
### Employment Contracts Index: mean scores for 2018-2019 ranked by Standard Occupational Classification (2-digit)

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Mean Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>31 Science associates</td>
<td>0.89</td>
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<td>35 Business associates</td>
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</tr>
<tr>
<td>21 Scientists</td>
<td>0.88</td>
</tr>
<tr>
<td>11 Directors</td>
<td>0.88</td>
</tr>
<tr>
<td>22 Healthcare professionals</td>
<td>0.87</td>
</tr>
<tr>
<td>52 Skilled metal and electrical</td>
<td>0.87</td>
</tr>
<tr>
<td>72 Customer services</td>
<td>0.87</td>
</tr>
<tr>
<td>12 Managers</td>
<td>0.87</td>
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<tr>
<td>33 Protective services</td>
<td>0.87</td>
</tr>
<tr>
<td>41 Administration</td>
<td>0.87</td>
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<tr>
<td>24 Business professionals</td>
<td>0.87</td>
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<tr>
<td>51 Skilled agricultural</td>
<td>0.86</td>
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<tr>
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<tr>
<td>23 Teachers</td>
<td>0.83</td>
</tr>
<tr>
<td>82 Transport and drivers</td>
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<tr>
<td>62 Leisure and personal services</td>
<td>0.83</td>
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<tr>
<td>71 Sales occupations</td>
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<td>61 Personal carers</td>
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<td>34 Culture, media and sports</td>
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<td>Work-Life Balance Index: mean scores for 2018-2019 ranked by Standard Occupational Classification (2-digit)</td>
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</tr>
<tr>
<td>--------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>51 Skilled agricultural</td>
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</tr>
<tr>
<td>42 Secretarial</td>
<td>0.56</td>
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<tr>
<td>71 Sales occupations</td>
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<tr>
<td>34 Culture, media and sports</td>
<td>0.55</td>
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<tr>
<td>41 Administration</td>
<td>0.55</td>
</tr>
<tr>
<td>92 Elementary administration</td>
<td>0.55</td>
</tr>
<tr>
<td>62 Leisure and personal services</td>
<td>0.53</td>
</tr>
<tr>
<td>32 Healthcare associates</td>
<td>0.53</td>
</tr>
<tr>
<td>53 Skilled construction</td>
<td>0.52</td>
</tr>
<tr>
<td>72 Customer services</td>
<td>0.52</td>
</tr>
<tr>
<td>Total</td>
<td>0.52</td>
</tr>
<tr>
<td>61 Personal carers</td>
<td>0.52</td>
</tr>
<tr>
<td>21 Scientists</td>
<td>0.52</td>
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<tr>
<td>35 Business associates</td>
<td>0.52</td>
</tr>
<tr>
<td>54 Textiles and printing</td>
<td>0.52</td>
</tr>
<tr>
<td>12 Managers</td>
<td>0.51</td>
</tr>
<tr>
<td>81 Process and machine operatives</td>
<td>0.51</td>
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<tr>
<td>52 Skilled metal and electrical</td>
<td>0.51</td>
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<tr>
<td>24 Business professionals</td>
<td>0.51</td>
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<tr>
<td>31 Science associates</td>
<td>0.51</td>
</tr>
<tr>
<td>91 Elementary trades</td>
<td>0.50</td>
</tr>
<tr>
<td>11 Directors</td>
<td>0.49</td>
</tr>
<tr>
<td>82 Transport and drivers</td>
<td>0.49</td>
</tr>
<tr>
<td>33 Protective services</td>
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<td>22 Healthcare professionals</td>
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</tr>
<tr>
<td>23 Teachers</td>
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<td>Job Design and Nature of Work Index: mean scores for 2018-2019 ranked by Standard Occupational Classification (2-digit)</td>
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<tr>
<td>---------------------------------------------------------------</td>
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</tr>
<tr>
<td>51 Skilled agricultural</td>
<td>0.66</td>
</tr>
<tr>
<td>22 Healthcare professionals</td>
<td>0.65</td>
</tr>
<tr>
<td>24 Business professionals</td>
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<tr>
<td>11 Directors</td>
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</tr>
<tr>
<td>23 Teachers</td>
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</tr>
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<td>34 Culture, media and sports</td>
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<tr>
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<td>35 Business associates</td>
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<td>61 Personal carers</td>
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</tr>
<tr>
<td>31 Science associates</td>
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<tr>
<td>52 Skilled metal and electrical</td>
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<tr>
<td>62 Leisure and personal services</td>
<td>0.57</td>
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<tr>
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</tr>
<tr>
<td>81 Process and machine operatives</td>
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<tr>
<td>54 Textiles and printing</td>
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<td>0.52</td>
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<tr>
<td>82 Transport and drivers</td>
<td>0.51</td>
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<tr>
<td>91 Elementary trades</td>
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<td>71 Sales occupations</td>
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<td>Relationships at Work Index: mean scores for 2018-2019 ranked by Standard Occupational Classification (2-digit)</td>
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<tr>
<td>Position</td>
<td>Occupation</td>
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<td>----------</td>
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<td>Culture, media and sports</td>
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<td>Managers</td>
</tr>
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<td>24</td>
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<td>11</td>
<td>Directors</td>
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<td>Scientists</td>
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<td>Protective services</td>
</tr>
<tr>
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<td>Process and machine operatives</td>
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</tr>
<tr>
<td>33 Protective services</td>
<td>0.34</td>
</tr>
<tr>
<td>21 Scientists</td>
<td>0.33</td>
</tr>
<tr>
<td>11 Directors</td>
<td>0.32</td>
</tr>
<tr>
<td>31 Science associates</td>
<td>0.32</td>
</tr>
<tr>
<td>23 Teachers</td>
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</tr>
<tr>
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<td>0.29</td>
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<td><strong>Total</strong></td>
<td><strong>0.29</strong></td>
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<td>0.28</td>
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<td>0.25</td>
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<tr>
<td>62 Leisure and personal services</td>
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<td>82 Transport and drivers</td>
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</tr>
<tr>
<td>91 Elementary trades</td>
<td>0.23</td>
</tr>
<tr>
<td>54 Textiles and printing</td>
<td>0.22</td>
</tr>
<tr>
<td>12 Managers</td>
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</tr>
<tr>
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<tr>
<td>34 Culture, media and sports</td>
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<td>51 Skilled agricultural</td>
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<tr>
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<td>Health and Wellbeing Index: mean scores for 2018-2019 ranked by Standard Occupational Classification (2-digit)</td>
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<tr>
<td>---------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
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<tr>
<td>34 Culture, media and sports</td>
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</tr>
<tr>
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<td>0.62</td>
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<tr>
<td>12 Managers</td>
<td>0.61</td>
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<tr>
<td>53 Skilled construction</td>
<td>0.61</td>
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<tr>
<td>52 Skilled metal and electrical</td>
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<tr>
<td>82 Transport and drivers</td>
<td>0.60</td>
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<tr>
<td>91 Elementary trades</td>
<td>0.60</td>
</tr>
<tr>
<td>24 Business professionals</td>
<td>0.60</td>
</tr>
<tr>
<td>21 Scientists</td>
<td>0.60</td>
</tr>
<tr>
<td>11 Directors</td>
<td>0.60</td>
</tr>
<tr>
<td>32 Healthcare associates</td>
<td>0.60</td>
</tr>
<tr>
<td>Total</td>
<td>0.60</td>
</tr>
<tr>
<td>62 Leisure and personal services</td>
<td>0.60</td>
</tr>
<tr>
<td>92 Elementary administration</td>
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</tr>
<tr>
<td>42 Secretarial</td>
<td>0.59</td>
</tr>
<tr>
<td>31 Science associates</td>
<td>0.59</td>
</tr>
<tr>
<td>81 Process and machine operatives</td>
<td>0.58</td>
</tr>
<tr>
<td>54 Textiles and printing</td>
<td>0.58</td>
</tr>
<tr>
<td>61 Personal carers</td>
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</tr>
<tr>
<td>23 Teachers</td>
<td>0.58</td>
</tr>
<tr>
<td>33 Protective services</td>
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</tr>
<tr>
<td>22 Healthcare professionals</td>
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<tr>
<td>71 Sales occupations</td>
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<td>72 Customer services</td>
<td>0.55</td>
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<td>N (2018-2020)</td>
<td>15353</td>
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