

	Total	Gender		Sector			Salary				
	Base	Male	Female	private sector	public sector	third sector	Less than £15,000	£15,000 to £24,999	£25,000 to £34,999	£35,000 to £49,999	£50,000 or more

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

Unweighted base	2355	1130	1225	1241	912	156	446	634	461	346	171
Base: All GB Adults who are employees	2415	1174	1241	1306	898	144	485	662	492	333	151
agree	20%	23%	17%	25%	11%	29%	17%	20%	22%	26%	31%
disagree	58%	56%	61%	51%	73%	52%	61%	59%	63%	56%	51%
net agree	-38%	-33%	-43%	-26%	-62%	-24%	-45%	-39%	-41%	-30%	-20%

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

agree	40%	43%	36%	38%	44%	30%	24%	39%	46%	48%	67%
disagree	34%	32%	35%	38%	29%	36%	49%	32%	29%	31%	17%
net agree	6%	11%	1%	0%	15%	-5%	-24%	7%	17%	17%	50%

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

agree	57%	58%	57%	55%	65%	46%	59%	60%	58%	55%	45%
disagree	12%	13%	11%	14%	10%	21%	7%	11%	14%	17%	27%
net agree	45%	44%	46%	41%	55%	25%	52%	49%	44%	38%	19%

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

agree	47%	47%	47%	45%	53%	39%	52%	48%	48%	46%	36%
disagree	17%	19%	16%	16%	18%	23%	13%	14%	19%	25%	29%
net agree	30%	28%	31%	28%	36%	16%	39%	34%	28%	21%	8%

BTE_q8_6. All staff should have a say in the pay of those at the top of organisations

agree	48%	49%	48%	44%	55%	56%	48%	52%	49%	49%	36%
disagree	20%	23%	17%	23%	16%	19%	16%	17%	21%	27%	37%
net agree	28%	26%	30%	21%	38%	36%	32%	36%	28%	22%	-1%

BTE_q8_7. My employer can afford to give better pay rises than those given to staff

agree	50%	53%	47%	56%	44%	41%	53%	53%	50%	46%	51%
disagree	16%	15%	18%	13%	21%	25%	15%	15%	19%	18%	22%
net agree	34%	38%	29%	44%	23%	16%	38%	38%	32%	28%	29%

BTE_q8_8. A performance related pay system at my workplace is fairly operated

agree	19%	18%	20%	20%	17%	13%	14%	18%	22%	21%	33%
disagree	28%	31%	26%	29%	30%	23%	24%	31%	30%	33%	22%
net agree	-10%	-13%	-6%	-9%	-13%	-10%	-11%	-13%	-8%	-11%	11%

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

BTE_q9. The Living Wage is currently £7.65 an hour outside London and £8.80 in London.

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

They pay at least the living wage to all staff	53%	53%	53%	49%	60%	61%	35%	51%	60%	71%	73%
They do not pay the living wage to all staff, but I think they could afford to do so	25%	24%	26%	31%	15%	22%	48%	26%	16%	13%	7%
They do not pay the living wage to all staff and could not afford to do so	6%	7%	6%	7%	6%	11%	8%	7%	7%	5%	4%