

The CIPD logo is displayed in a large, bold, white sans-serif font. The background of the entire page is a grayscale photograph of an industrial manufacturing setting, featuring a conveyor belt with numerous cylindrical metal parts, a wire mesh structure, and various mechanical components.

CIPD

Championing better
work and working lives

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

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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	
N	6585
Non-religious	57%
Christian	36%
Other	5%

Sexual orientation	
N	6679
Heterosexual	87%
Gay or lesbian	5%
Bisexual	4%
Other	1%
Prefer not to say	3%

Household size: How many people, including yourself, are there in your household?	
N	6676
1	19%
2	40%
3	20%
4	15%
5	4%
6 or more	2%
Prefer not to say	1%

Disability or long-term health issues in last 12 months	
N	6558
Yes, limited a lot	3%
Yes, limited a little	15%
No	82%

Organisational characteristics

Organisation size (number of workers)	
N	6275
1 to 9	26%
10 to 49	13%
50 to 249	12%
250 to 999	11%
1000+	37%

Organisation sector	
N	6590
Private sector	76%
Public sector	18%
Third/voluntary sector	6%

Organisation industry	
N	6681
Primary industries	1%
Manufacturing	6%
Waste management	0%
Utilities	1%
Construction	6%
Retail	14%
Hospitality	7%
Transport and storage	5%
Information and communication	12%
Finance and insurance	3%
Real estate activities	2%
Professional, scientific and technical	8%
Arts, entertainment and recreation	2%
Public administration and defence	7%
Emergency services	1%
Education	7%
Health and Social Work	10%
Charity/membership organisation	2%
Other	5%

Central work attitudes

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

Job satisfaction	
N	6674
Very satisfied	23%
Satisfied	46%
Neither satisfied nor dissatisfied	17%
Dissatisfied	10%
Very dissatisfied	4%

Intention to quit: How likely or unlikely do you think it is that you will voluntarily quit your job in the next 12 months?	
N	6388
Very likely	6%
Likely	12%
Neither likely nor unlikely	20%
Unlikely	24%
Very unlikely	39%

Effort and performance

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

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N
Task performance:						
I achieve the objectives of the job, fulfil all the requirements	31%	56%	11%	2%	0%	6595
I am competent in all areas of the job, handle tasks with proficiency	32%	53%	12%	3%	0%	6609
Contextual performance:						
I volunteer to do things not formally required by the job	14%	44%	26%	12%	5%	6543
I help others when their workload increases (assist others until they get over the hurdles)	16%	55%	21%	5%	3%	6390
I make innovative suggestions to improve the overall quality of my team or department	16%	44%	27%	9%	4%	6423

2. Occupations

National Statistics Socio-Economic Classification (NS-SEC)	
Higher managerial and professional	24%
Lower managerial and professional	31%
Intermediate occupations	16%
Small employers and own accounts	7%
Lower supervisory and technical	5%
Semi-routine occupations	12%
Routine occupations	5%
N	6495

Standard Occupational Classification (SOC) 1-digit	
Managers and senior officials	12%
Professionals	25%
Associate professional and technical	17%
Admin and secretarial	15%
Skilled trades	7%
Caring, leisure, and other services	5%
Sales and customer services	8%
Process, plant, machine operatives	4%
Elementary	5%
Missing	3%
N	6681

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

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

Line management responsibility	
N	6681
Yes	25%
Sometimes	15%
No	60%

3. Job progression and mobility

Tenure	
N	6676
6 months or less	8%
More than 6 months up to a year	7%
More than a year up to 2 years	12%
More than 2 years up to 5 years	22%
More than 5 years up to 10 years	19%
More than 10 years up to 15 years	13%
More than 15 years up to 20 years	8%
More than 20 years	12%

Before you started your current job, were you:	
N	6681
Working in another job in the same organisation	14%
Employed by a different organisation	60%
Self-employed	8%
Taking a career break	4%
Unemployed	5%
In full-time education	7%
Retired	1%
Other	2%

Compared to your last job, is your current job:	
N	4878
Better paid	52%
Similarly paid	28%
Lower paid	21%

And compared to your last job, does your current job involve:	
N	4878
More responsibility	49%
About the same responsibility	32%
Less responsibility	19%

4. Pay and benefits

Pay satisfaction: Considering my responsibilities and achievements in my job, I feel I get paid appropriately	
N	6645
Strongly agree	8%
Agree	40%
Neither agree nor disagree	19%
Disagree	25%
Strongly disagree	9%

Total payment bands	
N	4304
under £5,000 per year	3%
£5,000 to £9,999 per year	4%
£10,000 to £14,999 per year	5%
£15,000 to £19,999 per year	19%
£20,000 to £24,999 per year	16%
£25,000 to £29,999 per year	12%
£30,000 to £34,999 per year	9%
£35,000 to £39,999 per year	7%
£40,000 to £44,999 per year	5%
£45,000 to £49,999 per year	4%
£50,000 to £59,999 per year	5%
£60,000 to £69,999 per year	3%
£70,000 to £99,999 per year	4%
£100,000 and over	4%
Mean	£53,195
Median	£26,000

Pension plan	
N	5265
Currently in a defined benefit plan (such as final salary or career average pension)	24%
Currently in a defined contribution plan (such as a group personal pension, stakeholder pension or NEST pension)	38%
Definitely in a plan but cannot remember whether it is a defined benefit or defined contribution plan	15%
No	22%

Employer pension contribution as a percentage of salary	
N	2713
Zero per cent	1%
1 per cent	2%
2 per cent	8%
3 per cent	19%
4 per cent	9%
5 per cent	19%
6 per cent	10%
7 per cent	4%
8 per cent	5%
9 per cent	3%
10 per cent	6%
11 – 15 per cent	9%
16 per cent or more	5%
Mean	6.4
Median	5

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

5. Contracts

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

How well does this suit your personal circumstances?	
N	6670
Very well	68%
Fairly well	28%
Not very well	3%
Not at all well	1%

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

Contracted hours per week?	
N	5422
Mean	32.6
Std. dev	11.5

How often, if at all, do you have to work at short notice?	
N	6382
Net: At least once a week	15%
Net: At least once a month	30%
Less often	23%
Never	47%

Job security: How likely do you think it is that you could lose your job in the next 12 months?	
N	6152
Very likely	4%
Likely	9%
Neither likely nor unlikely	25%
Unlikely	33%
Very unlikely	29%

How easy or difficult do you think it would be for you to find another job at least as good as your current one?	
N	6216
Very easy	5%
Fairly easy	23%
Neither easy nor difficult	24%
Fairly difficult	31%
Very difficult	17%

6. Work–life balance

Usual working hours per week, including paid or unpaid overtime	
N	6681
Mean	34.3
Std. dev	13.6

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?	
N	6681
Mean	28.4
Std. dev	11.4

Usual commuting time (minutes per day)	
N	6681
Mean	48.1
Std. dev	49.8

Work-family conflict	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N
I find it difficult to fulfil my commitments outside of my job because of the amount of time I spend on my job	5%	19%	20%	37%	19%	6651
I find it difficult to do my job properly because of my commitments outside of work	1%	6%	14%	50%	30%	6662
I find it difficult to relax in my personal time because of my job	4%	19%	19%	36%	21%	6661

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?	
N	6507
Very easy	28%
Fairly easy	35%
Neither easy nor difficult	14%
Fairly difficult	12%
Very difficult	11%

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

7. Job design and the nature of work

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

Normal weekly workload	
N	6577
Far too much	7%
Too much	25%
About right	60%
Too little	7%
Far too little	1%

Qualification-job match	
N	6518
I am over-qualified	32%
I have the right level of qualifications	64%
I am under-qualified	4%

Skills-job match	
N	6546
I lack some skills required in my current duties	11%
My present skills correspond well with my duties	51%
I have the skills to cope with more demanding duties	37%

Job complexity: How often does your main job involve...?	Always	Often	Sometimes	Rarely	Never	N
Solving unforeseen problems on your own	19%	42%	30%	8%	2%	6681
Monotonous tasks	13%	32%	41%	12%	2%	6681
Complex tasks	13%	34%	33%	18%	3%	6681
Learning new things	12%	30%	38%	18%	2%	6681
Interesting tasks	11%	35%	37%	15%	2%	6681

Autonomy	A lot	Some	A little	None	N
The tasks you do in your job	22%	34%	24%	19%	5676
The pace at which you work	35%	32%	19%	14%	5672
How you do your work	42%	33%	17%	9%	5674
The time you start or finish your working day	25%	23%	18%	33%	5680

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

Learning and development	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N
I receive the training and information I need to do my job well	11%	43%	25%	14%	7%	6626
My job offers good opportunities to develop my skills	10%	38%	25%	17%	10%	6640
My job offers good prospects for career advancement	7%	23%	29%	26%	16%	6596
I receive the training and information I need to manage my colleagues well	10%	40%	28%	17%	6%	2569

8. Relationships at work

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

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

People management: My immediate supervisor, line manager or boss...	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	N
Respects me as a person	29%	46%	17%	5%	3%	5315
Recognises when I have done a good job	22%	44%	19%	10%	4%	5446
Is successful in getting people to work together	16%	38%	27%	13%	6%	5370
Helps me in my job	17%	40%	25%	12%	6%	5465
Provides useful feedback on my work	15%	39%	25%	15%	7%	5439
Supports my learning and development	17%	38%	27%	12%	6%	5375
Can be relied upon to keep their promise	18%	39%	25%	12%	6%	5335
Is supportive if I have a problem	27%	46%	17%	7%	4%	5373
Treats me fairly	27%	47%	17%	6%	3%	5458

9. Employee voice

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

Overall, how good or poor would you say managers at your workplace are at...	Very good	Good	Neither good nor poor	Poor	Very poor	N
Keeping employees informed of management discussions or decisions	9%	31%	28%	20%	12%	5428
Seeking the views of employees or employee representatives	8%	32%	29%	18%	12%	5349
Responding to suggestions from employees or employee representatives	8%	30%	31%	19%	11%	5276
Allowing employees or employee representatives to influence final decisions	6%	23%	34%	21%	15%	5161

Overall, how good or poor would you say employee representatives at your workplace are at...	Very good	Good	Neither good nor poor	Poor	Very poor	N
Seeking the views of employees	8%	33%	30%	21%	8%	1163
Representing employee views to senior management	8%	32%	32%	18%	9%	1121
Keeping employees informed of management discussions or decisions	7%	34%	32%	19%	9%	1167

10. Health and wellbeing

To what extent does your work positively or negatively affect the following?	Very positively	Positively	Neither positively nor negatively	Negatively	Very negatively	N
Your mental health	8%	27%	38%	23%	4%	6532
Your physical health	5%	22%	48%	23%	2%	6528

	Always	Often	Sometimes	Rarely	Never	N
At my work I feel full of energy	4%	25%	46%	22%	3%	6681
I am enthusiastic about my job	16%	36%	33%	12%	3%	6681
Time flies when I am working	15%	37%	37%	9%	1%	6681
At my work I feel bored	3%	11%	33%	39%	15%	6681
At my work I feel miserable	3%	8%	30%	43%	16%	6681
At my work I feel exhausted	4%	18%	44%	28%	5%	6681
At my work I feel under excessive pressure	5%	16%	39%	32%	7%	6681

Health conditions in the last 12 months	
N	6603
Anxiety	30%
Panic attack(s)	8%
Depression	20%
Sleep problems	38%
Alcohol or drug dependence	2%
Backache or other bone, joint or muscle problems	40%
Breathing problems	7%
Heart problems	3%
Hearing problems	6%
Road traffic accidents while commuting to or from work	2%
Injury due to an accident while at work	2%
Repetitive strain injury (RSI)	6%
Skin problems	13%
Other	6%
None of the above	29%
Net: Any non-physical condition	51%
Net: Any physical condition	52%

Was your job a contributing factor to you experiencing this health-related condition?	Yes	No	N
Anxiety	69%	31%	1777
Panic attack(s)	59%	41%	499
Depression	58%	42%	1179
Sleep problems	61%	39%	2153
Alcohol or drug dependence	59%	41%	116

Backache or other bone, joint or muscle problems	59%	41%	2337
Breathing problems	21%	79%	381
Heart problems	32%	68%	152
Hearing problems	16%	84%	363
Repetitive strain injury (RSI)	87%	13%	390
Skin problems	31%	69%	689
Other	28%	72%	389
Any	58%	42%	4779

Have you ever discussed your health issue(s) with your current boss or employer?	Yes	No	N
Anxiety	33%	67%	1877
Panic attack(s)	31%	69%	523
Depression	33%	67%	1256
Sleep problems	22%	78%	2365
Alcohol or drug dependence	17%	83%	123
Backache or other bone, joint or muscle problems	39%	61%	2575
Breathing problems	35%	65%	416
Heart problems	45%	55%	172
Hearing problems	35%	65%	385
Road traffic accidents while commuting to or from work	51%	49%	101
Injury due to an accident while at work	61%	39%	125
Repetitive strain injury (RSI)	37%	63%	391
Skin problems	17%	83%	829
Other	59%	41%	428

Has your employer given you advice or help on the following health issue(s) and, if so, was it useful?	
N	6681
Net: offered support and was useful	15%
Net: offered support but not useful	10%
Net: not offered support	49%

Presenteeism	Yes	No	N
In the last three months have you ever worked in your main job despite not feeling well enough to perform your duties?	54%	46%	6681
[If yes] Did you feel pressure to work from: ...your manager?	34%	66%	2958
...your colleagues?	21%	79%	3186
...yourself?	88%	12%	3543

Sleep

Typical hours of actual sleep during the past month	
N	6681
Four or less	5%
Five	14%
Six	28%
Seven	33%
Eight	18%
Nine	2%
More than nine	0%
Mean	6.5
Std. dev	1.3

Sleep quality in the last month	
N	6681
Very good	11%
Fairly good	52%
Fairly bad	32%
Very bad	5%

How often have you had trouble staying awake while working, driving, eating meals, or engaging in social activity?	
N	6681
Not during the past month	68%
Less than once a week	19%
Once or twice a week	10%
Three or more times week	3%

Alcohol and drugs

Taken time off work because of alcohol or drugs in the last 12 months	
N	6660
Yes – alcohol	2%
Yes – drugs	0.3%
Yes – drugs and alcohol	0.4%
No	97%

Ability to perform duties in job affected by alcohol or drugs in the last 12 months	
N	6653
Yes – alcohol	4%
Yes – drugs	0.4%
Yes – drugs and alcohol	0.5%
No	95%

Smart drugs (pharmaceutical nootropics or cognitive enhancers, e.g. Ritalin, Modafinil and amphetamines taken in last year to improve performance at work)	
N	6681
Never	99%
Net: ever	1%

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)							
	Pay and Benefits	Contracts	Work-Life Balance	Job Design	Relationships at Work	Employee Voice	Health and Wellbeing
Higher managerial and professional	0.51	0.88	0.51	0.64	0.73	0.32	0.60
Lower managerial and professional	0.46	0.87	0.51	0.60	0.71	0.31	0.59
Intermediate occupations	0.43	0.87	0.54	0.55	0.70	0.31	0.60
Small employers and own accounts	0.39	0.82	0.56	0.62	0.83	0.01	0.65
Lower supervisory and technical	0.43	0.86	0.50	0.57	0.67	0.32	0.58
Semi-routine occupations	0.40	0.82	0.54	0.52	0.67	0.29	0.57
Routine occupations	0.40	0.82	0.54	0.50	0.66	0.26	0.61
Total	0.45	0.86	0.52	0.59	0.71	0.29	0.60
Total N, 2018-2020	14977	14977	14977	14967	14097	14977	14725

Pay and Benefits Index: mean scores for 2018-2019 ranked by Standard Occupational Classification (2-digit)	
21 Scientists	0.51
11 Directors	0.51
24 Business professionals	0.49
35 Business associates	0.48
31 Science associates	0.45
52 Skilled metal and electrical	0.45
72 Customer services	0.45
Total	0.45
41 Administration	0.43
81 Process and machine operatives	0.43
53 Skilled construction	0.43
22 Healthcare professionals	0.43
51 Skilled agricultural	0.43
62 Leisure and personal services	0.42
32 Healthcare associates	0.42
42 Secretarial	0.42
23 Teachers	0.42
33 Protective services	0.42
82 Transport and drivers	0.41
92 Elementary administration	0.41
12 Managers	0.41
71 Sales occupations	0.40
91 Elementary trades	0.39
34 Culture, media and sports	0.39
61 Personal carers	0.35
54 Textiles and printing	0.34
N (2018-2020)	15620

Employment Contracts Index: mean scores for 2018-2019 ranked by Standard Occupational Classification (2-digit)	
31 Science associates	0.89
35 Business associates	0.88
21 Scientists	0.88
11 Directors	0.88
22 Healthcare professionals	0.87
52 Skilled metal and electrical	0.87
72 Customer services	0.87
12 Managers	0.87
33 Protective services	0.87
41 Administration	0.87
24 Business professionals	0.87
51 Skilled agricultural	0.86
Total	0.86
32 Healthcare associates	0.85
81 Process and machine operatives	0.85
91 Elementary trades	0.84
42 Secretarial	0.84
54 Textiles and printing	0.84
53 Skilled construction	0.83
23 Teachers	0.83
82 Transport and drivers	0.83
62 Leisure and personal services	0.83
71 Sales occupations	0.82
92 Elementary administration	0.80
61 Personal carers	0.79
34 Culture, media and sports	0.78
N (2018-2020)	15620

Work-Life Balance Index: mean scores for 2018-2019 ranked by Standard Occupational Classification (2-digit)	
51 Skilled agricultural	0.57
42 Secretarial	0.56
71 Sales occupations	0.56
34 Culture, media and sports	0.55
41 Administration	0.55
92 Elementary administration	0.55
62 Leisure and personal services	0.53
32 Healthcare associates	0.53
53 Skilled construction	0.52
72 Customer services	0.52
Total	0.52
61 Personal carers	0.52
21 Scientists	0.52
35 Business associates	0.52
54 Textiles and printing	0.52
12 Managers	0.51
81 Process and machine operatives	0.51
52 Skilled metal and electrical	0.51
24 Business professionals	0.51
31 Science associates	0.51
91 Elementary trades	0.50
11 Directors	0.49
82 Transport and drivers	0.49
33 Protective services	0.47
22 Healthcare professionals	0.47
23 Teachers	0.46
N (2018-2020)	15620

Job Design and Nature of Work Index: mean scores for 2018-2019 ranked by Standard Occupational Classification (2-digit)	
51 Skilled agricultural	0.66
22 Healthcare professionals	0.65
24 Business professionals	0.64
11 Directors	0.63
23 Teachers	0.63
34 Culture, media and sports	0.63
32 Healthcare associates	0.62
21 Scientists	0.62
33 Protective services	0.61
53 Skilled construction	0.61
35 Business associates	0.61
61 Personal carers	0.59
Total	0.59
12 Managers	0.59
31 Science associates	0.58
52 Skilled metal and electrical	0.58
62 Leisure and personal services	0.57
41 Administration	0.55
81 Process and machine operatives	0.55
54 Textiles and printing	0.55
42 Secretarial	0.55
72 Customer services	0.52
82 Transport and drivers	0.51
91 Elementary trades	0.50
71 Sales occupations	0.50
92 Elementary administration	0.49
N (2018-2020)	15606

Relationships at Work Index: mean scores for 2018-2019 ranked by Standard Occupational Classification (2-digit)	
51 Skilled agricultural	0.80
34 Culture, media and sports	0.76
12 Managers	0.74
24 Business professionals	0.73
53 Skilled construction	0.73
11 Directors	0.72
32 Healthcare associates	0.72
21 Scientists	0.72
23 Teachers	0.72
22 Healthcare professionals	0.71
42 Secretarial	0.71
35 Business associates	0.71
41 Administration	0.71
Total	0.71
61 Personal carers	0.70
31 Science associates	0.70
52 Skilled metal and electrical	0.69
54 Textiles and printing	0.69
62 Leisure and personal services	0.69
72 Customer services	0.68
71 Sales occupations	0.68
33 Protective services	0.68
81 Process and machine operatives	0.68
82 Transport and drivers	0.66
92 Elementary administration	0.65
91 Elementary trades	0.65
N (2018-2020)	14715

Employee Voice Index: mean scores for 2018-2019 ranked by Standard Occupational Classification (2-digit)	
72 Customer services	0.34
33 Protective services	0.34
21 Scientists	0.33
11 Directors	0.32
31 Science associates	0.32
23 Teachers	0.32
35 Business associates	0.31
41 Administration	0.30
24 Business professionals	0.30
32 Healthcare associates	0.29
22 Healthcare professionals	0.29
Total	0.29
81 Process and machine operatives	0.28
71 Sales occupations	0.27
52 Skilled metal and electrical	0.27
61 Personal carers	0.27
42 Secretarial	0.26
92 Elementary administration	0.25
62 Leisure and personal services	0.25
82 Transport and drivers	0.25
91 Elementary trades	0.23
54 Textiles and printing	0.22
12 Managers	0.19
53 Skilled construction	0.17
34 Culture, media and sports	0.14
51 Skilled agricultural	0.09
N (2018-2020)	15620

Health and Wellbeing Index: mean scores for 2018-2019 ranked by Standard Occupational Classification (2-digit)	
51 Skilled agricultural	0.70
34 Culture, media and sports	0.63
41 Administration	0.62
12 Managers	0.61
53 Skilled construction	0.61
52 Skilled metal and electrical	0.61
35 Business associates	0.61
82 Transport and drivers	0.60
91 Elementary trades	0.60
24 Business professionals	0.60
21 Scientists	0.60
11 Directors	0.60
32 Healthcare associates	0.60
Total	0.60
62 Leisure and personal services	0.60
92 Elementary administration	0.59
42 Secretarial	0.59
31 Science associates	0.59
81 Process and machine operatives	0.58
54 Textiles and printing	0.58
61 Personal carers	0.58
23 Teachers	0.58
33 Protective services	0.57
22 Healthcare professionals	0.56
71 Sales occupations	0.56
72 Customer services	0.55
N (2018-2020)	15353

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