

# BEIS Public Attitudes Tracker: Workers' Rights Autumn 2021, UK

16 December 2021

Official Statistics

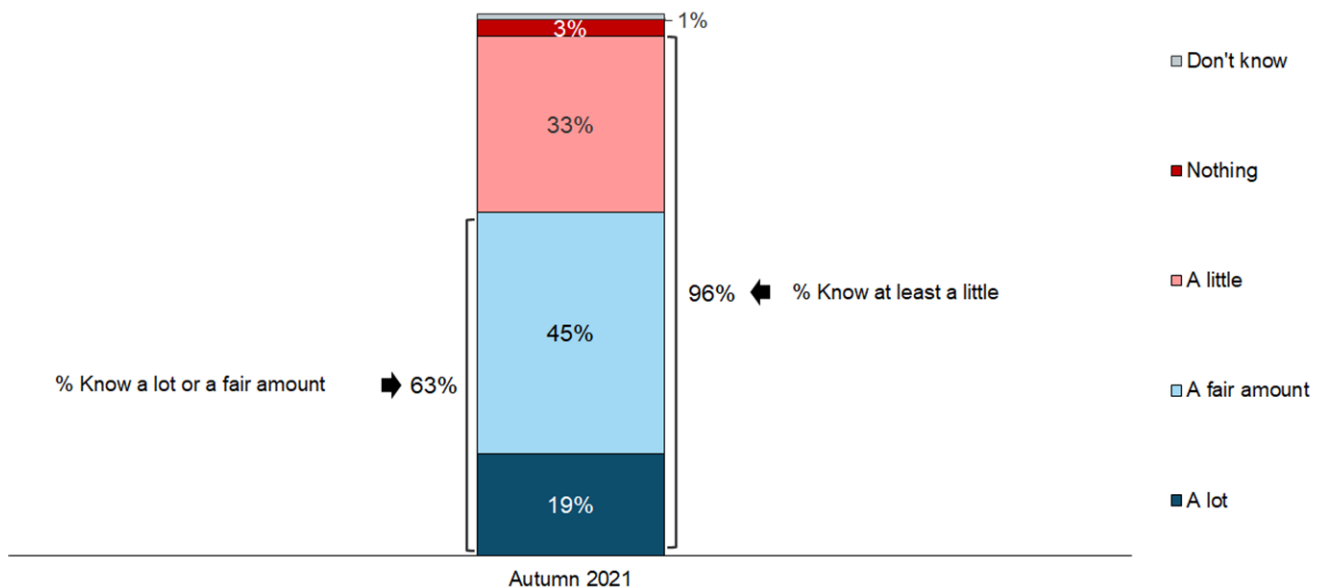
This report covers the questions asked in the BEIS Public Attitude Tracker on workers' rights, asked in Autumn 2021.

**What you need to know about these statistics:** This is the first BEIS Public Attitudes Tracker (PAT) wave using the new Address Based Online Survey (ABOS) methodology, which uses random probability sampling. The results should not be compared with previous PAT surveys, which used different data collection methods. For details, see the Technical Overview, Autumn 2021.

## Knowledge of employment rights

In Autumn 2021, people who were employees at the time of interview were asked questions on their level of knowledge about employment rights at work. Almost all employees (96%) said they knew at least a little about their rights. Around two thirds of people (63%) said they knew at least a fair amount, including 19% who said they knew a lot (see Figure 5.1).

**Figure 5.1: Knowledge about employment rights at work (among current employees), Autumn 2021**



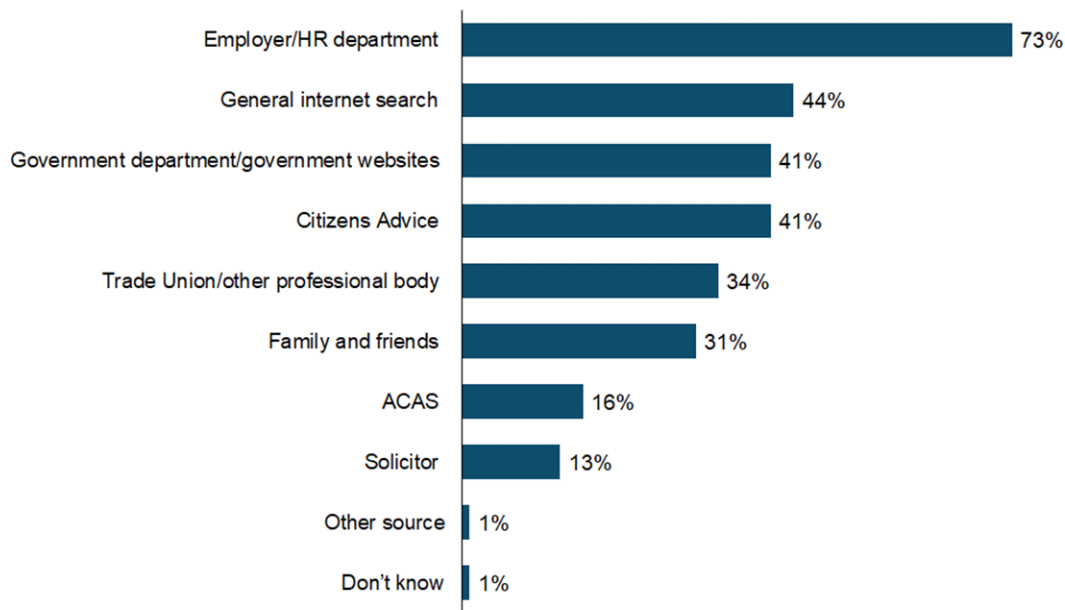
RIGHTSKNOW. How much would you say you know about your employment rights at work?  
 Base: All wave respondents who are currently employees – Autumn 2021 (2,380)

Employees aged 25 and over were more likely to say they knew at least a fair amount about their rights at work (66% compared with 43% of those aged 16 to 24).

Knowledge was also higher for those educated to degree level (70% said they knew at least a fair amount compared with 50% of people with no qualifications). Employees working full time were also slightly more likely to report knowing at least a fair amount (65% compared with 58% of those working part time).

When prompted with a list of possible sources on information about their employment rights at work, three quarters said they would seek information from their employer or HR department (73%), considerably higher than the proportion choosing other sources. Secondary sources, chosen by around four in ten included general internet searches (44%), government departments or websites (41%) and Citizens Advice (41%), while one in three (34%) said they would seek information from a Trade Union or other professional body. (Figure 5.2).

**Figure 5.2: Where would seek information about employment rights at work (among current employees), Autumn 2021**



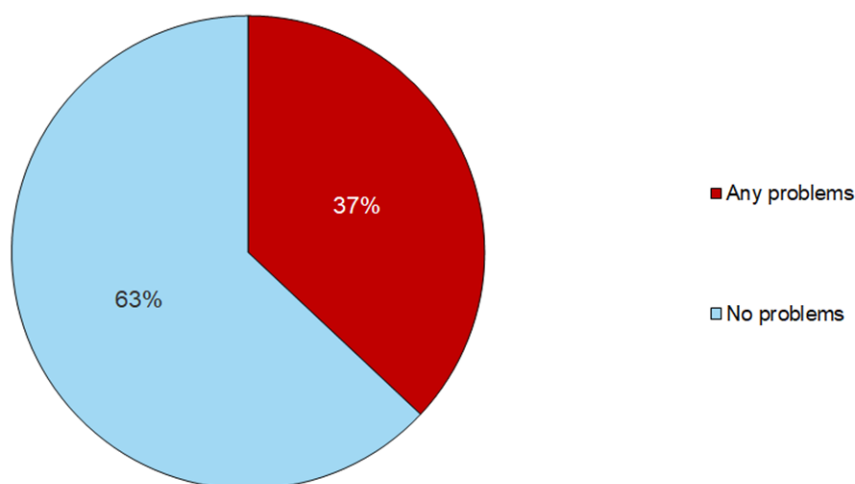
RIGHTSWHO. If you needed to find out information about your employment rights at work, who would you contact or where would you look for information?

Base: All wave respondents who are currently employees – Autumn 2021 (2,380)

## Problems with employment rights at work

People who had been employees in the last two years were presented with a list of possible problems with employment rights at work, and just over a third (37%) said that they had experienced one or more of those problems in the last two years (Figure 5.3).

**Figure 5.3: Whether had problem with employment rights in last two years (among those who have been an employee in the last two years), Autumn 2021**



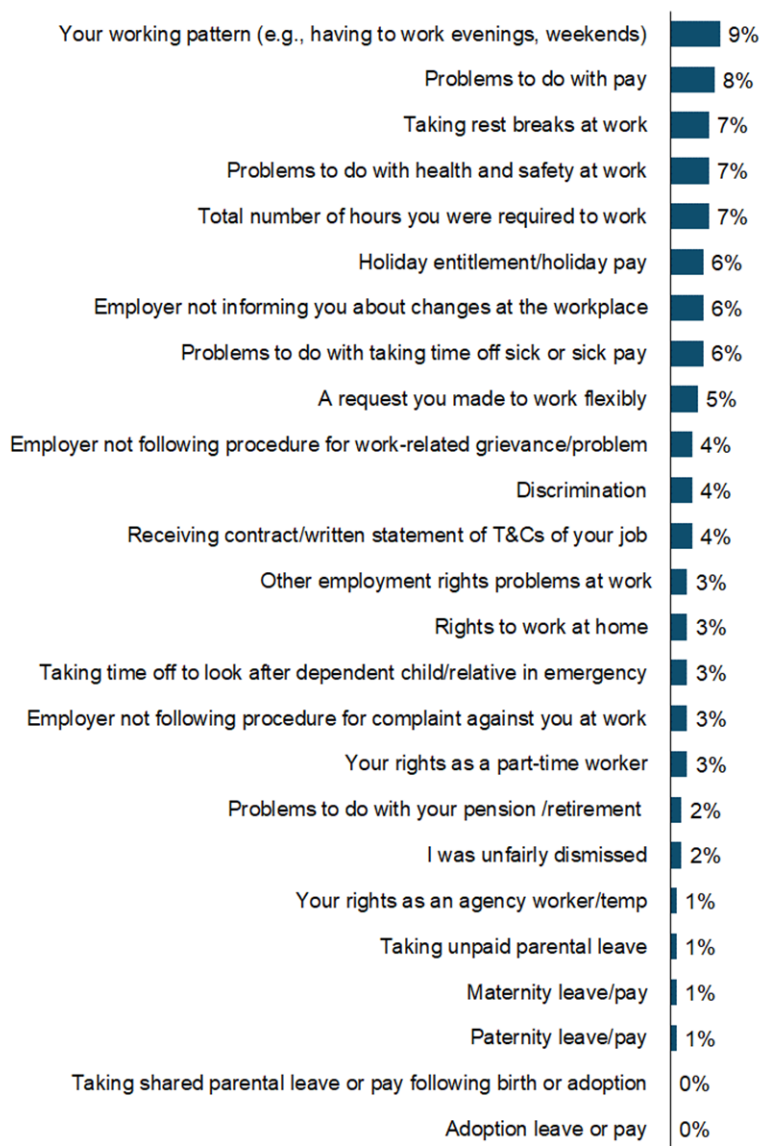
DISPUTE1 – DISPUTE3. In the last two years, since Autumn 2019, have you personally had a problem to do with your employment rights at work in any of these areas? Please select all that apply

Base: All wave respondents have been an employee in the last two years – Autumn 2021 (2,832)

Female employees were slightly more likely to have had an employment-related problem in the last two years (41% compared with 33% of men). Employees aged under 35 were also more likely to have had employment problems (45% compared with 33% of those aged 35 and over).

The most common types of employment-related work issue in the last two years related to working patterns (9%), pay (8%), rest breaks (7%), health and safety (7%) and the hours employees were required to work (7%) (see Figure 5.4). Fewer employees mentioned problems with holiday entitlement or pay (6%), employers not informing them about changes (6%), time off sick or sick pay (6%) and requesting flexible working (5%). A range of other issues were each selected by fewer than one in twenty employees.

**Figure 5.4: Problems with employment rights in last two years (among those who have been an employee in the last two years), Autumn 2021**



DISPUTE1 – DISPUTE3. In the last two years, since Autumn 2019, have you personally had a problem to do with your employment rights at work in any of these areas? Please select all that apply  
 Base: All wave respondents have been an employee in the last two years – Autumn 2021 (2,832)



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