

BEIS Public Attitudes Tracker: Workers' Rights Autumn 2022, UK

15 DECEMBER 2022

Official Statistics

This report covers the results of questions on workers' rights asked in the BEIS Public Attitudes Tracker. It covers the annual questions on awareness of rights and experiences of problems at work.

It also covers questions on the National Minimum Wage Naming Scheme which were asked in Autumn 2022.

What you need to know about these statistics: These results from the BEIS Public Attitudes Tracker (PAT) were collected using the Address Based Online Surveying (ABOS) methodology introduced in Autumn 2021, 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 Report](#).

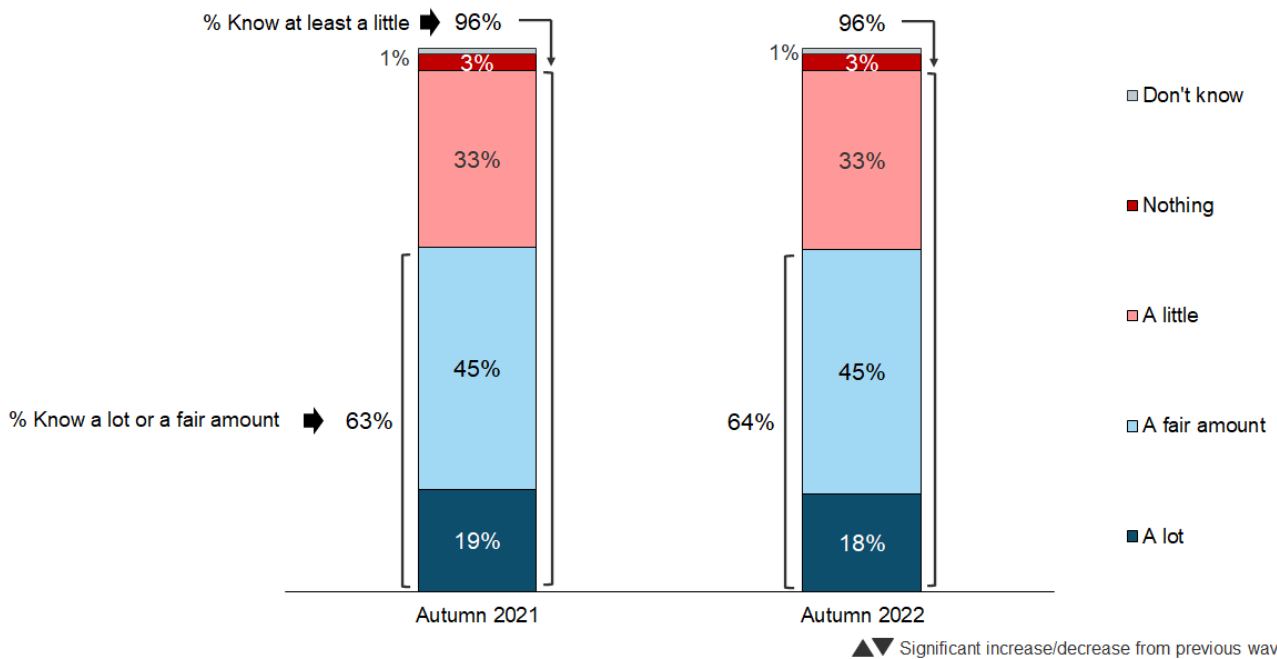
The table below shows the topics covered in this report and when these questions were included in the BEIS Public Attitudes Tracker. Links are included to the findings for each topic within this report.

Topic	When included	Link to findings
Knowledge of employment rights	Autumn 2021, Autumn 2022	Link
Problems with employment rights at work	Autumn 2021, Autumn 2022	Link
National Minimum Wage Naming Scheme	Autumn 2022	Link

Knowledge of employment rights

Almost all employees (96%) said they knew at least a little about their employment rights. Around two thirds of people (64%) said they knew at least a fair amount, including 18% who said they knew a lot (Figure 1.1). There have been no changes in these measures since Autumn 2021.

Figure 1.1: Knowledge about employment rights at work (among current employees), Autumn 2021 and Autumn 2022



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), Autumn 2022 (2,067)

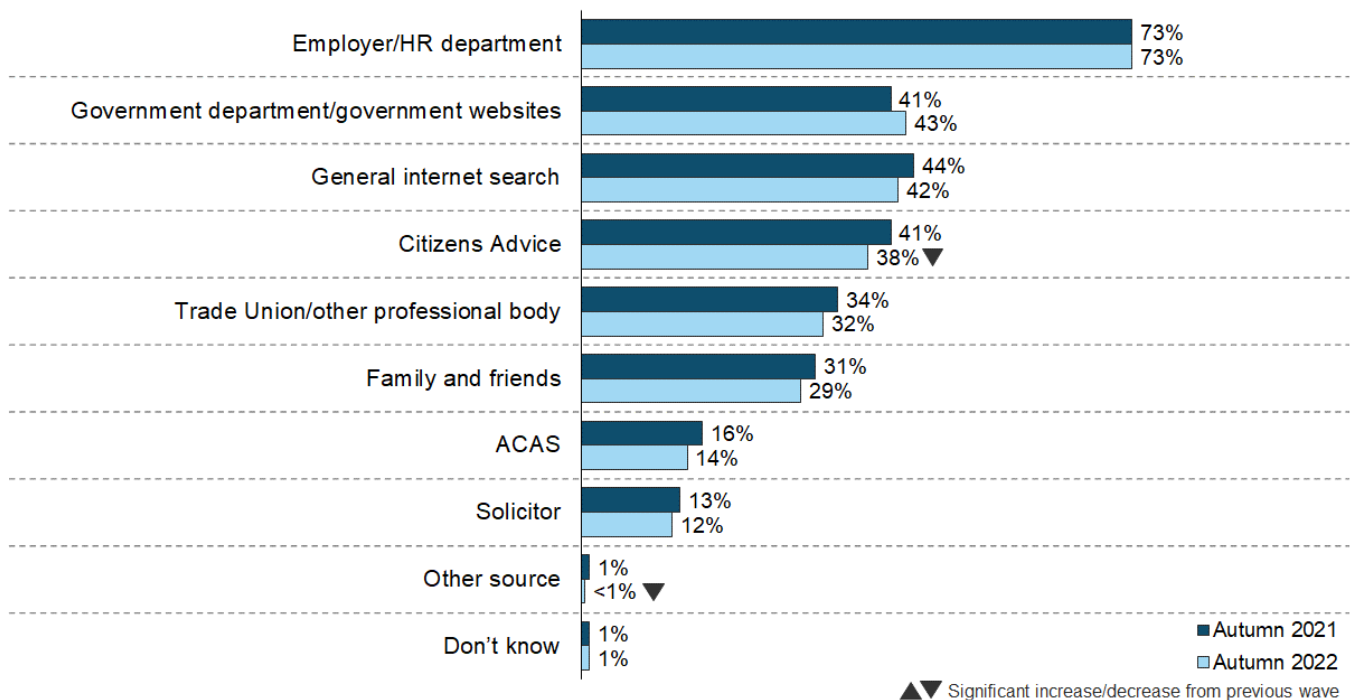
Employees aged 16 to 24 were the least likely to say they knew at least a fair amount about their rights at work (45%, compared to 66% of those aged 25 and over). Those educated to degree level were more likely to say they knew a lot or a fair amount (71%, compared with 60% of those with another qualification and 58% of people with no qualifications).

Employees working full time were also more likely to report knowing at least a fair amount about their employment rights (67%, compared with 54% of those working part time). Those in managerial, administrative and professional occupations (71%) and those in intermediate occupations (64%) were more likely to report knowing at least a fair amount about this compared with those in lower supervisory and technical occupations (52%) and semi-routine and routine occupations (46%).

When prompted with a list of possible sources of 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 (Figure 1.2).

Around four in ten cited government departments or websites (43%), general internet searches (42%), and Citizens Advice (38%, down from 41% in Autumn 2021). Around three in ten said they would seek information from a Trade Union or other professional body (32%) or from family and friends (29%). These findings are broadly in line with those reported in Autumn 2021.

Figure 1.2: Where would seek information about employment rights at work (among current employees), Autumn 2021 and Autumn 2022



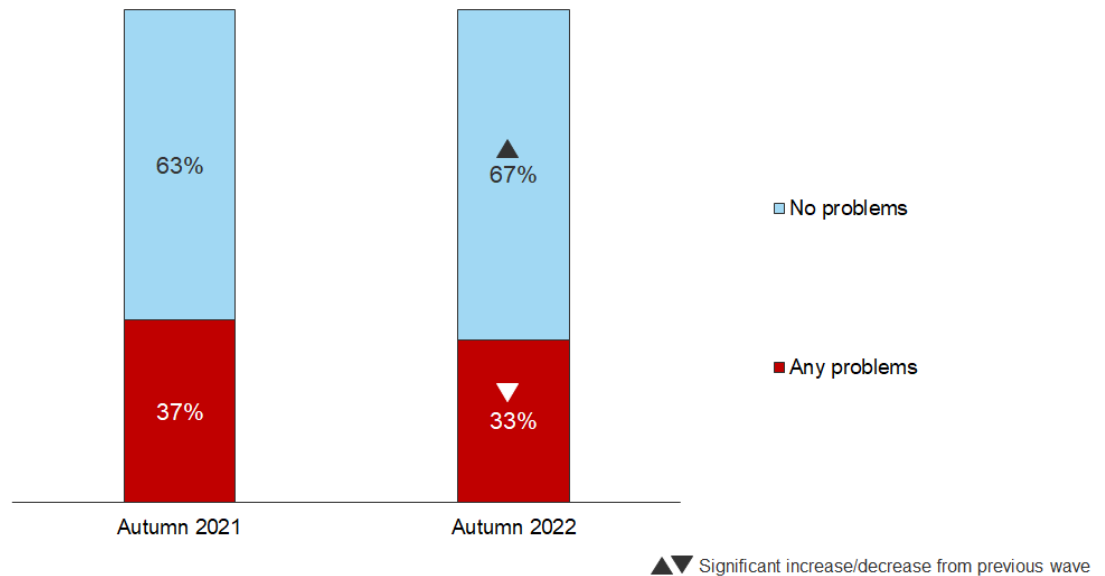
RIGHTSWHO. If you needed to find out information about your employment rights at work, who would you contact or where would you look for information?

Base: All wave respondents who are currently employees – Autumn 2021 (2,380), Autumn 2022 (2,068)

Problems with employment rights at work

People who had been employees in the last two years were presented with a list of possible problems to do with employment rights at work. In Autumn 2022, the proportion saying they had experienced one or more of those problems in the last two years (33%) was lower than in Autumn 2021 (37%) (Figure 2.1).

Figure 2.1: Whether had problem with employment rights in last two years (among those who have been an employee in the last two years), Autumn 2021 and Autumn 2022

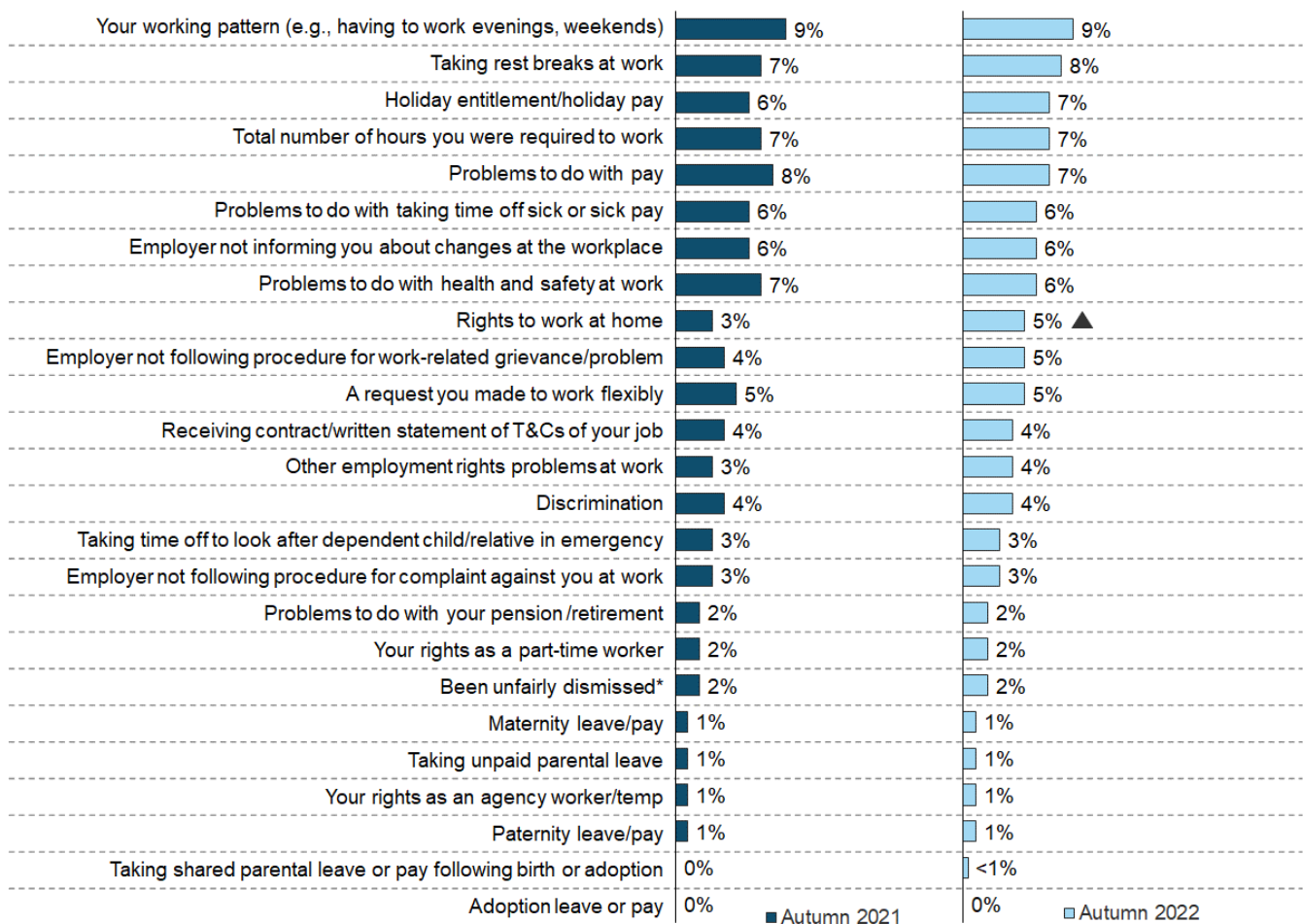


DISPUTE1 – DISPUTE3. In the last two years, since [Autumn 2019/September 2020], have you personally had a problem to do with your employment rights at work in any of these areas? Please select all that apply
Base: All wave respondents have been an employee in the last two years – Autumn 2021 (2,832), Autumn 2022 (2,347)

Based on those who had been an employee in the last two years, women were more likely than men to report having a problem related to employment rights in the last two years (37% compared with 29%), and people aged under 35 were more likely than older people to have had an employment rights problem (43% compared with 28% of those aged 35 and over).

The most common employment rights problems in the last two years related to working patterns (9%), rest breaks (8%), holiday entitlement or holiday pay (7%), the hours employees were required to work (7%), and pay (7%). Other problems included those related to taking time off sick or sick pay (6%), employers not informing them about changes (6%), and problems to do with health and safety (6%) (Figure 2.2). Since Autumn 2021, the only significant change has been an increase in problems related to the right to work at home (from 3% in Autumn 2021 to 5% in Autumn 2022) which may be related to changes to working patterns during and after the peak of the coronavirus (COVID-19) pandemic, with more people choosing to work from home (Figure 2.2).

Figure 2.2: Problems with employment rights in last two years (among those who have been an employee in the last two years), Autumn 2021 and Autumn 2022¹



▲▼ Significant increase/decrease from previous wave

DISPUTE1 – DISPUTE3. In the last two years, since [Autumn 2019/September 2020], 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), Autumn 2022 (2,347)

¹ Between Autumn 2021 and Autumn 2022, there was a change to the code “I was unfairly dismissed” to “Been unfairly dismissed”.

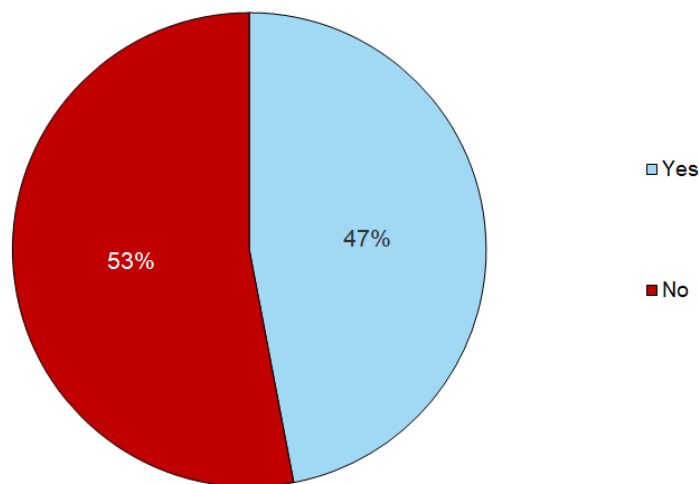
National Minimum Wage Naming Scheme

This topic was covered for the first time in Autumn 2022.

An explanation of the National Minimum Wage Naming Scheme was given to all respondents as follows: *'The National Minimum Wage Naming Scheme is a scheme whereby employers who have been found to have paid workers below the relevant National Minimum Wage are publicly named in a list published by the Government and shared with media organisations.'*

Almost half (47%) of people reported having heard of the National Minimum Wage Naming Scheme (Figure 3.1). The awareness was higher for men (51%) than for women (44%).

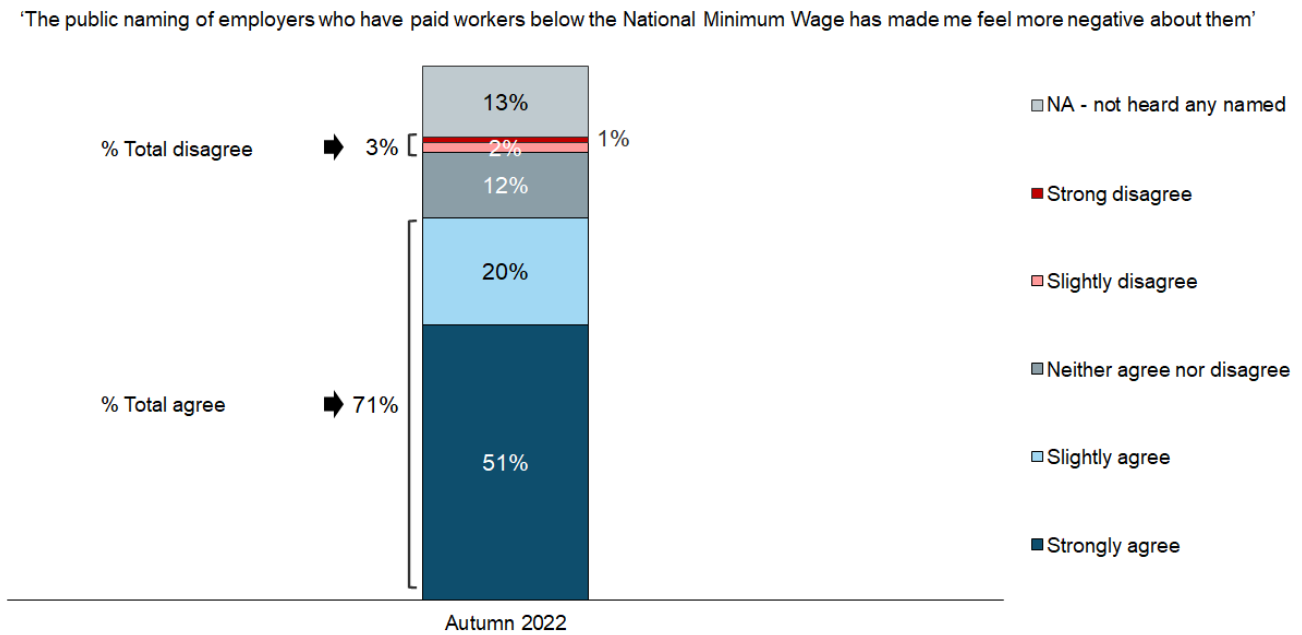
Figure 3.1: Awareness of National Minimum Wage Naming Scheme (based on all people), Autumn 2022



NATMINWAGE. Before today, had you heard of the National Minimum Wage Naming Scheme?
Base: All wave respondents – Autumn 2022 (4,147)

Of those aware of the National Minimum Wage Naming Scheme, the majority (71%) agreed that the public naming of employers paying workers below the National Minimum Wage (NMW) had made them feel more negative about those employers (Figure 3.2). More than half (51%) strongly agreed with a statement to this effect.

Figure 3.2: Agreement that public naming of employers paying workers below NMW has increased negative feelings towards them (based on all aware of naming scheme), Autumn 2022



ATTNATMINWAGE. Based on what you know or have heard about employers named for paying workers below the National Minimum Wage, how much do you agree or disagree with the following statement: The public naming of employers who have paid workers below the National Minimum Wage has made me feel more negative about them.

Base: All wave respondents aware of scheme – Autumn 2022 (1,924)



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