

# Q3 2015 UK Employment Confidence Survey

## Overview

The Glassdoor® UK Employment Confidence Survey<sup>1</sup>, conducted online quarterly by Harris Interactive UK in September 2015 among 2,027 GB adults (ages 16+), monitors four key indicators of employee confidence: salary expectations, re-hire probability, job security and company outlook. For purposes of reporting, employees refers to those employed full or part-time unless otherwise indicated.

*Please note: company outlook and re-hire probability above based on all those employed and self-employed.*

## Employment Confidence Highlights - Q3 2015

Indicator	Q2.15	Q3.15	% Change
Redundancy concerns — self	29%	32%	↑ 3
Redundancy concerns — others	41%	44%	↑ 3
Salary expectations — pay increase in 12 months	34%	37%	↑ 3
Company outlook — better	39%	39%	no change
Re-hire probability (employed)	34%	32%	↓ 2

## Highlights

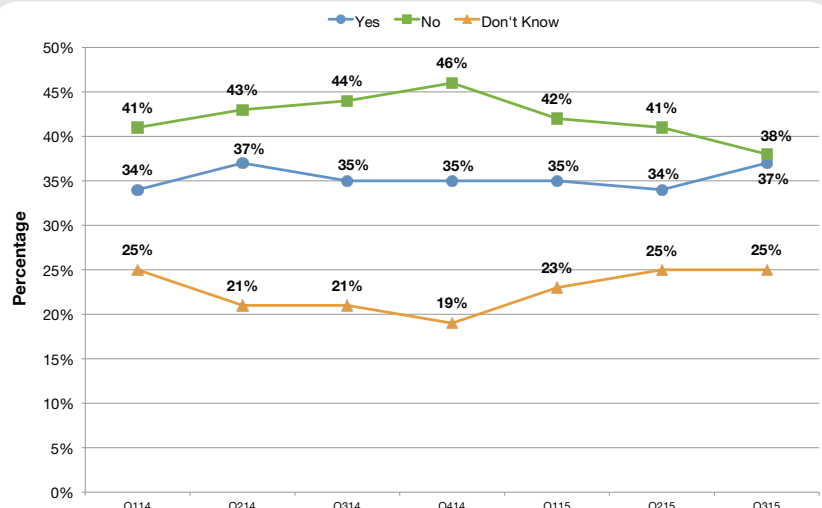
### Bonus Experiences & Expectations

- Forty four percent of employed men receive a bonus, compared to just 29 percent of women.
- The vast majority of men who normally receive a bonus (75 percent) still expect to get one this year, however only 61 percent of women who are eligible think that they'll receive one.
- Most common bonus payment months for both men and women are in December followed by April.
- Women (37 percent) are more reliant on company performance to earn a bonus than men (27 percent) of men.
- Of those who reported a negative change to their organisation over the last six months, 23 percent of men have had their bonus payments reduced which is nine percentage points more than their female colleagues.

### Salary Expectations In The Next Six Months

- Thirty seven percent of employees expect to receive a pay rise in the next 12 months, representing a small three percentage point rise from Q2 15 – a high since Q214. Forty four percent of men expect a pay rise (up 4 percent), compared to just 28 percent of women (up 1 percent).
- The region most optimistic about a pay rise is the East of England at 46 percent, whereas the most pessimistic region is the North West at 32 percent.
- Forty one percent of full time workers expect a pay rise in the next 12 months compared to just 24 percent of part-time workers.

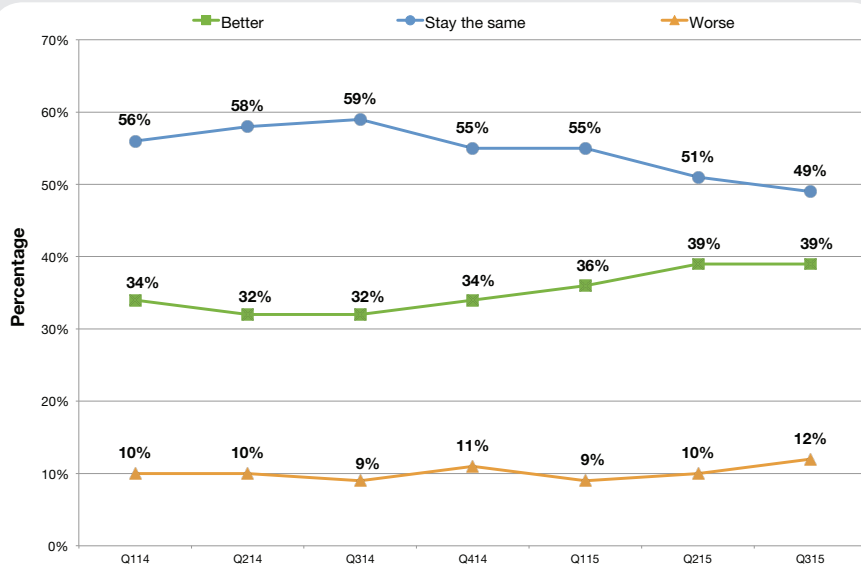
### Salary Expectation: Expect Pay or Cost-of-Living Increase in Next 12 Months (Base: Employed full/part-time)



## Business Outlook In The Next 12 Months

- Thirty nine percent of employees believe that their company's business outlook will improve in the next six months, exactly the same percentage as the previous quarter.
- Forty four percent of men feel their company's business outlook will improve compared to just 33 percent of women.
- Employees aged 16-24 are the most optimistic about their company's business outlook as 66 percent believe it will improve in the next six months. This compares to just 29 percent of employees aged 45-54, but the most pessimistic group remains those who are ages 55 or older at 26 percent.

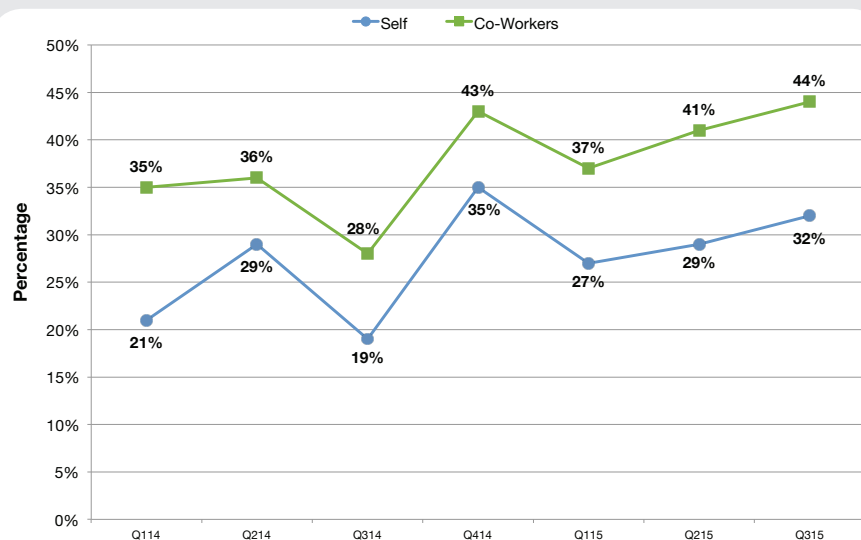
### Business Outlook: Next 6 Months (Base: Employed full/part-time; self-employed)



## Job Security In The Next Six Months

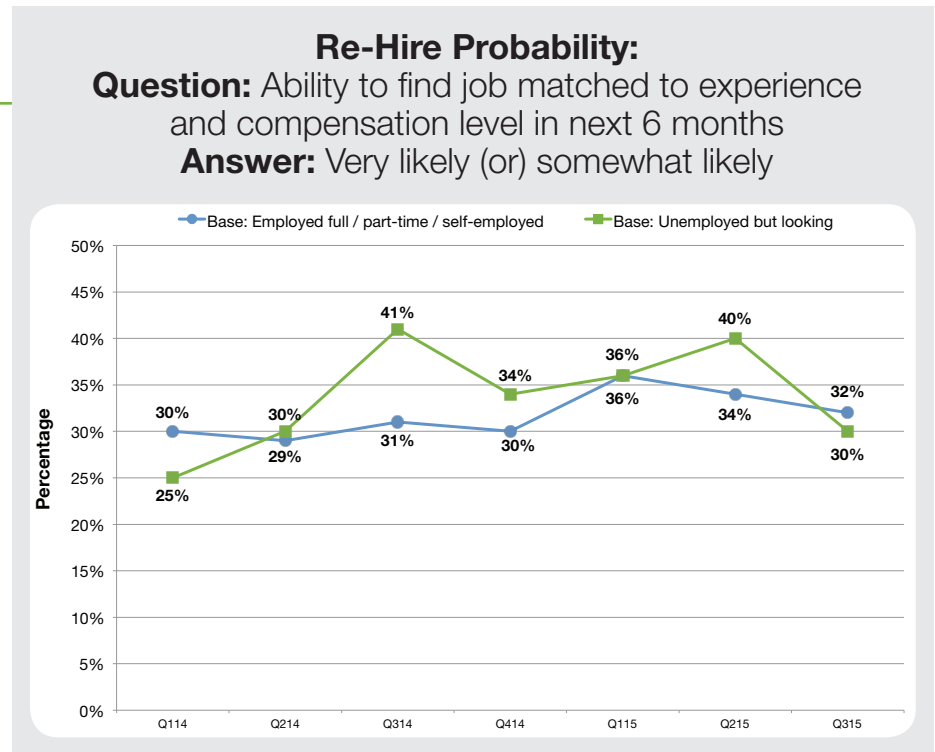
- Nearly a third of people (32 percent) are concerned that they may be made redundant, a marginal increase since last quarter at 29 percent, however it's up from 21 percent in Q114 when the survey started.
- Employees concerned about colleagues being made redundant is up to 44 percent from 41 percent last quarter and the highest level since the Glassdoor UK Employment Confidence Index began.
- Thirty six percent of men are worried about being made redundant compared to 27 percent of women.
- Forty one percent of people in the Midlands and Scotland are concerned about being laid off, whereas in Wales, just 22 percent of employees are concerned.

### Employees Concerned About Redundancies in Next 6 Months (Base: Employed full/part-time)



## Job Market: Re-Hire Probability In The Next Six Months

- Thirty two percent of employees (full and part-time employees and those self-employed) say they think it is likely that they would be able to find a job matched to their experience and current compensation levels in the next six months, down two percentage points since last quarter.
- Those unemployed but looking for work are far less confident than last quarters about finding a new job – only 30 percent of those unemployed but looking for work report optimism that they could find a job matched to their experience and most recent compensation level in the next six months, a drop of 10 percentage points from Q2 15.
- Of those employed/self-employed and unemployed but looking, men are most confident (33 percent) when it comes to finding a job compared to women at 29 percent.
- Nearly half of employees aged 16-24 (49 percent) think it is likely that that they could find a job matched to their experience and current compensation levels in the next six months, compared to just 20 percent for those aged 55 and over.



## Employer Actions During The Past Six Months

- Of employees surveyed who reported a *positive change* at their organisation:
  - Forty seven percent said that they were awarded new company benefits, such as flexible working hours or casual dress code, which is a drop of 10 percentage points since Q2 15.
  - Thirty three percent said that their company had initiated large scale hiring, an increase of two percentage points since Q2 15.
  - Forty five percent said that their company had restored benefits and perks that were previously cut, up from 39 percent.
- Among employees who reported *negative changes* at their organisation:
  - Nearly half (49 percent) said that their company had made employees redundant (or had communicated the intention to), down from 51 percent last quarter.
  - Thirty one percent said that they had their pay or bonus reduced, or bonus not paid, down from 33 percent in Q1 15.
  - Twenty-eight percent said that their employer had restructured their job or laid them off, four percent increase on previous quarter.
  - Thirteen percent said that their company had initiated a hiring freeze, down three percentage points from Q2 15.

In The Past 6 Months, What Additions Has Your Organisation Made? (Base: Employees who say their company has changed something positive in the past 6 months.)					
	Q3.14 %	Q4.14 %	Q1.15 %	Q2.14 %	Q3.15 %
Awarded new perks (option to work remotely, casual dress, flexible work hours)/new stock	30	49	45	57	47
Awarded new stock or other compensation	26	25	17	30	27
Initiated large scale hiring	31	22	29	31	33
Restored health and dental benefits, pay and perks previously cut	45	41	38	39	45

In The Past 6 Months, What Negative Changes Has Your Organisation Made? (Base: Employees who say their company has changed something negative in the past 6 months.)					
	Q3.14 %	Q4.14 %	Q1.15 %	Q2.15 %	Q3.15 %
Made employees redundant/ and or communicated plans to make employees redundant	50	47	53	51	49
Restructured job/ created redundancy	15	18	24	24	28
Initiated or communicated a hiring freeze	13	13	12	16	13
Reduced individual's pay/ bonus/ didn't pay bonus	27	36	30	33	31
Initiated or communicated bonus reductions or eliminations	11	10	7	11	8
Initiated or communicated pay cuts	9	8	8	8	9
Made changes to compensation structure (e.g., changed formulas or percentages for salary increases and/or bonuses, initiated salary caps)	16	18	16	16	19
Reduced health and/or dental benefits coverage	5	9	5	7	8
Taken away company benefits such as travel allowance, subsidised canteen, subsidised study support	13	13	10	12	17
Initiated unpaid leave	6	10	8	11	8

## Methodology

<sup>1</sup> The Q3 2015 survey of 2,027 people, among whom 980 are employed full-time/part-time, was conducted online within Great Britain by Harris Interactive on behalf of Glassdoor from 21/09/15 to 25/09/15. This online survey is not based on a probability sample and therefore no estimate of theoretical sampling error can be calculated. For complete survey methodology, including weighting variables, please contact [pr@glassdoor.com](mailto:pr@glassdoor.com).

<sup>2</sup> For the purposes of this study "employees" were defined as GB adults 16+ employed full time and/or part time unless otherwise indicated.