Appendix C – 2021 results: equalities and job factors questions

Equalities	Q20	Bullying and harassment	O8.3%					
	Q21	Any Discrimination		O 28.09	5			
Job Factors	Q22 a	Job satisfaction					081	.196
	Q22 b	Pay and benefits				O 58.3%		
	Q22 c	Career development			O 39.7%			
	Q22 d	Work life balance					08	32.9%
			0.0%	25.0%	50.0%)	75.0%	100.0%

Question wording:

Q20 - In the last 12 months I have experienced bullying/harassment at work (% agree or strongly agree)

Q21 - In the last 12 months, have you felt discriminated against in the workplace because of... (a) gender, (b) transgender issues, (c) age etc.

(% a great deal, a fair amount or not very much)

Q22 - How much do the following factors matter to you at work? (% a great deal)

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