

## Age Discrimination Survey

### Fieldwork : October 25th-27th 2002

Absolutes/col percents

Table 1

**Q1. Which of the following do you think should be most important for employers when looking for a new member of staff:**

**Base : All respondents**

	Sex		Age						Social Class				Region					
	Total	Male	Fe- male	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	South East	Mid- lands	North Eng- land	Wales & South West	Scot- land
Unweighted base	1001	474	527	103	165	202	179	156	196	183	304	277	237	264	257	250	139	91
Weighted base	1001	491	510	111	192	192	172	131	202	238	278	208	277	266	258	250	137	89
Good track record	401	190	211	46	69	91	77	41	76	89	97	102	113	110	95	106	59	32
	40%	39%	41%	42%	36%	47%	45%	32%	38%	38%	35%	49%	41%	41%	37%	42%	43%	35%
Age	26	15	10	3	5	3	4	6	5	1	6	5	14	8	6	8	1	1
	3%	3%	2%	3%	3%	1%	3%	4%	2%	*	2%	2%	5%	3%	3%	3%	1%	2%
Ability	567	281	286	62	117	97	90	82	119	145	175	100	148	148	155	133	75	56
	57%	57%	56%	56%	61%	50%	53%	63%	59%	61%	63%	48%	53%	56%	60%	53%	55%	63%
Don't know	7	4	3	-	1	2	-	2	1	3	1	1	2	1	2	3	2	-
	1%	1%	1%	-	1%	1%	-	1%	1%	1%	*	1%	1%	*	1%	1%	2%	-

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Table 1

**Q1. Which of the following do you think should be most important for employers when looking for a new member of staff:**

**Base : All respondents**

	Region											
	Total	North East	Yorks & Humb.	East Mid-lands	East-ern	South East	London	South West	Wales	West Mid-lands	North West	Scotland
Unweighted base	1001	44	86	75	96	137	127	88	51	86	120	91
Weighted base	1001	45	87	73	94	140	126	87	51	92	118	89
Good track record	401 40%	18 40%	32 37%	24 32%	34 36%	53 38%	57 45%	35 41%	23 46%	38 41%	56 48%	32 35%
Age	26 3%	1 3%	4 4%	- -	2 3%	5 4%	3 2%	1 1%	- -	4 4%	3 3%	1 2%
Ability	567 57%	26 57%	51 59%	49 68%	56 59%	82 58%	66 52%	49 57%	26 52%	50 55%	56 48%	56 63%
Don't know	7 1%	- -	- -	- -	2 2%	- -	1 *	1 1%	1 2%	- -	3 2%	- -

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Table 2

**Q1a. Which do you think should be second most important?****Base : All respondents**

	Sex			Age						Social Class				Region				
	Total	Male	Fe- male	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	South East	Mid- lands	North Eng- land	Wales & South West	Scot- land
Unweighted base	1001	474	527	103	165	202	179	156	196	183	304	277	237	264	257	250	139	91
Weighted base	1001	491	510	111	192	192	172	131	202	238	278	208	277	266	258	250	137	89
Good track record	527	261	266	59	110	93	84	80	101	137	163	95	131	134	139	128	70	55
	53%	53%	52%	53%	57%	48%	49%	61%	50%	58%	59%	46%	47%	50%	54%	51%	51%	62%
Age	77	40	38	6	11	10	13	9	28	16	16	13	32	25	25	14	10	2
	8%	8%	7%	5%	6%	5%	7%	7%	14%	7%	6%	6%	12%	10%	10%	6%	8%	3%
Ability	384	182	202	46	69	87	73	40	70	82	97	97	107	104	91	104	53	32
	38%	37%	39%	41%	36%	45%	42%	30%	35%	35%	35%	47%	39%	39%	35%	41%	39%	35%
Don't know	13	8	6	1	3	3	2	2	2	3	1	3	7	3	3	4	4	-
	1%	2%	1%	1%	1%	2%	1%	2%	1%	1%	*	1%	2%	1%	1%	1%	3%	-

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**Q1a. Which do you think should be second most important?****Base : All respondents**

	Region											
	Total	North East	Yorks & Humb.	East Midlands	East-ern	South East	London	South West	Wales	West Midlands	North West	Scotland
Unweighted base	1001	44	86	75	96	137	127	88	51	86	120	91
Weighted base	1001	45	87	73	94	140	126	87	51	92	118	89
Good track record	527 53%	24 53%	49 56%	42 58%	51 54%	77 55%	57 45%	47 54%	23 46%	45 49%	56 47%	55 62%
Age	77 8%	3 6%	6 7%	6 8%	8 9%	13 9%	13 10%	6 6%	5 10%	11 12%	5 4%	2 3%
Ability	384 38%	18 41%	31 35%	24 32%	32 34%	50 36%	54 43%	33 38%	20 40%	36 39%	55 46%	32 35%
Don't know	13 1%	-	1 1%	1 1%	2 3%	1 1%	2 2%	1 1%	3 5%	-	3 2%	-

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Table 3  
**Q1a. Total mentions**  
**Base : All respondents**

	Sex		Age						Social Class				Region					
	Total	Male	Fe- male	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	South East	Mid- lands	North Eng- land	Wales & South West	Scot- land
Unweighted base	1001	474	527	103	165	202	179	156	196	183	304	277	237	264	257	250	139	91
Weighted base	1001	491	510	111	192	192	172	131	202	238	278	208	277	266	258	250	137	89
Good track record	928	451	477	105	179	184	162	121	178	227	260	198	244	244	234	234	129	87
	93%	92%	93%	94%	93%	96%	94%	92%	88%	95%	94%	95%	88%	92%	91%	94%	94%	98%
Age	103	55	48	8	16	12	17	15	33	17	22	18	46	33	31	23	12	4
	10%	11%	9%	8%	9%	6%	10%	11%	17%	7%	8%	9%	17%	12%	12%	9%	9%	4%
Ability	951	463	488	108	185	183	163	122	189	227	272	197	256	252	246	237	128	88
	95%	94%	96%	97%	96%	95%	95%	93%	94%	95%	98%	95%	92%	95%	95%	95%	93%	98%
Don't know	7	4	3	-	1	2	-	2	1	3	1	1	2	1	2	3	2	-
	1%	1%	1%	-	1%	1%	-	1%	1%	1%	*	1%	1%	*	1%	1%	2%	-

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Table 3  
**Q1a. Total mentions**  
**Base : All respondents**

	Region											
	Total	North East	Yorks & Humb.	East Mid-lands	East-ern	South East	London	South West	Wales	West Mid-lands	North West	Scotland
Unweighted base	1001	44	86	75	96	137	127	88	51	86	120	91
Weighted base	1001	45	87	73	94	140	126	87	51	92	118	89
Good track record	928 93%	42 93%	81 93%	66 91%	85 91%	130 93%	114 90%	82 95%	47 92%	83 90%	112 95%	87 98%
Age	103 10%	4 9%	10 12%	6 8%	11 11%	18 13%	16 12%	7 8%	5 10%	15 16%	8 7%	4 4%
Ability	951 95%	44 98%	82 94%	73 100%	88 94%	132 94%	120 95%	82 95%	46 91%	86 93%	111 94%	88 98%
Don't know	7 1%	-	-	-	2 2%	-	1 *	1 1%	1 2%	-	3 2%	-

## Age Discrimination Survey

### Fieldwork : October 25th-27th 2002

Absolutes/col percents

Table 4

**Q2. Do you think it is currently lawful or unlawful to sack someone on the grounds of their age alone?**

**Base : All respondents**

	Sex			Age						Social Class				Region				
	Total	Male	Fe- male	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	South East	Mid- lands	North Eng- land	Wales & South West	Scot- land
Unweighted base	1001	474	527	103	165	202	179	156	196	183	304	277	237	264	257	250	139	91
Weighted base	1001	491	510	111	192	192	172	131	202	238	278	208	277	266	258	250	137	89
Lawful	86 9%	48 10%	39 8%	12 11%	10 5%	20 10%	12 7%	11 8%	22 11%	32 14%	21 8%	13 6%	20 7%	34 13%	18 7%	17 7%	14 11%	3 3%
Unlawful	900 90%	438 89%	462 90%	99 89%	178 93%	170 88%	158 92%	120 91%	175 87%	205 86%	253 91%	193 93%	249 90%	227 85%	237 92%	229 92%	122 89%	86 97%
Don't know	15 1%	5 1%	10 2%	- -	5 2%	3 1%	2 1%	1 *	5 2%	1 *	3 1%	2 1%	9 3%	6 2%	3 1%	4 2%	1 1%	- -

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**Q2. Do you think it is currently lawful or unlawful to sack someone on the grounds of their age alone?**

**Base : All respondents**

	Region											
	Total	North East	Yorks & Humb.	East Mid-lands	East-ern	South East	London	South West	Wales	West Mid-lands	North West	Scotland
Unweighted base	1001	44	86	75	96	137	127	88	51	86	120	91
Weighted base	1001	45	87	73	94	140	126	87	51	92	118	89
Lawful	86 9%	1 2%	5 6%	8 11%	2 2%	18 13%	15 12%	12 13%	3 6%	8 9%	11 9%	3 3%
Unlawful	900 90%	44 98%	82 94%	64 88%	91 97%	118 84%	109 86%	75 86%	47 93%	82 89%	103 87%	86 97%
Don't know	15 1%	-	-	1 1%	1 1%	4 3%	2 1%	1 1%	1 1%	1 1%	4 4%	-

## Age Discrimination Survey

### Fieldwork : October 25th-27th 2002

Absolutes/col percents

Table 5

**Q3. At present, it is lawful for employers to sack people on the grounds of their age. Would you support or oppose new laws to make it unlawful to discriminate against people because of their age in the workplace?**

**Base : All respondents**

	Sex		Age						Social Class				Region					
	Total	Male	Fe- male	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	South East	Mid- lands	North Eng- land	Wales & South West	Scot- land
Unweighted base	1001	474	527	103	165	202	179	156	196	183	304	277	237	264	257	250	139	91
Weighted base	1001	491	510	111	192	192	172	131	202	238	278	208	277	266	258	250	137	89
Support	840	416	424	86	158	166	149	110	171	211	233	174	221	222	212	214	113	80
	84%	85%	83%	77%	82%	86%	86%	84%	85%	89%	84%	84%	80%	83%	82%	86%	82%	89%
Oppose	132	62	71	23	30	18	19	20	22	21	40	30	41	38	39	29	20	6
	13%	13%	14%	20%	16%	10%	11%	15%	11%	9%	14%	14%	15%	14%	15%	12%	14%	6%
Don't know	29	13	16	3	4	8	4	2	8	6	4	5	14	6	7	7	5	4
	3%	3%	3%	3%	2%	4%	2%	1%	4%	3%	1%	2%	5%	2%	3%	3%	4%	4%

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**Base : All respondents**

	Region											
	Total	North East	Yorks & Humb.	East Mid-lands	East-ern	South East	London	South West	Wales	West Mid-lands	North West	Scotland
Unweighted base	1001	44	86	75	96	137	127	88	51	86	120	91
Weighted base	1001	45	87	73	94	140	126	87	51	92	118	89
Support	840 84%	38 86%	76 87%	61 84%	81 86%	114 81%	108 86%	73 84%	39 78%	70 76%	100 85%	80 89%
Oppose	132 13%	6 14%	7 8%	9 13%	13 14%	24 17%	14 11%	10 12%	9 18%	17 18%	16 14%	6 6%
Don't know	29 3%	-	5 6%	2 3%	-	2 2%	3 3%	3 4%	2 4%	5 6%	2 2%	4 4%

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Table 6

**Q4. There are plans to introduce age discrimination laws in employment, do you think this should be introduced as a matter of urgency or not urgently at all?**

**Base : All respondents**

	Sex		Age						Social Class				Region					
	Total	Male	Fe- male	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	South East	Mid- lands	North Eng- land	Wales & South West	Scot- land
Unweighted base	1001	474	527	103	165	202	179	156	196	183	304	277	237	264	257	250	139	91
Weighted base	1001	491	510	111	192	192	172	131	202	238	278	208	277	266	258	250	137	89
As a matter of urgency	618	322	296	60	123	127	116	91	101	156	177	130	155	177	158	143	82	57
	62%	66%	58%	54%	64%	66%	68%	70%	50%	65%	64%	62%	56%	67%	61%	57%	60%	64%
Not urgently at all	344	156	188	46	64	59	52	36	87	79	88	71	107	77	88	100	50	30
	34%	32%	37%	41%	33%	31%	30%	28%	43%	33%	32%	34%	38%	29%	34%	40%	36%	33%
Don't know	39	13	26	5	6	7	3	3	14	3	13	8	15	12	13	7	6	2
	4%	3%	5%	5%	3%	3%	2%	3%	7%	1%	5%	4%	5%	4%	5%	3%	4%	2%

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Table 6

**Q4. There are plans to introduce age discrimination laws in employment, do you think this should be introduced as a matter of urgency or not urgently at all?**

**Base : All respondents**

	Region											
	Total	North East	Yorks & Humb.	East Midlands	East-ern	South East	London	South West	Wales	West Midlands	North West	Scotland
Unweighted base	1001	44	86	75	96	137	127	88	51	86	120	91
Weighted base	1001	45	87	73	94	140	126	87	51	92	118	89
As a matter of urgency	618 62%	22 49%	57 65%	44 60%	61 65%	84 60%	93 74%	49 57%	33 65%	53 58%	65 55%	57 64%
Not urgently at all	344 34%	23 51%	27 31%	27 38%	29 30%	47 34%	30 24%	33 38%	17 33%	32 35%	50 42%	30 33%
Don't know	39 4%	-	3 4%	1 2%	4 4%	9 6%	3 2%	5 6%	1 2%	7 8%	4 3%	2 2%