

## Executive Pay Survey

### ONLINE Fieldwork : 20th - 22nd January 2012

Absolutes/col percents

Table 1

**Q1. Approximately, what do you think a chief executive in a FTSE 100 company (i.e. the largest firms listed on the London Stock Exchange) should be paid per year (before tax and including all financial rewards such as pension contributions, bonuses and share options)?**

**Base: All respondents**

	Gender			Age						Social Class				Region				
	Total	Male	Female	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	2003	925	1078	180	335	414	366	321	387	706	510	292	495	518	544	517	270	154
Weighted base	2003	981	1022	240	320	380	340	301	421	541	581	421	461	509	529	503	289	174
Up to £50000	(25) 8%	166 5%	115 11%	24 10%	25 8%	26 7%	43 13%	27 9%	20 5%	15 3%	48 8%	44 10%	58 13%	44 9%	46 9%	39 8%	28 10%	9 5%
£51000-£150000	(100) 18%	351 16%	197 19%	39 16%	56 18%	68 18%	58 17%	57 19%	73 17%	81 15%	95 16%	80 19%	95 21%	80 16%	100 19%	92 18%	51 18%	28 16%
£151000-£250000	(200) 12%	244 13%	114 11%	26 11%	33 10%	34 9%	44 13%	47 16%	61 14%	76 14%	78 13%	46 11%	45 10%	58 11%	66 13%	69 14%	34 12%	17 10%
£251000-£500000	(375) 11%	222 13%	98 10%	17 7%	25 8%	50 13%	30 9%	36 12%	63 15%	79 15%	71 12%	43 10%	28 6%	55 11%	63 12%	60 12%	24 8%	19 11%
£501000-£750000	(625) 8%	158 10%	63 6%	18 8%	20 6%	34 9%	19 6%	28 9%	38 9%	54 10%	45 8%	30 7%	29 6%	55 11%	37 7%	36 7%	21 7%	9 5%
£751000-£1000000	(875) 9%	118 12%	53 5%	13 5%	15 5%	33 9%	33 10%	37 12%	39 9%	72 13%	45 8%	31 7%	23 5%	43 9%	30 6%	43 8%	24 8%	31 18%
£1000001-£2000000	(1500) 4%	66 7%	21 2%	10 4%	17 5%	19 5%	18 5%	8 3%	15 3%	39 7%	23 4%	12 3%	13 3%	24 5%	16 3%	17 3%	19 6%	11 6%
£2000001-£4000000	(3000) 2%	24 2%	22 2%	10 4%	12 4%	8 2%	6 2%	4 1%	6 2%	11 2%	22 4%	10 2%	3 1%	14 3%	15 3%	10 2%	5 2%	2 1%
More than £4000000	(5000) 1%	9 1%	9 1%	3 1%	2 1%	4 1%	3 1%	1 *	4 1%	6 1%	4 1%	5 1%	3 1%	9 2%	8 1%	* *	1 *	1 *
Don't know	540 27%	211 21%	330 32%	79 33%	116 36%	103 27%	86 25%	55 18%	103 24%	106 20%	150 26%	119 28%	166 36%	128 25%	146 28%	136 27%	82 28%	48 27%
Mean	532.45	608.30	448.00	624.54	579.06	564.05	507.48	446.57	514.63	628.33	558.47	506.01	380.49	616.31	536.56	451.36	494.60	564.07
Standard deviation	777.78	772.25	775.77	980.76	850.52	793.53	763.49	591.92	733.29	770.99	811.43	822.51	661.17	916.88	886.98	590.10	639.42	618.02
Standard error	20.47	28.90	28.71	90.67	58.55	46.12	46.55	36.64	43.06	32.79	42.07	57.87	37.13	46.91	44.80	30.60	46.51	59.20

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Table 7

**Q3. Thinking about possible policies the government might introduce about high pay at the top of companies, to what extent do you agree or disagree with the following options?**

**Base: All respondents**

**I would like to see a much broader representation (including from the workforce) on the committees that set pay for senior executives**

	Gender			Age						Social Class				Region					
	Total	Male	Female	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	2003	925	1078	180	335	414	366	321	387	706	510	292	495	518	544	517	270	154	
Weighted base	2003	981	1022	240	320	380	340	301	421	541	581	421	461	509	529	503	289	174	
NET: Agree	1327 66%	669 68%	658 64%	118 49%	174 54%	231 61%	232 68%	243 81%	329 78%	369 68%	378 65%	283 67%	298 65%	325 64%	358 68%	348 69%	184 64%	112 64%	
Strongly agree	(5) 29%	584 30%	295 28%	289 9%	23 9%	62 19%	97 26%	105 31%	135 45%	162 38%	165 31%	163 28%	109 26%	147 32%	129 25%	160 30%	149 30%	88 30%	58 33%
Tend to agree	(4) 37%	743 38%	374 36%	370 40%	96 40%	111 35%	134 35%	127 37%	109 36%	167 40%	203 38%	216 37%	174 41%	151 33%	196 39%	198 37%	199 40%	97 34%	54 31%
Neither agree nor disagree	(3) 18%	369 20%	195 17%	173 17%	63 26%	70 22%	99 26%	66 19%	26 9%	45 11%	103 19%	110 19%	73 17%	83 18%	103 20%	73 14%	83 17%	65 22%	45 26%
Tend to disagree	(2) 4%	75 4%	44 5%	31 3%	6 3%	20 6%	12 3%	7 2%	12 4%	18 4%	27 5%	22 4%	17 4%	10 2%	32 6%	19 4%	11 2%	7 2%	6 3%
Strongly disagree	(1) 1%	29 1%	12 1%	17 2%	2 1%	- -	10 3%	3 1%	7 2%	7 2%	9 2%	7 1%	8 2%	5 1%	10 2%	11 2%	5 1%	2 1%	1 1%
NET: Disagree	104 5%	56 6%	48 5%	9 4%	20 6%	22 6%	10 3%	19 6%	25 6%	36 7%	28 5%	25 6%	14 3%	41 8%	30 6%	17 3%	9 3%	7 4%	
Don't know	203 10%	61 6%	142 14%	50 21%	57 18%	28 7%	33 10%	13 4%	22 5%	33 6%	64 11%	39 9%	67 14%	39 8%	68 13%	55 11%	31 11%	10 6%	
Mean	3.99	3.97	4.00	3.68	3.82	3.84	4.06	4.22	4.15	3.96	3.98	3.94	4.08	3.86	4.04	4.06	4.01	3.99	
Standard deviation	0.92	0.92	0.92	0.77	0.88	0.96	0.85	0.95	0.92	0.95	0.90	0.92	0.88	0.97	0.94	0.85	0.88	0.91	
Standard error	0.02	0.03	0.03	0.06	0.05	0.05	0.05	0.05	0.05	0.04	0.04	0.06	0.04	0.04	0.04	0.04	0.06	0.08	