

Copyright	i
Acknowledgements	ii
Guidelines on Layout	1
SECTION ONE - THE RESPONDENTS	2
1. Gender of the Respondents	3
2. Age of the Respondents	4
3. Ethnicity of Respondents	4
4. Ability and Disability of Respondents	5
5. Length of Time in Publishing	6
5.1 Length of Time in Publishing – Comparison with Previous Surveys	6
5.2 Length of Time in Publishing by Gender	6
5.3 Length of Time in Publishing by Age	7
6. Length of Time in Current Job	7
6.1 Length of Time in Current Job - Comparison with Previous Surveys	7
6.2 Length of Time in Current Job by Gender	7
6.3 Length of Time in Current Job by Age	8
SECTION TWO - THE RESPONDENTS EMPLOYERS	9
7. Location of Company or Workplace	9
7.1 Location of Company or Workplace – Comparison with Previous Survey	9
7.2 Location of Company or Workplace by Age of Respondents	10
7.3 Location of Company or Workplace by Length of Time in Publishing	10
7.4 Location of Company or Workplace by Length of Time in Current Job	11
8. Length of Commute	11
8.1 Average Cost of Commute	11
9. Size of Company	12
9.1 Size of Company - Comparison with Previous Surveys	12
9.2 Size of Company by Gender of Respondents	12
9.3 Size of Company by Length of Time in Publishing	13
10. Sector of Publishing	14
10.1 Sector of Publishing by Gender	14
10.2 Sector of Publishing by Length of Time in Current Job	14
10.3 Formats of Publishing (With Which Formats do you Personally Work?)	15
10.4 Sector of Publishing by Formats of Publishing	15
11. Digital Publishing	16
11.1 Digital Publishing - Comparison with Previous Survey	16
11.2 Digital Publishing by Sector of Publishing	17
11.3 Digital Publishing by Age of Respondents	17
11.4 Digital Publishing by Previous Occupation of Respondents	17
SECTION THREE - EDUCATION AND EXPERIENCE OF RESPONDENTS	19
12. Level of Education of Respondents	19
12.1 Level of Education – Comparison with Previous Surveys	19
12.2 Level of Education by Gender	19
12.3 Level of Education by Age	19
12.4 Level of Education by Size of Company	20
12.5 Level of Publishing Education – Have you completed an MA/MSc/MLitt in Publishing?	20
12.6 Level of Publishing Education - Comparison with Previous Surveys	20
12.6.1 Level of Publishing Education - Comparison with Previous Surveys (2)	21
12.7 Masters in Publishing by Size of Company	21
12.8 Masters in Publishing by University	21
12.9 Masters in Publishing by University Comparison with Previous Surveys	22
13. Student Loans	22
13.1 Student Loans by Age of Respondents	22
13.2 Student Loans Average Amount Outstanding	22

13.3	Previous Occupations of Respondents	23
13.4	Previous Occupations of Respondents by Size of Company	23
13.5	Benefits of a Career in Publishing.....	24
13.6	Benefits of a Career in Publishing by Age.....	24
	SECTION FOUR - TRAINING	25
14.	Date Respondents Last Received Training, either In House or Outside	25
14.1	Date Respondents Last Received Training - Comparison with Previous Surveys	25
14.2	Date Respondents Last Received Training by Size of Company.....	25
14.3	Date Respondents Last Received Training by Age	26
14.4	Date Respondents Last Received Training by Age - 2013 Results	26
14.5	Date Respondents Last Received Training by Age – 2008 Results.....	26
14.6	Date respondents Last Received Training by Length of Time in Current Role.....	26
14.7	Date respondents Last Received Training by Length of Time in Current Role -2013 Result	27
14.8	Date respondents Last Received Training by Length of Time - 2008 Results.....	27
14.9	Date respondents last received Training by Area of Publishing	27
15	Date respondents last received Training by Area of Publishing – 2013 Results	28
15.1	Date respondents last received Training by Area of Publishing – 2008 Results.....	28
15.2	Type of Training Received	29
15.3	Type of Training Received – Comparison with Previous Surveys	30
15.4	Main Training Providers.....	30
	SECTION FIVE - RECRUITMENT	31
16.	Where Respondents Found Their Current Job	31
16.1	Where Respondents Found Their Current Job by Size of Company	32
	SECTION SIX - UNIONS	33
17.	Union Membership	33
17.1	Union Membership – Comparison with Previous Surveys.....	33
17.2	Union Membership by Gender.....	33
17.3	Union Membership by Size of Company	33
17.4	Union Membership by Age.....	34
17.5	Union Membership by Age - 2013 Results.....	34
	SECTION SEVEN - HOURS OF WORK	35
18.	How Many Hours a Week Are You Contracted to Work?	35
18.1	How Many Hours a Week Are You Contracted to Work? – Comparison.....	35
18.2	Hours Worked above Contracted Hours	35
18.3	Hours Worked above Contracted Hours - Comparison with Previous Surveys.....	35
18.4	Hours Worked above Contracted Hours by Area of Publishing	36
18.5	Hours Worked above Contracted Hours by Date Last Received Training.....	36
18.7	Hours Worked above Contracted Hours by Gender	37
18.8	Hours Worked above Contracted Hours by Age	37
	SECTION EIGHT - SALARIES	38
19.	Average Salary of All Full Time Respondents.	38
19.1	Average Salary - Comparison with Previous Surveys.	38
19.1.1	Average Salary - National Comparison	38
19.2	Average Salary by Gender	39
19.3	Average Salary by Gender – Comparison with previous surveys.....	39
19.4	Average Salary by Age	39
19.5	Average Salary by Age - Comparison with Previous Surveys.....	39
19.6	Average Salary by Size of Company	40
19.7	Average Salary by Size of Company by Gender	40
19.8	Average Salary by Size of Company – Comparison with Previous Surveys	40
19.9	Average Salary by Age and Size of Company	40
20.	Average Salary by Area of Publishing	41
20.1	Average Salary by Area of Publishing – Comparison with Previous Surveys	41

20.2	Average Salary by Formats of Publishing	41
20.3	Average Salary by What Percentage of your Usual Week is Digital.....	42
20.3.1	Average Salary by Digital Percentage - Comparison with Previous Surveys	42
20.4	Average Salary by Format and What Percentage of your job is digital	43
20.5	Average Salary by Location of Company	44
20.6	Average Salary by Location of Company – Comparison with Previous Surveys	44
20.7	Average Salary by Length of Time in Publishing	44
20.8	Average Salary by Length of Time in Publishing - Comparison with Previous Surveys.....	45
20.9	Average Salary by Length of Time in Publishing by Gender	45
21.	Average Salary by Length of Time in Publishing by Gender – Comparison.....	45
21.1	Average Salary by Length of Time in Publishing by Age	45
21.2	Average Starting/Entry Level Salary	46
21.3	Average Starting/Entry Level Salary - Comparison with previous surveys	46
21.4	Average Starting/Entry Level Salary by Gender	46
21.5	Average Salary by Length of Time in Publishing by Age – Male Respondents.....	46
21.6	Average Salary by Length of Time in Publishing by Age – Female Respondents.....	46
21.7	Average Salary by Length of Time in Current Job	47
21.8	Average Salary by Length of Time in Current Job - Comparison with previous surveys	47
21.9	Average Salary by Length of Time in Current Job by Age	47
22.	Average Salary by Length of Time in Current Job by Age - Male Respondents.....	48
22.1	Average Salary by Length of Time in Current Job by Age - Female Respondents.....	48
22.2	Average Salary of Respondents with a Publishing Masters (MA/MLitt/Msc)	49
22.3	Average Salary of Respondents with Masters v without Masters	49
22.4	Average Entry Level Salary of Respondents with a Publishing Masters	49
22.5	Average Salary of Respondents with Masters v without Masters By Age	49
22.6	Average Salary of Respondents with a Publishing Masters – 2013 results.....	49
22.7	Average Salary of Respondents with a Masters by Length of Time in the Industry	50
22.8.	Average Salary by Previous Occupation	50
22.9	Average Salary by Ethnicity	50
23.	Average Salary by Job Title	51
	SECTION NINE - SALARY REVIEWS.....	60
24.	Date of Last Salary Review.....	60
24.1	Date of Last Salary Review - Comparison with Previous Surveys.....	60
24.2	Date of Last Salary Review by Size of Company	61
24.3	Date of Last Salary Review by Size of Company – 2013 results	61
24.4	Date of Last Salary Review by Intention to Stay.....	62
25.5	Date of Last Salary Review by Intention to Stay -Comparison with Previous Surveys.....	62
25.6	Date of Last Salary Review by Gender	63
26.	Salary Your Sole Source of Income	63
26.1	Salary Your Sole Source of Income by Age	63
27.	Honestly, Do you think you are Underpaid	64
27.1	Honestly, Do you think you are Underpaid - Comparison with 2013.....	64
27.2	Honestly Do you think you are Underpaid by Average Salary.....	64
27.3	How much do you think you are Underpaid?	64
27.4	How much do you think you are Underpaid? - Comparison with 2013	64
27.5	Reasons respondents gave for believing they were underpaid	65
27.6	Reasons respondents gave for believing they were underpaid - Comparison with 2013	65
28.	Percentage Increase at last Salary Review	66
28.1	Percentage Increase at last Salary Review - Comparison with Previous Surveys.....	66
28.2	Percentage Salary Increase by Size of Company	67
	SECTION TEN - PROMOTION PROSPECTS.....	68
29.	Have You Ever Received a Promotion at your Current Place of Work?	68
29.1	Have You Ever Received a Promotion - Comparison with Previous Surveys.....	68

29.2	Promotion Prospects	68
29.3	Promotion Prospects - Comparison with previous surveys	68
29.4	Promotion Prospects By Gender	68
29.5	Promotion Prospects By Age	69
30.	Intention to Stay. Do you Intend to Stay in your Current Employment?	70
30.1	Intention to Stay - Comparison with Previous Surveys	70
30.2	Intention to Stay by Gender	70
30.3	Intention to Stay by Age	71
30.4	Intention to Stay by Length of Time in Current Job	71
30.5	Intention to Stay by time of Last Salary Review.	71
30.6	Intention to Stay by Date Last Received Training.	71
30.7	Intention to Stay by Size of Company.....	72
31.	Has your Company Made any Staff Redundant	72
31.1	Has your Company Made any Staff Redundant - Comparison with Previous Surveys	72
31.2	Redundancy by Size of Company by When was your Last Salary Review?	73
32.	Do You Think You Will be Made Redundant Within the Next 12 Months?	73
32.1	Do You Think You Will be Made Redundant- Comparison with Previous Surveys	73
32.2	Do You Think You Will be Made Redundant by Size of Company	74
32.3	Do You Think You Will be Made Redundant by Age	74
32.4	Average Salary of Respondents Who Think They Will be Made Redundant	74
32.5	Average Salary of Respondents Who Think They Will be Made Redundant – 2013 results	74
	SECTION ELEVEN - MORALE AND COMPANY BENEFITS.....	75
33.	Morale of all Respondents. Please rate the Morale of Staff Within Your Company	75
33.1	Morale of all Respondents - Comparison with Previous Surveys	75
33.2	Morale of all Respondents by Size of Company.....	75
34.	Job Descriptions	76
34.1	Job Descriptions - Comparison with previous surveys	76
34.2	Job Descriptions By Size of Company?.....	76
35.	Actual Benefits Received	77
35.1	Actual Benefits Received by Size of Company.....	78
35.2	UK State Pension - Number of respondents who are planning to rely on it	80
35.3	UK State Pension - Number of respondents who are planning to rely on it - By Age	80
35.4	UK State Pension - Number of respondents who are planning to rely on it - By Gender	80
35.5	UK State Pension - Number of respondents who are planning to rely on it - By Company	80
	SECTION TWELVE - PUBLISHING AS A CAREER	81
36.	How Would You Rate Your Company as a Place to Work?.....	81
36.1	Rate Your Company as a Place to Work - Comparison with Previous Surveys	81
36.2	Rate your Company as a Place to Work By Size of Company.....	81
37.	Would you Recommend a Career in Publishing	82
37.1	Would you Recommend a Career in Publishing - Comparison with Previous Surveys	82
37.2	Would you Recommend a Career in Publishing By Age	82
37.3	What is a Benefit of a Career in Publishing	82
37.4	What is a Benefit of a Career in Publishing - Comparison with Previous Surveys.....	83
37.5	What is a Benefit of a Career in Publishing by Age	83
	SECTION THIRTEEN - STRESS AT WORK	84
38.	Do you Feel you are Stressed by your Work?.....	84
38.1	Do you Feel you are Stressed by your Work - Comparison with Previous Surveys	84
38.2	Do you Feel you are Stressed by your Work By Gender	84
38.3	Do you Feel you are Stressed by your Work By Marital Status.....	84
38.4	Do you Feel you are Stressed by your Work By Age	85
38.5	Do you Feel you are Stressed by your Work By Length of Time in the Industry	85
38.6	Do you Feel you are Stressed by Your Work? By Length of Time in Current Role.....	85
38.7	Do you Feel you are Stressed by your Work By Size of Company	85

38.8	Do you Feel you are Stressed by your Work By Area of Publishing	86
38.9	Do you Feel you are Stressed by your Work By Location of Company	86
39.	Do you Feel you are Stressed by your Work? By Do You have a Job Description	86
39.1	Do you Feel you are Stressed by your Work By Date of Last Pay Review	87
39.2	Do you Feel you are Stressed by your Work By Date of Last Received Training	87
39.3	Do you Feel you are Stressed by your Work By number of Redundancies at Company ...	87
40.	Causes of Stress.....	88
40.1	Causes of Stress - Demands of the Job	88
40.2	Causes of Stress - Demands of the Job – 2013 Results.....	88
40.3	Causes of Stress - Demands of the Job – 2008 Results.....	88
40.4	Causes of Stress – Lack of Control	89
40.5	Causes of Stress – Lack of Control – 2013 Results	89
40.6	Causes of Stress – Lack of Control – 2008 Results	89
40.7	Causes of Stress – Work Life Balance.....	90
40.8	Causes of Stress – Work Life Balance - 2013 Results.....	90
40.9	Causes of Stress – Work Life Balance – 2008 Results	90
41	Causes of Stress – Relationships at Work	91
41.1	Causes of Stress – Relationships at Work – 2013 Results.....	91
41.2	Causes of Stress – Relationships at Work – 2008 Results.....	91
41.3	Causes of Stress – Change in the Workplace	92
41.4	Causes of Stress – Change in the Workplace -2013 Results	92
41.5	Causes of Stress – Change in the Workplace -2008 Results	92
41.6	Causes of Stress – Working Environment	93
41.7	Causes of Stress – Working Environment – 2013 Results	93
41.8	Causes of Stress – Working Environment – 2008 Results	93
	SECTION FOURTEEN - REASONS FOR STAYING.....	94
	SECTION FOURTEEN - REASONS FOR LEAVING	110
	SECTION FIFTEEN - COMMENTS.....	118