

YouGov/CIPD Survey Results

Sample Size: 1006

Fieldwork: 28th February 2012 to 26th March 2012

	SECTOR		
Total (A)	Private (B)	Public (C)	Voluntary/not for profit (D)

Q1. Is your organisation planning to recruit employees in the next THREE months? (Please tick one box only.)

	Unweighted Base	1006	647	233	125
	Base: All HR professionals	1006	622	313	69
Yes	65%	63%	67%	73%	*
No	29%	31%	26%	23%	*
Don't know	6%	6%	7%	4%	*

Q3. Is your organisation planning to make any redundancies during the next THREE months? (Please tick one box only.)

	Unweighted Base	1006	647	233	125
	Base: All HR professionals	1006	622	313	69
Yes	32%	25%	45%	33%	*
No	52%	58%	40%	52%	*
Don't know	17%	17%	16%	16%	*

Q5. Thinking about the _next THREE months_, what will be the overall effect of recruiting new staff and/or making redundancies? (Please tick one box only.)

	Unweighted Base	594	342	170	82
	Base: All HR professionals planning to make redundancies or recruit in the next 3 months	736	430	250	56
Maintain total staff level	32%	30%	33%	37%	*
Increase total staff level	36%	46%	16%	43%	*
Decrease total staff level	30%	21%	49%	17%	*
Don't know	3%	3%	2%	3%	*
Increase - Decrease	6%	25%	-32%	26%	

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Q6. Thinking about the next TWELVE months, can you estimate what the overall effect of recruiting new staff and/or making redundancies will be? (Please tick one box only.)

	Unweighted Base	594	342	170	82
Base: All HR professionals planning to make redundancies or recruit in the next 3 months		736	430	250	56
Maintain total staff level	29%		31%	25%	33%
					*
Increase total staff level	34%		44%	14%	47%
			C		C*
Decrease total staff level	32%		19%	56%	17%
				BD	*
Don't know	5%		6%	4%	3%
					*
Increase - Decrease	3%	25%	-42%	30%	

Q21. Offshoring is used to describe a decision to replace domestically supplied service functions with imported services produced offshore. The imported services can include a wide range of functions, such as computer programming, payroll and accounting, and customer call centres. Offshoring, can also mean the movement of domestic production (and the related jobs) offshore. In this case, the definition focuses not on imports of services from abroad, but on national companies, such as those in the manufacturing sector, investing offshore (OECD 2011). Does your organisation plan to offshore UK jobs to other parts of the world over the next twelve months?

	Unweighted Base	1006	647	233	125
All HR Professionals		1006	622	313	69
Yes	8%		11%	6%	2%
			D		*
No	78%		75%	81%	93%
					BC*
Don't know	14%		15%	13%	5%
			D		*

Q23. For which, if any, of the following reasons did you decide to offshore jobs?

	Unweighted Base	50	35	12	3
All HR Professionals planning to offshore		85	66	18	2
Better skills	22%		24%	17%	-
			**	**	**
Reduced costs	79%		85%	58%	54%
			**	**	**
Improved customer service	15%		12%	25%	-
			**	**	**
To focus more on core activity	48%		57%	20%	-
			**	**	**
To gain access to new export markets	12%		11%	19%	-
			**	**	**
Other	8%		9%	-	46%
			**	**	**
IT support	-		-	-	-
			**	**	**
Call centre	-		-	-	-
			**	**	**
Legal services	-		-	-	-
			**	**	**
Customer services	-		-	-	-
			**	**	**
Other	-		-	-	-
			**	**	**

	SECTOR		
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Q25. Has your organisation offshored UK jobs to other parts of the world during the past five years?

Unweighted Base	1006	647	233	125
All HR Professionals	1006	622	313	69
Yes	14%	19%	7%	4%
		CD		*
No	79%	74%	85%	94%
			B	B*
Don't know	7%	7%	8%	2%
				*

Q260. Do you currently have plans to _onshore_ any jobs back to the UK?

Unweighted Base	82	65	13	4
All HR Professionals who have offshored jobs in the past five years	144	118	23	3
Yes	26%	25%	33%	-
			**	**
No	51%	51%	50%	100%
			**	**
Don't know	23%	24%	18%	-
			**	**