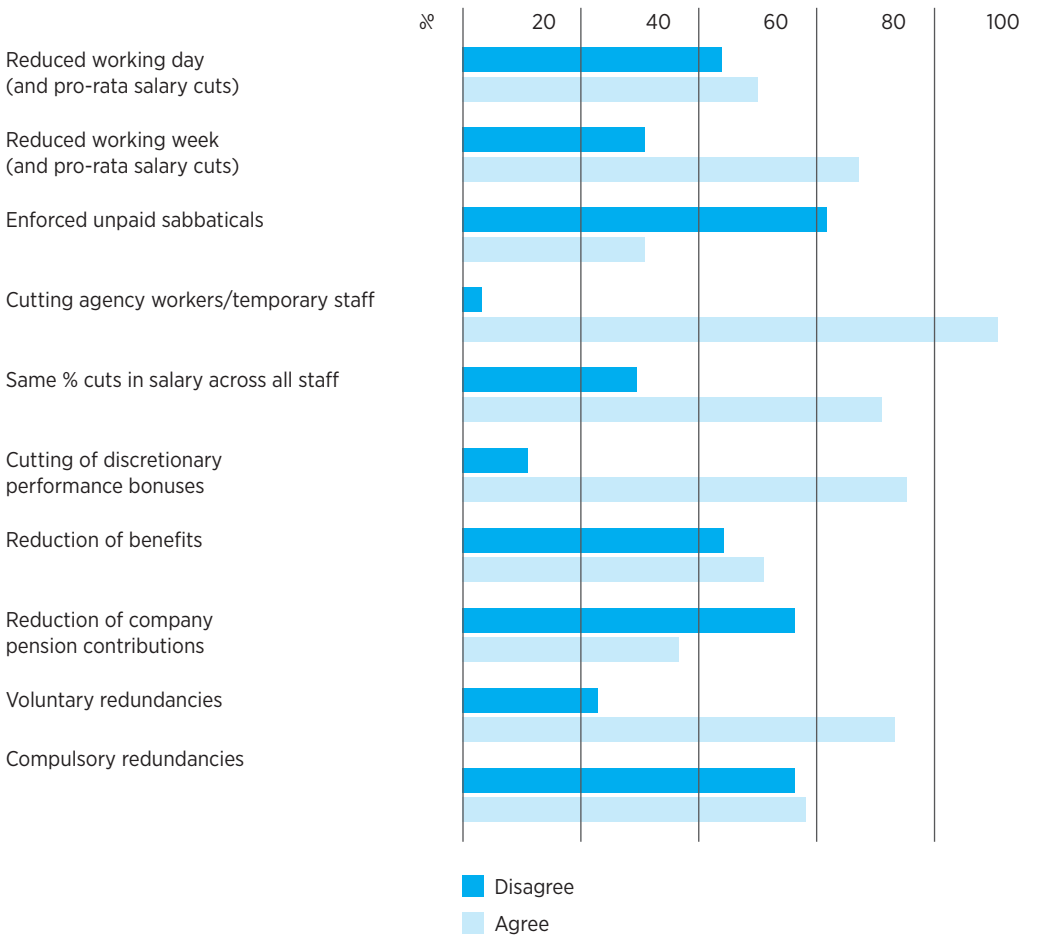


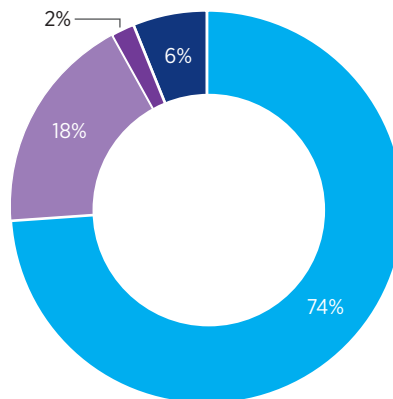
Employer responses: 608

Imagine your company is suffering in the current recession to the extent that you are faced with needing to cut staff costs immediately by around 10% to remain competitive. To what extent do you agree or disagree that you should fund these necessary cost cuts through?

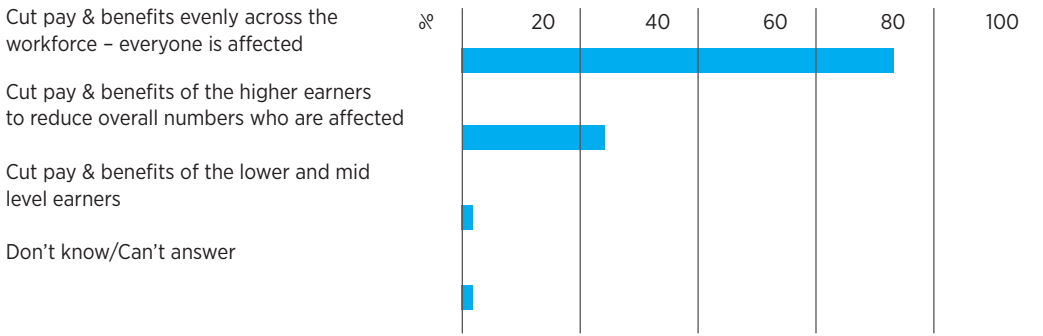


Imagine now that your company has no choice but to save the necessary 10% of staff costs through compulsory redundancies. Which of the following options, if any, do you think would be in the best long-term interest of the company?

- Cut 10% of the workforce selecting people from all levels
- Don't know/Can't answer
- Cut some of the highest earners to reduce overall numbers of redundancies
- Cut low income earners so that overall redundancies are greater than



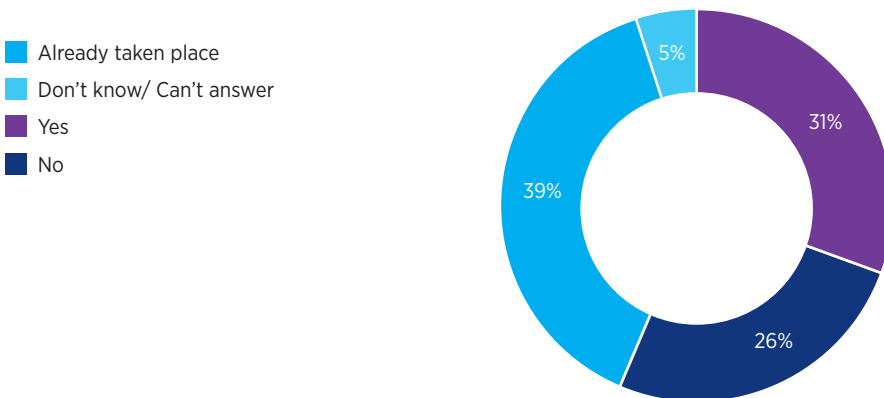
Imagine now that the company has ruled out any redundancies and wants to fund the necessary 10% of staff costs through renegotiating pay & benefits. Which of the following options, if any, do you think would be in the best long-term interest of the company?



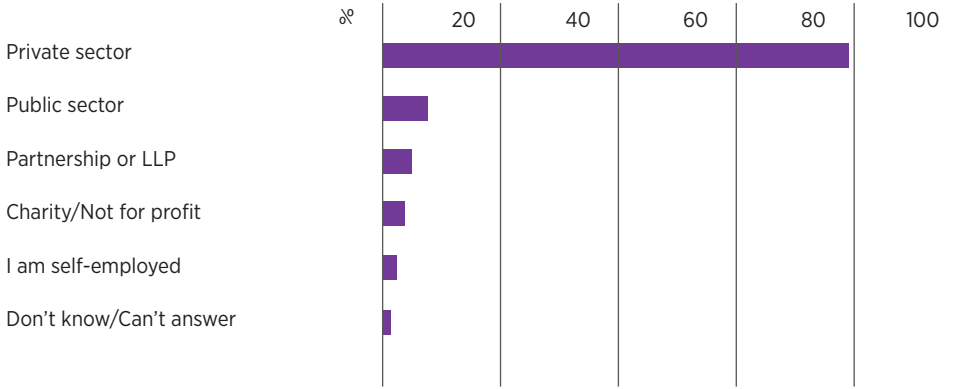
In renegotiating pay & benefits which of the following options would be in the best long-term interest of your company? Please rank them in order (1 = best long-term interest, 2 = next best option, 7 = worst long-term interest of the company).

Cutting of discretionary bonuses	2.24
Pay cut (working conditions are unchanged)	3.17
Reduction of benefits – not below legal requirements such as healthcare, maternity /paternity entitlement etc	3.94
Reduced working week (and pro-rata salary cuts)	4.03
Reduction of company pension contributions	4.35
Reduced working day (and pro-rata salary cuts)	4.76
Enforced unpaid sabbaticals	5.02

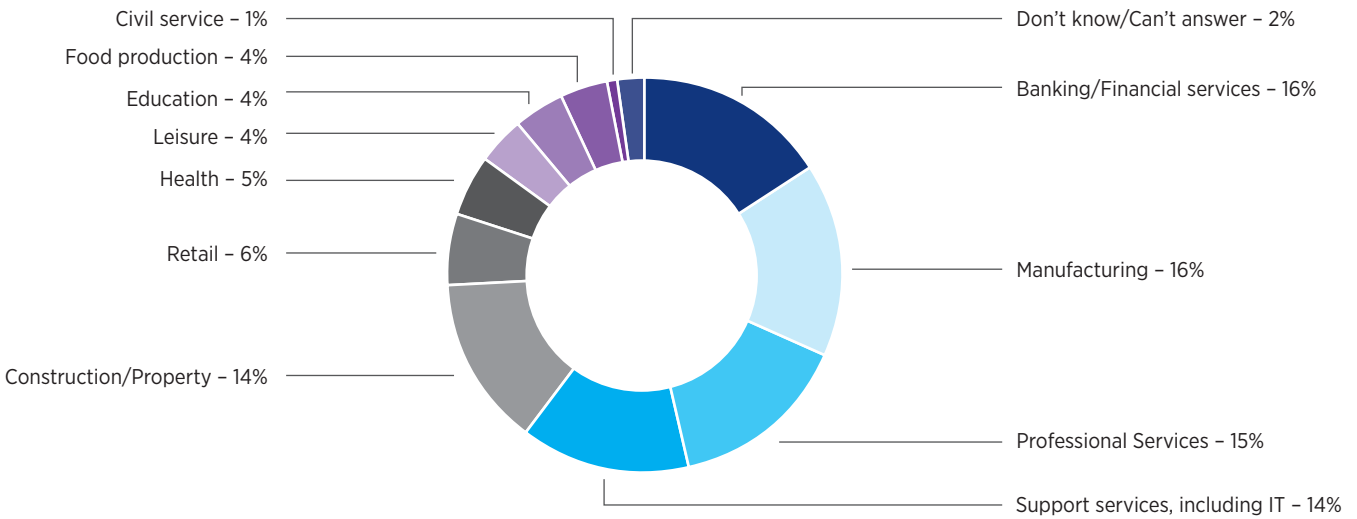
Are you in the process of changing employee conditions with a view to reducing cost?



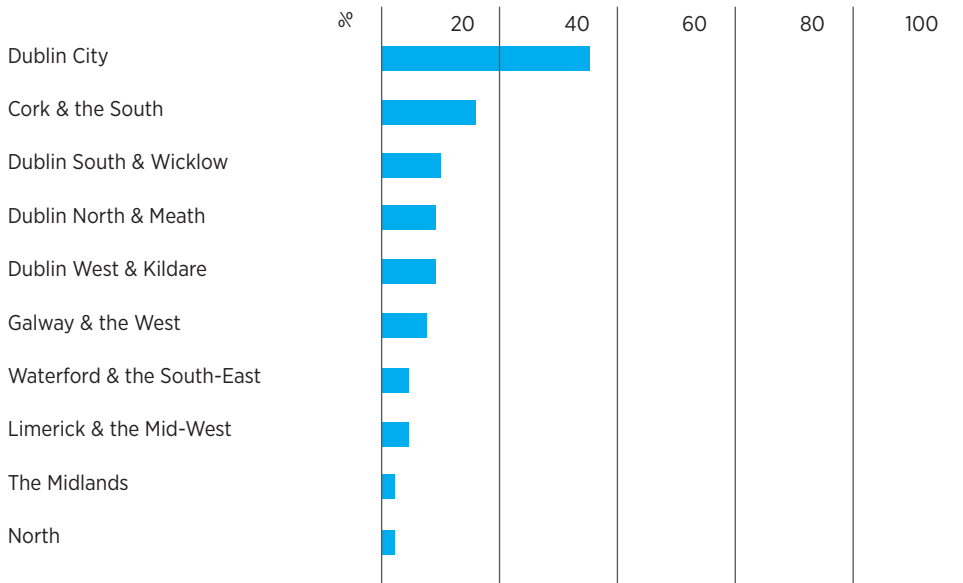
What sort of organisation do you work for?



Which of the following broad areas of business best describes your company?



Where is your biggest density of employees?



How many employees are in your organisation in Ireland?

