

# 2025 International Survey Key Findings

**PREPARED FOR:**



**PREPARED BY:**



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*Respondents for this survey are adults (ages 18+) who have been diagnosed with cancer and are or were working full or part time for an organization or company while undergoing cancer treatment. Throughout the report, we refer to this group as adults who are/were working during treatment and/or shortened to “adults” for simplicity purposes.*

## ABOUT CANCER AND CAREERS

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Cancer and Careers is a global organization, with non-profit status in the U.S., that solely focuses on the intersection of health and employment. Founded in 2001, Cancer and Careers is committed to eliminating fear and uncertainty for working people with cancer through direct support and education, while also amplifying their voices through research and advocacy. The organization's programs, services and trainings help individuals get back to work and companies build ecosystems of support to retain and attract best-in-class talent.

Cancer and Careers commissioned this survey fielded by Harris Poll to better understand the experiences of people working after a cancer diagnosis in the U.S.

For questions about the data, permissions or Cancer and Careers, please reach out to Leticia Bennett-White at [lbennett@cew.org](mailto:lbennett@cew.org).

## 2025 METHODS

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The research was conducted online in the United Kingdom, France, and Germany by The Harris Poll on behalf of Cancer and Careers among 600 adults (200 per country) age 18+ who have been diagnosed with cancer and worked full or part time for a company while undergoing cancer treatment. The survey was conducted between August 15<sup>th</sup> through August 26<sup>th</sup>, 2025. Raw data were not weighted and are therefore only representative of the individuals who completed the survey.

Respondents for this survey were selected from among those who have agreed to participate in our surveys. The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within  $\pm 4.0$  percentage points using a 95% confidence level. This credible interval will be wider among subsets of the surveyed population of interest.

All sample surveys and polls, whether or not they use probability sampling, are subject to other multiple sources of error which are most often not possible to quantify or estimate, including, but not limited to coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments.

## DATA NOTES

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Although the findings are fairly consistent across countries, there are some differences in the health of populations that may influence results. For instance, while half or more of workers in all countries describe their health as poor or fair, those in the UK are less likely than those in France and Germany to do so (52% vs. 71% and 66%, respectively). Meanwhile, French workers are more likely than those in Germany or the UK to be in treatment less than 1 year (28% vs. 19% and 18%).

## SOURCE

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Cancer and Careers/The Harris Poll 2025

## 2024 METHODS

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The research was conducted online in the United States by The Harris Poll on behalf of Cosmetic Executive Women Foundation among 500 US adults age 18+ who have been diagnosed with cancer and worked full or part time for a company while undergoing cancer treatment. The survey was conducted between November 7<sup>th</sup> through November 21<sup>st</sup>, 2024.

Raw data were not weighted and are therefore only representative of the individuals who completed the survey.

Respondents for this survey were selected from among those who have agreed to participate in our surveys. The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within  $\pm 4.4$  percentage points using a 95% confidence level. This credible interval will be wider among subsets of the surveyed population of interest.

All sample surveys and polls, whether or not they use probability sampling, are subject to other multiple sources of error which are most often not possible to quantify or estimate, including, but not limited to coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments. To read the 2024 report: [www.cancerandcareers.org/en/cac-harris-poll-2024-report](http://www.cancerandcareers.org/en/cac-harris-poll-2024-report)

## 2023 METHODS

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The research was conducted online in the United States by The Harris Poll on behalf of Cosmetic Executive Women Foundation among 908 US adults age 18+ who have been diagnosed with cancer and are either employed full time, part time, or unemployed but looking for work. The survey was conducted between August 21<sup>st</sup> through September 20<sup>th</sup>, 2023.

Data are weighted where necessary by age by sex, education, race/ethnicity, region, household income, employment status, and propensity to be online to bring them in line with their actual proportions in the population.

Respondents for this survey were selected from among those who have agreed to participate in our surveys. The sampling precision of Harris online polls is measured by using a Bayesian credible interval. For this study, the sample data is accurate to within  $\pm 3.9$  percentage points using a 95% confidence level. This credible interval will be wider among subsets of the surveyed population of interest.

All sample surveys and polls, whether or not they use probability sampling, are subject to other multiple sources of error which are most often not possible to quantify or estimate, including, but not limited to coverage error, error associated with nonresponse, error associated with question wording and response options, and post-survey weighting and adjustments. To read the 2023 report: [www.cancerandcareers.org/en/2023harris](http://www.cancerandcareers.org/en/2023harris)

## DETAILED FINDINGS

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### Disclosure Decisions

***Fear of disclosing their diagnosis at work is common among workers undergoing cancer treatment in France, Germany, and the UK – like it was for US adults. Yet, despite these concerns, majorities of adults in these countries shared their diagnosis and felt comfortable doing so.***

- Like their US counterparts, around half of adults in Germany, the UK, and France who are working/worked while undergoing cancer treatment are/were afraid to disclose their cancer diagnosis at work.
  - Germany: 52% agree
  - UK: 49% agree
  - France: 48% agree
  - US: 49% agree
- The majority of adults in France, the UK, and Germany feel/felt comfortable sharing the news of their diagnosis with people at their work. However, German adults are less likely to trust their company's senior management, human resources department/representative, and their company, overall than those in France and UK.
  - Their supervisor (70% in France, 68% in the UK, 61% in Germany) – 73% in the US
  - Their colleagues (74% in France, 69% in the UK, 62% in Germany) – 69% in the US
  - Their employer, overall (69% in France, 74% in the UK, 57% in Germany) – 68% in US
  - Human resources department/representative (64% in France, 61% in the UK, 48% in Germany) – 58% in the US
  - Senior management (64% in France, 62% in the UK, 48% in Germany) – 56% in the US
- For all three countries, most workers undergoing cancer treatment did share the news of their diagnosis at work. However, adults in France and the UK are more likely than those in Germany to disclose to senior management and those in Germany are more likely than the other countries to have shared the news with their supervisor. Adults in Germany were also more likely to not share the news with anyone (11% vs. 4% in both France and the UK). While the level of disclosure aligns with adults in the US, the people shared with varies.
  - France: 97% disclosed to anyone, 44% to supervisors, 52% to colleagues, 39% to human resources department/representative, 55% to senior management
  - Germany: 90% disclosed to anyone, 74% to supervisors, 62% to colleagues, 31% to human resources department/representative, 25% to senior management
  - UK: 96% disclosed to anyone, 51% to supervisors, 57% to colleagues, 41% to human resources department/representative, 63% to senior management
  - US: 97% disclosed to anyone, 76% to supervisors, 60% to colleagues, 46% to human resources department/representative, 45% to senior management

## Benefit Availability

***As seen in the US, there is room to grow in terms of benefit knowledge that could help those balancing work and cancer treatment. Despite an improved understanding of benefits post-diagnosis, majorities of adults across countries wish they had a better understanding prior to their diagnosis and agree that simplified benefits explanations would boost their decision-making confidence.***

- Similar to US adults, those in France, Germany and the UK who are working/worked while undergoing cancer treatment feel/felt knowledgeable about their company's benefits after their diagnosis.
  - France: 48% felt knowledgeable *before* and 79% felt knowledgeable *after*
  - Germany: 58% felt knowledgeable *before* and 80% felt knowledgeable *after*
  - UK: 58% felt knowledgeable *before* and 87% felt knowledgeable *after*
  - US: 73% felt knowledgeable *before* and 94% felt knowledgeable *after*
- Most adults who are working/worked while undergoing cancer treatment wish they had a better understanding of their company benefits available to them before they were diagnosed, this is comparable to US adults.
  - France: 80% agree
  - Germany: 74% agree
  - UK: 67% agree
  - US: 66% agree
- More than 4 in 5 adults in France, the UK, and Germany agree being able to understand the company benefits available to them in a more simplified manner would allow them to feel more confident when making decisions. This mirrors the feelings of adults in the US.
  - France: 85% agree
  - UK: 85% agree
  - Germany: 83% agree
  - US: 86% agree

## Impact on Career

***In the UK, France, and Germany, the life-changing impact of a cancer diagnosis has had significant and often positive effects on approaches to work and careers. Diagnoses often prompt those who are working/worked while undergoing cancer treatment to re-evaluate career goals and priorities, motivate them to pursue work that aligns with their values, and help them take steps towards better work-life balance.***

- In all three countries, but especially the UK and France, most adults who are working/worked while undergoing cancer treatment agree that their diagnosis has positively influenced how they think about or approach their work or career (80% in the UK, 78% in France, and 65% in Germany).
- At least 4 in 5 adults agree their diagnosis prompted them to re-evaluate their career goals or priorities (82% in France, 81% in the UK, and 80% in Germany).

- This re-evaluation can carry with it a shift in values, more than three quarters of adults in Germany (81%), the UK (80%), and France (77%) agree that due to their diagnosis, they feel more motivated to pursue work that aligns with their values.
- Adults in all three countries report positive impacts of the reassessments triggered by their experiences, with majorities agreeing that it has helped them take the necessary steps to achieve a greater sense of balance across their work and personal lives (86% in Germany, 85% in the UK, and 83% in France) and that they have experienced meaningful growth after their cancer diagnosis that led to positive changes in their goals, beliefs, or the way they live (82% in Germany, 80% in the UK, and 79% in France).

## Value of Work

***Many workers undergoing cancer treatment have received support in the workplace, which has positively impacted their recovery, mental health, ability to receive/adhere to cancer treatment, job satisfaction, work/life balance, and sense of purpose and/or personal identity. It has also provided them with normality during a difficult time of their lives and helped them cope.***

- Across countries, most adults who are working/worked while undergoing cancer treatment feel/felt supported by their company while working during their cancer treatment. This includes 87% of those in the UK, 81% in Germany, and 79% in France. However, this trails the 90% who feel/felt supported in the US. That said, far fewer report feeling very supported — only 45% in the UK, 33% in Germany, and 30% in France.
  - Across the three countries, adults who were knowledgeable about their company’s benefits before their cancer diagnosis are more likely than those who were not to have felt supported by their company while working during cancer treatments (90% vs. 72%).
- Similar to the US, the support adults receive(d) at work while undergoing cancer treatment had a positive impact across many aspects of adults’ lives. Majorities in all countries indicated a positive impact on their recovery, mental health, ability to receive/adhere to cancer treatment, job satisfaction, work/life balance, and sense of purpose and/or personal identity.
  - Adults in France and the UK are similar to the US and more likely than those in Germany to report a positive impact on their recovery (70%, 70% vs. 58%, respectively and 68% in the US, respectively) and work/life balance (67%, 65% vs. 54%, respectively and 62% in the US).
  - More than three quarters of adults in all three countries agree that the support that they received at work had a positive impact on their recovery (80% in Germany, 78% in the UK, and 77% in France. These findings only slightly trail the US where 84% adults agreed.
  - Similarly, almost 4 in 5 adults in France, Germany, and the UK agree that working through treatment helps/helped them cope (79%, 79%, and 78%, respectively).
    - Among adults in the US in 2023 who were diagnosed with cancer and worked through treatment, 75% agreed.

- The importance of human connections during challenging times persists and is consistent across adults who are working/worked while undergoing cancer treatment in France, Germany, and the UK – as well as the US.
  - A large majority of adults say the support they received at work from their supervisor (if they have/had one) (83% in the UK, 81% in Germany, and 77% in France – also, 85% in the US) and/or colleagues (80% in France, 79% in Germany, 78% in the UK – and, 81% in the US) was critical to their ability to work after being diagnosed.
  - Around 7 in 10 adults in all three countries (and the US) agree that someone at work has/had a meaningful impact on their cancer experience.
    - UK: 71% agree
    - Germany: 70% agree
    - France: 69% agree
    - US: 70% agree
- Consistently across countries, adults who are working/worked while undergoing cancer treatment have/had a reason to work (97% in France, 96% in the UK, and 90% in Germany). The top reasons are because they want things to feel as normal as possible (49% in the UK, 44% in France, 40% in Germany), need to do so for financial reasons (50% in the UK, 46% in Germany, 43% in France), and because work gives them a sense of purpose (47% in the UK, 40% in Germany, and 34% in France). While most reasons were similar across countries, adults in Germany are more likely than those in France and the UK to say that they feel working is tied to their identity (29% vs. 19% and 14%).
  - Among adults in the US in 2023 who were diagnosed with cancer and worked through treatment, 99% had a reason to work and the top three motivations were the same as those in France, the UK, and Germany, although in a slightly different order. Top reasons were needed to do so for financial reasons (62%), because work gave them a sense of purpose (49%), and because they wanted things to feel as normal as possible (41%).
  - Many adults in the UK, Germany and France also agree that people who have been diagnosed with cancer want to work (69%, 69%, and 63%, respectively).
    - In the US in 2023, among adults diagnosed with cancer and who were working or unemployed but looking for work, 66% agreed.
  - Similar proportions agree that people who have been diagnosed with cancer are aided in their treatment and recovery by working (72% in the UK, 69% in France, 65% in Germany) and that people who have been diagnosed with cancer are aided in their recovery/healing by working (72% in the UK, 69% in France, 66% in Germany).
    - This mirrors results from the US in 2023, among adults diagnosed with cancer and who were working or unemployed but looking for work, 65% agreed that people who have been diagnosed with cancer are aided in their treatment and recovery by working.
  - Few adults who are working/worked while undergoing cancer treatment quit their job following their cancer diagnosis (only 6% each in the UK and Germany, 5% in France). However, taking time off to reflect on their career direction was the most common step taken by workers in all three countries (40% in France, 30% in Germany, 26% in the UK).

## The Future of Workplace Support

***Most adults agree on the importance of employer support for thriving in the workplace while undergoing cancer treatment. Despite the benefits these workers are experiencing/experienced, they also acknowledge that there is room for workplace support to grow and adapt. These improvements could take the form of training for supervisors to better support employees with cancer, clear information about workplace policies, and implementation of practical changes at the workplace to more effectively accommodate and support employees managing cancer treatment and its effects.***

- Support matters, at least 7 in 10 adults in the UK, France, and Germany who are working/worked while undergoing cancer treatment agree that people who have been diagnosed with cancer and receive support from their employer are more likely to thrive in the workplace (81% in the UK, 78% in France, and 71% in Germany).
  - Agreement that people who have been diagnosed with cancer and receive support from their employer are more likely to thrive in the workplace was also high in the US in 2023, among adults diagnosed with cancer and who were working or unemployed but looking for work, 78% agreed.
- While most working adults in all three countries agree that they feel supported by their employer in their desire to work (87% in the UK, 82% in Germany, and 74% in France), fewer than 2 in 5 adults in France (36%) and Germany (37%) *strongly* agree with that sentiment. This is significantly lower than in the UK where 50% of employed adults *strongly* agree.
  - Among adults in the US in 2023 who were diagnosed with cancer and working, 73% agreed that they felt supported by their employer in their desire to work.
- Most adults who are working/worked while undergoing cancer treatment agree that resources and/support programs to address workplace concerns of those who have been diagnosed with cancer are needed, this includes 81% in France, 77% in Germany, and 71% in the UK.
  - In 2023, among adults who were diagnosed with cancer and working or unemployed but looking for work, only 60% agreed.
- Among working adults who disclosed their cancer diagnosis, a majority in all three countries agree that they are confident that their cancer diagnosis will not limit opportunities for career advancement or meaningful/desirable work (75% in the UK, 70% in Germany, and 69% in France) and that their employer has their best interests in mind after disclosing their diagnosis (81% in the UK, 67% in Germany, 65% in France).
  - Those in the UK who disclosed their cancer diagnosis are significantly more likely than those in France or Germany to express confidence that their employer has their best interests in mind.
  - Among adults in the US in 2023 who were diagnosed with cancer, working and disclosed their diagnosis, 73% agreed that their employer has their best interests in mind after disclosing their diagnosis.
- The vast majority of adults in all countries (99% in France, 95% in the UK, 93% in Germany – and 95% in the US) say there are additional areas where employers could better support employees working while undergoing cancer treatment. However, there is some variability in the steps recommended.

- Over half of adults in Germany (54%) and the UK (52%) support providing more workplace modifications in accordance with national labor laws and collective agreements. Meanwhile, nearly 6 in 10 adults in the UK (57%) support providing clear, easy-to-understand information on workplace policies or employer-provided support available, significantly more than adults in Germany (39%) and France (41%). German adults are more likely than those in France and UK to support enhanced opportunities for engagement and inclusion of employees managing long-term health conditions, through inclusive practices and employee forums (40% vs. 28% and 30%, respectively).
- More than 3 in 4 adults agree training on how to support an employee working with cancer should be a requirement for supervisors (85% in the UK, 77% in both France and Germany – also, 84% in the US).
  - A similar proportion would prefer to work for a company that requires supervisors to be trained on how to support a direct report working with cancer (83% in the UK, 76% in France, and 72% in Germany – 82% in the US).
- Feeling more comfortable disclosing their cancer diagnosis at work if they knew their company trained its employees on how to properly support someone with cancer is also consistent across countries, with more than 7 in 10 adults in each country agreeing (78% in the UK, 75% in France, 74% in Germany – and 73% in the US).
  - While most employed adults agree that they are confident that managers/supervisors at their company have been properly trained on how to support them as an employee with cancer (67% in the UK, 59% in France, and 57% in Germany), fewer than 2 in 5 of these adults *strongly* agree (37% in the UK, 30% in France and 26% in Germany). However, notable proportions are not confident — 20% in France, 19% in Germany, and 12% in the UK.
    - Among adults in the US in 2023 who were diagnosed with cancer and working, 52% agreed and only 29% *strongly* agreed.
- Improvements could even focus on seemingly mundane, but practical aspects of worker experience. More than two thirds of adults across countries agree that addressing some of the more practical issues of balancing cancer and work (such as sharing the news, managing treatment side effects, handling discrimination, relieving stress, and making appropriate modifications to the work space, etc.) is an essential part of cancer care (81% in the UK, 72% in France, 68% in Germany). However, this represents significantly more adults in the UK than France and Germany.
  - This support is comparable to that seen in the US in 2023 among adults diagnosed with cancer who were working or unemployed but looking for work, 70% agreed that addressing some of the more practical issues of balancing cancer and work is an essential part of cancer care.

## DEMOGRAPHIC INFORMATION

GENDER (MULTI SELECT)	France		Germany		United Kingdom	
Unweighted Base	200		200		200	
Man	112	56%	118	59%	108	54%
Woman	86	43%	80	40%	92	46%
Transgender	3	2%	1	1%	0	-
Non-binary	0	-	1	1%	1	1%
Gender non-conforming	0	-	1	1%	0	-
I identify as	1	1%	0	-	0	-
Prefer not to answer	0	-	0	-	0	-
Sigma	202	101%	201	101%	201	101%

SEXUAL PREFERENCE	France		Germany		United Kingdom	
Unweighted Base	200		200		200	
Heterosexual (straight)	178	89%	178	89%	182	91%
LGBQ+ (NET)	15	8%	16	8%	16	8%
Bisexual	5	3%	7	4%	7	4%
Gay	4	2%	3	2%	5	3%
Queer	2	1%	0	-	0	-
Lesbian	1	1%	3	2%	1	1%
Pansexual	0	-	0	-	2	1%
Asexual	0	-	1	1%	1	1%
Other sexual orientation	3	2%	2	1%	0	-
Not sure	3	2%	2	1%	1	1%
Decline to answer	4	2%	4	2%	1	1%
Sigma	200	100%	200	100%	200	100%

AGE	France		Germany		United Kingdom	
Unweighted Base	200		200		200	
18-24	18	9%	9	5%	2	1%
25-34	21	11%	51	26%	49	25%
35-44	38	19%	41	21%	48	24%
45-54	54	27%	37	19%	22	11%
55-64	51	26%	34	17%	35	18%
65+	18	9%	28	14%	44	22%
MEDIAN	49		44		45	
Sigma	200	100%	200	100%	200	100%

EMPLOYMENT	France		Germany		United Kingdom	
Unweighted Base	200		200		200	
EMPLOYED (NET)	168	84%	169	85%	162	81%
Employed full time	144	72%	137	69%	128	64%
Employed part time	18	9%	22	11%	28	14%
Self-employed full time	5	3%	7	4%	3	2%
Self-employed part time	1	1%	3	2%	3	2%
NOT EMPLOYED (NET)	32	16%	31	16%	38	19%
Not employed, but looking for work	1	1%	1	1%	1	1%
Not employed and not looking for work	0	-	1	1%	0	-
Not employed, unable to work due to a disability or illness	4	2%	2	1%	4	2%
Retired	25	13%	26	13%	31	16%
Student	2	1%	0	-	0	-
Stay-at-home spouse or partner	0	-	1	1%	2	1%
Sigma	200	100%	200	100%	200	100%

TREATMENT STATUS	France		Germany		United Kingdom	
Unweighted Base	200		200		200	
Just diagnosed, pre-treatment	0	-	0	-	0	-
IN-TREATMENT (NET)	132	66%	155	78%	114	57%
In treatment (Less than 1 year)	56	28%	37	19%	35	18%
In treatment (1 year - less than 3 years)	45	23%	74	37%	49	25%
In treatment (3 years - less than 5 years)	23	12%	32	16%	22	11%
In treatment (5 years or more)	8	4%	12	6%	8	4%
POST TREATMENT (NET)	68	34%	45	23%	86	43%
Post treatment (Less than 5 years)	25	13%	19	10%	38	19%
Post treatment (5 years or more)	43	22%	26	13%	48	24%
Sigma	200	100%	200	100%	200	100%

TREATMENT TYPE (MULTI SELECT)	France		Germany		United Kingdom	
Unweighted Base	200		200		200	
ANY (NET)	200	100%	200	100%	200	100%
CHEMO (SUB-NET)	112	56%	87	44%	96	48%
IV chemotherapy (injection, port, CVC, VAD, PICC)	69	35%	56	28%	72	36%
Oral chemotherapy (pills, capsules, liquids)	58	29%	49	25%	47	24%
Radiation (proton, external beam, general radiation)	80	40%	71	36%	69	35%
Surgery	76	38%	120	60%	127	64%
Immunotherapy	27	14%	29	15%	23	12%
Hormone therapy	27	14%	29	15%	38	19%
Targeted therapy	23	12%	41	21%	33	17%
Blood product donation and transfusion	12	6%	13	7%	11	6%
Transplant (bone marrow, stem cell)	8	4%	10	5%	14	7%
Hyperthermia	8	4%	8	4%	7	4%
Alternative/Integrated (acupuncture, biofeedback, guided imagery, massage, yoga)	5	3%	20	10%	10	5%
Photodynamic therapy	5	3%	6	3%	7	4%
Other	7	4%	7	4%	2	1%
None	0	-	0	-	0	-
Sigma	405	203%	459	230%	460	230%

EDUCATION	France	
Unweighted Base	200	
BELOW UPPER SECONDARY (NET)	21	11%
CAP/BEP (Vocational training certificate/Technical education certificate)	19	10%
Did not graduate	2	1%
UPPER SECONDARY OR POST-SECONDARY NON-TERTIARY (NET)	46	23%
High school diploma	46	23%
TERTIARY (NET)	133	67%
2-year college degree/Associate's degree	33	17%
3-year college degree/Bachelor's degree	41	21%
4-year college degree/Master's degree	23	12%
DESS/DEA/Master (5-year college degree)	31	16%
Doctorate	5	3%
Sigma	200	100%

EDUCATION	Germany	
Unweighted Base	200	
BELOW UPPER SECONDARY (NET)	25	13%
Lower Secondary Education (5th - 9/10th)	10	5%
"HS Diploma"	15	8%
No Completed Qualifications	0	-
UPPER SECONDARY OR POST-SECONDARY NON-TERTIARY (NET)	85	43%
University Entrance Exam	32	16%
Completed Apprenticeship	53	27%
Apprentice/Trainee	0	-
TERTIARY (NET)	90	45%
University of Applied Sciences	16	8%
Finished University	48	24%
Doctorate	12	6%
Master Craftsman Diploma	14	7%
Other Qualification	0	
Sigma	200	100%

EDUCATION	United Kingdom	
Unweighted Base	200	
BELOW UPPER SECONDARY (NET)	41	21%
GCSE/O-Level/CSE	38	19%
No formal qualifications	3	2%
UPPER SECONDARY OR POST-SECONDARY NON-TERTIARY (NET)	45	23%
Vocational qualifications	6	3%
A-Level/Scottish Higher or equivalent	39	20%
TERTIARY (NET)	114	57%
Bachelor's Degree or equivalent	58	29%
Master's/PhD or equivalent	56	28%
Sigma	200	100%

COMPANY SIZE	France		Germany		United Kingdom	
Unweighted Base	200		200		200	
LESS THAN 99 (NET)	60	30%	46	23%	60	30%
1	0	-	0	-	0	-
2 to 4	2	1%	5	3%	9	5%
5 to 9	8	4%	7	4%	3	2%
10 to 24	13	7%	4	2%	16	8%
25 to 49	14	7%	13	7%	15	8%
50 to 99	23	12%	17	9%	17	9%
100-999 (NET)	76	38%	78	39%	72	36%
100 to 249	31	16%	28	14%	30	15%
250 to 499	25	13%	19	10%	17	9%
500 to 999	20	10%	31	16%	25	13%
1000+ (NET)	60	30%	71	36%	59	30%
1,000 to 2,499	10	5%	31	16%	23	12%
2,500 to 4,999	11	6%	9	5%	5	3%
5,000 to 9,999	10	5%	14	7%	7	4%
10,000 to 14,999	9	5%	3	2%	5	3%
15,000 to 19,999	5	3%	0	-	6	3%
20,000+	15	8%	14	7%	13	7%
Not sure	4	2%	5	3%	9	5%
Sigma	200	100%	200	100%	200	100%

INDUSTRY	France		Germany		United Kingdom	
	200		200		200	
Unweighted Base						
Finance and insurance	28	14%	19	10%	26	13%
Public administration	24	12%	10	5%	8	4%
Healthcare and social assistance	19	10%	19	10%	14	7%
Professional, scientific, and technical services	11	6%	4	2%	17	9%
Administrative support (incl. employment agencies, professional associations, collection agencies, credit bureaus, security services, visitor, and convention services)	11	6%	6	3%	4	2%
Education	11	6%	10	5%	28	14%
Retail trade, except of motor vehicles and motorcycles	11	6%	12	6%	12	6%
Construction	11	6%	7	4%	13	7%
Transportation and warehousing	9	5%	15	8%	8	4%
Arts, entertainment, and recreation	8	4%	4	2%	1	1%
Manufacturing	8	4%	28	14%	14	7%
Real estate, rental, and leasing	7	4%	2	1%	2	1%
Wholesale, retail trade and repair of motor vehicles and motorcycles	5	3%	3	2%	3	2%
Wholesale trade, except of motor vehicles and motorcycles	5	3%	5	3%	0	-
Accommodation and food services	4	2%	11	6%	7	4%
Information services (incl. publishing, libraries, motion picture and video, music and sound, telecommunications)	4	2%	7	4%	19	10%
Mining, quarrying, and oil and gas extraction	3	2%	1	1%	0	-
Water supply, sewerage, waste management, and remediation activities	3	2%	0	-	2	1%
Agriculture, forestry, fishing, and hunting	1	1%	4	2%	1	1%
Electricity, gas, steam, and air conditioning supply	0	-	2	1%	1	1%
Other services (except public administration)	8	4%	9	5%	5	3%
Some other type of business	9	5%	22	11%	15	8%
Sigma	200	100%	200	100%	200	100%