

Respondent number —

Interviewer number

Duration of interview —
Start time Finish time
 min.

Quality of Work Life Survey 2003

Sex: male 1

female 2

Age

Are your job, branch of industry and occupation still the same as in the Labour Force Survey week?

REMARKS:

A QUESTIONS:

A1.	To begin with, I shall list some core aspects of life which are of varying importance to different people. How important are these aspects of life to you personally:			
		Very important	Quite important	Not very important
	Is gainful employment very important, quite important or not very important to you?	1	2	3
	What about home and family life?	1	2	3
	And leisure time hobbies?	1	2	3
A2.	How many years altogether have you been gainfully employed during your life? (Work experience to be included since the age of 15)			
	Number of years	<input type="text"/> <input type="text"/> <input type="text"/>		
	Under one year	00		
A3.	During your life, have you been temporarily absent from working life for continuous periods on maternity, paternity or parental leave, or otherwise because of children (not partial child care leave):			
	IF MORE THAN ONCE, PERIODS TO BE TOTALLED UP	Yes	1	
		No	2	
	IF YES:	For how long?	<input type="text"/> <input type="text"/> <input type="text"/> years	
			<input type="text"/> <input type="text"/> <input type="text"/> months	
			00 less than one month	
A4.	IF YES: How many children do you have for whose care you have been absent from working life?			
			<input type="text"/> <input type="text"/> <input type="text"/> children	
A5.	During your life, have you:			
		Always worked in roughly the same occupation	1	
		Had 2 to 3 clearly different occupations	2	
		Or worked in several distinctly different occupations?	3	
A6.	Have you changed your job in the last five years?			
		Yes	1	
		No	2	
	IF YES:	How many times?	<input type="text"/> <input type="text"/> <input type="text"/>	

A7a.	How many months (incl. paid holidays) did you work full-time in 2002, in other words, last year PAID SUMMER HOLIDAYS TO BE INCLUDED <div style="text-align: right;"> <input type="text"/> <input type="text"/> months </div>									
A7b.	How many months did you work part-time in 2002? <div style="text-align: right;"> <input type="text"/> <input type="text"/> months </div>									
A8.	Have you been unemployed or temporarily dismissed over the last 5 years: (Unemployed = out of work, looking for work and available to start work) <table border="0" style="width: 100%;"> <tr> <td style="width: 60%;">Once</td> <td style="width: 40%; text-align: right;">1</td> </tr> <tr> <td>More than once</td> <td style="text-align: right;">2</td> </tr> <tr> <td>Or not at all?</td> <td style="text-align: right;">3 A10</td> </tr> </table>		Once	1	More than once	2	Or not at all?	3 A10		
Once	1									
More than once	2									
Or not at all?	3 A10									
A9.	IF BEEN UNEMPLOYED OR TEMPORARILY DISMISSED: How many months altogether have you been unemployed in the last 5 years? Number of months <div style="text-align: right;"> <input type="text"/> <input type="text"/> <input type="text"/> </div>									
A10.	ALL RESPONDENTS: How satisfied are you with your current job? <table border="0" style="width: 100%;"> <tr> <td style="width: 60%;">Very satisfied</td> <td style="width: 40%; text-align: right;">1</td> </tr> <tr> <td>Quite satisfied</td> <td style="text-align: right;">2</td> </tr> <tr> <td>Rather dissatisfied</td> <td style="text-align: right;">3</td> </tr> <tr> <td>Very dissatisfied</td> <td style="text-align: right;">4</td> </tr> </table>		Very satisfied	1	Quite satisfied	2	Rather dissatisfied	3	Very dissatisfied	4
Very satisfied	1									
Quite satisfied	2									
Rather dissatisfied	3									
Very dissatisfied	4									
A11.	Is your current employer: IF OBVIOUS, ENTER WITHOUT ASKING. <table border="0" style="width: 100%;"> <tr> <td style="width: 60%;">The State</td> <td style="width: 40%; text-align: right;">1 A15</td> </tr> <tr> <td>A municipality or a joint municipal board</td> <td style="text-align: right;">2 A15</td> </tr> <tr> <td>Or a private sector employer?</td> <td style="text-align: right;">3</td> </tr> <tr> <td>Don't know</td> <td style="text-align: right;">9 A15</td> </tr> </table>		The State	1 A15	A municipality or a joint municipal board	2 A15	Or a private sector employer?	3	Don't know	9 A15
The State	1 A15									
A municipality or a joint municipal board	2 A15									
Or a private sector employer?	3									
Don't know	9 A15									

A12.	<p>IF PRIVATE:</p> <p>Is the enterprise, or similar, in which you work mainly foreign or Finnish-owned?</p> <div> <div>Foreign-owned</div> <div>1</div> </div> <div> <div>Finnish-owned</div> <div>2</div> </div> <div> <div>Difficult to say, operates elsewhere in addition to Finland</div> <div>3</div> </div>
A13a.	<p>Does your employer have other establishments in addition to the one in which you work?</p> <div> <div>Yes</div> <div>1</div> </div> <div> <div>No</div> <div>2 A15</div> </div>
A13b.	<p>If A13A=YES: How many establishments does your employer have altogether?</p> <div> <div>Less than 5</div> <div>1</div> </div> <div> <div>5 to 10</div> <div>2</div> </div> <div> <div>More than 10</div> <div>3</div> </div>
A14.	<p>CARD 1 Approximately how many persons altogether work for this employer in all its establishments?</p> <p>DETERMINE EXACT CATEGORY AS NECESSARY</p> <div> <div>1 to 4 persons</div> <div>1</div> </div> <div> <div>5 to 9 persons</div> <div>2</div> </div> <div> <div>10 to 19 persons</div> <div>3</div> </div> <div> <div>20 to 29 persons</div> <div>4</div> </div> <div> <div>30 to 49 persons</div> <div>5</div> </div> <div> <div>50 to 99 persons</div> <div>6</div> </div> <div> <div>100 to 199 persons</div> <div>7</div> </div> <div> <div>200 to 249 persons</div> <div>8</div> </div> <div> <div>250 to 499 persons</div> <div>9</div> </div> <div> <div>500 to 999 persons</div> <div>10</div> </div> <div> <div>1,000 persons or more</div> <div>11</div> </div>

A15.	CARD 1 ALL RESPONDENTS: How many persons work at the same establishment as you?														
	DETERMINE EXACT CATEGORY AS NECESSARY	1 to 4 persons 5 to 9 persons 10 to 19 persons 20 to 29 persons 30 to 49 persons 50 to 99 persons 100 to 199 persons 200 to 249 persons 250 to 499 persons 500 to 999 persons 1,000 persons or more	1 2 3 4 5 6 7 8 9 10 11												
A16.	In the last three years, has the number of employees at your establishment:														
		Increased clearly Increased somewhat Remained unchanged Decreased somewhat Decreased clearly?	1 2 3 4 5												
A17.	In the past three years, have employees at your workplace been:														
	A. Moved to the "unemployment pension tunnel or tube"? B. Made otherwise redundant? IF A16=4,5,9 C. Cut back by not hiring replacements for those who have left?	<table border="1"> <thead> <tr> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2</td> </tr> <tr> <td>1</td> <td>2</td> </tr> <tr> <td>1</td> <td>2</td> </tr> </tbody> </table>		Yes	No	1	2	1	2	1	2				
Yes	No														
1	2														
1	2														
1	2														
A18.	Over the past few years, have any of the following changes taken place at your workplace:														
	A. Increased assessment or monitoring based on the productivity and results of work? B. Is work previously done in-house increasingly being outsourced? C. Is so-called teamworking applied at least to some extent at your workplace?	<table border="1"> <thead> <tr> <th>Yes</th> <th>No</th> <th>Not applicable</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2</td> <td>3</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> </tr> <tr> <td>1</td> <td>2</td> <td>3</td> </tr> </tbody> </table>		Yes	No	Not applicable	1	2	3	1	2	3	1	2	3
Yes	No	Not applicable													
1	2	3													
1	2	3													
1	2	3													

A19.	Is your current employment relationship valid until further notice or fixed-term?	Valid until further notice	1	A28
		Fixed-term	2	
A20.	IF EMPLOYMENT RELATIONSHIP/POSITION FIXED-TERM: Are you:	A substitute without a permanent post	1	A23
		Working for a staff hire company	2	A23
		On a trial period	3	A23
		Hired with employment subsidies	4	A23
		Doing seasonal work	5	A23
		Come to work only when summoned	6	A23
		In apprenticeship training	7	A23
		In an employment relationship otherwise agreed as fixed-term?	8	
		Don't know	99	
A21.	IF A20=08 OR 99: Fixed-term employment relationships can only be used if the employer has acceptable reasons for it. Has your employer given verbal or written reasons for using a fixed-term employment relationship for your current employment relationship?	Yes, verbal	1	
		Yes, written	2	
		No	3	
A22.	CARD 2 IF A20=08 OR 99: What is the primary reason for your fixed-term employment relationship?	IF SEVERAL REASONS, CHOOSE THE MAJOR ONE		
		Working in a vacant post	01	
		Project-related job	02	
		Contract-related job	03	
		Discontinuous financing (budget-based, project financing, etc.)	04	
		Employer does not want to establish a permanent post	05	
		Related to education and training (work experience, specialisation, etc.)	06	

	Unqualified	07
	Fixed-term position or work	08
	Part-time teacher	09
	Some other reason	10
A23.	ALL RESPONDENTS IN FIXED-TERM EMPLOYMENT RELATIONSHIPS: What is the length of your current fixed-term employment relationship in total?	
		<div> <div></div> <div></div> </div> years
		<div> <div></div> <div></div> </div> months
		00 less than a month
A24.	Counting in your current employment relationship, how many <u>successive</u> fixed-term employment relationships have you had at this workplace:	
	This is the first one	1
	Two	2
	Three	3
	Four	4
	Five or more?	5
A25.	And how many employment relationships have you had during the past 12 months in all (current employment relationship included)?	
	One	1
	Two	2
	Three	3
	Four	4
	Five or more	5
A26.	Once your current fixed-term employment relationship finishes, do you think that:	
	Your fixed-term employment relationship will probably be continued at your current workplace	1
	You will probably enter into a permanent employment relationship at your current workplace	2
	You will probably start a new job somewhere else	3
	You will probably become unemployed	4
	You would not even want a new job because of e.g. family reasons or studies	5

A27.

To what extent do the following statements describe your situation?
CARD 3

	Totally true	True to some extent	Untrue to some extent	Totally untrue	Not applicable
A. I find fixed-term employment strenuous especially because of the associated financial insecurity	1	2	3	4	5
B. The insecurity of my employment relationship puts me under mental strain	1	2	3	4	5
C. The insecurity of my employment relationship makes it difficult to make future plans	1	2	3	4	5
D. I am sure my opinions would be heeded better if I were a permanent employee	1	2	3	4	5
E. If it were possible, I would like to change jobs or tasks every few years	1	2	3	4	5
F. I would take a longer-term approach to my work if I were a permanent employee	1	2	3	4	5
G. I feel that I have to do my work especially well in order to secure the continuity of my employment relationship	1	2	3	4	5
H. I miss the sense of security that comes with a permanent employment relationship	1	2	3	4	5
I. I would have more courage to intervene in drawbacks in my work environment if I was a permanent employee	1	2	3	4	5
J. My opportunities for taking part in the training and development projects offered by my employer are as good as those of permanent employees	1	2	3	4	5
K. I am informed in good time about whether my employment relationship will be continued	1	2	3	4	5
L. I must be more flexible in my work (in respect of shifts, for example) than permanent employees to ensure that my employment relationship will continue	1	2	3	4	5
M. I personally associate a fixed-term employment relationship with a positive feeling of non-committal	1	2	3	4	5

A28.	<p>CARD 4 ALL RESPONDENTS: Next, I will ask a few questions about your pay.</p> <p>Which of the following forms of pay corresponds with your own? READ ALOUD IF REQUIRED</p> <table> <tr> <td>Fixed monthly pay</td><td>1</td></tr> <tr> <td>Fixed hourly pay</td><td>2</td></tr> <tr> <td>Fixed basic pay plus shift supplement</td><td>3</td></tr> <tr> <td>Fixed basic pay plus piece-work bonus</td><td>4</td></tr> <tr> <td>Fixed basic pay plus commission</td><td>5</td></tr> <tr> <td>Piece-work pay only</td><td>6</td></tr> <tr> <td>Or other form of pay?</td><td>7</td></tr> </table>	Fixed monthly pay	1	Fixed hourly pay	2	Fixed basic pay plus shift supplement	3	Fixed basic pay plus piece-work bonus	4	Fixed basic pay plus commission	5	Piece-work pay only	6	Or other form of pay?	7
Fixed monthly pay	1														
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Fixed basic pay plus shift supplement	3														
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Fixed basic pay plus commission	5														
Piece-work pay only	6														
Or other form of pay?	7														
A29.	<p>Is the remuneration system in your workplace based on appraisal of the requirement level of work, or is such system being planned?</p> <table> <tr> <td>Yes, it is</td><td>1</td></tr> <tr> <td>No</td><td>2</td></tr> <tr> <td>No, but is being planned</td><td>3</td></tr> </table>	Yes, it is	1	No	2	No, but is being planned	3								
Yes, it is	1														
No	2														
No, but is being planned	3														
A30.	<p>And is the remuneration system based on appraisal of personal work performance made every year, for example, or is such system being planned?</p> <table> <tr> <td>Yes</td><td>1</td></tr> <tr> <td>No</td><td>2</td></tr> <tr> <td>No, but is being planned</td><td>3</td></tr> </table>	Yes	1	No	2	No, but is being planned	3								
Yes	1														
No	2														
No, but is being planned	3														
A31.	<p>ALL RESPONDENTS: Is there a payment by results system in use at your workplace, i.e. are bonuses or supplements based on profitability or productivity of work paid at your workplace?</p> <table> <tr> <td>Yes</td><td>1</td></tr> <tr> <td>No</td><td>2</td></tr> </table>	Yes	1	No	2										
Yes	1														
No	2														
A32.	<p>IF A31=1: Are bonuses paid: (more than one answer allowed):</p> <table> <tr> <td>To private individuals</td><td>1</td></tr> <tr> <td>To work groups or units</td><td>2</td></tr> <tr> <td>Or to all employees in the organisation?</td><td>3</td></tr> </table>	To private individuals	1	To work groups or units	2	Or to all employees in the organisation?	3								
To private individuals	1														
To work groups or units	2														
Or to all employees in the organisation?	3														

| A36

A33.	<p>IF A31=1: Are you personally covered by such as a system?</p> <p>Yes</p> <p>No</p>	<p>1</p> <p>2 A36</p>
A34.	<p>IF A33=1: And have you received such bonuses in the course of last year, 2002?</p> <p>Yes</p> <p>No</p>	<p>1</p> <p>2 A36</p>
A35.	<p>IF A34=1: How much:</p> <p>Under EUR 500</p> <p>EUR 500 to 1 000</p> <p>Or over EUR 1,000?</p>	<p>1</p> <p>2</p> <p>3</p>
A36.	<p>ALL RESPONDENTS: In the last five years, have you proposed a pay increase for you personally? (to your supervisor, shop steward, etc., concerns all non-automatic pay increases, such as personal bonuses)</p> <p>Yes</p> <p>No</p>	<p>1</p> <p>2</p>

A37.	CARD 5		
	What is your monthly gross pay in your main job before tax?		
	Inclusive of shift, seniority and other corresponding bonuses, but exclusive of overtime pay.		
	EUR 500 or less	(around FIM 3,000 or less)	11
	EUR 501 to 700	(around FIM 3,000 to 4,200)	12
	EUR 701 to 900	(around FIM 4,200 to 5,400)	13
	EUR 901 to 1,100	(around FIM 5,400 to 6,500)	14
	EUR 1,101 to 1,300	(around FIM 6,500 to 7,800)	15
	EUR 1,301 to 1,500	(around FIM 7,800 to 9,000)	16
	EUR 1,501 to 1,700	(around FIM 9,000 to 10,100)	17
	EUR 1,701 to 1,900	(around FIM 10,100 to 11,300)	18
	EUR 1,901 to 2,100	(around FIM 11,300 to 12,500)	19
	EUR 2,101 to 2,300	(around FIM 12 500 to 13 700)	20
	EUR 2,301 to 2,500	(around FIM 13,700 to 14,900)	21
	EUR 2,501 to 2,700	(around FIM 14,900 to 16,100)	22
	EUR 2,701 to 2,900	(around FIM 16,100 to 17,300)	23
	EUR 2,901 to 3,100	(around FIM 17 300 to 18,400)	24
	EUR 3,101 to 3,300	(around FIM 18,400 to 19,600)	25
	EUR 3,301 to 3,600	(around FIM 19,600 to 21,400)	26
	EUR 3,601 to 4,000	(around FIM 21,400 to 23,800)	27
	EUR 4,001 to 5,000	(around FIM 23,800 to 30,000)	28
	over EUR 5,000	(around FIM 30,000 or more)	29
	Unwilling to answer		98
A38.	In your opinion, is your pay fair in comparison with the remuneration paid in other <u>occupations</u>.		
	Is your pay:		
		Clearly higher than it should be	1
		Somewhat higher than it should be	2
		About right	3
		Somewhat lower than it should be	4
		Or clearly lower than it should be?	5

B QUESTIONS:

B1.	CARD 6 Different forms of working hours are listed on the card. What kind of hours do you work? <table border="0" style="width: 100%;"> <tr> <td style="text-align: right;">Regular daywork (between 6 am and 6 pm)</td> <td style="text-align: right;">1</td> </tr> <tr> <td style="text-align: right;">Regular evening work</td> <td style="text-align: right;">2</td> </tr> <tr> <td style="text-align: right;">Regular nightwork</td> <td style="text-align: right;">3</td> </tr> <tr> <td style="text-align: right;">Two-shift work without nightwork</td> <td style="text-align: right;">4</td> </tr> <tr> <td style="text-align: right;">Two-shift work with nightwork</td> <td style="text-align: right;">5</td> </tr> <tr> <td style="text-align: right;">Three-shift work</td> <td style="text-align: right;">6</td> </tr> <tr> <td style="text-align: right;">Or other form of working hours?</td> <td style="text-align: right;">7</td> </tr> </table>	Regular daywork (between 6 am and 6 pm)	1	Regular evening work	2	Regular nightwork	3	Two-shift work without nightwork	4	Two-shift work with nightwork	5	Three-shift work	6	Or other form of working hours?	7
Regular daywork (between 6 am and 6 pm)	1														
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Regular nightwork	3														
Two-shift work without nightwork	4														
Two-shift work with nightwork	5														
Three-shift work	6														
Or other form of working hours?	7														
B2.	Do you do period work? <table border="0" style="width: 100%;"> <tr> <td style="text-align: right;">Yes</td> <td style="text-align: right;">1</td> </tr> <tr> <td style="text-align: right;">No</td> <td style="text-align: right;">2</td> </tr> </table>	Yes	1	No	2										
Yes	1														
No	2														
B3.	CARD 7 IF B1=7 and (B2=2 OR DK): Which of the following alternatives best describes your working hours: <table border="0" style="width: 100%;"> <tr> <td style="text-align: right;">The number of working hours is not specified or that specification is not followed</td> <td style="text-align: right;">1</td> </tr> <tr> <td style="text-align: right;">You come to work on separate agreement</td> <td style="text-align: right;">2</td> </tr> <tr> <td style="text-align: right;">You select your working hours freely</td> <td style="text-align: right;">3</td> </tr> <tr> <td style="text-align: right;">Working hours are divided into two or more periods during one day</td> <td style="text-align: right;">4</td> </tr> <tr> <td style="text-align: right;">Other irregular or varying working hours</td> <td style="text-align: right;">5</td> </tr> </table>	The number of working hours is not specified or that specification is not followed	1	You come to work on separate agreement	2	You select your working hours freely	3	Working hours are divided into two or more periods during one day	4	Other irregular or varying working hours	5				
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Working hours are divided into two or more periods during one day	4														
Other irregular or varying working hours	5														
B4.	Do you have strictly set starting and finishing times for your work, or can you personally influence them by at least 30 minutes either way? <table border="0" style="width: 100%;"> <tr> <td style="text-align: right;">Set starting and finishing times</td> <td style="text-align: right;">1</td> </tr> <tr> <td style="text-align: right;">Able to influence starting and finishing times (e.g. flexitime)</td> <td style="text-align: right;">2</td> </tr> </table>	Set starting and finishing times	1	Able to influence starting and finishing times (e.g. flexitime)	2										
Set starting and finishing times	1														
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B5.	Are your working hours monitored: <table border="0" style="width: 100%;"> <tr> <td style="text-align: right;">By clocking in or by access control or by manual recording</td> <td style="text-align: right;">1</td> </tr> <tr> <td style="text-align: right;">Or do you record your working hours for your own use</td> <td style="text-align: right;">2</td> </tr> <tr> <td style="text-align: right;">Or are your working hours not monitored by anyone?</td> <td style="text-align: right;">3</td> </tr> </table>	By clocking in or by access control or by manual recording	1	Or do you record your working hours for your own use	2	Or are your working hours not monitored by anyone?	3								
By clocking in or by access control or by manual recording	1														
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B6.	<p>Do you sometimes work overtime for which you receive compensation:</p> <table> <tr> <td>In money</td><td>1</td></tr> <tr> <td>Or time off?</td><td>2</td></tr> <tr> <td>In both</td><td>3</td></tr> <tr> <td>In neither</td><td>4 B8</td></tr> </table>	In money	1	Or time off?	2	In both	3	In neither	4 B8		
In money	1										
Or time off?	2										
In both	3										
In neither	4 B8										
B7.	<p>IF B6=1,2,3: How often do you do such overtime:</p> <table> <tr> <td>Almost daily</td><td>1</td></tr> <tr> <td>Every week</td><td>2</td></tr> <tr> <td>Every second week</td><td>3</td></tr> <tr> <td>At least once a month</td><td>4</td></tr> <tr> <td>Or less frequently?</td><td>5</td></tr> </table>	Almost daily	1	Every week	2	Every second week	3	At least once a month	4	Or less frequently?	5
Almost daily	1										
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At least once a month	4										
Or less frequently?	5										
B8.	<p>ALL RESPONDENTS: Do you sometimes do overtime for which you receive no compensation?</p> <table> <tr> <td>Yes</td><td>1</td></tr> <tr> <td>No</td><td>2 B10</td></tr> </table>	Yes	1	No	2 B10						
Yes	1										
No	2 B10										
B9.	<p>IF B8=1: How often do you do such overtime:</p> <table> <tr> <td>Almost daily</td><td>1</td></tr> <tr> <td>Every week</td><td>2</td></tr> <tr> <td>Every second week</td><td>3</td></tr> <tr> <td>At least once a month</td><td>4</td></tr> <tr> <td>Or less frequently?</td><td>5</td></tr> </table>	Almost daily	1	Every week	2	Every second week	3	At least once a month	4	Or less frequently?	5
Almost daily	1										
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Every second week	3										
At least once a month	4										
Or less frequently?	5										
B10.	<p>ALL RESPONDENTS: How often do you have to be flexible in your working hours dictated by your tasks or your superior:</p> <table> <tr> <td>Daily</td><td>1</td></tr> <tr> <td>Weekly</td><td>2</td></tr> <tr> <td>Monthly</td><td>3</td></tr> <tr> <td>Less often</td><td>4</td></tr> <tr> <td>Or never?</td><td>5</td></tr> </table>	Daily	1	Weekly	2	Monthly	3	Less often	4	Or never?	5
Daily	1										
Weekly	2										
Monthly	3										
Less often	4										
Or never?	5										

B11.	CARD 8 When you think about combining your working hours and the rest of your life, how would you describe the following statements in the card:					
		Totally true	True to some extent	Untrue to some extent	Totally untrue	Not applicable
	A. I can use flexible working hours sufficiently for my own needs?	1	2	3	4	5
	B. I have to do more overtime work than I would like to?	1	2	3	4	5
	C. I can take all the holidays and days off I have earned?	1	2	3	4	5
B12.	In your work, can you generally take breaks or rest periods:					
	Sufficiently often				1	
	Not quite often enough				2	
	Or far too seldom?				3	

B13.

CARD 9**This card contains a list of adverse factors in a work environment.****Which ones are present in your work environment?****ALTERNATIVES ARE NOT READ OUT LOUD.**

DO NOT ASK THE SUPPLEMENTARY QUESTION UNTIL YOU HAVE MADE A NOTE OF ALL THE ADVERSE FACTORS MENTIONED BY THE RESPONDENT

Yes

SUPPLEMENTARY QUESTION:
Is (THE ADVERSE FACTOR) a burden
which affects your work: CARD 10Not
presentVery
muchQuite a
lotTo some
extentQuite
littleOr not at
all

1. Heat

☐

0

1

2

3

4

5

2. Cold

☐

0

1

2

3

4

5

3. Vibration

☐

0

1

2

3

4

5

4. Draught

☐

0

1

2

3

4

5

5. Noise

☐

0

1

2

3

4

5

6. Smoke, gases and fumes

☐

0

1

2

3

4

5

7. Humidity

☐

0

1

2

3

4

5

8. Inadequate ventilation

☐

0

1

2

3

4

5

9. Dusts

☐

0

1

2

3

4

5

10. Dirtiness of work environment

☐

0

1

2

3

4

5

11. Poor or glaring lighting

☐

0

1

2

3

4

5

12. Irritant or corrosive substances

☐

0

1

2

3

4

5

13. Restlessness of work environment

☐

0

1

2

3

4

5

14. Repetitive, monotonous movements

☐

0

1

2

3

4

5

15. Difficult or uncomfortable working positions

☐

0

1

2

3

4

5

16. Time pressure and tight time schedules

☐

0

1

2

3

4

5

17. Heavy lifting

☐

0

1

2

3

4

5

18. Lack of space

☐

0

1

2

3

4

5

19. Mildew in buildings

☐

0

1

2

3

4

5

20. None of the above

☐

B14.	CARD 11										
	In your working environment, how prevalent is:										
	<table border="1"> <tr> <td>Almost all the time</td> <td>About three quarters of the time</td> <td>Half of the time</td> <td>About one quarter of the time</td> <td>Less often</td> <td>Never</td> </tr> </table>						Almost all the time	About three quarters of the time	Half of the time	About one quarter of the time	Less often
Almost all the time	About three quarters of the time	Half of the time	About one quarter of the time	Less often	Never						
	A. So loud noise that normal speech cannot be heard?	1	2	3	4	5	6				
	B. Cigarette smoke due to the smoking of others ("passive smoking")?	1	2	3	4	5	6				
B15.	In your work, do your experience as a distinct hazard, think about occasionally or experience as no hazard at all the following:										
	CARD 12										
		Experiences as a distinct hazard		Thinks about occasionally		Experiences as no hazard at all					
	A.	Accident risk?	1	2	3						
	B.	Becoming subjected to physical violence?	1	2	3						
	C.	Hazards caused by chemical substances?	1	2	3						
	D.	Hazard of infectious diseases?	1	2	3						
	E.	Hazard of skin diseases?	1	2	3						
	F.	Risk of strain injuries?	1	2	3						
	G.	Risk of succumbing to mental disturbance?	1	2	3						
	H.	Risk of grave work exhaustion?	1	2	3						
	I.	What about the risk of causing serious injury to someone else?	1	2	3						
	J.	Or causing serious damage to a valuable piece of equipment or end product?	1	2	3						
B16.	Does your work carry any of the following insecurity factors:										
		Yes		No							
	A.	Transfer to other duties?	1	2							
	B.	Threat of a temporary dismissal?	1	2							
	C.	Threat of dismissal?	1	2							
	D.	Threat of unemployment?	1	2							
	E.	Threat of becoming incapable of work?	1	2							
	F.	Unforeseen changes?	1	2							
G.	Intolerable increase of workload	1	2								

B17.	Which of the following data transmission equipment do you use in your work:		
		Yes	No
A.	Mobile telephone?	1	2
B.	Ordinary line telephone?	1	2
C.	Telefax?	1	2
D.	The Internet?	1	2
E.	E-mail?	1	2
IF ANSWER IS YES FOR E:			
Do you use your computer e-mail for:			
F.	Internal contacts within your place of work?	1	2
G.	Domestic contacts?	1	2
H.	Foreign contacts?	1	2
B18.	In your work, do you use the following computer-based equipment:		
		Yes	No
A.	Computer-linked teller or teller terminal?	1	2
B.	PC or computer terminal?	1	2
C.	Some other monitoring, measuring or controlling equipment based on ADP technology?	1	2
IF NO ADP TECHNOLOGY ♦ B21			
B19.	For what proportion of your working time do you use computer-based equipment:		
	Approximately all of the working time	1	
	Three quarters of the working time	2	
	Half of the working time	3	
	One quarter of the working time	4	
	Or less?	5	

B20.	<p>Do you receive guidance in the use of information technology:</p> <table> <tr> <td>Quite enough</td><td>1</td></tr> <tr> <td>Almost enough</td><td>2</td></tr> <tr> <td>Slightly too little</td><td>3</td></tr> <tr> <td>Or far too little?</td><td>4</td></tr> </table>	Quite enough	1	Almost enough	2	Slightly too little	3	Or far too little?	4
Quite enough	1								
Almost enough	2								
Slightly too little	3								
Or far too little?	4								
B21.	<p>ALL RESPONDENTS: Do you sometimes do work connected with your main job at home?</p> <table> <tr> <td>Works occasionally or partially at home</td><td>1</td></tr> <tr> <td>Works at home only</td><td>2 B24</td></tr> <tr> <td>Does not work at home at all</td><td>3 B24</td></tr> </table>	Works occasionally or partially at home	1	Works at home only	2 B24	Does not work at home at all	3 B24		
Works occasionally or partially at home	1								
Works at home only	2 B24								
Does not work at home at all	3 B24								
B22a.	<p>Is this work mainly:</p> <table> <tr> <td>Overtime work without compensation</td><td>1</td></tr> <tr> <td>Or has it been agreed that you work some of your normal working hours at home?</td><td>2</td></tr> <tr> <td>Or both</td><td>3</td></tr> </table>	Overtime work without compensation	1	Or has it been agreed that you work some of your normal working hours at home?	2	Or both	3		
Overtime work without compensation	1								
Or has it been agreed that you work some of your normal working hours at home?	2								
Or both	3								
B22b.	<p>How many hours per week do you work at home, on average?</p> <p>-----</p>								
B23.	<p>Do you use a computer to perform your work at home?</p> <table> <tr> <td>Yes</td><td>1</td></tr> <tr> <td>No</td><td>2</td></tr> </table>	Yes	1	No	2				
Yes	1								
No	2								
B24.	<p>CARD 13 ALL RESPONDENTS: Teleworking refers to paid work done away from the actual workplace. (The essential characteristics of teleworking are working arrangements which are independent of time and place.) Do you do telework or would you be interested in telework?</p> <table> <tr> <td>Am doing at the moment</td><td>1</td></tr> <tr> <td>Would be interested</td><td>2</td></tr> <tr> <td>Am not interested</td><td>3</td></tr> </table>	Am doing at the moment	1	Would be interested	2	Am not interested	3		
Am doing at the moment	1								
Would be interested	2								
Am not interested	3								
B25.	<p>Have you been contacted in matters concerning your main job outside your actual working hours, e.g. by means of telephone or e-mail, during the last two months:</p> <table> <tr> <td>Never</td><td>1 B27</td></tr> <tr> <td>Once or a few times</td><td>2 B27</td></tr> <tr> <td>More often?</td><td>3</td></tr> </table>	Never	1 B27	Once or a few times	2 B27	More often?	3		
Never	1 B27								
Once or a few times	2 B27								
More often?	3								

B26.	<p>IF B25=3: Do you voluntarily want to be contacted on work matters outside working hours as well?</p> <p>Yes 1</p> <p>No 2</p>																																																										
B27.	<p>CARD 14 ALL RESPONDENTS: Are you able to influence a lot, quite a lot, a little, or not at all:</p> <table border="1" data-bbox="959 556 1487 613"> <thead> <tr> <th></th> <th>A lot</th> <th>Quite a lot</th> <th>A little</th> <th>Not at all</th> <th>Not applicable</th> </tr> </thead> <tbody> <tr> <td>A. The contents of your tasks?.....</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td>B. The order in which you do your tasks?.....</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td>C The pace of your work?</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td>D. Your working methods?.....</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td>E. The division of tasks between employees?.....</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td>F. Choice of your working partners?</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td>G. Schedules of projects, goods deliveries and services?</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> <tr> <td>H. Your working hours?</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> <td>5</td> </tr> </tbody> </table>						A lot	Quite a lot	A little	Not at all	Not applicable	A. The contents of your tasks?.....	1	2	3	4	5	B. The order in which you do your tasks?.....	1	2	3	4	5	C The pace of your work?	1	2	3	4	5	D. Your working methods?.....	1	2	3	4	5	E. The division of tasks between employees?.....	1	2	3	4	5	F. Choice of your working partners?	1	2	3	4	5	G. Schedules of projects, goods deliveries and services?	1	2	3	4	5	H. Your working hours?	1	2	3	4	5
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G. Schedules of projects, goods deliveries and services?	1	2	3	4	5																																																						
H. Your working hours?	1	2	3	4	5																																																						
B28.	<p>Are you usually informed about changes relating to your work:</p> <p>At the planning stage 1</p> <p>Shortly before the change 2</p> <p>Or at the implementation stage or after it? 3</p>																																																										
B29.	<p>Do have the possibility for brief absences from work in the middle of the working day to run personal errands, such as banking, dealing with authorities, etc.:</p> <p>Always when necessary 1</p> <p>Occasionally 2</p> <p>Very seldom 3</p> <p>Or never? 4</p>																																																										

B30.

CARD 15

With the help of the card, could you estimate what proportion of your working hours:

Al- most all the time	About three quar- ters of the time	Half of the time	About one quar- ter of the time	Less often	Never	Don't know
--------------------------------	---	------------------------	--	---------------	-------	---------------

A. You work under such pressure that you have no time to talk or think about anything else except your work?

1 2 3 4 5 6 9

B. You have to deal with people other than your co-workers (e.g. customers, patients, passengers, pupils or children)?

1 2 3 4 5 6 9

B31.

CARD 16

How well do the following statements describe your own work:

Totally true	About true	Not very true	Totally untrue	Not applic- able
-----------------	---------------	------------------	-------------------	---------------------

A. I often find it difficult to cope at my work?

1 2 3 4 5

B. I often have to give up breaks because of workloads?

1 2 3 4 5

C. I think about and do things related to work even in free time because my work is so interesting?

1 2 3 4 5

D. My work contains tight time schedules?

1 2 3 4 5

E. I often have to stretch my working day to get all the work done?

1 2 3 4 5

F. Superiors promise too much to customers or senior management?

1 2 3 4 5

G. Management only tries to save money or make money without caring about employees?

1 2 3 4 5

H. Work pressure spoils the work atmosphere?

1 2 3 4 5

I. Time pressure increases sickness absences (at workplace)?

1 2 3 4 5

J. Because of time pressure I find it difficult to go into customers' problems?

1 2 3 4 5

K. I often have to interrupt my work because of work-related inquiries, calls, etc.?

1 2 3 4 5

L. I cannot plan my work well enough because more urgent work always come before others?

1 2 3 4 5

M. I do not have time to do my work as well and conscientiously as I would like to?

1 2 3 4 5

N. I have to use a lot of time for handling the continuing flow of information?	1	2	3	4	5
O. Because of time pressure I do not have enough time to learn new things and get sufficient training for my work?	1	2	3	4	5
P. Because of time pressure there is very little social interaction?	1	2	3	4	5
Q. There is burnout at our workplace?	1	2	3	4	5
R. Time pressure causes mistakes at our workplace?	1	2	3	4	5
S. Time pressure increases accident risk at our workplace?	1	2	3	4	5

B32.

CARD 17

Always	Often	Some-times	Never	Not applicable
--------	-------	------------	-------	----------------

A. When your work seems difficult, do you receive support and encouragement from your <u>superiors</u> always, often, sometimes or never?	1	2	3	4	5
B. When work seems difficult, do you receive support and encouragement from your <u>co-workers</u> ?	1	2	3	4	5
C. Do you feel that you are a valued member of the work community?	1	2	3	4	5
D. Do you yourself take part in the planning of your work (e.g. what should be done, how, and with whom)?	1	2	3	4	5
E. Are you able to apply your own ideas in your work?	1	2	3	4	5
F. Do you see your own work as productive and useful?	1	2	3	4	5

B33.

CARD 18

At least once a week	A couple of times a month	Less often	Never
----------------------	---------------------------	------------	-------

A. Do you receive praise for your work from other members of the work community or customers?	1	2	3	4
B. When at work, have you been subjected to, or threatened by, physical violence (incl. from customers)?	1	2	3	4
C. When at work, have you been subjected to harassment or any other inappropriate treatment (incl. by customers)?	1	2	3	4
D. In your work, have you been in situations that arouse negative feelings in you, such as hatred or anger?	1	2	3	4

B34.	In your current workplace, do you have good, fair or poor opportunities for receiving training to improve your professional skills?	
	Good	1
	Fair	2
	Poor	3
B35.	The next question concerns training paid for by the employer. Over the last 12 months, have you attended courses while being paid by your employer?	
	Yes	1
	No	2 B37
B36.	IF B35=1 What is the total number of days (in full days) you have attended such courses in the last 12 months? (Convert to full days) Number of days <input type="text"/> <input type="text"/> <input type="text"/>	
B37.	ALL RESPONDENTS: In your current workplace, are your advancement opportunities good, fair or poor?	
	Good	1
	Fair	2
	Poor	3
B38.	How important is it for you to advance to a better position at your workplace?	
	Very important	1
	Fairly important	2
	Not that important	3
B39.	And how important is it for you to develop in your current job?	
	Very important	1
	Fairly important	2
	Not that important	3
B40.	In your current workplace, are your opportunities for self-development good, fair or poor?	
	Good	1
	Fair	2
	Poor	3

B41.	<p>CARD 19 Which of the following alternatives would best describe your competence in your work?</p> <table><tr><td rowspan="3">READ ALOUD IF NECESSARY</td><td>I would need further training to cope well with my duties</td><td>1</td></tr><tr><td>My duties correspond very well with my present skills</td><td>2</td></tr><tr><td>I have the competence to cope with even more demanding duties</td><td>3</td></tr></table>	READ ALOUD IF NECESSARY	I would need further training to cope well with my duties	1	My duties correspond very well with my present skills	2	I have the competence to cope with even more demanding duties	3																		
READ ALOUD IF NECESSARY	I would need further training to cope well with my duties		1																							
	My duties correspond very well with my present skills		2																							
	I have the competence to cope with even more demanding duties	3																								
B42.	<p>CARD 20 Have any of the following major changes taken place at your workplace in recent years or any of them going to take place in the next few years:</p> <table><tr><td></td><td>Has taken place</td><td>Coming</td><td>Both coming and taken place</td><td>No</td></tr><tr><td>A. Change of superior or management?</td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>B. Change in ownership relationships of workplace?</td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>C. Change in information systems?</td><td>1</td><td>2</td><td>3</td><td>4</td></tr><tr><td>D. Change in customer groups or products?</td><td>1</td><td>2</td><td>3</td><td>4</td></tr></table>		Has taken place	Coming	Both coming and taken place	No	A. Change of superior or management?	1	2	3	4	B. Change in ownership relationships of workplace?	1	2	3	4	C. Change in information systems?	1	2	3	4	D. Change in customer groups or products?	1	2	3	4
	Has taken place	Coming	Both coming and taken place	No																						
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B. Change in ownership relationships of workplace?	1	2	3	4																						
C. Change in information systems?	1	2	3	4																						
D. Change in customer groups or products?	1	2	3	4																						
B43.	<p>In your opinion, is the financial position of your workplace at the moment</p> <table><tr><td>Completely stable and secure</td><td>1</td></tr><tr><td>Fairly stable and secure</td><td>2</td></tr><tr><td>Slightly insecure</td><td>3</td></tr><tr><td>Very insecure?</td><td>4</td></tr></table>	Completely stable and secure	1	Fairly stable and secure	2	Slightly insecure	3	Very insecure?	4																	
Completely stable and secure	1																									
Fairly stable and secure	2																									
Slightly insecure	3																									
Very insecure?	4																									

C QUESTIONS:

C1.	<p>Do you work in a permanent work group or team that has common tasks and possibility to plan its work?</p> <table> <tr> <td data-bbox="605 1400 651 1428">Yes</td><td data-bbox="1179 1400 1195 1421">1</td></tr> <tr> <td data-bbox="605 1455 643 1482">No</td><td data-bbox="1179 1455 1195 1476">2</td></tr> </table>	Yes	1	No	2								
Yes	1												
No	2												
C2.	<p>IF YES: What proportion of your working hours do you work in groups?</p> <table> <tr> <td data-bbox="605 1598 805 1625">Almost all the time</td><td data-bbox="1170 1598 1187 1619">1</td></tr> <tr> <td data-bbox="605 1652 943 1680">About three quarters of the time</td><td data-bbox="1170 1652 1187 1673">2</td></tr> <tr> <td data-bbox="605 1707 769 1734">Half of the time</td><td data-bbox="1170 1707 1187 1728">3</td></tr> <tr> <td data-bbox="605 1761 919 1789">About one quarter of the time</td><td data-bbox="1170 1761 1187 1782">4</td></tr> <tr> <td data-bbox="605 1816 659 1843">Less</td><td data-bbox="1170 1816 1187 1837">5</td></tr> <tr> <td data-bbox="605 1871 667 1898">None</td><td data-bbox="1170 1871 1187 1892">6</td></tr> </table>	Almost all the time	1	About three quarters of the time	2	Half of the time	3	About one quarter of the time	4	Less	5	None	6
Almost all the time	1												
About three quarters of the time	2												
Half of the time	3												
About one quarter of the time	4												
Less	5												
None	6												

C3	Do you always work in the same group or are you a member of several groups?				
	Always in the same group	1			
	In several groups	2			
C4.	CARD 21 How well do the following statements describe your group work?				
		Totally true	True to some extent	Only slightly true	Totally untrue
	a. The group selects its own leader	1	2	3	4
	b. The group decides about its internal division of responsibilities	1	2	3	4
	c. The group can self set the targets for its work	1	2	3	4
	d. Tasks can be changed in the group, as required	1	2	3	4
	e. Work pressure becomes evenly distributed in the group	1	2	3	4
	f. The productiveness of work improves in group work	1	2	3	4
	g. Group work causes conflicts	1	2	3	4
	h. I am generally satisfied with team-based way of working	1	2	3	4
	i. I am satisfied with the way I can take part in the decision-making of the group	1	2	3	4
C5a.	ALL RESPONDENTS: The next question concerns trade union membership.				
	Are you a member of a trade union, employee organisation or similar professional association?				
	Yes	1			C5c
	No	2			C5b
C5b.	IF C5a=2: Are you a member of an unemployment fund?				
	Yes	1			C7
	No	2			C7
C5c.	IF C5a=1: Which of these central organisations do you belong to:				
	Central Organisation of Finnish Trade Unions SAK	1			
	Finnish Confederation of Salaried Employees STTK	2			
	Confederation of Unions for Academic Professionals in Finland AKAVA	3			

IF THE RESPONDENT DOES NOT KNOW THE CENTRAL ORGANISATION, NOTE HERE THE NAME OF THE TRADE UNION:

C6.	For what main reason do you belong to a trade union:				
		Very important	Quite important	Not very important	
	a. Employees must appear united against the employer?	1	2	3	
	b. Union memberships gives better unemployment security?	1	2	3	
	c. A well-organised union is better equipped to fight for better pay and employment conditions?	1	2	3	
	d. It is customary to belong to a union?	1	2	3	
C7	At your workplace, do you currently act in				
		Yes	No		
	A. Occupational safety duties?	1	2		
	B. Other positions of trust?	1	2		
C8	CARD 21				
	In your opinion, to what extent do the following statements apply to your workplace?				
		Totally true	True to some extent	Only slightly true	Totally untrue
	A. Occupational safety advances well-being and safety at work?	1	2	3	4
	B. Superiors work actively at occupational safety?	1	2	3	4
	C. I know the occupational safety regulations and guidelines well enough for my work?	1	2	3	4
	D. The occupational safety organisation (leader, deputy, representative, committee) works efficiently?	1	2	3	4
	E. Occupational health care functions well for me?	1	2	3	4
C9.	Has equality between the sexes been accomplished at your workplace:				
	Very well	1			
	Fairly well	2			
	Averagely	3			
	Rather poorly	4			
	Or very poorly?	5			

C10.	<p>Have you noticed that any special measures have been taken at your workplace to advance gender equality.</p> <p>Has your workplace:</p> <table border="1" data-bbox="1260 275 1520 359"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> <th>Not applicable</th> </tr> </thead> <tbody> <tr> <td>A. Prepared a gender equality plan?</td> <td>1</td> <td>2</td> <td>3</td> </tr> <tr> <td>B. Tried to decrease pay differentials between sexes?</td> <td>1</td> <td>2</td> <td>3</td> </tr> <tr> <td>C. Encouraged men to take family leaves?</td> <td>1</td> <td>2</td> <td>3</td> </tr> <tr> <td>D. Promoted equal division of work between sexes</td> <td>1</td> <td>2</td> <td>3</td> </tr> </tbody> </table>					Yes	No	Not applicable	A. Prepared a gender equality plan?	1	2	3	B. Tried to decrease pay differentials between sexes?	1	2	3	C. Encouraged men to take family leaves?	1	2	3	D. Promoted equal division of work between sexes	1	2	3
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C11.	<p>Considering the tasks in your work, are your co-workers doing roughly similar tasks to yours:</p> <table border="1" data-bbox="597 688 1295 1003"> <tbody> <tr> <td>All women</td> <td>1</td> </tr> <tr> <td>Mostly women</td> <td>2</td> </tr> <tr> <td>Both men and women</td> <td>3</td> </tr> <tr> <td>Mostly men</td> <td>4</td> </tr> <tr> <td>All men</td> <td>5</td> </tr> <tr> <td>Nobody else does work similar to yours?</td> <td>6</td> </tr> </tbody> </table>				All women	1	Mostly women	2	Both men and women	3	Mostly men	4	All men	5	Nobody else does work similar to yours?	6								
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C12.	<p>a. Do your tasks involve supervision of the work of others or delegation of tasks to other employees?</p> <p>Yes..... 1</p> <p>No..... 2 ♦ C 13</p> <p>IF C12a=1:</p> <p>b. How many persons work under your supervision at the moment? <table border="1" data-bbox="1247 1247 1393 1283"> <tr> <td></td> <td></td> <td></td> </tr> </table> persons</p> <p>No actual subordinates.....000 ♦ C13</p>																							
C12c, C12d, C12e	<p>IF C12a=1 and C12b # 000</p> <p>CARD 21</p> <p>Below are listed some statements concerning supervisory work. To what extent do they apply to you:</p> <table border="1" data-bbox="959 1507 1507 1822"> <thead> <tr> <th></th> <th>Totally true</th> <th>True to some extent</th> <th>Only slightly true</th> <th>Not at all true</th> </tr> </thead> <tbody> <tr> <td>c. I spend most of my working hours at supervisory tasks?</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>d. I work much at other demanding tasks that are difficult to combine with supervisory work?</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>e. In our organisation I have too few opportunities to influence matters important to my unit?</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> </tbody> </table>					Totally true	True to some extent	Only slightly true	Not at all true	c. I spend most of my working hours at supervisory tasks?	1	2	3	4	d. I work much at other demanding tasks that are difficult to combine with supervisory work?	1	2	3	4	e. In our organisation I have too few opportunities to influence matters important to my unit?	1	2	3	4
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C13.	ALL RESPONDENTS: Is your immediate superior:					
	Male				1	
	Or female?				2	
	No immediate superior				3	

C14.	CARD 22 In your work unit, do you have a lot, quite a lot, some, or none of the following:					
		A lot	Quite a lot	Some	None	Not applicable
	A. Competitive spirit?	1	2	3	4	5
	B. Conflicts between superiors and subordinates?.....	1	2	3	4	5
	C. Conflicts between employees?	1	2	3	4	5
	D. Or conflicts between employee groups at your workplace?	1	2	3	4	5

C15.	IF NO IMMEDIATE SUPERIOR (C13=3) ♦ C 19						
	IF C13=1,2: CARD 23 Below are listed some statements concerning your immediate superior. Please reply by indicating the extent to which you agree or disagree with each one.						
		Totally agree	Agree to some extent	Neither agree nor disagree	Dis-agree to some extent	Totally disagree	Not applicable
	A. My superior supports and encourages me?.....	1	2	3	4	5	6
	B. My superior rewards good work performances?.....	1	2	3	4	5	6
	C. My superior is inspiring?	1	2	3	4	5	6
	D. My superior discusses a lot with us?	1	2	3	4	5	6
	E. My superior speaks openly about everything concerning the workplace?.....	1	2	3	4	5	6
	F. My superior trusts his/her employees?	1	2	3	4	5	6
	G. There are a lot of conflicts between me and my superior?	1	2	3	4	5	6
	H. My superior does not care about the employees' feelings?.....	1	2	3	4	5	6
	I. My superior encourages his/her subordinates to study and develop in their work?	1	2	3	4	5	6
	J. My superior knows my tasks very well?	1	2	3	4	5	6
	K. My superior gives sufficient feedback about how well I have succeeded in my work?.....	1	2	3	4	5	6
	L. My superior delegates responsibility sensibly to the subordinates.....	1	2	3	4	5	6
M. My superior is capable of settling conflicts between employees?	1	2	3	4	5	6	
N. My superior treats ageing employees equitably	1	2	3	4	5	6	
C16.	IF C13=1,2: In general, how satisfied are you with your superior's leadership:						
	Very satisfied				1		
	Quite satisfied				2		
	Difficult to say				3		
	Rather dissatisfied				4		

	Very dissatisfied?	5																																																																													
C17.	IF C13=1,2: So-called personal appraisal discussions are conducted about once a year at workplaces between superiors and subordinates. Have you been involved in such discussions with your superior in the last 12 months? <div> <div>Yes</div> <div>No</div> </div>	<div>1</div> <div>2 C19</div>																																																																													
C18.	IF C17=1: How satisfied were you with your discussion: <div> <div>Very satisfied</div> <div>Quite satisfied</div> <div>Difficult to say</div> <div>Rather dissatisfied</div> <div>Very dissatisfied?</div> </div>	<div>1</div> <div>2</div> <div>3</div> <div>4</div> <div>5</div>																																																																													
C19.	ALL RESPONDENTS: CARD 23 Next are some statements concerning <u>your own workplace.</u>																																																																														
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20.

In working life, unequal treatment and discrimination can occur in pay, hiring, opportunities for career advancement or access to further training.

Do you reckon that unequal treatment or discrimination occurs at your own workplace on the basis of:

	Occurs at own workplace			Has experienced self	
	No	Yes	Not applic-able	No	Yes
1. Age, especially the young?	1	2	3	1	2
2. Age, especially the old?.....	1	2	3	1	2
3. Sex, especially women?	1	2	3	1	2
4. Sex, especially men?	1	2	3	1	2
5. Political views or activity in the trade union movement?.....	1	2	3	1	2
6. Having a family or being pregnant?	1	2	3	1	2
7. Favouritism?	1	2	3	1	2
8. Temporary or part-time employment relationship?	1	2	3	1	2
9. Nationality or colour?	1	2	3		
10. Disability or invalidity?.....	1	2	3		
11. Sexual orientation, such as lesbianism or gayness?.....	1	2	3		

ASK THIS SUPPLEMENTARY QUESTION IN RESPECT OF ALL POSITIVE REPLIES:

Have you personally been discriminated against at your current workplace on the basis of REASON)?

C21.

Have you fallen subject to unequal treatment or discrimination at your workplace in the last five years in the following situations:

	Yes	No
A. At the time of hiring or appointment?	1	2
B. In remuneration?.....	1	2
C. In gaining appreciation?.....	1	2
D. In career advancement opportunities?	1	2
E. In distribution of work or shifts?.....	1	2
F. In access to training arranged by the employer?	1	2
G. In receiving information?.....	1	2
H. In gaining employment fringe benefits?.....	1	2

I. In the attitudes of co-workers or superiors?..... 1 2

C22.	Intimidation at work, or workplace bullying, means the isolation of a member of the work community by voiding/nullifying the results of his/her work, using threatening behaviour, telling stories behind his/her back or exerting on him/her some other form of mental pressure. Do you reckon that there is this type of behaviour at your workplace (even by customers?):		
	Not at all	1	
	Occasionally	2	
	Continuously?	3	
C23.	Have you personally been subjected to this kind of intimidation:		
	Yes, at the moment	1	
	Yes, previously at my current workplace, not anymore	2	
	Yes, previously, at another workplace	3	
	Or never?	4	
C24.	IF C23=2,3,4: Have those intimidating persons been: SEVERAL ALTERNATIVES ALLOWED		
	Superiors	1	
	Co-workers	2	
	Subordinates	3	
	Customers (e.g. pupils)?	4	

D QUESTIONS, RECONCILIATION OF FAMILY AND WORK:

D1.	ALL RESPONDENTS: Next, I will ask a couple of questions about your family situation.		
	Are you:		
	Married, cohabiting or in a registered partnership	1	
	Separated	2	
	Divorced	3	
	Widowed	4	
	Unmarried?	5	
D2a.	Do you have children under 18 living at home?		
	Yes	1	D2b

No

2 IF D1=1 | D4
IF D1=2,3,4,5 | D11

D2b.	IF D2a=1: How many?.....																	
D3.	IF D2a=1: What age are your children? (starting from the youngest) NOTE AGES, NOT YEARS OF BIRTH <div style="display: flex; justify-content: space-around;"> <div>1.</div> <div>2.</div> <div>3.</div> <div>4.</div> <div>5.</div> <div>6.</div> <div>7.</div> <div>8.</div> </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;"> <div><div></div><div></div></div> <div><div></div><div></div></div> <div><div></div><div></div></div> <div><div></div><div></div></div> <div><div></div><div></div></div> <div><div></div><div></div></div> <div><div></div><div></div></div> <div><div></div><div></div></div> </div>																	
D4.	IF D1=1: Is your spouse (cohabiting partner) currently: <div style="display: flex;"> <div style="flex: 1;"> READ ALTERNATIVES ONE BY ONE UNTIL A SUITABLE ONE IS FOUND </div> <div style="flex: 2;"> <table border="0"> <tr> <td>Working (for an employer, on a family farm or business, as self-employed)</td> <td style="text-align: right;">1</td> </tr> <tr> <td>Unemployed, temporarily dismissed or on unemployment pension</td> <td style="text-align: right;">2 ❖❖</td> </tr> <tr> <td>On paternity, maternity or parental leave or on child care leave</td> <td style="text-align: right;">3 ❖❖</td> </tr> <tr> <td>A student / at school</td> <td style="text-align: right;">4 ❖❖</td> </tr> <tr> <td>Disabled / on disability pension/ chronically ill</td> <td style="text-align: right;">5 ❖❖</td> </tr> <tr> <td>On some other pension</td> <td style="text-align: right;">6 ❖❖</td> </tr> <tr> <td>Looking after own household</td> <td style="text-align: right;">7 ❖❖</td> </tr> <tr> <td>Or doing something else?</td> <td style="text-align: right;">8 ❖❖</td> </tr> </table> </div> </div>		Working (for an employer, on a family farm or business, as self-employed)	1	Unemployed, temporarily dismissed or on unemployment pension	2 ❖❖	On paternity, maternity or parental leave or on child care leave	3 ❖❖	A student / at school	4 ❖❖	Disabled / on disability pension/ chronically ill	5 ❖❖	On some other pension	6 ❖❖	Looking after own household	7 ❖❖	Or doing something else?	8 ❖❖
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D5a.	IF D4=1: Does your spouse (partner): <table border="0" style="width: 100%;"> <tr> <td style="border-right: 1px solid black; width: 60%;">Work full-time</td> <td style="width: 40%; text-align: right;">1</td> </tr> <tr> <td style="border-right: 1px solid black;">Or part-time?</td> <td style="text-align: right;">2</td> </tr> </table>		Work full-time	1	Or part-time?	2												
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D5b.	And is he/she: <table border="0" style="width: 100%;"> <tr> <td style="border-right: 1px solid black; width: 60%;">In a permanent employment relationship</td> <td style="width: 40%; text-align: right;">1</td> </tr> <tr> <td style="border-right: 1px solid black;">In a fixed-term employment relationship</td> <td style="text-align: right;">2</td> </tr> <tr> <td style="border-right: 1px solid black;">Or self-employed or an entrepreneur?</td> <td style="text-align: right;">3</td> </tr> </table>		In a permanent employment relationship	1	In a fixed-term employment relationship	2	Or self-employed or an entrepreneur?	3										
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D6.	What is your spouse's (partner's) education. Has he/she completed CHOOSE THE HIGHEST LEVEL COMPLETED								
	Primary education or less Lower secondary or comprehensive school education Vocational school education Upper secondary school education Vocational college education Polytechnic education Tertiary level or university education?	1 2 3 4 5 6 7							
D7.	How well do the following statements apply to you personally: CARD 24								
		<table border="1"> <tr> <th>Totally true</th> <th>True to some extent</th> <th>Untrue to some extent</th> <th>Totally untrue</th> <th>Not applicable</th> </tr> </table>	Totally true	True to some extent	Untrue to some extent	Totally untrue	Not applicable		
Totally true	True to some extent	Untrue to some extent	Totally untrue	Not applicable					
	A. In my opinion my spouse (partner) works too hard?	1	2	3	4	5			
	B. In my spouse's (partner's) opinion I work too hard?	1	2	3	4	5			
D8.	CARD 24B Has there been conflicts in your family about working hours, household work and personal time:								
	No, the times are adjusted peaceably Conflicts arise from time to time There are a lot of conflicts and battles about time There were conflicts before but not anymore?	1 2 3 4							
D9.	And which one of you does more housework or do you both do the same amount:								
	You do much more You do slightly more You both do the same amount Your spouse/partner does slightly more Your spouse/partner does much more?	1 2 3 4 5							

D14.	<p>IF CHILDREN AGED UNDER 10: If you have to be absent from work because of your child's illness, for how many days absent are you paid?</p> <p>0 For no days</p> <p>For days</p>										
D15a.	<p>IF CHILDREN AGED UNDER 8: Employees have the option of taking partial child care leave, i.e. work a shorter week until the end of the autumn term of the child's first school year. Are you at the moment or have you previously been on such partial child care leave:</p> <table><tr><td>Yes, at the moment</td><td>1</td><td rowspan="3"> D16</td></tr><tr><td>No</td><td>2</td></tr><tr><td>Have been previously</td><td>3</td></tr></table>	Yes, at the moment	1	D16	No	2	Have been previously	3			
Yes, at the moment	1	D16									
No	2										
Have been previously	3										
D15b.	<p>CARD 26 Would you be interested in taking partial child care leave?</p> <table><tr><td>Yes</td><td>1</td></tr><tr><td>Yes, but it is not possible in my current job</td><td>2</td></tr><tr><td>Yes, but it is not financially possible to me</td><td>3</td></tr><tr><td>No</td><td>4</td></tr><tr><td>Not applicable</td><td>5</td></tr></table>	Yes	1	Yes, but it is not possible in my current job	2	Yes, but it is not financially possible to me	3	No	4	Not applicable	5
Yes	1										
Yes, but it is not possible in my current job	2										
Yes, but it is not financially possible to me	3										
No	4										
Not applicable	5										

D16.	CARD 27 ALL RESPONDENTS: At home and work people often face conflicting demands. Here are some statements regarding such problems. How do they apply in your case:					
		Totally untrue	True to some extent	Untrue to some extent	Totally untrue	Not applicable
	A. I often think about my work at home or leisure time?	1	2	3	4	5
	B. I find it difficult to concentrate on my work because of home matters?	1	2	3	4	5
	C. I feel that I am neglecting home matters because of my job?	1	2	3	4	5
	D. When at work, I feel free from the family and its noise?	1	2	3	4	5
IF D2a = 1	E. I cope better with my children when I also go to work?	1	2	3	4	5
IF D2a = 1	F. Reconciliation of work and family is made easier for me with the help I get from family or friends?	1	2	3	4	5

D17.	ALL RESPONDENTS: If you think back on your life, have you made conscious compromises in favour of either your work or your family in situations where the two have been difficult to fit together?			
		Yes	No	Not applicable
	Have you:			
	A. Limited the number of children you would have liked to have due to reasons connected with work or employment?	1	2	3
	B. Put off having children because of reasons connected with your employment?	1	2	3
	IF ANSWER TO PREVIOUS WAS YES:			
	C. Put off having children because of your fixed-term employment relationship?	1	2	3
	D. Given up work or declined a job offer for family reasons?	1	2	3
	E. Given up your job because of a move dictated by your spouse's work?	1	2	3
	F. Given up opportunities for additional, further or continuing education for family reasons?	1	2	3
	G. Worked only part-time for family reasons?	1	2	3

E QUESTIONS, OWN HEALTH:

E1a.	In the last 12 months, have you been absent from work due to your own illness?		
	Yes	1	◆ E1a
	No	2	◆ E2
E1b.	How many times have you been absent 1 to 3 days?		<input type="text"/> <input type="text"/> times
E1c.	How many times have you been absent 4 to 9 days?		<input type="text"/> <input type="text"/> times
E1d.	And how many times have you been absent at least 10 days?		<input type="text"/> <input type="text"/> times IF = 00 E2
E1e.	How long were you absent from work?		IF # 00 E1e
	<input type="text"/> <input type="text"/> days		
	ADD UP IF SEVERAL ABSENCES OF OVER 10 DAYS		
E2.	How many days can you be absent from work without a certificate from a doctor or an occupational health nurse?		
	00 No days		
 days		
E3.	CARD 28 If you have to leave work suddenly because of your own or your child's illness, for example, how is your work generally looked after in your absence:		
	A replacement is hired	1	
	The work is distributed among my co-workers	2	
	My work piles up and I continue from where I left off when I return.	3	
	I hardly ever leave work because of illness or other reason	4	
	I have not had the need to leave work?	5	
E4.	Next, I will ask a few questions concerning your working capacity and state of health. CARD 29 Assuming that your top working capacity would score 10 points while your total inability to work would score zero, how many points would you give to your working capacity at the moment?		
	00 01 02 03 04 05 06 07 08 09 10 points		

E5.	<p>Do you suffer from any permanent injury or medically diagnosed chronic illness, such as cardio-vascular, pulmonary or muscular-skeletal disease, disease of the digestive system, or some other long-term illness?</p> <p>Yes.....</p> <p>No</p>	<p>1</p> <p>2 E7</p>										
E6.	<p>IF E5=1:</p> <p>Does the illness/injury hamper your work:</p> <p>Yes, very much</p> <p>Yes, to some extent</p> <p>Or not at all?</p>	<p>1</p> <p>2</p> <p>3</p>										
E7.	<p>ALL RESPONDENTS:</p> <p>In your opinion, is your state of health nowadays:</p> <p>Good</p> <p>Fairly good</p> <p>Average</p> <p>Quite poor</p> <p>Poor?</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p>										
E8.	<p>Do you feel you need rehabilitation to improve your capacity to work and operate?</p> <p>Yes.....</p> <p>No</p>	<p>1</p> <p>2</p>										
E9.	<p>Have you taken part in rehabilitation in the last 12 months?</p> <p>Yes.....</p> <p>No</p>	<p>1</p> <p>2</p>										
E10.	<p>Do you suffer from recurrent ache or pain in:</p> <p>A. Neck, cervical spine or shoulders?.....</p> <p>B. Hands or arms?</p> <p>C. Lumbar region?.....</p> <p>D. Legs, including hips?</p>	<table border="1"> <thead> <tr> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>2</td> </tr> <tr> <td>1</td> <td>2</td> </tr> <tr> <td>1</td> <td>2</td> </tr> <tr> <td>1</td> <td>2</td> </tr> </tbody> </table>	Yes	No	1	2	1	2	1	2	1	2
Yes	No											
1	2											
1	2											
1	2											
1	2											

E11.	CARD 30 With the help of this card, please state how frequently you have recently suffered from:						
	ASK ONE AT A TIME	Daily or almost daily	A few times a week	About once a week	Once or twice a month	Less often	Never
	A. Headache?	1	2	3	4	5	6
	B. Fatigue, apathy or lack of energy?	1	2	3	4	5	6
	C. Difficulties in falling asleep or recurrent awakenings at night?	1	2	3	4	5	6
	D. Palpitations or irregular heartbeat?	1	2	3	4	5	6
	E. Feeling of dizziness?	1	2	3	4	5	6
	F. Depression?	1	2	3	4	5	6
	G. Heartburn, acidity, stomach pains or diarrhoea?	1	2	3	4	5	6
	H. Over-exhaustion?	1	2	3	4	5	6
	I. Tenseness, nervousness or irritability?	1	2	3	4	5	6
	J. Feeling that it is "all just too much"?	1	2	3	4	5	6
E12.	CARD 30 How often do you feel reluctant or mentally tired on leaving for work:						
		Daily or almost daily	1				
		A couple of times a week	2				
		About once a week	3				
		Once or twice a month	4				
		Less often	5				
		Or never?	6				
E13.	In the last 12 months, have you had an accident at work which has resulted in your absence from work?						
	Yes.....	1 E14					
	No.....	2 F1b					
E14.	How did that accident take place? (open answer)						
E15.	What kind of injury did the accident cause? (open answer)						

E16.	How long were you absent from work because of it?days
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F QUESTIONS:

F1.	ALL RESPONDENTS: Finally, a couple of questions about your work. Is your work: <table> <tr> <td>Highly monotonous</td><td>1</td></tr> <tr> <td>Rather monotonous</td><td>2</td></tr> <tr> <td>Quite varied</td><td>3</td></tr> <tr> <td>Or highly varied?</td><td>4</td></tr> </table>	Highly monotonous	1	Rather monotonous	2	Quite varied	3	Or highly varied?	4		
Highly monotonous	1										
Rather monotonous	2										
Quite varied	3										
Or highly varied?	4										
F2.	Do you regard your current tasks physically: <table> <tr> <td>Very undemanding</td><td>1</td></tr> <tr> <td>Quite undemanding</td><td>2</td></tr> <tr> <td>Rather demanding</td><td>3</td></tr> <tr> <td>Or very demanding?</td><td>4</td></tr> </table>	Very undemanding	1	Quite undemanding	2	Rather demanding	3	Or very demanding?	4		
Very undemanding	1										
Quite undemanding	2										
Rather demanding	3										
Or very demanding?	4										
F3.	Do regard your current tasks mentally: <table> <tr> <td>Very undemanding</td><td>1</td></tr> <tr> <td>Quite undemanding</td><td>2</td></tr> <tr> <td>Rather demanding</td><td>3</td></tr> <tr> <td>Or very demanding?</td><td>4</td></tr> </table>	Very undemanding	1	Quite undemanding	2	Rather demanding	3	Or very demanding?	4		
Very undemanding	1										
Quite undemanding	2										
Rather demanding	3										
Or very demanding?	4										
F4.	Over the past few years, do you think your pace of work has: <table> <tr> <td>Increased considerably</td><td>1</td></tr> <tr> <td>Increased slightly</td><td>2</td></tr> <tr> <td>Remained unchanged</td><td>3</td></tr> <tr> <td>Decreased slightly</td><td>4</td></tr> <tr> <td>Or decreased considerably?</td><td>5</td></tr> </table>	Increased considerably	1	Increased slightly	2	Remained unchanged	3	Decreased slightly	4	Or decreased considerably?	5
Increased considerably	1										
Increased slightly	2										
Remained unchanged	3										
Decreased slightly	4										
Or decreased considerably?	5										

F5.	Do the following statements apply to your work? (over the past few years)			
		Agrees	Disagrees	Not applicable
	A. Tasks (e.g. customers) have increased?	1	2	3
	B. Tasks have expanded?	1	2	3
	C. Tasks have grown more difficult?	1	2	3
	D. Targets have tightened?	1	2	3
	E. Monitoring has intensified?	1	2	3
	F. Saving targets have increased the pace of work?	1	2	3
	G. Demands for learning new things have grown?	1	2	3
	H. Replacements are not hired to cover temporary absences?	1	2	3
F6.	Do you yourself regard your current work as:			
	Very important and significant	1		
	Quite significant	2		
	Rather insignificant	3		
	Or totally insignificant?	4		

F7.

CARD 31

Which of the factors mentioned on this card make your current job less enjoyable?

ALTERNATIVES ARE
NOT READ OUT
LOUD

Yes	No

- | | | | |
|-----|--|---|---|
| 1. | Monotony of work | 1 | 2 |
| 2. | Lack of appreciation | 1 | 2 |
| 3. | Lack of opportunities to influence work | 1 | 2 |
| 4. | Working hours | 1 | 2 |
| 5. | Enforced pace of work | 1 | 2 |
| 6. | Travelling because of work | 1 | 2 |
| 7. | Uncertainty about continuity of the work | 1 | 2 |
| 8. | Relations with superiors | 1 | 2 |
| 9. | Difficult customers / students | 1 | 2 |
| 10. | Time pressure and tight time schedules | 1 | 2 |
| 11. | Pay | 1 | 2 |
| 12. | Working conditions | 1 | 2 |
| 13. | Poor work organisation, leadership | 1 | 2 |
| 14. | Workplace atmosphere | 1 | 2 |
| 15. | Lack of advancement opportunities | 1 | 2 |
| 16. | Lack of development opportunities | 1 | 2 |
| 17. | Continuous need to learn new things | 1 | 2 |
| 18. | Lack of feedback | 1 | 2 |
| 19. | Essential information is not given in time | 1 | 2 |

F8.

CARD 32

And which of the factors mentioned on this card make your current job more enjoyable?

ALTERNATIVES
ARE NOT
READ OUT LOUD

Yes	No

1.	Interesting work	1	2
2.	Unhurried pace of work	1	2
3.	Independence of work	1	2
4.	Appreciation of work	1	2
5.	Working hours	1	2
6.	Travelling because of work	1	2
7.	Relations with superiors	1	2
8.	Relations with co-workers		
9.	Variety of work	1	2
10.	Pleasant customers / students	1	2
11.	Learning of new things	1	2
12.	Career advancement / promotion opportunities	1	2
13.	Pay	1	2
14.	Working conditions	1	2
15.	Opportunities for influencing the work	1	2
16.	Spirit of the workplace	1	2
17.	Certainty of the employment relationship	1	2
18.	Feeling of achievement and usefulness	1	2
19.	Challenging nature of work	1	2

F9.

In your free time, do you meet your co-workers:

DOES NOT MEAN
MEETING BY
ACCIDENT

Almost daily	1
At least once a week	2
At least once a month	3
Less often	4
Or never?	5
No co-workers	6

| F12

F10.	<p>Is it possible to talk informally with your co-workers at your workplace during the day in the cafeteria space or canteen, for instance?</p> <p>Yes</p> <p>No</p>	<p>1</p> <p>2 F12</p>
F11.	<p>IF F10=1: How often do you use this possibility:</p> <p>Several times a day</p> <p>About once a day</p> <p>Less often</p> <p>Never?</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p>
F12.	<p>ALL RESPONDENTS: If you could change jobs at the same pay, would you change to:</p> <p>The same occupational field</p> <p>A different occupational field</p> <p>Or would not change at all?</p>	<p>1</p> <p>2</p> <p>3</p>
F13.	<p>What do you think would be the likelihood of you finding a new job:</p> <p>Good</p> <p>Reasonable</p> <p>Or poor?</p>	<p>1</p> <p>2</p> <p>3</p>
F14.	<p>Have you thought about starting your own business or becoming self-employed:</p> <p>Not thought about</p> <p>Thought about occasionally</p> <p>Or thought about often?</p>	<p>1</p> <p>2</p> <p>3</p>
F15.	<p>Have you considered retiring before retirement age:</p> <p>Not considered</p> <p>Considered occasionally</p> <p>Considered often?</p> <p>Has already submitted pension application</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p>

F16.	THOSE AGED 56 OR OVER: Do you currently receive: <table> <tr> <td>Part-time pension</td><td>1</td></tr> <tr> <td>Partial disability pension or partial rehabilitation allowance</td><td>2</td></tr> <tr> <td>Neither?</td><td>3</td></tr> </table>	Part-time pension	1	Partial disability pension or partial rehabilitation allowance	2	Neither?	3		
Part-time pension	1								
Partial disability pension or partial rehabilitation allowance	2								
Neither?	3								
F17.	IF IN PREVIOUS 3 OR 9 OR AGED 45 – 55: Have you lately planned that you might retire on part-time pension when it is possible for your age: <table> <tr> <td>Not planned</td><td>1</td></tr> <tr> <td>Planned occasionally</td><td>2</td></tr> <tr> <td>Planned often?</td><td>3</td></tr> <tr> <td>Has already submitted pension application</td><td>4</td></tr> </table>	Not planned	1	Planned occasionally	2	Planned often?	3	Has already submitted pension application	4
Not planned	1								
Planned occasionally	2								
Planned often?	3								
Has already submitted pension application	4								
F18.	THOSE AGED 45 OR OVER: At what age do you reckon you will retire on full-time pension? years								
F19.	THOSE AGED 45 OR OVER: Could you consider continuing work to some extent when on old-time pension? <table> <tr> <td>Yes</td><td>1</td></tr> <tr> <td>No</td><td>2</td></tr> </table>	Yes	1	No	2				
Yes	1								
No	2								
F20.	THOSE AGED 45 OR OVER: CARD 33 The pension reform will improve the pension of those continuing long in working life. From the beginning of 2005, pension will accumulate from the age of 63 onwards with a higher percentage. Does this increase your willingness to carry on working when you are aged over 63: <table> <tr> <td>Yes, and I believe it is possible</td><td>1</td></tr> <tr> <td>Yes, but my health may not allow it</td><td>2</td></tr> <tr> <td>Yes, but my employer may not wish me to continue</td><td>3</td></tr> <tr> <td>No?</td><td>4</td></tr> </table>	Yes, and I believe it is possible	1	Yes, but my health may not allow it	2	Yes, but my employer may not wish me to continue	3	No?	4
Yes, and I believe it is possible	1								
Yes, but my health may not allow it	2								
Yes, but my employer may not wish me to continue	3								
No?	4								

F21.	<p>THOSE AGED 45 OR OVER:</p> <table> <tr> <td>Yes, and I believe it is possible</td><td>1</td></tr> <tr> <td>Yes, but my health may not allow it</td><td>2</td></tr> <tr> <td>Yes, but my employer may not wish me to continue</td><td>3</td></tr> <tr> <td>No ?</td><td>4</td></tr> </table>	Yes, and I believe it is possible	1	Yes, but my health may not allow it	2	Yes, but my employer may not wish me to continue	3	No ?	4		
Yes, and I believe it is possible	1										
Yes, but my health may not allow it	2										
Yes, but my employer may not wish me to continue	3										
No ?	4										
F22.	<p>THOSE AGED 25 OR OVER: Do you have voluntary pension insurance or have you otherwise saved for your retirement days:</p> <table> <tr> <td>I have insurance financed by myself or someone else</td><td>1</td></tr> <tr> <td>I have otherwise saved for retirement days</td><td>2 F24</td></tr> <tr> <td>Neither?</td><td>3 F24</td></tr> </table>	I have insurance financed by myself or someone else	1	I have otherwise saved for retirement days	2 F24	Neither?	3 F24				
I have insurance financed by myself or someone else	1										
I have otherwise saved for retirement days	2 F24										
Neither?	3 F24										
F23.	<p>IF F22=1 : Is the primary goal of the voluntary pension insurance:</p> <table> <tr> <td>To make it possible to retire earlier</td><td>1</td></tr> <tr> <td>A larger total pension</td><td>2</td></tr> <tr> <td>Or reduction of taxes?</td><td>3</td></tr> </table>	To make it possible to retire earlier	1	A larger total pension	2	Or reduction of taxes?	3				
To make it possible to retire earlier	1										
A larger total pension	2										
Or reduction of taxes?	3										
F24.	<p>Is keeping of ageing labour force at work longer than now being advanced at your workplace:</p> <table> <tr> <td>Yes, very much</td><td>1</td></tr> <tr> <td>Yes, to some extent</td><td>2</td></tr> <tr> <td>Not particularly</td><td>3</td></tr> <tr> <td>Not at all?</td><td>4</td></tr> <tr> <td>Not applicable</td><td>5</td></tr> </table>	Yes, very much	1	Yes, to some extent	2	Not particularly	3	Not at all?	4	Not applicable	5
Yes, very much	1										
Yes, to some extent	2										
Not particularly	3										
Not at all?	4										
Not applicable	5										
F25.	<p>CARD 34 ALL RESPONDENTS: Which of the alternatives on this card correspond best with your opinions about work? READ OUT THE ALTERNATIVES IF REQUIRED</p> <table> <tr> <td>Pay is definitely the most important</td><td>1</td></tr> <tr> <td>Pay is slightly more important than contents</td><td>2</td></tr> <tr> <td>Contents are slightly more important than pay</td><td>3</td></tr> <tr> <td>Or contents are definitely the most important</td><td>4</td></tr> </table>	Pay is definitely the most important	1	Pay is slightly more important than contents	2	Contents are slightly more important than pay	3	Or contents are definitely the most important	4		
Pay is definitely the most important	1										
Pay is slightly more important than contents	2										
Contents are slightly more important than pay	3										
Or contents are definitely the most important	4										

F26.	If you received so much money from, e.g. the Lotto or inheritance that you could live comfortably without having to work, would you:		
	Stop working completely		1
	Only do some work every now and then		2
	Work considerably shorter hours		3
	Or continue working as now?		4

F27.	CARD 35				
	AGED AT LEAST 45:				
	How important do you consider the following for you to cope personally at work for as long as possible:				
		Very important	Fairly important	Not very important	Good at present
	A. More flexible working hours?	1	2	3	4
	B. Development of occupational health care?	1	2	3	4
	C. Improvement of working environment?	1	2	3	4
	D. Amelioration of rehabilitation opportunities?	1	2	3	4
	E. Increase in pay?	1	2	3	4
	F. Decrease in workload and time pressure?	1	2	3	4
	H. Increase in training opportunities?	1	2	3	4
	I. Improvement of management methods?	1	2	3	4
	J. Sabbatical, job alternation leave?	1	2	3	4
	K. Part-time pension?	1	2	3	4
	L. Certainty about keeping your job?	1	2	3	4

Finally, I would like to ask whether you consent to Statistics Finland keeping your contact details on record for four years for a possible future research concerning the quality of work life?

- Yes 1
- No 2

Thank you for the interview!