

# 6<sup>TH</sup> EUROPEAN WORKING CONDITIONS SURVEY (2015)

## QUESTIONNAIRE

### *Information note:*

This is the source questionnaire of the 6<sup>th</sup> European Working Conditions Survey (EWCS) which took place in 2015. The questionnaire was produced in thirty-two different languages, eleven of which were used in more than one country and adapted to the cultural context when necessary. All language versions are available on Eurofound's website under the following link:  
<http://www.eurofound.europa.eu/6th-ewcs-questionnaire-translation-language-versions>

The interviewer instructions are written in CAPITAL letters. This document also contains information about whether the questions were used in previous waves of the EWCS: the year(s) is indicated above each question.

In addition to this questionnaire, a glossary is available.

The standard conditions for use of Eurofound's research, including the 5<sup>th</sup> EWCS questionnaire, are as follows:

1. The original source of the data must be acknowledged in any publication/ disseminated materials in which it appears.
2. A copy of such published / disseminated material(s) (or URL reference in the case of online usage) must be provided for Eurofound's files and sent to Sophia MacGoris ([smg@eurofound.europa.eu](mailto:smg@eurofound.europa.eu)) at the European Foundation for the Improvement of Living and Working Conditions, Wyattville Road, Loughlinstown, Co. Dublin, Ireland.

\* \* \*

## Household data

(TREND 2005)

**Q1. I'd like to start by asking you a few questions about your household.**

**Including yourself, can you please tell me how many people live in this household?**

Number of people living in household: .....

--	--

99 - Refusal (spontaneous)

(TREND 2005)

**Q2.**

INTERVIEWER: NOW OBTAIN INFORMATION THAT YOU NEED TO ENTER ON HOUSEHOLD GRID ON NEXT PAGE, STARTING WITH THE RESPONDENT

**a.** (INTERVIEWER: CODE GENDER OF RESPONDENT IN GRID BELOW)

**b.** Starting with yourself, how old are you?

(INTERVIEWER: SKIP FOR RESPONDENT)

SHOW CARD D

**c.** Please look at this card and tell me which of these categories describes your current situation the best?

**ASK Q2d IF Q2c=01**

**d.** And do you work part time or full time?

INTERVIEWER: RESPONDENT TO SELF-DEFINE PART TIME AND FULL TIME AND USE AS THE BASIS THEIR OWN CONTRACTUAL WORKING ARRANGEMENTS

(MODIFIED TREND 2005)

**Q3.**

INTERVIEWER: FOR SECOND HOUSEHOLD MEMBER, START WITH THE OLDEST MEMBER OF THE HOUSEHOLD. REPEAT GRID QUESTIONS A-E FOR ALL OTHER HOUSEHOLD MEMBERS.

**Now thinking about the other members of your household, starting with the oldest ...**

FOR REMAINING HOUSEHOLD MEMBERS

**Now thinking about the next oldest household member ...**

**a.** Could you tell me whether this is a male or a female?

**b.** How old is he/she?

SHOW CARD C

**c.** What is this person's relationship to you? Is he/she your ...?

ASK QUESTION D. ONLY FOR MEMBERS OF THE HOUSEHOLD AGED 15+ YEARS

SHOW CARD D

**d.** And which of these categories describes the situation of this person the best?

ASK QUESTION. E. IF MAIN ECONOMIC ACTIVITY IS AT WORK  
(Q3x=01)

**e.** does this person work part time or work full time

### HOUSEHOLD GRID

		A				B	C	D	E
		INTERVIEWER: Code for respondent				Age (for babies under 1, write 1)	Relationship to respondent	Economic activity	Part time/ Full time
		Male	Female	DK	Ref.		Code from list below		Code from list below
1	Respondent	1	2	9		.....		01 02 03 04 05 06 07 08 09 88 99	1 2 8 9
2	Person 2	1	2		8	.....	01 02 03 04 05 06 07 08 88 99	01 02 03 04 05 06 07 08 09 88 99	1 2 8 9
3	Person 3	1	2		8	.....	01 02 03 04 05 06 07 08 88 99	01 02 03 04 05 06 07 08 09 88 99	1 2 8 9
4	Person 4	1	2		8	.....	01 02 03 04 05 06 07 08 88 99	01 02 03 04 05 06 07 08 09 88 99	1 2 8 9
5	Person 5	1	2		8	.....	01 02 03 04 05 06 07 08 88 99	01 02 03 04 05 06 07 08 09 88 99	1 2 8 9
6	Person 6	1	2		8	.....	01 02 03 04 05 06 07 08 88 99	01 02 03 04 05 06 07 08 09 88 99	1 2 8 9
7	Person 7	1	2		8	.....	01 02 03 04 05 06 07 08 88 99	01 02 03 04 05 06 07 08 09 88 99	1 2 8 9
8	Person 8	1	2		8	.....	01 02 03 04 05 06 07 08 88 99	01 02 03 04 05 06 07 08 09 88 99	1 2 8 9
9	Person 9	1	2		8	.....	01 02 03 04 05 06 07 08 88 99	01 02 03 04 05 06 07 08 09 88 99	1 2 8 9
10	Person 10	1	2		8	.....	01 02 03 04 05 06 07 08 88 99	01 02 03 04 05 06 07 08 09 88 99	1 2 8 9

888 - DK/No opinion (spontaneous)  
999 - Refusal

C. RELATIONSHIP CODES [CARD C]

D. (ECONOMIC) ACTIVITY CODES [CARD D]:

E. PART TIME/ FULL TIME

<p>01 - spouse/partner  02 – child:  son/daughter of  respondent or of  cohabiting partner  03 - parent, step-parent  or parent in law  04 - daughter or son in  law  05 - grand child  06 - brother/sister  (incl. half and step  siblings)  07 - other relative  08 - other non-relative</p> <p>88 - DK/No opinion  (spontaneous)  99- Refusal  (spontaneous)</p>	<p>01 - at work as employee or employer/ self-employed */relative assisting on  family farm or business **  02 - unemployed  03 - unable to work due to long-term illness or disability  04 – at work and on child-care leave or other leave  05 - retired  06 - full time homemaker/ responsible for ordinary shopping and looking after  the home  07 - in full time education (at school, university, etc.) / student  08 – other (e.g. military duty )***  09 – [Q3 only] child under 14 (<b>PROGRAMMING</b>: do not ask, code from Q3b)</p> <p>88 - DK/No opinion (spontaneous)  99 - Refusal (spontaneous)</p> <p>* Even in cases where the business fails to deliver any profit or any income yet  ** In the case of unpaid family members, they should be included in this status  even in case when the remuneration is not monetary and /or the person does not  receive any formal pay.  *** Please include the example only if it is applicable to that country.</p>	<p>ASK ONLY IF  Q2d/Q3d=01</p> <p>1 – Part time  2 – Full time</p> <p>8 - DK/No  opinion  (spontaneous)</p> <p>9 - Refusal  (spontaneous)</p>
---	--	---

# Main Questionnaire

(TREND 2010) ASK ALL

**Q4a. Were you and both of your parents born in [PROG: this country]?**

1 - Yes

2 - No

7 - Not applicable (spontaneous)

8 - DK/no opinion (spontaneous)

9 - Refusal (spontaneous)

**ASK IF Q4a=2**

**Q4b. Were you born in [PROG: this country]?**

INTERVIEWER: BY [THIS COUNTRY], WE MEAN CURRENT NATIONAL BOUNDARIES RATHER THAN ANY HISTORIC BOUNDARIES.

1 - Yes

2 - No

7 - Not applicable (spontaneous)

8 - DK/no opinion (spontaneous)

9 - Refusal (spontaneous)

READ OUT

**I'm now going to ask you a few basic questions about your job.**

(TREND) ASK ALL

**Q5. What is the title of your main paid job? By main paid job, we mean the one where you spend most hours.**

INTERVIEWER: ASK AND WRITE IN FULL DETAILS - PROBE FOR AS MUCH INFORMATION AS POSSIBLE WITH VIEW TO OBTAINING ACCURATE 4-DIGIT ISCO CLASSIFICATION

IF RESPONDENT HAS TWO JOBS WITH IDENTICAL HOURS, ASK THEM TO SELECT THE JOB THEY PERSONALLY FIND MORE IMPORTANT

.....

.....

.....

.....

88 - DK/no opinion (spontaneous)

99 - Refusal (spontaneous)

(TREND 2010) ASK ALL

**Q6. What do you mainly do in your job?**

INTERVIEWER: ASK AND WRITE IN FULL DETAILS - PROBE FOR AS MUCH INFORMATION AS POSSIBLE WITH VIEW TO OBTAINING ACCURATE 4-DIGIT ISCO CLASSIFICATION

.....  
 .....  
 .....  
 .....

88 - DK/no opinion (spontaneous)  
 99 - Refusal (spontaneous)

--	--

(NEW) ASK ALL

**Q7. Are you working as an employee or are you self-employed?**

READ OUT - ONE ANSWER ONLY!

INTERVIEWER ADD IF NECESSARY:

By 'employee' we mean someone who gets a salary from an employer or a temporary employment agency. 'Self-employed' includes people who have their own business or are partners in a business as well as freelancers. A self-employed person may or may not have employees.

INTERVIEWER NOTE: Respondents who work as an employee for their own business should be coded as self-employed. Members of producers' cooperatives should also be coded as self-employed. Family workers should determine which alternative matches their situation best.

- 1- An employee ----- > **GO TO Q11**
- 2- Self-employed ----- > **GO TO Q8b**
- 8- Don't know----- > **GO TO Q8a**
- 9 - Refusal (spontaneous) ----->**GO TO Q8a**

--

ASK IF Q7=8 OR 9

(NEW)

**Q8a. Are you paid a salary or a wage by an employer?**

ONE ANSWER ONLY!

- 1. Yes-----→ **GO TO Q11**
- 2. No-----→ **GO TO Q8b**
- 8. Don't know-----→ **GO TO Q8b**
- 9. Refusal (spontaneous)-----→ **GO TO Q8b**

ASK IF Q7=2 OR Q8a=2, 8 OR 9

(NEW)

**Q8b. Looking at this card, please select the category or categories which apply to your main paid job?**

SHOW CARD Q8b. – MULTIPLE ANSWERS ARE POSSIBLE!

1. Sole director of own business
2. A partner in a business or professional practice
3. Working for yourself
4. Working as a sub-contractor
5. Doing freelance work
6. Paid a salary or a wage by an agency
7. Other (write in: \_\_\_\_\_)
8. Don't know
9. Refused

ASK IF Q8b=1-5 AND Q8b≠6-9

**Q9 Regarding your business, do you:**

READ OUT 'A' – 'D' – ONE ANSWER ONLY PER LINE!

	Yes	No	DK	Refusal
A. Have the authority to hire or dismiss employees? (NEW)	1	2	8	9
B. Get paid an agreed fee on a weekly or monthly basis ? (MODIFIED TREND 2010)	1	2	8	9
C. Have employees (working for you) (NEW)	1	2	8	9
D. Generally, have more than one client or customer (MODIFIED TREND 2010)	1	2	8	9

ASK IF Q8b=1-5 AND Q8b≠6-9

(NEW)

**Q10. When you became self-employed, was it mainly through your own personal preference or because you had no other alternatives for work?**

READ OUT – ONE ANSWER ONLY!

1. Mainly through own personal preferences
2. No other alternatives for work
3. A combination of both (spontaneous)
4. Neither of these reasons (spontaneous)
8. Don't know (spontaneous)
9. Refused (spontaneous)

(TREND 2005) ASK EMPLOYEES ONLY (Q7=1 OR Q8a=1 OR Q8b=6-9)

**Q11. What kind of employment contract do you have in your main job?**

SHOW CARD Q11 – READ OUT – ONE ANSWER ONLY!

- 1 – Contract of unlimited duration (UK: permanent)---- > **GO TO Q13**
- 2 – Contract of limited duration (UK: fixed-term)----- > **CONTINUE WITH Q12**
- 3 – A temporary employment agency contract ----- > **CONTINUE WITH Q12**
- 4 – An apprenticeship or other training scheme ----- > **GO TO Q13**
- 5 – No contract ----- > **GO TO Q13**

---

- 6 – Other (spontaneous) ----- > **GO TO Q13**
- 8 – DK/no opinion (spontaneous) ----- > **GO TO Q13**
- 9 – Refusal (spontaneous) ----- > **GO TO Q13**

ASK ONLY IF Q11=2 OR 3

(TREND) ASK EMPLOYEES ONLY

**Q12. What is the exact duration of the contract in number of years and months?**

INTERVIEWER.: THIS IS FOR CURRENT CONTRACT IF LESS THAN 1 YEAR, CODE '00' IN BOX 'YEARS' AND ENTER THE NUMBER OF MONTHS IN BOX 'MONTHS' – IF "DK/NO OPINION", CODE '88' IN BOTH BOXES. IF THE FIXED-TERM CONTRACT DOES NOT HAVE AN EXACT DURATION CODE '77' IN BOTH BOXES

IN CASE THE RESPONDENT HAS BEEN HOLDING A SERIES OF CONTRACTS, THE RESPONDENT SHOULD ANSWER IN RELATION TO THEIR CURRENT CONTRACT

Number of years: .....

- 00 – if less than 1 year
- 77 – no exact duration
- 88 – DK/no opinion (spontaneous)
- 99 – Refusal (spontaneous)

Number of months: .....

- 77 - no exact duration
- 88 – DK/no opinion (spontaneous)
- 99 – Refusal (spontaneous)



(TREND) ASK ALL

**Q13. What is the main activity of the company or organisation where you work?**

INTERVIEWER: ASK AND WRITE IN FULL DETAILS – PROBE FOR AS MUCH INFORMATION AS POSSIBLE!

.....  
.....  
.....

--	--

88 – DK (spontaneous)  
99 – Refusal (spontaneous)

(TREND 2005) ASK ALL

**Q14. Are you working in...?**

READ OUT – ONE ANSWER ONLY!

- 1 – the private sector
- 2 – the public sector
- 3 – a joint private-public organisation or company
- 4 – the not-for-profit sector or an NGO
- 5 – other (write in: \_\_\_\_\_)
- 8 – DK (spontaneous)
- 9 – Refusal (spontaneous)

--

INTERVIEWER: QUESTION Q15a SHOULD BE ASKED TO ALL EXCEPT SELF-EMPLOYED BUSINESS DIRECTORS/PARTNERS AND THOSE WORK FOR THEMSELVES! (Q7=1 OR Q8a=1 OR Q8b=4-9)

**[READ OUT: THE NEXT QUESTIONS REFER TO THE COMPANY OR ORGANISATION WHERE YOU PERFORM MOST OF YOUR WORK.]**

**Companies or organisations can be based at a single site or have multiple establishments.**

**Q15a. Does the company or organisation for which you work operate from one site or more?**

INTERVIEWER: REMIND RESPONDENT THAT THIS SHOULD REFER TO THEIR MAIN JOB; IF RESPONDENT SAYS THEY ARE A MOBILE WORKER (THEY PERFORM THEIR WORK IN SEVERAL SITES THAT BELONG OR NOT TO THE SAME COMPANY OR ORGANISATION), ASK THEM TO SELECT THE COMPANY OR ORGANISATION THEY WORK AT MOST OFTEN AT THE CURRENT TIME.

ONE ANSWER ONLY!

- 1 – One site only
- 2 – More than one site

---

- 8 – Don't know (spontaneous)
- 9 – Refusal (spontaneous)

INTERVIEWER, QUESTION Q15b SHOULD BE ASKED ONLY TO SELF-EMPLOYED BUSINESS DIRECTORS/PARTNERS AND THOSE WHO WORK FOR THEMSELVES! (Q8b=1-3 AND Q8b≠4-9)

**[READ OUT: THE NEXT QUESTIONS REFER TO YOUR BUSINESS; IT MAY BE DIFFERENT FROM THE PLACE OR PLACES WHERE MOST OF YOUR WORK IS PERFORMED.]**

**Businesses can be based at a single site or have multiple establishments.**

(NEW)

**Q15b. Does your business have one site or multiple establishments (more than one site)?**

INTERVIEWER: IF RESPONDENT WORKS FOR HIMSELF/ HERSELF, THE ANSWER SHOULD BE ABOUT THEM AS INDIVIDUALS – IT SHOULD NOT REFER TO WORKING AT CUSTOMER OR CLIENT SITES.

ONE ANSWER ONLY!

- 1 – One site only
- 2 – More than one site

---

- 8 – Don't know (spontaneous)
- 9 – Refusal (spontaneous)

(MODIFIED TREND) ASK IF Q15a OR Q15b = 2

**Q16a. How many people in total work at your workplace, that is at the local site where you work?**

**SHOW CARD Q16a – READ OUT – ONE ANSWER ONLY!**

(N.B. RESPONDENT SHOULD INCLUDE THEMSELVES IN THE NUMBER) Please exclude people working at other sites or premises.

- 01 – 1 (interviewee works alone)
- 02 – 2-4
- 03 – 5-9
- 04 – 10-49
- 05 – 50-99
- 06 – 100-249
- 07 – 250-499
- 08 – 500 and over

--	--

- 
- 88 – Don't know (spontaneous)
  - 99 – Refusal (spontaneous)

(NEW) ASK ALL

**Q16b. How many employees in total work in your [IF Q15a ANSWERED: company or organisation] [IF Q15b ANSWERED: business]?**

**SHOW CARD Q16b – READ OUT – ONE ANSWER ONLY!**

(N.B. RESPONDENT SHOULD INCLUDE THEMSELVES IN THE NUMBER)

- 01 – 1 (interviewee works alone)
- 02 – 2-9
- 03 – 10-249
- 04 – 250+

--	--

- 
- 88 – Don't know (spontaneous)
  - 99 – Refusal (spontaneous)

**(PROGRAMMING: Q16b RESPONSE [IF 01-04] MUST BE EQUAL TO OR HIGHER THAN Q16a RESPONSE, IF BOTH QUESTIONS HAVE BEEN ASKED)**

(TREND) ASK ALL

**Q17. How many years have you been in your company or organisation?**

INTERVIEWER: CLARIFY IF NEEDED: BY COMPANY WE MEAN THE ORGANISATION AS A WHOLE AND NOT THE LOCAL UNIT. RESPONDENT SHOULD COUNT ALL TIME REGARDLESS OF CONTRACT STATUS OR POSITION HELD.

Number of years:.....

--	--

- 
- 00 - if less than 1 year
  - 77 - Not applicable
  - 88 - DK/no opinion (spontaneous)
  - 99 - Refusal (spontaneous)

(MODIFIED TREND 2010)

**ASK ALL**

**Q18. Now I would like you to think about the last 12 months. During the last 12 months has your work changed in any of the following ways?**

IF STARTED IN ROLE LESS THAN 12 MONTHS AGO (Q17 = 00), ASK AS:

**Since you started your main job, has your work changed in any of the following ways?**

SHOW CARD Q18 WITH SCALE –READ OUT ‘A’ – ‘D’ – ONE ANSWER ONLY PER LINE!

	Increased a lot	Increased a little	No change	Decreased a little	Decreased a lot	DK/NA	Refusal
a. The number of hours you work per week? (TREND 2010)	1	2	3	4	5	8	9
b. Your salary or income? (TREND 2010)	1	2	3	4	5	8	9
c. The amount of influence you have over your work? (NEW)	1	2	3	4	5	8	9
d. Your tasks and duties? (NEW)	1	2	3	4	5	8	9

NEW (ASK ALL EXCEPT IF Q17 = 77, 88 OR 99)

**Now I would like you to think about the last three years.**

**Q19. During the last three years, has the number of employees at your workplace increased, stayed the same or decreased?**

IF STARTED IN ROLE LESS THAN 3 YEARS AGO (Q17. = 00, 01 OR 02), ASK AS:

**Since you started your main job, has the number of employees at your workplace increased, stayed the same or decreased?**

SHOW SAME CARD (Q18) WITH SCALE – ONE ANSWER ONLY!

- 1 – Increased a lot
- 2 – Increased a little
- 3 – No change
- 4 – Decreased a little
- 5 – Decreased a lot

- 8 – DK/NA
- 9 – Refusal

(MODIFIED TREND 2010) (ASK ALL EXCEPT IF Q17=77, 88 OR 99)

**Q20. During the last three years has there been a restructuring or reorganisation at the workplace that has substantially affected your work?**

IF STARTED IN ROLE LESS THAN 3 YEARS AGO (Q17 = 00, 01 OR 02), ASK AS:

**Since you started your main job, has there been a restructuring or reorganisation at the workplace that has substantially affected your work?**

INTERVIEWER: IF ASKED, CLARIFY THIS COULD COVER A WIDE RANGE OF ACTIVITIES SUCH AS RELOCATION, OUTSOURCING, MERGING WITH OR ACQUIRING ANOTHER ORGANISATION, REDUNDANCIES, BUSINESS EXPANSION OR REORGANISATION IN THE SENSE OF ORGANISATIONAL CHANGE.

ONE ANSWER ONLY!

- 1 - Yes
- 2 - No
- 8 - DK/no opinion (spontaneous)
- 9 - Refusal (spontaneous)

ASK IF Q20 = 1

(NEW) [ASK IF Q20 = 1]

**Q21. Before this restructuring or reorganisation took place, were you...?**

READ OUT 'A' AND 'B' - ONE ANSWER ONLY PER LINE!

		Yes	No	Don't know	Refusal
A	Informed of the forthcoming changes	1	2	8	9
B	Asked to give your opinion	1	2	8	9

(TREND 2010) ASK ALL

**Q22. At your place of work are workers with the same job title as you ...?**

ONE ANSWER ONLY!

- 1 - Mostly men
- 2 - Mostly women
- 3 - Approximately equal numbers of men and women
- 4 - Nobody else has the same job title
- 8 - DK/no opinion (spontaneous)
- 9 - Refusal (spontaneous)

(TREND) ASK ALL

**Q23. How many people work under your supervision, for whom pay increases, bonuses or promotion depend directly on you?**

..... Number of people: \_\_\_\_\_

--	--	--	--

0000 – none

8888- DK/no opinion (spontaneous)

9999 – Refusal (spontaneous)

(TREND) ASK ALL

**Q24. How many hours do you usually work per week in your main paid job?**

INTERVIEWER: EXCLUDING LUNCH BREAK AND EXCLUDING TIME SPENT TRAVELLING TO AND FROM WORK – IF 30 MINUTES OR MORE, ROUND UP TO NEXT HOUR

Number of hours per week: .....

--	--	--

888 – DK/no opinion (spontaneous)

999 – Refusal (spontaneous)

(TREND 2010) ASK ALL

**Q25. Provided that you could make a free choice regarding your working hours and taking into account the need to earn a living: how many hours per week would you prefer to work at present?**

--	--	--

Number of hours per week: .....

777 – The same number of hours as currently (spontaneous) \_\_\_\_\_

888 – DK/no opinion (spontaneous)

999 – Refusal (spontaneous)

(TREND 2005) ASK ALL

**Q26. How many days per week do you usually work in your main paid job?**

Number of days per week: .....

--

8 – DK/no opinion (spontaneous)

9 – Refusal (spontaneous)

(MODIFIED TREND 2005) ASK ALL

**Q27. Besides your main paid job, do you have any other paid job(s)? (IF YES) Is it / are they ....?**

SHOW CARD Q27 - READ OUT - ONE ANSWER ONLY!

INTERVIEWER: NOTE THAT A BUSINESS WOULD BE INCLUDED AS A SECOND JOB;  
‘REGULAR’ IS DEFINED AS AT LEAST 30 MINUTES PER WEEK.  
IF ‘REGULAR’ AND ‘OCCASIONAL’ MENTIONED, CODE 2.

- 1 – No other paid job ----- > **GO TO Q29**
- 2 - Yes, regular ----- >**CONTINUE WITH Q28**
- 3 - Yes, occasional ----- > **GO TO Q29**
- 4 - Other (spontaneous) ----- > **GO TO Q29**
- 8 - DK/no opinion (spontaneous) ----- > **GO TO Q29**
- 9 - Refusal (spontaneous) ----- > **GO TO Q29**

(TREND 2005) ASK IF Q27 =2

**Q28. How many hours a week on average do you work in job(s) other than your main paid job?**

INTERVIEWER: IF 30 MINUTES OR MORE, ROUND UP TO THE NEXT HOUR

Number of hours:.....

888 –DK/no opinion (spontaneous)

999 - Refusal (spontaneous)

---

INTERVIEWER: READ OUT

**From now onwards all the questions are about your main paid job.**

(TREND) ASK ALL

**Q29. Please tell me, using the following scale, are you exposed at work to...?**

READ OUT FROM A TO I – RANDOMISE ORDER OF ASKING A TO I.

SHOW CARD Q29 WITH SCALE - ONE ANSWER ONLY PER LINE!

	All of the time	Almost all of the time	Around ¾ of the time	Around half of the time	Around ¼ of the time	Almost never	Never	DK	Refusal
A - Vibrations from hand tools, machinery, etc. (TREND)	1	2	3	4	5	6	7	8	9
B - Noise so loud that you would have to raise your voice to talk to people (TREND)	1	2	3	4	5	6	7	8	9
C - High temperatures which make you perspire even when not working (TREND)	1	2	3	4	5	6	7	8	9
D - Low temperatures whether indoors or outdoors (TREND)	1	2	3	4	5	6	7	8	9
E - Breathing in smoke, fumes (such as welding or exhaust fumes), powder or dust (such as wood dust or mineral dust) etc. (TREND 2005)	1	2	3	4	5	6	7	8	9
F - Breathing in vapours such as solvents and thinners (TREND 2005)	1	2	3	4	5	6	7	8	9
G - Handling or being in skin contact with chemical products or substances (TREND 2005)	1	2	3	4	5	6	7	8	9
H - Tobacco smoke from other people (TREND 2005)	1	2	3	4	5	6	7	8	9
I - Handling or being in direct contact with materials which can be infectious, such as waste, bodily fluids, laboratory materials, etc. (TREND 2005)	1	2	3	4	5	6	7	8	9



(MODIFIED TREND) ASK ALL

**Q30. Please tell me, using the same scale, does your main paid job involve...?**

READ OUT FROM A TO I – RANDOMISE ORDER OF ASKING A TO I, BUT ASK B AND C FIRST AND IN THAT ORDER.

SHOW SAME CARD (Q29) WITH SCALE - ONE ANSWER ONLY PER LINE!

	All of the time	Almost all of the time	Around ¾ of the time	Around half of the time	Around ¼ of the time	Almost never	Never	DK	Refusal
A – Tiring or painful positions (TREND)	1	2	3	4	5	6	7	8	9
B – Lifting or moving people (TREND 2005)	1	2	3	4	5	6	7	8	9
C - Carrying or moving heavy loads (TREND)	1	2	3	4	5	6	7	8	9
D – Sitting (NEW)	1	2	3	4	5	6	7	8	9
E - Repetitive hand or arm movements (TREND)	1	2	3	4	5	6	7	8	9
F - Dealing directly with people who are not employees at your workplace such as customers, passengers, pupils, patients, etc. (TREND)	1	2	3	4	5	6	7	8	9
G – Handling angry clients, customers, patients, pupils etc. (MODIFIED TREND)	1	2	3	4	5	6	7	8	9
H - Being in situations that are emotionally disturbing for you (NEW)	1	2	3	4	5	6	7	8	9
I - Working with computers, laptops, smartphones etc. (MODIFIED)	1	2	3	4	5	6	7	8	9

(TREND 2010) ASK ALL

**Q31. Does your job ever require that you wear personal protective equipment?**

ONE ANSWER ONLY!

1 - Yes----- > **CONTINUE WITH Q32**

2 – No----- > **GO TO Q33**

8 – DK/no opinion (spontaneous)---- > **GO TO Q33**

9 – Refusal (spontaneous) ----- > **GO TO Q33**

ASK IF Q31=1 (YES TO PERSONAL PROTECTIVE EQUIPMENT)

(TREND 2010) ASK IF Q31=1

**Q32. Do you always use it when it is required?**

ONE ANSWER ONLY!

1 - Yes

2 - No

8 - DK/no opinion (spontaneous)

9 - Refusal (spontaneous)

(TREND) ASK ALL

**Q33. Regarding the health and safety risks related to the performance of your job, how well informed would you say you are?**

SHOW CARD Q33 WITH SCALE – ONE ANSWER ONLY!

1 - Very well informed

2 - Well informed

3 - Not very well informed

4 - Not at all well informed

8 - DK/no opinion (spontaneous)

9 - Refusal (spontaneous)

(NEW) ASK ALL

**Q34. Does your work involve visiting customers, patients, clients or working at their premises or in their home?**

ONE ANSWER ONLY!

1 - Yes

2 - No

8 - DK/no opinion (spontaneous)

9 - Refusal (spontaneous)

(MODIFIED TREND) ASK ALL

**Q35. Please take a look at these locations. In a moment, I will ask you how often you have worked in each location [during the last 12 months in your main paid job / (IF Q17=00: since you started your main paid job)].**

SHOW CARD Q35 (WITH LOCATIONS AND SCALE) - READ OUT FROM 'A' TO 'F' - ONE ANSWER PER LINE!

	Daily	Several times a week	Several times a month	Less often	Never	Don't know	Refusal
A. Your employer's/your own business' premises (office, factory, shop, school, etc.)	1	2	3	4	5	8	9
B. Clients' premises	1	2	3	4	5	8	9
C. A car or another vehicle	1	2	3	4	5	8	9
D. An outside site (e.g. construction site, agricultural field, streets of a city)	1	2	3	4	5	8	9
E. Your own home	1	2	3	4	5	8	9
F. Public spaces such as coffee shops, airports etc.	1	2	3	4	5	8	9

(TREND) ASK ALL

**Q36. In total, how many minutes per day do you usually spend travelling from home to work and back?**

INTERVIEWER: IF ZERO, CODE AS 777 (NOT RELEVANT/NOT APPLICABLE)

Number of minutes per day: **[PROG: DO NOT ACCEPT 000]**

777 - Not relevant (not applicable)

888 - DK/no opinion (spontaneous)

999 - Refusal (spontaneous)

--	--	--

(TREND) ASK ALL

**Q37. Normally, how many times a month do you work... ?**

READ OUT 'A' – 'D' – TYPE IN NUMBER – ONE ANSWER PER LINE!

	2-digit response (01-31)	Never	DK/ No opinion (spontaneous)	Refusal (spontaneous)
A. – at night, for at least 2 hours between 10.00pm and 05.00am?		00	88	99
B. – on Sundays? [PROG: DO NOT ACCEPT 06-31]		00	88	99
C. – on Saturdays? [PROG: DO NOT ACCEPT 06-31]		00	88	99
D. – more than 10 hours a day?		00	88	99

(NEW) ASK ALL

The following question is about the amount of time available to you between working days.

**Q38. In the last month, has it happened at least once that you had less than 11 hours between the end of one working day and the start of the next working day?**

1 – Yes

2 – No

8 - DK/No opinion (spontaneous)

9 - Refusal (spontaneous)

(TREND) ASK ALL

**Q39. Do you work...?**

READ OUT FROM 'A' TO 'E' – ONE ANSWER PER LINE!

	Yes	No	DK	Refusal
A - The same number of hours every day	1	2	8	9
B - The same number of days every week	1	2	8	9
C - The same number of hours every week (TREND 2010)	1	2	8	9
D - Fixed starting and finishing times	1	2	8	9
E – Shifts	1	2	8	9

(NEW) – ASK ALL

**Q40. Over the last 12 months [IF Q17=00: Since you started your main paid job], how often have you been requested to come into work at short notice?**

SHOW CARD Q40 WITH SCALE –ONE ANSWER ONLY!

1 – Daily

2 – Several times a week

3 – Several times a month

4 – Less often

5 – Never

7 – Not applicable

8 – DK/no opinion (spontaneous)

9 – Refusal (spontaneous)

(TREND 2005) ASK IF Q39 E=1

**Q41. Do you work...?**

SHOW CARD Q41 - READ OUT - ONE ANSWER ONLY!

- 1 - Daily split shifts (with a break of at least 4 hours in between)
- 2 - Permanent shifts (morning, afternoon or night)
- 3 - Alternating / rotating shifts
- 4 - Other (spontaneous)
- 8 - DK/no opinion (spontaneous)
- 9 - Refusal (spontaneous)

(TREND 2005) ASK ALL

**Q42. How are your working time arrangements set?**

SHOW CARD Q42 - READ OUT - ONE ANSWER ONLY!

- 1 - They are set by the company / organisation  
with no possibility for changes ----- > CONTINUE WITH Q43
- 2 - You can choose between several fixed working  
schedules determined by the company/organisation ----- > CONTINUE WITH Q43
- 3 - You can adapt your working hours within certain limits (e.g. flextime)----- > GO TO Q44
- 4 - Your working hours are entirely determined by yourself ----- > GO TO Q44
- 8 - DK/no opinion (spontaneous) ----- > GO TO Q44
- 9 - Refusal (spontaneous) ----- > GO TO Q44

(MODIFIED TREND 2005) ASK IF Q42=1 OR 2

**Q43. Do changes to your working time arrangements occur regularly? (IF YES) How long before are you informed about these changes?**

SHOW CARD Q43. - READ OUT - ONE ANSWER ONLY!

- 1 - No
- 2 - Yes, the same day
- 3 - Yes, the day before
- 4 - Yes, several days in advance
- 5 - Yes, several weeks in advance
- 6 - Other (spontaneous)
- 8 - DK/no opinion (spontaneous)
- 9 - Refusal (spontaneous)

(READ TO ALL)

**The following questions deal with work life balance.**

(TREND 2005) ASK ALL

**Q44. In general, how do your working hours fit in with your family or social commitments outside work?**

SHOW CARD Q44. – ONE ANSWER ONLY!

- 1 - Very well
- 2 - Well
- 3 - Not very well
- 4 - Not at all well
- 8 - DK/no opinion (spontaneous)
- 9 - Refusal (spontaneous)

(NEW) ASK ALL

**Q45 How often in the last 12 months, have you...? / [IF Q17=00: Since you started your main paid job, how often have you...?]**

SHOW CARD Q45 WITH SCALE – READ OUT FROM ‘A’ TO ‘E’ – RANDOMISE ORDER OF ASKING ‘A’ TO ‘E’ – ONE ANSWER ONLY PER LINE!

	Always	Most of the time	Sometimes	Rarely	Never	DK	Refusal	Not Applicable
A – kept worrying about work when you were not working	1	2	3	4	5	8	9	7
B – felt too tired after work to do some of the household jobs which need to be done	1	2	3	4	5	8	9	7
C – found that your job prevented you from giving the time you wanted to your family	1	2	3	4	5	8	9	7
D – found it difficult to concentrate on your job because of your family responsibilities	1	2	3	4	5	8	9	7
E – found that your family responsibilities prevented you from giving the time you should to your job	1	2	3	4	5	8	9	7

(MODIFIED TREND) ASK ALL

**Q46. Over the last 12 months, how often have you worked in your free time to meet work demands?**  
 [IF Q17=00: Since you started your main paid job, how often have you worked in your free time to meet work demands?]

SHOW CARD Q46 – ONE ANSWER ONLY!

- 1 – Daily
- 2 – Several times a week
- 3 – Several times a month
- 4 – Less often
- 5 – Never

---

- 7 – Not applicable
- 8 – DK/no opinion (spontaneous)
- 9 – Refusal (spontaneous)

(MODIFIED TREND 2010) ASK ALL

**Q47. Would you say that for you arranging to take an hour or two off during working hours to take care of personal or family matters is...**

SHOW CARD Q47 – ONE ANSWER ONLY!

- 1 – Very easy
- 2 – Fairly easy
- 3 – Fairly difficult
- 4 – Very difficult
- 8 – DK/no opinion (spontaneous)
- 9 – Refusal (spontaneous)

(READ TO ALL)

**The following questions deal with the way your work is organised.**

(TREND) ASK ALL

**Q48. Please tell me, does your job involve short repetitive tasks of less than...**

INTERVIEWER: READ OUT 'A'-'B' –ONE ANSWER ONLY PER LINE! IF NECESSARY, SPECIFY THAT WE MEAN TASKS AND NOT MOVEMENTS SUCH AS CLICKING THE MOUSE BUTTON!

	Yes	No	DK	Refusal
A – 1 minute	1	2	8	9
B- 10 minutes	1	2	8	9



(TREND) ASK ALL

**Q49. And, does your job involve...**

SHOW CARD Q49 WITH SCALE – ONE ANSWER ONLY PER LINE!

R	READ OUT –ROTATE – MARK IN COLUMN “R” WHERE YOU START ASKING WITH AN “X” MARK	All of the time	Almost all of the time	Around ¾ of the time	Around half of the time	Around ¼ of the time	Almost never	Never	DK	Refusal
	A- working at very high speed	1	2	3	4	5	6	7	8	9
	B- working to tight deadlines	1	2	3	4	5	6	7	8	9

(TREND) ASK ALL

**Q50. On the whole, is your pace of work dependent on...**

INTERVIEWER: READ OUT ‘A’ TO ‘E’ – ONE ANSWER ONLY PER LINE!

	Yes	No	DK	Refusal	Not Applicable
A – the work done by colleagues	1	2	8	9	7
B – direct demands from people such as customers, passengers, pupils, patients, etc.	1	2	8	9	7
C – numerical production targets or performance targets	1	2	8	9	7
D – automatic speed of a machine or movement of a product	1	2	8	9	7
E – the direct control of your boss	1	2	8	9	7

(TREND) ASK ALL

**Q51. How often do you have to interrupt a task you are doing in order to take on an unforeseen task?**

SHOW CARD Q51 – READ OUT – ONE ANSWER ONLY!

- 1 – Very often ----- > **CONTINUE WITH Q52**
- 2 – Fairly often ----- > **CONTINUE WITH Q52**
- 3 – Occasionally ----- > **CONTINUE WITH Q52**
- 4 – Never ----- > **GO TO Q53**

---

- 8 – DK/no opinion (spontaneous)-- > **GO TO Q53**
- 9 – Refusal (spontaneous) ----- > **GO TO Q53**

(TREND) ASK IF Q51=1 OR 2 OR 3

**Q52. For your work, are these interruptions...**

SHOW CARD Q52 – READ OUT – ONE ANSWER ONLY!

- 1 – Disruptive
- 2 – Without consequences
- 3 – Positive

---

- 8 – DK/no opinion (spontaneous)
- 9 – Refusal (spontaneous)

(MODIFIED TREND) ASK ALL

**Q53. Generally, does your main paid job involve...**

INTERVIEWER: READ OUT 'A' TO 'F' – ONE ANSWER ONLY PER LINE!

	Yes	No	DK	Refusal
A – meeting precise quality standards	1	2	8	9
B – assessing yourself the quality of your own work	1	2	8	9
C – solving unforeseen problems on your own	1	2	8	9
D – monotonous tasks	1	2	8	9
E – complex tasks	1	2	8	9
F – learning new things	1	2	8	9

(MODIFIED TREND) ASK ALL

**Q54. Are you able to choose or change...**

INTERVIEWER: READ OUT 'A' TO 'C' – ONE ANSWER ONLY PER LINE!

	Yes	No	DK	Refusal
A – your order of tasks	1	2	8	9
B – your methods of work	1	2	8	9
C – your speed or rate of work	1	2	8	9

(TREND 2005) ASK ALL

**Q55. Does your job involve rotating tasks between yourself and colleagues?**

ONE ANSWER ONLY!

1 - Yes- ----- > **CONTINUE WITH Q56**

2 - No ----- > **GO TO Q58**

8 - DK/no opinion (spontaneous) -- > **GO TO Q58**

9 - Refusal (spontaneous) ----- > **GO TO Q58**

(TREND 2005) ASK IF Q55=1

**Q56. Do those tasks require different skills?**

ONE ANSWER ONLY!

1 - Yes

2 - No

8 - DK/no opinion (spontaneous)

9 - Refusal (spontaneous)

(TREND 2005, MODIFIED TREND) ASK IF Q55=1

**Q57. Who decides the division of those tasks?**

READ OUT 'A' - 'B' - ONE ANSWER ONLY PER LINE!

	Yes	No	DK	Refusal
A – Your boss / manager	1	2	8	9
B - They are decided by people who are rotating tasks	1	2	8	9

ASK ALL

(TREND 2010) ASK ALL

**Q58. Do you work in a group or team that has common tasks and can plan its work?**

ONE ANSWER ONLY!

- 1 - Yes ----- > CONTINUE WITH Q59
- 2 - No ----- > GO TO Q61

---

- 8 - DK/no opinion (spontaneous)---- > GO TO Q61
- 9 - Refusal (spontaneous) ----- > GO TO Q61

(TREND 2010) ASK IF Q58=1

**Q59. Is that always in the same team or group, or in several teams or groups?**

ONE ANSWER ONLY!

- 1 – Always in the same team or group
- 2 – In several teams or groups

---

- 8 – DK/no opinion (spontaneous)
- 9 – Refusal (spontaneous)

(TREND 2010) ASK IF Q58=1

**Q60. For the team in which you work mostly, do the members decide by themselves...?**

INTERVIEWER: READ OUT 'A' TO 'C' – ONE ANSWER ONLY PER LINE!

	Yes	No	DK	Refusal
A - ... on the division of tasks	1	2	8	9
B - ... who will be head of the team	1	2	8	9
C - ... the timetable of the work	1	2	8	9

(TREND) ASK ALL

**Q61. For each of the following statements, please select the response which best describes your work situation.**

SHOW CARD Q61. WITH SCALE – READ OUT FROM ‘A’ TO ‘O’ – RANDOMISE ORDER OF ASKING ‘A’ TO ‘O’ (BUT ASK ‘A’ AND ‘B’ FIRST IN THAT ORDER) – ONE ANSWER ONLY PER LINE!

	Always	Most of the time	Sometimes	Rarely	Never	DK	Refusal	Not Applicable
A – Your colleagues help and support you (MODIFIED TREND)	1	2	3	4	5	8	9	7
B – [ASK EMPLOYEE ONLY, Q7=1 OR Q8a=1 OR Q8b=6-9] Your manager helps and supports you (MODIFIED TREND)	1	2	3	4	5	8	9	7
C – You are consulted before objectives are set for your work (MODIFIED TREND)	1	2	3	4	5	8	9	7
D- You are involved in improving the work organisation or work processes of your department or organisation (TREND 2010)	1	2	3	4	5	8	9	7
E - You have a say in the choice of your work colleagues (TREND)	1	2	3	4	5	8	9	7
F – You can take a break when you wish (TREND)	1	2	3	4	5	8	9	
G – You have enough time to get the job done (TREND)	1	2	3	4	5	8	9	
H – Your job gives you the feeling of work well done (TREND 2005)	1	2	3	4	5	8	9	
I - You are able to apply your own ideas in your work (TREND 2005)	1	2	3	4	5	8	9	
J – You have the feeling of doing useful work (TREND 2005)	1	2	3	4	5	8	9	
K – You know what is expected of you at work (TREND 2010)	1	2	3	4	5	8	9	
L – [ASK EMPLOYEE ONLY, Q7=1 OR Q8a=1 OR Q8b=6-9] You are treated fairly at your workplace (NEW)	1	2	3	4	5	8	9	
M – You experience stress in your work (TREND 2010)	1	2	3	4	5	8	9	
N – You can influence decisions that are important for your work (TREND 2010)	1	2	3	4	5	8	9	
O – Your job requires that you hide your feelings (TREND 2010)	1	2	3	4	5	8	9	

READ OUT AND ASK IF EMPLOYEE:  
Q7=1 OR Q8a=1 OR Q8b=6-9

**I would now like you to think about your immediate boss, who you may also refer to as your immediate manager or supervisor.**

(TREND) ASK EMPLOYEE ONLY

**Q62. Is your immediate boss a man or a woman?**

ONE ANSWER ONLY!

- 
- 1 - A man
  - 2 - A woman
  - 7 - Not applicable (spontaneous)
  - 8 - DK/no opinion (spontaneous)
  - 9 - Refusal (spontaneous)

ASK IF Q62=1 OR Q62=2

(MODIFIED TREND) ASK EMPLOYEE ONLY (Q7=1 OR Q8a=1 OR Q8b=6-9)

**Q63. To what extent do you agree or disagree with the following statements?**

**Your immediate boss...**

SHOW CARD Q63 WITH SCALE – READ OUT FROM ‘A’ TO ‘F’ – RANDOMISE ORDER OF ASKING ‘A’ TO ‘F’ – ONE ANSWER ONLY PER LINE!

	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	Not applicable (spontaneous)	DK (spontaneous)	Refusal (spontaneous)
A – respects you as a person	1	2	3	4	5	7	8	9
B – gives you praise and recognition when you do a good job	1	2	3	4	5	7	8	9
C – is successful in getting people to work together	1	2	3	4	5	7	8	9
D – is helpful in getting the job done	1	2	3	4	5	7	8	9
E – provides useful feedback on your work	1	2	3	4	5	7	8	9
F – encourages and supports your development	1	2	3	4	5	7	8	9

READ OUT TO ALL

**I am now going to ask you some questions about skills and training.**

ASK ALL

(MODIFIED TREND) ASK ALL

**Q64. Which of the following statements would best describe your skills in your own work?**

SHOW CARD Q64. - ONE ANSWER ONLY!

- 1 - I need further training to cope well with my duties
- 2 - My present skills correspond well with my duties
- 3 - I have the skills to cope with more demanding duties
- 8 - DK/no opinion (spontaneous)
- 9 - Refusal (spontaneous)

(TREND 2005) ASK ALL

**Q65. Over the past 12 months, have you undergone any of the following types of training to improve your skills? [IF Q17=00: Since you started your main paid job, have you undergone any of the following types of training to improve your skills?]**

READ OUT FROM 'A' TO 'D' - ONE ANSWER ONLY PER LINE!

	Yes	No	DK	Refusal
A - [ask employees only Q7=1 OR Q8a=1 OR Q8b=6-9] Training paid for or provided by your employer	1	2	8	9
B - [ask all] Training paid by yourself (TREND)	1	2	8	9
C - On-the-job training (co-workers, supervisors)	1	2	8	9
D - Other training (new)	1	2	8	9

IF Q65 A = 1 (YES) AND EMPLOYEE (Q7=1, Q8a=1 OR Q8b=6-9)

**Q66. Over the past 12 months, how many days in total did you spend in training paid for or provided by your employer? [IF Q17=00: Since you started your main paid job, how many days in total have you spent in training paid for or provided by your employer?]**

ONE ANSWER ONLY!

- 1 - 1 day or less
- 2 - 2-3 days
- 3 - 4-5 days
- 4 - 6-9 days
- 5 - 10-19 days
- 6 - 20 days or more
- 8 - DK/no opinion (spontaneous)
- 9 - Refusal (spontaneous)

ASK IF Q65 A OR B = 1 (YES)

**Q67. Do you agree or disagree with the following statements on the training received over the last 12 months [IF Q65A=1 AND Q65B≠1: paid for and provided by your employer] [IF Q65B=1 AND Q65A NOT ASKED OR ≠1: paid by yourself] [IF Q65A=1 AND Q65B=1: either provided by your employer or paid for by yourself]?**

SHOW CARD Q67 WITH SCALE – READ OUT ‘A’ TO ‘C’ – ONE ANSWER ONLY PER LINE!

	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	DK	Refusal
A - The training has helped me improve the way I work	1	2	3	4	5	8	9
B - I feel that my job is more secure because of my training	1	2	3	4	5	8	9
C - I feel my prospects for future employment are better	1	2	3	4	5	8	9

ASK IF Q65 B = 1 (YES)

**Q68. Over the past 12 months, how many days in total did you spend in training paid by yourself? [IF Q17=00: Since you started your main paid job, how many days in total have you spent in training paid by yourself?]**

ONE ANSWER ONLY!

- 1 - 1 day or less
- 2 - 2-3 days
- 3 - 4-5 days
- 4 - 6-9 days
- 5 - 10-19 days
- 6 - 20 days or more

---

- 8 - DK/no opinion (spontaneous)
- 9 - Refusal (spontaneous)

IF Q65 A = 2 (NO) AND EMPLOYEE (Q7=1, Q8a=1 OR Q8b=6-9)

(TREND 2010)

**Q69 Did you ask for training to be provided for you by your employer?**

ONE ANSWER ONLY!

- 1 - Yes
- 2 - No

---

- 8 - DK/no opinion (spontaneous)
- 9 - Refusal (spontaneous)



INTERVIEWER: QUESTIONS Q70 AND Q71 SHOULD BE ASKED TO EMPLOYEES ONLY! - I.E. THOSE WHO ANSWERED Q7= 1, Q8a= 1 OR Q8b= 6-9.

(NEW)

**Q70. The next questions are about your workplace. To what extent do you agree or disagree with the following statements?**

SHOW CARD Q70 WITH SCALE – READ OUT FROM ‘A’ TO ‘F’ – RANDOMISE ORDER OF ASKING ‘A’ TO ‘F’ – ONLY ONE ANSWER POSSIBLE PER LINE

	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	Not applicable	DK	Refusal
A - Employees are appreciated when they have done a good job	1	2	3	4	5	7	8	9
B - The management trusts the employees to do their work well	1	2	3	4	5	7	8	9
C - Conflicts are resolved in a fair way	1	2	3	4	5	7	8	9
D - The work is distributed fairly	1	2	3	4	5	7	8	9
E - There is good cooperation between you and your colleagues	1	2	3	4	5	7	8	9
F - In general, employees trust management	1	2	3	4	5	7	8	9

(NEW) ASK EMPLOYEES ONLY (Q7= 1, Q8a= 1 OR Q8b= 6-9)

**Q71. Does the following exist at your company or organisation...?**

INTERVIEWER: READ OUT ‘A’ TO ‘C’ – RANDOMISE ORDER OF ASKING ‘A’ TO ‘C’ – ONE ANSWER ONLY PER LINE!

INTERVIEWER: It is about the company or organisation to which one belongs, not only the local establishment and maybe not the local place of work

	Yes	No	DK	Refusal
A- Trade union, works council or a similar committee representing employees?	1	2	8	9
B- Health and safety delegate or committee?	1	2	8	9
C- A regular meeting in which employees can express their views about what is happening in the organisation?	1	2	8	9

ASK ALL

(TREND) ASK ALL

**Q72. Over the past 12 months at work, have you been subjected to any of the following?**

[IF Q17=00: Since you started your main paid job, have you been subjected at work to any of the following?]

SHOW CARD Q72 – ONLY ONE ANSWER POSSIBLE PER LINE

	Yes	No	DK	Refusal
A – age discrimination	1	2	8	9
B – discrimination linked to race, ethnic background or colour	1	2	8	9
C – discrimination linked to nationality	1	2	8	9
D – discrimination on the basis of your sex	1	2	8	9
E - discrimination linked to religion	1	2	8	9
F – discrimination linked to disability	1	2	8	9
G – discrimination linked to sexual orientation	1	2	8	9

(TREND) ASK ALL

**Q73. Do you think your health or safety is at risk because of your work?**

ONE ANSWER ONLY!

1 - Yes

2 - No

8 - DK/no opinion (spontaneous)

9 - Refusal (spontaneous)

(TREND 2005) ASK ALL

**Q74. Does your work affect your health?**

READ OUT – ONE ANSWER ONLY!

1 - Yes, mainly positively

2 - Yes, mainly negatively

3 - No

8 - DK/no opinion (spontaneous)

9 - Refusal (spontaneous)

(READ TO ALL)

**The following questions are about your health, not necessarily related to your work.**

(TREND 2010) ASK ALL

**Q75. How is your health in general? Would you say it is ...**

SHOW CARD Q75 – ONE ANSWER ONLY!

1 – Very good

2 – Good

3 – Fair

4 – Bad

5 – Very bad

8 - DK/no opinion (spontaneous)

9 - Refusal (spontaneous)

(NEW)

ASK ALL

**Q76. Do you have any illness or health problem which has lasted, or is expected to last, for more than 6 months?**

ONE ANSWER ONLY!

1- Yes

2- No

-----  
8- Don't know

9- Refusal

(NEW)

ASK IF Q76=1

**Q77 Are your daily activities limited because of this illness or health problem?**

ONE ANSWER ONLY!

1 - Yes, severely limited

2 - Yes, somewhat limited

3 - Not limited at all

-----  
8 - Don't know

9 - Refusal

(MODIFIED TREND)

**Q78 Over the last 12 months, did you have any of the following health problems?**

SHOW CARD Q78 – ONE ANSWER PER LINE!

	Yes	No	DK	Refusal
A - hearing problems	1	2	8	9
B - skin problems	1	2	8	9
C - backache	1	2	8	9
D - muscular pains in shoulders, neck and/or upper limbs (arms, elbows, wrists, hands etc.) (MODIFIED TREND)	1	2	8	9
E - muscular pains in lower limbs (hips, legs, knees, feet etc.) (MODIFIED TREND)	1	2	8	9
F - headaches, eyestrain (MODIFIED TREND)	1	2	8	9
G - injury(ies) (TREND)	1	2	8	9
H - anxiety (MODIFIED TREND)	1	2	8	9
I - overall fatigue (MODIFIED TREND)	1	2	8	9
J - other (spontaneous)	1	2	8	9

(NEW) ASK ALL

**Q79. Over the last 12 months, how often did you have any of the following sleep related problems?**

SHOW CARD Q79 - READ OUT FROM 'A' TO 'C' – ONE ANSWER PER LINE!

	Daily	Several times a week	Several times a month	Less often	Never	DK	Refusal
A - Difficulty falling asleep	1	2	3	4	5	8	9
B - Waking up repeatedly during the sleep	1	2	3	4	5	8	9
C - Waking up with a feeling of exhaustion and fatigue	1	2	3	4	5	8	9

(TREND 2010) ASK ALL

**Q80. Over the last month, during the course of your work have you been subjected to any of the following?**

SHOW CARD Q80. – ONE ANSWER PER LINE!

	Yes	No	DK	Refusal
A – verbal abuse?	1	2	8	9
B – unwanted sexual attention?	1	2	8	9
C – threats?	1	2	8	9
D – humiliating behaviours?	1	2	8	9

(TREND 2010) ASK ALL

**Q81. And over the past 12 months, during the course of your work have you been subjected to any of the following?**

[IF Q17=00: **And since you started your main paid job, during the course of your work have you been subjected to any of the following?**]

SHOW CARD Q81 – ONE ANSWER PER LINE!

	Yes	No	DK	Refusal
A – physical violence (MODIFIED TREND)	1	2	8	9
B – sexual harassment	1	2	8	9
C – bullying / harassment	1	2	8	9

**The next questions are about times when you might have been absent from work recently.**

(MODIFIED TREND) ASK ALL

**Q82. Over the past 12 months how many days in total were you absent from work due to sick leave or health-related leave?**

[IF Q17=00: **Since you started your main paid job, how many days in total have you been absent from work due to sick leave or health-related leave?**]

Number of working days [PROG: 000-365]: .....

--	--	--

888 - DK/no opinion (spontaneous)

999 - Refusal (spontaneous)

ASK IF Q82 > 0, THAT IS ONLY TO THOSE WHO ANSWERED AT LEAST 1 DAY AT Q82.

**Q83. How many of these days of absence resulted from the following?**

READ OUT 'A' AND 'B' – TYPE IN NUMBER OF DAYS PER LINE

	Number of days [PROG: CHECK LOGIC AGAINST Q82 RESPONSE]	DK	Refusal
A - Accident(s) at work .....	.....	888	999
B – Health problems caused or made worse by your work (excluding accidents) .....	.....	888	999

(TREND 2010) ASK ALL

**Q84a. Over the past 12 months did you work when you were sick?**

[IF Q17=00: Since you started your main paid job, have you worked when you were sick?]

SINGLE CODE ONLY

1 - Yes   
 2 - No

7 - I was not sick (spontaneous)  
 8 - DK/no opinion (spontaneous)  
 9 - Refusal (spontaneous)

--	--	--

(IF YES) **Q84b.** Number of working days [PROG: 001-365]: .....

888 – DK/no opinion (spontaneous)  
 999 – Refusal (spontaneous)

INTERVIEWER, QUESTIONS Q85 AND Q86 SHOULD BE ASKED ONLY TO THOSE WITH A LONGSTANDING ILLNESS OR HEALTH PROBLEM (Q76 = CODE 1).

Rationale: Changes in workplace or work activity may be more relevant in relation to existing physical and mental limitation in executing usual daily activities rather than in the presence of health problem per se. In case of change of filtering, first sentence should be changed to: “You said earlier that you are limited in your daily activities due to health problem.”

(NEW)

**Q85. You mentioned earlier that you have an illness or a health problem which has lasted, or is expected to last, for more than 6 months. Has your workplace or work activity been changed to accommodate for your illness or health problem?**

ONE ANSWER ONLY!

1. Yes  
 2. No  
 -----  
 8. Don't know  
 9. Refusal

(NEW)

**Q86. Would future adaptation in your workplace or work activity be needed to accommodate for your illness or health problem?**

ONE ANSWER ONLY!

1. Yes  
 2. No  
 -----  
 8. Don't know  
 9. Refusal

ASK ALL

(TREND 2010)

**Q87. Please indicate for each of the five statements which is the closest to how you have been feeling over the last two weeks.**

SHOW CARD Q87 WITH SCALE - READ OUT FROM 'A' TO 'E' – RANDOMISE ORDER OF ASKING 'A' TO 'E' - ONE ANSWER PER LINE.

	All of the time	Most of the time	More than half of the time	Less than half of the time	Some of the time	At no time	DK (spontaneous)	Refusal (spontaneous)
A - I have felt cheerful and in good spirits	1	2	3	4	5	6	8	9
B - I have felt calm and relaxed	1	2	3	4	5	6	8	9
C - I have felt active and vigorous	1	2	3	4	5	6	8	9
D - I woke up feeling fresh and rested	1	2	3	4	5	6	8	9
E - My daily life has been filled with things that interest me	1	2	3	4	5	6	8	9

READ OUT TO ALL

**The following questions are about your job in general again.**

(TREND) ASK ALL

**Q88. On the whole, are you very satisfied, satisfied, not very satisfied or not at all satisfied with working conditions in your main paid job?**

SHOW CARD Q88 – ONE ANSWER ONLY

- 
- 1 - Very satisfied
  - 2 - Satisfied
  - 3 - Not very satisfied
  - 4 - Not at all satisfied
  - 8 - DK/no opinion (spontaneous)
  - 9 - Refusal (spontaneous)

(TREND) ASK ALL

**Q89. To what extent do you agree or disagree with the following statements about your job?**

SHOW CARD Q89 WITH SCALE - READ OUT FROM 'A' TO 'I' – RANDOMISE ORDER OF ASKING 'A' TO 'F' (ASK 'G' AND 'H' LAST IN THAT ORDER) – ONE ANSWER PER LINE!

	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	Not applicable (spontaneous)	DK (spontaneous)	Refusal (spontaneous)
A – Considering all my efforts and achievements in my job, I feel I get paid appropriately	1	2	3	4	5	7	8	9
B - My job offers good prospects for career advancement	1	2	3	4	5	7	8	9
C - I receive the recognition I deserve for my work (NEW)	1	2	3	4	5	7	8	9
D - I generally get on well with my work colleagues (NEW)	1	2	3	4	5	7	8	9
E – The organisation I work for motivates me to give my best job performance (TREND 2010)	1	2	3	4	5	7	8	9
[ASK ONLY IF CHILDREN IN HOUSEHOLD, Q3cX=02] F - I get on better with my children because I have a job (NEW)	1	2	3	4	5	7	8	9
G - I might lose my job in the next 6 months (TREND)	1	2	3	4	5	7	8	9
H – If I were to lose or quit my current job, it would be easy for me to find a job of similar salary (TREND 2010)	1	2	3	4	5	7	8	9



(NEW)

ASK ALL

**Q90. The following statements are about how you feel about your job. For each statement, please tell me how often you feel this way...**

SHOW CARD Q90 WITH SCALE – READ OUT FROM ‘A’ TO ‘F’ – RANDOMISE ORDER OF ASKING ‘A’ TO ‘F’ – ONE ANSWER ONLY PER LINE!

	Always	Most of the time	Sometimes	Rarely	Never	Don't know	Refusal
A – At my work I feel full of energy	1	2	3	4	5	8	9
B – I am enthusiastic about my job	1	2	3	4	5	8	9
C – Time flies when I am working	1	2	3	4	5	8	9
D – I feel exhausted at the end of the working day	1	2	3	4	5	8	9
E – I doubt the importance of my work	1	2	3	4	5	8	9
F – In my opinion, I am good at my job	1	2	3	4	5	8	9

QUESTION Q91 SHOULD ONLY BE ASKED TO SELF-EMPLOYED PEOPLE! (Q8b=1-5 AND Q8b≠6-9)

(MODIFIED TREND)

**Q91. To what extent do you agree or disagree with the following statements?**

SHOW CARD Q91 WITH SCALE – READ OUT FROM ‘A’ TO ‘E’ – RANDOMISE ORDER OF ASKING ‘A’ TO ‘E’ - ONE ANSWER PER LINE!

	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	Not applicable (spontaneous)	DK (spontaneous)	Refusal (spontaneous)
A - If I had a long term sickness, I would be financially secure (MODIFIED TREND 2010)	1	2	3	4	5	7	8	9
B - I enjoy being my own boss (MODIFIED TREND 2010)	1	2	3	4	5	7	8	9
C - It is easy for me to find new customers (NEW)	1	2	3	4	5	7	8	9
D -I find it hard bearing the responsibility of running my business (NEW)	1	2	3	4	5	7	8	9
E- I make the most important decisions on how the business is run	1	2	3	4	5	7	8	9

(MODIFIED TREND 2010) ASK ALL

**Q92. Until what age do you want to work?**

Age:

--	--	--

666 - As late as possible (spontaneous)

888 – Don't know (spontaneous)

999 – Refusal (spontaneous)

ASK ALL

**Q93. [IF RESPONDENT AGED 55 OR YOUNGER AT Q2b OR DK/REFUSED AT Q2b: Do you think you will be able to do your current job or a similar one until you are 60 years old?]**

**[IF RESPONDENT AGED 56 OR OLDER AT Q2b: Do you think you will be able to do your current job or a similar one in five years' time?]**

ONE ANSWER ONLY!

1. Yes
2. No

- 
8. Don't know (spontaneous)
  9. Refusal (spontaneous)

(NEW)

ASK ALL IF YES AT Q93 (CODE 1)

**Q94. Until what age do you think you will be able to do your current job or a similar one?**

Age :

888 – Don't know (spontaneous)

999 – Refusal (spontaneous)

## Demographics

READ OUT TO ALL

The following questions are about your activities outside work.

(MODIFIED TREND)

**Q95. In general, how often are you involved in any of the following activities outside work?**

SHOW CARD Q95. WITH SCALE- READ OUT 'A' TO 'G' – RANDOMISE ORDER OF ASKING – ONE ANSWER PER LINE!

INTERVIEWER: IF FOR ANY OF THE ITEMS FROM 'A' TO 'G' IN QUESTION Q95 THE ANSWER IS "DAILY", CONTINUE WITH Q96.

(Q95A – Q95G = 1 CONTINUE WITH Q96x)

**Q96. On average, how many hours per day do you spend on the activity?**

INTERVIEWER: ENTER NUMBER OF HOURS. ROUND UP OR DOWN TO NEAREST HOUR. IF LESS THAN ONE HOUR PER DAY, TYPE '00' THEN ASK FOR NUMBER OF MINUTES AND TYPE IN NUMBER OF MINUTES.

	Q95.								Q96.	
	Daily	Several times a week	Several times a month	Less often	Never	Not applicable	DK	Refusal	No. of hours (88=DK, 99=Refusal)	No. of minutes (88=DK, 99=Refusal)
A - Voluntary or charitable activity	1	2	3	4	5		8	9	Type in ...	Type in ...
B - Political/trade union activity	1	2	3	4	5		8	9	Type in ...	Type in ...
C - Caring for and/or educating your children, grandchildren	1	2	3	4	5	7	8	9	Type in ...	Type in ...
D - Cooking and housework	1	2	3	4	5		8	9	Type in ...	Type in ...
E - Caring for elderly/ disabled relatives	1	2	3	4	5	7	8	9	Type in ...	Type in ...
F - Taking a training or education course	1	2	3	4	5		8	9	Type in ...	Type in ...
G - Sporting, cultural or leisure activity outside your home	1	2	3	4	5		8	9	Type in ...	Type in ...

INTERVIEWER: ASK Q97 AND Q98 IF RESPONDENT HAS A WORKING PARTNER IN HOUSEHOLD (Q3cX=01 AND Q4cX=01)

(NEW)

**Q97. You mentioned that your partner lives in this household, How many hours does your partner normally work per week, including any paid or unpaid overtime?**




Number of hours per week: (TYPE IN) .....

888 – DK/no opinion (spontaneous)

999 – Refusal (spontaneous)

(NEW)

**Q98. How many hours would you prefer your partner to work per week?**




Number of hours per week: (TYPE IN).....

777 – The same number of hours as currently (spontaneous)

888 – DK/no opinion (spontaneous)

999 – Refusal (spontaneous)

READ OUT TO ALL

**The following questions are about your education and your income.**

(TREND)

ASK IF Q1 IS > 1 (MULTI-PERSON HOUSEHOLD) OR 99 (REFUSAL), OTHERWISE CODE 1

**Q99. Are you, in your household, the person who contributes the most to the household income?**

ONE ANSWER ONLY!

1 - Yes

2 - No

3 - All equally (spontaneous)

8 - DK/no opinion (spontaneous)

9 - Refusal (spontaneous)

(EQLS 2012)

**Q100. A household may have different sources of income and more than one household member may contribute to it. Thinking of your household's total monthly income, is your household able to make ends meet...?**

SHOW CARD Q100 - ONLY ONE ANSWER POSSIBLE!

1 - Very easily

2 - Easily

3 - Fairly easily

4 - With some difficulty

5 - With difficulty

6 - With great difficulty

8 - DK/no opinion (spontaneous)

9 - Refusal (spontaneous)

INTERVIEWER, QUESTION Q101 SHOULD BE ASKED TO EMPLOYEES ONLY!

I.E. THOSE WHO ANSWERED Q7=1, OR Q8a=1 OR Q8b=6-9

(MODIFIED TREND)

**Q101. Thinking about your earnings from your main job, what do they include?**

SHOW CARD Q101 - ONE ANSWER PER LINE!

	Yes	No	DK	Refusal
A - Basic fixed salary/wage	1	2	8	9
B - Piece rate or productivity payments	1	2	8	9
C - Extra payments for additional hours of work/overtime	1	2	8	9
D - Extra payments compensating for bad or dangerous working conditions	1	2	8	9
E - Extra payments compensating for Sunday work	1	2	8	9
F - Payments based on your individual performance (NEW)	1	2	8	9
G - Payments based on the performance of your team / working group / department	1	2	8	9
H - Payments based on the overall performance of the company (profit sharing scheme) where you work	1	2	8	9
I - Income from shares in the company you work for	1	2	8	9
J - Advantages of other nature (for instance medical services, access to shops, etc.)	1	2	8	9
K - Other (SPONTANEOUS)	1	2	8	9

INTERVIEWER: QUESTIONS Q102 AND Q103 SHOULD ONLY BE ASKED TO SELF-EMPLOYED PEOPLE!

I.E. THOSE WHO ANSWERED Q8b=1-5 AND Q8b≠6-9

TREND 2010

**Q102. What proportion of revenue do you receive from your most important client?**

SHOW CARD Q102 - ONLY ONE ANSWER POSSIBLE!

- 1 – Less than 50 percent
  - 2 – 50 to 75 percent
  - 3 – More than 75 percent
- 
- 8 - DK/no opinion (spontaneous)
  - 9 – Refusal (spontaneous)

(MODIFIED TREND)

**Q103. What do your earnings from your main business include?**

SHOW CARD Q103 - ONE ANSWER PER LINE!

	Mentioned	Not mentioned	DK	Refusal
A - Income from self-employment such as own business, profession or farm	1	2	8	9
B - Payments based on the overall performance of the company (profit sharing scheme) or partnership where you work	1	2	8	9
C - Income from shares in the company you work for	1	2	8	9
D - Other (SPONTANEOUS)	1	2	8	9

ASK ALL

(MODIFIED TREND)

**Q104. Please can you tell us how much are your NET monthly earnings from your main paid job?**

Please refer to your average earnings in recent months. If you don't know the exact figure, please give an estimate.

INTERVIEWER: ONLY INCOME FROM THE MAIN JOB COUNTS, DO NOT INCLUDE OLD AGE PENSIONS, ETC.

PLEASE EXPLAIN THAT THE MAIN JOB REFERS TO THE JOB THEY REFERRED TO WHEN SCREENED FOR ELIGIBILITY.

INTERVIEWER: IF NECESSARY, EXPLAIN NET MONTHLY EARNINGS ARE THE EARNINGS AT ONE'S DISPOSAL AFTER TAXES AND SOCIAL SECURITY CONTRIBUTIONS!

Net monthly earnings from the main job in national currency:

88888888 - DK (spontaneous)

99999999 – Refusal (spontaneous)

--	--	--	--	--	--	--	--	--	--

INT: ASK Q105. IF RESPONDENT DOES NOT KNOW THE NET MONTHLY EARNINGS FROM THE MAIN JOB OR IN CASE OF SOFT REFUSAL

(TREND 2010)

**Q105. Perhaps you can provide the approximate range instead. What letter best matches your total net earnings from your main job (SHOW CARD Q105)? Use the part of the show card that you know best: weekly, monthly or annual earnings.**

INTERVIEWER: SHOW CARD Q105  
PLEASE CIRCLE THE CODE THAT MATCHES THE RESPONDENT'S ANSWER/LETTER



SHOW CARD Q105 - Please tell me the letter that corresponds with your net monthly earnings from your main job. Use the part of the card that you know best: weekly, monthly or annual net earnings.)

	Code	WEEKLY	MONTHLY	YEARLY
1 = D	<b>D</b>			
2 = B	<b>B</b>			
3 = I	<b>I</b>			
4 = O	<b>O</b>			
5 = T	<b>T</b>			
6 = G	<b>G</b>			
7 = P	<b>P</b>			
8 = A	<b>A</b>			
9 = F	<b>F</b>			
10 = E	<b>E</b>			
11 = Q	<b>Q</b>			
12 = H	<b>H</b>			
	22	(Refusal)		
	23	(Don't know)		

*[\* Country specific showcards were used]*



(MODIFIED TREND)

**Q106. What is the highest level of education or training that you have successfully completed?**

SHOW CARD Q106 - ONE ANSWER ONLY!

*[Note; additional explanation of ISCED classification and correspondence to local qualifications were provided in each country]*

- 01 - Early childhood education (ISCED 0)
- 02 - Primary education (ISCED 1)
- 03 - Lower secondary education (ISCED 2)
- 04 - Upper secondary education (ISCED 3)
- 05 - Post-secondary non-tertiary education (ISCED 4)
- 06 – Short-cycle tertiary education (ISCED 5)
- 07 – Bachelor or equivalent (ISCED 5)
- 08 – Master or equivalent (ISCED 5)
- 09 – Doctorate or equivalent (ISCED 6)
- 88 - Don't know (spontaneous)
- 99 - Refusal (spontaneous)

TO ALL

(MODIFIED TREND)

**P13. Thank you for participating in the sixth European Foundation Working Conditions Survey.**

**Eurofound may conduct a small number of follow-up interviews (maximum length: one hour) with respondents in the next year. Would you be willing to participate in such a follow-up interview?**

- 1 - Yes
- 2 - No

## Interview protocol

---

**P4 Number of persons present during the interview, including interviewer.**

- 1 - Two (Interviewer and respondent)
- 2 - Three
- 3 - Four
- 4 - Five or more

**P5 Respondent cooperation**

- 1 - Very good
- 2 - Good
- 3 - Fair
- 4 - Poor
- 5 - Very poor

(NEW)

**P5\_1 Did the respondent ask for clarification on or have difficulty answering any questions?**

- Never
- Rarely
- Sometimes
- Most of the time
- Always

**P6 Size of locality (FROM THE SAMPLE AND CONTACT SHEET)**

--	--

**P7 Region (FROM THE SAMPLE AND CONTACT SHEET)**

--	--

**P8a Respondent address**

**P8b Address number**

**P8c Respondent Postal code**

**P9 PSU**

**P9b SAMPLE POINT NUMBER**

**P9c Respondent name**

**P12A Fixed telephone available in the household?**

- 1 - Yes
- 2 - No

**P12AA What is this telephone number?**

- 1 - Yes
- 2 - No

**P12B Mobile telephone available in the household?**

- 1 - Yes
- 2 - No

**P12B B What is this telephone number?**

- 1 - Yes
- 2 - No

**P1 Date of the interview****P2 Time of the beginning of the interview****P2b Time of the end of the interview****P3 Number of minutes the interview lasted****P3a Language of interview**

01	German	12	Lithuanian	23	Croatian
02	French	13	Latvian	24	Romanian
03	Greek	14	Dutch	25	Turkish
04	Czech	15	Maltese	26	Serbian
05	Danish	16	Polish	27	Albanian
06	Estonian	17	Portuguese	28	Russian
07	Spanish	18	Swedish	29	Montenegrin
08	Finnish	19	Slovenian	30	Luxembourgish
09	Hungarian	20	Slovakian	31	Catalan
10	English	21	Norwegian	32	Basque
11	Italian	22	Bulgarian		

**P3b Country**