

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:

<p>A1.</p>	<p>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:</p> <table border="1" data-bbox="416 416 1249 712"> <thead> <tr> <th></th> <th>Very important</th> <th>Quite important</th> <th>Not very important</th> </tr> </thead> <tbody> <tr> <td>Is gainful employment very important, quite important or not very important to you?</td> <td>1</td> <td>2</td> <td>3</td> </tr> <tr> <td>What about home and family life?</td> <td>1</td> <td>2</td> <td>3</td> </tr> <tr> <td>And leisure time hobbies?</td> <td>1</td> <td>2</td> <td>3</td> </tr> </tbody> </table>		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	
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And leisure time hobbies?	1	2	3															
<p>A2.</p>	<p>How many years altogether have you been gainfully employed during your life? (Work experience to be included since the age of 15)</p> <p>Number of years</p> <p>Under one year</p>	<table border="1" data-bbox="1209 824 1310 864"> <tr> <td> </td> <td> </td> <td> </td> </tr> </table> <p>00</p>																
<p>A3.</p>	<p>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):</p> <p>IF MORE THAN ONCE, PERIODS TO BE TOTALLED UP</p> <p>Yes</p> <p>No</p> <p>IF YES: For how long?</p>	<p>1</p> <p>2</p> <p> years</p> <p> months</p> <p>00 less than one month</p>																
<p>A4.</p>	<p>IF YES: How many children do you have for whose care you have been absent from working life?</p>	<p> children</p>																
<p>A5.</p>	<p>During your life, have you:</p> <p>Always worked in roughly the same occupation</p> <p>Had 2 to 3 clearly different occupations</p> <p>Or worked in several distinctly different occupations?</p>	<p>1</p> <p>2</p> <p>3</p>																
<p>A6.</p>	<p>Have you changed your job in the last five years?</p> <p>Yes</p> <p>No</p>	<p>1</p> <p>2</p>																

	IF YES: How many times?	<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	<input type="text"/> months
A7b.	How many months did you work part-time in 2002?	<input type="text"/> months
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)	
	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	<input type="text"/>
A10.	ALL RESPONDENTS: How satisfied are you with your current job?	
	Very satisfied	1
	Quite satisfied	2
	Rather dissatisfied	3
	Very dissatisfied	4
A11.	Is your current employer: IF OBVIOUS, ENTER WITHOUT ASKING.	
	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> <p style="text-align: center;">Foreign-owned</p> <p style="text-align: center;">Finnish-owned</p> <p style="text-align: center;">Difficult to say, operates elsewhere in addition to Finland</p>	<p style="text-align: center;">1</p> <p style="text-align: center;">2</p> <p style="text-align: center;">3</p>
A13a.	<p>Does your employer have other establishments in addition to the one in which you work?</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">No</p>	<p style="text-align: center;">1</p> <p style="text-align: center;">2 ♦ A15</p>
A13b.	<p>If A13a=Yes: How many establishments does your employer have altogether?</p> <p style="text-align: center;">Less than 5</p> <p style="text-align: center;">5 to 10</p> <p style="text-align: center;">More than 10</p>	<p style="text-align: center;">1</p> <p style="text-align: center;">2</p> <p style="text-align: center;">3</p>
A14.	<p>CARD 1</p> <p>Approximately how many persons altogether work for this employer in all its establishments?</p> <p>DETERMINE EXACT CATEGORY AS NECESSARY</p> <p style="text-align: center;">1 to 4 persons</p> <p style="text-align: center;">5 to 9 persons</p> <p style="text-align: center;">10 to 19 persons</p> <p style="text-align: center;">20 to 29 persons</p> <p style="text-align: center;">30 to 49 persons</p> <p style="text-align: center;">50 to 99 persons</p> <p style="text-align: center;">100 to 199 persons</p> <p style="text-align: center;">200 to 249 persons</p> <p style="text-align: center;">250 to 499 persons</p> <p style="text-align: center;">500 to 999 persons</p> <p style="text-align: center;">1,000 persons or more</p>	<p style="text-align: center;">1</p> <p style="text-align: center;">2</p> <p style="text-align: center;">3</p> <p style="text-align: center;">4</p> <p style="text-align: center;">5</p> <p style="text-align: center;">6</p> <p style="text-align: center;">7</p> <p style="text-align: center;">8</p> <p style="text-align: center;">9</p> <p style="text-align: center;">10</p> <p style="text-align: center;">11</p>

<p>A15.</p>	<p>CARD 1 ALL RESPONDENTS: How many persons work at the same establishment as you?</p> <p>DETERMINE EXACT CATEGORY AS NECESSARY</p> <p>1 to 4 persons</p> <p>5 to 9 persons</p> <p>10 to 19 persons</p> <p>20 to 29 persons</p> <p>30 to 49 persons</p> <p>50 to 99 persons</p> <p>100 to 199 persons</p> <p>200 to 249 persons</p> <p>250 to 499 persons</p> <p>500 to 999 persons</p> <p>1,000 persons or more</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p>												
<p>A16.</p>	<p>In the last three years, has the number of employees at your establishment:</p> <p>Increased clearly</p> <p>Increased somewhat</p> <p>Remained unchanged</p> <p>Decreased somewhat</p> <p>Decreased clearly?</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p>												
<p>A17.</p>	<p>In the past three years, have employees at your workplace been:</p> <p>A. Moved to the "unemployment pension tunnel or tube"?</p> <p>B. Made otherwise redundant?</p> <p>IF A16=4,5,9 C. Cut back by not hiring replacements for those who have left?</p>	<table border="1"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>A. Moved to the "unemployment pension tunnel or tube"?</td> <td>1</td> <td>2</td> </tr> <tr> <td>B. Made otherwise redundant?</td> <td>1</td> <td>2</td> </tr> <tr> <td>IF A16=4,5,9 C. Cut back by not hiring replacements for those who have left?</td> <td>1</td> <td>2</td> </tr> </tbody> </table>		Yes	No	A. Moved to the "unemployment pension tunnel or tube"?	1	2	B. Made otherwise redundant?	1	2	IF A16=4,5,9 C. Cut back by not hiring replacements for those who have left?	1	2
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<p>A18.</p>	<p>Over the past few years, have any of the following changes taken place at your workplace:</p> <p>A. Increased assessment or monitoring based on the productivity and results of work?</p> <p>B. Is work previously done in-house increasingly being outsourced?</p>	<table border="1"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> <th>Not applicable</th> </tr> </thead> <tbody> <tr> <td>A. Increased assessment or monitoring based on the productivity and results of work?</td> <td>1</td> <td>2</td> <td>3</td> </tr> <tr> <td>B. Is work previously done in-house increasingly being outsourced?</td> <td>1</td> <td>2</td> <td>3</td> </tr> </tbody> </table>		Yes	No	Not applicable	A. Increased assessment or monitoring based on the productivity and results of work?	1	2	3	B. Is work previously done in-house increasingly being outsourced?	1	2	3
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	C. Is so-called teamworking applied at least to some extent at your workplace?	1	2	3
A19.	<p>Is your current employment relationship valid until further notice or fixed-term?</p> <p>Valid until further notice</p> <p>Fixed-term</p>	1	◆ A28	
A20.	<p>IF EMPLOYMENT RELATIONSHIP/POSITION FIXED-TERM: Are you:</p> <p>A substitute without a permanent post</p> <p>Working for a staff hire company</p> <p>On a trial period</p> <p>Hired with employment subsidies</p> <p>Doing seasonal work</p> <p>Come to work only when summoned</p> <p>In apprenticeship training</p> <p>In an employment relationship otherwise agreed as fixed-term?</p> <p>Don't know</p>	1	◆ A23	
		2	◆ A23	
		3	◆ A23	
		4	◆ A23	
		5	◆ A23	
		6	◆ A23	
		7	◆ A23	
		8		
		99		
A21.	<p>IF A20=08 tai 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?</p> <p>Yes, verbal</p> <p>Yes, written</p> <p>No</p>	1		
		2		
		3		
A22.	<p>CARD 2 IF A20=08 tai 99: What is the primary reason for your fixed-term employment relationship?</p> <p>IF SEVERAL REASONS, CHOOSE THE MAJOR ONE</p> <p>Working in a vacant post</p> <p>Project-related job</p> <p>Contract-related job</p> <p>Discontinuous financing (budget-based, project financing, etc.)</p> <p>Employer does not want to establish a permanent post</p> <p>Related to education and training (work experience,</p>	01		
		02		
		03		
		04		
		05		
		06		

	specialisation, etc.)	
	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?	<p> <input type="text"/> <input type="text"/> years <input type="text"/> <input type="text"/> months 00 less than one month </p>
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A24.	Counting in your current employment relationship, how many successive 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
Or you do not know as yet what will happen?	6

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 border="0" style="width: 100%;"> <tr> <td style="width: 80%;">Fixed monthly pay</td> <td style="width: 20%; text-align: right;">1</td> </tr> <tr> <td>Fixed hourly pay</td> <td style="text-align: right;">2</td> </tr> <tr> <td>Fixed basic pay plus shift supplement</td> <td style="text-align: right;">3</td> </tr> <tr> <td>Fixed basic pay plus piece-work bonus</td> <td style="text-align: right;">4</td> </tr> <tr> <td>Fixed basic pay plus commission</td> <td style="text-align: right;">5</td> </tr> <tr> <td>Piece-work pay only</td> <td style="text-align: right;">6</td> </tr> <tr> <td>Or other form of pay?</td> <td style="text-align: right;">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	
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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 border="0" style="width: 100%;"> <tr> <td style="width: 80%;">Yes, it is</td> <td style="width: 20%; text-align: right;">1</td> </tr> <tr> <td>No</td> <td style="text-align: right;">2</td> </tr> <tr> <td>No, but is being planned</td> <td style="text-align: right;">3</td> </tr> </table>	Yes, it is	1	No	2	No, but is being planned	3									
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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 border="0" style="width: 100%;"> <tr> <td style="width: 80%;">Yes</td> <td style="width: 20%; text-align: right;">1</td> </tr> <tr> <td>No</td> <td style="text-align: right;">2</td> </tr> <tr> <td>No, but is being planned</td> <td style="text-align: right;">3</td> </tr> </table>	Yes	1	No	2	No, but is being planned	3									
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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 border="0" style="width: 100%;"> <tr> <td style="width: 80%;">Yes</td> <td style="width: 20%; text-align: right;">1</td> </tr> <tr> <td>No</td> <td style="text-align: right;">2</td> </tr> </table>	Yes	1	No	2	◆ A36										
Yes	1															
No	2															
A32.	<p>IF A31=1: Are bonuses paid: (more than one answer allowed):</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 80%;">To private individuals</td> <td style="width: 20%; text-align: right;">1</td> </tr> <tr> <td>To work groups or units</td> <td style="text-align: right;">2</td> </tr> <tr> <td>Or to all employees in the organisation?</td> <td style="text-align: right;">3</td> </tr> </table>	To private individuals	1	To work groups or units	2	Or to all employees in the organisation?	3									
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A33.	IF A31=1: Are you personally covered by such as a system? Yes No	1 2 ♦ A36
A34.	IF A33=1: And have you received such bonuses in the course of last year, 2002? Yes No	1 2 ♦ A36
A35.	IF A34=1: How much: Under EUR 500 EUR 500 to 1 000 Or over EUR 1,000?	1 2 3
A36.	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) Yes No	1 2

A37.	<p>CARD 5 What is your monthly gross pay in your main job before tax?</p> <p>Inclusive of shift, seniority and other corresponding bonuses, but exclusive of overtime pay.</p> <table border="0"> <tr><td>EUR 500 or less</td><td>(around FIM 3,000 or less)</td><td>11</td></tr> <tr><td>EUR 501 to 700</td><td>(around FIM 3,000 to 4,200)</td><td>12</td></tr> <tr><td>EUR 701 to 900</td><td>(around FIM 4,200 to 5,400)</td><td>13</td></tr> <tr><td>EUR 901 to 1,100</td><td>(around FIM 5,400 to 6,500)</td><td>14</td></tr> <tr><td>EUR 1,101 to 1,300</td><td>(around FIM 6,500 to 7,800)</td><td>15</td></tr> <tr><td>EUR 1,301 to 1,500</td><td>(around FIM 7,800 to 9,000)</td><td>16</td></tr> <tr><td>EUR 1,501 to 1,700</td><td>(around FIM 9,000 to 10,100)</td><td>17</td></tr> <tr><td>EUR 1,701 to 1,900</td><td>(around FIM 10,100 to 11,300)</td><td>18</td></tr> <tr><td>EUR 1,901 to 2,100</td><td>(around FIM 11,300 to 12,500)</td><td>19</td></tr> <tr><td>EUR 2,101 to 2,300</td><td>(around FIM 12 500 to 13 700)</td><td>20</td></tr> <tr><td>EUR 2,301 to 2,500</td><td>(around FIM 13,700 to 14,900)</td><td>21</td></tr> <tr><td>EUR 2,501 to 2,700</td><td>(around FIM 14,900 to 16,100)</td><td>22</td></tr> <tr><td>EUR 2,701 to 2,900</td><td>(around FIM 16,100 to 17,300)</td><td>23</td></tr> <tr><td>EUR 2,901 to 3,100</td><td>(around FIM 17 300 to 18,400)</td><td>24</td></tr> <tr><td>EUR 3,101 to 3,300</td><td>(around FIM 18,400 to 19,600)</td><td>25</td></tr> <tr><td>EUR 3,301 to 3,600</td><td>(around FIM 19,600 to 21,400)</td><td>26</td></tr> <tr><td>EUR 3,601 to 4,000</td><td>(around FIM 21,400 to 23,800)</td><td>27</td></tr> <tr><td>EUR 4,001 to 5,000</td><td>(around FIM 23,800 to 30,000)</td><td>28</td></tr> <tr><td>over EUR 5,000</td><td>(around FIM 30,000 or more)</td><td>29</td></tr> <tr><td>Unwilling to answer</td><td></td><td>98</td></tr> </table>	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	
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A38.	<p>In your opinion, is your pay fair in comparison with the remuneration paid in other <u>occupations</u>.</p> <p>Is your pay:</p> <table border="0"> <tr><td>Clearly higher than it should be</td><td>1</td></tr> <tr><td>Somewhat higher than it should be</td><td>2</td></tr> <tr><td>About right</td><td>3</td></tr> <tr><td>Somewhat lower than it should be</td><td>4</td></tr> <tr><td>Or clearly lower than it should be?</td><td>5</td></tr> </table>	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																																																			
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Or clearly lower than it should be?	5																																																													

B QUESTIONS:

<p>B1.</p>	<p>CARD 6 Different forms of working hours are listed on the card. What kind of hours do you work?</p> <p style="text-align: center;">Regular daywork (between 6 am and 6 pm) 1</p> <p style="text-align: center;">Regular evening work 2</p> <p style="text-align: center;">Regular nightwork 3</p> <p style="text-align: center;">Two-shift work without nightwork 4</p> <p style="text-align: center;">Two-shift work with nightwork 5</p> <p style="text-align: center;">Three-shift work 6</p> <p style="text-align: center;">Or other form of working hours? 7</p>	
<p>B2.</p>	<p>Do you do period work?</p> <p style="text-align: center;">Yes 1</p> <p style="text-align: center;">No 2</p>	
<p>B3.</p>	<p>CARD 7 IF B1=7 and B2=2, Don't know: Which of the following alternatives best describes your working hours:</p> <p style="text-align: center;">The number of working hours is not specified or that specification is not followed 1</p> <p style="text-align: center;">You come to work on separate agreement 2</p> <p style="text-align: center;">You select your working hours freely 3</p> <p style="text-align: center;">Working hours are divided into two or more periods during one day 4</p> <p style="text-align: center;">Other irregular or varying working hours 5</p>	
<p>B4.</p>	<p>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?</p> <p style="text-align: center;">Set starting and finishing times 1</p> <p style="text-align: center;">Able to influence starting and finishing times (e.g. flexitime) 2</p>	
<p>B5.</p>	<p>Are your working hours monitored:</p> <p style="text-align: center;">By clocking in or by access control or by manual recording 1</p> <p style="text-align: center;">Or do you record your working hours for your own use 2</p> <p style="text-align: center;">Or are your working hours not monitored by anyone? 3</p>	

B6.	<p>Do you sometimes work overtime for which you receive compensation:</p> <p>In money</p> <p>Or time off?</p> <p>In both</p> <p>In neither</p>	<p>1</p> <p>2</p> <p>3</p> <p>4 ♦ B8</p>
B7.	<p>IF B6=1,2,3:</p> <p>How often do you do such overtime:</p> <p>Almost daily</p> <p>Every week</p> <p>Every second week</p> <p>At least once a month</p> <p>Or less frequently?</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p>
B8.	<p>ALL RESPONDENTS:</p> <p>Do you sometimes do overtime for which you receive no compensation?</p> <p>Yes</p> <p>No</p>	<p>1</p> <p>2 ♦ B10</p>
B9.	<p>IF B8=1:</p> <p>How often do you do such overtime:</p> <p>Almost daily</p> <p>Every week</p> <p>Every second week</p> <p>At least once a month</p> <p>Or less frequently?</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p>
B10.	<p>ALL RESPONDENTS:</p> <p>How often do you have to be flexible in your working hours dictated by your tasks or your superior:</p> <p>Daily</p> <p>Weekly</p> <p>Monthly</p> <p>Less often</p> <p>Or never?</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p>

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

**SUPPLEMENTARY QUESTION:
Is (THE ADVERSE FACTOR) a burden which affects your work: CARD 10**

	Yes	Not present	Very much	Quite a lot	To some extent	Quite little	Or not at all	
1. Heat	<input type="checkbox"/>	0	1	2	3	4	5	
2. Cold	<input type="checkbox"/>	0	1	2	3	4	5	
3. Vibration	<input type="checkbox"/>	0	1	2	3	4	5	
4. Draught	<input type="checkbox"/>	0	1	2	3	4	5	
5. Noise	<input type="checkbox"/>	0	1	2	3	4	5	
6. Smoke, gases and fumes	<input type="checkbox"/>	0	1	2	3	4	5	
7. Humidity	<input type="checkbox"/>	0	1	2	3	4	5	
8. Inadequate ventilation	<input type="checkbox"/>	0	1	2	3	4	5	
9. Dusts	<input type="checkbox"/>	0	1	2	3	4	5	
10. Dirtiness of work environment	<input type="checkbox"/>	0	1	2	3	4	5	
11. Poor or glaring lighting	<input type="checkbox"/>	0	1	2	3	4	5	
12. Irritant or corrosive substances	<input type="checkbox"/>	0	1	2	3	4	5	
13. Restlessness of work environment	<input type="checkbox"/>	0	1	2	3	4	5	
14. Repetitive, monotonous movements	<input type="checkbox"/>	0	1	2	3	4	5	
15. Difficult or uncomfortable working positions	<input type="checkbox"/>	0	1	2	3	4	5	
16. Time pressure and tight time schedules	<input type="checkbox"/>	0	1	2	3	4	5	
17. Heavy lifting	<input type="checkbox"/>	0	1	2	3	4	5	
18. Lack of space	<input type="checkbox"/>	0	1	2	3	4	5	
19. Mildew in buildings	<input type="checkbox"/>	0	1	2	3	4	5	
20. None of the above	<input type="checkbox"/>							

B14.	CARD 11						
	In your working environment, how prevalent is:						
		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> <p>Quite enough</p> <p>Almost enough</p> <p>Slightly too little</p> <p>Or far too little?</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p>
B21.	<p>ALL RESPONDENTS: Do you sometimes do work connected with your main job at home?</p> <p>Works occasionally or partially at home</p> <p>Works at home only</p> <p>Does not work at home at all</p>	<p>1</p> <p>2 ♦ B23</p> <p>3 ♦ B24</p>
B22a.	<p>Is this work mainly:</p> <p>Overtime work without compensation</p> <p>Or has it been agreed that you work some of your normal working hours at home?</p> <p>Or both</p>	<p>1</p> <p>2</p> <p>3</p>
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> <p>Yes</p> <p>No</p>	<p>1</p> <p>2</p>
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.)</p> <p>Do you do telework or would you be interested in telework?</p> <p>Am doing at the moment</p> <p>Would be interested</p> <p>Am not interested</p>	<p>1</p> <p>2</p> <p>3</p>
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> <p>Never</p> <p>Once or a few times</p> <p>More often?</p>	<p>1 ♦ B27</p> <p>2 ♦ B27</p> <p>3</p>

B26.	<p>IF B25=3: Do you voluntarily want to be contacted on work matters outside working hours as well?</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">No</p>	<p>1</p> <p>2</p>
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B27.	<p>CARD 14 ALL RESPONDENTS: Are you able to influence a lot, quite a lot, a little, or not at all:</p>					
		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

B28.	<p>Are you usually informed about changes relating to your work:</p> <p style="text-align: center;">At the planning stage</p> <p style="text-align: center;">Shortly before the change</p> <p style="text-align: center;">Or at the implementation stage or after it?</p>	<p>1</p> <p>2</p> <p>3</p>
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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 style="text-align: center;">Always when necessary</p> <p style="text-align: center;">Occasionally</p> <p style="text-align: center;">Very seldom</p> <p style="text-align: center;">Or never?</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p>
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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
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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
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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.	<p>In your current workplace, do you have good, fair or poor opportunities for receiving training to improve your professional skills?</p> <p style="text-align: center;">Good</p> <p style="text-align: center;">Fair</p> <p style="text-align: center;">Poor</p>	<p style="text-align: right;">1</p> <p style="text-align: right;">2</p> <p style="text-align: right;">3</p>					
B35.	<p>The next question concerns training paid for by the employer.</p> <p>Over the last 12 months, have you attended courses while being paid by your employer?</p> <p style="text-align: center;">Yes</p> <p style="text-align: center;">No</p>	<p style="text-align: right;">1</p> <p style="text-align: right;">2 ♦ B37</p>					
B36.	<p>IF B35=1</p> <p>What is the total number of days (in full days) you have attended such courses in the last 12 months?</p> <p>(Convert to full days) Number of days</p>	<table border="1" style="width: 100%; height: 30px;"> <tr> <td style="width: 20px;"></td> <td style="width: 20px;"></td> <td style="width: 20px;"></td> <td style="width: 20px;"></td> <td style="width: 20px;"></td> </tr> </table>					
B37.	<p>ALL RESPONDENTS:</p> <p>In your current workplace, are your advancement opportunities good, fair or poor?</p> <p style="text-align: center;">Good</p> <p style="text-align: center;">Fair</p> <p style="text-align: center;">Poor</p>	<p style="text-align: right;">1</p> <p style="text-align: right;">2</p> <p style="text-align: right;">3</p>					
B38.	<p>How important is it for you to advance to a better position at your workplace?</p> <p style="text-align: center;">Very important</p> <p style="text-align: center;">Fairly important</p> <p style="text-align: center;">Not that important</p>	<p style="text-align: right;">1</p> <p style="text-align: right;">2</p> <p style="text-align: right;">3</p>					
B39.	<p>And how important is it for you to develop in your current job?</p> <p style="text-align: center;">Very important</p> <p style="text-align: center;">Fairly important</p> <p style="text-align: center;">Not that important</p>	<p style="text-align: right;">1</p> <p style="text-align: right;">2</p> <p style="text-align: right;">3</p>					
B40.	<p>In your current workplace, are your opportunities for self-development good, fair or poor?</p> <p style="text-align: center;">Good</p> <p style="text-align: center;">Fair</p> <p style="text-align: center;">Poor</p>	<p style="text-align: right;">1</p> <p style="text-align: right;">2</p> <p style="text-align: right;">3</p>					

B41.	CARD 19 Which of the following alternatives would best describe your competence in your work?		
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.	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:				
	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

B43.	In your opinion, is the financial position of your workplace at the moment	
	Completely stable and secure	1
	Fairly stable and secure	2
	Slightly insecure	3
	Very insecure?	4

C QUESTIONS:

C1.	Do you work in a permanent work group or team that has common tasks and possibility to plan its work?	
	Yes	1
	No	2 ♦ C5

C2.	<p>IF YES: What proportion of your working hours do you work in groups?</p> <p>Almost all the time</p> <p>About three quarters of the time</p> <p>Half of the time</p> <p>About one quarter of the time</p> <p>Less</p> <p>None</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p>																																																				
C3	<p>Do you always work in the same group or are you a member of several groups?</p> <p>Always in the same group</p> <p>In several groups</p>	<p>1</p> <p>2</p>																																																				
C4.	<p>CARD 21 How well do the following statements describe your group work?</p> <table border="1" data-bbox="887 954 1458 1032"> <thead> <tr> <th></th> <th>Totally true</th> <th>True to some extent</th> <th>Only slightly true</th> <th>Totally untrue</th> </tr> </thead> <tbody> <tr> <td>a. The group selects its own leader</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>b. The group decides about its internal division of responsibilities</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>c. The group can self set the targets for its work</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>d. Tasks can be changed in the group, as required</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>e. Work pressure becomes evenly distributed in the group</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>f. The productiveness of work improves in group work</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>g. Group work causes conflicts</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>h. I am generally satisfied with team-based way of working</td> <td>1</td> <td>2</td> <td>3</td> <td>4</td> </tr> <tr> <td>i. I am satisfied with the way I can take part in the decision-making of the group</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	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
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C5.	<p>ALL RESPONDENTS: The next question concerns trade union membership.</p> <p>Are you a member of a trade union, employee organisation or similar professional association?</p> <p>Yes</p> <p>No</p>	<p>1</p> <p>2</p>																																																				

If no: Are you a member of an unemployment fund?		
Yes		1 ♦ C7
No		2 ♦ C7
If yes: 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
Other		4
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.	<p>Has equality between the sexes been accomplished at your workplace:</p> <p>Very well 1</p> <p>Fairly well 2</p> <p>Averagely 3</p> <p>Rather poorly 4</p> <p>Or very poorly? 5</p> <p>Not applicable 6</p>																
C10.	<p>Have you noticed that any special measures have been taken at your workplace to advance gender equality. Has your workplace:</p> <p>A. Prepared a gender equality plan?</p> <p>B. Tried to decrease pay differentials between sexes?</p> <p>C. Encouraged men to take family leaves?</p> <p>D. Promoted equal division of work between sexes</p>	<table border="1"> <thead> <tr> <th>Yes</th> <th>No</th> <th>Not applic-able</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> <tr> <td>1</td> <td>2</td> <td>3</td> </tr> </tbody> </table>	Yes	No	Not applic-able	1	2	3	1	2	3	1	2	3	1	2	3
Yes	No	Not applic-able															
1	2	3															
1	2	3															
1	2	3															
1	2	3															
C11.	<p>Considering the tasks in your work, are your co-workers doing roughly similar tasks to yours:</p> <p>All women 1</p> <p>Mostly women 2</p> <p>Both men and women 3</p> <p>Mostly men 4</p> <p>All men 5</p> <p>Nobody else does work similar to yours? 6</p>																
C12.	<p>a. Do your tasks involve supervision of the work of others or delegation of tasks to other employees?</p> <p>Yes.....</p> <p>No</p> <p>IF C12a=1:</p> <p>b. How many persons work under your supervision at the moment?</p> <p>No actual subordinates.....000</p>	<p>1</p> <p>2 ♦ C 13</p> <p> persons</p> <p>♦ C13</p>															

C12c, C12d,
C12e

**IF C12a=1 and C12b # 000
CARD 21**

Below are listed some statements concerning supervisory work. To what extent do they apply to you:

	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

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

		IF NO IMMEDIATE SUPERIOR (C13=3) ♦ C 19											
C15.	<p>IF C13=1,2: CARD 23</p> <p>Below are listed some statements concerning your immediate superior. Please reply by indicating the extent to which you agree or disagree with each one.</p>												
		<table border="1"> <thead> <tr> <th>Totally agree</th> <th>Agree to some extent</th> <th>Neither agree nor disagree</th> <th>Dis-agree to some extent</th> <th>Totally disagree</th> <th>Not applicable</th> </tr> </thead> </table>						Totally agree	Agree to some extent	Neither agree nor disagree	Dis-agree to some extent	Totally disagree	Not applicable
	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.	<p>IF C13=1,2: In general, how satisfied are you with your superior's leadership:</p>												
	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?	
	Yes	1
	No	2 ♦ C 19

C18.	IF C17=1: How satisfied were you with your discussion:	
	Very satisfied	1
	Quite satisfied	2
	Difficult to say	3
	Rather dissatisfied	4
	Very dissatisfied?	5

C19.	ALL RESPONDENTS: CARD 23 Next are some statements concerning your own workplace.										
		<table border="1"> <thead> <tr> <th style="width: 15%;">Totally agree</th> <th style="width: 15%;">Agree to some extent</th> <th style="width: 15%;">Neither agree nor disagree</th> <th style="width: 15%;">Dis-agree to some extent</th> <th style="width: 15%;">Totally dis-agree</th> <th style="width: 15%;">Not applicable</th> </tr> </thead> </table>	Totally agree	Agree to some extent	Neither agree nor disagree	Dis-agree to some extent	Totally dis-agree	Not applicable			
Totally agree	Agree to some extent	Neither agree nor disagree	Dis-agree to some extent	Totally dis-agree	Not applicable						
	A. Work is well organised at my workplace?	1	2	3	4	5	6				
	B. There are too few employees compared to the workload at my workplace?	1	2	3	4	5	6				
	C. Open atmosphere and team spirit prevail at my workplace?	1	2	3	4	5	6				
	D. There is an inspiring atmosphere at my workplace?... 1	1	2	3	4	5	6				
	E. There is gossiping and envy at my workplace? 1	1	2	3	4	5	6				
	F. Work arrangements or problems are sufficiently discussed at my workplace? 1	1	2	3	4	5	6				
	G. Work experience of senior employees is appreciated at my workplace? 1	1	2	3	4	5	6				
	H. Communications are open at my workplace? 1	1	2	3	4	5	6				
	I. The ability of employees of different age at work is utilised equitably? 1	1	2	3	4	5	6				
	J. Amounts of wages and salaries and personal bonuses are public knowledge at my workplace?	1	2	3	4	5	6				

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		
	Yes	No	Not applicable	Yes	No	
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.	<p>Psychological violence 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?):</p>	<p>Not at all 1</p> <p>Occasionally 2</p> <p>Continuously? 3</p>
C23.	<p>Have you personally been subjected to this kind of bullying:</p>	<p>Yes, at the moment 1</p> <p>Yes, previously at my current workplace, not anymore 2</p> <p>Yes, previously, at another workplace 3</p> <p>Or never? 4</p>
C24.	<p>IF C23=1,2,3: Have those bullying persons been: SEVERAL ALTERNATIVES ALLOWED</p>	<p>Superiors 1</p> <p>Co-workers 2</p> <p>Subordinates 3</p> <p>Customers (e.g. pupils)? 4</p>

D QUESTIONS, RECONCILIATION OF FAMILY AND WORK:

D1.	<p>ALL RESPONDENTS: Next, I will ask a couple of questions about your family situation.</p> <p>Are you:</p>	<p>Married, cohabiting or in a registered partnership 1</p> <p>Separated 2</p> <p>Divorced 3</p> <p>Widowed 4</p> <p>Unmarried? 5</p>
D2a.	<p>Do you have children under 18 living at home?</p>	<p>Yes 1 ♦ D2b</p> <p>No 2 ♦ If D1=1 ♦ D4 If D1=2,3,4,5 ♦ D11</p>
D2b.	<p>If D2a=1: How many?.....</p>	

D3.	If D2a=1: What age are your children? (starting from the youngest) NOTE AGES, NOT YEARS OF BIRTH															
	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 12.5%;">1.</td> <td style="width: 12.5%;">2.</td> <td style="width: 12.5%;">3.</td> <td style="width: 12.5%;">4.</td> <td style="width: 12.5%;">5.</td> <td style="width: 12.5%;">6.</td> <td style="width: 12.5%;">7.</td> <td style="width: 12.5%;">8.</td> </tr> <tr> <td style="text-align: center;">□□</td> <td style="text-align: center;">□□</td> <td style="text-align: center;">□□</td> <td style="text-align: center;">□□</td> <td style="text-align: center;">□□</td> <td style="text-align: center;">□□</td> <td style="text-align: center;">□□</td> <td style="text-align: center;">□□</td> </tr> </table>	1.	2.	3.	4.	5.	6.	7.	8.	□□	□□	□□	□□	□□	□□	□□
1.	2.	3.	4.	5.	6.	7.	8.									
□□	□□	□□	□□	□□	□□	□□	□□									

D4.	IF D1=1: Is your spouse (cohabiting partner) currently:																
	READ ALTERNATIVES ONE BY ONE UNTIL A SUITABLE ONE IS FOUND	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Working (for an employer, on a family farm or business, as self-employed)</td> <td style="width: 30%; text-align: center;">1</td> </tr> <tr> <td>Unemployed, temporarily dismissed or on unemployment pension</td> <td style="text-align: center;">2 ♦ D6</td> </tr> <tr> <td>On paternity, maternity or parental leave or on child care leave</td> <td style="text-align: center;">3 ♦ D6</td> </tr> <tr> <td>A student / at school</td> <td style="text-align: center;">4 ♦ D6</td> </tr> <tr> <td>Disabled / on disability pension/ chronically ill</td> <td style="text-align: center;">5 ♦ D6</td> </tr> <tr> <td>On some other pension</td> <td style="text-align: center;">6 ♦ D6</td> </tr> <tr> <td>Looking after own household</td> <td style="text-align: center;">7 ♦ D6</td> </tr> <tr> <td>Or doing something else?</td> <td style="text-align: center;">8 ♦ D6</td> </tr> </table>	Working (for an employer, on a family farm or business, as self-employed)	1	Unemployed, temporarily dismissed or on unemployment pension	2 ♦ D6	On paternity, maternity or parental leave or on child care leave	3 ♦ D6	A student / at school	4 ♦ D6	Disabled / on disability pension/ chronically ill	5 ♦ D6	On some other pension	6 ♦ D6	Looking after own household	7 ♦ D6	Or doing something else?
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On some other pension	6 ♦ D6																
Looking after own household	7 ♦ D6																
Or doing something else?	8 ♦ D6																

D5.	IF D4=1: Does your spouse (partner):										
	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Work full-time</td> <td style="width: 30%; text-align: center;">1</td> </tr> <tr> <td>Or part-time?</td> <td style="text-align: center;">2</td> </tr> </table> And is he/she: <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">In a permanent employment relationship</td> <td style="width: 30%; text-align: center;">1</td> </tr> <tr> <td>In a fixed-term employment relationship</td> <td style="text-align: center;">2</td> </tr> <tr> <td>Or self-employed or an entrepreneur?</td> <td style="text-align: center;">3</td> </tr> </table>	Work full-time	1	Or part-time?	2	In a permanent employment relationship	1	In a fixed-term employment relationship	2	Or self-employed or an entrepreneur?	3
Work full-time	1										
Or part-time?	2										
In a permanent employment relationship	1										
In a fixed-term employment relationship	2										
Or self-employed or an entrepreneur?	3										

D6.	What is your spouse's (partner's) education. Has he/she completed CHOOSE THE HIGHEST LEVEL COMPLETED	Primary education or less	1
	Lower secondary or comprehensive school education	2	
	Vocational school education	3	
	Upper secondary school education	4	
	Vocational college education	5	
	Polytechnic education	6	
	Tertiary level or university education?	7	

D7.	How well do the following statements apply to you personally: CARD 24					
		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	1	
	Conflicts arise from time to time	2	
	There are a lot of conflicts and battles about time	3	
	There were conflicts before but not anymore?	4	

D9.	And which one of you does more housework or do you both do the same amount:		
	You do much more	1	
	You do slightly more	2	
	You both do the same amount	3	
	Your spouse/partner does slightly more	4	
	Your spouse/partner does much more?	5	

D10.	Which one in your family usually does the following chores: CARD 25						Some- one else, not applic- able
		The wife alone	Mainly the wife	Hus- band and wife both equally	Mainly the hus- band	The husband alone	
	A. Cooking?	1	2	3	4	5	6
	B. Washing up?	1	2	3	4	5	6
	C. Food shopping?	1	2	3	4	5	6
	D. Laundry?	1	2	3	4	5	6
	E. Cleaning?	1	2	3	4	5	6
	F. Home repairs?	1	2	3	4	5	6
If D2a=1	G. Child care and playing with the children?.....	1	2	3	4	5	6
If D2a=1	H. Taking and fetching the children to and from day care, school or hobbies?.....	1	2	3	4	5	6

D11.	ALL RESPONDENTS: People may have to assume care responsibilities for their relatives. Do you help or care for your relatives, such as your own or your spouse's parents or take care of your grandchildren?	
	Yes.....	1 ♦ D12
	No	2 If children aged under 10 ♦ D13a If not children aged under 10 ♦ D16

D12.	IF D11=1: How many hours per month do you take care or help in total:
	A. Adults?hours
	B. Children? hours.

D13a	IF CHILDREN AGED UNDER 10: In the last 12 months, have you been absent from work due to your child's illness?	
	Yes	1 ♦ D13b
	No	2 ♦ D14
D13b.	If D13a=1: How many absences of 1 to 4 days? times
D13c.	How many absences of at least five days ?times

D14. **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?

0 For no days

For days

D15a. **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:

Yes, at the moment	1	♦ D16
No	2	
Have been previously	3	

D15b. **CARD 26**
Would you be interested in taking partial child care leave?

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"/> times	
E1c.	How many times have you been absent 4 to 9 days?		<input type="text"/> times	
E1d.	And how many times have you been absent at least 10 days?		<input type="text"/> times	If=00 ◆ E2
E1e.	How long were you absent from work?			If#00 ◆ E1e
	ADD UP IF SEVERAL ABSENCES OF OVER 10 DAYS		_____ 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.	<p>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:</p> <p>A replacement is hired</p> <p>The work is distributed among my co-workers</p> <p>My work piles up and I continue from where I left off when I return.</p> <p>I hardly ever leave work because of illness or other reason</p> <p>I have not had the need to leave work?</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p>
E4.	<p>Next, I will ask a few questions concerning your working capacity and state of health. CARD 29</p> <p>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?</p> <p>00 01 02 03 04 05 06 07 08 09 10 points</p>	
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: 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: 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.	Do you feel you need rehabilitation to improve your capacity to work and operate?	
	Yes	1
	No.....	2

E9.	Have you taken part in rehabilitation in the last 12 months?	
	Yes	1
	No.....	2

E10.	Do you suffer from recurrent ache or pain in:			
		Yes	No	
	A. Neck, cervical spine or shoulders?	1	2	
	B. Hands or arms?	1	2	
	C. Lumbar region?	1	2	
	D. Legs, including hips?	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 A couple of times a week About once a week Once or twice a month Less often Or never?	1 2 3 4 5 6
E13.	In the last 12 months, have you had an accident at work which has resulted in your absence from work? Yes..... No	1 ♦ E14 2 ♦ F1b
E14.	How did that accident take place? (open answer) _____	
E15.	What kind of injury did the accident cause? (open answer)	...days
E16.	How long were you absent from work because of it?	

F QUESTIONS:

F1.	ALL RESPONDENTS: Finally, a couple of questions about your work. Is your work: Highly monotonous Rather monotonous Quite varied Or highly varied?	1 2 3 4
-----	--	------------------

F2.	Do you regard your current tasks physically:		
		Very undemanding	1
		Quite undemanding	2
		Rather demanding	3
		Or very demanding?	4
F3.	Do regard your current tasks mentally:		
		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:		
		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	Dis- agrees	Not applic- able
	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
	I. Competition for customers and jobs increases work pressure?	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		<table border="1"> <tr> <th>Yes</th> <th>No</th> </tr> <tr> <td></td> <td></td> </tr> </table>	Yes	No		
	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.	Journey to and from 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					

<p>F8.</p>	<p>CARD 32 And which of the factors mentioned on this card make your current job more enjoyable?</p> <p>ALTERNATIVES ARE NOT READ OUT LOUD</p>	<table border="1"> <thead> <tr> <th></th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr><td>1. Interesting work</td><td>1</td><td>2</td></tr> <tr><td>2. Unhurried pace of work</td><td>1</td><td>2</td></tr> <tr><td>3. Independence of work</td><td>1</td><td>2</td></tr> <tr><td>4. Appreciation of work</td><td>1</td><td>2</td></tr> <tr><td>5. Working hours</td><td>1</td><td>2</td></tr> <tr><td>6. Journey to and from work</td><td>1</td><td>2</td></tr> <tr><td>7. Relations with superiors</td><td>1</td><td>2</td></tr> <tr><td>8. Relations with co-workers</td><td></td><td></td></tr> <tr><td>9. Variety of work</td><td>1</td><td>2</td></tr> <tr><td>10. Pleasant customers / students</td><td>1</td><td>2</td></tr> <tr><td>11. Learning of new things</td><td>1</td><td>2</td></tr> <tr><td>12. Career advancement / promotion opportunities</td><td>1</td><td>2</td></tr> <tr><td>13. Pay</td><td>1</td><td>2</td></tr> <tr><td>14. Working conditions</td><td>1</td><td>2</td></tr> <tr><td>15. Opportunities for influencing the work</td><td>1</td><td>2</td></tr> <tr><td>16. Spirit of the workplace</td><td>1</td><td>2</td></tr> <tr><td>17. Certainty of the employment relationship</td><td>1</td><td>2</td></tr> <tr><td>18. Feeling of achievement and usefulness</td><td>1</td><td>2</td></tr> <tr><td>19. Challenging nature of work</td><td>1</td><td>2</td></tr> </tbody> </table>		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. Journey to and from 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
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<p>F9.</p>	<p>In your free time, do you meet your co-workers:</p> <p>DOES NOT MEAN MEETING BY ACCIDENT</p>	<table border="1"> <tbody> <tr><td>Almost daily</td><td>1</td></tr> <tr><td>At least once a week</td><td>2</td></tr> <tr><td>At least once a month</td><td>3</td></tr> <tr><td>Less often</td><td>4</td></tr> <tr><td>Or never?</td><td>5</td></tr> <tr><td>No co-workers</td><td>6</td></tr> </tbody> </table> <p>◆ F12</p>	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																																																
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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 style="text-align: center;">Yes</p> <p style="text-align: center;">No</p>	<p style="text-align: center;">1</p> <p style="text-align: center;">2 ♦ F12</p>
F11.	<p>IF F10=1: How often do you use this possibility:</p> <p style="text-align: center;">Several times a day</p> <p style="text-align: center;">About once a day</p> <p style="text-align: center;">Less often</p> <p style="text-align: center;">Never?</p>	<p style="text-align: center;">1</p> <p style="text-align: center;">2</p> <p style="text-align: center;">3</p> <p style="text-align: center;">4</p>
F12.	<p>ALL RESPONDENTS: If you could change jobs at the same pay, would you change to:</p> <p style="text-align: center;">The same occupational field</p> <p style="text-align: center;">A different occupational field</p> <p style="text-align: center;">Or would not change at all?</p>	<p style="text-align: center;">1</p> <p style="text-align: center;">2</p> <p style="text-align: center;">3</p>
F13.	<p>What do you think would be the likelihood of you finding a new job:</p> <p style="text-align: center;">Good</p> <p style="text-align: center;">Reasonable</p> <p style="text-align: center;">Or poor?</p>	<p style="text-align: center;">1</p> <p style="text-align: center;">2</p> <p style="text-align: center;">3</p>
F14.	<p>Have you thought about starting your own business or becoming self-employed:</p> <p style="text-align: center;">Not thought about</p> <p style="text-align: center;">Thought about occasionally</p> <p style="text-align: center;">Or thought about often?</p>	<p style="text-align: center;">1</p> <p style="text-align: center;">2</p> <p style="text-align: center;">3</p>
F15.	<p>Have you considered retiring before retirement age:</p> <p style="text-align: center;">Not considered</p> <p style="text-align: center;">Considered occasionally</p> <p style="text-align: center;">Considered often?</p> <p style="text-align: center;">Has already submitted pension application</p>	<p style="text-align: center;">1</p> <p style="text-align: center;">2</p> <p style="text-align: center;">3</p> <p style="text-align: center;">4</p>

F16.	<p>THOSE AGED 56 OR OVER: Do you currently receive:</p> <p>Part-time pension</p> <p>Partial disability pension or partial rehabilitation allowance</p> <p>Neither?</p>	<p>1</p> <p>2</p> <p>3</p>
F17.	<p>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:</p> <p>Not planned</p> <p>Planned occasionally</p> <p>Planned often?</p> <p>Has already submitted pension application</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p>
F18.	<p>THOSE AGED 45 OR OVER: At what age do you reckon you will retire on full-time pension?</p> <p>..... years</p>	
F19.	<p>THOSE AGED 45 OR OVER: Could you consider continuing work to some extent when on old-time pension?</p> <p>Yes</p> <p>No</p>	<p>1</p> <p>2</p>
F20.	<p>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:</p> <p>Yes, and I believe it is possible</p> <p>Yes, but my health may not allow it</p> <p>Yes, but my employer may not wish me to continue</p> <p>No?</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p>

F21.	THOSE AGED 45 OR OVER: CARD 33 The general age of retirement is 65 at the moment. From the start of 2005 old-age pension can be begun flexibly between the ages of 62 and 68. Could you consider continuing in gainful employment until the age of 68:											
	<table border="0"> <tr> <td>Yes, and I believe it is possible</td> <td style="text-align: right;">1</td> </tr> <tr> <td>Yes, but my health may not allow it</td> <td style="text-align: right;">2</td> </tr> <tr> <td>Yes, but my employer may not wish me to continue</td> <td style="text-align: right;">3</td> </tr> <tr> <td>No ?</td> <td style="text-align: right;">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.	THOSE AGED 25 OR OVER: Do you have voluntary pension insurance or have you otherwise saved for your retirement days:											
	<table border="0"> <tr> <td>I have insurance financed by myself or someone else</td> <td style="text-align: right;">1</td> <td></td> </tr> <tr> <td>I have otherwise saved for retirement days</td> <td style="text-align: right;">2</td> <td style="text-align: right;">◆ F24</td> </tr> <tr> <td>Neither?</td> <td style="text-align: right;">3</td> <td style="text-align: right;">◆ 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.	IF F22=1 : Is the primary goal of the voluntary pension insurance:											
	<table border="0"> <tr> <td>To make it possible to retire earlier</td> <td style="text-align: right;">1</td> </tr> <tr> <td>A larger total pension</td> <td style="text-align: right;">2</td> </tr> <tr> <td>Or reduction of taxes?</td> <td style="text-align: right;">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											
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F24.	Is keeping of ageing labour force at work longer than now being advanced at your workplace:											
	<table border="0"> <tr> <td>Yes, very much</td> <td style="text-align: right;">1</td> </tr> <tr> <td>Yes, to some extent</td> <td style="text-align: right;">2</td> </tr> <tr> <td>Not particularly</td> <td style="text-align: right;">3</td> </tr> <tr> <td>Not at all?</td> <td style="text-align: right;">4</td> </tr> <tr> <td>Not applicable</td> <td style="text-align: right;">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											
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F25.	CARD 34 ALL RESPONDENTS: Which of the alternatives on this card correspond best with your opinions about work? READ OUT THE ALTERNATIVES IF REQUIRED											
	<table border="0"> <tr> <td>Pay is definitely the most important</td> <td style="text-align: right;">1</td> </tr> <tr> <td>Pay is slightly more important than contents</td> <td style="text-align: right;">2</td> </tr> <tr> <td>Contents are slightly more important than pay</td> <td style="text-align: right;">3</td> </tr> <tr> <td>Or contents are definitely the most important</td> <td style="text-align: right;">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.	<p>If you received so much money from, e.g. the Lotto or inheritance that you could live comfortably without having to work, would you:</p>	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.	<p>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:</p>				
		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
	G. Increase in training opportunities?	1	2	3	4
	H. Improvement of management methods?	1	2	3	4
	I. Sabbatical, job alternation leave?	1	2	3	4
	J. Part-time pension?	1	2	3	4
	K. 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!