

Ireland

ISSP 2005 – Work Orientations III

Questionnaire

SECTION C: WORK ORIENTATION

This next set of questions is on your attitudes to work and the balance between work and other aspects of life.

C.1 Suppose you could change the way you spend your time, spending more time on some things and less time on others.

Which of the things on the following list would you like to spend **MORE** time on, which would you like to spend **LESS** time on and which would you like to spend the **SAME** amount of time on as now?

[INTERVIEWER: READ EACH ITEM.

PROMPT, IF NECESSARY, FOR 'A BIT' VERSUS 'MUCH' MORE/LESS.

PLEASE TICK ONE BOX ON EACH LINE]

	Much more Time	A bit More Time	Same Time as now	A bit Less Time	Much Less Time	Can't choose/ doesn't apply
a Time in a paid job? [W1a]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8
b Time doing household work? [W1b]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8
c Time with your family? [W1c]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8
d Time with your friends? [W1d]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8
e Time in leisure activities? [W1e]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8

C.2 Please tick one box for each statement below to show how much you agree or disagree with it, thinking of work in general.

For each statement I read out to you, please tell me how much you agree or disagree with it, thinking of work in general.

[INTERVIEWER: READ EACH ITEM. PROMPT, IF NECESSARY, FOR STRENGTH OF AGREEMENT / DISAGREEMENT.

PLEASE TICK ONE BOX ON EACH LINE]

	Strongly Agree	Agree	Neither Agree nor disagree	Disagree	Strongly Disagree	Can't Choose
a A job is just a way of earning money – no more [W2a]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8
b I would enjoy having a paid job even if I did not need the money [W2b]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8

C.3 For each of the following, please tick one box to show how important you personally think it is in a job.

For each of the following, please tell me how important you personally think it is in a job.

[INTERVIEWER: READ EACH ITEM.

PROMPT, IF NECESSARY, FOR DEGREE OF IMPORTANCE/UNIMPORTANCE.

PLEASE TICK ONE BOX ON EACH LINE]

How important is....?

Very
Important Important Neither important
nor unimportant Not
Important Not important
at all Can't choose/
doesn't apply

a job security? [W3a]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8
b high income? [W3b]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8
c good opportunities for advancement? [W3c]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8
d an interesting job? [W3d]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8
e a job that allows someone to work independently? [W3e]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8
f a job that allows someone to help other people? [W3f]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8
g a job that is useful to society? [W3g]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8
h a job that allows someone to decide their times or days of work? [W3h]	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 4	<input type="radio"/> 5	<input type="radio"/> 8

C.4 Suppose you were working and could choose between different kinds of jobs. Which of the following would you personally choose?

C.4a I would choose ... [*Would you choose...*]_[W4a] [PLEASE TICK ONE BOX ONLY]

- Being an employee 1
- Being self-employed..... 2
- Can't choose 8

C.4b I would choose ... [*Would you choose...*]_[W4b] [PLEASE TICK ONE BOX ONLY]

- Working in a small firm 1
- Working in a large firm..... 2
- Can't choose 8

C.4c I would choose ... [*Would you choose...*]_[W4c] [PLEASE TICK ONE BOX ONLY]

- Working in a private business 1
- Working for the government or civil service... 2
- Can't choose 8

C.5 To what extent do you agree or disagree with the following statements?

[INTERVIEWER: READ EACH ITEM.

PROMPT, IF NECESSARY, FOR STRENGTH OF AGREEMENT / DISAGREEMENT.

PLEASE TICK ONE BOX ON EACH LINE]

Strongly Agree Agree Neither Agree nor disagree Disagree Strongly Disagree Can't Choose

- a Employees have more job security than the self-employed [*W5a*]..... 1..... 2..... 3..... 4..... 5..... 8
- b Being an employee interferes more with family life than self-employment [*W5b*] 1..... 2..... 3..... 4..... 5..... 8

C.6 To what extent do you agree or disagree with the following statements?

[INTERVIEWER: READ EACH ITEM.

PROMPT, IF NECESSARY, FOR STRENGTH OF AGREEMENT / DISAGREEMENT.

PLEASE TICK ONE BOX ON EACH LINE]

Strongly Agree Agree Neither Agree nor disagree Disagree Strongly Disagree Can't Choose

- a Trade unions are very important for the job security of employees [*W6a*] 1..... 2..... 3..... 4..... 5..... 8
- b Without trade unions the working conditions of employees would be much worse than they are [*W6b*] 1..... 2..... 3..... 4..... 5..... 8

C.7 Suppose you could decide on your work situation at present. Which of the following would you prefer? [*W7*]

[INTERVIEWER: READ EACH ITEM.

PLEASE TICK ONE BOX ONLY]

- A **full-time job** [30 hours or more a week].... 1
- A **part-time job** [10 to 30 hours per week] ... 2
- A job with **less than 10 hours** a week 3
- No paid job at all..... 4
- Cannot choose..... 8

C.8 Are you currently working for pay? [*W8*] [PLEASE TICK ONE BOX ONLY]

Yes..... 1..... Go to C.9





No 2..... Go to C.28

If you are currently working for pay: Please answer questions C.9 – C.27 about your main job

C.9 Think of the number of hours you work, and the money you earn in your main job, including any regular overtime.

If you had only one of these three choices, which of the following would you prefer?

[INTERVIEWER: READ EACH ITEM.
PLEASE TICK ONE BOX ONLY]

- Work **longer** hours and earn **more money**  1
- Work the **same** number of hours and earn the **same money**.....  2
- Work **fewer** hours and earn **less money**.....  3
- Can't choose*.....  8

C.10 For each of these statements about your (main) job, please tick one box to show how much you agree or disagree that it applies to your job.

















































For each of these statements about your (main) job, please tell me how much you agree or disagree that it applies to your job.

[INTERVIEWER: READ EACH ITEM.

PROMPT, IF NECESSARY, FOR STRENGTH
OF AGREEMENT / DISAGREEMENT.

PLEASE TICK ONE BOX ON EACH LINE]

Strongly Agree Agree Neither Agree nor disagree Disagree Strongly Disagree Can't Choose

- | | | | | | | | |
|---|--|---|---|---|---|---|---|
| a | My job is secure [W10a] |  1 |  2 |  3 |  4 |  5 |  8 |
| b | My income is high [W10b] |  1 |  2 |  3 |  4 |  5 |  8 |
| c | My opportunities for advancement are high [W10c] |  1 |  2 |  3 |  4 |  5 |  8 |
| d | My job is interesting [W10d] |  1 |  2 |  3 |  4 |  5 |  8 |
| e | I can work independently. [W10e] |  1 |  2 |  3 |  4 |  5 |  8 |
| f | In my job I can help other people [W10f] |  1 |  2 |  3 |  4 |  5 |  8 |
| g | My job is useful to society [W10g] |  1 |  2 |  3 |  4 |  5 |  8 |
| h | My job gives me a chance to improve my skills [W10h] |  1 |  2 |  3 |  4 |  5 |  8 |

C.11 Now some more questions about your working conditions.

Please tick one box for each item below to indicate how often it applies to your work

Please tell me how often each of the following statements applies to your work.

























[INTERVIEWER: READ EACH ITEM.

PROMPT, IF NECESSARY, FOR HOW OFTEN.

PLEASE TICK ONE BOX ON EACH LINE]

Always Often Sometimes Hardly ever Never Can't Choose

How often....




- | | | | | | | | |
|---|---|---|---|---|---|---|---|
| a | ...do you come home from work exhausted? [W11a] |  1 |  2 |  3 |  4 |  5 |  8 |
| b | ...do you have to do hard physical work? [W11b] |  1 |  2 |  3 |  4 |  5 |  8 |
| c | ...do you find your work stressful? [W11c] |  1 |  2 |  3 |  4 |  5 |  8 |
| d | ...do you work in dangerous conditions? [W11d] |  1 |  2 |  3 |  4 |  5 |  8 |

C.12 Which of the following statements best describes how your working hours are decided?

(By working hours we mean here the times you start and finish work, and not the total hours you work per week or month.)[W12]

[INTERVIEWER: READ EACH ITEM.


PLEASE TICK ONE BOX ONLY]

- Start and finishing times are decided by my employer
and **I cannot change them** on my own.....  1
- I can decide the time I start and finish work, **within certain limits**  2
- I am entirely free** to decide when I start and finish work  3

C.13 Which of the following statements best describes how your daily work is organised?

[INTERVIEWER: READ EACH ITEM.

PLEASE TICK ONE BOX ONLY]

I am free to decide how my daily work is organised  1

I can decide how my daily work is organised, **within certain limits**  2

I am not free to decide how my daily work is organised  3

Can't choose / don't know.....  8

C.14 How difficult would it be for you to take an hour or two off during working hours, to take care of personal or family matters?

[INTERVIEWER: PLEASE TICK ONE BOX ONLY]

Not difficult at all.....  1

Not too difficult  2

Somewhat difficult  3

Very difficult  4

Cannot choose.....  8

C.15 How often do you feel that ...

[INTERVIEWER: READ EACH ITEM.

PROMPT, IF NECESSARY, FOR HOW OFTEN.

PLEASE TICK ONE BOX ON EACH LINE]

Always Often Sometimes Hardly ever Never Can't Choose

a ...the demands of your job interfere with
your family life? [W15a]  1  2  3  4  5  8

b ... the demands of your family life interfere
with your job? [W15b]  1  2  3  4  5  8

C.16 How much of your past work experience and/or job skills can you make use of in your present job? [W16]

[INTERVIEWER: PLEASE TICK ONE BOX ONLY]

Almost none  1

A little  2

A lot.....  3

Almost all.....  4

Can't choose.....  8

C.17 If you were to look for a new job, how helpful would your present work experience and/or job skills be? [W17]

[INTERVIEWER: PLEASE TICK ONE BOX ONLY]

Very helpful.....  1

Quite helpful.....  2

Not so helpful  3

Not helpful at all  4

Can't choose.....  8

C.18 Over the past twelve months, have you had any training to improve your job skills, either at the workplace or somewhere else? [W18]

[INTERVIEWER: PLEASE TICK ONE BOX ONLY]

Yes.....  1

No  2

Can't choose.....  8

C.19 In general how would you describe relations at your workplace...

[INTERVIEWER: READ EACH ITEM.

PROMPT, IF NECESSARY, FOR HOW GOOD OR BAD.

PLEASE TICK ONE BOX ON EACH LINE]

Very good Quite good Neither good nor bad Quite bad Very bad Can't choose

- a ...between management and employees? [W19a] 1 2 3 4 5 8
- b ...between workmates/colleagues? [W19b] 1 2 3 4 5 8

C.20 How satisfied are you in your (main) job? [W20]

[INTERVIEWER: PROMPT, IF NECESSARY, FOR EXTENT OF SATISFACTION OR DISSATISFACTION. PLEASE TICK ONE BOX ONLY]

- Completely satisfied 1 Fairly dissatisfied 5
- Very satisfied 2 Very dissatisfied 6
- Fairly satisfied 3 Completely dissatisfied 7
- Neither satisfied nor dissatisfied 4 *Can't choose* 8

C.21 To what extent do you agree or disagree with each of the following statements.

[INTERVIEWER: READ EACH ITEM.

PROMPT, IF NECESSARY, FOR STRENGTH OF AGREEMENT / DISAGREEMENT.

PLEASE TICK ONE BOX ON EACH LINE]

Strongly Agree Agree Neither Agree nor disagree Disagree Strongly Disagree Can't Choose

- a I am willing to work harder than I have to in order to help the firm or organisation I work for succeed [W21a] 1 2 3 4 5 8
- b I am proud to be working for my firm or organisation. [W21b] 1 2 3 4 5 8
- c I would turn down another job that offered quite a bit more pay in order to stay with this organisation [W21c] 1 2 3 4 5 8

C.22 How difficult or easy do you think it would be for you to find a job at least as good as your current one? [W22]

[INTERVIEWER: PLEASE TICK ONE BOX ONLY]

- Very easy 1
- Fairly easy 2
- Neither easy nor difficult 3
- Fairly difficult 4
- Very difficult 5
- Cannot choose / don't know* 8






C.23 How difficult or easy do you think it would be for your firm to replace you if you left? [W23]

[INTERVIEWER: PLEASE TICK ONE BOX ONLY]

- Very easy 1
- Fairly easy 2
- Neither easy nor difficult 3
- Fairly difficult 4
- Very difficult 5
- Cannot choose / don't know* 8





C.24 All in all, how likely is it that you will try to find a job with another firm or organisation within the next 12 months? [W24]

[INTERVIEWER: TICK ONE BOX ONLY]

- Very likely.....  1
- Likely  2
- Unlikely  3
- Very unlikely  4
- Can't choose  8

C.25 To what extent, if at all, do you worry about the possibility of losing your job? [W25]

[INTERVIEWER: PLEASE TICK ONE BOX ONLY]

- I worry a great deal  1
- I worry to some extent.....  2
- I worry a little.....  3
- I don't worry at all  4

C.26 To what extent do you agree or disagree with the following statements?

























[INTERVIEWER: READ EACH ITEM.

PROMPT, IF NECESSARY, FOR STRENGTH OF AGREEMENT / DISAGREEMENT.

PLEASE TICK ONE BOX ON EACH LINE]





***In order to avoid unemployment
I would be willing ...***

Strongly Agree Agree Neither Agree nor disagree Disagree Strongly Disagree Can't Choose

- a ... to accept a job that requires new skills [W26a].....  1.....  2.....  3.....  4.....  5.....  8
- b ... to accept a position with lower pay [W26b]  1.....  2.....  3.....  4.....  5.....  8
- c ... to accept temporary employment [W26c].....  1.....  2.....  3.....  4.....  5.....  8
- d ... to travel longer to get to work [W26d]  1.....  2.....  3.....  4.....  5.....  8

C.27 In addition to your (main) job, do you do any other work for additional income? [W27N]

[INTERVIEWER: PLEASE TICK ONE BOX ONLY]



- No.....  1
- Yes, mostly as an employee  2
- Yes, mostly on a self-employed basis.....  3
- Yes, other.....  4

PLEASE NOW GO TO QUESTION C.37

[Note: This is where respondents with work filter past the questions for those currently without work for pay]

PLEASE ANSWER THE QUESTIONS BEGINNING AT C.28 IF YOU ARE NOT CURRENTLY WORKING FOR PAY










C.28 Have you ever had a paid job for one year or more? [W28] [PLEASE TICK ONE BOX ONLY]

- Yes  1..... Go to C.29
- No.....  2..... Go to C.31

C.29 When did your last paid job end? [W29]

_____ month _____ year






C.30 What was the main reason that your job ended? [W30] [INTERVIEWER: READ LIST. PLEASE TICK ONE BOX ONLY]

- I reached retirement age  1
- I retired early, by choice.....  2
- I retired early, **not** by choice.....  3
- I became (permanently) disabled  4
- My place of work shut down  5
- I was dismissed  6
- My term of employment/ contract ended.....  7
- Family responsibilities  8
- I got married.....  9

C.31 Would you like to have a paid job, either now or in the future? [W31] [PLEASE TICK ONE BOX ONLY]

- Yes  1 No.....  2



















C.32 How likely do you think it is that you would find another job? [W32] [PLEASE TICK ONE BOX ONLY]

- Very likely.....  1
- Likely  2
- Unlikely  3
- Very unlikely  4
- Can't choose*  8

C.33 Are you currently looking for a job? [W33] [PLEASE TICK ONE BOX ONLY]

- Yes  1 No.....  2

C.34 Thinking about the last 12 months, have you done any of the following in order to find a job? [W34]








- [PLEASE TICK ONE BOX ON EACH LINE]
- | | No | Yes, once
or twice | Yes, more
than twice |
|--|---|---|---|
| a Registered at a public employment agency? [W34a]..... |  1 |  2 |  3 |
| b Registered at a private employment agency? [W34b] |  1 |  2 |  3 |
| c Answered advertisements for jobs? [W34c]..... |  1 |  2 |  3 |
| d Advertised for a job in newspapers or journals? [W34d] |  1 |  2 |  3 |
| e Applied directly to employers? [W34e] |  1 |  2 |  3 |
| f Asked relative, friends or colleagues to help you find a job? [W34f] |  1 |  2 |  3 |

C.35 Over the past 12 months, have you had any training to improve your job skills? [W35]
[PLEASE TICK ONE BOX ONLY]

- Yes  1 No  2 *Can't choose*.....  8

C.36 What is your main source of economic support?[W36]

[INTERVIEWER: Note that "Economic support" is not just financial support. It includes such things as food, clothing, and accommodation. READ LIST. PLEASE TICK ONE BOX ONLY]

- Pension (private or state)  1
- Unemployment benefit  2
- Spouse/partner  3
- Other family members  4
- Social assistance/welfare  5
- Occasional work  6
- Other  7

Please Go to C.54

[This is where those not currently at work skip past the set of additional questions for those at work]

[ADDITIONAL QUESTIONS FOR THOSE CURRENTLY WORKING FOR PAY]

C.37 Which of the following best describes your present (main) job situation? [BM1]
 [INTERVIEWER: READ EACH ITEM. PLEASE TICK ONE BOX ONLY]

- 1. Self-employed with employees ☐ 1
- 2. Self-employed with no employees ☐ 2
- 3. Permanent job (i.e. employer has set no specific time limit for how long you will be working on this job) ☐ 3
- 4. Probationary period for possible permanent job ☐ 4
- 5. Community employment scheme ☐ 5
- 6. Fixed term contract ☐ 6
- 7. Series of short-term contracts ☐ 7
- 8. Jobsharing ☐ 8
- 9. Seasonal work ☐ 9
- 10. Agency temping ☐ 10
- 11. Other (please specify _____) ☐ 11

C.38 Do you work full time (30 hours or more) or part-time (29 hours or less)? [BM1]
 [INTERVIEWER: PLEASE TICK ONE BOX ONLY]

- Full-time ☐ 1
- Part-time ☐ 2
- Hours vary ☐ 3

C.39 When did you become self-employed/start your current job? [BM2a] _____Month _____Year.

C.40 [If code 4–10 in C.37] When does your current job/contract end? [BM2b] _____Month _____Year.

C.41 How often does your job involve any of the following? [BM3]

[INTERVIEWER: READ EACH ITEM. PROMPT, IF NECESSARY, FOR HOW OFTEN.
 PLEASE TICK ONE BOX ON EACH LINE]

- | | Always/
Almost always | Sometimes | Rarely | Never |
|------------------------------------|----------------------------|----------------------------|----------------------------|----------------------------|
| a. Hours between 8am and 6pm | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| b. Shift work | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| c. Night work | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| d. Teleworking | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| e. Weekend working | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |
| f. Working Monday to Friday | <input type="checkbox"/> 1 | <input type="checkbox"/> 2 | <input type="checkbox"/> 3 | <input type="checkbox"/> 4 |

C.42 Now I'd like you to tell me about your situation in your job. How much of the time do you ... [BM4]
 [INTERVIEWER: READ EACH ITEM. PROMPT, IF NECESSARY, FOR HOW OFTEN.
 [PLEASE TICK ONE BOX ON EACH LINE]

	Never	Once in a while	Much of the time	Almost always
a. Make decisions on your own?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
b. Control the speed at which you work?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
c. Have a lot of freedom to decide how your work is done?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
d. Rotate tasks between yourself and colleagues?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
e. Do all or part of your work in a team?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
f. Develop new skills?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
g. Do the same thing over and over again?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
h. Have more work than you can handle?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
i. Work to tight deadlines?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
j. Work with people who are friendly and helpful?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

C.43 Which of the following statements best describes where you work? [BM5]
 [INTERVIEWER: READ EACH ITEM.
 PLEASE TICK ONE BOX ONLY]

a. I usually work in one place away from home (e.g. office or factory)	<input type="checkbox"/> 1
b. I usually work at home	<input type="checkbox"/> 2
c. I usually work part of the week at home and part of the week at one place away from home	<input type="checkbox"/> 3
d. I usually work in a variety of places	<input type="checkbox"/> 4









C.44 What does your pay include? Does it include [BM6]

[PLEASE TICK ONE BOX ON EACH LINE]

	Yes	No
1. Basic fixed salary/wage	<input type="checkbox"/> 1	<input type="checkbox"/> 2
2. Piece rate or productivity payments	<input type="checkbox"/> 1	<input type="checkbox"/> 2
3. Extra payments for additional hours of work/overtime	<input type="checkbox"/> 1	<input type="checkbox"/> 2
4. Extra payments compensating for bad or dangerous working conditions	<input type="checkbox"/> 1	<input type="checkbox"/> 2
5. Extra payments compensating for Sunday work	<input type="checkbox"/> 1	<input type="checkbox"/> 2
6. Extra week's or month's salary at the end of the year	<input type="checkbox"/> 1	<input type="checkbox"/> 2
7. Other extra payments (please specify _____)	<input type="checkbox"/> 1	<input type="checkbox"/> 2
8. Payments based on the overall performance of the company (profit sharing scheme) where you work	<input type="checkbox"/> 1	<input type="checkbox"/> 2
9. Payments based on the overall performance of a group (profit sharing)	<input type="checkbox"/> 1	<input type="checkbox"/> 2
10. Payments based on generating savings or reducing costs in the workplace	<input type="checkbox"/> 1	<input type="checkbox"/> 2
11. Income from shares in the company your work for	<input type="checkbox"/> 1	<input type="checkbox"/> 2
12. Other (please specify _____)	<input type="checkbox"/> 1	<input type="checkbox"/> 2



C.45a If you could choose your type of work arrangement which of the following would be your ideal choice? [BM7]

[INTERVIEWER: READ EACH ITEM. PLEASE TICK ONE BOX ONLY]

1. Self-employed  1
2. Permanent job (i.e. employer has set no specific time limit for how long you will be working on this job)  2
3. Fixed term contract  3
4. Series of short-term contracts  4
5. Jobsharing  5
6. Seasonal work  6
7. Agency temping  7
8. Other (please specify  8


C.46 And, given this work arrangement, would your ideal choice be to work full-time or part-time? [BM7]

[INTERVIEWER: PLEASE TICK ONE BOX ONLY]

- Full-time  1
- Part-time  2

C.47 Since you started working have you ever been promoted either with your current or previous employer(s)? [BM8]

[PLEASE TICK ONE BOX ON EACH LINE]

- | | Yes | No | Not applicable |
|--|---|---|---|
| 1. Promoted with current employer..... |  1 |  2 | |
| 2. Promoted with any previous employer(s)..... |  1 |  2 |  3 |

C.48 Now I'd like to get your views on the relationship between workers and management in your organisation. [BM9]





































[INTERVIEWER: READ EACH ITEM.

PROMPT, IF NECESSARY, FOR EXTENT.

PLEASE TICK ONE BOX ON EACH LINE]

To what extent ...













A great deal Quite a bit Somewhat Very little Not at all Don't know

1. Do you trust management to take your interests into account when making business decisions?  1  2  3  4  5  8
2. Does management keep everyone up to date about proposed changes?  1  2  3  4  5  8
3. Does management provide everyone with the chance to comment on proposed changes?  1  2  3  4  5  8
4. Does management respond to suggestions from employees?  1  2  3  4  5  8
5. Does management deal with work problems you or others may have?  1  2  3  4  5  8
6. Does management treat employees fairly?  1  2  3  4  5  8

C.49 I would now like to ask you about any subsidised services or benefits which you receive from your employer (or company if self-employed). [BMa1]

(a) Could you tell me does your employer offer each of these to any employees in the company and do you personally benefit or receive the items in question?

(b) In addition to any cover you would receive through your employment, have you made private arrangements for each of the items in question?

(SHOW CARD C)	A Employer provides and Respondent Benefits		B Private coverage	
	Yes	No	Yes	No
1. Occupational pension scheme	 1	 2	 1	 2
2. Sick pay	 1	 2	 1	 2
3. Health Care or Medical Insurance (e.g. VHI, BUPA)	 1	 2	 1	 2

C.50 How much training, either on the job or through a course, do people in your position receive from your current employer? I am talking here about training which you would have received when you started the job, since then and on an ongoing basis. [Bma2] [PLEASE TICK ONE BOX ONLY]

A great deal.....☐₁ A lot☐₂ Quite a bit☐₃ Not very much....☐₄ None at all.....☐₅

C.51 Now thinking of your present job: how long did it take you after you first started doing this type of work to learn to do it well? (If answers "still learning" tick box 9 and then ask "how long do you think it will take" and tick option given) [Bma3]

Less than 1 week..... <input type="checkbox"/> ₁ ? go to C.52	Between 6 months and 1 year..... <input type="checkbox"/> ₅ ? go to c.52
Less than 1 month..... <input type="checkbox"/> ₂ ? go to C.52	Between 1 and 2 years..... <input type="checkbox"/> ₆ ? go to C.52
Between 1 month and 3 months..... <input type="checkbox"/> ₃ ? go to C.52	More than 2 years..... <input type="checkbox"/> ₇ ? go to C.52
Between 3 months and 6 months..... <input type="checkbox"/> ₄ ? go to C.52	Still learning..... <input type="checkbox"/> ₉ ? go to C.51b

C.51b How long do you think it will take?

Less than 1 week..... <input type="checkbox"/> ₁	Between 6 months and 1 year..... <input type="checkbox"/> ₅
Less than 1 month..... <input type="checkbox"/> ₂	Between 1 and 2 years..... <input type="checkbox"/> ₆
Between 1 month and 3 months..... <input type="checkbox"/> ₃	More than 2 years..... <input type="checkbox"/> ₇
Between 3 months and 6 months..... <input type="checkbox"/> ₄	

C.52 To what extent do you agree or disagree with each of the following statements. [Bma9]

[PLEASE TICK ONE BOX ON EACH LINE]

C.53a Given the chance, I would change my present type of work for something different [VV57]

Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Can't Choose
<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₈

C.53b I am proud of the type of work I do [VV59]

<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₈
---	---	---	---	---	---------------------------------------

PLEASE ENSURE THAT ALL RESPONDENTS ANSWER QUESTIONS C.54 to C60

C.54 Do you have any children aged 12 years or less?

Yes ₁..... Go to C55

No..... ₂..... Go to C58

C.55 How many? _____ children aged 12 or less [Bmex2] Go to C56

C.56 Do any of them require care arrangements to facilitate work by you or your spouse/partner?

Yes ₁..... Go to C57

No..... ₂..... Go to C58

C.57 What kind of care do you have for your child(ren)? (Tick as many as apply)

In a crèche..... ₁

In childminder's home..... ₂

At home with a nanny or minder..... ₃

Care by a relative..... ₄

C.58 Has childcare ever been an issue for you in making decisions about work? [PLEASE TICK ONE BOX ONLY]

Very much so...☐₁ Quite a lot☐₂ Somewhat☐₃ Not very much☐₄ Not at all...☐₅ NA....☐₆

C.59 Apart from childcare, have other family matters ever been an issue for you in making decisions about work?
(Instruction e.g. re: taking a job, hours worked, promotion, etc.)

Yes  1..... go to C.59a

No  2..... go to C.60

C.59a If yes, was this because of

illness  1

disability.....  2

eldercare  3





























































Other  4

C.60 To what extent do you agree or disagree with the following statements? [OBV]

[INTERVIEWER: READ EACH ITEM.

PROMPT, IF NECESSARY, FOR EXTENT OF AGREEMENT OR DISAGREEMENT.

PLEASE TICK ONE BOX ON EACH LINE]

<i>I see myself as someone who ...</i>	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Can't Choose
a ... is reserved [Wopta]	 1.....	 2.....	 3.....	 4.....	 5.....	 8
b ... is generally trusting [Woptb]	 1.....	 2.....	 3.....	 4.....	 5.....	 8
c ... does a thorough job [Woptc]	 1.....	 2.....	 3.....	 4.....	 5.....	 8
d ... is relaxed, handles stress well [Woptd]	 1.....	 2.....	 3.....	 4.....	 5.....	 8
e ... has an active imagination [Wopte]	 1.....	 2.....	 3.....	 4.....	 5.....	 8
f ... is outgoing, sociable [Woptf]	 1.....	 2.....	 3.....	 4.....	 5.....	 8
g ... tends to find fault with others [Woptg]	 1.....	 2.....	 3.....	 4.....	 5.....	 8
h ... tends to be lazy [Wopth]	 1.....	 2.....	 3.....	 4.....	 5.....	 8
i ... gets nervous easily [Wopti]	 1.....	 2.....	 3.....	 4.....	 5.....	 8
j ... has few artistic interests [Woptj]	 1.....	 2.....	 3.....	 4.....	 5.....	 8

SECTION D: BACKGROUND VARIABLES

Now I would like to record some general information about yourself. This will be used only to clarify your answer in order to see if there are important differences between the opinions of men and women, young and old etc.

D.1 Are you male or female? [SEX] Male..... 1 Female 2

D.2 What is your date of birth? [AGE] Day _____ Month _____ Year _____

D.3a What is your present legal marital status? [MARITAL] [INTERVIEWER: READ LIST. PLEASE TICK ONE BOX ONLY]

Married and living with husband/wife..... 1

Widowed..... 2

Divorced..... 3

Separated (including married and living apart)..... 4

Single (never married) 5

Other (please specify) _____ .. 6

D.3b Are you presently living with a partner? [COHAB] [PLEASE TICK ONE BOX ONLY]

Yes..... 1

No..... 2

N.A (Married and living with spouse) 0

D.4 How many years of full-time education did you receive? [Int: If respondent did not return to full-time education as an adult calculate as (age when left full-time education minus 5)] [EDUCYRS]

_____ years of full-time education

Still at school..... 95

Don't know..... 98

Still at college/university 96

No answer 99

No formal education 00

D.5a What is the highest level of education that you attained? [Int: Tick one box in column A] [DEGREE, nat-DEGR]

D.5b What is the highest level of education that your father attained? [Int: Tick one box in column B]

D.5c What is the highest level of education that your mother attained? [Int: Tick one box in column C]

	A Respondent	B Father	C Mother
None	1	1	1
Incomplete Primary	2	2	2
Complete Primary	3	3	3
Some Second Level.....	4	4	4
Group Cert or equivalent	5	5	5
Junior/Intermediate Cert or equivalent	6	6	6
Leaving Cert or equivalent.....	7	7	7
Third Level incomplete.....	8	8	8
Certificate or diploma	9	9	9
University primary degree or equivalent	10	10	10
University higher degree or equivalent	11	11	11

D.6 Which of the following best describes your present situation with regard to employment? [WRKST]
[PLEASE TICK ONE BOX ONLY]

At work full-time (30+ hours weekly)..... 1

At work part-time (10-29) hours weekly . 2

At work less than 10 hours weekly 3

At work as relative assisting 4

Unemployed (incl. Seeking first job)..... 5

Student 6

Retired 7











Engaged in home duties 8

Permanently disabled..... 9

Other, not in labour force..... 10

[INTERVIEWER: IF RESPONDENT IS CURRENTLY AT WORK, QUESTIONS REFER TO PRESENT JOB. IF RESPONDENT IS NOT CURRENTLY WORKING FOR PAY, QUESTIONS REFER TO MOST RECENT JOB]




D.7 If ‘At work’ (Codes 1-4 in D6 above)
Which of the following best describes your present (main) job situation?
[INTERVIEWER: READ EACH ITEM. PLEASE TICK ONE BOX ONLY]

- 1. Self-employed with employees  1
- 2. Self-employed with no employees  2
- 3. Permanent job (i.e. employer has set no specific time limit for how long you will be working on this job)  3
- 4. Probationary period for possible permanent job  4
- 5. Community employment scheme.....  5
- 6. Fixed term contract.....  6
- 7. Series of short-term contracts  7
- 8. Seasonal work  8
- 9. Agency temping.....  9
- 10. Other (please specify _____)  10

D.8 How many hours do [did] you normally work per week, including any regular overtime work? If you work at more than one job, please include the hours in all jobs. [WKHRS]









_____ hours



D.9 What is/was your occupation? Please describe fully. If farmer please record number of acres farmed and type of farm. [ISCO88]

- Refused  99997
- Don't Know  99998
- No answer.....  99999
- INAP (never had a job).....  00000



D.10 Please describe as fully as possible the nature of the business activity of your employer. NACES

D.11 How many regular paid employees are there in the branch or outlet of the business or organisation you work in? [INTERVIEWER: If the organisation has more than one geographical branch, employee numbers should relate only to the local outlet, local office, branch etc. where the respondent works rather than to the full enterprise in all locations] [IQ019]

- None  1 5-9  3 20-25  5 50-99  7 250-499  9
- 1-4  2 10-19  4 26-49  6 100-249  8 500 or more  10






D.12a Do [did] you supervise, or are [were] you responsible for the work of any other people? [WRKSUP]
Yes.....  1 Go to D.9b No.....  2 Go to D.10

D.12b How many people do [did] you supervise? _____ Number supervised





D.12c Do [did] you have any say in the pay and promotion of the people you supervise[d]?
Yes.....  1 No  2

D.13 Do/did you work in the public or private sector or are/were you self-employed? [WRKTYPE] [PLEASE TICK ONE BOX ONLY]

Public Sector

- Gardai and defence forces  1
- Education or Health  2
- Non-commercial semi-state body  3
- Commercial semi-state body  4
- Other public sector (civil service, local authority, etc.)  5

Private Sector




- Private sector (employee or relative assisting)  6
- Self-employed (incl. Farmer)  7
- Other (please specify) _____)  8
- Never worked  0

[INTERVIEWER: If self employed (code 7 in D.13 above) ask D.14, otherwise go to D.15].

D.14 How many people do [did] you employ, including yourself if self employed? [NEMPLOY]












_____ people

D.15 Are you a member of any trade union at this time or were you a member in the past? [UNION]

- Currently member  1 Once a member, not now  2 Never a member  2

D.16 Which of the following best describes your spouse's/partner's present situation with regard to employment? [SPWRKST]

[PLEASE TICK ONE BOX ONLY]











- | | |
|---|--|
| At work full-time (30+ hours weekly).....  1 | Student  6 |
| At work part-time (10-29) hours weekly  2 | Retired  7 |
| At work less than 10 hours weekly  3 | Engaged in home duties ...  8 |
| At work as relative assisting  4 | Permanently disabled  9 |
| Unemployed (incl. Seeking first job)  5 | Other, not in labour force ..  10 |
| | No spouse/partner  11 ? Go to D20 |

[INTERVIEWER: IF RESPONDENT'S SPOUSE/PARTNER IS CURRENTLY AT WORK, QUESTIONS REFER TO PRESENT JOB OF SPOUSE/PARTNER. IF RESPONDENT'S SPOUSE/PARTNER IS NOT CURRENTLY WORKING FOR PAY, QUESTIONS REFER TO MOST RECENT JOB]

D.17 If 'At work' (Codes 1-4 in D16 above)

Which of the following best describes your spouse's/partner's present (main) job situation? [SPWRKTYP]

[INTERVIEWER: READ EACH ITEM. PLEASE TICK ONE BOX ONLY]

1. Self-employed with employees  1
2. Self-employed with no employees  2
3. Permanent job (i.e. employer has set no specific time limit for how long you will be working on this job)  3
4. Probationary period for possible permanent job  4
5. Community employment scheme.....  5
6. Fixed term contract.....  6
7. Series of short-term contracts  7
8. Seasonal work  8
9. Agency temping  9
10. Other (please specify _____)  10

D.18 What is [was] your spouse's (or partner's) occupation? Please describe as fully as possible. If farmer please record number of acres farmed and type of farm. [ISISCO88]

Refused 99997
 Don't Know 99998
 No answer..... 99999
 INAP (never had a job or no spouse/partner) 00000

D.19 Does/did your spouse/partner work in the public or private sector or are/were they self-employed?
 [SPWRKTYPE] [PLEASE TICK ONE BOX ONLY]

Public Sector	Private Sector
Gardai and defence forces 1	Private sector (employee or relative assisting) 5
Education or Health 2	Self-employed (incl. Farmer)..... 6
Non-commercial semi-state body 3	Other (please specify)..... 8
Commercial semi-state body 4	Never worked 0
Other public sector (civil service, local authority, etc.)..... 5	

D.20 Here is a scale of incomes, and we would like to know in what group your household lies in terms of its gross income, counting all wages, salaries, pensions and other income that come in, before taxes and other deductions. [INCOME] [Show Card D, Tick in column (1) the letter of the group your household falls into, before taxes and other deductions]

And which group does your own gross income fall into, again before taxes and other deductions? [RINCOME]
 [Tick in column (2) the letter of the group your personal income falls into]

Per Week	Per Month	Per Year	Category	(1) Own Income	(2) Household Income
Under €120.....	Under €500	Under €6,000	A	1.....	1
€120 to under €180	€500 to under €750.....	€6,000 to under €9,500	B	2.....	2
€180 to under €230	€780 to under €1,000	€9,500 to under €12,000	C	3.....	3
€230 to under €350	€1,000 to under €1,500	€12,000 to under €18,000	D	4.....	4
€230 to under €350	€1,000 to under €1,500	€12,000 to under €18,000	E	5.....	5
€350 to under €460	€1,500 to under €2,000	€18,000 to under €24,000	F	6.....	6
€460 to under €580	€2,000 to under €2,500	€24,000 to under €30,000	G	7.....	7
€580 to under €690	€2,500 to under €3,000	€30,000 to under €36,000	H	8.....	8
€690 to under €1150	€3,000 to under €5,000	€36,000 to under €60,000	J.....	9.....	9
€1,150 to under €1,730.....	€5,000 to under €7,500	€60,000 to under €90,000	K	10.....	10
€1,730 to under €2,310.....	€7,500 to under €10,000.....	€90,000 to under €120,000	L.....	11.....	11
€2,310 to under €3,000.....	€10,000 to under €13,500.....	€120,000 to under €160,000	M.....	12	12
€3,000 or more.....	€13,500 or more	€160,000 or more	N	13	13
	Refused.....			77.....	77
	Don't' Know.....			88.....	88

D.21 Thinking now of your households income, from all sources and from all household members, would you say that your household is able to make ends meet? [PLEASE TICK ONE BOX ONLY] [Bma5]

With great difficulty ☐₁ With difficulty ☐₂ With some difficulty ☐₃ Fairly easily ☐₄ Easily ☐₅ Very easily ☐₆

D.22a I would like you to think now of the other members of your household. How many people age 18 and over live in this household? HOMPOP, HHCYCLE

_____ (Number adults age 18 and over)

D.22b And how many age 17 and under? _____ (Number children age 17 and under)

D.23 People often use the term 'right wing' or 'left wing' in describing political opinions. This card [Show Card E] shows a scale from very left wing to very right wing. Where would you put yourself on this scale?

[party_lr]

Left ← _____ **Right**

1 2 3 4 5
☐1 ☐2 ☐3 ☐4 ☐5

Other..... ☐6 No party/no preference... ☐7 Don't Know ... ☐8 No answer..... ☐9

D.24 Do you feel closer to one of the political parties than to the others? [nat_PRTY]

Yes..... ☐1 ? Go to D.25

No ☐2 ? Go to D.26

D.25 If yes: which party is that? [NATPRTY]

[PLEASE TICK ONE BOX ONLY]

Fianna Fail <input type="checkbox"/> 1	Green Party..... <input type="checkbox"/> 6
Fine Gael <input type="checkbox"/> 2	Sinn Fein..... <input type="checkbox"/> 7
Labour <input type="checkbox"/> 3	Democratic Left <input type="checkbox"/> 8
Workers Party <input type="checkbox"/> 4	Other, specify <input type="checkbox"/> 9
Progressive Democrats..... <input type="checkbox"/> 5	_____

D.26 Did you vote in the last General Election? [VOTE_LE]

Yes..... ☐1

No ☐2

D.27 How often do you currently attend religious services? [ATTEND]

[PLEASE TICK ONE BOX ONLY]












Several times a week <input type="checkbox"/> 1	Once per year <input type="checkbox"/> 6
Once a week <input type="checkbox"/> 2	Less than once per year <input type="checkbox"/> 7
2-3 times per month..... <input type="checkbox"/> 3	Never..... <input type="checkbox"/> 8
Once per month <input type="checkbox"/> 4	
Several times a year..... <input type="checkbox"/> 5	

D.28 What is your current religious denomination? Please describe as fully as possible. [RELIG, RELIGGRP]

[Int: If none, please write NONE, do not leave blank]






D.29 People have different ideas about social classes and who belongs to them. In your own case, if you had to classifi y yourself in terms of this kind of ladder, where would you place yourself? [TOPBOT]

[INTERVIEWER: SHOW CARD F. PLEASE TICK ONE BOX ONLY]

- 10.....  10 Highest
- 9.....  9
- 8.....  8
- 7.....  7
- 6.....  6
- 5.....  5
- 4.....  4
- 3.....  3
- 2.....  2
- 1.....  1 Lowest
- No answer.....  99




D.30 Would you say you live in: [URBRURAL]

[PLEASE TICK ONE BOX ONLY]

- A big city.....  1
- A suburb or outskirts of a big city.....  2
- A town or small city.....  3
- A country village.....  4
- A farm or home in the country  5

D.31 In what country were you born? [Bma7]

D.32 Are you a citizen of Ireland? [Bma7a]

- Yes, Irish (including dual) Citizen.....  1
- No, Other EU citizen  2
- No, Other  3

D.33 As part of a follow-up study in the near future, we'll be talking to some of the people who have taken part in this survey. The sample will be selected at random, so you may not be chosen, but if you were, would it be alright if we contacted you again, then? [Bma8]

Yes ☐ 1 No ☐ 2 Maybe ☐ 3 _____ Phone number