

## International Social Survey Programme: ISSP 2015 - Work Orientations IV; Questionnaire Development

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Veröffentlichungsversion / Published Version  
Arbeitspapier / working paper

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### Empfohlene Zitierung / Suggested Citation:

Jutz, Regina ; Scholz, Evi ; Braun, Michael ; GESIS - Leibniz-Institut für Sozialwissenschaften (Ed.): *International Social Survey Programme: ISSP 2015 - Work Orientations IV; Questionnaire Development*. Köln, 2017 (GESIS Papers 2017/17). URN: <http://nbn-resolving.de/urn:nbn:de:0168-ssoar-52467-3>

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International Social Survey  
Programme:  
ISSP 2015 – Work Orientations IV  
Questionnaire Development

*Regina Jutz, Evi Scholz & Michael Braun*



GESIS Papers 2017|17

# International Social Survey Programme: ISSP 2015 – Work Orientations IV

Questionnaire Development

*Regina Jutz, Evi Scholz & Michael Braun*

## GESIS Papers

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ISSN: 2364-3773 (Print)  
ISSN: 2364-3781 (Online)

Herausgeber,  
Druck und Vertrieb: GESIS – Leibniz-Institut für Sozialwissenschaften  
Unter Sachsenhausen 6-8, 50667 Köln

## Contents

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Summary .....	5
1 Introduction to the International Social Survey Programme.....	7
2 Development of the ISSP Module on Work Orientations.....	8
2.1 Timetable of the 2015 questionnaire development.....	8
2.2 Specifics of the Work Orientations module .....	9
2.3 Overview of participating countries.....	10
2.4 History of Items of the Work Orientations Module.....	12
3 Questions for all respondents.....	21
3.1 Work Centrality (Question 1).....	21
3.2 Work Values (Question 2).....	21
3.3 Work-Life Balance (Questions 3, 4).....	23
3.4 Conflict and Social Exclusion (Questions 5-7).....	24
3.5 Solidarity and Conflict (Questions 8, 22).....	25
3.6 Employment Arrangements (Question 9).....	27
3.7 Additional background variables.....	27
4 Questions for those currently working for pay (Filter question 10) .....	28
4.1 Work-Life Balance (Questions 11, 18, 19).....	28
4.2 Job Characteristics (Question 12).....	29
4.3 Subjective experience of job (Question 13).....	30
4.4 Non-standard Employment (Questions 14, 16, 30, 31).....	31
4.5 Job and Worker flexibility (Questions 15, 17, 29).....	33
4.6 Human capital (Questions 20, 21).....	35
4.7 Outcome of work (Questions 23, 24).....	35
4.8 Occupational Commitment (Question 25).....	37
4.9 Employability / New Job (Questions 26-28).....	38
5 Questions for those not currently working (for pay).....	40
5.1 Working for pay in the past (Questions 32, 33, 35).....	40
5.2 Outcome of past work (Question 34).....	41
5.3 Job Preference, work wanted? (Question 36).....	42
5.4 Employability/ New Job (Questions 37, 38, 42).....	42
5.5 Job and Worker flexibility (Question 39).....	43
5.6 Job Seeking Activities (Question 40).....	44
5.7 Human Capital (Question 41).....	44
5.8 Economic Support (Questions 43, 44).....	45
6 Summary statistics .....	46

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7	Optional Items – to all respondents.....	47
7.1	Recent work histories .....	47
7.2	Self-assessed economic situation: current, past and future .....	47
7.3	Conflict and Social Exclusion: Senior Citizens' Work .....	47
7.4	Background Variable: Subjective health.....	48
	References.....	51
	References where ISSP 2005 was used in research .....	52
	ISSP 2015 Source Questionnaire .....	54

## Summary

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This report describes the questionnaire development of the International Social Survey Programme (ISSP) 2015 – Work Orientations IV module. The report starts with a short introduction of the ISSP in general, and continues with the description of the questionnaire development process of the 2015 Work Orientations module, including an overview table presenting all items used in 2015 compared to the previous modules in 1989, 1997, and 2005. In the following chapters, all obligatory items of the 2015 source questionnaire are listed in detail—including the replication history of the respective item, question numbers, variable names, question text, as well as response categories and their labels. The chapters are subdivided into groups of respondents: Questions for all respondents (chapter 3), questions for those currently working for pay (chapter 4), and for those not currently working (for pay) (chapter 5). All new items are presented with a short reasoning why they were included by the drafting group. After an overview of the number of replicate and new items, the report closes with the description of optional items in ISSP 2015, which are not mandatory for the Work Orientations IV module.





## 1 Introduction to the International Social Survey Programme

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The International Social Survey Programme (ISSP) is a continuing annual programme of cross-national collaboration. It brings together pre-existing social science projects and co-ordinates research goals, thereby adding a cross-national perspective to the individual national studies.

The first ISSP module was fielded in 1985 by the four ISSP founding members USA, Great Britain, Germany, and Australia, as well as by Austria and Italy. Since then, the ISSP has run eleven different thematic modules (for an overview see <http://www.gesis.org/issp/modules/issp-modules-by-topic/>). Modules are usually replicated in a ten-year interval.

In 2017, the ISSP has around 45 members and covers more than 60% of the world population. Please visit [www.issp.org](http://www.issp.org) for the most recent list of member countries. Each research organization funds all of its own participation costs. There are no central funds. The merging and archiving of the data into a cross-national data set is performed by GESIS, Cologne. Since 1996, the archive in Cologne has been supported in its work by ASEP, one of the Spanish member institutes in the ISSP. A detailed description of the ISSP is presented in Scholz et al. (2017).

This report aims to provide an insight in the development process of the source questionnaire of the ISSP 2015 Work Orientations (WO) module. Besides general information on the development process of the ISSP 2015, this GESIS paper presents a description of every item and the reasoning for its use in the 2015 WO module. A more general introduction to the development process of an ISSP source questionnaire is provided by Scholz et al. (2014).

The ISSP 2015 module is the fourth module on Work Orientations (WO), previously fielded in 1989, 1997, and 2005. The 2015 module offers a lot of opportunities for monitoring social change before and after the economic crisis by many items with a long history. The module will deepen our understanding of contemporary societies across a wide range of issues: centrality of work in one's life; values that are linked to paid work; preferences for different employment arrangements; attitudes towards solidarity between employees and workmates as well as perceptions of conflicts between management and employees; the balance between work and private or family life; characteristics of respondent's main job; respondent's subjective experience of the own job; respondent's perceived current flexibility at work and his/ her potential flexibility to avoid unemployment; human capital; outcomes of work (e.g. job satisfaction, and organizational and occupational commitment); and finally self-assessed aspects of employability.

## 2 Development of the ISSP Module on Work Orientations

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### 2.1 Timetable of the 2015 questionnaire development

The questionnaire development of the Work Orientations IV Module started in 2012. In spring 2012, at its annual meeting in Cavtat, Croatia, the ISSP General Meeting elected the Czech Republic, Estonia, Germany (convenor), Israel, South Korea, and Venezuela into the ISSP 2015 drafting group with the mission to develop the source questionnaire for the 2015 ISSP Work Orientations module. Colleagues from Switzerland volunteered to serve as additional experts.

At first, the drafting group reviewed the most recent journal articles to get information about the use of the ISSP 2005 Work Orientations module and the quality of its items. The estimated usage of the items in the Work Orientations module has been informed by a literature review based on 23 journal articles (listed at the end of the document). By using peer-reviewed articles only, the drafting group has only checked a part of the total usage of the module. However, peer-reviewed articles serve as a reliable base indicating that the items used are regarded by the research community to be of sufficient quality and theoretical interest. Based on the 23 peer-reviewed papers, the 2015 drafting group concluded that the replication of the module should ensure that opportunities to compare with previous modules are as large as possible, while at the same time taking into account the quality of items and their usage, as well as issues/debates in contemporary research where ISSP data could provide useful information.

The drafting group met for the first time in Prague in November 2012 to discuss how to adapt the source questionnaire from the ISSP 2005 module, in particular which items to keep and drop and which new topics to introduce. The drafting group circulated a proposal among the ISSP at the end of February 2013 and asked for feedback. ISSP members handed in additional topics. At the ISSP General Meeting in Santiago de Chile, Chile, in April 2013, the ISSP discussed the proposals and voted on new topics to include in the source questionnaire.

The following overview in Table 1 informs about the new topics and the priorities the ISSP gave at the meeting. The five topics that won the highest number of votes are marked in bold. For these five topics the drafting group developed new items, in cooperation with ISSP members who handed in the respective topics. Top priority in questionnaire development was given to the drafting group's new topics 1, 2, and 3. Medium priority went to new topics 4 and 5 which are covered by the optional variables. The other topics were not further considered in the questionnaire development process.

A first draft questionnaire was circulated in the ISSP in September 2013 to get feedback from ISSP members. After some modifications, new items and a selection of the replicate items were pretested in the Czech Republic, Germany, Israel, South Korea, Switzerland, and Venezuela in winter 2013. For some questions, wording was tested by split-half design (non-standard employment: home working, shifts; not currently working (for pay): main reason job ended). Results of the pretest were discussed at a second drafting group meeting in Mannheim in February 2014 in order to come up with a second draft of the ISSP 2015 source questionnaire. The second draft was circulated again in the ISSP prior to the annual General Meeting in May 2014. In May 2014, the source questionnaire was finalized at the General Meeting in Tampere, Finland.

Table 1: New Topics and Voting Results for ISSP Work Orientations 2015

NEW TOPICS SUGGESTED BY DRAFTING GROUP	Rank order	Votes
A. Non-standard employment (Irregular and unstable jobs) Home working/ Paid and non-paid extra working hours/ Employment without formal contract	1	20
B. Recent work histories	5	10
C. Work life balance	2	18
D. Work values and job characteristics: Social dimension/ Autonomy	2	18
E. Employment flexibility spouse/ partner	9	2
F. Occupational commitment	3	16
G. Well-being: Subjective health/ stress	4	12
NEW TOPICS SUGGESTED BY ISSP		
H. Conflict and social exclusion: Discrimination/ Harassment by superiors/ Senior citizens' work	2	18
I. Physical dimension of work	7	5
J. Networking and internet	8	4
K. Work as a social obligation	6	9

## 2.2 Specifics of the Work Orientations module

ISSP modules intend to collect the attitudes of representative samples of the adult population in ISSP member countries, usually not including items that can only be answered by sub-samples. The Work Orientations module deviates from this rule and addresses a major section of the questionnaire to approximately 60 percent of the respondents, namely those who are currently working for pay. This poses two sorts of problems: first, much effort is expended on obtaining information from a sub-sample of all respondents. This is especially problematic where the ISSP is carried out as a stand-alone survey. Second, the population that is not employed is very heterogeneous and it is quite difficult to develop items without splitting this sub-sample in even smaller entities. Hence, the ISSP module on Work Orientations is carefully split into three major parts: a first part for all respondents, a second for only those in paid work and a third for respondents who are currently not working for pay. The latter part of the questionnaire was introduced in 1997 for the first time.

The part of the ISSP 2005 for those respondents working for pay contained 60 items<sup>1</sup>. Taking this as base for the ISSP 2015 and following the ISSP rule of the minimum 40 replicate items, the ISSP decided to replicate 42 items from 2005. One item from 1989 was additionally reinstated creating a total of 43 replicate items. In summary, with 18 new items, the 2015 Work Orientations module includes 61 items for those respondents working for pay. Respondents not working for pay only have to answer 45 items. They consist of 24 replicated items from 2005, one replicated item from 1989, and 20 new items. In this count, the part that should be answered by both groups of respondents is already includ-

<sup>1</sup> Not counting ten ISSP 2005 optional items on personality traits.

ed: it consists of 12 replicated items from 2005, one replicated item from 1989, seven new items, and one additional background variable built for the 2015 Work Orientations module.

The section directed at the population working for pay aims to capture a number of work-related aspects that have been at the forefront of the employment debate. The section comprises quite a few items that are factual rather than attitudinal (although they are still subjectively reported by the respondents). These items, having to do primarily with employment arrangements and job characteristics, were intended mostly as explanatory variables in models predicting work-related outcomes (attitudinal or behavioural). However, job characteristics were also used as dependent variables to be 'explained' by social and demographic variables as well as systemic attributes. The central constructs in this section are 'working conditions and job characteristics': Job characteristics [Q.12a-Q.12h]; Job and Worker Flexibility [Q.15, Q.17, Q.29a-Q.29d]; and Work values [Q.2a-Q.2h].

The section directed at the population not working for pay aims to capture a number of aspects that describe respondents' end of last employment (when and why last job ended) and job seeking activities. Some questions are formed in a parallel way to questions from the section for respondents working for pay, such as the battery on 'Job and Worker Flexibility'.

### 2.3 Overview of participating countries

Ten countries fielded the first module on work orientations in 1989: Austria, Germany, Great Britain, Hungary, Ireland, Israel, Italy, the Netherlands, Norway, and the United States.<sup>2</sup> Hungary is the only former socialist country from which pre-transformation data is available. Eight of those countries fielded also the subsequent module in 1997 (in Austria and Ireland the questionnaires were fielded in 2000/2001, so the data were not included in the integrated file but can be provided on request). In 2005, when the second repetition of the WO module took place, the questionnaire was not fielded in Austria and Italy. The first data release of the 2015 WO module in spring 2017 includes 24 countries. The second release, scheduled for the autumn 2017, will, according to plan, allow a 25-years observation period (1989-2015) for at least six countries. It will also allow an observation period of 18 years (1997-2015) for around 20 countries. A ten year observation period will also be available for 20 countries (see also Table 2).

---

<sup>2</sup> We do not count Northern Ireland separately as it was included only in the ISSP 1989 but neither in ISSP 1997 nor ISSP 2005.

Table 2: Participation in ISSP Work Orientations 1989-2015

Country	1989	1997	2005	2015 <sup>3</sup>
Australia			X	x
Austria	X	X*		x
Bangladesh		X		
Belgium/Flanders			X <sup>4</sup>	X
Bulgaria		X	X	
Canada		X	X	
Chile				X
China				x
Croatia				X
Cyprus		X	X	
Czech Republic		X	X	X
Denmark		X	X	X
Dominican Republic			X	
Estonia				x
Finland			X	X
France		X	X	X
Georgia				x
Germany <sup>5</sup>	X	X	X	x
Great Britain	X	X	X	X
Hungary	X	X	X	x
Iceland				X
India				x
Ireland	X	X*	X	
Israel	X	X	X	X
Italy	X	X		
Japan		X	X	X
Latvia			X	X
Lithuania				X
Mexico			X	x
Netherlands	X	X	X	
New Zealand		X	X	X
Northern Ireland <sup>6</sup>	X			
Norway	X	X	X	X

<sup>3</sup> 24 countries included in first partial data release (v1.0.0) of ISSP 2015 are marked with capital X; 12 countries, which will additionally be included in the second data release, are marked with a small x.

<sup>4</sup> In 2005, the questionnaire was fielded only in Flanders.

<sup>5</sup> In 1989, the questionnaire was fielded only in West-Germany.

<sup>6</sup> Northern Ireland not included in count.

Country	1989	1997	2005	2015 <sup>3</sup>
Philippines		X	X	X
Poland		X		x
Portugal		X	X	
Russia		X	X	X
Slovakia				x
Slovenia		X	X	X
South Africa			X	X
South Korea			X	
Spain		X	X	x
Suriname				X
Sweden		X	X	X
Switzerland		X	X	X
Taiwan			X	X
USA	X	X	X	x
Venezuela				X
<b>N of countries</b>	<b>11</b>	<b>27</b>	<b>32</b>	<b>37</b>

\* Not included in integrated file but can be provided on request; included in count.

## 2.4 History of Items of the Work Orientations Module

A review of the content of the first module of Work orientation, in 1989, suggests that the main topics at that time focused on: General attitudes to work and leisure; employment arrangements including attitudes towards one's preferred working environment (e.g. part-time work); the work content of respondent's job; collective interests (unions and work relations); and questions regarding a second job. After a relatively low utilisation of the 1989 module, the attractiveness of the first replication in 1997 was increased by adding items on employment arrangements, organizational commitment, perceptions of the effects of technology, training and human capital, and a section on interest in working and job search activities among the non-employed. Among others, questions regarding a second job and respondent's employability were dropped and instead a whole section was developed for questions on the situation of respondents who were currently out of employment. In 2005, the top five priorities of the ISSP members for new (or enhanced) topics were job and worker flexibility, work-life balance, employment arrangements, human capital, and solidarity and conflict. Furthermore there were replicate items regarding work centrality, work values, job characteristics, outcome variables (i.e. job satisfaction and identification with the firm). Over the time, the module has developed towards a stronger emphasis on the situation of (impending) unemployment, both in attitudinal as well as in behavioural terms, as the enlargement of the section for respondents not currently working (for pay) over the years demonstrates.

Table 3 presents an overview of all items asked in the 2015 ISSP Work Orientations Module, with corresponding information for the years 2005, 1997, and 1989. At the end of the table you will find the optionals. Optional items are not obligatory. Each ISSP member decides for itself whether to include one or more optionals in the national questionnaire. However, in the process of questionnaire development, they are treated in the same way as the obligatory items and are voted on.

**Table 3:** Contents of Work Orientations Module: ISSP 2015, 2005, 1997, 1989, based on 2015.

2015			Abbreviated Version of Questions	2005			1997			1989		
Question Numbers	Variables	No. of Items		Question Numbers	Variables	No. of Items	Question Numbers	Variables	No. of Items	Question Numbers	Variables	No. of Items
		2	<b>Work centrality</b>			2			3			3
1			Meaning of Work	2			2			2		
a	V1		Job is just a way of earning money	a	V9		a	V9		a	V10	
b	V2		R would enjoy having a paid job even if did not need money	b	V10		b	V10		b	V11	
		9	<b>Work values</b>			8			8			9
2			How important to you ...?	3			4			6		
a	V3		Job security	a	V11		a	V13		a	V24	
b	V4		High income	b	V12		b	V14		b	V25	
c	V5		Opportunities for advancement	c	V13		c	V15		c	V26	
d	V6		An interesting job	d	V14		d	V16		e	V28	
e	V7		Work independently	e	V15		e	V17		f	V29	
f	V8		Help other people	f	V16		f	V18		g	V30	
g	V9		Useful to society	g	V17		g	V19		h	V31	
h	V10		Allows s.o. to decide their times or days of work	h	V18		h	V20		i*	V32	
i	V11		Personal contact with people									
		6	<b>Work-life balance</b>			9			6			7
3	V12		Given up job opportunities for family									
4	V13		Remained in unsatisfying job for family									
11	V21		Work longer, earn more – or what?	9	V28		13	V34		14	V50	



2015			Abbreviated Version of Questions	2005			1997			1989		
Question Numbers	Variables	No. of Items		Question Numbers	Variables	No. of Items	Question Numbers	Variables	No. of Items	Question Numbers	Variables	No. of Items
18	V37		Difficulty of taking time off during working hours	14	V43							
19			How often do you feel that	15								
a	V38		...job interferes with family life	a	V44							
b	V39		...family life interferes with job	b	V45							
		2	<b>Conflict and Social Exclusion: Discrimination</b>									
5	V14		Past 5 years: discriminated regarding work									
6	V15		Main reason for discrimination									
		1	<b>Conflict and Social Exclusion: Power Harassment</b>									
7	V16		Past 5 years: harassed by supervisor/co-workers									
		4	<b>Solidarity and conflict</b>			4			2			4
8			Agree / disagree...	6						5		
a	V17		Workers need trade union							b	V23	
b	V18		Strong trade unions bad for economy									
22			Work relations	19			21			20		
a	V42		Between management and employees	a	V49		a	V52		a	V77	
b	V43		Between workmates/colleagues	b	V50		b	V53		b	V78	
		1	<b>Employment arrangements</b>			7			4			6
9	V19		Full-time or less	7	V26		9	V30		11*	V47	

2015			Abbreviated Version of Questions	2005			1997			1989		
Question Numbers	Variables	No. of Items		Question Numbers	Variables	No. of Items	Question Numbers	Variables	No. of Items	Question Numbers	Variables	No. of Items
		1	Currently working for pay/parental leave			1			1			
10	V20		Employment yes / no	8	V27		11	V32				
		8	Job characteristics			7			7			11
12			My...	10			14			16		
a	V22		Job is secure	a	V29		a	V35		a	V59	
b	V23		Income is high	b	V30		b	V36		b	V60	
c	V24		Opportunities for advancement are high	c	V31		c	V37		c	V61	
d	V25		Job is interesting	d	V32		d	V38		e	V63	
e	V26		I can work independently	e	V33		e	V39		f	V64	
f	V27		I can help other people	f	V34		f	V40		g	V65	
g	V28		Job is useful to society	g	V35		g	V41		h	V66	
h	V29		Personal contact with people									
		4	Subjective experience of job			4			4			7
13			How often do you	11			15			17		
a	V30		...have to do hard physical work?	b	V38		b	V43		b	V69	
b	V31		...find your work stressful?	c	V39		c	V44		c	V70	
		8	Job and Worker flexibility			6			1			1
15	V34		Working hour arrangements	12	V41		16	V46				
17	V36		Organization of daily work	13	V42							
29			In order to avoid unemployment I would be willing	26								

2015			Abbreviated Version of Questions	2005			1997			1989		
Question Numbers	Variables	No. of Items		Question Numbers	Variables	No. of Items	Question Numbers	Variables	No. of Items	Question Numbers	Variables	No. of Items
a	V53		...to accept a job that requires new skills.	a	V59							
b	V54		...to accept a position with lower pay.	b	V60							
c	V55		...to accept temporary employment.	c	V61							
d	V56		...to travel longer to get to work.	d	V62							
e	V57		...to move within <country>									
f	V58		...to move to a different country									
		3	<b>Non-Standard Employment</b>									
14			And how often									
a	V32		...work home during working hours									
b	V33		...work on weekends									
16	V35		Usual working schedule									
30	V59		Past 12 months: any other work for pay									
31	V60		Past 12 months: how much earned from additional job									
		2	<b>Human capital</b>			4			3			
20	V40		How much of past skills and experience used in present job?	16	V46		19	V49				
21	V41		Training to improve job skills during past 12 months: yes/no	18	V48							
		4	<b>Outcome of work</b>			4			6			1
23	V44		How satisfied are you in your (main) job?	20	V51		22	V54		21	V79	
24			Identification with firm	21			23					

2015			Abbreviated Version of Questions	2005			1997			1989		
Question Numbers	Variables	No. of Items		Question Numbers	Variables	No. of Items	Question Numbers	Variables	No. of Items	Question Numbers	Variables	No. of Items
a	V45		Willing to work harder than I have to, to help firm succeed	a	V52		a	V55				
b	V46		Proud to be working for firm	b	V53		b	V56				
c	V47		Would turn down another job and more pay to stay with organization	c	V54		d	V58				
		2	<b>Occupational Commitment</b>									
25			Identification with type of work									
a	V48		Would change present type of work									
b	V49		Proud of the type of work R does									
		3	<b>Employability / New job</b>			4			2			
26	V50		...finding a job at least as good as current one	22	V55							
27	V51		How likely try to find a job with another firm within next 12 months?	24	V57		25	V61				
28	V52		Extent you worry about the possibility of losing your job?	25	V58		26	V62				
		4	<b>Not currently working (for pay): Demographic</b>			3			3			
32	V61		Ever had a paid job for one year or more?	28	V64		27	V63				
33			When last paid job ended?									
a	V62		Year	29	V65		28	V64				
b	V63		Month									
35	V65		Main reason job ended?	30	V66		29	V65				

[illegible]

[illegible]

2015			Abbreviated Version of Questions	2005			1997			1989		
Question Numbers	Variables	No. of Items		Question Numbers	Variables	No. of Items	Question Numbers	Variables	No. of Items	Question Numbers	Variables	No. of Items
		6	<b>Optionals: Recent Work Histories</b>									
01	V86		Past 5 years: Ever worked for pay									
02			Past 5 years: Changes in life									
a	V87		Unemployed longer than 3 months									
b	V88		Changed employer									
c	V89		Changed occupation									
d	V90		Started own business/ self-employment									
e	V91		Took up additional job									
		3	<b>Optionals: R's current economic situation</b>									
03	V92		In general									
04	V93		Compared to 5 years ago									
05	V94		Compared to 5 years in the future									
		2	<b>Optionals: Conflict and Social Exclusion: Senior Citizens' Work</b>									
06			Agree/disagree... Employed people aged 60 and over									
a	V95		Good for economy									
b	V96		Take jobs from younger people									
		1	<b>Optionals: Subjective Health</b>									
07	V97		R's health in general									

\* 1989 wording differs from 1997/2005/2015 wording

### 3 Questions for all respondents

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#### 3.1 Work Centrality (Question 1)

The meaning of work and working is a central component of work orientation. Although some studies revealed a decline in the intrinsic value attached to work (Vecchio 1980), the proportion of the population that would work in the (hypothetical) situation where they did not need the money is still very high (Vecchio 1980; Mannheim and Rein 1981; Harpaz 1986). By knowing what work means to people one is able to assess what motivates them and how they respond to their work environment. Societal differences are to be expected in the meaning attributed to work, and individual-level factors are also related to work centrality. Hakim (1997), for instance, studied preferences for work, in particular of women. For some, work is a central activity and high priority whereas others prefer not to work.

Since the first module, the WO questionnaire comprises a small two-item battery covering work centrality, one worded positively and one negatively. They were well used in research and the ISSP decided to keep them further.

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.1a, b	Q.2a, b	Q.2a, b	Q.2a, b

Q.1 Please tick one box for each statement below to show how much you agree or disagree with it, thinking of work in general.

- V1      Q.1a. A job is just a way of earning money - no more  
 V2      Q.1b. I would enjoy having a paid job even if I did not need the money

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree
8. Can't choose
- (9. No answer, refused)

#### 3.2 Work Values (Question 2)

Work values have served prominently at the micro-level as independent variables in the study of job satisfaction (Kalleberg 1977; Curtice 1993) and organizational commitment. Broadly speaking the literature has considered three types of work values: One set has to do with placing high value on extrinsic (material) aspects of work, primarily economic rewards such as pay and job security. A second set of values relates to the intrinsic aspects of work; that is, placing high value on autonomy, variety and interest in the work activity. These have been associated at times with post-materialist preferences. A third set of values concerns social relations and place high value on social relations at work, being able to help others and to contribute to society. Kalleberg and Stark (1993) examined national differences in work values and hypothesised that the socio-political context of societies impacts on work structure and, consequently, on work values and job rewards. In this sense, work values held in a society can also be regarded as dependent variables to be explained by systemic characteristics in a comparative framework.



#### **NEW TOPIC D. Work values and job characteristics: social dimension (extension of old topic)**

So far, the WO modules have tried to cover the three dimensions of 'extrinsic', 'intrinsic', and 'social' work values, but it does not really achieve a good measurement of the latter. Instead, the items intended to cover social values ('help other people', 'useful to society') are more or less on 'pro-social' values and not social values in a narrower sense. The work values battery was improved by adding an item on more central social values that cover the importance of personal contacts (Q.2i: 'a job that involves personal contact with other people'). A parallel item was also included in the battery on job characteristics (Q.12h: 'In my job, I have personal contact with other people.').

Item Q.2h on flexibility is covered also by another question (Q.15) with a different format for the working population only. The ISSP considered formulating both items in a more similar way but decided against in order to keep the item constant across time, since both items are replicated items. Overall, the battery on work values has a long history in ISSP and is strongly used in research, so the ISSP decided to keep it.

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.2a-i	Q.3a-h	Q.4a-h	Q.6a-c; Q.6e-i

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Q.2 For each of the following, please tick one box to show how important you personally think it is in a job.

How important is...

- V3 Q.2a. job security
- V4 Q.2b. high income
- V5 Q.2c. good opportunities for advancement
- V6 Q.2d. an interesting job
- V7 Q.2e. a job that allows someone to work independently
- V8 Q.2f. a job that allows someone to help other people
- V9 Q.2g. a job that is useful to society
- V10 Q.2h. a job that allows someone to decide their times or days of work
- V11 Q.2i. a job that involves personal contact with other people

- 1. Very important
- 2. Important
- 3. Neither important nor unimportant
- 4. Not important
- 5. Not important at all
- 8. Can't choose
- (9. No answer; refused)

### 3.3 Work-Life Balance (Questions 3, 4)

#### NEW TOPIC C. Work-life balance (extension of old topic)

The 2005 module had two items for those currently working for pay (see Q.19) on how daily activities at home affect work and the other way around, meaning that work activities interfere with family life because a woman (or man) gave up opportunities for promotion or stayed in unsatisfying jobs specifically for family considerations. It may work the other way as well whereby family decisions are made (i.e., postponing getting married or having a child) in order to accommodate the work situation. Therefore, the ISSP has developed two items for all respondents, for both those currently working for pay as well as for those currently not working for pay, asking about decisions regarding work that may have been affected by family considerations (Q.3 and Q.4: career promotion and intrinsically satisfying jobs).

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.3	-	-	-

V12 Q.3 Have you ever given up or would you give up good job opportunities for the benefit of your family life?

1. Yes, I have done so and probably would do so again
2. Yes, I have done so but probably would not do so again
3. No, I have not done so but probably would do so
4. No, I have not done so and probably would not do so
8. Can't choose
- (9. No answer, refused)
- (0. Not applicable)

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.4	-	-	-

V13 Q.4 Have you ever remained or would you remain in a job that was not satisfying for you for the benefit of your family life?

1. Yes, I have done so and probably would do so again
2. Yes, I have done so but probably would not do so again
3. No, I have not done so but probably would do so
4. No, I have not done so and probably would not do so
8. Can't choose
- (9. No answer, refused)
- (0. Not applicable)

### 3.4 Conflict and Social Exclusion (Questions 5-7)

#### NEW TOPIC H. Conflict and social exclusion

The topic 'conflict and social exclusion' summarizes three different aspects: A. Discrimination; B. Harassment by superiors; and C. Senior citizens' work. The latter aspect is covered only by optional items and is not included in the standard ISSP questionnaire.

#### A. Discrimination

Discrimination denies social participation or rights to an individual or group based on their actual or perceived membership in a certain group or social category.

While there are laws against discrimination at work in several countries, respondents still might have the feeling that they have been treated unjust or prejudicially, due to different discriminating reasons, especially on the grounds of disability, age, religion, race, or sex.

The ISSP has developed 1) a basic item whether respondents have experienced discrimination at work during the past five years (Q. 5) and 2) an item on the perceived main reason for the discrimination.

---

ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.5	-	-	-

V14 Q.5 Over the past five years, have you been discriminated against with regard to work, for instance when applying for a job, or when being considered for a pay increase or promotion?

- 1. Yes
- 2. No
- 0. Did not work or did not seek work
- (9. No answer, refused)

---

ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.6	-	-	-

V15 Q.6 In your opinion what was the main reason for the discrimination?

- 1. My age
- 1. My race, ethnicity
- 1. My nationality
- 1. My sex
- 1. My religion
- 1. My disability/ mental or physical illness
- 1. My family responsibilities
- 1. My political beliefs
- 1. Other reason
- 8. Can't choose
- (9. No answer, refused)
- (0. Not applicable)

## B. Power harassment

Harassment at the workplace includes a wide range of offensive behaviours intended to disturb or threaten and resulting in work stress and consequences disadvantageous to the victim. Harassment can occur in a variety of circumstances and is not only limited to sexual harassment. Offensive behaviours may for example include offensive jokes or psychosocial hazards, physical assaults or threats, or interference with work performance. The harasser at the workplace can be a supervisor, an agent of the employer, a co-worker or even a non-employee. Power harassment includes annoyances and psychological abuse by one's superior.

Harassment via text messages is also attracting interest. It is said that a number of employees feel that they are forced to communicate with their managers through text messages, thus making them feel that their privacy is not respected. Harassment could lead to an increase of the work burden and to crucial health problems. This might be an important issue when considering relations at work, and the ISSP tested one item in the pretest and decided to keep it in the source questionnaire (Q. 7).

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.7	-	-	-

V16 Q.7 Over the past five years, have you been harassed by your superiors or co-workers at your job, for example, have you experienced any bullying, physical or psychological abuse?

1. Yes
2. No
0. Does not apply (I do not have a job/ superior/ co-worker)
- (9. No answer, refused)

## 3.5 Solidarity and Conflict (Questions 8, 22)

In ISSP 2005, two items have been introduced to investigate attitudes towards trade unions and their perceived importance for the labour market and working conditions. These items have not been used in research and the drafting group suggests renovating them. However, the aspects these items want to cover still seem to be relevant. The drafting group tested an alternative item to the 2005 Q.6a in a split-half experiment and developed a new item as a substitute. After the pretest, the ISSP decided to substitute the replicate item 2005 Q.6a ('Trade unions are very important for the job security of employees.') with the 1989 item Q.5b ('Workers need strong trade unions to protect their interests.') and to supplement another one which adds a new sub-dimension, the macro-economic aspect, to the concept and, furthermore, has a reverse formulation.

---

ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.8a, b	-	-	Q.5b, -

Q.8 To what extent do you agree or disagree...?

- V17 Q.8a. Workers need strong trade unions to protect their interests.
- V18 Q.8b. Strong trade unions are bad for <country's> economy.

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree
8. Can't choose
- (9. No answer, refused)
- (0. Not applicable)

Another two items on social relations at work address the issue of quality of relations at work by addressing management-employee relations and relations among workers. Social relations might affect job satisfaction, organizational commitment or the intention of leaving the firm. At the macro-level they may show country variation in styles of management and collegiality. These two items have a long ISSP history and are frequently used in research. The ISSP decided to keep them.

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.22a, b	Q.19a, b	Q.21a, b	Q.20a, b

Q.22 In general, how would you describe relations at your workplace...

V42 Q.22a. between management and employees?

V43 Q.22b. between workmates/ colleagues?

1. Very good
2. Quite good
3. Neither good nor bad
4. Quite bad
5. Very bad
8. Can't choose
- (9. No answer, refused)
- (0. Not applicable )

### 3.6 Employment Arrangements (Question 9)

ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.9	Q.7	Q.9	Q.11 <sup>7</sup>

V19 Q. 9 Suppose you could decide on your work situation at present. Which of the following would you prefer?

1. A full time job [30 hours or more per week]
2. A part-time job [10–29 hours per week]
3. A job with less than [10] hours a week
4. No paid job at all
8. Can't choose
- (9. No answer, refused)

Non-standard work arrangements that involve flexible schedules, more than one job location, work at home (all or part of the time), and insecure employment relations receive considerable attention in the literature on organizations and work. Many believe that economic constraints on employers and the large increase in female labour force participation have eroded traditional employment patterns (full-time, life-long employment within one firm, clearly separated from leisure and family activities) and made way for new patterns. The differentiation of employment patterns is highly relevant to job satisfaction, organizational commitment, and behaviours such as absenteeism and turnover.

While the 1997 module has already attempted to capture these patterns with two items, both have been dropped in the 2005 module. To the contrary, the questions on preferred working environment (employed vs. self-employed; small vs. large firm; private business vs. civil service) were kept in 2005 but have not been used in research very much. Thus, in 2015, the questions on preferred working environment were dropped, allowing the return of questions on non-standard employment. Employment arrangements in terms of non-standard or irregular jobs are still important aspects and the ISSP has decided in favour of this topic (also in order to cover employment flexibility).

### 3.7 Additional background variables

The number of children at the age of kindergarden, at school age or beyond are covered by ISSP standard BV; but there is no information on the age of the youngest child, which might indeed have a big impact on respondent's work-family-conflict and flexibility. The ISSP decided to add an item to the standard BV for the Work Orientations module in 2015 to get the age of the youngest child in the household.

<sup>7</sup> Question wording of 2015/ 2005/ 1997 and 1989 differs.

## 4 Questions for those currently working for pay (Filter question 10)

The 2015 Work Orientations module is special for the ISSP since it has two different groups of respondents: those currently working for pay and those who are not currently working (for pay). The 2015 questionnaire gives more considerations to those currently not working for pay in comparison to earlier modules and includes 45 items. Nevertheless, the ISSP Work Orientations module was developed for the population currently working for pay. This means that the count of 60 items and the corresponding replication of at least 40 items are counted on the part of those currently working for pay. After a block of questions directed at all respondents, there is a filter question which separates the questionnaire in two parts, one for those working for pay, and one – with less questions – for those not working for pay (see chapter 6).

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.10	Q.8	Q.11	-

V20 Q.10 Are you currently working for pay?

1. Yes
2. No
- (9. No answer, refused)

In 2005, the ISSP has revised its obligatory standard background variables. The ISSP background variable WORK covers the filter item Q.10 and could work as a substitute. The ISSP, however, suggests keeping the former filter untouched in order to avoid complications in the ISSP members' field questionnaires, where WORK is free to be asked according to the needs of ISSP members.

### 4.1 Work-Life Balance (Questions 11, 18, 19)

Question Q.11 on preference regarding working time and earned money, also asked in the three former ISSP Work Orientations studies, was used to a considerable amount. The same applies for the three items (Q.18, Q.19a, b) that touch the interference of work and private/family life asked in 2005 for the first time. The ISSP decided to keep these items in 2015 since work-life balance got voted as top priority from the General Meeting in Santiago de Chile. The topic was additionally strengthened by two new items in the section of questions for all respondents (Q.3 and Q.4, see 4.3).

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.11	Q.9	Q.13	Q.14

V21 Q. 11 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?

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

(9. No answer, refused)  
(0. Not applicable)

---

ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.18	Q.14	-	-

V37 Q.18 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?

1. Not difficult at all
2. Not too difficult
3. Somewhat difficult
4. Very difficult
8. Can't choose
- (9. No answer, refused)
- (0. Not applicable)

---

ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.19a, b	Q.15a, b	-	-

Q.19 How often do you feel that ...?

V38 Q.19a. ...the demands of your job interfere with your family life?

V39 Q.19b. ...the demands of your family life interfere with your job?

1. Always
2. Often
3. Sometimes
4. Hardly ever
5. Never
8. Can't choose
- (9. No answer, refused)
- (0. Not applicable)

## 4.2 Job Characteristics (Question 12)

Job characteristics are central to describing one's work, important in determining the attractiveness of jobs (see Jencks et al. 1988), and are related to work outcomes. They are covered by battery Q.12 relating specifically to one's job and are parallel to the battery Q.2 on work values. The battery was used in all previous modules. Job characteristics are frequently used and kept for the ISSP 2015.

### NEW TOPIC D. Work values and job characteristics: social dimension (extension of old topic)

As with Q.2, the ISSP decided to add one work characteristic on the social dimension as explained above in Chapter 4.4. The new item Q.12h goes: 'In my job, I have personal contact with other people'.



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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.12a-h	Q.10a-g	Q.14a-g	Q.16a-c, e-h

Q.12 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.

- V22 Q.12a. My job is secure
- V23 Q.12b. My income is high
- V24 Q.12c. My opportunities for advancement are high
- V25 Q.12d. My job is interesting
- V26 Q.12e. I can work independently
- V27 Q.12f. In my job I can help other people
- V28 Q.12g. My job is useful to society
- V29 Q.12h. In my job, I have personal contact with other people

- 1. Strongly agree
- 2. Agree
- 3. Neither agree nor disagree
- 4. Disagree
- 5. Strongly disagree
- 8. Can't choose
- (9. No answer, refused)
- (0. Not applicable)

### 4.3 Subjective experience of job (Question 13)

The battery on subjective experience of the job is related to the job characteristics. It deals with working conditions and focuses on mental and physical hardship associated with the job. Factor analyses of the four items from previous modules resulted in two factors. For this reason, the ISSP decided to reduce the battery but nevertheless keep one item for each dimension since the battery is used in research to a considerable amount.

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q. 13a,b	Q.11a-d	Q.15a-d	Q.17a-c, e

Q.13 Now some more questions about your working conditions.  
Please tick one box for each item below to show how often it applies to your work.  
How often...

- V30 Q.13a. do you have to do hard physical work?
- V31 Q.13b. do you find your work stressful?

- 1. Always
- 2. Often
- 3. Sometimes
- 4. Hardly ever

- 5. Never
- 8. Can't choose
- (9. No answer; refused)
- (0. Not applicable)

#### 4.4 Non-standard Employment (Questions 14, 16, 30, 31)

##### NEW TOPIC A. Non-standard employment/ Irregular and unstable jobs

The emergence of around-the-clock economies alters the way work is organized. One of the results is the rise in non-standard jobs and non-standard working hours. Non-standard working arrangements are usually measured by three indicators: short-term/ time-limited contracts, part-time jobs, and irregular/ non-standard timing of work. Questions on part-time jobs and time-limited contracts were already included in the ISSP module on Work Orientations in the past. However, the increasing pressure to work non-standard or irregular working hours has been neglected so far. Previous ISSP modules focused only on work flexibility in terms of workers' freedom to choose their work schedules and organize their working day. Little attention was paid to the question of (1) to what extent workers are pushed involuntarily into the non-standard working arrangements and (2) the consequence of these arrangements for other domains of life.

There are several reasons why non-standard and irregular working hours and their consequences were included in the ISSP.

- The fact that the non-standard working hours are becoming wide-spread has been already documented. In some countries, more than half of all workplaces operate outside standard business hours (Strazdin et al., 2002) and a significant number of employees work most of their hours either on weekends, during evenings and nights, or on rotating shifts (Presser, 1999). For example more than half of dual-earner families have at least one parent employed outside a regular fixed daytime schedule in the UK and US (La Valle, Arthur, Millward, Scott & Clayden, 2002).
- The economic recession is likely to decrease workers' bargaining power and higher proportion of the working population might be involuntarily pushed into the non-standard working arrangements.
- The increasingly deregulated labour market seems to reduce the overtime payments associated with evening or weekend work in some cases (Burgess, 2002).
- Non-standard working hours have serious implication for life-work balance, health and quality of life, or children's outcomes.

Given the growing importance of irregular or non-standard schedules, the ISSP decided to include five items into the ISSP 2015 module targeting two main questions: 1) to what extent are workers pushed into the non-standard or irregular working hours (Q.14a and 14b focusing on non-standard hours – evenings, weekends; Q.16 focusing on shifts and on-call jobs), and 2) to what extent do respondents work in additional jobs (Q.30) and how much income relative to their main job do they earn from the additional job (Q.31).

The ISSP decided to include the two items on non-standard hours after the battery Q.13 since they require the same answer scale. For the item working at home (Q.14a), two different wordings on telework were tested. The ISSP decided to use the more explicit version clarifying that 'taking home work' does not mean 'work that could not be finished in the respondent's office'.

ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.14a,b	-	-	-
Q.14 And how often...			
V32	Q.14a. do you work at home during your usual working hours?		
V33	Q.14b. does your job involve working at weekends?		
1. Always			
2. Often			
3. Sometimes			
4. Hardly ever			
5. Never			
8. Can't choose			
(9. No answer; refused)			
(0. Not applicable)			
ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.16	-	-	-
Q.16 Which of the following statements best describes your usual working schedule in your main job?			
1. I have a regular schedule or shift (daytime, evening, or night)			
2. I have a schedule or shift which regularly changes (for example, from days to evenings or to nights)			
3. I have a schedule where daily working times are decided at short notice by my employer			
8. Can't choose			
(9. No answer; refused)			
(0. Not applicable)			
ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.30	-	-	-
V59 Q.30 Over the past 12 months, in addition to your main job, have you done any other work for pay?			
1. Yes, during all of that period			
2. Yes, during most of that period			
3. Yes, during some of that period			
4. No			
(8. Don't know)			
(9. No answer; refused)			
(0. Not applicable)			

---

ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.31	-	-	-

V60 Q.31 Over the entire 12 months, how much did you earn from your additional job(s) in total compared with your main job?

From my additional job(s), I earned...

1. much less than from main job
2. less than from main job
3. about the same as from main job
4. more than from main job
5. much more than from main job
8. Can't choose
- (9. No answer; refused)
- (0. Not applicable)

#### 4.5 Job and Worker flexibility (Questions 15, 17, 29)

This section is about individual flexibility at work and how far respondents are free to decide regarding working times and the organization of their work (Q.15 and Q.17). In addition, battery Q.29 captures how flexible respondents are in order to avoid unemployment. Even though these items have not been used very much in the literature so far, they have a considerable potential now in light of the economic crisis. The item battery is supplemented by two items on moving and migrating to cover the extended pressure on the labour force due to the recent economic crisis (and by adding a corresponding question for those currently without a paid job).

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.15	Q.12	Q.16	-

V34 Q.15 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.)

1. Starting and finishing times are decided by my employer and I cannot change them on my own
2. I can decide the time I start and finish work, within certain limits
3. I am entirely free to decide when I start and finish work
- (9. No answer; refused)
- (0. Not applicable)

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.17	Q.13	-	-

V36 Q.17 Which of the following statements best describes how your daily work is organized?

- 1. I am free to decide how my daily work is organized
- 2. I can decide how my daily work is organized, within certain limits
- 3. I am not free to decide how my daily work is organized
- 8. Can't choose
- (9. No answer; refused)
- (0. Not applicable)

---

ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.29a-f	Q.26a-d	-	-

Q.29 To what extent do you agree or disagree...?

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

- V53 Q.29a. to accept a job that requires new skills.
- V54 Q.29b. to accept a position with lower pay.
- V55 Q.29c. to accept temporary employment.
- V56 Q.29d. to travel longer to get to work.
- V57 Q.29e. to move within <country>.
- V58 Q.29f. to move to a different country.

- 1. Strongly agree
- 2. Agree
- 3. Neither agree nor disagree
- 4. Disagree
- 5. Strongly disagree
- 8. Can't choose
- (9. No answer, refused)
- (0. Not applicable)

#### 4.6 Human capital (Questions 20, 21)

There is a sense that differences among industrial nations in their competitive edge and growth have to do with human capital and its utilisation. Hence, it is important to investigate the relationship between education and work related knowledge and the extent to which experience is utilised. At the micro level this also relates to issues of job performance and job satisfaction. Compared to previous modules with more items on that topic (e.g. in ISSP 2005 four items were used to directly address this issue) the ISSP decided to keep only two items and drop two due to problems of question wording and interpretation. Q.20 and Q.21 have not been used in the past and are also somewhat problematic in their meaning to respondents but are suggested to be kept: Q.20 has a replication history since 1997 and Q.21 has a counterpart in the section for those not currently working (for pay) allowing for comparing the effects of training job skills.

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.20	Q.16	Q.19	-

V40 Q.20 How much of your past work experience and /or job skills can you make use of in your present job?

- 1. Almost none
- 2. A little
- 3. A lot
- 4. Almost all
- 8. Can't choose
- (9. No answer)
- (0. Not applicable)

---

ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.21	Q.18	-	-

V41 Q.21 Over the past 12 months, have you had any training to improve your job skills, either at the workplace or somewhere else?

- 1. Yes
- 2. No
- 8. Can't choose
- (9. No answer)
- (0. Not applicable)

#### 4.7 Outcome of work (Questions 23, 24)

The Work Orientations module measures two work-related attitudinal outcomes. These are job satisfaction (Q.23) and organizational commitment (Q.24). Job satisfaction works as overall indicator of outcome of work, has a long ISSP history, and shows a high use in research. Organizational commitment reflects respondent's individual identification with the organization he or she is working for. The most commonly used definition of organizational commitment is that of Porter, et al. (1974): 'Organizational commitment may be defined as the relative strength of and individual's identification with

and involvement in a particular organization.' This construct was added in the 1997 and already once repeated in the 2005 module. Since the mid-1970s, commitment in general and organizational commitment in particular have been frequently addressed in the literature. Studies have also found that propensity to quit one's job, absence from work, and voluntary part-time work are associated with weak commitment. Research in this area includes micro analysis of worker attitudes and behaviour and cross-national comparisons (Besser 1993). To address this topic the questionnaire includes a battery of three items (Q.24). In terms of internal reliability organizational commitment has strong properties and it is also related to other outcomes such as satisfaction (in some countries).

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ISSP 2015 Q.23	ISSP 2005 Q.20	ISSP 1997 Q.22	ISSP 1989 Q.21
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V44 Q.23 How satisfied are you in your (main) job?

1. Completely satisfied
2. Very satisfied
3. Fairly satisfied
4. Neither satisfied nor dissatisfied
5. Fairly dissatisfied
6. Very dissatisfied
7. Completely dissatisfied
8. Can't choose
- (9. No answer; refused)
- (0. Not applicable)

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ISSP 2015 Q.24a-c	ISSP 2005 Q.21a-c	ISSP 1997 Q.23a, b, d	ISSP 1989 -
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Q.24 To what extent do you agree or disagree with each of the following statements?

V45 Q.24a. I am willing to work harder than I have to in order to help the firm or organization I work for succeed

V46 Q.24b. I am proud to be working for my firm or organization

V47 Q.24c. I would turn down another job that offered quite a bit more pay in order to stay with this organization

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree
8. Can't choose
- (9. No answer, refused)
- (0. Not applicable)

## 4.8 Occupational Commitment (Question 25)

### NEW TOPIC F. Occupational commitment

One of the most important characteristics of the knowledge-based economy in the modern IT society (as opposed to the product-based economy in the Industrial Society) is that one's occupation is becoming more and more important than one's employer (or workplace). Some people say that the current and forthcoming society is a society of 'life-time occupation' as opposed to 'life-time employment' (in the same or a similar workplace). Mostly due to this concern, scholars working on commitment nowadays are increasingly interested in and focusing on occupational commitment (some people call this career commitment). One of the most intriguing questions for them is to look at inter-correlations and mean differentials between the two constructs of organizational commitment and occupational commitment (see, for example, Kim and Mueller, 2011). It would be very interesting to see how and in which way the two of the most salient commitments nowadays differ from each other in terms of absolute values (mean differences) and inter-correlations (zero-order or partial), varying by different occupations, groups of workers, employment sectors, etc.

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.25a,b	-	-	-

Q.25 Now think of the type of work you do, irrespective of the firm or organization you work for. To what extent do you agree or disagree with each of the following statements??

V48 Q.25a. Given the chance, I would change my present type of work for something different.

V49 Q.25b. I am proud of the type of work I do.

- 1. Strongly agree
- 2. Agree
- 3. Neither agree nor disagree
- 4. Disagree
- 5. Strongly disagree
- 8. Can't choose
- (9. No answer, refused)
- (0. Not applicable)

The drafting group has tested three new items parallel to the items on organizational commitment in a quantitative pretest putting the two batteries apart from each other in the pretest questionnaire.

*Pretest question 23: To what extent do you agree or disagree with each of the following statements about your occupation?*

- a. I am willing to work harder than is usually required of me in order to maintain the highest possible standards associated with my occupation.*
- b. I am proud to be working in my current occupation.*
- c. I would turn down another job that offered quite a bit more pay in order to stay in my occupation.*

*Strongly agree; Agree; Neither agree nor disagree; Disagree; Strongly disagree; Can't choose*



The pretest results put some doubt on the ability of respondents to distinguish between the organizational and occupational aspects of their jobs. Due to these results, a cognitive pretest was conducted in Germany confirming that respondents are unable to differentiate between organization and occupation with these items. Nevertheless, the ISSP is still convinced of the theoretical concept. It was decided to adapt the two items on occupational commitment from ISSP 2005 and 1997 and to stress the contrast between organization (Q.24) and occupation (Q.25) by splitting the battery in two questions. This might be an improvement over the ISSP 1997 where five items – three items tapping organizational commitment (1997: Q.23a,b,d) and two items tapping occupational commitment (1997: Q.23c,e) were presented in one battery. Due to the new introductory phrase of Q.25, which clarifies that the question is not about the firm or organization the respondent is working for, question Q.25 counts as a new item, although the statements are repeated from ISSP 1997, Q.23 c and e.

#### 4.9 Employability / New Job (Questions 26–28)

ISSP 2015 comprises a section on employability that can also be understood as an outcome variable. Q.26 measures how easy or difficult it would be to find an appropriate job resp. substitute for the respondent and thus indicates respondent's individual value on the labour market. Q.27 is on the expected exit and Q.28 on job insecurity. These aspects have been related in the literature to both job and organization characteristics but are also used as independent variables. Compared to the previous module, the ISSP decided to reduce this section and only keep three of the four items. The dropped item (2005: Q.23) is subjective and it is not clear whether it measures worker employability well.

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.26	Q.22	-	-

V50      Q.26 How difficult or easy do you think it would be for you to find a job at least as good as your current one?

1. Very easy
2. Fairly easy
3. Neither easy nor difficult
4. Fairly difficult
5. Very difficult
8. Can't choose
- (9. No answer, refused)
- (0. Not applicable)

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.27	Q.24	Q.25	-

V51      Q.27 All in all, how likely is it that you will try to find a job with another firm or organization within the next 12 months?

1. Very likely
2. Likely
3. Unlikely

4. Very unlikely  
 8. Can't choose  
 (9. No answer, refused)  
 (0. Not applicable)

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.28	Q.25	Q.26	-

V52      Q.28 To what extent, if at all, do you worry about the possibility of losing your job?

1. I worry a great deal  
 2. I worry to some extent  
 3. I worry a little  
 4. I don't worry at all  
 8. Can't choose  
 (9. No answer, refused)  
 (0. Not applicable)

## 5 Questions for those not currently working (for pay)

In the following we have listed the items directed to the population who is not currently working (for pay). Respondents in this section are a mixed group of persons who have never had a paid job, respondents who are currently unemployed and respondents who have ended their work life – either due to having reached retirement age or for other reasons.

The ISSP decided in favour of renovating this section that was adopted mostly untouched since ISSP 1997, except for item Q.41 on training or improving job skills which was introduced later, in ISSP 2005.

### 5.1 Working for pay in the past (Questions 32, 33, 35)

The question regarding the year when the last paid job ended is now supplemented also by the month. Furthermore, job satisfaction with respect to the last job was included; worded parallel to the item for those working for pay. The question on reasons for an ended job was restructured and extended compared to the previous modules. In its version from 2005, the reasons listed seem to have a somewhat negative touch and voluntary reasons were missing. In the pretest for ISSP 2015, we tested two alternative versions before deciding for the extended version. It contains additional reasons such as 'family responsibilities' which received reasonable results in the pretest.

ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q. 32	Q.28	Q.27	-

V61 Q.32 Have you ever had a paid job for one year or more?

- 1. Yes
- 2. No
- (9. No answer; refused)
- (0. Not applicable)

ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.33a,b	Q.29	Q.28	-

V62 Q.33a When did your last paid job end?

- In \_\_\_\_\_ (year)
- (9999. No answer; refused)
- (0. Not applicable)

V63 Q.33b Please also specify the month.

- In \_\_\_\_\_ (month)
- (9999. No answer; refused)
- (0. Not applicable)

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.35	Q.30	Q.29	-

V65     Q.35 What was the main reason that your job ended?

1. I reached retirement age
  2. I retired early, by choice
  3. I retired early, **not** by choice
  4. I became (permanently) disabled
  5. My place of work shut down
  6. I was dismissed
  7. My term of employment/contract ended
  8. Family responsibilities
  9. I got married
- (99. No answer; refused)  
(0. Not applicable)

## 5.2 Outcome of past work (Question 34)

Work-related attitudinal outcomes were important variables for the Work Orientations module as the items showed a high usage in research. In the questionnaire section for those currently working for pay, job satisfaction and organizational commitment were kept from the earlier modules.

Since the intention of the drafting group was to strengthen the part of those currently not working for pay, the group developed a question on job satisfaction which was related to the last job. This question is parallel to the question of job satisfaction in the section for those currently working for pay (Q.23).

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.34	-	-	-

V64     Q.34 How satisfied were you in your last job?

1. Completely satisfied
  2. Very satisfied
  3. Fairly satisfied
  4. Neither satisfied nor dissatisfied
  5. Fairly dissatisfied
  6. Very dissatisfied
  7. Completely dissatisfied
  8. Can't choose
- (9. No answer; refused)  
(0. Not applicable)

### 5.3 Job Preference, work wanted? (Question 36)

This item is included since 1997 to separate those who seem to be temporarily out of work from those who do not like to work anymore.

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ISSP 2015 Q.36	ISSP 2005 Q.31	ISSP 1997 Q.30	ISSP 1989 -
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V66 Q.36 Would you like to have a paid job, either now or in the future?

- 1. Yes
- 2. No
- (9. No answer; refused)
- (0. Not applicable)

### 5.4 Employability/ New Job (Questions 37, 38, 42)

Both items on job seeking from previous modules were decided to be kept for ISSP 2015. However we re-ordered item Q.42 to ease question sequence for the respondent. Additionally, a new question (Q.38) was introduced, parallel to Q.28 about the possibility of losing one's job in the section for respondents working for pay.

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ISSP 2015 Q.37	ISSP 2005 Q.32	ISSP 1997 Q.31	ISSP 1989 -
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V67 Q.37 How likely do you think it is that you would find a job?

- 1. Very likely
- 2. Likely
- 3. Unlikely
- 4. Very unlikely
- 8. Can't choose
- (9. No answer, refused)
- (0. Not applicable)

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ISSP 2015 Q.38	ISSP 2005 -	ISSP 1997 -	ISSP 1989 -
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V68 Q.38 To what extent, if at all, do you worry about the possibility of not finding a job?

- 1. I worry a great deal
- 2. I worry to some extent
- 3. I worry a little
- 4. I don't worry at all
- (9. No answer, refused)
- (0. Not applicable)

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.42	Q.33	Q.32	-

V82 Q.42 Are you currently looking for a job?

- 1. Yes
- 2. No
- (9. No answer, refused)
- (0. Not applicable)

### 5.5 Job and Worker flexibility (Question 39)

The battery of Q.39 covers flexibility and what respondents are willing to do in order to get employed. The items are comparable to those in the section for respondents working for pay and complete the new topic on job and worker flexibility. In the light of the economic crisis of the late-2000s, these questions might be of more relevance again and find great use in the research community.

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.39a-f	-	-	-

Q.39 To what extent do you agree or disagree with the following statements?  
In order to get a job I would be willing ...

- V69 Q.39a. to accept a job that requires new skills.
- V70 Q.39b. to accept a position with low pay.
- V71 Q.39c. to accept temporary employment.
- V72 Q.39d. to travel a long time to get to work.
- V73 Q.39e. to move within <country>.
- V74 Q.39f. to move to a different country.

- 1. Strongly agree
- 2. Agree
- 3. Neither agree nor disagree
- 4. Disagree
- 5. Strongly disagree
- 8. Can't choose
- (9. No answer, refused)
- (0. Not applicable)

## 5.6 Job Seeking Activities (Question 40)

Compared to previous modules, the ISSP decided to update the item Q.40d on 'Advertised for a job in newspaper' by adding the internet. The battery on flexibility (Q.39, described above) lists what respondents are willing to do in order to get employed and therefore relates also to the intensity of job seeking.

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ISSP 2015 Q.40a-f	ISSP 2005 Q.34a-f	ISSP 1997 Q.33a-f	ISSP 1989 -
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Q.40 Thinking about the last 12 months, have you done any of the following in order to find a job?

- V75 Q.40a. Registered at a public employment agency?
- V76 Q.40b. Registered at a private employment agency?
- V77 Q.40c. Answered advertisements for jobs?
- V78 Q.40d. Advertised yourself for a job, for example on the internet or in newspapers?
- V79 Q.40e. Applied directly to employers?
- V80 Q.40f. Asked relatives, friends, or colleagues to help you find a job?

- 1. No
- 2. Yes, once or twice
- 3. Yes, more than twice
- (9. No answer; refused)
- (0. Not applicable)

## 5.7 Human Capital (Question 41)

Q.41 was introduced already in ISSP 2005 as an item on human capital parallel to Q.21 in the section for respondents working for pay.

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ISSP 2015 Q.41	ISSP 2005 Q.35	ISSP 1997 -	ISSP 1989 -
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V81 Q.41 Over the past 12 months, have you had any training to improve your job skills?

- 1. Yes
- 2. No
- 8. Can't choose
- (9. No answer; refused)
- (0. Not applicable)

## 5.8 Economic Support (Questions 43, 44)

Due to the amount of respondents in the 'other' category in the ISSP 2005 and due to a rather negative tendency (unemployment benefits, social assistance), the list of possible other economic resources is extended in 2015, e.g., by savings as well as stipends and student loans.

In addition, to improve the section, the ISSP decided to add Q.44 parallel to Q.28 on worries to lose the economic support.

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.43	Q.36	Q.34	-

V81 Q.43 What is your main source of economic support?

1. Current spouse/partner
2. Other family members
3. Pension (private/ state)
4. Unemployment benefits
5. Social assistance/ welfare
6. Occasional work
7. Student loans/ stipends
8. Savings
9. Investment or rental income
95. Other
- (99. No answer; refused)
- (0. Not applicable)

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ISSP 2015	ISSP 2005	ISSP 1997	ISSP 1989
Q.44	-	-	-

V84 Q.44 To what extent, if at all, do you worry about the possibility of losing this main economic support?

1. I worry a great deal
2. I worry to some extent
3. I worry a little
4. I don't worry at all
- (9. No answer, refused)
- (0. Not applicable)



## 6 Summary statistics

Since the 2015 Work Orientations module is a replicate module, special attention is paid to the balance of the number of replicate and new items. To count as replicate module, the ISSP working principles state that at least 2/3 of the items asked in the previous years of the respective module have to be repeated.

The part of the module for the employed respondents contains 60 items, consequently at least 40 ( $60 \cdot (2/3)$ ) items should be kept. The summary below shows that the questionnaire has kept 43 items from the previous years for employed respondents. In 2005, there were 24 items that were asked to both working and non-working respondents which resulted in 13 kept items in 2015.

Summary statistics: Respondent is working for pay

Total items 2005	Kept from previous years	New in 2015	Total 2015
24 (Q.1a-Q.8)+	13	7	20 (Q.1a-Q.10)+
36 (Q.9-Q.27)	30	10	40 (Q.11-Q.31)
BV		1	1 (additional BV)
60	43	18	61

For respondents who are not working for pay the number of kept items from ISSP 2005 is 25 ( $38 \cdot (2/3)$ ). Since the maximum number of items in total was not reached in the past for those not working for pay, there are several new items (i.e. 20) introduced in 2015 which summed up to a total of 45 items for those respondents.

Summary statistics: Respondent is not working for pay

Total items 2005	Kept from previous years	New in 2015	Total 2015
24(Q.1a-Q.8)+	13	7	20 (Q.1a-Q.10)+
14 (Q.28-Q.36)	12	12	24 (Q.32-Q.44)
BV		1	1 (additional BV)
38	25	20	45

## 7 Optional Items – to all respondents

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The ISSP decided to add optional items on the topic 'Senior Citizens' Work' (2 items), that initially was part of the new topic 'Conflict and Social Exclusion' ranking high in the 2013 ISSP General Meeting's voting on topics; 'Subjective Health' (1 item) and 'Recent work histories' (6 items) which were proposed as new topics but did not rank highest in voting on topics; and optional items (3 items) on the respondent's financial situation.

### 7.1 Recent work histories

Taking into consideration a close link between work attitudes and labour market experience, previous modules suffered from the absence of information on recent work histories of respondents. The importance of such information is accentuated by current economic changes and the corresponding frequent shifts of individuals on the labour market – forced quits, early retirement, frequent periods of job search, changes of employer, mobility, etc.

This kind of information was already added to the ISSP Work Orientations module in both 1997 and 2005 waves in the national Czech questionnaire. In 1997, they asked on various changes of employment and job status between 1990 and 1997, while in 2005, they asked about the changes between 1997 and 2005. The results were quite interesting and provided a much more realistic picture of the manifold changes than other surveys on work and labour.

The feasibility of the question was discussed and several items on experiences in work history covering unemployment, change of employer, change of occupation, start of own business, and taking up an additional job were developed and pretested. The ISSP decided to include six optional items on this topic (O1, O2a-e).

### 7.2 Self-assessed economic situation: current, past and future

While the ISSP 2005 questionnaire contained a considerable number of items on respondent's work situation, there is no information in terms of improvement or deterioration of the economic situation of the respondent. Three supplementary items on respondent's self-assessed economic situation similar to the items regularly included in the Swiss MOSAiCH surveys were pretested. Since the results were promising in cross-national perspective, the ISSP decided to include these three items as optional (O3, O4, O5).

### 7.3 Conflict and Social Exclusion: Senior Citizens' Work

While the work force decreases due to low birthrate and aging of society, there is an increasing interest in senior citizen's labour. In order to avoid further shrinkage of the working population, measures such as legally allowing immigrants to work, encouraging the participation of women in the labour force and increasing birthrates have been taken in many countries. In addition, senior citizen's labour is attracting attention of policy makers, also in the context of curbing social security related expenditures. In Japan, e.g., the qualifying age to receive a pension has changed from 60 to 65 years, and companies are now obliged to hire anybody who wishes to continue to work even after retirement age. Also in Germany, the retirement age is (gradually) going to be raised from 65 to 67 years.

The issue of aging populations is common in many societies, and the ISSP drafted two attitudinal items that ask respondents about senior citizen's labour in general, one more negatively framed item whether senior citizens take jobs away from younger people and one more positive item whether it is good for the economy that senior citizens are employed. Due to the fact that retirement age (if there is any required retirement age at all) varies across countries, the ISSP decided to apply the concept of "senior citizens" of the UN, including people 60 and over. This concept is also often used in WHO statistics (items O6a and O6b). Due to space restrictions, the two items are not part of the obligatory questionnaire but included in the optional questions section.

#### **7.4 Background Variable: Subjective health**

The ISSP decided to include an item on subjective general health (replicate item from ISSP 2007 and 2011) as optional background variable (O7). Health is expected to have an important impact on work values, job satisfaction, work-life conflict and other constructs in the field of work orientations and, at the same time, it is likely to be influenced by many of the job characteristics covered in the module.

## Contents of ISSP 2015

Black font colour    All respondents    1–10    Blue font colour    Currently working for pay    11–31    Red font colour    Not currently working (for pay)    32–44

WORKING FOR PAY	Replicate items	N	New items	N	Total n of items
Conflict and Social Exclusion: Discrimination and Power Harassment		0	5, 6, 7	3	3
Currently Working for Pay	10	1		0	1
Employability/ New Job	26, 27, 28	3		0	3
Employment Arrangements	9	1		0	1
Human Capital	20, 21	2		0	2
Job Characteristics	12a–g	7	12h	1	8
Job and Worker Flexibility	15, 17, 29a, 29b, 29c, 29d	6	29e, 29f	2	8
Non-Standard Employment		0	14a, 14b, 16, 30, 31	5	5
Occupational Commitment		0	25a, 25b	2	2
Outcome of Work	23, 24a, 24b, 24c	4		0	4
Solidarity and Conflict	8a, 22a, 22b	1+2	8b	1	4
Subjective Experience of Job	13a, 13b	2		0	2
Work Centrality	1a, 1b	2		0	2
Work Life Balance	11, 18, 19a, 19b	4	3, 4	2	6
Work Values	2a–2h	8	2i	1	9
<i>Additional BV</i>		0		1	1
Total n of items		43		18	61

NOT CURRENTLY WORKING (FOR PAY)	Replicate items	N	New items	N	Total n of items
Conflict and social exclusion: Discrimination and Power Harassment			5, 6, 7	3	3
Currently Working for Pay	10	1		0	1
Employment Arrangements	9	1		0	1
Solidarity and Conflict	8a	1	8b	1	2
Work Centrality	1a, 1b	2		0	2
Work Life Balance		0	3, 4	2	2
Work Values	2a-2h	8	2i	1	9
Specific items for those not currently working for pay	32, 33a, 35, 36, 37, 40a, 40b, 40c, 40e, 40f, 41, 42	12	33b, 34, 38, 39a-39f, 40d, 43, 44	12	24
<i>Additional BV</i>		0		1	1
Total n of items		25		20	45

Optional items: 12

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## ISSP 2015 Source Questionnaire

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### **FINAL ISSP 2015 Source Questionnaire**

### **2015 ISSP MODULE ON WORK ORIENTATIONS IV**

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07.07.2014

**Notes to ISSP members:**

1. All notes which are not part of the questionnaire and intended only for members are enclosed in pointed, angle brackets.
2. All the elements in questions which require local adaptation are enclosed in square brackets.
3. TN = translation note; Notes on question wording should help the understanding and the translation of the question; thus a translation of the note itself is not intended.
4. Item history and topics (in blue font colour) are reported above question text
  - The 'N's and the 2005/1997/1989 question numbers for the repeat questions are just meant to alert members to the fact that certain questions/ items have already been asked in earlier modules. You should not retain this information in your questionnaire.
  - ISSP policy on questions which you have already translated for an earlier module is that members should not tinker with wording to make slight improvements. Only real mistakes in translation should be changed. These should be clearly documented in your study monitoring report.
5. All the substantive questions must be asked and asked in the order presented here. If, for any reason, you have to change question order, this should be clearly documented in your study monitoring report.
6. All the required background variables must be included in your fielding (not in a pre-scribed order) and must cover the information required, as outlined in the ISSP BV guidelines (Version as of 2013-06-14).
7. The module-specific background variable is also obligatory and should be handled as ISSP background variable with regard to question wording. However, there is a recommendation that the ISSP 2015 drafting group politely asks to follow with regard to question order.
8. Part 1 of the questionnaire should be asked to all respondents (Q1-Q10);  
part 2 of the questionnaire should be asked to respondents working for pay (Q11-Q31);  
part 3 of the questionnaire should be asked to respondents not working for pay (Q32-Q44);  
Additional compulsory BV;  
If you decide in favour of the optional items (O1-O7), then they should be asked to all respondents.

**New or revised items marked by N.**

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

[illegible]

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

[illegible]

**N 3, N 4: Work Life Balance**

**3 Have you ever given up or would you give up good job opportunities for the benefit of your family life?**

PLEASE TICK ONE BOX ONLY
--------------------------

- |  |                            |
|--|----------------------------|
| Yes, I have done so and probably would do so again     | <input type="checkbox"/> 1 |
| Yes, I have done so but probably would not do so again | <input type="checkbox"/> 2 |
| No, I have not done so but probably would do so        | <input type="checkbox"/> 3 |
| No, I have not done so and probably would not do so    | <input type="checkbox"/> 4 |
| Can't choose   | <input type="checkbox"/> 8 |

**4 Have you ever remained or would you remain in a job that was not satisfying for you for the benefit of your family life?**

PLEASE TICK ONE BOX ONLY
--------------------------

- |  |                            |
|--|----------------------------|
| Yes, I have done so and probably would do so again     | <input type="checkbox"/> 1 |
| Yes, I have done so but probably would not do so again | <input type="checkbox"/> 2 |
| No, I have not done so but probably would do so        | <input type="checkbox"/> 3 |
| No, I have not done so and probably would not do so    | <input type="checkbox"/> 4 |
| Can't choose   | <input type="checkbox"/> 8 |

*<TN N3; N4: 'family' should be understood in a broader sense.*

**N 5, N 6: Conflict and Social Exclusion: Discrimination**

**5 Over the past five years, have you been discriminated against with regard to work, for instance when applying for a job, or when being considered for a pay increase or promotion?**

PLEASE TICK ONE BOX ONLY
--------------------------

- |                                   |                            |                                 |
|-----------------------------------|----------------------------|---------------------------------|
| Yes                               | <input type="checkbox"/> 1 | <b>Please answer question 6</b> |
| No                                | <input type="checkbox"/> 2 | <b>Please go to question 7</b>  |
| Did not work or did not seek work | <input type="checkbox"/> 0 | <b>Please go to question 7</b>  |

PLEASE TICK ONE BOX ONLY	
My age	<input type="checkbox"/>
My race, ethnicity	<input type="checkbox"/>
My nationality	<input type="checkbox"/>
My sex	<input type="checkbox"/>
My religion	<input type="checkbox"/>
My disability/ mental or physical illness	<input type="checkbox"/>
My family responsibilities	<input type="checkbox"/>
My political beliefs	<input type="checkbox"/>
Other reason	<input type="checkbox"/>
Can't choose	<input type="checkbox"/>

**7 Over the past five years, have you been harassed by your superiors or co-workers at your job, for example, have you experienced any bullying, physical or psychological abuse?**

PLEASE TICK ONE BOX ONLY	
Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
Does not apply (I do not have a job/ superior/ co-worker)	<input type="checkbox"/>

**<TN: Harassment at the workplace includes a wide range of offensive behaviours that are threatening or disturbing to the victim and is not limited to sexual harassment.>**

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

[illegible]

**9 2005: 7; 1997: 9 Employment Arrangements**

Suppose you could decide on your work situation at present. Which of the following would you prefer?

PLEASE TICK ONE BOX ONLY
--------------------------

- |  |                          |
|--|--------------------------|
| A <b>full-time</b> job [30 hours or more per week] | <input type="checkbox"/> |
| A <b>part-time</b> job [10-29 hours per week]      | <input type="checkbox"/> |
| A job with <b>less than [10]</b> hours a week      | <input type="checkbox"/> |
| No paid job at all                                 | <input type="checkbox"/> |
| Can't choose                                       | <input type="checkbox"/> |

<CLARIFICATION NOTE: We are trying to get at full-time/part-time so the verbal labels 'full-time', 'part-time', 'less than', are of central importance. The numbers in parentheses can vary by country if necessary.>

**10 2005: 8; 1997: 11 Currently Working for Pay**

Are you currently working for pay?

PLEASE TICK ONE BOX ONLY
--------------------------

- |     |                          |                           |
|-----|--------------------------|---------------------------|
| Yes | <input type="checkbox"/> | Please answer question 11 |
| No  | <input type="checkbox"/> | Please go to question 32  |

<CLARIFICATION NOTE: 'currently working' refers to both self-employed and employees, and should include persons on leave if they are in an employment relationship.>

**IF YOU ARE CURRENTLY WORKING FOR PAY (OR ON LEAVE BUT ARE IN AN EMPLOYMENT RELATIONSHIP): PLEASE ANSWER QUESTIONS 11 - 31**

**11 2005: 9; 1997: 13; 1989: 14 Work Life Balance**

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?

PLEASE TICK ONE BOX ONLY
--------------------------

- |   |                          |
|---|--------------------------|
| Work <b>longer</b> hours and earn <b>more money</b>                 | <input type="checkbox"/> |
| Work the <b>same</b> number of hours and earn the <b>same money</b> | <input type="checkbox"/> |
| Work <b>fewer</b> hours and earn <b>less money</b>                  | <input type="checkbox"/> |
| Can't choose  | <input type="checkbox"/> |

**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.**

**13**      2005: 11b and c; 1997: 15b and c; 1989: 17b and c **Subjective Experience of Job**  
Now some more questions about your working conditions.  
Please tick one box for each item below to show how often it applies to your work.

[illegible]

**N 14 Non-Standard Employment****14 And how often...**

PLEASE TICK ONE BOX ON EACH LINE

	Always	Often	Sometimes	Hardly ever	Never	Can't choose
a. ... do you work at home during your usual working hours?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b....does your job involve working on weekends?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

**15 2005: 12; 1997: 16 Job and Worker Flexibility**

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.)

PLEASE TICK ONE BOX ONLY

Starting and finishing times are decided by my employer and I cannot change them on my own	<input type="checkbox"/> 1
I can decide the time I start and finish work, <b>within certain limits</b>	<input type="checkbox"/> 2
I am entirely free to decide when I start and finish work	<input type="checkbox"/> 3

**N 16: Non-Standard Employment****16 Which of the following statements best describes your usual working schedule in your main job?**

PLEASE TICK ONE BOX ONLY

I have a regular schedule or shift (daytime, evening, or night)	<input type="checkbox"/> 1
I have a schedule or shift which regularly changes (for example, from days to evenings or to nights)	<input type="checkbox"/> 2
I have a schedule where daily working times are decided at short notice by my employer	<input type="checkbox"/> 3
Can't choose	<input type="checkbox"/> 8



**Which of the following statements best describes how your daily work is organized?**

<b>I am free</b> to decide how my daily work is organized	1
I can decide how my daily work is organized, <b>within certain limits</b>	2
<b>I am not free</b> to decide how my daily work is organized	3
Can't choose	8

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?

Not difficult at all	1
Not too difficult	2
Somewhat difficult	3
Very difficult	4
Can't choose	8

**How often do you feel that ...**

	Always	Often	Sometimes	Hardly ever	Never	Can't choose
a. ...the demands of your job interfere with your family life?	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="8"/>
b. ...the demands of your family life interfere with your job?	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="4"/>	<input type="text" value="5"/>	<input type="text" value="8"/>

20      2005: 16; 1997: 19 **Human Capital**

**How much of your past work experience and/ or job skills can you make use of in your present job?**

PLEASE TICK ONE BOX ONLY

Almost none

1

A little

2

A lot

3

Almost all

4

Can't choose

8

**21      2005: 18 Human Capital**

**Over the past 12 months, have you had any training to improve your job skills, either at the workplace or somewhere else?**

---

PLEASE TICK ONE BOX ONLY

Yes

1

No

2

Can't choose

8

22      2005: 19a, b; 1997: 21a, b; 1989: 20a, b **Solidarity and Conflict**

In general, how would you describe relations at your workplace...

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?

12

3

458

b. ... between work-  
mates/ colleagues?

1

2

3

458

**How satisfied are you in your (main) job?**

---

PLEASE TICK ONE BOX ONLY

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

**<CLARIFICATION NOTE: the question refers to one's main job if he or she has multiple jobs.>**

**To what extent do you agree or disagree with each of the following statements?**

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 organization I work for succeed. | <input type="text" value="1"/> | <input type="text" value="2"/> | <input type="text" value="3"/> | <input type="text" value="4"/> | <input type="text" value="5"/> | <input type="text" value="8"/> |
| b. I am proud to be working for my firm or organization.  | <input type="text" value="1"/> | <input type="text" value="2"/> | <input type="text" value="3"/> | <input type="text" value="4"/> | <input type="text" value="5"/> | <input type="text" value="8"/> |
| c. I would turn down another job that offered quite a bit more pay in order to stay with this organization. | <input type="text" value="1"/> | <input type="text" value="2"/> | <input type="text" value="3"/> | <input type="text" value="4"/> | <input type="text" value="5"/> | <input type="text" value="8"/> |

**N 25: Occupational Commitment**

**25** Now think of the type of work you do, irrespective of the firm or organization you work for.

To what extent do you agree or disagree with each of the following statements?

PLEASE TICK ONE BOX ON EACH LINE						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. Given the chance, I would change my present type of work for something different.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I am proud of the type of work I do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**26 2005: 22 Employability/ New Job**

How difficult or easy do you think it would be for you to find a job at least as good as your current one?

PLEASE TICK ONE BOX ONLY	
Very easy	<input type="checkbox"/>
Fairly easy	<input type="checkbox"/>
Neither easy nor difficult	<input type="checkbox"/>
Fairly difficult	<input type="checkbox"/>
Very difficult	<input type="checkbox"/>
Can't choose	<input type="checkbox"/>

**27 2005: 24; 1997: 25 Employability/ New Job**

All in all, how likely is it that you will try to find a job with another firm or organization within the next 12 months?

PLEASE TICK ONE BOX ONLY	
Very likely	<input type="checkbox"/>
Likely	<input type="checkbox"/>
Unlikely	<input type="checkbox"/>
Very unlikely	<input type="checkbox"/>
Can't choose	<input type="checkbox"/>

**28 2005: 25; 1997: 26 Employability/ New Job****To what extent, if at all, do you worry about the possibility of losing your job?**

PLEASE TICK ONE BOX ONLY

I worry a great deal	<input type="checkbox"/>
I worry to some extent	<input type="checkbox"/>
I worry a little	<input type="checkbox"/>
I don't worry at all	<input type="checkbox"/>

**29 a-d=2005: 26a, b, c, d/ e, f =N: Job and Worker Flexibility****To what extent do you agree or disagree with the following statements?**

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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. to accept a position with lower pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. to accept temporary employment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. to travel longer to get to work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. to move within <country>.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. to move to a different country.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**N 30, N 31: Non-Standard Employment****30 Over the past 12 months, in addition to your main job, have you done any other work for pay?**

PLEASE TICK ONE BOX ONLY

Yes, during all of that period	<input type="checkbox"/>	<b>Please answer question 31</b>
Yes, during most of that period	<input type="checkbox"/>	<b>Please answer question 31</b>
Yes, during some of that period	<input type="checkbox"/>	<b>Please answer question 31</b>
No	<input type="checkbox"/>	<b>Please go to optional questions</b>

**31 Over the entire 12 months, how much did you earn from your additional job(s) in total compared with your main job?**

PLEASE TICK ONE BOX ONLY

From my additional job(s), I earned ...

much less than from main job

☐ 1

less than from main job

☐ 2

about the same as from main job

☐ 3

more than from main job

☐ 4

much more than from main job

☐ 5

Can't choose

☐ 8

<NOTE TO DESIGNERS: end of questionnaire for respondents working for pay>

**PLEASE ANSWER QUESTIONS 32 - 44 IF YOU ARE NOT CURRENTLY WORKING FOR PAY**

**32 2005: 28; 1997: 27 Working for Pay in Past**

**Have you ever had a paid job for one year or more?**

PLEASE TICK ONE BOX ONLY

Yes

☐ 1

**Please answer question 33**

No

☐ 2

**Please go to question 36**

**33 2005: 29; 1997: 28 / b=N Month and Year Job Ended**

**a When did your last paid job end?**

In \_\_\_\_\_ (year)

**b Please also specify the month.**

In \_\_\_\_\_ (month)

**N 34: Outcome of Past Work****34 How satisfied were you in your last job?**

PLEASE TICK ONE BOX ONLY

Completely satisfied	<input type="checkbox"/>
Very satisfied	<input type="checkbox"/>
Fairly satisfied	<input type="checkbox"/>
Neither satisfied nor dissatisfied	<input type="checkbox"/>
Fairly dissatisfied	<input type="checkbox"/>
Very dissatisfied	<input type="checkbox"/>
Completely dissatisfied	<input type="checkbox"/>
Can't choose	<input type="checkbox"/>

**35 2005: 30; 1997: 29 Reason Past Job Ended****What was the main reason that your job ended?**

PLEASE TICK ONE BOX ONLY

I reached retirement age	<input type="checkbox"/>
I retired early, by choice	<input type="checkbox"/>
I retired early, <b>not</b> by choice	<input type="checkbox"/>
I became (permanently) disabled	<input type="checkbox"/>
My place of work shut down	<input type="checkbox"/>
I was dismissed	<input type="checkbox"/>
My term of employment/contract ended	<input type="checkbox"/>
Family responsibilities	<input type="checkbox"/>
I got married	<input type="checkbox"/>

**36 2005: 31; 1997: 30 Job Preference****Would you like to have a paid job, either now or in the future?**

PLEASE TICK ONE BOX ONLY

Yes	<input type="checkbox"/>	<b>Please answer question 37</b>
No	<input type="checkbox"/>	<b>Please go to question 43</b>

**37** 2005: 32; 1997: 31 **Employability/ New Job**  
**How likely do you think it is that you would find a job?**

PLEASE TICK ONE BOX ONLY	
Very likely	<input type="checkbox"/> 1
Likely	<input type="checkbox"/> 2
Unlikely	<input type="checkbox"/> 3
Very unlikely	<input type="checkbox"/> 4
Can't choose	<input type="checkbox"/> 8

**N 38: Employability/ New Job**

**38** To what extent, if at all, do you worry about the possibility of not finding a job?

PLEASE TICK ONE BOX ONLY	
I worry a great deal	<input type="checkbox"/> 1
I worry to some extent	<input type="checkbox"/> 2
I worry a little	<input type="checkbox"/> 3
I don't worry at all	<input type="checkbox"/> 4

**N 39: Job and Worker Flexibility**

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

PLEASE TICK ONE BOX ON EACH LINE						
In order to get a job I would be willing ...	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. to accept a job that re- quires new skills.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. to accept a position with low pay.	<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. to accept temporary em- ployment.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
d. to travel a long time to get to work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
e. to move within <coun- try>.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
f. to move to a different country.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8



**40** a-c, e, f=2005: 34a-c, e, f; 1997: 33a-c, e, f/ d=N **Job Seeking Activities**  
**Thinking about the past 12 months, have you done any of the following in order to find a job?**

PLEASE TICK ONE BOX ON EACH LINE

	No	Yes, once or twice	Yes, more than twice
a. Registered at a public employment agency?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Registered at a private employment agency?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
c. Answered advertisements for jobs?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
d. Advertised yourself for a job, for example on the internet or in newspapers?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
e. Applied directly to employers?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
f. Asked relatives, friends, or colleagues to help you find a job?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

**41** 2005: 35 **Human Capital**  
**Over the past 12 months, have you had any training to improve your job skills?**

PLEASE TICK ONE BOX ONLY

Yes	<input type="checkbox"/> 1
No	<input type="checkbox"/> 2
Can't choose	<input type="checkbox"/> 8

**42** 2005: 33; 1997: 32 **Job Seeking Activities**  
**Are you currently looking for a job?**

PLEASE TICK ONE BOX ONLY

Yes	<input type="checkbox"/> 1
No	<input type="checkbox"/> 2

**N 43 modified 2005: 36; 1997: 34 Economic Support**  
**43 What is your main source of economic support?**

PLEASE TICK ONE BOX ONLY

Current spouse/ partner	<input type="checkbox"/>
Other family members	<input type="checkbox"/>
Pension (private/ state)	<input type="checkbox"/>
Unemployment benefits	<input type="checkbox"/>
Social assistance/ welfare	<input type="checkbox"/>
Occasional work	<input type="checkbox"/>
Student loans/ stipends	<input type="checkbox"/>
Savings	<input type="checkbox"/>
Investments or rental income	<input type="checkbox"/>
Other	<input type="checkbox"/>

**<NOTE TO DESIGNERS: highlighted categories added to 2005 text, response categories re-ordered>**

**<TN: "Economic support" is not just financial support. It includes such things as food, clothing, and accommodation.>**

**N 44: Economic Support**

**44 To what extent, if at all, do you worry about the possibility of losing this main economic support?**

PLEASE TICK ONE BOX ONLY

I worry a great deal	<input type="checkbox"/>
I worry to some extent	<input type="checkbox"/>
I worry a little	<input type="checkbox"/>
I don't worry at all	<input type="checkbox"/>

**ADDITIONAL COMPULSORY BACKGROUND VARIABLE FOR THE ISSP 2015  
MODULE**

**What is the age of the youngest child in your household?**

Age of youngest child \_\_\_\_\_ years  
Does not apply/ no children in household ☐

**<NOTE TO DESIGNERS: Recommended to ask after ISSP background questions on household composition. Please consult the ISSP BV guidelines (Version as of 2013-06-14)>**

**OPTIONAL**

**<NOTE TO DESIGNERS:** *The optional items should be asked of all respondents, irrespective of whether they are currently working for pay or not. For those currently working for pay O1 should be omitted.>*

**O 1, O 2: Recent Work Histories**

**O 1** Over the past five years, have you ever worked for pay?

PLEASE TICK ONE BOX ONLY
--------------------------

Yes

☐ 1

Please answer question O 2

No

☐ 2

Please go to question O 3

**O 2** Over the past five years, did you experience any of the following changes in your working life?

PLEASE TICK ONE BOX ON EACH LINE
----------------------------------

	No	Yes, once	Yes, twice	Yes, three times	Yes, more than three times	Can't choose
a. I was unemployed for a period longer than three months.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. I changed my employer.	<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. I changed my occupation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
d. I started my own business/ became self-employed.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
e. I took up an additional job.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

### O 3 - O 5: R's Self-assessed Economic Situation: current, past and future

#### O 3 How would you generally rate your current financial situation?

PLEASE TICK ONE BOX ONLY

My current financial situation is...

Very good

☐ 1

Good

☐ 2

Neither good nor bad

☐ 3

Bad

☐ 4

Very bad

☐ 5

Can't choose

☐ 8

#### O 4 Compared to five years ago, how do you think your financial situation has changed?

PLEASE TICK ONE BOX ONLY

My current financial situation is...

much better than five years ago

☐ 1

somewhat better than five years ago

☐ 2

the same as five years ago

☐ 3

somewhat worse than five years ago

☐ 4

much worse than five years ago

☐ 5

Can't choose

☐ 8

#### O 5 And what will your financial situation likely be in five years?

PLEASE TICK ONE BOX ONLY

My financial situation in five years will likely be...

much better than today

☐ 1

somewhat better than today

☐ 2

the same as today

☐ 3

somewhat worse than today

☐ 4

much worse than today

☐ 5

Can't choose

☐ 8

**O 6: Conflict and Social Exclusion: Senior Citizens' Work****O 6 To what extent do you agree or disagree with the following statements?**

PLEASE TICK ONE BOX ON EACH LINE						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. It is good for <country's> economy that people aged 60 and over are employed.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. When people aged 60 and over are employed, they take jobs away from younger people.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

**OPTIONAL BACKGROUND VARIABLE****O 7 2007: 17; 2011: 26 Subjective Health****O 7 In general, would you say your health is ...**

PLEASE TICK ONE BOX ONLY	
excellent	<input type="checkbox"/> 1
very good	<input type="checkbox"/> 2
good	<input type="checkbox"/> 3
fair	<input type="checkbox"/> 4
poor	<input type="checkbox"/> 5
Can't choose	<input type="checkbox"/> 8

*<TN: This refers to both physical and mental health.>*