INTERVIEW INFORMATION

Interviewer: (initials)

Interview date: 

Location of interview:
- Factory / institute
- Street
- Home
- Meeting / congress
- Other

How well did respondent cooperate with the interviewer?
- Respondent was very cooperative
- Respondent was cooperative
- Respondent was somewhat reluctant
- Respondent was very reluctant
- Respondent refused to cooperate

Duration interview: Time in minutes

DATA ENTRY INFORMATION

Entry date: 

Typist: (initials)
1. **What is your employment status?**
   - [ ] Employee
   - [ ] Self-employed

2. **Are you a woman or a man?**
   - [ ] Woman
   - [ ] Man

3. **Where do you live?**
   - [ ] CODE:

4. **In which year were you born?**
   - 

5. **What is your highest level of education?**
   - If you are currently studying, please indicate the highest level of education you reached. If you went to school abroad enter the equivalent level.
   - [ ] No formal education
   - [ ] Primary school
   - [ ] Lower secondary - Certificate of Secondary Education (CSE)
   - [ ] Vocational and Craft training / District and Regional Technical Training Education
   - [ ] Teacher Training - Grade B Certificate
   - [ ] Teacher Training - Level A Certificate
   - [ ] Professional Advanced diploma
   - [ ] Bachelor
   - [ ] Masters
   - [ ] PhD

6. **In which year did you finish continuous full-time education?**
   - 

7. **Do you have one paid job or more?**
   - Self-employed, employee or otherwise
   - [ ] One job
   - [ ] Two jobs
   - [ ] Three or more jobs
   - Please complete the questionnaire for your MAIN job

8. **How many people are employed at your place of work?**
   - Applicable to your establishment
   - [ ] 0 (self-employed without personnel) ▶ 9
   - [ ] 1 - 4 ▶ 8
   - [ ] 5 - 9 ▶ 8
   - [ ] 10 - 20 ▶ 8
   - [ ] 20 - 50 ▶ 8
   - [ ] 50 - 100 ▶ 8
   - [ ] 100 - 200 ▶ 8
   - [ ] 200 - 500 ▶ 8
   - [ ] 500 - 1.000 ▶ 8
   - [ ] 1.000 - 2.000 ▶ 8
   - [ ] 2.000 - 5.000 ▶ 8
   - [ ] 5.000 or more ▶ 8

9. **What percentage of employees are female?**
   - Applicable to your establishment
   - [ ] 0 - 20 %
   - [ ] 20 - 40 %
   - [ ] 40 - 60 %
   - [ ] 60 - 80 %
   - [ ] 80 - 100 %

10. **Are co-workers in similar positions mostly male?**
    - [ ] Yes
    - [ ] No
    - [ ] Not applicable
### Is your organisation established in more than one location?

1. No
2. Yes, in 1 city / municipality
3. Yes, in 1 region
4. Yes, in 2 or more regions
5. Yes, throughout the country
6. Yes, throughout the country and abroad
7. Yes, but only abroad

### What is your industry of work?

1. Agriculture, forestry, fishing
2. Construction, technical consultancy
3. Education, research
4. Entertainment, culture, sports
5. Extraction, mining, quarrying
6. Financial services, banking, insurance
7. Healthcare, caring services, social work
8. Hospitality, catering, tourism
9. ICT services
10. Legal and market consultancy, business activities
11. Manufacturing
12. Public administration, police, interest groups
13. Publishing, printing, media
14. Real estate, renting, call centres
15. Retail trade
16. Security, cleaning, homework
17. Trade, fuelling and repair of motor vehicles
18. Transport, logistics, communication
19. Waste treatment, sanitation, supply of electricity, gas and water
20. Wholesale

### Are you currently a member of a trade union?

1. Yes
2. No
3. I don't know
4. Not applicable

### Are you covered by a collective agreement about wages?

1. Yes
2. No
3. I don't know
4. Not applicable

### What is your occupation?

**CODE:**  
If the occupation is not in the ShowCard, Choose option "Other", and fill in the textbox ➤ 15b

**If you want to specify your occupation more accurately, please do so here**

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### Do you have a supervisory position?

1. Yes
2. No

If these numbers vary, please enter the average

16a How many people work directly under your supervision?  
16b How many of these people are women?
17 **Do your qualifications match your job?**

1. Yes
2. No, I am overqualified for my job
3. No, I am underqualified for my job
4. I don't know

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18 **If you are underqualified, does your experience compensate for that?**

1. No
2. Yes, to a minor degree
3. Yes, more or less
4. Yes, almost fully
5. Yes, completely
6. I don't know

---

19 **Do you work full-time?**

1. Yes
2. No

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20 **How many days a week do you usually work?**

[ 1 - 7 ]

---

21 **Are your working hours agreed with your employer?**

1. Yes, in writing
2. Yes, verbally
3. No
4. Not applicable

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22 **How many hours a week do you work under the terms of your contract?**

If these hours vary, please enter the average

---

23 **Do you usually work the number of hours laid down in your contract?**

1. Yes
2. No, I work less hours
3. No, I work more hours
4. Not applicable

---

24 **How many hours a week do you usually work?**

If these hours vary, please enter the average

---

25 **About your working hours**

<table>
<thead>
<tr>
<th>yes</th>
<th>no</th>
<th>not applicable</th>
</tr>
</thead>
</table>

25a I work shifts
25b I regularly work on Sundays
25c I regularly work on Saturdays
25d I regularly work in the evenings

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26 **What kind of employment contract do you have?**

If more options apply, please select the one that comes closest

1. Permanent contract
2. Fixed-term contract with the prospect of permanent employment
3. Fixed-term contract without the prospect of permanent employment
4. Replacement contract (fixed-term contract to replace another worker)
5. Contract with temp / contracting agency
6. Contractor / labour-only subcontractor
7. No contract
8. Other type of contract
### Do you know your GROSS and your NET wage?
This applies to your LAST wage including allowances, variable income elements, holiday allowance, expense allowance or overtime

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>27a</td>
<td>Yes, my gross wage</td>
<td>How much?</td>
</tr>
<tr>
<td>27b</td>
<td>Yes, my net wage</td>
<td>How much?</td>
</tr>
</tbody>
</table>

### On which payment period was your last wage based?

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>1 calendar month</td>
<td>6</td>
</tr>
<tr>
<td>2</td>
<td>4 weeks</td>
<td>7</td>
</tr>
<tr>
<td>3</td>
<td>2 weeks</td>
<td>8</td>
</tr>
<tr>
<td>4</td>
<td>1 hour</td>
<td>9</td>
</tr>
<tr>
<td>5</td>
<td>1 year</td>
<td>10</td>
</tr>
</tbody>
</table>

### In your job, are you entitled to legal rights and benefits?
Some examples are paid leave, pension, gratuity and social security

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>28</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>28</td>
<td>I don't know</td>
<td></td>
</tr>
</tbody>
</table>

### Did your last wage include any of the following working allowances? If so, how much?

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>29a</td>
<td>Shift premium</td>
<td></td>
</tr>
<tr>
<td>29b</td>
<td>Overtime bonus</td>
<td></td>
</tr>
<tr>
<td>29c</td>
<td>Hardship allowance</td>
<td></td>
</tr>
<tr>
<td>29d</td>
<td>Tips</td>
<td></td>
</tr>
<tr>
<td>29e</td>
<td>Skill allowance</td>
<td></td>
</tr>
<tr>
<td>29f</td>
<td>Commission</td>
<td></td>
</tr>
<tr>
<td>29g</td>
<td>Annual bonus</td>
<td></td>
</tr>
<tr>
<td>29h</td>
<td>Festival allowance</td>
<td></td>
</tr>
</tbody>
</table>
29i Holiday allowance

1. No
2. Yes

29j Personal allowance

1. No
2. Yes

29k Transport allowance

1. No
2. Yes

29l Other bonus / Allowance

1. No
2. Yes

<table>
<thead>
<tr>
<th>30</th>
<th>Do you receive any of the following annual bonuses?</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>30a</td>
<td>Arrangements regarding expenses</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>30b</td>
<td>Transport arrangements (lease car, company car, commuting costs)</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>30c</td>
<td>Children's day-care arrangements</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>30d</td>
<td>Health insurance arrangements</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>30e</td>
<td>Pension schemes</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>30f</td>
<td>Unemployment schemes</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>30g</td>
<td>Share options arrangements</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>30h</td>
<td>Contribution to lodging / costs related housing</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>30i</td>
<td>Sports facilities</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>30j</td>
<td>Benefits in kind (vouchers and discounted goods and services)</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>30k</td>
<td>Other additions to pay from your employer over the past 12 months</td>
<td>1. O</td>
<td>2. O</td>
</tr>
</tbody>
</table>

31 Did you receive your last wage

1. Into a bank account / by cheque
2. Cash in hand
3. Bank draft
4. In kind
5. Combination

32 To which extent do you contribute to social security?

1. According the law on my legal minimum wage
2. Based on a part of my pay
3. Not at all

33 More about your wage

<table>
<thead>
<tr>
<th>33a</th>
<th>Is it important that wages are covered by a collective agreement?</th>
<th>Yes</th>
<th>No</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>33b</td>
<td>Does your wage vary from month to month?</td>
<td>1. O</td>
<td>2. O</td>
<td>3. O</td>
</tr>
<tr>
<td>33c</td>
<td>Do you think you could earn more with another employer?</td>
<td>1. O</td>
<td>2. O</td>
<td>3. O</td>
</tr>
<tr>
<td>33d</td>
<td>Have you received a pay raise in the past 12 months?</td>
<td>1. O</td>
<td>2. O</td>
<td>3. O</td>
</tr>
<tr>
<td>33e</td>
<td>Did you receive your last wage on time?</td>
<td>1. O</td>
<td>2. O</td>
<td>3. O</td>
</tr>
</tbody>
</table>

34 What year did you start your first job?

35 In which year did you join your current employer?
### 36 In which year did you attain your current position?

### 37 Since your first job, have you ever been without a job?
Unemployed, on leave or otherwise
- Yes
- No

### 38 How many times have you been without a job?
Unemployed, on leave or otherwise

### 39 How long have you been without a job on the LONGEST break?
- 0 - 3 months
- 3 - 6 months
- 0.5 - 1 year
- 1 year or more

### 40 In which year did you stop working and in which year did you return to work?

#### 40a Stopped in

#### 40b Returned in

### 41 How many people live in your household?
- 1, I live alone
- 2
- 3
- 6 or more

### 42 With whom do you live in your household?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partner</td>
<td>1. O</td>
</tr>
<tr>
<td>One or more children</td>
<td>1. O</td>
</tr>
<tr>
<td>One or more children, but only for part of the week/year</td>
<td>1. O</td>
</tr>
<tr>
<td>Grandchildren</td>
<td>1. O</td>
</tr>
<tr>
<td>Parents (in-law)</td>
<td>1. O</td>
</tr>
<tr>
<td>Grandparents (in-law)</td>
<td>1. O</td>
</tr>
<tr>
<td>Other relatives</td>
<td>1. O</td>
</tr>
<tr>
<td>Brothers or sisters (in-law)</td>
<td>1. O</td>
</tr>
<tr>
<td>Employer</td>
<td>1. O</td>
</tr>
<tr>
<td>Live-in friend</td>
<td>1. O</td>
</tr>
<tr>
<td>Non-family members</td>
<td>1. O</td>
</tr>
</tbody>
</table>

### 43 What is your current marital status?
- Married
- Widowed
- Divorced
- Never married

### 44 Finally, how satisfied are you with

<table>
<thead>
<tr>
<th>Highly dissatisfied</th>
<th>2</th>
<th>Moderate</th>
<th>4</th>
<th>Highly satisfied</th>
<th>Not Applicable</th>
</tr>
</thead>
</table>

### 45 All things considered, how satisfied are you with your life as-a-whole now?

<table>
<thead>
<tr>
<th>1 - Dissatisfied</th>
<th>6</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>7</td>
</tr>
<tr>
<td>3</td>
<td>8</td>
</tr>
<tr>
<td>4</td>
<td>9</td>
</tr>
<tr>
<td>5</td>
<td>10 - Satisfied</td>
</tr>
</tbody>
</table>

Thank you for completing this survey!