



## The stylised *WAGEINDICATOR* websurvey

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### 1. Introduction

The *WageIndicator* is an international, continuous web-based project. A national *WageIndicator* website has content about wages, working conditions, labor standards or other work-related topics. It has a crowd-pulling *Salary Check* providing free information on occupation-specific wages, controlled for individual factors. In all countries, an apparent need for wage information can be seen. After having explored the pages with wage information, web-visitors are encouraged to complete the continuous, international comparable questionnaire on work and wages with a prize incentive.

This paper and its Appendix presents the stylized *WageIndicator* web-questionnaire, as it is at the end of 2006. For updates and detailed information, see [www.wageindicator.org/](http://www.wageindicator.org/). The section Research Lab has downloadable information related to the survey, covering topics such as the codebook, introductions to the dataset, explorations of the bias in the dataset, etceteras.

### 2. The questionnaire: target population

The target population of the *WageIndicator* questionnaire is the labor force, i.e. individuals in paid employment and job seekers. Apart from workers in formal dependent employment it aims to include apprentices, employers, own-account workers, freelancers, workers in family businesses, workers in the informal sector, unemployed workers, individuals who never had a job, job seekers, and retired workers, housewives, school pupils or students with a job on the side. The respondent's employment status is determined in the first survey question: "Which description matches best your current employment activity?". The employment statuses are clustered into groups, each having a unique routing through the questionnaire. The appendix shows the routing in the row RELEVANT.

Multiple jobholders are identified, and so are the working hours and employment status in their second job. The remaining questions address the main job only.

Workers in the informal labor market are identified by questions, asking if the respondent has a signed work card, receives payment in cash, is paid in kind, and is paying taxes. In India, for example, a few additional questions ask who provides for the equipment the worker uses to perform the job.

### 3. The questionnaire: topics on work and wages

The *WageIndicator* questionnaire aims to collect information on wages and working conditions of employed people and job seekers in the target countries. Among others, it asks in detail for wages, fringe benefits and wage perceptions. The questionnaire has some 100 questions and is divided into six sections, as the Table shows. Each section ends with attitudes and opinions regarding the issues addressed.

**Table 1. The six sections of the *WageIndicator* questionnaire**

Section	Topics
A	YOUR OCCUPATION employment status, education, industry, occupation, training
B	YOUR PLACE OF WORK firm characteristics, branch and firm size, percentage female, MNE, workplace characteristics, departmental staffing levels, cooperation, collective bargaining coverage, IT-use at the workplace, attitudes towards IT-adaptation
C	YOUR EMPLOYMENT HISTORY employment record, years of experience total, with current employer and in current job, career break, job search
D	YOUR WORKING HOURS working hours, overtime, timing of work, shift work, working time preferences
E	YOUR EMPLOYMENT CONTRACT AND SALARY employment contract, wages, payment period, fringe benefits, bonuses, and wage perceptions
F	PERSONAL QUESTIONS age, gender, ethnic background, country of birth, region, household composition, marital status, children's age, division of household chores, job and life satisfaction

### 4. Understanding the stylized questionnaire

The worldwide *WageIndicator* web-survey is managed in the Netherlands. The survey has a sound web-based, multi-country, multi-lingual Questionnaire Management System (QMS). It consists of a Master file and language versions. Belgium has two questionnaires, one in Dutch, one in French, and the questionnaire in the Netherlands is different from the Belgium Dutch questionnaire.

To some extent the questionnaire allows for country-specific questions. In addition, some countries employ a long and a short version of the questionnaire, the latter asking the obligatory questions only. This is particularly applies to countries with slow telecommunication lines and to cases where online media partners have built in the questionnaire in their own websites. The questions that provide information for calculating hourly wages and non-wage variables needed for the *Salary Check* on the national *WageIndicator* websites are obligatory. In addition, some questions are obligatory because they are critical to the routing. Finally, some questions are obligatory because they are needed for specified research objectives.

Drop out during completion of the questionnaire is a serious problem for web-surveys. One solution is to prevent that any target group drops out, because they do not feel addressed properly in the questionnaire. In the *WageIndicator* web-survey therefore, many questions have parallel questions. For example, some questions are asked in the past tense for the unemployed and in the present tense for the employed. School pupils have a different parallel question when it comes to marital status. Trainees have different questions about traineeships than persons who are not a trainee. Apart from the target groups, parallel questions are asked for different sub-groups. For example, persons with one child get the question "What year is your child born", whereas persons with two or more children are asked "What year are your

children born?". Persons in dependent employment are asked for their last wage, whereas self-employed are asked for their annual income. This stylized questionnaire in the Appendix does not show the parallel questions for reasons of readability. In addition, the questions used in one country or a few countries are not shown.

The stylized questionnaire has two columns. The second one shows the questions, answers and related information; the first column uses the following words.

- The row HINT includes the instruction to a question.
- The row RELEVANT shows the relevance rules applicable to a question, thus indicating the routing through the questionnaire.
- The row REQUIRED indicates that a question is obligatory.
- The row VALUE indicates that the numerical value of the answer, used in the statistical dataset.
- The row RANGE frames the answer into a range of values, for example year of birth must be between 1930 and 1996.
- The row CONSTRAINT prevents conflicting answers, e.g. the year of re-entering the labor market after a break must be larger than the year leaving the labor market.
- The row SEARCH TREE indicates that a two or three tier search tree is used to elicit the answer to the question, for example about occupation.
- The row ALERT reflects the text shown when the respondent ticks an impossible answer, f.e. "Is your net wage larger than your gross wage?".
- The row TYPE reflects that the answer consists of a text area.
- The row DATATYPE reflects that the answer consists of an amount.
- The row TEXT includes the introduction to the questionnaire.

In the stylized questionnaire five colors are used.

- The color RED indicates the six sections, as explained in Table 1.
- The color BLUE presents the questions, and each question has its variable label in the first column.
- The color GREEN presents the answers to the questions, and each answer has its value label in the first column.
- The color ORANGE reflects the frame of a set of questions, clustered on one screen.
- The color WHITE holds the relevant rules, the hints, the alerts, the data types, the constraints, and the obligatory questions.

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## Appendix The stylized questionnaire

item_0	<b>What do you need to complete the questionnaire?</b>
Text	It takes 10-20 minutes to complete the questionnaire. You can win a Prize. You can also complete the questionnaire when you are not in waged employment. We will use the survey for the calculations in the Salary Check for <a href="http://www.wageindicator.org">www.wageindicator.org</a> (NATIONAL NAME) and for scientific research. Thank you!
Section	<b>A</b>
contst	<b>What is your employment status?</b>
Hint	If you have more than one job, please answer with reference to your main job.
Required	
Value 40	Employee
Value 41	Civil servant
Value 42	Salaried employee on the books (with signed work card)
Value 43	Salaried employee off the books (without signed work card)
Value 3	Family worker / working for family business
Value 6	Unpaid family worker
Value 7	Unpaid non family worker
Value 2	Self-employed, own-account worker, freelance
Value 8	Housework
Value 10	Unemployed / looking for a job
Value 15	Sickness benefit / incapacity for work
Value 16	Retired
Value 20	School pupil, student in full-time education
Value 25	Apprentice, trainee
Value 30	In a job creation scheme
Value 50	Other
Value 1	Never had a job
nrojjob1	<b>Do you have a paid job?</b>
Relevant	student
Value 1	Yes
Value 0	No
contstno	<b>Did you ever have a paid job?</b>
Relevant	unemployed or disabled
Required	
Value 1	Yes
Value 0	No
yynojob	<b>In which year did you stop working in your last job?</b>
Relevant	unemployed and never had a job
Range	1950 - 2007
controth	<b>Is your workplace based in another company than the one that is paying your salary?</b>
Relevant	in dependent paid employment
Value 0	No
Value 2	Yes, I am a posted worker
Value 4	Yes, I am posted by my employer
Value 1	Yes, I am a temporary agency worker
Value 3	Yes, other
nrojjobs	<b>Do you have one paid job or more?</b>
Relevant	employed
Value 1	One job
Value 2	Two or more jobs
Value 3	Two jobs
Value 4	Three or more jobs

contrac4	<b>In your second job, are you ...</b>
Relevant	nrofjobs = 2
Value 0	Employee
Value 42	Salaried employee on the books (with signed work card)
Value 43	Salaried employee off the books (without signed work card)
Value 3	Self-employed, own-account worker, freelance
Value 4	Family worker / working for family business
Value 16	Trainee / apprentice
Value 13	Other
hrssecon	<b>How many hours a week do you usually work in your second job?</b>
Hint	If these hours vary, please enter the average number of hours
Relevant	nrofjobs = 2
Range	0 - 80
instrsec	<b>What is the main business activity of the organisation where you work?</b>
Hint	In the next screen you can choose the business activity in three steps. If you cannot find the activity, please select the activity that comes closest. You can use the text box later on to specify the business activity in more detail.
Relevant	ever had a job
Search tree	Industry
Search tree	Industry Multinationals
sectext	<b>If you want to specify the main business activity of the organisation where you work more accurately, please do so here</b>
Relevant	ever had a job
Type	TextArea
firmpriv	<b>Do you work ...</b>
Relevant	unemployed or in dependent paid employment
Required	
Value 1	... in the private sector
Value 2	... in the public sector
Value 5	... in the government sector
Value 3	... in the not-for-profit sector
Value 4	... other
caocate3	<b>Is your occupational category ...</b>
Value 5	Civil servant
Value 3	Professional, managerial or technical staff
Value 8	White collar worker (with exception of civil servants)
Value 1	Blue collar worker
Value 4	Apprentice
Value 7	Other / Not applicable
occint61	<b>What is your occupation?</b>
Relevant	ever had a job
Required	
Search tree	Occupation
occtype	<b>Do you want to specify your occupation in greater detail?</b>
Relevant	ever had a job
Value 1	No, the job title is alright
Value 2	Assistant
Value 3	Junior
Value 4	Apprentice
Value 5	Trainee
Value 6	Trainer, training responsibilities
Value 7	Foreman, forewoman
Value 8	Senior
Value 9	Team leader
Value 11	Head
Value 12	Master

Value 23	Group supervisor
Value 24	Departmental supervisor
Value 27	Manager
Value 28	Branch supervisor
Value 29	Other supervisory position
Value 22	Other
occtext	<b>If you want to specify your occupation more accurately, please do so here</b>
Relevant	ever had a job
Type	TextArea
yyeduca	<b>In which year did you finish continuous full-time education?</b>
Hint	PhD graduates, please complete the year you obtained your PhD
Relevant	not student
Range	1950 - 2007
caocate4	<b>To which functional domain does your job belong?</b>
Relevant	in dependent paid employment
Value 13	Production
Value 1	General management
Value 2	Administration
Value 3	Technical support, quality control, audit, security
Value 4	Logistics / purchase
Value 5	Marketing / product development
Value 6	Sales, commercial
Value 7	Services after sales, e.g. installation, reparation
Value 8	Finance / accountancy
Value 9	Human Resources Management
Value 10	Research __and__ Development
Value 11	Engineering
Value 12	IT
Value 16	General administration
Value 14	Other
Value 97	I don't know
supv0	<b>Do you have a supervisory position?</b>
Hint	This applies to people working directly under your supervision.
Relevant	self-employed or employed
Required	
Value 1	Yes
Value 0	No
supv2	<b>How many people work directly under your supervision?</b>
Hint	If numbers tend to vary, please enter the average
Relevant	supv0=1
Required	
Value 1	1
Value 2	2
Value 3	3
Value 4	4
Value 5	5
Value 6	6
Value 7	7
Value 8	8
Value 9	9
Value 10	10 or more
Value > 10	11 ..
Range	11 - 10000
supvwom0	<b>How many of these people are women?</b>
Hint	If the number tends to vary, please choose the average.

Relevant	supv2 >= 1
Constraint	(supvwom0 < supv2) or (supvwom0 < supv3) or (supvwom0 = supv2) or (supvwom0 = supv3)
Value 1	1
Value 2	2
Value 3	3
Value 4	4
Value 5	5
Value 6	6
Value 7	7
Value 8	8
Value 9	9
Value 10	10 or more
Value > 10	11 ..
Range	11 - 10000
Alert	The number of women you supervise can't be higher than the total number of you people supervise.
educatio	<b>What is the highest level of education you have attained (with certificate)?</b>
Hint	If you are currently studying, please indicate the highest level of education you reached. If you went to school abroad enter the equivalent level.
Required	
Search tree	Education (country-specific list)
educapp1	<b>Are you doing your apprenticeship ...</b>
Relevant	apprentice
Value 1	... during your full-time education
Value 2	... following your full-time education
Value 3	... not immediately following your full-time education
educlevl	<b>Do your qualifications match your job?</b>
Relevant	ever had a job and not apprentice
Value 1	Yes
Value 3	No, I am overqualified for my job
Value 2	No, I am underqualified for my job
Value -7	I don't know
eduexpe	<b>If you are underqualified, does your experience compensate for that?</b>
Relevant	educlevl = 2
Value 0	No
Value 1	Yes, to a minor degree
Value 2	Yes, more or less
Value 3	Yes, almost fully
Value 4	Yes, completely
Value -7	I don't know
edumore	<b>Since leaving full-time education, have you gained any further qualifications?</b>
Relevant	not student and not apprentice
Value 1	Yes
Value 0	No
Value -8	Not applicable
educchanc	<b>Have these additional qualifications improved your chances on the labour market?</b>
Relevant	edumore = 1
Value 0	No
Value 5	Yes, I received a promotion
Value 1	Yes, I received a pay increase from my employer
Value 6	Yes, I received a promotion and better pay
Value 2	Yes, I found an other job
Value 7	Yes, I found another job with better pay
Value 9	Yes, I found another job with better content
Value 10	Yes, I found another job with better pay and content

Value 3	Yes, other
Value 8	Not applicable
edujobtr	<b>How much time is needed to become fully effective in your job for someone with your qualifications?</b>
Relevant	ever had a job and not student and not apprentice
Value 0	No training period required
Value 1	1 - 2 days
Value 2	3 - 6 days
Value 3	1 - 4 weeks
Value 4	1 - 3 months
Value 5	3 - 6 months
Value 6	0.5 - 1 year
Value 7	1 year or more
Value 97	I don't know
Matrix item_47_A	<b>Your opinion</b>
Relevant	ever had a job
Value 1-5	(1) Fully disagree, - - - , (5) Fully agree, -8 Not applicable
jobrota2	<b>I often take over tasks assigned to my co-workers</b>
jobener1	<b>I have sufficient energy to do my job</b>
supvsup3	<b>I have sufficient support from my supervisor</b>
occcoic	<b>I am happy to work in this occupation</b>
jobchan1	<b>My job is sufficiently varied</b>
jobrout1	<b>My job involves monotonous tasks</b>
jobinte1	<b>My job has become more interesting in the past year</b>
jobsecu2	<b>I worry about my job security</b>
Matrix item_57	<b>How often do you ...</b>
Relevant	ever had a job
Value 1-5	(1) Never, - - - , (5) Daily, -8 Not applicable
constres	<b>How often do you find your job stressful?</b>
conhealt	<b>How often do you work in unhealthy conditions?</b>
trainiww	<b>How often do you find training for your job would be worthwhile?</b>
conphys1	<b>How often do you come home from work physically exhausted?</b>
conment1	<b>How often do you come home from work mentally exhausted?</b>
conborin	<b>How often do you find your job boring?</b>
jobrota3	<b>How often do you take over tasks assigned to your co-workers?</b>
jobener2	<b>How often do you have sufficient energy to do your job?</b>
occcoic1	<b>How often do you find yourself happy to work in your profession?</b>
jobchan5	<b>How often do you think your job is sufficiently varied?</b>
jobrout2	<b>How often do you find your job involves monotonous tasks?</b>
jobinte2	<b>How often do you think your job has become more interesting in the past year?</b>
jobsecu3	<b>How often do you do you worry about your job security</b>
End_Matrix	
Section	<b>B</b>
firmsize	<b>How many people are employed at your place of work?</b>
Hint	Applicable to your establishment
Relevant	ever had a job
Required	
Value 0	0
Value 1	1-9
Value 2	10-19
Value 3	20 - 50
Value 4	50 - 100
Value 5	100 - 200
Value 6	200 - 500



Value 7	500 - 1,000
Value 8	1,000 - 2,000
Value 9	2,000 - 5,000
Value 10	5,000 or more
firmfema	<b>What percentage of employees is female?</b>
Hint	Applicable to your establishment
Relevant	ever had a job and (firmsize > 0)
Required	
Value 6	0 - 5 %
Value 7	5 - 10 %
Value 9	10 - 20 %
Value 10	20 - 30 %
Value 11	30 - 40 %
Value 3	40 - 60 %
Value 4	60 - 80 %
Value 5	80 - 100 %
Value -7	I don't know
Matrix item_12	<b>In your workplace ...</b>
Relevant	in dependent paid employment
Value 1	(1) Yes, (0) No, (-8) Not applicable
depmale	<b>Co-workers in similar positions are mostly male</b>
jobalone	<b>You work alone.</b>
depteam	<b>Most of your work is organised in teams.</b>
jobnocow	<b>You deal directly with people who are not co-workers.</b>
jobfrien	<b>You consider some of your co-workers to be friends.</b>
supvfema	<b>Your direct supervisor is a woman.</b>
compjob	<b>You work with a computer.</b>
compinet	<b>You use the Internet.</b>
depmach1	<b>Machines/equipment are in a good state of repair.</b>
depstaf3	<b>Staffing levels are sufficient.</b>
depwork1	<b>Work is well organised.</b>
End_Matrix	
firmloca	<b>Is your organisation established in more than one location?</b>
Relevant	in dependent paid employment and firmsize>0
Value 0	No
Value 1	Yes, in 1 city / municipality
Value 2	Yes, in 1 region
Value 3	Yes, in 2 or more regions
Value 4	Yes, throughout the country
Value 5	Yes, throughout the country and abroad
Value 6	Yes, but only abroad
firmsiz2	<b>How many people are employed by the whole organisation in your country?</b>
Relevant	firmloca >= 1 and firmloca <= 5
Required	
Value 1	Less than 10
Value 2	10-19
Value 3	20 - 50
Value 4	50 - 100
Value 5	100 - 200
Value 6	200 - 500
Value 7	500 - 1,000
Value 8	1,000 - 2,000
Value 9	2,000 - 5,000
Value 10	5,000 or more

firmfem1	<b>What percentage of employees is female?</b>
Hint	Applicable to the whole organisation
Relevant	firmsiz2 >= 1
Value 6	0 - 5 %
Value 7	5 - 10 %
Value 9	10 - 20 %
Value 10	20 - 30 %
Value 11	30 - 40 %
Value 3	40 - 60 %
Value 4	60 - 80 %
Value 5	80 - 100 %
Value -7	I don't know
firmowne	<b>Is your organisation domestic- or foreign-owned?</b>
Relevant	ever in dependent paid employment
Value 1	Wholly domestic-owned
Value 2	Partly domestic-owned, partly foreign-owned
Value 3	Wholly foreign-owned
Value -8	I don't know / Not applicable
firmow01	<b>Please select the country where the foreign investment comes from.</b>
Relevant	firmowne=2 or firmowne=3
Search tree	Country
mnsb1	<b>What is the name of the company where you work?</b>
Hint	If your organisation is not in the list, select "other".
Relevant	ever had a job
Required	
Search tree	MN Subsidiary Industry
caofirm2	<b>Is your organisation covered by a collective agreement?</b>
Relevant	const > 5
Required	
Value 1	Yes
Value 2	Only by a national collective agreement
Value 4	Also by a company level agreement
Value 5	Yes, but I myself am not covered
Value 0	No
Value -7	I don't know
Value -8	Not applicable
caonl61	<b>Please select your collective agreement.</b>
Relevant	caofirm2 = 1
Required	
Search tree	Collective Agreement NL
Matrix item_52	<b>In your organisation ...</b>
Relevant	ever in dependent paid employment
Value 1	(1) Yes, (0) No, (-8) Not applicable
firmrep1	<b>... is there a trade union representative?</b>
firmcou2	<b>... is there a works / staff council?</b>
firmegu1	<b>... is there an equal opportunity committee?</b>
firmrep4	<b>... is there an officer/employee association?</b>
dephisto	<b>... have you been working in different departments?</b>
jobpromo	<b>... have you been promoted?</b>
jobpersp	<b>... do you have good career opportunities?</b>
jobfamil	<b>... are any of your co-workers family members?</b>
memtrad8	<b>... are you a member of the union?</b>
End_Matrix	
memtrdB1	<b>Of which trade union are you a member?</b>
Relevant	memtrad8 = 1

Required	
Search tree	Trade Union BE
Search tree	Trade Union KO
Matrix item_66	<b>In the past 12 months, has your organisation ...</b>
Relevant	ever in dependent paid employment
Value 1	(1) Yes, (0) No, (-7) I don't know
firmdis1	<b>... announced redundancies?</b>
firmpri2	<b>... been privatised?</b>
firmtra1	<b>... offered you training opportunities?</b>
firmreo1	<b>... faced reorganisation that has affected your workplace?</b>
firmprot	<b>... faced an employee protest/strike?</b>
firminit	<b>... taken new strategic initiatives?</b>
firmreti	<b>... announced voluntary retirement?</b>
firmmerg	<b>... faced a merger with another organisation?</b>
firmcom1	<b>... renewed its computer equipment / machinery?</b>
firmstra	<b>... had a competent management strategy?</b>
firmbro1	<b>... been under immediate threat of bankruptcy?</b>
End_Matrix	
Matrix item_76	<b>What do you expect to happen in your organisation in the next 12 months?</b>
Relevant	in dependent paid employment
Value 1	(1) Yes, (0) No, (-7) I don't know
firmdism	<b>Announcement of redundancies</b>
firmpri3	<b>Privatisation</b>
firmtra2	<b>Training opportunities will be offered</b>
firmreo2	<b>Reorganisation / organisational change</b>
firmmer2	<b>Merger with another organisation</b>
firmcom3	<b>Renewal of computer equipment / machinery</b>
firmstr2	<b>Competent management strategy</b>
firmbro2	<b>Urgent threat of bankruptcy</b>
firmi2	<b>New strategic initiatives</b>
firmrecr	<b>Mass manpower recruitment</b>
firmdis2	<b>Lay off/voluntary retirement</b>
End_Matrix	
Section	<b>C</b>
yyfstjob	<b>What year did you start your first job?</b>
Relevant	ever had a job and not student and not apprentice
Required	
Range	1950 - 2007
yyfstjo1	<b>What year did you start your apprenticeship?</b>
Relevant	trainee
Required	
Range	1950 - 2007
yyfstjo2	<b>What year did you start your first job?</b>
Relevant	student
Required	
Range	1950 - 2007
seekhist	<b>How long did you spend looking for your first job?</b>
Relevant	ever had a job and not apprentice
Value 1	I did not (have to) look for a job
Value 2	Less than 1 month
Value 3	1 - 3 months
Value 4	3 - 6 months
Value 5	1/2 - 1 year

Value 6	1 year or more
Value -7	I don't know
jobhist4	<b>How many times have you changed your employer since?</b>
Hint	Include temporary jobs and self-employment
Relevant	ever had a job
Required	
Value 0	Never
Value 1	1
Value 2	2
Value 3	3
Value 4	4
Value 5	5
Value 6	6
Value 7	7
Value 8	8
Value 9	9
Value 10	10 or more
Value > 10	11 ..
Range	11 - 100
Break_0	<b>Have you ever been without a job, either unemployed, on leave or otherwise?</b>
Relevant	jobhist4 > 0
Required	
Value 0	Never
Value 1	Yes, but never more than three months unbroken
Value 2	Yes, but never more than half a year unbroken
Value 3	Yes, but never more than a year unbroken
Value 4	Yes, longer than a year unbroken
break0	<b>How many times have you been without a job?</b>
Relevant	Break_0 > 0
Required	
Value 1	1
Value 2	2
Value 3	3
Value 4	4
Value 5	5
Value 6	6
Value 7	7
Value 8	8
Value 9	9
Value > 10	11 ..
yybreak	<b>In which year did you stop working and in which year did you return to work?</b>
Relevant	Break_0 = 4
Required	
Range yybreak	1950 - 2007
Range yyreenter	1950 - 2007
Constraint	yyreenter >= yybreak
Matrixgroup item_12_D	<b>Why were you without a job?</b>
Relevant	break0 >= 1
	CHECKBOX
break2	<b>Illness or occupational disability / accident / disease</b>
break3	<b>Unemployment / dismissed / inability to find a suitable job</b>
break13	<b>I could not continue my own business</b>
break4	<b>Education / training course</b>

break8	<b>Pregnancy / giving birth / caring for children under 1 year</b>
break1	<b>Caring for children over 1 year</b>
break11	<b>Housekeeping</b>
break12	<b>Caring for other members of household</b>
break7	<b>Caring for other persons</b>
break6	<b>Military service or equivalent</b>
break5	<b>Other reasons</b>
End_Matrix	
break19	<b>Did you had job protection during this period?</b>
Relevant	break0 >= 1
Value 0	No
Value 1	Yes, part of the time
Value 2	Yes, for the whole time
Value -7	I don't know
Matrixgroup item_25	<b>Which income did you receive during this period?</b>
	CHECKBOX
Relevant	break0 >= 1
break14	<b>Unemployment benefit</b>
break15	<b>Leave coverage</b>
break16	<b>My partner / family</b>
break17	<b>Disability benefit</b>
break20	<b>Only past savings</b>
break21	<b>Lay off pay</b>
break22	<b>Voluntary retirement payment</b>
break23	<b>Insurance</b>
break24	<b>Terminal benefits</b>
break26	<b>Free work</b>
break18	<b>Other</b>
End_Matrix	
yycuempl	<b>In which year did you join your current employer?</b>
Hint	If the name of your company has changed, please include the period of time you spent with the company also when its name was different.
Relevant	ever in dependent paid employment and (jobhist4>0)
Required	
Range	1950 - 2007
yycuemp1	<b>In which year did you start your business / family business?</b>
Hint	If the name of your company has changed, please include the period of time you spent with the company also when its name was different.
Relevant	self-employed
Required	
Range	1950 - 2007
Matrixgroup item_38	<b>How did you find your current employer?</b>
	CHECKBOX
seascho3	<b>Via an apprenticeship / school</b>
seaempl3	<b>Via a public / national employment agency</b>
seanwpr3	<b>Via an advertisement</b>
seavaca3	<b>I had heard of the vacancy</b>
seaaske3	<b>They asked me to join</b>
seafami3	<b>Via family or acquaintances</b>
seatem3	<b>Via a temp agency job</b>
seapriva	<b>Via private recruitment agency/consultants/blind application</b>
seaweb	<b>Via internet</b>
seatraun	<b>Through trade unions agencies, Non Governmental Organization, churches or not-for-profit organisations</b>
seapucon	<b>Through public selection</b>

seanon3	<b>Other reasons</b>
End_Matrix	
jobhist2	<b>How many positions have you occupied with your current employer, including your current job?</b>
Relevant	ever in dependent paid employment
Required	
Value 1	1
Value 2	2
Value 3	3
Value 4	4
Value 5	5
Value 6	6
Value 7	7
Value 8	8
Value 9	9
Value 10	10 or more
yycuposi	<b>In which year did you attain your current position?</b>
Relevant	jobhist2 >= 2
Required	
Range	1950 - 2007
occhist1	<b>Are you still working in the same occupation as in your first job?</b>
Relevant	(ever in dependent paid employment and jobhist2 > 1) or (ever had a job and jobhist4 > 0)
Value 1	Yes
Value 0	No
seekjob	<b>Have you looked for another job in the past four weeks?</b>
Relevant	not unemployed and not disabled
Value 1	No, I don't want to change jobs
Value 2	No, but I am interested in a new job
Value 3	Yes, but I have not found one yet
Value 4	Yes, and I have found one
seekjob1	<b>Have you looked for another job in the past four weeks?</b>
Relevant	unemployed or disabled
Value 1	No, I am not interested in searching a job
Value 2	No, there is no sense in searching
Value 3	Yes, but I have not found one yet
Value 4	Yes, and I have found one
Matrixgroup item_64	<b>How do you go about looking for another job?</b>
Relevant	seekjob > 2 or seekjob1 > 2
	CHECKBOX
seafamil	<b>I ask family and acquaintances</b>
seainter	<b>I search a jobsite on the Internet</b>
seanempl	<b>I visit a public / national employment agency</b>
seasites	<b>I search company websites</b>
seanwprs	<b>I look in newspapers</b>
seajnals	<b>I look in trade magazines</b>
seapempl	<b>I visit a private employment agency</b>
seatemp	<b>I visit a temp agency</b>
searesum	<b>I send my CV to employers speculatively</b>
seaphone	<b>I phone employers directly</b>
seanon2	<b>None of the above</b>
End_Matrix	
jobfutu1	<b>Do you expect still to be with your current employer in a year's time?</b>
Relevant	in dependent paid employment
Value 1	Yes

Value 2	No
Value -7	I don't know
jobfutu2	<b>Do you expect to have a job in a year's time?</b>
Relevant	unemployed or disabled
Value 1	Yes
Value 2	No
Value -7	I don't know
jobfutu3	<b>Do you expect still to have your business in a year's time?</b>
Relevant	self-employed
Value 1	Yes
Value 2	No
Value -7	I don't know
jobfutu4	<b>Will this be in the same position?</b>
Relevant	jobfutu1 = 1
Value 1	Yes, in the same position
Value 2	No, I will be promoted to a higher position
Value 3	No, I will be working in another position
jobfutu5	<b>Why would this not be the case?</b>
Hint	If there are several reasons, please tick the most important
Relevant	jobfutu1 = 0 or jobfutu2 = 0 or jobfutu3 = 0 or jobexpe1 = 2
Value 3	I'll be with another employer
Value 4	I'll be caring for children
Value 13	I'll be housekeeping
Value 5	I'll be taking (early) retirement
Value 6	I'll be self-employed or in a family business
Value 7	Because of health problems
Value 8	I'll be undertaking further training or study
Value 9	I'll have been dismissed
Value 10	My contract will have expired
Value 12	My business will go broke
Value 99	Other reasons
Matrix item_109	<b>If you are/were looking for another job, how important would the following aspects be?</b>
Value 1-5	(1) Not at all important, - - - , (5) Very important, (-8) Not applicable
seekcomm	<b>Manageable commuting time</b>
seekflex	<b>Possibility to have flexitime or bank of hours</b>
seektra1	<b>Suitable training opportunities</b>
seeksala	<b>Decent salary</b>
seekperm	<b>Permanent contract</b>
seekcoll	<b>Nice co-workers</b>
seekfame	<b>Employer's reputation</b>
seekpens	<b>Employer contributions to pension</b>
seekday1	<b>Employer contributions to child care and health service</b>
seekpar1	<b>Part-time working hours</b>
End_Matrix	
Matrix item_124	<b>What do you expect to happen in the next 12 months?</b>
Relevant	in dependent paid employment
Value 0-1	(0) No, (1) Yes, (-8) Not applicable
jobprom3	<b>I am eager to get promoted</b>
jobtasks	<b>My work responsibilities are likely to change</b>
jobloss	<b>My post is likely to be made redundant</b>
payrise	<b>I will get a pay rise</b>
prefjob	<b>I am eager to find a new job</b>
comptra1	<b>I will take computer courses to keep up with new demands at the workplace.</b>

preflott	<b>I hope to win the lottery</b>
payunsta	<b>My income is likely to be unstable and uncertain</b>
End_Matrix	
Section	<b>D</b>
hrshisto	<b>Do you work full-time?</b>
Relevant	ever had a job and not student
Required	
Value 1	Yes
Value 0	No
hrshist1	<b>Have you always worked full-time?</b>
Hint	Do not include holiday jobs or weekend jobs
Relevant	hrshisto = 1
Value 1	Yes
Value 0	No
yyfullti	<b>What year did you start working full-time?</b>
Hint	If you have worked both full-time and part-time alternately, please answer with reference to the most recent period
Relevant	hrshist1 = 0
Range	1950 - 2007
hrshist2	<b>Have you always worked part-time?</b>
Relevant	hrshisto = 0
Value 1	Yes
Value 0	No
yypartti	<b>What year did you start working part-time?</b>
Hint	If you have worked both full-time and part-time alternately, please answer with reference to the most recent period
Relevant	hrshist2 = 0
Range	1950 - 2007
Matrixgroup item_7_D	<b>Why do you work part-time?</b>
Relevant	hrshisto = 0
	CHECKBOX
hrsptedu	<b>Education or training</b>
hrspthou	<b>Housekeeping</b>
hrsptchl	<b>Looking after children or other persons</b>
hrspttim	<b>Time for myself</b>
hrsptsec	<b>I have a second job</b>
hrspthea	<b>Health problems, personal illness or disability</b>
hrsptret	<b>Early retirement, retirement</b>
hrsptnof	<b>Cannot find a full-time job</b>
hrsptdem	<b>Job too stressful / demanding to work full-time</b>
End_Matrix	
hrscont3	<b>Are your working hours agreed with your employer?</b>
Relevant	ever in dependent paid employment
Required	
Value 1	Yes, in writing
Value 2	Yes, verbally
Value 0	No
Value -8	Not applicable
hrscont4	<b>What sort of working hours have you agreed?</b>
Hint	If more options are applicable, tick the option that comes closest
Relevant	hrscont3 = 1 or hrscont3 = 2
Required	
Value 1	Full-time hours per week
Value 2	Part-time hours per week
Value 3	Annualised hours



Value 4	Flexible hours
Value 6	I work on call
Value 99	Other
hrscontr	<b>How many hours a week do you work under the terms of your contract?</b>
Hint	If these hours vary, please enter the average.
Relevant	hrscont4 = 1 or hrscont4 = 2 or hrscont4 = 5
Required	
Range	0 - 80
hrscont5	<b>How many hours per year do you work under the terms of your contract?</b>
Relevant	hrscont4 = 3
Range	0 - 3000
hrscont6	<b>Are a minimum or a maximum number of working hours per week agreed with your employer?</b>
Relevant	hrscont4 = 3 or hrscont4 = 4 or hrscont4 = 6
Required	
Value 1	A minimum and a maximum
Value 2	A minimum
Value 3	A maximum
Value 4	No
Value -8	Not applicable
hrscont7	<b>What is the minimum number of working hours you have agreed?</b>
Relevant	hrscont6 <= 2 and hrscont6 > 0
Range	0 - 80
hrscont8	<b>What is the maximum number of working hours you have agreed?</b>
Relevant	hrscont6 = 1 or hrscont6 = 3
Range	0 - 80
hrsfirm	<b>How many hours is the standard working week for full-timers in your workplace?</b>
Hint	This refers to the usually collectively agreed working hours a week
Relevant	hrscont3 = 0 or hrscont3 = 8 or hrscont4 >= 2
Required	
Range	0 - 80
hrslunch	<b>Is your lunchtime included in your agreed working hours?</b>
Relevant	hrscontr3 = 1 or hrscontr3 = 2
Value 0	No
Value 1	Yes
Value -7	I don't know
Value -8	Not applicable
wageotim	<b>If you work more hours than laid down in your contract, how is this overtime compensated?</b>
Relevant	hrscont4 <= 2 and (hrscont4 >0 or hrscont6 = 1 or hrscont6 = 3 )
Value 1	Overtime paid as normal hours plus overtime premium
Value 2	Overtime paid as normal hours
Value 3	Time-off in lieu for overtime hours
Value 4	Partly paid, partly compensated with time-off in lieu
Value 5	Not compensated
Value -7	I don't know
Value -8	Not applicable
hrschang	<b>Over the past 12 months, have your agreed working hours changed?</b>
Relevant	ever in dependent paid employment and (hrscont3 = 2 or hrscont3 = 1 )
Value 0	No
Value 1	Yes, to less hours
Value 2	Yes, to more hours
Value 3	Yes, to flexible hours
Value 4	Yes, other
Value -8	Not applicable

hrschan1	<b>Was this ...</b>
Relevant	hrschang = 1
Value 1	... on your request
Value 2	... due to reducing the standard working week with loss of pay
Value 3	... due to reducing the standard working week without loss of pay
Value 4	... due to other reasons
hrschan2	<b>Was this ...</b>
Relevant	hrschang = 2
Value 1	... on your request
Value 2	... due to increasing the standard working week with compensation
Value 3	... due to increasing the standard working week without compensation
Value 4	... due to other reasons
hrschan3	<b>Was this ...</b>
Relevant	ever in dependent paid employment and (hrschang = 3 or hrschang = 4 )
Value 1	... on your request
Value 2	... due to negotiations about working conditions
Value 3	... due to other reasons
hrsreal0	<b>Do you usually work the number of hours laid down in your contract?</b>
Relevant	(hrscont4 > 0 and (hrscont4 <= 2 or hrscont4 = 5 )
Required	
Value 1	Yes
Value 2	No, I work less hours
Value 3	No, I work more hours
Value -8	Not applicable
hrsreal	<b>How many hours a week do you usually work?</b>
Hint	If these hours vary, please enter the average.
Relevant	in dependent paid employment or self-employed or hrsreal0 > 1 or hrscont3 = 0 or hrscont3 = 8
Required	
Range	0 - 80
hrsref	<b>Would you prefer to work more or less hours a week than you usually do?</b>
Relevant	ever had a job and not unemployed and not disabled
Value 0	No, I am satisfied with my current hours
Value 1	Less hours
Value 2	More hours
hrsdayp2	<b>How many days a week do you usually work?</b>
Hint	If these days vary, please enter the average.
Relevant	ever had a job
Value 1	1
Value 2	2
Value 3	3
Value 4	4
Value 5	5
Value 6	6
Value 7	7
ddwork1	<b>In the past seven days, have you worked your usual number of hours?</b>
Relevant	ever had a job and not unemployed and not disabled
Value 1	Yes
Value 2	No, I worked more hours
Value 3	No, I worked less hours
Value 4	No, I have not worked at all
Matrixgroup item_35	<b>Why have you worked less hours or not at all?</b>
Relevant	ddwork1 >= 3
	CHECKBOX
ddworvac	<b>Vacation / days off</b>

ddworill	<b>Own illness or injury</b>
ddworfam	<b>Family reasons</b>
ddworsho	<b>Short-time working</b>
ddwordis	<b>Labour dispute / industrial action</b>
ddworwea	<b>Weather conditions</b>
ddworloo	<b>I was looking for a job</b>
ddworlea	<b>Maternity / parental leave</b>
ddworsea	<b>Seasonal work</b>
ddworsen	<b>Seniority leave</b>
ddworvar	<b>Variable working hours / time off in lieu of wages</b>
ddworoth	<b>Other reasons</b>
End_Matrix	
Matrix item_54	<b>About your working hours</b>
Relevant	ever in dependent paid employment
Value 0-1	(0) No, (1) Yes, (-8) Not applicable
tiregist	<b>My starting and finishing times are recorded ('clocking in and out')</b>
tiaccoun	<b>I must account in writing for the hours I work</b>
tijobtim	<b>I can easily finish my job within the time given</b>
overtime	<b>Overtime is quite normal at my workplace</b>
hrsovert	<b>I have to work overtime despite laws and/or collective agreements forbidding this</b>
tiroster	<b>I work shifts or irregular hours</b>
tiworkr2	<b>I have fixed starting and finishing times almost every day</b>
tirosspl	<b>I have a split working day</b>
tiroste6	<b>My working hours vary according to the season</b>
End_Matrix	
tiroste1	<b>Do you work shifts?</b>
Relevant	self-employed
Value 0-1	(0) No, (1) Yes, (-8) Not applicable
tishift3	<b>What type of shifts or irregular hours do you work?</b>
Relevant	tiroster = 1
Value 2	Alternating morning / afternoon shifts
Value 3	Alternating morning / afternoon / night shifts
Value 9	Morning shifts
Value 8	Afternoon shifts
Value 7	Evening shifts
Value 12	Night shifts
Value 13	Sleeping shifts
Value 14	Depends on client requirement
Value 15	Flexi-timing
Value 20	Day and night shifts for 24 hour operation
Value 99	Other shifts / schedules
Matrix item_71_D	<b>How are your working hours organised?</b>
Relevant	ever in dependent paid employment
Value 0-1	(0) No, (1) Yes, (-8) Not applicable
tisunday	<b>I regularly work on Sundays</b>
tisatday	<b>I regularly work on Saturdays</b>
tievning	<b>I regularly work in the evenings</b>
tihomtel	<b>I work at home at least one day a week (telework)</b>
tiroste7	<b>I know my working hours at least one month in advance</b>
tiroste8	<b>I know my working hours at best one week in advance</b>
tirost10	<b>My supervisor often asks me to change my working hours</b>
tiroste9	<b>I can easily swap shifts with co-workers</b>
End_Matrix	
Matrixgrou	<b>How long does it take to commute from your home to work?</b>

p_76	
Relevant	ever had a job
commtime	<b>Time in minutes (one way)</b>
Value 0	0 / Not applicable
Value 1	0 - 15 min.
Value 2	15 - 30 min.
Value 3	30 - 45 min.
Value 4	45 - 60 min.
Value 5	1 hour - 1 hour 15
Value 6	1 hour 15 - 1 hour 30
Value 7	1 hour 30 - 2 hours
Value 8	2 hours or more
commdist	<b>Distance in kilometers/miles (one way)</b>
Value 0	0 / Not applicable
Value 1	0 - 5
Value 2	5 - 10
Value 3	10 - 15
Value 4	15 - 20
Value 5	20 - 25
Value 6	25 - 50
Value 7	50 - 75
Value 8	75 or more
End_Matrix	
Matrixgrou p_77	<b>How do you travel to work?</b>
Relevant	ever had a job
	CHECKBOX
comcar	<b>By car</b>
combike	<b>By bicycle</b>
commoped	<b>By moped / scooter</b>
combus	<b>By bus, tram or underground</b>
comtrain	<b>By train</b>
comfoot	<b>On foot</b>
comcomt	<b>Company provides transport</b>
comhome	<b>I work from home</b>
comother	<b>Other</b>
End_Matrix	
Matrix Matrixgrou p_36	<b>How often do you find that ...</b>
Relevant	const > 5
Value 1-5	(1) Never, - - - , (5) Daily, (-8) Not applicable
ddrun17	<b>... your supervisor changes your working hours at short notice.</b>
ticonfli	<b>... your working hours conflict with your family commitments.</b>
ddrun18	<b>... there is no work available for you.</b>
preftel1	<b>... you wish you could work at home now and then (telework).</b>
ddrun16	<b>... you are unable to take a lunch break.</b>
ddrun15	<b>... you unexpectedly have to work overtime.</b>
conspeed	<b>... you have to work at very high speed.</b>
tideadli	<b>... you have to work to tight deadlines.</b>
End_Matrix	
Section	<b>E</b>
contrac5	<b>Do you have a permanent contract?</b>
Relevant	ever in dependent paid employment
Required	
Value 1	Yes

Value 0	No
contract	<b>What kind of employment contract do you have?</b>
Hint	If more options are applicable, tick the option that comes closest
Relevant	contract5 = 0 or contract7 = 0
Value 6	Apprentice, trainee
Value 4	On-call contract
Value 13	Replacement contract (fixed-term contract to replace another worker)
Value 8	Labour pool / job pool
Value 23	Job creation scheme
Value 15	In community or military service
Value 7	Contract with temp agency
Value 9	Seasonal work
Value 17	Project work
Value 27	Sub-contracting
Value 24	Temporary contract, with no agreed end date
Value 25	Temporary contract, with an agreed end date
Value 99	Other type of contract
Value 11	Combination of contracts
Value 26	No written terms and conditions
contract9	<b>What kind of work agreement do you have?</b>
Relevant	family worker
Value 1	Written
Value 2	Verbal / informal
Value -8	Not applicable
confixed	<b>What is the duration of your contract?</b>
Relevant	contract5 = 0 or contract7 = 0 or contract8 > 2
Value 1	1 - 2 days
Value 2	3 - 6 days
Value 3	1 - 4 weeks
Value 4	1 - 3 months
Value 5	3 - 6 months
Value 10	6 - 9 months
Value 12	9 months - 1 year
Value 6	1/2 - 1 year
Value 7	1 - 2 years
Value 8	2 years or more
Value -8	Not applicable
confixe1	<b>When your contract comes to an end, what are your prospects with your current employer?</b>
Relevant	ever in dependent paid employment and (contract5 = 0 or contract7 = 0 )
Value 1	I expect to become permanently employed
Value 2	I expect to sign a new fixed-term contract with the same employer
Value 3	My contract will not be renewed, so I will lose my present job
Value 99	Other
Value -7	I don't know
Matrix item_11	<b>A fixed-term contract ...</b>
Relevant	in dependent paid employment and (contract5 = 0 or unemployed or disabled) and (contract7 = 0
Value 1-5	Wholly disagree
confiski	<b>... gives me the opportunity to increase my skills</b>
confiexp	<b>... gives me the opportunity to build up work experience</b>
confipen	<b>... restricts my capacity to build up a pension</b>
confihou	<b>... restricts my ability to buy a house</b>
confipar	<b>... forces me to stay with my parents</b>
confichi	<b>... forces me to postpone having children</b>

confiper	<b>... is the only option because permanent work is not available</b>
confiemp	<b>... gives me the opportunity to look for the best employer</b>
End_Matrix	
Matrix item_12_E	<b>Renewal of my current contract will depend upon ...</b>
Relevant	contrac5 = 0 or contrac7 = 0
Value 0-1	(0) No, (1) Yes, (-8) Not applicable
connewpe	<b>... appraisal of my performance</b>
connewdi	<b>... no disciplinary action/adverse query against me</b>
connewst	<b>... completion status of the project</b>
connewsu	<b>... my supervisor</b>
connewdk	<b>... I don't know</b>
End_Matrix	
wageflex	<b>Was your last wage dependent on your individual performance from ...</b>
Relevant	ever in dependent paid employment
Relevant	Wageflex0 = 1
Required	
Value 1	Piece work
Value 2	Sales targets
Value 3	Customers, patients
Value 4	Agricultural output
Value 6	Project / assignment output
Value 7	Calls / queries attended
Value 8	Deadlines / timelines met
Value 9	Customer satisfaction / feedback / customer report
Value 10	Fixed rate
Value 99	Other
Value 0	None of these
wagefle1	<b>What percentage of your last wage was dependent on your individual performance?</b>
Relevant	wageflex >= 1
Value 1	0 - 20 %
Value 2	20 - 40 %
Value 3	40 - 60 %
Value 4	60 - 80 %
Value 5	80 - 100 %
wageba1	<b>Did you receive a basic wage?</b>
Relevant	wageba1 = 1
Required	
Value 1	Yes
Value 0	No
wageba2	<b>What was the basic part of your last wage?</b>
Relevant	wageba1 = 1
DataType	xs:amount
wagereg1	<b>Are you paid for your work....</b>
Relevant	ever had a job and (const < 10)
Required	
Value 1	... into a bank account / by cheque
Value 2	... cash in hand
Value 4	... in kind
Value 5	... cash in hand and kind
Value 3	... bank draft
Value 99	... other
Value 7	... no
Matrixgroup	<b>What payment in kind do you receive?</b>

item_60_E	
Relevant	wagereg1 = 4 or wagereg1 = 5
	CHECKBOX
paymeal	<b>Cooked meal</b>
payrice	<b>Rice / Wheat</b>
payvegi	<b>Vegetables or Fruits</b>
paycloth	<b>Clothing</b>
payelect	<b>Electricity</b>
payhousi	<b>Housing</b>
payfuel	<b>Oil, coal, fuel, or fire wood</b>
payothe	<b>Other</b>
End_Matrix	
wageboth	<b>Do you know your GROSS and your NET wage?</b>
Hint	This applies to your LAST wage
Relevant	ever in dependent paid employment
Required	
Value 1	Yes, my gross and my net wage
Value 2	Only my gross wage
Value 3	Only my net wage
Matrixgrou p_20	<b>What was your last wage?</b>
Relevant	wageboth > 0
wagegr1	<b>Gross wage</b>
DataType	xs:amount
wagene1	<b>Net wage</b>
DataType	xs:amount
Constraint	wagene1 <= wagegr1
Alert	Is your net wage higher than your gross wage?
End_Matrix	
Matrixgrou p_39_E	<b>On which payment period was your last wage based?</b>
Relevant	ever in dependent paid employment and (wagene1 > 0 or wagegr1 > 0 or wagene2 > 0 or wagegr2 > 0)
wageperi	<b>On which payment period was your last wage based?</b>
Hint	If the options do not accurately describe your payment period, tick the option that comes closest and give greater detail hereafter
Relevant	ever in dependent paid employment and (wagene1 > 0 or wagegr1 > 0 or wagene2 > 0 or wagegr2 > 0)
Required	
Value 1	1 hour
Value 2	1 day
Value 3	1 week
Value 4	2 weeks
Value 5	4 weeks
Value 6	1 calendar month
Value 7	2 calendar months
Value 8	3 calendar months
Value 9	1 year
wagetext	<b>If you want to specify your payment period, please do so here</b>
Relevant	ever in dependent paid employment and (wagene1 > 0 or wagegr1 > 0 or wagene2 > 0 or wagegr2 > 0)
Type	TextArea
End_Matrix	
Matrixgrou p_80_E	<b>What is your average cash earning?</b>
Relevant	wagereg1 = 2 or wagereg1 = 5
wageday1	<b>Per day</b>
Relevant	wagereg1 = 2 or wagereg1 = 5
DataType	xs:amount
wageweek	<b>Per week</b>

Relevant	wagereg1 = 2 or wagereg1 = 5
DataType	xs:amount
End_Matrix	
Matrixgroup_34_E	<b>What was your annual gross income?</b>
Relevant	self-employed
wagegr4	<b>Gross income</b>
Required	
DataType	xs:amount
wagemon5	<b>Was this income earned in 12 months or less?</b>
Range	1-12
End_Matrix	
wagetax1	<b>Do you contribute to social security?</b>
Relevant	ever had a job
Required	
Value 1	Yes
Value 0	No
wagetax2	<b>Is the contribution to social security calculated on your whole wage or only on a part of it?</b>
Relevant	wagetax1=1
Required	
Value 1	On the whole
Value 2	On a part of it
Matrixgroup_35	<b>Did your last wage include allowances and if so, how much?</b>
Relevant	ever in dependent paid employment
	CHECKBOX + DataType xs:amount
washifts	<b>Shift / unsocial hours / weekend allowance</b>
waovrt1	<b>Overtime premium</b>
waincove	<b>Inconvenience or hardship allowance</b>
watips	<b>Tips</b>
wasenior	<b>Seniority bonus</b>
waskill1	<b>Skill premium</b>
watarget	<b>Target-related incentive bonus</b>
waperform	<b>Performance allowance or commission</b>
wayearnd	<b>End-of-year bonus, Christmas bonus</b>
wa13mnt1	<b>13th 'month'</b>
waannual	<b>Annual bonus</b>
wahollid	<b>Holiday allowance</b>
wagroupb	<b>Group performance allowance</b>
waperso1	<b>Personal performance allowance</b>
wamarval	<b>Market value allowance</b>
wacommute	<b>Commuting / public transport allowance</b>
waprofit	<b>Profit sharing</b>
wacooper	<b>Payments from balance surplus in cooperatives</b>
wastock	<b>Stock options</b>
wacookga	<b>Lunch/cooking gas allowance</b>
wahouser	<b>House rent</b>
wacityal	<b>City compensatory allowance</b>
wamanage	<b>Managerial bonus</b>
waother	<b>Other</b>
End_Matrix	
Matrixwagededu	<b>What kind of deductions affect your income?</b>
Relevant	self-employed
Value 0-1	(0) No, (1) Yes, (-7) I don't know, (-8) Not applicable



deductax	<b>Income tax</b>
dedussec	<b>Social security</b>
deduinsu	<b>Insurance and other personal deductions</b>
dedurpay	<b>Repayment of advance/loan</b>
dedurent	<b>Rent</b>
deduothe	<b>Other</b>
End_Matrix	
Matrixgrou p_36_E	<b>Have you received any other additions to pay from your employer over the past 12 months?</b>
Relevant	ever in dependent paid employment
	CHECKBOX
frshares	<b>Share options</b>
frcar1	<b>Company car / leased car / car allowance</b>
frexpens	<b>Expense allowance</b>
frmedins	<b>Contribution health insurance (private or collective)</b>
frpensi2	<b>Contribution to pension scheme (collective / private)</b>
frunempl	<b>Contribution to an unemployment scheme</b>
frsavsch	<b>Contribution to a savings scheme</b>
frhouse	<b>Contribution to costs related to housing</b>
frteleph	<b>Contribution to home telephone charges / use</b>
frmobile	<b>Mobile phone</b>
frdaycre	<b>Contribution to children's day-care</b>
frstudy	<b>Contribution to children's school or study</b>
frputra1	<b>Public transport pass / contribution to commuting costs</b>
frlaptop	<b>PC at home / laptop</b>
frgoodi1	<b>Benefits in kind (vouchers, perquisites and discounted goods and services)</b>
frmortga	<b>Lower rate of interest on mortgage</b>
frother	<b>Other additions to pay</b>
End_Matrix	
Matrixgrou p_38	<b>Are you currently a participant in the following work-related schemes or benefits?</b>
Relevant	ever in dependent paid employment
	CHECKBOX
pastuapp	<b>Apprenticeship / sandwich course</b>
pastudys	<b>Education or training scheme</b>
papensio	<b>Pension scheme</b>
pachoice	<b>Flexible Benefit Plan</b>
papleave	<b>Maternity / parental leave scheme</b>
padaycre	<b>Company-based day care / creche</b>
pawotime	<b>Working time experiment</b>
paleasav	<b>Leave accumulation scheme / time-banking</b>
paearlyr	<b>(Partial) early retirement scheme</b>
pahouse	<b>Free housing</b>
patelewo	<b>Telework scheme</b>
pahrsre2	<b>Arrangement to work shorter hours (such as for working parents)</b>
pacredit	<b>Preferential credits</b>
pasport	<b>Sports facilities</b>
pacante	<b>Canteen/food voucher</b>
End_Matrix	
Matrix item_45	<b>More about your wage</b>
Relevant	ever in dependent paid employment
Value 0-1	(0) No, (1) Yes, (-8) Not applicable
caoimpo2	<b>I think it is important to be covered by a collective agreement</b>
wagevary	<b>My wage varies from month to month</b>
seekeasy	<b>I could easily find another job</b>

seekwage	<b>I could earn more with another employer</b>
wageask	<b>I have asked for a pay raise in the past 12 months</b>
wageincr	<b>I have received a pay raise in the past 12 months</b>
paydiscu	<b>I have had a frank discussion about my pay with my employer or supervisor in the past 12 months</b>
wagetop	<b>I have reached the top of my grade</b>
End_Matrix	
Matrix item_58	<b>What do you think about your terms and conditions of employment?</b>
Relevant	ever in dependent paid employment
Value 1-5	(1) Fully disagree, - - - , (5) Fully agree, -8 Not applicable
paypolic	<b>I am satisfied with my employer's approach to pay</b>
payitime	<b>I am confident that I will be paid on time</b>
paycost	<b>I am confident that my wage will keep up with the cost of living</b>
payhilow	<b>The gap between high and low pay is too great at my place of work</b>
paymore	<b>I should earn more, considering my performance</b>
satbonus	<b>I am satisfied with my allowances / bonuses</b>
satcontr	<b>I am satisfied with my kind of contract</b>
pensworr	<b>I am worried about my pension</b>
End_Matrix	
Section	<b>F</b>
sex	<b>Are you a woman or a man?</b>
Required	
Value 1	Woman
Value 2	Man
yybirth	<b>In which year were you born?</b>
Required	
Range	1930 - 1996
cobself1	<b>Were you born in [COUNTRY OF SURVEY]?</b>
Required	
Value 1	Yes
Value 0	No
cobself	<b>In which country were you born?</b>
Relevant	cobself1=0
Required	
Search tree	Country
Matrixgroup_5	<b>In which year did you come to live in [COUNTRY OF SURVEY] and why did you come here?</b>
Relevant	cobself1 = 0
yyarriva	<b>Arrived in</b>
Range	1930 - 2007
cobreaso	<b>Came because of</b>
Value 4	Economic reasons
Value 1	Family reasons
Value 2	Asylum
Value 3	Other reasons
End_Matrix	
cobmoth1	<b>Was your mother born in the same country as you?</b>
Value 1	Yes
Value 0	No
Value -8	Not applicable
cobmothe	<b>In which country was your mother born?</b>
Relevant	cobmoth1 = 0
Search tree	Country
cobfath1	<b>Was your father born in the same country as you?</b>
Value 1	Yes

Value 0	No
Value -8	Not applicable
cobfathe	<b>In which country was your father born?</b>
Relevant	cobfath1 = 0
Search tree	Country
cobethgr	<b>To which ethnic / social group do you belong?</b>
Value	Country-specific list
coblang1	<b>Which language do you mostly speak at home?</b>
Search tree	Language (country-specific list)
regicity	<b>How would you describe the area where you live?</b>
Value 7	Metropolitan city
Value 1	A big city
Value 2	The suburbs or outskirts of a big city
Value 3	A town or a small city
Value 4	A country village
Value 5	Rural area
Value 6	Other
regiho61	<b>In which region do you live?</b>
Required	
Search tree	Region
regiwor0	<b>Is your workplace also in this region?</b>
Relevant	ever had a job
Value 1	Yes
Value 2	Yes, and my workplace and my home are in the same building
Value 0	No
Value 3	I am a mobile worker covering more regions
regiwo61	<b>In which region is your workplace?</b>
Relevant	regiwor0 < 1
Search tree	Region
regibir0	<b>Are you born in the region where you currently live?</b>
Hint	This applies to today regions
Relevant	cobself1 = 1
Value 1	Yes
Value 0	No
regibirt	<b>In which region were you born?</b>
Relevant	regibir0 = 0
Search tree	Region
hhstat7	<b>What is your current marital status?</b>
Required	
Value 1	Married
Value 2	Widowed
Value 3	Divorced
Value 4	Never married
Matrix item_24	<b>With whom do you live in your household?</b>
Value 0-1	(0) No, (1) Yes
hhpartn1	<b>With partner</b>
hhlivein	<b>With live-in friend</b>
hhchild	<b>With one or more children</b>
hhchildp	<b>With children, but only for part of the week</b>
hhgchild	<b>With grandchildren</b>
hhstate7	<b>With parents (in-law)</b>
hhstat10	<b>With grandparents (in-law)</b>
hhstate4	<b>Single</b>
hhstate8	<b>With non-family members</b>

hhstat13	<b>Living in joint family</b>
hhstat12	<b>Living with house help</b>
hhstat20	<b>Other relatives</b>
hhstat21	<b>With brothers or sisters</b>
End_Matrix	
hhowno2	<b>Is your home owned or rented?</b>
Value 1	I/We own our home
Value 2	I/We pay rent
Value 3	My/Our accommodation is provided rent-free
Value 4	I/We live in company housing
Value 5	Other
hhparact	<b>What is your partner's principal activity?</b>
Relevant	hhpartn1 = 1
Value 1	Employee on permanent contract
Value 2	Employee on fixed-term contract
Value 3	Self-employed, employer, own-account worker, freelance
Value 4	Unemployed
Value 5	In education
Value 6	Retired
Value 7	Housewife, househusband
Value 8	Disabled, ill
Value 9	Other
hhhrspa	<b>How many hours a week does your partner usually work?</b>
Hint	If these hours vary, please enter the average.
Relevant	hhpartn1 = 1 and hhparact <= 3
Range	0 - 80
hhincome	<b>What is the usual total net MONTHLY income of your household?</b>
Hint	This is the combined income of all members of the household and may include benefits or other income. Please enter the average if this income varies from month to month.
DataType	xs:amount
chld	<b>Do you have any children?</b>
Hint	This includes step - and foster children.
Required	
Value 1	Yes
Value 0	No
Matrixgroup_47	<b>How many children do you have?</b>
chldhome	<b>Living at home</b>
Relevant	chld = 1
Required	
Value 0	0
Value 1	1
Value 2	2
Value 3	3
Value 4	4
Value 5	5
Value 6	6 or more
chldout	<b>Not living at home</b>
Relevant	chld = 1
Required	
Value 0	0
Value 1	1
Value 2	2
Value 3	3
Value 4	4
Value 5	5

Value 6	6 or more
End_Matrix	
Matrixgroup item_42	<b>What year are your children born?</b>
yyolchld	<b>Eldest child</b>
Relevant	(chldhome or chldhome = 0) and (chldout or chldout = 0) and (chldhome + chldout > 1)
Range	1950 - 2007
yyyochld	<b>Youngest child</b>
Alert	Is your youngest child born BEFORE your eldest child?
Relevant	(chldhome or chldhome = 0) and (chldout or chldout = 0) and (chldhome + chldout > 1)
Range	1950 - 2007
Constraint	yyyochld >= yyolchld
End_Matrix	
Matrixgroup item_45_F	<b>When you are at work, who takes care of your child(ren)?</b>
Relevant	(yyolchld >= 1994 or 2006-valueOf('F31b_yyochld' <= 15 ) and chld = 1
	CHECKBOX
lccpartn	<b>My partner</b>
lccgrndp	<b>Grandmother, grandfather</b>
lccsiste	<b>Older sister, brother</b>
lccfamil	<b>Other relative, neighbour, acquaintance</b>
lccminde	<b>Paid childminder at home (nanny, au-pair)</b>
lccnanny	<b>Nanny, au-pair</b>
lccchmin	<b>Childminder</b>
lccdayca	<b>Day-care centre (full-time)</b>
lccnurse	<b>Nursery</b>
lccschoo	<b>School</b>
lccplayg	<b>Play centre, play ground (few hours per day)</b>
lccguest	<b>Host family, day mother</b>
lccexcha	<b>Exchange with other parents</b>
lccafter	<b>After-school services</b>
lccother	<b>Other</b>
lccnone	<b>None</b>
End_Matrix	
Matrixma_im_chld	<b>How often...</b>
Relevant	(chldhome or chldhome = 0) and (chldout or chldout = 0) and (chldhome + chldout > 1) and ever had a job
Value 1-5	(1) Never, - - - , (5) Daily, (-8) Not applicable
chldcomb	<b>... do you feel that your career and childcare are difficult to combine?</b>
chldcarr	<b>... do you feel that you are missing out on career opportunities due to childcare?</b>
chldambi	<b>... do you feel that your career gets in the way of taking proper care of children?</b>
End_Matrix	
Matrixgroup item_71_F	<b>Are you currently ...</b>
Relevant	ever had a job
memtrad1	<b>... a member of a trade union</b>
memtrad2	<b>... a trade union representative</b>
memtrad3	<b>... a shop steward</b>
memdele2	<b>... a member of a works council or staff council</b>
memstaff	<b>... a member of a staff association</b>
memproff	<b>... a member of a professional organisation</b>
memnone	<b>... none of the above</b>
End_Matrix	
memtrd61	<b>Of which trade union are you a member?</b>
Relevant	(memtrad1=1 or memtrad2=1) and memnone=0

Required	
Search tree	Trade Union NL FI UK
Matrixgroup item_86	<b>Do you provide unpaid care for others?</b>
voelde1	<b>Care for elderly / sick / disabled RELATIVES</b>
voelde2	<b>Care for elderly / sick / disabled NON- RELATIVES</b>
volchld1	<b>Care for OWN children or grandchildren</b>
volchld3	<b>Care for children, NON- RELATIVES</b>
volchld2	<b>Care for OWN disabled or sick children</b>
volchld4	<b>Care for disabled or sick children, NON- RELATIVES</b>
volothe2	<b>Other kinds of unpaid care work</b>
volnon2	<b>No unpaid care</b>
End_Matrix	
Matrix item_96	<b>How are household tasks divided up in your home?</b>
Value 0-1	(0) No, (1) Yes, (-8) Not applicable
Relevant	hhstate4!=1
hhrespin	<b>I am the person who contributes most to household income</b>
hhresphh	<b>I am the person who is responsible for most tasks in the household</b>
hhhomehe	<b>I/We have paid domestic help</b>
hhshoti1	<b>I generally have enough time for my household duties</b>
hrshkeep	<b>How many hours a week in total do you spend on housekeeping?</b>
Hint	If these hours vary, please enter the average.
Range	0 - 80
hrshelp	<b>How many hours of paid domestic help a week do you have?</b>
Hint	If these hours vary, please enter the average.
Relevant	hhhomehe = 1
Range	0 - 80
Matrix item_96	<b>How are household tasks divided up in your home?</b>
Value 1	Yes
Value 0	No
Value -8	Not applicable
hhargume	<b>We often have arguments about the division of household tasks</b>
Relevant	hhpartn1 = 1
hhtimere	<b>I am trying to cut down the amount of time I spend on household tasks</b>
hhwofato	<b>I often find it hard to combine work and family life</b>
hhgrowfo	<b>I / my family grow(s) our own food</b>
hhmutual	<b>We have developed a mutual understanding about sharing tasks</b>
End_Matrix	
Matrix Matrixgroup_81	<b>Finally, how satisfied are you with ...</b>
Value 1-5	Highly dissatisfied
satjob	<b>... your job</b>
Relevant	ever had a job0 and const!=15
wagesat2	<b>... your pay</b>
Relevant	ever had a job0 and const!=15
sathinc	<b>... your household income</b>
commsat	<b>... your commuting time</b>
Relevant	ever had a job0 and const!=15
sathealt	<b>... your health</b>
sathous	<b>... your housing</b>
satcombi	<b>... your combination of work and family life</b>
Relevant	ever had a job0 and const!=15
satleisu	<b>... the amount of leisure time you have</b>

sathhdiv	<b>... the division of housework in your home</b>
satsecur	<b>... your job security</b>
satenvir	<b>... your work environment</b>
sathrs	<b>... your working hours</b>
satcoll	<b>... your relationship with your colleagues at work</b>
satsupvi	<b>... your relationship with your superiors at work</b>
satsubor	<b>... your relationship with workers under your supervision</b>
Relevant	supv2>0
satwelfa	<b>... satisfaction with welfare provisions</b>
End_Matrix	
satlife	<b>All things considered, how satisfied are you with your life as-a-whole now?</b>
Required	
Value 1	1 - Dissatisfied
Value 2	2
Value 3	3
Value 4	4
Value 5	5
Value 6	6
Value 7	7
Value 8	8
Value 9	9
Value 10	10 - Satisfied
Matrixgroup item_121	<b>Why have you completed this questionnaire?</b>
survewww	<b>I wanted to collaborate, because I like wageindicator</b>
surveema	<b>I received an email because I completed the questionnaire last year</b>
surveann	<b>My attention was drawn by a trade union announcement</b>
survenew	<b>I decided to do so when I used the Salary Check because I am looking for a new job</b>
surveneg	<b>I decided to do so when I used the Salary Check because I am currently involved in wage negotiations</b>
surveafr	<b>I am dreaming to win the prize</b>
End_Matrix	
survetxt	<b>If you have any comments on the questionnaire, please do so here</b>
Type	TextArea