

AS 12702/EAS/ME

1	2	7	0	2
(1)	-	(5)		

EMPLOYMENT IN BRITAIN
MAIN SURVEY

CARD NO.
01
(10) (11)

EMPLOYEE QUESTIONNAIRE

O.U.O. (Q'AIRE NO.)
(6) - (9)

Q'AIRE VERSION
1
(12)

RESPONDENT'S NAME: MR/MRS/MISS/MS _____

FILL IN FOLLOWING DETAILS FROM CONTACT SHEET

IDENTIFICATION NO. (FROM LABEL):

(13)	(14)	(15)	(16)	(17)	(18) 1	(19)	(20)
------	------	------	------	------	-----------	------	------

(STAND.REG.)(POSTAL SECTOR) (ADDRESS NO.)

FILL IN FOLLOWING DETAILS FROM SELECTION SHEET

FIRST ISSUE (21) 1
RESERVE ISSUE 2

TOTAL NO. OF HOUSEHOLDS FOUND AT THIS ADDRESS (X.1):

(22)	(23)
------	------

NO. OF ELIGIBLE WORKING PEOPLE LISTED FOR FINAL KISH SELECTION (IF ONLY ONE ELIGIBLE PERSON AND KISH GRID NOT USED ENTER 01)

(24)	(25)
------	------

THIS LIST WAS BASED ON:

THE ONLY H'HOLD/ALL THE H'HOLDS AT THIS ADDRESS	1	(26)
ONE H'HOLD SELECTED FROM THOSE AT THIS ADDRESS	2	

(27)-(80) BLANK

INTRODUCTION (SHOW APPROPRIATE VERSION OF LETTER)
Good morning/afternoon/evening. I am ... (SHOW IDENTIFICATION CARD) ... from Public Attitude Surveys Ltd. We are doing a survey on behalf of Nuffield College at Oxford University on employment in Britain. We want to find out about the different types of jobs people have now and have had in the past. The results will be published so the information gathered can help provide the kinds of jobs and working conditions that people want in future. All the information collected will be treated in the strictest confidence and the results will not identify individuals.

I CERTIFY THAT THIS IS A TRUE RECORD OF AN INTERVIEW FOR THIS SURVEY, CONDUCTED WITH A PERSON UNKNOWN TO MYSELF AND WITHIN THE CODE OF CONDUCT.

SIGNATURE: _____ NO.:

--	--	--	--

 DATE: _____

REMINDER: SPRING = 22
 SUMMER = 33
 AUTUMN = 44
 WINTER = 55

* = SHOW CARD

"DON'T KNOW" IS CODED AS '8' OR '88' OR AS APPROPRIATE, EXCEPT FOR YEAR WHICH IS '08'

ASK G,H FOR EACH EMPLOYED/
 SELF-EMPLOYED EVENT AT B (CODES
 01-03, 06

ASK I FOR EACH
 EMPLOYER-SELF-
 EMPLOYED PERIOD
 PERIOD AT E

CARD NO.
 30

EVENT NO.	A		B(*)		C	D	E	F		G(*)	H(*)	I(*)
	START OF EVENT	MONTH	YEAR	ACTIVITY CODE				END OF EVENT	MONTH			
01					a) What was the full title of your job at that time? b) Please describe to me the work you did. TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8 -----						
02					TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8 -----						
03					TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8 -----						
(12)(13)	(14 - 17)		(18)	(19)	(20 - 23)	(24)	(25)	(26 - 29)		(30,31)	(32)	(33,34)

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EVENT NO.	START OF EVENT		ACTIVITY CODE	JOB TITLE AND DETAILS OF WORK DONE				SUPER- VISORY RESPON- SIBILI- TIES	NAME OF EMPLOYER	END OF EVENT		HOURS PER WEEK	NOS. EMPLOY- ED THERE	NATURE OF BUSIN- ESS		
	MONTH	YEAR		a) What was the full title of your job at that time?	b) Please describe to me the work you did.					MONTH	YEAR					
04								(YES) 1								
						TITLE: -----		(NO) 2								
						DETAILS: ----- -----		(DK) 8								
05								(YES) 1								
						TITLE: -----		(NO) 2								
						DETAILS: ----- -----		(DK) 8								
06								(YES) 1								
						TITLE: -----		(NO) 2								
						DETAILS: ----- -----		(DK) 8								
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	START OF EVENT		ACTIVITY CODE	JOB TITLE AND DETAILS OF WORK DONE				SUPERVISORY RESPONSIBILITIES	NAME OF EMPLOYER				END OF EVENT		HOURS PER WEEK	NOS. EMPLOYED THERE	NATURE OF BUSINESS
	MONTH	YEAR											MONTH	YEAR			
07					a) What was the full title of your job at that time? b) Please describe to me the work you did. TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8											
08					TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8											
09					TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8											
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	MONTH	YEAR			a) What was the full title of your job at that time? b) Please describe to me the work you did.	SUPERVISORY RESPONSIBILITIES	NAME OF EMPLOYER	MONTH	YEAR			
10					TITLE: _____ DETAILS: _____ _____	(YES) 1 _____ (NO) 2 _____ (DK) 8 _____						
11					TITLE: _____ DETAILS: _____ _____	(YES) 1 _____ (NO) 2 _____ (DK) 8 _____						
12					TITLE: _____ DETAILS: _____ _____	(YES) 1 _____ (NO) 2 _____ (DK) 8 _____						
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	MONTH	YEAR								MONTH	YEAR					
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								(NO) 2								
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16					a) What was the full title of your job at that time? b) Please describe to me the work you did. TITLE: ----- DETAILS: ----- -----	(YES) 1						
						(NO) 2						
						(DK) 8						
17					TITLE: ----- DETAILS: ----- -----	(YES) 1						
						(NO) 2						
						(DK) 8						
18					TITLE: ----- DETAILS: ----- -----	(YES) 1						
						(NO) 2						
						(DK) 8						
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	MONTH	YEAR						MONTH	YEAR				
19					TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8							
20					TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8							
21					TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8							
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	MONTH	YEAR											MONTH	YEAR			
22					a) What was the full title of your job at that time? b) Please describe to me the work you did.	(YES) 1 (NO) 2 (DK) 8											
					TITLE: _____ DETAILS: _____												
23					a) What was the full title of your job at that time? b) Please describe to me the work you did.	(YES) 1 (NO) 2 (DK) 8											
					TITLE: _____ DETAILS: _____												
24					a) What was the full title of your job at that time? b) Please describe to me the work you did.	(YES) 1 (NO) 2 (DK) 8											
					TITLE: _____ DETAILS: _____												
(12)(13)	(14 - 17)		(18)	(19)	(20 - 23)	(24)	(25)	(26 - 29)		(30,31)	(32)	(33,34)					

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Q.1 Do you have one job or more than one?

ONE JOB

(12)
1 - GO TO Q.3

TWO JOBS

2 - ASK Q.2

(DON'T KNOW)

8 - GO TO Q.3

Q.2 How many hours a week do you work in your second job, on average?

WRITE IN → _____ HOURS

(13 - 16)

(DON'T KNOW)

8888

ASK ALL

We'd like to ask you now some general questions about work.

Q.3 SHOW CARD 1: Some people say that other countries are becoming more competitive than the UK because they have introduced new technologies in the workplace. If British companies are to remain competitive, which of these policies do you think would be best? CODE ONE ANSWER ONLY.

INTRODUCE NEW TECHNOLOGY AS SOON AS POSSIBLE,
EVEN IF SOME JOBS ARE LOST

(17)

1

MAKE SURE THAT NO JOBS ARE LOST BEFORE
INTRODUCING NEW TECHNOLOGY

2

INTRODUCE NEW TECHNOLOGY ONLY IF A MAJORITY OF
THE ORGANISATION'S EMPLOYEES AGREE

3

(DON'T KNOW)

8

Q.4 If you were to get enough money to live as comfortably as you would like for the rest of your life, would you continue to work, not necessarily in your present job, or would you stop working?

CONTINUE TO WORK

(18)
1 - ASK Q.5

STOP WORKING
(DON'T KNOW)

2] GO TO
8] Q.6

Q.5 Ideally, how many hours a week would you like to work if you didn't need the money?

WRITE IN → _____ HOURS

(19 - 22)

(DON'T KNOW)

8888

ASK ALL

Q.6 SHOW CARD 2: I'd like you to look at the statements on this card and tell me those which best describe your reasons for working at present. CODE ALL MENTIONED

IF MORE THAN ONE REASON CODED AT Q.6 ASK Q.7
(OTHERS GO TO Q.8)

Q.7 STILL SHOWING CARD 2: And which one would you say is your main reason for working? CODE ONE ANSWER ONLY

	Q.6	Q.7
WORKING IS THE NORMAL THING TO DO	1 (23)	(33) 1
NEED MONEY FOR BASIC ESSENTIALS, SUCH AS FOOD, RENT, MORTGAGE	1 (24)	2
TO EARN MONEY TO BUY EXTRAS	1 (25)	3
TO EARN MONEY OF MY OWN	1 (26)	4
FOR THE COMPANY OF OTHER PEOPLE	1 (27)	5
I ENJOY WORKING	1 (28)	6
TO FOLLOW MY CAREER	1 (29)	7
OTHER REASON (CODE AND WRITE IN)	(30)	1(34)
(DON'T KNOW)	8 (32)	8(35)

Q.8 SHOW CARD 3: I am going to read out a list of some of the things people may look for in a job and I would like you to tell me how important you feel each is to you, choosing your answer from the card. READ OUT ITEMS FROM LIST BELOW, CODING ANSWER FOR EACH IN GRID. ROTATE AND TICK START POINT.

Q.9 SHOW CARD 4: Over the last 5 years, have these factors become more important, less important or have they stayed at the same importance to you? READ OUT EACH ITEM, USING SAME START POINT AS Q.8.

TICK ✓ START	Q.8					Q.9					
	ESSEN- TIAL	VERY IMP.	FAIR- LY IMP.	NOT VERY IMP.	(DK)	MORE IMP. NOW	LESS IMP. NOW	SAME	(DK)		
1. Friendly people to work with	1	2	3	4	8	(36)	1	2	3	8	(51)
2. Good promotion prospects	1	2	3	4	8	(37)	1	2	3	8	(52)
3. Good pay	1	2	3	4	8	(38)	1	2	3	8	(53)
4. Good relations with your supervisor or manager	1	2	3	4	8	(39)	1	2	3	8	(54)
5. A secure job	1	2	3	4	8	(40)	1	2	3	8	(55)
6. A job where you can use your own initiative	1	2	3	4	8	(41)	1	2	3	8	(56)
7. Work you like doing	1	2	3	4	8	(42)	1	2	3	8	(57)
8. Convenient hours of work	1	2	3	4	8	(43)	1	2	3	8	(58)
9. Choice in your hours of work	1	2	3	4	8	(44)	1	2	3	8	(59)
10. The opportunity to use your abilities	1	2	3	4	8	(45)	1	2	3	8	(60)
11. Good fringe benefits	1	2	3	4	8	(46)	1	2	3	8	(61)
12. An easy work load	1	2	3	4	8	(47)	1	2	3	8	(62)
13. Good training provision	1	2	3	4	8	(48)	1	2	3	8	(63)
14. Good physical working conditions	1	2	3	4	8	(49)	1	2	3	8	(64)
15. A lot of variety in the type of work	1	2	3	4	8	(50)	1	2	3	8	(65)

Now we'd like to ask you some questions about your own particular (main) job.

Q.10 SHOW CARD 5: Which of these best describes where you work? CODE ONE ONLY.

USUALLY OR ALWAYS WORK IN ONE PLACE AWAY FROM HOME
(eg office or factory)

(66)

1

WORK PART OF THE NORMAL WORKING WEEK AT HOME,
PART AT ONE PLACE AWAY FROM HOME

2

WORK SOLELY OR MAINLY AT HOME

3

USUALLY OR ALWAYS WORK IN A VARIETY OF PLACES

4

Q.11 Do you think your job is considered by your employer to be ...
(READ OUT)

(67)

a temporary job lasting less than 12 months
a fixed term job lasting between 1 and 3 years
or a permanent job with no fixed time of ending
OTHER - WRITE IN

1

2

3

4

(DON'T KNOW)

8

(68) (69)

Q.12 SHOW CARD 6: When you were looking for your current job, how much choice would you say you had over the type of job you could get?

(70)

A GREAT DEAL OF CHOICE
SOME CHOICE
HARDLY ANY CHOICE
NO CHOICE AT ALL
(DON'T KNOW)

1

2

3

4

8

Q.13 SHOW CARD 7: Which, if any, of these things does your work involve? Just read out the numbers beside the appropriate ones. CODE ALL MENTIONED IN GRID BELOW

Q.14 IF "NONE OF THESE" AT Q.13, GO TO Q.15. REST, ASK Q.14 STILL SHOWING CARD 7: And which one of these, if any, takes up more than half your time? CODE ONE ONLY IN GRID BELOW

	Q.13	Q.14
01. CARING FOR PEOPLE, FOR EXAMPLE THE SICK OR YOUNG	1 (71)	(12) 5
02. DEALING WITH CUSTOMERS OR CLIENTS FROM OUTSIDE YOUR ORGANISATION	1 (72)	1
03. PRODUCING WITH MACHINES	1 (73)	2
04. MAINTAINING OR SERVICING MACHINES OR VEHICLES	1 (74)	3
05. WORKING ON AN ASSEMBLY LINE	1 (75)	4

06. MONITORING EQUIPMENT	1 (76)	(13) 1
07. HANDLING OR ANALYSING INFORMATION	1 (77)	2
08. DRIVING VEHICLES	1 (78)	3
09. ORGANISING OTHER PEOPLE	1 (79)	4

OR: (NONE OF THESE)	1 (80)	0

CARD 03

ASK ALL
 Q.15 **SHOW CARD 8:** In your workplace, what proportion of employees at your level work with computerised or automated equipment?

- MORE THAN THREE-QUARTERS
- HALF TO THREE-QUARTERS
- ABOUT HALF
- A QUARTER TO HALF
- LESS THAN A QUARTER
- (DK)

(14)
 1
 2
 3
 4
 5
 8

Q.16 Does your own job involve use of computerised or automated equipment?

YES

(15)
 1 - ASK Q.17

NO
 (DON'T KNOW)

2] GO TO
 8] Q.21

Q.17 Do you ever work with a dedicated word processor?
 NB: A DEDICATED WORD PROCESSOR IS A MACHINE THAT IS USED SOLELY FOR WORD PROCOESSING

YES
 NO
 (DK)

(16)
 1
 2
 8

Q.18 Do you ever work with a micro-computer or PC, excluding one which is dedicated to word processing?

YES
 NO
 (DK)

(17)
 1
 2
 8

Q.19 Do you ever work with a terminal or VDU linked to a computer, for example with a screen or keyboard linked to a computer?

YES
 NO
 (DK)

(18)
 1
 2
 8

Q.20 Do you ever write computer programmes?

YES
 NO
 (DK)

(19)
 1
 2
 8

Q.21 SHOW CARD 9 (LARGE CARD) : If they were applying today, what qualifications, if any, would someone need to get the type of job you have now? Just read out the numbers beside the appropriate ones.

NONE/NO QUALIFICATIONS
(DON'T KNOW)

(20)
0
8

SCHOOL QUALIFICATIONS

ENGLAND/WALES:

- (01) CSE (OTHER THAN GRADE 1) 1 A I (21) a
- (02) GCE "O" LEVEL OR GRADE 1 CSE, GCSE, OR SCHOOL CERTIFICATE OF MATRICULATION 1 A II (22) b
- (03) GCE "A" LEVEL 1 A III (23) c

SCOTLAND:

- (04) SCE "O" GRADE, OR LOWER GRADE SLC (SCOTTISH LEAVING CERTIFICATE) OR SUPE (SCOTTISH UNIVERSITIES PRELIMINARY EXAM) 1 A II (24) d
- (05) SCE HIGHER, OR SLC/SUPE HIGHER GRADE 1 A III (25) e
- (06) CERTIFICATE OF SIXTH YEAR STUDIES 1 A III (26) f

OTHER QUALIFICATIONS

CERTIFICATES:

- (07) CITY AND GUILDS 1 V II (27) g
- (08) ONC/OND (ORDINARY NATIONAL CERTIFICATE OR DIPLOMA) OR SNC/SND (SCOTTISH) 1 V III (28) h
- (09) HNC/HND (HIGHER NATIONAL CERTIFICATE OR DIPLOMA) OR SHNC/SHND (SCOTTISH) 1 V IV (29) i
- (10) UNIVERSITY CERTIFICATE/DIPLOMA (NOT DEGREE) 1 A III (30) j
- (11) SCOTVEC NATIONAL CERTIFICATE 1 V III (31) k
- (12) SCOTBEC/SCOTEC CERTIFICATE/DIPLOMA 1 V III (32) l

OTHER QUALIFICATIONS BY PASSING EXAMS:

- (13) CLERICAL AND COMMERCIAL (EG TYPING, SHORTHAND OR BOOKKEEPING) 1 V II (33) m
- (14) NURSING (EG SRN/SEN) 1 V IV (34) n
- (15) TEACHING 1 V IV (35) o
- (16) OTHER PROFESSIONAL (EG LAW/MEDICINE) 1 V IV (36) p
- (17) UNIVERSITY OR CNA A DEGREE 1 A IV (37) q

OTHER QUALIFICATIONS:

- (18) COMPLETION OF TRADE APPRENTICESHIP 1 V III (38) r
- (19) PROFESSIONAL QUALIFICATION WITHOUT SITTING EXAM 1 V II (39) s
- OTHER (SPECIFY AND CODE 1) 1 V I (40) t, u, v

(41,42) → u, v

Q.22 Since completing full-time education, have you ever had, or are you currently undertaking, any training for the type of work you currently do?

YES

(43)
1 - ASK Q.23

NO

2 - GO TO Q.24

Q.23 SHOW CARD 10: How long in total did (or will) that training last? IF MORE THAN ONE PERIOD OF TRAINING, CODE TOTAL LENGTH OF TIME LASTED/WILL LAST.

- LESS THAN ONE MONTH
- ONE MONTH, UP TO 3 MONTHS
- OVER 3 MONTHS, UP TO 6 MONTHS
- OVER 6 MONTHS, UP TO 1 YEAR
- OVER 1 YEAR, UP TO 2 YEARS
- OVER 2 YEARS
- (DON'T KNOW)

(44)
1
2
3
4
5
6
8

ASK ALL

Q.24 STILL SHOWING CARD 10: How long did it take you after you first started doing this type of job to learn to do it well? IF 'STILL LEARNING' PROMPT: How long do you think it will take?

- LESS THAN ONE MONTH
- ONE MONTH, UP TO 3 MONTHS
- OVER 3 MONTHS, UP TO 6 MONTHS
- OVER 6 MONTHS, UP TO 1 YEAR
- OVER 1 YEAR, UP TO 2 YEARS
- OVER 2 YEARS
- (DON'T KNOW)

(45)
1
2
3
4
5
6
8

Q.25 SHOW CARD 11: How true would you say each of the following statements is about your job? READ OUT EACH IN TURN, ROTATING START.

TICK
✓
START

	VERY TRUE	TRUE	SOMEWHAT TRUE	NOT AT ALL TRUE	(DON'T KNOW)	
<input type="checkbox"/> 1. I can work independently	1	2	3	4	8	(46)
<input type="checkbox"/> 2. I have a lot of say over what happens in my job	1	2	3	4	8	(47)
<input type="checkbox"/> 3. My job allows me to take part in making decisions that affect my work	1	2	3	4	8	(48)
<input type="checkbox"/> 4. I often have to work extra time, over and above the formal hours of my job, to get through the work or to help out	1	2	3	4	8	(49)
<input type="checkbox"/> 5. I often move from one sort of work to another	1	2	3	4	8	(50)
<input type="checkbox"/> 6. I am expected to be more flexible in the way I carry out my work than a couple of years ago	1	2	3	4	8	(51)

Q.26 And how much effort do you put into your job beyond what is required? READ OUT

- a lot
- some
- only a little
- or none
- (DON'T KNOW)

(52)
1
2
3
4
8

Q.27 SHOW CARD 12: On most days on your job, how often does time seem to drag for you?

- OFTEN
- SOMETIMES
- RARELY
- NEVER
- (DON'T KNOW)

(53)
1
2
3
4
8

Q.28 STILL SHOWING CARD 12: How often do you think about your job when you're doing something else?

- OFTEN
- SOMETIMES
- RARELY
- NEVER
- (DON'T KNOW)

(54)
1
2
3
4
8

Q.29 SHOW CARD 13: We would like to know whether or not you feel each of these statements describe your job. READ OUT EACH IN TURN, ROTATING START.

TICK
✓
START

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	(DON'T KNOW)	
<input type="checkbox"/> 1. My job requires that I work very hard	1	2	3	4	8	(55)
<input type="checkbox"/> 2. I never seem to have enough time to get everything done on my job	1	2	3	4	8	(56)
<input type="checkbox"/> 3. I work under a great deal of tension	1	2	3	4	8	(57)
<input type="checkbox"/> 4. My job requires that I keep learning new things	1	2	3	4	8	(58)

Q.30 How much of your past experience, skill and abilities can you make use of in your present job? READ OUT

Very little
A little
Quite a lot
Almost all
(DON'T KNOW)

(59)
1
2
3
4
8

Q.31 SHOW CARD 14: I'd like you to compare your current job with what you were doing five years ago (even if you were in the same job). For each of the following things would you say there had been a significant increase compared to 5 years ago, a significant decrease or little or no change?
READ OUT EACH ITEM IN TURN, ROTATING START. IF NOT IN WORK 5 YEARS AGO, GO BACK TO THE NEAREST TIME IN WORK TO THAT PERIOD

TICK
✓
START

	INCREASED	LITTLE OR NO CHANGE	DECREASED	(DON'T KNOW)	
<input type="checkbox"/> 1. Job security	1	2	3	8	(60)
<input type="checkbox"/> 2. The level of skill you use in your job	1	2	3	8	(61)
<input type="checkbox"/> 3. The variety of tasks you perform	1	2	3	8	(62)
<input type="checkbox"/> 4. The provision of training	1	2	3	8	(63)
<input type="checkbox"/> 5. Tightness of supervision over your job	1	2	3	8	(64)
<input type="checkbox"/> 6. The effort you have to put into your job	1	2	3	8	(65)
<input type="checkbox"/> 7. Your chances of promotion	1	2	3	8	(66)
<input type="checkbox"/> 8. The responsibility involved in your job	1	2	3	8	(67)
<input type="checkbox"/> 9. The stress involved in the job	1	2	3	8	(68)

CHECK Q.31 ITEM 2: IF LEVEL OF SKILL USED HAS INCREASED ASK Q.32 AND Q.33. OTHERS GO TO Q.34

Q.32 Would you say that the skill involved in your job increased ... (READ OUT)

a great deal
quite a lot
or a little
(DON'T KNOW)

(69)
1
2
3
8

Q.33 Is this increase in skill because ... READ OUT AND CODE FOR EACH

the job itself requires a higher level of skill than before
you have learned to do the same job better

YES	NO	(DK)	
1	2	8	(70)
1	2	8	(71)

ASK ALL

Q.34 In the last two years have any of the following changes occurred in your organisation that have affected your job? READ OUT EACH ITEM IN TURN

ASK Q.35 IN TURN FOR EACH 'YES' AT Q.34. IF SEVERAL CHANGES HAVE OCCURRED FOR ONE ITEM ASK ABOUT THE MOST IMPORTANT. (IF NONE GO TO Q.36)

Q.35 SHOW CARD 15: How much would you say that those who work for the organisation benefited from that change?

Q.34	IF YES AT Q.34				
	Q.35				
	A GREAT DEAL	A FAIR AMOUNT	NOT MUCH	NOT AT ALL	(DK)
1. A reduction in the number of people employed YES 1 (72) NO 2 (DK) 8	1	2	3	4	(77) 8
2. The introduction of computerised or automated equipment (excluding word processing) YES 1 (73) NO 2 (DK) 8	1	2	3	4	(78) 8
3. The introduction of word processing YES 1 (74) NO 2 (DK) 8	1	2	3	4	(79) 8
4. The introduction of other new equipment YES 1 (75) NO 2 (DK) 8	1	2	3	4	(80) 8
5. A change in the way the work is organised YES 1 (76) NO 2 (DK) 8	1	2	3	4	(12) 8

ASK ALL
 Q.36 Suppose there was going to be some decision made at your place of work that changed the way you do your job. Do you think that you personally would have any say in the decision about the change or not?

YES

(13)
1 - ASK Q.37

 NO
 IT DEPENDS
 (DK)

2
 3 } GO TO Q.38
 8 }

Q.37 How much say or chance to influence the decision do you think that you personally would have? READ OUT

A great deal
 Quite a lot
 or just a little
 (DK)

(14)
 1
 2
 3
 8

ASK ALL
 Q.38 Do you think that you should have more say in the decisions that affect your work, or are you satisfied with the way things are?

SHOULD HAVE MORE SAY
 SATISFIED THE WAY THINGS ARE
 (DK)

(15)
 1
 2
 8

Q.39 Do you usually work on your own or does your work involve working together as a group with one or more other employees in a similar position to yours? Please exclude any supervisor you work under.

USUALLY WORK ON OWN

(16)
1 - GO TO Q.43

 WORK IN ONE WORK GROUP
 WORK IN TWO OR MORE DIFFERENT WORK GROUPS

2 } ASK
 3 } Q.40

 OTHER - CODE AND WRITE IN

4 - GO TO Q.43

 Q.40 Are the people in your work group ... READ OUT

exclusively men
 mainly men
 a fairly equal mixture of men and women
 mainly women
 exclusively women
 (DON'T KNOW)

(17)
 1
 2
 3
 4
 5
 8

Q.41 SHOW CARD 16: In general, how much importance would you say the members of the group, excluding the supervisor if any, attach to people ... READ OUT EACH STATEMENT IN TURN, ROTATING START

TICK
√
START

	GREAT DEAL OF IMPORTANCE	SOME IMPORTANCE	NOT VERY MUCH IMPORTANCE	NO IMPORTANCE AT ALL	(DON'T KNOW)	
<input type="checkbox"/> 1. Arriving at work on time	1	2	3	4	8	(18)
<input type="checkbox"/> 2. Avoiding being absent	1	2	3	4	8	(19)
<input type="checkbox"/> 3. Working hard	1	2	3	4	8	(20)
<input type="checkbox"/> 4. Making sure the work is of a high quality	1	2	3	4	8	(21)

Q.42 Over the last 5 years, would you say that the responsibility of your (main) work group for organising the way work is carried out has ... READ OUT ...

increased
stayed the same
or decreased?

(22)
1
2
3

ASK ALL

Q.43 As an official part of your main job, do you supervise the work of other employees or tell other employees what work to do?

YES

(23)
1 - ASK Q.44

NO
(DON'T KNOW)

2 } GO TO
8 } Q.46

Q.44 Are there any levels of supervision below yours?

YES

(24)
1 - ASK Q.45

NO

2 - GO TO Q.46

Q.45 Is that one or several?

ONE
SEVERAL
(DON'T KNOW)

(25)
1
2
8

ASK ALL

Q.46 Is there a person who is your immediate superior or supervisor?

YES

(26)
1 - ASK Q.47

NO
(DON'T KNOW)

2 } GO TO
8 } Q.49

(ASK Q.47-Q.48 ABOUT MAIN SUPERVISOR IF HAS MORE THAN ONE)

Q.47 SHOW CARD 16: How much importance would you say that your supervisor or superior attaches to employees ... READ OUT EACH STATEMENT IN TURN, ROTATING START

TICK
√
START

- 1. Arriving at work on time
- 2. Avoiding being absent
- 3. Working hard
- 4. Making sure the work is of a high quality

GREAT DEAL OF IMPORTANCE	SOME IMPORTANCE	NOT VERY MUCH IMPORTANCE	NO IMPORTANCE AT ALL	(DON'T KNOW)	
1	2	3	4	8	(27)
1	2	3	4	8	(28)
1	2	3	4	8	(29)
1	2	3	4	8	(30)

Q.48 SHOW CARD 17: How true is it that your supervisor ... READ OUT EACH IN TURN AND CODE IN GRID.

TICK
√
START

- 1. Knows their own job well
- 2. Treats some people better than others
- 3. Helps employees to learn to do their jobs better

VERY TRUE	TRUE	SOMEWHAT TRUE	NOT AT ALL TRUE	(DON'T KNOW)	
1	2	3	4	8	(31)
1	2	3	4	8	(32)
1	2	3	4	8	(33)

ASK ALL

Q.49 IF WORKS IN A WORK GROUP AT Q.39, ASK a)
REST SKIP TO b)

- a) SHOW CARD 18: Firstly, how much influence does your work group, excluding the supervisor if any, have on each of the following? READ OUT ITEMS FROM LIST BELOW, CODING ANSWER FOR EACH IN GRID.
- b) STILL SHOWING CARD 18: And how much influence do you personally have on ...? READ OUT ITEMS FROM LIST BELOW, CODING ANSWER FOR EACH IN GRID.

IF HAS (ONE OR MORE) IMMEDIATE SUPERVISOR OR SUPERIOR AT Q.46, ASK c)
REST, SKIP TO Q.50

- c) STILL SHOWING CARD 18: And how much influence does your (main) supervisor or superior have on ...? READ OUT ITEMS FROM LIST BELOW, CODING ANSWER FOR EACH IN GRID.

	a) - WORK GROUP				b) - YOU YOURSELF				c) SUPERVISOR/SUPERIOR						
	A GREAT DEAL	A FAIR AMOU NT	NOT MUCH	NONE AT ALL	A GREAT DEAL	A FAIR AMOU NT	NOT MUCH	NONE AT ALL	A GREAT DEAL	A FAIR AMOU NT	NOT MUCH	NONE AT ALL			
1. How hard you work	1	2	3	0	(34)	1	2	3	0	(38)	1	2	3	0	(42)
2. Deciding what tasks you are to do	1	2	3	0	(35)	1	2	3	0	(39)	1	2	3	0	(43)
3. Deciding how you are to do the task	1	2	3	0	(36)	1	2	3	0	(40)	1	2	3	0	(44)

4. Deciding the quality standards to which you work	1	2	3	0	(37)	1	2	3	0	(41)	1	2	3	0	(45)

ASK ALL

Q.50 SHOW CARD 19: Which, if any, of the things on this card are important in determining how hard you work in your job? Just read out the numbers beside the appropriate ones. CODE ALL MENTIONED

- 01. TARGETS YOU ARE SET 1 (46)
- 02. A MACHINE OR ASSEMBLY LINE 1 (47)
- 03. CLIENTS OR CUSTOMERS 1 (48)

- 04. A SUPERVISOR OR BOSS 1 (49)
- 05. YOUR FELLOW WORKERS OR COLLEAGUES 1 (50)
- 06. YOUR OWN DISCRETION 1 (51)

- 07. PAY INCENTIVES 1 (52)
- 08. REPORTS AND APPRAISALS 1 (53)
- (NONE OF THESE) 1 (54)

Q.51 STILL SHOWING CARD 19: Which, if any, of the things on this card are important in determining the quality standards to which you work in your job? CODE ALL MENTIONED

- 01. TARGETS YOU ARE SET 1 (55)
- 02. A MACHINE OR ASSEMBLY LINE 1 (56)
- 03. CLIENTS OR CUSTOMERS 1 (57)

- 04. A SUPERVISOR OR BOSS 1 (58)
- 05. YOUR FELLOW WORKERS OR COLLEAGUES 1 (59)
- 06. YOUR OWN DISCRETION 1 (60)

- 07. PAY INCENTIVES 1 (61)
- 08. REPORTS AND APPRAISALS 1 (62)
- (NONE OF THESE) 1 (63)

IF HAS (ONE OR MORE) IMMEDIATE SUPERVISOR OR SUPERIOR AT Q.46, ASK Q.52
REST, GO TO Q.53

Q.52 SHOW CARD 20: How easy or hard would you say it is for your (main) supervisor or superior to know ... READ OUT EACH ITEM BELOW AND CODE IN GRID

1. How much work a person in a job like yours does in a week

VERY EASY	SOMEWHAT EASY	SOMEWHAT HARD	VERY HARD	(DK)
1	2	3	4	8
1	2	3	4	8

(64)

2. The quality of the work that is done by a person in a job like yours

(65)

ASK ALL

Q.53 SHOW CARD 21: How long do you think it would be before a person doing your sort of job would be eventually dismissed in your organisation if they persistently ... READ OUT EACH IN TURN AND CODE IN GRID

	WITHIN A WEEK	WITHIN A MONTH	WITHIN 6 MONTHS	WITHIN A YEAR	MORE THAN A YEAR	NEVER	(DON'T KNOW)	
1. arrived late	1	2	3	4	5	6	8	(66)
2. did not work hard	1	2	3	4	5	6	8	(67)

Q.54 In your job, do you feel any anxiety about the possibility of being dismissed without good reason?

YES
NO
(DON'T KNOW)

(68)
1
2
8

Q.55 SHOW CARD 22: When at work how often are you exposed to ...? READ OUT EACH IN TURN AND CODE IN GRID

	ALL THE TIME	ALMOST ALL THE TIME	AROUND THREE QUARTERS OF TIME	AROUND HALF THE TIME	AROUND QUARTER THE TIME	ALMOST NEVER	NEVER	(DK)	
1. Noise so loud that you would have to raise your voice to talk to people	1	2	3	4	5	6	7	8	(69)
2. Bad weather conditions such as rain, wind or snow	1	2	3	4	5	6	7	8	(70)
3. Heat or cold, either indoors or outdoors	1	2	3	4	5	6	7	8	(71)
4. Breathing in vapours, fumes, dust or dangerous substances	1	2	3	4	5	6	7	8	(72)

Q.56 SHOW CARD 22: And how often does your work involve ... READ OUT EACH IN TURN AND CODE IN GRID.

	ALL THE TIME	ALMOST ALL THE TIME	AROUND THREE QUARTERS OF TIME	AROUND HALF THE TIME	AROUND QUARTER THE TIME	ALMOST NEVER	NEVER	(DK)	
1. Painful or tiring positions	1	2	3	4	5	6	7	8	(73)
2. Carrying or moving heavy loads	1	2	3	4	5	6	7	8	(74)
3. Working at very high speed	1	2	3	4	5	6	7	8	(75)
4. Carrying out short repetitive tasks	1	2	3	4	5	6	7	8	(76)

Q.57 Do you think your health and safety is at risk because of your work?

YES
NO
(DON'T KNOW)

(77)
1
2
8

Q.58 I'd now like to ask you about education or training you have received in the last 3 years. I am interested in all types of education or training that you think might be relevant to a job or to getting a job. This should include any provided by an employer at or away from the job, or by a college or training centre, or through home learning or in any other way.

Have you received any such education or training in the last 3 years?

YES

NO
(DON'T KNOW)

(78)
1 - ASK Q.59

2 } GO TO
8 } Q.68

Q.59 Was any of that education or training related to the type of work you currently do or to other jobs in the organisation?

YES

NO
(DON'T KNOW)

(79)
1 - ASK Q.60

2 } GO TO
8 } Q.66

Q.60 Was there just one period of education or training of that kind within the past three years, or was there more than one?

ONE
MORE THAN ONE
(DK)

(80)
1
2
8

(IF 'MORE THAN ONE' AT Q.60: Please think about the longest of these periods of training or education in the last 3 years, for your current type of work, or for other jobs in the organisation).

Q.61 How was the education or training paid for: by your present employer, by yourself or under a government training programme (such as YTS or ET)? CODE ALL MENTIONED

PRESENT EMPLOYER	1	(12)
YOURSELF	1	(13)
GOVERNMENT TRAINING PROGRAMME	1	(14)
OTHER - CODE AND WRITE IN	1	(15)

(16)

(17)

(DON'T KNOW)

8 (18)

Q.62 Is the education or training still continuing?

YES

(19)
1 - ASK Q.63

NO

2 - ASK Q.64

IF 'YES' AT Q.62

Q.63 How long is it supposed to last altogether?

IF 'NO' AT Q.62

Q.64 How long did it last altogether?

Q.63/64 HOW LONG TRAINING LASTED

WRITE IN

NO. OF HOURS ----->

(20)	(21)
------	------

OR NO. OF DAYS ----->

(22)	(23)
------	------

OR NO. OF WEEKS ----->

(24)	(25)
------	------

OR NO. OF MONTHS ----->

(26)	(27)
------	------

OR NO. OF YEARS ----->

(28)	(29)
------	------

Q.65 SHOW CARD 23: Which, if any, of these describe the benefits of that education or training for yourself? CODE ALL MENTIONED

I GOT A JOB	1	(30)
I GOT PROMOTION OR A BETTER JOB	1	(31)
I GOT AN INCREASE IN EARNINGS	1	(32)
I GOT A QUALIFICATION	1	(33)
I GOT SOME OTHER BENEFIT	1	(34)
I GOT NO REAL BENEFIT	1	(35)
(DK)	8	(36)

IF 'YES' AT Q.58 ASK Q.66

Q.66 (Apart from the training we've just discussed) In the last 3 years, have you yourself ever paid for any course of education or training with a view to improving your job opportunities?

YES

(37)
1 - ASK Q.67

NO
(DK)

2] GO TO
8] Q.68

Q.67 How long did that course or will that course last?
WRITE IN:

NO. OF HOURS ----->

(38)	(39)
------	------

OR NO. OF DAYS ----->

(40)	(41)
------	------

OR NO. OF WEEKS ----->

(42)	(43)
------	------

OR NO. OF MONTHS ----->

(44)	(45)
------	------

OR NO. OF YEARS ----->

(46)	(47)
------	------

ASK ALL

Q.68 SHOW CARD 24: How much do you want to get any training in the future?

VERY MUCH
A FAIR AMOUNT
NOT MUCH
NOT AT ALL
(DK)

(48)
1
2
3
4
8

Q.69 SHOW CARD 25: How likely are you to get training in the future with your present employer?

VERY LIKELY
FAIRLY LIKELY
FAIRLY UNLIKELY
NOT AT ALL LIKELY
(DON'T KNOW)

(49)
1
2
3
4
8

Q.70 Does your sort of work have a recognised career or promotion ladder, even if it means changing employer to go up it?

YES
NO

(50)
1
2

Q.71 If you were trying to get a better job, generally speaking which would offer you the best opportunities - staying with your current employer or changing employer?

STAYING WITH CURRENT EMPLOYER
CHANGING EMPLOYER
(DON'T KNOW)

(51)
1
2
8

Q.72 SHOW CARD 26: How high do you think your chances are of being given a significant promotion with your present organisation? PROMPT IF NECESSARY: Assuming that you did want promotion.

- 100%/DEFINITE
- 75%/HIGH CHANCE
- 50%/FIFTY/FIFTY
- 25%/LOW CHANCE

(52)

- 1
 - 2
 - 3
 - 4
- } GO TO Q.74

0%/NO CHANCE AT ALL

5 - ASK Q.73

(DK)

8 - GO TO Q.74

Q.73 Is this because you are already in the highest type of job for people who do your sort of work?

- YES
- NO
- (DK)

(53)

- 1
- 2
- 8

ASK ALL

Q.74 Are you aiming to get a better job or to be promoted?

- YES
- NO
- (DON'T KNOW)

(54)

- 1
- 2
- 8

ASK ALL

Q.75 Does someone formally assess your job performance on a regular basis?

YES

(55)
1 - ASK Q.76

NO

2 - GO TO Q.78

Q.76 Does this assessment ... READ OUT a) - c) AND CODE ANSWER FOR EACH

a) affect your earnings in any way?

YES	NO	
1	2	(56)
1	2	(57)
1	2	(58)

b) affect your prospects in any way?

c) help to plan your training and development needs?

Q.77 SHOW CARD 27: How helpful did you find your last performance assessment or appraisal?

VERY HELPFUL
HELPFUL
NOT VERY HELPFUL
NOT AT ALL HELPFUL

(59)
1
2
3
4

ASK ALL

Q.78 Do you receive any incentive payment, bonus or commission based on ... READ OUT a) - c) AND CODE ANSWER FOR EACH.

a) your own pace of work?

b) the pace of work of the team or group to which you belong?

c) the results achieved by your organisation or your workplace?

YES	NO	
1	2	(60)
1	2	(61)
1	2	(62)

NB: IF THE RESPONDENT DOESN'T WORK IN A TEAM OR GROUP CODE "NO" AT b)

IF "YES" TO ANY OF a) - c) AT Q.78, ASK Q.79
OTHERS ("NO" TO ALL OF a) - c) GO TO Q.80

Q.79 SHOW CARD 28: If you did not get these additional earnings, how much would your earnings over a year be reduced? Please answer using one of the phrases on this card.

VERY MUCH REDUCED (BY AT LEAST A QUARTER/25% OR MORE)
MUCH REDUCED (BY AT LEAST 10%, BUT NOT AS MUCH AS 25%)
SLIGHTLY REDUCED (BY AT LEAST 5%, BUT NOT AS MUCH AS 10%)
VERY SLIGHTLY REDUCED (BY LESS THAN 5%)
(DON'T KNOW)

(63)
1
2
3
4
8

ASK ALL

Q.80 SHOW CARD 29 Do you ever get any additional payments or higher rates of pay for any of the things on this card? IF YES, PROMPT FOR WHAT. CODE ALL MENTIONED.

- | | | | |
|--|---|------|------------|
| FOR WORKING SHIFTS | 1 | (64) | } ASK Q.81 |
| FOR WORKING NIGHTS | 1 | (65) | |
| FOR WORKING OVERTIME | 1 | (66) | |
| FOR WORKING AT WEEKENDS | 1 | (67) | |
| TO COMPENSATE FOR DIFFICULT OR UNPLEASANT WORKING CONDITIONS | 1 | (68) | |

 DON'T GET ADDITIONAL PAYMENTS OR HIGHER RATES OF PAY OR DO GET THEM BUT NOT FOR ANY ITEMS ON CARD

1 (69)-GO TO Q.82

Q.81 SHOW CARD 28 AGAIN If you did not get these additional earnings how much would your earnings over a year be reduced?

- | | | |
|---|---|------|
| VERY MUCH REDUCED (BY AT LEAST A QUARTER/25% OR MORE) | 1 | (70) |
| MUCH REDUCED (BY AT LEAST 10%, BUT NOT AS MUCH AS 25%) | 2 | |
| SLIGHTLY REDUCED (BY AT LEAST 5%, BUT NOT AS MUCH AS 10%) | 3 | |
| VERY SLIGHTLY REDUCED (BY LESS THAN 5%) | 4 | |
| (DON'T KNOW) | 8 | |

ASK ALL

Q.82 Do you take part in a profit-sharing scheme, employee share scheme or share option scheme through your employment?

- | | | |
|-----|---|------|
| YES | 1 | (71) |
| NO | 2 | |

Q.83 Is your job one that is on an incremental pay scale where a person gets an automatic increase for each year of service, up to some maximum? We are not thinking of cost of living increases. (IF JOB IS ON INCREMENTAL SCALE BUT HAS REACHED THE TOP, CODE 'YES')

- | | | |
|-----|---|------|
| YES | 1 | (72) |
| NO | 2 | |

Q.84 Thinking about how pay rises are given where you work, do you think that rises are given to ... READ OUT EACH STATEMENT AND CODE IN GRID.

- | | | | | |
|--|---|---|---|------|
| 1. All workers regardless of performance | 1 | 2 | 8 | (73) |
| 2. Those workers who work hard and perform well | 1 | 2 | 8 | (74) |
| 3. Those workers with some favoured relationship with the boss | 1 | 2 | 8 | (75) |

YES	NO	(DK)
1	2	8
1	2	8
1	2	8

ASK ALL
 Q.85 SHOW CARD 30 (LARGE CARD) Which, if any, of these benefits, or any others like them, does your employer provide to people like you even if you yourself haven't taken up the benefit? Just read out the numbers beside the appropriate ones. CODE ALL MENTIONED IN GRID BELOW.

IF ANY ITEMS CODED AT Q.85, ASK Q.86. OTHERS ("NO BENEFITS PROVIDED" CODED AT Q.85), GO TO Q. 88
 Q.86 STILL SHOWING CARD 30 Were any of these benefits important to you in deciding to take your present job? IF YES, PROMPT FOR WHICH. CODE ALL MENTIONED IN GRID BELOW

Q.87 STILL SHOWING CARD 30 Would it be difficult for you to change jobs now, because you would probably lose out on some of these benefits? IF YES, PROMPT FOR WHICH. CODE ALL MENTIONED IN GRID BELOW

(12)
 1 - PROMPT

 2 - GO TO Q.87

(13)
 1 - PROMPT

 2 - GO TO Q.88

	Q.85 EMPLOYER PROVIDES	Q.86 IMPORTANT IN DECIDING ON JOB	Q.87 DIFFICULT TO LOSE
01. OCCUPATIONAL PENSION SCHEME, BEYOND THE BASIC STATE SCHEME	1 (14)	1 (35)	1 (55)
02. SICK PAY, BEYOND THE BASIC GOVERNMENT SCHEME	1 (15)	1 (36)	1 (56)
03. TIME OFF WORK FOR DOMESTIC PROBLEMS, ON PART OR FULL PAY	1 (16)	1 (37)	1 (57)
04. TIME OFF WORK FOR DOMESTIC PROBLEMS, UNPAID	1 (17)	1 (38)	1 (58)
05. USE OF A COMPANY CAR OR VAN	1 (18)	1 (39)	1 (59)
06. FREE TRANSPORT, OR OTHER HELP WITH TRAVEL COSTS	1 (19)	1 (40)	1 (60)
07. GOODS OR SERVICES AT A DISCOUNT OR A PREFERENTIAL RATE	1 (20)	1 (41)	1 (61)
08. SUBSIDISED OR FREE MEALS	1 (21)	1 (42)	1 (62)
09. FINANCE OR LOANS, SUCH AS FOR HOUSE PURCHASE	1 (22)	1 (43)	1 (63)
10. ACCOMMODATION OR HOUSING	1 (23)	1 (44)	1 (64)
11. LIFE ASSURANCE COVER	1 (24)	1 (45)	1 (65)
12. PRIVATE HEALTH SCHEME (e.g. BUPA)	1 (25)	1 (46)	1 (66)
13. RECREATION OR SPORTS FACILITIES	1 (26)	1 (47)	1 (67)
14. MATERNITY PAY, BEYOND THE BASIC GOVERNMENT SCHEME	1 (27)	1 (48)	1 (68)
15. CHILD CARE ASSISTANCE	1 (28)	1 (49)	1 (69)
16. CAREER BREAK SCHEMES	1 (29)	1 (50)	1 (70)
17. ANY OTHER BENEFITS (WRITE IN AND CODE)	(30)	(31)	(51) (52) (71) (72)
1. -----	1 (32)	1 (53)	1 (73)
2. -----	1 (33)	1 (54)	1 (74)
NO BENEFITS PROVIDED	1 (34)	- GO TO Q.88	

ASK ALL

Q.88 How many days can you be off sick while still getting paid from work without having to provide a doctor's certificate for your employer?

WRITE IN →

(DON'T KNOW)

(12,13)
88

Thinking now of how you get news about important developments in the organisation you work for ...

Q.89 Does management issue information, for instance notices or newsheets to give you news of what is happening in the organisation?

YES
NO

(14)
1
2

Q.90 Does management organise meetings where you are informed about what's happening in the organisation?

YES
NO

(15)
1
2

Q.91 Does management hold meetings in which you can express your views about what is happening in the organisation?

YES
NO

(16)
1
2

Q.92 SHOW CARD 31: Overall, how satisfied are you with communications between management and employees in your organisation?

- COMPLETELY SATISFIED
- VERY SATISFIED
- FAIRLY SATISFIED
- NEITHER SATISFIED NOR DISSATISFIED
- FAIRLY DISSATISFIED
- VERY DISSATISFIED
- COMPLETELY DISSATISFIED
- (DK)

(17)
1
2
3
4
5
6
7
8

Q.93 Some organisations have groups of employees who meet regularly to think of improvements that could be made within the organisation. These are sometimes called quality circles. Are you involved in a quality circle or a similar group?

YES

NO

(18)
1 - ASK Q.94
2 - GO TO Q.95

Q.94 SHOW CARD 32 How much influence do quality circles or similar groups have on the way in which work is organised?

- A GREAT DEAL
- A FAIR AMOUNT
- NOT MUCH
- NONE AT ALL

(19)
1
2
3
4

ASK ALL

Q.95 Over the last year have you ever made suggestions to the people you work with, or to your superiors about ways of improving the efficiency with which work is carried out?

- YES: SEVERAL TIMES
- ONCE
- NEVER

(20)
1
2
3

Q.96 Are there any trade unions or equivalent organisations where you work?

NB: TREAT ASSOCIATIONS AS 'SIMILAR ORGANISATIONS' IF RESPONDENT CONSIDERS THEM TO BE SO

- YES
- NO
- (DK)

(21)
1 - ASK Q.97
2 } GO TO
8 } Q.106

Q.97 Do they represent people doing your kind of work?

- YES
- NO

(22)
1 - ASK Q.98
2 - GO TO Q.99

Q.98 SHOW CARD 33: At your place of work, roughly what proportion of people doing your kind of work are trade union members?

- ALL
- MORE THAN THREE QUARTERS
- HALF TO THREE QUARTERS
- ABOUT HALF
- A QUARTER TO A HALF
- LESS THAN A QUARTER
- NONE
- (DK)

(23)
1
2
3
4
5
6
0
8

ASK ALL

Q.99 Are you currently a member of a trade union or similar organisation?

NB: TREAT ASSOCIATIONS AS 'SIMILAR ORGANISATIONS IF RESPONDENT CONSIDERS THEM TO BE SO

- YES
- NO

(24)
1 - ASK Q.100
2 - GO TO Q.102

Q.100 Which one? WRITE IN

(25) | (26)

(27) | (28)

IF 'YES' AT Q.99 ASK Q.101

Q.101 SHOW CARD 34: Here are some reasons why people are members of trade unions. Which one is the most important to you personally? CODE ONE ANSWER ONLY

- | | |
|---|----|
| 01. IT IS A CONDITION OF HAVING THE JOB/CLOSED SHOP | 01 |
| 02. I BELIEVE IN TRADE UNIONS | 02 |
| 03. UNION FRINGE BENEFITS (CHEAP INSURANCE ETC) | 03 |
| 04. FIGHT FOR HIGHER PAY/BETTER CONDITIONS | 04 |
| 05. PRESSURE FROM WORKMATES | 05 |
| 06. SAFEGUARD IN CASE OF FUTURE PROBLEMS | 06 |
| 07. OTHER (CODE AND WRITE IN) | 07 |

 ----- (DK)

(29,30)

88

ASK ALL

Q.102 Thinking back over the last 5 years has it become more important or less important for you to be a trade union member, or has there been little or no change in its importance?

- | | |
|---------------------------------------|---|
| MORE IMPORTANT | 1 |
| LESS IMPORTANT | 2 |
| LITTLE OR NO CHANGE IN ITS IMPORTANCE | 3 |

(31)

Q.103 SHOW CARD 35: Which of these categories best describes your employer? CODE ONE ANSWER ONLY

- | | |
|--|---|
| ENCOURAGING TRADE UNION MEMBERSHIP | 1 |
| ACCEPTING IT | 2 |
| DISCOURAGING TRADE UNION MEMBERSHIP | 3 |
| IT ISN'T REALLY AN ISSUE AT YOUR WORKPLACE | 4 |
| (DK) | 8 |

(32)

(ASK IF ARE ANY TRADE UNIONS WHERE WORK)

Q.104 SHOW CARD 36 How much influence do the trade unions in your establishment have over READ OUT ITEMS FROM LIST BELOW. ROTATE AND TICK START POINT. CODE ANSWER IN GRID

NOW ASK Q.105 FOR THIS ITEM BEFORE GOING ON TO NEXT ITEM IN LIST.

Q.105 Over the last 5 years, would you say that in your establishment the influence of Trade Unions on these issues has increased, decreased or stayed much the same? CODE ANSWER IN GRID.

REPEAT Q.104 AND Q.105 FOR ALL OTHER ITEMS IN GRID

NB: IF THE RESPONDENT HASN'T WORKED FOR THE ORGANISATION FOR THE WHOLE OF THE LAST 5 YEARS THEY SHOULD THINK ABOUT WHATEVER PERIOD DURING THIS TIME THEY HAVE WORKED FOR THEM

ASK ALL

Q.106 Is there a Works Council or a similar consultative committee in your establishment?

YES

(33)
1 - ASK Q.107

NO
(DON'T KNOW)

2 } GO TO
8 } Q.108

Q.107 SHOW CARD 36 AGAIN How much influence does it have over READ OUT ITEMS FROM LIST BELOW, CODING ANSWER FOR EACH IN GRID. USE SAME START POINT AS AT Q.104

TICK
✓
START

	Q.104				Q.105			Q.107						
	A GREAT DEAL	A FAIR AMOUNT	NOT MUCH	NONE AT ALL	INCREASED	DECREASED	STAYED SAME	A GREAT DEAL	A FAIR AMOUNT	NOT MUCH	NONE AT ALL			
1. The introduction of new types of equipment	1	2	3	0	(34)	1	2	3	(39)	1	2	3	0	(44)
2. The way work is organised	1	2	3	0	(35)	1	2	3	(40)	1	2	3	0	(45)
3. Changes in working practices	1	2	3	0	(36)	1	2	3	(41)	1	2	3	0	(46)
4. The level of pay	1	2	3	0	(37)	1	2	3	(42)	1	2	3	0	(47)
5. Work hours	1	2	3	0	(38)	1	2	3	(43)	1	2	3	0	(48)

ASK ALL

Q.108 In the last 2 years have any of the following forms of industrial action taken place in your workplace? READ OUT EACH ITEM AND CODE IN GRID.

- 1. A strike
- 2. A work-to-rule
- 3. An overtime ban
- 4. A short stoppage
- 5. Picketing
- 6. A public demonstration

Q.108 TAKEN PLACE
1 (49)
1 (50)
1 (51)
1 (52)
1 (53)
1 (54)
0 (55)

ASK Q.109

NO/NONE OF THESE

GO TO Q.110

IF ANY 'YES' ASK Q.109 (OTHERS GO TO Q.110)

Q.109 Did you yourself take part in any of these?

YES
NO

(56)
1
2

ASK ALL

We'd now like to ask some general questions about your employer.

Q.110 Is your workplace part of a bigger organisation?

YES

(57)
1 - ASK Q.111

NO
(DK)

2 } GO TO
8 } Q.112

Q.111 What is the name of that bigger organisations?
WRITE IN

(58) (59)

(60) (61)

(62) (63)

ASK ALL

Q.112 SHOW CARD 37: Which of the descriptions on this card best describes the overall organisation? CODE ONE ANSWER ONLY

- 1. A SMALL BUSINESS - LESS THAN 100 EMPLOYEES ALTOGETHER
- 2. A MEDIUM SIZED BUSINESS - LESS THAN 500 EMPLOYEES ALTOGETHER
- 3. A LARGE BUSINESS - AT LEAST 500 EMPLOYEES ALTOGETHER (INCLUDING BRANCHES OF RETAIL CHAINS, BANKS ETC.)
- 4. AN EDUCATION AUTHORITY OR HEALTH AUTHORITY
- 5. PART OF LOCAL GOVERNMENT OR OTHER PUBLIC SERVICES (EXCLUDING EDUCATION AND HEALTH)
- 6. PART OF CENTRAL GOVERNMENT SERVICES
- OTHER TYPE OF ORGANISATION - WRITE IN AND CODE (DK)

(64)

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8

Q.113 Is this a public sector or a private sector organisation?

PUBLIC SECTOR
PRIVATE SECTOR
(DK)

(65)

- 1
- 2
- 8

Q.114 Thinking now of your own workplace, what does the firm/organisation you work for actually make or do at the place you work? WRITE IN DETAILS

(66) (67)

(68) (69)

(70) (71)

(72) (73)

(74 - 80) BLANK

Q.115 What is the name and address of the employer at the place where you actually work?
WRITE IN

(12) (13)

(14) (15)

(16) (17)

Q.116 Would you say that the financial situation of the organisation you are currently working for is ...

- very prosperous
- quite prosperous
- breaking even
- in some difficulty
- in a lot of difficulty
- NOT APPLICABLE
- (DK)

(18)

- 1
- 2
- 3
- 4
- 5
- 0
- 8

Q.117 In the past 3 years, has the number of people where you work got larger, smaller or stayed about the same?

- GOT LARGER
- GOT SMALLER
- STAYED ABOUT THE SAME
- (WORK AT HOME/WORK IN A VARIETY OF PLACES)
- (DON'T KNOW)

(19)

- 1
- 2
- 3
- 4
- 8

Q.118 SHOW CARD 38: Which of the options on this card best describes the degree of competition faced by your organisation?

- VERY HIGH
- HIGH
- NEITHER HIGH NOR LOW
- LOW
- VERY LOW
- NOT APPLICABLE
- (DK)

(20)

- 1
- 2
- 3
- 4
- 5
- 0
- 8

Q.119 SHOW CARD 39: In general, how would you describe relations in your organisation between management and employees?

- VERY GOOD
- QUITE GOOD
- NEITHER GOOD NOR BAD
- QUITE BAD
- VERY BAD
- (DK)

(21)

- 1
- 2
- 3
- 4
- 5
- 8

The next series of questions are about how you see the organisation where you work. We would like you to think about the whole organisation, not just the part where you work. You may not have precise information about some of these questions, but we would still like to have your personal impressions. For each question please choose the number from the card which shows where you would place your organisation.

Q.120 SHOW CARD 40: Firstly, how well are changes planned in this organisation?

- EXTREMELY WELL
- NOT AT ALL WELL
- (DK)

(22)

- 5
- 4
- 3
- 2
- 1
- 8

Q.121 SHOW CARD 40 AGAIN: How well does this organisation pay, in general?

EXTREMELY WELL
 |
 NOT AT ALL WELL
 (DK)

(23)
 5
 4
 3
 2
 1
 8

Q.122 SHOW CARD 41: How efficiently is work carried out in this organisation?

EXTREMELY EFFICIENTLY
 |
 NOT AT ALL EFFICIENTLY
 (DK)

(24)
 5
 4
 3
 2
 1
 8

Q.123 SHOW CARD 42: How keen is management on new ideas and improvements in this organisation?

EXTREMELY KEEN
 |
 NOT AT ALL KEEN
 (DK)

(25)
 5
 4
 3
 2
 1
 8

Q.124 SHOW CARD 43: How much coordination is there between departments in this organisation?

VERY MUCH
 |
 NONE AT ALL
 (DK)

(26)
 5
 4
 3
 2
 1
 8

Q.125 SHOW CARD 43 AGAIN: How much influence do employees have over decisions in this organisation?

VERY MUCH
 |
 NONE AT ALL
 (DK)

(27)
 5
 4
 3
 2
 1
 8

Q.126 SHOW CARD 43 AGAIN: How much of a friendly, family atmosphere is there in this organisation?

VERY MUCH
 |
 NONE AT ALL
 (DK)

(28)
 5
 4
 3
 2
 1
 8

Q.127 SHOW CARD 44: How much does this organisation care about employees' well being?

VERY MUCH
 |
 NOT AT ALL
 (DK)

(29)
 5
 4
 3
 2
 1
 8

Q.128 SHOW CARD 44: How much is this is an organisation which offers equal opportunities to men and women?

VERY MUCH
 |
 NOT AT ALL
 (DK)

(30)
 5
 4
 3
 2
 1
 8

Q.129 SHOW CARD 44 AGAIN: How much is this an organisation that does something useful for society?

VERY MUCH
 |
 NOT AT ALL
 (DK)

(31)
 5
 4
 3
 2
 1
 8

Q.130 SHOW CARD 45 How much do you agree or disagree with the following statements? READ OUT ITEMS FROM LIST BELOW, CODING ANSWER FOR EACH IN GRID. ROTATE AND TICK START POINT.

		STRONG- LY AGREE	AGREE	DIS- AGREE	STRONG- LY DIS- AGREE	(DON'T KNOW)	
TICK							
✓							
START							
	1.The success of my organisation depends a lot on how well I do my job	1	2	3	4	8	(32)
	2.I am willing to work harder than I have to in order to help this organisation succeed	1	2	3	4	8	(33)
	3.I feel very little loyalty to this organisation	1	2	3	4	8	(34)
	4.I would take almost any job to keep working for this organisation	1	2	3	4	8	(35)
	5.I find that my values and the organisation's values are very similar	1	2	3	4	8	(36)
	6.I am proud to be working for this organisation	1	2	3	4	8	(37)
	7.I would turn down another job with more pay in order to stay with this organisation	1	2	3	4	8	(38)
	8.People usually notice when I do my job well	1	2	3	4	8	(39)

Q.131 SHOW CARD 46: I'm going to read out a list of various aspects of jobs, and for each one I'd like you to tell me, from this card, which number best describes how satisfied or dissatisfied you are with that particular aspect of your own present job. READ OUT EACH IN TURN, ROTATING START, AND WRITE IN NUMBER, IF "THIS DOESN'T APPLY" USE CODE '0' (DON'T KNOW = 8).

TICK ✓ START		WRITE IN NUMBER	
<input type="checkbox"/>	1. Your promotion prospects		(40)
<input type="checkbox"/>	2. Your pay		(41)
<input type="checkbox"/>	3. Relations with your supervisor or manager		(42)
<input type="checkbox"/>	4. Your job security		(43)
<input type="checkbox"/>	5. The opportunity to use your abilities		(44)
<input type="checkbox"/>	6. Being able to use your own initiative		(45)
<input type="checkbox"/>	7. The ability and efficiency of the management		(46)
<input type="checkbox"/>	8. The hours you work		(47)
<input type="checkbox"/>	9. Fringe benefits		(48)
<input type="checkbox"/>	10. The work itself		(49)
<input type="checkbox"/>	11. The amount of work		(50)
<input type="checkbox"/>	12. The variety in the work		(51)
<input type="checkbox"/>	13. The training provided		(52)
<input type="checkbox"/>	14. The friendliness of the people you work with		(53)

Q.132 SHOW CARD 46: All in all, how satisfied would you say you are with your job?

	(54)
1	COMPLETELY SATISFIED
2	VERY SATISFIED
3	FAIRLY SATISFIED
4	NEITHER SATISFIED NOR DISSATISFIED
5	FAIRLY DISSATISFIED
6	VERY DISSATISFIED
7	COMPLETELY DISSATISFIED
8	(DK)

Q.133 If you were free to go into any type of job you wanted, what would your choice be? Would you READ OUT

	(55)
1	Want the job you have now
2	Want to retire and not work at all
3	or would you prefer some other job to the one you have now
8	(DON'T KNOW)

Q.134 Knowing what you know now, if you had to decide all over again to take the job you now have, what would you decide? Would you ... READ OUT

Decide without any hesitation to take the same job
Have some second thoughts
or would you decide definitely not to take
the same job
(DK)

(56)
1
2
3
8

Q.135 SHOW CARD 47: How seriously in the last 5 years have you considered working as a self employed person?

VERY SERIOUSLY
QUITE SERIOUSLY
NOT VERY SERIOUSLY
NOT AT ALL SERIOUSLY
(HAVE ACTUALLY BEEN SELF-EMPLOYED)
(DK)

(57)
1
2
3
4
5
8

Q.136 SHOW CARD 48: How likely or unlikely is it that you will leave your present employer over the next year for any reason?

VERY LIKELY
QUITE LIKELY

NOT VERY LIKELY
NOT AT ALL LIKELY
(DK)

(58)
1 } ASK
2 } Q.137

3
4 } GO TO
8 } Q.138

Q.137 SHOW CARD 49: Why do you think you may leave?

ORGANISATION/WORKPLACE WILL CLOSE DOWN
I WILL BE DECLARED REDUNDANT
I WILL REACH NORMAL RETIREMENT AGE
MY CONTRACT OF EMPLOYMENT WILL EXPIRE
I WILL TAKE EARLY RETIREMENT
I WILL DECIDE TO LEAVE AND WORK FOR ANOTHER EMPLOYER
I WILL DECIDE TO LEAVE AND WORK FOR MYSELF AS SELF-EMPLOYED
I WILL LEAVE TO LOOK AFTER HOME/RELATIVE/CHILDREN
OTHER - CODE AND WRITE IN

1 (59) -
1 (60) -
1 (61)
1 (62) -
1 (63)
1 (64)
1 (65)
1 (66)
1 (67)

(68) (69)

(DK)

8 (70)

ASK ALL

Q.138 SHOW CARD 50: If, for any reason, you were to leave your job, would you find it easy or difficult at the present time to get a comparable job elsewhere?

VERY EASY
FAIRLY EASY
FAIRLY DIFFICULT
VERY DIFFICULT
(DK)

(71)
1
2
3
4
8

ASK ALL

We'd now like to ask you some questions about your home, social and leisure life, just to put your answers about work into context.

- Q.139 Including yourself, how many people, of all ages, usually live here as part of your household? ENTER NUMBER INTO BOXES USING LEADING ZERO IF NECESSARY.

NO. IN H'HOLD →

(72)	(73)
------	------

IF ONE PERSON IN HOUSEHOLD, SKIP TO Q.142**REST, ASK Q.140**

- Q.140 What are the names of the people in your household, starting with you? ENTER NAMES INTO GRID. THE RESPONDENT'S NAME IS ALWAYS TO BE ENTERED ONTO THE FIRST LINE.

ASK Q.141 FOR EACH HOUSEHOLD MEMBER APART FROM RESPONDENT

- Q.141 **SHOW CARD 51** What is NAME'S relationship to you? Just read out the appropriate number from the card. ENTER CODE FROM SHOW CARD INTO GRID FOR EACH PERSON.

ASK Q.142-Q.144 FOR EACH HOUSEHOLD MEMBER INCLUDING RESPONDENT

- Q.142 CODE SEX FOR EACH PERSON IN GRID.
- Q.143 **SHOW CARD 52** Which one of these best describes your/NAME'S current situation? Just read out the appropriate number from the card. ENTER CODE FROM SHOW CARD INTO GRID FOR EACH PERSON.
- Q.144 What age ... were you/was NAME last birthday? ENTER AGE INTO GRID FOR EACH PERSON. UNDER 1 YEAR = 00, REFUSED = 98, DON'T KNOW = 99.

ASK Q.145 OF RESPONDENT AND ANY SONS/DAUGHTERS IN GRID

- Q.145 What is your/NAME'S date of birth? ENTER 01-12 FOR JANUARY-DECEMBER RESPECTIVELY FOLLOWED BY THE LAST 2 DIGITS OF THE YEAR INTO GRID FOR EACH APPROPRIATE PERSON.

(74 - 80) BLANK

PERSON NO.	Q.140 NAME	Q.141 RELATIONSHIP	Q.142 SEX	Q.143 CURRENT SITUATION	Q.144 AGE	Q.145 DATE OF BIRTH				
RESP- ONDENT 01		///////// ///////// /////////	(12) M 1 F 2	(13) (14) 	(15) (16) 	(17) (18) 			19	(19) (20)
02		(21) (22) 	(23) M 1 F 2	(24) (25) 	(26) (27) 	(28) (29) 			19	(30) (31)
03		(32) (33) 	(34) M 1 F 2	(35) (36) 	(37) (38) 	(39) (40) 			19	(41) (42)
04		(43) (44) 	(45) M 1 F 2	(46) (47) 	(48) (49) 	(50) (51) 			19	(52) (53)
05		(54) (55) 	(56) M 1 F 2	(57) (58) 	(59) (60) 	(61) (62) 			19	(63) (64)
06		(65) (66) 	(67) M 1 F 2	(68) (69) 	(70) (71) 	(72) (73) 			19	(74) (75)
07		(76) (77) 	(78) M 1 F 2	(79) (80) 	(12) (13) 	(14) (15) 			19	(16) (17)
08		(18) (19) 	(20) M 1 F 2	(21) (22) 	(23) (24) 	(25) (26) 			19	(27) (28)
09		(29) (30) 	(31) M 1 F 2	(32) (33) 	(34) (35) 	(36) (37) 			19	(38) (39)
10		(40) (41) 	(42) M 1 F 2	(43) (44) 	(45) (46) 	(47) (48) 			19	(49) (50)
11		(51) (52) 	(53) M 1 F 2	(54) (55) 	(56) (57) 	(58) (59) 			19	(60) (61)
12		(62) (63) 	(64) M 1 F 2	(65) (66) 	(67) (68) 	(69) (70) 			19	(71) (72)

Q.141 - SHOW CARD 51
 01 HUSBAND/WIFE/PARTNER
 02 MOTHER/FATHER
 03 SON/DAUGHTER
 04 BROTHER/SISTER
 05 MOTHER IN LAW/FATHER IN LAW
 06 SON IN LAW/DAUGHTER IN LAW
 07 BROTHER IN LAW/SISTER IN LAW
 08 GRANDPARENT
 09 GRANDCHILD
 10 OTHER RELATIVE
 11 LODGER/SUB-TENANT
 12 OTHER NON-RELATIVE
 (77 REFUSED)

Q.143 - SHOW CARD 52
 01 EMPLOYEE OR SELF-EMPLOYED
 02 WORKING ON A GOVT. SCHEME
 03 WAITING TO START A JOB
 ALREADY OBTAINED
 04 VACATION WORK BETWEEN PERIODS
 OF SCHOOLING/UNIVERSITY
 05 UNEMPLOYED
 06 PERMANENTLY SICK/DISABLED
 07 FULLY RETIRED
 08 FULL-TIME STUDENT/AT SCHOOL
 09 CHILD BELOW SCHOOL AGE
 10 FULL-TIME HOUSEWORK (NO
 PAID JOB)
 11 OTHER (PLEASE SPECIFY)
 (77 REFUSED)

Q.145
 MONTHS YEARS
 01 JANUARY (98 REFUSED)
 02 FEBRUARY (99 DON'T
 KNOW)
 03 MARCH
 04 APRIL
 05 MAY
 06 JUNE
 07 JULY
 08 AUGUST
 09 SEPTEMBER
 10 OCTOBER
 11 NOVEMBER
 12 DECEMBER
 (77 REFUSED)
 (88 DON'T KNOW)

IF ANY CHILDREN AGED 12 OR UNDER ASK Q.146. OTHERS GO TO INSTRUCTION ABOVE Q.147.

Q.146 SHOW CARD 53: How satisfied are you with your current arrangements for looking after your children while you are at work?

- COMPLETELY SATISFIED
- VERY SATISFIED
- FAIRLY SATISFIED
- NEITHER SATISFIED NOR DISSATISFIED
- FAIRLY DISSATISFIED
- VERY DISSATISFIED
- COMPLETELY DISSATISFIED
- (DK)

(73)
1
2
3
4
5
6
7
8

(74 - 80) BLANK

CARD 11

IF MARRIED OR LIVING WITH PARTNER IN PAID EMPLOYMENT (CODE 01 AT Q.143) ASK Q.147. OTHERS GO TO Q.151

Q.147 Thinking now of your husband's/wife's/partner's current job, what is his/her job title?

(12) | (13)

WRITE IN FULL
JOB TITLE: -----

(14) | (15)

PROMPT FOR FULL
DETAILS OF WORK DONE: -----

(16) | (17)

(18) | (19)

Q.148 SHOW CARD 54: Which of these best describes his/her position in that job?

- SELF-EMPLOYED, 25 OR MORE EMPLOYEES
- SELF-EMPLOYED, LESS THAN 25 EMPLOYEES
- SELF-EMPLOYED, WITHOUT EMPLOYEES
- MANAGER(ESS) IN ESTABLISHMENT WITH 25 OR MORE PERSONS
- MANAGER(ESS) IN ESTABLISHMENT WITH LESS THAN 25 PERSONS
- FOREMAN OR SUPERVISOR
- OTHER EMPLOYEE OR APPRENTICE
- (DK)

(20)
1
2
3
4
5
6
7
8

Q.149 What does the firm/organisation he/she works for actually make/do at the place where he/she works? WRITE IN FULL DETAILS

(21) (22)

(23) (24)

(25) (26)

(27) (28)

Q.150 How many hours does he/she usually work a week? You should include any paid overtime but exclude meal intervals and unpaid overtime.

WRITE IN —> _____ HOURS

(DON'T KNOW)

(29 - 32)

8888

ASK ALL

Q.151 Do you feel that the earnings from your job alone would be enough to meet your (and your family's) usual expenses and bills?

YES
NO
(DK)

(33)

1
2
8

Q.152 Comparing now with two years ago, has your overall standard of living become ... READ OUT

much more satisfactory
more satisfactory
less satisfactory
much less satisfactory
remained about the same
(DK)

(34)

1
2
3
4
5
8

IF LIVING WITH HUSBAND/WIFE/PARTNER, ASK Q.153

OTHERS GO TO Q.154

Q.153 SHOW CARD 55 Thinking about the jobs that need to be done to keep a home running, such as shopping, cooking and cleaning, how much is shared between you and your husband/wife/partner?

FEMALE PARTNER DOES ALMOST ALL THESE JOBS
FEMALE PARTNER DOES MOST OF THESE JOBS
WE SHARE THEM HALF AND HALF
MALE PARTNER DOES MOST OF THESE JOBS
MALE PARTNER DOES ALMOST ALL OF THESE JOBS
(MOST OF IT DONE BY SOMEONE ELSE)

(35)

1
2
3
4
5
6

ASK ALL

Q.154 When did you settle in this area?

N.B. LEAVE THE DEFINITION OF "AREA" TO THE RESPONDENT

WRITE IN DATE 19

(36,37)

OR NO. OF YEARS AGO YRS

(38,39)

OR LESS THAN 1 YEAR AGO
OR WAS BORN HERE

(40)
1
2

Q.155 Thinking back to when you first started work, would you say that so far in your working life you have done ... READ OUT

- Much better than you expected
- a bit better than you expected
- About the same as you expected
- A bit less well than you expected
- Much less well than you expected
- (DK)

(41)
1
2
3
4
5
8

ASK ALL

Q.156 **SHOW CARD 9 (LARGE CARD):** Here is a list of qualifications. Please tell me any that you have obtained. Just read out the numbers beside the appropriate ones.

NONE
(DON'T KNOW)

(42)
0
8

SCHOOL QUALIFICATIONS

ENGLAND/WALES:

- (01) CSE (OTHER THAN GRADE 1) 1 (43)

- (02) GCE "O" LEVEL OR GRADE 1 CSE, GCSE, OR SCHOOL CERTIFICATE OF MATRICULATION 1 (44)

- (03) GCE "A" LEVEL 1 (45)

SCOTLAND:

- (04) SCE "O" GRADE, OR LOWER GRADE SLC (SCOTTISH LEAVING CERTIFICATE) OR SUPE (SCOTTISH UNIVERSITIES PRELIMINARY EXAM) 1 (46)

- (05) SCE HIGHER, OR SLC/SUPE HIGHER GRADE 1 (47)

- (06) CERTIFICATE OF SIXTH YEAR STUDIES 1 (48)

OTHER QUALIFICATIONS

CERTIFICATES:

- (07) CITY AND GUILDS 1 (49)

- (08) ONC/OND (ORDINARY NATIONAL CERTIFICATE OR DIPLOMA) OR SNC/SND (SCOTTISH) 1 (50)

- (09) HNC/HND (HIGHER NATIONAL CERTIFICATE OR DIPLOMA) OR SHNC/SHND (SCOTTISH) 1 (51)

- (10) UNIVERSITY CERTIFICATE/DIPLOMA (NOT DEGREE) 1 (52)

- (11) SCOTVEC NATIONAL CERTIFICATE 1 (53)

- (12) SCOTBEC/SCOTEC CERTIFICATE/DIPLOMA 1 (54)

OTHER QUALIFICATIONS BY PASSING EXAMS:

- (13) CLERICAL AND COMMERCIAL (EG TYPING, SHORTHAND OR BOOKKEEPING) 1 (55)

- (14) NURSING (EG SRN/SEN) 1 (56)

- (15) TEACHING 1 (57)

- (16) OTHER PROFESSIONAL (EG LAW/MEDICINE) 1 (58)

- (17) UNIVERSITY OR CNAA DEGREE 1 (59)

OTHER QUALIFICATIONS:

- (18) COMPLETION OF TRADE APPRENTICESHIP 1 (60)
- (19) PROFESSIONAL QUALIFICATION WITHOUT SITTING EXAM 1 (61)
- OTHER (SPECIFY AND CODE 1) 1 (62)

(63,64)

Q.157 **ASK ALL** When you were aged about 14 what was your (step)father's job title?

- NO FATHER
- UNEMPLOYED
- NOT WORKING
- (DK)

(65)
 1 }
 2 } GO TO
 3 } Q.160
 8 }

WRITE IN FULL JOB TITLE: -----

(66) | (67)

PROMPT FOR FULL DETAILS OF WORK DONE: -----

(68) | (69)

(70) | (71)

(72) | (73)

Q.158 **SHOW CARD 56:** Which group on this card best describes his position in that job at that time, that is, when you were 14? **CODE ONE ANSWER ONLY**

- SELF-EMPLOYED WITH 25 OR MORE EMPLOYEES
- SELF-EMPLOYED WITH LESS THAN 25 EMPLOYEES
- SELF-EMPLOYED WITHOUT EMPLOYEES
-
- MANAGER IN ESTABLISHMENT WITH 25 OR MORE PERSONS
- MANAGER IN ESTABLISHMENT WITH LESS THAN 25 PERSONS
-
- FOREMAN OR SUPERVISOR
- OTHER EMPLOYEE OR APPRENTICE
- (DK)

(74)
 1
 2
 3

 4
 5

 6
 7
 8

(75 - 80) BLANK

CARD 12

Q.159 What did the firm/organisation he worked for actually make or do at the place where he worked? WRITE IN FULL DETAILS.

(12) | (13)

(14) | (15)

(16) | (17)

(18) | (19)

ASK ALL

Q.160 What was your gross wage or salary the last time you were paid, that is before deductions for tax, national insurance or superannuation? ENTER FIGURE INTO BOXES USING LEADING ZERO IF NECESSARY.

GROSS PAY ----> £

(20)	(21)	(22)	(23)
------	------	------	------

- ASK Q.161

OR: (NOT BEEN PAID YET)
(REFUSED)

(24)
0] SKIP TO
7] Q.162

(DON'T KNOW)

8 - ASK Q.161

Q.161 And how much did your take-home pay come to, after deductions for tax, national insurance and superannuation? ENTER FIGURE INTO BOXES USING LEADING ZERO IF NECESSARY.

NET PAY ----> £

(25)	(26)	(27)	(28)
------	------	------	------

OR: (REFUSED)
(DON'T KNOW)

(29)
7
8

IF FIGURE GIVEN AT Q.160 AND/OR Q.161, ASK Q.162
REST, SKIP TO Q.163

Q.162 What period did this cover?

- ONE WEEK
- TWO WEEKS
- FOUR WEEKS
- CALENDAR MONTH
- ANNUAL
- OTHER (WRITE IN AND CODE 6)

(30)
1
2
3
4
5
6

(31)

Q.163 How many hours a week did you work in that job during this period, excluding meal intervals and unpaid overtime, but including paid overtime? WRITE IN NUMBER OF HOURS.

WEEKLY HOURS ----> _____

(32) - (35)

- ASK Q.164

OR: (DON'T KNOW)

(36)
8 - SKIP TO Q.165

Q.164 How many of these hours were paid overtime? WRITE IN NUMBER OF HOURS.

NO. OF HOURS PAID OVERTIME ----> _____

(37) - (40)

OR: (DON'T KNOW)

(41)
8

Q.165 Family Credit is a state benefit, over and above Child Benefit, which some families are entitled to, even if they have someone who is earning. Are you getting family credit at present?

YES
NO
(DK)

(42)
1
2
8

EXPLAIN ABOUT 3 VERSIONS OF CARD 57

Q.166 SHOW CARD 57: Thinking of all the members of your household, who have income from any source, including yourself, into which of the categories on this card would you estimate (your/your household's) usual total net income falls, that is, after deductions for tax and national insurance. You should think of all sources of income, from any investments, benefits or pensions as well as from work. Just read out the letter beside the appropriate group.

AFTER CODING CHECK:

- (i) IS FOR ALL HOUSEHOLD MEMBERS, INCLUDING RESPONDENT.
- (ii) IS A NET SUM (NOT GROSS)
- (iii) INCLUDES ALL SOURCES OF INCOME (NOT JUST FROM WORK).

G
C
B
P
L
T
E
A
S

(43)
1
2
3
4
5
6
7
8
9

AMEND CATEGORY IF NECESSARY

H
R
D
K
N
V
(REFUSED)
(DON'T KNOW)

(44)
1
2
3
4
5
6
7
8

Q.167 CODE ETHNICITY FROM OBSERVATION

BLACK
WHITE
ASIAN
OTHER (WRITE IN AND CODE 6)

(45)
1
2
3

6

Q.168 As part of a follow-up study in several months time, we'll be talking to some of the people who've taken part in this survey. The sample will be selected at random, so you may not be chosen, but if you were, would it be alright if we contacted you again then?

YES
MAYBE
NO
(DK)

(47)
1
2
3
8

SELF-COMPLETION: HAND OVER BOOKLET AND PEN, AND EXPLAIN WHAT IS INVOLVED IN ITS COMPLETION. CODE WHETHER COMPLETED BY RESPONDENT OR ADMINISTERED BY YOU

SELF-COMPLETION FILLED IN BY RESPONDENT
ADMINISTERED BY INTERVIEWER

(48)
1
2

THANK RESPONDENT AND CLOSE

1	2	7	0	2
(1)	-	(5)		

EMPLOYMENT IN BRITAIN
MAIN SURVEY

CARD NO.
①
(10) (11)

SELF-EMPLOYED QUESTIONNAIRE

O.U.O. (Q'AIRE NO.)
(6) - (9)

Q'AIRE VERSION
④
(12)

RESPONDENT'S NAME: MR/MRS/MISS/MS _____

FILL IN FOLLOWING DETAILS FROM CONTACT SHEET

IDENTIFICATION NO. (FROM LABEL):

(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)
					1		

(STAND.REG.)(POSTAL SECTOR) (ADDRESS NO.)

FILL IN FOLLOWING DETAILS FROM SELECTION SHEET

FIRST ISSUE 1 (21)
RESERVE ISSUE 2

TOTAL NO. OF HOUSEHOLDS FOUND AT THIS ADDRESS (X.1):

(22)	(23)
------	------

NO. OF ELIGIBLE WORKING PEOPLE LISTED FOR FINAL KISH SELECTION (IF ONLY ONE ELIGIBLE PERSON AND KISH GRID NOT USED ENTER 01):

(24)	(25)
------	------

THIS LIST WAS BASED ON:

THE ONLY H'HOLD/ALL THE H'HOLDS AT THIS ADDRESS	1	(26)

ONE H'HOLD SELECTED FROM THOSE AT THIS ADDRESS	2	

(27)-(80) BLANK

INTRODUCTION (SHOW APPROPRIATE VERSION OF LETTER)
Good morning/afternoon/evening. I am ... (SHOW IDENTIFICATION CARD) ... from Public Attitude Surveys Ltd. We are doing a survey on behalf of Nuffield College at Oxford University on employment in Britain. We want to find out about the different types of jobs people have now and have had in the past. The results will be published so the information gathered can help provide the kinds of jobs and working conditions that people want in future. All the information collected will be treated in the strictest confidence and the results will not identify individuals.

I CERTIFY THAT THIS IS A TRUE RECORD OF AN INTERVIEW FOR THIS SURVEY, CONDUCTED WITH A PERSON UNKNOWN TO MYSELF AND WITHIN THE CODE OF CONDUCT.

SIGNATURE: _____ NO.:

--	--	--	--

 DATE: _____

REMINDER: SPRING = 22
 SUMMER = 33
 AUTUMN = 44
 WINTER = 55

* = SHOW CARD

"DON'T KNOW" IS CODED AS '8' OR '88' OR AS APPROPRIATE, EXCEPT FOR YEAR WHICH IS '08'

ASK G,H FOR EACH EMPLOYED/
 SELF-EMPLOYED EVENT AT B (CODES
 01-03, 06

ASK I FOR EACH
 EMPLOYER-SELF-
 EMPLOYED PERIOD
 PERIOD AT E

CARD NO. 30		A		B(*)		C				D	E	F		G(*)	H(*)	I(*)
EVENT NO.	START OF EVENT		ACTIVITY CODE	JOB TITLE AND DETAILS OF WORK DONE				SUPERVISORY RESPONSIBILITIES	NAME OF EMPLOYER	END OF EVENT		HOURS PER WEEK	NOS. EMPLOYED THERE	NATURE OF BUSINESS		
	MONTH	YEAR		a) What was the full title of your job at that time?	b) Please describe to me the work you did.	MONTH	YEAR									
01						TITLE: -----	(YES) 1									
					DETAILS: -----	(NO) 2										
					-----	(DK) 8										
02						TITLE: -----	(YES) 1									
					DETAILS: -----	(NO) 2										
					-----	(DK) 8										
03						TITLE: -----	(YES) 1									
					DETAILS: -----	(NO) 2										
					-----	(DK) 8										
(12)(13)	(14 - 17)		(18)	(19)	(20 - 23)				(24)	(25)	(26 - 29)		(30,31)	(32)	(33,34)	

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 PERIOD AT E

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CARD NO.
 30

EVENT NO.	A		B(*)		C		D	E	F		G(*)	H(*)	I(*)
	START OF EVENT	MONTH	YEAR	ACTIVITY CODE	JOB TITLE AND DETAILS OF WORK DONE	SUPERVISORY RESPONSIBILITIES	NAME OF EMPLOYER	END OF EVENT	HOURS PER WEEK	NOS. EMPLOYED THERE	NATURE OF BUSINESS		
04	a) What was the full title of your job at that time?		b) Please describe to me the work you did.		(YES) 1								
	TITLE: -----		DETAILS: -----		(NO) 2								
05	a) What was the full title of your job at that time?		b) Please describe to me the work you did.		(YES) 1								
	TITLE: -----		DETAILS: -----		(NO) 2								
06	a) What was the full title of your job at that time?		b) Please describe to me the work you did.		(YES) 1								
	TITLE: -----		DETAILS: -----		(NO) 2								
(12)(13)	(14 - 17)		(18)	(19)	(20 - 23)	(24)	(25)	(26 - 29)	(30,31)	(32)	(33,34)		

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 01-03, 06

ASK I FOR EACH
 EMPLOYER-SELF-
 EMPLOYED PERIOD
 PERIOD AT E

CARD NO.
 30

EVENT NO.	A		B(*)		C			D	E	F		G(*)	H(*)	I(*)
	START OF EVENT	MONTH	YEAR	ACTIVITY CODE	JOB TITLE AND DETAILS OF WORK DONE			SUPERVISORY RESPONSIBILITIES	NAME OF EMPLOYER	END OF EVENT	HOURS PER WEEK	NOS. EMPLOYED THERE	NATURE OF BUSINESS	
07					a) What was the full title of your job at that time?	TITLE: -----		(YES) 1						
					b) Please describe to me the work you did.	DETAILS: -----		(NO) 2						
						-----		(DK) 8						
08					a) What was the full title of your job at that time?	TITLE: -----		(YES) 1						
					b) Please describe to me the work you did.	DETAILS: -----		(NO) 2						
						-----		(DK) 8						
09					a) What was the full title of your job at that time?	TITLE: -----		(YES) 1						
					b) Please describe to me the work you did.	DETAILS: -----		(NO) 2						
						-----		(DK) 8						
(12)(13)	(14 - 17)		(18)	(19)	(20 - 23)			(24)	(25)	(26 - 29)		(30,31)	(32)	(33,34)

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 PERIOD AT E

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	START OF EVENT		ACTIVITY CODE					JOB TITLE AND DETAILS OF WORK DONE a) What was the full title of your job at that time? b) Please describe to me the work you did.	SUPERVISORY RESPONSIBILITIES				NAME OF EMPLOYER	END OF EVENT		HOURS PER WEEK	NOS. EMPLOYED THERE	NATURE OF BUSINESS
	MONTH	YEAR												MONTH	YEAR			
10						(YES) 1												
					TITLE: -----	(NO) 2												
					DETAILS: ----- -----	(DK) 8												
11						(YES) 1												
					TITLE: -----	(NO) 2												
					DETAILS: ----- -----	(DK) 8												
12						(YES) 1												
					TITLE: -----	(NO) 2												
					DETAILS: ----- -----	(DK) 8												
(12)(13)	(14 - 17)		(18)	(19)	(20 - 23)	(24)	(25)	(26 - 29)		(30,31)	(32)	(33,34)						

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 PERIOD AT E

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EVENT NO.	A		B(*)		C		D	E	F		G(*)	H(*)	I(*)
	START OF EVENT	MONTH	YEAR	ACTIVITY CODE	JOB TITLE AND DETAILS OF WORK DONE	SUPERVISORY RESPONSIBILITIES	NAME OF EMPLOYER	END OF EVENT	HOURS PER WEEK	NOS. EMPLOYED THERE	NATURE OF BUSINESS		
13					a) What was the full title of your job at that time? b) Please describe to me the work you did.	(YES) 1 ----- (NO) 2 ----- (DK) 8							
14					TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8							
15					TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8							
(12)(13)	(14 - 17)	(18)	(19)		(20 - 23)	(24)	(25)	(26 - 29)	(30,31)	(32)	(33,34)		

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	START OF EVENT		ACTIVITY CODE		JOB TITLE AND DETAILS OF WORK DONE a) What was the full title of your job at that time? b) Please describe to me the work you did.		SUPERVISORY RESPONSIBILITIES	NAME OF EMPLOYER	END OF EVENT		HOURS PER WEEK	NOS. EMPLOYED THERE	NATURE OF BUSINESS
	MONTH	YEAR							MONTH	YEAR			
16							(YES) 1 (NO) 2 (DK) 8						
17							(YES) 1 (NO) 2 (DK) 8						
18							(YES) 1 (NO) 2 (DK) 8						
(12)(13)	(14 - 17)		(18)	(19)	(20 - 23)		(24)	(25)	(26 - 29)		(30,31)	(32)	(33,34)

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 PERIOD AT E

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EVENT NO.	A		B(*)		C	D	E	F		G(*)	H(*)	I(*)					
	START OF EVENT		ACTIVITY CODE	JOB TITLE AND DETAILS OF WORK DONE a) What was the full title of your job at that time? b) Please describe to me the work you did.				SUPERVISORY RESPONSIBILITIES	NAME OF EMPLOYER				END OF EVENT		HOURS PER WEEK	NOS. EMPLOYED THERE	NATURE OF BUSINESS
	MONTH	YEAR											MONTH	YEAR			
19					TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8											
					TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8											
					TITLE: ----- DETAILS: ----- -----	(YES) 1 ----- (NO) 2 ----- (DK) 8											
(12)(13)	(14 - 17)		(18)	(19)	(20 - 23)	(24)	(25)	(26 - 29)		(30,31)	(32)	(33,34)					

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CARD NO.
 30

EVENT NO.	A		B(*)		C	D	E	F		G(*)	H(*)	I(*)
	START OF EVENT	MONTH	YEAR	ACTIVITY CODE				END OF EVENT	HOURS PER WEEK			
22					a) What was the full title of your job at that time? b) Please describe to me the work you did.	(YES) 1 (NO) 2 (DK) 8						
	TITLE: ----- DETAILS: ----- -----											
23					a) What was the full title of your job at that time? b) Please describe to me the work you did.	(YES) 1 (NO) 2 (DK) 8						
	TITLE: ----- DETAILS: ----- -----											
24					a) What was the full title of your job at that time? b) Please describe to me the work you did.	(YES) 1 (NO) 2 (DK) 8						
	TITLE: ----- DETAILS: ----- -----											
(12)(13)	(14 - 17)		(18)	(19)	(20 - 23)	(24)	(25)	(26 - 29)	(30,31)	(32)	(33,34)	

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	START OF EVENT		ACTIVITY CODE		JOB TITLE AND DETAILS OF WORK DONE		SUPER- VISORY RESPON- SIBILI- TIES	NAME OF EMPLOYER	END OF EVENT		HOURS PER WEEK	NOS. EMPLOY- ED THERE	NATURE OF BUSIN- ESS
	MONTH	YEAR			a) What was the full title of your job at that time?	b) Please describe to me the work you did.			MONTH	YEAR			
							(YES) 1 ----- (NO) 2 ----- (DK) 8						
							(YES) 1 ----- (NO) 2 ----- (DK) 8						
							(YES) 1 ----- (NO) 2 ----- (DK) 8						
(12)(13)	(14	-	17)	(18)	(19)	(20 - 23)	(24)	(25)	(26 - 29)	(30,31)	(32)	(33,34)	

Q.1 Do you have one job or more than one?

ONE JOB

(12)
1 - GO TO Q.3

TWO JOBS

2 - ASK Q.2

(DON'T KNOW)

8 - GO TO Q.3

Q.2 How many hours a week do you work in your second job, on average?

WRITE IN —> _ _ _ _ _ HOURS

(13 - 16)

(DON'T KNOW)

8888

ASK ALL

We'd like to ask you now some general questions about work.

Q.3 SHOW CARD 1: Some people say that other countries are becoming more competitive than the UK because they have introduced new technologies in the workplace. If British companies are to remain competitive, which of these policies do you think would be best? CODE ONE ANSWER ONLY.

INTRODUCE NEW TECHNOLOGY AS SOON AS POSSIBLE,
EVEN IF SOME JOBS ARE LOST

(17)

1

MAKE SURE THAT NO JOBS ARE LOST BEFORE
INTRODUCING NEW TECHNOLOGY

2

INTRODUCE NEW TECHNOLOGY ONLY IF A MAJORITY OF
THE ORGANISATION'S EMPLOYEES AGREE

3

(DON'T KNOW)

8

Q.4 If you were to get enough money to live as comfortably as you would like for the rest of your life, would you continue to work, not necessarily in your present job, or would you stop working?

CONTINUE TO WORK

(18)
1 - ASK Q.5

STOP WORKING
(DON'T KNOW)

2 } GO TO
8 } Q.6

Q.5 Ideally, how many hours a week would you like to work if you didn't need the money?

WRITE IN —> _ _ _ _ _ HOURS

(19 - 22)

(DON'T KNOW)

8888

ASK ALL

Q.6 SHOW CARD 2: I'd like you to look at the statements on this card and tell me those which best describe your reasons for working at present. CODE ALL MENTIONED

IF MORE THAN ONE REASON CODED AT Q.6 ASK Q.7
(OTHERS GO TO Q.8)

Q.7 STILL SHOWING CARD 2: And which one would you say is your main reason for working? CODE ONE ANSWER ONLY

	Q.6	Q.7
WORKING IS THE NORMAL THING TO DO	1 (23)	(33) 1
NEED MONEY FOR BASIC ESSENTIALS, SUCH AS FOOD, RENT, MORTGAGE	1 (24)	2
TO EARN MONEY TO BUY EXTRAS	1 (25)	3
TO EARN MONEY OF MY OWN	1 (26)	4
FOR THE COMPANY OF OTHER PEOPLE	1 (27)	5
I ENJOY WORKING	1 (28)	6
TO FOLLOW MY CAREER	1 (29)	7
OTHER REASON (CODE AND WRITE IN)		
	(30) (31)	1(34)
(DON'T KNOW)	8 (32)	8(35)

Q.8 SHOW CARD 3: I am going to read out a list of some of the things people may look for in a job and I would like you to tell me how important you feel each is to you, choosing your answer from the card. READ OUT ITEMS FROM LIST BELOW, CODING ANSWER FOR EACH IN GRID. ROTATE AND TICK START POINT.

Q.9 SHOW CARD 4: Over the last 5 years, have these factors become more important, less important or have they stayed at the same importance to you? READ OUT EACH ITEM, USING SAME START POINT AS Q.8.

TICK ✓ START	Q.8					Q.9						
	ESSEN- TIAL	VERY IMP.	FAIR- LY IMP.	NOT VERY IMP.	(DK)	MORE IMP. NOW	LESS IMP. NOW	SAME	(DK)			
1. Friendly people to work with	1	2	3	4	8	(36)	1	2	3	8	(51)	
2. Good promotion prospects	1	2	3	4	8	(37)	1	2	3	8	(52)	
3. Good pay	1	2	3	4	8	(38)	1	2	3	8	(53)	
4. THERE IS NO ITEM 4	////////////////////					(39)	////////////////////					(54)
5. A secure job	1	2	3	4	8	(40)	1	2	3	8	(55)	
6. A job where you can use your own initiative	1	2	3	4	8	(41)	1	2	3	8	(56)	
7. Work you like doing	1	2	3	4	8	(42)	1	2	3	8	(57)	
8. Convenient hours of work	1	2	3	4	8	(43)	1	2	3	8	(58)	
9. Choice in your hours of work	1	2	3	4	8	(44)	1	2	3	8	(59)	
10. The opportunity to use your abilities	1	2	3	4	8	(45)	1	2	3	8	(60)	
11. Good fringe benefits	1	2	3	4	8	(46)	1	2	3	8	(61)	
12. An easy work load	1	2	3	4	8	(47)	1	2	3	8	(62)	
13. Good training provision	1	2	3	4	8	(48)	1	2	3	8	(63)	
14. Good physical working conditions	1	2	3	4	8	(49)	1	2	3	8	(64)	
15. A lot of variety in the type of work	1	2	3	4	8	(50)	1	2	3	8	(65)	

Now we'd like to ask you some questions about your own particular (main) job.

Q.10 SHOW CARD 5: Which of these best describes where you work? CODE ONE ONLY.

USUALLY OR ALWAYS WORK IN ONE PLACE AWAY FROM HOME
(eg office or factory)

WORK PART OF THE NORMAL WORKING WEEK AT HOME,
PART AT ONE PLACE AWAY FROM HOME

WORK SOLELY OR MAINLY AT HOME

USUALLY OR ALWAYS WORK IN A VARIETY OF PLACES

(66)

1

2

3

4

(67)-(69) BLANK

THERE IS NO Q.11

Q.12 SHOW CARD 6: When you were looking for your current job, how much choice would you say you had over the type of job you could get?

A GREAT DEAL OF CHOICE
SOME CHOICE
HARDLY ANY CHOICE
NO CHOICE AT ALL
(DON'T KNOW)

(70)

1

2

3

4

8

Q.13 SHOW CARD 7: Which, if any, of these things does your work involve? Just read out the numbers beside the appropriate ones. CODE ALL MENTIONED IN GRID BELOW

Q.14 IF "NONE OF THESE" AT Q.13, GO TO Q.16. REST, ASK Q.14 STILL SHOWING CARD 7: And which one of these, if any, takes up more than half your time? CODE ONE ONLY IN GRID BELOW

	Q.13	Q.14
01. CARING FOR PEOPLE, FOR EXAMPLE THE SICK OR YOUNG	1 (71)	(12) 5
02. DEALING WITH CUSTOMERS OR CLIENTS FROM OUTSIDE YOUR ORGANISATION	1 (72)	1
03. PRODUCING WITH MACHINES	1 (73)	2
04. MAINTAINING OR SERVICING MACHINES OR VEHICLES	1 (74)	3
05. WORKING ON AN ASSEMBLY LINE	1 (75)	4

06. MONITORING EQUIPMENT	1 (76)	(13) 1
07. HANDLING OR ANALYSING INFORMATION	1 (77)	2
08. DRIVING VEHICLES	1 (78)	3
09. ORGANISING OTHER PEOPLE	1 (79)	4

<u>OR</u> : (NONE OF THESE)	1 (80)	0

CARD 03

(14) BLANK

THERE IS NO Q.15

ASK ALL
 Q.16 Does your own job involve use of computerised or automated equipment?

YES

(15)
1 - ASK Q.17

 NO
 (DON'T KNOW)
2] GO TO
8] Q.21

Q.17 Do you ever work with a dedicated word processor?
 NB: A DEDICATED WORD PROCESSOR IS A MACHINE THAT IS USED SOLELY FOR WORD PROCESSING.

YES
NO
(DK)(16)
1
2
8

Q.18 Do you ever work with a micro-computer or PC, excluding one which is dedicated to word processing?

YES
NO
(DK)(17)
1
2
8

Q.19 Do you ever work with a terminal or VDU linked to a computer, for example with a screen or keyboard linked to a computer?

YES
NO
(DK)(18)
1
2
8

Q.20 Do you ever write computer programmes?

YES
NO
(DK)(19)
1
2
8

Q.21 SHOW CARD 9 (LARGE CARD) : If they were applying today, what qualifications, if any, would someone need to get the type of job you have now? Just read out the numbers beside the appropriate ones.

(20)
0
8

NONE/NO QUALIFICATIONS
(DON'T KNOW)

SCHOOL QUALIFICATIONS		<u>ENGLAND/WALES:</u>	
	(01) CSE (OTHER THAN GRADE 1)	1	(21)
(02)	GCE "O" LEVEL OR GRADE 1 CSE, GCSE, OR SCHOOL CERTIFICATE OF MATRICULATION	1	(22)
	(03) GCE "A" LEVEL	1	(23)
	<u>SCOTLAND:</u>		
(04)	SCE "O" GRADE, OR LOWER GRADE SLC (SCOTTISH LEAVING CERTIFICATE) OR SUPE (SCOTTISH UNIVERSITIES PRELIMINARY EXAM)	1	(24)
	(05) SCE HIGHER, OR SLC/SUPE HIGHER GRADE	1	(25)
	(06) CERTIFICATE OF SIXTH YEAR STUDIES	1	(26)
OTHER QUALIFICATIONS		<u>CERTIFICATES:</u>	
	(07) CITY AND GUILDS	1	(27)
(08)	ONC/OND (ORDINARY NATIONAL CERTIFICATE OR DIPLOMA) OR SNC/SND (SCOTTISH)	1	(28)
(09)	HNC/HND (HIGHER NATIONAL CERTIFICATE OR DIPLOMA) OR SHNC/SHND (SCOTTISH)	1	(29)
(10)	UNIVERSITY CERTIFICATE/DIPLOMA (<u>NOT</u> DEGREE)	1	(30)
	(11) SCOTVEC NATIONAL CERTIFICATE	1	(31)
(12)	SCOTBEC/SCOTEC CERTIFICATE/DIPLOMA	1	(32)
	<u>OTHER QUALIFICATIONS BY PASSING EXAMS:</u>		
(13)	CLERICAL AND COMMERCIAL (EG TYPING, SHORTHAND OR BOOKKEEPING)	1	(33)
	(14) NURSING (EG SRN/SEN)	1	(34)
	(15) TEACHING	1	(35)
(16)	OTHER PROFESSIONAL (EG LAW/MEDICINE)	1	(36)
	(17) UNIVERSITY OR CNAAC DEGREE	1	(37)
	<u>OTHER QUALIFICATIONS:</u>		
	(18) COMPLETION OF TRADE APPRENTICESHIP	1	(38)
(19)	PROFESSIONAL QUALIFICATION <u>WITHOUT</u> SITTING EXAM	1	(39)
	OTHER (SPECIFY AND CODE 1)	1	(40)
			(41,42)

Q.22 Since completing full-time education, have you ever had, or are you currently undertaking, any training for the type of work you currently do?

- YES (43)
1 - ASK Q.23
-
- NO 2 - GO TO Q.24

Q.23 SHOW CARD 10: How long in total did (or will) that training last? IF MORE THAN ONE PERIOD OF TRAINING, CODE TOTAL LENGTH OF TIME LASTED/WILL LAST.

- (44)
- 1 LESS THAN ONE MONTH
 - 2 ONE MONTH, UP TO 3 MONTHS
 - 3 OVER 3 MONTHS, UP TO 6 MONTHS
 - 4 OVER 6 MONTHS, UP TO 1 YEAR
 - 5 OVER 1 YEAR, UP TO 2 YEARS
 - 6 OVER 2 YEARS
 - 8 (DON'T KNOW)

ASK ALL

Q.24 STILL SHOWING CARD 10: How long did it take you after you first started doing this type of job to learn to do it well? IF 'STILL LEARNING' PROMPT: How long do you think it will take?

- (45)
- 1 LESS THAN ONE MONTH
 - 2 ONE MONTH, UP TO 3 MONTHS
 - 3 OVER 3 MONTHS, UP TO 6 MONTHS
 - 4 OVER 6 MONTHS, UP TO 1 YEAR
 - 5 OVER 1 YEAR, UP TO 2 YEARS
 - 6 OVER 2 YEARS
 - 8 (DON'T KNOW)

Q.25 SHOW CARD 11: How true would you say each of the following statements is about your job? READ OUT EACH IN TURN, ROTATING START.

TICK
✓
START

	VERY TRUE	TRUE	SOMEWHAT TRUE	NOT AT ALL TRUE	(DON'T KNOW)	
<input type="checkbox"/> 1. I can work independently	1	2	3	4	8	(46)
<input type="checkbox"/> 2. I have a lot of say over what happens in my job	1	2	3	4	8	(47)
<input type="checkbox"/> 3. My job allows me to take part in making decisions that affect my work	1	2	3	4	8	(48)
<input type="checkbox"/> 4. I often have to work extra time, over and above the formal hours of my job, to get through the work or to help out	1	2	3	4	8	(49)
<input type="checkbox"/> 5. I often move from one sort of work to another	1	2	3	4	8	(50)
<input type="checkbox"/> 6. I am expected to be more flexible in the way I carry out my work than a couple of years ago	1	2	3	4	8	(51)

Q.26 And how much effort do you put into your job beyond what is required? READ OUT

- (52)
- 1 a lot
- 2 some
- 3 only a little
- 4 or none
- 8 (DON'T KNOW)

Q.27 SHOW CARD 12: On most days on your job, how often does time seem to drag for you?

- (53)
- 1 OFTEN
- 2 SOMETIMES
- 3 RARELY
- 4 NEVER
- 8 (DON'T KNOW)

Q.28 STILL SHOWING CARD 12: How often do you think about your job when you're doing something else?

- (54)
- 1 OFTEN
- 2 SOMETIMES
- 3 RARELY
- 4 NEVER
- 8 (DON'T KNOW)

Q.29 SHOW CARD 13: We would like to know whether or not you feel each of these statements describe your job. READ OUT EACH IN TURN, ROTATING START.

TICK
√
START

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	(DON'T KNOW)	
<input type="checkbox"/> 1. My job requires that I work very hard	1	2	3	4	8	(55)
<input type="checkbox"/> 2. I never seem to have enough time to get everything done on my job	1	2	3	4	8	(56)
<input type="checkbox"/> 3. I work under a great deal of tension	1	2	3	4	8	(57)
<input type="checkbox"/> 4. My job requires that I keep learning new things	1	2	3	4	8	(58)

Q.30 How much of your past experience, skill and abilities can you make use of in your present job? READ OUT

Very little
A little
Quite a lot
Almost all
(DON'T KNOW)

(59)
1
2
3
4
8

Q.31 SHOW CARD 14: I'd like you to compare your current job with what you were doing five years ago (even if you were in the same job). For each of the following things would you say there had been a significant increase compared to 5 years ago, a significant decrease or little or no change? READ OUT EACH ITEM IN TURN, ROTATING START. IF NOT IN WORK 5 YEARS AGO, GO BACK TO THE NEAREST TIME IN WORK TO THAT PERIOD

TICK
✓
START

	INCREASED	LITTLE OR NO CHANGE	DECREASED	(DON'T KNOW)	
<input type="checkbox"/> 1. Job security	1	2	3	8	(60)
<input type="checkbox"/> 2. The level of skill you use in your job	[-]* 1	2	3	8	(61)
<input type="checkbox"/> 3. The variety of tasks you perform	1	2	3	8	(62)
<input type="checkbox"/> 4. THERE IS NO ITEM 4	////////////////////				(63)
<input type="checkbox"/> 5. THERE IS NO ITEM 5	////////////////////				(64)
<input type="checkbox"/> 6. The effort you have to put into your job	1	2	3	8	(65)
<input type="checkbox"/> 7. THERE IS NO ITEM 7	////////////////////				(66)
<input type="checkbox"/> 8. The responsibility involved in your job	1	2	3	8	(67)
<input type="checkbox"/> 9. The stress involved in the job	1	2	3	8	(68)

CHECK Q.31 ITEM 2: IF LEVEL OF SKILL USED HAS INCREASED ASK Q.32 AND Q.33. OTHERS GO TO Q.39

Q.32 Would you say that the skill involved in your job increased ... (READ OUT)

a great deal
quite a lot
or a little
(DON'T KNOW)

(69)
1
2
3
8

Q.33 Is this increase in skill because ... READ OUT AND CODE FOR EACH

the job itself requires a higher level of skill than before
you have learned to do the same job better

YES	NO	(DK)	
1	2	8	(70)
1	2	8	(71)

(72 - 80) BLANK

CARD 04

THERE ARE NO QUESTIONS 34 - 38

(12 - 15) BLANK

ASK ALL

Q.39 Do you usually work on your own or does your work involve working together as a group with one or more other employees in a similar position to yours?

- | | |
|---|------------------------|
| USUALLY WORK ON OWN | (16)
1 - GO TO Q.43 |
| ----- | |
| WORK IN ONE WORK GROUP
WORK IN TWO OR MORE DIFFERENT WORK GROUPS | 2 } ASK
3 } Q.40 |
| ----- | |
| OTHER - CODE AND WRITE IN | 4 - GO TO Q.43 |
| ----- | |

Q.40 Are the people in your work group ... READ OUT

- | | |
|---|-----------|
| exclusively men | (17)
1 |
| mainly men | 2 |
| a fairly equal mixture of men and women | 3 |
| mainly women | 4 |
| exclusively women | 5 |
| (DON'T KNOW) | 8 |

(18 - 22) BLANK

THERE ARE NO QUESTIONS 41 OR 42

ASK ALL

Q.43 As an official part of your main job, do you supervise the work of other employees or tell other employees what work to do?

YES

(23)
1 - ASK Q.44

NO
(DON'T KNOW)

2 } GO TO
8 } Q.50

Q.44 Are there any levels of supervision below yours?

YES

(24)
1 - ASK Q.45

NO

2 - GO TO Q.50

Q.45 Is that one or several?

ONE
SEVERAL
(DON'T KNOW)

(25)
1
2
8

(26 - 45) BLANK

THERE ARE NO QUESTIONS 46 - 49
AND NO PAGES 12 AND 13

ASK ALL

Q.50 SHOW CARD 19: Which, if any, of the things on this card are important in determining how hard you work in your job? Just read out the numbers beside the appropriate ones. CODE ALL MENTIONED

- 01. TARGETS YOU ARE SET 1 (46)
- 02. A MACHINE OR ASSEMBLY LINE 1 (47)
- 03. CLIENTS OR CUSTOMERS 1 (48)

- 04. (49) BLANK
- 05. YOUR FELLOW WORKERS OR COLLEAGUES 1 (50)
- 06. YOUR OWN DISCRETION 1 (51)

- 07. PAY INCENTIVES 1 (52)
- 08. (53) BLANK
- (NONE OF THESE) 1 (54)

Q.51 STILL SHOWING CARD 19: Which, if any, of the things on this card are important in determining the quality standards to which you work in your job? CODE ALL MENTIONED

- 01. TARGETS YOU ARE SET 1 (55)
- 02. A MACHINE OR ASSEMBLY LINE 1 (56)
- 03. CLIENTS OR CUSTOMERS 1 (57)

- 04. (58) BLANK
- 05. YOUR FELLOW WORKERS OR COLLEAGUES 1 (59)
- 06. YOUR OWN DISCRETION 1 (60)

- 07. PAY INCENTIVES 1 (61)
- 08. (62) BLANK
- (NONE OF THESE) 1 (63)

(64 - 68) BLANK

THERE ARE NO QUESTIONS 52 - 54

ASK ALL

Q.55 SHOW CARD 22: When at work how often are you exposed to ...? READ OUT EACH IN TURN AND CODE IN GRID

	ALL THE TIME	ALMOST ALL THE TIME	AROUND THREE QUARTERS OF TIME	AROUND HALF THE TIME	AROUND QUARTER THE TIME	ALMOST NEVER	NEVER	(DK)	
1. Noise so loud that you would have to raise your voice to talk to people	1	2	3	4	5	6	7	8	(69)
2. Bad weather conditions such as rain, wind or snow	1	2	3	4	5	6	7	8	(70)
3. Heat or cold, either indoors or outdoors	1	2	3	4	5	6	7	8	(71)
4. Breathing in vapours, fumes, dust or dangerous substances	1	2	3	4	5	6	7	8	(72)

Q.56 SHOW CARD 22: And how often does your work involve ... READ OUT EACH IN TURN AND CODE IN GRID.

	ALL THE TIME	ALMOST ALL THE TIME	AROUND THREE QUARTERS OF TIME	AROUND HALF THE TIME	AROUND QUARTER THE TIME	ALMOST NEVER	NEVER	(DK)	
1. Painful or tiring positions	1	2	3	4	5	6	7	8	(73)
2. Carrying or moving heavy loads	1	2	3	4	5	6	7	8	(74)
3. Working at very high speed	1	2	3	4	5	6	7	8	(75)
4. Carrying out short repetitive tasks	1	2	3	4	5	6	7	8	(76)

Q.57 Do you think your health and safety is at risk because of your work?

YES
NO
(DON'T KNOW)

(77)
1
2
8

Q.58 I'd now like to ask you about education or training you have received in the last 3 years. I am interested in all types of education or training that you think might be relevant to a job or to getting a job. This should include any provided at or away from the job, or by a college or training centre, or through home learning or in any other way.

Have you received any such education or training in the last 3 years?

YES

NO
(DON'T KNOW)

(78)
1 - ASK Q.59

2] GO TO
8] Q.68

Q.59 Was any of that education or training related to the type of work you currently do or to other jobs in the organisation?

YES

NO
(DON'T KNOW)

(79)
1 - ASK Q.60

2] GO TO
8] Q.66

Q.60 Was there just one period of education or training of that kind within the past three years, or was there more than one?

ONE
MORE THAN ONE
(DK)

(80)
1
2
8

(IF 'MORE THAN ONE' AT Q.60: Please think about the longest of these periods of training or education in the last 3 years, for your current type of work, or for other jobs in the organisation).

Q.61 How was the education or training paid for?

PRESENT EMPLOYER	1	(12)
YOURSELF	1	(13)
GOVERNMENT TRAINING PROGRAMME	1	(14)
OTHER - CODE AND WRITE IN	1	(15)

(16)

(17)

(DON'T KNOW)

8 (18)

Q.62 Is the education or training still continuing?

YES (19)
1 - ASK Q.63

NO 2 - ASK Q.64

IF 'YES' AT Q.62

Q.63 How long is it supposed to last altogether?

IF 'NO' AT Q.62

Q.64 How long did it last altogether?

Q.63/64 HOW LONG TRAINING LASTED

WRITE IN

NO. OF HOURS ----->

(20)	(21)
------	------

OR NO. OF DAYS ----->

(22)	(23)
------	------

OR NO. OF WEEKS ----->

(24)	(25)
------	------

OR NO. OF MONTHS ----->

(26)	(27)
------	------

OR NO. OF YEARS ----->

(28)	(29)
------	------

Q.65 SHOW CARD 23: Which, if any, of these describe the benefits of that education or training for yourself? CODE ALL MENTIONED

I GOT A JOB	1	(30)
I GOT PROMOTION OR A BETTER JOB	1	(31)
I GOT AN INCREASE IN EARNINGS	1	(32)
I GOT A QUALIFICATION	1	(33)
I GOT SOME OTHER BENEFIT	1	(34)
I GOT NO REAL BENEFIT	1	(35)
(DK)	8	(36)

IF 'YES' AT Q.58 ASK Q.66

Q.66 (Apart from the training we've just discussed) In the last 3 years, have you yourself ever paid for any course of education or training with a view to improving your job opportunities?

YES

(37)

1 - ASK Q.67

NO
(DK)

2] GO TO
8] Q.68

Q.67 How long did that course or will that course last?
WRITE IN:

NO. OF HOURS ----->

(38)	(39)
------	------

OR NO. OF DAYS ----->

(40)	(41)
------	------

OR NO. OF WEEKS ----->

(42)	(43)
------	------

OR NO. OF MONTHS ----->

(44)	(45)
------	------

OR NO. OF YEARS ----->

(46)	(47)
------	------

ASK ALL

Q.68 SHOW CARD 24: How much do you want to get any training in the future?

VERY MUCH
A FAIR AMOUNT
NOT MUCH
NOT AT ALL
(DK)

(48)

1
2
3
4
8

THERE ARE NO QUESTIONS 69 - 81
AND NO PAGES 19 AND 20

(49 - 70) BLANK

ASK ALL

Q.82 Do you take part in a profit-sharing scheme, employee share scheme or share option scheme through your employment?

YES
NO

(71)
1
2

THERE ARE NO QUESTIONS 83-95
AND NO PAGES 22 AND 23

(72 - 80) BLANK

CARD 6 - BLANK

CARD 07

(12 - 20) BLANK

ASK ALL

Q.96 Are there any trade unions or equivalent organisations where you work?

NB: TREAT ASSOCIATIONS AS 'SIMILAR ORGANISATIONS' IF RESPONDENT CONSIDERS THEM TO BE SO	YES
	NO
	(DK)

(21)
1
2
8

(22,23) BLANK

THERE ARE NO QUESTIONS 97 AND 98

Q.99 Are you currently a member of a trade union or similar organisation?

NB: TREAT ASSOCIATIONS AS 'SIMILAR ORGANISATIONS IF RESPONDENT CONSIDERS THEM TO BE SO	YES
	NO

(24)
1 - ASK Q.100
2 - GO TO Q.102

Q.100 Which one? WRITE IN

(25) | (26)

(27) | (28)

THERE IS NO Q.101

(29,30) BLANK

ASK ALL

Q.102 Thinking back over the last 5 years has it become more important or less important for you to be a trade union member, or has there been little or no change in its importance?

- MORE IMPORTANT
- LESS IMPORTANT
- LITTLE OR NO CHANGE IN ITS IMPORTANCE

(31)

- 1
- 2
- 3

THERE ARE NO QUESTIONS 103 - 113
AND NO PAGES 26 OR 27

(32 - 65) BLANK

(66) (67)

- ASK ALL**
Q.114 Thinking now of your own workplace, what does the firm/organisation you work for actually make or do at the place you work? WRITE IN DETAILS

(68) (69)

(70) (71)

(72) (73)

(74 - 80) BLANK

Q.115 What is the address of the place where you actually work?
WRITE IN

(12) (13)

(14) (15)

(16) (17)

Q.116 Would you say that the financial situation of your organisation is.....

- very prosperous
- quite prosperous
- breaking even
- in some difficulty
- in a lot of difficulty
- NOT APPLICABLE
- (DK)

(18)
1
2
3
4
5
0
8

Q.117 In the past 3 years, has the number of people where you work got larger, smaller or stayed about the same?

- GOT LARGER
- GOT SMALLER
- STAYED ABOUT THE SAME
- (WORK AT HOME/WORK IN A VARIETY OF PLACES)
- (DON'T KNOW)

(19)
1
2
3
4
8

Q.118 SHOW CARD 38: Which of the options on this card best describes the degree of competition faced by your organisation?

- VERY HIGH
- HIGH
- NEITHER HIGH NOR LOW
- LOW
- VERY LOW
- NOT APPLICABLE
- (DK)

(20)
1
2
3
4
5
0
8

THERE ARE NO QUESTIONS 119 - 130
AND NO PAGES 30, 31 AND 32

(21 - 39) BLANK

Q.131 SHOW CARD 46: I'm going to read out a list of various aspects of jobs, and for each one I'd like you to tell me, from this card, which number best describes how satisfied or dissatisfied you are with that particular aspect of your own present job. READ OUT EACH IN TURN, ROTATING START, AND WRITE IN NUMBER, IF "THIS DOESN'T APPLY" USE CODE '0' (DON'T KNOW = 8).

TICK ✓ START

	WRITE IN NUMBER	
<input type="checkbox"/> 1. THERE IS NO ITEM 1	////// //////	(40)
<input type="checkbox"/> 2. Your pay		(41)
<input type="checkbox"/> 3. THERE IS NO ITEM 3	////// //////	(42)
<input type="checkbox"/> 4. Your job security		(43)
<input type="checkbox"/> 5. The opportunity to use your abilities		(44)
<input type="checkbox"/> 6. Being able to use your own initiative		(45)
<input type="checkbox"/> 7. THERE IS NO ITEM 7	//////	(46)
<input type="checkbox"/> 8. The hours you work		(47)
<input type="checkbox"/> 9. THERE IS NO ITEM 9	//////	(48)
<input type="checkbox"/> 10. The work itself		(49)
<input type="checkbox"/> 11. The amount of work		(50)
<input type="checkbox"/> 12. The variety in the work		(51)
<input type="checkbox"/> 13. The training provided		(52)
<input type="checkbox"/> 14. THERE IS NO ITEM 14	//////	(53)

Q.132 SHOW CARD 46: All in all, how satisfied would you say you are with your job?

	(54)
COMPLETELY SATISFIED	1
VERY SATISFIED	2
FAIRLY SATISFIED	3
NEITHER SATISFIED NOR DISSATISFIED	4
FAIRLY DISSATISFIED	5
VERY DISSATISFIED	6
COMPLETELY DISSATISFIED	7
(DK)	8

Q.133 If you were free to go into any type of job you wanted, what would your choice be? Would you READ OUT

	(55)
Want the job you have now	1
Want to retire and not work at all	2
or would you prefer some other job to the one you have now	3
(DON'T KNOW)	8

Q.134 Knowing what you know now, if you had to decide all over again to take the job you now have, what would you decide? Would you ... READ OUT

Decide without any hesitation to take the same job
Have some second thoughts
or would you decide definitely not to take
the same job
(DK)

(56)
1
2
3
8

THERE IS NO Q.135

(57) BLANK

Q.136 SHOW CARD 48: How likely or unlikely is it that you will leave your present company over the next year for any reason?

VERY LIKELY
QUITE LIKELY

NOT VERY LIKELY
NOT AT ALL LIKELY
(DK)

(58)
1 } ASK
2 } Q.137

3 }
4 } GO TO
8 } Q.138

Q.137 SHOW CARD 49: Why do you think you may leave?

ORGANISATION/WORKPLACE WILL CLOSE DOWN
I WILL BE DECLARED REDUNDANT
I WILL REACH NORMAL RETIREMENT AGE
MY CONTRACT OF EMPLOYMENT WILL EXPIRE
I WILL TAKE EARLY RETIREMENT
I WILL DECIDE TO LEAVE AND WORK FOR ANOTHER EMPLOYER
I WILL DECIDE TO LEAVE AND WORK FOR MYSELF AS SELF-EMPLOYED
I WILL LEAVE TO LOOK AFTER HOME/RELATIVE/CHILDREN
OTHER - CODE AND WRITE IN

1 (59)
1 (60)
1 (61)
1 (62)
1 (63)
1 (64)
1 (65)
1 (66)
1 (67)

(68) (69)

(DK)

8 (70)

ASK ALL

Q.138 SHOW CARD 50: If, for any reason, you were to leave your job, would you find it easy or difficult at the present time to get a comparable job elsewhere?

VERY EASY
FAIRLY EASY
FAIRLY DIFFICULT
VERY DIFFICULT
(DK)

(71)
1
2
3
4
8

ASK ALL

We'd now like to ask you some questions about your home, social and leisure life, just to put your answers about work into context.

- Q.139 Including yourself, how many people, of all ages, usually live here as part of your household? ENTER NUMBER INTO BOXES USING LEADING ZERO IF NECESSARY.

NO. IN H'HOLD →

(72)	(73)
------	------

IF ONE PERSON IN HOUSEHOLD, SKIP TO Q.142**REST, ASK Q.140**

- Q.140 What are the names of the people in your household, starting with you? ENTER NAMES INTO GRID. THE RESPONDENT'S NAME IS ALWAYS TO BE ENTERED ONTO THE FIRST LINE.

ASK Q.141 FOR EACH HOUSEHOLD MEMBER APART FROM RESPONDENT

- Q.141 SHOW CARD 51 What is NAME'S relationship to you? Just read out the appropriate number from the card. ENTER CODE FROM SHOW CARD INTO GRID FOR EACH PERSON.

ASK Q.142-Q.144 FOR EACH HOUSEHOLD MEMBER INCLUDING RESPONDENT

- Q.142 CODE SEX FOR EACH PERSON IN GRID.
- Q.143 SHOW CARD 52 Which one of these best describes your/NAME'S current situation? Just read out the appropriate number from the card. ENTER CODE FROM SHOW CARD INTO GRID FOR EACH PERSON.
- Q.144 What age ... were you/was NAME last birthday? ENTER AGE INTO GRID FOR EACH PERSON. UNDER 1 YEAR = 00, REFUSED = 98, DON'T KNOW = 99.

ASK Q.145 OF RESPONDENT AND ANY SONS/DAUGHTERS IN GRID

- Q.145 What is your/NAME'S date of birth? ENTER 01-12 FOR JANUARY-DECEMBER RESPECTIVELY FOLLOWED BY THE LAST 2 DIGITS OF THE YEAR INTO GRID FOR EACH APPROPRIATE PERSON.

(74 - 80) BLANK

PERSON NO.	Q.140 NAME	Q.141 RELATIONSHIP	Q.142 SEX	Q.143 CURRENT SITUATION	Q.144 AGE	Q.145 DATE OF BIRTH			
RESPONDENT 01		///////// ///////// /////////	(12) M 1 F 2	(13) (14)	(15) (16)	(17) (18)		(19) (20)	
02		(21) (22)	(23) M 1 F 2	(24) (25)	(26) (27)	(28) (29)		(30) (31)	
03		(32) (33)	(34) M 1 F 2	(35) (36)	(37) (38)	(39) (40)		(41) (42)	
04		(43) (44)	(45) M 1 F 2	(46) (47)	(48) (49)	(50) (51)		(52) (53)	
05		(54) (55)	(56) M 1 F 2	(57) (58)	(59) (60)	(61) (62)		(63) (64)	
06		(65) (66)	(67) M 1 F 2	(68) (69)	(70) (71)	(72) (73)		(74) (75)	
07		(76) (77)	(78) M 1 F 2	(79) (80)	(12) (13)	(14) (15)		(16) (17)	
08		(18) (19)	(20) M 1 F 2	(21) (22)	(23) (24)	(25) (26)		(27) (28)	
09		(29) (30)	(31) M 1 F 2	(32) (33)	(34) (35)	(36) (37)		(38) (39)	
10		(40) (41)	(42) M 1 F 2	(43) (44)	(45) (46)	(47) (48)		(49) (50)	
11		(51) (52)	(53) M 1 F 2	(54) (55)	(56) (57)	(58) (59)		(60) (61)	
12		(62) (73)	(64) M 1 F 2	(65) (66)	(67) (68)	(69) (70)		(71) (72)	

Q.141 - SHOW CARD 51
 01 HUSBAND/WIFE/PARTNER
 02 MOTHER/FATHER
 03 SON/DAUGHTER
 04 BROTHER/SISTER
 05 MOTHER IN LAW/FATHER IN LAW
 06 SON IN LAW/DAUGHTER IN LAW
 07 BROTHER IN LAW/SISTER IN LAW
 08 GRANDPARENT
 09 GRANDCHILD
 10 OTHER RELATIVE
 11 LODGER/SUB-TENANT
 12 OTHER NON-RELATIVE
 (77 REFUSED)

Q.143 - SHOW CARD 52
 01 EMPLOYEE OR SELF-EMPLOYED
 02 WORKING ON A GOVT. SCHEME
 03 WAITING TO START A JOB
 ALREADY OBTAINED
 04 VACATION WORK BETWEEN PERIODS
 OF SCHOOLING/UNIVERSITY
 05 UNEMPLOYED
 06 PERMANENTLY SICK/DISABLED
 07 FULLY RETIRED
 08 FULL-TIME STUDENT/AT SCHOOL
 09 CHILD BELOW SCHOOL AGE
 10 FULL-TIME HOUSEWORK (NO
 PAID JOB)
 11 OTHER (PLEASE SPECIFY)
 (77 REFUSED)

Q.145
 MONTHS YEARS
 01 JANUARY (98 REFUSED)
 02 FEBRUARY (99 DON'T
 KNOW)
 03 MARCH
 04 APRIL
 05 MAY
 06 JUNE
 07 JULY
 08 AUGUST
 09 SEPTEMBER
 10 OCTOBER
 11 NOVEMBER
 12 DECEMBER
 (77 REFUSED)
 (88 DON'T KNOW)

IF ANY CHILDREN AGED 12 OR UNDER ASK Q.146. OTHERS GO TO INSTRUCTION ABOVE Q.147.

Q.146 SHOW CARD 53: How satisfied are you with your current arrangements for looking after your children while you are at work?

- COMPLETELY SATISFIED (73)
- 1
- VERY SATISFIED 2
- FAIRLY SATISFIED 3
- NEITHER SATISFIED NOR DISSATISFIED 4
- FAIRLY DISSATISFIED 5
- VERY DISSATISFIED 6
- COMPLETELY DISSATISFIED 7
- (DK) 8

(74 - 80) BLANK

CARD 11

IF MARRIED OR LIVING WITH PARTNER IN PAID EMPLOYMENT (CODE 01 AT Q.143) ASK Q.147. OTHERS GO TO Q.151

Q.147 Thinking now of your husband's/wife's/partner's current job, what is his/her job title?

(12) (13)

(14) (15)

WRITE IN FULL
JOB TITLE: -----

(16) (17)

PROMPT FOR FULL
DETAILS OF WORK DONE: -----

(18) (19)

Q.148 SHOW CARD 54: Which of these best describes his/her position in that job?

- SELF-EMPLOYED, 25 OR MORE EMPLOYEES (20)
- 1
- SELF-EMPLOYED, LESS THAN 25 EMPLOYEES 2
- SELF-EMPLOYED, WITHOUT EMPLOYEES 3
- MANAGER(ESS) IN ESTABLISHMENT WITH 25 OR MORE PERSONS 4
- MANAGER(ESS) IN ESTABLISHMENT WITH LESS THAN 25 PERSONS 5
- FOREMAN OR SUPERVISOR 6
- OTHER EMPLOYEE OR APPRENTICE 7
- (DK) 8

Q.149 What does the firm/organisation he/she works for actually make/do at the place where he/she works? WRITE IN FULL DETAILS

(21) (22)

(23) (24)

(25) (26)

(27) (28)

Q.150 How many hours does he/she usually work a week? You should include any paid overtime but exclude meal intervals and unpaid overtime.

(29-32)

WRITE IN —> _____ HOURS

(DON'T KNOW)

8888

ASK ALL

Q.151 Do you feel that the earnings from your job alone would be enough to meet your (and your family's) usual expenses and bills?

YES
NO
(DK)

(33)

1
2
8

Q.152 Comparing now with two years ago, has your overall standard of living become ... READ OUT

much more satisfactory
more satisfactory
less satisfactory
much less satisfactory
remained about the same
(DK)

(34)

1
2
3
4
5
8

IF LIVING WITH HUSBAND/WIFE/PARTNER, ASK Q.153
OTHERS GO TO Q.154

Q.153 **SHOW CARD 55** Thinking about the jobs that need to be done to keep a home running, such as shopping, cooking and cleaning, how much is shared between you and your husband/wife/partner?

FEMALE PARTNER DOES ALMOST ALL THESE JOBS
FEMALE PARTNER DOES MOST OF THESE JOBS
WE SHARE THEM HALF AND HALF
MALE PARTNER DOES MOST OF THESE JOBS
MALE PARTNER DOES ALMOST ALL OF THESE JOBS
(MOST OF IT DONE BY SOMEONE ELSE)

(35)

1
2
3
4
5
6

ASK ALL

Q.154 When did you settle in this area?

N.B. LEAVE THE DEFINITION OF "AREA" TO THE RESPONDENT

WRITE IN DATE 19

(36,37)

OR NO. OF YEARS AGO YRS

(38,39)

OR LESS THAN 1 YEAR AGO
OR WAS BORN HERE

(40)

1
2

Q.155 Thinking back to when you first started work, would you say that so far in your working life you have done ... READ OUT

- Much better than you expected
- a bit better than you expected
- About the same as you expected
- A bit less well than you expected
- Much less well than you expected
- (DK)

(41)

1
2
3
4
5
8

ASK ALL

Q.156 **SHOW CARD 9 (LARGE CARD):** Here is a list of qualifications. Please tell me any that you have obtained. Just read out the numbers beside the appropriate ones.

NONE
(DON'T KNOW)

(42)
0
8

SCHOOL QUALIFICATIONS

ENGLAND/WALES:

- (01) CSE (OTHER THAN GRADE 1) 1 (43)

- (02) GCE "O" LEVEL OR GRADE 1 CSE, GCSE, OR SCHOOL CERTIFICATE OF MATRICULATION 1 (44)

- (03) GCE "A" LEVEL 1 (45)

SCOTLAND:

- (04) SCE "O" GRADE, OR LOWER GRADE SLC (SCOTTISH LEAVING CERTIFICATE) OR SUPE (SCOTTISH UNIVERSITIES PRELIMINARY EXAM) 1 (46)

- (05) SCE HIGHER, OR SLC/SUPE HIGHER GRADE 1 (47)

- (06) CERTIFICATE OF SIXTH YEAR STUDIES 1 (48)

OTHER QUALIFICATIONS

CERTIFICATES:

- (07) CITY AND GUILDS 1 (49)

- (08) ONC/OND (ORDINARY NATIONAL CERTIFICATE OR DIPLOMA) OR SNC/SND (SCOTTISH) 1 (50)

- (09) HNC/HND (HIGHER NATIONAL CERTIFICATE OR DIPLOMA) OR SHNC/SHND (SCOTTISH) 1 (51)

- (10) UNIVERSITY CERTIFICATE/DIPLOMA (NOT DEGREE) 1 (52)

- (11) SCOTVEC NATIONAL CERTIFICATE 1 (53)

- (12) SCOTBEC/SCOTEC CERTIFICATE/DIPLOMA 1 (54)

OTHER QUALIFICATIONS BY PASSING EXAMS:

- (13) CLERICAL AND COMMERCIAL (EG TYPING, SHORTHAND OR BOOKKEEPING) 1 (55)

- (14) NURSING (EG SRN/SEN) 1 (56)

- (15) TEACHING 1 (57)

- (16) OTHER PROFESSIONAL (EG LAW/MEDICINE) 1 (58)

- (17) UNIVERSITY OR CNA A DEGREE 1 (59)

OTHER QUALIFICATIONS:

- (18) COMPLETION OF TRADE APPRENTICESHIP 1 (60)
- (19) PROFESSIONAL QUALIFICATION WITHOUT SITTING EXAM 1 (61)
- OTHER (SPECIFY AND CODE 1) 1 (62)

(63,64)

ASK ALL

Q.157 When you were aged about 14 what was your (step)father's job title?

- NO FATHER
- UNEMPLOYED
- NOT WORKING
- (DK)

- (65)
 - 1
 - 2
 - 3
 - 8
- } GO TO Q.160

WRITE IN FULL JOB TITLE: _____

(66) (67)

PROMPT FOR FULL DETAILS OF WORK DONE: _____

(68) (69)

(70) (71)

(72) (73)

Q.158 SHOW CARD 56: Which group on this card best describes his position in that job at that time, that is, when you were 14? CODE ONE ANSWER ONLY

- SELF-EMPLOYED WITH 25 OR MORE EMPLOYEES
- SELF-EMPLOYED WITH LESS THAN 25 EMPLOYEES
- SELF-EMPLOYED WITHOUT EMPLOYEES

- (74)
- 1
- 2
- 3

- MANAGER IN ESTABLISHMENT WITH 25 OR MORE PERSONS
- MANAGER IN ESTABLISHMENT WITH LESS THAN 25 PERSONS

- 4
- 5

- FOREMAN OR SUPERVISOR
- OTHER EMPLOYEE OR APPRENTICE
- (DK)

- 6
- 7
- 8

(75 - 80) BLANK

CARD 12

(12) (13)

Q.159 What did the firm/organisation he worked for actually make or do at the place where he worked? WRITE IN FULL DETAILS.

(14) (15)

(16) (17)

(18) (19)

ASK ALL

Q.160 How much have you personally earned from your business or self-employment in the last twelve months, before deductions for tax and national insurance? Please include all the money you have taken out of the business, whether regularly or in a lump sum. IF HAVEN'T BEEN SELF-EMPLOYED FOR 12 MONTHS YET CODE 00000 IN PROFIT BOXES AND SKIP TO Q.165 (PAGE 43). IF RESPONDENT MADE A LOSS CODE AMOUNT IN SECOND SET OF BOXES AND SKIP TO Q.162

(NB: REF = 77777
DK = 88888)

PROFIT —————>£

(20)	(21)	(22)	(23)	(24)
------	------	------	------	------

OR:

LOSS —————>£

(25)	(26)	(27)	(28)	(29)
------	------	------	------	------

 - SKIP TO Q.162

Q.161 And what does that come to after deductions for tax and national insurance?

WRITE IN —————>£

(30)	(31)	(32)	(33)	(34)
------	------	------	------	------

(DK = 88888)

Q.162 On average, how many hours per week did you work during that period?

WRITE IN HOURS/WEEK —————> -----
(DK = 777)

(35 - 38)

(39 - 41) BLANK

THERE ARE NO QUESTIONS 163 - 164

Q.165 Family Credit is a state benefit, over and above Child Benefit which some families are entitled to, even if they have someone who is earning. Are you getting family credit at present?

YES
NO

(42)
1
2

EXPLAIN ABOUT 3 VERSIONS OF CARD 57

Q.166 SHOW CARD 57: Thinking of all the members of your household, who have income from any source, including yourself, into which of the categories on this card would you estimate (your/your household's) usual total net income falls, that is, after deductions for tax and national insurance. You should think of all sources of income, from any investments, benefits or pensions as well as from work. Just read out the letter beside the appropriate group.

AFTER CODING CHECK:

- (i) IS FOR ALL HOUSEHOLD MEMBERS, INCLUDING RESPONDENT.
- (ii) IS A NET SUM (NOT GROSS)
- (iii) INCLUDES ALL SOURCES OF INCOME (NOT JUST FROM WORK).

G
C
B
P
L
T
E
A
S

(43)
1
2
3
4
5
6
7
8
9

AMEND CATEGORY IF NECESSARY

H
R
D
K
N
V
(REFUSED)
(DON'T KNOW)

(44)
1
2
3
4
5
6
7
8

Q.167 CODE ETHNICITY FROM OBSERVATION

BLACK
WHITE
ASIAN
OTHER (WRITE IN AND CODE 6)

(45)
1
2
3

6

Q.168 As part of a follow-up study in several months time, we'll be talking to some of the people who've taken part in this survey. The sample will be selected at random, so you may not be chosen, but if you were, would it be alright if we contacted you again then?

YES
MAYBE
NO
(DK)

(47)
1
2
3
8

THANK RESPONDENT AND CLOSE
SELF-COMPLETION: HAND OVER BOOKLET AND PEN, AND EXPLAIN WHAT IS INVOLVED IN ITS COMPLETION. CODE WHETHER COMPLETED BY RESPONDENT OR ADMINISTERED BY YOU

SELF-COMPLETION FILLED IN BY RESPONDENT
ADMINISTERED BY INTERVIEWER

(48)
1
2

EMPLOYMENT IN BRITAIN

Your personal opinions

NOTES ON COMPLETION:

- FOR EACH QUESTION WOULD YOU PLEASE TICK THE BOX(ES) BESIDE THE APPROPRIATE ANSWER(S).
- PLEASE ANSWER ALL THE QUESTIONS, UNLESS THERE IS AN INSTRUCTION TELLING YOU OTHERWISE.
- IF YOU HAVE ANY PROBLEMS, PLEASE ASK THE INTERVIEWER FOR HELP.

MR/MRS/MISS/MS _____							1				1
----------------------	--	--	--	--	--	--	---	--	--	--	---

CARD 13

Q.1 Below are some things people have said about work and success in life. Please tick how much you agree or disagree with each of them.
TICK ONE BOX FOR EACH OF A. TO J.

	AGREE STRONGLY	AGREE SOMEWHAT	NEITHER AGREE NOR DISAGREE	DISAGREE SOMEWHAT	DISAGREE STRONGLY	
A. Hard work is fulfilling in itself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1 - 5 (13)
B. Making money is primarily a matter of good fortune	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(14)
C. Nothing is impossible if you work hard enough	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(15)
D. Promotions are usually a matter of good fortune	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(16)
E. If you work hard you will succeed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(17)
F. You should be the best at what you do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(18)
G. To make a lot of money you have to know the right people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(19)
H. It takes a lot of luck to be an outstanding employee in most jobs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(20)
I. By working hard an individual can overcome most obstacles that life presents and make his/her own way in the world	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(21)
J. The main difference between people who make a lot of money and people who make a little money is luck	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(22)

Q.2a For some people their job is simply something they put up with in order to earn a living. For others it means much more than that.

Is your present job TICK ONE BOX ONLY

JUST A MEANS OF EARNING A LIVING	OR DOES IT MEAN MUCH MORE THAN THAT
<input type="checkbox"/>	<input type="checkbox"/>

1 2 (23)

Q.2b Which of these statements comes closer to your own view?
TICK ONE BOX ONLY.

- The introduction of new technology will make jobs more routine, boring and dehumanising 1
- The introduction of new technology will make jobs more interesting and challenging 2

(24)

2

CARD 13

Q.3 In order to perform your current job competently, how important are each of the following factors? TICK ONE BOX FOR EACH OF A. TO E.

	VERY IMPORTANT	QUITE IMPORTANT	NEITHER IMPORTANT NOR UN- IMPORTANT	NOT VERY IMPORTANT	NOT IMPORTANT AT ALL
A. Knowing your way around the organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Good social relations with people at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Good contacts with clients or customers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Being able to communicate well with other people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Providing leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5

(25)

(26)

(27)

(28)

(29)

Q.4 Do you feel that your present job makes full use of your work experience and abilities? TICK ONE BOX ONLY.

YES NO

1 - 2 (30)

Q.5 Do you decide the specific tasks that you carry out from day to day or does someone else? TICK ONE BOX ONLY.

I DO SOMEONE ELSE DOES

1 2 (31)

Q.6 Does someone else decide how much work you do or how fast you work during the day? TICK ONE BOX ONLY.

I DO SOMEONE ELSE DOES

1 2 (32)

Q.7 Can you decide on your own to introduce a new task or work assignment that you will do on your job? TICK ONE BOX ONLY.

YES NO

1 - 2 (33)

Q.8 Can you decide, officially or unofficially, the time you arrive at and leave work? TICK ONE BOX ONLY.

YES NO

1 - 2 (34)

Q.9 On the scale below, how fair do you think the pay you get is compared with other people in your organisation who do your kind of work? TICK ONE BOX ONLY.

OWN PAY MUCH TOO HIGH			PAY COMPLETELY FAIR			OWN PAY MUCH TOO LOW
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CARD 13

1 - 7 (35)

Q.10 Using the same scale, how fair do you think the pay you get is compared with people who do your kind of work in other organisations? TICK ONE BOX ONLY.

OWN PAY MUCH TOO HIGH			PAY COMPLETELY FAIR			OWN PAY MUCH TOO LOW
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 7 (36)

Q.11 In general, do you think that people doing your sort of work are paid TICK ONE BOX ONLY.

MUCH MORE THAN THEY DESERVE	SOMEWHAT MORE THAN THEY DESERVE	ABOUT THE RIGHT AMOUNT	SOMEWHAT LESS THAN THEY DESERVE	MUCH LESS THAN THEY DESERVE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (37)

Q.12 All things considered, to what extent would you agree or disagree that your pay is fair? TICK ONE BOX ONLY.

AGREE STRONGLY	AGREE	DISAGREE	DISAGREE STRONGLY
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 4 (38)

Q.13 Do you get any paid holidays, apart from bank holidays? TICK ONE BOX ONLY.

YES NO

1 - 2 (39)

• IF YOU ANSWERED 'YES' AT Q.13, PLEASE ANSWER Q.14. OTHERS GO TO Q.15.

Q.14 How many working days paid holiday do you get per year, excluding bank holidays (or days off in lieu of bank holidays)? Any days at half pay count as half days.

WRITE IN THE NUMBER OF DAYS

(40,41)

EVERYONE PLEASE ANSWER

Q.15 Are you required to clock or sign yourself in and off? TICK ONE BOX ONLY.

YES NO

1 - 2 (42)

CARD 13

Q.16 Thinking of the past few weeks, how much of the time has your job made you feel each of the following? TICK ONE BOX FOR EACH OF A. TO D.

	NEVER	OCCASIO- NALLY	SOME OF THE TIME	MUCH OF THE TIME	MOST OF THE TIME	ALL OF THE TIME	
A. After I leave my work I keep worrying about job problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1 - 6 (43)
B. I find it difficult to unwind at the end of a workday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(44)
C. I feel used up at the end of a workday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(45)
D. My job makes me feel quite exhausted by the end of a workday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(46)

Q.17 In your sort of work, is it possible to make a mistake that would result in TICK ONE BOX FOR EACH OF A. TO C.

	YES	NO	
A. serious consequences for the quality of the product or service?	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (47)
B. major costs for the organisation?	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (48)
C. endangering the safety of yourself or of other people?	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (49)

Q.18 In your work, do you often face stressful situations with TICK ONE BOX FOR EACH OF A. AND B.

	YES	NO	
A. members of the public?	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (50)
B. customers?	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (51)

Q.19 Are each of the following statements true or false in relation to the organisation that employs you? TICK ONE BOX FOR EACH OF A. TO D.

	TRUE	FALSE	
A. There are different eating places for different grades of employees	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (52)
B. You can tell people's grade by the coat or overall they wear	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (53)
C. The fringe benefits or privileges you get depend on how senior you are	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (54)
D. Supervisors will do anything their staff do to get the work done	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (55)

Q.20 Compared to other people who do the same or similar kind of work that you do, how well would you say you do your job? TICK ONE BOX ONLY.

MUCH BETTER	SOMEWHAT BETTER	ABOUT THE SAME	SOMEWHAT WORSE	MUCH WORSE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CARD 13

1 - 5 (56)

Q.21 Compared to other people who do the same or similar kind of work that you do, how much work would you say you do? TICK ONE BOX ONLY.

MUCH MORE	SOMEWHAT MORE	ABOUT THE SAME	SOMEWHAT LESS	MUCH LESS
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (57)

Q.22 How much scope do you think there is for improving the efficiency with which the work you are involved in is done? TICK ONE BOX ONLY.

A GREAT DEAL	A FAIR AMOUNT	A LITTLE	NONE AT ALL
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 4 (58)

Q.23 If you really wanted to, how much could you improve your own efficiency at work? TICK ONE BOX ONLY.

A GREAT DEAL	A FAIR AMOUNT	A LITTLE	NOT AT ALL - I AM ALREADY AS EFFICIENT AS I CAN BE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 4 (59)

Q.24 Compared to two years ago, would you say that you do your job TICK ONE BOX ONLY.

MUCH MORE EFFICIENTLY	A LITTLE MORE EFFICIENTLY	IN MUCH THE SAME WAY	A LITTLE LESS EFFICIENTLY	MUCH LESS EFFICIENTLY
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (60)

CARD 13

Q.25 How often would you say you arrived late at work in the last month? TICK ONE BOX ONLY.

NEVER	ONCE	TWICE	3-5 TIMES	6-10 TIMES	11 OR MORE TIMES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 6 (61)

Q.26 How many times have you had to be away from work at any time due to sickness during the last year? TICK ONE BOX ONLY.

NEVER	ONCE	TWICE	3-5 TIMES	6-10 TIMES	11 OR MORE TIMES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 6 (62)

CARD 13

Q.27 Do you have any long-standing illness, disability or infirmity? "Long-standing" means anything that has troubled you over a period of time, or that is likely to affect you over a period of time. TICK ONE BOX ONLY.

YES NO

1 - 2 (63)

Q.28 How often do you find yourself worrying about money? TICK ONE BOX ONLY.

ALMOST ALL THE TIME	QUITE OFTEN	ONLY SOMETIMES	ALMOST NEVER
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 4 (64)

Q.29 How satisfied or dissatisfied are you with each of the following things? TICK ONE BOX FOR EACH OF A. TO D.

	VERY SATISFIED	FAIRLY SATISFIED	NEITHER SATISFIED NOR DISSATISFIED	FAIRLY DISSATISFIED	VERY DISSATISFIED	(NOT APPLICABLE)
A. Your leisure life at home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Your social life outside home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Your family life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Your chance to do something worthwhile in life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 6

(65)

(66)

(67)

(68)

CARD 13

Q.30 Now some questions on how you are feeling at the moment. For each of the items A. to L. below, please tick the box that best describes how you have been recently. TICK ONE BOX FOR EACH OF A. TO L.

How often recently have you

	MORE SO THAN USUAL	SAME AS USUAL	LESS SO THAN USUAL	MUCH LESS THAN USUAL	1 - 4	
A.	Been able to concentrate on whatever you're doing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(69)
	NOT AT ALL	NO MORE THAN USUAL	RATHER MORE THAN USUAL	MUCH MORE THAN USUAL		
B.	Lost much sleep over worry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(70)
	MORE SO THAN USUAL	SAME AS USUAL	LESS SO THAN USUAL	MUCH LESS THAN USUAL		
C.	Felt that you are playing a useful part in things	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(71)
	NOT AT ALL	NO MORE THAN USUAL	RATHER MORE THAN USUAL	MUCH MORE THAN USUAL		
D.	Felt constantly under strain	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(72)
	MORE SO THAN USUAL	SAME AS USUAL	LESS SO THAN USUAL	MUCH LESS THAN USUAL		
E.	Felt capable of making decisions about things	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(73)
	NOT AT ALL	NO MORE THAN USUAL	RATHER MORE THAN USUAL	MUCH MORE THAN USUAL		
F.	Felt you couldn't overcome your difficulties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(74)
	MORE SO THAN USUAL	SAME AS USUAL	LESS SO THAN USUAL	MUCH LESS THAN USUAL		
G.	Been able to enjoy your normal day-to-day activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(75)
	NOT AT ALL	NO MORE THAN USUAL	RATHER MORE THAN USUAL	MUCH MORE THAN USUAL		
H.	Been feeling unhappy and depressed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(76)
	MORE SO THAN USUAL	SAME AS USUAL	LESS SO THAN USUAL	MUCH LESS THAN USUAL		
I.	Been able to face up to your problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(77)
	NOT AT ALL	NO MORE THAN USUAL	RATHER MORE THAN USUAL	MUCH MORE THAN USUAL		
J.	Been losing confidence in yourself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(78)
	MORE SO THAN USUAL	SAME AS USUAL	LESS SO THAN USUAL	MUCH LESS THAN USUAL		
K.	Been feeling reasonably happy, all things considered	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(79)
	NOT AT ALL	NO MORE THAN USUAL	RATHER MORE THAN USUAL	MUCH MORE THAN USUAL		
L.	Been thinking of yourself as a worthless person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(80)

Please now think back to when you were at school.

Q.31 When you were at school, how much interest would you say your parents took in how you were getting on there? TICK ONE BOX ONLY.

A LOT	A FAIR AMOUNT	A LITTLE	NONE AT ALL	DON'T KNOW OR NOT APPLICABLE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (12)

Q.32 How much encouragement did your parents give you to go on with your studies beyond the earliest school leaving age? TICK ONE BOX ONLY.

A LOT	A FAIR AMOUNT	A LITTLE	NONE AT ALL	DON'T KNOW OR NOT APPLICABLE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (13)

Q.33a) Thinking of your own opinions about work and success in life, how much influence would you say that your father had on them? TICK ONE BOX ONLY.

A LOT	A FAIR AMOUNT	A LITTLE	NONE AT ALL	DON'T KNOW OR NOT APPLICABLE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (14)

Q.33b) And how much influence would you say that your mother had on those opinions? TICK ONE BOX ONLY.

A LOT	A FAIR AMOUNT	A LITTLE	NONE AT ALL	DON'T KNOW OR NOT APPLICABLE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (15)

Q.34 Thinking about the financial situation at home when you were a child how difficult would you say it was? TICK ONE BOX ONLY.

VERY DIFFICULT	QUITE DIFFICULT	NEITHER EASY NOR DIFFICULT	QUITE EASY	VERY EASY	DON'T KNOW OR NOT APPLICABLE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 6 (16)

Q.35 While you were at school, to what extent was your mother in a paid job? TICK ONE BOX ONLY.

MOST OF THE TIME	MUCH OF THE TIME	LITTLE OF THE TIME	NOT AT ALL	DON'T KNOW OR NOT APPLICABLE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (17)

- THANK YOU FOR ANSWERING THESE QUESTIONS.
- PLEASE GIVE THE SELF-COMPLETION BACK TO THE INTERVIEWER.

EMPLOYMENT IN BRITAIN

Your personal opinions

NOTES ON COMPLETION:

- FOR EACH QUESTION WOULD YOU PLEASE TICK THE BOX(ES) BESIDE THE APPROPRIATE ANSWER(S).
- PLEASE ANSWER ALL THE QUESTIONS, UNLESS THERE IS AN INSTRUCTION TELLING YOU OTHERWISE.
- IF YOU HAVE ANY PROBLEMS, PLEASE ASK THE INTERVIEWER FOR HELP.

MR/MRS/MISS/MS _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1	<input type="checkbox"/>	<input type="checkbox"/>	1
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CARD 13

Q.1 Below are some things people have said about work and success in life. Please tick how much you agree or disagree with each of them.
TICK ONE BOX FOR EACH OF A. TO J.

	AGREE STRONGLY	AGREE SOMEWHAT	NEITHER AGREE NOR DISAGREE	DISAGREE SOMEWHAT	DISAGREE STRONGLY	
A. Hard work is fulfilling in itself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1 - 5 (13)
B. Making money is primarily a matter of good fortune	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(14)
C. Nothing is impossible if you work hard enough	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(15)
D. Promotions are usually a matter of good fortune	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(16)
E. If you work hard you will succeed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(17)
F. You should be the best at what you do	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(18)
G. To make a lot of money you have to know the right people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(19)
H. It takes a lot of luck to be an outstanding employee in most jobs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(20)
I. By working hard an individual can overcome most obstacles that life presents and make his/her own way in the world	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(21)
J. The main difference between people who make a lot of money and people who make a little money is luck	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(22)

Q.2a For some people their job is simply something they put up with in order to earn a living. For others it means much more than that.

Is your present job TICK ONE BOX ONLY

JUST A MEANS OF EARNING A LIVING	OR DOES IT MEAN MUCH MORE THAN THAT
<input type="checkbox"/>	<input type="checkbox"/>

1 2 (23)

Q.2b Which of these statements comes closer to your own view?
TICK ONE BOX ONLY.

- The introduction of new technology will make jobs more routine, boring and dehumanising 1
- The introduction of new technology will make jobs more interesting and challenging 2

(24)

2

CARD 13

Q.3 In order to perform your current job competently, how important are each of the following factors? TICK ONE BOX FOR EACH OF A. TO E.

	VERY IMPORTANT	QUITE IMPORTANT	NEITHER IMPORTANT NOR UN- IMPORTANT	NOT VERY IMPORTANT	NOT IMPORTANT AT ALL
A. Knowing your way around the organisation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Good social relations with people at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Good contacts with clients or customers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Being able to communicate well with other people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Providing leadership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5

(25)

(26)

(27)

(28)

(29)

Q.4 Do you feel that your present job makes full use of your work experience and abilities? TICK ONE BOX ONLY.

YES NO

1 - 2 (30)

Q.5 Do you decide the specific tasks that you carry out from day to day or does someone else? TICK ONE BOX ONLY.

I DO SOMEONE ELSE DOES

1 2 (31)

Q.6 Does someone else decide how much work you do or how fast you work during the day? TICK ONE BOX ONLY.

I DO SOMEONE ELSE DOES

1 2 (32)

Q.7 Can you decide on your own to introduce a new task or work assignment that you will do on your job? TICK ONE BOX ONLY.

YES NO

1 - 2 (33)

Q.8 Can you decide, officially or unofficially, the time you arrive at and leave work? TICK ONE BOX ONLY.

YES NO

1 - 2 (34)

Q.9 On the scale below, how fair do you think the pay you get is compared with other people in your organisation who do your kind of work? TICK ONE BOX ONLY.

OWN PAY MUCH TOO HIGH			PAY COMPLETELY FAIR			OWN PAY MUCH TOO LOW
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

CARD 13

1 - 7 (35)

Q.10 Using the same scale, how fair do you think the pay you get is compared with people who do your kind of work in other organisations? TICK ONE BOX ONLY.

OWN PAY MUCH TOO HIGH			PAY COMPLETELY FAIR			OWN PAY MUCH TOO LOW
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 7 (36)

Q.11 In general, do you think that people doing your sort of work are paid TICK ONE BOX ONLY.

MUCH MORE THAN THEY DESERVE	SOMEWHAT MORE THAN THEY DESERVE	ABOUT THE RIGHT AMOUNT	SOMEWHAT LESS THAN THEY DESERVE	MUCH LESS THAN THEY DESERVE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (37)

Q.12 All things considered, to what extent would you agree or disagree that your pay is fair? TICK ONE BOX ONLY.

AGREE STRONGLY	AGREE	DISAGREE	DISAGREE STRONGLY
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 4 (38)

Q.13 Do you get any paid holidays, apart from bank holidays? TICK ONE BOX ONLY.

YES NO

1 - 2 (39)

• IF YOU ANSWERED 'YES' AT Q.13, PLEASE ANSWER Q.14. OTHERS GO TO Q.15.

Q.14 How many working days paid holiday do you get per year, excluding bank holidays (or days off in lieu of bank holidays)? Any days at half pay count as half days.

WRITE IN THE NUMBER OF DAYS

(40,41)

EVERYONE PLEASE ANSWER

Q.15 Are you required to clock or sign yourself in and off? TICK ONE BOX ONLY.

YES NO

1 - 2 (42)

CARD 13

Q.16 Thinking of the past few weeks, how much of the time has your job made you feel each of the following? TICK ONE BOX FOR EACH OF A. TO D.

	NEVER	OCCASIO- NALLY	SOME OF THE TIME	MUCH OF THE TIME	MOST OF THE TIME	ALL OF THE TIME	
A. After I leave my work I keep worrying about job problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	1 - 6 (43)
B. I find it difficult to unwind at the end of a workday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(44)
C. I feel used up at the end of a workday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(45)
D. My job makes me feel quite exhausted by the end of a workday	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(46)

Q.17 In your sort of work, is it possible to make a mistake that would result in TICK ONE BOX FOR EACH OF A. TO C.

	YES	NO	
A. serious consequences for the quality of the product or service?	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (47)
B. major costs for the organisation?	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (48)
C. endangering the safety of yourself or of other people?	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (49)

Q.18 In your work, do you often face stressful situations with TICK ONE BOX FOR EACH OF A. AND B.

	YES	NO	
A. members of the public?	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (50)
B. customers?	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (51)

Q.19 Are each of the following statements true or false in relation to the organisation that employs you? TICK ONE BOX FOR EACH OF A. TO D.

	TRUE	FALSE	
A. There are different eating places for different grades of employees	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (52)
B. You can tell people's grade by the coat or overall they wear	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (53)
C. The fringe benefits or privileges you get depend on how senior you are	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (54)
D. Supervisors will do anything their staff do to get the work done	<input type="checkbox"/>	<input type="checkbox"/>	1 2 (55)

CARD 13

Q.20 Compared to other people who do the same or similar kind of work that you do, how well would you say you do your job? TICK ONE BOX ONLY.

MUCH BETTER	SOMEWHAT BETTER	ABOUT THE SAME	SOMEWHAT WORSE	MUCH WORSE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (56)

Q.21 Compared to other people who do the same or similar kind of work that you do, how much work would you say you do? TICK ONE BOX ONLY.

MUCH MORE	SOMEWHAT MORE	ABOUT THE SAME	SOMEWHAT LESS	MUCH LESS
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (57)

Q.22 How much scope do you think there is for improving the efficiency with which the work you are involved in is done? TICK ONE BOX ONLY.

A GREAT DEAL	A FAIR AMOUNT	A LITTLE	NONE AT ALL
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 4 (58)

Q.23 If you really wanted to, how much could you improve your own efficiency at work? TICK ONE BOX ONLY.

A GREAT DEAL	A FAIR AMOUNT	A LITTLE	NOT AT ALL - I AM ALREADY AS EFFICIENT AS I CAN BE
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 4 (59)

Q.24 Compared to two years ago, would you say that you do your job TICK ONE BOX ONLY.

MUCH MORE EFFICIENTLY	A LITTLE MORE EFFICIENTLY	IN MUCH THE SAME WAY	A LITTLE LESS EFFICIENTLY	MUCH LESS EFFICIENTLY
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (60)

CARD 13

Q.25 How often would you say you arrived late at work in the last month? TICK ONE BOX ONLY.

NEVER	ONCE	TWICE	3-5 TIMES	6-10 TIMES	11 OR MORE TIMES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 6 (61)

Q.26 How many times have you had to be away from work at any time due to sickness during the last year? TICK ONE BOX ONLY.

NEVER	ONCE	TWICE	3-5 TIMES	6-10 TIMES	11 OR MORE TIMES
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 6 (62)

CARD 13

Q.27 Do you have any long-standing illness, disability or infirmity? "Long-standing" means anything that has troubled you over a period of time, or that is likely to affect you over a period of time. TICK ONE BOX ONLY.

YES NO

1 - 2 (63)

Q.28 How often do you find yourself worrying about money? TICK ONE BOX ONLY.

ALMOST ALL THE TIME	QUITE OFTEN	ONLY SOMETIMES	ALMOST NEVER
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 4 (64)

Q.29 How satisfied or dissatisfied are you with each of the following things? TICK ONE BOX FOR EACH OF A. TO D.

	VERY SATISFIED	FAIRLY SATISFIED	NEITHER SATISFIED NOR DISSATISFIED	FAIRLY DISSATISFIED	VERY DISSATISFIED	(NOT APPLICABLE)
A. Your leisure life at home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Your social life outside home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Your family life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Your chance to do something worthwhile in life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 6

(65)

(66)

(67)

(68)

CARD 13

Q.30 Now some questions on how you are feeling at the moment. For each of the items A. to L. below, please tick the box that best describes how you have been recently. TICK ONE BOX FOR EACH OF A. TO L.

How often recently have you

	MORE SO THAN USUAL	SAME AS USUAL	LESS SO THAN USUAL	MUCH LESS THAN USUAL	1 - 4	
A.	Been able to concentrate on whatever you're doing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(69)
	NOT AT ALL	NO MORE THAN USUAL	RATHER MORE THAN USUAL	MUCH MORE THAN USUAL		
B.	Lost much sleep over worry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(70)
	MORE SO THAN USUAL	SAME AS USUAL	LESS SO THAN USUAL	MUCH LESS THAN USUAL		
C.	Felt that you are playing a useful part in things	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(71)
	NOT AT ALL	NO MORE THAN USUAL	RATHER MORE THAN USUAL	MUCH MORE THAN USUAL		
D.	Felt constantly under strain	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(72)
	MORE SO THAN USUAL	SAME AS USUAL	LESS SO THAN USUAL	MUCH LESS THAN USUAL		
E.	Felt capable of making decisions about things	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(73)
	NOT AT ALL	NO MORE THAN USUAL	RATHER MORE THAN USUAL	MUCH MORE THAN USUAL		
F.	Felt you couldn't overcome your difficulties	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(74)
	MORE SO THAN USUAL	SAME AS USUAL	LESS SO THAN USUAL	MUCH LESS THAN USUAL		
G.	Been able to enjoy your normal day-to-day activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(75)
	NOT AT ALL	NO MORE THAN USUAL	RATHER MORE THAN USUAL	MUCH MORE THAN USUAL		
H.	Been feeling unhappy and depressed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(76)
	MORE SO THAN USUAL	SAME AS USUAL	LESS SO THAN USUAL	MUCH LESS THAN USUAL		
I.	Been able to face up to your problems	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(77)
	NOT AT ALL	NO MORE THAN USUAL	RATHER MORE THAN USUAL	MUCH MORE THAN USUAL		
J.	Been losing confidence in yourself	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(78)
	MORE SO THAN USUAL	SAME AS USUAL	LESS SO THAN USUAL	MUCH LESS THAN USUAL		
K.	Been feeling reasonably happy, all things considered	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(79)
	NOT AT ALL	NO MORE THAN USUAL	RATHER MORE THAN USUAL	MUCH MORE THAN USUAL		
L.	Been thinking of yourself as a worthless person	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	(80)

CARD 14

Please now think back to when you were at school.

Q.31 When you were at school, how much interest would you say your parents took in how you were getting on there? TICK ONE BOX ONLY.

	A LOT	A FAIR AMOUNT	A LITTLE	NONE AT ALL	DON'T KNOW OR NOT APPLICABLE
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (12)

Q.32 How much encouragement did your parents give you to go on with your studies beyond the earliest school leaving age? TICK ONE BOX ONLY.

	A LOT	A FAIR AMOUNT	A LITTLE	NONE AT ALL	DON'T KNOW OR NOT APPLICABLE
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (13)

Q.33a) Thinking of your own opinions about work and success in life, how much influence would you say that your father had on them? TICK ONE BOX ONLY.

	A LOT	A FAIR AMOUNT	A LITTLE	NONE AT ALL	DON'T KNOW OR NOT APPLICABLE
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (14)

Q.33b) And how much influence would you say that your mother had on those opinions? TICK ONE BOX ONLY.

	A LOT	A FAIR AMOUNT	A LITTLE	NONE AT ALL	DON'T KNOW OR NOT APPLICABLE
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (15)

Q.34 Thinking about the financial situation at home when you were a child how difficult would you say it was? TICK ONE BOX ONLY.

	VERY DIFFICULT	QUITE DIFFICULT	NEITHER EASY NOR DIFFICULT	QUITE EASY	VERY EASY	DON'T KNOW OR NOT APPLICABLE
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 6 (16)

Q.35 While you were at school, to what extent was your mother in a paid job? TICK ONE BOX ONLY.

	MOST OF THE TIME	MUCH OF THE TIME	LITTLE OF THE TIME	NOT AT ALL	DON'T KNOW OR NOT APPLICABLE
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1 - 5 (17)

• THANK YOU FOR ANSWERING THESE QUESTIONS.
 • PLEASE GIVE THE SELF-COMPLETION BACK TO THE INTERVIEWER.