

# Survey instrument

## Information note:

Firstly, thank you for your willingness to participate in this study of work related wellbeing of employees. In addition to helping research on work related wellbeing, the study plays an important part of my doctoral dissertation.

The purpose of the research is to explore your experience of working life and how it relates to your wellbeing. The answers will be studied in relation to precariousness in employment. In participating in the study, you will be asked to answer a questionnaire about your working and non-working life satisfactions and priorities. The questionnaire will take approximately 15-20 minutes to answer.

## Background questions:

I would like to start by asking you a few questions about your household and employment situation.

- BGP1: What gender are you?  
Gender quota 1) male, 2) female – Distribution of +/- 5 % allowed.
  - Male
  - Female
  - Neither / do not identify as male or female
  
- BGP2: How old are you?  
Age group quota 1) 25-35, 2) 36-50, 3) 51-60 – Distribution of +/- 5 % allowed.
  - Numerical specific value
  
- BGP3: What is the highest level of education you completed?  
Education quota 1) Lower secondary or below, 2) Upper secondary or post-secondary, 3) Tertiary – Equal distribution cannot be guaranteed, by Norstat
  - Early childhood education (ISCED 01/ ISCED 02)
  - Primary education (ISCED 1)
  - Lower secondary education (ISCED 2)
  - Upper secondary education (ISCED 3)
  - Post-secondary non-tertiary education (ISCED 4)
  - Short-cycle tertiary education (ISCED 5)
  - Bachelor or equivalent (ISCED 6)
  - Master or equivalent (ISCED 7)
  - Doctoral or equivalent (ISCED 8)
  
- BG1: Do you have a spouse/partner?
  - 1) Yes, and living together
  - 2) Yes, but not living together
  - 3) No I do not

- 4) Other.
- BG2: Do you have any dependent children?
  - 1) Yes
  - 2) No
- BG3: Which one of these categories best describe your current employment situation?  
 If BG3 = 4 to 10 then terminate survey interview.
  - 1) Full time employment
  - 2) Part-time employment
  - 3) Employed, on leave (parental leave, sick leave; not holiday)
  - 4) Self-employed
  - 5) Unemployed
  - 6) Unable to work due to long-term illness or disability
  - 7) Retired
  - 8) Full-time homemaker / fulfilling domestic tasks
  - 9) In education or other training (school, university, etc.)
  - 10) Other.
- BG4: What kind of employment contract to you have in your (main) job?  
 If BG4 = 4 to 6 then terminate survey interview.  
 Precarious employment quota BG4=2 to 3 and BG6 =1 to 2 equals 25 % together
  - 1) An unlimited permanent contract
  - 2) A fixed term contract
  - 3) A temporary employment agency contract
  - 4) An apprenticeship or other training scheme
  - 5) No written contract
  - 6) Other
- BG5: Which one of these occupation descriptions best match your occupation?
  - 1) Manager  
Such as business executive, managing director, finance manager, sales and marketing manager, human resource manager, senior government official, bank manager, hotel manager, restaurant manager, factory owner
  - 2) Professional  
Such as doctor, dentist, qualified nurse or midwife, lawyer, judge, architect, scientist, professor, teacher, engineer, IT professional, journalist, psychologist, accountant, artist
  - 3) Technician or junior professional  
Such as construction supervisor, air traffic controller, pilot, dental assistant, physical therapist, junior nurse, optician, broker, insurance agent, specialised secretary (like legal or medical secretary), police inspector, customs inspector, telecommunications engineering, real estate agent, credit and loans offices, IT support worker, sports instructor, photographer, chef
  - 4) Clerical support worker  
Such as secretary, switchboard operator, payroll clerk, typist, data entry clerk, post man, production clerk, bookkeeper, receptionist
  - 5) Service worker  
Such as travel attendant, cook, waitress, hairdresser, transport conductor, undertaker, driving instructor, building caretaker, health care assistant, child-care worker, teachers' aide, fire-fighter, police officer, prison guard, security guard

- 6) Sales worker  
Such as shop keeper, shop assistant, sales person, service station attendant, cashier
  - 7) Skilled agriculture, forestry or fishery  
Such as gardener, crop and animal producer, farmer, fisherman
  - 8) Craft and related trades worker  
Such as brick layer, carpenter, electrician, roofer, plumber, painter, welder, blacksmith, toolmaker, mechanic, upholsterer, tile-setter, printer, repair worker, instrument maker, foreman, motor mechanic, seamstress, baker, butcher, tailor, cabinet-maker, handicraft worker
  - 9) Plant and machine operator or assembler  
Such as miner, plant operator, machine operator, electronic equipment assembler driver, lifting truck operator
  - 10) Elementary occupation  
Such as cleaner, farm labourer, building construction labourer, hand packer, porter, unskilled factory worker, kitchen helper, street cleaner, garbage collector, messenger, meter reader, refuse sorter
  - 11) Armed forces  
All ranks
- BG6: Using this scale, how likely or unlikely do you think it is that you might lose your job in the next 6 months?  
Precarious employment quota BG4=2 to 3 and BG6 =1 to 2 equals 25 % together
    - 1) Very likely
    - 2) Rather likely
    - 3) Neither likely nor unlikely
    - 4) Rather unlikely
    - 5) Very unlikely
  - BG7: Are you a member of a union?
    - Yes
    - No

## Working life and wellbeing

In the next section of the questionnaire, I would like to ask you about the different aspects of your working life and how it affects your wellbeing in general.

Use 7-point Likert scales without numbers for this entire section of the questionnaire (see picture underneath)

Travailler toute la journée avec des outils de communication  
(messages, calls, visio) est une contrainte pour moi.

D'accordPas d'accord

- Q1: Underneath is a series of statements regarding your work compensation.

Please indicate your satisfaction with these aspects of your working life, on the scale from 'completely unsatisfied' to 'completely satisfied'.

Q1_1: Getting paid appropriately, considering efforts and achievements in job.						
Completely unsatisfied						Completely Satisfied

Q1_2: Possibility of meeting basic material needs (both everyday life and unexpected expenses)						
Completely unsatisfied						Completely Satisfied

Q1_3: Fringe benefits, such as additional health insurance, life insurance, additional retirement contributions, facilities and discounts e.g. cafeteria, parking, day-care, fitness etc.						
Completely unsatisfied						Completely Satisfied

Q1_4: Your feeling of being economically secure						
Completely unsatisfied						Completely Satisfied

- Q2: Underneath are statements regarding your career growth. Please indicate your satisfaction with these aspects of your working life, on the scale from 'completely unsatisfied' to 'completely satisfied'.

Q2_1: Job offers good prospects for career advancement						
Completely unsatisfied						Completely Satisfied

Q2_2: Job offers good possibilities of continued education and skill advancement.						
Completely unsatisfied						Completely Satisfied

- Q3: Underneath is a series of statements regarding your working hours. Please indicate your satisfaction with these aspects of your working life, on the scale from 'completely unsatisfied' to 'completely satisfied'.

Q3_1: The effect of the number of working hours and work schedule on the your health						
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Completely unsatisfied						Completely Satisfied
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Q3_2: The flexibility of the work schedule						
Completely unsatisfied						Completely Satisfied

Q3_3: Possibility of being absent from work for family and care responsibilities						
Completely unsatisfied						Completely Satisfied

- Q4: Underneath is a series of statements regarding your relationship with colleagues. Please indicate your satisfaction with these aspects of your working life, on the scale from ‘completely unsatisfied’ to ‘completely satisfied’.

Q4_1: Relationship with colleagues						
Completely unsatisfied						Completely Satisfied

Q4_2: Sense of belonging at work						
Completely unsatisfied						Completely Satisfied

Q4_3: Degree of competition felt at work						
Completely unsatisfied						Completely Satisfied

- Q5: Underneath is a series of statements regarding your relationship with your employer. Please indicate your satisfaction with these aspects of your working life, on the scale from ‘completely unsatisfied’ to ‘completely satisfied’.

Q5_1: Relationship with your immediate boss						
Completely unsatisfied						Completely Satisfied

Q5_2: Relationship to your employer company/institution						
Completely unsatisfied						Completely Satisfied

Q5_3: Evaluation and feedback you receive on your work						
Completely unsatisfied						Completely Satisfied

Q5_4: Confidence in raising concerns about issues in the workplace						
Completely unsatisfied						Completely Satisfied

- Q6: Underneath is a series of statements regarding your working conditions. Please indicate your satisfaction with these aspects of your working life, on the scale from 'completely unsatisfied' to 'completely satisfied'.

Q6_1: Exposure to loud noises, extreme temperatures, fumes or other safety hazards						
Completely unsatisfied						Completely Satisfied

Q6_2: The equipment and tools available to carry out your work.						
Completely unsatisfied						Completely Satisfied

Q6_3: Sharing of workload when other employees are absent.						
Completely unsatisfied						Completely Satisfied

Q6_4: Time available for accomplishing your tasks						
Completely unsatisfied						Completely Satisfied

Q6_5: The emotional burden of your work						
Completely unsatisfied						Completely Satisfied

Q6_6: The physical requirements of your job						
Completely unsatisfied						Completely Satisfied

- Q7: Underneath is a series of statements regarding empowerment and autonomy in your work.  
Please indicate your satisfaction with these aspects of your working life, on the scale from 'completely unsatisfied' to 'completely satisfied'.

Q7_1: Match between your skills and nature of tasks in your job						
Completely unsatisfied						Completely Satisfied

Q7_2: Your independence in carrying out your work tasks						
Completely unsatisfied						Completely Satisfied

Q7_3: Influence over decisions concerning tasks in your job.						
Completely unsatisfied						Completely Satisfied

Q7_4: Clarity of the value you create to your employer company/institution						
Completely unsatisfied						Completely Satisfied

- Q8: Underneath is a series of statements regarding work-life balance.  
Please indicate your satisfaction with these aspects of your working life, on the scale from 'completely unsatisfied' to 'completely satisfied'.

Q8_1: How working hours fit with family or other social commitments outside work						
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Completely unsatisfied						Completely Satisfied
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Q8_2: Ability to enjoy social life after a full working day						
Completely unsatisfied						Completely Satisfied

Q8_3: Feeling of balance between work and non-work life						
Completely unsatisfied						Completely Satisfied

- Q9: Underneath is a series of statements regarding your position in society. Please indicate your satisfaction with these aspects of your work and life, on the scale from ‘completely unsatisfied’ to ‘completely satisfied’.

Q9_1: How people recognise the value of what you do in your work						
Completely unsatisfied						Completely Satisfied

Q9_2: Sense of achievement and worth from job position						
Completely unsatisfied						Completely Satisfied

Q9_3: Feeling included and part of society.						
Completely unsatisfied						Completely Satisfied

- Q10: Underneath is a series of statements regarding your agency in life. Please indicate your satisfaction with these aspects of your life, on the scale from ‘completely unsatisfied’ to ‘completely satisfied’.

Q10_1: Experience of what you do in life is worthwhile						
Completely unsatisfied						Completely Satisfied

Q10_2: Sense of freedom to decide how to live your life						
Completely unsatisfied						Completely Satisfied

Q10_3: Your optimism about the future						
Completely unsatisfied						Completely Satisfied

### Rating of importance

In the next section of the questionnaire, I would like you to rate the working life aspects in relation to how important they are to your wellbeing.

Underneath is a series of statements regarding the different aspects of your work-life and wellbeing.

Please indicate how important these aspects are to your wellbeing, on the scale from ‘not very important’ to ‘very important’.

<b>Q11: Work compensation</b>					
	Not very important				Very important
Q11_1: Getting paid appropriately, considering efforts and achievements in job					
Q11_2: Possibility of meeting basic material needs (both everyday life and unexpected expenses)					
Q11_3: Fringe benefits, such as additional health insurance, life insurance, additional retirement contributions, facilities and discounts e.g. cafeteria, parking, day-care, fitness etc.					
Q11_4: Your feeling of being economically secure					

<b>Q12: Career growth</b>					
	Not very important				Very important

Q12_1: Job offers good prospects for career advancement					
Q12_2: Job offers good possibilities of continued education and skill advancement.					

<b>Q13: Working hours</b>					
	Not very important				Very important
Q13_1: The effect of the number of working hours and work schedule on the your health					
Q13_2: The flexibility of the work schedule					
Q13_3: Possibility of being absent from work for family responsibilities					

<b>Q14: Relationship with colleagues</b>					
	Not very important				Very important
Q14_1: Relationship with colleagues					
Q14_2: Sense of belonging at work					
Q14_3: Degree of competition felt at work					

<b>Q15: Relationship with employer</b>					
	Not very important				Very important
Q15_1: Relationship with your immediate boss					

Q15_2: Relationship to your employer company/institution					
Q15_3: Evaluation and feedback on your work					
Q15_4: Confidence in raising concerns about issues at workplace					

<b>Q16: Working conditions</b>					
	Not very important				Very important
Q16_1: Not being exposure to loud noises, extreme temperatures, fumes or other safety hazards					
Q16_2: The equipment and tool available to carry out your work.					
Q16_3: Sharing of workload when other employees are absent					
Q16_4: Time available for accomplishing your tasks					
Q16_5: The emotional burden of your work					
Q16_6: The physical requirements of your job					

<b>Q17: Empowerment and autonomy in work</b>					
	Not very important				Very important
Q17_1: Match between your skills and nature of tasks in your job					
Q17_2: Your independence in carrying out your work tasks					
Q17_3: Influence over decisions concerning tasks in your job.					

Q17_4: Clarity of the value you create to your employer company/institution					

<b>Q18: Work-life balance</b>					
	Not very important				Very important
Q18_1: How working hours fit with family or other social commitments outside work					
Q18_2: Ability to enjoy social life after a full working day					
Q18_3: Feeling of balance between work and non-work life					

<b>Q19: Position in society</b>					
	Not very important				Very important
Q19_1: How people recognise the value of what you do in your work					
Q19_2: Sense of achievement and worth from job position					
Q19_3: Feeling included and part of society.					

## Making working life better – resource allocation

In this section of the questionnaire, I would like you to imagine that you can change your (working) life for the better by “spending” point resources. Please indicate how you would distribute 10 points between the domains underneath.

Spend more points on the area(s) you feel are most important.

If an area does not require change put zero points.

You cannot spend more than 10 points in total.

<b>Q20_1: Work compensation</b> – Getting paid appropriately, meeting basic material needs, fringe benefits (health insurance, life insurance, additional pension etc), feeling economically secure.	
<b>Q20_2: Career growth</b> – Prospects for career advancements, possibilities for continued education and skill advancement	
<b>Q20_3: Working hours</b> – Working hours and work schedule on health, flexibility of work schedule, possibilities of being absent for family and care responsibilities.	
<b>Q20_4: Relationship with colleagues</b> – Relationship with colleagues, sense of belonging, degree on competition.	
<b>Q20_5: Relationship with employer</b> – Relationship with immediate boss, relationship to employer company/institution, evaluation and feedback on work, confidence in raising concerns about issues at workplace.	
<b>Q20_6: Working conditions</b> – Exposure for noise, temperature, fumes or other safety hazards, equipment and tools to carry out work, sharing of workload, time available for tasks, emotional burden of work, physical requirements of work.	
<b>Q20_7: Empowerment and autonomy in work</b> – Match between skills and tasks, independence in work, influence over decisions concerning your job, clarity of the value you create to your employer.	
<b>Q20_8: Work-life balance</b> – how working hours fit with family and social commitments, ability to enjoy social life after work, feeling of balance between work and non-work life,	
<b>Q20_9: Position in society</b> – How people recognise the value of what you do in your work, sense of achievement and status from job position, feeling included and part of society.	

## Recruitment

Ask if respondent is in temporary employment (BG4 =2 or 3) and/or experience subjective job insecurity (BG6 =1 or 2).

<b>Q21:</b> Lastly, I would like to ask, if you may be contacted for a short interview to elaborate on some of the answers from the questionnaire?	Yes	No
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The interview will focus on your experience of your position in working life and how it contributes and /or affects your wellbeing.

Naturally, your answers will be anonymised so that the participation cannot be traced back to you. In addition, your participation is entirely voluntary, which means that you may choose to withdraw your participation at any time.

If you have any further questions regarding participation in a follow-up interview, feel free to contact researcher Robin Fabrin-Petersen at [robin.fabrin-petersen@fdv.uni-lj.si](mailto:robin.fabrin-petersen@fdv.uni-lj.si)

## Debriefing

Thank you for your participation in this study concerning the working life and wellbeing of employees. The answers will provide valuable insights in identifying patterns between not precarious and (potentially) precarious employees. If you have any questions or concerns, please do not hesitate to contact study investigator Robin Fabrin-Petersen at [robin.fabrin-petersen@fdv.uni-lj.si](mailto:robin.fabrin-petersen@fdv.uni-lj.si)

Thank you :)