



SURVEY OF EMPLOYEES' ATTITUDES AND EXPECTATIONS OF THE WORKPLACE
SUMMER 2003

Area Code [ ] [ ] [ ] Respondent Code [ ] [ ] Stem Number: \_\_\_\_\_

Phone No. \_\_\_\_\_ Int No. \_\_\_\_\_ Int Name: \_\_\_\_\_ Time Interview began (24 hour clock) [ ] [ ] [ ] [ ]

Hello. My name is \_\_\_\_\_ and I'm from the Economic and Social Research Institute – the ESRI. We are carrying out a survey on behalf of the National Centre for Partnership and Performance into peoples' experiences at work. It would be of great assistance to us if you could fill out a short survey for me over the phone. It should take about 30 minutes to complete. All the information collected will be treated in the strictest of confidence. Your phone number was selected by a random statistical procedure and, in fact, I do not know your name or address.

SECTION A: LABOUR MARKET DETAILS

I would like to begin by asking you some general questions about your present position regarding employment.

Q.1 How would you best describe your present situation regarding employment? Are you:

- Employee/Apprentice..... [ ]1 => go to Q.2
Self-employed..... [ ]2 => end interview
Community Employment Scheme(CE) [ ]3 => end interview
Unpaid family worker ..... [ ]4 => end interview
Other \_\_\_\_\_ [ ]5 => end interview

Now I would like to ask you some questions about your present job.

Q.2 How many jobs do you have at the moment (including part-time job)? \_\_\_\_\_ [Int: If more than 1 job is held currently, conduct the interview in respect of the one with the highest weekly income].

Q.3 When did you begin your present employment? \_\_\_\_\_ month \_\_\_\_\_ year

Q.4 Please describe as fully as possible the exact nature of your current job. (If relevant, e.g. Civil Servant, Garda or Army, please state grade or rank)?

\_\_\_\_\_
\_\_\_\_\_

Q.5 What is the main activity of the business or organisation where you work. [Int. Record as fully as possible the activity of the company or firm where the respondent works.]

\_\_\_\_\_
\_\_\_\_\_

Q.6 In which of the following sectors do you work?

- Public Service ..... [ ]1 Commercial Semi-State sector ..... [ ]2 Private Sector ..... [ ]3

Q.7 Are you employed in the:

- Civil Service ..... [ ]1 Local Govt ..... [ ]2 Health Sector ..... [ ]3 Education ..... [ ]4
State Agencies ..... [ ]5 Gardai/Defence Forces ..... [ ]6 Other (Specify) ..... [ ]7

Q.8 How many people work in the branch or outlet of the business or organisation in which you work. [Int. If the organisation has more than one geographical outlet or branch employee numbers should relate to the local outlet, local office, branch etc. where the respondent works.]

- 1 - 4 ..... [ ]1 5 - 19 ..... [ ]2 20 - 25 ..... [ ]3 26 - 49 ..... [ ]4
50 - 99 ..... [ ]5 100 - 499 .... [ ]6 500+ ..... [ ]7

Q.9 And now I'd like you to think in terms of the full enterprise or business in all its branches. How many people work, in all branches or outlets throughout the Republic of Ireland in the business or organisation in which you work?

- 1 - 4 ..... [ ]1 5 - 19 ..... [ ]2 20 - 25 ..... [ ]3 26 - 49 ..... [ ]4
50 - 99 ..... [ ]5 100 - 499 .... [ ]6 500+ ..... [ ]7 Don't know ..... [ ]8

**Q.10a Do you supervise or manage any personnel in your job?**

Yes .....  <sub>1</sub> ⇒ **Q.10b How many?** \_\_\_\_\_ No .....  <sub>2</sub>

**Q.11 Which one of the following best describes your job?**

Senior Management ...  <sub>1</sub> Middle Management .....  <sub>2</sub> Supervisor.....  <sub>3</sub> Employee .....  <sub>4</sub>

**Q.12 How many days do you normally work each week?** \_\_\_\_\_ days per week

**Q.13 How many hours do you normally work each week in your main job, including regular overtime?**  
\_\_\_\_\_ hours per week

**Q.14 Are you employed on (a) a permanent basis; (b) on a temporary/contract basis; (c) a casual basis?**

Permanent.....  <sub>1</sub> Temporary/contract .....  <sub>2</sub> Casual .....  <sub>3</sub>

**Q.15 How many jobs have you held in the last 3 years? Please include all jobs including casual jobs etc.?**

\_\_\_\_\_ jobs held in last 3 years

**Q.16 Which of the following best describes your situation before working for your current employer? Were you:**

Employed on a full-time basis .....  <sub>1</sub> On home duties.....  <sub>5</sub>  
Employed on a part-time basis.....  <sub>2</sub> In full-time education.....  <sub>6</sub>  
Self-employed/Farmer.....  <sub>3</sub> Other (specify).....  <sub>7</sub>  
Unemployed.....  <sub>4</sub> \_\_\_\_\_

**Q.17 Does your employer recognise any Trade Union or staff association?** Yes.....  <sub>1</sub> No .....  <sub>2</sub> ⇒ go to Q.23

**Q.18 Are you currently a member of a Trade Union or Staff Association or similar organisation in your work?**

Yes .....  <sub>1</sub> No.....  <sub>2</sub>

**Q.19 Are you currently a shop steward or Union representative in your workplace?** Yes....  <sub>1</sub> No .....  <sub>2</sub>

**Q.20 Some workplaces establish committees on which unions work with management to promote partnership and co-operation, or to improve the organisation's performance. Do union officers or shop stewards represent members on any such committees in your workplace?**

Yes.....  <sub>1</sub> No .....  <sub>2</sub> Don't Know.....  <sub>3</sub>

**Q.21 Do you personally participate in these committees?** Yes .....  <sub>1</sub> No .....  <sub>2</sub>

**Q.22 In your opinion what effect do these types of bodies have on the following in your workplace:**

	<i>Positive effect</i>	<i>No effect</i>	<i>Negative effect</i>
(a) job satisfaction.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(b) productivity or performance of the workforce.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(c) pay and conditions .....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(d) employment security.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(e) employees willingness to embrace change .....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(f) the confidence with which employees co-operate with management ..	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>

**SECTION B ATTITUDES TO JOB, INTENSITY AND AUTONOMY**

**Q.23 I am now going to read out 16 statements about the way you feel about your work and various issues related to your work. For each statement I would like you to tell me whether or not you strongly agree; agree; disagree or strongly disagree.**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
(a) In general, I am satisfied with my present job.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(b) I am satisfied with my physical working conditions .....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(c) I am satisfied with my hours of work .....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(d) I am satisfied with my commuting time to my work .....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(e) I am satisfied with my earnings from my current job.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(f) I find my work interesting .....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(g) I am willing to work harder than I have to in order to help this organisation succeed .....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(h) My values and the organisations values are very similar .....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(i) I am proud to be working for this organisation .....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(j) I would turn down another job with more pay in order to stay with this organisation .....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(k) My job requires that I work very hard .....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(l) I feel very little loyalty to the organisation I work for.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(m) I would take almost any job to keep working for this organisation ...	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(n) I work under a great deal of pressure.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(o) I never seem to have enough time to get everything done in my job.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(p) I often have to work extra time, over and above the formal hours of my job to get through the job or help out .....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

**Q.24 If you were to get enough money to live on 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..... 1                      Stop working..... 2

**Q.25 I will now read out 6 statements about the level of influence you may have over your work. You can answer by saying almost always; often; sometimes; rarely or almost never.**

	<i>Almost Always</i>	<i>Often</i>	<i>Sometimes</i>	<i>Rarely or Almost Never</i>
(a) You decide how much work you do or how fast you work during the day .....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(b) Your manager decides the specific tasks you will do from day to day.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(c) You decide when you can take a break during the working day .....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(d) Your manager monitors your work performance .....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(e) You have to get your manager's OK before you try to change anything with the way you do your work.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(f) You can decide to take on new work or new contracts or initiate new projects.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

**Q.26** I am going to read out 8 employment practices sometimes used in work places. For each one please tell me: (a) whether or not it is used in your workplace; and (b) whether or not you are involved or covered by the practice?

	A.Used in your workplace?		B.You are involved/covered	
	Y	N	Y	N
(a) Working from home.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(b) Flexible hours/Flexitime.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(c) Job sharing/week on-week off etc.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(d) Profit sharing/share options/gain sharing.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(e) Part-time hours.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(f) Regular performance reviews or appraisals.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(g) A stated policy of deliberately avoiding compulsory redundancies and lay-offs.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(h) Performance related pay.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>

**Q.27** Is part of pay increases based on performance? Yes..... <sub>1</sub> No..... <sub>2</sub>

**Q.28** Is there a formal, explicit policy on respect and dignity at work (e.g. an anti-bullying policy) in place in your workplace?

Yes ..... <sub>1</sub> No..... <sub>2</sub>

**Q.29** Is there a formal explicit policy on equal opportunities in your workplace? Yes ..... <sub>1</sub> No..... <sub>2</sub>

**Q.30** How often do you?

	Always	Often	Sometimes	Hardly Ever	Never	Not Applicable
(a) Find your work stressful?.....	<input type="checkbox"/> <sub>1</sub> .....	<input type="checkbox"/> <sub>2</sub> .....	<input type="checkbox"/> <sub>3</sub> .....	<input type="checkbox"/> <sub>4</sub> .....	<input type="checkbox"/> <sub>5</sub>	
(b) Come home from work exhausted.....	<input type="checkbox"/> <sub>1</sub> .....	<input type="checkbox"/> <sub>2</sub> .....	<input type="checkbox"/> <sub>3</sub> .....	<input type="checkbox"/> <sub>4</sub> .....	<input type="checkbox"/> <sub>5</sub>	
(c) Find that your job prevents you from giving the time you want to your partner or family.....	<input type="checkbox"/> <sub>1</sub> .....	<input type="checkbox"/> <sub>2</sub> .....	<input type="checkbox"/> <sub>3</sub> .....	<input type="checkbox"/> <sub>4</sub> .....	<input type="checkbox"/> <sub>5</sub> .....	<input type="checkbox"/> <sub>6</sub>
(d) Feel too tired after work to enjoy the things you would like to do at home....	<input type="checkbox"/> <sub>1</sub> .....	<input type="checkbox"/> <sub>2</sub> .....	<input type="checkbox"/> <sub>3</sub> .....	<input type="checkbox"/> <sub>4</sub> .....	<input type="checkbox"/> <sub>5</sub>	
(e) Find that your partner/family gets fed up with the pressure of your job.....	<input type="checkbox"/> <sub>1</sub> .....	<input type="checkbox"/> <sub>2</sub> .....	<input type="checkbox"/> <sub>3</sub> .....	<input type="checkbox"/> <sub>4</sub> .....	<input type="checkbox"/> <sub>5</sub> .....	<input type="checkbox"/> <sub>6</sub>

**SECTION C: CHANGE IN THE WORKPLACE**

**Q.31** How likely do you think it is that over the next 2 years your company or organisation will:

	Very Likely	Neither likely nor unlikely	Very Unlikely	Not Applicable	Don't know
(i) Substantially reduce its labourforce.....	<input type="checkbox"/> <sub>1</sub> .....	<input type="checkbox"/> <sub>2</sub> .....	<input type="checkbox"/> <sub>3</sub> .....	<input type="checkbox"/> <sub>4</sub> .....	<input type="checkbox"/> <sub>5</sub>
(ii) Go out of business.....	<input type="checkbox"/> <sub>1</sub> .....	<input type="checkbox"/> <sub>2</sub> .....	<input type="checkbox"/> <sub>3</sub> .....	<input type="checkbox"/> <sub>4</sub> .....	<input type="checkbox"/> <sub>5</sub>

**Q.32** Have any of the following organisational or management changes taken place at your workplace over the last 2 years

[Interviewer: Ask Q.32a if respondent is employed in the PRIVATE or Commercial Semi-State Sector]

**Q.32a**

	Yes	No	Not Applicable
a Change in the ownership of the organisation.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
b Re-organisation of the company or management.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
c Introduction of substantial new technology including computer systems etc....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
d New Chief Executive or equivalent.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
e The introduction of family friendly policies or an increase in flexibility.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>

[Interviewer: Ask Q.32b if respondent is employed in the PUBLIC SERVICE]

- Q.32b**
- |   | Yes                                   | No                                    | Not<br>Applicable                     |
|---|---------------------------------------|---------------------------------------|---------------------------------------|
| a Re-organisation of the organisation or management.....                          | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> |
| b Introduction of substantial new technology including computer systems etc....   | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> |
| c New Chief Executive or equivalent.....  | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> |
| d The introduction of family friendly policies or an increase in flexibility..... | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> |

**Q.33a** I am going to read out 8 aspects of your job. I would like you to think back over the last 2 years and tell me whether or not you have experienced a major change in each of these aspects of your work. If you have changed jobs within the last 2 years I would like you to think back to just after you started your current job.

**Q.33b** And what was the nature of that change.

Aspect of Employment	(a) Major change in last 2 yrs		(b) Nature of Change	
	Yes	No	Increased	Decreased
(a) the responsibilities you have	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(b) the pressure you work under	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(c) the number of hours you work	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(d) the level of technology or computers involved in your work	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(e) your job security	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(f) your hourly pay rate	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(g) the level of skill necessary to carry out your work	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(h) the level of decision-making which you yourself have in your own day-to-day work	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>

**Q.33c** Are you more closely supervised now than you were 2 years ago? Yes ..... <sub>1</sub> No.....<sub>2</sub>

[Interviewer: Ask Q.33d if 'Yes' to any of the items at Q33(a) or at Q33(c). If 'No' to all items at Q33(a) and Q33(c) (i.e. no major change in the last 2 years) got to Q34.]

**Q.33d** Do you feel you understand why these changes in your employment have taken place over the last 2 years? Do you feel you know what has caused these changes?

Yes ..... <sub>1</sub> No.....<sub>2</sub>

<b>Q.33e</b>	<b>What would you say were the causes of these changes over the last 2 years?</b>
	_____
	_____
	<b>Anything else?</b> _____
	_____

**Q.34 I am going to read out 6 aspects of your work. Suppose each of these was to take place in your workplace over the next 2 years would you please tell me whether or not you would be willing to accept the change; neither willing nor unwilling to accept the change; unwilling to accept the change.**

Aspect of Employment	Willing/unwilling to accept the change		
	Willing	Neither willing nor unwilling	Unwilling
a increase in the responsibilities you have	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
b increase the pressure you work under	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
c increase in the level of technology or computers involved in your work	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
d being more closely supervised or managed at work	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
e increase in the level of skills necessary to carry out your job	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
f having to work unsocial hours	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>

**Q.35 Some companies may be experiencing change and may respond differently to these changes in ways which may or may not, affect workers' jobs. These changes may be in terms of their customers; their competitors; their products or services etc. Do you feel that your employer is responding to these changes in any of the following ways:**

**[Int. Ask Q.35a if respondent is employed in the PRIVATE or commercial Semi-State sector]**

- Q.35a**
- |   | <i>Yes</i>                                  | <i>No</i>                                   | <i>Don't know</i>                     |
|---|---|---|---------------------------------------|
| (a) by introducing new technology.....  | <input type="checkbox"/> <sub>1</sub> ..... | <input type="checkbox"/> <sub>2</sub> ..... | <input type="checkbox"/> <sub>3</sub> |
| (b) by developing new products or services .....  | <input type="checkbox"/> <sub>1</sub> ..... | <input type="checkbox"/> <sub>2</sub> ..... | <input type="checkbox"/> <sub>3</sub> |
| (c) by cutting costs .....  | <input type="checkbox"/> <sub>1</sub> ..... | <input type="checkbox"/> <sub>2</sub> ..... | <input type="checkbox"/> <sub>3</sub> |
| (d) by putting more pressure on employees to work harder .....  | <input type="checkbox"/> <sub>1</sub> ..... | <input type="checkbox"/> <sub>2</sub> ..... | <input type="checkbox"/> <sub>3</sub> |
| (e) by increasing the level of skill necessary to carry out the job .....   | <input type="checkbox"/> <sub>1</sub> ..... | <input type="checkbox"/> <sub>2</sub> ..... | <input type="checkbox"/> <sub>3</sub> |
| (f) by introducing more flexible working times and practices (e.g. to accommodate childcare, commuting etc.)..... | <input type="checkbox"/> <sub>1</sub> ..... | <input type="checkbox"/> <sub>2</sub> ..... | <input type="checkbox"/> <sub>3</sub> |

**[Int. Ask Q.35b if respondent is employed in the PUBLIC SERVICE]**

- Q.35b**
- |   | <i>Yes</i>                                  | <i>No</i>                                   | <i>Don't know</i>                     |
|---|---|---|---------------------------------------|
| (a) by introducing new technology.....  | <input type="checkbox"/> <sub>1</sub> ..... | <input type="checkbox"/> <sub>2</sub> ..... | <input type="checkbox"/> <sub>3</sub> |
| (b) by cutting costs .....  | <input type="checkbox"/> <sub>1</sub> ..... | <input type="checkbox"/> <sub>2</sub> ..... | <input type="checkbox"/> <sub>3</sub> |
| (c) by putting more pressure on employees to work harder .....  | <input type="checkbox"/> <sub>1</sub> ..... | <input type="checkbox"/> <sub>2</sub> ..... | <input type="checkbox"/> <sub>3</sub> |
| (d) by increasing the level of skill necessary to carry out the job .....   | <input type="checkbox"/> <sub>1</sub> ..... | <input type="checkbox"/> <sub>2</sub> ..... | <input type="checkbox"/> <sub>3</sub> |
| (e) by introducing more flexible working times and practices (e.g. to accommodate childcare, commuting etc.)..... | <input type="checkbox"/> <sub>1</sub> ..... | <input type="checkbox"/> <sub>2</sub> ..... | <input type="checkbox"/> <sub>3</sub> |
| (f) by co-ordinating services with people working in different areas, offices or departments .....                | <input type="checkbox"/> <sub>1</sub> ..... | <input type="checkbox"/> <sub>2</sub> ..... | <input type="checkbox"/> <sub>3</sub> |

**Q.36 Suppose you were given a free hand to change the way your workplace is organised over the next 2 years. What changes would you like to make to improve things for you and the company you work for?**

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**[Interviewer: If none write NONE, Do not leave blank]**

**SECTION D: SKILL & TRAINING**

I would like to ask you a few questions about any education or training which has been paid for or provided by your current employer over the last 2 years. If you are in your current job for less than 2 years I would like you to think about any education or training which your employer has provided or paid for since starting your employment with him or her.

**Q.37** Have you received any education or training *paid for or provided by your present employer over the last 2 years?*

Yes ..... <sub>1</sub> No..... <sub>2</sub> → go to Q.42

**Q.38** Is the education or training continuing or has it completed? Continuing ..... <sub>1</sub> Completed ..... <sub>2</sub>

**Q.39** How long did (will) the education or training last? Days \_\_\_\_\_ Weeks \_\_\_\_\_ Months \_\_\_\_\_

**Q.40** Do you feel that this education or training has been of use to you in carrying out your current job?

Yes ..... <sub>1</sub> No..... <sub>2</sub>

**Q.41** Do you feel that the skills or knowledge which you have acquired in this education or training would be of any use to you in getting a job with another employer or was the education or training specific to your current job only?

Of use in getting job with another employer..... <sub>1</sub> Of use only in current job ..... <sub>2</sub>

**SECTION E: COMMUNICATIONS**

**Q.42** Who provides you with MOST USEFUL information concerning your workplace: management or supervisors; the Trade Unions or Staff Association; the grapevine; or other sources?

- (i) Management or supervisors <sub>1</sub>
- (ii) Union or Staff Association <sub>2</sub>
- (iii) The grapevine <sub>3</sub>
- (iv) Other (specify) \_\_\_\_\_ <sub>4</sub>

[Int: Tick 1 box only]

**[Int: Ask Q.43a if respondent is employed in the PRIVATE or Commercial Semi-State Sector].**

**Q.43** I am going to read out 6 aspects of your work. For each of these please tell me whether or not you receive information from management on a regular basis; occasionally or hardly ever.

**Q43a Do you receive information on:**

	Regular Basis	Occasionally	Hardly Ever
(a) The level of competition faced by your employer?	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(b) Plans to develop new products or services	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(c) Plans to introduce new technology	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(d) Plans to re-organise the company e.g. mergers, joint ventures, staff reductions etc	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(e) Plans to change work practices e.g. work in teams etc	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(f) Information on sales, profits, market share etc.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>

**[Interviewer: now go to Q.44]**

**[Interviewer: Ask Q.43b if respondent is employed in the PUBLIC Service].**

**Q43b Do you receive information on:**

	Regular Basis	Occasionally	Hardly Ever
(a) The budget of your organisation	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(b) Plans to improve the service your organisation provides	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(c) Plans to introduce new technology	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(d) Plans to re-organise how public services are delivered	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>
(e) Plans to change work practices e.g. working in teams etc.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>

**Q. 44** Now we would like to ask you some questions about your own experiences of decision making and communications in your company or organisation. [Please tick (✓) one box on each line]

- |  | <i>Almost<br/>always</i>              | <i>Often</i>                          | <i>Sometimes</i>                      | <i>Rarely</i>                         | <i>Almost<br/>never</i>               |
|--|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| a) How often are you and your colleagues consulted before decisions are taken that affect your work? ..... | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> | <input type="checkbox"/> <sub>4</sub> | <input type="checkbox"/> <sub>5</sub> |
| b) If changes in your work occur, how often are you given the reason why?.....                             | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> | <input type="checkbox"/> <sub>4</sub> | <input type="checkbox"/> <sub>5</sub> |
| c) If you have an opinion different from your supervisor/manager can you say so ....                       | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> | <input type="checkbox"/> <sub>4</sub> | <input type="checkbox"/> <sub>5</sub> |
| d) If you are consulted before decisions are made, is any attention paid to your views or opinions?.....   | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> | <input type="checkbox"/> <sub>4</sub> | <input type="checkbox"/> <sub>5</sub> |

**SECTION F: EMPLOYER/EMPLOYEE RELATIONS**

**Q.45** Regardless of their age; gender; ethnic origin etc., does everyone in your organisation have:

- a.) the same pay and conditions for doing the same job? Yes ..... <sub>1</sub> No.....<sub>2</sub>
- b.) the same opportunities for career development and advancement? Yes ..... <sub>1</sub> No.....<sub>2</sub>

**Q.46** Would you say that everyone applying to your organisation for a job has an equal opportunity of recruitment regardless of their age; gender; ethnic origin etc.

Yes ..... <sub>1</sub> No .....<sub>2</sub>

**Q.47** I am now going to read out 5 statements about the way you feel about your manager/supervisor. For each statement I would like you to tell me whether or not you strongly agree; agree; disagree or strongly disagree.

- |  | Strongly<br>Agree                     | Agree                                 | Disagree                              | Strongly<br>Disagree                  |
|--|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| (a) In general, I get on well with my manager/supervisor.....          | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> | <input type="checkbox"/> <sub>4</sub> |
| (b) My manager/supervisor respects me.....                             | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> | <input type="checkbox"/> <sub>4</sub> |
| (c) My manager/supervisor is a good leader .....                       | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> | <input type="checkbox"/> <sub>4</sub> |
| (d) My manager/supervisor is a good communicator.....                  | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> | <input type="checkbox"/> <sub>4</sub> |
| (e) My manager/supervisor involves me in decisions about my work ..... | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> | <input type="checkbox"/> <sub>4</sub> |

**SECTION G: PARTNERSHIP AND INVOLVEMENT**

**Q.48** In some workplaces employees are given a direct say in deciding on the way in which the work is actually carried out. This is done through what might be known as work teams; problems solving groups; project groups; quality circles; continuous improvement programs or groups. Are there any arrangements in your workplace to involve staff directly in the way in which the work is carried out on a day-today basis?

Yes ..... <sub>1</sub> No .....<sub>2</sub> ⇨ go to Q.52 Don't Know ..... <sub>3</sub> ⇨ go to Q.52

**Q.49** Do you personally participate in any of these groups? Yes <sub>1</sub> No .....<sub>2</sub>⇨ go to Q.52

**Q.50** Generally speaking, how much influence does the group exercise over the way in which its work is planned and organised:

A lot..... <sub>1</sub> Some ..... <sub>2</sub> A little ..... <sub>3</sub> None ..... <sub>4</sub>

**Q.51** In your opinion what effect do these groups have on:

- |   | <i>Positive<br/>effect</i>            | <i>No<br/>effect</i>                  | <i>Negative<br/>effect</i>            |
|---|---------------------------------------|---------------------------------------|---------------------------------------|
| (a) your job satisfaction .....                                   | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> |
| (b) your performance in the workplace.....                        | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> |
| (c) your pay and conditions .....                                 | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> |
| (d) your employment security.....                                 | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> |
| (e) your willingness to embrace change.....                       | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> |
| (f) the confidence with which you co-operate with management..... | <input type="checkbox"/> <sub>1</sub> | <input type="checkbox"/> <sub>2</sub> | <input type="checkbox"/> <sub>3</sub> |

**Q.52 Are there any other arrangements in your workplace for formally involving workers in decision making?**

Yes .....  <sub>1</sub> No .....  <sub>2</sub> → go to Q.54 ... Don't Know .....  <sub>3</sub> → go to Q.54

**Q.53 Please describe these as fully as possible** \_\_\_\_\_

**Q.54 Broadly speaking, how would you describe the relationship between:**

	<i>Very Good</i>	<i>Good</i>	<i>Neither Good nor bad</i>	<i>Bad</i>	<i>Very Bad</i>	<i>Not Applicable</i>
(i) staff and management in your workplace.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>
(ii) in general, between different staff members .....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>	<input type="checkbox"/> <sub>6</sub>

**Q.55a Is there a Trade Union or Staff Association in your workplace** Yes  <sub>1</sub> No  <sub>2</sub> → go to Q.58

**Q.55 How effective or ineffective would you say the Trade Union or Staff Association is in representing your interests?**

<i>Very Good</i>	<i>Fairly Good</i>	<i>Neither good nor bad</i>	<i>Fairly Bad</i>	<i>Very Bad</i>
<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

**Q.56 I am going to read out 6 statements about how one might feel towards the Trade Union or Staff Association. For each of these I would like you to tell me whether or not you strongly agree; agree; disagree or strongly disagree.**

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
(a) I feel a sense of pride at being part of the Union or Staff Association .....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>
(b) The record of my Union or Staff Association is a good example of what dedicated people can get done .....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>
(c) There is a lot to be gained from joining the Union or Staff Association ...	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>
(d) My loyalty is to my work and not to my Union or Staff Association .....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>
(e) As long as I'm doing the kind of work that I enjoy, it does not matter if I belong to a Union or Staff Association.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>
(f) I could work just as well in another organisation where there was no Union or Staff Association, as long as the type of work was similar .....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>

**Q.57 I am going to read out 7 areas in your work. I would like you to tell me (a) whether or not you think each of these is currently a high priority or low priority issue for the Trade Union or Staff Association in your workplace and (b) whether it should be a high priority issue or low priority issue for the Union or Staff Association in future negotiations with management.**

	(a) IS:		(b) SHOULD BE:	
	High Priority	Low Priority	High Priority	Low Priority
(a) pay and conditions in your job.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(b) changes concerning your job .....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(c) decisions concerning the future of the company you work for.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(d) so called 'Family Friendly' or flexible working conditions.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(e) negotiating individual employment contracts .....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(f) negotiating in-work training .....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>
(g) the Union or Staff Association working in co-operation with management.....	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>

**SECTION H: BACKGROUND DETAILS**

**Q.58 Gender of respondent:** Male .....  <sub>1</sub> Female.....  <sub>2</sub>

**Q.59 Which of the following best describes your present marital status:**

Married.....  <sub>1</sub> Living with a partner.....  <sub>2</sub> Separated/Divorced .....  <sub>3</sub> Widowed.....  <sub>4</sub> Single .....  <sub>5</sub>

**Q.60 Could I ask your age at your last birthday:** \_\_\_\_\_ years old

**Q.61** Since leaving full-time education have you spent 1 year or more when you were NOT in paid employment. By this I mean unemployed; on home duties; ill or disabled etc.

Yes ..... <sub>1</sub> No..... <sub>2</sub>

**Q.62** For approximately how long? \_\_\_\_\_ years

**Q.63** Which of the following best describes the highest level of education which you have completed to date:

- (i) None/Primary Certificate ..... <sub>1</sub> (iv) Leaving Certificate ..... <sub>4</sub>  
 (ii) Some secondary (no exam) ..... <sub>2</sub> (v) Third level or equivalent ..... <sub>5</sub>  
 (iii) Junior/Inter certificate ..... <sub>3</sub> (vi) Other (specify) \_\_\_\_\_ <sub>6</sub>

**Q.64** How many persons aged 18 years or over, including yourself, live in your household? \_\_\_\_\_ 18yrs+

**Q.65** And how many persons aged less than 18 years of age live with you? \_\_\_\_\_ less than 18 years

**Q.66** Do you have any children? Yes ..... <sub>1</sub> No ..... <sub>2</sub>

**Q.67** How many of *your own or your partner's* children in each of the following age groups live with you?

- (i) Less than 5 years \_\_\_\_\_  
 (ii) 6 – 12 years \_\_\_\_\_  
 (iii) 13 – 17 years \_\_\_\_\_  
 (iv) 18 years and over \_\_\_\_\_

**TOTAL** \_\_\_\_\_

**Q.68** Could I ask about the approximate level of your NET or TAKE-HOME income from work? I'd like to assure you once again that all information you give me is entirely confidential. Remember that I don't know your name or address or anything which could identify you. You mentioned above [Int. See Q.13, page 2 on number of hours worked per week] that you usually worked \_\_\_\_\_ hours per week. What would your approximate level of NET or TAKE-HOME pay be for that?

\_\_\_\_\_ period (weekly, monthly, etc)

€ \_\_\_\_\_ amount [record time and end interview] Don't Know/Refused <sub>1</sub>

**I would just like to know into which broad category or group your income falls. If I were to read you out a number of categories would it be possible for you to tell me into which category your NET or TAKE-HOME income would fall. I can read you the categories as either an amount per week, per month or per year. Which would you prefer?**  
 [Int: read categories from table from ONE of the columns, depending on respondent's preference]

<u>Per week</u>	<u>Per Month</u>	<u>Per Year</u>
A. Under €250	Under €1000	Under €13,000 ..... <input type="checkbox"/> <sub>1</sub>
B. €250 - €449	€1000 - €1999	€13,000 - €23,999 ..... <input type="checkbox"/> <sub>2</sub>
C. €450 - €699	€2000 - €2999	€24,000 - €36,999 ..... <input type="checkbox"/> <sub>3</sub>
D. €700 or more	€3000 or more	€37,000 or more ..... <input type="checkbox"/> <sub>4</sub>

A Would that be:	(per week)	Under €100 <input type="checkbox"/> <sub>1</sub>	€100-€149 <input type="checkbox"/> <sub>2</sub>	€150-€199 <input type="checkbox"/> <sub>3</sub>	€200-€249 <input type="checkbox"/> <sub>4</sub>
	(per month)	Under €400 <input type="checkbox"/> <sub>1</sub>	€400-€649 <input type="checkbox"/> <sub>2</sub>	€650-€849 <input type="checkbox"/> <sub>3</sub>	€850-€999 <input type="checkbox"/> <sub>4</sub>
	(per year)	Under €5,000 <input type="checkbox"/> <sub>1</sub>	€5,000-€7,999 <input type="checkbox"/> <sub>2</sub>	€8,000-€9,999 <input type="checkbox"/> <sub>3</sub>	€10,000-€12,999 <input type="checkbox"/> <sub>4</sub>
B Would that be:	(per week)	€250-€299 <input type="checkbox"/> <sub>1</sub>	€300-€349 <input type="checkbox"/> <sub>2</sub>	€350-€399 <input type="checkbox"/> <sub>3</sub>	€400-€449 <input type="checkbox"/> <sub>4</sub>
	(per month)	€1,000-€1,299 <input type="checkbox"/> <sub>1</sub>	€1,300-€1,499 <input type="checkbox"/> <sub>2</sub>	€1,500-€1,749 <input type="checkbox"/> <sub>3</sub>	€1,750-€1,999 <input type="checkbox"/> <sub>4</sub>
	(per year)	€13,000-€15,499 <input type="checkbox"/> <sub>1</sub>	€15,000-€18,499 <input type="checkbox"/> <sub>2</sub>	€18,500-€20,999 <input type="checkbox"/> <sub>3</sub>	€21,000-€23,999 <input type="checkbox"/> <sub>4</sub>
C Would that be:	(per week)	€450-€499 <input type="checkbox"/> <sub>1</sub>	€500-€575 <input type="checkbox"/> <sub>2</sub>	€576-€649 <input type="checkbox"/> <sub>3</sub>	€650-€699 <input type="checkbox"/> <sub>4</sub>
	(per month)	€2,000-€2,199 <input type="checkbox"/> <sub>1</sub>	€2,200-€2,499 <input type="checkbox"/> <sub>2</sub>	€2,500-€2,749 <input type="checkbox"/> <sub>3</sub>	€2,750-€2,999 <input type="checkbox"/> <sub>4</sub>
	(per year)	€24,000-€26,999 <input type="checkbox"/> <sub>1</sub>	€27,000-€30,499 <input type="checkbox"/> <sub>2</sub>	€30,500-€33,499 <input type="checkbox"/> <sub>3</sub>	€33,500-€36,999 <input type="checkbox"/> <sub>4</sub>
D Would that be:	(per week)	€700-€999 <input type="checkbox"/> <sub>1</sub>	€1,000-€1,199 <input type="checkbox"/> <sub>2</sub>	€1,200-€1,349 <input type="checkbox"/> <sub>3</sub>	€1,350 or more <input type="checkbox"/> <sub>4</sub>
	(per month)	€3,000-€3,899 <input type="checkbox"/> <sub>1</sub>	€3,900-€4,749 <input type="checkbox"/> <sub>2</sub>	€4,750-€5,599 <input type="checkbox"/> <sub>3</sub>	€5,600 or more <input type="checkbox"/> <sub>4</sub>
	(per year)	€37,000-€47,499 <input type="checkbox"/> <sub>1</sub>	€47,500-€57,999 <input type="checkbox"/> <sub>2</sub>	€58,000-€69,999 <input type="checkbox"/> <sub>3</sub>	€70,000 or more <input type="checkbox"/> <sub>4</sub>

Time Interview ended (24 hour clock)

**THANK YOU FOR HAVING TAKEN THE TIME TO HELP US WITH THIS SURVEY. THIS HAS BEEN OF GREAT ASSISTANCE TO US.**