

FSD2662

Finnish Working Life Barometer 2000

Codebook



FINNISH SOCIAL SCIENCE DATA ARCHIVE

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To the reader

This codebook is part of the data FSD2662 archived at the FSD (Finnish Social Science Data Archive). The dataset has been described in as much detail as possible in Finnish and English. Variable frequencies, variable and value labels, and missing values have been checked. If necessary, the data have been anonymised. The data and its creators shall be cited in all publications and presentations for which the data have been used. The bibliographic citation may be in the form suggested by the archive or in the form required by the publication. The bibliographic citation suggested by the archive:

Ministry of Labour & Statistics Finland: Finnish Working Life Barometer 2000 [dataset]. Version 3.0 (2018-07-27). Finnish Social Science Data Archive [distributor]. <http://urn.fi/urn:nbn:fi:fsd:T-FSD2662>

The user shall notify the archive of all publications where she or he has used the data. The original data creators and the archive bear no responsibility for any results or interpretations arising from the reuse of the data.

The codebook contains information on data content, structure and data collection, and includes a list of publications wholly or in part based on the data, according to publication information received by the FSD. The second part of the codebook contains information on variables: question texts, response options, and frequencies. The third part contains indexes.

Variable distributions presented in this codebook have been generated from the SPSS files. Distribution tables present variable values, frequencies (n), frequency percentages (%), and valid percentages (v. %) which take into account missing data. All distributions are unweighted. If the data contain weight variables, these will be found at the end of the variables list. In some cases frequency distributions have been substituted by descriptive statistics. Categorised responses to open-ended questions are not always included in the codebook. Distributions may contain missing data. The note "System missing (SYSMIS)" refers to missing observations (e.g. a respondent has not answered all questions) whereas "Missing (User missing)" refers to data the user has defined as missing. For example, the user may decide to code answer alternatives 'don't want to say' or 'can't say' as missing data.

The codebook may contain attached files, the most common one being the questionnaire.

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Chapter 1

Study description

1.1 Titles

Titles and data version: Finnish Working Life Barometer 2000

Titles and data version in Finnish: Työolobarometri 2000

This codebook has been generated from the version 3.0 (27.7.2018) of the data.

1.2 Subject description

Authoring entity

Ministry of Labour
Statistics Finland

Copyright statement for the data

According to the agreement between FSD and the depositor.

Depositor

Ylöstalo, Pekka (Ministry of Employment and the Economy. Labour and Trade Department)

Date of deposit

22.6.2011

Keywords

autonomy at work; discrimination; employees; job characteristics; job security; job security; personnel management; personnel policy; telework; wages; working conditions; workloads

Topic Classification

Fields of Science Classification: social sciences

CESSDA Classification: employment; equality, inequality and social exclusion; labour relations/conflict; occupational health; social behaviour and attitudes; working conditions

Series description

The data belong to the series:

Finnish Working Life Barometers

Finnish Working Life Barometers are annual surveys investigating employee opinions on changes in working life in Finland. The survey series was launched in 1992 and is conducted by the Ministry of Employment and the Economy. Many questions and themes have remained the same over the years. Main themes include employment, economy, staff numbers, autonomy, organisation and flexibility of work, and psychosocial work environment. Data are collected through telephone interviews in connection with the Labour Force Surveys of Statistics Finland.

Abstract

The annual survey studied employee opinion on the quality of working life in Finland. Main themes were job characteristics, work environment, conflicts at the workplace, influence over decisions, working hours, wages, employment security and equality. The year 2000 survey contained new questions on discrimination, capacity to work, and immigrant co-workers.

First, the respondents were asked how many years they had worked for the employer they were working for at the time, type of contract, number of persons at the workplace, what kind of changes there had been in staff numbers, working hours, contracts and organisational structure over the past 12 months, and whether people had been transferred to other units. Further questions covered team work, and whether there had been conflicts at the workplace, between what groups and whether the conflicts had decreased or increased over the past 12 months. Staff qualifications and requirements, employee influence over, for instance, workload and tasks, and changes in the degree of influence were investigated as well as trade union influence and R's membership in a trade union or a professional association.

Next set of questions covered overtime at work, overtime compensation, and changes over the past year in workload, physical or mental stress, in access to training etc. Wage level and pay systems were charted. One topic pertained to whether the respondents had presented any ideas to improve working conditions, products, services or working methods at the workplace and whether there had been other development initiatives. They were asked how likely it was that

they would be dismissed or laid off, or their tasks or working hours would be changed over the next year.

Opinions were charted on employment situation in Finland and what kind of changes were happening in working life in, for instance, relating to management style, possibility to influence decisions, the financial situation of their organisation. A number of questions investigated how the employees' capacity to work and occupational health and safety had been taken into account at the workplace, the respondents' sickness absences, and estimate of own mental and physical capacity to work. Discrimination at work based on ethnic group, age or gender was explored as well as experiences of immigrant co-workers. Finally, the respondents were asked whether they had done work from home or somewhere else outside of workplace (telework).

Background variables included the respondent's gender, age, degree of urbanisation of the municipality of residence, region, occupational group, status in employment, industry of employment, employer type, weekly working hours, additional jobs, industry of additional job, and basic and vocational education. Most background variables were obtained from the Labour Force Survey 2000 telephone interviews.

1.3 Structure and collection of the data

Country: Finland

Geographic coverage: Finland

Analysis or observation unit type: Individual

Universe: Finnish-speaking employees aged 18 - 64 who worked at least 10 hours a week

Collection date: September 2000 – October 2000

Data collector(s): Statistics Finland

Mode of data collection: Telephone interview: Computer-assisted (CATI)

Type of research instrument: Structured questionnaire

Time period covered: 2000

Time method of the data collection: Longitudinal: Trend/Repeated cross-section

Response rate: 87.3%

Number of variables and cases: The data contain 120 variables and 1166 cases.

Sampling procedure: Probability: Simple random

Simple random sample from the population register. For its Labour Force Survey 2000, Statistics Finland drew a random sample of people aged between 15 - 74 and living in Finland. From the Labour Force Survey sample, Finnish-speaking employees aged 18 - 64 who had responded being employed for at least 10 hours a week were selected for the Working Life Barometer.

Data sources: Official Statistics of Finland (OSF): Labour force survey 2000. Helsinki: Statistics Finland.

1.4 Use of data

Data appraisal

Variable k29b has been removed due to unknown coding.

Related publications

Alasoini, Tuomo (2006). Työnteon mielekkyyden muutos Suomessa vuosina 1992 - 2005. Työolobarometrin aineistoihin perustuva analyysi. Helsinki: Työministeriö. Työelämän kehittämissuunnitelman Tykesin raportteja 45.

Koivula, Aki (2014). Joustavien työaikajärjestelyjen jakaantuminen Suomessa. Palkansaaja- ja organisaatiotason tarkastelua vuosina 2000 ja 2010. Turku: Turun yliopisto. Taloussosiologian pro gradu -tutkielma.

Kunta-alan työolobarometri 2000. Työministeriön työolobarometrin 2000 kuntatyöpaikkojen osatarkastelu (2001). Helsinki: Työturvallisuuskeskus, kuntaryhmä.

Nikula, Jouko (2016). Middle Class and Middle-class Jobs. Victims of Technological Progress? Sociological Problems. 2016 / Special issue 48/2016, 46-61. Institute for the Study of Societies and Knowledge at the Bulgarian Academy of Sciences in conjunction with the Bulgarian Sociological Association. ISSN: 0324-1572

Ylöstalo, Pekka (2001). Työolobarometri. Lokakuu 2000. Helsinki: Työministeriö. Työpoliittinen tutkimus; 228.

Updated list of publications in the study description at

https://services.fsd.uta.fi/catalogue/FSD2662?lang=en&study_language=en

Related studies

FSD2745 Finnish Municipal Working Life Barometer: Local Government Employees 2000

Location of the data collection

Finnish Social Science Data Archive

Weighting

There are no weight variables in the data.

Restrictions

The dataset is (B) available for research, teaching and study.

Chapter 2

Variables

[FSD_NO] FSD study number

Question

FSD study number

Descriptive statistics

statistic	value
number of valid cases	1166
minimum	2662.00
maximum	2662.00
mean	2662.00
standard deviation	0.00

[FSD_VR] FSD edition number

Question

FSD edition number

Descriptive statistics

statistic	value
number of valid cases	1166
minimum	3.00
maximum	3.00
mean	3.00
standard deviation	0.00

[FSD_ID] FSD case id

Question

FSD case id

Descriptive statistics

statistic	value
number of valid cases	1166
minimum	1.00
maximum	1166.00
mean	583.50
standard deviation	336.74

[SUKUP] The respondent's gender

Question

The respondent's gender

Frequencies

label	value	n	%	v. %
Male	1	564	48.4	48.4
Female	2	602	51.6	51.6
		1166	100.0	100.0

[IKA] The respondent's age

Question

The respondent's age

Descriptive statistics

statistic	value
number of valid cases	1166
minimum	18.00
maximum	63.00
mean	39.34
standard deviation	11.20

[KUNTAM] Type of municipality of residence

Question

Type of municipality of residence

Frequencies

label	value	n	%	v. %
Urban municipality	1	815	69.9	69.9
Non-urban municipality	2	351	30.1	30.1
		1166	100.0	100.0

[MAAKUNTA] Region (NUTS3)

Question

Region (NUTS3)

Frequencies

label	value	n	%	v. %
Uusimaa	1	311	26.7	26.7
Finland proper (Varsinais-Suomi)	2	108	9.3	9.3
Satakunta	4	60	5.1	5.1
Tavastia proper (Kanta-Häme)	5	33	2.8	2.8
Pirkanmaa	6	103	8.8	8.8
Päijänne Tavastia (Päijät-Häme)	7	38	3.3	3.3
Kymenlaakso	8	47	4.0	4.0
South Karelia (Etelä-Karjala)	9	24	2.1	2.1
Southern Savonia (Etelä-Savo)	10	40	3.4	3.4
Northern Savonia (Pohjois-Savo)	11	62	5.3	5.3
North Karelia (Pohjois-Karjala)	12	36	3.1	3.1
Central Finland (Keski-Suomi)	13	68	5.8	5.8
Southern Ostrobothnia (Etelä-Pohjanmaa)	14	42	3.6	3.6
Ostrobothnia (Pohjanmaa)	15	23	2.0	2.0
Central Ostrobothnia (Keski-Pohjanmaa)	16	10	0.9	0.9
Northern Ostrobothnia (Pohjois-Pohjanmaa)	17	93	8.0	8.0
Kainuu	18	17	1.5	1.5
Lapland	19	38	3.3	3.3
Itä-Uusimaa	20	13	1.1	1.1
Åland	21	0	0.0	0.0
		1166	100.0	100.0

[LAANI97] Major region (NUTS2)

Question

Major region (NUTS2)

Frequencies

label	value	n	%	v. %
Helsinki area (capital area)	0	224	19.2	19.2
Southern Finland	1	242	20.8	20.8
Western Finland	2	414	35.5	35.5
Eastern Finland	3	138	11.8	11.8
Oulu	4	110	9.4	9.4
Lapland	5	38	3.3	3.3
Åland	6	0	0.0	0.0
		1166	100.0	100.0

[SOSEK] The respondent's socio-economic group/occupational status

Question

The respondent's socio-economic group/occupational status

Descriptive statistics

statistic	value
number of valid cases	1111
minimum	31.00
maximum	99.00
mean	44.20
standard deviation	7.94

[AMMAS] The respondent's status in employment

Question

The respondent's status in employment

Frequencies

label	value	n	%	v. %
Employee	1	1111	95.3	99.9
Entrepreneur, self-employed, own-account worker	2	1	0.1	0.1
Unpaid contributing family worker	3	0	0.0	0.0
System missing (SYSMIS)	.	54	4.6	–
		1166	100.0	100.0

[TOL95] Industry of employment

Question

Industry of employment

Descriptive statistics

statistic	value
number of valid cases	1112
minimum	10.00
maximum	999.00
mean	575.67
standard deviation	242.89

[TOIMI] Employer sector

Question

Employer sector

Frequencies

label	value	n	%	v. %
Industry/construction/mining	1	331	28.4	28.4
Private services	2	403	34.6	34.6
Central government	3	74	6.3	6.3
Local government	4	277	23.8	23.8
Other	9	81	6.9	6.9
		1166	100.0	100.0

[AMSTA] The respondent's occupational status

Question

The respondent's occupational status

Frequencies

label	value	n	%	v. %
Worker	1	417	35.8	37.5
Employee (any level except worker)	2	694	59.5	62.4
Employee, status unknown	3	0	0.0	0.0
Employer, self-employed, own-account worker	4	1	0.1	0.1
Member of an entrepreneurial family	5	0	0.0	0.0
Status unknown	9	0	0.0	0.0
System missing (SYSMIS)	.	54	4.6	–
		1166	100.0	100.0

[TYTYY] Employer type**Question***Employer type***Frequencies**

label	value	n	%	v. %
State, government agency/department	1	81	6.9	7.3
Municipality, federation of municipalities	2	274	23.5	24.6
Private company	3	756	64.8	68.0
No information	9	1	0.1	0.1
System missing (SYSMIS)	.	54	4.6	–
		1166	100.0	100.0

[SAANAI] Regular working hours per week**Question***Regular working hours per week***Descriptive statistics**

statistic	value
number of valid cases	1096
minimum	5.00
maximum	99.00
mean	38.00
standard deviation	8.51

[SIVUTYO] Does the respondent have additional job(s) in addition to his/her main job?

Question

Does the respondent have additional job(s) in addition to his/her main job?

Frequencies

label	value	n	%	v. %
Yes	1	35	3.0	3.2
No	2	1061	91.0	96.8
Can't say	3	0	0.0	0.0
System missing (SYSMIS)	.	70	6.0	—
		1166	100.0	100.0

[SIVUTUNN] Working hours for the additional job (hours per week)

Question

Working hours for the additional job (hours per week)

Descriptive statistics

statistic	value
number of valid cases	35
minimum	1.00
maximum	80.00
mean	13.26
standard deviation	14.27

[SIVUTOL] Industry of the respondent's additional job

Question

Industry of the respondent's additional job

Descriptive statistics

statistic	value
number of valid cases	39

(continued on next page)

2. Variables

(cont. from previous page)

statistic	value
minimum	10.00
maximum	999.00
mean	576.46
standard deviation	298.34

[K1] How many years in total have you been working at your current workplace?

Question

How many years in total have you been working at your current workplace?

Descriptive statistics

statistic	value
number of valid cases	1165
minimum	0.00
maximum	46.00
mean	9.90
standard deviation	9.97

[K1B] Is your job...

Question

Is your job...

Frequencies

label	value	n	%	v. %
Permanent	1	987	84.6	84.6
Fixed-term	2	178	15.3	15.3
Can't say	3	1	0.1	0.1
		1166	100.0	100.0

[K2] Number of people in the workplace

Question

Number of people in the workplace

Frequencies

label	value	n	%	v. %
1-4	1	128	11.0	11.1
5-9	2	155	13.3	13.4
10-19	3	206	17.7	17.8
20-29	4	122	10.5	10.6
30-49	5	146	12.5	12.6
50-99	6	103	8.8	8.9
100-199	7	99	8.5	8.6
200-499	8	106	9.1	9.2
500-999	9	56	4.8	4.8
1000 or more	10	34	2.9	2.9
System missing (SYSMIS)	.	11	0.9	–
		1166	100.0	100.0

[K3] Has the number of people working in the workplace increased, stayed the same or decreased over the past 12 months?

Question

Has the number of people working in the workplace increased, stayed the same or decreased over the past 12 months?

Frequencies

label	value	n	%	v. %
Has increased	1	353	30.3	30.3
Has stayed the same	2	578	49.6	49.6
Has decreased	3	201	17.2	17.2
Can't say	4	34	2.9	2.9
		1166	100.0	100.0

[K4_1] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on permanent contracts

Question

(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on permanent contracts

Frequencies

2. Variables

label	value	n	%	v. %
Yes	1	244	20.9	69.1
No	2	88	7.5	24.9
Can't say	3	21	1.8	5.9
System missing (SYSMIS)	.	813	69.7	–
		1166	100.0	100.0

[K4_2] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on fixed-term or temporary contracts

Question

(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on fixed-term or temporary contracts

Frequencies

label	value	n	%	v. %
Yes	1	238	20.4	67.4
No	2	88	7.5	24.9
Can't say	3	27	2.3	7.6
System missing (SYSMIS)	.	813	69.7	–
		1166	100.0	100.0

[K4_3] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on part-time contracts

Question

(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on part-time contracts

Frequencies

label	value	n	%	v. %
Yes	1	89	7.6	25.2
No	2	228	19.6	64.6
Can't say	3	36	3.1	10.2
System missing (SYSMIS)	.	813	69.7	–
		1166	100.0	100.0

[K4_4] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been transferred from other units of the same employer

Question

(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been transferred from other units of the same employer

Frequencies

label	value	n	%	v. %
Yes	1	102	8.7	28.9
No	2	225	19.3	63.7
Can't say	3	26	2.2	7.4
System missing (SYSMIS)	.	813	69.7	—
		1166	100.0	100.0

[K4_5] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People hired are paid from employment subsidies

Question

(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People hired are paid from employment subsidies

Frequencies

label	value	n	%	v. %
Yes	1	70	6.0	19.8
No	2	222	19.0	62.9
Can't say	3	61	5.2	17.3
System missing (SYSMIS)	.	813	69.7	—
		1166	100.0	100.0

[K5_1] In your workplace over the past year: Have any employees been laid off?

Question

In your workplace over the past year: Have any employees been laid off?

2. Variables

Frequencies

label	value	n	%	v. %
Yes	1	70	6.0	6.0
No	2	1060	90.9	90.9
Can't say	3	36	3.1	3.1
		1166	100.0	100.0

[K5_2] In your workplace over the past year: Have any employees been dismissed?

Question

In your workplace over the past year: Have any employees been dismissed?

Frequencies

label	value	n	%	v. %
Yes	1	114	9.8	9.8
No	2	999	85.7	85.7
Can't say	3	53	4.5	4.5
		1166	100.0	100.0

[K5_3] In your workplace over the past year: Have any employees been put on short-time working?

Question

In your workplace over the past year: Have any employees been put on short-time working?

Frequencies

label	value	n	%	v. %
Yes	1	79	6.8	6.8
No	2	1042	89.4	89.4
Can't say	3	45	3.9	3.9
		1166	100.0	100.0

[K5_4] In your workplace over the past year: Have any previously full-time employees been transferred to working part-time?

Question

In your workplace over the past year: Have any previously full-time employees been transferred to working part-time?

Frequencies

label	value	n	%	v. %
Yes	1	51	4.4	4.4
No	2	1068	91.6	91.6
Can't say	3	47	4.0	4.0
		1166	100.0	100.0

[K5_5] In your workplace over the past year: Have any employees retired or left their jobs, and not been replaced?

Question

In your workplace over the past year: Have any employees retired or left their jobs, and not been replaced?

Frequencies

label	value	n	%	v. %
Yes	1	230	19.7	19.7
No	2	864	74.1	74.1
Can't say	3	72	6.2	6.2
		1166	100.0	100.0

[K5_6] In your workplace over the past year: Have employee numbers reduced because fixed-term contracts have not been renewed?

Question

In your workplace over the past year: Have employee numbers reduced because fixed-term contracts have not been renewed?

Frequencies

2. Variables

label	value	n	%	v. %
Yes	1	187	16.0	16.0
No	2	885	75.9	75.9
Can't say	3	94	8.1	8.1
		1166	100.0	100.0

[K5_7] In your workplace over the past year: Have employee numbers reduced because employees on maternity or sick leave or otherwise long-term absent have not been replaced?

Question

In your workplace over the past year: Have employee numbers reduced because employees on maternity or sick leave or otherwise long-term absent have not been replaced?

Frequencies

label	value	n	%	v. %
Yes	1	157	13.5	13.5
No	2	928	79.6	79.6
Can't say	3	81	6.9	6.9
		1166	100.0	100.0

[K5_8] In your workplace over the past year: Have any employees been transferred to other units of the same employer?

Question

In your workplace over the past year: Have any employees been transferred to other units of the same employer?

Frequencies

label	value	n	%	v. %
Yes	1	236	20.2	20.2
No	2	862	73.9	73.9
Can't say	3	68	5.8	5.8
		1166	100.0	100.0

[K6_1] Have the following occurred in your workplace over the past 12 months: Many enterprises and departments have been reorganised into smaller units, such as profit centres (own profit-loss account) or other smaller groups

Question

Have the following occurred in your workplace over the past 12 months: Many enterprises and departments have been reorganised into smaller units, such as profit centres (own profit-loss account) or other smaller groups

Frequencies

label	value	n	%	v. %
Yes	1	83	7.1	7.1
No	2	1034	88.7	88.7
Can't say	3	49	4.2	4.2
		1166	100.0	100.0

[K6_2] Have the following occurred in your workplace over the past 12 months: Different units have been combined into larger bodies

Question

Have the following occurred in your workplace over the past 12 months: Different units have been combined into larger bodies

Frequencies

label	value	n	%	v. %
Yes	1	128	11.0	11.0
No	2	983	84.3	84.3
Can't say	3	55	4.7	4.7
		1166	100.0	100.0

[K6_3] Have the following occurred in your workplace over the past 12 months: There has been an increase in evaluation and monitoring of efficiency and productivity

Question

Have the following occurred in your workplace over the past 12 months: There has been an increase in evaluation and monitoring of efficiency and productivity

2. Variables

Frequencies

label	value	n	%	v. %
Yes	1	511	43.8	43.8
No	2	561	48.1	48.1
Can't say	3	94	8.1	8.1
		1166	100.0	100.0

[K6_4] Have the following occurred in your workplace over the past 12 months: The employer has begun to pay more performance bonuses than previously

Question

Have the following occurred in your workplace over the past 12 months: The employer has begun to pay more performance bonuses than previously

Frequencies

label	value	n	%	v. %
Yes	1	176	15.1	15.1
No	2	941	80.7	80.7
Can't say	3	49	4.2	4.2
		1166	100.0	100.0

[K6_5] Have the following occurred in your workplace over the past 12 months: The employer has, more than previously, outsourced some work done by the employees in your workplace

Question

Have the following occurred in your workplace over the past 12 months: The employer has, more than previously, outsourced some work done by the employees in your workplace

Frequencies

label	value	n	%	v. %
Yes	1	201	17.2	17.2
No	2	883	75.7	75.7
Can't say	3	82	7.0	7.0
		1166	100.0	100.0

[K8] Do people work in groups in your workplace (teams, cells, project groups etc)?

Question

Do people work in groups in your workplace (teams, cells, project groups etc)?

Frequencies

label	value	n	%	v. %
Yes, for the most part	1	420	36.0	36.1
Yes, part of the time	2	483	41.4	41.5
No, not at all	3	260	22.3	22.4
System missing (SYSMIS)	.	3	0.3	–
		1166	100.0	100.0

[K9_1] Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between supervisors/line managers and subordinates?

Question

Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between supervisors/line managers and subordinates?

Frequencies

label	value	n	%	v. %
Increased considerably	1	56	4.8	4.9
Increased to some extent	2	126	10.8	10.9
Stayed at the same level	3	876	75.1	75.9
Decreased to some extent	4	77	6.6	6.7
Decreased considerably	5	19	1.6	1.6
System missing (SYSMIS)	.	12	1.0	–
		1166	100.0	100.0

[K9_2] Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between co-workers?

Question

Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between co-workers?

Frequencies

label	value	n	%	v. %
Increased considerably	1	24	2.1	2.1
Increased to some extent	2	117	10.0	10.2
Stayed at the same level	3	926	79.4	80.6
Decreased to some extent	4	63	5.4	5.5
Decreased considerably	5	19	1.6	1.7
System missing (SYSMIS)	.	17	1.5	–
		1166	100.0	100.0

[K9_3] Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between different staff groups?

Question

Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between different staff groups?

Frequencies

label	value	n	%	v. %
Increased considerably	1	16	1.4	1.4
Increased to some extent	2	96	8.2	8.4
Stayed at the same level	3	988	84.7	86.7
Decreased to some extent	4	34	2.9	3.0
Decreased considerably	5	6	0.5	0.5
System missing (SYSMIS)	.	26	2.2	–
		1166	100.0	100.0

[K9_4] Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Competitiveness/rivalry?

Question

Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Competitiveness/rivalry?

Frequencies

label	value	n	%	v. %
Increased considerably	1	27	2.3	2.3

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
Increased to some extent	2	169	14.5	14.7
Stayed at the same level	3	927	79.5	80.7
Decreased to some extent	4	21	1.8	1.8
Decreased considerably	5	5	0.4	0.4
System missing (SYSMIS)	.	17	1.5	–
		1166	100.0	100.0

[K9_5] Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts with clients?

Question

Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts with clients?

Frequencies

label	value	n	%	v. %
Increased considerably	1	19	1.6	1.7
Increased to some extent	2	83	7.1	7.3
Stayed at the same level	3	963	82.6	85.2
Decreased to some extent	4	56	4.8	5.0
Decreased considerably	5	9	0.8	0.8
System missing (SYSMIS)	.	36	3.1	–
		1166	100.0	100.0

[K10A] Thinking about the overall competence and skills of the staff in your workplace, have they increased, decreased or stayed the same over the past year?

Question

Thinking about the overall competence and skills of the staff in your workplace, have they increased, decreased or stayed the same over the past year?

Frequencies

label	value	n	%	v. %
Have increased	1	508	43.6	43.6

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
Have stayed the same	2	539	46.2	46.3
Have decreased	3	81	6.9	7.0
Not applicable, no other staff	4	6	0.5	0.5
Can't say	5	30	2.6	2.6
System missing (SYSMIS)	.	2	0.2	–
		1166	100.0	100.0

[K10B] Over the past 12 months in your workplace, do you think the demands of the work have increased, decreased or stayed the same?

Question

Over the past 12 months in your workplace, do you think the demands of the work have increased, decreased or stayed the same?

Frequencies

label	value	n	%	v. %
Have increased	1	693	59.4	59.5
Have stayed the same	2	436	37.4	37.5
Have decreased	3	17	1.5	1.5
Can't say	4	18	1.5	1.5
System missing (SYSMIS)	.	2	0.2	–
		1166	100.0	100.0

[K11_1] Are your opportunities to influence the following improving or declining regarding: What tasks you do in your job

Question

Are your opportunities to influence the following improving or declining regarding: What tasks you do in your job

Frequencies

label	value	n	%	v. %
Improving considerably	1	84	7.2	7.3
Improving somewhat	2	386	33.1	33.8
Staying the same	3	588	50.4	51.4

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
Declining somewhat	4	66	5.7	5.8
Declining considerably	5	19	1.6	1.7
System missing (SYSMIS)	.	23	2.0	–
		1166	100.0	100.0

[K11_2] Are your opportunities to influence the following improving or declining regarding: The pace at which you work

Question

Are your opportunities to influence the following improving or declining regarding: The pace at which you work

Frequencies

label	value	n	%	v. %
Improving considerably	1	38	3.3	3.3
Improving somewhat	2	188	16.1	16.4
Staying the same	3	754	64.7	65.7
Declining somewhat	4	131	11.2	11.4
Declining considerably	5	37	3.2	3.2
System missing (SYSMIS)	.	18	1.5	–
		1166	100.0	100.0

[K11_3] Are your opportunities to influence the following improving or declining regarding: How work is allocated between people in your workplace

Question

Are your opportunities to influence the following improving or declining regarding: How work is allocated between people in your workplace

Frequencies

label	value	n	%	v. %
Improving considerably	1	31	2.7	2.7
Improving somewhat	2	229	19.6	20.1
Staying the same	3	787	67.5	68.9
Declining somewhat	4	70	6.0	6.1

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
Declining considerably	5	25	2.1	2.2
System missing (SYSMIS)	.	24	2.1	–
		1166	100.0	100.0

[K11_4] Are your opportunities to influence the following improving or declining regarding: Acquisition of equipment/appliances

Question

Are your opportunities to influence the following improving or declining regarding: Acquisition of equipment/appliances

Frequencies

label	value	n	%	v. %
Improving considerably	1	59	5.1	5.2
Improving somewhat	2	285	24.4	24.9
Staying the same	3	735	63.0	64.2
Declining somewhat	4	49	4.2	4.3
Declining considerably	5	17	1.5	1.5
System missing (SYSMIS)	.	21	1.8	–
		1166	100.0	100.0

[K11_5] Are your opportunities to influence the following improving or declining regarding: How the training of employees is organised

Question

Are your opportunities to influence the following improving or declining regarding: How the training of employees is organised

Frequencies

label	value	n	%	v. %
Improving considerably	1	59	5.1	5.2
Improving somewhat	2	252	21.6	22.0
Staying the same	3	785	67.3	68.6
Declining somewhat	4	33	2.8	2.9
Declining considerably	5	16	1.4	1.4

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
System missing (SYSMIS)	.	21	1.8	–
		1166	100.0	100.0

[K12] Are trade unions'/professional organisations' opportunities to influence things in your workplace increasing or decreasing?

Question

Are trade unions'/professional organisations' opportunities to influence things in your workplace increasing or decreasing?

Frequencies

label	value	n	%	v. %
Increasing considerably	1	10	0.9	0.9
Increasing somewhat	2	81	6.9	7.0
Staying the same	3	793	68.0	68.8
Decreasing somewhat	4	117	10.0	10.1
Decreasing considerably	5	21	1.8	1.8
Can't say	6	131	11.2	11.4
System missing (SYSMIS)	.	13	1.1	–
		1166	100.0	100.0

[K13] Are you a member of a trade union or a professional association (or an unemployment fund)?

Question

Are you a member of a trade union or a professional association (or an unemployment fund)?

Frequencies

label	value	n	%	v. %
Yes	1	922	79.1	79.3
No	2	240	20.6	20.7
Can't say	3	0	0.0	0.0
System missing (SYSMIS)	.	4	0.3	–
		1166	100.0	100.0

[K14] Compared to the situation a year ago, has overtime working (either paid or unpaid) in your workplace increased, stayed the same or decreased?

Question

Compared to the situation a year ago, has overtime working (either paid or unpaid) in your workplace increased, stayed the same or decreased?

Frequencies

label	value	n	%	v. %
Increased considerably	1	58	5.0	5.1
Increased to some extent	2	202	17.3	17.7
Stayed the same	3	778	66.7	68.1
Decreased to some extent	4	92	7.9	8.0
Decreased considerably	5	13	1.1	1.1
System missing (SYSMIS)	.	23	2.0	—
		1166	100.0	100.0

[K15_1] During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in money?

Question

During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in money?

Frequencies

label	value	n	%	v. %
Yes	1	311	26.7	26.7
No	2	843	72.3	72.3
Can't say	3	12	1.0	1.0
		1166	100.0	100.0

[K15_2] During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in leisure time (time-off)?

Question

During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in leisure time (time-off)?

Frequencies

label	value	n	%	v. %
Yes	1	292	25.0	25.0
No	2	858	73.6	73.6
Can't say	3	16	1.4	1.4
		1166	100.0	100.0

[K15_3] During August and September, have you personally: Worked hours in excess of the normal working week for which you have not been compensated at all (no extra pay nor time-off)?

Question

During August and September, have you personally: Worked hours in excess of the normal working week for which you have not been compensated at all (no extra pay nor time-off)?

Frequencies

label	value	n	%	v. %
Yes	1	178	15.3	15.3
No	2	970	83.2	83.2
Can't say	3	18	1.5	1.5
		1166	100.0	100.0

[K16_1] Does your workplace have a monitored flexible working time arrangement (timecard, time-tracking systems etc)?

Question

Does your workplace have a monitored flexible working time arrangement (timecard, time-tracking systems etc)?

Frequencies

2. Variables

label	value	n	%	v. %
Yes	1	421	36.1	36.3
No	2	740	63.5	63.7
Can't say	3	0	0.0	0.0
System missing (SYSMIS)	.	5	0.4	–
		1166	100.0	100.0

[K16_2] In addition to flexible hours, are you able to vary at what time you start or finish your working day?

Question

In addition to flexible hours, are you able to vary at what time you start or finish your working day?

Frequencies

label	value	n	%	v. %
Yes	1	779	66.8	67.2
No	2	380	32.6	32.8
Can't say	3	0	0.0	0.0
System missing (SYSMIS)	.	7	0.6	–
		1166	100.0	100.0

[K18_1] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Pace of work and work pressure?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Pace of work and work pressure?

Frequencies

label	value	n	%	v. %
Increased considerably	1	250	21.4	21.6
Increased to some extent	2	413	35.4	35.6
Stayed at the same level	3	461	39.5	39.8
Decreased to some extent	4	34	2.9	2.9
Decreased considerably	5	1	0.1	0.1
System missing (SYSMIS)	.	7	0.6	–
		1166	100.0	100.0

[K18_2] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Occupational safety and health?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Occupational safety and health?

Frequencies

label	value	n	%	v. %
Increased considerably	1	23	2.0	2.0
Increased to some extent	2	161	13.8	13.9
Stayed at the same level	3	875	75.0	75.6
Decreased to some extent	4	79	6.8	6.8
Decreased considerably	5	19	1.6	1.6
System missing (SYSMIS)	.	9	0.8	—
		1166	100.0	100.0

[K18_3] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Physical demands of the work?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Physical demands of the work?

Frequencies

label	value	n	%	v. %
Increased considerably	1	63	5.4	5.4
Increased to some extent	2	189	16.2	16.3
Stayed at the same level	3	861	73.8	74.4
Decreased to some extent	4	41	3.5	3.5
Decreased considerably	5	4	0.3	0.3
System missing (SYSMIS)	.	8	0.7	—
		1166	100.0	100.0

[K18_4] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Mental demands of the work?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Mental demands of the work?

Frequencies

label	value	n	%	v. %
Increased considerably	1	150	12.9	13.0
Increased to some extent	2	388	33.3	33.6
Stayed at the same level	3	588	50.4	50.9
Decreased to some extent	4	24	2.1	2.1
Decreased considerably	5	6	0.5	0.5
System missing (SYSMIS)	.	10	0.9	–
		1166	100.0	100.0

[K18_5] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Productivity of work?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Productivity of work?

Frequencies

label	value	n	%	v. %
Increased considerably	1	68	5.8	6.0
Increased to some extent	2	364	31.2	31.9
Stayed at the same level	3	682	58.5	59.7
Decreased to some extent	4	24	2.1	2.1
Decreased considerably	5	4	0.3	0.4
System missing (SYSMIS)	.	24	2.1	–
		1166	100.0	100.0

[K18_6] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Training paid for by the employer?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Training paid for by the employer?

Frequencies

label	value	n	%	v. %
Increased considerably	1	43	3.7	3.8
Increased to some extent	2	224	19.2	19.6
Stayed at the same level	3	816	70.0	71.3
Decreased to some extent	4	42	3.6	3.7
Decreased considerably	5	19	1.6	1.7
System missing (SYSMIS)	.	22	1.9	—
		1166	100.0	100.0

[K18_7] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from supervisors/line managers?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from supervisors/line managers?

Frequencies

label	value	n	%	v. %
Increased considerably	1	36	3.1	3.1
Increased to some extent	2	216	18.5	18.7
Stayed at the same level	3	804	69.0	69.7
Decreased to some extent	4	66	5.7	5.7
Decreased considerably	5	31	2.7	2.7
System missing (SYSMIS)	.	13	1.1	—
		1166	100.0	100.0

[K18_8] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from co-workers?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from co-workers?

Frequencies

label	value	n	%	v. %
Increased considerably	1	30	2.6	2.6
Increased to some extent	2	214	18.4	18.5
Stayed at the same level	3	881	75.6	76.3
Decreased to some extent	4	26	2.2	2.3
Decreased considerably	5	3	0.3	0.3
System missing (SYSMIS)	.	12	1.0	–
		1166	100.0	100.0

[K18_9] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Employees' opportunities to make use of their skills and abilities in the work?

Question

Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Employees' opportunities to make use of their skills and abilities in the work?

Frequencies

label	value	n	%	v. %
Increased considerably	1	67	5.7	5.8
Increased to some extent	2	288	24.7	24.9
Stayed at the same level	3	776	66.6	67.2
Decreased to some extent	4	20	1.7	1.7
Decreased considerably	5	4	0.3	0.3
System missing (SYSMIS)	.	11	0.9	–
		1166	100.0	100.0

[K20_1] Does the amount of work you do affect your pay level?**Question**

Does the amount of work you do affect your pay level?

Frequencies

label	value	n	%	v. %
Yes, a lot	1	58	5.0	5.0
Yes, to some extent	2	199	17.1	17.1
Not very much	3	85	7.3	7.3
Not at all	4	820	70.3	70.6
System missing (SYSMIS)	.	4	0.3	–
		1166	100.0	100.0

[K20_2] Does the quality of your work affect your pay level?**Question**

Does the quality of your work affect your pay level?

Frequencies

label	value	n	%	v. %
Yes, a lot	1	22	1.9	1.9
Yes, to some extent	2	143	12.3	12.3
Not very much	3	92	7.9	7.9
Not at all	4	906	77.7	77.9
System missing (SYSMIS)	.	3	0.3	–
		1166	100.0	100.0

[K20_3] Does the performance of the group or unit affect your pay level?**Question**

Does the performance of the group or unit affect your pay level?

Frequencies

label	value	n	%	v. %
Yes, a lot	1	34	2.9	2.9

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2. Variables

(cont. from previous page)

label	value	n	%	v. %
Yes, to some extent	2	174	14.9	15.0
Not very much	3	83	7.1	7.2
Not at all	4	867	74.4	74.9
System missing (SYSMIS)	.	8	0.7	–
		1166	100.0	100.0

[K21] Do you think your pay level will be higher, the same or lower a year from now?

Question

Do you think your pay level will be higher, the same or lower a year from now?

Frequencies

label	value	n	%	v. %
Much higher	1	38	3.3	3.3
Somewhat higher	2	576	49.4	50.6
The same	3	487	41.8	42.8
Somewhat lower	4	30	2.6	2.6
Much lower	5	7	0.6	0.6
System missing (SYSMIS)	.	28	2.4	–
		1166	100.0	100.0

[K21A] Over the past year, have you made any suggestions to your employer or supervisor/line manager for improving working conditions, methods, products or services?

Question

Over the past year, have you made any suggestions to your employer or supervisor/line manager for improving working conditions, methods, products or services?

Frequencies

label	value	n	%	v. %
Yes, once	1	157	13.5	13.5
Yes, several times	2	536	46.0	46.1
No, not even once	3	470	40.3	40.4

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(cont. from previous page)

label	value	n	%	v. %
System missing (SYSMIS)	.	3	0.3	–
		1166	100.0	100.0

[K21B] Over the past year, has there been any systematic development of productivity, quality or services in your workplace, for example, through a special program, project, team or consult?

Question

Over the past year, has there been any systematic development of productivity, quality or services in your workplace, for example, through a special program, project, team or consult?

Frequencies

label	value	n	%	v. %
Yes	1	537	46.1	46.1
No	2	546	46.8	46.9
Can't say	3	81	6.9	7.0
System missing (SYSMIS)	.	2	0.2	–
		1166	100.0	100.0

[K21C_1] Do you agree or disagree: There are too many tasks to carry out at my workplace compared to the number of employees

Question

Do you agree or disagree: There are too many tasks to carry out at my workplace compared to the number of employees

Frequencies

label	value	n	%	v. %
Strongly agree	1	346	29.7	29.7
Agree to some extent	2	321	27.5	27.6
Disagree to some extent	3	213	18.3	18.3
Strongly disagree	4	241	20.7	20.7
Can't say	5	44	3.8	3.8
System missing (SYSMIS)	.	1	0.1	–
		1166	100.0	100.0

[K21C_2] Do you agree or disagree: It is difficult to keep up with constantly changing skill requirements

Question

Do you agree or disagree: It is difficult to keep up with constantly changing skill requirements

Frequencies

label	value	n	%	v. %
Strongly agree	1	112	9.6	9.6
Agree to some extent	2	257	22.0	22.1
Disagree to some extent	3	352	30.2	30.2
Strongly disagree	4	408	35.0	35.0
Can't say	5	36	3.1	3.1
System missing (SYSMIS)	.	1	0.1	–
		1166	100.0	100.0

[K21C_3] Do you agree or disagree: Work is well organised in my workplace

Question

Do you agree or disagree: Work is well organised in my workplace

Frequencies

label	value	n	%	v. %
Strongly agree	1	296	25.4	25.4
Agree to some extent	2	429	36.8	36.8
Disagree to some extent	3	296	25.4	25.4
Strongly disagree	4	111	9.5	9.5
Can't say	5	33	2.8	2.8
System missing (SYSMIS)	.	1	0.1	–
		1166	100.0	100.0

[K21C_4] Do you agree or disagree: In my workplace, people are well informed and kept up to date about things

Question

Do you agree or disagree: In my workplace, people are well informed and kept up to date about things

Frequencies

label	value	n	%	v. %
Strongly agree	1	337	28.9	28.9
Agree to some extent	2	358	30.7	30.7
Disagree to some extent	3	277	23.8	23.8
Strongly disagree	4	164	14.1	14.1
Can't say	5	29	2.5	2.5
System missing (SYSMIS)	.	1	0.1	–
		1166	100.0	100.0

[K21C_5] Do you agree or disagree: My supervisor/manager rewards good performance**Question**

Do you agree or disagree: My supervisor/manager rewards good performance

Frequencies

label	value	n	%	v. %
Strongly agree	1	147	12.6	12.7
Agree to some extent	2	313	26.8	26.9
Disagree to some extent	3	297	25.5	25.6
Strongly disagree	4	344	29.5	29.6
Can't say	5	61	5.2	5.2
System missing (SYSMIS)	.	4	0.3	–
		1166	100.0	100.0

[K21C_6] Do you agree or disagree: In my workplace, there is a clear division of work tasks into tasks for young people and tasks for older people**Question**

Do you agree or disagree: In my workplace, there is a clear division of work tasks into tasks for young people and tasks for older people

Frequencies

label	value	n	%	v. %
Strongly agree	1	43	3.7	3.7

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2. Variables

(cont. from previous page)

label	value	n	%	v. %
Agree to some extent	2	74	6.3	6.4
Disagree to some extent	3	178	15.3	15.3
Strongly disagree	4	831	71.3	71.4
Can't say	5	38	3.3	3.3
System missing (SYSMIS)	.	2	0.2	–
		1166	100.0	100.0

[K22_1] Do you think it possible that during the next year: You will be laid off for at least two weeks?

Question

Do you think it possible that during the next year: You will be laid off for at least two weeks?

Frequencies

label	value	n	%	v. %
Will definitely happen	1	36	3.1	3.1
Could happen	2	73	6.3	6.3
Probably will not happen	3	213	18.3	18.3
Will definitely not happen	4	754	64.7	64.8
Can't say	5	43	3.7	3.7
Not working at the moment	6	45	3.9	3.9
System missing (SYSMIS)	.	2	0.2	–
		1166	100.0	100.0

[K22_2] Do you think it possible that during the next year: You will be dismissed from your job/your fixed-term contract will not be renewed?

Question

Do you think it possible that during the next year: You will be dismissed from your job/your fixed-term contract will not be renewed?

Frequencies

label	value	n	%	v. %
Will definitely happen	1	24	2.1	2.1
Could happen	2	48	4.1	4.1

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
Probably will not happen	3	224	19.2	19.2
Will definitely not happen	4	782	67.1	67.2
Can't say	5	43	3.7	3.7
Not working at the moment	6	43	3.7	3.7
System missing (SYSMIS)	.	2	0.2	–
		1166	100.0	100.0

[K22_3] Do you think it possible that during the next year: You will be transferred to other tasks?

Question

Do you think it possible that during the next year: You will be transferred to other tasks?

Frequencies

label	value	n	%	v. %
Will definitely happen	1	19	1.6	1.6
Could happen	2	155	13.3	13.3
Probably will not happen	3	221	19.0	19.0
Will definitely not happen	4	685	58.7	58.8
Can't say	5	41	3.5	3.5
Not working at the moment	6	43	3.7	3.7
System missing (SYSMIS)	.	2	0.2	–
		1166	100.0	100.0

[K22_4] Do you think it possible that during the next year: You will be put on short-time working?

Question

Do you think it possible that during the next year: You will be put on short-time working?

Frequencies

label	value	n	%	v. %
Will definitely happen	1	19	1.6	1.6
Could happen	2	47	4.0	4.0
Probably will not happen	3	205	17.6	17.6

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
Will definitely not happen	4	811	69.6	69.7
Can't say	5	38	3.3	3.3
Not working at the moment	6	44	3.8	3.8
System missing (SYSMIS)	.	2	0.2	–
		1166	100.0	100.0

[K22_5] Do you think it possible that during the next year: Your weekly or daily working time will be altered against your will?

Question

Do you think it possible that during the next year: Your weekly or daily working time will be altered against your will?

Frequencies

label	value	n	%	v. %
Will definitely happen	1	13	1.1	1.1
Could happen	2	85	7.3	7.3
Probably will not happen	3	182	15.6	15.6
Will definitely not happen	4	809	69.4	69.5
Can't say	5	34	2.9	2.9
Not working at the moment	6	41	3.5	3.5
System missing (SYSMIS)	.	2	0.2	–
		1166	100.0	100.0

[K23] If you became unemployed now, do you think you would find a job corresponding to your profession and work experience?

Question

If you became unemployed now, do you think you would find a job corresponding to your profession and work experience?

Frequencies

label	value	n	%	v. %
Yes, certainly	1	413	35.4	35.5
Yes, possibly	2	358	30.7	30.8

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
No, probably not	3	176	15.1	15.1
No, definitely not	4	138	11.8	11.9
Can't say	5	40	3.4	3.4
Not working at the moment	6	39	3.3	3.4
System missing (SYSMIS)	.	2	0.2	–
		1166	100.0	100.0

[K23B_1] (IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Inadequate education

Question

(IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Inadequate education

Frequencies

label	value	n	%	v. %
No influence	1	183	15.7	58.3
Some influence	2	87	7.5	27.7
A lot of influence	3	44	3.8	14.0
System missing (SYSMIS)	.	852	73.1	–
		1166	100.0	100.0

[K23B_2] (IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Inadequate competence and skills to meet the demands of the job market

Question

(IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Inadequate competence and skills to meet the demands of the job market

Frequencies

label	value	n	%	v. %
No influence	1	222	19.0	70.7

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
Some influence	2	69	5.9	22.0
A lot of influence	3	23	2.0	7.3
System missing (SYSMIS)	.	852	73.1	–
		1166	100.0	100.0

[K23B_3] (IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Age (too old)

Question

(IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Age (too old)

Frequencies

label	value	n	%	v. %
No influence	1	93	8.0	29.6
Some influence	2	90	7.7	28.7
A lot of influence	3	131	11.2	41.7
System missing (SYSMIS)	.	852	73.1	–
		1166	100.0	100.0

[K23B_4] (IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Lack of suitable jobs in your place of residence

Question

(IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Lack of suitable jobs in your place of residence

Frequencies

label	value	n	%	v. %
No influence	1	66	5.7	21.2
Some influence	2	61	5.2	19.6
A lot of influence	3	184	15.8	59.2

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
System missing (SYSMIS)	.	855	73.3	–
		1166	100.0	100.0

[K24] What do you think the general employment situation will be like a year from now?

Question

What do you think the general employment situation will be like a year from now?

Frequencies

label	value	n	%	v. %
Much better	1	38	3.3	3.3
Somewhat better	2	469	40.2	40.4
The same as now	3	540	46.3	46.5
Somewhat worse	4	76	6.5	6.5
Much worse	5	8	0.7	0.7
Can't say	6	31	2.7	2.7
System missing (SYSMIS)	.	4	0.3	–
		1166	100.0	100.0

[K25_1] How do you think working life in general is changing in terms of: Meaningfulness of work and people's willingness to work

Question

How do you think working life in general is changing in terms of: Meaningfulness of work and people's willingness to work

Frequencies

label	value	n	%	v. %
Getting considerably better	1	38	3.3	3.3
Getting somewhat better	2	299	25.6	26.0
Staying the same	3	540	46.3	47.0
Getting somewhat worse	4	236	20.2	20.5
Getting considerably worse	5	37	3.2	3.2
System missing (SYSMIS)	.	16	1.4	–

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
		1166	100.0	100.0

[K25_2] How do you think working life in general is changing in terms of: Equality between men and women

Question

How do you think working life in general is changing in terms of: Equality between men and women

Frequencies

label	value	n	%	v. %
Getting considerably better	1	30	2.6	2.6
Getting somewhat better	2	444	38.1	38.6
Staying the same	3	614	52.7	53.4
Getting somewhat worse	4	52	4.5	4.5
Getting considerably worse	5	9	0.8	0.8
System missing (SYSMIS)	.	17	1.5	–
		1166	100.0	100.0

[K25_3] How do you think working life in general is changing in terms of: Taking environmental issues into account

Question

How do you think working life in general is changing in terms of: Taking environmental issues into account

Frequencies

label	value	n	%	v. %
Getting considerably better	1	143	12.3	12.4
Getting somewhat better	2	656	56.3	57.0
Staying the same	3	334	28.6	29.0
Getting somewhat worse	4	13	1.1	1.1
Getting considerably worse	5	5	0.4	0.4
System missing (SYSMIS)	.	15	1.3	–
		1166	100.0	100.0

**[K25_4] How do you think working life in general is changing in terms of:
Being kept up to date about the goals and future plans of the workplace**

Question

How do you think working life in general is changing in terms of: Being kept up to date about the goals and future plans of the workplace

Frequencies

label	value	n	%	v. %
Getting considerably better	1	68	5.8	5.9
Getting somewhat better	2	470	40.3	41.0
Staying the same	3	549	47.1	47.9
Getting somewhat worse	4	46	3.9	4.0
Getting considerably worse	5	13	1.1	1.1
System missing (SYSMIS)	.	20	1.7	–
		1166	100.0	100.0

**[K25_5] How do you think working life in general is changing in terms of:
Management style of supervisors/managers**

Question

How do you think working life in general is changing in terms of: Management style of supervisors/managers

Frequencies

label	value	n	%	v. %
Getting considerably better	1	21	1.8	1.8
Getting somewhat better	2	368	31.6	32.1
Staying the same	3	675	57.9	58.8
Getting somewhat worse	4	67	5.7	5.8
Getting considerably worse	5	16	1.4	1.4
System missing (SYSMIS)	.	19	1.6	–
		1166	100.0	100.0

[K25_6] How do you think working life in general is changing in terms of: Opportunities to develop one's competence and skills

Question

How do you think working life in general is changing in terms of: Opportunities to develop one's competence and skills

Frequencies

label	value	n	%	v. %
Getting considerably better	1	57	4.9	5.0
Getting somewhat better	2	540	46.3	47.0
Staying the same	3	528	45.3	46.0
Getting somewhat worse	4	20	1.7	1.7
Getting considerably worse	5	4	0.3	0.3
System missing (SYSMIS)	.	17	1.5	–
		1166	100.0	100.0

[K25_7] How do you think working life in general is changing in terms of: Opportunities to influence own status and tasks at work

Question

How do you think working life in general is changing in terms of: Opportunities to influence own status and tasks at work

Frequencies

label	value	n	%	v. %
Getting considerably better	1	35	3.0	3.0
Getting somewhat better	2	417	35.8	36.3
Staying the same	3	649	55.7	56.4
Getting somewhat worse	4	40	3.4	3.5
Getting considerably worse	5	9	0.8	0.8
System missing (SYSMIS)	.	16	1.4	–
		1166	100.0	100.0

[K25_8] If you think about the financial situation of your workplace, is it...

Question

If you think about the financial situation of your workplace, is it...

Frequencies

label	value	n	%	v. %
Getting considerably better	1	69	5.9	6.2
Getting somewhat better	2	325	27.9	29.0
Staying the same	3	571	49.0	50.9
Getting somewhat worse	4	129	11.1	11.5
Getting considerably worse	5	27	2.3	2.4
System missing (SYSMIS)	.	45	3.9	–
		1166	100.0	100.0

[K26_1] Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The fitness, health and living habits of employees

Question

Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The fitness, health and living habits of employees

Frequencies

label	value	n	%	v. %
Yes, a lot	1	171	14.7	14.9
Yes, to some extent	2	511	43.8	44.4
Not very much	3	222	19.0	19.3
Not at all	4	246	21.1	21.4
System missing (SYSMIS)	.	16	1.4	–
		1166	100.0	100.0

[K26_2] Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The safety of the working environment

Question

Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The safety of the working environment

Frequencies

2. Variables

label	value	n	%	v. %
Yes, a lot	1	200	17.2	17.5
Yes, to some extent	2	602	51.6	52.7
Not very much	3	197	16.9	17.3
Not at all	4	143	12.3	12.5
System missing (SYSMIS)	.	24	2.1	–
		1166	100.0	100.0

[K26_3] Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: Development of the abilities and skills of employees

Question

Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: Development of the abilities and skills of employees

Frequencies

label	value	n	%	v. %
Yes, a lot	1	190	16.3	16.6
Yes, to some extent	2	635	54.5	55.4
Not very much	3	181	15.5	15.8
Not at all	4	141	12.1	12.3
System missing (SYSMIS)	.	19	1.6	–
		1166	100.0	100.0

[K27] Let us assume that your work capacity at its best received ten (10) points. How would you grade your present work capacity on a scale from 0 to 10?

Question

Let us assume that your work capacity at its best received ten (10) points. How would you grade your present work capacity on a scale from 0 to 10?

Descriptive statistics

statistic	value
number of valid cases	1155
minimum	1.00

(continued on next page)

(cont. from previous page)

statistic	value
maximum	10.00
mean	8.67
standard deviation	1.12

[K28A] Thinking about the physical demands of your job, is your work capacity...

Question

Thinking about the physical demands of your job, is your work capacity...

Frequencies

label	value	n	%	v. %
Very good	1	529	45.4	45.8
Fairly good	2	477	40.9	41.3
Fair	3	132	11.3	11.4
Fairly poor	4	13	1.1	1.1
Very poor	5	5	0.4	0.4
Can't say	6	0	0.0	0.0
System missing (SYSMIS)	.	10	0.9	–
		1166	100.0	100.0

[K28B] Thinking about the mental demands of your job, is your work capacity...

Question

Thinking about the mental demands of your job, is your work capacity...

Frequencies

label	value	n	%	v. %
Very good	1	440	37.7	38.1
Fairly good	2	553	47.4	47.8
Fair	3	152	13.0	13.1
Fairly poor	4	11	0.9	1.0
Very poor	5	0	0.0	0.0
Can't say	6	0	0.0	0.0

(continued on next page)

2. Variables

(cont. from previous page)

label	value	n	%	v. %
System missing (SYSMIS)	.	10	0.9	–
		1166	100.0	100.0

[K29A] Do you have any long-term illness, health problem or disability diagnosed by a doctor?

Question

Do you have any long-term illness, health problem or disability diagnosed by a doctor?

Frequencies

label	value	n	%	v. %
No, none	0	830	71.2	71.6
Yes, one	1	250	21.4	21.6
Yes, two	2	55	4.7	4.7
Yes, three	3	18	1.5	1.6
Yes, four	4	3	0.3	0.3
Yes, five or more	5	4	0.3	0.3
System missing (SYSMIS)	.	6	0.5	–
		1166	100.0	100.0

[K31] Do you believe that, as far as your health is concerned, you can work in your present occupation two years from now?

Question

Do you believe that, as far as your health is concerned, you can work in your present occupation two years from now?

Frequencies

label	value	n	%	v. %
Seems very unlikely	1	15	1.3	1.3
Not certain that can	2	47	4.0	4.1
Fairly certain that can	3	1082	92.8	94.6
Can't say	4	0	0.0	0.0
System missing (SYSMIS)	.	22	1.9	–
		1166	100.0	100.0

[K32A] In your workplace, are there people of other nationalities or ethnic groups who have moved to Finland from elsewhere? (Note: Include, for instance, immigrants, Russians, Somali and Estonians, but not the Finnish Sami or Roma)

Question

In your workplace, are there people of other nationalities or ethnic groups who have moved to Finland from elsewhere? (Note: Include, for instance, immigrants, Russians, Somali and Estonians, but not the Finnish Sami or Roma)

Frequencies

label	value	n	%	v. %
Yes	1	310	26.6	26.9
No	2	841	72.1	73.1
System missing (SYSMIS)	.	15	1.3	–
		1166	100.0	100.0

[K32B_1] Has someone in your workplace been treated unfairly or discriminated against on account of: Their gender?

Question

Has someone in your workplace been treated unfairly or discriminated against on account of: Their gender?

Frequencies

label	value	n	%	v. %
Yes	1	49	4.2	4.2
No	2	1073	92.0	92.4
Can't say	3	39	3.3	3.4
System missing (SYSMIS)	.	5	0.4	–
		1166	100.0	100.0

[K32B_2] Has someone in your workplace been treated unfairly or discriminated against on account of: Their age?

Question

Has someone in your workplace been treated unfairly or discriminated against on account of: Their age?

Frequencies

label	value	n	%	v. %
Yes	1	82	7.0	7.1
No	2	1052	90.2	90.7
Can't say	3	26	2.2	2.2
System missing (SYSMIS)	.	6	0.5	–
		1166	100.0	100.0

[K32B_3] (IF PEOPLE OF OTHER NATIONALITIES IN THE WORKPLACE) Has someone in your workplace been treated unfairly or discriminated against on account of: Their ethnic origin?

Question

(IF PEOPLE OF OTHER NATIONALITIES IN THE WORKPLACE) Has someone in your workplace been treated unfairly or discriminated against on account of: Their ethnic origin?

Frequencies

label	value	n	%	v. %
Yes	1	11	0.9	3.5
No	2	290	24.9	93.5
Can't say	3	9	0.8	2.9
System missing (SYSMIS)	.	856	73.4	–
		1166	100.0	100.0

[K32C] (IF PEOPLE OF OTHER NATIONALITIES IN THE WORKPLACE) What kind of experiences do you have of immigrants in the workplace. Generally speaking, are your experiences...

Question

(IF PEOPLE OF OTHER NATIONALITIES IN THE WORKPLACE) What kind of experiences do you have of immigrants in the workplace. Generally speaking, are your experiences...

Frequencies

label	value	n	%	v. %
Very positive	1	128	11.0	41.3
Quite positive	2	145	12.4	46.8

(continued on next page)

(cont. from previous page)

label	value	n	%	v. %
Quite negative	3	9	0.8	2.9
Very negative	4	0	0.0	0.0
Can't say, no experiences	5	28	2.4	9.0
System missing (SYSMIS)	.	856	73.4	–
		1166	100.0	100.0

[K32D] Telework is paid work that occurs away from the actual workplace. It typically has arrangements that are independent of time and space. Do you telework?

Question

Telework is paid work that occurs away from the actual workplace. It typically has arrangements that are independent of time and space. Do you telework?

Frequencies

label	value	n	%	v. %
Yes	1	65	5.6	5.6
No	2	1094	93.8	94.4
Can't say	3	0	0.0	0.0
System missing (SYSMIS)	.	7	0.6	–
		1166	100.0	100.0

[K32E] (IF TELEWORKS) How many hours of teleworking per month do you usually do?

Question

(IF TELEWORKS) How many hours of teleworking per month do you usually do?

Descriptive statistics

statistic	value
number of valid cases	61
minimum	2.00
maximum	85.00
mean	18.03
standard deviation	19.15

[K33] Are you employed by a municipality or a federation of municipalities?**Question***Are you employed by a municipality or a federation of municipalities?***Frequencies**

label	value	n	%	v. %
Yes	1	275	23.6	23.6
No	2	889	76.2	76.4
System missing (SYSMIS)	.	2	0.2	–
		1166	100.0	100.0

[K34] (IF K33=YES) In which sector do you work?**Question***(IF K33=YES) In which sector do you work?***Frequencies**

label	value	n	%	v. %
Social services	1	71	6.1	25.9
Health care	2	78	6.7	28.5
Education or cultural services	3	73	6.3	26.6
General administration	4	12	1.0	4.4
Technical services	5	31	2.7	11.3
Other	6	9	0.8	3.3
System missing (SYSMIS)	.	892	76.5	–
		1166	100.0	100.0

[K38] The respondent's education**Question***The respondent's education***Frequencies**

label	value	n	%	v. %
Upper secondary education	1	454	38.9	39.0
Lower secondary education (according to the old system)	2	162	13.9	13.9
Lower secondary education (according to the present system)	3	301	25.8	25.9
Primary education	4	247	21.2	21.2
None of the above	5	0	0.0	0.0
System missing (SYSMIS)	.	2	0.2	–
		1166	100.0	100.0

[K39] The respondent's vocational education

Question

The respondent's vocational education

Frequencies

label	value	n	%	v. %
University/University of applied sciences education	1	186	16.0	16.0
College level vocational education	2	319	27.4	27.5
Vocational school or equivalent (upper secondary level)	3	351	30.1	30.2
Vocational course	4	123	10.5	10.6
None of the above	5	182	15.6	15.7
System missing (SYSMIS)	.	5	0.4	–
		1166	100.0	100.0

Chapter 3

Indexes

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In your workplace over the past year: Have employee numbers reduced because fixed-term contracts have not been renewed? [K5_6]	17
In your workplace over the past year: Have employee numbers reduced because employees on maternity or sick leave or otherwise long-term absent have not been replaced? [K5_7]	18
In your workplace over the past year: Have any employees been transferred to other units of the same employer? [K5_8]	18
Have the following occurred in your workplace over the past 12 months: Many enterprises and departments have been reorganised into smaller units, such as profit centres (own profit-loss account) or other smaller groups [K6_1]	19
Have the following occurred in your workplace over the past 12 months: Different units have been combined into larger bodies [K6_2]	19
Have the following occurred in your workplace over the past 12 months: There has been an increase in evaluation and monitoring of efficiency and productivity [K6_3]	19
Have the following occurred in your workplace over the past 12 months: The employer has begun to pay more performance bonuses than previously [K6_4]	20
Have the following occurred in your workplace over the past 12 months: The employer has, more than previously, outsourced some work done by the employees in your workplace [K6_5]	20
Do people work in groups in your workplace (teams, cells, project groups etc)? [K8]	21
Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between supervisors/line managers and subordinates? [K9_1]	21
Over the past 12 months, have the following increased/stayed the same/decreased in your work-	

place: Conflicts between co-workers? [K9_2]	21
Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between different staff groups? [K9_3]	22
Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Competitiveness/rivalry? [K9_4]	22
Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts with clients? [K9_5]	23
Thinking about the overall competence and skills of the staff in your workplace, have they increased, decreased or stayed the same over the past year? [K10A]	23
Over the past 12 months in your workplace, do you think the demands of the work have increased, decreased or stayed the same? [K10B]	24
Are your opportunities to influence the following improving or declining regarding: What tasks you do in your job [K11_1]	24
Are your opportunities to influence the following improving or declining regarding: The pace at which you work [K11_2]	25
Are your opportunities to influence the following improving or declining regarding: How work is allocated between people in your workplace [K11_3]	25
Are your opportunities to influence the following improving or declining regarding: Acquisition of equipment/appliances [K11_4]	26
Are your opportunities to influence the following improving or declining regarding: How the training of employees is organised [K11_5]	26
Are trade unions'/professional organisations' opportunities to influence things in your workplace increasing or decreasing? [K12]	27
Are you a member of a trade union or a professional association (or an unemployment fund)? [K13]	27
Compared to the situation a year ago, has overtime working (either paid or unpaid) in your workplace increased, stayed the same or decreased? [K14]	28
During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in money? [K15_1] .	28
During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in leisure time (time-off)? [K15_2]	29
During August and September, have you personally: Worked hours in excess of the normal working week for which you have not been compensated at all (no extra pay nor time-off)? [K15_3]	29
Does your workplace have a monitored flexible working time arrangement (timecard, time-tracking systems etc)? [K16_1]	29
In addition to flexible hours, are you able to vary at what time you start or finish your working day? [K16_2]	30
Over the past 12 months in your workplace, have the following increased, stayed the same or	

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decreased: Pace of work and work pressure? [K18_1]	30
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Occupational safety and health? [K18_2]	31
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Physical demands of the work? [K18_3]	31
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Mental demands of the work? [K18_4]	32
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Productivity of work? [K18_5]	32
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Training paid for by the employer? [K18_6]	33
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from supervisors/line managers? [K18_7]	33
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from co-workers? [K18_8]	34
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Employees' opportunities to make use of their skills and abilities in the work? [K18_9]	34
Does the amount of work you do affect your pay level? [K20_1]	35
Does the quality of your work affect your pay level? [K20_2]	35
Does the performance of the group or unit affect your pay level? [K20_3]	35
Do you think your pay level will be higher, the same or lower a year from now? [K21]	36
Over the past year, have you made any suggestions to your employer or supervisor/line manager for improving working conditions, methods, products or services? [K21A]	36
Over the past year, has there been any systematic development of productivity, quality or services in your workplace, for example, through a special program, project, team or consult? [K21B]	37
Do you agree or disagree: There are too many tasks to carry out at my workplace compared to the number of employees [K21C_1]	37
Do you agree or disagree: It is difficult to keep up with constantly changing skill requirements [K21C_2]	38
Do you agree or disagree: Work is well organised in my workplace [K21C_3]	38
Do you agree or disagree: In my workplace, people are well informed and kept up to date about things [K21C_4]	38
Do you agree or disagree: My supervisor/manager rewards good performance [K21C_5]	39
Do you agree or disagree: In my workplace, there is a clear division of work tasks into tasks for young people and tasks for older people [K21C_6]	39
Do you think it possible that during the next year: You will be laid off for at least two weeks? [K22_1]	40

Do you think it possible that during the next year: You will be dismissed from your job/your fixed-term contract will not be renewed? [K22_2]	40
Do you think it possible that during the next year: You will be transferred to other tasks? [K22_3]	41
Do you think it possible that during the next year: You will be put on short-time working? [K22_4]	41
Do you think it possible that during the next year: Your weekly or daily working time will be altered against your will? [K22_5]	42
If you became unemployed now, do you think you would find a job corresponding to your profession and work experience? [K23]	42
(IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Inadequate education [K23B_1]	43
(IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Inadequate competence and skills to meet the demands of the job market [K23B_2]	43
(IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Age (too old) [K23B_3]	44
(IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Lack of suitable jobs in your place of residence [K23B_4]	44
What do you think the general employment situation will be like a year from now? [K24] ..	45
How do you think working life in general is changing in terms of: Meaningfulness of work and people's willingness to work [K25_1]	45
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How do you think working life in general is changing in terms of: Being kept up to date about the goals and future plans of the workplace [K25_4]	47
How do you think working life in general is changing in terms of: Management style of supervisors/managers [K25_5]	47
How do you think working life in general is changing in terms of: Opportunities to develop one's competence and skills [K25_6]	48
How do you think working life in general is changing in terms of: Opportunities to influence own status and tasks at work [K25_7]	48
If you think about the financial situation of your workplace, is it... [K25_8]	48
Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The fitness, health and living habits of employees [K26_1]	49
Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The safety of the working environment [K26_2]	49

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Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: Development of the abilities and skills of employees [K26_3]	50
Let us assume that your work capacity at its best received ten (10) points. How would you grade your present work capacity on a scale from 0 to 10? [K27]	50
Thinking about the physical demands of your job, is your work capacity... [K28A]	51
Thinking about the mental demands of your job, is your work capacity... [K28B]	51
Do you have any long-term illness, health problem or disability diagnosed by a doctor? [K29A]	52
Do you believe that, as far as your health is concerned, you can work in your present occupation two years from now? [K31]	52
In your workplace, are there people of other nationalities or ethnic groups who have moved to Finland from elsewhere? (Note: Include, for instance, immigrants, Russians, Somali and Estonians, but not the Finnish Sami or Roma) [K32A]	53
Has someone in your workplace been treated unfairly or discriminated against on account of: Their gender? [K32B_1]	53
Has someone in your workplace been treated unfairly or discriminated against on account of: Their age? [K32B_2]	53
(IF PEOPLE OF OTHER NATIONALITIES IN THE WORKPLACE) Has someone in your workplace been treated unfairly or discriminated against on account of: Their ethnic origin? [K32B_3]	54
(IF PEOPLE OF OTHER NATIONALITIES IN THE WORKPLACE) What kind of experiences do you have of immigrants in the workplace. Generally speaking, are your experiences... [K32C]	54
Telework is paid work that occurs away from the actual workplace. It typically has arrangements that are independent of time and space. Do you telework? [K32D]	55
(IF TELEWORKS) How many hours of teleworking per month do you usually do? [K32E]	55
Are you employed by a municipality or a federation of municipalities? [K33]	56
(IF K33=YES) In which sector do you work? [K34]	56
The respondent's education [K38]	56
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3.2 Variables in alphabetical order

Are trade unions'/professional organisations' opportunities to influence things in your workplace increasing or decreasing?	27
Are you a member of a trade union or a professional association (or an unemployment fund)?	27
Are you employed by a municipality or a federation of municipalities?	56
Are your opportunities to influence the following improving or declining regarding: Acquisition of equipment/appliances	26
Are your opportunities to influence the following improving or declining regarding: How the training of employees is organised	26
Are your opportunities to influence the following improving or declining regarding: How work is allocated between people in your workplace	25
Are your opportunities to influence the following improving or declining regarding: The pace at which you work	25
Are your opportunities to influence the following improving or declining regarding: What tasks you do in your job	24
Compared to the situation a year ago, has overtime working (either paid or unpaid) in your workplace increased, stayed the same or decreased?	28
Do people work in groups in your workplace (teams, cells, project groups etc)?	21
Do you agree or disagree: In my workplace, people are well informed and kept up to date about things	38
Do you agree or disagree: In my workplace, there is a clear division of work tasks into tasks for young people and tasks for older people	39
Do you agree or disagree: It is difficult to keep up with constantly changing skill requirements	38
Do you agree or disagree: My supervisor/manager rewards good performance	39
Do you agree or disagree: There are too many tasks to carry out at my workplace compared to the number of employees	37
Do you agree or disagree: Work is well organised in my workplace	38
Do you believe that, as far as your health is concerned, you can work in your present occupation two years from now?	52
Do you have any long-term illness, health problem or disability diagnosed by a doctor?	52
Do you think it possible that during the next year: You will be dismissed from your job/your fixed-term contract will not be renewed?	40
Do you think it possible that during the next year: You will be laid off for at least two weeks?	40
Do you think it possible that during the next year: You will be put on short-time working? .	41
Do you think it possible that during the next year: You will be transferred to other tasks? ..	41

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Do you think it possible that during the next year: Your weekly or daily working time will be altered against your will?	42
Do you think your pay level will be higher, the same or lower a year from now?	36
Does the amount of work you do affect your pay level?	35
Does the performance of the group or unit affect your pay level?	35
Does the quality of your work affect your pay level?	35
Does the respondent have additional job(s) in addition to his/her main job?	11
Does your workplace have a monitored flexible working time arrangement (timecard, time-tracking systems etc)?	29
During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in leisure time (time-off)?	29
During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in money?	28
During August and September, have you personally: Worked hours in excess of the normal working week for which you have not been compensated at all (no extra pay nor time-off)?	29
Employer sector	9
Employer type	10
FSD case id	6
FSD edition number	5
FSD study number	5
Has someone in your workplace been treated unfairly or discriminated against on account of: Their age?	53
Has someone in your workplace been treated unfairly or discriminated against on account of: Their gender?	53
Has the number of people working in the workplace increased, stayed the same or decreased over the past 12 months?	13
Have the following occurred in your workplace over the past 12 months: Different units have been combined into larger bodies	19
Have the following occurred in your workplace over the past 12 months: Many enterprises and departments have been reorganised into smaller units, such as profit centres (own profit-loss account) or other smaller groups	19
Have the following occurred in your workplace over the past 12 months: The employer has begun to pay more performance bonuses than previously	20
Have the following occurred in your workplace over the past 12 months: The employer has, more than previously, outsourced some work done by the employees in your workplace	20
Have the following occurred in your workplace over the past 12 months: There has been an increase in evaluation and monitoring of efficiency and productivity	19
How do you think working life in general is changing in terms of: Being kept up to date about	

the goals and future plans of the workplace	47
How do you think working life in general is changing in terms of: Equality between men and women	46
How do you think working life in general is changing in terms of: Management style of supervisors/managers	47
How do you think working life in general is changing in terms of: Meaningfulness of work and people's willingness to work	45
How do you think working life in general is changing in terms of: Opportunities to develop one's competence and skills	48
How do you think working life in general is changing in terms of: Opportunities to influence own status and tasks at work	48
How do you think working life in general is changing in terms of: Taking environmental issues into account	46
How many years in total have you been working at your current workplace?	12
(IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Age (too old)	44
(IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Inadequate competence and skills to meet the demands of the job market	43
(IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Inadequate education	43
(IF HAS DOUBTS ABOUT FINDING A JOB) Why do you have doubts about finding a job? Do the following have an influence: Lack of suitable jobs in your place of residence	44
(IF K33=YES) In which sector do you work?	56
(IF PEOPLE OF OTHER NATIONALITIES IN THE WORKPLACE) Has someone in your workplace been treated unfairly or discriminated against on account of: Their ethnic origin?	54
(IF PEOPLE OF OTHER NATIONALITIES IN THE WORKPLACE) What kind of experiences do you have of immigrants in the workplace. Generally speaking, are your experiences... ..	54
(IF TELEWORKS) How many hours of teleworking per month do you usually do?	55
(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on fixed-term or temporary contracts	14
(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on part-time contracts	14
(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on permanent contracts	13
(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been transferred from other units of the same employer	15
(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People hired are paid from employment subsidies	15

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If you became unemployed now, do you think you would find a job corresponding to your profession and work experience?	42
If you think about the financial situation of your workplace, is it... ..	48
In addition to flexible hours, are you able to vary at what time you start or finish your working day?	30
In your workplace, are there people of other nationalities or ethnic groups who have moved to Finland from elsewhere? (Note: Include, for instance, immigrants, Russians, Somali and Estonians, but not the Finnish Sami or Roma)	53
In your workplace over the past year: Have any employees been dismissed?	16
In your workplace over the past year: Have any employees been laid off?	15
In your workplace over the past year: Have any employees been put on short-time working?	16
In your workplace over the past year: Have any employees been transferred to other units of the same employer?	18
In your workplace over the past year: Have any employees retired or left their jobs, and not been replaced?	17
In your workplace over the past year: Have any previously full-time employees been transferred to working part-time?	17
In your workplace over the past year: Have employee numbers reduced because employees on maternity or sick leave or otherwise long-term absent have not been replaced?	18
In your workplace over the past year: Have employee numbers reduced because fixed-term contracts have not been renewed?	17
Industry of employment	9
Industry of the respondent's additional job	11
Is your job... ..	12
Let us assume that your work capacity at its best received ten (10) points. How would you grade your present work capacity on a scale from 0 to 10?	50
Major region (NUTS2)	8
Number of people in the workplace	12
Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Competitiveness/rivalry?	22
Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between co-workers?	21
Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between different staff groups?	22
Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between supervisors/line managers and subordinates?	21
Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts with clients?	23
Over the past 12 months in your workplace, do you think the demands of the work have in-	

creased, decreased or stayed the same?	24
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Employees' opportunities to make use of their skills and abilities in the work? ..	34
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from co-workers?	34
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from supervisors/line managers?	33
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Mental demands of the work?	32
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Occupational safety and health?	31
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Pace of work and work pressure?	30
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Physical demands of the work?	31
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Productivity of work?	32
Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Training paid for by the employer?	33
Over the past year, has there been any systematic development of productivity, quality or services in your workplace, for example, through a special program, project, team or consult? ..	37
Over the past year, have you made any suggestions to your employer or supervisor/line manager for improving working conditions, methods, products or services?	36
Region (NUTS3)	7
Regular working hours per week	10
Telework is paid work that occurs away from the actual workplace. It typically has arrangements that are independent of time and space. Do you telework?	55
The respondent's age	6
The respondent's education	56
The respondent's gender	6
The respondent's occupational status	9
The respondent's socio-economic group/occupational status	8
The respondent's status in employment	8
The respondent's vocational education	57
Thinking about the mental demands of your job, is your work capacity... ..	51
Thinking about the overall competence and skills of the staff in your workplace, have they increased, decreased or stayed the same over the past year?	23
Thinking about the physical demands of your job, is your work capacity... ..	51

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Type of municipality of residence	7
What do you think the general employment situation will be like a year from now?	45
Working hours for the additional job (hours per week)	11
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Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The fitness, health and living habits of employees	49
Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The safety of the working environment	49

Appendix A

Questionnaire in Finnish

KYSELYLOMAKE: FSD2662 TYÖOLOBAROMETRI 2000

QUESTIONNAIRE: FSD2662 FINNISH WORKING LIFE BAROMETER 2000

Tämä kyselylomake on osa yllä mainittua Yhteiskuntatieteelliseen tietoaarkistoon arkistoitua tutkimusaineistoa.

Kyselylomaketta hyödyntävien tulee viitata siihen asianmukaisesti lähdeviitteellä.

Lisätiedot: <http://www.fsd.uta.fi/>

This questionnaire forms a part of the above mentioned dataset, archived at the Finnish Social Science Data Archive.

If the questionnaire is used or referred to in any way, the source must be acknowledged by means of an appropriate bibliographic citation.

More information: <http://www.fsd.uta.fi/>

Detta frågeformulär utgör en del av den ovannämnda datamängden, arkiverad på Finlands samhällsvetenskapliga dataarkiv.

Om frågeformuläret är utnyttjat eller refererat till måste källan anges i form av bibliografisk referens.

Mer information: <http://www.fsd.uta.fi/>

TYÖOLOBAROMETRI, syyskuu 2000 (TB00) PAPERILOMAKE

K1

Kuinka monta vuotta olette ollut nykyisellä työpaikallanne?

MERKITSE TÄYDET VUODET, ALLE VUOSI = 0

K1B

Onko työsuhteenne luonteeltaan:

- 1 vakinainen (toistaiseksi voimassa oleva)
 - 2 vai määräaikainen?
 - 3 EI OSAA SANOA
-

K2

Seuraavat kysymykset koskevat nykyistä työpaikkaanne.

Kuinka monta henkilöä on siinä työpaikassa, jossa itse työskentelette?

- TYÖPAIKALLA TARKOITETAAN YHTÄ YKSIKKÖÄ, ESIM. TEHDASTA, VIRASTOA, LAITOSTA, MYYMÄLÄÄ, TOIMISTOA, TYÖMAATA TMS, JONKA VASTAAJA ITSE MIELTÄÄ TYÖPAIKAKSEEN JA JONKA TOIMINNASTA HÄNELLÄ ON KOKEMUSTA.

- 1 1 - 4 henkeä
 - 2 5 - 9 henkeä
 - 3 10 - 19 henkeä
 - 4 20 - 29 henkeä
 - 5 30 - 49 henkeä
 - 6 50 - 99 henkeä
 - 7 100 - 199 henkeä
 - 8 200 - 499 henkeä
 - 9 500-999 henkeä
 - 10 1000 henkeä tai enemmän
-

K3

Onko henkilöstön määrä työpaikassanne lisääntynyt, ennallaan vai vähentynyt viimeksi kuluneen 12 kuukauden aikana?

- 1 Lisääntynyt
 - 2 Ennallaan
 - 3 Vähentynyt
 - 4 EI OSAA SANOA
-

K4_1

Millä tavoin henkilöstö on lisääntynyt? Onko uusia työntekijöitä otettu:

Vakinaiseen työsuhteeseen?

K4_2

Tilapäiseen tai määräaikaiseen työsuhteeseen?

K4_3

Osa-aikaiseen työsuhteeseen?

K4_4

Onko työntekijöitä siirretty saman työnantajan muista työpaikoista?

K4_5

Onko otettu työntekijöitä, joiden palkka maksetaan julkisista työllistämisvaroista?

- 1 Kyllä
 - 2 Ei
 - 3 EI OSAA SANOA
-

K5_1

Onko työpaikassanne viimeksi kuluneen 12 kuukauden aikana:

Lomautettu työntekijöitä?

K5_2

Irtisanottu työntekijöitä?

K5_3

Tehty lyhennettyä työviikkoa?

K5_4

Kokopäiväisiä työntekijöitä osa-aikaistettu?

K5_5

Onko työntekijöitä siirtynyt eläkkeelle tai lähtenyt muualle siten, että avoimeksi jääneitä työpaikkoja ei ole täytetty (ns. luonnollinen poistuma)?

K5_6

Onko työntekijöiden määrä vähentynyt sillä tavoin, että määräaikaisia työsuhteita ei ole uusittu?

K5_7

Onko työntekijöiden määrä vähentynyt siten, että äitiysloman, sairausloman tai muun pitkäaikaisen poissaolon tilalle ei ole otettu sijaisia?

K5_8

Onko työntekijöitä siirretty toiseen työyksikköön?

- 1 Kyllä
 - 2 Ei
 - 3 EI OSAA SANOA
-

K6_1

Onko työpaikassanne tapahtunut seuraavia muutoksia viimeksi kuluneen 12 kuukauden aikana: Monia yrityksiä ja laitoksia on purettu pienemmiksi yksiköiksi kuten tulosryhmiksi tai muiksi pienemmiksi ryhmiksi.

Onko tällaista tapahtunut Teidän työpaikallanne?

K6_2

Entä päinvastainen tilanne, onko eri yksiköitä yhdistetty aikaisempaa laajemmiksi kokonaisuuksiksi?

K6_3

Onko Teidän työpaikallanne lisätty työn tuottavuuteen tai tuloksellisuuteen perustuvaa arviointia tai valvontaa?

K6_4

Onko Teidän työpaikallanne alettu maksaa aikaisempaa enemmän työn tuloksellisuuteen perustuvia lisiä tai palkkioita?

K6_5

Entä onko aikaisemmin omalla väellä tehtyjä töitä alettu ostaa ulkopuolisilta aikaisempaa enemmän?

- 1 Kyllä
 - 2 Ei
 - 3 EI OSAA SANOA
-

K8

Työskennelläänkö työpaikallanne ryhmissä (tiimit, solut, projektiryhmät ym.):

- 1 pääosin
 - 2 osittain
 - 3 vai ei lainkaan?
-

K9_1

Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneen 12 kuukauden aikana:
TARKENNA: Selvästi vai jonkin verran?

Esimiesten ja alaisten väliset ristiriidat?

K9_2

Työntekijöiden väliset ristiriidat?

K9_3

Eri henkilöstöryhmien väliset ristiriidat?

K9_4

Entä kilpailuhenki?

K9_5

Ristiriidat asiakkaiden kanssa?

- 1| Lisääntynyt selvästi
 - 2| Lisääntynyt jonkin verran
 - 3| Ennallaan
 - 4| Vähentynyt jonkin verran
 - 5| Vähentynyt selvästi
-

K10A M

Jos ajattelette yleisesti työpaikkanne henkilöstön pätevyyttä ja ammatillista osaamista, niin onko se viimeisen vuoden aikana lisääntynyt, vähentynyt vai ennallaan?

- 1 Lisääntynyt
 - 2 Ennallaan
 - 3 Vähentynyt
 - 4 EI sovi, ei muita työntekijöitä
 - 5 EI OSAA SANOA
-

10B M

Entä ovatko työtehtävien suoritusvaatimukset viimeisen vuoden aikana mielestänne lisääntyneet, vähentyneet vai ennallaan?

- 1 Lisääntyneet
 - 2 Ennallaan
 - 3 Vähentyneet
 - 4 EI OSAA SANOA
-

K11_1 M

Ovatko vaikutusmahdollisuudet parantumassa vai heikkenemässä, jos ajattelette:
TARKENNA: Selvästi vai jonkin verran?

Sitä, mitä työtehtäviinne kuuluu?

K11_2 M

Sitä, missä tahdissa teette työnne?

K11_3 M

Sitä, miten työt jaetaan (työpaikalla ihmisten kesken?)

K11_4 M

Laitehankintoja?

K11_5 M

Sitä, miten työntekijöiden koulutus järjestetään?

- 1| Parantumassa selvästi
 - 2| Parantumassa hieman
 - 3| Ennallaan
 - 4| Heikkenemässä hieman
 - 5| Heikkenemässä selvästi
-

K12 M

Entä ammattijärjestöjen vaikutusmahdollisuudet omalla työpaikallanne.

Ovatko ne lisääntymässä vai vähentymässä?

TARKENNA: Selvästi vai jonkin verran?

- 1 Lisääntymässä selvästi
 - 2 Lisääntymässä jonkin verran
 - 3 Ennallaan
 - 4 Vähentymässä jonkin verran
 - 5 Vähentymässä selvästi
 - 6 EI OSAA SANOA
-

K13

Oletteko ammattiyhdistyksen, toimihenkilöjärjestön tai vastaavan ammattiliiton jäsen (työttömyyskassan jäsen)?

- 1 Kyllä
 - 2 Ei
 - 3 EI OSAA SANOA
-

K14

Øvatko palkalliset tai palkattomat ylityöt työpaikassanne lisääntyneet, ennallaan vai vähentyneet, jos vertaatte nykyistä tilannetta tilanteeseen vuosi sitten?

TARKENNA: Paljon vai jonkin verran?

- 1 Lisääntyneet paljon
 - 2 Lisääntyneet jonkin verran
 - 3 Ennallaan
 - 4 Vähentyneet jonkin verran
 - 5 Vähentyneet paljon
-

K15_1

Oletteko itse tehnyt elo-syyskuussa säännöllisen työajan ylittävää työtä, josta olette saanut korvauksen kokonaan tai osittain rahana?

K15_2

Entä säännöllisen työajan ylittävää työtä, josta olette saanut korvauksen kokonaan tai osittain vapaana?

K15_3

Entä sellaista säännöllisen työajan ylittävää työtä, josta ette ole saanut lainkaan korvausta rahana tai vapaana?

- 1 Kyllä
 - 2 Ei
 - 3 EI OSAA SANOA
-

K16_1

Ønko työpaikallanne käytössä valvottu liukuva työaika (kellokortti, ajanvalvonta tms.)?

K16_2

Voitteko muuten (liukumien lisäksi joustaa normaaleista työhöntulo- ja lähtöajoista?)

- 1 Kyllä
 - 2 Ei
 - 3 EI OSAA SANOA
-

K18_1 M

Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneen 12 kk aikana:

TARKENNA: Selvästi vai jonkin verran?

Työtahti, kiire?

K18_2 M

Työturvallisuus?

K18_3 M

Työn fyysinen rasittavuus?

K18_4 M

Työn henkinen rasittavuus?

K18_5 M

Työn tuloksellisuus?

K18_6 M

Mahdollisuus saada työnantajan kustantamaa koulutusta?

K18_7 M

Kannustuksen ja tuen saanti esimiehiltä?

K18_8 M

Kannustuksen ja tuen saanti työtovereilta?

K18_9 M

Mahdollisuus käyttää ammattitaitoaan ja kykyjään työssä?

- 1| Lisääntynyt selvästi
- 2| Lisääntynyt jonkin verran
- 3| Ennallaan
- 4| Vähentynyt jonkin verran
- 5| Vähentynyt selvästi

K20_1

— Vaikuttaako tekemänne työn määrä palkkauksen tasoon:

K20_2

Entä vaikuttaako tekemänne työn laatu palkkauksen tasoon:

K20_3

Vaikuttaako ryhmän tai koko työyksikön tulos palkkauksen tasoon:

- 1| Paljon
- 2| Jossain määrin
- 3| Vain vähän
- 4| vai ei lainkaan

K21

— Arveletteko palkkanne olevan vuoden päästä korkeampi, ennallaan vai matalampi kuin tällä hetkellä?

TARKENNA: Paljon vai jonkin verran?

- 1 Paljon korkeampi
- 2 Jonkin verran korkeampi
- 3 Ennallaan
- 4 Jonkin verran matalampi
- 5 Paljon matalampi

K21A

Oletteko kuluneen vuoden aikana tehnyt esimiehelle tai työnantajalle työpaikkanne työolojen, työtapojen, tuotteiden tai palvelujen parantamiseen tähtääviä aloitteita:

- 1 kerran
- 2 useita kertoja
- 3 vai ette kertaakaan?

K21B

Entä onko työpaikallanne kuluvan vuoden aikana erityisen ohjelman, projektin, työryhmän tai konsultin avulla suunnitelmallisesti kehitetty tuottavuutta, laatua tai palvelua?

- 1 Kyllä
- 2 Ei
- 3 EI OSAA SANOA

K21C_1 M

Seuraavaksi esitän joitakin väitteitä. Mitä mieltä Te olette niistä, oletteko täysin samaa mieltä, melko samaa mieltä, melko eri mieltä vai täysin eri mieltä?

Työpaikallani on liian vähän työntekijöitä työtehtäviin nähden?

K21C_2 M

On vaikea pysyä jatkuvasti muuttuvien ammattitaitovaatimusten mukana?

K21C_3 M

Työpaikallani työt ovat hyvin organisoituja?

K21C_4 M

Työpaikallani välitetään tietoja avoimesti?

- 1| Täysin samaa mieltä
- 2| Melko samaa mieltä
- 3| Melko eri mieltä
- 4| vai täysin eri mieltä?
- 5 EI OSAA SANOA

K21C_5 M

Esimieheni palkitsee hyvistä työsuorituksista?

K21C_6 M

Työpaikallani työt on jaettu selvästi nuorten ja vanhojen töihin?

K22_1 M

Pidättekö mahdollisena, että seuraavan vuoden aikana:

-LUE VAIHTOEHDOT: KYLLÄ varmasti...varmasti EI

Teidät lomautetaan vähintään kahden viikon ajaksi?

K22_2 M

Teidät irtisanotaan nykyisestä työpaikastanne?

-MÄÄRÄAIKAISILLA: TYÖSUHDETTA EI JATKETA

K22_3 M

Teidät siirretään toisiin tehtäviin?

-MYÖS LYHYTAIKAISISSA TYÖSUHTEISSA TEHTÄVIEN VAIHDOT

K22_4 M

Joudutte tekemään lyhennettyä työviikkoa?
-LYHYEMPÄÄ TYÖVIIKKOA KUIN MISTÄ ON SOVITTU

K22_5 M

Viikoittaista tai päivittäistä työaikaanne muutetaan vastoin Teidän tahtoaanne?
-MYÖS LYHYTAIKAISISSA/OSAPÄIVÄTYÖSUHTEISSA, JOS MUUTOKSET MUUTA
KUIN SOVITTUJA

- 1| KYLLÄ varmasti
- 2| KYLLÄ mahdollisesti
- 3| luultavasti EI
- 4| varmasti EI?
- 5 EOS, Vaikea sanoa
- 6 EI TÄLLÄ HETKELLÄ TYÖSSÄ

K23 M

Jos nyt jäisitte työttömäksi niin arveletteko, että saisitte ammattianne ja työkokemustanne vastaavaa työtä:

- 1| KYLLÄ varmasti
- 2| KYLLÄ mahdollisesti
- 3| luultavasti EI
- 4| varmasti EI?
- 5 EOS, Vaikea sanoa
- 6 EI TÄLLÄ HETKELLÄ TYÖSSÄ

K23b_1 M

Miksi epäilette työn saantia? Onko seuraavilla asioilla merkitystä:
JOS MERKITYSTÄ, NIIN TARKENNA: jonkin verran vai paljon?

Vähäinen tai sopimaton koulutus?

K23b_2 M

Puutteellinen ammattitaito ja osaaminen suhteessa työelämän vaatimuksiin?

K23b_3 M

Liian korkea ikä?

K23b_4 M

Sopivien töiden puute asuinpaikkakunnalla?

- 1 Ei merkitystä
- 2 Jonkin verran merkitystä
- 3 Paljon merkitystä

4: ei tule kättä

K24 M

Minkälaiseksi arvioitte yleisen työllisyystilanteen vuoden kuluttua.
Onko se parempi, ennallaan vai huonompi kuin tällä hetkellä?
TARKENNA: Jonkin verran vai paljon?

- 1 Paljon parempi
- 2 Jonkin verran parempi
- 3 Ennallaan
- 4 Jonkin verran huonompi
- 5 Paljon huonompi
- 6 EI OSAA SANOA

K25_1 M

Nykyisin puhutaan paljon työelämän muuttumisesta ja muutosten suunnasta. Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:
TARKENNA: Selvästi vai jonkin verran?

Työnteon mielekkyys ja työhalut yleensä?

K25_2 M

Naisten ja miesten välinen tasa-arvo työelämässä?

K25_3 M

Ympäristökysymysten huomioon ottaminen työpaikalla?

K25_4 M

Tietojen saanti työpaikan tavoitteista ja tulevaisuuden suunnitelmista?

K25_5 M

Esimiesten johtamistapa?

K25_6 M

Mahdollisuudet itsensä kehittämiseen työssä?

K25_7 M

Mahdollisuus vaikuttaa omaa asemaa ja työtehtäviä koskeviin ratkaisuihin?

K25_8 M

Entä jos ajattelette oman työpaikkanne taloudellista tilannetta, onko se muuttumassa parempaan suuntaan, huonompaan suuntaan vai pysyykö se ennallaan?

- 1| Selvästi PAREMPAAN suuntaan
- 2| Jonkin verran PAREMPAAN
- 3| Ennallaan
- 4| Jonkin verran HUONOMPAAN
- 5| Selvästi HUONOMPAAN suuntaan

K26_1

Työpaikoilla on kiinnitetty huomiota työntekijöiden työkyvyn ylläpitämiseen eri tavoin. Onko Teidän työpaikallanne pyritty systemaattisesti vaikuttamaan:

Työntekijöiden kuntoon, terveyteen ja elintapoihin paljon, jonkin verran, vähän vai ei lainkaan?

K26_2

Entä työturvallisuuteen?

K26_3

Entä osaamiseen ja ammattitaidon kehittämiseen?

- 1| Paljon
- 2| Jossain määrin
- 3| Vain vähän
- 4| vai ei lainkaan

K27

Oletetaan, että työkykyne on parhaimmillaan saanut kymmenen (10 pistettä).
Minkä pistemäärän nolasta kymmeneen antaisitte nykyiselle työkyvyllenne?

- 0 Nolla (0)
 - 1 Yksi (1)
 - 2 Kaksi (2)
 - 3 Kolme (3)
 - 4 Neljä (4)
 - 5 Viisi (5)
 - 6 Kuusi (6)
 - 7 Seitsemän (7)
 - 8 Kahdeksan (8)
 - 9 Yhdeksän (9)
 - 10 Kymmenen (10)
-

K28a

Jos ajattelette nykyisen työnne ruumiillisia vaatimuksia, niin onko työkykyne:

K28b

Entä henkisten vaatimusten kannalta.
Onko työkykyne:

- 1| erittäin hyvä
 - 2| melko hyvä
 - 3| kohtalainen
 - 4| melko huono
 - 5| vai erittäin huono?
 - 6 EI OSAA SANOA
-

~~90~~ K29a

Onko Teillä yksi tai useampi lääkärin toteama pitkäaikainen sairaus, vika tai vamma?

- 0 Ei ole yhtään
 - 1 On, yksi
 - 2 On, kaksi
 - 3 On, kolme
 - 4 On, neljä
 - 5 On viisi tai useampia
-

(86) 70

K29b

JOS JOKIN SAIRAUS TAI VAMMA:

Onko sairaudesta tai vammasta haittaa nykyisessä työssänne:

- 1 ei lainkaan
 - 2 siten, että suoriudutte työstä, mutta siitä aiheutuu oireita
 - 3 siten, että joudutte keventämään työtahtia tai muuttamaan työtapojanne
 - 4 siten, että mielestänne selviydte vain osa-aikatyöstä
 - 5 vai siten, että mielestänne olette täysin työhön kykenemätön?
-

1 ei tule taikille

K31

Uskotteko että terveytenne puolesta pystytte työskentelemään nykyisessä ammatissanne kahden vuoden kuluttua:

- 1 tuskin
 - 2 ette ole varma
 - 3 vai melko varmasti?
 - 4 EI OSAA SANOA
-

K32a

Onko työpaikallanne muihin kansallisuuksiin tai etnisiin ryhmiin kuuluvia työntekijöitä, jotka ovat muuttaneet Suomeen muualta?

-MAAHANMUUTTAJAT, VENÄLÄISET, SOMALIT, VIROLAISET JNE.

-EI SUOMEN ROMANIT TAI SAAMELAISET

- 1 Kyllä
- 2 Ei

K32b_1

Onko joku työpaikallanne joutunut eriarvoisen kohtelun tai syrjinnän kohteeksi:

Sukupuolen perusteella?

K32b_2

län perusteella?

K32b_3

Siksi, että on syntyperältään muu kuin suomalainen? *1- ei kaitu*

- 1 Kyllä
 - 2 Ei
 - 3 EI OSAA SANOA
-

K32c

Millaisia kokemuksia Teillä on maahan muuttaneista työpaikalla.

Ovatko kokemuksenne yleisesti ottaen hyvin myönteisiä, melko myönteisiä, melko kielteisiä vai hyvin kielteisiä?

- 1 Hyvin myönteisiä
 - 2 Melko myönteisiä
 - 3 Melko kielteisiä
 - 4 Hyvin kielteisiä
 - 5 EI OSAA SANOA/EI KOKEMUKSIA
-

K32D

Etätö on ansiotyötä, jota tehdään varsinaisen työpaikan ulkopuolella ja olennaista etätöössä ovat ajasta ja paikasta riippumattomat työjärjestelyt.

Teettekö etätöitä?

- 1 Kyllä
 - 2 Ei
 - 3 EI OSAA SANOA
-

K32E

Kuinka monta tuntia teette etätöitä tavallisesti kuukaudessa?

1 ei kaitu
|_|_|_|_| tuntia

K33

Oletteko kunnan tai kuntayhtymän palveluksessa?

- 1 Kyllä
 - 2 Ei
-

K34

Millä seuraavista kunta-alan sektoreista työskentelette:

- 1 sosiaalitoimi
 - 2 terveydenhuolto
 - 3 opetus- tai sivistystoimi
 - 4 yleishallinto
 - 5 vai tekninen toimi (energialaitos, liikennelaitos, vesilaitos, palo- ja pelastustoimi, rakennustoimi)
 - 6 Muu
-

K34MUU

Mikä muu kunta-alan sektori?

1- ei kuulu

-KIRJOITA VASTAUS : _____

K38

Oletteko suorittanut:

- 1 ylioppilastutkinnon
 - 2 keskikoulun
 - 3 peruskoulun
 - 4 kansakoulun tai kansalaiskoulun?
 - 5 EI MITÄÄN EDELLÄ MAINITUISTA
-

K39

Mikä on ammatillinen koulutuksenne?

Oletteko suorittanut:

- 1 korkeakoulututkinnon
 - 2 ammatillisen opistotutkinnon
 - 3 ammattikoulututkinnon
 - 4 ammatillisen kurssin?
 - 5 EI MITÄÄN EDELLÄ MAINITUISTA
-



95 tunti

+9