

KYSELYLOMAKE: FSD3784 TYÖOLOBAROMETRI 2022

QUESTIONNAIRE: FSD3784 FINNISH WORKING LIFE BAROMETER 2022

Tämä kyselylomake on osa yllä mainittua Yhteiskuntatieteelliseen tietoaarkistoon arkistoitua tutkimusaineistoa.

Kyselylomaketta hyödyntävien tulee viitata siihen asianmukaisesti lähdeviitteellä.

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.

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.

WORKING LIFE BAROMETER 2022

| Kys. Koodi | Kysymys | Vastausvaihtoehdot | Ohjeet | Ehto |
|------------|---|---|--|------|
| Johdanto | <p>Next I will ask questions related to working conditions and well-being at work for the Working Life Barometer. The questions are included only this time.</p> <p>The Ministry of Economic Affairs and Employment will process and publish the results of the Barometer. After the study is completed, the statistical data of the Working Life Barometer are archived without identifiers to the Finnish Social Science Data Archive, to be released for research, teaching and studies.</p> | <ol style="list-style-type: none"> 1. Jatketaan haastatteluun 2. Ei saada barometrin haastattelua | <p>If the respondent asks for more information:</p> <ul style="list-style-type: none"> - Before the interview data are released to the researchers of the Ministry of Economic Affairs and Employment, all such data from which individual respondents could be identified are removed - The Ministry of Economic Affairs and Employment analyses the data and publishes the results on its web pages, for example - Later on, the Ministry of Economic Affairs and Employment releases the research data to the Finnish Social Science Data Archive operating in connection with the University of Tampere from where they can be obtained through the licence procedure for a thesis or other research. | |

| | | | | |
|------------|--|--|---|--|
| K2 | <p>The next questions concern your present workplace. How many persons work at the workplace where you are working?</p> | <ol style="list-style-type: none"> 1) 1 - 4 persons 2) 5 - 9 persons 3) 10 - 19 persons 4) 20 - 29 persons 5) 30 - 49 persons 6) 50 - 99 persons 7) 100 - 199 persons 8) 200 - 249 persons 9) 250 - 499 persons 10) 500 - 999 persons 11) 1,000 persons or more | <ul style="list-style-type: none"> - The workplace refers to one establishment, e.g. factory, agency, plant, shop, office or site. - If an enterprise with multiple establishments is concerned, the size of the establishment is meant, not that of the employer or the whole enterprise. - If works remotely/at home, enter the number of personnel in the establishment to which the person administratively belongs. - The person in question included. | |
| K3 | <p>During the past 12 months, has the number of personnel at your workplace:</p> | <ol style="list-style-type: none"> 1) increased 2) remained unchanged 3) decreased? | | |
| K21c_4 (M) | <p>(M) Next, I will make some statements concerning your own workplace. What do you think about them.</p> <p>There is open communication at my workplace.</p> <p>Do you:</p> | <ol style="list-style-type: none"> 1) fully agree 2) more or less agree 3) more or less disagree 4) fully disagree? | | |
| K21c_5 (M) | <p>(M) At my workplace employees are treated equally.</p> <p>Do you:</p> | <ol style="list-style-type: none"> 1) fully agree 2) more or less agree 3) more or less disagree 4) fully disagree? | | |

| | | | | |
|-------------|---|---|--|--|
| K21c_10 (M) | (M) Conflicts can be handled and solved at my workplace. Do you: | 1) fully agree 2) more or less agree 3) more or less disagree 4) fully disagree? | | |
| K21c_12 (M) | (M) My workplace has a trustful atmosphere. Do you: | 1) fully agree 2) more or less agree 3) more or less disagree 4) fully disagree? | | |
| K26_1 | Now some questions about how your workplace aims to improve employees' working capacity. Does your workplace influence employees' fitness, health and lifestyle: | 1) very actively 2) fairly actively 3) not very actively 4) not at all? | | |
| K26_2 | Does your workplace influence the safety of the work environment: | 1) very actively 2) fairly actively 3) not very actively 4) not at all? | | |
| K26_3 | Does your workplace influence competence and the development of professional skills: | 1) very actively 2) fairly actively 3) not very actively 4) not at all? | | |

| | | | | |
|-------------|--|---|--|-----------------|
| K20b_2 (M) | <p>(M) Assess how well or poorly the following descriptions fit your own workplace.</p> <p>It is possible to learn new things at my workplace all the time.</p> <p>Does this fit your workplace:</p> | <p>1) very well 2) fairly well 3) fairly poorly 4) very poorly?</p> | | |
| K20b_2a (M) | <p>(M) (Assess how well or poorly the following descriptions fit your own workplace.)</p> <p>My workplace supports learning together.</p> <p>Does this fit your workplace:</p> | <p>1) very well 2) fairly well 3) fairly poorly 4) very poorly?</p> | | |
| K20b_5 (M) | <p>(M) (Assess how well or poorly the following descriptions fit your own workplace.)</p> <p>Employees are encouraged to try new things.</p> <p>Does this fit your workplace:</p> | <p>1) very well 2) fairly well 3) fairly poorly 4) very poorly?</p> | | |
| K21b_1 | <p>During the past 12 months, have you been in training so that you have received pay for the training period?</p> | <p>1) Yes 2) No</p> | | |
| K21b_2 | <p>How many working days?</p> | <p>1..300</p> | <p>- Month = 22 working days. - If several partial days, add up the hours and convert to working days (6 hours of training = one working day).</p> | <p>K21b_1=1</p> |
| K52c | <p>During the past 12 months, have you studied at work by means of web materials?</p> | <p>1) Yes 2) No</p> | <p>Studying during paid working hours.</p> | |

| | | | | |
|-------|--|--|---|---------|
| K52a | During the past 12 months, have you studied at work under the guidance of a more experienced employee, mentor or teacher? | 1) Yes 2) No | Studying during paid working hours. | |
| K52b | During the past 12 months, have you studied at work independently without guidance? | 1) Yes 2) No | Studying during paid working hours. | |
| K53 | During the past 12 months, have you developed your skills and competence so that you could work in new tasks in future? | 1) Yes 2) No | - Refers to all kinds of competence development. - Work at the present workplace or in some new job. | |
| K53_1 | During the past 12 months, have you received new tasks or responsibilities in your work that require studying new things? | 1) Yes 2) No | | |
| K22_6 | Next, questions about flexibility in working hours and remuneration. Do you have at your disposal a working time system where working hours exceeding and below normal working hours are recorded and they can be later taken as time off or worked as extra hours? | 1) Yes 2) No | Refers to flexible working hours, for example. | |
| K22_8 | Can you use the accumulated hours saved by taking full days off? | 1) Yes 2) No | | K22_6=1 |
| K64 | When you think about reconciling work and the rest of your life, are your working hours: | 1) sufficiently flexible 2) somewhat flexible, but not sufficiently 3) not at all sufficiently flexible? | | |

| | | | | |
|------------|--|---|--|--------------|
| K42a | How often do you work according to tight schedules or at a very fast pace: | 1) daily 2) weekly 3) monthly 4) occasionally 5) not at all? | | |
| K43g | During the past 12 months, have you worked without compensation outside working hours to perform your tasks: | 1) daily 2) weekly 3) monthly 4) occasionally 5) not at all? | - Does not refer to overtime work for which is compensated in money or as time off. - Outside working hours = working hours have not been recorded anywhere, working during their free time. | |
| K43a | Remote work refers to gainful work done outside the actual workplace in a way that it has been agreed on with the employer. During the past 12 months, have you done remote work: | 1) daily 2) weekly 3) monthly 4) occasionally 5) not at all? | - Remote work does not refer to mobile work where the employee is continuously on the move (such as a bus or coach driver, installer), nor family day care. - If the amount of remote work has varied, answer based on average. | |
| K43a_4 | How many days per week do you do remote work, on average? | __ days | | K43a=2 |
| K43a_5 (M) | (M) How do you feel about your possibility to influence how often you do remote work? Are you able to influence it: | 1) sufficiently 2) to some degree, but not sufficiently 3) not at all sufficiently? | | K43a=1,2,3,4 |

| | | | | |
|-------------|---|---|--|--|
| K20a_02 | Is your work performance and competence systematically assessed, for example, once a year in connection with a so-called personal appraisal or target discussion? | 1) Yes 2) No | | |
| K20a_13 (M) | (M) How fair do you think your pay is relative to your work input: | 1) very fair 2) quite fair 3) quite unfair 4) very unfair? | | |
| K44C (M) | (M) What do you think of the following statements concerning your immediate supervisor. My supervisor gives me feedback on how I have succeeded in my work. Do you: | 1) fully agree 2) more or less agree 3) more or less disagree 4) fully disagree? | -The closest supervisor is responsible for organising work and conducting development or target discussions, for example. - If there are several supervisors, this refers to the person who directs or supports most of the work. | |
| K44E (M) | (M) My supervisor asks for my opinion in decisions concerning me. Do you: | 1) fully agree 2) more or less agree 3) more or less disagree 4) fully disagree? | | |
| K44H (M) | (M) My supervisor is interested in my wellbeing at work. Do you: | 1) fully agree 2) more or less agree 3) more or less disagree 4) fully disagree? | | |
| K44G (M) | (M) My supervisor treats employees fairly and equally. Do you: | 1) fully agree 2) more or less agree 3) more or less disagree 4) fully disagree? | | |

| | | | | |
|----------|--|---|-------------------------------------|--|
| K44I (M) | (M) My supervisor encourages me to develop my work, for example, to modify the content of my work and my work methods to suit me. Do you: | 1) fully agree 2) more or less agree 3) more or less disagree 4) fully disagree? | | |
| K11a_1 | Can you influence what your job tasks include: | 1) much 2) fairly much 3) to some degree 4) not at all? | | |
| K11a_2 | Can you influence your pace of work: | 1) much 2) fairly much 3) to some degree 4) not at all? | | |
| K11a_3 | Can you influence how work is divided at your workplace: | 1) much 2) fairly much 3) to some degree 4) not at all? | | |
| K11a_4 | Can you influence in which places you work: | 1) much 2) fairly much 3) to some degree 4) not at all? | Refers to a physical place of work. | |
| K21b_4 | Can you influence the development of activity at your workplace: | 1) much 2) fairly much 3) to some degree 4) not at all? | | |

| | | | | |
|--------|---|--|--|-----------------|
| K21b_6 | Do you plan your own work so that you set schedules and goals for your work: | <ul style="list-style-type: none"> 1) yes, regularly 2) yes, occasionally 3) hardly at all? | | |
| K65_1 | How large part of your working time do you use digital applications or information technology devices in general: | <ul style="list-style-type: none"> 1) almost all the time 2) around three-quarters of the time 3) around one-half of the time 4) around one-quarter of the time 5) less 6) not at all? | | |
| K48 | Do you use electronic workspaces or instant messaging tools in your work to discuss, share information and cooperate virtually? | <ul style="list-style-type: none"> 1) Yes 2) No | <ul style="list-style-type: none"> - For example, SharePoint, Skype for Business, Microsoft Teams. - In instant messaging, the discussion takes place in real time. - Does not refer to email or text messages. | K65_1=1,2,3,4,5 |
| K47 | Do you use social media in your work? | <ul style="list-style-type: none"> 1) Yes 2) No | <ul style="list-style-type: none"> - Use specifically for the purpose of work. - Facebook, Twitter, Instagram, for example. | K65_1=1,2,3,4,5 |
| K47a | Have you experienced inappropriate, offensive or hostile messages, targeting or trolling while using social media at work? | <ul style="list-style-type: none"> 1) Yes 2) No 3) Don't know 4) Don't want to answer | <ul style="list-style-type: none"> - Targeting refers to inciting people publicly to harass a person in order to silence him or her. - Trolling refers to deliberately misleading or provocative activity. | K47=1 |

| | | | | |
|--------|---|----------------------------------|--|--------|
| K33a | There may be unequal treatment or discrimination in working life, for example regarding pay, recruitment, career advancement or access to training. Do you think there is discrimination or unequal treatment in your workplace based on: age? | 1) Yes 2) No 3) Don't know | | |
| K33_1 | Is it (unequal treatment or discrimination) directed at young people? | 1) Yes 2) No | | 33a=1 |
| K33_2 | Is it (unequal treatment or discrimination) directed at aged people? | 1) Yes 2) No | | 33a=1 |
| K33b | And do you think there is discrimination or unequal treatment in your workplace based on: sex? | 1) Yes 2) No 3) Don't know | | |
| K33_4 | Is it directed (unequal treatment or discrimination) at men? | 1) Yes 2) No | | K33b=1 |
| K33_3 | Is it (unequal treatment or discrimination) directed at women? | 1) Yes 2) No | | K33b=1 |
| K33b_1 | Is it (unequal treatment or discrimination) directed at transgender or non-binary people? | 1) Yes 2) No | | K33b=1 |

| | | | | |
|--------|---|----------------------------------|--|--|
| K33_9 | Do you think there is discrimination or unequal treatment in your workplace based on: sexual orientation? | 1) Yes 2) No 3) Don't know | | |
| K33_5 | (Do you think there is discrimination or unequal treatment in your workplace based on:) fixed-term nature of the employment relationship? | 1) Yes 2) No 3) Don't know | | |
| K33_7 | (Do you think there is discrimination or unequal treatment in your workplace based on:) part-time nature of the employment relationship? | 1) Yes 2) No 3) Don't know | | |
| K33_6 | (Do you think there is discrimination or unequal treatment in your workplace based on:) foreign background or skin colour? | 1) Yes 2) No 3) Don't know | | |
| K33_8 | (Do you think there is discrimination or unequal treatment in your workplace based on:) health? | 1) Yes 2) No 3) Don't know | | |
| K33_10 | (Do you think there is discrimination or unequal treatment in your workplace based on:) something else? | 1) Yes 2) No 3) Don't know | | |

| | | | | |
|---------|---|---|---|--|
| K9a_07 | <p>Psychological violence or bullying at work refers to isolation, nullification of work, threatening, talking behind the back or other pressure directed at a member of the work community.</p> <p>Do you think that there is this type of behaviour at your workplace from co-workers:</p> | <p>1) not at all 2) sometimes 3) constantly 4) the question does not concern you?</p> | | |
| K9a_07c | <p>(Psychological violence or bullying at work refers to isolation, nullification of work, threatening, talking behind the back or other pressure directed at a member of the work community.)</p> <p>Do you think that there is this type of behaviour at your workplace from supervisors:</p> | <p>1) not at all 2) sometimes 3) constantly 4) the question does not concern you?</p> | | |
| K9a_07b | <p>(Psychological violence or bullying at work refers to isolation, nullification of work, threatening, talking behind the back or other pressure directed at a member of the work community.)</p> <p>Do you think that there is this type of behaviour at your workplace from customers:</p> | <p>1) not at all 2) sometimes 3) constantly 4) the question does not concern you?</p> | <p>Customers also refer to pupils or patients, for example.</p> | |
| K9a_11 | <p>Have you experienced sexual harassment at your workplace during the past 12 months, for example, from your co-workers, supervisors or customers:</p> | <p>1) not once 2) yes, once 3) yes, several times? 4) Don't know 5) Unwilling to answer</p> | <p>Sexual harassment here refers to such sexual conduct, speech or writing, which is undesired, one-sided and may involve pressure.</p> | |

| | | | | |
|------------|--|---|------------------------------|--|
| K9a_09b | During the past 12 months, have you noticed at your workplace that someone would have been subjected to violence or the threat of violence: | 1) not once 2) yes, once 3) yes, several times? | Refers to physical violence. | |
| K9a_10b | Have you yourself been subjected to violence or the threat of violence at your workplace in the past 12 months: | 1) not once 2) yes, once 3) yes, several times? | Refers to physical violence. | |
| K21c_8 (M) | (M) Next I will ask about your feelings related to work. What do you think of the following statements: I feel my work is physically heavy. Do you: | 1) fully agree 2) more or less agree 3) more or less disagree 4) fully disagree? | | |
| K21c_9 (M) | (M) (What do you think of the following statements:) I feel my work is mentally heavy. Do you: | 1) fully agree 2) more or less agree 3) more or less disagree 4) fully disagree? | | |
| K28a | If you think about the physical requirements of your current job, is your working capacity: | 1) very good 2) quite good 3) average 4) fairly poor 5) very poor? | | |

| | | | | |
|----------|--|---|---|--|
| K28b | What about mental requirements. Is your working capacity: | 1) very good 2) quite good 3) average 4) fairly poor 5) very poor? | | |
| K32 | How many working days have you been absent from work because of your own illness during the past 12 months? | ___ working days 0..300 | - If no working days, enter zero (0). - Month = 22 working days. | |
| K55 (M) | (M) Stress refers to a situation where people feel tense, restless, anxious or distressed or it is hard for them to sleep because they constantly have things on their mind. Are you currently experiencing such stress: | 1) not at all 2) only a little 3) somewhat 4) fairly much 5) very much? | | |
| K56a (M) | (M) How often do you feel mentally exhausted in your work: | 1) you do not feel ever 2) rarely 3) sometimes 4) often 5) you feel always? | | |
| K56b (M) | (M) How often do you feel that you are not interested in or enthusiastic about your work: | 1) you do not feel ever 2) rarely 3) sometimes 4) often 5) you feel always? | | |
| K56c (M) | (M) How often do you feel when working that you cannot concentrate well: | 1) you do not feel ever 2) rarely 3) sometimes 4) often 5) you feel always? | | |

| | | | | |
|----------|--|---|--|--|
| K56d (M) | (M) How often do you feel that you cannot control your feelings in your work: | 1) you do not feel ever 2) rarely 3) sometimes 4) often 5) you feel always? | | |
| K57a | (M) How often do you feel full of energy when you work: | 1) you do not feel ever 2) rarely 3) sometimes 4) often 5) you feel always? | | |
| K57b | (M) How often are you enthusiastic about your work: | 1) never 2) rarely 3) sometimes 4) often 5) always? | | |
| K57c | (M) How often are you completely immersed in your work: | 1) never 2) rarely 3) sometimes 4) often 5) always? | | |
| K57d | (M) How often do you have a sense of community and doing things together: | 1) never 2) rarely 3) sometimes 4) often 5) always? | | |

| | | | | |
|-----------|--|---|---|--|
| K69 (M) | (M) How meaningful do you feel your work is: | 1) very meaningful 2) fairly meaningful 3) not particularly meaningful 4) not at all meaningful? | | |
| K22_1 (M) | (M) Next questions about possible changes in your work. Do you consider it possible that during the next 12 months you will be temporarily laid off for at least two weeks: | 1) yes definitely 2) yes possibly 3) probably not 4) definitely not? | - Also note shorter temporary lay-offs of at least two weeks in total. - If is currently laid off, refers to a new lay-off period. | |
| K22_2 (M) | (M) Do you consider it possible that during the next 12 months you will be dismissed from your present job: | 1) yes definitely 2) yes possibly 3) probably not 4) definitely not? | It also means that a fixed-term employment relationship is not extended. | |
| K23 (M) | (M) If you became unemployed now, do you think you would get work corresponding to your occupation and work experience: | 1) yes definitely 2) yes possibly 3) probably not 4) definitely not? | | |

| | | | | |
|-------|---|--|--|-------------|
| K68 | If you became unemployed, which of the following measures would you consider: | 1) you would apply for a new job in the same field 2) you would apply for a new job in a different field 3) you would become an entrepreneur or self-employed in other ways 4) you would acquire further training 5) you would train for a totally new occupation 6) you would stay outside the working life temporarily or fully 7) you would go abroad to work 8) Something else? | - Several alternatives are allowed. - Read the response alternatives one at a time, yes-no. | |
| K13_1 | Are you a member of a trade union, an employee organisation or a corresponding professional organisation? | 1) Yes 2) No 3) Don't know 4) Unwilling to answer | | |
| K13_2 | And do you belong to an unemployment fund? | 1) Yes 2) No 3) Don't know 4) Unwilling to answer | | K13_1=2,3,4 |
| K40 | Finally, I would like to ask if you have supervisory or managerial tasks? | 1) Yes 2) No | | |