

# **FINAL ISSP 2015 Source Questionnaire**

## **2015 ISSP MODULE ON WORK ORIENTATION IV**

### **DRAFTING GROUP**

Czech Republic (Dana Hamplova, Jindrich Krejci)

Estonia (Triin Roosalu)

Germany

(Michael Braun, Regina Jutz, [Evi Scholz](#) convenor)

Israel (Noah Lewin-Epstein, Anat Oren)

South Korea (Sang-Wook Kim)

Venezuela (Roberto Briceno-Leon, Roberto Briceno-Rosas)

And experts from

Switzerland (Dominique Joye, Marlène Sapin)

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**Notes to ISSP members:**

1. All notes which are not part of the questionnaire and intended only for members are enclosed in pointed, angle brackets.
2. All the elements in questions which require local adaptation are enclosed in square brackets.
3. TN = translation note; Notes on question wording should help the understanding and the translation of the question; thus a translation of the note itself is not intended.
4. Item history and topics (in blue font colour) are reported above question text
  - The 'N's and the 2005/1997/1989 question numbers for the repeat questions are just meant to alert members to the fact that certain questions/ items have already been asked in earlier modules. You should not retain this information in your questionnaire.
  - ISSP policy on questions which you have already translated for an earlier module is that members should not tinker with wording to make slight improvements. Only real mistakes in translation should be changed. These should be clearly documented in your study monitoring report.
5. All the substantive questions must be asked and asked in the order presented here. If, for any reason, you have to change question order, this should be clearly documented in your study monitoring report.
6. All the required background variables must be included in your fielding (not in a prescribed order) and must cover the information required, as outlined in the ISSP BV guidelines (Version as of 2013-06-14).
7. The module-specific background variable is also obligatory and should be handled as ISSP background variable with regard to question wording. However, there is a recommendation that the ISSP 2015 drafting group politely asks to follow with regard to question order.
8. Part 1 of the questionnaire should be asked to all respondents (Q1-Q10);  
part 2 of the questionnaire should be asked to respondents working for pay (Q11-Q31);  
part 3 of the questionnaire should be asked to respondents not working for pay (Q32-Q44);  
Additional compulsory BV;  
If you decide in favour of the optional items (O1-O7), then they should be asked to all respondents.

**New or revised items marked by N.**

**1** 2005: 2a, b; 1997: 2a, b; 1989: 2a, b **Work Centrality**

Please tick one box for each statement below to show how much you agree or disagree with it, thinking of work in general.

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. A job is just a way of earning money - no more	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. I would enjoy having a paid job even if I did not need the money	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

**2** a-h= 2005: 3a-h; 1997: 4a-h; 1989: 6a-c and 6e-i/ **Work Values**

i =N: **Social Dimension**

For each of the following, please tick one box to show how important you personally think it is in a job.

PLEASE TICK ONE BOX ON EACH LINE

How important is...	Very important	Important	Neither important nor unimportant	Not important	Not important at all	Can't choose
a. ... job security	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. ... high income	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
c. ... good opportunities for advancement	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
d. ... an interesting job	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
e. ... a job that allows someone to work independently	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
f. ... a job that allows someone to help other people	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
g. ... a job that is useful to society	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
h. ... a job that allows someone to decide their times or days of work	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
i. ... a job that involves personal contact with other people	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

**N 3, N 4: Work Life Balance**

**3 Have you ever given up or would you give up good job opportunities for the benefit of your family life?**

PLEASE TICK ONE BOX ONLY

- Yes, I have done so and probably would do so again  1
- Yes, I have done so but probably would not do so again  2
- No, I have not done so but probably would do so  3
- No, I have not done so and probably would not do so  4
- Can't choose  8

**4 Have you ever remained or would you remain in a job that was not satisfying for you for the benefit of your family life?**

PLEASE TICK ONE BOX ONLY

- Yes, I have done so and probably would do so again  1
- Yes, I have done so but probably would not do so again  2
- No, I have not done so but probably would do so  3
- No, I have not done so and probably would not do so  4
- Can't choose  8

<TN N3; N4: "family" should be understood in a broader sense.

**N 5, N 6: Conflict and Social Exclusion: Discrimination**

**5 Over the past five years, have you been discriminated against with regard to work, for instance when applying for a job, or when being considered for a pay increase or promotion?**

PLEASE TICK ONE BOX ONLY

- Yes  1 **Please answer question 6**
- No  2 **Please go to question 7**
- Did not work or did not seek work  0 **Please go to question 7**

**6 In your opinion, what was the main reason for the discrimination?**

PLEASE TICK ONE BOX ONLY

- My age  1
- My race, ethnicity  1
- My nationality  1
- My sex  1
- My religion  1
- My disability/ mental or physical illness  1
- My family responsibilities  1
- My political beliefs  1
- Other reason  1

Can't choose  8

**N 7: Conflict and Social Exclusion: Power Harassment**

**7** Over the past five years, have you been harassed by your superiors or co-workers at your job, for example, have you experienced any bullying, physical or psychological abuse?

PLEASE TICK ONE BOX ONLY

Yes  1

No  2

Does not apply (I do not have a job/ superior/ co-worker)  0

<TN: Harassment at the workplace includes a wide range of offensive behaviours that are threatening or disturbing to the victim and is not limited to sexual harassment.>

**8** a=1989: 5b / b=N: **Solidarity and Conflict**

To what extent do you agree or disagree with the following statements?

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. Workers need strong trade unions to protect their interests.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. Strong trade unions are bad for <country's> economy.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

**9** 2005: 7; 1997: 9 **Employment Arrangements**

Suppose you could decide on your work situation at present. Which of the following would you prefer?

PLEASE TICK ONE BOX ONLY

A **full-time** job [30 hours or more per week]  1

A **part-time** job [10-29 hours per week]  2

A job with **less than [10] hours** a week  3

**No** paid job at all  4

Can't choose  8

<CLARIFICATION NOTE: We are trying to get at full-time/part-time so the verbal labels "full-time", "part-time", "less than", are of central importance. The numbers in parentheses can vary by country if necessary.>

**10** 2005: 8; 1997: 11 **Currently Working for Pay**

Are you currently working for pay?

PLEASE TICK ONE BOX ONLY

Yes  1

Please answer question 11

No  2

Please go to question 32

<CLARIFICATION NOTE: “currently working” refers to both self-employed and employees, and should include persons on leave if they are in an employment relationship.>

**IF YOU ARE CURRENTLY WORKING FOR PAY (OR ON LEAVE BUT ARE IN AN EMPLOYMENT RELATIONSHIP): PLEASE ANSWER QUESTIONS 11 - 31**

**11 2005: 9; 1997: 13; 1989: 14 Work Life Balance**

Think of the number of hours you work, and the money you earn in your main job, including any regular overtime.

If you had only one of these three choices, which of the following would you prefer?

PLEASE TICK ONE BOX ONLY

- |   |                          |
|---|--------------------------|
| Work <b>longer</b> hours and earn <b>more money</b>                 | <input type="checkbox"/> |
| Work the <b>same</b> number of hours and earn the <b>same money</b> | <input type="checkbox"/> |
| Work <b>fewer</b> hours and earn <b>less money</b>                  | <input type="checkbox"/> |
| Can't choose  | <input type="checkbox"/> |

**12 a-g=2005: 10a-g; 1997: 14a-g; 1989: 16a-c, e-h/ Job Characteristics / h =N: Social Dimension**

For each of these statements about your (main) job, please tick one box to show how much you agree or disagree that it applies to your job.

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. My job is secure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. My income is high	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. My opportunities for advancement are high	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. My job is interesting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I can work independently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. In my job I can help other people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. My job is useful to society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. In my job, I have personal contact with other people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<CLARIFICATION NOTE: the question refers to one's main job if he or she has multiple jobs.>

**13** 2005: 11b and c; 1997: 15b and c; 1989: 17b and c **Subjective Experience of Job**

Now some more questions about your working conditions.

Please tick one box for each item below to show how often it applies to your work.

PLEASE TICK ONE BOX ON EACH LINE						
How often...	Always	Often	Sometimes	Hardly ever	Never	Can't choose
a. ... do you have to do hard physical work?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. ... do you find your work stressful?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

**N 14** **Non-Standard Employment**

**14** And how often...

PLEASE TICK ONE BOX ON EACH LINE						
	Always	Often	Sometimes	Hardly ever	Never	Can't choose
a. ... do you work at home during your usual working hours?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b....does your job involve working on weekends?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

**15** 2005: 12; 1997: 16 **Job and Worker Flexibility**

Which of the following statements **best** describes how your working hours are decided? (By working hours we mean here the times you **start** and **finish** work, and **not** the total hours you work per week or month.)

PLEASE TICK ONE BOX ONLY	
Starting and finishing times are decided by my employer and <b>I cannot change</b> them on my own	<input type="checkbox"/> 1
I can decide the time I start and finish work, <b>within certain limits</b>	<input type="checkbox"/> 2
<b>I am entirely free</b> to decide when I start and finish work	<input type="checkbox"/> 3

**N 16: Non-Standard Employment**

**16** Which of the following statements best describes your usual working schedule in your main job?

PLEASE TICK ONE BOX ONLY	
I have a regular schedule or shift (daytime, evening, or night)	<input type="checkbox"/> 1
I have a schedule or shift which regularly changes (for example, from days to evenings or to nights)	<input type="checkbox"/> 2
I have a schedule where daily working times are decided at short notice by my employer	<input type="checkbox"/> 3
Can't choose	<input type="checkbox"/> 8

**17 2005: 13 Job and Worker Flexibility**

**Which of the following statements best describes how your daily work is organized?**

PLEASE TICK ONE BOX ONLY

- I am free to decide how my daily work is organized  1
- I can decide how my daily work is organized, **within certain limits**  2
- I am not free to decide how my daily work is organized  3
- Can't choose  8

**18 2005: 14 Work Life Balance**

**How difficult would it be for you to take an hour or two off during working hours, to take care of personal or family matters?**

PLEASE TICK ONE BOX ONLY

- Not difficult at all  1
- Not too difficult  2
- Somewhat difficult  3
- Very difficult  4
- Can't choose  8

**19 2005: 15a, b Work Life Balance**

**How often do you feel that ...**

PLEASE TICK ONE BOX ON EACH LINE

	Always	Often	Sometimes	Hardly ever	Never	Can't choose
a. ...the demands of your job interfere with your family life?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8
b. ...the demands of your family life interfere with your job?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

**20 2005: 16; 1997: 19 Human Capital**

**How much of your past work experience and/ or job skills can you make use of in your present job?**

PLEASE TICK ONE BOX ONLY

- Almost none  1
- A little  2
- A lot  3
- Almost all  4
- Can't choose  8



**21 2005: 18 Human Capital**

Over the past 12 months, have you had any training to improve your job skills, either at the workplace or somewhere else?

PLEASE TICK ONE BOX ONLY

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
Can't choose	<input type="checkbox"/>

**22 2005: 19a, b; 1997: 21a, b; 1989: 20a, b Solidarity and Conflict**

In general, how would you describe relations at your workplace...

PLEASE TICK ONE BOX ON EACH LINE

	Very good	Quite good	Neither good nor bad	Quite bad	Very bad	Can't choose
a. ... between management and employees?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. ... between workmates/colleagues?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**23 2005: 20; 1997: 22; 1989: 21 Outcome of Work**

How satisfied are you in your (main) job?

PLEASE TICK ONE BOX ONLY

Completely satisfied	<input type="checkbox"/>
Very satisfied	<input type="checkbox"/>
Fairly satisfied	<input type="checkbox"/>
Neither satisfied nor dissatisfied	<input type="checkbox"/>
Fairly dissatisfied	<input type="checkbox"/>
Very dissatisfied	<input type="checkbox"/>
Completely dissatisfied	<input type="checkbox"/>
Can't choose	<input type="checkbox"/>

<CLARIFICATION NOTE: the question refers to one's main job if he or she has multiple jobs.>

**24 2005: 21a-c; 1997: 23a, b, d Outcome of Work**

To what extent do you agree or disagree with each of the following statements?

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. I am willing to work harder than I have to in order to help the firm or organization I work for succeed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I am proud to be working for my firm or organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I would turn down another job that offered quite a bit more pay in order to stay with this organization.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**N 25: Occupational Commitment**

**25** Now think of the type of work you do, irrespective of the firm or organization you work for.

To what extent do you agree or disagree with each of the following statements?

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. Given the chance, I would change my present type of work for something different.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I am proud of the type of work I do.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**26 2005: 22 Employability/ New Job**

How difficult or easy do you think it would be for you to find a job at least as good as your current one?

PLEASE TICK ONE BOX ONLY

Very easy	<input type="checkbox"/>
Fairly easy	<input type="checkbox"/>
Neither easy nor difficult	<input type="checkbox"/>
Fairly difficult	<input type="checkbox"/>
Very difficult	<input type="checkbox"/>
Can't choose	<input type="checkbox"/>

27 2005: 24; 1997: 25 **Employability/ New Job**

All in all, how likely is it that you will try to find a job with another firm or organization within the next 12 months?

PLEASE TICK ONE BOX ONLY

- |               |                          |
|---------------|--------------------------|
| Very likely   | <input type="checkbox"/> |
| Likely        | <input type="checkbox"/> |
| Unlikely      | <input type="checkbox"/> |
| Very unlikely | <input type="checkbox"/> |
| Can't choose  | <input type="checkbox"/> |

28 2005: 25; 1997: 26 **Employability/ New Job**

To what extent, if at all, do you worry about the possibility of losing your job?

PLEASE TICK ONE BOX ONLY

- |                        |                          |
|------------------------|--------------------------|
| I worry a great deal   | <input type="checkbox"/> |
| I worry to some extent | <input type="checkbox"/> |
| I worry a little       | <input type="checkbox"/> |
| I don't worry at all   | <input type="checkbox"/> |

29 a-d=2005: 26a, b, c, d/ e, f=N: **Job and Worker Flexibility**

To what extent do you agree or disagree with the following statements?

PLEASE TICK ONE BOX ON EACH LINE

In order to avoid unemployment I would be willing ...	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. to accept a job that requires new skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. to accept a position with lower pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. to accept temporary employment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. to travel longer to get to work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. to move within <country>.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. to move to a different country.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**N 30, N 31: Non-Standard Employment**

**30 Over the past 12 months, in addition to your main job, have you done any other work for pay?**

PLEASE TICK ONE BOX ONLY

- |                                 |                          |  |
|---------------------------------|--------------------------|--|
| Yes, during all of that period  | <input type="checkbox"/> | <b>Please answer question 31</b>       |
| Yes, during most of that period | <input type="checkbox"/> | <b>Please answer question 31</b>       |
| Yes, during some of that period | <input type="checkbox"/> | <b>Please answer question 31</b>       |
| No                              | <input type="checkbox"/> | <b>Please go to optional questions</b> |

**31 Over the entire 12 months, how much did you earn from your additional job(s) in total compared with your main job?**

PLEASE TICK ONE BOX ONLY

From my additional job(s), I earned ...

- |                                 |                          |
|---------------------------------|--------------------------|
| much less than from main job    | <input type="checkbox"/> |
| less than from main job         | <input type="checkbox"/> |
| about the same as from main job | <input type="checkbox"/> |
| more than from main job         | <input type="checkbox"/> |
| much more than from main job    | <input type="checkbox"/> |
| Can't choose                    | <input type="checkbox"/> |

*<NOTE TO DESIGNERS: end of questionnaire for respondents working for pay>*

**PLEASE ANSWER QUESTIONS 32 - 44 IF YOU ARE NOT CURRENTLY WORKING FOR PAY**

**32** 2005: 28; 1997: 27 **Working for Pay in Past**  
**Have you ever had a paid job for one year or more?**

PLEASE TICK ONE BOX ONLY

- Yes  **Please answer question 33**  
No  **Please go to question 36**

**33** 2005: 29; 1997: 28 / b=N **Month and Year Job Ended**  
**a** **When did your last paid job end?**

In \_\_\_\_\_(year)

**b** **Please also specify the month.**

In \_\_\_\_\_(month)

**N 34: Outcome of Past Work**

**34** **How satisfied were you in your last job?**

PLEASE TICK ONE BOX ONLY

- |                                    |                          |
|------------------------------------|--------------------------|
| Completely satisfied               | <input type="checkbox"/> |
| Very satisfied                     | <input type="checkbox"/> |
| Fairly satisfied                   | <input type="checkbox"/> |
| Neither satisfied nor dissatisfied | <input type="checkbox"/> |
| Fairly dissatisfied                | <input type="checkbox"/> |
| Very dissatisfied                  | <input type="checkbox"/> |
| Completely dissatisfied            | <input type="checkbox"/> |
| Can't choose                       | <input type="checkbox"/> |

**35 2005: 30; 1997: 29 Reason Past Job Ended**  
**What was the main reason that your job ended?**

PLEASE TICK ONE BOX ONLY

- |                                       |                          |
|---------------------------------------|--------------------------|
| I reached retirement age              | <input type="checkbox"/> |
| I retired early, by choice            | <input type="checkbox"/> |
| I retired early, <b>not</b> by choice | <input type="checkbox"/> |
| I became (permanently) disabled       | <input type="checkbox"/> |
| My place of work shut down            | <input type="checkbox"/> |
| I was dismissed                       | <input type="checkbox"/> |
| My term of employment/contract ended  | <input type="checkbox"/> |
| Family responsibilities               | <input type="checkbox"/> |
| I got married                         | <input type="checkbox"/> |

**36 2005: 31; 1997: 30 Job Preference**  
**Would you like to have a paid job, either now or in the future?**

PLEASE TICK ONE BOX ONLY

- |     |                          |                                  |
|-----|--------------------------|----------------------------------|
| Yes | <input type="checkbox"/> | <b>Please answer question 37</b> |
| No  | <input type="checkbox"/> | <b>Please go to question 43</b>  |

**37 2005: 32; 1997: 31 Employability/ New Job**  
**How likely do you think it is that you would find a job?**

PLEASE TICK ONE BOX ONLY

- |               |                          |
|---------------|--------------------------|
| Very likely   | <input type="checkbox"/> |
| Likely        | <input type="checkbox"/> |
| Unlikely      | <input type="checkbox"/> |
| Very unlikely | <input type="checkbox"/> |
| Can't choose  | <input type="checkbox"/> |

**N 38: Employability/ New Job**

**38 To what extent, if at all, do you worry about the possibility of not finding a job?**

PLEASE TICK ONE BOX ONLY

- |                        |                          |
|------------------------|--------------------------|
| I worry a great deal   | <input type="checkbox"/> |
| I worry to some extent | <input type="checkbox"/> |
| I worry a little       | <input type="checkbox"/> |
| I don't worry at all   | <input type="checkbox"/> |

**N 39: Job and Worker Flexibility**

**39 To what extent do you agree or disagree with the following statements?**

PLEASE TICK ONE BOX ON EACH LINE

In order to get a job I would be willing ...	Strongly agree	Agree	Neith er agree nor disag ree	Disag ree	Stron gly disag ree	Can' t choos e
a. to accept a job that requires new skills.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. to accept a position with low pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. to accept temporary employment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. to travel a long time to get to work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. to move within <country>.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. to move to a different country.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**40 a-c, e, f=2005: 34a-c, e, f; 1997: 33a-c, e, f/ d=N Job Seeking Activities**

**Thinking about the past 12 months, have you done any of the following in order to find a job?**

PLEASE TICK ONE BOX ON EACH LINE

	No	Yes, once or twice	Yes, more than twice
a. Registered at a public employment agency?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Registered at a private employment agency?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Answered advertisements for jobs?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Advertised yourself for a job, for example on the internet or in newspapers?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Applied directly to employers?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Asked relatives, friends, or colleagues to help you find a job?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**41 2005: 35 Human Capital**

**Over the past 12 months, have you had any training to improve your job skills?**

PLEASE TICK ONE BOX ONLY

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>
Can't choose	<input type="checkbox"/>





42 2005: 33; 1997: 32 **Job Seeking Activities**  
Are you currently looking for a job?

PLEASE TICK ONE BOX ONLY

- Yes  1
- No  2

N 43 modified 2005: 36; 1997: 34 **Economic Support**  
43 What is your main source of economic support?

PLEASE TICK ONE BOX ONLY

- Current spouse/ partner  1
- Other family members  2
- Pension (private/ state)  3
- Unemployment benefits  4
- Social assistance/ welfare  5
- Occasional work  6
- Student loans/ stipends  7
- Savings  8
- Investments or rental income  9
- Other  95

<NOTE TO DESIGNERS: highlighted categories added to 2005 text, response categories re-ordered>  
<TN: "Economic support" is not just financial support. It includes such things as food, clothing, and accommodation.>

**N 44: Economic Support**

44 To what extent, if at all, do you worry about the possibility of losing this main economic support?

PLEASE TICK ONE BOX ONLY

- I worry a great deal  1
- I worry to some extent  2
- I worry a little  3
- I don't worry at all  4

**ADDITIONAL COMPULSORY BACKGROUND VARIABLE FOR THE ISSP 2015 MODULE**

**What is the age of the youngest child in your household?**

Age of youngest child \_\_\_\_\_ years  
Does not apply/ no children in household

*<NOTE TO DESIGNERS: Recommended to ask after ISSP background questions on household composition. Please consult the ISSP BV guidelines (Version as of 2013-06-14)>*

**OPTIONAL**

**<NOTE TO DESIGNERS: The optional items should be asked of all respondents, irrespective of whether they are currently working for pay or not. For those currently working for pay O1 should be omitted.>**

**O 1, O 2: Recent Work Histories**

**O 1 Over the past five years, have you ever worked for pay?**

PLEASE TICK ONE BOX ONLY

- Yes  **Please answer question O 2**
- No  **Please go to question O 3**

**O 2 Over the past five years, did you experience any of the following changes in your working life?**

PLEASE TICK ONE BOX ON EACH LINE

	No	Yes, once	Yes, twice	Yes, three times	Yes, more than three times	Can't choose
a. I was unemployed for a period longer than three months.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I changed my employer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I changed my occupation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I started my own business/ became self-employed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I took up an additional job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**O 3 - O 5: R's Self-assessed Economic Situation: current, past and future**

**O 3 How would you generally rate your current financial situation?**

PLEASE TICK ONE BOX ONLY

My current financial situation is...

- Very good
- Good
- Neither good nor bad
- Bad
- Very bad
- Can't choose

**O 4 Compared to five years ago, how do you think your financial situation has changed?**

PLEASE TICK ONE BOX ONLY

My current financial situation is...

- |                                     |                          |
|-------------------------------------|--------------------------|
| much better than five years ago     | <input type="checkbox"/> |
| somewhat better than five years ago | <input type="checkbox"/> |
| the same as five years ago          | <input type="checkbox"/> |
| somewhat worse than five years ago  | <input type="checkbox"/> |
| much worse than five years ago      | <input type="checkbox"/> |
| Can't choose                        | <input type="checkbox"/> |

**O 5 And what will your financial situation likely be in five years?**

PLEASE TICK ONE BOX ONLY

My financial situation in five years will likely be...

- |                            |                          |
|----------------------------|--------------------------|
| much better than today     | <input type="checkbox"/> |
| somewhat better than today | <input type="checkbox"/> |
| the same as today          | <input type="checkbox"/> |
| somewhat worse than today  | <input type="checkbox"/> |
| much worse than today      | <input type="checkbox"/> |
| Can't choose               | <input type="checkbox"/> |

**O 6: Conflict and Social Exclusion: Senior Citizens' Work**

**O 6 To what extent do you agree or disagree with the following statements?**

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. It is good for <country's> economy that people aged 60 and over are employed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. When people aged 60 and over are employed, they take jobs away from younger people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**OPTIONAL BACKGROUND VARIABLE**

**O 7** 2007: 17; 2011: 26 **Subjective Health**

**O 7** In general, would you say your health is ...

PLEASE TICK ONE BOX ONLY

excellent	<input type="checkbox"/>
very good	<input type="checkbox"/>
good	<input type="checkbox"/>
fair	<input type="checkbox"/>
poor	<input type="checkbox"/>
Can't choose	<input type="checkbox"/>

*<TN: This refers to both physical and mental health.>*