

NCPP National Workplace Survey 2009 – MAIN, Employees

ID: _____ Int No. _____ Date of Interview: ____/____/2009 Time Interview began (24 hour clock) ____ : ____

Hello. My name is _____ and I'm doing an important research project on work for the Economic and Social Research Institute. [The study is on behalf of the National Centre for Partnership and Performance. In the difficult situation our country is facing at the moment, we need to understand how to better organise the way we work so that we can plan for economic recovery.]

I'd like to speak to someone working as an employee, ideally someone who is [... check Respondent Check sheet.] You would be of tremendous help if you would fill out a short survey on your experiences at work. All the information collected will be treated in the strictest of confidence.

SECTION A: LABOUR MARKET DETAILS

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

A.1a Are you currently in employment for at least one hour per week?

Yes..... ☐ ₁ No..... ☐ ₂ ⇒ [ask if anyone in HH works 1+ hour per week; ask to speak to that person.]

A.1b How would you best describe your *present* situation regarding employment? Are you: _[Q1]

Employee/Apprentice ☐ ₁ ⇒ Go to A.2
Self-employed..... ☐ ₂ ⇒ end interview
Community Employment Scheme(CE) ☐ ₃ ⇒ end interview
Unpaid family worker..... ☐ ₄ ⇒ end interview
Other..... ☐ ₅ ⇒ end interview

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

A.2 How many jobs do you have at the moment (including part-time job)? _[Q2] _____ [Int: If more than 1 job is held currently, conduct the interview in respect of the one with the highest weekly income].

A.3 When did you begin your present employment? _[Q3] _____ month _____ year

A.4 Please describe as fully as possible the exact nature of your current job. (If relevant, e.g. Civil Servant, Garda or Army, please state grade or rank)? _[Q4]

A.5 What is the main activity of the business or organisation where you work. [Int. Record as fully as possible the activity of the *company* or *firm* where the respondent works.] _[Q5]

A.6 In which of the following sectors do you work? _[Q6]

Public Sector..... ☐ ₁ Commercial Semi-State sector..... ☐ ₂ Private Sector ☐ ₃

A.7 Are you employed in the: _[Q7]

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

A.8 How many people work in the branch or outlet of the business or organisation in which you work. _[Q8] [Int. If the organisation has more than one geographical outlet or branch employee numbers should relate to the local outlet, local office, branch etc. where the respondent works.]

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

A.9 And now I'd like you to think in terms of the full enterprise or business in all its branches. How many people work, in all branches or outlets throughout the Republic of Ireland in the business or organisation in which you work? _[Q9]

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

A.10 Do you supervise or manage any personnel in your job? [Q10a]

Yes ☐ \Rightarrow **A.11 How many?** [Q10b] No ☐

A.12 Which one of the following best describes your job? [Q11]

Senior Management ☐ Middle Management ☐ Supervisor ☐ Employee ☐

A.13 How many days do you normally work each week? [Q.12] days per week

A.14 How many hours do you normally work each week in your main job, including regular overtime? [Q.13]

..... hours per week

A.15 How often does your work involve working unsocial hours (i.e. weekends, evenings, nights)?

Never ☐ Less than once a month ☐ Once a month ☐ Several times a month ☐ Every week ☐ (Don't know) ☐

A.16 Please think back over the last four working weeks, not including holiday weeks. How many days, if any, were you absent from work because of illness or other reasons (except holidays) over the last four weeks. [LII A69]

..... days [Int. If none write NONE - DO NOT LEAVE BLANK]

A.17 Are you employed on (a) a permanent basis; (b) on a temporary/contract basis; (c) a casual basis? [Q14]

Permanent ☐ Temporary/contract ☐ Casual ☐

A.18 Are you a direct employee of the organisation where you work or an agency worker?

[Note: An agency worker has an agreement with an Employment Agency to perform work for a third party organisation, and is paid only when such work is assigned).

Direct employee ☐ Agency worker ☐

A.19 Which of the following best describes your situation before working for your current employer? Were you: [Q16]

Employed on a full-time basis ☐ On home duties ☐
Employed on a part-time basis ☐ In full-time education ☐
Self-employed/Farmer ☐ Other (specify) ☐
Unemployed ☐

SECTION B ATTITUDES TO JOB, INTENSITY AND AUTONOMY

B.1 I am now going to read out 16 statements about the way you feel about your work and various issues related to your work. For each statement I would like you to tell me whether or not you strongly agree; agree; disagree or strongly disagree. [Q23] [Interviewer: If necessary, prompt – “It is your own feelings were are interested in. Which comes closest?”]

	Strongly Agree	Agree	Disagree	Strongly Disagree
(a) In general, I am satisfied with my present job [a].....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) I am satisfied with my physical working conditions [b].....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(c) I am satisfied with my hours of work [c]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(d) I am satisfied with my earnings from my current job [e]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(e) My job is secure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(f) I am willing to work harder than I have to in order to help this organisation succeed [g]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(g) My values and the organisations values are very similar [h]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(h) I am proud to be working for this organisation [i]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(i) I would turn down another job with more pay in order to stay with this organisation [j].....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(j) My job requires that I work very hard [k]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(k) I feel very little loyalty to the organisation I work for [l]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(l) I would take almost any job to keep working for this organisation [m]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(m) I work under a great deal of pressure [n].....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(n) I never seem to have enough time to get everything done in my job [o].....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(o) I often have to work extra time, over and above the formal hours of my job to get through the job or help out [p].....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(p) My job requires that I keep learning new things [British Skills Survey 2006]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

B.2 I am now going to read out 8 statements that might apply to the organisation you work for. For each statement I would like you to tell me whether you strongly agree; agree; disagree or strongly disagree.

	<i>Strongly Agree</i>	<i>Agree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
(a) New ideas are readily accepted in my workplace	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(b) People in my organisation are always searching for new ways of looking at problems	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(c) Customer needs are considered top priority in my organisation.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(d) This organisation is prepared to take risks in order to be innovative.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(e) This organisation is quick to respond when changes need to be made	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(f) My employer encourages employees to collaborate with people in other organisations	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(g) This organisation is continually looking for new opportunities in a changing environment.....	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4
(h) My employer encourages employees to work in teams in order to improve performance	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4

B.3 If you were to get enough money to live on as comfortably as you would like for the rest of your life, would you continue to work, not necessarily in your present job, or would you stop working? [Q24]

Continue to work ☐1 Stop working ☐2

B.4 I will now read out 5 statements about the level of influence you may have over your work. You can answer by saying almost always; often; sometimes; rarely or almost never. [Q25]

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

B.5 I am going to read out 6 work arrangements sometimes used in work places. For each one please tell me: (a) whether or not it is used in your workplace; and (b) whether or not you are involved or covered by the practice? [Q26]

	A.Used in your workplace?			B.You are involved/covered	
	Y	N	DK	Y	N
(a) Working from home in normal working hours	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 1	<input type="checkbox"/> 2
(b) Flexible hours/Flexitime [Q26b]	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 1	<input type="checkbox"/> 2
(c) Job sharing/week on-week off etc [Q26c]	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 1	<input type="checkbox"/> 2
(d) Part-time hours [Q26e]	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 1	<input type="checkbox"/> 2
(e) Regular performance reviews or appraisals	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 1	<input type="checkbox"/> 2

B.6 [If Yes to B5a, Tick one box]
Do you work from home ...
 [If every wk] How many days
 each week? _____ days per week
 1-3 Times per month ☐2
 Less than once a month ☐3
Go to B.5 item b.

B.7 Is there a formal, explicit policy on respect and dignity at work (e.g. an anti-bullying policy) in place in your workplace? [Q28]

Yes..... ☐1 No ☐2 Don't Know ☐3

B.8 Is there a formal explicit policy on equal opportunities in your workplace? [Q29] Yes..... ☐1 No ☐2 Don't Know... ☐3

B.9 How often do you [Q30]

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

SECTION C: CHANGE IN THE WORKPLACE

**C.1 Have any of the following organisational or management changes taken place at your workplace over the last 2 years?
If you have changed job within the last 2 years, I would like you to think back to just after you started your current job.**

[Q32]

[Interviewer: Ask C.1a if respondent is employed in the PRIVATE or Commercial Semi-State Sector]

C.1a		<i>Yes</i>	<i>No</i>	<i>Not Applicable</i>
1	Change in the ownership of the organisation _[a]	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
2	Re-organisation of the company or management _[b]	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
3	New Chief Executive or equivalent _[d]	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
4	A reduction in the number of levels of management.....	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
5	A reduction in overall staff numbers	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃

[Interviewer: Ask C.1b if respondent is employed in the PUBLIC SERVICE]

C.1b		<i>Yes</i>	<i>No</i>	<i>Not Applicable</i>
1	Re-organisation of the organisation or management _[a]	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
2	New Chief Executive or equivalent _[c]	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
3	A reduction in the number of levels of management.....	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃
4	A reduction in overall staff numbers	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃

C.2 I am going to read out 8 aspects of your job. I would like you to think back over the last 2 years and tell me, for each one, whether it has increased a lot, increased a little, not changed, decreased a little or decreased a lot.

If you have changed jobs within the last 2 years I would like you to think back to just after you started your current job. [Q33a]

Aspect of Employment	Increased a lot	Increased a little	No change	Decreased a little	Decreased a lot
(a) the responsibilities you have _[a]	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
(b) the pressure you work under _[b]	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
(c) the level of technology or computers involved in your work _[d]	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
(d) your job security _[e]	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
(e) your hourly pay rate	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
(f) the level of skill necessary to carry out your work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
(g) the level of decision-making you have in your own day-to-day work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅
(h) how closely you are supervised _[Q33c]	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅

C.3 I am going to read out 7 aspects of your work. Suppose each of these was to take place in your workplace over the next 2 years, would you please tell me whether you would be willing or unwilling to accept the change. [Q34]

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

C.4 During the LAST TWO YEARS, did your organisation introduce ... ?

New or significantly improved services

Yes ☐₁

No ☐₂

New or significantly improved products

Yes ☐₁

No ☐₂

Not applicable. ☐₃

C.5 During the LAST TWO YEARS, did your organisation introduce any innovations in the workplace such as new ideas, processes or behaviours that led to significant improvements in the way the work is carried out?

Yes ☐₁

No ☐₂

SECTION D: SKILL & LEARNING/TRAINING

D.1 How well do the skills and abilities you personally have match the skills you need to do your present job? Would you say your skills are ...

Much higher ☐₁ A bit higher..... ☐₂ About the same...☐₃ A bit lower.....☐₄ Much lower..... ☐₅

I would like to ask you a few questions about any education or training which has been paid for or provided by your current employer over the last 2 years.

[If in your current job for less than 2 years: I would like you to think about any education or training which your employer has provided or paid for since starting your employment with him or her.]

D.2 Have you received any education or training *paid for or provided by your present employer over the last 2 years?* [Q37]

Yes.....☐₁ No ☐₂ → go to D.7

D.3 Is the education or training continuing or has it completed? [Q38a]

Continuing ☐₁ Completed ☐₃

D.4 How long did (will) the education or training last? [Q39]

Up to 1 day .. ☐₁ 2 days - 1 week...☐₂ Over 1 week - 4 weeks.. ☐₃ Over 4 weeks - 6 months.....☐₄ Over 6 months.... ☐₅

D.5 Do you feel that this education or training has been of use to you in carrying out your current job? [Q40]

Yes ☐₁.....No ☐₂

D.6 Do you feel that the skills or knowledge which you have acquired in this education or training would be of any use to you in getting a job with another employer or was the education or training specific to your current job only? [Q41]

Of use in getting job with another employer..... ☐₁ Of use only in current job ☐₂

Go to E.1

D.7 [If no training received] Was any training offered to you by your present employer in the last two years?

Yes.....☐₁ No ☐₂

SECTION E: COMMUNICATIONS

E.1 Who provides you with **MOST USEFUL** information concerning your workplace: management or supervisors; the Trade Unions or Staff Association; the grapevine; or other sources? [Q42] [Int: Tick ONE Box only]

- | | |
|---------------------------------|---------------------------------------|
| (i) Management or supervisors | <input type="checkbox"/> ₁ |
| (ii) Union or Staff Association | <input type="checkbox"/> ₂ |
| (iii) The grapevine | <input type="checkbox"/> ₃ |
| (iv) Other (specify) _____ | <input type="checkbox"/> ₄ |

E.2 I am going to read out 7 [6 for Public sector] aspects of your work. For each of these that applies to your organisation, please tell me whether or not you receive information from management on a regular basis; occasionally or hardly ever.

[Q43]

[Int: Ask E.2a if respondent is employed in the PRIVATE or Commercial Semi-State Sector].

E2a Do you receive information on: [Q43a]

	Regular Basis	Occasionally	Hardly Ever	Has not arisen
(a) The level of competition faced by your employer?	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	
(b) Plans to develop new products or services	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
(c) Plans to introduce new technology	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
(d) Plans to re-organise the company	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
(e) Plans to change work practices e.g. work in teams etc	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
(f) Information on sales, profits, market share etc.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	
(g) Plans for staff reductions	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

[Interviewer: now go to E.3]

[Interviewer: Ask E.2b if respondent is employed in the PUBLIC Sector].

E2b Do you receive information on: [Q43b]

	Regular Basis	Occasionally	Hardly Ever	Has not arisen
(a) The budget of your organisation	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	
(b) Plans to improve the service your organisation provides	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
(c) Plans to introduce new technology	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
(d) Plans to re-organise how public services are delivered	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
(e) Plans to change work practices e.g. working in teams etc.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄
(f) Plans for staff reductions	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄

E3a In general, how satisfied are you with the amount of information you receive on issues affecting your work and your organisation?

Very satisfied . ☐₁ Fairly Satisfied... ☐₂ Neither satisfied/dissatisfied... ☐₃ Dissatisfied... ☐₄ Very dissatisfied... ☐₅

E. 3 Now we would like to ask you some questions about your own experiences of decision making and communications in your company or organisation. [Q44] [Please tick (✓) one box on each line]

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

SECTION F: EMPLOYER/EMPLOYEE RELATIONS

F.1 Regardless of their age; gender; ethnic origin etc., does everyone in your organisation have: [Q45]

a.) the same pay and conditions for doing the same job?	Yes..... <input type="checkbox"/> ₁	No <input type="checkbox"/> ₂
b.) the same opportunities for career development and advancement?	Yes..... <input type="checkbox"/> ₁	No <input type="checkbox"/> ₂

F.2 Would you say that everyone applying to your organisation for a job has an equal opportunity of recruitment regardless of their age; gender; ethnic origin etc. [Q46]

Yes..... ☐₁ No ☐₂

F.3 Broadly speaking, how would you describe the relationship ... [Q54]

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

F.4 In the past six months, have you personally been subjected to bullying or harassment at work? By this I mean repeated and persistent inappropriate behaviour whether verbal, physical or otherwise, conducted by one or more individuals at the place of work?...

Yes..... ☐₁ No ☐₂

SECTION G: EMPLOYEE INVOLVEMENT AND PARTICIPATION

I am going to ask now about teams or groups that may or may not be found in your workplace. Let me explain what I mean.

G.1 In some workplaces employees are given a direct say in deciding on the way in which the work is actually carried out. This is done through what might be known as work teams; problems solving groups; project groups; quality circles; continuous improvement programs or groups. Are there any arrangements in your workplace to involve staff directly in the way in which the work is carried out on a day-to-day basis? [Q48]

Yes ☐₁ No..... ☐₂ ⇒ go to G.6 Don't Know..... ☐₃ ⇒ go to G.6

G.2 Do you personally participate in any of these groups? [Q49] Yes ☐₁ No ☐₂ ⇒ go to G.6

G.3 Generally speaking, how much influence does the group exercise over the way in which its work is planned and organised: [Q50]

A lot ☐₁..... Some ☐₂..... A little ☐₃..... None ☐₄

G.4 Has your involvement increased, remained the same or decreased in the last two years?

Increased ☐₁ Remained the same ☐₂ Decreased..... ☐₃

G.5 In your opinion what effect do these groups have on: [Q51]

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

G.6 [All] Is there a Trade Union or Staff Association in your workplace? [Q55a]

Yes, Trade Union..... ☐₁ Yes, Staff association... ☐₂ Yes, both ... ☐₃ Yes, not sure which ☐₄ No... ☐₅

G.7 [All] Are you currently a member of a Trade Union? [Q18] Yes..... ☐₁ ⇒ go to G.9 No..... ☐₂ ⇒ go to G.8

G.8 [If No at G7] Are you considering joining a Trade Union? Yes..... ☐₁ No ☐₂

G.9 [INTERVIEWER CHECK] Check G6 and G7

Yes , Union/Staff assoc. at work & union member (Box 1,2,3 or 4 at G.6 AND Box 1 at G7) ☐₁ → Go to G.10

Yes, Union/Staff Assoc. at work but NOT Union memb. (1, 2, 3 or 4 ticked at G.6 AND Box 2 at G7) ☐₁ → Go to G.11

No Union/Staff Assoc. at workplace (Box 5 ticked at G.6) ☐₂ → Go to G.16

G.10 Are you currently a shop steward or Union representative in your workplace? [Q19] Yes.... ☐₁ No..... ☐₂

G.11 How effective or ineffective would you say the Trade Union or Staff Association is in representing your interests? [Q55]

Very Fairly Neither good Fairly Very
Good . ☐₁ Good ☐₂ nor bad..... ☐₃ Bad ☐₄ Bad ☐₅

G.12 I am going to read out 8 areas in your work. I would like you to tell me whether each one SHOULD BE a high priority issue or low priority issue for the Union or Staff Association: [Q57]

SHOULD BE:

High Priority Low Priority

- | | | |
|---|---|---------------------------------------|
| (a) pay and conditions in your job [a]..... | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| (b) changes concerning your job [b] | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| (c) decisions concerning the future of the company you work for [c]..... | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| (d) so called 'Family Friendly' or flexible working conditions [d]..... | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| (e) negotiating individual employment contracts [e]..... | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| (f) negotiating in-work training [f] | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| (g) working to ensure the future success/viability of the organisation..... | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| (h) working to ensure the future employment prospects of employees | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |

G.13 Some workplaces establish committees on which unions work with management to promote partnership and co-operation, or to improve the organisation's performance. Do union officers or shop stewards represent members on any such committees in your workplace? [Q20]

Yes ☐₁ → go to G.15 No..... ☐₂ → go to H.1 Don't Know ☐₃ → go to H.1

G.14 Do you personally participate in these committees? [Q21] Yes..... ☐₁ No ☐₂

G.15 In your opinion what affect do these types of committees have on the following in your workplace: [Q22]

Positive affect No affect Negative affect

- | | | | |
|--|---|---|---------------------------------------|
| (a) job satisfaction..... | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| (b) productivity or performance of the workforce | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| (c) pay and conditions | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| (d) employment security | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |
| (e) employees willingness to embrace change | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ | <input type="checkbox"/> ₃ |

Go to H.1

G.16 What do you think is the MAIN reason there is no union in your workplace? [Int: Read out options and Tick one box]

- | | |
|---|---------------------------------------|
| (a) Lack of interest..... | <input type="checkbox"/> ₁ |
| (b) Not needed | <input type="checkbox"/> ₂ |
| (c) Employer does not recognise unions | <input type="checkbox"/> ₄ |
| (d) Union does not good value for money | <input type="checkbox"/> ₅ |
| (e) Other reasons (please specify)..... | <input type="checkbox"/> ₆ |
| <hr/> | |
| (f) (Don't know) | <input type="checkbox"/> ₇ |

SECTION H: BACKGROUND DETAILS

H.1 Gender of respondent:_[Q58] Male ☐₁ Female ☐₂

H.2 Which of the following best describes your present marital status: _[Q59]

Married ☐₁ Living with a partner ☐₂ Separated/Divorced ☐₃ Widowed ☐₄ Single ☐₅

H.3 Is your husband/wife/partner currently in paid employment? Yes ☐₁ No ☐₂

H.4 [If yes,] Is that full time or part time employment? Full-time ☐₁ Part-time ☐₂

H.5 Could I ask your age at your last birthday: _[Q60] _____ years old

H.6 In which country were you born?

Ireland ☐₁

Elsewhere ☐₂

H.7 Have you lived outside the Republic of Ireland for a continuous period of one year or more?

Yes ☐₁ → Go to H.12 No ☐₂ → Go to H.12

H10 Please specify country:

H.11 When did you come to live in Ireland?

[Int: Year of last move to Ireland] _____

H.12 How likely is it that you will leave Ireland to live in another country in the next two years?

Very likely ☐₁ Likely ☐₂ Unlikely ☐₃ Very unlikely .. ☐₄

H.13 What is your ethnic or cultural background? _[census 2006] [Int: Read out A, B, C, D then prompt for detailed category]

(a) White or White Irish;

Irish ☐₁

Irish Traveller ☐₂

Any other white background ☐₃

(b) Black or Black Irish;

African ☐₄

Any other black background ☐₅

(c) Asian or Asian Irish;

Chinese ☐₆

Any other Asian background ☐₇

(d) Other including mixed background ☐₈ Please describe _____

H.14 How would you rate your written and spoken ENGLISH language skills:

Excellent ☐₁ Very good ☐₂ Good ☐₃ Fair ☐₄ Poor ☐₅

H.15 How old were you when you left full-time education for the first time?

_____ [age in years] Never left - Still in school/college ☐₁ → Go to H19

H.16 Since leaving full-time education have you spent 1 year or more when you were NOT in paid employment. By this I mean unemployed; on home duties; ill or disabled etc. _[Q61]

Yes ☐₁

No ☐₂

H.17 For approximately how long? _[Q62] _____ years

H.18 In total how many years have you worked in paid employment ...

(a) in Ireland _____ (number years worked in Ireland)

(b) Abroad _____ (number years worked abroad)

H.19 Which of the following best describes the highest level of education which you have completed to date: [Q63]

- (a) None/Primary Certificate or equivalent..... ☐₁ (e) PLC, Certificate or diploma ☐₅
 (b) Some secondary (no exam) ☐₂ (f) Third Level Bachelors Degree ☐₆
 (c) Junior/Inter/Group certificate/lower second level ☐₃ (g) Postgraduate diploma/degree ☐₇
 (d) Leaving Certificate/upper second level ☐₄ (h) Other (specify)..... ☐₈

H.19b In addition to the above, have you completed any technical or vocational training of at least one year's duration?

Yes..... ☐₁ → Go to H.19c

No ☐₂ → Go to H.20

H.19c What level of qualification did you receive?

Technical or Vocational <input type="checkbox"/> ₅ National Framework of Qualifications Levels 4 or 5 FETAC Level 4/5 Cert., NCVA Level 1/2, FÁS Specific Skills, Teagasc Cert. in Agricult., CERT Craft Cert. or equiv.
Advanced Certificate/Completed Apprenticeship <input type="checkbox"/> ₆ NFQ Level 6 FETAC Advanced Cert., NCVA Level 3, FÁS National Craft Cert., Teagasc Farming Cert., CERT Professional Cookery Cert. or equiv.
Higher Certificate <input type="checkbox"/> ₇ NFQ Level 6 NCEA/HETAC National Cert. or equivalent

H.20 How many persons aged 18 years or over, including yourself, live in your household? [Q64]_____ 18yrs+

H.21 Do you have any children living with you? [Q66a] Yes..... ☐₁ → How many? _____ No.... ☐₂ → Go to H.23

H.22 How old are your children or your partner's children) who live with you:

[Int: List ages of each child, from oldest to youngest]

H.23 In general would you say your health is...?

Excellent..... ☐₁ Very good..... ☐₂ Good..... ☐₃ Fair..... ☐₄ Poor ☐₅

H.24 Is your daily activity limited by a long term illness, health problem or disability?

Yes severely ☐₁ Yes, to some extent..... ☐₂ No..... ☐₃

H.25 Could you tell me whether any of the following form part of your pay and conditions at work? [Q26]

- | | Yes | No |
|---|---------------------------------------|---------------------------------------|
| a. Regular Increment | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| b. Employee share options, profit sharing or gain sharing | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| c. Bonus schemes | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| d. Merit/performance related pay | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |
| e. Non-monetary performance incentives | <input type="checkbox"/> ₁ | <input type="checkbox"/> ₂ |

H.26 [If Yes to H25c]

Is the amount of the bonus related to the performance ...

[Tick all that apply]

- Of the organisation or section/team ☐₁
 Of the individual..... ☐₂
 Not related to performance..... ☐₃
 Don't know..... ☐₉

Go to H.25 item d.

H.27 Are you a member of a company/ occupational pension scheme? Yes ☐₁ No ☐₂

H.28 You mentioned above [Int. See A.14, page 2 on number of hours worked per week] that you usually worked _____ hours per week. How often are you paid for that, is it weekly, monthly etc.? [Q68]

- Per week ☐ 1
 Per month ☐ 2
 Per year ☐ 3
 Per 2 weeks ☐ 4
 Per four weeks ☐ 5
 Per hour ☐ 5
 Other..... ☐ 5 (Please specify) _____

H.29a Could I ask about the approximate level of your GROSS or BEFORE TAX income from work? I'd like to assure you once again that all information you give me is entirely confidential. Remember that I don't know your name or address or anything which could identify you.

€ _____ amount [Go to H33] Don't Know/Refused ☐ 1 [Go to H29]

H.29b Could you tell me your NET or TAKE HOME PAY (Before Tax and PRSI)?

€ _____ amount [Go to H30] Don't Know/Refused ☐ 1 [Go to H31]

H.30 [IF PUBLIC SECTOR EMPLOYEE] Could I just check, if this is the amount before or after the PENSION LEVY was deducted?

Before (Pension Levy not deducted yet)..... ☐ 1 → Go to H.33 AFTER (pension Levy deducted) .. ☐ 2 → Go to H.33

H.31 I would just like to know into which broad category or group your income falls. If I were to read you out a number of categories would it be possible for you to tell me into which category your income would fall. I can read you the categories as either an amount per week, per month or per year. Which would you prefer?
 [Int: read categories from table from ONE of the columns, depending on respondent's preference]

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

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

H32 Could I just check, is this amount before or after Tax and PRSI?

Before tax and PRSI (higher, Gross)..... ☐ 1 After tax and PRSI, (lower, net, take-home) ☐ 2

H.33 [Interviewer: Record Time Interview ended (24 hour clock) ____ : ____ : ____]

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