

2005 ISSP MODULE ON WORK ORIENTATION

DRAFTING GROUP

Israel

([Noah Lewin-Epstein](#), convenor)

Germany

Hungary

Japan

South Africa

Venezuela

Notes to 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. Q-numbers in parentheses: question numbers in 1997 questionnaire. (N) = new in 2005

ISSP 2005 - WORK ORIENTATION

1(Q1). Suppose you could change the way you spend your time, spending more time on some things and less time on others.

Which of the things on the following list would you like to spend more time on, which would you like to spend less time on and which would you like to spend the same amount of time on as now?

PLEASE TICK ONE BOX ON EACH LINE

	Much more time	A bit more time	Same time as now	A bit less time	Much less time	Can't choose/	Doesn't Apply
a. Time in a paid job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Time doing household work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Time with your family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Time with your friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Time in leisure activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<Translation note: by "paid job" we mean a job that pays, regardless of whether salaried or self-employed.>

2(Q2). 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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I would enjoy having a paid job even if I did not need the money	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3(Q4) 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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. ... high income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. ... good opportunities for advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. ... an interesting job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. ... a job that allows someone to work independently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. ... a job that allows someone to help other people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. ... a job that is useful to society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. ... a job that allows someone to decide their times or days of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4(Q8). Suppose you were working and could choose between different kinds of jobs. Which of the following would you personally choose?

PLEASE TICK ONE BOX ONLY

- a. I would choose...
 ... being an employee 1
- ... being self-employed 2
- Can't choose 8

PLEASE TICK ONE BOX ONLY

- b. I would choose...
 ... working in a small firm 1
- ... working in a large firm 2
- Can't choose 8

PLEASE TICK ONE BOX ONLY

- c. I would choose...
 ... working in a private business 1
- ... working for the government or civil service 2
- Can't choose 8

5(N). 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. Employees have more job security than the self- employed	<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. Being an employee interferes more with family life than self-employment	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

6(N). 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. Trade unions are very important for the job security of employees	<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. Without trade unions the working conditions of employees would be much worse than they are	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> 8

7(Q9). 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.>

8(Q11). Are you currently working for pay?

PLEASE TICK ONE BOX ONLY

- Yes 1 **Please answer questions 9 to 27**
- No 2 **Please go to question 28**

<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:
PLEASE ANSWER QUESTIONS 9 - 27 ABOUT YOUR MAIN JOB**

9(Q13). 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 longer hours and earn more money | <input style="width: 30px; height: 20px;" type="checkbox"/> |
| Work the same number of hours and earn the same money | <input style="width: 30px; height: 20px;" type="checkbox"/> |
| Work fewer hours and earn less money | <input style="width: 30px; height: 20px;" type="checkbox"/> |
| Can't choose | <input style="width: 30px; height: 20px;" type="checkbox"/> |

10(Q14). 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 style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>
b. My income is high	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>
c. My opportunities for advancement are high	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>
d. My job is interesting	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>
e. I can work independently	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>
f. In my job I can help other people	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>
g. My job is useful to society	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>
h(N). My job gives me a chance to improve my skills.	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>	<input style="width: 30px; height: 20px;" type="checkbox"/>

<Clarification note – the question refers to one's main job if he or she have multiple jobs.>

11(Q15) 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	Some times	Hardly ever	Never	Can't choose
a. ... do you come home from work exhausted?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. ... do you have to do hard physical work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. ... do you find your work stressful?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. ... do you work in dangerous conditions?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12(Q16). 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 **I cannot change** them on my own
- I can decide the time I start and finish work, **within certain limits**
- I am entirely free** to decide when I start and finish work

13(N). 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
- I can decide how my daily work is organized, **within certain limits**
- I am not free** to decide how my daily work is organized
- Can't choose

14(N). 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 | <input type="checkbox"/> | <input type="checkbox"/> |
| Not too difficult | <input type="checkbox"/> | <input type="checkbox"/> |
| Somewhat difficult | <input type="checkbox"/> | <input type="checkbox"/> |
| Very difficult | <input type="checkbox"/> | <input type="checkbox"/> |
| Can't choose | <input type="checkbox"/> | <input type="checkbox"/> |

15(N). 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"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. ...the demands of your family life interfere with your job?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

16(Q19). 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 | <input type="checkbox"/> | <input type="checkbox"/> |
| A little | <input type="checkbox"/> | <input type="checkbox"/> |
| A lot | <input type="checkbox"/> | <input type="checkbox"/> |
| Almost all | <input type="checkbox"/> | <input type="checkbox"/> |
| Can't choose | <input type="checkbox"/> | <input type="checkbox"/> |

17(N). If you were to look for a new job, how helpful would your present work experience and/or job skills be?

PLEASE TICK ONE BOX ONLY

- | | |
|--------------------|---|
| Very helpful | <input style="width: 30px; height: 20px;" type="checkbox"/> |
| Quite helpful | <input style="width: 30px; height: 20px;" type="checkbox"/> |
| Not so helpful | <input style="width: 30px; height: 20px;" type="checkbox"/> |
| Not helpful at all | <input style="width: 30px; height: 20px;" type="checkbox"/> |
| Can't choose | <input style="width: 30px; height: 20px;" type="checkbox"/> |

18(N). 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 style="width: 30px; height: 20px;" type="checkbox"/> |
| No | <input style="width: 30px; height: 20px;" type="checkbox"/> |
| Can't choose | <input style="width: 30px; height: 20px;" type="checkbox"/> |

19(Q21). 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 style="width: 30px; height: 20px;" type="checkbox"/> | <input style="width: 30px; height: 20px;" type="checkbox"/> | <input style="width: 30px; height: 20px;" type="checkbox"/> | <input style="width: 30px; height: 20px;" type="checkbox"/> | <input style="width: 30px; height: 20px;" type="checkbox"/> | <input style="width: 30px; height: 20px;" type="checkbox"/> |
| b. ... between workmates/colleagues? | <input style="width: 30px; height: 20px;" type="checkbox"/> | <input style="width: 30px; height: 20px;" type="checkbox"/> | <input style="width: 30px; height: 20px;" type="checkbox"/> | <input style="width: 30px; height: 20px;" type="checkbox"/> | <input style="width: 30px; height: 20px;" type="checkbox"/> | <input style="width: 30px; height: 20px;" type="checkbox"/> |

20(Q22). How satisfied are you in your (main) job?

PLEASE TICK ONE BOX ONLY

Completely satisfied	<input style="width: 30px; height: 20px;" type="checkbox"/> 1
Very satisfied	<input style="width: 30px; height: 20px;" type="checkbox"/> 2
Fairly satisfied	<input style="width: 30px; height: 20px;" type="checkbox"/> 3
Neither satisfied nor dissatisfied	<input style="width: 30px; height: 20px;" type="checkbox"/> 4
Fairly dissatisfied	<input style="width: 30px; height: 20px;" type="checkbox"/> 5
Very dissatisfied	<input style="width: 30px; height: 20px;" type="checkbox"/> 6
Completely dissatisfied	<input style="width: 30px; height: 20px;" type="checkbox"/> 7
Can't choose	<input style="width: 30px; height: 20px;" type="checkbox"/> 8

<Clarification note – the question refers to one’s main job if he or she have multiple jobs.>

21(Q23). 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 style="width: 30px; height: 20px;" type="checkbox"/> 1	<input style="width: 30px; height: 20px;" type="checkbox"/> 2	<input style="width: 30px; height: 20px;" type="checkbox"/> 3	<input style="width: 30px; height: 20px;" type="checkbox"/> 4	<input style="width: 30px; height: 20px;" type="checkbox"/> 5	<input style="width: 30px; height: 20px;" type="checkbox"/> 8
b. I am proud to be working for my firm or organization	<input style="width: 30px; height: 20px;" type="checkbox"/> 1	<input style="width: 30px; height: 20px;" type="checkbox"/> 2	<input style="width: 30px; height: 20px;" type="checkbox"/> 3	<input style="width: 30px; height: 20px;" type="checkbox"/> 4	<input style="width: 30px; height: 20px;" type="checkbox"/> 5	<input style="width: 30px; height: 20px;" type="checkbox"/> 8
c. I would turn down another job that offered quite a bit more pay in order to stay with this organization	<input style="width: 30px; height: 20px;" type="checkbox"/> 1	<input style="width: 30px; height: 20px;" type="checkbox"/> 2	<input style="width: 30px; height: 20px;" type="checkbox"/> 3	<input style="width: 30px; height: 20px;" type="checkbox"/> 4	<input style="width: 30px; height: 20px;" type="checkbox"/> 5	<input style="width: 30px; height: 20px;" type="checkbox"/> 8

22(N). 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"/> |

23(N). How difficult or easy do you think it would be for your firm or organization to replace you if you left?

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"/> |

24(Q25). 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"/> |

25(Q26). 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"/>		<input type="checkbox"/>	
I worry to some extent		<input type="checkbox"/>		<input type="checkbox"/>	
I worry a little		<input type="checkbox"/>		<input type="checkbox"/>	
I don't worry at all		<input type="checkbox"/>		<input type="checkbox"/>	

26(N). 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
In order to avoid unemployment I would be willing ...						
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"/>

27(N). In addition to your main job, do you do any other work for additional income?

PLEASE TICK ONE BOX ONLY

No		<input type="checkbox"/>		<input type="checkbox"/>	
Yes, mostly as an employee		<input type="checkbox"/>		<input type="checkbox"/>	
Yes, mostly on a self-employed basis		<input type="checkbox"/>		<input type="checkbox"/>	
Yes, other		<input type="checkbox"/>		<input type="checkbox"/>	

PLEASE ANSWER QUESTIONS 28 - 36 IF YOU ARE NOT CURRENTLY WORKING FOR PAY

28. Have you ever had a paid job for one year or more?

PLEASE TICK ONE BOX ONLY

Yes

Please answer questions 29 to 36

No

Please go to question 31

29. When did your last paid job end?

In _____ (year)

30. What was the main reason that your job ended?

PLEASE TICK ONE BOX ONLY

I reached retirement age

I retired early, by choice

I retired early, **not** by choice

I became (permanently) disabled

My place of work shut down

I was dismissed

My term of employment/contract ended

Family responsibilities

I got married

31. Would you like to have a paid job, either now or in the future?

PLEASE TICK ONE BOX ONLY

Yes 1

No 2

32. How likely do you think it is that you would find a job?

PLEASE TICK ONE BOX ONLY

Very likely 1

Likely 2

Unlikely 3

Very unlikely 4

Can't choose 8

33. Are you currently looking for a job?

PLEASE TICK ONE BOX ONLY

Yes 1

No 2

34. Thinking about the last 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"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Registered at a private employment agency?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
c. Answered advertisements for jobs?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
d. Advertised for a job in newspaper or journals?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
e. Applied directly to employers?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
f. Asked relatives, friends, or colleagues to help you find a job?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

35(N). Over the past 12 months, have you had any training to improve your job skills?

PLEASE TICK ONE BOX ONLY

Yes	<input type="checkbox"/> 1
No	<input type="checkbox"/> 2
Can't choose	<input type="checkbox"/> 8

36. What is your main source of economic support?

PLEASE TICK ONE BOX ONLY

- | | |
|----------------------------|--------------------------|
| Pension (private or state) | <input type="checkbox"/> |
| Unemployment benefits | <input type="checkbox"/> |
| Spouse/partner | <input type="checkbox"/> |
| Other family members | <input type="checkbox"/> |
| Social assistance/welfare | <input type="checkbox"/> |
| Occasional work | <input type="checkbox"/> |
| Other | <input type="checkbox"/> |

<"Economic support" is not just financial support. It includes such things as food, clothing, and accomodation>

Optional Background Variables

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
I see myself as someone who...						
a. ...is reserved	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. ...is generally trusting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. ...does a thorough job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. ...is relaxed, handles stress well	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. ...has an active imagination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. ...is outgoing, sociable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. ...tends to find fault with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. ...tends to be lazy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. ...gets nervous easily	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. ...has few artistic interests	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>