



The 6th Korean Working Conditions Survey

This material is a form of questionnaire used for the **6th Korea Working Conditions Survey (KWCS)** in 2020-2021 to collect responses from employees of ages over 15 years old.

※ Who are Employees?

- 1) Those worked over 1 hour in the working environment during the period of this survey to earn respective incomes.
- 2) Unpaid family workers, temporary leave status (childcare, other reasons, etc.), and other workers (workers in special employment types) are included in the survey target of this kwcs even if they did not work for the purpose of 'income' in the week prior to the survey date.

This form of questionnaire was developed based on the form of questionnaire originally employed in the **2020 European Working Conditions Survey (EWCS)** ; and the Korean and English versions of the form are currently available.

The copyright of each question contained in the form of questionnaire is reserved by the **Eurofound**, the dedicated institution in charge of European Working Conditions Survey (www.eurofound.europa.eu) ; and the domestic copyright thereof is reserved by the **Occupational Safety and Health Research Institute (OSHRI)** based on the **MOU concluded between Eurofound and OSHRI**.

To use this forms of questionnaire, please make an inquiry to the POC (Point of Contact) in the Department of Policy & Institutional Research in OSHRI.

- How to Contact

- 1) Please follow the following sequence of Menu Selection: Access to the Homepage of OSHRI (www.kosha.or.kr/eoshri) → Resources → KWCS → Data set and Questionnaires download available
- 2) Or, you may send an Email to kwcs@kosha.or.kr

The information necessary for the use of the forms of questionnaire can be found from the User's Guide prepared therefor.

Notice: The Survey is the nationally authorized one and that will be carried out based on the **Provisions 1 and 2 of the Article 33 and the Article 18** in the Statistics Law.

(Authorization No.380002)

SQ4) Region area 1/2/3/4/5/6	1. Seoul	2. Busan	3. Daegu	4. Incheon	5. Gwangju	6. Daejeon
	7. Ulsan	8. Sejong	9. Gyeonggi	10. Gangwon	11. Chungbuk	12. Chungnam
	13. Junbuk	14. Junnam	15. Gyeonbuk	16. Gyeongnam	17. Jeju	

QUESTIONS HH1~HH3 BELOW ARE TO SELECT 1 RESPONDENT FROM AMONGST YOUR HOUSEHOLD MEMBERS.

HH1

ANSWER ALL **hh_num** 1/2/3/4/5/6

Including yourself, can you please tell me how many people live in this household?

people

NOTE

- Fill in the table below according to the number of family members you have indicated. Exclude family members who do not live with you, are away for military service or are incarcerated

HH2

ANSWER ALL

Now thinking about the other members of your household.

NOTE

- Provide your responses for each person in questions A~E in the order from oldest to youngest
- For one-person households, answer "A) Gender" ~ "C) Status of Economic Activities" then go to **1**
- If ① or ② in "C)" does not apply to any of your family members, you may stop answering the survey

A) What gender of his/her is? **hm_gender** 1/2/3/4/5/6

B) How old is he/she? **hm_year** 1/2/3/4/5/6

C) Please look at this **SHOW CARD C** and tell me which of these categories describes your current situation the best? **hm_estat** 1/2/3/4/5/6

NOTE

- The final respondent will be randomly selected from family members whose economic activity status falls under ① or ② in questions C

D) Please check(✓) the final respondents selected by the tablet PC. **hm_target** 5/6

NOTE

- Check(✓) the final respondent randomly selected on the tablet (present screen) in "D"

HH3

ANSWER ALL, FOR FINAL RESPONDANTS **1/2/3/4/5/6**

What is your relationship with the final respondents? Please choose from **SHOW CARD HH3** and write down your number.

Category	HH2 hm						HH3 Relationship with Final Respondents hm_rel_t
	A) Gender hm_gender		B) Year of birth hm_year	C) Principal Economic Status hm_estat	D) Final Respondents target		
	Male	Female	[write year]	SHOW CARD C	[✓ remark]		
Household member1	1	2					
Household member2	1	2					
Household member3	1	2					
Household member4	1	2					
Household member5	1	2					
Household member6	1	2					
Household member7	1	2					
Household member8	1	2					
Household member9	1	2					
Household member10	1	2					

ELIGIBLE SUBJECT FOR THIS SURVEY

1. Employee, Employer/self-employed, Unpaid Family Workers*

* Unpaid Family Workers:

Persons who work at least 1/3 of the regular working hours at his/her own family or relative's sole proprietor business without receiving any wages (not limited to the same household)

2. Temporary retirement due to childcare, disease, accident and other reasons.

INELIGIBLE SUBJECT FOR THIS SURVEY

3. Non-employed (unemployed)

4. Full time homemaker(in charge to be responsible for ordinary shopping and looking after the home)**

5. In education (at school, university, etc.)/student**

** Although the family member is a "full-time homemaker" or "student", respond with '01. Wage worker or employer/self-employed/unpaid family worker' if he or she has worked more than 1 hour to earn income in the week preceding this survey

6. Others

7. Under 15 years of age (born after 2006)

**SHOW
CARD
C**

**SHOW
CARD
HH3**

00. Respondents	01. Spouse/partner	02. Son/Daughter	03. Parents
04. Spouse's parents	05. Paternal grandparents	06. Maternal grandparents	07. Son/daughter-in-law
08. Son's son/daughter	09. Daughter's son/daughter	10. Brother/sister	11. Spouse's brother/sister
12. Blood relatives	13. Non-blood relatives (Friends etc.)		

1

ANSWER ALL country 2/3/4/5/6

Were you born in this country?

1. Republic of Korea
2. Other Countries (country_etc 4/5/6)
8. DK/no opinion
9. Refused

You will now be asked a few basic questions on the type of work you do.

If you have more than two jobs, distinguish your 「main job」 from 「other jobs (side job)」. When referring to both your 「main job」 and 「other jobs」, the expression 「all jobs」 will be used.

・ 「MAIN JOB」 : Refers to the job which you think is most important from all the jobs you do to receive an income

・ 「OTHER JOB」 : Refers to jobs other than your main job

2

ANSWER ALL, IN ALL JOBS job1 6

Do you have one, or more than one job or business?

NOTE □ INVESTMENTS ON DEVELOPMENT, PARTTIME JOBS (DESIGNATED DRIVING SERVICE, DELIVERY, ETC.) AND LABOR ACTIVITIES OR COPYRIGHT INCOME THROUGH PLATFORM SERVICES ALL FALL UNDER OTHER JOBS

1. One job or business
2. Two job or business
3. More than two job or business
8. DK/no opinion
9. Refused

Go to 3

2-1

ANSWER IF Q2=② OR ③, IN YOUR OTHER JOB job2 6

Aside from your main job, are these other jobs or businesses regular or occasional work? 'REGULAR' is defined as at least 30 minutes per week.

1. Regular
2. Occasional
3. BOTH regular and occasional
8. DK/no opinion
9. Refused

2-2

ANSWER IF Q2=② OR ③, IN YOUR OTHER JOB job3 6

What is your main reason for having more than one job?

1. To make ends meet
2. To have additional earnings
3. To build up my own business
4. For enjoyment
5. To gain experience
6. Other ()
8. DK/no opinion
9. Refused

Where did you work last week? Explain in detail the type of work you do.

NOTE

- This question is to categorize your line of work. You must input your answer in detail in order to find the appropriate business classification
- Specify the 「Name of company (workplace)」 to the lowest possible unit such as ‘Seoul Regional Military Manpower Administration’. For housekeepers who work in a different place each day or in many places throughout the day, respond with answers such as ‘homes of other people’
- The 「Work usually carried out by company (workplace)」 does not refer to the type of work you do but refers to the business activities of the company you belong to. Please input the name of products your company sells wholesale ·retails as well as those that are professionally handled

Name of company(workplace)	
Work usually carried out by company(workplace) (※ does not refer to the type of work you do)	

What type of work did you do at your workplace (company) last week?

NOTE

- This question is to classify your occupation. You must input your answer in detail so that it may be possible determine the appropriate category
- Do not input answers like office worker, government employee, commerce for 「Work you do」. Provide a summary of the work you did last week work (company, factory, etc.) with details on location, work methods, etc
- Instead of inputting 「job titles」 such as section chief, manager, department head, input your specific title which shows the type of work you do such as chief of accounting section(level 6), manager of facilities department, team leader of production team 1, senior researcher, nursing assistant

Work you do	
Job titles	
Work Place (or department name)	

Are you working as an employee or are you self-employed?

NOTE

□ IF YOU ARE ON A LEAVE OF ABSENCE, TELL US YOUR FORM OF EMPLOYMENT BEFORE YOUR LEAVE

1. Self-employed without employees

Persons who only conducts business on his/her own or with one or more partners (including unpaid family members) and do not employ workers that provide continuous* labor

* If laborers are hired regularly even if it is one day out of the week (ex: employed only on Sundays), it is deemed as having continuity

- **'Platform laborers'** (form of employment where labor is traded through digital platforms such as applications, SNS, etc.) **are considered to be 'self-employed without employees'**

2. Self-employed with employees

Persons who conducts business by employing one or more workers that provide continuous labor

3. Employee ⇒ Go to 6

Workers who works by entering into employment contracts, either expressly or implicitly, with an individual, household or company and, in return for such work, receives wages, salary, daily wage, wages in kind, etc.

- **'Special type labor workers'** (individuals who are dependents of a contracted employer such as insurance planners, home-study teachers, door-to-door salesmen, and designated drivers but earn income based on their accomplishments in providing products and services to customers) **are also deemed as a '3. Employee'**

4. Unpaid-family workers ⇒ Go to 14

Persons who work at least 1/3 of the regular working hours at his/her own family or relative's sole proprietor business without receiving any wages (not limited to the same household)

- **If receiving 'wage', such person shall be deemed as a '3. Employee'**

5-1

ANSWER IF YOU ARE SELF-EMPLOYED(Q5=① or ②), IN YOUR MAIN JOB

selfemp_cate 5/6

Please select the category or categories which apply to your job?

1. Working for yourself
2. Director of own business
3. A partner in a business or professional practice
4. Working as a sub-contractor / contractor
5. Doing freelance work
6. Paid a salary or a wage by an agency
7. Working by using digital platforms such as applications and SNS
8. Other (please specify : _____)
88. DK/no opinion
99. Refused

⇒ Go to 12

THE FOLLOWING QUESTIONS ARE FOR CLASSIFYING THE CHARACTERISTICS OF 'EMPLOYEES (Q5=③)'. BASE YOUR ANSWERS ON YOUR 'MAIN JOB'.

◆ SELF-EMPLOYED (Q5=①, ②) ⇒ Go to 12, UNPAID-FAMILY WORKERS (Q5=④) ⇒ Go to 14

6 ANSWER IF YOU ARE AN EMPLOYEE(Q5=③), IN YOUR MAIN JOB emp_stat 2/3/4/5/6

Which of the following is the type of employment under your contract?

1. Full-time employee

- A worker with no limitation on the period of employment or who has at least a one year term for the employment contract or, for those with no employment contracts, a person who is subject to personnel management regulations by entering the company through an established hiring process or who is guaranteed to be paid severance

2. Temporary employee

- A worker who has an employment contract with a term of at least one month but less than one year or, for those with no employment contracts, a person who is hired due to the needs of a particular business

3. Day employee

- A worker who has an employment contract with a term of less than one month or a person who works and receives daily wages or daily pay as compensation for work and is hired on a daily basis

7 ANSWER IF YOU ARE AN EMPLOYEE(Q5=③), IN YOUR MAIN JOB emp_con_term 1/2/3/4/5/6

Did you set an employment contract period when you were hired?

1. Set

- If you have a fixed date where your employment expires
- If your employment ends upon completion of a particular job
- If you and employer (user) have orally (promise or contract) decided upon the employment period

8. DK/no opinion

9. Refused → Go to 8

7a ANSWER IF Q7=①, IN YOUR MAIN JOB

How long is the period of your employment contract?

emp_con_period
1/2/3/4/5/6

NOTE

- IF LESS THAN 1 YEAR, CODE '00' IN BOX 'YEAR(S)' AND WRITE THE NUMBER OF MONTHS IN BOX 'MONTH(S)'

emp_con_period_y 2/3/4/5/6 year(s) emp_con_period_m 2/3/4/5/6 month(s)

77. Less than 1 month

88. DK/no opinion

99. Refused

7b ANSWER IF Q7=①, IN YOUR MAIN JOB

Has the current contract(period) of the job you worked last week been repeated-renewed?

1. Yes

2. No (Only if within the initial contract period)

⇒ Go to 7d

2. Not set (In case of 'retirement age' answer 'not set')

- If you work without having signed an employment contract such as day-to-day construction worker, housekeeper, caregiver, etc
- If you work at a lifelong workplace which does not have a fixed employment period
- If employment until retirement age is guaranteed
- If an employment period is not fixed even if an annual salary contract is signed each year

7c ANSWER IF Q7=②, IN YOUR MAIN JOB

If you got a job, does it need you take a few days or weeks?

emp_noncon
1/2/3/4/5/6

NOTE

- EXAMPLE: A CONSTRUCTION WORKER, HOUSEKEEPER, CARE WORKER, ETC.

1. Yes

2. No ⇒ Go to 7d

8. DK/no opinion

9. Refused

Go to 8

7d

ANSWER IF Q7=① OR Q7c=②, IN YOUR MAIN JOB **emp_keep** 1/2/3/4/5/6

If your company been shut down or under adjustment of employment, do you think you will be able to keep the job?

1. Yes →

2. No

8. DK/no opinion

9. Refused → Go to 8

7e

ANSWER IF Q7d=①, IN YOUR MAIN JOB

Why did you answer "Yes"?

**emp_ke
ep2**
2/3/4/5/6

1. Contract without the term of employment

2. Repetition/renewal of contract

3. Implied employment practice

4. Other ()

8. DK/no opinion

9. Refused

⇒ Go to 8

7f

ANSWER IF Q7d=②, IN YOUR MAIN JOB **emp_expect** 5/6

How much longer do you expect to work at the workplace you worked last week?

1. A year and less ⇒ month(s) 2. More than 1 year to less than 2 years

3. More than 2 years

8. DK/no opinion

9. Refused

7g

ANSWER IF Q7d=②, IN YOUR MAIN JOB **emp_expect2** 2/3/4/5/6

Why did you answer "No"?

1. Contract term terminated

2. Implied and habitual termination of contract term

3. Employed under the condition of quitting the job when the employer says so (temporary employment, etc)

4. Done with the work (project)

5. Former employee returns

6. Could work for specific seasons

7. Looking for other job due to aptitude, working condition, ability, and other reasons

8. Retiring age according to policy

9. Studies, family support, health, etc

10. Company's management decision

11. Other ()

88. DK/no opinion

99. Refused

8

ANSWER IF YOU ARE AN EMPLOYEE(Q5=③), IN YOUR MAIN JOB **emp_fptime** 2/3/4/5/6

What type of your working hours is?

1. Full-time work

- Applies to individuals who work during the work hours specified by the workplace(job)
- If the job requires 36 hours of labor per week, it is categorized as "full-time work"
- Most cases of labor more than 8 hours a day can be classified as "full-time work"
- Labor in double/triple shifts or on alternating days can also be classified as "full-time work"

2. Part-time work

- Workers whose working hours set to work at the workplace (job) are shorter than that of workers performing the same type of work at the same workplace, even by one hour
- If you work less than 36 hours per week, it is considered "part-time work"
- If the work hour is set to less than 36 hours per week when starting jobs (when signing the employment contract) such as part-time jobs

8. DK/no opinion

9. Refused

9 ANSWER IF YOU ARE AN EMPLOYEE(Q5=③), IN YOUR MAIN JOB emp_wage 1/2/3/4/5/6

Did you received wages from the workplace, dispatch company, or service company?

1. Workplace (worked last week)

2. Dispatch company

- Form of work carried out through commands or orders given by the business owner to which a worker is dispatched to after being hired by a dispatch company

3. Service company

- Form of work where laborer is hired by a contractor and made to work at another company under a consignment contract (Example: Cleaning service company, security service company, etc.)

8. DK/no opinion

9. Refused

10 ANSWER IF YOU ARE AN EMPLOYEE(Q5=③), IN YOUR MAIN JOB emp_stat_sp 1/2/3/4/5/6

Does your income correspond to how many clients you meet and you provide prizes or services (performance based earning system)?

NOTE

□ EXAMPLE: INSURANCE PLANNERS, HOME-SCHOOL TEACHERS, DELIVERY PERSONS, DISPATCH RIDERS, GOLF CADDIES, CONCRETE MIXER TRUCK DRIVERS, ETC.

1. Yes

2. No

8. DK/no opinion

9. Refused

11 ANSWER IF YOU ARE AN EMPLOYEE(Q5=③), IN YOUR MAIN JOB emp_place 2/3/4/5/6

Where did you usually work last week?

NOTE

□ HOUSEKEEPERS, BABYSITTERS(NANNIES), RESIDENT TUTORS, AND HOME-STUDY TEACHERS ARE CONSIDERED TO WORK '2. Designated place other than place of work or office'

1. Household

2. Designated place other than place of work or office

8. DK/no opinion

9. Refused

⇒ Go to 14

FROM NOW ON, THESE ARE QUESTIONS RELATED TO SELF-EMPLOYED OR EMPLOYERS (Q5=① OR ②).

◆ EMPLOYEES (Q5=③) OR UNPAID-FAMILY WORKERS (Q5=④) ⇒ Go to 14

12 ANSWER IF YOU ARE SELF-EMPLOYED(Q5=① or ②), IN YOUR MAIN JOB

Regarding your business, do you...?

Question	Yes	No	DK/no opinion	Refused
A) Have the authority to hire or dismiss employees selfemp_re1 5/6	1	2	8	9
B) Get paid an agreed fee on a weekly or monthly basis selfemp_re2 5/6	1	2	8	9
C) Have employees working for you selfemp_re3 5/6	1	2	8	9
D) Generally, have more than one client or customer selfemp_re4 5/6	1	2	8	9
E) Have the authority to find new customers selfemp_re5 6	1	2	8	9

13 ANSWER IF YOU ARE SELF-EMPLOYED(Q5=① or ②), IN YOUR MAIN JOB selfemp_be 5/6

When you became self-employed, was it mainly through your own personal preference or because you had no better alternatives for work?

1. Mainly through own personal preferences

2. No other alternatives for work

3. A combination of both

4. Neither of these reasons

8. DK/no opinion

9. Refused

FROM NOW ON, THESE ARE QUESTIONS ABOUT WORKING HOURS AND THE GENERAL STATUS OF THE WORKPLACE. PLEASE ANSWER TO ALL QUESTIONS.

14

ANSWER ALL, IN YOUR MAIN JOB **wtime_con1 6**

Does your employment contract for your main job include the number of hours that you are expected to work?

1. Yes

2. No

8. Don't know

9. Refused

14-1

ANSWER IF Q14=①, IN YOUR MAIN JOB

wtime_con2 6

How many working hours are you expected to work in a usual week or other specified working period?

NOTE

- ZERO (0) IS NOT ALLOWED
- IF 30 MINUTES OR MORE, ROUND UP TO NEXT HOUR
- EXCLUDE LUNCH BREAK
- ONLY ONE CRITERIA THAT ARE EASY TO RESPOND TO BELOW

Number of hours per day

wtime_con2_day

Number of hours per week

wtime_con2_week

Number of hours per month

wtime_con2_month

14-2

ANSWER IF Q14=②, ⑧, ⑨, IN YOUR MAIN JOB

wtime_con3 6

Which of these apply to your employment contract of your job?

1. I am paid upon completion of tasks or activities
2. I am not guaranteed any hours (Example: Simultaneous interpreter, Event Agency, etc.)
3. I am paid for a minimum number of hours for a defined period even if these hours are not worked
4. None of these
8. DK/no opinion
9. Refused

15

ANSWER ALL, IN YOUR MAIN JOB **wday 1/2/3/4/5/6**

How many days per week (or per month) do you usually work in your main job?

Number of days per week **wday_week** (or per month **wday_month**)

88. Don't know

99. Refused

16

ANSWER ALL, IN ALL JOBS

How many hours do you actually work at your workplace in a week or a month?

NOTE

- EXPLAIN THIS EXCLUDE LUNCH BREAK AND TIME SPENT TRAVELLING TO AND FROM WORK
- IF 30 MINUTES OR MORE, ROUND UP TO NEXT HOUR

Question	Number of hours per week
1) MAIN JOB wtime 1/2/3/4/5/6	<input type="text"/> wtime_week hour(s)
2) OTHER(SIDE) JOB wtime2 1/2/3/4/5/6	<input type="text"/> wtime2_week hour(s)

OR

Number of hours per month
<input type="text"/> wtime_month hour(s)
<input type="text"/> wtime2_month hour(s)

OR

888. Don't know

999. Refused

17

ANSWER ALL, IN ALL JOBS

ctime 1/2/3/4/5/6

In total, how many minutes per day do you usually spend travelling from home to work and back?

Number of minutes per day

777. 0 minute / Does not apply (Working at home)

888. DK/no opinion

999. Refused

18

ANSWER ALL, IN ALL JOBS

ptime 2/3/4/5/6

Provided that you could make a free choice regarding your working hours and taking into account the need to earn a living: how many hours per week would you prefer to work at present?

NOTE

- Write the desired working hours per week regardless of feasibility but write the desired working hours per week on the premise that you must earn your living expense because your income increases if work hours increase and decreases if work hours decrease
- For reference, according to the Labor Standards Act in Korea, the statutory working hours per week is 40 hours per week, and the allowed additional overtime hours are 12 hours per week

Number of hours per week ptime_week (or per month ptime_month)

777. The same number of hours as currently

888. DK/no opinion

999. Refused

19

ANSWER ALL, IN YOUR MAIN JOB

wsector 1/2/3/4/5/6

Which one of the following applies to your work place?

1. The private sector

- Company/organization owned by private and not related to government

2. The public sector

- Central government/local government/public institution/state-owned school/hospital/university etc

3. A joint private-public organisation or company

- Public enterprise that government/local government has the share, but private capital invested

4. The not-for-profit sector or an NGO

- Not state-owned, purpose of 'not-for-profit'/civil society organization such as the Korea National Red Cross, YMCA, the Citizens Coalition for Economic, environment movement organization, etc

5. Other (please specify : wsector_etc)

8. DK/no opinion

9. Refused

How many people in total work at your workplace, that is at the local site where you work?

- 20-1** If you have only one workplace (business), select the number of employees in 「workplace (business) where you work」 from the choices below and write down the number.
If there are multiple workplaces (head office + branch offices), select the number of employees in “workplace (business) where you work” and the total number of employees including the head office and branch offices from the **CHOICES** and write the answer for each.

NOTE

- If you are working in a workplace (business) or in the field, general household, business, or group without a fixed place of work, such as dispatched work or service work, respond based on the workplace where you currently work the most
- In the case of self-employed persons running a franchise business, provide a response based on the stores where the respondent is the owner of the business

20	① one place	② several places
20-1	↓	↓
(A) The number of employees you currently work for	(comp_size2 5/6)	(comp_size3 5/6)
(B) Total number of employees (Headquarters+Branch)		(comp_size4 1/2/3/4/5/6)

- | | | |
|--------------------------------|-----------------|---------------------|
| 1. 1 (interviewee works alone) | 2. 2~4 | 3. 5~9 |
| 4. 10~29 | 5. 30~49 | 6. 50~99 |
| 7. 100~249 | 8. 250~299 | 9. 300~499 |
| 10. 500~999 | 11. 1,000~1,999 | 12. more than 2,000 |
| 88. DK/no opinion | 99. Refused | |

**CHOI
-CES**

- ◆ If you have responded that you work at “① one place”, “① 1 person (I work alone)” ⇒ Go to **24**
- ◆ If you have responded that you work at “① multiple places” and number of employees in 「workplace (business) where you work」 is “① 1 person (I work alone)” ⇒ Go to **23**
- ◆ If the number of employees in other workplace (business) is more than 2 persons ⇒ Go to **21**

Approximately how many of them are female?

- | | |
|--------------------------------|-------------------|
| 1. None or nearly none of them | 2. Less than half |
| 3. About half | 4. More than half |
| 5. All or nearly all of them | |
| 8. DK/no opinion | 9. Refused |

At your place of work, are workers there with the same job title as you ...?
By same job title I mean workers who do the same or a similar job.

- | | |
|---|---------------------------------------|
| 1. Mostly men | 2. Mostly women |
| 3. Approximately equal numbers of men and women | 4. Nobody else has the same job title |
| 8. DK/no opinion | 9. Refused |

23

ANSWER ALL, IN YOUR MAIN JOB

How many people work under your supervision, for whom pay increases, bonuses or promotion depend directly on you?

(Please note that the respondents should include people at other sites too)

comp_
emp

1/2/3/4/5/6

NOTE

- Even if you do not work in the same location, include if it directly affects salary increase, bonuses, or promotions
- Does not apply if you manage projects of your department(team) but it does not affect salary increases and bonuses or promotions

people(s)

0. None

8888888. DK/no opinion

9999999. Refused

24

ANSWER ALL, IN YOUR MAIN JOB

How many years have you been in your company or organisation?

wdura-
tion

1/2/3/5/6

NOTE

- IF 6 MONTHS OR MORE, ROUND UP TO NEXT YEAR
- BY 'COMPANY', WE MEAN THE ORGANISATION AS A WHOLE AND NOT THE LOCAL UNIT
- COUNT ALL TIME REGARDLESS OF CONTRACT STATUS OR POSITION HELD
- IN SOME CASES, OWNERSHIP OF THE COMPANY (AND ITS NAME) MAY HAVE CHANGED, HOWEVER IF RESPONDENT FEEL THEY HAVE BEEN WORKING FOR THE SAME COMPANY THIS CAN BE ACCEPTED
- CALCULATE FROM THE DAY YOU FIRST STARTED WORKING IF YOU HAVE SIMPLY MOVED STORES WITHIN THE SAME INDUSTRY

wduration_y year(s)

0. Less than 1 year 77. Not applicable

88. DK/no opinion 99. Refused

25

ANSWER ALL, IN YOUR MAIN JOB

During the last three years (or since you started your job), has the number of employees at your workplace increased, stayed the same or decreased?

ch_dow
nsizing

6

1. Increased a lot 2. Increased a little
3. No change
4. Decreased a little 5. Decreased a lot
8. DK/no opinion 9. Refused

26

ANSWER ALL, IN YOUR MAIN JOB

During the last three years (or since you started your job) have the following changes occurred at your current workplace which affected your immediate working environment?

Question	Yes	No	DK/no opinion	Refused
A) New processes or technologies were introduced ch_tech	1	2	8	9
B) Substantial restructuring or reorganization was carried out ch_restruct			8	9

27

ANSWER ALL, IN YOUR MAIN JOB 6

During the last 3 years (or since you started your job), have any of these been introduced at your company or organisation?

27-1

ANSWER IF Q27=①, IN YOUR MAIN JOB

Have substantially affected the way you work?

Question	27 Introduced					27-1 substantially affected the way you work				
	Yes	No	DK/no opinion	Refused		Yes, positively	Yes, negatively	No	DK/no opinion	Refused
A) New or significantly changed information and communication tools ch_ic	1	2	8	9	ch_ic_a	1	2	3	8	9
B) New or significantly changed methods of work ch_me		2	8	9	ch_me_a	1	2	3	8	9
C) New or significantly changed products or services ch_ps		2	8	9	ch_ps_a	1	2	3	8	9

Please tell me, using the following scale, are you exposed at work to...

NOTE

- THESE QUESTIONS ARE FOR THE INDIVIDUAL RESPONDENT. IT IS NOT A QUESTION ABOUT THE ENTIRE WORKPLACE THE RESPONDENT IS WORKING

Question	All of the time	Almost all of the time	Around 3/4 of the time	Around half of the time	Around 1/4 of the time	Almost never	Never	DK/no opinion	Refused
A) Vibrations from hand tools, machinery etc. hazard_phy1		2	3	4	5	6	7	8	9
B) Noise so loud that you would have to raise your voice to talk to people hazard_phy2	1	2	3	4	5	6	7	8	9
C) High temperatures which make you perspire even when not working hazard_phy3	1	2	3	4	5	6	7	8	9
D) Low temperatures whether indoors or outdoors hazard_phy4	1	2	3	4	5	6	7	8	9
E) Breathing in smoke, fumes (such as welding or exhaust fumes), powder or dust (such as wood dust or mineral dust) etc. hazard_phy5	1	2	3	4	5	6	7	8	9
F) Breathing in vapours such as solvents and thinners hazard_phy6	1	2	3	4	5	6	7	8	9
G) Handling or being in skin contact with chemical products or substances hazard_phy7	1	2	3	4	5	6	7	8	9
H) Tobacco smoke from other people hazard_phy8	1	2	3	4	5	6	7	8	9
I) Handling or being in direct contact with materials which can be infectious, such as waste, bodily fluids, laboratory materials etc. hazard_phy9		2	3	4	5	6	7	8	9

Please tell me, using the same scale, does your main paid job involve...

Question	All of the time	Almost all of the time	Around 3/4 of the time	Around half of the time	Around 1/4 of the time	Almost never	Never	DK/no opinion	Refused
A) Tiring or painful positions (except standing or sitting) hazard_erg1	1	2	3	4	5	6	7	8	9
B) Lifting or moving people hazard_erg2	1	2	3	4	5	6	7	8	9
C) Carrying or moving heavy loads hazard_erg3	1	2	3	4	5	6	7	8	9
D) Standing hazard_erg4	1	2	3	4	5	6	7	8	9
E) Sitting hazard_erg5 5/6	1	2	3	4	5	6	7	8	9
F) Repetitive hand or arm movements hazard_erg6	1	2	3	4	5	6	7	8	9
G) Dealing directly with people who are not employees at your workplace such as customers, passengers, pupils, patients etc. hazard_psy1		2	3	4	5	6	7	8	9
H) Handling angry clients, customers, patients, pupils etc. hazard_psy2	1	2	3	4	5	6	7	8	9
I) Being in situations that are emotionally disturbing for you hazard_psy3	1	2	3	4	5	6	7	8	9

30

ANSWER ALL, IN YOUR MAIN JOB

Regarding the health and safety risks related to the performance of your job, how well informed would you say you are?

safe-inform

1/2/3/4/5/6

NOTE

- Respond based on cases of worker being provided by the employer and the employer being provided by external parties such as the Ministry of Employment and Labor, industrial corporation, local government, contractor, trade association, etc

1. Very well informed
2. Well informed
3. Not very well informed
4. Not at all well informed
8. DK/no opinion
9. Refused

31

ANSWER ALL, IN YOUR MAIN JOB 6

Please tell me, using this scale, how often do you use the following equipment in your work?

Question	All of the time	Almost all of the time	Around 3/4 of the time	Around half of the time	Around 1/4 of the time	Almost never	Never	DK/ no opinion	Refused
A) Computer, laptop, tablet, smartphone	use equip1	2	3	4	5	6	7	8	9
B) Other computerised equipment and tools or machinery whether portable or not	use equip2	2	3	4	5	6	7	8	9
C) Tasks allocated in an automated way	use equip3	2	3	4	5	6	7	8	9

32

ANSWER ALL, IN YOUR MAIN JOB 5/6

During the last 12 months (or since you have started your job), how often have you worked in any of the following locations?

NOTE □ IT CAN BE ONE OR MORE PHYSICAL SITES (EG DIFFERENT BRANCHES)

Question	Always	Most of the time	Sometimes	Rarely	Never	DK/no opinion	Refused
A) Your employer's premises (office, factory, shop, school, etc.) wplace1	1	2	3	4	5	8	9
B) Your own business' premises other than at home (office, factory, shop, etc.) wplace2	1	2	3	4	5	8	9
C) In a car or another vehicle (THIS CAN INCLUDE WORKING AS A PROFESSIONAL DRIVER IN YOUR OWN CAR OR OTHER VEHICLES) wplace3	1	2	3	4	5	8	9
D) Your own home wplace4	1	2	3	4	5	8	9
E) Other locations (wplace5_etc_) wplace5	1	2	3	4			

32-1

ANSWER IF Q32A=①, ② OR Q32B=①, ② OR Q32E=①, ②, IN YOUR MAIN JOB wplace_sl 6

During the last 12 months (or since you have started your job), was this usually at a single location?

1. Yes
2. No
8. DK/no opinion
9. Refused

33

ANSWER ALL, IN YOUR MAIN JOB wpalce_ch 6

To what extent are you able to choose where you work?

NOTE □ This may include working from home or working in different sites outside your regular physical place of work.

1. To a large extent
2. To some extent
3. Not much
4. Not at all
8. DK/no opinion
9. Refused

37

ANSWER ALL, IN YOUR MAIN JOB

wcomback 5/6

Since you started your main paid job (or over the last 12 months), how often have you been requested to come into work at short notice?

- | | | |
|-------------------|-------------------------|--------------------------|
| 1. Daily | 2. Several times a week | 3. Several times a month |
| 4. Less often | 5. Never | |
| 7. Not applicable | 8. DK/no opinion | 9. Refused |

38

ANSWER ALL, IN YOUR MAIN JOB

wtime_arr1 2/3/4/5/6

How are your working time arrangements set?

1. They are set by the company / organisation with no possibility for changes
2. You can choose between several fixed working schedules determined by the company/organisation
3. You can adapt your working hours within certain limits (e.g. flextime)
4. Your working hours are entirely determined by yourself
8. DK/no opinion
9. Refused

Go to 39

38-1

ANSWER IF Q38=①, ②, IN YOUR MAIN JOB

wtime_arr2 2/3/4/5/6

Do changes to your working time arrangements occur regularly?

1. Yes
2. No ⇒ Go to 39

38-2

ANSWER IF Q38-1=①, IN YOUR MAIN JOB

wtime_arr3 4/6

How long before are you informed about these changes?

- | | | |
|-----------------------------|---------------------------|----------------------------|
| 1. The same day | 2. The day before | 3. Several days in advance |
| 4. Several weeks in advance | 5. Other (wtime_arr3_etc) | |
| 8. DK/no opinion | 9. Refused | |

NEXT ARE QUESTIONS ON WORK AND LIFE (SOCIAL LIFE AT HOME AND OUTSIDE WORKPLACE) BALANCE.

39

ANSWER ALL, IN ALL JOBS

wbalance 1/2/3/4/5/6

In general, how do your working hours fit in with your family or social commitments outside work?

- | | |
|------------------|--------------------|
| 1. Very well | 2. Well |
| 3. Not very well | 4. Not at all well |
| 8. DK/no opinion | 9. Refused |

40

ANSWER ALL, IN ALL JOBS

5/6

How often in the last 12 months (or since you started your job), have you...

Question	Always	Most of the time	Sometimes	Rarely	Never	Not applicable	DK/no opinion	Refused
A) kept worrying about work when you were not working wwa1	1	2	3	4	5	7	8	9
B) felt too tired after work to do some of the household jobs which need to be done wwa2	1	2	3	4	5	7	8	9
C) found that your job prevented you from giving the time you wanted to your family wwa3	1	2	3	4	5	7	8	9
D) found it difficult to concentrate on your job because of your family responsibilities wwa4	1	2	3	4	5	7	8	9
E) found that your family responsibilities prevented you from giving the time you should to your job wwa5		2	3	4	5	7	8	9

41

ANSWER ALL, IN YOUR MAIN JOB *wtime_ftwork 2/3/4/5/6*

Over the last 12 months (or since you started your job), how often have you worked in your free time to meet work demands?

NOTE

- FREE TIME REFERS TO TIME OUTSIDE OF ECONOMIC ACTIVITIES THAT INCLUDES REST AND VARIOUS HOBBIES
- FOR SELF EMPLOYED 'FREE TIME' MEANS IN THE TIME WHEN YOU WERE NOT PLANNING OR EXPECTED TO WORK

- | | | |
|------------------|-------------------------|--------------------------|
| 1. Daily | 2. Several times a week | 3. Several times a month |
| 4. Less often | 5. Never | 7. Not applicable |
| 8. DK/no opinion | 9. Refused | |

42

ANSWER ALL, IN YOUR MAIN JOB *wtime_ftcomtool 6*

In the last month, in your free time, how often have you used communication tools for work?
By communication tools we understand emails, phone and video conferencing, text messaging, social media, other apps.

NOTE

- 'FOR WORK' CAN INCLUDE ANSWERING REQUESTS, CHECKING EMAILS, CARRYING WORK-RELATED TASKS OF DIFFERENT NATURE

- | | | |
|------------------|-------------------------|--------------------------|
| 1. Daily | 2. Several times a week | 3. Several times a month |
| 4. Less often | 5. Never | |
| 8. DK/no opinion | 9. Refused | |

43

ANSWER ALL, IN YOUR MAIN JOB *wtime_private 2/3/4/5/6*

Would you say that for you arranging to take an hour or two off during working hours to take care of personal or family matters is... ?

- | | |
|---------------------|-------------------|
| 1. Very easy | 2. Fairly easy |
| 3. Fairly difficult | 4. Very difficult |
| 8. DK/no opinion | 9. Refused |

HERE ARE SOME QUESTIONS ABOUT YOUR WORK.

44

ANSWER ALL, IN YOUR MAIN JOB *1/2/3/4/5/6*

Please tell me, does your job involve short repetitive tasks of less than...

NOTE

- SPECIFY THAT WE MEAN TASKS AND NOT MOVEMENTS SUCH AS CLICKING THE MOUSE BUTTON

Question	Yes	No	DK/no opinion	Refused
A) 1 minute <i>winten1_1</i>	1	2	8	9
B) 10 minute <i>winten1_2</i>	1	2	8	9

45

ANSWER ALL, IN YOUR MAIN JOB *1/2/3/4/5/6*

And, does your job involve...

Question	All of the time	Almost all of the time	Around 3/4 of the time	Around half of the time	Around 1/4 of the time	Almost never	Never	DK/no opinion	Refused
A) working at very high speed <i>winten2_1</i>	1	2	3	4	5	6	7	8	9
B) working to tight deadlines <i>winten2_2</i>	1	2	3	4	5	6	7	8	9

46

ANSWER ALL, IN YOUR MAIN JOB 1/2/3/4/5/6

On the whole, is your pace of work dependent on...

Question	Yes	No	Not applicable	DK/no opinion	Refused
A) the work done by colleagues winten3_1	1	2	7	8	9
B) direct demands from people such as customers, passengers, pupils, patients, etc. winten3_2		2	7	8	9
C) numerical production targets or performance targets winten3_3	1	2	7	8	9
D) automatic speed of a machine or movement of a product or automatic system winten3_4	1	2	7	8	9
E) the direct control of your boss winten3_5	1	2	7	8	9

47

ANSWER ALL, IN YOUR MAIN JOB [winterrupt1](#) 1/2/3/4/5/6

How often do you have to interrupt a task you are doing in order to take on an unforeseen task?

1. Very often
2. Fairly often
3. Occasionally

4. Never
8. DK/no opinion
9. Refused

47-1

ANSWER IF Q47=①~③, IN YOUR MAIN JOB [winterrupt2](#)

For your work, are these interruptions... 1/2/3/4/5/6

1. Disruptive
2. Without consequences
3. Positive
8. DK/no opinion
9. Refused

48

ANSWER ALL, IN YOUR MAIN JOB 2/3/4/5/6

Generally, does your main paid job involve...

Question	Yes	No	DK/no opinion	Refused
A) meeting precise quality standards condim1	1	2	8	9
B) assessing yourself the quality of your own work condim2		2	8	9
C) solving unforeseen problems on your own condim3		2	8	9
D) monotonous tasks condim4	1	2	8	9
E) complex tasks condim5	1	2	8	9
F) learning new things condim6	1	2	8	9

49

ANSWER ALL, IN YOUR MAIN JOB 1/2/3/4/5/6

Are you able to choose or change...

Question	Yes	No	DK/no opinion	Refused
A) your order of tasks deda1	1	2	8	9
B) your methods of work deda2	1	2	8	9
C) your speed or rate of work deda3	1	2	8	9

50

IN YOUR MAIN JOB 6

To what extent does your ○○○ influence what you do in your work?

Question	To a large extent	To some extent	Not much	Not at all	Not applicable	DK/no opinion	Refused
EMPLOYEES(Q5=③) OR UNPAID-FAMILY WORKERS(Q5=④)							
A) supervisor or manager winflu1	1	2	3	4	7	8	9
ANSWER ALL							
B) customers or suppliers winflu2	1	2	3	4	7	8	9
ANSWER ALL							
C) a computerised system winflu3	1	2	3	4	7	8	9

51

ANSWER ALL, IN YOUR MAIN JOB **ass_cust1** 6

Is your work formally assessed by customers or suppliers?

1. Yes

2. No

8. DK/no opinion

9. Refused

51-1

ANSWER IF Q51=①, IN YOUR MAIN JOB **ass_cust2** 6

What is the assessment generally used for?

1. Opportunities for promotion / Business opportunities

2. Level of pay

3. Determining the work allocated to you

4. Praise from your supervisor/manager

5. For job security

6. Other ()

7. None of the above

8. DK/no opinion

9. Refused

52

ANSWER ALL, IN YOUR MAIN JOB **alter_task1** 6

Does your job involve alternating tasks between yourself and colleagues?

NOTE

- 'Work that can be done alternately' means that you do not work in shifts, but work on a machine or production line that a colleague was working on, or when you switch between storage and warehouse work in a store

1. Yes

2. No

8. DK/no opinion

9. Refused

53

ANSWER ALL, IN YOUR MAIN JOB **wteam1** 2/3/4/5/6

Do you work in a group or team that has common tasks and can plan its work?

1. Yes

2. No

8. DK/no opinion

9. Refused

53-1

ANSWER IF Q53=①, IN YOUR MAIN JOB

Is that always in the same team or group, or in several teams or groups?

wteam2
6

1. Always in the same team or group

2. In several teams or groups

8. DK/no opinion

9. Refused

53-2

ANSWER IF Q53=①, IN YOUR MAIN JOB

2/3/4/5/6

For the team in which you work mostly, do the members decide by themselves...?

Question	Yes	No	DK/no opinion	Refused
A) On the division of tasks wteam3_1	1	2	8	9
B) Who will be the head of the team wteam3_2		2	8	9
C) The timetable of the work wteam3_3		2	8	9

Go to

54

54

ANSWER ALL, IN YOUR MAIN JOB 1/2/3/4/5/6

For each of the following statements, please select the response which best describes your work situation.

NOTE

□ ANSWER QUESTIONS A~E ONLY IF YOU HAVE COLLEAGUES OR MANAGERS.
IF YOU WORK ALONE, SELECT '⑦ not applicable'

Question	Always	Most of the time	Sometimes	Rarely	Never	Not applicable	DK/no opinion	Refused
A) Your colleagues or peers help and support you	wsituation1	2	3	4	5	7	8	9
B) Your manager helps and supports you	wsituation2	2	3	4	5	7	8	9
C) You are consulted before objectives are set for your work	wsituation3 2/3/4/5/6	2	3	4	5	7	8	9
D) You are involved in improving the work organisation or work processes of your department or organisation	wsituation4 2/3/4/5/6	2	3	4	5	7	8	9
E) You have a say in the choice of your work colleagues (working partners)	wsituation5	2	3	4	5	7	8	9
F) You can take a break when you wish	wsituation6	2	3	4	5		8	9
G) You have enough time to get the job done	wsituation7	2	3	4	5		8	9
H) Your job gives you the feeling of work well done	wsituation8	2	3	4	5		8	9
I) You are able to apply your own ideas in your work	wsituation9	2	3	4	5		8	9
J) You have the feeling of doing useful work	wsituation10	2	3	4	5		8	9
K) You are treated fairly at your workplace	wsituation11 5/6	2	3	4	5	7	8	9
L) You experience stress in your work	wsituation12 2/3/4/5/6	2	3	4	5		8	9
M) You can influence decisions that are important for your work	1 wsituation13 2/3/4/5/6	2	3	4	5		8	9
N) Your job requires that you hide your feelings	wsituation14	2	3	4	5		8	9

55

ANSWER ALL, IN YOUR MAIN JOB emo_manual 4/5/6

In relation to conducting work, is there a manual (guideline) for emotional expressions that are required by the company?

1. Yes

2. No

8. DK/no opinion

9. Refused

FROM HERE ON ARE QUESTIONS ABOUT THE EMPLOYED [EMPLOYEES(Q5=③), UNPAID-FAMILY WORKERS(Q5=④)].

◆ SELF-EMPLOYED(Q5=① or ②) → GO TO 59

56

EMPLOYEES(Q5=③) OR UNPAID-FAMILY WORKERS(Q5=④), IN YOUR MAIN JOB

Since you started your job (or in the last 12 months) have you made any suggestions to managers, about ...?

56-1

ANSWER IF Q56=①, IN YOUR MAIN JOB 6

When you have made suggestions for ○○○, were they generally ...?

Question	56 suggestions to managers					56-1 suggestions were implemented or not				
	Yes	No	DK/no opinion	Refused		Implemented	Considered but not implemented	Not considered at all	DK/no opinion	Refused
A) improving the efficiency with which work is carried out	suggest1	2	8	9	suggest1_1	1	2	3	8	9
B) improving the quality of the work, products or services	suggest2	2	8	9	suggest1_2	1	2	3	8	9

57

EMPLOYEES(Q5=③) OR UNPAID-FAMILY WORKERS(Q5=④), IN YOUR MAIN JOB

boss_gender 1/2/3/4/5/6

Is your immediate boss a man or a woman?

NOTE □ IF MORE THAN ONE IMMEDIATE BOSS ASK THEM TO CONSIDER THE ONE WHO HAS MOST RESPONSIBILITY FOR THEIR WORK OR TASKS

1. A man

2. A woman

7. Not applicable

8. DK/no opinion

9. Refused

→ Go to 59

58

EMPLOYEES(Q5=③) OR UNPAID-FAMILY WORKERS(Q5=④), IN YOUR MAIN JOB

2/3/4/5/6

To what extent do you agree or disagree with the following statements? Your immediate boss...

Question	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	Not applicable	DK/no opinion	Refused
A) Respects you as a person manaqual1	1	2	3	4	5	7	8	9
B) Is successful in getting people to work together manaqual2 5/6	1	2	3	4	5	7	8	9
C) Is helpful in getting the job done manaqual3 5/6	1	2	3	4	5	7	8	9
D) Provides useful feedback on your work manaqual4	1	2	3	4	5	7	8	9
E) Encourages and supports your development manaqual5 5/6	1	2	3	4	5	7	8	9

NEXT ARE QUESTIONS ON SKILLS AND TRAINING. PLEASE ANSWER TO ALL QUESTIONS.

59

ANSWER ALL, IN YOUR MAIN JOB

skillmat 1/2/3/4/5/6

Which of the following statements would best describe your skills in your own work?

1. I need further training to cope well with my duties
2. My present skills correspond well with my duties
3. I have the skills to cope with more demanding duties
8. DK/no opinion
9. Refused

60

ANSWER ALL, IN YOUR MAIN JOB

1/2/3/4/5/6

Over the past 12 months (or Since you started your main paid job), have you undergone any of the following types of training to improve your skills?

60-1

ANSWER IF Q60A=① OR Q60B=①, IN YOUR MAIN JOB

How many days in total did you spend in training paid for or provided by your employer?

Question	60					60-1							
	Yes	No	DK/no opinion	Refused		1 day or less	2-3 days	4-5 days	6-9 days	10-19 days	20 days or more	DK/no opinion	Refused
EMPLOYEES(Q5=③) OR UNPAID-FAMILY WORKERS(Q5=④)	tra1	2	8	9	tra1_1 5/6	1	2	3	4	5	6	8	9
A) Training paid for or provided by your employer	tra2 2/3/4/5/6	2	8	9	tra2_1 5/6	1	2	3	4	5	6	8	9
ANSWER ALL	tra3	2	8	9									
B) Training paid by yourself													
C) On-the-job training (co-workers, supervisors)													

Go to 60-3

Go to 60-2

60-2

ANSWER IF Q60A=① OR Q60B=①,
IN YOUR MAIN JOB

Thinking about the training received over the last 12 months either provided by your employer or paid for by yourself, to what extent do you agree or disagree that your prospects for future employment have now improved?

tra_ass1

2/3/4/5
/6

1. Strongly agree 2. Tend to agree
3. Neither agree nor disagree
4. Tend to disagree 5. Strongly disagree
8. DK/no opinion 9. Refused

60-3

ANSWER IF Q60A=②, IN YOUR MAIN JOB

Did you ask for training to be provided for you by your employer?

tra_ask

2/3/4/5
/6

1. Yes
2. No
8. Don't know
9. Refused

FROM HERE ON ARE QUESTIONS ABOUT THE EMPLOYED [EMPLOYEES(Q5=③), UNPAID-FAMILY WORKERS(Q5=④)].

◆ SELF-EMPLOYED(Q5=① or ②) → GO TO 64

61

EMPLOYEES(Q5=③) OR UNPAID-FAMILY WORKERS(Q5=④), IN YOUR MAIN JOB

5/6

The next questions are about your workplace.

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

Question	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	Not applicable	DK/no opinion	Refused
A) Employees are appreciated when they have done a good job comp_ass1	1	2	3	4	5	7	8	9
B) The management trusts the employees to do their work well comp_ass2	1	2	3	4	5	7	8	9
C) Conflicts are resolved in a fair way comp_ass3	1	2	3	4	5	7	8	9
D) The work is distributed fairly comp_ass4	1	2	3	4	5	7	8	9
E) There is good cooperation between you and your colleagues comp_ass5	1	2	3	4	5	7	8	9
F) In general, employees trust management comp_ass6	1	2	3	4	5	7	8	9

62

EMPLOYEES(Q5=③) OR UNPAID-FAMILY WORKERS(Q5=④), IN YOUR MAIN JOB

5/6

Does the following exist at your company or organisation…?

NOTE

- If there are multiple workplaces, if it is not at the workplace the respondent belongs to but belongs to another workplace such as the head office or is capable of expressing opinions, answer “① Yes”

Question	Yes	No	Don't know	Refused
A) Trade union, works council or a similar committee representing employees comp_com1	2	8	9	
B) Health and safety delegate or committee comp_com2	2	8	9	
C) A regular meeting in which employees can express their views about what is happening in the organisation comp_com3	2	8	9	

63 EMPLOYEES(Q5=③) OR UNPAID-FAMILY WORKERS(Q5=④), IN YOUR MAIN JOB emp_rep 6

Some employees represent colleagues in addressing work related matters. In your job, have you ever formally performed such a representative role?

NOTE □ BY 'FORMALLY PERFORMED' A REPRESENTATIVE ROLE WE MEAN BEING ELECTED OR APPOINTED TO THE ROLE

1. Yes, currently 2. Yes, previously 3. No
8. DK/no opinion 9. Refused

PLEASE ANSWER ALL OF THE FOLLOWING QUESTIONS.

64 ANSWER ALL, IN YOUR MAIN JOB 1/2/3/4/5/6

Over the past 12 months(or since you started your job), have you been discriminated at work?

NOTE □ QUESTIONS B~D SHOULD ONLY BE ANSWERED BY MULTICULTURAL HOMES AND FOREIGNERS. IF ELSE, ANSWER '⑦ Not applicable'

Question	Yes	No	Not applicable	DK/no opinion	Refused
A) Age disc1	1	2		8	9
B) Ethnic background /ethnic origin disc2 6	1	2	7	8	9
C) Nationality / citizenship disc3 2/3/4/5/6	1	2	7	8	9
D) Race or colour disc4 2/3/4/5/6	1	2	7	8	9
E) Sex or gender disc5	1	2		8	9
F) Religion disc6 2/4/5/6	1	2	7	8	9
G) Disability disc7 1/2/4/5/6	1	2	7	8	9
H) Sexual orientation disc8 2/4/5/6	1	2	7	8	9
I) Educational background disc9 4/5/6	1	2		8	9
J) Hometown disc10 4/5/6	1	2		8	9
K) Hire form disc11 3/4/5/6	1	2		8	9

65 ANSWER ALL, IN ALL JOBS

Do you think your health or safety is at risk because of your work?

heal_risk
1/2/3/4
/5/6

1. Yes
2. No
8. DK/no opinion
9. Refused

66 ANSWER ALL, IN ALL JOBS

Does your work affect your health?

heal_aff
2/3/4/5
/6

1. Yes, mainly positively
2. Yes, mainly negatively
3. No
8. DK/no opinion
9. Refused

NEXT ARE QUESTIONS ABOUT YOUR HEALTH. IT DOESN'T HAVE TO BE RELATED TO YOUR WORK.

67 ANSWER ALL heal_cond 2/3/4/5/6

How is your health in general? Would you say it is...

1. Very good 2. Good
3. Fair
4. Bad 5. Very bad
8. DK/no opinion 9. Refused

68

ANSWER ALL heal_illhe 5/6

Do you have any illness or health problem which has lasted, or is expected to last, for more than 6 months?

1. Yes

2. No

8. DK/no opinion

9. Refused

69

ANSWER ALL heal_lim1 5/6

Are you limited because of a health problem in activities people usually do?

1. Yes, severely limited

2. Yes, somewhat limited

3. Not limited at all

8. DK/no opinion

9. Refused

68 = ① ⇒ Go to 69-2

68 = ② ⇒ Go to 70

69-1

ANSWER IF Q69=①, ②, IN YOUR MAIN JOB heal_lim2 6

Have you been limited for at least the past 6 months?

1. Yes

2. No

8. DK/no opinion

9. Refused

68 = ① ⇒ Go to 69-2

68 = ② ⇒ Go to 70

69-2

ANSWER IF Q68=① or Q69-1=①, IN YOUR MAIN JOB heal_lim3 5/6

Does your workplace or work activity need to be changed to accommodate for your illness or health problem?

1. It has been changed already, no further changes are needed

2. No need for change

3. Yes, changes are needed

8. DK/no opinion

9. Refused

70

ANSWER ALL

Over the last 12 months, did you have any of the following health problems?

70-1

ANSWER IF YES 1/2/3/4/5/6

Are your health problems due to your job?

Question	70 Health problems					70-1 Due to your job			
	Yes	No	DK/no opinion	Refused		Yes	No	DK/no opinion	Refused
A) Backache heal_prob1	1	2	8	9	heal_prob1_1	1	2	8	9
B) Muscular pains in shoulders, neck and/or upper limbs (arms, elbows, wrists, hands etc.) heal_prob2	1	2	8	9	heal_prob2_1	1	2	8	9
C) Muscular pains in lower limbs (hips, legs, knees, feet etc.) heal_prob3	1	2	8	9	heal_prob3_1	1	2	8	9
D) Headaches, eyestrain heal_prob4	1	2	8	9	heal_prob4_1	1	2	8	9
E) Anxiety heal_prob5 5/6	1	2	8	9	heal_prob5_1	1	2	8	9
F) Overall fatigue heal_prob6	1	2	8	9	heal_prob6_1	1	2	8	9
G) Other(____ heal_prob7 ____)	1				heal_prob7_1	1	2	8	9

71

ANSWER ALL 5/6

Over the last 12 months (or since you started your job), how often did you have any of the following sleep related problems?

Question	Daily	Several times a week	Several times a month	Less often	Never	DK/no opinion	Refused
A) Difficulty falling asleep sleep1	1	2	3	4	5	8	9
B) Waking up repeatedly during the sleep sleep1	sleep1	2	3	4	5	8	9
C) Waking up with a feeling of exhaustion and fatigue sleep3 6	1	2	3	4	5	8	9

72

ANSWER ALL, IN YOUR MAIN JOB 2/3/4/5/6

Over the last month, during the course of your work have you been subjected to any of the following?

72-1

ANSWER IF YES 4/5/6

Who engaged in such acts?

Question	72 Act suffered while performing work					72-1 Entity		
	Yes	No	DK/no opinion	Refused		Superior	Work colleague, Subordinate Employee, etc.	Customer (student, patient, etc.)
A) Verbal abuse asb1	1	2	8	9	asb1_1	1	2	3
B) Unwanted sexual attention asb2	asb2	2	8	9	asb2_1	1	2	3
C) Threats asb3	1	2	8	9	asb3_1	1	2	3
D) Humiliating behaviour asb4 5/6	asb4 5/6	2	8	9	asb4_1 5/6	1	2	3

73

ANSWER ALL, IN YOUR MAIN JOB 1/2/3/4/5/6

Over the past 12 months (or since you started your job), during the course of your work have you been subjected to any of the following?

73-1

ANSWER IF YES 1/4/5/6

Who engaged in such acts?

Question	73 Act suffered while performing work					73-1 Entity		
	Yes	No	DK/no opinion	Refused		Superior	Work colleague, Subordinate Employee, etc.	Customer (student, patient, etc.)
A) Physical violence asb5	1	2	8	9	asb5_1	1	2	3
B) Sexual harassment asb6	1	2	8	9	asb6_1 4/5/6	1	2	3
C) Bullying / harassment asb7	1	2	8	9	asb7_1 4/5/6	1	2	3

THE FOLLOWING ARE QUESTIONS ABOUT ABSENCE FROM WORK. BASE ALL YOUR RESPONSES ON 'ALL JOBS'.

74

ANSWER ALL, IN ALL JOBS

heal_abs1 1/2/3/4/5/6

Over the past 12 months (or since you started your job) how many days in total were you absent from work due to sick leave or health-related leave?

Number of days

0. No

888. DK/no opinion

999. Refused

74-1

IF THERE IS A DAY OFF DUE TO HEALTH-RELATED PROBLEMS (Q74>0), IN ALL JOBS

How many of these days of absence resulted from...?

1/5/6

Question	Number of days	DK	Refused
A) Accident(s) at work heal_abs2	<input type="text"/>	888	999
B) Health problems caused or made worse by your work (excluding accidents) heal_abs3	<input type="text"/>	888	999

75

ANSWER ALL, IN ALL JOBS

heal_wsick1 2/3/4/5/6

Over the past 12 months (or since you started your job) did you work when you were sick?

1. Yes

2. No

7. I was not sick

8. DK/no opinion

9. Refused

75-1

IF YOU'VE WORKED EVEN THOUGH YOU'RE SICK (Q75=①), IN ALL JOBS

How many working days?

heal_wsick2
2/3/4/5/6

Number of working days

888. DK/no opinion

999. Refused

76

ANSWER ALL

2/3/4/5/6

Please indicate for each of the five statements which is the closest to how you have been feeling over the last two weeks.

Question	All of the time	Most of the time	More than half of the time	Less than half of the time	Some of the time	At no time	DK/no opinion	Refused
A) I have felt cheerful and in good spirits who1	1	2	3	4	5	6	8	9
B) I have felt calm and relaxed who2	1	2	3	4	5	6	8	9
C) I have felt active and vigorous who3	1	2	3	4	5	6	8	9
D) I woke up feeling fresh and rested who4	1	2	3	4	5	6	8	9
E) My daily life has been filled with things that interest me who5	1	2	3	4	5	6	8	9

FROM HERE ON, YOU WILL BE ASKED QUESTIONS ON YOUR OVERALL SATISFACTION TOWARDS YOUR 'MAIN JOB' AS WELL YOUR THOUGHTS ON ITS FUTURE PROSPECTS.

77 ANSWER ALL, IN YOUR MAIN JOB satisfaction 1/2/3/4/5/6

On the whole, are you very satisfied, satisfied, not very satisfied or not at all satisfied with working conditions in your job?

- | | |
|-----------------------|-----------------------|
| 1. Very satisfied | 2. Satisfied |
| 3. Not very satisfied | 4. Not very satisfied |
| 8. DK/no opinion | 9. Refused |

78 ANSWER ALL, IN YOUR MAIN JOB 1/2/3/4/5/6

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

Question	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	Not applicable	DK/no opinion	Refused
A) Considering all my efforts and achievements in my job, I feel I get paid appropriately wstat1		2	3	4	5	7	8	9
B) My job offers good prospects for career advancement wstat2	1	2	3	4	5	7	8	9
C) I receive the recognition I deserve for my work wstat3 5/6		2	3	4	5	7	8	9
D) I feel I strongly compete with others in and for work wstat4 6	1	2	3	4	5	7	8	9
E) The organisation I work for motivates me to give my best job performance wstat5	1	2	3	4	5	7	8	9
F) I might lose my job in the next 6 months wstat6		2	3	4	5	7	8	9
G) If I were to lose or quit my current job, it would be easy for me to find a job of similar salary wstat7 2/3/4/5/6	1	2	3	4	5	7	8	9

79 ANSWER ALL, IN YOUR MAIN JOB 5/6

The following statements are about how you feel about your job. For each statement, please tell me how often you feel this way...

Question	Always	Most of the time	Sometimes	Rarely	Never	DK/no opinion	Refused
A) At my work I feel full of energy weng1	1	2	3	4	5	8	9
B) I am enthusiastic about my job weng2	1	2	3	4	5	8	9
C) Time flies when I am working weng3	1	2	3	4	5	8	9
D) I feel physically exhausted at the end of the working day weng4	1	2	3	4	5	8	9
E) I feel emotionally drained by my work weng5 6	1	2	3	4	5	8	9

⇒ EMPLOYEES(Q5=③), UNPAID-FAMILY WORKERS(Q5=④) GO TO 81

80

ANSWER IF YOU ARE SELF-EMPLOYED(Q5=① or ②), IN YOUR MAIN JOB 2/3/4/5/6

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

Question	Strongly agree	Tend to agree	Neither agree nor disagree	Tend to disagree	Strongly disagree	Not applicable	DK/no opinion	Refused
A) If I had a long term sickness, I would be financially secure selfemp_sw1	1	2	3	4	5	7	8	9
B) I enjoy being my own boss selfemp_sw2	1	2	3	4	5	7	8	9
C) I find it hard bearing the responsibility of running my business selfemp_sw3 5/6	1	2	3	4	5	7	8	9
D) I make the most important decisions on how the business is run selfemp_sw4 5/6	1	2	3	4	5	7	8	9

81

ANSWER ALL, IN YOUR MAIN JOB 6

How worried are you about these situations affecting your work ...?

Question	Very worried	Fairly worried	Not very worried	Not at all worried	DK/no opinion	Refused
A) Future changes to your job that may give you less say over how it is done imte1	1	2	3	4	8	9
B) Future changes to your job that may make it more difficult to use your skills and abilities imte2	1	2	3	4	8	9
C) Future changes that may reduce your pay imte3	1	2	3	4	8	9
D) Being transferred to a less interesting job in the organization imte4	1	2	3	4	8	9
E) Unexpected changes to your hours of work imte5	1	2	3	4	8	9

82

ANSWER ALL **job_c1 5/6**

Until what age do you want to work?

Age

666. As late as possible

888. DK/no opinion

999. Refused

82-1

IF AGE IS 55 OR LESS (YEAR OF BIRTH≥1965) **job_c2 1/2/3/4/5/6**

Do you think you will be able to do your current job or a similar one until you are 60 years old?

1. Yes

2. No

8. DK/no opinion

9. Refused

82-2

IF AGE IS 56 OR MORE (YEAR OF BIRTH≤1964) **job_c3 5/6**

Do you think you will be able to do your current job or a similar one in five years' time?

1. Yes

2. No

8. DK/no opinion

9. Refused

HERE ARE SOME QUESTIONS ABOUT NON-WORK ACTIVITIES. PLEASE ANSWER TO ALL QUESTIONS.

83 **ANSWER ALL** 1/2/4/5/6
In general, how often are you involved in any of the following activities outside work?

83-1 **ANSWER IF EACH ACTIVITY IS PERFORMED DAILY(Q83A~Q83E=①)** 2/4/5/6
How many hours per day are you involved in any of the following activities outside work?

Question		83							83-1				
									Average number of hours per day				
		Daily	Several times a week	Several times a month	Less often	Never	Not applicable	DK/ no opinion	Refused	HOUR	MINUTE	DK/ no opinion	Refused
A) Caring for and/or educating your children, grandchildren	woutside1	1	2	3	4	5	7	8	9	woutside1_1	woutside1_2	88	99
B) Caring for elderly/ disabled relatives	woutside2	1	2	3	4	5	7	8	9	woutside2_1	woutside2_2	88	99
C) Cooking and housework	woutside3	1	2	3	4	5		8	9	woutside3_1	woutside3_2	88	99
D) Sporting, cultural or leisure activity outside your home	woutside4	1	2	3	4	5		8	9	woutside4_1	woutside4_2	88	99
E) Voluntary or charitable activity	woutside5 2/4/5/6	1	2	3	4	5		8	9	woutside5_1	woutside5_2	88	99

FROM NOW ON, THESE ARE QUESTIONS ABOUT THE CHARACTERISTICS OF THE RESPONDENTS. PLEASE RESPOND TO ALL.

EF1 **ANSWER ALL** income_con 1/2/3/4/5/6
Are you, in your household, the person who contributes the most to the household income?

NOTE □ For SINGLE-PERSON HOUSEHOLDS, PLEASE ANSWER '① Yes'

1. Yes
2. No
3. All equally
8. DK/no opinion
9. Refused

EF2 **ANSWER ALL** income_bal 2/3/4/5/6
A household may have different sources of income and more than one household member may contribute to it. Thinking of your household's total monthly income, is your household able to make ends meet..?

- | | |
|--------------------|--------------------------|
| 1. Very easily | 2. Easily |
| 3. Fairly easily | 4. With some difficulty |
| 5. With difficulty | 6. With great difficulty |
| 8. DK/no opinion | 9. Refused |

⇒ SELF-EMPLOYED(Q5=① or ②) go to **EF4**, UNPAID-FAMILY WORKERS(Q5=④) go to **EF5**

EF3

ANSWER IF YOU ARE AN EMPLOYEE(Q5=③), IN YOUR MAIN JOB

1/2/3/4/5/6

Thinking about your earnings from your main job, what do they include?

Question	YES	NO	DK/no opinion	Refused
A) Basic fixed salary/wage income_pos1	1	2	8	9
B) Piece rate income_pos2	1	2	8	9
C) Extra payments for additional hours of work/overtime income_pos3	1	2	8	9
D) Extra payments compensating for bad or dangerous working conditions income_pos4	income_pos4	2/3/4/5/6	8	9
E) Extra payments compensating for Sunday work income_pos5	1	2	8	9
F) Individual or team based performance payments income_pos6 5/6	1	2	8	9
G) Payments based on the overall performance of the company where you work for example profit sharing scheme, company stocks or shares income_pos7	1	2	8	9
H) Regular Bonus income_pos8 6	1	2	8	9
I) Commission, Tips income_pos9 6	1	2	8	9
J) Advantages of other nature income_pos10 6 (for instance medical services, access to shops etc.)	1	2	8	9

EF3-1

ANSWER IF EMPLOYEES NOT IN RECEIPT OF BASIC WAGE(EF3A≠①), IN YOUR MAIN JOB

Can you tell in advance how much you are going to earn in the next 3 months?

income_pre_d 6

1. Yes, quite accurately
2. Yes, but approximately
3. No
9. Refused
8. Don't know

⇒ Go to **EF5** after response

EF4

ANSWER IF YOU ARE SELF-EMPLOYED(Q5=① or ②), IN YOUR MAIN JOB

income_client 2/4/5/6

What proportion of revenue do you receive from your most important client?

1. Less than 50%
2. 51% to 75%
3. More than 75%
8. DK/no opinion
9. Refused

EF5

ANSWER ALL, IN YOUR MAIN JOB

earning1 2/3/4/5/6

Please tell me how much are your NET monthly earnings from your paid job? Please refer to your average earnings in recent 3 months. If you don't know the exact figure, please give an estimate.

NOTE

- NET MONTHLY EARNINGS ARE THE EARNINGS AT ONE'S DISPOSAL AFTER TAXES AND SOCIAL SECURITY CONTRIBUTIONS

 won (in 10,000)

8888. DK/no opinion

9999. Refused

Go to **EF6**

EF5-1

ASK IF RESPONDENT DOES NOT KNOW THE NET MONTHLY EARNINGS FROM THE MAIN PAID JOB OR IN CASE OF SOFT REFUSAL (EF5=8888)

Which of the followings best matches your earnings - deducting the tax - from your main paid job? (In 10,000)

earning2

1/2/3/4/5/6

1. Less than 100won
2. 100won~less than 200won
3. 200won~less than 300won
4. 300won~less than 400won
5. 400won~500won
6. 500won~less than 600won
7. 600won~700won
8. 700won~less than 800won
9. More than 800won
88. DK/no opinion
99. Refused

EF6

ANSWER ALL

edu 1/2/3/4/5/6

What is the highest level of education or training that you have successfully completed?

1. No education or lower than primary education
2. Primary education (special school curriculum included)
3. Lower secondary education (every kind of lower secondary school's curriculum included)
4. Upper secondary education (every kind of upper secondary school's curriculum included)
5. Community college
6. University–undergraduate
7. Graduate or above
9. Refused

EF7

ANSWER ALL

post_survey 5/6

Thank you for participating in the sixth Korean Working Conditions Survey. OSHRI may re-contact a small number of respondents following the survey to invite them to take part in further follow-up research on working conditions. Would you be willing to participate in such a follow-up interview?

1. Yes
2. No