

**FSD2646**

**Finnish Working Life Barometer 2007**

Codebook



FINNISH SOCIAL SCIENCE DATA ARCHIVE

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This codebook has been generated from the version 1.2 (15.8.2012) of the data.

Finnish Social Science Data Archive  
FIN-33014 University of Tampere

FSD User Services:  
asiakaspalvelu.fsd@uta.fi  
+358 40 190 1442

Aila Data Service Portal:  
<https://services.fsd.uta.fi/>

Finnish Social Science Data Archive  
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# To the reader

This codebook is part of the data FSD2646 archived at the FSD (Finnish Social Science Data Archive). The dataset has been described in as much detail as possible in Finnish and English. Variable frequencies, variable and value labels, and missing values have been checked. If necessary, the data have been anonymised. The data and its creators shall be cited in all publications and presentations for which the data have been used. The bibliographic citation may be in the form suggested by the archive or in the form required by the publication. The bibliographic citation suggested by the archive:

Ministry of Labour & Statistics Finland: Finnish Working Life Barometer 2007 [dataset]. Version 1.2 (2012-08-15). Finnish Social Science Data Archive [distributor]. <http://urn.fi/urn:nbn:fi:fsd:T-FSD2646>

The user shall notify the archive of all publications where she or he has used the data. The original data creators and the archive bear no responsibility for any results or interpretations arising from the reuse of the data.

The codebook contains information on data content, structure and data collection, and includes a list of publications wholly or in part based on the data, according to publication information received by the FSD. The second part of the codebook contains information on variables: question texts, response options, and frequencies. The third part contains indexes.

Variable distributions presented in this codebook have been generated from the SPSS files. Distribution tables present variable values, frequencies (n), frequency percentages (%), and valid percentages (v. %) which take into account missing data. All distributions are unweighted. If the data contain weight variables, these will be found at the end of the variables list. In some cases frequency distributions have been substituted by descriptive statistics. Categorised responses to open-ended questions are not always included in the codebook. Distributions may contain missing data. The note "System missing (SYSMIS)" refers to missing observations (e.g. a respondent has not answered all questions) whereas "Missing (User missing)" refers to data the user has defined as missing. For example, the user may decide to code answer alternatives 'don't want to say' or 'can't say' as missing data.

The codebook may contain attached files, the most common one being the questionnaire.



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# Chapter 1

## Study description

### 1.1 Titles

**Titles and data version:** Finnish Working Life Barometer 2007

**Titles and data version in Finnish:** Työolobarometri 2007

This codebook has been generated from the version 1.2 (15.8.2012) of the data.

### 1.2 Subject description

#### **Authoring entity**

Ministry of Labour  
Statistics Finland

#### **Copyright statement for the data**

According to the agreement between FSD and the depositor.

#### **Depositor**

Siikanen, Antti (Statistics Finland. Interview and Survey Services)

#### **Date of deposit**

17.6.2011

### **Keywords**

autonomy at work; discrimination; employees; employment contracts; job characteristics; job satisfaction; job security; occupational training; personnel management; personnel policy; telework; wages; working conditions; working time

### **Topic Classification**

**Fields of Science Classification:** social sciences

**CESSDA Classification:** employment; equality, inequality and social exclusion; labour relations/conflict; occupational health; social behaviour and attitudes; working conditions

### **Series description**

The data belong to the series:

Finnish Working Life Barometers

Finnish Working Life Barometers are annual surveys investigating employee opinions on changes in working life in Finland. The survey series was launched in 1992 and is conducted by the Ministry of Employment and the Economy. Many questions and themes have remained the same over the years. Main themes include employment, economy, staff numbers, autonomy, organisation and flexibility of work, and psychosocial work environment. Data are collected through telephone interviews in connection with the Labour Force Surveys of Statistics Finland.

### **Abstract**

The annual survey studied employee opinion on the quality of working life in Finland. Main themes were psychosocial working environment, job characteristics, pay systems, job satisfaction, employment security, training and development, capacity to work, and bullying and discrimination at work.

First, the respondents were asked how many years they had worked for the employer they were working for at the time, type of contract, number of persons at the workplace, what kind of changes there had been in staff numbers, working hours, and contracts over the past 12 months, and whether people had been transferred to other units. Further questions covered team work, and whether there had been conflicts at the workplace, between what groups and whether the conflicts had decreased or increased over the past 12 months. Incidents of bullying and violence were charted.

Next set of questions covered the respondent's autonomy at work and other job characteristics, overtime and its compensation, time bank arrangements, and R's membership in a trade union or professional association. Changes over the past year in workload, physical or mental stress, in access to training etc were explored as well as pay and bonus systems, and satisfaction with pay. Psychosocial working environment was charted with a number of questions, for instance, whether employees were treated equally, how supervisors handled development ideas suggested



by subordinates and so on. One topic pertained to whether the respondents had presented any ideas to improve working conditions, products, services or working methods at the workplace and whether there had been other development initiatives. The respondents' participation in job-related training and development was investigated.

One theme pertained to job satisfaction. The respondents were asked to what extent they agreed with a number of statements relating to staff sufficiency, organisation of work, access to information, physical or mental stress etc. They were asked how likely it was that they would be dismissed or laid off, or their tasks or working hours would be changed over the next year. Opinions on the employment situation in Finland and on changes happening in working life were charted. A number of questions investigated how the employees' capacity to work and occupational safety had been taken into account at the workplace, the respondents' sickness absences, and estimate of own mental and physical capacity to work. Discrimination at work based on ethnic group, age, gender and type of contract was explored. Finally, the respondents were asked whether they had done their main work from home or somewhere else outside of workplace (telework).

Background variables included the respondent's gender, age, major region (NUTS2), type of municipality, education, occupational status, industry of employment, employer type, status in employment, economic activity, weekly working hours, and additional jobs. Information on age, gender, major region, type of municipality and education level were obtained from registers. Other background variables were obtained from the Labour Force Survey 2007 telephone interviews which were often conducted together with the Finnish Working Life Barometer interview.

## 1.3 Structure and collection of the data

**Country:** Finland

**Geographic coverage:** Finland

**Analysis or observation unit type:** Individual

**Universe:** Finnish-speaking employees aged 18-64 who work at least 10 hours a week

**Collection date:** 3.9.2007 – 11.10.2007

**Data collector(s):** Statistics Finland

**Mode of data collection:** Telephone interview

**Type of research instrument:** Structured questionnaire

**Time period covered:** 2007

**Time method of the data collection:** Longitudinal: Trend/Repeated cross-section

**Response rate:** 83.2%

**Number of variables and cases:** The data contain 138 variables and 1480 cases.

**Sampling procedure:** Probability: Simple random

Simple random sample from the population register. For its Labour Force Survey 2007, Statistics Finland drew a random sample of people aged between 15 - 74 and living in Finland. From the Labour Force Survey sample, Finnish-speaking employees who had responded being em-

## 1. Study description

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ployed for at least 10 hours a week were selected for the Working Life Barometer.

**Data sources:** Official Statistics of Finland (OSF): Labour force survey 2007 [e-publication]. ISSN=1798-7857. Helsinki: Statistics Finland. Access method: [http://www.stat.fi/til/tyti/tie\\_en.html](http://www.stat.fi/til/tyti/tie_en.html) [referred: 16 Nov 2011].

## 1.4 Use of data

### Related publications

Kunta-alan työolobarometri 2007. Työ- ja elinkeinoministeriön työolobarometrin 2007 kuntatyöpaikkojen osatarkastelu (2008) [verkkodokumentti]. Helsinki: Työturvallisuuskeskus, kuntaryhmä. Saatavilla: <http://www.ttk.fi/files/95/Kuntabaro2007.pdf> [Viitattu 13.7.2012] .

Laukkanen, E. (2012). Työn laatu Suomessa: Mitä työ- ja elinkeinoministeriön työolobarometrissa koostetusta laatuindeksistä jää käteen? Työelämän tutkimus 2/2012, 188-197.

Nikula, Jouko (2016). Middle Class and Middle-class Jobs. Victims of Technological Progress? Sociological Problems. 2016 / Special issue 48/2016, 46-61. Institute for the Study of Societies and Knowledge at the Bulgarian Academy of Sciences in conjunction with the Bulgarian Sociological Association. ISSN: 0324-1572

Uronen, Katri (2012). Nuoret aikuiset. Innokkaita työmyyriä vai työelämän uuvuttamia muuleja? Nuorten aikuisten kokemukset työelämän epävarmuudesta ja työhyvinvoinnista Suomessa suhteessa muihin palkansaajiin aikajaksolla 2005-2010. Turku: Turun yliopisto. Sosiaalipolitiikan pro gradu -tutkielma.

Ylöstalo, Pekka & Jukka, Pirkko (2008). Työolobarometri. Lokakuu 2007. Helsinki: Työ- ja elinkeinoministeriö. Työ- ja elinkeinoministeriön julkaisuja; Työ ja yrittäjyys 16/2008.

Updated list of publications in the study description at

[https://services.fsd.uta.fi/catalogue/FSD2646?lang=en&study\\_language=en](https://services.fsd.uta.fi/catalogue/FSD2646?lang=en&study_language=en)

### Related studies

FSD2752 Finnish Municipal Working Life Barometer: Local Government Employees 2007

### Related material

Ylöstalo, Pekka & Jukka, Pirkko (2008). Työolobarometri. Lokakuu 2007. Helsinki: Työ- ja elinkeinoministeriö. Työ- ja elinkeinoministeriön julkaisuja; Työ ja yrittäjyys 16/2008. <http://www.tem.fi/files/1> [viitattu 3.8.2011].

### Location of the data collection

Finnish Social Science Data Archive

## **Weighting**

There are no weight variables in the data.

## **Restrictions**

The dataset is (B) available for research, teaching and study.



# Chapter 2

## Variables

### [FSD\_NO] FSD study number

#### Question

*FSD study number*

#### Descriptive statistics

statistic	value
number of valid cases	1480
minimum	2646.00
maximum	2646.00
mean	2646.00
standard deviation	0.00

### [FSD\_VR] FSD edition number

#### Question

*FSD edition number*

#### Descriptive statistics

statistic	value
number of valid cases	1480
minimum	2.00
maximum	2.00
mean	2.00
standard deviation	0.00

### [FSD\_ID] FSD case id

#### Question

*FSD case id*

#### Descriptive statistics

statistic	value
number of valid cases	1480
minimum	1.00
maximum	1480.00
mean	740.50
standard deviation	427.38

### [SUKUP] The respondent's gender

#### Question

*The respondent's gender*

#### Frequencies

label	value	n	%	v. %
Male	1	685	46.3	46.3
Female	2	795	53.7	53.7
		1480	100.0	100.0

### [IKA] The respondent's age

#### Question

*The respondent's age*

#### Descriptive statistics

statistic	value
number of valid cases	1480
minimum	18.00
maximum	64.00
mean	42.16
standard deviation	12.12

**[LAANI] Major region (NUTS2)****Question***Major region (NUTS2)***Frequencies**

label	value	n	%	v. %
Helsinki area (capital area)	0	271	18.3	18.3
Southern Finland	1	340	23.0	23.0
Western Finland	2	529	35.7	35.7
Eastern Finland	3	157	10.6	10.6
Oulu	4	134	9.1	9.1
Lapland	5	48	3.2	3.2
Åland	6	1	0.1	0.1
		1480	100.0	100.0

**[KUNTAM] Type of municipality of residence****Question***Type of municipality of residence***Frequencies**

label	value	n	%	v. %
Urban municipality	1	1045	70.6	70.6
Non-urban municipality	2	435	29.4	29.4
		1480	100.0	100.0

**[UKASTE] The respondent's education****Question***The respondent's education***Frequencies**

label	value	n	%	v. %
Primary or lower secondary education, or not known	0	255	17.2	17.2

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## 2. Variables

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label	value	n	%	v. %
Upper secondary education, general or vocational	3	675	45.6	45.6
Lowest-level tertiary education	5	240	16.2	16.2
Lower-degree tertiary education	6	157	10.6	10.6
Higher-degree tertiary education	7	131	8.9	8.9
Doctorate or equivalent tertiary education	8	22	1.5	1.5
		1480	100.0	100.0

### **[SOSEK] The respondent's socio-economic group/occupational status**

#### **Question**

*The respondent's socio-economic group/occupational status*

#### **Descriptive statistics**

statistic	value
number of valid cases	1437
minimum	31.00
maximum	54.00
mean	43.52
standard deviation	7.89

### **[TOL2002] Industry of employment**

#### **Question**

*Industry of employment*

#### **Descriptive statistics**

statistic	value
number of valid cases	1439
minimum	10.00
maximum	999.00
mean	608.17
standard deviation	226.82



**[TOIMI] Employer sector****Question***Employer sector***Frequencies**

label	value	n	%	v. %
Industry/construction/mining	1	370	25.0	25.0
Private services	2	569	38.4	38.4
Central government	3	110	7.4	7.4
Local government	4	358	24.2	24.2
Other	9	73	4.9	4.9
		1480	100.0	100.0

**[TYTYYY] Employer type****Question***Employer type***Frequencies**

label	value	n	%	v. %
State, government agency/department	1	112	7.6	7.8
Municipality, federation of municipalities	2	363	24.5	25.2
Private company	3	961	64.9	66.8
No information	9	2	0.1	0.1
System missing (SYSMIS)	.	42	2.8	–
		1480	100.0	100.0

**[AMMAS] The respondent's status in employment****Question***The respondent's status in employment***Frequencies**

label	value	n	%	v. %
Employee	1	1438	97.2	99.9

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## 2. Variables

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label	value	n	%	v. %
Entrepreneur, self-employed, own-account worker	2	1	0.1	0.1
Unpaid contributing family worker	3	0	0.0	0.0
Can't say	9	0	0.0	0.0
System missing (SYSMIS)	.	41	2.8	–
		1480	100.0	100.0

### [TOILAA] The respondent's economic activity

#### Question

*The respondent's economic activity*

#### Frequencies

label	value	n	%	v. %
Employed	0	1429	96.6	96.9
Unemployed	1	13	0.9	0.9
Conscripted for military service	2	1	0.1	0.1
Student	3	16	1.1	1.1
Not working because long-term sick or disabled	4	1	0.1	0.1
Retired on account of age or working years	5	2	0.1	0.1
Homemaker	6	7	0.5	0.5
Something else	7	5	0.3	0.3
System missing (SYSMIS)	.	6	0.4	–
		1480	100.0	100.0

### [AMSTA] The respondent's occupational status

#### Question

*The respondent's occupational status*

#### Frequencies

label	value	n	%	v. %
Worker	1	495	33.4	34.4
Employee (any level except worker)	2	942	63.6	65.5
Employee, status unknown	3	1	0.1	0.1
Employer, self-employed, own-account worker	4	1	0.1	0.1

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label	value	n	%	v. %
Member of an entrepreneurial family	5	0	0.0	0.0
Status unknown	9	0	0.0	0.0
System missing (SYSMIS)	.	41	2.8	–
		1480	100.0	100.0

**[SAANAI] Regular working hours per week****Question***Regular working hours per week***Descriptive statistics**

statistic	value
number of valid cases	1433
minimum	0.00
maximum	84.00
mean	37.43
standard deviation	7.62

**[SIVUTYO] Does the respondent have additional job(s) in addition to his/her main job?****Question***Does the respondent have additional job(s) in addition to his/her main job?***Frequencies**

label	value	n	%	v. %
Yes	1	42	2.8	2.9
No	2	1387	93.7	97.1
Can't say	3	0	0.0	0.0
System missing (SYSMIS)	.	51	3.4	–
		1480	100.0	100.0

**[SIVUTUNN] Working hours for the additional job (hours per week)****Question***Working hours for the additional job (hours per week)*

**Descriptive statistics**

statistic	value
number of valid cases	48
minimum	0.00
maximum	60.00
mean	14.48
standard deviation	14.46

**[SIVUTOL] Industry of the respondent's additional job**

**Question**

*Industry of the respondent's additional job*

**Descriptive statistics**

statistic	value
number of valid cases	55
minimum	10.00
maximum	932.00
mean	613.96
standard deviation	280.13

**[K1] How many years in total have you been working at your current workplace?**

**Question**

*How many years in total have you been working at your current workplace?*

**Descriptive statistics**

statistic	value
number of valid cases	1480
minimum	0.00
maximum	46.00
mean	10.27
standard deviation	9.99

**[K1B] Is your job...****Question***Is your job...***Frequencies**

label	value	n	%	v. %
Permanent	1	1272	85.9	85.9
Fixed-term	2	207	14.0	14.0
Can't say	3	1	0.1	0.1
		1480	100.0	100.0

**[K2] Number of people in the workplace****Question***Number of people in the workplace***Frequencies**

label	value	n	%	v. %
1-4	1	136	9.2	9.2
5-9	2	201	13.6	13.6
10-19	3	248	16.8	16.8
20-29	4	171	11.6	11.6
30-49	5	189	12.8	12.8
50-99	6	169	11.4	11.4
100-199	7	136	9.2	9.2
200-249	8	48	3.2	3.2
250-499	9	72	4.9	4.9
500-999	10	59	4.0	4.0
1000 or more	11	43	2.9	2.9
Can't say	99	8	0.5	0.5
		1480	100.0	100.0

**[K3] Has the number of people working in the workplace increased, stayed the same or decreased over the past 12 months?****Question***Has the number of people working in the workplace increased, stayed the same or decreased over the past 12 months?*

## 2. Variables

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### Frequencies

label	value	n	%	v. %
Has increased	1	470	31.8	31.8
Has stayed the same	2	697	47.1	47.1
Has decreased	3	266	18.0	18.0
Can't say	4	47	3.2	3.2
		1480	100.0	100.0

**[K4\_1] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on permanent contracts**

### Question

*(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on permanent contracts*

### Frequencies

label	value	n	%	v. %
Yes	1	358	24.2	76.2
No	2	84	5.7	17.9
Can't say	3	28	1.9	6.0
System missing (SYSMIS)	.	1010	68.2	–
		1480	100.0	100.0

**[K4\_2] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on fixed-term or temporary contracts**

### Question

*(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on fixed-term or temporary contracts*

### Frequencies

label	value	n	%	v. %
Yes	1	300	20.3	63.8
No	2	133	9.0	28.3
Can't say	3	37	2.5	7.9

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label	value	n	%	v. %
System missing (SYSMIS)	.	1010	68.2	–
		1480	100.0	100.0

**[K4\_3] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on part-time contracts**

**Question**

*(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been hired on part-time contracts*

**Frequencies**

label	value	n	%	v. %
Yes	1	128	8.6	27.2
No	2	288	19.5	61.3
Can't say	3	54	3.6	11.5
System missing (SYSMIS)	.	1010	68.2	–
		1480	100.0	100.0

**[K4\_4] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been transferred from other units of the same employer**

**Question**

*(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People have been transferred from other units of the same employer*

**Frequencies**

label	value	n	%	v. %
Yes	1	122	8.2	26.0
No	2	315	21.3	67.0
Can't say	3	33	2.2	7.0
System missing (SYSMIS)	.	1010	68.2	–
		1480	100.0	100.0

**[K4\_5] (IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People hired are paid from employment subsidies**

**Question**

*(IF THE NUMBER OF PEOPLE HAS INCREASED) In what way has the number increased: People hired are paid from employment subsidies*

**Frequencies**

label	value	n	%	v. %
Yes	1	59	4.0	12.6
No	2	326	22.0	69.4
Can't say	3	85	5.7	18.1
System missing (SYSMIS)	.	1010	68.2	—
		1480	100.0	100.0

**[K5\_1] In your workplace over the past year: Have any employees been laid off?**

**Question**

*In your workplace over the past year: Have any employees been laid off?*

**Frequencies**

label	value	n	%	v. %
Yes	1	48	3.2	3.2
No	2	1382	93.4	93.4
Can't say	3	50	3.4	3.4
		1480	100.0	100.0

**[K5\_2] In your workplace over the past year: Have any employees been dismissed?**

**Question**

*In your workplace over the past year: Have any employees been dismissed?*

**Frequencies**



label	value	n	%	v. %
Yes	1	158	10.7	10.7
No	2	1250	84.5	84.5
Can't say	3	72	4.9	4.9
		1480	100.0	100.0

**[K5\_3] In your workplace over the past year: Have any employees been put on short-time working?**

**Question**

*In your workplace over the past year: Have any employees been put on short-time working?*

**Frequencies**

label	value	n	%	v. %
Yes	1	105	7.1	7.1
No	2	1323	89.4	89.4
Can't say	3	52	3.5	3.5
		1480	100.0	100.0

**[K5\_4] In your workplace over the past year: Have any previously full-time employees been transferred to working part-time?**

**Question**

*In your workplace over the past year: Have any previously full-time employees been transferred to working part-time?*

**Frequencies**

label	value	n	%	v. %
Yes	1	32	2.2	2.2
No	2	1381	93.3	93.3
Can't say	3	67	4.5	4.5
		1480	100.0	100.0

**[K5\_5] In your workplace over the past year: Have any employees retired or left their jobs, and not been replaced?**

**Question**

*In your workplace over the past year: Have any employees retired or left their jobs, and not been replaced?*

**Frequencies**

label	value	n	%	v. %
Yes	1	324	21.9	21.9
No	2	1080	73.0	73.0
Can't say	3	76	5.1	5.1
		1480	100.0	100.0

**[K5\_6] In your workplace over the past year: Have employee numbers reduced because fixed-term contracts have not been renewed?**

**Question**

*In your workplace over the past year: Have employee numbers reduced because fixed-term contracts have not been renewed?*

**Frequencies**

label	value	n	%	v. %
Yes	1	226	15.3	15.3
No	2	1129	76.3	76.3
Can't say	3	125	8.4	8.4
		1480	100.0	100.0

**[K5\_7] In your workplace over the past year: Have employee numbers reduced because employees on maternity or sick leave or otherwise long-term absent have not been replaced?**

**Question**

*In your workplace over the past year: Have employee numbers reduced because employees on maternity or sick leave or otherwise long-term absent have not been replaced?*

**Frequencies**

label	value	n	%	v. %
Yes	1	212	14.3	14.3
No	2	1173	79.3	79.3
Can't say	3	95	6.4	6.4
		1480	100.0	100.0

**[K5\_8] In your workplace over the past year: Have any employees been transferred to other units of the same employer?**

**Question**

*In your workplace over the past year: Have any employees been transferred to other units of the same employer?*

**Frequencies**

label	value	n	%	v. %
Yes	1	297	20.1	20.1
No	2	1127	76.1	76.1
Can't say	3	56	3.8	3.8
		1480	100.0	100.0

**[K8] Do people work in groups in your workplace (teams, cells, project groups etc)?**

**Question**

*Do people work in groups in your workplace (teams, cells, project groups etc)?*

**Frequencies**

label	value	n	%	v. %
Yes, for the most part	1	546	36.9	36.9
Yes, part of the time	2	631	42.6	42.6
No, not at all	3	302	20.4	20.4
Can't say	9	1	0.1	0.1
		1480	100.0	100.0

**[K9A\_01] Are there in your workplace: Conflicts between supervisors/line managers and subordinates?**

**Question**

*Are there in your workplace: Conflicts between supervisors/line managers and subordinates?*

**Frequencies**

## 2. Variables

label	value	n	%	v. %
Yes, a great deal	1	52	3.5	3.5
Yes, a fair amount	2	71	4.8	4.8
Yes, some	3	836	56.5	56.5
No, none at all	4	501	33.9	33.9
Can't say	5	20	1.4	1.4
		1480	100.0	100.0

### [K9A\_02] Are there in your workplace: Conflicts between co-workers?

#### Question

*Are there in your workplace: Conflicts between co-workers?*

#### Frequencies

label	value	n	%	v. %
Yes, a great deal	1	11	0.7	0.7
Yes, a fair amount	2	48	3.2	3.2
Yes, some	3	771	52.1	52.1
No, none at all	4	622	42.0	42.0
Can't say	5	28	1.9	1.9
		1480	100.0	100.0

### [K9A\_03] Are there in your workplace: Conflicts between different staff groups?

#### Question

*Are there in your workplace: Conflicts between different staff groups?*

#### Frequencies

label	value	n	%	v. %
Yes, a great deal	1	10	0.7	0.7
Yes, a fair amount	2	29	2.0	2.0
Yes, some	3	540	36.5	36.5
No, none at all	4	810	54.7	54.8
Can't say	5	90	6.1	6.1
System missing (SYSMIS)	.	1	0.1	—
		1480	100.0	100.0

**[K9A\_07] Bullying/harassment at work includes exclusion and isolation, unmerited dismissal of work effort, threats, gossip or other pressure. Does any bullying/harassment occur in your workplace (including bullying/harassment by clients)?**

### Question

*Bullying/harassment at work includes exclusion and isolation, unmerited dismissal of work effort, threats, gossip or other pressure. Does any bullying/harassment occur in your workplace (including bullying/harassment by clients)?*

### Frequencies

label	value	n	%	v. %
Not at all	1	968	65.4	65.4
Sometimes	2	447	30.2	30.2
Constantly	3	59	4.0	4.0
Can't say	9	6	0.4	0.4
		1480	100.0	100.0

**[K9A\_08] Have you personally ever been subjected to bullying/harassment at work?**

### Question

*Have you personally ever been subjected to bullying/harassment at work?*

### Frequencies

label	value	n	%	v. %
Yes, at the moment	1	66	4.5	4.5
Yes, previously in this workplace but not anymore	2	128	8.6	8.6
Yes, previously in another workplace	3	96	6.5	6.5
No, never	4	1187	80.2	80.2
Can't say	9	3	0.2	0.2
		1480	100.0	100.0

**[K9A\_09] Over the past 12 months, have you observed someone in your workplace being subjected to physical violence or threats of violence (including violence and threats by clients)?**

#### Question

*Over the past 12 months, have you observed someone in your workplace being subjected to physical violence or threats of violence (including violence and threats by clients)?*

#### Frequencies

label	value	n	%	v. %
Never	1	1220	82.4	82.4
Yes, once	2	100	6.8	6.8
Yes, several times	3	158	10.7	10.7
Can't say	9	2	0.1	0.1
		1480	100.0	100.0

**[K9A\_10] Over the past 12 months, have you personally been subjected to physical violence or threats of violence (including violence and threats by clients)?**

#### Question

*Over the past 12 months, have you personally been subjected to physical violence or threats of violence (including violence and threats by clients)?*

#### Frequencies

label	value	n	%	v. %
Never	1	1370	92.6	92.6
Yes, once	2	54	3.6	3.6
Yes, several times	3	56	3.8	3.8
Can't say	9	0	0.0	0.0
		1480	100.0	100.0

**[K9\_1] Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between supervisors/line managers and subordinates?**

#### Question

*Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between supervisors/line managers and subordinates?*

**Frequencies**

label	value	n	%	v. %
Increased considerably	1	55	3.7	3.7
Increased to some extent	2	163	11.0	11.0
Stayed at the same level	3	1106	74.7	74.7
Decreased to some extent	4	106	7.2	7.2
Decreased considerably	5	30	2.0	2.0
Can't say	9	20	1.4	1.4
		1480	100.0	100.0

**[K9\_2] Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between co-workers?**

**Question**

*Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between co-workers?*

**Frequencies**

label	value	n	%	v. %
Increased considerably	1	16	1.1	1.1
Increased to some extent	2	105	7.1	7.1
Stayed at the same level	3	1211	81.8	81.8
Decreased to some extent	4	107	7.2	7.2
Decreased considerably	5	21	1.4	1.4
Can't say	9	20	1.4	1.4
		1480	100.0	100.0

**[K9\_3] Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between different staff groups?**

**Question**

*Over the past 12 months, have the following increased/stayed the same/decreased in your workplace: Conflicts between different staff groups?*

**Frequencies**

label	value	n	%	v. %
Increased considerably	1	13	0.9	0.9

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## 2. Variables

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(cont. from previous page)

label	value	n	%	v. %
Increased to some extent	2	78	5.3	5.3
Stayed at the same level	3	1291	87.2	87.2
Decreased to some extent	4	57	3.9	3.9
Decreased considerably	5	11	0.7	0.7
Can't say	9	30	2.0	2.0
		1480	100.0	100.0

### **[K11A\_1] How much influence do you have on: What tasks you do in your job?**

#### **Question**

*How much influence do you have on: What tasks you do in your job?*

#### **Frequencies**

label	value	n	%	v. %
A great deal	1	194	13.1	13.1
A fair amount	2	346	23.4	23.4
Some	3	689	46.6	46.6
None	4	247	16.7	16.7
Can't say	5	4	0.3	0.3
		1480	100.0	100.0

### **[K11A\_2] How much influence do you have on: The pace at which you work?**

#### **Question**

*How much influence do you have on: The pace at which you work?*

#### **Frequencies**

label	value	n	%	v. %
A great deal	1	255	17.2	17.2
A fair amount	2	351	23.7	23.7
Some	3	614	41.5	41.5
None	4	251	17.0	17.0
Can't say	5	9	0.6	0.6

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label	value	n	%	v. %
		1480	100.0	100.0

**[K11A\_3] How much influence do you have on: How work is allocated between people in your workplace?**

**Question**

*How much influence do you have on: How work is allocated between people in your workplace?*

**Frequencies**

label	value	n	%	v. %
A great deal	1	146	9.9	9.9
A fair amount	2	280	18.9	18.9
Some	3	622	42.0	42.0
None	4	420	28.4	28.4
Can't say	5	12	0.8	0.8
		1480	100.0	100.0

**[K15\_1] During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in money?**

**Question**

*During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in money?*

**Frequencies**

label	value	n	%	v. %
Yes	1	345	23.3	23.3
No	2	1127	76.1	76.1
Can't say	3	8	0.5	0.5
		1480	100.0	100.0

**[K15\_2] During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in leisure time (time-off)?**

**Question**

*During August and September, have you personally: Worked hours in excess of the normal working week for which you have been compensated wholly or partly in leisure time (time-off)?*

**Frequencies**

label	value	n	%	v. %
Yes	1	417	28.2	28.2
No	2	1051	71.0	71.0
Can't say	3	12	0.8	0.8
		1480	100.0	100.0

**[K15\_3] During August and September, have you personally: Worked hours in excess of the normal working week for which you have not been compensated at all (no extra pay nor time-off)?**

**Question**

*During August and September, have you personally: Worked hours in excess of the normal working week for which you have not been compensated at all (no extra pay nor time-off)?*

**Frequencies**

label	value	n	%	v. %
Yes	1	197	13.3	13.3
No	2	1271	85.9	85.9
Can't say	3	12	0.8	0.8
		1480	100.0	100.0

**[K22\_6] Does your workplace have a flexible working time arrangement where the hours worked in excess of regular hours are noted down and can be used later as free time or hours not done in can be done later?**

**Question**

*Does your workplace have a flexible working time arrangement where the hours worked in excess of regular hours are noted down and can be used later as free time or hours not done in can be done later?*

**Frequencies**

label	value	n	%	v. %
Yes	1	908	61.4	61.4
No	2	552	37.3	37.3
Can't say	3	20	1.4	1.4
		1480	100.0	100.0

**[K22\_8] (IF THERE IS FLEXIBLE HOURS ARRANGEMENT IN THE WORKPLACE) Can the accrued hours be used to take a full day off?**

**Question**

*(IF THERE IS FLEXIBLE HOURS ARRANGEMENT IN THE WORKPLACE) Can the accrued hours be used to take a full day off?*

**Frequencies**

label	value	n	%	v. %
Yes	1	733	49.5	80.7
No	2	154	10.4	17.0
Can't say	3	21	1.4	2.3
System missing (SYSMIS)	.	572	38.6	—
		1480	100.0	100.0

**[K13] Are you a member of a trade union or a professional association (or an unemployment fund)?**

**Question**

*Are you a member of a trade union or a professional association (or an unemployment fund)?*

**Frequencies**

label	value	n	%	v. %
Yes	1	1226	82.8	82.8
No	2	251	17.0	17.0
Can't say	3	3	0.2	0.2
		1480	100.0	100.0

**[K13A] (IF A MEMBER) Are you a member of:****Question**

*(IF A MEMBER) Are you a member of:*

**Frequencies**

label	value	n	%	v. %
Trade union or professional association	1	1074	72.6	87.7
Unemployment fund	2	151	10.2	12.3
System missing (SYSMIS)	.	255	17.2	–
		1480	100.0	100.0

**[K18\_1] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Pace of work and work pressure?****Question**

*Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Pace of work and work pressure?*

**Frequencies**

label	value	n	%	v. %
Increased considerably	1	307	20.7	20.7
Increased to some extent	2	492	33.2	33.2
Stayed at the same level	3	629	42.5	42.5
Decreased to some extent	4	35	2.4	2.4
Decreased considerably	5	8	0.5	0.5
Can't say	9	9	0.6	0.6
		1480	100.0	100.0

**[K18\_2] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Occupational safety and health?****Question**

*Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Occupational safety and health?*

**Frequencies**

label	value	n	%	v. %
Increased considerably	1	40	2.7	2.7
Increased to some extent	2	191	12.9	12.9
Stayed at the same level	3	1164	78.6	78.6
Decreased to some extent	4	62	4.2	4.2
Decreased considerably	5	10	0.7	0.7
Can't say	9	13	0.9	0.9
		1480	100.0	100.0

**[K18\_3] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Physical demands of the work?**

### Question

*Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Physical demands of the work?*

### Frequencies

label	value	n	%	v. %
Increased considerably	1	68	4.6	4.6
Increased to some extent	2	234	15.8	15.8
Stayed at the same level	3	1126	76.1	76.1
Decreased to some extent	4	36	2.4	2.4
Decreased considerably	5	6	0.4	0.4
Can't say	9	10	0.7	0.7
		1480	100.0	100.0

**[K18\_4] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Mental demands of the work?**

### Question

*Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Mental demands of the work?*

### Frequencies

label	value	n	%	v. %
Increased considerably	1	173	11.7	11.7
Increased to some extent	2	445	30.1	30.1
Stayed at the same level	3	816	55.1	55.1

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## 2. Variables

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(cont. from previous page)

label	value	n	%	v. %
Decreased to some extent	4	33	2.2	2.2
Decreased considerably	5	4	0.3	0.3
Can't say	9	9	0.6	0.6
		1480	100.0	100.0

**[K18\_7] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from supervisors/line managers?**

### Question

*Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from supervisors/line managers?*

### Frequencies

label	value	n	%	v. %
Increased considerably	1	38	2.6	2.6
Increased to some extent	2	180	12.2	12.2
Stayed at the same level	3	1119	75.6	75.6
Decreased to some extent	4	85	5.7	5.7
Decreased considerably	5	46	3.1	3.1
Can't say	9	12	0.8	0.8
		1480	100.0	100.0

**[K18\_8] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from co-workers?**

### Question

*Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Encouragement and support from co-workers?*

### Frequencies

label	value	n	%	v. %
Increased considerably	1	26	1.8	1.8

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label	value	n	%	v. %
Increased to some extent	2	219	14.8	14.8
Stayed at the same level	3	1199	81.0	81.0
Decreased to some extent	4	22	1.5	1.5
Decreased considerably	5	1	0.1	0.1
Can't say	9	13	0.9	0.9
		1480	100.0	100.0

**[K18\_9] Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Employees' opportunities to make use of their skills and abilities in the work?**

### Question

*Over the past 12 months in your workplace, have the following increased, stayed the same or decreased: Employees' opportunities to make use of their skills and abilities in the work?*

### Frequencies

label	value	n	%	v. %
Increased considerably	1	61	4.1	4.1
Increased to some extent	2	318	21.5	21.5
Stayed at the same level	3	1053	71.1	71.1
Decreased to some extent	4	30	2.0	2.0
Decreased considerably	5	8	0.5	0.5
Can't say	9	10	0.7	0.7
		1480	100.0	100.0

**[K10B] Over the past 12 months in your workplace, do you think the demands of the work have increased, decreased or stayed the same?**

### Question

*Over the past 12 months in your workplace, do you think the demands of the work have increased, decreased or stayed the same?*

### Frequencies

label	value	n	%	v. %
Have increased	1	747	50.5	50.5

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## 2. Variables

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(cont. from previous page)

label	value	n	%	v. %
Have stayed the same	2	698	47.2	47.2
Have decreased	3	19	1.3	1.3
Can't say	4	16	1.1	1.1
		1480	100.0	100.0

### **[K19] Has your participation in training paid for or organised by your employer increased, decreased or stayed the same over the past 12 months?**

#### **Question**

*Has your participation in training paid for or organised by your employer increased, decreased or stayed the same over the past 12 months?*

#### **Frequencies**

label	value	n	%	v. %
Have increased	1	113	7.6	7.6
Have stayed the same	2	1003	67.8	67.8
Have decreased	3	46	3.1	3.1
Can't say	4	318	21.5	21.5
		1480	100.0	100.0

### **[K20A\_01] Is your pay level considerably affected by the amount of years you have been working (e.g. length-of-service increment/seniority allowance)?** **Note to interviewers: Small increments below 5 percent are not taken into account**

#### **Question**

*Is your pay level considerably affected by the amount of years you have been working (e.g. length-of-service increment/seniority allowance)? Note to interviewers: Small increments below 5 percent are not taken into account*

#### **Frequencies**

label	value	n	%	v. %
Yes	1	650	43.9	43.9
No	2	750	50.7	50.7

(continued on next page)



(cont. from previous page)

label	value	n	%	v. %
Can't say	3	79	5.3	5.3
System missing (SYSMIS)	.	1	0.1	–
		1480	100.0	100.0

**[K20A\_02] Is your work performance and competence systematically evaluated, for instance, in connection with an annual performance appraisal interview/individual development discussion?**

### Question

*Is your work performance and competence systematically evaluated, for instance, in connection with an annual performance appraisal interview/individual development discussion?*

### Frequencies

label	value	n	%	v. %
Yes	1	837	56.6	56.6
No	2	584	39.5	39.5
Can't say	3	57	3.9	3.9
System missing (SYSMIS)	.	2	0.1	–
		1480	100.0	100.0

**[K20A\_03] Does your personal performance and the quality of your work affect your pay level?**

### Question

*Does your personal performance and the quality of your work affect your pay level?*

### Frequencies

label	value	n	%	v. %
Yes	1	533	36.0	36.1
No	2	911	61.6	61.6
Can't say	3	34	2.3	2.3
System missing (SYSMIS)	.	2	0.1	–
		1480	100.0	100.0

**[K20A\_04] Do you have a possibility to earn a performance bonus or other incentive payments based on the performance of the team or unit?**

**Question**

*Do you have a possibility to earn a performance bonus or other incentive payments based on the performance of the team or unit?*

**Frequencies**

label	value	n	%	v. %
Yes	1	530	35.8	35.9
No	2	922	62.3	62.4
Can't say	3	26	1.8	1.8
System missing (SYSMIS)	.	2	0.1	–
		1480	100.0	100.0

**[K20A\_05] Do you have the possibility to get extra income/compensation/shares based on a bonus scheme or a profit-sharing scheme, stock option programme, personnel fund etc?**

**Question**

*Do you have the possibility to get extra income/compensation/shares based on a bonus scheme or a profit-sharing scheme, stock option programme, personnel fund etc?*

**Frequencies**

label	value	n	%	v. %
Yes	1	157	10.6	10.6
No	2	1282	86.6	86.8
Can't say	3	38	2.6	2.6
System missing (SYSMIS)	.	3	0.2	–
		1480	100.0	100.0

**[K20A\_06] Does your workplace have a job classification system where the requirements of each job are evaluated, and this evaluation determines the basic salary of each job?**

**Question**

*Does your workplace have a job classification system where the requirements of each job are evaluated, and this evaluation determines the basic salary of each job?*

**Frequencies**

label	value	n	%	v. %
Yes	1	588	39.7	39.8
No	2	763	51.6	51.7
Can't say	3	125	8.4	8.5
System missing (SYSMIS)	.	4	0.3	–
		1480	100.0	100.0

**[K20A\_07] Do you think your pay is fair?****Question**

*Do you think your pay is fair?*

**Frequencies**

label	value	n	%	v. %
Very much so	1	138	9.3	9.4
Fairly so	2	777	52.5	52.9
Not very	3	366	24.7	24.9
Not at all	4	189	12.8	12.9
Can't say	8	0	0.0	0.0
System missing (SYSMIS)	.	10	0.7	–
		1480	100.0	100.0

**[K20A\_09] Do you think your pay is incentive?****Question**

*Do you think your pay is incentive?*

**Frequencies**

label	value	n	%	v. %
Very much so	1	92	6.2	6.2
Fairly so	2	563	38.0	38.0
Not very	3	523	35.3	35.3
Not at all	4	289	19.5	19.5
Can't say	9	13	0.9	0.9
		1480	100.0	100.0

**[K20A\_10] Do you think your pay is competitive?****Question**

*Do you think your pay is competitive?*

**Frequencies**

label	value	n	%	v. %
Very much so	1	119	8.0	8.0
Fairly so	2	546	36.9	36.9
Not very	3	427	28.9	28.9
Not at all	4	349	23.6	23.6
Can't say	9	39	2.6	2.6
		1480	100.0	100.0

**[K20A\_12] Do you think your pay is rewarding the right things?****Question**

*Do you think your pay is rewarding the right things?*

**Frequencies**

label	value	n	%	v. %
Very much so	1	95	6.4	6.4
Fairly so	2	572	38.6	38.6
Not really	3	457	30.9	30.9
Not at all	4	299	20.2	20.2
can't say	9	57	3.9	3.9
		1480	100.0	100.0

**[K20B\_1] How well describes your workplace: The relations between employees and management are open and confidential****Question**

*How well describes your workplace: The relations between employees and management are open and confidential*

**Frequencies**

label	value	n	%	v. %
Describes very well	1	334	22.6	22.6
Describes fairly well	2	762	51.5	51.5
Describes fairly poorly	3	287	19.4	19.4
Describes very poorly	4	69	4.7	4.7
Can't say	5	28	1.9	1.9
		1480	100.0	100.0

**[K20B\_2] How well describes your workplace: One can constantly learn new skills**

**Question**

*How well describes your workplace: One can constantly learn new skills*

**Frequencies**

label	value	n	%	v. %
Describes very well	1	424	28.6	28.6
Describes fairly well	2	738	49.9	49.9
Describes fairly poorly	3	238	16.1	16.1
Describes very poorly	4	49	3.3	3.3
Can't say	5	31	2.1	2.1
		1480	100.0	100.0

**[K20B\_3] How well describes your workplace: Supervisors/managers have a constructive attitude to suggestions from employees**

**Question**

*How well describes your workplace: Supervisors/managers have a constructive attitude to suggestions from employees*

**Frequencies**

label	value	n	%	v. %
Describes very well	1	261	17.6	17.6
Describes fairly well	2	755	51.0	51.0
Describes fairly poorly	3	305	20.6	20.6
Describes very poorly	4	90	6.1	6.1
Can't say	5	69	4.7	4.7
		1480	100.0	100.0

**[K20B\_5] How well describes your workplace: Employees are encouraged to try new things**

**Question**

*How well describes your workplace: Employees are encouraged to try new things*

**Frequencies**

label	value	n	%	v. %
Describes very well	1	250	16.9	16.9
Describes fairly well	2	693	46.8	46.8
Describes fairly poorly	3	356	24.1	24.1
Describes very poorly	4	118	8.0	8.0
Can't say	5	63	4.3	4.3
		1480	100.0	100.0

**[K20B\_6] How well describes your workplace: There are many hidden issues which should be discussed openly**

**Question**

*How well describes your workplace: There are many hidden issues which should be discussed openly*

**Frequencies**

label	value	n	%	v. %
Describes very well	1	250	16.9	16.9
Describes fairly well	2	449	30.3	30.3
Describes fairly poorly	3	463	31.3	31.3
Describes very poorly	4	249	16.8	16.8
Can't say	5	69	4.7	4.7
		1480	100.0	100.0

**[K21A] Over the past year, have you made any suggestions to your employer or supervisor/line manager for improving working conditions, methods, products or services?**

**Question**

*Over the past year, have you made any suggestions to your employer or supervisor/line manager for improving working conditions, methods, products or services?*

**Frequencies**

label	value	n	%	v. %
Yes, once	1	264	17.8	17.8
Yes, several times	2	668	45.1	45.1
No, not even once	3	545	36.8	36.8
Can't say	9	3	0.2	0.2
		1480	100.0	100.0

**[K21B] Over the past year, has there been any systematic development of productivity, quality or services in your workplace, for example, through a special program, project, team or consult?**

**Question**

*Over the past year, has there been any systematic development of productivity, quality or services in your workplace, for example, through a special program, project, team or consult?*

**Frequencies**

label	value	n	%	v. %
Yes	1	604	40.8	44.2
No	2	764	51.6	55.8
Can't say	3	0	0.0	0.0
System missing (SYSMIS)	.	112	7.6	—
		1480	100.0	100.0

**[K21B\_1] Over the past 12 months, have you participated in training, receiving pay from your employer for the training time?**

**Question**

*Over the past 12 months, have you participated in training, receiving pay from your employer for the training time?*

**Frequencies**

label	value	n	%	v. %
Yes	1	734	49.6	49.7
No	2	744	50.3	50.3
Can't say	3	0	0.0	0.0

(continued on next page)

## 2. Variables

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(cont. from previous page)

label	value	n	%	v. %
System missing (SYSMIS)	.	2	0.1	–
		1480	100.0	100.0

### **[K21B\_2] (IF YES) For how many working days?**

#### **Question**

*(IF YES) For how many working days?*

#### **Descriptive statistics**

statistic	value
number of valid cases	729
minimum	1.00
maximum	365.00
mean	6.27
standard deviation	15.21

### **[K21B\_4] Do you have an opportunity to participate in developing the activities/operations in your current workplace?**

#### **Question**

*Do you have an opportunity to participate in developing the activities/operations in your current workplace?*

#### **Frequencies**

label	value	n	%	v. %
Good opportunities	1	516	34.9	34.9
Some opportunities	2	566	38.2	38.3
Not very good opportunities	3	338	22.8	22.9
Can't say	4	58	3.9	3.9
System missing (SYSMIS)	.	2	0.1	–
		1480	100.0	100.0



**[K21C\_1] Do you agree or disagree: There are too many tasks to carry out at my workplace compared to the number of employees**

**Question**

*Do you agree or disagree: There are too many tasks to carry out at my workplace compared to the number of employees*

**Frequencies**

label	value	n	%	v. %
Strongly agree	1	365	24.7	24.7
Agree to some extent	2	466	31.5	31.5
Disagree to some extent	3	340	23.0	23.0
Strongly agree	4	281	19.0	19.0
Can't say	5	28	1.9	1.9
		1480	100.0	100.0

**[K21C\_3] Do you agree or disagree: Work is well organised in my workplace**

**Question**

*Do you agree or disagree: Work is well organised in my workplace*

**Frequencies**

label	value	n	%	v. %
Strongly agree	1	290	19.6	19.6
Agree to some extent	2	707	47.8	47.8
Disagree to some extent	3	358	24.2	24.2
Strongly agree	4	100	6.8	6.8
Can't say	5	25	1.7	1.7
		1480	100.0	100.0

**[K21C\_4] Do you agree or disagree: In my workplace, people are well informed and kept up to date about things**

**Question**

*Do you agree or disagree: In my workplace, people are well informed and kept up to date about things*

## 2. Variables

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### Frequencies

label	value	n	%	v. %
Strongly agree	1	326	22.0	22.0
Agree to some extent	2	638	43.1	43.1
Disagree to some extent	3	354	23.9	23.9
Strongly agree	4	137	9.3	9.3
Can't say	5	25	1.7	1.7
		1480	100.0	100.0

### [K21C\_5] Do you agree or disagree: In my workplace, employees are treated fairly

#### Question

*Do you agree or disagree: In my workplace, employees are treated fairly*

### Frequencies

label	value	n	%	v. %
Strongly agree	1	472	31.9	31.9
Agree to some extent	2	574	38.8	38.8
Disagree to some extent	3	289	19.5	19.5
Strongly agree	4	113	7.6	7.6
Can't say	5	32	2.2	2.2
		1480	100.0	100.0

### [K21C\_6] Do you agree or disagree: I can be certain that my job is secure

#### Question

*Do you agree or disagree: I can be certain that my job is secure*

### Frequencies

label	value	n	%	v. %
Strongly agree	1	557	37.6	37.6
Agree to some extent	2	516	34.9	34.9
Disagree to some extent	3	210	14.2	14.2
Strongly agree	4	139	9.4	9.4
Can't say	5	58	3.9	3.9
		1480	100.0	100.0

**[K21C\_7] Do you agree or disagree: In my workplace, there is open discussion about work tasks, goals and how to achieve the goals**

**Question**

*Do you agree or disagree: In my workplace, there is open discussion about work tasks, goals and how to achieve the goals*

**Frequencies**

label	value	n	%	v. %
Strongly agree	1	487	32.9	32.9
Agree to some extent	2	648	43.8	43.8
Disagree to some extent	3	217	14.7	14.7
Strongly agree	4	92	6.2	6.2
Can't say	5	36	2.4	2.4
		1480	100.0	100.0

**[K21C\_8] Do you agree or disagree: I feel my work is physically very demanding**

**Question**

*Do you agree or disagree: I feel my work is physically very demanding*

**Frequencies**

label	value	n	%	v. %
Strongly agree	1	231	15.6	15.6
Agree to some extent	2	366	24.7	24.7
Disagree to some extent	3	400	27.0	27.0
Strongly agree	4	478	32.3	32.3
Can't say	5	5	0.3	0.3
		1480	100.0	100.0

**[K21C\_9] Do you agree or disagree: I feel my work is mentally very demanding**

**Question**

*Do you agree or disagree: I feel my work is mentally very demanding*

**Frequencies**

## 2. Variables

label	value	n	%	v. %
Strongly agree	1	243	16.4	16.4
Agree to some extent	2	638	43.1	43.1
Disagree to some extent	3	369	24.9	24.9
Strongly agree	4	223	15.1	15.1
Can't say	5	7	0.5	0.5
		1480	100.0	100.0

### **[K22\_1] Do you think it possible that during the next year: You will be laid off for at least two weeks?**

#### **Question**

*Do you think it possible that during the next year: You will be laid off for at least two weeks?*

#### **Frequencies**

label	value	n	%	v. %
Will definitely happen	1	25	1.7	1.7
Could happen	2	77	5.2	5.2
Probably will not happen	3	343	23.2	23.2
Will definitely not happen	4	951	64.3	64.3
Can't say	5	45	3.0	3.0
Not working at the moment	6	39	2.6	2.6
		1480	100.0	100.0

### **[K22\_2] Do you think it possible that during the next year: You will be dismissed from your job/your fixed-term contract will not be renewed?**

#### **Question**

*Do you think it possible that during the next year: You will be dismissed from your job/your fixed-term contract will not be renewed?*

#### **Frequencies**

label	value	n	%	v. %
Will definitely happen	1	31	2.1	2.1
Could happen	2	66	4.5	4.5
Probably will not happen	3	391	26.4	26.4
Will definitely not happen	4	914	61.8	61.8
Can't say	5	43	2.9	2.9

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(cont. from previous page)

label	value	n	%	v. %
Not working at the moment	6	35	2.4	2.4
		1480	100.0	100.0

**[K22\_3] Do you think it possible that during the next year: You will be transferred to other tasks?**

**Question**

*Do you think it possible that during the next year: You will be transferred to other tasks?*

**Frequencies**

label	value	n	%	v. %
Will definitely happen	1	16	1.1	1.1
Could happen	2	183	12.4	12.4
Probably will not happen	3	413	27.9	27.9
Will definitely not happen	4	783	52.9	52.9
Can't say	5	46	3.1	3.1
Not working at the moment	6	39	2.6	2.6
		1480	100.0	100.0

**[K22\_5] Do you think it possible that during the next year: Your weekly or daily working time will be altered against your will?**

**Question**

*Do you think it possible that during the next year: Your weekly or daily working time will be altered against your will?*

**Frequencies**

label	value	n	%	v. %
Will definitely happen	1	14	0.9	0.9
Could happen	2	85	5.7	5.7
Probably will not happen	3	322	21.8	21.8
Will definitely not happen	4	987	66.7	66.7
Can't say	5	34	2.3	2.3
Not working at the moment	6	38	2.6	2.6
		1480	100.0	100.0

**[K23] If you became unemployed now, do you think you would find a job corresponding to your profession and work experience?**

**Question**

*If you became unemployed now, do you think you would find a job corresponding to your profession and work experience?*

**Frequencies**

label	value	n	%	v. %
Will definitely happen	1	610	41.2	41.2
Could happen	2	480	32.4	32.4
Probably will not happen	3	180	12.2	12.2
Will definitely not happen	4	131	8.9	8.9
Can't say	5	46	3.1	3.1
Not working at the moment	6	33	2.2	2.2
		1480	100.0	100.0

**[K24] What do you think the general employment situation will be like a year from now?**

**Question**

*What do you think the general employment situation will be like a year from now?*

**Frequencies**

label	value	n	%	v. %
Much better	1	49	3.3	3.3
Somewhat better	2	457	30.9	30.9
The same as now	3	792	53.5	53.5
Somewhat worse	4	121	8.2	8.2
Much worse	5	18	1.2	1.2
Can't say	6	43	2.9	2.9
		1480	100.0	100.0

**[K25\_1] How do you think working life in general is changing in terms of: Meaningfulness of work and people's willingness to work**

**Question**

*How do you think working life in general is changing in terms of: Meaningfulness of work and people's willingness to work*

**Frequencies**

label	value	n	%	v. %
Getting considerably better	1	12	0.8	0.8
Getting somewhat better	2	242	16.4	16.4
Staying the same	3	785	53.0	53.0
Getting somewhat worse	4	365	24.7	24.7
Getting considerably worse	5	58	3.9	3.9
Can't say	9	18	1.2	1.2
		1480	100.0	100.0

**[K25\_2] How do you think working life in general is changing in terms of: Equality between men and women****Question**

*How do you think working life in general is changing in terms of: Equality between men and women*

**Frequencies**

label	value	n	%	v. %
Getting considerably better	1	23	1.6	1.6
Getting somewhat better	2	472	31.9	31.9
Staying the same	3	887	59.9	59.9
Getting somewhat worse	4	65	4.4	4.4
Getting considerably worse	5	10	0.7	0.7
Can't say	9	23	1.6	1.6
		1480	100.0	100.0

**[K25\_3] How do you think working life in general is changing in terms of: Taking environmental issues into account****Question**

*How do you think working life in general is changing in terms of: Taking environmental issues into account*

**Frequencies**

label	value	n	%	v. %
Getting considerably better	1	118	8.0	8.0

(continued on next page)

## 2. Variables

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(cont. from previous page)

label	value	n	%	v. %
Getting somewhat better	2	897	60.6	60.6
Staying the same	3	430	29.1	29.1
Getting somewhat worse	4	15	1.0	1.0
Getting considerably worse	5	4	0.3	0.3
Can't say	9	16	1.1	1.1
		1480	100.0	100.0

### **[K25\_4] How do you think working life in general is changing in terms of: Being kept up to date about the goals and future plans of the workplace**

#### **Question**

*How do you think working life in general is changing in terms of: Being kept up to date about the goals and future plans of the workplace*

#### **Frequencies**

label	value	n	%	v. %
Getting considerably better	1	39	2.6	2.6
Getting somewhat better	2	472	31.9	31.9
Staying the same	3	853	57.6	57.6
Getting somewhat worse	4	75	5.1	5.1
Getting considerably worse	5	10	0.7	0.7
Can't say	9	31	2.1	2.1
		1480	100.0	100.0

### **[K25\_5] How do you think working life in general is changing in terms of: Management style of supervisors/managers**

#### **Question**

*How do you think working life in general is changing in terms of: Management style of supervisors/managers*

#### **Frequencies**

label	value	n	%	v. %
Getting considerably better	1	27	1.8	1.8
Getting somewhat better	2	380	25.7	25.7

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(cont. from previous page)

label	value	n	%	v. %
Staying the same	3	935	63.2	63.2
Getting somewhat worse	4	106	7.2	7.2
Getting considerably worse	5	13	0.9	0.9
Can't say	9	19	1.3	1.3
		1480	100.0	100.0

**[K25\_6] How do you think working life in general is changing in terms of: Opportunities to develop one's competence and skills**

**Question**

*How do you think working life in general is changing in terms of: Opportunities to develop one's competence and skills*

**Frequencies**

label	value	n	%	v. %
Getting considerably better	1	51	3.4	3.4
Getting somewhat better	2	544	36.8	36.8
Staying the same	3	809	54.7	54.7
Getting somewhat worse	4	56	3.8	3.8
Getting considerably worse	5	6	0.4	0.4
Can't say	9	14	0.9	0.9
		1480	100.0	100.0

**[K25\_7] How do you think working life in general is changing in terms of: Opportunities to influence own status and tasks at work**

**Question**

*How do you think working life in general is changing in terms of: Opportunities to influence own status and tasks at work*

**Frequencies**

label	value	n	%	v. %
Getting considerably better	1	15	1.0	1.0
Getting somewhat better	2	380	25.7	25.7
Staying the same	3	958	64.7	64.7

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## 2. Variables

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(cont. from previous page)

label	value	n	%	v. %
Getting somewhat worse	4	97	6.6	6.6
Getting considerably worse	5	10	0.7	0.7
Can't say	9	20	1.4	1.4
		1480	100.0	100.0

### **[K25\_8] If you think about the financial situation of your workplace, is it...**

#### **Question**

*If you think about the financial situation of your workplace, is it...*

#### **Frequencies**

label	value	n	%	v. %
Getting considerably better	1	62	4.2	4.2
Getting somewhat better	2	378	25.5	25.5
Staying the same	3	777	52.5	52.5
Getting somewhat worse	4	189	12.8	12.8
Getting considerably worse	5	26	1.8	1.8
Can't say	9	48	3.2	3.2
		1480	100.0	100.0

### **[K26\_1] Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The fitness, health and living habits of employees**

#### **Question**

*Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The fitness, health and living habits of employees*

#### **Frequencies**

label	value	n	%	v. %
Yes, a lot	1	248	16.8	16.8
Yes, to some extent	2	708	47.8	47.8
Not very much	3	289	19.5	19.5
Not at all	4	229	15.5	15.5
Can't say	9	6	0.4	0.4

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(cont. from previous page)

label	value	n	%	v. %
		1480	100.0	100.0

**[K26\_2] Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The safety of the working environment**

**Question**

*Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: The safety of the working environment*

**Frequencies**

label	value	n	%	v. %
Yes, a lot	1	375	25.3	25.3
Yes, to some extent	2	795	53.7	53.7
Not very much	3	186	12.6	12.6
Not at all	4	107	7.2	7.2
Can't say	9	17	1.1	1.1
		1480	100.0	100.0

**[K26\_3] Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: Development of the abilities and skills of employees**

**Question**

*Workplaces use different activities to maintain work capacity. Does your workplace systematically strive to influence: Development of the abilities and skills of employees*

**Frequencies**

label	value	n	%	v. %
Yes, a lot	1	287	19.4	19.4
Yes, to some extent	2	841	56.8	56.8
Not very much	3	235	15.9	15.9
Not at all	4	108	7.3	7.3
Can't say	9	9	0.6	0.6
		1480	100.0	100.0

**[K27] Let us assume that your work capacity at its best received ten (10) points. How would you grade your present work capacity on a scale from 0 to 10?**

### Question

*Let us assume that your work capacity at its best received ten (10) points. How would you grade your present work capacity on a scale from 0 to 10?*

### Frequencies

label	value	n	%	v. %
	0	2	0.1	0.1
	1	1	0.1	0.1
	2	2	0.1	0.1
	4	6	0.4	0.4
	5	10	0.7	0.7
	6	29	2.0	2.0
	7	119	8.0	8.0
	8	540	36.5	36.5
	9	493	33.3	33.3
	10	271	18.3	18.3
Can't say	99	7	0.5	0.5
		1480	100.0	100.0

**[K28A] Thinking about the physical demands of your job, is your work capacity...**

### Question

*Thinking about the physical demands of your job, is your work capacity...*

### Frequencies

label	value	n	%	v. %
Very good	1	686	46.4	46.4
Fairly good	2	579	39.1	39.1
Fair	3	191	12.9	12.9
Fairly poor	4	13	0.9	0.9
Very poor	5	5	0.3	0.3
Can't say	6	6	0.4	0.4
		1480	100.0	100.0

**[K28B] Thinking about the mental demands of your job, is your work capacity...**

**Question**

*Thinking about the mental demands of your job, is your work capacity...*

**Frequencies**

label	value	n	%	v. %
Very good	1	586	39.6	39.6
Fairly good	2	697	47.1	47.1
Fair	3	171	11.6	11.6
Fairly poor	4	16	1.1	1.1
Very poor	5	3	0.2	0.2
Can't say	6	7	0.5	0.5
		1480	100.0	100.0

**[K29A] Do you have any long-term illness, health problem or disability diagnosed by a doctor?**

**Question**

*Do you have any long-term illness, health problem or disability diagnosed by a doctor?*

**Frequencies**

label	value	n	%	v. %
No, none	0	969	65.5	65.5
Yes, one	1	368	24.9	24.9
Yes, two	2	109	7.4	7.4
Yes, three	3	27	1.8	1.8
Yes, four	4	5	0.3	0.3
Yes, five or more	5	1	0.1	0.1
Can't say	9	1	0.1	0.1
		1480	100.0	100.0

**[K29B] (IF YES) Does your illness, health problem or disability limit what you can do in your current work?**

**Question**

*(IF YES) Does your illness, health problem or disability limit what you can do in your current work?*

**Frequencies**

label	value	n	%	v. %
No, not at all	1	258	17.4	50.6
You have symptoms but are able to manage work	2	177	12.0	34.7
You have to work slower or change work methods	3	56	3.8	11.0
You believe you are only capable of part-time work	4	12	0.8	2.4
You believe you are totally incapable of work	5	7	0.5	1.4
Can't say	9	0	0.0	0.0
System missing (SYSMIS)	.	970	65.5	–
		1480	100.0	100.0

**[K31] Do you believe that, as far as your health is concerned, you can work in your present occupation two years from now?**

**Question**

*Do you believe that, as far as your health is concerned, you can work in your present occupation two years from now?*

**Frequencies**

label	value	n	%	v. %
Seems very unlikely	1	17	1.1	1.1
Not certain that can	2	58	3.9	3.9
Fairly certain that can	3	1390	93.9	93.9
Can't say	4	15	1.0	1.0
		1480	100.0	100.0

**[K32] For how many working days have you been absent from work for illness, health problem or disability during the past year?**

**Question**

*For how many working days have you been absent from work for illness, health problem or disability during the past year?*

**Descriptive statistics**

statistic	value
number of valid cases	1471

(continued on next page)

(cont. from previous page)

statistic	value
minimum	0.00
maximum	242.00
mean	8.04
standard deviation	20.00

**[K32\_1] Have you lately been able to find pleasure in your daily activities?****Question***Have you lately been able to find pleasure in your daily activities?***Frequencies**

label	value	n	%	v. %
Often	1	578	39.1	39.3
Fairly often	2	594	40.1	40.4
Occasionally	3	232	15.7	15.8
Fairly rarely	4	65	4.4	4.4
Never	5	2	0.1	0.1
System missing (SYSMIS)	.	9	0.6	–
		1480	100.0	100.0

**[K32\_2] Have you lately been feeling energetic?****Question***Have you lately been feeling energetic?***Frequencies**

label	value	n	%	v. %
Often	1	560	37.8	38.0
Fairly often	2	622	42.0	42.2
Occasionally	3	230	15.5	15.6
Fairly rarely	4	58	3.9	3.9
Never	5	4	0.3	0.3
System missing (SYSMIS)	.	6	0.4	–
		1480	100.0	100.0

**[K32\_3] Have you lately been feeling hopeful about the future?****Question**

*Have you lately been feeling hopeful about the future?*

**Frequencies**

label	value	n	%	v. %
Often	1	645	43.6	43.9
Fairly often	2	554	37.4	37.7
Occasionally	3	219	14.8	14.9
Fairly rarely	4	49	3.3	3.3
Never	5	2	0.1	0.1
System missing (SYSMIS)	.	11	0.7	–
		1480	100.0	100.0

**[K32A] In your workplace, are there people of other nationalities or ethnic groups who have moved to Finland from elsewhere? (Note: Include, for instance, immigrants, Russians, Somali and Estonians, but not the Finnish Sami or Roma)**

**Question**

*In your workplace, are there people of other nationalities or ethnic groups who have moved to Finland from elsewhere? (Note: Include, for instance, immigrants, Russians, Somali and Estonians, but not the Finnish Sami or Roma)*

**Frequencies**

label	value	n	%	v. %
Yes	1	550	37.2	37.3
No	2	926	62.6	62.7
Can't say	3	0	0.0	0.0
System missing (SYSMIS)	.	4	0.3	–
		1480	100.0	100.0

**[K33\_1] Do you think there is discrimination or unfair treatment in your work organisation based on: Age, particularly against young people?**

**Question**

*Do you think there is discrimination or unfair treatment in your work organisation based on: Age, particularly against young people?*



**Frequencies**

label	value	n	%	v. %
Yes	1	99	6.7	6.7
No	2	1347	91.0	91.1
Can't say	3	33	2.2	2.2
System missing (SYSMIS)	.	1	0.1	–
		1480	100.0	100.0

**[K33\_2] Do you think there is discrimination or unfair treatment in your work organisation based on: Age, particularly against older people?**

**Question**

*Do you think there is discrimination or unfair treatment in your work organisation based on: Age, particularly against older people?*

**Frequencies**

label	value	n	%	v. %
Yes	1	142	9.6	9.6
No	2	1310	88.5	88.6
Can't say	3	27	1.8	1.8
System missing (SYSMIS)	.	1	0.1	–
		1480	100.0	100.0

**[K33\_3] Do you think there is discrimination or unfair treatment in your work organisation based on: Gender, particularly against women?**

**Question**

*Do you think there is discrimination or unfair treatment in your work organisation based on: Gender, particularly against women?*

**Frequencies**

label	value	n	%	v. %
Yes	1	100	6.8	6.8
No	2	1346	90.9	91.1
Can't say	3	32	2.2	2.2
System missing (SYSMIS)	.	2	0.1	–
		1480	100.0	100.0

**[K33\_4] Do you think there is discrimination or unfair treatment in your work organisation based on: Gender, particularly against men?**

**Question**

*Do you think there is discrimination or unfair treatment in your work organisation based on: Gender, particularly against men?*

**Frequencies**

label	value	n	%	v. %
Yes	1	22	1.5	1.5
No	2	1430	96.6	96.7
Can't say	3	27	1.8	1.8
System missing (SYSMIS)	.	1	0.1	–
		1480	100.0	100.0

**[K33\_5] Do you think there is discrimination or unfair treatment in your work organisation against people on fixed-term contracts?**

**Question**

*Do you think there is discrimination or unfair treatment in your work organisation against people on fixed-term contracts?*

**Frequencies**

label	value	n	%	v. %
Yes	1	191	12.9	12.9
No	2	1224	82.7	82.8
Can't say	3	63	4.3	4.3
System missing (SYSMIS)	.	2	0.1	–
		1480	100.0	100.0

**[K33\_6] (IF K32a=YES) Do you think there is discrimination or unfair treatment in your work organisation based on: The fact that the employee is not a Finn by ethnic origin?**

**Question**

*(IF K32a=YES) Do you think there is discrimination or unfair treatment in your work organisation based on: The fact that the employee is not a Finn by ethnic origin?*

**Frequencies**

label	value	n	%	v. %
Yes	1	28	1.9	5.1
No	2	507	34.3	92.2
Can't say	3	15	1.0	2.7
System missing (SYSMIS)	.	930	62.8	—
		1480	100.0	100.0

**[K33] Are you employed by a municipality or a federation of municipalities?****Question**

*Are you employed by a municipality or a federation of municipalities?*

**Frequencies**

label	value	n	%	v. %
Yes	1	360	24.3	24.3
No	2	1120	75.7	75.7
Can't say	3	0	0.0	0.0
		1480	100.0	100.0

**[K33B] (IF K33=YES) Employed by a municipality or a federation of municipalities?****Question**

*(IF K33=YES) Employed by a municipality or a federation of municipalities?*

**Frequencies**

label	value	n	%	v. %
A municipality	1	265	17.9	73.6
A federation of municipalities	2	95	6.4	26.4
System missing (SYSMIS)	.	1120	75.7	—
		1480	100.0	100.0

**[K34] (IF K33=YES) In which sector do you work?****Question***(IF K33=YES) In which sector do you work?***Frequencies**

label	value	n	%	v. %
Social services	1	74	5.0	20.6
Health care	2	116	7.8	32.2
Education or cultural services	3	95	6.4	26.4
General administration	4	20	1.4	5.6
Technical services	5	43	2.9	11.9
Other	6	12	0.8	3.3
System missing (SYSMIS)	.	1120	75.7	—
		1480	100.0	100.0

**[P25] Has done paid work from home over the past four weeks****Question***Has done paid work from home over the past four weeks***Frequencies**

label	value	n	%	v. %
As agreed with employer	1	63	4.3	4.4
Because of the nature of the job	2	124	8.4	8.7
Personally wished to do so	3	65	4.4	4.6
Not at all	4	1176	79.5	82.4
System missing (SYSMIS)	.	52	3.5	—
		1480	100.0	100.0

**[P26] Works regularly from home****Question***Works regularly from home***Frequencies**

label	value	n	%	v. %
Regularly	1	94	6.4	50.3
Occasionally	2	93	6.3	49.7
System missing (SYSMIS)	.	1293	87.4	–
		1480	100.0	100.0

**[TB7K1A] Has worked in main job away from the workplace (in addition to work from home)**

**Question**

*Has worked in main job away from the workplace (in addition to work from home)*

**Frequencies**

label	value	n	%	v. %
Yes	1	102	6.9	40.5
No	2	150	10.1	59.5
System missing (SYSMIS)	.	1228	83.0	–
		1480	100.0	100.0

**[TB7K1B] Has worked in main job away from the workplace**

**Question**

*Has worked in main job away from the workplace*

**Frequencies**

label	value	n	%	v. %
Yes	1	104	7.0	8.9
No	2	1071	72.4	91.1
System missing (SYSMIS)	.	305	20.6	–
		1480	100.0	100.0

**[TB7K21] Has worked in main job away from the workplace: Where?**

**Question**

*Has worked in main job away from the workplace: Where?*

**Frequencies**

## 2. Variables

label	value	n	%	v. %
Workstation/work space away from workplace	1	43	2.9	20.9
On client property	2	88	5.9	42.7
In a vehicle	3	15	1.0	7.3
In a hotel etc.	4	21	1.4	10.2
In summer cottage/holiday home	5	2	0.1	1.0
Somewhere else	6	37	2.5	18.0
System missing (SYSMIS)	.	1274	86.1	–
		1480	100.0	100.0

### **[TB7K3] Has worked in main job away from the workplace: For how many hours?**

#### **Question**

*Has worked in main job away from the workplace: For how many hours?*

#### **Descriptive statistics**

statistic	value
number of valid cases	200
minimum	1.00
maximum	260.00
mean	37.81
standard deviation	41.76

### **[TB7K4] Has worked in main job away from the workplace: The most important reason for working outside the workplace**

#### **Question**

*Has worked in main job away from the workplace: The most important reason for working outside the workplace*

#### **Frequencies**

label	value	n	%	v. %
Peaceful work environment	1	9	0.6	4.4
Difficult commute	2	6	0.4	2.9
Nature of the job	3	119	8.0	57.8
Needs of the client	4	44	3.0	21.4
Work-family life balance	5	6	0.4	2.9

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label	value	n	%	v. %
Efficiency	6	6	0.4	2.9
Other reason	7	16	1.1	7.8
System missing (SYSMIS)	.	1274	86.1	—
		1480	100.0	100.0





# Chapter 3

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# **Appendix A**

## **Questionnaire in Finnish**

KYSELYLOMAKE: FSD2646 TYÖOLOBAROMETRI 2007

QUESTIONNAIRE: FSD2646 FINNISH WORKING LIFE BAROMETER 2007

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Tämä kyselylomake on osa yllä mainittua Yhteiskuntatieteelliseen tietoaarkistoon arkistoitua tutkimusaineistoa.

Kyselylomaketta hyödyntävien tulee viitata siihen asianmukaisesti lähdeviitteellä.

Lisätiedot: <http://www.fsd.uta.fi/>

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This questionnaire forms a part of the above mentioned dataset, archived at the Finnish Social Science Data Archive.

If the questionnaire is used or referred to in any way, the source must be acknowledged by means of an appropriate bibliographic citation.

More information: <http://www.fsd.uta.fi/>

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Detta frågeformulär utgör en del av den ovannämnda datamängden, arkiverad på Finlands samhällsvetenskapliga dataarkiv.

Om frågeformuläret är utnyttjat eller refererat till måste källan anges i form av bibliografisk referens.

Mer information: <http://www.fsd.uta.fi/>

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Haastattelu- ja tutkimuspalvelut

11.10.2007

## TYÖOLOBAROMETRI, syyskuu 2007 (TB07)

### PAPERILOMAKE

K1

Kuinka monta vuotta olette ollut nykyisellä työpaikallanne?

- Merkitse täydet vuodet, alle vuosi = 0

- Työvoimatutkimuksesta tieto siitä, onko työ kokoaikaista vai osa-aikaista.

K1B

Onko työsuhteenne luonteeltaan:

- 1 vakinainen (toistaiseksi voimassa oleva)
- 2 vai määräaikainen?
- 3 ei osaa sanoa

K2

Seuraavat kysymykset koskevat nykyistä työpaikkaanne.

Kuinka monta henkilöä on siinä työpaikassa, jossa itse työskentelette?

- Työpaikalla tarkoitetaan yhtä yksikköä, esim. tehdasta, virastoa, laitosta, myymälää, toimistoa, työmaata tms., jonka vastaa itse mieltää työpaikakseen ja jonka toiminnasta hänellä on kokemusta.

- 1 1 - 4 henkilöä
- 2 5 - 9 henkilöä
- 3 10 - 19 henkilöä
- 4 20 - 29 henkilöä
- 5 30 - 49 henkilöä
- 6 50 - 99 henkilöä
- 7 100 - 199 henkilöä
- 8 200 - 249 henkilöä
- 9 250 - 499 henkilöä
- 10 500 - 999 henkilöä
- 11 1000 henkilöä tai enemmän

K3

Onko henkilöstön määrä työpaikassanne lisääntynyt, ennallaan vai vähentynyt viimeksi kuluneen 12 kuukauden aikana?

- 1 lisääntynyt
  - 2 ennallaan
  - 3 vähentynyt
  - 4 ei osaa sanoa
- } → K5\_1

K4\_1

Millä tavoin henkilöstö on lisääntynyt? Onko uusia työntekijöitä otettu:  
Vakinaiseen työsuhteeseen?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K4\_2

(Millä tavoin henkilöstö on lisääntynyt? Onko uusia työntekijöitä otettu):  
Tilapäiseen tai määräaikaiseen työsuhteeseen?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K4\_3

(Millä tavoin henkilöstö on lisääntynyt? Onko uusia työntekijöitä otettu):  
Osa-aikaiseen työsuhteeseen?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K4\_4

(Millä tavoin henkilöstö on lisääntynyt? Onko uusia työntekijöitä otettu):  
Onko työntekijöitä siirretty saman työnantajan muista työpaikoista?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K4\_5

(Millä tavoin henkilöstö on lisääntynyt? Onko uusia työntekijöitä otettu):  
Onko otettu työntekijöitä, joiden palkka maksetaan julkisista työllistämisvaroista?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K5\_1

Onko työpaikassanne viimeksi kuluneen 12 kuukauden aikana:  
Lomautettu työntekijöitä?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K5\_2

(Onko työpaikassanne viimeksi kuluneen 12 kuukauden aikana):  
Irtisanottu työntekijöitä?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K5\_3

(Onko työpaikassanne viimeksi kuluneen 12 kuukauden aikana):  
Tehty lyhennettyä työviikkoa?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K5\_4

(Onko työpaikassanne viimeksi kuluneen 12 kuukauden aikana:)

Kokopäiväisiä työntekijöitä osa-aikaistettu?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K5\_5

(Onko työpaikassanne viimeksi kuluneen 12 kuukauden aikana:)

Onko työntekijöitä siirtynyt eläkkeelle tai lähtenyt muualle siten, että avoimeksi jääneitä työpaikkoja ei ole täytetty (ns. luonnollinen poistuma)?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K5\_6

(Onko työpaikassanne viimeksi kuluneen 12 kuukauden aikana:)

Onko työntekijöiden määrä vähentynyt sillä tavoin, että määräaikaisia työsuhteita ei ole uusittu?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K5\_7

(Onko työpaikassanne viimeksi kuluneen 12 kuukauden aikana:)

Onko työntekijöiden määrä vähentynyt siten, että äitiysloman, sairasloman tai muun pitkäaikaisen poissaolon tilalle ei ole otettu sijaisia?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K5\_8

(Onko työpaikassanne viimeksi kuluneen 12 kuukauden aikana:)

Onko työntekijöitä siirretty toiseen työyksikköön?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K8

Työskennelläänkö työpaikallanne ryhmissä (tiimit, solut, projektityöryhmät ym.):

- 1 pääosin
- 2 osittain
- 3 vai ei lainkaan?

K9A\_01

Esiintyykö työpaikallanne:

Ristiriitoja esimiesten ja alaisten välillä:

- 1 paljon
- 2 melko paljon
- 3 jonkin verran
- 4 vai ei lainkaan?
- 5 ei osaa sanoa

K9A\_02

(Esiintyykö työpaikallanne:)

Ristiriitoja työntekijöiden välillä:

- 1 paljon
- 2 melko paljon
- 3 jonkin verran

- 4 vai ei lainkaan?
- 5 ei osaa sanoa

K9A\_03

(Esiintyykö työpaikallanne:)

Ristiriitoja eri henkilöstöryhmien välillä:

- 1 paljon
- 2 melko paljon
- 3 jonkin verran
- 4 vai ei lainkaan?
- 5 ei osaa sanoa

K9A\_07

Henkisellä väkivallalla tai työpaikkakiusaamisella tarkoitetaan työyhteisön jäsenen kohdistettua eristämistä, työn mitätöintiä, uhkaamista, selän takana puhumista tai muuta painostamista.

Esiintyykö mielestänne työpaikallanne tällaista käyttäytymistä (myös asiakkaiden taholta):

- 1 ei lainkaan
- 2 joskus
- 3 jatkuvasti

K9A\_08

Entä oletteko itse ollut tällaisen kiusaamisen kohteena:

- 1 kyllä, tällä hetkellä
- 2 kyllä, aiemmin tässä työpaikassa, ei enää
- 3 kyllä aiemmin, toisessa työpaikassa
- 4 tai ette ole koskaan ollut kohteena?

K9A\_09

Oletteko havainnut työpaikallanne viimeksi kuluneen vuoden (12 kk) aikana, että joku olisi joutunut väkivallan uhan kohteeksi (myös asiakkaiden taholta tulevan)?

- 1 en kertaakaan
- 2 kyllä, kerran
- 3 useita kertoja

K9A\_10

Oletteko itse joutunut väkivallan tai sen uhan kohteeksi työpaikallanne viimeksi kuluneen vuoden (12 kk) aikana (myös asiakkaiden taholta tulevan)?

- 1 en kertaakaan
- 2 kyllä, kerran
- 3 useita kertoja

K9\_1

Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneiden 12 kuukauden aikana:

- Tarkenna: Selvästi vai jonkin verran?

Esimiesten ja alaisten väliset ristiriidat?

- 1 lisääntynyt selvästi
- 2 lisääntynyt jonkin verran
- 3 ennallaan
- 4 vähentynyt jonkin verran
- 5 vähentynyt selvästi

K9\_2

Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneiden 12 kuukauden aikana:

- Tarkenna: Selvästi vai jonkin verran?

Työntekijöiden väliset ristiriidat?

- 1 lisääntynyt selvästi
- 2 lisääntynyt jonkin verran
- 3 ennallaan
- 4 vähentynyt jonkin verran
- 5 vähentynyt selvästi

K9\_3

(Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneiden 12 kuukauden aikana:

Tarkenna: Selvästi vai jonkin verran?

Eri henkilöstöryhmien väliset ristiriidat?

- 1 lisääntynyt selvästi
- 2 lisääntynyt jonkin verran
- 3 ennallaan
- 4 vähentynyt jonkin verran
- 5 vähentynyt selvästi

K11A\_1

Voitteko vaikuttaa paljon, melko paljon, jonkin verran vai ette lainkaan:

Siihen mitä työtehtäviinne kuuluu?

- 1 paljon
- 2 melko paljon
- 3 jonkin verran
- 4 ei lainkaan
- 5 ei osaa sanoa

K11A\_2

(Voitteko vaikuttaa paljon, melko paljon, jonkin verran vai ette lainkaan:)

Työtahtiinne?

- 1 paljon
- 2 melko paljon
- 3 jonkin verran
- 4 ei lainkaan
- 5 ei osaa sanoa

K11A\_3

(Voitteko vaikuttaa paljon, melko paljon, jonkin verran vai ette lainkaan:)

Siihen, miten työt jaetaan (työpaikalla ihmisten kesken)?

- 1 paljon
- 2 melko paljon
- 3 jonkin verran
- 4 ei lainkaan
- 5 ei osaa sanoa

K15\_1

Oletteko itse tehnyt elo-syyskuussa säännöllisen työajan ylittävää työtä, josta olette saanut korvauksen kokonaan tai osittain rahana?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K15\_2

Entä säännöllisen työajan ylittävää työtä, josta olette saanut korvauksen kokonaan tai osittain vapaana?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K15\_3

Entä sellaista säännöllisen työajan ylittävää työtä, josta ette ole saanut lainkaan korvausta rahana tai vapaana?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

Intro

Seuraavaksi muutama kysymys normaalin työajan joustoista.

K22\_6

Onko käytettävissänne työaikajärjestelmä, jossa normaalin työajan ylittävät tai alittavat työtunnit merkitään ylös ja ne voi pitää myöhemmin vapaana tai tehdä sisään?

- 1 kyllä
  - 2 ei
  - 3 ei osaa sanoa
- } → K13

K22\_8

Voitteko käyttää säästöön kertyneitä tunteja pitämällä kokonaisia vapaapäiviä?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K13

Oletteko ammattiyhdistyksen, toimihenkilöjärjestön tai vastaavan ammattiliiton jäsen (työttömyyskassan jäsen)?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K13A

Oletteko:

- 1 ammattiyhdistyksen
- 2 vai työttömyyskassan jäsen?
- 3 ei halua vastata

K18\_1 (M)

Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneiden 12 kk aikana:

- Tarkenna: Selvästi vai jonkin verran?

Työtahti ja kiire?

- 1 lisääntynyt selvästi
- 2 lisääntynyt jonkin verran
- 3 ennallaan
- 4 vähentynyt jonkin verran
- 5 vähentynyt selvästi

K18\_2 (M)

(Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneiden 12 kk aikana:

- Tarkenna: Selvästi vai jonkin verran?

Työturvallisuus?

- 1 lisääntynyt selvästi
- 2 lisääntynyt jonkin verran
- 3 ennallaan

- 4 vähentynyt jonkin verran
- 5 vähentynyt selvästi

## K18\_3 (M)

(Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneiden 12 kk aikana:

- Tarkenna: Selvästi vai jonkin verran?

Työn fyysinen rasittavuus?

- 1 lisääntynyt selvästi
- 2 lisääntynyt jonkin verran
- 3 ennallaan
- 4 vähentynyt jonkin verran
- 5 vähentynyt selvästi

## K18\_4 (M)

(Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneiden 12 kk aikana:

- Tarkenna: Selvästi vai jonkin verran?

Työn henkinen rasittavuus?

- 1 lisääntynyt selvästi
- 2 lisääntynyt jonkin verran
- 3 ennallaan
- 4 vähentynyt jonkin verran
- 5 vähentynyt selvästi

## K18\_7 (M)

(Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneiden 12 kk aikana:

- Tarkenna: Selvästi vai jonkin verran?

Kannustuksen ja tuen saanti esimiehiltä?

- 1 lisääntynyt selvästi
- 2 lisääntynyt jonkin verran
- 3 ennallaan
- 4 vähentynyt jonkin verran
- 5 vähentynyt selvästi

## K18\_8 (M)

(Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneiden 12 kk aikana:

- Tarkenna: Selvästi vai jonkin verran?

Kannustuksen ja tuen saanti työtovereilta?

- 1 lisääntynyt selvästi
- 2 lisääntynyt jonkin verran
- 3 ennallaan
- 4 vähentynyt jonkin verran
- 5 vähentynyt selvästi

## K18\_9 (M)

(Ovatko seuraavat asiat lisääntyneet, ennallaan vai vähentyneet työpaikassanne viimeksi kuluneiden 12 kk aikana:

- Tarkenna: Selvästi vai jonkin verran?

Mahdollisuus käyttää ammattitaitoaan ja kykyjään työssä?

- 1 lisääntynyt selvästi
- 2 lisääntynyt jonkin verran
- 3 ennallaan
- 4 vähentynyt jonkin verran

5 vähentynyt selvästi

K10B (M)

Entä ovatko työtehtävien suoritusvaatimukset viimeisen vuoden aikana mielestänne lisääntyneet, vähentyneet vai ennallaan?

- 1 lisääntyneet
- 2 ennallaan
- 3 vähentyneet
- 4 ei osaa sanoa

K19

Onko Teillä nykyisessä työpaikassanne viimeisten 12 kuukauden aikana lakisääteiseen täydennyskoulutukseen osallistuminen lisääntynyt, vähentynyt vai säilynyt ennallaan?

@OLakisääteinen täydennyskoulutus on käytössä mm. terveydenhuollossa@O

- 1 lisääntyneet
- 2 ennallaan
- 3 vähentyneet
- 4 ei osaa sanoa

K20A\_01

Vaikuttaako palkkanne suuruuteen selvästi se, kuinka monta vuotta olette ollut työssä (kokemuslisät, ikälisät, määrävuosilisät ym.)?

- Pieniä, alle 5 prosenttia, lisää ei oteta huomioon.

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K20A\_02

Arvioidaanko työsuoritustanne ja pätevyyttänne järjestelmällisesti esimerkiksi kerran vuodessa ns. kehittämiskeskustelujen yhteydessä?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K20A\_03

Vaikuttaako henkilökohtainen työtehtävistä suoriutumisenne ja työsuoritustenne laatu palkkanne suuruuteen?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K20A\_04

Onko Teillä mahdollisuus saada tulospalkkioita, bonuksia tai muita vastaavia lisiä tiimin, ryhmän tai koko työyksikön tuloksen perusteella?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K20A\_05

Kuulutteko yrityksen taloudellisen tuloksen perusteella määräytyvän voittopalkkio-, osakepalkkio-, optiojärjestelmän tai henkilöstö- rahaston piiriin?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa



K20A\_06

Onko työpaikallanne käytössä jokin kaikkien tiedossa oleva työtehtävien vaativuuden arviointijärjestelmä, jonka pohjalta määritellään kunkin työtehtävän peruspalkka?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K20A\_07

Onko palkkauksenne mielestänne erittäin, melko, vain vähän vai ei lainkaan oikeudenmukainen?

- 1 erittäin oikeudenmukainen
- 2 melko oikeudenmukainen
- 3 vain vähän oikeudenmukainen
- 4 ei lainkaan oikeudenmukainen

K20A\_09

Onko palkkauksenne mielestänne erittäin, melko, vain vähän vai ei lainkaan kannustava?

- 1 erittäin kannustava
- 2 melko kannustava
- 3 vain vähän kannustava
- 4 ei lainkaan kannustava

K20A\_10

Onko palkkauksenne mielestänne erittäin, melko, vain vähän vai ei lainkaan kilpailukykyinen?

- 1 erittäin kilpailukykyinen
- 2 melko kilpailukykyinen
- 3 vain vähän kilpailukykyinen
- 4 ei lainkaan kilpailukykyinen

K20A\_12

Onko palkkauksenne mielestänne oikeista asioista erittäin, melko, vain vähän vai ei lainkaan palkitseva?

- 1 erittäin palkitseva
- 2 melko palkitseva
- 3 vain vähän palkitseva
- 4 ei lainkaan palkitseva

K20B\_1

Arvioikaa miten hyvin tai huonosti seuraavat luonnehdinnat sopivat omaan työpaikkaanne?

Erittäin hyvin, melko hyvin, melko huonosti vai erittäin huonosti?

Työntekijöiden ja johdon väliset suhteet ovat avoimet ja luottamukselliset?

- 1 sopii erittäin hyvin
- 2 melko hyvin
- 3 melko huonosti
- 4 erittäin huonosti
- 5 ei osaa sanoa

K20B\_2

Työpaikkani on sellainen, että siellä voi oppia koko ajan uusia asioita?

- 1 sopii erittäin hyvin
- 2 melko hyvin
- 3 melko huonosti
- 4 erittäin huonosti
- 5 ei osaa sanoa

K20B\_3

Esimiehet suhtautuvat rakentavasti työntekijöiden muutosehdotuksiin?

- 1 sopii erittäin hyvin
- 2 melko hyvin
- 3 melko huonosti
- 4 erittäin huonosti
- 5 ei osaa sanoa

K20B\_5

Työntekijöitä kannustetaan kokeilemaan uusia asioita?

- 1 sopii erittäin hyvin
- 2 melko hyvin
- 3 melko huonosti
- 4 erittäin huonosti
- 5 ei osaa sanoa

K20B\_6

Työpaikalla on paljon sellaisia piilossa olevia asioita, joista pitäisi keskustella avoimesti?

- 1 sopii erittäin hyvin
- 2 melko hyvin
- 3 melko huonosti
- 4 erittäin huonosti
- 5 ei osaa sanoa

K21A

Oletteko kuluneen vuoden aikana tehnyt esimiehelle tai työnantajalle työpaikkanne työolojen,työtapojen, tuotteiden tai palvelujen parantamiseen tähtääviä aloitteita:

- 1 kerran
- 2 useita kertoja
- 3 vai ette kertaakaan?

K21B

Entä onko työpaikallanne kuluneen vuoden aikana erityisen ohjelman, projektin, työryhmän tai konsultin avulla suunnitelmallisesti kehitetty tuottavuutta, laatua tai palvelua?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K21B\_1

Oletteko viimeksi kuluneiden 12 kuukauden aikana ollut kursseilla, siten että olette saanut koulutusajalta palkkaa?

- 1 kyllä
- 2 en

K21B\_2

Montako päivää?

K21B\_4 (M)

Onko Teillä nykyisessä työpaikassanne hyvät, jonkinlaiset vai heikot mahdollisuudet osallistua oman työpaikan toiminnan kehittämiseen?

- 1 hyvät
- 2 jonkinlaiset
- 3 heikot
- 4 ei osaa sanoa

K21C\_1 (M)

Seuraavaksi esitän joitakin väitteitä. Mitä mieltä Te olette niistä, oletteko täysin samaa mieltä, jokseenkin samaa mieltä, jokseenkin eri mieltä vai täysin eri mieltä?

Työpaikallani on liian vähän työntekijöitä työtehtäviin nähden?

- 1 täysin samaa mieltä
- 2 jokseenkin samaa mieltä
- 3 jokseenkin eri mieltä
- 4 täysin eri mieltä
- 5 ei osaa sanoa

K21C\_3 (M)

Työpaikallani työt ovat hyvin organisoituja?

- 1 täysin samaa mieltä
- 2 jokseenkin samaa mieltä
- 3 jokseenkin eri mieltä
- 4 täysin eri mieltä
- 5 ei osaa sanoa

K21C\_4 (M)

Työpaikallani välitetään tietoja avoimesti?

- 1 täysin samaa mieltä
- 2 jokseenkin samaa mieltä
- 3 jokseenkin eri mieltä
- 4 täysin eri mieltä
- 5 ei osaa sanoa

K21C\_5 (M)

Työntekijöitä kohdellaan tasapuolisesti työpaikallani?

- 1 täysin samaa mieltä
- 2 jokseenkin samaa mieltä
- 3 jokseenkin eri mieltä
- 4 täysin eri mieltä

K21C\_6 (M)

Voin olla varma siitä, että työpaikkani säilyy?

- 1 täysin samaa mieltä
- 2 jokseenkin samaa mieltä
- 3 jokseenkin eri mieltä
- 4 täysin eri mieltä
- 5 ei osaa sanoa

K21C\_7 (M)

Työpaikallani keskustellaan yhdessä työtehtävistä, tavoitteista ja niiden saavuttamisesta?

- 1 täysin samaa mieltä
- 2 jokseenkin samaa mieltä
- 3 jokseenkin eri mieltä
- 4 täysin eri mieltä
- 5 ei osaa sanoa

K21C\_8 (M)

Koen työni fyysisesti raskaaksi?

- 1 täysin samaa mieltä
- 2 jokseenkin samaa mieltä
- 3 jokseenkin eri mieltä
- 4 täysin eri mieltä
- 5 ei osaa sanoa

## K21C\_9 (M)

Koen työni henkisesti raskaaksi?

- 1 täysin samaa mieltä
- 2 jokseenkin samaa mieltä
- 3 jokseenkin eri mieltä
- 4 täysin eri mieltä
- 5 ei osaa sanoa

## K22\_1 (M)

Pidättekö mahdollisena, että seuraavan vuoden aikana:

- Lue vaihtoehdot: Kyllä varmasti...varmasti ei.

Teidät lomautetaan vähintään kahden viikon ajaksi?

- 1 kyllä varmasti
- 2 kyllä mahdollisesti
- 3 luultavasti ei
- 4 varmasti ei?
- 5 ei osaa sanoa
- 6 ei tällä hetkellä työssä

## K22\_2 (M)

(Pidättekö mahdollisena, että seuraavan vuoden aikana:

- Lue vaihtoehdot: Kyllä varmasti...varmasti ei

Teidät irtisanotaan nykyisestä työpaikastanne?

- Määräaikaisilla: Työsuhdetta ei jatketa

- 1 kyllä varmasti
- 2 kyllä mahdollisesti
- 3 luultavasti ei
- 4 varmasti ei?
- 5 ei osaa sanoa
- 6 ei tällä hetkellä työssä

## K22\_3 (M)

(Pidättekö mahdollisena, että seuraavan vuoden aikana:

- Lue vaihtoehdot: Kyllä varmasti...varmasti ei

Teidät siirretään toisiin tehtäviin?

- Myös lyhytaikaisissa työsuhteissa tehtävien vaihdot

- 1 kyllä varmasti
- 2 kyllä mahdollisesti
- 3 luultavasti ei
- 4 varmasti ei?
- 5 ei osaa sanoa
- 6 ei tällä hetkellä työssä

## K22\_5 (M)

Pidättekö mahdollisena, että seuraavan vuoden aikana:

- Lue vaihtoehdot: Kyllä varmasti...varmasti ei

Viikoittaista tai päivittäistä työaikaanne muutetaan vastoin Teidän tahtoonne?

- Myös lyhytaikaisissa/osapäivätyösuhteissa, jos muutokset muuta kuin sovittuja

- 1 kyllä varmasti
- 2 kyllä mahdollisesti
- 3 luultavasti ei
- 4 varmasti ei?
- 5 ei osaa sanoa
- 6 ei tällä hetkellä työssä

## K23 (M)

Jos nyt jäisitte työttömäksi niin arveletteko, että saisitte ammattianne ja työkokemustanne vastaavaa työtä:

- 1 kyllä varmasti
- 2 kyllä mahdollisesti
- 3 luultavasti ei
- 4 varmasti ei?
- 5 ei osaa sanoa
- 6 ei tällä hetkellä työssä

## K24 (M)

Minkälaiseksi arvioitte yleisen työllisyystilanteen vuoden kuluttua. Onko se parempi, ennallaan vai huonompi kuin tällä hetkellä?

- Tarkenna: Jonkin verran vai paljon?

- 1 paljon parempi
- 2 jonkin verran parempi
- 3 ennallaan
- 4 jonkin verran huonompi
- 5 paljon huonompi
- 6 ei osaa sanoa

## K25\_1 (M)

Nykyisin puhutaan paljon työelämän muuttumisesta ja muutosten suunnasta.

Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:

- Tarkenna: Selvästi vai jonkin verran?

Työnteon mielekkyys ja työhalut yleensä?

- 1 selvästi parempaan suuntaan
- 2 jonkin verran parempaan
- 3 ennallaan
- 4 jonkin verran huonompaan
- 5 selvästi huonompaan suuntaan

## K25\_2 (M)

(Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:

- Tarkenna: Selvästi vai jonkin verran?)

Naisten ja miesten välinen tasa-arvo työelämässä?

- 1 selvästi parempaan suuntaan
- 2 jonkin verran parempaan
- 3 ennallaan
- 4 jonkin verran huonompaan
- 5 selvästi huonompaan suuntaan

## K25\_3 (M)

(Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:

- Tarkenna: Selvästi vai jonkin verran?)

Ympäristökysymysten huomioon ottaminen työpaikoilla?

- 1 selvästi parempaan suuntaan
- 2 jonkin verran parempaan
- 3 ennallaan
- 4 jonkin verran huonompaan
- 5 selvästi huonompaan suuntaan

## K25\_4 (M)

(Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:

- Tarkenna: Selvästi vai jonkin verran?)

Tietojen saanti työpaikan tavoitteista ja tulevaisuuden suunnitelmista?

- 1 selvästi parempaan suuntaan
- 2 jonkin verran parempaan
- 3 ennallaan
- 4 jonkin verran huonompaan
- 5 selvästi huonompaan suuntaan

## K25\_5 (M)

(Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:

- Tarkenna: Selvästi vai jonkin verran?)

Esimiesten johtamistapa?

- 1 selvästi parempaan suuntaan
- 2 jonkin verran parempaan
- 3 ennallaan
- 4 jonkin verran huonompaan
- 5 selvästi huonompaan suuntaan

## K25\_6 (M)

(Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:

- Tarkenna: Selvästi vai jonkin verran?)

Mahdollisuudet itsensä kehittämiseen työssä?

- 1 selvästi parempaan suuntaan
- 2 jonkin verran parempaan
- 3 ennallaan
- 4 jonkin verran huonompaan
- 5 selvästi huonompaan suuntaan

## K25\_7 (M)

(Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:

- Tarkenna: Selvästi vai jonkin verran? )

Mahdollisuus vaikuttaa omaa asemaa ja työtehtäviä koskeviin ratkaisuihin?

- 1 selvästi parempaan suuntaan
- 2 jonkin verran parempaan
- 3 ennallaan
- 4 jonkin verran huonompaan
- 5 selvästi huonompaan suuntaan

## K25\_8 (M)

(Ovatko seuraavat asiat Teidän mielestänne muuttumassa parempaan suuntaan, huonompaan suuntaan vai ovatko ne ennallaan:

- Tarkenna: Selvästi vai jonkin verran? )

Entä jos ajattelette oman työpaikkanne taloudellista tilannetta, onko se muuttumassa parempaan suuntaan, huonompaan suuntaan vai pysyykö se ennallaan?

- 1 selvästi parempaan suuntaan
- 2 jonkin verran parempaan
- 3 ennallaan
- 4 jonkin verran huonompaan
- 5 selvästi huonompaan suuntaan

K26\_1

Työpaikoilla on kiinnitetty huomiota työntekijöiden työkyvyn ylläpitämiseen eri tavoin.  
Onko Teidän työpaikallanne pyritty systemaattisesti vaikuttamaan:  
Työntekijöiden kuntoon, terveyteen ja elintapoihin paljon, jossain määrin, vain vähän vai ei lainkaan?

- 1 paljon
- 2 jossain määrin
- 3 vain vähän
- 4 ei lainkaan

K26\_2

(Työpaikoilla on kiinnitetty huomiota työntekijöiden työkyvyn ylläpitämiseen eri tavoin.  
Onko Teidän työpaikallanne pyritty systemaattisesti vaikuttamaan:  
Entä työympäristön turvallisuuteen?)

- 1 paljon
- 2 jossain määrin
- 3 vain vähän
- 4 ei lainkaan

K26\_3

(Työpaikoilla on kiinnitetty huomiota työntekijöiden työkyvyn ylläpitämiseen eri tavoin.  
Onko Teidän työpaikallanne pyritty systemaattisesti vaikuttamaan:  
Entä osaamiseen ja ammattitaidon kehittämiseen?)

- 1 paljon
- 2 jossain määrin
- 3 vain vähän
- 4 ei lainkaan

K27

Oletetaan, että työkykyne on parhaimmillaan saanut kymmenen (10) pistettä.  
Minkä pistemäärän nolasta kymmeneen antaisitte nykyiselle työkyvyllenne?

- 0 nolla (0)
- 1 yksi (1)
- 2 kaksi (2)
- 3 kolme (3)
- 4 neljä (4)
- 5 viisi (5)
- 6 kuusi (6)
- 7 seitsemän (7)
- 8 kahdeksan (8)
- 9 yhdeksän (9)
- 10 kymmenen (10)

K28a

Jos ajattelette nykyisen työnne ruumiillisia vaatimuksia, niin onko työkykyne:

- 1 erittäin hyvä
- 2 melko hyvä
- 3 kohtalainen
- 4 melko huono
- 5 vai erittäin huono?
- 6 ei osaa sanoa

K28b

Entä henkisten vaatimusten kannalta?

Onko työkykyne:

- 1 erittäin hyvä

- 2 melko hyvä
- 3 kohtalainen
- 4 melko huono
- 5 vai erittäin huono?
- 6 ei osaa sanoa

K29a

Onko Teillä yksi tai useampi lääkärin toteama pitkäaikainen sairaus, vika tai vamma?

- 0 ei ole yhtään → K31
- 1 on, yksi
- 2 on, kaksi
- 3 on, kolme
- 4 on, neljä
- 5 on viisi tai useampia

K29b

Jos jokin sairaus tai vamma:

Onko sairaudesta tai vammasta haittaa nykyisessä työssänne:

- 1 ei lainkaan
- 2 siten, että suoriudutte työstä, mutta siitä aiheutuu oireita
- 3 siten, että joudutte keventämään työtahtia tai muuttamaan työtapojanne
- 4 siten, että mielestänne selviydytte vain osa-aikatyöstä
- 5 vai siten, että mielestänne olette täysin työhön kykenemätön?

K31

Uskotteko että terveytenne puolesta pystytte työskentelemään nykyisessä ammatissanne kahden vuoden kuluttua:

- 1 tuskin
- 2 ette ole varma
- 3 vai melko varmasti?
- 4 ei osaa sanoa

K32

Montako päivää olette ollut poissa töistä oman sairauden takia viimeksi kuluneen vuoden aikana?

- Jos ei yhtään päivää, merkitse nolla (0)

\_\_\_\_\_

K32\_1

Oletteko viime aikoina nauttinut tavallisista päivittäisistä toimista?

- 1 usein
- 2 melko usein
- 3 silloin tällöin
- 4 melko harvoin
- 5 en koskaan

K32\_2

Oletteko viime aikoina ollut toimelias ja vireä?

- 1 usein
- 2 melko usein
- 3 silloin tällöin
- 4 melko harvoin
- 5 en koskaan

K32\_3

Oletteko viime aikoina ollut toiveikas tulevaisuuden suhteen?

- 1 usein



- 2 melko usein
- 3 silloin tällöin
- 4 melko harvoin
- 5 en koskaan

K32a

Onko työpaikallanne muihin kansallisuuksiin tai etnisiin ryhmiin kuuluvia työntekijöitä, jotka ovat muuttaneet Suomeen muualta?

- Maahanmuuttajat, venäläiset, somalit, virolaiset jne.

- Ei suomen romanit tai saamelaiset

- 1 kyllä
- 2 ei

K33\_1

Työelämässä voi ilmetä eriarvoista kohtelua tai syrjintää esimerkiksi palkkauksessa, työhön otossa, uralla etenemisessä tai koulutukseen pääsyssä.

Katsotteko, että omassa työorganisaatiossanne esiintyy syrjintää tai eriarvoista kohtelua, joka perustuu:

Ikään, erityisesti nuoriin?

K33\_2

Ikään, erityisesti vanhoihin?

K33\_3

Sukupuoleen, erityisesti naisiin?

K33\_4

Sukupuoleen, erityisesti miehiin?

K33\_5

Työsuhteen tilapäisyyteen tai osa-aikaisuuteen?

K33\_6 JOS K32A=1

Siihen, että työntekijä on syntyperältään muu kuin suomalainen?

- 1 kyllä
- 2 ei
- 3 ei osaa sanoa

K33

Oletteko kunnan tai kuntayhtymän palveluksessa?

- 1 kyllä
- 2 ei → LOPPU

K33B

Kumman (palveluksessa olette)?

- 1 kunnan
- 2 kuntayhtymän

K34

Millä seuraavista kunta-alan sektoreista työskentelette:

- 1 sosiaalityö
- 2 terveydenhuolto
- 3 opetus- tai sivistystoimi
- 4 yleishallinto
- 5 vai tekninen toimi (energialaitos, liikennelaitos, vesilaitos, palo- ja pelastustoimi, rakennustoimi)?
- 6 muu

Haastattelu päättyy nyt tähän.

Kiitos antamistanne tiedoista.

