

KYSELYLOMAKE: FSD3914 TYÖLOBAROMETRI 2023

QUESTIONNAIRE: FSD3914 FINNISH WORKING LIFE BAROMETER 2023

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TÄMÄ KYSELYLOMAKE ON OSA YLLÄ MAINITTUA YHTEISKUNTATIEEELLISEEN TIETOARKISTOON ARKISTOITUA TUTKIMUSAINEISTOA.

KYSELYLOMAKETTA HYÖDYNTÄVIEN TULEE VIITATA SIIHEN ASIANMUKAISESTI LÄHDEVIIITTEELLÄ.

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## WORKING LIFE BAROMETER 2023

Kys. Koodi	Kysymys	Vastausvaihtoehdot	Ohjeet	Ehto
<b>Johdanto</b>	<p>Next I will ask questions related to working conditions and well-being at work for the Working Life Barometer. The questions are included only this time.</p> <p>The Ministry of Economic Affairs and Employment will process and publish the results of the Barometer. After the study is completed, the statistical data of the Working Life Barometer are archived without identifiers to the Finnish Social Science Data Archive, to be released for research, teaching and studies.</p>	<ol style="list-style-type: none"> <li>1. Jatketaan haastatteluun</li> <li>2. Ei saada barometrin haastattelua</li> </ol>	<p>If the respondent asks for more information:</p> <ul style="list-style-type: none"> <li>- Before the interview data are released to the researchers of the Ministry of Economic Affairs and Employment, all such data from which individual respondents could be identified are removed</li> <li>- The Ministry of Economic Affairs and Employment analyses the data and publishes the results on its web pages, for example</li> <li>- Later on, the Ministry of Economic Affairs and Employment releases the research data to the Finnish Social Science Data Archive operating in connection with the University of Tampere from where they can be obtained through the licence procedure for a thesis or other research.</li> </ul>	

K2	<p>The next questions concern your present workplace.</p> <p>How many persons work at the workplace where you are working?</p>	<ol style="list-style-type: none"> <li>1) 1 - 4 persons</li> <li>2) 5 - 9 persons</li> <li>3) 10 - 19 persons</li> <li>4) 20 - 29 persons</li> <li>5) 30 - 49 persons</li> <li>6) 50 - 99 persons</li> <li>7) 100 - 199 persons</li> <li>8) 200 - 249 persons</li> <li>9) 250 - 499 persons</li> <li>10) 500 - 999 persons</li> <li>11) 1,000 persons or more</li> </ol>	<ul style="list-style-type: none"> <li>- The workplace refers to one establishment, e.g. factory, agency, plant, shop, office or site.</li> <li>- If an enterprise with multiple establishments is concerned, the size of the establishment is meant, not that of the employer or the whole enterprise.</li> <li>- If works remotely/at home, enter the number of personnel in the establishment to which the person administratively belongs.</li> <li>- The person in question included.</li> </ul>	
K3	<p>During the past 12 months, has the number of personnel at your workplace:</p>	<ol style="list-style-type: none"> <li>1) increased</li> <li>2) remained unchanged</li> <li>3) decreased?</li> </ol>		
K21c_4 (M)	<p>(M) Next, I will make some statements concerning your own workplace. What do you think about them.</p> <p>There is open communication at my workplace.</p> <p>Do you:</p>	<ol style="list-style-type: none"> <li>1) fully agree</li> <li>2) more or less agree</li> <li>3) more or less disagree</li> <li>4) fully disagree?</li> </ol>		
K21c_5 (M)	<p>(M) At my workplace employees are treated equally.</p> <p>Do you:</p>	<ol style="list-style-type: none"> <li>1) fully agree</li> <li>2) more or less agree</li> <li>3) more or less disagree</li> <li>4) fully disagree?</li> </ol>		

K21c_10 (M)	(M) Conflicts can be handled and solved at my workplace.  Do you:	1) fully agree 2) more or less agree 3) more or less disagree 4) fully disagree?		
K21c_12 (M)	(M) My workplace has a trustful atmosphere.  Do you:	1) fully agree 2) more or less agree 3) more or less disagree 4) fully disagree?		
K26_1	Now some questions about how your workplace aims to improve employees' working capacity.  Does your workplace influence employees' fitness, health and lifestyle:	1) very actively 2) fairly actively 3) not very actively 4) not at all?		
K26_2	Does your workplace influence the safety of the work environment:	1) very actively 2) fairly actively 3) not very actively 4) not at all?		
K26_3	Does your workplace influence competence and the development of professional skills:	1) very actively 2) fairly actively 3) not very actively 4) not at all?		

K20b_2 (M)	<p>(M) Assess how well or poorly the following descriptions fit your own workplace.</p> <p>It is possible to learn new things at my workplace all the time.</p> <p>Does this fit your workplace:</p>	<p>1) very well  2) fairly well  3) fairly poorly  4) very poorly?</p>		
K20b_2a (M)	<p>(M) (Assess how well or poorly the following descriptions fit your own workplace.)</p> <p>My workplace supports learning together.</p> <p>Does this fit your workplace:</p>	<p>1) very well  2) fairly well  3) fairly poorly  4) very poorly?</p>		
K20b_5 (M)	<p>(M) (Assess how well or poorly the following descriptions fit your own workplace.)</p> <p>Employees are encouraged to try new things.</p> <p>Does this fit your workplace:</p>	<p>1) very well  2) fairly well  3) fairly poorly  4) very poorly?</p>		
K21b_1	<p>During the past 12 months, have you been in training so that you have received pay for the training period?</p>	<p>1) Yes  2) No</p>		
K21b_2	<p>How many working days?</p>	<p>1..300</p>	<p>- Month = 22 working days.  - If several partial days, add up the hours and convert to working days (6 hours of training = one working day).</p>	<p>Jos  K21b_1=1</p>

K52a	During the past 12 months, have you studied at work under the guidance of a more experienced employee, mentor or teacher?	1) Yes 2) No	Studying during paid working hours.	
K52b	During the past 12 months, have you studied at work independently without guidance?	1) Yes 2) No	Studying during paid working hours.	
K53_1	During the past 12 months, have you received new tasks or responsibilities in your work that require studying new things?	1) Yes 2) No		
K53_2	Are your competence and skills investigated regularly, for example, in workplace competence analyses or personal appraisal discussions?	1) Yes 2) No		
K53_3	Has your current employer offered or organised support or guidance for you for planning your career?	1) Yes 2) No	Guidance and support can be obtained at the workplace (from a colleague, supervisor, human resources management) or be otherwise arranged by the employer, for example, from a private career counsellor or an occupational health psychologist.	
K53_4	In your current job, have you acquired guidance or support for planning your career from somewhere else, e.g. from a trade union, educational institution or employment services?	1) Yes 2) No	Does not refer to guidance or support received when unemployed, laid off or a student.	

K22_6	<p>Next, questions about flexibility in working hours and remuneration.</p> <p>Do you have at your disposal a working time system where working hours exceeding and below normal working hours are recorded and they can be later taken as time off or worked as extra hours?</p>	<p>1) Yes 2) No</p>	Refers to flexible working hours, for example.	
K22_8	Can you use the accumulated hours saved by taking full days off?	<p>1) Yes 2) No</p>		Jos K22_6=1
K64	When you think about reconciling work and the rest of your life, are your working hours:	<p>1) sufficiently flexible 2) somewhat flexible, but not sufficiently 3) not at all sufficiently flexible?</p>		
K42a	How often do you work according to tight schedules or at a very fast pace:	<p>1) daily 2) weekly 3) monthly 4) occasionally 5) not at all?</p>		
K43g	During the past 12 months, have you worked without compensation outside working hours to perform your tasks:	<p>1) daily 2) weekly 3) monthly 4) occasionally 5) not at all?</p>	<p>- Does not refer to overtime work for which is compensated in money or as time off. - Outside working hours = working hours have not been recorded anywhere, working during their free time.</p>	

K43a	<p>Remote work refers to gainful work done outside the actual workplace in a way that it has been agreed on with the employer.</p> <p>During the past 12 months, have you done remote work:</p>	<p>1) daily 2) weekly 3) monthly 4) occasionally 5) not at all?</p>	<p>- Remote work <b>does not</b> refer to mobile work where the employee is continuously on the move (such as a bus or coach driver, installer), nor family day care. - If the amount of remote work has varied, answer based on average.</p>	
K43a_4	How many days per week do you do remote work, on average?	__ days		Jos K43a=2
K43a_5 (M)	(M) How do you feel about your possibility to influence how often you do remote work? Are you able to influence it:	<p>1) sufficiently 2) to some degree, but not sufficiently 3) not at all sufficiently?</p>		Jos K43a=1,2,3,4
K20a_02	Is your work performance and competence systematically assessed, for example, once a year in connection with a so-called personal appraisal or target discussion?	<p>1) Yes 2) No</p>		
K20a_13 (M)	(M) How fair do you think your pay is relative to your work input:	<p>1) very fair 2) quite fair 3) quite unfair 4) very unfair?</p>		
K11a_1	Can you influence what your job tasks include:	<p>1) much 2) fairly much 3) to some degree 4) not at all?</p>		



K11a_2	Can you influence your pace of work:	1) much 2) fairly much 3) to some degree 4) not at all?		
K11a_3	Can you influence how work is divided at your workplace:	1) much 2) fairly much 3) to some degree 4) not at all?		
K11a_4	Can you influence in which places you work:	1) much 2) fairly much 3) to some degree 4) not at all?	Refers to a physical place of work.	
K21b_4	Can you influence the development of activity at your workplace:	1) much 2) fairly much 3) to some degree 4) not at all?		
K46a	During the past 12 months, have you developed procedures or processes in your work?	1) Yes 2) No		
K46b	And have you (during the past 12 months) developed new or improved products or services in your work?	1) Yes 2) No		
K21b_6	Do you plan your own work so that you set schedules and goals for your work:	1) yes, regularly 2) yes, occasionally 3) hardly at all?		

K65_1	How large part of your working time do you use digital applications or information technology devices in general:	<ol style="list-style-type: none"> <li>1) almost all the time</li> <li>2) around three-quarters of the time</li> <li>3) around one-half of the time</li> <li>4) around one-quarter of the time</li> <li>5) less</li> <li>6) not at all?</li> </ol>		
K65_2	How often do you use tools based on artificial intelligence for your work, such as chatbots, virtual assistants, speech recognition, machine vision, machine translation or other applications based on machine learning:	<ol style="list-style-type: none"> <li>1) daily</li> <li>2) weekly</li> <li>3) monthly</li> <li>4) occasionally</li> <li>5) not at all?</li> </ol>		Jos K65_1=1-5
K48	Do you use electronic workspaces or instant messaging tools in your work to discuss, share information and cooperate virtually?	<ol style="list-style-type: none"> <li>1) Yes</li> <li>2) No</li> </ol>	<ul style="list-style-type: none"> <li>- For example, SharePoint, Skype for Business, Slack, Microsoft Teams.</li> <li>- In instant messaging, the discussion takes place in real time.</li> <li>- Does not refer to email or text messages.</li> </ul>	Jos K65_1=1-5
K47	Do you use social media in your work?	<ol style="list-style-type: none"> <li>1) Yes</li> <li>2) No</li> </ol>	<ul style="list-style-type: none"> <li>- Use specifically for the purpose of work.</li> <li>- Facebook, Twitter, Instagram, LinkedIn, Youtube, TikTok, SnapChat, for example.</li> </ul>	Jos K65_1=1-5
K47a	Have you experienced inappropriate, offensive or hostile messages, targeting or trolling while using social media at work?	<ol style="list-style-type: none"> <li>1) Yes</li> <li>2) No</li> <li>3) Don't know</li> <li>4) Don't want to answer</li> </ol>	<ul style="list-style-type: none"> <li>- Targeting refers to inciting people publicly to harass a person in order to silence him or her.</li> <li>- Trolling refers to deliberately misleading or provocative activity.</li> </ul>	Jos K47=1

K33a	There may be unequal treatment or discrimination in working life, for example regarding pay, recruitment, career advancement or access to training. Do you think there is discrimination or unequal treatment in your workplace based on:  age?	1) Yes 2) No 3) Don't know Unwilling to answer		
K33_1	Is it (unequal treatment or discrimination) directed at young people?	1) Yes 2) No		Jos K33a=kyllä
K33_2	Is it (unequal treatment or discrimination) directed at aged people?	1) Yes 2) No		Jos K33a=kyllä
K33b	And do you think there is discrimination or unequal treatment in your workplace based on: sex?	1) Yes 2) No 3) Don't know Unwilling to answer		
K33_4	Is it directed (unequal treatment or discrimination) at men?	1) Yes 2) No		Jos K33b=kyllä
K33_3	Is it (unequal treatment or discrimination) directed at women?	1) Yes 2) No		Jos K33b=kyllä
K33b_1	Is it (unequal treatment or discrimination) directed at transgender or non-binary people?	1) Yes 2) No		Jos K33b=kyllä

K33_9	Do you think there is discrimination or unequal treatment in your workplace based on:  sexual orientation?	1) Yes 2) No 3) Don't know Unwilling to answer		
K33_5	(Do you think there is discrimination or unequal treatment in your workplace based on:)  fixed-term nature of the employment relationship?	1) Yes 2) No 3) Don't know Unwilling to answer		
K33_7	(Do you think there is discrimination or unequal treatment in your workplace based on:)  part-time nature of the employment relationship?	1) Yes 2) No 3) Don't know Unwilling to answer		
K33_6	(Do you think there is discrimination or unequal treatment in your workplace based on:)  foreign background or skin colour?	1) Yes 2) No 3) Don't know Unwilling to answer		
K33_8	(Do you think there is discrimination or unequal treatment in your workplace based on:)  health?	1) Yes 2) No 3) Don't know Unwilling to answer		

K33_10	(Do you think there is discrimination or unequal treatment in your workplace based on:)  something else?	1) Yes 2) No 3) Don't know Unwilling to answer		
K9a_07	Psychological violence or bullying at work refers to isolation, nullification of work, threatening, talking behind the back or other pressure directed at a member of the work community.  Do you think that there is this type of behaviour at your workplace from co-workers:	1) not at all 2) sometimes 3) constantly 4) the question does not concern you?		
K9a_07c	(Psychological violence or bullying at work refers to isolation, nullification of work, threatening, talking behind the back or other pressure directed at a member of the work community.)  Do you think that there is this type of behaviour at your workplace from supervisors:	1) not at all 2) sometimes 3) constantly 4) the question does not concern you?		
K9a_07b	(Psychological violence or bullying at work refers to isolation, nullification of work, threatening, talking behind the back or other pressure directed at a member of the work community.)  Do you think that there is this type of behaviour at your workplace from customers:	1) not at all 2) sometimes 3) constantly 4) the question does not concern you?	Customers also refer to pupils or patients, for example.	

K9a_11	Have you experienced sexual harassment at your workplace during the past 12 months, for example, from your co-workers, supervisors or customers:	<ul style="list-style-type: none"> <li>1) not once</li> <li>2) yes, once</li> <li>3) yes, several times?</li> <li>4) Don't know</li> <li>5) Unwilling to answer</li> </ul>	Sexual harassment here refers to such sexual conduct, speech or writing, which is undesired, one-sided and may involve pressure.	
K9a_09b	During the past 12 months, have you noticed at your workplace that someone would have been subjected to violence or the threat of violence:	<ul style="list-style-type: none"> <li>1) not once</li> <li>2) yes, once</li> <li>3) yes, several times?</li> </ul>	Refers to physical violence.	
K9a_10b	Have you yourself been subjected to violence or the threat of violence at your workplace in the past 12 months:	<ul style="list-style-type: none"> <li>1) not once</li> <li>2) yes, once</li> <li>3) yes, several times?</li> </ul>	Refers to physical violence.	
K21c_8 (M)	<p>(M) Next I will ask about your feelings related to work.</p> <p>What do you think of the following statements:</p> <p>I feel my work is physically heavy. Do you:</p>	<ul style="list-style-type: none"> <li>1) fully agree</li> <li>2) more or less agree</li> <li>3) more or less disagree</li> <li>4) fully disagree?</li> </ul>		
K21c_9 (M)	<p>(M) (What do you think of the following statements:)</p> <p>I feel my work is mentally heavy. Do you:</p>	<ul style="list-style-type: none"> <li>1) fully agree</li> <li>2) more or less agree</li> <li>3) more or less disagree</li> <li>4) fully disagree?</li> </ul>		

K28a	If you think about the physical requirements of your current job, is your working capacity:	1) very good 2) quite good 3) average 4) fairly poor 5) very poor?		
K28b	What about mental requirements. Is your working capacity:	1) very good 2) quite good 3) average 4) fairly poor 5) very poor?		
K32	How many working days have you been absent from work because of your own illness during the past 12 months?	__ working days 0..300	- If no working days, enter zero (0). - Month = 22 working days.	
K55 (M)	(M) Stress refers to a situation where people feel tense, restless, anxious or distressed or it is hard for them to sleep because they constantly have things on their mind. Are you currently experiencing such stress:	1) not at all 2) only a little 3) somewhat 4) fairly much 5) very much?		
K56a (M)	(M) How often do you feel mentally exhausted in your work:	1) you do not feel ever 2) rarely 3) sometimes 4) often 5) you feel always?		

K56b (M)	(M) How often do you feel that <b>you are not interested in or enthusiastic about your work:</b>	1) you do not feel ever 2) rarely 3) sometimes 4) often 5) you feel always?		
K56c (M)	(M) How often do you feel when working that <b>you cannot concentrate well:</b>	1) you do not feel ever 2) rarely 3) sometimes 4) often 5) you feel always?		
K56d (M)	(M) How often do you feel that <b>you cannot control your feelings in your work:</b>	1) you do not feel ever 2) rarely 3) sometimes 4) often 5) you feel always?		
K57a	(M) How often do you feel full of energy when you work:	1) you do not feel ever 2) rarely 3) sometimes 4) often 5) you feel always?		
K57b	(M) How often are you enthusiastic about your work:	1) never 2) rarely 3) sometimes 4) often 5) always?		



K57c	(M) How often are you completely immersed in your work:	1) never 2) rarely 3) sometimes 4) often 5) always?		
K57d	(M) How often in your work do you have a sense of community and doing things together:	1) never 2) rarely 3) sometimes 4) often 5) always?		
K69 (M)	(M) How meaningful do you feel your work is:	1) very meaningful 2) fairly meaningful 3) not particularly meaningful 4) not at all meaningful?		
K22_1 (M)	(M) Next questions about possible changes in your work.  Do you consider it possible that during the next 12 months you will be temporarily laid off for at least two weeks:	1) yes definitely 2) yes possibly 3) probably not 4) definitely not?	- Also note shorter temporary lay-offs of at least two weeks in total. - If is currently laid off, refers to a new lay-off period.	
K22_2 (M)	(M) Do you consider it possible that during the next 12 months you will be dismissed from your present job:	1) yes definitely 2) yes possibly 3) probably not 4) definitely not?	It also means that a fixed-term employment relationship is not extended.	

K23 (M)	(M) If you became unemployed now, do you think you would get work corresponding to your occupation and work experience:	<ol style="list-style-type: none"> <li>1) yes definitely</li> <li>2) yes possibly</li> <li>3) probably not</li> <li>4) definitely not?</li> </ol>		
K68	If you became unemployed, which of the following measures would you consider:	<ol style="list-style-type: none"> <li>1) you would apply for a new job in the same field?</li> <li>2) you would apply for a new job in a different field?</li> <li>3) you would become an entrepreneur or self-employed in other ways?</li> <li>4) you would acquire further training?</li> <li>5) you would train for a totally new occupation?</li> <li>6) you would stay outside the working life temporarily or fully?</li> <li>7) you would go abroad to work?</li> <li>8) Something else?</li> </ol>	<p>- Several alternatives are allowed.</p> <p>- Read the response alternatives one at a time, yes-no.</p>	
K13_1	Are you a member of a trade union, an employee organisation or a corresponding professional organisation?	<ol style="list-style-type: none"> <li>1) Yes</li> <li>2) No</li> <li>3) Don't know</li> <li>4) Unwilling to answer</li> </ol>		
K13_2	And do you belong to an unemployment fund?	<ol style="list-style-type: none"> <li>1) Yes</li> <li>2) No</li> <li>3) Don't know</li> <li>4) Unwilling to answer</li> </ol>		Jos K13_1=2,3, 4

K40	Do you have supervisory or managerial tasks?	1) Yes 2) No		
K40_1a	<p>Lastly, I will ask about non-compete agreements. After the termination of an employment relationship, it is used to restrict the employee's right to work for a competing employer or engage in a competing business activity.</p> <p>Does your employment contract contain a non-compete clause or have you signed a separate non-compete agreement?</p>	1) Yes 2) No 3) Don't know		
K40_1b	How long will the non-compete clause or agreement remain in force after the end of the employment relationship:	1) 1-6 months 2) 7-12 months 3) over 12 months 4) the time is not defined? 5) Don't know		Jos K40_1a =1