

ZA4187

Flash Eurobarometer 163
(0 employee = One-person-enterprises)

Questionnaire
Ireland

Q1. For each of the following situations, could you tell me if you ...

[READ OUT – ROTATE – ONLY ONE ANSWER]

- Often..... 1
 - Sometimes 2
 - Never 3
 - [DK/NA]..... 4
-
- a) Employ staff on a short term basis 1 2 3 4
 - b) Receive help at your work from family members or friends 1 2 3 4
 - c) Subcontract or buy services from others 1 2 3 4
-

Q2.1 In the past, did you ever recruit for your business one or more employees under a regular (i.e. normal, ordinary) work contract?

[READ OUT - ONLY ONE ANSWER]

- Yes, several times 1
- Yes, once 2
- No, never 3
- [DK/NA] 4

Q2.2 Considering the current situation of your business, do you think that you would need to recruit one or more employees in the next six months?

[READ OUT - ONLY ONE ANSWER]

- Yes, certainly 1
 - Yes, probably 2
 - No, probably not 3
 - No, certainly not..... 4
 - [DK/NA] 5
-

Q3. From the following list, what are the two main reasons that could best explain why you do not currently employ anybody under a regular (i.e. normal, ordinary) work contract? Firstly? Secondly?

[READ OUT – ROTATE

ONE ANSWER ONLY FOR "FIRSTLY" AND ONE ANSWER ONLY FOR "SECONDLY"]

- a) Your business is not yet big enough 1
- b) Your expectations for your future business development are not sufficiently good 2
- c) You want to keep full control over all aspects of your business 3
- d) It would cost too much to train a new employee..... 4
- e) It is difficult to find a suitably qualified person 5
- f) The wages you would have to pay are too high 6
- g) The additional labour costs (such as employers' contributions to social security, etc.) are too high..... 7
- h) The legal and administrative procedures for hiring, employing or dismissing staff are too complicated 8
- i) [OTHER] [SPECIFY:.....]. 9
- j) [DK/NA] 10

- Firstly 1 2 3 4 5 6 7 8 9 10

- Secondly 1 2 3 4 5 6 7 8 9 10

[IF RESPONDENT SAYS h) IN Q3 EITHER FIRSTLY OR SECONDLY]

Q4. One of the reasons why you do not have an employee is due to the complexity of the legal and administrative procedures. From the following list, what exactly are the two main reasons best explaining your opinion? Firstly? Secondly?

[READ OUT – ROTATE

ONE ANSWER ONLY FOR "FIRSTLY" AND ONE ANSWER ONLY FOR "SECONDLY"]

- a) Fulfilling the requirements for withholding taxes and other tax related work would be too complicated and time-consuming 1
- b) Fulfilling the requirements to fulfill your obligations regarding social contributions would be too complicated and time-consuming 2
- c) You would have to comply with too many health and safety regulations 3
- d) You are afraid that it would be too difficult to dismiss an employee in the future 4
- e) You would not have enough freedom to select an employee because of anti-discrimination rules 5
- f) The expenses related to the administrative procedures for hiring somebody are too high 6
- g) [OTHER] [SPECIFY:.....]. 7
- h) [DK/NA] 8

- Firstly 1 2 3 4 5 6 7 8

- Secondly 1 2 3 4 5 6 7 8

[TO ALL]

Q5. Suppose you want to hire somebody. How many different institutions (agencies, government bodies etc) do you think you would have to deal with before you could actually employ this person?

[SPONTANEOUS ANSWER – CODE 99 IF DK/NA]

N= [] [] institutions

Q6. How much of your working time do you think you would need in order to gather all the necessary information and fulfil all administrative procedures in order to hire your first employee?

[READ OUT - ONLY ONE ANSWER]

- One day or less 1
- Two to three days 2
- One week 3
- Two to three weeks 4
- More than three weeks 5
- [DK/NA] 6

Q7. Suppose that you want to hire somebody and that you have found the perfect candidate. However, you have not yet started the administrative procedures. In your opinion, how much time would be necessary before this person can begin to actually work in your company?

[READ OUT - ONLY ONE ANSWER]

- The employee can start working immediately, procedures can be sorted out later 1
- One day or less 2
- Two to three days 3
- One week 4
- Two to three weeks 5
- More than three weeks 6
- [DK/NA] 7

Q8. Suppose that you want to hire somebody. In your opinion, where do you think you could best obtain the necessary information regarding procedures and your duties?

[READ OUT – ROTATE – MAXIMUM TWO ANSWERS POSSIBLE]

- The National Authorities 1
- Your accountant, your legal or financial advisor or a similar person 1
- The Local Authorities 1
- Chamber of Commerce or Professional Association 1
- Banks 1
- Family or friends 1
- [OTHER] [SPECIFY:.....] 1
- [DK/NA] 1

Q9. Imagine that you have hired an employee under a regular (i.e. normal, ordinary) work contract. How much time per month do you think you would have to spend on administrative procedures related to this employment (e.g. fulfilling tax and social security obligations...)?

[READ OUT - ONLY ONE ANSWER]

- A few hours 1
- About one day 2
- Two or three days 3
- More than three days 4
- [DK/NA] 5

Q10. Could you please tell whether you are aware of the following exceptions from legal and administrative requirements or special programmes and initiatives for small companies?

- Yes 1
- No 2
- [DK/NA] 3

[READ OUT – ROTATE – ONE ANSWER PER LINE]

- Exceptions and special rules that make the administrative process of hiring easier 1 2 3
- Relaxing employment rules that make employing staff less burdensome 1 2 3
- Exemptions from rules that protect employees from dismissal 1 2 3
- Special reductions for taxes and social security contributions for small companies 1 2 3
- Special financial support (subsidy, grants...) available for small companies that hire staff 1 2 3

Q11. Imagine that you have hired an employee under a regular (i.e. normal, ordinary) work contract. If you pay that employee a gross salary of 100 euros, how much do you think you would have to pay ON TOP OF THIS AMOUNT for the various social security contributions, for special taxes related to the employment and other mandatory payments?

[SPONTANEOUS ANSWER IN EUROS – CODE 9999 IF DK/NA]

N= [] [] [] [] [] euros

Q12. Overall, would you say that the administrative procedures for a company like yours are very well suited, rather well suited, rather unsuited or rather not suited at all to hiring somebody in Ireland?

[READ OUT - ONLY ONE ANSWER]

- Very well suited 1
 - Rather well suited 2
 - Rather unsuited 3
 - Not suited at all 4
 - [DK/NA] 5
-

D4. One last question. What was the annual turnover of your company in Ireland, last fiscal year?

[SPONTANEOUS ANSWER - SPECIFY IN LOCAL CURRENCY – DO NOT READ OUT THE SCALE BELOW]

.....

[DO NOT READ OUT - THEN CODE THE TURNOVER WITH THE HELP OF THIS SCALE – CONVERTED INTO EURO FOR OUTSIDE EURO ZONE]

- 10.000 euro or less 1
 - Between +10.000 and 25.000 euro 2
 - Between +25.000 and 50.000 euro 3
 - Between +50.000 and 100.000 euro 4
 - Between +100.000 and 250.000 euro 5
 - Between +250.000 and 500.000 euro 6
 - Between +500.000 and 1 million euro 7
 - Above 1 million euro 8
 - [DK/NA] 9
-

[END OF INTERVIEW – THANK RESPONDENT]