

Flash-EB 120 Feb - Mar 2002 ZA 3662

FLASH EUROBAROMETER 120: Flexible Employment

SOCIO-DEMOGRAPHICS

D1. Sex [1] male
[2] female

D2. Exact Age: [][] years old
[00] [REFUSAL/NO ANSWER]

D3. Region = "European Administrative Regional Unit" (N.U.T.S. 1) [2 DIGITS]

D4. Type of Locality

- metropolitan zone..... 1
- other town /urban centre2
- rural zone3

D5. How many people live with you, in your household?

- [][] people (exact number)
- (If the respondent lives alone: CODE ZERO)
- (If DK/NA) CODE 99

D6. Highest level of education successfully completed:

- 0. Never went to school
- 1. Primary education or lower secondary education (**EQUIVALENT IN NATIONAL SYSTEM**)
- 2. Upper secondary education (**EQUIVALENT IN NATIONAL SYSTEM**)
- 3. Post-secondary non-tertiary education (**EQUIVALENT IN NATIONAL SYSTEM**)
- 4. Tertiary education (**EQUIVALENT IN NATIONAL SYSTEM**)
- 5. (DK/NA)

D7. Age when finished full time education : [EXACT AGE IN 2 DIGITS]

- [][] years old
- [00] [REFUSAL/ NO ANSWER]
- [01] [NEVER WENT TO FULL TIME SCHOOL]
- [99] [STILL AT FULL TIME SCHOOL]

DESCRIPTION OF THE CURRENT SITUATION

Current status:

1. Are you, currently:

- | | |
|--|------------------------------|
| 1. working | SKIP TO SECTION A-Q2 |
| 2. retired (no longer working) | SKIP TO SECTION E-Q64 |
| 3. looking for a job | SKIP TO SECTION E-Q64 |
| 4. a student / having full-time training/education | SKIP TO SECTION E-Q64 |
| 5. without a professional activity (housekeeping,
living on non-labour incomes) | SKIP TO SECTION E-Q64 |
| 6. (DK/NA) | SKIP TO SECTION F-Q70 |

SECTION A. PERSONS WORKING (ANY STATUS)

Description of the environment and the working conditions.

2. In which economic sector of activity are you working?

1. Public administration
2. Health/Education
3. Agriculture, Fishery, Forestry
4. Industry, manufacturing, Energy
5. Construction
6. Trade
7. Hotel /restaurant/catering
8. Transports
9. All other services
10. (DK/NA)

3. How many persons does your company or institution employ (including you)?

1. 1-2
2. 3-5
3. 6-10
4. 11-19
5. 20-49
6. 50-249
7. 250 or more
8. (DK/NA)

4. To how many persons can you give orders or work instructions?

1. none
2. 1-2
3. 3-5
4. 6-10
5. 11-19
6. 20-49
7. 50-249
8. 250 or more
9. (DK/NA)

5. Would you define your work as a rather:

1. manual work
2. technical work
3. commercial work
4. office work
5. other (SPECIFY)
6. (DK/NA)

6. Are you working more often...:

1. in a factory
2. in a workshop
3. in an office
4. in a shop
5. outside, travelling, visiting clients
6. at home
7. other (SPECIFY)
8. (DK/NA)

7. Does your work or a part of it imply "telework", that enables one to work at distance

1. yes, totally
2. yes, partly
3. no
4. (DK/NA)

Satisfaction at work.

8. All things considered, are you very satisfied, rather satisfied, rather unsatisfied or very unsatisfied: ...

1. very satisfied
2. rather satisfied
3. rather unsatisfied
4. very unsatisfied
5. (NOT SUGGESTED: neither satisfied nor unsatisfied, it depends, ...)
6. (DK/NA)

a) with the work you are doing ?

b) with your work conditions, such as your work hours//, your environment, your status etc.

Occupation's identification.

9. What is exactly the nature of your main occupation?

(ENQ: WRITE DOWN THE ANSWER AND THEN CODE IT BELOW)

(Free answer:)

1. Self-employed

- i.e. :
- Farmer, forester, fisherman..... 11
 - Owner/proprietor of a shop or a craftman 12
 - Professional (e.g. Lawyer, medical practitioner, accountant, architect,...) 13
 - Manager of a company 14
 - Other (SPECIFY) 15

1. Employed

- i.e. :
- Professional (e.g. medical practitioner, lawyer, accountant, architect,...) 21
 - General management/director/senior management 22
 - Middle management.....23
 - Office clerk24
 - Other employee (salesman/nurse etc....)25
 - Other (SPECIFY)26

2. Manual worker

- i.e. :
- Supervisor/foreman (team leader etc.)..... 31
 - skilled manual worker.....32
 - unskilled manual worker.....33
 - Other (SPECIFY)34

3. Without professional activity

- i.e. :
- housekeeping.....41
 - student (full-time)42
 - retired.....43
 - looking for a job.....44
 - Other (SPECIFY)45

- (REFUSED) 99

Incomes from the professional activity.

10. Is this activity the main source of income in your household?

1. yes
2. About half of the household income
3. no
4. (DK/NA)

11. What is your monthly take home pay you get out of this activity, ...?

1. less than € 500 (i. e in National currency :...)
2. from € 500 to less than € 1000 (i. e in National currency :...)
3. from € 1000 to less than € 1500 (i. e in National currency :...)
4. from € 1500 to less than € 2000 (i. e in National currency :...)
5. from € 2000 to less than € 2500 (i. e in National currency :...)
6. from € 2500 to less than € 5000 (i. e in National currency :...)
7. € 5000 or more (i. e in National currency :...)
8. (DK/NA)

Description of the timetable:

12. How are your working hours spread? Which of the four following situations is closest to your case: ...

1. fix and regular working hours the whole week
2. fix working hours but unevenly spread over the week
3. flexible working hours schedule but agreed upon in advance
4. working hours organized every day according to the needs
5. (DK/NA)

13. Does this timetable suit you very well, quite well, not so well or not at all?

1. very well
2. quite well
3. not so well
4. not at all
5. (DK/NA)

14. How many hours a week do you work in average? **(WRITE THE NUMBER)**

- around [][] hours a week

15. Does this amount of work hours suit you very well, quite well, not so well or not at all?

1. very well
2. quite well
3. not so well
4. not at all
5. (DK/NA)

16. In your occupation, this corresponds to a: ... ?

1. 1/4 time and less
2. between 1/4 and half-time occupation
3. between half-time and 3/4
4. between $\frac{3}{4}$ time and full time
5. full-time occupation **(ASK Q. 17 AND GO TO Q22)**
6. more than a full-time occupation **(ASK Q. 17 AND GO TO Q22)**
7. (NSP/SR)

17. For how long have you been working with this timetable?: ...

1. less than 1 month,
2. 1-3 months,
3. 4-6 months,
4. 7-12 months,
5. 13-18 months
6. 19-24 months
7. 25-36 months
8. more than 3 years
9. (NSP/SR)

Part-time jobs

18. Would you accept to change job or employer to get a full-time job instead of a part -time one?

2. yes
3. rather yes
3. rather no
4. no
5. (DK/NA)

19. Do you currently work part-time because you were encouraged to do so (i.e. you got an incentive), because you have not found any other suitable job or was this status imposed on you by your employer?

1. voluntarily (for personal or family-related reasons)
2. was encouraged (got an incentive)
3. did not find anything better
4. imposed by the employer
5. (DK/NA)

20. Which “personal” advantages do you get by working part-time ? **(MULTI-ANSWERS ALLOWED)**

1. none.....	1
-yes : 2. more time for oneself: leisure, family, etc.....	1
3. more time for care duties.....	1
4. enables one to follow a training.....	1
5. Less stress, helps preserving health	1
6. helps preparing oneself for retirement.....	1
7. enables to have another paid activity at the same time.....	1
8. enables to follow one’s partner and continue working.....	1
9. enables to prepare oneself for finding a definitive full-time job	1
10. Other (SPECIFY).....	1
11. (DK/NA).....	1

21. Which personal disadvantages do you experience by working part –time ? **(MULTI-ANSWERS ALLOWED)**

1. None.....	1
Yes: 2. decrease of salary.....	1
3. less social rights (Health care, retirement benefits, etc...),.....	1
4. It is difficult to advance one’s career, to get a position in the company.....	1
5. had no choice, it was imposed.....	1
6. Less access to job-related training.....	1
7. organisation difficulties at work.....	1
8. difficulties with hierarchy.....	1
9. lack of understanding with work colleagues.....	1
10. Obligation to realize too many domestic tasks.....	1
11. Other (SPECIFY).....	1
12. (DK/NA)	1

22. If it would depend entirely on you, and, in all cases with the same hourly rate, would you prefer to have ?...

1. Less work hours
2. More work hours
3. You are satisfied with your current timetable
4. (DK/NA)

The particular case of work in a temporary work agency

23 Are you employed by a temporary work agency?

1. yes **(ASK Q. 24 AND GO TO Q. 25)**
2. no **(GO TO Q. 25)**
3. (DK/NA) **(GO TO Q. 25)**

24 **(IF YES:)** What is the average length of your missions?

1. less than 1 month,
2. 1-3 months,
3. 4-6 months,
4. 7-12 months,
5. 13-18 months
6. 19-24 months
7. 25-36 months
8. more than 3 years
9. (NSP/SR)

Description of your contract's duration

25 What is the duration of your current employment contract: ...

1. unlimited duration **(ASK Q. 26 AND GO TO Q. 32)**
2. more than 3 years
3. 25-36 months
4. 19-24 months
5. 13-18 months
6. 7-12 months
7. 4-6 months
8. 1-3 months,
9. less than 1 month
10. (DK/NA) **(GO TO Q 27)**

26 Does the duration of your contract suit you: - very well – quite well – not so well – not at all?

1. very well
2. quite well
3. not so well
4. not at all
5. (DK/NA)

Fixed- term contracts.

27 Do you currently work for a limited duration on a voluntary basis, because you were encouraged to do so (i.e. you got an incentive), because you have not found any other suitable job or was this status imposed on you by your employer ?

1. on a voluntary basis (for personal or family-related reasons)
2. you were encouraged to do so (got an incentive)
3. you did not find better
4. imposed by the employer
5. (DK/NA)

28. Which personal advantages do you have by working for a limited duration? **(MULTI-ANSWER ALLOWED)**

- | | |
|---|---|
| 1. None..... | 1 |
| Yes: 2. keeping time for oneself (family, leisure,...)..... | 1 |
| 3. easier to fulfil my care duties | 1 |
| 4. allows me to combine my work with education..... | 1 |
| 5. less stress, preserving one's health | 1 |
| 6. varying activities..... | 1 |
| 7. being more independent | 1 |
| 8. remaining free for new opportunities..... | 1 |
| 9. you had no choice, it has been imposed to you..... | 1 |
| 10. Other (SPECIFY)..... | 1 |
| 11 (DK /NA)..... | 1 |

29. Which personal disadvantages do you experience when working under a fixed-term contract?
(MULTI-ANSWER ALLOWED)

1. none.....	1
Yes: 2. decrease of salary.....	1
3. less social rights (health care, retirement benefits, etc...)	1
4. It is difficult to advance one's career, to get a position within the company.....	1
5. uncertain future.....	1
6. Less access to job-related training.....	1
7. impossible to make long-term projects.....	1
8. difficult to keep a guaranty for a bank loan, a rent, etc.....	1
9. less status-enhancing.....	1
10. Other (SPECIFY).....	1
11. (DK/NA).....	1

30. Would you accept to change job or employer to get a permanent position rather than a fixed-term one?

1. yes
2. rather yes
3. rather no
4. No
5. (DK/NA)

31. If you would be the one to decide, and, in all cases, with the same conditions as your current job's and salary's ones, would you prefer to have a contract?...

1. with a shorter duration
2. with a longer duration
3. You are satisfied with your current contract's duration
4. (DK/NA)

Other activities in parallel

32. Do you have other professional activities than those we just spoke about, either under an employment contract or as self-employed?

1. yes: other employment contract
2. yes: other activity as self-employed
3. no **(SKIP TO Q34)**
4. (DK/NA) **(SKIP TO Q34)**

33. Is it, yes or no a: ...

1. Yes
2. No
3. (DK/KN)

a) part-time activity

b) a fixed-term activity

Previous full-time jobs

34. In the past (last 10 years): how many full-time and unlimited duration jobs have you had (and left since then)?

1. none **(GO TO Q. 37)**
2. one
3. two or three
4. four or more
5. (DK/NA) **(GO TO Q 37)**

35. How long did last the latest of those jobs you left?

1. more than 5 years
2. between 2 and 5 years
3. between 6 months and 2 years
4. less than 6 months
5. (DK/NA)

36. Is it you who decided to leave this job, is the company who employed you or is it the result of other family-related or personal circumstances?

1. your own decision
2. Company's or employer's decision
3. Other circumstances (family, moving, accident...)
4. (DK/NA)

Previous part-time jobs.

37. In the past (last 10 years), how many part-time jobs did you have and have you left since then?

1. none **(GO TO Q. 40)**
2. part-time : one
3. part-time: two or three
4. part-time: four or more
5. (DK/NA) **(GO TO Q40)**

38. How long did last the latest part-time job you have left?

1. more than 5 years
2. between 2 and 5 years
3. between 6 months and 2 years
4. less than 6 months
5. (DK/NA)

39. Is it you who decided to quit that job or is it the company that was employing you or is this decision the result of other personal or family-related circumstances?

1. your own decision
2. The company's, employer's decision
3. Other circumstances (family, moving, accident...)
4. (DK/NA)

Previous fixed-term jobs

40. In the past (last 10 years), how many fixed-term contracts have you obtained and have you quitted since then ?

1. none **(GO TO Q. 43)**
2. fixed-term contracts: one
3. fixed-term contracts: two or three
4. fixed-term contracts: four or more
5. (DK/NA) **(GO TO Q. 43)**

41. In total, how long did you work under fixed-term contracts?

1. more than 2 years
2. between 6 months and 2 years
3. less than 6 months
4. (DK/NA)

42. Is it you who decided not to renew the latest one, is it the company that employed you or is this decision the result of other family-related or personal circumstances?

1. your own decision
2. The company's, the employer's decision
3. other circumstances (family, moving, accident...)
4. (DK/NA)

Identification of the current activity category :

43. Do you currently mainly work as:

1. self-employed (free-lance) **(GO TO SECTION B- Q44)**
2. an employee under a full-time contract of unlimited duration **(GO TO SECTION C-Q51)**
3. an employee with a part-time contract or a fixed-term contract **(GO TO SECTION D-Q60)**
4. seasonal work **(GO TO SECTION D-Q60)**
5. Casual work **(GO TO SECTION D-Q60)**
6. temporary agency work **(GO TO SECTION D-Q60)**
7. (DK/NA) **(GO TO SECTION F- Q70)**

B. CURRENTLY SELF-EMPLOYED

44. Are you currently self-employed because you chose it voluntarily, because you were encouraged, because you did not want or did not find a permanent job, because it was imposed by the previous employer, or other reasons (please specify).

1. voluntarily (for personal or family-related reasons, for tax reasons or other)
2. was encouraged (received a financial incentive)
3. did not want a permanent job
4. did not find another job (permanent or fixed-term, full-time or part-time)
5. did not find a permanent full-time job
6. imposed by the previous employer
7. other reason, please specify
8. (DK/NA)

Motivations to keep this status

45. If you could work in another manner than as a self-employed, and keep your current income, would you be very tempted, quite tempted, not so tempted or not tempted at all by this solution ?

1. very tempted
2. quite tempted
3. not so tempted
4. not at all tempted
5. (DK/NA)

Q.46. What do you consider as more interesting and less interesting in the possibility to work as a full-time employee rather than as a self-employed? **(MULTI-ANSWERS ALLOWED)**

- WHAT IS MORE INTERESTING:

- 1. Money : would earn more 1
- 2. Security: income security, job security 1
- 3. social benefits: health care, retirement, etc 1
- 4. Tranquility: less stress, less obligations 1
- 5. more leisure, more holidays 1
- 6. other (SPECIFY) 1

- WHAT IS LESS INTERESTING :

- 7. money: would earn less 1
- 8. job insecurity 1
- 9. less social benefits: loss of rights 1
- 10. more stress and obligations 1
- 11. less leisure, less holidays 1
- 12. loss of independence 1
- 13. Other (SPECIFY) 1
- 14. (DK/NA) 1

47. Would you be more interested or less interested in the possibility to work as an employee if it was a part-time job or with contracts limited in time?

- 1 – more interested if part-time or limited periods
- 2 – neither more nor less
- 3 – less interested if part-time or limited time
- 4 - (DK/NA)

48. For yourself, what do you consider as more interesting and less interesting in these types of contract, compared with a usual employment contract? **(MULTI-ANSWER ALLOWED)**

- WHAT IS MORE INTERESTING FOR HIMSELF:

- 1. tranquility: less stress and obligations 1
- 2. more leisure, more holidays..... 1
- 3. could keep an activity as self-employed..... 1
- 4. remain more independent..... 1
- 5. other positive reasons (SPECIFY)..... 1

- WHAT IS LESS INTERESTING FOR HIMSELF:

- 6. money: would earn less..... 1
- 7. job insecurity..... 1
- 8. less social benefits: loss of rights 1
- 9. more stress, more obligations..... 1
- 10. less leisure, less holidays..... 1
- 11. other negative reasons (SPECIFY)..... 1
- 12. (DK/NA) 1

Flexible jobs from the (potential) employer's point of view.

49. Would you prefer to employ someone part-time or for a fixed-term duration, than to employ someone for a full-time and unlimited duration ?

1. yes
2. rather yes
3. rather no
4. no
5. (DK/NA)

50. For which reasons would this kind of contracts incite you, or not, to employ more ? **(MULTI-ANSWER ALLOWED)**

- WHAT WOULD BE AN INCENTIVE TO EMPLOY MORE UNDER THIS TYPE OF CONTRACTS :

- 1. security : less risks when employing 1
- 2. flexibility : more adaptable to the company's needs 1
- 3. cost: cheaper 1
- 4. Productivity : the employees are more motivated, hard working, competent, etc. 1
- 5. It is a way of avoiding long-term obligations 1
- 6. others (SPECIFY) 1

- WHAT WOULD BE AN DISINCENTIVE TO EMPLOY MORE WITH THIS TYPE OF CONTRACTS :

- 7. administrative burden 1
- 8. legal framework too restrictive 1
- 9. insecurity : less stable staff 1
- 10. it costs more 1
- 11. productivity: the employees are less motivated, hard-working, competent, etc. 1
- 12. Do not need anyone, do not want to take on 1
- 13. It is not a fair professional relationship 1
- 14. Can create problems on the confidentiality's level 1
- 15. It is negative for the work atmosphere 1
- 16. Loss of time and money at the beginning 1
- 17. Other (SPECIFY) 1

- 18. (DK/NA) 1

(END OF SECTION B- GO TO SECTION F – Q70)

C. EMPLOYED STAFF IN PERMANENT FULL-TIME JOBS

Motivations for choosing this status:

51. In your current job, and without losing your acquired advantages, are you allowed if you would like to...

- 1. yes
- 2. no
- 3. (DK/NA)

a) go over to a part-time timetable ?

b) go over to a flexible timetable ?

c) obtain career-breaks?

Attractiveness of part-time employment in the current job.

Q.52. What personal advantages would you see in working part-time in your current job? **(MULTI-ANSWERS ALLOWED)**

- 1. none 1
- yes : 2. more time for oneself: leisure, family, etc 1
- 3. easier to fulfil my care duties 1
- 4. following a training 1
- 5. less stressful, health preservation 1
- 6. preparing oneself for retirement 1
- 7. to have another remunerated activity in parallel 1
- 8. other (SPECIFY) 1
- 9. (DK/NA) 1

53. What personal disadvantages would you see in working part-time, in your current job? **(MULTI-ANSWER ALLOWED)**

- 1. None 1
- yes : 2. a too important decrease in salary 1
- 3. loss of social rights (health care, retirement benefits, etc) 1
- 4. career, position within the company 1
- 5. More stressful: same work to do in less time 1
- 6 other (SPECIFY) 1
- 7. (DK/NA) 1

Attractiveness of flexible timetables in current job

54. What personal advantages would you see in working with a flexible timetable, depending of your needs, in your current job? **(MULTI-ANSWER ALLOWED)**

- 1. none 1
- yes : 2. better combination of work and private life, family, etc 1
- 3. easier to fulfil my care duties 1
- 4. following a training 1
- 5. less stressful, health preservation 1
- 6. other (SPECIFY) 1
- 7. (DK/NA) 1

55. What personal disadvantages would you see working with a flexible timetable in your current job? **(MULTI-ANSWERS ALLOWED)**

- 1. none 1
- yes : 2. dangerous for stability, private life, family, etc 1
- 3. increase of stress, health risks 1
- 4. uncertainty about care duties 1
- 5. difficult to liase with work colleagues 1
- 6. other (SPECIFY) 1
- 7. (DK/NA) 1

Attractiveness of career breaks in the current job

56. What personal advantages would you see in taking a career break in your actual job? **(MULTI-ANSWERS ALLOWED)**

- | | |
|---|------------------------|
| 1. None..... | 1 (GO TO Q. 58) |
| - yes : 2. having more time for oneself : leisure, family life, etc | 1 |
| 3. easier to fulfil my care duties | 1 |
| 4. following a training, education or a reorientation course..... | 1 |
| 5. travelling..... | 1 |
| 6. preparing oneself for the retirement | 1 |
| 7. reducing stress, recovering..... | 1 |
| 8. varying activities | 1 |
| 9. other (SPECIFY) | 1 |
| 10. (DK/NA) | 1 |

57. Which of the four career break length that follow would seem the most interesting to you to take in one time:

1. less than six months
2. between 6 and 12 months
3. one year or two
4. more than two years
5. (no preference, neither...nor..)
6. (DK/NA)

58. Which personal disadvantages would you see in taking a career break in your actual job? **(MULTI-ANSWERS ALLOWED)**

1. none	1
- yes : 2. a too big decrease in salary.....	1
3. loss of social rights (health care, retirement benefits, etc)	1
4. career, position within the company.....	1
5. difficult to return to the labour market after some time.....	1
6. loss of contact with the company, with colleagues.....	1
7. other (SPECIFY)	1
8. (DK/NA)	1

Attractiveness of flexible jobs others than the current job.

Q.59. If someone proposed you another job that would suit you, would you consider it interesting if it was:

...

1. yes
2. rather yes
3. rather no
4. no
5. (DK/NA)

a) a part-time job

b) a fixed-term duration job

(END OF SECTION C : GO TO SECTION F-Q70)

D. EMPLOYED STAFF IN FLEXIBLE JOBS

Motivations to conserve this status.

60. If you could realize your activities with a full-time and unlimited duration contract, keeping the same hourly income as now, would you be very tempted, quite tempted, not so tempted or not at all tempted ?

1. Very tempted
2. quite tempted
3. not so tempted
4. not at all
5. (DK/NA)

Previous experience in a regular job and comparison of advantages.

61. In the past, were you employed full-time for an unlimited duration?

1. Yes
2. no **(GO TO SECTION F)**
3. (DK/NA) **(GO TO SECTION F)**

62. When you compare this full-time and of unlimited duration jobs with the one you have now, which one is the best: ...

1. the one you have now
2. the latest full-time and of unlimited duration
3. both are equal
4. (DK/NA)

63. And more particularly, which one is ... :

1. the one you have now
2. the latest full-time and of unlimited duration
3. both are equal
4. (DK/NA)

a) the most varied and flexible

b) the most stable and foreseeable

c) the most interesting and motivating at work

d) the most adapted to your personal and family life

e) the most advantageous financially speaking

(END OF SECTION D : GO TO SECTION F)

E. PEOPLE NOT WORKING

Circumstances in the past.

64. When did you leave your latest professional occupation ?

1. less than 6 months ago
2. 6 months to 2 years ago
3. 2 to 5 years ago
4. more than 5 years ago
5. (has never worked) **(GO TO Q. 67)**
6. (DK/NA) **(GO TO Q. 67)**

65. Before, were you principally :

1. employed worker
2. self-employed
3. it depends, you have had different positions
4. (DK/NA)

66. Did you : ...

1. leave voluntarily your latest job
2. loose your job, or
3. stop working definitively **(GO TO Q. 70)**
4. (DK/NA)

Search for job

67. Are you studying or following a complementary training, either full-time or part-time ?

1. Yes : full-time studies
2. Yes : complementary training full-time
3. Yes : part-time studies
4. Yes : complementary training part-time
5. No
6. (DK/NA)

Acceptability of flexible jobs

68. **(TO ALL, EVEN THOSE WHO ARE NOT LOOKING FOR A JOB)** If someone proposed you another job that could be convenient for you, would you consider it with interest if it was: ...

1. yes
2. rather yes
3. rather no
4. no
5. (DK/NA)

a) a part-time job

b) a fixed-term job

c) a part-time and fixed-term job

69. For what reasons could you consider interesting or not a part time or fixed-term job that could suit you? **(MULTI-ANSWERS ALLOWED)**

- REASONS TO CONSIDER IT INTERESTING (even with reserves) : 1
 - 1. a way to come back on the labour market 1
 - 2. more flexible, it allows to keep a family life 1
 - 3. it allows other activities at the same time, such as studies, training 1
 - 4. it allows to keep one's future freedom, not being engaged totally 1
 - 5. it is better than nothing, but you would prefer a standard job 1
 - 6. others (SPECIFY)..... 1

- REASONS TO NOT CONSIDER IT INTERESTING (or under conditions) :
 - 7. insecurity when the job comes to an end..... 1
 - 8. it does not allow to keep a family life 1
 - 9. it does not allow other activities at the same time, such as studies, training 1
 - 10. it does not allow to keep one's future freedom 1
 - 11. it would not be paid enough..... 1
 - 12. it would reduce the acquired social rights 1
 - 13. others (SPECIFY)..... 1

 - 14. (DK/NA)..... 1

(END OF SECTION E : GO TO SECTION F, Q70)

SECTION F- GENERAL OPINION QUESTIONS

Motivations at work.

70. I am going to mention some employment evaluation criteria. For each of them, and in your personal case, I would like to know if this criteria has for you: :

1. A very big importance
2. a rather big importance
3. a rather little importance
4. practically no importance or no importance at all
5. (is not concerned , has never worked and will never work)
6. (DK/NA)

a) a good income

b) autonomy (in order to organize your way of working, your timetable, etc.)

c) a motivating content (responsibilities, possibilities to progress, quality of work, etc.)

d) changes and variety (lack of routine, not always the same thing, etc)

e) security for the future (of your job, of your incomes, etc)

f) adaptation to family and personal life (leisure time, travels between home and work, possibilities for flexible working hours, etc)

g) Working conditions and involvement (health and safety at work, employee involvement, gender equality at work place, etc...)

h) Possibilities for lifelong learning (access to job-related training, encouraged participation in further education by employer, etc...)

Part-time jobs' social image.

71. Let's speak about part-time jobs. First, I am going to read out for you some positive opinions about them. In each case, I would like you to say me if, in your opinion; it is a right, rather right, rather false or false idea about part-time jobs:

1. right
2. rather right
3. rather false
4. false
5. (DK/NA)

a) it allows a better life organisation

b) it allows a better work quality

c) the salary is relatively higher, to compensate flexibility

72. In your case, would one of these arguments decisively make you accept a part-time employment?

1. yes : it allows a better life organisation
2. yes : it allows a better work quality
3. yes : the salary is relatively higher, to compensate flexibility
4. no, none would make me accept such a job
5. (DK/NA)

73. I am now going to read out for you some negative opinion statements about part-time employment. In each case, I would like you to tell me if, in your opinion; it is a right, rather right, rather false or false idea concerning these jobs

1. right
2. rather right
3. rather false
4. false
5. (DK/NA)

a) it is not paid enough

b) it is precarious and to be recommended only in order to get a regular job

c.) it is mainly feminine

d) it reduces responsibilities and social relations

e) it has a lack of social image

f) it reduces the quality of work

74. In your case, would one of these arguments decisively make you refuse such a job? (**ONLY ONE ANSWER**)

1. yes : it is not enough paid
2. yes : it is precarious
3. yes : it is mainly feminine
4. yes : it reduces responsibilities and social relationships
5. yes : has a lack of social image
6. yes : it reduces the quality of work
7. no, none would make me refuse such a job
8. (DK/NA)

75. In your opinion, must the legislation make it easier or reduce part-time employment, comparatively to the other kind of jobs?

1. make it easier
2. reduce
3. nor...neither...
4. (DK/NA)

76. And should workers be encouraged to look for part-time jobs, or should they be discouraged from doing so?

1. encouraged
2. discouraged
3. nor...neither...
4. (DK/NA)

Fixed-term work social image.

77. Let's now speak about fixed-term jobs. First, I am going to read out for you some positive opinion statements about them. In each case, I would like you to tell me if, in your opinion; it is a right, rather right, rather false or false idea about fixed-term jobs:

1. right
2. rather right
3. rather false
4. false
5. (DK/NA)

a) : it allows a better life organisation

b) it allows a better work quality

c) : it is relatively better paid, in compensation to flexibility

d) it gives experience and increases chances on the labour market

e) it proves worker flexibility, and that increases its chances

78. In your case, would one of these arguments decisively make you accept a fixed-time employment?
(ONLY ONE ANSWER)

1. yes : it allows a better life organisation
2. yes : it allows a better work quality
3. yes : it is relatively better paid, in compensation to flexibility
4. yes : it gives experience and increases chances on the labour market
5. yes : it proves the worker flexibility, which increases its chances
6. no, none would make me accept such a job
7. (DK/NA)

79. I am now going to read out for you some negative opinions about fixed-term employment. In each case, I would like you to tell me if, in your opinion; it is a right, rather right, rather false or false idea concerning these jobs:

1. right
2. rather right
3. rather false
4. false
5. (DK/NA)

a) it is not paid enough

b) it is precarious and to be recommended only to get a regular job

c.) it is mainly feminine

d) it reduces responsibilities and social relationships

e) it has a poor social image

f) it reduces the quality of work

g) it prevents from organizing long-term family and professional life

80. In your case, would one of these arguments decisively make you refuse such a job? (**ONLY ONE ANSWER**)

1. yes : it is not paid enough
2. yes : it is precarious
3. yes : it is mainly feminine
4. yes : it reduces responsibilities and social relationships
5. yes : has a poor social image
6. yes : it reduces the quality of work
7. yes : it prevents from organizing long-term family and professional life
8. no, none would make me refuse such a job
9. (DK/NA)

81. In your opinion, must the legislation make it easier or reduce limited duration employment, comparatively to unlimited duration employment?

1. facilitate
2. reduce
3. neither...nor
4. (DK/NA)

82. And should workers be encouraged to look for limited duration jobs, or should they be discouraged from doing so?

1. encouraged
2. discouraged
3. neither...nor
4. (DK/NA)

83. I will propose you now some types of employment. I would like you to classify them from the one you think is more acceptable to the one less acceptable for a worker: ...

- | | |
|---|-----------|
| a) full-time employment of unlimited duration | 1 2 3 4 5 |
| b) part-time employment | 1 2 3 4 5 |
| c) fixed-term employment | 1 2 3 4 5 |
| d) employment in a temporary job agency | 1 2 3 4 5 |
| e) Self-employment, as independent | 1 2 3 4 5 |

COMPLEMENTARY DESCRIPTIONS

Health status.

84. In general, can we say that your health is : ...

1. very good
2. good
3. bad
4. very bad
5. (DK/NA)

85. Do you have a percentage of disability recognized by social security or by an insurance company?

1. Yes, 100%
2. Yes, less than 100%
3. No
4. (DK/NA)

Time of incapacity

86. How many days were you unable to work for health reasons these last six months?

1. None or one
2. from 2 to 5 days
3. from 6 to 9 days
4. 10 days and more
5. (DK/NA)

Residence and place of birth.

87. Where were you born?

1. (In our country) **(END OF INTERVIEW)**
2. In another country of the European Union
3. Elsewhere in Europe
4. In North America
5. In the rest of the world
6. (DK/NA)

88. For how many years have you been settled in (our country) ?

1. Always (since my birth)
2. for less than 5 years (since 97 and later)
3. for 5 to 9 years (settled between 1993 and 1997)
4. for 10 to 14 years (settled between 1988 and 1993)
5. for 15 to 19 years (settled between 1983 and 1987)
6. for 20 years and more (settled after 1983)
7. (DK/NA)

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 | Réalisation de ce sondage. |
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 | Realization of this survey. |
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Ce sondage téléphonique FLASH EUROBAROMETRE 120 SUR L'EMPLOI a été commandité par la Direction Générale EMPL de la Commission Européenne.

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Il a été géré et organisé par la Direction Générale Presse et Communication, Unité B1.

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Les interviews ont été réalisées du 18/02/2002 au 14/03/2002 par les quinze Instituts EOS GALLUP EUROPE dont la liste suit :

The interviews have been conducted between the 18/02/2002 and the 14/03/2002 by these fifteen EOS GALLUP EUROPE Institutes :

Belgique	DIMARSO - BRUXELLES	(Interviews : 20/02/02 - 06/03/02)	Belgium
Danemark	GALLUP - KOBENHAVN	(Interviews : 18/02/02 - 03/03/02)	Denmark
Allemagne	EMNID - BIELEFELD	(Interviews : 18/02/02 - 21/02/02)	Germany
Grèce	ICAP - ATHENS	(Interviews : 19/02/02 - 07/03/02)	Greece
Espagne	DEMOSCOPIA - MADRID	(Interviews : 22/02/02 - 04/03/02)	Spain
Finlande	SUOMEN GALLUP - ESPOO	(Interviews : 19/02/02 - 25/02/02)	Finland
France	SOFRES - MONTROUGE	(Interviews : 18/02/02 - 02/03/02)	France
Irlande	IRISH MKTG SURVEYS - DUBLIN	(Interviews : 20/02/02 - 05/03/02)	Ireland
Italie	DOXA - MILANO	(Interviews : 19/02/02 - 27/02/02)	Italy
Luxembourg	ILReS - LUXEMBOURG	(Interviews : 18/02/02 - 07/03/02)	Luxemburg
Pays-Bas	NIPO - AMSTERDAM	(Interviews : 25/02/02 - 11/03/02)	Netherlands
Autriche	ÖSTERREICHISCHES GALLUP - VIENNA	(Interviews : 18/02/02 - 14/03/02)	Austria
Portugal	METRIS - LISBOA	(Interviews : 20/02/02 - 08/03/02)	Portugal
Suède	SVENSKA GALLUP - STOCKHOLM	(Interviews : 18/02/02 - 26/02/02)	Sweden
Royaume Uni	NOP - LONDON	(Interviews : 18/02/02 - 10/03/02)	United Kingdom

Chaque échantillon national est représentatif de la population continentale agée de 15 ans et plus, interrogée par téléphone, dans les limites suivantes :

- Royaume Uni : l'Irlande du Nord exceptée

Each national sample is representative of the continental population aged 15 and over, interviewed by telephone, within these limits :

- United Kingdom : Northern Ireland excluded

Les tailles d'échantillon sont de 1000 répondants par Pays.

The sample sizes amount to 1000 respondents in each Country.

En ce qui concerne l'Union Européenne, une pondération a été appliquée aux résultats nationaux pour calculer les totaux marginaux en tenant compte des populations des 15 pays membres.

In the case of the European Union, a weighting factor has been applied on the national results in order to take into account the importance of their populations.

Voici présentés côte à côte les nombres d'interviews :

Hereafter are presented side-by-side the number of interviews :

(1) et (2) effectivement réalisées dans chaque Pays
 (3) et (4) découlant de la pondération UE 15 Pays

(1) & (2) actually conducted in each State
 (3) & (4) derived from the weighting EU 15 countries

	TOTAL INTERVIEWS			
	(1)	(2)	(3)	(4)
	Réalisées	% du total	Pondérées	% du total
	(réalisé)	(réalisé)	(pondéré)	(pondéré)
	Conducted	% of total	Weighted	% of total
	(conduct.)	(conduct.)	(weighted)	(weighted)
== TOTAL ==	15031	100.0%	15031	100.0%
BELGIQUE.....	1000	6.7%	410	2.7%
DANMARK.....	1001	6.7%	211	1.4%
DEUTSCHLAND.....	1006	6.7%	3295	21.9%
ELLAS.....	1000	6.7%	422	2.8%
ESPANA.....	1005	6.7%	1591	10.6%
FRANCE.....	1004	6.7%	2333	15.5%
IRELAND.....	1000	6.7%	146	1.0%
ITALIA.....	1002	6.7%	2321	15.4%
LUXEMBOURG.....	1000	6.7%	17	.1%
NEDERLAND.....	1000	6.7%	625	4.2%
ÖSTERREICH.....	1000	6.7%	325	2.2%
PORTUGAL.....	1002	6.7%	402	2.7%
FINLAND.....	1001	6.7%	207	1.4%
SWEDEN.....	1000	6.7%	357	2.4%
UNITED KINGDOM.....	1010	6.7%	2370	15.8%

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