DRAFT QUESTIONNAIRE v.24 –FINAL
2nd EUROPEAN SKILLS AND JOBS SURVEY

SCREENER AND INTRODUCTION

STARTDATE.
[___] Interview Start Date: DD/MM/YYYY

STARTTIME.
[___] Interview Start Time: __/__ [24 Hour Clock]

ENDDATE.
[___] Interview End Date: DD/MM/YYYY

ENDTIME.
[___] Interview End Time: __/__ [24 Hour Clock]

COUNTRY.
[___] Country of interview: [PRECODED LIST OF ALL COUNTRIES]

LANG.
[___] Language of interview: [PRECODED LIST OF ALL LANGUAGES]

MOBILE SAMPLE

Hello, my name is … calling from Kantar, a research company. Thank you for talking to me today.

We are conducting a survey for the European Union agency for vocational education and training, called Cedefop. Cedefop does research to improve the experiences of people at work in [COUNTRY] and across Europe. We’d be very grateful if you would help Cedefop improve training and education policies by answering some questions. The aim is to explore what people do at work and the skills they need and develop in their jobs. All the information you give will be kept confidential.

ASK SC1 ONLY IN MOBILE PHONE SAMPLE
SC1 For safety reasons, I must, however, first check that you are not driving and that you are in a safe position to answer the survey?
1. Yes, the respondent is in a safe position to answer the survey
2. No, the respondent is not in a safe position to answer the survey

IF SC1=2 CLOSE THE INTERVIEW AND CALL BACK ANOTHER TIME

ASK SC2 ONLY IN MOBILE PHONE SAMPLE
SC2 Are you currently abroad?
1. Yes
2. No

IF SC2=1 CLOSE THE INTERVIEW AND CALL BACK ANOTHER TIME

SC3 Are you ok to respond now?
1. Yes
2. No – appointment for a later call
3. No - does not generally participate in telephone interviews
4. No – refusal

(Interviewer note: If respondent says no – appointment for a later call, arrange a more suitable time. If they say they say “no – does not generally participate in telephone interviews” or “no – refusal”, code as a refusal)

LANDLINE SAMPLE (RDD)

Hello, my name is … calling from Kantar, a research company. Thank you for talking to me today.

We are conducting a survey for the European Union agency for vocational education and training, called Cedefop. Cedefop does research to improve the experiences of people at work in [COUNTRY] and across Europe. We’d be very grateful if you would help Cedefop improve training and education policies by answering some questions. The aim is to explore what people do at work and the skills they need and develop in their jobs. All the information you give will be kept confidential.

Before we begin, can you please help us pick a member of your household to take part?

(Interviewer note: if respondent asks why we need to pick a member of household please explain that randomly selecting a member of household is important to ensure we represent all views. If respondent refuses information or says they do not want to take part, code as refusal).

ASK SC4, SC5 AND SC6 ONLY IN FIXED PHONE SAMPLE

SC4  Can I please speak to a person aged 25 years old or more?
1. Yes, respondent is aged 25 years old or more
2. Yes, the respondent is calling another member of the household
3. No, there’s no person aged 25 years old or more currently at home
4. No, there’s no person aged 25 years old or more living in this household

IF SC4=3 CLOSE THE INTERVIEW AND CALL BACK ANOTHER TIME

IF SC4=4 CLOSE THE INTERVIEW (N)

IF SC4=2 READ INTRODUCTION AGAIN

Hello, my name is … calling from Kantar, a research company. Thank you for talking to me today.

We are conducting a survey for the European Union agency for vocational education and training, called Cedefop. Cedefop does research to improve the experiences of people at work in [COUNTRY] and across Europe. We’d be very grateful if you would help Cedefop improve training and education policies by answering some questions. The aim is to explore what people do at work and the skills they need and develop in their jobs. All the information you give will be kept confidential.

Before we begin, can you please help us pick a member of your household to take part?

(Interviewer note: if respondent asks why we need to pick a member of household please explain that randomly selecting a member of household is important to ensure we represent all views. If respondent refuses information or says they do not want to take part, code as refusal).

SC5  In order to ensure that respondents are selected at random, could you tell me how many persons aged between 25 and 64 INCLUDING YOURSELF live in your household?
INTERVIEWER INSTRUCTION: WRITE DOWN NUMBER. IF DON’T KNOW CODE ‘88’ IF REFUSAL CODE ‘99’

—
IF SC5= 88 OR 99 CLOSE THE INTERVIEW

SC6 Can I please speak to the person aged between 25 and 64 living and currently present in your household who had the last birthday?
1. Yes, it is the person on the phone
2. Yes, the respondent is calling another member of the household
3. No, the eligible respondent is not currently available

IF SC6=3 CLOSE THE INTERVIEW AND CALL BACK ANOTHER TIME

IF SC6=2 READ INTRODUCTION AGAIN

Hello, my name is … calling from Kantar, a research company. Thank you for talking to me today.

We are conducting a survey for the European Union agency for vocational education and training, called Cedefop. Cedefop does research to improve the experiences of people at work in [COUNTRY] and across Europe. We’d be very grateful if you would help Cedefop improve training and education policies by answering some questions. The aim is to explore what people do at work and the skills they need and develop in their jobs. All the information you give will be kept confidential.

LANDLINE SAMPLE (REGISTER)

Hello, my name is … calling from Kantar, a research company. Thank you for talking to me today.

We are conducting a survey for the European Union agency for vocational education and training, called Cedefop. Cedefop does research to improve the experiences of people at work in [COUNTRY] and across Europe. We’d be very grateful if you would help Cedefop improve training and education policies by answering some questions. The aim is to explore what people do at work and the skills they need and develop in their jobs. The name of the person selected to participate has been randomly chosen from the national registry of all individuals living in [COUNTRY] and the phone number has been taken from a public phonebook.

All the information you give will be kept confidential.

ASK SC4b ONLY IN FIXED PHONE SAMPLE USING A REGISTER

SC4b Can I please speak to [NAME OF THE PERSON SELECTED]?
1. Yes, it is the person on the phone
2. Yes, the respondent is calling another member of the household
3. No, selected respondent is not currently available
4. No, refusal

IF SC4b=4 THANK THE RESPONDENT AND CLOSE THE INTERVIEW

IF SC4b=3 CLOSE THE INTERVIEW AND CALL BACK ANOTHER TIME

IF SC4b=2 THEN DISPLAY THE FOLLOWING TWO MESSAGES ON A SEPARATE SCREEN

Hello, my name is … calling from Kantar, a research company. Thank you for talking to me today.

We are conducting a survey for the European Union agency for vocational education and training, called Cedefop. Cedefop does research to improve the experiences of people at work in [COUNTRY] and across Europe. We’d be very grateful if you would help Cedefop improve training and education policies by answering some questions. The aim is to explore what people do at work and the skills they need and develop in their jobs. The name of the person selected to participate has been randomly chosen from the national registry of all individuals living in [COUNTRY] and the phone number has been taken from a public phonebook.
ALL RESPONDENTS SC3 = 1 or SC6=1-2 or SC4b=1-2

This survey may include some questions that could be considered sensitive. You may refuse to answer these questions at any time. I would like to reassure you that your co-operation is completely voluntary, and all of your answers are confidential. Moreover, the collected responses will be thoroughly anonymised, and all identifiable information will be removed. The information will then be provided to Cedefop and published; however, it will not be possible to identify any responding individuals in the data. For more information on how we collect and use your personal data, please consult [LINK].

For quality control and training purposes this interview may be monitored or recorded.

SC7 Continuing this interview means that you agree with the above terms and conditions. Do you wish to continue with the interview?

[DO NOT READ OPTIONS]

1. Ok to proceed – START THE INTERVIEW
2. Appointment for a later call
3. Does not generally participate in telephone interviews
4. Refusal

IF SC7=4 CLOSE THE INTERVIEW AND SAY: “Sorry to hear that, but thanks very much for your time.”

INTRODUCTION

INTRO TEXT ONLINE SAMPLE

This survey is commissioned by the European Union agency for vocational education and training, called Cedefop. Cedefop does research to improve the experiences of people at work in [COUNTRY] and across Europe. We’d be very grateful if you would help Cedefop improve training and education policies by answering some questions. The aim is to explore what people do at work and the skills they need and develop in their jobs. All the information you give will be kept confidential.

This survey may include some questions that could be considered sensitive. You may refuse to answer these questions at any time. I would like to reassure you that your co-operation is completely voluntary, and all of your answers are confidential. Moreover, the collected responses will be thoroughly anonymised, and all identifiable information will be removed. The information will then be provided to Cedefop and published; however, it will not be possible to identify any responding individuals in the data. For more information on how we collect and use your personal data, please consult [LINK].

Thank you for taking part in this survey, your participation is voluntary but very important.

SC8 Continuing this interview means that you agree with the above terms and conditions. Do you wish to continue with the interview?

[SHOW SCREEN]

1. OK TO PROCEED
2. REFUSAL
BLOCK A: ELIGIBILITY

A_NAT  [ASK ALL]
Q1. What is your nationality? Please tell me the country(ies) that applies(y).
(CAWI: SHOW ON SCREEN - MULTIPLE ANSWERS POSSIBLE)
(CATI: DO NOT READ OUT - MULTIPLE ANSWERS POSSIBLE - CODE AS COUNTRY)

List all countries of the survey
31. Other countries
99. Refusal (DO NOT READ OUT - SHOW ON SECOND SCREEN)

A_AGE  [ASK ALL]
Q2. How old are you?
(CAWI: NUMERICAL, OPEN ENDED)
(CATI: NUMERICAL, OPEN ENDED)

____

88. Don't know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

IF A_AGE NOT IN [25-64] OR A_AGE= 88 or 99, THANK AND CLOSE

A_SEX  [ASK ALL]
Q3. Are you…?
(CAWI: SHOW ON SCREEN)
(CATI: READ OUT - SINGLE CODE ONLY)

1. Male
2. Female
3. None of the above/ Non-binary/ Do not recognise yourself in the above categories

A_REGION  [ASK ALL]
Q4. In which region is your usual place of residence?

(CAWI: drop down list, SINGLE CODE ONLY)
(CATI: pre-coded list, READ OUT IF NECESSARY, SINGLE CODE ONLY)

____

88. Don't know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

[Office use only]
A_REGIOND. 2 variables are derived based on A_REGION and its categories. The two variables refer to the region where the respondent has his/her usual place of residence. The variables are coded considering NUTS classification. A_REGIOND1 is coded based on NUTS1 regions; A_REGIOND2 is coded based on NUTS2 regions. The variables are included in the micro dataset. Technical details for the derivation of the variables (rules, practices, approaches, etc) are included in accompanying survey items descriptive note.
A_URB  [ASK ALL]
Q5. Would you say you live in a...?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

1. Rural area or village
2. Small or middle-sized town
3. Large town or city
88. Don’t know (DO NOT READ OUT/ SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT/ SHOW ON SECOND SCREEN)

A_PAIDWK  [ASK ALL]
Q6. In the last 7 days, did you do at least one hour of paid work?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: SINGLE CODE ONLY)

1. Yes → GO TO A_MJH (CAWI) OR A_EMPLOY (CATI)
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

A_AWAY  [ASK IF A_PAIDWK = 2, 88, 99]
Q7. Do you have a paid job from which you were temporarily away in the last 7 days and plan to return to? Reasons for being temporarily away are, for example, a holiday, sick leave, family problems, Covid-19 pandemic or other reason?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: SINGLE CODE ONLY)

1. Yes
2. No → THANK AND END INTERVIEW
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN) → THANK AND END INTERVIEW
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN) → THANK AND END INTERVIEW

IF A_AWAY = 2, 88, 99, THANK AND CLOSE

A_MJH  [ASK ALL]
Q8. In the last 7 days, did you have more than one paid job or business, including part-time, evening or weekend work or any other small paid jobs?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. No, I had only one job
2. Yes, two jobs
3. Yes, three or more jobs
88. Don’t know (SHOW ON SECOND SCREEN)
99. No answer (SHOW ON SECOND SCREEN)
PROBE: We would now like you to think about your MAIN PAID JOB.

This is the job where you USUALLY WORK THE MOST HOURS.

[IF A_MJH = 2 OR 3] → If you have two or more jobs where you work about the same amount of time, choose the job where you earn the most.

[IF A_AWAY = 1] → If you were absent in the last 7 days, think about the main paid job before you were on absence.

A_EMPLOY  [ASK IF A_PAIDWK = 1 OR A_AWAY = 1]
Q9. In your main paid job, are you working as an employee or are you self-employed?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

1. Employee, i.e. someone who gets a salary from an employer or temporary employment agency. This includes trainees and apprentices receiving a salary or a grant → GO TO BLOCK B (CATI) OR A_QEDU (CAWI)
2. Self-employed, i.e. someone who works for or is a partner in an own business or professional practice to earn an income, including freelancers. A self-employed person may or may not have employees.
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

IF A_EMPLOY = 2, 88, 99, THANK AND CLOSE

ADDITIONAL QUOTA QUESTIONS FOR THE ONLINE SURVEY

A_QEDU  [ASK ALL ONLINE SAMPLE]
Q10. How old were you when you completed your highest level of education?

(CAWI: OPEN-ENDED)

88. Don’t know (SHOW ON SECOND SCREEN)
99. No answer (SHOW ON SECOND SCREEN)

A_QOCC  [ASK ALL ONLINE SAMPLE]
Q11. Which of the following categories best describe your current main job (M)?

(CAWI: SHOW SCREEN - SINGLE CODE ONLY)

<table>
<thead>
<tr>
<th>Professions</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Manager</td>
<td>Examples include Chief Executives, Senior Officials and Legislators, e.g. Legislators and Senior Government Officials, Managing Directors and Chief Executives etc.</td>
</tr>
<tr>
<td>Level</td>
<td>Description</td>
</tr>
<tr>
<td>-------</td>
<td>-------------</td>
</tr>
<tr>
<td>1</td>
<td>Administrative and Commercial Managers, e.g. Business Managers, Finance Managers, Human Resource Managers, Sales and Marketing Managers, etc.</td>
</tr>
<tr>
<td></td>
<td>Production and Specialized Services Managers, e.g. Production Managers in Agriculture, Manufacturing, Construction and Distribution Managers, ICT Services Managers, Health/ Education Services Managers etc.</td>
</tr>
<tr>
<td></td>
<td>Hospitality, Retail and Other Services Managers, e.g. Hotel and Restaurant Managers, Retail and Wholesale Trade Managers, Other Services Managers etc.</td>
</tr>
<tr>
<td>2</td>
<td>Professional</td>
</tr>
<tr>
<td></td>
<td>Science and Engineering Professionals, e.g. Physicists and Astronomers, Meteorologists, Chemists, Geologists, Mathematicians, Statisticians, Biologists, Industrial and Production Engineers, Civil Engineers, Electrical Engineers, Architects etc.</td>
</tr>
<tr>
<td></td>
<td>Health Professionals, e.g. Medical Doctors, Nursing and Midwifery Professionals, Paramedical Practitioners, Veterinarians, Other Health Professionals, Dentists, Pharmacists etc.</td>
</tr>
<tr>
<td></td>
<td>Teaching Professionals, e.g. University and Higher Education Teachers, Vocational Education Teachers, Secondary Education Teachers, Primary School and Early Childhood Teachers, Special Needs Teachers, Other Teachers etc.</td>
</tr>
<tr>
<td></td>
<td>Business and Administration Professionals, e.g. Finance Professionals, Accountants, Financial Analysts, Administration Professionals, Sales, Marketing and Public Relations Professionals etc.</td>
</tr>
<tr>
<td></td>
<td>Information and Communications Technology Professionals, e.g. Software and Applications Developers and Analysts, Web and Multimedia Developers, Applications Programmers, Database and Network Professionals etc.</td>
</tr>
<tr>
<td></td>
<td>Legal, Social and Cultural Professionals, e.g. Lawyers, Judges, Other Legal Professionals, Librarians, Economists, Sociologists, Psychologists, Religious Professionals, Authors, Journalists and Linguists, Creative and Performing Artists etc.</td>
</tr>
<tr>
<td>3</td>
<td>Technician or Associate Professional</td>
</tr>
<tr>
<td></td>
<td>Science and Engineering Associate Professionals, e.g. Chemical / Civil Engineering / Electrical and Electronics Engineering / Mechanical Engineering Technicians, Mining, Manufacturing and Construction Supervisors, Process Control Technicians, Ship and Aircraft Controllers etc.</td>
</tr>
<tr>
<td></td>
<td>Health Associate Professionals, e.g. Medical and related Technicians and Assistants, Nursing and Midwifery Associate Professionals, Veterinary Technicians and Assistants, Dental Assistants and Therapists, Ambulance Workers etc.</td>
</tr>
<tr>
<td></td>
<td>Business and Administration Associate Professionals, e.g. Securities and Finance Dealers</td>
</tr>
</tbody>
</table>
| 4 | Sales, Customer or Personal Service Worker | Examples include
|   | **Personal Services Workers**, e.g. Travel Attendants, Guides, Cooks, Waiters and Bartenders, Hairdressers, Beauticians, Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments, etc. | 
|   | **Sales Workers**, e.g. Street Food Salespersons, Shop Salespersons, Shopkeepers etc. | 
|   | **Personal Care Workers**, e.g. Child Care Workers and Teachers’ Aides, Health Care Assistants, etc. | 
|   | **Protective Services Workers**, e.g. Firefighters, Police Officers, Prison Guards, Security Guards, etc. | 

| 5 | Clerical Support Worker | Examples include
|   | **General and Keyboard Clerks**, e.g. General Office Clerks, Secretaries, Keyboard Operators, Typists and Word Processing Operators, Data Entry Clerks etc. | 
|   | **Customer Services Clerks**, e.g. Tellers, Money or Debt Collectors, Bookmakers, Croupiers, Travel Consultants, Contact Centre Information Clerks, Hotel Receptionists, etc. | 
|   | **Numerical and Material Recording Clerks** | Accounting and Bookkeeping Clerks, Statistical, Finance and Insurance Clerks, Payroll Clerks etc. | 
|   | **Other Clerical Support Workers**, e.g. Library Clerks, Mail Carriers and Sorting Clerks, Filing and Copying Clerks, Personnel Clerks, etc. | 

| 6 | Skilled Agricultural, Forestry and Fishery Worker | Examples include
|   | **Skilled Agricultural Workers**, e.g. Field Crop and Vegetable Growers, Gardeners, Animal Producers etc. | 
|   | **Skilled Forestry, Fishery and Hunting Workers**, e.g. Forestry and Related Workers, Fishery Workers, Hunters and Trappers etc. | 
|   | **Subsistence Farmers, Fishers, Hunters and Gatherers**, e.g. Subsistence Crop/Livestock Farmers, Subsistence Fishers, Hunters, Trappers and Gatherers etc. | 

Legal, Social, Cultural and Related Associate Professionals, e.g. Legal / Social Work / Religious Associate Professionals, Sports and Fitness Workers, Photographers, Interior Designers, Chefs etc.

Information and Communications Technicians, e.g. ICT Operations and User Support Technicians, Computer Network and Systems Technicians, Web Technicians, Telecommunications and Broadcasting Technicians etc.
<table>
<thead>
<tr>
<th>7</th>
<th>Building, Crafts or a Related Trades Person</th>
<th>Examples include</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Building and Related Trades Workers (excluding Electricians), e.g. House Builders, Bricklayers, Stonemasons, Concrete Placers, Carpenters and Joiners, Painters, etc.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Metal, Machinery and Related Trades Workers, e.g. Sheet and Structural Metal Workers, Moulders and Welders, Blacksmiths, Hammersmiths, Toolmakers, Metal Polishers, Motor Vehicle and other Engine and Industrial Machinery Mechanics and Repairers etc.</td>
<td></td>
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<tr>
<td></td>
<td>Handicraft and Printing Workers, e.g. Handicraft Workers, Precision-instrument Makers and Repairers, Potters, Printing Trades Workers etc.</td>
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<tr>
<td></td>
<td>Electrical and Electronics Trades Workers, e.g. Electrical Equipment and Electronics Installers and Repairers, Building and Related Electricians, Electrical Mechanics and Fitters etc.</td>
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<tr>
<td></td>
<td>Food Processing, Woodworking, Garment and Other Craft and Related Trades Workers, e.g. Butchers, Fishmongers, Bakers, Pastry-cooks and Confectionery Makers, Dairy Products Makers, Cabinet-makers, Tailors, Embroidery Workers etc.</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>8</th>
<th>Plant and Machine Operator and Assembler</th>
<th>Examples include</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Stationary Plant and Machine Operators, e.g. Miners, Mineral and Stone Processing/Metal Processing/Chemical Products Plant and Machine Operators etc.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Assemblers, e.g. Mechanical Machinery Assemblers, Electrical and Electronic Equipment Assemblers etc.</td>
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<tr>
<td></td>
<td>Drivers and Mobile Plant Operators, e.g. Locomotive Engine Drivers, Car, Van and Motorcycle Drivers, Heavy Truck and Bus Drivers, Mobile Plant (e.g. Crane, Lifting Truck) Operators, Ships' Deck Crews etc.</td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>9</th>
<th>Elementary occupations worker</th>
<th>Examples include</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Cleaners and Helpers, e.g. Domestic, Hotel and Office Cleaners and Helpers, Vehicle, Window, Laundry and Other Hand Cleaning Workers etc.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Agricultural, Forestry and Fishery Labourers, e.g. Crop and Livestock Farm Labourers, etc.</td>
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<tr>
<td></td>
<td>Labourers in Mining, Construction, Manufacturing and Transport, e.g. Mining and Quarrying Labourers, Civil Engineering Labourers, Building Construction Labourers, Manufacturing Labourers, Hand Packers, Freight Handlers, Shelf Filler etc.</td>
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<tr>
<td></td>
<td>Food Preparation Assistants, e.g. Fast Food Preparers, Kitchen Helpers etc.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Street and Related Sales and Services Workers, e.g. Street Vendors (excluding Food) etc.</td>
<td></td>
</tr>
</tbody>
</table>
Refuse Workers and Other Elementary Workers, e.g. Garbage and Recycling Collectors, Sweepers, Messengers, Package Deliverers and Luggage Porters etc.

10 Employed in a military capacity by the Armed Forces

CLOSE THE SURVEY

88. Don’t know (SHOW ON SECOND SCREEN)
99. No answer (SHOW ON SECOND SCREEN)

A_QIND

[ASK ALL ONLINE SAMPLE]

Q12. What is the main activity carried out in your workplace? Please code into one of the three categories. Details of the type of activities that fall under each category are provided for guidance.

(CAWL: SHOW SCREEN)

<table>
<thead>
<tr>
<th>Sectors of economic activity</th>
<th>Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Agriculture or Industry</td>
<td>Agriculture, forestry and fishing</td>
</tr>
<tr>
<td>2</td>
<td>Electricity, gas, steam and air conditioning supply</td>
</tr>
<tr>
<td>3</td>
<td>Mining and quarrying</td>
</tr>
<tr>
<td>4</td>
<td>Manufacturing</td>
</tr>
<tr>
<td>5</td>
<td>Construction</td>
</tr>
<tr>
<td>6</td>
<td>Water supply, sewerage, waste management and remediation activities</td>
</tr>
<tr>
<td>7</td>
<td>Other agriculture or industry</td>
</tr>
<tr>
<td>8 Services</td>
<td>Accommodation and food service activities (e.g. hotels, restaurants etc.)</td>
</tr>
<tr>
<td>9</td>
<td>Wholesale and retail trade</td>
</tr>
<tr>
<td>10</td>
<td>Financial and insurance activities</td>
</tr>
<tr>
<td>11</td>
<td>Professional, scientific and technical activities (e.g. legal and accounting, management consultancy, architectural and engineering, scientific research and development, advertising and market research etc.)</td>
</tr>
<tr>
<td>12</td>
<td>Administrative and support service activities (e.g. rental and leasing, employment placement agencies, travel agencies, private security, services to buildings, office support, call centres etc.)</td>
</tr>
<tr>
<td>13</td>
<td>Real estate activities</td>
</tr>
<tr>
<td>14</td>
<td>Transportation and storage (e.g. land, water and air transport, warehousing and support activities, postal and courier activities etc.)</td>
</tr>
<tr>
<td>15</td>
<td>Arts, entertainment and recreation (e.g. libraries, museums, sports and fitness etc.)</td>
</tr>
<tr>
<td>16</td>
<td>Telecommunications</td>
</tr>
<tr>
<td>17</td>
<td>Publishing, audio-visual and broadcasting</td>
</tr>
<tr>
<td>18</td>
<td>Computer programming and consultancy</td>
</tr>
<tr>
<td>19</td>
<td>Information service activities (e.g. data processing, web portals, news agencies etc.)</td>
</tr>
<tr>
<td>20</td>
<td>Other service activities (e.g. religious, social or political organisations, repair of computer and personal and household goods, (dry)cleaning, hairdressing etc.)</td>
</tr>
<tr>
<td>21</td>
<td>Health and social work activities</td>
</tr>
</tbody>
</table>
BLOCK B: YOUR MAIN JOB

[ASK ALL ELIGIBLE
A_AGED IN [25-64] AND [A_PAIDWK=1 OR A_AWAY=1] AND [A_EMPLOY=1]

INTRO TEXT TO BLOCK B

We will now ask you some questions about the characteristics of your main paid job. Throughout the interview always consider your main paid job, that is the one where you usually work the most hours. We will refer to it from now on as 'your main job' or 'your job'.

B_JOB

[ASK ALL ONLINE SAMPLE]
CAWI
Q13. What is your main job? Please start typing the first letters of your main job and select the relevant option.

(CAWI: List ISCO 04 (SERISS) – SINGLE CODE ONLY)

B_JOB

[ASK ALL TELEPHONE SAMPLE]
CATI
Q13. What is your main job?

HELP: ASK FOR AS MUCH DETAIL AS POSSIBLE
Example: I am a supermarket cashier, or a primary school teacher, or a senior sales manager in an IT company.

(CATI: OPEN-ENDED)

B_KINDWK

[ASK ALL]
Q14. What do you mainly do in your main job?

HELP: PLEASE PROVIDE AS MUCH DETAIL AS POSSIBLE
Examples: book-keeping, accounting, selling cars, brick laying, statistical or data analysis, building roads, stocking shelves, loading trucks for delivery or shipments, patient care etc.

(CAWI: OPEN-ENDED)
(CATI: OPEN-ENDED)

_________
B_ISCOD. 4 variables are derived based on B_JOB and B_KINDWK. All variables refer to the occupation that the respondent performs. The variables are coded considering ISCO08 classification. B_ISCOD1 is coded at 1-digit level, B_ISCOD2 is coded at 2-digit level, B_ISCOD3 is coded at 3-digit level, B_ISCOD4 is coded at 4-digit level. The variables are included in the micro dataset. Technical details for the derivation of the variables (rules, practices, approaches, etc) are included in the accompanying survey items descriptive note.

B_EMPDUR

[ASK ALL]

Q15. How long have you been working in your current company or organisation?

HELP: If you experienced any interruption of your contract and conditions of employment with the company or organisation where you work even for a short period, please only consider the period from when you started working again in the company/organisation.

(CAWI: SHOW ON SCREEN)
(CATI: REGISTER NUMBER OF YEARS AND NUMBER OF MONTHS)

Number of years __
Number of months __
77. Less than a month
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

B_PVSTAT

[ASK ALL ONLINE SAMPLE]

Q16. What were you mainly doing before you started working in your current company or organisation?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. In education or training
2. Employee in another job
3. Self-employed
4. Unemployed and searching for work
5. Not working and not searching for work, for instance because of health, family or other reasons
6. Other
88. Don’t know (SHOW ON SECOND SCREEN)
99. No answer (SHOW ON SECOND SCREEN)

B_SECT

[ASK ALL]

Q17. Which sector does your current company or organisation operate in?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

1. Private sector (for example, a privately-owned company)
2. Public sector (for example, local or national government, state-owned school or hospital)
3. Not-for-profit sector (for example, a charity or religious foundation or NGO)
4. Other sector (for example, a joint public-private organisation where central or local governments and private entrepreneurs share the management and ownership)
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
Q18. What does your company or organisation mainly make or do at your workplace, that is the local site where you work? Please start typing the first letters of the main activity of your company or organisation and select the relevant option.

HELP: PLEASE DESCRIBE FULLY the type of goods produced or services provided, and materials used. What kind of business, industry or service is it? What is the main activity carried out? Think about the place where you usually work.

Example: You work in a factory where manufacturing of cars is the main activity. Therefore, your industry is ‘manufacturing of motor vehicles’.

If you work in more than one place (e.g. transportation, construction, at both employer’s and client’s premises) or work on the move, the local site is the place where instructions come from or where the work is organised. If the local site performs more than one economic activity, consider as the main activity the one based on the largest numbers of persons employed.

2 variables are derived based on B_IND. The 2 variables refer to the economic sector of activity of the local unit where the respondent works. The variables are coded considering NACE Rev.2 classification. B_NACE1 is coded at 1-digit level, B_NACE2 is coded at 2-digit level. The variables are included in the micro dataset. Technical details for the derivation of the variables (rules, practices, approaches, etc) are included in the accompanying survey items descriptive note.

Q19. How many people work at your workplace? This includes part-time and full-time employees. Please provide your best estimate.

HELP: Give your best estimate for the total number of employees on the payroll in the local site where you work. Include yourself in the number and exclude any people working at other sites or premises of your company or organisation, if any. Do not include people who
work at your local site but get paid a salary by another company. Seasonal workers, apprentices, trainees, home workers and those who work outside of the company’s premises but get paid by it (e.g. sales representatives, delivery or repair teams) should be included in the total estimate.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)  
(CATI: READ OUT - SINGLE CODE ONLY)  
1. 1 to 10  
2. 11 to 49  
3. 50 to 249  
4. 250 or more  
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)  
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

B_CHSIZE

[ASK ALL ONLINE SAMPLE]  
Q20. Overall, did the number of people who work at your workplace increase, stay about the same or decrease [in the last 12 months IF B_EMPDUR>=1 year] [since you started working there IF B_EMPDUR<1 year]?  

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)  
1. Increased  
2. Stayed the same  
3. Decreased  
88. Don’t know (SHOW ON SECOND SCREEN)  
99. No answer (SHOW ON SECOND SCREEN)

IN RED ITEMS ONLY IN CAWI

B_CHORG

[ASK ALL]  
Q21. [In the last 12 months IF B_EMPDUR>=1 year] [Since you started your main job IF B_EMPDUR<1 year], did any of the following changes take place in your workplace?  

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)  
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)  
1. Yes  
2. No  
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)  
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

B_CHORGMG  
a. New management methods i.e. changes in how the work or pay is managed (M)

B_CHORGWK  
b. New working methods i.e. changes in how the work is done (M)

B_CHORTECH  
c. New digital technologies i.e. new computer systems/ computer devices/ computer programs

B_CHORGPRD  
d. New products or services

B_CHORGOUT  
e. Part of the work done in your workplace was moved to another location or country

B_TEMP

[ASK ALL]  
Q22. Which of the following best describes the duration of your employment contract in your main job, if any?
HELP: Workers on fixed-term/temporary contracts typically include those in jobs that last only for a limited time period, including seasonal workers and those on apprenticeships or other training schemes, as well as persons having a contract for a probationary period. If you are a temporary employment agency worker, the categorisation should depend on the type of contract you have with the employment agency.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

1. Open-ended / indefinite
2. Fixed-term / temporary
3. No contract
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

B_HRS

1. Q23. How many hours do you usually work per week at your main job? Please exclude meal breaks and time travelling to and from work but include ‘usual’ overtime, either paid or unpaid.

(CAWI: NUMERICAL, OPEN ENDED)
(CATI: NUMERICAL, OPEN ENDED)

Number of hours: _ _ _

777. It varies from one week to another (DO NOT READ OUT - SHOW ON SECOND SCREEN)
888. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
999. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

B_RT*

1. Q24. How often does your main job involve the following activities?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

B_RTREP a. Doing short repetitive movements or tasks (M)
B_RTTPRC b. Following fixed procedures or instructions
B_RTAUT c. Choosing the methods or tools of your work
B_RTPLAN d. Planning your work activities
B_RTEXP e. Reacting to situations that could not be anticipated
B_RTVAR f. Working on varying assignments
B_RTLRN g. Learning new things

B_HPW*

NEW QUESTION ONLY CAWI

1. Q25. Which of the following practices, if any, apply in your main job?

(CAWI: SINGLE CODE ONLY PER ITEM)
B_HPWRREV  Your training needs are systematically reviewed
B_HPWARPR  Your job performance is formally appraised
B_HPWRPRP  Your pay varies according to your job performance e.g. you receive commissions, performance-related pay, bonuses, profit pay or share options

B_ICTWKY*  [ASK ALL]
B_ICTWKY  Q26. In the last 12 months, did you do any work as part of your main job from a location other than your employer’s premises?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: SINGLE CODE ONLY)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

B_ICTWKFQ  ONLY CAWI
B_ICTWKFQ  [IF B_ICTWKY = 1 IN ONLINE SAMPLE]
Q27. … And how often have you done this remote work in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. Daily
2. At least once a week
3. At least once a month
4. Never
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

B_ICTWKPC  ONLY CAWI
B_ICTWKPC  [IF B_ICTWKY = 1 IN ONLINE SAMPLE]
Q28. … And was this remote work done using a computing device (i.e. a computer, laptop, tablet or smartphone) for all or almost all the time?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. Yes
2. No
88. Don’t know (SHOW ON SECOND SCREEN)
99. No answer (SHOW ON SECOND SCREEN)
**BLOCK C: TASKS OF YOUR MAIN JOB**

[ASK ALL ELIGIBLE
A_AGED IN [25-64] AND [A_PAIDWK=1 OR A_AWAY=1] AND [A_EMPLOY=1]

**INTRO TEXT TO BLOCK C**

The next questions ask about your main job tasks, that is activities you do as part of your main job.

---

**READING AND WRITING TASKS**

**C_***  
Q29a. As part of your main job, did you do the following activity in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)  
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

**C_READ1P**

a.  
[ASK ALL]  
Read any texts, on paper or on computer screens, that are at least one (1) page long or longer (M)

[IF No → C_WRITE1P]

CATI: INTERVIEWER INSTRUCTION – DO NOT READ AGAIN THE QUESTION BUT ONLY THE ITEM

**C_***  
Q29b. As part of your main job, did you do the following activity in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)  
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

**C_READ5P**

b.  
[IF C_READ1P = 1]  
Read any texts that are at least five (5) pages or longer  

[IF No → C_WRITE1P]

CATI: INTERVIEWER INSTRUCTION – DO NOT READ AGAIN THE QUESTION BUT ONLY THE ITEM

**C_***  
Q29c. As part of your main job, did you do the following activity in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

**C_READ25P**

<table>
<thead>
<tr>
<th>c.</th>
<th>[IF C_READ5P = 1]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Read any texts that are at least twenty-five (25) pages or longer</td>
</tr>
</tbody>
</table>

**C_**

Q29d. As part of your main job, did you do the following activity in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

**C_WRITE1P**

<table>
<thead>
<tr>
<th>d.</th>
<th>[ASK ALL]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Write any texts, on paper or on computer screens, that are at least one (1) page long or longer (M)</td>
</tr>
<tr>
<td></td>
<td>[IF No → C_MAN]</td>
</tr>
</tbody>
</table>

**CATI: INTERVIEWER INSTRUCTION – DO NOT READ AGAIN THE QUESTION BUT ONLY THE ITEM**

**C_**

Q29e. As part of your main job, did you do the following activity in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

**C_WRITE5P**

<table>
<thead>
<tr>
<th>e.</th>
<th>[IF C_WRITE1P = 1]</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Write any texts that are at least five (5) pages or longer</td>
</tr>
</tbody>
</table>

**CATI: INTERVIEWER INSTRUCTION – DO NOT READ AGAIN THE QUESTION BUT ONLY THE ITEM**

**C_**

Q29f. As part of your main job, did you do the following activity in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
C_WRITE25P

f. [IF C_WRITE5P = 1]
Write any texts that are at least twenty-five (25) pages or longer

PHYSICAL OR MANUAL TASKS

C_MAN*

Q30. And did you do any of the following activities as part of your main job in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

C_MANLIFT

a. [ASK ALL]
Lift or carry heavy objects or loads or people, without the help of a machine

C_MANHAZ

b. [ASK ALL]
Work in a work environment with very high heat or cold temperatures, chemicals or dangerous parts

C_MANDEX

c. [ASK ALL ONLINE SAMPLE]
Use or move your hands or fingers to precisely grasp, manipulate or assemble objects. Please do not include working with a mouse, typing on a keyboard or handwriting

MATHS TASKS

C_MATH*

Q31a. Did you do the following activity as part of your main job in the last month, whether on your own or with the help of a computer or calculator?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

C_MATHBAS

a. [ASK ALL]
Perform any simple calculations with numbers, for instance adding, subtracting, multiplying or dividing
[IF No → C_COM*]

CATI: INTERVIEWER INSTRUCTION – DO NOT READ AGAIN THE QUESTION BUT ONLY THE ITEM
C_MATH*  
Q31b. Did you do the following activity as part of your main job in the last month, whether on your own or with the help of a computer or calculator?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)  
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes  
2. No  
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)  
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

C_MATHMED  
b. [IF C_MATHBAS = 1]  
Use simple algebra or mathematical formulas, for instance calculating fractions or percentages or trying to find an unknown quantity  
[IF No → C_COM*]

CATI: INTERVIEWER INSTRUCTION – DO NOT READ AGAIN THE QUESTION BUT ONLY THE ITEM

C_MATH*  
Q31c. Did you do the following activity as part of your main job in the last month, whether on your own or with the help of a computer or calculator?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)  
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes  
2. No  
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)  
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

C_MATHADV  
c. [IF C_MATHBAS = 1 AND C_MATHMED = 1]  
Use any kind of more advanced mathematics, algebra or statistics, for instance calculus, regressions, simulations

INTERPERSONAL TASKS

C_COM*  
[ASK ALL]

Q32. How often did you do any of the following activities as part of your main job in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)  
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Always or very often  
2. Often  
3. Sometimes  
4. Rarely or never  
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)  
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

C_COMADVVC  
a. Provide advice or counselling to people (M)

C_COMPPPT  
b. Give oral presentations of products, services or ideas linked to your work
| C_COMOUT          | c. | Deal with people who do not work in your company or organisation, for instance customers or clients |
| C_COMTEACH       | d. | Teach or train people |
| C_COMCARE        | e. | Provide emotional support or personal care to others (M) |
| C_COMSELL        | f. | Try to convince people to do or buy something |
| C_TEAM           | g. | Work in a team i.e. together with a group of people who plan their work to achieve shared objectives (N) |

| C_TEAM*          |   | ONLY CAWI [ASK IF C_TEAM = 1,2,3 IN ONLINE SAMPLE] |
| Q33. And do the members in the team where you work for most of your time…? |

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)  
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)  

1. Yes  
2. No  
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)  
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)  

| C_TEAM ORG       | a. | … deal with improvements in the production or service delivery process of your company or organisation (M)? |
| C_TEAM DEC       | b. | … decide themselves how to divide their tasks? |
| C_TEAM LEAD      | c. | … decide themselves the team leader (M)? |

**PROBLEM SOLVING AND INNOVATION TASKS**

| C_PRB*           |   | RED ITEMS ONLY IN CAWI [ASK ALL] |
| Q34. How often did you do any of the following activities as part of your main job in the last month? (M) |

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)  
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)  

1. Always or very often  
2. Often  
3. Sometimes  
4. Rarely or never  
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)  
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)  

| C_PRBINFO        | a. | Search for relevant information or documentation, for instance in books or on the web, to solve problems |
| C_PRBINPT        | b. | Get input from co-workers or others to solve problems |
| C_PRBIDEA        | c. | Try out new ideas to solve problems |
| C_CREAPRD        | d. | Try to develop or create new or improved products or services |
| C_CREAMET        | e. | Try to develop new or improved ways of doing your work |
RED ITEMS ONLY IN CAWI
[ASK ALL]
Q35. In your main job, do you now spend more time, about the same time or less time on the following activities compared to [12 months ago IF B_EMPDUR>=1 year] [when you started it IF B_EMPDUR<1 year]?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. More time
2. About the same time
3. Less time
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

<table>
<thead>
<tr>
<th>C_CHWKAUT</th>
<th>a.</th>
<th>Choosing the methods or tools of your work</th>
</tr>
</thead>
<tbody>
<tr>
<td>C_CHWKPLAN</td>
<td>b.</td>
<td>Planning your work activities</td>
</tr>
<tr>
<td>C_CHWKEXP</td>
<td>c.</td>
<td>Reacting to situations that could not be anticipated</td>
</tr>
<tr>
<td>C_CHWKVAR</td>
<td>d.</td>
<td>Working on varying assignments</td>
</tr>
<tr>
<td>C_CHWKLNR</td>
<td>e.</td>
<td>Learning new things</td>
</tr>
<tr>
<td>C_CHWKREP</td>
<td>f.</td>
<td>Doing short repetitive movements or tasks (M)</td>
</tr>
<tr>
<td>C_CHWKPRC</td>
<td>g.</td>
<td>Following fixed procedures or instructions</td>
</tr>
<tr>
<td>C_CHWKMANT</td>
<td>h.</td>
<td>Doing physical or hazardous activities, for instance lifting heavy objects or working with chemicals and dangerous parts</td>
</tr>
</tbody>
</table>

BLOCK D: DIGITAL TECHNOLOGIES AT WORK

[ASK ALL ELIGIBLE]
A_AGED IN [25-64] AND [A_PAIDWK=1 OR A_AWAY=1] AND [A_EMPLOY=1]

INTRO TEXT TO SECTION D
The following section focuses on the extent of use of digital or computer technologies in your main job.

COMPUTING DEVICES AND RELATED SOFTWARE

D_PC

[ASK ALL]
Q36. Which of the following computing devices do you use to do your main job? Please select all that apply.

(CAWI: SHOW ON SCREEN - MULTIPLE ANSWERS POSSIBLE)
(CATI: READ OUT - MULTIPLE ANSWERS POSSIBLE)

1. Desktop computer
2. Laptop / notebook computer
3. Tablet computer
4. Smartphone
5. None of them → GO TO D_NOPCPRV
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN) → GO TO D_NOPCPRV
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN) → GO TO D_NOPCPRV
A variable is derived to capture if a respondent is a user of computing devices or not. The variable D_PCD is coded with a value one if a respondent answers yes to either of 1-4 options. The variable is also included in the micro dataset for Cedefop. The technical details for the approximated derivation of the variable (rules, practices, approaches, etc) are included in the accompanying survey items descriptive note.

**D_PC**

[ASK IF D_PC = 1, 2, 3 or 4]

Q37a. Did you use any of the computing devices from the previous question to do the following activities as part of your main job in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

**D_PCWEB**

a. Use the internet for browsing, sending emails or using social media for your work (M)

**D_PCWORD**

b. Write or edit text, for instance using Word or similar software

**D_PCPPT**

c. Prepare presentations of your work, for instance using PowerPoint or similar software (M)

**D_PCSHEET**

d. Use spreadsheets, for instance using Excel or similar software

CATI: INTERVIEWER INSTRUCTION – DO NOT READ AGAIN THE QUESTION BUT ONLY THE ITEM

**D_PCMACRO**

e. [IF D_PCSHEET = 1]
And use the more advanced functions of spreadsheets, for instance macros or complex formulas

**D_PC**

[ASK IF D_PC = 1, 2, 3 or 4]

Q37b. Did you use any of the computing devices mentioned earlier to do the following activity as part of your main job in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

**D_PCMACRO**

e. [ IF D_PCSHEET = 1]
And use the more advanced functions of spreadsheets, for instance macros or complex formulas

**D_PC**

[ASK IF D_PC = 1, 2, 3 or 4]

Q37c. Did you use any of the computing devices mentioned earlier to do the following activities as part of your main job in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
<p>| | | | |</p>
<table>
<thead>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>D_PCSPEC</strong></td>
<td>f.</td>
<td>Work with any specialised, sector or occupation-specific software, for instance for accounting, legal analysis, inventory control, web design, graphic design, customer relationship management, etc.</td>
<td></td>
</tr>
<tr>
<td><strong>D_PCBASE</strong></td>
<td>g.</td>
<td>Manage and merge databases, for instance using Access, Oracle or similar software and related query techniques (e.g. SQL)</td>
<td></td>
</tr>
<tr>
<td><strong>D_PCPGR</strong></td>
<td>h.</td>
<td>Write programs or code using a computer language, for instance C++, Python, Java, Visual Basic etc.</td>
<td></td>
</tr>
</tbody>
</table>

**CATI: INTERVIEWER INSTRUCTION – DO NOT READ AGAIN THE QUESTION BUT ONLY THE ITEM**

**D_PC**

[ASK IF D_PC = 1, 2, 3 or 4]

**Q37d. Did you use any of the computing devices mentioned earlier to do the following activity as part of your main job in the last month?**

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. *Don't know (DO NOT READ OUT - SHOW ON SECOND SCREEN)*
99. *No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

**D_PCAI**

[i. ] [IF D_PCPGR = 1] Write programs using artificial intelligence methods, for instance machine-learning or deep-learning algorithms (M)

**D_PC**

[ASK IF D_PC = 1, 2, 3 or 4]

**Q37e. Did you use any of the computing devices mentioned earlier to do the following activity as part of your main job in the last month?**

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. *Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)*
99. *No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)*

**D_PCSYS**

[j. ] Develop or maintain IT systems, hardware or software

**D_CHSFW**

[ASK IF D_PC = 1, 2, 3 or 4]

**Q38. [In the last 12 months IF B_EMPDUR>=1 year] [Since you started your main job IF B_EMPDUR<1 year], did you learn to use any new computer programs or software to do your main job. Please exclude minor or regular updates.**

HELP: By ‘new’ we mean those you started using for your main job [in the last 12 months IF B_EMPDUR>=1 year]. Consider any computer programs or software, either general or specialised or occupation-specific (e.g. Microsoft Office, database management, multimedia editors, communication apps, enterprise resource planning, data analysis, etc.). Do not include computer programs or software that you had to learn for other purposes,
such as other or prior jobs or social or recreational activities. Only include major updates to any computer programs or software you use to do your main job.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

NON-USERS OF COMPUTERS

[IF D_PC = 5, 88, 99]

D_NOPCPRV

[ASK IF D_PC = 5, 88, 99]

Q39. CAWI
Have you ever used a computing device, i.e. a desktop computer, laptop, tablet or a smartphone, to do your work in other jobs? This includes any previous main jobs [and other paid jobs that you are currently doing IF A_MJH = 2, 3]?

CATI
Have you ever used a computing device, i.e. a desktop computer, laptop, tablet or a smartphone, to do your work in other jobs? This includes any previous main jobs and other paid jobs that you may be currently doing?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

D_NOPCUSE

[ASK IF D_PC = 5, 88, 99]

Q40. To what extent would the use of a computing device improve the speed or quality of your work?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

1. Great extent
2. Moderate extent
3. Small extent
4. Not at all
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)
**D_NOPC***  [ASK IF D_PCD = 5, 88, 99]

Q41a. Do you know how to use a computing device for doing the following activities?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>No</td>
</tr>
<tr>
<td>88.</td>
<td>Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)</td>
</tr>
<tr>
<td>99.</td>
<td>No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)</td>
</tr>
</tbody>
</table>

---

**D_NOPCWEB**

a. Use the internet for browsing, sending emails or using social media for your work (M)

---

**D_NOPCWORD**

b. Write or edit text, for instance using Word or similar software

---

**D_NOPCPPT**

c. Prepare presentations of your work, for instance using PowerPoint or similar software (M)

---

**D_NOPCSHEET**

d. Use spreadsheets, for instance using Excel or similar software

---

**D_NOPCMACRO**

e. ![IF D_NOPCSHEET = 1] ...And using the more advanced functions of spreadsheets, for instance macros or complex formulas (M)

---

**D_NOPC***  [ASK IF D_PCD = 5, 88, 99]

Q41b. Do you know how to use a computing device for doing the following activity?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Yes</td>
</tr>
<tr>
<td>2.</td>
<td>No</td>
</tr>
<tr>
<td>88.</td>
<td>Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)</td>
</tr>
<tr>
<td>99.</td>
<td>No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)</td>
</tr>
</tbody>
</table>

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**D_NOPCSPEC**

f. Work with any specialised, sector or occupation-specific software, for instance for accounting, legal analysis, inventory control, web design, graphic design, customer relationship management, etc.
<table>
<thead>
<tr>
<th>D_NOPC_BASE</th>
<th>g.</th>
<th>Manage and merge databases, for instance using Access, Oracle or similar software and related query techniques (e.g. SQL)</th>
</tr>
</thead>
<tbody>
<tr>
<td>D_NOPCPGR</td>
<td>h.</td>
<td>Write programs or coding using a computer language, for instance C++, Python, Java, Visual Basic etc.</td>
</tr>
</tbody>
</table>

**CATI: INTERVIEWER INSTRUCTION – DO NOT READ AGAIN THE QUESTION BUT ONLY THE ITEM**

<table>
<thead>
<tr>
<th>D_NOPC*</th>
<th>[ASK IF D_PCD = 5, 88, 99]</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q41d. Do you know how to use a computing device for doing the following activity?</td>
<td></td>
</tr>
</tbody>
</table>

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)  
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)  

1. Yes  
2. No  
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)  
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)  

<table>
<thead>
<tr>
<th>D_NOPCAI</th>
<th>i.</th>
<th>[IF D_NOPCPGR=1] Write programs using artificial intelligence methods, for instance machine-learning or deep-learning algorithms (M)</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>D_NOPC*</th>
<th>[ASK IF D_PCD = 5, 88, 99]</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q41e. Do you know how to use a computing device for doing the following activity?</td>
<td></td>
</tr>
</tbody>
</table>

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)  
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)  

1. Yes  
2. No  
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)  
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)  

<table>
<thead>
<tr>
<th>D_NOPCSYS</th>
<th>j.</th>
<th>Develop or maintain IT systems, hardware or software</th>
</tr>
</thead>
</table>

**OTHER COMPUTERISED MACHINE TECHNOLOGIES**

**PROBE**: We will now ask you some questions about any computerised machinery and related software you perhaps use at your main job. Such computerised machinery is typically used in factories, construction sites, warehouses, repair shops and for transportation or other services. Examples include computer numerically controlled (CNC) machine tools, robots, 3D printers or digital handheld devices used for stock control. It does not include personal computer devices or standard printers used at an office or home.
D_CM*  
[ASK ALL ONLINE SAMPLE]

Q42. As part of your main job, did you work with or operate any of the following computerised machinery in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

| D_CMSCAN | a. Digital handheld devices, for instance monitors or scanners used for stock control and processing orders |
| D_CMCNC | b. Computer numerically-controlled (CNC) machine tools, for instance lathes or milling machines |
| D_CMROB | c. Robots |
| D_CMPLC | d. Programmable logic operators (PLCs) |
| D_CM3D | e. 3D printers |
| D_CMOTH | f. Other specialised, sector or occupation-specific computerised machinery (e.g. lasers, CT scan, smart whiteboards, etc.) |

D_CMU*  
[ASK IF ANY OF D_CM* = 1 IN ONLINE SAMPLE]

Q43. And thinking of the computerised machinery you use in your main job, did you do any of the following activities in the last month?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT/ SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT/ SHOW ON SECOND SCREEN)

| D_CMUSET | a. Set up or adjust the technical parameters and controls |
| C_CMUOPR | b. Operate it |
| D_CMUREPR | c. Maintain or repair it |
| D_CMUPGR | d. Personally write or modify programs for it |

D_CHCM  
[ASK ALL (CATI)]

[ASK IF ANY OF D_CM* = 1 (CAWI)]

Q44. [In the last 12 months IF B_EMPDUR>=1 year] [Since you started your main job IF B_EMPDUR < 1 year], did you learn to use any new computerised machinery to do your main job? Please exclude any minor or regular updates. (M)

HELP: By ‘new’ we mean those you started using for your main job [in the last 12 months IF B_EMPDUR>=1 year]. For instance, digital handheld devices, CNC machine tools, robots, PLCs, 3D printers or any other specialised, sector or occupation-specific computerised machines. Do not include instances where you had to learn to use any computerised machinery for other purposes, such as other or prior jobs or social or recreational activities. Only include major updates to any computerised machinery you use to do your main job.
D_CHTECH. A variable is derived to capture all respondents who have experienced some change in the computer software (E_CHSFW = 1) or computerised machinery (E_CHCM = 1) used in their main job. The variable is included in the micro dataset. Technical details for the approximated derivation of the variable (rules, practices, approaches, etc) are included in the accompanying survey items descriptive note.

D_CHJOB
[ASK IF D_CHSFW = 1 OR D_CHCM = 1]
Q45. As a result of the [new computer programs or software IF D_CHSFW=1] [or] [new computerised machinery IF D_CHCM=1] you learnt for your main job [in the last 12 months IF B_EMPDUR>=1 year], did your job tasks change in any of the following ways? (M)

HELP: Job tasks are pieces of work or different activities you do as part of your main job.

D_CHJOBNEW
a. You now do some different or new tasks
b. You now do some of your tasks at a faster pace than before
c. You now do not do some tasks you did before (M)

D_TAM
[ASK ALL ONLINE SAMPLE]
Q46. To what extent do you agree with the following statements regarding the use of digital or computer technologies at work?

D_TAM1
a. They generally increase performance at work
b. They are useful for learning at work
c. They are easy to learn to use at work
d. They are enjoyable to use at work

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: SINGLE CODE ONLY)
INTRO TEXT TO SECTION E

The next questions ask about your education and training and how well your qualifications and skills are matched to your main job. By ‘skills’ we mean your ability to use the knowledge acquired from your education and training and overall work experience to carry out your job tasks. (M)

Q47. What is the highest level of education you have completed?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: OPEN WITH PRE-CODED LIST - SINGLE CODE ONLY)

000. No completed formal education or below primary education
100. Primary education (ISCED 1)
200. Lower secondary education (ISCED 2) (a)
340. Upper secondary education – general (ISCED 34)
350. Upper secondary education – vocational (ISCED 35)
440. Post-secondary non-tertiary education – general (ISCED 44)
450. Post-secondary non-tertiary education – vocational (ISCED 45)
500. Short-cycle tertiary education (ISCED 5)
600. Bachelor’s or equivalent level (ISCED 6)
700. Master’s or equivalent level (ISCED 7)
800. Doctoral or equivalent level (ISCED 8)
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

(a): including: ISCED 3 programmes of duration of less than 2 years.

NOTE: In this survey, the highest level of education completed is the highest ISCED level successfully completed by the respondent (2011 International Standard Classification of Education). It corresponds to the level of the highest qualification attained.

The successful completion of a level is validated by the attainment of a recognised formal qualification. This is a qualification officially recognised by the relevant national education authorities or officially recognised as equivalent by them.

The question(s) and the answer categories are devised considering the specific country context and specific national qualifications or groups of them (diploma approach). Additional explanation of the ISCED classification and correspondence to national qualifications is provided for each country. Extra questions can be devised to account for old qualifications, qualifications obtained abroad and qualifications of difficult coding as well as for the orientation (general or vocational) when this cannot be derived from information obtained on the highest qualifications obtained.

Vocational education is distinct from general education in that it is mainly designed for acquiring knowledge, skills and competences closely linked to a particular job or trade or particular groups of jobs and trades.

When determining the highest level, both general and vocational education are taken into consideration. If there are two qualifications at the same ISCED level, e.g., ISCED level 3, the most recent one is considered to determine the orientation (general or vocational) of it, the associated field of education and the year of completion of it.
In certain countries, some educational programmes provide general and vocational education and/or qualifications at the same time; in such cases vocational educational attainment is prioritised under the assumption that it is of more direct relevance for the labour market.

(Office use only)

Three additional variables are derived and included in the dataset: E_HIGHEDL, E_HIGHED3 and E_HIGHEDVOC. These are as follows:

**E_HIGHEDL**: highest level of education: This is the highest level of education successfully completed, corresponding to the level of the highest qualification attained.

- 00. No completed formal education or below primary education (ISCED 0)
- 01. Primary education (ISCED 1)
- 02. Lower secondary education (ISCED 2) (a)
- 03. Upper secondary education (ISCED 3)
- 04. Post-secondary non tertiary education (ISCED 4)
- 05. Short-cycle tertiary education (ISCED 5)
- 06. Bachelor’s or equivalent level (ISCED 6)
- 07. Master’s or equivalent level (ISCED 7)
- 08. Doctoral or equivalent level (ISCED 8)
- 88. Don’t know
- 99. No answer

(a): including ISCED 3 programmes of duration of less than 2 years.

**E_HIGHED3**: highest level of education (broad group): This is the highest level of education successfully completed, corresponding to the level of the highest qualification attained. It is coded in broad groups and may present lower numbers of don’t know/no answer.

- 01. Lower secondary education or below (ISCED 0-2) (a)
- 02. Upper secondary or post-secondary non-tertiary education (ISCED 3-4)
- 03. Tertiary education (ISCED 5-8)
- 88. Don’t know
- 99. No answer

**E_HIGHEDVOC**: orientation of the highest level of education: This is the orientation of the programme/qualification completed at the highest level of education attained. In this survey, this variable is applicable ONLY if the highest level of education is at medium level i.e. if E_HIGHEDL = 03 OR E_HIGHEDL = 04 AND/OR E_HIGHED3 = 02

- 01. General
- 02. Vocational
- 88. Don’t know
- 99. No Answer
- 77. Not applicable.

These variables are derived by the software or the coder during the interview and then, if needed, used for following filtering and screening. The variables are also included in the micro dataset. Technical details for the approximated derivation of the variables (rules, practices, approaches, etc) are included in the accompanying survey items descriptive note. These may include specific approaches for the coding of qualifications obtained abroad, old qualifications and qualifications of difficult coding.
NEW QUESTION
[ASK IF E_HIGHEDL > 2]

Q48. Was the qualification obtained as part of your highest level of education you have completed mainly general or vocational? Vocational means it is designed for acquiring knowledge and skills closely linked to a particular job or trade or a particular group of jobs and trades.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: SINGLE CODE ONLY)

1. General
2. Vocational
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

ONLY CAWI

Q49. What was the main subject or field of study at the highest level of education you have completed?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

PLEASE SPECIFY _______________

88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

HELP: This is the field of the qualifications obtained at the highest education level. If the highest level of education is ISCED 3-4 with a general orientation, or ISCED 0-2, the field is automatically coded as ‘00 Generic programs and qualifications’ and the question is not asked.

If there are two qualifications at the same ISCED level, the most recent one is considered to determine the associated field of education.

In case of multidisciplinary programmes, the main subject is reported, based on time of learning involved.

{Office use only}

Two variables are derived in the dataset: E_FIELDB and E_FIELDN

Code E_FIELDB (broad field) into the following categories based on ISCED F-2013:

00. Generic programmes and qualifications
01. Education
02. Arts, humanities and foreign languages
03. Social sciences, journalism and information
04. Business, administration and law
05. Natural sciences, mathematics and statistics
06. Information and Communication Technologies (ICTs)
07. Engineering, manufacturing and construction
08. Agriculture, forestry, fisheries and veterinary
09. Health and welfare (including care and social work)
10. Services (Personal, security, transport, hygiene, occupational health services)
88. Don’t know
The variable **E FIELDN** is coded based on the more detailed breakdown (narrow field) of the ISCED F_2013.

The two variables are included in the micro dataset. Technical details for the approximated derivation of the variable (rules, practices, approaches, etc) are included in the accompanying survey items descriptive note.

**E REQED**

**[ASK ALL]**

Q50. *What is the level of education usually needed nowadays to do a job like your main job?*

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: OPEN WITH PRE-CODED LIST - SINGLE CODE ONLY)
SAME LIST AS THE ONE USED IN Q47

1. No qualification needed
2. Below upper secondary degree
3. Upper secondary degree
4. Above upper secondary degree, but less than university degree or equivalent
5. First university degree or equivalent (for example, bachelors)
6. Postgraduate studies (for example, Masters or PhD)
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

**E HOZMIS**

**[ASK IF E HIGHEDL > 2 CATI]**

**[ASK IF E HIGHEDL > 2 AND IF E FIELD NOT 88 or 99 (CAWI)]**

Q51. *Considering your main subject or field of study at your highest level of education (business, engineering, health etc.), how relevant is it for doing your main job? (M)*

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

1. The job exclusively requires your field
2. The job requires your field or a related field
3. The job mostly requires a different field than your own
4. The job does not require a specific field
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

**E TRAIN**

**[ASK ALL]**

Q52. *In the last 12 months, have you participated in any of the following education or training activities to learn new job-related skills?*

**HELP:** Job-related skills are those needed to improve your earnings and career opportunities in your current or other jobs. Please consider all external and internal activities, including those done online. Consider any ongoing and completed education or training activities, regardless of whether you paid for them or not.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)
E_TRAINCOU | a. Courses
---|---
E_TRAINESEM | b. Workshops or seminars
E_TRAINOJT | c. On the job training with the support of a designated trainer, for instance a supervisor/foreman, co-worker, consultant or other professional

(Office use only)

E_TRAIN. A variable is derived to capture if a respondent participated in any forms of education or training to learn job-related skills. The variable E_TRAIN is coded with a value one if a respondent answers yes to either of the provided options (E_TRAINCOU = 1 OR E_TRAINESEM = 1 OR E_TRAINOJT = 1) and zero otherwise. The variable is also included in the micro dataset for Cedefop. The technical details for the approximated derivation of the variable (rules, practices, approaches, etc) are included in the survey items descriptive note.

E_TRAINPD

[ASK IF E_TRAINCOU=1 OR E_TRAINESEM=1 OR E_TRAINOJT=1 IN ONLINE SAMPLE]

Q53. Was at least one of these education or training activities fully or partly paid by your current employer or done during paid working time?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: SINGLE CODE ONLY)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

E.TRAINONL

[ASK IF E_TRAINCOU=1 OR E_TRAINESEM=1 OR E_TRAINOJT=1 IN ONLINE SAMPLE]

Q54. Was at least one of these education or training activities mainly done online?

HELP: Consider education and training activities as mainly organised in online form if this mode of learning is used for at least half of the instruction time.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

E_BADGE

[ASK IF [E_TRAINCOU=1 OR E_TRAINESEM=1 OR E_TRAINOJT=1] AND [E_TRAINONL = 1] IN ONLINE SAMPLE]

Q55. Have you earned at least one certificate or award after completing an online education or training activity?

HELP: Include any credentials acquired by online learning providers, such as qualifications officially recognised by the relevant national education authorities or other online certificates.
of accomplishment and digital open badges, which constitute visual tokens and verifiable record of a person’s learning and skills acquired online.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

E_TRAINPC  [ASK IF E_TRAINCOU=1 OR E_TRAINESEM=1 OR E_TRAINOJT=1]

Q56. And was at least one of these education or training activities done to further develop your computer/IT skills needed for your job? (M)

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: SINGLE CODE ONLY)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

ONLY CAWI

E_CHNFL  [ASK IF [D_CHSFW = 1 OR D_CHCM = 1] AND [IF E_TRAINCOU=1 OR E_TRAINESEM=1 OR E_TRAINOJT=1] IN ONLINE SAMPLE]

Q57. Was at least one of these education or training activities done to learn to use any of the [new computer programs or software IF D_CHSFW=1] [or] [new computerised machinery IF D_CHCM=1] you started using in your job [in the last 12 months IF B_EMPDUR>=1 year]? (M)

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

ONLY CAWI

E_CHIFL*  [ASK IF D_CHSFW = 1 OR D_CHCM = 1 IN ONLINE SAMPLE]

Q58. And did you learn to use any of the [new computer programs or software IF D_CHSFW=1] [or] [new computerised machinery IF D_CHCM=1] you started using in your job [in the last 12 months IF B_EMPDUR>=1 year] in any of the following ways? (M)

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)

1. Yes
2. No
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

| E_CHIFLOWN | a. On your own e.g. reading books or using audio or online materials |
| E_CHIFLSUP | b. From a supervisor/foreman (M) |
| E_CHIFLCOL | c. From your colleagues at work (N) |
| E_CHIFLFAM | d. From family or friends (N) |
E_CHLRND. A variable is derived to capture if a respondent did any non-formal or informal learning to use any new computer technologies. The variable E_CHLRND is coded with a value one if a respondent answers yes to either of E_CHNFL or E_CHIFL. The variable is included in the micro dataset. Technical details for the approximated derivation of the variable (rules, practices, approaches, etc) are included in the accompanying survey items descriptive note.

**E_CHLRNFQ**

**[ASK IF D_CHSFW = 1 OR D_CHCM = 1]**

**PROBE:** Now think about the one new computer program or software or new computerised machinery you learnt [in the last 12 months IF B_EMPDUR>=1] [since you started your job IF B_EMPDUR<1] and use the most in your job. (M)

Q59. About how long did it take you to learn to use it well for your main job? By well we mean with no or few errors and at the expected speed.

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

1. 1-2 days
2. 3-5 days
3. Between 1-4 weeks
4. Between 1-6 months (N)
5. More than 6 months (M)
6. I am still learning to use it
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

**E_SKILLU**

**[ASK ALL ONLINE SAMPLE]**

Q60. To what extent can you use your current knowledge and skills in your main job?

(CAWI: SHOW ON SCREEN – SINGLE CODE ONLY)

1. Great extent
2. Moderate extent
3. Small extent
4. Not at all
88. Don’t know (SHOW ON SECOND SCREEN)
99. No answer (SHOW ON SECOND SCREEN)

**NEW QUESTION**

**E_DEFPC**

**[ASK ALL]**

Q61. To what extent do you need to further develop your computer/IT skills to do your main job even better?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

1. Great extent
2. Moderate extent
3. Small extent
4. Not at all
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)
Q62. Do you need to further develop any of the following skills to do your main job even better? (CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)

1. Yes
2. No
88. Don’t know (SHOW ON SECOND SCREEN)
99. No answer (SHOW ON SECOND SCREEN)

<table>
<thead>
<tr>
<th>E_DEFNUM</th>
<th>a. Numeracy skills, i.e. working with numbers and quantities and doing calculations using maths (M)</th>
</tr>
</thead>
<tbody>
<tr>
<td>E_DEFCOM</td>
<td>b. Social skills, i.e. working with and dealing with co-workers and other people (e.g. customers, clients, students, patients or other members of the public) (M)</td>
</tr>
<tr>
<td>E_DEFJOB</td>
<td>c. Technical skills or job-specific skills e.g. engine repair if you are a mechanic, applying accountancy rules if accountant, using design software if graphic designer, using programming software if computer scientist etc.</td>
</tr>
</tbody>
</table>

Q63. And to what extent do you need to further develop your overall level of knowledge and skills to do your main job even better? (M) (CAWI: SHOW ON SCREEN - SINGLE CODE ONLY) (CATI: READ OUT - SINGLE CODE ONLY)

1. Great extent
2. Moderate extent
3. Small extent
4. Not at all
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

BLOCK F: YOUR JOB SATISFACTION

[ASK ALL ELIGIBLE A_AGED IN [25-64] AND [A_PAIDWK=1 OR A_AWAY=1] AND [A_EMPLOY=1]

INTRO TEXT TO SECTION F

The next questions ask about aspects of your main job, such as your earnings and job security and your overall job satisfaction.

NEW QUESTION - ONLY CAWI [ASK ALL ONLINE SAMPLE]

Q64. On a scale from 0 to 10, where 0 is completely dissatisfied, 5 moderately satisfied and 10 is completely satisfied, how satisfied are you with the following aspects of your job? (CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
NUMERIC RANGE 1…10

88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

<table>
<thead>
<tr>
<th>F_SATMATCH</th>
<th>a. Job’s match with your qualifications and skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>F_SATPC</td>
<td>b. Digital or computer technologies you use</td>
</tr>
<tr>
<td>F_SATSEC</td>
<td>c. Job security</td>
</tr>
<tr>
<td>F_SATPROM</td>
<td>d. Promotion / career prospects</td>
</tr>
<tr>
<td>F_SATPAY</td>
<td>e. Pay and benefits</td>
</tr>
<tr>
<td>F_SATWC</td>
<td>f. Working conditions</td>
</tr>
<tr>
<td>F_SATWK</td>
<td>g. Interest in the work itself</td>
</tr>
<tr>
<td>F_SATWB</td>
<td>h. Work-life balance</td>
</tr>
<tr>
<td>F_SATTRAIN</td>
<td>i. Training provided</td>
</tr>
<tr>
<td>F_SATSUPV</td>
<td>j. Relations with supervisor or manager</td>
</tr>
<tr>
<td>F_SATCOL</td>
<td>k. Relations with colleagues</td>
</tr>
</tbody>
</table>

F_JOBSAT [ASK ALL]

Q65. On a scale from 0 to 10, where 0 is completely dissatisfied, 5 moderately satisfied and 10 is completely satisfied, how satisfied are you, overall, with your job? (M)

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: SINGLE CODE ONLY)

NUMERIC RANGE 0…10

88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

F_LOSEJOB [ASK ALL]

Q66. Do you think there is any chance at all of you losing your main job in the next twelve months?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)

1. Yes, a very high chance
2. Yes, some chance
3. No chance at all

88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

F_DISPL* [ASK ALL] (M)

Q67. To what extent do you think new digital or computer technologies in your company or organisation…? (M)

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY PER ITEM)
(CATI: READ OUT - SINGLE CODE ONLY PER ITEM)

1. Great extent
2. Moderate extent
3. Small extent
4. Not at all
**F_DISPLJOB**

a. …can or will do part or all of your main job (M)

**F_DISPLSKIL**

b. …need or will need new knowledge and skills you currently do not have (M)

**F_MJHWHY**  

[ASK IF A_MJH = 2,3 IN ONLINE SAMPLE]  

Q68. You mentioned that you do other jobs or paid work, in addition to your main job. What is the main reason you do other jobs?

(CAWI: SHOW ON SCREEN – SINGLE CODE ONLY)

1. Insufficient income and hours in your main job  
2. The work is interesting  
3. To learn new skills  
4. To be your own boss or freelancer  
5. To make it your main job in the future  
6. Other reason  
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)  
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

**PROBE:** Finally, we would like to ask you some information about your earnings from your job. We wish to reassure you that the information provided in this question is anonymous and will be treated in the strictest confidence. It will only be used for statistical purposes.

**F_PAY**  

[ASK ALL]  

Q69. What is your usual monthly net pay after deductions for tax, social insurance and any other compulsory deductions?

HELP: Pay refers to income received from work excluding any income from investments, such as assets, savings, stocks and shares, rent. It should refer only to the main paid job and exclude any income received from other jobs.  
If no usual pay, record pay in last full pay period.  
Use ‘0’ if no usual pay.  
Enter the amount with two decimal places:

(CAWI: NUMERICAL)  
(CATI: NUMERICAL)  

NUMERIC RANGE 0.00…999997.00

8888888.  
Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)  
9999999.  
No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

**F_PAYBAND**  

[ASK IF F_PAY = 8888888, 9999999]  

Q70. Which of the following best describes your net monthly pay received from your main job?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)  
(CATI: READ OUT - SINGLE CODE ONLY)

1. [INSERT INCOME RANGE CATEGORIES, CALCULATED BASED ON MEAN NET INDIVIDUAL PAY IN EACH COUNTRY]
e.g.

UNDER LOWEST QUARTILE
BETWEEN LOWEST QUARTILE AND MEDIAN
BETWEEN MEDIAN AND HIGHEST QUARTILE
ABOVE HIGHEST QUARTILE

88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

[Office use only]
F_PAYD. A variable is derived, using information from F_PAY AND F_PAYBAND to indicate the monthly net pay of each respondent. National amounts are converted to a common denominator, for instance Euros (using appropriate exchange rates) and PPP. The variable is also included in the micro dataset. Technical details for the approximated derivation of the variable (rules, practices, approaches, etc) are included in the accompanying survey items descriptive note.

ONLY CAWI
F_UNION [ASK ALL IN ONLINE SAMPLE]
Q71. Are you a member of ...?

(CAWI: SHOW ON SCREEN – MULTIPLE ANSWERS POSSIBLE)
1. A trade union
2. Another body representing workers (e.g. works council, staff committee)
(M)
3. None of the above
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)

BLOCK G: FINAL QUESTIONS

[ASK ALL ELIGIBLE
A_AGED IN [25-64] AND [A_PAIDWK=1 OR A_AWAY=1] AND [A_EMPLOY=1]

INTRO TEXT TO SECTION G

We will now ask you some final questions.

G_MOBILE [ASK ALL MOBILE SAMPLE]
Q72. Now thinking about your telephone use, is there at least one landline telephone INSIDE your home that is used for making and receiving calls?

(CATI: SINGLE CODE ONLY)
1. Yes
2. No
88. Don’t know (DO NOT READ OUT)
99. No answer (DO NOT READ OUT)

G_LAND1 [ASK ALL LANDLINE SAMPLE]
Q73. Now thinking about your telephone use, do you have a mobile phone that is used?

(CATI: SINGLE CODE ONLY)
1. Yes
2. No
88. Don’t know (DO NOT READ OUT)
99. No answer (DO NOT READ OUT)

**G_LAND2**
[ASK IF G_LAND1= 2, 88 or 99 IN LANDLINE SAMPLE]

Q74. Does anyone in your household have a mobile phone that is used?

(CATI: SINGLE CODE ONLY)
1. Yes
2. No
88. Don’t know (DO NOT READ OUT)
99. No answer (DO NOT READ OUT)

**G_WEB**
[ASK ALL TELEPHONE SAMPLE]

Q75. Thinking about the last 3 months, how often, if at all, have you used the internet?

(CAWI: SHOW ON SCREEN - SINGLE CODE ONLY)
(CATI: READ OUT - SINGLE CODE ONLY)
1. Every day or almost every day
2. Two or three times a week
3. About once a week
4. Two or three times a month
5. Less often than two or three times a month (M)
6. Never
7. No internet access
88. Don’t know (DO NOT READ OUT)
99. No answer (DO NOT READ OUT)

**G_WEIGHT**
[ASK ALL]

Q76. We would like to ask a few last questions about yourself. Could you please tell us which of the following, if any, applies to you?

(CAWI: SHOW ON SCREEN – MULTIPLE ANSWERS POSSIBLE)
(CATI: READ OUT - MULTIPLE ANSWERS POSSIBLE)
1. You are one of the first people to use or buy a new product
2. You tend to keep your opinions to yourself
3. You consider your time very valuable
4. Your schedule is always busy
5. You like to make your voice heard
6. Financial rewards are usually important to you
7. Your friends would say you are technology-savvy
88. Don’t know (DO NOT READ OUT - SHOW ON SECOND SCREEN)
99. No answer (DO NOT READ OUT - SHOW ON SECOND SCREEN)
G_COVID1  [ASK ALL ONLINE SAMPLE]
Q77. Did you experience any of the following as a result of the Covid-19 (or coronavirus) pandemic? (M)

(CAWI: SHOW ON SCREEN – MULTIPLE ANSWERS POSSIBLE)

1. You lost your previous job
2. You were not working at all but kept your main job
3. You were working reduced weekly or daily hours in your main job
4. None of the above
88. Don’t know (SHOW ON SECOND SCREEN)
99. No answer (SHOW ON SECOND SCREEN)

G_COVID2  [ASK ALL ONLINE SAMPLE]
Q78. Compared with the situation before the Covid-19 pandemic, do you now experience any of the following situations in your main job?

(CAWI: SHOW ON SCREEN – SINGLE CODE ONLY)

1. You work more time away from your employer’s premises (e.g. remotely from home)
2. You spend less time physically working together with co-workers and other people (M)
3. You more often use digital communication tools or platforms for work meetings or conferences
4. You more often use digital technologies to perform some of your work tasks
5. You do more online learning for job-related purposes
1. Yes
2. No
88. Don’t know (SHOW ON SECOND SCREEN)
99. No answer (SHOW ON SECOND SCREEN)

THANK AND CLOSE