



Working conditions  
**European Working  
Conditions Survey -  
Cognitive pre-test**

[Sixth European Working Conditions Survey – Overview report](#)

**Author:** Patricia Hadler, Cornelia Neuert, Timo Lenzner & Natalja Menold

**Research Manager/s:** Agnès Parent-Thirion, Isabella Biletta, Mathijn Wilkens

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**European Foundation for the Improvement of Living and Working Conditions**

**Telephone:** (+353 1) 204 31 00

**Email:** [information@eurofound.europa.eu](mailto:information@eurofound.europa.eu)

**Web:** [www.eurofound.europa.eu](http://www.eurofound.europa.eu)

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## Introduction

The objectives of the European working conditions survey (the EWCS) series are to:

- 1) Assess and quantify working conditions of both employees and the self-employed across European countries on a harmonised basis
- 2) Analyse relationships between different aspects of working conditions
- 3) Identify work situations and/or groups of concern as well as of progress
- 4) Monitor trends by providing homogeneous indicators on these issues
- 5) Contribute to European policy development on quality of work and employment

The European Working Conditions Survey is a strategic activity of Eurofound. It is the only comparative source of information available on working conditions, job quality and quality of working lives.

Its results are used to monitor job quality in Europe and feed the job quality database of the OECD as well. The survey is a source of inspiration across the world as evidenced in the “Working conditions in a global” report which provides a comparative analysis on job quality covering approximately 1.2 billion workers in Europe, Asia and the Americas.

As the world of work is changing and the future of work is being discussed, eurofound tripartite stakeholders involved in the development of the EWCS expressed a strong interest in exploring the continuum of situations between and within self employment and dependant employment and the job quality experienced by workers in these various employment situations. They also reiterated their strong preference for ensuring that all those who work would be included in the European working conditions survey.

To answer to these needs, eurofound decided to develop a cognitive pre test of the EWCS 2015 with the dual objective of :

- gathering information on the comparability of the job quality indices for self employed and employees
- assessing and identifying measures to address specific issues related to potential coverage, non-response and other errors including measurement on selected topics in relation to more ‘atypical’ groups of workers from the point of view of their employment status situations such as the self-employed, “workers at the margins<sup>1</sup>” and “workers in multi-activity” ( e.g. ‘slashers’).

It is eurofound’s policy to make information on the production of the data available to a wider audience who can assess the quality of the process. As the issues covered are of high policy

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<sup>1</sup> There is no definition of workers at the margins. Our working concept is workers who work short hours, and /or hold very short term contract and / or are contracted for smaller task work and/or receive low pay for these activities or / work on demand or any other very atypical situation.

significance in policy debates, it was decided to make this report available to a wider audience. We hope you will enjoy it.

## **Abstract**

This report contains the results of the post test of the 6th EWCS, carried out by GESIS - Leibniz Institute for the Social Sciences (Germany). The aim is to deliver insights for the interpretation of the results of the 6th EWCS, and to deliver input for the development and revision of the 7th EWCS.

Two major research questions are addressed. The first is to establish differences in comprehension of questions between employed and self-employed respondents. Secondly, it examines potential measurement issues related to the concept of employment and the main paid job criterion for workers in atypical working situations.

For the post test a mixed-mode design was used. A cognitive online pretest in the UK, Germany, and Poland was carried out with a total of 365 employed and self-employed respondents. Face-to-face interviews with 32 respondents in Germany and Poland delivered insights on atypical working situations, such as multi-activity or precarious employment.

## Executive Summary

### *(i) Purpose, motivation, problem statement*

Eurofound contributes to European policy development by providing insights on social, employment and work-related issues. The European Working Conditions Survey (EWCS) assesses working conditions of both employees and the self-employed across European countries on a harmonized basis. The overall aim of the post test of the 6th EWCS is to deliver insights for the interpretation of the results of the 6th EWCS, and deliver input for the development and revision of the 7th EWCS. The post test was divided into two tasks.

The first task was to assess the construct “job quality” and its indices for the self-employed and employed by cognitively testing the individual questions making up the indices with a special emphasis on issues where differences between the self-employed and employed are expected.

The second task was to assess issues related to atypical groups of workers in terms of employment status and the main paid job criterion. Atypical workers include self-employed, but also “workers at the margins” and “workers in multi-activity”, sometimes referred to as “slashers”. Workers at the margins are understood as people who work short hours, hold very short-term contracts, are contracted for smaller tasks, receive low pay for these activities, work on demand, or any other atypical working situation.

### *(ii) Procedure*

For both tasks, the GESIS Pretest lab conducted cognitive pretests. This method first asks respondents to answer a survey question and then poses follow-up questions, known as probing questions, asking them to reflect their understanding of certain terms or their choice of answer.

For the first task, the GESIS Pretest lab conducted a cognitive online pretest with a total of 365 employed and self-employed respondents in UK, Germany, and Poland in June 2018 recruited via an open access panel. The samples used quotas by gender, age, and type of employment. Probing answers were coded according to emerging themes and compared between respondent groups. Possible errors in the cognitive process of survey response were identified based on the results.

The interim report for task 1 was delivered in July 2018.

For the second task, face-to-face cognitive interviews were carried out by the GESIS Pretest lab and Kantar Poland with a total of 32 respondents in typical and atypical employment situations in September and October 2018. The main aim of these interviews was to assess whether the survey instruments are suitable to capture the working conditions of atypical groups of workers, or whether there are issues of coverage, non-response and measurement errors related to these groups. Half of the sample consisted of respondents who were either employed or self-employed. The other half consisted of a wide range of atypical employment situations, such as respondents who are both employed and self-employed, working in several employment contracts, or workers at the margins, with short-term contracts and/or very few hours and little pay. Emergent themes were documented on respondent level and are documented in detail including verbatims. The cognitive interviews also followed up on open questions from the first task.

This report contains the results of both cognitive online pretest and the face-to-face cognitive interviews.

### *(iii) Results*

#### *Results related to employment status*

Question Q2c includes a show card and seeks to distinguish between working respondents, who qualify for the survey, and those who are not working. This results in a very long and

complicated first answer category that the majority of respondents have trouble deciphering. We suggest a thorough review of the first answer category and its depiction on the show card.

The question on employment status (Q7) with its distinction between employment and self-employment is not clear to all respondents in its current form, as employment status is not an equally dichotomous variable in all countries. This is especially critical for free lancers and, in Poland, for workers with civil law (order) contracts. This leads to inconsistent answer behavior and consequent assessment of atypical groups of workers.

Respondents in multi-activity are uncertain whether to refer certain questions to all of their jobs or only their main job (i.e., Q2d or Q38). This also leads to irritation in Q7, when respondents are asked to state whether they are employed or self-employed. We therefore recommend having respondents first indicate the number of jobs they have (similar to Q27), whether they are employed or self-employed in these jobs (similar to Q7), and the number of hours they typically work in each job (similar to Q24, Q26, Q28). Only after this is done, should the questionnaire focus on the main paid job.

#### *Results related to the job quality indexes*

We recommend filtering questions and items that do not apply to certain respondent groups, and adjusting the wording of some items to account for the different working situations of employed and self-employed respondents. For instance, in Q89, the item “I might lose my job in the next six months” could be worded “I might go out of business in the next six months” for self-employed respondents.

In single cases, we recommend adding clarifications (Q38, Q46), and in one case, using a more elaborate answer scale (Q54). Where filters were tested (Q9, Q28, and Q62), findings strongly support the current routing. This supports the notion that response quality in the EWCS is mainly a function of how well a question applies to a respondent’s individual working situation.

#### *(iv) Conclusion, implications, recommendations*

Most issues found in both pretests are related to the applicability of certain questions to respondent groups. This can lead to measurement error, for instance when a respondent who is mainly self-employed refer questions about colleagues to an additional job in which he is employed and has direct colleagues, in order to give a substantive answer. The report gives numerous examples of this (cf. Q61, Q62). Many of can be solved by a more precise assessment of the employment situation at the beginning of the questionnaire and consequent filters.

We suggest the following type of revisions to the EWCS:

1. An exact assessment of the working situation at the beginning of the questionnaire
  - a. Assessment of all jobs at the beginning of the questionnaire  
Respondents in multi-activity are anxious to give a complete and correct overview of their work situation. This should be done before focusing on the main paid job. This should decrease respondents’ tendency to inconsistently refer questions to the main paid job.
  - b. Review of question Q7 referring to employment versus self-employment  
The correct distinction between employed and self-employed respondents is crucial for the survey. For most respondents, this works well. However, respondents in atypical working situations are likely to have difficulty with these categories, i.e. respondents working on commission (i.e. order contracts) and short-term contracts.
2. Assessment of the social work environment for the main paid job
  - a. Unambiguous references in question wording

Continuous clarification whether a question refers to the main paid job only. For respondents in multi-activity, we recommend continuous clarification whether a survey question refers to the main paid job only or to all jobs (cf. Q38). This can be omitted for respondents with only one job.

- b. Adjustment in the wording of single items to reflect the situation of self-employed respondents or filtering

While self-employed respondents often make sense of a question that is obviously worded for employed respondents (cf. Q89), a wording that applies to their working situation would ensure a homogeneous understanding. Where this is not possible, these questions or items should not be asked to self-employed.



## Method and Sample Composition

### Cognitive Online Pre-test

|                                 |   |
|---------------------------------|---|
| Field time:                     | UK: June 11th, 2018 – June 20th, 2018<br>Germany: June 11th, 2018 – June 19th, 2018<br>Poland: June 12th, 2018 - June 25th, 2018  |
| Procedure:                      | Usage of an online questionnaire with additional open-ended and closed probing-questions (Web Probing).   |
| Survey mode:                    | Web   |
| Cognitive techniques:           | General Probing, Comprehension Probing, Category Selection Probing, Specific Probing.   |
| Incentive:                      | 1.50 €  |
| Number of respondents:          | In total 365 (intended sample of 120 per country)<br>UK: 120<br>Germany: 123<br>Poland: 122   |
| Target population:              | The online study was fielded in Great Britain (n=120), Germany (n=120), and Poland (n=120). Due to the specific target population of the EWCS, that is, people who are in employment (employees and self-employed), who are 15 years or older and who are residents in the respective country, the sample consisted of employees and self-employed respondents only.  |
| Selection of target population: | The cognitive web probing study drew on respondents from online panels. For the selection of the target population, quota sampling was used with minimum quotas set according to age (15 to 65 years in three groups: 15 – 30; 31 – 50; 51 - 65) and gender (male; female). In addition, approximately 50 percent of respondents in each country were expected to be self-employed. The large sample size ensured that a broad variety of employment situations was covered in the web probing study. All quotas were set to have a minimum size of respondents with particular characteristics. However, due to the diverse group of self-employed the quotas needed to be flexible. |
| Quotas:                         | The selection of the target population in each of the three countries was based on the following quota scheme.  |

*Intended Sample:*

| N=120                                | Employed  | Self-employed | Total      |
|--------------------------------------|-----------|---------------|------------|
| With employees (entrepreneurs)       | n/a       | 30 (min. 20)  |            |
| Without employees (i.e. freelancers) | n/a       | 30 (min. 20)  |            |
| <b>Gender</b>                        |           |               |            |
| Male                                 | 30        | 30 (min. 20)  | min. 50    |
| Female                               | 30        | 30 (min. 20)  | min. 50    |
| <b>Age</b>                           |           |               |            |
| 15-30                                | 20        | 20 (min. 10)  | min. 30    |
| 31-50                                | 20        | 20 (min. 10)  | min. 30    |
| 51-65                                | 20        | 20 (min. 10)  | min. 30    |
| <b>TOTAL</b>                         | <b>60</b> | <b>60</b>     | <b>120</b> |

*Realized sample:*

*British respondents:*

| N=120                                | Employed  | Self-employed | Total      |
|--------------------------------------|-----------|---------------|------------|
| With employees (entrepreneurs)       | n/a       | 20            |            |
| Without employees (i.e. freelancers) | n/a       | 40            |            |
| <b>Gender</b>                        |           |               |            |
| Male                                 | 30        | 22            | 52         |
| Female                               | 30        | 38            | 68         |
| <b>Age</b>                           |           |               |            |
| 15-30                                | 20        | 5             | 25         |
| 31-50                                | 19        | 27            | 46         |
| 51-65                                | 21        | 28            | 49         |
| <b>TOTAL</b>                         | <b>60</b> | <b>60</b>     | <b>120</b> |

*German respondents:*

| N=123                                   | Employed  | Self-employed | Total      |
|---|-----------|---------------|------------|
| With employees<br>(entrepreneurs)       | n/a       | 25            |            |
| Without employees<br>(i.e. freelancers) | n/a       | 35            |            |
| <b>Gender</b>                           |           |               |            |
| Male                                    | 29        | 35            | 64         |
| Female                                  | 34        | 25            | 59         |
| <b>Age</b>                              |           |               |            |
| 15-30                                   | 21        | 3             | 24         |
| 31-50                                   | 22        | 22            | 44         |
| 51-65                                   | 20        | 35            | 55         |
| <b>TOTAL</b>                            | <b>63</b> | <b>60</b>     | <b>123</b> |

*Polish respondents:*

| N=122                                   | Employed  | Self-employed | Total      |
|---|-----------|---------------|------------|
| With employees<br>(entrepreneurs)       | n/a       | 25            |            |
| Without employees<br>(i.e. freelancers) | n/a       | 39            |            |
| <b>Gender</b>                           |           |               |            |
| Male                                    | 29        | 33            | 62         |
| Female                                  | 29        | 31            | 60         |
| <b>Age</b>                              |           |               |            |
| 15-30                                   | 18        | 12            | 30         |
| 31-50                                   | 21        | 28            | 49         |
| 51-65                                   | 19        | 24            | 43         |
| <b>TOTAL</b>                            | <b>58</b> | <b>64</b>     | <b>122</b> |

## Face-to-Face Cognitive Interviews

|                                 |  |
|---------------------------------|--|
| Field time:                     | Germany: September 26th, 2018 – October 12th, 2018<br>Poland: October 2nd, 2018 – October 12th, 2018   |
| Procedure:                      | Germany: laboratory setting<br>Poland: private setting   |
| Survey mode:                    | Face-to-face-interview   |
| Cognitive techniques:           | General/Elaborative Probing, Comprehension Probing, Category Selection Probing, Specific Probing, Information Retrieval Probing, Difficulty Probing, Paraphrasing, Emergent Probing. |
| Incentive:                      | Germany: 30 Euros<br>Poland: 50 zloties (11,59 Euros)  |
| Number of respondents:          | In total 32<br>Germany: 16<br>Poland: 16   |
| Target population:              | Heterogeneous sample of workers, in order to distinguish between employed and self-employed and ‘typical’ and ‘atypical’ working situations  |
| Selection of target population: | All potential workers ages 18 and older  |
| Quotas:                         | Depicted in “Intended sample per country”  |

*Intended Sample per Country:*

| Working situation                                  | Respondents |
|--|-------------|
| I: Employed only                                   | 4           |
| II: Self-employed only                             | 4           |
| III: Employed and self-employed                    | 3           |
| IV: People in multiple employments                 | 2           |
| V: People with short-term / day-by day contract(s) | 3           |
| Demographics                                       |             |
| Men  | At least 4  |
| Women  | At least 4  |
| 18-39 years  | At least 4  |
| 40-65 years  | At least 4  |
| TOTAL  | 16          |

*Realized Sample:*

| Working situation                                  | Germany | Poland |
|--|---------|--------|
| I: Employed only                                   | 4       | 4      |
| II: Self-employed only                             | 4       | 4      |
| III: Employed and self-employed                    | 3       | 3      |
| IV: People in multiple employments                 | 2       | 2      |
| V: People with short-term / day-by day contract(s) | 3       | 3      |
| Demographics                                       |         |        |
| Men  | 8       | 7      |
| Women  | 8       | 9      |
| 18-39 years  | 7       | 7      |
| 40-65 years  | 9       | 9      |
| TOTAL  | 16      | 16     |

## **Data Documentation**

### **Cognitive Online Pretest**

The original data files are stored on the servers at GESIS in a .sav format.

Respondent-level data is accessible only to the GESIS research team.

### **Face-to-Face Cognitive Interviews**

The original data files consisting of video and audio files of the interviews are stored by GESIS (for the German interviews) and Kantar (for the Polish interviews) respectively.

For the interviews carried out by the GESIS Pretest Lab in Germany, the video and audio files are stored electronically on the servers, not accessible to third parties. They are kept on the file server of GESIS – Leibniz Institute for the Social Sciences for a total of six months, after which they are transferred to external disks in the archive of GESIS Pretest Lab. Video and audio files are kept for a total of 5 years, after which they are destroyed.

For the interviews carried out by Kantar Research in Poland, the research data and products resulting from the research are stored in electronic way in the local disks and the network disks of KANTAR Research Unit. After 6 months, they are compressed and transferred to the servers belonging to the archive of the KANTAR Survey Agency. Regular backups are made of each disk. Data storage is guaranteed for a time period of 36 months.

The data entry masks with the verbatims of respondents and the report are kept beyond this period. They are stored on the file servers of GESIS – Leibniz Institute for the Social Sciences.

Anonymized audio recordings can be listened to on the premises of the institutions.

## Results

### Screening Questions 1&2 (CI)

#### Screening Question 1

English version:

**Screening question 1: Let me ask you, do you have a job?**

yes

no

German version:

**Screening question 1: Lassen Sie mich fragen: Haben Sie selbst eine Arbeit?**

ja

nein

Polish version:

**Screening question 1: Na początek chciałbym zapytać, czy ma Pan/i pracę?**

tak

nie

Frequency distribution (DE: n=16; PL: n=16)

|     | DE | PL |
|-----|----|----|
| yes | 15 | 16 |
| no  | 1  | -  |

## Screening Question 2

[Filter: asked if Screener 1= no]

English version:

**Screening question 2: Then did you work – even if minimally, like for only an hour – for money or other payment in kind last week?**

yes

no

German version:

**Screening question 2: Haben Sie letzte Woche - wenn auch nur minimal, wie z.B. nur für eine Stunde - für Geld oder eine sonstige Sachleistung gearbeitet?**

ja

nein

Polish version:

**Screening question 2: A wykonywał/a Pan/i jakąkolwiek pracę w zeszłym tygodniu – nawet w minimalnym zakresie, choćby przez godzinę – za pieniądze bądź też inną formę wynagrodzenia?**

tak

nie

Frequency distribution (DE: n=1; PL: n=0)

|     | DE | PL |
|-----|----|----|
| yes | 1  | -  |
| no  | -  | -  |

### Cognitive techniques:

Comprehension Probing.

### Findings:

The screening questions are asked when recruiting the sample, and are not part of the actual survey. As the sample for the cognitive interview was already recruited, it was to be assumed that all respondents would answer this question with “yes”. The aim of probing was to examine the understanding of the term “job” in screening question 1 and potential differences in understanding to the term “working” in question 2. The probes aimed to discover whether certain types of work are systematically excluded by respondents, or whether respondents would use different terms to describe employment. For this purpose, respondents who answered screening question 1 with “yes” were presented screening question 2 as an alternative wording.

All but one respondent (DE03) immediately answered the first screening question with “yes”. One respondent felt the need to explain that he is self-employed but correctly includes this as ‘having a job’ (DE08). All German respondents agree that having a job includes both full-time and part-time employment. In Poland, several respondents at first think of permanent



employment [umowa o prace] only. They often refer to this as full-time employment, but mean a regular working contract with social benefits. In Poland, these contracts are traditionally full-time contracts, though respondents are aware that they can exist in part-time. The predominant association with ‘having a job’ is being able to make a secure living with the work.

- “For me, that means being able to live off it. That I work in order to pay my rent” (DE02)
- “A piece of security in life” (DE04)
- “Work you get paid for” (DE08)
- “I do some tasks and get paid for them” (PL02)
- “Any form of employment, or doing any kind of work which would give some income” (PL12)

Two respondents define ‘having a job’ strictly in terms of being employed (“doing work for someone else”, DE16; “having employment”, DE06). However, both of these respondents are themselves employed. As all self-employed respondents also correctly answered screening question 1 with “yes”, this does not seem to cause confusion.

Especially in Germany, these task- and money-related definitions are often accompanied by associations of regularity of employment and legal payment (DE07, DE09), independence (DE12), lending structure to daily life (DE10), and, at best, being an enjoyable activity (PL04). It is a means of participating in social life (DE02), and gives meaningfulness and a sense of being useful and needed (DE03).

To gain an understanding of whether and how the second screening question differs from the first, it was read out to respondents who had already answered that they have a job as an alternative question wording. Respondents were then asked whether this question has a substantively different meaning to them. Six respondents in Germany (DE04, DE09, DE10, DE12, DE13, DE15) and five in Poland (PL09, PL12, PL13, PL15, PL16) could not see any difference between the questions.

Across both countries, there are two main interpretations of the second question respondents make in comparison to the first, and they go in opposite directions.

The first interpretation **widens** the understanding of the term job (DE01, DE06, DE07, DE14, PL01, PL05, PL06, PL07, PL08, PL10, PL11) to include definitions of work that go beyond the idea of (generally full-time) employment. For these respondents, the first question is about “having a job” as in regular employment, whereas the second question can include any sort of work, even if it was a one-time project or temporary job (PL07). This difference was to be expected for the question wording, but was not guaranteed to be heard by German respondents as the question wordings are very similar (“having a job” and “working” have the same word stem in German: “Arbeit haben” versus “gearbeitet haben”). In Poland, one respondent describes work as meaning “every deliberate action” (PL01). Another respondent now includes other forms of payment than a salary: “any goods‘ exchange or doing favours” (PL05). Another now includes charity work and house work” (PL06), though she would still mainly associate regular work with the term.

In the second interpretation, the second question is thought to be more precise and therefore **narrows** the understanding of the term (DE02, DE08, DE11, DE16, PL02, PL04, PL14). Though at first counter-intuitive, this interpretation is based on the additional reference to being compensated for work. These respondents did not necessarily consider their ‘job’ to require monetary compensation in screening question 1. One respondent now insists: “it is about paid employment” (PL02). One respondent feels that the second wording takes the meaningfulness out of the activity: “it has nothing in common with my wish to work, with

doing what I like” (PL04). Another explains “At first, I thought about work I do at home but the ending, the extension of this question, it made me think more about work done for money, and more about full time employment or doing some commissioned jobs – order contract or contract for a specific work” (PL14). The German word “Sachleistung” is best translated as “compensation” rather than “payment”. However, in answer to probing most German respondents state that the necessity of payment made them wonder whether volunteer work and other unpaid work should not be included in both questions 1 and 2 (DE11 and DE16 state this explicitly).

Having the second question interpreted in a narrower sense than the first is certainly not the intention. However, this second interpretation is only used by respondents who do not interpret the first question to require monetary compensation.

One German respondent (DE03) was officially registered as unemployed and received unemployment benefits. This respondent answers screening question 1 with “no” and screening question 2 with “yes”. He took care of his parents, which he defines as working in the second question. He also mentions several occasional jobs (i.e. freelance photography, garden work for neighbours). DE03’s case demonstrates that the second screening question helps include respondents who do not define themselves as having a job in the first question.

### *Recommendations*

Question: Screening Question 1: It could be considered adding instructions to include self-employment, so that the wording “having a job” is not restricted to respondents in an employed status.

If monetary or other compensation is part of the definition of “having a job” in question 1, this should be included in the question text, as some respondents automatically include unpaid work (i.e. volunteering or unpaid internships).

Screening Question 2: No changes recommended.

Answer categories: No changes recommended.

### **Q2c. Working situation (CI)**

[present SHOW CARD D]

English version:

**Q2c. Please look at this card and tell me which of these categories describes your current situation the best?**

- at work as employee or employer/ self-employed \*/relative assisting on family farm or business \*\*
- unemployed
- unable to work due to long-term illness or disability
- at work and on child-care leave or other leave
- retired
- full time homemaker/ responsible for ordinary shopping and looking after the home
- in full time education (at school, university, etc.) / student
- other
  
- Don't know/No opinion (spontaneous)*
- Refusal (spontaneous)*

\* Even in cases where the business fails to deliver any profit or any income yet

\*\* In the case of unpaid family members, they should be included in this status even in case

when the remuneration is not monetary and /or the person does not receive any formal pay.

German version:

**Q2c. Bitte schauen Sie auf diese Liste und sagen Sie mir, welche dieser Kategorien Ihre derzeitige Situation am besten beschreibt.**

- berufstätig, als Mitarbeiter/in oder Arbeitgeber/in oder Selbständige/r\* / als Verwandte/r auf dem Bauernhof der Familie oder im Familienbetrieb\*\*
- arbeitslos
- arbeitsunfähig aufgrund von Langzeiterkrankung oder Behinderung
- berufstätig und im Erziehungsurlaub oder sonstiger Beurlaubung
- im Ruhestand/Vorruhestand
- Hausmann/Hausfrau/verantwortlich für die alltäglichen Einkäufe und die Organisation des Haushalts
- in Ausbildung (Schule, Universität usw.) /Schüler/in / Student/in
- Sonstiges
  
- Weiß nicht (spontan)*
- verweigert (spontan)*

\* Auch falls das Unternehmen bisher keine Gewinne oder Einkommen erzielt hat

\*\* Im Falle von unbezahlten Familienmitgliedern sollten diese auch in diesem Status erfasst

werden, selbst wenn die Entlohnung unentgeltlich erfolgt und/oder es keine offizielle Bezahlung gibt.

Polish version:

**Q2c. Proszę popatrzeć na tę kartę i powiedzieć mi, która z tych kategorii najlepiej opisuje Pana(i) obecną sytuację?**

- zatrudniony jako pracownik lub pracodawca/samozatrudniony\*/ pracujący(a) jako krewny(a) pomagający(a) w rodzinnym gospodarstwie rolnym lub biznesie\*\*
- bezrobotny(a)
- niezdolny(a) do pracy z powodu długotrwałej choroby lub niepełnosprawności
- osoba zatrudniona, przebywająca na urlopie macierzyńskim, wychowawczym lub innym urlopie
- na emeryturze
- osoba zajmująca się domem w pełnym wymiarze godzin pracy/odpowiedzialna za robienie zakupów i opiekę nad domem
- nauka w trybie dziennym (w szkole, na uniwersytecie)/student(ka), uczeń(uczennica)
- inne
- Nie wie (spontanicznie)*
- Odmowa (spontanicznie)*

\* NAWET W PRZYPADKACH, KIEDY FIRMA NIE PRZYNOŚI JESZCZE ŻADNYCH ZYSKÓW ANI DOCHODÓW

\*\* W PRZYPADKU CZŁONKÓW RODZINY NIEOTRZYMUJĄCYCH WYNAGRODZENIA, NALEŻY ICH UWZGLĘDNIĆ W TYM STATUSIE NAWET, GDY WYNAGRODZENIE NIE MA POSTACI PIENIĘŻNEJ ORAZ/LUB DANA OSOBA NIE OTRZYMUJE ŻADNEGO FORMALNEGO WYNAGRODZENIA.

Frequency distribution (DE: n=16; PL: n=16)

|   | DE      | PL |
|---|---------|----|
| at work as employee or employer/ self-employed<br>*/relative assisting on family farm or business | 14 (15) | 15 |
| unemployed  | -       | -  |
| unable to work due to long-term illness or disability   | (1)     | -  |
| at work and on child-care leave or other leave  | -       | -  |
| retired   | -       | -  |
| full time homemaker/ responsible for ordinary shopping and looking after the home                 | -       | -  |
| in full time education (at school, university, etc.) / student                                    | -       | -  |
| other   | 1       | 1  |
| <i>Don't know/No opinion (spontaneous)</i>  | -       | -  |
| <i>Refusal (spontaneous)</i>  | -       | -  |

**Cognitive techniques:**

General/Elaborative Probing, Category Selection Probing.

### Findings:

As the sample for the cognitive interviews consists only of working people, and respondents were additionally asked the screening question directly beforehand, the only correct answer can be the first answer option, “at work”. Due to the fact that all respondents were sampled to choose the first answer category as the correct answer, the other answer options cannot be evaluated based on the pretest findings. Probing this question therefore aims to examine whether atypical groups of workers correctly identify themselves as working. Where there are different conceptions, the terminology respondents use when referring to their working situation should be examined.

In Germany, 14 of 16 participants classify themselves into the first answer category. However, ten of these respondents spontaneously commented on uncertainty selecting the first category. Five of them voice their confusion as to whether this category includes people who are ‘normally employed’ or only those working in a family business or on a farm (DE01, DE02, DE04, DE07, DE14). In several cases, respondents did not reach certainty as to what to answer until the interviewer provided additional explanations:

- “Have I over-read something – is there no category for people who are normally employed, like, without all of these additional remarks?” (DE07)
- “So, this first answer, does that refer to whether I work in a family business, or does that apply to me working in general?” (DE14)

One participant, who was initially confused about the mention of the family business in the first answer category, additionally had difficulties due to the fact that he is in multi-activity (DE14). Although the interviewer explains that the first category refers to all respondents who are “at work”, the respondent eventually chooses the answer category “other”. He feels that this category refers to people having one job. He admits that he may be misinterpreting (“I’m working but not in a family business. Possibly, I understand that in the wrong way”), but consciously resorts to survey satisficing in light of the complicated answer options. The cognitive interview is continued, and in subsequent questions the respondent correctly refers to his main paid job.

Apart from this issue, once respondents found their answer, most gave correct explanations as to their category selection. They explain that they are generally in employment (DE01), report how their employment is arranged (DE02, DE05), indicate their job title (DE08, DE09, DE13) or exclude other categories due to the fact that they are working (DE06, DE12).

An exception to this is a respondent who is temporarily incapable of working (DE11). This respondent cannot choose between two categories (“At work as employee or employer/self-employed/relative assisting on family farm or business” and “Unable to work due to long-term illness or disability”). As he is not long-term disabled, and has a running contract that he will take up again in due time, he neither feels belonging to one category or the other. The cognitive interview is continued, with the respondent referring to his usual employment.

The same response patterns and difficulties are found in Poland. Although all respondents except of one classify themselves into the first category, only four respondents were able to select it without hesitation. All others struggled with choosing the right answer for their working situation:

- “Difficult, because these options do not show my situation exactly [...] I am self-employed, I have a registered company, but I do not work as a relative in family farm or business but I have a company of my own” (PL08)
- “It is very long and it consists of several components. [...] I first understood it as three in one. [...] It should be [...] specified somehow. Just employed“ (PL02)

One Polish respondent chose “other” because she thought that she must meet all the working conditions included in category one:

- „Because I am employed full time and I have my company. I do not really fit in here. I am employed as an employee but what I do is not related to farming. I do not help in a family business either. I have something of my own, something different“ (PL15)

Two respondents which are employed on order contract or contract for a specific work found it difficult to answer the question because there was no answer option corresponding to their specific employment status (PL02, PL12). In Poland, many people offer their services based on civil law contracts (order contract or contract for a specific work). Some of them consider themselves as employees, while others do not.

- “None of them fits me, the first two answers apply. I am unemployed sometimes, so I could mark this as well, as I am unemployed occasionally“ (PL02)
- “It is not easy or clear, the first point which would be fine is the first one ‘employee or employer / self-employed’. Yet, if you have an order contract, this is not really a form of employment, so I have doubts here, but this is the only answer which fits. From what I understand and know about the topic, an employee is only a person with a (usually full-time) employment contract, according to the Polish labour code. Someone who works on short term contract basis, like order contract, contract for a specific work, is not an employee. So, in this understanding of the question I am not an employee“ (PL12)

The translation of the phrase „at work” is „zatrudniony” [English employed] leads to confusion. “Zatrudniony” [employed] is a term used in the context of work contracts under the Polish Labor Code. The Polish labor market offers a wide range of working situations under the Civil Law which use a different terminology, and do not always classify themselves as being employed. They rather use phrases as “I have my own business”, “I am an employer”, “I work based on agreement for a result” or “I work based on order contract”. It is recommended to change the translation of „at work” - „zatrudniony” [English “employed”] into „pracujący” [English “working”]. Please also refer to the detailed explanation of the Polish work contracts in Q7.

### *Recommendations*

Question: No changes recommended.

Answer categories: We strongly suggest reviewing the first answer category and its depiction on the show card. While including less typical examples, such as people working on a farm or family business is certainly important, this must be designed in a way that does not cause confusion.

The different facets mentioned in the first answer category should be separated using the word “or” and not with slashes. This would possibly eliminate respondent problems, but should be tested before implementation.

For Poland, we recommend to add “order contracts”, e.g. “na umowę zlecenie lub dzieło”, to the list of specifications in the first answer option.

## Q2d. Full part or part time employment (CI)

[Filter: asked if Q2c=1 → all respondents]

English version:

### Q2d. And do you work part time or full time?

- Part time
- Full time
- Don't know (spontaneous)*
- Refusal (spontaneous)*

German version:

### Q2d. Und arbeiten Sie Teilzeit oder Vollzeit?

- Teilzeit
- Vollzeit
- Weiß nicht (spontan)*
- Verweigert (spontan)*

Polish version:

### Q2d. A czy pracuje Pan(i) w pełnym czy niepełnym wymiarze godzin?

- W niepełnym wymiarze godzin
- W pełnym wymiarze godzin
- Nie wiem (spontanicznie)*
- Odmowa (spontanicznie)*

Frequency distribution (DE: n=16; PL: n=16)

|                                 | DE | PL |
|---------------------------------|----|----|
| Part time                       | 6  | 6  |
| Full time                       | 10 | 10 |
| <i>Don't know (spontaneous)</i> | -  | -  |
| <i>Refusal (spontaneous)</i>    | -  | -  |

### Cognitive techniques:

Comprehension Probing, Specific Probing, Difficulty Probing.



### **Findings:**

The question asks whether a respondent is working full- or part-time. Aim of the probing is to understand whether respondents can clearly distinguish the two categories, and how they define full- and part-time. For respondents with multiple jobs, the aim is to understand whether they take all of their jobs into account or only the main paid job. For respondents in atypical working situations, especially those with irregular working hours, the aim is to understand whether and how they choose their answer.

In Germany, full-time is usually defined by the hours per week, with respondents usually citing 35-40 hours, and many of them aware that different companies define full-time slightly differently. Therefore, several respondents explicitly state that full-time is when an employment contract says that someone works 100% of the working time as per contract, regardless of whether this means 35, 39 or 40 hours. Several respondents are even more precise, explaining that a full-time job should generally cover 8 hours a day on at least 5 working days, possibly 6 working days in some industries.

Self-employed respondents share this definition of full-time, and most of them can clearly state for themselves whether their work load compares to full- or part-time, though several respondents state that that they simply work “however many hours are necessary”.

In Poland, 15 out of 16 respondents refer to the legal full-time equivalent which is 40 hours in a 5-day working week. This definition of full-time is shared by respondents regardless of their employment status. Only one respondent working on civil law contracts (order contracts) defines full-time as “48 hours a week” on a regular, weekly basis (“For me, full-time employment means the weekly standard”; PL 02).

Of the German sample, five respondents have multiple employments. Of these, three (DE02, DE05, DE14) were referring to all of their jobs while answering the question. They did not consider this a wrong choice even in the course of the probing. DE02 (self-employed & employed) answers full-time, explaining that several part-time jobs add up to a full-time working schedule. DE14 (employed and self-employed) goes back and forth between categories, but after adding up the hours in both jobs decides that he still works less than 40 hours in total and chooses part-time. One respondent in multi-employment (DE05) then reflects that perhaps she should have stated part-time, as each of her jobs is part-time. But she chooses not to change her answer, as for her the question is asking how much she works in total. One respondent (DE01) states that he was referring to his actual working hours and not his contractual ones.

Of the Polish sample, five respondents have multiple employments. Of these, four referred to their contract and being an “employee” (PL03, PL07, PL10, PL15). Respondent 03 has multiple jobs, however, as the additional jobs to his full-time employment are irregular, he doesn’t count them in this question. Respondent 07 is both employed and self-employed, but his answer refers only to his employed work, which is part-time. The fifth Polish respondent works at two places and both jobs add up to a full-time position (measured by numbers of hours worked). Although she considers both, she selects part-time because both individual jobs are part-time jobs.

In both countries, two respondents reported difficulties when selecting an answer (DE06, DE13, PL07, PL08). Respondent DE06 (employed) with a  $\frac{3}{4}$  time job of 30 hours correctly chooses part-time. However, he first has to consider whether this is correct, as the term part-time is closely associated with half-time or about 20 hours a week. DE13 (self-employed) finds it difficult to choose an answer, asking whether she can choose both. She goes on to explain that her self-employed status makes it hard to describe. She works seasonally when

possible, working full-time for about half of the year, and at most part-time the rest of the time. She realizes that this is an unusual situation and cannot think of a better or missing answer category. Respondent PL07 runs his own business and is employed part-time at a university. He is unsure which form of employment the question referred to and decided to focus his answer on his contract work when answering the question. He treated the wording as a hint [full/part-time working hours] and working hours for him is related to contractual work. Respondent 08 (self-employed) finds it difficult to choose an answer, because she does not need to document working hours and no one checks her working hours or expects her to work 40 hours or more or less than 40 hours.

### *Recommendations*

- Question:** The question text should state whether the question refers to actual working hours, or (for employed respondents) contractual ones.
- More important, in the current form it is unclear whether respondents in multi-activity should refer to all jobs or only the main paid job. We suggest omitting this question, and instead asking about the typical number of hours per week in each job and in total. Please refer to recommendations at Q7 and Q27.
- Answer categories:** If the differentiation between full-time and part-time is maintained, an alternative category “irregular / varies strongly” would help respondents with atypical working hours.
- In Polish, the wording of the answer category implies working only based on work contract, i.e. “full/ part time working hours”. The translation should therefore be reconsidered.

### Q5. Title of main paid job (open question) (CI)

English version:

**I'm now going to ask you a few basic questions about your job.**

**Q5. What is the title of your main paid job? By main paid job, we mean the one where you spend most hours.**

.....

.....

.....

.....

German version:

**Ich werde Ihnen nun einige grundlegende Fragen zu Ihrer beruflichen Tätigkeit stellen.**

**Q5. Welchen Beruf üben Sie zur Zeit hauptsächlich aus? Mit dem Beruf, den Sie hauptsächlich ausüben, meinen wir die Tätigkeit, bei der Sie am meisten Zeit verbringen.**

.....

.....

.....

.....

Polish version:

**A teraz zadam Panu(i) kilka podstawowych pytań na temat Pana(i) pracy..**

**Q5. Jak nazywa się Pana(i) główny zawód wykonywany zarobkowo? Poprzez główny zawód wykonywany zarobkowo rozumiemy pracę, w której spędza Pan(i) najwięcej godzin.**

.....

.....

.....

.....

Respondent answers

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**Answer of German respondents**

---

Researcher

Artist, mainly author and storyteller

Working in the family business, caretaker of parents

My official job title is trainer for DIN rail products. That is, training how to mount circuit breakers and industrial control equipment

At the moment I am employed in the clerical area, so with office work; but soon I will officially become a partner.

Communication designer

Research assistant at a technical university

Lawyer

I am a consultant. That has nothing to do with typical business consulting, but is consulting in the areas of work safety and health measures for large companies. We organize seminars, trainings, coachings, consultations and develop concepts

Doctor

Organization at the adult education center

That is called preparation worker

I am a free sales representative. I work to win members for a non-profit organisation called NaBu (a nature preservation club) or the LBV (a regional bird-saving association). I walk from door to door and do public relations with the goal of winning new members.

Bicycle mechanic

I am a janitor and church sexton

[hesitates, waiting for answer options]

Oh. Ok. Then I would say research associate

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### **Answer of Polish respondents**

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Carpenter

Tour guide

I am a graphic designer

Teacher

Copywriter

Working in a security agency

Architect

Teacher

A constructor. I spend most time doing that, constructing tools and machine parts

An architect after all

Interior designer

A coach, sports instructor

Landscape designer

Monitoring specialist, although this is not a particular occupation, maybe an office worker could be better

I work as a procurement officer at the moment

The name of my position is an assistant. I am responsible for various things happening in the company, ordering products, invoicing as well as contact with foreign clients.

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### **Cognitive techniques:**

Comprehension Probing, Specific Probing.

### **Findings:**

This question introduces the concept of the main paid job. The pretest does not examine in how far respondents' answers are suitable to be transformed into ISCO. Instead, the aim of the probes was to understand how respondents in multi-activity define their main paid job. Do they use the instructions referring to the most hours, or do they use their own criteria, i.e. pay, steadiness of income, legality of job?

Respondents with one job, regardless of whether employed or self-employed, show absolutely no difficulty with this question. The majority automatically begins relating not only their job title but the content of their job. This active reciting of not only job title but also content may be increased in the pretesting situation, which continually calls on respondents to explain their answers.

Of the respondents in multi-activity or other atypical working situations, the majority have little or no difficulty deciding on their main job. For instance, a respondent with several small jobs (DE15, category V) defines the job that takes up the most time within his part-time employment as his main paid job. Similarly, Polish respondents with atypical employment status did not differ from other respondents. They referred to occupations which give them the highest income and where they spend most time working. No differences between the answers were found.

Confusion generally occurs when the respondent does not have one job that clearly dominates across number of hours, amount of pay, and personal relevance. This results in two settings in which respondents have difficulty defining their main paid job. The first scenario is when both jobs are equal across all categories. The second is when one job dominates in one of the categories, but the other job in another category, for instance when one job takes up more hours, but the other pays better or requires higher qualification. These issues were only found in the German sample.

DE05 is an example of a respondent with two jobs of equal relevance. Instead of answering the question, she explains that she is employed and self-employed, each with the same number of hours per week (20 hours), and approximately equal pay. Although the jobs are very different, both are equally important to her. She feels she cannot give a proper account of her working conditions without telling about both jobs. Only when the interviewer insists on a choice, does she eventually refer to her employment as the main paid job, because she assumes that her hours in this job will increase in future, and the hours in the self-employed job will diminish. However, she calls the decision arbitrary.

An example of conflicting dimensions of relevance is DE16. She, too, has two jobs, both as employed. She quickly decides that her main paid job is the one with more hours, a 50% job. However, she expresses a bit of discomfort with this, because the 35% job is currently more work than the 50% job. She prefers this job, and at the time of the interview, she is spending more hours with this job than the other. She feels that this “working reality” should somehow be documented. However, she clearly decides to relate to her contractual working hours when answering this and subsequent survey questions.

In the course of the survey, both respondents repeatedly, and seemingly subconsciously, refer to both of their jobs. The report goes into more detail on this for the respective questions.

In general, similar response patterns are found in Poland, while the difficulties of the respondents tend to differ. PL06 for instance, required clarification whether to speak about the job he does or the job he is trained to do. Two people employed in full-time jobs (employee only) found it difficult to name their occupation, because the title in their work contract does not mirror their typical duties. PL16 stated that the duties of his job exceeded the name used in the work contract. PL14 remarks that “office worker” would better describe the tasks she performs than the name of her position in the work contract, which is “monitoring specialist”.

### *Recommendations*

**Question Order:** Problems with this question do not arise from the question itself, but from respondents’ urge to communicate their multi-activity. We therefore recommend having respondents first indicate the number of jobs they have (similar to Q27), and employment status (Q7) and number of hours for each job (Q24, Q26, Q28). After this is done, questions such as Q5 can focus on the main paid job.

**Question:** No changes recommended.

**Answer categories:** Does not apply.

## Q6. Content of main paid job (open question) (CI)

English version:

**Q6. What do you mainly do in your job?**

.....  
.....  
.....  
.....

German version:

**Q6. Was machen Sie hauptsächlich bei Ihrer Arbeit?**

.....  
.....  
.....  
.....

Polish version:

**Q6. Co Pan(i) głównie robi w swojej pracy?**

.....  
.....  
.....  
.....

Respondent answers

### Answers of German respondents

Mainly management activities in the area of scientific research. Occasionally, a little research myself.

I write novels and work with children to improve their language skills.

My tasks include craftsmanship, grocery shopping, doctor visits, tax declaration, and general sorting and filing. I suppose you could call it communication services. For instance, when I speak with life insurances to get documents and the money they owe the family. I have written authorization to communicate with insurances, also health insurance, for my parents, as they are no longer able to do this.

Mainly, I teach seminars, hold presentations and trainings.

Preparatory accounting, invoicing, reminders and dunning letters, telephone consultation and customer service

Presentations, demonstrating different communication technologies and their usage, holding workshops. There is a multitude of single tasks, I could list this in much more detail. But in the end, I am responsible for making different forms of communication possible in all areas at my job. Regardless of whether this is promotional communication or content-related.

I advise on-site teaching staff, so professors and assistants alike, and staff that teaches via distant learning how they can use digital media. My job is two-tiered. 50% of my time is spent on regular university duty and 50% is project-related. But the tasks overlap.

Office work, consultation, court appointments, the work of a lawyer.

Working with people. Sometimes I carry out interviews, or write up an expertise. I carry out trainings, consultations and coachings.

I treat sick people and try to cure them, or at least diagnose their problem or illness. Sometimes, I simply listen.

Organising. It's a job with many different tasks. Meetings, leadership, mails, everything.

Preparing mail for the mail delivery man or woman.

Well, I talk all day, it's hard to describe. It's public relations, so in the end I suppose I speak about the environment all day. [asks for the question to be re-read] Yes, I walk and I talk, that's what I do [laughs]

I repair bicycles and advise customers

Oh [laughs], that is very diverse. For one, I prepare mass, baptisms and weddings. Then I take care of the premises. I prepare the rooms for events, also the church café, and everything that needs to be done when we rent out the halls. I attend to concerts, also the cleaning in the aftermath, and of course take care of the winter services.

I support researchers in their work.

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### **Answers of Polish respondents**

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I design and make furniture

I take care of a group, see to their safety, follow the trip program, help, inform them about reality of a country and its monuments.

I design broadly defined advertising and marketing communication, both for print and digital forms of communication and advertising. It involves using a computer, graphic software. [...] this is creating new advertising forms, [...] banners, online movies or [...] monthly forms, [...] predefined: brochures, ads

My duties include caring about safety and hygienic working conditions of all, i.e. students, teachers, administration and service workers [...] motivating them to work [...]. These include: being in touch with parents, the board of parents' representatives [...] running and organising preventive campaigns targeted at students and parents [...] preparing students to regional competitions [...] organising competitions in school subjects [...] organising middle school leaving exams which will be held in April, [...] this is a piece of my work

I write: advertising slogans, concepts and scripts, creative concepts. I edit materials, describe products, create all the language for product communication

I am responsible for surveillance of protected venues and I am responsible for communicating with security guards in these venues and contact with such

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services as police, fire brigade and co-ordinators and superiors of the protected venues

Work as an owner and employee is a complex thing. I am mainly responsible for acquisition of new clients and designing [...] co-ordinating employees' work, co-ordinating teams responsible for different areas as this is required by my company profile, I also deal with marketing of my business

I have classes with various people, aiming at improving their English skills. These are both one to one classes and in groups, they are held in various venues, sometimes run online, and they are tailor-made for a respective individual or a group

I mainly work using software for graphic designers, inventing and constructing tools my clients order.

I prepare design documentation for several technical aspects

I design interiors and maintain them. I also design displays

I run training classes with groups, according to some defined program and requirements which let participants get a certificate.

I am responsible for managing time of my employees assigning them tasks, checking effectiveness of instruction. I talk to clients to identify their needs and subsequent stages. I buy things and plan everything.

I work with the EU projects. I run social consultations. I write reports. I contact various institutions. I read info on websites. I send emails and answer the phone.

I process invoices, in my full time employment, with some side activities but this is certainly the main thing done there.

I am responsible mainly for contacts with foreign clients.

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### **Cognitive techniques:**

Emergent Probing, Specific Probing.

### **Findings:**

The aim of Q6 is to understand which tasks respondents mainly carry out in their main paid job. Many respondents had already begun describing the tasks of their main paid job in Q5. The aim of probing in Q6 was to verify whether they are truly relating to their main paid job as in Q5. This is of particular relevance for respondents in multi-activity.

Respondents correctly refer to their main paid job only, also the two respondents who had expressed difficulties in deciding on their main paid job (DE05, DE16). DE16 even emphasises that she is referring to the job she stated as her main paid job, although her identification is stronger with the other one. Two Polish respondents show inconsistencies in their responses. One respondent named "teacher" as her main paid job in Q5 but speaks about her duties as a "school headmaster" in Q6 (PL04). Another respondent, who had already mentioned difficulties naming his job title in Q5, explains that the focus of his job has changed since he started working there (PL16). His job title is that of "assistant" with responsibilities for invoicing and other clerical duties, but his responsibilities include contact with foreign clients. He gives inconsistent answers as to whether he does this "additionally" to his regular duties, this takes up "half of his time" or he "mainly" carries out this task.

No differences in answers of people with different employment status were found. All the respondents mentioned the activities they performed within their current employment status.

*Recommendations*

Question: No changes recommended. However, if the routing of Q5 is changed, this would also affect the routing of Q6.

Answer categories: Does not apply.

## Q7. Employed vs. self-employed (OP & CI)

English version:

**Q7. Are you working as an employee or are you self-employed?**

Employee

Self-employed

*Don't know (spontaneous)*

*Refusal (spontaneous)*

German version:

**Q7. Sind Sie angestellt oder sind Sie selbständig?**

Angestellt

Selbständig

*Weiß nicht (spontan)*

*Verweigert (spontan)*

Polish version:

**Q7. Czy jest Pan(i) zatrudniony(a) jako pracownik najemny czy samozatrudniony(a)?**

Pracownik najemny

Osoba samozatrudniona

*Nie wiem (spontanicznie)*

*Odmowa (spontanicznie)*

### Online Probing

#### Frequency distribution (UK: n=120; DE: n=123; PL: n=122)

|               | UK |     | DE |     | PL |     |
|---------------|----|-----|----|-----|----|-----|
|               | n  | %   | n  | %   | n  | %   |
| Employee      | 60 | 50% | 63 | 51% | 56 | 46% |
| Self-employed | 60 | 50% | 60 | 49% | 64 | 52% |
| Don't know    | 0  | 0%  | 0  | 0%  | 2  | 2%  |

#### Cognitive techniques:

Confidence Rating.

*Tables Confidence rating*

| UK (n=120)       | Total |     | Employed |     | Self-employed |     |
|------------------|-------|-----|----------|-----|---------------|-----|
|                  | n     | %   | n        | %   | n             | %   |
| Very easy        | 106   | 88% | 57       | 95% | 49            | 82% |
| Rather easy      | 11    | 9%  | 2        | 3%  | 9             | 15% |
| Rather difficult | 3     | 3%  | 1        | 2%  | 2             | 3%  |
| Very difficult   | 0     | 0%  | 0        | 0%  | 0             | 0%  |

| DE (n=123)       | Total |     | Employed |     | Self-employed |     |
|------------------|-------|-----|----------|-----|---------------|-----|
|                  | n     | %   | n        | %   | n             | %   |
| Very easy        | 106   | 86% | 52       | 83% | 54            | 90% |
| Rather easy      | 11    | 9%  | 6        | 10% | 5             | 8%  |
| Rather difficult | 5     | 4%  | 5        | 8%  | 0             | 0%  |
| Very difficult   | 1     | 1%  | 0        | 0%  | 1             | 2%  |

| PL (n=122)       | Total |     | Employed |     | Self-employed |     | Don't know |     |
|------------------|-------|-----|----------|-----|---------------|-----|------------|-----|
|                  | n     | %   | n        | %   | n             | %   | n          | %   |
| Very easy        | 91    | 75% | 37       | 66% | 54            | 84% | 0          | 0%  |
| Rather easy      | 27    | 22% | 17       | 30% | 9             | 14% | 1          | 50% |
| Rather difficult | 3     | 2%  | 2        | 4%  | 0             | 0%  | 1          | 50% |
| Very difficult   | 1     | 1%  | 0        | 0%  | 1             | 2%  | 0          | 0%  |

**Findings:**

According to the quotas set about half of the respondents in each country say they work as an employee and with the exception of two Polish participants (R112PL, R430PL), no one selects the “Don't know” (DK) answer option. The intention of the Confidence Rating was to check the difficulty and the accuracy of this job question.

Of the two participants who answered “Don't know”, R112PL rated the question as “rather easy” to answer and hence did not receive a follow-up probe asking her to explain this answer further. R430PL found it “rather difficult” to answer the question because he “*frankly did not understand both terms*”. In response to question 8a (see page 13), both respondents say they receive a salary or wage by an employer, and thus should ideally select “employee” here. Unfortunately, the reasons for not doing so remain unclear on the basis of the current data.

Across all three countries, most participants (96%) rate question 7 as “rather easy” or “very easy” to answer, while only 4% of the respondents find it “rather difficult” or “very difficult”. There are no noteworthy differences in these ratings between employees and the self-employed.

Among those who rate question 7 as difficult, five participants provide a meaningful explanation for their rating:

- “Because I work both part-time as an employee and I am also self-employed.” (R71DE; answer to Q7: self-employed)
- “I am both employed as a nanny and also a wageworker and self-employed.” (R593PL; answer to Q7: self-employed)
- “The question offers only two options and I would suggest to additionally including ‘workers’ or ‘marginally employed’.” (R51DE; answer to Q7: employed)
- “The question wording is strange if you are a wageworker/short-time worker.” (R152PL; answer to Q7: employed)
- “I am a co-founder of a pre-start organisation which does not know the formation we will choose.” (R202UK; answer to Q7: employed)

The answers of R71DE and R593PL suggest that it might be worth considering to allow respondents to select more than one answer category (or to include a third category such as “both employee and self-employed”) to correctly capture this type of employment.

The answers of R51DE and R152PL suggest that for respondents who are wageworkers (instead of salary earners/employees), it is sometimes unclear whether they fall under the answer category “employee” or not. Hence, it might be worth considering to explicitly mention this employment type in the answer options.

## Cognitive Interviews

Frequency distribution (DE: n=16; PL: n=16)

|                                 | DE    | PL |
|---------------------------------|-------|----|
| Employee                        | 10    | 8  |
| Self-employed                   | 6 (5) | 7  |
| <i>Don't know (spontaneous)</i> | (1)   | -  |
| <i>Refusal (spontaneous)</i>    | -     | 1  |

### Cognitive techniques:

General/Elaborative Probing, Specific Probing, Difficulty Probing.

### Findings:

The question asks the respondent to declare whether they are employed or self-employed. Respondents should refer this single-choice question to their main paid job only. However, as the question text does not specifically state this, probing seeks to discover whether respondents in multi-activity are still referring to their main paid job, and whether respondents who are both employed and self-employed correctly answer this question. In addition, probing should show whether respondents in atypical working situations can identify as employed or self-employed, or whether another category is necessary.

In Germany, all respondents report that this question was simple for them to answer. However, several respondents in multi-activity specifically ask whether the question refers to all of their jobs (DE02, DE14, DE16), but eventually choose the employment status of their main paid job. DE13 shortly ponders the wording: “Hard to say, more like self-employed”. She then correctly chooses self-employed, and explains that her hesitation was due to the fact that there are different ways of being self-employed, such as free-lancing or having one’s own company, and she had to consider for a moment whether her self-employment is also meant.

Among the Polish respondents, 11 respondents found the question easy to answer, even though three of them had difficulties in understanding the notion of “employee/hired worker” (PL07, PL10, PL16). One respondent (PL11) found the question moderately difficult, while three respondents (PL04, PL05, PL12) stated that the question was difficult to answer. All of them faced difficulties with the phrase “employee/hired worker”.

Three respondents demonstrate negative reactions to the phrase “employee/hired worker” and do not want to identify with it (PL04, PL05, PL11). PL04 indicates that this phrase scared her and refuses to answer this question. She further explains that the term deprived a working person of human dignity. PL11 initially associated the term of “employee/hired worker” with temporary employment and later on with a “slave”. She admitted that she would prefer not to answer this question. PL10 also understood “hired person” as a person on a short term contract.

Additionally, three respondents stated problems with understanding the term “hired worker” (PL07, PL11, PL16). PL16 believes that a hired worker is someone from a labor agency. He chooses “self-employment”, although he has a full-time employment contract, and argues that he found a job himself without any help of an agency. PL07 also indicates that he missed a definition of the term. Overall, five respondents wish a replacement of the term “employee/hired worker” and suggest “employed person”.

Both PL05 and PL14 chose “employed” by excluding the other option. PL05 further explains that this answer was chosen by rejecting other options and was not an affirmative choice.

Two respondent who works based on order contracts chooses the option “employed” (PL02, PL12), another working on order contract identified as “self-employed” (PL13), showing that respondents have immense difficulties assigning common forms of employment using the current answer options.

### ***Polish Labor Market***

Work contracts in Poland can run under two different legal frameworks. The first is the Labor Code. It regulates employment and employee rights including social benefits. The second is the Civil Code. It provides much less regulations between the employer and employee. People working under the Civil Code cannot be categorized as employed or self-employed in a strict sense.

The Polish term „**Umowa o pracę**” (job contract) refers only to contracts that run under the **Labor Code**. They can be permanent or terminated. They can be full-time or part-time, though full-time is much more common. This is why many Polish respondents are likely to say „full-time employment” when they mean a permanent contract under „umowa o pracę”. Only people with a „umowa o pracę” are entitled to all classical employee rights and securities, such as paid vacation, maternity leave, sickness leave, retirement contributions.

All other contracts are settled according to the **Civil Code**. Formally they concern commissioning the specific work to be done. There are two kinds of such contracts: „umowa zlecenie” (order contract) and „umowa o dzieło” (contract for a specific work).

„**Umowa zlecenie**” (order contract) are currently the most popular legal form of employment in Poland, as they are very attractive for employers. They may resemble an employed working situation in that a worker under an order contract may be working in a company 40 hours a week over a long period of time. However, they do not have this status in terms of the Labor Code. Employers working with order contracts are not obliged to pay social contributions under most conditions, or if they do, then they reduce the agreed wage by the amount of social contributions. There is no automatic right to paid vacation.

„**Umowa o dzieło**” (contract for a specific work) are characterized by being project-related. The contract does not include any form of employee rights, and wage is only diminished by the income tax, with all other contributions being optional and to be paid on behalf of the employee. They are highly popular among white-collar professionals, artists, and scientists who produce intellectual goods in form of reports, analysis, translations, or artistic work.

Polish law does not regulate an hourly limit of work per week. A Polish worker may sign as many contracts and different types of contracts as he/she feels capable of delivering.

### ***Recommendations***

**Question:** In the current question form, instructions should be included that respondents should only refer to their main paid job. These instructions should only be read out if the respondent is in multi-activity, which needs to be assessed beforehand.

However, we recommend a revision of the questionnaire structure at this point, so that respondents in multi-activity can state this first, and then state for each job whether it is employed and self-employed.

**Answer categories:** The answer categories pose issues for respondents in atypical working situations.

The term self-employed leads to uncertainty as to what to include. In Germany, self-employed respondents are uncertain whether both entrepreneurs (founders and bosses of their own companies, often with employees of their own) are meant, and also freelancers who

work independently and on commission. In Poland, the in-between status of respondents working under the Civil Code causes additional problems of classification.

We recommend either taking up additional categories, such as freelance as order contracts, or including these working situations in the existing answer categories.

In Polish, the phrase “pracownik najemny” for being employed leads to negative associations with some respondents, and causes confusion for others. It does not clearly encompass all forms of being an employee. An alternative wording could be: “osoba zatrudniona” [employed person].



**Q8a. Uncertain employment: salary or wage paid? (OP & CI)**

[Filter: asked if Q7=8 OR 9 (employment status is uncertain)]

English version:

**Q8a** . **Are you paid a salary or a wage by an employer?**

yes

no

*Don't know (spontaneous)*

*Refusal (spontaneous)*

German version:

**Q8a** . **Erhalten Sie Lohn oder Gehalt von einem Arbeitgeber?**

ja

nein

*Weiß nicht (spontan)*

*Verweigert (spontan)*

Polish version:

**Q8a. Czy otrzymuje Pan(i) od pracodawcy wynagrodzenie lub pensję?**

tak

nie

*Nie wiem (spontanicznie)*

*Odmowa (spontanicznie)*

*Online Probing (background variable)*

Frequency distribution (PL: n=2)

| Filter: only if "Don't know" answered in Q7 | No. of respondents | %    |
|---|--------------------|------|
| Yes   | 2                  | 100% |
| No  | 0                  | 0    |

**Comment:**

Only those respondents who answered “Don’t know” on Q7 received question Q8a. Respondents who answered “yes” were defined as “employees” and accordingly received the questions for employees throughout the rest of the survey.

*Cognitive Interviews*

Frequency distribution (DE: n=1; PL: n=1)

|                                 | DE | PL |
|---------------------------------|----|----|
| Yes                             | -  | 1  |
| No                              | 1  | -  |
| <i>Don’t know (spontaneous)</i> | -  | -  |
| <i>Refusal (spontaneous)</i>    | -  | -  |

**Cognitive techniques:**

Category Selection Probing, Specific Probing, Comprehension Probing.

**Findings:**

Question 8a is only asked to respondents who cannot identify themselves as employed or self-employed in question 7. For these respondents, the aim of probing was to examine their understanding of the terms “salary or wage”, or whether they use other words to describe payment. Special attention is paid to atypical monetary compensation and how it is categorized, i.e. contract work, freelance contracts with a salary over a certain time, little or unpaid work such as interns.

In Germany and Poland, only one respondent was asked this question, respectively. Respondent DE03 had identified as both employed and self-employed during recruitment. However, in the interview situation, he described himself as working, but mainly as a caretaker for his parents. In this question, he describes his income as a mixture of unemployment money, but also regular payments by his parents for the caretaking (which are, however, not relevant for the tax declaration and cannot be defined as a salary), and irregular payments for freelance work, as a photographer, gardener, and telephone interviewer. He decides to answer this question with “no”. Thus, for routing purposes, he remains self-employed in the pretest.

Respondent PL04 refused to answer Q7 because she perceived the term “employee/ hired worker” as having a negative connotation. In Q8a she answered that she receives a salary and it becomes clear that her working status is employed. This respondent did not answer Q7 for ideological reasons and should not have received Q8a as there is no uncertainty regarding her employment status.

None of the Polish respondents working on order contract was asked Q8a, as they all decided on a category in Q7. Although this is a small case number, it is an indication that problems regarding the classification into employed and self-employed mainly arise in Q7 and, for a large part of the sample, cannot be corrected in Q8a, as respondents make a decision in Q7.

*Recommendations*

Question: Depending on changes made to Q7, Q8a could be omitted.

Answer categories: No changes recommended.

## Q8b. Job Question: Categories of main paid job (OP)

Background variable question (not probed):

English version:

**Q8b Please select the category or categories which apply to your main paid job.**

**[MULTIPLE ANSWERS]**

- Sole director of own business
- A partner in a business or professional practice
- Working for yourself
- Working as a sub-contractor
- Doing freelance work
- Paid a salary or a wage by an agency
- Other, please specify:

German version:

**Q8b Bitte wählen Sie die Kategorie bzw. Kategorien, die auf Ihren Hauptberuf am besten zutrifft bzw. zutreffen.**

**[MULTIPLE ANSWERS]**

- Alleiniger Geschäftsführer einer eigenen Firma
- Partner/Mithaber in einer Firma, Praxis oder Kanzlei
- Bin selbstständig
- Arbeite als Subunternehmer
- Freiberufliche Tätigkeit
- Erhalte Lohn oder Gehalt von einer Agentur/Zeitarbeitsfirma
- Sonstiges, bitte angeben:

Polish version:

**Q8b Proszę spojrzeć na tę kartę i wybrać tę kategorię lub kategorie, które pasują do Pana(i) głównej pracy zarobkowej.**

**[MULTIPLE ANSWERS]**

- Jedyny dyrektor we własnej firmie
- Wspólnik w spółce lub kancelarii/ gabinecie
- Pracuję na własny rachunek
- Pracuję jako podwykonawca
- Wykonuję wolny zawód
- Otrzymuję wynagrodzenie lub pensję od agencji
- Inne, proszę podać:

Frequency distribution (UK: n=60; Germany: n=60; PL: n=64)

| Basis: self-employed                             | UK |     | DE |     | PL |     |
|--|----|-----|----|-----|----|-----|
|  | n  | %   | n  | %   | n  | %   |
| Sole director of own business                    | 26 | 43% | 21 | 35% | 7  | 11% |
| A partner in a business or professional practice | 7  | 12% | 5  | 8%  | 2  | 3%  |
| Working for yourself                             | 23 | 38% | 26 | 43% | 47 | 73% |
| Working as a sub-contractor                      | 4  | 7%  | 0  | 0%  | 4  | 6%  |
| Doing freelance work                             | 10 | 17% | 19 | 32% | 17 | 27% |
| Paid a salary or a wage by an agency             | 1  | 2%  | 0  | 0%  | 0  | 0%  |
| Other, please specify:                           | 1  | 2%  | 0  | 0%  | 4  | 3%  |
| <i>Nonresponse</i>                               | -  | -   | -  | -   | -  | -   |

**Comment:**

Question 8b was not actively tested but served as a background variable in order to be able to distinguish respondents within the group of the self-employed.

One respondent from the UK states that she is self-employed, but is paid a salary or a wage by an agency. Usually, these respondents are considered as employees and not as self-employed. However, the respondent states that she is a foster carer. In the UK, local councils use fostering agencies to put children into foster care. This indicates that “agency” could be misunderstood or misinterpreted by self-employed respondents.

Five respondents selected the “other” response option.  
Their responses are presented in Table 1:

Table 1. Respondents’ answers to the category “Other, please specify:”

| UK:                  | Poland:                | Translation:       |
|----------------------|------------------------|--------------------|
| minister of religion | opiekunka              | Babysitter, nanny  |
|                      | rolnik                 | Farmer             |
|                      | stanowisko kierownicze | A senior executive |
|                      | Pracownik fizyczny     | Manual worker      |

**Recommendations**

Question: Depending on changes made to Q7, Q8b could be omitted.

Answer categories: No changes recommended.

### Q9. Self-employed: details on self-employment (OP & CI)

[Filter: asked if self-employed Q7= 2 OR Q8a = 2 or 8]

English version:

#### Q9. Regarding your business, do you...?

|  | Yes                      | No                       | Don't know<br>(spontaneous) | Refusal<br>(spontaneous) |
|--|--------------------------|--------------------------|-----------------------------|--------------------------|
| <b>A</b><br>Have the authority to hire or dismiss employees. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    | <input type="checkbox"/> |
| B. Get paid an agreed fee on a weekly or monthly basis.      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    | <input type="checkbox"/> |
| <b>C</b><br>Have employees (working for you).                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    | <input type="checkbox"/> |
| D. Generally, have more than one client or customer.         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>    | <input type="checkbox"/> |

German version:

#### Q9. Stimmen Sie in Bezug auf Ihre Firma den folgenden Aussagen zu?

|  | Ja                       | Nein                     | Weiß nicht<br>(spontan)  | Verweigert<br>(spontan)  |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>A</b><br>Ich bin befugt, Mitarbeiter einzustellen und zu entlassen.     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B. Mir wird wöchentlich oder monatlich eine vereinbarte Vergütung gezahlt. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>C</b><br>Ich habe Mitarbeiter (die für mich arbeiten).                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| D. Generell hat meine Firma mehr als einen Kunden oder Klienten.           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Polish version:

**Q9. Odnośnie do prowadzonego przez Pana(ia) biznesu lub działalności, czy zgadza się Pan(i) z następującymi stwierdzeniami...?**

|   | Tak                      | Nie                      | Nie wie<br>(spontanicznie) | Odmowa<br>(spontanicznie) |
|---|--------------------------|--------------------------|----------------------------|---------------------------|
| <b>A</b> . Jestem upoważniony/a do zatrudniania lub zwalniania pracowników. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/>  |
| B. Otrzymuję uzgodnioną stawkę tygodniowo lub miesięcznie.                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/>  |
| <b>C</b> . Mam pracowników (którzy dla mnie pracują).                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/>  |
| D . Ogólnie, mam więcej niż jednego klienta.                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>   | <input type="checkbox"/>  |

**Online Probing**

Frequency distribution (UK: n=60; Germany: n=60; PL: n=64)

| Basis: self-employed                                       |              | UK |     | DE |     | PL |     |
|--|--------------|----|-----|----|-----|----|-----|
|  |              | n  | %   | n  | %   | n  | %   |
| <b>A. Have the authority to hire or dismiss employees.</b> | Yes          | 37 | 62% | 49 | 82% | 45 | 70% |
|  | No           | 21 | 35% | 11 | 18% | 18 | 28% |
|  | Non-response | 2  | 3%  | 0  | 0%  | 1  | 2%  |
| B. Get paid an agreed fee on a weekly or monthly basis.    | Yes          | 24 | 40% | 16 | 27% | 20 | 31% |
|  | No           | 33 | 55% | 44 | 73% | 44 | 69% |
|  | Non-response | 3  | 5%  | 0  | 0%  | 0  | 0%  |
| <b>C. Have employees (working for you).</b>                | Yes          | 20 | 33% | 25 | 42% | 25 | 39% |
|  | No           | 39 | 65% | 35 | 58% | 36 | 56% |
|  | Non-response | 1  | 2%  | 0  | 0%  | 3  | 5%  |
| D. Generally, have more than one client or customer.       | Yes          | 55 | 92% | 59 | 98% | 53 | 83% |
|  | No           | 4  | 7%  | 1  | 2%  | 11 | 17% |
|  | Non-response | 1  | 2%  | 0  | 0%  | 0  | 0%  |

**Cognitive techniques:**

General Probing, Specific Probing.

### Findings:

Only respondents who reported being self-employed received this question. Item C was used to set the quota for self-employed respondents with or without employees. Per country, at least 20 respondents with employees should be in the sample to achieve heterogeneity within the group of self-employed.

In question 9a, Item A and Item C were probed to discriminate the group of self-employed respondents further.

#### Item A: “Have the authority to hire or dismiss employees.”

With regard to Item A, across the three countries between 62% and 82% of the respondents say they have the authority to hire or dismiss employees. In response to a general probe asking them to explain their answer further, 86% of these respondents note that they are the owner (or one of the co-owners) of their company, have the authority to hire or dismiss employees, and (in many cases) have done so in the past:

- “I am the owner of the company, so I hire people and if necessary also dismiss them.” (R319DE)
- “I am the managing director of this business and it's a small one so I do pretty much most of the things including hiring or dismissing.” (R248UK)

The remaining 14% argue that, in principle, they would have the authority to do so; however, they did not yet have the necessity or the financial means to do so:

- “If I had any I would because I am the owner. But I don't have any and I didn't have adequate options in the previous question.” (R19UK)
- “If I wanted to, I could hire and dismiss employees. But there is no need to do so.” (R330PL)

Those respondents who said they did not have the authority to hire or dismiss employees received the following specific probe: “Does that mean that you do not have the authority or that you do not have the necessity to hire or dismiss employees (e.g. because you are working on your own and you do not need to employ co-workers)?” The answers to this probe can be divided into two groups. The first group (14%) explains that they simply do not have the authority to hire or dismiss employees (e.g., R454UK: “I don't have the authority.”). The other group (86%) states that they solely work on their own and do not need to or want to employ co-workers:

- “I work on my own. I don't want to employ anybody else.” (R43UK)
- “No necessity as working alone.” (R623PL)

This latter group thus strongly resembles those respondents who answered “yes” to Q9, Item A but argue that they do not have the necessity to hire/dismiss employees (even though they would have the authority to do so). In conclusion, Item A does not differentiate well between self-employed who actually do hire/dismiss employees and those who do not have the authority (vs. necessity) to do so.

#### Item C: “Have employees (working for you).”

When answering Item C, the majority of respondents in all three countries (between 56% and 65%) say they do not have employees working for them. Those who have employees working for them received a general probe and described the responsibilities of these employees as well as how many they employed, for example:

- “Five employees. Two lawyers and three legal assistants.” (R319 DE)
- “About 30 employees who are shop workers.” (R263 UK)

## Cognitive Interviews

Type of self-employment:

|   | DE | PL |
|---|----|----|
| Self-employed as main paid job<br>(question was shown in intended order,<br>directly after Q8a) | 6  | 6  |
| Self-employed as additional job<br>(question was shown at the end of the<br>questionnaire)      | 5  | 1  |
| Question not shown<br>(respondent is employed only)   | 5  | 9  |

Frequency distribution (DE: n=11; PL: n=7)

(Figures in orange depict respondents who are self-employed as their main paid job and would receive this question in the actual survey; figures in black depict respondents who are self-employed in an additional job and only received this question in the context of the pretest)

| Basis: self-employed                                       |                                 | DE   | PL   |
|--|---------------------------------|------|------|
| <b>A. Have the authority to hire or dismiss employees.</b> | Yes                             | 5, 1 | 5, 1 |
|  | No                              | 1, 3 | 1    |
|  | <i>Don't know (spontaneous)</i> | 1    | -    |
|  | <i>Refusal (spontaneous)</i>    | -    | -    |
| B. Get paid an agreed fee on a weekly or monthly basis.    | Yes                             | 3, 3 | 2, 1 |
|  | No                              | 3, 2 | 4    |
|  | <i>Don't know (spontaneous)</i> | -    | -    |
|  | <i>Refusal (spontaneous)</i>    | -    | -    |
| <b>C. Have employees (working for you).</b>                | Yes                             | 4, 1 | 3    |
|  | No                              | 2, 4 | 3, 1 |
|  | <i>Don't know (spontaneous)</i> | -    | -    |
|  | <i>Refusal (spontaneous)</i>    | -    | -    |
| D. Generally, have more than one client or customer.       | Yes                             | 5, 5 | 6, 1 |
|  | No                              | 1    | -    |
|  | <i>Don't know (spontaneous)</i> | -    | -    |
|  | <i>Refusal (spontaneous)</i>    | -    | -    |



### **Cognitive techniques:**

General/Elaborative Probing, Comprehension Probing.

### **Findings:**

Question 9 is asked to all respondents who identify as self-employed in their main paid job. This applies to six respondents in the German and to six respondents in the Polish pretest. In the cognitive pretest, the question was additionally asked to respondents who identified as employed in their main paid job, but as self-employed in an additional job. This applies to five respondents in the German and to one respondent in the Polish pretest. For these respondents, the question was asked at the end of the questionnaire to avoid confusion by switching between questions about the main paid job and additional job.

Respondents whose main paid job is self-employed are marked in orange in the above tables to provide distinction between respondents who are mainly self-employed, and those who work in self-employment on the side.

### **Item A: “Have the authority to hire or dismiss employees.”**

In the German pretest, six respondents answered that they have the authority to hire or dismiss employees, of which five are self-employed as their main job. Four respondents answered that they do not have the authority, of which three are self-employed in their additional job. These respondents all work as one-man freelancers for mainly one company, and do not consider themselves to be “running a business” in that sense (DE11, DE14). The mainly self-employed who answered that he does not have the authority to hire or dismiss is the respondent who mainly takes care of his parents (DE03). One respondent wasn’t certain from a legal point of view as she is running a “microenterprise” and chose “Don’t know” (DE16).

Having the authority to hire or dismiss employees is correctly understood by all respondents, regardless of whether or not they themselves have this authority. It is associated with having the right to sign binding contracts (DE01), having the responsibility of deciding whether personnel is necessary (DE02), being responsible for reaching a decision on whom to hire and justifying this decision (DE09). Not needing someone else’s permission to hire is also essential for several respondents (DE08, DE13).

In the Polish pretest, six respondents answered that they have the authority to hire or dismiss employees, of which four are self-employed as their main job. With one exception, all respondents understand the term “Having the authority to hire or dismiss employees” correctly. This respondent, who is self-employed as his main paid job, answered that he does not have the authority. He justifies his answer with the fact that he does not have any employees. When further probed whether he could employ people being the business owner, he replied: *“Theoretically yes, I guess so, yet I never considered that in this situation, I did not think about it”* (PL09).

### **Item C: “Have employees (working for you).”**

In the German pretest, a similar distribution can be seen as with item A. Of the five respondents who have employees working for them, four are self-employed in their main paid job. In contrast, of the six respondents who do not have employees, only two are mainly self-employed – and of these one is his parent’s caretaker (DE03).

In the Polish pretest, three respondents answered that they have employees. All of those are self-employed in their main paid job. Four respondents do not have employees, of which three are self-employed as their main paid job.

In both countries, all respondents give plausible answers, either explaining whom they have hired for their business, or explaining that they cannot afford to hire, and therefore do not have employees. The doctor (DE10) names her receptionists. One respondent explains that they are two founders, with three employees and several freelancers (DE09). One respondent

differentiates that although he sometimes leads and trains colleagues, this does not make them his employees (DE01).

**Item B: “Get paid an agreed fee on a weekly or monthly basis.”**

DE05 voices confusion about the item: „This is about my self-employed work? Well, no, how could I? I have day’s takings from my self-employed work. How could I speak of an agreed fee? There is no fee, there’s the money in my cash register, and I have to pay the business and myself from that, period. You can’t ask me about my salary or something as a self-employed. Well, maybe if it’s a big enterprise, then you might have a regular salary. I think that could work.“

**Item D: “Generally have more than one client or customer.”**

DE09 points out that this question could be sensitive for some freelancers, as answering with “no” may seem like disguised employment and thus semi-legal.

### *Recommendations*

**Question:** The German translation of this question uses a different grammatical structure than the English original. Only the German question text is a full sentence. This should be made consistent.

**Item A:** The quality and benefit of this item are difficult to assess. On the one hand, most respondents demonstrate a correct understanding of the item. However, both studies show that in practice, the necessity of hiring employees is much more accessible than the theoretical option to hire. Consequently, some respondents confound the item with Item C (having employees). Omitting this item is an option.

**Item C:** Remove brackets in question text.

**Answer categories:** No changes recommended.

**Q11. Employed: type of contract (OP & CI)**

[Filter: employees only (Q7=1 OR Q8a=1)]

[present SHOW CARD Q11]

English version:

|   |
|---|
| <p><b>Q11</b></p> <p><b>What kind of employment contract do you have in your main job?</b></p> <p><input type="checkbox"/> Contract of unlimited duration</p> <p><input type="checkbox"/> Contract of limited duration</p> <p><input type="checkbox"/> A temporary employment agency contract</p> <p><input type="checkbox"/> An apprenticeship or other training scheme</p> <p><input type="checkbox"/> No contract</p> <p><input type="checkbox"/> <i>Other (spontaneous)</i></p> <p><input type="checkbox"/> <i>Don't know/no opinion (spontaneous)</i></p> <p><input type="checkbox"/> <i>Refusal (spontaneous)</i></p> |
|---|

German version:

|   |
|---|
| <p><b>Q11</b></p> <p><b>Was für einen Arbeitsvertrag haben Sie für den Beruf, den Sie hauptsächlich ausüben?</b></p> <p><input type="checkbox"/> Einen zeitlich unbefristeten Vertrag</p> <p><input type="checkbox"/> Einen zeitlich befristeten Vertrag</p> <p><input type="checkbox"/> Einen Vertrag mit einer Zeitarbeitsfirma</p> <p><input type="checkbox"/> Einen Ausbildungs-/Traineevertrag oder eine Fort- oder Weiterbildungsvereinbarung</p> <p><input type="checkbox"/> Keinen Vertrag</p> <p><input type="checkbox"/> <i>Sonstiges (spontan)</i></p> <p><input type="checkbox"/> <i>Weiß nicht (spontan)</i></p> <p><input type="checkbox"/> <i>Verweigert (spontan)</i></p> |
|---|

Polish version:

**Q11. Jaki rodzaj umowy o pracę Pan(i) posiada w swojej głównej pracy zarobkowej?**

- Umowę o pracę na czas nieokreślony
- Umowę o pracę na czas określony
- Umowę z agencją pracy tymczasowej
- Praktyki zawodowe/staż lub inny program szkoleniowy
- Bez umowy
  
- Inna (spontanicznie)
- Nie wie (spontanicznie)
- Odmowa (spontanicznie)

*Online Probing (question not probed)*

Frequency distribution (UK: n=60; DE: n=63; PL: n=58)

| Basis: employees                           | UK |     | DE |     | PL |     |
|--|----|-----|----|-----|----|-----|
|  | n  | %   | n  | %   | n  | %   |
| Permanent contract                         | 51 | 85% | 49 | 78% | 39 | 67% |
| Fixed-term contract                        | 5  | 8%  | 9  | 14% | 17 | 29% |
| A temporary employment agency contract     | 1  | 2%  | 2  | 3%  | 2  | 3%  |
| An apprenticeship or other training scheme | 0  | 0%  | 0  | 0%  | 0  | 0%  |
| No contract                                | 3  | 5%  | 3  | 5%  | 0  | 0%  |

**Comment:**

Question 11 was not actively tested in online probing, but served as a background variable in order to be able to distinguish respondents within the group of employees. The majority of employees have a permanent contract in their main paid job. Between 10% in the UK and 32% in Poland say they have a fixed-term contract or a temporary employment agency contract. In both the UK and Germany, 5% of respondents select the response option “no contract”.

## Cognitive Interviews

Frequency distribution (DE: n=10; PL: n=10)

|  | DE | PL |
|--|----|----|
| Contract of unlimited duration             | 7  | 3  |
| Contract of limited duration               | 3  | 5  |
| A temporary employment agency contract     | -  | -  |
| An apprenticeship or other training scheme | -  | -  |
| No contract                                | -  | 1  |
| <i>Other (spontaneous)</i>                 | -  | 1  |
| <i>Don't know/no opinion (spontaneous)</i> | -  | -  |
| <i>Refusal (spontaneous)</i>               | -  | -  |

### Cognitive techniques:

Specific Probing, Difficulty Probing.

### Findings:

The question about the type of work contract was only asked to employees. In both countries, most respondents chose one of the first to answer categories, so a contract of unlimited or limited duration. In Germany, this applies to all respondents, in Poland, one respondent had no contract and one chose the “other” category.

This question was probed to discover how respondents in multi-activity come to their answer. In Germany, two respondents had two jobs as employees. Both of them referred this question to their main paid job without hesitation (DE14, DE16). Another two respondents were mainly employed, but additionally self-employed (DE01, DE05). Both of these respondents also referred the question to their main paid job without hesitation. In Poland, the two respondents with two employed activities both correctly refer to their main paid job as per Q7 without hesitation (PL03, PL11).

In Germany, all respondents considered this question easy to answer. There were no signs that categories were missing. In Poland, both the respondent who chose the other category and the respondent who answered “no contract” explained that their category – in both cases “order contract” was missing:

- “Order contract. I do not have a contract of limited duration. This is an order contract. There is nothing like that here“ (PL02, “other”)
- “There is no right answer option here. The only answer I could accept to mark here is ‘contract of limited duration’. This is an order contract which should be done in pre-defined time [...] This is a form of temporary contract [...] So the right answer here [...] is ‘no contract’“ (PL12, “no contract”)

However, at this point it must be noted that one respondent (PL11) chose the category “contract of limited duration”, and explains in the probe that he is referring to his “order contract”. That respondents with the same contract type choose different answers is a problem that must be resolved in the Polish questionnaire. Several other Polish respondents also mention that this category is missing (PL05, PL15, PL16), also citing related concepts such as “contract for specific work” and “civil law contract”. This clearly indicates that these terms should either be explicitly included in the Polish answer categories or receive their own answer category. Alternatively, respondents working with order contracts should be categorized as self-employed in Q7 already.

### *Recommendations*

Question: No changes recommended.

Answer categories: In Poland, the answer categories and their wording should be revised to mirror the most common contract types in Poland. We recommend adding a category “order contract or contract for specific work”. This change should of course only be implemented, should respondents working on order contracts are counted as employees as per Q7.

## Q24. Working time: hours per week in main paid job (CI)

English version:

|   |
|---|
| <p><b>Q24</b> . <b>How many hours do you usually work per week in your main paid job?</b></p> <p>Number of hours per week: _____</p> <p><input type="checkbox"/> <i>Don't know (spontaneous)</i></p> <p><input type="checkbox"/> <i>Refusal (spontaneous)</i></p> |
|---|

German version:

|   |
|---|
| <p><b>Q24</b> . <b>Wie viele Stunden pro Woche arbeiten Sie normalerweise in Ihrem Hauptberuf?</b></p> <p>Anzahl der Stunden pro Woche: _____</p> <p><input type="checkbox"/> <i>Weiß nicht (spontan)</i></p> <p><input type="checkbox"/> <i>Verweigert (spontan)</i></p> |
|---|

Polish version:

|   |
|---|
| <p><b>Q24</b> . <b>Ile godzin tygodniowo zwykle pracuje Pan(i) w swojej głównej pracy zarobkowej?</b></p> <p>Liczba godzin tygodniowo: _____</p> <p><input type="checkbox"/> <i>Nie wie (spontanicznie)</i></p> <p><input type="checkbox"/> <i>Odmowa (spontanicznie)</i></p> |
|---|

**Q26. Working time: days per week in main paid job (CI)**

English version:

**Q26** . **How many days per week do you usually work in your main paid job?**

Number of days per week: \_\_\_\_\_

*Don't know (spontaneous)*

*Refusal (spontaneous)*

German version:

**Q26** . **Wie viele Tage pro Woche arbeiten Sie normalerweise in Ihrem Hauptberuf?**

Anzahl der Tage pro Woche: \_\_\_\_\_

*Weiß nicht (spontan)*

*Verweigert (spontan)*

Polish version:

**Q26** . **Ile dni w tygodniu zazwyczaj pracuje Pan(i) w swojej głównej pracy zarobkowej?**

Liczba dni w tygodniu: \_\_\_\_\_

*Nie wie (spontanicznie)*

*Odmowa (spontanicznie)*

Frequency distribution (DE: n=16; PL: n=16)

| DE                     |               |
|------------------------|---------------|
| Hours per week         | Days per week |
| About 30 at the moment | 5             |
| 25                     | 6             |
| 30-35                  | 5             |
| 40                     | 5             |
| 20                     | 5             |
| 30                     | 4             |
| 39                     | 5             |
| 40-50                  | 5             |
| 50-60                  | 6             |
| 60-70                  | 4             |



|  |     |
|--|-----|
| 39   | 5   |
| 14   | 5   |
| Between 30<br>and more, but it<br>can also be less | 6   |
| 30   | 4   |
| 25   | 4-5 |
| 20   | 4   |

| PL                     |                      |
|------------------------|----------------------|
| Hours per week         | Days per week        |
| 40-50                  | min. 5               |
| When she<br>works: 168 | When she<br>works: 7 |
| 40                     | 5                    |
| over 40                | 5                    |
| 40                     | 5                    |
| 50-60                  | 6                    |
| 50                     | 5,5                  |
| 20                     | 4                    |
| 40                     | 5                    |
| 36                     | 3                    |
| 30                     | 5                    |
| 18                     | 3                    |
| Don't know             | 7                    |
| 40                     | 5                    |
| 40                     | 5                    |
| 40                     | 5                    |

**Cognitive techniques:**

Information Retrieval Probing, Specific Probing, Difficulty Probing.

**Findings:**

The probes aimed to uncover the retrieval process and calculation or estimation of the working hours and days per week. For respondents in multi-activity, probing should reveal whether these questions are correctly answered for their main paid job only.

One common information retrieval strategy of employees is referring to the work contract, regardless of the number of hours they believe they actually work:

- “I took my contractual information, so what we agreed on and wrote into my work contract. And that states that I am supposed to work 30 hours a week, spread out over five days. The reality is, probably, that I’m working more” (DE01)
- “40 hours a week; well, that’s what my contract says. Well, sometimes it’s more. But that’s what my contract says.” (DE04)

- “My full time job in the company means 40 hours a week, which means a 9 to 5 job every day, Monday to Friday.” (PL03)
- “Because that’s what I work and what the Polish labour law defines as full time employment – it means working 8 hours a day, 5 days a week.” (PL05)
- “Actual status and conditions in the contract.” (PL15)
- “Working 5 days a week I work 40 hours, which is defined in my full time employment contract.” (PL16)

Some employed respondents name their contractual agreement, adding that they couldn’t properly estimate their number of hours if they had to:

- “It depends strongly on the current requirements. I’d say the average of 25 hours makes sense if you look at a longer period. Perhaps, it’s hard to tell. In church, high times like around Christmas, or when there are concerts, certainly require much more work. We are flexible, and that works for us.” (DE15)

Two Polish respondents report the number of hours they believe they actually work, that is what is stated in their contract plus overtime (PL04, PL07).

Then, there are self-employed respondents with very steady hours that are easy to calculate:

- “I thought about what time I arrive in the doctor’s office, that’s between 8:00 and 8:30 in the morning. I usually stay there until 22:00. That’s how that answer came about.” (DE10)
- “Usually at work, it takes ca 8 hours but sometimes I stay longer.” (PL01)
- “20 hours is the total number of hours I devote for my clients a week, and which I get a flat fee for, and I work 4 days a week approximately. It could be one day, these are not statistically 5 hours a day, I devote my time for clients on not less than 4 days“ (PL08)

Four German respondents and three Polish respondents spontaneously comment that their working hours and days vary strongly, and they are forced to calculate an average (DE03, DE05, DE11, DE14, PL02, PL10, PL13).

- “I may work 20 days 24 hours a day, because my work does not end at the end of a day [...] I often need to go to hospital if anything happens at night [...] I am on a tour and I am at work all the time, I take care of the whole group.” (PL02)

Especially self-employed seek other reference points to arrive at their estimation. One respondent in Germany and one in Poland, who are mainly self-employed, but also have a part-time job, try to compare the amount of time they spend in both jobs:

- “It’s difficult to state a typical average amount of time as a freelance artist. I thought about how much I work in my employed job, which is 19 or 20 hours a week. Then I took my gut feeling. I believe I work a bit more in freelance, so perhaps about 25 hours a week. That way, I have a total of 45 hours a week.” (DE02)
- “3 days is total number of hours, because I may spend some part of day for my full time employment and the other part for my business, yet it is hard to measure“ (PL10)

One respondent from Poland was not able to calculate the number of hours she usually work per week because her work is seasonal. In summer she would work 5-8 hours a day, 7 days a week, while in the winter it amounts to a total of 10 hours a week. For that reasons, the respondent opted for the answer category “don’t know” (PL13).

All respondents correctly refer this question to their main paid job only.

*Recommendations*

Question: No changes recommended.

Answer categories: No changes recommended.

**Q27. Additional paid job(s) (CI)**

[present SHOW CARD Q27]

English version:

|   |
|---|
| <p><b>Q27</b> Besides your main paid job, do you have any other paid job(s)? (IF YES) Is it / are they . ....?</p> <p><input type="checkbox"/> No other paid job</p> <p><input type="checkbox"/> Yes, regular</p> <p><input type="checkbox"/> Yes, occasional</p><br><p><input type="checkbox"/> Other (<i>spontaneous</i>)</p> <p><input type="checkbox"/> Don't know/no opinion (<i>spontaneous</i>)</p> <p><input type="checkbox"/> Refusal (<i>spontaneous</i>)</p> |
|---|

German version:

|   |
|---|
| <p><b>Q27</b> Üben Sie neben Ihrem Hauptberuf noch eine/mehrere andere bezahlte Tätigkeit/en . aus?</p> <p><b>(FALLS JA) Ist sie/sind sie...?</b></p> <p><input type="checkbox"/> Nein, keine andere bezahlte Tätigkeit</p> <p><input type="checkbox"/> Ja, eine regelmäßige</p> <p><input type="checkbox"/> Ja, eine gelegentliche</p><br><p><input type="checkbox"/> Sonstiges (<i>spontan</i>)</p> <p><input type="checkbox"/> Weiß nicht/keine Meinung (<i>spontan</i>)</p> <p><input type="checkbox"/> Verweigert (<i>spontan</i>)</p> |
|---|

Polish version:

**Q27 Oprócz swojej głównej pracy zarobkowej, czy ma Pan(i) jakąś inną zarobkową pracę . (lub prace)? (JEŚLI TAK) Czy jest to/ są to...?**

- Nie ma żadnej innej płatnej pracy
- Tak, stałą
- Tak, okazjonalną
  
- Inną (spontanicznie)*
- Nie wie/brak zdania (spontanicznie)*
- Odmowa (spontanicznie)*

Frequency distribution (DE: n=16; PL: n=16)

|  | DE | PL |
|--|----|----|
| No other paid job                          | 6  | 10 |
| Yes, regular                               | 4  | 4  |
| Yes, occasional                            | 6  | 2  |
| <i>Other (spontaneous)</i>                 | -  | -  |
| <i>Don't know/no opinion (spontaneous)</i> | -  | -  |
| <i>Refusal (spontaneous)</i>               | -  | -  |

### Cognitive techniques:

Category Selection Probing, Specific Probing, Comprehension Probing.

### Findings:

All respondents received this question. In Germany, six respondents had no other paid job, and ten did. Of those ten, four had a regular additional paid job, and six an occasional one. In Poland, the sample showed the reverse pattern, with six respondents in multi-activity and ten with only one job.

Four respondents, who during recruitment identified as employed (DE06, DE07, DE11) or self-employed (DE10) only, answered that they have an occasional other paid job in Q27. This demonstrates the necessity to distinguish between regular and occasional additional jobs. Other paid jobs that are occasional are not mentioned in a less elaborate recruitment process, but are then mentioned in an in-depth survey interview, whereas regular multi-activity is easily detected. This is also mirrored in the probing answers already at questions 5 and 7, where respondent with a regular additional job are very likely to already mention it.

Respondents all give solid and spontaneous explanations for their answer category selection. None of the respondents asked for clarification of the terms regular or spontaneous. They show a homogeneous understanding of the terms, though it is mainly defined by regularity and steadiness, and not frequency or number of hours per week as in the interviewer instructions.

Respondents who answer that they have another regular other paid job refer to daily or weekly jobs that contribute a substantive amount to the income:

- “I was thinking of my midi-employment as an interviewer in home office, which I’ve had since last November.” (DE02; two additional paid jobs, of which one is regular)
- “Yes, every Monday as a courier driver via bicycle” (DE14)
- “Yes, self-employed 20 hours a week” (DE05)
- “It is regular and with regular benefits” (PL10)

An additional job is considered regular when it has a fixed time slot next to the main paid job, is carried out or contracted reliably, and considered a job in its own right by the respondent.

- “Regularly means that it has a steady rhythm. Does that make sense? For me, it’s about a recurring rhythm, a regularity” (DE13)
- “For me, regular means that I know when I’m supposed to work” (DE15)
- “Apart from my main job, I have a job with a lower number of hours and I know the conditions I work there” (PL11)
- “It takes place on regular basis. I would say: on the same days, week by week. The scope of work and duties does not change” (PL07)
- “Frequency and duration is not basic for me. To call something regular, I need to be able to plan it in time” (PL15)

Opinions diverge on the required frequency of a regular job:

- “At least twice a week” (PL13)
- “Regularly means every week, at least once a week” (DE02)
- “Regular means that I do something once a week, or also once every two weeks” (DE16)
- “If someone said to me, ‘I work in this job once a month’, I couldn’t call that a regular job, that makes no sense” (DE05)
- “Regular means at least one job a month for a week or two” (PL03)
- “A job which is available once-twice a month” (PL05)
- “Regular means that it’s always in the same time interval, even if that’s just once a year. It means you can rely on it happening” (DE07)
- “Regular is anything that is regular, so also once a year, once every six months” (DE09)

One respondent defines a regular job as one that is not seasonal (PL01).

The term “occasional” requires more reflection on behalf of respondents, both in distinction from “regular” paid job, and also whether it is worth mentioning at all. Whether a job is regular or occasional doesn’t solely depend on the number of hours a respondent works in the additional job(s). However, with one exception (DE01), for the German respondents, occasional jobs take up at most 1½ hours per week. Occasional jobs are ones that are taken on at short notice, when they are offered by chance:

- „Ah, well, it really is occasional. When someone calls me to pose as a model, I do it.“ (DE06)
- „You see, it is so seldom that I hardly even want to say ‚occasional‘. But ‚occasional‘ really is the correct answer. I had three offers to carry out web design, but only one of them actually came, and I carried it out and got paid. That was freelance work. But it was really just one job so far. Still, then I can’t say no, right? But I also can’t say ‚regular‘“ (DE07, occasional)
- “I’m undecided between ‘regular’ and ‘occasional’. It’s regular in that it does happen regularly, so I can more or less count on the tasks coming with a certain regularity. But it’s not regular in that I can’t really plan in advance. I do it if I can fit it into my schedule, but it doesn’t have a fixed time slot. So I would say, occasional” (DE01)

When asked to define “occasional”, respondents mainly name irregularity and not being able to predict when and how much they work:

- “Occasional means on short notice, with no regularity” (DE03)
- “Occasional means that maybe I don’t get called for two months, and then twice in one month” (DE06)
- “Occasional means that you only get paid when you work, and don’t know when that is” (DE12)
- “Something extra, not fixed” (PL11)
- “Occasional is something like a bonus” (PL10)
- “Occasional means spontaneous, irregular, single form of income. For instance, like a contract for a specific work or another single contract” (PL06)

One respondent (DE02) answers that she has an additional regular job, but comments that she actually has several, and while the question wording in German refers to one or more additional jobs, the answer categories only reflect the singular.

### *Recommendations*

**Question:** If a regular job is every kind of job which lasts at least 30 minutes a week, this description needs to be read out to all respondents. In the current form, respondents base their understanding of the term on steadiness and regularity.

**Answer categories:** German: The answer categories should be reworded to reflect singular or plural. One possibility would be to leave out the sentence “Ist sie/sind sie...?” in the question text and use these answer categories “Nein, keine andere bezahlte Tätigkeit”, “Ja, regelmäßig”, “Ja, gelegentlich”

**Q28. Working time: hours per week in additional paid job(s) (CI)**

[Filter: asked if Q27=2 OR 3 (regular or occasional additional paid job)]

English version:

**Q28 How many hours a week on average do you work in job(s) other than your main paid**

**. j?**

Number of hours: \_\_\_\_\_

*Don't know (spontaneous)*

*Refusal (spontaneous)*

German version:

**Q28 Wie viele Stunden pro Woche arbeiten Sie durchschnittlich in Ihrer/Ihren**

**. Nebentätigkeit(en)?**

Anzahl der Stunden: \_\_\_\_\_

*Weiß nicht (spontan)*

*Verweigert (spontan)*

Polish version:

**Q28 Ile średnio godzin w tygodniu poświęca Pan(i) pracy innej niż Pana(i) główna praca**

**. zarobkowa?**

Liczba godzin: \_\_\_\_\_

*Nie wie (spontanicznie)*

*Odmowa (spontanicznie)*



## Respondent answers

## DE

| Regularity of other paid job | Number of hours per week                |
|------------------------------|---|
| Regular                      | 22h                                     |
| Regular                      | 20h, 15-20h, that would be more correct |
| Regular                      | 6h                                      |
| Regular                      | 14h                                     |
| Occasional                   | 8h (spread across 3 months)             |
| Occasional                   | Don't know                              |
| Occasional                   | Don't know (if, then 1.5h)              |
| Occasional                   | 0h                                      |
| Occasional                   | 1.5h                                    |
| Occasional                   | 1h                                      |

## PL

| Regularity of other paid job | Number of hours per week       |
|------------------------------|--------------------------------|
| Regular                      | 10h                            |
| Regular                      | 10h, after some reflection 30h |
| Regular                      | 12h                            |
| Regular                      | On average 12h                 |
| Occasional                   | 10h                            |
| Occasional                   | 4-5h                           |

**Cognitive techniques:**

General/Elaborative Probing, Specific Probing.

**Findings:**

In the EWCS, this question is only asked to respondents with a regular additional paid job. For pretesting purposes, it was also presented to respondents with an occasional additional paid job. The goal was to examine whether the amount of hours in a paid job is what quantifies it as regular or occasional, or whether other factors determine this. Therefore, the evaluation of these probing questions was partly integrated into the analysis of Q27.

In Germany, with one exception, respondents with an occasional additional paid job work a very, very small number of hours per week, and most of them have difficulty measuring the amount of work in hours per week, but instead think of their work as single projects. Therefore, the main indicator for whether an additional job is regular or occasional is indeed the regularity, reliability, re-occurrence and stability of that job. This is generally mirrored in the number of hours, although number of hours are not the defining criterion.

Six German respondents had an occasional job. Of these, two couldn't answer the question (DE06, DE10), one answered '0 hours' (DE07), and another two named '1-1.5 hours' (DE10, DE11). Only one respondent estimated that he spends 8 hours a week on his occasional job (DE01), which results from him giving workshops, which take up 1-2 working days when they take place. The respondent who gives 0 hours (DE07) explains that this was a one-time project so far, so she is not officially self-employed, and has no further self-employed projects coming up, though she hopes this will be the case in the future.

The respondent with several additional jobs (DE02) adds up the number of hours across all additional jobs. These are 19 hours for the main additional job, and in her estimation on average about 3 hours in the other, but explains that the number of hours in her additional occasional job varies.

In all cases, the number of hours across the main paid job and additional job added up accurately, or fairly accurately. Only in one case did a respondent who is self-employed and employed (DE02) reflect that she seems to work closer to 50 hours a week in total, and not 45 hours, as she originally estimated. Despite this single and small inconsistency, all respondents considered the correct job(s) in all questions.

In Poland, only six respondents had additional jobs, and of those only two described their additional job as “occasional”. However, both of them reported a relatively high number of hours in their occasional job (PL03: 12h; PL12: 4-5h). The amount of hours spent in regular additional jobs is otherwise comparable to the German figures.

One Polish respondent misunderstood Q27 to mean whether her main paid job is regular or occasional, and chose “occasional” (PL12). In Q28, she then includes volunteer work when answering the question. This job does not pay income, but it does take up time, and he is paid insurance and travel costs. This is a particularly drastic case of a respondent putting meaning into questions based on an earlier misunderstanding.

Asking this question only to respondents with a regular additional paid job is the optimal question routing, as respondents with occasional jobs often cannot answer this question in hours per week.

### *Recommendations*

Question: No changes recommended.

Answer categories: No changes recommended.

### Q46. Working in free time (OP & CI)

[present SHOW CARD Q46]

English version:

**From now onwards all the questions are about your main paid job.**

**Q46 Over the last 12 months, how often have you worked in your free time to meet work demands?**

- Daily
- Several times a week
- Several times a month
- Less often
- Never
  
- Not applicable*
- Don't know/no opinion (spontaneous)*
- Refusal (spontaneous)*

German version:

**Von jetzt an beziehen sich alle Fragen auf Ihren Hauptberuf.**

**Q46 Wie oft haben Sie in den letzten 12 Monaten in Ihrer Freizeit gearbeitet, um die Arbeitsanforderungen zu erfüllen**

- Täglich
- Mehrmals in der Woche
- Mehrmals im Monat
- Seltener
- Nie
  
- Trifft nicht zu (spontan)*
- Weiß nicht/keine Meinung (spontan)*
- Verweigert (spontan)*

Polish version:

**Wszystkie dalsze pytania będą dotyczyć Pana(i) głównej pracy zarobkowej.**

**Q46 Jak często w ciągu ostatnich 12 miesięcy zdarzyło się Panu(i), że pracował(a) Pan(i) w swoim**

**wolnym czasie, w celu spełnienia wymagań związanych z pracą?**

- Codziennie
- Kilka razy w tygodniu
- Kilka razy w miesiącu
- Rzadziej
- Nigdy
  
- Nie dotyczy (spontanicznie)*
- Nie wie/brak zdania (spontanicznie)*
- Odmowa (spontanicznie)*

### Online Probing

Frequency distribution (UK: n=120; DE: n=123; PL: n=122)

| UK (n=120)            | Total |     | Employed |     | Self-employed |     |
|-----------------------|-------|-----|----------|-----|---------------|-----|
|                       | n     | %   | n        | %   | n             | %   |
| Daily                 | 29    | 24% | 12       | 20% | 17            | 28% |
| Several times a week  | 31    | 26% | 13       | 22% | 18            | 30% |
| Several times a month | 22    | 18% | 12       | 20% | 10            | 17% |
| Less often            | 12    | 10% | 4        | 7%  | 8             | 13% |
| Never                 | 26    | 22% | 19       | 32% | 7             | 12% |

| DE (n=123)            | Total |     | Employed |     | Self-employed |     |
|-----------------------|-------|-----|----------|-----|---------------|-----|
|                       | n     | %   | n        | %   | n             | %   |
| Daily                 | 19    | 15% | 8        | 13% | 11            | 18% |
| Several times a week  | 27    | 22% | 3        | 5%  | 24            | 40% |
| Several times a month | 28    | 23% | 10       | 16% | 18            | 30% |
| Less often            | 23    | 19% | 18       | 29% | 5             | 8%  |
| Never                 | 26    | 21% | 24       | 38% | 2             | 3%  |

| PL (n=122)            | Total |     | Employed |     | Self-employed |     |
|-----------------------|-------|-----|----------|-----|---------------|-----|
|                       | n     | %   | n        | %   | n             | %   |
| Daily                 | 32    | 26% | 6        | 10% | 26            | 41% |
| Several times a week  | 28    | 23% | 8        | 14% | 20            | 31% |
| Several times a month | 30    | 25% | 17       | 29% | 13            | 20% |
| Less often            | 21    | 17% | 18       | 31% | 3             | 5%  |
| Never                 | 11    | 9%  | 9        | 16% | 2             | 3%  |

### Cognitive techniques:

Specific Probing.

### Findings:

The intention of testing this question was to see how self-employed people who decide their own hours distinguish between free time and work time. For employees, the intention was to investigate who asks them to work in their free time and what kinds of work demands justify working outside of the regular hours.

In all three countries, self-employed respondents are more likely than employees to answer that they regularly work in their free time. This difference is least pronounced in the UK (at least several times a week: 55% self-employed vs 42% employees), followed by Germany (58% vs 18%) and Poland (72% vs 24%).

However, two problems are associated with this question, which inhibit the interpretability of the results. The first is a question of comprehension of the concept working hours versus free time and their clear distinction. This problem is solely related to the self-employed.

Some self-employed work set hours, for instance because they have opening hours. These are the self-employed who are most likely to state that they seldom work in their free time:

- “I work set times and very rarely need to come in in my free time” (R187UK, less often)
- “I take care of my company. But practically never outside of working hours” (R323DE, less often)

Others appear to use regular office hours as their benchmark for working hours and describe working outside of these hours as working in their free time, although their answers do not indicate that these are unplanned additional hours:

- “The service I provide is often carried out in the evenings or at the weekend” (R287DE, several times a week)

Others clearly state that being self-employed means always being on duty (eleven respondents state this directly).

- “If you have your own company, you don’t have free time” (R87PL, daily)
- “When you’re self-employed, you never have off” (R353DE, several times a month)
- “I’m always doing business” (R325DE, daily)

The problem becomes particularly evident with nine respondents who explicitly state that they have difficulty distinguishing between working and free time. Particularly striking is that these respondents provide answers from the entire range of the scale, from “daily” to “less

often”, implying that the answer scale is not suitable for at least a portion of the self-employed. Also, the statements of many self-employed respondents indicate that a substantial amount of their working hours are flexible and/or on short notice, making it difficult to choose a category clearly:

- “For me, work and free time blend together daily” (R396DE, daily)
- “There is a blurring between work time and free time for me” (R34UK, several times a week)
- “I do not distinguish free time from working time and can decide to work when I wish” (R211UK, less often)
- “I work when I feel like it” (R381PL, daily)
- “I have flexible working hours; sometimes I work on holiday but have off on regular working days” (R330PL, several times a month)
- “When you're trying to grow a business, it's difficult to switch off from work. Having said that, my time is much more flexible than if I was employed. I can take time off at short notice.” (R192UK, several times a week)

The second error related to the question applies to both employees and self-employed and refers to difficulties in choosing the correct answer category. Several employees and self-employed respondents state that their work has seasonal high times when they work non-stop, and then more quiet phases. These respondents try to state the mean value:

- “Looking at the whole year, this is the correct answer. But there are times that working in your free time is a daily requirement, and then it isn't necessary for weeks at a time. So several times a month is an average across the whole year” (R352DE, self-employed, several times a month)
- “My jobs are irregular” (R14UK, self-employed, several times a month)
- “When it's time for inventory, we work longer than our regular hours” (R186DE, employed, less often)

Testing for reasons why respondents work in their free time, the reasons named are as to be expected. Self-employed are not forced by a superior, but explain that client needs and business promotions require that they demonstrate flexibility:

- “No one asks me but I like to keep my customers happy” (R217UK, less often)
- “No one is asking me to do it, but I have to in order to fill the gaps and make sure the company stays on target” (R268UK, daily)

For employees, the reasons vary. The most commonly cited ones are that the work load and or superior require it.

## Cognitive Interviews

Frequency distribution (DE: n=16; PL: n=16)

|  | DE | PL |
|--|----|----|
| Daily                                      | -  | 1  |
| Several times a week                       | 4  | 2  |
| Several times a month                      | 4  | 5  |
| Less often                                 | 4  | 3  |
| Never                                      | 3  | 4  |
| <i>Not applicable</i>                      | 1  | -  |
| <i>Don't know/no opinion (spontaneous)</i> | -  | -  |
| <i>Refusal (spontaneous)</i>               | -  | 1  |

### Cognitive techniques:

Comprehension Probing, Specific Probing, General/Elaborative Probing.

### Findings:

Q46 intends to measure the work-life-balance, and whether and how often respondents work in their free time. Probing intended to examine respondents' understanding of free time. This is especially relevant for self-employed respondents. Further, it sought to understand whether there are types of work that are not considered when answering the question. For further clarification, probing asked about the reasons for working in free time and whether it is voluntary or paid.

Answers diverged across almost the entire scale. Only one respondent claimed to work in their free time on a daily basis (PL07); however, another respondent later explained that she didn't choose "daily" because that would imply seven days a week, and she only works five (DE07, "several times a week"). The rest of the scale ranging from "several times a week" to "never" was used rather evenly by respondents. Two respondents chose not to answer the question, one of which chose "not applicable" (DE03, with no regular employment), and the other refused to answer, stating that it varies (PL02).

In Poland, only two respondents (PL02, PL14) spontaneously commented on the question and all quickly chose an answer. In contrast, in Germany, eleven of 16 participants gave spontaneous comments on the question wording. Two participants asked to have the question text repeated. Most of the comments related to the topics that were also probed, that is the definitions of "free time" (DE03, DE09, DE13, DE15, DE16) and "work demands" (DE01, DE15, DE16). This indicates different connotations with the terms in the different languages.

In Germany, several respondents ponder over the possible distinction between "working in one's free time" and "doing overtime". While for some respondents these terms are identical, others clearly distinguish between overtime, which is compensated, and working in free time as work that is not compensated.

- "Actually, you could say 'work overtime', right?" (DE12, "several times a month")
- "When I do overtime, then I can take time off on another day instead. But when I work in my free time, that means that I'm sitting at home thinking about work"

problems. That would be working in my free time, and that's not paid" (DE11, "several times a month")

- "In my free time? ... Worked to meet work demands? Free time means that it is not working time, in that moment, so I have never worked in my free time" (DE15, "never")

The first probe asks for the meaning of "free time". All respondents define free time in opposition to working time. Examples of these exclusion-based definitions are defining free time as time one doesn't spend working, or with clients, time not spent at the work place, time that is not spent with work-related tasks. Although the definitions of free time don't contradict each other across respondent groups, they do lay a different emphasis. In Germany, participants who are employed only mainly define free time as "not being occupied with work-related tasks", while self-employed respondents are likely to regard free time as time in which they "don't earn money" or, in Poland, as time between order contracts (DE08, DE09, DE10, DE13, PL02, PL12).

Respondents base their distinction between work and free time on diverse factors. Several respondents try to find anchor points to make a clear distinction, for instance by referring to their time accounts or fixed schedules (DE01, DE07, DE12, PL03, PL05, PL14, PL15, PL16), or by whether they are at their office / practice (DE06, DE08, DE10, DE12). Some respondents (DE02, DE04, DE09, DE16) say that having free time is a conscious decision they make when they need it. However, several respondents have difficulties clearly distinguishing between work and free time. This is especially true for several German respondents in jobs that are strongly linked to their interests or personal development, such as self-employment or academic jobs (DE01, DE16).

Respondents name a wide range of work-related tasks that they carry out outside of their contractual or official working time. Across all respondents in both countries and all forms of employment, these tasks are sometimes counted as working time and sometimes not. The tasks can be divided into two broad categories. The first includes thoughts about work that do not involve concrete action for the work place. This would include pondering work problems, making plans for the next day or week, reading up on work issues, and speaking to others about their work. As a second category, there are work-related tasks that require an activity. Some respondents simply understand this type of working in free time as doing overtime (DE11, DE12, PL01, PL05), but are also inconsistent as to whether to count this overtime as working in their free time or not. Other tasks include having dinner with clients or other work-related social events (DE04, PL03, PL07), taking calls, answering emails or preparing meetings (PL04, PL07), travelling to and from work (DE09, DE13, PL08), or measures taken for personal development (PL08, PL11).

In each country, two respondents said that they were asked to work in their free time by their bosses. Of these, three however count this as overtime and the time is compensated (DE08, DE12, PL15, PL16).

In summary, almost all respondents name some sort of work-related activity that they carry out outside their regular working hours. There is no pattern as to when respondents include or exclude certain activities, or whether they include registered overtime as working in their free time.

### *Recommendations*

Question: We recommend wording the question more precisely, in order to distinguish between 'overtime', so work that is carried out and officially registered and compensated in addition to regular hours, and 'work-related tasks' that are carried out in free time. This would ensure that respondents make the same distinction between work and free



time, both between different types of workers within a country and across countries.

It could be considered adding a category “varies strongly”.

We also recommend referring to a shorter period of time, so for instance “in the last four weeks”. This makes it easier for respondents to remember concrete situations.

Answer categories: If the time span of the question is reworded, answer categories should be changed accordingly (i.e. never, once, twice, 3-5 times, more often)

**Q50. Work Intensity (OP)**

English version:

**Q50 On the whole, is your pace of work dependent on...**

|  | Yes                      | No                       | Not applicable           |
|--|--------------------------|--------------------------|--------------------------|
| A<br>the work done by colleagues   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B.<br>direct demands from people such as<br>customers, passengers, pupils, patients,<br>etc. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>C</b><br><b>numerical production targets or</b><br><b>performance targets</b>             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| D<br>automatic speed of a machine or<br>movement of a product                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E.<br>the direct control of your boss  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

German version:

**Q50 Insgesamt gesehen, ist Ihr Arbeitstempo abhängig ...**

|    |   | <b>Ja</b>                | <b>Nein</b>              | <b>Trifft nicht zu</b>   |
|----|---|--------------------------|--------------------------|--------------------------|
| A  | von der Arbeit der Kollegen?  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B. | von direkten Anforderungen von Personen wie z. B. Kunden, Fahrgästen, Schülern/Studenten, Patienten usw.? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C  | <b>von vorgegebenen Produktions- oder Leistungszielen</b>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| D  | von der automatischen Geschwindigkeit einer Maschine oder einer Transporteinrichtung?                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E. | von der direkten Kontrolle Ihres Vorgesetzten?  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Polish version:

**Q50 Ogólnie mówiąc, czy Pana(i) tempo pracy zależy od...**

|    |   | <b>Tak</b>               | <b>Nie</b>               | <b>Nie dotyczy</b>       |
|----|---|--------------------------|--------------------------|--------------------------|
| A  | Pracy wykonywanej przez kolegów?  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B. | bezpośrednich wymagań innych ludzi takich jak: klienci, pasażerowie, uczniowie, pacjenci, itd.? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C  | <b>ilościowych planów produkcji lub wyznaczonego poziomu wykonania zadań?</b>                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| D  | automatycznej prędkości maszyny lub przemieszczania się produktów?                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E. | bezpośredniej kontroli Pana(i) przełożonego?  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Frequency distribution (UK: n=120; DE: n=123; PL: n=122)

| UK (n=120)   |                | Total |     | Employed |     | Self-employed |     |
|--|----------------|-------|-----|----------|-----|---------------|-----|
|  |                | n     | %   | n        | %   | n             | %   |
| A. the work done by colleagues?  | Yes            | 49    | 41% | 39       | 65% | 10            | 17% |
|  | No             | 47    | 39% | 18       | 30% | 29            | 48% |
|  | Not applicable | 24    | 20% | 3        | 5%  | 21            | 35% |
| B. direct demands from people such as customers, passengers, pupils, patients, etc.? | Yes            | 89    | 74% | 45       | 75% | 44            | 73% |
|  | No             | 25    | 21% | 13       | 22% | 12            | 20% |
|  | Not applicable | 6     | 5%  | 2        | 3%  | 4             | 7%  |
| C. numerical production targets or performance targets?                              | Yes            | 39    | 33% | 31       | 52% | 8             | 13% |
|  | No             | 53    | 44% | 20       | 33% | 33            | 55% |
|  | Not applicable | 28    | 23% | 9        | 15% | 19            | 32% |
| D. automatic speed of a machine or movement of a product?                            | Yes            | 21    | 18% | 17       | 28% | 4             | 7%  |
|  | No             | 63    | 53% | 32       | 53% | 31            | 52% |
|  | Not applicable | 36    | 30% | 11       | 18% | 25            | 42% |
| E. the direct control of your boss?  | Yes            | 31    | 26% | 30       | 50% | 1             | 2%  |
|  | No             | 53    | 44% | 26       | 43% | 27            | 45% |
|  | Not applicable | 36    | 30% | 4        | 7%  | 32            | 53% |

| DE (n=123)   |                | Total |     | Employed |     | Self-employed |     |
|--|----------------|-------|-----|----------|-----|---------------|-----|
|  |                | n     | %   | n        | %   | n             | %   |
| A. the work done by colleagues?  | Yes            | 27    | 22% | 18       | 29% | 9             | 15% |
|  | No             | 62    | 50% | 32       | 51% | 30            | 50% |
|  | Not applicable | 34    | 28% | 13       | 21% | 21            | 35% |
| B. direct demands from people such as customers, passengers, pupils, patients, etc.? | Yes            | 86    | 70% | 43       | 68% | 43            | 72% |
|  | No             | 28    | 23% | 15       | 24% | 13            | 22% |
|  | Not applicable | 9     | 7%  | 5        | 8%  | 4             | 7%  |
| C. numerical production targets or performance targets?                              | Yes            | 50    | 41% | 29       | 46% | 21            | 35% |
|  | No             | 50    | 41% | 23       | 37% | 27            | 45% |
|  | Not applicable | 23    | 19% | 11       | 17% | 12            | 20% |
| D. automatic speed of a machine or movement of a product?                            | Yes            | 7     | 6%  | 4        | 6%  | 3             | 5%  |
|  | No             | 70    | 57% | 40       | 63% | 30            | 50% |
|  | Not applicable | 46    | 37% | 19       | 30% | 27            | 45% |

Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.

| PL (n=122)   |                | Total |     | Employed |     | Self-employed |     |
|--|----------------|-------|-----|----------|-----|---------------|-----|
|  |                | n     | %   | n        | %   | n             | %   |
| E. the direct control of your boss?  | Yes            | 12    | 10% | 12       | 19% | 0             | 0%  |
|  | No             | 71    | 58% | 41       | 65% | 30            | 50% |
|  | Not applicable | 40    | 33% | 10       | 16% | 30            | 50% |
| A. the work done by colleagues?  | Yes            | 42    | 34% | 22       | 38% | 20            | 31% |
|  | No             | 58    | 48% | 28       | 48% | 30            | 47% |
|  | Not applicable | 22    | 18% | 8        | 14% | 14            | 22% |
| B. direct demands from people such as customers, passengers, pupils, patients, etc.? | Yes            | 83    | 68% | 34       | 59% | 49            | 77% |
|  | No             | 31    | 25% | 20       | 34% | 11            | 17% |
|  | Not applicable | 8     | 7%  | 4        | 7%  | 4             | 6%  |
| C. numerical production targets or performance targets?                              | Yes            | 66    | 54% | 31       | 53% | 35            | 55% |
|  | No             | 37    | 30% | 19       | 33% | 18            | 28% |
|  | Not applicable | 19    | 16% | 8        | 14% | 11            | 17% |
| D. automatic speed of a machine or movement of a product?                            | Yes            | 18    | 15% | 9        | 16% | 9             | 14% |
|  | No             | 53    | 43% | 29       | 50% | 24            | 38% |
|  | Not applicable | 51    | 42% | 20       | 34% | 31            | 48% |
| E. the direct control of your boss?  | Yes            | 21    | 17% | 11       | 19% | 10            | 16% |
|  | No             | 55    | 45% | 28       | 48% | 27            | 42% |
|  | Not applicable | 46    | 38% | 19       | 33% | 27            | 42% |

### Cognitive techniques:

Specific Probing.

### Findings:

In question 50, only Item C was probed to understand what sorts of production targets or performance targets respondents were thinking of when answering this item.

In the UK, self-employed and employees answer this question differently. About half of all employees agree that the pace of their work depends on numerical production or performance targets, while one third says this is not the case and 15% feel this item does not apply to them. In contrast, among the self-employed in the UK, only 13% answer this question with yes, while half of the respondents answer no, and a third feels the item does not apply.

In Germany and Poland, however, a stable 15-20% of all respondents feel that this statement does not apply to them, across both employees and self-employed.

In Germany, employees are more likely to agree that their work depends on production and performance targets than to disagree; for the self-employed, the opposite holds true. In

Poland, employed and self-employed show identical responses to this question, with more than half of all respondents agreeing that this is the case.

The type of targets named by respondents can be divided into several distinct categories (see Table 2). Meeting deadlines or a certain required pace of working are named by 20% (n=31) of those respondents who answered with yes – this is named by self-employed slightly more often than by employees. Sales-related targets are named by 14% (n=22). Other numerical targets, such as production numbers, orders, or general KPIs are named by 29% (n=45) – these are more likely to be named by employees. But also general targets, such as “getting the job done” and other targets, which cannot be described as necessarily numeric, are named by 32% (n=50) of the respondents.

The differences in response behaviour may be a result of translation. The English questionnaire speaks of “numeric” targets – the Polish translation of “quantitative” targets and the German one of “set” or “predefined” targets. In line with this, German and Polish respondents named more examples of targets in response to the probing questions (number of examples named: UK 39; DE 54; PL 55).

Examples for deadlines / work pace related numeric targets:

- “I have to stick to deadlines” (R13UK, self-employed)
- “Harvesting and delivering on time” (R315PL, self-employed)
- “I have to stick to deadlines, whether they are required by the law or by the client” (R371DE, self-employed)
- “Call handling times” (R83UK, employee)

Examples of sales and revenue related targets:

- “Sales targets” (R71UK, employee)
- “Commissions” (R378UK, employee)
- “Responsibility for revenue” (R325DE, self-employed)

Examples of other numerical targets:

- “A factory in which we work at the assembly line” (R367DE, employee)
- “Meeting caseload targets” (R247UK, employee)
- “The amount of orders and repairs” (R594PL, self-employed)

Table 2. Production/performance targets named by respondents.

|                              | Total |      | Employed |      | Self-employed |      |
|------------------------------|-------|------|----------|------|---------------|------|
|                              | n     | %    | n        | %    | n             | %    |
| Basis: yes                   | 155   | 100% | 91       | 100% | 64            | 100% |
| Deadline / work pace related | 31    | 20%  | 15       | 16%  | 16            | 25%  |
| Sales related                | 22    | 14%  | 13       | 14%  | 9             | 14%  |
| Other numerical targets      | 45    | 29%  | 30       | 33%  | 15            | 23%  |
| Non-numerical targets        | 50    | 32%  | 30       | 33%  | 20            | 31%  |

Examples of other targets:

- “Taking care of customers” (R85PL, employee)
- “Keeping my customer happy” (R232UK, self-employed)
- “Finishing the software that I am developing” (R352DE, self-employed)

However, several respondents who answer “no” or “not applicable” indicate that they have no numeric or production targets because they do not produce products or are not responsible for sales:

- “I do not work at an assembly line” (R1199PL, self-employed)
- “Sales targets- not applicable” (R187UK, self-employed)

### *Recommendations*

Question: No changes recommended.

Item C: The term “numerical production targets or performance targets” is not translated consistently across the tested languages. Therefore, differences in responses may be due to differences in translation. Professional translators should look into this in detail. Then, regardless of translation, a clear definition of the term should be given to respondents to help respondents decide whether or not the statement applies to them. Currently, clear cases such as sales-related targets seem to be answered correctly by most respondents. Deadlines seem to be less clear already, and other targets are sorted according to the understanding of the individual respondents.

Item D: The translation of item D should also be verified by professional translators.

Answer categories: No changes recommended.

**Q54. Autonomy (OP & CI)**

English version:

**Q54. Are you able to choose or change...**

|                               | Yes                      | No                       | Don't know               | Refusal                  |
|-------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| A. your order of tasks        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B. your methods of work       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C. your speed or rate of work | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

German version:

**Q54. Können Sie sich Folgendes aussuchen bzw. ändern?**

|  | Ja                       | Nein                     | Weiß nicht               | Verweigert               |
|--|--------------------------|--------------------------|--------------------------|--------------------------|
| A. Die Reihenfolge Ihrer Aufgaben                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B. Das Vorgehen bei der Erledigung einer Aufgabe | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C. Ihr Arbeitstempo oder Ihren Arbeitsrhythmus   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Polish version:

**Q54. Czy ma Pan(i) możliwość wyboru lub zmiany...?**

|   | Tak                      | Nie                      | Nie wie                  | Odmowa                   |
|---|--------------------------|--------------------------|--------------------------|--------------------------|
| A. kolejności wykonywania swoich obowiązków | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B. sposobu wykonywania swojej pracy         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C. szybkości lub tempa pracy                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



*Online Probing*

Frequency distribution (UK: n=120; DE: n=123; PL: n=122)

| UK (n=120)                     |     | Total |     | Employed |     | Self-employed |     |
|--------------------------------|-----|-------|-----|----------|-----|---------------|-----|
|                                |     | n     | %   | n        | %   | n             | %   |
| <b>A. your order of tasks</b>  | Yes | 98    | 82% | 46       | 77% | 52            | 87% |
|                                | No  | 22    | 18% | 14       | 23% | 8             | 13% |
| <b>B. your methods of work</b> | Yes | 83    | 69% | 32       | 53% | 51            | 85% |
|                                | No  | 37    | 31% | 28       | 47% | 9             | 15% |
| C. your speed or rate of work  | Yes | 94    | 78% | 42       | 70% | 52            | 87% |
|                                | No  | 26    | 22% | 18       | 30% | 8             | 13% |

| DE (n=123)                     |     | Total |     | Employed |     | Self-employed |     |
|--------------------------------|-----|-------|-----|----------|-----|---------------|-----|
|                                |     | n     | %   | n        | %   | n             | %   |
| <b>A. your order of tasks</b>  | Yes | 97    | 79% | 43       | 68% | 54            | 90% |
|                                | No  | 26    | 21% | 20       | 32% | 6             | 10% |
| <b>B. your methods of work</b> | Yes | 108   | 88% | 52       | 83% | 56            | 93% |
|                                | No  | 15    | 12% | 11       | 17% | 4             | 7%  |
| C. your speed or rate of work  | Yes | 103   | 84% | 47       | 75% | 56            | 93% |
|                                | No  | 20    | 16% | 16       | 25% | 4             | 7%  |

| PL (n=122)                     |     | Total |     | Employed |     | Self-employed |     |
|--------------------------------|-----|-------|-----|----------|-----|---------------|-----|
|                                |     | n     | %   | n        | %   | n             | %   |
| <b>A. your order of tasks</b>  | Yes | 95    | 78% | 44       | 76% | 51            | 80% |
|                                | No  | 27    | 22% | 14       | 24% | 13            | 20% |
| <b>B. your methods of work</b> | Yes | 82    | 67% | 33       | 57% | 49            | 77% |
|                                | No  | 40    | 33% | 25       | 43% | 15            | 23% |
| C. your speed or rate of work  | Yes | 93    | 76% | 42       | 72% | 51            | 80% |
|                                | No  | 29    | 24% | 16       | 28% | 13            | 20% |

**Cognitive techniques:**

Specific Probing.

**Findings:**

Across all countries, self-employed respondents are more likely to answer that they can choose or change their order of tasks, methods, and also speed of their work. However, the majority of all respondents agree with these items, indicating positive decision latitude.

In question 54a, Item A and Item B were probed to get a better understanding of how respondents interpret both items and whether the interpretations differ between employees and self-employed.

### Item A: “Your order of tasks”

When asked to explain why they selected their answers to this item, respondents argue along several lines.

Those who state that they are able to choose or change their order of tasks predominantly argue that their jobs involve a certain level of autonomy (about 70% of the cases in each country). These respondents think about their jobs in general when answering this item and not so much about specific tasks and activities. Therefore, the actual jobs of these respondents range from chambermaid (R139PL) to self-employed film maker (R192UK):

- “I work as a chambermaid. So it is up to me whether I first clean the room, the bathroom, or the patio.” (R139PL)
- “I make films. If I am in the process of an edit and am asked to shoot something else, I’ll usually prioritise the shoot and delay the edit.” (R192UK)
- “I have several tasks to do and it is up to me to decide which to complete first. The order is not relevant, it is only important to get things done.” (R56DE)

This reasoning is provided equally often by employees and the self-employed.

Another line of reasoning among those who answer “yes” to Item A is that task order depends on the urgency or priority of a given task. This reasoning occurs in about 5% of the cases in each country and is mostly given by self-employed respondents:

- “Urgent matters are dealt with first.” (R406DE)
- “I give priority to what needs completing the fastest.” (R184UK)
- “Depends on the urgency.” (R1206PL)

Respondents who say they are not able to choose or change their order of tasks mostly argue that their work requires them to complete tasks according to a specific schedule (about 12% to 18% of the cases in each country):

- “I have to follow a duty roster.” (R83DE)
- “We have production plans to follow.” (R20UK)
- “I work at an assembly line. So, of course, it is not possible to change the order of tasks. For example, when I have to glue boxes together, I cannot close the lids first and glue the inside together afterwards.” (R104PL)

Surprisingly, this explanation is provided not only by employees, but also by self-employed respondents (DE: 2 respondents, UK: 4 respondents, PL: 9 respondents). It seems that these respondents do not interpret the item to refer to the general level of autonomy involved in their job but to a rather specific task or specific working conditions:

- “I have to design a working plan beforehand and then stick to it when carrying it out.” (R352DE)
- “You can’t change anything or you wouldn’t sell.” (R196UK)
- “The order is strictly determined by law and by the technical requirements.” (R98PL; Respondent installs fiber-optic networks)
- “In farming, you can’t start from back to front.” (R202PL)

Another surprising finding is that four respondents (DE: 2, UK: 2), who work as (preschool) teachers, say they are not able to change their order of tasks but that the order is dictated by the curricula or pupils:

- “I work with children. They require a fixed schedule which gives them a feeling of security.” (R68DE)
- “The curriculum and the child dictate the order.” (R247DE)
- “Bound by the curriculum.” (R24UK)
- “The day depends on the classroom timetable – no changing it around.” (R37UK)

Finally, a few respondents in each country (DE: 4, UK: 3, PL: 1) argue that the order of their tasks depends on their clients. This explanation is given by both employees and the self-employed:

- “If a client needs some help, then everything else has to wait. The client always comes first.” (R75DE; employee)
- “It is dictated by the clients.” (R37UK; self-employed)

It is important to note that two of these eight respondents answer “yes” to Item A, while the other six respondents answered “no”. Hence, when interpreting this item, the focus of the first two respondents is on whether their order of tasks changes from time to time, while the focus of the latter six respondents is on whether they are able to choose or change the order “as they please”.

### Item B: “Methods of work”

Interestingly, considerably more German respondents say they are able to choose or change their methods of work (about 90%) than UK and Polish respondents (about 70% respectively). A closer look at the response distributions reveals that this difference is mostly due to the fact that employees in Germany are considerably more likely to answer “yes” to this item (83%) than employees in the UK (53%) and Poland (57%). It seems that the term “methods of work” is interpreted somewhat differently by respondents in Germany than by respondents in the other two countries. Given that the understanding of this term was not probed directly in this study, this issue should ideally be addressed further in the upcoming face-to-face cognitive pretest.

Similar to Item A, those who state that they are able to choose or change their methods of work mostly argue that their jobs involve a certain level of autonomy (about 90% of the cases in each country). Again, these respondents think about their jobs in general when answering Item B and not so much about specific tasks and activities:

- “I am free to decide how I do things.” (R105DE)
- “I can work how I like as I am the owner of the company.” (R44PL)
- “Similar to previous answer, if I find a quicker/more efficient way of doing a task I will do this. Not restricted.” (R8UK)

This reasoning is provided slightly more often by self-employed respondents than by employees.

Again, similar to Item A, of those who answer “yes” to Item B, a few self-employed respondents argue that their method of work depends on the urgency or priority of a given job. However, this reasoning is only provided by eight respondents in total (DE: 6, UK: 1, PL: 1).

The explanations of those who answer “no” to Item B are also very similar to the ones already documented for Item A. Most respondents argue that they have to follow specific procedures or guidelines (about 65% of the cases in each country):

- “There are set processes.” (R139DE)
- “We have to follow strict guidelines.” (R88UK)
- “The procedures are clearly defined and the system parameterized.” (R72PL)

Surprisingly, this explanation is again provided not only by employees, but also by self-employed respondents (DE: 1, UK: 6, PL: 7). It seems that these respondents do not interpret the item to refer to the general level of autonomy involved in their job but to a rather specific task or specific working conditions:

- “I could not change the way I translate documents.” (R13UK)
- “When we grow flowers, we have to stick to a specific pattern. Fertilizer, antifungal agents, it is important that nothing is overlooked.” (R98PL)

Finally, four respondents (DE: 2, PL: 2) argue that their method of work depends on their clients. This explanation is given by both employees and self-employed:

- “The methods are usually determined by the clients.” (R272DE; employee)
- “The client decides how a task is done.” (R268PL; self-employed)

However, in contrast to Item A, all of these four respondents say they are not able to choose or change their methods of work.

## Cognitive Interviews

Frequency distribution (DE: n=16; PL: n=16)

| Q54. Are you able to choose or change... |                                 | DE | PL |
|--|---------------------------------|----|----|
| A. your order of tasks                   | Yes                             | 14 | 13 |
|  | No                              | 2  | 3  |
|  | <i>Don't know (spontaneous)</i> | -  | -  |
|  | <i>Refusal (spontaneous)</i>    | -  | -  |
| B. your methods of work                  | Yes                             | 14 | 13 |
|  | No                              | 1  | 2  |
|  | <i>Don't know (spontaneous)</i> | 1  | -  |
|  | <i>Refusal (spontaneous)</i>    | -  | 1  |
| C. your speed or rate of work            | Yes                             | 14 | 12 |
|  | No                              | 2  | 4  |
|  | <i>Don't know (spontaneous)</i> | -  | -  |
|  | <i>Refusal (spontaneous)</i>    | -  | -  |

### Cognitive techniques:

Paraphrasing, General/Elaborative Probing, Specific Probing.

### Findings:

This question was asked in the cognitive online pretest to assess differences between employed and self-employed. It was decided that these differences and further related issues should be taken up in more depth in the face-to-face cognitive interviews.

As in the online pretest, most respondents answered positively to all three items, with only two respondents not choosing “yes” for each statement in Germany and three to four in Poland. In almost all cases, these were employed respondents.

### Comprehension and differentiation of items

The understanding of the second item and the term “methods” was explored. The German translation into “Vorgehen” (literally “procedure”) is rather similar to the translation of the first item “Reihenfolge” (order).

For both the German and Polish respondents, differences in comprehension don't arise from employment status as such (i.e. employed versus self-employed, or typical versus atypical employment situation), but from the individual work settings. Associations are commonly related to temporal, organizational or procedural aspects, or referring to order.

Respondents gave definitions of the term “methods of work” with ease and give in-scope examples:

- “maintaining competence” (DE03)

- “determination of the daily routine and rhythm by/for yourself” (DE04)
- “creating a priority list and executing them according to importance” (DE05)

However, respondents often confound the dimensions in their explanations. This means that they demonstrate a correct understanding of the term methods, but usually add aspects that refer to the order of their tasks and/or their pace of work:

- “I can decide which steps are necessary. I can decide how these steps are carried out. And I can decide when these steps are carried out” (DE01)
- “Well, the job that I do in my company – most people even where I work don’t know how to do that. So that gives me the possibility to choose how I work. I can say, this takes so and so long, because no one can check that” (DE06)

In sum, “methods of work” is clearly a related concept to order of tasks and also pace of work, with some respondents differentiating these aspects better than others.

### **Answer Options**

Both in Poland and in Germany, one respondent refused to answer item B, saying that they couldn’t decide. These respondents wanted to have an answer option “partially” or “half/half”. These respondents explain why they would need an “in-between” category:

- “Sometimes it is imposed by employer, the predefined standard, conditions and I cannot change that, but sometimes I can decide on what I believe is better for the group and adjust to conditions we have” (PL02)
- “There are tasks that I receive that have a very clear method and procedure, what I am to do and how. And then there are tasks that give me the choice, and I decide how to proceed” (DE11)

In Poland, nearly half the respondents spontaneously reacted to the questions saying it is hard to give a categorical, binary answer, as situations vary. Nine respondents in Poland (PL02, PL03, PL05, PL06, PL08, PL09, PL11, PL14) explicitly state that a scale should be used to give a differentiated answer.

- “A scale would better reflect reality” (PL12)

In Germany, ten of 16 respondents state that the answer category is very good, good, ok, or indicated that there was no category missing. Three respondents (DE03, DE11, DE16) explicitly missed a third category “in parts”. Another three respondents (DE02, DE05, DE14) would prefer to give open answers to this question.

In sum, most respondents choose “yes” as an answer category because they feel that this answer is more appropriate when they feel that they can “sometimes” or “often” influence their order or tasks, methods of work or pace. Giving “no” as an answer is only done when they have “absolutely no say” in this regard.

### **Other findings**

One respondent continually refers to both his main paid job and his additional job while answering the question (DE14). This is an example of respondents forgetting to focus on the main paid job only. Another respondent (DE05) double-checks with the interviewer whether she should refer to her main paid job.

### *Recommendations*

Question: No changes recommended.

Answer categories: We recommend using a 5-scaled answer option, ranging from “always” to “more than half of the time”, “about half of the time”, “less than half of the time”, “never”. This way, it remains possible to differentiate between respondents whose work gives a high and low level of autonomy.

**Q61. Working situation (OP & CI)**

[present SHOW CARD Q61]

English version:

**Q6** For each of the following statements, please select the response which best describes your work situation....

|  | Always                   | Most of the<br>time      | Sometimes                | Rarely                   | Never                    | Don't know               | Refusal                  | Not                      |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>A. Your colleagues help and support you</b>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B. Your manager helps and supports you<br>(Employees only)   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>C. You are consulted before objectives are set for your work</b>  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| D. You are involved in improving the work organisation or work processes of your department or organization. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E. You have a say in the choice of your work colleagues  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

German version:

**Q61.** Bitte wählen Sie für jede der folgenden Aussagen die Antwort aus, die Ihre Arbeitssituation am besten beschreibt.

|   | Immer                    | Meistens                 | Manchmal                 | Selten                   | Nie                      | Weiß nicht               | Verweigert               | Trifft nicht zu          |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <b>A. Ihre Kollegen helfen Ihnen und unterstützen Sie</b>                     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B. Ihr Vorgesetzter/Chef hilft Ihnen und unterstützt Sie<br>(Nur Angestellte) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <b>C. Sie werden gefragt, bevor Ziele für Ihre Arbeit festgelegt werden</b>   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



|    |   |                          |                          |                          |                          |                          |                          |                          |                          |
|----|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| D. | Sie sind an der Verbesserung der Arbeitsorganisation oder der Arbeitsabläufe Ihrer Abteilung oder Firma/ Organisation beteiligt | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E. | Sie haben ein Mitspracherecht bei der Auswahl der Arbeitskollegen, mit denen Sie zusammenarbeiten                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Polish version:

**Q61.** Dla każdego z poniższych stwierdzeń, proszę wybrać odpowiedź, która najlepiej opisuje sytuację Pana(i) pracy.

|    |   | Zawsze                   | Przez<br>większość<br>czasami | Czasami                  | Rzadko                   | Nigdy                    | Nie wie                  | Odmowa                   | Nie dotyczy              |
|----|---|--------------------------|-------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| A. | Pana(i) koledzy pomagają i wspierają Pana(ią)   | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B. | Pana(i) przełożony pomaga i wspiera Pana(ią)<br>(Employees only)  | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C. | Konsultują się z Panem(Panią), zanim ustalone zostaną cele Pana(i) pracy                                      | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| D. | Jest Pan(i) włączony(a) w poprawę organizacji pracy lub procesów pracy w swoim departamencie lub organizacji. | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| E. | Ma Pan(i) możliwość wyrażenia swojego zdania przy wyborze swoich współpracowników                             | <input type="checkbox"/> | <input type="checkbox"/>      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

*Online Probing*

Frequency distribution (UK: n=120; DE: n=123; PL: n=122)

| UK (n=120)   |                  | Total |     | Employed |     | Self-employed |     |
|--|------------------|-------|-----|----------|-----|---------------|-----|
|  |                  | n     | %   | n        | %   | n             | %   |
| <b>A. Your colleagues help and support you</b>   | Always           | 27    | 23% | 14       | 23% | 13            | 22% |
|  | Most of the time | 25    | 21% | 20       | 33% | 5             | 8%  |
|  | Sometimes        | 24    | 20% | 19       | 32% | 5             | 8%  |
|  | Rarely           | 4     | 3%  | 2        | 3%  | 2             | 3%  |
|  | Never            | 4     | 3%  | 2        | 3%  | 2             | 3%  |
|  | Not applicable   | 36    | 30% | 3        | 5%  | 33            | 55% |
| <b>C. You are consulted before objectives are set for your work</b>  | Always           | 18    | 15% | 8        | 13% | 10            | 17% |
|  | Most of the time | 29    | 24% | 21       | 35% | 8             | 13% |
|  | Sometimes        | 22    | 18% | 17       | 28% | 5             | 8%  |
|  | Rarely           | 6     | 5%  | 5        | 8%  | 1             | 2%  |
|  | Never            | 13    | 11% | 6        | 10% | 7             | 12% |
|  | Not applicable   | 32    | 27% | 3        | 5%  | 29            | 48% |
| <b>D. You are involved in improving the work organisation or work processes of your department or organisation</b> | Always           | 34    | 28% | 12       | 20% | 22            | 37% |
|  | Most of the time | 22    | 18% | 12       | 20% | 10            | 17% |
|  | Sometimes        | 23    | 19% | 19       | 32% | 4             | 7%  |
|  | Rarely           | 12    | 10% | 11       | 18% | 1             | 2%  |
|  | Never            | 6     | 5%  | 4        | 7%  | 2             | 3%  |
|  | Not applicable   | 23    | 19% | 2        | 3%  | 21            | 35% |
| <b>E. You have a say in the choice of your work colleagues</b>   | Always           | 25    | 21% | 8        | 13% | 17            | 28% |
|  | Most of the time | 15    | 13% | 9        | 15% | 6             | 10% |
|  | Sometimes        | 12    | 10% | 9        | 15% | 3             | 5%  |
|  | Rarely           | 11    | 9%  | 8        | 13% | 3             | 5%  |
|  | Never            | 25    | 21% | 23       | 38% | 2             | 3%  |
|  | Not applicable   | 32    | 27% | 3        | 5%  | 29            | 48% |
| F. You can take a break when you wish  | Always           | 64    | 53% | 19       | 32% | 45            | 75% |
|  | Most of the time | 23    | 19% | 17       | 28% | 6             | 10% |
|  | Sometimes        | 19    | 16% | 12       | 20% | 7             | 12% |
|  | Rarely           | 2     | 2%  | 1        | 2%  | 1             | 2%  |
|  | Never            | 11    | 9%  | 11       | 18% | 0             | 0%  |
|  | Not applicable   | 1     | 1%  | 0        | 0%  | 1             | 2%  |
| <b>G. You have enough time to get the job done</b>   | Always           | 30    | 25% | 11       | 18% | 19            | 32% |
|  | Most of the time | 44    | 37% | 23       | 38% | 21            | 35% |
|  | Sometimes        | 30    | 25% | 17       | 28% | 13            | 22% |
|  | Rarely           | 10    | 8%  | 5        | 8%  | 5             | 8%  |
|  | Never            | 5     | 4%  | 4        | 7%  | 1             | 2%  |
|  | Not applicable   | 1     | 1%  | 0        | 0%  | 1             | 2%  |

| DE (n=123)   |                  | Total |     | Employed |     | Self-employed |     |
|--|------------------|-------|-----|----------|-----|---------------|-----|
|  |                  | n     | %   | n        | %   | n             | %   |
| <b>A. Your colleagues help and support you</b>   | Always           | 26    | 21% | 17       | 27% | 9             | 15% |
|  | Most of the time | 34    | 28% | 21       | 33% | 13            | 22% |
|  | Sometimes        | 24    | 20% | 19       | 30% | 5             | 8%  |
|  | Rarely           | 6     | 5%  | 3        | 5%  | 3             | 5%  |
|  | Never            | 2     | 2%  | 1        | 2%  | 1             | 2%  |
|  | Not applicable   | 31    | 25% | 2        | 3%  | 29            | 48% |
| <b>C. You are consulted before objectives are set for your work</b>  | Always           | 22    | 18% | 7        | 11% | 15            | 25% |
|  | Most of the time | 22    | 18% | 14       | 22% | 8             | 13% |
|  | Sometimes        | 21    | 17% | 18       | 29% | 3             | 5%  |
|  | Rarely           | 8     | 7%  | 6        | 10% | 2             | 3%  |
|  | Never            | 16    | 13% | 10       | 16% | 6             | 10% |
|  | Not applicable   | 34    | 28% | 8        | 13% | 26            | 43% |
| <b>D. You are involved in improving the work organisation or work processes of your department or organisation</b> | Always           | 43    | 35% | 15       | 24% | 28            | 47% |
|  | Most of the time | 22    | 18% | 14       | 22% | 8             | 13% |
|  | Sometimes        | 16    | 13% | 14       | 22% | 2             | 3%  |
|  | Rarely           | 7     | 6%  | 7        | 11% | 0             | 0%  |
|  | Never            | 9     | 7%  | 6        | 10% | 3             | 5%  |
|  | Not applicable   | 26    | 21% | 7        | 11% | 19            | 32% |
| <b>E. You have a say in the choice of your work colleagues</b>   | Always           | 37    | 30% | 7        | 11% | 30            | 50% |
|  | Most of the time | 7     | 6%  | 3        | 5%  | 4             | 7%  |
|  | Sometimes        | 12    | 10% | 11       | 17% | 1             | 2%  |
|  | Rarely           | 12    | 10% | 11       | 17% | 1             | 2%  |
|  | Never            | 27    | 22% | 23       | 37% | 4             | 7%  |
|  | Not applicable   | 28    | 23% | 8        | 13% | 20            | 33% |
| <b>F. You can take a break when you wish</b>   | Always           | 55    | 45% | 15       | 24% | 40            | 67% |
|  | Most of the time | 26    | 21% | 16       | 25% | 10            | 17% |
|  | Sometimes        | 17    | 14% | 11       | 17% | 6             | 10% |
|  | Rarely           | 8     | 7%  | 7        | 11% | 1             | 2%  |
|  | Never            | 12    | 10% | 11       | 17% | 1             | 2%  |
|  | Not applicable   | 5     | 4%  | 3        | 5%  | 2             | 3%  |
| <b>G. You have enough time to get the job done</b>   | Always           | 40    | 33% | 16       | 25% | 24            | 40% |
|  | Most of the time | 56    | 46% | 31       | 49% | 25            | 42% |
|  | Sometimes        | 18    | 15% | 8        | 13% | 10            | 17% |
|  | Rarely           | 7     | 6%  | 6        | 10% | 1             | 2%  |
|  | Never            | 1     | 1%  | 1        | 2%  | 0             | 0%  |
|  | Not applicable   | 1     | 1%  | 1        | 2%  | 0             | 0%  |

| PL (n=122)   |                  | Total |     | Employed |     | Self-employed |     |
|--|------------------|-------|-----|----------|-----|---------------|-----|
|  |                  | n     | %   | n        | %   | n             | %   |
| <b>A. Your colleagues help and support you</b>   | Always           | 24    | 20% | 8        | 14% | 16            | 25% |
|  | Most of the time | 24    | 20% | 12       | 21% | 12            | 19% |
|  | Sometimes        | 39    | 32% | 29       | 50% | 10            | 16% |
|  | Rarely           | 10    | 8%  | 5        | 9%  | 5             | 8%  |
|  | Never            | 2     | 2%  | 2        | 3%  | 0             | 0%  |
|  | Not applicable   | 23    | 19% | 2        | 3%  | 21            | 33% |
| <b>C. You are consulted before objectives are set for your work</b>  | Always           | 26    | 21% | 10       | 17% | 16            | 25% |
|  | Most of the time | 21    | 17% | 9        | 16% | 12            | 19% |
|  | Sometimes        | 31    | 25% | 23       | 40% | 8             | 13% |
|  | Rarely           | 19    | 16% | 13       | 22% | 6             | 9%  |
|  | Never            | 2     | 2%  | 0        | 0%  | 2             | 3%  |
|  | Not applicable   | 23    | 19% | 3        | 5%  | 20            | 31% |
| <b>D. You are involved in improving the work organisation or work processes of your department or organisation</b> | Always           | 30    | 25% | 10       | 17% | 20            | 31% |
|  | Most of the time | 20    | 16% | 9        | 16% | 11            | 17% |
|  | Sometimes        | 32    | 26% | 24       | 41% | 8             | 13% |
|  | Rarely           | 15    | 12% | 8        | 14% | 7             | 11% |
|  | Never            | 1     | 1%  | 0        | 0%  | 1             | 2%  |
|  | Not applicable   | 24    | 20% | 7        | 12% | 17            | 27% |
| <b>E. You have a say in the choice of your work colleagues</b>   | Always           | 45    | 37% | 14       | 24% | 31            | 48% |
|  | Most of the time | 18    | 15% | 8        | 14% | 10            | 16% |
|  | Sometimes        | 26    | 21% | 19       | 33% | 7             | 11% |
|  | Rarely           | 10    | 8%  | 6        | 10% | 4             | 6%  |
|  | Never            | 4     | 3%  | 4        | 7%  | 0             | 0%  |
|  | Not applicable   | 19    | 16% | 7        | 12% | 12            | 19% |
| <b>F. You can take a break when you wish</b>   | Always           | 64    | 52% | 20       | 34% | 44            | 69% |
|  | Most of the time | 25    | 20% | 14       | 24% | 11            | 17% |
|  | Sometimes        | 15    | 12% | 10       | 17% | 5             | 8%  |
|  | Rarely           | 10    | 8%  | 7        | 12% | 3             | 5%  |
|  | Never            | 5     | 4%  | 4        | 7%  | 1             | 2%  |
|  | Not applicable   | 3     | 2%  | 3        | 5%  | 0             | 0%  |
| <b>G. You have enough time to get the job done</b>   | Always           | 34    | 28% | 14       | 24% | 20            | 31% |
|  | Most of the time | 49    | 40% | 19       | 33% | 30            | 47% |
|  | Sometimes        | 25    | 20% | 18       | 31% | 7             | 11% |
|  | Rarely           | 7     | 6%  | 2        | 3%  | 5             | 8%  |
|  | Never            | 6     | 5%  | 4        | 7%  | 2             | 3%  |
|  | Not applicable   | 1     | 1%  | 1        | 2%  | 0             | 0%  |

### **Cognitive techniques:**

Specific Probing.

### **Findings:**

In general, it is striking how many respondents select the “not applicable” answer category if it is explicitly shown. The design of the online pretest differs from the actual face-to-face survey in this respect. This was done intentionally to analyse the adequacy of the items for different sub-populations (i.e. self-employed versus employed, but also across industries). For several items, the results indicate that respondents have difficulty applying the items to their work situation. Though not as strikingly, this also applies to questions 50 and 89, and possibly also other questions that were not part of the online pretest. On basis of the current data, it is unclear how respondents would answer these questions if the “not applicable” category was not explicitly shown, but the items do not apply to them. This is an aspect worth examining in the upcoming face-to-face cognitive pretest.

The following item-level analyses provide more detailed explanations of how participants came to their response choices.

In question 61, Item A, Item C, Item D, Item E, and Item G were probed to get a better understanding of what respondents are thinking of when answering these items.

#### **Item A: “Your colleagues help and support you”**

Self-employed are much more likely than employees to indicate that this statement does not apply to them (UK: 55% vs. 5%; DE: 48% vs. 3%; PL: 33% vs. 3%).

As a first step of the analyses, we examined why respondents answered that the statement does not apply to them or that they receive no/little help and support. 90 respondents claim that this statement does not apply to them. All but seven of these respondents are self-employed. These seven either explain that they are the only person with these responsibilities; one respondent explains that he is the boss, so he has people working for him, but no direct colleagues. All respondents who answer with “not applicable” (n=90) give as a reason that they have no colleagues. “I have no colleagues” and “I work alone” are the most common answers:

- “I am a freelancer, and don’t have colleagues in a strict sense, only in a broader sense, so other free-lancers” (R396DE, self-employed)
- “I only hire people when I need them. I work alone most of the time” (R237UK, self-employed)

Eight respondents answer that they “never” receive help or support from colleagues. Of these, five indicate that they have no colleagues; these people should have answered with “not applicable”. Two respondents claim that they have colleagues who, however, do not help them. For one respondent, the probing answer does not give a clear indication of the reason.

Twenty respondents answer that they “rarely” receive help or support, exactly half of which are employees and self-employed. The named reasons are evenly distributed between employees and self-employed. The most common answer (n=11) is that the respondent does not have colleagues or no direct colleagues (again, these respondents should have indicated that the statement doesn’t apply to them). The second most common answer is that they do not need help (n=3) and in two cases that they do not often receive help although they want it (n=2). In four cases, the probing answer is inconclusive.

- “We are all freelancers [freelance teaching] – we do our job. If I experience problems with a participant, I speak to colleagues about that. When I have problems with the equipment, I can ask other colleagues. But actually, we all try to do our job as autonomous as possible.” (R367DE, self-employed, “rarely”)

Next, we examined respondents' understanding of the term "colleagues". Most respondents who receive help and support from colleagues are referring to the team they work in, so people that they share their work place or work tasks with:

- "We're a team in a doctor's office; we help each other, for instance to take blood samples or do the accounting" (R38DE, employee, "most of the time")

Of the 247 respondents who at least "sometimes" receive help and support from their colleagues, 216 (87%) either explicitly refer to their direct colleagues and team, or the answer remains unclear (but it is to be assumed that they mean their direct colleagues).

Six respondents, all of them self-employed, explicitly refer the statement to peers, but not direct colleagues. They are referring to other self-employed people who carry out comparable work and whose advice they seek. For the most part, they seem to be free-lancers:

- "I don't have direct colleagues. We are several people doing this job in the region, but everyone is on their own" (R322DE, self-employed, "sometimes")
- "I mostly work independently, but sometimes I ask my work colleagues for advice." (R186UK, self-employed, "sometimes")

More important, there are 13 respondents who explicitly name help and support from superiors or subordinates instead of referring to a peer group:

- "I make decisions about the tasks and the team then does what I decide" (R373DE, self-employed, "most of the time")
- "They need to help me, I pay them" (R382UK, self-employed, "always")
- "They work for me" (R228PL, self-employed, "always")
- "I can always contact my team leader" (R129PL, employee, "most of the time")

Finally, we examined respondents' understanding of the term "help and support". The majority of respondents refer to task-related issues when it comes to help and support. Next to direct tasks, such as lifting objects or work division, asking for and receiving advice is the most commonly named shared work:

- "We help whoever has the most to do" (R63DE)
- "Lifting or carrying heavy things" (R126DE)
- "We all have to complete targets so its handed over to another colleague at shift end" (R188UK)

However, 25 respondents (10%) name both task-related help and social support, and another 28 respondents (11%) only name social support as their understanding of the term. This dimension is described as follows:

- "I have kind colleagues who are always there for one another" (R406DE, self-employed, "always")
- "Because they help and support me. Even just showing the will to support is what helps, because I feel the support" (R935PL, self-employed, "most of the time")
- "I was thinking that I can always rely on their help, for instance when answering Emails, for instance when I have no energy left of when they support me psychologically" (R1188PL, self-employed, "always")

### Item C: “You are consulted before objectives are set for your work”

Again, self-employed are much more likely than employed to indicate that this statement does not apply to them, though this difference is most pronounced in the UK, followed by Germany and then Poland (UK: 48% vs. 5%; DE: 43% vs. 13%; PL: 31% vs. 5%).

Of the 89 respondents say that this statement does not apply to them, 75 respondents are self-employed. Of these, 23 respondents explain that they chose “not applicable” because as self-employed, they determine their own objectives. Eight self-employed say that they have no objectives.

Looking at respondents who feel that the statement applies to them, 31 respondents answer that they are never consulted. Half of these are employed, and half self-employed. Ten of these respondents say that they set their own goals or that they have no clear objectives, in both cases indicating that the statement actually does not apply to them:

- “I determine my own goals because I work alone” (R147DE, self-employed, “never”)
- “Because I make my own goals, for instance a book project – who could consult me beforehand?” (R342DE, self-employed, “never”)

However, the majority of both employees and self-employed answer this question in a manner that they are at least rarely consulted. The answers were coded according to two dimensions. The first dimension depicts who the respondents are consulted by or who is setting their objectives. Interestingly, a total of 16 respondents, all of whom are self-employed, explicitly answer that they set their own objectives. They give answers ranging from “always” to “never” being consulted regarding work objectives:

- “Because I’m a freelancer, I can decide for myself”(R370DE, self-employed, “always”)
- “As the owner, I make all decisions” (R698PL, self-employed, “always”)
- “I determine my own goals and implement them on my own”(R328PL, self-employed, “sometimes”)
- “As I set my own goals, for instance a book project – who should consult with me in advance?” (R342DE, self-employed, “never”)

One respondent is actually answering that he consults with his employees before setting their objectives:

- “I always consult with my employees and teams regarding projects.” (R268UK, self-employed, “always”)

When answering this question, it is also only self-employed who state that their objectives are directly set by their clients:

- “The client determines everyday work” (R593PL, self-employed, “always”).

Unsurprisingly, only employees specifically name their boss as the person who sets their objectives (n=15), regardless of whether and how often they are consulted before the objectives are set:

- “My boss always runs through work that needs doing and how to complete the task before setting it” (R382UK, employee, “most of the time”)

- “There are requirements for the upcoming fiscal year and targets are set. Employees are allowed to contribute to this. But in the end, the management decides” (R61DE, employee, “sometimes”)

- “The employer sets the goals” (R93PL, employee, “rarely”)

The second dimension of coding refers to the type of objective. Most of the objectives that are named consist of generally worded goals, such as “getting the job done”, “daily/ weekly/ monthly chores” or “project work” (n=158, 43%). They differ according to the industry the respondent works in, and range from concrete chores to more abstract, strategic business goals:

- “The chore of the day, for instance which meal should be prepared today and which other products there are” (R51DE, employee, “sometimes”)
- “That all orders and jobs are done before I leave” (R57DE, employee, “sometimes”)
- “Pupil attainment” (R24UK, employee, “sometimes”)
- “Quality objectives” (R92UK, employee, “most of the time”)
- “Increasing efficiency” (R333PL, employee, “sometimes”)

Meeting deadlines or a achieving a certain work pace is named by 22 respondents and sales targets are named by another 16 respondents. These answers apply to employees and self-employed alike.

There is no indication in the answers that being consulted before objectives are set is viewed negatively.

#### Item D: “You are involved in improving the work organisation or work processes of your department or organization”

As a first step of the analyses, we examined respondents’ understanding of the terms “being involved”, “improving” and “work processes” in this item.

“Being involved” is described as having the opportunity to voice opinions, be it in direct communication with a team leader or the management, in conferences or team meetings. “Improving” means optimizing procedures and work flow, making daily chores easier for operational staff, and innovation management. Most respondents give general and vague descriptions of “work processes”:

- “Daily routine” (R63DE, employee, “always”)
- “Division of work” (R104DE, employee, “always”)
- “Situations are discussed and alternatives considered” (R195DE, self-employed, “always”)
- “New ideas” (R20UK, employee, “most of the time”)
- “My colleagues and I are often consulted and asked to give our views and ideas about how the office environment can be realistically improved” (R225UK, employee, “sometimes”)

Others name examples from their work life:



- “The facilities and infrastructure of the lawyer’s office, technical equipment, work processes and all are discussed by my colleagues and myself” (R319DE, self-employed, “most of the time”)
- “Optimizing IT-supported work processes “ (R52DE, employee, “sometimes”)
- “Writing the menu” (R106DE, employee, “most of the time”)

Next, we examined why respondents chose their respective answers and we did so for employees and self-employed separately. Employees generally answer the question in the intended manner. Many respondents who answer that they are “always” involved or “most of the time” are in a managerial position or work closely with the management, but single respondents in an operative position also feel involved in improving work processes:

- “I am in a managerial position and work closely with the company owner” (R905DE, employee, “always”)
- “I am the manager, so am involved to various degrees in all department changes” (R45UK, employee, “always”)
- “If anyone finds a better way of doing something, it is shared and we all help in making things work better” (R66UK, employee, “most of the time”)
- “Because we are directly involved in routines, we care that the patients receive two rolls with marmalade and cheese a day, and that they are cut correctly. We use the answer cards that come with the meals” (R258DE, employee, “always”)

Employees who answer that they are “sometimes” involved correctly indicate that the opportunity for involvement exists, but their influence is limited:

- “We can make suggestions in conferences” (R34DE, employee, “sometimes”)
- “We can gladly make suggestions. But implementing them doesn’t always work” (R55DE, employee, “sometimes”)
- “If procedure is no longer fit or can be improved it's revised” (R98UK, employee, “sometimes”)
- “I get to discuss with my boss new ways of improving and streamlining our work methods” (R382UK, employee, “sometimes”)

Explanations of employees who are “rarely” or “never” involved in improvement vary, but are all in line with the question intention. Either superiors decide and show little interest in employee opinions, or the employees themselves feel it is not part of their job to be involved in establishing and improving work processes, they see no room for improvement, or their employment situation (i.e. non-permanent contracts, shift work) make it difficult for them to contribute to structural change:

- “It doesn’t matter what I think; I have to function like a machine “ (R75DE, employee, “never”)
- “The work rules are made by management” (R70UK, employee, “rarely”)
- “This is done by management” (R5UK, employee, “never”)
- “There are hardly opportunities; the work just needs to be done, there isn’t much to change “ (R120DE, employee, “rarely”)

- “No responsibility” (R79PL, employee, “rarely”)
- “Team leaders decide these things, not me” (R107DE, employee, “rarely”)
- “That is my boss’ job” (R108DE, employee, “not applicable”)
- “I don’t work directly in the department, but I can voice my opinion” (R301PL, employee, “rarely”)
- “I am a temporary worker” (R142DE, employee, “never”)
- “My tasks are separate from the rest of my department” (R25UK, employee, “never”)

Turning to self-employed respondents, in all three countries, these are highly likely to either fully agree with this statement (“always”: UK 37% self-employed vs 20% employed; DE 47% vs 24%; PL 31% vs 17%) or insist that it does not apply to them (UK: 35% vs 3%; DE: 32% vs 11%, PL: 27% vs 12%). This indicates that self-employed are split into two groups, of which one group applies the question terms “your department or organisation” to their working situation as self-employed, while the other does not.

The results of the probing question support this assumption, as all self-employed give the same reasoning to their answer - regardless of whether they answer “always” or “not applicable” (n=57) – stating that their employment status as self-employed is the reason for their answer:

- “I decide how I organize myself and what my processes are” (R98DE, self-employed, “not applicable”)
- “I decide on all processes” (R211UK, self-employed, “not applicable”)
- “As a freelancer, I’m the boss, and I decide on all processes and organization” (R349DE, self-employed, “always”)
- “As the head of the organisation, it falls on my shoulders to make sure my business is successful” (R283UK, self-employed, “always”)

This clearly demonstrates that the question cannot be answered by respondents and interpreted by researchers in an unambiguous way.

Also interesting are the 28 respondents who are self-employed, but indicate that they are “never”, “rarely” or “sometimes” integrated. Of those, some again give their self-employment and decision-making as the reason:

- "I am self-employed" (R355DE, self-employed, "never")
- "It's only me involved" (R216UK, self-employed, "never")
- “I work on my own, I don’t need improvement” (R147DE, self-employed, “never”)
- Others give a more logical answer, stating that despite being self-employed they are dependent on other circumstances:
- "I never know what's coming" (R13UK, self-employed, "never")

Two respondents are self-employed, but working for a company which they cannot influence:

- “I work as self-employed for a company. So I have nothing to do with their decisions” (R322DE, self-employed, “never”)
- “It's not my place to change the organisations and processes in place” (R130UK, self-employed, “rarely”)

### Item E: “You have a say in the choice of your work colleagues”

There is a systematic difference in the responses of employed and self-employed. Employed respondents are less likely to answer that they always have a say in their choice of work colleagues. Self-employed are more likely to answer that this is always the case (UK: 28%, DE: 50%, PL: 48%) or that this does not apply to them (UK: 48%, DE: 33%, PL: 19%), with self-employed in the UK most likely to claim it does not apply and self-employed in Germany most likely to claim it always applies. This either speaks for a different understanding of the item’s meaning between self-employed in the different countries, or for truly different working situations of the self-employed.

We therefore took a closer look at the reasons that self-employed respondents provided for why they selected their answers. In Poland and Germany, most self-employed (PL: 68%, DE: 58%) argue that they are either the boss of their enterprise or that they work as free-lancers who can decide on a case by case basis who to work with. Hence, it makes sense that they predominantly answer “always” in response to Item E. In the UK, only about 35% of the self-employed argue along these lines.

- “It's my business so I have the choice of choosing who I work with.” (R500UK)
- “As a free-lancer, I can decide who to work with.”(R370DE)

A second line of reasoning, which is provided most often by the UK respondents (UK: 52%, DE: 33%, PL: 25%), is that respondents have no work colleagues, but work alone:

- “I have no work colleagues.” (R218UK)
- “I work alone.” (R768PL)

This explanation is almost exclusively provided by respondents who selected the “not applicable” answer category. Again, this indicates that self-employed respondents understand the item unambiguously and that differences in the answer distributions across countries are most likely due to differences in the sample composition (i.e., the UK respondents work more often on their own than the German and Polish respondents).

With regard to employees, the answer distributions show that respondents from Poland are more likely to answer that they have a say in the choice of their work colleagues (i.e., 71% select an answer between ‘sometimes’ and ‘always’) than respondents from the UK (43%) and Germany (33%). However, the reasons for why respondents selected their respective answers are quite similar across the three countries, so it seems that these differences in answer distributions are due to differences in the actual work situations and not due to different item interpretations or a translation issue:

1. Most respondents (DE: 52%, UK: 54%, PL: 69%) explain that – to a certain degree – they can influence the choice of their colleagues. How often this is the case mainly depends on one’s position in the job: Respondents in leading positions tend to say that they “always” have a say in the choice of their work colleagues (e.g., “As a senior employee this is part of my job.” – R38DE, always) while those further down on the corporate ladder tend to select the “sometimes” or “rarely” answer category (e.g., “If a new person has his or her trial day, then the manager asks us about our opinion.” – R37PL, sometimes).

2. Some respondents (DE: 43%, UK: 43%, PL: 21%) argue that they simply “have no decision making powers” (e.g., R47DE, never) or “don’t hire the staff” (e.g., R85UK, never). Interestingly, a few German (n=3) and Polish (n=5) respondents who argue along these lines selected the “not applicable” instead of the “never” response option. Given that the “not applicable” option should be reserved for respondents who do not have any work colleagues, these few cases hint at a potential problem of the presentation or wording of the answer options.
3. A few respondents (DE: 3, UK: 2, PL: 1) argue that they “don’t have colleagues” (e.g., R21UK) or “work alone” (e.g., R91PL). Some of these respondents selected the “never” answer category (n=2) instead of “not applicable” (n=4). Again, these first two cases hint at a potential problem in the presentation or wording of the answer categories.

Next, we examined how respondents understand the term “having a say”. Depending on one’s position in the job, “having a say” is interpreted as ranging from (informally) being asked about one’s opinion on a potential new colleague (e.g., unskilled worker) to making the final decision about hiring a colleague (e.g., CEO). There are no systematic differences in the interpretation of this term between the three countries:

- “As the CEO I have a say in everything.” (R325DE)
- “We are asked what we think of people who want to join the team.” (R196UK)
- “I am in a leading position and can influence the choice of work colleagues.” (R81PL)

Finally, we investigated what sorts of colleagues respondents think about when answering this item. Across all three countries, most respondents (DE: 71%, UK: 77%, PL: 67%) think about colleagues in general when answering this item with no specific focus on either direct colleagues on the same hierarchical level, superiors, or subordinates:

- “Colleagues from the same company.” (R126DE)
- “Other employees below, above and level with my position.” (R52UK)
- “The whole department.” (R337PL)

Some (mostly self-employed) respondents specifically refer to their subordinates/employees when answering this question (DE: 20%, UK: 14%, PL: 22%) while a few other respondents solely refer to co-workers on the same hierarchical level (DE: 8%, UK: 8%, PL: 11%):

- “I thought about my employees.” (R349DE, self-employed)
- “People that I employ.” (R181UK, employee)
- “Drivers who subordinate me.” (R927PL, self-employed)
- “Colleagues on the same level.” (R336DE, self-employed)
- “My management team.” (R 268UK, self-employed)
- “Colleagues working in a similar position as me.” (R89PL, employee)

#### Item G: “You have enough time to get the job done”

This question shows no large or systematic differences in answer behaviour; neither between self-employed and employed, nor between countries. Self-employed are more likely to answer

with “always” or “most of the time”, indicating that self-employment serves the goal of better determining work pace than employment. However, the majority of all respondents answer with “always” or “most of the time” that they have enough time to get the job done. Only very few respondents respond that this statement does not apply to them.

The three respondents who answer that this question does not apply to them also gave inconclusive answers to probing.

Of the twelve respondents who answer that they “never” have enough time to get the job done, all of them describe a situation of work overload in answer to the probing question. Employees are more likely to answer in this way than self-employed, though both groups deliver answers:

- “In 5 ½ hours, I have to fill shelves, clean, control prices, bring products, help at the cash registers, carry out orders, help out in sanitary area and the garden. The customer comes first” (R75DE, employee, “never”)
- “We have too much to do in very short time” (R31UK, employee, “never”)
- “Breaks are predetermined and must be kept exactly. Every additional break, also an individual one, influences the process; that is why there are penalties and additional breaks are not possible” (R156PL, employee, “never”)
- “A self-employed person is like a hamster in a wheel – he is never free of time pressure” (R760PL, self-employed, “never”)

A total of 24 respondents say that they “rarely” have enough time to get the job done, almost exactly half (n=11) of these are self-employed. These respondents give more detailed and varied answers as to the cause of the lack of time. These include work overload, lack of employees / colleagues, bureaucracy, and sinking quality as a result of time restrictions:

- “Extreme workload compression and more bureaucracy” (R53DE, employee, “rarely”)
- “Too much bureaucracy, too little time for personal consultation” (R338DE, employee, “rarely”)
- “Because everything has to go quickly” (R56DE, employee, “rarely”)
- “Lack of personnel; and it’s not possible to achieve the same quality with fewer employees, without harming yourself or others” (R258DE, employee, “rarely”)
- “Of course, I want to sign as many projects as possible. But it’s not possible to do this in part-time” (R322DE, self-employee, “rarely”)
- “I get too much work to do in my contract hours, and if we do everything, the managers always give us more work to do” (R163UK, employee, “rarely”)
- “I’m always behind” (R247UK, employee, “rarely”)

Two respondents describe a general work overload, not only related to their job, but to their schedule as such. Both of these are self-employed:

- “I just think there's never enough hours in a day to do everything including my job” (R248 UK, self-employed, “rarely”)
- “I am also responsible for the household and helping my parents’ daily routine” (R768 PL, self-employed, “rarely”)

However, the majority of respondents explain that they “always” or “most of the time” have enough time to get their job done. A clear coding is best possible when coding the answers of the respondents who answered with “always”; this applied to 104 respondents.

The most common explanation given is that they are able to choose their working hours, schedule or order of tasks (n=38). This explanation is mostly given by self-employed (n=32, 84% of the respondents who gave this explanation). Four respondents, all of whom are self-employed, argue the other way around – so not that they have enough time to finish their work, but that they can choose the amount of work to fit the time they have. The next most common explanation is that the work load is manageable in the amount of time (n=26). This reasoning is provided more often by employed respondents (n=16) than self-employed (n=10). Another ten respondents explain that timelines and deadlines are not relevant to their job (n=10, 6 of these are employees). For instance, this applies to one respondent who works as a receptionist (R129UK), or another one who works as a security guard (R51UK).

*Cognitive Interviews*

Frequency distribution (DE: n=16; PL: n=16)

| <b>Q61: For each of the following statements, please select the response which best describes your work situation....</b> |                                     | <b>DE</b> | <b>PL</b> |
|---|-------------------------------------|-----------|-----------|
| <b>A. Your colleagues help and support you.</b>   | Always                              | 8         | 5         |
|   | Most of the time                    | 6         | 6         |
|   | Sometimes                           | 1         | 2         |
|   | Rarely                              | -         | 1         |
|   | Never                               | -         | -         |
|   | <i>Don't know (spontaneous)</i>     | -         | -         |
|   | <i>Refusal (spontaneous)</i>        | -         | -         |
|   | <i>Not applicable (spontaneous)</i> | 1         | 2         |
| <b>B. Your manager helps and supports you<br/>(Employees only, Q7=1 OR Q8a=1).</b>  | Always                              | 6         | 4         |
|   | Most of the time                    | 1         | 2         |
|   | Sometimes                           | 2         | -         |
|   | Rarely                              | 1         | 2         |
|   | Never                               | -         | 2         |
|   | <i>Don't know (spontaneous)</i>     | -         | -         |
|   | <i>Refusal (spontaneous)</i>        | -         | -         |
|   | <i>Not applicable (spontaneous)</i> | -         | -         |
| <b>C. You are consulted before objectives are set for your work .</b>   | Always                              | 4         | 8         |
|   | Most of the time                    | 4         | 1         |
|   | Sometimes                           | 3         | 2         |
|   | Rarely                              | 1         | 2         |
|   | Never                               | 1         | 1         |
|   | <i>Don't know (spontaneous)</i>     | -         | -         |
|   | <i>Refusal (spontaneous)</i>        | -         | -         |
|   | <i>Not applicable (spontaneous)</i> | 3         | 2         |

|  |                                     |   |   |
|--|-------------------------------------|---|---|
| D. You are involved in improving the work organisation or work processes of your department or organization. | Always                              | 6 | 5 |
|  | Most of the time                    | 4 | 6 |
|  | Sometimes                           | 3 | 2 |
|  | Rarely                              | 2 | 1 |
|  | Never                               | 1 | 1 |
|  | <i>Don't know (spontaneous)</i>     | - | - |
|  | <i>Refusal (spontaneous)</i>        | - | - |
|  | <i>Not applicable (spontaneous)</i> | - | 1 |
| E. You have a say in the choice of your work colleagues.   | Always                              | 4 | 6 |
|  | Most of the time                    | 4 | 3 |
|  | Sometimes                           | 2 | 1 |
|  | Rarely                              | 1 | 1 |
|  | Never                               | 3 | 3 |
|  | <i>Don't know (spontaneous)</i>     | - | - |
|  | <i>Refusal (spontaneous)</i>        | 1 | - |
|  | <i>Not applicable (spontaneous)</i> | 1 | 2 |

**Cognitive techniques:**

General/Elaborative Probing, Specific Probing, Comprehension Probing.

**Findings:**

In the actual EWCS, question 61 is a rather long battery ranging from items A to O. In the pretest, the first five items were asked, and of these two (items A and C) were probed. The aims of the probes were to examine the understanding and range of the work community, so who is considered a colleague (item A), as well as the understanding of the terms ‘being consulted’ and ‘work objectives’ (item C). The emphasis lay on possible different interpretation between employed and self-employed respondents and typical versus atypical working situations.

Across both countries, about half of the respondents (nine in Germany, eight in Poland) spontaneously commented on at least one of the items, indicating the necessity to provide additional clarification to their survey responses.

**Item A: “Your colleagues help and support you”**

In Germany, all respondents except one (DE03) gave an answer to this question. In Poland, two self-employed respondent chose “not applicable”, while all others gave answers.

Employed respondents had the least cognitive difficulties answering the question. However, they, too, make decisions on whom to include in their set of colleagues. Most refer to direct team members in terms of the organizational structure and/or the people they carry out most of their daily tasks with:

- “There are closer colleagues and ones further away in the company structure. But it’s difficult, because there are colleagues that aren’t directly part of the same



team as me, but with whom I work very closely, and the other way around. So it's hard to choose exactly who this refers to" (DE01, "most of the time")

- "I was referring to the people who are closest to me in terms of our work structure, so the people who are officially in the same team as me, as colleagues, and not necessarily the people with whom I work the most" (DE01, "most of the time")
- "Then I talk to my colleagues who do a similar job [giving guided tours]" (PL02, "always")

Three employed respondents spontaneously reported difficulty differentiating their answer to item A (help and support by colleagues) from their answer to item B (help and support by boss) because both are the same person:

- "In my case, my boss is my colleague, so it's the same answer for the first and second item" (DE05, "always")
- "We're only two people, so my colleague and my boss are the same person" (DE14, "always")
- "My colleague is also my boss. We're a team of two, so to say" (DE15, "always")

Self-employed respondents have to make their own interpretation of colleagues. Freelancers (without employees) tend to think of other freelancers in the same area or other people that are geographically close to them.

- "I thought about other authors" (DE02, "most of the time")
- "When I have a patient, and am uncertain about the diagnosis, then I get the advice from a colleague [another doctor], and we discuss therapy together" (DE10, "always")
- "In the building where I have my business there are people I could call colleagues. They are not directly linked to my company, but they sometimes support me in my job" (PL01, "sometimes")

However, not all self-employed respondents interpreted the term "colleagues" in this sense. This was the case for the self-employed respondents who chose not to answer the question:

- "I have some friends who deal with similar things but this should be excluded" (PL09, "not applicable")

Self-employed respondents with employees of their own tend to think of the people who work for them, or even their clients or business partners and contractors:

- "Colleagues – the question is who is meant by this. I would say those are my employees" (DE08, "most of the time")
- "Certainly, when my employees have time, so aren't at a client, then they support me" (DE09, "most of the time")
- "Contractors who are usually designers in the other fields" (PL10, "always")

Another decision respondents have to make when answering the question is whether receiving support means that colleagues (or the boss) are willing, or whether they are capable of doing so:

- “When I need help, regardless in which matter, there are always people, colleagues, who are around to help me” (DE05, “always”)
- “I was thinking of my employee; she just isn’t always around.” (DE08, “most of the time”)
- “Certainly, when my employees have time, so aren’t at a client, then they support me” (DE09, “most of the time”)
- “Employees and people who perform assigned tasks” (PL13, “most of the time”)
- “I was thinking about my colleagues and their character [...] I cannot imagine that they wouldn’t be willing to help me. It’s a big difference whether you can’t help because you don’t know the answer or whether you don’t want to. I chose my answer assuming that as long as someone is able to help me, they would“ (DE07, „always“)

### Item C: “You are consulted before objectives are set for your work”

Respondents used the entire scale from “always” to “never” to answer this question. In Germany, three respondents (DE05, DE09, DE13) felt that this statement did not apply to them and chose “not applicable”; in Poland, this was the case for two respondents (PL01, PL08). Four of these five respondents are self-employed. Though the case numbers are very small, self-employed respondents seem to either agree with this statement or decide that it does not apply to them.

The probing question examined respondents’ understanding of the item. Employed respondents name a wide range of objectives, referring to daily tasks (DE01, DE05, DE12, DE14, DE15), project goals (DE07, DE16), or also long-term or yearly goals (DE01, DE06). Two respondents specifically name their annual employee appraisal interviews, in which goals are written down (DE04, DE11). Examples of objectives include

- “For instance, which bicycle I wish to repair. So whether I would prefer to carry out an inspection for five bikes or spend my entire working day with a more complex automation” (DE14)
- “So, for instance, whether I want to plan a new type of seminar, or how many courses I have planned for the upcoming year“ (DE04)
- “We get our tasks from the priest, so how he wants a certain event to be organized” (DE15)
- “I work in a big company. The objectives there are varied, both global ones of the entire company, and the objectives of my unit. [...] This is usually set by [...] upper level managers and that’s why it hardly involves a graphic designer” (PL03, “sometimes”)

Self-employed respondents generally recall situations that make it clear that they make their own objectives; however, they don’t state this explicitly. They also refer to specific work-related tasks or customer satisfaction, but are much more likely to focus on goals related to business development:

- “My objectives are my orders, my clients” (DE08, “most of the time”)
- “I have to make a profit, so I can pay my assistants. So I need to decide on measures to make this profit. Those are my objectives” (DE10, “most of the time”)

- Self-employed respondents who did not answer the question directly relate this to their self-employed status:
- “When I heard objectives, I thought of the personal goals that I decide on with and for my employees. But that obviously doesn’t count for me, as the owner” (DE09, “not applicable”)
- “I do not know who I could possibly consult objectives of my work or who could consult it with me” (PL01, “not applicable”)
- “I understood them as objectives the client sets and his expectations. They are not consulted with me in that I define them with a client myself” (PL08, “not applicable”)

One respondent in multi-activity (DE16) again refers to both of her activities when answering the question, instead of focusing on her main paid job only.

### *Recommendations*

- Filter: We recommend filtering items in Q61 according to their applicability to respondents. As most items only apply to employees, the simplest solution consists of not showing this question to the self-employed. However, given that there are also employees without colleagues who refer this question to their boss instead, the optimal solution consists of assessing the social work environment (whether a respondent has direct colleagues or a boss) and filtering the items accordingly, even within the group of employees.
- Item A: This item should only be shown to respondents with colleagues. Assuming that “help and support” can be understood in both a task-related way and in terms of social support, no change of wording is recommended.
- Item C: In the current wording, this item should only be shown to employees. However, there are also other possibilities of revising this item. Even employed respondents sometimes have difficulties answering this item, as they don’t feel that they have objectives that they are measured by. Therefore, another solution could be asking respondents whether they have work objectives, and what type (daily business, annual development), and consequently, who sets them (themselves, direct superior, predetermined by business goals). Such a question could potentially also be asked to self-employed respondents.
- Item D: This item should only be shown to employees.
- Item E: This item should only be shown to respondents with colleagues.
- Item G: No changes recommended.
- Answer categories: No changes recommended.

## Q62. Immediate boss (CI)

English version:

**Q62** I would now like you to think about your immediate boss, who you may also refer to as  
. your immediate manager or supervisor.

Is your immediate boss a man or a woman?

- A man
- A woman
  
- Not applicable (spontaneous)*
- Don't know/no opinion (spontaneous)*
- Refusal (spontaneous)*

German version:

**Q62** Bitte denken Sie nun an Ihren unmittelbaren Chef, den Sie möglicherweise auch als  
. Ihren

unmittelbaren Manager oder Vorgesetzten bezeichnen.

Ist Ihr unmittelbarer Vorgesetzter ein Mann oder eine Frau?

- Ein Mann
- Eine Frau
  
- Trifft nicht zu (spontan)*
- Weiß nicht/keine Meinung (spontan)*
- Verweigert (spontan)*

Polish version:

**Q62** A teraz proszę pomyśleć o swoim bezpośrednim szefie którego być może określa Pan(i)  
. mianem bezpośredniego kierownika lub osoby nadzorującej.

Czy Pana(i) bezpośredni przełożony jest kobietą czy mężczyzną?

- Mężczyzną
- Kobieta
  
- Nie dotyczy (spontanicznie)*
- Nie wie/Brak zdania (spontanicznie)*
- Odmowa (spontanicznie)*

Frequency distribution (DE: n=16; PL: n=16)

(Note: Respondent IDs in orange depict respondents who are employed as their main paid job)

|  | DE | PL   |
|--|----|------|
| A man                                      | 6  | 4, 2 |
| A woman                                    | 4  | 5, 1 |
| <i>Not applicable (spontaneous)</i>        | 6  | 2    |
| <i>Don't know/no opinion (spontaneous)</i> | -  | -    |
| <i>Refusal (spontaneous)</i>               | -  | 1, 1 |

### Cognitive techniques:

Comprehension Probing, Specific Probing.

### Findings:

In the EWCS survey, this question is only asked to respondents who are employed in their main paid job. For pretesting purposes, this question was asked to all respondents. Results of the German respondents show that all respondents who are employed answered the question, while all respondents who are self-employed in their main paid job chose “not applicable”. This is a strong indicator that having not a boss is the defining element of being self-employed in Germany.

In Poland, results are a little more complex. All but one employed respondent immediately found their answer. The other respondent chose “not applicable” because she has two bosses, of which one is male and one is female (PL04). More striking is that three self-employed Polish respondents answered this question. One of these respondents is referring to himself (PL01), the second explains that this could mean himself or his boss in his additional employed job, but in both cases the answer is “a man” (PL07), and the third is referring to her boss in her additional employment (PL10). The other self-employed respondents either chose “not applicable” (PL09, PL13) or refused to answer (PL08).

Probing was used to examine the understanding of the term “immediate boss”. The immediate boss is defined by being responsible for work- or task-related issues. Often, this is the same person who is responsible for work contracts and holidays. But when these roles are assigned to different people, respondents correctly refer their answers to their immediate, task-related superior.

- „The immediate boss is a person who has more authority to decide than oneself” (DE01)
- “Someone with disciplinary and/or professional authority” (DE11)
- “The person who is allowed to tell me what to do” (DE03)
- “The person ONE step above me in hierarchy” (DE06)
- “The person that you deal with on a task-related level” (DE16)
- “The person who is always there to discuss issues with you” (DE12)

- “The person who gives praise or critical feedback” (DE02)
- „A person who organizes my job. Who defines the order of duties” (PL01)
- “First of all responsible for supervision and co-ordination of employees from my level. This person must be my immediate supervisor. And they must have the right competence to manage people from my level, my position. They must have the knowledge about the job I do“ (PL06)
- „As for the university, my immediate boss does what is expected on his position, supervising, describing and I sign a contract with him [...] he is a leader, he offers help and advice, I can always call him, he explains some aspects and defines my scope of duties” (PL07)
- “A person who has a higher position in the company hierarchy” (PL16)

Among the ten respondents in an employed working situation, seven respondents (DE04, DE05, DE06, DE07, DE11, DE14, DE15) have only one immediate boss, who is generally responsible for work-related and personnel matters.

- “My immediate boss is the person I directly work for, who signs the work contract or signs off on my holidays” (DE01)
- “The person I am accountable to, with whom I discuss my tasks and who is exactly one level further up in the hierarchy than I am” (DE07)

For four respondents there is a second (DE16, PL04) or even third (DE01, DE12) person they could consider their main boss. However, they all explain that the person they referred to while answering the question is their task-related boss or team leader. The other people they took into consideration shortly were their boss’s immediate boss (DE16), so when it is someone else who is responsible for personnel issues, or other team leaders they regularly work for (DE12).

Results show that the current filter for this question is correct and necessary. Respondents who are self-employed should not be asked the question, as they react irritated or re-interpret the question to find a suitable answer.

### *Recommendations*

Question: No changes recommended.

Translation note for German: the term immediate boss is usually translated with “direkter Vorgesetzter”.

Answer categories: No changes recommended.

### Q38. Time between working days (CI)

English version:

**Q38** The following question is about the amount of time available to you between working days.

**In the last month, has it happened at least once that you had less than 11 hours between the end of one working day and the start of the next working day??**

- Yes
- No
  
- Don't know/no opinion (spontaneous)*
- Refusal (spontaneous)*

German version:

**Q38** In der nächsten Frage geht es um die Zeit, die Ihnen zwischen den Arbeitstagen zur Verfügung steht.

**Ist es im letzten Monat bei Ihnen mindestens einmal vorgekommen, dass weniger als 11 Stunden zwischen dem Ende eines Arbeitstages und dem Start des nächsten Arbeitstages lagen?**

- Ja
- Nein
  
- Weiß nicht/Keine Meinung (spontan)*
- Verweigert (spontan)*

Polish version:

**Q38** Kolejne pytanie dotyczy ilości Pana(i) czasu wolnego pomiędzy dniami pracującymi.

**Czy w ciągu ostatniego miesiąca chociaż raz zdarzyło się, że miał(a) Pan(i) do dyspozycji mniej niż 11 godzin między zakończeniem jednego dnia pracy i rozpoczęciem pracy w dniu następnym?**

- Tak
- Nie
  
- Nie wie/Brak zdania (spontanicznie)*
- Odmowa (spontanicznie)*

## Frequency distribution (DE: n=16; PL: n=16)

|  | DE | PL |
|--|----|----|
| Yes  | 7  | 5  |
| No   | 9  | 11 |
| <i>Don't know/no opinion (spontaneous)</i> | -  | -  |
| <i>Refusal (spontaneous)</i>               | -  | -  |

**Cognitive techniques:**

Category Selection Probing, Specific Probing.

**Findings:**

The law requires that workers have at least 11 hours off between working days. Therefore, anyone answering “yes” should be self-employed or in multi-activity. In Germany, seven respondents answer this question with “yes”. Of these, four are self-employed (DE02, DE03, DE09, DE10). Of the respondents in employment who answered yes, only one is in multi-activity (DE16); however, this respondent was referring this question only to her main paid job. In Poland, five respondents answered the question with “yes”, of which only one was self-employed (PL13).

None of the respondents was unable to provide an answer.

Respondents answering “yes” often refer to work-related activities outside of typical working hours, or stressful phases due to deadlines.

- “When I eat out with clients, for instance, that goes late in the evening, and then I have to be at work again at 8 the next morning, then that happens“ (DE04, “yes”)
- “What I’m thinking about is when I work really late and then start at the same time as always the next morning. So actually, it’s really simple. No, wait, now that I think about it [...] But when I, for instance, write an abstract for a conference or so late at night, does that count? It relates to my work, and I do it to keep my job, but it’s not really my main task [...] Then again, business trips also count. So the answer is yes” (DE16, “yes”).
- “September is a very difficult month at school. The school needs to be started [...] tables which needs to be prepared for accountancy” (PL04, “yes”)

Generally, respondents quickly find an answer to this question. However, probing reveals two issues that can potentially cause problems.

The first issue is when respondents have work-related activities of which they are uncertain whether to include them in their answer. In the pretest, this does not cause problems, because respondents were already confronted with it in previous question 46, and use the same strategy they decided on before. In the actual survey, this would be different, as Q46 comes after Q38.

The activities named that respondents did not include in their calculation are the same as in Q46. Socializing events and self-led learning are the two main topics in both countries:

- “Going out to dinner” (DE04)



- “Going to dinner with people who are business colleagues and friends alike, that is difficult to distinguish at times” (PL07)
- “When I read about work-related topics, so that I know more about them” (DE05)
- “Anything that has to do with improving my competences. I treat this as a hobby, i.e. learning more, reading professional literature, watching films on the topic. All these elements improve my qualifications but this is not a job for me at all. Anyway, no one pays me for doing in” (PL12)

The second issue is that respondents in multi-activity differ as to whether they include all of their jobs or only their main paid job. Across both countries, about an equal number of respondents referred to only their main paid job only (DE01, DE11, PL11, PL12, PL15) or to all of their jobs (DE02, DE05, DE16, PL03, PL07). In one case, it remained unclear from the answer (DE14). One respondent directly asks whether the question refers to all of his jobs:

- “I understand we do not mean the main job here but all the jobs I do?” (PL03)

To avoid different interpretations, this should be clearly stated in the question text.

The reference period of the last month works well, several respondents refer to it when they name their retrieval strategy. This is another indicator that this reference period can and should be used across questions.

### *Recommendations*

Question: For respondents in multi-activity, the question text should clearly state whether this question relates to all paid jobs or only the main paid job.

Answer categories: No changes recommended.

**Q89. Statements about job prospects (CI)**

[present SHOW CARD Q89]

English version:

**Q89. To what extent do you agree or disagree with the following statements about your job?**

|    |  | <i>Strongly agree</i>    | <i>Tend to agree</i>     | <i>Neither agree<br/>or disagree</i> | <i>Tend to<br/>disagree</i> | <i>Strongly<br/>disagree</i> | <i>Not applicable</i>    | <i>Don't know</i>        | <i>Refusal</i>           |
|----|--|--------------------------|--------------------------|--------------------------------------|-----------------------------|------------------------------|--------------------------|--------------------------|--------------------------|
| A. | Considering all my efforts and achievements in my job, I feel I get paid appropriately                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>             | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B. | My job offers good prospects for career advancement  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>             | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| G. | <b>I might lose my job in the next 6 months</b>  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>             | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| H. | <b>If I were to lose or quit my current job, it would be easy for me to find a job of similar salary</b> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>             | <input type="checkbox"/>    | <input type="checkbox"/>     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

German version:

**Q89. In welchem Maß stimmen Sie den folgenden Aussagen im Zusammenhang mit Ihrer Arbeit zu oder nicht zu?**

|    |  | <i>Stimme voll und<br/>ganz zu</i> | <i>Stimme eher zu</i>    | <i>Stimme weder zu<br/>noch nicht zu</i> | <i>Stimme eher nicht<br/>zu</i> | <i>Stimme überhaupt<br/>nicht zu</i> | <i>Trifft nicht zu</i>   | <i>Weiß nicht</i>        | <i>Verweigert</i>        |
|----|--|------------------------------------|--------------------------|--|---------------------------------|--------------------------------------|--------------------------|--------------------------|--------------------------|
| A. | In Anbetracht meines Engagements und meiner Leistungen habe ich das Gefühl, dass ich angemessen entlohnt werde                       | <input type="checkbox"/>           | <input type="checkbox"/> | <input type="checkbox"/>                 | <input type="checkbox"/>        | <input type="checkbox"/>             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B. | Meine Arbeit bietet gute Karrierechancen   | <input type="checkbox"/>           | <input type="checkbox"/> | <input type="checkbox"/>                 | <input type="checkbox"/>        | <input type="checkbox"/>             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| G. | Ich könnte meine Arbeit in den nächsten 6 Monaten verlieren  | <input type="checkbox"/>           | <input type="checkbox"/> | <input type="checkbox"/>                 | <input type="checkbox"/>        | <input type="checkbox"/>             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| H. | Wenn ich meine derzeitige Arbeit verlieren oder kündigen würde, wäre es einfach für mich, eine Arbeit mit ähnlichem Gehalt zu finden | <input type="checkbox"/>           | <input type="checkbox"/> | <input type="checkbox"/>                 | <input type="checkbox"/>        | <input type="checkbox"/>             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Polish version:

**Q89. W jakim stopniu zgadza się Pan(i) lub nie zgadza z następującymi stwierdzeniami opisującymi różne aspekty Pana(i) pracy?**

|    |   | Zdecydowanie             | Zgadzam się              | Ani się zgadzam,<br>ani się nie zgadzam | Nie zgadzam się          | Zdecydowanie             | Nie dotyczy              | Nie wie                  | Odmowa                   |
|----|---|--------------------------|--------------------------|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| A. | Biorąc pod uwagę cały wkładany wysiłek i osiągnięcia w pracy, mam poczucie, że jestem odpowiednio wynagradzany(a) | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B. | Moja praca oferuje dobre perspektywy dla rozwoju kariery  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| G. | Mogę stracić swoją pracę w ciągu najbliższych 6 miesięcy  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| H. | Jeśli stracił(a)bym lub zakończył(a) swoją obecną pracę, byłoby mi łatwo znaleźć pracę z podobną pensją           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

*Online Probing*

Frequency distribution (UK: n=120; DE: n=123; PL: n=122)

| UK (n=120)  |   | Total          |     | Employed |     | Self-employed |     |
|---|---|----------------|-----|----------|-----|---------------|-----|
|   |   | n              | %   | n        | %   | n             | %   |
| A. Considering all my efforts and achievements in my job, I feel I get paid appropriately | Strongly agree  | 27             | 23% | 11       | 18% | 16            | 27% |
|   | Tend to agree   | 38             | 32% | 21       | 35% | 17            | 28% |
|   | Neither agree nor disagree                                    | 16             | 13% | 8        | 13% | 8             | 13% |
|   | Tend to disagree  | 22             | 18% | 16       | 27% | 6             | 10% |
|   | Strongly disagree   | 7              | 6%  | 2        | 3%  | 5             | 8%  |
|   | Not applicable  | 10             | 8%  | 2        | 3%  | 8             | 13% |
|   | <b>B. My job offers good prospects for career advancement</b> | Strongly agree | 12  | 10%      | 6   | 10%           | 6   |
| Tend to agree   | 29  | 24%            | 21  | 35%      | 8   | 13%           |     |
| Neither agree nor disagree  | 35  | 29%            | 16  | 27%      | 19  | 32%           |     |
| Tend to disagree  | 9   | 8%             | 6   | 10%      | 3   | 5%            |     |
| Strongly disagree   | 14  | 12%            | 8   | 13%      | 6   | 10%           |     |
| Not applicable  | 21  | 18%            | 3   | 5%       | 18  | 30%           |     |
| C. I receive the recognition I deserve for my work  | Strongly agree  | 21             | 18% | 8        | 13% | 13            | 22% |
|   | Tend to agree   | 42             | 35% | 23       | 38% | 19            | 32% |
|   | Neither agree nor disagree                                    | 24             | 20% | 12       | 20% | 12            | 20% |
|   | Tend to disagree  | 9              | 8%  | 6        | 10% | 3             | 5%  |
|   | Strongly disagree   | 13             | 11% | 9        | 15% | 4             | 7%  |
|   | Not applicable  | 11             | 9%  | 2        | 3%  | 9             | 15% |
|   | D. I generally get on well with my work colleagues            | Strongly agree | 39  | 33%      | 24  | 40%           | 15  |
| Tend to agree   |   | 35             | 29% | 23       | 38% | 12            | 20% |
| Neither agree nor disagree  |   | 15             | 13% | 10       | 17% | 5             | 8%  |
| Tend to disagree  |   | 1              | 1%  | 1        | 2%  | 0             | 0%  |
| Strongly disagree   |   | 1              | 1%  | 1        | 2%  | 0             | 0%  |
| Not applicable  |   | 29             | 24% | 1        | 2%  | 28            | 47% |

|   |  |                |          |                 |          |                      |          |
|---|--|----------------|----------|-----------------|----------|----------------------|----------|
| E. The organisation I work for motivates me to give my best job performance               | Strongly agree                                     | 23             | 19%      | 11              | 18%      | 12                   | 20%      |
|   | Tend to agree                                      | 33             | 28%      | 20              | 33%      | 13                   | 22%      |
|   | Neither agree nor disagree                         | 27             | 23%      | 16              | 27%      | 11                   | 18%      |
|   | Tend to disagree                                   | 4              | 3%       | 4               | 7%       | 0                    | 0%       |
|   | Strongly disagree                                  | 11             | 9%       | 8               | 13%      | 3                    | 5%       |
|   | Not applicable                                     | 22             | 18%      | 1               | 2%       | 21                   | 35%      |
|   | <b>G. I might lose my job in the next 6 months</b> | Strongly agree | 5        | 4%              | 2        | 3%                   | 3        |
|   | Tend to agree                                      | 8              | 7%       | 7               | 12%      | 1                    | 2%       |
|   | Neither agree nor disagree                         | 26             | 22%      | 16              | 27%      | 10                   | 17%      |
|   | Tend to disagree                                   | 11             | 9%       | 8               | 13%      | 3                    | 5%       |
|   | Strongly disagree                                  | 39             | 33%      | 22              | 37%      | 17                   | 28%      |
|   | Not applicable                                     | 31             | 26%      | 5               | 8%       | 26                   | 43%      |
| <b>DE (n=123)</b>   |  | <b>Total</b>   |          | <b>Employed</b> |          | <b>Self-employed</b> |          |
|   |  | <b>n</b>       | <b>%</b> | <b>n</b>        | <b>%</b> | <b>n</b>             | <b>%</b> |
| A. Considering all my efforts and achievements in my job, I feel I get paid appropriately | Strongly agree                                     | 20             | 16%      | 5               | 8%       | 15                   | 25%      |
|   | Tend to agree                                      | 37             | 30%      | 21              | 33%      | 16                   | 27%      |
|   | Neither agree nor disagree                         | 23             | 19%      | 12              | 19%      | 11                   | 18%      |
|   | Tend to disagree                                   | 22             | 18%      | 12              | 19%      | 10                   | 17%      |
|   | Strongly disagree                                  | 14             | 11%      | 10              | 16%      | 4                    | 7%       |
|   | Not applicable                                     | 7              | 6%       | 3               | 5%       | 4                    | 7%       |
| <b>B. My job offers good prospects for career advancement</b>                             | Strongly agree                                     | 15             | 12%      | 7               | 11%      | 8                    | 13%      |
|   | Tend to agree                                      | 28             | 23%      | 14              | 22%      | 14                   | 23%      |
|   | Neither agree nor disagree                         | 30             | 24%      | 12              | 19%      | 18                   | 30%      |
|   | Tend to disagree                                   | 15             | 12%      | 12              | 19%      | 3                    | 5%       |
|   | Strongly disagree                                  | 14             | 11%      | 10              | 16%      | 4                    | 7%       |
|   | Not applicable                                     | 21             | 17%      | 8               | 13%      | 13                   | 22%      |
| C. I receive the recognition I deserve for my work  | Strongly agree                                     | 20             | 16%      | 10              | 16%      | 10                   | 17%      |
|   | Tend to agree                                      | 39             | 32%      | 13              | 21%      | 26                   | 43%      |
|   | Neither agree nor disagree                         | 32             | 26%      | 19              | 30%      | 13                   | 22%      |
|   | Tend to disagree                                   | 17             | 14%      | 10              | 16%      | 7                    | 12%      |
|   | Strongly disagree                                  | 9              | 7%       | 7               | 11%      | 2                    | 3%       |
|   | Not applicable                                     | 6              | 5%       | 4               | 6%       | 2                    | 3%       |

|   |                            |    |     |    |     |    |     |
|---|----------------------------|----|-----|----|-----|----|-----|
| D. I generally get on well with my work colleagues                          | Strongly agree             | 44 | 36% | 30 | 48% | 14 | 23% |
|   | Tend to agree              | 43 | 35% | 27 | 43% | 16 | 27% |
|   | Neither agree nor disagree | 5  | 4%  | 3  | 5%  | 2  | 3%  |
|   | Tend to disagree           | 1  | 1%  | 0  | 0%  | 1  | 2%  |
|   | Strongly disagree          | 1  | 1%  | 1  | 2%  | 0  | 0%  |
|   | Not applicable             | 29 | 24% | 2  | 3%  | 27 | 45% |
| E. The organisation I work for motivates me to give my best job performance | Strongly agree             | 29 | 24% | 10 | 16% | 19 | 32% |
|   | Tend to agree              | 29 | 24% | 17 | 27% | 12 | 20% |
|   | Neither agree nor disagree | 25 | 20% | 18 | 29% | 7  | 12% |
|   | Tend to disagree           | 10 | 8%  | 6  | 10% | 4  | 7%  |
|   | Strongly disagree          | 8  | 7%  | 7  | 11% | 1  | 2%  |
|   | Not applicable             | 22 | 18% | 5  | 8%  | 17 | 28% |
| <b>G. I might lose my job in the next 6 months</b>                          | Strongly agree             | 4  | 3%  | 3  | 5%  | 1  | 2%  |
|   | Tend to agree              | 7  | 6%  | 5  | 8%  | 2  | 3%  |
|   | Neither agree nor disagree | 14 | 11% | 4  | 6%  | 10 | 17% |
|   | Tend to disagree           | 19 | 15% | 12 | 19% | 7  | 12% |
|   | Strongly disagree          | 26 | 21% | 12 | 19% | 14 | 23% |
|   | Not applicable             | 53 | 43% | 27 | 43% | 26 | 43% |

| PL (n=122)  |   | Total          |     | Employed |     | Self-employed |     |
|---|---|----------------|-----|----------|-----|---------------|-----|
|   |   | n              | %   | n        | %   | n             | %   |
| A. Considering all my efforts and achievements in my job, I feel I get paid appropriately | Strongly agree  | 17             | 14% | 4        | 7%  | 13            | 20% |
|   | Tend to agree   | 42             | 34% | 20       | 34% | 22            | 34% |
|   | Neither agree nor disagree                                    | 32             | 26% | 16       | 28% | 16            | 25% |
|   | Tend to disagree  | 18             | 15% | 10       | 17% | 8             | 13% |
|   | Strongly disagree   | 9              | 7%  | 6        | 10% | 3             | 5%  |
|   | Not applicable  | 4              | 3%  | 2        | 3%  | 2             | 3%  |
|   | <b>B. My job offers good prospects for career advancement</b> | Strongly agree | 19  | 16%      | 4   | 7%            | 15  |
| Tend to agree   | 43  | 35%            | 21  | 36%      | 22  | 34%           |     |
| Neither agree nor disagree  | 28  | 23%            | 13  | 22%      | 15  | 23%           |     |
| Tend to disagree  | 19  | 16%            | 13  | 22%      | 6   | 9%            |     |
| Strongly disagree   | 8   | 7%             | 5   | 9%       | 3   | 5%            |     |
| Not applicable  | 5   | 4%             | 2   | 3%       | 3   | 5%            |     |
| C. I receive the recognition I deserve for my work  | Strongly agree  | 20             | 16% | 3        | 5%  | 17            | 27% |
|   | Tend to agree   | 42             | 34% | 17       | 29% | 25            | 39% |
|   | Neither agree nor disagree                                    | 35             | 29% | 24       | 41% | 11            | 17% |
|   | Tend to disagree  | 14             | 11% | 7        | 12% | 7             | 11% |
|   | Strongly disagree   | 7              | 6%  | 5        | 9%  | 2             | 3%  |
|   | Not applicable  | 4              | 3%  | 2        | 3%  | 2             | 3%  |
|   | D. I generally get on well with my work colleagues            | Strongly agree | 37  | 30%      | 15  | 26%           | 22  |
| Tend to agree   |   | 55             | 45% | 32       | 55% | 23            | 36% |
| Neither agree nor disagree  |   | 11             | 9%  | 6        | 10% | 5             | 8%  |
| Tend to disagree  |   | 2              | 2%  | 2        | 3%  | 0             | 0%  |
| Strongly disagree   |   | 0              | 0%  | 0        | 0%  | 0             | 0%  |
| Not applicable  |   | 17             | 14% | 3        | 5%  | 14            | 22% |



|   |                            |    |     |    |     |    |     |
|---|----------------------------|----|-----|----|-----|----|-----|
| E. The organisation I work for motivates me to give my best job performance | Strongly agree             | 17 | 14% | 6  | 10% | 11 | 17% |
|   | Tend to agree              | 43 | 35% | 19 | 33% | 24 | 38% |
|   | Neither agree nor disagree | 29 | 24% | 16 | 28% | 13 | 20% |
|   | Tend to disagree           | 13 | 11% | 10 | 17% | 3  | 5%  |
|   | Strongly disagree          | 5  | 4%  | 5  | 9%  | 0  | 0%  |
|   | Not applicable             | 15 | 12% | 2  | 3%  | 13 | 20% |
| G. I might lose my job in the next 6 months                                 | Strongly agree             | 2  | 2%  | 1  | 2%  | 1  | 2%  |
|   | Tend to agree              | 14 | 11% | 5  | 9%  | 9  | 14% |
|   | Neither agree nor disagree | 26 | 21% | 14 | 24% | 12 | 19% |
|   | Tend to disagree           | 31 | 25% | 16 | 28% | 15 | 23% |
|   | Strongly disagree          | 25 | 20% | 13 | 22% | 12 | 19% |
|   | Not applicable             | 24 | 20% | 9  | 16% | 15 | 23% |

### Cognitive techniques:

Specific Probing.

### Findings:

In question 89a, Item B and Item G were probed to get a better understanding of how respondents interpret the terms “good prospects” and “career advancements” (Item B); and to examine the reasons why respondents chose their respective answers to Item G.

#### Item B: “My job offers good prospects for career advancement”

In the UK, almost half of the employees (45%) and a quarter (23%) of the self-employed (strongly/tend to) agree with this statement. In Germany, one third of the employees and of the self-employed respondents state that they agree with this statement, respectively. In contrast, the proportion of self-employed people in Poland who (strongly/tend to) agree with this statement is significantly higher with 57%. The proportion of employees that agree (43%) is comparable with the other two countries.

A look at the frequency distribution of the answer option “not applicable” shows a similar pattern: In Germany and the UK, self-employed are more likely than employed to answer that the statement “My job offers good prospects for career advancement” does not apply to them (UK: 30% self-employed vs. 5% employed; DE: 22% self-employed vs. 13% employed). In Germany, self-employed are also more likely to choose the middle category (30% vs. 19%). In contrast, in Poland, self-employed neither answer that this statement does not apply to them more often than employees, nor are they more likely to choose the middle category.

These results indicate that the item is interpreted differently by respondents in the UK and Germany in comparison to respondents in Poland. It seems that “good prospects” and “career advancement” are rather associated with external factors (such as a pay-raise or promotion within a company) in the UK and Germany, and rather with internal factors (such as successfully winning and keeping clients) in Poland.

As a follow-up question, we examined respondents’ understanding of the term “good prospects” across countries and employment status. Divergent themes would indicate interpretation differences between the respondents across groups of employment status or

countries. As respondents could mention several themes, multiple coding applied. The results are shown in Table 3.

Good prospects are described in terms of general advancement, promotion or moving up to a higher position with more responsibility by the vast majority of respondents. The second large thematic complex is the financial aspect, so having a high or higher salary. The third thematic complex is learning or doing new things as part of the job:

- “Chance to get a better position.” (R236DE)
- “Salary increase.” (R358UK)
- “To train in specialist areas. (R218UK)

Self-employed are likely to name advancing their business as having good prospects, which is sometimes associated with delivering good work and building a larger customer base, but at other times with the economy. Also, a large number of self-employed say that the question does not apply to them.

- “To increase production and attract more sales.” (R181UK)
- “Given that I am self-employed, this question is invalid.” (R42DE)

Table 3. Respondents understanding of the term “good prospects”

| Understanding “good prospects”                | Total | Employed |     |     | Self-employed |     |     |
|---|-------|----------|-----|-----|---------------|-----|-----|
|   |       | UK       | DE  | PL  | UK            | DE  | PL  |
| Promotion / advancement / more responsibility | 33%   | 46%      | 37% | 46% | 26%           | 21% | 20% |
| More money                                    | 13%   | 15%      | 12% | 12% | 18%           | 10% | 11% |
| Advancing the enterprise / more customers     | 9%    | 0%       | 1%  | 1%  | 14%           | 14% | 24% |
| Learning / doing new things                   | 9%    | 7%       | 12% | 13% | 5%            | 7%  | 9%  |
| Reward for hard work                          | 3%    | 1%       | 5%  | 3%  | 1%            | 6%  | 1%  |
| Job security                                  | 2%    | 0%       | 2%  | 1%  | 3%            | 1%  | 3%  |
| Self-realization                              | 1%    | 0%       | 0%  | 3%  | 4%            | 1%  | 1%  |
| When something is achievable                  | 2%    | 3%       | 4%  | 0%  | 1%            | 1%  | 0%  |
| Self-efficacy                                 | 1%    | 0%       | 1%  | 0%  | 0%            | 4%  | 3%  |
| Appreciation                                  | 1%    | 0%       | 2%  | 0%  | 0%            | 2%  | 1%  |
| Don't have any prospects                      | 8%    | 7%       | 12% | 15% | 1%            | 2%  | 6%  |
| Doesn't apply because self-employed           | 9%    | 3%       | 2%  | 1%  | 16%           | 15% | 10% |
| Other   | 10%   | 14%      | 11% | 3%  | 11%           | 14% | 3%  |

Topics such as job security and appreciation are also mentioned occasionally. Surprisingly, respondents from Poland mention most frequently that they do not have any prospects and less frequently that “career prospects” do not apply to them because of their self-employment. Besides that, there are no large differences in the understanding of “career prospects” between countries. A total of 5% of respondents does not respond to the probe question or provide non-evaluable information:

- “Long-term job, personal development.” (R27PL)
- “There aren’t any prospects on my farm, because it is too small.” (R50PL)

In addition, respondents were asked what the term “career advancement” means to them. 28 respondents did not provide a response to the probe question (8%). All other 337 respondents gave a substantive probe answer. Respondents' answers were assigned to multiple thematic codes. The answers are very similar to the answers in the previous probe asking for “good prospects”. Respondents are mostly thinking of promotion or advancement, earning more money, growing companies or expanding their (own) business, more responsibility in their job and more interesting fields of work and to educate themselves professionally and personally. The main difference between the group of employees and the group of self-employed was that employees think more of promotion and advancement on the career ladder, while self-employed people also think of the expansion of the company and its further development:

- “Senior position, higher salary.” (R61DE, employee)
- “Taking my business to the next level and earning more money from it.” (R253UK, self-employed)

A closer look at the self-employed shows that only respondents in the UK and in Germany state that they do not have career prospects because they own their own business. Self-employed in these two countries also think more often of promotion and professional advancement than respondents in Poland (DE: 35%, UK: 41% and PL: 24%). Polish participants more often mention aspects such as further training (development; DE: 0%, UK: 5% and PL: 18%) and expanding business (DE: 15%, UK: 15%, PL: 25%). However, one has to keep in mind that the proportion of respondents being the sole director of their own business was significantly higher in the UK (43%) and in Germany (35%) than in Poland (11%).

### Item G: “I might lose my job in the next 6 months”

This statement also shows a different pattern of understanding between both employees and self-employed and between countries. In the UK, self-employed are much more likely than employees to indicate that this statement does not apply to them (43% self-employed vs. 8% employed). In Germany, employees and self-employed are equally likely to indicate that this statement does not apply to them, and both groups are quite likely to feel this way (43% for both employees and self-employed). In Poland, as in Germany, self-employed and employed demonstrate approximately the same answer behaviour. However, in Poland only one in five respondents indicates that the statement does not apply (16% employed, 23% self-employed). In addition, self-employed in Poland more frequently state that they might lose their job in the next six months (16%) than self-employed in the UK (7%) and Germany (5%).

Next, we examined why respondents chose their respective answers and we did so for employees and self-employed separately. We first look at those who selected “does not apply”. Here, it is particularly noticeable that employees in Germany very often select this answer option (27 respondents). The reasons given are that they are civil servants or perceive their own job as safe (33%). Civil servants may not terminate or be dismissed because there is no contractual employment relationship.

Equally often the answer is explained by the fact that there is a shortage of skilled workers and that they are therefore irreplaceable in their current job. The last reason that is frequently mentioned is that they do not have reason to assume that they might lose their jobs (15%).

- “There are too few cooks out there.” (R103DE)
- “It is very unlikely, because my work is indispensable.” (R108DE)

One respondent explains that she will not lose her job because it is a family business in which she will not be dismissed. In the UK, 5 respondents chose “does not apply” to answer Item G. The reasons given are the same as with German respondents: they cannot lose their jobs or have a secure employment.

These results show that respondents who have a secure job, for instance as civil servants, do not use the answer categories “tend to/strongly disagree” to say that this statement is not true for them, but instead use the answer category “does not apply”. This response pattern is not observable among the Polish participants.

Among the self-employed, 26 respondents in the UK and Germany, respectively, and three respondents in Poland select “does not apply” when answering Item G. The most common reason given is that they cannot be dismissed as self-employed (67%). Another 18 percent say that this cannot happen to them as freelancers. Four percent answer that they have enough orders/work and that they have no reason to assume that they might lose their jobs.

- “Because I am a freelancer.” (R46DE)
- “As I work for myself this does not apply.” (R225UK)

Next, we analysed those self-employed who gave a substantive response option instead of selecting “does not apply”. It is striking that the response distributions in Germany and the UK are relatively similar, while the Polish respondents more often “agree” with the statement in Item G.

Table 4 contains the codes that summarize the reasons respondents provided to the general probe. Only self-employed are taken into account in the table. The data are reported in absolute frequencies.

Self-employed respondents that “disagree” with the statement explain their response selection most frequently with their status which makes it impossible to lose the job. In the UK and Germany, respondents also state that there is a shortage of specialists in their field and that they generally have enough work or orders for the next months.

- “As a self-employed person I do not intend to go bankrupt or close the business.” (R257UK)
- “Been there a long time and we have lots of work.” (R47DE)

Interestingly, the status of a freelancer is interpreted very differently, which is also reflected in the answers referring to Item G. While respondents in all three countries state that they can lose their job because this can always happen as a freelancer, respondents in Poland and Germany also mention this as a reason for disagreeing with the statement. This argumentation can be traced back to the fact that they consider it unlikely, but that freelancers always face a certain risk because their work is bound to particular projects.

Generally, the reasons given by Polish respondents who (strongly/tend to) agree with the statement do often not correspond to the answers given. Those respondents who say that they might lose their jobs explain, for instance, that it is a secure job (“I am certain of my position”, R68PL), that they are not employed and cannot lose their job (“I will not lose this job because it is my business and a future-oriented industry.”, R330PL; “I have my own business”, R293PL), that it is unlikely because they are a freelancer or that they do not have a reason to assume that they might lose their job (“I don't think I'll lose my job.”, R663PL). It

remains unclear why those respondents give conflicting answers. It seems likely that some respondents have interpreted the answer scale the other way around.

Table 4: Respondents answers to the general probe of Item G: “Why did you choose this answer?”

| <b>Basis: self-employed</b>                   | <b>Agree</b> |           |           | <b>Neither/nor</b> |           |           | <b>Disagree</b> |           |           |
|---|--------------|-----------|-----------|--------------------|-----------|-----------|-----------------|-----------|-----------|
|   | <b>UK</b>    | <b>DE</b> | <b>PL</b> | <b>UK</b>          | <b>DE</b> | <b>PL</b> | <b>UK</b>       | <b>DE</b> | <b>PL</b> |
| <i>Reasons for response option chosen</i>     |              |           |           |                    |           |           |                 |           |           |
| Secure job                                    | -            | -         | 3         | -                  | -         | -         | 1               | 3         | 1         |
| Temporary worker / not permanent              | 1            | -         | -         | -                  | -         | -         | -               | -         | -         |
| Shortage of specialists / indispensable       | -            | -         | 3         | 0                  | -         | 1         | 1               | 3         | -         |
| Cannot lose job / self-employed, not employed | -            | -         | 9         | 2                  | -         | 4         | 12              | 9         | 6         |
| Freelancer (can always happen)                | 1            | 2         | 2         | 2                  | 4         | 5         | -               | 2         | 1         |
| Freelancer / cannot happen                    | -            | -         | 1         | 1                  | 1         | -         | 3               | 1         | -         |
| Enough work / enough orders                   | -            | -         | 2         | -                  | -         | -         | 2               | 2         | -         |
| No reason to assume that you never know       | -            | -         | 1         | -                  | -         | 1         | 1               | 1         | 1         |
| Nonresponse                                   | 2            | -         | -         | 5                  | 3         | 4         | -               | -         | -         |
| Total   | -            | 1         | -         | -                  | 2         | -         | -               | -         | -         |
| Total   | 4            | 3         | 21        | 10                 | 10        | 25        | 20              | 21        | 9         |

*Cognitive Interviews*

Frequency distribution (DE: n=16; PL: n=16)

| <b>Q89. To what extent do you agree or disagree with the following statements about your job?</b> |                                     | <b>DE</b> | <b>PL</b> |
|---|-------------------------------------|-----------|-----------|
| A. Considering all my efforts and achievements in my job, I feel I get paid appropriately.        | Strongly agree                      | 6         | 1         |
|   | Tend to agree                       | 6         | 8         |
|   | Neither agree nor disagree          | 1         | 4         |
|   | Tend to disagree                    | 2         | 2         |
|   | Strongly disagree                   | 1         | 1         |
|   | <i>Not applicable (spontaneous)</i> | -         | -         |
|   | <i>Don't know (spontaneous)</i>     | -         | -         |
| B. My job offers good prospects for career advancement.   | Strongly agree                      | 3         | 1         |
|   | Tend to agree                       | 4         | 7         |
|   | Neither agree nor disagree          | 4         | 6         |
|   | Tend to disagree                    | 3         | 2         |
|   | Strongly disagree                   | 2         | -         |
|   | <i>Not applicable (spontaneous)</i> | -         | -         |
|   | <i>Don't know (spontaneous)</i>     | -         | -         |
| <i>Refusal (spontaneous)</i>  | -                                   | -         |           |

|  |                                     |   |   |
|--|-------------------------------------|---|---|
| <b>G. I might lose my job in the next 6 months.</b>  | Strongly agree                      | 1 | 2 |
|  | Tend to agree                       | 1 | 4 |
|  | Neither agree nor disagree          | - | 2 |
|  | Tend to disagree                    | 6 | 6 |
|  | Strongly disagree                   | 8 | 2 |
|  | <i>Not applicable (spontaneous)</i> | - | - |
|  | <i>Don't know (spontaneous)</i>     | - | - |
|  | <i>Refusal (spontaneous)</i>        | - | - |
| <b>H. If I were to lose or quit my current job, it would be easy for me to find a job of similar salary.</b> | Strongly agree                      | 5 | - |
|  | Tend to agree                       | 2 | 9 |
|  | Neither agree nor disagree          | 1 | 6 |
|  | Tend to disagree                    | 5 | 1 |
|  | Strongly disagree                   | 3 | - |
|  | <i>Not applicable (spontaneous)</i> | - | - |
|  | <i>Don't know (spontaneous)</i>     | - | - |
|  | <i>Refusal (spontaneous)</i>        | - | - |

**Cognitive techniques:**

Category Selection Probing, General/Elaborative Probing.

**Findings:**

Items G and H were tested. German respondents showed a more confident answering behaviour than Polish respondents. They were less likely to indicate that they might lose their job and more likely to believe they could easily find a comparable one if they did.

**Item G: “I might lose my job in the next 6 months.”**

In Germany, with the exception of two respondents (DE11, DE15), all respondents disagreed that they might lose their job in the next six months. In contrast, in Poland, six respondents agreed (PL01, PL06, PL08, PL10, PL12, PL14).

Employees and self-employed show comparable comprehension of the terms “job” and “security”, interpreting them in the adequate sense to match their working situations. For employees, their job obviously refers to their employment. Security is based on how likely they consider being fired. This is dependent on the general economy, their job market, their personal achievements and their employer’s typical behavior:

- “I think my employer has more reason to worry that I’ll quit than I have reason to worry I’ll get fired” (DE04, “strongly disagree”)
- “I just signed a permanent contract, so I don’t think this is likely” (DE12, “strongly disagree”)

- “Fact is, you never know what’s going to happen, so you can’t exclude it. That’s why I didn’t take ‘absolutely disagree’. But that you can’t plan everything shouldn’t be the basis for the answer. I’m just being careful, so I took ‘tend to disagree’” (DE14, “tend to disagree”)
- “The company is well managed, it develops quickly and I am a committed employee” (PL03, “tend to disagree”)
- “The unit where I work is growing. [...] I have a fairly well established professional position [...] I do not feel threatened in any way” (PL05, “strongly disagree”)
- “I have a new boss, and she has a different idea of how things should be done than I do; so this means, I could lose my job. Especially, as I’m sick at the moment. We’ll see” (DE11, “tend to agree”)
- “I have a contract for a trial period which is for three months, so I cannot say if I continue working here afterwards“ (PL06, “tend to agree”)
- “Sports instructor is a seasonal job in Poland so the season will end in 2 weeks and I will not have a chance to do this job afterwards” (PL08, “strongly agree”)

One respondent chooses the middle category, because she while she doesn’t assume she will lose the job, may for other reasons no longer be able to carry it out:

- “I don’t think I can lose my job, I may not have it but not lose it. These are two different things. My health condition may not let me do my job” (PL02, “neither agree nor disagree”)

Only one respondent gives an answer which is inconsistent to his actual opinion, stating that he might lose his job although circumstances give him no reason to believe this:

- “Well, yes, I have a permanent contract, but there are always things you can do that lead to immediate job loss. I could attack my superior or the priest, I could steal money or something the-like.” [Interviewer: “And how likely is it that you will do this?”] “Well, of course that won’t happen. But the question is whether there is the possibility. And yes, there absolutely is, so I totally agree” (DE15, “strongly agree”)

Self-employed respondents emphasize that there isn’t a job to lose as such. Nevertheless, they easily find an answer and consistently apply the question to mean that their business goes bankrupt, they give up their business, or giving up working in general.

- “Well, I decide for myself whether I stop working in this job, so it’s in my own hands, and I think it’s unlikely that something will happen. Still, I thought it would be arrogant to say ‘absolutely disagree’, because something can always happen that causes me to stop” (DE02)
- “As I said, I’m self-employed. It is my choice whether or not I stop working. I can’t lose my job in the meaning that someone fires me” (DE08)
- “For that, I would have to lose my clients. And for that again to happen, something would have to happen on the market for my clients to not wish to work with me anymore. That hasn’t happened in 25 years, so I’m not worried about it” (DE09)



- “I have my own practice. It’s really unlikely that we’ll go out of business” (DE10)
- “A carpenter’s job involves use of machines and this means high risk of injuries. If I have an accident at work, I may lose it, it means more the possibility of doing it than the job itself. [...] Poor market situations, or an unreliable client who does not pay on time” (PL01, “agree”)
- “I have a lot of work at present, many people call, so I don’t think it will be gone in half a year” (PL07, “tend to disagree”)

A German respondent in multi-activity said that she has two terminated contracts and referred this question to the one that runs shorter (DE16), again demonstrating that respondents don’t consistently apply the main paid job to all questions, but use the job that best fits the question in their view. A Polish respondent in multi-activity (PL03) refers this question to his main paid job only, which has a permanent contract. We therefore recommend reminding respondents which job to refer the questions to.

**Item H: “If I were to lose or quit my job, it would be easy for me to find a job of similar salary.”**

Employees answer this question in clear relation to their qualification for the work they carry out now, and how well they can judge the situation on the job market:

- “I am excellently qualified, and there are many employers I am attractive to” (DE01, “strongly agree”)
- “I think I know by now, which areas I would have to look into, and know how to sell my profile. So with some thought and conscious applications, that should work” (DE07, „tend to agree“)
- “I am not qualified, so I don’t have a certificate, in the job I work at. I taught myself this job, and I earn quite well at it. So I don’t believe another employer would accept my salary as it is” (DE05, “tend to disagree”)
- “Actually, I am not 100% sure how good my qualification is for the work I do. I am very ambivalent about it” (DE06, „neither agree nor disagree“)

Self-employed respondents have higher cognitive burden establishing situations that relate to the question, but they all find coherent answers.

- A self-employed artist relates the idea of starting over with an employment that is different from the self-employed work she does:
- “If I really lost everything and didn’t have the chance to start over again in my job – that’s hard to imagine, but fine, let’s assume it. I don’t see how I should start over, I’m 53 years old. I don’t see real changes there” (DE02, “tend to disagree”)
- A self-employed lawyer considers working employed in a firm again:
- “So, if I said, I’m done with being self-employed, and look for a job as an employed lawyer in a firm, that should work sooner or later” (DE08, “strongly agree”)
- A doctor imagines starting a new practice as self-employed or joining a practice as an employed doctor:

- “That’s difficult, if you try to open a new practice altogether, you have to establish a new set of clients. Or, if I joined a practice, and had to prove myself. I think that wouldn’t be easy” (DE10, “strongly disagree”)
- “I have not recently done any labour market research and I am not aware of the salaries for such a job” (PL01, “neither agree nor disagree”)
- “If I lost the chance of running my business, I guess I would easily find a job as an architect. Considering my experience from my full time employment, and the income there, if I looked for a job with similar money, I would certainly find it.” (PL10, “tend to agree”)

### *Recommendations*

Question: It could be considered filtering items according to applicability or using an adjusted wording for self-employed respondents.

Item B: No changes recommended.

Item G: Self-employed respondents find a homogenous understanding of the item. If this is in the intention of the question, no changes are necessary. However, it could be considered re-wording the question to fit more precisely to a self-employed situation, i.e. “I might run out of business in the next six months”

Item H: No changes recommended.

Answer categories: No changes recommended

## Appendix: Detailed Respondent Characteristics

### Cognitive Online Pretest

UK

| Respondent No. | Gender Q2a | Age Q2b | Self-Employed Q7 | Type of contract | With / without employees | Working part/ full time |
|----------------|------------|---------|------------------|------------------|--------------------------|-------------------------|
| 5              | female     | 45      | employed         | permanent        | n/a                      | part-time               |
| 7              | female     | 59      | self-employed    | n/a              | no                       | part-time               |
| 8              | female     | 27      | employed         | not permanent    | n/a                      | full-time               |
| 13             | female     | 63      | self-employed    | n/a              | no                       | part-time               |
| 14             | female     | 51      | self-employed    | n/a              | no                       | part-time               |
| 15             | female     | 42      | employed         | permanent        | n/a                      | full-time               |
| 19             | female     | 34      | self-employed    | n/a              | no                       | part-time               |
| 20             | female     | 41      | employed         | permanent        | n/a                      | full-time               |
| 21             | female     | 23      | employed         | permanent        | n/a                      | full-time               |
| 24             | female     | 61      | employed         | permanent        | n/a                      | full-time               |
| 25             | male       | 62      | employed         | permanent        | n/a                      | part-time               |
| 28             | male       | 37      | employed         | permanent        | n/a                      | full-time               |
| 31             | female     | 34      | employed         | permanent        | n/a                      | part-time               |
| 35             | female     | 33      | employed         | permanent        | n/a                      | full-time               |
| 37             | female     | 39      | employed         | permanent        | n/a                      | full-time               |
| 39             | male       | 63      | employed         | permanent        | n/a                      | full-time               |
| 40             | male       | 63      | employed         | permanent        | n/a                      | full-time               |
| 41             | female     | 61      | employed         | permanent        | n/a                      | full-time               |
| 42             | female     | 60      | employed         | permanent        | n/a                      | full-time               |
| 43             | female     | 53      | self-employed    | n/a              | no                       | part-time               |
| 46             | female     | 53      | employed         | permanent        | n/a                      | full-time               |
| 48             | female     | 52      | employed         | permanent        | n/a                      | full-time               |
| 49             | male       | 27      | employed         | not permanent    | n/a                      | full-time               |
| 51             | male       | 45      | employed         | permanent        | n/a                      | full-time               |
| 52             | male       | 47      | employed         | not permanent    | n/a                      | full-time               |

|     |        |    |                   |                  |     |           |
|-----|--------|----|-------------------|------------------|-----|-----------|
| 53  | male   | 62 | employed          | permanent        | n/a | part-time |
| 55  | male   | 53 | self-<br>employed | n/a              | no  | full-time |
| 57  | male   | 61 | employed          | permanent        | n/a | full-time |
| 58  | male   | 54 | employed          | permanent        | n/a | part-time |
| 60  | female | 62 | self-<br>employed | n/a              | no  | part-time |
| 61  | male   | 60 | employed          | permanent        | n/a | full-time |
| 65  | female | 50 | employed          | not<br>permanent | n/a | part-time |
| 66  | female | 61 | employed          | permanent        | n/a | part-time |
| 67  | female | 58 | self-<br>employed | n/a              | no  | part-time |
| 68  | male   | 19 | employed          | permanent        | n/a | full-time |
| 70  | female | 62 | employed          | permanent        | n/a | full-time |
| 71  | male   | 62 | employed          | permanent        | n/a | full-time |
| 72  | male   | 36 | employed          | permanent        | n/a | full-time |
| 73  | male   | 39 | employed          | permanent        | n/a | full-time |
| 75  | female | 29 | employed          | permanent        | n/a | full-time |
| 76  | female | 33 | employed          | permanent        | n/a | full-time |
| 79  | male   | 35 | employed          | permanent        | n/a | full-time |
| 83  | female | 59 | employed          | permanent        | n/a | part-time |
| 85  | male   | 39 | employed          | permanent        | n/a | full-time |
| 90  | female | 25 | employed          | permanent        | n/a | full-time |
| 92  | male   | 33 | employed          | not<br>permanent | n/a | full-time |
| 95  | female | 59 | employed          | permanent        | n/a | full-time |
| 98  | male   | 29 | employed          | permanent        | n/a | full-time |
| 102 | male   | 37 | self-<br>employed | n/a              | no  | full-time |
| 111 | male   | 38 | self-<br>employed | n/a              | no  | full-time |
| 122 | female | 25 | employed          | permanent        | n/a | full-time |
| 129 | female | 19 | employed          | not<br>permanent | n/a | part-time |
| 130 | female | 27 | self-<br>employed | n/a              | no  | full-time |
| 134 | female | 27 | employed          | permanent        | n/a | full-time |
| 135 | female | 27 | employed          | permanent        | n/a | part-time |

|     |        |    |               |               |     |           |
|-----|--------|----|---------------|---------------|-----|-----------|
| 138 | female | 35 | self-employed | n/a           | no  | part-time |
| 156 | male   | 27 | employed      | permanent     | n/a | full-time |
| 163 | male   | 23 | employed      | not permanent | n/a | part-time |
| 165 | male   | 64 | self-employed | n/a           | no  | part-time |
| 180 | female | 45 | self-employed | n/a           | yes | full-time |
| 181 | male   | 56 | employed      | permanent     | n/a | full-time |
| 182 | female | 33 | self-employed | n/a           | no  | full-time |
| 183 | male   | 38 | self-employed | n/a           | yes | full-time |
| 184 | male   | 48 | self-employed | n/a           | no  | full-time |
| 185 | female | 60 | self-employed | n/a           | yes | full-time |
| 186 | female | 42 | self-employed | n/a           | no  | part-time |
| 187 | female | 35 | self-employed | n/a           | no  | part-time |
| 188 | male   | 36 | employed      | permanent     | n/a | full-time |
| 191 | male   | 59 | self-employed | n/a           | yes | no answer |
| 192 | male   | 34 | self-employed | n/a           | no  | full-time |
| 193 | female | 50 | self-employed | n/a           | no  | full-time |
| 196 | female | 42 | self-employed | n/a           | no  | full-time |
| 198 | male   | 46 | self-employed | n/a           | no  | full-time |
| 199 | female | 57 | self-employed | n/a           | no  | full-time |
| 200 | female | 61 | self-employed | n/a           | no  | part-time |
| 201 | female | 60 | self-employed | n/a           | no  | part-time |
| 202 | male   | 56 | employed      | not permanent | n/a | full-time |
| 204 | female | 59 | employed      | permanent     | n/a | part-time |
| 205 | female | 30 | employed      | permanent     | n/a | part-time |

|     |        |    |               |           |           |           |
|-----|--------|----|---------------|-----------|-----------|-----------|
| 206 | female | 49 | self-employed | n/a       | no        | full-time |
| 209 | female | 45 | self-employed | n/a       | yes       | full-time |
| 211 | female | 51 | self-employed | n/a       | no        | part-time |
| 212 | male   | 42 | self-employed | n/a       | yes       | full-time |
| 216 | male   | 49 | self-employed | n/a       | no        | part-time |
| 217 | female | 53 | self-employed | n/a       | no        | part-time |
| 218 | male   | 62 | self-employed | n/a       | no        | full-time |
| 219 | female | 33 | self-employed | n/a       | no        | full-time |
| 220 | male   | 61 | self-employed | n/a       | no        | full-time |
| 221 | female | 40 | employed      | permanent | n/a       | full-time |
| 225 | male   | 28 | employed      | permanent | n/a       | full-time |
| 228 | female | 56 | self-employed | n/a       | no        | part-time |
| 230 | female | 54 | employed      | permanent | n/a       | full-time |
| 231 | female | 51 | self-employed | n/a       | no        | full-time |
| 232 | female | 54 | self-employed | n/a       | no        | part-time |
| 233 | female | 35 | self-employed | n/a       | no        | full-time |
| 237 | male   | 56 | self-employed | n/a       | yes       | full-time |
| 244 | female | 49 | self-employed | n/a       | yes       | part-time |
| 247 | female | 49 | employed      | permanent | n/a       | full-time |
| 248 | female | 28 | self-employed | n/a       | yes       | full-time |
| 249 | female | 58 | self-employed | n/a       | yes       | part-time |
| 253 | female | 27 | self-employed | n/a       | yes       | part-time |
| 257 | male   | 54 | self-employed | n/a       | no answer | full-time |

|     |        |    |               |               |     |           |
|-----|--------|----|---------------|---------------|-----|-----------|
| 262 | male   | 32 | self-employed | n/a           | yes | full-time |
| 263 | male   | 64 | self-employed | n/a           | yes | full-time |
| 268 | female | 35 | self-employed | n/a           | yes | full-time |
| 275 | male   | 52 | self-employed | n/a           | yes | full-time |
| 283 | female | 31 | self-employed | n/a           | yes | full-time |
| 291 | female | 65 | self-employed | n/a           | yes | full-time |
| 314 | male   | 26 | employed      | permanent     | n/a | full-time |
| 378 | male   | 26 | employed      | permanent     | n/a | full-time |
| 380 | male   | 20 | employed      | permanent     | n/a | full-time |
| 381 | male   | 18 | employed      | not permanent | n/a | part-time |
| 382 | male   | 27 | employed      | permanent     | n/a | full-time |
| 454 | female | 28 | self-employed | n/a           | no  | full-time |
| 459 | female | 43 | self-employed | n/a           | yes | full-time |
| 465 | male   | 28 | self-employed | n/a           | no  | full-time |
| 467 | male   | 52 | self-employed | n/a           | no  | part-time |
| 472 | male   | 50 | self-employed | n/a           | no  | full-time |
| 500 | female | 48 | self-employed | n/a           | yes | full-time |
| 510 | male   | 56 | self-employed | n/a           | yes | full-time |

*Germany*

| <b>Respondent No.</b> | <b>Gender Q2a</b> | <b>Age Q2b</b> | <b>Self-Employed Q7</b> | <b>Type of contract</b> | <b>With / without employees</b> | <b>Working part/ full time</b> |
|-----------------------|-------------------|----------------|-------------------------|-------------------------|---------------------------------|--------------------------------|
| 34                    | male              | 64             | employed                | permanent               | n/a                             | full-time                      |
| 35                    | male              | 50             | employed                | permanent               | n/a                             | full-time                      |
| 38                    | female            | 35             | employed                | not permanent           | n/a                             | full-time                      |

|     |        |    |               |               |     |           |
|-----|--------|----|---------------|---------------|-----|-----------|
| 39  | female | 43 | employed      | permanent     | n/a | part-time |
| 43  | female | 37 | employed      | permanent     | n/a | full-time |
| 45  | male   | 56 | employed      | not permanent | n/a | part-time |
| 47  | male   | 33 | employed      | permanent     | n/a | full-time |
| 51  | male   | 43 | employed      | not permanent | n/a | part-time |
| 52  | male   | 53 | employed      | permanent     | n/a | full-time |
| 53  | female | 59 | employed      | permanent     | n/a | part-time |
| 54  | female | 46 | self-employed | n/a           | yes | full-time |
| 55  | female | 31 | employed      | permanent     | n/a | full-time |
| 56  | female | 35 | employed      | not permanent | n/a | part-time |
| 57  | female | 38 | employed      | permanent     | n/a | part-time |
| 61  | male   | 43 | employed      | permanent     | n/a | full-time |
| 63  | female | 49 | employed      | permanent     | n/a | full-time |
| 68  | female | 27 | employed      | not permanent | n/a | part-time |
| 75  | female | 54 | employed      | permanent     | n/a | part-time |
| 80  | male   | 58 | employed      | permanent     | n/a | full-time |
| 81  | female | 44 | employed      | permanent     | n/a | full-time |
| 83  | male   | 47 | employed      | permanent     | n/a | full-time |
| 88  | female | 46 | employed      | permanent     | n/a | full-time |
| 90  | male   | 39 | self-employed | n/a           | yes | full-time |
| 98  | female | 51 | self-employed | n/a           | no  | full-time |
| 102 | female | 47 | employed      | permanent     | n/a | full-time |
| 103 | female | 35 | employed      | permanent     | n/a | full-time |
| 104 | male   | 32 | employed      | permanent     | n/a | full-time |
| 105 | female | 28 | employed      | permanent     | n/a | full-time |
| 106 | male   | 48 | employed      | permanent     | n/a | full-time |
| 107 | male   | 37 | employed      | permanent     | n/a | part-time |
| 108 | female | 48 | employed      | permanent     | n/a | part-time |
| 111 | female | 46 | employed      | permanent     | n/a | full-time |
| 114 | male   | 22 | employed      | permanent     | n/a | part-time |
| 115 | female | 25 | employed      | permanent     | n/a | full-time |



|     |        |    |               |               |     |           |
|-----|--------|----|---------------|---------------|-----|-----------|
| 118 | female | 23 | employed      | not permanent | n/a | full-time |
| 120 | female | 57 | employed      | not permanent | n/a | part-time |
| 126 | female | 20 | employed      | not permanent | n/a | full-time |
| 129 | female | 19 | employed      | not permanent | n/a | part-time |
| 130 | female | 23 | employed      | permanent     | n/a | full-time |
| 132 | female | 56 | employed      | permanent     | n/a | full-time |
| 135 | female | 26 | employed      | not permanent | n/a | part-time |
| 139 | female | 29 | employed      | permanent     | n/a | full-time |
| 142 | male   | 18 | employed      | not permanent | n/a | full-time |
| 144 | male   | 56 | employed      | permanent     | n/a | full-time |
| 146 | male   | 28 | employed      | permanent     | n/a | full-time |
| 147 | male   | 33 | self-employed | n/a           | no  | full-time |
| 154 | male   | 49 | self-employed | n/a           | yes | full-time |
| 157 | male   | 29 | employed      | permanent     | n/a | full-time |
| 186 | male   | 27 | employed      | permanent     | n/a | full-time |
| 194 | female | 56 | employed      | permanent     | n/a | part-time |
| 195 | female | 33 | self-employed | n/a           | yes | part-time |
| 206 | male   | 60 | self-employed | n/a           | yes | part-time |
| 210 | female | 62 | employed      | permanent     | n/a | part-time |
| 213 | female | 58 | employed      | permanent     | n/a | full-time |
| 219 | male   | 57 | employed      | permanent     | n/a | full-time |
| 226 | male   | 29 | employed      | permanent     | n/a | full-time |
| 232 | male   | 29 | employed      | permanent     | n/a | full-time |
| 235 | female | 58 | employed      | permanent     | n/a | part-time |
| 236 | male   | 24 | employed      | permanent     | n/a | full-time |
| 238 | male   | 52 | employed      | not permanent | n/a | part-time |
| 241 | male   | 55 | self-employed | n/a           | yes | full-time |
| 247 | female | 54 | employed      | permanent     | n/a | part-time |
| 248 | male   | 26 | employed      | permanent     | n/a | part-time |

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|     |        |    |                   |                  |     |           |
|-----|--------|----|-------------------|------------------|-----|-----------|
| 258 | female | 53 | employed          | permanent        | n/a | full-time |
| 260 | male   | 55 | employed          | permanent        | n/a | full-time |
| 265 | male   | 65 | employed          | permanent        | n/a | no answer |
| 270 | male   | 56 | self-<br>employed | n/a              | no  | full-time |
| 272 | male   | 51 | employed          | permanent        | n/a | full-time |
| 287 | male   | 28 | self-<br>employed | n/a              | no  | part-time |
| 319 | female | 40 | self-<br>employed | n/a              | yes | full-time |
| 321 | male   | 33 | self-<br>employed | n/a              | no  | part-time |
| 322 | female | 54 | self-<br>employed | n/a              | no  | part-time |
| 323 | male   | 53 | self-<br>employed | n/a              | yes | full-time |
| 325 | male   | 60 | self-<br>employed | n/a              | yes | full-time |
| 326 | male   | 64 | self-<br>employed | n/a              | no  | full-time |
| 328 | male   | 42 | self-<br>employed | n/a              | yes | full-time |
| 330 | male   | 57 | self-<br>employed | n/a              | no  | part-time |
| 333 | male   | 60 | self-<br>employed | n/a              | no  | full-time |
| 334 | female | 54 | self-<br>employed | n/a              | yes | full-time |
| 335 | male   | 63 | self-<br>employed | n/a              | no  | part-time |
| 336 | male   | 62 | self-<br>employed | n/a              | no  | full-time |
| 338 | male   | 33 | employed          | not<br>permanent | n/a | full-time |
| 340 | female | 53 | self-<br>employed | n/a              | no  | part-time |
| 342 | female | 65 | self-<br>employed | n/a              | no  | full-time |
| 343 | male   | 61 | self-<br>employed | n/a              | no  | full-time |
| 345 | female | 29 | self-<br>employed | n/a              | no  | full-time |

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|     |        |    |               |     |     |           |
|-----|--------|----|---------------|-----|-----|-----------|
| 346 | male   | 47 | self-employed | n/a | no  | full-time |
| 347 | male   | 47 | self-employed | n/a | yes | full-time |
| 348 | female | 43 | self-employed | n/a | no  | part-time |
| 349 | male   | 55 | self-employed | n/a | yes | full-time |
| 352 | male   | 64 | self-employed | n/a | yes | part-time |
| 353 | male   | 53 | self-employed | n/a | no  | full-time |
| 355 | female | 62 | self-employed | n/a | no  | full-time |
| 358 | female | 43 | self-employed | n/a | yes | full-time |
| 360 | male   | 48 | self-employed | n/a | yes | full-time |
| 362 | female | 34 | self-employed | n/a | no  | full-time |
| 364 | female | 32 | self-employed | n/a | yes | full-time |
| 367 | female | 60 | self-employed | n/a | no  | part-time |
| 369 | male   | 47 | self-employed | n/a | no  | full-time |
| 370 | male   | 63 | self-employed | n/a | no  | full-time |
| 371 | female | 51 | self-employed | n/a | no  | full-time |
| 372 | female | 51 | self-employed | n/a | no  | full-time |
| 373 | female | 30 | self-employed | n/a | yes | full-time |
| 374 | female | 62 | self-employed | n/a | no  | full-time |
| 386 | female | 51 | self-employed | n/a | yes | full-time |
| 391 | male   | 63 | self-employed | n/a | no  | part-time |
| 392 | male   | 47 | self-employed | n/a | yes | full-time |
| 394 | male   | 61 | self-employed | n/a | no  | full-time |

|     |        |    |               |               |     |           |
|-----|--------|----|---------------|---------------|-----|-----------|
| 395 | male   | 41 | self-employed | n/a           | yes | full-time |
| 396 | male   | 33 | self-employed | n/a           | no  | full-time |
| 399 | male   | 65 | self-employed | n/a           | no  | full-time |
| 400 | male   | 45 | self-employed | n/a           | yes | part-time |
| 401 | male   | 58 | self-employed | n/a           | yes | full-time |
| 403 | male   | 61 | self-employed | n/a           | no  | full-time |
| 405 | female | 37 | self-employed | n/a           | no  | full-time |
| 406 | female | 52 | self-employed | n/a           | yes | part-time |
| 889 | male   | 60 | self-employed | n/a           | no  | full-time |
| 892 | female | 60 | self-employed | n/a           | no  | part-time |
| 898 | female | 55 | self-employed | n/a           | no  | full-time |
| 904 | female | 25 | employed      | permanent     | n/a | full-time |
| 905 | male   | 30 | employed      | permanent     | n/a | full-time |
| 912 | female | 48 | self-employed | n/a           | yes | full-time |
| 931 | female | 19 | employed      | not permanent | n/a | full-time |

*Poland*

| <b>Respondent No.</b> | <b>Gender Q2a</b> | <b>Age Q2b</b> | <b>Self-Employed Q7</b> | <b>Type of contract</b> | <b>With / without employees</b> | <b>Working part/ full time</b> |
|-----------------------|-------------------|----------------|-------------------------|-------------------------|---------------------------------|--------------------------------|
| 38                    | male              | 53             | employed                | permanent               | n/a                             | full-time                      |
| 40                    | male              | 64             | employed                | permanent               | n/a                             | full-time                      |
| 42                    | male              | 39             | self-employed           | n/a                     | no                              | part-time                      |
| 44                    | female            | 59             | employed                | permanent               | n/a                             | part-time                      |
| 46                    | female            | 34             | employed                | permanent               | n/a                             | full-time                      |
| 47                    | male              | 28             | employed                | permanent               | n/a                             | full-time                      |
| 48                    | male              | 32             | self-employed           | n/a                     | yes                             | full-time                      |

|     |        |    |               |               |     |           |
|-----|--------|----|---------------|---------------|-----|-----------|
| 52  | male   | 30 | employed      | permanent     | n/a | full-time |
| 56  | male   | 27 | employed      | not permanent | n/a | full-time |
| 58  | male   | 56 | employed      | permanent     | n/a | full-time |
| 59  | male   | 42 | employed      | permanent     | n/a | full-time |
| 60  | male   | 43 | employed      | permanent     | n/a | full-time |
| 63  | female | 54 | employed      | permanent     | n/a | full-time |
| 64  | male   | 45 | employed      | permanent     | n/a | full-time |
| 65  | female | 53 | employed      | not permanent | n/a | full-time |
| 66  | male   | 53 | employed      | permanent     | n/a | full-time |
| 69  | male   | 32 | employed      | permanent     | n/a | full-time |
| 72  | female | 39 | employed      | permanent     | n/a | full-time |
| 75  | female | 47 | employed      | permanent     | n/a | full-time |
| 77  | male   | 50 | employed      | not permanent | n/a | full-time |
| 78  | male   | 28 | self-employed | n/a           | yes | full-time |
| 79  | male   | 41 | employed      | permanent     | n/a | full-time |
| 81  | female | 32 | employed      | not permanent | n/a | full-time |
| 83  | male   | 60 | employed      | permanent     | n/a | full-time |
| 84  | female | 52 | self-employed | n/a           | no  | part-time |
| 85  | female | 58 | employed      | not permanent | n/a | full-time |
| 87  | male   | 37 | self-employed | n/a           | yes | full-time |
| 89  | female | 58 | employed      | permanent     | n/a | part-time |
| 90  | female | 39 | employed      | permanent     | n/a | full-time |
| 91  | female | 51 | employed      | permanent     | n/a | full-time |
| 92  | female | 56 | employed      | not permanent | n/a | full-time |
| 93  | female | 60 | employed      | permanent     | n/a | full-time |
| 95  | male   | 52 | employed      | not permanent | n/a | full-time |
| 97  | male   | 49 | employed      | permanent     | n/a | full-time |
| 98  | male   | 48 | self-employed | n/a           | yes | full-time |
| 104 | female | 40 | employed      | not permanent | n/a | full-time |

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|     |        |    |               |               |           |           |
|-----|--------|----|---------------|---------------|-----------|-----------|
| 106 | male   | 57 | employed      | permanent     | n/a       | full-time |
| 111 | female | 58 | self-employed | n/a           | no answer | full-time |
| 112 | female | 26 | don't know    | permanent     | n/a       | full-time |
| 113 | female | 28 | employed      | permanent     | n/a       | full-time |
| 114 | female | 35 | employed      | not permanent | n/a       | part-time |
| 121 | male   | 25 | employed      | not permanent | n/a       | full-time |
| 122 | male   | 42 | self-employed | n/a           | no        | full-time |
| 128 | female | 41 | employed      | permanent     | n/a       | full-time |
| 130 | male   | 28 | self-employed | n/a           | no        | full-time |
| 134 | male   | 59 | employed      | permanent     | n/a       | full-time |
| 139 | female | 23 | employed      | not permanent | n/a       | full-time |
| 143 | female | 30 | employed      | not permanent | n/a       | full-time |
| 146 | male   | 51 | employed      | permanent     | n/a       | full-time |
| 149 | male   | 28 | employed      | permanent     | n/a       | full-time |
| 151 | male   | 55 | employed      | permanent     | n/a       | full-time |
| 152 | female | 30 | employed      | not permanent | n/a       | part-time |
| 156 | female | 27 | employed      | permanent     | n/a       | full-time |
| 157 | female | 39 | self-employed | n/a           | no        | part-time |
| 158 | female | 55 | self-employed | n/a           | no        | full-time |
| 167 | female | 27 | employed      | permanent     | n/a       | full-time |
| 168 | female | 27 | employed      | not permanent | n/a       | full-time |
| 177 | male   | 50 | employed      | permanent     | n/a       | full-time |
| 181 | female | 28 | employed      | permanent     | n/a       | full-time |
| 184 | female | 59 | employed      | permanent     | n/a       | full-time |
| 190 | male   | 43 | employed      | permanent     | n/a       | full-time |
| 202 | female | 50 | self-employed | n/a           | no        | full-time |
| 228 | male   | 54 | self-employed | n/a           | yes       | full-time |

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|     |        |    |               |               |     |           |
|-----|--------|----|---------------|---------------|-----|-----------|
| 233 | female | 25 | self-employed | n/a           | no  | full-time |
| 268 | female | 25 | self-employed | n/a           | no  | part-time |
| 272 | male   | 25 | employed      | permanent     | n/a | full-time |
| 278 | male   | 61 | self-employed | n/a           | no  | full-time |
| 291 | male   | 36 | self-employed | n/a           | no  | full-time |
| 301 | male   | 20 | employed      | not permanent | n/a | full-time |
| 315 | male   | 53 | self-employed | n/a           | yes | full-time |
| 328 | male   | 46 | self-employed | n/a           | no  | full-time |
| 330 | male   | 59 | self-employed | n/a           | no  | full-time |
| 333 | male   | 39 | employed      | permanent     | n/a | full-time |
| 337 | female | 50 | employed      | not permanent | n/a | full-time |
| 340 | male   | 37 | employed      | not permanent | n/a | full-time |
| 344 | female | 44 | self-employed | n/a           | no  | full-time |
| 347 | male   | 50 | self-employed | n/a           | no  | full-time |
| 352 | female | 45 | employed      | permanent     | n/a | full-time |
| 353 | female | 21 | employed      | not permanent | n/a | full-time |
| 360 | male   | 52 | self-employed | n/a           | yes | full-time |
| 366 | female | 48 | self-employed | n/a           | no  | part-time |
| 381 | male   | 50 | self-employed | n/a           | no  | part-time |
| 384 | male   | 53 | self-employed | n/a           | no  | full-time |
| 385 | female | 48 | self-employed | n/a           | no  | full-time |
| 388 | male   | 50 | self-employed | n/a           | yes | full-time |
| 422 | male   | 41 | self-employed | n/a           | no  | full-time |

|     |        |    |               |               |     |           |
|-----|--------|----|---------------|---------------|-----|-----------|
| 430 | male   | 26 | don't know    | not permanent | n/a | full-time |
| 438 | female | 59 | self-employed | n/a           | no  | full-time |
| 463 | male   | 28 | self-employed | n/a           | no  | full-time |
| 472 | male   | 28 | self-employed | n/a           | no  | full-time |
| 498 | male   | 47 | self-employed | n/a           | no  | full-time |
| 582 | male   | 52 | self-employed | n/a           | no  | part-time |
| 593 | female | 57 | self-employed | n/a           | no  | full-time |
| 594 | male   | 58 | self-employed | n/a           | no  | part-time |
| 623 | male   | 45 | self-employed | n/a           | no  | full-time |
| 644 | male   | 63 | self-employed | n/a           | no  | full-time |
| 663 | male   | 38 | self-employed | n/a           | yes | full-time |
| 695 | female | 25 | self-employed | n/a           | yes | full-time |
| 698 | female | 44 | self-employed | n/a           | yes | full-time |
| 711 | male   | 40 | self-employed | n/a           | yes | full-time |
| 715 | female | 45 | self-employed | n/a           | no  | part-time |
| 760 | male   | 58 | self-employed | n/a           | no  | full-time |
| 768 | female | 47 | self-employed | n/a           | no  | part-time |
| 770 | female | 35 | self-employed | n/a           | no  | part-time |
| 782 | female | 52 | self-employed | n/a           | no  | part-time |
| 790 | female | 48 | self-employed | n/a           | no  | full-time |
| 860 | female | 60 | self-employed | n/a           | yes | full-time |
| 870 | female | 41 | self-employed | n/a           | yes | full-time |



|      |        |    |               |     |           |           |
|------|--------|----|---------------|-----|-----------|-----------|
| 881  | female | 57 | self-employed | n/a | yes       | part-time |
| 918  | female | 28 | self-employed | n/a | yes       | full-time |
| 927  | female | 52 | self-employed | n/a | yes       | full-time |
| 928  | female | 31 | self-employed | n/a | yes       | full-time |
| 935  | female | 22 | self-employed | n/a | yes       | part-time |
| 1176 | female | 59 | self-employed | n/a | no answer | part-time |
| 1179 | male   | 22 | self-employed | n/a | yes       | full-time |
| 1182 | male   | 55 | self-employed | n/a | yes       | full-time |
| 1186 | female | 50 | self-employed | n/a | no answer | full-time |
| 1188 | male   | 28 | self-employed | n/a | yes       | full-time |
| 1196 | female | 57 | self-employed | n/a | yes       | full-time |
| 1199 | female | 54 | self-employed | n/a | no        | full-time |
| 1202 | female | 23 | self-employed | n/a | yes       | full-time |
| 1206 | male   | 52 | self-employed | n/a | yes       | full-time |

## Face-to-face Cognitive Interview

### Germany

#### Demographics and Key characteristics

| Respondent No. | Recruited Category | Gender | Age   | Employed / Self-employed | Type of contract | With / without employees | Working part/ full time |
|----------------|--------------------|--------|-------|--------------------------|------------------|--------------------------|-------------------------|
| 1              | III                | male   | 30-34 | Employed                 | Limited          | -                        | Full-time               |
| 2              | III                | female | 50-54 | Self-employed            | -                | No                       | Full-time               |
| 3              | V                  | male   | 55-59 | Self-employed            | -                | No                       | Part-time               |
| 4              | I                  | male   | 50-54 | Employed                 | Permanent        | -                        | Full-time               |
| 5              | III                | female | 55-59 | Employed                 | Permanent        | -                        | Full-time               |

|    |    |        |       |               |           |     |           |
|----|----|--------|-------|---------------|-----------|-----|-----------|
| 6  | I  | male   | 30-34 | Employed      | Permanent | -   | Part-time |
| 7  | I  | female | 30-34 | Employed      | Limited   | -   | Full-time |
| 8  | II | male   | 60-64 | Self-employed | -         | yes | Full-time |
| 9  | II | female | 50-54 | Self-employed | -         | Yes | Full-time |
| 10 | II | female | 60-64 | Self-employed | -         | Yes | Full-time |
| 11 | I  | female | 60-64 | Employed      | Permanent | Yes | Full-time |
| 12 | V  | female | 30-34 | Employed      | Permanent | -   | Part-time |
| 13 | II | female | 25-29 | Self-employed | -         | Yes | Full-time |
| 14 | IV | male   | 30-34 | Employed      | Permanent | -   | Part-time |
| 15 | V  | male   | 50-54 | Employed      | Permanent | -   | Part-time |
| 16 | IV | male   | 35-39 | Employed      | Limited   | -   | Part-time |

## Education

**Q106\_DE****DE**

**Was ist der höchste allgemeinbildende Schulabschluss, den Sie erreicht haben?**

**Bitte sagen Sie es mir anhand dieser Liste.**

|   |  |
|---|--|
| Grundschule nicht beendet   | -                                      |
| Grundschule beendet, aber (noch) kein Abschluss einer weiterführenden Schule              | -                                      |
| Volks-/Hauptschulabschluss bzw. Polytechnische Oberschule mit Abschluss 8. oder 9. Klasse | 12                                     |
| Mittlere Reife/Realschulabschluss bzw. Polytechnische Oberschule mit Abschluss 10. Klasse | 04, 05                                 |
| Fachhochschulreife (Abschluss einer Fachoberschule usw.)                                  | 06, 14, 15                             |
| Abitur bzw. Erweiterte Oberschule mit Abschluss 12. Klasse (Hochschulreife)               | 01, 02, 03, 07, 08, 09, 10, 11, 13, 16 |
| Open:   | -                                      |
| <i>Weiß nicht (spontan)</i>   | -                                      |
| <i>Verweigert (spontan)</i>   | -                                      |

[ASK IF Q106\_DE = 4, 5, 88 OR 99 ]

**DE****Q106a\_DE**

**Was ist der höchste Studienabschluss, den Sie erreicht haben?**

**Bitte sagen Sie es mir anhand dieser Liste.**

|  |        |
|--|--------|
| Zwischenprüfung, Vordiplom                                 | -      |
| Diplom einer Berufsakademie                                | -      |
| Bachelor einer Verwaltungs-/Fachhochschule, Berufsakademie | 04, 06 |
| Diplom einer Fachhochschule                                | -      |
| Bachelor einer Universität                                 | -      |
| Master einer Fachhochschule                                | -      |

|   |  |
|---|--|
| Diplom, Magister, Staatsexamen einer Universität, Kunst-, Musik- oder pädagogischen Hochschule  | 08, 09, 10, 11   |
| Master oder Aufbaustudium einer Universität, Kunst-, Musik- oder pädagogischen Hochschule   | 07   |
| Promotion; Habilitation   | 01, 16   |
| Open:   | -  |
| kein Studienabschluss   | 02, 03, 12, 13, 14, 15   |
| <i>Weiß nicht (spontan)</i>   | -  |
| <i>Verweigert (spontan)</i>   | -  |
| <b>Q106b</b>  | <b>DE</b>  |
| <b>Was ist der höchste Ausbildungsabschluss, den Sie erreicht haben?</b>  |  |
| <b>Was von dieser Liste trifft auf Sie zu?</b>  |  |
| Abschlusszeugnis Berufsgrundbildungsjahr; Berufsfachschule (Berufliche Grundkenntnisse); medizinische Hilfsberufe (1-jährige Schulen des Gesundheitswesens) | -  |
| Beruflich-betriebliche Anlernzeit mit Abschlusszeugnis, aber keine Lehre; Teilfacharbeiterabschluss   | -  |
| Abschlusszeugnis für medizinische Assistenten, Krankenschwestern/-pfleger (2- bis 3-jährige Schulen des Gesundheitswesens)                                  | -  |
| Laufbahnprüfung für den mittleren Dienst  | -  |
| Abgeschlossene gewerbliche oder landwirtschaftliche Lehre   | 05<br>(Kosmetikausbildung),12  |
| Abgeschlossene kaufmännische Lehre  | 11   |
| Berufsqualifizierender Abschluss einer Berufsfachschule/eines Kollegs   | 02, 14   |
| Berufliche Zweitausbildung  | 05 (Naturheilpraxis)   |
| Meister-/Techniker- oder gleichwertiger Fachschulabschluss (inkl. Fachschule der ehemaligen DDR); Abschluss einer Fachakademie (Bayern)                     | -<br>04, 15  |
| Open:   | 06 (Handwerkliche Facharbeiterausbildung – TP ist sich nicht sicher, ob diese unter (5) fällt) |
| kein beruflicher Ausbildungsabschluss   | 01, 03, 07, 08, 09, 10, 13, 16   |

*Poland***Demographics and Key Characteristics**

| <b>Respondent No.</b> | <b>Category</b> | <b>Gender</b> | <b>Age</b> | <b>Employed / Self-employed</b> | <b>Type of contract</b> | <b>With / without employees</b> | <b>Working part/ full time</b> |
|-----------------------|-----------------|---------------|------------|---------------------------------|-------------------------|---------------------------------|--------------------------------|
| 1                     | II              | Male          | 45-49      | Self-employed                   | -                       | No                              | Full-time                      |
| 2                     | V               | Female        | 50-54      | Employed                        | Other                   | -                               | Part-time                      |
| 3                     | IV              | Male          | 40-44      | Employed                        | Permanent               | -                               | Full-time                      |
| 4                     | I               | Female        | 55-59      | Employed                        | Permanent               | -                               | Full-time                      |
| 5                     | V               | Male          | 30-34      | Employed                        | Permanent               | -                               | Full-time                      |
| 6                     | I               | Male          | 25-29      | Employed                        | Limited                 | -                               | Full-time                      |
| 7                     | III             | Male          | 30-34      | Self-employed                   | -                       | Yes                             | Part-time                      |
| 8                     | II              | Female        | 40-44      | Self-employed                   | -                       | No                              | Part-time                      |
| 9                     | II              | Male          | 50-54      | Self-employed                   | -                       | No                              | Full-time                      |
| 10                    | III             | Female        | 40-44      | Self-employed                   | -                       | Yes                             | Part-time                      |
| 11                    | IV              | Female        | 25-29      | Employed                        | Limited                 | -                               | Part-time                      |
| 12                    | V               | Female        | 40-44      | Employed                        | No contract             | -                               | Part-time                      |
| 13                    | II              | Female        | 45-49      | Self-employed                   | -                       | Yes                             | Full-time                      |
| 14                    | I               | Female        | 30-34      | Employed                        | Limited                 | -                               | Full-time                      |
| 15                    | III             | Female        | 35-39      | Self-Employed                   | -                       | No                              | Full-time                      |
| 16                    | I               | Male          | 35-39      | Employed                        | Limited                 | -                               | Full-time                      |

**Education**

| <b>Q106 What is your highest completely education level?</b> | <b>PL</b>                             |
|--|---------------------------------------|
| Incomplete primary   | -                                     |
| Primary - 6 classes  | -                                     |
| Primary - 8 classes  | -                                     |
| Middle school  | -                                     |
| Vocational   | -                                     |
| Secondary comprehensive                                      | 03, 16                                |
| Secondary vocational (technical)                             | 01                                    |
| Post secondary   | 06                                    |
| Higher BA  | 05, 15                                |
| Higher MA  | 02, 04, 07, 08, 09,<br>10, 11, 12, 13 |
| Doctoral studies (PhD)                                       | 14                                    |
| DK (spontaneous)   | -                                     |
| Refused (spontaneous)  | -                                     |

## Glossary: Cognitive Techniques

| Technique                     | Example   |
|-------------------------------|---|
| Think Aloud                   | “Please vocalize everything that comes to your mind while you answer the following question. Please also vocalize things that seem unimportant to you. The question is...”.       |
| Comprehension Probing         | “What would you say is a ,representative democracy‘?”   |
| Category Selection Probing    | “You have just said that you strongly agree with this statement. Why did you select this answer?”   |
| Information Retrieval Probing | “How did you remember that you went to the doctor [...] times in the past 12 months?”   |
| General/Elaborative Probing   | “Can you please explain your answer a little further?”  |
| Specific Probing              | “You have just answered ,yes‘ to this question. Does that mean that you have already done [...] or that you principally would do [...] if required, but have not yet done [...]?” |
| Emergent Probing              | “I noticed that you frowned when I read out the answer categories to you. Could you please tell me why you did that?”   |
| Paraphrasing                  | “Please repeat the question that I have just read out to you in your own words.”  |
| Confidence Rating             | “How sure are you that you went to the doctor [...] times in the past 12 months?”   |



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