

ISSP 2025 source questionnaire

2025 ISSP MODULE ON WORK ORIENTATIONS V

DRAFTING GROUP

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Please note that the following substantial ISSP questions are always asked together with a set of background questions collecting mainly demographic information. Since countries are allowed to ask these questions country-specifically and then harmonise the data to reach the pre-defined measurement goal, there is no universal background questionnaire. A questionnaire version some countries use is available on the GESIS ISSP webpages at: <https://www.gesis.org/en/issp/data-and-documentation/issp-background-variables>.

It is accompanied by a document called the ISSP “BV Guidelines,” which provides detailed information on the measurement goals and coding instructions. Corresponding guidelines for the ISSP questionnaire at hand: ISSP Demographic Methods Group (2024). ISSP Background Variables Guidelines for ISSP 2025. Cologne: GESIS.

Notes to ISSP members:

1. All notes which are not part of the questionnaire and intended only for members are enclosed in pointed, angle brackets.
2. All the elements in questions which require local adaptation are enclosed in square brackets.
3. TN = translation note; Notes on question wording should help the understanding and the translation of the question; thus, a translation of the note itself is not intended.
4. Item history and topics (in blue font colour) are reported above question text
 - The 'N's and the 2015/2005/1997/1989 question numbers for the repeat questions are just meant to alert members to the fact that certain questions/ items have already been asked in earlier modules. You should not retain this information in your questionnaire.
 - ISSP policy on questions which you have already translated for an earlier module is that members should not tinker with wording to make slight improvements. Only real mistakes in translation should be changed. These should be clearly documented in your technical report.
5. All the substantive questions must be asked and asked in the order presented here. If, for any reason, you have to change the question order, this should be clearly documented in your technical report.
6. The module-specific background variable (Contract type) is also obligatory and should be handled as ISSP background variable with regard to question wording. However, there is a recommendation that the ISSP 2025 drafting group politely asks to follow with regard to question order.
7. Part 1 of the questionnaire should be asked to all respondents (Q1-Q7);
Part 2 of the questionnaire should be asked to respondents working for pay (Q8-Q33);
Part 3 of the questionnaire should be asked to respondents not working for pay (Q34-Q48);
Additional compulsory BV;
If you decide in favour of the optional items (O1-O7), then they should be asked to all respondents.

If possible, please ask only once whether the respondent is working for pay. (The question is also part of the BV).

New or revised items are marked by N.

1 2015: 1a, 1b; 2005: 2a, b; 1997: 2a, b; 1989: 2a, b **Work Centrality**

Please tick one box for each statement below to show how much you agree or disagree with it, thinking of work in general.

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. A job is just a way of earning money - no more.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I would enjoy having a paid job even if I did not need the money.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2 2015: 2a-h, i; 2005: 3a-h; 1997: 4a-h; 1989: 6a-c and 6e-h/ 2025: N: j (remote work);

Work Values

For each of the following, please tick one box to show how important you personally think it is in a job.

PLEASE TICK ONE BOX ON EACH LINE

How important is...	Very important	Important	Neither important nor unimportant	Not important	Not important at all	Can't choose
a. ... job security	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. ... high income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. ... good opportunities for advancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. ... an interesting job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. ... a job that allows someone to work independently	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. ... a job that allows someone to help other people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. ... a job that is useful to society	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. ... a job that allows someone to decide their times or days of work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. ... a job that involves personal contact with other people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N j. ... a job that allows someone to work remotely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<CLARIFICATION NOTE: Please note that these items do not refer to respondents' own job but what respondents personally believe are important attributes of a job in general. This question is formulated so that everyone can answer it regardless of whether they are currently in the labour market or not.>

<TN: "work remotely" refers to not being physically present at a "usual" workplace, e.g., tele-commuting or tele-working and does not only refer to working from home.>

New types of digital technologies, such as robots, computer programmes, and artificial intelligence (AI) are changing the way we live and work.

<CLARIFICATION NOTE: By computer programmes we mean any kind of software programmes and apps.>

N3 Attitudes towards Digitalisation at Work

Thinking about the impact that the use of digital technologies will have on jobs of people in [country].
Would you say that ...

PLEASE TICK ONE BOX ONLY

- more jobs will be created than lost. 1
- a similar number of jobs will be created and lost. 2
- more jobs will be lost than created. 3
- Can't choose -8

N4 Attitudes towards Digitalisation at Work

Overall, how worried, if at all, are you that in the next 5 years digital technologies will take over many of the jobs done by humans?

PLEASE TICK ONE BOX ONLY

- Very worried 1
- Somewhat worried 2
- Not very worried 3
- Not worried at all 4
- Can't choose -8

5 2015: 8a, 8b; 1989: 5b / Solidarity and Conflict

To what extent do you agree or disagree with the following statements?

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. Workers need strong trade unions to protect their interests.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
b. Strong trade unions are bad for [country's] economy.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8

6 2015: 9; 2005: 7; 1997: 9 **Job and Worker Flexibility + Employment Arrangements**

Suppose you could decide on your work situation at present. Which of the following would you prefer?

PLEASE TICK ONE BOX ONLY

- A **full-time** job [30 hours or more per week] 1
- A **part-time** job [10-29 hours per week] 2
- A job with **less than [10] hours** a week 3
- No paid job at all 4
- Can't choose -8

<CLARIFICATION NOTE: We are trying to get at full-time/part-time so the verbal labels “full-time”, “part-time”, “less than”, are of central importance. The numbers in parentheses can vary by country if necessary.>

7 2015: 10; 2005: 8; 1997: 11 **Currently Working for Pay**

Are you currently working for pay?

PLEASE TICK ONE BOX ONLY

- Yes 1 **Please answer question 8**
- No 2 **Please go to question 34**

<CLARIFICATION NOTE: “currently working” refers to both self-employed and employees, and should include persons on leave if they are in an employment relationship.>

IF YOU ARE CURRENTLY WORKING FOR PAY (OR ON LEAVE BUT ARE IN AN EMPLOYMENT RELATIONSHIP): PLEASE ANSWER QUESTIONS 8 – 33

8 2015: 12a-g, h; 2005: 10a-g; 1997: 14a-g; 1989: 16a-c, e-h; 2025: N: h (autonomy); j (remote work) **Job Characteristics**

For each of these statements about your (main) job, please tick one box to show how much you agree or disagree that it applies to your job.

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. My job is secure.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
b. My income is high.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
c. My opportunities for advancement are high.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
d. My job is interesting.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
e. I can work independently.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
f. In my job, I can help other people.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
g. My job is useful to society.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
N h. In my job, I can decide my times or days of work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
i. In my job, I have personal contact with other people.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
N j. My job allows me to work remotely.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8

<CLARIFICATION NOTE: the question refers to one's main job if he or she has multiple jobs.>

<TN: "work remotely" refers to not being physically present at a "usual" workplace, e.g., tele-commuting or tele-working and does not only refer to working from home.>

N9 Experience of Work Transformation in the Digital Age

How often do you typically work remotely if at all? Please consider your standard working hours.

PLEASE TICK ONE BOX ONLY

Always or almost always	<input type="checkbox"/> 1	}	Please go to question 11
A few times a week	<input type="checkbox"/> 2		
Once a week	<input type="checkbox"/> 3		
Once or twice a month	<input type="checkbox"/> 4		
Less than once a month	<input type="checkbox"/> 5		
Never	<input type="checkbox"/> 6		→ Please answer question 10
Can't choose	<input type="checkbox"/> -8		→ Please go to question 11

N10 Experience of Work Transformation in the Digital Age

What is the main reason why you never work remotely?

PLEASE TICK ONE BOX ONLY

- | | |
|------------------------------------|--------------------------|
| My work cannot be done remotely. | <input type="checkbox"/> |
| I prefer not to work remotely. | <input type="checkbox"/> |
| I am not allowed to work remotely. | <input type="checkbox"/> |
| Can't choose | <input type="checkbox"/> |

N11 Work Life Balance

How satisfied or dissatisfied are you with the balance between the time you spend on your job and the time you spend on your personal or family life?

PLEASE TICK ONE BOX ONLY

- | | |
|------------------------------------|--------------------------|
| Completely satisfied | <input type="checkbox"/> |
| Very satisfied | <input type="checkbox"/> |
| Fairly satisfied | <input type="checkbox"/> |
| Neither satisfied nor dissatisfied | <input type="checkbox"/> |
| Fairly dissatisfied | <input type="checkbox"/> |
| Very dissatisfied | <input type="checkbox"/> |
| Completely dissatisfied | <input type="checkbox"/> |
| Can't choose | <input type="checkbox"/> |

<TN: personal life refers to other aspects of respondent's life in contrast to paid work.>

12 2015: 18; 2005: 14 Work Life Balance

How difficult would it be for you to take an hour or two off during working hours, to take care of personal or family matters?

PLEASE TICK ONE BOX ONLY

- | | |
|----------------------|--------------------------|
| Not difficult at all | <input type="checkbox"/> |
| Not too difficult | <input type="checkbox"/> |
| Somewhat difficult | <input type="checkbox"/> |
| Very difficult | <input type="checkbox"/> |
| Can't choose | <input type="checkbox"/> |

N13 Revised 2015: 19a, b; 2005: 15a, b Work Life Balance

How often, if at all, do you feel that...

PLEASE TICK ONE BOX ON EACH LINE

	Always	Often	Sometimes	Hardly ever	Never	Can't choose
a. ... your job interferes with your personal or family life?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
b. ... your personal or family life interferes with your job?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8

<TN: personal life refers to other aspects of respondent's life in contrast to paid work.>

N14 Work Life Balance

Which of the following statements best applies to you?

PLEASE TICK ONE BOX ONLY

I always give priority to my job over my personal or family life.	<input type="checkbox"/> 1
I often give priority to my job over my personal or family life.	<input type="checkbox"/> 2
I give equal priority to both.	<input type="checkbox"/> 3
I often give priority to my personal or family life over my job.	<input type="checkbox"/> 4
I always give priority to my personal or family life over my job.	<input type="checkbox"/> 5
Can't choose	<input type="checkbox"/> -8

<TN: personal life refers to other aspects of respondent's life in contrast to paid work.>

15 2015: 13a and 13b; 2005: 11b and c; 1997: 15b and c; 1989: 17b and c

Subjective Experience of Job

Now some more questions about your working conditions.

Please tick one box for each item below to show how often it applies to your work.

PLEASE TICK ONE BOX ON EACH LINE

How often...	Always	Often	Sometimes	Hardly ever	Never	Can't choose
a. ... do you have to do hard physical work?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
b. ... do you find your work stressful?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8

N16 Work Life Balance

How often, if at all, do colleagues, supervisors, managers, customers, or clients contact you about matters related to your work outside of your normal working hours?

PLEASE TICK ONE BOX ONLY

- Daily or almost daily 1
- A few days a week 2
- A few days a month 3
- Less often 4
- Never or almost never 5
- Can't choose -8

<TN: normal working hours refer to your standard or regular working hours at your workplace>

17 2015: 14b Non-Standard Employment

How often does your job involve working on weekends?

PLEASE TICK ONE BOX ONLY

- Always 1
- Often 2
- Sometimes 3
- Hardly ever 4
- Never 5
- Can't choose -8

18 2015: 15; 2005: 12; 1997: 16 Job and Worker Flexibility + Employment Arrangements

Which of the following statements best describes how your working hours are decided? (By working hours we mean here the times you start and finish work, and not the total hours you work per week or month.)

PLEASE TICK ONE BOX ONLY

- Starting and finishing times are decided by my employer and **I cannot change** them on my own. 1
- I can decide the time I start and finish work, **within certain limits.** 2
- I am entirely free** to decide when I start and finish work. 3

19 2015: 16 Non-Standard Employment

Which of the following statements best describes your usual working schedule in your main job?

PLEASE TICK ONE BOX ONLY

- | | |
|---|--------------------------|
| I have a regular schedule or shift (daytime, evening, or night). | <input type="checkbox"/> |
| I have a schedule or shift which regularly changes (for example, from days to evenings or to nights). | <input type="checkbox"/> |
| I have a schedule where daily working times are decided at short notice by my employer. | <input type="checkbox"/> |
| Can't choose | <input type="checkbox"/> |

N20 Skills and Training

Overall, how would you best describe your skills in relation to what is required for your (main) job?

PLEASE TICK ONE BOX ONLY

- | | |
|---|--------------------------|
| I have more skills than are required for my (main) job. | <input type="checkbox"/> |
| I have skills that match the requirements of my (main) job. | <input type="checkbox"/> |
| I have fewer skills than are required for my (main) job. | <input type="checkbox"/> |
| Can't choose | <input type="checkbox"/> |

<CLARIFICATION NOTE: the question refers to one's main job if he or she has multiple jobs.>

N21 Skills and Training

If you participated in any job-related courses or training during the last 12 months, who mainly paid for them?

PLEASE TICK ONE BOX ONLY

- | | |
|--|--------------------------|
| My employer | <input type="checkbox"/> |
| Myself | <input type="checkbox"/> |
| Someone else | <input type="checkbox"/> |
| I did not participate in any job-related courses or training | <input type="checkbox"/> |
| Can't choose | <input type="checkbox"/> |

Thinking again about digital technologies which include robots, computer programmes, and artificial intelligence (AI).

<CLARIFICATION NOTE: By computer programmes we mean any kind of software programmes and apps.>

N22 Experience of Work Transformation in the Digital Age

How often do you typically use digital technologies in your (main) job?

PLEASE TICK ONE BOX ONLY

- | | |
|--------------|--------------------------|
| Always | <input type="checkbox"/> |
| Often | <input type="checkbox"/> |
| Sometimes | <input type="checkbox"/> |
| Hardly ever | <input type="checkbox"/> |
| Never | <input type="checkbox"/> |
| Can't choose | <input type="checkbox"/> |

<CLARIFICATION NOTE: the question refers to one's main job if he or she has multiple jobs.>

N23 Experience of Work Transformation in the Digital Age

Compared to 3 years ago, has your use of digital technologies in your (main) job increased, decreased or remained the same?

PLEASE TICK ONE BOX ONLY

- | | |
|----------------------------------|--------------------------|
| Greatly increased | <input type="checkbox"/> |
| Somewhat increased | <input type="checkbox"/> |
| Remained the same | <input type="checkbox"/> |
| Somewhat decreased | <input type="checkbox"/> |
| Greatly decreased | <input type="checkbox"/> |
| I did not have a job 3 years ago | <input type="checkbox"/> |
| Can't choose | <input type="checkbox"/> |

<CLARIFICATION NOTE: the question refers to one's main job if he or she has multiple jobs.>

N24 Skills and Training

To what extent do you think you have the digital and computer skills needed to do your (main) job well?

PLEASE TICK ONE BOX ONLY

- | | |
|--|--------------------------|
| Not at all | <input type="checkbox"/> |
| To a small extent | <input type="checkbox"/> |
| To some extent | <input type="checkbox"/> |
| To a great extent | <input type="checkbox"/> |
| To a very great extent | <input type="checkbox"/> |
| No digital and computer skills needed in my (main) job | <input type="checkbox"/> |
| Can't choose | <input type="checkbox"/> |

<CLARIFICATION NOTE: the question refers to one's main job if he or she has multiple jobs.>

N25 Attitudes towards Digitalisation at Work

How worried, if at all, are you that in the next 5 years your own job will be taken over by robots, computer programmes, or artificial intelligence (AI)?

PLEASE TICK ONE BOX ONLY

- | | |
|--------------------|--|
| Very worried | <input style="width: 30px; height: 15px;" type="text" value="1"/> |
| Somewhat worried | <input style="width: 30px; height: 15px;" type="text" value="2"/> |
| Not very worried | <input style="width: 30px; height: 15px;" type="text" value="3"/> |
| Not worried at all | <input style="width: 30px; height: 15px;" type="text" value="4"/> |
| Can't choose | <input style="width: 30px; height: 15px;" type="text" value="-8"/> |

<CLARIFICATION NOTE: By computer programmes we mean any kind of software programmes and apps.>

26 2015: 22a, b; 2005: 19a, b; 1997: 21a, b; 1989: 20a, b Solidarity and Conflict

In general, how would you describe relations at your workplace...

PLEASE TICK ONE BOX ON EACH LINE

- | | Very good | Quite good | Neither good
nor bad | Quite bad | Very bad | Can't
choose |
|--|---|---|---|---|---|--|
| a. ... between management and employees? | <input style="width: 30px; height: 15px;" type="text" value="1"/> | <input style="width: 30px; height: 15px;" type="text" value="2"/> | <input style="width: 30px; height: 15px;" type="text" value="3"/> | <input style="width: 30px; height: 15px;" type="text" value="4"/> | <input style="width: 30px; height: 15px;" type="text" value="5"/> | <input style="width: 30px; height: 15px;" type="text" value="-8"/> |
| b. ... between workmates/colleagues? | <input style="width: 30px; height: 15px;" type="text" value="1"/> | <input style="width: 30px; height: 15px;" type="text" value="2"/> | <input style="width: 30px; height: 15px;" type="text" value="3"/> | <input style="width: 30px; height: 15px;" type="text" value="4"/> | <input style="width: 30px; height: 15px;" type="text" value="5"/> | <input style="width: 30px; height: 15px;" type="text" value="-8"/> |

27 2015: 23; 2005: 20; 1997: 22; 1989: 21 Outcome of Work

How satisfied are you in your (main) job?

PLEASE TICK ONE BOX ONLY

- | | |
|------------------------------------|--|
| Completely satisfied | <input style="width: 30px; height: 15px;" type="text" value="1"/> |
| Very satisfied | <input style="width: 30px; height: 15px;" type="text" value="2"/> |
| Fairly satisfied | <input style="width: 30px; height: 15px;" type="text" value="3"/> |
| Neither satisfied nor dissatisfied | <input style="width: 30px; height: 15px;" type="text" value="4"/> |
| Fairly dissatisfied | <input style="width: 30px; height: 15px;" type="text" value="5"/> |
| Very dissatisfied | <input style="width: 30px; height: 15px;" type="text" value="6"/> |
| Completely dissatisfied | <input style="width: 30px; height: 15px;" type="text" value="7"/> |
| Can't choose | <input style="width: 30px; height: 15px;" type="text" value="-8"/> |

<CLARIFICATION NOTE: the question refers to one's main job if he or she has multiple jobs.>

28 2015: 24a, b, c; 2005: 21a-c; 1997: 23a, b, d Outcome of Work

To what extent do you agree or disagree with each of the following statements?

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. I am willing to work harder than I have to in order to help the firm or organisation I work for succeed.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
b. I am proud to be working for my firm or organisation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
c. I would turn down another job that offered quite a bit more pay in order to stay with this organisation.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8

29 2015: 26; 2005: 22 Employability/ New Job

How difficult or easy do you think it would be for you to find a job at least as good as your current one?

PLEASE TICK ONE BOX ONLY

Very easy	<input type="checkbox"/> 1
Fairly easy	<input type="checkbox"/> 2
Neither easy nor difficult	<input type="checkbox"/> 3
Fairly difficult	<input type="checkbox"/> 4
Very difficult	<input type="checkbox"/> 5
Can't choose	<input type="checkbox"/> -8

30 2015: 27; 2005: 24; 1997: 25 Employability/ New Job

All in all, how likely is it that you will try to find a job with another firm or organisation within the next 12 months?

PLEASE TICK ONE BOX ONLY

Very likely	<input type="checkbox"/> 1
Likely	<input type="checkbox"/> 2
Unlikely	<input type="checkbox"/> 3
Very unlikely	<input type="checkbox"/> 4
Can't choose	<input type="checkbox"/> -8

31 2015: 28; 2005: 25; 1997: 26 Employability/ New Job

To what extent, if at all, do you worry about the possibility of losing your job?

PLEASE TICK ONE BOX ONLY

- | | |
|-------------------------|--------------------------|
| I worry a great deal. | <input type="checkbox"/> |
| I worry to some extent. | <input type="checkbox"/> |
| I worry a little. | <input type="checkbox"/> |
| I don't worry at all. | <input type="checkbox"/> |

32 2015: 29b, c, d; 2005: 26b, c, d Job and Worker Flexibility + Employment Arrangements

To what extent do you agree or disagree with the following statements?

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
In order to avoid unemployment I would be willing ...						
a. to accept a position with lower pay.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. to accept temporary employment.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. to travel longer to get to work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33 2015: 30 Non-Standard Employment

Over the past 12 months, in addition to your main job, have you done any other work for pay?

PLEASE TICK ONE BOX ONLY

- | | |
|---------------------------------|--------------------------|
| Yes, during all of that period | <input type="checkbox"/> |
| Yes, during most of that period | <input type="checkbox"/> |
| Yes, during some of that period | <input type="checkbox"/> |
| No | <input type="checkbox"/> |

<NOTE TO DESIGNERS: End of questionnaire for respondents working for pay. Please make sure to include the compulsory BV on contract type into the background part of the field questionnaire.>

<NOTE TO DESIGNERS: Please consider asking optional items>

PLEASE ANSWER QUESTIONS 34 - 48 IF YOU ARE NOT CURRENTLY WORKING FOR PAY

34 2015: 32; 2005: 28; 1997: 27 **Working for Pay in Past**

Have you ever had a paid job for one year or more?

PLEASE TICK ONE BOX ONLY

- Yes 1 Please answer question 35
 No 2 Please go to question 39

N35 2015: 33a; 2005: 29; 1997: 28 **Year Job Ended; 2015: 33b Month Job Ended**

a In what year did your last paid job end?

In _____ (year)
 I don't know -8

b In what month did your last paid job end?

In _____ (month)
 I don't know -8

N36 **Job Characteristics last job**

For each of the following statements, how much do you agree or disagree that it applied to your last job?

PLEASE TICK ONE BOX ON EACH LINE

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. My job was secure.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
b. My income was high.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
c. My opportunities for advancement were high.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
d. My job was interesting.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
e. I could work independently.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
f. In my job, I could help other people.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
g. My job was useful to society.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
h. In my job, I could decide my times or days of work.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
i. In my job, I had personal contact with other people.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8
j. My job allowed me to work remotely.	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3	<input type="checkbox"/> 4	<input type="checkbox"/> 5	<input type="checkbox"/> -8

<TN: "work remotely" refers to not being physically present at a "usual" workplace, e.g., tele-commuting or tele-working and does not only refer to working from home.>

37 2015: 34 Outcome of Past Work
How satisfied were you in your last job?

PLEASE TICK ONE BOX ONLY

- | | |
|------------------------------------|--|
| Completely satisfied | <input style="width: 30px; height: 15px;" type="checkbox"/> 1 |
| Very satisfied | <input style="width: 30px; height: 15px;" type="checkbox"/> 2 |
| Fairly satisfied | <input style="width: 30px; height: 15px;" type="checkbox"/> 3 |
| Neither satisfied nor dissatisfied | <input style="width: 30px; height: 15px;" type="checkbox"/> 4 |
| Fairly dissatisfied | <input style="width: 30px; height: 15px;" type="checkbox"/> 5 |
| Very dissatisfied | <input style="width: 30px; height: 15px;" type="checkbox"/> 6 |
| Completely dissatisfied | <input style="width: 30px; height: 15px;" type="checkbox"/> 7 |
| Can't choose | <input style="width: 30px; height: 15px;" type="checkbox"/> -8 |

N38 revised 2015: 35; 2005: 30; 1997: 29 Reason Past Job Ended (*Answer categories extracted from ILO Labour Force Survey*)
What was the main reason that your last job ended?

PLEASE TICK ONE BOX ONLY

- | | |
|-------------------------------|--|
| Job contract ended | <input style="width: 30px; height: 15px;" type="checkbox"/> 1 |
| Business stopped or closed | <input style="width: 30px; height: 15px;" type="checkbox"/> 2 |
| To look for a better job | <input style="width: 30px; height: 15px;" type="checkbox"/> 3 |
| Fired, dismissed | <input style="width: 30px; height: 15px;" type="checkbox"/> 4 |
| Redundancy | <input style="width: 30px; height: 15px;" type="checkbox"/> 5 |
| Retirement | <input style="width: 30px; height: 15px;" type="checkbox"/> 6 |
| To seek education, training | <input style="width: 30px; height: 15px;" type="checkbox"/> 7 |
| Childbirth, care for children | <input style="width: 30px; height: 15px;" type="checkbox"/> 8 |
| Other family reasons | <input style="width: 30px; height: 15px;" type="checkbox"/> 9 |
| Illness, injury, disability | <input style="width: 30px; height: 15px;" type="checkbox"/> 10 |
| Changed place of residence | <input style="width: 30px; height: 15px;" type="checkbox"/> 11 |
| Other | <input style="width: 30px; height: 15px;" type="checkbox"/> 12 |
| Can't choose | <input style="width: 30px; height: 15px;" type="checkbox"/> -8 |

<TN: "Redundancy" should be adapted to national terms.>
<CLARIFICATION NOTE: In some countries, there is overlap between the answer options "Fired, dismissed" and "Redundancy". In these cases, please leave out the answer option that does not apply.>

39 revised 2015: 36; 2005: 31; 1997: 30 Job Preference
Would you like to have a paid job, either now or in the future?

PLEASE TICK ONE BOX ONLY

- | | | |
|--------------------|---|----------------------------------|
| Yes, now | <input style="width: 30px; height: 15px;" type="checkbox"/> 1 | Please answer question 40 |
| Yes, in the future | <input style="width: 30px; height: 15px;" type="checkbox"/> 2 | Please answer question 40 |
| No | <input style="width: 30px; height: 15px;" type="checkbox"/> 3 | Please go to question 47 |

40 2015: 37; 2005: 32; 1997: 31 Employability/ New Job

How likely do you think it is that you would find a job?

PLEASE TICK ONE BOX ONLY

- | | |
|---------------|--|
| Very likely | <input style="width: 30px; height: 15px;" type="text" value="1"/> |
| Likely | <input style="width: 30px; height: 15px;" type="text" value="2"/> |
| Unlikely | <input style="width: 30px; height: 15px;" type="text" value="3"/> |
| Very unlikely | <input style="width: 30px; height: 15px;" type="text" value="4"/> |
| Can't choose | <input style="width: 30px; height: 15px;" type="text" value="-8"/> |

41 2015: 38 Employability/ New Job

To what extent, if at all, do you worry about the possibility of not finding a job?

PLEASE TICK ONE BOX ONLY

- | | |
|-------------------------|---|
| I worry a great deal. | <input style="width: 30px; height: 15px;" type="text" value="1"/> |
| I worry to some extent. | <input style="width: 30px; height: 15px;" type="text" value="2"/> |
| I worry a little. | <input style="width: 30px; height: 15px;" type="text" value="3"/> |
| I don't worry at all. | <input style="width: 30px; height: 15px;" type="text" value="4"/> |

N42 Attitudes towards Digitalisation at Work

How worried, if at all, are you that your chances of getting a job in the next 5 years will be limited because of robots, computer programmes, or artificial intelligence (AI) in the workplace?

PLEASE TICK ONE BOX ONLY

- | | |
|--------------------|--|
| Very worried | <input style="width: 30px; height: 15px;" type="text" value="1"/> |
| Somewhat worried | <input style="width: 30px; height: 15px;" type="text" value="2"/> |
| Not very worried | <input style="width: 30px; height: 15px;" type="text" value="3"/> |
| Not worried at all | <input style="width: 30px; height: 15px;" type="text" value="4"/> |
| Can't choose | <input style="width: 30px; height: 15px;" type="text" value="-8"/> |

<CLARIFICATION NOTE: By computer programmes we mean any kind of software programmes and apps.>

43 2015: 39b, c, d Job and Worker Flexibility + Employment Arrangements

To what extent do you agree or disagree with the following statements?

PLEASE TICK ONE BOX ON EACH LINE

In order to get a job I would be willing ...	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. to accept a position with low pay.	<input style="width: 30px; height: 15px;" type="text" value="1"/>	<input style="width: 30px; height: 15px;" type="text" value="2"/>	<input style="width: 30px; height: 15px;" type="text" value="3"/>	<input style="width: 30px; height: 15px;" type="text" value="4"/>	<input style="width: 30px; height: 15px;" type="text" value="5"/>	<input style="width: 30px; height: 15px;" type="text" value="-8"/>
b. to accept temporary employment.	<input style="width: 30px; height: 15px;" type="text" value="1"/>	<input style="width: 30px; height: 15px;" type="text" value="2"/>	<input style="width: 30px; height: 15px;" type="text" value="3"/>	<input style="width: 30px; height: 15px;" type="text" value="4"/>	<input style="width: 30px; height: 15px;" type="text" value="5"/>	<input style="width: 30px; height: 15px;" type="text" value="-8"/>
c. to travel a long time to get to work.	<input style="width: 30px; height: 15px;" type="text" value="1"/>	<input style="width: 30px; height: 15px;" type="text" value="2"/>	<input style="width: 30px; height: 15px;" type="text" value="3"/>	<input style="width: 30px; height: 15px;" type="text" value="4"/>	<input style="width: 30px; height: 15px;" type="text" value="5"/>	<input style="width: 30px; height: 15px;" type="text" value="-8"/>

44 2015: 40a-f; 2005: 34a-c, d modified, e, f; 1997: 33a-c, d modified, e, f/ d=N

Job Seeking Activities

Thinking about the past 12 months, have you done any of the following in order to find a job?

PLEASE TICK ONE BOX ON EACH LINE

	No	Yes, once or twice	Yes, more than twice
a. Registered at a public employment agency?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
b. Registered at a private employment agency?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
c. Answered advertisements for jobs?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
d. Advertised yourself for a job, for example on the internet or in newspapers?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
e. Applied directly to employers?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3
f. Asked relatives, friends, or colleagues to help you find a job?	<input type="checkbox"/> 1	<input type="checkbox"/> 2	<input type="checkbox"/> 3

45 2015: 41; 2005: 35 **Skills and Training**

Over the past 12 months, have you had any training to improve your job skills?

PLEASE TICK ONE BOX ONLY

Yes	<input type="checkbox"/> 1
No	<input type="checkbox"/> 2
Can't choose	<input type="checkbox"/> -8

46 2015: 42; 2005: 33; 1997: 32 **Job Seeking Activities**

Are you currently looking for a job?

PLEASE TICK ONE BOX ONLY

Yes	<input type="checkbox"/> 1
No	<input type="checkbox"/> 2

47 2015: 43, modified 2005: 36; 1997: 34 **Economic Support**

What is your main source of economic support?

PLEASE TICK ONE BOX ONLY

- | | |
|------------------------------|--------------------------|
| Current spouse/ partner | <input type="checkbox"/> |
| Other family members | <input type="checkbox"/> |
| Pension (private/ state) | <input type="checkbox"/> |
| Unemployment benefits | <input type="checkbox"/> |
| Social assistance/ welfare | <input type="checkbox"/> |
| Occasional work | <input type="checkbox"/> |
| Student loans/ stipends | <input type="checkbox"/> |
| Savings | <input type="checkbox"/> |
| Investments or rental income | <input type="checkbox"/> |
| Other | <input type="checkbox"/> |

<TN: “Economic support” is not just financial support. It includes such things as food, clothing, and accommodation.>

48 2015: 44 **Economic Support**

To what extent, if at all, do you worry about the possibility of losing this main economic support?

PLEASE TICK ONE BOX ONLY

- | | |
|-------------------------|--------------------------|
| I worry a great deal. | <input type="checkbox"/> |
| I worry to some extent. | <input type="checkbox"/> |
| I worry a little. | <input type="checkbox"/> |
| I don't worry at all. | <input type="checkbox"/> |

ADDITIONAL COMPULSORY BACKGROUND VARIABLE FOR THE ISSP 2025 MODULE

(FOR RESPONDENTS CURRENTLY WORKING FOR PAY)

Based on 1997: 18 (revised) [Contract type](#)

In your (main) job, which of the following describes your present employment contract?

PLEASE TICK ONE BOX ONLY

- | | |
|-----------------------|--------------------------|
| No contract | <input type="checkbox"/> |
| A fixed-term contract | <input type="checkbox"/> |
| A permanent contract | <input type="checkbox"/> |
| Can't choose | <input type="checkbox"/> |

<CLARIFICATION NOTE: the question refers to one's main job if he or she has multiple jobs.>

<NOTE TO DESIGNERS: recommended to ask in the block referring to respondent's work situation, preferably after WORK>

OPTIONAL

<NOTE TO DESIGNERS: The optional items should be asked of all respondents, irrespective of whether they are currently working for pay or not. For those currently working for pay, however, O1 should be omitted.>

O1 2015: O1 Recent Work Histories

Over the past five years, have you ever worked for pay?

PLEASE TICK ONE BOX ONLY

- | | | |
|-----|--------------------------|---------------------------|
| Yes | <input type="checkbox"/> | Please answer question O2 |
| No | <input type="checkbox"/> | Please go to question O3 |

O2 2015: O2 Recent Work Histories

Over the past five years, did you experience any of the following changes in your working life?

PLEASE TICK ONE BOX ON EACH LINE

	No	Yes, once	Yes, twice	Yes, three times	Yes, more than three times	Can't choose
a. I was unemployed for a period longer than three months.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I changed my employer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I changed my occupation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I started my own business/ became self-employed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I took up an additional job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

O3 2015: O3 R's Self-assessed Economic Situation: current

How would you generally rate your current financial situation?

PLEASE TICK ONE BOX ONLY

My current financial situation is...

- | | |
|----------------------|--------------------------|
| Very good | <input type="checkbox"/> |
| Good | <input type="checkbox"/> |
| Neither good nor bad | <input type="checkbox"/> |
| Bad | <input type="checkbox"/> |
| Very bad | <input type="checkbox"/> |
| Can't choose | <input type="checkbox"/> |

O4 2015: O6 Conflict and Social Exclusion: Senior Citizens' Work
To what extent do you agree or disagree with the following statements?

PLEASE TICK ONE BOX ON EACH LINE						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Can't choose
a. It is good for [country's] economy that people aged 60 and over are employed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. When people aged 60 and over are employed, they take jobs away from younger people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

O5 Experience of Work Transformation in the Digital Age

In the last 12 months, how frequently did you get paid for providing services via online platforms, such as [Upwork, Freelancer, Clickworker, Uber, Hopon, Deliveroo]?

PLEASE TICK ONE BOX ONLY	
Daily or almost daily	<input type="checkbox"/>
At least once a week	<input type="checkbox"/>
At least once a month	<input type="checkbox"/>
At least once during the last 12 months	<input type="checkbox"/>
I provided services more than a year ago, but not in the last 12 months	<input type="checkbox"/>
I have never provided any services via online platforms	<input type="checkbox"/>
Can't choose	<input type="checkbox"/>

<CLARIFICATION NOTE: Please adapt to the country-specific platforms. "Providing services by online platforms" entails a specific type of work intermediation with three main actors. These are: a (platform) worker, a person who provides a commercial service; a client, who purchases a service from the platform worker; and a platform, which intermediates the transaction through electronic means like a website or mobile app.>

O6 2015: O7; also asked in other modules, for example: ISSP 2021: 24; 2017: 27; 2011: 26; 2007: 17
Subjective Health
In general, would you say your health is ...

PLEASE TICK ONE BOX ONLY	
Excellent	<input type="checkbox"/>
Very good	<input type="checkbox"/>
Good	<input type="checkbox"/>
Fair	<input type="checkbox"/>
Poor	<input type="checkbox"/>
Can't choose	<input type="checkbox"/>

<TN: This refers to both physical and mental health.>

OPTIONAL BACKGROUND VARIABLE

O7 2015 Age of youngest child

What is the age of the youngest child in your household?

Age of youngest child _____ years

Does not apply/ no children in household

<NOTE TO DESIGNERS: Recommended to ask after ISSP background questions on household composition. Please consult the ISSP BV guidelines (Version as of 2024-06-24)>