

WageIndicator

Questionnaire administered to the LISS panel

Version 1.0

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Table of contents

- 1 Project description2
- 2 Introduction.....3
- 3 Codebook4
- 5 Descriptives..... 158



1 Project description

Title: WageIndicator

Datafile: bk09a

Funding sources: MESS - CentERdata

Investigator: Kea Tijdens

Project description: This study aims to further insight into bias in volunteer samples and to develop methods to adjust for survey bias. To this end, data collection in the LISS panel is compared to the large-scale, voluntary and continuous WageIndicator data collection on work and wages.

Sample: Members of the panel aged 16 years and older

Selected number of household members: 9219 (100.0%)

Non-response: 3642 (39.5%)

Response: 5577 (60.5%)

 Complete: 5524 (59.9%)

 Incomplete: 53 (0.6%)

Date of data collection: October 2009

Titel: WageIndicator

Databestand: bk09a

Financiering: MESS - CentERdata

Onderzoeker: Kea Tijdens

Projectbeschrijving: Deze studie beoogt het bevorderen van inzicht in bias in vrijwilligerssteekproeven en het ontwikkelen van methoden om te corrigeren voor onderzoeksbias. Hiertoe wordt de dataverzameling in het LISS panel vergeleken met de WageIndicator dataverzameling op het gebied van werk en lonen die op grote schaal, op vrijwillige basis en ononderbroken plaatsvindt.

Responsoverzicht: Leden van het panel van 16 jaar en ouder

Selectie aantal huishoudleden: 9219 (100.0%)

Nonrespons: 3642 (39.5%)

Respons: 5577 (60.5%)

 Compleet: 5524 (59.9%)

 Incompleet: 53 (0.6%)

Datum van data verzameling: oktober 2009



2 Introduction

In October 2009, the LISS panel completed a questionnaire on work and income. Panel members were interviewed about their position on the labor market, their profession, salary, secondary employment conditions, work satisfaction, work hours, employment history and domestic situation.

The questionnaire was presented to 9219 panel members, and it was fully completed by 5524 (response percentage 59.9%).



3 Codebook

This codebook contains the questionnaire as administered to the LISS panel. The variable names are printed in **bold** and correspond to the names in the dataset. The questionnaire routing is printed in *italics* for each variable concerned.

- Variable names: The variable names are printed in **bold** and correspond to the names in the dataset.
- Routing: The questionnaire routing is printed in *italics* for each variable concerned.
- *Open*: answer box (no limit to the length of the answer).
- *String*: answer box allowing a certain number of characters (maximum is 255).
- Numerical variables: If ranges were used, these are printed in *italics* in the codebook if the respondent could not see them on the screen. If the respondent was able to see the ranges, the variables are printed in normal letter. *Integer*: If a question is not subject to any limit (integer), no range is indicated.
- 'Fills' (variable text) are given between straight brackets [].
- If a respondent was not obliged to answer a question, this is indicated in the codebook as 'empty'.

The following variables (bk09a001 - bk09a004) were preloaded using existing data.

nomem_encr

Number of household member encrypted

nohouse_encr

Number of household encrypted

bk09a_m

Month in which questionnaire was completed

bk09a001

Preloaded variable year of birth
1900 .. present

bk09a002

Preloaded variable civil status

- 1 Married
- 2 Legally separated
- 3 Divorced
- 4 Widow or widower
- 5 Never been married

**bk09a003**

Preloaded variable number of household members

- 1 One person
- 2 Two persons
- 3 Three persons
- 4 Four persons
- 5 Five persons
- 6 Six persons
- 7 Seven persons
- 8 Eight persons
- 9 Nine persons or more

bk09a004

Preloaded variable, main occupation

- 1 Performs paid work in employment
- 2 Works or assists in family business
- 3 Is an autonomous professional, freelancer or self-employed
- 4 Is seeking work after job loss
- 5 Is first-time job seeker
- 6 Is exempted from seeking work after job loss
- 7 Is attending school or studying
- 8 Performs housekeeping
- 9 Has retired (early retirement, general old age pensions act: AOW)
- 10 Has (partial) work disability
- 11 Performs unpaid work, retaining unemployment benefit
- 12 Performs voluntary work
- 13 Is otherwise occupied
- 14 Is too young to have an occupation

{intro1}

This questionnaire is about work and income, and it consists of two parts.

We first want to ask a number of questions to determine whether this questionnaire is meant for you. If this is not the case, we will continue with some general questions.

if bk09a004>6 and bk09a004<14

bk09a005

Do you have, [*if bk09a004=7*: besides your education / *if bk09a004=8*: besides the housekeeping / *if bk09a004=9*: besides your pension / *if bk09a004>9 and bk09a004<14*:] a [*if bk09a004=7 or (bk09a004>9 and bk09a004<14)*: paid (extra) job / *if bk09a004=8 or bk09a004=9*: paid job]?

- 1 Yes
- 2 No



if bk09a005=2

bk09a006

Did you ever have a paid job?

- 1 Yes
- 2 No

if bk09a006=1 or bk09a004=4 or bk09a004=6

bk09a007

What was your position on the labor market during your last job?

- 1 Employee on a permanent contract
- 2 Employee on a temporary contract
- 3 Self-employed / freelancer
- 4 Assisting family member (in self-employment)
- 5 Pupil, trainee
- 6 Never had a job
- 7 Other

if bk09a006=1 or bk09a004=4 or bk09a004=6

bk09a008 - bk09a009

When did your last job end?

bk09a008 month

- 1 January
- 2 February
- 3 March
- 4 April
- 5 May
- 6 June
- 7 July
- 8 August
- 9 September
- 10 October
- 11 November
- 12 December

bk09a009 year

1950..2009

if bk09a004<4 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a010

Do you have one paid job or more than one?

If self-employed, employee, or other

- 1 One job



- 2 Two jobs
- 3 Three or more jobs

if bk09a010>1

{hint1}

Please complete the questionnaire with reference to the job with the most amount of working hours per week.

if bk09a004<3 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a011

Are you a temporary staffer, seconded, or working for another company than the one that pays your wages?

- 1 No
- 2 Yes, I am seconded
- 3 Yes, I am a temporary staffer
- 4 Yes, other

if bk09a011>1

{hint2}

Please complete the questionnaire with reference to the place where you perform your work activities.

if bk09a004<4 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

{intro2}

You will find a list of questions about your occupation below. We have tried to list as many occupations as possible. Nevertheless, you may find that your occupation is not listed. In that case you will have the opportunity to enter your occupation at the end of this question list.

if bk09a004<4 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a012

To which category does your occupation belong? - Step 1 of 3

- 1 Cars, mechanics, technicians, engineers
- 2 Guards, army, police
- 3 Construction, fittings, housing
- 4 Commercial, shop, buy and sale
- 5 Finance, banking, insurance
- 6 Health care, paramedics, laboratory
- 7 Hospitality, tourism, leisure, sports
- 8 HRM, labour intermediary, organisation
- 9 Industrial production, manufacture, metal
- 10 IT, automation, telecommunication
- 11 Legal, administration, inspection, policy adviser



- 12 Clerks, secretaries, post, telephone
- 13 Agriculture, nature, animals, environment
- 14 Marketing, PR, advertising
- 15 Media, graphic, printing, culture, design
- 16 Oil, gas, mining, utilities
- 17 Education, research, training
- 18 Cleaning, housekeeping, garbage, waste
- 19 Management, direction
- 20 Language, library, archive, museum
- 21 Transport, logistics, port, airport
- 22 Food manufacturin
- 23 Care, children, welfare, social work

if bk09a012=1

bk09a013

To which category does your occupation belong? - Step 2 of 3

- 1 Cars
- 2 Petrol station
- 3 Electrical
- 4 Mechanic, electrician
- 5 Support services (internal)
- 6 Research, consultancy
- 7 Engineering technician
- 8 Engineer
- 9 Drafter

if bk09a013=1

bk09a014

What is your occupation? - Step 3 of 3

- 1 Car mechanic
- 2 Automotive glass installer or repairer
- 3 Automotive body repairer
- 4 Vehicle spray painter
- 5 Car seller
- 6 Bus mechanic
- 7 Garage manager
- 8 Diesel engine mechanic
- 9 Inspector cars and other vehicles
- 10 Road vehicles loader
- 11 First line supervisor mechanics, installers, or repairers
- 12 Car tyres mechanic
- 13 Motor-vehicle engine fitter
- 14 Motorcycle mechanic



- 15 Truck mechanic
- 16 Vehicle upholsterer
- 17 Rental clerk road or water vehicles
- 18 Vehicle patrolman/woman
- 19 Garage receptionist
- 20 Other

if bk09a013=2

bk09a015

What is your occupation? - Step 3 of 3

- 1 First line shop supervisor automotive parts or fuel
- 2 Petrol pump attendant
- 3 Sales assistant automotive parts or fuel
- 4 Car wash attendant, car washer
- 5 Shop keeper automotive parts or fuel
- 6 Other

if bk09a013=3

bk09a016

What is your occupation? - Step 3 of 3

- 1 Stage or studio electrician
- 2 Building repairs electrician
- 3 Electrical mechanic or fitter
- 4 Electrician helper
- 5 Electronic home entertainment equipment service technician
- 6 Security or fire alarm systems installer or service technician
- 7 Heating installer or mechanic
- 8 Home appliances service technician
- 9 Wind turbine installer or repairer
- 10 Air conditioning installer or mechanic
- 11 Elevator installer or repairer
- 12 First line supervisor mechanics, installers, or repairers
- 13 Electric power line worker (low voltage)
- 14 Electrical power-line installer or repairer (high voltage)
- 15 Cooling or freezing installer or mechanic
- 16 Home appliances technician
- 17 Moving staircase installer or repairer
- 18 Other

if bk09a013=4

bk09a017

What is your occupation? - Step 3 of 3

- 1 Vending machine money collector



- 2 Vending machine service operator
- 3 Car mechanic
- 4 Moped or scooter mechanic
- 5 Bus mechanic
- 6 Bicycle repairer
- 7 First line supervisor mechanics, installers, or repairers
- 8 Car tyres mechanic
- 9 Engine or diesel mechanic (not in motor vehicles)
- 10 Motorcycle mechanic
- 11 Truck mechanic
- 12 Wheelchair repairer
- 13 Lift mechanic
- 14 Other

if bk09a013=5

bk09a018

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative technical products
- 4 Catering worker
- 5 IT user support technician
- 6 Personnel department manager
- 7 Purchasing department manager
- 8 Sales department manager
- 9 Buyer technical products
- 10 Logistics worker
- 11 Marketing professional
- 12 Personnel officer
- 13 Staff scheduling clerk
- 14 Public relations officer
- 15 Receptionist, telephonist
- 16 Cleaner in offices, schools or other establishments
- 17 Secretary
- 18 Other

if bk09a013=6

bk09a019

What is your occupation? - Step 3 of 3

- 1 Chemist
- 2 Physicist
- 3 Geographer
- 4 R&D department manager



- 5 Climatologist
- 6 Metallurgist
- 7 Meteorologist
- 8 Environmental scientist
- 9 Environmental inspector
- 10 Physical or engineering science technician, all other
- 11 Other

if bk09a013=7

bk09a020

What is your occupation? - Step 3 of 3

- 1 Civil engineering technician
- 2 Geological or mineral technician
- 3 Meteorology or oceanography technician
- 4 Engineering department manager
- 5 Installation or repairs department manager
- 6 Chemical engineering technician
- 7 Electronics engineering technician
- 8 Electrical engineering technician
- 9 Mechanical engineering technician
- 10 Metallurgy technician
- 11 Environmental protection advisor
- 12 Geological sample test technician
- 13 Ship engineering technician
- 14 Nuclear monitoring technician
- 15 Avionic communication systems technician
- 16 Other

if bk09a013=8

bk09a021

What is your occupation? - Step 3 of 3

- 1 Health and safety engineer
- 2 Dredging engineer
- 3 Civil engineer
- 4 Engineering department manager
- 5 Installation or repairs department manager
- 6 Technical department manager
- 7 Automotive engineer
- 8 Building structure engineer
- 9 Chemical engineer
- 10 Electronics engineer
- 11 Electrical engineer
- 12 Hydraulics engineer



- 13 Industrial engineer
- 14 Logistics engineer
- 15 Aerospace engineer
- 16 Marine engineer
- 17 Materials engineer
- 18 Mechanical engineer
- 19 Environmental engineer
- 20 Production engineer
- 21 Aircraft engineer
- 22 Thermo engineer
- 23 Water protection or land reclaim engineer
- 24 Patent agent
- 25 Planning engineer
- 26 Engineer (WO)
- 27 Other

if bk09a013=9

bk09a022

What is your occupation? - Step 3 of 3

- 1 Architectural or civil drafter
- 2 Electrical or electronics drafter
- 3 Mechanical drafter
- 4 Drafters, all other
- 5 Other

if bk09a012=2

bk09a023

To which category does your occupation belong? - Step 2 of 3

- 1 Guard
- 2 Fire brigade
- 3 Prison
- 4 Support services (internal)
- 5 Police
- 6 Armed forces
- 7 Traffic, crossing

if bk09a023=1

bk09a024

What is your occupation? - Step 3 of 3

- 1 Air marshall
- 2 Life-guard
- 3 Guard industrial site
- 4 Airport attendant



- 5 Security guard
- 6 Border protection officer
- 7 Residential warden
- 8 Building caretaker
- 9 Traffic attendant train or bus station
- 10 Fair ground attendant
- 11 Coast guard
- 12 First line supervisor protective service workers
- 13 First-aid attendant
- 14 Leisure park attendant
- 15 Traffic attendant in train, tram, metro, bus
- 16 Bodyguard
- 17 Doorkeeper
- 18 Private detective
- 19 Town watchman
- 20 Museum attendant
- 21 Bike shed attendant
- 22 Marina attendant
- 23 Public park attendant
- 24 Car parking attendant
- 25 Beach patrolman
- 26 Bouncer, doorman
- 27 Other

if bk09a023=2

bk09a025

What is your occupation? - Step 3 of 3

- 1 Fire fighter
- 2 First line supervisor fire fighters
- 3 Fire inspector
- 4 Other

if bk09a023=3

bk09a026

What is your occupation? - Step 3 of 3

- 1 Prison guard
- 2 First line supervisor prison guards
- 3 Prison manager
- 4 NLD Recreation program worker for prisoners
- 5 Other

if bk09a023=4

bk09a027



What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative
- 4 Catering worker
- 5 IT user support technician
- 6 Personnel department manager
- 7 Purchasing department manager
- 8 Public relations department manager
- 9 Buyer
- 10 Logistics worker
- 11 Marketing professional
- 12 Personnel officer
- 13 Staff scheduling clerk
- 14 Public relations officer
- 15 Receptionist, telephonist
- 16 Cleaner in offices, schools or other establishments
- 17 Secretary
- 18 Other

if bk09a023=5

bk09a028

What is your occupation? - Step 3 of 3

- 1 Transit, port or railroad police officer
- 2 Road traffic police officer
- 3 Police officer
- 4 Police inspector
- 5 Inquiry police agent
- 6 First line supervisor police officers
- 7 Police detective
- 8 Underwater search and rescue diver
- 9 First line supervisor police inspectors or detectives
- 10 Local police officer
- 11 Other

if bk09a023=6

bk09a029

What is your occupation? - Step 3 of 3

- 1 Military operations leader
- 2 Military air operations crew member
- 3 Seaman, military operations crew member
- 4 Special forces crew member
- 5 Commissioned officer armed forces



- 6 Non-commissioned officer armed forces
- 7 Soldier, military operations crew member
- 8 Military weapons specialist
- 9 Other

if bk09a023=7

bk09a030

What is your occupation? - Step 3 of 3

- 1 Transit, port or railroad police officer
- 2 Road traffic police officer
- 3 Crossing guard
- 4 Parking enforcement worker
- 5 Other

if bk09a012=3

bk09a031

To which category does your occupation belong? - Step 2 of 3

- 1 Dredging, piling, grinding
- 2 Paving, tiling, glazing
- 3 Concrete, stone
- 4 Building, construction
- 5 Roofing
- 6 Earth moving
- 7 Industrial cleaning
- 8 Fitting
- 9 Machine operator
- 10 Furnishing, upholstering
- 11 Mechanic, electrician
- 12 Support services (internal)
- 13 Painting, scaffolding
- 14 Demolition
- 15 Drafter
- 16 Carpentry
- 17 Renting, housing
- 18 Flooring
- 19 Road construction

if bk09a031=1

bk09a032

What is your occupation? - Step 3 of 3

- 1 Salvage diver
- 2 Water dam or dike tender
- 3 Water dam or dike construction worker



- 4 Diver, underwater worker
- 5 Water dam or dike construction helper
- 6 Dredging machine operator
- 7 Pile-driver operator
- 8 Pumping machine operator
- 9 NLD Construction contractor roads, water works
- 10 Other

if bk09a031=2

bk09a033

What is your occupation? - Step 3 of 3

- 1 Glazier
- 2 Marble setter
- 3 Drywall installer, ceiling tile installer, or taper
- 4 Mosaic cutter-setter
- 5 Plasterer, stucco
- 6 Plasterer
- 7 Tile setter, tile layer
- 8 Terrazzo worker
- 9 Other

if bk09a031=3

bk09a034

What is your occupation? - Step 3 of 3

- 1 Concrete placer
- 2 Concrete steel worker
- 3 Cement finisher
- 4 Cement mason
- 5 Concrete products caster
- 6 Rock splitter
- 7 Stone finisher
- 8 Stone cutter
- 9 Stone driller
- 10 Stone mason
- 11 Stonecutting sandblaster
- 12 Other

if bk09a031=4

bk09a035

What is your occupation? - Step 3 of 3

- 1 Building architect
- 2 Building construction helper
- 3 Prefabricated buildings erector



- 4 Construction designer
- 5 Building repairs electrician
- 6 Fence erector
- 7 House builder
- 8 Electrician helper
- 9 Iron worker
- 10 Construction or building inspector
- 11 Insulation worker
- 12 Kit worker
- 13 Handyperson
- 14 Quantity surveyor
- 15 Construction company manager
- 16 Blocklayer
- 17 Bricklayer
- 18 Construction block mason
- 19 Building repairer
- 20 Construction site manager
- 21 Project manager civil engineering
- 22 Building wrecker
- 23 Town planner
- 24 Construction contractor
- 25 Joiner
- 26 First line supervisor construction workers
- 27 Construction work scheduling clerk
- 28 Glass decorating sandblaster
- 29 Other

if bk09a031=5

bk09a036

What is your occupation? - Step 3 of 3

- 1 Roofer, asphalt
- 2 Roofer
- 3 Roofer helper
- 4 Other

if bk09a031=6

bk09a037

What is your occupation? - Step 3 of 3

- 1 Earth-moving equipment operator
- 2 Excavating machine driver
- 3 Blaster
- 4 Other



if bk09a031=7

bk09a038

What is your occupation? - Step 3 of 3

- 1 Building exterior cleaner
- 2 Recycling or refuse disposal manager
- 3 Refuse incinerator process controller
- 4 First line supervisor cleaning workers
- 5 Building exterior sandblaster
- 6 Other

if bk09a031=8

bk09a039

What is your occupation? - Step 3 of 3

- 1 Prefabricated buildings erector
- 2 Mobile home installer
- 3 Gas fitter
- 4 Plumber or pipefitter helper
- 5 Kitchen joiner
- 6 Plumber
- 7 Furniture cabinetmaker
- 8 Office furniture joiner
- 9 Structural metal or plate work fitter
- 10 Sunblind joiner
- 11 Electrician, all other
- 12 Joiner, all other
- 13 Other

if bk09a031=9

bk09a040

What is your occupation? - Step 3 of 3

- 1 Hoist operator
- 2 Donkey engine operator
- 3 Conveyor operator
- 4 Winch operator
- 5 Crane operator (in construction and engineering)
- 6 Magnetic ore processing machine operator
- 7 Mineral ore and stone processing plant operators
- 8 Crushing machine operator
- 9 Production machine operator, all other
- 10 First line supervisor, all other machine operators
- 11 Other

if bk09a031=10

**bk09a041**

What is your occupation? - Step 3 of 3

- 1 Sewing machine operator
- 2 Curtain sewer
- 3 Dry cleaning machine operator
- 4 Laundry machine operator
- 5 Furniture upholsterer
- 6 Bleaching, dyeing or fabric cleaning machine operator
- 7 Vehicle upholsterer
- 8 Other

if bk09a031=11

bk09a042

What is your occupation? - Step 3 of 3

- 1 Building repairs electrician
- 2 Electrical mechanic or fitter
- 3 Electronic home entertainment equipment service technician
- 4 Heating installer or mechanic
- 5 Air conditioning installer or mechanic
- 6 Construction machinery mechanic
- 7 Cooling or freezing installer or mechanic
- 8 Turbine fitter
- 9 Other

if bk09a031=12

bk09a043

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative civil engineering
- 4 Sales representative construction installation activities
- 5 Sales representative construction equipments or components
- 6 Sales representative construction buildings
- 7 Cost estimator
- 8 Cartographer
- 9 Catering worker
- 10 IT user support technician
- 11 Buyer
- 12 Land surveyor
- 13 Logistics worker
- 14 Marketing professional
- 15 Personnel officer
- 16 Staff scheduling clerk



- 17 Receptionist, telephonist
- 18 Cleaner in offices, schools or other establishments
- 19 Writer of technical texts
- 20 Secretary
- 21 Technical illustrator
- 22 Materials scheduling clerk
- 23 Other

if bk09a031=13

bk09a044

What is your occupation? - Step 3 of 3

- 1 Paperhanger
- 2 Interior designer
- 3 House painter-decorator
- 4 Building painter
- 5 Painter or plasterer helper
- 6 Interior decorator
- 7 Construction spray painter
- 8 Maintenance painter
- 9 Ship painter
- 10 Scaffolder
- 11 Other

if bk09a031=14

bk09a045

What is your occupation? - Step 3 of 3

- 1 Crushing, grinding or chemical mixing machine operator
- 2 Demolition helper
- 3 Demolition worker
- 4 Building wrecker
- 5 Other

if bk09a031=15

bk09a046

What is your occupation? - Step 3 of 3

- 1 Architectural or civil drafter
- 2 Electrical or electronics drafter
- 3 Mechanical drafter
- 4 Drafters, all other
- 5 Other

if bk09a031=16

bk09a047



What is your occupation? - Step 3 of 3

- 1 CNC operator
- 2 Cement mason
- 3 Wood treater
- 4 Carpenter helper
- 5 Kitchen joiner
- 6 Handy person
- 7 Furniture cabinetmaker
- 8 Cabinet-maker
- 9 Maintenance carpenter
- 10 Carpenter
- 11 First line supervisor construction workers
- 12 Other

if bk09a031=17

bk09a048

What is your occupation? - Step 3 of 3

- 1 Pawnbroker
- 2 Estate agent
- 3 Appraiser real estate
- 4 Real estate developer
- 5 Rental clerk houses, apartments
- 6 Other

if bk09a031=18

bk09a049

What is your occupation? - Step 3 of 3

- 1 Floor layer parquetry or wood
- 2 Carpet or furniture cleaner
- 3 Floor layer carpet, linoleum or cork
- 4 Tile setter, tile layer
- 5 Terrazzo worker
- 6 Other

if bk09a031=19

bk09a050

What is your occupation? - Step 3 of 3

- 1 Asphalt roller operator
- 2 Breaker's yard worker
- 3 Navvy
- 4 Road construction helper
- 5 Maintenance helper
- 6 Jack hammer operator



- 7 Highway maintenance worker
- 8 Quantity surveyor
- 9 Tunnelling machinery or construction operator
- 10 Paving machinery or bituminous operator
- 11 Road paviour
- 12 NLD Construction contractor roads, water works
- 13 Other

if bk09a012=4

bk09a051

To which category does your occupation belong? - Step 2 of 3

- 1 Call centre, service desk
- 2 First line shop supervisor
- 3 Display
- 4 Hair, beauty, cosmetics
- 5 Purchase
- 6 Support services (internal)
- 7 Repair
- 8 Renting, housing
- 9 Sales
- 10 Street vendor
- 11 Sales clerk
- 12 Supermarket, department store
- 13 Shopkeeper

if bk09a051=1

bk09a052

What is your occupation? - Step 3 of 3

- 1 Call centre agent inbound
- 2 Call centre agent outbound
- 3 Emergency centre telephonist
- 4 Survey or market research interviewer
- 5 Call centre manager
- 6 Contact centre information clerk
- 7 Enquiry clerk
- 8 Customer service representative
- 9 First line supervisor call centre agents
- 10 Client information worker, all other
- 11 Other

if bk09a051=2

bk09a053

What is your occupation? - Step 3 of 3



- 1 First line shop supervisor construction equipments or components
- 2 First line supervisor drugstore
- 3 First line shop supervisor automotive parts or fuel
- 4 First line shop supervisor consumer electronics, household equipments
- 5 First line shop supervisor agricultural retail, pets and flowers
- 6 First line shop supervisor jewellery, luxury goods
- 7 First line shop supervisor clothing, leatherwear
- 8 First line shop supervisor newspapers, books, music, videos, games
- 9 First line shop supervisor sporting equipments, leisure products
- 10 First line shop supervisor food, beverages, tobacco products
- 11 Other

if bk09a051=3

bk09a054

What is your occupation? - Step 3 of 3

- 1 Window dresser
- 2 Display decorator
- 3 Visual merchandiser
- 4 Other

if bk09a051=4

bk09a055

What is your occupation? - Step 3 of 3

- 1 Slimming consultant
- 2 Make-up artist
- 3 Barber
- 4 Hairdresser
- 5 Manicurist
- 6 Pedicurist
- 7 Wigmaker
- 8 Beautician
- 9 Other

if bk09a051=5

bk09a056

What is your occupation? - Step 3 of 3

- 1 Purchasing department manager
- 2 Buyer agricultural products
- 3 Buyer chemical products
- 4 Buyer computer equipment
- 5 Buyer educational materials
- 6 Buyer pharmaceutical products
- 7 Buyer technical products



- 8 Buyer, all other products or services
- 9 Other

if bk09a051=6

bk09a057

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Catering worker
- 4 IT user support technician
- 5 Personnel department manager
- 6 Marketing department manager
- 7 Advertising department manager
- 8 Technical department manager
- 9 Handyperson
- 10 Logistics worker
- 11 Marketing professional
- 12 Advertising clerk
- 13 Personnel officer
- 14 Staff scheduling clerk
- 15 Public relations officer
- 16 Receptionist, telephonist
- 17 Cleaner in offices, schools or other establishments
- 18 Secretary
- 19 Other

if bk09a051=7

bk09a058

What is your occupation? - Step 3 of 3

- 1 Handicraft leather worker
- 2 Watch repairer
- 3 Clock repairer
- 4 Shoe repairer, leather repairer
- 5 Other

if bk09a051=8

bk09a059

What is your occupation? - Step 3 of 3

- 1 Rental clerk houses, apartments
- 2 Rental clerk road or water vehicles
- 3 Rental clerk, all other products
- 4 Other



if bk09a051=9

bk09a060

What is your occupation? - Step 3 of 3

- 1 After sales manager
- 2 Sales representative agricultural products
- 3 Sales representative chemical products
- 4 Sales representative civil engineering
- 5 Sales representative computer equipment or components
- 6 Sales representative educational materials
- 7 Sales representative electrical equipment or components
- 8 Sales representative pharmaceutical and medical products
- 9 Sales representative financial products
- 10 Sales engineer
- 11 Sales representative glass, glass products
- 12 Sales representative construction installation activities
- 13 Sales representative clothing, leatherwear
- 14 Sales representative construction equipments or components
- 15 Sales representative machines, appliances, vehicles
- 16 Technical or medical sales professional (not in IT)
- 17 Sales representative metal goods, metalware
- 18 Sales representative rubber, plastic products
- 19 Sales representative technical products
- 20 Sales representative construction buildings
- 21 Sales representative food, beverages, tobacco products
- 22 Business development manager
- 23 Driver-salesperson
- 24 Sales department manager
- 25 Wholesale manager
- 26 Commercial products designer
- 27 Sales clerk
- 28 Sales representative, all other products
- 29 Other

if bk09a051=10

bk09a061

What is your occupation? - Step 3 of 3

- 1 Door-to-door salesperson
- 2 Newspapers vendor
- 3 Lottery seller
- 4 Stall sales person, kiosk sales person
- 5 Market vendor
- 6 Shoe-polisher
- 7 Street vendor (food products)



- 8 Street vendor, non-food products
- 9 Other

if bk09a051=11

bk09a062

What is your occupation? - Step 3 of 3

- 1 Sales assistant construction equipments or components
- 2 Sales assistant drugstore
- 3 Sales assistant automotive parts or fuel
- 4 Sales assistant consumer electronics, household equipment
- 5 Sales assistant agricultural retail, pets and flowers
- 6 Sales assistant jewellery, luxury goods
- 7 Sales assistant clothing, leatherwear
- 8 Sales assistant newspapers, books, music, videos, games
- 9 Sales assistant sporting equipments, leisure products
- 10 Sales assistant food, beverages, tobacco products
- 11 First line shop supervisor, all other
- 12 Sales assistant, all other
- 13 Other

if bk09a051=12

bk09a063

What is your occupation? - Step 3 of 3

- 1 First line supervisor supermarket
- 2 Shop keeper/supervisor supermarket
- 3 Check-out operator
- 4 Department store manager
- 5 Shopping centre manager
- 6 Retail chain manager
- 7 Client information clerk
- 8 Sales demonstrator
- 9 Sales assistant supermarket, department store
- 10 Shelf stacker
- 11 Shop or shopping centre attendant
- 12 Other

if bk09a051=13

bk09a064

What is your occupation? - Step 3 of 3

- 1 Retail pharmacist
- 2 Baker
- 3 Greengrocer, fruit trader
- 4 Grocer



- 5 Milkman
- 6 Butcher
- 7 Fishmonger
- 8 Shop keeper automotive parts or fuel
- 9 Shop keeper construction equipments or components
- 10 Shop keeper consumer electronics, household equipment
- 11 Shop keeper drugstore
- 12 Shop keeper agricultural retail, pets and flowers
- 13 Shop keeper sporting equipments, leisure products
- 14 Shop keeper jewellery, luxury goods
- 15 Shop keeper clothing, textile, leatherwear
- 16 Shop keeper newspapers, books, music, videos, games
- 17 Shop keeper food, beverages, tobacco products
- 18 Shop keeper, all other
- 19 Other

if bk09a012=5

bk09a065

To which category does your occupation belong? - Step 2 of 3

- 1 Accountancy, audit
- 2 Actuary
- 3 Banking
- 4 Finance, economics
- 5 Brokerage
- 6 Support services (internal)
- 7 Real estate
- 8 Insurance

if bk09a065=1

bk09a066

What is your occupation? - Step 3 of 3

- 1 Accounting associate professional
- 2 IT auditor
- 3 Internal auditor
- 4 Bookkeeper
- 5 Compliance officer
- 6 Financial auditor
- 7 Financial department manager
- 8 Accounts clerk
- 9 Bookkeeping clerk
- 10 NLD Accountant - higher vocational qualified
- 11 NLD Accountant - university qualified
- 12 Other



if bk09a065=2

bk09a067

What is your occupation? - Step 3 of 3

- 1 Actuarial clerk
- 2 Actuary
- 3 Operations research analyst
- 4 Mathematical technician
- 5 Mathematician
- 6 Other

if bk09a065=3

bk09a068

What is your occupation? - Step 3 of 3

- 1 Account manager for private clients
- 2 Account manager for wholesale clients
- 3 Bank clerk (back-office)
- 4 Bank teller (front-office)
- 5 Financial department manager
- 6 Financial services branch manager
- 7 Credit authorizer
- 8 Credit analyst
- 9 First line supervisor back-office clerks
- 10 First line supervisor front-office tellers
- 11 Commodity broker
- 12 Mortgage clerk
- 13 Credit clerk
- 14 Account manager, all other clients
- 15 Other

if bk09a065=4

bk09a069

What is your occupation? - Step 3 of 3

- 1 Econometrician
- 2 Economist
- 3 Financial advisor
- 4 Financial analyst
- 5 Finance clerk
- 6 Fundraiser
- 7 Money changer
- 8 Financial department manager
- 9 Debt, rent or cash collector
- 10 Loan officer



- 11 Money-lender
- 12 Bills clerk
- 13 Personal financial advisor
- 14 Credit counselor
- 15 Finance or sales associate professional, all other
- 16 Other

if bk09a065=5

bk09a070

What is your occupation? - Step 3 of 3

- 1 Stock broker
- 2 Trade broker
- 3 Pawnbroker
- 4 Ship broker
- 5 Auctioneer
- 6 Other

if bk09a065=6

bk09a071

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Sales representative financial products
- 3 Catering worker
- 4 IT user support technician
- 5 Personnel department manager
- 6 Public relations department manager
- 7 Buyer
- 8 Logistics worker
- 9 Marketing professional
- 10 Personnel officer
- 11 Staff scheduling clerk
- 12 Public relations officer
- 13 Receptionist, telephonist
- 14 Cleaner in offices, schools or other establishments
- 15 Secretary
- 16 Other

if bk09a065=7

bk09a072

What is your occupation? - Step 3 of 3

- 1 Investment advisor
- 2 Investment broker
- 3 Estate agent



- 4 Appraiser real estate
- 5 Property agent
- 6 Real estate developer
- 7 Rental clerk houses, apartments
- 8 Other

if bk09a065=8

bk09a073

What is your occupation? - Step 3 of 3

- 1 Counter clerk
- 2 Insurance representative
- 3 Insurance services branch manager
- 4 Insurance clerk
- 5 Insurance claims examiner
- 6 Claims adjuster
- 7 Appraiser damage
- 8 Appraiser businesses
- 9 Insurance broker
- 10 Other

if bk09a012=6

bk09a074

To which category does your occupation belong? - Step 2 of 3

- 1 Pharmaceuticals
- 2 Laboratory
- 3 Medical assistant
- 4 Medical specialist
- 5 Natural medicine
- 6 Support services (internal)
- 7 Research, consultancy
- 8 Equipment operator
- 9 Paramedic health worker
- 10 Dental
- 11 Therapist
- 12 Nurse

if bk09a074=1

bk09a075

What is your occupation? - Step 3 of 3

- 1 Retail pharmacist
- 2 Pharmacy assistant (skilled)
- 3 Pharmaceutical chemist
- 4 Pharmaceutical technician



- 5 Pharmacologist
- 6 Pharmacology laboratory technician
- 7 Pharmaceutical process controller
- 8 First line supervisor process controllers industrial production, manufacture, metal
- 9 Toxicologist
- 10 Pharmacist in hospital or factory
- 11 Other

if bk09a074=2

bk09a076

What is your occupation? - Step 3 of 3

- 1 Laboratory department manager
- 2 Laboratory technician biology, biotechnology
- 3 Ophthalmic laboratory technician
- 4 Pathology laboratory technician
- 5 Medical laboratory technician
- 6 Nuclear medicine technologist
- 7 Cleaner laboratory equipment
- 8 Medical prosthetic technician
- 9 Other

if bk09a074=3

bk09a077

What is your occupation? - Step 3 of 3

- 1 Anaesthetist assistant
- 2 Physician assistant
- 3 Community health worker
- 4 First-aid attendant
- 5 Medical assistant
- 6 Surgery assistant
- 7 Other

if bk09a074=4

bk09a078

What is your occupation? - Step 3 of 3

- 1 Anaesthetist
- 2 Company doctor
- 3 Cardiologist
- 4 Surgeon
- 5 Gastroenterologist
- 6 Gynaecologist
- 7 Skin specialist
- 8 General Practitioner



- 9 Hygienist, health officer
- 10 Geneticist
- 11 Hospital manager
- 12 Optical specialist
- 13 Pathologist
- 14 Plastic surgeon
- 15 Psychiatrist
- 16 Radiologist
- 17 Dentist, dentist surgeon
- 18 Urologist
- 19 Medical practitioner, all other specialists
- 20 Manager, all other health services
- 21 Other

if bk09a074=5

bk09a079

What is your occupation? - Step 3 of 3

- 1 Traditional or complementary medicine associate professional
- 2 Faith healer
- 3 Homeopathic practitioner
- 4 Other

if bk09a074=6

bk09a080

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative
- 4 Catering worker
- 5 IT user support technician
- 6 Personnel department manager
- 7 Public relations department manager
- 8 Buyer
- 9 Logistics worker
- 10 Marketing professional
- 11 Personnel officer
- 12 Staff scheduling clerk
- 13 Public relations officer
- 14 Receptionist, telephonist
- 15 Cleaner in offices, schools or other establishments
- 16 Secretary
- 17 Other



if bk09a074=7

bk09a081

What is your occupation? - Step 3 of 3

- 1 Bacteriologist
- 2 Biologist
- 3 Biotechnologist
- 4 Clinical research associate
- 5 Demographer
- 6 Epidemiologist
- 7 Researcher health sciences
- 8 Researcher psychology, pedagogic subjects
- 9 Sociologist, anthropologist or related professional
- 10 Physical scientists, all other
- 11 Researcher social work, other social sciences
- 12 Social scientist, all other
- 13 Other

if bk09a074=8

bk09a082

What is your occupation? - Step 3 of 3

- 1 Electrocardiograph equipment operator
- 2 Electroencephalograph equipment operator
- 3 Medical radiation therapist
- 4 X-ray assistant
- 5 Sonographer
- 6 Other

if bk09a074=9

bk09a083

What is your occupation? - Step 3 of 3

- 1 Ambulance driver (non paramedic)
- 2 Occupational health or safety officer
- 3 Audiologist
- 4 Chiropractor
- 5 Contact lens specialist
- 6 Medical records or health information technician
- 7 Dispensing optician
- 8 Ophthalmic optician
- 9 Optometrist
- 10 Osteopath
- 11 Emergency medical technician
- 12 Health associate professional, all other
- 13 Paramedical practitioner, all other



14 Other

if bk09a074=10

bk09a084

What is your occupation? - Step 3 of 3

- 1 Dental hygienist
- 2 Dentist
- 3 Dental assistant
- 4 Dental prosthesis technician
- 5 Other

if bk09a074=11

bk09a085

What is your occupation? - Step 3 of 3

- 1 Respiratory therapist
- 2 Remedial gymnast
- 3 Foot therapist, podiatrist
- 4 Creative therapist
- 5 Physiotherapist
- 6 Physiotherapy assistant
- 7 Therapist or health professional, all other
- 8 Other

if bk09a074=12

bk09a086

What is your occupation? - Step 3 of 3

- 1 Ambulance paramedic
- 2 Company nurse
- 3 Charge nurse
- 4 Intensive care, recovery nurse
- 5 Children's nurse
- 6 Surgical nurse
- 7 Private nurse
- 8 Psychiatric nurse
- 9 School nurse
- 10 Hospital nurse
- 11 Nursing associate professional
- 12 District nurse
- 13 Nursing aide (clinic or hospital)
- 14 Nurse, all other
- 15 Other



if bk09a012=7

bk09a087

To which category does your occupation belong? - Step 2 of 3

- 1 Food or drinks server
- 2 Guard
- 3 Catering
- 4 Entertainment, leisure
- 5 Betting
- 6 Hotel, restaurant
- 7 Cook
- 8 Support services (internal)
- 9 Travel
- 10 Sports

if bk09a087=1

bk09a088

What is your occupation? - Step 3 of 3

- 1 Bartender
- 2 Counter attendant cafeteria, lunchroom
- 3 First line supervisor food servicing workers
- 4 Food deliverer
- 5 Food server restaurant
- 6 Food server (not in restaurants)
- 7 Waiter or waitress
- 8 Counter attendant snack counter
- 9 Other

if bk09a087=2

bk09a089

What is your occupation? - Step 3 of 3

- 1 Bath or sauna attendant
- 2 Cloak room attendant
- 3 Fair ground attendant
- 4 Leisure park attendant
- 5 Public park attendant
- 6 Bouncer, doorman
- 7 Other

if bk09a087=3

bk09a090

What is your occupation? - Step 3 of 3

- 1 Catering worker
- 2 Fast-food preparer



- 3 Fast-food branch manager
- 4 Kitchen manager
- 5 Kitchen helper
- 6 First line supervisor food preparation workers
- 7 Food deliverer
- 8 Catering manager
- 9 Food preparation worker
- 10 Other

if bk09a087=4

bk09a091

What is your occupation? - Step 3 of 3

- 1 Recreation program worker for children
- 2 Recreation program worker for leisure, vacation
- 3 Astrologer, fortune-teller or related worker
- 4 Entertainer
- 5 Clown, acrobat, magician, hypnotist
- 6 Host or hostess
- 7 Cultural centre manager
- 8 Leisure park manager
- 9 Recreation centre manager
- 10 Conference or event organiser
- 11 Valet
- 12 Artistic and cultural associate professionals, all other
- 13 Other

if bk09a087=5

bk09a092

What is your occupation? - Step 3 of 3

- 1 Bookmaker
- 2 Casino worker
- 3 Croupier
- 4 Casino or betting manager
- 5 Bookmaker clerk
- 6 Totalisator bookmaker
- 7 Other

if bk09a087=6

bk09a093

What is your occupation? - Step 3 of 3

- 1 Bartender
- 2 Kitchen manager
- 3 Hotel porter



- 4 Hotel front desk receptionist
- 5 Kitchen helper
- 6 Hostel or bed and breakfast manager
- 7 Hotel manager
- 8 Restaurant manager
- 9 Bed and breakfast services worker
- 10 Dishwasher
- 11 Cleaner in hotels
- 12 Holiday hostess
- 13 Other personal services worker
- 14 Other

if bk09a087=7

bk09a094

What is your occupation? - Step 3 of 3

- 1 Chef cook
- 2 Institution cook
- 3 Chinese food cook
- 4 Indian food cook
- 5 Indonesian food cook
- 6 Japanese food cook
- 7 Latin American food cook
- 8 Pizza baker
- 9 Restaurant cook
- 10 Ship cook
- 11 Cook, all other
- 12 Other

if bk09a087=8

bk09a095

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative
- 4 Catering worker
- 5 IT user support technician
- 6 Housekeeping department manager
- 7 Buyer
- 8 Logistics worker
- 9 Marketing professional
- 10 Personnel officer
- 11 Staff scheduling clerk
- 12 Receptionist, telephonist



13 Cleaner in offices, schools or other establishments

14 Secretary

15 Other

if bk09a087=9

bk09a096

What is your occupation? - Step 3 of 3

1 Travel agency manager

2 Travel consultant

3 Travel agency clerk

4 Travel guide

5 Travel organiser

6 Other

if bk09a087=10

bk09a097

What is your occupation? - Step 3 of 3

1 Recreation program worker for sports

2 Professional sporter

3 Fitness instructor

4 Outdoor adventure guide

5 Golf caddie

6 Greenkeeper

7 Ticket collector

8 Sports centre manager

9 Sports referee

10 Ski instructor

11 Sports coach, trainer

12 Sporters agent

13 Sports official

14 Swimming instructor

15 Instructor, all other sports

16 Other

if bk09a012=8

bk09a098

To which category does your occupation belong? - Step 2 of 3

1 Labour intermediary

2 Consultancy

3 Support services (internal)

4 HRM

if bk09a098=1

**bk09a099**

What is your occupation? - Step 3 of 3

- 1 Industrial relations officer
- 2 Job analyst
- 3 Employment agent
- 4 Labour contractor
- 5 Other

if bk09a098=2

bk09a100

What is your occupation? - Step 3 of 3

- 1 Labour inspector
- 2 Organisation analyst
- 3 Job analyst
- 4 Careers advisor
- 5 Educationist
- 6 Business consultant
- 7 Psychologist
- 8 Other

if bk09a098=3

bk09a101

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative
- 4 Catering worker
- 5 IT user support technician
- 6 Buyer
- 7 Logistics worker
- 8 Marketing professional
- 9 Receptionist, telephonist
- 10 Cleaner in offices, schools or other establishments
- 11 Secretary
- 12 Other

if bk09a098=4

bk09a102

What is your occupation? - Step 3 of 3

- 1 Personnel clerk
- 2 Industrial relations officer
- 3 Personnel department manager
- 4 HR advisor



- 5 Training or staff development professional officer
- 6 Personnel officer
- 7 Staff scheduling clerk
- 8 Salary or personnel administrator
- 9 Other

if bk09a012=9

bk09a103

To which category does your occupation belong? - Step 2 of 3

- 1 Pottery, ceramics, glass
- 2 Assembly
- 3 Chemicals
- 4 Precious metals
- 5 Pharmaceuticals
- 6 Wood
- 7 Plastics, rubber
- 8 Quality inspection
- 9 Laboratory
- 10 Leather
- 11 Machine operator
- 12 Metal
- 13 Mechanic, electrician
- 14 Support services (internal)
- 15 Research, consultancy
- 16 Paper, carton
- 17 Shipbuilding
- 18 Blacksmith
- 19 Drafter
- 20 Textile, leather, carpeting

if bk09a103=1

bk09a104

What is your occupation? - Step 3 of 3

- 1 Glass blower
- 2 Glass etcher
- 3 Lathe or glass setter-operator
- 4 Glass polisher
- 5 Glass cutter, grinder or moulder
- 6 Ceramics decorator
- 7 Glass or ceramics plant operator
- 8 Potter
- 9 Stone or tiles production machine operator
- 10 Decorative painter glass, ceramics



- 11 Optical glass worker
- 12 Other

if bk09a103=2

bk09a105

What is your occupation? - Step 3 of 3

- 1 Automated assembly line controller
- 2 Assembly line operator
- 3 Assembling helper
- 4 Electrical equipment assembler
- 5 Metal products assembler
- 6 Plastic products assembler
- 7 Leather products assembler
- 8 Rubber products assembler
- 9 First line supervisor assembly workers
- 10 Assembler, all other
- 11 Other

if bk09a103=3

bk09a106

What is your occupation? - Step 3 of 3

- 1 Manufacturing production helper
- 2 Buyer chemical products
- 3 Quality inspector chemical products
- 4 Chemical products process controller
- 5 Gas plant operator
- 6 Toiletries production machine operator
- 7 First line supervisor process controllers industrial production, manufacture, metal
- 8 Photographic process worker
- 9 Other

if bk09a103=4

bk09a107

What is your occupation? - Step 3 of 3

- 1 Diamond cutter
- 2 Goldsmith, silversmith
- 3 Jewellery assembler
- 4 Other

if bk09a103=5

bk09a108

What is your occupation? - Step 3 of 3

- 1 Sales representative pharmaceutical and medical products



- 2 Buyer pharmaceutical products
- 3 Quality inspector pharmaceutical products
- 4 Pharmaceutical process controller
- 5 Pharmaceutical products machine operator
- 6 First line supervisor process controllers industrial production, manufacture, metal
- 7 Pharmacist in hospital or factory
- 8 Other

if bk09a103=6

bk09a109

What is your occupation? - Step 3 of 3

- 1 Handicraft worker in wood or related materials
- 2 CNC operator
- 3 Log grader
- 4 Wood model maker
- 5 Woodworking-machine setter-operator
- 6 Sawing machine setter or operator
- 7 Wood processing plant operator
- 8 Wooden toy maker
- 9 Wood or related products assembler
- 10 Wood products machine operator
- 11 Other

if bk09a103=7

bk09a110

What is your occupation? - Step 3 of 3

- 1 Tyre builder
- 2 Quality inspector rubber, plastic products
- 3 Welder, synthetic materials
- 4 Plastic lay-out worker
- 5 Plastics and composites machine operator
- 6 Rubber products machine operator
- 7 Rubber processing machine operator
- 8 Other

if bk09a103=8

bk09a111

What is your occupation? - Step 3 of 3

- 1 Quality inspector computer equipment
- 2 Quality inspector clothing, leatherwear
- 3 Quality inspector electrical equipment or electronic components
- 4 Quality inspector glass, glass products
- 5 Quality inspector vehicles, machines



- 6 Quality inspector machines, appliances, vehicles
- 7 Quality inspector metal goods, metalware
- 8 Quality inspector, all other products
- 9 Other

if bk09a103=9

bk09a112

What is your occupation? - Step 3 of 3

- 1 Physicist
- 2 Laboratory department manager
- 3 R&D department manager
- 4 Laboratory technician concrete, asphalt, asbestos or related products
- 5 Laboratory technician biology, biotechnology
- 6 Laboratory technician plastics, textiles, or chemicals
- 7 Laboratory technician steel or other metals
- 8 Product grader or tester (not in foods and beverages)
- 9 Cleaner laboratory equipment
- 10 Other

if bk09a103=10

bk09a113

What is your occupation? - Step 3 of 3

- 1 Dyer from leathers or skins
- 2 Pelt dresser, tanner, fellmonger
- 3 Saddle maker, horse collar maker
- 4 Leather pattern-maker or cutter
- 5 Orthopaedic shoe-maker
- 6 Fur- or leather-preparing machine operator
- 7 Leather products assembler
- 8 Machine operator, all other leather products
- 9 Other

if bk09a103=11

bk09a114

What is your occupation? - Step 3 of 3

- 1 Machine tool setter or machine tool setter-operator
- 2 Control-room equipment operator
- 3 Metal moulding machine setter-operator
- 4 Cement, stone or other mineral products machine operator
- 5 Lathe or turning machine tool setter-operator
- 6 Boiler operator
- 7 Metal driller or borer
- 8 Fibre-preparing-, spinning- or winding machine operator



- 9 First line supervisor machine operators industrial production, manufacture, metal
- 10 Stationary plant and machine operator, all other
- 11 Other

if bk09a103=12

bk09a115

What is your occupation? - Step 3 of 3

- 1 Vehicle engine tuner
- 2 Vehicle spray painter
- 3 Metal measuring and cutting machine operator
- 4 Metal processing plant operator
- 5 Forging-press worker
- 6 CNC operator
- 7 Sign-writer
- 8 Bridge cable worker
- 9 Wire spinner-squeezer
- 10 Enameller
- 11 Metal varnisher
- 12 Tool maker
- 13 Foundry worker, metal caster
- 14 Manufacturing department manager
- 15 Watch maker
- 16 Aircraft engineer
- 17 Instrument repairer
- 18 Instrument maker
- 19 Boiler smith
- 20 Clock maker
- 21 Brazier
- 22 Varnisher manufactured articles
- 23 Welder, metal materials
- 24 Metal finishing, plating or coating machine operator
- 25 Machine feeder or off bearer
- 26 Surgical appliance maker
- 27 Photographic equipment maker
- 28 Metal foundry pattern-maker
- 29 Die maker
- 30 Metal marker
- 31 Metal ladler
- 32 Metal core maker
- 33 Metal wheel-grinder, polisher or tool sharpener
- 34 Electronic equipment assembler
- 35 Engine or machine assembler
- 36 Aircraft engine technician



- 37 Sheet metal worker
- 38 Sheet metal worker in shipbuilding
- 39 Precision instrument maker
- 40 Metal production process controller
- 41 Photographic products machine operator
- 42 Ammunition and explosive products machine operator
- 43 Blacksmith
- 44 Flame cutter
- 45 Solder operator
- 46 Rigger
- 47 First line supervisor process controllers industrial production, manufacture, metal
- 48 Semiconductor processing machine operator
- 49 Industrial robot operator
- 50 Rope spinner, squeezer or splicer
- 51 Metal products packer
- 52 Aircraft assembler
- 53 Aircraft electrician
- 54 Aircraft mechanic
- 55 Metal castings moulder
- 56 Scale balancer
- 57 Machine tool setter-operator
- 58 Handicraft worker, all other
- 59 Welder, all other
- 60 Chemical products plant or machine operator, all other
- 61 Other

if bk09a103=13

bk09a116

What is your occupation? - Step 3 of 3

- 1 Industrial machinery erector-installer
- 2 Installation or service technician conveyor belts
- 3 Metalworking machinery fitter
- 4 Industrial machinery mechanic
- 5 Electrical equipment assembler
- 6 Printing machinery mechanic
- 7 Woodworking machinery mechanic
- 8 Office machinery fitter
- 9 Electronics mechanic or servicer
- 10 Textiles machinery mechanic
- 11 Plant maintenance electrician
- 12 Plant maintenance mechanic
- 13 Aircraft engine technician
- 14 Aircraft mechanic



- 15 Process controller, all other
- 16 Other

if bk09a103=14

bk09a117

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative
- 4 Sales representative chemical products
- 5 Sales representative electrical equipment or components
- 6 Sales representative glass, glass products
- 7 Sales representative clothing, leatherwear
- 8 Sales representative machines, appliances, vehicles
- 9 Sales representative metal goods, metalware
- 10 Sales representative rubber, plastic products
- 11 Cost estimator
- 12 Catering worker
- 13 Production or operations manager
- 14 IT user support technician
- 15 R&D department manager
- 16 Logistics worker
- 17 Marketing professional
- 18 Personnel officer
- 19 Staff scheduling clerk
- 20 Receptionist, telephonist
- 21 Cleaner in offices, schools or other establishments
- 22 Writer of technical texts
- 23 Secretary
- 24 Materials scheduling clerk
- 25 Other

if bk09a103=15

bk09a118

What is your occupation? - Step 3 of 3

- 1 Biotechnologist
- 2 Physicist
- 3 Geologist, geophysicist
- 4 Other

if bk09a103=16

bk09a119

What is your occupation? - Step 3 of 3



- 1 Machinery installer in paper industry
- 2 Paper worker
- 3 Pulp or paper manufacturing process controller
- 4 Paperboard products assembler
- 5 Paper-products machine operator
- 6 Pulp or papermaking plant operator
- 7 First line supervisor process controllers industrial production, manufacture, metal
- 8 Other

if bk09a103=17

bk09a120

What is your occupation? - Step 3 of 3

- 1 Welder, metal materials
- 2 Metal marker
- 3 Sheet metal worker
- 4 Sheet metal worker in shipbuilding
- 5 Ship builder
- 6 Wood shipwright
- 7 Solder operator
- 8 Other

if bk09a103=18

bk09a121

What is your occupation? - Step 3 of 3

- 1 Coppersmith, tinsmith
- 2 Locksmith, safe repairer
- 3 Gunsmith
- 4 Other

if bk09a103=19

bk09a122

What is your occupation? - Step 3 of 3

- 1 Architectural or civil drafter
- 2 Electrical or electronics drafter
- 3 Mechanical drafter
- 4 Drafters, all other
- 5 Other

if bk09a103=20

bk09a123

What is your occupation? - Step 3 of 3

- 1 Handicraft worker in basketry or brushes
- 2 Handicraft worker in textile or related materials



- 3 Handicraft weaver, knitter, embroiderer
- 4 Sewing machine operator
- 5 Furrier
- 6 Knitting machine operator
- 7 Hatter
- 8 Pelt dresser, tanner, fellmonger
- 9 Tailor
- 10 Artificial flower maker
- 11 Dry cleaning machine operator
- 12 Shoe production machine operator
- 13 Weaving machine operator
- 14 Mattress maker
- 15 Carpets machine operator
- 16 Laundry machine operator
- 17 Textiles machinery mechanic
- 18 Net maker
- 19 Bleaching, dyeing or fabric cleaning machine operator
- 20 Textile products assembler
- 21 Embroiding machine operator
- 22 Carpet printer
- 23 Tent maker
- 24 Textile designer
- 25 Textile printer
- 26 Textile chemist
- 27 Textile pattern-maker or cutter
- 28 Textile ironing worker
- 29 Screen printer
- 30 Sail maker
- 31 Machine operator, all other textile-products
- 32 Other

if bk09a012=10

bk09a124

To which category does your occupation belong? - Step 2 of 3

- 1 Databases
- 2 Hardware, network
- 3 Helpdesk
- 4 Internet
- 5 Support services (internal)
- 6 Software
- 7 Telecommunication

if bk09a124=1

**bk09a125**

What is your occupation? - Step 3 of 3

- 1 Database administrator (dba)
- 2 Database designer
- 3 Database or network professional, all other
- 4 Other

if bk09a124=2

bk09a126

What is your occupation? - Step 3 of 3

- 1 Computer systems technician
- 2 IT computer repairer
- 3 Computer hardware technician
- 4 Data communication lines or cables installer
- 5 IT hardware testing technician
- 6 Electronics engineer
- 7 Computer network technician
- 8 IT operations technician
- 9 IT network specialist
- 10 Database or network professional, all other
- 11 Other

if bk09a124=3

bk09a127

What is your occupation? - Step 3 of 3

- 1 IT user support technician
- 2 Other

if bk09a124=4

bk09a128

What is your occupation? - Step 3 of 3

- 1 Web technician
- 2 Web programmer
- 3 Web journalist
- 4 Web master, web manager
- 5 Web designer
- 6 Other

if bk09a124=5

bk09a129

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper



- 3 Sales representative
- 4 Sales representative computer equipment or components
- 5 Catering worker
- 6 Buyer
- 7 Logistics worker
- 8 Marketing professional
- 9 Personnel officer
- 10 Staff scheduling clerk
- 11 Receptionist, telephonist
- 12 Cleaner in offices, schools or other establishments
- 13 Secretary
- 14 Other

if bk09a124=6

bk09a130

What is your occupation? - Step 3 of 3

- 1 IT applications programmer
- 2 IT sales professional
- 3 IT trainer
- 4 IT department manager
- 5 IT consultant
- 6 IT information analyst
- 7 IT software engineer
- 8 IT project leader
- 9 IT software tester
- 10 IT systems analyst
- 11 IT systems administrator
- 12 NLD IT systems administrator (middle vocational level)
- 13 Software or multimedia developer or analyst, all other
- 14 Other

if bk09a124=7

bk09a131

What is your occupation? - Step 3 of 3

- 1 Telecommunications engineering technician
- 2 Telecommunications engineer
- 3 Mobile phone equipment installer or repairer
- 4 Telecommunication equipment installer or repairer
- 5 Telecommunication lines or cables installer or repairer
- 6 Other

if bk09a012=11

bk09a132



To which category does your occupation belong? - Step 2 of 3

- 1 Tax
- 2 Customs
- 3 Inspection
- 4 Legal services
- 5 Civil service local
- 6 Civil service national
- 7 NGO
- 8 Support services (internal)
- 9 Research, consultancy
- 10 Courts of justice

if bk09a132=1

bk09a133

What is your occupation? - Step 3 of 3

- 1 Tax clerk
- 2 Tax consultant
- 3 Tax inspector
- 4 Legal professional, all other
- 5 Other

if bk09a132=2

bk09a134

What is your occupation? - Step 3 of 3

- 1 Passport checking officer
- 2 Customs inspector
- 3 Immigration officer
- 4 Other

if bk09a132=3

bk09a135

What is your occupation? - Step 3 of 3

- 1 Occupational health or safety inspector
- 2 Inspector gas, electricity installations, waterworks
- 3 Licensing officer
- 4 Inspector ports, airports, railways
- 5 Inspector weights or measures
- 6 Sanitary inspector
- 7 Quality inspector noise pollution (licences, inspection)
- 8 Other

if bk09a132=4

bk09a136



What is your occupation? - Step 3 of 3

- 1 Legal advisor
- 2 Notary
- 3 Legal associate professional
- 4 Other

if bk09a132=5

bk09a137

What is your occupation? - Step 3 of 3

- 1 Business permit licensing officer
- 2 Building permit licensing officer
- 3 Passport issuing officer
- 4 Mayor, alderman
- 5 Interviewer eligibility programs government
- 6 Municipal clerk
- 7 City councillor, county councillor
- 8 Caseworker eligibility program beneficiaries
- 9 Public administration manager
- 10 Other

if bk09a132=6

bk09a138

What is your occupation? - Step 3 of 3

- 1 Policy advisor
- 2 Senior non-legislative official
- 3 Diplomat
- 4 Senior government official
- 5 Inspector government property
- 6 Member of parliament, legislator
- 7 Government tax or excise official
- 8 Government licensing official
- 9 Political scientist
- 10 Policy or administration professional, all other
- 11 Inspector, all other
- 12 Other

if bk09a132=7

bk09a139

What is your occupation? - Step 3 of 3

- 1 Special-interest organisation senior official
- 2 Humanitarian organisation official
- 3 Political party official
- 4 Trade union senior official



- 5 Employers' organisation official
- 6 Other

if bk09a132=8

bk09a140

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Catering worker
- 4 IT user support technician
- 5 Purchasing department manager
- 6 Buyer
- 7 Logistics worker
- 8 Personnel officer
- 9 Staff scheduling clerk
- 10 Public relations officer
- 11 Receptionist, telephonist
- 12 Cleaner in offices, schools or other establishments
- 13 Secretary
- 14 Other

if bk09a132=9

bk09a141

What is your occupation? - Step 3 of 3

- 1 Tax consultant
- 2 Policy advisor
- 3 Legal advisor
- 4 Researcher law and public administration
- 5 Political scientist
- 6 Social scientist, all other
- 7 Other

if bk09a132=10

bk09a142

What is your occupation? - Step 3 of 3

- 1 Lawyer
- 2 Bailiff
- 3 Court clerk
- 4 Law clerk
- 5 Prosecutor
- 6 Judge
- 7 Other



if bk09a012=12

bk09a143

To which category does your occupation belong? - Step 2 of 3

- 1 Delivery
- 2 Call centre, service desk
- 3 Ticketing
- 4 Clerk
- 5 Support services (internal)
- 6 Post
- 7 Reception, telephone
- 8 Secretary
- 9 Typist

if bk09a143=1

bk09a144

What is your occupation? - Step 3 of 3

- 1 Messenger, package deliverer
- 2 Courier
- 3 Hand/newspapers deliverer
- 4 Luggage porter
- 5 Free newspaper distributor
- 6 Other

if bk09a143=2

bk09a145

What is your occupation? - Step 3 of 3

- 1 Call centre agent inbound
- 2 Call centre agent outbound
- 3 Emergency centre telephonist
- 4 Survey or market research interviewer
- 5 Call centre manager
- 6 Contact centre information clerk
- 7 Enquiry clerk
- 8 Customer service representative
- 9 First line supervisor call centre agents
- 10 Client information worker, all other
- 11 Other

if bk09a143=3

bk09a146

What is your occupation? - Step 3 of 3

- 1 Ticket-clerk and cashier
- 2 Ticket reservation or booking clerk



3 Other

if bk09a143=4

bk09a147

What is your occupation? - Step 3 of 3

- 1 Personnel clerk
- 2 Secretary clerk
- 3 Filing clerk
- 4 Counter clerk
- 5 Coding clerk
- 6 Administrative services department manager
- 7 Procurement clerk
- 8 Marketing clerk
- 9 Order clerk
- 10 Bills clerk
- 11 Train transport clerk
- 12 Bookkeeping clerk
- 13 Invoice clerk
- 14 Mortgage clerk
- 15 Credit clerk
- 16 Brokerage clerk
- 17 New accounts clerk
- 18 Order scheduling clerk
- 19 Production planning clerk
- 20 Payroll clerk
- 21 Insurance clerk
- 22 Form filling assistance clerk
- 23 Staff scheduling clerk
- 24 Statistical clerk
- 25 First line supervisor office clerks
- 26 Sales clerk
- 27 Stock clerk, warehouse clerk
- 28 Weighing clerk
- 29 Materials scheduling clerk
- 30 Clerk, all other
- 31 Other

if bk09a143=5

bk09a148

What is your occupation? - Step 3 of 3

- 1 Bookkeeper
- 2 Catering worker
- 3 IT user support technician



- 4 Personnel department manager
- 5 Buyer
- 6 Logistics worker
- 7 Marketing professional
- 8 Personnel officer
- 9 Staff scheduling clerk
- 10 Sales representative, all other products
- 11 Other

if bk09a143=6

bk09a149

What is your occupation? - Step 3 of 3

- 1 Post office counter clerk
- 2 Mail clerk, mail machine operator
- 3 Courier
- 4 Postman
- 5 Post sorting or distributing clerk
- 6 NLD Postman, postdeliverer
- 7 Other

if bk09a143=7

bk09a150

What is your occupation? - Step 3 of 3

- 1 Telephone switchboard operator
- 2 Receptionist
- 3 Telephonist
- 4 Garage receptionist
- 5 Other

if bk09a143=8

bk09a151

What is your occupation? - Step 3 of 3

- 1 Secretary clerk
- 2 Administrative secretary
- 3 Director's secretary
- 4 Legal secretary
- 5 Medical secretary or receptionist
- 6 Minutes secretary
- 7 Office manager
- 8 Project secretary
- 9 Secretary
- 10 Personal assistant
- 11 Team or department secretary



- 12 Secretary, all other
- 13 Other

if bk09a143=9

bk09a152

What is your occupation? - Step 3 of 3

- 1 Data entry operator
- 2 Typist or word processing operator
- 3 Other

if bk09a012=13

bk09a153

To which category does your occupation belong? - Step 2 of 3

- 1 Forestry, nature
- 2 Animal husbandry
- 3 Agriculture
- 4 Support services (internal)
- 5 Horticulture, gardening
- 6 Livestock
- 7 Fishery

if bk09a153=1

bk09a154

What is your occupation? - Step 3 of 3

- 1 Motorised forestry equipment operator
- 2 Tree feller
- 3 Tree planter
- 4 Nature park warden
- 5 Forestry advisor
- 6 Forestry technician
- 7 Countryside or park ranger
- 8 Wicker worker, reed cutter
- 9 Charcoal burner or related worker
- 10 Forestry helper
- 11 Wild life warden
- 12 Hunter, trapper
- 13 Subsistence hunter, trapper, fisher, gatherer
- 14 Forestry manager
- 15 Forestry worker
- 16 Logging worker
- 17 First line supervisor forestry workers
- 18 Water or firewood collector
- 19 Other



if bk09a153=2

bk09a155

What is your occupation? - Step 3 of 3

- 1 Animal trainer
- 2 Animal carer (not in farms)
- 3 Pet animal breeder
- 4 Farrier
- 5 Beekeeper
- 6 Animal home manager
- 7 Horse riding centre manager
- 8 Vermin control worker
- 9 Fur animals farm worker
- 10 Horse breeder
- 11 Horse riding instructor
- 12 Fur animals farmer
- 13 Stable groom
- 14 Stable master
- 15 Laboratory animals carer
- 16 Other

if bk09a153=3

bk09a156

What is your occupation? - Step 3 of 3

- 1 Subsistence crop farmer
- 2 Field crop or vegetable farmer
- 3 Agricultural substitute
- 4 Motorised farm equipment operator
- 5 Mixed crop and animal farmer
- 6 Subsistence mixed crop or livestock farmer
- 7 Tree or shrub crop farmer
- 8 Agricultural machinery installer
- 9 Fruit, nut or tea picker
- 10 Field crop or vegetable farm helper
- 11 Tree or shrub crop helper
- 12 Vegetable picker
- 13 Mixed crop farm helper
- 14 Agricultural scientist
- 15 Agricultural inspector
- 16 Quality inspector agricultural products
- 17 Agricultural technician
- 18 Agricultural advisor
- 19 Field crop or vegetable farm manager
- 20 Tree or shrub crop farm manager



- 21 Horticultural production manager
- 22 Field crop or vegetable farm worker
- 23 Tree or shrub crop worker
- 24 First line supervisor field crop or vegetable farm workers
- 25 First line supervisor tree or shrub crop farm workers
- 26 Agricultural machinery mechanic
- 27 Harvest hand
- 28 Winegrower
- 29 Other

if bk09a153=4

bk09a157

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative agricultural products
- 4 Catering worker
- 5 IT user support technician
- 6 Financial department manager
- 7 Personnel department manager
- 8 Buyer agricultural products
- 9 Logistics worker
- 10 Marketing professional
- 11 Personnel officer
- 12 Staff scheduling clerk
- 13 Receptionist, telephonist
- 14 Cleaner in offices, schools or other establishments
- 15 Secretary
- 16 Other

if bk09a153=5

bk09a158

What is your occupation? - Step 3 of 3

- 1 Flower binder
- 2 Floral arranger, florist
- 3 Greenkeeper
- 4 Garden labourer
- 5 Horticultural grower
- 6 Landscape architect
- 7 Horticultural worker
- 8 Gardener (public parks)
- 9 Groundsperson
- 10 First line supervisor horticultural workers



- 11 First line supervisor landscaping, lawn service, or grounds keeping workers
- 12 Gardener (cemetery)
- 13 Garden architect
- 14 Horticultural technician
- 15 Gardener, all other
- 16 Other

if bk09a153=6

bk09a159

What is your occupation? - Step 3 of 3

- 1 Agricultural machinery installer
- 2 Veterinary surgeon
- 3 Veterinary technician
- 4 Cow herder or shepherd
- 5 Farrier
- 6 Veterinary aid
- 7 Cattle station helper
- 8 Livestock farm helper
- 9 Veterinarian inspector
- 10 Artificial inseminator
- 11 Quality inspector cattle, meat, fish
- 12 Animal breeding centre manager
- 13 Livestock farm manager
- 14 Livestock farm worker
- 15 Livestock machinery mechanic
- 16 Poultry farmer
- 17 Pig breeder
- 18 Veterinary vaccinator
- 19 Cattle farmer
- 20 Livestock dealer
- 21 Livestock farmer
- 22 Subsistence livestock farmer
- 23 Dairy farmer
- 24 Livestock breeder, all other
- 25 Veterinarian, all other
- 26 Other

if bk09a153=7

bk09a160

What is your occupation? - Step 3 of 3

- 1 Algae cultivator
- 2 Fishery or aquaculture helper
- 3 Coastal waters fisherman



- 4 Aquaculture manager
- 5 Fisheries manager
- 6 Seafood farm worker
- 7 Fish farm worker
- 8 First line supervisor fishery workers
- 9 Seafood farmer
- 10 Diver sponge, oysters, pearls
- 11 Fishery technician
- 12 Fish farmer
- 13 Inland waters fisherman
- 14 Fisheries advisor
- 15 Deep-sea fishery worker
- 16 Fishery worker, all other
- 17 Other

if bk09a012=14

bk09a161

To which category does your occupation belong? - Step 2 of 3

- 1 Communication
- 2 Marketing
- 3 Support services (internal)
- 4 Research, consultancy
- 5 Advertising, publicity

if bk09a161=1

bk09a162

What is your occupation? - Step 3 of 3

- 1 Communication professional
- 2 Communications department manager
- 3 Public relations department manager
- 4 Public relations clerk
- 5 Public relations officer
- 6 Other

if bk09a161=2

bk09a163

What is your occupation? - Step 3 of 3

- 1 Marketing department manager
- 2 Marketing clerk
- 3 Marketing professional
- 4 Market analyst
- 5 Market researcher
- 6 Other



if bk09a161=3

bk09a164

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative
- 4 Catering worker
- 5 IT user support technician
- 6 Buyer
- 7 Logistics worker
- 8 Personnel officer
- 9 Staff scheduling clerk
- 10 Receptionist, telephonist
- 11 Cleaner in offices, schools or other establishments
- 12 Secretary
- 13 Other

if bk09a161=4

bk09a165

What is your occupation? - Step 3 of 3

- 1 Survey or market research interviewer
- 2 Market researcher
- 3 Researcher economics, business and management sciences
- 4 Statistician
- 5 Other

if bk09a161=5

bk09a166

What is your occupation? - Step 3 of 3

- 1 Art director advertising
- 2 Advertising copywriter
- 3 Advertising department manager
- 4 Advertising clerk
- 5 Advertisement photographer
- 6 Advertisement designer
- 7 Advertising professional
- 8 Other

if bk09a012=15

bk09a167

To which category does your occupation belong? - Step 2 of 3

- 1 Craft
- 2 Dance



- 3 Printing
- 4 Film, radio, TV, theater
- 5 Photography
- 6 Graphics
- 7 Artisan
- 8 Journalism, editing
- 9 Music
- 10 Support services (internal)
- 11 Design

if bk09a167=1

bk09a168

What is your occupation? - Step 3 of 3

- 1 Handicraft weaver, knitter, embroiderer
- 2 Bookbinder
- 3 Wood carver
- 4 Picture or antiques restorer
- 5 Craft or related worker, all other
- 6 Other

if bk09a167=2

bk09a169

What is your occupation? - Step 3 of 3

- 1 Choreographer
- 2 Dancer
- 3 Other

if bk09a167=3

bk09a170

What is your occupation? - Step 3 of 3

- 1 Block printer
- 2 Desktop publisher, dtp worker
- 3 Compositor
- 4 Printing machine operator
- 5 Offset printer
- 6 Pre-press technician
- 7 Textile printer
- 8 Screen printer
- 9 Other

if bk09a167=4

bk09a171

What is your occupation? - Step 3 of 3



- 1 Film, stage or related actor
- 2 Dubbing equipment operator
- 3 Recording equipment operator
- 4 Broadcasting equipment operator
- 5 Radio equipment operator
- 6 Studio equipment operator
- 7 Imaging technician
- 8 Stage or studio electrician
- 9 Motion picture projectionist
- 10 Camera operator
- 11 Photo laboratory technician
- 12 Light or sound mixer (stages)
- 13 Audio equipment operator
- 14 Sound mixer
- 15 Lighting technician
- 16 Fashion model
- 17 Media interviewer
- 18 Brand manager, product manager
- 19 Announcer on radio, television or other media
- 20 Film, stage or related producer
- 21 Product promotor
- 22 Script assistant
- 23 Film, stage or related director
- 24 Camera and photographic equipment repairer
- 25 Theatre programme vendor
- 26 Stage or studio wardrobe assistant
- 27 Stagehand
- 28 Stage designer, stand designer
- 29 Other

if bk09a167=5

bk09a172

What is your occupation? - Step 3 of 3

- 1 Photo laboratory technician
- 2 Photographer-artist
- 3 Press photographer
- 4 Portrait, wedding or other events photographer
- 5 Advertisement photographer
- 6 Camera and photographic equipment repairer
- 7 Photographer, all other
- 8 Other

if bk09a167=6

**bk09a173**

What is your occupation? - Step 3 of 3

- 1 Graphic designer
- 2 Printing engraver or etcher
- 3 Binding machine operator
- 4 NLD Graphic designer (semi-skilled)
- 5 NLD Graphic designer (skilled)
- 6 Other

if bk09a167=7

bk09a174

What is your occupation? - Step 3 of 3

- 1 Artists agent
- 2 Artist, painter
- 3 Other

if bk09a167=8

bk09a175

What is your occupation? - Step 3 of 3

- 1 Author, writer
- 2 Columnist, commentator
- 3 Public relations department manager
- 4 Journalist
- 5 Periodical or newspaper manager
- 6 Media correspondent
- 7 Multimedia developer
- 8 News analyst
- 9 Press officer
- 10 Public relations clerk
- 11 Public relations officer
- 12 Editor, books
- 13 Editorial assistant
- 14 Writer of technical texts
- 15 Proof reader
- 16 Free newspaper distributor
- 17 Publisher
- 18 Reporter
- 19 Web journalist
- 20 Editor, all other
- 21 Other

if bk09a167=9

bk09a176



What is your occupation? - Step 3 of 3

- 1 Music arranger
- 2 Disc jockey
- 3 Choirmaster, music conductor
- 4 Musician
- 5 Musical instrument maker
- 6 Musical instrument tuner
- 7 Singer
- 8 Other

if bk09a167=10

bk09a177

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative
- 4 Catering worker
- 5 IT user support technician
- 6 Buyer
- 7 Logistics worker
- 8 Marketing professional
- 9 Order scheduling clerk
- 10 Personnel officer
- 11 Staff scheduling clerk
- 12 Receptionist, telephonist
- 13 Cleaner in offices, schools or other establishments
- 14 Secretary
- 15 Other

if bk09a167=11

bk09a178

What is your occupation? - Step 3 of 3

- 1 Illustrator
- 2 Industrial products designer
- 3 Tailor
- 4 Fashion model
- 5 Furniture designer
- 6 Fashion designer
- 7 Fashion stylist, clothing advisor
- 8 Multimedia developer
- 9 Textile designer
- 10 Package designer
- 11 Other



if bk09a012=16

bk09a179

To which category does your occupation belong? - Step 2 of 3

- 1 Laboratory
- 2 Mining
- 3 Utilities
- 4 Oil, gas
- 5 Support services (internal)
- 6 Drafter

if bk09a179=1

bk09a180

What is your occupation? - Step 3 of 3

- 1 Physicist
- 2 Geologist, geophysicist
- 3 Laboratory department manager
- 4 R&D department manager
- 5 Laboratory technician biology, biotechnology
- 6 Product grader or tester (not in foods and beverages)
- 7 Cleaner laboratory equipment
- 8 Physical scientists, all other
- 9 Other

if bk09a179=2

bk09a181

What is your occupation? - Step 3 of 3

- 1 Shuttle-car, mine or quarry operator
- 2 Flotation worker (mineral processing)
- 3 Mining helper
- 4 Quarry helper
- 5 Mining engineer
- 6 Mining machine operator
- 7 Mining site manager
- 8 Miner marl pit
- 9 First line supervisor mining workers
- 10 Mine electrician
- 11 Mining geologist
- 12 Mining technician
- 13 Mining machinery mechanic
- 14 Mining supervisor
- 15 Miner, underground miner
- 16 Miner blaster
- 17 Other



if bk09a179=3

bk09a182

What is your occupation? - Step 3 of 3

- 1 Power systems engineer
- 2 Inspector gas, electricity installations, waterworks
- 3 Recycling or refuse disposal manager
- 4 Energy plant manager
- 5 First line supervisor utilities workers
- 6 Meter reader utilities
- 7 Electric power line worker (low voltage)
- 8 Electrical power-line installer or repairer (high voltage)
- 9 Refuse incinerator process controller
- 10 Waste water plant operator
- 11 Drinking water treatment plant operator
- 12 Control room operator power plant
- 13 Water well driller
- 14 Other

if bk09a179=4

bk09a183

What is your occupation? - Step 3 of 3

- 1 Boring machine operator
- 2 Operator service unit oil or gas well
- 3 Gas compressor or gas pumping station operator
- 4 Well service unit operator not in gas and oil
- 5 Earth drillers, except oil and gas
- 6 Well driller offshore
- 7 Boat or derrick operator
- 8 Mains pipes layer-jointer
- 9 Oiler, greaser
- 10 Manager oil or gas company
- 11 First line supervisor oil or gas workers
- 12 Driller, oil and gas
- 13 Oil or gas geologist
- 14 Petroleum chemist
- 15 Pipe fitter
- 16 Pipe layer
- 17 Gas plant operator
- 18 Petroleum or natural gas refining plant operator
- 19 Well sinker
- 20 Roustabout oil or gas
- 21 Other



if bk09a179=5

bk09a184

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative
- 4 Cost estimator
- 5 Catering worker
- 6 IT user support technician
- 7 Buyer
- 8 Logistics worker
- 9 Marketing professional
- 10 Personnel officer
- 11 Staff scheduling clerk
- 12 Receptionist, telephonist
- 13 Cleaner in offices, schools or other establishments
- 14 Secretary
- 15 Materials scheduling clerk
- 16 Other

if bk09a179=6

bk09a185

What is your occupation? - Step 3 of 3

- 1 Architectural or civil drafter
- 2 Electrical or electronics drafter
- 3 Mechanical drafter
- 4 Drafters, all other
- 5 Other

if bk09a012=17

bk09a186

To which category does your occupation belong? - Step 2 of 3

- 1 Vocational teaching
- 2 Consultancy, coaching
- 3 Primary teaching
- 4 Secondary teaching
- 5 Support services (internal)
- 6 Research
- 7 Professorship
- 8 PhD students
- 9 Post-secondary teaching
- 10 University teaching
- 11 Training and teaching, all other



if bk09a186=1

bk09a187

What is your occupation? - Step 3 of 3

- 1 Vocational education institution manager
- 2 Vocational education teacher agricultural and veterinary subjects
- 3 Vocational education teacher general programs, no specific field
- 4 Vocational education teacher economics, business and management subjects
- 5 Vocational education teacher social work, social science
- 6 Vocational education teacher pedagogy and teacher training
- 7 Vocational education teacher law and public administration
- 8 Vocational education teacher humanities, languages and arts
- 9 Vocational education teacher engineering, manufacturing and construction
- 10 Vocational education teacher natural and life sciences
- 11 Vocational education teacher health and welfare subjects
- 12 Vocational education teacher computer sciences and mathematics
- 13 Vocational education teacher, other subjects
- 14 Other

if bk09a186=2

bk09a188

What is your occupation? - Step 3 of 3

- 1 Philosopher
- 2 Education methods specialist
- 3 Education advisor
- 4 Other

if bk09a186=3

bk09a189

What is your occupation? - Step 3 of 3

- 1 Primary school teacher
- 2 Special needs teacher primary school
- 3 Primary school head
- 4 Teacher's assistant
- 5 Schoolchildren attendant
- 6 Other

if bk09a186=4

bk09a190

What is your occupation? - Step 3 of 3

- 1 Secondary school manager
- 2 Secondary education teacher agricultural and veterinary subjects
- 3 Secondary education teacher general programs, no specific field
- 4 Secondary education teacher natural and life sciences



- 5 Secondary education teacher economics, business and management subjects
- 6 Secondary education teacher social work, social science
- 7 Secondary education teacher pedagogy and teacher training
- 8 Secondary education teacher law and public administration
- 9 Secondary education teacher humanities, languages and arts
- 10 Secondary education teacher engineering, manufacturing and construction
- 11 Secondary education teacher health and welfare subjects
- 12 Secondary education teacher computer sciences and mathematics
- 13 Secondary education teacher, other subjects
- 14 Other

if bk09a186=5

bk09a191

What is your occupation? - Step 3 of 3

- 1 Education administrator
- 2 Office clerk
- 3 Bookkeeper
- 4 Sales representative educational materials
- 5 Catering worker
- 6 Fundraiser
- 7 IT user support technician
- 8 Buyer educational materials
- 9 Logistics worker
- 10 Marketing professional
- 11 Personnel officer
- 12 Staff scheduling clerk
- 13 Receptionist, telephonist
- 14 Cleaner in offices, schools or other establishments
- 15 Secretary
- 16 Other

if bk09a186=6

bk09a192

What is your occupation? - Step 3 of 3

- 1 Statistical data manager
- 2 Survey or market research interviewer
- 3 Market researcher
- 4 Researcher agriculture, nature, animals, environment sciences
- 5 Researcher economics, business and management sciences
- 6 Researcher journalism, media and communication
- 7 Researcher law and public administration
- 8 Researcher humanities
- 9 Researcher health sciences



- 10 Researcher natural and life sciences
- 11 Researcher psychology, pedagogic subjects
- 12 Researcher engineering, transport and logistic sciences
- 13 Researcher leisure, hospitality and gastronomy
- 14 Researcher computer sciences and mathematics
- 15 Statistician
- 16 Statistical technician
- 17 Statistical clerk
- 18 Researcher social work, other social sciences
- 19 Researcher, all other subjects
- 20 Other

if bk09a186=7

bk09a193

What is your occupation? - Step 3 of 3

- 1 University professor agriculture, nature, animals, environment sciences
- 2 University professor journalism, media and communication
- 3 University professor law and public administration
- 4 University professor humanities
- 5 University professor social work
- 6 University professor economics, business and management sciences
- 7 University professor health sciences
- 8 University professor natural and life sciences
- 9 University professor psychology, pedagogic subjects
- 10 University professor engineering, transport and logistic sciences
- 11 University professor leisure, hospitality and gastronomy
- 12 University professor computer sciences and mathematics
- 13 University professor, other subjects
- 14 Other

if bk09a186=8

bk09a194

What is your occupation? - Step 3 of 3

- 1 PhD student agriculture, nature, animals, environment sciences
- 2 PhD student economics, business and management sciences
- 3 PhD student journalism, media and communication
- 4 PhD student law and public administration
- 5 PhD student humanities
- 6 PhD student social work
- 7 PhD student health sciences
- 8 PhD student natural and life sciences
- 9 PhD student psychology, pedagogic subjects
- 10 PhD student engineering, transport and logistic sciences



- 11 PhD student leisure, hospitality and gastronomy
- 12 PhD student computer sciences and mathematics
- 13 PhD student, all other subjects
- 14 Other

if bk09a186=9

bk09a195

What is your occupation? - Step 3 of 3

- 1 Post-secondary education teacher agriculture, nature, animals, environment sciences
- 2 Post-secondary education teacher economics, business and management sciences
- 3 Post-secondary education teacher journalism, media and communication
- 4 Post-secondary education teacher law and public administration
- 5 Post-secondary education teacher social work
- 6 Post-secondary education teacher psychology, pedagogic subjects
- 7 Post-secondary education teacher humanities
- 8 Post-secondary education teacher engineering, transport and logistic sciences
- 9 Post-secondary education teacher natural and life sciences
- 10 Post-secondary education teacher leisure, hospitality and gastronomy
- 11 Post-secondary education teacher health sciences
- 12 Post-secondary education teacher computer sciences and mathematics
- 13 Tertiary education institution manager
- 14 Post-secondary education teacher, other subjects
- 15 Other

if bk09a186=10

bk09a196

What is your occupation? - Step 3 of 3

- 1 Tertiary education institution manager
- 2 University lecturer agriculture, nature, animals, environment sciences
- 3 University lecturer journalism, media and communication
- 4 University lecturer law and public administration
- 5 University lecturer humanities
- 6 University lecturer social work
- 7 University lecturer economics, business and management sciences
- 8 University lecturer health sciences
- 9 University lecturer natural and life sciences
- 10 University lecturer psychology, pedagogic subjects
- 11 University lecturer engineering, transport and logistic sciences
- 12 University lecturer leisure, hospitality and gastronomy
- 13 University lecturer computer sciences and mathematics
- 14 University lecturer, other subjects
- 15 Other



if bk09a186=11

bk09a197

What is your occupation? - Step 3 of 3

- 1 Driving instructor
- 2 Arts teacher
- 3 Drama teacher
- 4 IT trainer
- 5 Music teacher
- 6 Second language teacher
- 7 Yoga or other self-enrichment teacher
- 8 School inspector
- 9 Special needs teacher secondary school
- 10 Remedial teacher
- 11 Driving examiner
- 12 Sports teacher
- 13 Training or teaching professional, all other
- 14 Language teacher, all other
- 15 Special needs teaching professional, all other
- 16 Other

if bk09a012=18

bk09a198

To which category does your occupation belong? - Step 2 of 3

- 1 Hazardous materials
- 2 Housekeeping
- 3 Support services (internal)
- 4 Recycling, waste
- 5 Cleaning

if bk09a198=1

bk09a199

What is your occupation? - Step 3 of 3

- 1 Asbestos removal worker
- 2 Removal worker, all other hazardous materials
- 3 Other

if bk09a198=2

bk09a200

What is your occupation? - Step 3 of 3

- 1 Butler
- 2 Hand launderer or presser
- 3 Housekeeping department manager
- 4 Domestic help (private homes)



- 5 Domestic housekeeper
- 6 First line supervisor housekeeping workers
- 7 Housekeeper in hotels, offices or other establishments
- 8 Domestic cleaner
- 9 Lavatory attendant
- 10 Other

if bk09a198=3

bk09a201

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Catering worker
- 4 IT user support technician
- 5 Personnel department manager
- 6 Purchasing department manager
- 7 Sales department manager
- 8 Technical department manager
- 9 Buyer
- 10 Handyperson
- 11 Logistics worker
- 12 Marketing professional
- 13 Personnel officer
- 14 Staff scheduling clerk
- 15 Public relations officer
- 16 Receptionist, telephonist
- 17 Secretary
- 18 Sales representative, all other products
- 19 Other

if bk09a198=4

bk09a202

What is your occupation? - Step 3 of 3

- 1 Recyclable material collector
- 2 Refuse sorter
- 3 Recycling or refuse disposal manager
- 4 Refuse incinerator process controller
- 5 Other

if bk09a198=5

bk09a203

What is your occupation? - Step 3 of 3

- 1 Building exterior cleaner



- 2 Window washer
- 3 Graffiti cleaner
- 4 Sewer pipe cleaner
- 5 Cleaner cruise ships, ferries
- 6 Janitor
- 7 Cleaner in hotels
- 8 Cleaner in offices, schools or other establishments
- 9 Cleaner of boilers, tanks
- 10 Cleaner laboratory equipment
- 11 Domestic cleaner
- 12 Cleaner train, tram, metro, bus
- 13 Cleaner aircraft
- 14 Chimney sweep
- 15 Sweeper, street cleaner
- 16 Carpet or furniture cleaner
- 17 First line supervisor cleaning workers
- 18 Refuse collector
- 19 Building exterior sandblaster
- 20 Cleaning worker, all other
- 21 Other

if bk09a012=19

bk09a204

To which category does your occupation belong? - Step 2 of 3

- 1 Department manager
- 2 Company director, chief executive >500 employees
- 3 Company director, chief executive 10-50 employees
- 4 Company director, chief executive 50-500 employees

if bk09a204=1

bk09a205

What is your occupation? - Step 3 of 3

- 1 Administrative services department manager
- 2 Communications department manager
- 3 Engineering department manager
- 4 Financial department manager
- 5 Personnel department manager
- 6 Purchasing department manager
- 7 Installation or repairs department manager
- 8 IT department manager
- 9 Laboratory department manager
- 10 Marketing department manager
- 11 Manufacturing department manager



- 12 Public relations department manager
- 13 R&D department manager
- 14 Advertising department manager
- 15 Sales department manager
- 16 Housekeeping department manager
- 17 Technical department manager
- 18 Road, rail, water or air transport company manager
- 19 Department manager, all other
- 20 Other

if bk09a204=2

bk09a206

What is your occupation? - Step 3 of 3

- 1 Company director, chief executive >500 employees
- 2 Commercial, sales or marketing manager
- 3 Production or operations manager
- 4 Advertising or public relations manager
- 5 Finance manager
- 6 HR manager
- 7 Policy or planning manager
- 8 Administrative services manager
- 9 Manufacturing plant manager
- 10 IT manager
- 11 Logistics manager
- 12 R&D manager
- 13 Manager, all other services
- 14 Other

if bk09a204=3

bk09a207

What is your occupation? - Step 3 of 3

- 1 Retail pharmacist
- 2 Company director, chief executive 10-50 employees
- 3 Senior non-legislative official
- 4 Mayor, alderman
- 5 Garage manager
- 6 Fast-food branch manager
- 7 Insurance services branch manager
- 8 Port manager
- 9 Financial services branch manager
- 10 Administrative services manager
- 11 Recycling or refuse disposal manager
- 12 Field crop or vegetable farm manager



- 13 Aquaculture manager
- 14 Primary school head
- 15 Manager oil or gas company
- 16 Aged care services manager
- 17 Library manager
- 18 Tree or shrub crop farm manager
- 19 Forestry manager
- 20 Construction company manager
- 21 Call centre manager
- 22 Casino or betting manager
- 23 Catering manager
- 24 Religious activities centre manager
- 25 Cultural centre manager
- 26 Social welfare centre manager
- 27 Animal home manager
- 28 Animal breeding centre manager
- 29 Distribution centre or warehouse manager
- 30 Energy plant manager
- 31 Prison manager
- 32 Wholesale manager
- 33 Hostel or bed and breakfast manager
- 34 Hotel manager
- 35 Manufacturing plant manager
- 36 Handicapped care services manager
- 37 Tertiary education institution manager
- 38 Psychiatric care services manager
- 39 Child care services manager
- 40 Horticultural production manager
- 41 Logistics manager
- 42 Airport manager
- 43 Horse riding centre manager
- 44 Mining site manager
- 45 Museum manager
- 46 Public transport company manager
- 47 Leisure park manager
- 48 Public administration manager
- 49 Recreation centre manager
- 50 Travel agency manager
- 51 Restaurant manager
- 52 Vocational education institution manager
- 53 Secondary school manager
- 54 Sports centre manager
- 55 Periodical or newspaper manager



- 56 Livestock farm manager
- 57 Fisheries manager
- 58 Department store manager
- 59 Road, rail, water or air transport company manager
- 60 Shopping centre manager
- 61 Retail chain manager
- 62 Hospital manager
- 63 Mining supervisor
- 64 Construction site manager
- 65 Project manager civil engineering
- 66 Manager, all other health services
- 67 Business services or administration manager, all other
- 68 Manager, all other services
- 69 Other

if bk09a204=4

bk09a208

What is your occupation? - Step 3 of 3

- 1 Company director, chief executive 50-500 employees
- 2 Commercial, sales or marketing manager
- 3 Production or operations manager
- 4 Advertising or public relations manager
- 5 Finance manager
- 6 HR manager
- 7 Policy or planning manager
- 8 Administrative services manager
- 9 Manufacturing plant manager
- 10 IT manager
- 11 Logistics manager
- 12 R&D manager
- 13 Other

if bk09a012=20

bk09a209

To which category does your occupation belong? - Step 2 of 3

- 1 Library
- 2 Museum
- 3 Support services (internal)
- 4 Language and humanities

if bk09a209=1

bk09a210

What is your occupation? - Step 3 of 3



- 1 Library clerk
- 2 Archivist
- 3 Librarian
- 4 Documentalist
- 5 Library manager
- 6 Library technician
- 7 Other

if bk09a209=2

bk09a211

What is your occupation? - Step 3 of 3

- 1 Archaeologist
- 2 Museum technician
- 3 Historian
- 4 Museum manager
- 5 Gallery technician
- 6 Museum curator
- 7 Museum guide
- 8 Museum attendant
- 9 Other

if bk09a209=3

bk09a212

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative
- 4 Catering worker
- 5 IT user support technician
- 6 Buyer
- 7 Logistics worker
- 8 Marketing professional
- 9 Personnel officer
- 10 Staff scheduling clerk
- 11 Receptionist, telephonist
- 12 Cleaner in offices, schools or other establishments
- 13 Secretary
- 14 Other

if bk09a209=4

bk09a213

What is your occupation? - Step 3 of 3

- 1 Philosopher



- 2 Historian
- 3 Linguist
- 4 Interpreter
- 5 Translator
- 6 Other

if bk09a012=21

bk09a214

To which category does your occupation belong? - Step 2 of 3

- 1 Driver
- 2 Port
- 3 Logistics
- 4 Air transport
- 5 Machine operator
- 6 Support services (internal)
- 7 Public transport
- 8 Rail transport
- 9 Shipping

if bk09a214=1

bk09a215

What is your occupation? - Step 3 of 3

- 1 Armored car driver
- 2 Bus driver public transport
- 3 Van driver
- 4 Car driver
- 5 Bus driver schoolchildren, elderly or handicapped persons
- 6 Executive chauffeur
- 7 Cycle courier
- 8 Truck driver long distances
- 9 Courier
- 10 Locomotive-engine driver
- 11 Motorcycle driver
- 12 Rickshaw driver
- 13 Taxi driver
- 14 Coach driver
- 15 Tram or metro driver
- 16 Train driver
- 17 Truck driver
- 18 Other

if bk09a214=2

bk09a216



What is your occupation? - Step 3 of 3

- 1 Elevator operator
- 2 Harbour master
- 3 Port manager
- 4 Port operative
- 5 Port passenger operative
- 6 Inspector ports, airports, railways
- 7 Reefer technician
- 8 Ship planner
- 9 Bulldozer operator
- 10 Lashing and security worker
- 11 Straddle-carrier driver
- 12 Cable transmitter
- 13 Other

if bk09a214=3

bk09a217

What is your occupation? - Step 3 of 3

- 1 Fork lift operator
- 2 Remover helper
- 3 Food porter
- 4 Ship loader
- 5 Railway vehicles loader
- 6 Road vehicles loader
- 7 Logistics worker
- 8 Distribution centre or warehouse manager
- 9 Warehouse worker
- 10 Remover
- 11 Aircraft loader
- 12 Freight handler, all other
- 13 Other

if bk09a214=4

bk09a218

What is your occupation? - Step 3 of 3

- 1 Airport attendant
- 2 Airline pilot, co-pilot
- 3 Aircraft ground engineer
- 4 Helicopter pilot
- 5 Inspector ports, airports, railways
- 6 Air traffic controller
- 7 Airport manager
- 8 Air transport clerk



- 9 Aircraft engine technician
- 10 Aircraft purser
- 11 Radar and sonar technician
- 12 Cleaner aircraft
- 13 Flight attendant
- 14 Air traffic safety technician
- 15 Aircraft loader
- 16 Other

if bk09a214=5

bk09a219

What is your occupation? - Step 3 of 3

- 1 Bridge tender
- 2 Dry dock dockmaster
- 3 Cable car operator
- 4 Ropeway or aerial operator
- 5 Crane operator (in port)
- 6 Transmitting equipment operator
- 7 Lock tender
- 8 Chair-lift operator
- 9 First line supervisor machine operators transport, logistics, port, airport
- 10 Production machine operator, all other
- 11 Other

if bk09a214=6

bk09a220

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative
- 4 Catering worker
- 5 IT user support technician
- 6 Buyer
- 7 Logistics worker
- 8 Marketing professional
- 9 Road transport clerk
- 10 Personnel officer
- 11 Staff scheduling clerk
- 12 Receptionist, telephonist
- 13 Cleaner in offices, schools or other establishments
- 14 Secretary
- 15 Transport scheduling clerk
- 16 Materials scheduling clerk



17 Other

if bk09a214=7

bk09a221

What is your occupation? - Step 3 of 3

- 1 Ticket inspector in train, tram, metro, bus
- 2 Traffic attendant train or bus station
- 3 Inspector ports, airports, railways
- 4 Public transport company manager
- 5 Train steward
- 6 Tram, metro, bus electrician
- 7 Maintenance mechanic tram, metro
- 8 Traffic attendant in train, tram, metro, bus
- 9 Cleaner train, tram, metro, bus
- 10 Stationmaster
- 11 Traffic controller (train)
- 12 Traffic controller (tram, metro, bus transportation)
- 13 Other

if bk09a214=8

bk09a222

What is your occupation? - Step 3 of 3

- 1 Transit, port or railroad police officer
- 2 Rail-track laying or maintenance equipment operator
- 3 Ticket inspector in train, tram, metro, bus
- 4 Traffic attendant train or bus station
- 5 Traffic attendant train or bus station
- 6 Inspector ports, airports, railways
- 7 Railway vehicles loader
- 8 Train steward
- 9 Train, railways electrician
- 10 Maintenance mechanic train and rail service
- 11 Railway brake, signal or switch operator
- 12 Cleaner train, tram, metro, bus
- 13 Traffic controller (train)
- 14 Train driver
- 15 Other

if bk09a214=9

bk09a223

What is your occupation? - Step 3 of 3

- 1 Steam engine operator
- 2 Ship deck hand



- 3 Ship deck officer
- 4 Sea ship captain
- 5 Latin American food cook
- 6 Ship loader
- 7 Ship pilot
- 8 Seaman
- 9 Steward on a ship
- 10 Radar and sonar technician
- 11 Boat transportation agent
- 12 Ship mechanic
- 13 Ship deck hand (tug)
- 14 Clearing broker
- 15 Other

if bk09a012=22

bk09a224

To which category does your occupation belong? - Step 2 of 3

- 1 Beverages
- 2 Fruit
- 3 Laboratory
- 4 Support services (internal)
- 5 Tobacco
- 6 Meat, fish
- 7 Food
- 8 Dairy
- 9 Other

if bk09a224=1

bk09a225

What is your occupation? - Step 3 of 3

- 1 Brewer
- 2 Beverage taster or grader
- 3 Bottling or labelling machine operator
- 4 Beverage production process controller
- 5 Liqueur production machine operator
- 6 Beverage production machine operator
- 7 First line supervisor beverages workers
- 8 Other

if bk09a224=2

bk09a226

What is your occupation? - Step 3 of 3

- 1 Fruit or vegetable preserver



- 2 Fruit or vegetable processing machine operator
- 3 Fruit or vegetable canning machine operator
- 4 Fruit juice production machine operator
- 5 Other

if bk09a224=3

bk09a227

What is your occupation? - Step 3 of 3

- 1 Physicist
- 2 Laboratory department manager
- 3 R&D department manager
- 4 Laboratory technician biology, biotechnology
- 5 Laboratory technician steel or other metals
- 6 Laboratory technician water, milk, beverages
- 7 Cleaner laboratory equipment
- 8 Food taster or grader
- 9 Other

if bk09a224=4

bk09a228

What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Sales representative food, beverages, tobacco products
- 4 Catering worker
- 5 IT user support technician
- 6 Buyer
- 7 Logistics worker
- 8 Marketing professional
- 9 Commercial products designer
- 10 Personnel officer
- 11 Staff scheduling clerk
- 12 Receptionist, telephonist
- 13 Cleaner in offices, schools or other establishments
- 14 Secretary
- 15 Other

if bk09a224=5

bk09a229

What is your occupation? - Step 3 of 3

- 1 Cigarette production machine operator
- 2 Tobacco production machine operator
- 3 Cigar maker



- 4 Tobacco preparer
- 5 Tobacco blender
- 6 First line supervisor tobacco manufacturing workers
- 7 Other

if bk09a224=6

bk09a230

What is your occupation? - Step 3 of 3

- 1 Quality inspector cattle, meat, fish
- 2 Meat products machine operator
- 3 Fish products machine operator
- 4 Meat processing machine operator
- 5 Meat slaughterer or deboner
- 6 First line supervisor meat or fish manufacturing workers
- 7 Meat products packer
- 8 Fish filleter, cutter, packer
- 9 Meat products maker
- 10 Sausage maker
- 11 Other

if bk09a224=7

bk09a231

What is your occupation? - Step 3 of 3

- 1 Bread baker in manufacturing
- 2 Confectionery maker
- 3 Chocolate maker
- 4 Yeast maker
- 5 Hand packer
- 6 Quality inspector grains, seeds
- 7 Quality inspector food (no meat or fish)
- 8 Brand manager, product manager
- 9 Pizza baker
- 10 Flour production process controller
- 11 Sugar production process controller
- 12 Vinegar making machine operator
- 13 Biscuit or cake maker
- 14 Bakery products machine operator
- 15 Cocoa processing machine operator
- 16 Chocolate products machine operator
- 17 Pasta production machine operator
- 18 Soft-drinks production machine operator
- 19 Grain- or spice-milling machine operator
- 20 Vegetable processing machine operator



- 21 Chewing-gum maker
- 22 Coffee processing machine operator
- 23 Margarine processing machine operator
- 24 Edible nut processing machine operator
- 25 Cereal products machine operator
- 26 Edible oil production machine operator
- 27 Tea processing machine operator
- 28 Packing or labelling machine operator
- 29 Winemaking plant operator
- 30 Pie maker
- 31 First line supervisor food manufacturing workers
- 32 Food scientist
- 33 Food taster or grader
- 34 Other

if bk09a224=8

bk09a232

What is your occupation? - Step 3 of 3

- 1 Cheese maker
- 2 Dairy-products process controller
- 3 Milk processing machine operator
- 4 Dairy products machine operator
- 5 First line supervisor dairy workers
- 6 Food taster or grader
- 7 Other

if bk09a012=23

bk09a233

To which category does your occupation belong? - Step 2 of 3

- 1 Clergy
- 2 Child care
- 3 Social work
- 4 Support services (internal)
- 5 Personal care
- 6 Therapist
- 7 Funeral service
- 8 Counselor, educator
- 9 Maternity care

if bk09a233=1

bk09a234

What is your occupation? - Step 3 of 3

- 1 Priest, minister, imam



- 2 Salvation soldier
- 3 Religious activities centre manager
- 4 Religious worker
- 5 Religious professional, all other
- 6 Other

if bk09a233=2

bk09a235

What is your occupation? - Step 3 of 3

- 1 Au-pair
- 2 Baby-sitter
- 3 Out of school hours care worker
- 4 Child care worker
- 5 Family day care worker
- 6 Child care services manager
- 7 Creche nurse
- 8 Creche nurse
- 9 Nanny
- 10 Other

if bk09a233=3

bk09a236

What is your occupation? - Step 3 of 3

- 1 Recreation program worker for handicapped
- 2 Recreation program worker for elderly
- 3 Parole officer
- 4 Residential warden
- 5 Education welfare officer
- 6 Probation officer
- 7 Addictions counsellor
- 8 Community health worker
- 9 Mental health or abuse counsellor
- 10 Family, child or marriage counselor
- 11 School or youth counsellor
- 12 Social welfare centre manager
- 13 Rehabilitation counsellor
- 14 Community service worker
- 15 Social work or counselling professional, all other
- 16 Social work or counselling professional, all other
- 17 Other

if bk09a233=4

bk09a237



What is your occupation? - Step 3 of 3

- 1 Office clerk
- 2 Bookkeeper
- 3 Catering worker
- 4 IT user support technician
- 5 Financial department manager
- 6 Personnel department manager
- 7 Buyer
- 8 Logistics worker
- 9 Marketing professional
- 10 Personnel officer
- 11 Staff scheduling clerk
- 12 Receptionist, telephonist
- 13 Cleaner in offices, schools or other establishments
- 14 Secretary
- 15 Sales representative, all other products
- 16 Other

if bk09a233=5

bk09a238

What is your occupation? - Step 3 of 3

- 1 Pharmacy aide
- 2 Elderly aide
- 3 Handicapped aide
- 4 First line supervisor personal care workers
- 5 Aged care services manager
- 6 Handicapped care services manager
- 7 Psychiatric care services manager
- 8 Home care aide
- 9 Psychiatric aide
- 10 Other

if bk09a233=6

bk09a239

What is your occupation? - Step 3 of 3

- 1 Recreational therapist
- 2 Occupational therapist
- 3 Speech therapist
- 4 Massage therapist
- 5 Masseur
- 6 Psychomotor therapist
- 7 Other



if bk09a233=7

bk09a240

What is your occupation? - Step 3 of 3

- 1 Coffin bearer
- 2 Embalmer
- 3 Sexton
- 4 Funeral service manager
- 5 Funeral worker
- 6 Other

if bk09a233=8

bk09a241

What is your occupation? - Step 3 of 3

- 1 Dietician
- 2 Child care worker
- 3 Psychologist
- 4 Nutrition information officer
- 5 Other

if bk09a233=9

bk09a242

What is your occupation? - Step 3 of 3

- 1 Maternity carer
- 2 Assistant midwife
- 3 Professional midwife
- 4 Other

This question was asked if, for the question 'What is your occupation? - Step 3 of 3', the response option 'Other' was selected.

bk09a243

What is your occupation, then?

string(60)

if bk09a004<4 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a244

At what level do you perform your occupation?

- 1 Assistant
- 2 Junior
- 3 Pupil, trainee
- 4 Intern / pupil / in training / trainee
- 5 Trainer, instructor
- 6 Foreman
- 7 Senior



- 8 Team leader
- 9 Line manager
- 10 Head
- 11 Master
- 12 Other

if bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))

bk09a245

What work level and intellectual level does your position require?

- 1 No level at all
- 2 Elementary education
- 3 VMBO (preparatory intermediate vocational education)
- 4 VMBO+ (preparatory intermediate vocational education+)
- 5 MBO (intermediate vocational education)
- 6 MBO+ (intermediate vocational education+)
- 7 HBO (higher vocational education)
- 8 HBO+ (higher vocational education+)
- 9 WO (university education)
- 10 WO+ (university education+)
- 11 I don't know
- 12 Other

if bk09a245=12

bk09a246

What do you mean by 'other'?

open, empty

if bk09a004<4 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a247

Are colleagues in the same position mainly men?

- 1 Yes
- 2 No
- 3 Not applicable

if (bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and bk09a244≠9

bk09a248

Are you in a supervisory position?

We mean that you give direct supervision to other people.

- 1 Yes
- 2 No

if bk09a248=1 or bk09a244=9

**bk09a249**

How many people do you supervise?

If that number varies, please indicate the average number.

- 1 1
- 2 2
- 3 3
- 4 4
- 5 5
- 6 6
- 7 7
- 8 8
- 9 9
- 10 10 or more

if bk09a249=10

bk09a250

How many people do you supervise?

If that number varies, please indicate the average number.

10..10000 people

bk09a251

Year and month of data collection **bk09a252**

if bk09a248=1 or bk09a244=9

Response option '0' was not offered when the questionnaire was fielded in October 2009. For the respondents that indicated in the comments field that they supervised 0 women but had chosen the option '1', this response was changed to '0'. All other respondents that had answered this question with '1' in October 2009 were asked to answer the same question in December 2009. For respondents that provided data in December 2009, this data was used to replace the data obtained in October 2009. The response data remained unchanged for all other respondents.

bk09a252

How many of these are women?

If that number varies, please indicate the average number.

- 0 0
- 1 1
- 2 2
- 3 3
- 4 4
- 5 5



6 6
7 7
8 8
9 9
10 10 or more

if bk09a252=10 and bk09a251=200910

bk09a253

How many of these are women?

If that number varies, please indicate the average number.

10..10000 are women

if bk09a004<4 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

{intro3}

The following questions are about the company where you work or have worked. We have tried to list as many types of companies as possible. Nevertheless, you may find that your type of company is not listed. In that case you will have the opportunity to enter your type of company at the end of this question list.

if bk09a004<4 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a254

Type of company - Step 1 of 2

For what type of company do you or did you work?

- 1 Waste collection and processing, waste water, production and distribution of electricity, gas and water
- 2 Entertainment, culture, sports
- 3 Security, cleaning, work at home
- 4 Construction, technical consultancies
- 5 Retail trade
- 6 Operating and trade in real estate, rentals, call-centers
- 7 Financial services, banking, insurance
- 8 Hotel/restaurants/bars, catering, tourism
- 9 Health care and social services
- 10 Wholesale
- 11 Trade in and repair of cars and motorbikes, fuel stations
- 12 ICT activities
- 13 Industry
- 14 Agriculture, forestry, fishery
- 15 Education, research
- 16 Public administration, police, interest groups
- 17 Publishers, printing houses, media



- 18 Transport, logistics, communication
- 19 Mining
- 20 Business services, legal, marketing, consultancy

if bk09a254=1

bk09a255

Type of company - Step 2 of 2

For what type of company do you or did you work?

- 1 Waste water collection and treatment
- 2 Removal and treatment of hazardous waste
- 3 Distribution of and trade in electricity
- 4 Distribution of and trade in gaseous fuels through pipelines
- 5 Distribution of steam and hot water
- 6 Collection of hazardous waste
- 7 Production of electricity
- 8 Production of gas
- 9 Recycling
- 10 Rehabilitation and other forms of waste management
- 11 Wrecking yard
- 12 Street cleaning and such
- 13 Transmission of electricity
- 14 Removing and processing non-hazardous waste
- 15 Mining, purifying and distribution of water
- 16 Other

if bk09a254=2

bk09a256

Type of company - Step 2 of 2

For what type of company do you or did you work?

- 1 Libraries and archives
- 2 Botanical gardens, zoos, nature parks
- 3 Operating monuments and comparable tourist attractions
- 4 Operating sports facilities
- 5 Operating halls and associated activities
- 6 Fitness centers
- 7 Fancy fair attractions, entertainment parks
- 8 Lotteries and games of fortune
- 9 Museums and monument care
- 10 Supporting activities for performing arts
- 11 Creative arts
- 12 Sports clubs



- 13 Performing arts
- 14 Other relaxation and recreation
- 15 Other sports
- 16 Other

if bk09a254=3

bk09a257

Type of company – Step 2 of 2

For what type of company do you or did you work?

- 1 Security
- 2 Facade cleaning, cleaning buildings
- 3 Housekeeping personnel for private households
- 4 Industrial cleaning, cleaning company
- 5 Installation, supervision and maintenance of security systems
- 6 Child care personnel for private households
- 7 Private investigator, corporate investigator
- 8 Work at home: manufacturing work
- 9 Work at home: assembly work
- 10 Work at home: service provision
- 11 Gardening personnel for private households
- 12 Security personnel for private households
- 13 Packaging company
- 14 Other personnel for private households
- 15 Other cleaning work
- 16 Mediation and support for work listed above
- 17 Other

if bk09a254=4

bk09a258

Type of company - Step 2 of 2

For what type of company do you or did you work?

- 1 Architects
- 2 Constructing highways and other roads
- 3 Constructing surface and underground rail tracks
- 4 Construction of bridges and tunnels
- 5 Construction of civil engineering works for electricity and telecommunication
- 6 Building civil engineering works for fluids
- 7 Civic and utilities construction
- 8 Roof works
- 9 Electrical installations
- 10 Engineers and similar technical advisers



- 11 Insulation companies
- 12 Plumbing, installation of heating and climate control systems
- 13 Developing construction projects
- 14 Test drilling and boring
- 15 Paintwork and glass setting
- 16 Cabinet making
- 17 Demolition work and preparing building grounds
- 18 Plasterwork
- 19 Technical tests and assessments
- 20 Floor finishing and wallpapering
- 21 Water management
- 22 Others

if bk09a254=5

bk09a259

Type of company - Step 2 of 2

For what type of company do you or did you work?

- 1 Pharmacists
- 2 Retail trade by mail or internet
- 3 Photographs
- 4 Specialist store in nutrition and luxuries
- 5 Market and street trade
- 6 Repairs of consumer goods
- 7 Warehouses and supermarkets
- 8 Audio and video recordings store
- 9 Shop for flowers, plants, seeds, fertilizers, pets and pet food
- 10 Bookshop
- 11 Store for cosmetics and toiletries
- 12 Shop for electrical household devices
- 13 Shop for ICT equipment
- 14 Shop for hardware, paint and glass
- 15 Shop for clothing
- 16 Shop for newspapers and stationery
- 17 Shop for medical and orthopedic articles
- 18 Shop for furniture, lighting and other household items
- 19 Shop for shoes and leather goods
- 20 Shop for games and toys
- 21 Shop for sports articles
- 22 Shop for carpets and other floor and wall coverings
- 23 Shop for textiles
- 24 Shop for second-hand goods
- 25 Shop for watches and jewelry



26 Other

if bk09a254=6

bk09a260

Type of company- Step 2 of 2

For what type of company do you or did you work?

- 1 Managing real estate for a fixed amount or on contract basis
- 2 Mediation in real estate
- 3 Call-centers
- 4 Trade in own real estate
- 5 Rent and operation of own or leased real estate
- 6 Rent and lease of machines and equipment and other material goods
- 7 Rent and lease of cars
- 8 Rent and lease of consumer goods
- 9 Rent and lease of office machines, including computers
- 10 Rent and lease of agricultural machines and equipment
- 11 Rent and lease of aircraft
- 12 Rent and lease of machines and installations for construction industry, road building and water management
- 13 Rent and lease of ships
- 14 Rent and lease of trucks
- 15 Other

if bk09a254=7

bk09a261

Type of company - Step 2 of 2

For what type of company do you or did you work?

- 1 Accountants, book-keepers, tax consultants
- 2 Other forms of work mediation
- 3 Banking
- 4 Managing financial markets
- 5 Managing holdings
- 6 Investment trusts and funds and similar financial institutions
- 7 Central banks
- 8 Stock and goods trade
- 9 Financial lease
- 10 Reinsurance
- 11 Life insurances
- 12 Supporting activities for financial institutions
- 13 Pension funds
- 14 Risk analysts and damage assessors



- 15 Damage, health and accident insurances
- 16 Equity management
- 17 Insurance agents and brokers
- 18 Other financial services
- 19 Other credit services
- 20 Other

if bk09a254=8

bk09a262

Type of company - Step 2 of 2

For what type of company do you or did you work?

- 1 Catering
- 2 Drink outlets
- 3 Hotels and comparable accommodation facilities
- 4 Youth hostels, holiday units, other short-stay accommodation facilities
- 5 Camping and caravan grounds
- 6 Canteens, other food outlets
- 7 Travel agencies, tourist agencies
- 8 Travel organizers
- 9 Restaurants, mobile food outlets
- 10 Other accommodation
- 11 Other

if bk09a254=9

bk09a263

Type of company - Step 2 of 2

For what type of company do you or did you work?

- 1 Undertaker services
- 2 Hair and beauty care
- 3 Family physician, medical centers
- 4 Institutes for mentally and psychologically impaired and drugs users
- 5 Child daycare centers
- 6 Child care personnel for private households
- 7 Day centers without overnight facilities
- 8 Medical specialist centers
- 9 Saunas, solariums, baths, etc.
- 10 Dentist surgeries
- 11 Home care
- 12 Home care for the elderly and handicapped
- 13 Nursing home, residential homes, shelters
- 14 Washing and (chemical) cleaning of textile and fur goods



- 15 Hospitals
- 16 Other personal services
- 17 Other

if bk09a254=10

bk09a264

Type of company - Step 2 of 2

For what type of company do you or did you work?

- 1 Wholesale in other machines and equipment and accessories
- 2 Wholesale in consumer goods
- 3 Wholesale in information and communication equipment
- 4 Wholesale in agricultural produce and live animals
- 5 Wholesale in nutrition and luxuries
- 6 Trade mediation
- 7 Non-specialist wholesale
- 8 Other specialist wholesale
- 9 Other

if bk09a254=11

bk09a265

Type of company - Step 2 of 2

For what type of company do or did you work?

- 1 Retail trade in car parts and accessories
- 2 Wholesale in car part and accessories
- 3 Trade in other cars
- 4 Trade in engines and parts, maintenance, repairs
- 5 Trade in private cars and other light vehicles
- 6 Car maintenance and repairs
- 7 Fuel stations
- 8 Other

if bk09a254=12

bk09a266

Type of company - Step 2 of 2

For what type of company do or did you work?

- 1 Managing computer facilities
- 2 Computer consultancy activities
- 3 Data processing, web hosting and associated activities
- 4 Reparation of computers and communication equipment
- 5 Writing computer programs



- 6 Publishers of computer games
- 7 Publishers of software
- 8 Web portals, internet activities
- 9 Other ICT and computer services
- 10 Other

if bk09a254=13

bk09a267

Type of company - Step 2 of 2

For what type of company do or did you work?

- 1 Cement, lime and plaster industry
- 2 Cement, lime and plaster industry
- 3 Chemical and synthetic fiber industry
- 4 Beverages industry
- 5 Pharmaceutical industry
- 6 Wood industry, manufacture of items made of straw, wickerwork, wood and cork, excluding furniture
- 7 Industry of cars, trailers and transporters
- 8 Industry of cokes, refined oil products and fissile materials
- 9 Industry of electrical machines and devices
- 10 Industry of medical equipment and instruments, precision and optical instruments, clocks
- 11 Industry of transport vehicles for water, air and rail transport, (motor-) cycles
- 12 Office machine, computer, electronics industry
- 13 Clothing and fur industry
- 14 Machine industry
- 15 Furniture industry
- 16 Paper and stationery industry
- 17 Repair and installation of machines and devices
- 18 Rubber and synthetic materials industry
- 19 Tobacco industry
- 20 Textile industry
- 21 Manufacture of other non-metallic mineral products
- 22 Manufacture of metals in primary form
- 23 Manufacture of metal products, excluding machines and devices
- 24 Nutrition industry
- 25 Other industry
- 26 Other

if bk09a254=14

bk09a268

Type of company - Step 2 of 2



For what type of company do or did you work?

- 1 Construction and maintenance of gardens and parks
- 2 Aquaculture
- 3 Tree nurseries, cultivating multiple-year plants
- 4 Forestry and forest management
- 5 Services associated with forestry
- 6 Services associated with agriculture and dairy farming
- 7 Agriculture and dairy farming
- 8 Hunting and services associated with this activity
- 9 Plant propagation
- 10 Cultivation of field crops, vegetables, (glasshouse) horticulture
- 11 Dairy farming
- 12 Veterinary services
- 13 Fishery
- 14 Other

if bk09a254=15

bk09a269

Type of company - Step 2 of 2

For what type of company do or did you work?

- 1 Driving schools
- 2 Elementary education
- 3 Cultural education
- 4 Higher education
- 5 Education-supportive activities
- 6 Toddler daycare
- 7 Research and development (social sciences and humanities)
- 8 Research and development in bio-technological area
- 9 Research and development in natural sciences
- 10 Sports and recreational education
- 11 Adult education
- 12 Continued education
- 13 Continued technical and vocational education
- 14 Other education
- 15 Other

if bk09a254=16

bk09a270

Type of company - Step 2 of 2

For what type of company do or did you work?

- 1 Corporate and employers' organizations



- 2 Professional practitioners' organizations
- 3 Administrative activities for health care, education, culture, social services, excluding social insurances
- 4 Fire brigade
- 5 Foreign affairs
- 6 Defense
- 7 Extra-territorial organizations and entities
- 8 Municipalities
- 9 Justice
- 10 Chamber of Commerce, administrative activities for the business sector
- 11 Public administration
- 12 Police
- 13 Political organizations
- 14 Provincial administration
- 15 Religious organizations
- 16 Social insurances
- 17 Trade unions, federations of trade unions
- 18 Other associations
- 19 Other

if bk09a254=17

bk09a271

Type of company - Step 2 of 2

For what type of company do or did you work?

- 1 Activities associated with films and video and television programs, post-production
- 2 Consultancies geared to public relations and communication
- 3 Book binding
- 4 Distribution of films and video and television programs
- 5 Photocopying, document preparation and other services for offices
- 6 Newspaper printers
- 7 Media representation
- 8 Press agencies
- 9 Pre-press and pre-media services
- 10 Production of films and video and television programs
- 11 Reproduction of recorded media
- 12 Publishers of address books and mailing lists
- 13 Publishers of books
- 14 Publishers of sound recordings
- 15 Publishers of newspapers
- 16 Publishers of magazines
- 17 Broadcasting of radio programs
- 18 Broadcasting of television programs, subscription television



- 19 Screening films
- 20 Other printers
- 21 Other

if bk09a254=18

bk09a272

Type of company - Step 2 of 2

For what type of company do or did you work?

- 1 Inland shipping
- 2 Inland shipping, passenger travel
- 3 Services associated with air travel
- 4 Services associated with transport by water
- 5 Services associated with transport by land
- 6 Wire-bound telecommunication
- 7 Wireless telecommunication
- 8 Operating taxis
- 9 Goods transport by air
- 10 Goods transport by road
- 11 Goods transport by rail
- 12 National mail services
- 13 Storage
- 14 Passenger travel by air
- 15 Passenger travel by land according to schedule
- 16 Space travel
- 17 Telecommunication by satellite
- 18 Removal companies
- 19 Transport by rail
- 20 Transport by pipeline
- 21 Freight processing
- 22 Sea and coastal shipping, goods transport
- 23 Sea and coastal shipping, passenger travel
- 24 Other mail and courier services
- 25 Other

if bk09a254=19

bk09a273

Type of company - Step 2 of 2

For what type of company do or did you work?

- 1 Services associated with mining oil and natural gas
- 2 Supportive activities associated with other mining of minerals
- 3 Mining natural gas



- 4 Mining oil and natural gas
- 5 Mining lignite
- 6 Mining iron ore
- 7 Mining clay and sand
- 8 Mining minerals for the chemical and fertilizer industry
- 9 Mining non-ferrous metal ores
- 10 Mining stone
- 11 Mining coals and production of coal briquettes
- 12 Mining turf and producing turf briquettes
- 13 Mining uranium and thorium ore
- 14 Salt mining
- 15 Other mining of minerals
- 16 Other

if bk09a254=20

bk09a274

Type of company - Step 2 of 2

For what type of company do or did you work?

- 1 Activities of head offices
- 2 Administrative services for offices
- 3 Consultancies geared to business operation and management
- 4 Employment agencies
- 5 Specialized designers
- 6 Debt collection and credit agencies
- 7 Lease of intellectual property and similar products, excluding working under copyright
- 8 Marketing agencies
- 9 Market and opinion research agencies
- 10 Organizing congresses and fairs
- 11 Legal services
- 12 Advertisement agencies
- 13 Temp staffing agencies
- 14 Auctioneering
- 15 Translators and interpreters
- 16 Other independent professions and other scientific and technical activities
- 17 Other

This question was asked if the response option 'Other' was selected for the question 'Type of company - Step 2 of 2 For what type of company do or did you work?'

bk09a275

For what type of company do or did you work, then?

string(75)



if bk09a004<4 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a276

How many people does your organization employ?

If the organization comprises multiple locations, only enter the number of employees at the location where you work.

1 0 (self-employed without personnel)

2 1 - 5

3 5 - 10

4 10 - 20

5 20 - 50

6 50 - 100

7 100 - 200

8 200 - 500

9 500 - 1000

10 1000 - 2000

11 2000 - 5000

12 5000 or more

if bk09a276>1

bk09a277

What percentage of employees is female?

Only for your own location.

1 0 - 20 %

2 20 - 40 %

3 40 - 60 %

4 60 - 80 %

5 80 - 100 %

6 I don't know

if bk09a276>3

bk09a278 – bk09a280

How many employees in your organization are...

bk09a278 younger than 25 years

bk09a279 between 25 and 50 years

bk09a280 older than 50 years

1 0-20%

2 20-40%

3 40-60%

4 60-80%

5 80-100%

6 I don't know



if bk09a276>1

bk09a281

Does your organization have more than one location?

- 1 No
- 2 Yes, in 1 municipality in the Netherlands
- 3 Yes, in 1 province in the Netherlands
- 4 Yes, in several provinces in the Netherlands
- 5 Yes, throughout the Netherlands
- 6 Yes, in the Netherlands and abroad
- 7 Yes, only abroad

if bk09a004<3 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a282

Is your organization Dutch-owned or foreign-owned?

- 1 Dutch
- 2 Partially Dutch, partially foreign
- 3 Foreign
- 4 I don't know

if bk09a282=2 or bk09a282=3

bk09a283

In what country is your organization's head office located?

- 1 Netherlands
- 2 Belgium
- 3 United Kingdom
- 4 Germany
- 5 France
- 6 Sweden
- 7 United States
- 8 Italy
- 9 Switzerland
- 10 Finland
- 11 Other

if bk09a283=11

bk09a284

In what country is your organization's head office located, then?

string(40)

if bk09a004<3 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a285

Do you work...



- 1 in the private sector
- 2 in the public sector
- 3 in a not-for-profit company
- 4 other

if bk09a006=1 or bk09a004=4 or bk09a004=6

bk09a286

Did you work...

- 1 in the private sector
- 2 in the public sector
- 3 in a not-for-profit company
- 4 other

if bk09a004<4 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a287

Has your organization adopted a collective employment agreement (*collectieve arbeidsovereenkomst*, CAO) concerning wages?

- 1 Yes
- 2 Yes, but it doesn't apply to me
- 3 No
- 4 I don't know

if bk09a287=1

bk09a288

What CAO applies to you?

string(75)

if bk09a004≠7

bk09a289

In what year did you end your full-time educational program?

People that completed a PhD program, please enter the date of graduation.

1940..2009

99999 Not applicable

if bk09a004=7

bk09a290

In what year do you expect to complete your full-time educational program?

For people studying for a doctorate degree, please enter the year in which you expect to attain the doctorate degree.

2009..2020

if bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))

**bk09a291**

How much job familiarization time is required to perform your job properly, for someone with your educational qualifications?

- 1 No familiarization time
- 2 1 - 2 days
- 3 3 - 6 days
- 4 1 - 4 weeks
- 5 1 - 3 months
- 6 4 - 6 months
- 7 7 - 12 months
- 8 More than a year
- 9 I don't know

if bk09a004=7 and bk09a005=1

bk09a292

How much job familiarization time is required to perform your job properly?

- 1 No familiarization time
- 2 1 - 2 days
- 3 3 - 6 days
- 4 1 - 4 weeks
- 5 1 - 3 months
- 6 4 - 6 months
- 7 7 - 12 months
- 8 More than a year
- 9 I don't know

if bk09a004<3 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a293

Over the past year, how many days did you spend following a course or training that was fully or partially paid by **your employer**?

- 1 None
- 2 1 - 2 days
- 3 3 - 6 days
- 4 1 - 2 weeks
- 5 3 - 4 weeks
- 6 1 - 2 months
- 7 More than 2 months

if bk09a004<14

bk09a294



Over the past year, how many days did you spend following a course or training to improve your employment position, fully paid by **yourself**?

- 1 None
- 2 1 - 2 days
- 3 3 - 6 days
- 4 1 - 2 weeks
- 5 3 - 4 weeks
- 6 1 - 2 months
- 7 More than 2 months

if bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))

bk09a295 - bk09a298

Did you ever work as a trainee or intern?

Multiple answers are permitted.

bk09a295 No

bk09a296 Yes, during my study/school program

bk09a297 Yes, directly after my study/school program

bk09a298 Yes, but not directly after my study/school program

0 No

1 Yes

if bk09a004<4 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a299

Do your job level and educational qualification match?

- 1 Yes
- 2 No, I am overly qualified for my job
- 3 No, I am insufficiently qualified for my job
- 4 I don't know

if bk09a299=3

bk09a300

Does your experience compensate for your insufficient qualification?

- 1 No
- 2 Yes, to some extent
- 3 Yes, more or less
- 4 Yes, almost fully
- 5 Yes, entirely
- 6 I don't know

if bk09a004<3 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a301



Do you have a permanent contract?

- 1 Yes
- 2 No

if bk09a301=2 or bk09a007>1

bk09a302

What kind of employment contract [*if bk09a004<4 or ((bk09a004>6 and bk09a004<14) and bk09a005=1)*]: do you / *if bk09a006=1 or bk09a004=4 or bk09a004=6*: did you] have?

If several options apply, choose the answer that best describes your situation.

- 1 Temporary employment contract with an option of permanent employment
- 2 Temporary employment contract without an option of permanent employment
- 3 Trainee, intern, pupil
- 4 Stand-by contract
- 5 Subsidized employment
- 6 Temp staffing work
- 7 Seasonal work
- 8 Employment pool
- 9 Zero hours contract
- 10 Project-based contract
- 11 Farming-out contract
- 12 Year contract
- 13 Other type of contract

if bk09a004<4 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a303

Do you work full-time?

- 1 Yes
- 2 No

if bk09a004<4 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a304

How many days a week do you usually work?

If the number of days varies, please enter the average number.

1..7

if bk09a004<3 or ((bk09a004>6 and bk09a004<14) and (bk09a005=1))

bk09a305

Do you have an agreement with your employer concerning the number of hours you work?

- 1 Yes, a written contract
- 2 Yes, an oral agreement
- 3 No



if bk09a305<3

bk09a306 - bk09a307

How many hours do you work (per week) according to your contract?

If the number of hours varies, please enter the average number.

bk09a306 Hours

0..80

bk09a307 Minutes

0..60, empty

if bk09a305<3

bk09a308

Do you usually work for the number of hours stated in your contract?

1 Yes

2 No, I work less hours

3 No, I work more hours

if bk09a004=3 or bk09a308>1 or bk09a305>2

bk09a309 - bk09a310

How many hours a week do you usually work?

If the number of hours varies, please enter the average number.

bk09a309 Hours

0..80

bk09a310 Minutes

0..60, empty

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a311 - bk09a314

Which of these statements apply to your working hours?

Multiple answers are permitted

bk09a311 I work in shifts

bk09a312 I regularly work on Sunday

bk09a313 I regularly work on Saturday

bk09a314 I regularly work in the evening

1 Yes

2 No



if ((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a315

Do you receive your salary every month?

- 1 Yes
- 2 No

if bk09a315=2

bk09a316

On what period is your salary based, then?

- 1 4 weeks
- 2 2 weeks
- 3 1 hour
- 4 1 year
- 5 1 week
- 6 1 day
- 7 4 months
- 8 3 months
- 9 2 months
- 10 Other

if bk09a316=10

bk09a317

What do you mean by 'other'?

string(50)

if ((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a318

Do you know what your **gross** and your **net** salary are?

*This concerns your **most recent** salary.*

- 1 Yes, I know my gross and net salaries
- 2 I only know my gross salary
- 3 I only know my net salary
- 4 No

if bk09a318<3 and bk09a316=10

bk09a319

What was the amount of your most recent **gross** salary?



This is inclusive of bonuses and supplements!

Gross salary

0..9999999 euro

99999998 I would rather not say

if (bk09a318=1 or bk09a318=3) and bk09a316=10

bk09a320

What was the amount of your most recent **net** salary?

This is inclusive of bonuses and supplements!

Net salary

0..9999999 euro

99999998 I would rather not say

if bk09a318<3 and bk09a315=1

bk09a321

What was the amount of your most recent **gross** salary per month?

This is inclusive of bonuses and supplements!

Gross salary

0..9999999 euro

99999998 I would rather not say

if (bk09a318=1 or bk09a318=3) and bk09a315=1

bk09a322

What was the amount of your most recent **net salary** per month?

This is inclusive of bonuses and supplements!

Net salary

0..9999999 euro

99999998 I would rather not say

if bk09a318<3 and bk09a316=1

bk09a323

What was the amount of your most recent **gross salary** per 4 weeks?

This is inclusive of bonuses and supplements!

Gross salary



0..9999999 euro
99999998 I would rather not say

if (bk09a318=1 or bk09a318=3) and bk09a316=1

bk09a324

What was the amount of your most recent **net salary** per 4 weeks?

This is inclusive of bonuses and supplements!

Net salary
0..9999999 euro
99999998 I would rather not say

if bk09a318<3 and bk09a316=2

bk09a325

What was the amount of your most recent **gross salary** per 2 weeks?

This is inclusive of bonuses and supplements!

Gross salary
0..9999999 euro
99999998 I would rather not say

if (bk09a318=1 or bk09a318=3) and bk09a316=2

bk09a326

What was the amount of your most recent **net salary** per 2 weeks?

This is inclusive of bonuses and supplements!

Net salary
0..9999999 euro
99999998 I would rather not say

if bk09a318<3 and bk09a316=3

bk09a327

What was the amount of your most recent **gross salary** per hour?

This is inclusive of bonuses and supplements!

Gross salary
0..9999999 euro
99999998 I would rather not say



if (bk09a318=1 or bk09a318=3) and bk09a316=3

bk09a328

What was the amount of your most recent **net salary** per hour?

This is inclusive of bonuses and supplements!

Net salary

0..9999999 euro

99999998 I would rather not say

if bk09a318<3 and bk09a316=4

bk09a329

What was the amount of your most recent **gross salary** per year?

This is inclusive of bonuses and supplements!

Gross salary

0..9999999 euro

99999998 I would rather not say

if (bk09a318=1 or bk09a318=3) and bk09a316=4

bk09a330

What was the amount of your most recent **net salary** per year?

This is inclusive of bonuses and supplements!

Net salary

0..9999999 euro

99999998 I would rather not say

if bk09a318<3 and bk09a316=5

bk09a331

What was the amount of your most recent **gross salary** per week?

This is inclusive of bonuses and supplements!

Gross salary

0..9999999 euro

99999998 I would rather not say



if (bk09a318=1 or bk09a318=3) and bk09a316=5

bk09a332

What was the amount of your most recent **net salary** per week?

This is inclusive of bonuses and supplements!

Net salary

0..9999999 euro

99999998 I would rather not say

if bk09a318<3 and bk09a316=6

bk09a333

What was the amount of your most recent **gross salary** per day?

This is inclusive of bonuses and supplements!

Gross salary

0..9999999 euro

99999998 I would rather not say

if (bk09a318=1 or bk09a318=3) and bk09a316=6

bk09a334

What was the amount of your most recent **net salary** per day?

This is inclusive of bonuses and supplements!

Net salary

0..9999999 euro

99999998 I would rather not say

if bk09a318<3 and bk09a316=7

bk09a335

What was the amount of your most recent **gross salary** per 4 months?

This is inclusive of bonuses and supplements!

Gross salary

0..9999999 euro

99999998 I would rather not say



if (bk09a318=1 or bk09a318=3) and bk09a316=7

bk09a336

What was the amount of your most recent **net salary** per 4 months?

This is inclusive of bonuses and supplements!

Net salary

0..9999999 euro

99999998 I would rather not say

if bk09a318<3 and bk09a316=8

bk09a337

What was the amount of your most recent **gross salary** per 3 months?

This is inclusive of bonuses and supplements!

Gross salary

0..9999999 euro

99999998 I would rather not say

if (bk09a318=1 or bk09a318=3) and bk09a316=8

bk09a338

What was the amount of your most recent **net salary** per 3 months?

This is inclusive of bonuses and supplements!

Net salary

0..9999999 euro

99999998 I would rather not say

if bk09a318<3 and bk09a316=9

bk09a339

What was the amount of your most recent **gross salary** per 2 months?

This is inclusive of bonuses and supplements!

Gross salary

0..9999999 euro

99999998 I would rather not say



if (bk09a318=1 or bk09a318=3) and bk09a316=9

bk09a340

What was the amount of your most recent **net salary** per 2 months?

This is inclusive of bonuses and supplements!

Net salary

0..9999999 euro

99999998 I would rather not say

if bk09a318≠4

bk09a341

On how many hours per week was your most recent salary based?

0..100

if bk09a004=3 and (bk09a303=1 or bk09a309>0 or bk09a306>0)

bk09a342 - bk09a343

What is your gross income?

bk09a342 Amount in euros

-99999999..99999999

bk09a343 In how many months did you earn this income?

1 1

2 2

3 3

4 4

5 5

6 6

7 7

8 8

9 9

10 10

11 11

12 12

if (((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15)))

bk09a344

Do you receive your salary...

1 on your bank account

2 cash



if ((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a345 - bk09a351

Your opinion of your salary

bk09a345 Did you receive your most recent salary on time?

bk09a346 I have been given a salary raise in the past 12 months

bk09a347 I have reached the end of my salary scale

bk09a348 My salary varies from month to month

bk09a349 I could earn more if I worked for another employer

bk09a350 I wish my wages depended more on my performance

bk09a351 I feel it's important to be part of a collective employment agreement (CAO)

1 Yes

2 No

if bk09a318<3

bk09a352 - bk09a361

Did your last wage include one of these supplements?

bk09a352 Irregular hours supplement

bk09a353 Compensation for overtime

bk09a354 Tips

bk09a355 Result-dependent bonus or commission

bk09a356 Result-dependent 13th month

bk09a357 Guaranteed 13th month or 14th period

bk09a358 Guaranteed year-end bonus

bk09a359 Holiday supplement

bk09a360 Profit-sharing

bk09a361 Other bonuses or supplements

1 Yes

2 No

if bk09a318<3

bk09a362 - bk09a371

How much?

Amount in euro

if bk09a352=1

bk09a362 Irregular hours supplement

if bk09a353=1

bk09a363 Compensation for overtime

if bk09a354=1

bk09a364 Tips

if bk09a355=1

bk09a365 Result-dependent bonus or commission

if bk09a356=1



bk09a366 Result-dependent 13th month

if bk09a357=1

bk09a367 Guaranteed 13th month or 14th period

if bk09a358=1

bk09a368 Guaranteed year-end bonus

if bk09a359=1

bk09a369 Holiday supplement

if bk09a360=1

bk09a370 Profit-sharing

if bk09a361=1

bk09a371 Other bonuses or supplements

integer

if ((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a372 - bk09a384

Over the past 12 months, did you make any use of the following schemes and financial benefits?

bk09a372 Personal or entertainment expenses claim

bk09a373 Schemes concerning travel (lease car, company car, commuter expense claim, public transport pass)

bk09a374 Laptop / PC at home

bk09a375 Schemes concerning child-care

bk09a376 Contribution to health insurance premium (basic insurance, supplementary insurance)

bk09a377 Pension schemes

bk09a378 Salary savings scheme

bk09a379 Unemployment provisions

bk09a380 Shares or stock options

bk09a381 Company home/contribution to housing expenses

bk09a382 Lower mortgage interest

bk09a383 Goods or wages in kind (laptop from the office, lower rent)

bk09a384 Other schemes or financial benefit

1 Yes

2 No

if ((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a385 - bk09a391

Do you receive the following annual supplements/bonuses?

bk09a385 Holiday supplement



bk09a386 Guaranteed year-end supplement/gratuity

bk09a387 Result-dependent 13th month

bk09a388 Guaranteed 13th month or 14th period

bk09a389 Profit-sharing

bk09a390 Result-dependent bonus

bk09a391 Other annual bonuses

1 Yes

2 No

if (bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)

bk09a392

In what year did you first perform paid work?

Please disregard side jobs and holiday jobs in answering this question.

1930..2009

if bk09a004=7 and bk09a005=1 and (bk09a303=1 or bk09a309>15 or bk09a306>15)

bk09a393 - bk09a394

When was the first time you performed paid work?

bk09a393 year

1950..2009

bk09a394 month

1 January

2 February

3 March

4 April

5 May

6 June

7 July

8 August

9 September

10 October

11 November

12 December

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a395

How often did you change employers since then?

Including temporary jobs and self-employment.

0 0



- 1 1
- 2 2
- 3 3
- 4 4
- 5 5
- 6 6
- 7 7
- 8 8
- 9 9
- 10 10 or more

if bk09a395=10

bk09a396

How often did you change employers in total?

*Including temporary jobs and self-employment.
11..100 times*

if bk09a395>0 and bk09a004≠3

bk09a397

In what year did you start working for your current employer?

*In case of mergers or reorganizations, also include precursors of the current organization. If you worked for your current employer several times, please consider the last time you entered your employment.
1950..2009*

if bk09a004=3 and (bk09a303=1 or bk09a309>0 or bk09a306>0)

bk09a398

In what year did you start (working for) your own company?

*In case of mergers or reorganizations, also include precursors of the current organization.
1950..2009*

if ((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a399

How many positions have you held with your employer, including your current position?

- 1 1
- 2 2
- 3 3
- 4 4



5 5
6 6
7 7
8 8
9 9
10 10 or more

if bk09a399>1

bk09a400

In what year did you take up your current position?

1950..2009

if ((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a401 - bk09a402

In your organization, have you...

bk09a401 worked in different departments?

bk09a402 made any career advances?

1 Yes
2 No
3 Not applicable

if (bk09a395>0) and (((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15)))

bk09a403

Have you ever been without work, since your first job?

Whether on account of unemployment, leave, or otherwise.

1 Yes
2 No

if bk09a403=1

bk09a404

How often have you been without work?

Unemployed, on leave or otherwise

1 1
2 2
3 3
4 4
5 5



6 6
7 7
8 8
9 9
10 10 or more

if bk09a404=10

bk09a405

How often have you been without a job?

Unemployed, on leave or otherwise

10..99 times

if bk09a404=1

bk09a406

How long were you without a job?

1 0 - 3 months

2 4 - 6 months

3 7- 12 months

4 More than one year

if bk09a404>1

bk09a407

What was the longest period that you were without a job?

1 0 - 3 months

2 4 - 6 months

3 7 - 12 months

4 More than a year

if bk09a406=4 or bk09a407=4

bk09a408

In what year did you stop paid work?

Stopped in

1950..2009

if bk09a406=4 or bk09a407=4

bk09a409

In what year did you start again with paid work?

Started again in

1950..2009



if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a410

Have you been absent from work at any time during the past 12 months, on account of sickness, an accident or other health reasons?

- 1 Yes
- 2 No

if bk09a410=1

bk09a411

How many **times** were you absent over the past 12 months?

1..20

if bk09a410=1

bk09a412

How many **days** were you absent over the past 12 months?

1..365

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a413

At what age would you like to stop working?

16..80

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a414

At what age do you expect to be able to stop working?

16..80

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a415 - bk09a419

Are you...

bk09a415 member of a trade union

bk09a416 staff member of a trade union

bk09a417 member of a works council

bk09a418 member of an employee association

bk09a419 member of a professional association



- 1 Yes
- 2 No

if bk09a415=1

bk09a420

Trade union - Step 1 of 2

Of what trade union are you a member?

- 1 CNV (Christian federation of trade unions)
- 2 FNV (Federation of Dutch trade unions)
- 3 MHP (Trade union for middle and higher personnel)
- 4 Other

if bk09a420=1

bk09a421

Trade union - Step 2 of 2

Of what trade union are you a member?

- 1 CNV Dienstenbond (services)
- 2 CNV BKM *Bond van medewerkers in kerkelijke en daaraan verwante arbeid* (church and related personnel)
- 3 CNV Publieke ZaaK (public service)
- 4 NV Kustersbond (sextons)
- 5 CNV BedrijvenBond (businesses)
- 6 CNV Kunstenbond (arts)
- 7 ACOM defensiepersoneel (defense)
- 8 Onderwijsbond CNV (education)
- 9 Politievakorganisatie ACP (police)

if bk09a420=2

bk09a422

Trade union - Step 2 of 2

Of what trade union are you a member?

- 1 AFMP Algemene Federatie van Militair Personeel (military personnel)
- 2 FNV KIEM (arts and media)
- 3 Kappersbond FNV/FNV Schoonheidsverzorging (hairdressers, beauticians)
- 4 AOOb Algemene Onderwijsbond (education)
- 5 NPB Nederlandse Politiebond (police)
- 6 FNV Zelfstandigen Bouw (self-employed in construction)
- 7 FNV Zelfstandige Bondgenoten (self-employed entrepreneurs)
- 8 ABVAKABO FNV (public services)
- 9 FNV Sport (sports)



- 10 FNV Horecabond (catering industry)
- 11 FNV Bouw (construction)
- 12 FNV Vrouwenbond (female union)
- 13 NVJ Nederlandse vereniging van journalisten (journalists)
- 14 FNV Bondgenoten (general)
- 15 Nautilus NL (maritime)

if bk09a420=3

bk09a423

Trade union - Step 2 of 2

Of what trade union are you a member?

- 1 Beroepsorganisatie Banken Verzekeringen (banks and insurances)
- 2 Vereniging van Nederlandse Verkeersvliegers (aviation)
- 3 Unie van Onafhankelijke Vakorganisaties (union of independent trade organisations)
- 4 Centrale van Middelbare en Hogere Functionarissen bij Overheid, Onderwijs, Bedrijven en Instellingen (middle and higher personnel in public services, education, business and institutes)

if bk09a420=4

bk09a424

Of what trade union are you a member?

string(50)

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a425

Do you work and live in the same province?

- 1 Yes
- 2 Yes, and my dwelling and work place are in the same building
- 3 No
- 4 No, I work in several provinces / throughout the country

if bk09a425≠2

bk09a426

How much time does it usually take you to travel from home to work? If this varies, please give the average amount of time.

Minutes (one way)

- 1 None / not applicable
- 2 0 - 15 min.
- 3 15 - 30 min.



- 4 30 - 45 min.
- 5 45 - 60 min.
- 6 1 hour - 1 hour 15 min.
- 7 1 hour 15 min. - 1 hour 30 min.
- 8 1 hour 30 min. - 2 hour
- 9 2 hours or more

if bk09a425≠2

bk09a427

What is the distance between your home and your work? If this varies, please give the average distance.

Kilometers (one way)

- 1 None / not applicable
- 2 0 - 5 km.
- 3 5 - 10 km.
- 4 10 - 15 km.
- 5 15 - 20 km.
- 6 20 - 25 km.
- 7 25 - 50 km.
- 8 50 - 75 km.
- 9 75 km or more.

bk09a428

Were you born in the province where you now live?

- 1 Yes
- 2 No

if bk09a425=3

bk09a429

Where do you work?

- 1 Groningen
- 2 Friesland
- 3 Drenthe
- 4 Overijssel
- 5 Gelderland
- 6 Flevoland
- 7 Utrecht
- 8 Noord-Holland
- 9 Zuid-Holland
- 10 Zeeland
- 11 Noord-Brabant
- 12 Limburg



13 Abroad

if bk09a428=2

bk09a430

Where were you born?

- 1 Groningen
- 2 Friesland
- 3 Drenthe
- 4 Overijssel
- 5 Gelderland
- 6 Flevoland
- 7 Utrecht
- 8 Noord-Holland
- 9 Zuid-Holland
- 10 Zeeland
- 11 Noord-Brabant
- 12 Limburg
- 13 Abroad

if bk09a003>1

bk09a431 - bk09a443

With who do you share your household?

- bk09a431** With my partner
- bk09a432** With 1 or more children
- bk09a433** With 1 or more children (for part of the week)
- bk09a434** With grandchild(ren)
- bk09a435** With parent(s) (in-law)
- bk09a436** With grandparents
- bk09a437** With siblings
- bk09a438** With a group
- bk09a439** With other family members
- bk09a440** With a housekeeper
- bk09a441** With the employer
- bk09a442** With a (girl) friend
- bk09a443** With others, not family

- 1 Yes
- 2 No

if bk09a002=5 and bk09a004=7

bk09a444

Do you expect to marry later?

- 1 Yes
- 2 No



3 I don't know

if bk09a002=5 and bk09a004=7

bk09a445

Are you in a permanent relationship now?

- 1 Yes
- 2 No

bk09a446

Do you have any children?

We also include step or foster children here.

- 1 Yes
- 2 No

bk09a447

How often did you use the internet over the past month?

- 1 Almost every day
- 2 A few times a week
- 3 A few times a month
- 4 Less than once a month
- 5 I don't know

bk09a448 - bk09a455

How important do you feel the topics below are with regard to quality of life?

bk09a448 Being there for other people

bk09a449 Developing myself

bk09a450 Success in work

bk09a451 Earning an income through work

bk09a452 Sports and living healthily

bk09a453 A good relationship

bk09a454 Involvement with politics or society

bk09a455 Travelling and seeing something of the world

- 1 Not at all important
- 2
- 3
- 4
- 5 Very important

if bk09a001 > 1933

bk09a456 - bk09a463

How much importance do you attach to the following characteristics of paid work?

bk09a456 A permanent contract



bk09a457 A good income

bk09a458 Good career opportunities

bk09a459 Interesting work

bk09a460 Independent work

bk09a461 Work with which you can help other people

bk09a462 Work that is useful to society

bk09a463 Suitable working hours with the option of flexible or part-time work

1 Not at all important

2

3

4

5 Very important

6 Not applicable

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or hrscon.a>15))

bk09a464 - bk09a472

Finally, how satisfied are you with...

bk09a464 your job

bk09a465 your wages

bk09a466 your commuting time

bk09a467 the combination of work and family

bk09a468 safety at work

bk09a469 your work environment

bk09a470 your working hours

bk09a471 your relationship with colleagues

if bk09a004≠3

bk09a472 your relationship with superiors

1 Very dissatisfied

2

3

4

5 Very satisfied

6 Not applicable

bk09a473

And how satisfied, or dissatisfied, are you with your life at present?

Dissatisfied

1

2

3

4

5

6

7

8

9

Satisfied

10



if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

{intro4}

you have now completed the first part of this questionnaire. Now follows the second part with supplementary questions.

if bk09a010>1

{intro5}

The next 2 questions are about your second job.

if bk09a010>1

bk09a474

In your second job, are you...

- 1 an employee
- 2 self-employed, freelancer
- 3 assistant family member
- 4 Intern / pupil / in training / trainee
- 5 Other

if bk09a010>1

bk09a475 - bk09a476

How many hours per week do you work in your second job?

If the number of hours varies, please enter the average number.

bk09a475 Hour

0..80

bk09a476 Minutes

0..60, empty

if bk09a010>1

{intro6}

The following questions are about the job where you work the most amount of hours per week.

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a477 - bk09a481

About your job ...

bk09a477 I have sufficient energy to do my work

if bk09a004≠3 **bk09a478** I get sufficient support from my line manager

bk09a479 I am happy in my job



bk09a480 My work is sufficiently diverse

bk09a481 My work has become more interesting over the past year

1 Disagree entirely

2

3

4

5 Agree entirely

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a482 - bk09a492

How often in your job...

bk09a482 do you need to work under pressure?

bk09a483 do you work in unhealthy conditions?

bk09a484 do you work in dangerous conditions?

bk09a485 do you feel that you need more training?

bk09a486 do you come home physically exhausted?

bk09a487 do you come home mentally exhausted?

if bk09a004≠3 **bk09a488** can you organize your own tasks?

bk09a489 do you find your work annoying?

if bk09a004≠3 **bk09a490** do you take on other people's work?

bk09a491 do you feel that work is monotonous?

bk09a492 do you worry about your job security?

1 Never

2

3

4

5 Always

6 Not applicable

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0))

bk09a493

Have you followed any further courses/study programs after your initial study program?

1 Yes

2 No

3 Not applicable

if bk09a493=1

bk09a494 - bk09a497

Have these further trainings improved your employment position?

Multiple answer are possible



bk09a494 No

bk09a495 Yes, I was granted a salary raise

bk09a496 Yes, I found another job

bk09a497 Yes, other

0 No

1 Yes

if (((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))) and (bk09a281=2 or bk09a281=3 or bk09a281=4 or bk09a281=5)

bk09a498

How many people work in the entire organization in the Netherlands?

1 Less than 10

2 10 - 20

3 20 - 50

4 50 - 100

5 100 - 200

6 200 - 500

7 500 - 1000

8 1000 - 2000

9 2000 - 5000

10 5000 or more

if (((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))) and (bk09a281=2 or bk09a281=3 or bk09a281=4 or bk09a281=5)

bk09a499

What percentage of the workforce is female?

Applicable to the entire organization.

1 0 - 20 %

2 20 - 40 %

3 40 - 60 %

4 60 - 80 %

5 80 - 100 %

if ((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a500 - bk09a520

In your organization...



- bk09a500** you work alone
- bk09a501** most of the work is organized in teams
- bk09a502** you deal directly with people that are not your colleagues
- bk09a503** some of your colleagues are also your friends
- bk09a504** your direct line manager is female
- bk09a505** you work on a computer
- bk09a506** you work with computerized equipment
- bk09a507** you use the Internet
- bk09a508** you can discuss changes with your line manager
- bk09a509** machines and equipment generally work well
- bk09a510** the staffing is generally sufficient
- bk09a511** conflicts occur regularly
- bk09a512** the work is well organized
- bk09a513** you are properly informed about your tasks
- bk09a514** you are properly informed about general operations
- bk09a515** you are monitored tightly by your line manager
- bk09a516** women and men have equal opportunities
- bk09a517** there is a good relationship between management and employees
- bk09a518** you are treated with respect
- bk09a519** you have faith in the management
- bk09a520** there is a fair advancement policy

- 1 Yes
- 2 No
- 3 Not applicable

if ((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a521 - bk09a523

About your organization

- bk09a521** Over the past 12 months, employment opportunity showed...
- bk09a522** Over the past 12 months, the number of managers showed...
- bk09a523** Over the coming 12 months, the number of managers will show...

- 1 a strong drop
- 2
- 3
- 4
- 5 a sharp rise
- 6 not applicable

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))



bk09a524 - bk09a529

In your organization, do you have...

bk09a524 a trade union representative?

bk09a525 a works council?

bk09a526 an employee association?

bk09a527 good career opportunities?

bk09a528 other family members at work?

bk09a529 a department of personnel management?

1 Yes

2 No

if bk09a403=1

bk09a530

More about the period that you were without work:

During that period, did you have any guarantee that you could return to your former work?

1 No

2 Yes, for part of that period

3 Yes, for the entire period

4 I don't know

if bk09a403=1

bk09a531 - bk09a536

What income did you have during that period?

Multiple answers are permitted.

bk09a531 Unemployment benefit

bk09a532 Leave scheme

bk09a533 Income through my partner/family

bk09a534 Work disability benefit

bk09a535 Other

bk09a536 None

0 No

1 Yes

if bk09a005=2 or bk09a004=4 or bk09a004=5 or bk09a004=6

bk09a537 - bk09a543

What income do you receive?

Multiple answers are permitted.

bk09a537 Unemployment benefit

bk09a538 Leave scheme

bk09a539 Income through my partner/family

bk09a540 Work disability benefit

bk09a541 Pension



bk09a542 Other

bk09a543 None

0 No

1 Yes

if bk09a404 >= 1

bk09a544

How much time did you spend searching for a job, since the start of this interruption?

Including temporary jobs and self-owned business

1 I returned to my former employer

2 I didn't search

3 I started my own business/started working for a family business

4 Less than 1 month

5 1 - 3 months

6 4 - 6 months

7 7 - 12 months

8 More than a year

9 I don't know

if ((bk09a004 < 4 or ((bk09a004 > 7 and bk09a004 < 14) and (bk09a005 = 1))) and (bk09a303 = 1 or bk09a309 > 0 or bk09a306 > 0)) or ((bk09a004 = 7) and (bk09a303 = 1 or bk09a309 > 15 or bk09a306 > 15))

bk09a545

How much time did you spend searching for your first job?

1 I didn't search

2 Less than 1 month

3 1 - 3 months

4 4 - 6 months

5 7 - 12 months

6 More than a year

7 I don't know

if bk09a399 >= 1 or bk09a395 >= 0

bk09a546

Do you still work in the same industry as when you started working?

1 Yes

2 No

if bk09a399 >= 1 or bk09a395 >= 0

bk09a547

Do you still work in the same occupation as when you started working?

1 Yes



2 No

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a548

Did you search for a new job during the past 4 weeks?

- 1 No, I don't want another job
- 2 No, but I am open to taking a new job
- 3 Yes, but I haven't found a new job yet
- 4 Yes, and I found a new job

if bk09a548>2

bk09a549 - bk09a559

When you search for a job, how do you go about it?

Multiple answers are permitted.

bk09a549 I go to the employment office/UWV Werkbedrijf (public employment service)

bk09a550 I ask family or acquaintances

bk09a551 I visit vacancy websites

bk09a552 I search in professional journals

bk09a553 Through an advert / I look in the newspaper

bk09a554 I visit a recruitment and selection agency

bk09a555 I phone potential employers

bk09a556 I send my CV with an open application to potential employers

bk09a557 Through an internship, school

bk09a558 Through a temp staffing agency

bk09a559 Through the Internet/ I visit company websites

0 No

1 Yes

if bk09a276>2 and ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a560 - bk09a570

Over the past 12 months, has your organization...

bk09a560 announced any redundancies

bk09a561 been privatized

bk09a562 offered you training opportunities

bk09a563 been reorganized with consequences for your job

bk09a564 been the target of industrial action

bk09a565 undertaken new strategic initiatives

bk09a566 announced voluntary early retirement

bk09a567 been merged with another organization



bk09a568 renewed the machine park/computer equipment

bk09a569 pursued a successful management strategy

bk09a570 been under threat of immediate bankruptcy

1 Yes

2 No

if ((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a571

Will you still be working for your employer in one year's time?

1 Yes

2 No

3 I don't know

if (bk09a005=2 or bk09a004=4 or bk09a004=5 or bk09a004=6) and bk09a001>1933

bk09a572

Do you expect to have a job in one year's time?

1 Yes

2 No

3 I don't know

if bk09a004=3 and (bk09a303=1 or bk09a309>0 or bk09a306>0)

bk09a573

Do you expect to still have your own business in one year's time?

1 Yes

2 No

3 I don't know

if bk09a571=1

bk09a574

Will you still be working in the same position as now?

1 Yes, in the same position

2 No, in a higher position

3 No, in a different position

if bk09a571=2 or bk09a573=2

bk09a575

Why would you no longer be working for your organization in 12 months' time?

If there are several reasons, please choose the most important one.

1 Work at another employer

2 Stopped working to take care of the children



- 3 Stopped on account of housekeeping
- 4 (Early) retirement
- 5 Work for own company or family business
- 6 Stopped because of health issues
- 7 Stopped because of study/education
- 8 Dismissal
- 9 Expiry of contract
- 10 Business bankruptcy
- 11 Other reason

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a576 - bk09a583

What are your expectations?

Over the coming 12 months...

if bk09a004≠3 **bk09a576** I would like to be promoted

bk09a577 my set of tasks will change

if bk09a004≠3 **bk09a578** my job will become redundant

if bk09a004≠3 **bk09a579** I will receive a salary raise

bk09a580 I would like to find a new job

bk09a581 I shall attend computer courses to remain qualified for my occupation

bk09a582 I hope to win some prize in the lottery

bk09a583 my income will likely be changeable and uncertain

1 Yes

2 No

if bk09a303=1

bk09a584

Have you always worked fulltime?

1 Yes

2 No

if bk09a584=2

bk09a585

In what year did you start working fulltime?

If you alternated working part-time and fulltime, please answer this question with reference to the most recent period.

1950..2009

if bk09a303=2

**bk09a586**

Have you always worked part-time?

- 1 Yes
- 2 No

if bk09a586=2

bk09a587

In what year did you start working part-time?

If you alternated working part-time and fulltime, please answer this question with reference to the most recent period.

1950..2009

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a588

Would you like to work more or less hours than you do now?

- 1 No, I am satisfied with my hours
- 2 I would like to work less hours
- 3 I would like to work more hours

if (bk09a305=1 or bk09a305=2) and (((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15)))

bk09a589

What is the agreement regarding your number of working hours?

If more than one option applies, please choose the answer that best describes your situation.

- 1 Fulltime job
- 2 Part-time job
- 3 Hours on annual basis
- 4 Flexible hours
- 5 I am stand-by
- 6 Other

if bk09a303=2 and (((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15)))

bk09a590 - bk09a598

Why do you work part-time?

Multiple answers are permitted.



- bk09a590** Education
- bk09a591** Housekeeping
- bk09a592** Take care of children or other persons
- bk09a593** Time for myself
- bk09a594** Second job
- bk09a595** Health
- bk09a596** Pre-pension/pension
- bk09a597** Can't find a fulltime job
- bk09a598** Job too heavy to work fulltime

0 No

1 Yes

if bk09a589=3

bk09a599

How many hours per year do you work according to your contract?

0..3000

if bk09a589=4 or bk09a589=5

bk09a600

Have you agreed to a minimum or a maximum number of hours?

1 A minimum and a maximum

2 A minimum

3 A maximum

4 No

if bk09a600=1 or bk09a600=2

bk09a601

What is the minimum number of hours (per week)?

0..80

if bk09a600=1 or bk09a600=3

bk09a602

What is the maximum number of hours (per week)?

0..80

if (bk09a305=3 or bk09a589>1) and (((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15)))

bk09a603 - bk09a604

How long is a fulltime working week in your organization?

This concerns the fulltime work schedule.

bk09a603 Hours



0..80

bk09a604 Minutes

0..60, empty

if bk09a589=1 or bk09a589=2 or bk09a589=6 or bk09a600=1 or bk09a600=3

bk09a605

If you work more hours than listed in your contract, do you get...

- 1 the extra hours paid out plus a supplement
- 2 the extra hours paid out
- 3 compensation hours (time-for-time)
- 4 a choice between payment or compensation hours
- 5 nothing
- 6 I don't know
- 7 not applicable

if (bk09a305=1 or bk09a305=2) and (((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1)))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15)))

bk09a606

Is your lunch break not counted as working time?

- 1 Yes
- 2 No
- 3 I don't know
- 4 Not applicable

if bk09a311=1

bk09a607

What shift do you work?

- 1 Alternately morning and afternoon shifts
- 2 Alternately morning, afternoon and night shifts
- 3 Morning shift
- 4 Afternoon shift
- 5 Evening shift
- 6 Night shift
- 7 Sleep-over shift
- 8 Other shift / schedule

if (((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1)))) and (hrshistoa1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a608 - bk09a612

How is your working time organized?

bk09a608 I work at home at least one day a week, using a PC (teleworking)



bk09a609 My working times are fixed more than a month in advance

bk09a610 I only hear my working times a week in advance

if bk09a004≠3 **bk09a611** My line manager often asks me to change my working times

if bk09a004≠3 **bk09a612** I can easily change shifts with my colleagues

1 Yes

2 No

3 Not applicable

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (hrshistoa1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a613 - bk09a620

How often does it happen that...

if bk09a004≠3 **bk09a613** your line manager changes your working times at short notice

bk09a614 your working times conflict with your family duties

bk09a615 there is no work for you at your company

bk09a616 you wish you could work at home once in a while (teleworking)

bk09a617 you cannot take a lunch break

bk09a618 you need to work overtime unexpectedly

bk09a619 you need to work at a high pace

bk09a620 you need to work hard to meet deadlines

1 Never

2

3

4

5 Every day

6 Not applicable

if (bk09a305=1 or bk09a305=2) and ((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a621

Have your working times changed over the past 12 months?

1 No

2 Yes, the hours have decreased

3 Yes, the hours have increased

4 Yes, the hours have become more flexible

5 Yes, in another way

if bk09a621=2

bk09a622

Did this happen...

1 on your request



- 2 due to a shorter working week with a cut in salary
- 3 due to a shorter working week without a cut in salary
- 4 for other reasons

if bk09a621=3

bk09a623

Did this happen...

- 1 on your request
- 2 due to a longer working week with extra salary
- 3 due to a longer working week without extra salary
- 4 for other reasons

if bk09a621=4 or bk09a621=5

bk09a624

Did this happen...

- 1 on your request
- 2 due to negotiations about employment conditions
- 3 for other reasons

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a625

Did you work your usual number of hours over the past 7 days?

- 1 Yes
- 2 No, I worked more hours
- 3 No, I worked less hours
- 4 No, I didn't work

if bk09a625>2

bk09a626 - bk09a638

Why did you work less hours/did you not work?

Multiple answers are permitted.

bk09a626 Holiday, days off

bk09a627 Sickness

bk09a628 Family reasons

bk09a629 Education, course

bk09a630 There was too little / no work

bk09a631 Industrial action

bk09a632 Weather conditions

bk09a633 Searching for a new job

bk09a634 Parental leave, maternal leave

bk09a635 Seasonal work



bk09a636 Senior's leave

bk09a637 Flexible working hours, compensation hours

bk09a638 Other reason

0 No

1 Yes

if (((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))) and (bk09a301=2)

bk09a639

For what duration is your contract?

1 1 - 2 days

2 3 - 6 days

3 1 - 4 weeks

4 1 - 3 months

5 4 - 6 months

6 7 - 12 months

7 13 - 24 months

8 More than 2 years

9 No agreement made

10 Not applicable

if (((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))) and (bk09a301=2)

bk09a640

What are your prospects with your employer once your contract expires?

1 A permanent employment contract

2 A new temporary employment contract

3 The job ends

4 I don't know

5 Other

if (((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))) and (bk09a301=2)

bk09a641 - bk09a648

A temporary employment contract...

bk09a641 gives me an opportunity to expand my knowledge and skills

bk09a642 gives me an opportunity to acquire work experience

bk09a643 hinders my ability to accumulate pension

bk09a644 restricts my ability to buy a house

bk09a645 forces me to continue living with my parents



bk09a646 forces me to postpone forming a family

bk09a647 is my only option as there is no permanent work

bk09a648 gives me the opportunity to search for the best employer

1 Disagree entirely

2

3

4

5 Agree entirely

6 Not applicable

if ((bk09a004<3 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a649

We now wish to ask some questions about your most recent wages. Did these wages depend on...

1 Piecework payment

2 Turnover commission

3 Number of customers, patients

4 Day wages in agrarian sector

5 Other

6 None of the above

if bk09a649<6

bk09a650

What percentage of your most recent wages depended on your own performance?

1 0 - 20 %

2 20 - 40 %

3 40 - 60 %

4 60 - 80 %

5 80 - 100 %

if bk09a372=1

bk09a651

What is the fixed amount of compensation that you receive for (entertainment) expenses?

If you do not receive any fixed amount of compensation for (entertainment) expenses, please skip this question and continue with the next question.

integer, empty euro per month

if bk09a372=1

bk09a652

What amount do you receive as contribution to telephone costs at home?



If you do not receive any contribution to telephone costs at home, please skip this question and continue with the next question.

integer, empty euro per month

if bk09a372=1

bk09a653

What scheme does your company offer for a company mobile phone?

- 1 Unlimited calls
- 2 Free calls up to a certain maximum amount
- 3 Not applicable

if bk09a653=2

bk09a654

Maximum amount of free calls with company mobile phone

integer euro per month

if bk09a373=1

bk09a655

What scheme does your company offer with respect to a car?

- 1 Company car
- 2 Lease car
- 3 Expenses compensation for own car use
- 4 Not applicable

if bk09a655<3

bk09a656

Do you receive compensation for the fuel costs of the lease or company car for private use?

- 1 Yes
- 2 No
- 3 Not applicable

if bk09a655<3

bk09a657

What is the catalogue value of the (lease or company) car?

- 1 Less than € 13,600
- 2 € 13,600 - € 18,149
- 3 € 18,150 - € 22,699
- 4 € 22,700 - € 31,749
- 5 € 31,750 - € 45,399
- 6 € 45,400 or more

if bk09a373=1

**bk09a658**

How are expenses for public transport compensated?

- 1 Costs are partially compensated
- 2 All expenses are compensated
- 3 I have a student public transport pass
- 4 Not applicable

if bk09a376=1

bk09a659

About your health insurance premium

How much does your employer contribute to your health insurance costs?

- 1 0 - 49 %
- 2 50 - 99 %
- 3 100 %
- 4 Not applicable
- 5 I don't know

if bk09a377=1

bk09a660 - bk09a662

About your pension

In what way does your employer contribute to your pension?

Multiple answers are permitted.

bk09a660 Contribution to the premium for a collective pension scheme

bk09a661 Contribution to the premium for a private pension scheme

bk09a662 I don't know

0 No

1 Yes

if bk09a660=1 or bk09a661=1

bk09a663

My employer pays...

- 1 0 to 50% of all pension insurance premiums
- 2 50 to 100% of all pension insurance premiums
- 3 My employer pays all pension insurance premiums (100%)
- 4 I don't know

if bk09a380=1

bk09a664

About your employee stock plan

In what way have you made use of an employee stock plan?

- 1 I have bought shares with discount



- 2 I have been granted shares
- 3 Other

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a665 - bk09a672

What do you think of your employment conditions and work conditions?

if bk09a004≠3 **bk09a665** I am satisfied with my employer's attitude with respect to my salary

bk09a666 I can rely on getting my money on time

bk09a667 I can rely on being able to pay my costs of living with my salary

bk09a668 There is too much of a difference between the highest and the lowest salaries at my company

bk09a669 My efforts at work should be rewarded more

if bk09a004≠3 **bk09a670** I am satisfied with my supplements and bonuses

if bk09a004≠3 **bk09a671** I am satisfied with the contract I have

bk09a672 I am worried about my pension

- 1 Disagree entirely
- 2
- 3
- 4
- 5 Agree entirely
- 6 Not applicable

if bk09a431=1

bk09a673

What does your partner do?

- 1 Employee on a permanent contract
- 2 Employee on a temporary contract
- 3 Self-employed, freelancer
- 4 Cooperating family member (with self-employed partner)
- 5 Housewife, houseman
- 6 Unemployment, seeking work
- 7 Work disability, sick
- 8 In training
- 9 Retired
- 10 Other

if bk09a673<4

bk09a674

How many hours per week does your partner work on average?



*If the number of hours varies, please enter an average number.
integer hours*

*if (bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and
(bk09a303=1 or hrsrea.a>15 or bk09a306>15)*

bk09a675

Do you own your own house and do you receive a personal mortgage tax benefit? If so, how much is that benefit per month?

- 1 Don't own a house
- 2 Do own a house but do not receive a tax benefit
- 3 Up to 50 euros
- 4 50 - 99 euros
- 5 100 - 149 euros
- 6 150 - 199 euros
- 7 200 - 249 euros
- 8 250 - 299 euros
- 9 300 - 349 euros
- 10 350 - 399 euros
- 11 400 - 449 euros
- 12 450 - 499 euros
- 13 500 - 549 euros
- 14 550 - 599 euros
- 15 600 - 649 euros
- 16 650 - 699 euros
- 17 700 - 749 euros
- 18 750 - 799 euros
- 19 800 - 849 euros
- 20 850 - 899 euros
- 21 900 - 949 euros
- 22 950 - 999 euros
- 23 1000 euros or more
- 24 I don't know

*if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and
(bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or
bk09a309>15 or bk09a306>15))*

bk09a676 - bk09a683

How have you divided the tasks domestically?

if bk09a003>1 **bk09a676** I am chiefly responsible for the household income

if bk09a003>1 **bk09a677** I am chiefly responsible for the housekeeping

bk09a678 I / we have a paid housekeeper

bk09a679 I generally have enough time for housekeeping



if bk09a003>1 **bk09a680** We often quarrel at home about the distribution of household chores

bk09a681 I am trying to reduce the amount of time I spend on housekeeping

bk09a682 I find it tiring to combine a job with household tasks

bk09a683 I / we have a vegetable garden at home

1 Yes

2 No

3 Not applicable

if ((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))

bk09a684 – bk09a685

How many hours a week do you spend on housekeeping, on average?

If the number of hours varies, please enter an average number.

bk09a684 Hours

0..80

bk09a685 Minutes

0..60, empty

if bk09a678=1

bk09a686 - bk09a687

For how many hours a week do you have a paid housekeeper?

If the number of hours varies, please enter an average number.

bk09a686 Hours

0..80

bk09a687 Minutes

0..60, empty

if (((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))) and bk09a446=1

bk09a688

How many **living-at-home** children do you have?

0 0

1 1

2 2

3 3

4 4

5 5



6 6 or more

if (((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))) and bk09a446=1

bk09a689

How many children do you have **not living at home**?

0 0

1 1

2 2

3 3

4 4

5 5

6 6 or more

if (bk09a688=0 and bk09a689=1) or (bk09a688=1 and bk09a689=0)

bk09a690

In what year was your child born?

1950..2009

if bk09a6871 + bk09a689 >1

bk09a691

In what year was your eldest child born?

1950..2009

if bk09a688 + bk09a689 >1

bk09a692

In what year was your youngest child born?

1950..2009

if bk09a688>0

bk09a693 - bk09a706

If you are working, who takes care of the child (children)?

Multiple answers are permitted.

bk09a693 My partner

bk09a694 Grandfather, grandmother

bk09a695 Older sibling

bk09a696 Other family, the neighbors, acquaintances

bk09a697 Paid child carer at home (nanny, au-pair)

bk09a698 Children's daycare center

bk09a699 School

bk09a700 Toddler daycare center

bk09a701 Host family, host parent



- bk09a702** Exchange with other parents
- bk09a703** Extramural or afterschool care center
- bk09a704** Nobody
- bk09a705** Other
- bk09a706** Not applicable

- 0 No
- 1 Yes

if bk09a704=0 and bk09a706=0

bk09a707

How many part-days per week is the care for your child (children) arranged in this way / these ways?

- 1 1
- 2 2
- 3 3
- 4 4
- 5 5
- 6 6
- 7 7
- 8 8
- 9 9
- 10 10 or more

if (bk09a704=0 and bk09a706=0) and ((bk09a691 >1994) or ((2009-bk09a692)<16)) and bk09a673<5

bk09a708

Does you partner's employer reimburse part of the costs of child daycare?

- 1 Yes
- 2 No
- 3 I don't know

if bk09a708=1

bk09a709

How much of the child daycare costs is reimbursed by your employer or your partner's employer?

- 1 Nothing
- 2 One-third
- 3 One-sixth
- 4 Other
- 5 I don't know



if (((bk09a004<4 or ((bk09a004>7 and bk09a004<14) and (bk09a005=1))) and (bk09a303=1 or bk09a309>0 or bk09a306>0)) or ((bk09a004=7) and (bk09a303=1 or bk09a309>15 or bk09a306>15))) and bk09a001>1962

bk09a710

Are you (or your partner) expecting a baby?

- 1 Yes
- 2 No
- 3 No, but hopefully within three years
- 4 I don't know

if bk09a710=2 and bk09a446=2

bk09a711

Do you hope to have children in the future?

- 1 Yes
- 2 No
- 3 I don't know

bk09a712 - bk09a716

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

bk09a712 I am always optimistic about my future

bk09a713 I like to learn new things

bk09a714 I am generally satisfied with what I do

bk09a715 I enjoy making plans for the future

bk09a716 I generally seize opportunities

- 1 Disagree entirely
- 2
- 3
- 4
- 5 Agree entirely

bk09a717

How is your health, generally speaking?

- 1 Very good
- 2 Good
- 3 Fair
- 4 Poor
- 5 Very poor
- 6 I don't know

bk09a718 - bk09a723

Finally, how satisfied are you with...

bk09a718 your household income

bk09a719 your health



bk09a720 your housing

bk09a721 the amount of leisure time

bk09a722 the division of household tasks

bk09a723 social provisions

1 Very dissatisfied

2

3

4

5 Very satisfied

bk09a724 - bk09a728

Note: Please complete the questionnaire until you are returned to the starting screen. Only then will the system register the questionnaire as **fully** completed.

Finally; what did you think of this questionnaire?

1 = certainly not

5 = certainly yes

bk09a724 Was it difficult to answer the questions?

bk09a725 Were the questions sufficiently clear?

bk09a726 Did the questionnaire get you thinking about things?

bk09a727 Was it an interesting subject?

bk09a728 Did you enjoy answering the questions?

1 1

2 2

3 3

4 4

5 5

bk09a729

Starting date questionnaire

bk09a730

Starting time questionnaire

bk09a731

End date questionnaire

bk09a732

End time questionnaire

calculated variable

bk09a733

Duration in seconds



5 Descriptives

	N	Minimum	Maximum	Mean	Std. Deviation
nomem_encr Number of household member encrypted	5577	800015	899993	850190,73	28945,421
nohouse_encr Number of household encrypted	5577	500001	599964	549498,19	28595,127
bk09a_m Month in which questionnaire was completed	5577	200910	200910	200910,00	,000
bk09a001 Year of birth	5577	1913	1993	1960,65	17,032
bk09a002 Civil status	5577	1	5	2,48	1,794
bk09a003 Number of household members	5577	1	8	2,64	1,334
bk09a004 Main occupation	5577	1	14	4,58	3,803
bk09a005 Do you have a paid job?	2443	1	2	1,78	,413
bk09a006 Did you ever have a paid job?	1912	1	2	1,22	,412
bk09a007 What was your position on the labor market during your last job?	1635	1	7	1,59	1,315
bk09a008 When did your last job end (month)?	1633	1	12	6,52	3,355
bk09a009 When did your last job end (year)?	1632	1950	2009	1996,65	13,022
bk09a010 Do you have one paid job or more than one? If self-employed, employee, or other	3508	1	3	1,08	,292



bk09a011 Are you a temporary staffer, seconded, or working for another company than the one that pays your wages?	3216	1	4	1,21	,674
bk09a012 To which category does your occupation belong? - Step 1 of 3	3507	1	23	10,98	6,675
bk09a013 To which category does your occupation belong? - Step 2 of 3	112	1	9	5,53	2,644
bk09a014 What is your occupation? - Step 3 of 3	21	1	20	13,81	8,016
bk09a015 What is your occupation? - Step 3 of 3	0				
bk09a016 What is your occupation? - Step 3 of 3	7	2	18	10,00	7,165
bk09a017 What is your occupation? - Step 3 of 3	8	3	14	10,13	4,764
bk09a018 What is your occupation? - Step 3 of 3	6	1	18	10,83	6,463
bk09a019 What is your occupation? - Step 3 of 3	11	4	11	9,55	2,162
bk09a020 What is your occupation? - Step 3 of 3	27	1	16	12,52	5,352
bk09a021 What is your occupation? - Step 3 of 3	28	3	27	18,29	9,245
bk09a022 What is your occupation? - Step 3 of 3	4	2	3	2,75	,500
bk09a023 To which category does your occupation belong? - Step 2 of 3	70	1	6	4,09	1,954



bk09a024 What is your occupation? - Step 3 of 3	15	3	27	7,53	6,770
bk09a025 What is your occupation? - Step 3 of 3	4	1	3	1,75	,957
bk09a026 What is your occupation? - Step 3 of 3	6	1	5	3,17	2,041
bk09a027 What is your occupation? - Step 3 of 3	1	1	1	1,00	
bk09a028 What is your occupation? - Step 3 of 3	23	1	11	6,78	3,162
bk09a029 What is your occupation? - Step 3 of 3	21	2	9	6,05	2,156
bk09a030 What is your occupation? - Step 3 of 3	0				
bk09a031 To which category does your occupation belong? - Step 2 of 3	163	1	19	9,56	5,503
bk09a032 What is your occupation? - Step 3 of 3	1	10	10	10,00	
bk09a033 What is your occupation? - Step 3 of 3	10	7	9	8,40	,966
bk09a034 What is your occupation? - Step 3 of 3	3	2	4	3,00	1,000
bk09a035 What is your occupation? - Step 3 of 3	49	1	29	22,14	8,329
bk09a036 What is your occupation? - Step 3 of 3	6	1	4	1,83	1,169
bk09a037 What is your occupation? - Step 3 of 3	1	4	4	4,00	
bk09a038 What is your occupation? - Step 3 of 3	0				
bk09a039 What is your occupation? - Step 3 of 3	2	7	13	10,00	4,243
bk09a040 What is your occupation? - Step 3 of 3	0				



bk09a041 What is your occupation? - Step 3 of 3	3	8	8	8,00	,000
bk09a042 What is your occupation? - Step 3 of 3	22	1	9	4,91	3,085
bk09a043 What is your occupation? - Step 3 of 3	13	1	23	10,31	9,295
bk09a044 What is your occupation? - Step 3 of 3	3	8	8	8,00	,000
bk09a045 What is your occupation? - Step 3 of 3	0				
bk09a046 What is your occupation? - Step 3 of 3	11	1	5	3,45	1,128
bk09a047 What is your occupation? - Step 3 of 3	23	3	12	9,17	2,103
bk09a048 What is your occupation? - Step 3 of 3	11	1	6	5,09	1,578
bk09a049 What is your occupation? - Step 3 of 3	1	1	1	1,00	
bk09a050 What is your occupation? - Step 3 of 3	4	13	13	13,00	,000
bk09a051 To which category does your occupation belong? - Step 2 of 3	355	1	13	9,64	3,092
bk09a052 What is your occupation? - Step 3 of 3	8	1	10	3,50	3,742
bk09a053 What is your occupation? - Step 3 of 3	15	3	11	9,33	2,610
bk09a054 What is your occupation? - Step 3 of 3	0				
bk09a055 What is your occupation? - Step 3 of 3	13	4	9	5,85	2,444
bk09a056 What is your occupation? - Step 3 of 3	12	1	9	7,25	2,454
bk09a057 What is your occupation? - Step 3 of 3	16	1	19	12,06	8,752



bk09a058 What is your occupation? - Step 3 of 3	2	4	5	4,50	,707
bk09a059 What is your occupation? - Step 3 of 3	6	1	4	2,67	1,211
bk09a060 What is your occupation? - Step 3 of 3	69	5	29	25,58	5,763
bk09a061 What is your occupation? - Step 3 of 3	2	4	7	5,50	2,121
bk09a062 What is your occupation? - Step 3 of 3	97	1	13	7,54	4,095
bk09a063 What is your occupation? - Step 3 of 3	89	2	12	7,67	3,670
bk09a064 What is your occupation? - Step 3 of 3	26	2	19	15,00	4,472
bk09a065 To which category does your occupation belong? - Step 2 of 3	209	1	8	3,93	2,257
bk09a066 What is your occupation? - Step 3 of 3	45	1	12	6,31	3,789
bk09a067 What is your occupation? - Step 3 of 3	1	1	1	1,00	
bk09a068 What is your occupation? - Step 3 of 3	51	1	15	8,31	5,595
bk09a069 What is your occupation? - Step 3 of 3	57	1	16	8,75	5,546
bk09a070 What is your occupation? - Step 3 of 3	2	6	6	6,00	,000
bk09a071 What is your occupation? - Step 3 of 3	19	1	16	6,47	7,366
bk09a072 What is your occupation? - Step 3 of 3	3	3	5	4,00	1,000
bk09a073 What is your occupation? - Step 3 of 3	31	1	10	6,32	3,370



bk09a074 To which category does your occupation belong? - Step 2 of 3	394	1	12	8,28	3,477
bk09a075 What is your occupation? - Step 3 of 3	22	2	11	4,64	4,030
bk09a076 What is your occupation? - Step 3 of 3	23	1	9	5,74	3,063
bk09a077 What is your occupation? - Step 3 of 3	20	2	7	4,15	2,134
bk09a078 What is your occupation? - Step 3 of 3	15	1	21	13,47	8,105
bk09a079 What is your occupation? - Step 3 of 3	1	4	4	4,00	
bk09a080 What is your occupation? - Step 3 of 3	28	4	17	14,21	4,281
bk09a081 What is your occupation? - Step 3 of 3	12	4	13	10,33	3,846
bk09a082 What is your occupation? - Step 3 of 3	1	4	4	4,00	
bk09a083 What is your occupation? - Step 3 of 3	136	1	14	12,26	2,316
bk09a084 What is your occupation? - Step 3 of 3	10	1	5	3,00	1,333
bk09a085 What is your occupation? - Step 3 of 3	26	2	8	5,81	1,674
bk09a086 What is your occupation? - Step 3 of 3	99	1	15	11,25	3,373
bk09a087 To which category does your occupation belong? - Step 2 of 3	180	1	10	5,21	3,213
bk09a088 What is your occupation? - Step 3 of 3	46	1	9	4,70	2,200
bk09a089 What is your occupation? - Step 3 of 3	0				



bk09a090 What is your occupation? - Step 3 of 3	27	1	10	4,78	3,479
bk09a091 What is your occupation? - Step 3 of 3	4	1	13	7,50	5,916
bk09a092 What is your occupation? - Step 3 of 3	1	2	2	2,00	
bk09a093 What is your occupation? - Step 3 of 3	31	1	14	9,71	4,591
bk09a094 What is your occupation? - Step 3 of 3	21	1	12	9,76	3,145
bk09a095 What is your occupation? - Step 3 of 3	15	4	15	12,80	4,554
bk09a096 What is your occupation? - Step 3 of 3	13	1	6	4,00	1,826
bk09a097 What is your occupation? - Step 3 of 3	22	3	16	12,68	3,524
bk09a098 To which category does your occupation belong? - Step 2 of 3	49	1	4	2,80	1,241
bk09a099 What is your occupation? - Step 3 of 3	10	3	5	4,40	,966
bk09a100 What is your occupation? - Step 3 of 3	13	2	8	5,15	1,994
bk09a101 What is your occupation? - Step 3 of 3	3	12	12	12,00	,000
bk09a102 What is your occupation? - Step 3 of 3	23	1	9	5,13	2,865
bk09a103 To which category does your occupation belong? - Step 2 of 3	191	1	20	10,18	4,787
bk09a104 What is your occupation? - Step 3 of 3	1	12	12	12,00	
bk09a105 What is your occupation? - Step 3 of 3	18	1	11	7,39	3,806



bk09a106 What is your occupation? - Step 3 of 3	19	3	9	6,79	2,417
bk09a107 What is your occupation? - Step 3 of 3	0				
bk09a108 What is your occupation? - Step 3 of 3	6	4	8	6,50	1,761
bk09a109 What is your occupation? - Step 3 of 3	2	10	11	10,50	,707
bk09a110 What is your occupation? - Step 3 of 3	7	5	8	6,00	1,414
bk09a111 What is your occupation? - Step 3 of 3	7	3	9	6,71	2,430
bk09a112 What is your occupation? - Step 3 of 3	2	10	10	10,00	,000
bk09a113 What is your occupation? - Step 3 of 3	2	5	9	7,00	2,828
bk09a114 Wat is uw beroep? - Stap 3 van 3	22	1	11	7,91	3,435
bk09a115 What is your occupation? - Step 3 of 3	53	3	61	43,57	21,759
bk09a116 What is your occupation? - Step 3 of 3	15	1	16	9,60	6,104
bk09a117 What is your occupation? - Step 3 of 3	19	1	25	19,74	7,430
bk09a118 What is your occupation? - Step 3 of 3	2	4	4	4,00	,000
bk09a119 What is your occupation? - Step 3 of 3	3	8	8	8,00	,000
bk09a120 What is your occupation? - Step 3 of 3	3	8	8	8,00	,000
bk09a121 What is your occupation? - Step 3 of 3	0				
bk09a122 What is your occupation? - Step 3 of 3	3	2	3	2,67	,577
bk09a123 What is your occupation? - Step 3 of 3	7	20	32	27,57	5,593



bk09a124 To which category does your occupation belong? - Step 2 of 3	146	1	7	4,75	1,761
bk09a125 What is your occupation? - Step 3 of 3	3	3	4	3,67	,577
bk09a126 What is your occupation? - Step 3 of 3	26	2	11	8,42	2,859
bk09a127 What is your occupation? - Step 3 of 3	12	1	2	1,08	,289
bk09a128 What is your occupation? - Step 3 of 3	8	1	6	2,75	2,435
bk09a129 What is your occupation? - Step 3 of 3	30	1	14	11,63	4,958
bk09a130 What is your occupation? - Step 3 of 3	49	1	14	8,63	4,475
bk09a131 What is your occupation? - Step 3 of 3	18	2	6	5,06	1,349
bk09a132 To which category does your occupation belong? - Step 2 of 3	151	1	10	5,75	2,436
bk09a133 What is your occupation? - Step 3 of 3	13	1	5	2,38	1,850
bk09a134 What is your occupation? - Step 3 of 3	2	4	4	4,00	,000
bk09a135 What is your occupation? - Step 3 of 3	3	1	3	2,00	1,000
bk09a136 What is your occupation? - Step 3 of 3	27	1	4	3,04	1,400
bk09a137 What is your occupation? - Step 3 of 3	35	1	10	7,31	2,459
bk09a138 What is your occupation? - Step 3 of 3	18	1	12	9,67	3,447
bk09a139 What is your occupation? - Step 3 of 3	0				



bk09a140 What is your occupation? - Step 3 of 3	35	1	14	4,94	5,657
bk09a141 What is your occupation? - Step 3 of 3	8	1	7	4,38	2,825
bk09a142 What is your occupation? - Step 3 of 3	10	6	7	6,90	,316
bk09a143 To which category does your occupation belong? - Step 2 of 3	214	1	9	5,57	2,083
bk09a144 What is your occupation? - Step 3 of 3	13	2	6	4,54	1,664
bk09a145 What is your occupation? - Step 3 of 3	5	1	11	7,60	3,912
bk09a146 What is your occupation? - Step 3 of 3	0				
bk09a147 What is your occupation? - Step 3 of 3	64	2	31	23,13	10,321
bk09a148 What is your occupation? - Step 3 of 3	24	1	11	9,33	3,358
bk09a149 What is your occupation? - Step 3 of 3	26	1	7	5,38	1,203
bk09a150 What is your occupation? - Step 3 of 3	20	1	5	2,05	,887
bk09a151 What is your occupation? - Step 3 of 3	60	1	13	7,07	4,096
bk09a152 What is your occupation? - Step 3 of 3	2	1	1	1,00	,000
bk09a153 To which category does your occupation belong? - Step 2 of 3	92	1	6	4,26	1,467
bk09a154 What is your occupation? - Step 3 of 3	7	7	19	16,86	4,488
bk09a155 What is your occupation? - Step 3 of 3	4	2	16	11,00	6,633



bk09a156 What is your occupation? - Step 3 of 3	18	1	29	20,56	11,009
bk09a157 What is your occupation? - Step 3 of 3	9	1	16	11,11	7,114
bk09a158 What is your occupation? - Step 3 of 3	37	4	16	11,14	4,715
bk09a159 What is your occupation? - Step 3 of 3	17	4	26	20,71	5,181
bk09a160 What is your occupation? - Step 3 of 3	0				
bk09a161 To which category does your occupation belong? - Step 2 of 3	45	1	5	2,78	1,731
bk09a162 What is your occupation? - Step 3 of 3	15	1	6	2,60	2,197
bk09a163 What is your occupation? - Step 3 of 3	12	1	6	3,25	1,815
bk09a164 What is your occupation? - Step 3 of 3	1	13	13	13,00	
bk09a165 What is your occupation? - Step 3 of 3	2	1	2	1,50	,707
bk09a166 What is your occupation? - Step 3 of 3	15	4	8	6,73	1,792
bk09a167 To which category does your occupation belong? - Step 2 of 3	90	1	11	6,89	2,611
bk09a168 What is your occupation? - Step 3 of 3	2	6	6	6,00	,000
bk09a169 What is your occupation? - Step 3 of 3	0				
bk09a170 What is your occupation? - Step 3 of 3	5	3	8	5,20	1,789
bk09a171 What is your occupation? - Step 3 of 3	13	1	29	19,08	8,846



bk09a172 What is your occupation? - Step 3 of 3	4	2	8	4,00	2,708
bk09a173 What is your occupation? - Step 3 of 3	25	1	6	5,00	1,354
bk09a174 What is your occupation? - Step 3 of 3	4	3	3	3,00	,000
bk09a175 What is your occupation? - Step 3 of 3	13	4	21	12,92	8,170
bk09a176 What is your occupation? - Step 3 of 3	3	3	4	3,67	,577
bk09a177 What is your occupation? - Step 3 of 3	9	1	15	9,33	6,042
bk09a178 What is your occupation? - Step 3 of 3	12	2	11	9,08	2,843
bk09a179 To which category does your occupation belong? - Step 2 of 3	27	3	5	3,59	,747
bk09a180 What is your occupation? - Step 3 of 3	0				
bk09a181 What is your occupation? - Step 3 of 3	0				
bk09a182 What is your occupation? - Step 3 of 3	15	1	14	12,27	4,574
bk09a183 What is your occupation? - Step 3 of 3	8	18	21	20,63	1,061
bk09a184 What is your occupation? - Step 3 of 3	4	3	16	11,75	6,131
bk09a185 What is your occupation? - Step 3 of 3	0				
bk09a186 To which category does your occupation belong? - Step 2 of 3	318	1	11	4,69	3,021
bk09a187 What is your occupation? - Step 3 of 3	26	1	14	10,38	4,090



bk09a188 What is your occupation? - Step 3 of 3	11	4	4	4,00	,000
bk09a189 What is your occupation? - Step 3 of 3	118	1	6	1,89	1,621
bk09a190 What is your occupation? - Step 3 of 3	66	1	14	10,42	3,411
bk09a191 What is your occupation? - Step 3 of 3	23	2	16	11,91	6,082
bk09a192 What is your occupation? - Step 3 of 3	14	2	20	12,07	5,771
bk09a193 What is your occupation? - Step 3 of 3	0				
bk09a194 What is your occupation? - Step 3 of 3	6	1	13	8,00	4,472
bk09a195 What is your occupation? - Step 3 of 3	6	15	15	15,00	,000
bk09a196 What is your occupation? - Step 3 of 3	2	7	14	10,50	4,950
bk09a197 What is your occupation? - Step 3 of 3	46	1	16	12,41	5,398
bk09a198 To which category does your occupation belong? - Step 2 of 3	101	1	5	3,04	1,341
bk09a199 What is your occupation? - Step 3 of 3	1	2	2	2,00	
bk09a200 What is your occupation? - Step 3 of 3	55	4	10	5,73	1,957
bk09a201 What is your occupation? - Step 3 of 3	14	3	19	17,21	4,742
bk09a202 What is your occupation? - Step 3 of 3	1	5	5	5,00	
bk09a203 What is your occupation? - Step 3 of 3	30	2	21	10,27	6,113



bk09a204 To which category does your occupation belong? - Step 2 of 3	75	1	4	1,71	1,100
bk09a205 What is your occupation? - Step 3 of 3	51	1	20	15,02	5,829
bk09a206 What is your occupation? - Step 3 of 3	3	1	14	9,33	7,234
bk09a207 What is your occupation? - Step 3 of 3	13	2	68	40,62	31,452
bk09a208 What is your occupation? - Step 3 of 3	8	1	13	10,25	5,120
bk09a209 To which category does your occupation belong? - Step 2 of 3	26	1	4	2,42	1,270
bk09a210 What is your occupation? - Step 3 of 3	10	1	7	3,90	2,378
bk09a211 What is your occupation? - Step 3 of 3	2	7	9	8,00	1,414
bk09a212 What is your occupation? - Step 3 of 3	7	1	14	12,00	4,865
bk09a213 What is your occupation? - Step 3 of 3	7	2	6	5,00	1,414
bk09a214 To which category does your occupation belong? - Step 2 of 3	160	1	9	3,02	2,348
bk09a215 What is your occupation? - Step 3 of 3	68	2	18	11,84	5,776
bk09a216 What is your occupation? - Step 3 of 3	5	13	13	13,00	,000
bk09a217 What is your occupation? - Step 3 of 3	44	1	13	8,32	3,124
bk09a218 What is your occupation? - Step 3 of 3	10	2	16	12,20	4,467



bk09a219 What is your occupation? - Step 3 of 3	1	11	11	11,00	
bk09a220 What is your occupation? - Step 3 of 3	14	1	17	10,86	6,904
bk09a221 What is your occupation? - Step 3 of 3	5	4	13	11,20	4,025
bk09a222 What is your occupation? - Step 3 of 3	8	2	15	10,88	5,410
bk09a223 What is your occupation? - Step 3 of 3	5	15	15	15,00	,000
bk09a224 To which category does your occupation belong? - Step 2 of 3	57	1	9	6,82	2,139
bk09a225 What is your occupation? - Step 3 of 3	2	8	8	8,00	,000
bk09a226 What is your occupation? - Step 3 of 3	2	5	5	5,00	,000
bk09a227 What is your occupation? - Step 3 of 3	1	6	6	6,00	
bk09a228 What is your occupation? - Step 3 of 3	5	5	15	13,00	4,472
bk09a229 What is your occupation? - Step 3 of 3	0				
bk09a230 What is your occupation? - Step 3 of 3	6	4	11	7,50	3,271
bk09a231 What is your occupation? - Step 3 of 3	20	2	34	24,05	13,500
bk09a232 What is your occupation? - Step 3 of 3	5	2	7	5,40	2,302
bk09a233 To which category does your occupation belong? - Step 2 of 3	282	1	9	3,47	1,519
bk09a234 What is your occupation? - Step 3 of 3	19	1	6	4,37	2,362



bk09a235 What is your occupation? - Step 3 of 3	71	2	10	5,94	2,677
bk09a236 What is your occupation? - Step 3 of 3	65	1	17	13,57	4,046
bk09a237 What is your occupation? - Step 3 of 3	39	1	16	14,18	4,097
bk09a238 What is your occupation? - Step 3 of 3	72	2	10	5,38	3,450
bk09a239 What is your occupation? - Step 3 of 3	11	1	7	6,27	1,849
bk09a240 What is your occupation? - Step 3 of 3	1	1	1	1,00	
bk09a241 What is your occupation? - Step 3 of 3	2	5	5	5,00	,000
bk09a242 What is your occupation? - Step 3 of 3	2	1	4	2,50	2,121
bk09a244 At what level do you perform your occupation?	3504	1	12	8,11	3,660
bk09a245 What work level and intellectual level does your position require?	2910	1	12	6,33	1,885
bk09a247 Are colleagues in the same position mainly men?	3167	1	2	1,57	,496
bk09a248 Are you in a supervisory position?	2790	1	2	1,83	,378
bk09a249 How many people do you supervise?	848	1	10	5,81	3,273
bk09a250 How many people do you supervise?	250	10	2000	42,49	138,237
bk09a251 Year and month of data collection	848	200910	200912	200910,68	,949
bk09a252					



bk09a252 How many of these are women?	848	0	10	3,51	3,384
bk09a253 How many of these are women?	108	10	10000	124,02	960,123
bk09a254 Type of company - Step 1 of 2 For what type of company do you or did you work?	3503	1	20	10,85	4,893
bk09a255 Type of company - Step 2 of 2 For what type of company do you or did you work?	39	3	16	10,18	5,261
bk09a256 Type of company - Step 2 of 2 For what type of company do you or did you work?	84	1	16	11,46	4,720
bk09a257 Type of company - Step 2 of 2 For what type of company do you or did you work?	55	1	17	7,15	6,102
bk09a258 Type of company - Step 2 of 2 For what type of company do you or did you work?	186	1	22	12,03	7,046
bk09a259 Type of company - Step 2 of 2 For what type of company do you or did you work?	293	1	26	15,15	8,310



bk09a260 Type of company - Step 2 of 2 For what type of company do you or did you work?	29	1	15	4,90	4,362
bk09a261 Type of company - Step 2 of 2 For what type of company do you or did you work?	187	1	20	8,52	7,484
bk09a262 Type of company - Step 2 of 2 For what type of company do you or did you work?	198	1	11	6,65	3,507
bk09a263 Type of company - Step 2 of 2 For what type of company do you or did you work?	711	1	17	12,46	4,501
bk09a264 Type of company - Step 2 of 2 For what type of company do you or did you work?	129	1	9	6,00	2,801
bk09a265 Type of company - Step 2 of 2 For what type of company do you or did you work?	37	1	8	5,84	1,482
bk09a266 Type of company - Step 2 of 2 For what type of company do you or did you work?	99	1	10	6,03	3,290



bk09a267 Type of company - Step 2 of 2 For what type of company do you or did you work?	307	2	26	17,93	8,142
bk09a268 Type of company - Step 2 of 2 For what type of company do you or did you work?	82	1	14	9,33	4,158
bk09a269 Type of company - Step 2 of 2 For what type of company do you or did you work?	374	1	15	7,18	5,040
bk09a270 Type of company - Step 2 of 2 For what type of company do you or did you work?	224	1	19	10,15	3,851
bk09a271 Type of company - Step 2 of 2 For what type of company do you or did you work?	79	1	21	15,81	5,634
bk09a272 Type of company - Step 2 of 2 For what type of company do you or did you work?	198	1	25	14,19	7,021
bk09a273 Type of company - Step 2 of 2 For what type of company do you or did you work?	9	1	7	2,67	2,646



bk09a274 Type of company - Step 2 of 2 For what type of company do you or did you work?	182	1	17	11,94	5,860
bk09a276 How many people does your organization employ?	3502	1	12	5,91	2,903
bk09a277 What percentage of employees is female? Only for your own location.	2942	1	5	2,80	1,402
bk09a278 How many employees in your organization are younger than 25 years?	2121	1	5	1,66	,942
bk09a279 How many employees in your organization are between 25 and 50 years?	2144	1	5	3,21	,951
bk09a280 How many employees in your organization are older than 50 years?	2112	1	5	1,79	1,001
bk09a281 Does your organization have more than one location?	3287	1	7	3,08	1,940
bk09a282 Is your organization Dutch-owned or foreign-owned?	3125	1	3	1,21	,576
bk09a283 In what country is your organization's head office located?	386	1	11	4,66	3,124
bk09a285 Do you work...	3210	1	4	1,87	1,078
bk09a286 Did you work...	1631	1	4	1,81	1,079



bk09a287 Has your organization adopted a collective employment agreement (collectieve arbeidsovereenkomst, CAO) concerning wages?	3064	1	3	1,45	,801
bk09a289 In what year did you end your full-time educational program?	4292	1940	2009	1978,81	16,447
bk09a290 In what year do you expect to complete your full-time educational program?	511	2009	2020	2011,62	1,870
bk09a291 How much job familiarization time is required to perform your job properly, for someone with your educational qualifications?	2928	1	8	5,18	1,930
bk09a292 How much job familiarization time is required to perform your job properly?	296	1	8	3,22	1,694
bk09a293 Over the past year, how many days did you spend following a course or training that was fully or partially paid by your employer?	3208	1	7	2,25	1,454
bk09a294 Over the past year, how many days did you spend following a course or training to improve your employment position, fully paid by yourself?	5557	1	7	1,25	,988



bk09a295 Did you ever work as a trainee or intern? No	3150	0	1	,41	,493
bk09a296 Did you ever work as a trainee or intern? Yes, during my study/school program	3150	0	1	,56	,496
bk09a297 Did you ever work as a trainee or intern? Yes, directly after my study/school program	3150	0	1	,02	,141
bk09a298 Did you ever work as a trainee or intern? Yes, but not directly after my study/school program	3150	0	1	,01	,103
bk09a299 Do your job level and educational qualification match?	3119	1	3	1,39	,638
bk09a300 Does your experience compensate for your insufficient qualification?	262	1	5	4,35	,943
bk09a301 Do you have a permanent contract?	3208	1	2	1,21	,407
bk09a302 What kind of employment contract do you/did you have?	1132	1	13	6,95	4,772
bk09a303 Do you work full-time?	3498	1	2	1,51	,500
bk09a304 How many days a week do you usually work?	3498	1	7	3,98	1,315



bk09a305 Do you have an agreement with your employer concerning the number of hours you work?	3208	1	3	1,28	,614
bk09a306 How many hours do you work (per week) according to your contract? (hours)	2926	0	65	28,84	11,444
bk09a307 How many hours do you work (per week) according to your contract? (minutes)	1195	0	60	4,99	11,901
bk09a308 Do you usually work for the number of hours stated in your contract?	2926	1	3	1,75	,954
bk09a309 How many hours a week do you usually work (hours)?	1707	0	80	32,66	16,309
bk09a310 How many hours a week do you usually work (minutes)?	604	0	60	4,78	11,730
bk09a311 I work in shifts	3217	1	2	1,90	,305
bk09a312 I regularly work on Sunday	3217	1	2	1,78	,411
bk09a313 I regularly work on Saturday	3217	1	2	1,71	,453
bk09a314 I regularly work in the evening	3217	1	2	1,63	,482
bk09a315 Do you receive your salary every month?	2928	1	2	1,10	,302
bk09a316 On what period is your salary based, then?	296	1	10	3,34	3,158



bk09a318 Do you know what your gross and your net salary are?	2927	1	4	2,00	1,191
bk09a319 What was the amount of your most recent gross salary? This is inclusive of bonuses and supplements.	4	50	2500	931,25	1105,926
bk09a320 What was the amount of your most recent net salary? This is inclusive of bonuses and supplements.	4	50	2500	1183,00	1041,510
bk09a321 What was the amount of your most recent gross salary per month? This is inclusive of bonuses and supplements.	1257	0	239662	3207,25	7298,061
bk09a322 What was the amount of your most recent net salary per month? This is inclusive of bonuses and supplements.	1642	0	157443	1889,37	4116,489
bk09a323 What was the amount of your most recent gross salary per 4 weeks? This is inclusive of bonuses and supplements.	63	292	5300	1975,86	1012,202
bk09a324 What was the amount of your most recent net salary per 4 weeks? This is inclusive of bonuses and supplements.	95	293	3100	1380,14	638,536



bk09a325 What was the amount of your most recent gross salary per 2 weeks? This is inclusive of bonuses and supplements.	2	1650	1730	1690,00	56,569
bk09a326 What was the amount of your most recent net salary per 2 weeks? This is inclusive of bonuses and supplements.	2	150	950	550,00	565,685
bk09a327 What was the amount of your most recent gross salary per hour? This is inclusive of bonuses and supplements.	2	20	24	22,00	2,828
bk09a328 What was the amount of your most recent net salary per hour? This is inclusive of bonuses and supplements.	4	5	11	7,50	2,646
bk09a329 What was the amount of your most recent gross salary per year? This is inclusive of bonuses and supplements.	1	18700	18700	18700,00	
bk09a330 What was the amount of your most recent net salary per year? This is inclusive of bonuses and supplements.	0				



bk09a331 What was the amount of your most recent gross salary per week? This is inclusive of bonuses and supplements.	15	100	1600	498,47	386,785
bk09a332 What was the amount of your most recent net salary per week? This is inclusive of bonuses and supplements.	37	40	550	310,16	131,454
bk09a333 What was the amount of your most recent gross salary per day? This is inclusive of bonuses and supplements.	0				
bk09a334 What was the amount of your most recent net salary per day? This is inclusive of bonuses and supplements.	0				
bk09a335 What was the amount of your most recent gross salary per 4 months? This is inclusive of bonuses and supplements.	0				
bk09a336 What was the amount of your most recent net salary per 4 months? This is inclusive of bonuses and supplements.	0				



bk09a337 What was the amount of your most recent gross salary per 3 months? This is inclusive of bonuses and supplements.	0				
bk09a338 What was the amount of your most recent net salary per 3 months? This is inclusive of bonuses and supplements.	0				
bk09a339 What was the amount of your most recent gross salary per 2 months? This is inclusive of bonuses and supplements.	1	900	900	900,00	
bk09a340 What was the amount of your most recent net salary per 2 months? This is inclusive of bonuses and supplements.	0				
bk09a341 On how many hours per week was your most recent salary based?	2461	0	100	32,06	11,115
bk09a342 What is your gross income?	289	0	300000	22485,55	36916,782
bk09a343 In how many months did you earn this income?	288	1	12	7,09	5,229
bk09a344 Do you receive your salary...	2927	1	2	1,01	,101
bk09a345 Did you receive your most recent salary on time?	2927	1	2	1,03	,176



bk09a346 I have been given a salary raise in the past 12 months	2927	1	2	1,47	,499
bk09a347 I have reached the end of my salary scale	2927	1	2	1,62	,486
bk09a348 My salary varies from month to month	2927	1	2	1,72	,447
bk09a349 I could earn more if I worked for another employer	2927	1	2	1,56	,496
bk09a350 I wish my wages depended more on my performance	2927	1	2	1,58	,493
bk09a351 I feel it's important to be part of a collective employment agreement (CAO)	2927	1	2	1,23	,418
bk09a352 Did your last wage include: Irregular hours supplement	1780	1	2	1,86	,349
bk09a353 Did your last wage include: Compensation for overtime	1780	1	2	1,86	,348
bk09a354 Did your last wage include: Tips	1780	1	2	1,99	,082
bk09a355 Did your last wage include: Result-dependent bonus or commission	1780	1	2	1,95	,219
bk09a356 Did your last wage include: Result-dependent 13th month	1780	1	2	1,97	,162



bk09a357 Did your last wage include: Guaranteed 13th month or 14th period	1780	1	2	1,92	,276
bk09a358 Did your last wage include: Guaranteed year-end bonus	1780	1	2	1,85	,358
bk09a359 Did your last wage include: Holiday supplement	1780	1	2	1,64	,480
bk09a360 Did your last wage include: Profit-sharing	1780	1	2	1,95	,210
bk09a361 Did your last wage include: Other bonuses or supplements	1780	1	2	1,89	,314
bk09a362 How much Irregular hours supplement did your last wage include?	251	0	6000	230,22	447,276
bk09a363 How much Compensation for overtime did your last wage include?	250	0	2000	139,77	241,548
bk09a364 How much Tips did your last wage include?	12	0	50	18,67	20,637
bk09a365 How much Result-dependent bonus or commission did your last wage include?	90	0	20000	1877,10	3552,147
bk09a366 How much Result-dependent 13th month did your last wage include?	48	0	6000	1049,35	1392,058



bk09a367 How much Guaranteed 13th month or 14th period your last wage include?	147	0	1000000	69646,32	824653,775
bk09a368 How much Guaranteed year-end bonus did your last wage include?	268	0	1000000	7045,94	69082,610
bk09a369 How much Holiday supplement did your last wage include?	639	0	9,E15	1,39E13	3,516E14
bk09a370 How much Profit-sharing did your last wage include?	82	0	10000	745,59	1561,361
bk09a371 How much Other bonuses or supplements did your last wage include?	197	0	9,E14	4,51E12	6,333E13
bk09a372 Over the past 12 months, did you make any use of the following schemes and financial benefits: Personal or entertainment expenses claim	2924	1	2	1,80	,401
bk09a373 Over the past 12 months, did you make any use of the following schemes and financial benefits: Schemes concerning travel (lease car, company car, commuter expense claim, public transport pass)	2924	1	2	1,55	,497



bk09a374 Over the past 12 months, did you make any use of the following schemes and financial benefits: Laptop / PC at home	2924	1	2	1,92	,278
bk09a375 Over the past 12 months, did you make any use of the following schemes and financial benefits: Schemes concerning child-care	2924	1	2	1,94	,232
bk09a376 Over the past 12 months, did you make any use of the following schemes and financial benefits: Contribution to health insurance premium (basic insurance, supplementary insurance)	2923	1	2	1,64	,479
bk09a377 Over the past 12 months, did you make any use of the following schemes and financial benefits: Pension schemes	2923	1	2	1,45	,498
bk09a378 Over the past 12 months, did you make any use of the following schemes and financial benefits: Salary savings scheme	2923	1	2	1,62	,484



bk09a379 Over the past 12 months, did you make any use of the following schemes and financial benefits: Unemployment provisions	2923	1	2	1,86	,350
bk09a380 Over the past 12 months, did you make any use of the following schemes and financial benefits: Shares or stock options	2923	1	2	1,97	,157
bk09a381 Over the past 12 months, did you make any use of the following schemes and financial benefits: Company home/contribution to housing expenses	2923	1	2	1,99	,096
bk09a382 Over the past 12 months, did you make any use of the following schemes and financial benefits: Lower mortgage interest	2923	1	2	1,97	,162
bk09a383 Over the past 12 months, did you make any use of the following schemes and financial benefits: Goods or wages in kind (laptop from the office, lower rent)	2923	1	2	1,96	,190
bk09a384 Over the past 12 months, did you make any use of the following schemes and financial benefits: Other schemes or financial benefit	2923	1	2	1,94	,245



bk09a385 Do you receive the following annual supplements/bonuses: Holiday supplement	2923	1	2	1,09	,289
bk09a386 Do you receive the following annual supplements/bonuses: Guaranteed year-end supplement/gratuity	2923	1	2	1,64	,480
bk09a387 Do you receive the following annual supplements/bonuses: Result-dependent 13th month	2923	1	2	1,94	,231
bk09a388 Do you receive the following annual supplements/bonuses: Guaranteed 13th month or 14th period	2923	1	2	1,85	,361
bk09a389 Do you receive the following annual supplements/bonuses: Profit-sharing	2923	1	2	1,90	,303
bk09a390 Do you receive the following annual supplements/bonuses: Result-dependent bonus	2923	1	2	1,89	,316
bk09a391 Do you receive the following annual supplements/bonuses: Other annual bonuses	2923	1	2	1,94	,232
bk09a392 In what year did you first perform paid work?	3140	1947	2009	1985,81	13,042
bk09a393 When was the first time you performed paid work? (year)	71	1990	2009	2003,69	3,919



bk09a394 When was the first time you performed paid work? (month)	71	1	12	6,08	3,027
bk09a395 How often did you change employers since then? Including temporary jobs and self-employment.	3211	0	10	3,09	2,696
bk09a396 How often did you change employers in total? Including temporary jobs and self-employment.	140	11	100	15,47	10,899
bk09a397 In what year did you start working for your current employer?	2384	1950	2009	1999,52	9,499
bk09a398 In what year did you start (working for) your own company?	288	1953	2009	1995,94	12,132
bk09a399 How many positions have you held with your employer, including your current position?	2921	1	10	2,00	1,572
bk09a400 In what year did you take up your current position?	1331	1961	2009	2003,01	7,042
bk09a401 In your organization, have you worked in different departments?	2359	1	2	1,53	,499
bk09a402 In your organization, have you made any career advances?	2209	1	2	1,59	,491



bk09a403 Have you ever been without work, since your first job? Whether on account of unemployment, leave, or otherwise	2629	1	2	1,60	,490
bk09a404 How often have you been without work? Unemployed, on leave or otherwise	1052	1	10	1,75	1,338
bk09a405 How often have you been without a job? Unemployed, on leave or otherwise	9	10	20	14,56	2,789
bk09a406 How long were you without a job?	631	1	4	2,50	1,301
bk09a407 What was the longest period that you were without a job?	421	1	4	2,57	1,243
bk09a408 In what year did you stop paid work? Stopped in	385	1950	2009	1988,94	10,980
bk09a409 In what year did you start again with paid work? Started again in	385	1966	2009	1996,88	8,789
bk09a410 Have you been absent from work at any time during the past 12 months, on account of sickness, an accident or other health reasons?	3209	1	2	1,53	,499
bk09a411 How many times were you absent over the past 12 months?	1499	1	20	2,12	2,493



bk09a412 How many days were you absent over the past 12 months?	1499	1	365	19,94	48,033
bk09a413 At what age would you like to stop working?	3208	16	80	61,37	5,649
bk09a414 At what age do you expect to be able to stop working?	3208	16	80	64,72	4,696
bk09a415 Are you member of a trade union	3208	1	2	1,77	,423
bk09a416 Are you staff member of a trade union	3208	1	2	1,99	,115
bk09a417 Are you member of a works council	3208	1	2	1,97	,175
bk09a418 Are you member of an employee association	3208	1	2	1,73	,442
bk09a419 Are you member of a professional association	3208	1	2	1,91	,286
bk09a420 Trade union - Step 1 of 2 Of what trade union are you a member?	746	1	4	2,30	1,038
bk09a421 Trade union - Step 1 of 2 Of what trade union are you a member?	145	1	9	4,17	2,550
bk09a422 Trade union - Step 1 of 2 Of what trade union are you a member?	411	1	14	9,71	3,832
bk09a423 Trade union - Step 1 of 2 Of what trade union are you a member?	12	3	4	3,83	,389
bk09a425 Do you work and live in the same province?	3208	1	4	1,45	,918



bk09a426 How much time does it usually take you to travel from home to work?	3104	1	9	3,20	1,464
bk09a427 What is the distance between your home and your work? Kilometers (one way)	3104	1	9	4,26	2,245
bk09a428 Were you born in the province where you now live?	5552	1	2	1,37	,482
bk09a429 Where do you work?	379	1	13	7,40	2,886
bk09a430 Where were you born?	2032	1	13	8,47	3,538
bk09a431 With who do you share your household? With my partner	4514	1	2	1,18	,382
bk09a432 With who do you share your household? With 1 or more children	4510	1	2	1,61	,488
bk09a433 With who do you share your household? With 1 or more children (for part of the week)	4510	1	2	1,95	,211
bk09a434 With who do you share your household? With grandchild(ren)	4510	1	2	1,99	,084
bk09a435 With who do you share your household? With parent(s) (in-law)	4510	1	2	1,90	,299



bk09a436 With who do you share your household? With grandparents	4510	1	2	2,00	,061
bk09a437 With who do you share your household? With siblings	4509	1	2	1,91	,280
bk09a438 With who do you share your household? With a group	4510	1	2	2,00	,063
bk09a439 With who do you share your household? With other family members	4510	1	2	1,98	,139
bk09a440 With who do you share your household? With a housekeeper	4510	1	2	2,00	,045
bk09a441 With who do you share your household? With the employer	4510	1	2	2,00	,061
bk09a442 With who do you share your household? With a (girl) friend	4510	1	2	1,99	,115
bk09a443 With who do you share your household? With others, not family	4511	1	2	1,99	,108
bk09a444 Do you expect to marry later?	353	1	2	1,07	,252
bk09a445 Are you in a permanent relationship now?	498	1	2	1,59	,492



bk09a446 Do you have any children? We also include step or foster children here.	5545	1	2	1,31	,464
bk09a447 How often did you use the internet over het past month?	5459	1	4	1,40	,739
bk09a448 How important do you feel the topics below are with regard to quality of life: Being there for other people	5542	1	5	4,07	,775
bk09a449 How important do you feel the topics below are with regard to quality of life: Developing myself	5542	1	5	3,78	,857
bk09a450 How important do you feel the topics below are with regard to quality of life: Success in work	5542	1	5	3,43	1,073
bk09a451 How important do you feel the topics below are with regard to quality of life: Earning an income through work	5542	1	5	3,66	1,186
bk09a452 How important do you feel the topics below are with regard to quality of life: Sports and living healthily	5542	1	5	3,89	,850
bk09a453 How important do you feel the topics below are with regard to quality of life: A good relationship	5542	1	5	4,43	,746



bk09a454 How important do you feel the topics below are with regard to quality of life: Involvement with politics or society	5542	1	5	3,10	,912
bk09a455 How important do you feel the topics below are with regard to quality of life: Travelling and seeing something of the world	5542	1	5	3,40	1,046
bk09a456 How much importance do you attach to the following characteristics of paid work: A permanent contract	4313	1	5	4,24	1,020
bk09a457 How much importance do you attach to the following characteristics of paid work: A good income	4656	1	5	4,26	,790
bk09a458 How much importance do you attach to the following characteristics of paid work: Good career opportunities	4398	1	5	3,67	,980
bk09a459 How much importance do you attach to the following characteristics of paid work: Interesting work	4546	1	5	4,36	,752



bk09a460 How much importance do you attach to the following characteristics of paid work: Independent work	4531	1	5	4,07	,865
bk09a461 How much importance do you attach to the following characteristics of paid work: Work with which you can help other people	4639	1	5	3,87	,888
bk09a462 How much importance do you attach to the following characteristics of paid work: Work that is useful to society	4624	1	5	3,75	,919
bk09a463 How much importance do you attach to the following characteristics of paid work: Suitable working hours with the option of flexible or part-time work	4361	1	5	3,76	1,054
bk09a464 how satisfied are you with your job	3172	1	5	4,02	,879
bk09a465 how satisfied are you with your wages	3163	1	5	3,57	,927
bk09a466 how satisfied are you with your commuting time	3120	1	5	3,99	1,006
bk09a467 how satisfied are you with the combination of work and family	3116	1	5	3,89	,844
bk09a468 how satisfied are you with safety at work	3097	1	5	4,03	,788



bk09a469 how satisfied are you with your work environment	3161	1	5	3,92	,822
bk09a470 how satisfied are you with your working hours	3172	1	5	3,91	,846
bk09a471 how satisfied are you with your relationship with colleagues	3049	1	5	4,03	,780
bk09a472 how satisfied are you with your relationship with superiors	2824	1	5	3,82	,907
bk09a473 And how satisfied, or dissatisfied, are you with your life at present?	5541	1	10	7,67	1,276
bk09a474 In your second job, are you...	244	1	5	1,91	1,215
bk09a475 How many hours per week do you work in your second job? (hours)	243	0	40	7,89	6,828
bk09a476 How many hours per week do you work in your second job? (minutes)	86	0	30	7,44	12,289
bk09a477 I have sufficient energy to do my work	3200	1	5	4,00	,901
bk09a478 I get sufficient support from my line manager	2912	1	5	3,66	1,018
bk09a479 I am happy in my job	3200	1	5	3,88	,877



bk09a480 My work is sufficiently diverse	3200	1	5	3,93	,899
bk09a481 My work has become more interesting over the past year	3200	1	5	3,40	1,050
bk09a482 How often in your job do you need to work under pressure?	3136	1	5	3,40	1,032
bk09a483 How often in your job do you work in unhealthy conditions?	3104	1	5	2,21	1,110
bk09a484 How often in your job do you work in dangerous conditions?	3092	1	5	1,85	,992
bk09a485 How often in your job do you feel that you need more training?	3074	1	5	2,48	1,017
bk09a486 How often in your job do you come home physically exhausted?	3132	1	5	2,47	1,047
bk09a487 How often in your job do you come home mentally exhausted?	3136	1	5	2,79	1,024
bk09a488 How often in your job can you organize your own tasks?	2863	1	5	3,84	,909
bk09a489 How often in your job do you find your work annoying?	3155	1	5	2,00	,843
bk09a490 How often in your job do you take on other people's work?	2799	1	5	3,35	,845
bk09a491 How often in your job do you feel that work is monotonous?	3120	1	5	2,07	,967



bk09a492 How often in your job do you worry about your job security?	3128	1	5	2,36	1,130
bk09a493 Have you followed any further courses/study programs after your initial study program?	2985	1	2	1,29	,455
bk09a494 Have these further trainings improved your employment position: No	2110	0	1	,46	,498
bk09a495 Have these further trainings improved your employment position: Yes, I was granted a salary raise	2110	0	1	,23	,420
bk09a496 Have these further trainings improved your employment position: Yes, I found another job	2110	0	1	,17	,375
bk09a497 Have these further trainings improved your employment position: Yes, other	2110	0	1	,22	,412
bk09a498 How many people work in the entire organization in the Netherlands?	1406	1	10	7,01	2,474
bk09a499 What percentage of the workforce is female? Applicable to the entire organization.	1406	1	5	3,06	1,198



bk09a500 In your organization you work alone	2862	1	2	1,76	,429
bk09a501 In your organization most of the work is organized in teams	2726	1	2	1,36	,479
bk09a502 In your organization you deal directly with people that are not your colleagues	2824	1	2	1,24	,425
bk09a503 In your organization some of your colleagues are also your friends	2784	1	2	1,51	,500
bk09a504 In your organization your direct line manager is female	2802	1	2	1,67	,471
bk09a505 In your organization you work on a computer	2847	1	2	1,21	,408
bk09a506 In your organization you work with computerized equipment	2806	1	2	1,36	,479
bk09a507 In your organization you use the Internet	2851	1	2	1,28	,447
bk09a508 In your organization you can discuss changes with your line manager	2771	1	2	1,08	,269
bk09a509 In your organization machines and equipment generally work well	2632	1	2	1,16	,363



bk09a510 In your organization the staffing is generally sufficient	2769	1	2	1,26	,441
bk09a511 In your organization conflicts occur regularly	2796	1	2	1,83	,378
bk09a512 In your organization the work is well organized	2823	1	2	1,21	,409
bk09a513 In your organization you are properly informed about your tasks	2831	1	2	1,10	,305
bk09a514 In your organization you are properly informed about general operations	2811	1	2	1,20	,399
bk09a515 In your organization you are monitored tightly by your line manager	2706	1	2	1,79	,408
bk09a516 In your organization women and men have equal opportunities	2646	1	2	1,11	,310
bk09a517 In your organization there is a good relationship between management and employees	2710	1	2	1,21	,407
bk09a518 In your organization you are treated with respect	2834	1	2	1,08	,277
bk09a519 In your organization you have faith in the management	2682	1	2	1,27	,443



bk09a520 In your organization there is a fair advancement policy	2173	1	2	1,34	,474
bk09a521 Over the past 12 months, employment opportunity showed...	2496	1	5	2,90	,964
bk09a522 Over the past 12 months, the number of managers showed...	2010	1	5	2,90	,639
bk09a523 Over the coming 12 months, the number of managers will show...	1963	1	5	2,89	,572
bk09a524 In your organization, do you have a trade union representative?	3195	1	2	1,65	,476
bk09a525 In your organization, do you have a works council?	3195	1	2	1,42	,493
bk09a526 In your organization, do you have an employee association?	3195	1	2	1,46	,499
bk09a527 In your organization, do you have good career opportunities?	3195	1	2	1,56	,497
bk09a528 In your organization, do you have other family members at work?	3195	1	2	1,88	,327
bk09a529 In your organization, do you have a department of personnel management?	3195	1	2	1,44	,497



bk09a530 During that period, did you have any guarantee that you could return to your former work?	965	1	3	1,11	,433
bk09a531 What income did you have during that period: Unemployment benefit	1050	0	1	,54	,498
bk09a532 What income did you have during that period: Leave scheme	1050	0	1	,02	,130
bk09a533 What income did you have during that period: Income through my partner/family	1050	0	1	,15	,360
bk09a534 What income did you have during that period: Work disability benefit	1050	0	1	,05	,219
bk09a535 What income did you have during that period: Other	1050	0	1	,09	,283
bk09a536 What income did you have during that period: None	1050	0	1	,21	,406
bk09a537 What income do you receive: Unemployment benefit	2053	0	1	,06	,238
bk09a538 What income do you receive: Leave scheme	2053	0	1	,00	,054
bk09a539 What income do you receive: Income through my partner/family	2053	0	1	,10	,299



bk09a540 What income do you receive: Work disability benefit	2053	0	1	,10	,306
bk09a541 What income do you receive: Pension	2053	0	1	,52	,500
bk09a542 What income do you receive: Other	2053	0	1	,15	,358
bk09a543 What income do you receive: None	2053	0	1	,15	,353
bk09a544 How much time did you spend searching for a job, since the start of this interruption?	973	1	8	4,53	2,031
bk09a545 How much time did you spend searching for your first job?	3042	1	6	1,79	,970
bk09a546 Do you still work in the same industry as when you started working?	3195	1	2	1,51	,500
bk09a547 Do you still work in the same occupation as when you started working?	3195	1	2	1,62	,486
bk09a548 Did you search for a new job during the past 4 weeks?	3195	1	4	1,44	,687
bk09a549 When you search for a job, how do you go about it: I go to the employment office/UWV Werkbedrijf (public employment service)	271	0	1	,16	,369



bk09a550 When you search for a job, how do you go about it: I ask family or acquaintances	271	0	1	,30	,457
bk09a551 When you search for a job, how do you go about it: I visit vacancy websites	271	0	1	,77	,418
bk09a552 When you search for a job, how do you go about it: I search in professional journals	271	0	1	,25	,432
bk09a553 When you search for a job, how do you go about it: Through an advert / I look in the newspaper	271	0	1	,59	,493
bk09a554 When you search for a job, how do you go about it: I visit a recruitment and selection agency	271	0	1	,19	,392
bk09a555 When you search for a job, how do you go about it: I phone potential employers	271	0	1	,11	,310
bk09a556 When you search for a job, how do you go about it: I send my CV with an open application to potential employers	271	0	1	,26	,441
bk09a557 When you search for a job, how do you go about it: Through an internship, school	271	0	1	,01	,105



bk09a558 When you search for a job, how do you go about it: Through a temp staffing agency	271	0	1	,15	,363
bk09a559 When you search for a job, how do you go about it: Through the Internet/ I visit company websites	271	0	1	,60	,491
bk09a560 Over the past 12 months, has your organization announced any redundancies	2744	1	2	1,72	,450
bk09a561 Over the past 12 months, has your organization been privatized	2744	1	2	1,97	,161
bk09a562 Over the past 12 months, has your organization offered you training opportunities	2744	1	2	1,54	,498
bk09a563 Over the past 12 months, has your organization been reorganized with consequences for your job	2744	1	2	1,89	,319
bk09a564 Over the past 12 months, has your organization been the target of industrial action	2744	1	2	1,98	,145
bk09a565 Over the past 12 months, has your organization undertaken new strategic initiatives	2744	1	2	1,61	,488



bk09a566 Over the past 12 months, has your organization announced voluntary early retirement	2744	1	2	1,94	,229
bk09a567 Over the past 12 months, has your organization been merged with another organization	2744	1	2	1,86	,347
bk09a568 Over the past 12 months, has your organization renewed the machine park/computer equipment	2744	1	2	1,74	,438
bk09a569 Over the past 12 months, has your organization pursued a successful management strategy	2744	1	2	1,59	,491
bk09a570 Over the past 12 months, has your organization been under threat of immediate bankruptcy	2744	1	2	1,97	,174
bk09a571 Will you still be working for your employer in one year's time?	1959	1	2	1,09	,282
bk09a572 Do you expect to have a job in one year's time?	1535	1	2	1,88	,323
bk09a573 Do you expect to still have your own business in one year's time?	241	1	2	1,04	,200



bk09a574 Will you still be working in the same position as now?	1789	1	3	1,11	,400
bk09a575 Why would you no longer be working for your organization in 12 months' time?	180	1	11	5,29	3,631
bk09a576 Over the coming 12 months I would like to be promoted	2907	1	2	1,73	,442
bk09a577 Over the coming 12 months my set of tasks will change	3195	1	2	1,67	,469
bk09a578 Over the coming 12 months my job will become redundant	2907	1	2	1,94	,231
bk09a579 Over the coming 12 months I will receive a salary raise	2907	1	2	1,63	,483
bk09a580 Over the coming 12 months I would like to find a new job	3195	1	2	1,79	,410
bk09a581 Over the coming 12 months I shall attend computer courses to remain qualified for my occupation	3195	1	2	1,85	,359
bk09a582 Over the coming 12 months I hope to win some prize in the lottery	3195	1	2	1,37	,484



bk09a583 Over the coming 12 months my income will likely be changeable and uncertain	3195	1	2	1,85	,356
bk09a584 Have you always worked fulltime?	1709	1	2	1,11	,319
bk09a585 In what year did you start working fulltime?	196	1965	2009	1999,89	10,675
bk09a586 Have you always worked part-time?	1767	1	2	1,63	,483
bk09a587 In what year did you start working part-time?	1114	1950	2009	1998,62	8,918
bk09a588 Would you like to work more or less hours than you do now?	3195	1	3	1,39	,629
bk09a589 What is the agreement regarding your number of working hours?	2694	1	6	1,72	1,051
bk09a590 Why do you work part-time: Education	1486	0	1	,07	,248
bk09a591 Why do you work part-time: Housekeeping	1486	0	1	,28	,450
bk09a592 Why do you work part-time: Take care of children or other persons	1486	0	1	,46	,499
bk09a593 Why do you work part-time: Time for myself	1486	0	1	,41	,491
bk09a594 Why do you work part-time: Second job	1486	0	1	,04	,189



bk09a595 Why do you work part-time: Health	1486	0	1	,13	,336
bk09a596 Why do you work part-time: Pre-pension/pension	1486	0	1	,06	,232
bk09a597 Why do you work part-time: Can't find a fulltime job	1486	0	1	,04	,198
bk09a598 Why do you work part-time: Job too heavy to work fulltime	1486	0	1	,10	,306
bk09a599 How many hours per year do you work according to your contract?	64	96	2400	1066,14	501,413
bk09a600 Have you agreed to a minimum or a maximum number of hours?	153	1	4	2,54	1,225
bk09a601 What is the minimum number of hours (per week)?	82	0	40	16,61	10,575
bk09a602 What is the maximum number of hours (per week)?	60	2	70	24,85	12,399
bk09a603 How long is a fulltime working week in your organization? (hours)	1510	0	80	36,23	8,081
bk09a604 How long is a fulltime working week in your organization? (minutes)	502	0	50	2,34	8,426
bk09a605 If you work more hours than listed in your contract, do you get...	2306	1	5	3,26	1,182



bk09a606 Is your lunch break not counted as working time?	2445	1	2	1,24	,425
bk09a607 What shift do you work?	332	1	8	3,13	2,557
bk09a608 I work at home at least one day a week, using a PC (teleworking)	2339	1	2	1,90	,298
bk09a609 My working times are fixed more than a month in advance	2521	1	2	1,36	,479
bk09a610 I only hear my working times a week in advance	2383	1	2	1,91	,288
bk09a611 My line manager often asks me to change my working times	2270	1	2	1,93	,257
bk09a612 I can easily change shifts with my colleagues	1822	1	2	1,52	,500
bk09a613 How often does it happen that: your line manager changes your working times at short notice	2355	1	5	1,63	,943
bk09a614 How often does it happen that: your working times conflict with your family duties	2696	1	5	1,85	,980
bk09a615 How often does it happen that: there is no work for you at your company	2671	1	5	1,33	,737



bk09a616 How often does it happen that: you wish you could work at home once in a while (teleworking)	2328	1	5	1,97	1,205
bk09a617 How often does it happen that: you cannot take a lunch break	2809	1	5	2,22	1,213
bk09a618 How often does it happen that: you need to work overtime unexpectedly	2823	1	5	2,32	1,101
bk09a619 How often does it happen that: you need to work at a high pace	2904	1	5	3,11	1,191
bk09a620 How often does it happen that: you need to work hard to meet deadlines	2722	1	5	2,68	1,238
bk09a621 Have your working times changed over the past 12 months?	2705	1	5	1,36	,920
bk09a622 Did this happen...	146	1	4	2,21	1,424
bk09a623 Did this happen...	168	1	4	2,57	1,442
bk09a624 Did this happen...	131	1	3	2,46	,853
bk09a625 Did you work your usual number of hours over the past 7 days?	3193	1	4	1,54	,899
bk09a626 Why did you work less hours/did you not work: Holiday, days off	470	0	1	,39	,489



bk09a627 Why did you work less hours/did you not work: Sickness	470	0	1	,25	,433
bk09a628 Why did you work less hours/did you not work: Family reasons	470	0	1	,04	,192
bk09a629 Why did you work less hours/did you not work: Education, course	470	0	1	,03	,176
bk09a630 Why did you work less hours/did you not work: There was too little / no work	470	0	1	,16	,367
bk09a631 Why did you work less hours/did you not work: Industrial action	470	0	0	,00	,000
bk09a632 Why did you work less hours/did you not work: Weather conditions	470	0	1	,01	,092
bk09a633 Why did you work less hours/did you not work: Searching for a new job	470	0	1	,01	,092
bk09a634 Why did you work less hours/did you not work: Parental leave, maternal leave	470	0	1	,04	,187
bk09a635 Why did you work less hours/did you not work: Seasonal work	470	0	0	,00	,000
bk09a636 Why did you work less hours/did you not work: Senior's leave	470	0	1	,01	,092



bk09a637 Why did you work less hours/did you not work: Flexible working hours, compensation hours	470	0	1	,04	,207
bk09a638 Why did you work less hours/did you not work: Other reason	470	0	1	,12	,324
bk09a639 For what duration is your contract?	376	1	9	6,12	1,444
bk09a640 What are your prospects with your employer once your contract expires?	357	1	5	2,29	1,390
bk09a641 A temporary employment contract gives me an opportunity to expand my knowledge and skills	360	1	5	3,12	1,195
bk09a642 A temporary employment contract gives me an opportunity to acquire work experience	360	1	5	3,42	1,151
bk09a643 A temporary employment contract hinders my ability to accumulate pension	359	1	5	3,04	1,263
bk09a644 A temporary employment contract restricts my ability to buy a house	312	1	5	3,31	1,406
bk09a645 A temporary employment contract forces me to continue living with my parents	273	1	5	1,82	1,173



bk09a646 A temporary employment contract forces me to postpone forming a family	273	1	5	2,13	1,281
bk09a647 A temporary employment contract is my only option as there is no permanent work	351	1	5	2,97	1,358
bk09a648 A temporary employment contract gives me the opportunity to search for the best employer	327	1	5	2,79	1,091
bk09a649 We now wish to ask some questions about your most recent wages. Did these wages depend on...	2903	1	6	5,78	,824
bk09a650 What percentage of your most recent wages depended on your own performance?	307	1	5	2,04	1,637
bk09a651 What is the fixed amount of compensation that you receive for (entertainment) expenses?	238	0	5500	167,59	560,170
bk09a652 What is the fixed amount of compensation that you receive for (entertainment) expenses?	181	0	13000	89,71	967,016



bk09a653 What scheme does your company offer for a company mobile phone?	256	1	2	1,26	,440
bk09a654 Maximum amount of free calls with company mobile phone	67	0	250	51,63	49,525
bk09a655 What scheme does your company offer with respect to a car?	663	1	3	2,61	,624
bk09a656 Do you receive compensation for the fuel costs of the lease or company car for private use?	186	1	2	1,13	,336
bk09a657 What is the catalogue value of the (lease or company) car?	207	1	6	4,12	1,242
bk09a658 How are expenses for public transport compensated?	648	1	3	1,77	,647
bk09a659 How much does your employer contribute to your health insurance costs?	442	1	3	1,37	,661
bk09a660 In what way does your employer contribute to your pension: Contribution to the premium for a collective pension scheme	1595	0	1	,74	,441
bk09a661 In what way does your employer contribute to your pension: Contribution to the premium for a private pension scheme	1595	0	1	,05	,227



bk09a662 In what way does your employer contribute to your pension: I don't know	1595	0	1	,23	,419
bk09a663 My employer pays...	622	1	3	1,66	,810
bk09a664 In what way have you made use of an employee stock plan?	73	1	3	2,55	,746
bk09a665 I am satisfied with my employer's attitude with respect to my salary	2738	1	5	3,46	1,078
bk09a666 I can rely on getting my money on time	3031	1	5	4,46	,873
bk09a667 I can rely on being able to pay my costs of living with my salary	2919	1	5	3,96	1,089
bk09a668 There is too much of a difference between the highest and the lowest salaries at my company	2583	1	5	3,15	1,229
bk09a669 My efforts at work should be rewarded more	2843	1	5	3,47	1,099
bk09a670 I am satisfied with my supplements and bonuses	2023	1	5	3,11	1,134
bk09a671 I am satisfied with the contract I have	2743	1	5	3,74	1,023
bk09a672 I am worried about my pension	2872	1	5	2,83	1,208
bk09a673 What does your partner do?	3692	1	10	3,72	3,242



bk09a674 How many hours per week does your partner work on average?	2242	1	4550	35,64	96,087
bk09a675 Do you own your own house and do you receive a personal mortgage tax benefit? If so, how much is that benefit per month?	2099	1	23	5,14	4,832
bk09a676 I am chiefly responsible for the household income	2525	1	2	1,50	,500
bk09a677 I am chiefly responsible for the housekeeping	2541	1	2	1,52	,500
bk09a678 I / we have a paid housekeeper	2994	1	2	1,86	,351
bk09a679 I generally have enough time for housekeeping	2928	1	2	1,41	,493
bk09a680 We often quarrel at home about the distribution of household chores	2496	1	2	1,93	,256
bk09a681 I am trying to reduce the amount of time I spend on housekeeping	2835	1	2	1,80	,402
bk09a682 I find it tiring to combine a job with household tasks	2909	1	2	1,72	,448
bk09a683 I / we have a vegetable garden at home	3000	1	2	1,91	,281



bk09a684 How many hours a week do you spend on housekeeping, on average? (hours)	3187	0	80	9,06	7,764
bk09a685 How many hours a week do you spend on housekeeping, on average? (minutes)	985	0	60	5,87	12,138
bk09a686 For how many hours a week do you have a paid housekeeper? (hours)	431	0	21	3,12	2,224
bk09a687 For how many hours a week do you have a paid housekeeper? (minutes)	143	0	45	12,24	14,996
bk09a688 How many living-at-home children do you have?	2163	0	6	1,27	1,077
bk09a689 How many children do you have not living at home?	2163	0	6	,88	1,184
bk09a690 In what year was your child born?	414	1963	2009	1996,43	11,125
bk09a691 In what year was your eldest child born?	1719	1955	2009	1988,20	11,123
bk09a692 In what year was your youngest child born?	1719	1959	2009	1992,63	10,735
bk09a693 If you are working, who takes care of the child (children): My partner	1479	0	1	,44	,497



bk09a694 If you are working, who takes care of the child (children): Grandfather, grandmother	1479	0	1	,22	,416
bk09a695 If you are working, who takes care of the child (children): Older sibling	1479	0	1	,03	,156
bk09a696 If you are working, who takes care of the child (children): Other family, the neighbors, acquaintances	1479	0	1	,05	,219
bk09a697 If you are working, who takes care of the child (children): Paid child carer at home (nanny, au-pair)	1479	0	1	,01	,103
bk09a698 If you are working, who takes care of the child (children): Children's daycare center	1479	0	1	,12	,326
bk09a699 If you are working, who takes care of the child (children): School	1479	0	1	,16	,366
bk09a700 If you are working, who takes care of the child (children): Toddler daycare center	1479	0	1	,02	,139
bk09a701 If you are working, who takes care of the child (children): Host family, host parent	1479	0	1	,04	,186



bk09a702 If you are working, who takes care of the child (children): Exchange with other parents	1479	0	1	,01	,107
bk09a703 If you are working, who takes care of the child (children): Extramural or afterschool care center	1479	0	1	,08	,272
bk09a704 If you are working, who takes care of the child (children): Nobody	1479	0	1	,19	,396
bk09a705 If you are working, who takes care of the child (children): Other	1479	0	1	,02	,136
bk09a706 If you are working, who takes care of the child (children): Not applicable	1479	0	1	,19	,392
bk09a707 How many part-days per week is the care for your child (children) arranged in this way / these ways?	931	1	10	5,08	2,945
bk09a708 Does you partner's employer reimburse part of the costs of child daycare?	423	1	2	1,90	,303
bk09a709 How much of the child daycare costs is reimbursed by your employer or your partner's employer?	29	1	4	2,14	,833



bk09a710 Are you (or your partner) expecting a baby?	1709	1	3	2,09	,432
bk09a711 Do you hope to have children in the future?	422	1	2	1,42	,495
bk09a712 I am always optimistic about my future	5525	1	5	3,60	,870
bk09a713 I like to learn new things	5525	1	5	3,86	,808
bk09a714 I am generally satisfied with what I do	5525	1	5	3,85	,700
bk09a715 I enjoy making plans for the future	5525	1	5	3,57	,862
bk09a716 I generally seize opportunities	5525	1	5	3,56	,792
bk09a717 How is your health, generally speaking?	5503	1	5	2,20	,743
bk09a718 how satisfied are you with your household income	5525	1	5	3,54	,944
bk09a719 how satisfied are you with your health	5525	1	5	3,71	,865
bk09a720 how satisfied are you with your housing	5525	1	5	4,10	,839
bk09a721 how satisfied are you with the amount of leisure time	5525	1	5	3,77	,963
bk09a722 how satisfied are you with the division of household tasks	5525	1	5	3,79	,840
bk09a723 how satisfied are you with social provisions	5525	1	5	3,68	,798



bk09a724 Was it difficult to answer the questions?	5524	1	5	2,05	1,137
bk09a725 Were the questions sufficiently clear?	5524	1	5	4,06	,998
bk09a726 Did the questionnaire get you thinking about things?	5524	1	5	2,78	1,080
bk09a727 Was it an interesting subject?	5524	1	5	3,48	,979
bk09a728 Did you enjoy answering the questions?	5524	1	5	3,59	,993
bk09a733 Duration in seconds	5524	74,00	1925433,00	14590,5197	1,18270E5
Valid N (listwise)	0				