

Frequencies

Frequency Table

A2 A.2 HOW MANY JOBS DO YOU HAVE AT THE MOMENT (INCLUDING PART-TIME JOB)?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	4909	96.1	96.1	96.1
2 2 or more	201	3.9	3.9	100.0
Total	5110	100.0	100.0	

jobten Job tenure in months

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid -9.00 Missing	7	.1	.1	.1
.00 Less than 1 month	15	.3	.3	.4
1.00	53	1.0	1.0	1.5
2.00	40	.8	.8	2.3
3.00	34	.7	.7	2.9
4.00	34	.7	.7	3.6
5.00	45	.9	.9	4.5
6.00	44	.9	.9	5.3
7.00	51	1.0	1.0	6.3
8.00	61	1.2	1.2	7.5
9.00	53	1.0	1.0	8.6
10.00	38	.7	.7	9.3
11.00	52	1.0	1.0	10.3
12.00	54	1.1	1.1	11.4
13.00	32	.6	.6	12.0
14.00	29	.6	.6	12.6
15.00	31	.6	.6	13.2
16.00	29	.6	.6	13.7
17.00	31	.6	.6	14.3
18.00	37	.7	.7	15.1
19.00	39	.8	.8	15.8
20.00	44	.9	.9	16.7
21.00	41	.8	.8	17.5
22.00	33	.6	.6	18.1
23.00	52	1.0	1.0	19.2
24.00	49	1.0	1.0	20.1

jobten Job tenure in months

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25.00	44	.9	.9	21.0
	26.00	27	.5	.5	21.5
	27.00	28	.5	.5	22.1
	28.00	27	.5	.5	22.6
	29.00	31	.6	.6	23.2
	30.00	17	.3	.3	23.5
	31.00	37	.7	.7	24.2
	32.00	33	.6	.6	24.9
	33.00	39	.8	.8	25.7
	34.00	35	.7	.7	26.3
	35.00	42	.8	.8	27.2
	36.00	42	.8	.8	28.0
	37.00	40	.8	.8	28.8
	38.00	32	.6	.6	29.4
	39.00	28	.5	.5	29.9
	40.00	24	.5	.5	30.4
	41.00	24	.5	.5	30.9
	42.00	28	.5	.5	31.4
	43.00	21	.4	.4	31.8
	44.00	31	.6	.6	32.4
	45.00	23	.5	.5	32.9
	46.00	15	.3	.3	33.2
	47.00	27	.5	.5	33.7
	48.00	43	.8	.8	34.6
	49.00	30	.6	.6	35.1
	50.00	28	.5	.5	35.7
	51.00	28	.5	.5	36.2
	52.00	23	.5	.5	36.7
	53.00	20	.4	.4	37.1
	54.00	18	.4	.4	37.4
	55.00	25	.5	.5	37.9
	56.00	40	.8	.8	38.7
	57.00	25	.5	.5	39.2
	58.00	25	.5	.5	39.7
	59.00	14	.3	.3	40.0
	60.00	33	.6	.6	40.6

jobten Job tenure in months

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	61.00	23	.5	.5	41.1
	62.00	29	.6	.6	41.6
	63.00	11	.2	.2	41.8
	64.00	28	.5	.5	42.4
	65.00	12	.2	.2	42.6
	66.00	11	.2	.2	42.8
	67.00	14	.3	.3	43.1
	68.00	14	.3	.3	43.4
	69.00	13	.3	.3	43.6
	70.00	14	.3	.3	43.9
	71.00	15	.3	.3	44.2
	72.00	21	.4	.4	44.6
	73.00	18	.4	.4	45.0
	74.00	21	.4	.4	45.4
	75.00	14	.3	.3	45.7
	76.00	17	.3	.3	46.0
	77.00	9	.2	.2	46.2
	78.00	10	.2	.2	46.4
	79.00	17	.3	.3	46.7
	80.00	35	.7	.7	47.4
	81.00	18	.4	.4	47.7
	82.00	19	.4	.4	48.1
	83.00	31	.6	.6	48.7
	84.00	31	.6	.6	49.3
	85.00	19	.4	.4	49.7
	86.00	11	.2	.2	49.9
	87.00	23	.5	.5	50.4
	88.00	10	.2	.2	50.5
	89.00	14	.3	.3	50.8
	90.00	15	.3	.3	51.1
	91.00	24	.5	.5	51.6
	92.00	31	.6	.6	52.2
	93.00	15	.3	.3	52.5
	94.00	22	.4	.4	52.9
	95.00	23	.5	.5	53.4
	96.00	26	.5	.5	53.9

jobten Job tenure in months

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 97.00	17	.3	.3	54.2
98.00	17	.3	.3	54.5
99.00	23	.5	.5	55.0
100.00	27	.5	.5	55.5
101.00	20	.4	.4	55.9
102.00	17	.3	.3	56.2
103.00	18	.4	.4	56.6
104.00	27	.5	.5	57.1
105.00	18	.4	.4	57.5
106.00	20	.4	.4	57.9
107.00	25	.5	.5	58.4
108.00	22	.4	.4	58.8
109.00	24	.5	.5	59.3
110.00	14	.3	.3	59.5
111.00	23	.5	.5	60.0
112.00	21	.4	.4	60.4
113.00	13	.3	.3	60.6
114.00	17	.3	.3	61.0
115.00	14	.3	.3	61.3
116.00	22	.4	.4	61.7
117.00	25	.5	.5	62.2
118.00	22	.4	.4	62.6
119.00	28	.5	.5	63.2
120.00	27	.5	.5	63.7
121.00	19	.4	.4	64.1
122.00	14	.3	.3	64.3
123.00	21	.4	.4	64.7
124.00	24	.5	.5	65.2
125.00	17	.3	.3	65.5
126.00	7	.1	.1	65.7
127.00	13	.3	.3	65.9
128.00	16	.3	.3	66.2
129.00	14	.3	.3	66.5
130.00	10	.2	.2	66.7
131.00	14	.3	.3	67.0
132.00	20	.4	.4	67.4

jobten Job tenure in months

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	133.00	6	.1	.1	67.5
	134.00	13	.3	.3	67.7
	135.00	11	.2	.2	68.0
	136.00	17	.3	.3	68.3
	137.00	14	.3	.3	68.6
	138.00	9	.2	.2	68.7
	139.00	15	.3	.3	69.0
	140.00	13	.3	.3	69.3
	141.00	9	.2	.2	69.5
	142.00	11	.2	.2	69.7
	143.00	17	.3	.3	70.0
	144.00	8	.2	.2	70.2
	145.00	8	.2	.2	70.3
	146.00	13	.3	.3	70.6
	147.00	9	.2	.2	70.8
	148.00	8	.2	.2	70.9
	149.00	3	.1	.1	71.0
	150.00	3	.1	.1	71.0
	151.00	13	.3	.3	71.3
	152.00	11	.2	.2	71.5
	153.00	10	.2	.2	71.7
	154.00	11	.2	.2	71.9
	155.00	15	.3	.3	72.2
	156.00	5	.1	.1	72.3
	157.00	8	.2	.2	72.5
	158.00	3	.1	.1	72.5
	159.00	5	.1	.1	72.6
	160.00	5	.1	.1	72.7
	161.00	4	.1	.1	72.8
	162.00	7	.1	.1	72.9
	163.00	8	.2	.2	73.1
	164.00	12	.2	.2	73.3
	165.00	8	.2	.2	73.5
	166.00	10	.2	.2	73.7
	167.00	13	.3	.3	73.9
	168.00	10	.2	.2	74.1

jobten Job tenure in months

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	169.00	10	.2	.2	74.3
	170.00	6	.1	.1	74.4
	171.00	2	.0	.0	74.5
	172.00	10	.2	.2	74.7
	173.00	5	.1	.1	74.8
	174.00	6	.1	.1	74.9
	175.00	5	.1	.1	75.0
	176.00	4	.1	.1	75.1
	177.00	7	.1	.1	75.2
	178.00	6	.1	.1	75.3
	179.00	10	.2	.2	75.5
	180.00	12	.2	.2	75.8
	181.00	6	.1	.1	75.9
	182.00	7	.1	.1	76.0
	183.00	6	.1	.1	76.1
	184.00	9	.2	.2	76.3
	185.00	2	.0	.0	76.3
	186.00	4	.1	.1	76.4
	187.00	5	.1	.1	76.5
	188.00	5	.1	.1	76.6
	189.00	7	.1	.1	76.8
	190.00	2	.0	.0	76.8
	191.00	7	.1	.1	76.9
	192.00	8	.2	.2	77.1
	193.00	3	.1	.1	77.1
	194.00	1	.0	.0	77.2
	195.00	5	.1	.1	77.3
	196.00	8	.2	.2	77.4
	197.00	1	.0	.0	77.4
	198.00	4	.1	.1	77.5
	199.00	6	.1	.1	77.6
	200.00	4	.1	.1	77.7
	201.00	4	.1	.1	77.8
	202.00	4	.1	.1	77.9
	203.00	4	.1	.1	77.9
	204.00	7	.1	.1	78.1

jobten Job tenure in months

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	205.00	6	.1	.1	78.2
	206.00	8	.2	.2	78.4
	207.00	8	.2	.2	78.5
	208.00	9	.2	.2	78.7
	209.00	2	.0	.0	78.7
	210.00	1	.0	.0	78.7
	211.00	8	.2	.2	78.9
	212.00	7	.1	.1	79.0
	213.00	6	.1	.1	79.2
	214.00	2	.0	.0	79.2
	215.00	10	.2	.2	79.4
	216.00	8	.2	.2	79.5
	217.00	6	.1	.1	79.7
	218.00	4	.1	.1	79.7
	219.00	4	.1	.1	79.8
	220.00	7	.1	.1	80.0
	221.00	4	.1	.1	80.0
	222.00	4	.1	.1	80.1
	223.00	7	.1	.1	80.3
	224.00	11	.2	.2	80.5
	225.00	5	.1	.1	80.6
	226.00	10	.2	.2	80.8
	227.00	11	.2	.2	81.0
	228.00	11	.2	.2	81.2
	229.00	8	.2	.2	81.4
	230.00	8	.2	.2	81.5
	231.00	5	.1	.1	81.6
	232.00	10	.2	.2	81.8
	233.00	5	.1	.1	81.9
	234.00	9	.2	.2	82.1
	235.00	10	.2	.2	82.3
	236.00	14	.3	.3	82.5
	237.00	7	.1	.1	82.7
	238.00	8	.2	.2	82.8
	239.00	10	.2	.2	83.0
	240.00	14	.3	.3	83.3

jobten Job tenure in months

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	241.00	7	.1	.1	83.4
	242.00	11	.2	.2	83.7
	243.00	4	.1	.1	83.7
	244.00	5	.1	.1	83.8
	245.00	4	.1	.1	83.9
	246.00	3	.1	.1	84.0
	247.00	4	.1	.1	84.1
	248.00	4	.1	.1	84.1
	249.00	3	.1	.1	84.2
	250.00	6	.1	.1	84.3
	251.00	4	.1	.1	84.4
	252.00	5	.1	.1	84.5
	253.00	5	.1	.1	84.6
	254.00	4	.1	.1	84.7
	256.00	5	.1	.1	84.8
	257.00	3	.1	.1	84.8
	258.00	2	.0	.0	84.9
	259.00	8	.2	.2	85.0
	260.00	6	.1	.1	85.1
	261.00	10	.2	.2	85.3
	262.00	5	.1	.1	85.4
	263.00	5	.1	.1	85.5
	264.00	3	.1	.1	85.6
	265.00	1	.0	.0	85.6
	266.00	1	.0	.0	85.6
	267.00	7	.1	.1	85.8
	268.00	8	.2	.2	85.9
	269.00	2	.0	.0	85.9
	270.00	1	.0	.0	86.0
	271.00	7	.1	.1	86.1
	272.00	3	.1	.1	86.2
	273.00	3	.1	.1	86.2
	274.00	4	.1	.1	86.3
	275.00	9	.2	.2	86.5
	276.00	8	.2	.2	86.6
	277.00	7	.1	.1	86.8

jobten Job tenure in months

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	278.00	4	.1	.1	86.8
	279.00	2	.0	.0	86.9
	280.00	4	.1	.1	87.0
	281.00	6	.1	.1	87.1
	283.00	4	.1	.1	87.2
	284.00	6	.1	.1	87.3
	285.00	4	.1	.1	87.4
	286.00	2	.0	.0	87.4
	287.00	8	.2	.2	87.6
	288.00	4	.1	.1	87.6
	289.00	2	.0	.0	87.7
	290.00	2	.0	.0	87.7
	291.00	4	.1	.1	87.8
	292.00	1	.0	.0	87.8
	293.00	3	.1	.1	87.9
	294.00	3	.1	.1	87.9
	295.00	1	.0	.0	87.9
	296.00	8	.2	.2	88.1
	297.00	1	.0	.0	88.1
	298.00	2	.0	.0	88.2
	299.00	3	.1	.1	88.2
	300.00	3	.1	.1	88.3
	301.00	3	.1	.1	88.3
	302.00	2	.0	.0	88.4
	303.00	5	.1	.1	88.5
	304.00	6	.1	.1	88.6
	305.00	1	.0	.0	88.6
	306.00	2	.0	.0	88.6
	308.00	7	.1	.1	88.8
	309.00	5	.1	.1	88.9
	310.00	2	.0	.0	88.9
	311.00	4	.1	.1	89.0
	312.00	2	.0	.0	89.0
	313.00	5	.1	.1	89.1
	315.00	2	.0	.0	89.2
	316.00	3	.1	.1	89.2

jobten Job tenure in months

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	317.00	3	.1	.1	89.3
	318.00	1	.0	.0	89.3
	319.00	5	.1	.1	89.4
	320.00	5	.1	.1	89.5
	321.00	5	.1	.1	89.6
	322.00	1	.0	.0	89.6
	323.00	3	.1	.1	89.7
	324.00	5	.1	.1	89.8
	325.00	3	.1	.1	89.8
	326.00	2	.0	.0	89.9
	327.00	4	.1	.1	90.0
	328.00	1	.0	.0	90.0
	329.00	3	.1	.1	90.0
	330.00	1	.0	.0	90.1
	331.00	2	.0	.0	90.1
	332.00	3	.1	.1	90.2
	333.00	4	.1	.1	90.2
	334.00	8	.2	.2	90.4
	335.00	5	.1	.1	90.5
	336.00	2	.0	.0	90.5
	337.00	2	.0	.0	90.6
	338.00	2	.0	.0	90.6
	339.00	2	.0	.0	90.6
	340.00	10	.2	.2	90.8
	341.00	1	.0	.0	90.9
	342.00	7	.1	.1	91.0
	343.00	7	.1	.1	91.1
	344.00	6	.1	.1	91.3
	345.00	15	.3	.3	91.5
	346.00	5	.1	.1	91.6
	347.00	6	.1	.1	91.8
	348.00	6	.1	.1	91.9
	349.00	4	.1	.1	92.0
	350.00	4	.1	.1	92.0
	351.00	13	.3	.3	92.3
	352.00	6	.1	.1	92.4

jobten Job tenure in months

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	353.00	4	.1	.1	92.5
	354.00	5	.1	.1	92.6
	355.00	8	.2	.2	92.7
	356.00	15	.3	.3	93.0
	357.00	4	.1	.1	93.1
	358.00	6	.1	.1	93.2
	359.00	5	.1	.1	93.3
	360.00	9	.2	.2	93.5
	361.00	1	.0	.0	93.5
	362.00	6	.1	.1	93.6
	363.00	10	.2	.2	93.8
	364.00	9	.2	.2	94.0
	365.00	2	.0	.0	94.1
	366.00	5	.1	.1	94.1
	367.00	8	.2	.2	94.3
	368.00	6	.1	.1	94.4
	369.00	6	.1	.1	94.5
	370.00	2	.0	.0	94.6
	371.00	7	.1	.1	94.7
	372.00	3	.1	.1	94.8
	373.00	4	.1	.1	94.9
	374.00	2	.0	.0	94.9
	375.00	2	.0	.0	94.9
	376.00	3	.1	.1	95.0
	377.00	1	.0	.0	95.0
	378.00	3	.1	.1	95.1
	379.00	7	.1	.1	95.2
	380.00	2	.0	.0	95.2
	381.00	1	.0	.0	95.3
	382.00	3	.1	.1	95.3
	383.00	5	.1	.1	95.4
	385.00	3	.1	.1	95.5
	386.00	1	.0	.0	95.5
	387.00	6	.1	.1	95.6
	388.00	5	.1	.1	95.7
	389.00	1	.0	.0	95.7

jobten Job tenure in months

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	390.00	1	.0	.0	95.8
	391.00	1	.0	.0	95.8
	392.00	4	.1	.1	95.9
	393.00	2	.0	.0	95.9
	394.00	4	.1	.1	96.0
	395.00	3	.1	.1	96.0
	396.00	3	.1	.1	96.1
	398.00	1	.0	.0	96.1
	399.00	1	.0	.0	96.1
	400.00	1	.0	.0	96.1
	401.00	1	.0	.0	96.2
	402.00	1	.0	.0	96.2
	403.00	2	.0	.0	96.2
	404.00	7	.1	.1	96.4
	405.00	2	.0	.0	96.4
	406.00	5	.1	.1	96.5
	407.00	3	.1	.1	96.6
	408.00	2	.0	.0	96.6
	410.00	2	.0	.0	96.6
	411.00	4	.1	.1	96.7
	412.00	4	.1	.1	96.8
	413.00	1	.0	.0	96.8
	414.00	1	.0	.0	96.8
	415.00	3	.1	.1	96.9
	416.00	4	.1	.1	97.0
	417.00	5	.1	.1	97.1
	418.00	1	.0	.0	97.1
	419.00	3	.1	.1	97.1
	421.00	3	.1	.1	97.2
	422.00	2	.0	.0	97.2
	423.00	5	.1	.1	97.3
	424.00	1	.0	.0	97.4
	425.00	1	.0	.0	97.4
	426.00	1	.0	.0	97.4
	427.00	5	.1	.1	97.5
	428.00	1	.0	.0	97.5

jobten Job tenure in months

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	429.00	1	.0	.0	97.5
	430.00	2	.0	.0	97.6
	431.00	5	.1	.1	97.7
	432.00	2	.0	.0	97.7
	433.00	1	.0	.0	97.7
	434.00	2	.0	.0	97.8
	435.00	3	.1	.1	97.8
	436.00	3	.1	.1	97.9
	437.00	1	.0	.0	97.9
	438.00	3	.1	.1	98.0
	439.00	2	.0	.0	98.0
	440.00	3	.1	.1	98.1
	441.00	3	.1	.1	98.1
	442.00	1	.0	.0	98.1
	443.00	5	.1	.1	98.2
	446.00	1	.0	.0	98.3
	447.00	2	.0	.0	98.3
	448.00	2	.0	.0	98.3
	449.00	2	.0	.0	98.4
	451.00	1	.0	.0	98.4
	452.00	2	.0	.0	98.4
	453.00	1	.0	.0	98.5
	454.00	2	.0	.0	98.5
	455.00	1	.0	.0	98.5
	456.00	1	.0	.0	98.5
	457.00	2	.0	.0	98.6
	458.00	1	.0	.0	98.6
	459.00	1	.0	.0	98.6
	461.00	1	.0	.0	98.6
	462.00	2	.0	.0	98.7
	463.00	3	.1	.1	98.7
	464.00	1	.0	.0	98.7
	465.00	1	.0	.0	98.8
	466.00	3	.1	.1	98.8
	467.00	3	.1	.1	98.9
	469.00	2	.0	.0	98.9

jobten Job tenure in months

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 471.00	2	.0	.0	99.0
472.00	2	.0	.0	99.0
473.00	2	.0	.0	99.0
475.00	1	.0	.0	99.1
476.00	1	.0	.0	99.1
477.00	3	.1	.1	99.1
478.00	1	.0	.0	99.2
480.00 480 or more	43	.8	.8	100.0
Total	5110	100.0	100.0	

a4soc1 Occupation - 1 digit Soc code

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00 Managers and administrators	672	13.2	13.2	13.2
2.00 Professionals	1150	22.5	22.5	35.7
3.00 Associate professional and technical	704	13.8	13.8	49.4
4.00 Clerical and secretarial	600	11.7	11.7	61.2
5.00 Craft and related	319	6.2	6.2	67.4
6.00 Personal and protective services	758	14.8	14.8	82.3
7.00 Sales	473	9.3	9.3	91.5
8.00 Plant and machine operatives	335	6.6	6.6	98.1
9.00 Other	99	1.9	1.9	100.0
Total	5110	100.0	100.0	

a4isco1 Occupation - 1 digit ISCO88 code

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00 Armed Forces	32	.6	.6	.6
	1.00 Leglator/SnrOff/Managers	511	10.0	10.0	10.6
	2.00 Professionals	1413	27.7	27.7	38.3
	3.00 Technicians/Assoc Prof	605	11.8	11.9	50.2
	4.00 Clerks	600	11.7	11.8	61.9
	5.00 Serv wrk/Shop Mkt Sales	1133	22.2	22.2	84.1
	6.00 Skill ag/fishery	37	.7	.7	84.9
	7.00 Craft&related trades	283	5.5	5.5	90.4
	8.00 Plant/mac operators	339	6.6	6.6	97.0
	9.00 Elementary occup	151	3.0	3.0	100.0
	Total	5104	99.9	100.0	
Missing	System	6	.1		
Total		5110	100.0		

a4esec European ESeC

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00 Large employers, higher mgrs/professionals	828	16.2	16.2	16.2
	2.00 Lower mgrs/professionals, higher supervisory/technicians	1525	29.8	29.8	46.0
	3.00 Intermediate occupations	511	10.0	10.0	56.0
	6.00 Lower supervisors and technicians	556	10.9	10.9	66.9
	7.00 Lower sales and service	908	17.8	17.8	84.7
	8.00 Lower technical	232	4.5	4.5	89.2
	9.00 Routine	550	10.8	10.8	100.0
	Total	5110	100.0	100.0	

isco3dga Occupation - ISCO88 2-3 digit

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 11.00 armed forces	32	.6	.6	.6
100.00 legislators, senior officials & managers	9	.2	.2	.8
120.00 directors & chief executives	61	1.2	1.2	2.0
123.00 other department managers	86	1.7	1.7	3.7
131.00 general managers	355	6.9	6.9	10.6
200.00 professionals'	34	.7	.7	11.3
213.00 computing professionals	133	2.6	2.6	13.9
214.00 architects, engineers etc professionals	162	3.2	3.2	17.1
220.00 health professionals (except nursing)	82	1.6	1.6	18.7
223.00 nursing & midwifery professionals	279	5.5	5.5	24.1
230.00 teaching professionals	46	.9	.9	25.0
231.00 higher education teaching professionals	78	1.5	1.5	26.6
232.00 secondary education teaching professionals	234	4.6	4.6	31.1
233.00 primary and pre-primary teaching professionals	94	1.8	1.8	33.0
240.00 other professionals	98	1.9	1.9	34.9
241.00 business professionals	173	3.4	3.4	38.3
310.00 physical & engineering science associate professionals	125	2.4	2.4	40.7
320.00 life science & health associate professionals	66	1.3	1.3	42.0
340.00 other associate professionals	45	.9	.9	42.9
341.00 finance & sales associate professionals	108	2.1	2.1	45.0
343.00 administrative secretaries etc. associate professionals	261	5.1	5.1	50.1
411.00 secretaries & keyboard-operating clerks	73	1.4	1.4	51.5

isco3dga Occupation - ISCO88 2-3 digit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	412.00 numerical clerks	67	1.3	1.3	52.9
	413.00 material-recording & transport clerks	48	.9	.9	53.8
	414.00 library, mail etc clerks	48	.9	.9	54.7
	419.00 other office clerks	191	3.7	3.7	58.5
	421.00 cashiers, tellers etc clerks	80	1.6	1.6	60.0
	422.00 client information clerics	93	1.8	1.8	61.9
	500.00 personal & protective services workers	39	.8	.8	62.6
	512.00 housekeeping & restaurant services workers	196	3.8	3.8	66.5
	513.00 personal care etc work	338	6.6	6.6	73.1
	516.00 protective services workers	94	1.8	1.8	74.9
	522.00 shop salespersons & demonstrators	466	9.1	9.1	84.0
	610.00 market-oriented skilled agricultural & fishery workers	37	.7	.7	84.8
	700.00 craft etc trades workers	14	.3	.3	85.0
	710.00 extraction & building trades workers	19	.4	.4	85.4
	712.00 building frame etc trades workers	75	1.5	1.5	86.9
	713.00 building finishers etc trades workers	79	1.5	1.5	88.4
	720.00 metal, machinery etc trades workers	66	1.3	1.3	89.7
	730.00 precision, handicraft, printing etc trades workers	30	.6	.6	90.3
	800.00 plant & machine operators & assemblers'	42	.8	.8	91.1
	820.00 machine operators & assemblers	22	.4	.4	91.5
	822.00 chemical-products machine operators	43	.8	.8	92.4
	827.00 food etc products machine operators	47	.9	.9	93.3
	828.00 assemblers	49	1.0	1.0	94.3

isco3dga Occupation - ISCO88 2-3 digit

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	829.00 other machine operators & assemblers	40	.8	.8	95.0
	832.00 motor-vehicle drivers	96	1.9	1.9	96.9
	900.00 elementary occupations	34	.7	.7	97.6
	910.00 sales & services elementary occupations	49	1.0	1.0	98.6
	913.00 domestic etc helpers cleaners & launderers	47	.9	.9	99.5
	999.00 missing	27	.5	.5	100.0
	Total	5110	100.0	100.0	

indust Industry

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00 C-E Other production	736	14.4	14.4	14.4
	3.00 F Construction	212	4.1	4.1	18.6
	4.00 G Wholesale and Retail	631	12.3	12.3	30.9
	5.00 H Hotels and restaruants	231	4.5	4.5	35.4
	6.00 I Transport, storage, communicaiton	333	6.5	6.5	41.9
	7.00 J-K Financial and other business activities	828	16.2	16.2	58.1
	8.00 L Public admin and defence	432	8.5	8.5	66.6
	9.00 M Education	627	12.3	12.3	78.9
	10.00 N Health	922	18.0	18.0	96.9
	11.00 O-Q Other services	158	3.1	3.1	100.0
	Total	5110	100.0	100.0	

pubpriv Public or private sector, corrected based on NACE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00 Public sector	1664	32.6	32.6	32.6
	2.00 Private sector	3181	62.3	62.3	94.8
	3.00 Commercial semi-state	265	5.2	5.2	100.0
	Total	5110	100.0	100.0	

A8 A.8 HOW MANY PEOPLE WORK IN THE BRANCH OR OUTLET OF THE BUSINESS OR ORGANISATION IN WHICH YOU WORK?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 1 - 4	465	9.1	9.1	9.1
	2 5 - 19	1194	23.4	23.4	32.5
	3 20 - 25	445	8.7	8.7	41.2
	4 26 - 49	617	12.1	12.1	53.2
	5 50 - 99	568	11.1	11.1	64.4
	6 100 - 499	984	19.3	19.3	83.6
	7 500+	741	14.5	14.5	98.1
	8 Don't know	96	1.9	1.9	100.0
	Total	5110	100.0	100.0	

A9 A.9 HOW MANY PEOPLE WORK, IN ALL BRANCHES OR OUTLETS THROUGHOUT THE REPUBLIC OF IRELAND IN THE BUSINESS OR ORGANISATION IN WHICH YOU WORK?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 1 - 4	210	4.1	4.1	4.1
	2 5 - 19	481	9.4	9.4	13.5
	3 20 - 25	160	3.1	3.1	16.7
	4 26 - 49	225	4.4	4.4	21.1
	5 50 - 99	264	5.2	5.2	26.2
	6 100 - 499	615	12.0	12.0	38.3
	7 500+	2339	45.8	45.8	84.0
	8 Don't know	816	16.0	16.0	100.0
	Total	5110	100.0	100.0	

A10 A.10 DO YOU SUPERVISE OR MANAGE ANY PERSONNEL IN YOUR JOB?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1824	35.7	35.7	35.7
	2 No	3286	64.3	64.3	100.0
	Total	5110	100.0	100.0	

a11x Number supervised/managed

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid .00 None	3286	64.3	64.3	64.3
1.00 1 - 4	655	12.8	12.8	77.1
2.00 5 - 19	757	14.8	14.8	91.9
3.00 20 - 25	134	2.6	2.6	94.6
4.00 26 - 49	145	2.8	2.8	97.4
5.00 50 - 99	60	1.2	1.2	98.6
6.00 100 - 499	66	1.3	1.3	99.9
7.00 500+	7	.1	.1	100.0
Total	5110	100.0	100.0	

A12 A.12 WHICH ONE OF THE FOLLOWING BEST DESCRIBES YOUR JOB?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 Senior Management	439	8.6	8.6	8.6
2 Middle Management	816	16.0	16.0	24.6
3 Supervisor	582	11.4	11.4	35.9
4 Employee	3273	64.1	64.1	100.0
Total	5110	100.0	100.0	

A13_1 A.13 HOW MANY DAYS DO YOU NORMALLY WORK EACH WEEK?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	79	1.5	1.5	1.5
1.50	4	.1	.1	1.6
2.00	261	5.1	5.1	6.7
2.50	61	1.2	1.2	7.9
3.00	646	12.6	12.6	20.6
3.25	1	.0	.0	20.6
3.50	42	.8	.8	21.4
4.00	532	10.4	10.4	31.8
4.50	9	.2	.2	32.0
5.00	3249	63.6	63.6	95.6
8.00 More than 5	226	4.4	4.4	100.0
Total	5110	100.0	100.0	

wkhrs Hours normall worked per week (A14)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.00	3	.1	.1	.1
	3.00	5	.1	.1	.2
	4.00	14	.3	.3	.4
	5.00	16	.3	.3	.7
	6.00	22	.4	.4	1.2
	7.00	11	.2	.2	1.4
	8.00	57	1.1	1.1	2.5
	9.00	22	.4	.4	3.0
	9.75	1	.0	.0	3.0
	10.00	54	1.1	1.1	4.0
	11.00	15	.3	.3	4.3
	12.00	89	1.7	1.8	6.1
	13.00	14	.3	.3	6.4
	14.00	29	.6	.6	6.9
	15.00	84	1.6	1.7	8.6
	15.75	1	.0	.0	8.6
	16.00	94	1.8	1.9	10.5
	17.00	24	.5	.5	10.9
	17.25	2	.0	.0	11.0
	17.34	1	.0	.0	11.0
	17.50	18	.4	.4	11.4
	18.00	54	1.1	1.1	12.4
	18.50	7	.1	.1	12.6
	18.75	2	.0	.0	12.6
	19.00	32	.6	.6	13.2
	19.50	24	.5	.5	13.7
	20.00	325	6.4	6.4	20.1
	20.50	1	.0	.0	20.1
	21.00	68	1.3	1.3	21.5
	21.25	1	.0	.0	21.5
	21.50	3	.1	.1	21.5
	21.75	1	.0	.0	21.6
	22.00	85	1.7	1.7	23.2
	22.50	10	.2	.2	23.4

wkhrs Hours normall worked per week (A14)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	23.00	19	.4	.4	23.8
	23.25	1	.0	.0	23.8
	23.50	1	.0	.0	23.8
	23.75	1	.0	.0	23.9
	24.00	149	2.9	2.9	26.8
	24.50	1	.0	.0	26.8
	25.00	128	2.5	2.5	29.3
	25.50	2	.0	.0	29.4
	26.00	19	.4	.4	29.8
	26.50	1	.0	.0	29.8
	26.80	1	.0	.0	29.8
	27.00	24	.5	.5	30.3
	27.50	9	.2	.2	30.4
	28.00	52	1.0	1.0	31.5
	28.50	1	.0	.0	31.5
	29.00	9	.2	.2	31.7
	29.49	1	.0	.0	31.7
	30.00	208	4.1	4.1	35.8
	30.50	1	.0	.0	35.8
	31.00	13	.3	.3	36.1
	31.25	1	.0	.0	36.1
	32.00	101	2.0	2.0	38.1
	32.50	9	.2	.2	38.3
	33.00	25	.5	.5	38.7
	33.50	4	.1	.1	38.8
	33.75	1	.0	.0	38.8
	34.00	19	.4	.4	39.2
	34.50	1	.0	.0	39.2
	34.75	3	.1	.1	39.3
	35.00	344	6.7	6.8	46.1
	35.50	3	.1	.1	46.1
	36.00	91	1.8	1.8	47.9
	36.50	6	.1	.1	48.0
	36.75	1	.0	.0	48.1

wkhrs Hours normall worked per week (A14)

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 37.00	131	2.6	2.6	50.7
37.25	1	.0	.0	50.7
37.30	1	.0	.0	50.7
37.50	169	3.3	3.3	54.0
38.00	89	1.7	1.8	55.8
38.50	3	.1	.1	55.8
39.00	562	11.0	11.1	66.9
39.50	3	.1	.1	67.0
40.00	823	16.1	16.2	83.2
41.00	14	.3	.3	83.5
41.50	2	.0	.0	83.5
41.54	1	.0	.0	83.5
42.00	77	1.5	1.5	85.0
42.25	2	.0	.0	85.1
42.50	2	.0	.0	85.1
43.00	25	.5	.5	85.6
44.00	24	.5	.5	86.1
45.00	231	4.5	4.6	90.6
46.00	12	.2	.2	90.9
47.00	12	.2	.2	91.1
47.50	1	.0	.0	91.1
48.00	73	1.4	1.4	92.6
49.00	5	.1	.1	92.7
50.00	193	3.8	3.8	96.5
51.00	2	.0	.0	96.5
52.00	6	.1	.1	96.6
53.00	2	.0	.0	96.7
54.00	1	.0	.0	96.7
55.00	45	.9	.9	97.6
56.00	8	.2	.2	97.7
57.50	1	.0	.0	97.8
58.00	2	.0	.0	97.8
60.00 60 or more	112	2.2	2.2	100.0
Total	5074	99.3	100.0	

wkhrs Hours normal worked per week (A14)

	Frequency	Percent	Valid Percent	Cumulative Percent
Missing System	36	.7		
Total	5110	100.0		

A15 A.15 HOW OFTEN DOES YOUR WORK INVOLVE WORKING UNSOCIAL HOURS (I.E. WEEKENDS, EVENINGS, NIGHTS)?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 Never	1712	33.5	33.5	33.5
2 Less than once a month	686	13.4	13.4	46.9
3 Once a month	444	8.7	8.7	55.6
4 Several times a month	658	12.9	12.9	68.5
5 Every week	1595	31.2	31.2	99.7
6 Don' t know	15	.3	.3	100.0
Total	5110	100.0	100.0	

A16 Days Absent last 4 weeks

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0	4104	80.3	85.5	85.5
1	271	5.3	5.6	91.2
2	138	2.7	2.9	94.1
3	68	1.3	1.4	95.5
4	36	.7	.8	96.2
5	41	.8	.9	97.1
6	9	.2	.2	97.3
7	17	.3	.4	97.6
8	8	.2	.2	97.8
9	3	.1	.1	97.9
10	26	.5	.5	98.4
11	2	.0	.0	98.4
12	4	.1	.1	98.5
13	1	.0	.0	98.5
14	6	.1	.1	98.7
15	7	.1	.1	98.8
16	5	.1	.1	98.9
19	1	.0	.0	98.9

A16 Days Absent last 4 weeks

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20	16	.3	.3	99.3
	21	3	.1	.1	99.3
	24	1	.0	.0	99.4
	28	31	.6	.6	100.0
	Total	4798	93.9	100.0	
Missing	999	312	6.1		
Total		5110	100.0		

A17 A.17 ARE YOU EMPLOYED ON (A) A PERMANENT BASIS; (B) ON A TEMPORARY/'CONTRACT BASIS; (C) A CASUAL BASIS?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Permanent	4310	84.3	84.3	84.3
	2 Temporary/'contract	601	11.8	11.8	96.1
	3 Casual	199	3.9	3.9	100.0
	Total	5110	100.0	100.0	

A18 A.18 ARE YOU A DIRECT EMPLOYEE OF THE ORGANISATION WHERE YOU WORK OR AN AGENCY WORKER

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Direct employee	5033	98.5	98.5	98.5
	2 Agency worker	77	1.5	1.5	100.0
	Total	5110	100.0	100.0	

A19 A.19 WHICH OF THE FOLLOWING BEST DESCRIBES YOUR SITUATION BEFORE WORKING FOR YOUR CURRENT EMPLOYER? WERE YOU..

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Employed on a full-time basis	2670	52.3	52.3	52.3
	2 Employed on a part-time basis	740	14.5	14.5	66.7
	3 Self-employed/Farmer	183	3.6	3.6	70.3
	4 Unemployed	304	5.9	5.9	76.3
	5 On home duties	262	5.1	5.1	81.4
	6 In full-time education	917	17.9	17.9	99.3
	8 Other	34	.7	.7	100.0
	Total	5110	100.0	100.0	

B1_1 B.1 ATTITUDES TO WORK AND WORK ISSUES - IN GENERAL, I AM SATISFIED WITH MY PRESENT JOB

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	1700	33.3	33.3	33.3
	2 Agree	3061	59.9	59.9	93.2
	3 Disagree	287	5.6	5.6	98.8
	4 Strongly Disagree	60	1.2	1.2	100.0
	Total	5108	100.0	100.0	
Missing	5 Refused	2	.0		
Total		5110	100.0		

B1_2 B.1 ATTITUDES TO WORK AND WORK ISSUES - I AM SATISFIED WITH MY PHYSICAL WORKING CONDITIONS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	1708	33.4	33.4	33.4
	2 Agree	2984	58.4	58.4	91.8
	3 Disagree	361	7.1	7.1	98.9
	4 Strongly Disagree	56	1.1	1.1	100.0
	Total	5109	100.0	100.0	
Missing	5 Refused	1	.0		
Total		5110	100.0		

B1_3 B.1 ATTITUDES TO WORK AND WORK ISSUES - I AM SATISFIED WITH MY HOURS OF WORK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	1551	30.4	30.4	30.4
	2 Agree	2911	57.0	57.0	87.3
	3 Disagree	563	11.0	11.0	98.4
	4 Strongly Disagree	84	1.6	1.6	100.0
	Total	5109	100.0	100.0	
Missing	5 Refused	1	.0		
Total		5110	100.0		

B1_4 B.1 ATTITUDES TO WORK AND WORK ISSUES - I AM SATISFIED WITH MY EARNINGS FROM MY CURRENT JOB

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	797	15.6	15.6	15.6
	2 Agree	2757	54.0	54.0	69.6
	3 Disagree	1247	24.4	24.4	94.0
	4 Strongly Disagree	304	5.9	6.0	100.0
	Total	5105	99.9	100.0	
Missing	5 Refused	5	.1		
Total		5110	100.0		

B1_5 B.1 ATTITUDES TO WORK AND WORK ISSUES - MY JOB IS SECURE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	976	19.1	19.3	19.3
	2 Agree	2650	51.9	52.5	71.9
	3 Disagree	1123	22.0	22.3	94.1
	4 Strongly Disagree	297	5.8	5.9	100.0
	Total	5046	98.7	100.0	
Missing	5 Refused	64	1.3		
Total		5110	100.0		

B1_6 B.1 ATTITUDES TO WORK AND WORK ISSUES - I AM WILLING TO WORK HARDER THAN I HAVE TO IN ORDER TO HELP THIS ORGANISATION SUCCEED

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	1643	32.2	32.3	32.3
	2 Agree	2884	56.4	56.6	88.9
	3 Disagree	488	9.5	9.6	98.5
	4 Strongly Disagree	78	1.5	1.5	100.0
	Total	5093	99.7	100.0	
Missing	5 Refused	17	.3		
Total		5110	100.0		

B1_7 B.1 ATTITUDES TO WORK AND WORK ISSUES - MY VALUES AND THE ORGANISATIONS VALUES ARE VERY SIMILAR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	1121	21.9	22.1	22.1
	2 Agree	3184	62.3	62.7	84.8
	3 Disagree	668	13.1	13.2	97.9
	4 Strongly Disagree	106	2.1	2.1	100.0
	Total	5079	99.4	100.0	
Missing	5 Refused	31	.6		
Total		5110	100.0		

B1_8 B.1 ATTITUDES TO WORK AND WORK ISSUES - I AM PROUD TO BE WORKING FOR THIS ORGANISATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	1447	28.3	28.4	28.4
	2 Agree	3246	63.5	63.7	92.1
	3 Disagree	352	6.9	6.9	99.0
	4 Strongly Disagree	49	1.0	1.0	100.0
	Total	5094	99.7	100.0	
Missing	5 Refused	16	.3		
Total		5110	100.0		

B1_9 B.1 ATTITUDES TO WORK AND WORK ISSUES - I WOULD TURN DOWN ANOTHER JOB WITH MORE PAY IN ORDER TO STAY WITH THIS ORGANISATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	654	12.8	13.1	13.1
	2 Agree	1935	37.9	38.6	51.7
	3 Disagree	1971	38.6	39.3	91.0
	4 Strongly Disagree	450	8.8	9.0	100.0
	Total	5010	98.0	100.0	
Missing	5 Refused	100	2.0		
Total		5110	100.0		

B1_10 B.1 ATTITUDES TO WORK AND WORK ISSUES - MY JOB REQUIRES THAT I WORK VERY HARD

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	1425	27.9	27.9	27.9
	2 Agree	3135	61.4	61.5	89.4
	3 Disagree	520	10.2	10.2	99.6
	4 Strongly Disagree	20	.4	.4	100.0
	Total	5100	99.8	100.0	
Missing	5 Refused	10	.2		
Total		5110	100.0		

B1_11 B.1 ATTITUDES TO WORK AND WORK ISSUES - I FEEL VERY LITTLE LOYALTY TO THE ORGANISATION I WORK FOR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	149	2.9	2.9	2.9
	2 Agree	624	12.2	12.3	15.2
	3 Disagree	2805	54.9	55.1	70.3
	4 Strongly Disagree	1513	29.6	29.7	100.0
	Total	5091	99.6	100.0	
Missing	5 Refused	19	.4		
Total		5110	100.0		

B1_12 B.1 ATTITUDES TO WORK AND WORK ISSUES - I WOULD TAKE ALMOST ANY JOB TO KEEP WORKING FOR THIS ORGANISATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	351	6.9	7.0	7.0
	2 Agree	1871	36.6	37.1	44.0
	3 Disagree	2438	47.7	48.3	92.3
	4 Strongly Disagree	388	7.6	7.7	100.0
	Total	5048	98.8	100.0	
Missing	5 Refused	62	1.2		
Total		5110	100.0		

B1_13 B.1 ATTITUDES TO WORK AND WORK ISSUES - I WORK UNDER A GREAT DEAL OF PRESSURE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	703	13.8	13.8	13.8
	2 Agree	2244	43.9	44.0	57.8
	3 Disagree	1990	38.9	39.0	96.7
	4 Strongly Disagree	166	3.2	3.3	100.0
	Total	5103	99.9	100.0	
Missing	5 Refused	7	.1		
Total		5110	100.0		

B1_14 B.1 ATTITUDES TO WORK AND WORK ISSUES - I NEVER SEEM TO HAVE ENOUGH TIME TO GET EVERYTHING DONE IN MY JOB

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	686	13.4	13.5	13.5
	2 Agree	1737	34.0	34.1	47.6
	3 Disagree	2437	47.7	47.8	95.4
	4 Strongly Disagree	235	4.6	4.6	100.0
	Total	5095	99.7	100.0	
Missing	5 Refused	15	.3		
Total		5110	100.0		

B1_15 B.1 ATTITUDES TO WORK AND WORK ISSUES - I OFTEN HAVE TO WORK EXTRA TIME, OVER AND ABOVE THE FORMAL HOURS OF MY JOB TO GET THROUGH THE JOB OR HELP OUT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	720	14.1	14.1	14.1
	2 Agree	1838	36.0	36.0	50.1
	3 Disagree	2211	43.3	43.3	93.5
	4 Strongly Disagree	332	6.5	6.5	100.0
	Total	5101	99.8	100.0	
Missing	5 Refused	9	.2		
Total		5110	100.0		

B1_16 B.1 ATTITUDES TO WORK AND WORK ISSUES - MY JOB REQUIRES THAT I KEEP LEARNING NEW THINGS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	1137	22.3	22.3	22.3
	2 Agree	3170	62.0	62.1	84.3
	3 Disagree	710	13.9	13.9	98.2
	4 Strongly Disagree	90	1.8	1.8	100.0
	Total	5107	99.9	100.0	
Missing	5 Refused	3	.1		
Total		5110	100.0		

B2_1 B.2 STATEMENTS RELATING TO THE ORGANISATION YOU WORK FOR - NEW IDEAS ARE READILY ACCEPTED IN MY WORKPLACE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	821	16.1	16.1	16.1
	2 Agree	3082	60.3	60.3	76.4
	3 Disagree	991	19.4	19.4	95.8
	4 Strongly Disagree	173	3.4	3.4	99.2
	5 Don't know	42	.8	.8	100.0
	6 Refused	1	.0	.0	100.0
Total		5110	100.0	100.0	

B2_2 B.2 STATEMENTS RELATING TO THE ORGANISATION YOU WORK FOR - PEOPLE IN MY ORGANISATION ARE ALWAYS SEARCHING FOR NEW WAYS OF LOOKING AT PROBLEMS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	836	16.4	16.4	16.4
	2 Agree	3083	60.3	60.3	76.7
	3 Disagree	999	19.5	19.5	96.2
	4 Strongly Disagree	129	2.5	2.5	98.8
	5 Don't know	61	1.2	1.2	100.0
	6 Refused	2	.0	.0	100.0
Total		5110	100.0	100.0	

**B2_3 B.2 STATEMENTS RELATING TO THE ORGANISATION YOU WORK FOR -
CUSTOMER NEEDS ARE CONSIDERED TOP PRIORITY IN MY ORGANISATION**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	2071	40.5	40.5	40.5
	2 Agree	2500	48.9	48.9	89.5
	3 Disagree	414	8.1	8.1	97.6
	4 Strongly Disagree	63	1.2	1.2	98.8
	5 Don't know	59	1.2	1.2	99.9
	6 Refused	3	.1	.1	100.0
	Total	5110	100.0	100.0	

**B2_4 B.2 STATEMENTS RELATING TO THE ORGANISATION YOU WORK FOR -
THIS ORGANISATION IS PREPARED TO TAKE RISKS IN ORDER TO BE INNOVATIVE**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	582	11.4	11.4	11.4
	2 Agree	2477	48.5	48.5	59.9
	3 Disagree	1632	31.9	31.9	91.8
	4 Strongly Disagree	202	4.0	4.0	95.8
	5 Don't know	211	4.1	4.1	99.9
	6 Refused	6	.1	.1	100.0
	Total	5110	100.0	100.0	

**B2_5 B.2 STATEMENTS RELATING TO THE ORGANISATION YOU WORK FOR -
THIS ORGANISATION IS QUICK TO RESPOND WHEN CHANGES NEED TO BE MADE**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	878	17.2	17.2	17.2
	2 Agree	2756	53.9	53.9	71.1
	3 Disagree	1228	24.0	24.0	95.1
	4 Strongly Disagree	204	4.0	4.0	99.1
	5 Don't know	43	.8	.8	100.0
	6 Refused	1	.0	.0	100.0
	Total	5110	100.0	100.0	

B2_6 B.2 STATEMENTS RELATING TO THE ORGANISATION YOU WORK FOR - MY EMPLOYER ENCOURAGES EMPLOYEES TO COLLABORATE WITH PEOPLE IN OTHER ORGANISATIONS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	546	10.7	10.7	10.7
	2 Agree	2511	49.1	49.1	59.8
	3 Disagree	1628	31.9	31.9	91.7
	4 Strongly Disagree	191	3.7	3.7	95.4
	5 Don't know	228	4.5	4.5	99.9
	6 Refused	6	.1	.1	100.0
	Total	5110	100.0	100.0	

B2_7 B.2 STATEMENTS RELATING TO THE ORGANISATION YOU WORK FOR - THIS ORGANISATION IS CONTINUALLY LOOKING FOR NEW OPPORTUNITIES IN A CHANGING ENVIRONMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	967	18.9	18.9	18.9
	2 Agree	3129	61.2	61.2	80.2
	3 Disagree	828	16.2	16.2	96.4
	4 Strongly Disagree	87	1.7	1.7	98.1
	5 Don't know	97	1.9	1.9	100.0
	6 Refused	2	.0	.0	100.0
	Total	5110	100.0	100.0	

B2_8 B.2 STATEMENTS RELATING TO THE ORGANISATION YOU WORK FOR - MY EMPLOYER ENCOURAGES EMPLOYEES TO WORK IN TEAMS IN ORDER TO IMPROVE PERFORMANCE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Strongly Agree	1187	23.2	23.2	23.2
	2 Agree	3141	61.5	61.5	84.7
	3 Disagree	614	12.0	12.0	96.7
	4 Strongly Disagree	94	1.8	1.8	98.6
	5 Don't know	65	1.3	1.3	99.8
	6 Refused	9	.2	.2	100.0
	Total	5110	100.0	100.0	

B3 B.3 IF YOU WERE TO GET ENOUGH MONEY TO LIVE ON AS COMFORTABLY AS YOU WOULD LIKE FOR THE REST OF YOUR LIFE, WOULD YOU CONTINUE TO WORK, NOT NECESSARILY IN YOUR PRESENT JOB, OR WOULD YOU STOP WORKING?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Continue to work	3580	70.1	70.1	70.1
	2 Stop working	1530	29.9	29.9	100.0
	Total	5110	100.0	100.0	

B4_1 B.4 LEVEL OF INFLUENCE YOU HAVE OVER YOUR WORK - YOU DECIDE HOW MUCH WORK YOU DO OR HOW FAST YOU WORK DURING THE DAY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost Always	2427	47.5	47.9	47.9
	2 Often	993	19.4	19.6	67.5
	3 Sometimes	731	14.3	14.4	81.9
	4 Rarely or Almost never	916	17.9	18.1	100.0
	Total	5067	99.2	100.0	
Missing	5 Not applicable	38	.7		
	6 Refused	5	.1		
	Total	43	.8		
Total		5110	100.0		

B4_2 B.4 LEVEL OF INFLUENCE YOU HAVE OVER YOUR WORK - YOUR MANAGER DECIDES THE SPECIFIC TASKS YOU WILL DO FROM DAY TO DAY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost Always	1401	27.4	28.1	28.1
	2 Often	630	12.3	12.6	40.7
	3 Sometimes	1054	20.6	21.1	61.8
	4 Rarely or Almost never	1906	37.3	38.2	100.0
	Total	4991	97.7	100.0	
Missing	5 Not applicable	119	2.3		
Total		5110	100.0		

B4_3 B.4 LEVEL OF INFLUENCE YOU HAVE OVER YOUR WORK - YOU DECIDE WHEN YOU CAN TAKE A BREAK DURING THE WORKING DAY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost Always	2524	49.4	49.9	49.9
	2 Often	537	10.5	10.6	60.5
	3 Sometimes	512	10.0	10.1	70.6
	4 Rarely or Almost never	1486	29.1	29.4	100.0
	Total	5059	99.0	100.0	
Missing	5 Not applicable	51	1.0		
Total		5110	100.0		

B4_4 B.4 LEVEL OF INFLUENCE YOU HAVE OVER YOUR WORK - YOUR MANAGER MONITORS YOUR WORK PERFORMANCE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost Always	2002	39.2	39.8	39.8
	2 Often	803	15.7	15.9	55.7
	3 Sometimes	1107	21.7	22.0	77.7
	4 Rarely or Almost never	1123	22.0	22.3	100.0
	Total	5035	98.5	100.0	
Missing	5 Not applicable	75	1.5		
Total		5110	100.0		

B4_5 B.4 LEVEL OF INFLUENCE YOU HAVE OVER YOUR WORK - YOU HAVE TO GET YOUR MANAGER' S OK BEFORE YOU TRY TO CHANGE ANYTHING WITH THE WAY YOU DO YOUR WORK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost Always	1951	38.2	38.8	38.8
	2 Often	534	10.5	10.6	49.4
	3 Sometimes	1175	23.0	23.4	72.8
	4 Rarely or Almost never	1370	26.8	27.2	100.0
	Total	5030	98.4	100.0	
Missing	5 Not applicable	79	1.5		
	6 Refused	1	.0		
	Total	80	1.6		
Total		5110	100.0		

B5A_1 B.5A WORK ARRANGEMENTS - IS WORKING FROM HOME IN NORMAL WORKING HOURS USED IN YOUR WORKPLACE?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1123	22.0	22.1	22.1
	2 No	3951	77.3	77.9	100.0
	Total	5074	99.3	100.0	
Missing	3 Dont know	36	.7		
Total		5110	100.0		

B5B_1 B.5A WORK ARRANGEMENTS - ARE YOU ARE INVOLVED OR COVERED BY THE PRACTICE OF WORKING FROM HOME IN NORMAL WORKING HOURS?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	691	13.5	61.5	61.5
	2 No	432	8.5	38.5	100.0
	Total	1123	22.0	100.0	
Missing	System	3987	78.0		
Total		5110	100.0		

B6_1 B.6 DO YOU WORK FROM HOME...

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Every week	330	6.5	47.8	47.8
	2 1-3 times per month	171	3.3	24.7	72.5
	3 Less than one month	190	3.7	27.5	100.0
	Total	691	13.5	100.0	
Missing	System	4419	86.5		
Total		5110	100.0		

B6_2 B.6 AND HOW MANY DAYS A WEEK TO YOU WORK FROM HOME?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	115	2.3	34.8	34.8
	2	55	1.1	16.7	51.5
	3	41	.8	12.4	63.9
	4	17	.3	5.2	69.1
	5	71	1.4	21.5	90.6
	6	6	.1	1.8	92.4
	7	25	.5	7.6	100.0
	Total		330	6.5	100.0
Missing	System	4780	93.5		
Total		5110	100.0		

B5A_2 B.5 WORK ARRANGEMENTS - ARE FLEXIBLE HOURS/'FLEXITIME USED IN YOUR WORKPLACE?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	2447	47.9	48.2	48.2
	2 No	2626	51.4	51.8	100.0
	Total	5073	99.3	100.0	
Missing	3 Dont know	37	.7		
Total		5110	100.0		

B5B_2 B.5 WORK ARRANGEMENTS - ARE YOU INVOLVED OR COVERED BY THE PRACTICE OF FLEXIBLE HOURS/'FLEXITIME?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1494	29.2	61.1	61.1
	2 No	953	18.6	38.9	100.0
	Total	2447	47.9	100.0	
Missing	System	2663	52.1		
Total		5110	100.0		

B5A_3 B.5 WORK ARRANGEMENTS - ARE JOB SHARING/'WEEK ON-WEEK OFF ETC USED IN YOUR WORKPLACE?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1885	36.9	37.4	37.4
	2 No	3150	61.6	62.6	100.0
	Total	5035	98.5	100.0	
Missing	3 Dont know	75	1.5		
Total		5110	100.0		

B5B_3 B.5 WORK ARRANGEMENTS - ARE YOU ARE INVOLVED OR COVERED BY THE PRACTICE OF JOB SHARING/'WEEK ON-WEEK OFF ETC?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	506	9.9	26.8	26.8
	2 No	1379	27.0	73.2	100.0
	Total	1885	36.9	100.0	
Missing	System	3225	63.1		
Total		5110	100.0		

B5A_4 B.5 WORK ARRANGEMENTS - ARE PART-TIME HOURS USED IN YOUR WORKPLACE?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	3368	65.9	66.5	66.5
	2 No	1697	33.2	33.5	100.0
	Total	5065	99.1	100.0	
Missing	3 Dont know	45	.9		
Total		5110	100.0		

B5B_4 B.5 WORK ARRANGEMENTS - ARE YOU INVOLVED OR COVERED BY THE PRACTICE OF PART- TIME HOURS?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1511	29.6	44.9	44.9
	2 No	1857	36.3	55.1	100.0
	Total	3368	65.9	100.0	
Missing	System	1742	34.1		
Total		5110	100.0		

B5A_5 B.5 WORK ARRANGEMENTS - ARE REGULAR PERFORMANCE REVIEWS OR APPRAISALS USED IN YOUR WORKPLACE?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	3223	63.1	63.7	63.7
	2 No	1833	35.9	36.3	100.0
	Total	5056	98.9	100.0	
Missing	3 Dont know	54	1.1		
Total		5110	100.0		

B5B_5 B.5 WORK ARRANGEMENTS - ARE YOU INVOLVED OR COVERED BY THE PRACTICE OF REGULAR PERFORMANCE REVIEWS OR APPRAISALS?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	2807	54.9	87.1	87.1
	2 No	416	8.1	12.9	100.0
	Total	3223	63.1	100.0	
Missing	System	1887	36.9		
Total		5110	100.0		

B7 B.7 IS THERE A FORMAL, EXPLICIT POLICY ON RESPECT AND DIGNITY AT WORK IN PLACE IN YOUR WORKPLACE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	4208	82.3	82.3	82.3
	2 No	703	13.8	13.8	96.1
	3 Dont know	199	3.9	3.9	100.0
	Total	5110	100.0	100.0	

B8 B.8 IS THERE A FORMAL EXPLICIT POLICY ON EQUAL OPPORTUNITIES IN YOUR WORKPLACE?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	4205	82.3	82.3	82.3
	2 No	614	12.0	12.0	94.3
	3 Don't know	291	5.7	5.7	100.0
	Total	5110	100.0	100.0	

B9A B.9A HOW OFTEN DO YOU - FIND YOUR WORK STRESSFUL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Always	542	10.6	10.6	10.6
	2 Often	811	15.9	15.9	26.5
	3 Sometimes	2477	48.5	48.5	75.0
	4 Hardly ever	593	11.6	11.6	86.6
	5 Never	687	13.4	13.4	100.0
	Total	5110	100.0	100.0	

B9B B.9B HOW OFTEN DO YOU - COME HOME FROM WORK EXHAUSTED

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Always	758	14.8	14.8	14.8
	2 Often	844	16.5	16.5	31.4
	3 Sometimes	2333	45.7	45.7	77.0
	4 Hardly ever	563	11.0	11.0	88.0
	5 Never	612	12.0	12.0	100.0
	Total	5110	100.0	100.0	

B9C B.9C HOW OFTEN DO YOU - FIND THAT YOUR JOB PREVENTS YOU FROM GIVING THE TIME YOU WANT TO YOUR PARTNER OR FAMILY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Always	372	7.3	7.3	7.3
	2 Often	488	9.5	9.5	16.8
	3 Sometimes	1574	30.8	30.8	47.6
	4 Hardly ever	876	17.1	17.1	64.8
	5 Never	1751	34.3	34.3	99.0
	6 Not applicable	49	1.0	1.0	100.0
	Total	5110	100.0	100.0	

B9D B.9D HOW OFTEN DO YOU - FEEL TOO TIRED AFTER WORK TO ENJOY THE THINGS YOU WOULD LIKE TO DO AT HOME

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Always	413	8.1	8.1	8.1
	2 Often	589	11.5	11.5	19.6
	3 Sometimes	2005	39.2	39.2	58.8
	4 Hardly ever	874	17.1	17.1	75.9
	5 Never	1229	24.1	24.1	100.0
	Total	5110	100.0	100.0	

B9E B.9E HOW OFTEN DO YOU - FIND THAT YOUR PARTNER/'FAMILY GETS FED UP WITH THE PRESSURE OF YOUR JOB

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Always	226	4.4	4.4	4.4
	2 Often	303	5.9	5.9	10.4
	3 Sometimes	1228	24.0	24.0	34.4
	4 Hardly ever	910	17.8	17.8	52.2
	5 Never	2365	46.3	46.3	98.5
	6 Not applicable	78	1.5	1.5	100.0
	Total	5110	100.0	100.0	

C1A_1 C.1 EVENTS THAT HAVE TAKEN PLACE IN WORKPLACE(PRIVATE) IN PAST 2 YRS - CHANGE IN THE OWNERSHIP OF THE ORGANISATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	448	8.8	13.7	13.7
	2 No	2740	53.6	84.0	97.8
	3 Not applicable	50	1.0	1.5	99.3
	4 Don't know	23	.5	.7	100.0
	Total	3261	63.8	100.0	
Missing	System	1849	36.2		
Total		5110	100.0		

C1A_2 C.1 EVENTS THAT HAVE TAKEN PLACE IN WORKPLACE(PRIVATE) IN PAST 2 YRS - RE-ORGANISATION OF THE COMPANY OR MANAGEMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1515	29.6	46.5	46.5
	2 No	1699	33.2	52.1	98.6
	3 Not applicable	20	.4	.6	99.2
	4 Don't know	27	.5	.8	100.0
	Total	3261	63.8	100.0	
Missing	System	1849	36.2		
Total		5110	100.0		

C1A_3 C.1 EVENTS THAT HAVE TAKEN PLACE IN WORKPLACE(PRIVATE) IN PAST 2 YRS - NEW CHIEF EXECUTIVE OR EQUIVALENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1004	19.6	30.8	30.8
	2 No	2169	42.4	66.5	97.3
	3 Not applicable	33	.6	1.0	98.3
	4 Don't know	55	1.1	1.7	100.0
	Total	3261	63.8	100.0	
Missing	System	1849	36.2		
Total		5110	100.0		

C1A_4 C.1 EVENTS THAT HAVE TAKEN PLACE IN WORKPLACE(PRIVATE) IN PAST 2 YRS - A REDUCTION IN THE NUMBER OF LEVELS OF MANAGEMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	884	17.3	27.1	27.1
	2 No	2259	44.2	69.3	96.4
	3 Not applicable	36	.7	1.1	97.5
	4 Don't know	82	1.6	2.5	100.0
	Total	3261	63.8	100.0	
Missing	System	1849	36.2		
Total		5110	100.0		

C1A_5 C.1 EVENTS THAT HAVE TAKEN PLACE IN WORKPLACE(PRIVATE) IN PAST 2 YRS - A REDUCTION IN OVERALL STAFF NUMBERS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1853	36.3	56.8	56.8
	2 No	1363	26.7	41.8	98.6
	3 Not applicable	16	.3	.5	99.1
	4 Don't know	29	.6	.9	100.0
	Total	3261	63.8	100.0	
Missing	System	1849	36.2		
Total		5110	100.0		

C1B_1 C.1b EVENTS THAT HAVE TAKEN PLACE IN WORKPLACE(PUBLIC) IN PAST 2 YRS - RE-ORGANISATION OF THE ORGANISATION OR MANAGEMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	886	17.3	47.9	47.9
	2 No	897	17.6	48.5	96.4
	3 Not applicable	25	.5	1.4	97.8
	4 Don't know	41	.8	2.2	100.0
	Total	1849	36.2	100.0	
Missing	System	3261	63.8		
Total		5110	100.0		

C1B_2 C.1b EVENTS THAT HAVE TAKEN PLACE IN WORKPLACE(PUBLIC) IN PAST 2 YRS - NEW CHIEF EXECUTIVE OR EQUIVALENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	714	14.0	38.6	38.6
	2 No	1072	21.0	58.0	96.6
	3 Not applicable	20	.4	1.1	97.7
	4 Don't know	43	.8	2.3	100.0
	Total	1849	36.2	100.0	
Missing	System	3261	63.8		
Total		5110	100.0		

C1B_3 C.1b EVENTS THAT HAVE TAKEN PLACE IN WORKPLACE(PUBLIC) IN PAST 2 YRS - A REDUCTION IN THE NUMBER OF LEVELS OF MANAGEMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	371	7.3	20.1	20.1
	2 No	1386	27.1	75.0	95.0
	3 Not applicable	22	.4	1.2	96.2
	4 Don't know	70	1.4	3.8	100.0
	Total	1849	36.2	100.0	
Missing	System	3261	63.8		
Total		5110	100.0		

C1B_4 C.1b EVENTS THAT HAVE TAKEN PLACE IN WORKPLACE(PUBLIC) IN PAST 2 YRS - A REDUCTION IN OVERALL STAFF NUMBERS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1032	20.2	55.8	55.8
	2 No	785	15.4	42.5	98.3
	3 Not applicable	8	.2	.4	98.7
	4 Don't know	24	.5	1.3	100.0
	Total	1849	36.2	100.0	
Missing	System	3261	63.8		
Total		5110	100.0		

C2_1 C.2 CHANGES IN ASPECTS OF JOB OVER PAST 2 YEARS - THE RESPONSIBILITIES YOU HAVE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Increased a lot	1541	30.2	30.2	30.2
	2 Increased a little	1683	32.9	32.9	63.1
	3 No change	1690	33.1	33.1	96.2
	4 Decreased a little	128	2.5	2.5	98.7
	5 Decreased a lot	62	1.2	1.2	99.9
	6 Refused	6	.1	.1	100.0
	Total	5110	100.0	100.0	

C2_2 C.2 CHANGES IN ASPECTS OF JOB OVER PAST 2 YEARS - THE PRESSURE YOU WORK UNDER

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Increased a lot	1167	22.8	22.8	22.8
	2 Increased a little	1647	32.2	32.2	55.1
	3 No change	2033	39.8	39.8	94.9
	4 Decreased a little	191	3.7	3.7	98.6
	5 Decreased a lot	69	1.4	1.4	99.9
	6 Refused	3	.1	.1	100.0
	Total	5110	100.0	100.0	

C2_3 C.2 CHANGES IN ASPECTS OF JOB OVER PAST 2 YEARS - THE LEVEL OF TECHNOLOGY OR COMPUTERS INVOLVED IN YOUR WORK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Increased a lot	1003	19.6	19.6	19.6
	2 Increased a little	1442	28.2	28.2	47.8
	3 No change	2569	50.3	50.3	98.1
	4 Decreased a little	50	1.0	1.0	99.1
	5 Decreased a lot	26	.5	.5	99.6
	6 Refused	20	.4	.4	100.0
	Total	5110	100.0	100.0	

C2_4 C.2 CHANGES IN ASPECTS OF JOB OVER PAST 2 YEARS - YOUR JOB SECURITY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Increased a lot	214	4.2	4.2	4.2
	2 Increased a little	344	6.7	6.7	10.9
	3 No change	2904	56.8	56.8	67.7
	4 Decreased a little	983	19.2	19.2	87.0
	5 Decreased a lot	634	12.4	12.4	99.4
	6 Refused	31	.6	.6	100.0
	Total	5110	100.0	100.0	

C2_5 C.2 CHANGES IN ASPECTS OF JOB OVER PAST 2 YEARS - YOUR HOURLY PAY RATE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Increased a lot	200	3.9	3.9	3.9
	2 Increased a little	1667	32.6	32.6	36.5
	3 No change	2101	41.1	41.1	77.7
	4 Decreased a little	634	12.4	12.4	90.1
	5 Decreased a lot	492	9.6	9.6	99.7
	6 Refused	16	.3	.3	100.0
	Total	5110	100.0	100.0	

C2_6 C.2 CHANGES IN ASPECTS OF JOB OVER PAST 2 YEARS - THE LEVEL OF SKILL NECESSARY TO CARRY OUT YOUR WORK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Increased a lot	840	16.4	16.4	16.4
	2 Increased a little	1719	33.6	33.6	50.1
	3 No change	2485	48.6	48.6	98.7
	4 Decreased a little	39	.8	.8	99.5
	5 Decreased a lot	20	.4	.4	99.9
	6 Refused	7	.1	.1	100.0
	Total	5110	100.0	100.0	

C2_7 C.2 CHANGES IN ASPECTS OF JOB OVER PAST 2 YEARS - THE LEVEL OF DECISION-MAKING YOU HAVE IN YOUR OWN DAY-TO-DAY WORK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Increased a lot	907	17.7	17.7	17.7
	2 Increased a little	1564	30.6	30.6	48.4
	3 No change	2475	48.4	48.4	96.8
	4 Decreased a little	102	2.0	2.0	98.8
	5 Decreased a lot	58	1.1	1.1	99.9
	6 Refused	4	.1	.1	100.0
	Total	5110	100.0	100.0	

C2_8 C.2 CHANGES IN ASPECTS OF JOB OVER PAST 2 YEARS - HOW CLOSELY YOU ARE SUPERVISED

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Increased a lot	307	6.0	6.0	6.0
	2 Increased a little	696	13.6	13.6	19.6
	3 No change	3513	68.7	68.7	88.4
	4 Decreased a little	427	8.4	8.4	96.7
	5 Decreased a lot	147	2.9	2.9	99.6
	6 Refused	20	.4	.4	100.0
	Total	5110	100.0	100.0	

C3_1 C.3 WILLINGNESS TO ACCEPT CHANGE IN WORKPLACE OVER NEXT 2 YEARS - INCREASE IN THE RESPONSIBILITIES YOU HAVE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Willing	4242	83.0	83.0	83.0
	2 Neither willing nor unwilling	189	3.7	3.7	86.7
	3 Unwilling	670	13.1	13.1	99.8
	4 Refused	9	.2	.2	100.0
	Total	5110	100.0	100.0	

C3_2 C.3 WILLINGNESS TO ACCEPT CHANGE IN WORKPLACE OVER NEXT 2 YEARS - INCREASE IN THE PRESSURE YOU WORK UNDER

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Willing	2788	54.6	54.6	54.6
	2 Neither willing nor unwilling	289	5.7	5.7	60.2
	3 Unwilling	2027	39.7	39.7	99.9
	4 Refused	6	.1	.1	100.0
	Total	5110	100.0	100.0	

C3_3 C.3 WILLINGNESS TO ACCEPT CHANGE IN WORKPLACE OVER NEXT 2 YEARS - INCREASE IN THE LEVEL OF TECHNOLOGY OR COMPUTERS INVOLVED IN YOUR WORK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Willing	4599	90.0	90.0	90.0
	2 Neither willing nor unwilling	179	3.5	3.5	93.5
	3 Unwilling	319	6.2	6.2	99.7
	4 Refused	13	.3	.3	100.0
	Total	5110	100.0	100.0	

C3_4 C.3 WILLINGNESS TO ACCEPT CHANGE IN WORKPLACE OVER NEXT 2 YEARS - BEING MORE CLOSELY SUPERVISED OR MANAGED AT WORK

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Willing	2905	56.8	56.8	56.8
	2 Neither willing nor unwilling	378	7.4	7.4	64.2
	3 Unwilling	1809	35.4	35.4	99.6
	4 Refused	18	.4	.4	100.0
	Total	5110	100.0	100.0	

C3_5 C.3 WILLINGNESS TO ACCEPT CHANGE IN WORKPLACE OVER NEXT 2 YEARS - INCREASE IN THE LEVEL OF SKILLS NECESSARY TO CARRY OUT YOUR JOB

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Willing	4722	92.4	92.4	92.4
	2 Neither willing nor unwilling	123	2.4	2.4	94.8
	3 Unwilling	255	5.0	5.0	99.8
	4 Refused	10	.2	.2	100.0
	Total	5110	100.0	100.0	

C3_6 C.3 WILLINGNESS TO ACCEPT CHANGE IN WORKPLACE OVER NEXT 2 YEARS - HAVING TO WORK UNSOCIAL HOURS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Willing	2301	45.0	45.0	45.0
	2 Neither willing nor unwilling	266	5.2	5.2	50.2
	3 Unwilling	2535	49.6	49.6	99.8
	4 Refused	8	.2	.2	100.0
	Total	5110	100.0	100.0	

C3_7 C.3 WILLINGNESS TO ACCEPT CHANGE IN WORKPLACE OVER NEXT 2 YEARS - INCREASED RESPONSIBILITY FOR IMPROVING HOW YOUR WORK IS DONE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Willing	4617	90.4	90.4	90.4
	2 Neither willing nor unwilling	129	2.5	2.5	92.9
	3 Unwilling	354	6.9	6.9	99.8
	4 Refused	10	.2	.2	100.0
	Total	5110	100.0	100.0	

C4_1 C.4 DURING THE LAST TWO YEARS, DID YOUR ORGANISATION INTRODUCE.. NEW OR SIGNIFICANTLY IMPROVED SERVICES

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	2655	52.0	52.0	52.0
	2 No	2286	44.7	44.7	96.7
	3 Don't know	169	3.3	3.3	100.0
	Total	5110	100.0	100.0	

C4_2 C.4 DURING THE LAST TWO YEARS , DID YOUR ORGANISATION INTRODUCE.. NEW OR SIGNIFICANTLY IMPROVED PRODUCTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	2230	43.6	43.6	43.6
	2 No	1724	33.7	33.7	77.4
	3 Not Applicable	1092	21.4	21.4	98.7
	4 Don't know	64	1.3	1.3	100.0
	Total	5110	100.0	100.0	

C5 C.5 DURING THE LAST TWO YEARS , DID YOUR ORGANISATION INTRODUCE ANY INNOVATIONS IN THE WORKPLACE SUCH AS NEW IDEAS, PROCESSES OR BEHAVIOURS THAT LED TO SIGNIFICANT IMPROVEMENTS IN THE WAY THE WORK IS CARRIED OUT?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	2920	57.1	57.1	57.1
	2 No	2096	41.0	41.0	98.2
	3 Don't know	94	1.8	1.8	100.0
	Total	5110	100.0	100.0	

D1 D.1 HOW WELL DO THE SKILLS AND ABILITIES YOU PERSONALLY HAVE MATCH THE SKILLS YOU NEED TO DO YOUR PRESENT JOB? WOULD YOU SAY YOUR SKILLS ARE...

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Much higher	1038	20.3	20.3	20.3
	2 A bit higher	1835	35.9	35.9	56.2
	3 About the same	2151	42.1	42.1	98.3
	4 A bit lower	83	1.6	1.6	99.9
	5 Much lower	3	.1	.1	100.0
	Total	5110	100.0	100.0	

D2 D.2 HAVE YOU RECEIVED ANY EDUCATION OR TRAINING PAID FOR OR PROVIDED BY YOUR PRESENT EMPLOYER OVER THE LAST 2 YEARS?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	2630	51.5	51.5	51.5
	2 No	2480	48.5	48.5	100.0
	Total	5110	100.0	100.0	

D3 D.3 IS THE EDUCATION OR TRAINING CONTINUING OR HAS IT COMPLETED?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Continuing	1089	21.3	41.4	41.4
	2 Completed	1541	30.2	58.6	100.0
	Total	2630	51.5	100.0	
Missing	System	2480	48.5		
Total		5110	100.0		

D4 D.4 HOW LONG DID (WILL) THE EDUCATION OR TRAINING LAST?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Up to 1 day	390	7.6	14.8	14.8
	2 2 days - 1 week	705	13.8	26.8	41.6
	3 Over 1 week - 4 weeks	326	6.4	12.4	54.0
	4 Over 4 weeks - 6 months	268	5.2	10.2	64.2
	5 Over 6 months	941	18.4	35.8	100.0
	Total	2630	51.5	100.0	
Missing	System	2480	48.5		
Total		5110	100.0		

D5 D.5 DO YOU FEEL THAT THIS EDUCATION OR TRAINING HAS BEEN OF USE TO YOU IN CARRYING OUT YOUR CURRENT JOB?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	2428	47.5	92.3	92.3
	2 No	202	4.0	7.7	100.0
	Total	2630	51.5	100.0	
Missing	System	2480	48.5		
Total		5110	100.0		

D6 D.6 DO YOU FEEL THAT THE SKILLS OR KNOWLEDGE WHICH YOU HAVE ACQUIRED IN THIS EDUCATION OR TRAINING WOULD BE OF ANY USE TO YOU IN GETTING A JOB WITH ANOTHER EMPLOYER OR WAS THE EDUCATION OR TRAINING SPECIFIC TO YOUR CURRENT JOB ONLY?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Of use in getting job with another employer	1952	38.2	74.2	74.2
	2 Of use only in current job	678	13.3	25.8	100.0
	Total	2630	51.5	100.0	
Missing	System	2480	48.5		
Total		5110	100.0		

D7 D.7 WAS ANY TRAINING OFFERED TO YOU BY YOUR PRESENT EMPLOYER IN THE LAST TWO YEARS?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	519	10.2	20.9	20.9
	2 No	1961	38.4	79.1	100.0
	Total	2480	48.5	100.0	
Missing	System	2630	51.5		
Total		5110	100.0		

**E1 E.1 WHO PROVIDES YOU WITH MOST USEFUL INFORMATION CONCERNING YOUR
WORKPLACE: MANAGEMENT OR SUPERVISORS; THE TRADE UNIONS OR STAFF
ASSOCIATION;THE GRAPEVINE; OR OTHER SOURCES**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Management or supervisors	3437	67.3	67.3	67.3
	2 Union or Staff Association	364	7.1	7.1	74.4
	3 The grapevine	1025	20.1	20.1	94.4
	4 Other	262	5.1	5.1	99.6
	9 Don't know	22	.4	.4	100.0
	Total	5110	100.0	100.0	

**E2A_1 E.2a FREQUENCY OF RECEIVING INFO FROM MANAGEMENT ON - THE
LEVEL OF COMPETITION FACED BY YOUR EMPLOYER**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Regular Basis	1562	30.6	47.9	47.9
	2 Occasionally	745	14.6	22.8	70.7
	3 Hardly Ever	954	18.7	29.3	100.0
	Total	3261	63.8	100.0	
Missing	System	1849	36.2		
Total		5110	100.0		

**E2A_2 E.2a FREQUENCY OF RECEIVING INFO FROM MANAGEMENT ON - PLANS
TO DEVELOP NEW PRODUCTS OR SERVICES**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Regular Basis	1506	29.5	49.6	49.6
	2 Occasionally	845	16.5	27.8	77.4
	3 Hardly Ever	685	13.4	22.6	100.0
	Total	3036	59.4	100.0	
Missing	4 Has not arisen	225	4.4		
	System	1849	36.2		
	Total	2074	40.6		
Total		5110	100.0		

E2A_3 E.2a FREQUENCY OF RECEIVING INFO FROM MANAGEMENT ON - PLANS TO INTRODUCE NEW TECHNOLOGY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Regular Basis	1280	25.0	42.7	42.7
	2 Occasionally	899	17.6	30.0	72.6
	3 Hardly Ever	821	16.1	27.4	100.0
	Total	3000	58.7	100.0	
Missing	4 Has not arisen	261	5.1		
	System	1849	36.2		
	Total	2110	41.3		
Total		5110	100.0		

E2A_4 E.2a FREQUENCY OF RECEIVING INFO FROM MANAGEMENT ON - PLANS TO RE-ORGANISE THE COMPANY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Regular Basis	1004	19.6	34.1	34.1
	2 Occasionally	913	17.9	31.0	65.2
	3 Hardly Ever	1025	20.1	34.8	100.0
	Total	2942	57.6	100.0	
Missing	4 Has not arisen	319	6.2		
	System	1849	36.2		
	Total	2168	42.4		
Total		5110	100.0		

E2A_5 E.2a FREQUENCY OF RECEIVING INFO FROM MANAGEMENT ON - PLANS TO CHANGE WORK PRACTICES E.G. WORK IN TEAMS ETC

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Regular Basis	1155	22.6	38.9	38.9
	2 Occasionally	953	18.6	32.1	71.0
	3 Hardly Ever	859	16.8	29.0	100.0
	Total	2967	58.1	100.0	
Missing	4 Has not arisen	294	5.8		
	System	1849	36.2		
	Total	2143	41.9		
Total		5110	100.0		

**E2A_6 E.2a FREQUENCY OF RECEIVING INFO FROM MANAGEMENT ON -
INFORMATION ON SALES, PROFITS, MARKET SHARE ETC**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Regular Basis	1269	24.8	38.9	38.9
	2 Occasionally	673	13.2	20.6	59.6
	3 Hardly Ever	1319	25.8	40.4	100.0
	Total	3261	63.8	100.0	
Missing	System	1849	36.2		
Total		5110	100.0		

**E2A_7 E.2a FREQUENCY OF RECEIVING INFO FROM MANAGEMENT ON - PLANS
FOR STAFF REDUCTIONS**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Regular Basis	839	16.4	30.0	30.0
	2 Occasionally	862	16.9	30.8	60.7
	3 Hardly Ever	1100	21.5	39.3	100.0
	Total	2801	54.8	100.0	
Missing	4 Has not arisen	460	9.0		
	System	1849	36.2		
	Total	2309	45.2		
Total		5110	100.0		

**E2B_1 E.2b FREQUENCY OF RECEIVING INFO FROM MANAGEMENT ON - THE
BUDGET OF YOUR ORGANISATION**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Regular Basis	620	12.1	33.5	33.5
	2 Occasionally	416	8.1	22.5	56.0
	3 Hardly Ever	813	15.9	44.0	100.0
	Total	1849	36.2	100.0	
Missing	System	3261	63.8		
Total		5110	100.0		

E2B_2 E.2b FREQUENCY OF RECEIVING INFO FROM MANAGEMENT ON - PLANS TO IMPROVE THE SERVICE YOUR ORGANISATION PROVIDES

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Regular Basis	786	15.4	43.9	43.9
	2 Occasionally	630	12.3	35.2	79.0
	3 Hardly Ever	376	7.4	21.0	100.0
	Total	1792	35.1	100.0	
Missing	4 Has not arisen	57	1.1		
	System	3261	63.8		
	Total	3318	64.9		
Total		5110	100.0		

E2B_3 E.2b FREQUENCY OF RECEIVING INFO FROM MANAGEMENT ON - PLANS TO INTRODUCE NEW TECHNOLOGY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Regular Basis	637	12.5	36.9	36.9
	2 Occasionally	604	11.8	35.0	71.9
	3 Hardly Ever	486	9.5	28.1	100.0
	Total	1727	33.8	100.0	
Missing	4 Has not arisen	122	2.4		
	System	3261	63.8		
	Total	3383	66.2		
Total		5110	100.0		

E2B_4 E.2b FREQUENCY OF RECEIVING INFO FROM MANAGEMENT ON - PLANS TO RE-ORGANISE HOW PUBLIC SERVICES ARE DELIVERED

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Regular Basis	642	12.6	37.0	37.0
	2 Occasionally	607	11.9	35.0	72.0
	3 Hardly Ever	485	9.5	28.0	100.0
	Total	1734	33.9	100.0	
Missing	4 Has not arisen	115	2.3		
	System	3261	63.8		
	Total	3376	66.1		
Total		5110	100.0		

E2B_5 E.2b FREQUENCY OF RECEIVING INFO FROM MANAGEMENT ON - PLANS TO CHANGE WORK PRACTICES E.G. WORKING IN TEAMS ETC

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Regular Basis	683	13.4	39.2	39.2
	2 Occasionally	637	12.5	36.6	75.8
	3 Hardly Ever	422	8.3	24.2	100.0
	Total	1742	34.1	100.0	
Missing	4 Has not arisen	107	2.1		
	System	3261	63.8		
	Total	3368	65.9		
Total		5110	100.0		

E2B_6 E.2b FREQUENCY OF RECEIVING INFO FROM MANAGEMENT ON - PLANS FOR STAFF REDUCTIONS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Regular Basis	559	10.9	34.0	34.0
	2 Occasionally	507	9.9	30.8	64.8
	3 Hardly Ever	580	11.4	35.2	100.0
	Total	1646	32.2	100.0	
Missing	4 Has not arisen	203	4.0		
	System	3261	63.8		
	Total	3464	67.8		
Total		5110	100.0		

E3A E.3A IN GENERAL, HOW SATISFIED ARE YOU WITH THE AMOUNT OF INFORMATION YOU RECEIVE ON ISSUES AFFECTING YOUR WORK AND YOUR ORGANISATION?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Very Satisfied	1295	25.3	25.3	25.3
	2 Fairly Satisfied	2463	48.2	48.2	73.5
	3 Neither Satisfied//Dissatisfied	631	12.3	12.3	85.9
	4 Dissatisfied	527	10.3	10.3	96.2
	5 Very Dissatisfied	194	3.8	3.8	100.0
Total		5110	100.0	100.0	

E3_1 E.3 HOW OFTEN ARE YOU AND YOUR COLLEAGUES CONSULTED BEFORE DECISIONS ARE TAKEN THAT AFFECT YOUR WORK?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost always	1395	27.3	27.4	27.4
	2 Often	1036	20.3	20.3	47.7
	3 Sometimes	1339	26.2	26.3	74.0
	4 Rarely	725	14.2	14.2	88.2
	5 Never	600	11.7	11.8	100.0
	Total	5095	99.7	100.0	
Missing	6 Refused	15	.3		
Total		5110	100.0		

E3_2 E.3 IF CHANGES IN YOUR WORK OCCUR, HOW OFTEN ARE YOU GIVEN THE REASON WHY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost always	2161	42.3	42.5	42.5
	2 Often	884	17.3	17.4	59.9
	3 Sometimes	1053	20.6	20.7	80.7
	4 Rarely	552	10.8	10.9	91.5
	5 Never	430	8.4	8.5	100.0
	Total	5080	99.4	100.0	
Missing	6 Refused	30	.6		
Total		5110	100.0		

E3_3 E.3 IF YOU HAVE AN OPINION DIFFERENT FROM YOUR SUPERVISOR/'MANAGER CAN YOU SAY SO

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost always	3545	69.4	69.6	69.6
	2 Often	560	11.0	11.0	80.5
	3 Sometimes	607	11.9	11.9	92.4
	4 Rarely	167	3.3	3.3	95.7
	5 Never	218	4.3	4.3	100.0
	Total	5097	99.7	100.0	
Missing	6 Refused	13	.3		
Total		5110	100.0		

E3_4 E.3 IF YOU ARE CONSULTED BEFORE DECISIONS ARE MADE, IS ANY ATTENTION PAID TO YOUR VIEWS OR OPINIONS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Almost always	1942	38.0	38.2	38.2
	2 Often	693	13.6	13.6	51.8
	3 Sometimes	1471	28.8	28.9	80.8
	4 Rarely	509	10.0	10.0	90.8
	5 Never	469	9.2	9.2	100.0
	Total	5084	99.5	100.0	
Missing	6 Refused	26	.5		
Total		5110	100.0		

F1_1 F.1 DOES EVERYONE IN YOUR ORGANISATION HAVE - THE SAME PAY AND CONDITIONS FOR DOING THE SAME JOB?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	3620	70.8	70.8	70.8
	2 No	1214	23.8	23.8	94.6
	3 Don't know	276	5.4	5.4	100.0
Total		5110	100.0	100.0	

F1_2 F.1 DOES EVERYONE IN YOUR ORGANISATION HAVE - THE SAME OPPORTUNITIES FOR CAREER DEVELOPMENT AND ADVANCEMENT?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	4304	84.2	84.2	84.2
	2 No	657	12.9	12.9	97.1
	3 Don't know	149	2.9	2.9	100.0
Total		5110	100.0	100.0	

F2 F.2 WOULD YOU SAY THAT EVERYONE APPLYING TO YOUR ORGANISATION FOR A JOB HAS AN EQUAL OPPORTUNITY OF RECRUITMENT REGARDLESS OF THEIR AGE; GENDER; ETHNIC ORIGIN ETC

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	4513	88.3	88.3	88.3
	2 No	597	11.7	11.7	100.0
Total		5110	100.0	100.0	

F3_1 F.3 BROADLY SPEAKING, HOW WOULD YOU DESCRIBE THE RELATIONSHIP - BETWEEN STAFF AND MANAGEMENT IN YOUR WORKPLACE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Very Good	1625	31.8	31.8	31.8
	2 Good	2216	43.4	43.4	75.2
	3 Neither Good Nor Bad	802	15.7	15.7	90.9
	4 Bad	290	5.7	5.7	96.5
	5 Very Bad	163	3.2	3.2	99.7
	6 Not Applicable	14	.3	.3	100.0
	Total	5110	100.0	100.0	

F3_2 F.3 BROADLY SPEAKING, HOW WOULD YOU DESCRIBE THE RELATIONSHIP - IN GENERAL, BETWEEN DIFFERENT STAFF MEMBERS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Very Good	1987	38.9	38.9	38.9
	2 Good	2594	50.8	50.8	89.6
	3 Neither Good Nor Bad	378	7.4	7.4	97.0
	4 Bad	95	1.9	1.9	98.9
	5 Very Bad	24	.5	.5	99.4
	6 Not Applicable	32	.6	.6	100.0
	Total	5110	100.0	100.0	

F4 F.4 IN THE PAST SIX MONTHS, HAVE YOU PERSONALLY BEEN SUBJECTED TO BULLYING OR HARASSMENT AT WORK? BY THIS I MEAN REPEATED AND PERSISTENT INAPPROPRIATE BEHAVIOUR WHETHER VERBAL, PHYSICAL OR OTHERWISE, CONDUCTED BY ONE OR MORE INDIVIDUALS AT THE PL...

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	377	7.4	7.4	7.4
	2 No	4733	92.6	92.6	100.0
	Total	5110	100.0	100.0	

G1 G.1 ARE THERE ANY ARRANGEMENTS IN YOUR WORKPLACE TO INVOLVE STAFF DIRECTLY IN THE WAY IN WHICH THE WORK IS CARRIED OUT ON A DAY-TODAY BASIS?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	2454	48.0	48.0	48.0
	2 No	2498	48.9	48.9	96.9
	3 Don' t Know	158	3.1	3.1	100.0
	Total	5110	100.0	100.0	

G2 G.2 DO YOU PERSONALLY PARTICIPATE IN ANY OF THESE GROUPS?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1963	38.4	80.0	80.0
	2 No	491	9.6	20.0	100.0
	Total	2454	48.0	100.0	
Missing	System	2656	52.0		
Total		5110	100.0		

G3 G.3 GENERALLY SPEAKING, HOW MUCH INFLUENCE DOES THE GROUP EXERCISE OVER THE WAY IN WHICH ITS WORK IS PLANNED AND ORGANISED

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 A lot	924	18.1	47.1	47.1
	2 Some	798	15.6	40.7	87.7
	3 A little	225	4.4	11.5	99.2
	4 None	16	.3	.8	100.0
	Total	1963	38.4	100.0	
Missing	System	3147	61.6		
Total		5110	100.0		

G4 G.4 HAS YOUR INVOLVEMENT INCREASED, REMAINED THE SAME OR DECREASED IN THE LAST TWO YEARS?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Increased	898	17.6	45.7	45.7
	2 Remained the same	919	18.0	46.8	92.6
	3 Decreased	141	2.8	7.2	99.7
	4 Refused	5	.1	.3	100.0
	Total	1963	38.4	100.0	
Missing	System	3147	61.6		
Total		5110	100.0		

G5_1 G.5 IN YOUR OPINION WHAT EFFECT DO THESE GROUPS HAVE ON - YOUR JOB SATISFACTION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Positive Effect	1646	32.2	83.9	83.9
	2 No Effect	272	5.3	13.9	97.7
	3 Negative Effect	45	.9	2.3	100.0
	Total	1963	38.4	100.0	
Missing	System	3147	61.6		
Total		5110	100.0		

G5_2 G.5 IN YOUR OPINION WHAT EFFECT DO THESE GROUPS HAVE ON - YOUR PERFORMANCE IN THE WORKPLACE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Positive Effect	1682	32.9	85.7	85.7
	2 No Effect	260	5.1	13.2	98.9
	3 Negative Effect	21	.4	1.1	100.0
	Total	1963	38.4	100.0	
Missing	System	3147	61.6		
Total		5110	100.0		

G5_3 G.5 IN YOUR OPINION WHAT EFFECT DO THESE GROUPS HAVE ON - YOUR PAY AND CONDITIONS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Positive Effect	679	13.3	34.6	34.6
	2 No Effect	1185	23.2	60.4	95.0
	3 Negative Effect	99	1.9	5.0	100.0
	Total	1963	38.4	100.0	
Missing	System	3147	61.6		
Total		5110	100.0		

G5_4 G.5 IN YOUR OPINION WHAT EFFECT DO THESE GROUPS HAVE ON - YOUR EMPLOYMENT SECURITY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Positive Effect	789	15.4	40.2	40.2
	2 No Effect	1098	21.5	55.9	96.1
	3 Negative Effect	76	1.5	3.9	100.0
	Total	1963	38.4	100.0	
Missing	System	3147	61.6		
Total		5110	100.0		

G5_5 G.5 IN YOUR OPINION WHAT EFFECT DO THESE GROUPS HAVE ON - YOUR WILLINGNESS TO EMBRACE CHANGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Positive Effect	1625	31.8	82.8	82.8
	2 No Effect	321	6.3	16.4	99.1
	3 Negative Effect	17	.3	.9	100.0
	Total	1963	38.4	100.0	
Missing	System	3147	61.6		
Total		5110	100.0		

G5_6 G.5 IN YOUR OPINION WHAT EFFECT DO THESE GROUPS HAVE ON - THE CONFIDENCE WITH WHICH YOU CO-OPERATE WITH MANAGEMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Positive Effect	1605	31.4	81.8	81.8
	2 No Effect	331	6.5	16.9	98.6
	3 Negative Effect	27	.5	1.4	100.0
	Total	1963	38.4	100.0	
Missing	System	3147	61.6		
Total		5110	100.0		

G6 G.6 IS THERE A TRADE UNION OR STAFF ASSOCIATION IN YOUR WORKPLACE?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes, Trade Union	2498	48.9	48.9	48.9
	2 Yes, Staff association	143	2.8	2.8	51.7
	3 Yes, both	214	4.2	4.2	55.9
	4 Yes, not sure which	45	.9	.9	56.8
	5 No	2210	43.2	43.2	100.0
	Total	5110	100.0	100.0	

G7 G.7 ARE YOU CURRENTLY A MEMBER OF A TRADE UNION?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	2237	43.8	43.8	43.8
	2 No	2873	56.2	56.2	100.0
	Total	5110	100.0	100.0	

G8 G.8 ARE YOU CONSIDERING JOINING A TRADE UNION?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	327	6.4	11.4	11.4
	2 No	2546	49.8	88.6	100.0
	Total	2873	56.2	100.0	
Missing	System	2237	43.8		
Total		5110	100.0		

G10 G.10 ARE YOU CURRENTLY A SHOP STEWARD OR UNION REPRESENTATIVE IN YOUR WORKPLACE?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	191	3.7	8.9	8.9
	2 No	1958	38.3	91.1	100.0
	Total	2149	42.1	100.0	
Missing	System	2961	57.9		
Total		5110	100.0		

G11 G.11 HOW EFFECTIVE OR INEFFECTIVE WOULD YOU SAY THE TRADE UNION OR STAFF ASSOCIATION IS IN REPRESENTING YOUR INTERESTS?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Very good	435	8.5	15.0	15.0
	2 Fairly Good	959	18.8	33.1	48.1
	3 Neither good nor bad	838	16.4	28.9	77.0
	4 Fairly Bad	355	6.9	12.2	89.2
	5 Very Bad	313	6.1	10.8	100.0
	Total	2900	56.8	100.0	
Missing	System	2210	43.2		
Total		5110	100.0		

G12_1 G.12a PRIORITY OF ISSUES FOR UNION/STAFF ASSOCIATION - PAY AND CONDITIONS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 High priority	2615	51.2	90.2	90.2
	2 Low priority	285	5.6	9.8	100.0
	Total	2900	56.8	100.0	
Missing	System	2210	43.2		
Total		5110	100.0		

G12_2 G.12b PRIORITY OF ISSUES FOR UNION/STAFF ASSOCIATION - CHANGES CONCERNING YOUR JOB

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 High priority	2576	50.4	88.8	88.8
	2 Low priority	324	6.3	11.2	100.0
	Total	2900	56.8	100.0	
Missing	System	2210	43.2		
Total		5110	100.0		

G12_3 G.12c PRIORITY OF ISSUES FOR UNION/STAFF ASSOCIATION - DECISIONS CONCERNING THE FUTURE OF THE COMPANY YOU WORK FOR

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 High priority	2444	47.8	84.3	84.3
	2 Low priority	456	8.9	15.7	100.0
	Total	2900	56.8	100.0	
Missing	System	2210	43.2		
Total		5110	100.0		

G12_4 G.12d PRIORITY OF ISSUES FOR UNION/STAFF ASSOCIATION - SO CALLED 'FAMILY FRIENDLY' OR FLEXIBLE WORKING CONDITIONS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 High priority	2192	42.9	75.6	75.6
	2 Low priority	708	13.9	24.4	100.0
	Total	2900	56.8	100.0	
Missing	System	2210	43.2		
Total		5110	100.0		

G12_5 G.12e PRIORITY OF ISSUES FOR UNION/STAFF ASSOCIATION - NEGOTIATING INDIVIDUAL EMPLOYMENT CONTRACTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 High priority	1712	33.5	59.0	59.0
	2 Low priority	1188	23.2	41.0	100.0
	Total	2900	56.8	100.0	
Missing	System	2210	43.2		
Total		5110	100.0		

G12_6 G.12f PRIORITY OF ISSUES FOR UNION/STAFF ASSOCIATION - NEGOTIATING IN-WORK TRAINING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 High priority	1966	38.5	67.8	67.8
	2 Low priority	934	18.3	32.2	100.0
	Total	2900	56.8	100.0	
Missing	System	2210	43.2		
Total		5110	100.0		

G12_7 G.12g PRIORITY OF ISSUES FOR UNION/STAFF ASSOCIATION - WORKING TO ENSURE THE FUTURE SUCCESS'/ VIABILITY OF THE ORGANISATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 High priority	2518	49.3	86.8	86.8
	2 Low priority	382	7.5	13.2	100.0
	Total	2900	56.8	100.0	
Missing	System	2210	43.2		
Total		5110	100.0		

G12_8 G.12h PRIORITY OF ISSUES FOR UNION/STAFF ASSOCIATION - WORKING TO ENSURE THE FUTURE EMPLOYMENT PROSPECTS OF EMPLOYEES

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 High priority	2705	52.9	93.3	93.3
	2 Low priority	195	3.8	6.7	100.0
	Total	2900	56.8	100.0	
Missing	System	2210	43.2		
Total		5110	100.0		

G13 G.13 SOME WORKPLACES ESTABLISH COMMITTEES ON WHICH UNIONS WORK WITH MANAGEMENT TO PROMOTE PARTNERSHIP AND CO-OPERATION, OR TO IMPROVE THE ORGANISATION' S PERFORMANCE. DO UNION OFFICERS OR SHOP STEWARDS REPRESENT MEMBERS ON ANY SUCH COMMITTEES IN YOU...

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1353	26.5	46.7	46.7
	2 No	1023	20.0	35.3	81.9
	3 Don' t Know	524	10.3	18.1	100.0
	Total	2900	56.8	100.0	
Missing	System	2210	43.2		
Total		5110	100.0		

G14 G.14 DO YOU PERSONALLY PARTICIPATE IN THESE COMMITTEES

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	260	5.1	19.2	19.2
	2 No	1093	21.4	80.8	100.0
	Total	1353	26.5	100.0	
Missing	System	3757	73.5		
Total		5110	100.0		

**G15_1 G.15a AFFECT THESE TYPES OF COMMITTEES HAVE ON THE FOLLOWING
IN YOUR WORKPLACE - JOB SATISFACTION**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Positive Effect	745	14.6	55.1	55.1
	2 No Effect	496	9.7	36.7	91.7
	3 Negative Effect	82	1.6	6.1	97.8
	4 Don't know	30	.6	2.2	100.0
	Total	1353	26.5	100.0	
Missing	System	3757	73.5		
Total		5110	100.0		

**G15_2 G.15b AFFECT THESE TYPES OF COMMITTEES HAVE ON THE FOLLOWING
IN YOUR WORKPLACE - PRODUCTIVITY OR PERFORMANCE OF THE
WORKFORCE**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Positive Effect	678	13.3	50.1	50.1
	2 No Effect	548	10.7	40.5	90.6
	3 Negative Effect	89	1.7	6.6	97.2
	4 Don't know	38	.7	2.8	100.0
	Total	1353	26.5	100.0	
Missing	System	3757	73.5		
Total		5110	100.0		

**G15_3 G.15c AFFECT THESE TYPES OF COMMITTEES HAVE ON THE FOLLOWING
IN YOUR WORKPLACE - PAY AND CONDITIONS**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Positive Effect	719	14.1	53.1	53.1
	2 No Effect	531	10.4	39.2	92.4
	3 Negative Effect	74	1.4	5.5	97.9
	4 Don't know	29	.6	2.1	100.0
	Total	1353	26.5	100.0	
Missing	System	3757	73.5		
Total		5110	100.0		

**G15_4 G.15d AFFECT THESE TYPES OF COMMITTEES HAVE ON THE FOLLOWING
IN YOUR WORKPLACE - EMPLOYMENT SECURITY**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Positive Effect	723	14.1	53.4	53.4
	2 No Effect	523	10.2	38.7	92.1
	3 Negative Effect	77	1.5	5.7	97.8
	4 Don't know	30	.6	2.2	100.0
	Total	1353	26.5	100.0	
Missing	System	3757	73.5		
Total		5110	100.0		

**G15_5 G.15e AFFECT THESE TYPES OF COMMITTEES HAVE ON THE FOLLOWING
IN YOUR WORKPLACE - EMPLOYEES WILLINGNESS TO EMBRACE CHANGE**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Positive Effect	893	17.5	66.0	66.0
	2 No Effect	337	6.6	24.9	90.9
	3 Negative Effect	98	1.9	7.2	98.2
	4 Don't know	24	.5	1.8	99.9
	5 Refused	1	.0	.1	100.0
	Total	1353	26.5	100.0	
Missing	System	3757	73.5		
Total		5110	100.0		

G16 G.16 WHAT IS THE MAIN REASON THERE IS NO UNION IN YOUR WORKPLACE?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Lack of interest	298	5.8	13.5	13.5
	2 Not needed	1024	20.0	46.3	59.8
	3 Employer does not recognise unions	371	7.3	16.8	76.6
	4 Union dues not good value for money	36	.7	1.6	78.2
	5 Other reasons	32	.6	1.4	79.7
	6 Don't know	449	8.8	20.3	100.0
	Total	2210	43.2	100.0	
Missing	System	2900	56.8		
Total		5110	100.0		

H1 H.1 GENDER OF RESPONDENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Male	2431	47.6	47.6	47.6
	2 Female	2679	52.4	52.4	100.0
	Total	5110	100.0	100.0	

H2 H.2 WHICH OF THE FOLLOWING BEST DESCRIBES YOUR PRESENT MARITAL STATUS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Married	3435	67.2	67.2	67.2
	2 Living with a partner	301	5.9	5.9	73.1
	3 Separated/'/Divorced	170	3.3	3.3	76.4
	4 Widowed	72	1.4	1.4	77.8
	5 Single	1132	22.2	22.2	100.0
	Total	5110	100.0	100.0	

H3 H.3 IS YOUR HUSBAND/'/WIFE/'/PARTNER CURRENTLY IN PAID EMPLOYMENT?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	2563	50.2	68.6	68.6
	2 No	1173	23.0	31.4	100.0
	Total	3736	73.1	100.0	
Missing	System	1374	26.9		
Total		5110	100.0		

H4 H.4 IS THAT FULL TIME OR PART TIME EMPLOYMENT?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Full-time	2037	39.9	79.5	79.5
	2 Part-time	526	10.3	20.5	100.0
	Total	2563	50.2	100.0	
Missing	System	2547	49.8		
Total		5110	100.0		

H5 H.5 COULD I ASK YOUR AGE AT YOUR LAST BIRTHDAY: YEARS OLD

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	17 17 or younger	45	.9	.9	.9
	18	45	.9	.9	1.8
	19	82	1.6	1.6	3.4
	20	80	1.6	1.6	4.9
	21	92	1.8	1.8	6.7
	22	115	2.3	2.3	9.0
	23	91	1.8	1.8	10.8
	24	89	1.7	1.7	12.5
	25	63	1.2	1.2	13.7
	26	68	1.3	1.3	15.1
	27	62	1.2	1.2	16.3
	28	61	1.2	1.2	17.5
	29	67	1.3	1.3	18.8
	30	98	1.9	1.9	20.7
	31	92	1.8	1.8	22.5
	32	107	2.1	2.1	24.6
	33	90	1.8	1.8	26.4
	34	147	2.9	2.9	29.2
	35	175	3.4	3.4	32.7
	36	153	3.0	3.0	35.7
	37	173	3.4	3.4	39.0
	38	163	3.2	3.2	42.2
	39	165	3.2	3.2	45.5
	40	214	4.2	4.2	49.6
	41	151	3.0	3.0	52.6
	42	197	3.9	3.9	56.5
	43	176	3.4	3.4	59.9
	44	184	3.6	3.6	63.5
	45	135	2.6	2.6	66.1
	46	126	2.5	2.5	68.6
	47	128	2.5	2.5	71.1
	48	103	2.0	2.0	73.1
	49	115	2.3	2.3	75.4
	50	164	3.2	3.2	78.6

H5 H.5 COULD I ASK YOUR AGE AT YOUR LAST BIRTHDAY: YEARS OLD

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	51	86	1.7	1.7	80.3
	52	107	2.1	2.1	82.4
	53	105	2.1	2.1	84.4
	54	88	1.7	1.7	86.1
	55	95	1.9	1.9	88.0
	56	83	1.6	1.6	89.6
	57	74	1.4	1.4	91.1
	58	67	1.3	1.3	92.4
	59	70	1.4	1.4	93.8
	60	80	1.6	1.6	95.3
	61	44	.9	.9	96.2
	62	67	1.3	1.3	97.5
	63	30	.6	.6	98.1
	64	30	.6	.6	98.7
	65	19	.4	.4	99.0
	66 66 or over	49	1.0	1.0	100.0
	Total	5110	100.0	100.0	

h6nationality

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00 Irish	4363	85.4	85.4	85.4
	2.00 UK	367	7.2	7.2	92.6
	3.00 Other EU15	59	1.2	1.2	93.7
	4.00 Accession states	52	1.0	1.0	94.7
	5.00 America	44	.9	.9	95.6
	6.00 Other	223	4.4	4.4	100.0
	99.00 missing	2	.0	.0	100.0
	Total	5110	100.0	100.0	

H7 H.7 HAVE YOU LIVED OUTSIDE THE REPUBLIC OF IRELAND FOR A CONTINUOUS PERIOD OF ONE YEAR OR MORE?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1007	19.7	23.1	23.1
	2 No	3356	65.7	76.9	100.0
	Total	4363	85.4	100.0	
Missing	System	747	14.6		
Total		5110	100.0		

H11 H.11 WHEN DID YOU COME TO LIVE IN IRELAND?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1986 1986 or earlier	236	4.6	31.6	31.6
	1987	11	.2	1.5	33.1
	1988	8	.2	1.1	34.1
	1989	11	.2	1.5	35.6
	1990	15	.3	2.0	37.6
	1991	10	.2	1.3	39.0
	1992	18	.4	2.4	41.4
	1993	13	.3	1.7	43.1
	1994	10	.2	1.3	44.4
	1995	10	.2	1.3	45.8
	1996	16	.3	2.1	47.9
	1997	17	.3	2.3	50.2
	1998	20	.4	2.7	52.9
	1999	22	.4	2.9	55.8
	2000	35	.7	4.7	60.5
	2001	44	.9	5.9	66.4
	2002	33	.6	4.4	70.8
	2003	26	.5	3.5	74.3
	2004	35	.7	4.7	79.0
	2005	47	.9	6.3	85.3
	2006	31	.6	4.1	89.4
	2007	46	.9	6.2	95.6
	2008	25	.5	3.3	98.9
	2009	3	.1	.4	99.3
	9999 Missing	5	.1	.7	100.0
Total		747	14.6	100.0	

H11 H.11 WHEN DID YOU COME TO LIVE IN IRELAND?

	Frequency	Percent	Valid Percent	Cumulative Percent
Missing System	4363	85.4		
Total	5110	100.0		

H12 H.12 HOW LIKELY IS IT THAT YOU WILL LEAVE IRELAND TO LIVE IN ANOTHER COUNTRY IN THE NEXT TWO YEARS?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 Very likely	267	5.2	5.2	5.2
2 Likely	385	7.5	7.5	12.8
3 Unlikely	1376	26.9	26.9	39.7
4 Very ...	3082	60.3	60.3	100.0
Total	5110	100.0	100.0	

ethnicity

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 11.00 White	4895	95.8	95.8	95.8
12.00 Black	41	.8	.8	96.6
13.00 Asian	144	2.8	2.8	99.4
14.00 Other	22	.4	.4	99.8
99.00 Missing/refused	8	.2	.2	100.0
Total	5110	100.0	100.0	

H14 H.14 HOW WOULD YOU RATE YOUR WRITTEN AND SPOKEN ENGLISH LANGUAGE SKILLS..

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 Excellent	2571	50.3	50.3	50.3
2 Very ...	1656	32.4	32.4	82.7
3 Good	760	14.9	14.9	97.6
4 Fair	98	1.9	1.9	99.5
5 Poor	25	.5	.5	100.0
Total	5110	100.0	100.0	

**H15 H.15 HOW OLD WERE YOU WHEN YOU LEFT FULL-TIME EDUCATION?
YEARS**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	13 13 or under	37	.7	.7	.7
	14	112	2.2	2.2	2.9
	15	174	3.4	3.4	6.3
	16	394	7.7	7.7	14.0
	17	640	12.5	12.5	26.6
	18	1010	19.8	19.8	46.3
	19	395	7.7	7.7	54.1
	20	336	6.6	6.6	60.6
	21	590	11.5	11.5	72.2
	22	472	9.2	9.2	81.4
	23	270	5.3	5.3	86.7
	24	143	2.8	2.8	89.5
	25	101	2.0	2.0	91.5
	26	60	1.2	1.2	92.6
	27	25	.5	.5	93.1
	28	26	.5	.5	93.6
	29	21	.4	.4	94.1
	30 30 or over	67	1.3	1.3	95.4
	99 missing	237	4.6	4.6	100.0
	Total	5110	100.0	100.0	

**H16 H.16 SINCE LEAVING FULL-TIME EDUCATION HAVE YOU SPENT 1
YEAR OR MORE WHEN YOU WERE NOT IN PAID EMPLOYMENT**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1280	25.0	26.2	26.2
	2 No	3606	70.6	73.8	100.0
	Total	4886	95.6	100.0	
Missing	System	224	4.4		
Total		5110	100.0		

H17 H.17 FOR APPROXIMATELY HOW LONG? YEARS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	393	7.7	30.7	30.7
	2	194	3.8	15.2	45.9
	3	124	2.4	9.7	55.5
	4	83	1.6	6.5	62.0
	5	68	1.3	5.3	67.3
	6	41	.8	3.2	70.5
	7	28	.5	2.2	72.7
	8	40	.8	3.1	75.9
	9	12	.2	.9	76.8
	10	80	1.6	6.3	83.0
	11	8	.2	.6	83.7
	12	25	.5	2.0	85.6
	13	14	.3	1.1	86.7
	14	16	.3	1.3	88.0
	15	34	.7	2.7	90.6
	16	6	.1	.5	91.1
	17	7	.1	.5	91.6
	18	13	.3	1.0	92.7
	19	2	.0	.2	92.8
	20	51	1.0	4.0	96.8
	22	3	.1	.2	97.0
	23	1	.0	.1	97.1
	24	3	.1	.2	97.3
	25	12	.2	.9	98.3
	26	2	.0	.2	98.4
	27	1	.0	.1	98.5
	28	2	.0	.2	98.7
	30	11	.2	.9	99.5
	32	1	.0	.1	99.6
	35	4	.1	.3	99.9
	99 Missing	1	.0	.1	100.0
	Total	1280	25.0	100.0	
Missing	System	3830	75.0		
Total		5110	100.0		

H18_1 H.18 IN TOTAL HOW MANY YEARS HAVE YOU WORKED IN PAID EMPLOYMENT.. IN IRELAND (NUMBER YEARS WORKED IN IRELAND)

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0	11	.2	.2	.2
1	65	1.3	1.3	1.6
2	112	2.2	2.3	3.8
3	112	2.2	2.3	6.1
4	126	2.5	2.6	8.7
5	133	2.6	2.7	11.4
6	131	2.6	2.7	14.1
7	111	2.2	2.3	16.4
8	132	2.6	2.7	19.1
9	100	2.0	2.0	21.1
10	238	4.7	4.9	26.0
11	117	2.3	2.4	28.4
12	162	3.2	3.3	31.7
13	126	2.5	2.6	34.3
14	139	2.7	2.8	37.1
15	252	4.9	5.2	42.3
16	135	2.6	2.8	45.1
17	142	2.8	2.9	48.0
18	127	2.5	2.6	50.6
19	101	2.0	2.1	52.6
20	362	7.1	7.4	60.0
21	93	1.8	1.9	62.0
22	140	2.7	2.9	64.8
23	127	2.5	2.6	67.4
24	98	1.9	2.0	69.4
25	186	3.6	3.8	73.2
26	77	1.5	1.6	74.8
27	73	1.4	1.5	76.3
28	91	1.8	1.9	78.2
29	66	1.3	1.4	79.5
30	250	4.9	5.1	84.6
31	53	1.0	1.1	85.7
32	66	1.3	1.4	87.1
33	68	1.3	1.4	88.5
34	57	1.1	1.2	89.6
35	106	2.1	2.2	91.8

H18_1 H.18 IN TOTAL HOW MANY YEARS HAVE YOU WORKED IN PAID EMPLOYMENT.. IN IRELAND (NUMBER YEARS WORKED IN IRELAND)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	36	45	.9	.9	92.7
	37	60	1.2	1.2	93.9
	38	30	.6	.6	94.6
	39	29	.6	.6	95.1
	40	101	2.0	2.1	97.2
	41	18	.4	.4	97.6
	42	28	.5	.6	98.2
	43	14	.3	.3	98.4
	44	14	.3	.3	98.7
	45	23	.5	.5	99.2
	46	15	.3	.3	99.5
	47	6	.1	.1	99.6
	48	7	.1	.1	99.8
	49	1	.0	.0	99.8
	50	5	.1	.1	99.9
	51 More than 50	5	.1	.1	100.0
	Total	4886	95.6	100.0	
Missing	99 Missing	224	4.4		
Total		5110	100.0		

H18_2 H.18 IN TOTAL HOW MANY YEARS HAVE YOU WORKED IN PAID EMPLOYMENT.. ABROAD (NUMBER YEARS WORKED ABROAD)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	3650	71.4	72.5	72.5
	1	317	6.2	6.3	78.8
	2	193	3.8	3.8	82.6
	3	147	2.9	2.9	85.5
	4	100	2.0	2.0	87.5
	5	131	2.6	2.6	90.1
	6	71	1.4	1.4	91.5
	7	49	1.0	1.0	92.5
	8	44	.9	.9	93.4
	9	29	.6	.6	93.9
	10	74	1.4	1.5	95.4
	11	21	.4	.4	95.8
	12	28	.5	.6	96.4
	13	17	.3	.3	96.7
	14	11	.2	.2	96.9
	15	38	.7	.8	97.7
	16	12	.2	.2	97.9
	17	10	.2	.2	98.1
	18	9	.2	.2	98.3
	19	7	.1	.1	98.5
	20	32	.6	.6	99.1
	21	1	.0	.0	99.1
	22	4	.1	.1	99.2
	23	1	.0	.0	99.2
	24	2	.0	.0	99.2
	25	12	.2	.2	99.5
	26	1	.0	.0	99.5
	27	1	.0	.0	99.5
	28	1	.0	.0	99.5
	29	1	.0	.0	99.6
	30	12	.2	.2	99.8
	31	1	.0	.0	99.8
	32	1	.0	.0	99.8
	33	1	.0	.0	99.9
	34	1	.0	.0	99.9
	35	1	.0	.0	99.9

H18_2 H.18 IN TOTAL HOW MANY YEARS HAVE YOU WORKED IN PAID EMPLOYMENT.. ABROAD (NUMBER YEARS WORKED ABROAD)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	36	1	.0	.0	99.9
	37	1	.0	.0	99.9
	38	1	.0	.0	100.0
	40	1	.0	.0	100.0
	41	1	.0	.0	100.0
	Total	5036	98.6	100.0	
Missing	99 Missing	74	1.4		
Total		5110	100.0		

H19A H.19A WHICH OF THE FOLLOWING BEST DESCRIBES THE HIGHEST LEVEL OF EDUCATION WHICH YOU HAVE COMPLETED TO DATE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 None/Primary Certificate or equivalent	121	2.4	2.4	2.4
	2 Some secondary (no exam)	124	2.4	2.4	4.8
	3 Junior/Inter/Group certificate/lower second level	526	10.3	10.3	15.1
	4 Leaving Certificate/upper second level	1288	25.2	25.2	40.3
	5 PLC, Certificate or diploma	1124	22.0	22.0	62.3
	6 Third Level Bachelors Degree	1202	23.5	23.5	85.8
	7 Postgraduate degree	720	14.1	14.1	99.9
	8 Other	4	.1	.1	100.0
	99 Missing	1	.0	.0	100.0
Total		5110	100.0	100.0	

H19B H.19B IN ADDITION TO THE ABOVE, HAVE YOU COMPLETED ANY TECHNICAL OR VOCATIONAL TRAINING OF AT LEAST ONE YEAR'S DURATION?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1768	34.6	34.6	34.6
	2 No	3342	65.4	65.4	100.0
Total		5110	100.0	100.0	

H19C H.19C WHAT LEVEL OF QUALIFICATION DID YOU RECEIVE?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Technical or Vocational National Framework of Qualifications Levels 4 or 5, FETAC Level 4/5 Cert., NCVA Level 1/2, F	741	14.5	41.9	41.9
	2 Advanced Certificate/' Higher Certificate or Completed Apprenticeship NFQ Level 6 NCEA/'HETAC National Cert. or equiv	743	14.5	42.0	83.9
	3 Other	187	3.7	10.6	94.5
	4 No qualification awarded	54	1.1	3.1	97.6
	9 Don't know	43	.8	2.4	100.0
	Total	1768	34.6	100.0	
Missing	System	3342	65.4		
Total		5110	100.0		

H20 H.20 HOW MANY PERSONS AGED 18 YEARS OR OVER, INCLUDING YOURSELF, LIVE IN YOUR HOUSEHOLD? 18YRS+

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	541	10.6	10.6	10.6
	2	2910	56.9	56.9	67.5
	3	860	16.8	16.8	84.4
	4	549	10.7	10.7	95.1
	5	174	3.4	3.4	98.5
	6	47	.9	.9	99.4
	7	19	.4	.4	99.8
	8 8 or more	6	.1	.1	99.9
	99 missing	4	.1	.1	100.0
Total		5110	100.0	100.0	

H21A H.21 DO YOU HAVE ANY CHILDREN LIVING WITH YOU?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	3135	61.4	61.4	61.4
	2 No	1975	38.6	38.6	100.0
Total		5110	100.0	100.0	

H21B H.21 AND HOW MANY CHILDREN DO YOU HAVE..

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	822	16.1	26.2	26.2
	2	1236	24.2	39.4	65.6
	3	729	14.3	23.3	88.9
	4	250	4.9	8.0	96.9
	5	52	1.0	1.7	98.5
	6 6 or more	46	.9	1.5	100.0
	Total	3135	61.4	100.0	
Missing	System	1975	38.6		
Total		5110	100.0		

ageynk Age of youngest child

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	95	1.9	3.1	3.1
	1.00	368	7.2	11.8	14.9
	2.00	281	5.5	9.0	23.9
	3.00	214	4.2	6.9	30.8
	4.00	163	3.2	5.2	36.1
	5.00	166	3.2	5.3	41.4
	6.00	138	2.7	4.4	45.8
	7.00	151	3.0	4.9	50.7
	8.00	136	2.7	4.4	55.1
	9.00	106	2.1	3.4	58.5
	10.00	123	2.4	4.0	62.5
	11.00	125	2.4	4.0	66.5
	12.00	119	2.3	3.8	70.3
	13.00	97	1.9	3.1	73.4
	14.00	107	2.1	3.4	76.9
	15.00	88	1.7	2.8	79.7
	16.00	95	1.9	3.1	82.8
	17.00	99	1.9	3.2	85.9
	18.00	75	1.5	2.4	88.4
	19.00 19 or over	362	7.1	11.6	100.0
Total		3108	60.8	100.0	

ageynk Age of youngest child

	Frequency	Percent	Valid Percent	Cumulative Percent
Missing System	2002	39.2		
Total	5110	100.0		

n0005 Number children under 5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid .00	3823	74.8	74.8	74.8
1.00	786	15.4	15.4	90.2
2.00 2 or more	501	9.8	9.8	100.0
Total	5110	100.0	100.0	

n0612 Number children 6-12

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid .00	3583	70.1	70.1	70.1
1.00	924	18.1	18.1	88.2
2.00 2 or more	603	11.8	11.8	100.0
Total	5110	100.0	100.0	

n1317 Number children 13-17

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid .00	4067	79.6	79.6	79.6
1.00	742	14.5	14.5	94.1
2.00 2 or more	301	5.9	5.9	100.0
Total	5110	100.0	100.0	

H23 H.23 IN GENERAL WOULD YOU SAY YOUR HEALTH IS...?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 Excellent	1860	36.4	36.4	36.4
2 Very good	1788	35.0	35.0	71.4
3 Good	1224	24.0	24.0	95.3
4 Fair	199	3.9	3.9	99.2
5 Poor	39	.8	.8	100.0
Total	5110	100.0	100.0	

H24 H.24 IS YOUR DAILY ACTIVITY LIMITED BY A LONG TERM ILLNESS, HEALTH PROBLEM OR DISABILITY?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes severely	28	.5	.5	.5
	2 Yes, to some extent	249	4.9	4.9	5.4
	3 No	4833	94.6	94.6	100.0
	Total	5110	100.0	100.0	

H25_1 H.25 FORM PART OF PAY AND CONDITIONS AT WORK - REGULAR INCREMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	2580	50.5	50.5	50.5
	2 No	2530	49.5	49.5	100.0
	Total	5110	100.0	100.0	

H25_2 H.25 FORM PART OF PAY AND CONDITIONS AT WORK - EMPLOYEE SHARE OPTIONS, PROFIT SHARING OR GAIN SHARING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	837	16.4	16.4	16.4
	2 No	4273	83.6	83.6	100.0
	Total	5110	100.0	100.0	

H25_3 H.25 FORM PART OF PAY AND CONDITIONS AT WORK - BONUS SCHEMES

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	1370	26.8	26.8	26.8
	2 No	3740	73.2	73.2	100.0
	Total	5110	100.0	100.0	

H26 H.26 IS THE AMOUNT OF THE BONUS RELATED TO THE PERFORMANCE?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Of the organisation or section/'team	681	13.3	49.7	49.7
	2 Of the individual	529	10.4	38.6	88.3
	3 Not related to performance	120	2.3	8.8	97.1
	4 Don't know	40	.8	2.9	100.0
	Total	1370	26.8	100.0	
Missing	System	3740	73.2		
Total		5110	100.0		

H25_4 H.25 FORM PART OF PAY AND CONDITIONS AT WORK - MERIT/'PERFORMANCE RELATED PAY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	907	17.7	17.7	17.7
	2 No	4203	82.3	82.3	100.0
	Total	5110	100.0	100.0	

H25_5 H.25 FORM PART OF PAY AND CONDITIONS AT WORK - NON-MONETARY PERFORMANCE INCENTIVES

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	487	9.5	9.5	9.5
	2 No	4623	90.5	90.5	100.0
	Total	5110	100.0	100.0	

H27 H.27 ARE YOU A MEMBER OF A COMPANY/' OCCUPATIONAL PENSION SCHEME?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	3027	59.2	59.2	59.2
	2 No	2083	40.8	40.8	100.0
	Total	5110	100.0	100.0	

Ingrshrly Natural log of gross hourly earnings

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid .10	1	.0	.0	.0
.20	1	.0	.0	.0
.40	2	.0	.0	.1
.50	1	.0	.0	.1
.60	2	.0	.0	.2
.70	5	.1	.1	.3
.80	7	.1	.2	.4
.90	9	.2	.2	.6
1.00	8	.2	.2	.8
1.10	8	.2	.2	1.0
1.20	11	.2	.2	1.2
1.30	2	.0	.0	1.2
1.40	8	.2	.2	1.4
1.50	13	.3	.3	1.7
1.60	21	.4	.5	2.1
1.70	18	.4	.4	2.5
1.80	28	.5	.6	3.1
1.90	35	.7	.8	3.9
2.00	57	1.1	1.2	5.1
2.10	81	1.6	1.8	6.9
2.20	149	2.9	3.2	10.1
2.30	195	3.8	4.2	14.3
2.40	205	4.0	4.4	18.8
2.50	236	4.6	5.1	23.9
2.60	267	5.2	5.8	29.7
2.70	316	6.2	6.8	36.5
2.80	295	5.8	6.4	42.9
2.90	265	5.2	5.7	48.6
3.00	390	7.6	8.4	57.1
3.10	300	5.9	6.5	63.6
3.20	333	6.5	7.2	70.8
3.30	254	5.0	5.5	76.3
3.40	272	5.3	5.9	82.2
3.50	206	4.0	4.5	86.7
3.60	206	4.0	4.5	91.1
3.70	89	1.7	1.9	93.0

Ingrshrly Natural log of gross hourly earnings

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3.80	106	2.1	2.3	95.3
	3.90	67	1.3	1.5	96.8
	4.00	48	.9	1.0	97.8
	4.10	35	.7	.8	98.6
	4.20	22	.4	.5	99.1
	4.30	14	.3	.3	99.4
	4.40	4	.1	.1	99.5
	4.50	7	.1	.2	99.6
	4.60	5	.1	.1	99.7
	4.70	4	.1	.1	99.8
	4.80	4	.1	.1	99.9
	4.90	1	.0	.0	99.9
	5.00	2	.0	.0	100.0
	5.10	1	.0	.0	100.0
	5.30	1	.0	.0	100.0
	Total	4617	90.4	100.0	
Missing	System	493	9.6		
Total		5110	100.0		

Ingrswk Natural log of Gross weekly income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2.70	1	.0	.0	.0
	2.80	2	.0	.0	.1
	3.00	1	.0	.0	.1
	3.10	2	.0	.0	.1
	3.20	1	.0	.0	.2
	3.30	5	.1	.1	.3
	3.40	1	.0	.0	.3
	3.50	4	.1	.1	.4
	3.60	9	.2	.2	.6
	3.70	5	.1	.1	.7
	3.80	9	.2	.2	.9
	3.90	14	.3	.3	1.2
	4.00	9	.2	.2	1.4
	4.10	16	.3	.3	1.7
	4.20	15	.3	.3	2.0
	4.30	7	.1	.2	2.2
	4.40	20	.4	.4	2.6
	4.50	13	.3	.3	2.9
	4.60	32	.6	.7	3.6
	4.70	21	.4	.5	4.0
	4.80	32	.6	.7	4.7
	4.90	21	.4	.5	5.2
	5.00	39	.8	.8	6.0
	5.10	20	.4	.4	6.4
	5.20	67	1.3	1.4	7.9
	5.30	95	1.9	2.0	9.9
	5.40	94	1.8	2.0	11.9
	5.50	94	1.8	2.0	14.0
	5.60	86	1.7	1.8	15.8
	5.70	149	2.9	3.2	19.0
	5.80	121	2.4	2.6	21.6
	5.90	143	2.8	3.1	24.7
	6.00	233	4.6	5.0	29.7
	6.10	168	3.3	3.6	33.3
	6.20	233	4.6	5.0	38.3
	6.30	180	3.5	3.9	42.2

Ingrswk Natural log of Gross weekly income

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	6.40	304	5.9	6.5	48.7
	6.50	273	5.3	5.9	54.6
	6.60	338	6.6	7.3	61.9
	6.70	195	3.8	4.2	66.1
	6.80	248	4.9	5.3	71.4
	6.90	302	5.9	6.5	77.9
	7.00	173	3.4	3.7	81.6
	7.10	286	5.6	6.1	87.7
	7.20	159	3.1	3.4	91.2
	7.30	154	3.0	3.3	94.5
	7.40	57	1.1	1.2	95.7
	7.50	61	1.2	1.3	97.0
	7.60	50	1.0	1.1	98.1
	7.70	34	.7	.7	98.8
	7.80	18	.4	.4	99.2
	7.90	16	.3	.3	99.5
	8.00 8 (€2880 pw) or more	21	.4	.5	100.0
	Total	4651	91.0	100.0	
Missing	System	459	9.0		
Total		5110	100.0		

H30 H.30 COULD I JUST CHECK, IF THIS IS THE AMOUNT BEFORE OR AFTER THE PENSION LEVY WAS DEDUCTED?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Before (pension levy not deducted yet)	1583	31.0	85.6	85.6
	2 After(pension levy deducted)	266	5.2	14.4	100.0
	Total	1849	36.2	100.0	
Missing	System	3261	63.8		
Total		5110	100.0		

H34 H.34 MAY I ASK WHAT REGION THAT IS?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1 Dublin	1550	30.3	30.3	30.3
2 Rest of Leinster	1252	24.5	24.5	54.8
3 Munster	1409	27.6	27.6	82.4
4 Connaught/ Ulster	896	17.5	17.5	99.9
5 Refused	3	.1	.1	100.0
Total	5110	100.0	100.0	

region8 Region

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00 Border	669	13.1	13.1	13.1
2.00 Dublin	1550	30.3	30.3	43.4
3.00 Mid-East	464	9.1	9.1	52.5
4.00 Midlands	331	6.5	6.5	59.0
5.00 Mid-West (incl Tipp. N&S)	494	9.7	9.7	68.6
6.00 South-East (minus Tipp. S)	360	7.0	7.0	75.7
7.00 South-West	805	15.8	15.8	91.4
8.00 West	434	8.5	8.5	99.9
9.00 Unknown	3	.1	.1	100.0
Total	5110	100.0	100.0	