

The Private Sector

Welcome to the survey!

Your participation will contribute to developing your work community. Here are a few instructions on filling in the questionnaire.

- you can answer only once
- based on your experience, choose the options that apply best to your current workplace
- answer carefully, the program provides guidance when necessary
- move the cursor to the option you choose and answer by clicking the left mouse button
- please note that some questions include several options while in some questions you have only one option

A. PERSONAL BACKGROUND DATA

The survey is

- the first
- follow-up

A1. Gender

- 1. Female
- 2. Male

A2. Age

- 1. - 30 years
- 2. 31 - 40 years
- 3. 41 - 50 years
- 4. 51 - years

A3a. Type of contractual employment relationship

- 1. Permanent
- 2. The first fixed-term
- 3. Recurring fixed-term with the same employer

A3b. If your employment relationship is not permanent, would you prefer permanent employment?

- 1. Yes
- 2. No

A4. My work is

- 1. Full-time
- 2. Part-time

A5. Type of working time

- 1. Regular daytime
- 2. Shift work
- 3. Irregular periodical work (e.g. training tasks)
- 4. Other

A6. Duration of employment in this workplace

- 1. - 5 years
- 2. 6 - 15 years
- 3. 16 - years

A7. Which personnel group do you belong to in your profit unit?

- 1. Employees
- 2. Salaried employees
- 3. Upper salaried employees
- 4. Management

A8. Are you in a supervising position?

- 1. Yes
- 2. No

B. WORKING OVERTIME

B1. During the past month, have you been working over the official working time?

- 1. Yes
- 2. No

If your answer to the previous question is No, please proceed on to the following page by clicking the Next Button at the top/bottom of the page.

B2. During the past month, how many hours have you been working over the official working time WITH COMPENSATION either financially or as time off?

- 1. 0 hours
- 2. 1 - 10 hours
- 3. 11- 20 hours
- 4. over 20 hours

B3. During the past month, how many hours have you been working over the official working time WITHOUT COMPENSATION either financially or as time off?

- 1. 0 hours
- 2. 1 – 10 hours
- 3. 11 – 20 hours
- 4. over 20 hours

B4. If you have been working overtime either with or without compensation: I think

- 1. I have to work overtime too much.
- 2. The amount of overtime work is suitable.
- 3. I would like to work overtime even more.

C. OCCUPATIONAL DEVELOPMENT AND CAREER ADVANCEMENT

C1. How well can you develop yourself and your competence in your workplace?

- 1. Well
- 2. Fairly well
- 3. Poorly

C2. Do you have opportunities for promotion in your current work?

- 1. Yes, good opportunities
- 2. Yes, some kind of opportunities
- 3. Hardly any opportunities for promotion

C3. Do you feel that you have been treated unequally or discriminated?

- 1. Yes
- 2. No

C4. If your answer to the previous question is Yes, do you feel that you have been treated unequally or discriminated in the following situations:

	Yes	No
1. In the assignment of work tasks	<input type="radio"/>	<input type="radio"/>
2. In career planning	<input type="radio"/>	<input type="radio"/>
3. In remuneration	<input type="radio"/>	<input type="radio"/>
4. In the assignment of working space or equipment	<input type="radio"/>	<input type="radio"/>
5. In opportunities for participating in training arranged by the employer	<input type="radio"/>	<input type="radio"/>
6. In the recruitment situation	<input type="radio"/>	<input type="radio"/>

7. In the division of the work load

8. In getting information on new tasks

C5. In your opinion, what has caused the unequal treatment?

- 1. Your age
- 2. Your gender
- 3. Your position
- 4. Your opinions
- 5. Your sexual orientation
- 6. Your health situation or disability
- 7. Your being a caretaker of small children
- 8. Your pregnancy
- 9. Your origin of birth
- 10. Your personal characteristics
- 11. Your educational background
- 12. Some other reason

C6. Have you participated in training arranged by the employer?

- 1. Yes
- 2. No

C7. Have you been prevented or hindered from participating in trainings arranged by the employer?

- 1. Yes
- 2. No

C8. If your answer to the previous question was Yes, which of the following factors have prevented or hindered you from participating in trainings arranged by the employer (courses, trainings, lectures, independent studies)

- 1. I have not found suitable training in the employer's training program
- 2. Opposition of the work community
- 3. Time pressure at work
- 4. The employer has not been willing to cover the cost of the training
- 5. I have to cover part of the cost of the training
- 6. My own lack of interest
- 7. I have not been offered an opportunity to participate in training arranged by the employer
- 8. Some other reason

C9. How have you experienced the significance of your own gender in working life?

- 1. My gender has been an advantage in my work/career
- 2. My gender has been a disadvantage in my work/career

- 3. My gender has made no difference in my work/career

D. WORKING ATMOSPHERE AND MANAGEMENT

D1. How well do the following statements describe the working atmosphere of your local work community or the whole workplace? Based on your own experiences, respond to all the statements by choosing the option that suits you best.

	1. I strongly disagree	2. I slightly disagree	3. I neither agree nor disagree	4. I slightly agree	5. I strongly agree
D1.1. There is a good community spirit in my work community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D1.2. In difficult situations, my colleagues help me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D1.3. I feel appreciated in my work community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D1.4. My supervisor encourages me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D1.5. The management style is based on fairness in my workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D1.6. I get enough information on matters related to my workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D1.7. I can influence the changes affecting my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
D1.8. My supervisor treats men and women equally.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

E. COPING WITH WORKLOAD

E1. How do you assess your experiences of working at a hurried pace in the last few years?

- 1. The pace of work has not really changed.
- 2. The pace of work has become faster
- 3. The pace of work has become slower

E2. How do you assess the physical strain you have experienced in the last few years?

- 1. It has decreased
- 2. No change
- 3. It has increased

E3. How do you assess the mental strain you have experienced in the last few years?

- 1. It has decreased
- 2. No change
- 3. It has increased

E4. In your current workplace, have you been worried about the following matters during the last couple of years?

	Yes	No
1. The continuity of your work	<input type="radio"/>	<input type="radio"/>
2. The adequacy of your own skills	<input type="radio"/>	<input type="radio"/>
3. Your coping with the workload in your own work	<input type="radio"/>	<input type="radio"/>
4. Changes in the organizing of the work	<input type="radio"/>	<input type="radio"/>
5. Changes in remuneration	<input type="radio"/>	<input type="radio"/>

F. SEXUAL HARASSMENT, SEXUAL ABUSE, AND WORKPLACE BULLYING

F1. In your current workplace, has someone

	Yes	No
1. Made offending remarks on your body or sexuality	<input type="radio"/>	<input type="radio"/>
2. Used equivocal or indecent words that you have experienced offensive	<input type="radio"/>	<input type="radio"/>
3. Displayed pictures or other materials that you have experienced offensive	<input type="radio"/>	<input type="radio"/>
4. Sent you indiscreet mail or email messages or made oppressive phone calls	<input type="radio"/>	<input type="radio"/>
5. Made advances or touched you physically in an oppressive way	<input type="radio"/>	<input type="radio"/>
6. Suggested sex with you so that you have experienced it disturbing	<input type="radio"/>	<input type="radio"/>
7. Done something else that you regard as sexual harassment or abuse	<input type="radio"/>	<input type="radio"/>

F2. Does the harassment that you have experienced still continue?

- 1. Yes
- 2. No
- 3. I have not experienced harassment

F3. From whom have you experienced harassment in your current workplace?

- 1. From inside the work community (e.g. colleague, supervisor, subordinate)
- 2. From outside the work community (e.g. client or collaboration partner)
- 3. From both inside and outside the work community
- 4. I have not experienced harassment

Workplace bullying refers to a persistent pattern of discrimination, belittling or some other mistreatment targeted at a member of the work community when the person concerned has the experience of being defenceless.

F4. Have you been a target of workplace bullying in your current workplace?

- 1. No
- 2. Yes, at the moment
- 3. Yes, previously in this workplace, but not any longer

If your answer to the previous question was No, proceed to the following page by clicking the Next Button at the top/bottom of the page.

F5. Does the workplace bullying you have experienced still continue?

- 1. Yes
- 2. No

F6. From whom have you experienced workplace bullying in your current workplace?

- 1. From inside the work community (e.g. colleague, supervisor, subordinate)
- 2. From outside the work community (e.g. client or cooperation partner)
- 3. From both inside and outside the work community

G. BALANCING WORK AND FAMILY LIFE

G1. I have

- 1. a family (children/relatives to take care of)
- 2. no family (no children/relatives to take care of)

G2. Is there flexibility in your working hours when the family situation requires it?

- 1. Yes

- 2. No
- 3. I cannot say

G3. If you have no family (no children/relatives to take care of): how well do you manage to balance your work and private life?

- 1. Very poorly
- 2. Rather poorly
- 3. Neither poorly or well
- 4. Fairly well
- 5. Very well

If you have no family (no children/relatives to take care of), proceed to the following page by clicking the Next Button at the top/bottom of the page.

G4. If you have a family (children/relatives to take care of): how well do you manage to balance your work and family life?

- 1. Very poorly
- 2. Rather poorly
- 3. Neither poorly nor well
- 4. Fairly well
- 5. Very well

G5. Is there some factor that has prevented or hindered you from balancing your work and family?

- 1. Yes
- 2. No

G6. If your response to the previous question G5. is Yes, answer this: What factors cause problems in balancing your work and family life?

- 1. Difficulties caused by working hours, e.g. shift work
- 2. Long absences required by work (e.g. business trips, camps, stints)
- 3. Changes in the place of living required by work
- 4. The supervisor does not support the balancing of work and family life
- 5. I do not know the rights granted by the law sufficiently
- 6. My work tasks are so important/ demanding
- 7. Our work community does not have arrangements which would support the balancing of work and family life
- 8. Some other reason

H. EQUALITY

H1. Your own experiences of equality in your current workplace. In your responses to each statement, choose the option that describes your own experience best.

	1. I strongly disagree	2. I slightly disagree	3. I neither agree agree	4. I slightly agree	5. I strongly agree
H1.1. Women and men are equal in my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H1.2. Women's and men's remuneration is fair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H1.3. Different things are expected of women and men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the following questions, choose one option, the option that describes your own experience best:

H2. Appreciation of employees

- 1. As employees, women are appreciated more than men
- 2. Women and men are appreciated equally
- 3. As employees, men are appreciated more than women
- 4. I cannot say

H3. Opportunities for career advancement

- 1. Women have better opportunities than men
- 2. Women and men have equal opportunities
- 3. Men have better opportunities than women
- 4. I cannot say

H4. My assessment of the opportunities for development at work

- 1. Women have better opportunities than men
- 2. Women and men have equal opportunities
- 3. Men have better opportunities than women
- 4. I cannot say

H5. My assessment of the opportunities for training

- 1. Women have better opportunities than men
- 2. Women and men have equal opportunities
- 3. Men have better opportunities than women
- 4. I cannot say

H6. My assessment of the opportunities for taking family leaves

- 1. Women have better opportunities than men
- 2. Women and men have equal opportunities
- 3. Men have better opportunities than women
- 4. I cannot say

H7. My assessment of participation in decision-making

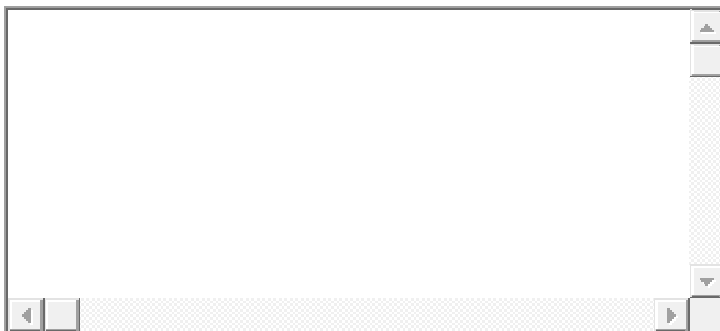
- 1. Women have better opportunities than men
- 2. Women and men have equal opportunities
- 3. Men have better opportunities than women
- 4. I cannot say

H8. Which areas of equality should be developed in your workplace?

1. Much need for development 2. Some need for development 3. No need for development

	1. Much need for development	2. Some need for development	3. No need for development
H8.1. Age equality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H8.2. Equality of different personnel groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H8.3. Equality of genders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
H8.4. Ethnic equality	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

H9. Your suggestions for enhancing equality or other comments



Thank you for your participation in the survey! Please accept and save the answers by clicking the Accept Button.