



Quality of work Index: Questionnaire 2025

For the *Quality of work Index*, a study on the work situation and quality of work of employees in Luxembourg, interviews have been conducted annually since 2014 using this questionnaire on behalf of the Luxembourg Chamber of Employees (Chambre des salariés Luxembourg - CSL). The questionnaire contains a part of questions that are asked every year and a variable part of questions on a particular theme. The *Institute for Health and Behaviour* from the University of Luxembourg in collaboration with CSL has created this questionnaire and is responsible for the evaluation of the data collected. It is available in French, German, Luxembourgish, Portuguese and English.

Note:

The response category "no opinion" was not explicitly offered to respondents in the telephone interviews and has therefore been recorded by interviewers only if the interviewed have expressed this by themselves. That's why this category of response is not explicitly documented in the questionnaire.

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1. Please tell me first of all when you were born? The indication of the year of birth is entirely sufficient. (gebjahr)

Filter: if the age is not less than 16 years and not more than 64 years

2. Are you currently working at least 10 hours per week? (scr2)

Yes

No

Filter: if the respondent works at least 10 hours a week

3. Do you currently have one or more employment relationships in Luxembourg? (scr3)

One employment relationship

Several employment relationships

No employment in Luxembourg

Filter: if one or more jobs

4. What is your professional status? Are you... (scr4)

Employee

Civil servant

Freelancer

Working family member

Self-employed freelancer

5. Gender of the interviewee (Sex)

Male

Female

Diverse / non-binary

Filter: if it is an employee, a civil servant, a freelancer, a working family member

6. What professional activity are you currently pursuing?

Please provide an exact description of your professional activity, for instance "forwarding agent" rather than "commercial employee" or "machine fitter" rather than "labourer". If you are a civil servant, please indicate your official title, e.g. "police officer" or "senior teacher". (A011)

7. Please give me a precise description of this professional activity. (A012)

8. Does this profession also have a special name? (A013)

9. Are you a superior for other employees? (A02)

Yes

No

10. What kind of work contract do you have? Is it ... (A04)

a permanent work contract

a fixed-term work contract

a temporary work contract

another contract?

11. Are you currently employed in... (A05)

a full-time job

or a part-time job?

other (minor professional activity included)

12. How many hours are you contractually employed to work every week? (A06)

___ hours

no regulation by contract for weekly working hours

over 60 hours per week

13. Now we move on to your actual working time. With reference to the last 12 months, how many hours a week do you work on average? Please include any regular additional time or overtime. (A07)

___ hours

more than 90 hours a week

14. How is your working time regulated? (A08b)

The employer gives me fixed working hours.

I can personalize my working time within a certain range. Examples are flexitime or flexible working hours.

The employer has specified several fixed work schedules from which I have to choose my working time.

I can configure my entire working time independently.

15. How many days per month do you work in the evening from 7 PM or at night from 10 PM or at the weekend? (A09_10_11)

___ days per month

16. If you could decide freely how many hours you want to work, how many hours a week would you like to work at the moment? Please take into account that you must earn a living. (A13_2)

___ hours

Filter: Scr4_Panel=1 ODER Scr4=1, 2, 3, 4

17. Do you work – even if only occasionally – on Sundays? (A36a)

Yes
No

Filter: A36a=2,7,8

18. In Luxembourg, the statutory supplement for Sunday work is 70%. Would you be willing to work on Sundays under certain conditions? (A36)

No, not in principle
Yes, in principle, even without this supplement
Yes, but only with the statutory supplement of 70%
Yes, but only with a supplement higher than 70%

19. On a normal working day, how long does it take you to get from your home to your workplace? (A12)

_____ hours _____ minutes

20. Overall, how satisfied are you with the time it takes you to get to work? (A35)

to a very large extent
to a large extent
to a medium extent
to a low extent
to a very low extent

21. How often, while carrying out your work, do you work in the following places?

	Every day	Several times a week	Several times a month	Less often	Never
At my employer's premises (e.g. office, factory, shop, school) (B22_1)					
At clients' premises (B22_2)					
In the car or another means of transport (B22_3)					
Outdoors (e.g. construction site, field, city streets) (B22_4)					
At home (B22_5)					
In public places such as cafés, airports, etc. (B22_6)					

Here are a few questions concerning the company you are working for.

22. What type of organisation is the company? Is it... (A14_1)

- a private profit-oriented company
- a State, Luxembourgish authority/organisation
- a European or international entity or body?
- other non-governmental organisation?

Please answer all the following questions only for the permanent establishment you are working for.

23. What industry does the establishment you work in belong to? (A17)

- Agriculture
- Construction industry
- Industry and manufacturing
- Cleaning industry
- Security
- Trade
- Hotel and restaurant trade
- Retail and car repair shops
- Consulting
- Banking, insurance, finance
- Passenger transport
- Freight transport
- IT industry
- Media
- Postal service and telecommunications
- Education and teaching
- Research
- Hospitals
- Social or health care sector
- Real estate and housing
- European Union or other international agencies (e.g. NATO, NAMSA,...)
- Civil service, municipality, public administration
- employed by private individuals (e.g. housekeeping)
- other field

Filter: If Education and teaching

**24. Is the organization you are working for a public or a private educational institution?
A17_2)**

- Public institution
- Private institution

Filter: If State, communes, public administration

25. What exactly is the area concerned? (A17_3)

Public administration

Foreign affairs, Defense, Judicature/Justice, Public safety and order

Social security

other public services

26. For how long have you been working in this organization? Please start by indicating the month. (A18m &A18j)

_____ month _____ year

Filter: If belonging to the panel and A18m & A18j > 8 / 2023 OR A18j = 2025

27. Because you have changed your workplace since the last survey: How did your last employment relationship in Luxembourg end? (Z02a)

I resigned myself.

The employer gave notice for operational reasons.

Bankruptcy or business closure.

The employment relationship was terminated by mutual agreement.

I was given notice by the organisation for different reasons.

I fell ill, became unable to work or incapacitated.

My fixed-term employment contract expired.

Filter: Z02 = 1, 4

28. What prompted you to leave your previous employer? Were the reasons purely professional or purely personal or a combination of the two? (Z04a)

purely professional reasons

purely personal reasons

a combination of the two

Filter: Z02a = 2, 3, 5, 7 OR Z04a = 1, 3

29. The following is about possible career improvements that workers expect from a job change. Related to your last work shift: Please tell me to what extent you have expected certain career improvements. To what extent did you expect improvements concerning ... (Z05a)

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
Remuneration & Additional benefits					
Superiors					
Carrier- & Training possibilities					
Work contents					
Work volumes					
Work hours					
Treatment by colleagues and superiors					
Job security					
Other improvements					

Filter: Z02a = 2, 3, 5, 7 OR Z04a = 2, 3

30. To what extent did you expect improvements or changes in your private life from a change in jobs? I expected the following from a change in jobs... (Z06a)

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
... A closer proximity to the partner or to the family					
... A new beginning in private life					
... Shorter distances to work					
... Better reconciliation of work and private life					
... Other improvements					

31. Since when have you been working in your current position in that organization? (A19m & A19j)

____ month ____ year

32. How many people are employed in your permanent establishment? (A20)

1 – 4 employees

5 – 14 employees

15 – 49 employees

50 – 249 employees

250 and more employees

Filter: Scr4_Panel=1 oder Scr4=1, 2, 3, 4

33. Are you currently experiencing staff shortages in your field of work? (A37a)

No

Yes, to a small degree

Yes, to a moderate degree

Yes, to a large degree

Filter: A37a=2,3,4

34. How many months has the staff shortage persisted in your area of work? (A37b)

1 to 6 months

7 to 12 months

12 to 18 months

More than 18 months

Filter: A37a=2,3,4

I will now read you some statements on the topic of staff shortages.

35. Please indicate for each statement whether it applies to you or not.

Due to the staff shortage... (A37c)

	This statement applies	This statement does not apply
... I take on tasks that are not actually part of my job description. (A37c_1)		
... I have to work at a faster pace than usual. (A37c_2)		
... I work overtime more often. (A37c_3)		
... I have to adjust my working hours more often (A37c_4)		
... I have to shorten my breaks or skip them altogether (A37c_5)		
... I have to take on tasks for which I am not sufficiently qualified. (A37c_6)		
... I have to take on tasks for which I am overqualified. (A37c_7)		
... I don't have time for professional development. (A37c_8)		

36. Are you personally a member of a union? (A22)

Yes

No

37. Now I have some questions regarding your working conditions within the organization. Please tell me in each case to what extent these conditions apply? To what extent... (B01)

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
... does your work put you at risk of accident and injury? (B01_2)					
... is your work carried out in working conditions that are harmful to health? (B01_13)					
... can you decide how you carry out your work? (B01_3)					
... can you decide where you do your work? (B01_19)					
... can you determine your working hours yourself? (B01_4)					
... can you determine the order of your work tasks yourself? (B01_14)					
... can you determine the content of your work yourself? (B01_15)					
... are you involved in decisions in your organization? (B01_5)					
... does your superior consider your opinion in decisions or in upcoming changes? (B01_11)					

38. We would now like to know how often certain conditions arise in your work. How often... (B02)

	Never	Rarely	Sometimes	Often	(Almost) always
... is your work physically strenuous, e.g. does it involve prolonged standing? (B02_1)					
... does your work leave you physically exhausted? (B02_10)					
... is your work mentally draining, e.g. if you are required to concentrate a lot? (B02_2)					
... are you required to concentrate simultaneously on several different tasks? (B02_4)					
... are you required to meet tight deadlines in your work? (B02_9)					
... are you under time pressure or rushed in your work? (B02_7)					
... does your work require you to control your feelings? (B02_13)					
... does your work require you to hide your true feelings? (B02_14)					

39. To what extent...

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
... Does your work demand concentration? (B02_2_3)					
... Is your work intellectually challenging? (B02_2_4)					

40. Let us now talk briefly about your team environment at work. I will read out some statements to you. Please tell me in each case to what extent these statements apply to you. To what extent... (B03)

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
... do you cooperate with your colleagues in your work? (B03_2)					
... do you receive feedback about your work from your superior or from your colleagues? (B03_3)					
... are you supported in your work by your colleagues? (B03_4)					
... do you receive feedback from your superior about your professional competences? (B03_7)					
... do you and your colleagues help one another with work-related problems? (B03_8)					
... are you able to ask your colleagues for help for work-related problems? (B03_9)					

41. How often from your point of view do difficult situations arise with your colleagues or your superior? How often... (B10)

	Never	Rarely	Sometimes	Often	(Almost) always
... is your work criticized by your colleagues or by your superior? (B10_1)					
... are you ignored at work by your colleagues or your superior? (B10_2)					
... are you assigned meaningless tasks by your superior? (B10_3)					
... are you ridiculed in front of others by your superior or by your colleagues? (B10_4)					
... are you in conflict with your colleagues or superior? (B10_5)					

**42. Now a question regarding the appreciation of your work by the organisation.
To what extent... (B05_2)**

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
... does your salary reflect your work input? (B05_2)					

43. I would now like to address your organisation's in-house training and continuing education. To what extent... (B06_1)

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
... do you have possibilities to engage in further training in your organization? (B06_1_1)					
... does your organization support you to undertake further training? (B06_1_2)					

Filter: Scr4_Panel=1 oder Scr4=1, 2, 3, 4

44. Considering the last 12 months, have you participated in any of the following initiations, trainings, further education or continuing education courses? (B68)

	Yes, I participated	No, I did not participate
... Training or instruction at the workplace. This refers to instruction at the workplace, such as by supervisors, colleagues, trainers or even using learning programmes. This can cover technical content as well as more general, interdisciplinary topics. (B68_1)		
... A short educational event lasting no more than one day. This could include lectures, training courses or day seminars. (B68_2)		
... An educational event lasting several days, or over a longer period of time. This could include courses, training programmes or seminars lasting several days, often or usually run by external providers. (B68_3)		
... A longer educational measure leading to a qualification? This could include specialist training programmes such as master craftsman, technician, business administrator, specialist administrator, etc., but could also be preparation for an external examination to obtain a vocational qualification. Part-time studies would also fall under this category. (B68_4)		

Filter: B68_1=1

45. In how many training sessions or instructions at the workplace have you participated in the past 12 months? (B69a)

 Training or instruction at the workplace

Falls: B69a>1 & B69a<97: For the following questions, please think about the most important introduction or instruction at the workplace you received in the past 12 months.

46. Did your employer cover the costs of this initiation or instruction at the workplace? (B69b)

Yes, completely

Yes, partially

No, not at all

No costs were incurred

Filter: B68_1=1

47. How useful was this workplace initiation or instruction for your work? (B69c)

Not useful at all

Somewhat useful

Quite useful

Very useful

Filter: B68_2=1

48. Now we would like to ask you about educational events lasting no more than one day that you have attended in the last 12 months. How many such training courses have you attended in the last 12 months? (B70a)

 Educational events lasting no longer than one day

Filter: B68_2=1

49. For the following questions, please think about the most important educational event lasting no more than one day that you have attended in the last 12 months. When were these educational events lasting no longer than one day completed? (B70b)

Only during working hours

Mainly during working hours

Mainly outside working hours

Only outside working hours

Filter: B68_2=1

50. Did your employer cover the costs of this educational event? (B70c)

Yes, completely

Yes, partially

No, not at all

No costs were incurred

Filter: B68_2=1

51. How useful was this educational event for your job? (B70d)

Not useful at all

Somewhat useful

Quite useful

Very useful

Filter: B68_3=1

52. Now we would like to ask about educational events lasting several days that you have participated in over the last 12 months. How many such training courses have you participated in over the last 12 months? (B71a)

_____ Educational events lasting several days

Filter: B68_3=1

53. For the following questions, please consider the most important educational event lasting several days that you have attended in the last 12 months. When were these educational events lasting several days completed? (B71b)

Only during working hours

Mainly during working hours

Mainly outside working hours

Only outside working hours

Filter: B68_3=1

54. Did your employer cover the costs of this educational event? (B71c)

Yes, completely

Yes, partially

No, not at all

No costs were incurred

Filter: B68_3=1

55. How useful was this educational event for your job? (B71d)

Not useful at all

Somewhat useful

Quite useful

Very useful

Filter: B68_4=1

56. Now we would like to ask about longer continuing education programmes leading to a qualification that you have participated in over the last 12 months. How many such continuing education programmes have you participated in over the last 12 months? (B72a)

_____ Longer educational measures leading to a qualification

ilter: B68_4=1

57. For the following questions, please consider the most important longer continuing education programme leading to a qualification that you have completed in the last 12 months. When was this longer continuing education programme completed with a qualification? (B72b)

- Only during working hours
- Mainly during working hours
- Mainly outside working hours
- Only outside working hours

Filter: B68_4=1

58. Did your employer cover the costs of this educational event? (B72c)

- Yes, completely
- Yes, partially
- No, not at all
- No costs were incurred

Filter: B68_4=1

59. How useful was this educational event for your job? (B72d)

- Not useful at all
- Somewhat useful
- Quite useful
- Very useful

Filter: Scr4_Panel=1 oder Scr4=1, 2, 3, 4

60. Below are some statements about continuing professional development and how you feel about this topic. Please indicate to what extent each statement applies to you personally. To what extent does this apply to you? Is this... (B73)

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
It's not worth learning something new for my job. (B73_1)					
I learn something new for my job in order to gain recognition from my superiors and colleagues. (B73_2)					
I learn something new for my job in order to improve my career opportunities. (B73_3)					
I learn new things for my job to prove to myself that I can do it. (B73_4)					
I learn new things for my job because I find it personally important. (B73_5)					
I learn new things for my work because I enjoy it. (B73_6)					

Filter: Scr4_Panel=1 oder Scr4=1, 2, 3, 4

61. How do you feel about the following statements on this topic? Please indicate to what extent you agree with each statement. (B74)

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
I actively seek opportunities for professional development. (B74_1)					
I keep informed about new training opportunities. (B74_2)					
I consider learning to be a continuous process in my professional life. (B74_3)					

Filter: Scr4_Panel=1 oder Scr4=1, 2, 3, 4

62. How do you feel about the following statements on this topic? Please indicate to what extent you agree with each statement. (B75)

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
I have access to professional development opportunities that I need for my current and future tasks. (B75_1)					
The professional training helps me to do my job better. (B75_2)					

Filter: Scr4_Panel=1 oder Scr4=1, 2, 3, 4

63. Now we would like to ask you about the opportunities for professional training offered by your company or organisation. To what extent do you agree with the following statements? In my organisation... (B76)

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
... employees are reimbursed for the costs of further training. (B76_1)					
... employees are given sufficient time for further training. (B76_2)					
... employees are encouraged to pursue further training. (B76_3)					
... employees who pursue further training are rewarded. (B76_4)					

Filter: Scr4_Panel=1 oder Scr4=1, 2, 3, 4

64. How satisfied are you overall with the opportunities for further training in your organisation? (B77)

To a very large degree
To a large degree
To a moderate degree
To a small degree
To a very small degree

Filter: Scr4_Panel=1 oder Scr4=1, 2, 3, 4

65. Furthermore, how important would you say continuing professional development is for your job overall? (B78)

Not important at all
Less important
Somewhat important
Important
Very important

Filter: Scr4_Panel=1 oder Scr4=1, 2, 3, 4

66. How interested are you in further professional training in the following areas? (B79)

	Not at all interested	Moderately interested	Very interested
Professional specialisation, e.g. expertise in a specific industry (B79_1)			
Career development, e.g. leadership, self-management (B79_2)			
Reorientation & career change, e.g. new professional fields (B79_3)			

Filter: Scr4_Panel=1 oder Scr4=1, 2, 3, 4

67. Where do you usually get information or inspiration about possible professional development opportunities? (B80)

From colleagues
From my superiors
Through the human resources department or company training experts
Through internal company information channels, e.g. intranet, notices, newsletters, training catalogues
Through external educational institutions, e.g. universities, technical colleges, training institutes
Through my personal network, e.g. family, friends, acquaintances
Through social networks, e.g. LinkedIn, Xing, topic-specific Facebook groups
Via online platforms or job portals, e.g. Coursera, Udemy, StepStone
Through professional associations or chambers, e.g. Chambre des salariés, Chambre des métiers, Chambre de commerce, professional associations
Other sources

Filter : Scr4_Panel=1 oder Scr4=1, 2, 3, 4

68. Now let's look at statements and reasons that might discourage you from participating in professional development courses. Please indicate whether you agree or disagree with each statement. (B81)

	This statement applies	This statement does not apply
I am generally not interested in continuing professional development for my current job. (B81_1)		
I don't have time for continuing professional development.		
In general, my employer does not support continuing professional development. (B81_3)		
My employer does not pay for continuing professional development. (B81_4)		
There are no suitable professional development opportunities in my field of work. (B81_5)		

69. Now let's talk about the advancement and promotion opportunities within your organization. To what extent... (B07)

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
... do you have possibilities of advancement and promotion in your organization? (B07_1)					
... does your organization support professional advancement or promotion? (B07_2)					

70. We would now like you to rate your satisfaction with your work.

How satisfied are you at present... (B08)

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
... with your work? (B08_1)					
... with the work atmosphere at work? (B08_2)					
... with the working conditions at work? (B08_3)					
... with your salary? (B08_4)					

71. Now let's talk about your own personal assessment of your work performance.

Please rate your answer on a scale of 1: below average to 5: above average. You may grade your answer with the values in between. (B17d)

	below average				above average
How do you evaluate your overall work performance in comparison with that of your colleagues? (B17d_21)					
How does your superior evaluate your overall work performance? (B17d_22)					

72. And now back to your personal experience in your daily work routine.

How often.. (B11)

	Never	Rarely	Sometimes	Often	(Almost) always
... do you no longer enjoy your work? (B11_3)					
... are you unable to reconcile your work and your private life? (B11_7)					
... do you feel stressed because of your work? (B11_9)					
... are conflicts arising as a result of the demands of your work and those of your private life? (B11_15)					

73. How difficult is it for you to give the necessary attention to your work as well as your private life? Please rate your answer on a scale of 1: very difficult to 5: not difficult at all. You may grade your answer with the values in between. (B11a)

very difficult

not difficult at all

74. To what extent are you expected to be available outside working hours, e.g. by phone, email or smartphone? (B33)

to a very large extent

to a large extent

to a medium extent

to a low extent

to a very low extent

75. Do you believe that you will be able to continue in your current job under the current requirements until you reach the normal retirement age? (B81)

Yes

No

The following questions are about the subject of health.

76. How often have you experienced health problems in the last 12 months? (B14a)

Never
Rarely
Sometimes
Often
(Almost) always

77. I now have a few questions regarding specific health problems. How often in the last 12 months have you had... (B14)

	Never	Rarely	Sometimes	Often	(Almost) Always
... Heart problems? (B14_1)					
... Headaches? (B14_2)					
... Back problems? (B14_3)					
... Joint problems? (B14_4)					
... Stomach problems? (B14_5)					
... Insomnia? (B14_6)					

78. How many hours do you sleep on average on a daily basis? (B14b)

_____ hours

79. On how many days approximately were you absent from work in the course of the last 12 months? (B17c)

_____ days

80. In the last 12 months, on how many working days did you miss due to illness? (B46)

_____ days

81. In the past 12 months, how many days have you worked even though you felt ill? (B39)

_____ days

82. Have you sought therapeutic counselling in the last 12 months due to stressful situations at work? (B67)

yes

no

Work can be predominantly physical, predominantly mental, or equally physical and mental. Full work capacity means being able to perform and complete a given job at a given time.

83. Please think about your best work capacity you have ever felt. How do you rate your current work capacity in comparison to that? Please use a scale from 0 to 10 in responding 0 means you are currently totally unable to work, 10 means you are currently at your best work capacity. You can use the values in between to complete your assessment. (B38)

0 – totally unable to work

1

2

3

4

5

6

7

8

9

10 – at best work capacity

84. The following statements relate to your wellbeing over the last two weeks. To what extent do you agree with the following statements: In the last two weeks ... (B14c)

	All the time	Most of the time	Slightly more than half the time	Slightly less than half the time	Now and then	At no time
... I have been happy and in a good mood. (B14c_12)						
... I have felt calm and relaxed. (B14c_13)						
... I have felt energetic and active. (B14c_14)						
... I have woken up refreshed and well rested. (B14c_15)						
... my day-to-day life has been busy with things that interest me. (B14c_16)						

85. How often ...? (B17)		Never	Rarely	Sometimes	Often	(Almost) always
... do you feel you can no longer tolerate your work? (B17_1)						
... do you feel you haven't got enough energy for day-to-day life? (B17_3)						
... do you have difficulty concentrating on your work? (B17_4)						
... do you feel that every hour of work is exhausting for you? (B17_13)						

86. To what extent ...? (B17a)		to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
... is your work emotionally exhausting? (B17a_14)						

87. How often ...? (B17b)		Never	Rarely	Sometimes	Often	(Almost) always
... do you have the feeling that you are overflowing with energy at work? (B17b_18)						
... do you feel fit and vigorous at work? (B17b_19)						
... do you look forward to going to work as you get up in the morning? (B17b_20)						

88. When you think of the last 12 months: Did you sometimes feel so awful that you considered committing suicide? (B18)	
Yes	
No	

Filter: B18 = "yes"

89. Did you at this point also think about how to make this idea a reality? (B19)	
Yes	
No	

Filter: B19 = "Yes"

To come back to the same question, once again with regard to the last 12 months, did you actually attempt to commit suicide? (B20)					
Yes					
No					

We now come to the final part of our interview. I have a few questions about how you see your future and some follow-up questions about yourself.

**90. First of all a few personal questions regarding your work in your organization.
To what extent...? (C01)**

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
... do you consider your own job as being safe? (C01_1)					
... are you afraid to lose your job? (C01_2)					
... do you think you will lose your job in the next ten years due to technological progress? (C01_3)					

91. Now a few questions regarding your views on your personal prospect of finding a new job. Please rate your answer on a scale of 1: very difficult to 5: not difficult at all. You may grade your answer with the values in between. (C02)

	Very difficult				Not difficult at all
How difficult would it be for you to find a <u>similar</u> job, if you were to lose or resign from your job? (C02_1)					
And how difficult would it be for you to actually find a <u>job</u> , if you were to lose or resign from your job? (C02_2)					

92. Do you intend to change jobs in the near future? (C03_3)

Yes
No

93. What is the highest level of education you achieved? Please also consider your vocational or training qualification. (C04)

- fundamental or primary school qualification
- secondary school qualification, e.g. high school, modern school or similar
- general or subject-related higher education/university entrance qualification or similar
- vocational training
- master craftsman or technician level training
- technical college qualification
- bachelor degree
- master's degree, diploma
- doctorate
- no qualification

94. Do you live with a partner? (C05)

- Yes
- No

Filter: C05 = „Yes“

95. Does your partner also work? (C05_1)

- Yes
- No

96. How many people live in your household, including yourself and your children? (C801)

Number of people in the household

97. How many children live in your household? (C06)

_____ children

Filter : C06= 0, 97 & C801 > 1

98. How old is the youngest child living in your household? (C07)

_____ year(s)

99. What is your mother tongue? (C10)

- Luxembourgish
- French
- German
- Portuguese
- Italian
- English
- Other mother tongue: _____

100. In which country is your main residence? (Wohnsitz)

- Luxembourg
- France
- Germany
- Belgium
- In another country not mentioned

101. Please indicate the postcode of your residence? We assure you that the information you provide will be treated as strictly confidential in accordance with legal requirements. Your data will only be evaluated anonymously with the data of other persons. It is not possible to draw conclusions about you as a person or about your company. (C16)

102. Can you tell me in which region your residence is located? Feel free to state the administrative district - if you know it - or even a larger city from your area. (C16a)

103. What is your nationality? (C11)

- Luxembourgish
- French
- German
- Portuguese
- Belgian
- Italian
- Another nationality: _____
- Luxembourgish

Supplementary survey for the panel cases:

104. Since you are currently no longer working in Luxembourg for a minimum of 10 hours a week, there are only a few short questions left to ask. What is your current employment relationship? (Z01)

I have a job out of Luxembourg.

I am currently seeking employment.

I am currently on a personal break.

I am retired.

I am on parental leave.

I am unable to work.

Other

105. How did your last employment relationship in Luxembourg end? (Z02)

I resigned myself.

The employer gave notice for operational reasons.

Bankruptcy or business closure.

The employment relationship was terminated by mutual agreement.

I was given notice by the organisation for different reasons.

I fell ill, became unable to work or incapacitated.

My fixed-term employment contract expired.

I went into retirement.

Filter: Z02 = 1, 4

106. What prompted you to leave your previous employer? (Z04)

purely professional reasons

purely personal reasons

a combination of the two

Filter: Z02 = 2,3,5,7 OR (Z04 = 1, 3 UND Z01 = 1)

107. The following is about possible career improvements that workers expect from a job change. Regarding last job change: Please indicate to what extent you expected the following professional improvements. (Z05)

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
...remuneration & additional benefits (Z05_1)					
...superiors (Z05_2)					
...carrier- & Training possibilities (Z05_3)					
...work contents (Z05_4)					
...work volumes (Z05_5)					
...work hours (Z05_6)					
...treatment by colleagues and superiors (Z05_7)					
...job security (Z05_8)					
...other improvements (Z05_9)					

Filter: Z02 = 2,3,5,7 ODER (Z04 = 2, 3 UND Z01 = 1)

108. Briefly now about possible changes in your private life due to a change in jobs. To what extent did you expect improvements or changes in your private life from your last change in jobs? (Z06)

	to a very large extent	to a large extent	to a medium extent	to a low extent	to a very low extent
...a closer proximity to the partner or to the family (Z06_1)					
...a new beginning in private life (Z06_2)					
...shorter distances to work (Z06_3)					
...better reconciliation of work and private life (Z06_4)					
...other improvements (Z06_5)					

109. The following statements relate to your wellbeing over the last two weeks. To what extent do you agree with the following statements: In the last two weeks... (Z07)

	All the time	Most of the time	Slightly more than half the time	Slightly less than half the time	Now and then	At no time
...I have been happy and in a good mood. (Z07_1)						
...I have felt calm and relaxed. (Z07_2)						
...I have felt energetic and active. (Z07_3)						
...I have woken up refreshed and well rested. (Z07_4)						
...my day-to-day life has been busy with things that interest me. (Z07_5)						