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# EJRM QUESTIONNAIRE

## Survey of Education-Job Requirements Matching

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Centre for the Study of Education and Work



Ontario Institute for Studies in Education of the University of Toronto

## **Introduction**

**Hello my name is \_\_\_\_\_**

**I am calling from the Research Centre at York University (in Toronto).**

**We are completing a study funded by the Social Sciences and Humanities Research Council of Canada and designed by the University of Toronto. The study is about paid and unpaid work and learning activities. Your household has been chosen as part of a representative sample of 10,000 adults. We would like to talk to a member of your household. [Followed by questions to select the eligible household member and then obtain voluntary consent].**

<b>Section 2: Paid Employment Status</b>		
[All respondents or according to specific question instruction]		
<b>RGENDER</b>	<b>Respondent's gender</b>	1 Male 5 Female d don't know
<b>s2_1</b>	<b>In what year were you born?</b>	_____
<b>s2_2</b> [All respondents]	<b>Which of the following best describes your current employment status, are you</b> 1 Self-employed (or working in own business) 2 Working for pay (part or full-time position, includes on current paid vacation and current short term illness, i.e. on a sick day) 3 Temporarily absent from work (includes temporary layoff, on strike, waiting for future job start and short term disability or illness)	4 unemployed 5 retired 6 not in the labour force 7 going to school 8 caring for family 9 on disability  <b>STOP</b>
<b>GO TO QUESTION s2_6</b>		
<b>s2_6</b>	<b>For how many WEEKS/MONTHS during the last 12 months were you employed?</b>	_____
<b>s2_11</b>	<b>How many jobs are you currently working at?</b>	_____
<b>s2_12</b>	<b>How many hours do[did] you usually work [FOR PAY] at your business [job/jobs] in a normal week?</b>	_____
<b>s2_13</b>	<b>Please think of your main job, in answering the following questions.</b>  <b>Which of the following best describes the hours you usually work? Is it a regular daytime schedule or shift, a regular evening shift, a regular night shift, a rotating shift, a split shift, on call or casual, or an irregular schedule?</b>	1 Regular daytime schedule 2 Regular evening shift 3 Regular night shift 4 Rotating shift 5 Split shift 6 On call or casual 7 Irregular schedule 8 Regular and on-call 0 Other_____
<b>s2_13_1</b>	<b>How many years in total have you been employed, including full-time or part-time jobs?</b>	_____
<b>s2_15</b>	<b>For how many years have you been employed by the organization where you now work?</b>	_____
<b>s2_16</b>	<b>And for how many years have you been employed at the job you hold now?</b>	_____
<b>s2_17</b>	<b>How satisfied are you with your job? Would you say very satisfied, somewhat satisfied, neither satisfied nor dissatisfied, somewhat dissatisfied, or very dissatisfied?</b>	1 Very satisfied 2 Somewhat satisfied 3 Neither 4 Somewhat dissatisfy. 5 Very dissatisfied
<b>s2_18</b>	<b>Is your job permanent, that is, it has no specified end date, is it temporary, or is it seasonal?</b>	1 Permanent 3 Temporary 5 Seasonal
<b>s2_19</b>	<b>Are you working on a <u>temporary</u> [<u>seasonal</u>] basis by your own choice?</b>	1 Yes 5 No

s2_20	<b>Given the choice, would you like to work more, less, or the same number of hours as you now work?</b>	1 More 2 Less 3 Same
s2_21	<b>How likely is it that you will lose your job in the next year? Would you say very likely, somewhat likely, somewhat unlikely, or very unlikely?</b>	1 Very likely 2 Somewhat likely 3 Somewhat unlikely 4 Very unlikely
s2_25a	<b>In the last five years, did any of the following happen to you?</b> Did you get your first job, get a promotion, move to a new job, become unemployed, move from part-time to full-time or vice versa, or take time off for maternity or parental leave? <b>What happened?</b> Check all that apply.	1 Yes 5 No
s2_25b1	<input type="checkbox"/> 1 ... Got first job	
s2_25b2	<input type="checkbox"/> 2 ... Got promotion or new job in same organization	
s2_25b3	<input type="checkbox"/> 3 ... Moved to new job in new organization	
s2_25b4	<input type="checkbox"/> 4 ... Became unemployed	
s2_25b5	<input type="checkbox"/> 5 ... Moved from part-time to full-time or reverse	
s2_25b6	<input type="checkbox"/> 6 ... Took maternity or parental leave	
s2_25b7	<input type="checkbox"/> 7 ... Something else _____	

### Section 3: Time Use [All respondents]

Questions about time you spend IN A TYPICAL WEEK in different activities outside of paid work.

s3_1	In a TYPICAL week, how much time do you spend doing UNPAID housework activities including cooking, cleaning, shopping, home budgeting, yard work or home maintenance _____	
s3_2	In a typical week, how much time do you spend looking after children WITHOUT pay? _____	
s3_3	How much time do you spend caring for an elderly or disabled family member? _____	
s3_6	In the past year did you do any unpaid volunteer work in any organization or group?	1 Yes 5 No
s3_7_1	<b>Check all that apply.</b> <input type="checkbox"/> 1) Political organization (includes political parties, social or environment issue organizations, etc.)	
s3_7_2	<input type="checkbox"/> 2) Cultural educational or hobby group (theatre group, book club, bridge club, etc.)	
s3_7_3	<input type="checkbox"/> 3) Religious organization	
s3_7_4	<input type="checkbox"/> 4) Sports organization (baseball league, tennis club...)	
s3_7_5	<input type="checkbox"/> 5) Service club (Kiwanis, Knight Columbus, Shriners)	
s3_7_6	<input type="checkbox"/> 6) School or neighbourhood association (PTA, neighbourhood watch, rate payers, etc.)	
s3_7_7	<input type="checkbox"/> 7) other groups or organizations _____	
s3_8	On average, how much time per week did you spend in these volunteer activities over the past year? _____	

<b>Section 6: Adult Education</b>		
<b>s6_1</b>	<b>What is the highest level of education you have obtained?</b>	1 No school 2 Elementary 3 Some high school 4 Completed high school 5 High school equivalency 6 Some community college/cegep 7 Certificate/diploma community college/cegep 8 Some university 9 Completed undergraduate degree 10 Some professional studies 11 Completed professional degree 12 Some graduate university 13 Completed graduate degree
<b>s6_2</b>	<b>What was the last year you were in this educational program? In what year did you complete this educational program?</b>	_____
<b>s6_2_1</b>	<b>Was your highest level of education obtained in Canada or another country?</b>	1 In Canada 5 In other country, _____
<b>s6_3</b>	<b>At any time during the past year did you receive ANY FORMAL training or education including courses, private lessons, correspondence courses (written or electronic), workshops, apprenticeship training, arts, crafts, recreation courses, or any other training or education no matter how long or short?</b>	1 Yes 5 No
<b>s6_4</b> [If participated in any formal training]	<b>Are you currently, or have you been during the past year, registered as a student in a program earning a credit towards a diploma, degree, certificate or license?</b>	1 Yes 5 No
<b>s6_4_1</b>	<b>Would this be as a full-time or part-time student?</b>	1 full-time 5 part-time
[If participated in credit course]	<b>What type of diploma, degree, certificate or license is this?</b>	
<b>s6_6_1</b>	1) High school diploma	
<b>s6_6_2</b>	2) Community or private college certificate	
<b>s6_6_3</b>	3) Private arts school, business college or technical school	
<b>s6_6_4</b>	4) University degree	
<b>s6_6_5</b>	5) Trades certificate or license	
<b>s6_6_6</b>	6) Professional license	
<b>s6_6_7</b>	7) Other _____	
<b>s6_8a</b> [If participated in credit course]	<b>How many weeks were you enrolled in this courses or courses (in the last 12 months)?</b>	_____
<b>s6_8b</b> [If participated in credit course]	<b>Thinking about the credit courses you did in the last year, about how many hours did this amount to IN A TYPICAL WEEK, counting time in class, and doing homework and course assignments?</b>	_____
<b>s6_9a</b>	<b>Other than courses towards a diploma, degree,</b>	

[If participated in formal education or training]	<b>certificate or license, have you taken any other formal courses, workshops or organized lessons in the last year, no matter how long or short, or who offered it, on any subject?</b>	1 Yes 5 No
[If participated in other formal education] <b>s6_9c1</b> <b>s6_9c2</b> <b>s6_9c3</b> <b>s6_9c4</b> <b>s6_9c5</b> <b>s6_9c6</b> <b>s6_9c7</b> <b>s6_9c8</b> <b>s6_9c9</b> <b>s6_9c10</b>	<b>What type of courses, workshops, or organized lessons were they?</b> <input type="checkbox"/> 1 ... Job entry training <input type="checkbox"/> 2 ... Job or career upgrading <input type="checkbox"/> 3 ... Occupational health and safety/environmental protection <input type="checkbox"/> 4 ... Computer training <input type="checkbox"/> 5 ... English as a second language <input type="checkbox"/> 6 ... French as a second language <input type="checkbox"/> 7 ... Basic reading, writing and numeric skills <input type="checkbox"/> 8 ... Human rights, anti-discrimination, anti-racism <input type="checkbox"/> 9 ... General interest, hobby, etc. <input type="checkbox"/> 10...Other _____	
<b>s6_11a</b> [If participated in non-credit course]	<b>Thinking about this OR these non-credit course you did in the last year, for how many weeks were you enrolled?</b>	_____
<b>s6_11b</b> [If participated in non-credit course]	<b>Thinking about this OR these non-credit course you did in the last year, about how many hours did this amount to IN A TYPICAL WEEK, counting time in class, and doing homework and course assignments?</b>	_____
<b>s6_12</b>	<b>Who contributed towards the direct expenses for this course or courses? Was it you personally or your family, an employer, a government agency, a union or professional association, or someone else?</b>	1 You personally or your family 2 Employer 3 Government agency 4 Union or professional association 5 Anyone else 0 Other _____

<b>Section 8: Barriers to Participation in Adult Education</b>		<b>YES</b>	<b>NO</b>
<b>s8_1</b>	<b>During the past year were there any FORMAL training or education programs, or courses that you WANTED TO TAKE for any reason including for your career or job, hobby, recreation, or personal interest and so on, BUT DID NOT?</b>	<input type="radio"/>	<input type="radio"/>
[If wanted to take formal training or education]			
<b>s8_2</b>	<b>Of these courses you wanted to take but did not, were any related to a current or future job?</b>	<input type="radio"/>	<input type="radio"/>
<b>What were your reasons for not taking it?:r: ...</b>			
<b>s8_3_1</b>	1 do not need any more formal organized courses	<input type="radio"/>	<input type="radio"/>
<b>s8_3_2</b>	2 there are no relevant courses available	<input type="radio"/>	<input type="radio"/>
<b>s8_3_3</b>	3 courses are at inconvenient times and places	<input type="radio"/>	<input type="radio"/>
<b>s8_3_4</b>	4 lack of employer support	<input type="radio"/>	<input type="radio"/>
<b>s8_3_5</b>	5 family responsibilities such as taking care of children or other dependents	<input type="radio"/>	<input type="radio"/>
<b>s8_3_6</b>	6 do not have affordable child care	<input type="radio"/>	<input type="radio"/>
<b>s8_3_7</b>	7 poor grades or do not have the qualifications	<input type="radio"/>	<input type="radio"/>
<b>s8_3_8</b>	8 have a language barrier	<input type="radio"/>	<input type="radio"/>
<b>s8_3_9</b>	9 do not have the time	<input type="radio"/>	<input type="radio"/>
<b>s8_3_10</b>	10 health reasons	<input type="radio"/>	<input type="radio"/>
<b>s8_3_11</b>	11 physical or mental disability, whether long or short term	<input type="radio"/>	<input type="radio"/>
<b>s8_3_12</b>	12 courses are too expensive or you do not have money for courses	<input type="radio"/>	<input type="radio"/>
<b>s8_3_13</b>	13 courses and other schooling boring and narrow	<input type="radio"/>	<input type="radio"/>
<b>s8_3_14</b>	14 schools and other places that offer courses are unfriendly	<input type="radio"/>	<input type="radio"/>
<b>s8_3_15</b>	15 other, specify	<input type="radio"/>	<input type="radio"/>
<b>s8_4</b> [All respondents]	<b>Are you planning to take any FORMAL organized courses in the next few years?</b>	1 Yes 3 Maybe 5 No	

## Section 9: Helpfulness of Formal Education

Have the courses you took in the past year been *very helpful, fairly helpful or not helpful* for the following?

s9_1	... Increasing your income	1 Very helpful 3 Fairly helpful 5 Not helpful
s9_2	... keeping your job	1 Very helpful 3 Fairly helpful 5 Not helpful
s9_3	... get a promotion	1 Very helpful 3 Fairly helpful 5 Not helpful
Have the courses you took in the past year been very helpful, fairly helpful or not helpful in ...		<b>Very helpful</b> <b>Fairly helpful</b> <b>Not helpful</b> <b>Don't Know</b>
s9_5	... do your job better	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
S9_6	... find or change jobs	<input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>

## Section 10: Learning Skills [All respondents]

s10_3	Would you say your reading skills in English/French are excellent, good, average, somewhat below average, or fairly poor?	1 Excellent 2 Good 3 Average 4 Somewhat below average 5 Fairly poor
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## Section 11: Access to Information and Communication Technology

s11_3	Are your computer skills much higher, higher, the same, lower, or much lower than the requirements of your (main) job?	1 Much higher 2 Higher 3 Same 4 Lower 5 Much lower 7 Computer skills not required
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<b>Section 12: Employment-related Informal Learning</b> [Currently employed]					
<p>Now, please think about ANY INFORMAL LEARNING you have done during the last year OUTSIDE of formal or organized courses. You may spend a little time or a lot of time on it. This includes anything you do either by yourself or with other people to gain knowledge, skill or understanding.</p> <p>We will consider informal learning related to employment, volunteer work, housework and general interests.</p> <p>First, let's talk about any INFORMAL learning activities OUTSIDE OF COURSES that have some connection with your PAID EMPLOYMENT. This includes any INFORMAL learning you did by yourself or with others in the last year.</p>					
		YES	NO		
s12_1	Have you done any informal learning to keep up with new general knowledge in your occupation during the last year?	<input type="radio"/>	<input type="radio"/>		
s12_2	Informal learning of new job tasks?	<input type="radio"/>	<input type="radio"/>		
s12_3	Learning about computers?	<input type="radio"/>	<input type="radio"/>		
s12_4	Learning about new equipment?	<input type="radio"/>	<input type="radio"/>		
s12_5	Organizational or managerial skills?	<input type="radio"/>	<input type="radio"/>		
s12_6	Budgeting or financial management?	<input type="radio"/>	<input type="radio"/>		
s12_7	Teamwork, problem solving, or communications skills?	<input type="radio"/>	<input type="radio"/>		
s12_8	Learning about employment conditions or workers rights?	<input type="radio"/>	<input type="radio"/>		
s12_9	Politics in the workplace?	<input type="radio"/>	<input type="radio"/>		
s12_10	Language and literacy?	<input type="radio"/>	<input type="radio"/>		
s12_11	Health and safety?	<input type="radio"/>	<input type="radio"/>		
s12_12 [If participated in employment-related informal learning]	Thinking about all the informal learning you have been doing in the last year that is related to your employment; about how many hours did this amount to IN A TYPICAL WEEK? (Just give us your best guess in hours spent.)	_____			
<b>For each of the following please tell me if your informal learning has been very helpful, fairly helpful, or not helpful?</b>		<b>Very helpful</b>	<b>Fairly helpful</b>	<b>Not helpful</b>	<b>Don't Know</b>
[If participated in informal learning]					
s12_13	... First, in helping you to your income?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s12_14	... to keep your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s12_16 [If not self-employed]	... to get a promotion?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s12_17	... to do your job better?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s12_18	... to find or to change jobs?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<b>Section 13. Volunteer Work-related Informal Learning</b>							
<p>Now please think about <b>INFORMAL</b> learning activities outside of formal classes, paid work, or schooling, that you have done in the last year that is related to volunteering activities.</p> <p>Did you learn anything by yourself or with others about any of the following related to your volunteer activities in the last year?</p>							
	<b>YES    NO</b>						
s13_1	First, learning about computers?						
13_2	Organizational or managerial skills?						
s13_3	Budgeting or financial management?						
s13_4	Teamwork, problem solving, or communications skills?						
s13_5	Interpersonal skills?						
s13_6	Health and well being?						
s13_7	Learning about new equipment?						
s13_8	Language skills?						
s13_9	Increased knowledge about social, political or environmental issues?						
[If participated in volunteer work-related informal learning]							
s13_10	Thinking about all the informal learning you did in the last year that is related to all your volunteer activities, about how many hours did this amount to <b>IN A TYPICAL WEEK?</b> Just give us your best guess. _____						
s13_11	How helpful has your informal learning been in helping you to do <b>volunteer work better?</b> Would you say very helpful, fairly helpful, or not helpful? <table style="float: right; border: none;"> <tr> <td>1</td> <td>Very helpful</td> </tr> <tr> <td>3</td> <td>Fairly helpful</td> </tr> <tr> <td>5</td> <td>Not helpful</td> </tr> </table>	1	Very helpful	3	Fairly helpful	5	Not helpful
1	Very helpful						
3	Fairly helpful						
5	Not helpful						

## Section 14. Household-related Informal Learning

Think of any informal learning you have done on your own or with others in relation to household related work in the last year. For each of the following please tell us if you have learned anything outside a formal class in the last year about household related work.

		YES	NO
s14_1	First, is there anything you learned about home repair and maintenance in the last year?	<input type="radio"/>	<input type="radio"/>
s14_2	What about cooking?	<input type="radio"/>	<input type="radio"/>
s14_3	Parenting and childcare?	<input type="radio"/>	<input type="radio"/>
s14_4	Caring for the elderly?	<input type="radio"/>	<input type="radio"/>
s14_5	Intimate relationships?	<input type="radio"/>	<input type="radio"/>
s14_6	Health and well being?	<input type="radio"/>	<input type="radio"/>
s14_7	Learning about new equipment or appliances?	<input type="radio"/>	<input type="radio"/>
s14_8	Renovation, landscaping or gardening skills?	<input type="radio"/>	<input type="radio"/>
s14_9	Learning about computers?	<input type="radio"/>	<input type="radio"/>
s14_10	Budgeting or financial management?	<input type="radio"/>	<input type="radio"/>
s14_10b	Organization or management skills?	<input type="radio"/>	<input type="radio"/>
s14_10c	Team work, problem solving or communication skills?	<input type="radio"/>	<input type="radio"/>
s14_10d	Interpersonal skills?	<input type="radio"/>	<input type="radio"/>
[If participated household work-related informal learning]			
s14_11	Thinking about all the informal learning you did in the last year that is related to your household related work, how many hours did this amount to IN A TYPICAL WEEK? Just give us your best guess.	_____	
s14_13	Has your informal learning been very helpful, fairly helpful, or not helpful in helping you do your job better?	1 Very helpful 3 Fairly helpful 5 Not helpful	

<b>Section 15: General Interest-related Informal Learning</b>		
<b>Think of any informal learning you have done on your own or with others in relation to YOUR GENERAL INTERESTS in the last year. For each of the following please tell us if you have learned anything outside a formal class in the last year about household related work.</b>		
<b>Here is a list of other things that people learn outside of formal classes. These things are not directly related to employment, household work, or volunteer activities but related to your general interests. For each of the following please tell me if you learned anything about these areas of general interest by yourself or with others outside of a formal class in the last year.</b>		
		<b>YES      NO</b>
<b>s15_1</b>	<b>First, what about sports or recreation?</b> Did you learn anything about this by yourself or with others outside of a formal class in the last year?	<input type="radio"/> <input type="radio"/>
<b>s15_2</b>	<b>What about cultural traditions or customs?</b>	<input type="radio"/> <input type="radio"/>
<b>s15_3</b>	<b>And leisure or hobby skills?</b>	<input type="radio"/> <input type="radio"/>
<b>s15_4</b>	<b>Social skills and personal development?</b>	<input type="radio"/> <input type="radio"/>
<b>s15_5</b>	<b>Health and well being?</b>	<input type="radio"/> <input type="radio"/>
<b>s15_6</b>	<b>Finances?</b>	<input type="radio"/> <input type="radio"/>
<b>s15_7</b>	<b>Learning about computers?</b>	<input type="radio"/> <input type="radio"/>
<b>s15_8</b>	<b>Language skills?</b>	<input type="radio"/> <input type="radio"/>
<b>s15_9</b>	<b>Science and technology?</b>	<input type="radio"/> <input type="radio"/>
<b>s15_10</b>	<b>Intimate relationships?</b>	<input type="radio"/> <input type="radio"/>
<b>s15_11</b>	<b>Religion or spirituality?</b>	<input type="radio"/> <input type="radio"/>
	<b>Social, political or environmental issues?</b>	<input type="radio"/> <input type="radio"/>
<b>s15_13</b>	<b>Have you done any other general interest learning in the last year?</b>	
<b>s15_14</b> [If participated in general interest-related informal learning]	<b>Thinking about all the informal general interest learning you did in the last year that was NOT related to employment, volunteering or housework, about how many hours did this amount to IN A TYPICAL WEEK? Just give us your best guess.</b> _____	
<b>s15_14_1</b>	<b>How helpful was any of this general interest informal learning in helping you to do your job better? Would you say very helpful, fairly helpful or not helpful?</b>	1 Very helpful 3 Fairly helpful 5 Not helpful

<b>Section 17: Occupational Classification</b>		
<b>s17_1</b>	<b>What is your occupation, what do you do, please be as specific as possible,</b>	_____
<b>s17_1_1</b>	<b>How much of your job is creative rather than routine following established rules? Some jobs involve a lot of creativity while other jobs mainly follow established rules and routines. Would you say your job involves a great deal of creativity, a fair amount, very little creativity, or none at all?</b>	1 great deal of creativity 2 fair amount 3 very little 4 none at all
<b>s17_2</b>	<b>What kind of business, industry or service is this?</b>	_____
<b>s17_3</b>	<b>Do you work for a private company, non-profit organization, in the public sector, for example for a hospital or school, for a government owned company, or for a federal, provincial, or municipal ministry or agency?</b>	1 Private company 2 Non-profit organisation 3 Public sector 4 Government owned company 5 Federal, provincial, or municipal ministry/agency
<b>s17_4</b>	<b>Do you have a managerial or supervisory role at your place of work?</b>	1 Yes 5 No
<b>s17_5</b>	<b>Which of the following best describes the supervisory role you have at your place of work? Would you say you are a top manager of a plant, branch or division of an organization, upper level manager, middle level manager, lower managerial position, supervisor, or foreperson?</b>	1 Top manager (plant, branch) 2 Upper level manager 3 Middle level manager 4 Lower managerial position 5 Supervisor 6 Foreperson
<b>s17_6</b>	<b>How many people are employed by the entire organization you work in?</b>	1 1 or 2 employees 2 3 to 10 employees 3 11 to 49 employees 4 50 - 99 employees 5 100 - 249 employees 6 250 - 499 employees 7 500 - 999 employees 8 1,000 or more employees
<b>s17_6_1</b>	<b>How did you originally get a job in this organization? Did you apply to an ad, were you recruited, referred by friends or family, or did you just apply?</b>	1 applied to ad 2 recruited 3 referred by friends or family 4 just applied
<b>s17_6_2</b>	<b>What are your future career plans? Do you plan on staying in your current job, getting a promotion, looking for job elsewhere or are you not sure? Check all that apply.</b>	
<b>s17_6_2a</b>	a) stay in current job	
<b>s17_6_2b</b>	b) promotion	
<b>s17_6_2c</b>	c) getting a job elsewhere	
<b>s17_6_2d</b>	d) not sure	
<b>s17_6_2e</b>	e) retiring	
<b>s17_6_3</b>	<b>Have you actively sought another job recently?</b>	1 Yes

		5 No
s17_9	<b>Is there a worker's union at your workplace?</b>	1 Yes 5 No
s17_9	<b>Do you belong to it?</b>	1 Yes 5 No
s17_10	<b>Do you currently belong to an/another organization that represents the members of your occupation?</b>	1 Yes 5 No

## Section 18: Union Module

s18_1	<b>Which of the following BEST describes your involvement in your union or association: not involved, attend meetings, active on issues or committees, have held appointed position, or have run for elected position?</b>	1 Not involved 2 Attends meetings 3 Active on issues or committees 4 Have held appointed position 5 Have run for elected position
s18_1_1 [#if union member]	<b>Have you ever attended a union (association)-sponsored course or workshop?</b>	1 Yes 5 No
<b>What course(s) or workshop(s) did you attend? Check all that apply</b>		
s18_1_2a	1 equity issues, anti-discrimination	
s18_1_2b	2 health and safety	
s18_1_2c	3 apprenticeships	
s18_1_2d	4 computer training	
s18_1_2e	5 reading and learning skills	
s18_1_2f	6 other skills upgrading	
s18_1_2g	7 economic and political education	
s18_1_2h	8 steward training	
s18_1_2i	9 other (specify)	
s18_1_3	<b>Have you become more active in your union as a result of taking the course(s) or workshop(s)?</b>	1 Yes 5 No

<b>Section 19: Learning and Work Relations</b>		
[Currently employed]		
<b>s19_1</b>	<b>In your job are you specifically required to have any certification or a license?</b>	1 Yes 5 No
<b>s19_2</b>	<b>About how long did it take you to get this license or certification?</b>	_____
<b>s19_3</b>	<b>What general education is required for new applicants or for people who want to do the type of job you do?</b>	1 No special education requirements 2 Elementary school only 3 Some high school 4 Completion of high school 5 Equivalent of high school completion 6 Some community college/cegep 7 Some university 8 Completion of undergraduate degree 10 Some professional studies 11 Completion of professional degree 12 Some graduate university 13 Completion of graduate degree
<b>s19_4</b>	<b>In your own experience, what general level of education is really needed to perform the tasks of your job?</b>	1 No special education requirements 2 Elementary school only 3 Some high school 4 Completion of high school 5 Equivalent of high school completion 6 Some community college/cegep 7 Some university 8 Completion of undergraduate degree 10 Some professional studies 11 Completion of professional degree 12 Some graduate university 13 Completion of graduate degree
<b>s19_5</b>	<b>How closely is your job related to your formal education? Is it closely related, somewhat related, or not at all related?</b>	1 Closely related 2 Somewhat related 3 Not at all related
<b>s19_6</b>	<b>In terms of your schooling, do you feel you are very overqualified somewhat overqualified, adequately qualified, somewhat underqualified or very underqualified for your current job?</b>	1 Very over-qualified 2 Somewhat over-qualified 3 Adequately qualified 4 Somewhat under-qualified 5 Very under-qualified
<b>s19_7</b>	<b>Beyond formal schooling, how much on-the-job training, apprenticeship training or job experience is now normally required for people to perform your type of job?</b>	1 Few days or less 2 A week to a month 3 1 to 3 months 4 More than 3, up to 6 months 5 More than 6 months up to one year 6 1 to 3 years 7 More than 3 years 8 Depends on the person
<b>s19_8</b>	<b>Which of the following has been the MOST important source of specific knowledge to do your job: co-workers, your own independent efforts, an employer training program, or something else?</b>	1 Co-workers 2 Own independent efforts/experience 3 Employer training program 4 Respondent & co-workers 5 Respondent, co-workers & employer 6 Respondent & employer 7 Other _____

<b>Section 20: Labour Process Issues</b>		
<b>s20_3a</b>	<b>Think of policy-making at your main workplace; that is, making decisions about such things as the products or services delivered, the number of people employed, budgets, and so forth. Do you participate in making these kinds of decisions, or even provide advice about them?</b>	1 Yes 5 No [goto s20_3b_1]
<b>s20_3b</b>	<b>Do you make decisions yourself, make decisions as a member of a group, make decisions subject to approval, or only provide advice?</b>	1 Make decisions yourself 2 Make decisions as member of group 3 Make decisions subject to approval 4 Only provide advice
<b>s20_3b_1</b>	<b>How much choice do you have in the way you perform the tasks of your job? Would you say you have a great deal of choice in how you perform tasks, a fair amount of choice in how you perform tasks, a little choice in how you perform tasks, or do you have no choice?</b>	1 a great deal of choice 2 a fair amount of choice 3 a little choice 4 no choice
<b>s20_3b_2</b>	<b>When a project is completed in your workplace, how much input do non-managerial employees have on what worked, what didn't and lessons for the future? A great deal of input, a fair amount of input, a little input or none at all?</b>	1 great deal 2 fair amount 3 a little 4 none at all
<b>s20_5</b>	<b>Please tell me if you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree with the following: Your job often requires you to learn new skills?</b>	1 Strongly agree 2 Somewhat agree 3 Neither 4 Somewhat disagree 5 Strongly disagree
<b>s20_5_1</b>	<b>Management regularly encourages workers in your job to acquire more skills and knowledge. Do you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree?</b>	1 Strongly agree 2 Somewhat agree 3 Neither 4 Somewhat disagree 5 Strongly disagree
<b>s20_6</b>	<b>How often do you find your job too stressful: would you say all of the time, most of the time, about half the time, seldom or never?</b>	1 All of the time 2 Most of the time 3 About half the time 4 Seldom 5 Never
<b>s20_7</b>	<b>In the last year, at work, have you been discriminated against, in any way by anyone you've had contact with?</b>	1 Yes 5 No
<b>s20_7_1</b>	<b>Was this discrimination based on your race, ethnic origin, religion, age, sex, sexual orientation, disability, or social class?</b>	1 race 2 ethnic origin 3 religion 4 age 5 sex 6 sexual orientation 7 disability 8 social class

s20_7_2	<b>What about OTHER employees at your workplace. Do you feel they are discriminated against?</b>	1 yes 5 no [5,d,r, goto exit_s20]
s20_7_3	<b>Is this discrimination (against other employees) based on race, ethnic origin, religion, age, sex, sexual orientation, disability, social class?</b>	1 race 2 ethnic origin 3 religion 4 age 5 sex 6 sexual orientation 7 disability 8 social class

## Section 21: Job Changes in last Five Years

s21_1	<b>In the last five years, has the level of skill required to perform your job increased, stayed about the same or decreased?</b>	1 Increased 3 Stayed the same 5 Decreased [goto exit_s21]
s21_2	<b>In the last five years, to what extent have the work techniques and equipment (e.g. computers and software programs) you use on a regular basis in your job changed? Would you say a great deal, a moderate amount, a little, or not at all?</b>	1 Great deal 3 Moderate amount 5 A little 7 None at all
<b>Has your workplace experienced any of the following forms of organizational change in the last five years?</b>		
s21_3a	1 a reduction in the number of employees	
s21_3b	2 a reduction in the number of managers/supervisors	
s21_3c	3 greater reliance on part-time or temporary workers	
s21_3d	4 an increase in overtime hours	
s21_3e	5 greater reliance on job rotation and/or multi-skilling	
s21_3f	6 any other organizational change (if yes, specify)	
s21_3f	7 other (specify)	
s21_4	<b>Compared to others in the same type of job, how well do you think you do your current job: above average, average or below average?</b>	1 Above average 3 Average 5 Below average 7 R insists: Can not answer
s21_4_1	<b>Thinking about the stage you are at in your career and your career goals, would you say your job is far below your career goals, somewhat below your career goals, meets your career goals, somewhat exceeds your career goals, or greatly exceeds your career goals?</b>	1 job is far below 2 job is somewhat below 3 job matches 4 job somewhat exceeds 5 job greatly exceeds

## Section 22: Attitudes About Economic Policies

[Randomly selected sub-sample]

Please tell me if you agree or disagree with the following general statements about the economy and employment relations.

s22_1	<p><b>During a strike, management should be prohibited by law from hiring workers to take the place of strikers. Do you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree?</b></p>	<p>1 Strongly agree 2 Somewhat agree 3 Neither 4 Somewhat disagree 5 Strongly disagree</p>
	<p><b>Corporations benefit owners at the expense of workers and consumers. Do you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree?</b></p> <p>1 strongly agree 2 somewhat agree 3 neither agree or disagree 4 somewhat disagree 5 strongly disagree d don't know r refused</p>	<p>1 Strongly agree 2 Somewhat agree 3 Neither 4 Somewhat disagree 5 Strongly disagree</p>
s22_2_1	<p><b>Workers should have greater decision-making control over their jobs. Do you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree?</b></p>	<p>1 Strongly agree 2 Somewhat agree 3 Neither 4 Somewhat disagree 5 Strongly disagree</p>
s22_2_2	<p><b>There should be a shorter normal workweek with full-time secure jobs for more people. Do you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree?</b></p>	<p>1 Strongly agree 2 Somewhat agree 3 Neither 4 Somewhat disagree 5 Strongly disagree</p>

<b>Section 23: Health, Disability and Activity Limitations</b>		
[All respondents]		
<b>s23_1</b>	<b>In general, would you say your health is excellent, very good, good, fair, or poor?</b>	1 Excellent 2 Very good 3 Good 4 Fair 5 Poor
<b>s23_2</b>	<b>In the last five years, have there been any significant personal health changes in your life, such as major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement?</b>	1 Yes 5 No
<b>s23_2_1</b>	<b>Please tell me was it major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement?</b>	1 major illness 2 major workplace-related injury 3 serious disability 4 close family member illness that affected you 5 health improvement 6 other (specify)
<b>s23_4</b>	<b>Do you consider yourself to be a person with a disability?</b>	1 Yes 5 No
<b>s23_4_1</b>	<b>Please tell me if the disability is physical, mental, learning or a health disability?</b>	1 physical 2 mental 3 learning 4 health 5 combination/more than one (specify)
<b>s23_5</b>	<b>To what extent does a long-term physical condition, mental condition, learning or health problem reduce the amount or the kind of activity you can do? Would you say a great deal, quite a lot, a fair amount, a little, or not at all?</b>	1 Great deal 2 Quite a lot 3 Fair amount 4 A little 5 Not at all

<b>Section 24: Demographics</b>		
<b>PROV</b>	<b>Province In Which Respondent Resides</b>	
	10 Newfoundland and Labrador	35 Ontario
	11 Prince Edward Island	46 Manitoba
	12 Nova Scotia	47 Saskatchewan
	13 New Brunswick	48 Alberta
	24 Quebec	59 British Columbia
<b>s24_1</b>	<b>In what country were you born?</b>	_____
		_____
<b>s24_2</b>	<b>In what year did you immigrate to Canada?</b>	_____
[If born outside Canada]		_____
<b>s24_5a</b>	<b>How would you BEST describe your race or colour:</b> would you say White, Chinese, South Asian, Black, Aboriginal, Arab or West Asian, Filipino, South East Asian, Latin American, Japanese or Korean?	
	1 White	6 Arab/West Asian
	2 Chinese	7 Filipino
	3 South Asian	8 South East Asian
	4 Black	9 Latin American
	5 Aboriginal	10 Japanese
		11 Korean
		97 Other
		_____
<b>s24_5b</b>	<b>Second choice:</b>	
	1 White	7 Filipino
	2 Chinese	8 South East Asian
	3 South Asian	9 Latin American
	4 Black	10 Japanese
	5 Aboriginal	11 Korean
	6 Arab/West Asian	97 Other
		_____
<b>s24_6</b>	<b>Do you consider yourself to be a member of a visible minority?</b>	1 Yes
[If minority status reported]		5 No
<b>s24_6_1</b>	<b>What is your mother tongue, that is the language you first learned and can still speak?</b>	1 English
		2 French
		3 Other, specify

**Section 25: Household/Family Status**

<b>s25_1a</b> [All respondents]	<b>Are you currently: married, living with a partner, separated, divorced widowed or have you never been married?</b>	1 Married 2 Living with partner 3 Separated 4 Divorced 5 Widowed 6 Never married 7 Other _____
<b>s25_2</b>	<b>Including yourself, how many people live in this household?</b>	_____
<b>s25_3</b> [If 2-10 people in household]	<b>How many of them are under age six?</b>	_____
<b>s25_4</b> [If 2-10 people in household]	<b>How many of them are between 6 and 12?</b>	_____
<b>s25_5</b> [If 2-10 people in household]	<b>How many are 13 to 17 years of age?</b>	_____
<b>s25_6</b> [If 2-10 people in household]	<b>Including yourself, how many are 18 years of age or older?</b>	_____

**Section 26A: Social Background, Social Class, and Income**

<b>s26_2</b> [All respondents]	<b>IF YOU HAD TO CHOOSE one of the following names for your social class, which one would you say you belong to: upper class, upper middle class, lower middle class, working class, or lower class</b>	1 Upper class 2 Upper middle class 3 Middle class 4 Lower middle class 5 Working class 6 Lower class
<b>s26_7</b> [If married or living with a partner]	<b>Is your spouse or partner currently self employed, employed full-time or employed part-time in a job for pay or not employed at all?</b>	0 Self-employed 1 Employed full-time 2 Employed part-time 5 Not employed at all
<b>s26_8</b>	<b>What is the highest level of formal education your mother obtained?</b>	1 Did not go to school 2 Elementary school only 3 Some high school 4 Completed high school 5 High school equivalency 6 Some community college/cegep 7 Certificate/diploma community college/cegep 8 Some university 9 Completed undergraduate degree 10 Some professional studies 11 Completed professional degree 12 Some graduate university 13 Completed graduate degree
<b>s26_9</b>	<b>And what about your father? What is the highest level of formal education he obtained?</b>	1 Did not go to school 2 Elementary only 3 Some high school 4 Completed high school 7 Certificate/diploma community college/cegep 8 Some university 9 Completed undergraduate degree 10 Some professional studies

	5 High school equivalency 6 Some community college/cegep	11 Completed professional degree 12 Some graduate university 13 Completed graduate degree
s26_17	<b>Could you please tell me how much income YOU PERSONALLY RECEIVED, from your own employment only, for the year ending December 31, 2003, before taxes and other deductions? To the nearest thousand dollars, what was your personal (employment) income?</b>	0 No income 1 \$1-19K 2 \$20-29K 3 \$30-39K 4 \$40-49K 5 \$50-59K 6 \$60-69K 7 \$70-79K 8 \$80-89K 9 \$90-99K 10 \$100K +
s26_18	<b>Compared to a few years ago, are your income and benefits now much better, better, about the same, worse, or much worse?</b>	1 Much better 2 Better 3 About the same 4 Worse 5 Much worse
s26_18_1	<b>Do you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree the following statement: I receive a fair wage/salary for the job I do.</b>	1 strongly agree 2 somewhat agree 3 neither agree nor disagree 4 somewhat disagree 5 strongly disagree

## Section 27: Follow-up Information

[All respondents]

**Thanks for your collaboration and provided information.**

**If you would be willing to provide a bit more information about some of the issues we asked about in this survey, you can leave your contact information so we can get in touch with you.**

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