

Employment / Underemployment Questionnaire

Your honest answers to these questions will help us understand what is happening with our jobs in Kings County, and to work towards improving our livelihood security.

Your answers represent 30 other Kings County residents. So please take the time to answer carefully all questions that apply to you.

Remember that all your answers are strictly confidential and are not linked with your name in any way. If you need help with any question, please call 679-2584 or stop by our office at the Nova Scotia Community College, Kentville Campus, Room C144.

Thank you very much for the generous and valuable contribution of your time and energy.

Note: Ignore the small numbers next to the check boxes. They are just for data entry purposes.

Labour Market Activity

Terms and Definitions:

Employed: People, 15 years & over, who are working for pay.

Unemployed: People 15 years & over who are currently not working for pay, yet have been actively looking for paid work in the past 4 weeks.

Not in the labour force: Not employed and not actively looking for work. (Includes retirees, students, full-time home-makers, and discouraged workers who have given up looking for work).

Full-time: Worked 30 or more hours per week in your main paying job

Part -time: Worked less than 30 hours per week in your main paying job

Note: if you are unsure about the meaning of any terms or definitions, please see the end of this questionnaire where all the definitions are described in detail

Please SKIP any questions that do not apply to you -- (for example, some questions only apply to employed people, some only to people who are unemployed.)

Questions 1 through 4 all apply to Monday through Sunday of LAST WEEK. (Note: If you have a job but were on vacation last week, you are still "employed.")

1. During last week, were you?

- ¹ Employed
- ² Unemployed → Go to question 4
- ³ Not in the labour force → Go to question 8

2. If you were employed last week, was your main job.....? (check all that apply)

- ¹ Full-time (30 or more hours)
- ² Part-time (less than 30 hours)
- ³ Casual, on-call or short-term contract
- ⁴ Seasonal
- ⁵ Working for others
- ⁶ Self-employed
- ⁷ Other (please specify) _____

3. If you were employed part time in your main job last week (less than 30 hours) was it because you:

- ¹ Could not find full-time work?
- ² Did not want full-time work?
- ³ Other (please specify) _____

4. If you were **unemployed last week** and actively looking for work in the last 4 weeks, were you unemployed because of: (check only one answer)

- ¹ Own illness or disability
- ² Maternity/paternity leave
- ³ Personal or family responsibilities
- ⁴ Returned/returning to school
- ⁵ Layoff, expecting to return to work
- ⁶ Waiting for new job to start
- ⁷ Had no transportation
- ⁸ No suitable work available
- ⁹ Other (*please specify*) _____

5. If you are now **unemployed**, please give the date you were last employed:

_____ (month) _____ (year)

6. If you are **unemployed**, are you mainly looking for:

- ¹ Full-time work
- ² Part-time work
- ³ Either

7. If you have been **unemployed** in the last 12 months, how many weeks, in total, during the last 12 months, have you been unemployed?

- ¹ 0-4 weeks
- ² 5-12 weeks
- ³ 13-24 weeks
- ⁴ 25-51 weeks
- ⁵ 52 weeks or more

Questions 8 through 11 apply to everyone who does *not* presently have a paying job, whether or not you have been looking for work. If you currently have a paid job, go to question 11.

8. Would you like to have a paying job?

- ¹ Yes
- ² No

9. For what reason do you not have a paying job? (Enter a maximum of 3 reasons)

- ¹ Suitable work is unavailable or hard to find
- ² Lack necessary skills or qualifications
- ³ Own illness or disability
- ⁴ Lack transportation to or from work
- ⁵ Unable to find good childcare
- ⁶ Caring for elderly relative(s)
- ⁷ Attending school
- ⁸ Prefer to stay at home with children
- ⁹ Spouse wants you to stay at home
- ¹⁰ Personal or family responsibilities
- ¹¹ Retired
- ¹² Gave up looking for work
- ¹³ Other? (*please specify*) _____

10. If you do want a job, what do you think the chances are that you will find one in the next 6 months?

- ¹ Very likely
- ² Somewhat likely
- ³ Somewhat unlikely
- ⁴ Very unlikely
- ⁵ Don't know

Questions 11 and 12 apply to people who have had a paid job at any time during the last 12 months. If you have not had a paid job in the last 12 months, go to question 13.

11. Have you been with the same employer for the past 12 months?

- ¹ Yes
- ² No

12. Please give the start and end dates and the duration of every paid job you have had in the last 12 months: (add rows if necessary)

	Start Date		End Date		Duration (weeks)
	Month	Year	Month	Year	
Main Job					
Job 2					
Job 3					
Job 4					
Job 5					
Job 6					

13. Have you ever been employed in the fishing industry?

- ¹ Yes
- ² No → Go to question 18

14. Are you still involved in the fishing industry?

- ¹ Yes
- ² No

15. How have you been involved in the fishing industry, either now or in the past?
(Mark all that apply)

- ¹ Fish harvest
- ² Aquaculture
- ³ Fish processing
- ⁴ Fish wholesale / retail
- ⁵ Retail of fishing or processing supplies
- ⁶ Other (please specify) _____

16. If you are no longer involved in the fishing industry, why did you leave?
(Mark all that apply)

- ¹ Age
- ² Physical Difficulties
- ³ Not Financially Rewarding
- ⁴ Better Opportunities Elsewhere
- ⁵ To Pursue Other Interests
- ⁶ Fishery Closures
- ⁷ Other (Please specify) _____

17. Were you employed in the fishing industry in the Kings County area?

- ¹ Yes
- ² No → Go to question 19

18. Were you engaged in fish harvesting in the following areas? (Check all that apply)

- ¹ Upper Bay of Fundy / Minas Basin
- ² Lower Bay of Fundy
- ³ Elsewhere (please specify): _____
- ⁴ Not engaged in fish harvesting

19. Are you planning to participate in the fishing industry in the future?

- ¹ Yes
² No

Your answers to the following questions will help us assess future prospects for farmers and the agriculture industry in this County.

20. Farming affects society, the economy and the environment in many ways. How do you feel agriculture affects the following?

	Very Positively	Somewhat Positively	No Effect	Somewhat Negatively	Very Negatively
a) Local economy	<input type="radio"/> ^{1a}	<input type="radio"/> ^{1b}	<input type="radio"/> ^{1c}	<input type="radio"/> ^{1d}	<input type="radio"/> ^{1e}
b) Quality of life	<input type="radio"/> ^{2a}	<input type="radio"/> ^{2b}	<input type="radio"/> ^{2c}	<input type="radio"/> ^{2d}	<input type="radio"/> ^{2e}
c) Smells in the air	<input type="radio"/> ^{3a}	<input type="radio"/> ^{3b}	<input type="radio"/> ^{3c}	<input type="radio"/> ^{3d}	<input type="radio"/> ^{3e}
d) Availability of locally grown food	<input type="radio"/> ^{4a}	<input type="radio"/> ^{4b}	<input type="radio"/> ^{4c}	<input type="radio"/> ^{4d}	<input type="radio"/> ^{4e}
e) Insect levels	<input type="radio"/> ^{5a}	<input type="radio"/> ^{5b}	<input type="radio"/> ^{5c}	<input type="radio"/> ^{5d}	<input type="radio"/> ^{5e}
f) Local noise levels	<input type="radio"/> ^{6a}	<input type="radio"/> ^{6b}	<input type="radio"/> ^{6c}	<input type="radio"/> ^{6d}	<input type="radio"/> ^{6e}
g) Scenery	<input type="radio"/> ^{7a}	<input type="radio"/> ^{7b}	<input type="radio"/> ^{7c}	<input type="radio"/> ^{7d}	<input type="radio"/> ^{7e}
h) Traffic congestion (e.g., slow moving vehicles)	<input type="radio"/> ^{8a}	<input type="radio"/> ^{8b}	<input type="radio"/> ^{8c}	<input type="radio"/> ^{8d}	<input type="radio"/> ^{8e}
i) Drinking water quality	<input type="radio"/> ^{9a}	<input type="radio"/> ^{9b}	<input type="radio"/> ^{9c}	<input type="radio"/> ^{9d}	<input type="radio"/> ^{9e}
j) Water quality for swimming	<input type="radio"/> ^{10a}	<input type="radio"/> ^{10b}	<input type="radio"/> ^{10c}	<input type="radio"/> ^{10d}	<input type="radio"/> ^{10e}
k) Water quality for fresh water fish	<input type="radio"/> ^{11a}	<input type="radio"/> ^{11b}	<input type="radio"/> ^{11c}	<input type="radio"/> ^{11d}	<input type="radio"/> ^{11e}
l) Water quality for salt water fish	<input type="radio"/> ^{12a}	<input type="radio"/> ^{12b}	<input type="radio"/> ^{12c}	<input type="radio"/> ^{12d}	<input type="radio"/> ^{12e}

21. Do you think farmers earn enough money for the work that they do?

- ¹ Yes
² No

22. How important do you think farming is to Kings County?

- ¹ Very important
- ² Somewhat important
- ³ Neutral/uncertain
- ⁴ Somewhat unimportant
- ⁵ Very unimportant

23. How much respect do you personally have for farming as an occupation?

- ¹ A lot of respect
- ² Some respect
- ³ Neutral/uncertain
- ⁴ Not very much respect
- ⁵ No respect at all

24. How important are the following aspects of food quality to you?

	Very Important	Somewhat Important	Neutral/ Uncertain	Somewhat Unimportant	Very Unimportant
a) Appearance	<input type="radio"/> ^{1a}	<input type="radio"/> ^{1b}	<input type="radio"/> ^{1c}	<input type="radio"/> ^{1d}	<input type="radio"/> ^{1e}
b) Freshness	<input type="radio"/> ^{2a}	<input type="radio"/> ^{2b}	<input type="radio"/> ^{2c}	<input type="radio"/> ^{2d}	<input type="radio"/> ^{2e}
c) Nutritional value	<input type="radio"/> ^{3a}	<input type="radio"/> ^{3b}	<input type="radio"/> ^{3c}	<input type="radio"/> ^{3d}	<input type="radio"/> ^{3e}
d) Pesticide-free	<input type="radio"/> ^{4a}	<input type="radio"/> ^{4b}	<input type="radio"/> ^{4c}	<input type="radio"/> ^{4d}	<input type="radio"/> ^{4e}
e) Locally produced	<input type="radio"/> ^{5a}	<input type="radio"/> ^{5b}	<input type="radio"/> ^{5c}	<input type="radio"/> ^{5d}	<input type="radio"/> ^{5e}

Job Characteristics

This section applies *only* to people who were *employed* this week or last week. *If you were not employed this week or last week, please go to question 63.*

Terms and Definitions:

- Full-time:** Worked 30 or more hours per week in your main paying job
- Part -time:** Worked less than 30 hours per week in your main paying job
- Casual/On-Call:** Hours vary substantially from one week to the next. Workers may be asked to work as the need arises, not on a prearranged schedule. (i.e. substitute teacher)
- Contract:** Job has a predetermined end date, or will end as soon as a specified project is completed. Includes temporary or term jobs, including work done through a temporary help agency.
- Self-employed:** Working owners of their own business (incorporated/not-incorporated), farm, or professional practice; or self-employed people who do not own their own business (example: babysitters, newspaper carriers, etc.)

25. Is your main job permanent (meaning there is no pre-specified date of termination)?

- ¹ Yes → Go to question 27
- ² No

**26. Why is your job not permanent?
(Please check only the one answer that best describes your job.)**

- ¹ Seasonal job
- ² Casual / on-call job
- ³ Self-employed (temporary situation) (*non-seasonal*)
- ⁴ Other long term temporary or term job (*6 months or longer*)
- ⁵ Other short term temporary or term job (*less than 6 months*)
- ⁶ Other non-seasonal contract work
- ⁷ Other (*please specify*) _____

27. How would you classify your work?

- ¹ Paid worker → Go to question 29
- ² Self-employed without employees
- ³ Self-employed with employees
- ⁴ Unpaid work for family business
- ⁵ Other (*please specify*) _____

28. If you are self-employed, what is the main reason? (Check one only)

- ¹ No suitable work available
- ² Want to make more money
- ³ Enjoy independence
- ⁴ Flexible schedule
- ⁵ Can work from home
- ⁶ Family business
- ⁷ Other (please specify) _____

29. What is your occupation?

(If you are not sure where your job fits, please see detailed job breakdowns at the very end of this questionnaire.)

- ¹ **Management Occupations**
- ² **Business, Finance and Administrative Occupations** (Examples: accountants, finance advisors, secretaries, receptionists, etc.)
- ³ **Natural and Applied Sciences and Related Occupations** (Examples: computer programmers, engineers, etc.)
- ⁴ **Health Occupations** (Examples: doctors, nurses, etc.)
- ⁵ **Occupations in Social Science, Education, Government Service and Religion** (Examples: teachers/professors, counsellors, lawyers, social workers, etc.)
- ⁶ **Occupations in Art, Culture, Recreation and Sport** (Examples: artists, actors, graphic designers, coaches, journalists, etc.)
- ⁷ **Sales and Service Occupations** (Examples: insurance and real estate sales, buyers, salespersons, cashiers, supervisors, cooks, food & beverage service, childcare and home support workers, etc.)
- ⁸ **Trades, Transport and Equipment Operators and Related Occupations** (Examples: contractors and supervisors, construction trades, transport and equipment operators, trades helpers, construction and transportation labourers, etc.)
- ⁹ **Occupations Unique to Primary Industry** (Examples: occupations unique to fishing, farming and mining, etc.)
- ¹⁰ **Occupations Unique to Processing, Manufacturing and Utilities** (Examples: machine operators, assemblers, supervisors, processing labourers, etc.)
- ¹¹ **Other (please specify)** _____

30. What is the job title of your main job? _____

31. At your main job, are you... (check all that apply)

- ¹ A union member?
- ² Covered by union contract or collective agreement?
- ³ None of the above?

32. Which of the following benefits do you have that are paid either in full or part by your employer? (check all that apply)

- ¹ Pension plan or group RRSP (other than mandatory Canada Pension Plan)
- ² Health Plan (other than provincial Medicare)
- ³ Dental Plan
- ⁴ Paid Sick Leave
- ⁵ Paid Vacation Leave
- ⁶ Paid Educational Leave
- ⁷ Other Paid Personal Leave

33. If you are entitled to Paid Vacation leave, how many weeks of paid vacation are you entitled to on an annual basis?

- ¹ Not entitled to paid vacation leave
- ² Less than 1 week
- ³ 1 week
- ⁴ 2 weeks
- ⁵ 3 weeks
- ⁶ 4 weeks
- ⁷ 5 or more weeks

34. Please estimate how many people work for your employer at all locations:

- ¹ 1-10
- ² 11-20
- ³ 21-50
- ⁴ 51-100
- ⁵ 101-500
- ⁶ Over 500

**Questions 35-40 apply to paid work done from your home.
If you do not do any work from your home, go to question #41**

35. Some people do all or some of their paid work at home. Excluding occasional overtime work that you may take home with you from time to time, do you *usually* work any of your scheduled hours at home?

- ¹ All
- ² Some
- ³ None → Go to question 41

36. What are the main reasons you do some or all of your paid work at home?

(Check maximum of three answers).

- ¹ To care for children
- ² To care for other family members
- ³ Other personal/family responsibilities
- ⁴ Requirements of the job
- ⁵ Self-employed/home office
- ⁶ Better working conditions
- ⁷ To save money
- ⁸ To save time
- ⁹ Other *(please specify)* _____

Note: *Answer questions 37 and 38 only if you work for someone else.
If you are self-employed, please skip to question 39.*

37. If your employer provides any equipment or supplies for this work done at home, please check all that apply.

- ¹ A computer
- ² A modem
- ³ A fax
- ⁴ Other equipment or supplies *(please specify)* _____
- ⁵ Reimbursement of costs
- ⁶ No equipment or supplies required
- ⁷ Nothing supplied

38. If you do some or all of your paid work from home, do the terms of your employment (contract or otherwise) require you to have access to any of the following? (Check all that apply)

- ¹ A computer
- ² A modem
- ³ A fax
- ⁴ Other equipment or supplies *(please specify)* _____
- ⁵ No equipment or supplies required.

39. Last week, how many hours did you actually work at home? (If on vacation last week, how many hours did you actually work at home in your last full week of work before vacation?)

- ¹ _____ hours
- ² None

40. On average, how many hours do you *usually* work at home per week?

- ¹ _____ hours
- ² None

Work Schedule and Income

Terms and Definitions:

- Usual Schedule:** Usually means more than half of the time.
- Usual hours:** Normal paid or contract hours, *not counting* any overtime. For self-employed and unpaid family workers, usual hours refer to the number of hours usually worked in a typical week, regardless of whether you were paid.
- Actual hours:** The number of hours you actually worked last week, *including* overtime.
- Regular daytime shift:** Work begins in the morning and ends in the afternoon; the standard 9 to 5 schedule is included in this category.
- Regular evening shift:** Work starts about 3 or 4 p.m. and is over by midnight.
- Regular night or graveyard shift:** Work starts around midnight and finishes around 8 am.
- Rotating shift:** A combination of the above shifts provided the shifts rotate on a regular basis and one shift does not predominate over the other(s).
- Split shift:** Two or more distinct periods of work with a period of free time that is not solely a lunch break, between work periods.
- Irregular schedule:** Is usually prearranged one week or more in advance (for example, pilots)
- On-call/casual:** Hours vary substantially from one week to the next. Workers may be asked to work as the need arises, not on a prearranged schedule. (for example, substitute teacher)

PLEASE SEE THE END OF THE QUESTIONNAIRE FOR MORE DETAILED DEFINITIONS..

Questions 41-63 all refer to paid employment, including self-employment.

41. Last week, did you have more than one job?

- ¹ Yes
- ² No → Go to question 44

42. How many jobs did you have last week?

- ¹ Two
- ² Three
- ³ Four
- ⁴ Five or more

43. What is the main reason you worked at more than one job last week?
(check one only):

- ¹ To meet regular household expenses
- ² To pay off debts
- ³ To buy something special
- ⁴ To save for the future
- ⁵ To gain experience
- ⁶ To build up a business
- ⁷ You enjoy the work of a second job
- ⁸ Other (please specify) _____

44. How many hours per week do you usually work at:

- ¹ Your main job? _____ hours (please enter number)
- ² All other jobs? _____ hours (please enter number)

45. Last week, how many hours did you actually work at: (If you were on vacation last week, how many hours did you actually work in your last week of work before vacation)

- ¹ Your main job? _____ hours (please enter number)
- ² All other jobs? _____ hours (please enter number)

46. If you usually work part-time (less than 30 hours per week), is this because you split your job with someone else (a job-sharing arrangement)?

- ¹ Yes
- ² No → Go to question 48

47. Is your “job-sharing arrangement” voluntary?

- ¹ Yes
- ² No

48. How many *hours per day* do you usually work at your main job?

_____ hours

49. At what time do you usually begin work at your main job? (Circle am or pm)

- ¹ _____ a.m. / p.m.
- ² It varies

50. At what time do you usually end work at your main job? (Circle am or pm)

- ¹ _____ a.m. / p.m.
- ² It varies

51. Are you on a flexible schedule that allows you to choose the time to begin and end your work day?

- ¹ Yes
- ² No

52. Which of the following best describes your work schedule at your main job?
(Check one answer only). Is your schedule...

- ¹ A regular daytime schedule?
- ² A regular evening shift?
- ³ A regular night or graveyard shift?
- ⁴ A rotating shift (that changes from days to evenings)?
- ⁵ A split shift (consisting of two distinct periods of work each day)?
- ⁶ On-call / Casual
- ⁷ An irregular schedule
- ⁸ Other (please specify) _____

53. What is the main reason you work this schedule? (Choose main reason - check only one answer)

- ¹ Earn more money
- ² Allow time to care for children
- ³ Allow time to care for other family members
- ⁴ Allow time for school
- ⁵ Requirements of the job/no choice
- ⁶ Preferred schedule
- ⁷ Other (please specify) _____

54. How long have you had this schedule at your main job?

- ¹ Less than one month
- ² 1 month to less than 6 months
- ³ 6 months to less than 1 year
- ⁴ 1 year to less than 2 years
- ⁵ 2 years to less than 5 years
- ⁶ 5 years or more

55. In addition to your scheduled hours, do you usually work over-time for which you receive compensation?

- ¹ Yes
- ² No

56. Last week, in addition to your scheduled hours, did you work any hours of overtime for which you will receive compensation?

- ¹ Yes
- ² No

57. How will you be compensated for the overtime you worked last week?

- ¹ With money
- ² With time off
- ³ Other? *(please specify)* _____

58. At what rate of pay is your overtime work compensated?

- ¹ Not paid for overtime
- ² Straight time
- ³ Time and a half
- ⁴ Double time
- ⁵ Other *(please specify)* _____

59. In addition to your contractual schedule, do you usually work extra overtime hours in your main job, for which you do not receive compensation?

- ¹ Yes
- ² No

60. Last week, did you work any overtime hours for which you won't receive compensation?

- ¹ Yes
- ² No

61. Aside from wage or salary, do you have other sources of income in your main job? (tips, commission, etc.)

- ¹ Yes
- ² No

62. At your main job, what are your gross annual earnings, including tips and commissions (before taxes).

- ¹ Less than \$5,000
- ² \$ 5,000 to \$ 9,999
- ³ \$10,000 to \$14,999
- ⁴ \$15,000 to \$19,999
- ⁵ \$20,000 to \$24,999
- ⁶ \$25,000 to \$29,999
- ⁷ \$30,000 to \$34,999
- ⁸ \$35,000 to \$39,999
- ⁹ \$40,000 to \$44,999
- ¹⁰ \$45,000 to \$49,999
- ¹¹ \$50,000 to \$54,999
- ¹² \$55,000 to \$59,999
- ¹³ \$60,000 or more

**EVERY ONE PLEASE CONTINUE WITH THE NEXT QUESTION,
WHETHER YOU ARE CURRENTLY WORKING OR NOT:**

**63. What are your gross annual earnings, including tips and commissions, from all the paid jobs you have had in the last 12 months combined (before taxes)?
(Answer this question even if you presently don't have a paid job -- just add up your earnings from any jobs that you have had in the past year.)**

- ¹ Have not had any paid work in the last 12 months
- ² Less than \$5,000
- ³ \$ 5,000 to \$ 9,999
- ⁴ \$10,000 to \$14,999
- ⁵ \$15,000 to \$19,999
- ⁶ \$20,000 to \$24,999
- ⁷ \$25,000 to \$29,999
- ⁸ \$30,000 to \$34,999
- ⁹ \$35,000 to \$39,999
- ¹⁰ \$40,000 to \$44,999
- ¹¹ \$45,000 to \$49,999
- ¹² \$50,000 to \$54,999
- ¹³ \$55,000 to \$59,999
- ¹⁴ \$60,000 or more

**64. What is your best estimate of the total income (before taxes) of all household members from all sources in the last 12 months?
(Include wages, EI, social assistance and other transfer payments, interest, dividends, and all other sources of income).**

- ¹ Less than \$5,000
- ² \$ 5,000 to \$ 9,999
- ³ \$10,000 to \$14,999
- ⁴ \$15,000 to \$19,999
- ⁵ \$20,000 to \$24,999
- ⁶ \$25,000 to \$29,999
- ⁷ \$30,000 to \$34,999
- ⁸ \$35,000 to \$39,999
- ⁹ \$40,000 to \$44,999
- ¹⁰ \$45,000 to \$49,999
- ¹¹ \$50,000 to \$54,999
- ¹² \$55,000 to \$59,999
- ¹³ \$60,000 to \$69,999
- ¹⁴ \$70,000 to \$79,999
- ¹⁵ \$80,000 or more

65. Did you receive income in the form of interest or dividends last year?

- ¹ Yes
- ² No → Go to question 67

66. How much income in the form of dividends or interest did you receive last year?

- ¹ \$100 or less
- ² \$101 - \$500
- ³ \$501 - \$1,000
- ⁴ \$1,001 - \$2,000
- ⁵ \$2,001 - \$5,000
- ⁶ \$5,001 - \$10,000
- ⁷ \$10,001 - \$20,000
- ⁸ \$20,001 - \$40,000
- ⁹ More than \$40,000

67. If you are not currently employed, what is your gross monthly income from all government sources, such as employment insurance, social assistance, family benefits, etc?

\$ _____

68. If you are currently unemployed, are you receiving employment insurance benefits?

- ¹ Yes
- ² No → Go to question 70

69. How much do you receive in gross employment insurance benefits (before taxes) every two weeks?

\$ _____

70. Please estimate the gross monthly income from all government transfer payments (including EI, social assistance, family benefits, etc.) of all household members.

\$ _____

71. Thinking about the past 12 months, did your household ever run out of money to buy food?

- ¹ Yes
- ² No

72. In the past 12 months, has anyone in your household received food from a food bank, soup kitchen, or other charitable agency?

- ¹ Yes
² No → Go to question 74

73. In the past 12 months, how often, on average, have you or other members of your household received food from a food bank, soup kitchen, or other charitable agency?

- ¹ Most days
² About once a week
³ About 2 to 4 times a month
⁴ Once every two or three months
⁵ Once or twice during the year

74. Which of the following best describes the food situation in your household?

- ¹ Always enough to eat
² Sometimes not enough food to eat
³ Often not enough food to eat

If you have not had paid work in the past five years, this concludes the employment section of the questionnaire (go to page 25 for comments). If you have had paid work in the past five years, please continue.

Job Security

75. Have you had paid work in the past 12 months?

- ¹ Yes
² No → Go to question 79

76. Have any of the following situations in your work environment caused you excess worry or stress in the past 12 months? (Check all that apply).

- ¹ Too many demands
² Too many hours
³ Too few hours
⁴ Lack of autonomy or control over work
⁵ Risk of accident or injury
⁶ Poor interpersonal relations
⁷ Threat of lay-off or job loss
⁸ Other (please specify) _____

Questions 77 and 78 apply only to people who currently have paid work. If you do not presently have a paying job, go to question 79.

Do not count summer jobs you have had while a full-time student.

77. Do you think it is likely you will lose your job or be laid off in the next year? Would you say it is...

- ¹ Very likely?
² Somewhat likely?
³ Somewhat unlikely?
⁴ Very unlikely?
⁵ Don't know

78. If you think it is likely you will lose your job or be laid off in the next year, do you think this will be because of the introduction of computers and/or automated technology?

- ¹ Yes
² No
³ Not Sure

79. Are you currently a full-time student?

(If you are a full-time student currently holding a summer job, still answer YES here).

- ¹ Yes
² No

80. During the last 5 years, did you lose or leave a job for any reason? (Do not count summer jobs you had while a student or completion of a contract job.)

- ¹ Yes
² No → Go to question 82

81. Why did you lose or leave a job? (If it happened more than once, check other columns. For each job you lost or left in the last five years, enter the most important reasons up to a maximum of 3 reasons):

	<i>Incident</i>	1	2	3	4	5	6
Poor work performance/conflict at work		<input type="radio"/> 1a	<input type="radio"/> 2a	<input type="radio"/> 3a	<input type="radio"/> 4a	<input type="radio"/> 5a	<input type="radio"/> 6a
An employer going out of business		<input type="radio"/> 1b	<input type="radio"/> 2b	<input type="radio"/> 3b	<input type="radio"/> 4b	<input type="radio"/> 5b	<input type="radio"/> 6b
A plant closing or moving		<input type="radio"/> 1c	<input type="radio"/> 2c	<input type="radio"/> 3c	<input type="radio"/> 4c	<input type="radio"/> 5c	<input type="radio"/> 6c
The introduction of new technology		<input type="radio"/> 1d	<input type="radio"/> 2d	<input type="radio"/> 3d	<input type="radio"/> 4d	<input type="radio"/> 5d	<input type="radio"/> 6d
Reduction of staff		<input type="radio"/> 1e	<input type="radio"/> 2e	<input type="radio"/> 3e	<input type="radio"/> 4e	<input type="radio"/> 5e	<input type="radio"/> 6e
Seasonal job		<input type="radio"/> 1f	<input type="radio"/> 2f	<input type="radio"/> 3f	<input type="radio"/> 4f	<input type="radio"/> 5f	<input type="radio"/> 6f
Shortage of work		<input type="radio"/> 1g	<input type="radio"/> 2g	<input type="radio"/> 3g	<input type="radio"/> 4g	<input type="radio"/> 5g	<input type="radio"/> 6g
Got a better job offer elsewhere		<input type="radio"/> 1h	<input type="radio"/> 2h	<input type="radio"/> 3h	<input type="radio"/> 4h	<input type="radio"/> 5h	<input type="radio"/> 6h
Accident, illness or disability		<input type="radio"/> 1i	<input type="radio"/> 2i	<input type="radio"/> 3i	<input type="radio"/> 4i	<input type="radio"/> 5i	<input type="radio"/> 6i
Retired		<input type="radio"/> 1j	<input type="radio"/> 2j	<input type="radio"/> 3j	<input type="radio"/> 4j	<input type="radio"/> 5j	<input type="radio"/> 6j
Returned to school		<input type="radio"/> 1k	<input type="radio"/> 2k	<input type="radio"/> 3k	<input type="radio"/> 4k	<input type="radio"/> 5k	<input type="radio"/> 6k
Relocated		<input type="radio"/> 1l	<input type="radio"/> 2l	<input type="radio"/> 3l	<input type="radio"/> 4l	<input type="radio"/> 5l	<input type="radio"/> 6l
Other (<i>please specify</i>) _____							

82. During the last 5 years, how many different paid jobs have you held with one or more employers?

- ¹ 1 (Only had one job with one employer during the last 5 years)
² 2
³ 3
⁴ 4
⁵ 5
⁶ 6 or more

83. During the last 5 years, how many times have you switched jobs from one employer to another?

- ¹ Have not switched jobs during the last 5 years
² 1
³ 2
⁴ 3
⁵ 4
⁶ 5
⁷ 6 or more

84. During the last 5 years (60 months), in how many of those months did you hold paid employment or have self employment income? (*Please take the time to work this out as accurately as you can.*)

- ¹ All 60 months
- ² _____ months

85. During the last 5 years, did you leave your job, or were you ever away from work without pay, for a period of three or more months?

- ¹ Yes
- ² No → Go to question 89

86. Was this because the work was seasonal?

- ¹ Yes
- ² No

87. During those 5 years, how many times have you been away from work without pay for a period of three or more months?

- ¹ 0 → Go to question 89
- ² 1
- ³ 2
- ⁴ 3
- ⁵ 4
- ⁶ 5
- ⁷ 6 or more

88. On how many of these occasions did you receive employment insurance benefits?

- ¹ 1
- ² 2
- ³ 3
- ⁴ 4
- ⁵ 5
- ⁶ 6 or more

Underemployment

Question 89-96 apply only to people who currently have a paid job.

(If you do not presently have a paid job, this concludes the employment section of the survey. Please go to page 25 to register your comments.)

89. What is the NORMAL or AVERAGE EDUCATION requirement for your position at your main job?

- ¹ No Minimum
- ² Some High School
- ³ High School Diploma
- ⁴ Community College
- ⁵ Trade Qualification
- ⁶ Private Training Institutions (for example Information Technology Institute -ITI)
- ⁷ University Degree

90. What is the NORMAL or AVERAGE WORK EXPERIENCE requirement for your position at your main job?

- ¹ No Minimum
- ² Less than 1 year
- ³ 1-2 years
- ⁴ 3-4 years
- ⁵ 5 years or more

91. How long do you estimate that it would take to TRAIN someone, who has the normal education requirement for your position, to do your job?

- ¹ No training required
- ² 1 week or less
- ³ 2-4 weeks
- ⁴ 1-3 months
- ⁵ 3-6 months
- ⁶ more than 6 months

Questions 92 through 96 only apply to those respondents who have undertaken a diploma, certificate or degree program beyond high school. If not, skip to the next section "Work Reduction" (question 97)

92. How closely is your current job related to your education? Is it...

- ¹ Closely related
- ² Somewhat related
- ³ Not at all related

93. Would you rather have a job more closely related to your education, training and experience?

- ¹ Yes
- ² No
- ³ Not relevant

94. Considering your education, training and experience, do you feel that you are overqualified for your current job?

- ¹ Yes
- ² No
- ³ Not relevant

95. Considering your education, training and experience, do you feel that you have been overqualified for most of your jobs?

- ¹ Yes
- ² No

96. Do you feel that you are under-qualified for your current job(s)?

- ¹ Yes
- ² No

Work Reduction

This section applies *only* to people who currently have paid work.

Several European countries have reduced overtime and full-time work hours in order to create more jobs, reduce stress, and improve work/family balance.

We want to find out how you feel about shorter working hours.

Please read this introduction carefully and think about the questions before answering them.

If you worked less hours, your extra time off could be in the form of a shorter workday, 3-day weekends, longer annual vacations, banking the time and taking several months off every few years, or phasing in to retirement. As an example, for full-time workers who now put in a 40-hour week, a ten percent work reduction would mean:

- a. a 48 minute shorter work day (based on 8 hour day), OR
- b. a half day less per week, OR
- c. a three day weekend every other weekend, OR
- d. 5 *extra* weeks of vacation per year, OR
- e. 6 months off every five years.

If you worked twenty percent less hours, you'd work a 6 1/2 hour day, OR have a three-day weekend each week, OR have 10 *extra* weeks of vacation a year, OR you'd get a one-year sabbatical every five years.

When answering the following questions assume that your job security and seniority would not be affected. You would not jeopardize your chances for promotion or pay raises. You wouldn't lose your pension or other benefits.

97. In the next 2 years would you be willing to take a cut in pay if you received more time off in return?

- ¹ Yes
- ² No

98. Another way to gain more time off is to trade all or some part of a future pay increase for time off. Would you be willing to trade some part of your pay increase in the next two years for more time off?

- ¹ Yes
- ² No → Go to Question 100

99. How much of your pay increase in the next 2 years would you take as time off?

- ¹ All my increase
- ² About half my increase
- ³ A small part of my increase

100. Would you be willing to take a 5% cut in pay if you received 10% more time off in return?

- ¹ Yes
- ² No

101. Would you be willing to take a 10% cut in pay if you received 20% more time off in return?

- ¹ Yes
- ² No

102. Would you be willing to work fewer hours for less pay if you knew this would help create jobs for those who are presently out of work or who can't get the hours they need?

- ¹ Yes
- ² No

103. If you do not want to work less hours, please explain why not:

- ¹ Can't afford it
- ² Like my work hours now
- ³ Don't have enough work hours now
- ⁴ Never thought about it
- ⁵ Other reason (*please specify*) _____

104. If you continued to be paid at the same rate of pay that you now are, would you like to work more hours for more pay?

- ¹ Yes
- ² No

***If you want to work less hours, please answer questions 105 and 106.
If not, this concludes the employment section of the questionnaire.***

105. In general, what is the most important reason why you would want to work less time? (check one only):

- ¹ There is something about my work I don't like
- ² To continue education/schooling
- ³ Personal or family responsibilities
- ⁴ I have other interests (*sports, travel, hobbies, etc.*)
- ⁵ Relaxation or health
- ⁶ Other reason (*please specify*) _____

106. How would you most like to take your extra time off? (Check one only)

- ¹ Work fewer hours every day
- ² Work fewer days every week (e.g. a 4-day week with three-day weekends)
- ³ Take more time off every year (longer vacations)
- ⁴ Bank your time off and take a longer period of time off in a few years (a few months at a time)
- ⁵ Bank your time off and retire early

**This concludes the Employment section of the Questionnaire
Thank you for your time.**

Do you have any additional comments on employment-related issues not covered in these questions: (Please continue on on the back of the page if you need more space).

Detailed Definitions from Statistics Canada:

Employed: Employed persons are those who, during the reference week:

- (a) did any work at all;
- (b) had a job but were not at work due to:
 - own illness or disability
 - personal or family responsibilities
 - bad weather
 - labour dispute
 - vacation
 - other reason not specified above (excluding persons on layoff and persons whose job attachment was to a job starting at a definite date in the future).

Unemployed: Unemployed persons are those who, during the reference week:

- (a) were without work, had actively looked for work in the past four weeks (ending with reference week), and were available for work ;
- (b) had not actively looked for work in the past four weeks but had been on layoff and were available for work;
- (c) had not actively looked for work in the past four weeks but had a new job to start in four weeks or less from the reference week, and were available for work.

Not in the Labour Force: Those persons in the civilian non-institutional population 15 years of age and over who, during the reference week, were neither employed nor unemployed. Some examples include retirees, students, full-time home makers, and discouraged workers who are not employed but are not actively seeking work.

Full-time: Full-time employment consists of persons who usually work 30 hours or more per week at their **main job** or **sole job**. (This definition has changed since 1991, at which time the "full-time" designation applied to all persons who usually worked 30 hours or more a week **at all jobs**, and also to those who considered themselves to be full-time workers even though their total hours were usually less than 30 per week.)

Part-time: Part-time employment consists of all other persons who usually work less than 30 hours per week at their **main or sole job**.

Work Schedules

Usual Schedule: **Usually** means more than half of the time. **Usual hours** refers to normal paid or contract hours, **not counting** any overtime. For self-employed and unpaid family workers, usual hours refer to the number of hours usually worked in a typical week, regardless of whether you were paid. **Actual hours** refers to the number of hours you actually worked last week, including overtime.

Regular daytime: Work begins in the morning and ends in the afternoon; the standard 9 to 5 schedule is included in this category.

Regular evening shift: Work starts about 3 or 4 p.m. and is over by midnight.

Regular night or graveyard shift: Work starts around midnight and finishes around 8 am.

Rotating shifts: A combination of the above shifts provided the shifts rotate on a regular basis and one shift does not predominate over the other(s).

Split shift: Two or more distinct periods of work with a period of free time that is not solely a lunch break, between work periods.

On call: Hours vary substantially from one week to the next. Workers are asked to work as the need arises, not on a prearranged schedule.

Irregular schedules: No regular schedule but a schedule usually arranged one week or more in advance.

Flexible Schedule: A flexible schedule allows workers to choose their starting and stopping times within limits established by the management.

Job Sharing Arrangement: Job sharing implies a voluntary arrangement whereby two or more employees agree to share the job hours of one job. Job sharing should not be confused with work sharing in which all workers work fewer hours to avoid layoffs.

Hours Worked: Respondents should include breaks but exclude lunch.

Occupations

*(This breakdown can help you answer **Question 23**):*

Management Occupations

- Senior Management Occupations
- Other Management Occupations

Business, Finance and Administrative Occupations

- Professional Occupations in Business and Finance
- Financial, Secretarial and Administrative Occupations
- Clerical Occupations, Including Supervisors

Natural and Applied Sciences and Related Occupations

Health Occupations

- Professional Occupations in Health, Nurse Supervisors and Registered Nurses
- Technical, Assisting and Related Occupations in Health

Occupations in Social Science, Education, Government Service and Religion

- Occupations in Social Science, Government Service and Religion
- Teachers and Professors

Occupations in Art, Culture, Recreation and Sport

Sales and Service Occupations

Wholesale, Technical, Insurance, Real Estate Sales Specialists, and Retail, Wholesale and Grain Buyers

Retail Salespersons, Sales Clerks, Cashiers, Including Retail Trade Supervisors

Chefs and Cooks, and Occupations in Food and Beverage Service, Incl. Supervisors

Occupation in Protective Services

Childcare and Home Support Workers

Sales and Service Occupations n.e.c., Including Occupations in Travel and Accommodation, Attendants in Recreation and Sport as well as Supervisors

Trades, Transport and Equipment Operators and Related Occupations

Contractors and Supervisors in Trades and Transportation

Construction Trades

Other Trades Occupations

Transport and Equipment Operators

Trades Helpers, Construction, and Transportation Labourers and Related Occupations

Occupations Unique to Primary Industry

Occupations Unique to Processing, Manufacturing and Utilities

Machine Operators and Assemblers in Manufacturing, Including Supervisors

Labourer in Processing, Manufacturing and Utilities