

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
LandingPage_1			<p>Welcome to the 4th European Company Survey.</p> <p>The aim of the survey is to gain better insight in the day-to-day experiences of employee representatives in companies across Europe.</p> <p>Please click 'Next' to start the survey. By clicking the button you agree to participate in the 4th European Company Survey.</p> <p>Data protection You have the right to access, rectify and to request the deletion of any of your personal data that has been collected in this survey at any time, in line with the new European General Data Protection Regulation (GDPR) laws. You also have the right at any time to have recourse to the European Data Protection Supervisor. By completing the survey you agree to your data being processed by Ipsos, Cedefop and Eurofound. Please refer to our Privacy Policy [LINK] for more information about data protection.</p>
LandingPage_2	[SCRIPTING – replace (i) with the symbol used for the info button]		<p>You may see the(i) symbol next to a question or an answer option. You can click on it for extra information to help you answer the question.</p> <p>If you would like to go back and change your answer, click 'Back'.</p> <p>If you do not want to answer a question, just leave the question blank and click 'Next'.</p> <p>If at any point you wish to stop the survey and start again later you will be able to do this. We advise you to use vertical layout if you complete this survey on a smartphone.</p>
		{MM_co_unit}	<i>'Management' refers to the people that direct the company or a subset of it, e.g. units or departments focusing on different geographical markets or on specific functions (sales, human resources, logistics, purchasing, production or lines of production). Managers have employees reporting to them and are responsible for the pay increases, bonuses and promotion of these employees.</i>
		{MM_co_estab}	<i>'Management' refers to the people that direct the company or a subset of it, e.g. establishments at different locations or units or departments focusing on different geographical markets or on specific functions (sales, human resources, logistics, purchasing, production or lines of production). Managers have employees reporting to them and are responsible for the pay increases, bonuses and promotion of these employees.</i>
		{MM_estab}	<i>'Management' refers to the people that direct the establishment or a subset of it, e.g. units or departments focusing on different geographical markets or on specific functions (sales, human resources, logistics, purchasing, production or lines of production). Managers have employees reporting to them and are responsible for the pay increases, bonuses and promotion of these employees.</i>
		{Employee_representation}	
		{2016_co}	<i>If this company was set up after 2016, please answer the question for the period since the company was set up.</i>
		{2016_estab}	<i>If this establishment was set up after 2016, please answer the question for the period since the establishment was set up.</i>
		{Meetings}	<i>Meetings might take place outside business hours because employees are not allowed to attend meetings during working hours, or because certain topics are better discussed outside of the business premises.</i>

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		{Training}	<i>Training includes on-the-job training as well as training courses followed at work, on location or on the internet.</i>
		{Generally}	<i>Please select the way information was provided on most occasions.</i>
		{Consent}	<i>This could be case studies looking more in-depth into the implementation of these practices at the workplace, or online surveys looking at related topics that are not covered in the current questionnaire, or at changes over time.</i>
ERCONFIRM	ASK ALL Insert [the ER-BODY] selected in screener at ERTYPE. Insert [name/address of the target company/establishment] from the screener		
		Label_ER-BODY_1	<p><i>Thank you for agreeing to take part in our survey.</i></p> <p><i>You have been asked to fill out this questionnaire because you are one of the more senior members of the recognised shop floor trade union representation for [name/address of the target company/establishment]. Is this correct?</i></p>
		Label_ER-BODY_2	<p><i>Thank you for agreeing to take part in our survey.</i></p> <p><i>You have been asked to fill out this questionnaire because you are one of the more senior shop stewards for [name/address of the target company/establishment]. Is this correct?</i></p>
		Label_ER-BODY_3	<p><i>Thank you for agreeing to take part in our survey.</i></p> <p><i>You have been asked to fill out this questionnaire because you are one of the more senior members of the works council / joint consultative committee (also called: staff/ employee councils, company councils, works committees, office committees, or employee forums) for [name/address of the target company/establishment]. Is this correct?</i></p>
		Label_ER-BODY_4	
		Label_ER-BODY_5	
		Label_ER-BODY_6	
		Label_ER-BODY_7	
		Label_ER-BODY_8	
		1	Yes
		2	No
ERNOCONFIRM	ASK IF SINGLEST =1	ERNOCONFIRM1	In what role do you represent employees at this company?
	SHOW IF SINGLEST =2 Shown on same screen	ERNOCONFIRM2_intro	When the term 'establishment' is used in this survey, it refers to: [name/address of the target establishment].
ERNOCONFIRM	ASK IF SINGLEST =2	ERNOCONFIRM2	In what role do you represent employees at this establishment?
	Show all available ER bodies in a given country. E.g. Betriebsrat and Personalvertretung if country=1 "AT"	1	I am a member of the recognised shop floor trade union representation
	UPDATE ERTYPE FOR ER QUESTIONNAIRE IF ERNOCONFIRM ≠ ERTYPE (observed in screener)	2	I am a shop steward
		3	I am a member of the works council
		4	
		5	
		6	
		7	
		8	
	ASK IF SINGLEST =1 Thank and end interview Show only one of 9_C or 9_E depending on the routing syntax.	9_C	I do not work as an employee representative for this company
	ASK IF SINGLEST =2 Thank and end interview	9_E	I do not work as an employee representative for this establishment

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ERBSIZE	ASK IF SINGLEST = 1 & ERTYPE = 3, 4, 5 OR 7	ERBSIZE1	
		Label_ER-BODY = 3	Including yourself, how many people are there on the works council in this company?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
ERBSIZE	ASK IF SINGLEST = 2 & ERTYPE = 3, 4, 5 OR 7	ERBSIZE2	
		Label_ER-BODY = 3	Including yourself, how many people are there on the works council in this establishment?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
			[NUMBER]
ERBTU	ASK IF ERBSIZE>1		
		Label_ER-BODY = 3	How many of those people, including yourself, are on the works council because they were nominated by a trade union?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
			[NUMBER]
ERTUREP	ASK IF (ERBSIZE=1 OR ERBTU>0) AND ERTYPE = 8	ERTUREP1	
		Label_ER-BODY = 8	
ERTUREP	ASK IF (ERBSIZE=1 OR ERBTU>0) AND ERTYPE = 3, 4, 5 OR 7	ERTUREP2	
		Label_ER-BODY = 3	Are you on the works council because you were nominated by a trade union?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
TUMEMB	ASK IF SINGLEST = 1	TUMEMB1	Approximately how many employees at this company are members of a trade union? Your best estimate is good enough. You can answer with an exact number of employees, or provide an answer using percentage categories by clicking the 'percentage' button.
TUMEMB	ASK IF SINGLEST = 2	TUMEMB2	Approximately how many employees at this establishment are members of a trade union? Your best estimate is good enough. You can answer with an exact number of employees, or provide an answer using percentage categories by clicking the 'percentage' button.
			[NUMBER]
	REVERSE SCALE (%50 1 to 7 and 50% 7 to 1)	1	None at all
		2	Less than 20%
		3	20% to 39%
		4	40% to 59%
		5	60% to 79%
		6	80% to 99%
		7	All
ERELECT	ASK IF SINGLEST = 1	ERELECT1	Is the appointment of employee representatives in this company based on the results of elections?
ERELECT	ASK IF SINGLEST = 2	ERELECT2	Is the appointment of employee representatives in this establishment based on the results of elections?
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
ERELECTBY	ASK IF SINGLEST = 1 & ERELECT= 1	ERELECTBY1	Are these elections open to all employees at this company or only to a particular group, for instance, those in a specific occupational category or members of a specific trade union?
ERELECTBY	ASK IF SINGLEST = 2 & ERELECT= 1	ERELECTBY2	Are these elections open to all employees at this establishment or only to a particular group, for instance, those in a specific occupational category or members of a specific trade union?
		1	All employees
		2	A particular group of employees
ERYEARS	ASK IF SINGLEST = 1	ERYEARS1	For how many years have you been an employee representative at this company?
ERYEARS	ASK IF SINGLEST = 2	ERYEARS2	For how many years have you been an employee representative at this establishment?
			[NUMBER]
		777	Less than one year
ERSETTIME	ASK ALL		Are you allowed to spend some or all of your working time on your duties as an employee representative?
	REVERSE SCALE (%50 1 to 3 and 50% 3 to 1)	1	Yes, all of my working time
		2	Yes, some of my working time
		3	No
ERHOURS1	ASK IF ERSETTIME = 1	ERHOURS1	What is your contractual working time in hours per week?
	REVERSE SCALE (%50 1 to 5 and 50% 5 to 1)	1	4 hours or less
		2	Between 5 and 8 hours
		3	Between 9 and 19 hours
		4	Between 20 and 34 hours
		5	35 hours or more
ERHOURS2	ASK IF ERSETTIME = 2	ERHOURS2	Per week, how many hours of your working time are you entitled to spend on your duties as an employee representative?
	REVERSE SCALE (%50 1 to 4 and 50% 4 to 1)	1	8 hours or less
		2	Between 9 and 19 hours
		3	Between 20 and 34 hours
		4	35 hours or more
ERTIMESUF	ASK IF ERSETTIME = 1 or ERSETTIME = 2		Is the designated time usually sufficient for fulfilling your duties as an employee representative?
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
ERTRAIN	ASK ALL		In 2018, have you received training related to your role as employee representative?
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
ERBFUND	ASK IF ER_TYPE = 2, 6, 8	ERBFUND1	
		Label_ER-BODY = 2	As shop steward, do you have access to funding for external advice?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
ERBFUND	ASK IF ER_TYPE = 1, 3, 4, 5 OR 7	ERBFUND2	
		Label_ER-BODY = 1	Does the recognised shop floor trade union representation have access to funding for external advice?
		Label_ER-BODY = 3	Does the works council have access to funding for external advice?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No

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	SHOW IF SINGLEST = 1 Shown on same screen. Collapsible grid question with different labels	ERBC1_intro	The term 'employees' refers to the people that work for this company that are not managers.
	SHOW IF SINGLEST = 2 Shown on same screen. Collapsible grid question with different labels	ERBC2_intro	The term 'establishment' refers to: [name/address of the target establishment]. The term 'employees' refers to the people that work for this establishment that are not managers.
	ASK IF SINGLEST = 1 & ER_TYPE = 2, 6, 8	ERBC Label 1	
		Label_ER-BODY = 2	As a shop steward, how do you communicate with employees of this company?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF SINGLEST = 2 & ER_TYPE = 2, 6, 8	ERBC Label 2	
		Label_ER-BODY = 2	As a shop steward, how do you communicate with employees of this establishment?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF SINGLEST = 1 & ER_TYPE = 1, 3, 4, 5 OR 7	ERBC Label 3	
		Label_ER-BODY = 1	How does the recognised shop floor trade union representation communicate with employees of this company?
		Label_ER-BODY = 3	How does the works council communicate with employees of this company?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF SINGLEST = 2 & ER_TYPE = 1, 3, 4, 5 OR 7	ERBC Label 4	
		Label_ER-BODY = 1	How does the recognised shop floor trade union representation communicate with employees of this establishment?
		Label_ER-BODY = 3	How does the works council communicate with employees of this establishment?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
ERBCMEETIN		A.	Through meetings during working hours
ERBCMEETOUT		B.	Through meetings outside working hours{Meetings}
ERBCNEWS		C.	By disseminating information via newsletters, notice boards, website, email, etc.
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
ERBSOCMED	ASK IF ER_TYPE = 2, 6, 8	ERBSOCMED1	
		Label_ER-BODY = 2	Are there any social media accounts (such as Facebook, WhatsApp or Twitter) that are specifically created for your duties as shop steward?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
ERBSOCMED	ASK IF ER_TYPE = 1, 3, 4, 5 OR 7	ERBSOCMED2	
		Label_ER-BODY = 1	Are there any social media accounts (such as Facebook, WhatsApp or Twitter) that are specifically created for the duties of the recognised shop floor trade union representation?
		Label_ER-BODY = 3	Are there any social media accounts (such as Facebook, WhatsApp or Twitter) that are specifically created for the duties of the works council?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	
		2	

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ERBCSOCMED	ASK IF ERBSOCMED=1 AND SINGLEST=1	ERBCSOCMED1	Do you use any of these social media accounts to communicate with the employees of this company?
	ASK IF ERBSOCMED=1 AND SINGLEST=2	ERBCSOCMED2	Do you use any of these social media accounts to communicate with the employees of this establishment?
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
ERSOCMED	ASK ALL		Do you have any private social media accounts (such as Facebook, WhatsApp or Twitter)?
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
ERCSOCMED	ASK IF ERSOCMED=1 AND SINGLEST=1	ERCSOCMED1	Do you use any of your private social media accounts to communicate with the employees of this company?
	ASK IF ERSOCMED=1 AND SINGLEST=1	ERCSOCMED2	Do you use any of your private social media accounts to communicate with the employees of this establishment?
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
EMPVALUE	ASK IF SINGLEST = 1	EMPVALUE1	In your opinion, to what extent do the employees appreciate the work of the employee representation at this company?
EMPVALUE	ASK IF SINGLEST = 2	EMPVALUE2	In your opinion, to what extent do the employees appreciate the work of the employee representation at this establishment?
	REVERSE SCALE (%50 1 to 4 and 50% 4 to 1)	1	To a great extent
		2	To a moderate extent
		3	To a small extent
		4	Not at all
EMPINTEREST	ASK IF SINGLEST = 1	EMPINTEREST1	In your opinion, to what extent are the employees at this company interested in the outcome of consultations or negotiations?
EMPINTEREST	ASK IF SINGLEST = 2	EMPINTEREST2	In your opinion, to what extent are the employees at this establishment interested in the outcome of consultations or negotiations?
	REVERSE SCALE (%50 1 to 4 and 50% 4 to 1)	1	To a great extent
		2	To a moderate extent
		3	To a small extent
		4	Not at all
	SHOW IF SINGLEST = 1 & ER_TYPE = 2, 6, 8 Intro shown on a separate screen	INFFINANC1_intro	
INFFINANC	ASK IF SINGLEST = 1 & ER_TYPE = 2, 6, 8	INFFINANC1	
		Label_ER-BODY = 2	The following questions are about the type of information provided to you by management{MM_co_unit} in your capacity as shop steward, and about the quality and timeliness of this information. In 2018, has management provided you with any information on the financial situation of the company?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	SHOW IF SUBSORHQ = 1 & ER_TYPE = 2, 6, 8 show info button {MM_co_estab} SHOW IF SUBSORHQ = 2 & ER_TYPE = 2, 6, 8 show info button {MM_estab} Intro shown on a separate screen	INFFINANC2_intro	
INFFINANC	ASK IF SUBSORHQ = 1 & ER_TYPE = 2, 6, 8 show info button {MM_co_estab} ASK IF SUBSORHQ = 2 & ER_TYPE = 2, 6, 8 show info button {MM_estab}		
		Label_ER-BODY = 2	The following questions are about the type of information provided to you by management{MM_co_estab}{MM_estab} in your capacity as shop steward, and about the quality and timeliness of this information. In 2018, has management provided you with any information on the financial situation of the establishment?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	

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	SHOW IF SINGLEST = 1 & ER_TYPE = 1, 3, 4, 5 OR 7 Intro shown on a separate screen	INFFINANC3_intro	
INFFINANC	ASK IF SINGLEST = 1 & ER_TYPE = 1, 3, 4, 5 OR 7 Intro shown on a separate screen		
		Label_ER-BODY = 1	<p>The following questions are about the type of information provided to the recognised shop floor trade union representation by management{MM_co_unit}, and about the quality and timeliness of this information.</p> <p>In 2018, has management{MM_co_unit} provided the recognised shop floor trade union representation with any information on the financial situation of the company?</p>
		Label_ER-BODY = 3	<p>The following questions are about the type of information provided to the works council by management{MM_co_unit}, and about the quality and timeliness of this information.</p> <p>In 2018, has management{MM_co_unit} provided the works council with any information on the financial situation of the company?</p>
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	SHOW IF SUBSORHQ = 1 & ER_TYPE = 1, 3, 4, 5 OR 7 show info button {MM_co_estab} ASK IF SUBSORHQ = 2 & ER_TYPE = 1, 3, 4, 5 OR 7 show info button {MM_estab}	INFFINANC4_intro	
INFFINANC	ASK IF SUBSORHQ = 1 & ER_TYPE = 1, 3, 4, 5 OR 7 show info button {MM_co_estab} ASK IF SUBSORHQ = 2 & ER_TYPE = 1, 3, 4, 5 OR 7 show info button {MM_estab} Intro shown on a separate screen		
		Label_ER-BODY = 1	<p>The following questions are about the type of information provided to the recognised shop floor trade union representation by management{MM_co_estab}{MM_estab}, and about the quality and timeliness of this information.</p> <p>In 2018, has management provided the recognised shop floor trade union representation with any information on the financial situation of the establishment?</p>
		Label_ER-BODY = 3	<p>The following questions are about the type of information provided to the works council by management{MM_co_estab}{MM_estab}, and about the quality and timeliness of this information.</p> <p>In 2018, has management provided works council with any information on the financial situation of the establishment?</p>
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
INFFINFUT	ASK IF INFFINANC =1		Did this information include expectations for the future?
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No

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INFEMPL	ASK IF SINGLEST = 1 & ER_TYPE = 2, 6, 8	INFEMPL1	In 2018, has management{MM_co_unit} provided you with any information on the employment situation of the company?
INFEMPL	ASK IF SUBSORHQ = 1 & ER_TYPE = 2, 6, 8 and show info button {MM_co_estab}; ASK IF SUBSORHQ = 2 & ER_TYPE = 2, 6, 8 and show info button {MM_estab}	INFEMPL2	In 2018, has management{MM_co_estab}{MM_estab} provided you with any information on the employment situation of the establishment?
INFEMPL	ASK IF SINGLEST = 1 & ER_TYPE = 1, 3, 4, 5 OR 7	INFEMPL3	
		Label_ER-BODY = 1	In 2018, has management{MM_co_unit} provided the recognised shop floor trade union representation with any information on the employment situation of the company?
		Label_ER-BODY = 3	In 2018, has management{MM_co_unit} provided the works council with any information on the employment situation of the company?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
INFEMPL	ASK IF SUBSORHQ = 1 & ER_TYPE = 1, 3, 4, 5 OR 7 and show info button {MM_co_estab}; ASK IF SUBSORHQ = 2 & ER_TYPE = 1, 3, 4, 5 OR 7 and show info button {MM_estab}	INFEMPL4	
		Label_ER-BODY = 1	In 2018, has management{MM_co_estab}{MM_estab} provided the recognised shop floor trade union representation with any information on the employment situation of the establishment?
		Label_ER-BODY = 3	In 2018, has management{MM_co_estab}{MM_estab} provided the works council with any information on the employment situation of the establishment?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
INFEMPFUT	ASK IF INFEMPL=1		Did this information include expectations for the future?
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
	ASK IF SINGLEST = 1 & ER_TYPE = 2, 6, 8	INFL1	In 2018, has management{MM_co_unit} provided you with any information on the following topics?
	ASK IF SUBSORHQ = 1 & ER_TYPE = 2, 6, 8 {MM_co_estab} ASK IF SUBSORHQ = 2 & ER_TYPE = 2, 6, 8 {MM_estab}	INFL2	In 2018, has management{MM_co_estab}{MM_estab} provided you with any information on the following topics?
	ASK IF SINGLEST = 1 & ER_TYPE = 1, 3, 4, 5 OR 7	INFL3	
		Label_ER-BODY = 1	In 2018, has management{MM_co_unit} provided the recognised shop floor trade union representation with any information on the following topics?
		Label_ER-BODY = 3	In 2018, has management{MM_co_unit} provided the works council with any information on the following topics?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	

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	ASK IF SUBSORHQ = 1 & ER_TYPE = 1, 3, 4, 5 OR 7 {MM_co_estab} ASK IF SUBSORHQ = 2 & ER_TYPE = 1, 3, 4, 5 OR 7 {MM_estab}	INFL4	
		Label_ER-BODY = 1	In 2018, has management{MM_co_estab}{MM_estab} provided the recognised shop floor trade union representation with any information on the following topics?
		Label_ER-BODY = 3	In 2018, has management{MM_co_estab}{MM_estab} provided the works council with any information on the following topics?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
INFNEWPROD	ASK IF SINGLEST = 1 & (ER_TYPE = 2, 6, 8 OR ER_TYPE = 1, 3, 4, 5 OR 7)	A_1	The introduction of new or significantly changed products or services at the company
INFNEWPROC	ASK IF SINGLEST = 1 & (ER_TYPE = 2, 6, 8 OR ER_TYPE = 1, 3, 4, 5 OR 7)	B_1	The introduction of new or significantly changed processes to produce goods or deliver services at the company
INFSTRAT	ASK IF SINGLEST = 1 & (ER_TYPE = 2, 6, 8 OR ER_TYPE = 1, 3, 4, 5 OR 7)	C_1	Strategic plans with regard to the company (e.g. business targets, plans for investments, plans to expand activities, etc.)
INFNEWPROD	ASK IF SINGLEST = 2 & (ER_TYPE = 2, 6, 8 OR ER_TYPE = 1, 3, 4, 5 OR 7)	A_2	The introduction of new or significantly changed products or services at the establishment
INFNEWPROC	ASK IF SINGLEST = 2 & (ER_TYPE = 2, 6, 8 OR ER_TYPE = 1, 3, 4, 5 OR 7)	B_2	The introduction of new or significantly changed processes to produce goods or deliver services at the establishment
INFSTRAT	ASK IF SINGLEST = 2 & (ER_TYPE = 2, 6, 8 OR ER_TYPE = 1, 3, 4, 5 OR 7)	C_2	Strategic plans with regard to the establishment (e.g. business targets, plans for investments, plans to expand activities, etc.)
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
		7	Not applicable

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INFMODE	ASK IF ER_TYPE = 2, 6, 8 & (INFFINANC=1 OR INFEMPL = 1 OR INFNEWPROD = 1 OR INFNEWPROC = 1 OR INFSTRAT = 1) Info button syntax: IF SINGLEST = 1, show {MM_co_unit}; IF SUBSORHQ = 1 show {MM_co_estab}; IF SUBSORHQ = 2 show {MM_estab}	INFMODE1	Thinking about all the information provided to you by management{MM_co_unit}{MM_co_estab}{MM_estab} in 2018, how was the information generally{Generally} provided?
INFMODE	ASK IF ER_TYPE = 1, 3, 4, 5 OR 7 & (INFFINANC=1 OR INFEMPL = 1 OR INFNEWPROD = 1 OR INFNEWPROC = 1 OR INFSTRAT = 1) Info button syntax: IF SINGLEST = 1, show {MM_co_unit}; IF SUBSORHQ = 1 show {MM_co_estab}; IF SUBSORHQ = 2 show {MM_estab}	INFMODE2	
		Label_ER-BODY = 1	Thinking about all the information management{MM_co_unit}{MM_co_estab}{MM_estab} has provided the recognised shop floor trade union representation with in 2018, how was the information generally{Generally} provided?
		Label_ER-BODY = 3	Thinking about all the information management{MM_co_unit}{MM_co_estab}{MM_estab} has provided the works council with in 2018, how was the information generally{Generally} provided?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
		1	On paper
		2	By email
	SHOW IF SINGLEST = 1	3_a	Direct access to documents on a digital information system or on the intranet of the company
	SHOW IF SINGLEST = 2	3_b	Direct access to documents on a digital information system or on the intranet of the establishment
		4	Verbally
		5	Other
INFTIME	ASK IF INFMODE ≠ MISSING		And thinking about all the information provided by management, did you usually receive it in good time?
	REVERSE SCALE (%50 1 to 5 and 50% 5 to 1)	1	Always
		2	Most of the time
		3	Sometimes
		4	Rarely
		5	Never
INFQUAL	ASK IF INFMODE ≠ MISSING		And, in general, how satisfied or dissatisfied were you with the quality of the information?
	REVERSE SCALE (%50 1 to 5 and 50% 5 to 1)	1	Very satisfied
		2	Fairly satisfied
		3	Neither satisfied nor dissatisfied
		4	Fairly dissatisfied
		5	Very dissatisfied

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
	SHOW IF SINGLEST = 1 Shown on same screen.	TRAINANY1_intro	The term 'employees' refers to the people that work for this company that are not managers.
TRAINANY	ASK IF SINGLEST = 1	TRAINANY1	Since the beginning of 2016{2016_co}, has this company provided any training{Training} to any of its employees?
	SHOW IF SINGLEST = 2 Shown on same screen. Insert [name/address of the target establishment] from the screener	TRAINANY2_intro	The term 'establishment' refers to: [name/address of the target establishment]. The term 'employees' refers to the people that work for this establishment that are not managers.
TRAINANY	ASK IF SINGLEST = 2	TRAINANY2	Since the beginning of 2016{2016_estab}, has this establishment provided any training{Training} to any of its employees?
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
TRAINNEED	ASK IF SINGLEST = 1 & ER_TYPE = 2, 6, 8 & TRAINANY = 1	TRAINNEED1	
		Label_ER-BODY = 2	As the shop steward at this company, are you involved in the determination of employee training needs?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
TRAINNEED	ASK IF SINGLEST = 2 & ER_TYPE = 2, 6, 8 & TRAINANY = 1	TRAINNEED2	
		Label_ER-BODY = 2	As the shop steward at this establishment, are you involved in the determination of employee training needs?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
TRAINNEED	ASK IF SINGLEST = 1 & ER_TYPE = 1, 3, 4, 5 OR 7 & TRAINANY = 1	TRAINNEED3	
		Label_ER-BODY = 1	Is the recognised shop floor trade union representation at this company involved in the determination of employee training needs?
		Label_ER-BODY = 3	Is the works council at this company involved in the determination of employee training needs?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
TRAINNEED	ASK IF SINGLEST = 2 & ER_TYPE = 1, 3, 4, 5 OR 7 & TRAINANY = 1	TRAINNEED4	
		Label_ER-BODY = 1	Is the recognised shop floor trade union representation at this establishment involved in the determination of employee training needs?
		Label_ER-BODY = 3	Is the works council at this establishment involved in the determination of employee training needs?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 5, and 50% 5 to 1)	1	Always
		2	Most of the time
		3	Sometimes
		4	Rarely
		5	Never

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
TRAINBUD	ASK IF SINGLEST = 1 & ER_TYPE = 2, 6, 8 & TRAINANY = 1	TRAINBUD1	
		Label_ER-BODY = 2	As the shop steward at this company, are you involved in the allocation of the training budget?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
TRAINBUD	ASK IF SINGLEST = 2 & ER_TYPE = 2, 6, 8 & TRAINANY = 1	TRAINBUD2	
		Label_ER-BODY = 2	As the shop steward at this establishment, are you involved in the allocation of the training budget?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
TRAINBUD	ASK IF SINGLEST = 1 & ER_TYPE = 1, 3, 4, 5 OR 7 & TRAINANY = 1	TRAINBUD3	
		Label_ER-BODY = 1	Is the recognised shop floor trade union representation at this company involved in the allocation of the training budget?
		Label_ER-BODY = 3	Is the works council at this company involved in the allocation of the training budget?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
TRAINBUD	ASK IF SINGLEST = 2 & ER_TYPE = 1, 3, 4, 5 OR 7 & TRAINANY = 1	TRAINBUD4	
		Label_ER-BODY = 1	Is the recognised shop floor trade union representation at this establishment involved in the allocation of the training budget?
		Label_ER-BODY = 3	Is the works council at this establishment involved in the allocation of the training budget?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 5, and 50% 5 to 1)	1	Always
		2	Most of the time
		3	Sometimes
		4	Rarely
		5	Never
	SHOW IF SINGLEST=1	7_a	There is no designated training budget at this company
	SHOW IF SINGLEST=2	7_b	There is no designated training budget at this establishment
RESKILL	ASK IF SINGLEST = 1 & TRAINANY = 1	RESKILL1	The skills needed by a company can change over time. This might be due to technological developments or changes at the company (such as restructuring). Does this company have a training programme that specifically targets employees whose skills have become outdated by these types of changes?
RESKILL	ASK IF SINGLEST = 2 & TRAINANY = 1	RESKILL2	The skills needed by an establishment can change over time. This might be due to technological developments or changes at the establishment (such as restructuring). Does this establishment have a training programme that specifically targets employees whose skills have become outdated by these types of changes?
	REVERSE SCALE (%50 1 to 5, and 50% 5 to 1)	1	Yes
		2	No

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
RESKILLER	ASK IF (RESKILL =1) & ER_TYPE = 2, 6, 8	RESKILLER1	
		Label_ER-BODY = 2	As the shop steward, are you involved in the implementation of this programme?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
RESKILLER	ASK IF (RESKILL =1) & ER_TYPE = 1, 3, 4, 5 OR 7	RESKILLER2	
		Label_ER-BODY = 1	Is the recognised shop floor trade union representation involved in the implementation of this programme?
		Label_ER-BODY = 3	Is the works council involved in the implementation of this programme?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
UPSKILL	ASK IF SINGLEST = 1 & TRAINANY = 1	UPSKILL1	Does this company have a training programme that specifically supports workers with low or no formal education to acquire better qualifications?
UPSKILL	ASK IF SINGLEST = 2 & TRAINANY = 1	UPSKILL2	Does this establishment have a training programme that specifically supports workers with low or no formal education to acquire better qualifications?
	REVERSE SCALE (%50 1 to 2, and 50% 2 to 1)	1	Yes
		2	No
UPSKILLER	ASK IF UPSKILL =1 & ER_TYPE = 2, 6, 8		
		Label_ER-BODY = 2	As a shop steward, are you involved in the implementation of this programme?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
UPSKILLER	ASK IF UPSKILL =1 & ER_TYPE = 1, 3, 4, 5 OR 7		
		Label_ER-BODY = 1	Is the recognised shop floor trade union representation involved in the implementation of this programme?
		Label_ER-BODY = 3	Is the works council involved in the implementation of this programme?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 2, and 50% 2 to 1)	1	Yes
		2	No
ERWPSUPP	ASK IF SINGLEST = 1 & TRAINANY= 1	ERWPSUPP1	Workloads and work schedules can prevent the participation of employees in training activities. Which of the following statements best describes what happens in practice at this company?
ERWPSUPP	ASK IF SINGLEST = 2 & TRAINANY= 1	ERWPSUPP2	Workloads and work schedules can prevent the participation of employees in training activities. Which of the following statements best describes what happens in practice at this establishment?
	REVERSE SCALE (%50 1 to 2, and 50% 2 to 1)	1	Participation in training and professional development activities is only possible if workloads and work schedules allow for it
		2	Workloads and work schedules are adjusted to allow employees to participate in training and professional development activities
ITPRODIMPER	ASK IF SINGLEST = 1	ITPRODIMPER1	Data analytics refers to the use of digital tools for analysing data collected by this company or from other sources. Does this company use data analytics to improve the processes of production or service delivery?
ITPRODIMPER	ASK IF SINGLEST = 2	ITPRODIMPER2	Data analytics refers to the use of digital tools for analysing data collected by this establishment or from other sources. Does this establishment use data analytics to improve the processes of production or service delivery?
	REVERSE SCALE (%50 1 to 2, and 50% 2 to 1)	1	Yes
		2	No

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
ITPERFMONER	ASK IF SINGLEST = 1	ITPERFMONER1	Does this company use data analytics to monitor employee performance?
ITPERFMONER	ASK IF SINGLEST = 2	ITPERFMONER2	Does this establishment use data analytics to monitor employee performance?
	REVERSE SCALE (%50 1 to 2, and 50% 2 to 1)	1	Yes
		2	No
	SHOW IF SINGLEST = 1 Intro shown on a separate screen	DEC_intro_1	The following questions refer to decisions that have affected the entire company or a large part of it.
	SHOW IF SINGLEST = 2 Intro shown on a separate screen	DEC_intro_2	The following questions refer to decisions that have affected the entire establishment or a large part of it. The term 'establishment' refers to: [name/address of the target establishment].
	ASK IF SINGLEST = 1	DEC_label_1	Since the beginning of 2016{2016_co}, has the management{MM_co_unit} of this company taken any major decisions in the following areas?
	ASK SINGLEST=2, info button routing: IF SUBSORHQ = 1 show info button {MM_co_estab}; IF SUBSORHQ = 2 show infobutton {MM_estab}	DEC_label_2	Since the beginning of 2016{2016_estab}, has the management{MM_co_estab}{MM_estab} of this establishment taken any major decisions in the following areas?
DECORG	ASK IF SINGLEST = 1 OR SINGLEST = 2 RANDOMISE ITEMS, SAVE THE ORDER IN WHICH THEY ARE SUBSEQUENTLY PRESENTED IN A SEPARATE VARIABLE	A	The organisation and efficiency of work processes
DECRECR	ASK IF SINGLEST = 1 OR SINGLEST = 2	B	Recruitment
DECDISM	ASK IF SINGLEST = 1 OR SINGLEST = 2	C	Dismissals
DECOSH	ASK IF SINGLEST = 1 OR SINGLEST = 2	D	Occupational health and safety
DECTRIN	ASK IF SINGLEST = 1 OR SINGLEST = 2	E	Training and skills development
DECTIME	ASK IF SINGLEST = 1 OR SINGLEST = 2	F	Working time arrangements
	REVERSE SCALE (%50 1 to 2, and 50% 2 to 1)	1	Yes
		2	No

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
DECIMPORT	ASK IF SINGLEST =1 & MORE THAN ONE OF THE QUESTIONS DECORG, DECRECR, DECDISM, DECOSH, DECTRAIN, DECSKILL, OR DECTIME IS ANSWERED WITH YES. IF ONLY ONE OF THESE QUESTIONS IS ANSWERED WITH YES, DECIMPORT SHOULD BE CODED TO THAT TOPIC [E.G. IF ONLY DECTIME =1, DECIMPORT = 6]. THE ROUTING OF THE FOLLOWING QUESTIONS ASSUMES THAT THIS AUTOMATIC CODING HAS TAKEN PLACE.	DECIMPORT1	Out of all the decisions that management took since the beginning of 2016{2016_co}, which was the topic of the decision that had the greatest impact on employees in this company?
DECIMPORT	ASK IF SINGLEST = 2 & MORE THAN ONE OF THE QUESTIONS DECORG2, DECRECR, DECDISM, DECOSH, DECTRAIN, DECSKILL, DECTIME IS ANSWERED WITH YES. IF ONLY ONE OF THESE QUESTIONS IS ANSWERED WITH YES, DECIMPORT SHOULD BE CODED TO THAT TOPIC [E.G. IF ONLY DECTIME =1, DECIMPORT = 6]. THE ROUTING OF THE FOLLOWING QUESTIONS ASSUMES THAT THIS AUTOMATIC CODING HAS TAKEN PLACE.	DECIMPORT2	Out of all the decisions that management took since the beginning of 2016{2016_estab}, which was the topic of the decision that had the greatest impact on employees in this establishment?
	Show if DECORG=yes	1	The organisation and efficiency of work processes
	Show if DECRECR=yes	2	Recruitment
	Show if DECDISM=yes	3	Dismissals
	Show if DECOSH=yes	4	Occupational health and safety
	Show if DECTRAIN=yes	5	Training and skills development
	Show if DECTIME=yes	6	Working time arrangements
	ASK IF DECIMPORT ≠ MISSING & ER_TYPE = 2, 6, 8	DECER_1	
	DECIMPORT=1 & ER_TYPE = 2, 6, 8	Label_1	With regard to this important decision on the organisation and efficiency of work processes, which of the following applies?
	DECIMPORT=2 & ER_TYPE = 2, 6, 8	Label_2	With regard to this important decision on recruitment, which of the following applies?
	DECIMPORT=3 & ER_TYPE = 2, 6, 8	Label_3	With regard to this important decision on dismissals, which of the following applies?
	DECIMPORT=4 & ER_TYPE = 2, 6, 8	Label_4	With regard to this important decision on occupational health and safety, which of the following applies?
	DECIMPORT=5 & ER_TYPE = 2, 6, 8	Label_5	With regard to this important decision on training and skills development, which of the following applies?
	DECIMPORT=6 & ER_TYPE = 2, 6, 8	Label_6	With regard to this important decision on working time arrangements, which of the following applies?
DECERINF	ASK IF DECIMPORT ≠ MISSING & ER_TYPE = 2, 6, 8	1	
		Label_ER-BODY = 2	As a shop steward, I was informed by management
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
DECERCONS	ASK IF DECIMPORT ≠ MISSING & ER_TYPE = 2, 6, 8	2	
		Label_ER-BODY = 2	As a shop steward, I was asked to give my views ahead of the decision
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
DECERNEG	ASK IF DECIMPORT ≠ MISSING & ER_TYPE = 2, 6, 8	3	
		Label_ER-BODY = 2	As a shop steward, I was involved in joint decision-making with management
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
	ASK IF DECIMPORT ≠ MISSING & ER_TYPE = 1, 3, 4, 5 OR 7	DECER_2	
		Label_1	With regard to this important decision on the organisation and efficiency of work processes, which of the following applies?
		Label_2	With regard to this important decision on recruitment, which of the following applies?
		Label_3	With regard to this important decision on dismissals, which of the following applies?
		Label_4	With regard to this important decision on occupational health and safety, which of the following applies?
		Label_5	With regard to this important decision on training and skills development, which of the following applies?
		Label_6	With regard to this important decision on working time arrangements, which of the following applies?
DECERINF	ASK IF DECIMPORT ≠ MISSING & ER_TYPE = 1, 3, 4, 5 OR 7	1	
		Label_ER-BODY = 1	The recognised shop floor trade union representation was informed by management
		Label_ER-BODY = 3	The works council was informed by management
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
DECERCONS	ASK IF DECIMPORT ≠ MISSING & ER_TYPE = 1, 3, 4, 5 OR 7	2	
		Label_ER-BODY = 1	The recognised shop floor trade union representation was asked to give their views ahead of the decision
		Label_ER-BODY = 3	The works council was asked to give their views ahead of the decision
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
DECERNEG	ASK IF DECIMPORT ≠ MISSING & ER_TYPE = 1, 3, 4, 5 OR 7	3	
		Label_ER-BODY = 1	The recognised shop floor trade union representation was involved in joint decision-making with management
		Label_ER-BODY = 3	The works council was involved in joint decision-making with management
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
		{Employee_representation}	
		Label_ER-BODY_1	If you, in your capacity as the recognised shop floor trade union representation, initiated your involvement, please select this option.
		Label_ER-BODY_2	If you, in your capacity as shop steward initiated your involvement, please select this option.
		Label_ER-BODY_3	If you, in your capacity as works council / joint consultative committee (also called: staff/employee councils, company councils, works committees, office committees, or employee forums) initiated your involvement, please select this option.
		Label_ER-BODY_4	
		Label_ER-BODY_5	
		Label_ER-BODY_6	
		Label_ER-BODY_7	
		Label_ER-BODY_8	
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
DECERINIT	ASK IF (DECERCONS=1 OR DECERNEG =1) & ER_TYPE = 2, 6, 8	DECERINIT1	Who initiated your involvement?
DECERINIT	ASK IF (DECERCONS=1 OR DECERNEG =1) & ER_TYPE = 1, 3, 4, 5 OR 7	DECERINIT2	
		Label_ER-BODY = 1	Who initiated this involvement of the recognised shop floor trade union representation?
		Label_ER-BODY = 3	Who initiated this involvement of the works council?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 4, and 50% 4 to 1)	1	Management
	2A_ASK IF (DECERCONS=1 OR DECERNEG =1). Show info button only if ER_TYPE = 2, 6, 8 and (DECERCONS=1 OR DECERNEG =1)	2	Employees or the employee representation{Employee_representation}
		3	It was a joint initiative
		4	It is a legal requirement
	ASK IF DECIMPORT ≠ MISSING		
		Label_1	With regard to this important decision on the organisation and efficiency of work processes, which of the following applies?
		Label_2	With regard to this important decision on recruitment, which of the following applies?
		Label_3	With regard to this important decision on dismissals, which of the following applies?
		Label_4	With regard to this important decision on occupational health and safety, which of the following applies?
		Label_5	With regard to this important decision on training and skills development, which of the following applies?
		Label_6	With regard to this important decision on working time arrangements, which of the following applies?
DECEMPINF	ASK IF DECIMPORT ≠ MISSING	A	The employees were directly informed by management
DECEMPCONS	ASK IF DECIMPORT≠ MISSING	B	The employees were asked directly to give their views ahead of the decision
DECEMPNEG	ASK IF DECIMPORT ≠ MISSING	C	The employees were directly involved in joint decision-making with management
	REVERSE SCALE (%50 1 to 2, and 50% 2 to 1)	1	Yes
		2	No
DECEMPINIT	ASK IF DECEMPCONS =1 OR IF DECEMPNEG = 1	DECEMPINIT1	Who initiated this direct involvement of employees?
	REVERSE SCALE (%50 1 to 4, and 50% 4 to 1)	1	Management
	Show info button only if ER_TYPE = 2, 6, 8	2	Employees or the employee representation{Employee_representation}
		3	It was a joint initiative
		4	It is a legal requirement

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
DECEPIMPROV	ASK IF SINGLEST = 1 & (DECEMPCONS =1 OR IF DECEMPNEG = 1)	DECEPIMPROV1	
		Label_1	In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision, on the organisation and efficiency of work processes, improved the outcome for working conditions in this company?
		Label_2	In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on recruitment improved the outcome for working conditions in this company?
		Label_3	In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on dismissals improved the outcome for working conditions in this company?
		Label_4	In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on occupational health and safety improved the outcome for working conditions in this company?
		Label_5	In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on training and skills development improved the outcome for working conditions in this company?
		Label_6	In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on working time arrangements improved the outcome for working conditions in this company?
	REVERSE SCALE (%50 1 to 4 and 50% 4 to 1)	1	To a great extent
		2	To a moderate extent
		3	To a small extent
		4	Not at all
DECEPIMPROV	ASK IF SINGLEST = 2 & (DECEMPCONS =1 OR IF DECEMPNEG = 1)	DECEPIMPROV2	
		Label_1	In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on the organisation and efficiency of work processes improved the outcome for working conditions in this establishment?
		Label_2	In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on recruitment improved the outcome for working conditions in this establishment?
		Label_3	In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on dismissals improved the outcome for working conditions in this establishment?
		Label_4	In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on occupational health and safety improved the outcome for working conditions in this establishment?
		Label_5	In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on training and skills development improved the outcome for working conditions in this establishment?
		Label_6	In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on working time arrangements improved the outcome for working conditions in this establishment?
	REVERSE SCALE (%50 1 to 4 and 50% 4 to 1)	1	To a great extent
		2	To a moderate extent
		3	To a small extent
		4	Not at all

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
DECEPCOMPLIC	ASK IF DECEMPCONS =1 OR IF DECEMPNEG = 1		
		Label_1	<i>In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on the organisation and efficiency of work processes made this process more complicated?</i>
		Label_2	<i>In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on recruitment made this process more complicated?</i>
		Label_3	<i>In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on dismissals made this process more complicated?</i>
		Label_4	<i>In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on occupational health and safety made this process more complicated?</i>
		Label_5	<i>In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on training and skills development made this process more complicated?</i>
		Label_6	<i>In your opinion, to what extent has the direct involvement of employees in the process that led to this important decision on working time arrangements made this process more complicated?</i>
	REVERSE SCALE. (%50 1 to 4 and 50% 4 to 1)	1	To a great extent
		2	To a moderate extent
		3	To a small extent
		4	Not at all
DECEPCOMM	ASK IF SINGLEST = 1 & (DECEMPCONS =1 OR IF DECEMPNEG = 1)	DECEPCOMM1	
		Label_1	<i>Did the direct involvement of employees in the process that led to this important decision on the organisation and efficiency of work processes reflect common practice in this company?</i>
		Label_2	<i>Did the direct involvement of employees in the process that led to this important decision on recruitment reflect common practice in this company?</i>
		Label_3	<i>Did the direct involvement of employees in the process that led to this important decision on dismissals reflect common practice in this company?</i>
		Label_4	<i>Did the direct involvement of employees in the process that led to this important decision on occupational health and safety reflect common practice in this company?</i>
		Label_5	<i>Did the direct involvement of employees in the process that led to this important decision on training and skills development reflect common practice in this company?</i>
		Label_6	<i>Did the direct involvement of employees in the process that led to this important decision on working time arrangements reflect common practice in this company?</i>
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
DECEPCOMM	ASK IF SINGLEST = 2 & (DECEMPCONS =1 OR IF DECEMPNEG = 1)	DECEPCOMM2	
		Label_1	Did the direct involvement of employees in the process that led to this important decision on the organisation and efficiency of work processes reflect common practice in this establishment?
		Label_2	Did the direct involvement of employees in the process that led to this important decision on recruitment reflect common practice in this establishment?
		Label_3	Did the direct involvement of employees in the process that led to this important decision on dismissals reflect common practice in this establishment?
		Label_4	Did the direct involvement of employees in the process that led to this important decision on occupational health and safety reflect common practice in this establishment?
		Label_5	Did the direct involvement of employees in the process that led to this important decision on training and skills development reflect common practice in this establishment?
		Label_6	Did the direct involvement of employees in the process that led to this important decision on working time arrangements reflect common practice in this establishment?
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
DECERCOMM	ASK IF SINGLEST = 1 & (DECERCONS =1 OR IF DECERNEG = 1) & ER_TYPE = 2, 6, 8	DECERCOMM1	
	ASK IF SINGLEST = 1 & (DECERCONS =1 OR IF DECERNEG = 1) & ER_TYPE = 2, 6, 8 & DECIMPORT=1 Label for DECIMPORT=1	Label_1	
		Label_ER-BODY = 2	Did your involvement as a shop steward in the process that led to this important decision on the organisation and efficiency of work processes reflect common practice in this company?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF SINGLEST = 1 & (DECERCONS1 =1 OR IF DECERNEG1 = 1) & DECIMPORT=2 Label for DECIMPORT=2	Label_2	
		Label_ER-BODY = 2	Did your involvement as a shop steward in the process that led to this important decision on recruitment reflect common practice in this company?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF SINGLEST = 1 & (DECERCONS1 =1 OR IF DECERNEG1 = 1) & DECIMPORT=3 Label for DECIMPORT=3	Label_3	
		Label_ER-BODY = 2	Did your involvement as a shop steward in the process that led to this important decision on dismissals reflect common practice in this company?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF SINGLEST = 1 & (DECERCONS1 =1 OR IF DECERNEG1 = 1) & DECIMPORT=4 Label for DECIMPORT=4	Label_4	
		Label_ER-BODY = 2	Did your involvement as a shop steward in the process that led to this important decision on occupational health and safety reflect common practice in this company?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
	ASK IF SINGLEST = 1 & (DECERCONS1 =1 OR IF DECERNEG1 = 1) & DECIMPORT=5 Label for DECIMPORT=5	Label_5	
		Label_ER-BODY = 2	Did your involvement as a shop steward in the process that led to this important decision on training and skills development reflect common practice in this company?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF SINGLEST = 1 & (DECERCONS1 =1 OR IF DECERNEG1 = 1) & DECIMPORT=6 Label for DECIMPORT=6	Label_6	
		Label_ER-BODY = 2	Did your involvement as a shop steward in the process that led to this important decision on working time arrangements reflect common practice in this company?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
DECERCOMM	ASK IF SINGLEST = 2 & (DECERCONS1 =1 OR IF DECERNEG1 = 1) & (ER_TYPE = 2, 6, 8)	DECERCOMM2	
	ASK IF SINGLEST = 2 & (DECERCONS1 =1 OR IF DECERNEG1 = 1) & (ER_TYPE = 2, 6, 8) & DECIMPORT=1 Labels vary according to the ANSWER TO DECIMPORT (6 answer choices)	Label_1	
		Label_ER-BODY = 2	Did your involvement a shop steward in the process that led to this important decision on the organisation and efficiency of work processes reflect common practice in this establishment?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF SINGLEST = 2 & (DECERCONS1 =1 OR IF DECERNEG1 = 1) & (ER_TYPE = 2, 6, 8) & DECIMPORT=2	Label_2	
		Label_ER-BODY = 2	Did your involvement as a shop steward in the process that led to this important decision on recruitment reflect common practice in this establishment?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF SINGLEST = 2 & (DECERCONS1 =1 OR IF DECERNEG1 = 1) & (ER_TYPE = 2, 6, 8) & DECIMPORT=3	Label_3	
		Label_ER-BODY = 2	Did your involvement as a shop steward in the process that led to this important decision on dismissals reflect common practice in this establishment?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF SINGLEST = 2 & (DECERCONS1 =1 OR IF DECERNEG1 = 1) & (ER_TYPE = 2, 6, 8) & DECIMPORT=4	Label_4	
		Label_ER-BODY = 2	Did your involvement as a shop steward in the process that led to this important decision on occupational health and safety reflect common practice in this establishment?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF SINGLEST = 2 & (DECERCONS1 =1 OR IF DECERNEG1 = 1) & (ER_TYPE = 2, 6, 8) & DECIMPORT=5	Label_5	
		Label_ER-BODY = 2	Did your involvement as a shop steward in the process that led to this important decision on training and skills development reflect common practice in this establishment?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
	ASK IF SINGLEST = 2 & (DECERCONS1 = 1 OR IF DECERNEG1 = 1) & (ER_TYPE = 2, 6, 8) & DECIMPORT=6	Label_6	
		Label_ER-BODY = 2	Did your involvement a shop steward in the process that led to this important decision on working time arrangements reflect common practice in this establishment?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
DECERCOMM	ASK IF SINGLEST = 1 & (DECERCONS = 1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7)	DECERCOMM3	
	ASK IF SINGLEST = 1 & (DECERCONS = 1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7)& DECIMPORT=1 Labels vary according to the ANSWER TO DECIMPORT (6 answer choices)	Label_1	
		Label_ER-BODY = 1	Did the involvement of the recognised shop floor trade union representation in the process that led to this important decision on the organisation and efficiency of work processes reflect common practice in this company?
		Label_ER-BODY = 3	Did the involvement of the works council in the process that led to this important decision on the organisation and efficiency of work processes reflect common practice in this company?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF SINGLEST = 1 & (DECERCONS = 1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7) & DECIMPORT=2	Label_2	
		Label_ER-BODY = 1	Did the involvement of the recognised shop floor trade union representation in the process that led to this important decision on recruitment reflect common practice in this company?
		Label_ER-BODY = 3	Did the involvement of the works council in the process that led to this important decision on recruitment reflect common practice in this company?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF SINGLEST = 1 & (DECERCONS = 1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7) & DECIMPORT=3	Label_3	
		Label_ER-BODY = 1	Did the involvement of the recognised shop floor trade union representation in the process that led to this important decision on dismissals reflect common practice in this company?
		Label_ER-BODY = 3	Did the involvement of the works council in the process that led to this important decision on dismissals reflect common practice in this company?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
	ASK IF SINGLEST = 1 & (DECERCONS =1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7) & DECIMPORT=4	Label_4	
		Label_ER-BODY = 1	Did the involvement of the recognised shop floor trade union representation in the process that led to this important decision on occupational health and safety reflect common practice in this company?
		Label_ER-BODY = 3	Did the involvement of the works council in the process that led to this important decision on occupational health and safety reflect common practice in this company?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF SINGLEST = 1 & (DECERCONS =1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7) & DECIMPORT=5	Label_5	
		Label_ER-BODY = 1	Did the involvement of the recognised shop floor trade union representation in the process that led to this important decision on training and skills development reflect common practice in this company?
		Label_ER-BODY = 3	Did the involvement of the works council in the process that led to this important decision on training and skills development reflect common practice in this company?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF SINGLEST = 1 & (DECERCONS =1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7) & DECIMPORT=6	Label_6	
		Label_ER-BODY = 1	Did the involvement of the recognised shop floor trade union representation in the process that led to this important decision on working time arrangements reflect common practice in this company?
		Label_ER-BODY = 3	Did the involvement of the works council in the process that led to this important decision on working time arrangements reflect common practice in this company?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
DECERCOMM	ASK IF SINGLEST = 2 & (DECERCONS =1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7)	DECERCOMM4	
	ASK IF SINGLEST = 2 & (DECERCONS =1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7) & DECIMPORT=1 Labels vary according to the ANSWER TO DECIMPORT (6 answer choices)	Label_1	
		Label_ER-BODY = 1	Did the involvement of the recognised shop floor trade union representation in the process that led to this important decision on the organisation and efficiency of work processes reflect common practice in this establishment?
		Label_ER-BODY = 3	Did the involvement of the works council in the process that led to this important decision on the organisation and efficiency of work processes reflect common practice in this establishment?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF SINGLEST = 2 & (DECERCONS =1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7) & DECIMPORT=2	Label_2	
		Label_ER-BODY = 1	Did the involvement of the recognised shop floor trade union representation in the process that led to this important decision on recruitment reflect common practice in this establishment?
		Label_ER-BODY = 3	Did the involvement of the works council in the process that led to this important decision on recruitment reflect common practice in this establishment?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF SINGLEST = 2 & (DECERCONS =1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7) & DECIMPORT=3	Label_3	
		Label_ER-BODY = 1	Did the involvement of the recognised shop floor trade union representation in the process that led to this important decision on dismissals reflect common practice in this establishment?
		Label_ER-BODY = 3	Did the involvement of the works council in the process that led to this important decision on dismissals reflect common practice in this establishment?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF SINGLEST = 2 & (DECERCONS =1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7) & DECIMPORT=4	Label_4	
		Label_ER-BODY = 1	Did the involvement of the recognised shop floor trade union representation in the process that led to this important decision on occupational health and safety reflect common practice in this establishment?
		Label_ER-BODY = 3	Did the involvement of the works council in the process that led to this important decision on occupational health and safety reflect common practice in this establishment?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
	ASK IF SINGLEST = 2 & (DECERCONS =1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7)	Label_5	
		Label_ER-BODY = 1	Did the involvement of the recognised shop floor trade union representation in the process that led to this important decision on training and skills development reflect common practice in this establishment?
		Label_ER-BODY = 3	Did the involvement of the works council in the process that led to this important decision on training and skills development reflect common practice in this establishment?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF SINGLEST = 2 & (DECERCONS =1 OR IF DECERNEG= 1) & (ER_TYPE =1, 3, 4, 5, 7) & DECIMPORT=6	Label_6	
		Label_ER-BODY = 1	Did the involvement of the recognised shop floor trade union representation in the process that led to this important decision on working time arrangements reflect common practice in this establishment?
		Label_ER-BODY = 3	Did the involvement of the works council in the process that led to this important decision on working time arrangements reflect common practice in this establishment?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 2, and 50% 2 to 1)		1 Yes
			2 No
DECERINFLU	ASK IF DECIMPORT≠ MISSING & ER_TYPE = 2, 6, 8	DECERINFLU1	
	ASK IF DECIMPORT=1 & ER_TYPE = 2, 6, 8	Label_1	
		Label_ER-BODY = 2	In your opinion, to what extent did you, as a shop steward, influence this important decision on the organisation and efficiency of work processes?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF DECIMPORT=2 & ER_TYPE = 2, 6, 8	Label_2	
		Label_ER-BODY = 2	In your opinion, to what extent did you, as a shop steward, influence this important decision on recruitment?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF DECIMPORT=3 & ER_TYPE = 2, 6, 8	Label_3	
		Label_ER-BODY = 2	In your opinion, to what extent did you, as a shop steward, influence this important decision on dismissals?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF DECIMPORT=4 & ER_TYPE = 2, 6, 8	Label_4	
		Label_ER-BODY = 2	In your opinion, to what extent did you, as a shop steward, influence this important decision on occupational health and safety?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF DECIMPORT=5 & ER_TYPE = 2, 6, 8	Label_5	
		Label_ER-BODY = 2	In your opinion, to what extent did you, as a shop steward, influence this important decision on training and skills development?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF DECIMPORT=6 & ER_TYPE = 2, 6, 8	Label_6	
		Label_ER-BODY = 2	In your opinion, to what extent did you, as a shop steward, influence this important decision on working time arrangements?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	REVERSE SCALE (%50 1 to 4, and 50% 4 to 1)		1 To a great extent
			2 To a moderate extent
			3 To a small extent
			4 Not at all

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
DECERINFLU	ASK IF DECIMPORT ≠ MISSING & ER_TYPE = 1, 3, 4, 5 OR 7	DECERINFLU2	
	ASK IF DECIMPORT=1 & ER_TYPE = 1, 3, 4, 5 OR 7	Label_1	
		Label_ER-BODY = 1	In your opinion, to what extent did the recognised shop floor trade union representation, influence this important decision on the organisation and efficiency of work processes?
		Label_ER-BODY = 3	In your opinion, to what extent did the works council, influence this important decision on the organisation and efficiency of work processes?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF DECIMPORT=2 & ER_TYPE = 1, 3, 4, 5 OR 7	Label_2	
		Label_ER-BODY = 1	In your opinion, to what extent did the recognised shop floor trade union representation, influence this important decision on recruitment?
		Label_ER-BODY = 3	In your opinion, to what extent did the works council, influence this important decision on recruitment?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF DECIMPORT=3 & ER_TYPE = 1, 3, 4, 5 OR 7	Label_3	
		Label_ER-BODY = 1	In your opinion, to what extent did the recognised shop floor trade union representation, influence this important decision on dismissals?
		Label_ER-BODY = 3	In your opinion, to what extent did the works council, influence this important decision on dismissals?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF DECIMPORT=4 & ER_TYPE = 1, 3, 4, 5 OR 7	Label_4	
		Label_ER-BODY = 1	In your opinion, to what extent did the recognised shop floor trade union representation, influence this important decision on occupational health and safety?
		Label_ER-BODY = 3	In your opinion, to what extent did the works council, influence this important decision on occupational health and safety?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF DECIMPORT=5 & ER_TYPE = 1, 3, 4, 5 OR 7	Label_5	
		Label_ER-BODY = 1	In your opinion, to what extent did the recognised shop floor trade union representation, influence this important decision on training and skills development?
		Label_ER-BODY = 3	In your opinion, to what extent did the works council, influence this important decision on training and skills development?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK IF DECIMPORT=6 & ER_TYPE = 1, 3, 4, 5 OR 7	Label_6	
		Label_ER-BODY = 1	In your opinion, to what extent did the recognised shop floor trade union representation, influence this important decision on working time arrangements?
		Label_ER-BODY = 3	In your opinion, to what extent did the works council, influence this important decision on working time arrangements?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 4 and 50% 4 to 1)	1	To a great extent
		2	To a moderate extent
		3	To a small extent
		4	Not at all

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
DECEMPINFLU	ASK IF DECIMPORT ≠ MISSING		
	SHOW IF DECIMPORT=1	Label_1	And to what extent did employees have direct influence on this important decision on the organisation and efficiency of work processes?
	SHOW IF DECIMPORT=2	Label_2	And to what extent did employees have direct influence on this important decision on recruitment?
	SHOW IF DECIMPORT=3	Label_3	And to what extent did employees have direct influence on this important decision on dismissals?
	SHOW IF DECIMPORT=4	Label_4	And to what extent did employees have direct influence on this important decision on occupational health and safety?
	SHOW IF DECIMPORT=5	Label_5	And to what extent did employees have direct influence on this important decision on training and skills development?
	SHOW IF DECIMPORT=6	Label_6	And to what extent did employees have direct influence on this important decision on working time arrangements?
	REVERSE SCALE (%50 1 to 4 and 50% 4 to 1)		1 To a great extent
			2 To a moderate extent
			3 To a small extent
			4 Not at all
	SHOW IF SINGLEST = 1 Intro shown on separate screen	ERERIN_intro1	The following questions are about the other areas you identified in which the management{MM_co_unit} of this company recently took major decisions.
	SHOW IF SINGLEST = 2 info button syntax: IF SUBSORHQ = 1 SHOW INFO BUTTON {MM_co_estab}; IF SUBSORHQ = 2 & SHOW INFO BUTTON {MM_estab} Intro shown on separate screen	ERERIN_intro2	The following questions are about the other areas you identified in which the management{MM_co_estab}{MM_estab} of this establishment recently took major decisions.
	SHOW IF ER_TYPE = 2, 6, 8 Collapsible Grid with an introduction text. Introduction, info buttons and question label of item A-F are varied by SINGLEST, SUBSORHQ and ER BODY.	ERERIN_label1	
		Label_ER-BODY = 2	In your opinion, to what extent did you, as a shop steward, influence management decisions in the following areas?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	SHOW IF ER_TYPE = 1, 3, 4, 5 OR 7	ERERIN_label2	
		Label_ER-BODY = 1	In your opinion, to what extent did the recognised shop floor trade union representation, influence management decisions in the following areas?
		Label_ER-BODY = 3	In your opinion, to what extent did the works council, influence management decisions in the following areas?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
ERERINORG	ASK IF DECORG = 1 & (DECIMPORT= 2,3,4,5 or 6) & (ER_TYPE = 1, 2, 3, 4, 5, 6, 7 or 8)		A The organisation and efficiency of work processes
ERERINRECR	ASK IF DECRECR =1 & (DECIMPORT=1,3,4,5, or 6) & ER_TYPE = 1, 2, 3, 4, 5, 6, 7 or 8		B Recruitment
ERERINDISM	ASK IF DECDISM =1 & (DECIMPORT=1,2,4,5, or 6) & ER_TYPE = 1, 2, 3, 4, 5, 6, 7 or 8		C Dismissals
ERERINOSH	ASK IF DECOSH =1 & (DECIMPORT=1,2,3,5 or 6) & ER_TYPE = 1, 2, 3, 4, 5, 6, 7 or 8		D Occupational health and safety
ERERINTRAIN	ASK IF DECTRAN =1 & (DECIMPORT=1,2,3,4 or 6) & ER_TYPE = 1, 2, 3, 4, 5, 6, 7 or 8		E Training and skills development
ERERINTIME	ASK IF DECTIME =1 & (DECIMPORT=1,2,3,4,5) & ER_TYPE = 1, 2, 3, 4, 5, 6, 7 or 8		F Working time arrangements
	REVERSE SCALE (%50 1 to 4 and 50% 4 to 1)		1 To a great extent
			2 To a moderate extent
			3 To a small extent
			4 Not at all

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
		EREPIN	In your opinion, to what extent did the employees have direct influence on management decisions in the following areas?
EREPINORG	ASK IF DECORG= 1 & (DECIMPORT=2,3,4,5 or 6)		A The organisation and efficiency of work processes
EREPINRECR	ASK IF DECRCR =1 & (DECIMPORT=1,3,4,5 or 6)		B Recruitment
EREPINDISM	ASK IF DECDISM =1 & (DECIMPORT=1,2,4,5 or 6)		C Dismissals
EREPINOSH	ASK IF DECOSH =1 & (DECIMPORT=1,2,3,5 or 6)		D Occupational health and safety
EREPINTRAIN	ASK IF DECTRAIN =1 & (DECIMPORT=1,2,3,4, or 6)		E Training and skills development
EREPINTIME	ASK IF DECTIME =1 & (DECIMPORT=1,2,3,4,5)		F Working time arrangements
	REVERSE SCALE (%50 1 to 4 and 50% 4 to 1)		1 To a great extent
			2 To a moderate extent
			3 To a small extent
			4 Not at all
	ASK IF SINGLEST = 1 & ER_TYPE = 2, 6, 8 Collapsible grid question with different labels	PAY_label1	
		Label_ER-BODY = 2	Since the beginning of 2016{2016_co}, have there been negotiations at this company between management{MM_co_unit} and you, as a shop steward, with regard to the following areas?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF SINGLEST =2 & ER_TYPE = 2, 6, 8 Info button syntax: IF SUBSORHQ =1 show {MM_co_estab}; ASK IF SUBSORHQ =2 show {MM_estab}	PAY_label2	
		Label_ER-BODY = 2	Since the beginning of 2016{2016_estab}, have there been negotiations at this establishment between management{MM_co_estab}{MM_estab} and you, as the shop steward, with regard to the following areas?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	ASK IF SINGLEST =1 & ER_TYPE = 1, 3, 4, 5 OR 7 Info button syntax: IF SUBSORHQ =1 show {MM_co_estab}	PAY_label3	
		Label_ER-BODY = 1	Since the beginning of 2016{2016_co}, have there been negotiations at this company between management{MM_co_estab} and the recognised shop floor trade union representation with regard to the following areas?
		Label_ER-BODY = 3	Since the beginning of 2016{2016_co}, have there been negotiations at this company between management{MM_co_estab} and the works council with regard to the following areas?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	ASK SINGLEST =2 & ER_TYPE = 1, 3, 4, 5 OR 7 Info button syntax: IF SUBSORHQ =1 show {MM_co_estab}; ASK IF SUBSORHQ =2 show {MM_estab}	PAY_label4	
		Label_ER-BODY = 1	Since the beginning of 2016{2016_estab}, have there been negotiations at this establishment between management{MM_co_estab}{MM_estab} and the recognised shop floor trade union representation with regard to the following areas?
		Label_ER-BODY = 3	Since the beginning of 2016{2016_estab}, have there been negotiations at this establishment between management{MM_co_estab}{MM_estab} and the works council with regard to the following areas?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
PAYBAS		A	Basic pay
PAYPIECE		B	Payment by results, for example piece rates, provisions, brokerages or commission
PAYPERFIND		C	Variable extra pay linked to individual performance following an appraisal by management
PAYPERFTEAM		D	Variable extra pay linked to the performance of the team, working group or department
PAYPROF		E	Variable extra pay linked to the results of the company or establishment (profit-sharing scheme)
	REVERSE SCALE (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
	Show only if SINGLEST=1	7_A	Employees in this company do not receive this type of pay
	Show only if SINGLEST=2	7_B	Employees in this establishment do not receive this type of pay
ERINVOLVE	ASK IF SINGLEST =1 & ER_TYPE = 2, 6, 8	ERINVOLVE1	
		Label_ER-BODY = 2	In your opinion, how much should you, as a shop steward, be involved in decision-making in this company?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
ERINVOLVE	ASK IF SINGLEST =1 & ER_TYPE = 1, 3, 4, 5 OR 7	ERINVOLVE2	
		Label_ER-BODY = 1	In your opinion, how much should the recognised shop floor trade union representation be involved in decision-making in this company?
		Label_ER-BODY = 3	In your opinion, how much should the works council be involved in decision-making in this company?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
ERINVOLVE	ASK IF SINGLEST =2 & ER_TYPE = 2, 6, 8	ERINVOLVE3	
		Label_ER-BODY = 2	In your opinion, how much should you, as a shop steward, be involved in decision-making in this establishment?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
ERINVOLVE	ASK IF SINGLEST =2 & ER_TYPE = 1, 3, 4, 5 OR 7	ERINVOLVE4	
		Label_ER-BODY = 1	In your opinion, how much should the recognised shop floor trade union representation be involved in decision-making in this establishment?
		Label_ER-BODY = 3	In your opinion, how much should the works council be involved in decision-making in this establishment?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	REVERSE SCALE (%50 1 to 3 and 50% 3 to 1)	1	Less than currently
		2	The same as currently
		3	More than currently
EMPINVOLVE	ASK IF SINGLEST =1	EMPINVOLVE1	In your opinion, how much should the employees be directly involved in decision-making in this company?
EMPINVOLVE	ASK IF SINGLEST =2	EMPINVOLVE2	In your opinion, how much should the employees be directly involved in decision-making in this establishment?
	REVERSE SCALE. (%50 1 to 3 and 50% 3 to 1)	1	Less than currently
		2	The same as currently
		3	More than currently

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
MANTRUST	ASK IF SINGLEST =1	MANTRUST1	In your opinion, to what extent does the employee representation at this company trust management{MM_co_unit}?
MANTRUST	ASK IF SINGLEST =2; Info button syntax: IF SUBSORHQ =1 show {MM_co_estab}; IF SUBSORHQ =2 show {MM_estab}	MANTRUST2	In your opinion, to what extent does the employee representation at this establishment trust management{MM_co_estab}{MM_estab}?
	REVERSE SCALE. (%50 1 to 4 and 50% 4 to 1)	1	To a great extent
		2	To a moderate extent
		3	To a small extent
		4	Not at all
ERBMEETMAN	ASK IF SINGLEST =1 & ER_TYPE = 2, 6, 8	ERBMEETMAN1	
		Label_ER-BODY = 2	In 2018, how often have you, as a shop steward, met with management{MM_co_unit} to discuss topics that were of general relevance to the company?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
	SHOW IF SINGLEST =2 Shown on same screen with ERBMEETMAN2 AND ERBMEETMAN4	ERBMEETMAN_intro	The term 'establishment' refers to: [name/address of the target establishment].
ERBMEETMAN	ASK IF SINGLEST =2 & ER_TYPE = 2, 6, 8 Info button syntax: IF SUBSORHQ =1 show {MM_co_estab}; IF SUBSORHQ =2 show {MM_estab}	ERBMEETMAN2	
		Label_ER-BODY = 2	In 2018, how often have you, as a shop steward, met with management{MM_co_estab}{MM_estab} to discuss topics that were of general relevance to the establishment?
		Label_ER-BODY = 6	
		Label_ER-BODY = 8	
ERBMEETMAN	ASK IF SINGLEST =1 & ER_TYPE = 1, 3, 4, 5 OR 7	ERBMEETMAN3	
		Label_ER-BODY = 1	In 2018, how often has the recognised shop floor trade union representation met with management{MM_co_unit} to discuss topics that were of general relevance to the company?
		Label_ER-BODY = 3	In 2018, how often has the works council met with management{MM_co_unit} to discuss topics that were of general relevance to the company?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
ERBMEETMAN	ASK IF SINGLEST =2 & ER_TYPE = 1, 3, 4, 5 OR 7 Info button syntax: IF SUBSORHQ =1 show {MM_co_estab}; IF SUBSORHQ =2 show {MM_estab}	ERBMEETMAN4	
		Label_ER-BODY = 1	In 2018, how often has the recognised shop floor trade union representation met with management{MM_co_estab}{MM_estab} to discuss topics that were of general relevance to the establishment?
		Label_ER-BODY = 3	In 2018, how often has the works council met with management{MM_co_estab}{MM_estab} to discuss topics that were of general relevance to the establishment?
		Label_ER-BODY = 4	
		Label_ER-BODY = 5	
		Label_ER-BODY = 7	
	DO NOT REVERSE THE SCALE	1	Once a week or more
		2	Several times a month
		3	Once a month
		4	Less than once a month
		5	Not at all

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
MANSINCERE	ASK IF SINGLEST =1	MANSINCERE1	Please think about the efforts made by management{MM_co_unit} to involve the employee representation in solving problems at this company. In your opinion, to what extent are these efforts sincere?
MANSINCERE	Info button syntax: IF SUBSORHQ =1 show {MM_co_estab} ; IF SUBSORHQ =2 show {MM_estab}	MANSINCERE2	Please think about the efforts made by management{MM_co_estab}{MM_estab} to involve the employee representation in solving problems at this establishment. In your opinion, to what extent are these efforts sincere?
	REVERSE SCALE (%50 1 to 4, and 50% 4 to 1)	1	To a great extent
		2	To a moderate extent
		3	To a small extent
		4	Not at all
ERTREAT	ASK IF SINGLEST =1	ERTREAT1	Do you think employee representatives at this company are treated differently to other employees because of their position as employee representatives?
ERTREAT	ASK IF SINGLEST =2	ERTREAT2	Do you think employee representatives at this establishment are treated differently to other employees because of their position as employee representatives?
	REVERSE SCALE (%50 1 to 3, and 50% 3 to 1)	1	Yes, they are treated worse
		2	Yes, they are treated better
		3	No, they are treated the same
ERFIRE	ASK IF SINGLEST =1	ERFIRE1	Since the beginning of 2016{2016_co}, has an employee representative in this company lost his or her job because of their work as employee representative?
ERFIRE	ASK IF SINGLEST =2	ERFIRE2	Since the beginning of 2016{2016_estab}, has an employee representative in this establishment lost his or her job because of their work as employee representative?
	REVERSE SCALE (%50 1 to 2, and 50% 2 to 1)	1	Yes
		2	No
MANCONF	ASK IF SINGLEST =1	MANCONF1	In your opinion, to what extent does management{MM_co_unit} at this company see the skills of employees as an important asset?
MANCONF	ASK IF SINGLEST =2 , Info button syntax: IF SUBSORHQ =1 show {MM_co_estab}; IF SUBSORHQ =2 show {MM_estab}	MANCONF2	In your opinion, to what extent does management{MM_co_estab}{MM_estab} at this establishment see the skills of employees as an important asset?
	REVERSE SCALE (%50 1 to 4, and 50% 4 to 1)	1	To a great extent
		2	To a moderate extent
		3	To a small extent
		4	Not at all
MANLISTEN	ASK IF SINGLEST =1	MANLISTEN1	In your opinion, to what extent does management{MM_co_unit} at this company listen to employees when they express their views on how to best do their work?
MANLISTEN	ASK IF SINGLEST =2 , Info button syntax: IF SUBSORHQ =1 show {MM_co_estab}; IF SUBSORHQ =2 show {MM_estab}	MANLISTEN2	In your opinion, to what extent does management{MM_co_estab}{MM_estab} at this establishment listen to employees when they express their views on how to best do their work?
	REVERSE SCALE (%50 1 to 4, and 50% 4 to 1)	1	To a great extent
		2	To a moderate extent
		3	To a small extent
		4	Not at all

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
MANRELAT	ASK IF SINGLEST =1	MANRELAT1	How would you describe the relations between management{MM_co_unit} and employees at this company in general?
MANRELAT	ASK IF SINGLEST =2 , Info button syntax: IF SUBSORHQ =1 show {MM_co_estab}; IF SUBSORHQ =2 show {MM_estab}	MANRELAT2	How would you describe the relations between management{MM_co_estab}{MM_estab} and employees at this establishment in general?
	REVERSE SCALE (%50 1 to 5, and 50% 5 to 1)	1	Very good
		2	Good
		3	Neither good nor bad
		4	Bad
		5	Very bad
	SHOW IF SINGLEST =1 Intro shown on a separate screen	ACTSTRIKE_intro1	The following questions are about collective actions that might have taken place at this company, that were directly related to issues specific to this company.
	SHOW IF SINGLEST =2 Intro shown on a separate screen	ACTSTRIKE_intro2	The following questions are about collective actions that might have taken place at this establishment, that were directly related to issues specific to this establishment. The term 'establishment' refers to: [name/address of the target establishment].
ACTSTRIKE	ASK IF SINGLEST =1	ACTSTRIKE1	Since the beginning of 2016{2016_co}, has any work stoppage or strike taken place at this company?
ACTSTRIKE	ASK IF SINGLEST =2	ACTSTRIKE2	Since the beginning of 2016{2016_estab}, has any work stoppage or strike taken place at this establishment?
	REVERSE SCALE. (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
STRIKEPART	ASK IF ACTSTRIKE =1 & SINGLEST =1	STRIKEPART1	Please think about the most recent work stoppage or strike. Approximately how many employees of this company took part? <i>Your best estimate is good enough. You can answer with an exact number of employees, or provide an answer using percentage categories by clicking the 'percentage' button.</i>
STRIKEPART	ASK IF ACTSTRIKE =1 & SINGLEST =2	STRIKEPART2	Please think about the most recent work stoppage or strike. Approximately how many employees of this establishment took part? Your best estimate is good enough. <i>You can answer with an exact number of employees, or provide an answer using percentage categories by clicking the 'percentage' button.</i>
			[NUMBER]
	REVERSE SCALE. (%50 1 to 7 and 50% 7 to 1)	1	None at all
		2	Less than 20%
		3	20% to 39%
		4	40% to 59%
		5	60% to 79%
		6	80% to 99%
		7	All
ACTRULE	ASK IF SINGLEST =1	ACTRULE1	Since the beginning of 2016{2016_co}, has any action based on work-to-rule or refusal to do overtime taken place at this company?
ACTRULE	ASK IF SINGLEST =2	ACTRULE2	Since the beginning of 2016{2016_estab}, did any action based on work-to-rule or refusal to do overtime take place at this establishment?
	REVERSE SCALE. (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
RULEPART	ASK IF ACTRULE1 =1	RULEPART1	Please think about the most recent action based on work-to-rule or the refusal to do overtime. Approximately how many employees of this company took part? Your best estimate is good enough. <i>You can answer with an exact number of employees, or provide an answer using percentage categories by clicking the 'percentage' button.</i>
RULEPART	ASK IF ACTRULE2 =1	RULEPART2	Please think about the most recent action based on work-to-rule or the refusal to do overtime. Approximately how many employees of this establishment took part? Your best estimate is good enough. <i>You can answer with an exact number of employees, or provide an answer using percentage categories by clicking the 'percentage' button.</i>
			[NUMBER]
	REVERSE SCALE. (%50 1 to 7 and 50% 7 to 1)	1	None at all
		2	Less than 20%
		3	20% to 39%
		4	40% to 59%
		5	60% to 79%
		6	80% to 99%
		7	All
ACTSYMB	ASK IF SINGLEST =1	ACTSYMB1	Since the beginning of 2016{2016_co}, has any collective action taken place that did not disrupt the operations of the company? This action may have taken the form of petitions, distributing leaflets, wearing badges etc.
ACTSYMB	ASK IF SINGLEST =2	ACTSYMB2	Since the beginning of 2016{2016_estab}, has any collective action taken place that did not disrupt the operations of the establishment? This action may have taken the form of petitions, distributing leaflets, wearing badges etc.
	REVERSE SCALE. (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No
SYMBPART	ASK IF ACTSYMB =1 & SINGLEST =1	SYMBPART1	Please think about the most recent non-disruptive action. Approximately how many employees of this company took part? Your best estimate is good enough. <i>You can answer with an exact number of employees, or provide an answer using percentage categories by clicking the 'percentage' button.</i>
SYMBPART	ASK IF ACTSYMB =1 & SINGLEST =2	SYMBPART2	Please think about the most recent non-disruptive action. Approximately how many employees of this establishment took part? Your best estimate is good enough. <i>You can answer with an exact number of employees, or provide an answer using percentage categories by clicking the 'percentage' button.</i>
			[NUMBER]
	REVERSE SCALE. (%50 1 to 7 and 50% 7 to 1)	1	None at all
		2	Less than 20%
		3	20% to 39%
		4	40% to 59%
		5	60% to 79%
		6	80% to 99%
		7	All
ACTTHREAT	ASK IF SINGLEST =1	ACTTHREAT1	Since the beginning of 2016{2016_co}, has this company been threatened with industrial action over an issue that was specific to the company?
ACTTHREAT	ASK IF SINGLEST =2	ACTTHREAT2	Since the beginning of 2016{2016_estab}, has this establishment been threatened with industrial action over an issue that was specific to the establishment?
	REVERSE SCALE. (%50 1 to 2 and 50% 2 to 1)	1	Yes
		2	No

Question name	Routing & DP instructions	Code/label	ENG - English (United Kingdom)
ACTREASON	ASK IF SINGLEST=1 & (ACTSTRIKE=1 OR ACTRULE =1 OR ACTSYMB =1 OR ACTTHREAT =1) Intro shown on same screen	ACTREASON1_intro	Please think about the last instance of industrial action or threat of industrial action over an issue specific to this company.
ACTREASON	ASK IF SINGLEST=2 & (ACTSTRIKE=1 OR ACTRULE =1 OR ACTSYMB =1 OR ACTTHREAT =1) Intro shown on same screen	ACTREASON2_intro	Please think about the last instance of industrial action or threat of industrial action over an issue specific to this establishment.
ACTREASON	ASK IF SINGLEST=1 & (ACTSTRIKE=1 OR ACTRULE =1 OR ACTSYMB =1 OR ACTTHREAT =1)	ACTREASON3	What issue was the industrial action or threat of industrial action over?
ACTREASON	ASK IF SINGLEST=2 & (ACTSTRIKE=1 OR ACTRULE =1 OR ACTSYMB =1 OR ACTTHREAT =1)	ACTREASON2	What issue was the industrial action or threat of industrial action over?
	Rotate 1-5	1	Wages
	ASK IF SINGLEST =1	2_a	Planned restructuring resulting in closure of the company or staff reductions
	ASK IF SINGLEST =2	2_b	Planned restructuring resulting in closure of the establishment or staff reductions
		3	Pension and retirement rights
		4	Occupational health and safety
		5	Working time arrangements
		6	Other
ACTOUT	ASK IF ACTSTRIKE =1 OR ACTRULE=1 OR ACTSYMB =1 OR ACTTHREAT =1		What was the outcome?
	REVERSE SCALE. (%50 1 to 5 and 50% 5 to 1)	1	Management (largely) met the demands of the employees
		2	The employees (largely) dropped their demands
		3	A balanced agreement was reached
		4	The action ended or the threat was withdrawn, but the issue remained unresolved
		5	The action is still ongoing or the threat still stands
ERSEX	ASK ALL		Which of the following categories best captures how you think of yourself?
		1	Woman
		2	Man
		3	Other
	SHOW IF COUNTRY IS NOT EQUAL TO GERMANY Show on same screen; show as two questions below each other (not as a grid)	ERFOLLOW_intro	Eurofound and Cedefop may conduct follow-up research to gain better insight into workplace practices with regard to direct employee participation and social dialogue. {Consent} To be able to re-contact you for this follow-up research, they would like to keep your contact details, appended to your survey answers. This data would be retained for a maximum of two years, kept secure according to industry standards and only be used for the purpose mentioned.
ERFOLLOW1	ASK IF COUNTRY IS NOT EQUAL TO GERMANY		Would you be happy for Ipsos to share your contact details and survey answers with Eurofound and Cedefop?
		1	Yes
		2	No
ERFOLLOW2	ASK IF COUNTRY IS NOT EQUAL TO GERMANY. AUTO FILL AS "NO" IF FOLLOWMM1=2		Would you be happy for Eurofound and Cedefop, or an organisation working on their behalf, to contact you for follow-up research relating to this study in the next two years?
		1	Yes
		2	No
ERFOLLOW2_DE	ASK IF COUNTRY=GERMANY		
		1	
		2	