



EUROPEAN COMMISSION  
EUROSTAT

Directorate F: Social statistics

## **MODEL QUESTIONNAIRE**

**to be used for implementation of**

**the LFS Ad Hoc Module 2017 on Self-employment**

Version: 13 January 2017

## INTRODUCTION

This document presents the model questionnaire for *the LFS ad hoc module (AHM) 2017 on self-employment* as it is after the June 2015 LAMAS. It incorporates the decisions of the LAMAS, and aims to answer all questions and comments that were raised during the round of exchange of views and in the follow-up round of e-mail exchanges in July and August. Changes which include revisions or additions are marked in blue text. Deletions since the last version are not marked.

### 1. MAIN CHANGES IN THE MODEL QUESTIONNAIRE

Revisions of August 2015:

The main change in this version is the revised approach for asking questions in the variables REASSE, SEDIFFIC, REASNOEM, and OBSTACSE. AUTONOMY has been simplified, by now just asking two yes/no questions, instead of asking for degrees of influence. MAINCLNT has been simplified by collapsing the categories '10-100' and 'more than 100' into just 'ten or more'.

Substantial explanatory notes have been added, based on feedback from NSIs.

The main change between the pre and post test versions of the model questionnaire (tests running between September 2014 and April 2015) was the operational definition of economically dependent self-employed, effectively cutting sub-module 1 down from three to two variables.

Following this revision, the maximum number of questions a respondent can get is 16, eight of which are yes/no questions.

English language revision, based on the feedback from the UK

Revised guidance on if answer options should be read out

Revisions of March 2016:

Added further explanatory notes for WORKORG and REASNOEM

Added further references for the development work on WORKORG and PREFSTAP

Added routing and transcoding for answers 'Cannot say', based on the feedback from PT

Consistent style for routing instructions

Revisions of May 2016:

Q1\_Workinghours: Updated question wording

Updated explanatory notes for REASNOEM

Revisions of July 2016:

REASSE, SEDIFFIC, REASNOEM allow for an alternative way of asking the questions, following test results from Netherlands and Finland.

BPARTNER: Split Q2\_Partners into two wording versions, a and b, to ensure that co-owners are not understood as part of a network. Added some explanatory notes.

PREFSTAP: Rewording to more balanced question. Added to the explanatory notes

WORKORG: Corrected the entry filter to Q2\_Workinghours

PLANEMPL: Added to the explanatory notes

Revisions of January 2017:

Completed transcoding schemes for PREFSTAP, PLANEMPL and AUTONOMY (instructions on how to code 'cannot say')

Adding to the explanatory notes, based on clarification requests by email correspondence with NSIs over the period August 2016 – January 2017 (SEDIFFIC, PLANEMPL, REASNOEM, MAINCLNT, REASSE, OBSTACSE, BPARTNER, AUTONOMY).

## 2. OVERVIEW OF THE VARIABLES

### Sub-module 1: Economically dependent self-employed

MAINCLNT - Economic dependency	STAPRO = 1,2
WORKORG – Organisational dependency	STAPRO = 1,2 AND MAINCLNT ≠ 1

### Sub-module 2: Working conditions for self-employed

REASSE – Main reason for becoming self-employed	STAPRO = 1,2
SEDIFFIC – Main difficulty as self-employed	STAPRO = 1,2
REASNOEM – Main reason for not having employees	STAPRO = 2
BPARTNER – Working with business partners	STAPRO = 1,2
PLANEMPL – Planning hiring of employees or subcontracting	STAPRO = 1,2

### Sub-module 3: Comparing employees and self-employed

JBSATISF – Job satisfaction	WSTATOR = 1,2
AUTONOMY – Job autonomy	WSTATOR = 1,2
PREFSTAP – Preferred professional status in the main job	WSTATOR = 1,2
OBSTACSE – Main reason for not becoming self-employed	PREFSTAP = 3

Entry filters are marked in **yellow**. If nothing is specified this means that the former entry filter still is in effect. Questions and intro texts to be read out are given in *italics*. Instructions on if response options are to be read out or not are marked with underlined text. Things to especially look out for are marked **in red**.

Following the practice from previous years, this document will have running updates based on feedback from the involved NSIs.

For questions you would like to ask the task force or needed clarifications, please do not hesitate to contact us by email, at [Havard.Lien@ec.europa.eu](mailto:Havard.Lien@ec.europa.eu).

# Model questionnaire AHM 2017

## 2.1. Sub-module 1: Economically dependent self-employment

### 2.1.1. MAINCLNT

MAINCLNT	Economic dependency	STAPRO = 1,2
211	<i>Number and importance of clients in the last 12 months</i>	
1	No client in the last 12 months	
2	Only one client in the last 12 months	
3	2-9 clients in the last 12 months, but one was dominant	
4	2-9 clients in the last 12 months, and none was dominant	
5	More than 9 clients in the last 12 months, but one was dominant	
6	More than 9 clients in the last 12 months, and none was dominant	
9	Not applicable (not included in the filter)	
Blank	No answer / Don't know	

#### 2.1.1.1. Purpose of the variable

This variable has two goals: For the respondents who are self-employed without employees it is a part of the operational definition of the *economically dependent self-employed*. For the respondents who are self-employed with employees it gives information on the number of clients over the last 12 months, allowing further analysis of the business structure of all self-employed.

If the respondent started working as self-employed less than 12 months before the interview, the meaning of the question is the period of time since their start-up. The results can then be analysed with the help of the MSTARTWK and YSTARTWK from the core LFS.

## 2.1.1.2. Questionnaire

All self-employed / STAPRO = 1, 2

Q1\_Clients

*In the last 12 months, how many clients did you work for?*

- |                 |                       |
|-----------------|-----------------------|
| (1) None        | GO TO Q1_ReasonSE     |
| (2) One         | GO TO Q1_Workinghours |
| (3) Two to nine | GO TO Q2_Clients      |
| (4) Ten or more | GO TO Q2_Clients      |
| Cannot say      | GO TO Q2_Clients      |

More than one client / Q1\_Clients ≠ 1, 2

Q2\_Clients

*In the last 12 months did at least 75% of your self-employment income come from one client?*

- (1) Yes
- (2) No
- Cannot say

Any answer GO TO Q1\_Workinghours

### 2.1.1.3. Transcoding

STAPRO	Q1_Clients	Q2_Clients	MAINCLNT
1,2	1		1
1,2	2		2
1,2	3	1	3
1,2	3	2	4
1,2	3	CS	4
1,2	4	1	5
1,2	4	2	6
1,2	4	CS	6
1,2	CS	1	5
1,2	CS	2	6
1,2	CS	CS	blank
3,4,9, blank			9

### 2.1.1.4. Explanatory notes

All questions refer to the main job only.

The starting point for the 12 months is the reference week

Ongoing work should be included. "Income" should be understood in the same way as in INCDECIL.

Because the tests of the model questionnaire clearly showed that it is very difficult to count sources of direct payment, the first question counts number of clients.

A client is *the person or organisation the respondent provided goods and/ or services to*. For self-employed who are in a type of business where it would be odd to refer to 'clients', for instance farmers, the meaning of the concept can also be explained as 'customers'.

Question Q1\_Clients, even though it asks for ' how many clients did you work for' should be interpreted as ' how many clients did you, or any of your employees, if you have any, work for'. However, we underline that we only want to measure the work which has been done in a professional capacity in the main job.

For Q1\_Clients there is no requirement that the respondent has received payment for the service provided yet, only that the work has been done.

The answer option 'no client in the last 12 months' is meant to cover for instance new start-ups, who have only been working on acquisitions so far.

Q2\_Clients refers to the amount of income, not the number of jobs for each client, so in an example case as the following, the respondent should say 'no':

8 jobs for client number 1 = 1000 €: 25% of income and 80% of work done

1 job for client number 2 = 2000 €: 50% of income and 10% of work done

1 job for client number 3 = 1000 €: 25% of income and 10% work done

So even though 80% of the jobs went to one client the respondent should say no here as no one client provides 75% of the income

Source for the variable: "Self-employed without employees in Finland 2013". "Self-employed survey 2012", the Netherlands 2012 (referred to as ZEA). National LFS in IT, FI, UK

## 2.1.2. WORKORG

WORKORG		Organisational dependency	STAPRO = 1,2 AND MAINCLNT ≠ 1
212		<i>Influence over deciding working hours</i>	
	1	The respondent decides	
	2	The client/s of the respondent decide(s)	
	3	Any other party decides	
	9	Not applicable (not included in the filter)	
	Blank	No answer / Don't know	

### 2.1.2.1. Purpose of the variable

This variable is the second part of the operational definition of economically dependent self-employed. It is asked if the respondent is self-employed and had at least one client over the last 12 months. Its main purpose is to find out if the respondent controls his/her own working time, which is a main element in being self-employed. In the same way as the MAINCLNT variable, it can also be used to analyse the work organisation for all self-employed who had at least one client in the last 12 months, allowing further analysis of their business structure.

2.1.2.2. Questionnaire

All self-employed with at least one client / STAPRO = 1,2 AND MAINCLNT ≠ 1

Q1\_Workinghours

*Do you personally decide the start and end of the working day?*

- |            |                       |
|------------|-----------------------|
| (1) Yes    | GO TO Q1_ReasonSE     |
| (2) No     | GO TO Q2_Workinghours |
| Cannot say | GO TO Q2_Workinghours |

Not deciding working hours by oneself / Q1\_Workinghours = 2, Cannot say

Q2\_Workinghours

*Who decides?*

Read out the response options

- (1) Client/s
- (2) Any other party
- Cannot say

Any answer GO TO Q1\_ReasonSE

### 2.1.2.3. Transcoding

STAPRO	Q1_Workinghours	Q2_Workinghours	WORKORG
1,2	1		1
1,2	2	1	2
1,2	2	2	3
1,2	2	CS	blank
1,2	CS	1	2
1,2	CS	2	3
1,2	CS	CS	blank
3,4,9, blank			9

### 2.1.2.4. Explanatory notes

"Working hours" are to be understood as 'start and end of the working day', not as 'volume of work'.

As the main purpose is to achieve a clear cut distinction on if it is the respondent or the respondents' client(s) who decide(s) the working time, the answer options do not offer any middle category, like 'jointly decided'. If a respondent is in such a situation, we leave it up to her/him to decide on if the influence of the client is so strong that they could not say no to the client's request for generally adjusting their working time: could the respondent realistically turn down the client's request for the working time and still keep the contract for the work?

The 'any other party' answer option is added to be sure to cover all possibilities, and could for instance be 'weather'. As we consider elements outside human control to not have any significance on organisational dependency, we will only code those who have Q2\_Workinghours=1 as economically dependent self-employed.

We have chosen to not split the 'any other party' into further sub-divisions, because the main purpose of the variable is to only find dependent self-employed, and we want to keep the response burden down. However, we do not have any objections to doing this

nationally, as long as it does not disturb the variable. These must be collapsed in the transcoding for the Eurostat data file.

Source for the variable: Italian national LFS, the survey of self-employed without employees in Finland (2013), the Survey of Self-Employment in Canada (2002). Theoretical background from the Supiot Report, from Böheim/Mühlberger 'Dependent self-employment: workers between employment and self-employment in the UK' (2009), from the European Parliament study 'Social protection rights of economically dependent self-employed workers' (2013), and from the Eurofound 6th European Working Conditions Survey (2015).

2.1.3. *Economically dependent self-employed*

Following the operational definition, the economically dependent self-employed are then these respondents

STAPRO	MAINCLNT	WORKORG	EDSEs
2	2,3,5	2	Yes

As the transcoding scheme shows, this is not an ad hoc variable in itself, but rather the result of one core and two ad hoc variables. As the goal of the first sub-module is to find this group of respondents, it is helpful to have it spelled out here to avoid any misunderstandings for the analysis or classification.

In clear text this means that the economically dependent self-employed are the "self-employed without employees AND has either only one or one clearly dominant client AND whose (one or main) client decides the working hours".

For your background information and reference, the previous national approaches in the LFS to the (economically) dependent self-employed are as follows:

IT: self-employed without employees AND with only one client AND (works on the premises of the client OR does not decide the working hours)

FI: self-employed without employees AND with only one client AND this client is the respondent's former employer

UK: self-employed without employees AND with only one client

## 2.2. Sub-module 2: Working conditions for self-employed

### 2.2.1. REASSE

REASSE		STAPRO =
213	<b>Main reason for becoming self-employed</b>  <i>Main reason for becoming self-employed when starting to work as self-employed in the current job</i>	<b>1,2</b>
	1 Could not find a job as an employee	
	2 The respondent's former employer requested the respondent to become self-employed	
	3 It is the usual practice in the respondent's field	
	4 A suitable opportunity presented itself	
	5 Continued the family business	
	6 Did not want to or plan to become self-employed, but started working as self-employed for another reason than listed previously	
	7 Wanted to be self-employed because of flexible working hours	
	8 Wanted to be self-employed for other reason	
	9 Not applicable (not included in the filter)	
	Blank No answer / Don't know	

#### 2.2.1.1. Purpose of the variable

The variable collects what the main reason for becoming self-employed was. It refers to when the respondent started working as self-employed in the current job.

## 2.2.1.2. Questionnaire

All self-employed / STAPRO = 1,2

Q1\_ReasonSE

*Thinking back to when you started working as self-employed in your current job: Which of the following reasons describe why you first became self-employed?*

Read out the response options

- (1) You could not find a job as an employee
- (2) Your former employer asked you to become self-employed
- (3) It is the usual practice in your field
- (4) A suitable opportunity presented itself
- (5) You continued the family business
- (6) HAD to become self-employed for other reasons than these
- (7) You WANTED to be self-employed because of flexible working hours
- (8) You WANTED to be self-employed, for other reasons

Cannot say

Any answer

GO TO Q1\_Difficulties

### 2.2.1.1. Transcoding

STAPRO	Q1_ReasonSE	REASSE
1,2	1	1
1,2	2	2
1,2	3	3
1,2	4	4
1,2	5	5
1,2	6	6
1,2	7	7
1,2	8	8
1,2	CS	blank
3,4,9, blank		9

### 2.2.1.2. Explanatory notes

There are three main over-arching categories in the variable: push/pull/coincidental. Codes 1, 2 and 6 are clearly in the 'became self-employed for involuntary reasons' category. Codes 3, 7 and 8 are clearly in the voluntary side. Code 4 covers those who more or less stumbled upon becoming self-employed, so they are the coincidental self-employed. Code 5 could be any of the push/pull/coincidence, and is therefore best analysed alone.

Answer option 2 is of particular interest in analysing forced self-employment, and will cover the often cited examples of employees who are given the option of either being fired, or to start working self-employed, and then they will be hired back on a private contract basis by their former employer. It should be analysed together with the composite variable of economically dependent self-employment.

As the variable has two 'other' values, answer option 6 will cover the rest group of push reasons for becoming self-employed, and answer option 8 will cover the pull reasons.

Code 5 does not cover situations of 'starting a family business'.

For analysis purposes, REASSE together with JOBSATISF will give a picture of the development over time for the self-employed, as it will be possible to see if current levels of job satisfaction are correlated to the reasons for initially becoming self-employed in the current job.

The push/pull part of the variable is inspired by the Survey of Self-Employment in Canada (2002) and the Dutch ZEA. The 'became self-employed by coincidence' idea was added from the "Self-employed without employees in Finland 2013".

The questions for this variable can be asked in two ways: either telling the respondent all answer options in one go, and then asking her/him to choose the main reason, or asking for a yes/no for each of the reasons listed, with a follow-up question on which of the yes-answers was the main reason

The variable refers to when the respondent started to work in the current job.

### 2.2.2. SEDIFFIC

SEDIFFIC		Main difficulty as self-employed	STAPRO =
214		<i>Self-perceived main difficulty working as self-employed</i>	
	0	Lack of influence on setting the price of own work	
	1	Lack of access to financing for the business	
	2	Delayed payments or non-payments	
	3	Inappropriate levels of administrative burden	
	4	Lack of income in case of sickness	
	5	Periods of financial hardship	
	6	Periods of having no customer, no assignments or project to work on	
	7	Other difficulty	
	8	Had no difficulties	
	9	Not applicable (not included in the filter)	
	Blank	No answer / Don't know	

#### 2.2.2.1. Purpose of the variable

The variable checks if there are difficulties for the self-employed, and if so, what the main difficulty is.

## 2.2.2.2. Questionnaire

All self-employed / STAPRO = 1,2

### Q1\_Difficulties

*Now I will list some possible difficulties in your work as self-employed. Please tell me which of these, if any, is the main one you have experienced in the last 12 months*

#### Read out the response options

- (0) Lack of influence on setting the price of your work
- (1) Cannot get finance for your business
- (2) Customers/clients paying late or not at all
- (3) Inappropriate levels of administrative burden
- (4) No income when ill
- (5) Times with little money to live on
- (6) Times when there is no work to do
- (7) Other main difficulty than those mentioned
- (8) Had no difficulties

Cannot say

(Any answer) AND (STAPRO = 2)                      GO TO Q1\_NoEmployees

(Any answer) AND (STAPRO = 1)                      GO TO Q1\_Partners

### 2.2.2.1. Transcoding

STAPRO	Q1_Difficulties	SEDIFFIC
1,2	0	0
1,2	1	1
1,2	2	2
1,2	3	3
1,2	4	4
1,2	5	5
1,2	6	6
1,2	7	7
1,2	8	8
1,2	CS	blank
3,4,9, blank		9

### 2.2.2.2. Explanatory notes

If the respondent has worked less than 12 months as self-employed, the period refers to since the respondent started working as self-employed in the current main job

A possible analytical grouping of the values is 0, 1, 2, 5 and 6 as market based reasons, 3 as state/public sector imposed reason, and 4 as sickness reason.

The variable is based on the Survey of Self-Employment in Canada (2002)

The questions for this variable can be asked in two ways: either telling the respondent all answer options in one go, and then asking her/him to choose the main reason, or asking for a yes/no for each of the reasons listed, with a follow-up question on which of the yes-answers was the main reason

"Lack of influence on setting the price of work" means that the market situation forces the respondent to under-price his or her service or product.

"Inappropriate levels of administrative burden" means paper work, bureaucratic requirements, for instance long or complicated processes for registering social insurance for employees, or for filling out the tax forms.

### 2.2.3. REASNOEM

REASNOEM	Main reason for not having employees	STAPRO = 2
215		
	<i>Self-perceived main reason for not having any employees</i>	
0	Respondent primarily wants to employ him/herself	
1	There is not enough work	
2	Difficult to find suitable staff	
3	Legal framework is too complicated	
4	High social contributions	
5	Not possible in the respondent's occupation	
6	Respondent prefers to work with sub-contractors or associates	
7	The respondent's client/s want(s) the respondent to do the work	
8	Other reason	
9	Not applicable (not included in the filter)	
Blank	No answer / Don't know	

#### 2.2.3.1. Purpose of the variable

The variable checks what is the main reason why a self-employed without employees works without employees.

### 2.2.3.2. Questionnaire

#### Self-employed without employees / STAPRO = 2

Q1\_NoEmployees

*Please tell me the main reason for why you do not have any employees*

Read out the response options

- (0) You want to work on your own
- (1) There is not enough work
- (2) It is difficult to find suitable staff
- (3) The legal requirements are too complicated
- (4) The social contributions are too high
- (5) It is not possible to have employees in the type of job you do
- (6) You prefer to work with sub-contractors or associates
- (7) Your clients want you personally to do the work
- (8) Other main reason than those mentioned

Cannot say

Any answer

GO TO Q1\_Partners

### 2.2.3.1. Transcoding

STAPRO	Q1_NoEmployees	REASNOEM
2	0	0
2	1	1
2	2	2
2	3	3
2	4	4
2	5	5
2	6	6
2	7	7
2	8	8
2	CS	blank
1,3,4,9, blank		9

### 2.2.3.2. Explanatory notes

This variable has four main groupings, sub-divided into seven sub-reasons: Having freely chosen to not have any employees (codes 0 and 6); market conditions/economic cycle (codes 1 and 2); rules,or regulations (codes 3, 4, and 5); requirements of the clients (code 7). Too expensive=4

Associates (6) can be either co-owners as well as other businesses.

Code 0 covers both those who like to work alone, as well as those who do not want to expand their business. We don't look into the detailed reasoning behind the respondent's choice, but it is clearly a voluntary choice, as opposed to limitations coming from market conditions or regulations.

Code 0 covers cases where the respondent has freely chosen to work alone, for his or her own reasons. If he/she is afraid that there would not be enough work (which would be an external influence, for instance low demand), that would be covered by answer option 1.

Code 3 covers situations of too much paperwork and red tape, so the respondent could not be bothered to employ anyone.

Code 4 includes payment of national insurance as well as pensions, holiday pay, sick pay, and mat/paternity leave.

This variable is instrumental for the policy directorate general of the Commission which has been involved in developing this module (DG EMPL), in its analysis for how to better support job creation through self-employment and entrepreneurship. It is made by the task force.

Answers along the line of 'too expensive to pay wages' should be coded as 'There is not enough work'.

If the main reason is costs, ask the respondent split it on whether it is due to not being able to pay wages due to 'not enough work' (1) or payment of 'social contributions' (4). If the respondent cannot manage to split it, it should be coded as '1'.

The questions for this variable can be asked in two ways: either telling the respondent all answer options in one go, and then asking her/him to choose the main reason, or asking for a yes/no for each of the reasons listed, with a follow-up question on which of the yes-answers was the main reason

#### 2.2.4. *BPARTNER*

<b>BPARTNER</b>		<b>Working with business partners</b>	<b>STAPRO =</b>
216		<i>Working with a co-owner and/or in a network of other self-employed</i>	1,2
	1	Works together with a co-owner	
	2	Works together with other self-employed in a network	
	3	Both	
	4	Neither	
	9	Not applicable (not included in the filter)	
	Blank	No answer / Don't know	

##### 2.2.4.1. Purpose of the variable

The variable aims to capture if self-employed work together with formal or informal business partners, where there is no relationship of subordination among them as opposed to having employees. It therefore gives a more detailed picture of the business structure than just STAPRO.

## 2.2.4.2. Questionnaire

All self-employed / STAPRO = 1,2

Q1\_Partners

*Do you work together with a co-owner?*

(1) Yes GO TO Q2a\_Partners

(2) No GO TO Q2b\_Partners

Cannot say GO TO Q2b\_Partners

Q2a\_Partners

*Except from your co-owner, do you work in a network together with other self-employed to share work?*

(1) Yes

(2) No

Cannot say

Any answer GO TO Q1\_PlanEmploy

Q2b\_Partners

*Do you work in a network together with other self-employed to share work?*

(1) Yes

(2) No

Cannot say

Any answer GO TO Q1\_PlanEmploy

### 2.2.4.3. Transcoding

STAPRO	Q1_Partners	Q2a_Partners	Q2b_Partners	BPARTNER
1,2	1	1		3
1,2	1	2		1
1,2	1	CS		1
1,2	2		1	2
1,2	2		2	4
1,2	2		CS	4
1,2	CS		1	2
1,2	CS		2	4
1,2	CS		CS	blank
3,4,9, blank				9

### 2.2.4.4. Explanatory notes

Business partners are formal co-owners, that is, other persons who have a financial stake in the business, and who have a say in top level decisions. In short: another person who shares the risks and the profits of the company.

A network is a non-hierarchical group of persons who have regular professional contact, in order to share work, and who mutually benefit from cooperation. An example could be a plumber who takes renovation contracts for private homes, and has a long standing agreement with an electrician and a carpenter who s/he can contact in case the renovation needs this type of work as well.

Given that cooperatives are formal forms of collective actions, which are jointly owned and require some investment of capital and/or goods, members of cooperatives would be expected to answer that they work together with a co-owners.

The general idea of networks and business partners comes from the Survey of Self-Employment in Canada (2002). It was changed to 'co-owners and network' based on the tests of this model questionnaire.

The question refers to the respondents' current situation.

2.2.5. *PLANEMPL*

<b>PLANEMPL</b>		<b>Planned hiring of employees or making use of subcontractors in the next 12 months</b>	<b>STAPRO =</b>
217		<i>Plans to employ or sub-contract in the next 12 months</i>	
	1	Plans to employ only permanent employees	
	2	Plans to employ only temporary employees	
	3	Plans to employ both permanent and temporary employees	
	4	Plans to only make use of subcontractors	
	5	Plans to make use of subcontractors and employ employees	
	6	Does not plan to hire or subcontract	
	9	Not applicable (not included in the filter)	
	Blank	No answer / Don't know	

2.2.5.1. Purpose of the variable

This variable checks if the respondent plans to hire employees or to subcontract work.

2.2.5.2. Questionnaire

All self-employed / STAPRO = 1,2

Q1\_PlanEmploy

*Do you plan to employ someone in the next 12 months?*

Read out the response options

(1) Yes, permanent employees

(2) Yes, temporary employees

(3) Yes, both

(4) No

Cannot say

Any answer

GO TO Q2\_PlanEmploy

Q2\_PlanEmploy

*Do you plan to sub-contract out work in the next 12 months?*

(1) Yes

(2) No

Cannot say

Any answer

GO TO Q1\_JobSatisfaction

### 2.2.5.3. Transcoding

STAPRO	Q1_PlanEmploy	Q2_PlanEmploy	PLANEMPL
1,2	1	1	5
1,2	1	2	1
1,2	1	CS	1
1,2	2	1	5
1,2	2	2	2
1,2	2	CS	2
1,2	3	1	5
1,2	3	2	3
1,2	3	CS	3
1,2	4	1	4
1,2	4	2	6
1,2	4	CS	6
1,2	CS	1	4
1,2	CS	2	6
1,2	CS	CS	blank
3,4,9, blank			9

### 2.2.5.4. Explanatory notes

In the interest of having as simple filters and questionnaire routings as possible (which has been a major issue for many previous ad hoc modules), we have not made any special solutions in this variable for those who answered REASNOEM=5 (does not have any employees because this is not possible in their profession). We would assume that these will answer 'does not plan to hire or subcontract' here.

Hiring from a temporary employment agency would be 'plans to employ temporary employees'.

The respondent is free to decide on if hiring/working with a freelancer for them would be a temporary employee or a subcontractor.

The source of this variable is the Dutch ZEA

"Do you plan to employ someone in the next 12 months?" should cover all situations, so it would include both new staff as well as replacing someone who retires.

"(3) Yes, both" means at least one permanent employee and at least one temporary employee.

Cases of "I plan to hire, but I don't know what type" should be coded as "plans to employ only temporary employees".

## 2.3. Sub-module 3: Comparing employees and self-employed

### 2.3.1. JBSATISF

JBSATISF		Job satisfaction	WSTATOR = 1,2
218		<i>The level of job satisfaction in the main job</i>	
	1	Satisfied to a large extent	
	2	Satisfied to some extent	
	3	Satisfied to a small extent	
	4	Not satisfied at all	
	9	Not applicable (not included in the filter)	
	Blank	No answer / Don't know	

#### 2.3.1.1. Purpose of the variable

This variable provides information on how satisfied employees, self-employed, and family workers are with their working situation, in order to compare them to each other. It asks about the general level of satisfaction, not individually about working conditions, pay, and so on.

### 2.3.1.2. Questionnaire

All persons in employment / WSTATOR in (1,2)

Q1\_JobSatisfaction

*To what extent are you satisfied with your current job?*

Read out the response options

(1) Satisfied to a large extent

(2) Satisfied to some extent

(3) Satisfied to a small extent

(4) Not satisfied at all

Cannot say

Any answer

GO TO Q1\_Autonomy

### 2.3.1.3. Transcoding

WSTATOR	Q1_JobSatisfaction	JBSATISF
1,2	1	1
1,2	2	2
1,2	3	3
1,2	4	4
1,2	CS	blank
3,4,5,9, blank		9

#### 2.3.1.4. Explanatory notes

If there are national needs to recalculate this 4 point Likert scale to other Likert scales, the cut-off value correspondence should be made as

$x=y*(B/b)$  where

B = number of levels in the scale with most levels

b = number of levels in the scale with fewest levels

x=new scale cut-off level

y=old scale cut-off level

using normal rounding rules for x

As an example this would come out as

	B	b	B/b	
	11	4	2,75	
original scale cut-off (y)	new scale cut-off for a scale that goes from 1-11 (x)		new scale cut-off for a scale that goes from 0-10 (x)	corresponding new bands
1	3		2	0-2
2	6		5	3-5
3	8		7	6-7
4	11		10	8-10

### 2.3.2. AUTONOMY

AUTONOMY		Job autonomy	WSTATOR = 1,2
219		<i>The level of influence over content and order of tasks in the main job</i>	
	1	Able to influence both contents and order of tasks	
	2	Able to influence contents but not order of tasks	
	3	Able to influence order but not contents of tasks	
	4	Not able to influence contents, nor order of tasks	
	9	Not applicable (not included in the filter)	
	Blank	No answer / Don't know	

#### 2.3.2.1. Purpose of the variable

The variable aims to measure the respondents' influence over own daily work, on the level of content and order of tasks. The variable is the same as in the AHM 2015/2019, but with a simplification of the question wordings

### 2.3.2.2. Questionnaire

All persons in employment / WSTATOR = 1,2

Q1\_Autonomy

*Do you have influence over the content of your tasks?*

(1) Yes

(2) No

Cannot say

Any answer

GO TO Q2\_Autonomy

Q2\_Autonomy

*Do you have influence over the order of your tasks?*

(1) Yes

(2) No

Cannot say

(Any answer) AND (STAPRO = 1,2)      GO TO Q1\_Preference

(Any answer) AND (STAPRO = 3)      GO TO Q2\_Preference

(Any answer) AND (STAPRO = 4)      GO TO Q3\_Preference

### 2.3.2.3. Transcoding

WSTATOR	Q1_Autonomy	Q2_Autonomy	AUTONOMY
1,2	1	1	1
1,2	1	2	2
1,2	1	CS	2
1,2	2	1	3
1,2	2	2	4
1,2	2	CS	4
1,2	CS	CS	blank
1,2	CS	1	3
1,2	CS	2	4
3,4,5,9, blank			9

#### 2.3.2.1. Explanatory notes

The order of tasks means how free the respondent is to manage a project. Is the workflow decided by the respondent, or by the respondent's customer/employer?

Influence over the content of tasks asks the respondent if he or she can refuse to take tasks or contracts that he or she does not want to do.

### 2.3.3. PREFSTAP

PREFSTAP		WSTATOR = 1,2
220	<p data-bbox="432 338 959 371"><b>Preferred professional status for the main job</b></p> <p data-bbox="432 465 1286 524"><i>Preference to work as an employee if currently self-employed, or preference to work as self-employed if currently working as an employee</i></p> <p data-bbox="304 562 906 595">1 Does not want to change professional status</p> <p data-bbox="304 622 999 656">2 Is self-employed but wishes to work as an employee</p> <p data-bbox="304 683 1254 716">3 Is working as an employee or family worker but wishes to be self-employed</p> <p data-bbox="304 743 874 777">9 Not applicable (not included in the filter)</p> <p data-bbox="304 804 699 837">Blank No answer / Don't know</p>	

#### 2.3.3.1. Purpose of the variable

To see if respondents would rather work in another STAPRO category

### 2.3.3.2. Questionnaire

#### Self-employed / STAPRO = 1,2

Q1\_Preference

*Would you rather work as an employee or as self-employed?*

(1) As an employee

(2) As self-employed

Cannot say

Any answer

END

#### Employee / STAPRO = 3

Q2\_Preference

*Would you rather work as an employee or as self-employed?*

(1) As self-employed

GO TO Q1\_Obstacle

(2) As an employee

END

Cannot say

END

#### Family worker / STAPRO = 4

Q3\_Preference

*Would you rather work as a family worker or as self-employed?*

(1) As self-employed

GO TO Q1\_Obstacle

(2) As a family worker

END

Cannot say

END

### 2.3.3.3. Transcoding

WSTATOR	STAPRO	Q1_Preference	Q2_Preference	Q3_Preference	PREFSTAP
1,2	1,2	1			2
1,2	1,2	2			1
1,2	1,2	CS			blank
1,2	3		1		3
1,2	3		2		1
1,2	3		CS		blank
1,2	4			1	3
1,2	4			2	1
1,2	4			CS	blank
1,2	blank				blank
3,4,5,9, blank					9

### 2.3.3.4. Explanatory notes

This variable is measuring a general attitude and willingness to change STAPRO, not a concrete and situational wish, like 'anything else kept equal, would you want to be self-employed'. This is because a change in STAPRO will in many cases influence the salary. It is unrealistic to expect both more flexibility and to keep the pay level of an employee.

The variable focuses on the shift towards becoming self-employed, so it does not have a code for family workers who wish to become employees.

In case of family workers who want to be an employee rather than self-employed: Please ask them to prioritise *only* among the answer options, so the question should be interpreted as 'if you could choose among continuing to be a family worker or start being a self-employed: which one of these two would you choose?'

The idea for this variable is based on the Dutch ZEA and the survey "Self-employed without employees in Finland 2013".



### 2.3.4.3. Transcoding

PREFSTAP	Q1_Obstacle	OBSTACSE
3	1	1
3	2	2
3	3	3
3	4	4
3	5	5
3	CS	blank
1,2,9,blank		9

### 2.3.4.4. Explanatory notes

Answer option 1 covers cases of not having a fixed salary, but rather being dependent on the business cycle and your ability to promote your own business

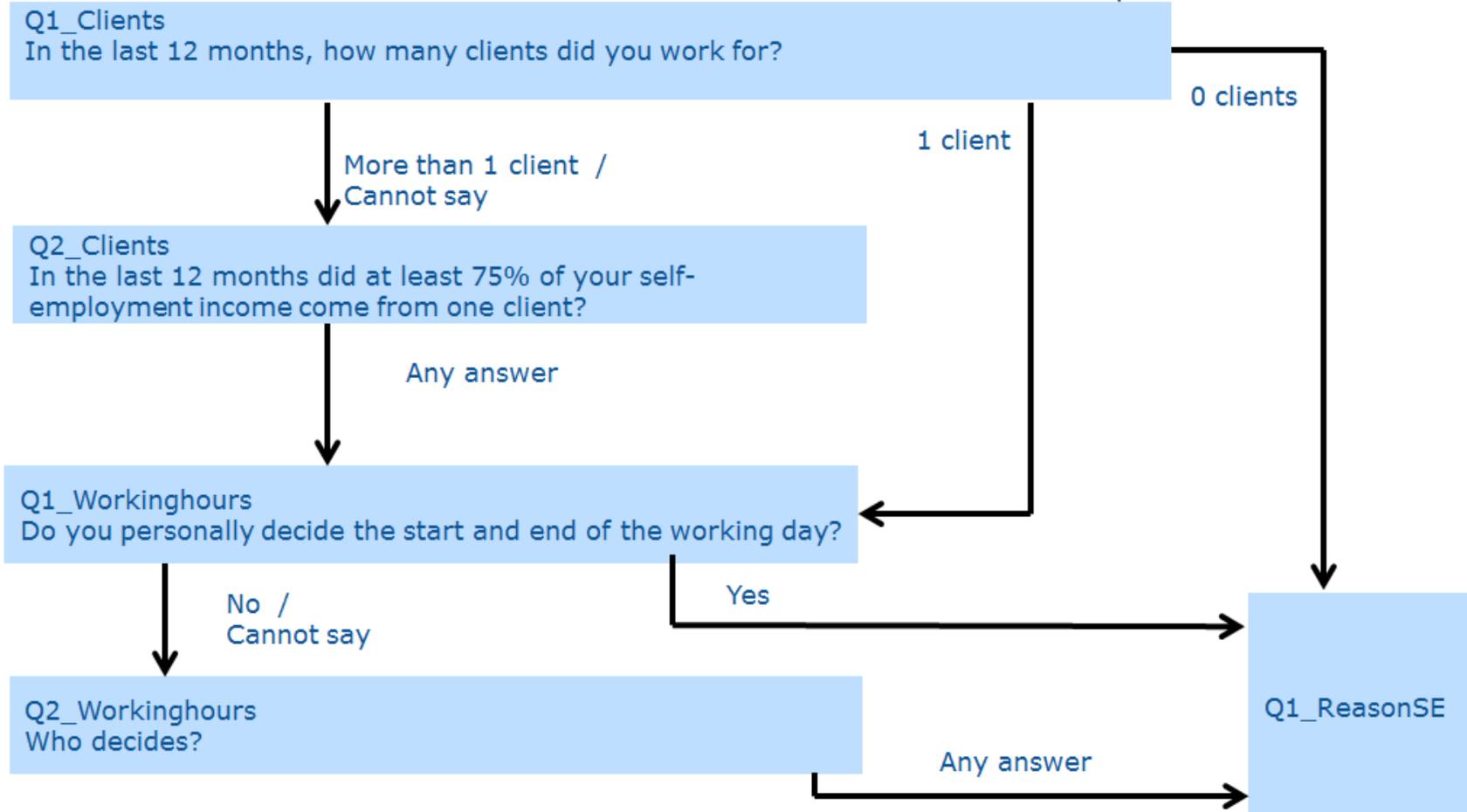
Answer option 4 means to have no paid holidays, no guarantee of income in case of illness, no pension from an employer, and no paid maternity/paternity leave.

Respondents who already started the process of becoming self-employed (currently they are fixing the formalities) should be coded "5, other reason".

# Sub-module 1



All self-employed



# Sub-module 2



All self-employed

Q1\_ReasonSE: Thinking back to when you started working as self-employed in your current job: Which of the following reasons describe why you first became self-employed?

Any answer

Q1\_Difficulties: Now I will list some possible difficulties in your work as self-employed. Please tell me which of these, if any, is the main one you have experienced in the last 12 months

Any answer AND STAPRO=1

Any answer AND STAPRO=2

Q1\_Partners: Do you work together with a co-owner?

Any answer

Q1\_NoEmployees  
Please tell me the main reason for why you do not have any employees

Yes

No

Q2a\_Partners: Except from your co-owner, do you work in a network together with other self-employed to share work?

Q2b\_Partners: Do you work in a network together with other self-employed to share work?

Any answer

Any answer

Q1\_PlanEmploy: Do you plan to employ someone in the next 12 months?

Any answer

Q2\_PlanEmploy: Do you plan to sub-contract out work in the next 12 months?

Any answer

Q1\_JobSatisfaction

# Sub-module 3



All persons in employment

Q1\_JobSatisfaction: To what extent are you satisfied with your current job?

Any answer

Q1\_Autonomy: Do you have influence over the content of your tasks?

Any answer

Q2\_Autonomy: Do you have influence over the order of your tasks?

Any answer AND STAPRO = 1,2

Q1\_Preference: Would you rather work as an employee or as self-employed?

Any answer

END

Any answer AND STAPRO = 3

Q2\_Preference: Would you rather work an employee or as self-employed?

Self-employed

Employee/  
Cannot say

END

Any answer AND STAPRO = 4

Q3\_Preference: Would you rather work as a family worker or as self-employed?

Self-employed

Family worker/  
Cannot say

END

Q1\_Obstacle: What is the main reason you have for not following your wish of becoming self-employed?

Any answer

END

