

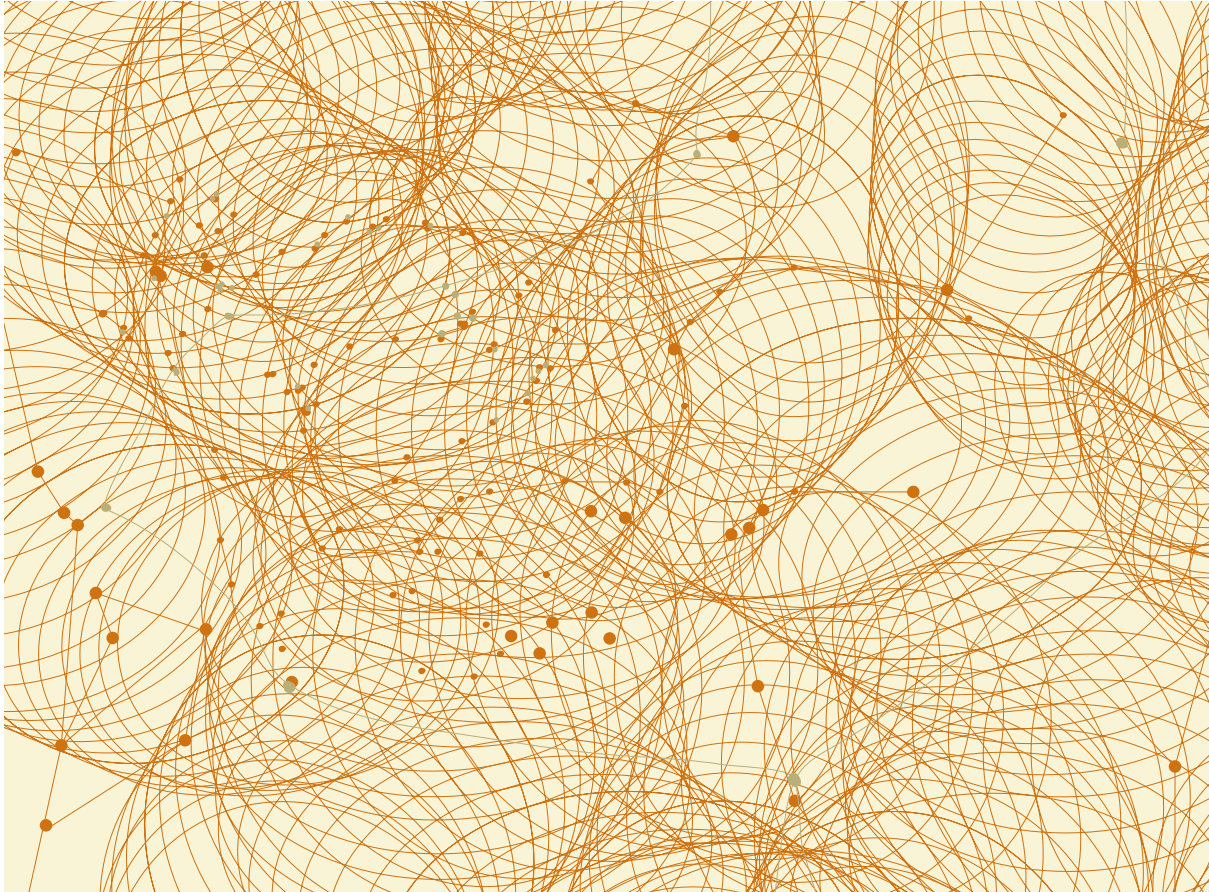


Stress Research Report No 321

# SLOSH

Swedish Longitudinal Occupational Survey of Health  
– a nationally representative psychosocial survey of the Swedish  
working population

Anna Kinsten, Linda Magnusson Hanson, Martin Hyde, Gab-  
riel Oxenstierna, Hugo Westerlund and Töres Theorell





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STRESS RESEARCH INSTITUTE

Stressforskningsinstitutet vid Stockholms universitet är ett nationellt kunskapscentrum inom området stressreaktioner och hälsa.

*Stress Research Institute at Stockholm University is a national knowledge centre focusing on stress reactions and health.*

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# Summary

## Background and aim

SLOSH – Swedish Longitudinal Occupational Survey of Health – is a new nationally representative longitudinal cohort survey focusing on the relationships between work organization, work environment and health. In 2006, Stress Research Institute commissioned a first follow-up of the Swedish Work Environment Survey (SWES) of 2003, which was carried out by Statistics Sweden (SCB) during March–May 2006. A second follow-up is planned for Mars 2008. In this report, the responses to the questions in the first follow-up are referred to as SLOSH 2006.

SLOSH is financed by the Swedish Council for Working Life and Social Research (FAS) and was approved by the Regional Research Ethics Board in Stockholm. The main aim of SLOSH is to investigate the relationships, over time, between work environment factors and health.

October 1st 2007 IPM was transferred to the Faculty of Social Sciences at Stockholm University, and at the same time the institute has also change its name to Stress Research Institute.

## Material and method

SLOSH is conducted in the form of self-completion questionnaires that are sent by mail to the participants. There are two versions of the questionnaire, one for respondents who are gainfully employed and one for those who are not gainfully employed at the time of the survey. The questionnaire for gainfully employed consists of questions about work organization, work environment, lifestyle, health and social situation outside work. The questionnaire for those who are not gainfully employed resembles the one for the gainfully employed, but instead of questions about work, it includes questions considered relevant for old-age pensioners, full-time early retirees, full-time disability pensioners, unemployed, students, long-term sick-listed, people on parental leave, homemakers and others who temporarily or permanently have left gainful employment.

The 2006 follow-up constitutes the beginning of a large longitudinal cohort study, in which a sample of about 9,000 people from the working population (in 2003) are followed over time with repeated measurements. SLOSH 2006 was answered by 5,985 people, of whom 5,141 answered the questionnaire for gainfully employed and 844 the one for those not currently in gainful employment. The next follow-up is planned for Mars 2008 and thereafter the intention is to send out new questionnaires every second year within the foreseeable future.

Compared to the SWES, SLOSH 2006 contains considerably more, and more detailed, questions about work organization, leadership, workplace conflicts and conflict solving. The questions about health were also essentially increased and comprise, among other things, self-rated health, chronic illness, psychosomatic symptoms, burnout and depressive symptoms. Moreover, there is a relative large number of questions about private life, and health related behaviours (e.g. exercise, alcohol and smoking).

The results of the survey are expected to serve as a basis for more effective work environment management and to contribute to the scientific knowledge about how working life factors, in combination with the private life factors, influence peoples' health.

In the present report, the responses to all individual items in SLOSH 2006 are presented divided by sex as well as age groups. Some questions are presented separately for gainfully employed and not gainfully employed (old-age pensioners, unemployed etc.) people. For comparison we also report how the participants in SLOSH 2006 answered the questions in SWES 2003.

## Results

In the results part of the report only a limited number of questions are presented and discussed. These have been selected because they may be of interest. Some of these results are summarized below. However, in the tables at the end of the report, the answers to all questions are presented.

The portion of respondents who stated that they, at least once during the last two years before the questionnaire was completed, had experienced essentially increased work tasks, amounted to 47.4 % (50.2 % of the women and 44.4 % of the men). This may be both a stressful and a stimulating factor, depending on context.

About 30 % of the respondents answered that they felt stressed to a high extent or very high extent by demands to give immediate answers to e-mails and telephone calls that require a lot of work. A higher proportion of women (38.8 %) than men (27.2 %), stated that they to a high or very high extent were stressed by computers and other equipment that failed to work properly.

It was on the other hand more common among male participants (23.0 %) than among female (18.1 %), to feel stressed to a high, or very high extent by the demands to always be available on work-related issues both at work and during leisure time.

Leadership has in a number of surveys, both at Stress Research Institute and internationally, been shown to be of importance for the health of the participants. Concerning the question Does your manager listen to you and pay attention to what you say? A total of 70.4 % stated that this was true to a high or very high extent. Among the respondents, 74.8 % stated that their

manager sometimes or more often acted as a team builder, whereas 23.7% of the participants considered that their manager sometimes or more often was dictatorial.

Conflicts were rated to be relatively common at the workplaces. A somewhat larger portion of women (33.6%) than men (30.9%) answered that they in the last two years had been involved in any kind of conflict at work. However, there were no significant gender difference with regard to main strategies for solving differences of view at the work unit. More than 75.0% answered that differences of view were mainly settled by discussing and negotiating. About 12.0% reported that differences of view at their work unit were mainly settled by using status, authority or by orders. About one tenth of the respondents stated that no attempt was made to resolve them.

How people deal with conflicts and differences in opinions has also shown strong associations with health in earlier studies. In SLOSH there are thus questions about coping. This can be seen as a personality factor, but can probably also be affected by the work climate. The proportion of men who stated that they mostly or always had made clear immediately and clearly shown their feelings, when they during the last two years felt steamrolled or unfairly treated by their manager/managers totalled 66.9%. In contrast, 64.0% of the female participants stated the same. A larger part of the women (27.9%) than men (18.0%) stated that when during the last two years they had felt steamrolled or unfairly treated by their manager/managers, they mostly or always, had kept quiet and brooded over it. Women (20.6%) also stated to a much higher extent than men (5.9%) that in this type of situation they mostly or always took it out on their family/those closest to them.

Effort does not have to be unhealthy, if there are opportunities for recovery, biologically as well as psychologically. The percentage that stated that they, in the last three months had been troubled by disturbed/restless sleep at least once a week, totalled 24.4% for women and 18.2% for men. However long-term sick-listed people reported sleep disturbances more often, as did women on parental leave or disability pension. Sleep disturbances were least common among old-age pensioners.

With respect to the question “Does your work leave time for reflection?”, a total of 32.9% responded seldom or hardly ever/never. A slight gender difference was observed, 30.6% men and 35.5% women replied accordingly.

So far, the data have been discussed based upon the answers from one occasion – SLOSH 2006. The main advantage of the SLOSH survey, however, is that it is longitudinal. This gives us possibilities to analyze “what comes first” and approach questions about causality. Such analyses will be published in regularly scientific papers in the future, and are not included in the present report. We refer the interested reader to coming scientific publications, cf. <http://www.stressresearch.su.se/slosh-study>



# Description of SLOSH

## 2.1 Background and aim

In this report the results of the first follow-up of the Swedish Work Environment Survey (SWES) of 2003 are reported.

The name of the survey is *Swedish Longitudinal Occupational Survey of Health* (SLOSH). The official Swedish name is *Riksrepresentativ longitudinell arbetsmiljöundersökning*. Commissioned by the Institute for Psychosocial Medicine Stress Research Institute, the follow-up was carried out by Statistics Sweden (SCB) from March to May 2006.

The main aim of the survey is to investigate the relationships, over time, between work environment factors and health. The 2006 follow-up constitutes the beginning of a nationally representative longitudinal survey, in which a relatively large selection of the working population in the year 2003 are followed over time with repetitive measurements. The next follow-up is planned for March 2008 and thereafter the intention is to send out new questionnaires every second year in the foreseeable future.

The results of the survey are expected to serve as a basis for more effective work environment management and to contribute to the scientific knowledge about how working life, in combination with factors outside work, influence peoples' health.

## 2.2 Material and method

SLOSH is based on swes 2003. The sampling frame of SWES consisted of all gainfully employed persons, aged 16–64 years, who lived in Sweden in 2003. The SLOSH cohort comprises all 9,214 people who answered swes 2003. SWES is conducted by the Swedish Work Environment Authority (AV) and SCB. SWES is based on the *Labour Force Survey* (LFS) that is carried out every year. In this, randomly chosen individuals of working age are asked about employment. Among the respondents in LFS who reply that they are working, a stratified selection is drawn to SWES every second year. The stratification aims at a balanced selection from different occupational groups.

A circular with two different self-completion questionnaires and a letter of invitation was sent out on March 16th 2006, by SCB to a total of 9,154 people<sup>1</sup>. After this, a combined reminder and a thank you card was mailed on March 24th. On April 6th, reminder number two was mailed together with new sets of questionnaires. Out of 9,154 persons, 5,985 replied, i.e. 65.4 % of the total study sample (cohort). The data collection was concluded on March 19th, 2006.

<sup>1</sup> 50 people had been excluded due to death, emigration, unknown address and participation in IPM's Stress Research Institute's pilot survey.

One of the questionnaires was directed to people who had been working in gainful employment on average 30 % or more during the last three months. The other was directed to people who had worked less, were not working at all at the time of the survey or were homemakers. The participants were instructed to answer only the questionnaire that was best suited for their situation. The questionnaire intended for people who were gainfully employed, consisted of 292 questions about occupation, work organization, psychosocial work environment, health and social background. The questionnaire that was directed to not gainfully employed comprised 146 questions about private life, participation in labour market/rehabilitation programmes, consequences of having quit work, health and social background.

The items in the questionnaires consist partly of questions from SWES 2003 and partly of new ones. The new questions were mainly focused on post-industrial work organization and working conditions, private life, and more detailed questions about health and well-being. In addition, established scales of job strain, effort-reward imbalance, organizational justice and similar constructs were included in SLOSH 2006 to increase comparability with other studies.

The Swedish Council for Working Life and Social Research (FAS), has financed the study. It has also been approved by the Regional Research Ethics Board in Stockholm.

**Table 1.** Number of gainfully employed and not gainfully employed respondents in SLOSH 2006.

	M	W	M+W	Men			Women		
				16-29	30-49	50+	16-29	30-49	50+
Gainfully employed	2405	2736	5141	144	1131	1130	159	1283	1294
Not gainfully employed	315	529	844	34	56	225	110	186	233

#### ATTRITION

The attrition is divided into object drop-out and partial drop-out. Object drop-out comprises subjects who did not return the questionnaire at all or sent back a blank questionnaire. Partial drop-out is when only some questions in the questionnaire were answered, or when answers to some questions were impossible to interpret, e.g. when more than one option was indicated.

Object drop-out was more common among men than among women. Participants over 50 years had a higher response rate compared with younger. The drop-out diminished clearly with increasing income. Regarding marital status, the attrition was highest for unmarried subjects and lowest for widows/widowers. In cities the drop-out was higher than in the countryside. In table 2 the object drop-out is broken down in categories.



**Table 2.** Object drop-out

	<b>Number</b>	<b>Percent</b>
No contact, questionnaire not returned <sup>a</sup>	3019	33.0
Mail return	18	0.2
Promised to send in	2	-
Secret/protected/missing adress	2	-
Prevented participation <sup>b</sup>	6	0.1
Declined participation <sup>c</sup>	69	0.8
Sent in blank	35	0.4
Self-employed, full time union work	13	0.1
<b>Total</b>	<b>3164</b>	<b>34,6</b>

<sup>a</sup> No information about the reason for drop-out.

<sup>b</sup> SCB was informed that the participants were prevented to participate in the survey, e.g. for health reasons.

<sup>c</sup> SCB was informed that the participants were prevented to participate or that they did not want to participate in the survey.

## PRIVACY

The data were de-identified by SCB before they were delivered to Stress Research Institute. All participants were informed in writing about the background and aim of the survey, and who carried it out. The participants were additionally informed that participation was voluntary and that information is protected by law. Stress Research Institute and SCB also have signed an agreement regarding the management of the de-identified material.

## DEFINITIONS

In the questionnaires the following definitions were described as follows:

- Work/Job** Your work/job is the salaried work you do for your employer. It is generally performed at your workplace.
- Workgroup** The workgroup is made up of the people with whom you regularly work and with whom you usually share a manager.
- Workplace** In this survey, your workplace is the place where you work, e.g. the bank office or hospital clinic where you work. If you have several workplaces, please consider the one where you spend most time. If you recently have changed jobs, please consider your new workplace when responding.
- Management** With the management, we mean the people who manage the workplace, the entire company/organization.

## 2.3 Strengths and limitations of the study

One of the most important advantages of SLOSH is that it is based on a largely representative national sample of the working population. This means that the data presented in the report should give a relatively accurate picture of the work environment, health and social situation of the population that was working in 2003.

At the same time there are reasons to caution against over-interpretations. The aim of the survey is not mainly to investigate the prevalence of different phenomena within the working population, but to study prospective associations between different phenomena. Since the SLOSH cohort is based on a sample of the working population in 2003, answers to the 2006 follow-up are not fully representative of the working population in 2006. Rather, the answers reflect how a selection of the respondents, which was representative in 2003, answered in 2006.

A part of the SLOSH cohort had, in 2006, temporarily or permanently left the labour market (which is reflected in the separate questionnaire for non-working respondents), whereas those who entered the labour market between 2003 and 2006 are not represented in the cohort. Over time, the representativity of the SLOSH cohort will decline in relation to the current working population in Sweden. Compared with SWES, which is a cross sectional survey where a new sample is drawn each time, SLOSH is less representative of the total population because the drop-out from SLOSH 2006 is added to the attrition from SWES in 2003. To the extent a question is present in SWES 2005, it is thus better to use the responses from SWES if the aim is to reflect the current situation in the working population.

However, SLOSH still has an important value as a descriptive survey since the SLOSH questionnaires contain a relatively large number of questions about areas which have not been extensively investigated before in the literature. In the text of this report, we have illuminated some of the most interesting results in the survey—matters that are not generally known and that sometimes may be surprising. In that way, we hope that this report will trigger interest and reflection.

The real value of SLOSH, however, is the longitudinal design, where a cohort is followed with similar questions over time, which gives possibilities to analyze not only associations, but also approach questions about causality, which cannot be done in cross-sectional studies such as the SWES. In this report we have chosen not to show any results where we have made full use of this possibility for prospective analyzes, since they demand more of space in order to be correctly presented. We refer the interested reader to future scientific publications, which also will be summarized on the survey website, cf. <http://www.stressresearch.su.se/slosh-study>

The longitudinal design has another very important advantage—it will be possible to study the consequences of *changes*. To which extent does health tend to worsen or improve when people retire, become unemployed, sick-listed or continue their education? In the volatile, flexible working life of today, where few people can expect to have the same work throughout life, these changes may have far-reaching consequences. Bearing the aging population in mind questions about retirement and possibilities for a prolonged working life will also become particularly interesting to explore in SLOSH.

The possibilities to study changes also have a technical side. If it can be shown that an improvement or deterioration in working conditions is prospectively associated with a change in health, this strongly suggests a casual relationship.

A more basic use of the longitudinal design is to, as in this report, compare the answers from the same groups of individuals at different points in time. In this case, the comparison is based on SWES 2003 (turn of the year 2003/2004) and SLOSH 2006 (spring 2006). If the comparisons are statistically significant a change has most likely occurred. However, one cannot know the cause of that change with certainty. There are mainly three possible reasons for changes. 1) Changes in working life or the external society, e.g. increased work pace or improved control; 2) The fact that the respondents have become older and therefore are exposed to different environments and have different biological and psychological conditions. People can for instance get a higher position, better economy and have the time to find a better job, but on the other hand get a worse health and fewer possibilities to change work; 3) Effects of selection—since some questions only are answered by those who continue to work, the change may reflect what happened to those who were exposed to a development which was favourable enough for them to continue working. Changes must therefore be interpreted with caution. Questions about the first type of change may be best answered by a comparison of SWES 2003 and 2005. However, unlike SLOSH there is one further source of error in comparisons between SWES surveys, namely that the working force at different points of time has different compositions and for that reason react differently to the external conditions.

Many of the questions that are presented in the report are part of an index.

These indices will be used in future scientific publications. However, in this report we have chosen to show every item (with all the response options), since we believe it to be of general interest to show how gainfully employed and not gainfully employed reply.

Women and men are shown separately in the tables and we have also pointed out some differences in the division between men and women in the text. However, this should not automatically be interpreted as gender differences. The reader should keep in mind that the Swedish labour market

is quite gender segregated. The differences that can be seen in the tables could in many cases be explained by the fact that women and men tend to work in different occupations and different sectors of the labour market. This will be analyzed more in the future, but interested readers may study the questions in SWES, which are shown divided by occupation in the SWES report (*Work environment survey 2005*, see [www.av.se](http://www.av.se)).

The questions about health and social situation have mostly been directed to both gainfully employed and not gainfully employed in SLOSH 2006. The responses to these questions are presented together for both gainfully employed and not gainfully employed in the tables. A separate presentation of the answers from the respondents who continued working could lead to circular reasoning, i.e. the health development would be presented for those who are already known to have stayed healthy enough to continue working. However, this means that the results about health are not totally representative of the working part of the cohort. Likewise the non-working group consists of subgroups with very different conditions: old-age pensioners, students, unemployed, long-term sick-listed, etc. These groups respond differently due to differences in health status, age and life situation. However, splitting into subgroups would have given uncertain results, since many of the subgroups are small. It would also take a lot of space. Therefore, we have chosen to present these groups together in the tables for questions directed to the not gainfully employed. However, in the chapter Consequences of not being gainfully employed, a selection of some results are presented separately for different subgroups in order to illuminate the differences more in detail.

# Results

In this report the responses to all questions, in SLOSH 2006, are presented. The tables show the percentage of the respondents who have chosen the different response options in the questionnaires<sup>2</sup> unless otherwise is indicated. Under the heading M+W, the answers for men and women are presented together. Furthermore, the distributions of responses are split by gender and age group.

As a comparison, we have also included statistics on how the individuals who answered SLOSH 2006 replied to the correspondingly questions in SWES 2003. This gives an opportunity for comparisons over time. Note that the data that are presented under the heading “2003” are not representative for all respondents in SWES, it only concern the individuals, who replied to SLOSH 2006.

<sup>2</sup>The percentages indicates the proportion of the respondents to the respective questions, who chose the respective response options, i.e. valid percentage. Individuals who have skipped one question or answered in a way that is not possible to interpret, are ignored in the result calculation for that question. This means that the sum should always be 100.0%. Because of problems to round off, the sum of percentages for the different response options can sometimes be a few decimals over or under 100.0%

### 3.1 Demand, Control, Support

This section treats questions about job demand, control and support. Demand, control and support are all included the demand-control-support model, introduced by Robert Karasek and later on developed in collaboration with Töres Theorell and Jeffrey Johnson (Karasek R & Theorell T. *Healthy Work – stress, productivity and the reconstruction of working life*. New York: Basic Books, 1990.). On the basis of this model four extreme situations can be defined, relaxed (i.e. no high demands and high decision latitude), active (high demands, high decision latitude), high strain (high demands and low decision latitude), and passive (low demands and low decision latitude). These four situations can in turn be subdivided into groups with good and bad support respectively.

Below, some examples of the results are presented. These results are also shown in Appendix 1. The differences between 2003 and 2006 that are mentioned in the text are statistically significant, if nothing else is indicated. The same applies to the 2006 data, where the differences between men and women and age groups are reported.

The results in this chapter only concern participants who had been gainfully employed on average 30 % or more, during the last three months (when the questionnaires were sent out).

#### CHANGES BETWEEN 2003 AND 2006

Between 2003 and 2006, several changes had taken place concerning different types of demands. Compared to 2003, there were a greater proportion of participants that, in 2006, stated that they had had to skip lunch, work late or take work home. Totally, 33.2 % of the participants stated that they at least one day a week had had to do this in 2003, whereas 41.1 % stated the same in 2006.

In 2006, compared to 2003 a somewhat lower proportion of individuals experienced that they were generally able (within reasonable limits) to determine the hours they worked. In 2003, 66.7 % of the participants stated that they had flextime or otherwise relatively free working hours. This can be compared to 63.3 % in 2006. Women stated to a greater extent in 2003, than in 2006, that they could take short breaks at any time in order to talk. In 2003 the percentage of women, who could take short breaks more than half of the time, totalled 49.7 %, compared to 37.2 % in 2006.

In 2006 a reduced proportion of men and women reported that they always had possibility to receive support and encouragement from their fellow workers when their work became troublesome. In 2003, 35.4 % in total responded that they always had a possibility to receive support and encouragement from their fellow workers when their work became troublesome. In 2006, this percentage had dropped to 27.0 %.

Among men a somewhat higher proportion in 2006, compared to 2003, experienced that they did nothing at work but waited and remained prepared in case something might happen. In 2003, this amounted to 5.6%, while it had increased to 6.4% in 2006.

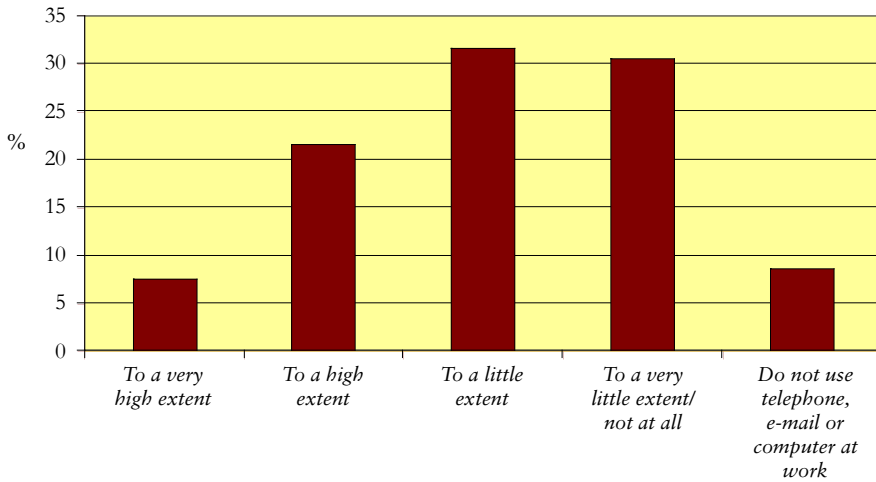
#### SOME SELECTED QUESTIONS FROM THE SURVEY OF 2006

##### *3.1.1 Demand*

In 2006, a greater proportion of women than men, 18.6% compared to 13.6%, indicated that their work often demanded too much effort. The proportion also increased significantly with age among women. Among younger women (16–29 years), 12.2% responded that work often demanded too much effort, whereas 19.3% of the older (50+) participants experienced the same. A considerably greater percentage share of women than men, 73.0% compared to 47.1%, also stated that work often required considerable social skills.

Moreover, considerably larger percentage of women than men stated that their job put them in emotionally disturbing situations. Of the female participants there were 60.9% who stated that they experienced this situation sometimes or more often. In comparison, 38.0% of the male participants reported the same.

About 30% of the respondents answered that they to a high or a very high extent felt stressed by demands to give immediate answers to e-mails and telephone calls that require a lot of work, of too many telephone calls and e-mails and constantly being interrupted by the telephone and e-mail (p.26). In these respects no clear differences were observed between men and women. Compared to the female participants (18.1%) it was also more common that men (23.0%) felt, to a high or very high extent stressed by the demands to always be available on work-related issues both at work and during leisure time. On the other hand, a higher proportion of women (38.8%), than men (27.2%), felt stressed by computers and other equipment that failed to work properly to a high or a very high extent.



**Figure 1.** The response distribution for men and women combined to the question: "Estimate the extent to which you are stressed by constantly being interrupted by the telephone and e-mail?".

Women experienced to a somewhat greater extent than men that the demands at work often or always interfered with their home- and family life. The proportion of women who experienced that totalled 9.9%, compared to 8.1% of the men. A higher proportion of younger than older participants, also reported this problem.

### 3.1.2 Control

Concerning the possibilities for control in 2006, men (56.9%) answered to a higher extent than women (47.9%), that they often had a choice in deciding how they did their work. At the same time 12.2% of the men and 15.6% of the women answered that they seldom or never had a choice in deciding how they did their work.

Concerning the statement at my workplace, we are informed well in advance of important decisions, 35.2% stated that they strongly disagreed. The proportion of participants who strongly agreed with that, was 11.8%. A slight gender difference was noted, since a somewhat higher fraction of women than men agreed. The proportion of respondents that strongly agreed with this statement, increased with age.



### 3.1.3 Support

The proportion of participants who stated that they strongly or somewhat agreed with the statement that there is a good spirit of unity at their work place, amounted to 83.6%. Concerning how well people collaborate at their workplace, 89.8% considered that it worked quite or very well.

## 3.2 Effort and reward

A fundamental aspect of social interaction is that people strive for reciprocity, which among strangers often means a tit-for-tat exchange of favours and goods. The relationship between employer and employee, especially in a modern society, is more complex than that, but a growing body of research indicates that significant stress often results when employees experiences an imbalance between their own efforts and the rewards—both material (e.g. salary) and non-material (e.g. career prospects)—they get from the employer.

Effort Reward Imbalance (ERI), is not necessarily about objective injustice, but about the subjective experience that one's own efforts are not enough rewarded. It is the subjective interpretation, not the objective reality, that creates individual reactions which can lead to ill-health. For that reason, the scale “overcommitment” is added to the model. An employee who tries harder than what is expected of him/her, maybe more than what is needed, has a harder time to get a reward that corresponds to the experienced effort.

On the next page some examples of the results are presented. These results are also shown in Appendix 1. The differences between 2003 and 2006 mentioned in the text are statistically significant, if nothing else is indicated. The same applies to the 2006 data, where the differences between men and women and age groups are reported.

The results in this chapter only concern participants who had been gainfully employed on average 30% or more, during the last three months.

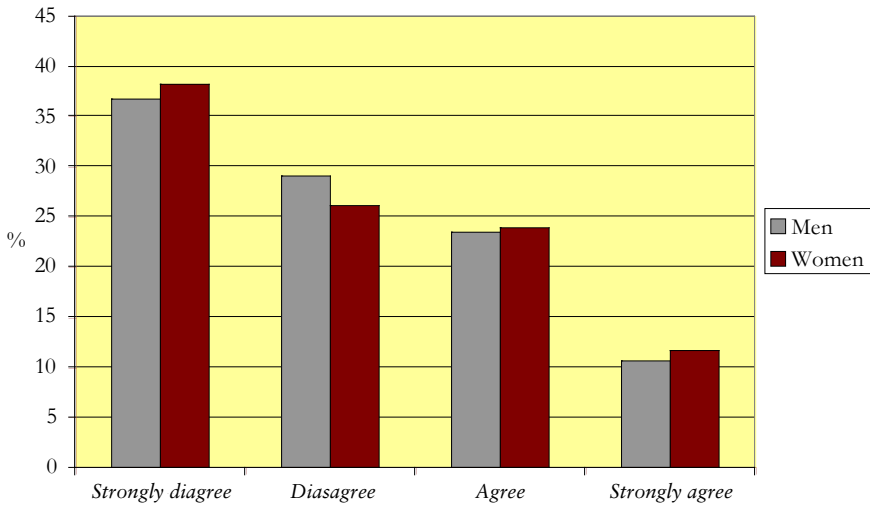
### SOME SELECTED QUESTIONS FROM THE SURVEY OF 2006

#### 3.2.1 Effort and reward

It was comparatively common that the gainfully employed participants agreed with the statement: “Considering all my efforts and achievements, I do not receive the acknowledgement I deserve at work”. That was somewhat more common among women; 14.0% agreed that they felt distressed or very distressed. The corresponding proportion among men was 12.8%. The proportion of respondents, who stated that their prospects of promotion were small and that they felt distressed or very distressed, amounted to 19.9%. A larger proportion of women than men agreed with that.

### 3.2.2 Overcommitment and performance-based self-esteem

In 2006 about one tenth (10.6% men and 11.7% women) of the gainfully employed strongly agreed that their closest ones claimed that they sacrificed too much for their job (Fig. 2). Regarding if the respondents sometimes tried to prove their worth through work, the proportion of female participants who strongly agreed with that (15.2%), was somewhat larger than it was for the male (13.4%). A somewhat larger proportion of women (16.1%) than men (13.4%) stated that they strongly agreed with the statement that, as soon as they got up in the morning, they started thinking about work problems.



**Figure 2.** People close to me say that I sacrifice too much for my job.

### 3.3 Organizational factors

This chapter focuses on questions about organizational justice, leadership, conflicts, employment, employment situation, type of employment, the characteristics of the employment, physical work environment and plans for the future.

There are no simple causal relationships between work and health. A lot of research has shown that work has a protecting effect on health, at least compared to unemployment. On the other hand it has been consistently shown that a number of health risks exists in working life, physical as well as psychosocial. How a given work situation affects a person, positively or negatively, likely also depends to a high extent on the interaction between working life, private life and physical and mental condition of the individuals. In SLOSH there is a major focus on work organizational factors. This is not because they necessarily have a stronger relationship with health than other types of factors have. Rather, the focus depends on the fact that work organization factors are possible to affect through changes within companies and organizations and to some extent through agreements and political decisions.

In the international research, as well as in studies carried out by the research group Work Organization and Health at Stress Research Institute, leadership, organizational justice, downsizing, expansions and conflicts/solving of conflicts have shown strong associations with the health outcomes. Job security is more disputed but is likely to be associated with health.

Some examples of the results are presented below. These results are also shown in Appendix 1. The differences between 2003 and 2006 mentioned in the text are statistically significant, if nothing else is indicated. The same applies to the 2006 data, where the differences between men and women and age groups are reported.

The results in this chapter only concern participants who had been gainfully employed on average 30 % or more, during the last three months (when the questionnaires were sent out).

#### CHANGES BETWEEN 2003 AND 2006

A somewhat higher proportion stated in 2006 (2.3 %) compared to 2003 (1.6 %) that they had been subject to personal persecution in the form of unkind words or behaviour from their superiors or fellow workers a couple of days a month or more. In 2003, 91.7 % stated that they not at all had been exposed to this, compared with 85.7 % in 2006.

Plans for downsizing were more common in 2003 than 2006. In 2003, 16.5 % responded that there were plans for downsizing. In 2006, 12.6 % stated

the same. At the same time there was a lower proportion who stated that there were plans for expanding the workplace in 2003 (18.9%), compared with 26.3% in 2006. For men an increase of the volume of the workplaces seemed to have occurred between 2003 and 2006. Both men and women experienced, to a higher extent, a risk of being involuntarily transferred to new duties against their will. Of the participants in 2003, 13.2% experienced a risk that that should happen, compared to 21.8% in 2006. A higher proportion stated in 2003, compared to 2006, that it would be easy to get another, similar job without having to change housing. In total, there were 42.5% in 2003, and 29.6% in 2006, who thought that it would be easy to get another, similar job without having to move. Also concerning threat of temporary or permanent dismissal there was an increase from 2003 to 2006. In 2003, 10.1% stated that such a threat existed, whereas 15.3% answered yes to that question in 2006. A somewhat larger proportion of men (17.6%) than women (13.3%) felt threatened by that 2006.

In 2003 a lower proportion, compared to 2006, stated that they some part of their regular working week normally spend working from home. In 2003 a total of 21.1% stated that they at some time during the week were working from home. In 2006, 26.8% of the respondents reported the same.

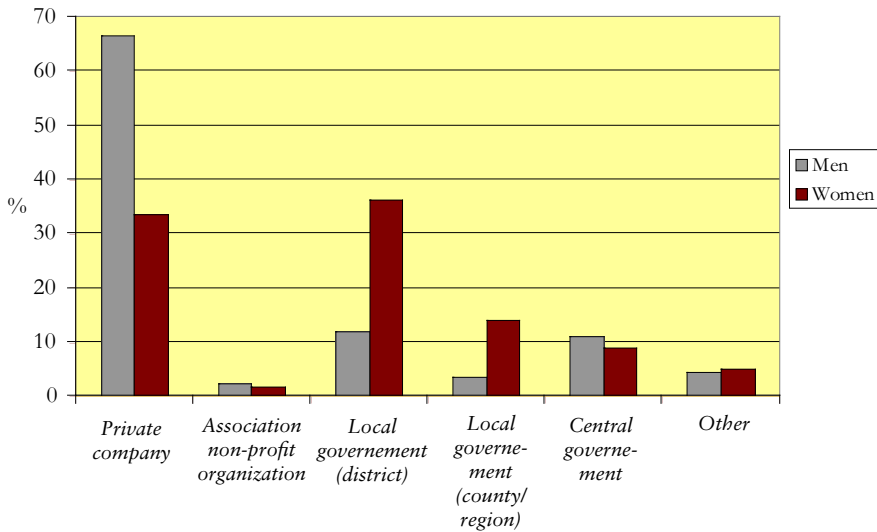
The proportion of participants, who in their work sometimes worked solely physically, had increased from year 2003 to 2006. In 2003, 16.8% of the women and 23.5% of the men stated that they worked physically more than half of the time. In 2006, 19.2% of the women and 23.5% of the men agreed to that. An increase, from 2003 to 2006, was also seen regarding vibrations at work. In 2003, 0.4% of the women and 4.3% of the men stated that they were exposed to vibrations more than half of the time. In 2006 there were 1.5% women and 8.8% men who stated the same.

## SELECTED QUESTIONS FROM THE SURVEY OF 2006

### 3.3.1 *Employer*

The most common principal employer was a private company for men and local government (district) for women. The proportion of male participants who were privately employed totalled 66.0%, while 36.4% of the women were employed by the local government (district) (Fig. 3).

In the diagram below the proportion of gainfully employed women and men are presented by employer category



**Figure 3.** The proportion gainfully employed women and men by principal employer.

### 3.3.2 Organizational justice

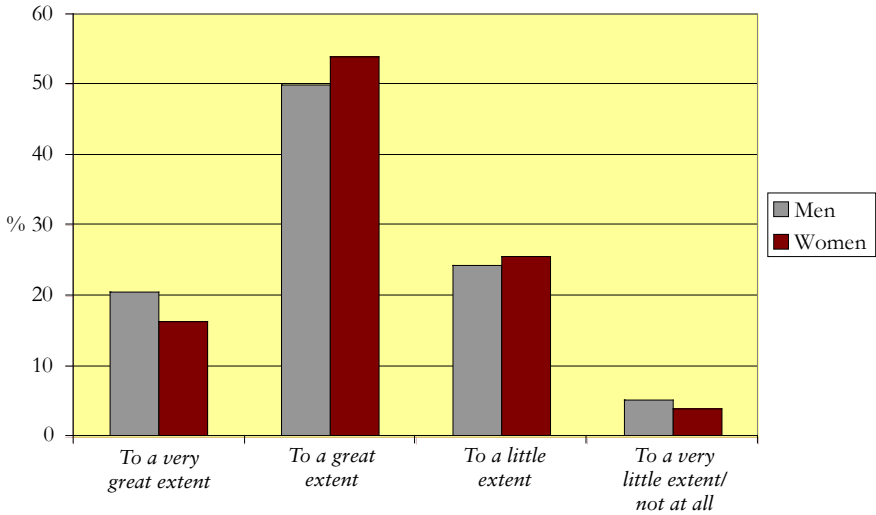
The proportion of respondents who agreed strongly or somewhat with the statement that all sides affected by the decision were represented concerning organizations, totalled 43.5%.

In all 50.4% of the respondents strongly or somewhat agreed with the statement that the decisions taken were consistent. The proportion participants who strongly or somewhat agreed with the assertion that everyone was entitled to give their opinion in matters of immediate personal concern, amounted to 68.0%.

### 3.3.3 Leadership

A total of 70.4% of the participants agreed to a high or a very high extent to the question Does your manager listen to you and pay attention to what you say? (Fig. 4).

Concerning the question “Do you tell your manager what you really think, feel and want?”, 77.4% responded that they sometimes or more often told their manager what they really thought, felt and wanted. A somewhat larger proportion of women than men agreed with that.

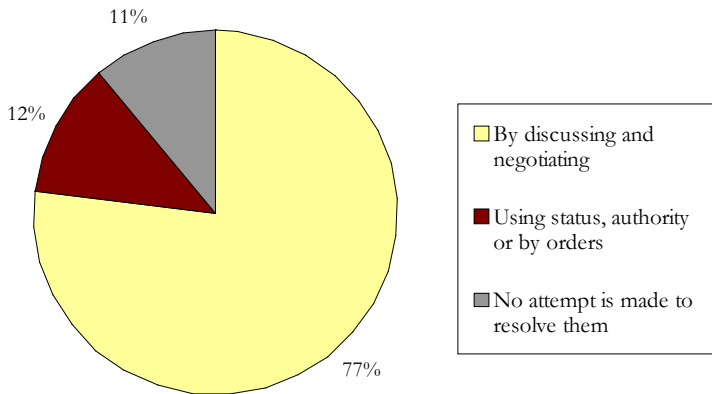


**Figure 4.** The response distribution for men and women combined to the question: “Does your manager listen to you and pay attention to what you say?”.

The proportion of participants who experienced that their manager was just, sometimes or more often, amounted to 75.2%. Of the respondents 74.8% stated that their manager sometimes or more often acted as a team builder and 23.7% stated that their manager sometimes or more often behaved in a dictatorial way. The proportion of participants who stated that they during the last two years had changed line manager at least one time or more totalled 45.7%. A higher proportion of women than men, age 16–29 years, stated that.

### 3.3.4 Conflict

A somewhat higher proportion of female participants (33.6%) than male (30.9%) responded that they during the last two years had been involved in any kind of conflict. However, there were no significant difference between men and women considering how differences of view mainly were settled in the work unit. A majority, 76.3% of the women and 77.5% of the men, answered that the differences of view were principally solved through discussing and negotiating. A smaller amount, 12.4% of the women and 12.5% of the men, stated that differences of view instead were solved by using status, authority, or by orders. About one tenth (11.3% of the women and 9.9% of the men) of all respondents stated that no attempt were made to resolve them (Fig. 5).



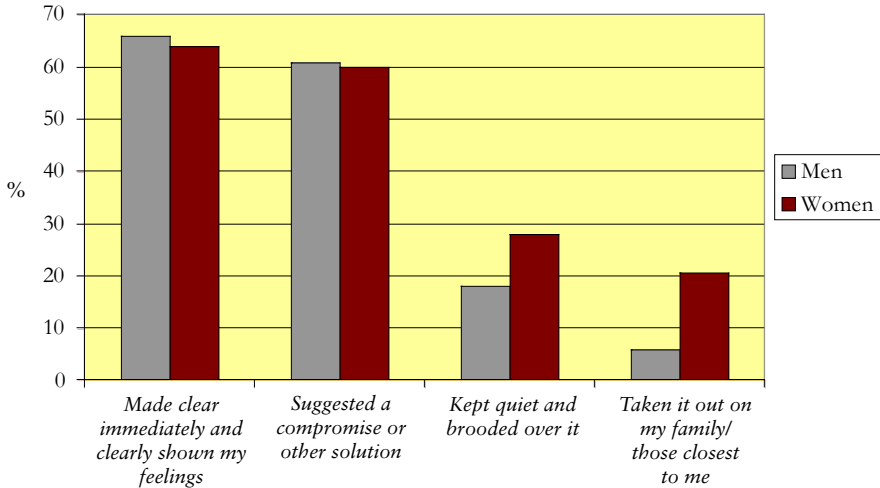
**Figure 5.** "How are differences of view mainly settled in your work unit?"  
The diagram shows men and women combined.

Some of the most common causes of conflicts for both men and women were colleagues and work tasks/duties. In total 36.8% of the participants who had been involved in a conflict at work reported that the conflicts concerned colleagues and 32.0% stated that they were about work tasks/duties. The women (40.4%) stated that it concerned colleagues to a greater extent than the men (32.4%).

A somewhat larger proportion men (35.8%) reported that the conflicts were about work tasks/duties. Of the women there were 28.9% who stated the same. A larger proportion men (38.0%) than women (23.3%) stated that the conflicts were about job conditions, e.g. pay or working hours. Men (10.2%) stated to a higher extent, five or more reasons for conflicts, compared with women (6.2%). Concerning the question From your point of view, what was the results of these conflicts?, 72.3% responded that the outcome had been quite well or very well.

The percentage of men who stated that they "mostly" or "always" made clear immediately and clearly showed their feelings, when they during the last two years felt steamrollered or unfairly treated by their manager/managers amounted to 66.9%. Of the women there were 64.0% who answered the same. A greater percentage of women (27.9%) than men (18.0%) stated that when they during the last two years had felt steamrollered or unfairly treated by their manager/managers, mostly or always had reacted by keeping quiet and brooding over it. Women stated to a higher extent (20.6%) than men (5.9%) that they, in this type of situation, mostly or always had taken it out on their family/those closest to them (Fig.6). Compared to the above question, men above all, stated that they to a higher extent (74.2% men and 62.6% women) mostly or always made clear immediately and clearly

shown their feelings, when they during the last two years felt steamrolled or unfairly treated by their colleagues. There was also a smaller percentage of men (11.3%) and women (23.7%) who coped with unjust treatment by their colleagues by mostly or always keeping quiet or brooding over it and taking it out on their family/closest to them (4.5% men and 18.1% women).



**Figure 6.** The response distribution for men and women combined to the question: “During the last two years, when you have felt steamrolled or unfairly treated by your manager/managers, how have you reacted?” The table only shows the reply frequency of mostly or always.

### 3.3.5 Type of employment

A majority of the gainfully employed, 85.3% of the men and 89.7% of the women, had an employment with conditional tenure or permanent job, and 9.2% men and 3.0% women respectively were self-employed.

### 3.3.6 The characteristics of work

Concerning their own workplace, 40.1% stated that they did not work at an office at all, 27.0% that they had an office of their own, 10.5% that they shared an office with others.

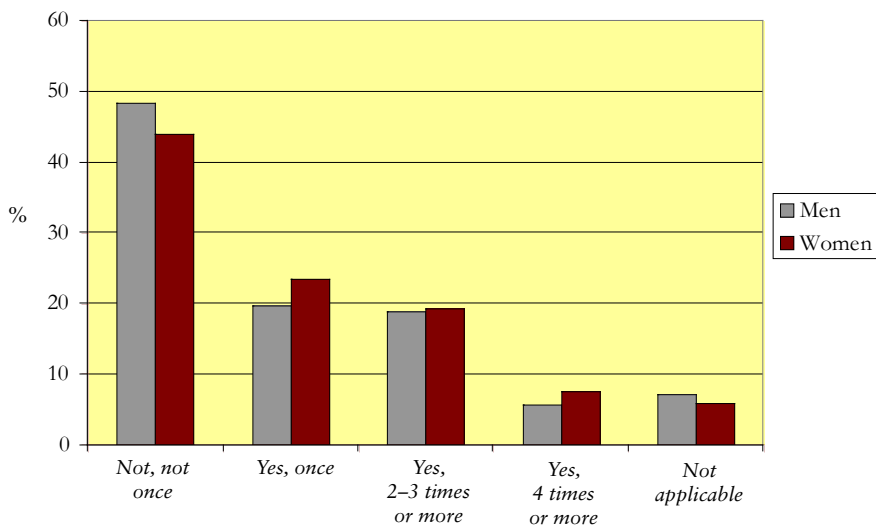
The percentage share of respondents who stated that they worked in an open-plan office with four people or more amounted to 11.4%.



### 3.3.7 Changes in the characteristics of work

The percentage who stated that they had experienced significantly increased tasks, one or more times in the last two years, amounted to 47.4%. The proportion of women who agreed with that was 50.2%, whereas 44.4% of the men stated the same. For 4.6% of the women and 6.5% of the men, the question was not applicable (Fig.7).

A higher proportion of women (50.2%) than men (44.4%) stated that they, one time or more, had got significantly increased responsibilities the last two years. Concerning decreased responsibilities, there were no significant gender difference or age trend. Among the women, 5.6% answered that they had got essentially decreased responsibilities one or more times in the last two years. For 10.3% of the women and 10.2% of the men, the question was not applicable.



**Figure 7.** The response distribution for men and women combined to the question: "Have your tasks increased significantly?"

### 3.3.8 Physical work environment

A somewhat greater percentage of men (17.4%) than women (14.7%) stated that their work was such, that they more than half of the time, had to work in bent, twisted or otherwise unsuitable positions. A total of 30.8% of the participants reported that they were exposed to disturbing or tiresome noise more than half of the time and only 27.1% stated that they had not been exposed to that at all. Work at a computer keyboard was more common

for women, of whom 33.8 % reported that they more than half of the time worked at a computer keyboard. The corresponding percentage of men who stated the same was 25.6 %.

### 3.4 Miscellaneous work-related questions

In this chapter a number of work related factors are presented, that do not fit naturally into the other chapters. Here, questions about time for reflection and consideration as well as about cultural activities at the workplace, are to be found.

Some examples of the results are presented below. These results are also shown in Appendix 1. The differences between 2003 and 2006 mentioned in the text are statistically significant, if nothing else is indicated. The same applies to the 2006 data, where the differences between men and women and age trends are reported.

The results in this chapter only concern participants who had been gainfully employed on average 30 % or more, during the last three months (when the questionnaires were sent out).

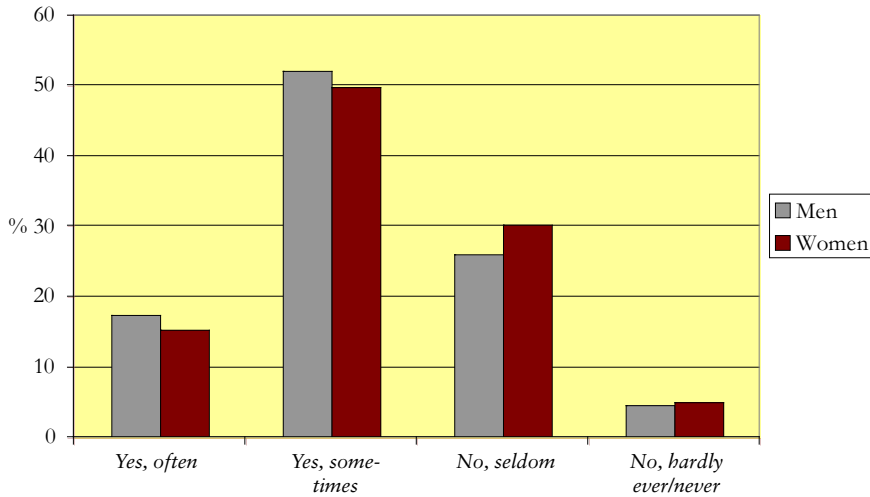
About one fifth of the participants, 20.0 % of the women and 21.4 % of the men, stated that they were dissatisfied with their contracted working hours per week and that they would have liked to work fewer hours a week. A greater proportion of women (5.9 %) than men (1.8 %) stated that they would have liked to work more hours a week. For women this was most common within the age group 16–29 years.

Regarding the question “Do you feel that your full potential is not utilised in your job?” totally 54.9 % answered yes to that question. The proportion of men who agreed amounted to 58.0 %, whereas 52.0 % of the female participants answered the same.

The percentage of participants who stated that cultural events (films, plays, concerts, exhibitions) were offered to the employees at their workplaces sometimes a month or more, totalled 5.1 %.

Regarding the question “Does your work leave time for reflection?”, a total of 32.9 % answered that it seldom or hardly ever/never occurred. A difference was noted to a certain extent. The proportion of men who stated that, was 30.6 %, whereas 35.5 % of the female participants answered the same (Fig. 8).

About the same proportion women as men (82.5 % of women and 83.8 % of men) experienced in 2006 that they had enough resources to manage their job.



**Figure 8.** The response distribution for men and women combined to the question: "Does your work leave time for reflection?"

### 3.5 Consequences of not being gainfully employed

This chapter treats questions about negative and positive consequences of not being gainfully employed and also questions specifically aimed at those respondents who participate in labour market programmes, employment training or rehabilitation.

The labour market has become much more flexible during the last two decades than it was during the greater part of the 20th century. Nowadays it is a rule rather than an exception that people not only change workplace, but also occupation several times during a life time. Periods with different jobs are interspersed with studies, parental leave and spells of unemployment. A relatively large part of the workforce is moreover sick-listed during longer periods of time and many people stop working before the intended retirement because of ill-health or through contractual retirement. This means that studies that focus on work environment and health give an incomplete picture of the influences of work-life on health.

Moreover, retirement is an increasingly important social question, because of the aging population. How do the pensioners feel? What affects their health? What kind of effect does retirement have on health and quality of life? What does it take for people to have the strength and will to work until the age of 65? What does it take for someone being able to continue to work after the formal age of retirement? Today there are not many studies that follow people from working life into retirement and investigate factors which affect health.

Because of the increasing flexibility of the labour market and the increased importance of retirement, there are two versions of the SLOSH-questionnaire, one for the gainfully employed and one for people currently not in gainful employment. Included in the group that were out of gainful employment, are people who by choosing the questionnaire for not gainfully employed have stated that they, during the last three months before completing the questionnaire, on average had a gainful employment less than 30% of normal full-time.

In the tables in Appendix 1 all answers are presented for the participants who responded to the questionnaire for non-workers. Since some subgroups are too small to give reliable figures and because of lack of space, we present this group as a whole, without splitting it into subgroups. However, it is important to interpret the results with great caution. The consequences of being on parental leave may be very different from the consequences of being on long-term sickness absence or old-age pension.

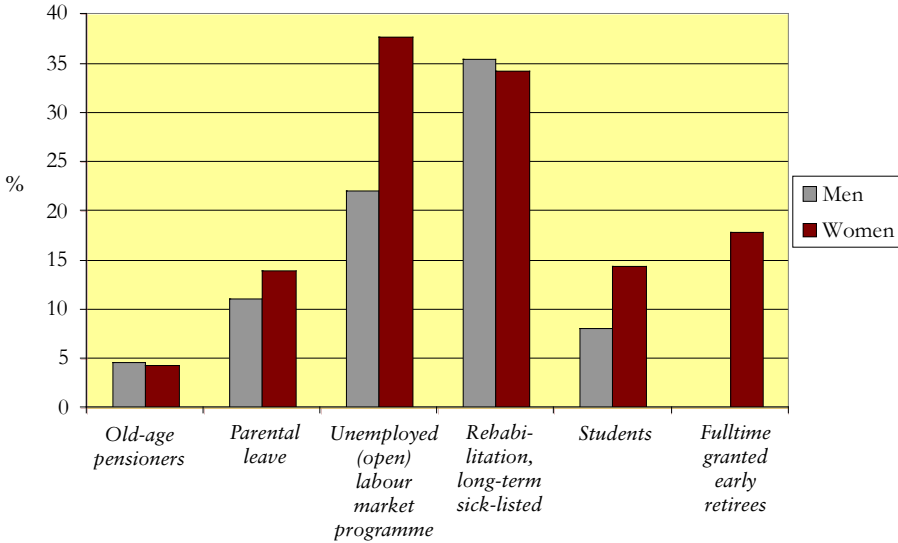
However, in the text below we present the answers for some of the subgroups of the not gainfully employed.

Some examples of the results are presented below. These results are also shown in Appendix 1. The differences between 2003 and 2006 mentioned in the text are statistically significant, if nothing else is indicated. The same applies to the 2006 data, where the differences between men and women and age trends are reported.

The results in this chapter only concern participants who, when the questionnaires were sent out, were old-age pensioners, full-time early retirees, full-time disability pensioners, students, unemployed, long-term sick-listed, persons on parental leave, homemakers and others who temporarily or permanently had left gainful employment.

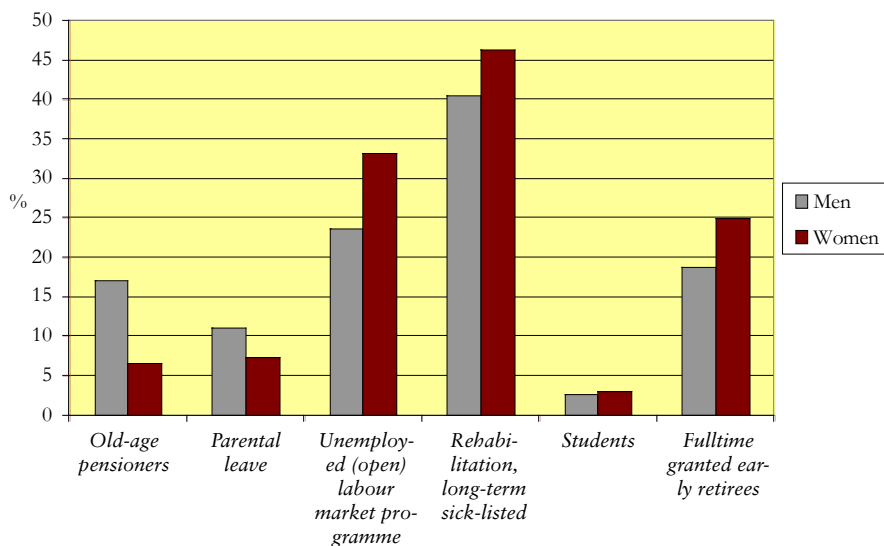
3.5.1 Negative aspects

It was more common among women than men to suffer from stress after they stopped working. About one tenth of the male participants (12.5%) and about one fifth of the female (18.9%) agreed or strongly agreed with that.



**Figure 9.** The proportion men/women who agreed or strongly agreed with the statement that leaving work was stressful. The respondents were split into different subgroups based on their current situation. The subgroup “parental leave” also includes homemakers. “Unemployed” includes open unemployment, employment training, work experience scheme and other labour market programmes. “Long-term sick-listed” also includes those who were in rehabilitation/occupational rehabilitation, those who were unemployed and sick, students during illness or unemployment.

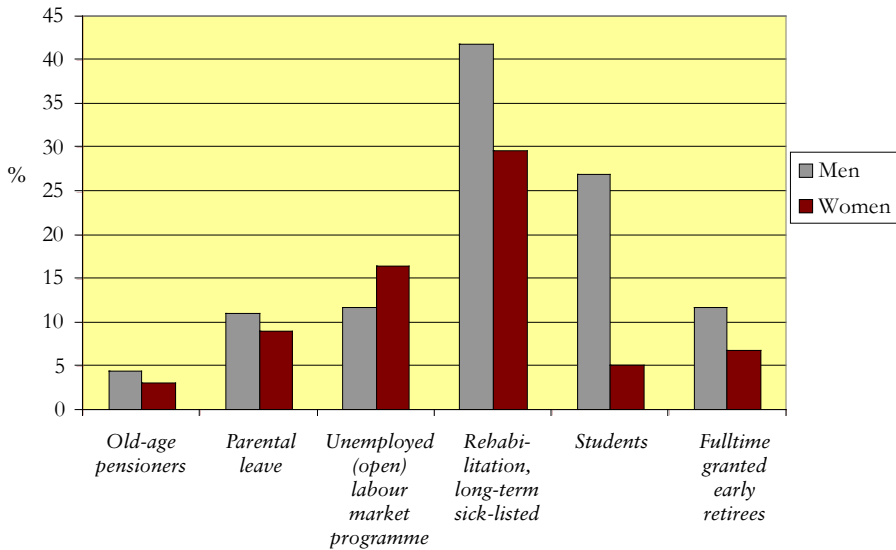
In total 15.3% of the participants stated the same concerning the question if they had lost their purpose in life due to not being gainfully employed.



**Figure 10.** The proportion men/women who agreed or strongly agreed with the statement that they had lost their purpose in life due to not being gainfully employed. The respondents were divided into different subgroups based on their current situation<sup>3</sup>.

The amount of participants who agreed or strongly agreed with the statement that their health had deteriorated since they stopped working, totalled 10.7%. A total of 3.1% of the respondents stated that they sometimes or more had experienced that people avoided them because they were out of work. The total amount of respondents who stated that others sometimes or more looked at them as less intelligent because they were not employed, totalled 5.5%.

<sup>3</sup>For more detailed explanation, please see figure 9.

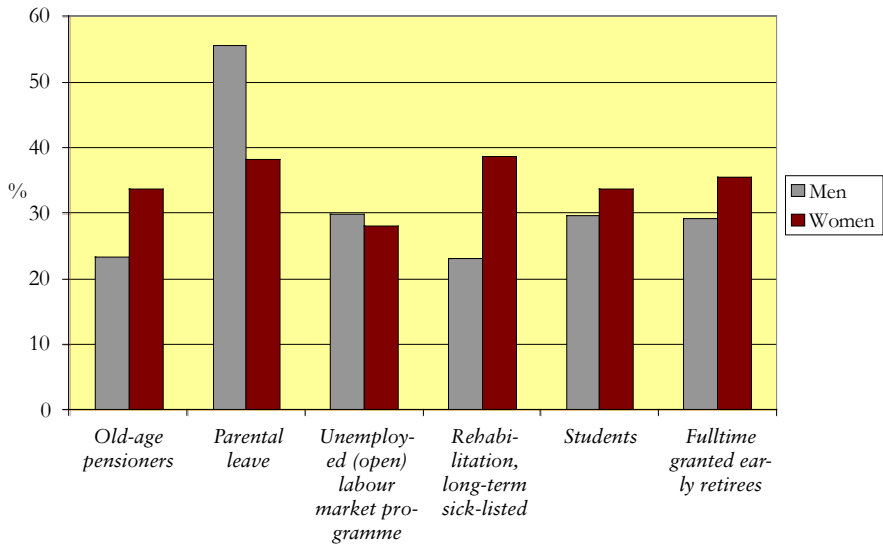


**Figur 11.** The proportion men/women who agreed or strongly agreed with the statement that their health had deteriorated since they stopped working. The respondents were split up into different subgroups based on current situation<sup>4</sup>.

### 3.5.2 Positive aspects

The total amount of respondents who stated that they felt more relaxed since they stopped working, was 55.0%. A somewhat smaller amount women (24.2%) than men (18.7%) strongly agreed with that. A larger amount of women (35.2%) than men (28.0%) stated that their health had improved since they stopped working.

<sup>4</sup>For more detailed explanation, please see figure 9.



**Figure 12.** The proportion men and women who agreed or strongly agreed with the statement that their health had improved since they stopped working. The respondents were split up into different subgroups based on current situation<sup>5</sup>.

### 3.5.3 Participation in labour market programmes, employment training or rehabilitation

The proportion of the unemployed who stated that they at present participated in some kind of labour market programme, employment training or rehabilitation was 15.8% for men and 13.0% for women. In the group long-term sick-listed, including people in occupational rehabilitation, 14.7% of unemployed men and 36.2% of unemployed women responded that they participated in some of these measures

## 3.6 Social situation and lifestyle

This chapter concerns questions about marital status, family of origin, present situation in private life, background and lifestyle factors.

SLOSH is first and foremost a study about associations between psychosocial factors in working life and health. To say that there are associations between work environment and health is, however, not the same as to state that there are direct, causal relationships between a certain work environment factors and disease.

<sup>5</sup> For more detailed explanation, please see figure 9.



A large part of the debate concerning work environment and health today, is about to what extent it really is work that causes ill-health (e.g. sickness absenteeism) or if there are, behind the observed associations, causes in private life. At the same time it is also of substantial interest to study out how working life affects private life and the general quality of life.

In this chapter we have collected the responses to questions about different aspects of the social situation of the respondents plus questions about lifestyle. The answers may be of interest in themselves, since they reflect the social situation and lifestyle in the working population. However, the principal reason to include them in the questionnaires was to make it possible to statistically adjust for confounders outside of work when associations between work environment and health are analyzed.

Some examples of the results are presented below. These results are also shown in Appendix 1. The differences between 2003 and 2006 mentioned in the text are statistically significant, if nothing else is indicated. The same applies to the 2006 data, where the differences between men and women and age groups are reported.

The results in this chapter concern the participants who had been gainfully employed 30 % or more, during the last three months (when the questionnaires were sent out). The results also concern the participants, who, when the questionnaires were sent out, were old-age pensioners, full-time early retirees, full-time disability pensioners, students, unemployed, long-term sick-listed persons, persons on parental leave, homemakers and others who temporarily or permanently had left gainful employment.

#### SOME SELECTED QUESTIONS FROM THE SURVEY OF 2006

Gainfully employed women stated to a higher degree than men that they quite seldom or very seldom had enough time to do the things they needed to do at home. Among men the percentage totalled 20.3 %, while 24.3 % of the female participants stated this to be the case. This was most common among women in the age group 30–49 years, of which a total of 30.0 % experienced that they quite seldom or very seldom had enough time to do the things they needed to do at home. On the other hand, 93.8 % stated that their housing worked quite or very good.

##### *3.6.1 Lifestyle factors*

The amount of respondents (whether gainfully employed or not) who stated that they at present smoked daily, was 10.1 % of the male respondents and 12.8 % of the female. In all 46.6 % of the respondents stated that they exercised on a regular basis.

### 3.7 Health

This chapter concerns questions about self-rated health, physical ill-health, lifestyle factors, burnout, emotional exhaustion, depressive symptoms, cognitive symptoms, sleep and restitution, sickness absence and satisfaction with life.

These questions are included in the questionnaires principally in order to make it possible to relate different conditions of work environment to health.

The questions about health are designed to capture a fairly broad spectrum of health and ill-health, of a lot of reasons. Since SLOSH is mostly about the relationship between working life and health, questions about health are needed as outcome measures, i.e. measurements of the consequences of work environment and other work related exposures. Such consequences can include serious diseases – such as myocardial infarction or cancer – but also less severe symptoms. The latter are of course a problems in themselves, since they decrease quality of life, but they are also of interest as possible markers of more serious ill-health. A long time may pass before serious diseases fully develop.

When the relationships between working life and health are studied it is of importance to take into account health status prior to exposure. This is an additional rationale for questions about health in this longitudinal study. Among the health questions there are also some questions about parents, if they have died and in that case when that happened. The reason for this is that some diseases, e.g. myocardial infarction, are strongly hereditary.

Some examples of the results are presented on the next page. These results are also shown in Appendix 1. The differences between 2003 and 2006 mentioned in the text are statistically significant, if nothing else is indicated. The same applies to the 2006 data, where the differences between men and women and age groups are reported.

The results in this chapter concern the participants who had been gainfully employed 30 % or more, during the last three months (when the questionnaires were filled out). The results also concern the participants, who, when the questionnaires were filled out, were old-age pensioners, full-time early retirees, full-time disability pensioners, students, unemployed, long-term sick-listed, on parental leave, homemakers and others who temporarily or permanently had left gainful employment. These subgroups, consolidated, are called “not gainfully employed”. In those cases where the same question is included in both questionnaires, these data are presented together for both groups.

The reader should keep in mind that some of the changes between 2003 and 2006 may depend on the fact that the respondents have become about two years older during this period.

#### CHANGES BETWEEN 2003 AND 2006

The results in this section only concern participants who had been gainfully employed 30% or more, during the last three months (when the questionnaires were filled out).

In total, 44.9% of the gainfully employed (30% or more) stated, in 2003, that it happened that they could not dismiss their job from their thoughts when they were off work one day of five or more. In SLOSH 2006 a clear improvement could be seen, only 29.9% reported this problem.

In the same group of participants a somewhat higher amount reported, in 2003, that they during the last three months had heartburn, acid burping, a burn in the pit of your stomach or upset stomach. In 2003, 23.6% reported that they at least one day per week, had had such problems. In 2006 21.1% stated the same. The same trend could be seen for headache at least one day a week, in the last three months. The amount decreased from 23.9% (in 2003) to 21.6% (in 2006).

However, a number of deteriorations could also be noted. It was somewhat more common that women and men responded that they were physically exhausted when they got home from work. On average 9.6% were physically exhausted every day when they got home from work 2003, whereas 11.6% stated the same in 2006. In addition, men experienced that they, in addition to sleep, to a lower extent got adequate time for resting/and relaxation between working days. The amount who responded that they definitively got this decreased from 15.6% in 2003 to 12.9% in 2006.

A somewhat larger amount of women stated, in 2006, compared with 2003, that they during the last 3 months had had difficulties sleeping because thoughts about their work had kept them awake. The amount who had had such sleeping problems every day, had increased somewhat from 2.6% in 2003 to 2.8% in 2006. For men the corresponding proportion increased from 1.2% in 2003, to 1.6% in 2006. The results in this section concern all participants in the survey.

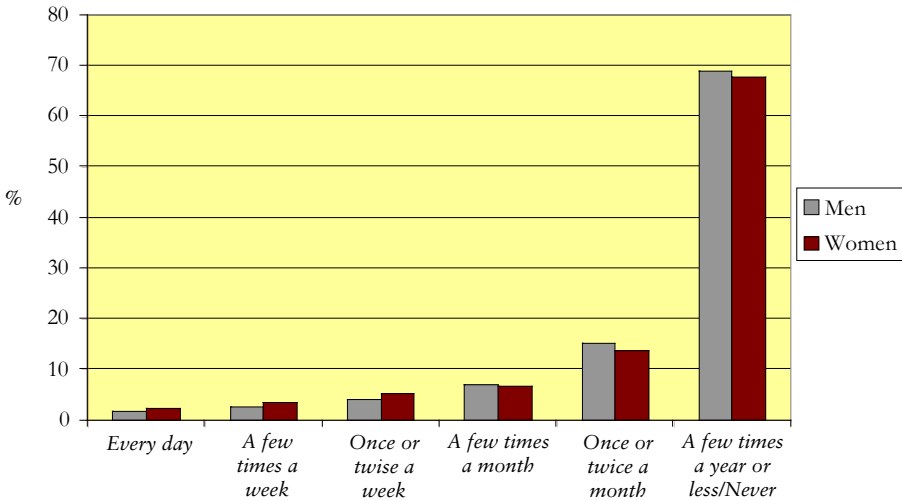
Low-back pain was also more common among both genders in 2006. On average, 7.4% stated that they had had pain in the lower parts of their back every day in the 2003 survey. In 2006 the corresponding figure had increased to 9.9%. A larger part also stated, in the survey of 2006, that they after work had had pain in the shoulders or arms. In 2003, 11.8% of the women and 8.6% of the men responded that they suffered from such pain whereas 15.8% of the women and 11.0% of the men stated the same in 2006.

SOME SELECTED QUESTIONS FROM THE 2006 STUDY

3.7.1 *Burnout*

The results in this section only concern participants who had been gainfully employed 30 % or more, during the last three months (when the questionnaires were filled out).

Regarding burnout symptoms or emotional exhaustion there was a fairly clear gender difference. It was e.g. more common among women than men, 6.2 % of the women compared to 4.5 % of the men, to state that they had felt burned out by work, every day or more often. Likewise, 20.7 % of the women and 11.9 % of the men reported that they every day or a few times a week felt completely worn out at the end of the working day. Among the men this was more common in younger age groups whereas the tendency was the opposite among women.



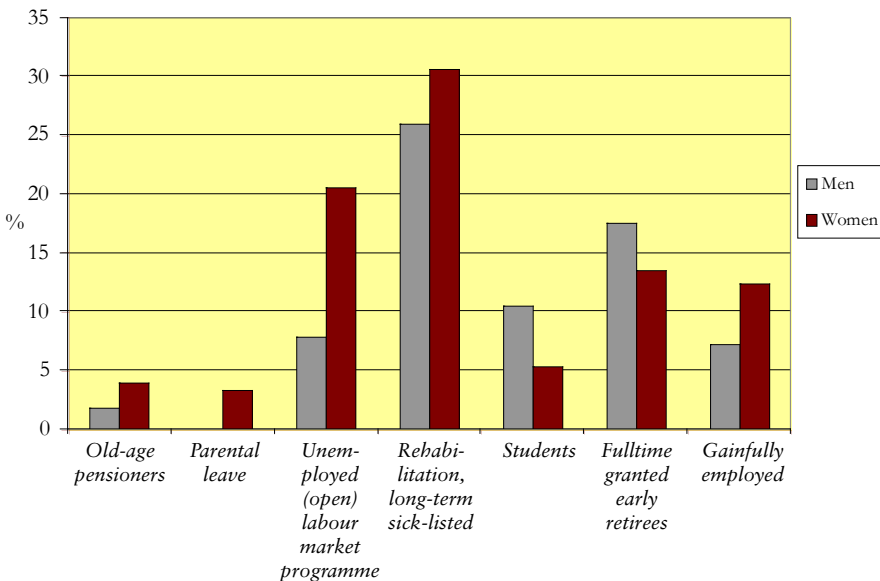
**Figure 13.** The response distribution for men and women to the question: "I feel burned out by work."

### 3.7.2. Depressive symptoms

The results in this section concern all participants in the survey. A greater proportion of women than men experienced that they during the last week had felt blue. The amount women who stated this was 12.2 %, whereas 7.2 % men responded the same. Among both men and women it was somewhat more common to report depressive symptoms in younger age groups.

The proportion of gainfully employed who reported that they during the last week had been troubled quite a lot or a great deal by feeling blue, totalled 12.4 % among the female participants and 7.2 % among the male.

Fig. 14 shows the proportion of gainfully employed and not gainfully employed who reported depressive symptoms. The group “not gainfully employed” is divided into a number of subgroups based on current situation.



**Figure 14.** The proportion of gainfully employed and not gainfully employed who during the last week had been troubled quite a lot or a great deal by feeling blue.

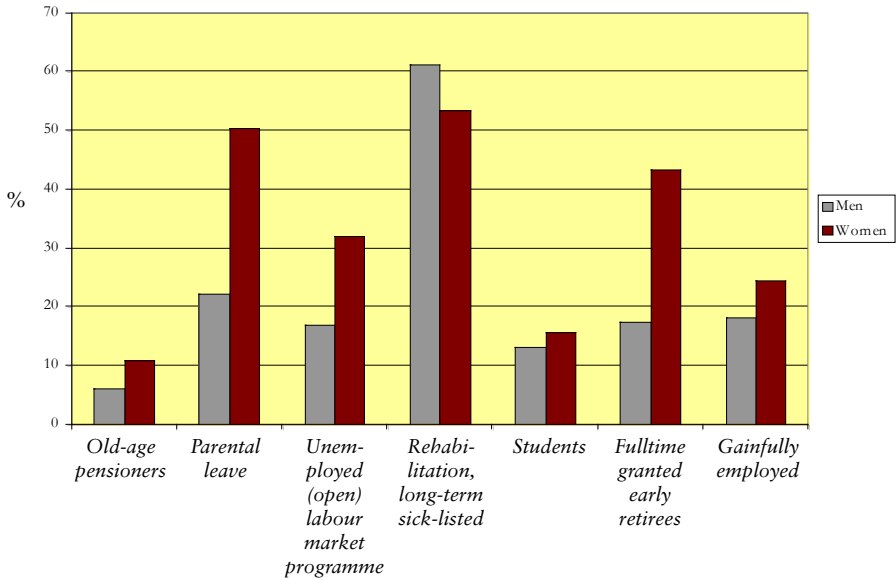
The results in this section only concern the group “not gainfully employed”. Of the not gainfully employed, 9.6 % of the men and 9.0 % of the women answered that they during the last weeks had felt quite or very much depressed or very unhappy.

### 3.7.3 Sleep and recuperation

The results in this section concern all participants in the survey. A larger proportion of women than men, 25.7% compared to 18.1%, stated that they often had had disturbed/restless sleep during the last three months.

The proportion of gainfully employed respondents who stated that they, during the last three months had had disturbed/restless sleep one or more times a week, totalled 24.4% for women and 18.2% for men.

Fig. 15 presents these results divided by subgroup based on current situation.



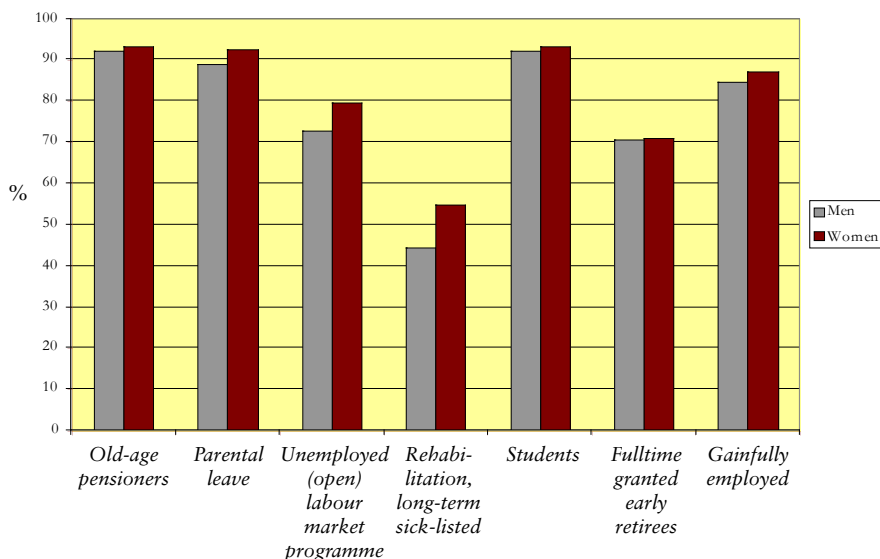
**Figure 15.** The proportion gainfully employed and not gainfully employed who during the past three months had disturbed/restless sleep one or more times a week.

It was more common in 2006 to feel too tired, or to not have enough time for family, friends or leisure activities. In 2003, 6.1% women and 3.7% of the men reported that they every day had experienced that problem. In 2006 the corresponding amount increased to 8.6% and 5.3% respectively.

### 3.7.4 Satisfaction with life

The results in this section concern all participants in the survey. The proportion of gainfully employed respondents who stated that they all things considered felt a little to very satisfied with their life as a whole, totalled 87.1% for women and 84.7% for men.

Figure. 16 presents these results divided by subgroup based on current situation.



**Figure 16.** The proportion gainfully employed and not gainfully employed who felt a little to very satisfied with their life as a whole.





**Appendix 1, Tables**

**Appendix 2, Sources**

**Appendix 3, Standard Questionnaires**

## 4. APPENDIX 1 Tabels

### 4.1 Demand, Control, Support

Data concerning participants, who during the last three months, on average, have worked gainfully 30 % or more.

Data indicated as per cent.

#### 4.1.1 Demand

	2006						2003			Source			
	M	W	M+W	Men			Women						
				16-29	30-49	50+	16-29	30-49	50+				
<b>Do you have to work very fast?<sup>8</sup></b>												DCQ	
Often	30,5	32,8	31,7	33,6	34,0	26,5	27,7	33,7	32,6	-	-	-	
Sometimes	57,7	54,5	56,0	52,4	56,8	59,2	62,9	54,7	53,4	-	-	-	
Seldom	10,3	9,6	10,0	13,3	7,7	12,6	8,8	9,3	10,1	-	-	-	
Never/almost never	1,5	3,0	2,3	,7	1,5	1,6	,6	2,4	3,9	-	-	-	
<b>Do you have to work very intensively?<sup>8</sup></b>													DCQ
Often	18,9	21,1	20,1	21,1	20,4	17,1	16,4	21,0	21,9	-	-	-	
Sometimes	55,5	53,4	54,4	55,6	56,1	54,8	56,0	53,7	52,8	-	-	-	
Seldom	22,4	21,5	22,0	21,8	20,1	24,8	27,0	22,0	20,4	-	-	-	
Never/almost never	3,2	3,9	3,6	1,4	3,4	3,3	,6	3,2	5,0	-	-	-	
<b>Does your work demand too much effort?<sup>8</sup></b>													DCQ
Often	13,6	18,6	16,3	11,3	13,4	14,1	12,2	18,7	19,3	-	-	-	
Sometimes	46,2	46,4	46,3	40,4	47,9	45,2	42,9	45,7	47,6	-	-	-	
Seldom	35,6	29,2	32,2	41,8	33,9	36,5	37,2	30,0	27,3	-	-	-	
Never/almost never	4,5	5,8	5,2	6,4	4,7	4,1	7,7	5,7	5,7	-	-	-	
<b>Does your work often involve conflicting demands?<sup>8</sup></b>													DCQ
Often	10,5	8,9	9,6	5,6	12,2	9,3	5,1	9,5	8,7	-	-	-	
Sometimes	43,3	43,5	43,4	38,7	45,0	42,3	37,2	45,7	42,2	-	-	-	
Seldom	38,4	38,9	38,7	45,8	35,6	40,3	42,9	37,7	39,5	-	-	-	
Never/almost never	7,8	8,7	8,3	9,9	7,2	8,1	14,7	7,1	9,6	-	-	-	

<sup>8</sup>The standard Swedish DCQ questions used in SLOSH were translated into English by an authorized translator. This translation is used here. In appendix 3 the Standard English version of DCQ is presented.

## 4.1.1 Demand

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Does your job require considerable social skills?</b>													NA <sup>9</sup>
Often	47,1	73,0	60,9	43,0	48,6	46,1	67,7	73,7	73,0	-	-	-	
Sometimes	32,9	19,2	25,6	35,9	31,9	33,4	24,1	19,0	18,8	-	-	-	
Seldom	16,6	6,0	11,0	15,5	15,8	17,6	5,7	5,5	6,6	-	-	-	
Never/almost never	3,4	1,7	2,5	5,6	3,7	2,9	2,5	1,8	1,6	-	-	-	
<b>Does your work require you to invent your own tasks?</b>													NA <sup>9</sup>
Often	20,3	16,9	18,5	13,3	20,0	21,6	13,9	15,8	18,4	-	-	-	
Sometimes	36,1	33,8	34,9	28,0	34,6	38,6	32,3	35,0	32,7	-	-	-	
Seldom	27,8	33,6	30,9	35,7	27,8	26,8	34,8	35,3	31,9	-	-	-	
Never/almost never	15,7	15,7	15,7	23,1	17,6	13,0	19,0	13,9	17,1	-	-	-	
<b>Do you in work, have to enter into other peoples situation?</b>													NA <sup>9</sup>
Often	28,7	54,1	42,2	21,8	28,1	30,1	44,9	54,6	54,6	-	-	-	
Sometimes	28,3	21,2	24,5	29,6	28,5	28,0	19,2	20,7	22,0	-	-	-	
Seldom	27,1	14,8	20,5	21,8	26,1	28,8	21,8	15,3	13,5	-	-	-	
Never/almost never	15,9	9,9	12,7	26,8	17,4	13,1	14,1	9,4	10,0	-	-	-	
<b>Do you have to keep yourself updated in your work, e.g. by constantly learning new things and regularly seeking new information?</b>													NA <sup>9</sup>
Yes	82,7	85,3	84,1	81,1	84,8	80,8	79,0	86,7	84,8	-	-	-	
No	17,3	14,7	15,9	18,9	15,2	19,2	21,0	13,3	15,2	-	-	-	

<sup>9</sup>References: Gabriel Oxenstierna and Maria Widmark.

## 4.1.1 Demand

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Technology can be a great help, but can also lead to new kinds of stress. Estimate the extent to which you are stressed by...</b>												NEW	
<b>...demands to always be available on work-related issues both at work and during leisure time?</b>												NEW	
To a very high extent	4,7	4,0	4,3	2,1	5,0	4,7	3,8	3,9	4,1	-	-	-	
To a high extent	18,3	14,1	16,0	15,4	19,5	17,4	12,8	14,5	13,8	-	-	-	
To a little extent	36,0	34,8	35,4	36,4	33,5	38,5	26,9	35,1	35,4	-	-	-	
To a very little extent/not at all	36,7	43,8	40,5	38,5	38,0	35,2	52,6	44,6	42,0	-	-	-	
Do not use telephone, e-mail or computer at work	4,3	3,3	3,8	7,7	3,9	4,2	3,8	1,9	4,7	-	-	-	
<b>...demands to give immediate answers to e-mails and telephone calls that require a lot of work?</b>												NEW	
To a very high extent	6,3	6,8	6,6	3,5	7,1	6,0	5,8	7,3	6,4	-	-	-	
To a high extent	23,0	23,7	23,4	20,3	23,5	22,9	18,7	22,2	25,8	-	-	-	
To a little extent	31,8	31,8	31,8	28,7	32,1	31,9	27,1	32,5	31,6	-	-	-	
To a very little extent/not at all	28,7	29,5	29,1	35,0	28,3	28,3	36,1	30,9	27,3	-	-	-	
Do not use telephone, e-mail or computer at work	10,1	8,2	9,1	12,6	9,0	10,9	12,3	7,0	8,9	-	-	-	

## 4.1.1 Demand

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Technology can be a great help, but can also lead to new kinds of stress. Estimate the extent to which you are stressed by...</b>													NEW
<b>...too many telephone calls and e-mails?</b>													NEW
To a very high extent	6,3	6,7	6,5	3,5	6,9	6,2	3,9	7,2	6,5	-	-	-	
To a high extent	23,1	22,6	22,8	18,3	23,3	23,5	17,4	22,6	23,3	-	-	-	
To a little extent	36,9	37,4	37,2	33,8	37,3	37,0	39,4	36,4	38,1	-	-	-	
To a very little extent/not at all	26,1	26,5	26,3	33,8	25,8	25,5	30,3	27,9	24,7	-	-	-	
Do not use telephone, e-mail or computer at work	7,5	6,8	7,1	10,6	6,7	7,9	9,0	5,9	7,5	-	-	-	
<b>...constantly being interrupted by the telephone and e-mail?</b>													NEW
To a very high extent	6,8	8,1	7,5	5,6	7,3	6,5	7,1	8,6	7,7	-	-	-	
To a high extent	22,0	21,2	21,6	14,0	23,9	21,2	16,1	21,5	21,6	-	-	-	
To a little extent	30,6	32,5	31,6	28,0	30,2	31,4	27,7	31,7	33,8	-	-	-	
To a very little extent/not at all	30,8	30,5	30,6	38,5	29,9	30,6	36,8	32,0	28,2	-	-	-	
Do not use telephone, e-mail or computer at work	9,7	7,7	8,7	14,0	8,7	10,2	12,3	6,2	8,7	-	-	-	

## 4.1.1 Demand

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Technology can be a great help, but can also lead to new kinds of stress. Estimate the extent to which you're stressed by...</b>													NEW
<b>...computers and other equipment that fail to work properly?</b>													NEW
To a very high extent	9,2	13,8	11,6	8,4	9,6	9,0	11,5	13,7	14,1	-	-	-	
To a high extent	18,0	25,0	21,7	15,4	18,9	17,4	19,7	26,5	24,1	-	-	-	
To a little extent	35,4	31,3	33,2	31,5	36,1	35,1	30,6	30,6	32,1	-	-	-	
To a very little extent/not at all	28,2	22,5	25,1	32,9	28,0	27,7	28,0	23,0	21,2	-	-	-	
Do not use telephone, e-mail or computer at work	9,2	7,5	8,3	11,9	7,4	10,7	10,2	6,2	8,5	-	-	-	
<b>Does your work require your undivided attention and concentration?</b>													SWES
Nearly all the time	37,9	47,0	42,7	31,2	34,9	41,8	43,4	43,4	50,9	38,3	48,9	44,0	
Roughly ¾ of the time	29,1	26,9	27,9	34,0	30,9	26,7	23,3	28,0	26,1	27,4	25,5	26,4	
Half of the time	20,6	17,2	18,8	22,0	21,3	19,7	23,3	18,3	15,3	19,3	15,4	17,2	
Roughly ¼ of the time	6,0	4,4	5,1	5,7	6,9	5,2	5,0	5,3	3,4	8,2	4,8	6,4	
Some perhaps 1/10 of the time	4,2	2,8	3,5	4,3	3,9	4,5	3,8	3,2	2,3	4,7	4,1	4,4	
No, not at all	2,1	1,8	1,9	2,8	2,1	2,1	1,3	1,7	1,9	2,0	1,3	1,6	

## 4.1.1 Demand

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>In your job, do you ever come into contact with people who are seriously ill or people with serious problems?</b>													AMU
Every day	7,4	25,0	16,8	6,4	6,7	8,2	23,9	24,4	25,8	7,1	25,9	17,1	
A couple of days a week (1 day of 2)	3,9	8,7	6,5	3,5	3,8	4,0	3,8	8,6	9,5	3,4	6,4	5,0	
One day a week (1 day of 5)	3,7	4,5	4,1	3,5	3,5	3,9	3,8	4,7	4,4	3,2	5,0	4,2	
A couple of days a month (1 day of 10)	7,7	10,0	8,9	9,2	7,4	7,8	4,4	9,7	11,0	9,1	10,7	9,9	
Not at all/Seldom in the past 3 months	77,4	51,7	63,7	77,3	78,6	76,1	64,2	52,7	49,3	77,2	52,0	63,8	
<b>Do the demands placed on you at work, interfere with your home- and family life in a negative way?</b>													WOLFF
Very seldom	40,6	37,0	38,7	36,8	35,7	45,9	39,9	32,3	41,3	-	-	-	
Quite seldom	21,0	19,7	20,3	22,9	20,0	21,7	19,0	19,4	20,1	-	-	-	
Sometimes	30,4	33,4	32,0	33,3	34,9	25,4	29,7	37,8	29,6	-	-	-	
Very often	7,4	8,9	8,2	5,6	8,5	6,5	10,8	9,8	7,7	-	-	-	
Always	,7	1,0	,9	1,4	,8	,5	,6	,7	1,3	-	-	-	
<b>Do the demands placed on you at home/your family, interfere with your work in a negative way?</b>													WOLFF
Very seldom	55,3	60,5	58,1	61,1	47,7	62,2	70,3	51,8	68,0	-	-	-	
Quite seldom	26,8	22,3	24,4	24,3	28,4	25,4	17,1	25,3	19,8	-	-	-	
Sometimes	15,8	15,3	15,5	13,9	21,0	10,8	10,1	19,9	11,2	-	-	-	
Very often	1,8	1,7	1,7	,7	2,7	1,1	1,9	2,7	,6	-	-	-	
Always	,3	,3	,3	,0	,3	,4	,6	,2	,3	-	-	-	

## 4.1.1 Demand

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Does your job put you in emotionally disturbing situations?</b>													COPSOQ
Often	6,9	19,7	13,7	4,2	6,5	7,6	11,9	18,5	21,8	-	-	-	
Sometimes	31,1	41,2	36,5	22,5	30,5	32,8	37,7	41,4	41,5	-	-	-	
Seldom	42,0	27,3	34,2	48,6	40,7	42,5	36,5	28,0	25,6	-	-	-	
Never/hardly ever	20,0	11,7	15,6	24,6	22,3	17,1	13,8	12,1	11,1	-	-	-	
<b>Is your work sometimes so stressful that you do not have time to talk or even think about anything other than work?</b>													SWES
Nearly all the time	4,7	7,4	6,1	4,2	4,9	4,5	6,4	5,9	9,0	4,7	7,9	6,4	
About ¾ of the time	11,9	16,6	14,4	13,4	11,6	12,0	15,3	14,7	18,5	11,7	15,6	13,8	
Half of the time	18,1	21,3	19,8	19,0	18,2	17,8	20,4	21,8	20,8	16,7	17,1	16,9	
About ¼ of the time	19,8	17,6	18,7	22,5	21,1	18,2	17,8	19,6	15,6	16,9	16,4	16,7	
Some (perhaps 1/10 of the time)	28,2	23,1	25,5	27,5	28,1	28,3	21,0	24,8	21,7	32,0	28,4	30,1	
No, not at all	17,4	14,1	15,6	13,4	15,9	19,3	19,1	13,1	14,4	17,9	14,5	16,1	
<b>Is there any part of your work day when you do nothing at work but wait and remain prepared in case something might happen?</b>													SWES
Nearly all the time	3,0	2,4	2,7	2,8	3,3	2,7	3,2	3,2	1,6	2,7	3,1	3,0	
About ¾ of the time	3,4	2,0	2,7	6,3	3,5	2,9	3,2	2,4	1,6	2,9	2,1	2,5	
Half of the time	5,9	4,2	5,0	9,1	6,2	5,2	8,9	5,0	2,9	4,0	3,4	3,7	
About ¼ of the time	7,6	6,7	7,1	11,9	7,0	7,6	7,6	7,0	6,3	6,8	5,1	5,9	
Some (perhaps 1/10 of the time)	23,5	20,7	22,0	28,0	26,0	20,5	25,3	21,3	19,5	24,0	20,7	22,3	
No, not at all	56,6	63,9	60,5	42,0	54,1	61,1	51,9	61,1	68,1	59,5	65,6	62,8	



#### 4.1.1 Demand

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Do you sometimes have so much to do that you have to skip lunch, work late, or take work home with you?</b>													SWES
Every day	5,5	5,1	5,3	3,5	6,6	4,7	1,9	5,3	5,1	4,1	4,1	4,1	
A couple of days a week (1 day of 2)	20,8	16,5	18,5	23,1	22,9	18,3	18,5	16,6	16,2	14,0	12,6	13,2	
One day a week (1 day of 5)	17,6	17,1	17,3	23,1	17,9	16,7	14,6	19,1	15,4	15,8	14,1	14,9	
A couple of days a month (1 day of 10)	23,2	26,3	24,9	20,3	23,0	23,8	26,1	27,6	25,0	27,9	28,4	28,1	
Not at all/Seldom in the past 3 months	32,8	35,0	34,0	30,1	29,6	36,4	38,9	31,4	38,2	38,3	40,9	39,7	
<b>Do you have enough time to complete your job?<sup>10</sup></b>													DCQ
Often	39,0	36,7	37,8	35,9	36,0	42,3	44,9	35,1	37,2	-	-	-	
Sometimes	39,2	40,1	39,7	48,6	40,8	36,3	33,5	41,1	40,0	-	-	-	
Seldom	19,0	19,7	19,4	11,3	20,5	18,4	20,9	20,5	18,8	-	-	-	
Never/almost never	2,9	3,5	3,2	4,2	2,7	3,0	,6	3,3	4,0	-	-	-	

<sup>10</sup>The standard Swedish DCQ questions used in SLOSH were translated into English by an authorized translator. This translation is used here. In appendix 3 the Standard English version of DCQ is presented.

## 4.1.2 Control

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Do you have the possibility to learn new things through your job?<sup>10</sup></b>													DCQ
Often	31,5	36,3	34,1	35,7	34,2	28,3	36,5	38,8	33,9	-	-	-	
Sometimes	53,5	52,4	52,9	45,5	50,9	57,1	50,3	50,5	54,6	-	-	-	
Seldom	12,4	9,5	10,9	14,7	12,8	11,6	12,6	8,6	10,1	-	-	-	
Never/almost never	2,6	1,7	2,1	4,2	2,1	3,0	,6	2,1	1,5	-	-	-	
<b>Do you have to do the same thing over and over again?<sup>10</sup></b>													DCQ
Often	28,4	37,9	33,5	39,9	27,3	28,1	47,5	35,2	39,4	-	-	-	
Sometimes	40,1	37,6	38,8	37,1	41,0	39,6	34,2	38,9	36,7	-	-	-	
Seldom	25,7	20,1	22,7	18,9	26,8	25,6	15,2	21,3	19,6	-	-	-	
Never/almost never	5,7	4,4	5,0	4,2	4,9	6,7	3,2	4,6	4,4	-	-	-	
<b>Do you have a choice in deciding <u>how</u> you do your work?<sup>10</sup></b>													DCQ
Often	56,9	47,9	52,1	42,3	51,7	63,9	28,3	46,9	51,2	-	-	-	
Sometimes	30,8	36,6	33,9	40,8	34,4	26,0	45,3	38,4	33,7	-	-	-	
Seldom	9,9	12,4	11,2	14,8	10,9	8,4	22,0	11,6	11,9	-	-	-	
Never/almost never	2,3	3,2	2,8	2,1	2,9	1,8	4,4	3,1	3,1	-	-	-	
<b>Do you have a choice in deciding <u>what</u> you do at work?<sup>10</sup></b>													DCQ
Often	32,5	24,8	28,4	18,2	27,3	39,5	11,4	23,4	27,8	-	-	-	
Sometimes	37,2	38,6	37,9	35,7	39,2	35,4	36,7	40,8	36,6	-	-	-	
Seldom	23,1	28,5	26,0	32,9	25,1	20,0	38,0	28,3	27,4	-	-	-	
Never/almost never	7,2	8,2	7,7	13,3	8,5	5,1	13,9	7,6	8,1	-	-	-	

<sup>10</sup>The standard Swedish DCQ questions used in SLOSH were translated into English by an authorized translator. This translation is used here. In appendix 3 the Standard English version of DCQ is presented.

## 4.1.2 Control

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Are you generally able (within reasonable limits) to determine the hours you work?</b>													LFS
Yes, I work flextime (i.e. working hours that do not start or end at a specific time)	36,6	36,7	36,7	25,0	37,4	37,3	23,4	36,1	39,0	38,6	40,8	39,7	
Yes, I have otherwise relatively free working hours	28,3	25,1	26,6	33,3	28,4	27,5	29,7	27,9	21,7	30,3	24,2	27,0	
No, I generally cannot determine my working hours	35,1	38,2	36,8	41,7	34,1	35,2	46,8	36,1	39,4	31,1	35,1	33,2	
<b>Is it possible for you to decide on your own when various tasks are to be done (e.g. by choosing to work a bit faster some days and taking it easier other days)?</b>													SWES
Always	13,6	9,2	11,3	11,8	13,7	13,8	9,6	8,7	9,7	19,2	13,1	16,0	
Mostly	54,0	47,2	50,4	53,5	52,6	55,6	43,3	50,4	44,5	46,4	40,5	43,3	
Mostly not	22,9	26,9	25,1	27,1	23,3	22,1	24,8	25,5	28,6	22,4	27,6	25,2	
Never	9,4	16,7	13,3	7,6	10,5	8,5	22,3	15,4	17,2	11,9	18,8	15,6	
<b>Are you involved in planning your work (e.g. what is to be done, how it is to be done, or who is to work with you)?</b>													SWES
Always	28,6	24,3	26,4	19,4	27,9	30,6	18,4	24,7	24,7	33,1	28,3	30,5	
Mostly	51,5	53,6	52,6	56,3	52,0	50,4	53,8	55,4	51,8	44,1	47,8	46,0	
Mostly not	15,4	16,8	16,1	19,4	16,0	14,3	24,1	15,0	17,6	14,5	16,9	15,8	
Never	4,4	5,2	4,9	4,9	4,1	4,7	3,8	4,8	5,9	8,4	7,0	7,7	

## 4.1.2 Control

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Is it possible for you to take time off when you need to?</b>													NA <sup>11</sup>
Always	18,7	13,2	15,8	13,2	15,9	22,2	8,2	12,9	14,1	-	-	-	
Often	51,3	51,4	51,3	51,4	54,7	47,8	51,3	53,9	48,9	-	-	-	
Sometimes	20,9	24,1	22,6	22,9	21,0	20,5	28,5	23,6	24,2	-	-	-	
Seldom	7,7	9,0	8,4	10,4	7,3	7,7	10,1	8,2	9,7	-	-	-	
Never	1,5	2,2	1,9	2,1	1,2	1,8	1,9	1,4	3,1	-	-	-	
<b>Is it possible for you to set your own work tempo?</b>													SWES
Nearly all the time	38,4	26,0	31,8	29,4	33,5	44,4	21,5	23,1	29,4	42,1	30,6	36,0	
Roughly $\frac{3}{4}$ of the time	19,7	16,3	17,9	20,3	18,5	20,8	13,3	17,3	15,6	17,0	14,1	15,5	
Half of the time	19,7	22,0	20,9	24,5	22,8	15,9	22,8	23,2	20,7	15,9	16,7	16,3	
Roughly $\frac{1}{4}$ of the time	9,0	13,7	11,5	11,9	10,3	7,3	18,4	16,9	10,0	10,1	12,6	11,4	
Some (perhaps 1/10 of the time)	7,6	13,8	10,9	11,2	8,2	6,6	15,2	12,4	15,0	8,7	16,9	13,1	
No, not at all	5,6	8,3	7,0	2,8	6,7	4,9	8,9	7,2	9,3	6,2	9,1	7,7	
<b>In the mains can you take short breaks at any time in order to talk?</b>													SWES
Nearly all the time	40,5	24,0	31,8	42,3	42,1	38,8	22,6	26,4	21,9	42,2	30,0	35,7	
Roughly $\frac{3}{4}$ of the time	15,9	13,2	14,4	17,6	15,8	15,6	14,5	15,4	10,9	15,7	12,5	14,0	
Half of the time	13,5	14,8	14,2	14,8	12,6	14,2	19,5	15,9	13,1	12,8	11,3	12,0	
Roughly $\frac{1}{4}$ of the time	9,5	12,5	11,1	10,6	10,7	8,1	10,7	12,7	12,5	7,9	9,4	8,7	
Some (perhaps 1/10 of the time)	14,6	23,9	19,6	10,6	14,1	15,5	18,2	20,3	28,2	15,6	24,2	20,2	
No, not at all	6,1	11,6	9,0	4,2	4,7	7,7	14,5	9,3	13,4	5,9	12,6	9,4	

<sup>11</sup>References: Gabriel Oxenstierna and Maria Widmark.

## 4.1.2 Control

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>The management allows us to make our own decisions</b>													NA <sup>11</sup>
Strongly agree	21,4	18,9	20,0	24,6	20,5	21,8	20,3	18,6	18,9	-	-	-	
Somewhat agree	54,1	52,8	53,4	54,2	52,7	55,4	50,6	54,5	51,5	-	-	-	
Somewhat disagree	19,5	22,0	20,8	14,8	20,6	19,0	22,8	20,4	23,4	-	-	-	
Strongly disagree	5,1	6,3	5,7	6,3	6,2	3,8	6,3	6,5	6,2	-	-	-	
<b>To what extent are you involved in decision-making in your organisation?</b>													NA <sup>11</sup>
To a very great extent	16,1	6,0	10,7	9,8	15,5	17,5	2,5	5,9	6,5	-	-	-	
To a great extent	21,1	16,1	18,4	16,8	22,3	20,3	13,4	16,2	16,4	-	-	-	
To a slight extent	36,8	38,9	38,0	37,8	36,6	36,9	41,4	40,9	36,7	-	-	-	
To a very small extent /not at all	18,4	26,5	22,7	23,8	18,0	18,1	34,4	25,6	26,5	-	-	-	
Not applicable	7,6	12,5	10,2	11,9	7,5	7,2	8,3	11,4	14,1	-	-	-	
<b>To what extent are you involved in decision-making at your workplace?</b>													NA <sup>11</sup>
To a very great extent	21,5	12,7	16,8	14,1	20,6	23,3	5,1	12,6	13,9	-	-	-	
To a great extent	33,8	35,2	34,6	34,5	35,1	32,4	34,2	37,9	32,6	-	-	-	
To a slight extent	30,0	34,3	32,3	35,2	30,3	29,0	42,4	33,8	33,9	-	-	-	
To a very small extent /not at all	11,1	12,9	12,1	10,6	10,9	11,4	16,5	11,5	14,0	-	-	-	
Not applicable	3,6	4,7	4,2	5,6	3,1	3,8	1,9	4,2	5,6	-	-	-	
<b>Do you have sufficient authorization to take the decisions required by your job?</b>													NA <sup>11</sup>
Yes	86,5	86,0	86,2	92,4	84,7	87,7	89,7	84,6	86,9	-	-	-	
No	13,5	14,0	13,8	7,6	15,3	12,3	10,3	15,4	13,1	-	-	-	

<sup>11</sup>References: Gabriel Oxenstierna and Maria Widmark.

## 4.1.2 Control

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>I am expected to make, and be accountable for, my own decisions.</b>													NA <sup>11</sup>
Strongly agree	52,6	50,0	51,3	44,1	55,5	50,9	42,1	51,3	49,8	-	-	-	
Somewhat agree	41,3	42,4	41,9	47,6	37,3	44,5	48,4	41,0	43,0	-	-	-	
Somewhat disagree	4,7	6,3	5,6	7,7	5,4	3,5	8,8	6,9	5,5	-	-	-	
Strongly disagree	1,4	1,3	1,3	,7	1,8	1,2	,6	,9	1,7	-	-	-	
<b>At my workplace we get the information we need to be involved.</b>													NA <sup>11</sup>
Strongly agree	26,9	24,8	25,7	25,0	24,5	29,5	22,4	22,7	27,1	-	-	-	
Somewhat agree	58,1	60,6	59,4	60,0	58,8	57,1	66,0	62,0	58,5	-	-	-	
Strongly disagree	15,0	14,6	14,8	15,0	16,7	13,4	11,5	15,3	14,3	-	-	-	
<b>At my workplace everybody takes part in discussions about the future.</b>													NA <sup>11</sup>
Strongly agree	21,2	21,8	21,5	18,4	20,5	22,3	25,5	19,7	23,5	-	-	-	
Somewhat agree	49,2	51,9	50,6	48,2	47,8	50,7	49,0	54,2	50,0	-	-	-	
Strongly disagree	29,6	26,3	27,8	33,3	31,6	27,0	25,5	26,1	26,5	-	-	-	
<b>At my workplace everybody has his/her say.</b>													NA <sup>11</sup>
Strongly agree	18,6	17,8	18,2	17,7	18,7	18,7	20,4	16,3	19,1	-	-	-	
Somewhat agree	49,8	53,9	52,0	47,5	46,9	52,9	53,5	55,0	52,8	-	-	-	
Strongly disagree	31,6	28,3	29,8	34,8	34,4	28,4	26,1	28,7	28,1	-	-	-	

<sup>11</sup>References: Gabriel Oxenstierna and Maria Widmark.

## 4.1.2 Control

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>At my workplace we are informed well in advance of important decisions.</b>													NA <sup>11</sup>
Strongly agree	12,6	11,1	11,8	10,6	11,0	14,5	7,1	9,7	13,0	-	-	-	
Somewhat agree	50,8	55,0	53,0	48,9	47,8	54,0	56,4	54,4	55,5	-	-	-	
Strongly disagree	36,7	33,9	35,2	40,4	41,2	31,6	36,5	35,9	31,5	-	-	-	
<b>At my workplace we can all help to direct the changes.</b>													NA <sup>11</sup>
Strongly agree	15,9	12,7	14,2	14,2	15,9	16,2	13,5	12,0	13,3	-	-	-	
Somewhat agree	55,4	57,8	56,7	59,6	55,8	54,4	62,6	58,4	56,7	-	-	-	
Strongly disagree	28,7	29,5	29,1	26,2	28,3	29,4	23,9	29,7	30,0	-	-	-	
<b>Does your work demand dexterity?<sup>12</sup></b>													DCQ
Often	63,2	64,2	63,8	58,0	65,3	61,8	48,7	63,6	66,7	-	-	-	
Sometimes	33,2	30,9	32,0	36,4	30,8	35,1	41,1	31,8	28,8	-	-	-	
Seldom	3,1	4,3	3,7	4,2	3,2	2,9	8,9	4,0	4,0	-	-	-	
Never/almost never	,5	,6	,5	1,4	,7	,2	1,3	,6	,4	-	-	-	
<b>Does your work require creativity?<sup>12</sup></b>													DCQ
Often	53,4	54,5	53,9	46,2	53,6	54,0	45,6	56,0	54,1	-	-	-	
Sometimes	39,3	36,7	37,9	41,3	39,1	39,2	38,6	36,1	37,1	-	-	-	
Seldom	6,2	7,8	7,0	10,5	5,4	6,4	13,3	6,9	8,0	-	-	-	
Never/almost never	1,2	1,1	1,1	2,1	1,9	,4	2,5	1,1	,9	-	-	-	

<sup>11</sup>References: Gabriel Oxenstierna and Maria Widmark.

<sup>12</sup>The standard Swedish DCQ questions used in SLOSH were translated into English by an authorized translator. This translation is used here. In appendix 3 the Standard English version of DCQ is presented.

## 4.1.2 Control

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>It is clear who does what at my workplace.</b>													NA <sup>13</sup>
Strongly agree	21,1	21,4	21,3	19,6	18,8	23,6	16,5	18,7	24,7	-	-	-	
Somewhat agree	55,2	55,5	55,3	48,3	54,8	56,5	58,2	56,5	54,1	-	-	-	
Somewhat disagree	20,8	19,6	20,1	28,7	22,6	17,9	22,8	20,6	18,1	-	-	-	
Strongly disagree	3,0	3,6	3,3	3,5	3,9	2,0	2,5	4,3	3,0	-	-	-	

<sup>13</sup>References: Gabriel Oxenstierna and Maria Widmark.



### 4.1.3 Support

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>There is a calm and pleasant atmosphere where I work.<sup>14</sup></b>													DCQ
Strongly agree	16,7	16,4	16,5	14,0	14,6	19,1	15,7	14,7	18,1	-	-	-	
Mildly agree	56,7	54,1	55,3	55,9	56,7	56,8	57,2	55,9	51,8	-	-	-	
Mildly disagree	21,8	24,4	23,2	25,9	22,5	20,6	21,4	24,2	24,8	-	-	-	
Strongly disagree	4,7	5,2	5,0	4,2	6,1	3,4	5,7	5,1	5,3	-	-	-	
<b>There is a good spirit of unity.<sup>14</sup></b>													DCQ
Strongly agree	28,0	28,1	28,0	30,1	25,9	29,9	32,9	26,4	29,1	-	-	-	
Mildly agree	56,3	55,0	55,6	57,3	58,3	54,1	52,5	57,6	52,6	-	-	-	
Mildly disagree	13,7	14,4	14,1	10,5	13,6	14,3	13,9	13,0	15,8	-	-	-	
Strongly disagree	2,0	2,6	2,3	2,1	2,2	1,7	,6	3,0	2,4	-	-	-	
<b>My colleagues are there for me.<sup>14</sup></b>													DCQ
Strongly agree	28,4	33,5	31,1	37,1	28,0	27,7	34,2	35,0	31,9	-	-	-	
Mildly agree	60,9	55,4	58,0	58,0	61,4	60,8	58,2	54,4	56,1	-	-	-	
Mildly disagree	9,1	9,1	9,1	4,9	9,1	9,6	7,0	9,0	9,5	-	-	-	
Strongly disagree	1,6	2,0	1,8	,0	1,4	1,9	,6	1,7	2,5	-	-	-	
<b>People understand that I can have a bad day.<sup>14</sup></b>													DCQ
Strongly agree	22,6	30,2	26,6	30,1	21,5	22,7	31,0	32,2	28,0	-	-	-	
Mildly agree	62,5	57,1	59,6	57,3	62,3	63,4	56,3	55,5	58,9	-	-	-	
Mildly disagree	12,7	10,5	11,5	11,2	13,9	11,6	9,5	10,5	10,7	-	-	-	
Strongly disagree	2,3	2,2	2,2	1,4	2,3	2,3	3,2	1,7	2,5	-	-	-	
<b>I get on well with my colleagues.<sup>14</sup></b>													DCQ
Strongly agree	45,7	47,8	46,8	49,7	43,6	47,3	51,6	47,7	47,3	-	-	-	
Mildly agree	49,4	45,6	47,3	43,4	51,3	48,2	41,5	46,1	45,6	-	-	-	
Mildly disagree	4,3	5,7	5,0	5,6	4,5	3,8	5,7	5,1	6,3	-	-	-	
Strongly disagree	,7	1,0	,8	1,4	,6	,6	1,3	1,1	,8	-	-	-	

<sup>14</sup>The standard Swedish DCQ questions used in SLOSH were translated into English by an authorized translator. This translation is used here. In appendix 3 the Standard English version of DCQ is presented.

### 4.1.3 Support

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>At my workplace we care about each other.</b>													NA <sup>15</sup>
Strongly agree	25,0	34,6	30,1	26,6	24,1	25,7	39,0	34,1	34,6	-	-	-	
Somewhat agree	59,4	53,1	56,0	62,9	59,9	58,4	52,2	54,6	51,7	-	-	-	
Somewhat disagree	14,1	10,8	12,3	9,8	14,6	14,1	8,2	9,6	12,4	-	-	-	
Strongly disagree	1,5	1,5	1,5	,7	1,4	1,8	,6	1,7	1,3	-	-	-	
<b>Does your workgroup usually have coffee together?</b>													NA <sup>15</sup>
Yes, often	61,0	60,7	60,8	63,1	57,6	64,1	53,5	59,7	62,7	-	-	-	
Yes, sometimes	24,7	25,9	25,3	19,1	27,3	22,8	27,7	26,5	25,0	-	-	-	
No, seldom	9,1	8,9	9,0	11,3	9,5	8,3	11,9	9,1	8,2	-	-	-	
No, hardly ever/never	5,2	4,5	4,8	6,4	5,6	4,7	6,9	4,7	4,1	-	-	-	
<b>How well do you collaborate at your workplace?</b>													NA <sup>15</sup>
Very well	35,2	35,0	35,1	30,1	32,2	39,0	30,2	32,1	38,6	-	-	-	
Quite well	54,7	54,8	54,7	58,0	56,4	52,5	57,2	56,5	52,7	-	-	-	
Quite poor	8,9	8,8	8,8	11,2	10,0	7,4	11,3	9,7	7,6	-	-	-	
Very poor	1,2	1,4	1,3	,7	1,4	1,1	1,3	1,7	1,1	-	-	-	
<b>How many colleagues do you generally meet, each working day?</b>													NA <sup>15</sup>
0	3,8	2,5	3,1	2,8	4,5	3,3	3,2	2,0	2,9	-	-	-	
1-5	24,6	21,6	23,0	25,9	23,9	25,2	29,1	20,9	21,3	-	-	-	
6-10	24,3	25,1	24,7	25,2	20,9	27,6	24,7	25,4	24,9	-	-	-	
11-25	32,0	34,2	33,2	30,8	33,6	30,6	26,6	33,7	35,7	-	-	-	
More than 25	15,2	16,6	16,0	15,4	17,2	13,2	16,5	18,1	15,2	-	-	-	

<sup>15</sup>References: Gabriel Oxenstierna and Maria Widmark.

### 4.1.3 Support

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>To what extent do you feel a sense of affinity with your workplace?</b>													NA <sup>15</sup>
To a very great extent	27,2	27,9	27,5	19,7	26,2	29,1	24,2	27,9	28,3	-	-	-	
To a great extent	53,7	55,8	54,8	60,6	53,4	53,2	57,3	57,4	54,0	-	-	-	
To a slight extent	15,3	13,3	14,2	12,0	16,1	14,8	15,9	11,9	14,5	-	-	-	
To a very small extent /not at all	3,0	2,1	2,5	7,0	3,3	2,1	2,5	1,9	2,3	-	-	-	
Not applicable	,9	,8	,8	,7	1,0	,7	,0	,9	,9	-	-	-	
<b>Can you receive support and encouragement from your superiors when your work becomes troublesome?</b>													SWES
Always	14,3	18,3	16,4	21,5	14,2	13,5	21,0	18,3	18,0	19,1	21,4	20,3	
Mostly	48,0	53,7	51,1	43,8	47,5	49,0	59,2	54,5	52,3	43,3	47,8	45,7	
Mostly not	27,6	23,2	25,2	23,6	28,7	27,0	16,6	22,6	24,6	23,9	22,2	23,0	
Never	10,1	4,8	7,3	11,1	9,6	10,6	3,2	4,6	5,2	13,6	8,6	10,9	
<b>Can you receive support and encouragement from your fellow workers when your work becomes troublesome?</b>													SWES
Always	21,0	32,2	27,0	29,9	22,0	18,9	40,1	35,5	28,0	28,9	41,2	35,4	
Mostly	58,7	55,4	57,0	60,4	58,8	58,4	54,8	53,7	57,2	52,9	46,5	49,5	
Mostly not	15,9	9,9	12,7	7,6	15,6	17,4	4,5	8,8	11,5	13,5	8,8	11,0	
Never	4,4	2,5	3,4	2,1	3,7	5,3	,6	2,0	3,2	4,7	3,5	4,0	

<sup>15</sup>References: Gabriel Oxenstierna and Maria Widmark.

## 4.2 Effort and reward

Data concerning participants, who during the last three months, on average, have worked gainfully 30 % or more.

Data indicated as per cent.

### 4.2.1 Effort and reward

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How eager are you to advance to a higher position?</b>													NA <sup>15</sup>
Not at all	33,0	34,9	34,0	14,2	23,0	45,5	21,7	26,8	44,7	-	-	-	
To a small extent	42,0	41,8	41,9	30,5	42,2	43,2	29,3	43,6	41,5	-	-	-	
To a certain extent	13,1	13,6	13,4	24,1	18,0	6,7	26,8	16,9	8,7	-	-	-	
To a large extent	7,8	6,6	7,1	17,7	10,6	3,6	11,5	9,0	3,6	-	-	-	
To a very large extent	4,2	3,1	3,6	13,5	6,2	1,0	10,8	3,7	1,5	-	-	-	
<b>Have you been promoted or moved up in the past two years?</b>													NA <sup>15</sup>
Yes	15,4	13,1	14,2	30,6	21,3	7,5	22,9	16,7	8,4	-	-	-	
No	84,6	86,9	85,8	69,4	78,7	92,5	77,1	83,3	91,6	-	-	-	
<b>How much was your raise in comparison with that given to the other employees at your workplace in the past year?</b>													NA <sup>15</sup>
Much higher	4,3	3,0	3,6	9,0	5,0	3,1	1,9	4,0	2,2	-	-	-	
A bit higher	16,3	17,6	17,0	17,4	17,6	14,9	10,9	20,1	15,9	-	-	-	
About average	52,6	49,5	50,9	43,1	50,1	56,3	53,2	48,7	49,9	-	-	-	
A bit lower	6,9	6,4	6,6	5,6	6,3	7,7	5,8	6,5	6,3	-	-	-	
Much lower	4,1	4,0	4,1	3,5	4,0	4,3	,6	3,1	5,4	-	-	-	
Don't know	15,7	19,5	17,7	21,5	17,0	13,7	27,6	17,7	20,3	-	-	-	

<sup>15</sup>References: Gabriel Oxenstierna and Maria Widmark.

## 4.2.1 Effort and reward

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>I do not get the acknowledgement I deserve from my superiors.<sup>16</sup></b>													ERI
Disagree	41,5	44,0	42,8	46,1	38,4	44,0	46,8	43,7	44,0	-	-	-	
Agree, and I am not at all distressed	23,6	18,8	21,0	17,7	22,4	25,6	16,0	16,3	21,7	-	-	-	
Agree, and I am somewhat distressed	20,2	22,2	21,3	22,7	21,5	18,4	23,7	23,6	20,6	-	-	-	
Agree, and I am distressed	10,1	9,5	9,8	9,9	12,7	7,5	10,9	10,1	8,6	-	-	-	
Agree, and I am very distressed	4,7	5,5	5,1	3,5	5,0	4,5	2,6	6,3	5,0	-	-	-	
<b>My job promotion prospects are poor.</b>													ERI
Disagree	19,7	15,7	17,6	28,0	22,1	16,2	22,7	17,8	12,7	-	-	-	
Agree, and I am not at all distressed	44,8	45,2	45,0	32,2	38,9	52,5	31,2	40,8	51,3	-	-	-	
Agree, and I am somewhat distressed	16,9	18,0	17,5	14,7	19,9	14,2	18,8	20,7	15,2	-	-	-	
Agree, and I am distressed	9,4	9,3	9,3	15,4	9,4	8,5	13,0	8,7	9,4	-	-	-	
Agree, and I am very distressed	9,2	11,8	10,6	9,8	9,8	8,5	14,3	12,0	11,3	-	-	-	

<sup>16</sup>Standard English version: "I receive the support I deserve from my superiors." Response options (Agree; Disagree, and I am not at all distressed; Agree, and I am somewhat distressed; Agree, and I am distressed; Agree, and I am very distressed.)

## 4.2.1 Effort and reward

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Considering all my efforts and achievements, I do not receive the acknowledgement I deserve at work.</b>													ERI
Disagree	44,9	48,1	46,6	49,3	42,4	46,8	52,2	48,4	47,2	-	-	-	
Agree, and I am not at all distressed	22,3	16,8	19,4	19,7	19,7	25,2	8,9	13,5	21,2	-	-	-	
Agree, and I am somewhat distressed	20,0	21,0	20,6	18,3	22,9	17,4	25,5	22,4	19,1	-	-	-	
Agree, and I am distressed	7,8	7,6	7,7	11,3	8,7	6,5	6,4	8,8	6,5	-	-	-	
Agree, and I am very distressed	5,0	6,4	5,8	1,4	6,3	4,1	7,0	6,8	6,0	-	-	-	
<b>Do you think you deserve a promotion?</b>													NEW
Not at all	26,6	31,2	29,0	14,9	19,4	35,4	20,9	25,4	38,2	-	-	-	
To a small extent	34,3	34,3	34,3	30,5	32,7	36,5	26,8	33,7	35,8	-	-	-	
To a certain extent	21,6	19,4	20,4	24,8	24,6	18,1	23,5	22,7	15,6	-	-	-	
To a large extent	11,8	9,9	10,8	18,4	15,4	7,3	13,1	12,4	7,0	-	-	-	
To a very large extent	5,7	5,2	5,4	11,3	7,8	2,8	15,7	5,7	3,3	-	-	-	
<b>Do you think you will get opportunities for promotion in two years?</b>													NEW
Not at all	44,5	51,4	48,2	22,0	33,5	58,6	34,4	41,3	63,6	-	-	-	
To a small extent	33,2	31,5	32,3	32,6	34,8	31,7	29,2	36,0	27,1	-	-	-	
To a certain extent	12,2	10,0	11,0	25,5	17,0	5,5	19,5	13,0	5,7	-	-	-	
To a large extent	6,6	4,4	5,5	12,1	9,6	2,9	12,3	5,7	2,2	-	-	-	
To a very large extent	3,5	2,7	3,1	7,8	5,1	1,3	4,5	3,9	1,4	-	-	-	

## 4.2.1 Effort and reward

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How satisfied or dissatisfied are you with your current tasks?</b>													NA <sup>17</sup>
Very satisfied	7,1	6,2	6,6	3,5	6,7	8,0	10,3	6,8	5,2	-	-	-	
Quite satisfied	54,3	45,5	49,6	62,7	53,3	54,1	42,3	43,4	48,1	-	-	-	
Quite dissatisfied	27,9	31,1	29,6	22,5	28,9	27,6	32,1	31,8	30,2	-	-	-	
Very dissatisfied	10,7	17,2	14,1	11,3	11,0	10,3	15,4	18,0	16,5	-	-	-	

<sup>17</sup>References: Gabriel Oxenstierna and Maria Widmark.

## 4.2.2 Overcommitment and performance-based self-esteem

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Due to the heavy workload, I have constant time pressure.<sup>18</sup></b>													ERI
Disagree	21,3	22,3	21,8	16,7	19,2	23,9	24,7	21,9	22,3	-	-	-	
Agree, and I am not at all distressed	27,4	22,5	24,8	28,5	23,6	31,0	19,0	19,8	25,5	-	-	-	
Agree, and I am somewhat distressed	36,8	37,7	37,3	41,0	40,0	33,0	40,5	39,0	36,1	-	-	-	
Agree, and I am distressed	10,6	11,9	11,3	11,8	12,1	9,1	12,7	13,3	10,5	-	-	-	
Agree, and I am very distressed	4,0	5,6	4,8	2,1	5,1	3,0	3,2	6,0	5,5	-	-	-	
<b>I have many interruptions and disturbances in my job.</b>													ERI
Disagree	23,1	19,2	21,1	26,4	21,6	24,3	24,7	18,7	19,0	-	-	-	
Agree, and I am not at all distressed	30,2	28,1	29,1	27,8	27,6	33,2	32,3	25,3	30,3	-	-	-	
Agree, and I am somewhat distressed	30,3	33,6	32,1	37,5	31,7	28,0	25,9	36,0	32,2	-	-	-	
Agree, and I am distressed	11,6	13,2	12,5	5,6	14,3	9,7	10,8	14,1	12,7	-	-	-	
Agree, and I am very distressed	4,7	5,9	5,3	2,8	4,9	4,8	6,3	5,9	5,8	-	-	-	

<sup>18</sup>Standard English version: "I have constant time pressure due to a heavy work load."



## 4.2.2 Overcommitment and performance-based self-esteem

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>My workload has increased over the past few years.<sup>19</sup></b>													ERI
Disagree	23,6	20,3	21,9	16,7	20,5	27,5	24,8	19,7	20,5	-	-	-	
Agree, and I am not at all distressed	29,0	27,0	28,0	28,5	26,3	31,7	32,5	26,4	27,1	-	-	-	
Agree, and I am somewhat distressed	26,5	29,3	28,0	35,4	29,5	22,4	29,3	29,6	29,1	-	-	-	
Agree, and I am distressed	13,6	14,0	13,8	12,5	15,0	12,2	8,3	14,6	14,2	-	-	-	
Agree, and I am very distressed	7,4	9,3	8,4	6,9	8,7	6,1	5,1	9,8	9,2	-	-	-	
<b>People close to me say that I sacrifice too much for my job.</b>													ERI
Strongly disagree	36,8	38,3	37,6	37,3	38,7	34,8	42,0	38,9	37,3	-	-	-	
Disagree	29,1	26,1	27,5	23,9	28,8	30,1	25,5	27,4	25,0	-	-	-	
Agree	23,5	23,9	23,7	26,1	22,5	24,1	21,0	23,5	24,6	-	-	-	
Strongly agree	10,6	11,7	11,2	12,7	10,0	11,0	11,5	10,2	13,1	-	-	-	
<b>I get easily overwhelmed by time pressures at work.</b>													ERI
Strongly disagree	14,8	17,3	16,2	9,7	11,0	19,3	15,2	14,0	20,9	-	-	-	
Disagree	38,3	33,9	36,0	39,6	35,3	41,2	35,4	32,3	35,4	-	-	-	
Agree	37,2	36,6	36,9	39,6	41,4	32,8	33,5	40,5	33,1	-	-	-	
Strongly agree	9,6	12,1	10,9	11,1	12,3	6,7	15,8	13,2	10,6	-	-	-	

<sup>19</sup>Standard English version: "Over the past few years, my job has become more and more demanding."

## 4.2.2 Overcommitment and performance-based self-esteem

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>As soon as I get up in the morning I start thinking about work problems.</b>													ERI
Strongly disagree	26,1	25,9	26,0	26,8	24,2	28,0	19,0	24,8	27,8	-	-	-	
Disagree	27,6	26,3	26,9	24,6	28,6	27,0	32,3	27,4	24,5	-	-	-	
Agree	32,9	31,7	32,3	34,5	32,6	33,0	30,4	31,5	32,1	-	-	-	
Strongly agree	13,4	16,1	14,8	14,1	14,5	12,1	18,4	16,3	15,6	-	-	-	
<b>When I get home, I can easily relax and "switch off" work.</b>													ERI
Strongly disagree	8,1	10,7	9,5	6,3	9,3	7,2	10,8	10,3	11,1	-	-	-	
Disagree	20,4	20,8	20,6	24,6	21,4	18,9	24,8	22,8	18,3	-	-	-	
Agree	41,6	45,0	43,4	37,3	41,7	42,1	45,2	44,1	45,8	-	-	-	
Strongly agree	29,8	23,5	26,5	31,7	27,6	31,8	19,1	22,8	24,7	-	-	-	
<b>Work rarely lets me go, I even think about it in the evenings.<sup>20</sup></b>													ERI
Strongly disagree	34,6	32,6	33,5	35,2	33,9	35,2	32,9	31,4	33,7	-	-	-	
Disagree	28,4	29,6	29,1	28,2	27,8	29,0	33,5	30,1	28,7	-	-	-	
Agree	28,0	26,6	27,3	25,4	28,4	27,9	22,8	28,0	25,7	-	-	-	
Strongly agree	9,0	11,2	10,2	11,3	9,9	7,9	10,8	10,5	11,8	-	-	-	

<sup>20</sup>Standard English version: "Work rarely lets me go, it is still on my mind when I go to bed."

## 4.2.2 Overcommitment and performance-based self-esteem

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How true is this for you?</b>													Hallsten
<b>I've felt that I have to achieve something of value in my job.<sup>21</sup></b>													Hallsten
Fully disagree	37,2	38,5	37,9	29,9	35,1	40,3	25,9	36,5	42,1	-	-	-	
...	20,5	18,4	19,4	18,8	21,8	19,5	19,0	18,4	18,4	-	-	-	
.....	21,0	19,3	20,1	23,6	20,4	21,2	23,4	18,6	19,6	-	-	-	
.....	15,7	15,5	15,6	18,8	16,5	14,4	22,2	17,9	12,4	-	-	-	
Fully agree	5,7	8,2	7,0	9,0	6,2	4,7	9,5	8,7	7,5	-	-	-	
<b>I think that I sometimes try to prove my worth through my work.<sup>21</sup></b>													Hallsten
Fully disagree	13,9	13,6	13,7	13,2	13,4	14,6	9,5	13,0	14,6	-	-	-	
...	14,4	15,0	14,7	9,7	14,4	15,1	12,0	16,0	14,4	-	-	-	
.....	25,9	25,2	25,5	28,5	23,2	28,2	28,5	22,9	27,0	-	-	-	
.....	32,4	31,0	31,7	36,1	35,4	28,8	32,9	32,4	29,5	-	-	-	
Fully agree	13,4	15,2	14,4	12,5	13,6	13,3	17,1	15,7	14,5	-	-	-	
<b>My self-esteem is far too dependent on my work achievements.<sup>21</sup></b>													Hallsten
Fully disagree	20,6	20,3	20,4	18,1	21,7	19,8	17,7	19,2	21,7	-	-	-	
...	24,4	22,3	23,3	30,6	25,3	22,7	22,8	22,9	21,6	-	-	-	
.....	26,6	23,9	25,2	25,0	27,1	26,3	27,8	23,9	23,5	-	-	-	
.....	22,1	24,1	23,2	21,5	20,3	24,1	23,4	25,5	22,7	-	-	-	
Fully agree	6,3	9,4	8,0	4,9	5,6	7,2	8,2	8,4	10,6	-	-	-	

<sup>21</sup>Of the five response options only the two extremities were stated in the questionnaires.

#### 4.2.2 Overcommitment and performance-based self-esteem

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How true is this for you?</b>													Hallsten
<b>I sometimes feel that I have to be slightly better than others to prove to myself that I'm good enough.<sup>21</sup></b>													Hallsten
Fully disagree	32,3	31,1	31,7	22,4	31,1	34,8	22,0	29,6	33,8	-	-	-	
...	20,0	17,1	18,4	19,6	19,4	20,6	13,8	15,8	18,7	-	-	-	
.....	19,6	17,2	18,3	19,6	17,5	21,8	19,5	15,3	18,8	-	-	-	
.....	21,1	23,4	22,3	28,7	23,2	18,0	32,7	26,6	19,0	-	-	-	
Fully agree	7,0	11,3	9,3	9,8	8,8	4,9	11,9	12,7	9,7	-	-	-	
<b>If I postpone something that I was supposed to do today I'll have trouble sleeping at night.</b>													ERI
Strongly disagree	55,1	40,7	47,5	61,7	56,9	52,6	38,0	41,2	40,6	-	-	-	
Disagree	27,0	28,8	27,9	26,2	26,0	28,2	31,6	29,6	27,5	-	-	-	
Agree	15,5	23,8	19,9	10,6	14,9	16,6	22,8	22,9	24,9	-	-	-	
Strongly agree	2,4	6,7	4,7	1,4	2,2	2,7	7,6	6,3	6,9	-	-	-	

<sup>21</sup>Of the five response options only the two extremities were stated in the questionnaires.

### 4.3 Organizational factors

Data concerning participants, who during the last three months, on average, have worked gainfully 30 % or more.

Data indicated as per cent.

#### 4.3.1 Organizational justice

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>The following statements relate to the organisation's decision-making process.</b>													Moorman
<b>...Decisions are taken on the basis of the correct information.<sup>22</sup></b>													Moorman
Strongly agree	18,7	16,7	17,7	13,1	15,2	23,1	17,3	14,6	18,9	-	-	-	
Somewhat agree	43,7	40,4	41,9	47,4	44,2	42,6	40,0	40,0	40,8	-	-	-	
Neither agree nor disagree	22,7	27,5	25,3	28,5	23,4	21,3	30,7	28,2	26,4	-	-	-	
Somewhat disagree	12,2	12,9	12,6	9,5	13,1	11,6	10,0	14,0	12,2	-	-	-	
Strongly disagree	2,7	2,4	2,5	1,5	4,0	1,4	2,0	3,1	1,7	-	-	-	
<b>...Bad decisions can be revoked or changed.<sup>22</sup></b>													Moorman
Strongly agree	21,2	15,3	18,1	13,1	18,7	24,8	14,9	14,9	15,7	-	-	-	
Somewhat agree	37,3	39,4	38,4	43,1	36,9	37,1	38,5	39,9	38,9	-	-	-	
Neither agree nor disagree	22,2	24,8	23,6	29,9	23,2	20,2	27,0	24,1	25,3	-	-	-	
Somewhat disagree	14,3	15,4	14,9	10,9	15,2	13,8	14,2	15,7	15,2	-	-	-	
Strongly disagree	5,0	5,2	5,1	2,9	6,0	4,1	5,4	5,4	4,9	-	-	-	

<sup>22</sup>In the SLOSH questionnaire we used a Swedish translation of the Finnish version (Kivimaki et al 2003) of Moorman's original American organizational justice questionnaire (Moorman 1991). Since the items differ somewhat from the American version, we present an English translation of the Swedish items in this report. In appendix 3, the Moorman's standard version is presented.

### 4.3.1 Organizational justice

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>The following statements relate to the organisation's decision-making process.</b>												Moorman	
<b>...All sides affected by the decision are represented.<sup>22</sup></b>												Moorman	
Strongly agree	14,1	13,1	13,5	6,6	11,3	18,0	11,4	10,8	15,7	-	-	-	
Somewhat agree	29,4	30,6	30,0	24,1	28,3	31,3	27,5	30,5	31,1	-	-	-	
Neither agree nor disagree	24,4	24,4	24,4	39,4	25,0	21,9	25,5	24,8	23,8	-	-	-	
Somewhat disagree	22,0	21,8	21,9	21,2	23,9	20,2	27,5	23,5	19,3	-	-	-	
Strongly disagree	10,1	10,1	10,1	8,8	11,6	8,7	8,1	10,4	10,1	-	-	-	
<b>...Decisions taken are consistent (the same rules apply to everyone).<sup>22</sup></b>												Moorman	
Strongly agree	22,7	18,4	20,4	21,9	19,6	26,1	20,8	16,3	20,2	-	-	-	
Somewhat agree	30,4	29,6	30,0	29,9	28,3	32,7	24,2	28,3	31,7	-	-	-	
Neither agree nor disagree	20,0	20,4	20,2	27,0	19,0	20,1	23,5	20,4	20,1	-	-	-	
Somewhat disagree	19,7	22,7	21,3	14,6	23,7	16,2	26,2	24,7	20,1	-	-	-	
Strongly disagree	7,2	8,9	8,1	6,6	9,5	4,9	5,4	10,3	7,9	-	-	-	
<b>...Everyone is entitled to give their opinion in matters of immediate personal concern.<sup>22</sup></b>												Moorman	
Strongly agree	37,9	33,4	35,5	38,0	34,9	41,1	33,6	30,6	36,4	-	-	-	
Somewhat agree	31,8	33,1	32,5	25,5	31,9	32,5	33,6	33,4	32,6	-	-	-	
Neither agree nor disagree	15,7	15,3	15,5	17,5	16,6	14,5	14,5	16,3	14,4	-	-	-	
Somewhat disagree	10,6	13,0	11,9	14,6	12,1	8,6	17,1	13,3	12,2	-	-	-	
Strongly disagree	4,0	5,2	4,6	4,4	4,6	3,2	1,3	6,5	4,5	-	-	-	

<sup>22</sup>In the SLOSH questionnaire we used a Swedish translation of the Finnish version (Kivimaki et al 2003) of Moorman's original American organizational justice questionnaire (Moorman 1991). Since the items differ somewhat from the American version, we present an English translation of the Swedish items in this report. In appendix 3, the Moorman's standard version is presented.

### 4.3.1 Organizational justice

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>The following statements relate to the organisation's decision-making process.</b>													Moorman
<b>...Feedback is provided regarding the consequences of decisions and people are informed accordingly.<sup>22</sup></b>													Moorman
Strongly agree	14,7	13,7	14,2	9,4	12,1	18,2	15,9	11,5	15,6	-	-	-	
Somewhat agree	33,2	33,8	33,5	34,1	29,6	36,7	33,8	31,1	36,6	-	-	-	
Neither agree nor disagree	24,3	22,4	23,3	34,1	24,9	22,5	25,2	22,6	21,9	-	-	-	
Somewhat disagree	20,0	21,0	20,5	16,7	23,0	17,4	18,5	22,8	19,3	-	-	-	
Strongly disagree	7,8	9,1	8,5	5,8	10,4	5,3	6,6	12,0	6,4	-	-	-	
<b>...It is possible to obtain a more detailed account of the information that underlies decisions, if needed.<sup>22</sup></b>													Moorman
Strongly agree	22,1	20,8	21,4	14,5	19,4	26,0	21,7	18,3	23,2	-	-	-	
Somewhat agree	37,0	38,0	37,5	39,9	34,6	39,2	32,2	37,6	39,1	-	-	-	
Neither agree nor disagree	22,4	21,8	22,1	33,3	24,1	19,2	28,3	22,9	19,9	-	-	-	
Somewhat disagree	12,8	14,4	13,7	8,7	14,5	11,5	13,2	15,8	13,2	-	-	-	
Strongly disagree	5,7	5,0	5,3	3,6	7,3	4,2	4,6	5,3	4,6	-	-	-	

<sup>22</sup>In the SLOSH questionnaire we used a Swedish translation of the Finnish version (Kivimaki et al 2003) of Moorman's original American organizational justice questionnaire (Moorman 1991). Since the items differ somewhat from the American version, we present an English translation of the Swedish items in this report. In appendix 3, the Moorman's standard version is presented.

### 4.3.1 Organizational justice

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Do you hesitate to present criticism of your working conditions?</b>													SWES
Always	2,0	2,0	2,0	2,8	1,5	2,4	1,3	1,9	2,2	3,2	2,5	2,8	
Mostly	15,9	18,8	17,5	22,4	16,1	14,9	24,2	18,1	18,9	13,9	18,9	16,5	
Mostly not	50,1	59,8	55,3	49,0	50,3	50,1	55,4	61,6	58,6	46,0	54,1	50,3	
Never	31,9	19,3	25,2	25,9	32,1	32,6	19,1	18,4	20,3	36,8	24,6	30,3	
<b>The departments at my company cooperate well.</b>													NA <sup>23</sup>
Strongly agree	12,3	11,0	11,6	11,3	11,3	13,5	14,0	8,5	13,2	-	-	-	
Somewhat agree	48,7	51,1	50,0	42,6	45,1	53,2	52,9	49,2	52,7	-	-	-	
Neither agree nor disagree	32,3	31,8	32,0	38,3	35,3	28,4	26,1	35,3	28,9	-	-	-	
Somewhat disagree	6,7	6,1	6,4	7,8	8,3	4,9	7,0	7,0	5,1	-	-	-	
<b>To what extent is your work guided by your organisation's goals and subsidiary goals?</b>													NA <sup>23</sup>
To a very great extent	26,0	30,4	28,4	18,6	27,7	25,3	23,7	31,1	30,5	-	-	-	
To a great extent	49,2	50,7	50,0	53,6	49,2	48,7	53,8	50,0	51,0	-	-	-	
To a slight extent	18,5	13,8	16,0	21,4	16,1	20,6	15,4	13,9	13,5	-	-	-	
To a very small extent /not at all	4,4	3,3	3,8	2,9	5,3	3,8	4,5	3,5	3,0	-	-	-	
Not applicable	1,8	1,8	1,8	3,6	1,7	1,7	2,6	1,5	2,1	-	-	-	

<sup>23</sup>References: Gabriel Oxenstierna and Maria Widmark.



## 4.3.2 Leadership

### *Relation to director*

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Do you receive affirmation from your manager?</b>													NA <sup>23</sup>
Yes, often	17,6	23,7	20,9	16,4	14,9	20,5	20,4	23,2	24,6	-	-	-	
Yes, sometimes	48,1	49,0	48,6	53,6	48,1	47,5	53,5	48,3	49,2	-	-	-	
No, seldom	23,2	20,8	21,9	22,9	25,2	21,3	18,5	22,3	19,6	-	-	-	
No, hardly ever/never	11,0	6,5	8,6	7,1	11,8	10,8	7,6	6,2	6,6	-	-	-	
<b>Do meetings at your workplace have an agenda and a chairman?</b>													NA <sup>23</sup>
Yes, often	51,4	64,8	58,6	43,0	50,5	53,4	51,3	62,9	68,4	-	-	-	
Yes, sometimes	21,8	20,4	21,0	23,2	23,0	20,4	26,9	21,0	19,0	-	-	-	
No, seldom	12,8	7,7	10,1	21,1	11,8	12,8	10,3	9,2	5,9	-	-	-	
No, hardly ever/never	14,0	7,1	10,3	12,7	14,7	13,4	11,5	6,9	6,7	-	-	-	
<b>Does your line manager know you personally?</b>													NA <sup>23</sup>
To a very high extent	24,0	17,2	20,4	19,1	21,1	27,5	14,2	15,1	19,8	-	-	-	
To a high extent	43,3	44,8	44,1	40,4	43,2	43,8	35,5	44,6	46,2	-	-	-	
To a small extent	26,9	30,8	29,0	31,9	29,1	23,9	42,6	33,1	27,1	-	-	-	
To a very small extent/not at all	5,9	7,1	6,5	8,5	6,5	4,8	7,7	7,1	6,9	-	-	-	
<b>Does your manager show that he/she cares about you?</b>													NA <sup>23</sup>
To a very high extent	14,0	13,1	13,5	12,2	12,1	16,1	13,6	13,1	13,0	-	-	-	
To a high extent	47,4	48,7	48,1	51,1	47,3	47,1	51,9	48,6	48,5	-	-	-	
To a small extent	30,7	31,8	31,3	30,9	32,7	28,8	31,2	31,7	31,9	-	-	-	
To a very small extent/not at all	7,9	6,4	7,1	5,8	7,9	8,1	3,2	6,5	6,6	-	-	-	

<sup>23</sup>References: Gabriel Oxenstierna and Maria Widmark.

## 4.3.2 Leadership

### *Relation to director*

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Does your manager listen to you and pay attention to what you say?</b>													NA <sup>23</sup>
To a very high extent	20,5	16,4	18,3	15,9	20,2	21,4	16,9	15,9	16,9	-	-	-	
To a high extent	50,0	53,9	52,1	56,5	49,9	49,3	56,5	56,0	51,5	-	-	-	
To a small extent	24,4	25,6	25,1	23,2	24,5	24,6	26,0	24,0	27,2	-	-	-	
To a very small extent/not at all	5,1	4,0	4,5	4,3	5,4	4,8	,6	4,1	4,3	-	-	-	
<b>Do you have confidence in the management?</b>													NA <sup>23</sup>
To a very high extent	15,9	11,3	13,4	17,7	14,5	17,1	13,2	10,3	12,0	-	-	-	
To a high extent	45,2	48,5	47,0	48,2	44,9	45,1	55,9	49,8	46,3	-	-	-	
To a small extent	28,7	30,5	29,7	26,2	29,4	28,2	24,3	30,1	31,8	-	-	-	
To a very small extent/not at all	10,2	9,7	9,9	7,8	11,1	9,5	6,6	9,8	10,0	-	-	-	
<b>Do you tell your manager what you really think, feel and want?</b>													NA <sup>23</sup>
Yes, often	30,7	29,5	30,1	31,9	29,5	31,8	25,9	29,1	30,3	-	-	-	
Yes, sometimes	43,9	50,2	47,3	39,7	45,9	42,5	44,9	49,7	51,4	-	-	-	
No, seldom	18,6	16,7	17,6	24,1	18,3	18,2	25,3	17,9	14,4	-	-	-	
No, hardly ever,never	6,8	3,6	5,1	4,3	6,3	7,6	3,8	3,2	3,9	-	-	-	
<b>I get on well with my superiors.<sup>24</sup></b>													DCQ
Strongly agree	35,9	40,7	38,5	33,8	32,8	39,2	41,8	37,7	43,6	-	-	-	
Somewhat agree	53,4	50,7	52,0	54,9	55,4	51,2	48,7	52,6	49,0	-	-	-	
Somewhat disagree	8,3	6,6	7,4	9,2	9,5	6,9	8,9	7,5	5,5	-	-	-	
Strongly disagree	2,5	1,9	2,2	2,1	2,3	2,7	,6	2,2	1,9	-	-	-	

<sup>23</sup>References: Gabriel Oxenstierna and Maria Widmark.

<sup>24</sup>The standard Swedish DCQ questions used in SLOSH were translated into English by an authorized translator. This translation is used here. In appendix 3 the Standard English version of DCQ is presented.

### 4.3.2 Leadership

#### *Qualities of leadership*

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>At every behaviour or characteristic, tick each descriptor how often your immediate superior is or acts in this way:</b>													GLOBE
<b>Honest (=speaks and acts truthfully).</b>													GLOBE
Very seldom	2,1	1,5	1,8	2,1	2,5	1,6	1,3	1,6	1,5	-	-	-	
Seldom	3,7	3,8	3,8	2,1	3,9	3,8	3,8	4,4	3,2	-	-	-	
Sometimes	17,3	20,0	18,7	16,2	17,4	17,4	17,7	19,3	20,9	-	-	-	
Often	51,8	49,4	50,5	52,8	50,5	53,0	48,1	48,0	51,1	-	-	-	
Very often	25,1	25,3	25,2	26,8	25,8	24,2	29,1	26,7	23,3	-	-	-	
<b>Positive (=generally optimistic and confident).</b>													GLOBE
Very seldom	1,3	2,0	1,7	,7	1,4	1,3	,6	2,5	1,3	-	-	-	
Seldom	7,2	5,0	6,0	7,7	7,8	6,5	3,2	5,3	7,2	-	-	-	
Sometimes	24,0	24,8	24,4	23,2	25,3	22,9	22,8	25,0	24,0	-	-	-	
Often	48,8	46,2	47,4	51,4	48,1	49,1	45,6	46,0	48,8	-	-	-	
Very often	18,6	22,0	20,5	16,9	17,5	20,1	27,8	21,2	18,6	-	-	-	
<b>Bossy (=tells subordinates what to do in a commanding way).</b>													GLOBE
Very seldom	13,3	17,2	15,4	10,6	11,3	15,7	10,9	16,4	18,7	-	-	-	
Seldom	32,5	31,8	32,2	29,6	31,2	34,3	29,5	32,7	31,2	-	-	-	
Sometimes	34,1	33,3	33,7	30,3	36,2	32,4	42,3	33,2	32,4	-	-	-	
Often	16,1	13,6	14,8	22,5	17,2	14,1	13,5	13,1	14,1	-	-	-	
Very often	4,0	4,0	4,0	7,0	4,1	3,5	3,8	4,5	3,6	-	-	-	

### 4.3.2 Leadership

#### *Qualities of leadership*

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>At every behaviour or characteristic, cross for each descriptor how often your immediate superior is or acts in this way:</b>													GLOBE
<b>Just (=acts according to what is right or fair).</b>													GLOBE
Very seldom	1,9	2,6	2,3	2,1	2,1	1,7	2,5	2,6	2,6	-	-	-	
Seldom	7,6	7,5	7,5	8,5	9,1	5,9	7,6	8,2	6,8	-	-	-	
Sometimes	27,1	29,4	28,3	27,0	26,8	27,5	28,5	30,0	28,9	-	-	-	
Often	48,3	45,7	46,9	51,8	47,0	49,1	44,9	45,0	46,5	-	-	-	
Very often	15,0	14,8	14,9	10,6	14,9	15,7	16,5	14,2	15,2	-	-	-	
<b>Self-interested (=pursues own best interest).</b>													GLOBE
Very seldom	19,1	23,7	21,6	16,3	19,1	19,4	20,4	23,5	24,3	-	-	-	
Seldom	32,0	30,9	31,4	39,7	30,5	32,4	31,8	31,7	30,0	-	-	-	
Sometimes	27,8	26,7	27,2	31,9	28,6	26,4	32,5	25,4	27,3	-	-	-	
Often	14,7	13,6	14,1	7,8	15,3	15,0	10,2	13,7	13,9	-	-	-	
Very often	6,5	5,1	5,8	4,3	6,5	6,8	5,1	5,7	4,5	-	-	-	
<b>Non-participative (=does not participate with others).</b>													GLOBE
Very seldom	25,9	32,4	29,4	36,9	25,1	25,3	36,5	32,2	32,2	-	-	-	
Seldom	36,4	31,3	33,6	32,6	35,8	37,5	32,7	31,5	30,9	-	-	-	
Sometimes	22,7	21,4	22,0	16,3	22,8	23,3	19,2	20,4	22,8	-	-	-	
Often	10,6	10,3	10,4	11,3	10,7	10,5	7,1	10,8	10,1	-	-	-	
Very often	4,4	4,6	4,5	2,8	5,6	3,3	4,5	5,1	4,1	-	-	-	

## 4.3.2 Leadership

### *Qualities of leadership*

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>At every behaviour or characteristic, cross for each descriptor how often your immediate superior is or acts in this way:</b>													GLOBE
<b>Elitist (=believes that a small number of people with similar background are superior and should enjoy privileges).</b>													GLOBE
Very seldom	43,1	49,9	46,8	47,5	43,3	42,3	52,0	51,9	47,7	-	-	-	
Seldom	30,1	26,1	28,0	28,8	29,3	31,1	25,7	25,2	27,1	-	-	-	
Sometimes	16,1	15,1	15,6	14,4	15,1	17,3	15,1	13,6	16,7	-	-	-	
Often	8,2	6,0	7,0	7,9	8,9	7,5	5,3	5,9	6,2	-	-	-	
Very often	2,5	2,9	2,7	1,4	3,3	1,7	2,0	3,5	2,4	-	-	-	
<b>Team builder (=able to induce group members to work together).</b>													GLOBE
Very seldom	7,2	7,1	7,1	4,2	8,7	6,0	3,2	8,0	6,6	-	-	-	
Seldom	19,2	17,2	18,1	19,0	22,3	16,1	16,6	18,1	16,3	-	-	-	
Sometimes	33,7	33,1	33,4	45,1	31,5	34,4	31,8	32,6	33,7	-	-	-	
Often	31,2	32,0	31,7	23,9	30,1	33,3	30,6	31,2	33,1	-	-	-	
Very often	8,7	10,7	9,7	7,7	7,3	10,2	17,8	10,1	10,3	-	-	-	
<b>Dictatorial (=forces his/her values and opinions on others).</b>													GLOBE
Very seldom	44,5	48,1	46,4	49,3	44,5	43,9	50,0	48,3	47,7	-	-	-	
Seldom	30,6	29,2	29,8	27,5	30,8	30,8	27,8	28,9	29,6	-	-	-	
Sometimes	16,2	15,0	15,6	16,9	15,7	16,7	15,8	15,2	14,6	-	-	-	
Often	6,5	5,4	5,9	5,6	6,8	6,4	5,1	5,2	5,7	-	-	-	
Very often	2,2	2,3	2,2	,7	2,2	2,3	1,3	2,3	2,4	-	-	-	

### 4.3.2 Leadership

#### *Qualities of leadership*

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>At every behaviour or characteristic, cross for each descriptor how often your immediate superior is or acts in this way:</b>													GLOBE
<b>Sincere (=means what he/she says, earnest).</b>													GLOBE
Very seldom	2,8	2,9	2,9	,7	3,1	2,9	1,9	3,0	3,0	-	-	-	
Seldom	8,6	6,7	7,6	9,2	8,7	8,3	7,0	6,6	6,8	-	-	-	
Sometimes	23,0	25,8	24,5	25,4	23,5	22,2	22,2	26,7	25,5	-	-	-	
Often	43,1	43,4	43,2	40,8	42,7	43,8	43,0	43,1	43,7	-	-	-	
Very often	22,6	21,1	21,8	23,9	22,0	22,9	25,9	20,6	21,0	-	-	-	
<b>Integrator (=integrates people or things into cohesive, working whole).</b>													GLOBE
Very seldom	6,3	7,1	6,8	5,0	6,2	6,6	7,0	7,8	6,5	-	-	-	
Seldom	19,5	16,0	17,6	17,9	21,0	18,1	14,6	17,5	14,7	-	-	-	
Sometimes	39,5	35,8	37,5	48,6	39,9	38,0	34,8	35,3	36,4	-	-	-	
Often	27,9	32,4	30,3	22,1	27,1	29,3	32,3	31,3	33,5	-	-	-	
Very often	6,9	8,7	7,8	6,4	5,8	8,0	11,4	8,1	8,9	-	-	-	
<b>Trustworthy (deserves trust, can be believed and relied upon to keep his/her word).</b>													GLOBE
Very seldom	3,0	3,6	3,3	2,1	3,8	2,4	3,2	4,3	2,8	-	-	-	
Seldom	9,4	8,6	9,0	11,3	10,4	8,2	10,8	9,1	7,8	-	-	-	
Sometimes	24,2	25,9	25,1	24,6	25,3	23,0	20,9	26,7	25,6	-	-	-	
Often	43,0	42,0	42,5	40,8	42,8	43,5	48,7	40,5	42,6	-	-	-	
Very often	20,3	20,0	20,2	21,1	17,7	22,9	16,5	19,3	21,1	-	-	-	

## 4.3.2 Leadership

### *Qualities of leadership*

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>At every behaviour or characteristic, cross for each descriptor how often your immediate superior is or acts in this way:</b>													GLOBE
<b>Morale booster (=increases morale of subordinates by offering encouragement, praise and/or being confident).</b>													GLOBE
Very seldom	8,2	7,8	8,0	7,7	9,8	6,7	9,7	8,7	6,7	-	-	-	
Seldom	20,7	17,9	19,2	23,2	21,4	19,7	13,5	19,4	16,9	-	-	-	
Sometimes	35,7	35,1	35,4	36,6	35,8	35,5	32,9	34,7	35,8	-	-	-	
Often	27,6	28,1	27,8	26,8	26,6	28,7	29,0	26,2	29,8	-	-	-	
Very often	7,7	11,1	9,5	5,6	6,4	9,4	14,8	11,0	10,7	-	-	-	
<b>Autocratic (=makes decisions in a dictatorial way).</b>													GLOBE
Very seldom	30,6	35,2	33,1	29,1	29,2	32,3	32,9	34,6	36,0	-	-	-	
Seldom	32,3	29,3	30,7	33,3	31,4	33,1	33,5	29,6	28,5	-	-	-	
Sometimes	22,4	21,7	22,0	25,5	23,3	21,2	21,9	20,6	22,8	-	-	-	
Often	10,8	10,0	10,4	9,9	11,7	10,1	7,1	11,2	9,2	-	-	-	
Very often	3,7	3,9	3,8	2,1	4,4	3,3	4,5	4,1	3,5	-	-	-	
<b>Asocial (=avoids people or groups, prefers own company).</b>													GLOBE
Very seldom	53,1	60,6	57,2	56,3	52,4	53,4	66,5	60,5	60,0	-	-	-	
Seldom	28,2	23,7	25,8	25,4	26,8	29,9	20,9	23,2	24,5	-	-	-	
Sometimes	12,4	10,7	11,5	12,7	14,8	9,8	8,9	11,6	10,0	-	-	-	
Often	4,7	3,5	4,0	4,9	4,3	5,1	2,5	2,6	4,5	-	-	-	
Very often	1,7	1,5	1,6	,7	1,7	1,8	1,3	2,1	,9	-	-	-	

### 4.3.2 Leadership

#### *Qualities of leadership*

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>At every behaviour or characteristic, cross for each descriptor how often your immediate superior is or acts in this way:</b>													GLOBE
<b>Loner (=works and acts separately from others).</b>													GLOBE
Very seldom	39,3	49,8	44,9	43,6	37,8	40,1	60,9	50,3	48,0	-	-	-	
Seldom	28,6	24,0	26,1	27,1	28,6	28,9	21,2	23,5	24,9	-	-	-	
Sometimes	21,3	17,7	19,3	22,9	23,1	19,2	12,2	17,8	18,2	-	-	-	
Often	8,5	6,6	7,5	5,7	8,1	9,2	5,1	6,3	7,1	-	-	-	
Very often	2,4	1,9	2,1	,7	2,4	2,6	,6	2,2	1,9				
<b>Enthusiastic (=demonstrates and imparts strong positive emotions for you).</b>													GLOBE
Very seldom	6,9	6,8	6,8	5,8	6,8	7,1	5,7	7,7	6,0	-	-	-	
Seldom	22,2	19,4	20,7	20,9	22,2	22,4	19,1	19,7	19,1	-	-	-	
Sometimes	36,0	35,5	35,7	37,4	38,3	33,5	28,7	33,9	38,1	-	-	-	
Often	27,3	29,2	28,3	29,5	25,9	28,3	31,8	29,6	28,4	-	-	-	
Very often	7,7	9,2	8,5	6,5	6,8	8,7	14,6	9,2	8,4	-	-	-	
<b>Informed (=knowledgable, aware of information).</b>													GLOBE
Very seldom	3,3	2,9	3,1	2,1	3,9	3,0	3,2	3,1	2,8	-	-	-	
Seldom	9,3	7,7	8,4	6,3	10,1	8,9	7,0	7,6	7,8	-	-	-	
Sometimes	28,7	25,1	26,8	33,8	28,2	28,6	19,7	24,7	26,2	-	-	-	
Often	41,1	42,7	42,0	37,3	40,3	42,5	45,9	41,4	43,7	-	-	-	
Very often	17,5	21,6	19,7	20,4	17,5	17,1	24,2	23,2	19,6	-	-	-	



### 4.3.2 Leadership

#### *Qualities of leadership*

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>At every behaviour or characteristic, cross for each descriptor how often your immediate superior is or acts in this way:</b>													GLOBE
<b>Motive arouser (=mobilizes and activates followers).</b>													GLOBE
Very seldom	6,3	6,7	6,5	4,9	6,7	6,0	7,0	8,0	5,3	-	-	-	
Seldom	19,1	15,4	17,1	16,2	21,2	17,4	10,2	16,0	15,4	-	-	-	
Sometimes	38,8	37,6	38,2	44,4	39,4	37,5	38,2	36,6	38,5	-	-	-	
Often	28,7	30,5	29,7	28,9	26,4	31,1	29,3	29,9	31,2	-	-	-	
Very often	7,1	9,9	8,6	5,6	6,4	7,9	15,3	9,6	9,5	-	-	-	
<b>Communicative (=communicates with others frequently).</b>													GLOBE
Very seldom	2,9	2,8	2,8	,7	3,2	2,8	2,6	2,9	2,7	-	-	-	
Seldom	11,3	8,9	10,0	11,3	12,8	9,8	8,3	9,4	8,4	-	-	-	
Sometimes	28,2	25,9	27,0	34,8	28,7	26,8	24,4	24,9	27,1	-	-	-	
Often	42,1	41,8	42,0	37,6	40,8	44,1	36,5	41,7	42,6	-	-	-	
Very often	15,5	20,7	18,3	15,6	14,6	16,5	28,2	21,2	19,2	-	-	-	

### 4.3.2 Leadership

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>The following question applies to your place(s) of work in the past two years:</b>													NA <sup>25</sup>
<b>Have you during the last two years changed line manager?</b>													NA <sup>25</sup>
No, never	53,3	51,1	52,1	45,5	53,5	54,2	38,4	50,5	53,4	-	-	-	
Yes, once	31,2	35,4	33,4	36,4	30,9	30,9	39,0	36,8	33,4	-	-	-	
Yes, 2-3 times	10,6	9,8	10,2	14,0	10,6	10,1	16,4	9,7	9,1	-	-	-	
Yes, 4 times or more	2,2	2,1	2,1	1,4	2,6	1,8	4,4	1,9	2,1	-	-	-	
Not applicable	2,8	1,6	2,1	2,8	2,5	3,0	1,9	1,1	2,0	-	-	-	
<b>At my workplace there is orderliness.</b>													NA <sup>25</sup>
Strongly agree	18,4	21,4	20,0	15,4	17,3	19,9	20,1	19,3	23,6	-	-	-	
Somewhat agree	53,9	54,0	54,0	46,9	51,8	57,0	53,5	55,4	52,7	-	-	-	
Somewhat disagree	23,8	20,8	22,2	33,6	26,3	19,9	22,6	21,7	19,6	-	-	-	
Strongly disagree	3,9	3,8	3,9	4,2	4,6	3,2	3,8	3,6	4,0	-	-	-	
<b>There are distinct rules and codes of conduct at my workplace.</b>													NA <sup>25</sup>
Strongly agree	22,5	21,9	22,2	26,1	21,2	23,3	21,4	21,2	22,7	-	-	-	
Somewhat agree	52,7	54,3	53,6	46,5	51,4	54,8	54,1	54,7	53,9	-	-	-	
Somewhat disagree	21,3	20,5	20,9	24,6	22,3	19,9	20,8	20,5	20,5	-	-	-	
Strongly disagree	3,5	3,3	3,4	2,8	5,0	2,0	3,8	3,6	2,9	-	-	-	

<sup>25</sup>References: Gabriel Oxenstierna and Maria Widmark.

### 4.3.2 Leadership

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>The work flows smoothly as we generally know what we have to do.</b>													NA <sup>25</sup>
Strongly agree	33,4	34,1	33,8	32,2	31,8	35,2	33,3	32,3	36,0	-	-	-	
Somewhat agree	58,0	58,6	58,3	57,3	57,9	58,1	57,2	59,8	57,5	-	-	-	
Somewhat disagree	7,5	6,5	7,0	9,8	9,0	5,7	8,8	7,4	5,5	-	-	-	
Strongly disagree	1,1	,8	1,0	,7	1,3	1,0	,6	,6	1,0	-	-	-	
<b>Has a new owner/principal taken over your workplace during the last two years?</b>													NA <sup>25</sup>
No, never	79,5	83,2	81,5	79,2	79,0	80,1	79,0	83,1	83,8	-	-	-	
Yes, once	11,9	9,0	10,3	12,5	13,0	10,7	12,7	9,9	7,7	-	-	-	
Yes, 2-3 times	,9	,8	,9	,7	,8	1,0	,0	,8	,9	-	-	-	
Yes, 4 times or more	,4	,1	,3	,0	,4	,5	,0	,2	,2	-	-	-	
Not applicable	7,4	6,8	7,1	7,6	6,9	7,8	8,3	6,1	7,4	-	-	-	
<b>It is clear which department does what at my workplace.</b>													NA <sup>25</sup>
Strongly agree	29,2	28,0	28,6	33,8	27,3	30,6	29,7	24,7	31,0	-	-	-	
Somewhat agree	52,6	54,1	53,4	45,8	52,6	53,5	53,2	55,6	52,8	-	-	-	
Somewhat disagree	15,2	14,7	14,9	16,9	16,3	13,9	14,6	15,9	13,4	-	-	-	
Strongly disagree	3,0	3,2	3,1	3,5	3,8	2,0	2,5	3,8	2,8	-	-	-	

<sup>25</sup>References: Gabriel Oxenstierna and Maria Widmark.

### 4.3.3 Conflict

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>During the last two years, when you have felt steamrollered or unfairly treated by your <u>manager/managers</u>, how have you reacted?</b>													NEW
<b>...Made clear immediately and clearly shown my feelings?</b>													NEW
Always	24,1	17,3	20,5	17,0	23,7	25,5	13,4	16,0	19,1	-	-	-	
Mostly	42,8	46,7	44,9	46,7	44,0	40,9	36,9	48,2	46,5	-	-	-	
Mostly not	20,0	24,5	22,4	20,7	21,4	18,4	37,6	25,9	21,3	-	-	-	
Never	13,1	11,5	12,2	15,6	10,9	15,2	12,1	10,0	13,0	-	-	-	
<b>...Suggested a compromise or other solution?</b>													NEW
Always	12,8	10,6	11,6	12,8	13,9	11,5	11,0	10,6	10,5	-	-	-	
Mostly	48,2	49,3	48,8	48,1	52,3	43,7	44,1	51,5	47,6	-	-	-	
Mostly not	19,8	23,7	21,9	23,3	18,6	20,5	29,7	23,6	23,0	-	-	-	
Never	19,2	16,4	17,7	15,8	15,2	24,2	15,2	14,3	18,9	-	-	-	
<b>...Kept quiet and brooded over it?</b>													NEW
Always	2,0	3,6	2,8	5,3	1,7	2,0	6,8	3,9	2,8	-	-	-	
Mostly	16,0	24,3	20,4	19,8	16,5	15,0	31,5	25,2	22,3	-	-	-	
Mostly not	36,6	39,2	38,0	40,5	39,6	32,8	35,6	41,5	37,2	-	-	-	
Never	45,3	32,9	38,7	34,4	42,3	50,3	26,0	29,5	37,7	-	-	-	
<b>...Taken it out on my family/those closest to me?</b>													NEW
Always	,8	3,2	2,1	3,1	1,0	,3	4,8	3,7	2,4	-	-	-	
Mostly	5,1	17,4	11,7	12,2	5,2	4,0	30,6	19,3	13,5	-	-	-	
Mostly not	28,8	40,6	35,1	26,7	32,8	24,6	43,5	44,8	35,4	-	-	-	
Never	65,3	38,8	51,2	58,0	61,0	71,1	21,1	32,1	48,7	-	-	-	

### 4.3.3 Conflict

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>During the last two years, when you have felt steamrolled or unfairly treated by your colleagues, how have you reacted?</b>													NEW
<b>...Made clear immediately and clearly shown my feelings?</b>													NEW
Always	32,5	19,2	25,4	28,6	31,9	33,6	14,7	16,8	22,4	-	-	-	
Mostly	41,7	48,4	45,3	41,4	44,1	39,1	43,3	51,5	45,9	-	-	-	
Mostly not	12,9	23,0	18,3	18,8	12,8	12,2	35,3	23,6	20,7	-	-	-	
Never	12,9	9,4	11,0	11,3	11,2	15,0	6,7	8,2	11,0	-	-	-	
<b>...Suggested a compromise or other solution?</b>													NEW
Always	16,3	12,3	14,2	19,5	17,3	14,9	15,5	11,8	12,4	-	-	-	
Mostly	50,4	56,1	53,5	45,9	53,2	48,0	52,0	58,4	54,1	-	-	-	
Mostly not	15,5	18,5	17,1	20,3	14,8	15,6	20,9	18,2	18,5	-	-	-	
Never	17,7	13,1	15,2	14,3	14,8	21,5	11,5	11,6	15,0	-	-	-	
<b>...Kept quiet and brooded over it?</b>													NEW
Always	1,4	3,6	2,6	2,3	1,0	1,8	3,3	4,0	3,1	-	-	-	
Mostly	9,9	20,1	15,4	16,8	9,3	9,6	28,7	19,7	19,2	-	-	-	
Mostly not	35,1	41,8	38,7	38,9	37,6	31,7	44,7	45,1	37,7	-	-	-	
Never	53,6	34,6	43,4	42,0	52,1	57,0	23,3	31,2	40,0	-	-	-	
<b>...Taken it out on my family/those closest to me?</b>													NEW
Always	,7	3,1	2,0	2,3	,6	,6	6,8	3,0	2,6	-	-	-	
Mostly	3,8	15,0	9,8	6,1	3,9	3,3	20,3	17,2	11,9	-	-	-	
Mostly not	24,2	38,8	32,0	29,0	26,3	21,1	43,2	42,7	33,8	-	-	-	
Never	71,3	43,1	56,2	62,6	69,2	75,0	29,7	37,1	51,7	-	-	-	

### 4.3.3 Conflict

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Do you face the following threats or risks at work?</b>													LFS
<b>...Do you risk being involuntarily transferred to new duties?</b>													LFS
Yes	21,7	22,0	21,8	28,5	23,3	19,3	24,1	24,8	18,8	11,5	14,7	13,2	
No	78,3	78,0	78,2	71,5	76,7	80,7	75,9	75,2	81,2	88,5	85,3	86,8	
<b>...Are you under threat of temporary or permanent dismissal?</b>													LFS
Yes	17,6	13,3	15,3	18,1	20,3	14,9	16,6	14,9	11,3	10,9	9,5	10,1	
No	82,4	86,7	84,7	81,9	79,7	85,1	83,4	85,1	88,7	89,1	90,5	89,9	
<b>Are you exposed to violence or threat of violence in your work?</b>													SWES
Every day	,6	1,6	1,1	,7	,9	,3	3,2	2,1	,9	,7	1,6	1,2	
A couple of days a week (1 day of 2)	,9	1,8	1,4	3,5	1,1	,4	2,5	2,3	1,3	,9	,7	,8	
One day a week (1 day of 5)	,8	1,1	1,0	2,1	1,0	,4	1,9	1,5	,7	,5	,9	,7	
A couple of days a month (1 day of 10)	1,3	2,5	1,9	2,1	1,3	1,1	4,4	2,7	2,0	1,1	2,0	1,6	
Sometimes during the last 3 months	2,0	3,5	2,8	3,5	2,1	1,7	6,3	3,8	2,9	1,2	3,4	2,4	
Sometimes during the last 12 months	6,4	11,8	9,3	5,6	6,7	6,2	18,4	12,2	10,6	6,1	10,5	8,5	
Not at all the last 12 months	88,1	77,7	82,6	82,6	87,0	90,0	63,3	75,4	81,7	,7	1,6	1,2	

### 4.3.3 Conflict

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Are you subject to personal persecution in the form of unkind words or behaviour from your superiors or fellow workers?</b>													SWES
Every day	,3	,2	,2	,0	,3	,3	,0	,0	,4	,4	,2	,3	
A couple of days a week (1 day of 2)	,3	,6	,5	,0	,5	,1	,6	,7	,5	,2	,4	,3	
One day a week (1 day of 5)	,5	,4	,5	,0	,7	,4	,6	,3	,5	,4	,5	,5	
A couple of days a month (1 day of 10)	1,2	1,0	1,1	2,8	1,1	1,2	2,5	1,0	,8	,5	,6	,5	
Sometimes during the last 3 months	2,9	3,0	3,0	2,8	3,9	1,9	1,9	3,8	2,4	1,5	1,5	1,5	
Once or twice during the last 12 months	8,6	9,6	9,1	7,0	9,2	8,1	10,8	10,1	8,9	4,8	4,9	4,9	
Not at all during the last 12 months	86,2	85,2	85,7	87,4	84,2	88,1	83,5	84,1	86,4	92,2	92,0	92,1	
<b>How are differences of view mainly settled in your work unit?</b>													Stora Enso
By discussing and negotiating	77,5	76,3	76,9	81,7	73,9	80,7	80,9	74,6	77,4	-	-	-	
Using status, authority, or by orders	12,5	12,4	12,5	11,3	15,2	10,0	11,5	14,1	10,8	-	-	-	
No attempt is made to resolve them	9,9	11,3	10,7	7,0	10,9	9,3	7,6	11,3	11,7	-	-	-	

### 4.3.3 Conflict

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Have you been involved in any kind of conflict at work in the last two years?</b>													NA <sup>26</sup>
Yes	30,9	33,6	32,3	33,8	36,9	24,5	34,8	39,5	27,6	-	-	-	
No	69,1	66,4	67,7	66,2	63,1	75,5	65,2	60,5	72,4	-	-	-	
<b>If yes: What was the root of the conflict/conflicts? Feel free to cross more than one box?<sup>27</sup></b>													NA <sup>26</sup>
Job conditions, e.g. pay or working hours	38,0	23,3	29,9	39,6	39,4	35,7	36,4	24,0	20,3	-	-	-	
Resources and staffing	33,5	27,4	30,1	22,9	34,5	33,8	23,6	26,8	28,9	-	-	-	
Work demands and pace	24,5	20,8	22,4	22,9	28,4	19,0	20,0	22,2	18,9	-	-	-	
Work tasks/duties	35,8	28,9	32,0	45,8	35,7	34,2	43,6	31,3	23,1	-	-	-	
Authorisations and responsibility	20,4	17,5	18,8	10,4	22,7	18,6	18,2	18,5	16,0	-	-	-	
Leadership and your immediate superior	26,9	25,4	26,1	25,0	29,6	23,0	18,2	25,0	27,1	-	-	-	
Colleagues	32,4	40,4	36,8	35,4	34,0	29,4	47,3	41,9	37,1	-	-	-	
Patients, customers, clients, passengers, pupils	12,4	15,3	14,0	16,7	13,2	10,4	20,0	16,1	13,4	-	-	-	
Other	8,8	8,5	8,7	2,1	11,0	6,7	7,3	9,3	7,7	-	-	-	
<b>In general, of what significance have the conflict/these conflicts been?</b>													NA <sup>26</sup>
Completely unimportant	6,5	5,4	5,9	9,8	5,8	6,9	5,5	5,2	5,6	-	-	-	
Quite unimportant	30,6	24,6	27,3	43,1	32,4	25,9	23,6	28,5	19,2	-	-	-	
Quite important	44,3	47,0	45,8	31,4	43,1	48,3	40,0	47,0	48,2	-	-	-	
Very important	18,6	23,0	21,0	15,7	18,6	19,0	30,9	19,3	27,0	-	-	-	

<sup>26</sup>Reference: Maria Baltzer, Kristina Finnholm, Gabriel Oxenstierna and Töres Theorell.

<sup>27</sup>The total amount exceeds 100 per cent because several answer alternatives could be chosen.



### 4.3.3 Conflict

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>From your point of view, what was the result of these conflicts?</b>													NA <sup>28</sup>
Very well	12,5	13,3	13,0	8,0	13,4	11,9	14,3	11,6	15,6	-	-	-	
Quite well	59,4	59,2	59,3	76,0	58,5	57,8	62,5	61,5	55,4	-	-	-	
Quite poorly	24,6	22,5	23,4	14,0	24,2	26,9	21,4	22,1	23,1	-	-	-	
Very poorly	3,5	5,0	4,3	2,0	3,8	3,4	1,8	4,7	5,8	-	-	-	
<b>Is there still any conflict going on?</b>													NA <sup>28</sup>
Yes	34,1	38,3	36,4	23,1	39,2	28,8	46,4	38,8	36,3	-	-	-	
No	65,9	61,7	63,6	76,9	60,8	71,2	53,6	61,2	63,7	-	-	-	

<sup>28</sup>Reference: Maria Baltzer, Kristina Finnholm, Gabriel Oxenstierna and Töres Theorell.

#### 4.3.4 Security of employment

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How easy would it be for you to get another, similar job without having to change housing?</b>													LFS
Very easy	6,3	6,2	6,2	16,2	7,3	3,9	12,0	7,0	4,6	9,6	11,5	10,6	
Quite easy	22,7	24,0	23,4	35,9	28,1	15,6	28,5	28,4	19,0	31,0	32,7	31,9	
Quite hard	28,0	27,7	27,8	23,9	29,1	27,4	32,9	29,0	25,8	28,5	27,2	27,8	
Very hard	30,8	27,4	29,0	12,0	25,1	38,8	17,1	22,3	33,7	22,9	21,1	21,9	
Don't know	12,3	14,8	13,7	12,0	10,4	14,3	9,5	13,4	16,9	7,9	7,5	7,7	
<b>My job security is poor.</b>													ERI
Disagree	76,4	80,6	78,7	73,6	75,9	77,2	77,7	80,3	81,3	-	-	-	
Agree, but I am not at all distressed	7,0	4,8	5,8	6,9	5,9	8,1	7,0	4,6	4,7	-	-	-	
Agree, and I am somewhat distressed	8,5	7,0	7,7	13,9	8,8	7,4	6,4	6,9	7,2	-	-	-	
Agree, and I am distressed	4,2	3,1	3,6	2,1	5,1	3,6	3,8	2,8	3,4	-	-	-	
Agree, and I am very distressed	3,9	4,4	4,2	3,5	4,3	3,6	5,1	5,4	3,4	-	-	-	

#### 4.3.4 Security of employment

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>I have experienced or I expect to experience an undesirable change in my work situation.</b>													ERI
Disagree	66,6	65,7	66,2	64,3	66,3	67,2	68,6	66,1	65,0	-	-	-	
Agree, but I am not at all distressed	7,4	6,0	6,7	8,4	5,5	9,3	3,2	5,3	7,1	-	-	-	
Agree, and I am somewhat distressed	14,4	13,9	14,2	19,6	14,6	13,6	12,8	13,6	14,4	-	-	-	
Agree, and I am distressed	6,7	7,3	7,0	2,8	7,9	5,9	7,7	7,5	7,1	-	-	-	
Agree, and I am very distressed	4,8	7,0	6,0	4,9	5,6	4,0	7,7	7,5	6,3	-	-	-	
<b>At my workplace the current attitude is that we are expendable.</b>													NA <sup>29</sup>
Strongly agree	12,1	11,5	11,8	12,7	11,7	12,5	13,5	12,0	10,8	-	-	-	
Somewhat agree	34,1	30,7	32,3	28,2	33,8	35,1	26,3	29,4	32,5	-	-	-	
Somewhat disagree	39,6	39,9	39,8	44,4	39,9	38,8	41,0	41,9	37,9	-	-	-	
Strongly disagree	14,1	17,9	16,1	14,8	14,5	13,7	19,2	16,8	18,8	-	-	-	
<b>The following question applies to your place(s) of work in the past two years:</b>													NA <sup>29</sup>
<b>Have people been laid off?</b>													NA <sup>29</sup>
No, never	59,1	61,5	60,4	60,4	58,3	59,8	63,5	61,0	61,7	-	-	-	
Yes, once	20,7	19,8	20,2	22,9	21,4	19,7	16,7	22,1	17,8	-	-	-	
Yes, 2-3 times	11,1	9,8	10,4	6,3	11,7	11,1	7,1	9,7	10,1	-	-	-	
Yes, 4 times or more	3,1	3,2	3,2	4,9	3,2	2,8	2,6	2,9	3,7	-	-	-	
Not applicable	5,9	5,8	5,8	5,6	5,4	6,5	10,3	4,3	6,7	-	-	-	

<sup>29</sup>References: Gabriel Oxenstierna and Maria Widmark.

#### 4.3.4 Security of employment

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>The following question applies to your place(s) of work in the past two years:</b>													NA <sup>29</sup>
<b>Have people been transferred at your workplace?</b>													NA <sup>29</sup>
No, never	48,7	51,3	50,1	43,1	47,7	50,5	44,2	49,8	53,6	-	-	-	
Yes, once	17,8	20,9	19,5	19,4	17,7	17,7	20,5	23,2	18,7	-	-	-	
Yes, 2-3 times	20,6	16,7	18,5	25,0	21,5	19,1	19,2	16,4	16,7	-	-	-	
Yes, 4 times or more	7,2	6,0	6,5	7,6	8,0	6,3	9,0	6,4	5,1	-	-	-	
Not applicable	5,7	5,2	5,4	4,9	5,1	6,4	7,1	4,2	5,9	-	-	-	
<b>Are there plans at your workplace to expand, downsize, or close down completely?</b>													LFS
Close down	2,2	2,0	2,1	2,1	2,6	1,9	,6	2,2	2,0	1,5	1,5	1,5	
Downsize	11,2	13,8	12,6	10,6	13,2	9,4	14,1	14,3	13,4	13,1	19,4	16,5	
Expand	32,2	21,2	26,3	45,8	36,9	25,8	27,6	23,7	17,9	23,6	14,7	18,9	
No such plans exist	35,4	40,8	38,3	16,9	28,2	44,9	26,9	39,1	44,3	55,7	57,9	56,9	
Do not know	18,9	22,1	20,6	24,6	19,1	18,0	30,8	20,7	22,5	6,1	6,5	6,3	

<sup>29</sup>References: Gabriel Oxenstierna and Maria Widmark.

### 4.3.5 Type of employment

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>To which occupational category do you belong?</b>													SCB
Blue collar	42,3	38,3	40,2	63,2	42,4	39,6	60,9	40,8	33,0	-	-	-	
White collar	34,1	43,7	39,2	24,3	33,2	36,2	29,5	41,0	48,1	-	-	-	
Maneerial	16,3	7,3	11,5	6,3	16,3	17,7	1,3	7,9	7,5	-	-	-	
Other	7,2	10,8	9,1	6,3	8,1	6,5	8,3	10,4	11,4	-	-	-	
<b>Are you employed on a full- or part-time basis?</b>													SCB
Full-time	93,5	69,1	80,5	89,6	96,8	90,7	65,6	71,9	66,8	-	-	-	
Part-time	6,5	30,9	19,5	10,4	3,2	9,3	34,4	28,1	33,2	-	-	-	
<b>What type of employment do you have?</b>													SCB
Self-employed	9,2	3,0	5,9	3,5	9,9	9,2	,6	2,4	3,8	-	-	-	
Post with conditional tenure/Permanent job	85,3	89,7	87,7	84,0	86,0	84,8	73,6	90,7	90,7	-	-	-	
Substitute	1,0	3,0	2,0	6,9	,8	,4	12,6	2,9	1,8	-	-	-	
Project	,8	1,1	1,0	,7	,5	1,2	3,1	1,1	,8	-	-	-	
Hourly (less than 20 hours/week)	,4	,7	,6	1,4	,2	,5	3,8	,6	,5	-	-	-	
Other type of employment	2,5	2,1	2,3	3,5	1,7	3,1	6,3	1,5	2,1	-	-	-	
Self-employed combined with other employment	,6	,3	,4	,0	,8	,4	,0	,2	,3	-	-	-	
Other combinations	,2	,3	,2	,0	,1	,3	,0	,5	,1	-	-	-	

### 4.3.5 Type of employment

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>What are your normal working hours? Please select one option only.</b>													SWESmod
Day work (about 6.00 a.m.-6.00 p.m.)	75,5	76,4	76,0	66,2	74,5	77,7	66,9	76,9	77,0	-	-	-	
Evening work (about 6.00 p.m.-10.00 a.m.)	,7	,5	,6	2,1	,7	,5	3,8	,5	,2	-	-	-	
Night work (about 6.00 p.m.-6.00 a.m.)	2,0	2,7	2,4	2,8	2,2	1,6	1,3	3,1	2,4	-	-	-	
Shift work, two-shift	4,4	3,5	3,9	7,0	5,2	3,2	3,8	3,8	3,1	-	-	-	
Shift work, three-shift	3,7	1,6	2,6	7,0	4,9	2,0	4,5	1,3	1,6	-	-	-	
Timetable work (i.e. following a duty rota)	3,9	8,5	6,4	4,9	3,1	4,5	9,6	8,0	8,9	-	-	-	
Discretionary/unregulated working hours	5,2	3,1	4,1	2,1	4,9	6,0	4,5	2,9	3,1	-	-	-	
Other	4,7	3,7	4,2	7,7	4,4	4,6	5,7	3,5	3,6	-	-	-	
<b>How much of your regular working week do you normally spend working from home?</b>													LFS
All, or virtually all of it	1,1	2,1	1,6	,0	1,2	1,2	,0	2,0	2,6	,7	1,6	1,2	
3-4 days a week	,8	,9	,8	,0	,7	,9	1,3	,7	1,0	1,3	,6	,9	
1-2 days a week	3,5	2,6	3,0	2,1	4,3	2,9	1,9	2,0	3,2	4,8	3,5	4,1	
A few hours a week	25,0	18,3	21,4	15,3	25,6	25,7	8,8	21,5	16,2	15,8	14,2	14,9	
Never	69,6	76,1	73,1	82,6	68,3	69,3	88,1	73,8	77,0	77,4	80,1	78,8	
<b>Do your responsibilities involve supervisory duties or delegating work to other employees?</b>													LFS
Yes	37,6	25,2	31,0	28,9	40,1	36,2	15,9	27,2	24,3	37,5	26,8	31,7	
No	62,4	74,8	69,0	71,1	59,9	63,8	84,1	72,8	75,7	62,5	73,2	68,3	

### 4.3.6 The characteristics of work

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Does your workplace have a computerised system for measuring your use of time and performance?</b>													NEW
Yes, the computer registers most of what I do	8,5	8,5	8,5	9,2	10,1	6,9	8,3	7,4	9,6	-	-	-	
Yes, to a certain extent.	20,3	17,7	19,0	20,4	22,2	18,5	19,1	18,0	17,3	-	-	-	
No	62,9	62,9	62,9	59,9	59,8	66,5	51,0	63,5	63,8	-	-	-	
Do not know	8,2	10,9	9,6	10,6	8,0	8,0	21,7	11,1	9,3	-	-	-	
<b>How often are you required to submit activity reports including a time sheet?</b>													NA <sup>29</sup>
Daily	22,7	11,7	16,9	22,7	25,0	20,4	14,6	11,6	11,5	-	-	-	
Certain weeks	13,4	7,7	10,4	12,1	13,8	13,2	9,6	9,0	6,2	-	-	-	
Once or twice during the year	7,2	10,0	8,7	6,4	7,7	6,8	11,5	10,0	9,9	-	-	-	
Hardly ever/Never (do not report)	37,5	49,9	44,1	35,5	34,6	40,7	45,9	50,3	49,9	-	-	-	
Report in other way	19,1	20,6	19,9	23,4	18,9	18,8	18,5	19,0	22,5	-	-	-	

<sup>29</sup>References: Gabriel Oxenstierna and Maria Widmark.

### 4.3.6 The characteristics of work

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Which alternative best describes your workplace?</b>													Danielsson
I do not work in an office <input type="checkbox"/> <i>Go to question 35</i>	39,6	40,6	40,1	58,5	38,2	38,6	55,0	39,7	39,7	-	-	-	
I work less than 20 % of my time in the office	11,3	7,5	9,3	7,4	13,3	9,7	10,7	7,8	6,7	-	-	-	
I work in an office, but have no fixed workplace	1,6	1,7	1,6	2,2	1,9	1,2	,7	1,8	1,8	-	-	-	
I have my own office	27,1	26,9	27,0	9,6	23,2	33,4	14,1	24,5	31,2	-	-	-	
I share an office with 1-2 other people	8,9	12,0	10,5	7,4	9,8	8,2	8,1	13,3	11,0	-	-	-	
I work in an open-plan office with 4-9 other people	5,7	5,9	5,8	3,7	7,3	4,2	4,7	6,4	5,5	-	-	-	
I work in an open-plan office with 10-24 other people	3,3	3,5	3,4	4,4	3,7	2,8	3,4	4,4	2,5	-	-	-	
I work in an open-plan office with 24 or more people	2,5	2,0	2,2	6,7	2,6	1,8	3,4	2,1	1,7	-	-	-	
<b>Do you work in a group somewhere other than your private workplace (but within the office) more than 20 % of your working time? In other words you do have access to more than just your own workplace (combi-office). This does not include agenda-based information meetings.</b>													Danielsson
Yes	29,8	27,9	28,8	33,9	31,2	28,0	30,4	30,1	25,2	-	-	-	
No	70,2	72,1	71,2	66,1	68,8	72,0	69,6	69,9	74,8	-	-	-	



### 4.3.6 The characteristics of work

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How many people are employed at your workplace?</b>													LFS
0-4 employed	10,6	7,2	8,8	11,1	10,3	10,9	7,0	6,6	7,8	11,8	8,3	10,0	
5-9 employed	8,7	9,8	9,3	6,9	8,2	9,4	15,9	9,1	9,8	10,4	11,4	10,9	
10-19 employed	14,3	15,3	14,8	19,4	13,9	13,9	18,5	15,1	15,0	13,7	16,3	15,1	
20-49 employed	19,1	26,5	23,0	19,4	18,0	20,1	20,4	26,7	27,1	19,9	24,3	22,3	
50-99 employed	14,1	16,7	15,5	16,0	13,6	14,3	15,9	16,7	16,9	13,1	12,9	13,0	
100-499 employed	19,8	15,9	17,7	15,3	21,3	19,0	14,6	16,7	15,2	19,3	15,0	17,0	
500 a employed or more	13,5	8,6	10,9	11,8	14,8	12,3	7,6	9,2	8,2	11,9	11,7	11,8	
<b>How are you paid? Please select one alternative.</b>													LFSmod
Fixed salary (hourly/weekly wage, Salary)	75,3	78,6	77,1	70,4	71,1	80,2	65,6	77,0	81,7	-	-	-	
Pay linked to unsocial hours compensation	10,7	16,7	13,9	18,3	12,6	7,7	26,0	17,7	14,6	-	-	-	
Pay with supplements linked to your personal results (e.g. piece/performance wages)	3,9	,9	2,3	4,2	5,2	2,5	3,9	1,1	,2	-	-	-	
Pay with supplements linked to your group's results	1,4	,2	,8	4,2	1,4	1,1	,6	,4	,0	-	-	-	
Pay with supplements linked to your company's results	4,5	1,5	2,9	,7	5,6	3,8	,6	2,3	,8	-	-	-	
Pure (100%) performance-related pay	1,4	,5	1,0	1,4	1,1	1,8	,6	,3	,7	-	-	-	
Other	2,8	1,6	2,2	,7	3,0	2,9	2,6	1,2	1,9	-	-	-	

### 4.3.6 The characteristics of work

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Who is your principal employer?</b>													SCBmod
Private company	66,6	33,5	48,9	76,9	72,0	59,6	49,4	37,5	27,5	-	-	-	
Association/non-profit organisation	2,4	1,9	2,1	,7	1,5	3,6	2,5	1,8	1,9	-	-	-	
Local government (district)	11,9	36,4	25,0	11,9	8,5	15,3	28,5	35,0	38,8	-	-	-	
Local government (county/region)	3,5	14,2	9,2	,0	3,4	4,0	6,3	12,5	16,9	-	-	-	
Central government	11,0	8,9	9,9	4,9	10,2	12,7	10,1	8,2	9,6	-	-	-	
Other	4,6	5,1	4,8	5,6	4,3	4,7	3,2	5,0	5,4	-	-	-	

### 4.3.7 Changes in the characteristics of work

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>The following questions apply to your place(s) of work in the past two years:</b>													NA <sup>29</sup>
<b>Have you changed job?</b>													NA <sup>29</sup>
No, not once	77,2	78,6	78,0	64,6	74,8	81,1	57,9	76,0	83,8	-	-	-	
Yes, once	15,3	15,7	15,5	25,7	17,4	11,8	28,3	18,8	11,1	-	-	-	
Yes, 2-3 times	4,2	3,3	3,7	9,0	5,0	2,9	11,9	3,4	2,1	-	-	-	
Yes, 4 times or more	,5	,4	,5	,0	,6	,5	1,9	,3	,4	-	-	-	
Not applicable	2,7	1,9	2,3	,7	2,1	3,6	,0	1,5	2,6	-	-	-	
<b>Have you changed group?</b>													NA <sup>29</sup>
No, not once	68,2	68,3	68,3	57,6	65,3	72,6	44,6	66,0	73,5	-	-	-	
Yes, once	19,4	22,2	20,9	27,8	21,6	16,1	36,9	24,5	18,0	-	-	-	
Yes, 2-3 times	6,4	5,7	6,1	8,3	7,4	5,2	12,7	6,2	4,5	-	-	-	
Yes, 4 times or more	1,9	1,4	1,6	2,8	2,2	1,4	2,5	1,3	1,4	-	-	-	
Not applicable	4,1	2,3	3,1	3,5	3,4	4,8	3,2	2,0	2,6	-	-	-	
<b>Have your tasks <u>increased</u> significantly?</b>													NEW
No, not once	48,4	44,0	46,1	39,9	43,6	54,5	34,4	42,1	47,1	-	-	-	
Yes, once	19,8	23,4	21,7	24,5	22,9	16,1	25,5	25,0	21,6	-	-	-	
Yes, 2-3 times	18,9	19,3	19,1	23,8	20,6	16,5	25,5	20,0	17,8	-	-	-	
Yes, 4 times or more	5,7	7,5	6,6	7,7	7,1	4,1	6,4	8,1	6,9	-	-	-	
Not applicable	7,2	5,8	6,4	4,2	5,9	8,8	8,3	4,7	6,6	-	-	-	
<b>Have your tasks <u>decreased</u> significantly?</b>													NEW
No, not once	83,7	84,1	83,9	86,1	84,0	83,0	77,6	84,9	84,2	-	-	-	
Yes, once	4,8	4,3	4,5	4,9	4,9	4,6	5,8	4,8	3,6	-	-	-	
Yes, 2-3 times	1,0	1,0	1,0	,7	1,3	,7	2,6	,8	1,1	-	-	-	
Yes, 4 times or more	,3	,3	,3	,7	,5	,1	,6	,2	,2	-	-	-	
Not applicable	10,2	10,3	10,2	7,6	9,2	11,5	13,5	9,2	10,9	-	-	-	

<sup>29</sup>References: Gabriel Oxenstierna and Maria Widmark.

### 4.3.7 Changes in the characteristics of work

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>The following questions apply to your place(s) of work in the past two years:</b>													NA <sup>29</sup>
<b>Have your tasks changed significantly?</b>													NA <sup>29</sup>
No, not once	57,5	54,9	56,1	50,3	53,1	62,8	41,7	54,0	57,3	-	-	-	
Yes, once	21,8	24,5	23,2	32,9	24,7	17,4	28,8	26,3	22,2	-	-	-	
Yes, 2-3 times	10,2	11,7	11,0	9,1	12,0	8,5	21,2	11,6	10,7	-	-	-	
Yes, 4 times or more	4,1	4,3	4,2	6,3	4,8	3,2	5,8	4,4	4,1	-	-	-	
Not applicable	6,5	4,6	5,5	1,4	5,5	8,1	2,6	3,7	5,7	-	-	-	
<b>Have new people been employed at the workplace?</b>													NA <sup>29</sup>
No, not once	24,5	23,3	23,9	10,5	24,2	26,7	14,2	23,4	24,4	-	-	-	
Yes, once	18,0	18,3	18,2	16,1	17,2	19,0	18,7	17,5	19,2	-	-	-	
Yes, 2-3 times	27,6	30,7	29,2	35,7	27,2	26,9	33,5	30,3	30,7	-	-	-	
Yes, 4 times or more	26,0	24,6	25,3	35,0	28,7	22,2	29,7	26,9	21,8	-	-	-	
Not applicable	3,9	3,1	3,4	2,8	2,7	5,3	3,9	2,1	3,9	-	-	-	
<b>Has your workgroup (or parts of it) been merged with another workgroup or other units?</b>													NA <sup>29</sup>
No, not once	73,2	73,1	73,2	71,5	73,7	73,0	67,3	73,6	73,4	-	-	-	
Yes, once	17,0	18,1	17,6	17,4	17,7	16,3	20,5	18,5	17,5	-	-	-	
Yes, 2-3 times	2,2	2,3	2,3	2,1	2,6	1,9	1,3	2,6	2,2	-	-	-	
Yes, 4 times or more	,7	,3	,5	,7	,4	,9	,0	,5	,2	-	-	-	
Not applicable	6,8	6,1	6,4	8,3	5,6	7,9	10,9	4,8	6,8	-	-	-	
<b>Have you been demoted in the last two years?</b>													NA <sup>29</sup>
Yes	5,6	4,0	4,7	3,5	5,1	6,4	1,9	3,1	5,1	-	-	-	
No	94,4	96,0	95,3	96,5	94,9	93,6	98,1	96,9	94,9	-	-	-	

<sup>29</sup>References: Gabriel Oxenstierna and Maria Widmark.

### 4.3.8 Physical work environment

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Does your work sometimes involve physical labour, that is, you physically exert yourself more than one does when walking and standing and moving around in a normal way?</b>													SWES
Nearly all the time	15,8	11,4	13,4	24,1	17,2	13,3	19,1	10,8	11,0	16,6	11,2	13,7	
Roughly $\frac{3}{4}$ of the time	9,7	7,8	8,7	12,8	10,3	8,8	10,8	8,3	7,0	6,9	5,6	6,2	
Half of the time	10,4	9,9	10,1	7,8	10,0	11,1	8,9	9,7	10,2	8,4	6,9	7,6	
Roughly $\frac{1}{4}$ of the time	10,6	8,7	9,6	16,3	11,3	9,2	15,9	8,5	7,9	8,3	6,9	7,5	
Some (perhaps 1/10 of the time)	17,3	15,3	16,3	16,3	17,0	17,8	13,4	16,9	14,0	16,9	15,7	16,3	
No, not at all	36,1	46,9	41,9	22,7	34,1	39,8	31,8	45,7	50,0	42,9	53,6	48,6	
<b>Do you have to lift at least 15 kilo several times a day?</b>													SWESmod
Nearly all the time	10,4	4,7	7,4	11,3	10,8	9,8	6,4	4,5	4,8	-	-	-	
Roughly $\frac{3}{4}$ of the time	4,9	3,3	4,0	5,0	5,3	4,5	1,9	3,7	3,0	-	-	-	
Half of the time	7,7	5,8	6,7	12,1	7,1	7,7	10,8	5,4	5,6	-	-	-	
Roughly $\frac{1}{4}$ of the time	9,3	6,4	7,8	12,1	10,2	8,0	12,7	6,3	5,7	-	-	-	
Some (perhaps 1/10 of the time)	19,2	14,2	16,5	24,1	20,2	17,5	17,8	14,4	13,6	-	-	-	
No, not at all	48,6	65,6	57,7	35,5	46,5	52,4	50,3	65,8	67,4	-	-	-	

### 4.3.8 Physical work environment

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Is your work such that you have to get into bent, twisted or otherwise unsuitable positions?</b>													ULF
Nearly all the time	10,9	8,4	9,6	14,2	11,1	10,4	7,6	8,1	8,8	-	-	-	
Roughly ¾ of the time	6,5	6,3	6,4	9,2	6,8	6,0	8,3	6,2	6,1	-	-	-	
Half of the time	8,4	9,2	8,8	7,1	8,5	8,4	12,1	9,4	8,6	-	-	-	
Roughly ¼ of the time	8,9	9,7	9,3	12,1	9,9	7,5	8,3	10,1	9,4	-	-	-	
Some (perhaps 1/10 of the time)	22,7	21,0	21,8	27,7	23,9	20,9	32,5	20,8	19,8	-	-	-	
No, not at all	42,5	45,5	44,1	29,8	39,9	46,9	31,2	45,5	47,3	-	-	-	
<b>Are you exposed to any of the following at work?</b>													
<b>...Disturbing or tiresome noise.</b>													NEW
Nearly all the time	18,2	20,7	19,5	24,8	21,1	14,5	22,2	21,7	19,4	-	-	-	
Roughly ¾ of the time	11,2	11,4	11,3	14,2	10,6	11,6	16,5	12,2	9,8	-	-	-	
Half of the time	11,6	10,2	10,9	15,6	11,9	10,8	11,4	10,4	9,8	-	-	-	
Roughly ¼ of the time	10,1	9,1	9,6	7,8	10,4	10,2	12,7	10,1	7,7	-	-	-	
Some (perhaps 1/10 of the time)	23,2	20,3	21,6	24,8	22,1	24,1	21,5	19,9	20,6	-	-	-	
No, not at all	25,6	28,3	27,1	12,8	24,0	28,8	15,8	25,7	32,6	-	-	-	
<b>...Poor or troublesome lighting conditions.</b>													NEW
Nearly all the time	6,4	5,6	5,9	7,8	7,4	5,2	5,1	5,8	5,4	-	-	-	
Roughly ¾ of the time	4,9	4,1	4,5	7,1	4,8	4,8	7,0	4,4	3,5	-	-	-	
Half of the time	8,4	5,3	6,8	11,3	9,4	7,0	8,2	5,8	4,5	-	-	-	
Roughly ¼ of the time	10,1	6,7	8,3	9,9	10,1	10,0	9,5	7,5	5,6	-	-	-	
Some (perhaps 1/10 of the time)	27,8	21,9	24,7	29,1	28,0	27,5	26,6	22,7	20,5	-	-	-	
No, not at all	42,4	56,4	49,8	34,8	40,3	45,5	43,7	53,8	60,5	-	-	-	

### 4.3.8 Physical work environment

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Are you exposed to any of the following at work?</b>													SWES
<b>...Vibrations that make your whole body shake and vibrate (e.g., from tractor, forklift, or other work machine).</b>													SWES
Nearly all the time	5,4	1,0	3,0	8,5	6,4	3,9	1,3	1,1	,9	2,8	,3	1,5	
Roughly $\frac{3}{4}$ of the time	3,4	,5	1,9	6,4	2,5	4,0	,0	,8	,2	1,5	,1	,8	
Half of the time	5,2	,4	2,6	5,0	5,8	4,6	1,3	,3	,4	2,6	,1	1,3	
Roughly $\frac{1}{4}$ of the time	6,3	1,0	3,5	8,5	6,8	5,5	2,5	,9	,9	3,6	,6	2,0	
Some (perhaps 1/10 of the time)	15,2	4,1	9,3	11,3	16,1	14,7	8,2	4,2	3,4	14,3	2,4	8,0	
No, not at all	64,5	93,0	79,7	60,3	62,3	67,3	86,7	92,6	94,2	75,2	96,5	86,5	

### 4.3.8 Physical work environment

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Are you exposed to any of the following at work?</b>													NEW
<b>...Toxins or irritants (e.g. solvents, pesticides or plastic chemicals).</b>													NEW
Nearly all the time	2,7	1,4	2,1	2,1	3,3	2,3	1,9	1,7	1,1	-	-	-	
Roughly ¾ of the time	2,2	,9	1,5	1,4	1,8	2,8	,6	,7	1,1	-	-	-	
Half of the time	3,3	1,5	2,3	5,0	3,3	3,0	1,9	1,8	1,1	-	-	-	
Roughly ¼ of the time	4,4	1,9	3,1	6,4	4,6	4,0	1,3	2,3	1,6	-	-	-	
Some (perhaps 1/10 of the time)	21,6	9,5	15,1	24,8	25,4	17,3	20,3	10,4	7,4	-	-	-	
No, not at all	65,8	84,8	75,9	60,3	61,7	70,7	74,1	83,1	87,7	-	-	-	
<b>...Excessive heat, cold or draught.</b>													NEW
Nearly all the time	5,7	3,6	4,6	6,4	6,5	4,9	7,0	4,1	2,6	-	-	-	
Roughly ¾ of the time	4,1	2,2	3,1	6,4	4,5	3,4	2,5	1,5	2,8	-	-	-	
Half of the time	9,9	4,4	7,0	14,9	9,9	9,2	8,2	4,6	3,8	-	-	-	
Roughly ¼ of the time	9,6	6,6	8,0	12,1	9,8	9,1	16,5	6,1	5,7	-	-	-	
Some (perhaps 1/10 of the time)	22,1	18,0	19,9	21,3	22,7	21,6	20,9	19,1	16,5	-	-	-	
No, not at all	48,6	65,3	57,5	39,0	46,7	51,7	44,9	64,5	68,6	-	-	-	



### 4.3.8 Physical work environment

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Are you exposed to any of the following at work?</b>													NEW
<b>...Risk of infection (e.g. from sick patients/clients or contaminated waste.)</b>													NEW
Nearly all the time	2,5	12,7	7,9	2,1	2,9	2,1	15,8	13,9	11,2	-	-	-	
Roughly ¾ of the time	1,2	4,4	2,9	2,9	1,1	1,1	5,1	3,5	5,1	-	-	-	
Half of the time	1,7	5,8	3,9	2,1	1,8	1,6	5,1	5,7	6,0	-	-	-	
Roughly ¼ of the time	1,9	5,0	3,5	2,1	1,7	2,0	3,2	5,5	4,7	-	-	-	
Some (perhaps 1/10 of the time)	7,9	13,8	11,0	12,9	7,9	7,4	13,3	13,5	14,1	-	-	-	
No, not at all	84,8	58,3	70,7	77,9	84,7	85,8	57,6	57,8	58,9	-	-	-	
<b>...Tangible risk of injury (e.g. from dangerous machines or elevated working positions).</b>													NEW
Nearly all the time	6,3	1,2	3,6	10,6	8,0	4,1	1,9	1,6	,6	-	-	-	
Roughly ¾ of the time	3,9	,8	2,3	2,1	4,3	3,7	1,3	,9	,6	-	-	-	
Half of the time	6,4	1,5	3,8	9,2	7,1	5,3	4,4	1,6	1,1	-	-	-	
Roughly ¼ of the time	6,5	1,3	3,8	8,5	6,4	6,4	4,4	,9	1,3	-	-	-	
Some (perhaps 1/10 of the time)	18,2	6,6	12,0	20,6	18,4	17,7	10,8	6,9	5,8	-	-	-	
No, not at all	58,7	88,5	74,6	48,9	55,8	62,9	77,2	88,0	90,5	-	-	-	

### 4.3.8 Physical work environment

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How often do you work at a computer keyboard?</b>													NEW
Nearly all the time	13,9	21,8	18,1	17,3	16,9	10,5	27,4	23,7	19,1	-	-	-	
Roughly $\frac{3}{4}$ of the time	11,7	12,0	11,9	7,2	12,1	11,9	5,7	11,5	13,3	-	-	-	
Half of the time	13,7	11,7	12,6	7,2	14,1	14,1	5,7	12,0	12,1	-	-	-	
Roughly $\frac{1}{4}$ of the time	14,4	12,8	13,6	8,6	13,2	16,5	8,3	11,3	14,9	-	-	-	
Some (perhaps 1/10 of the time)	23,6	24,1	23,9	26,6	24,0	22,8	26,1	26,3	21,6	-	-	-	
No, not at all	22,6	17,7	20,0	33,1	19,7	24,3	26,8	15,2	19,0	-	-	-	

#### 4.4 Miscellaneous work-related questions

Data concerning respondents, who during the last three months, on average, have worked gainfully 30 % or more.

Data indicated as per cent.

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How satisfied or dissatisfied are you with your present tasks?</b>													NA <sup>29</sup>
Very satisfied	21,9	24,7	23,4	17,0	20,5	23,9	21,7	25,0	24,9	-	-	-	
Quite satisfied	66,3	64,7	65,5	69,5	65,6	66,5	63,1	64,2	65,5	-	-	-	
Quite dissatisfied	10,3	9,0	9,6	9,2	11,9	8,8	11,5	9,4	8,4	-	-	-	
Very dissatisfied	1,5	1,5	1,5	4,3	2,0	,7	3,8	1,4	1,3	-	-	-	
<b>To what extent do your basic values match those of your workplace?</b>													NA <sup>29</sup>
To a very high extent	15,5	17,4	16,5	12,0	14,0	17,4	10,3	17,6	18,0	-	-	-	
To a high extent	55,9	59,7	58,0	56,3	56,2	55,7	62,6	60,9	58,2	-	-	-	
To a small extent	22,8	18,3	20,4	23,2	23,6	21,9	22,6	17,0	19,1	-	-	-	
To a very small extent/not at all	4,1	3,4	3,8	4,2	4,5	3,8	3,9	3,2	3,6	-	-	-	
To a very high extent	1,7	1,2	1,4	4,2	1,7	1,3	,6	1,3	1,0	-	-	-	
<b>Are you satisfied with your contracted working hours per week?</b>													WOLFF
Yes, I am satisfied	76,8	74,0	75,3	77,6	73,3	80,2	73,7	74,6	73,5	-	-	-	
No, I would like to work more hours a week	1,8	5,9	4,0	6,3	1,9	1,2	16,7	5,2	5,4	-	-	-	
No, I would like to work less hours a week	21,4	20,0	20,7	16,1	24,8	18,6	9,6	20,2	21,2	-	-	-	

<sup>29</sup>References: Gabriel Oxenstierna and Maria Widmark.

#### 4.4 Miscellaneous work-related questions

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Is the company/workplace where you work today the place you wish to work at in the future?</b>													Aronsson
Yes	57,0	54,3	55,6	41,4	51,8	64,3	30,6	47,8	63,8	-	-	-	
No, but I'm satisfied right now	36,2	38,2	37,3	51,4	39,5	30,8	58,0	43,3	30,7	-	-	-	
No, I'm dissatisfied with my work place	6,8	7,4	7,2	7,1	8,7	4,9	11,5	8,9	5,5	-	-	-	
<b>Is the profession you have today the one you wish to have in the future?</b>													Aronsson
Yes	61,5	63,5	62,6	43,4	55,8	69,6	40,8	57,8	72,1	-	-	-	
No, but I am satisfied right now	33,7	32,1	32,8	45,5	39,2	26,6	47,8	37,1	25,2	-	-	-	
No, but I am dissatisfied with my work	4,8	4,4	4,6	11,2	5,0	3,8	11,5	5,1	2,8	-	-	-	
<b>Have you started to plan your retirement? This does not include pension savings.</b>													NEW
Yes	24,2	17,5	20,6	4,9	6,9	44,3	,0	3,9	33,4	-	-	-	
No	75,8	82,5	79,4	95,1	93,1	55,7	100,0	96,1	66,6	-	-	-	
<b>Are there opportunities at your work, either full or part-time after the normal retirement age?</b>													NEW
Yes	56,9	59,0	58,0	50,0	55,6	59,2	59,5	56,8	61,1	-	-	-	
No	43,1	41,0	42,0	50,0	44,4	40,8	40,5	43,2	38,9	-	-	-	

#### 4.4 Miscellaneous work-related questions

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Do you feel that your full potential is not utilised in your job?</b>													NEW
Yes	58,0	52,0	54,9	63,6	63,5	51,8	59,2	53,7	49,4	-	-	-	
No	42,0	48,0	45,1	36,4	36,5	48,2	40,8	46,3	50,6	-	-	-	
<b>At my workplace we dare to speak our minds</b>													NA <sup>29</sup>
Totally agree	44,5	32,0	37,8	44,7	42,1	46,9	30,8	30,9	33,3	-	-	-	
Somewhat agree	46,4	56,1	51,6	49,6	48,6	43,9	58,3	57,1	54,8	-	-	-	
Totally disagree	9,1	11,9	10,6	5,7	9,3	9,3	10,9	12,1	11,9	-	-	-	
<b>Do you have enough resources to manage your job?</b>													NA <sup>29</sup>
Yes	83,8	82,5	83,1	93,8	80,7	85,5	85,4	81,5	83,1	-	-	-	
No	16,2	17,5	16,9	6,3	19,3	14,5	14,6	18,5	16,9	-	-	-	
<b>At your workplace, is there an understanding for female employees who need to reduce their hours in order to look after a child for the first few years of its infancy?</b>													NA <sup>29</sup>
Yes, well	37,5	45,7	41,9	39,1	38,2	36,4	39,9	49,1	43,0	-	-	-	
Yes, quite well	44,9	44,0	44,4	43,5	44,8	45,2	47,5	40,3	47,3	-	-	-	
No, quite little	11,8	7,8	9,6	13,8	11,7	11,7	10,1	8,4	6,8	-	-	-	
No, little	5,8	2,5	4,0	3,6	5,3	6,6	2,5	2,1	2,9	-	-	-	

<sup>29</sup>References: Gabriel Oxenstierna and Maria Widmark.

#### 4.4 Miscellaneous work-related questions

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>At your workplace, is there an understanding for <u>male</u> employees who need to reduce their hours in order to look after a child for the first few years of its infancy?</b>	NA <sup>29</sup>												
Yes, well	29,7	40,1	35,2	27,7	30,2	29,4	30,1	42,1	39,3	-	-	-	
Yes, quite well	46,8	44,5	45,6	50,4	45,6	47,7	51,0	42,4	45,9	-	-	-	
No, quite little	17,4	10,5	13,7	16,3	18,0	16,9	14,4	10,8	9,6	-	-	-	
No, little	6,1	4,9	5,5	5,7	6,2	6,1	4,6	4,7	5,2	-	-	-	
<b>Do cultural events (films, plays, concerts, exhibitions) occur for the employees at your work place?</b>	NEW												
Never	56,2	51,3	53,6	55,6	56,4	56,0	48,1	51,2	51,9	-	-	-	
Sometimes a year	39,0	43,3	41,3	38,9	38,7	39,2	45,5	42,9	43,5	-	-	-	
Sometimes a month	4,2	4,9	4,5	4,2	4,5	3,9	5,8	5,4	4,2	-	-	-	
Sometimes a week or more	,7	,5	,6	1,4	,4	,9	,6	,6	,4	-	-	-	
<b>Does your work leave time for reflection?</b>	NA <sup>29</sup>												
Yes, often	17,3	15,3	16,2	19,1	15,4	18,9	17,2	13,9	16,4	-	-	-	
Yes, sometimes	52,1	49,7	50,8	51,8	50,3	53,9	49,0	52,0	47,5	-	-	-	
No, seldom	26,1	30,1	28,2	27,0	29,3	22,9	28,7	29,8	30,6	-	-	-	
Hardly ever/never	4,5	4,9	4,7	2,1	5,0	4,3	5,1	4,2	5,6	-	-	-	

<sup>29</sup>References: Gabriel Oxenstierna and Maria Widmark.

#### 4.4 Miscellaneous work-related questions

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Comparing your skills and knowledge with the job you do, do you think you are..</b>													ULF
...highly overqualified	4,2	2,5	3,3	5,6	4,1	4,1	3,8	1,9	3,0	-	-	-	
...in some respects overqualified	24,8	23,5	24,1	25,9	27,4	22,0	29,7	24,2	22,2	-	-	-	
...are sufficiently qualified	56,9	57,6	57,2	52,4	53,8	60,5	46,2	55,7	60,8	-	-	-	
...in need of a little extra knowledge	13,4	15,4	14,4	15,4	13,7	12,7	19,6	17,0	13,2	-	-	-	
...in need of a great deal of extra knowledge	,8	1,0	,9	,7	,9	,7	,6	1,2	,8	-	-	-	
<b>Can you determine if you do a good job or not?</b>													WOLFF
Yes, often	62,4	57,0	59,5	55,9	60,7	64,9	51,6	55,8	58,9	-	-	-	
Yes, sometimes	34,0	39,1	36,7	37,8	35,7	31,8	42,8	40,6	37,1	-	-	-	
No, seldom	3,4	3,8	3,6	6,3	3,3	3,1	5,7	3,5	3,8	-	-	-	
Hardly ever/never	,2	,1	,2	,0	,3	,2	,0	,1	,2	-	-	-	

## 4.5 Consequences of not being gainfully employed

Data concerning old-age pensioners, full-time early retirees, full-time disability pensioners, students, unemployed, long-term sick-listed persons, persons on parental leave, homemakers and others who temporarily or permanently had left gainful employment.

Data indicated as per cent.

### 4.5.1 Negative aspects

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Leaving work was stressful.</b>													NEW
Strongly agree	5,4	7,3	6,6	3,0	13,2	3,8	4,9	8,8	7,2	-	-	-	
Agree	7,1	11,6	9,9	3,0	11,3	6,7	9,8	15,8	9,1	-	-	-	
Neither agree nor disagree	21,1	13,3	16,2	27,3	15,1	21,6	13,7	14,0	12,4	-	-	-	
Disagree	16,0	16,2	16,1	15,2	11,3	17,3	16,7	12,3	19,1	-	-	-	
Strongly disagree	50,3	51,7	51,2	51,5	49,1	50,5	54,9	49,1	52,2	-	-	-	
<b>I feel that I have lost my purpose in life.</b>													NEW
Strongly agree	3,0	6,0	4,8	,0	3,7	3,3	2,9	5,8	7,5	-	-	-	
Agree	12,5	10,9	11,5	9,1	18,5	11,4	6,7	12,3	11,8	-	-	-	
Neither agree nor disagree	13,1	10,1	11,2	15,2	11,1	13,3	10,6	9,9	9,9	-	-	-	
Disagree	22,2	19,7	20,7	21,2	14,8	24,3	11,5	15,8	26,9	-	-	-	
Strongly disagree	49,2	53,4	51,8	54,5	51,9	47,6	68,3	56,1	43,9	-	-	-	
<b>My health has deteriorated since I stopped working.</b>													NEW
Strongly agree	4,7	2,7	3,4	3,0	5,7	4,8	2,8	1,2	3,8	-	-	-	
Agree	5,7	8,2	7,3	6,1	7,5	5,2	9,4	10,5	5,7	-	-	-	
Neither agree nor disagree	24,3	24,7	24,6	30,3	22,6	23,8	27,4	23,3	24,6	-	-	-	
Disagree	23,6	19,4	21,0	33,3	24,5	21,9	16,0	16,9	23,2	-	-	-	
Strongly disagree	41,6	45,0	43,7	27,3	39,6	44,3	44,3	48,3	42,7	-	-	-	



#### 4.5.1 Negative aspects

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>I have been in financial difficulties since I stopped working.</b>													NEW
Strongly agree	9,5	9,3	9,4	15,2	22,6	5,3	15,5	10,5	5,2	-	-	-	
Agree	10,9	17,9	15,3	21,2	24,5	5,8	26,2	23,3	9,5	-	-	-	
Neither nor disagree	20,1	24,3	22,7	6,1	20,8	22,1	22,3	25,0	24,6	-	-	-	
Disagree	21,8	21,2	21,4	27,3	13,2	23,1	17,5	20,3	23,7	-	-	-	
Strongly disagree	37,8	27,4	31,3	30,3	18,9	43,8	18,4	20,9	37,0	-	-	-	
<b>I have lost contact with many of my friends since I stopped working.</b>													NEW
Strongly agree	5,0	4,5	4,7	,0	5,7	5,6	1,9	4,7	5,7	-	-	-	
Agree	16,7	13,1	14,5	9,1	18,9	17,4	7,7	10,5	17,9	-	-	-	
Neither nor disagree	21,7	18,3	19,6	18,2	17,0	23,5	18,3	19,9	17,0	-	-	-	
Disagree	23,1	23,2	23,2	21,2	15,1	25,4	19,2	19,3	28,3	-	-	-	
Strongly disagree	33,4	40,9	38,0	51,5	43,4	28,2	52,9	45,6	31,1	-	-	-	
<b>Have you noticed that people avoid you because you are not working?</b>													LR Jönsson
Yes, many times	,0	,8	,5	,0	,0	,0	,0	,6	1,4	-	-	-	
Yes, a few times	2,0	3,0	2,6	3,0	3,6	1,4	,0	5,8	2,3	-	-	-	
Yes, once or twice	6,8	5,3	5,9	6,1	8,9	6,4	1,9	7,6	5,1	-	-	-	
No, never	91,2	90,9	91,0	90,9	87,5	92,2	98,1	86,0	91,2	-	-	-	
<b>Have you noticed that people treat you as less knowledgeable because you are not working?</b>													LR Jönsson
Yes, many times	2,0	2,8	2,5	3,0	7,1	,5	1,0	2,3	4,2	-	-	-	
Yes, a few times	1,6	3,9	3,0	6,1	1,8	,9	5,7	4,7	2,3	-	-	-	
Yes, once or twice	9,2	8,7	8,9	9,1	14,3	7,8	6,7	14,5	5,1	-	-	-	
No, never	87,3	84,6	85,6	81,8	76,8	90,8	86,7	78,5	88,4	-	-	-	

#### 4.5.1 Negative aspects

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Have you noticed that people have considered you lazy because you are not working?</b>													LR Jönsson
Yes, many times	2,6	2,8	2,8	3,0	8,9	,9	2,9	2,9	2,8	-	-	-	
Yes, a few times	4,6	5,5	5,1	9,1	3,6	4,1	8,6	7,0	2,8	-	-	-	
Yes, once or twice	14,7	14,2	14,4	21,2	30,4	9,6	20,0	16,9	9,3	-	-	-	
No, never	78,2	77,4	77,7	66,7	57,1	85,3	68,6	73,3	85,1	-	-	-	
<b>Have you noticed that other people do not care about what you say or do because you are not working?</b>													LR Jönsson
Yes, many times	1,0	1,6	1,4	,0	1,8	,9	,0	1,7	2,3	-	-	-	
Yes, a few times	3,6	3,5	3,5	6,1	7,1	2,3	1,9	4,1	3,7	-	-	-	
Yes, once or twice	9,4	9,0	9,1	9,1	12,5	8,7	8,7	9,9	8,4	-	-	-	
No, never	86,0	85,9	86,0	84,8	78,6	88,1	89,4	84,3	85,6	-	-	-	
<b>I feel left out of things.</b>													CASP-19 (4)
Often	4,2	3,6	3,8	,0	7,1	4,0	1,9	6,0	2,6	-	-	-	
Sometimes	17,6	23,0	21,0	23,5	26,8	14,3	24,1	27,7	18,8	-	-	-	
Not often	34,8	34,7	34,8	41,2	28,6	35,4	42,6	31,0	34,1	-	-	-	
Never	43,5	38,6	40,4	35,3	37,5	46,2	31,5	35,3	44,5	-	-	-	
<b>I feel that what happens to me is out of my control.</b>													CASP-19 (2)
Often	4,5	4,6	4,5	5,9	5,4	4,1	4,6	6,0	3,4	-	-	-	
Sometimes	18,9	26,2	23,5	14,7	26,8	17,6	30,3	28,3	22,7	-	-	-	
Not often	40,7	37,6	38,8	55,9	35,7	39,6	39,4	38,6	36,1	-	-	-	
Never	35,9	31,6	33,2	23,5	32,1	38,7	25,7	27,2	37,8	-	-	-	

#### 4.5.1 Negative aspects

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Have you noticed people getting irritated by you because you are not working?</b>													LR Jönsson
Yes, many times	1,6	2,8	2,4	3,0	3,6	,9	1,0	2,9	3,7	-	-	-	
Yes, a few times	6,8	7,1	7,0	6,1	16,4	4,6	10,5	9,2	3,7	-	-	-	
Yes, once or twice	18,2	13,2	15,1	24,2	20,0	16,9	16,2	16,8	8,8	-	-	-	
No, never	73,3	76,9	75,5	66,7	60,0	77,6	72,4	71,1	83,8	-	-	-	
<b>Have you been under heavy pressure to quickly get a job?</b>													LR Jönsson
Yes, many times	3,3	3,9	3,6	9,1	7,1	1,4	6,7	2,9	3,3	-	-	-	
Yes, a few times	7,8	6,5	7,0	15,2	8,9	6,4	11,4	7,0	3,8	-	-	-	
Yes, once or twice	12,4	13,9	13,3	15,2	32,1	6,9	23,8	16,9	6,6	-	-	-	
No, never	76,5	75,7	76,0	60,6	51,8	85,3	58,1	73,3	86,4	-	-	-	
<b>Since you have been out of work, have you noticed that people speak disparingly of people who do not work?</b>													LR Jönsson
Yes, many times	3,9	6,1	5,3	9,1	7,1	2,3	5,8	6,4	6,1	-	-	-	
Yes, a few times	9,1	10,8	10,2	18,2	12,5	6,9	12,5	13,5	7,9	-	-	-	
Yes, once or twice	27,0	26,0	26,4	24,2	30,4	26,6	34,6	25,7	22,0	-	-	-	
No, never	59,9	57,1	58,2	48,5	50,0	64,2	47,1	54,4	64,0	-	-	-	

## 4.5.2 Positive aspects

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>I have more time for myself since I stopped working.</b>													NEW
Strongly agree	34,0	32,1	32,8	18,2	24,5	38,8	15,4	25,1	45,8	-	-	-	
Agree	40,3	32,9	35,7	27,3	34,0	43,9	27,9	28,7	38,8	-	-	-	
Neither agree nor disagree	17,7	18,4	18,1	18,2	34,0	13,6	26,9	22,2	11,2	-	-	-	
Disagree	5,0	8,8	7,4	21,2	3,8	2,8	12,5	13,5	3,3	-	-	-	
Strongly disagree	3,0	7,8	6,0	15,2	3,8	,9	17,3	10,5	,9	-	-	-	
<b>I have more time for my family since I stopped working.</b>													NEW
Strongly agree	37,3	38,8	38,2	18,2	38,5	40,1	27,2	42,4	41,4	-	-	-	
Agree	39,0	34,6	36,3	27,3	28,8	43,5	23,3	33,1	41,4	-	-	-	
Neither agree nor disagree	16,8	16,5	16,6	27,3	23,1	13,5	27,2	15,7	11,9	-	-	-	
Disagree	3,1	4,9	4,2	9,1	7,7	1,0	6,8	4,7	4,3	-	-	-	
Strongly disagree	3,8	5,2	4,6	18,2	1,9	1,9	15,5	4,1	1,0	-	-	-	
<b>I have felt more relaxed since I stopped working.</b>													NEW
Strongly agree	18,7	24,2	22,1	9,1	17,0	20,6	10,6	20,2	34,0	-	-	-	
Agree	33,7	30,9	31,9	21,2	30,2	36,4	17,3	32,9	35,8	-	-	-	
Neither agree nor disagree	24,3	23,4	23,7	15,2	24,5	25,7	34,6	26,0	15,8	-	-	-	
Disagree	12,3	13,2	12,9	21,2	13,2	10,7	25,0	9,8	10,2	-	-	-	
Strongly disagree	11,0	8,3	9,3	33,3	15,1	6,5	12,5	11,0	4,2	-	-	-	
<b>My health has improved since I stopped working.</b>													NEW
Strongly agree	9,1	13,5	11,8	6,1	15,1	8,1	11,5	14,0	14,2	-	-	-	
Agree	18,9	21,7	20,6	12,1	30,2	17,1	17,3	26,2	20,3	-	-	-	
Neither agree nor disagree	52,5	45,9	48,4	57,6	34,0	56,4	46,2	43,0	48,1	-	-	-	
Disagree	7,1	8,8	8,2	12,1	11,3	5,2	11,5	8,1	8,0	-	-	-	
Strongly disagree	12,5	10,0	11,0	12,1	9,4	13,3	13,5	8,7	9,4	-	-	-	

#### 4.5.2 Positive aspects

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>I choose to do things that I have never done before.</b>													CASP-19 (16)
Often	15,4	16,4	16,1	23,5	8,9	15,8	27,5	13,2	13,8	-	-	-	
Sometimes	40,2	44,0	42,6	38,2	32,1	42,5	43,1	40,7	47,0	-	-	-	
Not often	37,6	34,6	35,7	38,2	51,8	33,9	25,7	39,6	34,9	-	-	-	
Never	6,8	5,0	5,6	,0	7,1	7,7	3,7	6,6	4,3	-	-	-	

### 4.5.3 Support

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Have other people given you useful advice or ideas on how to get a job?</b>													LR Jönsson
Yes, many times	4,2	4,5	4,4	9,4	12,5	1,4	9,5	5,3	1,4	-	-	-	
Yes, a few times	10,5	10,3	10,4	40,6	10,7	6,0	17,1	10,5	6,9	-	-	-	
Yes, once or twice	24,2	22,1	22,9	28,1	41,1	19,3	27,6	26,9	15,7	-	-	-	
No, never	61,1	63,1	62,3	21,9	35,7	73,4	45,7	57,3	76,0	-	-	-	
<b>Have you noticed that other people have been interested in how you are and feel because you are not working?</b>													LR Jönsson
Yes, many times	14,7	15,2	15,0	12,5	9,1	16,4	6,7	12,9	21,1	-	-	-	
Yes, a few times	26,7	21,5	23,5	18,8	41,8	24,1	23,8	20,5	21,1	-	-	-	
Yes, once or twice	31,3	29,1	30,0	37,5	23,6	32,3	24,8	33,9	27,5	-	-	-	
No, never	27,4	34,2	31,6	31,3	25,5	27,3	44,8	32,7	30,3	-	-	-	
<b>Have you noticed that other people have tried to help you with various things because you are not working?</b>													LR Jönsson
Yes, many times	2,3	2,0	2,1	6,1	5,4	,9	3,8	2,4	,9	-	-	-	
Yes, a few times	8,8	7,4	7,9	15,2	23,2	4,1	8,6	8,2	6,1	-	-	-	
Yes, once or twice	14,3	12,3	13,1	18,2	14,3	13,8	21,0	12,4	7,9	-	-	-	
No, never	74,6	78,3	76,9	60,6	57,1	81,2	66,7	77,1	85,0	-	-	-	

### 4.5.3 Support

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Have you noticed that other people have tried to encourage and comfort you because you are not working?</b>													LR Jönsson
Yes, many times	1,6	4,5	3,4	3,1	1,8	1,4	2,9	3,6	6,1	-	-	-	
Yes, a few times	8,2	8,0	8,1	12,5	16,4	5,5	8,6	11,3	5,1	-	-	-	
Yes, once or twice	17,4	16,4	16,8	21,9	30,9	13,3	21,0	19,0	12,1	-	-	-	
No, never	72,8	71,0	71,7	62,5	50,9	79,8	67,6	66,1	76,6	-	-	-	

#### 4.5.4 Participation in labour market programmes, employment training or rehabilitation

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Do you, at present, participate in some kind of labour market programme, employment training or rehabilitation?<sup>30</sup></b>													NEW
Yes	17,0	37,0	54,0	4,0	7,0	6,0	4,0	22,0	11,0	-	-	-	
No	288,0	464,0	752,0	28,0	45,0	215,0	101,0	156,0	207,0	-	-	-	
<b>Participants in labour market programmes:</b>													NEW
<b>...Did you decide yourself to participate?</b>													
Yes	80,0	87,2	84,7	50,0	100,0	75,0	100,0	91,3	75,0	-	-	-	
No	20,0	12,8	15,3	50,0	,0	25,0	,0	8,7	25,0	-	-	-	
<b>Participants in labour market programmes: What is your opinion of your participation?</b>													NEW
<b>...Do you feel that you are learning things of use in the future?</b>													NEW
Yes, often	4,0	18,0	22,0	1,0	1,0	2,0	3,0	9,0	6,0	-	-	-	
Yes, sometimes	5,0	15,0	20,0	,0	4,0	1,0	1,0	10,0	4,0	-	-	-	
No, seldom	6,0	2,0	8,0	3,0	1,0	2,0	,0	2,0	,0	-	-	-	
No, hardly ever/never	2,0	,0	2,0	,0	1,0	1,0	,0	,0	,0	-	-	-	
<b>...Does it feel <u>meaningful</u> to take part?</b>													NEW
Yes, often	4,0	24,0	28,0	,0	3,0	1,0	3,0	12,0	9,0	-	-	-	
Yes, sometimes	7,0	12,0	19,0	2,0	2,0	3,0	1,0	9,0	2,0	-	-	-	
No, seldom	1,0	1,0	2,0	1,0	,0	,0	,0	1,0	,0	-	-	-	
No, hardly ever/never	5,0	,0	5,0	1,0	2,0	2,0	,0	,0	,0	-	-	-	

<sup>30</sup>Data stated as *number*



#### 4.5.4 Participation in labour market programmes, employment training or rehabilitation

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Participants in labour market programmes: What is your opinion of your participation?</b>													NEW
<b>...Does it feel <u>meaningless</u> to take part?</b>													NEW
Yes, often	2,0	1,0	3,0	1,0	1,0	,0	,0	1,0	,0	-	-	-	
Yes, sometimes	3,0	4,0	7,0	3,0	,0	,0	,0	3,0	1,0	-	-	-	
No, seldom	3,0	11,0	14,0	,0	2,0	1,0	2,0	7,0	2,0	-	-	-	
No, hardly ever/never	9,0	21,0	30,0	,0	4,0	5,0	2,0	11,0	8,0	-	-	-	
<b>...Do you feel that the level is too <u>low</u> for you?</b>													NEW
Yes, often	4,0	1,0	5,0	2,0	2,0	,0	,0	,0	1,0	-	-	-	
Yes, sometimes	1,0	4,0	5,0	1,0	,0	,0	1,0	2,0	1,0	-	-	-	
No, seldom	7,0	19,0	26,0	1,0	3,0	3,0	2,0	12,0	5,0	-	-	-	
No, hardly ever/never	4,0	12,0	16,0	,0	1,0	3,0	1,0	8,0	3,0	-	-	-	
<b>... Do you feel that the level is too <u>high</u> for you?</b>													NEW
Yes, often	,0	,0	,0	,0	,0	,0	,0	,0	,0	-	-	-	
Yes, sometimes	3,0	8,0	11,0	1,0	2,0	,0	2,0	4,0	2,0	-	-	-	
No, seldom	7,0	20,0	27,0	1,0	4,0	2,0	1,0	12,0	7,0	-	-	-	
No, hardly ever/never	7,0	8,0	15,0	2,0	1,0	4,0	1,0	6,0	1,0	-	-	-	
<b>...Does the participation require considerable <u>mental</u> effort?</b>													NEW
Yes, often	,0	14,0	14,0	,0	,0	,0	1,0	8,0	5,0	-	-	-	
Yes, sometimes	5,0	11,0	16,0	1,0	3,0	1,0	2,0	6,0	3,0	-	-	-	
No, seldom	5,0	6,0	11,0	2,0	1,0	2,0	1,0	3,0	2,0	-	-	-	
No, hardly ever/never	6,0	6,0	12,0	1,0	3,0	2,0	,0	5,0	1,0	-	-	-	

#### 4.5.4 Participation in labour market programmes, employment training or rehabilitation

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Participants in labour market programmes: What is your opinion of your participation?</b>													NEW
<b>...Does participation require considerable <u>physical</u> effort?</b>													NEW
Yes, often	2,0	4,0	6,0	1,0	,0	1,0	1,0	3,0	,0	-	-	-	
Yes, sometimes	5,0	11,0	16,0	1,0	2,0	2,0	2,0	7,0	2,0	-	-	-	
No, seldom	3,0	8,0	11,0	1,0	,0	2,0	1,0	3,0	4,0	-	-	-	
No, hardly ever/never	6,0	14,0	20,0	1,0	5,0	,0	,0	9,0	5,0	-	-	-	
<b>...Do you have enough time to manage what you you are supposed to do?</b>													NEW
Yes, often	8,0	20,0	28,0	2,0	4,0	2,0	1,0	13,0	6,0	-	-	-	
Yes, sometimes	5,0	14,0	19,0	1,0	3,0	1,0	3,0	7,0	4,0	-	-	-	
No, seldom	1,0	2,0	3,0	1,0	,0	,0	,0	1,0	1,0	-	-	-	
No, hardly ever/never	2,0	1,0	3,0	,0	,0	2,0	,0	1,0	,0	-	-	-	
<b>...Does the participation involve carrying out the same task over and over again?</b>													NEW
Yes, often	3,0	7,0	10,0	1,0	2,0	,0	1,0	3,0	3,0	-	-	-	
Yes, sometimes	6,0	19,0	25,0	2,0	3,0	1,0	2,0	13,0	4,0	-	-	-	
No, seldom	5,0	8,0	13,0	1,0	1,0	3,0	,0	5,0	3,0	-	-	-	
No, hardly ever/never	2,0	3,0	5,0	,0	1,0	1,0	1,0	1,0	1,0	-	-	-	

#### 4.5.4 Participation in labour market programmes, employment training or rehabilitation

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Participants in labour market programmes: What is your opinion of your participation?</b>													NEW
<b>...Do you have the freedom to decide <u>how</u> your tasks are to be carried out?</b>													NEW
Yes, often	3,0	7,0	10,0	,0	2,0	1,0	,0	4,0	3,0	-	-	-	
Yes, sometimes	7,0	20,0	27,0	1,0	5,0	1,0	1,0	12,0	7,0	-	-	-	
No, seldom	5,0	7,0	12,0	2,0	,0	3,0	3,0	3,0	1,0	-	-	-	
No, hardly ever/never	1,0	3,0	4,0	1,0	,0	,0	,0	3,0	,0	-	-	-	
<b>... Do you have the freedom to decide <u>what</u> tasks are to be carried out?</b>													NEW
Yes, often	3,0	8,0	11,0	,0	2,0	1,0	,0	5,0	3,0	-	-	-	
Yes, sometimes	3,0	13,0	16,0	,0	3,0	,0	1,0	9,0	3,0	-	-	-	
No, seldom	8,0	12,0	20,0	4,0	2,0	2,0	3,0	4,0	5,0	-	-	-	
No, hardly ever/never	2,0	4,0	6,0	,0	,0	2,0	,0	4,0	,0	-	-	-	
<b>...Do you feel that the demands on you at the moment are too high?</b>													NEW
Yes, often	,0	3,0	3,0	,0	,0	,0	,0	3,0	,0	-	-	-	
Yes, sometimes	2,0	7,0	9,0	,0	1,0	1,0	,0	4,0	3,0	-	-	-	
No, seldom	10,0	18,0	28,0	3,0	4,0	3,0	3,0	8,0	7,0	-	-	-	
No, hardly ever/never	3,0	9,0	12,0	,0	2,0	1,0	1,0	7,0	1,0	-	-	-	

#### 4.5.4 Participation in labour market programmes, employment training or rehabilitation

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Participants in labour market programmes: What is your opinion of your participation?</b>													NEW
<b>...Is there anyone to ask if things are difficult or confusing?</b>													NEW
Yes, often	9,0	25,0	34,0	3,0	3,0	3,0	3,0	15,0	7,0	-	-	-	
Yes, sometimes	5,0	6,0	11,0	1,0	2,0	2,0	1,0	4,0	1,0	-	-	-	
No, seldom	,0	4,0	4,0	,0	,0	,0	,0	1,0	3,0	-	-	-	
No, hardly ever/never	2,0	2,0	4,0	,0	2,0	,0	,0	2,0	,0	-	-	-	
<b>...Are the others there for you?</b>													NEW
Yes, often	8,0	23,0	31,0	2,0	5,0	1,0	3,0	13,0	7,0	-	-	-	
Yes, sometimes	6,0	11,0	17,0	2,0	1,0	3,0	1,0	7,0	3,0	-	-	-	
No, seldom	1,0	2,0	3,0	,0	,0	1,0	,0	2,0	,0	-	-	-	
No, hardly ever/never	1,0	,0	1,0	,0	1,0	,0	,0	,0	,0	-	-	-	
<b>... Do people understand that you can have a bad day?</b>													NEW
Yes, often	7,0	23,0	30,0	1,0	4,0	2,0	2,0	13,0	8,0	-	-	-	
Yes, sometimes	4,0	11,0	15,0	,0	2,0	2,0	2,0	7,0	2,0	-	-	-	
No, seldom	3,0	2,0	5,0	2,0	,0	1,0	,0	2,0	,0	-	-	-	
No, hardly ever/never	2,0	,0	2,0	1,0	1,0	,0	,0	,0	,0	-	-	-	
<b>...Do you get personal affirmation from your supervisor or teacher?</b>													NEW
Yes, often	4,0	16,0	20,0	,0	2,0	2,0	1,0	11,0	4,0	-	-	-	
Yes, sometimes	5,0	16,0	21,0	2,0	2,0	1,0	3,0	8,0	5,0	-	-	-	
No, seldom	4,0	2,0	6,0	2,0	1,0	1,0	,0	1,0	1,0	-	-	-	
No, hardly ever/never	3,0	1,0	4,0	,0	2,0	1,0	,0	1,0	,0	-	-	-	

#### 4.5.4 Participation in labour market programmes, employment training or rehabilitation

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Participants in labour market programmes: What is your opinion of your participation?</b>													NEW
<b>...Do you think that socialising with others there is valuable?</b>													NEW
Yes, often	6,0	20,0	26,0	,0	4,0	2,0	2,0	12,0	6,0	-	-	-	
Yes, sometimes	6,0	10,0	16,0	4,0	1,0	1,0	2,0	6,0	2,0	-	-	-	
No, seldom	2,0	4,0	6,0	,0	1,0	1,0	,0	3,0	1,0	-	-	-	
No, hardly ever/never	2,0	1,0	3,0	,0	1,0	1,0	,0	1,0	,0	-	-	-	

## 4.6 Social situation och lifestyle

Data concerning participants, who during the last three months, on average, have worked gainfully 30 % or more as well as persons who were not gainfully employed.<sup>31</sup> Where so is indicated, both groups are combined.

Data indicated as per cent if nothing else is stated.

### 4.6.1 Marital status, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Are you single or married/cohabiting?</b>													SCB
Single	23,0	23,1	23,0	42,7	24,4	19,0	38,7	20,8	22,6	-	-	-	
Married/Cohabiting	77,0	76,9	77,0	57,3	75,6	81,0	61,3	79,2	77,4	-	-	-	
<b>Do you have any children living at home? Include children living with you at least half of the time.</b>													SCB
Yes	45,5	47,4	46,6	18,3	68,2	29,1	28,5	77,6	21,7				
No	54,5	52,6	53,4	81,7	31,8	70,9	71,5	22,4	78,3				

<sup>31</sup>The group “not gainfully employed” include old-age pensioners, full-time early retirees, full-time disability pensioners, students, unemployed, long-term sick-listed, persons on parental leave, homemakers and others who temporarily or permanently had left gainful employment.

#### 4.6.2 Family of origin, “gainfully employed 30 % or more” and “not gainfully employed”

The question “Does your mother live?” is presented due to hereditary because of cardiac infarction.

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Which of the following best describes the adult(s) in the household where you lived when you were 14?</b>													NEW
Both your biological parents	81,6	80,1	80,8	79,8	78,8	84,3	75,7	76,9	84,1	-	-	-	
Single mother	8,1	8,7	8,5	8,4	9,5	6,8	11,2	10,8	6,3	-	-	-	
Single father	1,7	1,4	1,5	1,7	2,2	1,3	1,5	1,8	1,0	-	-	-	
Biological mother and stepfather	5,1	5,8	5,5	7,3	6,3	3,7	7,1	7,1	4,2	-	-	-	
Biological father and stepmother	1,2	1,1	1,1	1,1	1,2	1,2	1,5	1,0	1,1	-	-	-	
Alternate weeks with your mother or father	,1	,3	,2	,6	,2	,0	2,2	,3	,0	-	-	-	
None of the above	2,2	2,6	2,4	1,1	1,8	2,7	,7	2,1	3,3	-	-	-	
<b>Is your mother still alive?</b>													Trad
Yes	67,3	68,3	67,9	98,3	88,3	44,5	97,8	87,2	44,7	-	-	-	
No	32,7	31,7	32,1	1,7	11,7	55,5	2,2	12,8	55,3	-	-	-	

#### 4.6.2 Family of origin, “gainfully employed 30 % or more”

*The question “Does your biological father live?” is presented due to hereditary because of cardiac infarction.*

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Did your family find it hard to make ends meet during your childhood?</b>													SHEEP
No, we had no financial difficulties to speak of	69,8	67,2	68,4	70,8	73,8	65,6	70,1	70,2	63,9	-	-	-	
Yes, we had slight financial difficulties/relatively brief periods of financial difficulties	24,2	25,8	25,1	23,6	21,1	27,5	24,2	23,8	28,0	-	-	-	
Yes, we had serious financial hardship/long periods of financial hardship	6,0	7,0	6,5	5,6	5,1	6,9	5,7	6,0	8,0	-	-	-	
<b>Is your father still alive?</b>													Trad
Yes	48,8	50,6	49,8	96,1	74,1	20,5	94,8	74,0	20,0	-	-	-	
No	51,2	49,4	50,2	3,9	25,9	79,5	5,2	26,0	80,0	-	-	-	



#### 4.6.2 Family of origin, “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Did your family find it hard to make ends meet during your childhood?</b>													SHEEP
Yes	26,5	26,3	26,3	23,5	33,9	25,0	24,8	19,3	32,5	-	-	-	
No	73,5	73,7	73,7	76,5	66,1	75,0	75,2	80,7	67,5	-	-	-	

#### 4.6.3 Present social situation, outside work “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How often have you stayed <i>at home to take care of a sick child</i> in the past 12 months?</b>													NEW
Never	81,9	79,7	80,7	92,0	64,8	96,9	85,1	60,6	98,1	-	-	-	
Once	5,3	5,5	5,4	2,9	9,6	1,5	3,6	10,1	1,1	-	-	-	
Two to three times	8,8	8,5	8,6	4,6	17,6	1,0	4,4	17,0	,6	-	-	-	
Four times or more	4,0	6,4	5,3	,6	7,9	,7	6,9	12,3	,2	-	-	-	
<b>Are you currently providing any personal care or help to an aged or disabled person(s)?</b>													WHII
Yes	5,1	9,1	7,3	,0	3,4	7,2	2,6	6,6	12,8	-	-	-	
No	94,9	90,9	92,7	100,0	96,6	92,8	97,4	93,4	87,2	-	-	-	

#### 4.6.3 Present social situation, outside work “gainfully employed 30 % or more”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Broadly speaking, what do you think about ...</b>													MUSIC
<b>... your housing?</b>													MUSIC
Works very bad	,5	,4	,5	,7	,7	,2	1,9	,5	,2	-	-	-	
Works quite bad	1,3	1,5	1,4	1,4	1,4	1,3	,6	2,3	,8	-	-	-	
Works neither good nor bad	5,8	3,1	4,4	9,7	8,1	3,0	5,7	4,1	1,9	-	-	-	
Works quite good	41,6	31,4	36,2	54,9	46,4	35,1	40,3	37,0	24,8	-	-	-	
Works very good	50,7	63,5	57,6	33,3	43,3	60,4	51,6	56,1	72,4	-	-	-	
<b>... you/your household's financial situation?</b>													MUSIC
Works very bad	,5	1,3	,9	1,4	,6	,2	1,3	1,5	1,1	-	-	-	
Works quite bad	4,2	4,6	4,4	4,9	5,4	3,0	3,8	6,5	2,7	-	-	-	
Works neither good nor bad	13,2	11,7	12,4	16,0	17,0	9,0	18,9	14,0	8,5	-	-	-	
Works quite good	51,5	47,0	49,1	59,7	55,4	46,6	54,7	51,8	41,2	-	-	-	
Works very good	30,6	35,5	33,2	18,1	21,6	41,4	21,4	26,3	46,5	-	-	-	
<b>... the housework?</b>													MUSIC
Works very bad	,6	1,1	,9	,7	,8	,4	,6	1,6	,8	-	-	-	
Works quite bad	3,9	4,7	4,3	6,3	4,9	2,5	5,0	6,4	3,0	-	-	-	
Works neither good nor bad	16,9	16,6	16,7	19,4	21,5	11,9	17,6	20,8	12,3	-	-	-	
Works quite good	51,8	51,2	51,5	54,9	52,8	50,4	54,1	53,2	48,9	-	-	-	
Works very good	26,8	26,3	26,5	18,8	20,0	34,6	22,6	18,0	35,0	-	-	-	

#### 4.6.3 Present social situation, outside work “gainfully employed 30 % or more”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Do you have enough time to do the things you need to do at home?</b>													NA <sup>32</sup>
Very seldom	5,8	7,3	6,6	6,3	6,0	5,5	5,7	9,0	5,8	-	-	-	
Quite seldom	14,5	17,0	15,8	16,0	18,1	10,7	16,5	21,0	13,0	-	-	-	
Sometimes	29,7	31,8	30,8	38,2	32,4	25,9	31,0	35,2	28,5	-	-	-	
Very often	34,9	29,4	32,0	31,9	32,8	37,4	34,8	25,0	33,1	-	-	-	
Always	15,1	14,5	14,8	7,6	10,8	20,5	12,0	9,8	19,5	-	-	-	

<sup>32</sup>Reference: Kristina Finnholm.

#### 4.6.4 Present social situation, “not gainfully employed”

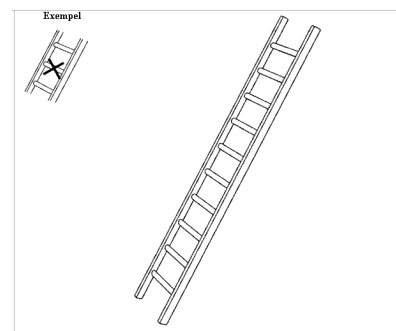
	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Broadly speaking, what do you feel about ...</b>													MUSIC
<b>... your housing?</b>													MUSIC
Very good	54,5	56,7	55,8	38,2	33,9	62,1	36,7	53,0	69,0	-	-	-	
Quite good	34,7	34,9	34,8	35,3	48,2	31,3	46,8	36,6	28,0	-	-	-	
Neither good nor bad	9,6	6,3	7,5	23,5	14,3	6,3	11,0	7,7	3,0	-	-	-	
Quite bad	1,3	1,1	1,2	2,9	3,6	,4	3,7	1,1	,0	-	-	-	
Very bad	,0	1,0	,6	,0	,0	,0	1,8	1,6	,0	-	-	-	
<b>... you/your household's financial situation?</b>													MUSIC
Very good	19,4	14,7	16,5	8,8	7,1	24,1	4,6	7,7	25,0	-	-	-	
Quite good	44,6	42,4	43,2	32,4	32,1	49,6	33,0	40,7	48,3	-	-	-	
Neither good nor bad	20,1	24,1	22,6	26,5	23,2	18,3	30,3	25,8	19,8	-	-	-	
Quite bad	11,5	14,1	13,1	29,4	23,2	5,8	22,0	20,9	5,2	-	-	-	
Very bad	4,5	4,6	4,5	2,9	14,3	2,2	10,1	4,9	1,7	-	-	-	
<b>... the housework?</b>													MUSIC
Very good	16,3	15,5	15,8	11,8	5,5	19,7	11,9	10,4	21,2	-	-	-	
Quite good	43,9	46,4	45,4	47,1	45,5	43,0	45,0	34,6	56,3	-	-	-	
Neither good nor bad	31,7	28,4	29,6	26,5	40,0	30,5	30,3	40,1	18,2	-	-	-	
Quite bad	7,1	8,0	7,7	11,8	5,5	6,7	11,0	12,1	3,5	-	-	-	
Very bad	1,0	1,7	1,4	2,9	3,6	,0	1,8	2,7	,9	-	-	-	

#### 4.6.5 Background, “gainfully employed 30 % or more” and “not gainfully employed”

	2006						2003			Source		
	M	W	M+W	Men			Women					
				16-29	30-49	50+	16-29	30-49	50+			
... the ladder illustrates the position people have in society. ...mark where you would place yourself today. Mark a large X on the rung you choose (not between the rungs). <sup>33</sup>												WHII
First rung	,3	,2	,3	1,1	,3	,2	,0	,1	,3	-	-	-
Second rung	1,1	1,4	1,2	1,7	,8	1,3	1,9	1,5	1,2	-	-	-
Third rung	4,2	4,5	4,3	5,6	3,8	4,4	7,1	4,1	4,3	-	-	-
Fourth rung	8,8	8,6	8,7	11,9	7,9	9,1	13,5	8,5	7,9	-	-	-
Fifth rung	13,5	15,9	14,8	18,6	12,4	13,8	13,2	15,3	17,1	-	-	-
Sixth rung	25,5	27,1	26,4	27,1	26,8	24,1	28,9	26,8	27,1	-	-	-
Seventh rung	27,6	26,2	26,8	23,2	30,0	26,2	24,4	28,7	24,0	-	-	-
Eith rung	15,7	13,0	14,2	10,2	15,2	16,9	8,3	12,8	14,1	-	-	-
Ninth rung	2,8	2,4	2,6	,0	2,5	3,5	1,5	1,8	3,0	-	-	-
Last rung	,5	,7	,6	,6	,3	,5	1,1	,5	,9	-	-	-

<sup>33</sup>Below a picture of “the ladder” and a more detailed presentation is shown.

Think of this ladder as representing where people stand in our society. At the **top** of the ladder are the people who are best off – those with the most money, most education and best jobs. At the **bottom** are the people who are worst off – those who have the least money, least education, and the worst jobs or no job. The higher up you are on this ladder, the closer you are to the people at the very top and the lower you are, the closer you are to the people at the very bottom.



#### 4.6.5 Background, “gainfully employed 30 % or more”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Broadly speaking, what do you think about ...</b>													MUSIC
<b>... your relationship with your friends?</b>													MUSIC
Works very bad	1,4	1,5	1,4	2,8	1,8	,8	1,3	1,6	1,4	-	-	-	
Works quite bad	8,2	6,9	7,5	9,7	12,1	4,1	8,9	9,8	3,8	-	-	-	
Works neither good or bad	20,4	15,8	18,0	17,4	23,4	17,8	18,4	16,9	14,3	-	-	-	
Works quite good	45,8	43,9	44,8	50,0	44,8	46,3	46,2	45,7	41,8	-	-	-	
Works very good	24,2	31,9	28,3	20,1	18,0	31,0	25,3	26,0	38,6	-	-	-	
<b>... your relationship with your relatives?</b>													MUSIC
Works very bad	2,2	1,4	1,8	1,4	2,4	2,1	,0	1,7	1,3	-	-	-	
Works quite bad	9,5	7,4	8,4	6,9	11,7	7,7	13,8	8,2	5,7	-	-	-	
Works neither good or bad	27,5	16,4	21,6	35,4	28,4	25,6	21,4	18,6	13,5	-	-	-	
Works quite good	42,7	44,7	43,8	41,0	42,9	42,8	42,1	45,4	44,3	-	-	-	
Works very good	18,0	30,2	24,5	15,3	14,6	21,8	22,6	26,1	35,2	-	-	-	
<b>What is the highest level of education have you attained?</b>													SCB
Compulsory	22,4	18,5	20,3	5,2	10,9	34,8	5,2	6,9	32,2	-	-	-	
2-year upper secondary/ vocational training	23,9	18,5	21,0	3,4	31,4	19,9	,4	24,9	15,6	-	-	-	
3 or 4-year upper secondary education	22,4	18,8	20,4	63,2	22,9	16,6	61,2	20,5	9,5	-	-	-	
University or equivalent shorter than three years	10,7	16,6	13,9	8,6	11,5	10,3	11,9	15,8	18,2	-	-	-	
University or equivalent three years or longer	20,6	27,5	24,4	19,5	23,3	18,4	21,3	31,9	24,4	-	-	-	

## 4.6.5 Background, “not gainfully employed”

Data presented as *frequencies*.

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Which of the following best describes your current circumstance?</b>													SHARE
Old-age pensioner	116	101	217	0	0	116	1	0	100	-	-	-	
On parental leave	3	95	98	0	3	0	27	68	0	-	-	-	
Unemployed (openly)	61	64	125	7	19	35	15	23	26	-	-	-	
Labour market training	4	4	8	1	1	2	2	0	2	-	-	-	
On work experience	3	3	6	1	1	1	1	2	0	-	-	-	
Other labour market programme	10	9	19	1	2	7	0	5	4	-	-	-	
Rehabilitation/working training	4	11	15	0	1	3	0	8	3	-	-	-	
Long-term sick-listed/ temporary disability pension	31	57	88	0	10	21	2	24	31	-	-	-	
Disability pension	18	31	49	0	2	16	0	1	30	-	-	-	
Homemakers	6	29	35	0	0	6	1	9	19	-	-	-	
Student	38	102	140	24	14	0	60	40	2	-	-	-	
Unemployed and sicklisted <sup>34</sup>	1	6	7	0	1	0	0	3	3	-	-	-	
Student during state of ill- health or unemployment <sup>21</sup>	0	1	1	0	0	0	1	0	0	-	-	-	

<sup>34</sup>Indicates a combination of answers



#### 4.6.5 Background, “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Broadly speaking, what do you think about...</b>													MUSIC
<b>... your relationship with your friends?</b>													MUSIC
Very good	23,3	39,0	33,2	26,5	17,9	24,2	33,6	30,1	48,7	-	-	-	
Quite good	53,7	43,0	47,0	58,8	48,2	54,3	46,4	44,3	40,5	-	-	-	
Neither good or bad	16,6	10,9	13,0	2,9	21,4	17,5	15,5	13,7	6,5	-	-	-	
Quite bad	5,4	6,3	6,0	11,8	10,7	3,1	3,6	10,9	3,9	-	-	-	
Very bad	1,0	,8	,8	,0	1,8	,9	,9	1,1	,4	-	-	-	
<b>... your relationship with your relatives?</b>													MUSIC
Very good	24,0	35,0	30,9	23,5	25,0	23,8	32,4	26,2	43,1	-	-	-	
Quite good	42,5	42,3	42,3	44,1	44,6	41,7	41,7	42,6	42,2	-	-	-	
Neither good or bad	20,8	13,4	16,1	23,5	16,1	21,5	16,7	16,4	9,5	-	-	-	
Quite bad	10,5	6,5	8,0	8,8	7,1	11,7	9,3	9,3	3,0	-	-	-	
Very bad	2,2	2,9	2,6	,0	7,1	1,3	,0	5,5	2,2	-	-	-	
<b>Have you applied for other jobs since you stopped working?</b>													NEW
Yes	29,9	26,6	27,8	53,1	53,7	20,7	40,6	33,0	15,3	-	-	-	
No	70,1	73,4	72,2	46,9	46,3	79,3	59,4	67,0	84,7	-	-	-	

#### 4.6.6 Lifestyle factors, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How much exercise do you get? Include any walking or cycling you do to or from work.</b>													WOLFF
Never exercise	4,2	1,0	2,4	4,0	5,3	3,2	,7	,8	1,1	-	-	-	
I don't exercise very much. I take odd walks.	20,3	14,4	17,1	18,6	22,5	18,7	13,8	16,8	12,1	-	-	-	
Exercise now and again	36,7	31,6	33,9	31,1	35,3	38,8	28,3	30,8	32,9	-	-	-	
Exercise regularly	38,8	53,1	46,6	46,3	37,0	39,3	57,2	51,6	53,8	-	-	-	
<b>Do you smoke?</b>													SHEEP
Yes, daily	10,1	12,8	11,6	6,2	8,5	12,0	11,9	11,3	14,5	-	-	-	
Yes, sometimes	4,3	5,2	4,8	7,3	4,5	3,7	5,2	5,3	5,1	-	-	-	
No	85,6	81,9	83,6	86,4	87,0	84,2	82,9	83,3	80,4	-	-	-	
<b>Have you previously smoked for six-months or more?</b>													SHEEP
Yes	34,1	36,6	35,5	12,0	22,6	47,6	22,4	31,3	44,5	-	-	-	
No	65,9	63,4	64,5	88,0	77,4	52,4	77,6	68,7	55,5	-	-	-	
<b>How often do you drink alcohol?</b>													AUDIT
Never	5,2	9,5	7,6	6,2	4,7	5,6	11,5	9,4	9,3	-	-	-	
Once a month or less	22,4	28,9	26,0	29,9	23,5	20,4	37,5	31,3	25,1	-	-	-	
2-4 times a month	49,1	44,2	46,4	50,3	50,0	48,2	42,4	46,7	42,2	-	-	-	
2-3 times a week	19,1	15,5	17,2	11,9	18,7	20,5	7,8	11,6	20,7	-	-	-	
4 times/week or more	4,2	1,8	2,9	1,7	3,2	5,3	,7	1,0	2,8	-	-	-	

#### 4.6.6 Lifestyle factors, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How many ”glasses” do you drink on a typical day when you drink alcohol?<sup>35</sup></b>													AUDIT
1-2	39,5	62,7	51,9	22,8	34,9	45,8	29,3	60,9	70,2	-	-	-	
3-4	37,7	30,6	33,9	28,7	36,5	39,9	42,6	31,8	27,3	-	-	-	
5-6	16,4	5,8	10,8	20,5	20,6	12,2	22,3	6,6	2,3	-	-	-	
7-9	4,4	,8	2,5	19,3	5,7	1,3	5,4	,6	,2	-	-	-	
10 or more	2,0	,1	1,0	8,8	2,3	,8	,4	,1	,0	-	-	-	
<b>How often do you drink six such glasses or more on the same occasion?</b>													AUDIT
Never	27,5	59,5	44,8	15,9	19,7	36,1	28,5	51,6	72,6				
Less than once a month	48,0	32,2	39,5	42,6	53,5	43,9	50,8	41,3	20,2				
Every month	17,3	5,8	11,1	33,5	19,0	13,5	16,0	5,6	4,1				
Every week	7,0	2,4	4,5	8,0	7,4	6,5	4,7	1,4	2,9				
Daily or almost daily	,2	,1	,1	,0	,3	,0	,0	,0	,2				

<sup>35</sup>One ”glas” means; 50 cl medium strength beer, 33 cl strong beer, one glas of wine, one small glas of fortified wine, 4 cl spirits, (e.g. whiskey).

## 4.7 Health

Data concerning participants, who during the last three months, on average, have worked gainfully 30 % or more as well as not gainfully employed<sup>36</sup>. Where so is indicated, both groups are combined.

Data indicated as per cent if nothing else is stated.

### 4.7.1 Health assessment, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Has your physician told you that you...</b>													NEW
<b>...have high blood pressure?</b>													NEW
Yes	16,7	14,4	15,5	1,7	7,5	26,8	3,4	6,7	23,8	-	-	-	
No	83,3	85,6	84,5	98,3	92,5	73,2	96,6	93,3	76,2	-	-	-	
<b>...have a heart disease?</b>													NEW
Yes	4,3	2,0	3,0	,0	,8	7,9	,7	,6	3,6	-	-	-	
No	95,7	98,0	97,0	100,0	99,2	92,1	99,3	99,4	96,4	-	-	-	
<b>...have diabetes?</b>													NEW
Yes	3,6	2,1	2,8	1,1	1,6	5,8	1,5	1,0	3,2	-	-	-	
No	96,4	97,9	97,2	98,9	98,4	94,2	98,5	99,0	96,8	-	-	-	
<b>...should start getting some exercise?</b>													NEW
Yes	23,8	15,3	19,2	9,7	22,5	26,8	7,5	12,8	19,1	-	-	-	
No	76,2	84,7	80,8	90,3	77,5	73,2	92,5	87,2	80,9	-	-	-	
<b>...should change your diet?</b>													NEW
Yes	21,2	11,7	16,0	9,7	20,3	23,5	8,2	9,6	14,4	-	-	-	
No	78,8	88,3	84,0	90,3	79,7	76,5	91,8	90,4	85,6	-	-	-	

<sup>36</sup>The group “not gainfully employed” include old-age pensioners, full-time early retirees, full-time disability pensioners, students, unemployed, long-term sick-listed, persons on parental leave, homemakers and others who temporarily or permanently had left gainful employment. (These subgroups are called “not gainfully employed”).

#### 4.7.1 Health assessment, “gainfully employed 30 % or more”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How would you rate your general state of health?</b>													SCB
Very good	28,0	28,7	28,4	31,3	29,9	25,7	30,8	29,5	27,6	-	-	-	
Quite good	51,4	52,2	51,8	52,1	51,8	50,8	52,2	52,2	52,2	-	-	-	
Neither good nor bad	15,6	13,6	14,5	13,9	13,6	17,7	11,9	13,0	14,3	-	-	-	
Quite poor	4,8	5,4	5,1	2,8	4,3	5,6	5,0	5,1	5,8	-	-	-	
Very poor	,3	,2	,2	,0	,4	,2	,0	,2	,2	-	-	-	

#### 4.7.2 Physical ill-health, “gainfully employed 30 % or more”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>After work, do you experience pain in any of the following places?</b>													SWES
<b>...the upper parts of your back or neck?</b>													SWES
Every day	8,9	15,6	12,5	7,0	7,4	10,9	9,6	14,1	18,0	6,3	11,7	9,2	
A couple of days a week (1 day in 2)	9,8	14,9	12,5	12,7	10,2	9,0	19,7	16,3	13,0	8,3	16,9	12,9	
One day a week (1 day in 5)	8,0	9,9	9,0	9,9	8,4	7,4	18,5	9,1	9,7	9,6	12,4	11,1	
A couple of days a month (1 day in 10)	18,2	19,7	19,0	21,1	19,3	16,7	22,9	21,7	17,1	21,4	19,7	20,5	
Not at all/Seldom the last 3 months	55,0	39,9	46,9	49,3	54,8	56,1	29,3	38,9	42,3	54,5	39,3	46,4	
<b>...the lower parts of your back?</b>													SWES
Every day	8,0	10,2	9,2	3,5	6,3	10,4	4,5	7,6	13,6	5,9	7,7	6,9	
A couple of days a week (1 day in 2)	7,7	10,6	9,2	10,6	7,7	7,3	15,9	9,6	10,8	7,5	9,8	8,7	
One day a week (1 day in 5)	7,3	8,1	7,7	9,2	7,5	6,9	14,6	7,9	7,3	8,6	8,0	8,3	
A couple of days a month (1 day in 10)	20,8	17,7	19,2	23,4	22,9	18,3	24,2	19,6	15,0	21,3	21,3	21,3	
Not at all/Seldom the last 3 months	56,2	53,5	54,7	53,2	55,6	57,2	40,8	55,3	53,3	56,7	53,2	54,8	

#### 4.7.2 Physical ill-health, “gainfully employed 30 % or more”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>After work, do you experience pain in any of the following places?</b>													SWES
<b>...shoulders or arms?</b>													SWES
Every day	10,4	15,3	13,0	6,4	7,6	13,8	6,4	12,4	19,4	8,1	11,1	9,7	
A couple of days a week (1 day in 2)	10,6	12,7	11,7	12,8	10,0	10,9	14,6	12,8	12,4	8,4	14,1	11,4	
One day a week (1 day in 5)	8,3	8,6	8,5	7,8	8,1	8,6	14,6	8,4	8,1	7,1	11,2	9,3	
A couple of days a month (1 day in 10)	16,8	20,3	18,6	17,7	17,2	16,2	25,5	20,5	19,4	18,1	18,2	18,1	
Not at all/Seldom the last 3 months	53,9	43,1	48,1	55,3	57,0	50,4	38,9	45,9	40,8	58,3	45,5	51,5	

#### 4.7.2 Physical ill-health, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>In the last 3 months, have you...</b>													SWES
<b>...had heartburn, acid burping, a burn in the pit of your stomach or upset stomach?</b>													SWES
Every day	3,4	4,7	4,1	2,3	3,6	3,3	4,1	5,2	4,3	2,6	4,5	3,6	
A couple of days a week (1 day of 2)	7,6	9,9	8,8	7,9	8,5	6,7	9,0	8,9	10,9	8,8	10,3	9,6	
One day a week (1 day in 5)	8,7	7,8	8,2	13,0	9,0	8,0	10,5	9,2	6,0	10,6	10,2	10,4	
A couple of days a month (1 day of 10)	18,7	19,7	19,3	18,6	20,9	16,8	27,7	21,3	16,8	22,9	19,2	20,9	
Not at all/Seldom the last 3 months	61,6	57,9	59,6	58,2	58,0	65,2	48,7	55,3	61,9	55,1	55,9	55,5	
<b>... had headaches?</b>													SWES
Every day	1,5	2,9	2,3	,0	1,5	1,7	1,9	3,0	3,0	1,2	3,0	2,2	
A couple of days a week (1 day of 2)	5,2	10,4	8,0	9,6	5,8	4,0	9,0	12,1	9,1	5,2	10,8	8,2	
One day a week (1 day of 5)	8,8	13,3	11,3	13,5	10,9	6,3	21,3	14,3	10,9	10,5	16,0	13,5	
A couple of days a month (1 day of 10)	29,6	33,4	31,7	34,8	34,0	25,1	36,0	38,9	27,7	31,2	36,7	34,2	
Not at all/Seldom the last 3 months	54,9	39,9	46,7	42,1	47,8	62,9	31,8	31,6	49,4	52,0	33,5	41,9	



#### 4.7.2 Physical ill-health, “gainfully employed 30 % or more”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Does it happen that you are physically exhausted when you get home from work?</b>													SWES
Every day	9,5	13,4	11,6	12,0	8,8	9,8	11,4	10,2	16,8	7,5	11,3	9,6	
A couple of days a week (1 day of 2)	16,8	18,3	17,6	19,7	17,1	16,1	16,5	19,4	17,5	14,7	17,6	16,3	
One day a week (1 day of 5)	17,1	16,4	16,7	23,2	16,7	16,7	24,1	15,8	16,0	16,7	14,9	15,7	
A couple of days a month (1 day of 10)	26,3	24,6	25,4	21,8	27,5	25,7	26,6	25,0	23,9	28,1	26,1	27,0	
Not at all/Seldom the last 3 months	30,4	27,3	28,7	23,2	29,9	31,8	21,5	29,7	25,7	33,0	30,1	31,4	
<b>How would you evaluate your present working capacity regarding the physical requirements of your work?</b>													Stora Enso
Very good	39,6	36,4	37,9	47,5	48,1	30,0	39,9	41,6	30,7	-	-	-	
Rather good	42,3	43,8	43,1	42,6	39,2	45,4	45,6	42,6	44,9	-	-	-	
Neither good nor bad	14,9	15,4	15,2	7,8	11,1	19,6	11,4	12,7	18,7	-	-	-	
Rather bad	2,7	3,7	3,2	,7	1,5	4,2	2,5	2,4	5,0	-	-	-	
Very bad	,5	,7	,6	1,4	,1	,8	,6	,7	,7	-	-	-	

#### 4.7.2 Physical ill-health, “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Have you had pain in some of the following places?</b>													SWES
<b>...the upper parts of your back or neck?</b>													SWES
Every day	15,0	17,2	16,4	,0	9,4	18,9	7,3	17,7	22,0	12,8	16,4	15,0	
A couple of days a week (1 day of 2)	6,5	11,7	9,7	8,8	1,9	7,3	12,8	10,9	11,7	13,4	17,2	15,8	
One day a week (1 day of 5)	3,8	9,4	7,3	5,9	3,8	3,4	10,1	10,9	7,8	7,5	10,4	9,3	
A couple of days a month (1 day of 10)	15,7	15,5	15,6	17,6	18,9	14,6	21,1	19,4	9,3	16,7	20,0	18,8	
Not at all/Seldom the last 3 months	59,0	46,2	51,0	67,6	66,0	55,8	48,6	41,1	49,3	49,5	36,0	41,1	
<b>...the lower parts of your back?</b>													SWES
Every day	12,5	15,2	14,2	2,9	10,9	14,6	5,5	15,7	19,9	10,1	10,6	10,4	
A couple of days a week (1 day of 2)	8,8	10,4	9,8	5,9	5,5	10,2	11,0	11,6	9,0	11,4	13,3	12,6	
One day a week (1 day of 5)	5,8	7,9	7,1	5,9	3,6	6,3	9,2	9,3	6,2	8,8	10,4	9,8	
A couple of days a month (1 day of 10)	19,3	17,3	18,0	20,6	21,8	18,4	19,3	16,9	16,6	16,8	20,1	18,9	
Not at all/Seldom the last 3 months	53,6	49,2	50,8	64,7	58,2	50,5	55,0	46,5	48,3	52,9	45,6	48,3	
<b>...the shoulders or arms?</b>													SWES
Every day	15,8	18,3	17,4	,0	16,7	18,2	6,4	15,4	26,6	12,2	15,7	14,4	
A couple of days a week (1 day of 2)	6,7	8,6	7,9	,0	,0	9,6	9,2	8,6	8,4	11,6	13,5	12,8	
One day a week (1 day of 5)	6,7	8,8	8,1	11,8	5,6	6,2	5,5	10,9	8,9	9,6	11,3	10,7	
A couple of days a month (1 day of 10)	16,5	14,9	15,5	11,8	16,7	17,2	18,3	18,3	10,3	14,2	19,0	17,2	
Not at all/Seldom the last 3 months	54,2	49,4	51,2	76,5	61,1	48,8	60,6	46,9	45,8	52,5	40,5	45,0	

### 4.7.3 Burnout, “gainfully employed 30 % or more”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>My job makes me feel emotionally drained.</b>													MBI-GS
Every day	1,2	3,2	2,3	,7	1,2	1,2	1,3	3,2	3,5	-	-	-	
A few times a week	5,6	9,3	7,6	3,5	5,4	6,2	6,4	9,1	9,9	-	-	-	
Once or twice a week	8,8	12,2	10,6	7,8	8,7	9,0	10,2	11,4	13,2	-	-	-	
A few times a month	12,7	14,0	13,4	15,6	12,5	12,6	13,4	13,9	14,3	-	-	-	
Once or twice a month	19,5	21,1	20,3	19,1	19,4	19,6	23,6	21,6	20,3	-	-	-	
A few times a year or less/ Never.	52,2	40,1	45,8	53,2	52,9	51,4	45,2	40,9	38,7	-	-	-	
<b>I feel completely worn out at the end of the working day.</b>													MBI-GS
Every day	3,6	7,5	5,7	5,7	3,4	3,5	5,1	6,6	8,7	-	-	-	
A few times a week	8,3	13,2	10,9	9,9	8,6	7,8	10,2	13,2	13,5	-	-	-	
Once or twice a week	14,0	16,8	15,5	19,9	13,8	13,3	18,5	18,3	15,1	-	-	-	
A few times a month	16,8	16,0	16,4	22,0	17,9	15,0	21,7	15,2	16,1	-	-	-	
Once or twice a month	29,7	26,5	28,0	22,7	33,5	26,9	28,7	27,8	24,9	-	-	-	
A few times a year or less/ Never.	27,7	20,0	23,6	19,9	22,9	33,5	15,9	18,9	21,6	-	-	-	
<b>I feel tired when I get up in the morning to go to work.</b>													MBI-GS
Every day	6,7	8,2	7,5	12,8	7,9	4,7	7,0	9,3	7,3	-	-	-	
A few times a week	10,2	11,4	10,9	15,6	11,2	8,5	13,4	11,8	10,9	-	-	-	
Once or twice a week	14,0	15,8	15,0	17,7	16,3	11,2	22,9	15,6	15,1	-	-	-	
A few times a month	14,6	14,4	14,5	14,2	15,7	13,6	17,8	13,6	14,7	-	-	-	
Once or twice a month	27,0	24,7	25,8	22,7	25,7	28,9	19,1	24,8	25,2	-	-	-	
A few times a year or less/ Never.	27,4	25,5	26,4	17,0	23,1	33,1	19,7	24,8	26,9	-	-	-	

#### 4.7.3 Burnout, “gainfully employed 30 % or more”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>A full day at work is really taxing for me.</b>													MBI-GS
Every day	3,6	5,8	4,8	3,6	2,5	4,7	3,8	4,8	7,1	-	-	-	
A few times a week	5,6	7,4	6,6	6,4	5,1	6,1	7,0	6,5	8,3	-	-	-	
Once or twice a week	7,7	9,0	8,4	11,4	7,9	7,2	12,7	9,4	8,2	-	-	-	
A few times a month	10,1	11,2	10,7	15,7	9,6	10,0	12,7	11,2	11,0	-	-	-	
Once or twice a month	20,7	21,0	20,8	22,9	21,0	20,2	21,5	19,3	22,5	-	-	-	
A few times a year or less/ Never.	52,1	45,6	48,7	40,0	54,0	51,8	42,4	48,8	42,8	-	-	-	
<b>I feel burned out by work.</b>													MBI-GS
Every day	1,7	2,5	2,1	,7	1,4	2,1	1,9	2,2	3,0	-	-	-	
A few times a week	2,8	3,7	3,3	2,9	2,6	3,1	4,4	3,6	3,7	-	-	-	
Once or twice a week	4,3	5,4	4,9	2,9	4,7	4,0	5,1	5,4	5,3	-	-	-	
A few times a month	7,1	6,9	7,0	12,9	6,8	6,6	10,1	6,7	6,7	-	-	-	
Once or twice a month	15,1	13,8	14,4	18,6	15,5	14,4	9,5	14,4	13,7	-	-	-	
A few times a year or less/ Never.	69,0	67,7	68,3	62,1	69,0	69,8	69,0	67,7	67,6	-	-	-	

#### 4.7.4 Depressive symptoms, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How much during the last week have you been troubled by...</b>													SCL-6
<b>...lethargy or low in energy?<sup>37</sup></b>													SCL-6
Not at all	32,2	24,5	28,0	19,8	28,3	37,2	17,4	20,8	29,3	-	-	-	
A little	39,2	38,2	38,6	41,8	40,3	38,0	41,9	39,4	36,3	-	-	-	
Moderately	18,0	17,9	18,0	22,6	18,6	16,8	14,7	17,4	19,0	-	-	-	
Quite a lot	8,7	14,4	11,8	14,7	9,9	6,8	20,0	16,2	11,5	-	-	-	
A great deal	1,9	5,1	3,7	1,1	2,9	1,2	6,0	6,2	3,8	-	-	-	
<b>...feeling blue?</b>													SCL-6
Not at all	53,3	44,8	48,6	41,2	52,0	56,0	39,6	44,1	46,3	-	-	-	
A little	28,0	29,2	28,7	34,5	27,5	27,6	30,2	29,4	28,8	-	-	-	
Moderately	11,5	13,8	12,7	13,0	12,4	10,4	15,8	13,8	13,5	-	-	-	
Quite a lot	6,0	9,2	7,7	7,9	6,6	5,3	11,3	9,5	8,5	-	-	-	
A great deal	1,2	3,0	2,2	3,4	1,5	,7	3,0	3,2	2,9	-	-	-	
<b>...blaming yourself for things?</b>													SCL-6
Not at all	56,3	47,2	51,3	50,8	55,5	57,7	43,0	46,5	48,6	-	-	-	
A little	28,0	29,5	28,8	25,4	29,4	27,1	30,8	29,5	29,1	-	-	-	
Moderately	10,4	12,5	11,6	15,3	9,3	10,8	12,2	11,9	13,2	-	-	-	
Quite a lot	4,4	8,3	6,5	7,3	4,7	3,8	10,6	9,2	7,1	-	-	-	
A great deal	,8	2,5	1,7	1,1	1,0	,6	3,4	2,8	2,0	-	-	-	
<b>...worrying too much about things?</b>													SCL-6
Not at all	43,4	33,4	38,0	36,2	42,4	45,3	27,5	33,8	34,1	-	-	-	
A little	32,2	33,4	32,8	32,2	31,9	32,4	32,5	32,1	34,8	-	-	-	
Moderately	14,4	14,0	14,2	18,6	15,6	12,9	15,1	14,3	13,6	-	-	-	
Quite a lot	8,0	14,3	11,4	10,2	7,6	8,1	15,8	15,2	13,0	-	-	-	
A great deal	2,0	4,9	3,6	2,8	2,6	1,4	9,1	4,6	4,5	-	-	-	

<sup>37</sup>Standard English version: “feeling low in energy, slowed down”.

#### 4.7.4 Depressive symptoms, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How much during the last week have you been troubled by...</b>													SCL-6
<b>...feeling no interests in things?</b>													SCL-6
Not at all	46,4	45,3	45,8	37,9	44,6	49,0	40,9	43,8	47,6	-	-	-	
A little	32,9	30,2	31,5	35,6	33,0	32,5	30,3	31,1	29,3	-	-	-	
Moderately	13,5	15,2	14,4	15,8	13,5	13,1	17,8	14,7	15,2	-	-	-	
Quite a lot	6,3	7,1	6,7	8,5	7,8	4,7	8,0	8,0	6,2	-	-	-	
A great deal	,9	2,2	1,6	2,3	1,0	,7	3,0	2,4	1,7	-	-	-	
<b>...everything is an effort?</b>													SCL-6
Not at all	49,2	41,8	45,2	46,0	47,1	51,5	38,9	40,6	43,5	-	-	-	
A little	31,3	30,1	30,6	29,0	32,1	30,9	27,9	29,6	31,0	-	-	-	
Moderately	11,6	14,3	13,0	16,5	12,2	10,4	17,9	14,2	13,6	-	-	-	
Quite a lot	6,3	10,3	8,5	6,8	6,6	6,1	11,1	11,7	8,8	-	-	-	
A great deal	1,6	3,6	2,7	1,7	2,1	1,1	4,2	3,9	3,1	-	-	-	

#### 4.7.4 Depressive symptoms, “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>During the past few weeks did you feel depressed or very unhappy?</b>													Bradburn's Affect Balance Scale
Not at all	70,3	65,9	67,5	61,8	57,1	74,9	51,4	60,7	77,0	-	-	-	
A little	20,1	25,1	23,2	32,4	26,8	16,6	40,4	27,3	16,1	-	-	-	
Quite much	7,0	5,2	5,9	2,9	12,5	6,3	4,6	7,7	3,5	-	-	-	
Very much	2,6	3,8	3,4	2,9	3,6	2,2	3,7	4,4	3,5	-	-	-	

#### 4.7.5 Cognitive symptoms, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>During the past 3 months have you...</b>													COPSOQ
<b>...had problems concentrating?</b>													COPSOQ
Always	,7	1,5	1,1	,0	,9	,5	1,1	2,1	1,0	-	-	-	
Often	6,2	11,0	8,8	9,1	6,5	5,5	13,9	11,8	9,7	-	-	-	
Sometimes	27,8	32,9	30,6	31,3	30,4	25,1	35,3	35,5	30,0	-	-	-	
Seldom	40,2	32,5	36,0	39,8	40,6	40,0	30,8	29,2	35,9	-	-	-	
Never	25,1	22,2	23,5	19,9	21,6	28,9	18,8	21,5	23,4	-	-	-	
<b>...had difficulty in taking decisions?</b>													COPSOQ
Always	,4	,8	,6	,0	,3	,5	1,5	1,1	,4	-	-	-	
Often	3,4	6,7	5,2	4,5	3,7	3,0	10,5	7,6	5,3	-	-	-	
Sometimes	22,5	28,4	25,7	28,4	23,8	20,7	33,1	29,6	26,4	-	-	-	
Seldom	43,6	39,7	41,5	41,5	45,3	42,4	35,7	38,4	41,6	-	-	-	
Never	30,1	24,4	27,0	25,6	27,0	33,5	19,2	23,3	26,3	-	-	-	
<b>...had difficulty with remembering?</b>													COPSOQ
Always	1,1	1,2	1,1	3,4	1,0	,8	1,9	1,7	,6	-	-	-	
Often	5,2	9,0	7,3	5,7	5,9	4,6	10,1	10,4	7,4	-	-	-	
Sometimes	22,4	24,4	23,5	18,2	20,6	24,5	19,9	24,5	25,2	-	-	-	
Seldom	34,2	33,5	33,8	29,0	33,6	35,5	29,6	32,4	35,2	-	-	-	
Never	37,1	31,9	34,3	43,8	38,9	34,7	38,6	31,0	31,6	-	-	-	
<b>...found it difficult to think clearly?</b>													COPSOQ
Always	,4	,8	,6	,6	,3	,4	1,1	1,2	,5	-	-	-	
Often	3,3	7,5	5,6	4,6	3,7	2,8	8,2	8,9	6,0	-	-	-	
Sometimes	17,9	25,5	22,0	24,0	18,8	16,3	24,0	27,0	24,3	-	-	-	
Seldom	40,9	36,3	38,4	36,6	40,5	41,9	36,7	34,4	38,2	-	-	-	
Never	37,5	29,8	33,3	34,3	36,6	38,6	30,0	28,5	31,2	-	-	-	



#### 4.7.6 Sleep and recuperation, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Have you been troubled by the following in the last 3 months?</b>													KSQ
<b>...difficulties falling asleep?</b>													KSQ
Never	30,8	21,2	25,6	34,1	26,5	34,2	21,1	25,2	17,3	-	-	-	
Seldom/on odd occasion	38,7	39,5	39,1	36,9	41,8	36,1	40,0	41,4	37,6	-	-	-	
Sometimes/a few times a month	18,3	21,2	19,9	17,0	18,8	18,0	23,0	18,5	23,6	-	-	-	
Often/1 to 2 times a week	7,2	9,8	8,6	5,7	8,2	6,5	7,2	8,2	11,8	-	-	-	
Usually/3 to 4 times a week	3,1	5,2	4,2	4,0	3,2	2,8	6,4	4,4	5,9	-	-	-	
Always/5 times a week or more	2,0	3,1	2,6	2,3	1,5	2,4	2,3	2,3	3,9	-	-	-	
<b>...difficulties awakening?</b>													KSQ
Never	48,5	37,4	42,5	28,4	37,9	60,5	23,5	31,3	45,8	-	-	-	
Seldom/on odd occasion	30,6	34,3	32,6	27,3	35,1	27,0	32,6	34,6	34,2	-	-	-	
Sometimes/a few times a month	11,5	14,7	13,2	22,2	14,6	7,4	21,6	17,2	11,0	-	-	-	
Often/1 to 2 times a week	4,4	6,8	5,7	11,4	5,3	2,7	11,0	8,2	4,8	-	-	-	
Usually/3 to 4 times a week	3,2	4,7	4,0	6,3	4,3	1,7	8,3	5,9	2,9	-	-	-	
Always/5 times a week or more	1,8	2,1	2,0	4,5	2,7	,7	3,0	2,8	1,3	-	-	-	

#### 4.7.6 Sleep and recuperation, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Have you been troubled by the following in the last 3 months?</b>													KSQ
<b>...repeated awakenings with difficulties returning to sleep?</b>													KSQ
Never	28,8	20,1	24,0	44,3	30,9	24,9	31,6	24,6	13,7	-	-	-	
Seldom/on odd occasion	35,8	32,9	34,2	36,9	37,4	34,3	36,9	33,4	31,6	-	-	-	
Sometimes/a few times a month	20,9	23,7	22,4	12,5	18,6	24,0	17,5	22,4	26,2	-	-	-	
Often/1 to 2 times a week	8,7	12,1	10,5	4,5	8,2	9,6	7,6	9,9	15,1	-	-	-	
Usually/3 to 4 times a week	4,0	6,6	5,4	,6	3,7	4,7	4,2	5,8	7,7	-	-	-	
Always/5 times a week or more	1,8	4,7	3,4	1,1	1,1	2,6	2,3	3,9	5,8	-	-	-	
<b>...sense of being exhausted at the awakening?</b>													KSQ
Never	14,3	9,5	11,7	10,2	11,0	17,7	7,6	7,8	11,4	-	-	-	
Seldom/on odd occasion	33,4	31,4	32,3	22,7	30,9	37,1	25,8	28,7	35,1	-	-	-	
Sometimes/a few times a month	26,5	27,2	26,9	31,3	28,6	24,0	24,6	28,9	26,0	-	-	-	
Often/1 to 2 times a week	13,1	14,6	13,9	20,5	14,5	10,8	21,2	15,0	13,1	-	-	-	
Usually/3 to 4 times a week	8,5	10,5	9,6	10,8	9,9	7,0	15,9	11,7	8,5	-	-	-	
Always/5 times a week or more	4,2	6,8	5,6	4,5	5,2	3,3	4,9	7,9	6,0	-	-	-	

#### 4.7.6 Sleep and recuperation, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Have you been troubled by the following in the last 3 months?</b>													KSQ
<b>...premature awakening?</b>													KSQ
Never	26,7	23,6	25,1	35,8	27,7	24,7	26,6	26,0	20,9	-	-	-	
Seldom/on odd occasion	36,3	36,1	36,2	36,4	35,1	37,3	35,0	35,5	36,9	-	-	-	
Sometimes/a few times a month	19,1	19,7	19,4	9,1	20,2	19,4	15,6	19,4	20,7	-	-	-	
Often/1 to 2 times a week	9,8	9,9	9,9	12,5	9,3	9,8	11,0	9,5	10,2	-	-	-	
Usually/3 to 4 times a week	5,7	6,7	6,2	5,1	5,9	5,5	9,9	6,1	6,8	-	-	-	
Always/5 times a week or more	2,5	3,9	3,2	1,1	1,8	3,3	1,9	3,6	4,5	-	-	-	
<b>...disturbed/unrestful sleep?</b>													KSQ
Never	24,8	15,7	19,9	28,4	23,4	25,6	17,7	15,7	15,4	-	-	-	
Seldom/on odd occasion	36,1	34,8	35,4	39,8	35,5	36,1	35,8	36,1	33,5	-	-	-	
Sometimes/a few times a month	20,9	23,8	22,5	17,0	21,8	20,7	18,5	23,1	25,3	-	-	-	
Often/1 to 2 times a week	10,0	11,9	11,0	9,1	10,4	9,8	14,0	11,4	12,1	-	-	-	
Usually/3 to 4 times a week	5,1	7,7	6,5	5,1	6,1	4,2	9,4	7,5	7,6	-	-	-	
Always/5 times a week or more	3,0	6,1	4,7	,6	2,7	3,6	4,5	6,3	6,2	-	-	-	

#### 4.7.6 Sleep and recuperation, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Have you been troubled by the following in the last 3 months?</b>													KSQ
<b>...sense of being exhausted at the awakening?</b>													KSQ
Never	32,9	27,4	29,9	26,7	29,4	36,8	23,3	25,1	30,3	-	-	-	
Seldom/on odd occasion	34,9	34,2	34,5	32,4	33,4	36,6	32,4	34,0	34,7	-	-	-	
Sometimes/a few times a month	17,4	18,8	18,1	19,9	19,9	14,8	21,8	19,0	18,0	-	-	-	
Often/1 to 2 times a week	7,5	9,2	8,4	10,8	9,1	5,7	11,1	9,9	8,2	-	-	-	
Usually/3 to 4 times a week	5,0	6,2	5,7	7,4	5,8	4,1	7,3	7,4	4,8	-	-	-	
Always/5 times a week or more	2,2	4,2	3,3	2,8	2,3	2,0	4,2	4,7	3,8	-	-	-	
<b>How is your sleep in general?</b>													KSQ
Very well	23,9	19,6	21,5	27,7	21,6	25,4	21,5	20,3	18,5	-	-	-	
Quite well	46,7	45,2	45,8	46,9	46,3	46,9	45,3	47,2	43,2	-	-	-	
Neither good nor bad	18,2	18,3	18,3	19,2	19,5	17,0	18,1	16,9	19,7	-	-	-	
Quite bad	9,7	13,3	11,7	5,6	11,0	9,1	12,1	12,2	14,6	-	-	-	
Very bad	1,5	3,7	2,7	,6	1,5	1,7	3,0	3,5	4,0	-	-	-	
<b>Do you think you get enough sleep?</b>													KSQ + SWES
Yes, definitely enough	14,8	12,8	13,7	11,3	11,0	18,7	14,3	8,8	16,4	15,8	12,8	14,2	
Yes, mostly	51,7	46,8	49,0	49,7	48,6	54,7	39,1	46,2	48,7	50,8	47,5	49,0	
No, somewhat insufficient	23,9	25,8	25,0	29,4	28,8	18,9	32,3	27,9	22,7	23,1	26,1	24,7	
No, definitely insufficient	7,4	10,4	9,0	6,2	9,2	5,9	11,7	12,0	8,6	7,7	9,7	8,8	
No, far from sufficient	2,2	4,2	3,3	3,4	2,5	1,7	2,6	5,0	3,7	2,6	4,0	3,4	

#### 4.7.6 Sleep and recuperation, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>During the last 3 months have you, been tired and listless?</b>													SWES
Every day	4,6	8,6	6,8	4,5	4,8	4,4	6,3	9,3	8,3	2,8	6,8	5,0	
A couple of days a week (1 day of 2)	13,2	17,3	15,4	19,1	14,7	11,1	19,4	18,1	16,1	13,6	18,6	16,3	
One day a week (1 day of 5)	13,7	15,3	14,6	20,2	16,2	10,6	24,6	15,4	13,6	17,1	17,7	17,4	
A couple of days a month (1 day of 10)	33,8	32,3	33,0	32,6	33,8	34,0	33,6	34,0	30,5	36,0	32,7	34,2	
Not at all/Seldom the last 3 months	34,7	26,5	30,2	23,6	30,5	39,9	16,0	23,1	31,5	30,5	24,3	27,1	

#### 4.7.6 Sleep and recuperation, “gainfully employed 30 % or more”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>During the last 3 months, have you had a hard time sleeping because thoughts about work have kept you awake?</b>													SWES
Every day	1,6	2,8	2,3	1,4	1,0	2,2	,0	2,2	3,8	1,2	2,6	2,0	
A couple of days a week (1 day of 2)	5,4	9,1	7,4	4,2	4,9	6,0	7,5	8,5	9,9	7,6	9,1	8,5	
One day a week (1 day of 5)	7,2	8,8	8,1	5,6	7,5	7,2	11,3	7,9	9,3	10,3	10,8	10,6	
A couple of days a month (1 day of 10)	20,7	22,8	21,8	17,4	22,0	19,8	22,0	20,6	25,0	23,4	25,4	24,5	
Not at all/Seldom the last 3 months	65,1	56,5	60,5	71,5	64,7	64,8	59,1	60,8	51,9	57,5	52,0	54,5	
<b>Does it happen that you can not dismiss your job from your thoughts when you are off work?</b>													SWES
Every day	4,2	6,6	5,5	1,4	4,3	4,5	2,5	6,0	7,6	8,6	10,9	9,9	
A couple of days a week (1 day of 2)	10,4	12,9	11,7	10,6	11,0	9,8	10,8	13,8	12,3	18,4	19,7	19,1	
One day a week (1 day of 5)	12,3	13,0	12,7	16,2	12,7	11,4	19,6	12,8	12,4	15,5	16,3	15,9	
A couple of days a month (1 day of 10)	26,8	26,4	26,6	25,4	27,6	26,3	22,2	25,6	27,7	25,6	25,7	25,7	
Not at all/Seldom the last 3 months	46,3	41,1	43,5	46,5	44,5	48,1	44,9	41,7	39,9	31,9	27,3	29,4	

#### 4.7.6 Sleep and recuperation, “gainfully employed 30 % or more”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Besides sleep, do you think you get adequate time for resting and relaxation between working days?</b>													SWES
Yes, definitely enough	12,9	9,6	11,1	9,8	10,2	16,0	7,1	7,6	11,9	15,6	11,6	13,4	
Yes, mostly enough	55,4	48,1	51,5	53,1	50,2	60,9	47,4	44,2	52,1	50,5	45,9	48,0	
No, somewhat insufficient	22,6	28,9	25,9	25,2	28,1	16,8	31,4	31,9	25,5	22,3	27,8	25,3	
No, definitely insufficient	7,7	10,2	9,1	11,2	9,4	5,5	9,6	12,4	8,1	8,8	10,0	9,5	
No, far from sufficient	1,4	3,2	2,4	,7	2,1	,7	4,5	3,9	2,4	2,8	4,6	3,8	
<b>Do you have enough time for yourself?</b>													Åkerstedt
Yes, definitely enough	14,9	12,6	13,7	15,4	10,7	19,2	12,8	8,5	16,7	-	-	-	
Yes, mostly enough	47,5	41,1	44,1	44,8	41,6	53,8	41,0	35,0	47,2	-	-	-	
No, somewhat insufficient	23,3	26,3	24,9	25,2	27,9	18,3	26,3	30,4	22,1	-	-	-	
No, definitely insufficient	10,7	13,4	12,1	12,6	13,8	7,3	13,5	17,2	9,5	-	-	-	
No, far from sufficient	3,6	6,6	5,2	2,1	6,0	1,4	6,4	8,8	4,5	-	-	-	
<b>Does it happen that you, after work, are too tired or do not have enough time for your family, friends or leisure activities?</b>													SWES
Every day	5,3	8,6	7,0	4,9	5,5	5,1	5,7	8,7	8,8	3,7	6,1	5,0	
A couple of days a week (1 day of 2)	22,2	26,2	24,3	23,8	26,2	17,9	28,3	27,0	25,2	14,2	19,2	16,9	
One day a week (1 day of 5)	20,9	19,6	20,2	35,7	20,5	19,3	20,1	20,4	18,8	17,4	17,6	17,5	
A couple of days a month (1 day of 10)	26,1	24,2	25,1	23,8	26,5	25,9	25,2	25,4	23,0	32,3	31,1	31,7	
Not at all/Seldom the last 3 months	25,6	21,3	23,3	11,9	21,2	31,8	20,8	18,5	24,2	32,3	26,0	29,0	

#### 4.7.6 Sleep and recuperation, “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>During the last 3 months, have you had a hard time sleeping because thoughts about your situation have kept you awake?</b>													SWESmod
Every day	5,2	7,7	6,8	5,9	8,9	4,1	7,4	6,0	9,2	-	-	-	
A couple of days a week (1 day of 2)	8,7	8,7	8,7	2,9	10,7	9,1	4,6	9,3	10,1	-	-	-	
One day a week (1 day of 5)	7,7	8,7	8,3	2,9	14,3	6,8	8,3	8,2	9,2	-	-	-	
A couple of days a month (1 day of 10)	15,5	14,5	14,9	20,6	16,1	14,5	23,1	13,2	11,4	-	-	-	
Not at all/Seldom the last 3 months	62,9	60,4	61,4	67,6	50,0	65,5	56,5	63,2	60,1	-	-	-	
<b>Besides sleep, do you think you get adequate time for resting and relaxation?</b>													SWES
Yes, definitely enough	41,5	29,5	34,1	26,5	20,0	49,1	20,0	18,0	43,2	20,4	15,8	17,5	
Yes, mostly enough	47,3	41,2	43,5	52,9	52,7	45,1	34,5	39,3	45,8	53,5	45,1	48,3	
No, somewhat insufficient	7,7	19,8	15,2	11,8	18,2	4,5	31,8	28,7	7,0	16,9	22,9	20,6	
No, definitely insufficient	2,2	6,2	4,7	5,9	5,5	,9	8,2	9,6	2,6	6,7	11,6	9,7	
No, far from sufficient	1,3	3,3	2,5	2,9	3,6	,4	5,5	4,5	1,3	2,5	4,6	3,8	



#### 4.7.7 Sickness absence/inability to work, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>Do you have some longstanding sickness, accident-related complaints, a disability or other weakness?</b>													WOLFF
Yes	22,0	23,1	22,6	16,3	17,0	27,2	16,0	19,7	27,8	-	-	-	
No	78,0	76,8	77,3	83,7	83,0	72,8	84,0	80,3	72,1	-	-	-	
<b>How often have you taken sick leave for <u>a week or less</u> in the past 12 months? Do <u>not</u> count taking care of a sick child.</b>													NEW
Never	57,3	48,7	52,6	47,1	49,2	66,4	39,7	43,7	55,4	-	-	-	
Once	25,7	29,1	27,6	29,9	29,1	21,9	30,0	30,8	27,2	-	-	-	
Two or three times	13,3	16,9	15,2	17,8	17,5	8,6	21,1	19,6	13,3	-	-	-	
Four times or more	3,7	5,3	4,6	5,2	4,2	3,1	9,3	5,9	4,1	-	-	-	
<b>How often have you taken sick leave for <u>longer than a week</u> in the past 12 months? Do <u>not</u> count taking care of a sick child.</b>													NEW
Never	86,0	81,8	83,8	89,7	88,0	83,5	85,1	81,7	81,5	-	-	-	
Once	10,5	13,5	12,1	7,5	9,4	11,9	10,9	14,1	13,3	-	-	-	
Two or three times	2,1	2,9	2,5	2,9	1,3	2,7	3,2	2,5	3,2	-	-	-	
Four times or more	1,5	1,8	1,7	,0	1,3	1,9	,8	1,8	2,0	-	-	-	

#### 4.7.7 Sickness absence/inability to work, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How many times have you gone to work considering that, owing to your condition, you ought to have reported in sick in the past 12 months?</b>													NEW
Never	38,9	35,7	37,2	36,2	31,1	46,6	28,3	30,7	42,1	-	-	-	
Once	18,4	21,5	20,0	19,5	19,6	17,0	23,1	22,4	20,2	-	-	-	
Two or three times	31,3	30,1	30,7	35,1	36,8	25,5	37,7	32,2	26,6	-	-	-	
Four times or more	11,5	12,7	12,1	9,2	12,5	10,8	10,9	14,7	11,1	-	-	-	

#### 4.7.7 Sickness absence/inability to work, “gainfully employed 30 % or more”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>How would you evaluate your working capacity in terms of the mental demands placed on you?</b>													Stora Enso
Very good	36,4	33,8	35,0	34,0	40,6	32,4	33,5	35,0	32,6	-	-	-	
Quite good	47,1	50,1	48,7	51,1	43,5	50,3	46,8	48,9	51,6	-	-	-	
Neither good nor bad	14,3	12,7	13,5	12,8	13,7	15,1	12,0	12,2	13,3	-	-	-	
Quite bad	1,8	2,9	2,4	1,4	2,0	1,7	7,6	3,2	2,0	-	-	-	
Very bad	,3	,6	,4	,7	,1	,4	,0	,6	,6	-	-	-	
<b>For, roughly, how many days in total have you been on sick leave during the past 12 months?</b>													NEW
None	49,2	37,2	42,8	35,0	43,3	57,1	19,4	33,8	42,8	-	-	-	
1-7 days	32,6	38,6	35,8	42,0	38,9	24,9	54,2	40,7	34,7	-	-	-	
8-30 days	13,0	16,3	14,8	18,9	13,9	11,3	21,3	18,4	13,7	-	-	-	
31-90 days	3,0	4,2	3,6	3,5	2,7	3,4	4,5	3,8	4,5	-	-	-	
91 days or more	2,2	3,7	3,0	,7	1,2	3,4	,6	3,3	4,4	-	-	-	

#### 4.7.7 Sickness absence/inability to work, “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>For, roughly, how many days in total have you been on sick leave during the past 12 months?</b>													NEW
None	54,1	39,7	45,2	58,8	45,5	55,6	43,8	35,4	41,3	-	-	-	
1-7 days	12,9	20,4	17,5	29,4	18,2	8,8	36,2	20,0	12,2	-	-	-	
8-30 days	3,4	9,0	6,9	8,8	5,5	2,0	11,4	12,0	5,1	-	-	-	
31-90 days	1,7	5,0	3,8	,0	3,6	1,5	3,8	9,1	2,0	-	-	-	
91 days or more	11,6	13,2	12,6	,0	18,2	11,7	3,8	16,0	15,8	-	-	-	
Not applicable (retired or taking care of home and family)	16,3	12,6	14,0	2,9	9,1	20,5	1,0	7,4	23,5	-	-	-	

#### 4.7.8 Satisfaction with life, “gainfully employed 30 % or more” and “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>All things considered, how satisfied or dissatisfied are you with your life as a whole? Please indicate on the scale below to show how satisfied/dissatisfied you feel.</b>													WHII
Very dissatisfied	,9	,6	,8	1,7	1,4	,4	1,5	,7	,4	-	-	-	
Moderately dissatisfied	2,9	2,5	2,6	4,0	3,3	2,3	2,2	3,0	2,0	-	-	-	
A little dissatisfied	5,2	4,9	5,0	4,0	5,9	4,7	4,5	6,5	3,4	-	-	-	
No feelings either way	6,9	5,5	6,1	6,8	6,7	7,1	4,1	5,4	5,8	-	-	-	
A little satisfied	7,9	6,9	7,4	9,6	8,7	6,9	9,0	7,5	6,0	-	-	-	
Moderately satisfied	54,3	51,7	52,9	54,2	54,4	54,1	50,7	51,4	52,2	-	-	-	
Very satisfied	22,0	27,9	25,2	19,8	19,5	24,4	28,0	25,5	30,3	-	-	-	

#### 4.7.8 Satisfaction with life, “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>During the past few weeks did you feel:</b>													Bradburn's Affect Balance Scale
<b>Particularly excited or interested in something?</b>													Bradburn's Affect Balance Scale
Not at all	8,9	7,7	8,2	2,9	10,7	9,4	4,6	6,5	10,1	-	-	-	
A little	25,8	26,4	26,2	38,2	28,6	23,2	25,0	29,9	24,2	-	-	-	
Quite a lot	46,8	40,8	43,1	20,6	35,7	53,6	38,0	35,3	46,7	-	-	-	
A great deal	18,5	25,0	22,6	38,2	25,0	13,8	32,4	28,3	18,9	-	-	-	
<b>So restless you could not sit long in a chair?</b>													Bradburn's Affect Balance Scale
Not at all	54,0	58,4	56,8	32,4	37,5	61,5	38,9	53,8	71,3	-	-	-	
A little	34,7	28,5	30,9	47,1	44,6	30,3	33,3	34,2	21,7	-	-	-	
Quite a lot	10,3	10,5	10,4	20,6	16,1	7,2	23,1	9,2	5,7	-	-	-	
A great deal	1,0	2,5	1,9	,0	1,8	,9	4,6	2,7	1,3	-	-	-	
<b>Proud because someone has complimented you on something you had done?</b>													Bradburn's Affect Balance Scale
Not at all	24,6	16,0	19,2	17,6	28,6	24,7	13,0	16,9	16,7	-	-	-	
A little	47,6	42,2	44,2	38,2	41,1	50,7	39,8	38,3	46,5	-	-	-	
Quite a lot	22,7	32,9	29,1	35,3	25,0	20,2	35,2	34,4	30,7	-	-	-	
A great deal	5,1	8,9	7,5	8,8	5,4	4,5	12,0	10,4	6,1	-	-	-	
<b>Very lonely or remote from other people?</b>													Bradburn's Affect Balance Scale
Not at all	64,7	61,0	62,4	50,0	50,0	70,7	49,5	54,3	71,7	-	-	-	
A little	27,2	27,2	27,2	26,5	44,6	23,0	33,9	29,9	21,7	-	-	-	
Quite a lot	7,4	8,0	7,8	23,5	3,6	5,9	11,9	11,4	3,5	-	-	-	
A great deal	,6	3,8	2,6	,0	1,8	,5	4,6	4,3	3,0	-	-	-	

#### 4.7.8 Satisfaction with life, “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>During the past few weeks did you feel:</b>													Bradburn's Affect Balance Scale
<b>Pleased about having accomplished something?</b>													Bradburn's Affect Balance Scale
Not at all	7,7	4,8	5,9	8,8	5,4	8,1	5,6	3,3	5,6	-	-	-	
A little	31,1	30,8	30,9	26,5	41,1	29,3	29,6	33,3	29,3	-	-	-	
Quite a lot	49,4	45,5	46,9	41,2	48,2	50,9	41,7	41,0	50,9	-	-	-	
A great deal	11,9	18,9	16,3	23,5	5,4	11,7	23,1	22,4	14,2	-	-	-	
<b>Bored?</b>													Bradburn's Affect Balance Scale
Not at all	55,0	48,1	50,7	14,7	28,6	67,7	27,5	35,7	67,7	-	-	-	
A little	32,6	37,1	35,4	50,0	60,7	22,9	49,5	45,1	24,9	-	-	-	
Quite a lot	8,0	10,0	9,2	20,6	7,1	6,3	14,7	12,6	5,7	-	-	-	
A great deal	4,5	4,8	4,7	14,7	3,6	3,1	8,3	6,6	1,7	-	-	-	
<b>On top of the world?</b>													Bradburn's Affect Balance Scale
Not at all	11,3	8,1	9,3	17,6	16,1	9,0	7,4	7,7	8,7	-	-	-	
A little	22,8	28,1	26,1	35,3	32,1	18,6	27,8	32,8	24,5	-	-	-	
Quite a lot	43,4	40,4	41,5	35,3	33,9	47,1	38,9	38,3	42,8	-	-	-	
A great deal	22,5	23,5	23,1	11,8	17,9	25,3	25,9	21,3	24,0	-	-	-	
<b>That things were going your way?</b>													Bradburn's Affect Balance Scale
Not at all	13,8	20,3	17,9	20,6	19,6	11,3	22,2	19,7	20,0	-	-	-	
A little	30,4	28,4	29,2	35,3	39,3	27,5	32,4	30,6	24,8	-	-	-	
Quite a lot	48,1	43,2	45,0	41,2	33,9	52,7	38,0	42,6	46,1	-	-	-	
A great deal	7,7	8,1	7,9	2,9	7,1	8,6	7,4	7,1	9,1	-	-	-	

#### 4.7.8 Satisfaction with life, “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>During the past few weeks did you feel:</b>													Bradburn's Affect Balance Scale
<b>Upset because someone criticised you?</b>													Bradburn's Affect Balance Scale
Not at all	70,3	64,2	66,5	52,9	58,9	75,8	49,1	55,7	77,9	-	-	-	
A little	23,6	28,0	26,3	29,4	30,4	21,1	35,2	36,6	17,7	-	-	-	
Quite a lot	3,8	5,7	5,0	11,8	5,4	2,2	10,2	6,6	3,0	-	-	-	
A great deal	2,2	2,1	2,2	5,9	5,4	,9	5,6	1,1	1,3	-	-	-	
<b>I feel free to plan for the future.</b>													CASP-19 (3)
Often	51,8	39,6	44,1	44,1	35,7	57,0	32,1	32,6	48,7	-	-	-	
Sometimes	27,2	37,5	33,6	29,4	32,1	25,6	42,2	42,4	31,3	-	-	-	
Not often	13,1	18,0	16,1	20,6	19,6	10,3	19,3	21,7	14,3	-	-	-	
Never	8,0	5,0	6,1	5,9	12,5	7,2	6,4	3,3	5,7	-	-	-	
<b>I can do the things that I want to do.</b>													CASP-19 (5)
Often	60,7	47,5	52,4	38,2	37,5	70,0	32,1	38,0	62,3	-	-	-	
Sometimes	27,8	38,7	34,6	50,0	41,1	21,1	53,2	44,6	27,3	-	-	-	
Not often	8,3	12,2	10,8	8,8	19,6	5,4	12,8	16,3	8,7	-	-	-	
Never	3,2	1,5	2,2	2,9	1,8	3,6	1,8	1,1	1,7	-	-	-	
<b>I look forward to each day.</b>													CASP-19 (10)
Often	61,2	64,1	63,0	44,1	51,8	66,2	44,4	60,9	75,9	-	-	-	
Sometimes	26,9	28,8	28,1	35,3	28,6	25,2	42,6	29,9	21,6	-	-	-	
Seldom	9,6	5,2	6,8	14,7	19,6	6,3	9,3	8,2	,9	-	-	-	
Never	2,2	1,9	2,0	5,9	,0	2,3	3,7	1,1	1,7	-	-	-	



#### 4.7.8 Satisfaction with life, “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>I feel that my life has meaning.</b>													CASP-19 (11)
Often	65,4	72,4	69,8	50,0	67,9	67,1	67,9	72,8	74,1	-	-	-	
Sometimes	27,6	21,9	24,0	32,4	21,4	28,4	25,7	19,6	22,0	-	-	-	
Not often	4,8	4,0	4,3	14,7	7,1	2,7	2,8	6,0	3,0	-	-	-	
Never	2,2	1,7	1,9	2,9	3,6	1,8	3,7	1,6	,9	-	-	-	
<b>I enjoy the things I do.</b>													CASP-19 (12)
Often	64,4	68,0	66,7	50,0	62,5	67,1	59,6	65,8	73,7	-	-	-	
Sometimes	31,4	28,0	29,3	38,2	32,1	30,2	35,8	28,8	23,7	-	-	-	
Not often	3,8	2,9	3,2	11,8	5,4	2,3	1,8	4,9	1,7	-	-	-	
Never	,3	1,1	,8	,0	,0	,5	2,8	,5	,9	-	-	-	
<b>I enjoy being in the company of others.</b>													CASP-19 (13)
Often	54,2	65,3	61,2	70,6	53,6	51,8	76,1	64,7	60,8	-	-	-	
Sometimes	41,3	30,9	34,8	26,5	44,6	42,8	22,0	29,9	35,8	-	-	-	
Not often	4,2	2,9	3,3	2,9	1,8	5,0	1,8	4,3	2,2	-	-	-	
Never	,3	1,0	,7	,0	,0	,5	,0	1,1	1,3	-	-	-	
<b>On balance, I look back on my life with a sense of happiness.</b>													CASP-19 (14)
Often	50,0	59,2	55,7	47,1	44,6	51,8	56,0	58,7	61,0	-	-	-	
Sometimes	36,5	32,8	34,2	29,4	33,9	38,3	32,1	32,1	33,8	-	-	-	
Not often	11,5	6,5	8,4	23,5	14,3	9,0	7,3	8,7	4,3	-	-	-	
Never	1,9	1,5	1,7	,0	7,1	,9	4,6	,5	,9	-	-	-	
<b>I feel full of energy these days.</b>													CASP-19 (15)
Often	34,9	31,0	32,5	29,4	30,4	36,9	27,5	25,5	37,1	-	-	-	
Sometimes	44,2	42,5	43,1	38,2	33,9	47,7	43,1	42,4	42,2	-	-	-	
Seldom	16,3	21,1	19,4	29,4	28,6	11,3	24,8	25,0	16,4	-	-	-	
Never	4,5	5,3	5,0	2,9	7,1	4,1	4,6	7,1	4,3	-	-	-	

#### 4.7.8 Satisfaction with life, “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>I feel satisfied with the way my life has turned out.</b>													CASP-19 (17)
Often	56,7	60,4	59,0	47,1	42,9	61,7	56,9	55,2	66,2	-	-	-	
Sometimes	31,7	29,1	30,1	35,3	33,9	30,6	32,1	31,1	26,0	-	-	-	
Not often	7,7	7,8	7,8	11,8	17,9	4,5	6,4	10,9	6,1	-	-	-	
Never	3,8	2,7	3,1	5,9	5,4	3,2	4,6	2,7	1,7	-	-	-	
<b>I feel that life is full of opportunities.</b>													CASP-19 (18)
Often	45,8	47,9	47,1	50,0	44,6	45,5	54,1	49,2	44,0	-	-	-	
Sometimes	36,5	37,4	37,1	38,2	28,6	38,3	33,9	33,3	42,2	-	-	-	
Not often	13,1	11,6	12,2	5,9	17,9	13,1	8,3	14,8	10,8	-	-	-	
Never	4,5	3,1	3,6	5,9	8,9	3,2	3,7	2,7	3,0	-	-	-	
<b>I feel that the future looks good for me.</b>													CASP-19 (19)
Often	49,8	53,7	52,3	50,0	50,0	49,8	59,6	53,8	50,9	-	-	-	
Sometimes	34,7	33,3	33,9	35,3	25,0	37,1	33,0	35,3	31,9	-	-	-	
Not often	12,9	9,3	10,6	14,7	21,4	10,4	2,8	8,2	13,4	-	-	-	
Never	2,6	3,6	3,2	,0	3,6	2,7	4,6	2,7	3,9	-	-	-	

#### 4.7.9 Obstacles, “not gainfully employed”

	2006									2003			Source
	M	W	M+W	Men			Women			M	W	M+W	
				16-29	30-49	50+	16-29	30-49	50+				
<b>My age prevents me from doing the things I would like to.</b>													CASP-19 (1)
Often	2,2	1,0	1,4	5,9	1,8	1,8	,9	,0	1,7	-	-	-	
Sometimes	25,6	21,5	23,0	11,8	14,3	30,6	13,6	13,0	31,9	-	-	-	
Not often	34,3	33,3	33,7	35,3	23,2	36,9	28,2	29,3	38,8	-	-	-	
Never	37,8	44,3	41,9	47,1	60,7	30,6	57,3	57,6	27,6	-	-	-	
<b>Family responsibilities prevent me from doing what I want to do.</b>													CASP-19 (6)
Often	2,6	6,3	4,9	2,9	5,4	1,8	3,6	13,0	2,2	-	-	-	
Sometimes	20,6	27,9	25,1	8,8	28,6	20,4	23,6	36,4	23,0	-	-	-	
Not often	36,3	32,8	34,1	35,3	30,4	38,0	30,0	28,3	37,8	-	-	-	
Never	40,5	33,0	35,8	52,9	35,7	39,8	42,7	22,3	37,0	-	-	-	
<b>My health stops me from doing what I want to do.</b>													CASP-19 (8)
Often	9,0	12,5	11,2	,0	16,1	8,6	,9	15,8	15,2	-	-	-	
Sometimes	20,0	20,7	20,4	2,9	12,5	24,5	12,0	16,8	27,8	-	-	-	
Not often	20,6	22,2	21,6	20,6	12,5	22,7	18,5	20,7	25,2	-	-	-	
Never	50,3	44,6	46,8	76,5	58,9	44,1	68,5	46,7	31,7	-	-	-	
<b>Shortage of money stops me from doing the things that I want to do.</b>													CASP-19 (9)
Often	19,2	23,7	22,0	35,3	35,7	12,6	43,1	27,2	11,7	-	-	-	
Sometimes	36,9	39,8	38,7	38,2	41,1	35,6	39,4	44,0	36,5	-	-	-	
Not often	28,2	26,2	26,9	20,6	16,1	32,4	13,8	23,9	33,9	-	-	-	
Never	15,7	10,3	12,3	5,9	7,1	19,4	3,7	4,9	17,8	-	-	-	

## APPENDIX 2 Sources

<i>Abbreviation</i>	<i>Explanation</i>	<i>Reference<sup>1</sup></i>
LFS	Labour Force Survey	Swedish Work Environment Authority and Statistics Sweden
LFSmod	Modified question from LFS	
SWES	Swedish Work Environment Survey	Statistics Sweden commissioned by the Labour Force Survey
Aronsson	Gunnar Aronsson	Gunnar Aronsson
AUDIT	The Alcohol Use Disorders Identification Test - part scale alcohol consumption	World Health Organisation (WHO)
Bradburn	Bradburn's Affect Balance Scale	Norman M. Bradburn
CASP-19	The CASP (control, autonomy, self-realisation, pleasure)-19 Questionnaire – a quality of life measure	Martin Hyde and others.
COPSOQ	Copenhagen Psychosocial Questionnaire	Tage Kristensen and Vilhelm Borg
Danielsson	Christina Danielsson	Christina Danielsson
DCQ	Demand Control Questionnaire	Töres Theorell and Robert Karasek
Stora Enso	Stora Enso Focus Survey	Raija Kallimo
ERI	Effort-Reward Imbalance	Johannes Siegrist
ESS	European Social Survey Questionnaire	The European Social Survey Project
GLOBE	The Global Leadership and Organisational Behaviour Effectiveness Research Program	P.J. Hanges, M.W. Dickson
Hallsten	Lennart Hallsten	Lennart Hallsten
KSQ	Karolinska Sleep Questionnaire	Göran Kecklund and Torbjörn Åkerstedt
LeifRönsson	To be unemployed	Leif Rönsson and Bengt Starrin
MBI-GS	Maslach Burnout Inventory - General Survey	Kristina Maslach
Moorman	Moorman - Organizational Justice	Robert Moorman
MUSIC	Musculoskeletal Intervention Center	The MUSIC-Norrtälje Study Group
NA	New working life	Gabriel Oxenstierna and Maria Widmark

<sup>1</sup> As a reference the source alternatively the contact person from who we got the questions. Notice that the original source may be another.

<i>Abbreviation</i>	<i>Explanation</i>	<i>Reference<sup>1</sup></i>
NEW	New questions	Hugo Westerlund, Martin Hyde, Maria Baltzer and Töres Theorell
SCB	Statistics Sweden	Statistics Sweden
SCBmod	Modified question of SCB	
SCL-6	The Symptom Checklist <sup>2</sup>	Per Bech
SHARE	Survey of Health, Ageing, and Retirement in Europe	Martin Hyde mfl, The SHARE study
SHEEP	Stockholm Heart Epidemiology Program	Johan Hallkvist
trad	Traditional question	
ULF	Surveys of living conditions	Statistics Sweden
WHII	The Whitehall II study	Michael Marmot mfl, University College London
WOLFF	The WOLFF (Work, lipids, and fibrinogen) Study Norrland	Annika Härenstam, Anders Knutsson and Staffan Marklund
Åkerstedt	Torbjörn Åkerstedt	Torbjörn Åkerstedt

<sup>1</sup>As a reference the source alternatively the contact person from who we got the questions. Notice that the original source may be another.

<sup>2</sup>The questionnaire contains a selection of 6 questions from the scale of depression SCL-90, that approximately corresponds to Hamilton Depression Scale (HAM-D6).

## APPENDIX 3 Standard questionnaires

<i>Abbreviation</i>	<i>Explanation</i>	<i>Reference</i>	<i>Standard items</i>	<i>Items translated directly from the Swedish SLOSH</i>
Moorman	Overall Confirmatory factor Analysis Model for Procedural Justice, Distributive Justice, Job Satisfaction, and Citizenship	Moorman, R.H., (1991). Relationship Between Organizational Justice and Organizational Citizenship Behaviors: Do Fairness Perceptions Influence Employee Citizenship? <i>Journal of Applied Psychology</i> , 76, pp.845-855. Kivimäki, M., Elovainio, M., Vahtera, J., Virtanen, M. & Stansfeld, S. A. (2003). Association between organisational inequity and incidence of psychiatric disorders in female employees. <i>Psychological Medicine</i> , 33, 319-326.	<b>Formal procedures</b> <b>Procedures designed to...</b> <b>(Moorman 1991)</b>  ...collect accurate information necessary for making decisions.  ...provide opportunities to appeal or challenge the decision.  ...have all sides affected by the decision represented.	<b>The following statements relate to the organization's decision-making process.</b> <b>(Kivimaki et al 2003)</b>  ...Decisions are taken on the basis of the correct information.  ...Bad decisions can be revoked or changed.  ...All sides affected by the decision are represented.

<i>Abbreviation</i>	<i>Explanation</i>	<i>Reference</i>	<i>Standard items</i>	<i>Items translated directly from the Swedish SLOSH</i>
Moorman	Overall Confirmatory factor Analysis Model for Procedural Justice, Distributive Justice, Job Satisfaction, and Citizenship	Moorman, R.H., (1991). Relationship Between Organizational Justice and Organizational Citizenship Behaviors: Do Fairness Perceptions Influence Employee Citizenship? <i>Journal of Applied Psychology</i> , 76, pp.845-855. Kivimäki, M., Elovainio, M., Vahtera, J., Virtanen, M. & Stansfeld, S. A. (2003). Association between organisational inequity and incidence of psychiatric disorders in female employees. <i>Psychological Medicine</i> , 33, 319-326.	<b>Formal procedures</b> <b>Procedures designed to...</b> <b>(Moorman 1991)</b>  ...generate standards so that decisions could be made with consistency.  ...hear the concerns of all those affected by the decision.  ...provide useful feedback regarding the decision and its implementation.	<b>The following statements relate to the organization's decision-making process.</b> <b>(Kivimaki et al 2003)</b>  ...Decisions taken are consistent (the same rules apply to everyone).  ...Everyone is entitled to give their opinion in matters of immediate personal concern.  ...Feedback is provided regarding the consequences of decisions and people are informed accordingly.

<i>Abbreviation</i>	<i>Explanation</i>	<i>Reference</i>	<i>Standard items</i>	<i>Items translated directly from the Swedish SLOSH</i>
Moorman	Overall Confirmatory factor Analysis Model for Procedural Justice, Distributive Justice, Job Satisfaction, and Citizenship	Moorman, R.H., (1991). Relationship Between Organizational Justice and Organizational Citizenship Behaviors: Do Fairness Perceptions Influence Employee Citizenship? <i>Journal of Applied Psychology</i> , 76, pp.845-855. Kivimäki, M., Elovainio, M., Vahtera, J., Virtanen, M. & Stansfeld, S. A. (2003). Association between organisational inequity and incidence of psychiatric disorders in female employees. <i>Psychological Medicine</i> , 33, 319-326.	<b>Formal procedures</b> <b>Procedures designed to...</b> <b>(Moorman 1991)</b>  ...allow for requests for clarification or additional information about the decision.	<b>The following statements relate to the organization's decision-making process.</b> <b>(Kivimaki et al 2003)</b>  ...It is possible to obtain a more detailed account of the information that underlies decisions, if needed.



<i>Abbreviation</i>	<i>Explanation</i>	<i>Reference</i>	<i>Standard items</i>	<i>Items translated directly from the Swedish SLOSH</i>
DCQ	The Swedish Demand-Control Questionnaire	Theorell T, Perski A, Åkerstedt T, Sigala F, Ahlberg-Hultén G, Svensson J & Eneroth P (1988). Changes in job strain in relation to changes in physiological state. A longitudinal study. <i>Scandinavian Journal of Work Environment and Health</i> 14:189-196.	<p>Do you work very fast?</p> <p>Do you have to work very intensively?</p> <p>Does your work demand too much effort?</p> <p>Does your work often involve conflicting demands?</p> <p>Do you have enough time to complete your job?</p> <p>Do you have the possibility to learn new things through your job?</p> <p>Do you have to do the same thing over and over again?</p> <p>Do you have a choice in deciding <u>how</u> you do your work?</p>	<p>Do you work very fast?</p> <p>Do you have to work very intensively?</p> <p>Does your work demand too much effort?</p> <p>Does your work often involve conflicting demands?</p> <p>Do you have enough time to do everything?</p> <p>Do you have the possibility of learning new things through your work?</p> <p>Do you have to do the same thing over and over again?</p> <p>Do you have a choice in deciding <u>how</u> you do your work?</p>

<i>Abbreviation</i>	<i>Explanation</i>	<i>Reference</i>	<i>Standard items</i>	<i>Items translated directly from the Swedish SLOSH</i>
DCQ	The Swedish Demand-Control Questionnaire	Theorell T, Perski A, Åkerstedt T, Sigala F, Ahlberg-Hultén G, Svensson J & Eneroth P (1988). Changes in job strain in relation to changes in physiological state. A longitudinal study. <i>Scandinavian Journal of Work Environment and Health</i> 14:189-196.	<p>Do you have a choice in deciding <u>what</u> you do at work?</p> <p>Does your work demand dexterity?</p> <p>Does your work require creativity?</p> <p>There is a calm and pleasant atmosphere where I work.</p> <p>There is a good spirit of unity.</p> <p>My colleagues are there for me.</p> <p>People understand that I can have a bad day.</p> <p>I get on well with my colleagues.</p>	<p>Do you have a choice in deciding <u>what</u> you do at work?</p> <p>Does your work require a high level of skill and expertise?</p> <p>Does your job require you to take the initiative?</p> <p>There is a calm and pleasant atmosphere where I work.</p> <p>We get on well with each other where I work.</p> <p>My co-workers support me.</p> <p>The others understand if I have a bad day.</p> <p>I enjoy working with my co-workers.</p>

<i>Abbreviation</i>	<i>Explanation</i>	<i>Reference</i>	<i>Standard items</i>	<i>Items translated directly from the Swedish SLOSH</i>
DCQ	The Swedish Demand-Control Questionnaire	Theorell T, Perski A, Åkerstedt T, Sigala F, Ahlberg-Hultén G, Svensson J & Eneroth P (1988). Changes in job strain in relation to changes in physiological state. A longitudinal study. <i>Scandinavian Journal of Work Environment and Health</i> 14:189-196.	I get on well with my superiors.	I get on well with my superiors.



*Stressforskningsinstitutet* är ett nationellt kunskapscentrum inom området stress och hälsa. Institutet tillhör den Samhällvetenskapliga fakulteten vid Stockholms universitet och bedriver grundforskning och tillämpad forskning utifrån tvärvetenskapliga och tvärmetodologiska ansatser. Verksamhetsidén är att studera hur individer och grupper påverkas av olika sociala miljöer, med särskilt fokus på stressreaktioner och hälsa. Den långsiktiga avsikten med forskningen är att bidra till en förbättrad folkhälsa.

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*Stress Research Institute* is a national knowledge centre focusing on stress reactions and health. It is a part of the Faculty of Social Sciences at Stockholm University. The Institute does basic and applied research on an interdisciplinary basis and with a combination of different scientific methods. The aim is to study how individuals and groups are affected by their social environment with particular focus on stress and health.

The Institute was formerly called the National Institute for Psychosocial Medicine, a research authority under the Ministry of Health and Social Affairs, but on 1 October 2007, it was integrated into Stockholm University under the new name Stress Research Institute.

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