

Attributes and attribute-levels in the survey

Job attribute	Possible Values
1.- Salary	-50%, -40%,..., same as now, 10%,..., 50%
2.- Type of contract	1) Permanent With almost no risk of losing the job 2) Permanent With risk of losing the job with severance pay. 3) Permanent With risk of losing the job with no severance pay. 4) One-year contract High probability of continuation with a permanent contract. 5) One-year contract High probability of continuation with another temporary contract. 6) One-year contract No probability of continuation.
3.- Working hours	Any number between 10 and 50, round-off to 10
4.- Start/ending times – Round the clock production	1) Flexible working times. 2) Work starts at the usual time. You can however choose on which days to work. 3) Rotating shift system. 4) The employer decides about the working times (not in the night) and may change them monthly.
5.- Access to training opportunities	1) The employer will offer you a 3 months training program in the course of the year. 2) The employer will offer you a 1 month training program in the course of the year. 3) The employer will offer you a 5 workdays training program in the course of the year. 4) The employer will offer you a 1 workday training in the course of the year 5) The company will not offer you a specific training
6.- Work organization	1) The job does not involve teamwork. 2) The job involves working in a varying team. 3) The job involves working in a fixed team.

7.- Control over own work	<p>1) The job has a completely fixed routine, which you cannot influence.</p> <p>2) Your job tasks are fixed, but you may decide on when and how things are done.</p> <p>3) No one controls your work.</p>
8.- Intensity	<p>1) The job is very demanding, which means that you will have to work most of the time at high speed.</p> <p>2) The job is fairly demanding, which means that sometimes you may have to work at high speed.</p> <p>3) The job is not very demanding, which means that you will rarely have to work at high speed.</p> <p>4) The job is very demanding, which means that most of the time you will have to meet tight deadlines.</p> <p>5) The job is fairly demanding, which means that sometimes you may have to meet tight deadlines.</p> <p>6) The job is not very demanding, which means that you will rarely have to meet tight deadlines.</p>
9.- Time of retirement & labor disability	<p>1) You will have to stop before retirement age</p> <p>2) You can retire at age X.</p> <p>3) This company has no early retirement plans.</p>
10.- Akerlof theory	<p>1) Same working conditions as in other firms No loyalty from both sides Shirking and low performance is possible.</p> <p>2) Same working conditions as in other firms Loyalty from both sides Shirking and low performance work is impossible</p>