

1) Labour process and workplace

a) How long have you worked in this university?

- i) Why did you start here?
- ii) Do you have a permanent or temporary contract?
- iii) Where did you work before?

b) What do you do on the job? How does your work look like?

- i) What kind of tools, machines or devices do you use (e.g. computer, oven...)?
- ii) How is your work organised? How do you know what to do and when? Do you work individually or in a team?
- iii) Are certain tasks allocated to certain 'groups of people' (e.g. do women do certain tasks while men do others)?

c) What are your relationships like to other workers? How do people get on?

- i) How is the workforce composed (men/women, old/young, migrants/locals)?
- ii) Are there students in the workforce?
- iii) Are there 'groups' (people who hang out together), and what makes them a group?
- iv) What kind of things do you talk about? When do you have these conversations?
- v) Is there bullying between people?

d) What do you have to do after work?

- i) How do you commute and how long does it take?
- ii) What housework do you have to do, for whom, and how long does it take you per day? If you live with others, how is it shared out?
- iii) How is your childcare arranged?
- iv) Do you meet workmates after work? What do you do? What do you talk about?

e) Why does your work and the work of your colleagues exist?

- i) Is your work important for society? Why?
- ii) What impact would it have if you and your colleagues stopped working for a day? For a week?
- iii) How do you think your work is seen by the 'rest of society'?
- iv) Do you think your work is specific for the period of time we live in? For this part of the world?

2) Wage

a) What is your hourly wage and how are your terms and conditions?

- i) What is your sick pay? Holiday pay? Pensions? Paternity/maternity/adoption leave?
- ii) Do you work overtime? Is this paid?
- iii) Are there disciplinary wage cuts (e.g. for being late, absent without explanation, 'mistakes' at work)?
- iv) Do you check your pay slip and do you understand it fully? (Do you have to ask for corrections of the payment? Who do you complain to in case of incorrect payment?)

b) What do you officially have to do for your wage?

- i) Does your work contract contain a clear job description?
- ii) Do they control your performance? How?
- iii) Are you supposed to do overtime, weekend work? Are there official performance targets?
- iv) Have working times and wages changed since you have worked in the job?
- v) How have they enforced these changes? How did they explain them? Did they create any conflicts?

c) What kind of wage and conditions differences exist in your workplace?

What do you think about it?

- i) How are these differences determined and why?
- ii) Are there different contract relations (outsourcing, agency work, zero-hour contracts, temporary contracts, permanent contracts)? How many people on what type of contracts? How does this define relationships between people, their status?
- iii) Do you know what your colleagues earn?
- iv) Are there forms of staff representation and what kind of role do they play when it comes to fix individual wages?

d) What are you working times and how do you cope with them?

- i) Who determined the working times and when?
- ii) Is how many hours you spend on the job on a specific day fixed beforehand, or is this sometimes decided while you're at work?
- iii) Who decides how long you have to work?
- iv) What kind of impact do working times have on family, relationships, 'leisure time'?
- v) How many hours do you work on average? Overtime? Paid holidays? Shift systems?

e) How is your household income composed?

- i) What do you have to pay for with this wage? How much is left at the end of the month?
- ii) Who and what do you have to support financially with your wage?
- iii) What are you able to afford?
- iv) Do you have a second job? Does your partner or other household members have a paid job?
- v) Do you receive any social benefits (working tax credit, child benefit, housing benefit)?
- vi) Do you have savings? Do you own your house? Are you in debt?

3) 'Representation'/Politics

a) How do you like your job and what you do?

- i) What type of conflicts exist at work?
- ii) What do you and others think are the main problems at work?
- iii) Do conflicts relate to the concrete conditions of work and work intensity (monotony, stress, arbitrariness, additional work tasks)? Are there conflicts with superior staff?
- iv) What form do these conflicts take (open, hidden, individual, collective)?

- b) Who do you turn to in case of conflicts? And how?**
- i) Do you or your work mates have any experience with collective forms of resistance at work? What are they?
 - ii) What do you do when conflicts arise?
 - iii) What other ways would there be?
- c) Is the trade union present? Are there union representatives or other forms of representation?**
- i) What do they do and how are they perceived by workers?
 - ii) Has there been an 'organising campaign'? What do you and others think of it?
- d) Do you know about conflicts by workers in other universities? (e.g. in London: LSE, SOAS, Senate House... alternatively ask them about struggles in the town in general)**
- i) How did you get to know about them?
 - ii) What do you think of them?
 - iii) What chances do you see for a group of workers organising together in the workplace?
 - iv) How could you meet and what could you do?
 - v) What kind of support would that kind of group need from the outside? Who could support?
- e) Are you active yourself (informally, in a trade union, etc.)?**