

#### Methodological questionnaire

Statistics of employment, wages and hours of work derived from establishment surveys

The objective of this questionnaire is to obtain information about the most important features of the establishment survey(s) carried out in your country since 1990, that are used as sources of statistics of employment, wages and/or hours of work.

Please use as many questionnaires as there are establishment sources for these statistics. For each type of survey, please respond with reference to the latest (most recent) exercise. If you have any questions on which surveys should be covered by this questionnaire, please contact sources@ilo.org before completing the questionnaire. In case the most recent survey was conducted before 1990, please complete only section A. Identification.

This questionnaire is designed to require only a minimum of textual response. The use of pre-coded responses facilitates response but increases the number of pages in the questionnaire. The accompanying document provides international definitions and links to international classifications mentioned in this questionnaire.

We welcome any comments regarding this questionnaire (item J1. "Additional comments"). You can save and print the completed questionnaire at your convenience. Once finished, you can send it to us by clicking the submit button at the end of the questionnaire or by sending a saved copy of the completed questionnaire to sources@ilo.org.

Thank you for your cooperation.

	A. Identification
A1. Country	Israel
A2. Title of the survey	Survey of Non-Profit-Institutions
A3. Organisation(s) responsible	Central Bureau of Statistics
A4. Website where additional information can be found:	cbs.gov.il

### **B.** Periodicity and coverage

<b>B1. Periodicity:</b> The survey is carried ou	ıt				
<ul><li>Once a year, continue to B2</li></ul>					
○ Two times a year/half yearly, continue	to B2				
© Every quarter, continue to B2					
C Every month, go to B3					
© Every months, continue to B2					
Every years, go to B3					
Ad hoc survey, continue to B2					
Further comments or explanations (if needed):					
<b>B2. Months of the survey:</b> the survey	is carrie	ed out in t	the following months		
☐ January ☐ February			Ü		
☐ March ☐ April					
☐ May ☐ June					
☐ July ☐ August					
☐ September ☐ October					
☐ November ☐ December					
<b>B3. Year</b> the survey started: 1980					
<b>B4. Industry coverage:</b> The survey includes	udes esta	blishment	ts in the following ISIC rev. 4 groups		
A. Agriculture, forestry and fishing	○Yes	<ul><li>No</li></ul>	L. Real estate activities	○Yes	<ul><li>No</li></ul>
B. Mining and quarrying	○Yes	<ul><li>No</li></ul>	M. Professional, scientific and technical	<ul><li>Yes</li></ul>	○ No
C. Manufacturing	○ Yes	<ul><li>No</li></ul>	activities	( Tes	ONO
D. Electricity, gas, steam and air conditioning supply	○Yes	<ul><li>No</li></ul>	N. Administrative and support support service activities	<ul><li>Yes</li></ul>	○No
E. Water supply, sewerage, wast management and remediation act.	○Yes	<ul><li>No</li></ul>	O. Public administration; compulsory social security	<ul><li>Yes</li></ul>	○No
F. Construction	○ Yes	<ul><li>No</li></ul>	O. Defense	<ul><li>Yes</li></ul>	○No
G. Wholesale and retail trade; repair of	○ Vos	♠ No.	P. Education	<ul><li>Yes</li></ul>	○No
motor vehicles	○ Yes	No     No	Q. Human health and social work activities	<ul><li>Yes</li></ul>	○No
H. Transportation and storage	○ Yes	<ul><li>No</li></ul>	R. Arts, entertainment and recreation	<ul><li>Yes</li></ul>	○No
I. Accomodation and food service	○ Yes	♠ No.	S. Other service activities	<ul><li>Yes</li></ul>	○No
activities	() res	<b>W</b> NO	T. Activities of household as employers	○ Yes	<ul><li>No</li></ul>
J. Information and communication	○ Yes	<ul><li>No</li></ul>	U. Activities of extraterritorial organizations	○Yes	<ul><li>No</li></ul>
K. Financial and insurance activities	○ Yes		and bodies		
Further comments or explanations (if needed):					

<b>B5. Size coverage:</b> The survey covers							
<ul><li>All establishments of any size</li></ul>							
○ All establishments with at least wo	rkers/ei	mployees					
Other size coverage:	·	. ,					
<b>B6. Geographical coverage:</b> The survey cov	ers the						
Whole country							
Whole country, excluding the following remote/marginal areas:							
	`						
Capital city (can include surrounding areas	)						
The following main cities:							
Only urban areas							
Other geographical coverage:							
<b>B7. Worker coverage:</b> The survey covers th	e follow	ing <b>status</b> i	in employment categor	ies			
(a) All persons in the payroll				<ul><li>Yes</li></ul>	○ No		
(b) Only Paid employees				○Yes	<ul><li>No</li></ul>		
(c) Only Manual / blue collar workers/wage workers/ operatives, etc.	earners,	/ productio	n	○ Yes	<ul><li>No</li></ul>		
(d) Only Non-manual /white collar/administ	trative w	orkers		○ Yes	<ul><li>No</li></ul>		
(e) Paid employees and working proprietors (i			orkers or emplovers)	○Yes	<ul><li>No</li></ul>		
(f) All persons engaged (Paid employees, work				○ Yes			
(), p	9						
The following groups are included:							
Pieceworkers	○ Yes	○ No	Apprentices			○ Yes	
Part time employees	○ Yes	○ No	Trainees			○ Yes	○ No
Seconded employees	○ Yes	○ No	Employees absent from			○ Yes	∩No
Workers from temporary work agencies	○ Yes	○ No	entire reference period	l withou	t pay		
Casual and temporary employees	○ Yes	○ No	Employees on probatio	n		○ Yes	○ No
Supervisors		○ No	Foreign employees			○ Yes	○ No
Managers	○ Yes	○ No	Workers paid on comm	ission			○ No
Non-adults/workers below a certain age	○ Yes	○ No	Homeworkers			○ Yes	
Volunteer workers	○ Yes	○ No	Subcontracted workers			○ Yes	○ No
Other workers not mentioned above:							
Further comments or explanations (if needed):							

<b>B8. Institutional sector coverage:</b> The su	ırvey covers				
Establishments in the the private sector		○ Yes <b>⑥</b> No			
Establishments in the the public sector		⊜Yes			
Unincorporated establishments		⊜Yes    ● No			
Non-profit institutions					
Foreign establishments located within the country		⊜Yes			
Establishments which did not operate part of the reference period		○ Yes <b>⑥</b> No			
National establishments located abroad		○ Yes			
<b>B9. Other coverage:</b> The survey includes of	or excludes other types of	f establishments not already mentioned above			
C. (	Concepts and operation	nal definitions			
C1a. The survey measures EMPLOYMEN	C1. EMPLOYME				
C1b. Operational definition: EMPLOYME					
○ The total number of workers, on:	A specific day:				
	The month of the surv				
		The quarter of the survey			
	The whole year				
	Other:				
$\bigcirc$ The average number of workers during:	○ A specific pay period	○ A specific pay period			
	The month of the survey				
	○ The quarter of the sur	rvey			
	The whole year				
	Other:				
Other:					
C1c. The worker coverage is					
The same as the survey coverage (c.f. B7	1				
A different coverage:	-,				
C1d. Further comments or explanations (if needed):					

## C2. Earnings

C2a. The survey measures EARNINGS  Yes, continu	e to C2b No, go to C3a
C2b. EARNINGS relates to:	
	by the employer in respect of taxes, contributions of employees to nes, union dues, life insurance premiums, etc.)
○ NET earnings -> Deductions are made for:	
Workers' contributions to compulsory social secu	rity schemes  Yes  No
- Health related	○ Yes ○ No
- Pension	○ Yes ○ No
- Unemployment	○ Yes ○ No
Union dues	○Yes ○ No
Advanced contributions to income tax	○ Yes ○ No
Other:	
C2c. The worker coverage is	C2d. and the reference period is
<ul><li>The same as the survey coverage</li></ul>	<ul><li>The same reference period as employment</li></ul>
○ A different coverage:	○ A specific week
	A specific month
	Another reference period:
C2e. Earnings includes:	
(a) Payments in kind	○ Yes     No Further comments or explanations (if needed):
(b) Cost of living allowances	○ Yes    No
(c) Family allowance allowances	○ Yes    No
(d) Other allowances in cash	○ Yes    No
(e) Payments for time not worked	○ Yes
(f) Overtime payments	● Yes ○ No
(g) End of year bonuses	● Yes ○ No
(h) Profit sharing bonuses	○ Yes ● No
(i) Other regular bonuses paid every pay period	● Yes ○ No
(j) Bonuses paid irregularly	○ Yes    No
(k) Payments for periods outside the reference period	○ Yes ● No
(I) Payments for items required by the job	● Yes ○ No
(m) Tips and gratuities distributed by the employer	● Yes ○ No
(n) Severance and termination pay	○ Yes ● No
(o) Employers' contributions to workers' social security schemes (p) Other	● Yes ○ No
components not	
mentioned above	

### C3. Wage rates

C3a. The survey measures WAGE RATES Yes, cont	tinue to C3b   No, go to C4	
C3b. Time unit: WAGE RATES are requested	C3c. Concept:	
oper hour per day	Minimum or standard wage rates, fixed by or in pursuance of laws Yes \( \cap \) No	
Oper week	regulations	
per month	collective agreements Yes No	
Other time unit:	arbitral awards	
	○ Wage rates actually paid	
C3d. The worker coverage is	C3e. and the reference period is	
○ The same as the survey coverage	○ The same reference period as employment	
○ A different coverage:	○ A specific week	
	○ A specific month	
	○ Another reference period:	
C3f. Wage rates includes:		
(a) Payments in kind	○ No	
(b) Cost of living allowances Yes	No	
(c) Family allowances	No	
(d) Other allowances in cash Yes	○ No	
(e) Payments for time not worked \( \text{Yes} \)	○ No	
(f) Overtime payments	No	
(g) Other components not mentioned above		
Further comments or explanations (if needed):		
C4. Comp	pensation of employees or Labour Cost	
C4a. The survey measures COMPENSATION OF EMPLOY LABOUR COST	YEES or   • Yes, continue to C4b  • No, go to C5	
C4b. The worker coverage is	C4c. and the reference period is	
The same as the survey coverage	<ul><li>The same reference period as employment</li></ul>	
○ A different coverage:	○ A specific week	
	○ A specific month	
	○ A different reference period:	

C4d. Compensation of employees or Labour cost includes:	
(a) Payments in kind	○ Yes     No Further comments or explanations (if
(b) Cost of living allowances	• Yes No needed):
(c) Family allowance allowances	Yes  ○ No
(d) Other allowances in cash	● Yes ○ No
(e) Payments for time not worked	Yes ○ No
(f) Overtime payments	● Yes ○ No
(g) End of year bonuses	● Yes ○ No
(h) Profit sharing bonuses	● Yes ○ No
(i) Other regular bonuses paid every year	● Yes ○ No
(j) Bonuses paid irregularly	● Yes ○ No
(k) Payments for periods outside the reference period	○ Yes    No
(I) Payments for items required by the job	● Yes ○ No
(m) Tips and gratuities distributed by the employer	Yes  ○ No
(n) Severance and termination pay	○ Yes    No
(o) Employers' contributions to workers' social security schemes	
(p) Workers' social benefits provided by the employer	● Yes ○ No
(q) Employers' cost of training	○Yes
(r) Employers' expenses for welfare services	○Yes
(s) Taxes paid by the employer on employment payrolls,etc.	● Yes ○ No
(t) Employment related subsidies received by the employer	● Yes ○ No
(u) Other components not mentioned above	
C5. Contractual/Norma	al hours of work
C5a. The survey measures CONTRACTUAL/NORMAL HOURS OF	WORK ○ Yes, continue to C5b  No, go to C6
C5b. CONTRACTUAL/NORMAL HOURS OF WORK relates to ho	urs fixed by:
Laws or regulations Yes No	
Collective agreements	<b>C5c.</b> Information is requested about normal hours
Establishments' internal regulations  Yes No	○ per day
	○ per week
Other	○ per pay period
	○ per month
	Oother:
C5d. Information is requested in C5e. The reference per	riod is C5f. And the worker coverage is
O Days O The same reference	period as for wages
○ Half days ○ Another reference p	eriod: Another coverage:
○ Hours	
○ Minutes	
Other time unit:	

### C6. Hours paid for

C6a. The survey measures HOURS PAI	<b>D FOR</b> Yes, continue to C6b No, go to	C7	
<b>C6b.</b> Information is requested in	<b>C6c.</b> The reference period is	<b>C6d.</b> And the worker coverage is	
○ Days	○ The same reference period as for wages	○ The same workers as for wages	
○ Half days	○ Another reference period: ○ Another coverage:		
○ Hours			
○ Minutes			
Other time unit:			
C6e. Hours paid for includes time paid	l due to		
(a) Overtime	Yes No (h) Down time (including stand	by time)	
- Paid at special rates	Yes No (i) Time not worked (absence fro	m work)	
- Paid at normal rates	○ Yes ○ No - Vacation time	○ Yes ○ No	
- Compensated with time off	○Yes ○No - Sick leave	○ Yes ○ No	
(b) Work at home	Yes No - Occupational injuries	○Yes ○ No	
(c) Travelling time required by the job	Yes No - Labour disputes	○ Yes ○ No	
(d) Meal breaks	Yes No - Other time not worked	○ Yes ○ No	
(e) Commuting time	○ Yes ○ No (j) Other:		
(f) Time for preparation	○ Yes ○ No		
(g) Training time	○Yes ○No		
Further comments or explanations (if needed):			
C6f. The survey measures ABSENCE FF	ROM WORK separately Yes No		
C6g. The survey measures OVERTIME			
	C7. Hours actually worked		
C7a. The survey measures HOURS ACT	TUALLY WORKED Yes, continue to C7b	No, go to C8	
C7b. Information is requested in	C7c. The reference period is	<b>C7d.</b> And the worker coverage is	
○ Days	○ The same reference period as for wages	○ The same workers as for wages	
○ Half days	○ Another reference period:	○ Another coverage:	
○ Hours			
○ Minutes			
Other time unit:			

C7e. Hours actually worked includes time paid due to .... (a) Overtime Yes No (h) Down time (including stand by time) - Paid at special rates Yes No (i) Time not worked (absence from work) ○Yes ○No - Paid at normal rates - Vacation time - Compensated with time off ○Yes ○No - Sick leave ○Yes ○No - Unpaid and not compensated with time off - Occupational injuries ○Yes ○ No (b) Work at home ○ Yes ○ No - Labour disputes ○Yes ○No (c) Travelling time required by the job ○Yes ○No - Other time not worked ○Yes ○No (j) Other: (d) Meal breaks (e) Commuting time ○Yes ○No (f) Time for preparation ○ Yes ○ No (g) Training time ○Yes ○No **Further comments** or explanations (if needed): **C7f.** The survey measures **ABSENCE FROM WORK** separately ○ Yes ○ No ○Yes ○No **C7g.** The survey measures **OVERTIME** separately **C8.** Other topics **C8a.** The survey measures **LABOUR TURNOVER** Yes, continue to C8b No, go to C9a **C8b. LABOUR TURNOVER** includes the following components Workers who were hired ○ Yes ○ No Workers who were fired ○Yes ○No Workers who resigned ○Yes ○No Workers who retired Other **C8c.** The **reference period** is ... **C8d.** and the worker coverage is ... The same workers as hours paid/hours actually The same reference period as hours paid/hours actually worked worked Another reference period: Another coverage: Yes, continue to C11b **C9a.** The survey measures **VACANCIES** No, go to C10 **C9b. VACANCIES** are defined as: C10. Other topics: The survey measures other topics not mentioned above, namely ...

D. Classifications	
<b>D1. Establishment size:</b> The establishment size categories used to group establishments are	
D2a. Industry (branch of economic activity): The classification used to code industry is (based on)	
○ ISIC rev 2	
● ISIC rev 3, 3.1	
○ ISIC rev 4	
O NACE, NAICS	
National classification:	
Other: Classification of NPI's - ICNPO	=
D2b. Number of groups distinguished at the most detailed level when coding industry 11 groups	
D2c. Computer assisted/automatic coding is used ○ Yes   No	
D2d. If not using ISIC, it is convertible to ISIC:	
Yes, to	
O ISIC, rev. 2  D2e. The most important deviations between the classification used and the international	
classification (at the Section - one digit - level) are:	_
○ ISIC, rev. 4	
○ No	
D3a. Occupation: If information by occupation is collected, the classification used to code occupation is (based on):	
○ ISCO-68	
○ ISCO-88	
○ ISCO-08	_
National classification:	
Other:	
D3b. Number of groups distinguished at the most detailed level when coding occupation groups	
D3c. Computer assisted/automatic coding is used Yes No	
D3d. If not using ISCO, it is convertible to ISCO	
Yes, to	
O ISCO-68 D3e. The most important deviations between the classification used and the international	
Classification (at the Major Group - one digit - level) are:	
○ ISCO-08	
○ No	

Standard Classification of Labour Cost	
Yes No D4b. If no, the most important differences between classification are:	een the national classification and the international
Payments in kind (group IV) include Cost of w welfare services (group VIII)	orkers' housing borne by employers (group V) and Cost of
☐ Direct wages and salaries (group I) and Remu	neration for time not worked (group II) are merged
Other differences:	
D5. The survey uses other classifications, as follows:	
☐ Geographical regions	
Legal status of the establishment (i.e., institutional sector, type	e of ownership, etc.).
Cooperatives are separetely identified Yes No	
Others:	
<b>D6.</b> Further comments or explanations (if needed):	
explanations (if fleeded).	
E. Questionnair	e design
E1. Number of questionnaires: the survey uses	
○ One questionnaire	
Different types of questionnaires for different	
types of economic units:	
One questionnaire for the economic unit as a whole, one for we	
Other:	,
<b>E2.</b> The unit(s) of observation: Information is obtained	
For the establishment as a whole (go to E3)	●Yes ○ No
For (groups of) occupations within the establishment (go to E3)  For each individual worker in the establishment (go to E4)	CYes
For a sample of workers in the establishment (go to E4)	Yes ● No

D4a. Labour cost components: If measuring labour cost, the classification of labour cost components is the International

Disaggregations	Employment	Wages concept (earnings, wage rates, etc	Working time concep	ts
Sex	П	П		_
Age group				
Education level categories				
Occupation				
Manual/non-manual				]
ull-time/part-time				]
Skilled/semi-skilled/unskilled				]
Casual/permanent worker				
Apprentices				
Adults/young workers				]
Other disaggregation:				1
<ul><li>☐ Sex</li><li>☐ Age (adults/young)</li></ul>				
<ul> <li>☐ Education level</li> <li>☐ Occupation</li> <li>☐ Full time/part time schedule</li> <li>☐ Casual/permanent status</li> <li>☐ Apprentices</li> <li>☐ Other information:</li> </ul>				
Occupation Full time/part time schedule Casual/permanent status Apprentices	obtains information	separately for  Wage rates		empensation o employees or labour cost
☐ Occupation ☐ Full time/part time schedule ☐ Casual/permanent status ☐ Apprentices ☐ Other information:	obtains information			employees or
Occupation Full time/part time schedule Casual/permanent status Apprentices Other information:  E5. Wage components: the survey	obtains information			employees or
Occupation Full time/part time schedule Casual/permanent status Apprentices Other information:  Fayments in kind Cost of living allowances	obtains information			employees or
Occupation Full time/part time schedule Casual/permanent status Apprentices Other information:  Formula in the survey Cayments in kind Cost of living allowances Camily allowances	obtains information			employees or
Occupation Full time/part time schedule Casual/permanent status Apprentices Other information:  Fayments in kind Cost of living allowances Covertime payment				employees or
Occupation Full time/part time schedule Casual/permanent status Apprentices Other information:  E5. Wage components: the survey  Payments in kind Cost of living allowances Family allowances Overtime payment Employers' social security contribu	tions			employees or
Occupation Full time/part time schedule Casual/permanent status Apprentices Other information:  Fayments in kind Cost of living allowances Family allowances Overtime payment Employers' social security contribution	tions			employees or
Occupation Full time/part time schedule Casual/permanent status Apprentices Other information:  E5. Wage components: the survey Payments in kind Cost of living allowances Family allowances Overtime payment Employers' social security contribu	tions			employees or

# F. Sample design **F1.** The **sampling unit(s)** is/are ... (all relevant options are indicated) ☐ Enterprise **区** Establishment ☐ Employee Other: **F2.** The **sample frame** is ... (all relevant options are indicated) ■ Business register ☐ Employee or population register ☐ Area frame F3. The sources of information used to construct the register are ... (all relevant options are indicated) Economic, Industrial, Establishment census Agricultural census Registers kept by the government ☐ Industrial/bussines directories Licence records Sales tax records ☐ Income tax records Unemployment insurance records Pension coverage records Other, namely: Records of workers or employers' associations Field operations Other, namely: F4. Frame coverage: The percentage of all paid employees and/or economic units covered by the sample frame ... % of all employees, and/or 100 % of all economic units **F5.** Updating frequency: The sample frame is updated ... ○ Every months years Continually O Not updated with a specific frequency Never updated **F6.** Type of sample Complete enumeration, go to F10 Random sample, go to F7 OPurposive sample, go to F10 Other, go to F10:

F7. The sample is stratified
● Yes: ○ No
☐ By region/location
☐ By industry
⊠ By public and private sectors
☐ By size (or number of workers) the strata are the same as those indicated in D1 above: ○ Yes: ○ No
Establishments <b>above this size</b> are included with certainty in the sample
Other strata:
F8. Sample error - relative standard error for each concept (may be percentages or ranges of percentages)
F9. Sample size: The number of economic untis and/or workers in the final sample (or an estimate of the relative size)
1,650 economic units (establishments/enterprises) % of economic units
workers % of all workers
F10. Further comments or explanations (if needed):
G. Data collection
G1. Method(s) of data collection: Data are collected through (more than one option may be selected)
Personal interview  G2. If personal or telephone interview, Yes No
Telephone interview computer assisted interview is used
☐ Mail
Online/web based questionnaire
G3. Substitution of units
Yes, in case of non-response
○ Yes, in other cases:
No     No
<b>G4. Non response rate:</b> Percentage of all units in the final sample that are not inteviewed
15 % of all units
<b>G5. Timeliness:</b> Number of days or months between the reference period and the release of the results
days or 12 months
G6. Further
<del></del>
comments or explanations (if

H. Estimates					
H1. Estimation procedures (	(more than one option may be	selected)			
▼ Take into account estimates from a previous reference period					
Use benchmark data					
☐ For employment					
☐ For wages					
☐ For working time	☐ For working time				
Adjust for seasonality					
Other adjustments, please s	pecify				
<b>H2.</b> If benchmark data are used the <b>type of benchmark data</b> us is:	1				
H3. Types of indicators produced (more than one option can be selected)					
(a) Average earnings (per worker)	(b) Median earnings (per worker)	(c) Real earnings (per worker)	(d) Labour cost (per worker)		
per year	per year	per year	🗙 per year		
per month	per month	per month	per month		
per week	per week	per week	per week		
per day	per day	per day	per day		
per hour (actual or paid)	per hour (actual or paid)	per hour (actual or paid)	per hour (actual or paid)		
(e) Hours actually worked (per worker)	(f) Hours paid for (per worker)	(g) Overtime hours (per worker)	(h) Absence from work hours (per worker)		
per year	per year	per year	per year		
per month	per month	per month	per month		
per week	per week	per week	per week		
per day	per day	per day	per day		
(i) Workers by levels of earnings	(j) Earnings	(k) Earnings in each decile/ quartile	(I) Workers by levels of hours (paid or actual)		
☐ Number of workers	☐ Deciles	Average earnings	☐ Number of workers		
Percentage of workers	Quartiles		Percentage workers		
(m) Wage indexes  ⊠ Simple unweighted index of	f growth	(n) Other indicators pr	oduced:		
☐ Laspeyres index with fixed o	occupational employment weig	ghts			
☐ Laspeyres index with indust	rial employment weights				
Other wage index:					
H4. The above indicators are calculated for all workers covered					
• Yes	alculated for all workers co.c.	Cu			
No, to a subset:					
(110, 10 a 3abset.					

<b>H5. Links to Laborsta series:</b> Statistics from this survey are presented in the following LABORSTA series					
2E - Paid employment by economic activity					
2F - Paid employment in manufacturing					
4A - Hours of work by economic activity					
4B - Hours of work in manufacturing					
5A - Wages by economic activity					
5B - Wages in manufacturing					
☐ 6A - Labour cost in manufacturing					
OI - Hours of work and wages in detailed occupations (October Inquiry)					
<b>H6.</b> The statistics published in LABORSTA have the same coverage and follow the same definitions described above	○Yes	○ No			
If <b>no</b> , the main differences are as follows:					
I. Historical information					
I1. Main changes in this survey since 1990 that have led to breaks in the series					
I2. Additional comments on the survey					
Additional comments regarding the questionnaire					

THANK YOU FOR COMPLETING THIS QUESTIONNAIRE