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# **The Pilot Survey of ISSP 2025: Work Orientations**

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## **ABSTRACT**

This paper delves into the methodology of organizing a pilot research project under the International Social Survey Program (ISSP), with a specific focus on Work Orientations. Conducted in Greece in December 2023, the pilot survey aims to explore the relation between political behavior and Greek citizens' responses to targeted questions about work orientations. These questions address topics such as attitudes toward work-life balance, work organization, and working conditions. Initially, the survey data are analyzed using the SPSS statistical software.

Keywords: ISSP, Survey, Work Orientations, Political Attitudes

## **1.INTRODUCTION**

The International Social Survey Program (ISSP) is a global collaborative initiative that examines beliefs, attitudes, and behaviors concerning various social issues. This survey will deepen our understanding of modern societies by exploring topics such as the importance of work in one's life and work-life balance, work-related values and quality of work, perceived relationships between employers and employees, work flexibility and preferred employment arrangements, job insecurity and the likelihood

of losing one's job, self-assessment of employability, training and retraining, organizational and professional commitment, and job satisfaction.

The initial release of the Work Orientations module by ISSP in 1989 set core themes that shaped later versions. These themes included general work attitudes, work-life balance, job characteristics, and management-employee relationships. Some topics from 1989, like criteria for rewarding employees, second jobs, and significant unemployment issues, were not repeated in later editions (Jutz et al., 2018). In 1997, the module introduced new elements such as employment arrangements, job satisfaction, organizational commitment, and the impact of human capital and technology on jobs. It removed questions on second jobs and employability, replacing them with questions on the status and job-seeking activities of those not in paid employment (Jutz et al., 2018). By 2005, ISSP focused on new or improved topics, including work and worker flexibility, work-life balance, employment arrangements, human capital, and conflicts. However, the primary themes from 1989 were maintained. The section for those not in paid employment, introduced in 1997, was updated to include vocational training. The Work Orientations module dedicates a significant portion of the questionnaire to those currently in paid employment, which poses challenges due to the extra effort needed to gather this information and the heterogeneous nature of the non-working population. The ISSP structure divides the questionnaire into three parts: for all respondents, for those in paid employment, and for those not in paid employment (Jutz et al., 2018). Two-thirds of the ISSP 2025 module was based on previous data, with the remaining one-third focusing on new topics or improvements. These new topics aimed to address emerging developments, such as digitization of work, teleworking, skills and training in a changing environment, and work-life balance during pandemics.

In 2015, during the third repetition of the module, Ireland and the Netherlands withdrew from the ISSP, reducing the number of countries that had participated in all ISSP WO surveys since 1989 to six. Therefore, if all current ISSP member countries in 2022 participate again in 2025, six countries from ISSP 1989 will be available for a full 35-year comparison. Since 1997, the number of countries participating in the survey continues to decrease, with 17 countries continuously participating in the ISSP from 1997 to 2015. Based on data from 2005, the number of countries that can track social change drops to 24 if all current member countries participate again in 2025. Finally, the latest edition of ISSP in 2015 was implemented in 38 countries, and if all these countries participate again in 2025, it will be possible to compare 36 countries over the last decade, from 2015 to 2025.

The data collection carried out through an online survey designed to be mobile-friendly. This approach ensures that all aspects of the survey's presentation are tailored to improve the experience for participants using smartphones. Online surveys offer the advantages of being quick and cost-efficient, making them a viable option

for social and political research when conditions are appropriate. Utilizing online surveys enables researchers to send bulk invitations via email, which significantly cuts down the time needed to complete the survey. Participants can also submit their responses from their computers, facilitating faster data collection and reducing the likelihood of errors during data entry. The ISSP questions were translated into the Greek questionnaire and passed to the LimeSurvey platform with the pronunciations of the questions and sub-questions in Greek. During testing before distributing the questionnaire first to students and then to volunteers, problems with the layout and understanding of the questions were encountered, which were addressed and corrected.

## **DATIS**

Data for Inclusive Societies (DATIS): Foes and Friends of Inclusiveness in Contemporary Greece is a research initiative examining the factors that influence inclusiveness within Greek society through a novel research approach. This project zeroes in on political parties, elites, and citizens to investigate the origins and effects of antagonistic attitudes toward various social groups, with particular attention to the rise of populism and expressions of solidarity.

## **2. THE SECTIONS OF THE PILOT QUESTIONNAIRE**

There were seven sections of the Questionnaire at the LimeSurvey, following the instructions of the ISSP committee. At first, there was an Introduction in order to inform respondents about the instructions to complete the questionnaire. These instructions were about the consent of the respondent to be questioned, the navigation at the LimeSurvey and the declaration that they are adults, i.e. over 16 years of age as provided by the EU regulation.

The second section was about questions concerning all respondents, employees and non-employees, regarding their attitudes and beliefs about the entry of new technologies into work and the presence of unions in Greece. This is the “filter” question to distinguish respondents into employed and non-employed to answer the corresponding category questions which they belong. The question was “Are you currently working for pay, did you work for pay in the past, or have you never been in paid work?”. The diagram below indicates that the 70,5% of the respondents were employees and the other 29,5% were non-employees.

The third section is the group of questions concerning employees and includes questions about the frequency of using new technologies or how satisfied they are with their main work, for example “How often do you typically work remotely, e.g., from home, if at all?” or “How often, if at all, do colleagues, supervisors, managers, customers, or clients contact you about matters related to your work outside of your normal working hours?”.

The fourth section is for non-employees and it has questions about why they stopped working and how satisfied they were with their last job, for example “How satisfied were you in your last job?” or “What was the main reason that your job ended?”.

After the main questions of the pilot about the Work Orientations, we added some questions in order to learn the interest of the sample about politics in Greece, as Greece had double national elections, in May and June of 2023, for example “Have you voted in the last national elections?” or “In politics we talk about Left and Right Economic politics. Where would you place yourself on a scale from 0 to 10, where 0 means the Left and 10 means the Right”.

*Figure 1. Distribution of current working status*



In the last part of the questionnaire there were questions concerning the study of the demographic data of the students and volunteers such as the gender, the sample, the age, the level of education, how many hours they work per week etc. At last, there was a feedback section, in which the sample could fill in any corrections or other information that they wish to submit.

### **3. IMPLEMENTATION AND STUDENT’S FEEDBACK**

In the initial phase of the implementation of this research, the students of the compulsory course Social Statistics, which belongs to the undergraduate course of the School of Political Sciences of Aristotle University of Thessaloniki, were asked to fill in the corresponding questionnaire and record their observations.

During the survey, 231 completed questionnaires were collected, among which 86 belong to employees and 145 to non-employees. The application of the survey was done online through the course's e-learning platform. The students made several comments to improve and correct the questionnaire, such as wanting more questions about the integration of new technologies into the lives of Greek citizens, and more specifically about older workers and how much stress and pressure it creates for them. Also, they have noted that the questions were very informative as were the answer choices and that there could also be a question about work salaries and their adequacy or not for daily needs. Some other comments were about correcting some spelling mistakes and omissions but in general most asked to be informed about the results of the survey once it was completed.

#### **4. IMPLEMENTATION AND VOLUNTEER'S FEEDBACK**

The volunteers who had expressed interest in previous years to participate in the online surveys of the research group of the School of Political Sciences of Aristotle University of Thessaloniki, were invited to fill in the corresponding questionnaire. During the survey, 1576 invitations were sent and 943 completed questionnaires were collected, the survey was conducted from November 28 to December 27, 2023 and the questionnaire link was announced to the volunteers by sending an invitation to their registered email address.

#### **5. THE SURVEY PROCESS**

The pilot survey was implemented on epoll.eu. The platform epoll.eu is based on LimeSurvey software, but it has evolved through a series of customizations and enhancements, creating a robust infrastructure for conducting political surveys in Greece. The platform has been developed with various features and practices that enhance data quality and user experience. It is widely used for conducting political web surveys in Greece, providing valuable data for analyzing political trends and preferences.

The surveys are optimized for mobile devices, ensuring accessibility and ease of use for respondents using smartphones and tablets. Research by Andreadis (2015a) has shown that web surveys optimized for smartphones can effectively reach a broader audience without compromising data quality (Andreadis, 2015a). The platform benefits from the contributions of a panel of volunteers (most of them have registered as volunteers for our pilot web surveys after using HelpMeVote (Andreadis, 2013). As detailed by Andreadis (2015b), web surveys designed for mobile phones are recommended for several reasons. Creating a web survey that is suitable for mobile phone users necessitates a specific design approach, such as presenting one question per page, similar to surveys intended for computer users (laptop/desktop). Effective web survey design ensures the collection of high-quality data from both mobile phone users and computer users.

However, mobile phone users may encounter challenges if the online survey is not mobile-friendly. For instance, if respondents have to zoom in to read small text or scroll horizontally to read a question or enter their answers, it can create difficulties for mobile phone users. Emphasis on data quality is a key aspect of the platform. Techniques for data cleaning and quality assurance are employed to ensure the reliability of survey results. Andreadis (2014) discusses the importance of data quality and data cleaning in the context of survey research (Andreadis, 2014). Various methods to enhance survey data quality have been developed and implemented. Analysis of response times is used to identify and address potential issues in survey design. Andreadis (2021) provides insights into best practices for managing web survey response times to improve data quality. The data collected for the pilot survey presented in this paper have been cleaned using the R package “Survey Data Quality” (Andreadis & Andreadis, 2022) and the survey items have been tested using the methods presented in Andreadis (2024).

## **6. DATA ANALYSIS**

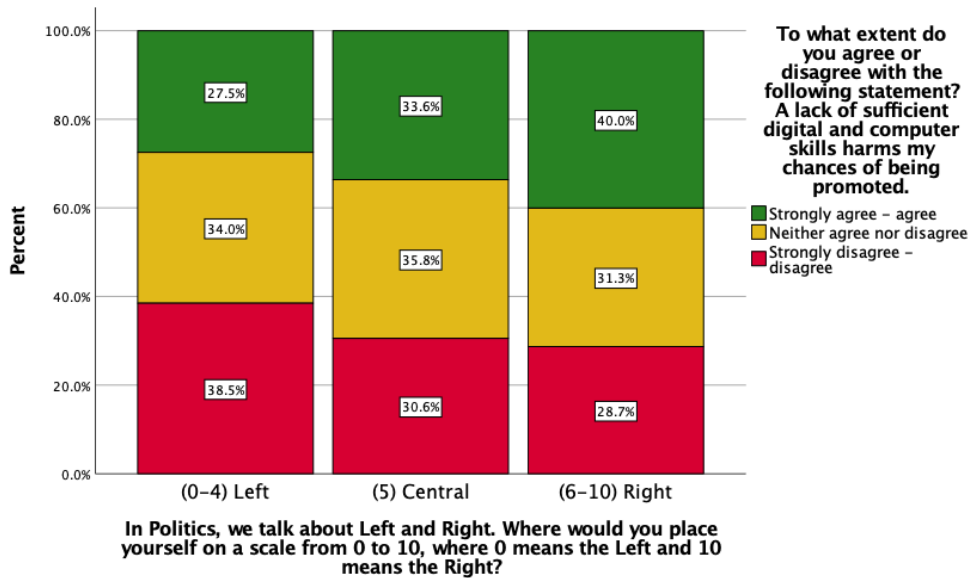
The first analysis compares the question which is for employees and is referring to what extent the respondents agree or disagree with the statement that the lack of sufficient digital and computer skills, harms their chances of being promoted. At the figure 2 below, we can see the responses of the respondents who are employees, categorized in the scale of economic Left and Right, which is a question, part of the group of politics. The right-wing economic policies focusing on privatization, taxes, more or less government waste, and increasing or decreasing the welfare state, with left-wing economic policies focusing on an active role for the state in the economy and right-wing focusing on a reduced economic role for the state. The scale is from 0 to 10 which 0 means the Left, 5 the Central and 10 the Right. For the cause of data cleaning, the answer options “Strongly agree” and “Agree”, “Strongly disagree” and “Disagree” have combined in order to have more summarized answers. The same procedure was followed for the scale 0-10 for the economic Left/Right, the answers 0-4 and 6-10 were combined and the 5 was left for the Central.

Figure 2. presents the perceptions of individuals in Greece, according to their political orientation (left, central, and right), regarding the statement: "A lack of sufficient digital and computer skills harms my chances of being promoted." The data shows that 27.5% of left-leaning individuals, 33.6% of centrists, and 40.0% of right-leaning individuals strongly agree that insufficient digital skills impede their career progression. Conversely, 38.5% of left-leaning respondents strongly disagree, compared to 30.6% of centrists and 28.7% of right-leaning respondents.

This data indicates a general recognition across the political spectrum that digital skills are crucial for career advancement, though with varying levels of concern. The higher agreement among right-leaning individuals may suggest a greater focus or reliance on digital competencies in their professional environments. The rapid

technological advancements and the digital transformation of workplaces demand that employees possess strong digital competencies. A significant gap in digital skills can limit employees' efficiency, innovation, and adaptability, which are critical for career growth and promotion opportunities.

**Figure 2.** A lack of digital skills harms promotion chances by self-position on the Left/Right scale



Moreover, the lack of sufficient digital infrastructure and resources in Greece exacerbates this issue. For example, many workplaces may not provide adequate training or access to the necessary digital tools and platforms, thereby hindering employees' ability to develop and hone these essential skills (Paidousi & Efstratoglou, 2020). This is further compounded by the digital exclusion of socially vulnerable groups, such as older adults and those at risk of social exclusion, who may face additional barriers in accessing digital training and resources (Paidousi & Efstratoglou, 2020). While some employees may be motivated to improve their digital skills independently, the systemic lack of support and professional development opportunities in many Greek workplaces limits their ability to do so effectively (Paidousi & Efstratoglou, 2020).

The diagram's results align with the documented challenges faced by Greek employees regarding digital skills. The widespread concern about the impact of insufficient digital competencies on career advancement reflects the need for comprehensive workplace reforms and investments in digital training and infrastructure. By addressing these issues, Greek workplaces can better equip their

employees for the demands of the digital era, thereby enhancing career progression opportunities.

In conclusion, foundational digital skills are increasingly essential in almost all occupations. The lack of these skills can significantly limit job opportunities and career advancement. According to the Urban Institute, workers without adequate digital skills are often relegated to lower-wage jobs and are less likely to be promoted. This is particularly true for older workers, people of color, and those with lower levels of formal education (*Foundational Digital Skills for Career Progress | Urban Institute, 2019*).

There is a complex relationship between digital skills, employment outcomes, and political orientation. Research suggests that individuals on the economic left tend to support policies that address economic inequalities and advocate for social safety nets, which could include programs aimed at improving digital literacy and providing job training. Conversely, those on the economic right may prioritize market-driven solutions and individual responsibility, potentially viewing digital skill acquisition as a personal responsibility rather than a societal obligation (Barboutidis & Stiakakis, 2023).

The digital divide exacerbates economic inequalities. Individuals with lower digital skills are not only less likely to advance in their careers but are also more vulnerable to economic instability. This divide often reflects broader socio-economic disparities that align with political divisions. Those who are economically disadvantaged, a demographic often supported by left-leaning policies, are more likely to lack essential digital skills (*Foundational Digital Skills for Career Progress | Urban Institute, 2019*).

In order to check if the two variables are independent, we run the Chi – Square test. The significance level is  $p=0.019$ . Consequently we reject the hypothesis of independence of the two variables and conclude that there is an association between the lack of digital and computer skills as a reason of not being promoted and their placement on the left-right political scale.

**Table 1.** *Chi Square Test for the independence of self-position on the Left/Right scale and stances on “a lack of digital skills harms promotion chances”*

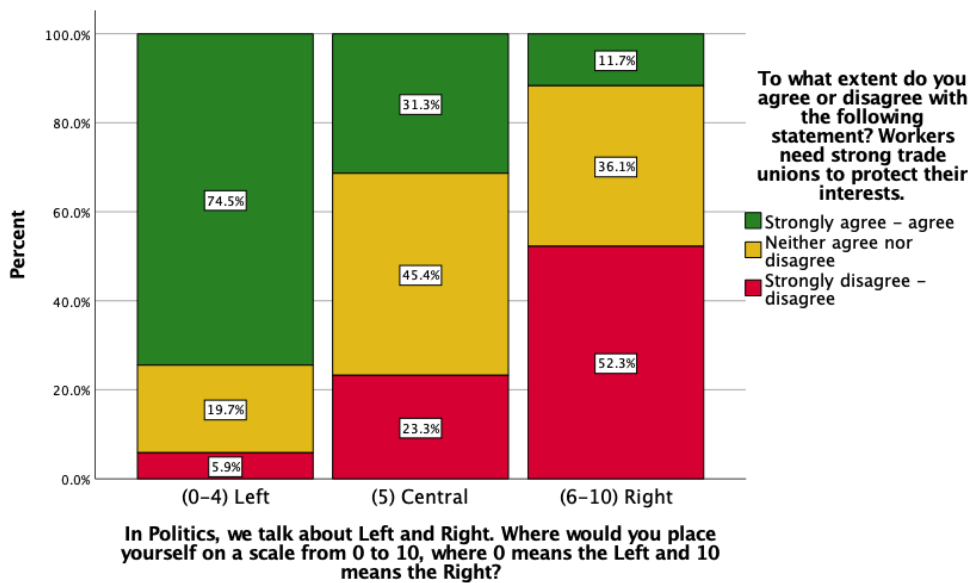
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	11.745	4	.019
Likelihood Ratio	11.742	4	.019
Linear-by-Linear Association	10.955	1	<.001



N of Valid Cases	613	
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The second analysis compares the question which is for employees and is referring to what extent the respondents agree or disagree with the statement that workers need strong trade unions to protect their interests. In the figure 3 below, we can see the responses of employees, categorized in the scale of economic Left and Right, which is a question, part of the group of politics. The same procedure was followed for the economic Left/Right as above.

**Figure 3.** *The need for strong trade unions by self-position on the Left/Right scale*



In Greece, the assertion that workers need strong trade unions to protect their interests can be closely examined within the framework of the left-right economic political spectrum. This relationship is crucial for understanding the dynamics of labor relations, particularly in the context of the economic crises that have affected Greece.

On the left end of the economic political spectrum in Greece, there is significant support for strong trade unions. This perspective is rooted in the belief that unions are essential for safeguarding workers' rights, ensuring fair wages, and maintaining favorable working conditions. The left-wing parties in Greece, advocate for policies that enhance the power and influence of trade unions. This is based on the view that unions are a vital counterbalance to the power of capital and necessary for achieving economic justice.

Karamessini (2008) highlights the importance of trade unions in the Southern European social model, including Greece. She argues that unions play a critical role in mediating between workers and employers, ensuring that workers have a voice in economic and labor policies. This is particularly important in a country like Greece, where economic instability and austerity measures have significantly impacted workers' livelihoods.

Dedoussopoulos et al. (2013) provide an in-depth analysis of the impact of these austerity measures on the Greek labor market and labor relations. They conclude that the memoranda imposed significant constraints on collective bargaining and undermined the traditional role of trade unions. Despite these challenges, Greek trade unions have continued to advocate for workers' rights, often aligning themselves with left-wing political parties to resist neoliberal policies.

On the right end of the economic political spectrum, there is generally less support for strong trade unions. Right-wing economic policies often emphasize market liberalization, deregulation, and reducing the power of unions to create a more flexible labor market. In Greece, parties like New Democracy have supported policies that limit the influence of trade unions, arguing that such measures are necessary for economic recovery and competitiveness.

The work of Featherstone & Papadimitriou (2008) illustrates the tensions between Europeanization and domestic policy conflicts in Greece. They argue that right-wing economic policies, influenced by European Union directives, have aimed to modernize the Greek economy by reducing the role of trade unions. This has often led to conflicts with unions, which see these policies as detrimental to workers' rights and social welfare.

To conclude, the relationship between trade unions and the left-right economic political spectrum in Greece is complex and deeply rooted in the country's socio-economic context. While left-wing politics emphasize the importance of strong trade unions for protecting workers' interests, right-wing politics tend to prioritize market-driven approaches that often limit union power. The ongoing struggle between these two perspectives continues to shape the landscape of labor relations in Greece, particularly in the face of economic challenges and austerity measures

**Table 2** *Chi Square Test for the independence of self-position on the Left/Right scale and stances on “the need for strong trade unions”*

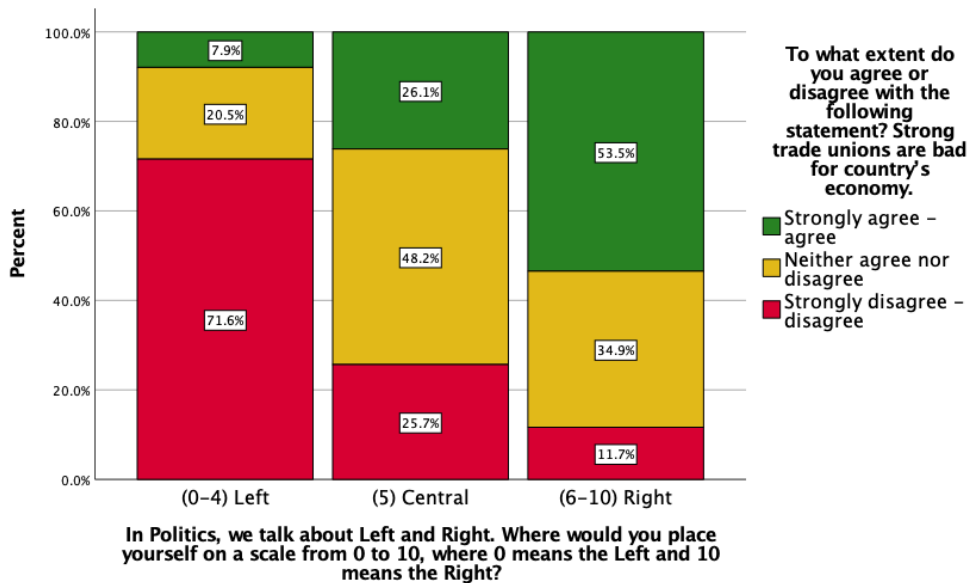
	Value	d f	Asymptotic Significance (2-sided)
Pearson Chi-Square	269.663	4	<.001

Likelihood Ratio	288.749	4	<.001
Linear-by-Linear Association	250.808	1	<.001
N of Valid Cases	883		

In order to check if the two variables are independent, we run the Chi – Square test. The significance level is less than  $p=0.001$  and we conclude that there is an association between the opinion that workers need strong trade unions to protect their interests and their placement on the left-right political scale.

The third analysis compares the question which is for employees and is referring to what extent the respondents agree or disagree with the statement that strong trade unions are bad for a country's economy. At the figure 4 below, we can see the responses of the respondents who are employees, categorized in the scale of economic Left and Right. The same procedure as we did for Figure 2, was followed for the economic Left/Right.

**Figure 4.** The impact of strong trade unions by self-position on the Left/Right scale



Trade unions, as organizations representing workers, primarily aim to negotiate better wages, working conditions, and benefits for their members. In countries with robust trade union presence, such as Greece, these organizations have historically played a

significant role in shaping labor market policies and industrial relations. However, the impact of strong trade unions on the economy is multifaceted and often polarizing.

Proponents of strong trade unions argue that they help ensure fair wages and working conditions, which can lead to increased worker satisfaction and productivity. This perspective aligns with left-leaning economic policies that emphasize social justice, equity, and the protection of workers' rights. For instance, Blanchflower and Freeman (1992) highlight that unions can contribute positively to economic performance by reducing income inequality and fostering a more stable and committed workforce. Conversely, critics contend that powerful trade unions can lead to inflexibilities in the labor market, making it difficult for businesses to adjust to economic changes. This viewpoint is more common among right-leaning economic policies, which prioritize market efficiency, competitiveness, and the reduction of regulatory burdens. Alesina & Perotti (1997) argue that strong unions can drive up labor costs, leading to reduced competitiveness and potentially higher unemployment rates, especially in times of economic downturn.

Greece provides a pertinent case study for examining the impact of strong trade unions on economic performance within the context of economic politics. Greek labor unions have traditionally been influential, often engaging in strikes and collective bargaining to secure favorable terms for workers. However, Greece's economic crisis in the late 2000s and early 2010s brought these dynamics into sharp focus. During the crisis, Greece faced severe economic challenges, including high unemployment, significant public debt, and pressure from international creditors to implement austerity measures. According to Matsaganis (2011) the crisis exposed the vulnerabilities of the Greek welfare state and the labor market, with critics arguing that the rigidity imposed by strong unions hindered the necessary economic adjustments.

From a right-wing economic perspective, the argument is made that Greece's strong trade unions exacerbated the crisis by resisting reforms that could have improved labor market flexibility and competitiveness. Nickell & Layard (1999) suggest that in such situations, strong unions can be detrimental to economic recovery by maintaining high wage floors and resisting structural changes. On the other hand, left-wing economic perspectives emphasize the protective role of trade unions, arguing that austerity measures imposed without adequate protection for workers lead to social hardship and increased inequality. Baccaro & Howell (2011) highlight the importance of balancing economic reforms with social protections to ensure sustainable and inclusive growth.

The relation between strong trade unions and a country's economic performance is complex and heavily influenced by the broader context of economic politics. In Greece, the debate is particularly pronounced due to the country's recent economic history and the significant role of trade unions. While right-leaning economic policies

often criticize strong unions for hindering economic flexibility and competitiveness, left-leaning policies underscore the importance of unions in protecting workers' rights and promoting social equity. Ultimately, the impact of trade unions on the economy depends on a range of factors, including the specific economic conditions, the structure of the labor market, and the prevailing political and economic ideologies.

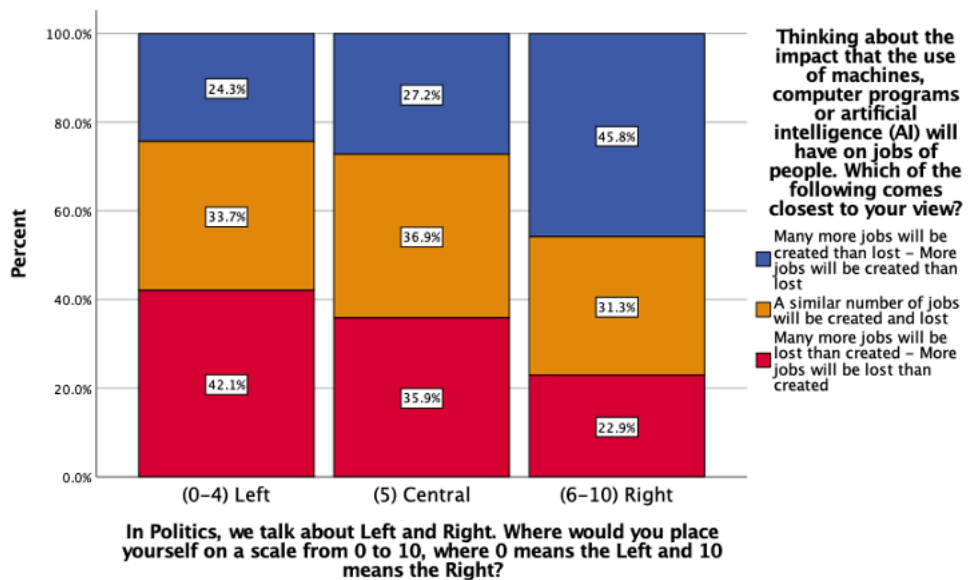
In order to check if the two variables are independent, we run the Chi – Square test. The significance level is less than  $p=0.001$  and we conclude that there is an association between the opinion that strong trade unions are bad for the country's economy and their placement on the left-right political scale.

**Table 3.** Chi Square Test for the independence of self-position on the Left/Right scale and stances on “the impact of strong trade unions”

	Value	d f	Asymptotic Significance (2-sided)
Pearson Chi-Square	281.158	4	<.001
Likelihood Ratio	299.686	4	<.001
Linear-by-Linear Association	255.027	1	<.001
N of Valid Cases	836		

The fourth analysis compares the question which is for employees and non-employees and is referring to what impact the use of machines, computer programs or artificial intelligence will have on jobs. At the figure 5 below, we can see the responses of the respondents who are employees and non-employees, categorized in the scale of economic Left and Right. The same procedure as we did for Figure 2, was followed for the economic Left/Right.

**Figure 5.** The impact of technology on jobs by self-position on the Left/Right scale



Individuals on the left are more pessimistic about the impact of AI on jobs, with the largest group (42.1%) believing that many more jobs will be lost than created. Only a minority (24.3%) think that many more jobs will be created than lost. Centrists have a more balanced view, with relatively even distribution across the three categories. A slight plurality (36.9%) believes that a similar number of jobs will be created and lost. People on the right are more optimistic about the impact of AI on jobs. The largest group (45.8%) believes that many more jobs will be created than lost, with only 22.9% thinking that many more jobs will be lost.

Traditionally, those on the left tend to support more government intervention in the economy and may be more skeptical of technological advancements driven by market forces. They might perceive AI as a threat to job security and social equality, hence the higher percentage believing many more jobs will be lost. Those on the right often favor market-driven solutions and may view technological advancements as opportunities for economic growth and innovation. This optimism is reflected in the higher percentage who believe many more jobs will be created than lost. Research shows that right-leaning individuals often have more trust in the private sector and technological progress, seeing it as a path to economic prosperity (Morikawa, 2017). This trust likely underpins their more positive outlook on the job market impacts of AI.

The study by Knutsen (1995) indicates that political self-identification evolves with societal changes. The pluralisation of left-right semantics suggests that while traditional concerns (e.g., job loss due to automation) remain, new dimensions (e.g.,

potential job creation in tech sectors) are incorporated into these identities. This helps explain the varying perceptions across the political spectrum.

**Table 4.** *Chi Square Test for the independence of self-position on the Left/Right scale and stances on “the impact of technology on jobs ”*

	Value	d f	Asymptotic Significance (2-sided)
Pearson Chi-Square	37.34 3	4	<.001
Likelihood Ratio	36.62 2	4	<.001
Linear-by-Linear Association	33.90 9	1	<.001
N of Valid Cases	869		

Economic theories often cited in the context of technological change include the displacement effect and the compensation effect. The displacement effect concerns the immediate loss of jobs due to automation, while the compensation effect involves new job creation in emerging sectors. Right-leaning individuals might emphasize the compensation effect more, believing in the long-term benefits of technological adoption (Arntz et al., 2016).

In order to check if the two variables are independent, we run the Chi – Square test (Table 4). The significance level is less than  $p=0.001$  and we conclude that there is an association between the opinion that the impact of using AI and technology will create or not jobs in the future and their placement on the left-right political scale.

## 7. CONCLUSION

The recognition of digital skills as crucial for career advancement spans the political spectrum, with right-leaning individuals showing higher concern. In Greece, insufficient digital infrastructure and resources hinder employees' ability to develop these skills, impacting efficiency and career growth. Vulnerable groups, like older adults, face additional barriers. A lack of digital skills limits job opportunities, especially for older workers, people of color, and those with less formal education. Politically, the left supports policies for economic equality and digital literacy programs, while the right favors market-driven solutions, viewing digital skills as a

personal responsibility. The digital divide exacerbates economic inequalities, aligning with broader socio-economic and political disparities.

Furthermore, in Greece, the role of trade unions reflects a divide along the left-right economic political spectrum. Left-wing parties, advocate for strong unions to protect workers' rights amidst economic instability and austerity measures. They see unions as essential for ensuring fair wages and favorable working conditions, countering the power of capital. Conversely, right-wing parties, such as New Democracy, emphasize market liberalization and reduce union influence to enhance economic competitiveness. This approach often clashes with union efforts to maintain worker protections and social welfare.

Moreover, trade unions play a pivotal role in advocating for better wages, working conditions, and benefits for workers. In Greece, where trade unions have historically wielded significant influence, their impact on the economy is a topic of debate. Supporters argue that strong unions enhance worker satisfaction and productivity while promoting social justice and equity. Critics, however, contend that powerful unions can introduce inflexibilities into the labor market, potentially hampering economic competitiveness and flexibility. Greece's experience during the economic crisis highlighted these tensions, with strong unions sometimes seen as resisting necessary reforms for economic recovery. This dynamic reflects broader debates in economic politics, where left-leaning policies favor union protections, while right-leaning approaches prioritize market efficiency and flexibility.

Finally, perceptions of AI's impact on jobs reveal stark differences across the political spectrum. Left-leaning individuals are generally pessimistic, with a significant majority anticipating more job losses than gains due to automation. This viewpoint aligns with concerns about job security and social equality, often reflecting skepticism toward market-driven technological advancements. In contrast, right-leaning perspectives are more optimistic, with a majority expecting AI to create more jobs than it displaces.

These analyses are some of the preliminary findings of the pilot survey of the ISSP 2025 Work Orientations V. These results of the pilot survey are not final and with the feedback of ISSP, the planning of the main survey in 2025 will be more accurate, in order to enhanced the quality and reliability of the main survey which will be to the general population of Greece and the collected data will be available within 2025.

## **ΠΕΡΙΛΗΨΗ**

Η παρούσα εργασία, εξετάζει τον τρόπο οργάνωσης της πιλοτικής έρευνας που πραγματοποιήθηκε στα πλαίσια του Προγράμματος Διεθνούς Κοινωνικής Έρευνας (International Social Survey Programme - ISSP) και έχει ως επίκεντρο το θέμα του Εργασιακού Προσανατολισμού (Work Orientation). Αυτή η έρευνα είναι η πέμπτη ενότητα σχετικά με τους Εργασιακό Προσανατολισμό που θα πραγματοποιηθεί το



2025, με προηγούμενες έρευνες που πραγματοποιήθηκαν το 1989, το 1997, το 2005 και το 2015. Η πιλοτική έρευνα (pilot survey) πραγματοποιήθηκε στην Ελλάδα τον Δεκέμβριο του 2023. Βασική διερευνητική υπόθεση της παρούσας εργασίας, αποτελεί η μελέτη των στάσεων των πολιτών με βάση τις απαντήσεις τους σε συγκεκριμένες ερωτήσεις του ερωτηματολογίου για τον Εργασιακό Προσανατολισμό που αφορούν για παράδειγμα τις στάσεις τους απέναντι στην εργασία και την ιδιωτική ζωή, καθώς και την οργάνωση εργασίας και τις συνθήκες εργασίας. Για την πραγματοποίηση αυτού του σκοπού, έγινε μια ανάλυση των δεδομένων της πιλοτικής έρευνας με τη χρήση του στατιστικού προγράμματος ανάλυσης δεδομένων SPSS.

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