



**The IDEA-QC framework  
of farm sustainability indicators – Quebec  
Social Aspects Questionnaire**

**Instructions**

- The questionnaire takes 10 to 15 minutes to complete. Make sure you answer all the questions.
- If a question does not apply to you, please indicate N/A beside it.
- The questionnaire is to be completed by the **farm manager and each associate** (if applicable). Each person is then asked to complete the questionnaire individually, without consulting the others.
- There are no right or wrong answers. The aim is to paint a realistic picture of your farm, which will help you identify the improvements you need to prioritize.

**Full name of the respondent:** \_\_\_\_\_

**Date:** \_\_\_\_\_



## About quality of life

**Q1. To the statement, “I enjoy the tasks involved in my job,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)

**Q2. To the statement, “I have the freedom to decide how I do my job,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)

**Q3. To the statement, “My job requires me to perform a wide variety of tasks, ” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)



**Q4. To the statement, “I have enough time to do my job,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)

**Q5. To the statement, “I have time, interest and energy left after work,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)

**Q6. To the statement, “The quality of the work I do is recognized for what it is worth on the farm,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)

**Q7. To the statement, “The quality of the work I do is recognized at its fair value by society,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)



## About support and solidarity in the community

**Q8. To the statement, “I feel that there is solidarity in my rural community,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)

**Q9. To the statement, “I feel appreciated by my community,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)



## About pace of life and pace of work

### Work time

**Q10. Indicate the number of weeks in your peak work period:**

\_\_\_\_\_ weeks

**Q11. Indicate the number of work hours per week in your peak work period:**

\_\_\_\_\_ hours

**Q12. Indicate the number of work hours per week in a normal period:**

\_\_\_\_\_ hours

### Sleep management

**Q13. Indicate the average number of hours slept per night:**

\_\_\_\_\_ hours

**Q14. To the statement, “I have enough time to rest at night,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)

**Q15. Over the past 12 months, I have experienced intense fatigue:**

<input type="checkbox"/>	Never (5)
<input type="checkbox"/>	Rarely (4)
<input type="checkbox"/>	From time to time (3)
<input type="checkbox"/>	Often (2)
<input type="checkbox"/>	Very often (1)



### Holidays and vacations

**Q16. Indicate the number of days off per year other than weekends:**

\_\_\_\_\_ days

**Q17. Indicate the number of days off in a row:**

\_\_\_\_\_ days

**Q18. Indicate the number of weekends off (without work) per month:**

\_\_\_\_\_ weekends

**Q19. To the statement, “I take enough vacation time,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)

### Time for leisure

**Q20. To the statement, “I have enough time for myself, for my family and to enjoy my hobbies,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)



Presence and frequency of stress

**Q21. In the past 12 months, have you felt stressed?**

<input type="checkbox"/>	Never (5)
<input type="checkbox"/>	Rarely (4)
<input type="checkbox"/>	From time to time (3)
<input type="checkbox"/>	Often (2)
<input type="checkbox"/>	Very often (1)

Quality-of-life assessment

**Q22. To the statement, “In general, I am satisfied with my social and professional life,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)



## Farm management and entrepreneurship

### Human resource management

**Q23. What are the human resource management methods used by the farm?**

<input type="checkbox"/>	Advancement training
<input type="checkbox"/>	Benefits
<input type="checkbox"/>	Insurance
<input type="checkbox"/>	Additional days off
<input type="checkbox"/>	Other, specify: _____

### Employee turnover rate

**Q24. How would you characterize the employee turnover rate on your farm (excluding one-time work such as rock removal)?**

*The average turnover rate in Quebec for agriculture is 33% (one employee out of three leaves the farm during the year).*

<input type="checkbox"/>	Very low (5)
<input type="checkbox"/>	Low (4)
<input type="checkbox"/>	Medium (3)
<input type="checkbox"/>	High (2)
<input type="checkbox"/>	Very high (1)

### Teamwork

**Q25. To the statement, “Teamwork is a characteristic of working on my farm,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)





**Q26. To the statement, “Each member of the organization (family and employees) is able to discuss their concerns and needs directly with other members, without intermediaries,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)

Frequency of staff meetings

**Q27. How often do you meet with all the staff on the farm to discuss issues related to planning, responsibilities or to inform others of the farm’s current status?**

<input type="checkbox"/>	Very often: every week (5)
<input type="checkbox"/>	Often: every two weeks (4)
<input type="checkbox"/>	From time to time: every month (3)
<input type="checkbox"/>	Rarely: a few times a year (2)
<input type="checkbox"/>	Never (1)

Participation to innovation networks

**Q28. How often do you consult specialized documents on the Internet, on social media or elsewhere that concern innovative practices?**

<input type="checkbox"/>	Very often: every week (5)
<input type="checkbox"/>	Often: every two weeks (4)
<input type="checkbox"/>	From time to time: every month (3)
<input type="checkbox"/>	Rarely: a few times a year (2)
<input type="checkbox"/>	Never (1)



**Q29. Who are you supported by on the farm?**

<input type="checkbox"/>	Agrologist/agronomist
<input type="checkbox"/>	Animal feed consultant
<input type="checkbox"/>	Financial advisor/management consultant
<input type="checkbox"/>	Engineer
<input type="checkbox"/>	Tax specialist
<input type="checkbox"/>	Other, specify: _____
<input type="checkbox"/>	None

**Q30. What do you use the services of these professionals for?**

<input type="checkbox"/>	Strategic planning
<input type="checkbox"/>	Technical advice
<input type="checkbox"/>	Regulatory obligations
<input type="checkbox"/>	Current management
<input type="checkbox"/>	Training and further education
<input type="checkbox"/>	Adapting to climate change
<input type="checkbox"/>	Other, specify: _____

**Continuing education**

**Q31. How many times per year do you participate in continuing education events?**

*Examples of continuing education events are seminars, farm tours, trainings, information days or internships.*

<input type="checkbox"/>	More than 10 times a year (5)
<input type="checkbox"/>	6 to 10 times per year (4)
<input type="checkbox"/>	3 to 5 times per year (3)
<input type="checkbox"/>	1 to 2 times per year (2)
<input type="checkbox"/>	Never (1)



## About management practices

### Supply

**Q32. Are you experiencing supply problems for any of your inputs?**

<input type="checkbox"/>	Never (5)
<input type="checkbox"/>	Rarely: a few times a year (4)
<input type="checkbox"/>	From time to time: every month (3)
<input type="checkbox"/>	Often: every two weeks (2)
<input type="checkbox"/>	Very often: every week (1)

### Protection of managers/owners

**Q33. Have the following documents been completed (if required)?**

<input type="checkbox"/>	Shareholders' agreement (if more than one shareholder)
<input type="checkbox"/>	Financial planning for retirement
<input type="checkbox"/>	Last will and testament

**Q34. Are there any insurance arrangements in place?**

<input type="checkbox"/>	Life insurance
<input type="checkbox"/>	Accident/wage insurance

### Vision of the future

**Q35. Do you have a clear idea of the business you would like to have in 5 to 10 years?**

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No

**Q36. Does your farm have a written document (e.g., a development plan) that expresses its mission/vision, goals and resources?**

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No



**Q37. To the statement, “I am willing to make financial compromises to ensure that my farm is transferred to a family succession,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)

**Q38. To the statement, “I am willing to make financial compromises to ensure that my farm is transferred to a non-family succession,” you answer:**

<input type="checkbox"/>	Strongly agree (5)
<input type="checkbox"/>	Somewhat agree (4)
<input type="checkbox"/>	Moderately agree (3)
<input type="checkbox"/>	Somewhat disagree (2)
<input type="checkbox"/>	Strongly disagree (1)