



Eurofound

# National working conditions surveys in Europe: A compilation





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### **Abbreviations used in this report**

**CAPI** computer-assisted telephone interviewing

**CASI** computer-assisted self-interviewing

**CATI** computer-assisted telephone interviewing

**EWCS** European Working Conditions Survey

**ICT** information and communications technology

**ILO** International Labour Organization

**LFS** Labour Force Survey

**NACE** Nomenclature statistique des activités économiques dans la Communauté européenne (Statistical classification of economic activities in the European Union)

**NGO** Non-governmental organisation

**NUTS** Nomenclature of territorial units for statistics

**PAPI** pen and paper interviewing

**PSU** primary sampling units

**TAWI** tablet-assisted web interviewing



Eurofound

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## Introduction

Eurofound's European Working Conditions Survey (EWCS) has been measuring working conditions across the European Union for the past 20 years. It is a unique instrument for better understanding the quality of work and employment and the factors influencing it. Eurofound is committed to improving further the quality of the EWCS and strengthening its relevance for Eurofound's tripartite stakeholders. Some of the most important sources of information for the development of the EWCS questionnaire are the national surveys on working conditions.

This compilation is a follow-up of a study of working conditions surveys commissioned by Eurofound in 2006 which covered both national and transnational working conditions surveys ([Eurofound, 2007](#)).

The main goals of this inventory are to:

- update the background information on existing national working conditions surveys;
- create a source of basic information from national working conditions surveys related to methodologies, quality control procedures, fieldwork and findings;
- provide a practical resource for researchers, policymakers, social partners and others with a professional interest in working conditions.

## Structure and contents

This report is based on individual data sheets for each one of the surveys that were identified in 2013 by the correspondents for the Eurofound observatories, which cover the EU28 Member States and Norway. All the correspondents were consulted. To be included in the inventory, the surveys had to fulfil two conditions concomitantly. The surveys had to be national (they cover all or most of the working population in the country), and they had to be related to working conditions (the surveys must entirely or mostly cover working conditions issues, such as health and safety at the workplace, work organisation, quality of working life and work–life balance).

For ease of consultation, the sheets are arranged alphabetically by country name, and then the surveys are ordered from the oldest to the newest in each country.

The information about each of the surveys has been collected through a template form containing the following items:

- **Survey name (original):** The official name of the survey in the original language.
- **Institute:** The name of the institute(s) responsible for the survey, including which type of organisation the institute represents (governmental, private research institute, public–private organisation).
- **Dates (years) of editions:** The years in which the survey has been carried out.
- **Next edition planned:** The year in which the next edition is foreseen.
- **Objective(s):** The main official objectives of the survey.
- **Territorial scope:** By definition, the surveys should have a national scope. This indicates whether there is any specificity to it, for example autonomous regions are not covered.
- **Economic activities covered:** Which sectors of economic activity the survey covers.

- **Population:** Characteristics and size.
- **Sample:** The size of the sample used by the survey and the sampling method used.
- **Quality control procedures:** A brief indication of the quality control procedures that were put in place during the implementation of the survey, indicating in which phases of the survey they have been applied.
- **Interviews:** Which type of interview has been used, the location and the data collection method. If applicable and available, the average duration of the interviews is also mentioned.
- **Subjects covered:** A list of subjects or topics covered by the survey that is as comprehensive as possible.
- **Questionnaire:** Type, length (the number of questions included) and a web link to the script of the questionnaire (if available).
- **Website:** The official survey website address.
- **Coordinators/contacts.**
- **Financed by:** The name of the body or organisation financing the survey.
- **Main references:** A list of the most recent official publications and reports presenting the results, methodology, quality assurance and so on, related to the survey.

To find out more about results from these and other surveys (some are EU wide), please consult the **survey data reports**, which regularly present the most recent results from different national surveys on working conditions.

### Disclaimer

This publication covers 15 out of 28 Member States. Eurofound kindly invites any other survey producer organisations believing that they should have been included in this report to make themselves known through any of the contacts available in Eurofound's website: <http://www.eurofound.europa.eu/>

## Austria

### Work Climate Index

**Survey name (original):** Arbeitsklimaindex (AI)

**Institute:** The survey is carried out by the Institute for Empirical Social Research (Institut für Empirische Sozialforschung, IFES), responsible for the data collection, and the Institute for Social Research and Analysis (SORA), which carries out the data analysis and interpretation. Both are private, independent social research institutes.

**Dates (years) of editions:** Since June 1997, biannually in two census waves (around May and November). In between the two waves (around February and September), special evaluations regarding specific aspects of the index take place (quarterly editions).

**Next edition planned:** November 2013

**Objective:** The objective of the AI is to diagnose changes in the working environment and long-term developments before they can be detected in 'hard' economic indicators. The consequences of economic changes and developments on the subjective experience of employees can be summarised in a measured value that is an addition to established indicators. Due to its frequent waves, the AI allows for the observation of long-term structural developments in employment structure and work organisation, such as an increase in precarious employment, bogus self-employment and changes in working time.

**Territorial scope:** National

**Economic activities:** All economic activities, including private, public and non-governmental organisations

**Population:** The survey is representative of all gainfully employed people in Austria (before the last quarter of 2008, self-employed people were exempt).

**Sample:** Stratified multi-stage clustered random sampling (based on household addresses) of 900 employees for each quarterly wave. For the biannual calculation of the index, the last two census waves of 1,800 interviews are used.

**Quality control procedures:** Before the first implementation of the survey in 1997, a test phase was carried out. Following this test phase, the variables and the method of calculation of the index were finalised. An extensive evaluation was carried out (Raml, 2006) and showed positive results with regards to the validity of the instrument, as well as the discriminatory power and homogeneity of the constructed sub-indices. Control measures of the interviewers and interviews conducted are implemented (fieldwork monitoring). Furthermore, the weighting procedure of the sub-dimensions and sub-indices is continually discussed among experts. This makes the weight application transparent, which, as such, undergoes a constant content validation.

**Interviews:** The interviews are conducted face to face at home by 150 qualified interviewers. CAPI interviews have been conducted since 2004. The questions form part of a multi-topic survey by IFES. The average duration of the interviews is not available.

**Subjects covered:** The AI consists of four sub-indices: society, company, work and expectations. The following subjects are covered.

- Society: Economic future of Austria; satisfaction with the social position of the employee in the total population; satisfaction with employees' rights with regard to employers.
- Company: Economic future of the company; satisfaction with the reputation of the company; satisfaction with the leadership style of one's superior; satisfaction with company (social) benefits.
- Work: Satisfaction with occupation overall; satisfaction with life overall; work–life balance; satisfaction with working time regulation; satisfaction with income; assessment of whether income is sufficient; strains due to isolation at the workplace; time pressure; burden of emotionally stressful and exhausting work; poor health conditions in the workplace; risk of accidents or injuries; strains due to technical and organisational changes; strains due to constant changes in the workflow and demands of performance.
- Expectations: Satisfaction with career development or opportunities for advancement; satisfaction with the possibility of further training or education; chances for employment (overall).

A question on commuting was added recently

**Questionnaire:** The subjects above are addressed in 26 questions, most of them with a five-point scale. In addition, some 30 questions on working conditions are asked. Furthermore, company-related and structural background data as well as sociodemographic variables with regards to the person and household are collected. The questionnaire is not publicly available. It has been expanded and revised several times since it was developed in 1997.

**Website:** <http://ooe.arbeiterkammer.at/beratung/arbeitundgesundheit/arbeitsklima/index.html>

**Coordinators/contacts:**

- Bernhard Mader, on behalf of the Chamber of Labour (Arbeiterkammer, AK)
- Reinhard Raml, project leader on behalf of IFES
- Christoph Hofinger, on behalf of SORA

**Financed by:** AK

**Main references:**

AK Oberösterreich (2009), *Schriftenreihe Österreichischer Arbeitsklima Index 1*, Arbeitsklima und Arbeitnehmerpolitik, Linz.

Hofinger, C., Kein, C., Michenthaler, G. and Raml, R. (2009), 'Zwölf Jahre österreichischer Arbeitsklima-Index – Erkenntnisse und Ausblick', in Kistler, E. and Mußmann, F. (eds.), *Arbeitsgestaltung als Zukunftsaufgabe. Die Qualität der Arbeit*, VSA, Hamburg.

Raml, R. (2006), *Arbeitsklima-Index und Gesellschaft. Eine Exploration sozialer Wahrnehmungsprozesse*, Diplomarbeit an der Fakultät für Psychologie der Universität Wien, Wien.

## Austria

### Reconciliation of work and family: Module of the Microcensus 2010

**Survey name (original):** Mikrozensus Ad-hoc-Modul 2010 ‘Vereinbarkeit von Beruf und Familie’

**Institute:** Statistics Austria, an independent and non-profit federal government institution under public law, responsible for performing scientific services in the area of federal statistics.

**Dates (years) of editions:** 2005, 2010

**Next edition planned:** Not currently fixed

**Objective:** To provide good statistical data on questions about the reconciliation of work and family life. Equal opportunities for men and women in the labour market are a major objective of the European Union and measures are to be set by the Member States in order to facilitate a better work–life balance. Sound statistical data on the topic (which this survey aims to provide) are necessary to observe developments and decision-making processes.

The ad hoc module forms part of the Austrian microcensus (also known as the LFS), a quarterly multi-purpose survey that collects basic data on population, education, employment and unemployment, and living conditions. The microcensus is an addition to the census. Each quarter, some 22,500 households are questioned. Different ad hoc modules are added to the survey annually. The microcensus is part of Eurostat’s LFS. As a result of Council Regulation (EEC) No. 577/1998, EU Member States are expected to submit LFS results quarterly. The regulation also says that a further set of variables may be added to supplement the information from the core questionnaire of the EU-LFS. According to EEC No. 20/2009, the Member States were obliged to conduct the module on reconciliation of employment and family in the framework of the LFS in 2010. The Member States’ statistical offices are responsible for sample selection, questionnaire design and fieldwork, but the coding scheme is applied by Eurostat.

**Territorial scope:** National

**Economic activities:** All economic activities, including private, public and non-governmental organisations

**Population:** Representative of the residential population in private households between 15 and 64 years of age

**Sample:** Single-stage stratified random sampling. Sample size: 24,617 respondents (non-response rate of only 0.4% due to an obligation to participate in the survey). Register used for the sample: Central Register (Zentrales Melderegister, ZMR). All household members are part of the sample.

#### Quality control procedures:

- Questionnaire design: Feedback by experts (research, representatives of ministries and social partners).
- Fieldwork monitoring: Completed questionnaires brought back by interviewers are checked.
- Data processing: Immediate data entry in CAPI software (laptops).
- Weighting: The following weights were applied according to the population in the respective provinces in the population register of Statistics Austria: five-year age groups, gender and five citizenship groups.

- Public availability of survey documentation, pre-test (612 phone interviews), interviewer manual and plausibility checks.

**Interviews:** Face-to-face CAPI interviews at home carried out by 171 interviewers. In cases where household members were not present, the information was sought from other household members (such third-party information accounted for 32% of all responses).

### Subjects covered:

- Care duties for elderly or children
- Non-employment or part-time employment due to lack or shortage of care structure
- Labour market participation according to own wish or hindrances
- Flexibility in working time in order to reconcile work and family
- Problems with childcare infrastructure
- Frequency of career interruption due to the birth of a child
- Which parent had their career interrupted because of childcare responsibilities
- Length of such a career interruption

There are some discrepancies between the concepts and questions of the two survey editions; therefore, the results are comparable only on a very limited basis.

**Questionnaire:** The questionnaire consists of 22 (mostly) multiple-choice questions. The questionnaire is available as an appendix to the survey report.

**Website:** [http://www.statistik.at/web\\_de/services/publikationen/3/index.html?id=3&listid=3&detail=631](http://www.statistik.at/web_de/services/publikationen/3/index.html?id=3&listid=3&detail=631)

**Coordinators/contacts:** Brigitte Hirschbichler and Karin Klapfer, Statistik Austria

**Financed by:** Financial contribution by the European Commission

### Main references:

Statistics Austria (2010a), *Vereinbarkeit von Beruf und Familie*, Modul der Arbeitskräfteerhebung 2010, Vienna.

Statistics Austria (2010b), *AKE ad hoc-Modul 2010 'Vereinbarkeit von Beruf und Familie'*, Intervieweranleitungen, Vienna.

Statistics Austria (2012), *Standard-Dokumentation. Metainformationen (Definitionen, Erläuterungen, Methoden, Qualität) zum Mikrozensus – Ad-hoc-Modul 2010 'Vereinbarkeit von Beruf und Familie'*, Vienna.

## Austria

### Occupational accidents and work-related health problems: Module of the Microcensus 2007

**Survey name (original):** Mikrozensus – Ad-hoc-Modul der Arbeitskräfteerhebung 2007: Arbeitsunfälle und arbeitsbezogene Gesundheitsprobleme

**Institute:** Statistics Austria, an independent non-profit federal government institution under public law, responsible for performing scientific services in the area of federal statistics.

**Dates (years) of editions:** 2007

**Next edition planned:** 2013

**Objective(s):** Partial data on occupational accidents and occupational diseases at the national level is available in the form of administrative data provided by social security institutions. The ad hoc module aims to provide information that is not available in the administrative data. The objective of the survey is to describe occurrences of occupational accidents and work-related health problems. The survey also aims to harmonise the availability of data at the European level.

The ad hoc module is part of the Austrian microcensus (also known as the LFS), a quarterly multi-purpose survey that collects basic data on population, education, employment and unemployment, and living conditions. The microcensus is an addition to the Census. Each quarter, some 22,500 households are questioned. Different ad hoc modules are added to the survey annually. The microcensus is part of Eurostat's EU-LFS. As a result of Council Regulation (EEC) No. 577/1998, EU Member States are expected to submit LFS results quarterly. The regulation also says that a further set of variables may be added to supplement the information from the core questionnaire of the EU-LFS. According to Regulation (EC) No. 341/2006, the Member States were obliged to conduct the module on occupational accidents and work-related health problems in the framework of the LFS in 2007. The Member States' statistical offices are responsible for sample selection, questionnaire design and fieldwork, but a common coding scheme is applied by Eurostat.

**Territorial scope:** National

**Economic activities:** All economic activities, including private, public and non-governmental organisations

**Population:** Representative of the residential population in private households from 15 years onwards who either were in employment at the time of questioning or have ever been in employment

**Sample:** Single-stage stratified random sampling. Sample size: 19,745 respondents (response rate of 87.5%). Register used for sample: Central Register (Zentrales Melderegister, ZMR). All household members are part of the sample. While households are obliged to take part in the regular microcensus survey, they had the option to decline to participate in the ad hoc module of 2007.

#### Quality control procedures:

- Questionnaire design: Ad hoc working group of representatives of research organisations, ministries and social partner organisations in order to optimise the wording of questions.
- Fieldwork monitoring: Completed questionnaires brought back by interviewers were checked.

- Data processing: Immediate data entry in the electronic questionnaire (using the Dutch software Blaise) through CATI and CAPI techniques.
- Weighting: According to the population in the respective provinces in the population register of Statistics Austria: age, gender and two citizenship groups (Austrian and non-Austrian).
- Public availability of survey documentation, pre-test, interviewer training, interviewer manual and plausibility checks.

**Interviews:** Face-to-face CAPI interviews at home, carried out by 150 interviewers. In cases where household members were not present, the interviews were conducted via CATI telephone interviews, as third-party information in the absence of a potential respondent was not allowed.

### Subjects covered:

- Occupational accidents: occurrence, frequency, type of accident, days absent from work due to accident
- Health problems: occurrence, type, number of health problems, health problem caused by work, detailed description of health problem, impairment due to health problem
- Employment history and influence of health impairment
- Factors causing strain and stress and their impact on physical and mental well-being

**Questionnaire:** The questionnaire consists of 17 multiple-choice questions. It is available as part of the interviewer manual in the appendix of the **survey report**.

**Website:** [http://www.statistik.at/web\\_de/dynamic/statistiken/gesundheit/publdetail?id=4&listid=4&detail=511](http://www.statistik.at/web_de/dynamic/statistiken/gesundheit/publdetail?id=4&listid=4&detail=511)

**Contacts:** Information service on the microcensus and its ad hoc modules: [ake@statistik.gv.at](mailto:ake@statistik.gv.at)

**Financed by:** Federal funding, financial contribution by the European Commission

### Main references:

Statistics Austria (2009a), *Arbeitsunfälle und arbeitsbezogene Gesundheitsprobleme. LFS-ad hoc-Modul 2007*, Interviewerhandbuch, Vienna.

Statistics Austria (2009b), *Arbeitsunfälle und arbeitsbezogene Gesundheitsprobleme. Modul der Arbeitskräfteerhebung 2007*, Vienna.

Statistics Austria (2010), Standard-Dokumentation. Metainformationen (Definitionen, Erläuterungen, Methoden, Qualität) zum Mikrozensus – Ad-hoc-Modul 2007 ‘Arbeitsunfälle und arbeitsbezogene Gesundheitsprobleme’, Vienna.

## Belgium

### Extra sample of the European Working Conditions Survey 2010

**Institute:** Eurofound, a tripartite European Union agency

**Dates (years) of editions:** 1990, 1995, 2000, 2005, 2010 (extra sample for Belgium in 2010)

**Next edition planned:** 2015 (with standard sample for Belgium)

**Objective(s):** The European Working Conditions Survey (EWCS) was created to assess and quantify working conditions of both employees and the self-employed across Europe on a harmonised basis; to analyse relationships between different aspects of working conditions; to identify groups at risk; to identify issues of concern as well as progress; to monitor trends by providing homogeneous indicators on these issues; and to contribute to European policy development, in particular on quality of work and employment issues. Gender mainstreaming has been an important concern for recent reviews of the questionnaire.

**Territorial scope:** National

**Economic activities:** All economic activities, including private and public sector. The breakdown for 'Activity of company or organisation' is based on the 16 categories set out by the NACE Rev. 1.1 classification of economic activities.

**Population:** The target population is all residents in the country aged 15 or older who were in employment at the time of the survey. People were considered to be in employment if they had worked for pay or profit for at least one hour in the week preceding the interview (ILO definition).

**Sample:** The basic sample is a multi-stage, stratified, random sample. The country is divided into sections based on region and degree of urbanisation, and a number of primary sampling units (PSU) are drawn randomly in each of them. Subsequently, a random sample of households is drawn in each PSU. Finally, in each household, the person chosen for interview is whoever is in the workforce and who has the next birthday. The total sample size for Belgium was 4,000.

**Quality control procedures:** The EWCS puts a strong emphasis on quality. Each stage of the survey was subject to detailed documentation, and specific controls were put in place to verify compliance with the technical specifications. The most important of these were:

- verification of sample allocation;
- questionnaire verification (pre-tests, pilot interviews);
- questionnaire translation verification (involving translators and experts);
- verification of CAPI programming;
- enumeration control (via geo-coding where applicable, or directly via location control, in at least 10% of the PSUs) for countries where registry-based samples were not available;
- interviewing verification (random 10% of the cases);

- weekly fieldwork reports and regular meetings and mail exchange for updates and resolution of problems encountered;
- signing off on all draft deliverables from Gallup, including metadata descriptions, codebook, weighting strategy, coding and datasets.

Gallup provided Eurofound with a series of reports throughout the survey preparation and implementation. A specific quality control report was prepared that summarises all the efforts and procedures that were in place to maintain survey integrity, with their results.

### **Interviews:**

- Type: Face to face
- Location: At respondent's home
- Average duration: 42 minutes
- Data collection method: CAPI in some countries, PAPI in most countries (including Belgium)

### **Subjects covered:**

- Job context
- Working time
- Work intensity
- Physical factors
- Cognitive factors
- Psychosocial factors
- Health and well-being
- Skills, training and career prospects
- Work organisation
- Social relationships
- Job fulfilment
- Work–life balance
- Financial security
- Violence, harassment and discrimination

### **Questionnaire:**

- Type of questionnaire: Open-ended questions
- Number of questions: 77

- Translation: The master questionnaire was developed in English. National translations were developed by native speakers and based on the English master. Local partners and experts from Eurofound's network of correspondents were involved in reviewing the translations.

Detailed information is available in the [EWCS technical report](#).

**Website:** <http://www.eurofound.europa.eu/surveys/ewcs/>

**Coordinators/contacts:** Eurofound, Belgian Federal Public Service Employment, Labour and Social Dialogue.

**Financed by:** Eurofound, but the extra sample and analysis for Belgium was financed by the Belgian Federal Public Service Employment, Labour and Social Dialogue.

**Main references:**

Belgian Federal Public Service Employment, Labour and Social Dialogue, '2012 – Kwaliteit van werk en werkgelegenheid in België, Europese Enquête naar Arbeidsomstandigheden', available at <http://www.werk.belgie.be/moduleDefault.aspx?id=36688>.

Eurofound, European Working Conditions Surveys, available at <http://www.eurofound.europa.eu/surveys/ewcs/index.htm>.

## Bulgaria

### National Working Conditions Survey in Bulgaria

**Survey name (original):** Национално изследване на условията на труд в България

**Institute:** The survey was carried out by the National Working Conditions Survey consortium, which consists of the Balkan Institute for Labour and Social Policy, Sofia (BAD), Gesundheitsvorsorge und Sicherheitstechnik GmbH, Germany, and the Scientific and Research Centre at Sofia University, St Kliment Ohridski.

**Dates (years) of editions:** Started in 2010 and finished in 2011

**Next edition planned:** One-off survey

#### Objective(s):

- To collect and analyse data about working conditions in enterprises in all economic sectors in Bulgaria.
- To support a proposal for a classification of the economic sectors according to the degree of risk for each of the following topics: nature of work, working environment, work organisation, working hours, work and health, pay, information and consultations, discrimination and violence, and work and non-working life. This will serve to determine the most hazardous sectors in the economy.
- To provide general conclusions and recommendations for policies on working conditions.

**Territorial scope:** National

**Economic activities:** All economic sectors in Bulgaria according to the NACE 2008 categorisation, including public and private companies, government departments, NGOs and public sector institutions.

**Population:** The overall population size for the standardised interviews was 2,279,565 employees, working in 63,335 companies with six or more employees. The reference data was from the register of the National Social Security Institute as of January 2010.

The population for the online survey covered 89,000 companies for which there was a valid e-mail address. This number excludes the enterprises for the standardised interviews. The population covered by questionnaires sent by post was 22,795 enterprises for which there was no valid e-mail address and which were not included in the sample for standardised interviews.

**Sample:** For organisational and financial reasons, the volume of the sample for standardised interviews was determined at about 2,500. The sample model used was a two-stage cluster sampling with probability proportional to the size of clusters. The response rate was 85.5%.

The sample of surveyed enterprises was determined based on the rules for representative samples, and inside each enterprise the interviewers selected respondents based on strict rules they received during the instruction. This guaranteed randomness and allowed the results of the standardised interviews for the entire population of employees in Bulgaria to be generalised. The sample was planned in order to cover about 100 respondents for each economic sector. In order to retain the proportions between the sectors, an adjustment was made using specific weights.

The online survey was planned to cover the whole population (100% of the sample). The response rate was 3.7% for health and safety officers, 9.2% for managers and 3.7% for employees.

The final volume of the postal survey sample was 11,989. Some 11,700 letters reached their recipients. The response rate was 6.4% for health and safety officers, 6.8% for managers and 6.5% for employees.

**Quality control procedures:** During the design phase, quality assurance included the design and testing of questionnaires.

During the fieldwork, quality assurance procedures included telephone calls to and reports from the interviewers in order to get a snapshot of the progress of standardised interviews, both as a total number and by sectors and enterprises. A random quality assurance was carried out for a 10% sample of enterprises (total: 43), where standardised interviews were carried out through calls to the managers of the enterprises.

An additional quality assurance measure was performed regarding the response rate of questionnaires, resulting in four reminders for the online survey, which almost tripled the initial response rate from 6,000 to 15,000 questionnaires filled out after the third reminder.

The quality assurance for data input was performed in several stages. This included an initial logical control of 100% of the questionnaires for the standardised interviews, the mail survey and the online surveys, as well as permanent monitoring of the work of people performing the data input, followed by a physical observation of 100% of the questionnaires. The digitalisation of data from the standardised interviews was done using specialised software, which improved the quality due to its integrated automatic control during data input (the automatic control did not allow the input of codes other than certain determined values).

**Interviews:** Various tools and data sources were used during the fieldwork. Over 2,250 standardised face-to-face interviews at the enterprises were conducted among employees in the different economic sectors. They lasted between 30 and 60 minutes. Nearly 16,200 online surveys were completed, and about 2,500 mail questionnaires were filled out by employers, employees and health and safety officers. Data was obtained for more than 400 enterprises on the work environment parameters. Five focus groups were formed from professionals in various fields, such as representatives of occupational medicine services, trade unions, employers and accredited bodies for the control of work environment factors. Administrative data from the National Social Security Institute and European sources were used for comparative analysis.

**Subjects covered:** The survey covered nine major aspects of working conditions:

- nature of work;
- working environment;
- work organisation;
- working hours;
- work and health;
- pay;
- information and consultations;

- discrimination and violence;
- work and non-working life.

**Questionnaire:** Three questionnaires were used: a questionnaire with show cards for face-to-face interviews, an online questionnaire, and paper questionnaires for the postal survey. These questionnaires were the same for employees, and two slightly different types of questionnaires were used for the online and postal interviews of health and safety officers and managers. All questionnaires included closed and multiple-choice questions. The questions covered the above nine areas related to working conditions, sociodemographic data, and data about the economic sector. In total, the questionnaires included more than 200 questions. Scripts are not publicly available.

**Websites:** <http://projects.gli.government.bg/index.php?mod=content&show=51> and <http://bilsp.org/>

**Coordinators/contacts:** Yordan Dimitrov, Programme Manager

**Financed by:** The survey was assigned by the General Labour Inspectorate of Bulgaria and implemented with the financial support of the Operational Programme ‘Human Resources Development’, cofinanced by the European Social Fund of the European Union.

**Main references:**

Ministry of Labour and Social Policy (2012), *Report on the results of the National Survey of Working Conditions in Bulgaria [in Bulgarian]*, Sofia, available at [http://www.gli.government.bg/upload/docs/2013-01/doklad\\_Nacionalno\\_izsledvane.pdf](http://www.gli.government.bg/upload/docs/2013-01/doklad_Nacionalno_izsledvane.pdf).

## Bulgaria

### Work Climate Index

**Survey name (original):** Индекс на трудовия климат

**Institute:** Institute for Social and Trade Union Research (ISTUR), research institute of the Confederation of the Independent Trade Unions in Bulgaria (CITUB)

**Dates (years) of editions:** 2010, 2012

**Next edition planned:** 2014

#### Objective(s):

- To study the subjective perceptions of employed people in Bulgaria in terms of their satisfaction with different elements of the work climate of their working environment.
- To present a quantitative assessment of the work climate parameters and changes in them based on the calculation of the work climate index.
- To provide general conclusions and recommendations for policies to improve the work climate based on analysis of the survey results.

**Territorial scope:** National

**Economic activities:** All economic activities, according to NACE Rev. 2, A21 (21 sectors)

**Population:** The working population aged 15 and over, employed and self-employed people, including working students and pensioners; unemployed people and employers excluded. Population size of 6,472,428 as of 31 December 2010.

**Sample:** The register used for the sample came from the polling stations for parliamentary elections in June 2009 (the population contains about 12,000 units). Two-stage clustered random sample of same-size clusters. There were 330 clusters.

In order to achieve a greater range of specific professional groups, the total sample of 3,800 people was divided into two groups:

- the main sample, which included 3,300 employed and self-employed people;
- the boosted sample, made up of 500 self-employed people. This was used only to calculate an index of work climate for self-employed people, to which were added self-employed people participating in the main sample.

Ten people were interviewed in each cluster, as required for a random selection of respondents (main addresses assigned a random starting address). The booster sample included one or two additional interviews in each cluster with the self-employed, using the same principle for the selection of respondents.

**Quality control procedures:** Inclusion of control questions in the questionnaire design; cognitive interviews with 20 respondents as pre-test; fieldwork monitoring with one supervisor in each of the 28 districts of the country; 10% post-control sample; logical review of the completed maps; data processing and weighting; audit of the documentation related to the implementation of the survey and related activities by the Employment Agency; public availability of survey documentation.

**Interviews:** Standardised face-to-face interviews using show cards in private households. Average duration of interviews was 55 to 60 minutes.

**Subjects covered:** The survey covers seven main elements of the work climate:

- public regulation (impact and compliance with labour and social security legislation);
- work and rest (working time, leave, reconciliation of work and family life);
- workplace (character of work, working environment, stress factors);
- management and relations (management style, relationships, violence at work);
- remuneration (wages, wage formation systems, social benefits);
- workforce development (training, professional development and career opportunities);
- representation of interests (trade union role and influence, forms of representation).

The survey allows the calculation of a general work climate index (WCI) and by sectors, by type of settlement (village, town, city, rural, urban), by education, and so on.

**Questionnaire:** The questionnaire used in 2012 was divided into six parts.

- Block A: Work experience – 13 questions (closed, some with additional sections) (14 in 2010).
- Block B: Index of work climate (for employees) – 21 x 3 sections, 63 questions in 11-point scale (same in 2010).
- Block C: Index of work climate (for self-employed) – 12 x 4 sections, 48 questions in 11-point scale (same in 2010).
- Block D: Sociodemographic characteristics – 20 questions (closed, some with additional sections) (in 2010: socioeconomic issues – 23 questions (closed, some with additional sections)).
- Block E: Special module: Remuneration – 28 questions (closed, some with additional sections) (in 2010, sociodemographic characteristics – 20 questions).
- Block F: Special module: Flexibility and employment security – 26 questions (closed, some with additional sections) (in 2010, the special module was on the organisation of working time of employees in the real economy – 23 questions).

Interview scripts are not available online.

**Website:** [www.knsb-bg.org](http://www.knsb-bg.org)

**Coordinators/contacts:**

- Lyuben Tomev, Project Leader, ISTUR
- Violeta Chavdarova, Project Manager, CITUB

**Financed by:** European Social Fund, Operational Programme ‘Human Resources Development’; project of the Confederation of Independent Trade Unions in Bulgaria ‘Security through the law, flexibility through collective bargaining’.

**Main references:**

Tomev, L., Dimova, L. and Dimov, M., *Work climate index 2010: Survey data analysis* [in Bulgarian], available at [http://knsb-flexicurity.org/docs/pdf/Analysis\\_1.1\\_2010.pdf](http://knsb-flexicurity.org/docs/pdf/Analysis_1.1_2010.pdf).

Tomev, L., Dimova, L. and Dimov, M., *Work climate index* [in Bulgarian], available at [http://knsb-flexicurity.org/docs/pdf/Analysis\\_1.1\\_2012.pdf](http://knsb-flexicurity.org/docs/pdf/Analysis_1.1_2012.pdf).

## Czech Republic

### Quality of working life

**Survey name (original):** Kvalita pracovního života

**Institute:** Occupational Safety Research Institute, a public research institution

**Dates (years) of editions:** 2005, 2006

**Next edition planned:** Not applicable

**Objective(s):** The main objective was to find out what aspects of working life are important for Czechs and to describe their satisfaction with these. Research concentrated on people's perception of important characteristics of the work and made respondents self-evaluate their qualities and limitations. In 2006, the questionnaire was extended to issues relating to the evaluation of safety and health at work and the evaluation of the respondent's employment security. The 2006 survey was part of the project entitled 'Influence of changes in the world of work on quality of life'.

**Territorial scope:** National

**Economic activities:** All sectors of activity

**Population:** Economically active inhabitants of the Czech Republic aged over 15 years – 4,764,000 (2005) and 4,828,100 (2006)

**Sample:** Quota sampling was used to ensure that the survey sample was representative of the population with respect to gender, age, education, region and size of place of residence. The register used for the sample was the population census.

Sample size: 1,063 in 2005 and 2,043 in 2006.

**Quality control procedures:** Pilot test of the questionnaire, fieldwork monitoring of interviewers and control of data processing (dual record of data).

**Interviews:** Face-to-face interview at home. Data on duration is not available.

#### Subjects covered:

- Importance of and satisfaction with earnings
- Fairness of remuneration
- Job security
- Reconciliation of work and personal life
- Behaviour of superiors
- Relationships with colleagues

- Opportunities for training and personal development
- Opportunities for career development
- Opportunities for labour union organisation
- Aspects of health and safety

**Questionnaire:** Pen and paper, with 32 questions in 2005 and 60 in 2006. Scripts are not available.

**Website:** <http://kvalitazivota.vubp.cz/>

**Coordinators/contacts:**

- Lenka Svobodová, Researcher, Occupational Safety Research Institute
- Dr Jiří Vinopal, Director, Public Research Opinion Centre of the Institute of Sociology of Academy of Sciences of the Czech Republic

**Financed by:** Occupational Safety Research Institute in 2005, and the Ministry of Labour and Social Affairs in 2006

**Main references:**

Čadová, N. and Paleček, M. (eds.) (2006), *Jak je v Česku vnímána práce*, Institute of Sociology of the Academy of Sciences of the Czech Republic, Prague.

Eurfound (2009), 'New tool for measuring quality of working life', 25 September, available at <http://www.eurofound.europa.eu/ewco/2009/07/CZ09070391.htm>.

Vinopal, J. (2009), 'Erfahrungen mit der Messung der Qualität des Arbeitslebens in tschechischen Untersuchungen', in Kistler, E. and Mußmann, F. (eds.), *Arbeitsgestaltung als Zukunftsaufgabe Die Qualität der Arbeit*, VSA-Verlag, Hamburg, pp. 143–177.

Vinopal, J. (2011), 'Indikátor subjektivní kvality pracovního života', *Sociologický časopis (Czech Sociological Review)*, Vol. 47, No. 5, pp. 937–965.

Urban, J. and Šcasný, M. (2007), 'Value of work safety: Application of CV method to value effects of fatal injuries on wellbeing of economic active population of the Czech Republic', in *Svět práce a kvalita života v globalizované ekonomice: Sborník z mezinárodní konference*, Díl1, Research Institute for Occupational Safety, Prague, available at [http://kvalitazivota.vubp.cz/prispevky/value\\_of\\_work\\_safety-urban-scasny.pdf](http://kvalitazivota.vubp.cz/prispevky/value_of_work_safety-urban-scasny.pdf).

Urban, J. and Šcasný, M. (2007), *Willingness to accept for an increase in work-related risk of fatal injury: The evidence from the Czech Republic*, Charles University of Prague, Environment Centre, Prague, available at [http://kvalitazivota.vubp.cz/prispevky/willingness\\_to\\_accept\\_for\\_an\\_increase\\_in\\_work-related\\_risk\\_of\\_fatal\\_injury-urban-scasny.pdf](http://kvalitazivota.vubp.cz/prispevky/willingness_to_accept_for_an_increase_in_work-related_risk_of_fatal_injury-urban-scasny.pdf).

## Czech Republic

### Value of health

**Survey name (original):** Cena zdraví

**Institute:** Occupational Safety Research Institute, a public research institution

**Dates (years) of editions:** 2007

**Next edition planned:** Not applicable

**Objective(s):** The main objective was to find out how aspects of working life are influenced by wages. The research concentrated on people's perception of the importance of the amount of remuneration in relation to the risks arising from their work. For this reason, the main issue was the perception of job security and health and safety aspects in work. The survey was part of the project entitled 'Influence of changes in the world of work on quality of life'.

**Territorial scope:** National

**Economic activities:** All sectors

**Population:** Economically active inhabitants of the Czech Republic aged over 17 years, including employees, self-employed and entrepreneurs

**Sample:** Quota sampling was used to ensure that the survey sample was representative of the population with respect to gender, age, education, region and size of the place of residence. The register used for the sample was the population census.

Sample size: 1,040 complete interviews were conducted.

### Quality control procedures:

- Questionnaire design: Pilot testing of the questionnaire.
- Fieldwork monitoring of interviewers and control of data processing through dual record of data.

**Interviews:** Face-to-face interview at home. The average duration is not available.

### Subjects covered:

- Job description
- Workload
- Type of employer
- Type of job contract
- Turnover (reasons for changing jobs)

- Working conditions – aspects such as working time, workload, exposure to physical factors (noise, vibration, temperature, repetitive movements, carrying loads, work in tiring positions) and work-related stress
- The impact of work on health
- Estimates of occupational hazards
- Assessment of the level of preventive measures from the side of the employers (health and safety at work policy)
- Risk perception depending on the increase in wages

**Questionnaire:** Pen and paper, with 129 questions.

**Website:** <http://kvalitazivota.vubp.cz/>

**Coordinators/contacts:**

- Lenka Svobodová, Researcher, Occupational Safety Research Institute
- Dr Jiří Vinopal, Director, Public Research Opinion Centre of the Institute of Sociology of Academy of Sciences of the Czech Republic

**Financed by:** Ministry of Labour and Social Affairs

**Main references:**

Ščasný, M. and Urban, J. (2008), ‘Application of the hedonic wage model: A value of statistical life derived from employees’ choice in the Czech labor market’, in Ščasný, M. and Braun, K .M. et al, *Modelling of consumer behaviour and wealth distribution*, Matfyzpress, Prague, pp. 125–145.

Urban, J. and Ščasný, M. (2007), ‘Determinants of risk perception bias: An empirical study of economically active population of the Czech Republic’, in *Svět práce a kvalita života v globalizované ekonomice: Sborník z mezinárodní konference*, Díl1, Výzkumný ústav bezpečnosti práce, Prague, available at [http://kvalitazivota.vubp.cz/prispevky/determinants\\_of\\_risk\\_perception\\_bias-urban-scasny.pdf](http://kvalitazivota.vubp.cz/prispevky/determinants_of_risk_perception_bias-urban-scasny.pdf) .

Urban, J. and Ščasný, M. (2008), ‘Validity and reliability of two CVM applications on the valuation of work-related risks’, in Ščasný, M. and Braun, K. M. et al, *Modelling of consumer behaviour and wealth distribution*, Matfyzpress, Prague, pp. 107–124.

## Czech Republic

### Our society 2008

**Survey name (original):** Naše společnost 2008

**Institute:** Public Opinion Research Centre, Institute of Sociology of Academy of Sciences of the Czech Republic, a public research institution

**Dates (years) of editions:** 2008

**Next edition planned:** Not applicable

**Objective(s):** The aim of the survey was to provide a basic overview of the attitudes of Czech citizens towards various aspects of domestic and foreign political events. Part of this survey was a set of questions regarding working conditions.

**Territorial scope:** National

**Economic activities:** Not applicable (see Population)

**Population:** The Czech population over the age of 15 – 8,904,207 people (2008).

**Sample:** Quota sampling was used to ensure that the survey sample was representative of the population with respect to gender, age, education, region and size of place of residence. Register used for sample: population census.

**Sample size:** 1,051 complete interviews were conducted.

**Quality control procedures:** Pilot testing of the questionnaire; fieldwork monitoring of interviewers and control of data processing (dual record of data).

**Interviews:** Face-to-face interview at home. Data on duration is not available.

**Subjects covered:** The questionnaire asked about the importance of and subsequent satisfaction with work attributes such as:

- remuneration and its fairness;
- working time;
- job content;
- workload;
- job security;
- relations with superiors and subordinates;
- opportunities for career development.

In addition, changes in trends and overall job satisfaction were examined, and relations at work and pay adequacy were evaluated.

**Questionnaire:** Pen and paper, comprising 70 questions, of which 4 plus 2 multi-item questions related to working conditions.

**Website:** None

**Coordinators/contacts:** Dr Jiří Vinopal, Director, Public Research Opinion Centre, Institute of Sociology of Academy of Sciences of the Czech Republic

**Financed by:** Public Opinion Research Centre

**Main references:**

Eurfound (2009), 'New tool for measuring quality of working life', 25 September, available at <http://www.eurofound.europa.eu/ewco/2009/07/CZ0907039I.htm>.

Vinopal, J. (2011), 'Indikátor subjektivní kvality pracovního života', *Sociologický časopis/Czech Sociological Review*, Vol. 47, No. 5, pp. 937–965.

## Denmark

### Danish Work Environment Cohort Study (DWECS)

**Survey name (original):** Den Nationale Arbejdsmiljøkohorte (NAK)

**Institute:** National Research Centre for the Working Environment (NRCWE), a governmental research institute

**Dates (years) of editions:** 1990, 1995, 2000, 2005, 2010

**Next edition planned:** The DWECS has been replaced by the Working Environment and Health in Denmark 2012–2020 (WEHD)

**Objective(s):** Data on work environment and health in the working population are needed. Because of the heterogeneity of the working population, it is necessary to collect data from large samples. The objectives of DWECS are:

- surveillance: monitoring the prevalence of occupational risk factors, the prevalence and incidence of health symptoms, and lifestyle and habits of the working population;
- etiology: estimating changes in health and labour market status as possible consequences of occupational risk factors.

**Territorial scope:** National

**Economic activities:** All economic activities in Denmark are represented in the survey.

**Population:** Population aged 18 to 59 years old

- Employment status: In 2010, 2005 and 2000, people who were employees, self-employed and unemployed were surveyed, but the sample sizes presented here include employees and the self-employed only. In 1995 and 1990, only employees were surveyed.
- Other criteria: Participants with residence in Denmark on 1 October in the relevant year.

**Sample:** Based on the Central Population Register. A simple random sampling was applied in 1990, 2005 and 2010, and follow-up on respondents already in the cohort. Due to expectations of a low response rate among young people and immigrants in the 1995–2010 surveys, two additional samples were drawn among young people aged 18–22 years and among people who immigrated in the five years preceding the particular year of the survey. For all the abovementioned samples, all the people who have been drawn for a sample have been invited to participate in the subsequent years of the survey, regardless of their former participant status.

There were additional interviews in 2005 in selected industries and occupations through stratified random sampling within industry and occupations.

Sample size:

- In 1990, 9,653 in the sample and 8,664 participated.
- In 1995, 10,702 in the sample and 8,583 participated.

- In 2000, 11,437 in the sample and 8,583 participated.
- In 2005, 19,894 in the sample and 12,305 participated (in addition, a sample was drawn for interviews in selected occupations and industries: 4,183 in the sample, 2,815 participated).
- In 2010, 30,000 in the sample and 14,453 participated.

**Quality control procedures:** In the design phase of the questionnaire, experts in the subjects covered were involved and consulted in order to develop relevant and valid questions. The questionnaires were tested internally at NRCWE. Data from incomplete questionnaires as well as the dataset have been processed according to structured and predefined guidelines. In published reports, only statistically significant differences in the results among women and men, among different age groups or job groups, etc. are highlighted and discussed. All descriptive results and the corresponding underlying methods are available to the public. Several analyses have been conducted to examine and quantify effects of the mode of data collection, such as the differences in answers to telephone interviews and postal questionnaires respectively. Those implications are presented along with the results in published reports.

**Interviews:** In 1990, 1995 and 2000, respondents were contacted and interviewed by telephone only. In 2005, 90% of the respondents in the sample were randomly selected to receive the invitation to participate and answer the questionnaire by mail. The mail also included a link to the electronic version of the questionnaire in case respondents preferred this approach. These respondents were reminded twice by mail to fill in the questionnaire, and if they did not reply to this, they were contacted and interviewed by telephone. The remaining 10% of the respondents were contacted by telephone up to three times, and if no contact was obtained by then, they received the questionnaire and link to a web survey by mail. In 2010, all the respondents in the sample were contacted by mail according to the same procedure as in 2005. Respondents were contacted at their home, either by mail or telephone.

**Subjects covered:**

- Background of the respondents in terms of sex, age, labour market status, job and sector
- Working time, work organisation, workloads, work pace and health promotion at the workplace
- Physical work environment, such as noise, vibrations, wet work, security and accidents, physical demands, work postures, and chemical and thermal risk exposure
- Psychosocial work environment, such as emotional demands, skill discretion, decision latitude, bullying, violence, support from employer and colleagues, and work–life balance
- Lifestyle and habits, health and disease symptoms, including self-rated health and doctors' diagnoses, if any, work ability, sickness absence and planned time of retirement

**Questionnaire:** The questionnaires consist of 55–62 questions. In 2005 and 2010, respondents had a choice between postal and web-based questionnaires. In 2005, additional interviews were conducted by telephone. In 1990, 1995 and 2000, questionnaires were distributed only by post. All the questionnaires are in Danish only.

**Website:** <http://www.arbejdsmiljoforskning.dk/da/arbejdsmiljoedata/nak2005>

**Coordinators/contacts:** Elsa Bach, National Research Centre for the Working Environment

**Financed by:** National Research Centre for the Working Environment

**Main references:**

National Research Centre for the Working Environment (2011), *Working environment and health in Denmark 2010 – Summary and results* [in Danish], Copenhagen, available at <http://www.arbejdsmiljoforskning.dk/da/nyheder/arkiv/2011/~~/media/Forside/Arbejdsmiljoedata/Arbejdsmiljo-og-helbred-2010/Samlet-rapport-Arbejdsmiljoe-og-helbred-i-DK-2010.pdf>.

**Other books, reports and pamphlets**

## Denmark

### Working Environment and Health in Denmark 2012–2020 (WEHD)

**Survey name (original):** Arbejdsmiljø og Helbred i Danmark 2012–2020

Note: The survey is a continuation of the former Danish Work Environment Cohort Study (DWECS), which was conducted every five years from 1990 to 2010.

**Institute:** National Research Centre for the Working Environment (NRCWE), a governmental research institute

**Dates (years) of editions:** 2012

**Next edition planned:** Every second year from 2014

**Objective(s):** Data on work environment and health in the working population are needed. Because of the heterogeneity of the working population, it is necessary to collect data from large samples. The objectives are:

- surveillance: surveillance of the working population to monitor the prevalence of occupational risk factors and the prevalence and incidence of health symptoms.
- etiology: estimating changes in health and labour market status as possible consequences of occupational risk factors.

**Territorial scope:** National

**Economic activities:** All economic activities in Denmark are represented in the survey.

**Population:** The Danish active population aged 18–64 years who are employed or self-employed.

**Sample:** The sample consists of two sub-samples: 35,000 people were randomly selected among all employees aged 18–64 years in Denmark, of which 16,300 responded; an additional 15,000 were selected to represent 1,000 selected workplaces. In April 2012, respondents in both samples received a postal invitation to the survey containing a link to a web survey. The respondents who did not react on the first attempt received a postal reminder including both the web survey link and a hard copy of the questionnaire. Those who still did not respond to the invitation were contacted by telephone and were offered the option of being sent the postal questionnaire and the web survey link once again if they agreed to participate.

**Quality control procedures:** In the design phase of the questionnaire, experts in the subjects covered were involved and consulted in order to develop relevant and valid questions. The questionnaires were tested internally at NRCWE. Data from incomplete questionnaires as well as the dataset have been processed according to structured and predefined guidelines. In published reports, only statistically significant differences in the results, for example, among women and men, different age groups or job groups, are highlighted and discussed. All descriptive results and the corresponding underlying method are available to the public. Several analyses have been conducted to examine and quantify effects of the mode of data collection, such as the differences in answers to telephone interviews and postal questionnaires respectively. Those implications are presented along with the results in published reports.

**Interviews:** In April 2012, the sample of 35,000 respondents received a postal invitation to the survey containing a link to a web survey. The respondents who did not react to this first attempt received a postal reminder including both the web survey link and a hard copy of the questionnaire. Those who did not respond to the first reminder were contacted by telephone by a research agency and offered the option of receiving the postal questionnaire once again.

**Subjects covered:**

- Background of the respondents in terms of sex, age, labour market status, job and sector
- Working time, work planning and organisation, work engagement, workloads, work pace and health promotion at the workplace
- Physical work environment, such as noise, vibrations, wet work, security and accidents, physical demands, work postures, and chemical and thermal risk exposures
- Psychosocial work environment, such as emotional demands, skill discretion, decision authority, bullying, violence, support from employer and colleagues, and work–life balance
- Lifestyle and habits, such as alcohol consumption and physical activity level, health and disease symptoms, including pain, self-rated health and doctors' diagnoses, if any, work ability, sickness absence and planned time of retirement

**Questionnaire:** The internet-based questionnaire (159 KB) PDF consists of 55 questions and is available in Danish only.

**Website:** <http://www.arbejdsmiljoforskning.dk/da/arbejdsmiljoedata/arbejdsmiljoe-og-helbred-20>

**Coordinators/contacts:** Elsa Bach, National Research Centre for the Working Environment

**Financed by:** National Research Centre for the Working Environment

**Main references:** 'Summary of the Working Environment and Health in Denmark 2012' survey (in Danish), available at <http://www.arbejdsmiljoforskning.dk/da/arbejdsmiljoedata/arbejdsmiljoe-og-helbred-20/arbejdsmiljo-og-helbred-2012/resume>.

## Estonia

### Estonian Working Life Survey

**Survey name (original):** Eesti tööelu uuring

**Institute:** Statistics Estonia, which is a government agency (the Ministry of Social Affairs also participated during the design process)

**Dates (years) of editions:** 2009 (the first round of data collection)

**Next edition planned:** 2014/2015 (the second round of data collection)

**Objective(s):** The survey was designed to methodically gather key data about employment relations and working conditions in Estonia. The data will be used for both policy analysis and scientific analysis.

**Territorial scope:** National

**Economic activities:** The survey is a cross-sectional survey of employers and employees. The survey covers all economic activities; the NACE statistical classification of economic activities was used. The survey also covers all legal forms of organisations, including private sector organisations, public sector organisations and non-profit organisations.

**Population:** The survey studies employers and their employees:

- Estonian organisations with at least five employees – population size of 17,320;
- employees working at an organisation with at least five employees – population size of 479,300.

**Sample:** Multistage sampling. At the first stage, a random sample of organisations was selected from the National Business Register, then a random sample of employees from the sampled organisations was selected based on the list of employees working in the organisation. The sample size of organisations was 1,332 and the sample size of employees was 4,609. The sample of organisations was stratified by economic activity, number of employees and legal form (private, public and non-profit organisations).

**Quality control procedures:** Quality of statistics was assessed following six criteria: relevance; accuracy; timeliness and punctuality; accessibility and clarity; comparability; and coherence (Eurostat quality concept). Different methods were used, including step-by-step operationalisation (firstly, the research questions were outlined, then concepts and measures were detailed and then questions were designed), cognitive interviewing, pre-testing of the questionnaire, pilot survey, training the interviewers and logical tests were used to guarantee the quality of the survey and survey data.

**Interviews:** Organisations' representatives completed the self-administered CAWI questionnaire. There was also a telephone and e-mail-based helpline to assist respondents. Detailed instructions were also available in written form. Because it was a self-administered questionnaire, it is not possible to estimate the average duration, but Statistics Estonia considered it rather lengthy compared to their usual survey questionnaires.

CAPI interviews were conducted with employees. In most cases, the interview took place in the employee's home or other (public) location preferred by the interviewee (interviewing in the workplace was avoided). On average, the length of the interview was about 30 minutes (most of the interviews lasted between 20 and 40 minutes).

**Subjects covered:**

- Terms of employment: contract type, temporary contracts, duration of contract, job and employment security (expectation of high job tenure in relation to a job and expectation of a worker to remain at work, respectively)
- Working conditions and organisation of work: work design, work time (time and timing)
- Working from home and telework
- Annual leave
- Remuneration
- Industrial relations: collective employment relations, employee participation
- Occupational health and safety: risks, safety management

**Questionnaire:** The self-administered questionnaire for employers comprised 156 questions. The employees' questionnaire, comprising 223 questions, was administered by research staff. The questionnaires were in Estonian and Russian. The questionnaires have not been translated into English, nor is there a script of the questionnaire in English.

**Coordinators/contacts:** Meelis Naaber, Analyst, Statistics Estonia

**Financed by:** Central Government and European Social Fund

**Main references:**

Statistics Estonia (2010), *Eesti tööelu-uuringu: Metoodika raport 2009* [*Estonian Working Life Survey: Methodology report 2009*], Tallinn, available at [www.stat.ee/dokumendid/50529](http://www.stat.ee/dokumendid/50529).

Masso, M. (ed.) (2011), *Eesti tööelu-uuring 2009: artiklite kogumik* [*Estonian Working Life Survey 2009: A collection of articles*], EV Sotsiaalministeerium, Tallinn.

## Estonia

### Employment Contract Act Survey

**Survey name (original):** Töölepingu seaduse uuring

**Institute:** The survey was procured by the Ministry of Social Affairs and carried out by the ministry in conjunction with the Praxis Centre for Policy Studies, the Estonian Centre for Applied Research and Turu-uuringute AS (one of the oldest market research companies in Estonia), which are government and private research institutes.

**Date (year) of editions:** 2012

**Next edition planned:** Not applicable

**Objective(s):** In Estonia, the new Employment Contract Act was adopted on 17 December 2008 and came into force six months later, on 1 July 2009. The Act aims to increase flexicurity in employment relations, which would allow both employers and employees to agree on terms that would best fit the needs of both parties while still protecting the interests of the parties. Follow-up policy analysis must be carried out to assess the implementation and impact of the Act. The survey was designed to collect statistical data about the implementation of the Act. The data is used for both policy analysis and scientific analysis.

**Territorial scope:** National

**Economic activities:** The survey covered all economic activities (the NACE statistical classification of economic activities was used) and all legal forms of organisations, including private sector organisations, public sector organisations and non-profit organisations.

**Population:** The survey studied employers and their employees.

- Employers: Estonian organisations with at least five employees – population size of 16,860.
- Employed and unemployed people – population size of 695,900.

**Sample:**

- Cross-sectional sample of employers: A random sample of 903 organisations was selected from the National Business Register. The sample of organisations was stratified by economic activity, number of employees and legal form (private, public, non-profit).
- Cross-sectional sample of employees and unemployed people: A random route sampling was used. First, 130 geographical sampling points were selected, then a random route procedure was used to select household address. A random procedure was used to select a respondent (youngest person rule – the youngest person present in the house is chosen for the interview in order to achieve proportionality across sociodemographic characteristics such as gender and age). The maximum number of interviews per sampling point was 10. The sample size of employees and unemployed was 1,300.

**Quality control procedures:** Quality control procedures adhered to the ICC/ESOMAR International Code of Marketing and Social Research Practice. Different methods were used, including cognitive interviewing, pre-testing of the questionnaire, training of interviewers and logical tests to guarantee the quality of the survey and survey data.

**Interviews:** Organisations' representatives completed the self-administered CAWI questionnaire. There was also a telephone and email-based helpline to assist respondents. Because this was a self-administered questionnaire, it is not possible to calculate the average duration; however, the report of methodology estimated that it took 45 to 60 minutes to complete the questionnaire.

CAPI interviews were conducted with employees and unemployed people. In most cases, the interview took place in the interviewee's home or other (public) location preferred by the interviewee (interviewing in workplaces was avoided). Most of the interviews lasted around 60 minutes.

### Subjects covered:

- Awareness of employment legislation and rights
- Economic and income security during unemployment
- Individual bargaining and terms of employment
- Working time and timing of work
- Annual leave and study leave
- Employees' and employers' duties
- Responsibilities and legal certainty
- Reduction in pay
- Termination of employment contract and grievance settlement

**Questionnaire:** The self-administered questionnaire for employers included 113 questions. The employees' questionnaire was administered by research staff and included 141 questions. The questionnaires were in Estonian and Russian. The questionnaires have not been translated into English, nor is there a script of the questionnaire available online.

**Coordinators/contacts:** Eva Põldis, Analyst, Ministry of Social Affairs

**Financed by:** Central Government, European Social Fund

### Main references:

Masso, M., Järve, J., Nurmela, K. and Kaldaru, H. (2013), *Töölepingu seaduse uuring: metoodika raport [Employment Contract Act Survey: Methodology report]*, Poliitikauuringute Keskus Praxis, Tallinn.

Masso, M., Järve, J., Nurmela, K., Anspal, S., Räis, M. L., Uudeküll, K. and Osila, L. (2013), *Töölepingu seaduse uuring [Employment Contract Act Survey]*, Poliitikauuringute Keskus Praxis, Tallinn, available at [http://www.praxis.ee/fileadmin/tarmo/Projektid/Too-ja\\_Sotsiaalpoliitika/TLS\\_uuring\\_raport.pdf](http://www.praxis.ee/fileadmin/tarmo/Projektid/Too-ja_Sotsiaalpoliitika/TLS_uuring_raport.pdf).

## Finland

### Finnish Quality of Work Life Survey

**Survey name (original):** Työolotutkimus

**Institute:** Work Research Unit, Statistics Finland, a governmental statistical office

**Dates (years) of editions:** 1977, 1984, 1990, 1997, 2003, 2008

**Next edition planned:** 2013

**Objective(s):** The objective of the Quality of Work Life Surveys (QWLSs) has been to produce data on the state of working life to support labour policy decisions and the development of work organisation. The surveys aim to provide information for public debate about Finnish people's views on their working conditions and about how these conditions have changed. The surveys also supply material for the research, training and communication activities related to working conditions that take place in diverse quarters of society.

**Territorial scope:** National

**Economic activities:** All economic activities, including private and public sectors

#### Population:

- Age: 15–64 years
- Employment status: Employees who normally work at least 10 hours per week
- Population size: The Finnish wage- and salary-earning population totals some 2 million employees.

#### Sample:

*Register used for sample:* The sample of the QWLS is taken from the sample of the monthly Finnish Labour Force Survey (FLFS). The FLFS sample is a random selection from the population register applied by region in proportion to population weights.

*Sampling strategy:* The sampling for the QWLS is connected to FLFS rounds. In 2013, the target population was selected from the second, third, fourth and fifth rotation groups of the FLFS in September and October 2013. The QWLS sample is selected from FLFS interviewees during interview. Wage and salary earners aged 15 to 64 years who normally work at least 10 hours per week are selected from the population of the FLFS and are invited to participate in the QWLS.

#### Sample size:

- Working Conditions Survey 1977. Sample size: 7,500 employed people (including self-employed), 5,778 wage and salary earners in data. Response rate: 91%.
- Working Conditions Survey 1984. Sample size: 5,000 wage and salary earners, 4,502 people in data. Response rate: 89%.

- Quality of Work Life Survey 1990. Sample size: 5,000 employed people (including self-employed), 3,502 wage and salary earners in data. Response rate: 85%.
- Quality of Work Life Survey 1997. Sample size: 3,800 wage and salary earners, 2,979 people in data. Response rate: 79%.
- Quality of Work Life Survey 2003. Sample size: 5,300 wage and salary earners, 4,104 people in data. Response rate: 78%.
- Quality of Work Life Survey 2008. Sample size: 6,500 wage and salary earners, 4,392 people in data. Response rate: 68%.
- Quality of Work Life Survey 2013. Sample size: 6,500 wage and salary earners.

**Quality control procedures:** Questionnaire design, fieldwork monitoring, data processing and weighting, public availability of survey documentation, questionnaire translation (where relevant), pre-test and follow-up interviews.

**Interviews:** Face-to-face interviews at home or elsewhere. The average duration was 60 minutes.

### Subjects covered:

- Occupational safety and health (OSH) management
- Exposure to physical agents (noise, radiation, vibration)
- Exposure to chemical agents
- Exposure to biological agents
- Safety at the workplace
- Physical workload
- Mental strain
- Work organisation issues
- Skills and competence development
- Job satisfaction and commitment
- Work–life balance
- Working time
- Pay
- Social environment (participation and consultation, equal opportunities, violence at work)
- Occupational and health outcomes
- Work experience
- Experiences of unemployment
- Labour market position

- Conditions of employment (special packages of questions for fixed-term employees)
- Absences from work

**Questionnaire:** A triangulation method (combining quantitative and qualitative methods) has been used since the 1997 survey to design the questionnaire and as a tool for further analysis. Since the QWLS is done in connection with the FLFS, all the information that is already obtained from the interviewees during the FLFS interview is available as data for the QWLS. As such, in the QWLS interview, there is no need to ask about the interviewee's occupation or their normal weekly working hours.

The group that proved problematic in determining the sample for the QWLS were the target people from whom interviews were not obtained for the FLFS due to refusal or non-contact (n=932 in 2008). The age and gender of these people were known, but not whether they met the other criteria (employment status, weekly working hours) of the QWLS sample, since these factors would have been detected only during the FLFS interview.

However, the proportions by age and gender of the people who met the criteria for inclusion in the QWLS sample could be calculated from the target interviewees of the FLFS from whom interviews were obtained. This information makes it possible to estimate what proportion of the people from whom FLFS interviews were not obtained would have also belonged to the QWLS sample, and what proportion represented over-coverage. These estimates were calculated by five-year age groups by gender. Estimated in this way, the sample size of the QWLS was 6,499 people and the response rate was 67.6% in 2008. See [Three decades of working conditions: Findings of Finnish Quality of Life Surveys 1977–2008](#) for more information.

**Website:** <http://www.stat.fi/til/tyoolot/>

**Coordinators/contacts:** Dr Hanna Sutela, Senior Researcher, Statistics Finland

**Financed by:** Statistics Finland, Ministry of Employment and the Economy, Ministry of Social Affairs and Health, Finnish Work Environment Fund, Finnish Institute of Occupational Health, Finnish Centre for Pensions, Keva (Local Government Pensions Institution), Centre for Occupational Safety, Kela (Social Insurance Institution), Rehabilitation Foundation

**Main references:**

Lehto, A.-M. and Sutela, H. (2009), *Three decades of working conditions: Findings of Finnish Quality of Work Surveys 1977–2008*, Statistics Finland, Helsinki, available at [http://www.stat.fi/tup/julkaisut/tiedostot/isbn\\_978-952-244-101-0.html](http://www.stat.fi/tup/julkaisut/tiedostot/isbn_978-952-244-101-0.html).

## Finland

### Working Life Barometer (WLB)

**Survey name (original):** Työolobarometri

**Institute:** Ministry of Employment and the Economy (MEE)

**Dates (years) of editions:** 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012

**Next edition planned:** 2013

**Objective(s):** The objective of the WLB is to monitor changes in the quality of Finnish working life from the perspective of employees. For the purposes of the survey, the quality of working life encompasses multiple issues, ranging from job security to intra-staff relationships. The survey provides an up-to-date picture of the quality of work for employees as well information on trends.

**Territorial scope:** National

**Economic activities:** All economic activities, including private, public and non-governmental organisations. The results are presented by industry, private services, municipalities and the state.

**Population:** Employees aged 18 to 64 who normally work at least 10 hours a week. According to Statistics Finland, in 2012 there were 2,146,000 employees in Finland.

**Sample:** Data is collected in connection with Statistics Finland's LFS (FLFS). From the FLFS respondents, a sample of employees aged 18 to 64 who work for at least 10 hours a week are selected for the WLB. In 2012, the net sample was 2,004 employees. The response rate was 77.4%.

**Quality control procedures:** The questionnaire is developed through close cooperation between the MEE and Statistics Finland. The main focus is to provide trends in working conditions, but the questionnaire is reviewed and updated every year to address timely topics and developments in working life as well as methodological issues arising from the interviews. The data collection is done by Statistics Finland, and its normal best practices in implementing the survey are followed. The questionnaires and the datasets are freely available for researchers from the [Finnish Social Science Data Archive \(FSD\)](#).

**Interviews:** CATI, with an average duration of 22 minutes in 2012.

**Subjects covered:** The main themes are:

- work organisation;
- working time arrangements;
- wage setting;
- learning, training and autonomy;

- discrimination;
- violence in the workplace;
- health and work ability.

**Questionnaire:** In 2012, the questionnaire was updated both from the technical and content points of view. The aim was to provide a more fluent instrument for the interviewers and to address topics that are relevant for the future. Some new questions on work organisation, teamwork, place of work and leadership were included. The **2011 questionnaire (392 KB PDF)** (in Finnish) is available.

**Website:** <http://www.tem.fi/?s=3893>

**Coordinators/contacts:** Maija Lyly-Yrjänäinen, Senior Advisor, Ministry of Employment and the Economy

**Financed by:** Ministry of Employment and the Economy (MEE)

**Main references:**

Aho, S. and Mäkiäho, A. (2012), *Työolobarometri, lokakuu 2011*, Ministry of Employment and the Economy, available at [http://www.tem.fi/files/35605/TEMrap\\_6\\_2013.pdf](http://www.tem.fi/files/35605/TEMrap_6_2013.pdf).

Lyly-Yrjänäinen, M. (2013), *Työolobarometri, syksy 2012, ennakkotietoja*, TEM raportteja 6/2013, Työ- ja elinkeinoministeriö, Ministry of Employment and the Economy, available at [http://www.tem.fi/files/33535/TEMjul\\_29\\_2012\\_web.pdf](http://www.tem.fi/files/33535/TEMjul_29_2012_web.pdf).

## Finland

### National Finnish Work and Health Survey

**Survey name (original):** Työ ja terveys–haastattelututkimus

**Institute:** Finnish Institute of Occupational Health, a governmental institute

**Dates (years) of editions:** 1997, 2000, 2003, 2006, 2009, 2012

**Next edition planned:** Likely in 2015

**Objective(s):** The survey serves as a national surveillance system on perceived working conditions (physical work environment, physical and mental workload), organisational factors at work, work climate, gender and age equality, vocational skills, job satisfaction, perceived health and work ability, health-related behaviour, reconciliation of work and family life, and the functioning of occupational health services.

**Territorial scope:** National

**Economic activities:** All economic activities, including private and public sector

#### Population:

- Age: 20–68 years
- Employment status: Employees and self-employed people who were working at the time of the study
- Population size: 2,500,000

#### Sample:

- Register used for sample: Population census
- Sampling strategy: Simple random sample
- Sample size:
  - 1997. Sample size: 4,544. Response rate: 70%
  - 2000. Sample size: 4,979. Response rate: 58%
  - 2003. Sample size: 4,966. Response rate: 67%
  - 2006. Sample size: 4,971. Response rate: 63%
  - 2009. Sample size: 4,516. Response rate: 58%
  - 2012. Sample size: 8,363. Response rate: 40%

**Quality control procedures:** Questionnaire design, questionnaire translation, pre-test, fieldwork monitoring, data processing and follow-up interviews.

**Interviews:** CATI, with an average duration of 31 minutes.

**Subjects covered:** The structure of the interview was planned by a group of experts at the Finnish Institute of Occupational Health and the questions focused on the following topics:

- socioeconomic and workplace-related background factors;
- physical and chemical risk in the work environment;
- physical and mental workload;
- organisational factors at work;
- work climate;
- gender and age equality;
- vocational skills;
- job satisfaction;
- perceived health and work ability;
- health-related behaviour;
- reconciliation of work and family life;
- the functioning of occupational health services.

**Questionnaire:** The 2012 questionnaire included 200 questions about background, work environment, workload, work communities, management, health, work ability, and occupational health and safety. A **Finnish version (298 KB PDF)** and a Swedish version of the questionnaire were developed.

**Website:** <http://www.ttl.fi/tyojaterveys>

**Coordinators/contacts:** Dr Merja Perkiö-Mäkelä, Specialist Research Scientist, Finnish Institute of Occupational Health

**Financed by:** Ministry of Social Affairs and Health and the Finnish Institute of Occupational Health

**Main references:**

Kauppinen, T., Hanhela, R., Kandolin, I., Karjalainen, A., Kasvio, A., Perkiö-Mäkelä, M., Priha, E., Toikkanen, J. and Viluksela, M. (2009), *Työ ja terveys Suomessa 2009 [Work and health in Finland 2009]*, Finnish Institute of Occupational Health, Helsinki, available at [http://www.ttl.fi/fi/verkkokirjat/tyo\\_ja\\_terveys\\_suomessa/Documents/Tyo\\_ja\\_terveys\\_2009.pdf](http://www.ttl.fi/fi/verkkokirjat/tyo_ja_terveys_suomessa/Documents/Tyo_ja_terveys_2009.pdf). Summary in English on pp. 272–285.

Kauppinen, T., Mattila-Holappa, P., Perkiö-Mäkelä, M., Saalo, A., Toikkanen, J., Tuomivaara, S., Uuksulainen, S., Viluksela, M. and Virtanen, S. (eds.) (2013), *Työ ja terveys Suomessa 2012 [Work and Health in Finland 2012]*, Seurantatietoa työoloista ja hyvinvoinnista, Finnish Institute of Occupational Health, Helsinki, available at [http://www.ttl.fi/fi/verkkokirjat/tyo\\_ja\\_terveys\\_suomessa/Documents/Tyo\\_ja\\_Terveys\\_2012.pdf](http://www.ttl.fi/fi/verkkokirjat/tyo_ja_terveys_suomessa/Documents/Tyo_ja_Terveys_2012.pdf). Summary in English on pp. 237–249.

## Finland

### MEADOW

**Survey name (original):** Organisaatioiden ja työn dynamiikka – MEADOW-tutkimus Suomessa

**Institute:** The Finnish Funding Agency for Technology and Innovation (Tekes) commissioned the Work Research Centre of the University of Tampere to carry out the survey. The data was collected by Statistics Finland. Tekes is a publicly funded expert organisation for financing research, development and innovation.

**Date (year) of editions:** 2012

**Next edition planned:** Not applicable

**Objective(s):** The main goals of the MEADOW project in Finland are as follows:

- to help form a better understanding of the dissemination of advanced organisational and management practices in Finnish companies;
- to help better understand how the application of these practices is associated with company or organisational performance and employee well-being;
- to help understand what kind of developmental needs and knowledge gaps companies and other organisations may have;
- to support the implementation of the national working life development strategy to 2020, coordinated by the Ministry of Employment and the Economy;
- to help Tekes direct its research and development funding in the area of workplace innovation;
- to help Tekes develop its new Liideri programme 2012–2018;
- to help Tekes better understand, in support of its new strategy, special characteristics of growth-oriented companies and their keys to success.

**Territorial scope:** National

**Economic activities:** The employer survey covers Finnish companies and public sector organisations of all sectors of the economy, excluding the agriculture, forestry and fishing sector.

**Population:** Private and public sector organisations that employ 10 or more employees and workers in these organisations. The aim was to have one or two employee respondents from each employer unit, depending on the size of the employer. The employees were chosen randomly.

**Sample:** The Register of Enterprises and Establishments and Register of Public Corporations were used as the basis for the sampling. The employer survey covers Finnish companies in virtually all sectors of the economy with 10 employees or more. A separate sample of growth-oriented companies was collected in order to do a more thorough analysis on their special characteristics. The definition of growth-oriented was that a company showed an average annual increase of personnel of at least 15% between the years 2007 and 2010. In addition, separate samples comprising parishes, municipalities and joint municipal boards, and state departments and agencies were collected.

The total number of responses from employer units was 1,561, of which 1,039 were companies. The net response rate was 76.1%. In addition, 1,711 employees were interviewed: 1,015 from small and 696 from large workplaces. The response rate for the employee survey was 48.5%. However, most of the non-response was due to the fact that some employees were no longer working for the organisation or had been working there for less than six months. Only 11% refused to take part in the survey.

**Quality control procedures:** The international **MEADOW guidelines (1.5 MB PDF)** provided a basis for the survey. The questionnaire and the sampling of the organisations were adapted to the Finnish context by the steering group, which consisted of Tekes, the Work Research Centre of the University of Tampere, Statistics Finland, the social partners and the Ministry of Employment and the Economy. Statistics Finland was responsible for the sampling and the data collection and followed their normal best practices in implementing the survey. The questionnaires and the datasets will be freely available for researchers from the **Finnish Social Science Data Archive (FSD)**.

**Interviews:** CATI, with an average duration of 22 minutes for the employer survey and 24 minutes for the employee survey.

**Subjects covered:** The questionnaires are based on the international MEADOW survey guidelines and the topics are the same as given in the guidelines:

- work organisation;
- management practices;
- use of ICT, outsourcing and collaboration;
- human resources;
- strategic objectives;
- workers' participation;
- skills;
- working time;
- employment security;
- employee well-being.

However, both the employer and the employee questionnaires were customised to better mirror the Finnish context and the interests of Finnish stakeholders. For example, measures for positive social work climate and work engagement were included in the employee questionnaire.

**Questionnaire:** Most of the questions are identical to the international MEADOW questions. Some questions are adapted to better fit the Finnish context and some new questions have been added (see above). The Finnish script is not available online, but the master employee survey questionnaire (95 KB PDF) (in English) is.

**Website:** <http://www.tekes.fi/programmes/Liideri/Current+topics/MEADOW+survey+in+Finland?type=news>

**Coordinators/contacts:**

- Simo Aho, Senior Researcher, University of Tampere
- Tuomo Alasoini, Director, Tekes

**Financed by:** Tekes

**Main references:** Not available

## France

### Working conditions surveys

**Survey name (original):** Enquêtes Conditions de travail

**Institute:** The Directorate for Research, Studies and Statistics (Direction de l'animation de la recherche, des études et des statistiques, **Dares**) in collaboration with the the National Institute for Statistics and Economic Studies (Institut national de la statistique et des études économiques, **INSEE**), governmental organisations of the Ministry of Labour

**Dates (years) of editions:** 1978, 1984, 1991, 1998, 2005. The survey is renewed approximately every seven years.

**Next edition planned:** 2013

**Objective(s):** The objectives of this survey are to permit detailed analyses of employees' working conditions by socioprofessional category and sector of activity. The survey's depth in terms of time also allows trends to be recognised. The survey consists of two sections: the 'In employment' and 'Employers' division allows complementary information to be obtained from employers alongside that gathered from employees.

**Territorial scope:** National, but overseas departments and territories were not included in the first surveys. For the first time, the 2013 survey includes four overseas departments (Martinique, Guadeloupe, Réunion and Guyane).

**Economic activities:** The surveys cover the private and public sectors. Since 1991, the surveys have covered self-employed workers (non-salariés). The 2013 survey added funding for a sample of 6,000 individuals working in the public service (3,000) and the hospital sector – private and public hospitals (3,000). The aim is to allow an in-depth analysis of these two sectors.

**Population:** The survey deals with people who are 'in employment' – in other words, everyone who has a job, be they self-employed or employed, working in the public or private sectors, or in a secure or temporary position. The 'Employers' section of the investigation comprises the employers of the employees included in the 'In employment' section if the establishment employs 10 or more people, as well as an independent sample of public and private establishments having at least 1 employee.

**Sample:** For the 2013 survey, the 'In employment' section covers a sample of 27,000 respondents (compared with 18,000 in 2005) selected as representative of all households on the basis of a stratified sample in mainland France and in the overseas departments included in the survey. Additional samples of employees were selected as representative of the overseas departments (4,000), as well as for the entire public service and healthcare establishments, providing a sample comprising 6,000 for these two sectors. However, according to Dares, these targets have been surpassed and the survey will obtain over 30,000 respondents.

The sample for the 'Employers' section comprises about 17,000 employers of the employees taking part in the survey (provided that the employer has a minimum headcount of 10) and is a direct random sample in order to ensure that the employer group is fully representative. This random sample of 7,000 establishments was drawn from the SIRENE business register and is representative of the economy as a whole. In total, the sample size of the 'Employer' section is 24,000. According the Dares, the expected number of respondents will reach 15,000 (about 60% of the sample).

**Quality control procedures:** The survey was approved by the French National Council for Statistical Information (Conseil national de l'information statistique, **CNIS**). On 8 December 2011, the CNIS awarded it a quality label (*label d'intérêt général et de qualité statistique*). The CNIS regrets the lack of questions about telework, balance between private life and work, and commuting accidents. Until 2005, the working conditions survey was part of the LFS conducted by INSEE. Since 2005, it has been an independent survey. It respects all the quality rules of the French public statistics system.

**Interviews:** The 'In employment' section was completed by means of CAPI interviews with one or two household members, conducted by INSEE researchers, who were equipped with a computer and visited the homes of those taking part in the survey. The last part of the interview comprises a section for self-completion with headphones. As the questions are sensitive (exposure to harassment, perception of the future), the interviewee listened alone to the question, using headphones, and answered them alone on the computer. Thus, the researcher or the household members who were in the same room had no influence on the interviewed person. The data for this part of the survey were collected from October 2012 to February 2013.

The average time taken to complete the 'In employment' questionnaire was estimated to be just under one hour for one person and 1 hour 45 minutes for two people taking part in one household. In a household with two members, both are interviewed together for the first part of the questionnaire (common question on the size of the household, the cost of rent) and separately for the second part. They are interviewed one after the other, if they have time, or the researcher makes a new appointment. If there are more than two members, the researcher applies a random selection to select the person who will be interviewed.

The data for the 'Employers' section were collected from November 2012 to August 2013. This part of the survey was conducted by post, with follow-up telephone calls and/or emails and the option for companies to respond online.

**Subjects covered:** In 1978, the survey focused on the industrial environment. The survey has been augmented since 1991 by a description of factors relating to mental strain and room for manoeuvre when carrying out instructions. In 1998, it was supplemented by questions about splitting working hours or their unpredictability, as well as workplace accidents. In 2005, new questions were introduced relating to mental strain at work and to companies' risk prevention policies. For the 2013 survey, the 'In employment' section deals primarily with issues such as:

- working hours and how they are organised;
- work organisation and working patterns;
- risks and arduous working conditions and their prevention;
- psychosocial issues;
- relations with the general public;
- violence at the workplace.

The principal topics addressed by the 'Employers' section concern the company's market presence and its relations with its environment (share of the main client in its turnover, number of subcontractors); work organisation; risk prevention practices; and the management of human resources.

**Questionnaire:** [The employee questionnaire \(742 KB PDF\)](#) (in French) has seven headings:

- Work activity: Questions about the job being performed, seniority in that job and in the company, the employing establishment and pay.
- Organisation of working time: Work duration, part-time working, weekly and monthly breakdown of working hours, scheduling of working hours, daily working hours, additional hours, standby duties and paid leave.
- Work organisation: Working patterns, autonomy, room for manoeuvre, atmosphere at work, employee representation, IT resources and use of IT, prospects, change.
- Physical stresses, risk prevention and accidents: Harmful environmental factors, physical stresses and risks, risk prevention, accidents at work.
- Health.
- Family and vocational history: Your parents, education, career path.
- Self-completed questionnaire: Relations with others at work, causes of satisfaction and difficulty at work, the worker's opinion of his or her daily life.

The 'Employers' questionnaire varies according to the type of establishment.

- The [public sector questionnaire \(539 KB PDF\)](#) is intended for administrative establishments of the state and of regional and local authorities (in French) and has 71 questions.
- The [hospital sector questionnaire \(568 KB PDF\)](#) (in French) is for hospitals and private clinics and has 76 questions.
- The [commercial and voluntary sectors questionnaire \(540 KB PDF\)](#) (in French) for all remaining establishments has approximately 80 questions. This questionnaire is broken down according to the following headings:
  - General characteristics of the establishment: Number of years of activity, extent of subcontracting, membership of a group.
  - Workforce management: Number of employees, weekend work, non-standard working hours, collective redundancies during the past 12 months, existence of job appraisal reviews, proportion of employees paid at a flat daily rate, training budget as a proportion of the wage bill.
  - Work organisation: Existence of fluctuating activity levels, reduction or increase in working hours or headcount during the past 12 months, decision-making bodies (board, supervisory board), organisation methods, changes in the structure of the company during the past 12 months.
  - Use of ICT: Use of ICT tools by the employees, employees participating in teleworking.
  - General management of health and safety in the establishment: Employees' exposure to a list of physical stresses, use of personal and collective protective equipment, replacement of a dangerous item of equipment during the last 12 months, number of accidents at work, procedure in the event of an accident at work, occupational medicine and employee health checks, incentives for improving health and safety at work, drawing up a unified risk assessment document.
  - Psychosocial risks and their management within the establishment: Exposure of employees to risks associated with mental strain, prevention of stress.

- Workplace representation: Existence of a works council, workers' delegates and/or shop stewards, existence of a health and safety committee (CHSCT), functioning of the CHSCT, existence of a negotiation concerning working conditions in the last 12 months, general climate in the company, collective disputes.

See also [previous questionnaires](#).

**Website:** <http://travail-emploi.gouv.fr/etudes-recherches-statistiques-de,76/statistiques,78/conditions-de-travail-et-sante,80/les-enquetes-conditions-de-travail,2000/>

**Coordinators/contacts:**

- Thomas Coutrot, Chef du Département Conditions de travail et santé, Dares
- Elisabeth Algava, Dares ('In employment' section)
- Selma Amira, Dares ('Employer' section)

**Financed by:** Ministry of Labour

**Main references:** (Since 2005)

Bué, J. (2005), 'Travail de nuit et du soir depuis 10 ans: une progression plus rapide pour les femmes que pour les hommes', *Premières synthèses*, No. 40.2, Dares, available at <http://travail-emploi.gouv.fr/IMG/pdf/Travail-nuit-progression-plus-rapide-pour-les-femmes.pdf>.

Bué, J. and Sandret, N. (2007), 'Contact avec le public: près d'un salarié sur quatre subit des agressions verbales', *Premières synthèses*, No. 15.1, Dares, available at <http://travail-emploi.gouv.fr/IMG/pdf/2007.04-15.1.pdf>.

Bué, J., Coutrot, T. and Puech, I. (2006), *Conditions de travail: Les enseignements de vingt ans d'enquête*, Octares.

Bué, J., Coutrot, T., Guignon, N. and Sandret, N. (2008), 'Les facteurs de risques psychosociaux au travail: une approche quantitative par l'enquête Sumer', *Revue française des affaires sociales*, No. 2-3.

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Klein, T. and Long, K. (2013), 'Conditions de travail, organisation du travail et usages des TIC selon les métiers: Une exploitation de l'enquête Conditions de travail', Document de travail No. 2013-03, Centre d'analyse stratégique, available at <http://www.strategie.gouv.fr/content/dt-2013-03-conditions-de-travail-organisation-du-travail>.

## France

### Medical Monitoring Survey of Professional Risks

**Survey name (original):** Enquête ‘Surveillance médicale des expositions aux risques professionnels’ (Sumer)

**Institute:** The General Directorate of Labour (Direction Générale du Travail, DGT) and the Directorate for Research, Studies and Statistics (Direction de l’animation de la recherche, des études et des statistiques, Dares), both affiliated to the Ministry of Work, Employment, Vocational Training and Social Dialogue (Ministère du Travail, de l’Emploi, de la Formation professionnelle et du Dialogue social)

**Dates (years) of editions:** 1987, 1994, 2003, 2010

**Next edition planned:** 2017

**Objective(s):** The main objective is to map the exposure of employees to occupational risks in France in order to assess the overall situation and to develop preventive measures for all actors involved in occupational health and safety.

**Territorial scope:** Metropolitan France and, since 2010, the overseas department of Réunion

**Economic activities:** Employees in all companies covered by the general scheme of French occupational medicine regulation, which is virtually the whole private sector. In addition, the survey covers most public hospitals (since 2003) and state-owned companies (since 2003, the gas and electricity provider, EDF-GDF; the postal service, La Poste; the rail transport operator, SNCF; the Air France airline; and since 2010, the public transport operator for the Paris region, RATP) and large parts of public administration (since 2010, excluding, most notably, national education).

**Population:** 21.7 million employees in France, or about 90% of the workforce

**Sample:** The study draws on a random sample of about 20% of all chartered medical officers in France (some 2,400 participants) who were asked to conduct interviews and hand out questionnaires (see below). During the period of the study (January 2009 to April 2010), the doctors examined 53,940 employees, 89% of which took part in the interview (47,983 people). 97% of the latter also filled in the questionnaire.

#### Quality control procedures:

- Survey design: The study was examined and approved by the National Council for Statistical Information (Conseil national de l’information statistique, CNIS).
- Fieldwork: The research design allowed the workplace’s medical officer to launch further investigations if they felt that an employee’s response during the interview was inaccurate.
- Data processing: Data were adjusted to account for some biases in data collection. First, the personal characteristics of the interviewee (the medical officer) were controlled for, as these might have influenced the doctor’s willingness to participate. Second, it was assumed that there was a correlation between frequency of visits to the company’s medical officer and exposure to risks (employees who were more frequently exposed also consulted the doctor more often and thus might have had a higher probability of being included in the sample). Third, non-response analysis was conducted. Finally, data were weighted in order to account for general sampling biases with regards to characteristics of the employees and their workplace (gender, age, nationality, type of working time, socioprofessional category, sector and workplace size). [Detailed documentation \(272 KB PDF\)](#) is available (in French).

**Interviews:** The study consists of two different steps: interviews and pen-and-paper questionnaires. The interviews were conducted by the workplace's medical officer during their regular compulsory medical examination. This approach allowed the doctors to help respondents when the questions were technically challenging and gave some control over the accuracy of the answers. This part of the study covers the technical and factual questions, including questions on the employer and some personal characteristics of the respondent.

All employees who agreed to participate in the study were given a pen-and-paper questionnaire that they were asked to complete in the waiting room, either before or after the interview. The questionnaires cover personal experience and psychosocial factors.

There is no information available on the average duration of the interviews or the questionnaire.

### Subjects covered:

- Workplace and employee characteristics
- Organisational and relational constraints
- Physical constraints
- Exposure to chemical agents
- Exposure to biological agents
- The medical officer's assessment of the workplace
- The employees' opinion on their situation at work

### Questionnaire:

The **face-to-face questionnaire (187 KB PDF)** (in French) was completed by medical officers and comprised 153 items.

The **pen-and-paper questionnaire (61 KB PDF)** (in French) was completed by respondents and comprised 70 closed questions.

**Website:** <http://travail-emploi.gouv.fr/etudes-recherches-statistiques-de,76/statistiques,78/conditions-de-travail-et-sante,80/les-enquetes-surveillance-medicale,1999/>

**Coordinators/contacts:** Dares

**Financed by:** DGT, Dares, General Directorate of Administration and the Public Sector (Direction générale de l'administration et de la fonction publique, DGAFP)

**Main references:**

*Technical documents*

Dares (nd), 'L'enquête surveillance médicale des expositions aux risques professionnels (SUMER) 2010 – présentation détaillée', available at [http://travail-emploi.gouv.fr/IMG/pdf/Presentation\\_detaillee\\_de\\_Sumer\\_2010.pdf](http://travail-emploi.gouv.fr/IMG/pdf/Presentation_detaillee_de_Sumer_2010.pdf).

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Arnaudo, B., Cavet, M., Coutrot, T. and Leonard, M. (2011), 'Enquête SUMER 2009: Bilan de la collecte', *Documents pour le médecin du travail*, No. 127, pp. 421–427, available at <http://www.inrs.fr/accueil/dms/inrs/CataloguePapier/DMT/TI-TF-196/tf196.pdf>.

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Arnaudo, B., Léonard, M., Sandret, N., Cavet, M., Coutrot, T., Rivalin, R. and Thierus, L. (2013), 'Les risques professionnels en 2010: De fortes différences d'exposition selon les secteurs', *Dares Analyses*, No. 10, February, available at <http://travail-emploi.gouv.fr/IMG/pdf/2013-010.pdf>.

Gorgeu, A. and Mathieu, R. (2012), 'Les effets de la récession sur le travail ouvrier dans la filière automobile en France: Regards croisés d'ouvriers, de représentants syndicaux et de médecins du travail', *Les Mondes du Travail*, No. 12.

## Germany

### BIBB/BAuA – Employee Survey

**Survey name (original):** BIBB/BAuA Erwerbstätigenbefragung

**Institute:** Federal Institute for Vocational Training (Bundesinstitut für Berufliche Bildung, BIBB) and Federal Institute for Occupational Safety and Health (Bundesanstalt für Arbeitsschutz und Arbeitsmedizin, BAuA)

**Dates (years) of editions:** 1979, 1985/1986, 1991/1992, 1998/1999, 2005/2006, 2011/2012

**Next edition planned:** 2017/2018

**Objective(s):** To assess work tasks, working conditions, vocational and further training, job satisfaction and the health impact of working conditions on a continuous basis.

**Territorial scope:** National

**Economic activities:** All economic activities, classified according to the German classification of economic activities (Wirtschaftszweigklassifikation, WZ 2008) by the Federal Statistical Agency, which is highly comparable to NACE Rev. 2.

**Population:** Employees aged 15 years and older, working in a paid job for at least 10 hours a week (including working family members and people on parental leave of three months' duration). People of migrant background are covered if they have the language skills to answer the questions. Apprentices in vocational training and students or people in internships are excluded. Respondents are classified according to the German Classification of Occupations (Klassifikation der Berufe, KldB 2010) by the Federal Employment Agency, which is highly comparable to ISCO-08.

**Sample:** Random sample. In 2011/2012, 20,036 people were surveyed.

**Quality control procedures:** The survey is conducted by TNS Infratest. Quality control procedures include control of questionnaire design, CATI, pre-tests, screening the representativeness of the random sample and taking measures to address any deficiency, and training, monitoring and supervision of interviewers.

**Interviews:** Telephone interview, at home; interviews take an average of 40 minutes.

#### Subjects covered:

- Physical working conditions and exposure to physical agents (noise, radiation, vibration, temperature) and to chemical/biological substances
- Working time and unusual times of work (at night, at weekends)
- Issues of work organisation and work flow (interruptions, multitasking)
- Mental strains (time pressure, workload, autonomy to decide on workload, support by colleagues, support by management)
- Job demands with regard to qualification and skills (languages, computer skills)

- Work-related changes at company level (restructuring)
- Job satisfaction
- Occupational safety and health, health management
- Personal data: Gender, age, migrant background, occupation, employment contract (standard, fixed term, temporary agency work)

**Questionnaire:** A CATI questionnaire (529 KB PDF) comprising around 600 questions.

**Website:** <http://www.bibb.de/de/62622.htm> and <http://www.baua.de/de/Informationen-fuer-die-Praxis/Statistiken/Arbeitsbedingungen/Erwerbstaetigenbefragung-2011-2012.html>

**Coordinators/contacts:**

- Dr Anja Hall, Bundesinstitut für Berufliche Bildung
- Anke Siefer, Bundesanstalt für Arbeitsschutz und Arbeitsmedizin

**Financed by:** Federal budget

**Main references:**

BAuA (2009), ‘Nutzerpotenziale von Beschäftigtenbefragungen: Repräsentative Beschäftigtenbefragungen als wichtige Informationsquelle zur Ermittlung der Arbeitsqualität’, Workshop vom 20. February 2008, Dortmund, Berlin, Dresden.

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Wittig, P., Nöllenheidt, Ch. and Brenscheidt, S. (2013), *Grundausswertung der BIBB/BAuA-Erwerbstätigenbefragung 2012*, mit den Schwerpunkten Arbeitsbedingungen, Arbeitsbelastungen und gesundheitliche Beschwerden, Dortmund Bundesanstalt für Arbeitsschutz und Arbeitsmedizin.

## Germany

### German Socioeconomic Panel Study (SOEP)

**Survey name (original):** Sozio-oekonomisches Panel (SOEP)

**Institute:** SOEP at the German Institute for Economic Research (Deutsches Institut für Wirtschaftsforschung, DIW). The SOEP is a service unit of the Gottfried Wilhelm Leibniz Scientific Association (Leibniz Gemeinschaft), a publically funded association of 86 research institutes. The SOEP unit is located at the German Institute for Economic Research in Berlin (Deutsches Institut für Wirtschaftsforschung, DIW), which is also a member of the Leibniz Gemeinschaft. Fieldwork is carried out by TNS Infratest Sozialforschung. The SOEP unit at DIW makes the data available to the research community and also conducts analyses of the data.

**Dates (years) of editions:** The SOEP is a household panel that is made up of a survey of households and of individuals. Interviews have been carried out annually since 1984 in West Germany and since 1990 in western and eastern Germany. Employment-related issues are addressed annually, while working condition issues are addressed every five years (2011 was the latest).

**Next edition planned:** 2013

**Objective(s):** The SOEP is a wide-ranging representative longitudinal study of private households that provides microdata for scientific research in the social and economic sciences.

**Territorial scope:** National

**Economic activities:** All economic activities, including private, public and non-governmental organisations

**Population:** All household members in Germany, including nationals with a migrant background and foreigners.

**Sample:** Randomised panel data. About 11,000 households and about 20,000 individual respondents (adults in the household) are sampled every year.

**Quality control procedures:** Evaluation of the work of the SOEP unit by a SOEP Scientific Advisory Board. Quality control is done by SOEP and TNS Infratest and includes the maintenance and recruitment of the panel, questionnaire design, pre-testing, screening, data weighting, CAPI training and monitoring of interviewers.

**Interviews:** PAPI and CAPI interviews, which are conducted at the interviewee's home. They take 30 to 40 minutes for individuals, or 80 to 90 minutes for two people or a household.

**Subjects covered:**

- Overall satisfaction with life
- How time is spent (leisure and work)
- Health
- Integration

- Employment or non-employment
- Status of employment, form of employment contract
- Working time (unusual working hours, contactability)
- Working conditions
- Job stability
- Satisfaction with earnings
- Existence of works council

**Questionnaire:** Mixed-mode design: paper-based questionnaires and core parts are computer-based for CAPI. From 2013 onwards, refreshment samples are totally CAPI samples.

All of the **2012 questionnaires** are available online (in German).

English versions of the **individual questionnaire (780 KB PDF)** and the **household questionnaire (530 KB PDF)** of the 2012 survey are available online.

**Website:** <http://www.diw.de/en/soep>

**Coordinators/contacts:** Dr Jürgen Schupp, DIW

**Financed by:** Joint Science Conference (Gemeinsame Wissenschaftskonferenz, GWK) by the Federal Government and the State of Berlin

**Main references:**

Bohlender, A., Huber, S. and Siegel, N. (2012), *SOEP 2011, Methodenbericht*, TNS Infratest, München.

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Wagner, G. G., Frick, J. R. and Schupp, J. (2007), 'The German Socioeconomic Panel Study (SOEP): Scope, evolution and enhancements', *Schmollers Jahrbuch*, Vol. 127, No. 1, pp. 139–169.

Wagner, G.G., Göbel, J., Krause, P., Pischner, R. and Sieber, I. (2008), 'Das Sozio-oekonomische Panel (SOEP): Multidisziplinäres Haushaltspanel und Kohortenstudie für Deutschland – Eine Einführung (für neue Datennutzer) mit einem Ausblick (für erfahrene Anwender)', *AStA Wirtschafts- und Sozialstatistisches Archiv*, Vol. 2, No. 4, pp. 301–328.

The **SOEP website** gives access to all papers on SOEP's methodology. See also the **SOEP literature database** (research based on SOEP data).

## Greece

### Survey on Reconciliation between Work and Family Life (2010 ad hoc module)

**Survey name (original):** Ειδική έρευνα σχετικά με τον συνδυασμό Εργασίας και Οικογενειακής Ζωής

**Institute:** Hellenic Statistical Authority (ELSTAT), an independent authority under the control of the Hellenic parliament

**Date (year) of editions:** Second quarter of 2010

**Next edition planned:** Not applicable

**Objective(s):** The objective of the 2010 ad hoc module on Reconciliation between Work and Family Life was to investigate whether family responsibilities affect the respondent's situation in the labour market. More specifically, the survey aimed to provide information about the degree of flexibility offered at work in terms of reconciliation with family life, the frequency of career breaks due to family responsibilities and the duration of parental leave used. Additionally, the 2010 ad hoc module aimed to investigate if, and to what extent, the lack of suitable care services for children and other dependants affects participation in the labour market.

**Territorial scope:** All NUTS 3 areas of Greece, except the Mount Athos area

**Economic activities:** All economic activities, including private and public sectors as well as non-governmental organisations

**Population:** People aged 15 to 64 years living in private households, and non-residents staying (or intending to stay) in Greece for at least one year. The target population consists of 7,230,567 people.

**Sample:** The sample for the 2010 ad hoc module on Reconciliation between Work and Family Life is based on the LFS sample, which consists of private households, selected in a two-stage process. In the first stage, 2,640 blocks (dwelling groups) from each final stratum are selected. The selection probability is proportional to their size (number of households per block), as deduced from the 2001 census. The whole country consists of 182 strata, formed by allocating municipalities and communes in three different groups in every NUTS 3 area, except from the Athens and Thessaloniki agglomerations, which are divided into 31 sections and 9 sections, respectively. In the second stage, the sample of households to be studied in the LFS is selected from each block in a systematic way. Everyone who belonged to these households and fulfilled the selection criteria was interviewed for the ad hoc survey. The sample size was 46,939 people, belonging to 22,859 different households. The non-response rate of the ad hoc 2010 module was 3.7% (expressed as a percentage of the respondents to the LFS).

**Quality control procedures:** The ad hoc surveys are conducted together with the LFS, thus they follow nearly all the same quality control procedures.

The questionnaire design included, among other things, a small pilot test of the questionnaire and identification of problems through discussions with ELSTAT interviewers. In preparation for the fieldwork, there were training seminars and guidelines for interviewers. In the fieldwork monitoring, the collected questionnaires were checked for completeness and quality of information.

Regarding data-processing and weighting, data were validated through the detection of inconsistencies between answers in the LFS questionnaire and those obtained in the ad hoc questionnaire, and through the detection of implausible answers. The final data complies with the specifications defined by the relevant EU regulation concerning the filters and data values ([Regulation \(EC\) No 20/2009 50KB PDF](#)).

The estimate of the ad hoc survey results used the same weights as the quarterly LFS. In the first step, a design weight is assigned to each person in the data file. This weight is determined by the estimated probability of selection of the particular household the person lives in. In the second step, a correction factor is applied to the primary sampling unit level (dwelling groups) to compensate for non-response. Finally, in the third step, post-stratification weights are applied to the individual level. Post-stratification variables are sex, age (five-year groups) and NUTS 2 area.

#### Interviews:

- Type: The LFS uses a rotation system of six waves, which means that each private household is questioned every quarter in six consecutive quarters. Every quarter, one-sixth of the sample is replaced while five-sixths remain the same. In the first wave (new households), face-to-face interviews are used. During the following waves, interviews can be carried out either by face-to-face interviews or by telephone.
- Location: Private households
- Method: Paper questionnaire

#### Subjects covered:

- Care responsibilities for young children or adult dependants
- Volume (in hours per week) of childcare services used by the household
- Impact of availability and affordability of care facilities in labour market participation
- Working time arrangements
- Possibility of changing working time arrangements in case of family problems
- Career breaks because of childcare
- Use of parental leave

**Questionnaire:** The questionnaire of the 2010 ad hoc module was answered by people aged 15 to 64 years in the selected sample after the completion of the LFS questionnaire. The ad hoc questionnaire consisted of three parts containing 13 closed questions, in which interviewees had to choose one answer among three or more options. Only questions referring to care responsibilities for young children or adult dependants were addressed to all of the respondents, while additional filters were used for the rest of the subjects covered by the survey. More specifically, questions concerning working time arrangements and the possibility of changing working time arrangements in case of family problems were addressed only to employees, while questions referring to career breaks and parental leave were put to everyone who had a child under 15 years old. Finally, questions on the impact of availability and affordability of care facilities in labour market participation were put to people who were not working or were working part time. The questionnaire was addressed either to the target population or to a member of their household (proxy answers). The total unweighted percentage of proxies was 44.8%, with higher percentages of men, unemployed people and people aged 15 to 24 years. [The questionnaire](#) is available online (in Greek and English).

**Website:** [www.statistics.gr](http://www.statistics.gr)

**Coordinators/contacts:** Zachariou Stylianos, Head of Labour Force Survey Section, Population and Labour Market Statistics Division, Hellenic Statistical Authority

**Financed by:** The European Commission; the grant was received under the rules and conditions of the 2009 Grant Agreement No. 10201.2009.002-2009.492.

**Main references:**

The following publications include analytical descriptions of the methodology used in the LFS survey and consequently in the ad hoc 2011 module (available only in Greek and upon request):

Pantazidis, N., *Ανασχεδιασμός του δείγματος της Έρευνας Εργατικού Δυναμικού από το έτος 1998 και εξής*, Ν. Πανταζίδης [*Redesign of Labor Force Survey sample from 1998 and onwards*].

Pantazidis, N., *Αποτελεσματικότητα των εκτιμήσεων της Έρευνας Εργατικού Δυναμικού από το έτος 1998 και εξής* Ν. Πανταζίδης [*Effectiveness of Labor Force Survey estimates from 1998 and onwards*].

A short description of the methodology can be found at the following links:

- [Greek version \(328 KB PDF\)](#)
- [English version \(283 KB PDF\)](#)
- [Final technical report of the 2010 ad hoc survey on reconciliation between work and family life \(168 KB PDF\)](#)  
(available only in English)

## Greece

### Survey on Employment of Disabled People (2011 ad hoc module)

**Survey name (original):** Ειδική Έρευνα για την Απασχόληση των Ατόμων με Προβλήματα Υγείας (ad hoc 2011)

**Institute:** Hellenic Statistical Authority (ELSTAT), an independent authority subject to the regulation of the Hellenic parliament

**Date (year) of editions:** Second quarter of 2011

**Next edition planned:** Not applicable

**Objective(s):** The main target of the ad hoc survey was to collect information about health problems that are connected to work, as well as information on how people with health problems are placed in the labour market. More specifically, the ad hoc module on the employment of disabled people aimed to explore the situation in the labour market of disabled people and to compare it with the situation of non-disabled people, to investigate if, and to what extent, health problems and difficulties impose limitations in work or on work opportunities for respondents. It also aimed to collect information on assistance needed or used by people because of health problems.

A 'health problem' was considered to be any condition or sickness suffered by the respondent with a duration (elapsed or expected) of more than six months. 'Activity difficulty' was defined as the limitation of a person in carrying out a basic, everyday life activity that is caused by a physical, sensory or mental limitation.

**Territorial scope:** All NUTS 3 areas of Greece, except the Mount Athos area

**Economic activities:** All economic activities, including private and public sectors, as well as non-governmental organisations

**Population:** People aged 15 to 64 years old living in private households, and non-residents staying (or intending to stay) in Greece at least one year. The target population consists of 7,230,679 people.

#### Sample:

- **Sampling method:** The sample of the 2011 ad hoc module on Employment of Disabled People is based on the sample of the LFS. The LFS sample, which consists of private households, is selected in a two-stage process. In the first stage, 2,640 blocks (dwelling groups) from each final stratum are selected. The selection probability is proportional to their size (number of households per block), as deduced from the 2001 census. The whole country consists of 182 strata, formed by allocating municipalities and communes in three different groups in every NUTS 3 area, except from the Athens and Thessaloniki agglomerations, which are divided into 31 sections and nine sections, respectively. In the second stage, the sample of households to be surveyed for the LFS is selected from each block in a systematic way. Everyone who belongs to these households and who fulfils the selection criteria is interviewed for the ad hoc survey.
- **Sample size:** 40,666 people, belonging to 19,843 different households. The non-response rate of the 2011 ad hoc module was 9.2% (expressed as a percentage of the respondents to the LFS).

**Quality control procedures:** Same as the previous survey (see the Survey on Reconciliation between Work and Family Life (2010 ad hoc module) above).

**Interviews:**

- Type: The LFS uses a rotation system of six waves, which means that each private household is questioned every quarter in six consecutive quarters. Every quarter, one-sixth of the sample is replaced while five-sixths remain the same. In the first wave (new households), face-to-face interviews are used. During the following waves, interviews can be carried out either by face-to-face interviews or by telephone.
- Location: Private households
- Method: Paper questionnaire

**Subjects covered:**

- Health problems and difficulties in basic activities, such as difficulties in seeing, hearing, walking
- Limitations in work because of health problems or difficulties with basic activities
- Special assistance needed or used by people with health problems or difficulties in basic activities
- Limitation in work caused by other reasons (such as family or care responsibilities, lack of qualifications or experience)

**Questionnaire:** The questionnaire was answered by people aged 15 to 64 years after the LFS questionnaire. The ad hoc questionnaire included 14 closed questions. In most of them, interviewees had to choose between two possible choices ('yes' or 'no'), while in questions exploring the most severe health problems and most severe difficulties in basic activities, respondents were asked to indicate two of them, starting with the most important. Questions 1 to 6 covered health problems, limitations in work caused by health problems and special assistance needed or used by persons with health problems, while questions 7 to 12 referred to difficulties in basic activities, limitations in work caused by them and special assistance needed or used by people with such difficulties. Finally, limitations in work imposed by the existence of other reasons not related to health problems or difficulties in basic activities as defined by the survey were investigated in questions 13 and 14. The questionnaire was addressed either to the target population or to a member of their household (proxy answers). The total unweighted percentage of proxies was 44.9%, with higher percentages of men, people aged 15 to 24 and people without any health or activity problem. The **questionnaire** is available online (in Greek and English).

**Website:** [www.statistics.gr](http://www.statistics.gr)

**Coordinators/contacts:** Zachariou Stylianos, Head of Labor Force Survey Section, Population and Labour Market Statistics Division, Hellenic Statistical Authority

**Financed by:** The European Commission; the grant was received under the rules and conditions of the 2010 Grant Agreement No. 10501.2010.004-2010.470.

**Main references:**

The following publications include analytical descriptions of the methodology used in the LFS survey and consequently in the ad hoc 2011 module (available only in Greek and upon request):

Pantazidis, N., *Ανασχεδιασμός του δείγματος της Έρευνας Εργατικού Δυναμικού από το έτος 1998 και εξής*, Ν. Πανταζίδης [*Redesign of Labor Force Survey sample from 1998 and onwards*].

Pantazidis, N., *Αποτελεσματικότητα των εκτιμήσεων της Έρευνας Εργατικού Δυναμικού από το έτος 1998 και εξής* Ν. Πανταζίδης [*Effectiveness of Labor Force Survey estimates from 1998 and onwards*].

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- [Greek version \(299 KB PDF\)](#)
- [English version \(285 KB PDF\)](#)
- [Final technical report of the 2011 ad hoc survey on the employment of disabled people \(242 KB PDF\)](#) (available only in English)

## Italy

### Quality of work survey

**Survey name (original):** La qualità del lavoro

**Institute:** The Institute for the Development of Vocational Training of Workers (Istituto per lo sviluppo della formazione professionale dei lavoratori, Isfol), a governmental organisation

**Dates (years) of editions:** 2002, 2006, 2010

**Next edition planned:** 2014

**Objective(s):** To monitor the main indicators in job quality by taking into account the increasing relevance of both non-standard employment and the service sectors by developing a set of indicators according to several Italian studies on the quality of work. The survey fills a gap on labour market knowledge left uncovered by both Istat LFS and Isfol PLUS.

**Territorial scope:** National

**Economic activities:** All

**Population:** The employed population above the age of 16 (23 million in 2009).

**Sample:** 5,000. The sampling method is a three-stage sampling. First stage: simple stratified sample of municipalities stratified by region and size. Second stage: systematic sample of families with at least one employed person drawn from telephone records. Third stage: random sample by choosing one employed person per family, the one with the next birthday after the date of the interview. Ex-post-weighting procedure by calibrating on Istat LFS annual average of the previous year (2009).

**Quality control procedures:** Pre-testing of the questionnaire; ex-post correction by weighting cases; automatic monitoring tool in order to control response progress of the correspondence between the sample and the target population by considering key variables such as age, gender, and the type of employment (procedure introduced in 2006); checks on recorded interviews allowed to validate records for each interview.

**Interviews:** CATI interviews, at home. There is no information on the average duration, but a duration of about 25 minutes had been planned.

**Subjects covered:** The subjects are mostly drawn and adapted from the Eurofound's fifth EWCS.

- Family and personal sociodemographic characteristics
- Employment and workplace description
- Working time and pace of work
- Income from work
- Work–life balance

- Physical working conditions and risk factors
- Discretion and task control
- Relations at work and psychosocial risk factors
- Job complexity, training and its adequateness
- Job satisfaction, both synthetic and analytic

**Questionnaire:** The questionnaire has been considerably enlarged compared to the 2006 wave. It has 108 questions with 27 sub-questions, with limited differences between employees and the self-employed. Sections on job content, discretion and task control, job complexity and training have been considerably expanded.

**Website:** [http://www.isfol.it/temi/Lavoro\\_professioni/mercato-del-lavoro/indagine-sulla-qualita-del-lavoro-in-italia](http://www.isfol.it/temi/Lavoro_professioni/mercato-del-lavoro/indagine-sulla-qualita-del-lavoro-in-italia)

**Coordinators/contacts:**

- Valentina Gualtieri, Coordinator, Isfol
- Marco Centra, Maurizio Curtarelli, Francesca Bergamente, Tiziana Canal, Claudia Tagliavia

**Financed by:** European Social Fund

**Main references:** Forthcoming. **Preliminary results** presented at a December 2012 meeting in Rome.

## Italy

### Survey of changes in work

**Survey name (original):** Indagine sul lavoro che cambia

**Institute:** Partito Democratico (PD)

**Dates (years) of editions:** 2002, 2009

**Next edition planned:** Not yet planned

**Objective(s):** To investigate changes in the quality of working life, work expectations (including the perception of security), relationships with trade unions and political representation

**Territorial scope:** National

**Economic activities:** All sectors

**Population:** All employed people: about 23 million

#### Sample:

- 2002: Over 22,000 collected without any sampling methodology at meetings, large workplaces and online by means of the party's website (over 1,200), including those who were not in employment.
- 2009: 5,522 interviews. Sampling methods were not specified in the report.

**Quality control procedures:** The 2002 wave did not adopt any quality control procedures, and none were specified in the 2009 report. Researchers carried out ex-post control in order to exclude incomplete or inconsistent records.

**Interviews:** 5,522 interviews: about 5,000 were collected using a CATI methodology, while about 500 were collected online through PD websites and related associations, such as Associazione Nuovo Welfare and Tutelare i Lavori.

#### Subjects covered:

- Quality of working life: working times, wages, job satisfaction, learning and training;
- Job security
- Work expectations
- Social and political issues
- Workers' and political representation
- Personal and family characteristics, including financial commitments and wage adequateness.

The second wave further investigated autonomy at work, alienation and negative work factors, working times, and occupational and professional status.

**Questionnaire:** The 2009 questionnaire comprised 65 questions and is available on request. The 2002 questionnaire had 40 questions and was included in the report.

**Website:** None

**Coordinators/contacts:** Professor Domenico Carrieri, University of Rome

**Financed by:** Partito Democratico

**Main references:** None

## Italy

### PLUS – Participation, labour, unemployment survey

**Survey name (original):** PLUS – Participation, labour, unemployment survey

**Institute:** The Institute for the Development of Vocational Training of Workers (Istituto per lo sviluppo della formazione professionale dei lavoratori, Isfol), a governmental organisation

**Dates (years) of editions:** 2004 (a pre-test survey without a section on quality of work with almost 10,000 interviews), 2005, 2006, 2008, 2010, 2011, 2013

**Next edition planned:** Not documented

**Objective(s):** The survey aims to integrate the LFS, carried out by the National Statistics Institute (Istituto nazionale di statistica, *Istat*), by identifying both formal and substantive characteristics of employment contracts (such as ‘bogus’ self-employed), including wages and quality of work and employment, and to investigate in detail the labour search process by focusing on the complexity of search chains.

**Territorial scope:** Nationwide

**Economic activities:** All economic activities

**Population:** In the 2013 edition, the population was aged 18 to 75 (about 44 million people). Up to the 2011 wave, the population surveyed was aged 15 to 64 years.

**Sample:** A stratified random sampling design, extracted from telephone data files, with proportional allocation in layers and ex-post calibration for each layer. Each layer corresponds to a key target. There were about 55,000 interviews in 2013, of which over 60% had already been interviewed in the 2011 wave. A sub-sample of 3,000 individuals who were surveyed by PIAAC (Programme for the International Assessment of Adult Competencies, conducted by OECD Italy) were re-called for PLUS in order to analyse the competencies and skills examined by the latter’s theoretical framework. Regional-level samples are also statistically representative.

Sample size in previous waves:

- 2005: 40,836
- 2006: 37,513 (of which 62% were already interviewed in 2005)
- 2008: 33,930 (of which 60% were already interviewed in 2006)
- 2010: 38,675 (of which 60% were already interviewed in 2008)
- 2011: about 38,000 (of which 60% were already interviewed in 2010)

Sample strategy: PLUS is a ‘complex survey’, made up of nine sub-samples, each corresponding to a key target, with a pre-interview in order to assign one of these targets. Each sub-sample is stratified according to five variables (region, size of the municipality, gender, employment status, age group). A tenth target was added in the 2011 wave in order to consider the ageing of the workforce.

The 10 key targets are as follows:

1. Young workers, aged between 18 and 29 years
2. Young job-seekers, aged between 18 and 29 years
3. Young person of other status (student or inactive), aged between 18 and 29 years
4. Active women, aged between 18 and 39 years
5. Inactive women, aged between 18 and 39 years
6. Active seniors, aged between 50 and 64 years
7. Inactive seniors (retired from work), aged between 50 and 64 years
8. Unemployed (expanded definition), aged between 15 and 64 years
9. Employed, aged between 15 and 64 years
10. Individuals aged 65 to 75 years old

Further methodological details (in Italian) can be found in [Giammatteo \(2006\) \(374 KB PDF\)](#) for the overall sampling methodology and in Chapter 9 of the report [Labour economics PLUS empirical studies](#).

**Quality control procedures:** Quality assurance is a key feature in subcontracting interviews. Tender specifications require the contractor to provide specific training from Isfol researchers to the interviewers, provide evidence of low turnover in the call centres, adopt techniques aimed at reducing missing responses, and continuously monitor the response rate. In order to reduce non-sampling error reduction, an integrated system of monitoring interviews is implemented, with two aims: real-time monitoring of the interviews, with the aim of identifying and correcting, as far as possible, the main sources of non-sampling errors; and to make available all information relating to the calls and to attempt to systematise this for the calculation of important indicators on the quality of the survey.

The selected sampling strategy aims to minimise sample bias, however correct, by ex-post weighting, by correcting both outliers and missing values according to recent statistical techniques.

**Interviews:** CATI, at home. Average duration: 22 minutes.

**Subjects covered:**

- Employment contracts and fulfilment of their legal requirements
- Job search and employment services
- Training
- Pay levels and forms
- Competence levels and skills matching
- Work–life balance
- Job satisfaction over specific issues

- Working times
- Place of work
- Work career

**Questionnaire:** The 2011 [questionnaire \(310 KB PDF\)](#) (in Italian) was extended in order to include a section on competences for the purpose of enabling its integration with the Isfol [MAcAD \(148 KB PPT\)](#) survey. It now has about 280 questions divided into four sections: general and personal characteristics; a section for employed people with sub-sections on wages, working times and working conditions, career and past job search, as well as specific sub-sections for each type of employment contract; a section for jobseekers; and a section for inactive people. Actual responses range from about 50 (no change in employment) to 100.

**Website:** [http://www.isfol.it/temi/Lavoro\\_professioni/mercato-del-lavoro/plus](http://www.isfol.it/temi/Lavoro_professioni/mercato-del-lavoro/plus)

**Coordinators/contacts:** Emiliano Mandrone, Debora Radicchia, Michele Giammatteo, Isfol

**Financed by:** Ministry of Labour and the European Social Fund

**Main references:** None

## Slovakia

### Information System on Working Conditions (ISWC)

**Survey name (original):** Informačný systém o pracovných podmienkach

**Institute:** TREXIMA Bratislava, a private research institute

**Dates (years) of editions:** Since 1994

**Next edition planned:** 2013

**Objective(s):** The Information System on Working Conditions (ISWC) greatly influences labour relations, as it provides actual and objective information about working conditions, wages and social conditions in Slovakia. Policymakers can take advantage of this information for social dialogue and for planning collective agreements at higher or corporate level, for example. ISWC outputs help by enhancing employers' social policy, providing objective information on wages, determining minimal wage tariffs and improving working conditions. These outputs also have a key role as information sources for decision-making and conceptual activities of central and regional bodies and tripartite cooperation.

**Territorial scope:** National

**Economic activities:** Enterprises registered in the commercial register, budgetary organisations, contributory organisations and other non-profit organisations, regardless of the number of employees and the main activity

**Population:** Employers in all sectors and regions of Slovakia

**Sample:** The survey involved more than 5,000 employers. The sample covers employers with more than 100 employees from all regions and sectors of the Slovak economy. Employers with fewer than 100 employees are selected on the basis of a random stratified selection without repetition. At present, the sample represents 48% of the total number of employees in Slovakia. The results are published as grossed data. In 2012, there were 5,261 reporting units.

**Quality control procedures:** Two main quality control procedures are applied. First, limits and average values for individual surveyed items are defined on the basis of enterprise collective agreements that were in force in the previous years. Those elements are used in the recording programme, guaranteeing protection against incorrect data. Second, extreme values identified during the recording of data are verified directly with the reporting units. The statutory representatives of enterprises and organisations are contacted via telephone or email in order to confirm the accuracy of the data.

**Interviews:** By telephone, online and by post. The questionnaires are filled in at the workplace. The questionnaires are provided during June of the given year and the employers complete them the following month. They are processed until October of the same year. On average, it takes 1 hour 20 minutes to complete the form.

**Subjects covered:**

Part A: Contractual relations between employers and employees

- Number of employees and other individuals (physical persons)
- Contractual relations between employers and employees
- Cooperation between contracting parties and contributions from the trade unions

Part B: Agreed wages, working conditions and social conditions for the year of the survey

- Growth of wages, severance pay, retirement benefits
- Remuneration – agreed wage tariffs
- Wage benefits, compensation for work readiness, other fulfilments
- Working time and rest time
- Time off work granted for obstacles in the work on the side of the employee
- Planned use of social fund
- Method of providing catering for employees
- Forms of corporate social policy
- Overtime work

Part C: Funds spent in the last year

- Expenditure on occupational safety and health
- Wage compensation for difficult conditions of work
- Employers' benefits for employees (for example, loans, supplementary pension insurance, remunerations provided at work)

**Questionnaire:** The questionnaire has three parts (A, B, C). The number of modules varies each year (on average, 15 to 16), but the number of indicators does not change. **Form V 6-01 (626 KB PDF)**, the last questionnaire, is available online.

**Coordinators/contacts:** Ing. Ivana Císarová, Senior Consultant section of statistics and forecasting

**Financed by:** Ministry of Labour, Social Affairs and Family (MPSVR SR)

**Main references:**

MPSVR SR (2012), *Informačný systém o pracovných podmienkach 2013* [Information system on working conditions 2013].

## Spain

### National Survey on Working Conditions

**Survey name (original):** Encuesta Nacional de Condiciones de Trabajo (ENCT)

**Institute:** The National Institute of Safety and Health in the Workplace (Instituto Nacional de Seguridad e Higiene en el Trabajo, **INSHT**), a governmental organisation responsible for the promotion of the improvement of health and safety conditions in the workplace, under the auspices of the Ministry of Employment and Social Security

**Dates (years) of editions:** 1987, 1993, 1997, 1999, 2003, 2007, 2011

**Next edition planned:** 2015

**Objective(s):** To obtain information on how Spanish workers perceive their own working conditions

**Territorial scope:** All of Spain (except for Ceuta and Melilla, the Spanish territories in Northern Africa)

**Economic activities:** All activity sectors

**Population:** All of the working population (aged 16 and over), both employees and self-employed

**Sample:** For the 2011 edition, 8,892 interviews were carried out. The sampling strategy is based on sector, company size and regional quotas. Sampling error is  $\pm 1.06\%$ , at 95.5% confidence level, with  $P=Q$ .

**Quality control procedures:** Both the INSHT and the company subcontracted to carry out the research process applied quality control procedures. The subcontractor supervised the work carried out by their interviewers, and a selected sample of interviewees was called after the interview had been done to prove that they had participated effectively. The codification of the data collected was also supervised. In addition, the INSHT verified the accurate completion of a sample of questionnaires, and it also revised the codification of the open questions.

**Interviews:** The survey is based on face-to-face interviews at the interviewee's home. Two methods for gathering information are used: TAWI, using a tablet PC, and PAPI, using a paper questionnaire. The average duration of each interview is 27.1 minutes.

**Subjects covered:** The questionnaire is structured according to the following sections:

- labour situation and type of contract;
- details on the workplace;
- type of job;
- physical elements;
- chemical and biological pollutants;
- safety conditions;

- job design, workload and psychosocial factors;
- prevention organisation;
- working time;
- prevention activities;
- information and training;
- violence and harassment at work;
- health damage;
- personal data.

**Questionnaire:** The **questionnaire** has 62 questions.

**Website:** <http://encuestasnacionales.oect.es/>

**Coordinators/contacts:** Antonia Almodóvar Molina, Research and Information Department of the National Institute of Safety and Health in the Workplace

**Financed by:** Spanish Ministry of Employment and Social Security

**Main references:**

National Institute of Safety and Health in the Workplace (2011), *VII Encuesta Nacional de Condiciones de Trabajo* [Seventh national working conditions survey].

National Institute of Safety and Health in the Workplace (2011), *Exposición a riesgos en el trabajo. Principales resultados de la VII Encuesta Nacional de Condiciones de Trabajo* [Exposure to risks at work: Main results of the Seventh national working conditions survey].

National Institute of Safety and Health in the Workplace (2011), *VII Encuesta Nacional de Condiciones de Trabajo (ENCT 2011): Objetivos y metodología* [Seventh national working conditions survey: Objectives and methodology].

**Online analysis of results** is also available.

## Spain

### National Survey on Quality of Life in the Workplace

**Survey name (original):** Encuesta de Calidad de Vida en el Trabajo (ECTV)

**Institute:** Spanish Ministry of Employment and Social Security (**Ministerio de Empleo y Seguridad Social**), a government ministry

**Dates (years) of editions:** Yearly since 1999 (except for 2005). The last edition was published in 2010.

**Next edition planned:** Not applicable

**Objective(s):** To research the quality of life of employees in the workplace from two perspectives: by obtaining information about the situations and activities in employees' work and family environments; and by obtaining subjective information about the personal perceptions that workers have about their labour relations and conditions. Thus, this research combines both objective and subjective information.

**Territorial scope:** All of Spain (except for Ceuta and Melilla, the Spanish territories in northern Africa)

**Economic activities:** All activity sectors

**Population:** All of the working population (aged 16 and over), both employees and self-employed

**Sample:** The 2010 national sample is made up of 9,240 employed workers. It includes a minimum of 200 employed workers per autonomous community. The sampling strategy is based on regional quotas (stratified sampling). The sample has been designed according to a three-stage stratified sampling, where the strata come from crossing autonomous community and municipality size. In the first stage, a sample of census sections is selected from each stratum with probabilities proportional to the size of each section. In the second stage, from each census section selected, a sample of households is then selected, with equal probabilities for each of the households in the section. Finally, in each household selected in the second stage, an employed worker is randomly selected.

**Quality control procedures:** Quality controls are applied in the different stages of the surveying process, including information gathering, selection of the employees interviewed, codification, debugging, and treatment of incidences and their replacement.

**Interviews:** The interviews are carried out by phone, using the CATI system. The interviews are carried out in person through the CAPI system only when it is not possible to get in touch with the contacts on the phone.

**Subjects covered:** The survey is structured in eight different sections:

- general satisfaction at work
- satisfaction with work organisation
- implementation and training
- satisfaction with the employment contract

- satisfaction with health and safety conditions
- working conditions (work organisation, remuneration, work environment)
- academic and professional training
- labour and geographic mobility
- work–life balance

**Questionnaire:** The [questionnaire](#) has 101 questions. It is available only in Spanish.

**Website:** [www.empleo.gob.es](http://www.empleo.gob.es)

**Coordinators/contacts:** Dolores Allona Alberich, General Sub-director, General Sub-directorate of Statistics, Ministry of Employment and Social Security

**Financed by:** Spanish Ministry of Employment and Social Security

**Main references:**

Ministry of Employment and Social Security (2010), *Encuesta de Calidad de Vida en el Trabajo, 2010* [Survey on Quality of Life in the Workplace], Madrid.

**Statistical tables and other online resources**

## Sweden

### The work environment

**Survey name (original):** Arbetsmiljön

**Institute:** Swedish Work Environment Authority, a governmental organisation

**Dates (years) of editions:** 1989, 1991, 1993, 1995, 1997, 1999, 2001, 2003, 2005, 2007, 2009, 2011

**Next edition planned:** 2013

**Objective(s):** To describe the work environment of the employed population between the ages of 16 and 64

**Territorial scope:** National

**Economic activities:** All economic activities, including private and public sectors

**Population:** Employed population aged 16 to 64 years; the population size is about 4.6 million.

**Sample:** Stratified sample of the employed population divided by sex and county. Within each stratum, a simple random sample is applied. Sample size is 16,000 (2011).

**Quality control procedures:** Estimation of sampling bias; correction of over-coverage; previous questionnaire design studies; two-phase sampling with support variables to counter non-response bias; computerised inspection; previous non-response investigations; error control of postal survey.

**Interviews:** Structured CATI interviews are conducted as an addition to the LFS (Arbetskraftsundersökning, AKU). The telephone interviews are followed by a postal or web questionnaire.

#### Subjects covered:

- General working conditions
- Stress, demands, influence and social relations
- Working conditions in the last three months
- Working posture and motions
- Physical work environment
- Education
- Workplace communication
- Work environment management
- Systematic work environment management
- Occupational health services

- Recovery
- Attending work while ill
- Changes in assignments due to health considerations
- Experiences of work

**Questionnaire:** The whole survey contains approximately 85 multiple-choice and yes/no questions. All the questions are in the **survey report (10.5 MB PDF)**.

**Website:** [http://www.av.se/statistik/officiellt/arbetsmiljon\\_2011.aspx](http://www.av.se/statistik/officiellt/arbetsmiljon_2011.aspx)

**Coordinators/contacts:**

- Matts Rydin, Swedish Work Environment Authority
- Frida Westling, Statistic Sweden (SCB)

**Financed by:** Swedish Work Environment Authority, Ministry of Employment of the Swedish Government

**Main references:**

Swedish Work Environment Authority (2012), *Arbetsmiljön 2011* [*The work environment 2011*], Arbetsmiljöstatistik Rapport 2012:4, available at [http://www.av.se/dokument/statistik/officiell\\_stat/ARBMIL2011.pdf](http://www.av.se/dokument/statistik/officiell_stat/ARBMIL2011.pdf).

## Sweden

### Work-related disorders

**Survey name (original):** Arbetsorsakade besvär

**Institute:** Swedish Work Environment Authority, a governmental organisation

**Dates (years) of editions:** 1991, 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2008, 2010, 2012

**Next edition planned:** 2014

**Objective(s):** To describe the health problems that people attribute to their work, the parts of the body affected by these disorders, and aspects of their work that could have caused these problems

**Territorial scope:** National

**Economic activities:** All economic activities, including private and public sectors

**Population:** The employed population aged 16 to 64 years; the population size is about 4.6 million (2012).

**Sample:** Stratified sample of the employed population divided by sex and county. Within each stratum, a simple random sample is applied. Sample size is 20,037 (2012).

**Quality control procedures:** Estimate of sampling bias; correction of over-coverage; post-stratification; computerised inspection; previous non-response investigations.

**Interviews:** CATI interviews are conducted as an addition to the LFS (Arbetskraftsundersökning, AKU). Each interview lasts for 5 to 10 minutes.

### Subjects covered:

All data are related to work-related health disorders.

- Health problems due to occupational injury or injury during the commute to or from work or due to other work-related causes
- Sick leave
- Contact with physicians
- Characteristics of the health condition
- Causes of the health condition
- Rehabilitation planning
- Changes in work assignments

- Changes in the workplace
- Work injury reporting

**Questionnaire:** The questionnaire consists of 23 or 24 multiple-choice and yes/no questions. The **questionnaire (4.8 MB PDF)** is added as an appendix to the full report.

**Website:** [http://www.av.se/statistik/officiellt/arbetsorsakade\\_besvar\\_2012.aspx](http://www.av.se/statistik/officiellt/arbetsorsakade_besvar_2012.aspx)

**Coordinators/contacts:**

- Börje Bengtsson, Swedish Work Environment Authority
- Frida Westling, Statistics Sweden (SCB)

**Financed by:** Swedish Work Environment Authority, Ministry of Employment of the Swedish Government

**Main references:**

Swedish Work Environment Authority (2012), *Arbetsorsakade besvär 2012* [*Work-related disorders 2012*], Arbetsmiljöstatistik Rapport 2012:5, available at [http://www.av.se/dokument/statistik/officiell\\_stat/ARBORS2012.pdf](http://www.av.se/dokument/statistik/officiell_stat/ARBORS2012.pdf).

## UK

### Skills and Employment Survey

**Survey name (original):** Skills and Employment Survey

**Institute:** The Economic and Social Research Council (ESRC) and the UK Commission for Employment and Skills (UKCES) (non-departmental body). The Wales Institute for Social and Economic Research, Data and Methods (WISERD) funded a boost to the sample in Wales; WISERD is a research centre funded by the ESRC and the Higher Education Funding Council for Wales.

**Dates (years) of editions:** The survey builds upon previous ESRC-funded studies and continues a series that began in 1986.

- 1986: Social Change and Economic Life Initiative
- 1992: Employment in Britain
- 1997, 2001, 2006, 2012: Skills Survey

**Next edition planned:** Not specified

**Objective(s):** The survey aimed to set a benchmark for future research in the field and to become a key and distinctive resource for research on contemporary working life. The survey will allow some contemporary international comparison with similar surveys held in other countries. Stemming from this overarching aim, there are four objectives:

- describe and analyse the level and distribution of skills requirements of jobs in British workplaces in 2012 and compare these patterns with earlier data points;
- similarly, describe and analyse the level and distribution of key aspects of workers' experiences of their jobs in 2012, and compare with earlier data points;
- use the data to develop three distinctive, original and substantive contributions to scholarship surrounding job quality and job skill;
- make the data available and provide the necessary data support and infrastructure for further analyses by academic or policy-based researchers in the field of skills and job quality.

**Territorial scope:** Britain (south of the Caledonian Canal)

**Economic activities:** Private and public sector employees and self-employed

**Population:** 3,200 people in paid employment in Britain – 2,782 in the main survey and 418 in the Wales boost

**Sample:** The survey aimed to provide a representative sample of people of working age living in private households in Britain. Two eligibility criteria were applied: aged between 20 and 65 years inclusive; and currently in a paid job for at least one hour a week. Self-employed workers were eligible if they met the above criteria.

As in 2006, a conventional multi-stage sample design was employed using postcode sectors as PSUs. 'The selection of the PSUs for the survey was made using the cumulated address count via a systematic fixed-interval process, from a random start point and reflecting a probability proportional to size (i.e. the number of residential addresses).' A sample of 3,200 was achieved, representing a 49% response rate. See the [technical report \(108 KB PDF\)](#) for more information.

**Quality control procedures:** Questions were largely based on the 2006 survey questions in order to build up a time series. New questions were tested and refined in a two-stage cognitive pre-test. A full dress rehearsal pilot phase was used in order to test the survey instruments and administrative processes. All interviewers were personally briefed before starting assignments.

**Interviews:** The 2012 survey operated two types of interviewing: CAPI and CASI, completed by respondents. The questionnaire was broken into blocks (see below). Blocks C and I were designated as the CASI sections, although the interviewer could also administer these if the respondent wanted them to. The method of response was recorded.

Interviews had a mean duration of 59 minutes. Fieldwork was undertaken by researchers from GfK NOP.

### Subjects covered:

- Block A: Checking eligibility (age and whether in paid work in the last seven days)
- Block B: Broad questions about the current job
- Block C: Detailed job analysis questions
- Block D: Computing skills and qualifications questions
- Block F: Work attitudes
- Block E: The organisation
- Block G: Pay questions
- Block H: The job five years ago
- Block J: Recent skill changes and future perspectives
- Block I: Well-being at work
- Block K: Personal details
- Block Q: Follow-up, workplace details and conclusion

**Questionnaire:** The questionnaire is available in the [technical report](#).

**Website:** [www.cardiff.ac.uk](http://www.cardiff.ac.uk)

### Coordinators/contacts:

- Professor Alan Felstead (lead contact), Cardiff University
- Professor Francis Green, Institute of Education

- Professor Duncan Gallie, Nuffield College, University of Oxford
- Christopher Carlton, ESRC

**Financed by:** Economic and Social Research Council (ESRC) and UK Commission for Employment and Skills (UKCES)

**Main references:**

**Technical reports**

Felstead, A., Gallie, D., Green, F. and Inanc, H. (2013), *Skills and Employment Survey 2012: Technical briefing*, Centre for Learning and Life Chances in Knowledge Economies and Societies, Institute of Education, London.

GfK NOP (2013), *Skills and Employment Survey 2012: Technical report prepared for Cardiff University*, available at [http://www.cardiff.ac.uk/socsi/ses2012/\[hidden\]resources/GfK%20NOP%20Technical%20Report%20v3.pdf](http://www.cardiff.ac.uk/socsi/ses2012/[hidden]resources/GfK%20NOP%20Technical%20Report%20v3.pdf).

**Findings**

The initial findings are available through six reports, available for download from the survey website.

Felstead, A., Gallie, D., Green, F. and Inanc, H. (2013a) *Skills at work in Britain: First findings from the Skills and Employment Survey 2012*, Centre for Learning and Life Chances in Knowledge Economies and Societies, Institute of Education, London.

Felstead, A., Gallie, D., Green, F. and Inanc, H. (2013b), *Work intensification in Britain: First findings from the Skills and Employment Survey 2012*, Centre for Learning and Life Chances in Knowledge Economies and Societies, Institute of Education, London.

Gallie, D., Felstead, A., Green, F. and Inanc, H. (2013), *Fear at work in Britain: First findings from the Skills and Employment Survey 2012*, Centre for Learning and Life Chances in Knowledge Economies and Societies, Institute of Education, London.

Green, F., Felstead, A., Gallie, D. and Inanc, H. (2013a) *Job-related well-being in Britain: First findings from the Skills and Employment Survey 2012*, Centre for Learning and Life Chances in Knowledge Economies and Societies, Institute of Education, London.

Green, F., Felstead, A., Gallie, D. and Inanc, H. (2013b) *Training in Britain: First findings from the Skills and Employment Survey 2012*, Centre for Learning and Life Chances in Knowledge Economies and Societies, Institute of Education, London.

Inanc, H., Felstead, A., Gallie, D. and Green, F. (2013) *Job control in Britain: First findings from the Skills and Employment Survey 2012*, Centre for Learning and Life Chances in Knowledge Economies and Societies, Institute of Education, London.

## UK

### Workplace Employment Relations Survey (WERS)

**Survey name (original):** Workplace Employment Relations Survey (WERS)

**Institute:** 2011 edition co-sponsored by the Department for Business, Innovation and Skills (BIS), a government department; Advisory, Conciliation and Arbitration Service (ACAS), a non-departmental body; the Economic and Social Research Council (ESRC); the UK Commission for Employment and Skills (UKCES); and the National Institute for Economic and Social Research (NIESR), an independent research institute.

**Dates (years) of editions:** 1980, 1984, 1990, 1998, 2004, 2011

**Next edition planned:** Not documented

**Objective(s):**

- Map workplace employment relations in Britain and changes
- Inform policy development and practice and stimulate debate
- Provide a comprehensive and statistically reliable dataset on British workplace employment relations that is publicly available and easily accessible

**Territorial scope:** Britain

**Economic activities:** Private and public sector workplaces

**Population:** Employers and employees in workplaces with five or more employees. Data were collected at 2,680 workplaces.

- 2,680 workplace managers responsible for employment relations and personnel
- 1,002 worker representatives
- 21,981 employees

**Sample:** One-stage stratified or systematic random sample; multi-stage stratified random sample. The WERS 2011 sample consisted of a panel sample of all the workplaces that took part in the WERS 2004 and a stratified random sample (larger workplaces were oversampled to enable analysis by key sub-groups) drawn from the Inter-Departmental Business Register (IDBR) in August 2010. Data are weighted for unequal selection probabilities and non-response. See website documentation for further details.

**Quality control procedures:** Public availability of survey documentation, sampling framework, and so on. The questionnaires and field processes were tested using cognitive testing and piloted twice – in 27 and 45 workplaces respectively.

**Interviews:** Face-to-face interviews, telephone interviews and self-completion. The management questionnaire was administered face to face with a senior manager. The average duration was 90 minutes. The employment profile questionnaire was completed online or on paper by the management respondent prior to the face-to-face interview. The financial performance questionnaire was completed online or on paper by the management respondent in private sector workplaces and trading public corporations subsequent to the face-to-face interview.

The worker representative questionnaire was administered face to face with a senior union representative and the senior non-union employee representative, where present. The average duration was 30 minutes. This interview may be carried out on the telephone.

The employee questionnaire was completed online or on paper by up to 25 employees in participating workplaces. It was available in seven languages: English, Polish, French, Welsh, Bengali, Urdu and Punjabi (Shahmukhi).

Fieldwork was carried out by NatCen (National Centre for Social Research).

**Subjects covered:**

- Establishment and organisational characteristics
- Management of employment relations
- Recruitment and training; information, consultation and communication
- Employee representation
- Payment systems and pay determination
- Collective disputes and procedures
- Redundancies, grievance and discipline
- Equal opportunities
- Work–life balance and well-being
- Health and safety
- Flexibility and performance
- Business strategy and workplace change
- Employee engagement and job satisfaction

**Questionnaire:** Five instruments were used to collect data for the WERS 2011:

- Management questionnaire: Face-to-face interview with the most senior manager at the workplace responsible for employment relations, human resources or personnel.
- Employee profile questionnaire: Completed by the management respondent prior to interview.
- Financial performance questionnaire: Completed by the management respondent in a private sector or publicly traded company after interview.

- Worker representative questionnaire: Face-to-face interview with a senior union representative and senior non-union representative, where present.
- Survey of employees questionnaire: Completed by up to 25 employees in participating workplaces.

**Website:** <https://www.gov.uk/government/publications/the-2011-workplace-employment-relations-study-wers>

Further information is available at the [UK data archive](#).

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**Main references:**

van Wanrooy, B., Bewley, H., Bryson, A., Forth, J., Freeth, S., Stokes, L. and Wood, S. (2013), *The 2011 Workplace Employment Relations Study: First findings*, Department of Business, Innovation and Skills, London, available at [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/175479/13-535-the-2011-workplace-employment-relations-study-first-findings1.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/175479/13-535-the-2011-workplace-employment-relations-study-first-findings1.pdf)

van Wanrooy, B., Bewley, H., Bryson, A., Forth, J., Freeth, S., Stokes, L. and Wood, S. (2013), *Employment relations in the shadow of recession: Findings from the 2011 Workplace Employment Relations Study*, Palgrave Macmillan, Basingstoke.



*This report describes surveys in 15 EU Member States that meet two conditions: they are national, covering all or most of the working population; and they relate at least primarily to working conditions issues, such as health and safety at the workplace, work organisation, quality of working life and work–life balance. For each survey, a data sheet provides the main characteristics of the survey in a consistent template. These characteristics include the survey name, institute responsible, territorial scope, sectors and population covered, and sample size. Information is also provided on methodology, quality control procedures and contact details.*

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