



Working conditions surveys – A comparative analysis

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Author: Anni Weiler

Research institute: AWWW GmbH ArbeitsWelt - Working World

Research manager: John Hurley

Research project: Working conditions surveys: Update of comparative listing of national and transnational surveys on working conditions

Introduction

This report is a follow-up of a **study**¹ of national and international working conditions surveys commissioned by the European Foundation for the Improvement of Living and Working Conditions (hereafter referred to as the Foundation). The study was conducted in 2001–2002 by the National Institute for Occupational Safety and Hygiene (Instituto Nacional de Seguridad e Higiene en el Trabajo, **INSHT**). The key objective of this follow-up report is to update the inventory of data collection systems on working conditions at national and international level established by INSHT. The main aims are to:

- establish a repository of working conditions survey-related information as a basis for comparative analysis of survey methodologies, questionnaire design and findings;
- provide a resource for researchers, policymakers and social partners with a professional interest in working conditions;
- complement the Foundation's own European survey data with similar data at national level;
- build closer links and working relationships with relevant bodies at Member State level;
- establish an international network of experts on survey methodology and development.

The sources and information provided by this project serve to highlight the variety of national survey sources on working conditions both in and outside the European Union. As such, they complement the Foundation's own **European Working Conditions Survey (EWCS)**, which has been carried out at five-year intervals since 1990/91; the most recent edition was conducted in 31 European countries between September and November 2005. The national surveys also complement the work of the **European Working Conditions Observatory (EWCO)** and its series of survey data reports, which provide details of the results of individual national surveys. Individual survey descriptions are also available on the EWCO website.

Scope of study

This follow-up report differs in some respects from the first project. The differences concern the geographical coverage, the survey types, a more detailed analysis of particular surveys, some additional aspects relating to survey techniques and new elements concerning the content of questions.

Geographical coverage

The new study more explicitly considers the following:

- surveys in the new Member States (NMS) and acceding and candidate countries (ACC);
- surveys worldwide;
- transnational surveys.

¹ <http://www.eurofound.europa.eu/ewco/surveys/national/>

Type of survey

The new study aims to both update the data collection and also extend the coverage to include further working conditions surveys of national or international scale which are multi-sectoral in scope. In contrast to the first data collection, the new study includes non-periodical as well as periodical surveys. Some of the latter surveys may not focus exclusively on working conditions but provide relevant information in that field.

Inclusion of other surveys

Specific surveys that had already been identified by INSHT but not outlined in detail were included.

Survey techniques

The study investigated quality control procedures and the potential cooperation among various institutions in the set up of surveys.

Additional issues and variables

New issues and variables have been included in the analysis and in the questionnaire to the respondents regarding the nature of their surveys. These additional working conditions indicators are: skills and competence development, job satisfaction or commitment, work–life balance, working time and pay.

Methodology

Online questionnaire

The information on the characteristics of the surveys was obtained from an online questionnaire. Institutions conducting surveys of interest in different countries were invited to participate in the study and provide their information by means of a password-protected online questionnaire (<http://questionnaire.awww-dms.de>). The request for participation in the project was sent to all potential respondents by email between March and July 2006. This cover email included a detailed description of the project and access to the web-based questionnaire, including a username and password.

The online questionnaire was developed to facilitate both the data collection and analysis. The questionnaire includes an administration and a user area for the responses. In order to avoid common difficulties of web-based surveys, the study developed specific and useful features for the questionnaire. As the project sought comprehensive information, the aim was to develop an easily usable questionnaire that allows interruption or repeated access to the questionnaire to finalise or modify responses. This led to a user-friendly web-based form, including a printout option for the respondents.

The participants were asked to submit any documentation, questionnaires or descriptive reports not available online or electronically by post.

In the discussion process with the Foundation's research managers, the questionnaire was modified and adapted with regard to the extended scope of the study.

Contact and responses

About 180 contact persons were requested to respond to the online questionnaire or to provide information about institutions and/or contact persons in their countries. This covered the 25 EU Member States (EU25) at the time of the study, as well as international contacts around the world and organisations conducting transnational surveys. The contacts were based on information from the previous research by INSHT, additional contact details provided by the Foundation's research managers, other research contacts in various fields, as well as contact details provided by respondents.

Web-based evaluation tool

A web-based evaluation tool was developed to support the analysis of the survey responses. Various questions in the online questionnaire can be combined for a data output, and direct access to any of the full survey responses is possible at any stage through a single link.

Overview of national and transnational surveys

Table 1 provides an overview of the national surveys and Table 2 of the transnational surveys which explicitly focus on working conditions or provide relevant data on working conditions within a broader scope.

Table 1: *National surveys*

	Survey	Institution
AT	Ad hoc module on accidents at work and work-related health problems	Statistics Austria
	Mikrozensus – Module on work organisation and working time	Statistics Austria
AU	Household, Income and Labour Dynamics in Australia (HILDA)	Melbourne Institute of Applied Economic and Social Research, University of Melbourne
BG	Quality of Life and Working Conditions Survey	Ministry of Labour and Social Policy
CA	Labour Force Survey	Statistics Canada
	Survey of Work Arrangements	Statistics Canada
	Workplace and Employee Survey	Statistics Canada
	Survey of Labour and Income Dynamics (SLID)	Statistics Canada
CZ	Measuring the quality of work life 2004	Research Institute for Labour and Social Affairs (RILSA)
DE	BIBB/BAuA Employee Survey 2005-2006: Change of work, attainment and application of occupational qualifications	Federal Institute for Vocational Training Affairs (Bundesinstitut für Berufsbildung, BIBB)/Federal Institute for Occupational Safety and Health (Bundesanstalt für Arbeitsschutz und Arbeitsmedizin, BAuA)
	German Socio-Economic Panel (GSOEP)	German Institute for Economic Research (Deutsches Institut für Wirtschaftsforschung, DIW)
	Microcensus	Federal Statistical Office
	IAB-Company Panel	Institute for Employment Research (Institut für Arbeitsmarkt- und Berufsforschung, IAB)
	What is good work? (Employee survey)	BAuA
	General social survey (Allgemeinen Bevölkerungsumfrage der Sozialwissenschaften, ALLBUS)	Centre for Survey Research and Methodology (Zentrum für Umfragen, Methoden und Analysen, ZUMA)
DK	Danish Work Environment Cohort Study (DWECS)	National Research Centre for the Working Environment, formerly the National Institute of Occupational Health
EE	Working Life Barometer survey 2005	Ministry of Social Affairs
	Working Environment Survey (Survey for Employers/Survey for Employees)	Ministry of Social Affairs
	Working Life Barometer 2002 (Lithuania, Latvia, Estonia)	Finnish Ministry of Labour
ES	Quality of Working Life Survey (Encuesta de Calidad de Vida en el Trabajo, ECVT)	Spanish Ministry of Labour and Social Affairs
	National Working Conditions Survey (Encuesta Nacional de Condiciones de Trabajo, ENCT)	National Institute for Health and Safety at Work (Instituto Nacional de Seguridad e Higiene del Trabajo, INSHT)

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Table 1: *National surveys (cont'd)*

	Survey	Institution
FI	Quality of Work Life Survey (QWLS)	Statistics Finland
	Work and Health Survey	Finnish Institute of Occupational Health
	Working Life Barometer (WLB)	Ministry of Labour
FR	Medical monitoring of risks (Surveillance Médicale des Risques, SUMER)	Ministry of Labour - Research and Statistics Dept (Direction de l'Animation de la Recherche, des Études et des Statistiques, DARES)
	Techniques et organisation du travail (TOTTO) (last edition: 1993)	Ministry of Labour - DARES
	Generation	Centre d'études et de recherches sur les qualifications (Céreq)
HU	State of occupational health and safety (OHS) in Hungary	Public Foundation for Research on Occupational Safety (Munkavédelmi Kutatási Közalapítvány, MKK)
IE	Changing Workplace Survey 2003	National Centre for Partnership and Performance (NCPPE)/Economic and Social Research Institute (ESRI)
	Workplace of the Future Survey	Dublin Institute of Technology
IT	Labour Force Survey (Indagine sulle Forze di lavoro)	National Institute of Statistics
	Census of Industry and Services Sectors	National Institute of Statistics
JP	Basic Survey on Industrial Safety Health	Ministry of Labour
	Survey on Technological Innovation and Labour	Ministry of Labour
	Survey on Industrial Accidents	Ministry of Labour
	Survey on Labour Environment	Ministry of Labour
	General Survey on Prevention Industrial Accidents	Ministry of Labour
	Survey on State of Employees' Health	Ministry of Labour
	Employment Status Survey 2002	Statistics Bureau
	Various surveys in the area of working conditions	Japan Institute for Labour Policy and Training (JILPT, formerly JIL)
KR	Korean Labour and Income Panel Study (KLIPS)	Korea Labour Institute (KLI)
	Working Conditions Survey	Korea Occupational Safety and Health Agency (KOSHA)
	Korean General Social Survey	Survey Research Centre, Sungkyunkwan University
LT	Working Life Barometer in the Baltic Countries 2002	Finnish Ministry of Labour
LV	Time Use Survey on population 2003	Central Statistical Bureau
	Survey on Occupations in Latvia	Central Statistical Bureau
	Working Life Barometer in the Baltic Countries 2002	Finnish Ministry of Labour
MT	Labour Force Survey	National Statistical Office
NL	TNO Working Situation Survey (TNO Arbeidssituatie Survey, TAS)	TNO Work and Employment
	National Working Conditions Survey (Nationale Enquête Arbeidsomstandigheden, NEA)	TNO Work and Employment/Statistics Netherlands (Centraal Bureau voor de Statistiek, CBS)
	Life Situation Survey	CBS
NZ	Survey of Family, Income and Employment	Statistics New Zealand
PT	Survey on Workers' Working Conditions	Ministry of Labour and Solidarity
	Occupational Accidents Survey	Department of Modernisation and Health Resources

Table 1: National surveys (cont'd)

	Survey	Institution
SE	The Work Environment	Swedish Work Environment Authority/Statistics Sweden
	Work-related disorders 2005	Swedish Work Environment Authority/Statistics Sweden
	Labour market situation for disabled persons 2004 (4th quarter)	Swedish Work Environment Authority/Statistics Sweden
UK	Workplace Employment Relations Survey 2004 (WERS)	Department of Trade and Industry (DTI)
	Self-reported work-related illness surveys (SWI) 2003/2004	Health and Safety Executive
	British Household Panel Survey	Institute for Social and Economic Research
	Workplace Health and Safety Surveys (WHASS) – Surveys of employers and workers 2005	Health and Safety Executive
US	Quality of Work Life Survey	National Institute for Occupational Safety and Health (NIOSH)
	National Study of Changing Workforce 2005	Families and Work Institute
	Business Work-Life Study 2004	Families and Work Institute
	National Study of Employers 2005	Families and Work Institute
	Work Orientation Study of International Social Survey Programme	National Opinion Research Centre (NORC)

Note: AU = Australia, CA = Canada, JP = Japan, KR = South Korea, NZ = New Zealand. A full listing of the country codes is provided in the annex.

Table 2: Transnational surveys

Surveys	Institution/Organisation
European Working Conditions Survey (EWCS)	European Foundation for the Improvement of Living and Working Conditions
Survey of Income and Living Conditions (EU-SILC)	Eurostat
Labour Force Survey 2007 ad hoc module on accidents at work and work-related health problems	Eurostat
Continuing Vocational Training Survey (CVTS3)	Eurostat
General Populations Survey	Statistical Indicators Benchmarking the Information Society (SIBIS), Empirica
International Social Survey Programme – 2005 ISSP Module on work orientation	ISSP (Secretariat: Norwegian Social Science Data Services)
European Social Survey (ESS)	Centre for Comparative Social Surveys, City University London (Coordinator)
Working Life Barometer (WLB) in the Baltic Countries 2002	Finnish Ministry of Labour

Technical characteristics of the surveys

Survey questionnaire

The questionnaire completed by the institutions provided information on the following aspects:

- general survey information – name, institution and type of institution responsible, country, national or transnational scope;
- type of survey;
- survey objective;
- characteristics of survey population;
- population size and sample size;
- sampling strategy;
- survey control procedures;
- cooperation with other institutions regarding the set up of the survey;
- type of interview – personal, telephone, other;
- place of interview – workplace, home, other;
- target respondents – for example, workers, managers or business owners, company worker representatives or the entire population;
- working conditions indicators included in the survey, including: skills and competence development, working time and pay, workplace design, work organisation, occupational health and safety (OHS), exposure to physical, chemical, biological agents, physical workload, mental strain, social atmosphere, occupational and health outcomes, job satisfaction or commitment and work–life balance;
- products derived from the survey – bibliographical references and websites, nature of and access to information such as the raw data or the questionnaire;
- contact details and potential interest in an expert group on working conditions surveys.

Whenever possible, this data was expanded with the additional documentation provided by the different institutions and information related to the subject on their websites.

Type of survey

As mentioned earlier, the study distinguishes three types of surveys:

- type 1 – periodical surveys focused on working conditions with a general scope;
- type 2 – periodical surveys which, although not focused on working conditions, provide relevant information about working conditions and quality of working life;
- type 3 – one-off or non-periodical surveys focused on working conditions with a general scope.

Most of the institutions responsible for the surveys included in this analysis conduct surveys of type 1 or type 2, while some organisations conduct surveys of type 1 and 2 or 3 (Table 3). The vast majority of institutions are governmental organisations, government-funded institutes or statistical offices. In the case of three of the transnational (TN) surveys, EU institutions are in charge of the survey.

Table 3: *Type of survey and organisation*

	Survey	Type of survey	Type of organisation
TN	EWCS	1	Autonomous EU agency (public sector)
TN	EU-SILC	2	European institution
TN	LFS ad hoc module 2007	3	European institution
TN	CVTS	2	Federal administration
TN	ESS	2	University (coordination)
TN	WLB Baltic Countries	1	Governmental
AT	Ad hoc module on accidents at work	1	Governmental
AT	Mikrozensus module on work organisation	1	Governmental
AU	HILDA	2	Governmental
BG	Quality of Life and Working Conditions	1	Governmental
CA	Survey of Work Arrangements	2 and 3	Governmental
CA	Workplace and Employee Survey	2	Governmental
CA	LFS	2	Governmental
CZ	Measuring the quality of work life	3	Governmental
DE	GSOEP	1	Independent, non-profit academic institution
DE	Microcensus	2	Governmental statistical office
DE	BIBB-BAuA	1	Governmental
DE	What is good work?	1	Governmental
DK	DWECS	1 and 3	Governmental research institute
ES	ENCT	1	Governmental
FI	Work and Health	1	Governmental
FI	QWLS	1	Governmental statistical office
FI	WLB	1	Governmental
FR	Generation	2	Public body under aegis of Ministry of Education and Ministry of Employment
HU	State of OHS	3	-
KR	Working conditions survey	1	Government-funded agency
NL	NEA	1	Independent research organisation, partly government funded
NL	TAS	1	Independent research organisation, partly government funded
SE	Labour market situation	1 and 2	Governmental
SE	The Work Environment	1 and 2	Governmental
SE	Work-related disorders	1 and 2	Governmental
UK	WHASS of employers and of workers	1 and 3	Governmental
UK	WERS	2	Governmental
US	Work Orientation Study	1	Not-for-profit research institute

Framework of the working conditions surveys

Most of the working conditions surveys are independent from other national statistical studies. In some cases, the survey is part of a system or block of surveys. Several national working conditions surveys within the EU are conducted as a supplement to the European Labour Force Survey (LFS). Examples of working conditions surveys analysed in this study which are included as a special module or addition to another broader national survey are the following:

- Austria – the Work organisation and working time survey is a special module of the Austrian Mikrozensus quarterly survey;
- Austria – the Ad hoc module on accidents at work and work-related health problems is related to the European ad hoc module of the 2007 LFS;
- Germany – the Microcensus includes varying themes with special relevance for working and employment conditions and in this way extends the German national LFS;
- Sweden – the Work Environment survey is conducted as an annex to the Swedish national LFS;
- USA – the Work Orientation Study is part of the International Social Survey Programme (ISSP), which conducted specific modules on work orientation in 1989, 1997 and 2005.

The framework for the transnational surveys differs. They follow the same methodological criteria and are conducted at the same time in different countries. In the case of the 2005 EWCS, the survey was conducted simultaneously in 31 countries, including the EU25, Bulgaria and Romania, as well as Croatia, Turkey, Norway and Switzerland.

The Working Life Barometer (WLB) in the Baltic Countries was conducted in Estonia, Latvia and Lithuania. It is based on the Finnish WLB, but tailored to the specific situation of the Baltic countries.

In the case of the Continuing Vocational Training Survey (CVTS) and the LFS 2007 ad hoc module on accidents at work and work-related health problems, EU Member States are obliged to conduct the surveys but have some national scope. Often they combine the data input to the European survey with national surveys.

With regard to the emerging **EU Survey on Income and Living Conditions (EU-SILC)**, which is currently being implemented gradually in all EU Member States, different national surveys provide data. For example, in Germany the data input to the EU-SILC is based on data gathered in the German Socio-Economic Panel (GSOEP).

Survey development

A total of three different methods of survey development can be identified: fixed, semi-fixed and cyclical instalments of the survey.

Fixed system: Working conditions are analysed with a certain tool, normally one questionnaire or several related questionnaires, which is characterised by a relatively constant structure for different editions of the survey. Based on such a methodology, variables are measured at a certain moment in time and build the basis for cross-sectional analyses and comparable longitudinal analysis. Such fixed systems are the predominant form among the surveys.

Semi-fixed system: The tool consists of two parts, one of which is relatively constant while the second has a differing key theme varying from edition to edition. This variable section can be repeated at regular intervals. Examples are the

Finnish WLB with one or two specific topics in each annual survey, the GSOEP with specific modules on working conditions which occur at intervals of some years, or the ISSP with specific modules on work orientation which also occur at intervals of some years.

The German BIBB-IAB Survey, which is now replaced by the BIBB/BAuA Employee survey, varied considerably from edition to edition, although not by clear-cut sections. Many of the detailed questions vary from the first edition in 1979 to the fifth edition in 2005–2006. The emphasis of the survey development is not on the option of longitudinal analysis but on adapting and improving questions to gather in-depth data at a specific point of time.

Cyclical system: This practice refers to surveys which, although the basic method remains unaltered, develop in each edition a different topic related to working conditions. The final result is, in practice, different periodical surveys. The Industrial Safety Health survey conducted in Japan follows the cyclical model. This annual survey consists of five sub-surveys, each of which is specifically related to one aspect of working conditions. The complete series is repeated periodically.

Cross-section and longitudinal studies

The surveys included in the analysis cover both cross-sectional and longitudinal approaches. Some surveys integrate a cross-sectional and longitudinal analysis. One example is the EU-SILC, which has replaced the previous **European Community Household Panel (ECHP)**. The latter was a pure panel survey, that is, the sample of people selected for the first year of the survey was followed up in the subsequent annual surveys. The cross-sectional and longitudinal data were gathered in the same survey and were collected and processed at the same time. The new EU-SILC will provide two types of annual data – cross-sectional and longitudinal – which will be treated according to different timetables. This will lead to an improved timescale as the longitudinal dimension takes more time in data production.

The Canadian Workplace and Employee Survey is a longitudinal annual survey that has two components: an employer survey and an employee survey. The survey is unique in that employers and employees are linked at the micro-data level; employees are selected from within sampled workplaces. While the employer sample is longitudinal, the employee survey is cross-sectional.

The panel design of surveys such as the Household, Income and Labour Dynamics in Australia (HILDA) survey or the GSOEP, covering a broad range of questions concerning working and non-working life, makes it possible to follow certain causal associations. Such associations might exist, for example, between work and health. Moreover, the impact of changing family situations, the health and psychological effects of unemployment or the impact of the contractual status of workers can also be analysed following a representative sample over all waves of the panel.

Survey frequency

Table 4 provides an overview of the frequency and periodicity of the surveys. Regarding transnational surveys, regular periods are given for the EWCS, EU-SILC, CVTS and European Social Survey (ESS). The LFS ad hoc module is a one-off exercise although the regular European LFS to which it is attached is a regular quarterly survey. The WLB in the Baltic countries will most likely not be repeated. For Estonia, the WLB survey was conducted along similar lines in 2005.

The EWCS has a different and enlarging coverage of countries from edition to edition:

- the 12 EU Member States in 1990/91;
- the 15 EU Member States (EU15) in 1995/96;
- EU15 and Norway in 2000, and was extended to cover the 10 new Member States (NMS) plus Bulgaria and Romania in 2001 and Turkey in 2002;
- EU25 plus Bulgaria, Romania, Croatia, Turkey, Norway and Switzerland in 2005.

Overall, the approximate frequency ranges from annual surveys – in particular those with a panel design – to repetition in a cycle of 10 years. Most of the surveys are conducted with a regular frequency and have subsequent editions within the next two to five years. The GSOEP has so far run to 22 waves since the first survey in 1984.

A survey with a general focus can include differing specific modules in each edition and repeat them in a fixed or varying cycle. The GSOEP study includes work-related questions in all waves and has special topical modules. These specific modules are repeated after some years in an adapted form. Specific modules on working conditions have been included in 1995, 2001 and 2006. Work-related training was a special topical module in 1989, 1993, 2000 and 2004.

Table 4: *Survey frequency*

	Survey	First edition	Editions	Next edition	Approximate frequency
TN	EWCS	1990/1 (EU12)	1995 1995/6 (EU15), 2000 (EU15 + NO - extended to 10 NMS + BG, RO in 2001, TR in 2002), 2005 (EU25 + BG, RO, TR, HR, NO, CH)	2010 (Provisionally)	Every 5 years
TN	EU-SILC	2004	Data collected in 2005		Annual
TN	LFS 2007 ad hoc module on accidents at work and work-related health problems	2007	One off exercise in 2007		-
TN	CVTS	1993	1999, 2005	Data collection 2006	Every 6 years
TN	ESS	2003	2005	2007	Every 2 years
TN	WLB Baltic Countries	1996	1999, 2002, 2005 (only Estonia)	-	-
AT	Ad hoc module on accidents at work		1980, 1985, 1991, 1994, 1999	Not fixed	Variable
AT	Work organisation and working time	2004		Not fixed	-
AU	HILDA	2001	2002, 2003, 2004, 2005	2006	Annual
BG	Quality of Life and Working Conditions	2005		2007	Every 2 years
CA	Survey of Work Arrangements	1991	1995	Not fixed	-
CA	Workplace and Employee Survey		1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006 (only employees)	Unknown	Annual
CA	LFS	1945	Monthly	Ongoing	Monthly
CZ	Measuring the quality of work life	2004		-	-
DE	GSOEP	1984	1985 annually	2007	Annual

Table 4: *Survey frequency*

	Survey	First edition	Editions	Next edition	Approximate frequency
DE	Microcensus	1957	1958 annually	2007	Annual
DE	BIBB-BAuA		1979, 1985/86, 1991/92, 1998/99, 2005/06	2011/2012?	Variable
DE	What is good work?	2004	A shorter version is to be continued	2007?	-
DK	DWECS	1990	1995, 2000, 2005	2007 (focused), 2010 (broad work environment)	Every 5 years
ES	ENCT	1987	1993, 1997, 1999, 2003	2006-2007	Variable
FI	Work and Health	1997	2000, 2003, 2006	2009	Every 3 years
FI	QWLS		1977, 1984, 1990, 1997, 2003	2008 (preliminary plan)	Variable
FI	WLB		October 1992, 1993, 1994, 1995, 1996, 1997, 1998, 1999, 2000	2006	Annual
FR	Generation	1992	1998, 2004, intermediary survey on a restricted sample of 10,000 people (2001)	2010, intermediary 2007	Every 6 years
HU	State of OHS	2001		-	-
KR	Working conditions survey	2006		2010	-
NL	NEA	2003	2005, 2006	2007	Variable
NL	TAS	2000	2002, 2004	2007	Variable
SE	Labour market situation	1998	2000, 2002, 2004	2006	Every 2 years
SE	The Work Environment	1989	1991, 1993, 1995, 1997, 1999, 2001, 2003	2005?	Every 2 years
SE	Work-related disorders	1989	1991, 1993, 1995, 1997, 1999, 2001, 2003, 2004, 2005	2006	Every 2 years
UK	WHASS of employers and of workers	2005		2006/7 depends on funds	-
UK	WERS	1980	1984, 1990, 1998, 2004	2010	Variable
US	Work Orientation Study	1989	1997, 2006	2016	Variable

Note: CH = Switzerland, HR = Croatia, NO = Norway, TR = Turkey. A full listing of the country codes is provided in the annex.

Survey population

The population of the surveys can be discussed under two main aspects. The first aspect is the information sources, namely, whether the respondents are employees or employers or both. The second aspect encompasses the particular selection or exclusion criteria for employees or companies, such as age, employment status, company size, occupation or economic activity.

Information sources

In terms of information sources, three categories of surveys can be distinguished. The most common form of surveys are those addressed to employees only. However, some surveys only address business owners or managers. Examples are the CVTS and The State of OHS in Hungary survey.

Surveys addressed to both employees and also business owners or managers usually apply different questionnaires in order to gather information on working conditions from the different perspectives. Examples are: the Working Life Barometer in the Baltic Countries, the German BIBB-BAuA Survey and the What is good work? survey, the Spanish National Working Conditions Survey (ENCT), and the Workplace Health and Safety Survey (WHASS) in the UK. The Canadian Workplace and Employee Survey used to address both employees and employers but decided to proceed only with employees from 2006 on.

Employee and company selection criteria

All of the surveys included both women and men. However, particular inclusion criteria were developed regarding age, employment status or company size (Table 5).

Company size was mentioned as an inclusion criterion for the CVTS, which includes companies with 10 or more employees. The WHASS of employers considers companies with five or more employees.

Table 5: *Population inclusion criteria*

	Survey	Age	Employment status	Specific inclusion criteria
TN	EWCS	Mainly persons of working age, that is, aged 15-64 years, although older workers are also included	-	Target population is 'persons in employment', namely, those aged 15 years and over (16 years in certain countries) who during the reference week did any work for pay or profit, or were not working but had jobs from which they were temporarily absent. Family workers are included
TN	EU-SILC			
TN	LFS 2007 ad hoc module on accidents at work and work-related health problems	15 years and over		For accidents at work: people who have been employed during the last 12 months. For work-related health problems: people who have ever been employed. For risk exposure at work: people currently employed
TN	CVTS	Specific focus on 3 age groups: <25 years, 25-54 years, >54 years	Some employment contract-related variables	
TN	ESS	15 years and over		
TN	WLB Baltic Countries	16 to 64 years		Only employed persons
AT	Ad hoc module on accidents at work	15 years and over		Persons who are working or have worked; only persons living in private households
AT	Work organisation and working time	15 years and over	People employed	

Table 5: Population inclusion criteria (cont'd)

	Survey	Age	Employment status	Specific inclusion criteria
AU	HILDA			Restricted to persons living in private dwellings. Must be an Australian resident or expect to live in Australia for at least 12 months. Must be at least 15 years of age to be interviewed but younger persons are included in sample
BG	Quality of Life and Working Conditions	People of working population, aged 18+ years	Students, retired and unemployed people are excluded	
CA	Survey of Work Arrangements	15 to 69 years		
CA	Workplace and Employee Survey	No age restriction	All employees working or on paid leave in March in the selected workplaces who receive a Canada Customs and Revenue Agency T-4 Supplementary form	
CA	LFS	15 years and over		
CZ	Measuring the quality of work life	15 to 69 years	Employees	
DE	GSOEP	No age restriction	No employment status restriction	
DE	Microcensus		Employed people	
DE	BIBB-BAuA			
DE	What is good work?		Employees, self-employed; temporary employees, employees with moderate to low income; employees on loan; cottage industry	
DK	DWECS	18 to 59 years	In 2005 and 2000: employees and self-employed In 1995 and 1990: employees	Participants with residence in Denmark on 1 October in the relevant year
FI	Work and Health	25 to 64 year-old population		
FI	QWLS	15 to 64 years	Employees whose normal weekly working hours amount to at least 5 hours	
FI	WLB	18 to 64 years	Wage earners	Only employed wage earners (unemployed people included in some years)
FR	Generation			People who have left the primary educational system
HU	State of OHS			
KR	Working conditions survey	15 years to 64 years	Employee, employer, self-employed	Workers who have worked more than 1 hour in reference week
NL	NEA	15 to 64 years	Employees only (non-working excluded), including part-time and flexi-time workers	

Table 5: *Population inclusion criteria (cont'd)*

	Survey	Age	Employment status	Specific inclusion criteria
NL	TAS	15 to 64 years	Employees and self-employed (non-working persons excluded)	
SE	Labour market situation	16 to 64 years		Population aged 16-64 years
SE	The Work Environment	16 to 64 years		Employed population
SE	Work-related disorders	16 to 64 years		Employed population
UK	WHASS of employers and of workers	16 years and over		
UK	WERS		Employees	Establishments/sites with 5 or more employees
US	Work Orientation Study	18 years and over	All employed people in household population	

None of the surveys specifically excluded any occupations. However, in an additional survey in 2005, the Danish Work Environment Cohort Study (DWECS) specifically selected populations in the following occupations: carpenters, police workers, social workers, taxi and bus drivers, and construction workers.

Regarding economic activities, most surveys included all or almost all economic activities (Table 6). In those surveys not covering all economic activities, primarily agriculture, hunting, forestry, fishing, mining or household activities are excluded. The Hungarian The State of OHS survey excludes a large number of economic activities. Conversely, the DWECS specifically selected a number of economic activities. Both Dutch surveys – the Netherlands Working Conditions Survey (NEA) and the TNO Work Situation Survey (TAS) – look at the 40 main professional groups and 40 main economic sectors.

Table 6: *Economic activities excluded from or focus of certain surveys*

	Survey	Type of survey	Type of organisation
TN	CVTS	Agriculture, hunting, forestry; fishing; public administration; education; health and social work; household activities; extra-territorial organisations and bodies	
CA	Workplace and Employee Survey	All economic activities except: crop production; animal production; fishing, hunting and trapping; private households; religious organisations and public administration (North American Industry Classification System (NAICS) 2002)	
DK	DWECS		In an additional survey in 2005, populations in the following sectors were specifically selected: textile and clothes; poultry and fish processing; canning, bread, tobacco, chocolate, sugar and dairy; transport vehicle and ship works; firefighters and rescue; personal care and other services; farming; gardening and forestry; hotels and restaurants (Danish version of NACE, 1993)
ES	ENCT	Agriculture, hunting, forestry; fishing; mining; household activities	

Table 6: *Economic activities excluded from or focus of certain surveys (cont'd)*

	Survey	Type of survey	Type of organisation
HU	The State of OHS	Fishing; some mining activities; manufacturing of tobacco; manufacturing of pulp and paper; manufacturing of coke; manufacturing of electrical machinery; manufacturing of medical, precision, optical instruments; manufacturing of transport equipment	
NL	NEA		The 40 main professional groups and 40 main economic sectors
NL	TAS		The 40 main professional groups and 40 main economic sectors
UK	WERS	Agriculture, hunting, forestry; fishing; mining; household activities	

Sampling strategy

Table 7 outlines the basic sampling frame, sampling strategy and size of the sample used in the surveys. Most surveys apply a representative sample of persons in employment. The main basic sampling frames used are business registers, population registers, residence registers, the population census or the statistical office register. Another procedure is to take a sample from that used in the LFS or, as in the case of the German survey, from the German Microcensus which includes the LFS.

The predominant sampling strategy is stratified random sampling. Other methods are random sampling, clustered random sampling or quota sampling. The EWCS sample follows a multi-stage, stratified and clustered design with a random walk procedure for the selection of respondents. The Quality of Life and Working Conditions survey in Bulgaria applies a representative two-stage cluster sampling technique. The Canadian LFS uses a probability sample that is based on a stratified multi-stage design.

The GSOEP consists of several sub-samples started between 1984 and 2002. Each of these sub-samples is based on a multi-stage random sampling process. The US Work Orientation Study of the ISSP uses a multi-stage, area probability sample of households.

The size of the sample varies considerably between the surveys and is closely related to the basic set up of the surveys.

Table 7: *Sampling strategy*

	Survey	Basic sampling frame	Sampling strategy	Size of sample
TN	EWCS	The sample of the EWCS is representative of the persons in employment (employees and self-employed), according to the Eurostat definition during the fieldwork period in each of the countries covered. The absence of a specific data source covering the entire survey population dictated the choice of sampling strategy	In each country, the EWCS sample followed a multi-stage, stratified and clustered design with a random walk procedure for the selection of the respondents at the last stage (except for Belgium, the Netherlands, Sweden and Switzerland, where the selection of the respondents was made using a phone register). All interviews were conducted face-to-face in the respondent's own household	Achieved sample size of 1,000 in each country, except Cyprus, Estonia, Malta, Luxembourg and Slovenia where sample size was 600 in each country
TN	EU-SILC	Depends on the country	Depends on the national survey	Depends on the national survey
TN	LFS 2007 ad hoc module on accidents at work and work-related health problems	Practical implementation done by the National Statistical Offices as part of their national practices to draw up the sample for the LFS in general	Practical implementation done by the National Statistical Offices as part of their national practices to draw up the sample for the LFS in general	Practical implementation by the National Statistical Offices, most frequently in connection with the 2nd quarter of the annual LFS, but the Member States can choose to use only a part of the quarterly sample. In practice, the whole sample in the EU is about one million
TN	CVTS	Business register where available	Stratified random sampling – but countries often deviate from this	Varies from country to country (4,000– 15,000). In 1999, there were about 75,000 records
TN	ESS	Varies depending on each country	Varies depending on each country. Quota sampling and substitution forbidden	Effective sample size of 1,500 per country
TN	WLB Baltic Countries	Partly population registers	Random sample and random walk (achieved sample)	Total about 2,700, about 900 from each country
AT	Ad hoc module on accidents at work	Central population registry	Stratified random sampling	20,000
AT	Work organisation and working time	Residence register	Stratified random sampling	15,220
AU	HILDA	Small areas randomly selected from Census Collection Districts from the 1996 Population Census	Clustered random sample of households – random sample of households drawn from a random sample of Census Collection Districts	Initial in-scope sample (Wave 1) = 11,693 households. Responding households = 7,682 households. Responding persons = 13,969 persons
BG	Quality of Life and Working Conditions	Population census	Representative two-stage cluster sampling technique	1,002
CA	Survey of Work Arrangements	Population census	Based on Canadian LFS sample	The 1995 sample size was approximately 28,000

Table 7: Sampling strategy (cont'd)

	Survey	Basic sampling frame	Sampling strategy	Size of sample
CA	Workplace and Employee Survey	<p>Draws its sample from the Business Register maintained by the Business Register Division of Statistics Canada and from lists of employees provided by the surveyed employers.</p> <p>The Business Register is a list of all businesses in Canada and is updated each month using data from various surveys, business profiling and administrative data</p>	Stratified random sampling. Prior to sample selection, the business locations in the frame are stratified into relatively homogeneous groups called strata, which are then used for sample allocation and selection. The survey's frame is stratified by sector (14 groups), region (6), and size (3), which is defined using estimated employment	About 6,000 workplaces and 20,000 employees
CA	LFS	Population census	Probability sample based on a stratified multi-stage design. Each province is divided into large geographic strata. The first stage of sampling consists of selecting smaller geographic areas, called clusters, from within each stratum. The second stage of sampling consists of selecting dwellings from within each selected cluster	55,000
CZ	Measuring the quality of work life	Population census	Quota sampling was used to ensure that the survey sample was representative of the population with respect to sex, age, education, region and size of place of residence	2,007 complete interviews were conducted
DE	GSOEP	The German Microcensus (a 1% sample of the total population run by the German Statistical Office) is used to externally calibrate basic structures (age, sex, household size, region)	The GSOEP consists of (currently) 7 sub-samples started between 1984 and 2002, each of which is based on a multi-stage random sampling process	In 2004, a total of more than 22,000 individuals in about 11,800 households were interviewed
DE	Microcensus	Population projection (<i>Bevölkerungsfortschreibung</i>). Foreigners' central register	Stratified random sampling. Selection units are areas (selection districts with on average 9 occupied dwellings – area/district random sample)	1% of population (more precisely: 1% of all selection districts)
DE	BIBB-BAuA	Register used for the sample: ADM-Mastersample of precincts (Microcensus for controlling and weighting)	Random route procedure on household basis	20,000
DE	What is good work?	Survey	Stratified random sampling	5,388
DK	DWECS	Central Population Register	1990-2005: Simple random sampling. Additional interviews in 2005 in selected sectors and occupations: stratified random sampling within sectors and occupations	1990: 9,653 1995: 10,702 2000: 11,437 2005: 19,894

Table 7: Sampling strategy (cont'd)

	Survey	Basic sampling frame	Sampling strategy	Size of sample
ES	ENCT	Census of Companies from the Social Security	Stratification of the companies' sites according to the main type of economic activity (grouped in nine branches) and the size of total in-house staff. The selection of the sites was random in each of the formed groups. The employers' questionnaire was answered by the manager or a company representative in each of the selected sites. The selection of the workers was random among the employees based on all workers present in the workplace at that time, including in-house workers and those belonging to other companies such as subcontractors and temporary work agencies. The selected workers answered the workers' questionnaire. Only one employee was interviewed in companies with fewer than 250 employees, and two were interviewed in companies with more than 250	4,054 enterprises and 5,236 workers
FI	Work and Health	Population census	Simple random sample	5,000
FI	QWLS	The sample of QWLS is elaborated from the sample of the monthly LFS. As for the sample of LFS, it is a random selection from the population register applied by region in proportion to population weights	The sampling is done in connection with LFS rounds. In 2003, the target population was selected from persons aged 15 to 64 years among the respondents in the third, fourth and fifth rotation groups of the LFS and in the fourth and fifth rotation groups of the November LFS. The inclusion in the sample of the QWLS from among the interviewees of the LFS was not established until during the LFS interview. The wage and salary earners whose normal weekly working hours amounted to at least five hours were selected from the population of the LFS into the sample of the QWLS, and were invited to participate in it	<ul style="list-style-type: none"> - Working Conditions Survey 1977. Sample size 7,500 employed persons (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 persons in data. Response rate 89%. - Quality of Work Life Survey 1990. Sample size 5,000 employed persons (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 persons in data. Response rate 79%. - Quality of Work Life Survey 2003. Sample size 5,300 wage and salary earners, 4,104 persons in data. Response rate 78%
FI	WLB	Register of Statistics Finland (used also in the LFS)	Simple random	Yearly about 1,400 (all sectors) plus additional sample from municipal sector (700)

Table 7: *Sampling strategy (cont'd)*

	Survey	Basic sampling frame	Sampling strategy	Size of sample
FR	Generation	Students files in colleges and universities	Stratified random sampling	30,000
HU	The State of OHS	Database of Ministry of the Interior, Data Register Office	Simple random sampling	3,751
KR	Working conditions survey	2005 national population census	Stratified random sampling	10,000 households
NL	NEA	Population census	Stratified random sampling	in 2005: 80,000 (response 24,000)
NL	TAS	Respondents databank of Bureau Intomart GFK	Stratified random sampling	(in 2004: 8,000 (response 4,000))
SE	Labour market situation	Population register data	Stratified random sampling	30,000
SE	The Work Environment	Population register data	Stratified random sampling	14,000
SE	Work-related disorders	Population register data	Stratified random sampling	32,900
UK	WHASS of employers WHASS of workers	Employers' survey: Inter-Departmental Business Register Workers' survey: Random digit dial (RDD) sampling was used to provide a sample of residential population	Employers' survey: Sample building survey (persons responsible for day-to-day health and safety) Workers' survey: 'Rizzio' method, a computerised method of random selection, was used to select eligible respondents	Employers' survey: 1,768 workplaces Workers' survey: 10,016 workers
UK	WERS	Inter-Departmental Business Register: sample of establishments The sample of employees within each establishment is provided by the employer from their personnel records	Two-stage cluster sample. Stage 1: stratified random sampling of establishments from the business register using variable sampling fractions (larger fractions for large establishments and smaller economic sectors) Stage 2: random sampling of 25 employees within each surveyed establishment (or all employees in workplaces with fewer than 25 staff)	A total of 22,451 employees in 2,295 establishments
US		Work Orientation Study	Multi-stage, area probability sample of households	About 1,400 for each of three rounds

Data gathering

The most frequently used method for data gathering is face-to-face interviews, which feature in 19 surveys either exclusively or as one of the methods (Table 8). Other means used are telephone, mail, internet and written questionnaires. While some surveys only employ face-to-face interviews, others use a combination of several procedures.

In 23 of the surveys investigated, the interview takes place exclusively at home. In the case of those surveys that are exclusively addressed to the business owner or manager, the interview takes place at the workplace; one example is the CVTS. Regarding surveys addressed both to employees and employers, such as the ENCT and the WHASS, interviews take place at the workplace or at home in the latter case, whereas the Spanish survey is based solely in the workplace.

Working conditions surveys – A comparative analysis

In the case of all three Swedish surveys – Labour market situation for disabled persons, The Work Environment and the Work-related disorders survey – interviews are conducted at the workplace, at home or by other means, including the use of mobile telephone interviews.

Both Dutch surveys, the NEA and the TAS, employ mail questionnaires.

Table 8: *Fieldwork*

	Survey	Mode of data collection	Location of interview
TN	EWCS	Face-to-face	At home
TN	EU-SILC	Depending on the country; the country carries out the survey	At home
TN	LFS 2007 ad hoc module on accidents at work and work-related health problems	Face-to-face or by telephone, according to national LFS practice	Interview at home, according to national LFS practice
TN	CVTS	Face-to-face, by mail, by telephone, other, internet	Workplace
TN	ESS	Face-to-face	At home
TN	WLB Baltic Countries	Face-to-face	At home
AT	Ad hoc module on accidents at work	Face-to-face, by telephone	At home
AT	Work organisation and working time	By telephone	At home
AU	HILDA	Face-to-face, by telephone	At home
BG	Quality of Life and Working Conditions	Face-to-face	At home
CA	Survey of Work Arrangements	Face-to-face, by telephone	At home
CA	Workplace and Employee Survey	By telephone	
CA	LFS	Face-to-face, by telephone	At home
CZ	Measuring the quality of work life	Face-to-face	At home
DE	GSOEP	Face-to-face, by mail	At home
DE	Microcensus	Face-to-face, by telephone, written questionnaire	At home
DE	BIBB-BAuA	By telephone	At home
DE	What is good work?	By mail	At home
DK	DWECS	Face-to-face, by mail, by telephone, other, web survey	At home
ES	ENCT	Face-to-face	Workplace
FI	Work and Health	By telephone	-
FI	QWLS	Face-to-face	At home
FI	WLB	By telephone	At home
FR	Generation	By telephone	At home
HU	The State of OHS	Face-to-face	At home
KR	Working conditions survey	Face-to-face	At home
NL	NEA	By mail, other response possibility via internet	n.a. – mail questionnaires
NL	TAS	By mail, other response possibility via internet	n.a. – mail questionnaires
SE	Labour market situation	By telephone	Workplace, at home, other, also mobile telephone interviews

Table 8: *Fieldwork (cont'd)*

	Survey	Mode of data collection	Location of interview
SE	The Work Environment	By telephone. The survey includes both a telephone interview and a questionnaire sent to participants who have agreed to fill in the questionnaire	Workplace, at home, other, also mobile telephone interviews
SE	Work-related disorders	By telephone	Workplace, at home, other, also mobile telephone interviews
UK	WHASS of employers and of workers	By telephone	Workplace, at home
UK	WERS	Face-to-face, by mail. The interviews with workplace managers and employee representatives are done face-to-face. The employee questionnaire is self-completion, issued at the workplace and then mailed back to the fieldwork company	Work place: interviews with the management and employee representative. The employee questionnaire is completed by the employees at a location of their choice in their own time
US	Work Orientation Study	Face-to-face	At home

Quality control procedures

The report questionnaire included a question on the application of quality control procedures and a further question on the use of pre-tests or follow-up interviews. Table 9 reveals the widespread use of quality control procedures, particularly in relation to questionnaire design, fieldwork monitoring, data processing and weighting. Public availability of survey documentation and questionnaire translations was also a feature in many surveys.

The fourth EWCS put in place an overall quality assurance framework to ensure that each phase of the survey implementation followed established good practice in international social survey design. The quality control procedures in respect of the EU-SILC are the responsibility of the Member State statistical organisations.

In the context of the WLB for the Baltic Countries, several expert groups were set up to take part in planning, design of questionnaires and control of fieldwork.

Some 23 of the 33 surveys studied use pre-tests, while the EWCS uses follow-up interviews. A total of five surveys apply both pre-tests and follow-up interviews. For the Finnish WLB, no pre-tests or follow ups are used but the respondents emphasised that the quasi-panel design is a continuous test.

Table 9: *Quality control procedures*

	Survey	Questionnaire design	Fieldwork monitoring	Data processing and weighting	Public availability of survey documentation	Questionnaire translation (where relevant)	Other	Pre-test	Follow-up interviews
TN	EWCS	•	•	•	•	•	• 1		•
TN	EU-SILC						•		
TN	LFS 2007 ad hoc module on accidents at work and work-related health problems	•	•	•	•	•	• 2	•	
TN	CVTS	•	•	•	•			•	•
TN	ESS	•	•	•	•	•	•	•	
TN	WLB Baltic Countries	•	•	•		•	• 3	•	
AT	Ad hoc module on accidents at work	•	•	•	•	•		•	
AT	Work organisation and working time	•	•	•	•				
AU	HILDA	•	•	•	•			•	
BG	Quality of Life and Working Conditions	•	•	•	•	•		•	
CA	Survey of Work Arrangements	•	•	•	•	•			
CA	Workplace and Employee Survey	•	•	•				•	
CA	LFS	•	•	•	•	•		•	
CZ	Measuring the quality of work life	•	•	•					
DE	GSOEP	•	•	•	•	•		•	
DE	Microcensus	•	•					•	
DE	BIBB-BAuA	•	•	•	•			•	•
DE	What is good work?	•	•	•	•			•	
DK	DWECS	•	•	•	•		• 4	•	
ES	ENCT	•	•	•	•			•	
FI	Work and Health		•					•	
FI	QWLS	•	•	•	•	•		•	•
FI	WLB	•	•	•	•	•	• 5		
FR	Generation	•	•	•				•	
HU	The State of OHS	•		•					
KR	Working conditions survey		•	•				•	•
NL	NEA	•	•	•	•			•	
NL	TAS	•	•	•	•			•	

Table 9: *Quality control procedures (cont'd)*

	Survey	Questionnaire design	Fieldwork monitoring	Data processing and weighting	Public availability of survey documentation	Questionnaire translation (where relevant)	Other	Pre-test	Follow-up interviews
SE	Labour market situation	•	•	•	•				
SE	The Work Environment	•	•	•	•	•			
SE	Work-related disorders	•	•	•	•	•			
UK	WHASS of employers and of workers	•	•	•	•			•	
UK	WERS	•	•	•	•			•	
US	Work Orientation Study	•	•	•	•			•	

Notes: 1) An overall quality assurance framework was put in place and supervised by an independent, external contractor. This ensured that each phase of the survey implementation was carried out to established good practice in international social survey design. 2) The standard LFS procedures apply and, for the ad hoc module, specific quality procedures are defined by the countries with financial support from the European Commission. 3) Several expert groups were formed in each country, which took part in planning, design of questionnaires and control of fieldwork. They also made an important contribution to interpreting the survey data. 4) Analyses in order to examine and quantify effects of mode of data collection in health surveys. 5) Annual survey each September-October. No pre-tests or follow-ups, but the quasi-panel design is a continuous test.

Cooperation with other surveys

A new question of the updated questionnaire for this study asked whether the survey is set up in cooperation with similar surveys in other countries (Table 10). Regarding the transnational surveys, emphasis was placed on the international dimension of the survey and the cooperation procedure for setting up the general survey methodology. In the case of the Eurostat surveys, the EU regulations build a framework for national editions of each of the European surveys. The CVTS and the EU-SILC emphasised the specific implementation in each of the EU Member States.

The panel surveys included in the study cooperate with regard to a **Cross-National Equivalent File**,² which contains equivalently defined variables. The Australian HILDA survey is similar to the GSOEP, although the former has a stronger focus on workplace dynamics.

The new Working Conditions Survey in South Korea benchmarked the Foundation's EWCS in the set up of its own survey.

The WLB for the Baltic Countries was set up in accordance with the Finnish QWLS, conducted by Statistics Finland, and with the WLB, conducted by the Finnish Ministry of Labour. In 2005, the Estonian Ministry of Social Affairs carried out a national WLB, which is organised similarly to the WLB in the Baltic Countries in 1999 and 2002 but also includes new topics (**EF0501SR01**)³.

² <http://www.melbourneinstitute.com/hilda/cnef/cnef.htm>

³ <http://www.eurofound.eu.int/ewco/surveys/EE0501SR01/EE0501SR01.htm>

Table 10: *Cooperation with similar surveys in other countries*

	Survey	Survey set up in cooperation with similar surveys in other countries
TN	EU-SILC	Harmonised output between countries
TN	LFS 2007 ad hoc module on accidents at work and work-related health problems	International survey
TN	CVTS	For efficiency, countries often combine with their own surveys
TN	WLB Baltic Countries	QWLS by Statistics Finland and WLB by Finnish Ministry of Labour – the Nordic Quality of Working Life Surveys
AT	Ad hoc module on accidents at work	Ad hoc module of European LFS conducted for Eurostat
AT	Work organisation and working time	Eurostat, EU15
DE	Microcensus	EU LFS
DK	DWECS	Originated from a joint Nordic effort at the end of the 1980s. (Report: Wikman, A. and Ørhede, E., <i>Pilotprojekterne i Danmark og Sverige</i> , Stockholm, Central Bureau of Statistics and Copenhagen, National Research Centre for the Working Environment (Arbejdsmiljøinstituttet, AMI), 1988)
FI	WLB	WLB in the Baltic Countries 1996, 1999 and 2002. Comparative study: <i>Finland-Estonia-Latvia-Lithuania</i> (St. Petersburg, 1996). The Baltic study is based on the Finnish study but was tailored to the needs of the target countries
KR	Working conditions survey	Benchmark: EWCS
UK	WERS	Cooperation with research teams conducting similar surveys in France on Workplace Industrial Relations (Relations professionnelles et négociations d'entreprise, REPONSE), in Australia (Australian workplace industrial relations survey, AWIRS) and, to a lesser extent, Canada (Workplace and Employee Survey). However, no direct attempt is made to ensure comparability
US	Work Orientation Study	ISSP

Access to survey information

In general, the organisations conducting the surveys provide publications on their surveys and the surveys' results either on the relevant websites or in separate publications (Table 11). The internet has led to a more widespread dissemination of information on survey methodology, as well as of the results.

Table 11: *Public or available information*

	Survey	Publications	Information about the survey on the web
TN	EWCS	Yes	http://www.eurofound.europa.eu/ewco/surveys/documentation.htm
TN	EU-SILC	Yes	http://epp.eurostat.cec.eu.int/portal/page?_pageid=1913,47567825,1913_58814988&_dad=portal&_schema=PORTAL
TN	LFS 2007 ad hoc module on accidents at work and work-related health problems	Yes	The survey is to be implemented in 2007 only http://circa.europa.eu/Public/irc/dsis/hasaw/library?l=/lfs_2007_module&vm=detailed&sb=Title
TN	CVTS	Yes	Survey manual CVTS2 data on Eurostat website
TN	ESS	Yes	http://www.europeansocialsurvey.org/
TN	WLB Baltic Countries	Yes	http://www.sm.ee/est/HtmlPages/baromeeter2002/%24file/baromeeter2002.pdf (10.2Mb PDF)
AT	Ad hoc module on accidents at work	Yes	

Table 11: Public or available information (cont'd)

	Survey	Publications	Information about the survey on the web
AT	Work organisation and working time	Yes	ftp://www.statistik.at/pub/neuerscheinungen/2005/arbeitsorganisation.pdf (in German, 1.8Mb PDF)
AU	HILDA	Yes	http://www.melbourneinstitute.com/hilda
BG	Quality of Life and Working Conditions	Yes (not yet published)	http://www.mlsp.government.bg/en/
CA	Survey of Work Arrangements	Yes	http://www.statcan.ca/start.html
CA	Workplace and Employee Survey	Yes	Workplace and Employee Survey (WES) http://www.statcan.ca/cgi-bin/imdb/p2SV.pl?Function=getSurvey&SDDS=2615&lang=en&db=IMDB&dbg=f&adm=8&dis=2 The Evolving Workplace Series: http://www.statcan.ca/bsolc/english/bsolc?catno=71-584-M&CHROPG=1 Workplace and Employee Survey Compendium http://www.statcan.ca/bsolc/english/bsolc?catno=71-585-X&CHROPG=1 Guide to the Analysis of the Workplace and Employee Survey http://www.statcan.ca/bsolc/english/bsolc?catno=71-221-G&CHROPG=1 Workplace and Employee Survey – Electronic Data Dictionary http://www.statcan.ca/bsolc/english/bsolc?catno=71-221-X&CHROPG=1
CA	LFS	Yes	http://www.statcan.ca/english/ads/71F0004XCB/index.htm
CZ	Measuring the quality of work life	Yes	-
DE	GSOEP	Yes	http://www.diw.de/english/sop/index.html http://www.diw.de/english/sop/soepub/soeplit/index.html
DE	Microcensus	Yes	http://www.destatis.de/themen/e/thm_mikrozen.htm
DE	BIBB-BAuA	Yes	http://www.bibb.de/arbeit-im-wandel
DE	What is good work?	Yes	http://www.was-ist-gute-arbeit.de
DK	DWECS	Yes	http://www.arbejdsmiljoforskning.dk/Nationale%20Data/NAK2005.aspx
ES	ENCT	Yes	http://empleo.mtas.es/insht/statistics/encnt_5.htm
FI	Work and Health	Yes	http://www.ttl.fi/Internet/English/default.htm
FI	QWLS	Yes	-
FI	WLB	Yes	http://www.mol.fi/mol/fi/06_tyoministerio/06_julkaisut/10_muut/index.jsp http://www.mol.fi/mol/fi/99_pdf/fi/06_tyoministerio/06_julkaisut/10_muut/tyoolobarometri2005ennakko.pdf (in Finnish, 286Kb PDF)
FR	Generation	Yes	http://www.cereq.fr
HU	The State of OHS	Yes	http://www.mkk.org.hu/publications.htm#MOP_kut
KR	Working conditions survey	Yes	-
NL	NEA	Yes	http://www.tno.nl/content.cfm?context=markten&content=case&laag1=52&item_id=107
NL	TAS	Yes	http://www.tno.nl/content.cfm?context=markten&content=case&laag1=52&item_id=181
SE	Labour market situation	Yes	http://www.scb.se/templates/Amnesomrade___2441.asp
SE	The Work Environment	Yes	http://www.av.se/statistik/officiellt/arbetsmiljon_2003.aspx

Table 11: *Public or available information (cont'd)*

	Survey	Publications	Information about the survey on the web
SE	Work-related disorders	Yes	http://www.av.se/arkiv/arkiv_statistik/arbetsorsakade_besvar_2005.aspx
UK	WHASS of employers and of workers	Yes	http://www.hse.gov.uk/statistics
UK	WERS	Yes	http://www.wers2004.info/
US	Work Orientation Study	Yes	http://www.issp.org http://www.gss.norc.org/ http://www.norc.org/projects/gensoc.asp http://webapp.icpsr.umich.edu/GSS/rnd1998/appendix/index.htm

Access to raw data

Access to raw data is possible only in certain cases or under certain restricted conditions. Questionnaires are accessible on request in most cases or are attached to published reports (Table 12).

Table 12: *Access to raw data and to questionnaires*

	Survey	Access to raw data	Access to questionnaires
TN	EWCS	Yes. Will be available from the UK data archive (http://www.data-archive.ac.uk/) in 2007 for all data up to and including 2001 data	Yes. EWCS 2005: http://www.eurofound.europa.eu/ewco/surveys/documentation.htm
TN	EU-SILC	Yes. Use of the EU-SILC data requires a data user contract	Yes. http://epp.eurostat.cec.eu.int/portal/page?_pageid=1913,47567825,1913_5881498&_dad=portal&_schema=PORTAL
TN	LFS 2007 ad hoc module on accidents at work and work-related health problems	No	Yes. http://forum.europa.eu.int/Public/irc/dsis/hasaw/library
TN	CVTS	Yes	By application – data is confidential and there is a very demanding procedure to get access but it is possible
TN	ESS	Yes. http://ess.nsd.uib.no/index.jsp	Yes. http://ess.nsd.uib.no/index.jsp
TN	WLB Baltic Countries	No	Yes, as an appendix of the reports
AT	Ad hoc module on accidents at work	-	-
AT	Work organisation and working time	Yes, is part of: ftp://www.statistik.at/pub/neuerscheinungen/2005/arbeitsorganisation.pdf (in German, 1.8Mb PDF)	Can be ordered from Statistics Austria
AU	HILDA	Yes	Yes. http://www.melbourneinstitute.com/hilda/questionnaires.html
BG	Quality of Life and Working Conditions	No	Yes
CA	Survey of Work Arrangements	No	Yes

Table 12: Access to raw data and to questionnaires (cont'd)

	Survey	Access to raw data	Access to questionnaires
CA	Workplace and Employee Survey	Yes. Can be accessed through a remote access service or through the Research Data Centres Network	Yes. http://www.statcan.ca/english/sdds/indexai.htm
CA	LFS	Yes	Labour Force Review (CD-ROM of data holdings)
CZ	Measuring the quality of work life	No	No
DE	GSOEP	Yes. Use of the data requires signing a data user contract with the DIW	Yes. Questionnaires (in English) can be downloaded from: http://www.diw.de/english/sop/service/fragen/index.html . All documentation is available from: http://www.diw.de/english/sop/index.html
DE	Microcensus	No	Yes
DE	BIBB-BAuA	No	Yes
DE	What is good work?	No	Yes
DK	DWECS	No	No
ES	ENCT	Yes, dataset available in SPSS format upon request from interested researchers	Yes, included as annex to report
FI	Work and Health	No	No
FI	QWLS	Yes. It is possible to buy the data for purposes of scientific research. When considering the granting of a licence to use basic data, account is taken of the applicant's possibility of obtaining reliable results on the basis of the material. If authorisation is deemed to be appropriate, particular attention is paid to data protection issues	Yes, at the end of the reports
FI	WLB	No	Yes
FR	Generation	No	No
HU	The State of OHS	Yes. Booklet can be ordered at the MKK	Booklet (including the questionnaire) can be ordered at the MKK
KR	Working conditions survey	-	-
NL	NEA	Yes, restricted	Yes. Only in Dutch
NL	TAS	Yes, restricted	Yes. Only in Dutch
SE	Labour market situation	No	Yes
SE	The Work Environment	No. The published data are available at: http://www.scb.se	Yes
SE	Work-related disorders	No. The published data are available at: http://www.scb.se	Yes
UK	WHASS of employers and of workers	Yes. In process of archiving employer survey and will archive worker survey	Yes. http://www.hse.gov.uk/statistics/publications/whass.htm
UK	WERS	Yes	Yes
US	Work Orientation Study	Yes. http://www.issp.org/	Yes. http://www.issp.org/

Objectives and subject coverage

Objectives

Transnational surveys

Overall, two of the transnational surveys focus on a wide range of working life issues. The EWCS aims at a periodical overview of working conditions throughout Europe. It investigates changes affecting the workforce and quality of work and employment. The WLB for the Baltic Countries examines working conditions in Estonia, Latvia and Lithuania (Table 13).

The other transnational surveys focus on particular areas of working life. The EU-SILC considers income distribution and living conditions throughout Europe, including questions on work and employment conditions, as well as the household and family situation. Unlike the former ECHP, the EU-SILC has both a panel and a cross-sectional survey design. The CVTS collects data on vocational training provided by enterprises, while the LFS ad hoc module 2007 will gather statistical information on accidents at work and work-related health problems. The ESS includes work-related attitudes in a broader scope of social research.

National surveys

The wide array of national surveys collect and provide data on employment and labour market issues, quality of work, work organisation, OHS and risk prevention, vocational training, and transition into the labour market or work orientations (Table 13).

The Korean Working Conditions Survey follows an approach similar to the EWCS. Other surveys focusing on a wide range of working conditions indicators are the Finnish QWLS, the Finnish WLB, the Bulgarian Quality of Life and Working Conditions Survey, the NEA, the TAS, the Canadian Survey of Work Arrangements and the German BIBB-BAuA Employee Survey. An explicit objective of the German What is good work? survey is to gather information on the views of employees in terms of quality of work.

Surveys focusing primarily on the working environment and OHS are the DWECS, the Finnish Work and Health Survey, The state of OHS in Hungary survey, the ENCT, two Swedish surveys – The Work Environment and Work-related disorders – and the British WHASS.

The panel surveys HILDA and the GSOEP investigate employment and working conditions within a wide-ranging longitudinal survey design in relation to the household and family situation.

Some of the surveys aim to gather information on specific work-related issues. The US Work Orientation Study within the ISSP explores changes in work orientations and considers job values, job commitment and job satisfaction. The specific module to the Austrian Mikrozensus focuses on work organisation and working time. A Swedish survey collects data on the labour market situation for disabled persons. The French Generation survey is concerned with information and analyses on the school-to-work transition for young people exiting the educational system during a single year, regardless of their educational levels. Meanwhile, the British WERS focuses on industrial relations.

A key objective of the Czech Measuring the Quality of Work Life survey is to provide an instrument that can be used by enterprises during certification processes, for monitoring and human resource management (HRM) purposes.

Table 13: *Survey objectives*

	Survey	Objectives
TN	EWCS	To provide a periodical overview of working conditions throughout Europe, as well as indicating the changes affecting the workforce and quality of work and employment issues in the EU
TN	EU-SILC	To provide a harmonised overview of income distribution and living conditions throughout Europe
TN	LFS 2007 ad hoc module on accidents at work and work-related health problems	To provide EU-level statistical information on those aspects of accidents at work, work-related health problems and risk exposure at work which are not covered by EU-level statistical sources such as European Statistics on Accidents at Work (ESAW) or European Occupational Diseases Statistics (EODS)
TN	CVTS	To collect information on companies' contribution to vocational training
TN	ESS	To produce robust data about trends in people's underlying values within and between European nations; to rectify longstanding deficits in the rigour and equivalence of cross-national quantitative research, particularly about attitudes; to formulate and promote social indicators and reliable attitudinal measures of national and transnational progress
TN	WLB Baltic Countries	To examine the current state of Estonian, Latvian and Lithuanian working life and recent changes in this regard; to compare the results for 1999 and 2002, and benchmark several topics against the WLB results in Finland
AT	Ad hoc module on accidents at work	To examine the occurrence of accidents at work and of non-accidental work-related ill-health
AT	Work organisation and working time	To focus on the following forms of work times and/or work contracts: economically dependent contracting (false self-employment); evening, night and weekend work; working time patterns of part-time workers; flexible working time arrangements; shift work patterns; and overtime. The survey also aims to make data available for structural statistics pertaining to flexible working time arrangements and various kinds of workers
AU	HILDA	To support research questions surrounding three broad and inter-related areas: income and wealth dynamics, labour market dynamics and family dynamics
BG	Quality of Life and Working Conditions	To collect data and study the following aspects: labour force structure; types of employment; basic elements of working conditions; impact of key elements on nature of work, such as new technologies and work location; work–life balance; exposure of physical and psychological risks; work organisation; employee participation, information and consultation; discrimination and violence at work
CA	Survey of Work Arrangements	<p>To provide comprehensive information at national level on certain aspects of the Canadian labour market such as day-to-day and week-to-week work routines, as well as non-traditional work arrangements. The latter have emerged as changes in the economy, such as the growth of the services sector and advancing technology, have transformed work arrangements and work options.</p> <p>For paid workers, the 1995 survey provides information on issues also covered by the 1991 survey, such as: working time (days of the week, hours of work); control over work schedules (for example, 'on call', flexible schedule); work from home; paid overtime and how workers are compensated for it; permanent jobs compared with temporary jobs; and second jobs.</p> <p>In addition, the 1995 survey gathered information not collected by the previous survey on the following aspects: company size, employee benefits, unpaid overtime and preference for fewer or more hours of work. For self-employed persons who were not part of the 1991 survey, the 1995 survey provides information on the days of the week they work, number of employees in the company during the reference week, home-based work and reasons for self-employment</p>
CA	Workplace and Employee Survey	To explore a broad range of issues relating to employers and their employees. As a longitudinal annual survey with two components – an employer survey and an employee survey – it aims to shed light on the links between competitiveness, innovation, technology use and HRM on the employer side, and technology use, training, job stability and earnings on the employee side. The survey is unique in that employers and employees are linked at the micro-data level; employees are selected from within sampled workplaces. Thus, information from both the supply and demand sides of the labour market is available to enrich studies on either side of the market

Table 13: *Survey objectives (cont'd)*

	Survey	Objectives
CA	LFS	To categorise the working-age population into three mutually exclusive classifications – employed, unemployed and economically inactive - and to provide descriptive and explanatory data on each of these groups. Data from the survey provide information on major labour market trends such as shifts in employment across economic sectors, hours worked, labour force participation and unemployment rates
CZ	Measuring the quality of work life	To create an instrument that can be used by Czech enterprises and companies during certification processes under International Organization for Standardization (ISO) and European Foundation for Quality Management (EFQM) standards. The tool can also be used for monitoring purposes and possibly in making policy affecting HRM
DE	Measuring the quality of work life	To offer microdata for research in the social and economic sciences. The data make it possible to test a wide range of economic and social theories, as well as psychological theories. The panel is a wide-ranging representative longitudinal study of private households in Germany. The same private households, persons and families have been surveyed each year since 1984. An immigrant sample was also added to account for the changes that took place in German society in 1994/95. Further new samples were added in 1998, 2000 and 2002. The survey is constantly being adapted and developed in response to current social developments
DE	Microcensus	To provide representative data on the population and labour market
DE	BIBB-BAuA	To assess the working population and their current working conditions for a monitoring and risk prevention observatory
DE	What is good work?	To examine the demands of employees in respect of quality of work, the state of demands, stresses and strains, contentment needs and expectations, and work-life balance
DK	DWECS	To collect data on work environment and health in the working population from large samples in the context of a varied population profile. The purposes are to monitor the prevalence of occupational risk factors and incidence of health symptoms, and to estimate changes of health and labour market status as possible consequences of occupational risk factors
ES	ENCT	To investigate work environment factors that are generating illness or discomfort in the Spanish working population; to identify the Spanish working population's most frequent working exposure risks; to examine the current preventive structures; and to assess developments in working conditions
FI	Work and Health	To provide extensive follow-up data of working conditions and other factors of working life. Data in relation to health status and the well-being of the working age population were also collected
FI	QWLS	To produce data on the state of working life to support labour policy decisions and the development of work communities. The surveys aim to provide information for public debate about Finnish people's views concerning their working conditions and about how these conditions have changed. The surveys also supply material for research, training and communications activities related to working conditions, which take place in diverse quarters of society
FI	WLB	To assess the quality of Finnish work life and to capture annual changes in that regard, as well as one or two current topics
FR	Generation	To develop information and analyses on the school-to-work transition for young people exiting the educational system during a single year, regardless of their educational levels
HU	The State of OHS	To assess working conditions in order to promote the Hungarian National Programme of OHS for improving quality of work and life, and to establish a database on working conditions that would be comparable with EU data
KR	Working conditions survey	To identify health hazards related to working conditions for Korean workers, and to assess changes in working conditions in a diverse labour market
NL	NEA	To provide periodical monitoring of employment and working conditions, health and OHS measures
NL	TAS	To offer periodical monitoring of employment and work

Table 13: *Survey objectives (cont'd)*

	Survey	Objectives
SE	Labour market situation	To outline the situation in the labour market for disabled persons
SE	The Work Environment	To outline work environment conditions in Sweden
SE	Work-related disorders	To outline the disorders that people associate with their work
UK	WHASS of employers and of workers	To gather information on the work environment and on safety and health at work
UK	WERS	To map workplace employment relations in Britain and changes over time; to inform policy development, and encourage and inform debate and practice; to provide a comprehensive and statistically reliable dataset on British workplace employment relations
US	Work Orientation Study	To measure cross-national changes in work orientation, including such elements as job values, organisational loyalty, work commitment, job satisfaction and work experience

Subjects covered

The focus and the range of subjects are related to the survey objectives. Several surveys included subjects beyond the list of working conditions indicators outlined in the study questionnaire, which covered skills and competence development, working time and pay, workplace design, work organisation, OHS, exposure to physical, chemical or biological agents, physical workload, mental strain, social atmosphere, job satisfaction or commitment, work–life balance, and occupational and health outcomes.

Examples of frequently mentioned subjects that are not specified in the questionnaire include: employment contract status, management responsibilities, management quality, second job, job content, work experience, telework, use of information technology (IT) at work, time spent on non-work activities, vocational training, absenteeism, work disability, professional advancement and career, leave possibilities, childcare provisions in the company and unionisation. The CVTS focuses on vocational training and includes questions on apprenticeships.

The DWECS includes a comprehensive list of additional work-related health and quality of work issues (Table 14, Note 7). Both Dutch surveys, the NEA and TAS, reflect partially different quality of work issues such as psychosocial risks, work on visual display units (VDUs), dangerous or dirty work, pregnancy and work, commuting time, importance of work, family and free time, change in position, promotion, career development, burnout or exhaustion, repetitive strain injury (RSI) or job security.

Table 14: *Subjects covered*

	Survey	OHS management	Design of work stations	Exposure to physical agents	Exposure to chemical agents	Exposure to biological agents	Safety at the workplace	Physical workload	Mental strain	Work organisation issues	Skills and competences	Job satisfaction/Commitment	Work-life balance	Working time	Pay	Social environment	Occupational health outcomes	Other	
TN	EWCS	•		•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•1
TN	EU-SILC													•		•			
TN	LFS 2007 ad hoc module on accidents at work and work-related health problems			•	•	•	•	•	•								•		
TN	CVTS	•									•			•					•2
TN	ESS								•	•		•	•	•	•	•			
TN	WLB Baltic Countries						•	•	•	•	•	•	•	•	•	•	•		•3
AT	Ad hoc module on accidents at work			•	•			•	•										•4
AT	Work organisation and working time													•					
AU	HILDA										•	•	•	•	•	•	•		•5
BG	Quality of Life and Working Conditions	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•		
CA	Survey of Work Arrangements												•	•	•				
CA	Workplace and Employee Survey									•	•	•	•	•	•	•			
CA	LFS													•	•				•6
CZ	Measuring the quality of work life						•	•	•	•	•	•	•	•	•	•	•		
DE	GSOEP	•		•			•	•			•	•	•	•	•	•	•		
DE	Microcensus													•					
DE	BIBB-BAuA	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•		
DE	What is good work?	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•		
DK	DWECS	•		•	•		•	•	•	•	•	•	•	•	•	•	•		•7
ES	ENCT	•	•	•	•	•	•	•	•	•			•	•		•	•		
FI	Work and Health	•		•	•	•	•	•	•	•	•	•	•	•	•	•	•		
FI	QWLS	•		•	•	•	•	•	•	•	•	•	•	•	•	•	•		•8
FI	WLB						•	•	•	•	•	•	•	•	•	•	•		
FR	Generation										•	•			•				•9
HU	The State of OHS	•			•		•	•	•	•							•		
KR	Working conditions survey			•	•	•		•	•	•	•			•	•	•	•		
NL	NEA	•	•		•	•		•	•			•	•			•	•		•10
NL	TAS				•			•	•	•	•	•	•	•	•	•	•		•11

Table 14: Subjects covered (cont'd)

	Survey	OHS management	Design of work stations	Exposure to physical agents	Exposure to chemical agents	Exposure to biological agents	Safety at the workplace	Physical workload	Mental strain	Work organisation issues	Skills and competences	Job satisfaction/Commitment	Work-life balance	Working time	Pay	Social environment	Occupational health outcomes	Other
SE	Labour market situation	•	•					•	•	•				•			•	
SE	The Work Environment	•	•	•	•	•	•	•	•	•	•	•	•	•		•	•	
SE	Work-related disorders	•		•	•	•	•	•	•	•							•	•
UK	WHASS of employers and of workers	•	•	•	•	•	•	•	•	•	•					•	•	
UK	WERS							•	•	•	•	•	•	•	•	•		
US	Work Orientation Study	•		•			•		•	•	•	•	•	•	•	•		

Notes: 1) Employment status; other labour market variables (Statistical classification of economic activities in the EU (Nomenclature générale des activités économiques dans les Communautés Européennes, NACE), International Standard Classification of Occupations (ISCO)); other personal variables (International Standard Classification of Education, ISCED); management responsibilities; second jobs; job content; use of IT at work; household composition; time spent in non-work activities. 2) Vocational training, apprenticeships, disadvantaged groups. 3) Collective bargaining and unionisation; telework and IT in working life; employment contracts. 4) Injuries at work or in the course of work; illness, disability or other physical or psychological health problems, apart from accidental injuries, suffered by the person during the past 12 months (from the date of the interview), and caused or made worse by work. 5) Job security; work-related training; nature of employment contract (casual, fixed-term, other). 6) Work absence rates; full-time or part-time status; unionisation rates; paid or unpaid overtime; permanent or temporary work; rates of employment, unemployment and participation; employment levels by educational attainment; hourly and weekly earnings by employee demographic and educational characteristics. 7) Body mass index (BMI); orientation of hand; self-esteem; work ability; intention to stay at work; shift work; work at home; work process; IT; work postures, repetitive movements, carrying loads, pushing loads; job decision latitude, skill discretion; psychological, cognitive or sensory demands, quantitative demands, emotional demands, demands in relation to hiding emotions; job insecurity; management quality; role conflicts and clarity; sick days; sleep; stress; mental health; blood pressure; headaches; accident injuries; diseases; hearing; pain in the musculoskeletal system; symptoms in lungs and eyes, bronchitis, dyspnoea, symptoms in stomach; skin, allergic states. 8) Work experience, experiences of unemployment, labour market position, conditions of employment (special series of questions for fixed-term contract employees), absences from work. 9) Employment status. 10) Demography; terms of employment; work on VDUs; dangerous or dirty work, dangerous substances; general health, time needed for recovery after work; RSI complaints and effects; absence management of employer, absence days/periods in last 12 months; contact with occupational health service; chronic diseases, disabilities, measures taken in the workplace, work disability; pregnancy and work; career development and pay. 11) Demography; type of employment contract; commuting time; importance of work; psychosocial demands, emotional demands; noise; dangerous work; IT use; home work and telework; change in position or promotion; leave options, childcare provisions in company, possibility of adapting working hours; health, burnout, RSI, chronic disease, presenteeism (being at work despite illness), absence in previous 12 months; financial position of organisation, job security.

Comparative analysis of selected questionnaires

This chapter examines the themes and content of the questionnaires of selected surveys. The analysis provides a more in-depth comparative review of the characteristics of the questionnaires, and presents a detailed theme-based classification of variables. The selection of the questionnaires to be analysed is restricted by their availability in one of the following languages: English, French, German and Spanish.

Unlike the first study by INSHT, three types of surveys and additional themes have been included in this follow-up report. The analysis of the questionnaires distinguishes further between questionnaires addressed to employees and to employers. Table 15 gives an overview of the surveys and questionnaires investigated. In all cases, the latest available questionnaire has been evaluated.

Table 15: *Basic information on questionnaires analysed*

	Survey	Questionnaire or modules analysed; language
TN1	EWCS	Employee questionnaire (2005); in English
TN3	WLB Baltic Countries	Employee questionnaire (2002); in English
TN3	CVTS	Employer questionnaire (European Outline Questionnaire 2005); in English
AT1	Work organisation and working time	Employee questionnaire (2004); in German
AU1	HILDA	Employee questionnaire (2006); in English
CA1	Workplace and Employee Survey	Employee questionnaire (2005); in English Employer questionnaire (2006); in English
DE1	GSOEP	Employee questionnaire (2006); in English
DE2	BIBB-BAuA	Employee questionnaire (2005/2006); in German
DE3	What is good work?	Employee questionnaire (2004); in German
ES1	ENCT	Employee questionnaire (2002/2003); in Spanish Employer questionnaire (2002/2003); in Spanish
FI1	QWLS	Employee questionnaire (2003); in English
FI2	WLB	Employee questionnaire (2006); in English
SE1	The Work Environment	Employee questionnaire (2003); in English
UK1	WHASS of employers and of workers	Employee questionnaire (2005); in German Employer questionnaire (2005); in German
US1	Work Orientation Study	Employee questionnaire (2005); in English

Questionnaires addressed to employees

This comparative analysis considers that questionnaires can only be understood in a holistic way and in their context. The following breakdown of variables strives for an overview of the entire range of working conditions indicators to provide a comprehensive analysis of quality of work and employment.

A total of three transnational surveys are considered, in addition to 12 national surveys. The selection includes both cross-sectional and longitudinal surveys. Some of the surveys focus on a particular topic. These are the CVTS, the US Work Orientation Study in the ISSP, the Austrian ad hoc module on work organisation and working time, and the German What is good work? survey on employees' demands regarding quality of work.

The questionnaire of the Work Orientation Study in the US is the questionnaire of the 2005 ISSP Module on Work Orientation. As a consequence, the questionnaire itself has a transnational character. While the other surveys are more directed towards the situation in the workplace, the study on work orientation gathers data on attitudes towards work. These questions are closely linked to the topics of job satisfaction and quality in work.

The British WHASS focuses in detail on all aspects of physical and mental demands in the workplace and OHS. The Swedish Work Environment survey looks closely at work environment factors and the impact on physical and mental health. A similar approach is found in the Spanish ENCT.

The two panel surveys included in the selection, HILDA and the GSOEP, demonstrate how work-related and non-working life aspects interact. The panel design also follows the development of persons in both spheres. The GSOEP has a specific module in the 2006 questionnaire which focuses on the impact of work on personal well-being and opportunities to cope with demands at the workplace and in other spheres of life.

Both Finnish surveys examine the social atmosphere in the workplace and the role of work in a life context. The QWLS covers a wide range of questions on working conditions indicators, while the WLB looks in more detail than any other survey at changes in companies and their workforce, and the impact for working conditions. The WLB also examines all aspects in terms of remuneration.

The BIBB-BAuA Employee Survey in Germany covers all aspects of working conditions but strongly focuses on the development of occupations and work, as well as working conditions. The Canadian Workplace and Employee Survey assesses a wide range of working conditions issues.

The WLB in the Baltic Countries was conducted in Estonia, Latvia and Lithuania, and reflects specific conditions in these countries and the process of economic transformation therein. This survey was the model for the WLB 2005 in Estonia.

The EWCS covers all aspect of working conditions indicators. In particular, it includes certain questions that consider aspects of workplaces that are typical for professions or occupations predominantly carried out by women. This approach is also reflected in the Finnish QWLS.

The analysis of the selected questionnaires investigates company and employee information, and the following quality of work-related topics:

- employment conditions;
- professional or career development;
- skills and competence development;
- further training;
- work organisation;
- human resource management;
- physical work environment factors, including exposure to physical, chemical and biological agents;
- mental strain;

- working time;
- work–life balance;
- pay;
- OHS management;
- health outcomes;
- social environment, such as participation and consultation, gender equality, equal opportunities, and violence and harassment at the workplace;
- job satisfaction or commitment;
- quality of work.

Company information

Employees are asked to provide information about the company for which they work (Table 16). Key indicators are economic activity, number of employees, type of company and its economic situation; some surveys ask the employees for an assessment of the latter.

The Finnish WLB examines in detail changes in the workforce of the company. Beyond questions on a potential increase or decrease of the workforce, the survey focuses on the contractual basis on which new employees are hired – that is, permanent, temporary or part-time – and the transfer of employees between establishments of the enterprise. Other questions consider the following aspects: dismissal, reduced working week, transfer from full-time to part-time work, non-extension of fixed-term employment contract, non-replacement of workers taking retirement, and lack of substitution of workers on parental or other long-term leave.

Table 16: *Company data sought in employee questionnaires*

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	FI1	FI2	SE1	UK1	US1
Economic activity	•	•		•	•	•	•	•		•	•		•	
Number of employees	•	•		•		•	•	•		•	•		•	
Type of company (public/private)	•	•		•	•	•	•			•	•		•	
Headquarters/subsidiary		•		•			•			•				
Economic situation							•			•	•			
Job security (within company)		•		•										•
Changes in workforce		•			•		•			•	•			
Restructuring		•					•			•	•			

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; FI1: QWLS; FI2: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Employee information

Surveys gather employee information on socio-demographic variables (Table 17). Further variables are the family and household situation, children and life partnership.

Table 17: Employee information

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Socio-demographic data														
Age	•	•			•	•	•	•	•	•			•	
Sex	•	•			•	•	•	•	•	•			•	
Nationality	•	•			•	•	•		•					
Education	•	•		•	•		•	•	•				•	
Occupational degree					•		•	•					•	
Occupational status		•				•	•	•						
Job category	•	•					•	•	•					
Family and non-working life														
Marital status		•		•	•	•	•			•				
People in household/working	•	•		•	•	•	•	•		•			•	
Children in household		•		•	•	•	•	•	•					
Age of children				•	•	•	•	•		•				
Spouse/partner	•			•		•	•	•		•				
Sharing of housework						•		•		•				

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Employment conditions

The surveys usually ask whether the employment is based on a permanent or a fixed-term contract (Table 18). Some of the questionnaires also enquire about the duration of a fixed-term employment contract. Only five surveys – the three German ones, the Spanish ENCT and the EWCS – have a question in relation to temporary agency work.

Part-time work and the number of hours usually worked is a variable in almost all of the surveys. Holding a second (or third) job and self-employment are further common variables.

In its question on the employment contract, the WLB in the Baltic Countries asks whether it is a written contract.

Table 18: Employment contract status

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Permanent	•	•		•	•	•	•	•	•	•	•		•	
Fixed-term	•	•		•	•	•	•	•	•	•	•		•	
Duration of fixed-term contract	•			•	•	•			•	•				
Temporary agency	•					•	•	•	•					
Full-time	•			•	•	•	•	•	•				•	
Part-time	•		•	•	•	•	•	•	•				•	
Second job	•	•		•	•	•	•	•					•	•
Self-employment	•	•		•	•	•	•	•		•			•	•

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Professional or career development

The BIBB-BAuA Employee Survey in Germany specifically enquires about the importance of career development and opportunities for advancement, and whether their significance changed over the life course. Meanwhile, the GSOEP includes a question on a worsening – or expected worsening – of the working situation.

The US Work Orientation Study considers the extent to which workers are willing to accept particular conditions to avoid unemployment. It also asks whether employees are willing to accept a job requiring new skills, to accept a position with lower pay, to accept temporary employment or to travel further to get to work.

Common features across the questionnaires are the date of starting the job and the number of years of gainful employment, as well as the perceived risk of losing one’s job and an assessment of employment prospects (Table 19).

Table 19: *Professional or career development*

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	FI1	FI2	SE1	UK1	US1
Start of job date/Years of gainful employment	•	•		•	•	•	•	•	•	•				
Work experience					•									•
Job changes		•		•	•	•				•	•			
Change of occupation							•			•	•			
Promotion					•	•			•	•				
Opportunity for advancement	•					•	•	•		•				•
Phases of unemployment					•	•	•	•		•				
Risk of losing job	•			•		•		•	•	•	•			•
Employment prospects		•		•		•		•	•	•	•			•

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; FI1: QWLS; FI2: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Skills and competence development

While the surveys usually explore whether employees have opportunities to develop their professional knowledge and skills, the German BIBB-BAuA Employee Survey examines in detail whether and how the required professional knowledge and skills have actually changed. Several questions focus on the attainment and application of the initial and later occupational qualifications.

The BIBB-BAuA survey is the only questionnaire that considers quality circles, that is, small groups of workers meeting regularly to discuss work improvements. Both the BIBB-BAuA survey and the Canadian Workplace and Employee Survey reflect on job rotation and cross-training, in the latter within the company and in the former across companies.

Most surveys investigate how well jobs and skills are matched and the need or the opportunity to learn new things (Table 20).

Table 20: Skills and competence development

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Development of professional knowledge and skills	•						•	•	•		•	•		•
Learning new things	•						•	•	•	•	•	•		
Solving complex problems	•						•	•	•			•		
Jobs–skills match	•	•				•	•	•	•	•		•		•
Job in line with qualifications	•					•	•	•	•					
Quality circles							•							
Job rotation/cross-training					•		•							

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Further training

The surveys typically pose questions regarding access to any work-related further training within a particular time period, for example, in the last 12 months, or last two years in the case of the German BIBB-BAuA Employee Survey (Table 21).

The main focus in this area is on general access to further training, whether the employer pays for the training, and participation in external courses.

The Canadian Workplace and Employee Survey and the German What is good work? survey investigate the particular subjects covered on the training course. The German BIBB-BAuA Employee Survey also asks whence the initiative for the further training came. Other questions consider the form of such further training, including participation in congresses or trade fairs. Supervision and coaching at the workplace, as well as computer and web-based learning, are further variables.

Table 21: Further training

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Access to training	•	•		•	•		•	•	•	•	•	•		•
Frequency					•		•							
Number of days					•		•			•	•	•		
Training paid by employer	•			•	•		•	•	•	•	•			
External training courses		•		•	•		•		•		•	•		•
Training during working hours				•	•		•	•	•					
Subjects covered					•			•						
On-the-job training	•				•		•					•		•
Self-learning at work	•						•							
Usefulness					•			•						
Guidance/training in the use of IT					•		•	•		•				

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Work organisation

Although other surveys ask if work is done in a team, the Finnish QWLS investigates various facets of team work in more detail. Questions focus on the proportion of work done in a group, the autonomy of a team, internal division within a team, responsibilities and decision making, improvement of work and productivity, as well as conflicts within teams. The EWCS enquires whether the job or part of the work is done in a team. Further questions assess the team’s scope of decision making in respect of the division of tasks and who is appointed head of the team.

The Spanish ENCT asks if the work is done at an assembly line. Other questions include whether the work is done alone or in a group or in cooperation with others. The US Work Orientation Study considers whether the respondent can work independently.

The German What is good work? survey contains specific questions on the reasons and circumstances of work from home, while the Canadian Workplace and Employee Survey takes a similar approach to enquiring about telework.

In relation to IT, the Canadian Workplace and Employee Survey investigates which software applications are used, the methods of learning how to use these applications, and which of these learning methods was the most helpful.

The BIBB-BAuA Survey in Germany has specific questions to determine the actual job performed and whether this kind of job and occupation already existed in the organisation 10 years previously, or if it is a new form of work. The survey also explores all aspects of the occupations and the work, and the specific skills and qualifications required. Other questions examine changes in the actual work within the last three years, including a list of potential changes, such as implementation of new technologies, changes in the organisation of services provision, or fundamental reorganisation and restructuring of work processes. Changes in work-related stress or time pressure, the variety of tasks undertaken, and the required skills and knowledge are also assessed.

Several surveys devote attention to issues such as job content and to workload aspects such as work intensity (Table 22). Other common areas covered include autonomy and control at the workplace in terms of work performance and time planning, influence on the order of tasks performed, working methods, planning of work and whether workers are consulted or informed about changes at their workplaces. Overall, three surveys examine whether the staffing is considered as appropriate or adequate, or whether workers feel that they have too high a workload due to an insufficient number of employed personnel.

Table 22: *Work organisation*

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	FI1	FI2	SE1	UK1	US1
<i>Job content</i>														
Activities or type of work performed	•		•	•	•	•	•	•	•				•	
Work tools/machinery			•		•		•		•				•	
Use of IT	•				•		•	•	•	•			•	
Work with people	•						•	•		•		•		•
<i>Kind of work</i>														
Monotonous/repetitive	•								•	•		•	•	
Complexity/difficulty	•						•	•	•			•		
Emotional involvement	•						•	•				•		
Level of workload/intensity		•				•	•	•	•	•	•	•		
Rhythm of work	•	•	•						•			•		•
Interruptions	•					•	•	•	•	•				

Table 22: *Work organisation (cont'd)*

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Kind of work (cont'd)														
Time pressure/tight schedule	•					•	•	•	•	•		•	•	
Coping with workload	•					•	•			•		•	•	
Work from home	•			•	•		•	•		•			•	
Telework	•				•		•			•				
Team work	•	•			•				•	•	•			
Autonomy and control														
Autonomy of work performance	•	•	•				•	•	•	•	•	•	•	•
Influence on order of tasks performed	•	•	•				•	•		•	•	•	•	•
Working methods	•	•	•				•	•		•	•	•	•	•
Planning of work	•	•	•				•	•		•	•	•	•	•
Information/consultation regarding work changes	•	•			•		•	•	•	•	•		•	
Staffing (and workload)									•	•	•			

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Human resource management

While most surveys include rather general questions regarding the role of supervisors, the German What is good work? survey has specific questions in terms of quality in work. The questions cover consideration and appreciation of work, interest in work satisfaction of employees, care for occupational advancement, good planning of work, support and encouragement, praise, recognition and constructive criticism, and the ability to resolve conflicts.

It is common to find questions on support or encouragement from the supervisor, and whether relationships between management and workers are open and based on trust (Table 23).

 Table 23: *HRM issues*

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Sex of supervisor	•									•				
Quality of management		•				•	•			•				
Support/encouragement	•	•				•	•			•	•	•	•	
Appraisal of work										•	•			
Evaluation of performance					•					•	•			
Regular formal assessment of performance	•									•				
Job evaluation system in relation to pay					•						•			
Open/trust-based relationship between management and workers	•						•			•	•	•		•

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Physical work environment factors

The Swedish Work Environment survey, the Spanish ENCT, the British WHASS and the EWCS involve detailed questions concerning exposure to various hazards at the workplace and in relation to physical workload, effort and body posture, and movement (Tables 24 and 25).

Several surveys included questions as to whether workers feel exhausted from work when they come home, without distinguishing between physical or mental exhaustion.

Table 24: Work environment factors

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Thermal environment	•						•	•	•	•		•		
Lighting							•		•	•		•		
Noise	•						•	•	•	•		•	•	
Vibrations	•						•		•	•		•	•	
Radiation	•						•		•					
Smoke, gases, fumes, dust	•						•	•	•	•		•	•	
Chemical and biological environment	•						•	•	•	•		•	•	
Risk of infectious disease	•						•			•				
Safety risks									•	•			•	
Humidity, ventilation	•						•	•		•		•		
Dangerous conditions													•	•
Other physical environment factors								•	•			•	•	
Personal and collective protective equipment	•						•		•				•	
Company equipment													•	

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Table 25: Physical workload or effort

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Physical workload		•					•	•		•	•			•
Physical exhaustion								•				•		•
Work posture	•						•	•	•	•		•	•	
Repetitive movements							•		•			•	•	
Lifting/carrying heavy loads	•						•	•	•	•		•	•	
Lifting/carrying heavy loads	•													
Standing, walking, sitting	•						•	•	•					
Application of force													•	
Repetitive hand or arm movements	•									•	•		•	
Other physical effort in general												•	•	
Strenuous work											•			•

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Mental strain

Mental or psychological strain attracts less attention than work environment factors and physical efforts (Table 26). The 2006 GSOEP investigates mental strain arising from work and the balance with non-working life, using a series of scale questions. The questions are formulated as follows:

‘I am often already thinking about work-related problems when I wake up.’

‘When I come home, it is very easy to switch off from thinking about work.’

‘Those closest to me say that I sacrifice myself too much for my career.’

‘Work seldom lets go of me; it stays in my head all evening.’

‘If I put off something that needs to be done that day, I can’t sleep at night.’

The German What is good work? survey seeks information on feelings of burnout and emptiness after work, lack of recovery in non-working time and feelings of frustration about work. Stress is a variable in seven of the surveys.

Table 26: *Mental strain*

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Mental demands	•	•						•		•	•	•		
Stress	•							•	•		•	•	•	•
Mental exhaustion											•	•		•
Thinking about work outside work						•				•		•		

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Working time

Typical questions in the context of working time pertain to the number of hours spent working, extent of overtime and compensation of overtime (Table 27).

The Canadian Workplace and Employee Survey asks respondents why they want to reduce their working hours. The possible reasons listed are: family responsibilities, work-related stress, other health reasons or more leisure time. Similar questions are found in the German What is good work? survey although it offers additional options, including company reasons, further training, early retirement and the wish to have more time for other things. A further question in this survey considers the impact of pay on the preference for a reduction or increase of working time.

Questions frequently arise in relation to working time schedules and whether work is done in shifts, at night, in the evening, at weekends or on call. The German What is good work? survey examines how workers assess the levels of strain arising from these unusual working time schedules.

The GSOEP includes various questions on commuting. There is also a comprehensive section about the organisation of working time accounts.

Table 27: Working hours

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Time spent working														
Number of working hours	•	•		•	•	•	•	•	•				•	
Overtime	•	•		•	•	•	•	•	•	•	•		•	
Overtime paid/unpaid, compensation by time off	•	•			•	•	•	•		•	•		•	
Preference for more or less hours	•			•	•	•	•	•						•
Commuting	•					•	•		•					
Working time arrangements														
Flexible start and finish time	•		•		•			•	•	•				•
Working hours monitored								•	•	•				
Flexitime	•		•		•					•			•	•
Working time accounts			•			•								
Individually reduced working hours			•	•	•									
Regularity/predictability	•			•	•					•				
Shift work	•		•	•	•		•	•	•	•			•	
Night work	•		•	•	•		•	•	•	•			•	
Weekend work	•		•	•	•		•	•	•				•	
Late hours	•		•	•	•		•	•		•			•	
On-call time			•	•	•		•	•						
Rest periods														
Sufficient										•		•		
Can decide when to take a break	•						•	•				•	•	

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Work–life balance

The Finnish QWLS features detailed questions on work–life balance. This also includes thinking about work at home or during leisure time, on the one hand, and the impact of the situation at home on work, on the other. Further questions analyse decisions in relation to having children or job advancement. The survey investigates decisions to give up a job for family reasons, for example due to moving dictated by a spouse’s work. In the context of work–life balance, the Finnish WLB includes a question on the importance of work as a factor in life at the moment. The response categories range from 1: ‘I would not give up working at any price’ to 5: ‘I am already giving up my work’.

The US Work Orientation Study asks whether the demands of the job interfere with family life and also whether the demands of family life interfere with the job. Detailed questions about childcare during working hours are found in the German What is good work? survey and the GSOEP.

Questions commonly arise in respect of leave for childcare, care for family members or leave for other purposes such as, for example, further education and qualifications.

The Swedish Work Environment survey is one of the four surveys to ask whether exhaustion from work hinders relations with family, friends or other activities (Table 28).

Table 28: *Work-life balance*

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	FI1	FI2	SE1	UK1	US1
Maternity, paternity, parental leave	•			•	•	•	•	•		•				
Part-time parental leave						•				•				
Leave for care of family members	•			•			•	•						
Childcare facilities					•			•						
Childcare during working hours					•			•		•				
Paid/unpaid leave for other reasons	•			•	•		•							
Working time flexibility regarding non-working life	•		•	•			•	•		•				•
Absence from work due to illness of child										•				
Exhaustion from work affects family, friends or other activities						•		•				•		•

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; FI1: QWLS; FI2: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Pay

The surveys that examine pay issues usually request information regarding the gross or the net pay level. Other aspects considered are performance-related pay, financial participation, bonuses or supplements (Table 29). The Spanish ENCT distinguishes between fixed and variable pay.

The Finnish WLB has a comprehensive list of questions on pay elements, performance evaluation and assessment of the relative pay components. The WLB in the Baltic Countries includes questions on undeclared wages – that is, cash payments that are undeclared by the employer and the employee, generally for purposes of tax evasion – and on delays in receiving salary during the last 12 months.

The US Work Orientation Study asks if the worker's income is high. The GSOEP considers other benefits from the employer such as discounted lunches, a company vehicle, a mobile phone, expense payments covering more than minimum costs, or a personal computer or laptop.

The EWCS enquires whether extra payments are made for dangerous working conditions. The survey also asks if payments are based on the overall performance of a group.

A total of six surveys assess whether the pay is perceived as fair and just in relation to the work performed. The importance of pay in relation to the content of the job is considered in two surveys, the Finnish QWLS and the German What is good work? survey.

Table 29: Pay issues

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Gross/net pay level	•	•		•	•	•	•	•		•				
Basic pay	•	•			•	•		•	•	•	•			
Performance-related pay	•	•			•			•			•			
Profit sharing	•	•			•	•		•		•	•			
Capital sharing	•				•			•			•			
Bonuses					•	•		•		•	•			
Supplements	•				•	•		•		•	•			
Pay perceived to be fair	•				•	•		•		•	•			
Importance of pay/content of work								•		•				

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

OHS management

The Swedish Work Environment survey and the Spanish ENCT feature detailed investigations on risk preventive measures (Table 30). The British WHASS includes exhaustive questions on the observance of health and safety regulations and standards both by the workers and the management. The British survey investigates the attention paid to health and safety in the workplace, and whether workers are expected to break OHS rules for various reasons. Another question focuses on the use of computers or laptops and whether these are also used for health and safety training. Further questions assess the frequency of OHS training and the confidence in this training to prevent the worker from developing a health problem.

Table 30: OHS management

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Risk prevention resources		•					•		•	•	•	•	•	
Observance of OHS regulations													•	
Employees involved in risk prevention management									•			•	•	
Risk preventive activities														
Medical check-ups									•					
Risk prevention training							•		•				•	
Information on risks	•						•		•	•		•	•	
Evaluation of working conditions							•		•			•	•	
Stress reduction													•	
Other activities							•				•	•	•	

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Health outcomes

The British WHASS poses detailed questions on the types of injuries from accidents at work and the impact on absences from work, as well as the cause and the circumstances of the accident. The survey also investigates the number of accidents and the seriousness of accidents over the previous 12 months, and whether these accidents have been reported.

The WHASS gathers similarly comprehensive information on health problems at work, examining the cause and the impact of such health problems and whether work exacerbated the problem. Several surveys examine the health impact of the use of computers. A specific question in the WHASS investigates whether the employer has any policy or arrangement in place to help people return to work following sickness or injury and the effectiveness of these arrangements. The Canadian Workplace and Employee Survey has a similar question on recruitment or career programmes for employees with disabilities.

The EWCS asks whether health and safety is at risk because of work and whether work affects the respondent's health.

Questions commonly arise in relation to short-term and long-term sick leave and difficulties at work due to health problems. Occurrence of accidents at work, causes of accidents, injuries or health damage and absence from work are mainly addressed in the EWCS, the WHASS and the Spanish ENCT (Table 31).

Table 31: *Health outcomes*

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
<i>Accidents at work</i>														
Occurrence	•								•				•	
Causes									•				•	
Absence due to occupational accidents	•									•			•	
Injury/health damaged by accident	•												•	
<i>Health problems</i>														
In general				•	•	•	•		•	•			•	
Injury or chronic illness										•	•		•	
Caused by work	•								•				•	
Sick leave (including long term)	•			•	•	•	•				•		•	
Being at work despite illness												•		
Estimation of risk of losing one's health because of work	•							•	•			•	•	
Difficulties at work due to health problems				•	•	•					•	•	•	
Evaluation of one's health and capacity for work	•							•			•	•	•	
Substance misuse (alcohol, drugs)												•		
Healthy lifestyle/fitness						•					•			

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

A total of seven surveys examine various disorders from which workers suffer although only the WHASS includes a question on RSI (Table 32). The Swedish Work Environment survey asks workers how they feel after work and if they experience pain in parts of the body.

Table 32: *Work-related disorders*

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Musculoskeletal	•						•	•	•	•		•	•	
RSI													•	
Headaches	•						•	•	•	•		•		
Fatigue	•							•		•		•		
Sleeping problems	•						•	•	•	•		•		
Breathing/lung problems	•						•	•	•				•	
Skin problems	•						•	•	•			•	•	
Heart/circulatory system problems	•						•	•	•	•		•	•	
Stomach pain or diarrhoea	•						•	•		•				
Vision/eye problems	•						•	•	•			•		
Hearing problems							•	•					•	
Allergies	•													

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Mental health outcomes are less well represented in the questionnaires (Table 33). Such questions only appear in the EWCS and in four national working conditions surveys, particularly the German What is good work? survey.

Table 33: *Mental health outcomes*

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Depression							•	•		•			•	
Anxiety	•						•	•					•	
Over-exhaustion								•		•				
Nervousness	•						•	•		•				
Burnout							•	•		•				

Notes: TN1: EWCS; TN2: CVTS; TN3: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Social environment

The Finnish QWLS includes various questions on the perceived working atmosphere at the workplace, focusing on cooperation, conflicts, support, recognition, social relations and activities, and social well-being. Other questions ask whether work is conducted in an open and inspiring atmosphere, and enquire about team spirit and openness of communication.

The Finnish WLB includes questions on disputes between workers and supervisors, between fellow workers or different personnel groups, and whether such disputes increased over the last 12 months, stayed the same or decreased. The WLB

in the Baltic Countries asks about rivalry and internal competition, as well as conflicts with clients. Other questions address solidarity among colleagues.

The WLB in the Baltic Countries also investigates union density and changes in that regard, in addition to the role of collective agreements for working and employment conditions.

A number of surveys cover the issues of physical violence, bullying and intimidation (Table 34). Sexual harassment is also an issue in the EWCS and the Swedish Work Environment survey.

Table 34: *Social environment*

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Social atmosphere and communication	•	•			•			•	•	•	•	•		•
Cooperation with/support from fellow workers	•	•						•	•	•	•	•	•	•
Conflicts with fellow workers		•						•	•	•	•	•		•
Conflicts with supervisors		•						•	•	•	•	•		
Participation/consultation					•			•	•		•			
Works council/employee representative	•	•			•	•		•						
Trade union membership		•		•	•					•	•			
Role of collective agreements		•												
Gender equality		•								•	•			
Discrimination	•								•	•	•			
Unequal treatment										•	•			
Physical violence	•	•							•	•	•		•	
Sexual harassment	•											•		
Bullying, intimidation	•	•						•		•	•	•	•	

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Job satisfaction or commitment

Most surveys include a question on job satisfaction, while some also enquire about satisfaction with the work performed or with the working conditions (Table 35).

The Swedish Work Environment survey asks workers to assess on a scale a list of 15 working conditions questions and satisfaction with their work in general. The detailed questions cover issues such as workload, responsibility, influence, working hours and meaningfulness of the work, as well as strenuous work and postures.

The ISSP 2005 questionnaire for the Work Orientation Study in the US extensively examines the importance of work as a factor of life. It first asks what activities the workers would prefer to spend more time on: paid job, household work, family, friends and leisure activities. This is followed by two questions in the form of a statement. These are:

‘A job is just a way of earning money.’

‘I would enjoy having a paid job even if I did not need the money.’

A section of questions then focuses on how important several issues are for a job. These cover job security, high income, opportunities for advancement, interesting job, opportunity to work independently, helping people, and the autonomy to decide one's own working times or days. Attitudes towards trade unions, preferences for full-time or part-time work, being a dependent worker or self-employed are further topics that the US survey investigates.

The Australian HILDA includes questions on satisfaction with hours of work and the level of flexibility available to balance work and non-work commitments, in addition to satisfaction with the job and the actual work itself.

The German What is good work? survey features detailed questions about enjoyment of work, enthusiasm for work, being proud of one's work and commitment to the company. Other questions focus on satisfaction with the volume of work, design of the workplace, physical or intellectual demands of the work, degree of responsibility, creative demands and opportunities for professional development. The German BIBB-BAuA Employee Survey covers a similar list, augmented by aspects such as satisfaction with the working atmosphere, direct supervisor, work premises, chances of further training, work tools including furniture and software, and physical working conditions.

Table 35: *Job satisfaction or commitment*

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Satisfaction with job		•		•	•	•	•	•	•	•				•
Satisfaction with work				•			•	•	•	•		•		
Satisfaction with working conditions	•						•	•	•			•		
Importance of work as a factor of life		•						•	•	•	•			•
Recognition at work	•					•		•		•		•		
Satisfaction with appraisal of work performance										•				
Strong commitment to the company								•	•					•
Intention of leaving/changing job								•		•				•

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Quality of work

The Finnish QWLS includes a series of questions on what would make the current job more enjoyable or less enjoyable.

The What is good work? survey, which was conducted as part of the New Quality of Work Initiative (Initiative Neue Qualität der Arbeit, **INQA**) in Germany, focuses strongly throughout the entire questionnaire on this topical aspect. Moreover, the last section of the questionnaire includes specific questions in relation to assessing the quality of the following variables:

- the job and the work;
- working time;
- pay;
- autonomy and control;

- chances of career development;
- provision of further training by the company;
- OHS;
- supervisor;
- colleagues.

A second section of questions explores the most important improvements required to achieve quality in work in all areas of working conditions (Table 36).

Table 36: *Quality of work*

	TN1	TN2	AT1	AU1	CA1	DE1	DE2	DE3	ES1	F11	F12	SE1	UK1	US1
Assessment of quality of work								•		•				•
Improvement of quality of work								•		•				•
Interesting job														•

Notes: TN1: EWCS; TN2: WLB Baltic Countries; AT1: Work organisation and working time; AU1: HILDA; CA1: Workplace and Employee Survey; DE1: GSOEP; DE2: BIBB-BAuA; DE3: What is good work?; ES1: ENCT; F11: QWLS; F12: WLB; SE1: The Work Environment; UK1: WHASS; US1: Work Orientation Study.

Questionnaires addressed to employers

Overall, this study analyses three types of survey with a questionnaire addressed to employers.

- The transnational CVTS is addressed exclusively to employers and focuses specifically on training provided by the companies.
- The Canadian Workplace and Employee Survey addresses both employers and employees, and links responses from both sides.
- The British WHASS and the Spanish ENCT address employers and workers in different questionnaires.

In addition to the company information gathered in the surveys, the analysis of the selected employer questionnaires investigates the following quality of work and employment-related topics:

- working and employment conditions;
- skills and competence development or training;
- work organisation and organisational change;
- occupational risk prevention;
- damage to health.

Company data

Key items of company information are the economic activity, type of company and number of employees (Table 37). Other central variables to understand the company background are the composition of the workforce in terms of

permanent or fixed employment contracts, full-time or part-time employment and the proportion of temporary agency workers. It is also relevant to profile the workforce according to qualification levels, managerial and non-managerial positions, occupations and tasks, as well as according to sex and age.

The Canadian Workplace and Employee Survey asks for detailed information on the composition of the workforce, which includes information on on-site and off-site employees, subcontractors and seasonal peaks in employment. Further questions examine hiring policies and vacancies. Variables in the context of changes in the workforce include labour turnover, lay-offs, dismissals and retirement. The section on business strategies incorporates 15 questions considering different approaches.

Table 37: *Company information*

	WHASS	ENCT	WES*	CVTS
Economic activity	•	•	•	•
Type of company	•	•	•	
Number of employees	•	•	•	•
Composition of workforce	•	•	•	•
Staffing			•	
Changes in workforce			•	
Location				
HR practices			•	
Restructuring				
Business strategy			•	
Industrial relations/collective agreements	•		•	•

Note: * WES = *Canadian Workplace and Employee Survey*.

Working and employment conditions

Data gathered on working and employment conditions include the contractual status of employees in permanent or fixed-term employment relationships, as well as information pertaining to temporary agency workers and working hours (Table 38).

The British WHASS and the Spanish ENCT examine the exposure to certain factors involving risks for the health of workers.

The Canadian Workplace and Employee Survey addresses all aspects of remuneration; besides regular wages and salaries, the survey considers paid leave, overtime pay, piecework payment, pay supplements and pension plans. Other variables in this regard are incentive systems, profit sharing and capital sharing, and whether these pay elements are the same for all occupations or are differentiated.

The WHASS includes questions on temporary agency workers and other persons present in the company – for cleaning, security, catering, maintenance or other purposes – who are not on the payroll; the survey also asks whether information on health and safety is provided to these persons.

Table 38: Working conditions

	WHASS	ENCT	WES	CVTS
Contractual relationships	•	•		•
Temporary agency workers	•	•	•	
Wages and other pay elements			•	
Working hours		•	•	•
Exposure to certain factors involving risks for the health of workers	•	•		
Individual protective equipment		•		
Participation and consultation	•	•	•	

Skills and competence development or training

The CVTS covers the entire range of questions regarding vocational training activities (Table 39). It defines some criteria that qualify as continuing vocational training (CVT): training must be planned in advance, organised or supported with the specific objective of learning and must be financed at least partly by the enterprise. The survey analyses the number of employees participating in CVT and their composition according to certain variables.

The Canadian Workplace and Employee Survey also explores the issue of training provided to employees.

Table 39: Skills and competence development or training

	WHASS	ENCT	WES	CVTS
Training				
General			•	•
Workplace introduction, on-the job training			•	•
External courses			•	•
Internal courses			•	•
During working time				•
Paid for by employer				•
Subjects of training				•
IT training			•	
Management training			•	
Social skills			•	
OHS training	•	•	•	•
Other forms of CVT				
Job rotation, cross-training			•	•
Quality circles			•	•
Self-directed training			•	•
Attendance at conferences or trade fairs			•	•
Evaluation of future skill needs				•
Assessment of satisfaction with training				•
Training expenditure			•	

Work organisation and organisational change

The Canadian Workplace and Employee Survey investigates work organisation and organisational change in considerable detail (Table 40). Variables include employee involvement and autonomy in the work process, job design, problem-solving teams, autonomous work teams, the use of technology and implementation of new technologies, as well as innovation in work processes, products and services.

The Spanish ENCT includes questions on new acquisitions or upgrading of machinery and work equipment or IT software. A further question considers the motivation for such changes in technology. Response options are as follows: to increase productivity, to comply with legal regulations on OHS, to improve or introduce new products or services.

Table 40: *Work organisation and organisational change*

	WHASS	ENCT	WES	CVTS
Employee involvement			•	
Job design		•	•	
Employee autonomy in work process		•	•	
Problem-solving teams			•	
Autonomous work teams		•	•	
Technology use/implementation		•	•	
Innovation			•	•
Organisational change		•	•	

Occupational risk prevention

The British WHASS focuses strongly on OHS (Table 41). The survey includes questions on the following aspects:

- training of employee health and safety representatives;
- training of line managers and supervisors;
- documentation of procedures for implementing the OHS policy;
- risk assessment.

A series of questions investigates the observance of OHS regulations by senior management. Some questions focus on the commitment of management to health and safety at work, the involvement of workers in health and safety procedures, instructions and rules to be developed or reviewed, and ways to encourage health and safety at work.

The Spanish ENCT enquires whether an OHS committee exists in the company and examines the involvement of line managers or supervisors in OHS risk prevention. The survey also asks if the company employs specialists in the areas of safety, industrial hygiene, ergonomics, occupational medicine and healthcare. In addition, the ENCT assesses the effectiveness of OHS measures, the control of observance of OHS regulations and asks detailed questions on risk preventive measures. Several questions consider the training of OHS representatives. The survey also asks how many employees have participated in OHS training, their allocation to functions and if any worker in the company receives instruction in OHS. Participation and consultation of worker representatives on OHS issues is a further topic addressed.

Table 41: Occupational risk prevention

	WHASS	ENCT	WES	CVTS
Risk prevention resources	•	•		
Employees represented in risk prevention management	•	•		
Observance of OHS regulations	•	•		
<i>Risk preventive activities</i>				
Planning of risk preventive activities	•	•		
Medical check-ups		•		
Risk prevention training and information	•	•		•
Study of working conditions/risk assessment	•	•		
Frequency of reviews	•			
Recording of attendance, accidents and illness	•	•		
General assessment of OHS in the company	•			
Detailed assessment of OHS in the company	•	•		

Damage to health

The British WHASS explores health outcomes for workers (Table 42). One question examines the keeping of records of workers who suffer from illness, disability or health problems caused or made worse by work. A list of potential categories is provided, covering the following risk factors: stress, computer/laptop use, work requiring repetitive movements of upper limbs, work in awkward or tiring positions, lifting or carrying weights, work requiring force, vibration, noise, chemical or biological agents, breathing in dust, fumes, smoke, gases or vapours, being threatened or verbally abused, intimidated or physically attacked, working at a height, slipping or tripping, driving or working around vehicles.

The Spanish ENCT enquires whether an annual estimation is made of economic costs due to accidents at work. This survey also poses questions on the exposure to physical, biological and chemical agents, the impact of particular body postures, the occurrence of depression and anxiety, and other work-related illnesses.

 Table 42: *Damage to health*

	WHASS	ENCT	WES	CVTS
<i>Accidents</i>				
Occurrence of accidents	•	•		
Serious or fatal accidents	•			
Investigation of causes of accidents	•			
Reporting of accidents	•			
<i>Illness</i>				
Recording of sick leave	•			
Investigation of causes of work-related illness, disability or health problems	•			
Costs of OHS measures	•			
Economic costs of accidents and illness	•	•		

Conclusions

This update of the inventory of working conditions surveys and surveys including working conditions issues provides a rich picture of survey design and development. This follow-up study includes a number of new surveys and provides further information on the development of surveys already included in the first study.

The primary conclusion of this follow-up study is that a large variety of methods exist for conducting working conditions surveys, as well as a wide range of questions or series of questions within surveys not exclusively focused on working conditions. This analysis has added to the knowledge of different survey approaches by examining further types of surveys, including transnational surveys beyond the EU, and by considering further topics, particularly additional questions on survey methodology.

Despite the fact that it was not possible – as was the case in the first study – to obtain information on all surveys identified, the new study provides a valuable resource for researchers, policymakers and social partners with a professional interest in working conditions. The study gives a greater insight into the methodology and operation of surveys among professionals working in this field.

An important new feature in two surveys, the EWCS and the Finnish QWLS, is the consideration of aspects of gender mainstreaming; both surveys include new variables that more strongly consider workplace realities that are typical for professions and jobs predominantly carried out by women.

The comprehensive list of additional subjects that may be observed in the analysed surveys suggests that more quality of work and employment indicators could be included in a future update of this inventory. Although most surveys focus strongly on a comparison of working conditions over time, they have to balance this approach with the need to adapt the questionnaires and survey design to changes in work processes, new risks and new demands in relation to workers and companies.

Questions to the organising institutions on the application of quality control procedures provide a good overview of control procedures and on the use of pre-tests and/or follow-up interviews within the surveys.

Central considerations for future work on an inventory of working conditions surveys are the following, namely to:

- include more topics already investigated in some of the analysed surveys, such as psychosocial risks and new demands related to changing work processes;
- include questions on gender mainstreaming of the survey questionnaires and of the survey development;
- deepen questions on survey methodology and quality control;
- gather more detailed information on interview techniques, particularly the use of IT.

Although this follow-up report is by its nature necessarily descriptive, it can assist professionals in the further development of survey methodology and design. It may also facilitate a greater interaction and exchange of experiences between experts. New communication technologies allow new forms of access to and dissemination of information, and can intensify the knowledge and expertise in the field. These developments can support the objective of achieving a better quality of work and employment by means of well-designed and targeted working conditions surveys.

Annex

Country codes

Country code	Country name	Country code	Country name
AT	Austria	JP	Japan
AU	Australia	KR	South Korea
BE	Belgium	LT	Lithuania
BG	Bulgaria	LU	Luxembourg
CA	Canada	LV	Latvia
CH	Switzerland	MT	Malta
CY	Cyprus	NL	Netherlands
CZ	Czech Republic	NO	Norway
DE	Germany	NZ	New Zealand
DK	Denmark	PL	Poland
EE	Estonia	PT	Portugal
EL	Greece	RO	Romania
ES	Spain	SE	Sweden
FI	Finland	SI	Slovenia
FR	France	SK	Slovakia
HR	Croatia	TR	Turkey
HU	Hungary	UK	United Kingdom
IE	Ireland	US	United States
IT	Italy		

Survey acronyms frequently used

BIBB/BauA	Bundesinstitut für Berufsbildung/Bundesanstalt für Arbeitsschutz und Arbeitsmedizin (Federal Institute for Vocational Training Affairs/Federal Institute for Occupational Safety and Health), Germany
CVTS	Continuing Vocational Training Survey
DWECS	Danish Work Environment Cohort Study
ENCT	Encuesta Nacional de Condiciones de Trabajo (National Working Conditions Survey), Spain
ESS	European Social Survey
EU-SILC	EU Survey of Income and Living Conditions
EWCS	European Working Conditions Survey
GSOEP	German Socio-Economic Panel
HILDA	Household, Income and Labour Dynamics in Australia
ISSP	International Social Survey Programme
LFS	Labour Force Survey

NEA	Nationale Enquête Arbeidsomstandigheden (National Working Conditions Survey), Netherlands
QWLS	Quality of Work Life Survey, Finland
TAS	TNO Arbeidssituatie Survey (TNO Working Situation Survey), Netherlands
WERS	Workplace Employment Relations Survey, UK
WHASS	Workplace Health and Safety Survey, UK
WLB	Working Life Barometer