

European Survey of Enterprises on New and Emerging Risks ESENER 2024

Final Master Questionnaire

Master Version for the Main Survey

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Section 1: Contact phase (if sample_var7=3)

Asked if "Survey_method" = 2

Ask only if Sample_var4 = 1
1st question to all with sampe_var4=1 or if Q003=12

Q001

Good morning / afternoon. My name is ... from (INSTITUTE) in (location of institute). We are conducting the fourth European study on health and safety at work.

[If size=1]

For our interview I would like to speak with the owner, managing director or branch manager of this establishment.

[If size=2]

For our interview I would like to speak with the person who knows best about health and safety in this establishment. Often this person is the owner, managing director or branch manager.

[If size =3 or 4 and Sample_var2 = 01 through 44]

For our interview I would like to speak with the person who knows best about health and safety in this establishment. Often this person is the technical director, the personnel manager or a dedicated health and safety officer.

[If size =3 or 4 and Sample_var2 = 45 through 96]

For our interview I would like to speak with the person who knows best about health and safety in this establishment. Often this person is the personnel manager or a dedicated health and safety officer.

Interviewer: Stress as necessary:

- The survey is conducted on behalf of the European Agency for Safety and Health at Work. The Agency is an autonomous body of the European Union that provides information to improve health and safety at work.
 - The questions are about health and safety policies and practices in your establishment.
 - Good health and safety at work is an increasingly important issue and is a key factor in the success of the European economy. Participation in the survey will help to provide better information and assistance to establishments. This contributes to improving safety measures and health protection of employees.
 - Results will be used to support workplaces and to improve legislation.
 - Details are available online at the esener.eu website. First results will be published there at the beginning of 2025.
 - We have your telephone number from [Sample_var5]
- Establishment name *[Scripter: insert 'Name' from sample]*

1	The respondent is this person	go to Q004a
2	Appointment for later call / Respondent names another person to call	close link, start from Q001 next call
3	Respondent puts through to another person	go to Q003
5	Does generally not participate in telephone interviews	go to Q007
6	Refused	END1x
7	Refused because health and safety is managed at the headquarters of the organisation, not at the local level	go to Q005
8	Refused because health and safety services are outsourced to a service provider	go to Q006
9	Motivation letter and data privacy information	go to Q_Mot
10	Language problem, not the company/household, company no longer exists	close link, END8
11	IF COUNTRY 1/6/10/34/36/37/38/69 Select other language	Go to QLANG.

Asked if "Survey_method" = 2
 Asked if Q001=9 or Q002=9 or Q003=9 or Q004a=9 or Q004b=9

Q_Mot

Do you want to send an e-mail with more explanation to the company?

1	Yes, enter mail address and schedule an appointment for recall	Scripter: Send motivation letter and go back to the previous question (Q001, Q002, Q003, Q004a, Q004b, Q005, Q006) If QMot sent 10 times, got to Q007
2	No	Scripter: go back to the previous question (Q001, Q002, Q003, Q004a, Q004b, Q005, Q006)

If motivation letter has been sent – capture hidden variable **_Q_Mot_Sent**

Scripter: we should be able to send a motivation letter several times (routing from several questions) – every time a motivation letter has been sent, it should be counted in _Q_Mot_Sent

Asked if "Survey_method" = 2

Ask only if Sample_var4 = 2,3
 1st question to all with sampe_var4=2,3 or if Q004b=12

Q002

Good morning / afternoon. My name is ... from (INSTITUTE) in (location of institute). We are conducting the fourth European survey on health and safety at work. We have already conducted an interview with your head office and would like to speak with someone in your local branch regarding the same subject. Are you the person who is responsible for health and safety at this establishment?

Interviewer: (add if being asked about the first interview): The first interview was conducted with the person responsible for health and safety at the head office of this company or organisation.
 Establishment name [Scripter: insert 'Name' from sample]

1	Respondent is this person	go to Q004b
2	Respondent puts through to another person	go to Q002 again
3	Appointment for later call / Respondent names another person to call	close link, start from Q002 next call
4	Does generally not participate in telephone interviews	Go to Q007
5	Refused	END1x
7	Refused because health and safety is managed at the headquarters of the organisation, not at the local level	go to Q005
8	Refused because health and safety services are outsourced to a service provider	go to Q006
9	Motivation letter and data privacy information	go to Q_Mot
10	Language problem, not the company/household, company no longer exists	close link, END8
11	IF COUNTRY 1/6/10/34/36/37/38/69 Select other language	Go to QLANG.

Asked if "Survey_method" = 2

Q003

Good morning / afternoon. My name is ... from (INSTITUTE) in (location of institute). We are conducting the fourth European survey on health and safety at work. For this interview I would like to speak with the person who knows best about health and safety in this establishment. Are you this person?

Interviewer: Stress as necessary:

- The survey is conducted on behalf of the European Agency for Safety and Health at Work. The Agency is an autonomous body of the European Union that provides information to improve health and safety at work.
 - The questions are about health and safety policies and practices in your establishment.
 - Good health and safety at work is an increasingly important issue and is a key factor in the success of the European economy. Participation in the survey will help to provide better information and assistance to establishments. This contributes to improving safety measures and health protection of employees.
 - Results will be used to support workplaces and to improve legislation.
 - Details are available online at the esener.eu website. First results will be published there at the beginning of 2025.
 - We have your telephone number from [Sample_var5]
- Establishment name [*Scripter: insert 'Name' from sample*]

1	Respondent is this person and OK to continue	go to Q004a
2	Appointment for a later call / Respondent names another person to call	close link, start from Q003 next call
3	Respondent puts through to another person	go to Q003 again
5	Does generally not participate in telephone interviews	Go to Q007
6	Refused	END1x
7	Refused because health and safety is managed at the headquarters of the organisation, not at the local level	go to Q005
8	Refused because health and safety services are outsourced to a service provider	go to Q006
9	Motivation letter and data privacy information	go to Q_Mot
11	IF COUNTRY 1/6/10/34/36/37/38/69 Select other language	Go to QLANG.
12	Return to general Introduction (Q001)	go to Q001

Asked if "Survey_method" = 1

Q003_online

We are conducting the fourth European survey on health and safety at work. For this interview we are looking for the person who knows best about health and safety in this establishment. Are you this person?

- The survey is conducted on behalf of the European Agency for Safety and Health at Work. The Agency is an autonomous body of the European Union that provides information to improve health and safety at work.
 - The questions are about health and safety policies and practices in your establishment.
- Good health and safety at work is an increasingly important issue and is a key factor in the success of the European economy. Participation in the survey will help to provide better information and assistance to establishments. This contributes to improving safety measures and health protection of employees.
 - Results will be used to support workplaces and to improve legislation.
- Details are available online at the esener.eu website. First results will be published there at the beginning of 2025.

- | | | |
|----|---|--------------------|
| 1 | I am the person who knows best about health and safety in this establishment and OK to continue | go to Q004a_online |
| 6 | Refused | END1x |
| 11 | IF COUNTRY 1/6/10/34/36/37/38/69 Select other language | Go to QLANG |

Ask only if **Q001** = 1 or **Q003** = 1

Q004a

The survey is conducted in cooperation with the European Agency for Safety and Health at Work and Ipsos. We have your telephone number from [Sample_var5]. Your participation is of course voluntary and you have the right to revoke your consent at any time.

All data will be treated with absolute confidentiality and the results will be totally anonymous. Would you be so kind as to participate in this interview?

Interviewer: Your workplace has been selected at random to represent its sector and size. To obtain representative results, however, it is important that as many of the selected establishments as possible take part

The personal data and responses will solely be used for research purposes and to produce anonymous, statistical research findings and insights. You will NOT be identifiable, directly or indirectly, in any published results.

Interviewer: If you would like to read the Privacy Notice beforehand you can access it online at https://survey.ipsos.be/Privacynotice_Esener2024.pdf
Establishment name [Scripter: insert 'Name' from sample]

- | | |
|----|--|
| 1 | OK to conduct interview right now |
| 2 | Appointment for a later call |
| 3 | Refused because health and safety is managed at the headquarters of the organisation, not at the local level |
| 4 | Refused because health and safety services are outsourced to a service provider |
| 5 | Does generally not participate in telephone interviews |
| 6 | Refusal for other reasons |
| 9 | Motivation letter and data privacy information |
| 11 | IF COUNTRY 1/6/10/34/36/37/38/69 Select other language |

Asked if "Survey_method" = 1

Ask only if **Q003 online** = 1

Q004a_online

The survey is conducted in cooperation with the European Agency for Safety and Health at Work and Ipsos. Your participation is of course voluntary and you have the right to revoke your consent at any time. All data will be treated with absolute confidentiality and the results will be totally anonymous. Would you be so kind as to participate in this interview?

Your workplace has been selected at random to represent its sector and size. To obtain representative results, however, it is important that as many of the selected establishments as possible take part

The personal data and responses will solely be used for research purposes and to produce anonymous, statistical research findings and insights. You will NOT be identifiable, directly or indirectly, in any published results.

If you would like to read the Privacy Notice beforehand you can access it online at
https://survey.ipsos.be/Privacynotice_Esener2024.pdf

- | | | |
|---|-------------------------|------------|
| 1 | OK to conduct interview | go to Q100 |
| 6 | Refusal | END1x |

Ask only if **Q002** = 1

Q004b

The survey is conducted in cooperation with the European Agency for Safety and Health at Work and Ipsos. (Interviewer: add if necessary: The Agency is an official institution of the European Union. The aim of the survey is to provide evidence to better assist establishments in the management of health and safety risks.) We have your telephone number from [Sample_var5]. Your participation is of course voluntary and you have the right to revoke your consent at any time. All data will be treated with absolute confidentiality and the results will be totally anonymous. Would you be so kind as to participate in this interview?

Interviewer: To obtain representative results, however, it is important that as many of the selected establishments as possible take part.

The personal data and responses will solely be used for research purposes and to produce anonymous, statistical research findings and insights. You will NOT be identifiable, directly or indirectly, in any published results.

Interviewer: If you would like to read the Privacy Notice beforehand you can access it online at
https://survey.ipsos.be/Privacynotice_Esener2024.pdf
Establishment name [Scripter: insert 'Name' from sample]

- | | |
|----|--|
| 1 | OK to conduct interview right now |
| 2 | Appointment for a later call |
| 3 | Refused because health and safety is managed at the headquarters of the organisation, not at the local level |
| 4 | Refused because health and safety services are outsourced to a service provider |
| 5 | Does generally not participate in telephone interviews |
| 6 | Refusal for other reasons |
| 9 | Motivation letter and data privacy information |
| 11 | IF COUNTRY 1/6/10/34/36/37/38/69 Select other language |
| 12 | Return to general Introduction Q002 |

Ask only if **Q004a** = 3 or **Q004b** = 3 or Q001=7 or Q002=7 or Q003=7

Q005

Even if health and safety activities are mainly dealt with at your head office, there should normally be somebody at the local level who has some information about this subject. The questions are of a general nature and do not require specialized knowledge on the topic. May I speak with the person who is best informed regarding the subject at this branch?

- | | |
|--|---|
| 1 Respondent is this person and OK to continue | go to Q050_filt |
| 2 Appointment for a later call | close link, start from Q005 next call |
| 3 Respondent puts through to another person | go to Q003 |
| 4 Respondent names another person to call | close link, start next call from the previous |
| 5 Refusal maintained | END1x |
| 9 Motivation letter and data privacy information | go to Q_Mot |

Add hidden variable Q005_asked to track that this question has been asked

Ask only if **Q004a** = 4 or **Q004b** = 4 or Q001=8 or Q002=8 or Q003=8

Q006

Even if health and safety issues are mainly dealt with by an external service provider (Interviewer: add if necessary: like a safety and health service or consultant), there should normally be somebody at the local establishment who has some information about this subject. This is normally the managing director or another executive who is in contact with the external service provider. The questions are of a general nature and do not require specialized knowledge on the topic. May I speak with this person?

- | | |
|--|---|
| 1 Respondent is this person and OK to continue | go to Q050_filt |
| 2 Appointment for a later call | close link, start from Q006 next call |
| 3 Respondent puts through to another person | go to Q003 |
| 4 Respondent names another person to call | close link, start next call from the previous |
| 5 Refusal maintained | END1x |
| 9 Motivation letter and data privacy information | go to Q_Mot |

Add hidden variable Q006_asked to track that this question has been asked

Asked if "Survey_method" = 2

Ask only if **Q004a** = 5 or **Q004b** = 5 or **Q001** = 5 or **Q002** =4 or **Q003** = 5 or **QMot** asked 10 times

Q007

Ask if **Q004a** = 5 or **Q004b** = 5 or **Q001** = 5 or **Q002** =4 or **Q003** You mention how you generally don't participate in telephone interviews.

Would you be willing to complete the questionnaire in an online version instead? → [if **Q001** = 5 or **Q002** =4 or **Q003** = 5] The online version should be completed by the person who knows best about health and safety in this establishment.

Interviewer: Add as necessary:

- If you agree, I will email you an invitation to complete the online version.

It will take about 20 minutes to complete and you can take the survey on any internet connected device including a smartphone.

- The survey is conducted on behalf of the European Agency for Safety and Health at Work. The Agency is an autonomous body of the European Union that provides information to improve health and safety at work.
 - The questions are about health and safety policies and practices in your establishment.
- Good health and safety at work is an increasingly important issue and is a key factor in the success of the European economy. Participation in the survey will help to provide better information and assistance to establishments. This contributes to improving safety measures and health protection of employees.
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1	Yes	
2	No (general refusal or not a person who knows about health and safety)	END1x
9	## No answer	END1x

Ask only if size=1 and **Q007** = 1

Q007size

Before I ask you for an email address for this purpose: Does the establishment at this address have at least 5 employees? Interviewer: add if necessary: With employees we mean all people on the payroll of the establishment, i.e. those directly employed by the company or organization. Each part-time worker is to be counted as 1 person (headcount).

1	Yes	go to Q008
2	No	END3
9	## No answer	go to Q008

Ask only if (size = 2,3,4 and **Q007** = 1) or **Q007_size** = 1,9 or Q020=1 or Q031=2

Q008

Would you please be so kind as to give me your email address so that we can send you the online version of the questionnaire?

1	Email address: _____	Send CAWI invite
9	Refused	END1x

Add hidden variable CAWI_sent to track that this question has been asked

Ask only if **Q008** = 1

Q009

Would you be so kind as to also give us your name and direct phone number we can contact if any questions about the participation in the online interview arise?

- | | | | |
|---|---|-------|-------------|
| 1 | Full name: | _____ | (mandatory) |
| 2 | Direct phone number: | _____ | (mandatory) |
| 9 | # # Refuses to provide this information | | |

Scripter: the online link should be sent to this ID/email, opening at the first relevant screen for CAWI completion

Section 2: Reminder and other call backs

Asked if "Survey_method" = 2

Ask if "Sample_var7=1"

Q020: Cawi Reminder

Good morning / afternoon. My name is ... from (INSTITUTE) in (location of institute).

[If information on the name of the target person is available (Q009)]

Are you Mr/Mrs [[Full Name]]?

[If information on the name of the target person is not available (Q009)]

Are you the person responsible for the management of safety and health at this establishment?

[If information on the name of the target person is available (Q009)]

Some weeks ago, we contacted you by telephone in order to ask for your participation in the European survey on health and safety at work. Since you preferred to receive the questionnaire online, we sent you a personalised link for the questionnaire to the address you indicated.

Scripter show e-mail address recorded in Q008

[If information on the name of the target person is not available (Q009)]

Some weeks ago, we contacted your establishment by telephone in order to ask for participation in the European survey on health and safety at work. The person we contacted at this address preferred to receive the questionnaire online. We therefore sent a personalised link for the questionnaire to the indicated address.

Scripter show e-mail address recorded in Q008

Unfortunately, we have not received the completed questionnaire so far. Though participation is of course voluntary, we would very much appreciate your participation.

May we therefore kindly ask you to complete the online questionnaire within the next 5 working days?

Alternatively, we can again offer you to conduct the interview over the telephone, either right now or at the day and time that suits you best.

5 Appointment for later call/ Respondent names another person to call	close link, start from Q020 next call
1 Target person is willing to complete the interview online, send link again	go to Q008
2 Target person is ready to conduct the interview by phone right now	go to Q050_filt
3 Appointment for conducting the telephone interview made	close link, start from Q003 next call
4 Refusal, not to be contacted any more	END1x

Asked if "Survey_method" = 2

Ask if "Sample_var7=2"

Q031: call back wrong mail address

Good morning / afternoon. My name is ... from (INSTITUTE) in (location of institute).

[If information on the name of the target person is available (Q009)]

Are you Mr/Mrs [[Full Name]]?

[If information on the name of the target person is not available (Q009)]

Are you the person responsible for the management of safety and health at this establishment?

[If information on the name of the target person is available (Q009)]

Recently, we contacted you by telephone in order to ask for your participation in the European survey on health and safety at work. Since you preferred to receive the questionnaire online, we sent you a personalised link for the questionnaire to the address you indicated.

Scripter show e-mail address recorded in Q008

[If information on the name of the target person is not available (Q009)]

Recently, we contacted your establishment by telephone in order to ask for participation in the European survey on health and safety at work. The person we contacted at this address preferred to receive the questionnaire online. We therefore sent a personalised link for the questionnaire to the indicated address.

Scripter show e-mail address recorded in Q008

Unfortunately, due to an incorrectly recorded e-mail address our e-mail couldn't be delivered. May we therefore kindly ask you again to give us your e-mail address?

1 Appointment for later call/ Respondent names another person to call	close link, start from Q030 next call
2 Yes	go to Q008
9 Refused	END1x

Section 3: Special Screening Questions

Q050_Filt (E2#FILT050)

Scripter create a hidden variable Q050_Filt

1 if Sample_var3=1 and Sample_var4 =1

2 if Sample_var3=1 and Sample_var4 =2 or 3

3 if Sample_var3=2

Asked if "Survey_method" = 2

Ask only if Sample_var3= 1

Q050 (E3, E2=Q050)

Is this establishment a single organization, or is it one of several establishments at different locations in {Scripter: insert country} belonging to the same company or organisation?

- | | | |
|---|--|------------|
| 1 | A single company or organisation | go to Q102 |
| 2 | One of a number of different establishments the organisation has in this country | go to Q051 |
| 8 | ## Don't know | go to Q102 |
| 9 | ## No answer | go to Q102 |

Ask only if Q050 = 2 and Q050_Filt = 1

Q051 (E3=Q051)

Roughly how many employees does this company or organisation have in {Scripter: insert country} in total? Please add up the number of employees from all local establishments, including the headquarters.

Interviewer: probe if necessary for best estimate. Add if necessary: With employees we mean all people on the payroll of the establishment, i.e. those directly employed by the company or organization. Each part-time worker is to be counted as 1 person (headcount).

_____ (Max = 99990)

99999 ## No answer

Ask only if Q050 = 2 and Q050_Filt = 1

Q052 (E3,E2=Q051)

Approximately how many different establishments with 5 or more employees – including the headquarters – does your company or organisation have in {Scripter: insert country}?

Interviewer: Enter "0" if none of the establishments has 5 or more employees. If the precise number of establishments is not known, a guess will be sufficient. Only employees on the payroll of the company or organisation are to be counted, no temporary agency workers or subcontracted workers.

_____ (Max = 998)

999 ## No answer

Scripter If value 0 in Q052 close the script – END3

Ask only if Q052 >= 1

Q053 (E3=Q053, E2=Q052a)

Does the establishment at this address have at least 5 employees?

- | | | |
|---|-----------------------|----------------------|
| 1 | Yes | If Q052=1 go to Q102 |
| 2 | No | |
| 9 | ## Don't know/refused | END4 |

- | | | |
|---|-----------------------|----------------------|
| 1 | Yes | If Q052=1 go to Q102 |
| 2 | No | |
| 9 | ## Don't know/refused | END4 |

Ask only if **Q052 > 1**

Q054 (E3=Q054)

Could you please tell me the size of the other establishments? About how many of these have...

Interviewer: Enter "0" if there are no establishments in a size-class. Enter "999" if the respondent doesn't know the number of establishments in a size-class.

Interviewer: the total amount of establishments [XX]

Scripter: if Q053=1, show the value XX calculated as Q52-1

Scripter: if Q053=2 or 3, show the value XX calculated as Q52

		Number of establishments	## Don't know
_1	5 to 9 employees	_____	999
_2	10 to 49 employees	_____	999
_3	50 to 249 employees	_____	999
_4	250 or more employees	_____	999

Scripter: add check on sum of number of establishments added (exclude value '999'), it should be equal to the value added in Q052 plus/minus 5.

If not correct, pls show error message 'The total amount of establishments should match the answer from the previous questions.'

If at least 1 of the entered values is 999, the respondent should be able to proceed as long as the values entered (excluding '999') is maximum higher by 5 than the check (but in those cases it doesn't need to entirely match)

Ask only if **Q052 = 2** and **Q053 = 1** and not all **Q054_1** to **Q054_4 = 0** or 999

Q055a (E3=Q055a)

We would very much like to conduct an interview with you. For statistical reasons, it is however very important for our study to conduct further interviews at different sites of multi-site organisations in order to represent their situation adequately. Would you be so kind as to give us the name and telephone number of the other establishment with 5 or more employees so that we can contact it afterwards for an additional interview?

- 1 Information about additional respondent obtained
- 2 Ask again at the end of the interview (respondent first wants to answer the interview)
- 9 Refused

Ask only if **Q052 >= 3** and **Q052 <= 5** and **Q053 = 1** and not all **Q054_1** to **Q054_4 = 0** or 999

Q055b (E3=Q055b)

Scripter: {{size-class}} for this and all the following questions = a random selection of size-class from Q054. Exclude from random selection size-class with answer options 0 or 999

We would very much like to conduct an interview with you. For statistical reasons, it is however very important for our study to conduct further interviews at different sites of multi-site organisations in order to represent their situation adequately

[If selected size class includes 1 establishment]

For contacting it afterwards for an additional interview, could you please give us the name and telephone number of the establishment with 5 or more employees within the size-class: {{size-class}}?

[If selected size class includes more than 1 establishment – random selection from 2 sentences below]

For contacting it afterwards for an additional interview, could you please give us the name and telephone number of the smallest establishment within the size-class: {{size-class}}?

For contacting it afterwards for an additional interview, could you please give us the name and telephone number of the largest establishment within the size-class: {{size-class}}?

- | | |
|---|--|
| 1 | Information about additional respondent obtained |
| 2 | Ask again at the end of the interview (respondent first wants to answer the interview) |
| 9 | Refused |

Ask only if **Q052 > 5** and **Q053 = 1** and not all **Q054_1** to **Q054_4 = 0** or 999

Q055c (E3=Q055c)

We would very much like to conduct an interview with you. For statistical reasons, it is however very important for our study to conduct further interviews at different sites of multi-site organisations in order to represent their situation adequately. For contacting them afterwards for additional interviews, could you please give us the name and telephone number of the smallest and the largest establishment within the size-class: **{{size-class}}**?

- | | |
|---|--|
| 1 | Information about additional respondent obtained |
| 2 | Ask again at the end of the interview (respondent first wants to answer the interview) |
| 9 | Refused |

Ask only if **Q052 = 1** and **Q053 = 2**

Q055d (E3=Q055d)

In this case, this establishment is unfortunately not eligible for the interview because our study is conducted only in establishments with at least 5 employees. Would you please give us the name and telephone number of the establishment with 5 or more employees?

- | | |
|---|--|
| 1 | Information about additional respondent obtained |
| 9 | Refused |

Ask only if **Q052 = 2** and **Q053 = 2** and not all **Q054_1** to **Q054_4 = 0** or 999

Q055e (E3=Q055e)

In this case, this establishment is unfortunately not eligible for the interview because our study is conducted only in establishments with at least 5 employees. But we would very much like to interview the two establishments of your company that have at least 5 employees.

Would you please be so kind as to give us their names and telephone numbers so that we can ask them for an interview?

- | | |
|---|--|
| 1 | Information about additional respondent obtained |
| 9 | Refused |

Ask only if **Q052 >= 3** and **Q052 <= 5** and **Q053 = 2** and not all **Q054_1** to **Q054_4 = 0** or 999

Q055f (E3#Q055f)

In this case, this establishment is unfortunately not eligible for the interview because our study is conducted only in establishments with at least 5 employees. But we would very much like to interview two establishments of your company that have at least 5 employees.

For contacting them afterwards for additional interviews, could you please give us the name and telephone number of the smallest and the largest establishment?

- | | |
|---|--|
| 1 | Information about additional respondent obtained |
| 9 | Refused |

Ask only if **Q052 > 5** and **Q053 = 2** and not all **Q054_1** to **Q054_4 = 0** or 999

Q055g (E3=Q055g)

In this case, this establishment is unfortunately not eligible for the interview because our study is conducted only in establishments with at least 5 employees. But we would very much like to interview two establishments of your company that have at least 5 employees.

For contacting them afterwards for additional interviews, could you please give us the name and telephone number of the smallest and the largest establishment within the size-class: **{{size-class}}**?

- | | |
|---|--|
| 1 | Information about additional respondent obtained |
| 9 | Refused |

Ask only if **Q053 = 1** and **Q054_1** to **Q054_4 = ALL 0** or 999

Q055h (E3=Q055h)

We would very much like to conduct an interview with you. For statistical reasons, it is however very important for our study to conduct further interviews at different sites of multi-site organisations in order to represent their situation adequately. For contacting it afterwards for an additional interview, could you please give us the name and telephone number of an establishment with 5 or more employees?

- | | |
|---|--|
| 1 | Information about additional respondent obtained |
| 2 | Ask again at the end of the interview (respondent first wants to answer the interview) |
| 9 | Refused |

Ask only if **Q052>1** and **Q053 = 2** and **Q054_1** to **Q054_4 = ALL 0** or 999

Q055i (E3=Q055i)

In this case, this establishment is unfortunately not eligible for the interview because our study is conducted only in establishments with at least 5 employees. But we would very much like to interview an establishment of your company that has at least 5 employees. For contacting it afterwards for an additional interview, could you please give us the name and telephone number of an establishment with 5 or more employees?

- | | |
|---|--|
| 1 | Information about additional respondent obtained |
| 9 | Refused |

Ask only if **Q055a=1** or **Q055b=1** or **Q055c=1** or **Q055d=1** or **Q055e=1** or **Q055f=1** or **Q055g=1** or **Q055h=1** or **Q055i=1** or **Q403=1**

Q081_adr1 (E3=Q081_adr1)

[If **Q055a=1** or **Q055d=1** or **Q055e=1**] Interviewer: Please take up address
[If **Q055b=1** or **Q055c=1** or **Q055f=1** or **Q055g=1** or **Q055h=1** or **Q055i=1** or (**Q403=1** and **Q052>5**)]
Interviewer: Please take up first address

Interviewer: You are currently calling number: <PhoneNumber>. Please enter the phone number of the establishment in exactly the same format.

Scripter: Check that the entered phone number is not 0, does not contain letters, is not the same as <PhoneNumber>, check the phone number is in the defined, country specific format.

- | | |
|---|--|
| 1 | Telephone number of selected establishment (including city code): <i>*Open (mandatory)</i> |
| 2 | Name and location of the establishment (if available): <i>*Open (mandatory)</i> |
| 3 | Name of potential respondent in that establishment (if available): <i>*Open</i> |
| 4 | Refused Exclusive |

The record picked up in Q081_adr1 is to be included in sample Batch25 & Sample_var4 =2

Ask only if **Q055c=1** or **Q055e=1** or **Q055f=1** or **Q055g=1** or **Q055i=1** or (**Q403=1** and **Q052>5**)

Q081_adr_2 (E3=Q081_adr2)

Interviewer: Please take up second address

Interviewer: You are currently calling number: <PhoneNumber>. Please enter the phone number of the establishment in exactly the same format

Scripter: Check that the entered phone number is not 0, does not contain letters, is not the same as <PhoneNumber>, is not the same as the phone number entered in Q081_adr_1, check the phone number is in the defined, country specific format

- 1 Telephone number of selected establishment (including city code): **Open (mandatory)*
- 2 Name and location of the establishment (if available): **Open (mandatory)*
- 3 Name of potential respondent in that establishment (if available): **Open*
- 4 Refused **Exclusive**

The record picked up in Q082_adr1 is to be included in sample Batch25 & Sample_var4 =3

Section 4: Introductory questions

Ask only if ('Survey_method' =2 and Sample_var3= 2) or 'Survey_method' =1

Q100 (E3=Q100, E2=Q102)

Is this establishment a single organisation, or is it one of several establishments at different locations in {{country}} belonging to the same company or organisation?

- 1 A single company or organisation
- 2 One of a number of different establishments the organisation has in this country
- 8 ## Don't know
- 9 ## No answer

Ask only if **Q100** = 2

Q101a (E3=Q101a, E2=Q103a)

Is this the headquarters or is it a subsidiary site?

- 1 Headquarters
- 2 Subsidiary site
- 9 ## No answer

Ask only if **Q050 = 2**

Q101b (E3=Q101b, E2=Q103b)

May I confirm once again: Is this the headquarters of your company or organisation or is it a subsidiary site?

- | | |
|---|-----------------|
| 1 | Headquarters |
| 2 | Subsidiary site |
| 9 | ## No answer |

Asked all in both survey methods

Q102 (E3=Q102)

How many employees are currently on the payroll of this establishment?

[If Q050=2 or Q100=2]

Please refer to this local establishment only

Interviewer: probe if necessary for best estimate. Add if necessary: With employees on the payroll we mean those persons who are directly employed by your company or organisation.
Each employee is counted as one person, regardless of whether they are working full-time or part-time (= headcount). Employees with temporary contracts are to be included if they hold a direct work contract with the interviewed company/organization at the time of the interview.

[Min = 1 | Max = 99995]

99999 ## Don't know

got to Q102a

If value 0,1,2,3,4 in Q102 – END3

Count quota on company size based on the answer in Q102

1 (5-9 employee), 2 (10-49 employees), 3 (50-249 employees), 4 (250+ employees)

Ask only if **Q102 = 99999**

Q102a

IF "Survey_method" =1: How many employees are currently on the payroll of this establishment?

[If Q050=2 or Q100=2]

Please refer to this local establishment only

IF "Survey_method" = 2: Interviewer: Add as necessary: How many employees are currently on the payroll of this establishment?

[If Q050=2 or Q100=2] Please refer to this local establishment only

Interviewer: probe if necessary for best estimate. Add if necessary: With employees on the payroll we mean those persons who are directly employed by your company or organisation. Each employee is counted as one person, regardless of whether they are working full-time or part-time (= headcount). Employees with temporary contracts are to be included if they hold a direct work contract with the interviewed company/organization at the time of the interview.

1	Less than 5 employees	END3
2	5-9 employees	
3	10-19 employees	
4	20-49 employees	
5	50-249 employees	
6	250+ employees	
9	## Don't know	END3

If value 1 or 9 in Q102a – END3

Count quota on company size based on the answer in Q102a

1 (5-9 employee), 2 (10-49 employees), 3 (50-249 employees), 4 (250+ employees)

Q104 (E3=Q104, E2#Q107)

Do any of the employees have difficulties understanding the language spoken at your premises?

- 1 Yes
- 2 No
- 9 ## No answer

Q106 (E3#Q106, E2#Q111)

Do any of the employees regularly work from home, as in working remotely or hybrid working?

- 1 Yes
- 2 No
- 9 ## No answer

Ask only if **Q106** = 1

Q106x

Have employees in your establishment been consulted about working from home practices?

Interviewer: add if necessary: By 'consulted' we mean discussions with employees in ways that allow them some chance to express their own views, concerns and suggestions.

- 1 Yes
- 2 No
- 9 ## No answer

Q107 (E3=Q107)

And do any of the employees work anywhere else outside the premises of the establishment?

Interviewer: add if necessary: With this, we mean for example work on the premises of clients, on agricultural fields or in public spaces

- 1 Yes
- 2 No
- 9 ## No answer

Q108 (E3=Q108, E2=Q112)

According to the information in the database, this establishment belongs to the sector [**Sample_var2 transformed in text**]. Is this correct?

- 1 Yes
- 2 No
- 9 ## No answer

Ask only if **Q108** = 2,9

Q109 (E3#Q109)

What is the sector your establishment is active in?

01 - 99 Show list of NACE1 with extension to NACE2 rev2 digit Code + description with expand option to read NACE3rev list (= 3 digits)

998 ## Don't know

999 ## No answer

END3

Scripter: screenout if sector = T or U

Count quota on company sector based on the answer in Q108 and Q109

1 (A), 2(B,D,E,F), 3(C), 4(G,H,I,R), 5 (J,K, L, M, N, S), 6 (O), 7(P), 8(Q)

Ask only if **Q109** = 998

Q110 (E3=Q110)

Could you please describe the main activity in a few words so that we can classify it afterwards?

1 Open answer: _____

9 ## No answer

END3

Scripter: respondents with an answer in Q110=1 should be able to proceed and complete the interview.
Pls add a value 'missing' to sector – we'll regularly give a code to those missings

Q112 (E3#Q112, E2=Q115)

In about which year did this establishment start to operate? Please include time at previous locations or under a different ownership.

Scripter: Show interviewer instruction only if "Survey_method" = 2

Interviewer: Enter the named year in the box. If respondent cannot spontaneously name the year of foundation, tick "don't know" and read out the categories appearing on the screen!

_____ [Min = 1500 | Max = 2024]

9998 ## Don't know

9999 ## No answer

Ask only if **Q112** = 9998

Q112x (E3#Q112x, E2#Q115x)

Could you please give me your best estimate using the following time periods?

1 Before 1990

2 1990 to 2019

3 After 2019

9 ## No answer

Ask only if **Q102** < 50 or Q102a = 2,3,4

Q115

If your establishment works with suppliers, clients or other organisations, do they specifically require you to meet particular health and safety requirements?

- 1 Yes
- 2 No
- 8 ## Not applicable: the establishment doesn't work with suppliers, clients or other organisations
- 9 ## No answer

Q113 (E3=Q113, E2=Q100)

What is your function in this establishment?

Are you...

Interviewer: Multiple answers possible

- _1 The owner or a partner of this firm
- _2 The managing director, site or branch manager
- _3 Another manager
- _4 The health and safety officer
- _5 An employee representative in charge of health and safety or
- _6 Another employee in charge of the subject
- _7 ## An external health and safety consultant **Exclusive*
- _9 ## No answer **Exclusive*

Section 5: Day-to-day OSH management I: OSH expertise and general policy

Q150 (E3=Q150, E2=Q157)

The next questions are about how health and safety is organised at your establishment.
Does your establishment arrange regular medical examinations to monitor the health of employees?

Interviewer: add if necessary: Both obligatory and voluntary examinations are meant here.

- 1 Yes
- 2 No
- 9 ## No answer

Q151 (E3=Q151, E2=Q150)

What health and safety services do you use, be it in-house or contracted externally?

		Yes	No	## No answer
		1	2	9
_1	An occupational health doctor	☐	☐	☐
_2	A psychologist	☐	☐	☐
_3	An expert dealing with the ergonomic design and set-up of workplaces	☐	☐	☐
_4	A generalist on health and safety	☐	☐	☐
_5	An expert for accident prevention	☐	☐	☐

Ask only if **Country** = DE and Q151_1 = 1 (to be shown after Q151)

Q371bo

On which of the following topics do you receive support and advice from the occupational health doctor?

Rows

- 1 Organisation of workplaces, work processes and working environment
- 2 Evaluation of working conditions and implementation of workplace risk assessments
- 3 Measures to prevent work-related stress
- 4 Dealing with mental illness or mental health crises of employees
- 5 Organisation and implementation of preventive occupational health care
- 6 Measures for the integration and reintegration (return to work) of employees after illness

Columns

- 1 Yes
- 2 No
- 999 ## Don't know
- 998 ## No answer

Q152 (E3=Q152)

In the last 3 years: Has your establishment used the services of any external provider to support you in your health and safety tasks?

[If (Q112 > 2021 and ≤ 2024) or Q112x=3] Interviewer: If the establishment exists for less than 3 years, for this and other questions about a 3-year period, reference should be made to the time since the establishment started to operate.

- 1 Yes
- 2 No
- 9 ## No answer

Q154 (E3=Q154, E2=Q165)

Has your establishment been visited by the labour inspectorate in the last 3 years in order to check health and safety conditions?

Interviewer: add if necessary: By {{labour inspectorate}} we mean a government body or agency responsible for enforcing laws and regulations concerning health and safety conditions at work.

- 1 Yes
- 2 No
- 9 ## No answer

Q155 (E3=Q155, E2#Q155)

Does your establishment have a document in place that explains responsibilities or procedures on health and safety?

- 1 Yes
- 2 No
- 9 ## No answer

Ask only if **Q155 = 1**

Q156 (E3=Q156)

Is this document available to the people working in the establishment?

- 1 Yes
- 2 No
- 3 ## Yes, but only on demand
- 9 ## No answer

Q157 (E3=Q157, E2=Q158)

Does your establishment take any of the following measures for health promotion among employees?

		Yes	No	## No answer
		1	2	9
_1	Raising awareness about healthy nutrition	☐	☐	☐
_2	Raising awareness on the prevention of addiction, e.g. to smoking, alcohol or drugs	☐	☐	☐
_3	Promotion of sports activities outside working hours	☐	☐	☐
_4	Promotion of back exercises, stretching or other physical exercise at work	☐	☐	☐

Q158x (E3#Q158)

Does your establishment keep a record of...

		Yes	No	## No answer
		1	2	9
_1	Employees' absences due to sickness	☐	☐	☐
_2	Work related accidents	☐	☐	☐

Q159 (E3=Q159)

[If Q158x_1=2,9]

Could you nevertheless roughly estimate:

Has absence due to sickness rather increased, rather decreased or stayed about the same over the last 3 years?

[If (Q112>2021 and ≤2024) or Q112x=3] Interviewer: If the establishment exists for less than 3 years, for this and other questions about a 3-year period, reference should be made to the time since the establishment started to operate.

Interviewer: add if necessary: If the respondent is not sure about the development of the sickness absence, ask for a rough estimate. If the development of sickness absence has not explicitly been raised as a problem or an achievement in the reference period, the correct answer will mostly be "stayed about the same".

- 1 Rather increased
- 2 Rather decreased
- 3 Stayed about the same
- 8 ## Don't know
- 9 ## No answer

Q160 (E3#Q160)

And has absence due to work-related accidents rather increased, rather decreased or stayed about the same over the last 3 years? [If Q158x_2=2,9] A rough estimate is fine.

- 1 Rather increased
- 2 Rather decreased
- 3 Stayed about the same
- 4 No work-related accidents occurred over the last 3 years
- 8 ## Don't know
- 9 ## No answer

Ask only if Q102 >= 50 and Q102 <= 99995 or Q102a = 5 or 6

Q161 (E3, E2=Q161)

Is there a procedure to support employees returning to work after a long-term sickness absence?

Interviewer: add if necessary: If the establishment has not had any returners from long-term sickness absence so far, we want to know whether or not a procedure has been set up for the event of such cases.

- 1 Yes
- 2 No
- 9 ## No answer

Ask only if **Country** = DE and **Q161** = 1 (to be shown after Q161)

Q372bo

Is this a company integration management programme (BEM)?

***Interviewer (read out if required):** Company integration management is a procedure regulated by law. The aim of BEM is to restore, maintain and promote the ability to work of employees who have been absent from work for more than six weeks without interruption or repeatedly due to illness within the last 12 months.

- | | |
|-----|---------------|
| 1 | Yes |
| 2 | No |
| 999 | ## Don't know |
| 998 | ## No answer |

Ask only if **Q102** >= 20 and **Q102** <= 99995 or **Q102a** = 4,5, 6

Q162 (E3, E2=Q162)

In your establishment, are health and safety issues discussed at the top level of management regularly, occasionally or practically never?

- | | |
|---|---|
| 1 | Regularly |
| 2 | Occasionally |
| 3 | Practically never |
| 4 | ## [If Q102 <50 or Q102a =4] Not applicable |
| 9 | ## No answer |

Ask only if **Q102** >= 20 and **Q102** <= 99995 or **Q102a** = 4,5, 6

Q163 (E3, E2=Q163)

Do the team leaders and line managers in your establishment receive any training on how to manage health and safety in their teams?

- | | |
|---|----------------------|
| 1 | Yes |
| 2 | No |
| 3 | ## Just some of them |
| 9 | ## No answer |

Ask only if **Q113** = 3,4,5,6,9 and NOT **Q113** = 1,2

Q164a (E3, E2=Q164a)

Have you personally received any training on how to manage health and safety?

- | | |
|---|--------------|
| 1 | Yes |
| 2 | No |
| 9 | ## No answer |

Ask only if **Q113** = 1,2

Q164b (E3, E2=Q164b)

Have you personally received any training on how to manage health and safety in your establishment?

- | | |
|---|--------------|
| 1 | Yes |
| 2 | No |
| 9 | ## No answer |

Section 6: (Traditional) health and safety risks in the establishment

Q200 (E3=Q200)

Depending on the type of work there are different types of risks and hazards. Please tell me for each of the following risk factors whether it is present or not in your establishment, regardless of whether it is currently under control and regardless of the number of employees it affects.

		Yes	No	# # No answer
		1	2	9
_1 (E2=Q200_2)	Lifting or moving people or heavy loads	☐	☐	☐
_2 (E2=Q200_4)	Repetitive hand or arm movements	☐	☐	☐
_3 (E2#Q200_1)	Prolonged sitting	☐	☐	☐
_4 (E2#Q200_1)	Tiring or painful positions	☐	☐	☐
_5 (E2=Q200_3)	Loud noise	☐	☐	☐
_6 (E2=Q200_5)	Heat, cold or draught	☐	☐	☐
_7 (E2=Q200_6)	Risk of accidents with machines or hand tools	☐	☐	☐
_8 (E2=Q200_7)	Risk of accidents with vehicles in the course of work but not on the way to and from work	☐	☐	☐
_9 (E2=Q200_8)	Chemical or biological substances in the form of liquids, fumes or dust	☐	☐	☐
_10 (E2=Q200_9)	Increased risk of slips, trips and falls	☐	☐	☐

Q201 (E3#Q201)

There may also be risks resulting from the way work is organised, from social relations at work or from the economic situation. Please tell me for each of the following risks whether or not it is present in the establishment:

		Yes	No	# # No answer
		1	2	9
_1 (E2=Q201_1)	Time pressure	☐	☐	☐
_2 (E2=Q201_2)	Poor communication or cooperation within the organisation	☐	☐	☐
_3 (E2#Q201_4)	Fear of job loss	☐	☐	☐
_4 (E2=Q201_5)	Having to deal with difficult customers, patients, pupils etc.	☐	☐	☐
_5 (E2=Q201_6)	Long or irregular working hours	☐	☐	☐

Q202 (E3=Q202)

Has your establishment in the last 3 years taken any of the following measures?

		Yes	No	# # No answer
		1	2	9
_1 (E2#Q308_1)	[If Q200_1=1] Provision of equipment to help with the lifting or moving of loads or other physically heavy work	☐	☐	☐
_2 (E2#Q308_2)	[If Q200_2=1] Rotation of tasks to reduce repetitive movements or physical strain	☐	☐	☐
_3 (E2#Q308_3)	Encouraging regular breaks for people in uncomfortable or static postures including prolonged sitting	☐	☐	☐
_4 (E2#Q308_4)	Provision of ergonomic equipment, such as specific chairs or desks	☐	☐	☐
_5	The possibility for people with health problems to reduce working hours	☐	☐	☐

Section 7: Day-to-day OSH management Part II: Risk Assessments

Q250 (E3, E2=Q250)

Does your establishment regularly carry out workplace risk assessments?

Interviewer: add if necessary: It might include a general risk assessment or more specific assessments of risks from: falls, accidents, moving vehicles or machines, electrical installations and equipment, fire and explosion, exposure to chemical/ biological hazards, noise or vibrations, manual handling, ergonomic, stress, bullying, harassment, violence, etc

- 1 Yes
- 2 No
- 9 ## No answer

Ask only if **Q250 = 1**

Q251 (E3, E2=Q251)

Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?

- 1 Conducted mainly by internal staff
- 2 Contracted mainly to external providers
- 8 ## Both about equally
- 9 ## No answer

Ask only if **Q250 = 1**

Q252 (E3#Q252)

Which of the following aspects are routinely evaluated in these workplace risk assessments?

[Only for item Q252_11] Interviewer if necessary: Smart applications may include things like Chat GPT, chatbots, virtual assistants and speech recognition for example.

Scripter: item 12 only asked if country = CH

		Yes	No	## No answer
		1	2	9
_1 (E2=Q252_1)	The safety of machines, equipment and installations	☐	☐	☐
_2 (E2=Q252_2)	[If Q200_9=1] Dangerous chemical or biological substances	☐	☐	☐
_3 (E2=Q252_3)	Work postures, physical working demands and repetitive movements	☐	☐	☐
_4 (E2=Q252_4)	Exposure to noise, vibrations, heat or cold	☐	☐	☐
_5 (E2=Q252_5)	Supervisor-employee relationships	☐	☐	☐
_6 (E2=Q252_6)	Organisational aspects such as work schedules, breaks or work shifts	☐	☐	☐
_10	Use of digital technologies Interviewer: Add as necessary: Such as robots, systems, computers, devices, or apps, that interact with workers, allocate work automatically, or monitor the worker's environment or performance	☐	☐	☐
_12	[If Country=CH] Risks of accidents with vehicles in the course of work	☐	☐	☐

Ask only if **Q250** = 1 and **Q106** = 1

Q253 (E3=Q253, E2#Q253a)

Do risk assessments cover workplaces at home?

- 1 Yes
- 2 No
- 9 ## No answer

Ask only if **Q250** = 1 and **Q107** = 1

Q254 (E3=Q254)

[If Q106=1]

Do risk assessments cover other workplaces outside the premises of the establishment?

[If Q250=1 and Q107=1 and Q106 NOT =1]

Do risk assessments cover workplaces outside the premises of the establishment?

- 1 Yes
- 2 No
- 9 ## No answer

Ask only if **Q250** = 1

Q256 (E3=Q256, E2=Q254)

In what year was the last workplace risk assessment carried out?

Interviewer: Stress as necessary: A rough estimate of the year is sufficient, no need to look up the date.
Interviewer: add if necessary: Reviews of former risk assessments are to be counted here if they consist in gathering new information from the workplace.

_____ (Min = 1970 | Max = 2024)

- 9998 ## Don't know
- 9999 ## No answer

Ask only if **Q250** = 1

Q258 (E3=Q258, E2=Q258b)

If measures have to be taken following a risk assessment: Are employees usually involved in their design and implementation?

Interviewer: add if necessary: By 'involve' we mean consult with employees about arrangements for safety and health in ways that allow them the opportunity to express their own views, concerns and suggestions.

- 1 Yes
- 2 No
- 8 ## That depends on the type of measures
- 9 ## No answer

Ask only if **Q250 = 2**

Q260 (E3=Q260, E2=Q261)

Are there any particular reasons why workplace risk assessments are not regularly carried out? Please tell me for each of the following whether it applies to your establishment or not?

		Yes	No	## No answer
		1	2	9
_1	The hazards and risks are already known anyway	☐	☐	☐
_2	There are no major problems	☐	☐	☐
_3	The procedure is too burdensome	☐	☐	☐
_4	The necessary expertise is lacking	☐	☐	☐

Ask only if **Q250 = 2**

Q261 (E3=Q261, E2=Q262)

Are any other measures taken to check for health and safety in the establishment?

- 1 Yes
2 No
9 ## No answer

Q262 (E3=Q262)

In your establishment, how important are the following reasons for addressing health and safety? For each reason, please tell me whether it is a major reason, a minor reason or not a reason at all.

		Major reason	Minor reason	Not a reason	## No answer
		1	2	3	9
_1 (E2=Q264_1)	Fulfilling legal obligation	☐	☐	☐	☐
_2 (E2=Q264_2)	Meeting expectations from employees or their representatives	☐	☐	☐	☐
_3 (E2=Q264_4)	Maintaining or increasing productivity	☐	☐	☐	☐
_4 (E2=Q264_5)	Maintaining the organisation's reputation	☐	☐	☐	☐
_5 (E2=Q264_6)	Avoiding fines and sanctions from the {{labour inspectorate}}	☐	☐	☐	☐

Q263 (E3=Q263, E2=Q265)

What are the main difficulties in addressing health and safety in your establishment? Please tell me for each of the following options whether it is a major difficulty, a minor difficulty, or not a difficulty at all.

		Major difficulty	Minor difficulty	Not a difficulty	## No answer
		1	2	3	9
_1	A lack of time or staff	☐	☐	☐	☐
_2	A lack of money	☐	☐	☐	☐
_3	A lack of awareness among staff	☐	☐	☐	☐
_4	A lack of awareness among management	☐	☐	☐	☐
_5	A lack of expertise or specialist support	☐	☐	☐	☐
_6	The paperwork	☐	☐	☐	☐
_7	The complexity of legal obligations	☐	☐	☐	☐

Section 8: New risks: Psychosocial risks and digitalisation

T300

The following questions are about psychosocial risks such as work-related stress or violence.

Ask only if **Q102** >= 20 and **Q102** <= 99995 or Q102a = 4,5, 6

Q300 (E3, E2=Q300)

Does your establishment have an action plan to prevent work-related stress?

Interviewer: add if necessary: Work-related stress is experienced when the demands of the work exceed the employees' ability to cope with or control them. If stress is considered as not prevalent in the establishment, we nevertheless like to know whether procedures are in place in case that stress might become an issue.

- 1 Yes
- 2 No
- 9 ## No answer

Only asked if country = CH

Q201_CH

Please tell me for each of the following risks whether or not it is present in the establishment:

		Yes	No	## No answer
		1	2	9
_6	Threats, harassment, bullying, abuse or assaults (violence)	☐	☐	☐
_7	Undesired sexual attention (such as sexist jokes or comments, remarks about the physical appearance of colleagues, or unwanted body contact) or sexual harassment).	☐	☐	☐

Ask only if **Q102** >= 20 and **Q102** <= 99995 or Q102a = 4,5, 6

Q301 (E3, E2=Q301)

Is there a procedure in place to deal with possible cases of bullying or harassment? Bullying or harassment occurs when employees or managers are abused, humiliated or assaulted by colleagues or superiors.

Interviewer: add if necessary: If bullying or harassment is considered as not prevalent in the establishment, we nevertheless like to know whether procedures are in place in case that these might become an issue.

- 1 Yes
- 2 No
- 9 ## No answer

Ask only if **Q102** >= 20 and **Q102** <= 99995 or Q102a = 4,5, 6 and **Q201_4** = 1

Q302 (E3, E2=Q302)

And is there a procedure to deal with possible cases of threats, abuse or assaults by clients, patients, pupils or other external persons?

Interviewer: add if necessary: If such threats, abuse or assaults are not prevalent in the establishment, we nevertheless like to know whether procedures are in place in case that it might become an issue.

- 1 Yes
- 2 No
- 9 ## No answer

Ask only if **Q102** >= 20 and **Q102** <= 99995 or Q102a = 4,5, 6

Q303a (E3=Q303a)

Has an employee survey including questions on work-related stress been conducted in your establishment in the last 3 years?

[If (Q112>2021 and ≤2024) or Q112x=3] Interviewer: If the establishment exists for less than 3 years, for this and other questions about a 3-year period, reference should be made to the time since the establishment started to operate.

- 1 Yes
- 2 No
- 9 ## No answer

Ask only if **Q102** < 20 or Q102a = 2,3

Q303b (E3=Q303b)

Have employees been involved in identifying possible causes for work-related stress, like time pressure or difficult clients?

- 1 Yes
- 2 No
- 9 ## No answer

Q304 (E3#Q304)

In the last 3 years, has your establishment used any of the following measures to prevent psychosocial risks?

Interviewer: add if necessary: With psychosocial risks we mean health risks such as work-related stress, bullying, harassment or violence at the workplace.

Scripter: items 6-9 only asked if country = CH

		Yes	No	## No answer
		1	2	9
_1 (E2=Q303_1)	Reorganisation of work in order to reduce job demands and work pressure	☐	☐	☐
_2 (E2=Q303_2)	Confidential counselling for employees	☐	☐	☐
_3	Training on conflict resolution	☐	☐	☐
_4 (E2=Q303_4)	Intervention if excessively long or irregular hours are worked	☐	☐	☐
_5	Allowing employees to take more decisions on how to do their job	☐	☐	☐
_6	Internal rules or procedures to deal with sexual harassment	☐	☐	☐
_8	Staff training on the issue of sexual harassment	☐	☐	☐
_9	Trusted person inside or outside the establishment	☐	☐	☐

Ask only if **Country** = CH

Q369bobbis

In your establishment, how important are the following reasons for addressing sexual harassment in the workplace? For each reason, please tell me whether it is a major reason, a minor reason or not a reason at all.

Rows

- 1 Fulfilling a legal obligation
- 2 Meeting expectations from employees or their representatives
- 3 Maintaining or increasing productivity
- 4 Maintaining the organisation's reputation
- 5 Avoiding fines and sanctions from the {{Labour Inspectorate}}
- 6 Responding to a case within the establishment

Columns

- 1 A major reason
- 2 A minor reason
- 3 No reason at all
- 999 ## Don't know
- 998 ## No answer

Ask only if any of **Q304_1** to **Q304_5** = 1
If country = CH: ask only if any of Q304_1 to Q304_9 = 1

Q305 (E3=Q305, E2=Q304)

Were the measures taken triggered by concrete problems with stress, bullying, harassment or violence in the establishment?

- 1 Yes
- 2 No
- 8 ## Partly
- 9 ## No answer

Ask only if any of **Q304_1** to **Q304_5** = 1
If country = CH: ask only if any of Q304_1 to Q304_9 = 1

Q306 (E3#Q306, E2=Q305)

Did the employees have a role in the design and set-up of measures to address psychosocial risks?

Interviewer: add if necessary: By 'role' we mean participating in task specific discussions, brainstorming sessions, surveys, suggestion boxes, document feedback etc

- 1 Yes
- 2 No
- 9 ## No answer

Ask only if Country = CH

Q369bobis_13

Is sexual harassment and/or undesired sexual attention routinely evaluated in these workplace risk assessments?

- 1 Yes
- 2 No
- 9 ## No answer

Ask only if any of **Q201_1** to **Q201_5** = 1

Q307 (E3=Q307)

Considering the situation in your establishment: Are psychosocial risks easier or more difficult to address than other risks or is there no big difference?

- 1 Easier
- 2 More difficult
- 3 No big difference
- 8 ## Don't know
- 9 ## No answer

Ask only if **Q307** = 2

Q308 (E3=Q308)

What are the main obstacles to dealing with psychosocial risks in your establishment?

		Yes	No	## No answer
		1	2	9
_1 (E2#Q306a_3)	A lack of awareness among staff	☐	☐	☐
_2 (E2#Q306a_4)	A lack of awareness among management	☐	☐	☐
_3 (E2#Q306a_5)	A lack of expertise or specialist support	☐	☐	☐
_4 (E2#Q306a_6)	Reluctance to talk openly about these issues	☐	☐	☐

Ask only if **Q250** = 1

Q309 (E3=Q309, E2#Q307)

You pointed out that your establishment carries out risk assessments. Do you have sufficient information on how to include psychosocial risks in risk assessments?

- 1 Yes
- 2 No
- 9 ## No answer

Q310 (E3#Q310)

We now have a few questions on potential health hazards related to digitalization. Does your establishment use any of the following digital technologies for work?

		Yes	
		1	
_1	Personal computers/ desktop at fixed workstations	☐	
_2	Laptops, tablets, smartphones or other mobile computer devices	☐	
_3	Robots that interact with workers	☐	
_4	Machines, systems or computers automatically allocating tasks, working time or shifts to workers Interviewer: Add as necessary: (Machines, systems or computers includes hardware and software. Assembly lines are not meant to be included here.)	☐	
_5	Machines, systems or computers monitoring workers' performance and/ or behaviour Interviewer: Add as necessary: (Machines, systems or computers includes hardware and software.)	☐	
_6	Wearable devices, such as smart watches, glasses or personal protective equipment Interviewer: Add as necessary: (Mobile phones, tablets and laptops are not meant to be included here, neither are medical instruments used for patient care)	☐	
_7	Machines ,systems or computers that use Artificial Intelligence to perform work tasks Interviewer: Add as necessary: (Machines, systems or computers includes hardware and software. Artificial Intelligence in this context includes use of computer systems and machines to assist or enhance work tasks from automating routine processes to improving decision making)	☐	

Ask only if **Country** = DE and if Q310 has at least 1 item with value 1 (to be shown after Q310)

Q373bo

Does your company use digital technologies for occupational health and safety tasks?

*Interviewer (read out if required): e.g. for risk assessments, information and training, OSH management?

- 1 Yes
- 2 No
- 999 ## Don't know
- 998 ## No answer

Ask only if any **Q310_1** to **Q310_7** = 1

Q313

In relation to the use of any of these digital technologies, please tell me for each of the following risk factors whether it is present or not in your establishment, regardless of whether it is currently under control and regardless of the number of employees it affects.

Interviewer: Stress as necessary: Please think about the following risk factors when using any of the digital technologies identified in the previous question.

Scripter: rotate items 1 to 10

		Yes	No	# # No answer
		1	2	9
_1	Increased work intensity	☐	☐	☐
_2	Information overload	☐	☐	☐
_3	Prolonged sitting	☐	☐	☐
_4	Repetitive movements	☐	☐	☐
_5	Lack of ability to work with digital technologies	☐	☐	☐
_6	Blurring boundaries between work and private life	☐	☐	☐
_7	Fear of job loss	☐	☐	☐
_8	Working alone and isolated from colleagues	☐	☐	☐
_9	Loss of worker influence over work pace or processes	☐	☐	☐
_10	Collection of worker data	☐	☐	☐

Ask only if any **Q310_1** to **Q310_7** = 1

Q314

Have the possible impacts of digital technologies on the health and safety of employees been consulted on with employees in your establishment?

- 1 Yes
- 2 No
- 9 # # No answer

Section 9: Employee participation in OSH issues

T350

We'll now turn to the role of employees and their representatives in health and safety.

Q350 (E3#Q350)

Which of the following forms of employee representation do you have in this establishment?

		Yes	No	## No answer
		1	2	9
_1 (E2=Q166_1)	[If not country=CY,SE] {{A works council}}	☐	☐	☐
_2 (E2=Q166_2)	[If not country=AT,DE,LU] {{A trade union representation}}	☐	☐	☐
_3 (E2=Q166_4)	[If not country=SI, EE] {{A health and safety committee}}	☐	☐	☐
_4 (E2=Q166_3)	{{A health and safety representative}}	☐	☐	☐

Ask only if **Q350_4** = 1

Q351 (E3=Q351)

Are the health and safety representatives elected by the employees or selected by the employer?

- 1 Elected by the employees
- 2 Selected by the employer
- 8 ## Partly elected by employees, partly selected by employer
- 9 ## No answer

Ask only if any of **Q350_1** to **Q350_4** = 1

Q352 (E3=Q352, E2#Q350)

How often is health and safety discussed between employee representatives and the management? Do such discussions take place regularly, occasionally or practically never?

- 1 Regularly
- 2 Occasionally
- 3 Practically never
- 8 ## Not applicable
- 9 ## No answer

Ask only if **Q352** = 1,2

Q353 (E3=Q353, E2#Q351)

And how often do controversies related to health and safety arise? Is this often, sometimes or practically never the case?

- 1 Often
- 2 Sometimes
- 3 Practically never
- 9 ## No answer

Ask only if **Q350_4 = 1**

Q354 (E3, E2=Q354)

Are the health and safety representatives provided with any training during work time to help them perform their health and safety duties?

- 1 Yes
- 2 No
- 8 ## Yes, but only some of them
- 9 ## No answer

Q355 (E3#Q355)

[Q350_4=1]

And what about the employees themselves: On which of the following topics does your establishment provide them with training?

[Rest]

On which of the following topics does your establishment provide the employees with training?

		Yes	No	## No answer
		1	2	9
_1 (E2=Q356_1)	The proper use and adjustment of their working equipment and furniture	☐	☐	☐
_2 (E2=Q356_2)	[If Q200_9=1] The use of dangerous substances	☐	☐	☐
_3 (E2=Q356_3)	On how to prevent psychosocial risks such as stress or bullying	☐	☐	☐
_4 (E2=Q356_4)	[If Q200_1=1] On how to lift and move heavy loads or people	☐	☐	☐
_5 (E2=Q356_5)	Emergency procedures	☐	☐	☐
_6	[If Q106=1 or Q107=1] On how to assess mobile or external workplaces on health and safety risks	☐	☐	☐
_7	[If any Q310_1 to Q310_7 = 1] Routine use of digital technologies	☐	☐	☐

Ask only if **Q104 = 1** and any of **355_1** to **355_7 = 1**

Q356 (E3, E2=Q357)

Is any of this training also provided in different languages?

- 1 Yes
- 2 No
- 9 ## No answer

Q357 (E3#Q357, E2#Q358)

Are health and safety issues discussed in staff or team meetings regularly, occasionally or practically never?

Interviewer: add if necessary: This should include ad-hoc conversations between employees and those responsible for their supervision and management.

- 1 Regularly
- 2 Occasionally
- 3 Practically never
- 8 ## Not applicable
- 9 ## No answer

Section 10: Additional country-specific (boost) questions (AT, CH, DE, IT, SI)

Ask only if **Country** = AT

Q365bo

Overall, how would you assess the relative costs and benefits of safety and health measures in your establishment?

Please rate on a scale of 1 to 9 where 1 means the costs clearly outweigh the benefits, 5 means the costs are equal to the benefits and 9 means the benefits clearly outweigh the costs.

- | | |
|-----|---|
| 1 | 1 = Costs clearly outweigh the benefits |
| 2 | 2 |
| 3 | 3 |
| 4 | 4 |
| 5 | 5 = Costs are equal to the benefits |
| 6 | 6 |
| 7 | 7 |
| 8 | 8 |
| 9 | 9 = Benefits clearly outweigh the costs |
| 999 | ## Don't know |

Ask only if **Country** = AT

Q366bo

Companies often need support from experts in implementing their legal obligations in the area of worker protection. To what extent do you consider such support to be important in the following areas?

Rows

- | | |
|---|--|
| 3 | Risk assessment of work-related accident hazards |
| 4 | Risk assessment of work-related physical stress |
| 5 | Risk assessment of work-related mental stress |
| 6 | Setting safety and health measures |

Columns

- | | |
|-----|------------------|
| 1 | Very important |
| 2 | Rather important |
| 3 | Less important |
| 4 | Not important |
| 999 | ## Don't know |
| 998 | ## No answer |

Ask only if **Country** = AT

Q367bo

To what extent does your establishment consider safety and health risks of digital technologies or digital ways of working when assessing... ?

Rows

- | | |
|---|--------------------------------|
| 1 | Work-related accident hazards |
| 2 | Work-related physical stresses |
| 3 | Work-related mental stress |

Columns

- | | |
|-----|----------------|
| 1 | A large extent |
| 2 | To some extent |
| 3 | Not much |
| 4 | Not at all |
| 999 | ## Don't know |
| 998 | ## No answer |

Ask only if **Country** = CH

Q379bo [S]

Does your company have an occupational health and safety management system recognized by the FCOS (Federal Coordination Commission for Occupational Safety)?

Scripter: single answer question

- | | |
|-----|---------------------------------|
| 1 | Yes, an industry solution |
| 2 | Yes, a corporate group solution |
| 3 | Yes, a model solution |
| 4 | Yes, an individual solution |
| 5 | No, no solution |
| 999 | ## Don't know |
| 998 | ## No answer |

Ask only if **Country** = IT

Q374bo

Has your establishment a strategic policy and procedure with regard to hiring and retaining people with disabilities?

- | | |
|-----|---------------|
| 1 | Yes |
| 2 | No |
| 999 | ## Don't know |
| 998 | ## No answer |

Ask only if **Country** = IT

Q375bo

Has your establishment a strategic policy and procedure with regard to retaining older workers?

- 1 Yes
- 2 No
- 999 ## Don't know
- 998 ## No answer

Ask only if **Country** = IT

Q376bo

Does your establishment pay particular attention to the workplace hazards of young workers?

- 1 Yes
- 2 No
- 999 ## Don't know
- 998 ## No answer

Ask only if **Country** = SI

Q377bo

Does your establishment have any measures in place that implement the right to disconnect?

***Interviewer (read out if required):** The right to disconnect is the right that the worker is not at the employer's disposal during the period of exercise of the right to rest or during the period of justified absence from work (e.g. outside working hours, during sick leave, annual leave).

- 1 Yes
- 2 No
- 999 ## Don't know
- 998 ## No answer

Q378bo

Have you established or are you using any of the following:

Interviewer instruction: Read out. Multiple answers possible.

Scripter: multiple answer question

- | | |
|-----|--|
| 1 | Setting the servers so that it is no longer possible to send/receive e-mails after a certain hour |
| 2 | Work mobile phones are switched off after the end of working hours and switched on only from the beginning of the next working day |
| 3 | Internal written rules defining urgent communication |
| 4 | Provisions on the right to disconnect in internal rules |
| 5 | Internal verbal agreements that workers do not have to respond to work communication during their leisure or sick leave |
| 6 | Automatic email responders are in place outside working hours to notify the sender he/she will receive a response during working hours |
| 7 | Workers are informed in writing of the measures taken |
| 8 | Managers set a positive example in this area |
| 9 | Raising workers' awareness of the importance of the right to disconnect on a regular basis |
| 10 | Monitoring of the exercise of the right to disconnect and rest |
| 999 | ## Don't know (exclusive) |
| 998 | ## No answer (exclusive) |

Section 11: Final background and assessment questions

If NOT Country = LU, MT, NO, PT, SK, LT, EE, RO, CY, HU, IS, CH
For all other countries ask the question in random 50% of sample

Q401 (E3#Q401, E2#Q453)

May we or another research institute contracted by the European Agency for Safety and Health at Work contact you again within the next two years if we should have any additional questions for a follow-up study based on your answers in this survey?

- 1 Yes, agree
- 2 No, do not agree
- 9 ## No answer

Ask only if **Q401** = 1

Q402 (E3#Q402, E2=Q454)

In order to re-contact you for this purpose, can I ask your name, email address and direct phone number please?

			## Refuses to provide this information
_1	Full name:	_____	No answer
_2	Direct phone number:	_____	No answer
_3	Email address:	_____	No answer

Ask only if **Q055a** = 2 or 9 or **Q055b** = 2 or 9 or **Q055c** = 2 or 9 or **Q055h** = 2 or 9

Q403 (E3#Q403, E2=Q601)

As mentioned in the beginning, it is very important for the survey to conduct interviews at different sites of multi-site organisations. These are unfortunately not listed in any suitable address register. The interviews at the further site(s) will be considerably shorter since the part asking for the structure of the company will not be asked again.

[If Q052=2]

May I ask you again whether you could give us the name and telephone number of the other establishment with 5 or more employees?

[If Q052>2 and <=5] random select this or below sentence

May I ask you again whether you could give us the name and telephone number of the smallest establishment within the size-class: {{size-class}}?

or

May I ask you again whether you could give us the name and telephone number of the largest establishment within the size-class: {{size-class}}?

[If Q052>2 and <=5 and if only 1 establishment in selected in size-class]

May I ask you again whether you could give us the name and telephone number of the establishment within the size-class: {{size-class}}?

[If Q052>5]

May I ask you again whether you could give us the name and telephone number of the smallest and the largest establishment within the size-class: {{size-class}}?

[If Q055h=2]

May I ask you again whether you could give us the name and telephone number of another establishment with 5 or more employees?

1	## Information about additional respondent obtained -> go to Q081_adr1
8	## Refused because health and safety situation is the same in all establishments of the organisation
9	## Refused

Asked if "Survey_method" = 2 & new address picked up in Q081_adr1

Q404 (E3=Q404, E2=Q602)

Interviewer: If in the course of the interview the respondent withdrew his/her allowance to contact a further establishment of this organisation, this needs to be recorded here so that the address can be deleted.

1	## It is still OK to additionally contact other sites
9	## Allowance was explicitly withdrawn

Add hidden variable If Q404_out

Section 12: End texts

Ask if **Q001** = 6 or **Q002** = 5 or **Q003** = 6 or **Q004a** = 6 or **Q004b** = 6 or **Q005** = 5 or **Q006** = 5 or **Q007** = 2,9 or **Q008** = 9 or **Q055d** = 9 or **Q055e** = 9 or **Q055f** = 9 or **Q055g** = 9 or **Q055i** = 9 or **Q090** = 2 or Q20a=9 or Q20=4 or Q30=9 or Q31=9 or Q003_online = 6 or Q004_online = 6

END1x: Thank you for your time, nevertheless. Good bye.

All interviews who receive END1 should NOT be counted as completed interview, should not be included in the quota and receive status 'Refusal'

Ask **after Q303ax or after Q303bx**

END2x: Thank you for your help. Good bye.

All interviews who receive END2x should NOT be counted as completed interview, should not be included in the quota and receive status 'Refusal'

Ask only if **Q001** = 2,4 or **Q002** = 3 or **Q003** = 2,4 and **Q004a** = 2 and **Q004b** = 2 or **Q005** = 2,4 or **Q006** = 2,4 or **Q008** = 1

END2:

Text

Thank you for your help. Good bye.

All interviews who receive END2 should receive status 'Incomplete' and should be able to re-enter the link.

Ask only if **Q102** < 5 or Q102a=1 or Q102a=9 or **Q007size** = 2 or Q102=99999 or Q109=999 or Q110=9 or screenout on Q109

END3:

Text

In this case your establishment is not meant to be interviewed because the survey is conducted only in establishments with at least 5 employees. Thank you for your cooperation, nevertheless.

All interviews who receive END3 should NOT be counted as completed interview, should not be included in the quota and receive status 'Screenout'

Ask only if **stratification reached (= quota full)**

END4:

Text

In this case your establishment is not meant to be interviewed because we already have enough interviews in your size and sector combination. Thank you for your cooperation, nevertheless.

Ask only if **Q052** < 1

END5:

Text

In this case, your organisation is not eligible for the interview since the survey is conducted only if there is an establishment with 5 or more employees in the organisation. Thank you for your time, nevertheless, and for your willingness to participate. Good bye.

All interviews who receive END5 should NOT be counted as completed interview, should not be included in the quota and receive status 'Screenout'

Ask only if **Q055d** = 1 or **Q055e** = 1 or **Q055f** = 1 or **Q055g** = 1 or **Q055i** = 1

END6:

Text

Thank you for this information. We will then call the selected establishment and ask for an interview there. Good bye.

All interviews who receive END6 should NOT be counted as completed interview, should not be included in the quota and receive status 'Screenout'

Ask only if **Q403** = 8,9

END7:

Text

I understand that you do not want us to conduct further interviews in this organisation.

All interviews who receive END7 should be counted as completed interview

Show END8 for all the completed interviews = everything that we count as Completed or CAWI_comptoccheck or CATI_compest

END8:

Text

Thank you very much for your cooperation.