ZA6864

European Survey of Enterprises on New and Emerging Risks 2009 (ESENER-1)

Country Questionnaire
Latvia (Latvian)

1. MM	TT

A. CONTACT PHASE — TT

survey_MM | Survey Number — TT

[Do not ask - Please code 5395] — TT
(141-144)
□ □ □ □

EB620.3 survey_MM

country_MM | Country Code — RT

[Do not ask - Please use the code allowed] — TT
(145-146)
□ □

EB620.3 country_MM

Intnum_MM | Interview number — RT

(147-152)
□ □ □ □ □ □

EB620.4 Intnum_MM NEW

date_MM | Date of interview — RT

[Do not ask] — TT
(153-154)   **(155-156)**
□ day   □ month — RT

EB620.3 date_MM

idnum_MM | ID-number of the establishment (from sampling source) — TT

[Do not ask - Make sure that MM and ER-interview from the same establishment have identical ID-numbers] — TT
(157-164)
□ □ □ □ □ □ □ □

EB620.3 idnum_MM

int_typ_MM | Type of interview — TT

[Do not ask - Please code '1' - No code '2' can be found for this questionnaire] — TT
(165)
| MM | 1 | TT |
| ER | 2 | TT |

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1. MM

A. REKRUTĀCIJA

survey_MM | Aptaujas numurs

[Nejautāt - lūdzu, atzīmēt kodu 5395]
(141-144)
□ □ □ □

EB620.3 survey_MM

country_MM | Valsts kods

[Nejautāt - lūdzu, atzīmēt piešķirto kodu]
(145-146)
□ □

EB620.3 country_MM

Intnum_MM | Intervijas numurs

(147-152)
□ □ □ □ □ □

EB620.4 Intnum_MM NEW

date_MM | Intervijas datums

[Nejautāt]
(153-154)   **(155-156)**
□ diena   □ mēnesis

EB620.3 date_MM

idnum_MM | Uzņēmuma vienības ID numurs (no izlases avota)

[Nejautāt - pārbaudiet, vai MM un ER intervijām no vienas un tās pašas uzņēmuma vienības ir vienādi ID numuri]
(157-164)
□ □ □ □ □ □ □ □

EB620.3 idnum_MM

int_typ_MM | Intervijas veids

[Nejautāt - lūdzu, atzīmēt kodu "1" - šajā anketā nav koda "2"]
(165)
| MM | 1 |
| ER | 2 |

English	Latvian
EB620.3 int_typ_MM	EB620.3 int_typ_MM

nace_MM — NACE-Code from sampling source TT

nace_MM — NACE - kods no izlases avota TT

[Do not ask - The sector of activity will not be asked in the interview, but will be added from the information contained in the address source (NACE code) - Please send us your codebook] TT
(166-171)

[Nejautāt - darbības sektors/nozare intervijā netiks vaicāta, bet pievienota no informācijas, kas ietverta adrešu avotā (NACE kods) - lūdzu, nosūtiet mums savu kodu grāmatiņu]
(166-171)

EB620.3 nace_MM	EB620.3 nace_MM

region_MM — Code for region TT

region_MM — Reģiona kods TT

[Do not ask - Please send us your codebook] TT
(172-173)

[Nejautāt - lūdzu, nosūtiet mums savu kodu grāmatiņu]
(172-173)

EB620.3 region_MM	EB620.3 region_MM

[Stress as necessary: 1) Emphasise again strict confidentiality of responses. 2) 20 to 25 minute interview. 3) 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. 4) The questions are about health and safety policies and practices in your establishment. 5) 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 improve the information and assistance given to workplaces to improve the safety and health of workers.] TT

[Pēc nepieciešamības uzsveriet: 1) vēlreiz uzsveriet atbilžu konfidencialitāti; 2) intervijas ilgums: 20-25 minūtes; 3) aptauja tiek veikta Eiropas Darba drošības un veselības aizsardzības aģentūras vārdā. Šī aģentūra ir neatkarīga Eiropas Savienības iestāde, kas nodrošina informāciju, lai veiktu uzlabojumus darba drošības un veselības aizsardzības jomā. 4) jautājumi ir saistīti ar darba drošības un veselības aizsardzības politiku un tās īstenošanu jūsu pārstāvētajā uzņēmumā; 5) darba drošības un veselības aizsardzības nozīmīgums arvien pieaug un tas ir galvenais Eiropas ekonomikas veiksmes faktors. Piedalīšanās pētījumā palīdzēs, izmantojot uzņēmumu sniegto informāciju un atbalstu, uzlabot darba drošību un veselības aizsardzību darba vietā.

MM001 — Good morning / afternoon. My name is ... from <INSTITUTE> in <location of institute>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to the most senior manager who coordinates safety and health activities in this establishment. TT

MM001 — Labrīt/labdien! Mani sauc ... un es pārstāvu TNS Latvia. Mēs veicam aptauju Eiropas Darba drošības un veselības aizsardzības aģentūras vārdā; šī aģentūra ir oficiālā Eiropas iestāde, kas ir atbildīga un nodrošina informāciju par darba drošību un veselības aizsardzību. Aptaujas mērķis ir palīdzēt Eiropas valstu darbavietās efektīvāk risināt problēmas darba drošības un veselības aizsardzības jomā, kā arī sekmēt darbinieku veselību un labklājību. Pētījumā iegūtie dati tiks izmantoti tikai apkopotā veidā, ievērojot konfidencionalitāti un nodrošinot pilnīgu anonimitāti. Es vēlos runāt ar augstākā līmeņa vadītāju, kurš ir atbildīgais par darba drošības un veselības aizsardzības jautājumiem Jūsu uzņēmuma vienībā.

[Tick what applies] TT

[Atzīmēt vajadzīgo atbildi]

English	(194)		Latvian	(194)
The respondent is this person	1	TT	Respondents ir šī persona	1
Respondent tries to put through to another person	2	TT	Respondents mēģina savienot ar citu personu	2
Refused	3	TT	Atteikums atbildēt	3

EB620.3 MM001 MODIFY	EB620.3 MM001 MODIFY

ASK MM002 TO MM004 IF MM001=2 - IF MM001=1 THEN GO TO MM050 - IF MM001=3 THEN STOP INTERVIEW TT

ASK MM002 TO MM004 IF MM001=2 - IF MM001=1 THEN GO TO MM050 - IF MM001=3 THEN STOP INTERVIEW

MM002	Interviewer has been put through to another person	TT	MM002	Intervētāju savienoja ar citu personu

[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]

	(195)			**(195)**
Telephone is answered by a new respondent	1	TT	Uz telefona zvanu atbild cits respondents	1
Line busy / not answered	2	TT	Telefona līnija ir aizņemta/ nav atbildes	2
Back to original person or switchboard	3	TT	Atpakaļ pie sākotnējās personas vai centrāles	3

EB620.3 MM002 — EB620.3 MM002

IF MM002=1 THEN START WITH MM001 AGAIN - IF MM002=2 THEN STOP INTERVIEW AND TRY LATER - IF MM002=3 THEN GO TO MM003   TT   IF MM002=1 THEN START WITH MM001 AGAIN - IF MM002=2 THEN STOP INTERVIEW AND TRY LATER - IF MM002=3 THEN GO TO MM003

MM003Q	May I have the full name and the extension of this person? [If necessary: I would like to talk to the most senior person in charge of personnel in this establishment]	TT	MM003Q	Vai Jūs varētu, lūdzu, nosaukt šīs personas pilnu vārdu, uzvārdu un telefona numuru! [Ja nepieciešams: Es vēlos runāt ar augstākā līmeņa vadītāju, kurš ir atbildīgais par darba drošības un veselības aizsardzības jautājumiem Jūsu uzņēmuma vienībā.]

[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]

	(196)			**(196)**
Information obtained	1	TT	Iegūta informācija	1
Call the present number (switchboard) again later on	2	TT	Jāpiezvana uz pašreizējo numuru (centrāli) vēlāk	2
Refused	3	TT	Atteikums atbildēt	3

EB620.3 MM003Q MODIFY — EB620.3 MM003Q MODIFY

MM003H	Please choose the correct option	TT	MM003H	Izvēlieties pareizo variantu

[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]

	(197)			**(197)**
Mrs	1	TT	Sieviete	1
Mr	2	TT	Vīrietis	2

EB620.3 MM003H MODIFY — EB620.3 MM003H MODIFY

MM003N	Full name of the person asked in MM003	TT	MM003N	Pilns personas vārds, uzvārds, vaicāts MM003

[Write down]	TT	[Pierakstīt]

1 40 **(198,199-238)**   1 40 **(198,199-238)**

EB620.3 MM003N — EB620.3 MM003N

MM003T	Direct phone number of the person asked in MM003 (including city code)	TT	MM003T	Tiešais personas telefona numurs, vaicāts MM003 (ieskaitot pilsētas kodu)

[Write down without /, ., +, etc. - for example 026611866]	TT		[Pierakstīt, neizmantojot simbolus /, ., + utt. - piemēram, 026611866]	
1 20 **(239,240-259)**			**1** 20 **(239,240-259)**	

EB620.3 MM003T

EB620.3 MM003T

MM004	What do you think would be the best time to call again?	TT	MM004	Kads, jūsuprāt, būtu vispiemērotākais laiks, lai piezvanītu vēlreiz?

[Please code 'ddmm' and then 'hhmm']	TT	[Lūdzu, pierakstiet šādi: "ddmm" un pēc tam "ssmm"]
(260-263) Date **(264-267)** Hour	RT	**(260-263)** Datums **(264-267)** Stundas

EB620.3 MM004

EB620.3 MM004

Thank you for your help. Good bye.	TT	Paldies par palīdzību! Uz redzēšanos!

TRY LATER	TT	MĒĢINIET VĒLĀK

MM050 to MM099 : ask only in BE BG CY CZ EE EL HR HU IE LT MK MT PT RO SI SK TR	NTL	

MM050	May I first of all check: Is the establishment at this address a single independent company or organization with no further branch-offices, production units or sales units elsewhere in (OUR COUNTRY)	NTL	MM050	

	(268)			**(268)**
A single independent company or organization	1	NTL		1
One of a number of different establishments	2	NTL		2
No answer	3	NTL		3

EB620.4 MM050 NEW

EB620.4 MM050 NEW

ASK MM050a TO MM099 IF MM050=2 OTHERS GO TO MM102	NTL	

MM050a	How many employees does this company have in (OUR COUNTRY)? Please add up the number of employees of all local establishments.	NTL	MM050a	

Read out categories and tick only one! Count the number of persons. Each employee is counted as one person, regardless whether they're working full-time or part-time (= headcount).	NTL	
(269)		**(269)**
1 to 9 employees	1	NTL		1
10 to 19 employees	2	NTL		2
20 to 49 employees	3	NTL		3

50 to 249 employees	4	NTL
250 to 499 employees	5	NTL
500 or more employees	6	NTL
No answer	7	NTL

EB620.4 MM050a1 NEW

ASK MM051a TO MM099 IF MM050a=2,6 OTHERS STOP INTERVIEW   NTL

MM051 In this case we have to select one of the establishments for interview. This selection has to be made at random and has to follow statistical rules. To this end I would like to know: How many different establishments – including the headquarters – with 10 or more employees does your company have in (OUR COUNTRY)?   NTL

IF "NONE" CODE [0000] - IF "RESPONDENT HAS TO INVESTIGATE INFORMATION" CODE [9999] AND TRY AGAIN LATER - IF "NO ANSWER" CODE [9998]   NTL

(270-273)

establishments with 10 or more employees   NTL

EB620.4 MM051 NEW

IF MM051a=0 or 9998 STOP INTERVIEW   NTL

IF MM051a=9999 GOTO MM053a   NTL

ASK MM052a TO MM052e IF MM051a=1-9997   NTL

MM052 Would you please tell me how many of these establishments have 10 to 19 employees ?   NTL

(IF "NONE" CODE '0000' – IF "DK" CODE '9999' – IF "RESPONDENT HAS TO INVESTIGATE" CODE '9998' – IF "NO ANSWER" CODE '9997')   NTL

(274-277)

establishments with 10 to 19 employees   NTL

EB620.4 MM052a NEW

MM052b Would you please tell me how many of these establishments have 20 to 49 employees ?   NTL

(IF "NONE" CODE '0000' – IF "DK" CODE '9999' – IF "RESPONDENT HAS TO INVESTIGATE" CODE '9998' – IF "NO ANSWER" CODE '9997')   NTL

(278-281)

establishments with 20 to 49 employees   NTL

EB620.4 MM052b NEW

MM052c Would you please tell me how many of these establishments have 50 to 249 employees ?   NTL

(IF "NONE" CODE '0000' – IF "DK" CODE '9999' – IF "RESPONDENT HAS TO INVESTIGATE" CODE '9998' – IF "NO ANSWER" CODE '9997')   NTL

(282-285)

establishments with 50 to 249 employees   NTL

	EB620.4 MM052c NEW	
MM052d	Would you please tell me how many of these establishments have 250 to 499 employees ?	NTL
	(IF "NONE" CODE '0000' – IF "DK" CODE '9999' – IF "RESPONDENT HAS TO INVESTIGATE" CODE '9998' – IF "NO ANSWER" CODE '9997')	NTL
	(286-289)	
	establishments with 250 to 499 employees	NTL
	EB620.4 MM052d NEW	
MM052e	Would you please tell me how many of these establishments have 500 or more employees ?	NTL
	(IF "NONE" CODE '0000' – IF "DK" CODE '9999' – IF "RESPONDENT HAS TO INVESTIGATE" CODE '9998' – IF "NO ANSWER" CODE '9997')	NTL
	(290-293)	
	establishments with 500 or more employees	NTL
	EB620.4 MM052d NEW	
MM052f	Total number of establishments with 10 or more employees (MM052a to MM052e)	NTL
	Do not ask - has to be calculated automatically on the basis of the entries before	NTL
	(294-297)	
	TOTAL NUMBER OF ESTABLISHMENTS WITH 10 OR MORE EMPLOYEES	NTL
	EB620.4 MM052d NEW	
	Compare mm052f to figure indicated in MM051: If mm052f not equal mm051 show the following text:	NTL
	"Interviewer: The sum in MM052 is not the same as the total given in the previous question MM051. Please check and correct!"	NTL
	SEL053 (Random selection before MM053)	NTL
	Step 1: Check entries for the five size classes in MM052 and select one size class as follows: a) If there are figures > 0 in one size class only: Select this size class and proceed with step 2. b) Otherwise: select at random one of the size classes where figures > 0 are entered and proceed with step 2.	NTL
	Step 2: - Compute: <txt_MM053> = label of the size class selected in step 1a or 1b (example: if the selected size class is "20 – 49 employees" then <txt_MM053> = "20 – 49 employees"). - Compute: <fig_MM053> = figure indicated in MM052 for the number of establishments in the size class selected in step 1a or 1b (example: if the selected size class is "20 – 49 employees" then <fig_MM053> = mm052b)	NTL
	Step 3: - If the figure entered in MM052 for the size class selected in step 1a/b = 1 (i.e. if <fig_MM053> = 1): Go to MM053b. - If the figure entered in MM052 for the size class selected in step 1a/b > 1 (i.e. if <fig_MM053> > 1): Go to MM053c.	NTL

EB620.4 MM052c NEW	
MM052d	
(286-289)	
EB620.4 MM052d NEW	
MM052e	
(290-293)	
EB620.4 MM052d NEW	
MM052f	
(294-297)	
EB620.4 MM052d NEW	

MM053a is asked if there is only 1 establishment with 10 or more employees in MM051 (i.e. if mm051 = 1). NTL

IF MM052f=9998 CALL AGAIN LATER - IF MM052f=9997 STOP INTERVIEW NTL

MM053a In this case the right unit for the interview would be the establishment with 10 or more employees. Would you please give me the telephone number of that establishment and – if possible – the name of the most senior person who is in charge of personnel in that establishment. NTL

MM053a

[Tick what applies] NTL

	(298)	
The respondent is this person	1	NTL
Information obtained	2	NTL
Call the present number (switchboard) again later on	3	NTL
Refused	4	NTL

	(298)
	1
	2
	3
	4

EB620.4 MM053a NEW

EB620.4 MM053a NEW

IF MM0053a=4 THEN STOP INTERVIEW NTL

MM053aH Please choose the correct option NTL

MM053aH

[Tick what applies] NTL

	(299)	
Mrs	1	NTL
Mr	2	NTL

	(299)
	1
	2

EB620.4 MM053aH NEW

EB620.4 MM053aH NEW

MM053aN Full name of the person asked in MM053a NTL

MM053aN

[Write down] NTL

1	40	**(300,301-340)**

1	40	**(300,301-340)**

EB620.4 MM053aN NEW

EB620.4 MM053aN NEW

MM053aT Direct phone number of the person asked in MM053a (including city code) NTL

MM053aT

[Write down without /, ., +, etc. - for example 026611866] NTL

1	20	**(341,342-361)**

1	20	**(341,342-361)**

EB620.4 MM053aT NEW

IF MM0053a=3   NTL

Thank you very much. Good bye.   NTL

Quit interview and call again later at agreed time. Start interview with MM053 then.   NTL

Make sure that information collected so far is stored and will be available for second call and for final data file. Add a suitable entry for the second call and begin with the appropriate version of MM053 (I.e. MM053a, b or c).   NTL

IF MM0053a=1 GO TO MM099   NTL

IF MM0053a=2 GO TO MM097   NTL

MM053b is asked if there is only 1 establishment in the size class selected in SEL053, step 1a/b (i.e. if <fig_MM053> = 1).   NTL

MM053b	In this case the right unit for the interview would be the establishment with <txt_MM053>. Would you please give me the telephone number of that establishment and – if possible – the name of the most senior person who is in charge of personnel in that establishment. NTL
MM053b	

[Tick what applies]   NTL

	(362)	
The respondent is this person	1	NTL
Information obtained	2	NTL
Call the present number (switchboard) again later on	3	NTL
Refused	4	NTL

EB620.4 MM053b NEW

IF MM0053b=4 THEN STOP INTERVIEW   NTL

MM053b H	Please choose the correct option NTL
MM053b H	

[Tick what applies]   NTL

	(363)	
Mrs	1	NTL
Mr	2	NTL

EB620.4 MM053bH NEW

MM053bN | Full name of the person asked in MM053b | NTL

[Write down] | NTL

| 1 | 40 | | **(364,365-404)** |

EB620.4 MM053bN NEW

MM053bT | Direct phone number of the person asked in MM053b (including city code) | NTL

[Write down without /, ., +, etc. - for example 026611866] | NTL

| 1 | 20 | | **(405,406-425)** |

EB620.4 MM053bT NEW

IF MM0053b=1 GO TO MM099 | NTL

IF MM0053b=2 GO TO MM097 | NTL

IF MM0053b=3 | NTL

Thank you very much. Good bye. | NTL

Quit interview and call again later at agreed time. Start interview with MM053 then. | NTL

Make sure that information collected so far is stored and will be available for second call and for final data file. Add a suitable entry for the second call and begin with the appropriate version of MM053 (I.e. MM053a, b or c). | NTL

MM053c is asked if there is more than 1 establishment in the size class selected in SEL053, step 1a/b (i.e. if <fig_MM053> > 1). NTL

Make a random selection of one letter between A and Z and show this letter here. NTL

MM053c In this case I would like to conduct the interview for one of the establishments with <txt_MM053>. For the random selection it would be helpful if you had a list of the <fig_MM053> establishments with <txt_MM053> in (OUR COUNTRY). Which of these establishments is located in a community the name of which starts with the letter "<?>*)"or the letter which follows next in the alphabet. Would you please give me the telephone number of that establishment and – if possible – the name of the most senior person who is in charge of personnel in that establishment? NTL

MM053c

If more than one establishment in this community: And which of these establishments is located in a street the name of which starts with the letter "<?>*)" or the letter which follows next in the alphabet? [Tick what applies] NTL

	(426)			(426)
The respondent is this person	1	NTL		1
Information obtained	2	NTL		2
Call the present number (switchboard) again later on	3	NTL		3
Refused	4	NTL		4

EB620.4 MM053c NEW — EB620.4 MM053c NEW

IF MM0053c=4 THEN STOP INTERVIEW NTL

MM053cH Please choose the correct option NTL — **MM053cH**

[Tick what applies] NTL

	(427)			(427)
Mrs	1	NTL		1
Mr	2	NTL		2

EB620.4 MM053cH NEW — EB620.4 MM053cH NEW

MM053cN Full name of the person asked in MM053c NTL — **MM053cN**

[Write down] NTL

1	40	(428,429-468)

1	40	(428,429-468)

EB620.4 MM053cN NEW — EB620.4 MM053cN NEW

MM053cT	Direct phone number of the person asked in MM053c (including city code)	NTL	MM053cT	

[Write down without /, ., +, etc. - for example 026611866] NTL

1	20		(469,470-489)		1	20		(469,470-489)

EB600.' MM053cT NEW

EB600.' MM053cT NEW

IF MM0053c=1 GO TO MM099	NTL

IF MM0053c=2 GO TO MM097	NTL

IF MM0053c=3	NTL

Thank you very much. Good bye.	NTL

Quit interview and call again later at agreed time. Start interview with MM053 then.	NTL

Make sure that information collected so far is stored and will be available for second call and for final data file. Add a suitable entry for the second call and begin with the appropriate version of MM053 (I.e. MM053a, b or c).	NTL

ASK MM097 IF MM053a, MM053b or MM053c = 2	NTL

MM097	Is the selected establishment the headquarters or is it a subsidiary site?	NTL	MM097	

	(490)			(490)
Headquarters	1	NTL		1
Subsidiary site	2	NTL		2
No answer	3	NTL		3

EB620.4 MM097 NEW

EB620.4 MM097 NEW

Thank you very much.	NTL

Quit interview. Call telephone number given in MM053a, b or c and ask for the person named there (or for most senior person who is in charge of personnel in that establishment). Start interview with MM001 and then directly go to MM102 after contact phase.	NTL

Make sure that information collected so far is stored and will be available for second call and for final data file.	NTL

	ASK MM099 IF MM053a, MM053b or MM053c = 1	NTL	

MM099	Is the selected establishment the headquarters or is it a subsidiary site?	NTL

MM099	

		(491)	
Headquarters	1	NTL	
Subsidiary site	2	NTL	
No answer	3	NTL	

	(491)
	1
	2
	3

EB620.4 MM099 NEW		EB620.4 MM099 NEW

IF MM099=1 ,2,3 GO TO MM102	NTL

B. BACKGROUND INFORMATION	TT	B. PAMATINFORMĀCIJA

ASK MM100 TO ALL EXCEPT in BE BG CY CZ EE EL HR HU IE LT MK MT PT RO SI SK TR — TT

ASK MM100 TO ALL EXCEPT in BE BG CY CZ EE EL HR HU IE LT MK MT PT RO SI SK TR

MM100	May I first of all check: Is the establishment at this address a single independent organisation, or is it one of a number of establishments at different locations in (OUR COUNTRY) belonging to the same company or organisation?	TT

MM100	Vai es varētu vispirms pārbaudīt: Vai šis uzņēmums, kas ir reģistrēts šajā adresē, ir atsevišķs, neatkarīgs uzņēmums vai organizācija vai arī šis ir viens no vairākiem uzņēmumiem (uzņēmuma vienībām), kuri atrodas dažādās vietās Latvijā, un, kas pieder tam pašam uzņēmumam vai organizācijai?

[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]

		(512)	
A single independent company or organization	1	TT	
One of a number of different establishments	2	TT	
DK/ NA (SPONTANEOUS)	3	TT	

		(512)
Atsevišķs neatkarīgs uzņēmums vai organizācija		1
Viens no vairākiem dažādiem uzņēmumiem (uzņēmuma vienībām)		2
Nezina/ nav atbildes (SPONTĀNI)		3

EB620.3 MM100 MODIFY		EB620.3 MM100 MODIFY

ASK MM101 IF MM050=2 OR MM100=2	TT	ASK MM101 IF MM100=2

MM101	Is it the headquarters or is it a subsidiary site?	TT

MM101	Vai šis ir galvenais birojs (pārvalde) vai uzņēmuma filiāle?

[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]

		(513)	
Headquarters	1	TT	
Subsidiary site	2	TT	
DK/ NA (SPONTANEOUS)	3	TT	

		(513)
Galvenais birojs (pārvalde)		1
Uzņēmuma filiāle		2
Nezina/ nav atbildes (SPONTĀNI)		3

EB620.3 MM101		EB620.3 MM101

ASK MM102a IF MM050 OR MM100=1	TT	ASK MM102a IF MM050 OR MM100=1

MM102a	Approximately how many employees work at this establishment? Please refer to the local site only.	TT

MM102a	Aptuveni, cik darbinieki strādā šajā uzņēmuma vienībā?

[Count the number of persons - Each employee is counted as one person, regardless whether they are working full-time or part-time (= headcount)] [If "No answer" please code '99999' - If "Don't know" please code '99998' - If "Refusal" please code '99997'] — TT

[Saskaitiet personas - katrs darbinieks tiek skaitīts kā viena persona, neatkarīgi no tā, vai viņš ir pilnas slodzes vai nepilnas slodzes darbinieks (=personu skaits)] [Ja "Nav atbildes", lūdzu, atzīmējiet kodu "99999" - ja "Nezina", lūdzu, atzīmējiet kodu "99998" - ja "Atteikums atbildēt", lūdzu, atzīmējiet kodu "99997"]

(514-518)					
				employees	TT

(514-518)				
				darbinieki

	English		Latvian	
	EB620.3 MM102a MODIFY		EB620.3 MM102a MODIFY	
	ASK MM102b IF MM050 OR MM100=2,3	TT	ASK MM102b IF MM050 OR MM100=2,3	
MM102b	Approximately how many employees work at this establishment? Please refer to the local site only.	TT	Aptuveni, cik darbinieki strādā šajā uzņēmuma vienībā? Lūdzu, norādiet tikai vietējā uzņēmuma vienībā strādājošos.	
	[Count the number of persons - Each employee is counted as one person, regardless whether they are working full-time or part-time (= headcount)] [If "No answer" please code '99999' - If "Don't know" please code '99998' - If "Refusal" please code '99997']	TT	[Saskaitiet personas - katrs darbinieks tiek skaitīts kā viena persona, neatkarīgi no tā, vai viņš ir pilnas slodzes vai nepilnas slodzes darbinieks (=personu skaits)] [Ja "Nav atbildes", lūdzu, atzīmējiet kodu "99999" - ja "Nezina", lūdzu, atzīmējiet kodu "99998" - ja "Atteikums atbildēt", lūdzu, atzīmējiet kodu "99997"]	
	(519-523)		**(519-523)**	
	employees	TT	darbinieki	
	EB620.3 MM102b MODIFY		EB620.3 MM102b MODIFY	
	IF MM102<10 OR MM102 = 99997, 99998, 99999 THEN STOP INTERVIEW	TT	IF MM102a/b <10 OR MM102a/b = 99997, 99998, 99999 THEN STOP INTERVIEW	
	The survey is now finished. Thank you for your help. Goodbye.	TT	Aptaujas beigas. Paldies par palīdzību! Uz redzēšanos!	
	ASK ALL	RT	JAUTĀT VISIEM	
MM103	Does this establishment belong to the public sector?	TT	Vai šī uzņēmuma vienība pieder pie valsts sektora?	
	[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]	
	(524)		**(524)**	
	Yes	1 RT	Jā	1
	No	2 RT	Nē	2
	DK/ NA (SPONTANEOUS)	3 TT	Nezina/ nav atbildes (SPONTĀNI)	3
	EB620.3 MM103		EB620.3 MM103	
	ASK MM106 IF MM103 = 2 OR 3	TT	ASK MM106 IF MM103=2 OR 3	
MM106	Was this establishment founded before 1990, between 1990 and 2005 or after 2005?	TT	Vai šī uzņēmuma vienība ir dibināta pirms 1990. gada vai laikā no 1990. gada līdz 2005. gada, vai vēlāk?	
	[Read out]	TT	[Nolasīt]	
	(525)		**(525)**	
	Before 1990	1 TT	Pirms 1990. gada	1
	Between 1990 and 2005	2 TT	Laikā no 1990. gada līdz 2005. gadam	2
	After 2005	3 TT	Pēc 2005. gada	3
	DK/ NA (SPONTANEOUS)	4 TT	Nezina/ nav atbildes (SPONTĀNI)	4
	EB620.3 MM106 MODIFY		EB620.3 MM106 MODIFY	
	C. GENERAL HEALTH AND SAFETY MANAGEMENT IN THE ESTABLISHMENT	TT	C. VISPĀRĪGĀ DARBA DROŠĪBAS UN VESELĪBAS AIZSARDZĪBAS PĀRVALDĪBA UZŅĒMUMA VIENĪBĀ	
	ASK ALL	RT	JAUTĀT VISIEM	
MM150	What health and safety services do you use, be it in-house or contracted externally?	TT	Kādus darba drošības un veselības aizsardzības pakalpojumus jūs izmantojat: vienalga vai iekšējos vai uz līguma pamata no ārpuses?	

	[Read out]	Yes	No	DK/ NA			[Nolasīt]	Jā	Nē	Nezina/ nav atbildes
					TT					
(546)	1 An occupational health doctor	1	2	3	TT **(546)**	1	Ārsts, kas ir specializējies arodveselības jomā (arodārsts)	1	2	3
(547)	2 A safety expert	1	2	3	TT **(547)**	2	Darba drošības speciālists	1	2	3
(548)	3 A psychologist	1	2	3	TT **(548)**	3	Psihologs	1	2	3
(549)	4 An ergonomics expert, dealing with the set up of the workstation	1	2	3	TT **(549)**	4	Ergonomikas eksperts, kurš nodarbojas ar darbavietu iekārtošanu	1	2	3
(550)	5 A general health and safety consultancy	1	2	3	TT **(550)**	5	Vispārējas konsultācijas darba drošības un veselības aizsardzības jomā	1	2	3

EB620.3 MM150 MODIFY	EB620.3 MM150 MODIFY

MM152	Does your establishment routinely analyse the causes of sickness absence?	TT	MM152	Vai jūsu uzņēmuma vienībā regulāri tiek analizēti darba kavējuma iemesli slimības dēļ?

[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]

	(551)			**(551)**
Yes	1	RT	Jā	1
No	2	RT	Nē	2
DK/ NA (SPONTANEOUS)	3	TT	Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 MM152 MODIFY	EB620.3 MM152 MODIFY

MM153	Do you take measures to support employees' return to work following a long-term sickness absence?	TT	MM153	Vai jūs veicat pasākumus, lai veicinātu darbinieku atgriešanos darbā pēc ilgstoša darba kavējuma slimības dēļ?

[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]

	(552)			**(552)**
Yes	1	RT	Jā	1
No	2	RT	Nē	2
DK/ NA (SPONTANEOUS)	3	TT	Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 MM153 MODIFY	EB620.3 MM153 MODIFY

MM154	Is the health of employees monitored through regular medical examinations?	TT	MM154	Vai tiek veiktas regulāras medicīniskās pārbaudes, lai apzinātu darbinieku veselības stāvokli?

[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]

	(553)			**(553)**
Yes	1	RT	Jā	1
No	2	RT	Nē	2
DK/ NA (SPONTANEOUS)	3	TT	Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 MM154 MODIFY	EB620.3 MM154 MODIFY

MM155	Is there a documented policy, established management system or action plan on health and safety in your establishment?	TT	MM155	Vai jūsu uzņēmuma vienībā ir dokumentēta politika, pārvaldības sistēma vai rīcības plāns attiecībā uz darba drošību un veselības aizsardzību?

[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]

	(554)			**(554)**
Yes	1	RT	Jā	1
No	2	RT	Nē	2
DK/ NA (SPONTANEOUS)	3	TT	Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 MM155		EB620.3 MM155

ASK MM156 IF MM155 = 1	TT	ASK MM156 IF MM155 = 1

MM156	In practice, how much of an impact does this policy, management system or action plan have on health and safety in your establishment? Does it have a large impact, some impact or practically no impact?	TT	MM156	Praksē, cik lielā mērā šī politika, pārvaldības sistēma vai rīcības plāns ietekmē darba drošību un veselības aizsardzību jūsu uzņēmuma vienībā? Vai tam ir liela ietekme, daļēja vai praktiski nav nekādas ietekmes?

[Read out]	TT	[Nolasīt]

	(555)				**(555)**	
Large impact	1	TT	Liela ietekme	1
Some impact	2	TT	Daļēja ietekme	2
Practically no impact	3	TT	Praktiski nav nekādas ietekmes	3
DK/ NA (SPONTANEOUS)	4	TT	Nezina/ nav atbildes (SPONTĀNI)	4

EB620.3 MM156 MODIFY		EB620.3 MM156 MODIFY

ASK MM157 IF MM155 = 2	TT	ASK MM157 IF MM155 = 2

MM157	Are there any particular reasons for not having developed such a policy, management system or action plan so far? Please tell me which of the following statements – if any – apply to the situation in your establishment?	TT	MM157	Vai ir kāds konkrēts iemesls, kāpēc šāda politika, pārvaldības sistēma vai rīcības plāns joprojām nav izstrādāts? Lūdzu, sakiet, kurš no šiem apgalvojumiem atbilst (ja kāds no tiem atbilst) situācijai jūsu uzņēmuma vienībā?

	[Read out]	Yes	No	DK/ NA	TT		[Nolasīt]	Jā	Nē	Nezina/ nav atbildes
(556)	1 We don't see the benefit of such a policy, management system or action plan	1	2	3	TT **(556)**	1	Mēs nesaskatām ieguvumus, ko gūtu no šādas politikas, pārvaldības sistēmas vai rīcības plāna	1	2	3
(557)	2 We haven't had time to develop any of these	1	2	3	TT **(557)**	2	Mums nav bijis laika to izstrādāt	1	2	3
(558)	3 We don't have the expertise to develop these	1	2	3	TT **(558)**	3	Mums nav pietiekamu zināšanu/kompetences to izstrādei	1	2	3
(559)	4 In view of our health and safety risks this is not necessary	1	2	3	TT **(559)**	4	Ņemot vērā mūsu darba drošības un veselības riskus, tas nav nepieciešams	1	2	3
(560)	5 The necessary financial resources were not available	1	2	3	TT **(560)**	5	Nebija pieejami nepieciešamie finanšu līdzekļi	1	2	3

EB620.3 MM157		EB620.3 MM157

ASK ALL	RT	JAUTĀT VISIEM

MM158	Are health and safety issues raised in high level management meetings regularly, occasionally or practically never?	TT	MM158	Vai darba drošības un veselības aizsardzības jautājumi Jūsu uzņēmuma vienības augstākās vadības sanāksmēs tiek apskatīti regulāri, laiku pa laikam vai praktiski nekad?

[Read out]	TT	[Nolasīt]

	(561)				**(561)**	
Regularly	1	RT	Regulāri	1
Occasionally	2	RT	Laiku pa laikam	2
Practically never	3	TT	Praktiski nekad	3
DK/ NA (SPONTANEOUS)	4	TT	Nezina/ nav atbildes (SPONTĀNI)	4

EB620.3 MM158 MODIFY		EB620.3 MM158 MODIFY

MM159	Overall, how would you rate the degree of involvement of the line managers and supervisors in the management of health and safety? Is it very high, quite high, quite low or very low?	TT	MM159	Kopumā, kā jūs vērtējat vidējā līmeņa vadītāju un vadības pārstāvju iesaistības pakāpi ar darba drošību un veselības aizsardzību saistītu jautājumu risināšanā? Vai tā ir ļoti augsta, diezgan augsta, diezgan zema vai ļoti zema?

[Read out]		TT	[Nolasīt]	
	(562)			**(562)**
Very high	1	TT	Ļoti augsta	1
Quite high	2	TT	Diezgan augsta	2
Quite low	3	TT	Diezgan zema	3
Very low	4	TT	Ļoti zema	4
DK/ NA (SPONTANEOUS)	5	TT	Nezina/ nav atbildes (SPONTĀNI)	5

EB620.3 MM159 MODIFY — EB620.3 MM159 MODIFY

MM161	Are workplaces in your establishment regularly checked for safety and health as part of a risk assessment or similar measure?	TT	MM161	Vai jūsu uzņēmuma vienībā regulāri risku novērtējuma vai līdzīgu pasākumu ietvaros tiek pārbaudīta darbavietu atbilstība drošībai un veselībai?

[Tick what applies]		TT	[Atzīmēt vajadzīgo atbildi]	
	(563)			**(563)**
Yes	1	RT	Jā	1
No	2	RT	Nē	2
DK/ NA (SPONTANEOUS)	3	TT	Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 MM161 MODIFY — EB620.3 MM161 MODIFY

ASK MM162 TO MM166 IF MM161 = 1   TT   ASK MM162 TO MM166 IF MM161 = 1

MM162	Are these risk assessments or workplace checks mostly conducted by your own staff or are they normally contracted to external service providers?	TT	MM162	Vai šos risku novērtējumus vai darbavietu pārbaudes parasti veic jūsu darbinieki vai uz līguma pamata piesaistīti ārējie šo pakalpojumu sniedzēji?

[Read out]		TT	[Nolasīt]	
	(564)			**(564)**
Conducted by own staff	1	TT	Savi darbinieki	1
Contracted to external providers	2	TT	Uz līguma pamata piesaistīti ārējie šo pakalpojumu sniedzēji	2
Both about equally (SPONTANEOUS)	3	TT	Gan, gan aptuveni līdzvērtīgi (SPONTĀNI)	3
DK/ NA (SPONTANEOUS)	4	TT	Nezina/ nav atbildes (SPONTĀNI)	4

EB620.3 MM162 MODIFY — EB620.3 MM162 MODIFY

MM163	On which occasions are these risk assessments or workplace checks carried out?	TT	MM163	Kādos gadījumos tiek veikts šis risku novērtējums vai darbavietu pārbaudes?

	[Read out]	Yes	No	DK/ NA			[Nolasīt]	Jā	Nē	Nezina/ nav atbildes
(565)	1 Following a change in the staffing, layout or organisation of work	1	2	3	TT (565)	1	Pēc izmaiņām darbinieku sastāvā, darba plānā vai organizācijā	1	2	3
(566)	2 At the request of employees, e.g. in case of complaints	1	2	3	TT (566)	2	Pēc darbinieku lūguma, piemēram, sūdzību gadījumā	1	2	3
(567)	3 At regular intervals, without any specific cause	1	2	3	TT (567)	3	Regulāri bez īpaša iemesla	1	2	3

EB620.3 MM163 MODIFY — EB620.3 MM163 MODIFY

MM164	Which of the following areas are routinely considered in these checks?	TT	MM164	Kuras no šīm jomām parasti tiek ietvertas šādu novērtējumu, pārbaužu ietvaros?

	[Read out]	Yes	No	DK/ NA	
					TT
(568)	1 Equipment and working environment	1	2	3	TT (568)
(569)	2 The way work is organised	1	2	3	TT (569)
(570)	3 Irregular or long working hours	1	2	3	TT (570)
(571)	4 Supervisor-employee relationships	1	2	3	TT (571)

	[Nolasīt]	Jā	Nē	Nezina/ nav atbildes
	1 Aprīkojums un darba vide	1	2	3
	2 Darba organizācija	1	2	3
	3 Neregulāras vai garas darba stundas	1	2	3
	4 Vadītāja un darbinieka attiecības	1	2	3

EB620.3 MM164 | EB620.3 MM164

MM166 Which of the following actions have been taken as a follow-up to these checks? TT

MM166 Kuri no šiem pasākumiem tika īstenoti pēc novērtējumu, pārbaužu veikšanas?

	[Read out]	Yes	No	DK/ NA	
					TT
(572)	1 Changes to equipment or working environment	1	2	3	TT (572)
(573)	2 Changes to the way work is organised	1	2	3	TT (573)
(574)	3 Changes to working time arrangements	1	2	3	TT (574)
(575)	4 Provision of training	1	2	3	TT (575)

	[Nolasīt]	Jā	Nē	Nezina/ nav atbildes
	1 Izmaiņas aprīkojumā vai darba vidē	1	2	3
	2 Izmaiņas darba organizācijā	1	2	3
	3 Izmaiņas darba laika sistēmā	1	2	3
	4 Apmācību nodrošināšana	1	2	3

EB620.3 MM166 MODIFY | EB620.3 MM166 MODIFY

ASK MM169 IF MM161 = 2 TT | ASK MM169 IF MM161 = 2

MM169 Are there any particular reasons why these checks are not regularly carried out? Please tell me which of the following statements – if any – apply to your establishment? TT

MM169 Vai ir kāds konkrēts iemesls, kāpēc šādas pārbaudes netiek veiktas regulāri? Lūdzu, sakiet, kurš no šiem apgalvojumiem atbilst (ja kāds no tiem atbilst) situācijai jūsu uzņēmuma vienībā?

	[Read out] - Items randomize	Yes	No	DK/ NA	
					TT
(576)	1 The necessary expertise is lacking	1	2	3	TT (576)
(577)	2 Risk assessments are too time consuming or expensive	1	2	3	TT (577)
(578)	3 The legal obligations on risk assessment are too complex	1	2	3	TT (578)
(579)	4 It is not necessary, because we do not have any major problems	1	2	3	TT (579)

	[Nolasīt] - jauktā secībā	Jā	Nē	Nezina/ nav atbildes
	1 Nepieciešamo zināšanu/kompetences trūkums	1	2	3
	2 Risku novērtējums ir pārāk laikietilpīgs vai dārgs	1	2	3
	3 Likumiskās prasības attiecībā uz riska novērtējumu ir pārāk sarežģītas	1	2	3
	4 Tas nav nepieciešams, jo mums nav būtisku problēmu	1	2	3

EB620.3 MM169 MODIFY | EB620.3 MM169 MODIFY

ASK ALL RT | JAUTĀT VISIEM

MM170 Has the {labour inspectorate}* visited this workplace in the last 3 years in order to check health and safety conditions? TT

MM170 Vai Valsts darba inspekcija pēdējo 3 gadu laikā ir veikusi Jūsu uzņēmuma vienībā darba drošības un veselības aizsardzības pārbaudi?

[Tick what applies] TT | [Atzīmēt vajadzīgo atbildi]

	(580)	
Yes	1	RT
No	2	RT
DK/ NA (SPONTANEOUS)	3	TT

	(580)
Jā	1
Nē	2
Nezina/ nav atbildes (SPONTĀNI)	3

MM171 In your establishment, how important are the following reasons for addressing health and safety? For each one, please tell me whether it is a major reason, a minor reason or not a reason at all. TT

[Read out]	Major	Minor	No	DK/ NA	
(581) 1 Fulfillment of legal obligation	1	2	3	4	TT (581)
(582) 2 Requests from employees or their representatives	1	2	3	4	TT (582)
(583) 3 Staff retention and absence management	1	2	3	4	TT (583)
(584) 4 Economic or performance-related reasons	1	2	3	4	TT (584)
(585) 5 Requirements from clients or concern about the organisation's reputation	1	2	3	4	TT (585)
(586) 6 Pressure from the {labour inspectorate}*	1	2	3	4	TT (586)

EB620.3 MM171 MODIFY

MM172 In your establishment, what are the main difficulties in dealing with health and safety? Please tell me for each of the following whether it is a major difficulty, a minor difficulty, or not a difficulty at all. TT

[Read out]	Major	Minor	No	DK/ NA	
(587) 1 A lack of resources such as time, staff or money	1	2	3	4	TT (587)
(588) 2 A lack of awareness	1	2	3	4	TT (588)
(589) 3 A lack of expertise	1	2	3	4	TT (589)
(590) 4 A lack of technical support or guidance	1	2	3	4	TT (590)
(591) 5 The culture within the establishment	1	2	3	4	TT (591)
(592) 6 The sensitivity of the issue	1	2	3	4	TT (592)

EB620.3 MM172 MODIFY

MM173 Have you used health and safety information from any of the following bodies or institutions? TT

[Read out]	Yes	No	DK/ NA	
(593) 1 Official institutes for health and safety at work	1	2	3	TT (593)

EB620.3 MM170 MODIFY

MM171 Cik svarīgi jūsu uzņēmuma vienībā ir šādi iemesli, lai pievērstos darba drošības un veselības aizsardzības jautājumu risināšanai? Par katru no šiem, lūdzu, norādiet, vai tas ir ļoti nozīmīgs, maznozīmīgs vai pavisam nesvarīgs iemesls.

[Nolasīt]	Ļoti nozīmīgs	Maznozīmīgs	Pavisam nesvarīgs	Nezina/ nav atbildes
1 Likumisko prasību izpilde	1	2	3	4
2 Darbinieku vai viņu pārstāvju lūgums	1	2	3	4
3 Darbinieku saglabāšanas un darba kavējumu pārvaldība	1	2	3	4
4 Ekonomiski vai ar darba izpildi saistīti iemesli	1	2	3	4
5 Klientu prasības vai bažas par uzņēmuma reputāciju	1	2	3	4
6 Spiediens no Valsts darba inspekcijas puses	1	2	3	4

EB620.3 MM171 MODIFY

MM172 Kādi ir galvenie šķēršļi, kas traucē veikt nepieciešamos darba drošības un veselības aizsardzības pasākumus Jūsu uzņēmuma vienībā. Par katru no šiem, lūdzu, norādiet, vai tas ir ļoti nozīmīgs, maznozīmīgs vai tas pavisam nav šķērslis.

[Nolasīt]	Ļoti nozīmīgs	Maznozīmīgs	Pavisam nav šķērslis	Nezina/ nav atbildes
1 Līdzekļu tādu kā, piemēram, laiks, darbaspēks vai nauda, trūkums	1	2	3	4
2 Informētības trūkums	1	2	3	4
3 Speciālu zināšanu/kompetences trūkums	1	2	3	4
4 Tehniskā nodrošinājuma vai instrukciju trūkums	1	2	3	4
5 Uzņēmuma viebības/uzņēmuma kultūra	1	2	3	4
6 Tas ir jūtīgs jautājums	1	2	3	4

EB620.3 MM172 MODIFY

MM173 Vai jūsu uzņēmuma vienība ir izmantojusi šādu organizāciju vai iestāžu sniegtu informāciju par darba drošību un veselības aizsardzību?

[Nolasīt]	Jā	Nē	Nezina/ nav atbildes
1 Oficiālās darba drošības un veselības aizsardzības iestādes	1	2	3

(594)	2	The European Agency for safety and health at work	1	2	3
(595)	3	In-house health and safety services	1	2	3
(596)	4	The {labour inspectorate}*	1	2	3
(597)	5	Employers' organisations	1	2	3
(598)	6	Trade unions	1	2	3
(599)	7	Contracted health and safety experts	1	2	3
(600)	8	Insurance providers	1	2	3

(594)	2	Eiropas Darba drošības un veselības aizsardzības aģentūra	1	2	3
(595)	3	Uzņēmuma iekšējie darba drošības un veselības aizsardzības dienesti	1	2	3
(596)	4	Valsts darba inspekcija	1	2	3
(597)	5	Darba devēju organizācijas	1	2	3
(598)	6	Arodbiedrības	1	2	3
(599)	7	Nolīgti darba drošības un veselības aizsardzības speciālisti	1	2	3
(600)	8	Apdrošināšanas pakalpojumu sniedzēji	1	2	3

EB620.3 MM173 MODIFY

EB620.3 MM173 MODIFY

ASK ALL

JAUTĀT VISIEM

MM175 Are you aware of the European Week for safety and health at work?

MM175 Vai jūs zināt kaut ko par Eiropas darba drošības un veselības aizsardzības nedēļu?

[Tick what applies]

[Atzīmēt vajadzīgo atbildi]

	(601)
Yes	1
No	2
DK/ NA (SPONTANEOUS)	3

	(601)
Jā	1
Nē	2
Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 MM175

EB620.3 MM175

D.HEALTH AND SAFETY RISKS IN THE ESTABLISHMENT

D. DARBA DROŠĪBAS UN VESELĪBAS AIZSARDZĪBAS RISKI UZŅĒMUMA VIENĪBĀ

ASK ALL

JAUTĀT VISIEM

MM200 For each of the following issues, please tell me whether it is of major concern, some concern or no concern at all in your establishment.

MM200 Par katru no šiem faktoriem, sakiet, lūdzu, vai Jūsu uzņēmuma vienībā tiem tiek pievērsta liela uzmanība, zināma uzmanība vai netiek pievērsta uzmanība nemaz?

		[Read out]	Major concern	Some concern	No concern	DK/ NA
(622)	1	Dangerous substances (Int.: explain if necessary: e.g. dusts, chemical, biological or radioactive)	1	2	3	4
(623)	2	Accidents	1	2	3	4
(624)	3	Noise and vibration	1	2	3	4
(625)	4	Musculoskeletal disorders such as pain in the back, neck, arms or legs	1	2	3	4
(626)	5	Work-related stress	1	2	3	4
(627)	6	Violence or threat of violence	1	2	3	4
(628)	7	Bullying or harassment, i.e. abuse, humiliation or assault by colleagues or superiors	1	2	3	4

		[Nolasīt]	Liela uzmanība	Zināma uzmanība	Netiek veltīta uzmanība	Nezina/ nav atbildes
(622)	1	Bīstamas vielas (Intervētājam: nepieciešamības gadījumā paskaidrojiet: piemēram, putekļi, ķīmiskas, bioloģiskas vai radioaktīvas vielas)	1	2	3	4
(623)	2	Nelaimes gadījumi	1	2	3	4
(624)	3	Troksnis un vibrācijas	1	2	3	4
(625)	4	Balsta un kustību aparāta traucējumi, piemēram, muguras sāpes, sāpes sprandā, rokās vai kājās	1	2	3	4
(626)	5	Stress, kas saistīts ar darba pienākumu izpildi	1	2	3	4
(627)	6	Vardarbība vai vardarbības draudi	1	2	3	4
(628)	7	Iebiedēšana vai psiholoģiskais terors, piemēram, apvainošana, pazemošana vai uzbrukums no kolēģu vai vadības puses	1	2	3	4

MM202 | Several factors can contribute to stress, violence and harassment at work; they concern the way work is organised and are often referred to as 'psychosocial risks'. Please tell me whether any of the following psychosocial risks are a concern in your establishment. TT

	[Read out]	Yes	No	DK/ NA	
(629)	1 Time pressure	1	2	3	TT
(630)	2 Poor communication between management and employees	1	2	3	TT
(631)	3 Poor co-operation amongst colleagues	1	2	3	TT
(632)	4 Lack of employee control in organising their work	1	2	3	TT
(633)	5 Job insecurity	1	2	3	TT
(634)	6 Having to deal with difficult customers, patients, pupils etc.	1	2	3	TT
(635)	7 Problems in supervisor – employee relationships	1	2	3	TT
(636)	8 Long or irregular working hours	1	2	3	TT
(637)	9 An unclear human resources policy	1	2	3	TT
(638)	10 Discrimination (for example due to gender, age or ethnicity)	1	2	3	TT

EB620.3 MM202 MODIFY

E. MANAGEMENT OF PSYCHOSOCIAL RISKS IN THE ESTABLISHMENT   TT

ASK ALL   RT

MM250 | Does your establishment have a procedure to deal with work-related stress? TT

Interviewer: Read out definition if necessary: Work-related stress is experienced when the demands of the work exceed the employees' ability to cope with or control them. TT

	(659)	
Yes	1	RT
No	2	RT
Work-related stress is not an issue in our establishment (SPONTANEOUS)	3	TT
No answer (SPONTANEOUS)	4	TT

EB620.3 MM250 MODIFY

MM251 | Is there a procedure in place to deal with bullying or harassment? TT

Interviewer: Read out definition if necessary: Bullying or harassment occurs when one or more workers or managers are abused, humiliated or assaulted by colleagues or superiors. TT

	(660)	
Yes	1	RT

MM202 | Stresu, vardarbību un psiholoģisko teroru darbā var sekmēt dažādi faktori; tie saistīti ar darba organizāciju un tos bieži dēvē par "psihosociāliem riskiem". Lūdzu, sakiet, kurš no šiem psihosociālajiem riskiem attiecas uz Jūsu uzņēmuma vienību?

	[Nolasīt]	Jā	Nē	Nezina/ nav atbildes
(629)	1 Laika trūkums	1	2	3
(630)	2 Slikta komunikācija starp vadību un darbiniekiem	1	2	3
(631)	3 Vāja sadarbība kolēģu starpā	1	2	3
(632)	4 Darbinieku nespēja ietekmēt sava darba organizāciju	1	2	3
(633)	5 Darbavietas nedrošība/nepastāvība	1	2	3
(634)	6 Darbs ar sarežģītiem klientiem, pacientiem, skolniekiem utt.	1	2	3
(635)	7 Problemas vadības un darbinieku attiecības	1	2	3
(636)	8 Garas vai neregulāras darba stundas	1	2	3
(637)	9 Neskaidra cilvēkresursu politika	1	2	3
(638)	10 Diskriminācija (piemēram, dzimuma, vecuma vai etniskā diskriminācija)	1	2	3

EB620.3 MM202 MODIFY

E. PSIHOSOCIĀLO RISKU PĀRVALDĪBA UZŅĒMUMA VIENĪBĀ

JAUTĀT VISIEM

MM250 | Vai jūsu pārstāvētajā uzņēmuma vienībā ir noteikta kārtība, kā mazināt stresu, kas saistīts ar darba pienākumu izpildi?

Intervētājam: ja nepieciešams, nolasīt definīciju: stress, kas saistīts ar darba pienākumu izpildi, ir stress, kas rodas, kad prasības pārsniedz darbinieku spējas tikt galā ar darbu vai to kontrolēt.

	(659)
Jā	1
Nē	2
Ar darba pienākumu izpildi saistīts stress šajā uzņēmuma vienībā nav problēma (SPONTĀNI)	3
Nav atbildes (SPONTĀNI)	4

EB620.3 MM250 MODIFY

MM251 | Vai jūsu pārstāvētajā uzņēmuma vienībā ir noteikta kārtība, kā risināt iebiedēšanas vai psiholoģiskā terora problēmas?

Intervētājam: ja nepieciešams, nolasīt definīciju: iebiedēšana vai psiholoģiskais terors rodas, kad viens vai vairāki darbinieki vai vadītāji cieš no kolēģu vai vadītāju apvainojumiem, pazemojumiem vai uzbrukumiem.

	(660)
Jā	1

No	2	RT	
These problems are not an issue in our establishment (SPONTANEOUS)	3	TT	
No answer (SPONTANEOUS)	4	TT	

EB620.3 MM251 MODIFY

MM252 And do you have a procedure to deal with work-related violence? TT

Interviewer: Read out definition if necessary: Work-related violence occurs when one or more workers or managers are threatened, assaulted or abused by clients, patients or pupils. TT

(661)

Yes	1	RT
No	2	RT
Work-related violence is not an issue in our establishment (SPONTANEOUS)	3	TT
No answer (SPONTANEOUS)	4	TT

EB620.3 MM252

MM253 In the last 3 years, has your establishment used any of the following measures to deal with psychosocial risks? TT

	[Read out]	Yes	No	DK/NA	
					TT
(662)	1	Changes to the way work is organised	1	2	3	TT
(663)	2	A redesign of the work area	1	2	3	TT
(664)	3	Confidential counseling for employees	1	2	3	TT
(665)	4	Set-up of a conflict resolution procedure	1	2	3	TT
(666)	5	Changes to working time arrangements	1	2	3	TT
(667)	6	Provision of training	1	2	3	TT

EB620.3 MM253 MODIFY

MM256 Does your establishment take action if individual employees work excessively long or irregular hours? TT

(668)

Yes	1	RT
No	2	RT
Long or irregular working hours are not an issue in our establishment (SPONTANEOUS)	3	TT
No answer (SPONTANEOUS)	4	TT

EB620.3 MM256 MODIFY

MM259 Do you inform employees about psychosocial risks and their effect on health and safety? TT

(669)

Yes	1	RT
No	2	RT
No answer (SPONTANEOUS)	3	TT

Nē	2	
Šīs problēmas šajā uzņēmuma vienībā nav aktuālas (SPONTĀNI)	3	
Nav atbildes (SPONTĀNI)	4	

EB620.3 MM251 MODIFY

MM252 Vai jūsu pārstāvētajā uzņēmuma vienībā ir noteikta kārtība, kā risināt problēmas, kas saistītas ar vardarbību darba vietā?

Intervētājam: ja nepieciešams, nolasīt definīciju: par vardarbību darba vietā tiek uzskatīti draudi, uzbrukumi vai apvainojumi vienam vai vairākiem darbiniekiem vai vadītājiem no klientu, pacientu vai skolnieku puses.

(661)

Jā	1
Nē	2
Problēmas, kas saistītas ar vardarbību darba vietā, šajā uzņēmuma vienībā nav aktuālas (SPONTĀNI)	3
Nav atbildes (SPONTĀNI)	4

EB620.3 MM252

MM253 Vai pēdējo 3 gadu laikā jūsu uzņēmuma vienībā ir izmantots kāds no šiem veidiem psihosociālo risku novēršanai?

	[Nolasīt - ROTĒT]	Jā	Nē	Nezina/ nav atbildes
(662)	1	Izmaiņas darba organizācijā	1	2	3
(663)	2	Darba vietas pārplānošana	1	2	3
(664)	3	Konfidenciālas darbinieku konsultācijas	1	2	3
(665)	4	Konfliktu risināšanas kārtības plānošana	1	2	3
(666)	5	Izmaiņas darba laika sistēmā	1	2	3
(667)	6	Apmācību nodrošināšana	1	2	3

EB620.3 MM253 MODIFY

MM256 Vai jūsu uzņēmuma vienībā tiek veikti kaut kādi pasākumi, ja atsevišķi darbinieki strādā pārāk garas vai neregulāras darba stundas?

(668)

Jā	1
Nē	2
Pārāk garas vai neregulāras darba stundas šajā uzņēmuma vienībā nav aktuālas (SPONTĀNI)	3
Nav atbildes (SPONTĀNI)	4

EB620.3 MM256 MODIFY

MM259 Vai jūs informējat darbiniekus par psihosociālajiem riskiem un to ietekmi uz drošību un veselību?

(669)

Jā	1
Nē	2
Nav atbildes (SPONTĀNI)	3

MM260 Have they been informed about whom to address in case of work-related psychosocial problems? TT

(670)

Yes	1 RT
No	2 RT
No answer (SPONTANEOUS)	3 TT

EB620.3 MM260 MODIFY

ASK MM262 TO MM267 IF ANY OF (MM253_01 to MM253_06 = 1) OR ((MM250 = 1) OR (MM251 = 1) OR (MM252 = 1) OR (MM256 = 1)) TT

MM262 Which of the following reasons prompted your establishment to deal with psychosocial risks? TT

[Read out]	Yes	No	DK/NA	
				TT
(671) 1 Fulfillment of legal obligation	1	2	3	TT
2 Requests from employees or their representatives	1	2	3	
(672)				TT
(673) 3 High absenteeism rates	1	2	3	TT
4 A decline in productivity or in the quality of outputs	1	2	3	
(674)				TT
(675) 5 Requirements from clients or concern about the organisation's reputation	1	2	3	
				TT
(676) 6 Pressure from the {labour inspectorate}*	1	2	3	TT

EB620.3 MM262 MODIFY

MM263 Overall: would you say that the measures your establishment has taken to manage psychosocial risks have been very effective, quite effective, quite ineffective or very ineffective? TT

[Read out] TT

(677)

Very effective	1 RT
Quite effective	2 TT
Quite ineffective	3 TT
Very ineffective	4 TT
No answer (SPONTANEOUS)	5 TT

EB620.3 MM263 MODIFY

ASK ALL RT

MM266 What about the role of employees: Have they been consulted regarding measures to deal with psychosocial risks? TT

(678)

Yes	1 RT
No	2 RT

MM260 Vai darbinieki ir informēti, kur vērsties ar darbu saistīto psihosociālo problēmu gadījumā ?

(670)

Jā	1
Nē	2
Nav atbildes (SPONTĀNI)	3

EB620.3 MM260 MODIFY

ASK MM262 TO MM267 IF ANY OF (MM253_01 to MM253_06 = 1) OR ((MM250 = 1) OR (MM251 = 1) OR (MM252 = 1) OR (MM256 = 1) OR (MM259 = 1) OR (MM260 = 1))

MM262 Kurš no šiem iemesliem mudināja jūsu uzņēmuma vienībā risināt ar psihosociālajiem riskiem saistītus jautājumus?

[Nolasīt]	Jā	Nē	Nezina/ nav atbildes
(671) 1 Likumisko prasību izpilde	1	2	3
2 Darbinieku vai viņu pārstāvju lūgums	1	2	3
(672)			
(673) 3 Liels darba kavējuma gadījumu skaits	1	2	3
4 Darba produktivitātes krišanās vai darba rezultāta kvalitātes pasliktināšanās	1	2	3
(674)			
(675) 5 Klientu prasības vai bažas par uzņēmuma reputāciju	1	2	3
(676) 6 Spiediens no Valsts darba inspekcijas puses	1	2	3

EB620.3 MM262 MODIFY

MM263 Kopumā: vai jūsuprāt pasākumi, kurus īstenojusi jūsu pārstāvētā uzņēmuma vienība psihosociālo risku novēršanai, ir bijuši ļoti efektīvi, diezgan efektīvi, diezgan neefektīvi vai pavisam neefektīvi?

[Nolasīt]

(677)

Ļoti efektīvi	1
Diezgan efektīvi	2
Diezgan neefektīvi	3
Pavisam neefektīvi	4
Nav atbildes (SPONTĀNI)	5

EB620.3 MM263 MODIFY

ASK MM262 TO MM267 IF ANY OF (MM253_01 to MM253_06 = 1) OR ((MM250 = 1) OR

MM266 Par darbinieku lomu: vai ir tikuši apspriesti ar darbiniekiem pasākumi psihosociālo risku novēršanai?

(678)

Jā	1
Nē	2

	English				Latvian		
	No answer (SPONTANEOUS)	3	TT		Nav atbildes (SPONTĀNI)	3	

EB620.3 MM266 MODIFY | EB620.3 MM266 MODIFY

MM267 Are employees encouraged to participate actively in the implementation and evaluation of the measures? TT

MM267 Vai darbinieki tiek mudināti aktīvi iesaistīties šo pasākumu īstenošanā un izvērtēšanā?

(679)

English		RT/TT	Latvian	
Yes	1	RT	Jā	1
No	2	RT	Nē	2
No answer (SPONTANEOUS)	3	TT	Nav atbildes (SPONTĀNI)	3

EB620.3 MM267 MODIFY | EB620.3 MM267 MODIFY

F.BARRIERS FOR PSYCHOSOCIAL RISK MANAGEMENT AND EXISTING SUPPORT TT

F. ŠĶĒRŠĻI PSIHOSOCIĀLO RISKU PĀRVALDĪBAI UN ESOŠAIS ATBALSTS

ASK ALL RT | JAUTĀT VISIEM

MM300 Compared to other safety and health issues: Is it more difficult to tackle psychosocial risks, is it less difficult, or is there no difference? TT

MM300 Salīdzinot ar citiem ar darba drošību un veselības aizsardzību saistītiem jautājumiem: Vai novērst psihosociālos riskus ir grūtāk, vieglāk vai nav atšķirības

(700)

English		RT/TT	Latvian	
More difficult	1	RT	Grūtāk	1
Less difficult	2	TT	Vieglāk	2
No difference	3	TT	Nav atšķirības	3
No answer (SPONTANEOUS)	4	TT	Nav atbildes (SPONTĀNI)	4

EB620.3 MM300 MODIFY | EB620.3 MM300 MODIFY

ASK MM301 IF MM300 =1 TT | ASK MM301 IF MM300 =1

MM301 Considering the situation in your establishment: Do any of the following factors make dealing with psychosocial risks particularly difficult? TT

MM301 Par situāciju jūsu uzņēmuma vienībā: vai kāds no šiem faktoriem īpaši apgrūtina psihosociālo risku novēršanu?

	[Read out]	Yes	No	DK/NA
1	A lack of resources such as time, staff or money	1	2	3
2	A lack of awareness	1	2	3
3	A lack of training and or expertise	1	2	3
4	A lack of technical support or guidance	1	2	3
5	The culture within the establishment	1	2	3
6	The sensitivity of the issue	1	2	3

(701) (702) (703) (704) (705) (706)

	[Nolasīt]	Jā	Nē	Nezina/ nav atbildes
1	Līdzekļu tādu kā, piemēram, laiks, darbaspēks vai nauda, trūkums	1	2	3
2	Informētības trūkums	1	2	3
3	Sagatavotības, speciālu zināšanu/kompetences trūkums	1	2	3
4	Tehniskā nodrošinājuma vai instrukciju trūkums	1	2	3
5	Uzņēmuma vienības/uzņēmuma kultūra	1	2	3
6	Tas ir jūtīgs jautājums	1	2	3

(701) (702) (703) (704) (705) (706)

EB620.3 MM301 MODIFY | EB620.3 MM301 MODIFY

ASK ALL RT | JAUTĀT VISIEM

MM302 Have you used information or support from external sources on how to deal with psychosocial risks at work? TT

MM302 Vai jūsu esat izmantojuši ārēju avotu informāciju vai atbalstu psihosociālo risku novēršanai?

(707)

English		RT	Latvian	
Yes	1	RT	Jā	1
No	2	RT	Nē	2

	English					Latvian			
	No answer (SPONTANEOUS)			3	TT	Nav atbildes (SPONTĀNI)			3

EB620.3 MM302 MODIFY | EB620.3 MM302 MODIFY

ASK MM303a IF MM302 = 1   TT | ASK MM303a IF MM302 = 1

MM303a Would you need any additional information or support on this issue?   TT | **MM303a** Vai jums būtu nepieciešama papildus informācija vai atbalsts šajā jautājumā?

(708)

English			Latvian	
Yes	1	RT	Jā	1
No	2	RT	Nē	2
No answer (SPONTANEOUS)	3	TT	Nav atbildes (SPONTĀNI)	3

EB620.3 MM303a | EB620.3 MM303a

ASK MM303b IF MM302 = 2 or 3   TT | ASK MM303b IF MM302 = 2 or 3

MM303b Would information of this type be helpful for your establishment?   TT | **MM303b** Vai šāda informācija jūsu uzņēmuma vienībai būtu lietderīga?

(709)

English			Latvian	
Yes	1	RT	Jā	1
No	2	RT	Nē	2
No answer (SPONTANEOUS)	3	TT	Nav atbildes (SPONTĀNI)	3

EB620.3 MM303b MODIFY | EB620.3 MM303b MODIFY

ASK MM304 IF MM303a = 1 or MM303b= 1   TT | ASK MM304 IF MM303a = 1 or MM303b= 1

MM304 In which of the following areas would this information or support be useful?   TT | **MM304** Kurās no šīm jomām informācija vai atbalsts būtu noderīgs?

	[Read out]	Yes	No	DK/NA			[Nolasīt]	Jā	Nē	Nezina/ nav atbildes
1	On how to deal with specific issues such as violence, harassment or stress	1	2	3	TT **(710)**	1	Kā risināt specifiskus jautājumus, piemēram, tādus kā vardarbību, psiholoģisko teroru vai stresu darba vietā	1	2	3
2	On how to include psychosocial risks in risk assessments	1	2	3	TT **(711)**	2	Kā psihosociālos riskus iekļaut risku novērtēšanā	1	2	3
3	On how to design and implement preventive measures	1	2	3	TT **(712)**	3	Kā izstrādāt un īstenot preventīvos (profilaktiskos) pasākumus	1	2	3

(710) (711) (712) shown on left column.

EB620.4 MM304 NEW | EB620.4 MM304 NEW

G. FORMAL EMPLOYEE REPRESENTATION IN OSH ISSUES   TT | G. FORMĀLĀ DARBINIEKU PĀRSTĀVNIECĪBA DARBA DROŠĪBAS UN VESELĪBAS AIZSARDZĪBAS JAUTĀJUMOS

ASK ALL EXCEPT IN CY, MT, SE   TT | ASK ALL EXCEPT IN CY, MT, SE

MM350 Do you have a {works council}* in this establishment?   TT | **MM350** Vai jūsu uzņēmuma vienībā ir darbinieku pilnvarotais pārstāvis vai Darba padome?

(733)

English			Latvian	
Yes	1	RT	Jā	1
No	2	RT	Nē	2
No answer (SPONTANEOUS)	3	TT	Nav atbildes (SPONTĀNI)	3

EB620.3 MM350 | EB620.3 MM350

MM351 — And is there a {shopfloor trade union representation}* in your establishment? — TT

(734)

Yes	1	RT
No	2	RT
No answer (SPONTANEOUS)	3	TT

EB620.3 MM351

ASK MM353 AND MM354 IF MM350 = 1 or MM351 =1 — TT

MM353 — In your discussions with the employee representation, are safety and health issues: Very important, quite important, quite unimportant or totally unimportant compared to other issues you discuss with them? — TT

(735)

Very important	1	RT
Quite important	2	RT
Quite unimportant	3	TT
Totally unimportant	4	TT
No answer (SPONTANEOUS)	5	TT

EB620.3 MM353 MODIFY

MM354 — How often do controversies related to safety and health arise between management and the employee representatives? Is this often, sometimes or practically never the case? — TT

(736)

Often	1	RT
Sometimes	2	RT
Practically never	3	TT
No answer (SPONTANEOUS)	4	TT

EB620.3 MM354 MODIFY

ASK MM355 TO ALL EXCEPT IN CH, NL — TT

MM355 — Does your establishment have an internal {health and safety representative}*? — TT

(737)

Yes	1	RT
No	2	RT
No answer (SPONTANEOUS)	3	TT

EB620.3 MM355 MODIFY

ASK MM355NL ONLY in NL AND IF MM350=1 — TT

MM355NL — Is there a member of the {health and safety representative}* in this establishment? — NTL

(738)

Yes	1	NTL
No	2	NTL
No answer (SPONTANEOUS)	3	NTL

EB620.4 MM355NL NEW

ASK ALL EXCEPT IN AT, DE, LU

MM351 — Un vai jūsu uzņēmuma vienībā ir arodbiedrība?

(734)

Jā	1
Nē	2
Nav atbildes (SPONTĀNI)	3

EB620.3 MM351

ASK MM353 AND MM354 IF MM350 = 1 or MM351 = 1

MM353 — Vai sarunās ar darbinieku pārstāvniecību, salīdzinājumā ar citiem jautājumiem, darba drošības un veselības aizsardzības jautājumi ir ļoti svarīgi, drīzāk svarīgi, drīzāk nesvarīgi vai pilnīgi nesvarīgi?

(735)

Ļoti svarīgi	1
Drīzāk svarīgi	2
Drīzāk nesvarīgi	3
Pilnīgi nesvarīgi	4
Nav atbildes (SPONTĀNI)	5

EB620.3 MM353 MODIFY

MM354 — Cik bieži izceļas strīdi starp vadību un darbinieku pārstāvniecību par darba drošību un veselības aizsardzību saistītiem jautājumiem? Vai tas notiek bieži, dažreiz vai praktiski nekad?

(736)

Bieži	1
Dažreiz	2
Praktiski nekad	3
Nav atbildes (SPONTĀNI)	4

EB620.3 MM354 MODIFY

ASK MM355 TO ALL EXCEPT IN CH, NL

MM355 — Vai jūsu uzņēmuma vienībā ir nodarbināto uzticības persona?

(737)

Jā	1
Nē	2
Nav atbildes (SPONTĀNI)	3

EB620.3 MM355 MODIFY

ASK MM355NL ONLY in NL AND IF MM350=1

MM355NL

(738)

	1
	2
	3

EB620.4 MM355NL NEW

	ASK MM358 TO ALL EXCEPT IN LU AND SI	TT

MM358	Is there a {health and safety committee}* in your establishment?	TT

(739)

Yes	1	RT
No	2	RT
No answer (SPONTANEOUS)	3	TT

EB620.3 MM358

H. BACKGROUND INFORMATION ON THE ESTABLISHMENT	TT

ASK ALL	RT

For the analysis of the data, it is very important to have some more background information on your establishment. Please tell me….	TT

MM400	About what proportion of your employees is female?	TT

[If "None" please code '000' - If "No answer" please code '999' - If "Don't know" please code '998' - If "Refusal" please code '997']	TT

(760-762)

		%	RT

EB620.3 MM400

ASK MM400X IF MM400=998, 999	TT

MM400x	Could you please give me a rough estimate by means of the following categories:	TT

[Read out]	TT

(763)

None at all	1	RT
Less than 20%	2	TT
20% to less than 40%	3	TT
40% to less than 60%	4	TT
60% to less than 80%	5	TT
80% to less than 100%	6	TT
All	7	TT
No answer (SPONTANEOUS)	8	TT

EB620.3 MM400x MODIFY

ASK ALL	RT

MM401	And approximately what proportion of your workforce is aged 50 years or over?	TT

[If "None" please code '000' - If "No answer" please code '999' - If "Don't know" please code '998' - If "Refusal" please code '997']	TT

(764-766)

		%

ASK MM401X IF MM401=998, 999 | TT

MM401x	Could you please give me a rough estimate by means of the following categories:	TT

[Read out] | TT

(767)

None at all	1	RT
Less than 20%	2	TT
20% to less than 40%	3	TT
40% to less than 60%	4	TT
60% to less than 80%	5	TT
80% to less than 100%	6	TT
All	7	TT
No answer (SPONTANEOUS)	8	TT

EB620.3 MM401x MODIFY

ASK ALL | RT

MM402	How would you rate the level of absenteeism in your establishment compared with other establishments in the sector? Is it very high, quite high, about average, quite low or very low?	TT

[Tick what applies] | TT

(768)

Very high	1	TT
Quite high	2	TT
About average	3	TT
Quite low	4	TT
Very low	5	TT
No answer (SPONTANEOUS)	6	TT

EB620.3 MM402 MODIFY

MM403	How would you rate the current economic situation of this establishment? Is it very good, quite good, neither good nor bad, quite bad or very bad?	TT

[Tick what applies] | TT

(769)

Very good	1	RT
Quite good	2	TT
Neither good nor bad	3	RT
Quite bad	4	TT
Very bad	5	RT
No answer (SPONTANEOUS)	6	TT

EB620.3 MM403 MODIFY

MM405	Approximately what proportion of your employees holds a nationality other than (NATIONALITY)?	TT

EB620.3 MM401 MODIFY

ASK MM401X IF MM401=998, 999

MM401x	Lūdzu, norādiet aptuveni, kāda daļa jūsu darbinieku ir 50 gadus veci un vecāki, izmantojot atbilžu variantus:

[Nolasīt]

(767)

Nekāda	1
Mazāk nekā 20%	2
No 20% līdz mazāk nekā 40%	3
No 40% līdz mazāk nekā 60%	4
No 60% līdz mazāk nekā 80%	5
No 80% līdz mazāk nekā 100%	6
Visi	7
Nav atbildes (SPONTĀNI)	8

EB620.3 MM401x MODIFY

JAUTĀT VISIEM

MM402	Kā jūs vērtējat darba kavējumu līmeni jūsu uzņēmuma vienībā, salīdzinot to ar citiem šīs nozares uzņēmumiem ? Tas ir ļoti augsts, diezgan augsts, vidējs, diezgan zems vai ļoti zems?

[Atzīmēt vajadzīgo atbildi]

(768)

Ļoti augsts	1
Diezgan augsts	2
Vidējs	3
Diezgan zems	4
Ļoti zems	5
Nav atbildes (SPONTĀNI)	6

EB620.3 MM402 MODIFY

MM403	Kā jūs vērtējat jūsu uzņēmuma vienības pašreizējo ekonomisko situāciju? Vai tā ir ļoti laba, diezgan laba, ne laba, ne slikta, diezgan slikta vai ļoti slikta?

[Atzīmēt vajadzīgo atbildi]

(769)

Ļoti laba	1
Diezgan laba	2
Ne laba, ne slikta	3
Diezgan slikta	4
Ļoti slikta	5
Nav atbildes (SPONTĀNI)	6

EB620.3 MM403 MODIFY

MM405	Aptuveni kāda jūsu darbinieku daļa ir citas nacionalitātes, nevis latvieši?

Left column (English):

[If "None" please code '000' - If "No answer" please code '999' - If "Don't know" please code '998' - If "Refusal" please code '997']   TT

(770-772)

			%	
				RT

EB620.3 MM405 MODIFY

ASK MM405X IF MM405=998, 999   TT

MM405x — Could you please give me a rough estimate by means of the following categories: TT

[Read out]   TT

(773)

None at all	1	RT
Less than 20%	2	TT
20% to less than 40%	3	TT
40% to less than 60%	4	TT
60% to less than 80%	5	TT
80% to less than 100%	6	TT
All	7	TT
No answer (SPONTANEOUS)	8	TT

EB620.3 MM405x MODIFY

J. CONTACT FOR ER INTERVIEW   TT

ASK MM500 ONLY in FR AND LV AND IF MM358=1   TT

MM500 — For our research project it is very important to also have the view of the employee representative responsible for safety and health issues at this establishment. Therefore I would also like to interview the {spokesperson of the employee representative side within the Health and Safety Committee}*. Would you please give me his or her full name and the extension?   TT

[Do not read out - Tick what applies]   TT

(794)

Information (name and/ or telephone number) is given (SPONTANEOUS)	1	TT
Don't know, but OK to interview employee representative (SPONTANEOUS)	2	TT
Refused (SPONTANEOUS)	3	TT
The respondent is this person	4	TT

EB620.3 MM500 MODIFY

ASK MM501 AND MM502 IF MM358=1 AND NOT in FR, LV, LU, SI   TT

MM501 — For our research project it is very important to also have the view of the employee representative in charge of safety and health at this establishment. Within the {Health and Safety committee}* you have in your establishment: Is there a spokesperson among the employee representatives side?   NTL

[Do not read out - Tick what applies]   NTL

Right column (Latvian):

[Ja "Nekāda", lūdzu, atzīmējiet kodu "000" - ja "Nav atbildes", lūdzu, atzīmējiet kodu "999" - ja "Nezina", lūdzu, atzīmējiet kodu "998", ja "Atteikums atbildēt", lūdzu, atzīmējiet kodu "997"]

(770-772)

			%

EB620.3 MM405 MODIFY

ASK MM405X IF MM405=998, 999

MM405x — Lūdzu, norādiet aptuveni, kāda daļa jūsu darbinieku ir citas nacionalitātes, nevis latvieši, izmantojot atbilžu variantus:

[Nolasīt]

(773)

Nekāda	1
Mazāk nekā 20%	2
No 20% līdz mazāk nekā 40%	3
No 40% līdz mazāk nekā 60%	4
No 60% līdz mazāk nekā 80%	5
No 80% līdz mazāk nekā 100%	6
Visi	7
Nav atbildes (SPONTĀNI)	8

EB620.3 MM405x MODIFY

J. KONTAKTI ER INTERVIJAI

ASK MM500 ONLY in FR AND LV AND IF MM358=1

MM500 — Mūsu pētījumā ir ļoti būtiski noskaidrot arī darbinieku pārstāvja viedokli, kurš atbildīgs par darba drošību un veselības aizsardzību jūsu uzņēmuma vienībā. Tāpēc es vēlos runāt arī ar nodarbināto uzticības personu komitejas galveno uzticības personu. Lūdzu, nosauciet viņa vai viņas vārdu, uzvārdu un telefona numuru.

[Nelasīt - atzīmēt vajadzīgo atbildi]

(794)

Informācija (vārds, uzvārds un/vai telefona numurs) tiek sniegta (SPONTĀNI)	1
Nezina, bet piekrīt intervijai ar darbinieku pārstāvi (SPONTĀNI)	2
Atteikums (SPONTĀNI)	3
Respondents ir šī persona	4

EB620.3 MM500 MODIFY

ASK MM501 AND MM502 IF MM358=1 AND NOT in FR, LV, LU, SI

MM501

		(795)				(795)
Yes		1	NTL			1
No		2	NTL			2
Refused (SPONTANEOUS)		3	NTL			3

EB620.3 MM501 MODIFY		EB620.3 MM501 MODIFY

ASK MM502 IF MM501=1	TT	ASK MM502 IF MM501=1

MM502	Would you please give me his or her full name and the extension?	TT	MM502	

[Do not read out - Tick what applies]	TT	

		(796)			
Information (name and/ or telephone number) is given (SPONTANEOUS)		1	TT	
Don't know, but OK to interview employee representative (SPONTANEOUS)		2	TT	
Refused (SPONTANEOUS)		3	TT	
The respondent is this person		4	TT	

EB620.3 MM502 MODIFY		EB620.3 MM502 MODIFY

DE: ASK MM503a ONLY IF (MM501=2,3 AND MM350=2,3) - OTHER COUNTRIES: ASK MM503a IF MM501=2,3	TT	DE: ASK MM503a ONLY IF (MM501=2,3 AND MM350=2,3) - OTHER COUNTRIES: ASK MM503a IF MM501=2,3

MM503a	In this case I would like to talk to the {health and safety representative}* in your {Health and Safety committee}**. Would you please give me his or her full name and the extension?	TT	MM503a	

[Do not read out - Tick what applies] - If there is more than one employee representative in this function: We would like to talk to the one who has the longest standing experience in this function.	TT	

		(797)			
Information (name and/ or telephone number) is given (SPONTANEOUS)		1	TT	
Don't know, but OK to interview employee representative (SPONTANEOUS)		2	TT	
Refused (SPONTANEOUS)		3	TT	
The respondent is this person		4	TT	

EB620.3 MM503a MODIFY		EB620.3 MM503a MODIFY

DE: ASK MM503d IF (MM501=2,3 AND MM350=1) - NL: ASK MM503d IF MM350=1	TT	DE: ASK MM503d IF (MM501=2,3 AND MM350=1) - NL: ASK MM503d IF MM350=1

MM503d	In this case I would like to talk to the member of the {works council}* responsible for health and safety issues. Would you please give me his or her full name and the extension?	NTL	MM503d	

[Do not read out - Tick what applies] - If there is more than one employee representative in this function: We would like to talk to the one who has the longest standing experience in this function.	NTL	

		(798)				(798)
Information (name and/ or telephone number) is given (SPONTANEOUS)		1	NTL			1

Don't know, but OK to interview employee representative (SPONTANEOUS)	2	NTL	
Refused (SPONTANEOUS)	3	NTL	
The respondent is this person	4	NTL	

	2		
	3		
	4		

EB620.3 MM503d MODIFY

EB620.3 MM503d MODIFY

ASK MM504 IF (MM355=1 AND MM358=2,3) - DO NOT ASK MM504 IN CH | TT

ASK MM504 IF (MM355=1 AND MM358=2,3) - DO NOT ASK MM504 IN CH

MM504 For our research project it is very important to also have the view of the employee representative responsible for safety and health issues at this establishment. Therefore I would also like to interview the {Health and Safety representative}*. Would you please give me his or her full name and the extension? | TT

MM504 Mūsu pētījumā ir ļoti būtiski noskaidrot arī darbinieku pārstāvja viedokli, kurš atbildīgs par darba drošību un veselības aizsardzību jūsu uzņēmuma vienībā. Tāpēc es vēlos runāt arī ar nodarbināto uzticības personu. Lūdzu, nosauciet viņa vai viņas vārdu, uzvārdu un telefona numuru.

[Do not read out - Tick what applies] - If there is more than one representative in this function: We would like to talk to the one who has the longest standing experience in this function. | TT

[Nelasīt - atzīmēt vajadzīgo atbildi] - ja šīs funkcijas pilda vairāk nekā viens darbinieku pārstāvis: mēs vēlamies runāt ar to personu, kurai ir vislielākā pieredze, šo funkciju izpildē.

	(799)		
Information (name and/ or telephone number) is given (SPONTANEOUS)	1	TT	
Don't know, but OK to interview employee representative (SPONTANEOUS)	2	TT	
Refused (SPONTANEOUS)	3	TT	
The respondent is this person	4	TT	

	(799)	
Informācija (vārds, uzvārds un/vai telefona numurs) tiek sniegta (SPONTĀNI)	1	
Nezina, bet piekrīt intervijai ar darbinieku pārstāvi (SPONTĀNI)	2	
Atteikums (SPONTĀNI)	3	
Respondents ir šī persona	4	

EB620.3 MM504 MODIFY

EB620.3 MM504 MODIFY

ASK MM506 If any of MM500, MM502, MM503a/d, MM504 = 3 | TT

ASK MM506 If any of MM500, MM502, MM503a/d, MM504 = 3

[Try to motivate the respondent to agree in an interview with the employee representation and stress confidentiality of information] | TT

[Mēģiniet respondentu rosināt piekrist sarunai ar darbinieku pārstāvi un uzsveriet informācijas konfidencionalitāti]

MM506 For this project it is very important to get the views of both sides, management and employee representatives. Employee representative will not be given any information on the interview with the management (and vice versa). | TT

MM506 Šim projektam ir ļoti svarīgi gūt priekšstatu par abu pušu, vadības un darbinieku pārstāvju, viedokļiem. Darbinieku pārstāvim netiks sniegta nekāda informācija par interviju ar vadību (un otrādi).

[Tick what applies] | TT

[Atzīmēt vajadzīgo atbildi]

	(800)		
Respondent agrees	1	TT	
Respondent maintains refusal	2	TT	
Respondent agrees to ER interview, but can't give address details of the ER	3	TT	
The respondent is this person	4	TT	

	(800)	
Respondents piekrīt	1	
Respondents joprojām nepiekrīt	2	
Respondents piekrīt darbinieku pārstāvja intervijai, taču nezina/ nesniedz darbinieku pārstāvja kontaktinformāciju	3	
Respondents ir šī persona	4	

EB620.3 MM506 MODIFY

EB620.3 MM506 MODIFY

ASK MM507 If any of (MM500, MM502, MM503a/d MM504 or MM506 = 1) | TT

ASK MM507 If any of (MM500, MM502, MM503a/d MM504 or MM506 = 1)

MM507H Please choose the correct option | TT

MM507H Izvēlieties pareizo variantu!

[Tick what applies] | TT

[Atzīmēt vajadzīgo atbildi]

	(801)		
Mrs	1	TT	
Mr	2	TT	

	(801)	
Sieviete	1	
Vīrietis	2	

MM507N	Full name of the person	TT

[Do not ask - Write down]   TT

1	40	**(802,803-842)**

MM507T	Direct phone number of the person (including city code)	TT

[Do not ask - Write down without /, ., +, etc. - for example 026611866]   TT

1	20	**(843,844-863)**

ASK ALL   RT

MM508	May we contact you again later if we should have any additional questions?	TT

[Tick what applies]   TT

	(864)	
Yes, agrees	1	TT
No, does not agree	2	TT
DK/ NA (SPONTANEOUS)	3	TT

Thank you very much for your cooperation.   TT

ER_RESP_MM	ER_RESP_MM	TT

[Do not ask - To be coded by the DP]		TT
	(865-879)	
ER_Resp_1_MM	1,	TT
ER_Resp_2_MM	2,	TT
ER_Resp_3_MM	3,	TT
ER_Resp_4_MM	4,	TT
ER_Resp_5_MM	5,	TT
ER_Resp_6_MM	6,	TT
ER_Resp_7_MM	7,	TT
ER_Resp_8_MM	8,	TT
ER_Resp_9_MM	9,	TT
ER_Resp_10_MM	10,	TT
ER_Resp_11_MM	11,	TT
ER_Resp_12_MM	12,	TT
ER_Resp_13_MM	13,	TT
ER_Resp_14_MM	14,	TT
ER_Resp_15_MM	15,	TT

EB620.3 ER_RESP_MM

Information on the type of the ER respondent identified at the end of the MM interview is needed for the start phase of the ER interview. Therefore the following information has to be transferred to the ER interview: [If (MM500 = 1 or 2) or (MM500=3 and MM506 = 1 or 3) : compute ER_resp_01 (Official employee spokesperson of H&S Committee (HSC))] - [If (MM502 = 1 or 2) or (MM502 = 3 and MM506 = 1 or 3) : compute ER_resp_02 (Informal employee spokesperson of H&S Committee (HSC))] - [If (MM503a = 1 or 2) or (MM503a = 3 and MM506 = 1 or 3) : compute ER_resp_03 (Health and Safety representative of the HSC)] - [If (MM503d = 1 or 2) or (MM503d = 3 and MM506 = 1 or 3) : compute ER_resp_06 (Health and Safety representative of the works council)] - [If (MM504 = 1 or 2) or (MM504 = 3 and MM506 = 1 or 3): compute ER_resp_08 (The Health and Safety representative (where there is no HSC)]. TT

ER_INFO _MM	Information availability of the address details for the employee representative interview for the ER interview (you can also choose another way to assure that this information is correctly transferred to the start phase of the ER interview):	TT

[Tick what applies]		TT
	(880)	
ER_info_1 (address details are given) : If any of MM500, MM502, MM503a/d, MM504, MM506 = 1	1	TT
ER_info_2 (interview can be carried out, but address details have to be investigated) : If (any of MM500, MM502, MM503a/d, MM504= 2) or, MM506 = 3	2	TT
	3	
	4	

EB620.3 ER_INFO_MM MODIFY

[Quit MM interview. If applicable: Try to get ER interview and start with information stored in ER_resp respectively MM511 for establishing the contact with the proper ER respondent.] TT

END CONTACT PHASE MM TT

2. ER TT

[Nejautāt - kodē DP]	
	(865-879)
ER_Resp_1_MM	1,
ER_Resp_2_MM	2,
ER_Resp_3_MM	3,
ER_Resp_4_MM	4,
ER_Resp_5_MM	5,
ER_Resp_6_MM	6,
ER_Resp_7_MM	7,
ER_Resp_8_MM	8,
ER_Resp_9_MM	9,
ER_Resp_10_MM	10,
ER_Resp_11_MM	11,
ER_Resp_12_MM	12,
ER_Resp_13_MM	13,
ER_Resp_14_MM	14,
ER_Resp_15_MM	15,

EB620.3 ER_RESP_MM

Information on the type of the ER respondent identified at the end of the MM interview is needed for the start phase of the ER interview. Therefore the following information has to be transferred to the ER interview: [If (MM500 = 1 or 2) or (MM500=3 and MM506 = 1 or 3) : compute ER_resp_01 (Official employee spokesperson of H&S Committee (HSC))] - [If (MM502 = 1 or 2) or (MM502 = 3 and MM506 = 1 or 3) : compute ER_resp_02 (Informal employee spokesperson of H&S Committee (HSC))] - [If (MM503a = 1 or 2) or (MM503a = 3 and MM506 = 1 or 3) : compute ER_resp_03 (Health and Safety representative of the HSC)] - [If (MM503d = 1 or 2) or (MM503d = 3 and MM506 = 1 or 3) : compute ER_resp_06 (Health and Safety representative of the works council)] - [If (MM504 = 1 or 2) or (MM504 = 3 and MM506 = 1 or 3): compute ER_resp_08 (The Health and Safety representative (where there is no HSC)].

ER_INFO _MM	Darbinieku pārstāvja kontaktinformācijas pieejamība ER intervijai (varat izvēlēties arī citu veidu, kā nodrošināt to, lai šī informācija tiktu pareizi nodota ER intervijas sākuma fāzē):

[Atzīmēt vajadzīgo atbildi]	
	(880)
ER_info_1 (kontaktinformācija tikusi sniegta) : If any of MM500, MM502, MM503a/d, MM504, MM506 = 1	1
ER_info_2 (interviju drīkst veikt, bet kontaktinformācija ir jāprecizē) : If (any of MM500, MM502, MM503a/d, MM504 = 2) or MM506 = 3	2
	3
	4

EB620.3 ER_INFO_MM MODIFY

[Pārtrauciet MM interviju. Ja piemērojams: Mēģiniet sarunāt interviju ar darbinieku pārstāvi (ER) un sāciet ar informācijas izzināšanu no ER_resp, respektīvi MM511, lai nodibinātu kontaktu ar atbilstošo ER respondentu.]

MM INTERVIJAS BEIGAS

2. DARBINIEKU PĀRSTĀVIS (ER)

A. CONTACT PHASE ER	TT	**DARBINIEKU PĀRSTĀVJA REKRUTĀCIJA**

	English			Latvian
survey_ER	Survey Number	TT	survey_ER	Aptaujas numurs

[Do not ask - Please code 5395] **(921-924)**	TT	[Nejautāt - lūdzu, atzīmēt kodu 5395] **(921-924)**

EB620.3 survey_ER		EB620.3 survey_ER

country_ER	Country Code	RT	country_ER	Valsts kods

[Do not ask - Please use the code allowed to your country in the instructions using 2 digits (01, 02, etc.)] **(925-926)**	TT	[Nejautāt - lūdzu, atzīmēt instrukcijās piešķirto divciparu valsts kodu (01, 02 utt.) **(925-926)**

EB620.3 country_ER		EB620.3 country_ER

Intnum_ER	Interview number	RT	Intnum_ER	Intervijas numurs
(927-932)		**(927-932)**

EB620.4 Intnum_ER NEW		EB620.4 Intnum_ER NEW

date_ER	Date of ER interview	TT	date_ER	Darbinieku pārstāvja intervijas datums

[Do not ask] **(933-934)** day **(935-936)** month	TT / RT	[Nejautāt] **(933-934)** diena **(935-936)** mēnesis

EB620.3 date_ER		EB620.3 date_ER

idnum_ER	ID-number of the establishment (from sampling source)	TT	idnum_ER	Uzņēmuma vienības ID numurs (no izlases avota)

[Do not ask - Make sure that MM and ER-interview from the same establishment have identical ID-numbers] **(937-944)**	TT	[Nejautāt - pārbaudiet, vai MM un ER intervijām no vienas un tās pašas uzņēmuma vienības ir vienādi ID numuri] **(937-944)**

EB620.3 idnum_ER		EB620.3 idnum_ER

int_typ_ER	Type of interview	TT	int_typ_ER	Intervijas veids

[Do not ask] **(945)**	TT	[Nejautāt] **(945)**
MM	1	TT	MM	1
ER	2	TT	ER	2

EB620.3 int_typ_ER		EB620.3 int_typ_ER	
nace_ER NACE-Code from sampling source	TT	**nace_ER** NACE - kods no izlases avota	
[Do not ask - The sector of activity will not be asked in the interview, but will be added from the information contained in the address source (NACE code) - Please send us your codebook]	TT	[Nejautāt - darbības sektors/nozare intervijā netiks vaicāta, bet pievienota no informācijas, kas ietverta adrešu avotā (NACE kods) - lūdzu, nosūtiet mums savu kodu grāmatiņu]	
(946-951)		**(946-951)**	
EB620.3 nace_ER		EB620.3 nace_ER	
region_ER Code for region	TT	**region_ER** Reģiona kods	
[Do not ask - Please send us your codebook]	TT	[Nejautāt - lūdzu, nosūtiet mums savu kodu grāmatiņu]	
(952-953)		**(952-953)**	
EB620.3 region_ER		EB620.3 region_ER	

Information on the type of the ER respondent identified at the end of the MM interview is needed for the start phase of the ER interview. Therefore the following information has to be transferred to the ER interview: [If (MM500 = 1 or 2) or (MM500=3 and MM506 = 1 or 3) : compute ER_resp_01 (Official employee spokesperson of H&S Committee (HSC))] - [If (MM502 = 1 or 2) or (MM502 = 3 and MM506 = 1 or 3) : compute ER_resp_02 (Informal employee spokesperson of H&S Committee (HSC)] - [If (MM503a = 1 or 2) or (MM503a = 3 and MM506 = 1 or 3) : compute ER_resp_03 (Health and Safety representative of the HSC)] - [If (MM503d = 1 or 2) or (MM503d = 3 and MM506 = 1 or 3) : compute ER_resp_06 (Health and Safety representative of the works council)] - [If (MM504 = 1 or 2) or (MM504 = 3 and MM506 = 1 or 3): compute ER_resp_08 (The Health and Safety representative (where there is no HSC)].

ER_RESP_ER ER_RESP	TT	**ER_RESP_ER** ER_RESP	
[Do not ask - To be coded by the DP]	TT	[Nejautāt - kodē DP]	
	(954-968)		**(954-968)**
ER_Resp_1_ER	1, TT	ER_Resp_1_ER	1,
ER_Resp_2_ER	2, TT	ER_Resp_2_ER	2,
ER_Resp_3_ER	3, TT	ER_Resp_3_ER	3,
ER_Resp_4_ER	4, TT	ER_Resp_4_ER	4,
ER_Resp_5_ER	5, TT	ER_Resp_5_ER	5,
ER_Resp_6_ER	6, TT	ER_Resp_6_ER	6,
ER_Resp_7_ER	7, TT	ER_Resp_7_ER	7,
ER_Resp_8_ER	8, TT	ER_Resp_8_ER	8,
ER_Resp_9_ER	9, TT	ER_Resp_9_ER	9,
ER_Resp_10_ER	10, TT	ER_Resp_10_ER	10,
ER_Resp_11_ER	11, TT	ER_Resp_11_ER	11,
ER_Resp_12_ER	12, TT	ER_Resp_12_ER	12,
ER_Resp_13_ER	13, TT	ER_Resp_13_ER	13,
ER_Resp_14_ER	14, TT	ER_Resp_14_ER	14,
ER_Resp_15_ER	15, TT	ER_Resp_15_ER	15,

EB620.3 ER_RESP_ER		EB620.3 ER_RESP_ER	

ER_INFO_ER	Information availability of the address details for the employee representative interview for the ER interview (you can also choose another way to assure that this information is correctly transferred to the start phase of the ER interview):	TT	ER_INFO_ER	Darbinieku pārstāvja kontaktinformācijas pieejamība ER intervijai (varat izvēlēties arī citu veidu, kā nodrošināt to, lai šī informācija tiktu pareizi nodota ER intervijas sākuma fāzē):	

[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]	

(969)

ER_info_1 (address details are given) : If any of MM500, MM502, MM503a/d, MM504, MM506 = 1	1	TT	ER_info_1 (kontaktinformācija tikusi sniegta) : If any of MM500, MM502, MM503a/d, MM504, MM506 = 1	1
ER_info_2 (interview can be carried out, but address details have to be investigated) : If (any of MM500, MM502, MM503a/d, MM504= 2) or, MM506 = 3	2	TT	ER_info_2 (interviju drīkst veikt, bet adrese ir jāprecizē) : If (any of MM500, MM502, MM503a/d, MM504 = 2) or MM506 = 3	2

EB620.3 ER_INFO_ER MODIFY	EB620.3 ER_INFO_ER MODIFY

txt_ER001b	Substitution strings for the ER001b	TT	txt_ER001b	Aizstāšanas virkne ER001b	

[Do not ask]	TT	[Nejautāt]	

(970-971)

b) Good morning / afternoon, my name is ... from <INSTITUTE> in <LOCATION>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to the <txt_ER001b_ER_resp_01> in your establishment.	1	TT	b)Labrīt/labdien! Mani sauc ... un es pārstāvu TNS Latvia. Mēs veicam aptauju Eiropas Darba drošības un veselības aizsardzības aģentūras vārdā; šī aģentūra ir oficiālā Eiropas iestāde, kas ir atbildīga un nodrošina informāciju par darba drošību un veselības aizsardzību. Aptaujas mērķis ir palīdzēt Eiropas valstu darbavietās efektīvāk risināt problēmas darba drošības un veselības aizsardzības jomā, kā arī sekmēt darbinieku veselību un labklājību. Pētījumā iegūtie dati tiks izmantoti tikai apkopotā veidā, ievērojot konfidencionalitāti un nodrošinot pilnīgu anonimitāti. Es vēlos runāt ar nodarbināto uzticības personu komitejas galveno uzticības personu šajā uzņēmuma vienībā.	1
b) Good morning / afternoon, my name is ... from <INSTITUTE> in <LOCATION>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to the <txt_ER001b_ER_resp_02> in your establishment.	2	TT		2
b) Good morning / afternoon, my name is ... from <INSTITUTE> in <LOCATION>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to the <txt_ER001b_ER_resp_03> in your establishment.	3	TT		3

b) Good morning / afternoon, my name is ... from <INSTITUTE> in <LOCATION>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to the <txt_ER001b_ER_resp_04> in your establishment.	4 TT	4
b) Good morning / afternoon, my name is ... from <INSTITUTE> in <LOCATION>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to the <txt_ER001b_ER_resp_05> in your establishment.	5 TT	5
b) Good morning / afternoon, my name is ... from <INSTITUTE> in <LOCATION>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to the <txt_ER001b_ER_resp_06> in your establishment.	6 TT	6
b) Good morning / afternoon, my name is ... from <INSTITUTE> in <LOCATION>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to the <txt_ER001b_ER_resp_07> in your establishment.	7 TT	7
b) Good morning / afternoon, my name is ... from <INSTITUTE> in <LOCATION>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to the <txt_ER001b_ER_resp_08> in your establishment.	8 TT	b)Labrīt/labdien! Mani sauc ... un es pārstāvu TNS Latvia. Mēs veicam aptauju Eiropas Darba drošības un veselības aizsardzības aģentūras vārdā; šī aģentūra ir oficiālā Eiropas iestāde, kas ir atbildīga un nodrošina informāciju par darba drošību un veselības aizsardzību. Aptaujas mērķis ir palīdzēt Eiropas valstu darbavietās efektīvāk risināt problēmas darba drošības un veselības aizsardzības jomā, kā arī sekmēt darbinieku veselību un labklājību. Pētījumā iegūtie dati tiks izmantoti tikai apkopotā veidā, ievērojot konfidencionalitāti un nodrošinot pilnīgu anonimitāti. Es vēlos runāt ar nodarbināto uzticības personu šajā uzņēmuma vienībā. 8

b) Good morning / afternoon, my name is ... from <INSTITUTE> in <LOCATION>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to the <txt_ER001b_ER_resp_09> in your establishment.	9	TT			9
b) Good morning / afternoon, my name is ... from <INSTITUTE> in <LOCATION>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to the <txt_ER001b_ER_resp_10> in your establishment.	10	TT			10
b) Good morning / afternoon, my name is ... from <INSTITUTE> in <LOCATION>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to the <txt_ER001b_ER_resp_11> in your establishment.	11	TT			11
b) Good morning / afternoon, my name is ... from <INSTITUTE> in <LOCATION>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to the <txt_ER001b_ER_resp_12> in your establishment.	12	TT			12

EB620.3 txt_ER001b MODIFY	EB620.3 txt_ER001b MODIFY

txt_ER003	Substitution strings for the ER003	TT	txt_ER003	Aizstāšanas virkne ER003

[Do not ask]	TT		[Nejautāt]	
		(972-973)		**(972-973)**
I would like to talk to the <txt_ER003_ER_resp_01> in your establishment. May I have this person's full name and extension?	1	TT	Es vēlos runāt ar nodarbināto uzticības personu komitejas galveno uzticības personu jūsu uzņēmuma vienībā. Lūdzu, nosauciet šīs personas vārdu,	1
I would like to talk to the <txt_ER003_ER_resp_02> in your establishment. May I have this person's full name and extension?	2	TT		2
I would like to talk to the <txt_ER003_ER_resp_03> in your establishment. May I have this person's full name and extension?	3	TT		3

English	#		Latvian	#
I would like to talk to the <txt_ER003_ER_resp_04> in your establishment. May I have this person's full name and extension?	4	TT		4
I would like to talk to the <txt_ER003_ER_resp_05> in your establishment. May I have this person's full name and extension?	5	TT		5
I would like to talk to the <txt_ER003_ER_resp_06> in your establishment. May I have this person's full name and extension?	6	TT		6
I would like to talk to the <txt_ER003_ER_resp_07> in your establishment. May I have this person's full name and extension?	7	TT		7
I would like to talk to the <txt_ER003_ER_resp_08> in your establishment. May I have this person's full name and extension?	8	TT	Es vēlos runāt ar nodarbināto uzticības personu jūsu uzņēmuma vienībā. Lūdzu, nosauciet šīs personas vārdu, uzvārdu un telefona numuru.	8
I would like to talk to the <txt_ER003_ER_resp_09> in your establishment.May I have this person's full name and extension?	9			9
I would like to talk to the <txt_ER003_ER_resp_10> in your establishment. May I have this person's full name and extension?	10			10
I would like to talk to the <txt_ER003_ER_resp_11> in your establishment.May I have this person's full name and extension?	11			11
I would like to talk to the <txt_ER003_ER_resp_12> in your establishment.May I have this person's full name and extension?	12			12

EB620.3 txt_ER003 MODIFY | EB620.3 txt_ER003 MODIFY

ASK ER001a IF ER_INFO=1 | TT | ASK ER001a IF ER_INFO=1

Interviewer: Add if necessary: · 1) We have interviewed the manager responsible for Occupational Safety and Health in your establishment. On the basis of this interview we understood you were the best person to interview in order to represent the employee position on the topic.2) Management agrees that health and safety representative of the employees is interviewed. 3) Confidentiality of responses: Answers will be analysed only in an aggregated and anonymised form. Data collected in this interview will not be passed on to the management and vice versa. 4) 15 minutes interview

Intervētājam: pēc nepieciešamības uzsveriet: 1)Mēs esam veikuši interviju ar jūsu uzņēmuma vienības vadītāju, kurš ir atbildīgs par darba drošību un veselības aizsardzību darba vietā. Balstoties uz šo interviju, mēs konstatējām, ka jūs esat vispiemērotākā persona, kas var pārstāvēt darbinieku viedokli šajā jautājumā; 2) vadība piekrita, ka uz aptaujas jautājumiem par darba drošību un veselības aizsardzību atbild arī nodarbināto uzticības persona. 3) atbilžu konfidencialitāte: atbildes tiks izmantotas tikai apkopotā veidā, nodrošinot pilnīgu anonomitāti. Iegūtā informācija netiks atklāta vadības pārstāvjiem un otrādi; 4) intervijas ilgums: 15 minūtes.

ER001a a) Good morning / afternoon, my name is ... from <INSTITUTE> in <LOCATION>. We are conducting a survey on behalf of the European Agency for Safety and Health at Work, which is the official European body responsible for information on occupational safety and health. The survey aims to assist workplaces across Europe to deal more effectively with health and safety and to promote the health and well-being of employees. All data will be treated with absolute confidentiality and the results will be totally anonymous. For this interview I would like to talk to <Mr/Ms> <NAME of ER from MM-interview, questions MM507>.

ER001a a) Labrīt/labdien! Mani sauc ... un es pārstāvu TNS Latvia. Mēs veicam aptauju Eiropas Darba drošības un veselības aizsardzības aģentūras vārdā; šī aģentūra ir oficiālā Eiropas iestāde, kas ir atbildīga un nodrošina informāciju par darba drošību un veselības aizsardzību. Aptaujas mērķis ir palīdzēt Eiropas valstu darbavietās efektīvāk risināt problēmas darba drošības un veselības aizsardzības jomā, kā arī sekmēt darbinieku veselību un labklājību. Pētījumā iegūtie dati tiks izmantoti tikai apkopotā veidā, ievērojot konfidencionalitāti un nodrošinot pilnīgu anonimitāti. Es vēlos runāt ar <Mr/Ms> <NAME of ER from MM-interview, questions MM507>.

[Tick what applies] | TT | [Atzīmēt vajadzīgo atbildi]

(974) | **(974)**

The respondent is this person	1	TT	Respondents ir šī persona	1
Respondent tries to put through to another person	2	TT	Respondents mēģina savienot ar citu personu	2
Refused	3	TT	Atteikums atbildēt	3

EB620.3 ER001a MODIFY | EB620.3 ER001a MODIFY

ASK ER001b IF ER_INFO=2 | TT | ASK ER001b IF ER_INFO=2

Interviewer: If more than one person eligible: Ask for the person representing the largest group of employees in the local establishment. If there is more than one person representing the largest group, ask for the one with the longest standing experience in this function. Stress if necessary: 1) Interview with the management has been carried out already 2) Management agrees that health and safety representative of the employees is interviewed 3) Confidentiality of responses. Answers will be analysed only in an aggregated and anonymised form. Data collected in this interview will not be passed on to the management and vice versa. 4) 15 minutes interview — TT

Intervētājam: ja piemērota vairāk nekā viena persona, vaicāt personu, kas pārstāv lielāko darbinieku grupu vietējā uzņēmuma vienībā. Ja ir vairāk nekā viena persona, kas pārstāv lielāko darbinieku grupu, tad vaicāt to, kas ir ar vislielāko pieredzi šādu pienākumu veikšanā. Ja nepieciešams, uzsveriet: 1) jūsu uzņēmuma vienības vadības pārstāvis uz intervijas jautājumiem jau atbildēja; 2) vadība piekrita, uz aptaujas jautājumiem par darba drošību un veselības aizsardzību atbild arī nodarbināto uzticības persona. 3) atbilžu konfidencialitāte: atbildes tiks izmantotas tikai apkopotā veidā, nodrošinot pilnīgu anonimitāti. Iegūtā informācija netiks atklāta vadības pārstāvjiem un otrādi; 4) intervijas ilgums: 15 minūtes

Show the next interviewer hint only if ER_resp_03 or Er_resp_06 or ER_resp_08 =1: — TT

Rādīt nākamā intervētāja datus tikai tādā gadījumā, ka ER_resp_03 or Er_resp_06 or ER_resp_08 =1:

If there is more than one employee representative in this function: We would like to talk to the one who has the longest standing experience in this function. — TT

Ja šos pienākumus pilda vairāk nekā viens darbinieku pārstāvis: mēs vēlamies runāt ar personu ar vislielāko pieredzi šādu pienākumu veikšanā.

| ER001b | <txt_ER001b> | | TT | ER001b | <txt_ER001b> | |

[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]

(975)

The respondent is this person	1	TT	Respondents ir šī persona	1
Respondent tries to put through to another person	2	TT	Respondents mēģina savienot ar citu personu	2
Refused	3	TT	Atteikums atbildēt	3

EB620.3 ER001b MODIFY		EB620.3 ER001b MODIFY

ASK ER002 TO ER004 IF ER001=2 - IF ER001=1 THEN GO TO ER100 - IF ER001=3 THEN STOP INTERVIEW	TT	ASK ER002 TO ER004 IF ER001=2 - IF ER001=1 THEN GO TO ER100 - IF ER001=3 THEN STOP INTERVIEW

| ER002 | Interviewer has been put through to another person | TT | ER002 | Intervētāju savienoja ar citu personu |

[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]

(976)

Telephone is answered by a new respondent	1	TT	Uz telefona zvanu atbild cits respondents	1
Line busy / not answered	2	TT	Telefona līnija ir aizņemta/ nav atbildes	2
Back to original person or switchboard	3	TT	Atpakaļ pie sākotnējās personas vai centrāles	3

EB620.3 ER002		EB620.3 ER002

IF ER002=1 THEN START WITH ER001 AGAIN - IF ER002=2 THEN STOP INTERVIEW AND TRY LATER - IF ER002=3 THEN GO TO ER003	TT	IF ER002=1 THEN START WITH ER001 AGAIN - IF ER002=2 THEN STOP INTERVIEW AND TRY LATER - IF ER002=3 THEN GO TO ER003

Show the next interviewer hint only if ER_resp_03 or Er_resp_06 or ER_resp_08 =1: — TT

Rādīt nākamā intervētāja datus tikai tādā gadījumā, ja ER_resp_03 or Er_resp_06 or ER_resp_08 =1:

If there is more than one employee representative in this function: We would like to talk to the one who has the longest standing experience in this function. — TT

Ja šos pienākumus pilda vairāk nekā viens darbinieku pārstāvis: mēs vēlamies runāt ar personu ar vislielāko pieredzi šādu pienākumu veikšanā.

| ER003Q | <txt_ER003> | TT | ER003Q | <txt_ER003> |

[Tick what applies]	TT	[Atzīmēt vajadzīgo atbildi]

(977)

Information obtained	1	TT	Iegūta informācija	1
Call the present number (switchboard) again later on	2	TT	Jāpiezvana uz pašreizējo numuru (centrāli) vēlāk	2
Refused	3	TT	Atteikums atbildēt	3

EB620.3 ER003Q MODIFY		EB620.3 ER003Q MODIFY
IF ER003Q=3 THEN STOP INTERVIEW	TT	IF ER003Q=3 THEN STOP INTERVIEW

ER003H	Please choose the correct option	TT	ER003H	Lūdzu, izvēlieties pareizo variantu

[Do not ask - Tick what applies]	TT	[Nejautāt - atzīmēt vajadzīgo atbildi]

	(978)			**(978)**
Mrs	1	TT	Sieviete	1
Mr	2	TT	Vīrietis	2

EB620.3 ER003H MODIFY		EB620.3 ER003H MODIFY

ER003N	Full name of the person asked in ER003	TT	ER003N	Pilns personas vārds, uzvārds, vaicāts ER003

[Do not ask - Write down]	TT	[Nejautāt - pierakstīt]

1	40	**(979,980-1019)**	1	40	**(979,980-1019)**

EB620.3 ER003N		EB620.3 ER003N

ER003T	Direct phone number of the person asked in ER003 (including city code)	TT	ER003T	Tiešais personas telefona numurs, vaicāts MM003 (ieskaitot pilsētas kodu)

[Do not ask - Write down without /, ., +, etc. - for example 026611866]	TT	[Nejautāt - Pierakstīt, neizmantojot simbolus /, ., + utt. - piemēram, 026611866]

1	20	**(1020,1021-1040)**	1	20	**(1020,1021-1040)**

EB620.3 ER003T		EB620.3 ER003T

ASK ER004 IF ER003Q=1,2	TT	ASK ER004 IF ER003Q=1,2

ER004	What do you think would be the best time to call again?	TT	ER004	Kads, jūsuprāt, būtu vispiemērotākais laiks, lai piezvanītu vēlreiz?

(1041-1044) **(1045-1048)**

| | | | | Date | | | | | | | Hour | | RT |

EB620.3 ER004

Thank you for your help. Good bye.   TT

B. THE ROLE OF ER IN OSH MANAGEMENT   TT

ASK ALL   RT

| ER102 | Is there a permanent committee or working group consisting of members of the management and representatives of the employees dealing with safety and health in this establishment?   TT |

(1069)

Yes	1	RT
No	2	RT
DK/ NA (SPONTANEOUS)	3	TT

EB620.3 ER102 MODIFY

ASK ALL   RT

| ER103 | How often does this committee or working group meet? Is this usually several times a month, once a month, several times a year, once a year or less than once year?   TT |

(1070)

Several times a month	1	RT
Once a month	2	RT
Several times a year	3	RT
Once a year	4	RT
Less than once a year	5	RT
DK/ NA (SPONTANEOUS)	6	TT

EB620.3 ER103b MODIFY

| ER107 | How often do controversies related to safety and health arise between the management and the employee representatives? Is this often, sometimes or practically never the case?   TT |

(1071)

Often	1	RT
Sometimes	2	RT
Practically never	3	TT
DK/ NA (SPONTANEOUS)	4	TT

EB620.3 ER107 MODIFY

C. RESOURCES AND TRAINING OF THE EMPLOYEE REPRESENTATIVES IN OSH ISSUES   TT

ASK ALL   RT

(1041-1044) **(1045-1048)**

| | | | | Datums | | | | | | | Stundas |

EB620.3 ER004

Paldies par palīdzību! Uz redzēšanos!

B. DARBINIEKU PĀRSTĀVJA LOMA DARBA DROŠĪBAS UN VESELĪBAS AIZSARDZĪBAS PĀRVALDĪBAS JAUTĀJUMOS

JAUTĀT VISIEM

| ER102 | Vai jūsu uzņēmuma vienībā darbojas pastāvīga komiteja vai darba grupa, kuru veido vadības un darbinieku pārstāvji un, kura risina ar darba drošību un veselības aizsardzību saistītus jautājumus? |

(1069)

Jā	1
Nē	2
Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 ER102 MODIFY

ASK ER103 IF ER102=1

| ER103 | Cik bieži notiek šīs komitejas vai darba grupas tikšanās? Vai tas parasti ir vairākas reizes mēnesī, reizi mēnesī, vairākas reizes gadā, reizi gadā vai retāk nekā reizi gadā? |

(1070)

Vairākas reizes mēnesī	1
Reizi mēnesī	2
Vairākas reizes gadā	3
Reizi gadā	4
Retāk nekā reizi gadā	5
Nezina/ nav atbildes (SPONTĀNI)	6

EB620.3 ER103b MODIFY

| ER107 | Cik bieži izceļas strīdi starp vadību un darbinieku pārstāvniecību par darba drošību un veselības aizsardzību saistītiem jautājumiem? Vai tas notiek bieži, dažreiz vai praktiski nekad? |

(1071)

Bieži	1
Dažreiz	2
Praktiski nekad	3
Nezina/ nav atbildes (SPONTĀNI)	4

EB620.3 ER107 MODIFY

C. LĪDZEKĻI UN DARBINIEKU PĀRSTĀVJU APMĀCĪBA DARBA DROŠĪBAS UN VESELĪBAS AIZSARDZĪBAS JOMĀ

JAUTĀT VISIEM

ER150	Do you as the employee representative for safety and health usually get sufficient time off from normal duties to perform these tasks adequately?		TT

(1092)

Yes	1	RT	
No	2	RT	
DK/ NA (SPONTANEOUS)	3	TT	

EB620.3 ER150 MODIFY

ER153	In contacting employees for issues related to safety and health: Do you face any of the following difficulties?	TT

	[Read out]	Yes	No	DK/NA (SPONT)	
					TT
(1093) 1	A lack of time	1	2	3	TT
(1094) 2	Difficulties in getting to the workplaces	1	2	3	TT
(1095) 3	Poor cooperation from the management	1	2	3	TT

EB620.3 ER153 MODIFY

ER154	Does the management provide you with the necessary information for carrying out your health and safety tasks properly?	TT

(1096)

Yes	1	RT	
No	2	RT	
DK/ NA (SPONTANEOUS)	3	TT	

EB620.3 ER154

ASK MM155 IF MM154=1 | TT

ER155	Do you usually receive the information on time and without having to ask for it?	TT

(1097)

Yes	1	RT	
No	2	RT	
DK/ NA (SPONTANEOUS)	3	TT	

EB620.3 ER155 MODIFY

ASK ALL | RT

ER156	On which of the following issues are you regularly kept informed by your management?	TT

	[Read out]	Yes	No	DK/NA (SPONT)	
					TT

ER150	Vai jums kā darbinieku pārstāvim darba drošības un veselības aizsardzības jomā tiek atvēlēts pietiekami daudz brīva laika no jūsu standarta pienākumu izpildes, lai šos pienākumus veiktu atbilstošā līmenī?

(1092)

Jā	1
Nē	2
Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 ER150 MODIFY

ER153	Vai kontaktējoties ar darbiniekiem par darba drošību un veselības aizsardzību jūs esat sastapies ar kādu no šīm problēmām?

	[Nolasīt]	Jā	Nē	Nezina/ nav atbildes (SPONTĀNI)
(1093) 1	Laika trūkums	1	2	3
(1094) 2	Grūtības nokļūt darba vietās	1	2	3
(1095) 3	Vāja sadarbība no vadības puses	1	2	3

EB620.3 ER153 MODIFY

ER154	Vai vadība jums nodrošina pietiekami daudz informācijas, lai jūs pienācīgi varētu pildīt savus pienākumus darba drošības un veselības aizsardzības jomā?

(1096)

Jā	1
Nē	2
Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 ER154

ASK MM155 IF MM154=1

ER155	Vai jūs parasti saņemat informāciju laicīgi un bez prasīšanas?

(1097)

Jā	1
Nē	2
Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 ER155 MODIFY

JAUTĀT VISIEM

ER156	Par kuru no šiem jautājumiem jūs tiekat regulāri informēts no vadības puses?

	[Nolasīt]	Jā	Nē	Nezina/ nav atbildes (SPONTĀNI)

(1098)	1	On sickness and absenteeism rates	1	2	3	TT	(1098)	1	Par slimības un darba kavējumu gadījumu skaitu	1	2	3
(1099)	2	On the number and nature of accidents	1	2	3	TT	(1099)	2	Par nelaimes gadījumu skaitu un raksturu	1	2	3
(1100)	3	On changes to the way work is organised	1	2	3	TT	(1100)	3	Par izmaiņām darba organizācijā	1	2	3
	4	On changes to equipment or working environment	1	2	3			4	Par izmaiņām aprīkojumā vai darba vidē	1	2	3
(1101)						TT	(1101)					

| EB620.3 ER156 MODIFY | | | EB620.3 ER156 MODIFY |

| ER159 | On which of the following issues have you or your health and safety representative colleagues received training? | TT | ER159 | Kurās no šīm jomām jūs vai citi jūsu uzņēmuma vienības darbinieku pārstāvji, kas darbojas darba drošības un veselības aizsardzības jomā, ir izgājuši apmācības? |

	[Read out]	Yes	No	DK/NA (SPONT)			[Nolasīt]	Jā	Nē	Nezina/ nav atbildes (SPONTĀ NI)
					TT					

(1102)	1	Fire safety	1	2	3	TT	(1102)	1	Ugunsdrošība	1	2	3
(1103)	2	Prevention of accidents	1	2	3	TT	(1103)	2	Nelaimes gadījumu novēršana	1	2	3
	3	Chemical, biological, radiation or dust hazards	1	2	3			3	Ķīmisku, bioloģisku un radioaktīvu vielu vai putekļu risks	1	2	3
(1104)						TT	(1104)					
(1105)	4	Ergonomics	1	2	3	TT	(1105)	4	Ergonomika	1	2	3
	5	Violence, bullying or harassment	1	2	3			5	Vardarbība, iebiedēšana vai psiholoģiskais terors	1	2	3
(1106)						TT	(1106)					
(1107)	6	Work-related stress	1	2	3	TT	(1107)	6	Stress, kas saistīts ar darba pienākumu izpildi	1	2	3
	7	Discrimination (for example due to age, gender, race or disability)	1	2	3			7	Diskriminācija (piemēram, vecuma, dzimuma, rases vai darbnespējas diskriminācija)	1	2	3
(1108)						TT	(1108)					

| EB620.3 ER159 MODIFY | | | EB620.3 ER159 MODIFY |

| ASK ER160 IF ANY OF ER159_01 to ER159_07=1 | TT | ASK ER160 IF ANY OF ER159_01 to ER159_07=1 |

| ER160 | Is this training sufficient or would more training in any of these fields be desirable? | TT | ER160 | Vai apmācības šajās jomās ir pietiekošas vai būtu vēlamas vēl papildus apmācības kādā no tām? |

| [Read out] | TT | [Nolasīt] |

	(1109)				(1109)
Training is sufficient	1	TT	Pietiekošas	1
More training would be desirable	2	TT	Būtu nepieciešama vēl papildus apmācība	2
DK/ NA (SPONTANEOUS)	3	TT	Nezina/ nav atbildes (SPONTĀNI)	3

| EB620.3 ER160 MODIFY | | | EB620.3 ER160 MODIFY |

| ASK ER161a IF ER160=2 | TT | ASK ER161a IF ER160=2 |

| ER161a | On which of the following topics would you need additional training? | TT | ER161a | Kurās no šīm jomām jums vai citiem jūsu uzņēmuma vienības darbinieku pārstāvjiem, kas |

	[Read out]	Yes	No	DK/NA (SPONT)			[Nolasīt]	Jā	Nē	Nezina/ nav atbildes (SPONTĀ NI)
					TT					

| (1110) | 1 | Fire safety | 1 | 2 | 3 | TT | (1110) | 1 | Ugunsdrošība | 1 | 2 | 3 |
| (1111) | 2 | Prevention of accidents | 1 | 2 | 3 | TT | (1111) | 2 | Nelaimes gadījumu novēršana | 1 | 2 | 3 |

			Yes	No	DK/NA					Jā	Nē	Nezina/nav
(1112)	3	Chemical or biological, raditation or dust hazards	1	2	3	TT (1112)	3	Ķīmisku, bioloģisku un radioaktīvu vielu vai putekļu risks	1	2	3
(1113)	4	Ergonomics	1	2	3	TT (1113)	4	Ergonomika	1	2	3
(1114)	5	Violence, bullying or harassment	1	2	3	TT (1114)	5	Vardarbība, iebiedēšana vai psiholoģiskais terors	1	2	3
(1115)	6	Work-related stress	1	2	3	TT (1115)	6	Stress, kas saistīts ar darba pienākumu izpildi	1	2	3
(1116)	7	Discrimination (for example due to age, gender, race or disability)	1	2	3	TT (1116)	7	Diskriminācija (piemēram, vecuma, dzimuma, rases vai darbnespējas diskriminācija)	1	2	3

EB620.3 ER161a MODIFY	EB620.3 ER161a MODIFY

ASK ER161b IF NONE OF ER159_01 TO ER159_07=1	TT	ASK ER161b IF NONE OF ER159_01 TO ER159_07=1

ER161b	And would you need training on any of the following topics?	TT	ER161b	Un vai jums vai citiem jūsu uzņēmuma vienības darbinieku pārstāvjiem, kas darbojas darba

	[Read out]	Yes	No	DK/NA (SPONT)	TT		[Nolasīt]	Jā	Nē	Nezina/ nav atbildes (SPONTĀ NI)
(1117)	1	Fire safety	1	2	3	TT (1117)	1	Ugunsdrošība	1	2	3
(1118)	2	Prevention of accidents	1	2	3	TT (1118)	2	Nelaimes gadījumu novēršana	1	2	3
(1119)	3	Chemical or biological, raditation or dust hazards	1	2	3	TT (1119)	3	Ķīmisku, bioloģisku un radioaktīvu vielu vai putekļu risks	1	2	3
(1120)	4	Ergonomics	1	2	3	TT (1120)	4	Ergonomika	1	2	3
(1121)	5	Violence, bullying or harassment	1	2	3	TT (1121)	5	Vardarbība, iebiedēšana vai psiholoģiskais terors	1	2	3
(1122)	6	Work-related stress	1	2	3	TT (1122)	6	Stress, kas saistīts ar darba pienākumu izpildi	1	2	3
(1123)	7	Discrimination (for example due to age, gender, race or disability)	1	2	3	TT (1123)	7	Diskriminācija (piemēram, vecuma, dzimuma, rases vai darbnespējas diskriminācija)	1	2	3

EB620.3 ER161b MODIFY	EB620.3 ER161b MODIFY

ASK ER162 IF ER160=2 OR IF ONE OF ER159_01 TO ER159_08=1	TT	ASK ER162 IF ER160=2 OR IF NONE OF ER159_01 TO ER159_07=1

ER162	Which of the following are the main reasons for receiving no or not sufficient training on these issues?	TT	ER162	Kuri no šiem ir galvenie iemesli tam, ka šajās jomās nav bijusi vai ir bijusi nepietikoša apmācība?

	[Read out]	Yes	No	DK/NA (SPONT)	TT		[Nolasīt]	Jā	Nē	Nezina/ nav atbildes (SPONTĀ NI)
(1124)	1	Difficulties to get time off for such training	1	2	3	TT (1124)	1	Grūtības izbrīvēt laiku šādām apmācībām	1	2	3
(1125)	2	Lack of information about available courses	1	2	3	TT (1125)	2	Nepietiek informācijas par pieejamiem kursiem/apmācībām	1	2	3
(1126)	3	Available courses are not appropriate for our situation	1	2	3	TT (1126)	3	Pieejamie kursi/apmācības nav piemēroti mūsu situācijai	1	2	3
(1127)	4	Difficulties to get the financial resources for the training	1	2	3	TT (1127)	4	Grūtības atrast finansiālus līdzekļus šādām apmācībām	1	2	3

EB620.3 ER162 MODIFY	EB620.3 ER162 MODIFY

D. GENERAL HEALTH AND SAFETY MANAGEMENT	TT	D. VISPĀRĪGĀ DARBA DROŠĪBAS UN VESELĪBAS AIZSARDZĪBAS PĀRVALDĪBA

ASK ALL	RT	JAUTĀT VISIEM

ER200	Is there a documented policy, established management system or action plan on health and safety in your establishment?	TT	ER200	Vai jūsu uzņēmuma vienībā ir dokumentēta politika, pārvaldības sistēma vai rīcības plāns attiecībā uz darba drošību un veselības aizsardzību?

(1148)

Yes	1	RT	Jā	1
No	2	RT	Nē	2
DK/ NA (SPONTANEOUS)	3		Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 ER200 MODIFY		EB620.3 ER200 MODIFY

ASK ER202 IF ER200=1	TT	ASK ER202IF ER200=1

ER202	In practice, how much of an impact does this policy, management system or action plan have on health and safety in your establishment? Does it have a large impact, some impact or practically no impact?	TT	ER202	Praksē, cik lielā mērā šī politika, pārvaldības sistēma vai rīcības plāns ietekmē darba drošību un veselības aizsardzību jūsu uzņēmuma vienībā? Vai tam ir liela ietekme, daļēja vai praktiski nav nekādas ietekmes?

[Read out]	TT	[Nolasīt]

(1149)

Large impact	1	TT	Liela ietekme	1
Some impact	2	TT	Daļēja ietekme	2
Practically no impact	3	TT	Praktiskai nav nekādas ietekmes	3
DK/ NA (SPONTANEOUS)	4	TT	Nezina/ nav atbildes (SPONTĀNI)	4

EB620.3 ER202 MODIFY		EB620.3 ER202 MODIFY

ASK ER203 IF ER200=2	TT	ASK ER203 IF ER200=2

ER203	Are there any particular reasons for not having developed such a policy, management system or action plan so far? Please tell me which of the following statements – if any – apply to the situation in your establishment?	TT	ER203	Vai ir kāds konkrēts iemesls, kāpēc šāda politika, pārvaldības sistēma vai rīcības plāns joprojām nav izstrādāts? Lūdzu, sakiet, kurš no šiem apgalvojumiem atbilst (ja kāds no tiem atbilst) situācijai jūsu uzņēmuma vienībā?

	[Read out] - Items to be randomised	Yes	No	DK/NA (SPONT)			[Nolasīt - jauktā secībā]	Jā	Nē	Nezina/ nav atbildes (SPONTĀNI)
1	Our management does not see the benefit of such a policy, management system or action plan	1	2	3	TT **(1150)**	1	Mūsu vadība nesaskata ieguvumus, ko gūtu no šādas politikas, pārvaldības sistēmas vai rīcības plāna	1	2	3
2	The expertise to develop these is not available	1	2	3	TT **(1151)**	2	Nav pietiekamu zināšanu/kompetences to izstrādei	1	2	3
3	In view of our health and safety risks this is not necessary	1	2	3	TT **(1152)**	3	Ņemot vērā mūsu darba drošības un veselības riskus, tas nav nepieciešams	1	2	3

(1150) **(1151)** **(1152)**

EB620.3 ER203 MODIFY		EB620.3 ER203 MODIFY

ASK ALL	RT	JAUTĀT VISIEM

ER205	Are employees in this establishment regularly informed about safety and health at the workplace?	TT	ER205	Vai šīs uzņēmuma vienības darbinieki regulāri tiek informēti par darba drošību un veselības aizsardzību darba vietā?

(1153) **(1153)**

English				Latvian		
Yes	1	RT		Jā	1	
No	2	RT		Nē	2	
DK/ NA (SPONTANEOUS)	3	TT		Nezina/ nav atbildes (SPONTĀNI)	3	

EB620.3 ER205 MODIFY | EB620.3 ER205 MODIFY

ER207 Are workplaces in the establishment regularly checked for safety and health as part of a risk assessment or similar measures? TT

(1154)

Yes	1	RT
No	2	RT
DK/ NA (SPONTANEOUS)	3	TT

EB620.3 ER207 MODIFY

ASK ER209 AND ER210 IF ER207=1 TT

ER207 Vai jūsu uzņēmuma vienībā regulāri risku novērtējuma vai līdzīgu pasākumu ietvaros tiek pārbaudīta darbavietu atbilstība drošībai un veselībai?

(1154)

Jā	1
Nē	2
Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 ER207 MODIFY

ASK ER209 AND ER210 IF ER207=1

ER209 Do you have a say in the decisions on when and where these risk assessments or workplace checks are carried out? TT

(1155)

Yes	1	RT
No	2	RT
DK/ NA (SPONTANEOUS)	3	TT

EB620.3 ER209 MODIFY

ER209 Vai jūsu viedoklis tiek ņemts vērā attiecībā uz to, kad un kur tiek veikts šis risku novērtējums vai darba vietu pārbaudes?

(1155)

Jā	1
Nē	2
Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 ER209 MODIFY

ER210 If the risk assessment or workplace check identifies a need for action: Is the necessary follow-up action normally taken? TT

(1156)

Yes	1	RT
No	2	RT
Only partly (SPONTANEOUS)	3	TT
DK/ NA (SPONTANEOUS)	4	TT

EB620.3 ER210 MODIFY

ASK ER211 IF ER210=1 or 3 TT

ER210 Ja risku novērtējumu vai darbavietu pārbaužu ietvaros tiek konstatēta nepieciešamība rīkoties: Vai parasti tiek veikti šie papildus pasākumi?

(1156)

Jā	1
Nē	2
Tikai daļēji (SPONTĀNI)	3
Nezina/ nav atbildes (SPONTĀNI)	4

EB620.3 ER210 MODIFY

ASK ER211 IF ER210=1 or 3

ER211 And are you as health and safety representatives usually involved in the choice of follow-up actions? TT

[Read out] TT

(1157)

Yes	1	RT
No	2	RT
DK/ NA (SPONTANEOUS)	3	TT

EB620.3 ER211 MODIFY

ASK ER213 IF ER207=2 TT

ER211 Vai jūs kā darbinieku pārstāvis darba drošības un veselības aizsardzības jautājumos parasti tiekat iesaistīts šo papildus pasākumu izvēlē?

[Nolasīt]

(1157)

Jā	1
Nē	2
Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 ER211 MODIFY

ASK ER213 IF ER207=2

ER213 Are there any particular reasons why these checks are not regularly carried out? Please tell me which of the following statements – if any – apply to your establishment? TT

ER213 Vai ir kāds konkrēts iemesls, kāpēc šādas pārbaudes netiek veiktas regulāri? Lūdzu, sakiet, kurš no šiem apgalvojumiem atbilst (ja kāds no tiem atbilst) situācijai jūsu uzņēmuma vienībā?

	[Read out - Items to be randomised]	Yes	No	DK/NA (SPONT)			[Nolasīt - jauktā secībā]	Jā	Nē	Nezina/ nav atbildes (SPONTĀNI)
(1158)	1 The necessary expertise is lacking	1	2	3	TT **(1158)**	1 Nepieciešamo zināšanu/kompetences trūkums	1	2	3	
(1159)	2 Risk assessments are regarded as too time consuming or expensive	1	2	3	TT **(1159)**	2 Risku novērtējums tiek uzskatīts par pārāk laikietilpīgu vai dārgu	1	2	3	
(1160)	3 The legal obligations on risk assessment are too complex	1	2	3	TT **(1160)**	3 Likumiskās prasības attiecībā uz riska novērtējumu ir pārāk sarežģītas	1	2	3	
(1161)	4 It is not necessary because we do not have any major problems	1	2	3	TT **(1161)**	4 Tas nav nepieciešams, jo mums nav būtisku problēmu	1	2	3	

EB620.3 ER213 MODIFY	EB620.3 ER213 MODIFY
ASK ALL RT	JAUTĀT VISIEM

ER214	Overall, how would you rate the degree of involvement of the line managers and supervisors in the management of health and safety? Is it very high, quite high, quite low or very low? TT	ER214	Kopumā, kā jūs vērtējat vidējā līmeņa vadītāju un vadības pārstāvju iesaistības pakāpi ar darba drošību un veselības aizsardzību saistītu jautājumu risināšanā? Vai tā ir ļoti augsta, diezgan augsta, diezgan zema vai ļoti zema?

[Read out] TT		[Nolasīt]
	(1162)		(1162)
Very high	1 TT	Ļoti augsta	1
Quite high	2 TT	Diezgan augsta	2
Quite low	3 TT	Diezgan zema	3
Very low	4 TT	Ļoti zema	4
DK/ NA (SPONTANEOUS)	5 TT	Nezina/ nav atbildes (SPONTĀNI)	5

EB620.3 ER214 MODIFY	EB620.3 ER214 MODIFY

ER215	Please tell me for each of the following statements whether you agree, neither agree nor disagree or disagree with it. TT	ER215	Tagad, lūdzu, sakiet par katru no šiem apgalvojumiem vai jūs tam piekrītat vai ne piekrītat, ne nepiekrītat, vai nepiekrītat.

	[Read out]	Agree	Neither agree nor disagree	Disagree	DK/NA (SPONT)			[Nolasīt]	Piekrītat	Ne piekrītat, ne nepiekrītat	Nepiekrītat	Nezina/ nav atbildes (SPONTĀNI)
(1163)	1 Health and safety is an integral part of the management philosophy in our establishment	1	2	3	4	TT **(1163)**	1 Darba drošība un veselības aizsardzība ir mūsu uzņēmuma vienības vadības filozofijas neatņemama sastāvdaļa	1	2	3	4	
(1164)	2 Our management is open to the introduction of preventive health and safety actions even if they go significantly beyond the legal requirements	1	2	3	4	TT **(1164)**	2 Mūsu vadība ir atvērta preventīvo (profilaktisko) darba drošības un veselības aizsardzības pasākumu ieviešanai, pat tad, ja tas būtiski pārsniedz likumiskās prasības	1	2	3	4	
(1165)	3 Our management gives proper consideration to occupational safety and health issues raised by employees or their representatives	1	2	3	4	TT **(1165)**	3 Mūsu vadība pienācīgi izvērtē darba drošības un veselības aizsardzības jautājumus, kurus izvirza darbinieki vai viņu pārstāvji	1	2	3	4	

E. OCCUPATIONAL HEALTH AND SAFETY AND PSYCHOSOCIAL RISKS | TT

ASK ALL | RT

| ER250 | For each of the following issues, please tell me whether it is of major concern, some concern or no concern at all in your establishment. | | | | TT |

	[Read out]	Major concern	Some concern	No concern	DK/NA (SPONT)	TT
1	Dangerous substances (Int. hint: e.g. dusts, chemical, biological or radioactive)	1	2	3	4	
(1186)						TT (1186)
2	Accidents	1	2	3	4	TT (1187)
3	Noise and vibration	1	2	3	4	TT (1188)
4	Musculoskeletal disorders such as pain in the back, neck, arms or legs	1	2	3	4	
(1189)						TT (1189)
5	Work-related stress	1	2	3	4	
(1190)						TT (1190)
6	Violence or threat of violence	1	2	3	4	TT (1191)
7	Bullying or harassment, i.e. abuse, humiliation or assault by colleagues or superiors	1	2	3	4	
(1192)						TT (1192)

EB620.3 ER250 MODIFY

| ER252 | Several factors can contribute to stress, violence and harassment at work; they concern the way work is organised and are often referred to as 'psychosocial risks'. Please tell me whether any of the following psychosocial risks are a concern in your establishment. | | | | TT |

	[Read out]	Yes	No	DK/ NA (SPONT)	TT
(1193)	1	Time pressure	1	2	3	TT (1193)
(1194)	2	Poor communication between management and employees	1	2	3	TT (1194)
(1195)	3	Poor co-operation amongst colleagues	1	2	3	TT (1195)
(1196)	4	Lack of employee control in organising their work	1	2	3	TT (1196)
(1197)	5	Job insecurity	1	2	3	TT (1197)

EB620.3 ER215 MODIFY

E. DARBA DROŠĪBAS UN VESELĪBAS AIZSARDZĪBAS UN PSIHOSOCIĀLIE RISKI

JAUTĀT VISIEM

| ER250 | Par katru no šiem faktoriem, sakiet, lūdzu, vai Jūsu uzņēmuma vienībā tiem tiek pievērsta liela uzmanība, zināma uzmanība vai netiek pievērsta uzmanība nemaz? |

	[Nolasīt]	Liela uzmanība	Zināma uzmanība	Netiek pievērsta uzmanība nemaz	Nezina/ nav atbildes (SPONTĀNI)
1	Bīstamas vielas (Intervētājam: nepieciešamības gadījumā paskaidrojiet: piemēram, putekļi, ķīmiskas, bioloģiskas vai radioaktīvas vielas)	1	2	3	4
2	Nelaimes gadījumi	1	2	3	4
3	Troksnis un vibrācijas	1	2	3	4
4	Balsta un kustību aparāta traucējumi, piemēram, muguras sāpes, sāpes sprandā, rokās vai kājās	1	2	3	4
5	Stress, kas saistīts ar darba pienākumu izpildi	1	2	3	4
6	Vardarbība vai vardarbības draudi	1	2	3	4
7	Iebiedēšana vai psiholoģiskais terors, piemēram, apvainošana, pazemošana vai uzbrukums no kolēģu vai vadības puses	1	2	3	4

EB620.3 ER250 MODIFY

| ER252 | Stresu, vardarbību un psiholoģisko teroru darbā var sekmēt dažādi faktori; tie saistīti ar darba organizāciju un tos bieži dēvē par "psihosociāliem riskiem". Lūdzu, sakiet, kurš no šiem psihosociālajiem riskiem attiecas uz Jūsu uzņēmuma vienību? |

	[Nolasīt]	Jā	Nē	Nezina/ nav atbildes (SPONTĀNI)
1	Laika trūkums	1	2	3
2	Slikta komunikācija starp vadību un darbiniekiem	1	2	3
3	Vāja sadarbība kolēģu starpā	1	2	3
4	Darbinieku nespēja ietekmēt sava darba organizāciju	1	2	3
5	Darbavietas nedrošība/nepastāvība	1	2	3

(1198)	6	Having to deal with difficult customers, patients, pupils etc.	1	2	3	TT (1198)	6	Darbs ar sarežģītiem klientiem, pacientiem, skolniekiem utt.	1	2	3
(1199)	7	Problems in supervisor – employee relationships	1	2	3	TT (1199)	7	Problemas vadības un darbinieku attiecības	1	2	3
(1200)	8	Long or irregular working hours	1	2	3	TT (1200)	8	Garas vai neregulāras darba stundas	1	2	3
(1201)	9	An unclear human resources policy	1	2	3	TT (1201)	9	Neskaidra cilvēkresursu politika	1	2	3
(1202)	10	Discrimination (for example due to age, gender, race or ethnicity)	1	2	3	TT (1202)	10	Diskriminācija (piemēram, dzimuma, vecuma vai etniskā diskriminācija)	1	2	3

EB620.3 ER252 MODIFY | EB620.3 ER252 MODIFY

F. PSYCHOSOCIAL RISK MANAGEMENT TT | **F. PSIHOLOĢISKI SOCIĀLO RISKU PĀRVALDĪBA**

ASK ALL RT | JAUTĀT VISIEM

ER300 In the last 3 years, has your establishment used any of the following measures to deal with psychosocial risks? TT | **ER300** Vai pēdējo 3 gadu laikā jūsu uzņēmuma vienībā ir izmantots kāds no šiem veidiem psihosociālo risku novēršanai?

[Read out - : Items ER300_01 to ER300_06 to be randomized]	Yes	No	DK/NA (SPONT)	TT	[Nolasīt - : ER300_01 līdz ER300_06 jauktā secībā]	Jā	Nē	Nezina/ nav atbildes (SPONTĀNI)

(1223)	1	Changes to the way work is organised	1	2	3	TT (1223)	1	Izmaiņas darba organizācijā	1	2	3
(1224)	2	A redesign of the work area	1	2	3	TT (1224)	2	Darba vietas pārplānošana	1	2	3
(1225)	3	Confidential counseling for employees	1	2	3	TT (1225)	3	Konfidenciālas darbinieku konsultācijas	1	2	3
(1226)	4	Set-up of a conflict resolution procedure	1	2	3	TT (1226)	4	Konfliktu risināšanas kārtības plānošana	1	2	3
(1227)	5	Changes to working time arrangements	1	2	3	TT (1227)	5	Izmaiņas darba laika sistēmā	1	2	3
(1228)	6	Provision of training	1	2	3	TT (1228)	6	Apmācību nodrošināšana	1	2	3

EB620.3 ER300 MODIFY | EB620.3 ER300 MODIFY

ER301 Please tell me for each of the measures you named whether it has been very effective, quite effective, quite ineffective or very ineffective in helping to manage psychosocial risks. What about...? TT | **ER301** Lūdzu, sakiet par katru no šiem pasākumiem, vai tie ir bijuši ļoti efektīvi, diezgan efektīvi, diezgan neefektīvi vai ļoti neefektīvi psihosociālo risku novēršanai. Vai...?

[Read out]	Very effective	Quite effective	Quite ineffective	Very ineffective	DK/NA (SPONT)	TT	[Nolasīt]	Ļoti efektīvs	Diezgan efektīvs	Diezgan neefektīvs	Ļoti neefektīvs	Nezina/ nav atbildes (SPONTĀNI)

(1229)	1	(ONLY IF ER300_01=1) Changes to the way work is organised	1	2	3	4	5	TT (1229)	1	(ONLY IF ER300_01=1) Izmaiņas darba organizācijā	1	2	3	4	5
(1230)	2	(ONLY IF ER300_02=1) A redesign of the work area	1	2	3	4	5	TT (1230)	2	(ONLY IF ER300_02=1) Darba vietas pārplānošana	1	2	3	4	5
(1231)	3	(ONLY IF ER300_03=1) Confidential counseling for employees	1	2	3	4	5	TT (1231)	3	(ONLY IF ER300_03=1) Konfidenciālas darbinieku konsultācijas	1	2	3	4	5
(1232)	4	(ONLY IF ER300_04=1) Set-up of a conflict resolution procedure	1	2	3	4	5	TT (1232)	4	(ONLY IF ER300_04=1) Konfliktu risināšanas kārtības plānošana	1	2	3	4	5

5	(ONLY IF ER300_05=1) Changes to working time arrangements	1	2	3	4	5			5	(ONLY IF ER300_05=1) Izmaiņas darba laika sistēmā	1	2	3	4	5
(1233)							TT	**(1233)**							
6	(ONLY IF ER300_06=1) Provision of training	1	2	3	4	5	TT		6	(ONLY IF ER300_06=1) Apmācību nodrošināšana	1	2	3	4	5
(1234)								**(1234)**							

EB620.3 ER301 MODIFY		EB620.3 ER301 MODIFY

ASK ALL	RT	JAUTĀT VISIEM

ER303 Does your establishment inform the employees about psychosocial risks and their effect on health and safety? — TT

ER303 Vai jūsu uzņēmuma vienībā darbinieki tiek informēti par psihosociālajiem riskiem un to ietekmi uz drošību un veselību?

(1235)

Yes	1	RT	Jā	1
No	2	RT	Nē	2
DK/ NA (SPONTANEOUS)	3	TT	Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 ER303 MODIFY		EB620.3 ER303 MODIFY

ER308 Have you in the last 3 years received any requests from employees to tackle work-related stress? — TT

ER308 Vai pēdējo 3 gadu laikā jūsu esat saņēmis darbinieku lūgumu risināt jautājumus, kas saistīti ar stresu darba vietā?

Interviewer: Read out definition if necessary: Work-related stress is experienced when the demands of the work exceed the employees' ability to cope with or control them. — TT

Intervētājam: ja nepieciešams, nolasīt definīciju: stress, kas saistīts ar darba pienākumu izpildi, ir stress, kas rodas, kad prasības pārsniedz darbinieku spējas tikt galā ar darbu vai to kontrolēt.

(1236)

Yes	1	RT	Jā	1
No	2	RT	Nē	2
DK/ NA (SPONTANEOUS)	3	TT	Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 ER308 MODIFY		EB620.3 ER308 MODIFY

ER309 And have you in the last 3 years received requests to tackle bullying or harassment? — TT

ER309 Vai pēdējo 3 gadu laikā jūsu esat saņēmis darbinieku lūgumu risināt jautājumus, kas saistīti ar iebiedēšanu vai psiholoģisko teroru darba vietā?

Interviewer: Read out definition if necessary: Bullying or harassment occurs when one or more workers or managers are abused, humiliated or assaulted by colleagues or superiors. — TT

Intervētājam: ja nepieciešams, nolasīt definīciju: iebiedēšana vai psiholoģiskais terors rodas, kad viens vai vairāki darbinieki vai vadītāji cieš no kolēģu vai vadītāju apvainojumiem, pazemojumiem vai uzbrukumiem.

(1237)

Yes	1	RT	Jā	1
No	2	RT	Nē	2
DK/ NA (SPONTANEOUS)	3	TT	Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 ER309 MODIFY		EB620.3 ER309 MODIFY

ER310 And what about workplace violence? Have there in the last 3 years been any requests to deal with this issue? — TT

ER310 Un kā ar vardarbību? Vai pēdējo 3 gadu laikā jūsu esat saņēmis darbinieku lūgumu risināt jautājumus, kas saistīti ar vardarbību darba vietā?

Interviewer: Read out definition if necessary: Work-related violence occurs when one or more workers or managers are threatened, assaulted or abused by clients, patients or pupils. — TT

Intervētājam: ja nepieciešams, nolasīt definīciju: par vardarbību darba vietā tiek uzskatīti draudi, uzbrukumi vai apvainojumi vienam vai vairākiem darbiniekiem vai vadītājiem no klientu, pacientu vai skolnieku puses.

(1238)

Yes	1	RT	Jā	1
No	2	RT	Nē	2
DK/ NA (SPONTANEOUS)	3	TT	Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 ER310 MODIFY

G. DRIVERS AND BARRIERS FOR PSYCHOSOCIAL RISK MANAGEMENT — TT

ASK ALL — RT

ER400	Compared to other safety and health issues: Is it more difficult to tackle psychosocial risks, is it less difficult or is there no difference?	TT
	(1259)	
More difficult	1	RT
Less difficult	2	TT
No difference	3	TT
DK/ NA (SPONTANEOUS)	4	TT

EB620.3 ER400 MODIFY

ER402	How willing is your management to introduce measures for tackling psychosocial risks? Is it very willing, quite willing, quite unwilling or very unwilling to tackle this issue?	TT
	(1260)	
Very willing	1	TT
Quite willing	2	TT
Quite unwilling	3	TT
Very unwilling	4	TT
DK/ NA (SPONTANEOUS)	5	TT

EB620.3 ER402 MODIFY

ER403	Do you consider the measures your establishment has taken for managing psychosocial risks to be sufficient?	TT
	(1261)	
Yes	1	RT
No	2	RT
DK/ NA (SPONTANEOUS)	3	TT

EB620.3 ER403

Thank you very much for your cooperation — TT

END OF THE INTERVIEW — TT

EB620.3 ER310 MODIFY

G. STIMULI UN ŠĶĒRŠĻI PSIHOSOCIĀLO RISKU PĀRVALDĪBAI

JAUTĀT VISIEM

ER400	Salīdzinot ar citiem ar darba drošību un veselības aizsardzību saistītiem jautājumiem: Vai novērst psihosociālos riskus ir grūtāk, vieglāk vai nav atšķirības.
	(1259)
Grūtāk	1
Vieglāk	2
Nav atšķirības	3
Nav atbildes (SPONTĀNI)	4

EB620.3 ER400 MODIFY

ER402	Cik lielā mērā jūsu vadība ir gatava ieviest pasākumus psihosociālo risku novēršanai: vai tā šos pasākumus ir gatava ieviest Ļoti labprāt, labprāt, nelabprāt vai ļoti nelabprāt?
	(1260)
Ļoti labprāt	1
Labprāt	2
Nelabprāt	3
Ļoti nelabprāt	4
Nezina/ nav atbildes (SPONTĀNI)	5

EB620.3 ER402 MODIFY

ER403	Vai, jūsuprāt, pasākumi, kas jūsu uzņēmuma vienībā tiek īstenoti psihosociālo risku novēršanai, ir pietiekami?
	(1261)
Jā	1
Nē	2
Nezina/ nav atbildes (SPONTĀNI)	3

EB620.3 ER403

Liels paldies par sadarbību!

INTERVIJAS BEIGAS