ZA6864

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

Country Questionnaire Malta (English)

	1. MM	TT		1. MM
		_		
	A. CONTACT PHASE	TT		A. CONTACT PHASE
our ou M	Company Alumbian	1	aumiou M	Current Number
survey_ivi	Survey Number	тт	M Survey_ivi	Survey Number
IVI		J''	IVI	
	[Do not ask - Please code 5395]	TT		[Do not ask - Please code 5395]
	(141-144)	_		(141-144)
	EDCOO O MM	1	ı	EDCOO O Surrey MM
	EB620.3 survey_MM	J		EB620.3 survey_MM
country	Country Code	1	country_	Country Code
country_ MM	,	TT	MM	,
		_		
	[Do not ask - Please use the code allowed]	TT		[Do not ask - Please use the code allowed]
	(145-146)			(145-146)
	EB620.3 country_MM	1		EB620.3 country_MM
	ED020.3 coding_wiw			EB020.3 Country_iviivi
Intnum M	Interview number		Intnum M	Interview number
M	Interview number	RT	M	
	(147-152)			(147-152)
	EB620.4 Intnum_MM NEW	1		EB620.4 Intnum_MM NEW
	ED020.4 IIIIIIUIII_IVIIVI INEW			EB020.4 IIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII
date MM	Date of interview	TT	date MM	Date of interview
	[Do not ask]	TT		[Do not ask]
	(153-154) (155-156)			(153-154) (155-156)
	day	TT		day
	EB620.3 date_MM	1	1	EB620.3 date_MM
	LD020.3 date_www			LD020.3 date_iviivi
idnum M	ID-number of the establishment (from sampling source)		idnum M	ID-number of the establishment (from sampling source)
M	ID-number of the establishment (from sampling source)	TT	M	3 · · · · · · · · · · · · · · · · · · ·
		-		
	[Do not ask - Make sure that MM and ER-interview from the same establishment have	TT		[Do not ask - Make sure that MM and ER-interview from the same establishment have
	(157-164)		i	(157-164)
	EB620.3 idnum MM	1	ı	EB620.3 idnum MM
	======================================	Ш		

int_typ_M M	Type of interview	тт	int_typ_M M	Type of interview
	[Do not ask - Please code '1' - No code '2' can be found for this questionnaire]	- TT		[Do not ask - Please code '1' - No code '2' can be found for this questionnaire]
	(165) MM	TT TT		MM 1 ER 2
	EB620.3 int_typ_MM			EB620.3 int_typ_MM
nace_MM	NACE-Code from sampling source	тт	nace_MM	NACE-Code from sampling source
	[Do not ask - The sector of activity will not be asked in the interview, but will be added from (166-171)	TT		[Do not ask - The sector of activity will not be asked in the interview, but will be added from (166-171)
	EB620.3 nace_MM			EB620.3 nace_MM
region_M M	Code for region	тт	region_M M	Code for region
	[Do not ask - Please send us your codebook]	TT		[Do not ask - Please send us your codebook]
	(172-173)			(172-173)
	EB620.3 region_MM			EB620.3 region_MM
	[Stress as necessary: 1) Emphasise again strict confidentiality of responses. 2) 20 to 25	ТТ		[Stress as necessary: 1) Emphasise again strict confidentiality of responses. 2) 20 to 25
MM001	Good morning / afternoon. My name is from <institute> in <location institute="" of="">. We</location></institute>	TT	MM001	Good morning / afternoon. My name is from MISCO International in Mriehel. We are
	[Tick what applies] (194)	TT		[Tick what applies] (194)
	The respondent is this person Respondent tries to put through to another person 2	TT TT		The respondent is this person 1 Respondent tries to put through to another person 2
	Refused 3	TT		Refused 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	ТТ		ASK MM002 TO MM004 IF MM001=2 - IF MM001=1 THEN GO TO MM050 - IF MM001=3
MM002	Interviewer has been put through to another person	тт	MM002	Interviewer has been put through to another person
	[Tick what applies]	ТТ		[Tick what applies]

		(195)		,	(195)
	Telephone is answered by a new respondent	1	TT	Telephone is answered by a new respondent	1
	Line busy / not answered	2	TT	Line busy / not answered	2
	Back to original person or switchboard	3	TT	Back to original person or switchboard	3
	back to original person of switchboard	1 0		Back to original person of switchboard	J
	ED000 0 MM000		1	EDOOG O MMOOO	
	EB620.3 MM002			EB620.3 MM002	
			ì		
	IF MM002=1 THEN START WITH MM001 AGAIN - IF MM002=2 THEN STO	P INTERVIEW	TT	IF MM002=1 THEN START WITH MM001 AGAIN - IF MM002=2 THEN ST	OP INTERVIEW
MM003Q	May I have the full name and the extension of this person? [If necessary: I we	ould like to talk to	TT MM003Q	May I have the full name and the extension of this person? [If necessary: I v	vould like to talk to
				,	
	[Tick what applies]		TT	[Tick what applies]	
	[Tick what applies]	(406)	111	[Tick what applies]	(400)
		(196)			(196)
	Information obtained	1	TT	Information obtained	1
	Call the present number (switchboard) again later on	2	TT	Call the present number (switchboard) again later on	2
	Refused	3	TT	Refused	3
		<u>.</u>			
	EB620.3 MM003Q MODIFY		İ	EB620.3 MM003Q MODIFY	
	LB020.3 MIMOU3Q MODII 1			LD020.3 MINIOUSQ MODII 1	
	I=v			1	
MM003H	Please choose the correct option		TT MM003H	Please choose the correct option	
	[Tick what applies]		TT	[Tick what applies]	
	<u></u>	(197)	!!	<u> </u>	(197)
	Mrs	1 1	TT	Mrs	1 1
	Mr	'	TT	Mr	<u>'</u>
	MF	2	11	IMF	2
	_		ı		
	EB620.3 MM003H MODIFY			EB620.3 MM003H MODIFY	
MM003N	Full name of the person asked in MM003		TT MM003N	Full name of the person asked in MM003	
	[Write down]		TT	[Write down]	
	1 40	(400 400 220)	1 1		(400 400 220)
	40	(198,199-238)	1	1 40	(198,199-238)
	EDOSS SAUGOSA		Ì	EDOGG O LUIGOGUI	
	EB620.3 MM003N			EB620.3 MM003N	
MM003T	Direct phone number of the person asked in MM003 (including city code)		TT MM003T	Direct phone number of the person asked in MM003 (including city code)	

	[Write down without /, ., +, etc for example 026611866]	TT	[Write down without /, ., +, etc for example 026611866]
	1 20 (239,240-259)	_	1 20 (239,240-259)
	EB620.3 MM003T	1	EB620.3 MM003T
	E5020.0 WW0001		25020.0 MIMOOOT
MM004	What do you think would be the best time to call again?	TT MM004	What do you think would be the best time to call again?
IVIIVIOO I	Triat do you tillin would be the best tille to ean again.	I I IVIIVIOO I	Trinat do you tilling from 500 till 500t tillio to our again.
	[Please code 'ddmm' and then 'hhmm']	ТТ	[Please code 'ddmm' and then 'hhmm']
	(260-263) (264-267)	<u>.</u>	(260-263) (264-267)
	Date Hour	TT	Date Hour
	Date	''	Date
	EB620.3 MM004	1	EB620.3 MM004
	LD020.3 WW004		EB020.0 WIWIOO4
	Thank you for your help. Good bye.	Тт	Thank you for your help. Good bye.
	Thank you for your holp. Good byo.	.	Thank you for your holp. Cood byo.
	TRY LATER	Тт	TRY LATER
		.	
	MM050 to MM099 : ask only in BE BG CY CZ EE EL HR HU IE LT MK MT PT RO SI SK TR	Тт	MM050 to MM099 : ask only in BE BG CY CZ EE EL HR HU IE LT MK MT PT RO SI SK TR
		.	
MM050	May I first of all check: Is the establishment at this address a single independent company or	TT MM050	May I first of all check: Is the establishment at this address a single independent company or
	may rimet of all orders to the contact of the conta		That is an energy of the contains and the address a onight mappendent company of
	(268)		(268)
	A single independent company or organization 1	TT	A single independent company or organization 1
	One of a number of different establishments	TT	One of a number of different establishments
	No answer 3	TT	No answer 3
	INO diiswei	11	ino answei
	EB620.4 MM050 NEW	1	EB620.4 MM050 NEW
	ED020.4 IVIIVIOSO INEVV		EB020.4 IVIIVI030 INEVV
	ASK MM050a TO MM099 IF MM050=2 OTHERS GO TO MM102	1	ASK MM050a TO MM099 IF MM050=2 OTHERS GO TO MM102
	ASK MIMUSUA TO MIMUSO IF MIMUSO = 2 OTHERS GO TO MIMITUZ	TT	ASK MIMOSOS TO MIMOSO IF MIMOSO Z OTHERS GO TO MIMITOZ
MANAOEO-	How many ampleyage does this company have in (OHD COUNTDV)? Discount to	TT MM050a	How many ampleyage does this company have in Malta 2 Places add up the superior of
MM050a	How many employees does this company have in (OUR COUNTRY)? Please add up the	I IVIIVIUSUA	How many employees does this company have in Malta? Please add up the number of
	Read out categories and tick only one! Count the number of persons. Each employee is	ТТ	Read out categories and tick only one! Count the number of persons. Each employee is
		<u> </u>	
	(269)		(269)

	1 to 9 employees	1	TT	1 to 9 employees	1
	10 to 19 employees	2	TT	10 to 19 employees	2
	20 to 49 employees	3	TT	20 to 49 employees	3
	50 to 249 employees	4	TT	50 to 249 employees	4
	250 to 499 employees	5	TT	250 to 499 employees	5
	500 or more employees	6	TT	500 or more employees	6
	No answer	7	TT	No answer	7
	EB620.4 MM050a1 NEW]	EB620.4 MM050a1 NEW	
	ASK MM051a TO MM099 IF MM050a=2,6 OTHERS STOP INTERVIEW]тт	ASK MM051 TO MM099 IF MM050a=2 - 6 OTHERS STOP INTERVIEW	
MM051	In this case we have to select one of the establishments for interview. This se	lection has to be	TT MM051	In this case we have to select one of the establishments for interview. This se	election has to be
	IF "NONE" CODE [0000] - IF "RESPONDENT HAS TO INVESTIGATE INFO	RMATION"	TT	IF "NONE" CODE [0000] - IF "RESPONDENT HAS TO INVESTIGATE INFO	ORMATION"
	(270-273)			(270-273)	
	establishments with 10 or more employees		TT	establishments with 10 or more employees	
	EB620.4 MM051 NEW]	EB620.4 MM051 NEW	
	IF MM051a=0 or 9998 STOP INTERVIEW]тт	IF MM051=0 or 9998 STOP INTERVIEW	
	IF MM051a=9999 GOTO MM053a]тт	IF MM051=1 GOTO MM053a IF MM051 = 9999 TRY AGAIN LATER	
	ASK MM052a TO MM052e IF MM051a=1-9997]тт	ASK MM052 TO MM052e IF MM051=2-9997: IF MM051 = 1 GO TO MM053a	а
MM052	Would you please tell me how many of these establishments have 10 to 19 e	mployees ?	TT MM052	Would you please tell me how many of these establishments have 10 to 19 e	employees?
	(IF "NONE" CODE '0000' - IF "DK" CODE '9999' - IF "RESPONDENT HAS	ГО	TT	(IF "NONE" CODE '0000' - IF "DK" CODE '9999' - IF "RESPONDENT HAS	ТО
	(274-277)		_	(274-277)	
	establishments with 10 to 19 employees		TT	establishments with 10 to 19 employees	
	EB620.4 MM052a NEW]	EB620.4 MM052a NEW	
MM052b	Would you please tell me how many of these establishments have 20 to 49 e	mployees ?	TT MM052b	Would you please tell me how many of these establishments have 20 to 49 e	employees?
	(IF "NONE" CODE '0000' - IF "DK" CODE '9999' - IF "RESPONDENT HAS	ГО	TT	(IF "NONE" CODE '0000' - IF "DK" CODE '9999' - IF "RESPONDENT HAS	ТО
	(278-281)		<u>=</u>	(278-281)	
	establishments with 20 to 49 employees		TT	establishments with 20 to 49 employees	
	EB620.4 MM052b NEW]	EB620.4 MM052b NEW	
MM052c	Would you please tell me how many of these establishments have 50 to 249	employees?	TT MM052c	Would you please tell me how many of these establishments have 50 to 249	employees?
	(IF "NONE" CODE '0000' - IF "DK" CODE '9999' - IF "RESPONDENT HAS	ГО	TT	(IF "NONE" CODE '0000' - IF "DK" CODE '9999' - IF "RESPONDENT HAS	TO
	(282-285)		-	(282-285)	
	establishments with 50 to 249 employees		TT	establishments with 50 to 249 employees	

EB620.4 MM052c NEW			EB620.4 MM052c NEW
MM052d Would you please tell me how many of these establishments have 250 to 499 employees?	TT	MM052d	Would you please tell me how many of these establishments have 250 to 499 employees?
(IF "NONE" CODE '0000' – IF "DK" CODE '9999' – IF "RESPONDENT HAS TO (286-289)	TT		(IF "NONE" CODE '0000' – IF "DK" CODE '9999' – IF "RESPONDENT HAS TO (286-289)
establishments with 250 to 499 employees	TT		establishments with 250 to 499 employees
EB620.4 MM052d NEW			EB620.4 MM052d NEW
MM052e Would you please tell me how many of these establishments have 500 or more employees	? TT	MM052e	Would you please tell me how many of these establishments have 500 or more employees?
(IF "NONE" CODE '0000' – IF "DK" CODE '9999' – IF "RESPONDENT HAS TO (290-293)	ТТ		(IF "NONE" CODE '0000' – IF "DK" CODE '9999' – IF "RESPONDENT HAS TO (290-293)
establishments with 500 or more employees	TT		establishments with 500 or more employees
EB620.4 MM052d NEW			EB620.4 MM052d NEW
MM052f Total number of establishments with 10 or more employees (MM052a to MM052e)	TT	MM052f	Total number of establishments with 10 or more employees (MM052a to MM052e)
Do not ask - has to be calculated automatically on the basis of the entries before (294-297)	TT		Do not ask - has to be calculated automatically on the basis of the entries before (294-297)
TOTAL NUMBER OF ESTABLISHMENTS WITH 10 OR MORE	TT		TOTAL NUMBER OF ESTABLISHMENTS WITH 10 OR MORE
EB620.4 MM052d NEW			EB620.4 MM052d NEW
Compare mm052f to figure indicated in MM051: If mm052f not equal mm051 show the	TT		#######################################
"Interviewer: The sum in MM052 is not the same as the total given in the previous question	TT		"Interviewer: The sum in MM052 is not the same as the total given in the previous question
SEL053 (Random selection before MM053)	TT		SEL053 (Random selection before MM053)
Step 1: Check entries for the five size classes in MM052 and select one size class as follow	s: TT		Step 1: Check entries for the five size classes in MM052 and select one size class as follows:
Step 2: - Compute: <txt_mm053> = label of the size class selected in step 1a or 1b (examp</txt_mm053>	le: TT		Step 2: - Compute: <txt_mm053> = label of the size class selected in step 1a or 1b (example:</txt_mm053>
Step 3: - If the figure entered in MM052 for the size class selected in step 1a/b = 1 (i.e. if	TT		Step 3: - If the figure entered in MM052 for the size class selected in step 1a/b = 1 (i.e. if
MM053a is asked if there is only 1 establishment with 10 or more employees in MM051 (i.e.	if TT		MM053a is asked if there is only 1 establishment with 10 or more employees in MM051 (i.e. if
IF MM052f=9998 CALL AGAIN LATER - IF MM052f=9997 STOP INTERVIEW	TT		IF MM052f=9998 GO TO MM004 (TRY AGAIN LATER). If all items in MM052-MM052e =
MM053a In this case the right unit for the interview would be the establishment with 10 or more	TT	MM053a	In this case the right unit for the interview would be the establishment with 10 or more
[Tick what applies]	TT		[Tick what applies]
(298)			(298)

	In e respondent is this person Information obtained Call the present number (switchboard) again later on Refused	1 2 3 4	TT TT TT	In e respondent is this person Information obtained Call the present number (switchboard) again later on Refused	1 2 3 4
	EB620.4 MM053a NEW			EB620.4 MM053a NEW	
	IF MM0053a=4 THEN STOP INTERVIEW		TT	IF MM0053a=4 THEN STOP INTERVIEW	
MM053a H	Please choose the correct option		тт	Please choose the correct option	
	[Tick what applies]	(299)	ТТ	[Tick what applies]	(299)
	Mrs Mr	1	TT TT	Mrs Mr	1 2
	EB620.4 MM053aH NEW			EB620.4 MM053aH NEW	
MM053a N	Full name of the person asked in MM053a		тт	Full name of the person asked in MM053a	
	[Write down] 1 40	(300,301-340)	TT	[Write down] 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)		тт	Direct phone number of the person asked in MM053a (including city code)	
	[Write down without /, ., +, etc for example 026611866]	(341,342-361)	ТТ	[Write down without /, ., +, etc for example 026611866]	(341,342-361)
	1 20	(371,342-301)		1 20	(3+1,342-301)

EB620.4 MM053aT NEW		EB620.4 MM053aT NEW
IF MM0053a=3	ТТ	IF MM0053a=3
Thank you very much. Good bye.	TT	Thank you very much. Good bye.
Quit interview and call again later at agreed time. Start interview with MM053 then.	TT	Quit interview and call again later at agreed time. Start interview with MM053 then.
Make sure that information collected so far is stored and will be available for second ca	II and TT	Make sure that information collected so far is stored and will be available for second call and
IF MM0053a=1 GO TO MM099	TT	IF MM0053a=1 GO TO MM099
IF MM0053a=2 GO TO MM097	TT	IF MM0053a=2 GO TO MM097
MM053b is asked if there is only 1 establishment in the size class selected in SEL053,	step	MM053b is asked if there is only 1 establishment in the size class selected in SEL053, step
M053b In this case the right unit for the interview would be the establishment with <txt_mm053:< th=""><th>>. TT MM05</th><th>In this case the right unit for the interview would be the establishment with <txt_mm053>.</txt_mm053></th></txt_mm053:<>	>. TT MM05	In this case the right unit for the interview would be the establishment with <txt_mm053>.</txt_mm053>
[Tick what applies] (362)	ТТ	[Tick what applies] (362)
The respondent is this person 1 Information obtained 2	TT TT	The respondent is this person Information obtained 2
Call the present number (switchboard) again later on 3	TT	Call the present number (switchboard) again later on 3
Refused 4	TT	Refused 4
EB620.4 MM053b NEW		EB620.4 MM053b NEW
IF MM0053b=4 THEN STOP INTERVIEW	TT	IF MM0053b=4 THEN STOP INTERVIEW
Please choose the correct option	TT H	Please choose the correct option
[Tick what applies]	TT	[Tick what applies]
(363) Mrs 1	TT	(363) Mrs
Mr 2	ŤŤ	Mr 2
EB620.4 MM053bH NEW		EB620.4 MM053bH NEW

MM053b N	Full name of the person asked in MM053b	7	MM053 TT N	Full name of the person asked in MM053b	
	[Write down]		п	[Write down]	
		64,365-404)			(364,365-404)
	EB620.4 MM053bN NEW			EB620.4 MM053bN NEW	
MM053bT	Direct phone number of the person asked in MM053b (including city code)	7	TT MM053	DID Direct phone number of the person asked in MM053b (including city code)	
•	[Write down without /, ., +, etc for example 026611866]		т	[Write down without /, ., +, etc for example 026611866]	
		05,406-425)		1 20 ((405,406-425)
	EB620.4 MM053bT NEW			EB620.4 MM053bT NEW	
	IF MM0053b=1 GO TO MM099		ГТ	IF MM0053b=1 GO TO MM099	
	IF MM0053b=2 GO TO MM097		ГΤ	IF MM0053b=2 GO TO MM097	
	IF MM0053b=3		ГΤ	IF MM0053b=3	
	Thank you very much. Good bye.		Т	Thank you very much. Good bye.	
	Quit interview and call again later at agreed time. Start interview with MM053 th	en.	Т	Quit interview and call again later at agreed time. Start interview with MM053	then.

	Make sure that information collected so far is stored and will be available for second call and	TT	Г	Make sure that information collected so far is stored and will be available for second call and
	MM053c is asked if there is more than 1 establishment in the size class selected in SEL053,	тт	Г	MM053c is asked if there is more than 1 establishment in the size class selected in SEL053,
	Make a random selection of one letter between A and Z and show this letter here.		-	Make a random selection of one letter between A and Z and show this letter here.
	Make a random selection of one letter between A and Z and show this letter here.	TT		Make a random selection of one letter between A and Z and show this letter here.
MM053c	In this case I would like to conduct the interview for one of the establishments with	TT	MM053c	In this case I would like to conduct the interview for one of the establishments with
	If more than one establishment in this community: And which of these establishments is	ТТ	Г	If more than one establishment in this community: And which of these establishments is
	(426)			(426)
	The respondent is this person	TT		The respondent is this person
	Information obtained 2	TT		Information obtained 2
	Call the present number (switchboard) again later on 3	TT		Call the present number (switchboard) again later on 3
	Refused 4	TT	Г	Refused 4
	EB620.4 MM053c NEW			EB620.4 MM053c NEW
	IF MM0053c=4 THEN STOP INTERVIEW	TT	Г	IF MM0053c=4 THEN STOP INTERVIEW
MM053cH	Please choose the correct option		MM053cH	Please choose the correct option
		TT	T	
	[Tick what applies]	ТТ	Г	[Tick what applies]
	(427)			(427)
	Mrs 1	TT	Г	Mrs 1
	Mr 2	TT	Г	Mr 2
	EB620.4 MM053cH NEW			EB620.4 MM053cH NEW
MANAGE N	E II CII LI LI MMOTO		1414050	III III III III III III III III III II
MIMU53CN	Full name of the person asked in MM053c	ТТ		Full name of the person asked in MM053c
		_ 	-	
	[Write down]	TT		[Write down]
	1 40 (428,429-468)	_		1 40 (428,429-468)
	EB620.4 MM053cN NEW			EB620.4 MM053cN NEW

MM053cT	Direct phone	e number of the person asked in MM053c (including city code)	тт	MM053cT	Direct phone number of the person asked in MM053c (including city code)	
	[Write down	without /, ., +, etc for example 026611866] (469,470-	TT		[Write down without /, ., +, etc for example 026611866]	(469,470-489)
	1 20	(403,470-	469)		1 20	(469,470-469)
	EB600.' MM	1053cT NEW			EB600.' MM053cT NEW	
	IF MM00530	c=1 GO TO MM099	TT		IF MM0053c=1 GO TO MM099	
	IF MM00530	C=2 GO TO MM097	TT		IF MM0053c=2 GO TO MM097	
	IF MM0053d	c=3	TT		IF MM0053c=3	
	Thank you v	very much. Good bye.	TT		Thank you very much. Good bye.	
	Quit intervie	w and call again later at agreed time. Start interview with MM053 then.	TT		Quit interview and call again later at agreed time. Start interview with MM053	then.
	Make sure t	hat information collected so far is stored and will be available for second ca	II and TT		Make sure that information collected so far is stored and will be available for s	second call and
	ASK MM097	7 IF MM053a, MM053b or MM053c = 2	TT		ASK MM097 IF MM053a, MM053b or MM053c = 2	
MM097	Is the select	ed establishment the headquarters or is it a subsidiary site?	TT	MM097	Is the selected establishment the headquarters or is it a subsidiary site?	
		(490)				(490)
	Headquarte	rs 1	TT		Headquarters	1
	Subsidiary s No answer	2 3	TT TT		Subsidiary site No answer	2 3
	EB620.4 MN	M097 NEW			EB620.4 MM097 NEW	
	Thank you v	very much	ТТ		Thank you very much.	

	Quit interview. Call telephone number given in MM053a, b or c and ask for the person named	TT	Quit interview. Call telephone number given in MM053a, b or c and ask for the person named
	Make sure that information collected so far is stored and will be available for second call and	тт	Make sure that information collected so far is stored and will be available for second call and
	ASK MM099 IF MM053a, MM053b or MM053c = 1	ТТ	ASK MM099 IF MM053a, MM053b or MM053c = 1
MM099	Is the selected establishment the headquarters or is it a subsidiary site?	TT MM099	Is the selected establishment the headquarters or is it a subsidiary site?
	(491)		(491)
	Headquarters 1 Subsidiary site 2 No answer 3	TT TT TT	Headquarters 1 Subsidiary site 2 No answer 3
	EB620.4 MM099 NEW		EB620.4 MM099 NEW
	IF MM099=1 ,2,3 GO TO MM102	ТТ	IF MM099=1 ,2,3 GO TO MM102b
	B. BACKGROUND INFORMATION	тт	B. BACKGROUND INFORMATION
	ASK MM100 TO ALL EXCEPT in BE BG CY CZ EE EL HR HU IE LT MK MT PT RO SI SK	тт	ASK MM100 TO ALL EXCEPT in BE BG CY CZ EE EL HR HU IE LT MK MT PT RO SI SK
MM100	May I first of all check: Is the establishment at this address a single independent organisation,	NTL <mark>MM100</mark>	
	[Tick what applies] A single independent company or organization 1 One of a number of different establishments 2 DK/ NA (SPONTANEOUS) 3	NTL NTL NTL NTL	(512) 1 2 3
	EB620.3 MM100 MODIFY		EB620.3 MM100 MODIFY
	ASK MM101 IF MM050=2 OR MM100=2	тт	ASK MM101 IF MM050=2 OR MM100=2
MM101	Is it the headquarters or is it a subsidiary site?	TT MM101	Is it the headquarters or is it a subsidiary site?
	[Tick what applies] (513)	ТТ	[Tick what applies] (513)
	Headquarters 1 Subsidiary site 2 DK/ NA (SPONTANEOUS) 3	TT TT TT	Headquarters 1 Subsidiary site 2 DK/ NA (SPONTANEOUS) 3
	EB620.3 MM101		EB620.3 MM101
	ASK MM102a IF MM050 OR MM100=1	тт	ASK MM102a IF MM050 OR MM100=1
MM102a	Approximately how many employees work at this establishment? Please refer to the local site	TT MM102a	Approximately how many employees work at this establishment?

	[Count the number of persons - Each employee is counted as one person, regardless whether (514-518)	er I I		[Count the number of persons - Each employee is counted as one person, regardless whether (514-518)
	(514-516) employees	ТТ		employees
	in i			Jan Jacob
	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	TT	MM102b	Approximately how many employees work at this establishment? Please refer to the local site
	[Count the number of persons - Each employee is counted as one person, regardless whether	er TT	-	[Count the number of persons - Each employee is counted as one person, regardless whether
	(519-523)			(519-523)
	employees	TT	-	employees
	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		The survey is now finished. Thank you for your help. Goodbye.
	ASK ALL	RT	Г	ASK ALL
MM103	Does this establishment belong to the public sector?	TT	MM103	Does this establishment belong to the public sector?
	[Tick what applies]	ТТ	-	[Tick what applies]
	(524)	·		(524)
	Yes 1	RT		Yes 1
	No 2	RT		No 2
	DK/ NA (SPONTANEOUS) 3	TT		DK/ NA (SPONTANEOUS) 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	MM106	Was this establishment founded before 1990, between 1990 and 2005 or after 2005?
	[Read out]	ТТ	-	[Read out]
	(525)		_	(525)
	Before 1990 1	TT		Before 1990 1
	Between 1990 and 2005 2 After 2005 3	TT		Between 1990 and 2005 2 After 2005 3
	DK/ NA (SPONTANEOUS) 3	TT		DK/ NA (SPONTANEOUS)
	EB620.3 MM106 MODIFY			EB620.3 MM106 MODIFY
	C. GENERAL HEALTH AND SAFETY MANAGEMENT IN THE ESTABLISHMENT	TT	-	C. GENERAL HEALTH AND SAFETY MANAGEMENT IN THE ESTABLISHMENT

	ASK ALL				RT		ASK ALL					
MM150	What health and safety services do you use, be it in-house	or contracte	ed externally	<i>i</i> ?	ТТ	MM150	What health and safety services do you use, be it in-house	or contracte	d externally	?		
	[Read out]	Yes	No	DK/ NA	- TTT		[Read out]	Yes	No	DK/ NA		
	[iveau out]	163	140	DIVINA	J		[Read Out]	163	INO	DIV IVA		
(546)	1 An occupational health doctor	1	2	3		(546)	1 An occupational health doctor	1	2	3		
(547) (548)	2 A safety expert 3 A psychologist	11	2	3		(547) (548)	2 A safety expert 3 A psychologist	1	2	3		
(549)	4 An ergonomics expert, dealing with the set up of the	1	2	3		(549)	4 An ergonomics expert, dealing with the set up of the	1	2	3		
(550)	5 A general health and safety consultancy	1	2	3		(550)	5 A general health and safety consultancy	1	2	3		
	EB620.3 MM150 MODIFY						EB620.3 MM150 MODIFY					
NANA450	D		0		1	MM152			0			
MM152	Does your establishment routinely analyse the causes of sic	Kness abs	ence?] ' '	IVIIVI152	Does your establishment routinely analyse the causes of sic	kness abse	nce?			
	[Tick what applies]				TT		[Tick what applies]					
	D		(551)						(551)			
	Yes No		1 2		RT RT		Yes No		1 2			
	DK/ NA (SPONTANEOUS)		3		TT		DK/ NA (SPONTANEOUS)					
					_ ` `							
	EB620.3 MM152 MODIFY						EB620.3 MM152 MODIFY					
MM153	Do you take measures to support employees' return to work	following	a long-term :	sickness	ТТ	MM153	Do you take measures to support employees' return to work	following a	long-term s	sickness		
	po you take modeline to support employees retain to well	. rono ming c	a long tollin	0.0000			Do you take medealed to eapper employees total to well	. rono ming a	long tomic	0.0.0.000		
	[Tick what applies]				TT		[Tick what applies]					
	Ves		(552)		RT		Yes		(552)			
	Yes No		2		RT		No No		2			
	DK/ NA (SPONTANEOUS)		3		TT		DK/ NA (SPONTANEOUS)		3			
					-							
	EB620.3 MM153 MODIFY						EB620.3 MM153 MODIFY					
MM154	Is the health of employees monitored through regular medic	al examina	itions?		TT	MM154	Is the health of employees monitored through regular medic	al examinat	ions?			
	[Tick what applies]				TT		[Tick what applies]					
	Yes		(553)		RT		Yes		(553)			
	No No		2		RT		No		2			
	DK/ NA (SPONTANEOUS)		3		TT		DK/ NA (SPONTANEOUS)		3			
	EB620.3 MM154 MODIFY						EB620.3 MM154 MODIFY					
MM155	Is there a documented policy, established management syst	tem or action	on plan on h	ealth and	тт	MM155	Is there a documented policy, established management sys	tem or actio	n plan on h	ealth and		

EE				!) 1 2	RT RT		Yes		(554	Í
No Dr	o K/ NA (SPONTANEOUS)			1 2					1	1
DE	K/ NA (SPONTANEOUS)			2	RT					
EE	,						No		2	
	R620.2 MM155		•	3	TT		DK/ NA (SPONTANEOUS)		3	į
AS	DOZU.3 IVIIVI 133						EB620.3 MM155			
	SK MM156 IF MM155 = 1				TT	-	ASK MM156 IF MM155 = 1			
MM156 In	practice, how much of an impact does this policy, manage	gement syste	em or actio	n plan hav	ve TT	MM156	In practice, how much of an impact does this policy, mana	agement syste	em or action	n plan have
<u>IR</u>	Read out]				ТТ		[Read out]			
<u> </u>			(555	5)			[11000000]		(555)
La	arge impact		(***	1	TT	-	Large impact		(****	Í
	ome impact			2	TT	•	Some impact		2	2
	ractically no impact			3	TT	•	Practically no impact		3	3
	K/ NA (SPONTANEOUS)		4	4	TT	-	DK/ NA (SPONTANEOUS)		4	Ĺ
EF	B620.3 MM156 MODIFY						EB620.3 MM156 MODIFY			
AS	SK MM157 IF MM155 = 2				TT	-	ASK MM157 IF MM155 = 2			
MM157 Ar	re there any particular reasons for not having developed s	such a policy	y, manager	ment syste	em TT	MM157	Are there any particular reasons for not having developed	such a policy	y, managen	nent system
	[Read out]	Yes	No	DK/ N	A TT		[Read out]	Yes	No	DK/ NA
(556)	1 We don't see the benefit of such a policy,	1	2	3	—]тт	(556)	1 We don't see the benefit of such a policy,	1 1	2	3
	2 We haven't had time to develop any of these	1	2	3		(557)	2 We haven't had time to develop any of these	1	2	3
	3 We don't have the expertise to develop these	1	2	3		(558)	3 We don't have the expertise to develop these	1	2	3
· · ·	4 In view of our health and safety risks this is not	1	2	3		(559)	4 In view of our health and safety risks this is not	1	2	3
(560)	5 The necessary financial resources were not	1	2	3		(560)	5 The necessary financial resources were not	1	2	3
EE	B620.3 MM157						EB620.3 MM157			
AS	SK ALL				RT	г	ASK ALL			
MM158 Ar	re health and safety issues raised in high level managem	ent meeting	s regularly,	i	TT	MM158	Are health and safety issues raised in high level manager	ment meeting	s regularly,	
ĪR	Read out]				ТТ		[Read out]			
			(561)			<u> </u>		(561)
Re	egularly		,	1	RT	Г	Regularly		<u> </u>	ł
	ccasionally		- 2	2	RT	Г	Occasionally		2	<u>?</u>
	ractically never			3	TT	•	Practically never		3	
Pr	K/ NA (SPONTANEOUS)		4	4	TT		DK/ NA (SPONTANEOUS)		4	1

MM159	Overall, how would you rate the degree of involvement of the line managers a	and supervisors	TT MM159	Overall, how would you rate the degree of involvement of the line managers and supervisors
	[Read out]		 TT	[Read out]
		(562) 1 2 3 4 5	' TT TT TT TT TT	Very high 1 Quite high 2 Quite low 3 Very low 4 DK/ NA (SPONTANEOUS) 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	TT MM161	Are workplaces in the establishment regularly checked for safety and health as part of a risk
	[Tick what applies] Yes No DK/ NA (SPONTANEOUS)	(563) 1 2 3	TT RT RT TT	[Tick what applies] Yes 1 No 2 DK/ NA (SPONTANEOUS) 3
	EB620.3 MM161 MODIFY			EB620.3 MM161 MODIFY
MM162	ASK MM162 TO MM166 IF MM161 = 1 Are these risk assessments or workplace checks mostly conducted by your of	wn staff or are	TT MM162	ASK MM162 TO MM166 IF MM161 = 1 Are these risk assessments or workplace checks mostly conducted by your own staff or are
	[Read out]	(FC4)]тт	[Read out]
	Conducted by own staff Contracted to external providers Both about equally (SPONTANEOUS) DK/ NA (SPONTANEOUS)	(564) 1 2 3 4	TT TT TT TT	Conducted by own staff Contracted to external providers Both about equally (SPONTANEOUS) DK/ NA (SPONTANEOUS) 4
	EB620.3 MM162 MODIFY]	EB620.3 MM162 MODIFY
MM163	On which occasions are these risk assessments or workplace checks carried	out?	TT MM163	On which occasions are these risk assessments or workplace checks carried out?
	[Read out] Yes N	o DK/ NA]тт	[Read out] Yes No DK/ NA
(565) (566) (567)	1 Following a change in the staffing, layout or 1 2 2 At the request of employees, e.g. in case of 1 2 3 At regular intervals, without any specific cause 1 2	2 3	TT (565) TT (566) TT (567)	1 Following a change in the staffing, layout or 1 2 3 2 At the request of employees, e.g. in case of 1 2 3 3 At regular intervals, without any specific cause 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	Which of the following areas are routinely considered in these checks?

	[Read out]	Yes	No	DK/ NA	TT		[Read out]	Yes	No	DK/ NA
(500)		1 4			7	(500)				
(568)	1 Equipment and working environment	1	2	3	TT		1 Equipment and working environment	1	2	3
(569)	2 The way work is organised	1	2	3	TT		2 The way work is organised	1	2	3
(570) (574)	Irregular or long working hours Supervisor-employee relationships	1	2	3			Irregular or long working hours Supervisor-employee relationships	1	2	3
(571)	4 Supervisor-employee relationships	l I		3]	(571)	4 Supervisor-employee relationships	l l		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	Which of the following actions have been taken as a follow	-up to these	checks?	
	[Read out]	Yes	No	DK/ NA	TT		[Read out]	Yes	No	DK/ NA
(572)	Changes to equipment or working environment	1	2	3	ТТ	(572)	Changes to equipment or working environment	1	2	3
(573)	Changes to the way work is organised	1	2	3	TT	(573)	Changes to the way work is organised	1	2	3
(574)	3 Changes to working time arrangements	1	2	3	TT	(574)	3 Changes to working time arrangements	1	2	3
(575)	4 Provision of training	1	2	3	TT	(575)	4 Provision of training	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 ca	rried out? F	Please tell	ТТ	MM169	Are there any particular reasons why these checks are not	regularly car	ried out? P	lease tell
	,						,	<u> </u>		
	[Read out] - Items randomize	Yes	No	DK/ NA	TT		[Read out] - Items randomize	Yes	No	DK/ NA
(576)	The necessary expertise is lacking	1	2	3	Ттт	(576)	The necessary expertise is lacking	1	2	3
(577)	2 Risk assessments are too time consuming or	1	2	3	TT		2 Risk assessments are too time consuming or	1	2	3
(578)	3 The legal obligations on risk assessment are too	1	2	3		(578)	3 The legal obligations on risk assessment are too	1	2	3
(579)	4 It is not necessary, because we do not have any	1	2	3	TT	(579)	4 It is not necessary, because we do not have any	1	2	3
	EB620.3 MM169 MODIFY						EB620.3 MM169 MODIFY			
	ASK ALL				RT		ASK ALL			
	ASK ALL				IK I		ASK ALL			
MM170	Has the {labour inspectorate}* visited this workplace in the	last 3 years	in order to	check	ТТ	MM170	Has the labour inspectorate visited this workplace in the la	st 3 years in	order to ch	eck health
		,						,		
	[Tick what applies]			-	TT		[Tick what applies]			
	v		(580)	-		lv.		(580))
	Yes			l	RT		Yes		1	
	No DK/ NA (SPONTANEOUS)				RT TT		No DK/ NA (SPONTANEOUS)		3	
	DK/ NA (SPONTANEOUS)		3	3	11		DK/ NA (SPONTANEOUS)		3	•
	EB620.3 MM170 MODIFY						EB620.3 MM170 MODIFY			
N 4N 44 7 4	1474 In your catablishment how important are the following recence for addressing health and						La companya de la Calendaria de La Calen			later and all
MM171	In your establishment, how important are the following reasons for addressing health and						In your establishment, how important are the following reas	sons for addi	essing nea	ith and

1	ployees or their absence	Major	Minor	No	DK/ NA	TT		[Read out]	Major	Minor	No	DK/ NA
2 Requests from emplot	ployees or their absence		2	3	4	ТТ	(581)	1 Fulfillment of legal obligation	1	2	3	4
3 Staff retention and at (584) 4 Economic or perform (585) 5 Requirements from c (586) 6 Pressure from the {la EB620.3 MM171 MODIFY MM172 In your establishment, what [Read out] (587) 1 A lack of resources s (588) 2 A lack of awareness (589) 3 A lack of technical su (590) 4 A lack of technical su (591) 5 The culture within the (592) 6 The sensitivity of the EB620.3 MM172 MODIFY MM173 Have you used health and [Read out] (593) 1 Official institutes for h (594) 2 The European Agence (595) 3 In-house health and (596) 4 The {labour inspector (597) 5 Employers' organisat (598) 6 Trade unions (599) 7 Contracted health and (600) 8 Insurance providers EB620.3 MM173 MODIFY ASK ALL	absence	1	2	3	4	╁┼	` '	2 Requests from employees or their	1	2	3	4
4		1	2	3		TT		3 Staff retention and absence	1	2	3	4
Section		1	2	3	4	╁╁	` '	4 Economic or performance-related	1	2	3	4
EB620.3 MM171 MODIFY		1	2	_	4	╁┼			1	2	3	4
EB620.3 MM171 MODIFY		<u> </u>		3		4		5 Requirements from clients or concern	1		3	
Read out Read out	{labour inspectorate}^	1	2	3	4	TT	(586)	6 Pressure from the labour inspectorate	1	2	3	4
[Read out]	Υ							EB620.3 MM171 MODIFY				
(587)	hat are the main difficu	ılties in deal	ing with hea	Ith and safe	ety? Please	ТТ	MM172	In your establishment, what are the main diffic	ulties in deal	ing with hea	Ith and safe	ty? Please
2		Major	Minor	No	DK/ NA	тт		[Read out]	Major	Minor	No	DK/ NA
2					T .	1						
3		1	2	3	4	TT		1 A lack of resources such as time, staff	1	2	3	4
A lack of technical su		1	2	3		TT		2 A lack of awareness	1	2	3	4
(591) 5 The culture within the (592) 6 The sensitivity of the EB620.3 MM172 MODIFY MM173 Have you used health and [Read out] (593) 1 Official institutes for the European Agency (595) 3 In-house health and sense (596) 4 The European Agency (597) 5 Employers' organisate (598) 6 Trade unions (599) 7 Contracted health and (600) 8 Insurance providers EB620.3 MM173 MODIFY ASK ALL		1	2	3	4	TT		3 A lack of expertise	1	2	3	4
(592) 6 The sensitivity of the EB620.3 MM172 MODIFY MM173 Have you used health and [Read out] (593) 1 Official institutes for health and sense to health and sense		1	2	3		TT		4 A lack of technical support or guidance	1	2	3	4
EB620.3 MM172 MODIFY MM173 Have you used health and [Read out] (593) 1 Official institutes for health and services (594) 2 The European Agency (595) 3 In-house health and services (596) 4 The (labour inspector (597) 5 Employers' organisate (598) 6 Trade unions (599) 7 Contracted health and (600) 8 Insurance providers EB620.3 MM173 MODIFY ASK ALL		1	2	3	4	TT		5 The culture within the establishment	1	2	3	4
Image:	ne issue	1	2	3	4	TT	(592)	6 The sensitivity of the issue	1	2	3	4
(593) (594) (594) (2) The European Agency (595) (3) In-house health and sylventification (597) (596) (4) The {labour inspector organisaty (598) (598) (6) Trade unions (599) (7) Contracted health and sylventification (600) (600) EB620.3 MM173 MODIFY ASK ALL	nd safety information fro	om any of th	ne following	bodies or in	stitutions?	TT	MM173	Has your establishment used health and safet	y information	from any of	the following	ng bodies or
(594) (595) 2 The European Agency (595) 3 In-house health and s (596) 4 The {labour inspector (597) 5 Employers' organisat (598) 6 Trade unions (599) 7 Contracted health an (600) 8 Insurance providers EB620.3 MM173 MODIFY ASK ALL			Yes	No	DK/ NA	TT		[Read out]		Yes	No	DK/ NA
2 The European Agency (595) 3 In-house health and s (596) 4 The {labour inspector (597) 5 Employers' organisat (598) 6 Trade unions (599) 7 Contracted health an (600) 8 Insurance providers EB620.3 MM173 MODIFY ASK ALL	or health and safety at	work	1	2	3	ТТ	(593)	1 Official institutes for health and safety at	work	1	2	3
(595) (596) (597) (598) (599) (599) (599) (590) (590) (590) (591) (591) (592) (593) (593) (594) (595) (595) (596) (597) (597) (598) (600) (7) (8) (8) (9) (9) (9) (9) (9) (9) (9) (9) (9) (9			1	2	3	TT		2 The European Agency for safety and he		1	2	3
(596) 4 The {labour inspector 597) 5 Employers' organisat 698) 6 Trade unions 7 Contracted health an 8 Insurance providers EB620.3 MM173 MODIFY ASK ALL			1	2		TT		3 In-house health and safety services		1	2	3
(597) 5 Employers' organisat (598) 6 Trade unions (599) 7 Contracted health an (600) 8 Insurance providers EB620.3 MM173 MODIFY	d safety services		1	2		TT		4 The labour inspectorate		1	2	3
(598) 6 Trade unions (599) 7 Contracted health an (600) 8 Insurance providers EB620.3 MM173 MODIFY ASK ALL			1	2	3	TT	` '	5 Employers' organisations		1	2	3
(600) 7 Contracted health an 8 Insurance providers EB620.3 MM173 MODIFY ASK ALL	ctorate)*		1 1								2	3
(600) 8 Insurance providers EB620.3 MM173 MODIFY ASK ALL	ctorate)*		1		3	RT	(598)	6 Trade unions		1		
ASK ALL	ctorate)* sations			2		-	(598) (599)	6 Trade unions 7 Contracted health and safety experts		1		
ASK ALL	ctorate)* sations and safety experts		1		3	RT TT TT	(599)	6 Trade unions 7 Contracted health and safety experts 8 Insurance providers			2 2	3
	ctorate)* sations and safety experts		1	2	3	TT	(599)	7 Contracted health and safety experts 8 Insurance providers			2	3
MM175 Are you aware of the Europ	ctorate)* sations and safety experts		1	2	3	TT	(599)	7 Contracted health and safety experts			2	3
	ctorate)* sations and safety experts		1	2	3	TT	(599) (600)	7 Contracted health and safety experts 8 Insurance providers			2	3
[Tick what applies]	etorate)* sations and safety experts rs	/ and health	1 1 1	2	3	TT TT	(599) (600)	7 Contracted health and safety experts 8 Insurance providers EB620.3 MM173 MODIFY	ty and health	1 1	2	3
	etorate)* sations and safety experts rs	y and health	1 1 1	2	3	TT TT	(599) (600)	7 Contracted health and safety experts 8 Insurance providers EB620.3 MM173 MODIFY ASK ALL Are you aware of the European Week for safe	ty and health	1 1	2	3
Yes	etorate)* sations and safety experts rs	y and health	1 1 1	2	3 3	TT TT]] RT]TT	(599) (600)	7 Contracted health and safety experts 8 Insurance providers EB620.3 MM173 MODIFY ASK ALL	ty and health	1 1	2	3 3

	No DK/ NA (SPONTANEOUS)				2 3	RT TT						2 3	
	EB620.3 MM175							EB620.3 MM175					
	D.HEALTH AND SAFETY RISKS IN THE EST	ABLISHME	NT			тт		D.HEALTH AND SAFETY RISKS IN THE ESTA	ABLISHME	NT			
	ASK ALL					RT		ASK ALL					
MM200	For each of the following issues, please tell me	whether it is	s of major c	oncern, so	me concern	TT M	MM200	For each of the following issues, please tell me	whether it	is of major co	oncern, so	me concerr	
	[Read out]	Major	Some	No	DK/ NA	TT		[Read out]	Major	Some	No	DK/ NA	
622) 623)	Dangerous substances (Int.: explain if Accidents	1	2	3	4 4	TT (6	622) 623)	1 Dangerous substances (Int.: explain if 2 Accidents	1	2	3	4	
624)	3 Noise and vibration	1	2	3	4	TT (6		3 Noise and vibration	1	2	3	4	
625)	Musculoskeletal disorders such as pain	1	2	3	4	TT (6		Musculoskeletal disorders such as pain	1	2	3	4	
626)	5 Work-related stress	1	2	3	4	TT (6		5 Work-related stress	1	2	3	4	
627)	6 Violence or threat of violence	1	2	3	4	TT (6		6 Violence or threat of violence	1	2	3	4	
628)	7 Bullying or harassment, i.e. abuse,	1	2	3	4	TT (6	628)	7 Bullying or harassment, i.e. abuse,	1	2	3	4	
MM202	EB620.3 MM200 MODIFY Several factors can contribute to stress, violence	ce and haras	ssment at w	ork; they c	oncern the	TT M	MM202	EB620.3 MM200 MODIFY Several factors can contribute to stress, violence	e and hara	ssment at wo	ork; they c	oncern the	
MM202		ce and haras	ssment at w	ork; they c	oncern the DK/ NA		MM202		e and hara	ssment at wo	ork; they c		
MM202 629)	Several factors can contribute to stress, violence	ce and haras						Several factors can contribute to stress, violence	e and hara				
629) 630)	Several factors can contribute to stress, violence [Read out]		Yes	No 2 2 2	DK/ NA 3 3	TT (6	629) 630)	Several factors can contribute to stress, violence [Read out] 1 Time pressure 2 Poor communication between management 2 Poor communication 2 P		Yes 1 1	No 2 2 2	DK/ N/	
629) 630) 631)	Several factors can contribute to stress, violence [Read out] 1 Time pressure 2 Poor communication between management 3 Poor co-operation amongst colleagues	ent and	Yes 1 1 1 1 1	No 2 2 2 2	DK/ NA 3 3 3 3	TT (6 TT (6	629) 630) 631)	Several factors can contribute to stress, violence [Read out]	ent and	Yes 1 1 1 1 1	No 2 2 2 2 2	3 3 3	
629) 630) 631) 632)	[Read out] 1 Time pressure 2 Poor communication between manageme 3 Poor co-operation amongst colleagues 4 Lack of employee control in organising the	ent and	Yes 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2	3 3 3 3	TT (6 TT (6 TT (6 TT (6	629) 630) 631) 632)	Several factors can contribute to stress, violence [Read out]	ent and	Yes 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2	3 3 3 3	
629) 630) 631) 632) 633)	Read out	ent and neir work	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2	3 3 3 3 3	TT (6 TT (6 TT (6 TT (6 TT (6	629) 630) 631) 632) 633)	[Read out]	ent and eir work	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2	3 3 3 3 3 3	
629) 630) 631) 632) 633) 634)	Read out	ent and neir work atients,	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3	TT (6 TT (6 TT (6 TT (6 TT (6 TT (6	629) 630) 631) 632) 633)	Read out	ent and eir work	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	DK/ N	
629) 630) 631) 632) 633) 634)	Read out	ent and neir work atients,	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3 3 3	TT (6 TT (6 TT (6 TT (6 TT (6 TT (6	629) 630) 631) 632) 633) 634)	Read out	ent and eir work	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3 3	
629) 630) 631) 632) 633) 634)	Read out	ent and neir work atients,	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3 3 3 3	TT (6 TT (6 TT (6 TT (6 TT (6 TT (6 TT (6	629) 630) 631) 632) 633) 634)	Read out	ent and eir work	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3	
629) 630) 631) 632) 633) 634) 635)	Read out	ent and neir work atients, onships	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	DK/ NA 3 3 3 3 3 3 3 3 3	TT (6 TT (6 TT (6 TT (6 TT (6 TT (6 TT (6	629) 630) 631) 632) 633) 634) 635) 636)	Read out	ent and eir work atients, onships	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3 3 3 3	
629) 630) 631) 632) 633) 634) 635) 636)	[Read out] 1 Time pressure 2 Poor communication between manageme 3 Poor co-operation amongst colleagues 4 Lack of employee control in organising th 5 Job insecurity 6 Having to deal with difficult customers, pa 7 Problems in supervisor — employee relati 8 Long or irregular working hours 9 An unclear human resources policy	ent and neir work atients, onships	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	DK/ NA 3 3 3 3 3 3 3 3 3	TT (6 TT (6 TT (6 TT (6 TT (6 TT (6 TT (6 TT (6	629) 630) 631) 632) 633) 634) 635) 636)	Read out	ent and eir work atients, onships	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3 3 3 3 3 3 3	
629) 630) 631) 632) 633) 634) 635) 636)	[Read out] 1 Time pressure 2 Poor communication between manageme 3 Poor co-operation amongst colleagues 4 Lack of employee control in organising th 5 Job insecurity 6 Having to deal with difficult customers, pa 7 Problems in supervisor – employee relative 8 Long or irregular working hours 9 An unclear human resources policy 10 Discrimination (for example due to gender	ent and heir work atients, honships er, age or	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	DK/ NA 3 3 3 3 3 3 3 3 3	TT (6 TT (6 TT (6 TT (6 TT (6 TT (6 TT (6 TT (6	629) 630) 631) 632) 633) 634) 635) 636)	Read out	ent and eir work atients, onships ender,	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3 3 3 3 3 3	
629) 630) 631) 632) 633) 634) 635) 636)	Read out	ent and heir work atients, honships er, age or	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	DK/ NA 3 3 3 3 3 3 3 3 3	TT (6 TT (6 TT (6 TT (6 TT (6 TT (6 TT (6 TT (6	629) 630) 631) 632) 633) 634) 635) 636)	Read out	ent and eir work atients, onships ender,	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3 3 3 3 3 3	
629) 630) 631) 632) 633) 634) 635) 636)	[Read out] 1 Time pressure 2 Poor communication between manageme 3 Poor co-operation amongst colleagues 4 Lack of employee control in organising th 5 Job insecurity 6 Having to deal with difficult customers, pa 7 Problems in supervisor – employee relati 8 Long or irregular working hours 9 An unclear human resources policy 10 Discrimination (for example due to gende	ent and heir work heir work heir stients, honships her, age or	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	DK/ NA 3 3 3 3 3 3 3 3 3	TT (6 TT (6 TT (6 TT (6 TT (6 TT (6 TT (6 TT (6	629) 630) 631) 632) 633) 634) 635) 636)	Read out	ent and eir work atients, onships ender,	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 ESTABLISHN	No	DK/ NA 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	

MM251	Yes No Work-related stress is not an issue in our establishment (Si No answer (SPONTANEOUS) EB620.3 MM250 MODIFY Is there a procedure in place to deal with bullying or harass Interviewer: Read out definition if necessary: Bullying or har Yes No These problems are not an issue in our establishment (SP No answer (SPONTANEOUS) EB620.3 MM251 MODIFY	ment?	4 ccurs when (660) 1 2	one or more		MM251	Yes No Work-related stress is not an issue in our establishment (SPONTNO answer (SPONTANEOUS) EB620.3 MM250 MODIFY Is there a procedure in place to deal with bullying or harassment Interviewer: Read out definition if necessary: Bullying or harassm Yes No These problems are not an issue in our establishment (SPONTNO answer (SPONTANEOUS) EB620.3 MM251 MODIFY	? nent occu	4 urs when c (660) 1 2	ne or more
MM252	And do you have a procedure to deal with work-related viole Interviewer: Read out definition if necessary: Work-related Yes No Work-related violence is not an issue in our establishment No answer (SPONTANEOUS) EB620.3 MM252		1 2 3 4		TT TT RT RT TT TT	MM252	And do you have a procedure to deal with work-related violence. Interviewer: Read out definition if necessary: Work-related violence. Yes No Work-related violence is not an issue in our establishment. No answer (SPONTANEOUS) EB620.3 MM252		rs when or (661) 1 2 3 4	ne or more
MM253 (662)	In the last 3 years, has your establishment used any of the [Read out] 1 Changes to the way work is organised	Yes 1	No 2	DK/NA	' ']тт]тт	MM253 (662)	Changes to the way work is organised	es 1	No 2	DK/NA
(663) (664) (665) (666) (667)	2 A redesign of the work area 3 Confidential counseling for employees 4 Set-up of a conflict resolution procedure 5 Changes to working time arrangements 6 Provision of training EB620.3 MM253 MODIFY	1 1 1 1	2 2 2 2 2 2	3 3 3	TT TT TT	(663) (664) (665) (666) (667)	3 Confidential counseling for employees 4 Set-up of a conflict resolution procedure	1 1 1 1 1	2 2 2 2 2	3 3 3 3 3
MM256	Does your establishment take action if individual employee: Yes No	s work exce	ssively long (668) 1 2		TT [RT RT	MM256	Does your establishment take action if individual employees work Yes No	k excess	(668) 1 2	or irregular

	Long or irregular working hours are not an issue in our esta	ablishment		3	TT		Long or irregular working hours are not an issue in our est	ablishment	3		
	No answer (SPONTANEOUS)		4	4	TT	•	No answer (SPONTANEOUS)		4		
	EB620.3 MM256 MODIFY						EB620.3 MM256 MODIFY				
MM259	Do you inform employees about psychosocial risks and the	eir effect on	health and	safety?	ТТ	MM259	Do you inform employees about psychosocial risks and the	eir effect on	health and	safety?	
			(669						(669)		
	Yes		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	1	RT	-	Yes		(1)		
	No			2	RT		No				
	No answer (SPONTANEOUS)			3	TT		No answer (SPONTANEOUS)		3		
	INO aliswei (SFONTANLOOS)			,			INO aliswei (SFONTANLOOS)				
	EB620.3 MM259 MODIFY						EB620.3 MM259 MODIFY				
	EB020.3 MIM239 MODIF I						EB020.3 MIM239 MODIF I				
1414000					-						
MM260	Have they been informed about whom to address in case of	of work-relat]	MM260	Have they been informed about whom to address in case	of work-relate			
			(670))		_			(670))	
	Yes		•	1	RT		Yes		1		
	No			2	RT		No		2		
	No answer (SPONTANEOUS)			3	TT		No answer (SPONTANEOUS)		3		
					_				•		
	EB620.3 MM260 MODIFY						EB620.3 MM260 MODIFY				
	ASK MM262 TO MM267 IF ANY OF (MM253_01 to MM253_06 = 1) OR ((MM250 = 1) OR						ASK MM262 TO MM267 IF ANY OF (MM253_01 to MM25	$3_06 = 1) O$	R ((MM250	= 1) OR	
MM262	Which of the following reasons prompted your establishme	ent to deal w	ith psychos	ocial risks?	TT	MM262	Which of the following reasons prompted your establishme	ent to deal w	ith psychoso	ocial risks?	
	[Read out]	Yes	No	DK/NA	TT	•	[Read out]	Yes	No	DK/NA	
					_						
(671)	1 Fulfillment of legal obligation	1	2	3	٦тт	(671)	1 Fulfillment of legal obligation	1	2	3	
(672)	2 Requests from employees or their representatives	1	2	3	Ттт	(672)	2 Requests from employees or their representatives	1	2	3	
(673)	3 High absenteeism rates	1	2	3		(673)	3 High absenteeism rates	1	2	3	
(674)	4 A decline in productivity or in the quality of outputs	1	2	3		(674)	4 A decline in productivity or in the quality of outputs	1	2	3	
(675)	5 Requirements from clients or concern about the	1	2	3		(675)	5 Requirements from clients or concern about the	1	2	3	
(676)	6 Pressure from the {labour inspectorate}*	1	2	3	_	(676)	6 Pressure from the labour inspectorate	1	2	3	
(010)	6 Fressure nom the {labour inspectorate}	'		3	٦.,	(070)	6 Fressure nom the labour inspectorate	<u> </u>		3	
	EB620.3 MM262 MODIFY				1		EB620.3 MM262 MODIFY				
	EB020.3 IVIIVI202 IVIODIF I				4		EB020.3 MINIZOZ MODIF I				
NANAOCO	O		- 4		1	MM263	O !!		- 4	-	
MM263	Overall: would you say that the measures your establishme	ent nas take	en to manag	e]	IVIIVI263	Overall: would you say that the measures your establishme	ent nas take	n to manage	9	
	rp. 1 a				-		ro				
	[Read out]				TT		[Read out]				
			(677)					(677)	
	Very effective		•	1	RT		Very effective		1		
	Quite effective			2	TT		Quite effective		2		
	Quite ineffective			3	TT		Quite ineffective		3		
	Very ineffective		4	4	TT		Very ineffective		4		
	No answer (SPONTANEOUS)			5	TT	•	No answer (SPONTANEOUS) 5				
	,						,				
	EB620.3 MM263 MODIFY						EB620.3 MM263 MODIFY				
								EB620.3 MM263 MODIFY			

	ASK ALL				RT								
MM266	What about the role of employees: Have they been consult	ed regarding			TT M	1M266	What about the role of employees: Have they been consult	ed regarding					
			(678)						(678)				
	Yes		1		RT		Yes		1				
	No		2		RT		No		2				
	No answer (SPONTANEOUS)		3		TT		No answer (SPONTANEOUS)		3				
	EB620.3 MM266 MODIFY						EB620.3 MM266 MODIFY						
1414007		. 4 - 4'		-4:	тт М	11 1007	Are employees encouraged to participate actively in the implementation and evaluation of the						
MM267	Are employees encouraged to participate actively in the im	piementation			I I IVI	1111267	Are employees encouraged to participate actively in the im	piementation					
	V		(679)		D.T.		(679)						
	Yes No		1		RT RT		Yes No		2				
			2 3		K I TT		No answer (SPONTANEOUS)		3				
	No answer (SPONTANEOUS)		3		1.1		ino answer (SPONTANEOUS)		3				
	EB620.3 MM267 MODIFY						EB620.3 MM267 MODIFY						
	EB020.3 MINI207 MODIF1						EB020.3 WIWI207 WODIF 1						
	F.BARRIERS FOR PSYCHOSOCIAL RISK MANAGEMEN	T AND EXIS	STING SLIP	PORT	TT		F.BARRIERS FOR PSYCHOSOCIAL RISK MANAGEMEN	T AND EXIS	TING SLIP	PORT			
	1.BARRIERO I OR I STOTIOGOGIAE RIGIR MANAGEMEN	I AND LAIC	JIINO OOI	TORT			1.BARRIERO I OR I OTOHOGOCIAE RIGIR MANAGEMEN	I AND LAK	711140 001	TORT			
	ASK ALL				RT		ASK ALL						
	HOLLIE						NOTTEE						
MM300	Compared to other safety and health issues: Is it more diffic	cult to tackle	psvchosoc	ial risks. is	TT M	1M300	Compared to other safety and health issues: Is it more diffic	cult to tackle	psvchosoc	ial risks. is			
			(700)		<u> </u>		,		(700)				
	More difficult		<u> </u>	1	RT		More difficult		<u> </u>				
	Less difficult		2	-	TT		Less difficult		2				
	No difference		3	-	TT		No difference		3				
	No answer (SPONTANEOUS)		4	-	TT		No answer (SPONTANEOUS)		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 t	he following	factors ma	ke dealing	TT M	1M301	Considering the situation in your establishment: Do any of t	he following	factors ma	ke dealing			
	In the state of	.,		51/014			Tro. 1 a	.,		51//214			
	[Read out]	Yes	No	DK/NA	TT		[Read out]	Yes	No	DK/NA			
(701)	1 A look of recourses such as time stoff or manay	4	2	<u> </u>	TT (7	704)	1 A look of recourses such as time staff or manay	1	2	2			
(701) (702)	A lack of resources such as time, staff or money A lack of awareness	1	2		TT (7		1 A lack of resources such as time, staff or money 2 A lack of awareness	1	2	3			
(702) (703)		1			TT (7			1					
	A lack of training and or expertise A lack of technical support or guidance	1	2		•	•	3 A lack of training and or expertise 4 A lack of technical support or guidance	1	2	3			
(704)	5 The culture within the establishment	1	2		TT (7		5 The culture within the establishment	1	2	3			
(705) (706)		1	2		TT (7 TT (7			1	2	3			
(100)	6 The sensitivity of the issue	I		3	(/	100)	6 The sensitivity of the issue	I		3			
	EB620.3 MM301 MODIFY						EB620.3 MM301 MODIFY						

	ASK ALL		RT	ASK ALL					
MM302	Have you used information or support from external sources on how to deal	with psychosocial (707)	TT MM302	Have you used information or support from external source	s on how to dea		ychosocial		
	Yes	(707) 1 1	RT	Yes		(707)			
	No	2	RT	No		- '2			
	No answer (SPONTANEOUS)	3	TT	No answer (SPONTANEOUS)		3			
		4 -				_ `			
	EB620.3 MM302 MODIFY			EB620.3 MM302 MODIFY					
	A OLY MINIORO - IE MINIORO - 4		7	A CIZ MANOO - IF MANOO 4					
	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	Would you need any additional information or support on th	nis issue?				
,		(708)				(708)			
	Yes	1	RT	Yes		1			
	No (CRONTANEOUS)	2	RT	No (ORONTANEOUS)		2			
	No answer (SPONTANEOUS)	3	TT	No answer (SPONTANEOUS)					
	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	Would information of this type be helpful for your establishr	ment?				
		(709)				(709)			
	Yes	1	RT	1					
	No	2	RT	No		2			
	No answer (SPONTANEOUS)	3	TT	No answer (SPONTANEOUS)		3			
	EB620.3 MM303b MODIFY			EB620.3 MM303b MODIFY					
	ASK MM304 IF MM303a = 1 or MM303b= 1		Тт	ASK MM304 IF MM303a = 1 or MM303b= 1					
	ASK IVIIVISUSA = 1 UI IVIIVISUSD= 1		1	ASK IVIIVISUS = 1 OI IVIIVISUSD= 1					
MM304	In which of the following areas would this information or support be useful?		TT MM304	In which of the following areas would this information or sup	oport be useful?	?			
	[Read out] Yes	No DK/NA	Тт	[Read out]	Yes	No	DK/NA		
	[Nead Odi]	NO DIVINA	1	[Nead Out]	162	INU	DIVINA		
(710)	1 On how to deal with specific issues such as 1	2 3	TT (710)	1 On how to deal with specific issues such as	1	2	3		
(711)	On how to include psychosocial risks in risk	2 3	TT (711)	2 On how to include psychosocial risks in risk	1	2	3		
(712)	3 On how to design and implement preventive 1	2 3	TT (712)	3 On how to design and implement preventive	1	2	3		
	EB620.4 MM304 NEW		1	EB620.4 MM304 NEW					
	EB02U.4 IVIIVI3U4 NEVV			EB020.4 MINISU4 NEW					
	G. FORMAL EMPLOYEE REPRESENTATION IN OSH ISSUES		TT	G. FORMAL EMPLOYEE REPRESENTATION IN OSH ISS	SUES				
	LOVALLEYOFFT IN OVALT OF		1	LOVALLEYOFDT III OVALT					
	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?		NTL <mark>MM350</mark>						

		(733)			(733)
	Yes	1	NTL		1
	No	2	NTL		2
	No answer (SPONTANEOUS)	3	NTL		3
		-	_		•
	EB620.3 MM350			EB620.3 MM350	
	ASK ALL EXCEPT IN AT, DE, LU		TT	ASK ALL EXCEPT IN AT, DE, LU	
		•	TT	IA 11 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
MM351	And is there a {shopfloor trade union representation}* in your establishment		TT MM351	And is there a recognised union representative in your establishment?	(70.4)
	V	(734)	DT	V	(734)
	Yes	1	RT RT	Yes	1 2
	No (ORONTANISONO)	2		No (OPONTANISOLIO)	_
	No answer (SPONTANEOUS)	3	TT	No answer (SPONTANEOUS)	3
	EDCOO O MANOCA		1	EDCOO O MMOEA	
	EB620.3 MM351			EB620.3 MM351	
	ASK MM353 AND MM354 IF MM350 = 1 or MM351 =1		1тт	ASK MM353 AND MM354 IF MM350 = 1 or MM351 =1	
	ASK IVIIVISSS AND IVIIVISS4 IF IVIIVISSU = 1 OI IVIIVISS1 = 1]	ASK MINISSS AND MINISS4 IF MINISSU = 1 01 MINISS 1 = 1	
MM353	In your discussions with the employee representation, are safety and health	inques: Van	TT MM353	In your discussions with the employee representation, are safety and health	icauca: Van
IVIIVISSS	in your discussions with the employee representation, are safety and neating	(735)	I I IVIIVISSS	in your discussions with the employee representation, are safety and health	(735)
	Very important	(733) T 1	RT	Very important	(733)] ₁
	Quite important	2	RT	Quite important	- '
	Quite unimportant	3	TT	Quite unimportant	- 2
	Totally unimportant	4	TT	Totally unimportant	3
	No answer (SPONTANEOUS)	5	TT	No answer (SPONTANEOUS)	5
	INO ariswer (SPONTAINEOUS)) 5	11	INO ariswer (SPONTANEOUS)] 3
	EB620.3 MM353 MODIFY		1	EB620.3 MM353 MODIFY	
	EB020.3 MINISSS MODIF F		_	EB020.3 IVIIVISSS IVIODIF I	
MM354	How often do controversies related to safety and health arise between mana	acoment and the	TT MM354	How often do controversies related to safety and health arise between mana	goment and the
IVIIVIOO4	Thow often do controversies related to safety and fleatin arise between mana	(736)	I I IVIIVISS4	Thow often do controversies related to safety and fleatiff arise between mana	(736)
	Often	1 1	RT	Often	7 30)
	Sometimes	2	RT	Sometimes	2
	Practically never	3	TT	Practically never	- 2
	No answer (SPONTANEOUS)	4	TT	No answer (SPONTANEOUS)	3
	NO answer (SPONTAINEOUS)	4	11	INO ariswer (SPONTANEOUS)	4
	EB620.3 MM354 MODIFY		1	EB620.3 MM354 MODIFY	
	EB020.3 WIWI334 WIODII 1			LB020.3 WIWISS4 WIODII 1	
	ASK MM355 TO ALL EXCEPT IN CH, NL		Тт	ASK MM355 TO ALL EXCEPT IN CH, NL	
	NON WINIOUS TO THE EXCELL THE OIT, INC		1	NOR WINDOO TO THE EXCELT THE OTI, INC.	
MM355	Does your establishment have an internal {health and safety representative}	*?	TT MM355	Does your establishment have internal health and safety representatives?	
		(737)			(737)
	Yes	1 1	RT	Yes	1 1
	No	2	RT	No	2
	No answer (SPONTANEOUS)	3	TT	No answer (SPONTANEOUS)	3
		_ ~		To district (c. c. titritizado)	_ ~
	FB620.3 MM355 MODIFY		1	FB620.3 MM355 MODIFY	

	ASK MM355NL ONLY in NL AND IF MM350=1		TT	ASK MM355NL ONLY in NL AND IF MM350=1	
MM355N	Is there a member of the {health and safety representative}* in this establishment?		MM355N NTLL		
L	(738)		N I L		(738)
	Yes (736)		NTL		1
	No 2		NTL		2
	No answer (SPONTANEOUS)		NTL		3
					· ·
	EB620.4 MM355NL NEW			EB620.4 MM355NL NEW	
	ASK MM358 TO ALL EXCEPT IN LU AND SI		TT	ASK MM358 TO ALL EXCEPT IN LU AND SI	
		•			
MM358	Is there a {health and safety committee}* in your establishment?		TT MM358	Is there a health and safety committee in your establishment?	
	(739)				(739)
	Yes 1		RT	Yes	1
	No 2		RT	No	2
	No answer (SPONTANEOUS)	3	TT	No answer (SPONTANEOUS)	3
	EDOS A MUSES			ED000 0 1 11 10 E0	
	EB620.3 MM358			EB620.3 MM358	
	H. BACKGROUND INFORMATION ON THE ESTABLISHMENT		TT	H. BACKGROUND INFORMATION ON THE ESTABLISHMENT	
	H. BACKGROUND INFORMATION ON THE ESTABLISHMENT		11	H. BACKGROUND INFORMATION ON THE ESTABLISHMENT	
	ASK ALL		RT	ASK ALL	
	TOTTLE			, tott/tee	
	For the analysis of the data, it is very important to have some more background inf	formation	TT	For the analysis of the data, it is very important to have some more backgrour	nd information
MM400	About what proportion of your employees is female?		TT MM400	About what proportion of your employees is female?	
	[If "None" please code '000' - If "No answer" please code '999' - If "Don't know" ple	ease code	TT	[If "None" please code '000' - If "No answer" please code '999' - If "Don't know	r" please code
	(760-762)			(760-762)	
	%		RT	%	
	FD000 0 181100			ED000 0 1 11 1 100	
	EB620.3 MM400			EB620.3 MM400	
	ASK MM400X IF MM400=998, 999		TT	ASK MM400X IF MM400=998, 999	
	ASK MINI400X IF MINI400=996, 999		11	ASK V V 400X F V V 400=996, 999	
MM400x	Could you please give me a rough estimate by means of the following categories:		TT MM400x	Could you please give me a rough estimate by means of the following categor	ries:
WIWI TOOK	Journal you please give the a rough commune by mounts of the following eategories.		I I IVIIVI IOOX	podula you produce give the a rought countries by mound of the following categori	100.
	[Read out]		TT	[Read out]	
	(763)				(763)
	None at all		TT	None at all	1
	Less than 20%	2	TT	Less than 20%	2
	20% to less than 40%	3	TT	20% to less than 40%	3
	40% to less than 60%		TT	40% to less than 60%	4
	60% to less than 80%	,	TT	60% to less than 80%	5

	80% to less than 100%	6	TT	80% to less than 100%	6
	All	7	TT	All	7
	No answer (SPONTANEOUS)	8	TT	No answer (SPONTANEOUS)	8
	EB620.3 MM400x MODIFY			EB620.3 MM400x MODIFY	
			_		
	ASK ALL		RT	ASK ALL	
MM401	And approximately what proportion of your workforce is aged 50 years or ove	r?	TT MM401	And approximately what proportion of your workforce is aged 50 years or over	er?
	[If "None" please code '000' - If "No answer" please code '999' - If "Don't know	v" please code	ТТ	[If "None" please code '000' - If "No answer" please code '999' - If "Don't kno	w" please code
	(764-766)		_	(764-766)	
	%		RT	%	
	EB620.3 MM401 MODIFY			EB620.3 MM401 MODIFY	
	ASK MM401X IF MM401=998, 999		Тт	ASK MM401X IF MM401=998, 999	
	MON WINNE OTA II WINNE 1-990, 999			AON WINHOTA II WINHOT-930, 933	
MM401x	Could you please give me a rough estimate by means of the following categor	ries:	TT MM401x	Could you please give me a rough estimate by means of the following categ	ories:
	[Read out]		ТТ	[Read out]	
		(767)	-		(767)
	None at all	` 1	TT	None at all	1 ` 1
	Less than 20%	2	TT	Less than 20%	2
	20% to less than 40%	3	TT	20% to less than 40%	3
	40% to less than 60%	4	TT	40% to less than 60%	4
	60% to less than 80%	5	TT	60% to less than 80%	5
	80% to less than 100%	6	TT	80% to less than 100%	6
	ΔΙΙ	7	TT	ΔΙΙ	7
	No answer (SPONTANEOUS)	8	TT	No answer (SPONTANEOUS)	8
	INO diswei (GFONTANEOUS)	O		ino answer (SPONTANEOUS)] 0
	EB620.3 MM401x MODIFY			EB620.3 MM401x MODIFY	
	ASK ALL		RT	ASK ALL	
	ASKALL		JKI	ASK ALL	
MM402	How would you rate the level of absenteeism in your establishment compared	with other	TT MM402	How would you rate the level of absenteeism in your establishment compare	ed with other
	[Tick what applies]	(700)	TT	[Tick what applies]	(700)
		(768)	TT	Von high	(768)
	Very high	1	TT TT	Very high Quite high	1 2
	Quite high	2			_
	About average	3	TT	About average	3
	Quite low	4	TT	Quite low	4
	Very low	5	TT	Very low	5
	No answer (SPONTANEOUS)	6	TT	No answer (SPONTANEOUS)	6
	EB620.3 MM402 MODIFY			EB620.3 MM402 MODIFY	

MM403	How would you rate the current economic situation of this establishment? Is it	t very good, quite	TT MM403	How would you rate the current economic situation of this establishment? Is it	t very good, quite
	[Tick what applies]		ТТ	[Tick what applies]	
		(769)	_ ,	[Tot what applied]	(769)
	Very good	1	RT	Very good	<u> </u>
	Quite good	2	TT	Quite good	2
	Neither good nor bad	3	RT	Neither good nor bad	3
	Quite bad	4	TT	Quite bad	4
	Very bad	5	RT	Very bad	5
	No answer (SPONTANEOUS)	6	TT	No answer (SPONTANEOUS)	6
	EB620.3 MM403 MODIFY			EB620.3 MM403 MODIFY	
MM405	Approximately what proportion of your employees holds a nationality other th	20	TT MM405	Approximately what proportion of your employees holds a nationality other th	on
WWW405	Approximately what proportion of your employees holds a hationality other th	all	1 1 101101405	Approximately what proportion of your employees holds a hationality other th	all
	[If "None" please code '000' - If "No answer" please code '999' - If "Don't know	w" please code	TT	[If "None" please code '000' - If "No answer" please code '999' - If "Don't know	w" please code
	(770-772)		_	(770-772)	
	%		RT	%	
			_		
	EB620.3 MM405 MODIFY			EB620.3 MM405 MODIFY	
	A OLY MANAGEN IE MANAGE DOO DOO		7	A CIV NAMACE V IE NAMACE COO. COO.	
	ASK MM405X IF MM405=998, 999		TT	ASK MM405X IF MM405=998, 999	
MM405x	Could you please give me a rough estimate by means of the following category	ories:	TT MM405x	Could you please give me a rough estimate by means of the following category	ories:
	[Read out]		TT	[Read out]	
		(773)		·	(773)
	None at all	1	TT	None at all	1
	Less than 20%	2	TT	Less than 20%	2
	20% to less than 40%	3	TT	20% to less than 40%	3
	40% to less than 60%	4	TT	40% to less than 60%	4
	60% to less than 80%	5	TT	60% to less than 80%	5
	80% to less than 100%	6	TT	80% to less than 100%	6
	All	7	TT	All	7
	No answer (SPONTANEOUS)	8	TT	No answer (SPONTANEOUS)	8
	EB620.3 MM405x MODIFY			EB620.3 MM405x MODIFY	
	J. CONTACT FOR ER INTERVIEW		тт	J. CONTACT FOR ER INTERVIEW	
			-		
	ASK MM500 ONLY in FR AND LV AND IF MM358=1		TT	ASK MM500 ONLY in FR AND LV AND IF MM358=1	
MM500	For our research project it is very important to also have the view of the empl	oyee	NTL <mark>MM500</mark>		
	[Do not read out - Tick what applies]		NTL		
	[DO HOL read out - Tick what applies]	(794)	IN I L		(794)
		(134)			(137)

	Information (name and/ or telephone number) is given (SPONTANEOUS)	1	NTL		1
	Don't know, but OK to interview employee representative	2	NTL		2
	Refused (SPONTANEOUS)	3	NTL		3
	The respondent is this person	4	TT	The respondent is this person	4
	The respondent to this person			The respondent to time person	•
	EB620.3 MM500 MODIFY			EB620.3 MM500 MODIFY	
	EB020.0 WWW.000 WOBIT 1			ED020.5 WINIOUS INIODII 1	
	ASK MM501 AND MM502 IF MM358=1 AND NOT in FR, LV, LU, SI		Тт	ASK MM501 AND MM502 IF MM358=1 AND NOT in FR, LV, LU, SI	
	ASK WINDUT AND WINDUZ IF WINDOO T AND NOT IT FK, LV, LO, SI			ASK MINISUT AND MINISUZ IF MINISSO=T AND NOT III FK, LV, LU, SI	
	le la companya di anti-		TT		
MM501	For our research project it is very important to also have the view of the empl	oyee	TT MM501	For our research project it is very important to also have the view of the employee	!
	[Do not read out - Tick what applies]		TT	[Do not read out - Tick what applies]	
		(795)		(795	5)
	Yes	1	RT	Yes	1
	No	2	RT	No	2
	Refused (SPONTANEOUS)	3	TT	Refused (SPONTANEOUS)	3
	EB620.3 MM501 MODIFY			EB620.3 MM501 MODIFY	
	EB020.3 WINDOT WODII T			EB020.0 MINIOOT MOBIL 1	
	ASK MM502 IF MM501=1		Ттт	ASK MM502 IF MM501=1	
	ASK MINIOUZ IF MINIOUT=1]	ASK MINISUZ IF MINISU I=1	
	hw ii i i i i i i i i i			hu 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
MM502	Would you please give me his or her full name and the extension?		TT MM502	Would you please give me his or her full name and the extension?	
			_		
	[Do not read out - Tick what applies]		TT	[Do not read out - Tick what applies]	
		(796)			5)
	Information (name and/ or telephone number) is given (SPONTANEOUS)	1	TT	Information (name and/ or telephone number) is given (SPONTANEOUS)	1
	Don't know, but OK to interview employee representative	2	TT	Don't know, but OK to interview employee representative	2
	Refused (SPONTANEOUS)	3	TT	Refused (SPONTANEOUS)	3
	The respondent is this person	4	TT		4
	The respondent to this person			The respondent to time person	•
	EB620.3 MM502 MODIFY			EB620.3 MM502 MODIFY	
	LB020.3 WIWI302 WIODII 1			LD020.3 WIWI302 WODII 1	
	DE ACKAMATON CANALITA MATON OCANIDAMACTO CON CTUED CONA	ITDIEO AOI	1	DE ACICAMATOR CANALITA (AMATORA O CAMADAMATORA O CA). CTUED COLINITADI	-O AOI(
	DE: ASK MM503a ONLY IF (MM501=2,3 AND MM350=2,3) - OTHER COUN	ITRIES: ASK	TT	DE: ASK MM503a ONLY IF (MM501=2,3 AND MM350=2,3) - OTHER COUNTRI	ES: ASK
MM503a	In this case I would like to talk to the {health and safety representative}* in yo	ur (Health and	II <u>MM503a</u>	In this case I would like to talk to the health and safety representative in your Hea	lth and
			_		
		rocontativo in	TT	[Do not read out - Tick what applies] - If there is more than one employee represe	ntative in
	[Do not read out - Tick what applies] - If there is more than one employee rep	resentative in			
	[Do not read out - Tick what applies] - If there is more than one employee rep	(797)		(797	<u>')</u>
	[Do not read out - Tick what applies] - If there is more than one employee rep Information (name and/ or telephone number) is given (SPONTANEOUS)		_··		') 1
		(797)	_	Information (name and/ or telephone number) is given (SPONTANEOUS)	•
	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative	(797) 1 2	TT	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative	1 2
	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative Refused (SPONTANEOUS)	(797) 1	TT TT TT	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative Refused (SPONTANEOUS)	1
	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative	(797) 1 2 3	TT TT	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative Refused (SPONTANEOUS)	1 2 3
	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative Refused (SPONTANEOUS) The respondent is this person	(797) 1 2 3	TT TT TT	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative Refused (SPONTANEOUS) The respondent is this person	1 2 3
	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative Refused (SPONTANEOUS)	(797) 1 2 3	TT TT TT	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative Refused (SPONTANEOUS)	1 2 3
	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative Refused (SPONTANEOUS) The respondent is this person	(797) 1 2 3 4	TT TT TT	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative Refused (SPONTANEOUS) The respondent is this person	1 2 2 3 4

MM503d	In this case I would like to talk to the member of the {works council}* respons	sible for health	NTL <mark>MM503d</mark>		
	[Do not read out - Tick what applies] - If there is more than one employee rep	presentative in	NTL		
	Information (name and/ or telephone number) is given (SPONTANEOUS)	(798) 1	NTL	(798) 1 2	
	Don't know, but OK to interview employee representative Refused (SPONTANEOUS) The respondent is this person	2 3 4	NTL NTL NTL	3	
	EB620.3 MM503d MODIFY	4	1	EB620.3 MM503d MODIFY	
	ASK MM504 IF (MM355=1 AND MM358=2,3) - DO NOT ASK MM504 IN CH)]	ASK MM504 IF (MM355=1 AND MM358=2,3) - DO NOT ASK MM504 IN CH	
	ASK MINISO4 IF (MINISOS=1 AND MINISOS=2,3) - DO NOT ASK MINISO4 IN CH		<u></u>	ASK MINISO4 IF (MINISSS=1 AND MINISSS=2,3) - DO NOT ASK MINISO4 IN CH	
MM504	For our research project it is very important to also have the view of the empl	oyee	TT MM504	For our research project it is very important to also have the view of the employee	
	[Do not read out - Tick what applies] - If there is more than one representative	e in this function: (799)]TT	[Do not read out - Tick what applies] - If there is more than one representative in this fun (799)	ction:
	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative	1 2	TT TT	Information (name and/ or telephone number) is given (SPONTANEOUS) Don't know, but OK to interview employee representative 2	
	Refused (SPONTANEOUS) The respondent is this person	3 4	TT TT	Refused (SPONTANEOUS) 3 The respondent is this person 4	
	EB620.3 MM504 MODIFY]	EB620.3 MM504 MODIFY	
	ASK MM506 If any of MM500, MM502, MM503a/d, MM504 = 3]тт	ASK MM506 If any of MM500, MM502, MM503a/d, MM504 = 3	
	Try to motivate the respondent to agree in an interview with the employee re	presentation and	тт	Try to motivate the respondent to agree in an interview with the employee representation	n and
MM506	For this project it is very important to get the views of both sides, manageme	nt and employee	TT MM506	For this project it is very important to get the views of both sides, management and empl	loyee
	[Tick what applies]	(000)	TT	[Tick what applies]	
	Respondent agrees Respondent maintains refusal	(800) 1 2	TT TT	Respondent agrees 1 Respondent maintains refusal 2	
	Respondent agrees to ER interview, but can't give address details of the ER The respondent is this person	3 4	TT TT	Respondent agrees to ER interview, but can't give address details of the ER The respondent is this person 4	
	EB620.3 MM506 MODIFY]	EB620.3 MM506 MODIFY	
	ASK MM507 If any of (MM500, MM502, MM503a/d MM504 or MM506 = 1)]тт	ASK MM507 If any of (MM500, MM502, MM503a/d MM504 or MM506 = 1)	
MM507H	Please choose the correct option		TT MM507H	Please choose the correct option	
	[Tick what applies]	(901)	тт	[Tick what applies]	
	Mrs Mr	(801) 1 2	TT TT	Mrs	
	IVII		1.1	IVII	

	EB620.3 MM507H MODIFY			EB620.3 MM507H MODIFY	
MM507N	Full name of the person		TT MM507N	Full name of the person	
			1		
	[Do not ask - Write down]		TT	[Do not ask - Write down]	
	1 40	(802,803-842)	1	1 40	(802,803-842)
			•		
	EB620.3 MM507N			EB620.3 MM507N	
MM507T	Direct phone number of the person (including city code)		TT MM507T	Direct phone number of the person (including city code)	
			1		
	[Do not ask - Write down without /, ., +, etc for example 026611866]		TT	[Do not ask - Write down without /, ., +, etc for example 026611866]	
	1 20	(843,844-863)	1	1 20	(843,844-863)
			1		
	EB620.3 MM507T			EB620.3 MM507T	
	[1	T. B. C. C. C.	
	ASK ALL		RT	ASK ALL	
				I	
MM508	May we contact you again later if we should have any additional questions?		TT MM508	May we contact you again later if we should have any additional questions?	
	French Land Control of the Control o		l	French Land Control of the Control o	
	[Tick what applies]	(22.1)	TT	[Tick what applies]	(22.4)
		(864)		Tv.	(864)
	Yes, agrees		TT	Yes, agrees	1
	No, does not agree	2	TT	No, does not agree	2

	DK/ NA (SPONTANEOUS)	3	TT	DK/ NA (SPONTANEOUS)	3
	EB620.3 MM508			EB620.3 MM508	
			- -		
	Thank you very much for your cooperation.		TT	Thank you very much for your cooperation.	
ED DEC	ER RESP MM		ED DEC	ER RESP MM	
P_MM	LK_KLSF_WW		TT P MM	LK_KEGF_IVIIVI	
			<u></u>		
	[Do not ask - To be coded by the DP]		TT	[Do not ask - To be coded by the DP]	
		(865-879)			(865-879)
	ER_Resp_1_MM	1,	TT		
	ER_Resp_2_MM	2,	TT	ER_Resp_2_MM	2,
	ER_Resp_3_MM	3,	TT	ER_Resp_3_MM	3,
	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_8_MM	8,
	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			EB620.3 ER_RESP_MM	
	Information on the type of the ER respondent identified at the end of the MM	interview is	ТТ	Information on the type of the ER respondent identified at the end of the MN	I interview is
	Information availability of the address details for the employee representative			Information availability of the address details for the employee representative	
_MM	ER interview (you can also choose another way to assure that this information	n is correctly	TT <u>_MM</u>	ER interview (you can also choose another way to assure that this information	on is correctly
	Tree: 1				
	[Tick what applies]	(000)	TT	[Tick what applies]	(000)
		(880)		ED into 4 (-ddress dataile are given) . If any of MM500 MM500	(880)
	ER_info_1 (address details are given): If any of MM500, MM502,	1	TT TT	ER_info_1 (address details are given): If any of MM500, MM502, ER info 2 (interview can be carried out, but address details have to be	1
	ER_info_2 (interview can be carried out, but address details have to be	2	11	ER_info_2 (interview can be carried out, but address details have to be	2
		3 4			3
		4			4
	EB620.3 ER_INFO_MM MODIFY			EB620.3 ER_INFO_MM MODIFY	
	[Quit MM interview. If applicable: Try to get ER interview and start with inform	ation stored in	Тт	[Quit MM interview. If applicable: Try to get ER interview and start with inform	mation stored in
	END CONTACT PHASE MM		TT	END CONTACT PHASE MM	

	2. ER	TT		2. ER
	A. CONTACT PHASE ER	TT		A. CONTACT PHASE ER
survey_E R	Survey Number	тт	survey_E R	Survey Number
		1		FD
	[Do not ask - Please code 5395] (921-924)	TT		[Do not ask - Please code 5395] (921-924)
	EB620.3 survey_ER			EB620.3 survey_ER
		1		
country_E R	Country Code	тт	country_E R	Country Code
	[Do not ask - Please use the code allowed to your country in the instructions using 2 digits	ТТ		[Do not ask - Please use the code allowed to your country in the instructions using 2 digits
	(925-926)	J.,		(925-926)
				(1
		_		
	EB620.3 country_ER			EB620.3 country_ER
Industria E	Interview number	1	Interior F	Interview number
R	linterview number	RT		interview number
	(927-932)]		(927-932)
	EB620.4 Intnum_ER NEW			EB620.4 Intnum_ER NEW
date_ER	Date of ER interview	TT	date_ER	Date of ER interview
	[Do not ask]	ТТ		[Do not ask]
	(933-934) (935-936)	' '		(933-934) (935-936)
	day	TT		day month
	EB620.3 date_ER			EB620.3 date_ER
		1		
idnum_E R	ID-number of the establishment (from sampling source)	тт	idnum_E R	ID-number of the establishment (from sampling source)
П		111	IX	
	[Do not ask - Make sure that MM and ER-interview from the same establishment have	ТТ		[Do not ask - Make sure that MM and ER-interview from the same establishment have
	(937-944)			(937-944)
	EB620.3 idnum_ER			EB620.3 idnum_ER

int_typ_E T	Type of interview		тт	int_typ_E R	Type of interview	
				IX		
[[Do not ask]		TT		[Do not ask]	
		(945)				945)
	MM	1	TT		MM	1
<u> </u>	ER	2	TT		ER	2
Ē	EB620.3 int_typ_ER				EB620.3 int_typ_ER	
_			_			
nace_ER N	NACE-Code from sampling source		TT	nace_ER	NACE-Code from sampling source	
T.			1			
	[Do not ask - The sector of activity will not be asked in the interview, but will b (946-951)	e added from	TT		[Do not ask - The sector of activity will not be asked in the interview, but will be (946-951)	e added from
4	(940-951)				(946-951)	
L						
E	EB620.3 nace_ER				EB620.3 nace_ER	
			-			
region_E	Code for region			region_E R	Code for region	
R]	K		
(r	[Do not ask - Please send us your codebook]		ТТ		[Do not ask - Please send us your codebook]	
	(952-953)		1		(952-953)	
Ľ	<u>`</u>					
_			_			
E	EB620.3 region_ER				EB620.3 region_ER	
	I C C II		1		I C	
<u> </u>	Information on the type of the ER respondent identified at the end of the MM	interview is	TT		Information on the type of the ER respondent identified at the end of the MM in	nterview is
ER_RES E	FR RESP			FR RES	ER RESP	
P_ER			ТТ	P_ER	ETC. TEST	
			_			
[1	[Do not ask - To be coded by the DP]		TT		[Do not ask - To be coded by the DP]	
-		(954-968)				954-968)
	ER_Resp_1_ER	1,	TT TT		ED Door 2 ED	2
	ER_Resp_2_ER ER_Resp_3_ER	2, 3,	TT		ER_Resp_2_ER ER_Resp_3_ER	2, 3,
	ER_Resp_4_ER	3, 4,	TT		LIV_IVESP_O_LIV	5,
	ER_Resp_5_ER	5,	TT			
E	ER_Resp_6_ER	6,	TT			
E	ER_Resp_7_ER	7,	TT			
		^			ER_Resp_8_ER	8,
	ER_Resp_8_ER	8,	TT		EN_NGSP_G_EN	0,
	ER_Resp_9_ER	9,	TT		EN_NOSP_O_EN	0,
E	ER_Resp_9_ER ER_Resp_10_ER	9, 10,	TT TT		En_nesp_o_en	o,
E	ER_Resp_9_ER	9,	TT		En_nesp_o_en	0,

İ	ED D 44 ED	1 44				
	ER_Resp_14_ER ER Resp 15 ER	14, 15,	TT TT			
ļ	LN_Nesp_10_LN	13,				
	EB620.3 ER_RESP_ER				EB620.3 ER_RESP_ER	
'						
	Information availability of the address details for the employee representative				Information availability of the address details for the employee representative	
_ER	ER interview (you can also choose another way to assure that this information	on is correctly	TT	_ER	ER interview (you can also choose another way to assure that this informati	on is correctly
ı			-			
	[Tick what applies]	()	TT		[Tick what applies]	45.50
ı		(969)				(969)
	ER_info_1 (address details are given): If any of MM500, MM502,		TT		ER_info_1 (address details are given) : If any of MM500, MM502,	1
	ER_info_2 (interview can be carried out, but address details have to be	2	TT		ER_info_2 (interview can be carried out, but address details have to be	2
İ	EB620.3 ER INFO ER MODIFY		1		EB620.3 ER INFO ER MODIFY	
ļ	EB020.3 EK_INI O_EK MODII 1		J		LB020.3 EK_INI O_EK MODII 1	
txt ER00	Substitution strings for the ER001b		1	txt ER00	Substitution strings for the ER001b	
1b			TT	1b		
			_			
	[Do not ask]		TT		[Do not ask]	
1		(970-971)				(970-971)
	b) Good morning / afternoon, my name is from <institute> in</institute>		TT			
	b) Good morning / afternoon, my name is from <institute> in</institute>	2	TT		b) Good morning / afternoon, my name is from MISCO International in	2
	b) Good morning / afternoon, my name is from <institute> in</institute>	3	TT		b) Good morning / afternoon, my name is from MISCO International in	3
	b) Good morning / afternoon, my name is from <institute> in</institute>	4	TT			
	b) Good morning / afternoon, my name is from <institute> in b) Good morning / afternoon, my name is from <institute> in</institute></institute>	5 6	TT TT			
	b) Good morning / afternoon, my name is from <institute> in</institute>	7	TT			
	b) Good morning / afternoon, my name is from <institute> in</institute>	8	TT		b) Good morning / afternoon, my name is from MISCO International in	8
	b) Good morning / afternoon, my name is from <institute> in</institute>	9	TT		b) dood morning / alternoon, my name is nom who do international in	
	b) Good morning / afternoon, my name is from <institute> in</institute>		TT			
	b) Good morning / afternoon, my name is from <institute> in</institute>		TT			
	b) Good morning / afternoon, my name is from <institute> in</institute>	12	TT			
'		•				_
	EB620.3 txt_ER001b MODIFY				EB620.3 txt_ER001b MODIFY	
			1			
txt_ER00	Substitution strings for the ER003				Substitution strings for the ER003	
3			TT	3		
i	[Do not ask]		ТТ		[Do not ask]	
ļ	[DO HOL BSK]	(972-973)	1		[DO HOL dark]	(972-973)
	I would like to talk to the <txt_er003_er_resp_01> in your establishment.</txt_er003_er_resp_01>	. ,	ТТ			7
	I would like to talk to the <txt 02="" er="" er003="" resp=""> in your establishment.</txt>		TT		I would like to talk to the spokesperson of the employees side within the	2
	I would like to talk to the <txt_er003_er_resp_03> in your establishment.</txt_er003_er_resp_03>	3	TT		I would like to talk to a Health and Safety representative within the Health	3
	I would like to talk to the <txt_er003_er_resp_04> in your establishment.</txt_er003_er_resp_04>	4	TT			
	I would like to talk to the <txt_er003_er_resp_05> in your establishment.</txt_er003_er_resp_05>	5	TT			
	I would like to talk to the <txt_er003_er_resp_06> in your establishment.</txt_er003_er_resp_06>	6	TT			
	I would like to talk to the <txt_er003_er_resp_07> in your establishment.</txt_er003_er_resp_07>	7	TT			

	I would like to talk to the <txt_er003_er_resp_08> in your establishment.</txt_er003_er_resp_08>	T	Т	I would like to talk to the Health and Safety Representative in your 8
	I would like to talk to the <txt_er003_er_resp_09> in your</txt_er003_er_resp_09>	T.	-	
	I would like to talk to the <txt_er003_er_resp_10> in your establishment. 10</txt_er003_er_resp_10>	T.	-	
	I would like to talk to the <txt_er003_er_resp_11> in your 11</txt_er003_er_resp_11>	T		
	I would like to talk to the <txt_er003_er_resp_12> in your 12</txt_er003_er_resp_12>	Т	Т	
	EB620.3 txt_ER003 MODIFY			EB620.3 txt_ER003 MODIFY
	ASK ER001a IF ER_INFO=1	T	Т	ASK ER001a IF ER_INFO=1
	Interviewer: Add if necessary: \cdot 1) We have interviewed the manager responsible for	r T	Т	Interviewer: Add if necessary: · 1) We have interviewed the manager responsible for
ER001a	a) Good morning / afternoon, my name is from <institute> in <location>. W</location></institute>	Ve are T	T ER001a	a) Good morning / afternoon, my name is from <institute> in <location>. We are</location></institute>
	[Tick what applies]	T	Т	[Tick what applies]
	(974)			(974)
	The respondent is this person	T		The respondent is this person 1
	Respondent tries to put through to another person 2	Т		Respondent tries to put through to another person 2
	Refused 3	T	Т	Refused 3
	EB620.3 ER001a MODIFY			EB620.3 ER001a MODIFY
	ASK ER001b IF ER_INFO=2	T	Т	ASK ER001b IF ER_INFO=2
	Interviewer: If more than one person eligible: Ask for the person representing the large	rgest T	Т	Interviewer: If more than one person eligible: Ask for the person representing the largest
	Show the next interviewer hint only if ER_resp_03 or Er_resp_06 or ER_resp_08 =1:	: T	Т	Show the next interviewer hint only if 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 t	talk to the	Т	If there is more than one employee representative in this function: We would like to talk to the
ER001b	<txt_er001b></txt_er001b>	T	T ER001b	<txt_er001b></txt_er001b>
	[Tick what applies]	Т	Т	[Tick what applies]
	(975)			(975)
	The respondent is this person	T.	Т	The respondent is this person
	Respondent tries to put through to another person 2	T.	Т	Respondent tries to put through to another person 2
	Refused 3	T	Т	Refused 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	1=3 THEN T	Т	ASK ER002 TO ER004 IF ER001=2 - IF ER001=1 THEN GO TO ER100 - IF ER001=3 THEN
ER002	Interviewer has been put through to another person	Т	T ER002	Interviewer has been put through to another person
	[Tick what applies]	T	Т	[Tick what applies]
	Telephone is answered by a new respondent 1	T	т	(976) Telephone is answered by a new respondent
	respective to an entire by a new respectation.		•	respirate to districted by a new respondent

	Line busy / not answered	2	11		Line busy / not answered	2
	Back to original person or switchboard	3	TT		Back to original person or switchboard	3
				_		
	EB620.3 ER002			ĺ	EB620.3 ER002	
			,			
	IF ER002=1 THEN START WITH ER001 AGAIN - IF ER002=2 THEN STOP	INTERVIEW	TT	[IF ER002=1 THEN START WITH ER001 AGAIN - IF ER002=2 THEN STOP	INTERVIEW
	<u></u>			L		
	Show the next interviewer hint only if ER_resp_03 or Er_resp_06 or ER_resp_	09 _1.	TT	ſ	Show the next interviewer hint only if ER_resp_03 or Er_resp_06 or ER_resp	09 _1.
	Show the next interviewer hint only if EK_resp_03 or E1_resp_06 or EK_resp_	_00 = 1.		į	Show the next interviewer hint only if EK_lesp_03 of E1_lesp_06 of EK_lesp.	_00 = 1.
				ı		
	If there is more than one employee representative in this function: We would	like to talk to the	11	Į	If there is more than one employee representative in this function: We would	like to talk to the
ER003Q	<txt_er003></txt_er003>		TT ER	003Q	<txt_er003></txt_er003>	
	[Tick what applies]		TT	Ī	[Tick what applies]	
		(977)		ı		(977)
	Information obtained	. ,	TT	Ī	Information obtained	(377)
						1
	Call the present number (switchboard) again later on		TT		Call the present number (switchboard) again later on	2
	Refused	3	TT		Refused	3
	EB620.3 ER003Q MODIFY			Ī	EB620.3 ER003Q MODIFY	
				L		
	IF ER003Q=3 THEN STOP INTERVIEW		TT	ſ	IF ER003Q=3 THEN STOP INTERVIEW	
	IF ER003Q=3 THEN STOP INTERVIEW		TT	Į	IF ERUUSQES THEN STOP INTERVIEW	
ER003H	Please choose the correct option		TT ER	003H	Please choose the correct option	
	[Do not ask - Tick what applies]		TT	ĺ	[Do not ask - Tick what applies]	
		(978)	Į.			(978)
	Mrs	. ,	TT	1	Mrs	1
	Mr		TT		Mr	2
	IVII	2	11	Į	IVII	2
			1			
	EB620.3 ER003H MODIFY				EB620.3 ER003H MODIFY	
ER003N	Full name of the person asked in ER003		TT ER	003N	Full name of the person asked in ER003	
	[Do not ask - Write down]		TT	Ī	[Do not ask - Write down]	
		(070 000 4040)				(979,980-1019)
	40	(979,980-1019)	1		40	(979,960-1019)

	EB620.3 ER003N		EB620.3 ER003N
ER003T	Direct phone number of the person asked in ER003 (including city code)	TT ER003T	Direct phone number of the person asked in ER003 (including city code)
	[Do not ask - Write down without /, ., +, etc for example 026611866] 1 20 (1020,1021-1040)		[Do not ask - Write down without /, ., +, etc for example 026611866] 1 20 (1020,1021-1040
	EB620.3 ER003T	<u>.</u> 1	EB620.3 ER003T
	E0020.3 EN0031	1	E0020.3 EN0031
	ASK ER004 IF ER003Q=1,2]тт	ASK ER004 IF ER003Q=1,2
ER004	What do you think would be the best time to call again?	TT ER004	What do you think would be the best time to call again?
LITOUT	What do you think would be the best time to can again:	III EITOOT	What do you think would be the best time to ear again:
	[Please code 'ddmm' and then 'hhmm' - If "No answer" or "Don't know" please code '0000'	TT	[Please code 'ddmm' and then 'hhmm' - If "No answer" or "Don't know" please code '0000'
	(1041-1044) (1045-1048) Hour	TT	(1041-1044) (1045-1048)
	EB620.3 ER004		EB620.3 ER004
	Thank you for your help. Good bye.	-]тт	Thank you for your help. Good bye.
	Thank you for your help. Good bye.	1''	Thank you for your fielp. Good bye.
	B. THE ROLE OF ER IN OSH MANAGEMENT	TT	B. THE ROLE OF ER IN OSH MANAGEMENT
		RT	ASK ALL
	ASK ALL	1111	HORFIEL
ED400		<u> </u>	
ER102		<u> </u>	Is there a permanent committee or working group consisting of members of the management (1069)
ER102	Is there a permanent committee or working group consisting of members of the management (1069) Yes 1	TT ER102	Is there a permanent committee or working group consisting of members of the management (1069) Yes 1
ER102	Is there a permanent committee or working group consisting of members of the management (1069) Yes 1 No 2	TT ER102	Is there a permanent committee or working group consisting of members of the management (1069) Yes 1 No 2
ER102	Is there a permanent committee or working group consisting of members of the management (1069) Yes 1 No 2 DK/ NA (SPONTANEOUS) 3	TT ER102 RT RT	Is there a permanent committee or working group consisting of members of the management (1069) Yes 1 No 2 DK/ NA (SPONTANEOUS) 3
ER102	Is there a permanent committee or working group consisting of members of the management (1069) Yes 1 No 2	TT ER102 RT RT	Is there a permanent committee or working group consisting of members of the management (1069) Yes 1 No 2

ER103	How often does this committee or working group meet? Is	this usually:	several tim	ies a montn,	111 EK103	How often does this committee or working group meet?	is this usually s	several unit	
		,	(10				,	(107	
	Several times a month			1	RT	Several times a month		1	
	Once a month			2	RT	Once a month		2	
	Several times a year			3	RT	Several times a year		3	3
	Once a year			4	RT	Once a year		4	1
	Less than once a year			5	RT	Less than once a year		5	5
	DK/ NA (SPONTANEOUS)			6	TT	DK/ NA (SPONTANEOUS)		6	6
	EB620.3 ER103b MODIFY					EB620.3 ER103b MODIFY			
R107	How often do controversies related to safety and health a	rise hetween	the manag	rement and	TT ER107	How often do controversies related to safety and health	arise hetween t	the manage	ement an
.101	Flow often do controversies related to safety and neath a	iloc between	(10	,	LICIO	Thow offers do controversies related to safety and recalls	anse between	(107	
	Often			1	RT	Often		\`` ₁	.,
	Sometimes			2	RT	Sometimes		2	· >
	Practically never			3	TT	Practically never		3	
	DK/ NA (SPONTANEOUS)			4	TT	DK/ NA (SPONTANEOUS)		4	
	DR/ NA (SPONTANEOUS)			4	11	DN NA (SPONTANEOUS)		4	•
	EB620.3 ER107 MODIFY					EB620.3 ER107 MODIFY			
	C. RESOURCES AND TRAINING OF THE EMPLOYEE I	REPRESENT	TATIVES I	N OSH	ТТ	C. RESOURCES AND TRAINING OF THE EMPLOYE	E REPRESENT	ATIVES IN	IOSH
					•	•			
	ACIZ ALL				lot	ACIZ ALL			
	ASK ALL				RT	ASK ALL			
ER150	ASK ALL Do you as the employee representative for safety and hea	alth usually ge	et sufficien	t time off	RT TT <mark>ER150</mark>	ASK ALL Do you as the employee representative for safety and h	nealth usually ge	t sufficient	time off
ER150	Do you as the employee representative for safety and hea	alth usually ge	et sufficien (10		TT ER150	Do you as the employee representative for safety and h	nealth usually ge	et sufficient (109	
ER150	Do you as the employee representative for safety and hea	alth usually ge	(10		TT <u>ER150</u> RT		nealth usually ge		2)
R150	Do you as the employee representative for safety and hea	alth usually ge	(10	92)	TT ER150	Do you as the employee representative for safety and h	nealth usually ge	(109	2)
:R150	Do you as the employee representative for safety and hea	alth usually ge	(10	92) 1	TT <u>ER150</u> RT	Do you as the employee representative for safety and h	nealth usually ge	(109)	2)
R150	Do you as the employee representative for safety and heavyes No	alth usually ge	(10	92) 1 2	TT <mark>ER150</mark> RT RT RT	Do you as the employee representative for safety and h Yes No	nealth usually ge	(109) 1 2	2)
	Do you as the employee representative for safety and heavyes Yes No DK/ NA (SPONTANEOUS)		(109	9 2) 1 2 3	TT <mark>ER150</mark> RT RT	Do you as the employee representative for safety and h Yes No DK/ NA (SPONTANEOUS)	,	(109) 1 2 3	2)
	Do you as the employee representative for safety and heavyes No DK/ NA (SPONTANEOUS) EB620.3 ER150 MODIFY		(109	92) 1 2 3	RT ER150 RT RT TT	Do you as the employee representative for safety and here. Yes No DK/ NA (SPONTANEOUS) EB620.3 ER150 MODIFY	,	(109) 1 2 3	2) 2 3
ER153	Do you as the employee representative for safety and hear Yes No DK/ NA (SPONTANEOUS) EB620.3 ER150 MODIFY In contacting employees for issues related to safety and hear [Read out]	realth: Do you	J face any	02) 1 2 3 3 of the DK/NA	TT <u>ER150</u> RT RT TT TT TT ER153	Do you as the employee representative for safety and head of the safety and head of the safety and head of the safety and head of the safety and head of the safety and head of the safety and safety	d health: Do you	(109) 1 2 3 face any o	2) 2 3 of the DK/N
ER153	Do you as the employee representative for safety and hear Yes No DK/ NA (SPONTANEOUS) EB620.3 ER150 MODIFY In contacting employees for issues related to safety and hear [Read out] 1 A lack of time	realth: Do you Yes	J face any No	072) 11 22 33 00f the DK/NA	TT ER150 RT RT TT TT TT TT TT (1093)	Do you as the employee representative for safety and head of the saf	d health: Do you	(109) 1 2 3 face any o	2) 2 3 6 the DK/N
R153	Do you as the employee representative for safety and heat Yes No DK/ NA (SPONTANEOUS) EB620.3 ER150 MODIFY In contacting employees for issues related to safety and heat [Read out] 1 A lack of time 2 Difficulties in getting to the workplaces	Yes	J face any No	02) 1 2 3 of the DK/NA 3 3	TT ER150 RT RT TT TT TT (1093) TT (1094)	Do you as the employee representative for safety and head of the safety and head of the safety and head of the safety and head of the safety and lead to safety and lead out head out h	d health: Do you	face any o	2) 2 3 6 the
R153	Do you as the employee representative for safety and hear Yes No DK/ NA (SPONTANEOUS) EB620.3 ER150 MODIFY In contacting employees for issues related to safety and hear [Read out] 1 A lack of time	realth: Do you Yes	J face any No	072) 11 22 33 00f the DK/NA	TT ER150 RT RT TT TT TT TT TT (1093)	Do you as the employee representative for safety and head of the saf	d health: Do you	(109) 1 2 3 face any o	2) 2 3 6 the DK/N
ER153	Do you as the employee representative for safety and heat Yes No DK/ NA (SPONTANEOUS) EB620.3 ER150 MODIFY In contacting employees for issues related to safety and heat [Read out] 1 A lack of time 2 Difficulties in getting to the workplaces	Yes	J face any No	02) 1 2 3 of the DK/NA 3 3	TT ER150 RT RT TT TT TT (1093) TT (1094)	Do you as the employee representative for safety and head of the safety and head of the safety and head of the safety and head of the safety and lead to safety and lead out head out h	d health: Do you	face any o	2) 2 3 6 the
R153	Do you as the employee representative for safety and hear Yes No DK/ NA (SPONTANEOUS) EB620.3 ER150 MODIFY In contacting employees for issues related to safety and hear [Read out] 1 A lack of time 2 Difficulties in getting to the workplaces 3 Poor cooperation from the management	Yes 1 1 1	No 2 2 2 carrying ou	02) 1 2 3 0f the DK/NA 3 3 3 3 3	TT ER150 RT RT TT TT TT (1093) TT (1094) TT (1095)	Do you as the employee representative for safety and head of the safety and head of the safety and head of the safety and head of the safety and lead to safety and lead of the safety and lead of the safety and lead of the safety and lead of the safety and lead of the safety and lead of the safety and lead of the safety and lead of the safety and lead of the safety and lead of the safety and lead of the safety and lead of the safety and lead of the safety and lead of the safety and lead of the safety and lead of the safety and head of the safety	Yes 1 1 1	face any o No 2 2 2 2 carrying out	f the DK/N 3 3 3 3 4 your heat
R153 1093) 1094) 1095)	Do you as the employee representative for safety and heat Yes No DK/ NA (SPONTANEOUS) EB620.3 ER150 MODIFY In contacting employees for issues related to safety and heat [Read out] 1 A lack of time 2 Difficulties in getting to the workplaces 3 Poor cooperation from the management EB620.3 ER153 MODIFY Does the management provide you with the necessary info	Yes 1 1 1	No 2 2 2 (109)	02) 1 2 3 0f the DK/NA 3 3 3 3 3	TT ER150 RT RT TT TT ER153 TT (1093) TT (1094) TT (1095) TT ER154	Do you as the employee representative for safety and head of the saf	Yes 1 1 1	face any o No 2 2 2	f the DK/N 3 3 3 3 4 your heat
R153 1093) 1094) 1095)	Do you as the employee representative for safety and heat Yes No DK/ NA (SPONTANEOUS) EB620.3 ER150 MODIFY In contacting employees for issues related to safety and heat [Read out] 1 A lack of time 2 Difficulties in getting to the workplaces 3 Poor cooperation from the management EB620.3 ER153 MODIFY Does the management provide you with the necessary information of the provide of the provi	Yes 1 1 1	No 2 2 2 (109)	02) 1 2 3 0f the DK/NA 3 3 3 3 3	TT ER150 RT RT TT TT ER153 TT (1093) TT (1094) TT (1095) TT ER154 RT	Do you as the employee representative for safety and head of the safety and head of the safety and head of the safety and head of the safety and lead to safety and l	Yes 1 1 1	face any o No 2 2 2 2 carrying out	2)
R153 1093) 1094) 1095)	Do you as the employee representative for safety and heat Yes No DK/ NA (SPONTANEOUS) EB620.3 ER150 MODIFY In contacting employees for issues related to safety and heat [Read out] 1 A lack of time 2 Difficulties in getting to the workplaces 3 Poor cooperation from the management EB620.3 ER153 MODIFY Does the management provide you with the necessary info	Yes 1 1 1	No 2 2 2 2 (10:	02) 1 2 3 0f the DK/NA 3 3 3 3 3	TT ER150 RT RT TT TT ER153 TT (1093) TT (1094) TT (1095) TT ER154	Do you as the employee representative for safety and head of the saf	Yes 1 1 1	(109) face any o No 2 2 2 2 carrying out (109)	f the DK/N 3 3 3 3 3 3 3 4 4 your hea

	EB620.3 ER154						EB620.3 ER154			
					_					
	ASK MM155 IF MM154=1				TT		ASK MM155 IF MM154=1			
ER155	Do you usually receive the information on time and without	t having to a	sk for it?		TT	ER155	Do you usually receive the information on time and without	having to as	sk for it?	
			(109	7)	_		<u> </u>		(109	7)
	Yes		` '	•	RT		Yes		1	•
	No		2		RT		No		2	
	DK/ NA (SPONTANEOUS)		3		TT		DK/ NA (SPONTANEOUS)		3	
	DIVIVIOLONIA (CI CIVITALI COC)		`	•	• •		BIO IOTO CIVITANE GOOD			
	EB620.3 ER155 MODIFY				1		EB620.3 ER155 MODIFY			
	EB020.0 ER100 MOBIL 1						EB020.0 EI(100 MOBII 1			
	ASK ALL				RT		ASK ALL			
	HOICHEL]		NOTOTEL			
ER156	On which of the following issues are you regularly kept info	rmed by you	ur manager	nent?	TT	ER156	On which of the following issues are you regularly kept info	rmed by you	ır managen	nent?
		, , , , ,								-
	[Read out]	Yes	No	DK/NA	TT		[Read out]	Yes	No	DK/NA
				•						
(1098)	On sickness and absenteeism rates	1	2	3	ТТ	(1098)	1 On sickness and absenteeism rates	1	2	3
(1099)	2 On the number and nature of accidents	1	2	3	_	(1099)	On the number and nature of accidents	1	2	3
(1100)	3 On changes to the way work is organised	1	2	3	_	(1100)	3 On changes to the way work is organised	1	2	3
(1101)	4 On changes to equipment or working environment	1	2	3		(1101)	4 On changes to equipment or working environment	1	2	3
(1.0.)	1 On thanget to equipment of working on vironment				٦	(1.01)	1 On changes to equipment of working crivilenment			Ū
	EB620.3 ER156 MODIFY				1		EB620.3 ER156 MODIFY			
	EBOZOLO ETTTOO MOBIL T						EBOZO.O EITTOO MOBIL 1			
ER159	On which of the following issues have you or your health a	nd safety rei	presentative	colleagues	ТТ	ER159	On which of the following issues have you or your health a	nd safety rer	resentative	colleagues
	g			- comocigaco			g			acino a guide
	[Read out]	Yes	No	DK/NA	TT		[Read out]	Yes	No	DK/NA
				•						
(1102)	1 Fire safety	1	2	3	ТТ	(1102)	1 Fire safety	1	2	3
(1103)	2 Prevention of accidents	1	2	3	_	(1103)	2 Prevention of accidents	1	2	3
(1104)	3 Chemical, biological, radiation or dust hazards	1	2	3		(1104)	3 Chemical, biological, radiation or dust hazards	1	2	3
(1105)	4 Ergonomics	1	2	3		(1105)	4 Ergonomics	1	2	3
(1106)	5 Violence, bullying or harassment	1	2	3	_	(1106)	5 Violence, bullying or harassment	1	2	3
(1107)	6 Work-related stress	1	2	3		(1107)	6 Work-related stress	1	2	3
(1108)	7 Discrimination (for example due to age, gender,	1	2	3		(1108)	7 Discrimination (for example due to age, gender,	1	2	3
(1100)	7 Dicentification (for example due to age, gender,				1	(1100)	1 Discrimination (for example due to ago, gender,			Ü
	EB620.3 ER159 MODIFY				1		EB620.3 ER159 MODIFY			
	EB020.0 ER100 MOBIL 1						EB020.0 EI(100 MOBIL 1			
	ASK ER160 IF ANY OF ER159 01 to ER159 07=1				ТТ		ASK ER160 IF ANY OF ER159 01 to ER159 07=1			
	ASIC EICTOO II AICT OF EICTSS_OF TO EICTSS_OF=1				1		ASK EKTOOTI ANT OF EKTOS_OF TO EKTOS_OF =1			
ER160	Is this training sufficient or would more training in any of the	ese fields be	e desirable?		ТТ	ER160	Is this training sufficient or would more training in any of th	ese fields be	desirable?	
	The state of the s	223 110.00 00							23011 02101	
	[Read out]				ТТ		[Read out]			
			(110	9)					(110	9)
	Training is sufficient		` .	•	TT		Training is sufficient		1	•

	More training would be desirable DK/ NA (SPONTANEOUS)		3		TT TT	More training would be desirable DK/ NA (SPONTANEOUS)		3	
	EB620.3 ER160 MODIFY					EB620.3 ER160 MODIFY			
	ASK ER161a IF ER160=2				ТТ	ASK ER161a IF ER160=2			
ER161a	On which of the following topics would you need additional	training?			TT ER161a	On which of the following topics would you or your health	and safety re	presentative	e colleagues
	[Read out]	Yes	No	DK/NA	тт	[Read out]	Yes	No	DK/NA
(1110)	1 Fire safety	1	2	3	TT (1110)	1 Fire safety	1	2	3
(1111)	2 Prevention of accidents	1	2	3	TT (1111)	2 Prevention of accidents	1	2	3
(1112)	Chemical or biological, raditation or dust hazards	1	2	3	TT (1112)	Chemical or biological, raditation or dust hazards	1	2	3
(1113)	4 Ergonomics	1	2	3	TT (1113)	4 Ergonomics	1	2	3
(1114)	5 Violence, bullying or harassment	1	2	3	TT (1114)	5 Violence, bullying or harassment	1	2	3
(1115)	6 Work-related stress	1	2	3	TT (1115)	6 Work-related stress	1	2	3
(1116)	7 Discrimination (for example due to age, gender,	1	2	3	TT (1116)	7 Discrimination (for example due to age, gender,	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	Ask ER161b IF NONE OF ER159_01 TO ER159_07=1 And would you need training on any of the following topics:	?			TT TT ER161b	ASK ER161b IF NONE OF ER159_01 TO ER159_07=1 And would you or your health and safety representative co	olleagues nee	ed training o	on any of the
ER161b		? Yes	No	DK/NA			olleagues nee	ed training o	on any of the
ER161b	And would you need training on any of the following topics:		No 2	DK/NA	TT ER161b	And would you or your health and safety representative co	Ť		•
	And would you need training on any of the following topics: [Read out]	Yes			TT <mark>ER161b</mark>	And would you or your health and safety representative co	Yes	No	DK/NA
(1117)	And would you need training on any of the following topics: [Read out] 1 Fire safety	Yes 1	2	3	TT <u>ER161b</u> TT TT (1117)	And would you or your health and safety representative co	Yes 1	No 2	DK/NA
(1117) (1118)	And would you need training on any of the following topics' [Read out] 1 Fire safety 2 Prevention of accidents	Yes 1 1	2 2	3 3	TT <u>ER161b</u> TT TT (1117) TT (1118)	And would you or your health and safety representative or [Read out] 1 Fire safety 2 Prevention of accidents	Yes 1 1	No 2 2 2	DK/NA 3 3
(1117) (1118) (1119)	And would you need training on any of the following topics' [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards	Yes 1 1 1 1 1	2 2 2	3 3 3	TT ER161b TT (1117) TT (1118) TT (1119)	And would you or your health and safety representative or [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards	Yes 1 1 1 1 1	No 2 2 2 2	3 3 3
(1117) (1118) (1119) (1120)	And would you need training on any of the following topics' [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics	Yes 1 1 1 1 1 1 1	2 2 2 2	3 3 3 3	TT ER161b TT (1117) TT (1118) TT (1119) TT (1120)	And would you or your health and safety representative or [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics	Yes 1 1 1 1 1 1	No 2 2 2 2 2 2	3 3 3 3 3
(1117) (1118) (1119) (1120) (1121)	And would you need training on any of the following topics' [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2 2 2 2 2 2	3 3 3 3 3	TT ER161b TT (1117) TT (1118) TT (1119) TT (1120) TT (1121)	And would you or your health and safety representative or [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2	3 3 3 3 3 3
(1117) (1118) (1119) (1120) (1121) (1122)	And would you need training on any of the following topics' [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment 6 Work-related stress	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2 2 2 2 2 2 2	3 3 3 3 3 3	TT ER161b TT (1117) TT (1118) TT (1119) TT (1120) TT (1121) TT (1122)	And would you or your health and safety representative or [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment 6 Work-related stress	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2	DK/NA 3 3 3 3 3 3 3 3 3
(1117) (1118) (1119) (1120) (1121) (1122)	And would you need training on any of the following topics' [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment 6 Work-related stress 7 Discrimination (for example due to age, gender,	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2 2 2 2 2 2 2	3 3 3 3 3 3	TT ER161b TT (1117) TT (1118) TT (1119) TT (1120) TT (1121) TT (1122)	And would you or your health and safety representative or [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment 6 Work-related stress 7 Discrimination (for example due to age, gender,	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	DK/NA 3 3 3 3 3 3 3 3 3
(1117) (1118) (1119) (1120) (1121) (1122)	And would you need training on any of the following topics' [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment 6 Work-related stress 7 Discrimination (for example due to age, gender,	Yes 1 1 1 1 1 1 1 1 1 1 1 1 R159_08=1	2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3 3 3	TT ER161b TT (1117) TT (1118) TT (1119) TT (1120) TT (1121) TT (1122) TT (1123)	And would you or your health and safety representative or [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment 6 Work-related stress 7 Discrimination (for example due to age, gender,	Yes 1 1 1 1 1 1 1 1 1 1 1 ER159_07=	No	3 3 3 3 3 3 3 3 3
(1117) (1118) (1119) (1120) (1121) (1122) (1123)	And would you need training on any of the following topics' [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment 6 Work-related stress 7 Discrimination (for example due to age, gender, EB620.3 ER161b MODIFY ASK ER162 IF ER160=2 OR IF ONE OF ER159_01 TO E	Yes 1 1 1 1 1 1 1 1 1 1 1 1 R159_08=1	2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3 3 3	TT ER161b TT (1117) TT (1118) TT (1119) TT (1120) TT (1121) TT (1122) TT (1123) TT TT ER162	And would you or your health and safety representative or [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment 6 Work-related stress 7 Discrimination (for example due to age, gender, EB620.3 ER161b MODIFY ASK ER162 IF ER160=2 OR IF NONE OF ER159_01 TO	Yes 1 1 1 1 1 1 1 1 1 1 1 ER159_07=	No	3 3 3 3 3 3 3 3 3
(1117) (1118) (1119) (1120) (1121) (1122) (1123)	And would you need training on any of the following topics' [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment 6 Work-related stress 7 Discrimination (for example due to age, gender, EB620.3 ER161b MODIFY ASK ER162 IF ER160=2 OR IF ONE OF ER159_01 TO E Which of the following are the main reasons for receiving r	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	2 2 2 2 2 2 2 2 2 2 2 1 2 1 2 1 1 1 1 1	3 3 3 3 3 3 3 3 3 3 3 D 3 D M D M D M D M M D	TT ER161b TT (1117) TT (1118) TT (1119) TT (1120) TT (1121) TT (1123) TT (1123) TT (1126 TT ER162	And would you or your health and safety representative or [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment 6 Work-related stress 7 Discrimination (for example due to age, gender, EB620.3 ER161b MODIFY ASK ER162 IF ER160=2 OR IF NONE OF ER159_01 TO Which of the following are the main reasons for receiving [Read out]	Yes 1 1 1 1 1 1 1 1 1 1 Yes ER159_07=	No 2 2 2 2 2 2 2 2 1 1 No	DK/NA 3 3 3 3 3 3 3 3 3
(1117) (1118) (1119) (1120) (1121) (1122) (1123) ER162	[Read out]	Yes 1 1 1 1 1 1 1 1 1 1 1 Yes R159_08=1 Yes	2	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	TT ER161b TT (1117) TT (1118) TT (1119) TT (1120) TT (1121) TT (1122) TT (1123) TT ER162 TT TT (1124)	And would you or your health and safety representative or [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment 6 Work-related stress 7 Discrimination (for example due to age, gender, EB620.3 ER161b MODIFY ASK ER162 IF ER160=2 OR IF NONE OF ER159_01 TO Which of the following are the main reasons for receiving [Read out] 1 Difficulties to get time off for such training	Yes 1 1 1 1 1 1 1 1 1 1 1 Yes ER159_07= no or not sufft Yes	No 2 2 2 2 2 2 2 2 1 iicient traini No	DK/NA 3 3 3 3 3 3 3 3 3
(1117) (1118) (1119) (1120) (1121) (1122) (1123) ER162	Read out	Yes 1 1 1 1 1 1 1 1 1 1 1 Yes R159_08=1 Yes 1 1 1	2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	TT ER161b TT (1117) TT (1118) TT (1119) TT (1120) TT (1121) TT (1122) TT (1123) TT (1123) TT ER162 TT TT ER162 TT (1124) TT (1125)	And would you or your health and safety representative or [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment 6 Work-related stress 7 Discrimination (for example due to age, gender, EB620.3 ER161b MODIFY ASK ER162 IF ER160=2 OR IF NONE OF ER159_01 TO Which of the following are the main reasons for receiving [Read out] 1 Difficulties to get time off for such training 2 Lack of information about available courses	Yes 1 1 1 1 1 1 1 1 1 1 1 Yes ER159_07= no or not suff Yes	No	DK/NA 3 3 3 3 3 3 3 3 3
(1117) (1118) (1119) (1120) (1121) (1122) (1123) ER162	[Read out]	Yes 1 1 1 1 1 1 1 1 1 1 1 Yes R159_08=1 Yes	2	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	TT ER161b TT (1117) TT (1118) TT (1119) TT (1120) TT (1121) TT (1122) TT (1123) TT ER162 TT TT (1124)	And would you or your health and safety representative or [Read out] 1 Fire safety 2 Prevention of accidents 3 Chemical or biological, raditation or dust hazards 4 Ergonomics 5 Violence, bullying or harassment 6 Work-related stress 7 Discrimination (for example due to age, gender, EB620.3 ER161b MODIFY ASK ER162 IF ER160=2 OR IF NONE OF ER159_01 TO Which of the following are the main reasons for receiving [Read out] 1 Difficulties to get time off for such training	Yes 1 1 1 1 1 1 1 1 1 1 1 Yes ER159_07= no or not sufft Yes	No 2 2 2 2 2 2 2 2 1 iicient traini No	DK/NA 3 3 3 3 3 3 3 3 3

	EB620.3 ER162 MODIFY		EB620.3 ER162 MODIFY
	D. GENERAL HEALTH AND SAFETY MANAGEMENT	тт	D. GENERAL HEALTH AND SAFETY MANAGEMENT
	ASK ALL	RT	ASK ALL
ER200	Is there a documented policy, established management system or action plan on health and (1148)	TT ER200	Is there a documented policy, established management system or action plan on health and (1148)
	Yes 1 1 No 2 DK/ NA (SPONTANEOUS) 3	RT RT TT	Yes 1 1 No 2 DK/ NA (SPONTANEOUS) 3
	EB620.3 ER200 MODIFY		EB620.3 ER200 MODIFY
	ASK ER202 IF ER200=1	ТТ	ASK ER202 IF ER200=1
ER202	In practice, how much of an impact does this policy, management system or action plan have	TT ER202	In practice, how much of an impact does this policy, management system or action plan have
	[Read out] (1149)	ТТ	[Read out] (1149)
	Large impact 1 Some impact 2 Practically no impact 3	TT TT TT	Large impact 1 Some impact 2 Practically no impact 3
	DK/ NA (SPONTANEOUS) 4	TT -	DK/ NA (SPONTANEOUS) 4
	EB620.3 ER202 MODIFY		EB620.3 ER202 MODIFY
	ASK ER203 IF ER200=2	<u> </u> TT	ASK ER203 IF ER200=2
ER203	Are there any particular reasons for not having developed such a policy, management system		Are there any particular reasons for not having developed such a policy, management system
	[Read out] - Items to be randomised Yes No DK/NA	TT	[Read out] - Items to be randomised Yes No DK/NA
(1150) (1151) (1152)	1 Our management does not see the benefit of such a 1 2 3 2 The expertise to develop these is not available 1 2 3 3 In view of our health and safety risks this is not 1 2 3	TT (1150) TT (1151) TT (1152)	1 Our management does not see the benefit of such a 1 2 3 2 The expertise to develop these is not available 1 2 3 3 In view of our health and safety risks this is not 1 2 3
	EB620.3 ER203 MODIFY		EB620.3 ER203 MODIFY
	ASK ALL	RT	ASK ALL
ER205	Are employees in this establishment regularly informed about safety and health at the	TT ER205	Are employees in this establishment regularly informed about safety and health at the
	Yes 1 1 No 2 DK/ NA (SPONTANEOUS) 3	RT RT TT	Yes 1 No 2 DK/ NA (SPONTANEOUS) 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	TT	ER207	Are workplaces in the establishment regularly checked for safety and health as part of a risk
	(1154)			(1154)
	Yes 1	RT		Yes 1
	No 2	RT		<u>No</u> 2
	DK/ NA (SPONTANEOUS) 3	TT		DK/ NA (SPONTANEOUS) 3
	EB620.3 ER207 MODIFY			EB620.3 ER207 MODIFY
		_		
	ASK ER209 AND ER210 IF ER207=1	TT		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	TT	ER209	Do you have a say in the decisions on when and where these risk assessments or workplace
	(1155)			(1155)
	Yes 1	RT		Yes 1
	No 2	RT		No 2
	DK/ NA (SPONTANEOUS)	TT		DK/ NA (SPONTANEOUS) 3
				,
	EB620.3 ER209 MODIFY			EB620.3 ER209 MODIFY
ER210	If the risk assessment or workplace check identifies a need for action: Is the necessary follow	/- TT	ER210	If the risk assessment or workplace check identifies a need for action: Is the necessary follow-
	(1156)			(1156)
	Yes 1	RT		Yes 1
	No 2	RT		No 2
	Only partly (SPONTANEOUS) 3	TT		Only partly (SPONTANEOUS) 3
	DK/ NA (SPONTANEOUS) 4	TT		DK/ NA (SPONTANEOUS) 4
	EDOGG & EDOGG MODIEV			EDOGG & EDGG MODIEN
	EB620.3 ER210 MODIFY			EB620.3 ER210 MODIFY
	ASK ER211 IF ER210=1 or 3	TT		ASK ER211 IF ER210=1 or 3
ER211	And are you as health and safety representatives usually involved in the choice of follow-up	TT	ER211	And are you as health and safety representatives usually involved in the choice of follow-up
	[Read out]	ТТ		[Read out]
	(1157)	่		(1157)
	Yes 1	RT		Yes 1
	No 2	RT		No 2
	DK/ NA (SPONTANEOUS)	TT		DK/ NA (SPONTANEOUS)
	BIG TO A CONTINUE COOK	• • •		5
	EB620.3 ER211 MODIFY			EB620.3 ER211 MODIFY
	ASK ER213 IF ER207=2	ТТ		ASK ER213 IF ER207=2
	MON LINZIO II LINZUI = Z			AON LINZ TO II LINZUI =Z
ER213	Are there any particular reasons why these checks are not regularly carried out? Please tell	TT	ER213	Are there any particular reasons why these checks are not regularly carried out? Please tell
	[Read out - Items to be randomised] Yes No DK/NA	TT		[Read out - Items to be randomised] Yes No DK/NA

(1158)	The necessary expertise is lacking		1	2	3	TT (1158)	The necessary expertise is lacking		1	2	3
(1159)	2 Risk assessments are regarded as too til	me	1	2	3	TT (1159)	2 Risk assessments are regarded as too tim	ne	1	2	3
(1160)	3 The legal obligations on risk assessment		1	2	3	TT (1160)	3 The legal obligations on risk assessment		1	2	3
(1161)	4 It is not necessary because we do not ha		1	2	3	TT (1161)	4 It is not necessary because we do not have		1	2	3
(- /	,	,				_ 、 · ,		·			-
	EB620.3 ER213 MODIFY					1	EB620.3 ER213 MODIFY				
						. _					
	ASK ALL					RT	ASK ALL				
ER214	Overall, how would you rate the degree of invol	vement of t	he line man	agers and s	upervisors	TT ER214	Overall, how would you rate the degree of involve	ement of the	ne line man	agers and su	pervisors
	TD. J. d.					Тт	ID 1 0				
	[Read out]			(116	2/]	[Read out]			(1162	`
	Very high			(116,	2)	TT	Very high			(1162)
	Quite high)	TT	Quite high			2	
	Quite low			3		TT	Quite low			3	
	Very low			4		TT	Very low			4	
	DK/ NA (SPONTANEOUS)			5)	TT	DK/ NA (SPONTANEOUS)			5	
	. (= = = =)						(
	EB620.3 ER214 MODIFY					1	EB620.3 ER214 MODIFY				
ER215	Please tell me for each of the following statement	ents whethe	r you agree,	neither agr	ee nor	TT ER215	Please tell me for each of the following stateme	nts whether	r you agree,	, neither agre	e nor
						-				T	
	[Read out]	Agree	Neither	Disagree	DK/NA]TT	[Read out]	Agree	Neither	Disagree	DK/NA
(4462)	A Hardhand refer in an internal most of				1 4	TT (1163)	4 Haalthaadaafataisaanista saalaantaf		_	1 0	4
(1163) (1164)	Health and safety is an integral part of Our management is open to the	1	2	3	4	TT (1164)	1 Health and safety is an integral part of	1	2	3	4
		ı					2 Our management is appended the	1	2	2	1
(1165)	3 Our management gives proper	1 1			1		2 Our management gives proper	1	2	3	4
(1165)	3 Our management gives proper	1	2	3	4	TT (1165)	Our management is open to the Our management gives proper	1 1	2	3	4
(1165)		1			1		3 Our management gives proper	•			
(1165)	3 Our management gives proper EB620.3 ER215 MODIFY	1			1			•			
(1165)			2	3	1		3 Our management gives proper EB620.3 ER215 MODIFY	1	2	3	
(1165)	EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A		2	3	1]TT (1165)]]TT	3 Our management gives proper EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A	1	2	3	
(1165)	EB620.3 ER215 MODIFY		2	3	1]TT (1165)]	3 Our management gives proper EB620.3 ER215 MODIFY	1	2	3	
	EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL	AND PSYCH	2 HOSOCIAL	3 RISKS	4]TT (1165)]]TT]RT	3 Our management gives proper EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL	1 ND PSYCH	2 HOSOCIAL	3 RISKS	4
(1165) ER250	EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A	AND PSYCH	2 HOSOCIAL	3 RISKS	4]TT (1165)]]TT	3 Our management gives proper EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A	1 ND PSYCH	2 HOSOCIAL	3 RISKS	4
	EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me	AND PSYCH	2 HOSOCIAL s of major c	RISKS	4 ane concern]TT (1165)]]TT]RT]TT <u>ER250</u>	3 Our management gives proper EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me	ND PSYCH	2 HOSOCIAL	RISKS	4 e concern
	EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL	AND PSYCH	2 HOSOCIAL	3 RISKS	4 ane concern]TT (1165)]]TT]RT	3 Our management gives proper EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL	1 ND PSYCH	2 HOSOCIAL	3 RISKS	4
ER250	EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out]	AND PSYCH whether it i	2 HOSOCIAL s of major c	3 RISKS oncern, son	4 ne concern DK/NA	TT (1165) TT RT TT <u>ER250</u> TT	3 Our management gives proper EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out]	1 ND PSYCH whether it is	2 HOSOCIAL s of major o	RISKS	e concern DK/NA
ER250 (1186)	EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out] 1 Dangerous substances (Int. hint: e.g.	AND PSYCH	2 HOSOCIAL s of major c Some	3 RISKS oncern, son No	ne concern DK/NA	TT (1165) TT	3 Our management gives proper EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out] 1 Dangerous substances (Int. hint: e.g.	ND PSYCH	2 HOSOCIAL s of major of Some	RISKS concern, som No 3	e concern DK/NA 4
(1186) (1187)	EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out] 1 Dangerous substances (Int. hint: e.g. 2 Accidents	AND PSYCH whether it i	2 HOSOCIAL S of major c Some 2 2	RISKS Oncern, son No 3 3 3	DK/NA 4 4	TT (1165) TT	3 Our management gives proper EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out] 1 Dangerous substances (Int. hint: e.g. 2 Accidents	1 ND PSYCH whether it is	2 HOSOCIAL S of major of Some 2 2	RISKS Soncern, som No 3 3 3	e concern DK/NA 4 4
ER250 (1186)	EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out] 1 Dangerous substances (Int. hint: e.g. 2 Accidents 3 Noise and vibration	AND PSYCH whether it i	2 HOSOCIAL s of major c Some	3 RISKS oncern, son No	ne concern DK/NA	TT (1165) TT	3 Our management gives proper EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out] 1 Dangerous substances (Int. hint: e.g. 2 Accidents 3 Noise and vibration	1 ND PSYCH whether it is	2 HOSOCIAL s of major of Some	RISKS concern, som No 3	e concern DK/NA 4
(1186) (1187) (1188) (1189)	EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out] 1 Dangerous substances (Int. hint: e.g. 2 Accidents 3 Noise and vibration	whether it i Major 1 1 1	2 HOSOCIAL S of major c Some 2 2 2	Oncern, son No 3 3 3 3	DK/NA 4 4 4	TT (1165) TT RT TT (ER250 TT (1186) TT (1187) TT (1188) TT (1189)	3 Our management gives proper EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out] 1 Dangerous substances (Int. hint: e.g. 2 Accidents	ND PSYCH whether it is Major 1 1 1	2 HOSOCIAL S of major of Some 2 2 2	RISKS Oncern, som No 3 3 3 3	e concern DK/NA 4 4 4
(1186) (1187) (1188)	EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out] 1 Dangerous substances (Int. hint: e.g. 2 Accidents 3 Noise and vibration 4 Musculoskeletal disorders such as pain	whether it i Major 1 1 1	Some 2 2 2 2 2 2	No No 3 3 3 3 3 3 3	DK/NA 4 4 4 4	TT (1165) TT RT TT (ER250 TT (1186) TT (1187) TT (1188)	3 Our management gives proper EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out] 1 Dangerous substances (Int. hint: e.g. 2 Accidents 3 Noise and vibration 4 Musculoskeletal disorders such as pain	ND PSYCH whether it is Major 1 1 1 1	Some 2 2 2 2 2 2	RISKS No 3 3 3 3 3	e concern DK/NA 4 4 4
(1186) (1187) (1188) (1189) (1190)	EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out] 1 Dangerous substances (Int. hint: e.g. 2 Accidents 3 Noise and vibration 4 Musculoskeletal disorders such as pain 5 Work-related stress	whether it i Major 1 1 1 1	Some 2 2 2 2 2 2 2	Oncern, son	DK/NA 4 4 4 4 4 4	TT (1165) TT RT TT (ER250) TT (1186) TT (1187) TT (1188) TT (1189) TT (1190)	3 Our management gives proper EB620.3 ER215 MODIFY E. OCCUPATIONAL HEALTH AND SAFETY A ASK ALL For each of the following issues, please tell me [Read out] 1 Dangerous substances (Int. hint: e.g. 2 Accidents 3 Noise and vibration 4 Musculoskeletal disorders such as pain 5 Work-related stress	Major 1 1 1 1 1 1 1 1 1	Some 2 2 2 2 2 2	RISKS No No 3 3 3 3 3	e concern DK/NA 4 4 4 4

	EB620.3 ER250 MODIFY					EB620.3 ER250 MODIFY	
ER252	Several factors can contribute to stress, violence and haras	ssment at w	ork; they co	oncern the	TT ER252	Several factors can contribute to stress, violence and harassment at work; they conc	cern the
	[Read out]	Yes	No	DK/ NA	TT	[Read out] Yes No	DK/ NA
(1193)	1 Time pressure	1	2	3	TT (1193)	1 Time pressure 1 2	3
(1194)	Poor communication between management and	1	2	3	TT (1194)	2 Poor communication between management and 1 2	3
(1195)	3 Poor co-operation amongst colleagues	1	2	3	TT (1195)	3 Poor co-operation amongst colleagues 1 2	3
1196)	4 Lack of employee control in organising their work	1	2	3	TT (1196)	4 Lack of employee control in organising their work 1 2	3
1197)	5 Job insecurity	1	2	3	TT (1197)	5 Job insecurity 1 2	3
1198)	6 Having to deal with difficult customers, patients,	1	2	3	TT (1198)	6 Having to deal with difficult customers, patients, 1 2	3
1199)	7 Problems in supervisor – employee relationships	1	2	3	TT (1199)	7 Problems in supervisor – employee relationships 1 2	3
1200)	8 Long or irregular working hours	1	2	3	TT (1200)	8 Long or irregular working hours 1 2	3
1201)	9 An unclear human resources policy	1	2	3	TT (1201)	9 An unclear human resources policy 1 2	3
1202)	10 Discrimination (for example due to age, gender,	1	2	3	TT (1202)	10 Discrimination (for example due to age, gender, 1 2	3
	EB620.3 ER252 MODIFY]	EB620.3 ER252 MODIFY	
	EBOLOIO EILLOL MOBIL I				1		
	F. PSYCHOSOCIAL RISK MANAGEMENT				TT	F. PSYCHOSOCIAL RISK MANAGEMENT	
	F. PSTCHOSOCIAL RISK WANAGEWENT				1		
					lo-		
	ASK ALL				RT	ASK ALL	
=P300	ASK ALL	following m	eacures to	deal with		ASK ALL	al with
ER300		following m	easures to	deal with	RT TT <u>ER300</u>	ASK ALL	al with
ER300	ASK ALL In the last 3 years, has your establishment used any of the				TT ER300	ASK ALL In the last 3 years, has your establishment used any of the following measures to dea	
ER300	ASK ALL	following me	easures to			ASK ALL	
	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be		No	DK/NA	' TT <u>ER300</u> TT	ASK ALL In the last 3 years, has your establishment used any of the following measures to deal [Read out -: Items ER300_01 to ER300_06 to be Yes No	DK/NA
1223)	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be 1 Changes to the way work is organised		No 2		TT ER300	ASK ALL In the last 3 years, has your establishment used any of the following measures to deal [Read out -: Items ER300_01 to ER300_06 to be Yes No 1 Changes to the way work is organised 1 2	
1223) 1224)	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be 1 Changes to the way work is organised 2 A redesign of the work area	Yes 1	No 2 2 2	DK/NA 3 3	TT <u>ER300</u> TT TT (1223) TT (1224)	ASK ALL In the last 3 years, has your establishment used any of the following measures to deal [Read out - : Items ER300_01 to ER300_06 to be	DK/NA
1223) 1224) 1225)	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be 1 Changes to the way work is organised 2 A redesign of the work area 3 Confidential counseling for employees	Yes 1	No 2 2 2 2 2	3 3 3	TT ER300 TT (1223) TT (1224) TT (1225)	ASK ALL In the last 3 years, has your establishment used any of the following measures to dea [Read out -: Items ER300_01 to ER300_06 to be	3 3
1223) 1224) 1225) 1226)	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be 1 Changes to the way work is organised 2 A redesign of the work area 3 Confidential counseling for employees 4 Set-up of a conflict resolution procedure	Yes 1 1 1 1 1	No 2 2 2 2 2 2 2	3 3 3 3	TT ER300 TT (1223) TT (1224) TT (1225) TT (1226)	ASK ALL In the last 3 years, has your establishment used any of the following measures to dea [Read out -: Items ER300_01 to ER300_06 to be Yes No 1 Changes to the way work is organised 1 2 2 A redesign of the work area 1 2 3 Confidential counseling for employees 1 2 4 Set-up of a conflict resolution procedure 1 2	3 3 3 3
1223) 1224) 1225) 1226) 1227)	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be 1 Changes to the way work is organised 2 A redesign of the work area 3 Confidential counseling for employees	Yes 1 1 1 1 1 1 1	No 2 2 2 2 2	3 3 3	TT ER300 TT (1223) TT (1224) TT (1225)	ASK ALL In the last 3 years, has your establishment used any of the following measures to dea [Read out -: Items ER300_01 to ER300_06 to be Yes No 1 Changes to the way work is organised 1 2 2 A redesign of the work area 1 2 3 Confidential counseling for employees 1 2 4 Set-up of a conflict resolution procedure 1 2	3 3 3
1223) 1224) 1225) 1226) 1227)	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be 1 Changes to the way work is organised 2 A redesign of the work area 3 Confidential counseling for employees 4 Set-up of a conflict resolution procedure 5 Changes to working time arrangements 6 Provision of training	Yes 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2	3 3 3 3 3 3	TT ER300 TT (1223) TT (1224) TT (1225) TT (1226) TT (1227)	ASK ALL In the last 3 years, has your establishment used any of the following measures to deal [Read out -: Items ER300_01 to ER300_06 to be	3 3 3 3 3
1223) 1224) 1225) 1226) 1227)	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be 1 Changes to the way work is organised 2 A redesign of the work area 3 Confidential counseling for employees 4 Set-up of a conflict resolution procedure 5 Changes to working time arrangements	Yes 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2	3 3 3 3 3 3	TT ER300 TT (1223) TT (1224) TT (1225) TT (1226) TT (1227)	ASK ALL In the last 3 years, has your establishment used any of the following measures to deal [Read out -: Items ER300_01 to ER300_06 to be	3 3 3 3 3
1223) 1224) 1225) 1226) 1227) 1228)	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be 1 Changes to the way work is organised 2 A redesign of the work area 3 Confidential counseling for employees 4 Set-up of a conflict resolution procedure 5 Changes to working time arrangements 6 Provision of training	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	3 3 3 3 3 3 3 3	TT ER300 TT (1223) TT (1224) TT (1225) TT (1226) TT (1227)	ASK ALL In the last 3 years, has your establishment used any of the following measures to deal [Read out -: Items ER300_01 to ER300_06 to be	3 3 3 3 3 3 3
1223) 1224) 1225) 1226) 1227) 1228)	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be 1 Changes to the way work is organised 2 A redesign of the work area 3 Confidential counseling for employees 4 Set-up of a conflict resolution procedure 5 Changes to working time arrangements 6 Provision of training EB620.3 ER300 MODIFY	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	No 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	DK/NA 3 3 3 3 3 3 3 3 3	TT ER300 TT (1223) TT (1224) TT (1225) TT (1226) TT (1227) TT (1228)	ASK ALL In the last 3 years, has your establishment used any of the following measures to deal [Read out -: Items ER300_01 to ER300_06 to be Yes No 1 Changes to the way work is organised 1 2 2 A redesign of the work area 1 2 3 Confidential counseling for employees 1 2 4 Set-up of a conflict resolution procedure 1 2 5 Changes to working time arrangements 1 2 6 Provision of training 1 2 EB620.3 ER300 MODIFY	3 3 3 3 3 3 3
1223) 1224) 1225) 1226) 1227) 1228)	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be 1 Changes to the way work is organised 2 A redesign of the work area 3 Confidential counseling for employees 4 Set-up of a conflict resolution procedure 5 Changes to working time arrangements 6 Provision of training EB620.3 ER300 MODIFY Please tell me for each of the measures you named wheth [Read out] Very Quite	Yes 1 1 1 1 1 1 1 1 1 Quite	No 2 2 2 2 2 2 2 2 Very	DK/NA 3 3 3 3 3 3 3 3 3	TT ER300 TT (1223) TT (1224) TT (1225) TT (1226) TT (1227) TT (1228) TT ER301	ASK ALL In the last 3 years, has your establishment used any of the following measures to deal [Read out -: Items ER300_01 to ER300_06 to be	DK/NA 3 3 3 3 3 3 Ve, quite
1223) 1224) 1225) 1226) 1227) 1228)	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be 1 Changes to the way work is organised 2 A redesign of the work area 3 Confidential counseling for employees 4 Set-up of a conflict resolution procedure 5 Changes to working time arrangements 6 Provision of training EB620.3 ER300 MODIFY Please tell me for each of the measures you named wheth [Read out] Very Quite 1 (ONLY IF ER300_01=1) 1 2	Yes 1 1 1 1 1 1 1 1 1 Quite	No 2 2 2 2 2 2 2 2 2 Very effe	DK/NA 3 3 3 3 3 3 3 3 3	TT ER300 TT (1223) TT (1224) TT (1226) TT (1227) TT (1228) TT ER301 TT TT (1229)	ASK ALL In the last 3 years, has your establishment used any of the following measures to deal [Read out -: Items ER300_01 to ER300_06 to be	DK/NA 3 3 3 3 3 3 3 Ve, quite
1223) 1224) 1225) 1226) 1227) 1228) ER301	In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be Changes to the way work is organised 2 A redesign of the work area 3 Confidential counseling for employees 4 Set-up of a conflict resolution procedure 5 Changes to working time arrangements 6 Provision of training EB620.3 ER300 MODIFY Please tell me for each of the measures you named wheth [Read out] Very Quite 1 (ONLY IF ER300_01=1) 1 2 2 (ONLY IF ER300_02=1) A 1 2	Yes 1 1 1 1 1 1 1 1 1 Quite	No	DK/NA 3 3 3 3 3 3 3 3 3	TT [ER300] TT (1223) TT (1224) TT (1225) TT (1226) TT (1227) TT (1228) TT [ER301] TT [TT (1229) TT (1229) TT (1230)	ASK ALL In the last 3 years, has your establishment used any of the following measures to deal [Read out -: Items ER300_01 to ER300_06 to be Yes No 1 Changes to the way work is organised 1 2 2 A redesign of the work area 1 2 3 Confidential counseling for employees 1 2 4 Set-up of a conflict resolution procedure 1 2 5 Changes to working time arrangements 1 2 6 Provision of training 1 2 EB620.3 ER300 MODIFY Please tell me for each of the measures you named whether it has been very effective [Read out] Very Quite Quite Very 1 (ONLY IF ER300_01=1) 1 2 3 4 2 (ONLY IF ER300_02=1) A 1 2 3 4	DK/NA 3 3 3 3 3 3 3 Ve, quite DK/NA 5 5
1223) 1224) 1225) 1226) 1227) 1228) 1228) 1229) 1230) 1231)	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be] 1 Changes to the way work is organised 2 A redesign of the work area 3 Confidential counseling for employees 4 Set-up of a conflict resolution procedure 5 Changes to working time arrangements 6 Provision of training [B620.3 ER300 MODIFY] Please tell me for each of the measures you named wheth [Read out] Very Quite 1 (ONLY IF ER300_01=1) 2 (ONLY IF ER300_02=1) A 1 2 3 (ONLY IF ER300_03=1) 1 2	Yes 1 1 1 1 1 1 1 1 1 1 Quite 3 3 3	No	DK/NA 3 3 3 3 3 3 3 3 3	TT (1223) TT (1223) TT (1224) TT (1225) TT (1226) TT (1227) TT (1228) TT (1228) TT (1228) TT (1229) TT (1230) TT (1231)	ASK ALL In the last 3 years, has your establishment used any of the following measures to deal [Read out -: Items ER300_01 to ER300_06 to be	DK/NA 3 3 3 3 3 3 3 We, quite DK/NA 5 5 5
1223) 1224) 1225) 1226) 1227) 1228) ER301	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be] 1 Changes to the way work is organised 2 A redesign of the work area 3 Confidential counseling for employees 4 Set-up of a conflict resolution procedure 5 Changes to working time arrangements 6 Provision of training [EB620.3 ER300 MODIFY] Please tell me for each of the measures you named wheth [Read out] Very Quite 1 (ONLY IF ER300_01=1) 1 2 2 (ONLY IF ER300_02=1) A 1 2 3 (ONLY IF ER300_03=1) 1 2 4 (ONLY IF ER300_04=1) Set- 1 2	Yes 1 1 1 1 1 1 1 1 1 1 1 1 1 3 3 3 3 3 3	No	DK/NA 3 3 3 3 3 3 3 3 3	TT ER300 TT (1223) TT (1224) TT (1225) TT (1226) TT (1227) TT (1228) TT ER301 TT (1229) TT (1230) TT (1231) TT (1231)	In the last 3 years, has your establishment used any of the following measures to dead [Read out - : Items ER300_01 to ER300_06 to be	3 3 3 3 3 3 3 3 0 Ve, quite
(1223) (1224) (1225) (1226) (1227) (1228) (1228) (1230) (1231) (1232) (1233) (1233) (1234)	ASK ALL In the last 3 years, has your establishment used any of the [Read out -: Items ER300_01 to ER300_06 to be] 1 Changes to the way work is organised 2 A redesign of the work area 3 Confidential counseling for employees 4 Set-up of a conflict resolution procedure 5 Changes to working time arrangements 6 Provision of training [B620.3 ER300 MODIFY] Please tell me for each of the measures you named wheth [Read out] Very Quite 1 (ONLY IF ER300_01=1) 2 (ONLY IF ER300_02=1) A 1 2 3 (ONLY IF ER300_03=1) 1 2	Yes 1 1 1 1 1 1 1 1 1 1 Quite 3 3 3	No	DK/NA 3 3 3 3 3 3 3 3 3	TT (1223) TT (1223) TT (1224) TT (1225) TT (1226) TT (1227) TT (1228) TT (1228) TT (1228) TT (1229) TT (1230) TT (1231)	ASK ALL In the last 3 years, has your establishment used any of the following measures to deal [Read out -: Items ER300_01 to ER300_06 to be	DK/NA 3 3 3 3 3 3 3 Ve, quite DK/NA 5 5

	EB620.3 ER301 MODIFY		EB620.3 ER301 MODIFY
	ASK ALL	RT	ASK ALL
		_	
ER303	Does your establishment inform the employees about psychosocial risks and their effect on	TT ER303	Does your establishment inform the employees about psychosocial risks and their effect on
	(1235)	_	(1235)
	Yes 1	RT	Yes 1
	No 2	RT	No 2
	DK/ NA (SPONTANEOUS) 3	TT	DK/ NA (SPONTANEOUS) 3
	EB620.3 ER303 MODIFY	Ī	EB620.3 ER303 MODIFY
ER308	Have you in the last 3 years received any requests from employees to tackle work-related	TT ER308	Have you in the last 3 years received any requests from employees to tackle work-related
		-	
	Interviewer: Read out definition if necessary: Work-related stress is experienced when the	TT	Interviewer: Read out definition if necessary: Work-related stress is experienced when the
	(1236)		(1236)
	Yes 1	RT	Yes 1
	No 2	RT	No 2
	DK/ NA (SPONTANEOUS)	TT	DK/ NA (SPONTANEOUS) 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	And have you in the last 3 years received requests to tackle bullying or harassment?
		-	
	Interviewer: Read out definition if necessary: Bullying or harassment occurs when one or more	TT	Interviewer: Read out definition if necessary: Bullying or harassment occurs when one or more
	(1237)		(1237)
	Yes 1	RT	Yes 1
	No 2	RT	No 2
	DK/ NA (SPONTANEOUS)	TT	DK/ NA (SPONTANEOUS) 3
	EB620.3 ER309 MODIFY	Ī	EB620.3 ER309 MODIFY
ER310	And what about workplace violence? Have there in the last 3 years been any requests to deal	TT ER310	And what about workplace violence? Have there in the last 3 years been any requests to deal
	Interviewer: Read out definition if necessary: Work-related violence occurs when one or more	ТТ	Interviewer: Read out definition if necessary: Work-related violence occurs when one or more
	(1238)	.	(1238)
	Yes 1	RT	Yes
	No 2	RT	No 2
	DK/ NA (SPONTANEOUS)	TT	DK/ NA (SPONTANEOUS) 3
	EB620.3 ER310 MODIFY	Ī	EB620.3 ER310 MODIFY
	EDUZUU ENGTO MODII 1		EDUZUU ETUTU MODII 1
	G. DRIVERS AND BARRIERS FOR PSYCHOSOCIAL RISK MANAGEMENT	TT	G. DRIVERS AND BARRIERS FOR PSYCHOSOCIAL RISK MANAGEMENT
	ASK ALL] _{RT}	ASK ALL
	IAON ALL	IK I	IAON ALL

R400	Compared to other safety and health issues: Is it more difficult to tackle psycl	hosocial risks, is	TT ER400	Compared to other safety and health issues: Is it more difficult to tackle psyc	hosocial risks, is
		(1259)			(1259)
Ī	More difficult	Ì 1	RT	More difficult	<u> </u>
	Less difficult	2	TT	Less difficult	2
	No difference	3	TT	No difference	3
	DK/ NA (SPONTANEOUS)	4	TT	DK/ NA (SPONTANEOUS)	4
	EB620.3 ER400 MODIFY]	EB620.3 ER400 MODIFY	
R402	How willing is your management to introduce measures for tackling psychoso	ocial risks? Is it	TT ER402	How willing is your management to introduce measures for tackling psychoso	ocial risks? Is it
		(1260)			(1260)
	Very willing	1	TT	Very willing	ì 1 [']
	Quite willing	2	TT	Quite willing	2
	Quite unwilling	3	TT	Quite unwilling	3
	Very unwilling	4	TT	Very unwilling	4
L	DK/ NA (SPONTANEOUS)	5	TT	DK/ NA (SPONTANEOUS)	5
[EB620.3 ER402 MODIFY]	EB620.3 ER402 MODIFY	
403	Do you consider the measures your establishment has taken for managing po	sychosocial risks	TT ER403	Do you consider the measures your establishment has taken for managing p	sychosocial ris
_		(1261)			(1261)
	Yes	1	RT	Yes	1
	No	2	RT	No	2
L	DK/ NA (SPONTANEOUS)	3	TT	DK/ NA (SPONTANEOUS)	3
	EB620.3 ER403]	EB620.3 ER403	
	Thank you very much for your cooperation]тт	Thank you very much for your cooperation	
Ī	END OF THE INTERVIEW		ТТ	END OF THE INTERVIEW	