

The read-only version of the employee questionnaire of the survey

IOSHA Employee Questionnaire

The Federation of Austrian Industries accomplishes together with its central- eastern european partner organizations from Croatia, Hungary, Slovakia, Slovenia and Rumania a major study in the framework of the EU co-funded project “IOSHA - Improving the OSH (Occupational Safety and Health) awareness of employers and employees in CEE” to determine OSH and workplace well-being policies in Austria, Croatia, Hungary, Slovakia, Slovenia and Rumania.

Thank you for supporting our project! Your opinions are a vital part of our effort to clearly understand how companies are trying to improve occupational safety and health, as well as the current status of workplace well-being. The questionnaire is anonymous and no one will be able to trace your responses back to you. We therefore ask you to answer the questions frankly and openly, based upon your experiences and best knowledge.

The questionnaire will take about 15 minutes to fill out. If you cannot respond to a question, please leave it blank.

Thank you for your time and effort!

Company Information:

1. Where is your company's ownership based? *(One answer)*

- Domestically based
- Foreign based

2. In what sector of activity does your company operate? *(One answer)*

- Agriculture / forestry & fishing / mining (A+B+C)
- Trade (G)
- Tourism, travel & restaurant industry (H)
- Business services /finance / insurance / real estate / information (J+K)
- Construction (F)
- Transportation & utilities, telecommunication (I)
- Manufacturing (D) Please continue with question 2
- Public sector (L, M, N, O)
- Other

3. If your company operates in manufacturing, which of the following manufacturing activities does your company operate in? *(One answer)*

- Food, beverages, tobacco (DA)

- Textile, leather (DB, DC)
- Metal & non-metal (DI, DJ)
- Machinery & equipment (DK)
- Automobiles and boats (DM)
- Wood, paper, furniture (DD, DE, DN)
- Chemistry, rubber, petroleum (DF, DG, DH)
- Electrical equipment (DL)
- Other

4. Number of Employees: *(One answer)*

- 10-49
- 50-99
- 100-199
- 200-999
- 1000-4999
- 5000-9999
- 10000 or more

5. When was your company founded? *(One answer)*

- Before 1990
- 1990 – 2005
- After 2005

/individual section/

Respondent Information:

6. Which of the following best describes your own position in the company?
(One answer)

- Occupational health professional
- Workers' OSH representative
- HR Manager
- Other:

OSH (Occupational Safety and Health) procedures:

7. Does your company operate any of the following quality-control systems? *(One answer)*

- Yes, Occupational Safety and Health Management systems
- Yes, Environmental Management System
- No

8. Does your company have a OSH policy or a written action plan that's accessible to everyone? *(One answer)*

- Yes
- No

9. Does your company have a dedicated OSH team? *(One answer)*

- Yes
- No

OSH (Occupational Safety and Health) activities:

10. How big role does prevention play in your occupational safety and health activities?
(One answer)

- Prevention is a regular part of our safety strategy.
- Prevention is sometimes part of our safety strategy.
- Prevention doesn't play a role in our safety strategy.

11. What OSH programs does your company employ? (One answer)

- OSH Quality-assurance system
- Medical screenings
- Welfare/well-being services
- High-level/extra labor safety programs
- Health-development programs

12. How often do you have the chance to consult the company's management on OSH procedures? (One answer)

- Weekly
- Monthly
- Yearly
- Never

13. How does management react to the findings of OSH assessments? (One answer)

- Defiantly
- Apathetically
- With interest, but without any concrete action.
- Seriously, following up with concrete action.

14. Does management take your professional opinions on OSH into account when preparing the company's development plans? (One answer)

- Yes
- No

15. How often does your employer ask you for reports, assessments, or analyses on OSH procedures? (One answer)

- Weekly
- Monthly
- Semi-annually
- Annually
- Never

Employees:

16. In your view, how do the employees view occupational safety guidelines? *(One answer)*

- As an unnecessary, but compulsory part of their jobs.
- As something that's useful.
- They understand that the rules exist to protect them from harm and offer new ideas.

17. How do workers use safety equipment and tools? *(One answer)*

- They use the equipment on their own, in keeping with the rules.
- It's necessary to remind them.
- They don't use the equipment and don't obey the rules, even if they are reminded.

18. Do OSH responsables always have time to brief the workers on the rules and remind them to obey them? *(One answer)*

- Yes
- No

19. How do you regard the employees' stance toward worker safety? (More than one answer is possible) *(Multiple answers)*

- They are familiar with the labor safety rules.
- They are well-versed in workplace safety and obey the rules enthusiastically.
- They are health-conscious.
- None of the above.

20. How would it be possible to raise awareness among employees? (More than one answer is possible) *(Multiple answers)*

- Through a long-term development program
- To give them a role in developing workplace-safety procedures
- Through annual classes, training sessions
- Through continuous briefings
- Constant managerial supervision
- Through managerial influence
- Through a system of rewards and punishments
- It's not possible

21. What kinds of trainings should employees take on a regular basis? (More than one answer is possible) *(Multiple answers)*

- Workplace safety
- Health care
- Life coaching
- First aid
- Fire protection
- Environmental protection
- Stress management
- None.

22. If it isn't possible to hold such training sessions, why not? (More than one answer is possible) *(Multiple answers)*

- It's not possible to organize training sessions during working hours.
- There's no information on what kinds of courses are available.
- There are no courses that address our specific situation.
- Financial difficulties.

23. Which of the following topics has your workplace-health development program addressed in the past two years? (More than one answer is possible.) *(Multiple answers)*

- Nutrition
- Physical activity
- Stress management
- Ergonomics
- Substance abuse
- None of the above

24. What kind of feedback do employees get about their job performance? *(One answer)*

- Regular, objective performance assessments
- Oral, subjective assessments from their immediate supervisor
- They only get feedback/warnings about their mistakes
- None

25. How satisfied are the employees with their work environment? *(One answer)*

- Very satisfied
- Generally satisfied
- Not very satisfied
- Totally dissatisfied

26. Are the employees able to complete their work during working hours? *(One answer)*

- Yes
- Usually
- Sometimes not
- Usually not

27. Are workers informed about how they can improve their performance (i.e. proper ergonomic settings, stress elimination, proper nutrition) and how this can improve their health? *(One answer)*

- Yes
- No

28. How stressful is the work tempo? *(One answer)*

- Very stressful
- Stressful
- Moderately stressful
- Not very stressful
- Not stressful at all

29. Who can the workers turn to with problems? (More than one answer is possible.)
(Multiple answers)

- Workplace health-care professional
- Work safety advisor
- Specialist adviser (i.e. psychologist, doctor, health adviser)
- Supervisors
- HR manager
- Independent volunteer group within the company
- Nobody

30. What kinds of illnesses do your workers experience most frequently? (More than one answer is possible.) (Multiple answers)

- Communicable diseases
- Heart and circulation-system diseases
- Lung diseases
- Nervous system diseases
- Musculoskeletal diseases
- Metabolic diseases
- Cancer
- Vision-system diseases
- Skin diseases
- I don't know

31. Please rank the following diseases by the degree to which they affect your workers.

- Headaches
- Vision problems
- Nervousness
- High blood pressure
- Pain in the limbs/extremities
- Spinal pain
- Fatigue
- Sleep disorders

32. On what basis did you determine the above answers? (One answer)

- Surveys
- Personal interviews
- Word of mouth
- Personal impression

33. Do you plan to launch any of the following projects in the near future? (More than one answer is possible.) (Multiple answers)

- Workplace health programs
- Wellness/well-being programs
- Workplace-safety programs
- Workplace-health system development
- Workplace-safety system implementation

Thank you for your answers!