Healthy Work Survey - Content Overview

Job demands
❖ Conflicting demands at work
❖ Workload
❖ Adequate resources (staffing, equipment)

Job control
❖ Given freedom to decide how to do my job
❖ Take part in making decisions
❖ Do a number of different things
❖ Use skills and abilities

Workplace social support
❖ Supervisor is concerned with the welfare of those under him or her
❖ The people I work with can be relied on when I need help

Work-family conflict
❖ Demands of job interfere with family life
❖ Demands of family interfere with job

Rewards
❖ At the place where I work, I am treated with respect
❖ The job security is good
❖ Promotions are handled fairly

Safety climate
❖ The safety of workers is a high priority with management where I work

Work Status/Arrangements
❖ Full-time, Part-time, Self-Employed
❖ Type of Pay (Hourly, Salaried, Self-Employed)
❖ Second job
❖ Supervise others?
❖ Type of shift (day, afternoon, evening, night, rotating etc.)
❖ Mandatory overtime

Precarious employment characteristics
❖ Employment arrangements (Ex. Regular/permanent employee, independent contractor/freelance, on-call, temp agency)
❖ Alternative forms of pay (Ex. tips, commissions, paid by the day/contract)
❖ Low wages (< $12.39/hour)
❖ Paid late or not paid at all; Did NOT receive extra pay for overtime; Receive less than minimum wage; Boss takes part of your tip money)
❖ Regular changes to work time?
❖ Advance notice of schedule changes

Bullying/Respect/Justice
❖ Organizational Justice (fair policies and procedures)
❖ Workplace bullying (personally experienced/witnessed)
❖ Physical violence at work (personally experienced/witnessed)
❖ Sexual harassment on the job (in last 12 months)
❖ Discrimination (race/ethnicity, gender, sexual orientation etc.)

Emotional Labor
❖ Work emotionally demanding
❖ Work requires that you hide your feelings (surface acting)

Physical environment
❖ Physical effort
❖ Dangerous machinery/equipment
❖ Exposures to vapors/gas/dust, extreme temps, excessive noise, heavy lifting (>50lbs)
❖ Electronic monitoring

COVID-19 impact
❖ Changes in employment/hours/income?
❖ Work from home?
❖ Concern about bringing home the virus
❖ Does your employer have an infection control program?
❖ Is your employer/union doing best to protect you and others?
❖ Sufficient training to use PPE?
❖ Psychological health & safety climate

Self-reported health/Chronic health conditions
❖ Self reported general health
❖ Days affected by poor physical/mental health
❖ Exhaustion - burnout
❖ Self-rated work/home stress
❖ Back pain (past 12 months)
❖ Work injuries (past 12 months)
❖ Sleep problems (past 12 months)
❖ Sickness absence
❖ Hypertension, diabetes, depression
❖ Body Mass Index/Obesity

Sociodemographics
(only reported if >50 participants)
❖ Gender
❖ Age
❖ Race/Ethnicity
❖ Education
❖ Marital Status
❖ Household Income (optional)

*These items do not represent all or the exact wording of HWS questions.