



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.

