

European Survey of Enterprises on New and Emerging Risks 2009

Employee Representative Questionnaire

International Master Version for all Countries

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Basic information on ER Type that will be transmitted from the MM interview:

ER_resp:

Information about the occupational safety and health representative of the employees identified as respondent for the ER questionnaire *(some of the ER_resp- types are relevant for some countries only):*

ER_resp_01: Official spokesperson of the Health and Safety Committee (HSC)

ER_resp_02: Informal spokesperson of the Health and Safety Committee (HSC)

ER_resp_03: The Health and Safety representative (HSR) within the HSC

ER_resp_06: The Health and Safety representative of the works council

ER_resp_08: The Health and Safety representative (where there is no HSC)

A. Contact Phase (ER001 ff.)

Programmer:

Questions in this section can be adapted to the sample management systems of the national institutes responsible for data-collection.

Programmer:

- Insert **country code** (see list at the end of MM questionnaire)..... (country)
 - Insert code for **interview-type**: 1 = MM, 2 = ER..... (int_type)
 - Insert **ID-number** of the establishment (from sampling source):..... (idnum)
- Make sure that MM- and ER-interview from the same establishment have identical ID-numbers!!!**

Programmer:

If ER_info = 1: Show text of question ER001a.

If ER_info = 2: Show text of question ER001b and insert country-specific variants for **<txt_ER001b>** See Annex 3.1 for the national language versions of the types of employee representation to be inserted in **<txt_ER001b>**.

ER001 (equivalent to MM001)

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

For this interview I would like to talk to <Mr/Ms> <NAME of ER from MM-interview, questions MM506>.

Interviewer: Add if necessary:

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

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

For this interview I would like to talk to the <txt_ER001b> in your establishment.

Programmer:

Show interviewer hint only if ER_resp_03 or Er_resp_06 or ER_resp_08 =1:

Int:

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

Programmer:

Show interviewer hint to all

Interviewer:

Stress if necessary:

- *Interview with the management has been carried out already*

- *Management agreed that health and safety representative of the employees is interviewed*
- *Confidentiality of responses. Answers will be analysed only in an aggregated and anonymised form. Data collected in this interview will not be passed on to the management and vice versa.*
- *15 minutes interview*

The respondent is this person () go to ER100

Respondent tries to put through to another person ()

Refused () END (definitive non-response)

ER002 (= MM002)

Interviewer: Tick what applies.

Telephone is answered by a new respondent () start with ER001 again

Line busy / not answered () END (try again later).

Back to original person or switchboard..... () go to ER003

Programmer:

Insert country-specific variants for <txt_ER003>. See Annex 2.1 for the national language versions of the employee representations asked for in <txt_ER003>.

B. The role of the ER in OSH management

[Asked to all]

ER102

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

| | | |
|--------------|-------|-------------|
| Yes | (1) | |
| No | (2) | go to ER104 |
| ## No answer | (3) | go to ER104 |

[Asked if ER102 = 1]

ER103(b)

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

| | |
|-----------------------|-------|
| Several times a month | (1) |
| Once a month | (2) |
| Several times a year | (3) |
| Once a year | (4) |
| Less than once a year | (5) |
| ## No answer | (6) |

[Asked to all]

ER107 (similar to MM354)

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

| | |
|-------------------|-------|
| Often | (1) |
| Sometimes | (2) |
| Practically never | (3) |
| ## No answer | (4) |

C. Resources and training of the employee representatives in OSH issues

[Asked to all]

ER150

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

| | |
|--------------|-------|
| Yes | (1) |
| No | (2) |
| ## No answer | (3) |

[Asked to all]

ER153

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

| | Yes | No | NA |
|--|-------|-------|-------|
| _01) a lack of time | (1) | (2) | (3) |
| _02) difficulties in getting to the workplaces | (1) | (2) | (3) |
| _03) poor cooperation from the management | (1) | (2) | (3) |

[Asked to all]

ER154

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

| | | |
|--------------|-------|-------------|
| Yes | (1) | |
| No | (2) | go to ER156 |
| ## No answer | (3) | go to ER156 |

[If MM154 = 1]

ER155

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

- | | |
|--------------|-------|
| Yes | (1) |
| No | (2) |
| ## No answer | (3) |

[Asked to all]

ER156

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

- | | Yes | No | NA |
|---|-------|-------|-------|
| _01) On sickness and absenteeism rates | (1) | (2) | (3) |
| _02) On the number and nature of accidents | (1) | (2) | (3) |
| _03) On changes to the way work is organised | (1) | (2) | (3) |
| _04) On changes to equipment or working environment | (1) | (2) | (3) |

[Asked to all]

ER159

On which of the following issues have you or your health and safety representative colleagues received training?

- | | Yes | No | NA |
|--|-------|-------|-------|
| _01) Fire safety | (1) | (2) | (3) |
| _02) Prevention of accidents | (1) | (2) | (3) |
| _04) Chemical, biological, radiation or dust hazards | (1) | (2) | (3) |
| _05) Ergonomics | (1) | (2) | (3) |
| _06) Violence, bullying or harassment | (1) | (2) | (3) |
| _07) Work-related stress | (1) | (2) | (3) |
| _08) Discrimination (for example due to age, gender, race or disability) | (1) | (2) | (3) |

[If any of ER159_01 to ER159_08 = 1]]

ER160

Is this training sufficient or would more training in any of these fields be desirable?

- | | | |
|----------------------------------|-------|-------------|
| Training is sufficient | (1) | go to ER200 |
| More training would be desirable | (2) | |
| ## No answer | (3) | go to ER200 |

[If ER160 = 2]

ER161a

On which of the following topics would you or your health and safety representative colleagues need additional training?

[If none of ER159_01 to ER159_08 = 1]

ER161b

And would you or your health and safety representative colleagues need training on any of the following topics?

- | | Yes | No | NA |
|--|-------|-------|-------|
| _01) Fire safety | (1) | (2) | (3) |
| _02) Prevention of accidents | (1) | (2) | (3) |
| _04) Chemical or biological, radiation or dust hazards | (1) | (2) | (3) |
| _05) Ergonomics | (1) | (2) | (3) |
| _06) Violence, bullying or harassment | (1) | (2) | (3) |
| _07) Work-related stress | (1) | (2) | (3) |
| _08) Discrimination (for example due to age, gender, race or disability) | (1) | (2) | (3) |

[If ER160 = 2 or if none of ER159_01 to ER159_08 = 1]

ER162

Which of the following are the main reasons for receiving no or not sufficient training on these issues?

| | Yes | No | NA |
|---|-------|-------|-------|
| _01) Difficulties to get time off for such training | (1) | (2) | (3) |
| _02) Lack of information about available courses | (1) | (2) | (3) |
| _03) Available courses are not appropriate for our situation | (1) | (2) | (3) |
| _04) Difficulties to get the financial resources for the training | (1) | (2) | (3) |

D. General health and safety management

[Asked to all]

ER200 (Mirror MM155)

Is there a documented policy, established management system or action plan on health and safety in your establishment?

| | | |
|--------------|-------|-------------|
| Yes | (1) | |
| No | (2) | go to ER203 |
| ## No answer | (3) | go to ER205 |

[If ER200 = 1]

ER202 (Mirror MM156)

In practice, how much of an impact does this policy, management system or action plan have on health and safety in your establishment? Does it have a large impact, some impact or practically no impact?

| | | |
|-------------------------|-------|-------------|
| Large impact | (1) | go to ER205 |
| Some impact | (2) | go to ER205 |
| Practically no impact | (3) | go to ER205 |
| ## Don't know/no answer | (4) | go to ER205 |

[If ER200 = 2]

ER203

Are there any particular reasons for not having developed such a policy, management system or action plan so far? Please tell me which of the following statements – if any – apply to the situation in your establishment?

| | Yes | No | NA |
|---|-------|-------|-------|
| _01) Our management does not see the benefit of such a policy, management system or action plan | (1) | (2) | (3) |
| _03) The expertise to develop these is not available | (1) | (2) | (3) |
| _04) In view of our health and safety risks this is not necessary | (1) | (2) | (3) |

Programmer: Items to be randomised

[Asked to all]

ER205

Are employees in this establishment regularly informed about safety and health at the workplace?

| | | |
|--------------|-------|--|
| Yes | (1) | |
| No | (2) | |
| ## No answer | (3) | |

[Asked to all]

ER207 (Mirror: MM161)

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

| | | |
|--------------|-------|-------------|
| Yes | (1) | |
| No | (2) | go to ER213 |
| ## No answer | (3) | go to ER214 |

[If ER207 = 1]

ER209

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

| | | |
|--------------|-------|--|
| Yes | (1) | |
| No | (2) | |
| ## No answer | (3) | |

[If ER207 = 1]

ER210

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

| | | |
|----------------|-------|-------------|
| Yes | (1) | |
| No | (2) | go to ER214 |
| ## Only partly | (3) | |
| ## No answer | (4) | go to ER214 |

[If ER210 = 1 or 3]

ER211

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

- | | | |
|--------------|-------|-------------|
| Yes | (1) | go to ER214 |
| No | (2) | go to ER214 |
| ## No answer | (4) | go to ER214 |

[If ER207 = 2]

ER213 (Mirror MM169, except for item 02 which is different!)

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

- | | Yes | No | NA |
|--|-------|-------|-------|
| _01) The necessary expertise is lacking | (1) | (2) | (3) |
| _02) Risk assessments are regarded as too time consuming or expensive | (1) | (2) | (3) |
| _03) The legal obligations on risk assessment are too complex | (1) | (2) | (3) |
| _05) It is not necessary because we do not have any major problems | (1) | (2) | (3) |

Programmer: Items to be randomised

[Asked to all]

ER214 (Mirror: MM159)

Overall, how would you rate the degree of involvement of the line managers and supervisors in the management of health and safety? Is it very high, quite high, quite low or very low?

- | | |
|--------------|-------|
| Very high | (1) |
| Quite high | (2) |
| Quite low | (3) |
| Very low | (4) |
| ## No answer | (5) |

[Asked to all]

ER215

Please tell me for each of the following statements whether you agree (1), neither agree nor disagree (2) or disagree (3) with it.

(Enter for each item: Codes 1-3 for the degree of agreement, No answer = 4)

ER215_01

Health and safety is an integral part of the management philosophy in our establishment.

ER215_04

Our management is open to the introduction of preventive health and safety actions even if they go significantly beyond the legal requirements.

ER215_05

Our management gives proper consideration to occupational safety and health issues raised by employees or their representatives.

E. Occupational health and safety and psychosocial risks

[Asked to all]

ER250 (Mirror MM200)

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

| | Major | Some | No | NA |
|---|-------|------|-----|-----|
| _01) Dangerous substances (interviewer hint: e.g. dusts, chemical, biological or radioactive) | (1) | (2) | (3) | (4) |
| _02) Accidents | (1) | (2) | (3) | (4) |
| _03) Noise and vibration | (1) | (2) | (3) | (4) |
| _04) Musculoskeletal disorders such as pain in the back, neck, arms or legs | (1) | (2) | (3) | (4) |
| _05) Work-related stress | (1) | (2) | (3) | (4) |
| _06) Violence or threat of violence | (1) | (2) | (3) | (4) |
| _07) Bullying or harassment, i.e. abuse, humiliation or assault by colleagues or superiors | (1) | (2) | (3) | (4) |

[Asked to all]

ER252 (Mirror MM202)

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

| | Yes | No | NA |
|---|-------|-------|-------|
| _01) Time pressure | (1) | (2) | (3) |
| _02) Poor communication between management and employees | (1) | (2) | (3) |
| _03) Poor co-operation amongst colleagues | (1) | (2) | (3) |
| _04) Lack of employee control in organising their work | (1) | (2) | (3) |
| _05) Job insecurity | (1) | (2) | (3) |
| _06) Having to deal with difficult customers, patients, pupils etc. | (1) | (2) | (3) |
| _07) Problems in supervisor – employee relationships | (1) | (2) | (3) |
| _08) Long or irregular working hours | (1) | (2) | (3) |
| _09) An unclear human resources policy | (1) | (2) | (3) |
| _10) Discrimination (for example due to age, gender, race or ethnicity) | (1) | (2) | (3) |

F. Psychosocial risk management

[Asked to all]

ER300 (Mirror MM253)

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

| | Yes | No | NA |
|--|-------|-------|-------|
| _01) Changes to the way work is organised | (1) | (2) | (3) |
| _02) A redesign of the work area | (1) | (2) | (3) |
| _03) Confidential counselling for employees | (1) | (2) | (3) |
| _04) Set-up of a conflict resolution procedure | (1) | (2) | (3) |
| _05) Changes to working time arrangements | (1) | (2) | (3) |
| _06) Provision of training | (1) | (2) | (3) |

Programmer: Items ER300_01 to ER300_06 to be randomised

[If any of ER300_01 to ER300_06 = 1; show only items ticked with "yes" (1) in ER300]

ER301

Please tell me for each of the measures you named whether it has been very effective (1), quite effective (2), quite ineffective (3) or very ineffective (4) in helping to manage psychosocial risks. What about ...

| | 1 | 2 | 3 | 4 | NA |
|--|-----|-----|-----|-----|-----|
| _01) Changes to the way work is organised | (1) | (2) | (3) | (4) | (5) |
| _02) A redesign of the work area | (1) | (2) | (3) | (4) | (5) |
| _03) Confidential counselling for employees | (1) | (2) | (3) | (4) | (5) |
| _04) Set-up of a conflict resolution procedure | (1) | (2) | (3) | (4) | (5) |
| _05) Changes to working time arrangements | (1) | (2) | (3) | (4) | (5) |
| _06) Provision of training | (1) | (2) | (3) | (4) | (5) |

[Asked to all]

ER303 (similar to MM259)

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

| | |
|--------------|-------|
| Yes | (1) |
| No | (2) |
| ## No answer | (3) |

[Asked to all]

ER308

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

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

| | |
|--------------|-------|
| Yes | (1) |
| No | (2) |
| ## No answer | (3) |

[Asked to all]

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 workers or managers are abused, humiliated or assaulted by colleagues or superiors.*

| | |
|--------------|-------|
| Yes | (1) |
| No | (2) |
| ## No answer | (3) |

[Asked to all]

ER310

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

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

| | |
|--------------|-------|
| Yes | (1) |
| No | (2) |
| ## No answer | (3) |

G. Drivers and barriers for psychosocial risk management

[Asked to all]

ER400

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

| | |
|----------------|-------|
| More difficult | (1) |
| Less difficult | (2) |
| No difference | (3) |
| ## No answer | (4) |

[Asked to all]

ER402

How willing is your management to introduce measures for tackling psychosocial risks? Is it very willing, quite willing, quite unwilling or very unwilling to tackle this issue?

| | |
|-----------------|-------|
| Very willing | (1) |
| Quite willing | (2) |
| Quite unwilling | (3) |
| Very unwilling | (4) |
| ## No answer | (5) |

[Asked to all]

ER403

Do you consider the measures your establishment has taken for managing psychosocial risks to be sufficient?

| | |
|--------------|-------|
| Yes | (1) |
| No | (2) |
| ## No answer | (3) |

Thank you very much for your cooperation!

END OF THE INTERVIEW

Annex 2: Specific national terminology

Annex 2.1.: National terms for “Works Council”

AT: Betriebsrat bzw. Personalvertretung

BE: Ondernemingsraad **or** Bijzonder- of Basisonderhandelingscomité
Comité d'Entreprise ou Comité de négociation particulier ou de base

BG: Представители за информирание и консултиране на работниците и служителите

CH: Arbeitnehmervvertretung

[CY: *not existent*]

CZ: rada zaměstnanců

DE: Betriebs- bzw. Personalrat

DK: Samarbejdsudvalg **or** MED-udvalg

EE: Töötajate usaldusisik **or** Euroopa Töönoõukogu

EL: Συμβούλιο εργαζομένων

ES: Delegado de Personal, Comité de Empresa o Junta de Personal

FI: YT-toimikunta

FR: délégué du personnel ou comité d'entreprise

HR: RADNIČKO VIJEĆE

HU: Üzemi megbízott **or** Üzemi tanács

IE: Statutory employee representative forum

IT: Rappresentanza Sindacale Unitaria o aziendale

LT: Darbo taryba

LU: Comité mixte de enterprise ou délégation du personnel

LV: Darbinieku pilnvarotais pārstāvis **or** Darba padome
Уполномоченные представители рабочих **or** Совет рабочих

[MT: not existent]

NL: Personeelvertegenwoordiging **or** Ondernemingsraad

NO: Betritsutvalg

PT: Comissão de Trabalhadores

PL: rady pracowników

RO: Reprezentanții salariaților

[SE: not existent]

SI: Delavski zaupnik **or** Svet delavcev

SK: Zamestnanecký dôverník **or** Zamestnanecká rada

TR: çalışma konseyi

UK: joint consultative committee, employee forum or equivalent body

Annex 2.2.: National terms for “(shopfloor) trade union representation”

[AT: not existent]

BE: Syndicale Delegation
Délégation Syndicale

BG: Синдикална организация

CH: Gewerkschaftsvertretung/ Répresentation syndicale/ Rappresentanza sindacali

CY: Συνδικαλιστική Εκπροσώπηση

CZ: odborová organizace

[DE: not existent]

DK: Tillidsrepræsentant

EE: Ametiühing

EL: Επιχειρησιακό σωματείο

ES: delegación sindical

FI: Ammattiosasto
FR: délégation syndicale
HR: SINDIKAT
HU: Szakszervezet
IE: Workplace union representative
IT: Organizzazione sindacale
LT: Profesinė sąjunga
[LU: not existent]
LV: arodbiedrība
профсоюз
MT: recognized union representative
NL: Bedrijfsledengroep
NO: Tillitsvalgt
PT: Comissão sindical or intersindical
PL: zakładowa organizacja związkowa
RO: Sindicat
SE: facklig förtroendeman
SI: Sindikalni zaupnik
SK: Základná organizácia odborového zväzu
TR: Sendika
UK: recognised shopfloor trade union representation

Annex 2.3.: National terms for “Health and Safety Representative”

AT: Sicherheitsvertrauensperson

BE: Délégué du personnel
Werknemersafgevaardigde

BG: Представители по безопасност и здраве

[CH: *not existent*]

CY: Αντιπρόσωποι ασφάλειας

CZ: Zástupci pro bezpečnosti práce a ochrany zdraví

DE: Sicherheitsbeauftragte(r)

DK: Sikkerhedsrepræsentant

EE: Töökeskkonna volinik

EL: εκπρόσωπος υγιεινής και ασφάλειας

ES: Delegado de prevención

FI: Työsuojeluvaltuutettu

FR: Délégué du personnel chargé de d'hygiène, de sécurité et des conditions de travail

HR: povjerenik radnika za zaštitu na radu

HU: Munkavédelmi képviselő

IE: Safety representative

IT: rappresentante del lavoratori per la sicurezza (RLS)

LT: Darbuotojų atstovas saugai ir sveikatai

LU: Délégué à la sécurité

LV: Uzticības persona

MT: Rappreżentanti tas-saħħa u s-sigurta` fuq il-post tax-xogħol

NL: Personeelsvertegenwoordiger or member of the ondernemingsrad **in charge of safety and health**

NO: Verneombud

PT: Representantes em matéria de segurança e saúde

PL: Społeczny inspektor pracy
RO: Reprezentanți pentru securitate și sănătate în muncă
SE: Skyddsombud
SI: Delavski zaupnik za varnost in zdravje pri delu
SK: Zástupca pre bezpečnosť a ochranu zdravia
TR: Sağlık ve güvenlik işçi temsilcisi
UK: Safety and health representative

Annex 2.4.: National terms for “Health and Safety Committee”

AT: Arbeitsschutzausschuss
BE: FR: Comité pour la prévention et la protection au travail **ou** Comité de concertation de base
NL: Comité voor Preventie en Bescherming op het Werk **of** Basisoverlegcomité
BG: Комитети по условия на труд
CH: German: Personalkommission
French: Commission du personnel
Italian: Commissione del personale
CY: Επιτροπή Ασφάλειας
CZ: Výbor BOZP
DE: Arbeitsschutzausschuss
DK: Sikkerhedsorganisation
EE: Töökeskkonna nõukogu
EL: Επιτροπή υγιεινής και ασφάλειας
ES: Comité de seguridad y salud
FI: Työsuojelutoimikunta
FR: Le comité d'hygiène, de sécurité et des conditions de travail (CHSCT)
HR: Odbor za zaštitu na radu
HU: Munkavédelmi bizottság

IE: Safety committee

IT: Comitato per la salute e la Sicurezza

LT: Darbuotojų saugos ir sveikatos komitetas

[LU: not existent]

LV: Uzticības personu komiteja

MT: Kumitat tas-saħħa u s-sigurta` fuq il-post tax-xogħol

NL: Commissie voor Veiligheid, Gezondheid en Welzijn (VGW Commissie)

NO: Arbeidsmiljøutvalg (AMU)

PT: Comités de segurança e de saúde

PL: Komisja BHP

RO: Comitete pentru securitate și sănătate în muncă

SE: Arbetsmiljökommittée

[SI: not existent]

SK: Komisia bezpečnosti a ochrany zdravia

TR: iş sağlığı ve güvenliği kurulu

UK: Health and safety committee

Annex 2.5.: National terms for “Labour Inspectorate”

| | |
|-----|--|
| AT: | Arbeitsinspektion |
| BE: | Contrôle du bien-être au travail Arbeidsinspecteur |
| BG: | Инспекторат по труда |
| CH: | Inspection du travail Arbeitsinspektion Ispezione del lavoro |
| CY: | Τμήμα Επιθεώρησης Εργασίας |
| CZ: | Inspektorát práce |
| DE: | Gewerbeaufsicht |
| DK: | Arbejdstilsynet |
| EE: | Tööinspektsioon |
| EL: | Σώματος Επιθεώρησης Εργασίας (Σ.ΕΠ.Ε) |
| ES: | Inspectores de trabajo |
| FI: | Työsuojelupiiri |
| FR: | Inspection du travail |
| HR: | Inspekcija rada |
| HU: | Munkavédelmi Felügyelőség |
| IE: | Health and safety authority |
| IT: | Ispettori del lavoro |
| LT: | Darbo inspekcija |
| LU: | Inspection du travail |
| LV: | Darba inspekcija |
| MT: | Spettorat tax- xogħol |
| NL: | Arbeidsinspectie |
| NO: | Arbeidstilsynet |

PT: Inspeção do trabalho

PL: Państwowa Inspekcja Pracy

RO: Inspectorat de Muncă

SE: Arbetsmiljöverket

SI: Inšpektorat za delo

SK: Inšpektorát Práce

TR: iş teftiş kurulu

UK: Health and safety inspector

Annex 3: Variable country specific text elements

Annex 3.1.: National language terms to be inserted for the variable text elements in <txt_ER001b> and <txt_ER003>

ATTENTION TRANSLATORS:

Text in the <brackets> that is printed in red has to be translated!

Text in the <brackets> that is printed in blue or black has to be checked for grammatical compatibility with the questionnaire text in which it is to be inserted!!!

AT (Austria)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{Sprecher der Arbeitnehmerseite im Arbeitsschutzausschuss}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{ im Arbeitsschutzausschuss vertretene Sicherheitsvertrauensperson }

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{Sicherheitsvertrauensperson}

BE (Belgium)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Comité pour la prévention et la protection au travail or the Comité de concertation de base }

{spokesperson of the employees' side within the Comité voor Preventie en Bescherming op het Werk or the Basisoverlegcomité }

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{Délégué du personnel within the Comité pour la prévention et la protection au travail}

{ Werknemersafgevaardigde within the Comité voor Preventie en Bescherming op het Werk }

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{ Délégué du personnel}

{ Werknemersafgevaardigde}

BG (Bulgaria)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Комитети по условия на труд }

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{Представители по безопасност и здраве within the Комитети по условия на труд }

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{Представители по безопасност и здраве}

CH (Switzerland)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{Chef oder Chefin der Personalkommission}

{le chef da la commission du personnel}

{il capo della commissione del personale}

CY (Cyprus)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Επιτροπή Ασφάλειας}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{Αντιπρόσωποι ασφάλειας within the Επιτροπή Ασφάλειας}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{Αντιπρόσωποι ασφάλειας}

CZ (Czech Republic)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Výbor BOZP}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{ Zástupci pro bezpečnosti práce a ochrany zdraví within the Výbor BOZP}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{ Zástupci pro bezpečnosti práce a ochrany zdraví}

DE (Germany)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

<Sprecher der Arbeitnehmerseite im Arbeitsschutzausschuss>

If ER_resp_06: <txt_ER001b> and <txt_ER003> =

<im Arbeitsschutzausschuss vertretenes Mitglied des Betriebs- bzw. Personalrates>

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

<Sicherheitsbeauftragter des Betriebes>

DK (Denmark)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Sikkerhedsorganisation}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{ Sikkerhedsrepræsentant within the Sikkerhedsorganisation}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{ Sikkerhedsrepræsentant}

EE (Estonia)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Töökeskkonna nõukogu}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{ Töökeskkonna volinik within the Töökeskkonna nõukogu}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{ Töökeskkonna volinik}

EL (Greece)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Επιτροπή υγιεινής και ασφάλειας}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{εκπρόσωποι υγιεινής και ασφάλειας within the Επιτροπή υγιεινής και ασφάλειας }

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{εκπρόσωποι υγιεινής και ασφάλειας}

ES (Spain)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Comité de seguridad y salud}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{delegado de prevención representado en el Comité de seguridad y salud}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{delegado de prevención}

FI (Finland)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Työsuojelutoimikunta}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{Työsuojeluvaltuutettu within the Työsuojelutoimikunta}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{Työsuojeluvaltuutettu}

FR (France)

If ER_resp_01: <txt_ER001b> and <txt_ER003> =

{le secrétaire du CHSCT (= comité d'hygiène, de sécurité et des conditions de travail)}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{Délégué du personnel chargé de d'hygiène, de sécurité et des conditions de travail}

HR (Croatia)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Odbor za zaštitu na radu}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{ povjerenik radnika za zaštitu na radu within the Odbor za zaštitu na radu}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{ povjerenik radnika za zaštitu na radu}

HU (Hungary)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Munkavédelmi bizottság}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{ Munkavédelmi képviselő within the Munkavédelmi bizottság}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{ Munkavédelmi képviselő}

IE (Ireland)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Safety committee}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{ Safety representative within the Safety committee}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{Safety representative}

IT (Italy)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Comitato per la salute e la Sicurezza}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{rappresentante del lavoratori per la sicurezza (RLS) within the Comitato per la salute e la Sicurezza}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{rappresentante del lavoratori per la sicurezza (RLS)}

LT (Lithuania)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Darbuotojų saugos ir sveikatos komitetas}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{ Darbuotojų atstovas saugai ir sveikatai within the Darbuotojų saugos ir sveikatos komitetas}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{ Darbuotojų atstovas saugai ir sveikatai}

LU (Luxembourg)

If ER_resp_08: <txt_ER001b> and <txt_ER003> =
{Délégué à la sécurité}

LV (Latvia)

If ER_resp_01: <txt_ER001b> and <txt_ER003> =
{Galvenā uzticības persona}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =
{ Uzticības persona }

MT (Malta)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =
{spokesperson of the employees' side within the Kumitat tas-saħħa u s-sigurta` fuq il-post tax-xogħol}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =
{ Rappreżentanti tas-saħħa u s-sigurta` fuq il-post tax-xogħol within the Kumitat tas-saħħa u s-sigurta` fuq il-post tax-xogħol}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =
{ Rappreżentanti tas-saħħa u s-sigurta` fuq il-post tax-xogħol}

NL (Netherlands)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =
{spokesperson of the employees' side within the Commissie voor Veiligheid, Gezondheid en Welzijn (VGW Commissie)}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =
{Personeelsvertegenwoordiger or member of the ondernemingsrad within the Commissie voor Veiligheid, Gezondheid en Welzijn (VGW Commissie)}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{Personeelsvertegenwoordiger or member of the ondernemingsrad in charge of safety and health}

NO (Norway)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Arbeidsmiljøutvalg (AMU)}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{ Verneombud within the Arbeidsmiljøutvalg (AMU)}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{ Verneombud}

PT (Portugal)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Comités de segurança e de saúde}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{ Representantes em matéria de segurança e saúde within the Comités de segurança e de saúde}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{ Representantes em matéria de segurança e saúde}

PL (Poland)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Komisja BHP}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{Społeczny inspektor pracy within the Komisja BHP}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{Spoleczny inspektor pracy}

RO (Romania)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Comitete pentru securitate și sănătate în muncă}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{ Reprezentanți pentru securitate și sănătate în muncă within the Comitete pentru securitate și sănătate în muncă}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{ Reprezentanți pentru securitate și sănătate în muncă}

SE (Sweden)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Arbetsmiljökommittée}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{ Skyddsombud within the Arbetsmiljökommittée}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{ Skyddsombud}

TR (Turkey)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the iş sağlığı ve güvenliği kurulu }

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{Sağlık ve güvenlik işçi temsilcisi within the iş sağlığı ve güvenliği kurulu }

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{Sağlık ve güvenlik işçi temsilcisi}

SI (Slovenia)

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{Delavski zaupnik za varnost in zdravje pri delu}

SK (Slovakia)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

{spokesperson of the employees' side within the Komisia bezpečnosti a ochrany zdravia}

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

{ Zástupca pre bezpečnosť a ochranu zdravia within the Komisia bezpečnosti a ochrany zdravia}

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

{ Zástupca pre bezpečnosť a ochranu zdravia}

TR (Turkey)

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

UK

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

<spokesperson of the employees' side within the Health and safety committee >

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

< Safety and health representative within the Health and safety committee >

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

< Safety and health representative >

9) MASTER VERSION SHOWING THE PATTERNS OF THE TEXT ELEMENTS FOR CHECKING THE COUNTRY VERSIONS/TRANSLATIONS (Not to be translated!!!)

Text to be inserted for variable text elements <txt_ER001b> and <txt_ER003>. Not all variants are relevant for all countries

If ER_resp_01: <txt_ER001b> and <txt_ER003> =

<spokesperson of the employees' side within the Health and safety committee >

If ER_resp_02: <txt_ER001b> and <txt_ER003> =

<spokesperson of the employees' side within the Health and safety committee >

If ER_resp_03: <txt_ER001b> and <txt_ER003> =

< Safety and health representative within the Health and safety committee >

If ER_resp_06: <txt_ER001b> and <txt_ER003> =

< Delegate of the works council within the Health and safety committee >

If ER_resp_08: <txt_ER001b> and <txt_ER003> =

< Safety and health representative >