

› Reading guide

# THE NETHERLANDS WORKING CONDITIONS SURVEY – COVID-19: FOUR WAVES (2019-2020-2021)

COHORT (NWCS-COVID-19) ›

**TNO** innovation  
for life

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# 1 Introduction

Each year, TNO and Statistics Netherlands monitor the employment status of the workforce in the Netherlands with the Netherlands Working Conditions Survey (NWCS). The NWCS is an annual survey conducted amongst a new group of representatives from the workforce in the Netherlands. The NWCS follows changes in the work and working conditions of people in the Netherlands, along with the consequences of these changes for health and sustainable, as well as for their productivity and innovative capacity.

In 2020, the working lives of many people in the Netherlands changed due to the sudden emergence of COVID-19. It was necessary for the Dutch government to adopt and adjust (ease or strengthen) a package of measures. These measures also have direct consequences for the working population in the Netherlands. Some members of the workforce have begun working primarily from home, while others have continued to work on-site (thereby running a greater risk of infection) and yet others have no job or tasks in specific time periods (either temporarily or permanently).

## 1.1 Objective of the research

The NWCS-COVID-19 cohort study was set up in order to generate insight into the effects and consequences of the COVID-19 crisis at work. The objective of this cohort is to obtain a more precise image of the employment status of 2020 and 2021, including in comparison to the situation in 2019. This will allow a precise overview of the consequences for members of the workforce with regard to working conditions, health and specific indicators during the COVID-19 pandemic (including exposure risks, general measures and measures taken by employers). In this regard, we distinguish three types of target groups: members of the workforce who have continued to work on-site (of the employer or client), members of the workforce who have started working from home (at least part of the time) and participants who have no job or tasks (either temporarily or permanently).

## 1.2 Objective and content of this reading guide

This reading guide is intended as a methodological account of the NWCS-COVID-19 cohort. The cohort consists of four waves (November 2019 (pre-COVID-19), June-July 2020, October-November 2020 and March 2021). Section 2 presents the methodological part of the cohort, including a report on the collection and processing of data. In Section 3, all variables are presented and described. Section 4 contains the global results of the NWCS-COVID-19 cohort (in tabular form), based on the measurement performed in 2021. The results of the measurement performed in previous waves are available on request (only in Dutch).

## 2 Method

### 2.1 Study population

The NWCS-COVID-19 cohort study is a follow-up study of the regular NWCS in 2019. The sample for the NWCS 2019 was selected by Statistics Netherlands. In the NWCS 2019, the target population consists of members of the workforce between the ages of 15 and 74 years who were working in the Netherlands. The exact methods used in the NWCS are described in the annual NWCS methodology report (Hooftman et al., 2020 *(in Dutch)*). For the NWCS-COVID-19, a group of participants had responded to the NWCS 2019 were approached once again. Respondents were not invited unless, in the NWCS 2019, they had granted permission to be re-contacted and stated that such contact could be made by email. Some respondents had already been approached within the framework of another follow-up study. To limit the burden on respondents, this group did not receive invitations for the NWCS-COVID-19 measurement.

### 2.2 Recruitment procedure

The NWCS-COVID-19 cohort study consisted of an online questionnaire. Each respondent received an email containing a reference to the original NWCS study, a brief explanation of the current study and a request to participate. The invitation for the NWCS-COVID-19 questionnaires also stated that participation would always be voluntary, and the email contained a text concerning how privacy and data linking would be handled. Finally, the email stated the manner in which respondents could indicate that they no longer wished to be approached. The TNO Internal Review Board assessed the NWCS-COVID-19 cohort study as not being subject to the requirements of the Medical Research (Human Subjects) Act (2020-057).

The NWCS consists of four waves, the baseline in 2019 and three follow-up measurements. The invitation for the first follow-up measurement (Wave 2) was sent to all participants on 22 June 2020. Each respondent received up to two email reminders containing a reference to the original email and a new request to respond. These email reminders were sent only to those from whom no response (or an incomplete response) had been received at the time of sending and who had not indicated that they were not willing or able to participate in the study. The first email reminder was sent on 2 July 2020, and the second was sent on 13 July 2020.

The first invitation for the second follow-up measurement (Wave 3) was sent on 28 October 2020 to all participants who had also been invited for the first follow-up measurement. The participants who had indicated in the first measurement that they were unwilling or unable to participate in the study were not invited for the second measurement. Each respondent again received up to two email reminders containing a reference to the original email and a new request to respond. The first email reminder was sent on 9 November 2020, and the second was sent on 19 November 2020.

The first invitation for the third follow-up measurement (Wave 4) was sent on 1 March 2021 to all participants who had also been invited for the first follow-up measurement. The participants who had indicated in the first or second measurement that they were unwilling or unable to participate in the study were not invited for the second measurement. Each respondent again received up to two email reminders containing a reference to the original email and a new request to respond. The first email reminder was sent on 11 March 2021, and the second was sent on 23 March 2021.

## 2.3 Response to the first and second measurements

### *Response to the first follow-up measurement (Wave 2)*

In the period 22 June 2020 through 31 July 2020, 26,337 participants received questionnaires, and 11,334 of these participants completed at least part of the questionnaire (for a response rate of 43%). Several participants differed in terms of gender and age relative to the first wave, and these participants were eliminated. In all, data from 10,616 participants were available from Wave 1 and Wave 2.

### *Response to the second follow-up measurement (Wave 3)*

In the period 28 October 2020 through 30 November 2020, 26,115 participants received questionnaires, and 10,609 of these participants completed at least part of the questionnaire (for a response rate of 41%). Several participants differed in terms of gender and age relative to the 2019 measurement, and others had not entered any information other than age and gender. These participants were eliminated. In all, information from 9,829 participants was available from Wave 1 and Wave 3.

### *Response to the third follow-up measurement (Wave 4)*

In the period 1 March 2021 through 31 March 2021, 25,720 participants received questionnaires, and 9,682 of these participants completed at least part of the questionnaire (for a response rate of 38%). Several participants differed in terms of gender and age relative to the first wave, and these participants were eliminated. In all, data from 8,911 participants were available from Wave 1 and Wave 4.

### *Information available at all four waves*

In all, 5,082 participants completed the questionnaire at all four waves.

### *Weighting of the first and second measurements*

To prevent the marginal totals from being disproportionately determined, for example by oversampling according to education sector (from NWCS 2019, Hooftman et al., 2020), gender and/or age, the results presented here are weighted for gender, age, level of educational and sector.

## 3 Justification of the questionnaire

In this section, we present the modules, and the origins of the specific constructs that are included in one or more waves of the NWCS-COVID-19 cohort study. A number of constructs that were already known from the NWCS 2019 (e.g., educational level, migration background and presence of a chronic condition) are not discussed further in this section (see Hoofman et al., 2020).

We distinguish three target groups: members of the workforce who have continued to work on-site, members of the workforce who have started working from home and participants who have no job or tasks (either temporarily or permanently). For this reason, we conclude this section with an overview of the modules and constructs that were surveyed in each target group (Table 1).

### 3.1 Modules

#### 3.1.1 *Module: Demographic information*

At the beginning of the online questionnaire, several demographic data were requested. We did this in order to verify whether each questionnaire had been completed by the right person. This was done according to gender and age. The first measurement also included a question on household composition.

In addition to the aforementioned personal data, we inquired about the occupational status of the partner, if relevant.

#### 3.1.2 *Module: Employment*

The following aspects were surveyed with regard to the respondent's position on the labour market:

- Employment status;
- Contract hours (only at baseline, Wave 3 and Wave 4);
- Influence of COVID-19 on the place of work;
- Choice of the place of work (only in Wave 3 and Wave 4);
- Reasons to work from home (only in Wave 3);
- Influence of COVID-19 on work;
- Influence of COVID-19 on having work;
- Influence of COVID-19 on number of working hours;
- Overtime;
- Number of hours of overtime.

The question concerning employment status is relevant, given the possibility that major changes had occurred in the employment status of members of the workforce relative to the NWCS 2019. Based on a cohort study conducted amongst older Dutch workers (STREAM, Van den Heuvel et al., 2016), the question provides insight into whether a participant was employed, self-employed or unemployed at the time of the NWCS-COVID-19. In the second measurement, we also asked participants about their contract hours per week. This question was copied from the NWCS 2019.

Given that nearly everyone's working life has changed due to the COVID-19 crisis, we asked about the place of work. Three target groups are distinguished in the questionnaire: people who have continued working onsite, people who have begun working primarily from home and people who have (virtually) no job or tasks. Each of the three different target groups received a general questionnaire, supplemented by important indicators specific to the particular group (Subsection 3.2). The second and third wave also included a question concerning whether working on-site was necessary (i.e., the work cannot be performed from home), whether the respondent preferred to work on-site or whether the employer had requested this of the employee. This question was developed for the NWCS-COVID-19. In wave 4, participants were asked if they are able or willing to work from home after specific adjustments in their situations (i.e. equipment, home or technical adjustments)

In addition, the influence of COVID-19 on work was surveyed according to three questions. These questions are used to examine whether the work that people do has changed (different working conditions or tasks that have come to a standstill), whether their number of working hours has changed and/or whether they have lost their jobs as a result of COVID-19.

The questions concerning overtime were identical to those asked in the NWCS 2019.

### 3.1.3 *Module: Company and occupation*

- Change of job;
- Change of job due to COVID-19 measures;
- New job title;
- Sector in new job;
- Company size in new job.

The information concerning occupation, sector and company size were copied from the NWCS 2019, unless the participant had changed jobs between the NWCS 2019 and one of the waves of the NWCS-COVID-19. Respondents who had changed jobs were asked whether this had been a consequence of COVID-19. In addition, we established the new job title and sector of the occupation, and we measured the size of the company where the respondent was now working. These questions were based on the NWCS 2013 (see Zwieten et al., 2014). The question concerning company size was identical to the question asked in the NWCS 2019.

### 3.1.4 *Module: Working from home*

The following aspects were surveyed with regard to the working conditions of people who were working from home (at least part of the time):

- Number of hours working from home;
- Number of hours working with a computer screen;
- Workplace at home;
- Need for ICT (or other) tools;
- Breaks;
- Sedentary behaviour at work (only in Wave 2 and 4);
- Sedentary behaviour during free time ;
- Exercise (in Wave 3 and Wave 4).

The questions about working from home, number of hours working with a screen per day and sedentary behaviour were identical to the measures used in the NWCS 2019. The number of

hours working from home was measured with an open-ended question on the number of hours per week that respondents work from home for their employers. Working with a screen was surveyed with a single question. The question refers to the average length of time per day spent working with a computer screen for work-related purposes.

The questions about working equipment at home and breaks were included as new items in the NWCS-COVID-19. Respondents were asked about the ergonomics of various aspects of their workplaces. They were also asked whether their employers had played a role in furnishing their workplaces. Additional items concerned whether respondents needed any additional tools in order to have a good workplace at home.

The question about breaks consisted of asking whether participants took breaks in addition to (and possibly shorter than) a lunch break during the working day.

We distinguish between sedentary behaviour at work and during free time. In this regard, two questions were used to chart the number of hours that members of the workforce spend sitting at work (only in wave 2 and wave 4) and in their free time (wave 2-4).

Two questions were asked about exercise in wave 3 and wave 4. One question concerned the number of days per week that respondents engaged in at least 30 minutes of physical exercise, and the other concerned the number of days that they engaged in an average of fewer 20 minutes of intensive exercise. These questions were copied from STREAM (Heuvel et al., 2016) .

### 3.1.5 *Module: Exposure risks to COVID-19 infection*

This module is relevant only for people working on-site. It examines the risk factors that increase the likelihood of becoming infected with COVID-19. Distinctions were made between working with patients, with customers (e.g., students, passengers) and/or with colleagues. The following aspects were included in this module:

- Working with patients;
- Physical contact with patients;
- Working with patients with COVID-19;
- Contact with customers (e.g., clients, students, passengers);
- Location of contact (indoors/outdoors);
- Working with products or surfaces touched by customers;
- Cooperation with colleagues;
- Location of working with colleagues (indoors/outdoors);
- Physical contact with colleagues (note: this questions differ across waves);
- Shared use of objects and products with colleagues;
- Use of public transport;
- Public transport – 1.5 metres;
- Public transport – travel time (only in Wave 3 and Wave 4).

The questions were based on a questionnaire compiled by an international working group within the [OMEGA network](#).

The questions about working with patients include questions about the number of contacts with patients, whether these contacts are physical and whether the patients were potentially infected with COVID-19.

With regard to contact with customers (e.g., passengers, students), respondents were asked about the number of direct contacts, the location of the contacts (indoors or outdoors) and whether their work involved using objects (e.g., goods) and materials (e.g., desks) that were also used by customers.

Cooperation with colleagues included questions concerning the number of colleagues and/or supervisors with whom respondents worked per day, the location of their work (indoors or outdoors) and whether their work also involved physical contact with colleagues and whether they made shared use of objects (e.g., tools) and materials.

Finally, two questions were included with regard to the use of public transport and whether it was possible to maintain a distance of 1.5 metres while using public transport. In the second measurement, respondents were also asked to indicate the number of hours per week that they used public transport for commuting to work. This question was developed for the NWCS-COVID-19.

### 3.1.6 *Module: Working conditions*

In this module, we asked questions about the following physical and psychosocial working conditions:

- Hazardous work;
- Physically demanding work;
- Autonomy;
- Pressure of work;
- Emotionally demanding work;
- Social support from colleagues;
- Social support from supervisor;
- Extent of contact with colleagues (only in Wave 3);
- Extent of contact with supervisor (only in Wave 3);
- Cooperation with colleagues, supervisors (only in Wave 3);
- Concentration and attention;
- Inappropriate behaviour (only in Wave 3 and Wave 4).

The following constructs were surveyed in the same manner as in the NWCS 2019: hazardous work, physically demanding work, autonomy, pressure of work, emotionally demanding work, social support from colleagues and social support from supervisor.

Two questions were used to determine how often a member of the workforce reported having performed various forms of hazardous work. The first question charts the hazards to which a member of the workforce reports having been exposed. This question is nearly identical to the NWCS 2019, except for the inclusion of contact with people or materials infected with COVID-19 as a hazardous situation. The second question addresses the frequency of exposure.

Several aspects of physically demanding work were distinguished and surveyed. The questions concerned exerting force, vibrations, working position and repetitive movements.

Exposure to noise was measured by asking members of the workforce whether they had to raise their voices in order to make themselves understood at work. Respondents were also asked whether their work had become more physically demanding as a result of the COVID-19 measures. This question was specifically developed for the NWCS-COVID-19.

Multiple constructs for psychosocial working conditions were surveyed. Autonomy—also referred to as independence—refers to the extent to which employees are able to regulate their own work. It concerns freedom of choice with regard to the manner of working, as well as with regard to the scheduling and sequence of tasks. Three questions on quantitative task demands (pressure of work) were included, along with three items intended to measure the emotional burden of the work. In addition, four questions were included with regard to social support from the supervisor and colleagues. In the second measurement, these questions were supplemented by three items on cooperation. These items concerned how respondents had experienced the changes in contact and cooperation with their colleagues and/or supervisors during the COVID-19 pandemic.

Two questions were included in order to measure the extent of concentration. These questions were developed for the NWCS-COVID-19 and derived from Meijman (1991). They are intended to survey the difficulty of concentrating and maintaining attention.

The second measurement included eight items about inappropriate conduct taken from the NWCS 2019. This refers to inappropriate sexual attention, intimidation, physical violence and bullying. For each form of inappropriate conduct, a distinction was made between internal aggression (e.g., by supervisors or colleagues) and external aggression (e.g., by clients, patients or students).

### **3.1.7** *Module: Work and home*

- Work-life balance;
- Work-life neglect (only in Wave 2);
- Interdependence of work and private life (only in Wave 3).

Work-life balance was measured according to two questions taken from the NWCS 2019 concerning the mutual influence that the work and home situation have on each other.

The three questions intended to measure work-life neglect refer to concerns about working outside of working hours, feeling too tired after work to perform household tasks and working during free time to meet work demands. These questions were taken from Eurofound's 2015 European Working Conditions Survey (EWCS) (Parent-Thirion et al., 2015).

For the second measurement, a question was developed regarding the extent to which work and private life are intertwined.

### **3.1.8** *Module: COVID-19 Measures*

The module on COVID-19 measures comprises the following aspects:

- General measures
- On-site measures
- Influence of measures on productivity (only in wave 2)
- Compliance to measures (only in wave 4)
- Fear for a COVID-19 infection at work (only in wave 4)

This module consists of three questions that address general measures that a company has taken in response to COVID-19. Specific measures for working on-site were surveyed as well. Finally, the first measurement asked about the influence of the measures on productivity. These questions were developed for the NWCS-COVID-19.

In wave 4, compliance with the measures was asked with two questions. This concerned compliance with the measures taken at work and whether participants stay at home with mild complaints. Finally, they were asked whether they are afraid of contracting a COVID-19 infection at work. These questions have been developed for the NWCS-COVID-19.

### 3.1.9 *Module: Coping style*

To assess the resilience of people who are not part of the workforce, we used nine questions from the Utrecht Coping List Questionnaire (Schreurs et al., 1988) to measure their coping style (i.e. the manner in which they deal with problems and/or unpleasant events). These questions were not asked to participants still working.

### 3.1.10 *Module: Health and well-being*

The following health indicators were included:

- General health;
- Burnout complaints;
- Mental health (only in Wave 3);
- Depression;
- Musculoskeletal complaints;
- Loneliness (only in Wave 3 and 4);
- Satisfaction (only in Wave 3 and 4);
- Happiness (only in Wave 3).

The questions for measuring general health, burnout complaints and musculoskeletal complaints were identical to the questions included in the NWCS 2019.

The general state of health for members of the workforce was charted with a single question. This question was derived from the Statistics Netherlands Health Survey.

Burnout complaints (i.e., 'work-related mental fatigue') were measured according to five questions. These questions were presented only to people who were working. The RAND-36 (Van der Zee & Sanderman, 2012) was used to survey the mental health of people who had no job or tasks (at least temporarily). This question included five items about feelings of depression and nervousness (for example: 'How much of the time during the past 4 weeks have you felt downhearted and blue?').

Depression was surveyed according to the CES-D10 (Center for Epidemiologic Studies Short Depression Scale, Andresen et al., 1994; Roberts et al., 1983). This set of questions was presented only to people who did not work at the moment of the survey.

Musculoskeletal complaints were surveyed using four questions. The first two questions provide insight into the prevention of RSI-related health complaints in the preceding three months. The other two questions concern complaints involving the back and hips/legs/knees/feet.

The well-being of the active workforce was further measured in terms of loneliness, satisfaction and happiness. These questions refer to general well-being outside of work. Perceived loneliness (social and emotional loneliness) was measured using six statements concerning whether respondents did or did not experience a lack of social contacts, intimacy or support in social relationships, as taken from Van Tilburg and De Jong-Gierveld (2007). Satisfaction and happiness were measured according to two separate questions on the extent to which respondents, taking everything together, were happy/satisfied with life at that moment.

### 3.1.11 *Module: COVID-19 Infection*

To gain insight into COVID-19 infections, the following items are measured:

- COVID-19 infection (only in Wave 4);
- Location of infection (only in Wave 4).

Participants were asked if they think they have been infected with COVID-19 in the past 12 months. The question about a COVID-19 infection and the answer options were taken over from the behavioural science research COVID-19 unit of the RIVM. In addition, participants were asked whether they know where the infection has taken place. This question was developed for the NWCS-COVID-19 measurement.

### 3.1.12 *Module: Productivity*

Productivity was measured according to:

- Work ability (only in Wave 2 and 3)
- Productivity
- Sickness absenteeism
- Less work, related to the COVID-19 crisis

The question on work ability was derived from the Work Ability Index (WAI, Tuomi et al., 1998), and it indicates the extent to which respondents are capable of performing their work in a satisfactory manner.

Productivity at work was measured according to a question on the amount of work performed in the past four weeks, as compared to the usual amount of work. Respondents indicating that this was less than usual were asked to indicate the reasons. This question was also included in STREAM (Van den Heuvel et al., 2016).

The questions about sickness absenteeism covered the following aspects:

- Sickness absenteeism;
- Days absent;
- Complaints underlying absenteeism;
- Absenteeism due to COVID-19.

The questions used to measure sickness absenteeism, days absent and complaints underlying absenteeism were based on the NWCS 2019.

We also asked about absenteeism in the three months preceding the survey. This question was preceded by a definition of absenteeism. First, we determined whether the respondents had indeed been absent. If an absence had occurred, we also asked about the total length of the absence (in working days). These questions were also included in the NWCS 2019, albeit with a reference period of 12 months. Respondents were subsequently asked about the types

of complaints that had led to their most recent absence. If the complaints could possibly have been related to COVID-19, the respondent was asked whether the complaints had been caused by the COVID-19 virus, whether established with a test or not.

Finally, all respondents were asked whether COVID-19 and the associated measures had made it impossible to work. Examples included situations in which participants had not worked due to mild flu-like symptoms or postponed care, a COVID-19 infection within the household or children who could not go to school. A subsequent question concerned how participants had arranged to work less: calling in sick, taking time off or special leave. These questions were developed for the NWCS-COVID-19.

### 3.1.13 *Module: Informal care*

- Provision of informal care (included only in the second measurement)

Informal care was included in the second measurement, based on two questions taken from the NWCS 2014 (Hooftman et al., 2015). Respondents were asked whether they had provided informal care within the past three months and, if so, the number of hours of informal care per week.

### 3.1.14 *Module: Employability*

Questions on the following topics were included with regard to the respondent's further career:

- Job security;
- Desire for a job (only in wave 3 and wave 4);
- Correspondence of knowledge and skills (only in wave 3 and wave 4);
- Skills (only in wave 3 and 4);
- Need for training/education (only in wave 3 and 4);
- Finding a new job;
- Willingness to change type of job;
- Willingness to change sector (only in wave 3 and 4).

Job security, finding a new job and the correspondence (full or partial) of knowledge and skills are constructs taken from the NWCS 2019.

With regard to job security, two questions were included on the risk of losing the current job and concerns about keeping the current job. Wave 3 and wave 4 included a question on whether the respondent was looking for a job. Participants indicating that they were looking for a new job were presented with five questions about the correspondence of knowledge and skills. These questions were based on the NWCS 2019, supplemented by questions developed specifically for the NWCS-COVID-19. A final question on the need for additional training or training was added, as derived from the NWCS 2019.

Respondents without jobs were asked to indicate the extent to which they were positive about finding a new job and to estimate their likelihood of finding a desired job within 3 months. These questions were developed for the NWCS-COVID-19. Finally, two questions were included on the willingness of respondents to change the type of job or sector if it would enhance their opportunities on the labour market. These questions were also developed for the NWCS-COVID-19.

### 3.1.15 *Post-COVID-19*

- Working in the post-COVID-19 era for people working from home (only in wave 3 and wave 4);
- Hours of working from home (only in wave 3 and wave 4);
- Reasons to work on-site (only in wave 3 and wave 4);
- Reasons to work from home (only in wave 3 and wave 4).

Respondents who were working from home were asked how they would prefer to work—on-site or from home—once the measures have been lifted. The participants who work from home were asked how - if the measures have been lifted - they would prefer to divide their work between working on location and working from home. Finally, five reasons are asked for both working on-site and for working from home.

### 3.1.16 *Module: Financial situation*

- Financial situation of the household
- Change in the financial situation of the household

The financial situation of the household was measured according to two questions. The first question had to do with the extent to which the household had a shortage of money or had money over. This question has previously been asked in NWCS (see Zwieteren et al., 2014).

Finally, a question was added on the financial situation of the household in comparison to 3 months before completing the questionnaire. This question was developed for the NWCS-COVID-19, and it was inspired by questions from the Globe cohort study (van Lenthe, 2014).

**Table 1. Modules and constructs of the questionnaire**

	Items	Wave				Constructs asked to:		
		1	2	3	4	On-site workers	Home workers	No work
<b>DEMOGRAPHIC</b>								
Gender	1	x	x	x	x	x	x	x
Age	1	x	x	x	x	x	x	x
Household composition	1	x	x			x	x	x
Job of partner	1		x	x	x	x	x	x
<b>EMPLOYMENT</b>								
Employment status	1		x	x	x	x	x	x
Contract hours	1	x		x	x	x	x	
Influence of COVID-19 on work location	1		x	x	x	x	x	x
Choice of work location	1			x	x	x		
Influence of COVID-19 on work	1		x	x	x	x	x	x
Influence of COVID-19 on having work	1		x	x	x	x	x	x
Influence of COVID-19 on working hours	1		x	x	x	x	x	
Working overtime	1	x	x	x	x	x	x	
Number of hours overtime	1	x	x	x	x	x	x	x
					x			
<b>COMPANY AND JOB TITLE</b>								
Change of job compared to 2019	1		x	x	x	x	x	x
COVID-19 as cause for change	1		x	x	x	x	x	x
Job title	1	x	x	x	x	x	x	x
Sector	1	x	x	x	x	x	x	x
Company size	1	x	x	x	x	x	x	x
<b>WORKING FROM HOME</b>								
Number of hours of working from home	1	x	x	x	x		x	
Hours of screen use per day	1	x	x	x	x		x	
Equipment to work from home	4		x	x	x		x	
Needs for new equipment	1		x	x	x		x	
Breaks	1		x	x	x		x	
Sedentary behaviour during work	1	x	x		x		x	
Sedentary behaviour in leisure time	1	x	x	x	x		x	
Physical activity	2			x	x		x	
<b>EXPOSURE RISK TO COVID-19</b>								
Working with patients	1		x	x	x	x		
Physical contacts with patients	1		x	x	x	x		
Working with patients with COVID-19	1		x	x	x	x		
Contact with customers (e.g., clients, students, passengers)	1		x	x	x	x		
Location of contact (indoors/outdoors)	1		x	x	x	x		

	Items	Wave				Constructs asked to:		
		1	2	3	4	On-site workers	Home workers	No work
Working with products or surfaces touched by customers	1		x	x	x	x		
Cooperation with colleagues	1		x	x	x	x		
Location of working with colleagues (indoors/outdoors)	1		x	x	x	x		
Physical contact with colleagues	1		x	x	x	x		
Shared use of objects and products with colleagues	1		x	x	x	x		
<b>USE OF PUBLIC TRANSPORT</b>	1		x	x	x	x		
Public transport – travel time	1			x	x	x		
Public transport – 1.5 meter	1		x	x	x	x		
<b>WORKING CONDITIONS</b>								
Hazardous work	12	x	x	x	x	x		
Physically demanding work	6	x	x	x	x	x	x	
Autonomy	6	x	x	x	x	x	x	
Pressure of work	3	x	x	x	x	x	x	
Emotionally demanding work	3	x	x	x	x	x	x	
Social support from colleagues	2	x	x	x	x	x	x	
Social support from supervisor	2	x	x	x	x	x	x	
Extent of contact with colleagues	1			x			x	
Extent of contact with supervisor	1			x			x	
Cooperation	1			x			x	
Concentration	2		x	x	x	x	x	
Inappropriate behaviour	8	x		x	x	x	x	
<b>WORK-PRIVATE BALANCE</b>								
Work-private balance	2	x	x	x	x	x	x	
Work-private neglect	3		x			x	x	
Interdependence of work and private life	1			x		x	x	
<b>COVID-19 MEASURES</b>								
General measures	1		x	x	x	x	x	
Measures on site	5		x	x	x	x		
Compliance with measures	2				x			
Fear of a COVID-19 infection	1				x			
Influence of COVID-19 on productivity	1		x			x	x	
<b>COPING</b>								
Coping	9		x	x	x			x

	Items	Wave				Constructs asked to:		
		1	2	3	4	On-site workers	Home workers	No work
<b>HEALTH</b>								
General health	1	x	x	x	x	x	x	x
Burn-out	5	x	x	x	x	x	x	
Mental health	5			x				x
Depression	10		x	x	x			x
Musculoskeletal complaints	4	x	x	x	x	x	x	x
Loneliness	6			x	x		x	x
Happiness	1			x		x	x	x
Satisfactions	1			x	x	x	x	x
<b>COVID-19 infection</b>								
COVID-19 infection	1			x		x	x	x
Location of COVID-19 infection	1			x		x	x	x
<b>PRODUCTIVITY</b>								
Productivity	2		x	x	x	x	x	
Work ability	1		x	x		x	x	x
Sickness absenteeism <sup>1</sup>	1	x	x	x	x	x	x	x
Days of sickness absenteeism <sup>1</sup>	1	x	x	x	x	x	x	x
Complaints underlying absenteeism	1	x <sup>1</sup>	x	x	x	x	x	x
Sickness absenteeism due to COVID-19	1		x	x	x	x	x	x
Absenteeism due to COVID-19	2		x	x	x	x	x	x
<b>INFORMAL CARE</b>								
Informal care in hours	2			x	x	x	x	
<b>EMPLOYABILITY</b>								
Job security	2	x	x	x	x	x	x	
Desire for a job	1			x	x			x
Correspondence of knowledge and skills	1			x	x			x
Skills	5	x		x	x			x
Need for training/education	1	x		x	x			x
Finding a new job	2		x	x	x			x
Willingness to change type of job	1		x	x	x			x
Willingness to change sector	1			x	x			x
<b>POST CORONA</b>								
Working in the post-COVID-19 era for people working from home	2			x	x			
Reasons to work from home	1				x			
Reasons to work on-site	1				x		x	

	Items	Wave				Constructs asked to:		
		1	2	3	4	On-site workers	Home workers	No work
<b>FINANCIAL SITUATION</b>								
Financial situation in the household	1		x	x	x	x	x	x
Change in the financial situation compared to 2019	1		x	x	x	x	x	x

<sup>1</sup> The questions on sickness absence were asked with a reference period of 12 months in the NWCS 2019 and with a reference period of 3 months in the NWCS-COVID-19.

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