




› **MONITORING
WORK & EMPLOYMENT
THE DUTCH APPROACH**

Wendela Hoofman

PROGRAMME OVERVIEW



TNO innovation for life

M	T	W	T	F	S
		1	2	3	4
6	7	8	9	10	11
13	14	15	16	17	18
20	21	22	23	24	25
27	28				

OUR POSITION

NATIONAL STATISTICS

Reliable / independent
Official Statistics

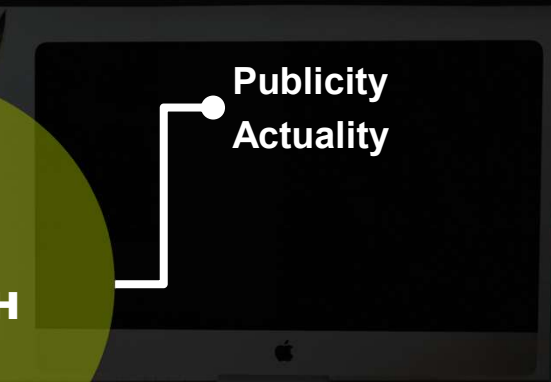
TNO
**MONITORING
WORK &
EMPLOYMENT**

Theory-development
Hypothesis-driven

**ACADEMIC
RESEARCH**

**MARKET
RESEARCH**

Publicity
Actuality





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MONITORING
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EMPLOYMENT

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OUR AIM

TNO
MONITORING
WORK &
EMPLOYMENT

• Follow trends in quality of work and employment

• Identify 'emerging risks' & risk groups, and relations between:

- Working conditions
- Industrial relations
- Sustainable employability
- Health
- Etc.

• Through:

- High-quality structural monitoring
- Innovating monitoring, linking data sources
- Development of tools and services for stakeholders

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BUILDING BLOCKS

National Survey Of The Self-employed
Biannual monitor of working conditions
of self-employed
N = 4.000

ZEA

TNO
MONITORING
WORK &
EMPLOYMENT

NWCS

Netherlands Working Conditions Survey
Annual monitor of working conditions
of employees
N = 25.000 - 60.000

WEA

National Survey For Employers
Biannual monitor of working conditions
according to employers.
N = 5.000

BUILDING BLOCKS

National Survey Of The Self-employed
Biannual monitor of working conditions
of self-employed
N = 4.000

ZEA

CODI

Cohort
Sustainable
Employability
Longitudinal research
based on the NEA 2015
15.000 employees,
1.500 self-employed
1.200 unemployed

TNO
MONITORING
WORK &
EMPLOYMENT

NWCS

Netherlands Working Conditions Survey
Annual monitor of working conditions
of employees
N = 25.000 - 45.000

WEA

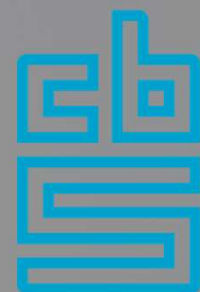
National Survey For Employers
Biannual monitor of working conditions
according to employers.
N = 5.000

STREAM

Study on Transitions in Employment, Ability and Motivation
Longitudinal research among 15.000 employees of age 45 and above
Since 2010

NETHERLANDS WORKING CONDITIONS SURVEY

TNO



NWCS DESIGN

Sample

Drawn from the polisadministratie and basisregistratie personen

2005-2013	80.000 invitations, response 25.000
2014-2017	140.000 invitations, response 38.000 (2014), 45.000 (2017)
2018-current	+/- 175.000 invitations, oversampling education

Population

Employees, oversampling groups with low response

2005-2013	15-65 year
2014-2018	15-75 year

Results weighted (7 factors) to maintain representability

2005-2013	choice of chance on gift certificate or donation
2014	no reward
2015	3 groups: 1) chance of i-pad, 2) chance of €250, 3) no reward
2016-current	chance of €250

NWCS DESIGN



Questionnaire: 200+ items, 30 minutes

2005-2013 55% paper, 45% online

2014-2017 >90% online

2018 100% online



Data enriched

Standard: Age, gender, ethnic background, sector, household composition, financial situation, urbanization (of residence), collective labor agreement

On demand: Linking with 'any' register-data, such as: hospital data, divorce, (future) contracts through the SSD

THEMES



Personal characteristics

Age, gender, education, etc.



Quality of work

Work content and organization
Contact with clients, etc.



Working conditions

Physical load, psychosocial load, etc.



Industrial relations

Working times, training, education, etc.



Effects

Health, accidents,
absenteeism, employability,
turnover, innovation,
productivity



Company policy

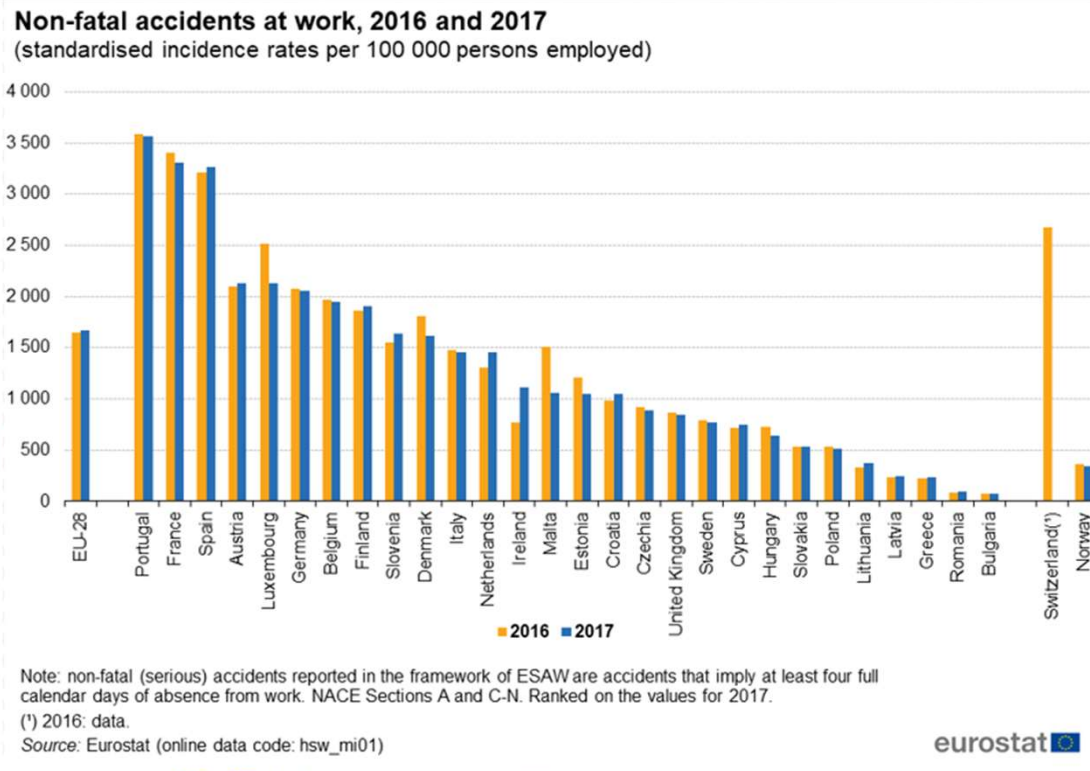
HRM, absenteeism, measures taken



POLICY INDICATORS



EUROSTAT: WORK ACCIDENTS



MINISTRY OF SOCIAL AFFAIRS AND EMPLOYMENT

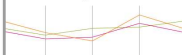


CURRENT



ARBOBALANS 2018

Arbeid, effecten en maatregelen in Nederland



Tweede Kamer der Staten-Generaal

2

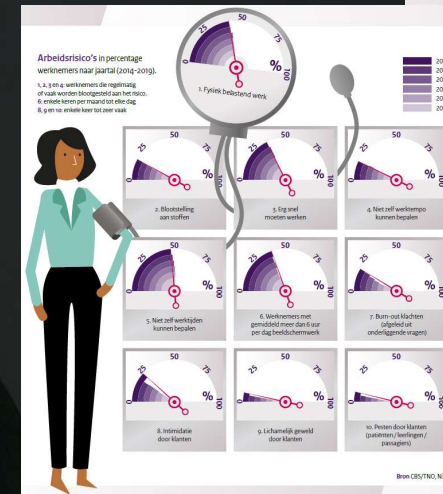
18 470 XV

Zaakverleg en discussie Ministerie van Sociale Zaken en Werkgelegenheid 2018

№ 1

JAARBERICHT VAN DE TOEWIJZING VAN BONDSE OVERHEID 2018

Tweede Kamer, vergaderjaar 2018–2019, 18 470 XV



FUTURE

MINISTRY OF SOCIAL AFFAIRS AND EMPLOYMENT



CURRENT

FORMAL INDICATORS

- Work accidents
- Occupational diseases
- General health
- Work-life balance
- Satisfaction
 - with working conditions
 - with work in general
- Work related absenteeism
- Age until *able* to work
- Age until *willing* to work

WORKING CONDITIONS

- Physical factors
 - Lifting
 - Repetitive movements
 - Postures
 - Vibrations
 - Sedentary work
- Psychosocial
 - Demands
 - Autonomy
 - Emotional demands
 - Social support
- Environmental
 - Dangerous work
 - Substances
 - Noise

OTHER

- Burn-out complaints
- Employment conditions
- ...



FUTURE

MINISTRY OF SOCIAL AFFAIRS AND EMPLOYMENT



STRESS



herken de **druppel**
check je werkstress

Tips en tools voor het beheersen van stress en psychosociale risico's op de werkplek

WERKEN MET [GEVAARLIJKE] STOFFEN (IN CIJFERS)

1 op de 6 werknemers (ruim 1 miljoen Nederlanders) heeft te maken met gevaarlijke stoffen op het werk. Daardoor lopen zij het risico om ziek te worden.

Wat kun je krijgen van werken met gevaarlijke stoffen? Werken met gevaarlijke stoffen kan leiden tot ernstige ziekten, zoals astma, andere longziekten en kanker. Daarom richt de campagne zich in eerste instantie op werkloze vrouwen, werkloze mannen en mensen die ziek van kurt worden. Betrokken door contact met de huid, inademing via neus of mond, of door ingestie (inname door de mond via voedsel, verontreinigde handen).

Maar veel mensen worden ziek! Bij werken met gevaarlijke stoffen kun je ziek worden. 40% van de ziekteafloot door ongelukkige arbeidsomstandigheden komt door werken met gevaarlijke stoffen. Het jaarlijkse aantal doden door beroepsaccidenten is naar schatting 4.100. Daarvan sterven 3.000 mensen als gevolg van stoffenblootstelling. Slechts de meest voorkomende oorzaak is kanker, met 2.100 slachtoffers. Ter vergelijking, het aantal verkeersdoden lag in 2017 op 413.

Met kan jaren duren voordat ziekteverschijnselen opduiken. Van alle startgevallen door werken met gevaarlijke stoffen in Nederland is de verdeling:

20% werknemers
80% gepensioneerde

1 op de 6 werknemers (ruim 1 miljoen Nederlanders) heeft te maken met gevaarlijke stoffen.

Jaarlijks sterven er ongeveer 4.100 mensen aan beroepsaccidenten.

Kanker is 2.100 x de hooftoorzaak van sterfgevallen door werken met gevaarlijke stoffen.

Stoffen die langzamerhandingen veroorzaken:

Deelname	327.000
Reactor	108.000
Beveiliging	116.000
Kernenergie	87.000
Luchtvaart	89.000



SUBSTANCES



Hoe **TOP!** werk jij?

Save the date!
28 oktober

Ministerie van Sociale Zaken en Werkgelegenheid
Inspectie SZW

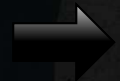


PHYSICAL LOAD

OTHER AND UPCOMMING



"In 2040, the burden of disease as a result of an unhealthy lifestyle and an unhealthy living environment will be reduced by 30%."





THANK YOU
FOR YOUR ATTENTION

Wendela Hoofman