

## APV Questionnaire

*Some questions are compulsory while others are optional. The form clarifies which optional questions we recommend for different industries. The questions are based on "Arbejdstilsynets" recommendations for questions and industry classification.*

**NOTE:** Be aware that you must have a GAIS PRO or GAIS Premium subscription to use APV.

### Structure of the questionnaire

The questionnaire is structured like other measurement types in GAIS: there are some questions about the overall working environment and 4 factors with a number of questions for each.

<b>Work environment</b>	<b>Physical work environment</b> <ul style="list-style-type: none"> <li>- Noise</li> <li>- Lighting</li> <li>- Ergonomics</li> <li>- Indoor climate</li> <li>- Safety</li> <li>- Chemistry</li> </ul>	<b>Psychological environment</b> <ul style="list-style-type: none"> <li>- Workload</li> <li>- Professional relations</li> <li>- Violations</li> </ul>
	<b>Stress</b>	<b>Sick leave</b>

## Compulsory questions

	Factor	Subfactor	Question	Response	Anonymity
1.	Work environment		Do you feel you have good physical working conditions at your workplace?	Scale of 0-10	Anonymous
2.	Work environment		Do you feel you have a good psychological working environment at your workplace?	Scale of 0-10	Anonymous
3.	Work environment		Do you feel that your workplace is good at managing work-related illness?	Scale of 0-10	Anonymous
4.	Work environment		Do you feel that your workplace is good at managing work-related stress?	Scale of 0-10	Anonymous
5.	Physical work environment	Noise	Do you feel that you get the peace to work that you need?	Scale of 0-10	Non-anonymity can be selected
6.	Physical work environment	Lighting	Do you have good lighting in your workplace?	Yes/No	Non-anonymity can be selected
7.	Physical work environment	Safety	Is there any risk that you could trip over mess, wires, tools etc. – or fall because the floor is slippery?	Yes/No	Non-anonymity can be selected
8.	Physical work environment	Ergonomics	Do you perform monotonous work that puts the same strain on your body for a long period of time (e.g. the same hand and arm movements many times per minute)?	Yes/No	Non-anonymity can be selected

	Factor	Subfactor	Question	Response	Anonymity
9.	Physical work environment	Ergonomics	Do you often work in poor working positions for extended periods of time (e.g. bent over, turning your neck, with raised arms, squatting or kneeling)?	Yes/No	Non-anonymity can be selected
10.	Physical work environment	Ergonomics	Do you often experience pain that affects your work?	Yes/No	Non-anonymity can be selected
11.	Physical work environment	Ergonomics	Do you often experience pain as a result of your work?	Yes/No	Non-anonymity can be selected
12.	Psychological work environment	Workload	Do you have a suitable amount of work to do in relation to the time you have to do it?	Scale of 0-10	Anonymous
13.	Psychological work environment	Professional relationships	Do you feel you are getting adequate levels of support and help from your immediate manager?	Scale of 0-10	Anonymous
14.	Psychological work environment	Professional relationships	Do you have a good relationship with your colleagues?	Scale of 0-10	Anonymous
15.	Psychological work environment	Violations	In the last 12 months, have you personally been subjected to or witnessed abusive behaviour in connection with your work, such as violence, threats, bullying or sexual harassment?	Yes/No	Anonymous
16.	Psychological work environment	Violations	<u>Depends on #15:</u> What abusive behaviour have you yourself been subjected to?	Multichoice	Anonymous



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	Factor	Subfactor	Question	Response	Anonymity
			<ul style="list-style-type: none"> <li>- I have not been subjected to any abusive behavior</li> <li>- Sexual coercion or threats</li> <li>- Unwanted touching</li> <li>- Unwanted sexual attention in the form of, for example, unacceptable comments, questions, requests, jokes, texts, e-mails</li> <li>- Demeaning behavior on the grounds of gender, gender identity, sexual orientation, ethnicity or religious beliefs</li> <li>- Threats of violence/physical assault</li> <li>- Violence/physical assault</li> <li>- Vilification or exclusion from the social or professional community</li> <li>- Being shouted at, spoken to harshly or ridiculed</li> <li>- Unpleasant teasing</li> <li>- Unjustified removal or reduction of responsibilities and duties</li> <li>- Other</li> </ul>		
17.	Psychological work environment	Violations	<p><u>Depends on #15:</u> What abusive behaviour have you witnessed?</p> <ul style="list-style-type: none"> <li>- I have not witnessed any abusive behavior</li> <li>- Sexual coercion or threats</li> <li>- Unwanted touching</li> <li>- Unwanted sexual attention in the form of, for example, unacceptable comments, questions, requests, jokes, texts, e-mails</li> <li>- Demeaning behavior on the grounds of gender, gender identity, sexual orientation, ethnicity or religious beliefs</li> <li>- Threats of violence/physical assault</li> </ul>	Multichoice	Anonymous

	Factor	Subfactor	Question	Response	Anonymity
			<ul style="list-style-type: none"> <li>- Violence/physical assault</li> <li>- Vilification or exclusion from the social or professional community</li> <li>- Being shouted at, spoken to harshly or ridiculed</li> <li>- Unpleasant teasing</li> <li>- Unjustified removal or reduction of responsibilities and duties</li> <li>- Other</li> </ul>		
18.	Psychological work environment	Violations	Here you can add additional comments regarding the abusive behaviour you have been subjected to or witnessed	Free text	Anonymous
19.	Sick leave		Do you feel that the psychological working environment contributes to increased sickness absence at your workplace?	Yes/No	Anonymous
20.	Sick leave		Do you feel that the physical working environment contributes to increased sickness absence at your workplace?	Yes/No	Anonymous
21.	Sick leave		Do you think your workplace does enough to prevent work-related sickness absence?	Scale of 0-10	Anonymous
22.	Stress		Have you experienced symptoms of stress in the last month?	Yes/No	Anonymous
23.	Stress		Can you talk openly with your manager about symptoms of stress?	Scale of 0-10	Anonymous



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24.	Stress		Have you been on sick leave due to stress in the last 6 months?	Yes/No	Anonymous
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### Optional questions

Factor	Subfactor	Question	Recommended for these industries	Response	Anonymity
Physical work environment	Noise	Do you feel that there is sufficient protection against persistent noise from machinery?	<ul style="list-style-type: none"> <li>- Industry and energy</li> <li>- Construction</li> <li>- Agriculture/slaughter-house and food industry</li> <li>- Cleaning/restaurants and other private services</li> <li>- Transport of goods and passengers</li> <li>- Office/IT and media</li> </ul>	Scale of 0-10	Non-anonymity can be selected
Physical work environment	Indoor climate	Are you satisfied with the temperature in the rooms in which you work (hot, cold, draughts)?	<ul style="list-style-type: none"> <li>- Industry and energy</li> <li>- Agriculture/slaughter-house and food industry</li> <li>- Cleaning/restaurants and other private services</li> <li>- Office/IT and media</li> <li>- Trade</li> <li>- Doctors, hospitals and institutions</li> </ul>	Scale of 0-10	Non-anonymity can be selected



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Factor	Subfactor	Question	Recommended for these industries	Response	Anonymity
			<ul style="list-style-type: none"> <li>- Teaching and research</li> <li>- Other public service</li> <li>-</li> </ul>		
Physical work environment	Indoor climate	Are you satisfied with the air quality in the rooms you work in?	<ul style="list-style-type: none"> <li>- Industry and energy</li> <li>- Agriculture/slaughter-house and food industry</li> <li>- Cleaning/restaurants and other private services</li> <li>- Office/IT and media</li> <li>- Trade</li> <li>- Doctors, hospitals and institutions</li> <li>- Teaching and research</li> <li>- Transportation of goods and passengers</li> </ul>	Scale of 0-10	Non-anonymity can be selected
Physical work environment	Indoor climate	Are you satisfied with the quality of the clothing that your workplace provides you with?	<ul style="list-style-type: none"> <li>- Industry and energy</li> <li>- Agriculture/slaughter-house and food industry</li> <li>- Cleaning/restaurants and other private services</li> <li>- Office/IT and media</li> <li>- Trade</li> <li>- Doctors, hospitals and institutions</li> <li>- Teaching and research</li> <li>- Transportation of goods and</li> </ul>	Scale of 0-10	Non-anonymity can be selected



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Factor	Subfactor	Question	Recommended for these industries	Response	Anonymity
			passengers		
Physical work environment	Indoor climate	Do you need to find out if you need screen glasses?	All industries	Yes/No	Non-anonymity can be selected
Physical work environment	Safety	Is there a risk that you or others may be hit or crushed by vehicles or mobile machinery when you are at work?	<ul style="list-style-type: none"> <li>- Construction</li> <li>- Industry and energy</li> <li>- Agriculture/slaughter-house and food industry</li> <li>- Cleaning/restaurants and other private services</li> <li>- Office/IT and media</li> <li>- Trade</li> <li>- Doctors, hospitals and institutions</li> <li>- Other public service</li> <li>- Transportation of goods and passengers</li> </ul>	Yes/No	Non-anonymity can be selected
Physical work environment	Safety	Do you feel sufficient attention is paid to safety to avoid accidents involving machinery?	<ul style="list-style-type: none"> <li>- Construction</li> <li>- Industry and energy</li> <li>- Agriculture/slaughter-house and food industry</li> <li>- Cleaning/restaurants and other private services</li> <li>- Office/IT and media</li> <li>- Trade</li> </ul>	Scale of 0-10	Non-anonymity can be selected





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Factor	Subfactor	Question	Recommended for these industries	Response	Anonymity
			<ul style="list-style-type: none"> <li>- Other public service</li> <li>- Transportation of goods and passengers</li> </ul>		
Physical work environment	Safety	Is there a risk that you or others may be hit or crushed by vehicles or mobile machinery when you are at work?	<ul style="list-style-type: none"> <li>- Construction</li> <li>- Industry and energy</li> <li>- Agriculture/slaughter-house and food industry</li> <li>- Cleaning/restaurants and other private services</li> <li>- Trade</li> <li>- Doctors, hospitals and institutions</li> <li>- Other public service</li> <li>- Transportation of goods and passengers</li> </ul>	Yes/No	Non-anonymity can be selected
Physical work environment	Safety	Do you feel any discomfort as a result of working with vibrating machinery?	<ul style="list-style-type: none"> <li>- Construction</li> <li>- Industry and energy</li> <li>- Agriculture/slaughter-house and food industry</li> </ul>	Yes/No	Non-anonymity can be selected
Physical work environment	Safety	Is there a risk that you may fall from e.g. work platforms, ladders, buildings or the like?	<ul style="list-style-type: none"> <li>- Construction</li> <li>- Industry and energy</li> <li>- Agriculture/slaughter-house and food industry</li> <li>- Cleaning/restaurants and other</li> </ul>	Yes/No	Non-anonymity can be selected



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Factor	Subfactor	Question	Recommended for these industries	Response	Anonymity
			private services - Office/IT and media - Trade - Other public service - Transportation of goods and passengers		
Physical work environment	Chemistry	Do you feel that sufficient attention is paid to safety when working with e.g. hazardous substances, hazardous products and/or materials including gases and fumes?	All industries	Scale of 0-10	Non-anonymity can be selected
Physical work environment	Chemistry	Do you work with wet or damp hands for more than 2 hours a day?	- Industry and energy - Agriculture/slaughter-house and food industry - Cleaning/restaurants and other private services - Trade - Doctors, hospitals and institutions - Teaching and research - Office/IT and media - Other public service	Yes/No	Non-anonymity can be selected
Physical work environment	Work from home	Are your furniture and work tools (work chair, desk, mouse, keyboard, screen)	All industries	Scale of 0-10	Non-anonymity can be selected

Factor	Subfactor	Question	Recommended for these industries	Response	Anonymity
		suitable for the work you do in your home office?			
Physical work environment	Work from home	Do you have good lighting in your home office?	All industries	Scale of 0-10	Non-anonymity can be selected
Physical work environment	Work from home	Do you have satisfactory opportunities to vary your work position in your home office (i.e. move and change work position)?	All industries	Scale of 0-10	Non-anonymity can be selected
Physical work environment	Work from home	Are you taking the breaks you need when you work from home?	All industries	Scale of 0-10	Non-anonymity can be selected
Physical work environment	Work from home	Here you can provide more details on any shortcomings and challenges in your home office.	All industries	Free text	Anonymous
Psychological work environment	Violations	<u>Depends on #15:</u> Who engaged in the abusive behaviour? <ul style="list-style-type: none"> <li>- One or more colleagues</li> <li>- One or more managers/superiors</li> <li>- One or more employees/subordinates</li> <li>- One or more external parties (e.g. members of the public, clients, patients, customers, business partners, relatives)</li> <li>- other</li> </ul>	All industries	Multichoice	Anonymous



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Factor	Subfactor	Question	Recommended for these industries	Response	Anonymity
Psychological work environment	Violations	<u>Depends on #15:</u> When did the abusive behaviour take place? - During working hours - Outside working hours	All industries	Multichoice	Anonymous
Psychological work environment	Violations	<u>Depends on #15:</u> Have you told anyone at work about the abusive behaviour? - Yes, a manager - Yes, a working environment or union representative - Yes, one or more colleagues - Yes, others - No	All industries	Multichoice	Anonymous
Psychological work environment	Violations	<u>Depends on #15:</u> Has any effort been made to address the problem?	All industries	Yes/no	Anonymous
Psychological work environment	Violations	<u>Depends on #15:</u> Is the behaviour still taking place?	All industries	Yes/no	Anonymous
Psychological work	Workload	Do you experience reasonable emotional demands on you in connection with your	- Trade - Doctors, hospitals and institutions	Scale of 0-10	Anonymous



Factor	Subfactor	Question	Recommended for these industries	Response	Anonymity
environment		work (e.g. empathy, compassion, patience, etc.)?	<ul style="list-style-type: none"> <li>- Teaching and research</li> <li>- Other public service</li> </ul>		
Stress		Have you felt stressed in the past month?	All industries	Yes/no	Anonymous
Stress		Can you talk openly with your working environment/union representative about symptoms of stress?	All industries	Scale of 0-10	Anonymous
Stress		Can you talk openly with your colleagues about symptoms of stress?	All industries	Scale of 0-10	Anonymous