Bundesanstalt für Arbeitsschutz und Arbeitsmedizin
How the pandemic changed the timing of work: Covid-19 in the BAuA-Working Time Survey

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Aim and purpose
Development of a survey-based, continuous working time reporting that is representative for employees in Germany
• Overview of working time reality in Germany and its development over time.
• Investigation of relationships between the organisation of working time and employees’ health and satisfaction (short- and long-term)

Key components
• Panel study, every two years
• Reporting (publications, presentations) for different target groups: E.g., politics, social partners, the scientific community
BAuA Working Time Survey: History

2015  First Wave  N≈20,000

2017  Second Wave  N≈10,000 (Panel + refreshers)

2019  Third Wave  N≈10,000 (Panel + refreshers)

2021  Fourth Wave  N≈20,000 (Panel + refreshers)
Population: employees aged 15 and older in Germany with a weekly working time of at least 10 hours in the main job.

Random dual-frame sample (randomly generated telephone numbers)

Including self-employed

Weighting of data according to census data

70% computer-assisted telephone interviews (CATI)

30%
BAuA-Working Time Survey: Topic Overview

- Employment and organisational characteristics
- Physical working conditions
- Psychological working conditions
- Health, well-being, satisfaction
- Further jobs
- Socio-demographics
- + Special Key Topics

- Duration
- Location
- Flexibility and variability

- Covid-19 (2021)
- Digitalisation (2019)
- Work-related mobility (2017)
- Multiple Jobholders (2015)
Conditions

- The fourth wave is planned with a sample of 13,500 refresher’s and 6,500 panel respondents.
- Field time is consistent (June 2021 until October 2021).
- The core questionnaire should stay mostly identical.
**Questionnaire design**

- The **extent of short-time work** is unknown
- **Designing the Covid-19 module** under uncertainty of the pandemic

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**Pretest**

- **End of field time in 2019**

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**Questionnaire design**

- **2020**
- **2021**
Challenges for the sample
Preserving the representativeness of the sample in particular for the large refresher’s sample in 2021
• Problem: Short-time work under 10 hours per week

Solution:
Employees in short-time work are also interviewed if they work less than 10 hours per week

Short-time work („Kurzarbeit“)
• keeping employment stable during an economic crisis
• employers reduce their employees’ working hours instead of laying them off
• the German government provides an short-time compensation
Analysis of long term changes
How does the pandemic affect working (time) conditions in the long term?

How has working from home changed as a result of Corona?

Did the working hours or working time preferences change if the work decreased or increased during the pandemic?
Analysis of long term changes
How does the pandemic affect working (time) conditions in a long term?

Changes in duration, location and flexibility of working time

Did you work more or fewer hours per week due to the corona pandemic, even if only temporarily?

Did you have the opportunity to organize your working hours flexibly due to the corona pandemic?
**BAuA-Working Time Survey: Covid-19 special module**

**Analysis of long term changes**

How does the pandemic affect working (time) conditions in a long term?

*Due to the pandemic, did you experience though deadlines or performance pressure?*

*Due to the pandemic, did you had to work at the limits of your capabilities?*
Analysis of long term changes
How does the pandemic affect working (time) conditions in a long term?

Due to the corona pandemic, I missed:
1. the exchange with colleagues and supervisors.
2. support from colleagues and supervisors.
**BAuA-Working Time Survey: Covid-19 special module**

**Analysis of long term changes**
How does the pandemic affect working (time) conditions in a long term?

*Have the following occupational safety measures made your work more difficult:*

1. protective and hygienic measures such as masks, protective clothes or sanitisers.
2. redesigning work tasks and procedures or cooperation with colleagues to reduce contacts.

**Occupational safety measures**

- Changes in duration, location and flexibility of working time
- Occupational stress
- Support and isolation
**BAuA-Working Time Survey: Covid-19 Challenges**

**Questionnaire design**
- The extent of short-time work is unknown
- The uncertainty of the pandemic affects the development of the Covid-19 module

**Field time**
- Asking about the current work situation
- How will the [pandemic develop](https://example.com) and how flexible is the survey?

![Diagram showing questionnaire design and field time with data points for 2020 and 2021]
Challenges with the Core-Questionnaire

How to assess the normal situation, if the situation is not normal?

- Especially the circumstances of home office and mobility changed extensively.
The Challenges

- Preserving the representativeness
- Assessing longterm changes caused by Covid
- Dynamic course of the pandemic in the field time
Data of the first two waves available as scientific use files: 2015 & 2017

The dataset of 2019 will be published at the end of this year.

Detailed data documentation available (in German):
- Method reports and questionnaires
- Codebooks
- FAQ
- Data usage application form

www.baua.de/forschungsdaten/
Thank you for your attention.

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