



Bundesanstalt für Arbeitsschutz
und Arbeitsmedizin





How the pandemic changed the timing of work: Covid-19 in the BAuA-Working Time Survey

Johanna Nold,
Ines Entgelmeier, Laura Vieten,
Nils Backhaus, Anita Tisch

Federal Institute for Occupational Safety and Health,
Germany (BAuA)

BAuA-Working Time Survey: Overview

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)

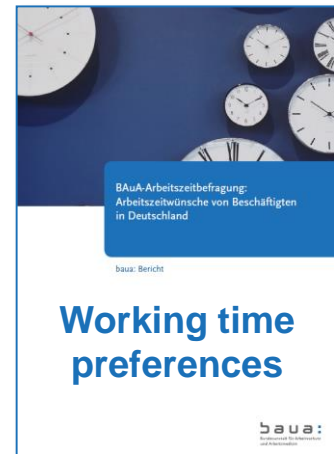
Key components

- Panel study, every two years
- Reporting (publications, presentations) for different target groups: E.g., politics, social partners, the scientific community

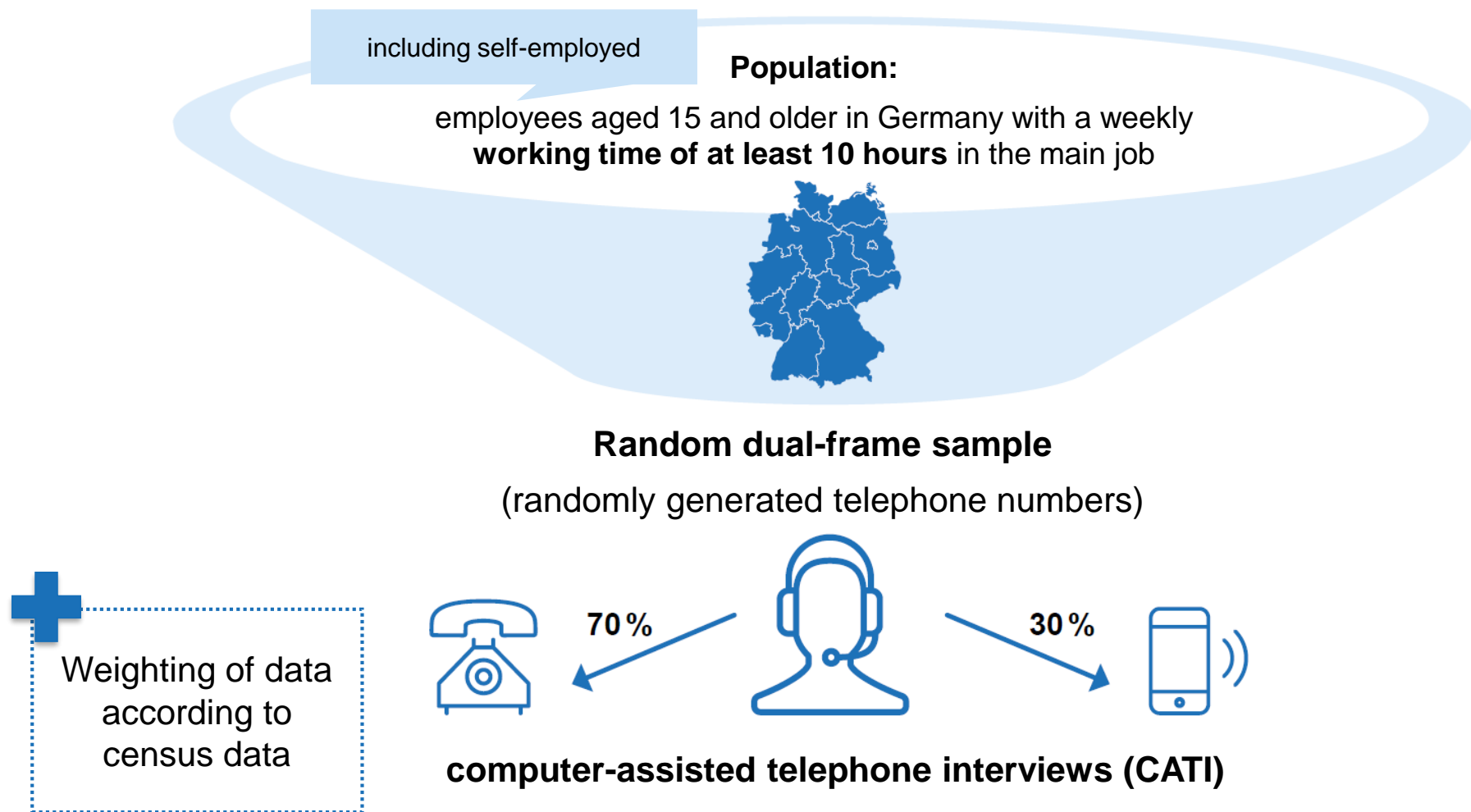


BAuA Working Time Survey: History

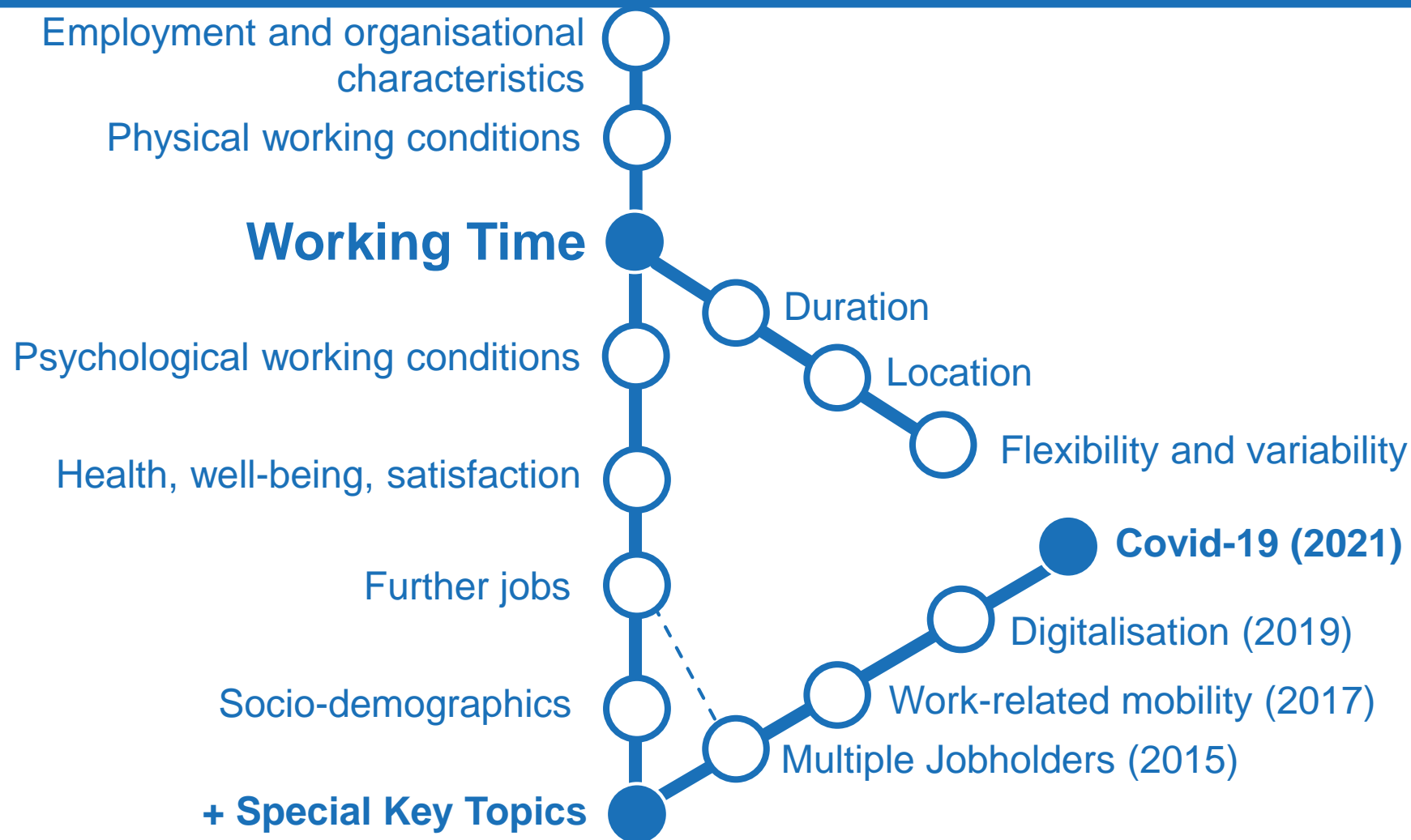
2015	● First Wave	N≈20,000
2017	● Second Wave	N≈10,000 (Panel + refreshers)
2019	● Third Wave	N≈10,000 (Panel + refreshers)
2021	● Fourth Wave	N≈20,000 (Panel + refreshers)



BAuA-Working Time Survey: Design



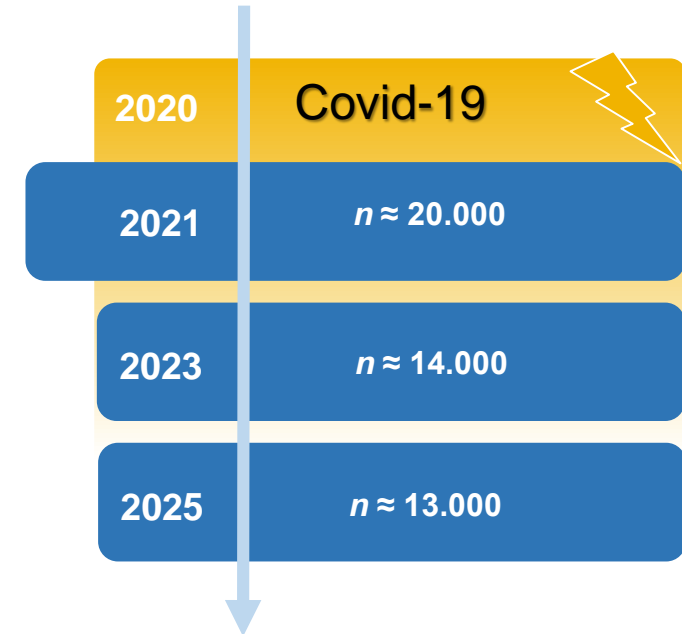
BAuA-Working Time Survey: Topic Overview



BAuA-Working Time Survey: Conditions

Conditions

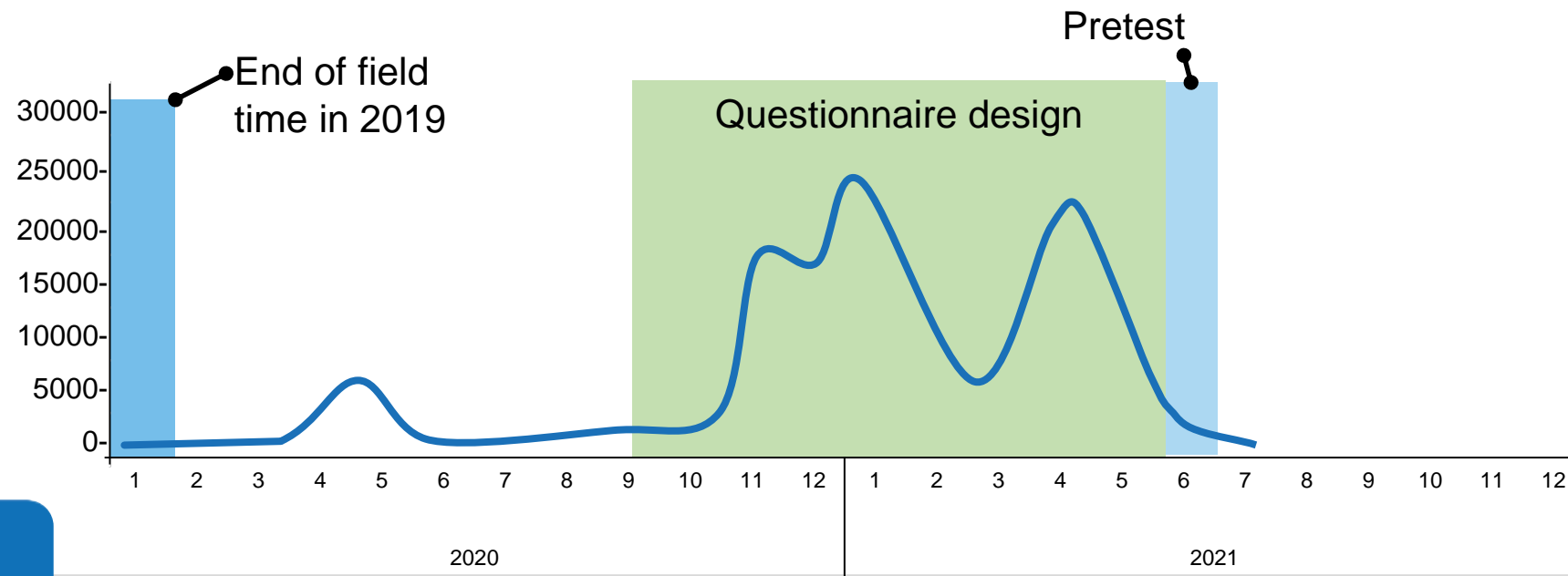
- The fourth wave is planned with a sample of **13.500 refresher's and 6.500 panel** respondents
- **Field time is consistent** (June 2021 until October 2021)
- The core questionnaire should stay mostly identical



BAuA-Working Time Survey: Covid-19 Challenges

Questionnaire design

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



BAuA-Working Time Survey: Representativeness under Covid19

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



BAuA-Working Time Survey: Covid-19 special module

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?



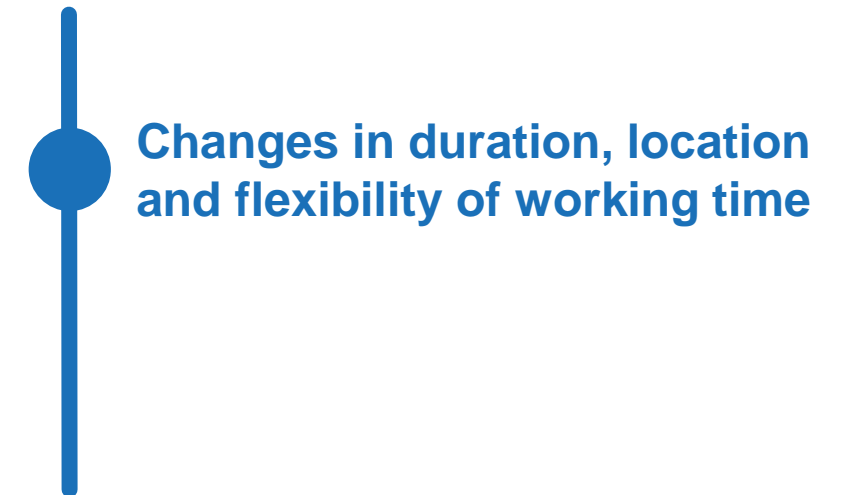
BAuA-Working Time Survey: Covid-19 special module

Analysis of long term changes

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

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?



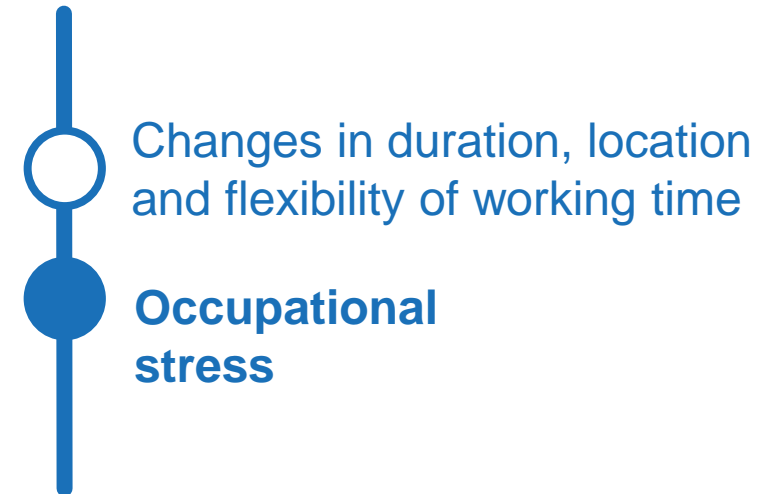
BAuA-Working Time Survey: Covid-19 special module

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?



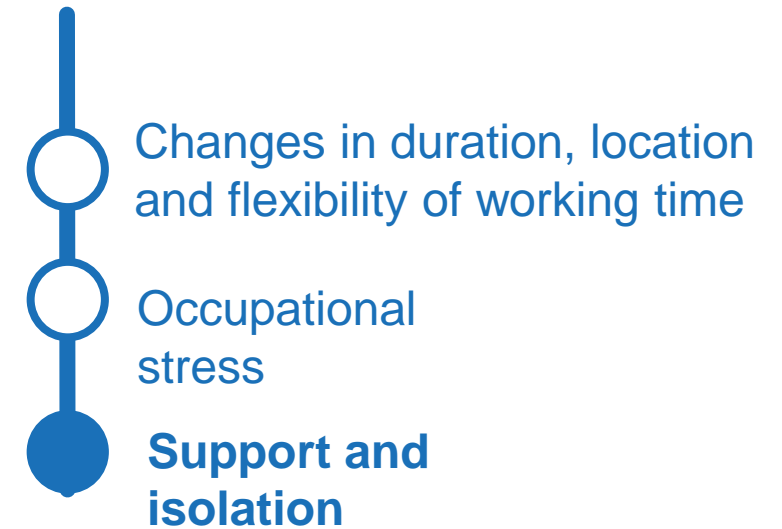
BAuA-Working Time Survey: Covid-19 special module

Analysis of long term changes

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

Due to the corona pandemic, I missed:

- 1. the exchange with colleagues and supervisors.*
- 2. support from colleagues and supervisors.*



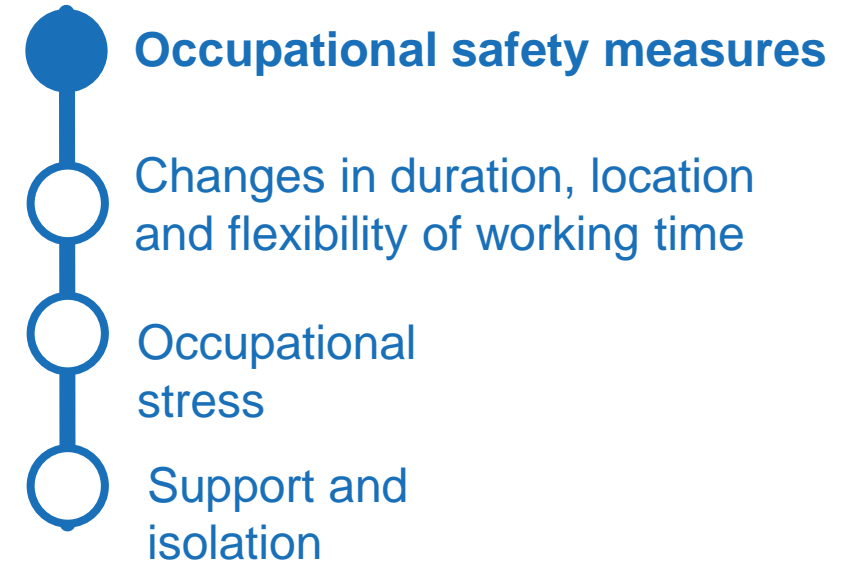
BAuA-Working Time Survey: Covid-19 special module

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.***



BAuA-Working Time Survey: Covid-19 Challenges

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

- Asking about the current work situation
- How will the **pandemic develop** and how flexible is the survey?



BAuA-Working Time Survey: Asking about the normal



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.



BAuA-Working Time Survey: Summary

The Challenges



- **Preserving the representativeness**
- **Assessing longterm changes caused by Covid**
- **Dynamic course of the pandemic in the field time**



BAuA-Working Time Survey: Scientific Use File

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.**

Johanna Nold

**Federal Institute for Occupational Safety and Health
Germany (BAuA)
Group 1.1 „Working time and organizations“**

nold.johanna@baua.bund.de
arbeitszeit@baua.bund.de

