

## **Would you like to participate in a research project on flexible work?**

This document provides information about the project and what participating in it involves.

### **What is the project about and why do you want me to participate?**

Working life today encompasses a variety of employment types, such as permanent, temporary, and staffing agency arrangements. In addition, working hours can be fixed or flexible, and some employees work remotely. The aim of the project is to investigate how the organization of work, the work environment, and health relate to employment types and temporal and spatial aspects of working situations. We received your contact information through your workplace. You are being asked to participate since your workplace is taking part in the research project.

### **How will the study be conducted?**

**Participation in the study involves responding to questionnaire questions about your working conditions, work environment, and health.**

It will take about 25 minutes to answer the questions. The questionnaire will be sent to your work email address, or a paper version will be provided if needed. Prior to responding to the questions, we will request that you acknowledge agreeing to participate in the research project.

Your agreeing to participate in the study also allows us to collect information about you from your employer's records (national identification number, i.e., "Person number"; pay; sickness absence data). Your Person number will be used to link your questionnaire results with data from Statistics Sweden (SCB) regarding, for example, employment, income, and sick pay.

### **What do you get out of it?**

This research may contribute to improving your own work environment since the more general results from the study will be shared with the organization you work at. By participating, you will have a role in affecting the work environment at your workplace, both for your own sake and for the sake of your co-workers. The results may also be shared with other organizations, potentially contributing to improving the work environments of others in your occupation.

### **Are there any risks to participating in the study?**

Participation in the research project will not pose any risk to your health. Furthermore, the results from the project will only be presented at the group level – and it will therefore be impossible to connect them to particular individuals. Your employer will not be able to see your responses.

### **Data handling and confidentiality**

If you participate in the project, we will be collecting and registering information about you. You will receive a serial number that serves as your identification, or "name," throughout the study. No unauthorized individual will be able to connect a participant's serial number to their actual identity. Personal information will be handled in accordance with EU's General Data Protection Regulation (GDPR) on the legal basis that the research is "a task carried out in the public interest" and is to be stored for 10 years. The results will be stored in such a way that unauthorized individuals will not have access to them. Individual participants will not be identifiable in any of the published reports.

### **The use of personal information**

Your responses and results will be handled in such a way that unauthorized individuals will not have access to them. The University of Gävle will be responsible for handling your personal information. In accordance with EU's GDPR, you have the right to free-of-charge access to the information about you

that has been used in the project and, if needed, to have any errors corrected. You may also request that information about you be deleted or that the use of your personal information be restricted. If you want access to the information about you used in the project, write to [FlexA@hig.se](mailto:FlexA@hig.se). If you are dissatisfied with how your personal information has been handled, you have the right to file a complaint with the Swedish Authority for Privacy Protection (IMY), the supervising authority.

### **How do I get information about the results of the study?**

If you would like information on your results or the overall results of the project, the project group can be reached via email at [FlexA@hig.se](mailto:FlexA@hig.se). This address can also be used to request that you not be informed about your results or if you have questions about the project.

### **Insurance and compensation**

As a participant, you receive your normal insurance coverage through your employer and/or private agencies.

### **Participation is voluntary**

Your participation is voluntary and you may choose to stop participating at any point. If you choose not to participate or want to end your participation, you do not need to give a reason, and there will be no negative consequences for you. If you want to end your participation, write to [FlexA@hig.se](mailto:FlexA@hig.se).

### **Principal research body and lead researchers**

The research body responsible for the study is the University of Gävle. The lead researchers of the study are Professor Gunnar Bergström (program head), University of Gävle, 801 76 Gävle, email [gunnar.bergstrom@hig.se](mailto:gunnar.bergstrom@hig.se) and Associate professor David Hallman (program coordinator), University of Gävle, 801 76 Gävle, email [david.hallman@hig.se](mailto:david.hallman@hig.se)

*Best regards,*

*Gunnar Bergström and David Hallman*

**Contact Information:** Project administration, email [FlexA@hig.se](mailto:FlexA@hig.se)