



Would you like to participate in a research project on work environment and health?

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?

Flexible work is an especially relevant subject at this time, and although it affects many of us, research on it has been limited. Utilizing various types of employment, for example, hourly-based employment, is a way for organizations to create flexibility. But how does it affect the work environment and health of the employees? What can be improved to create a sustainable work environment for all? The aim of the project is to investigate how the organization of work, the work environment, and health relate to employment types. 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 15 minutes to answer the questions. The questionnaire will be sent by sms (+1 number). Further questionnaires will be sent out on three occasions over a four-year period (2021–2024). Prior to responding to the questions, we will request that you acknowledge agreeing to participate in the research project.

At the end of the questionnaire we will ask for your private email address, which we would need if you changed workplace. 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. The Data Protection Officer at the University of Gävle can be reached by e-mail: registrator@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 Data Protection Authority, 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. 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.

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 and Associate professor David Hallman (program coordinator), University of Gävle, 801 76 Gävle, email david.hallman@hig.se.

Best regards,

Gunnar Bergström and David Hallman

Contact Information: Project administration, email Flexa@hig.se