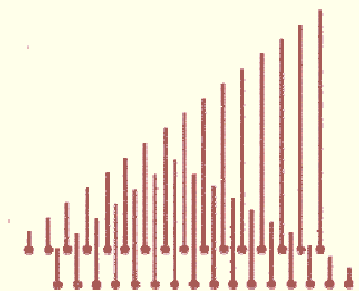


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Workplace Employment Relations Survey 2004

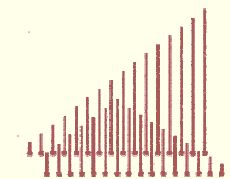
John Forth



National Institute
of Economic and
Social Research

Overview

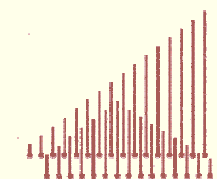
- Aims, structure and content
- Sample design
- Piloting and development of instruments
- Fieldwork conduct and outcomes
- Coding, editing and weighting
- Outputs
- Selection of findings



What is WERS?

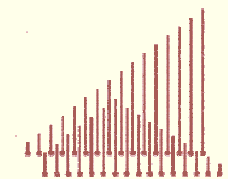
- National survey mapping employment relations in workplaces across Great Britain
- Data collected from managers, employee representatives and employees
- Incorporates a cross-section survey and a two-wave panel
- Previous surveys in 1980, 1984, 1990, 1998

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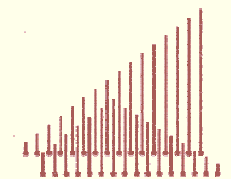
What is WERS?

- Jointly sponsored by:
 - Department of Trade and Industry (DTI)
 - Economic and Social Research Council (ESRC)
 - Advisory Conciliation and Arbitration Service (ACAS)
 - Policy Studies Institute (PSI)

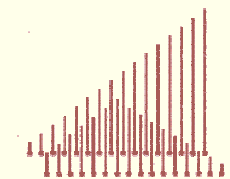
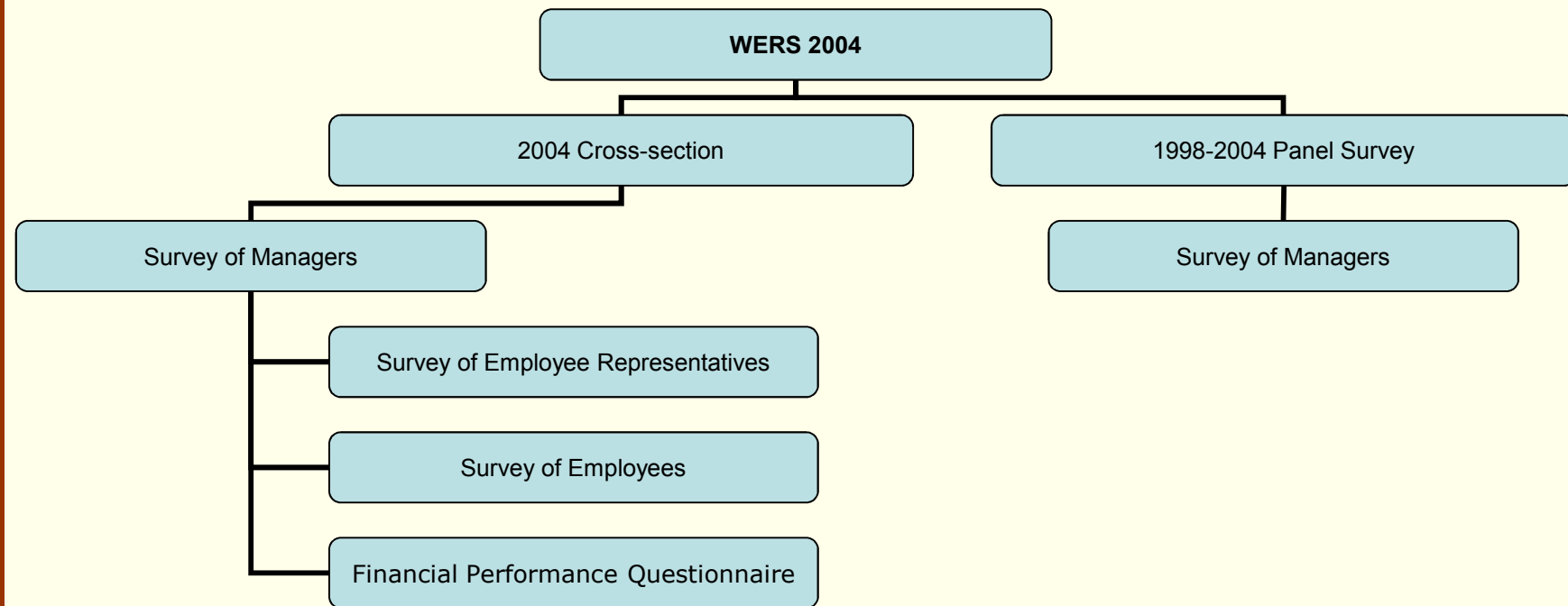


Aims

- To map workplace employment relations in Britain and changes over time
- To inform policy development and stimulate and inform debate and practice
- To provide a comprehensive and statistically reliable dataset on British workplace employment relations

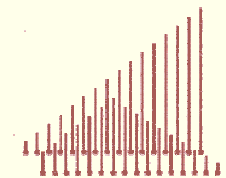


Survey structure



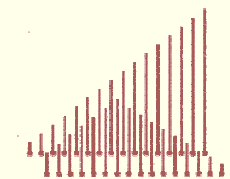
Survey content (1)

- Management of personnel and employment relations
- Recruitment and training
- Consultation and information
- Employee representation
- Payment systems and pay determination
- Grievance, disciplinary and dispute procedures



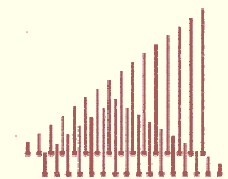
Survey content (2)

- Equal opportunities, work-life balance
- Workplace flexibility
- Workplace performance
- Employee attitudes to work



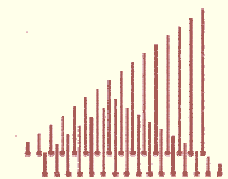
Sample design: Cross-Section

- Scope: all workplaces with 5+ employees, operating in Sections D-O of SIC(2003) and located within Great Britain
- Exclusions:
 - Primary industries and private households with domestic staff (7% of all workplaces)
 - Workplaces with 0-4 employees in Sections D-O of SIC(2003) (60% of all workplaces)
- Coverage: 33% of all workplaces; ~90% of all employment



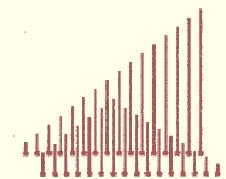
Sample design: Cross-Section

- Sampling frame: Inter-Departmental Business Register
- Selected sample: 3,998 local units, from a population of 698,000
- Sampling fractions vary by employment and industrial activity
 - Large workplaces and small industries over-represented



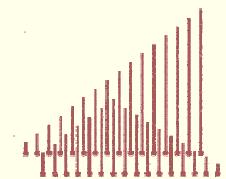
Sample design: Cross-Section

- All 3,998 workplaces approached
- All participating w/ps asked also to participate in the Survey of Employees: up to 25 questionnaires distributed
- All participating w/ps asked to complete the Financial Performance Questionnaire
- Interviews also sought with senior union rep and senior non-union rep in each workplace, where present



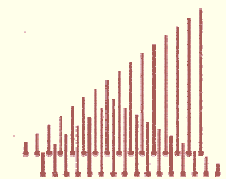
Sample design: Panel

- Scope: all workplaces surveyed in 1998 that continued in operation to 2004, employing 10+ employees in both years
- Sampling frame: Establishments participating in WERS98 Cross-Section
- Sample design: 67% random sample approached for interview
- Remaining 33% screened to establish whether still in existence



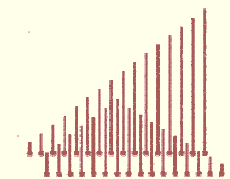
Key changes from WERS 1998

- Inclusion of small workplaces (5-9 employees) in the Cross-Section Survey
- Random selection of both union and non-union employee representatives
- Longer employee questionnaire
- New financial performance questionnaire
- New or revised questions on trust, business strategy, computer use, employee consultation



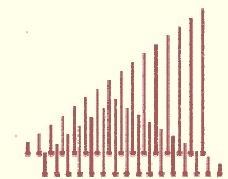
Piloting and development

- Policy-makers, NGOs and academics consulted about possible changes
- Teams of academic experts involved in redesign
- Draft questionnaires piloted twice in Autumn/Winter of 2003
- Included cognitive testing



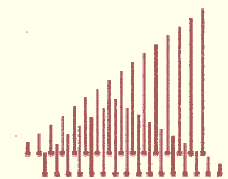
Fieldwork conduct

- Fieldwork period: Feb 04 – April 05
- Wave 1 addresses (66%): Direct approach to prospective respondent at sampled workplace
- Wave 2 addresses (34%): Indirect approach via organisation's head office
- Identification of appropriate respondent

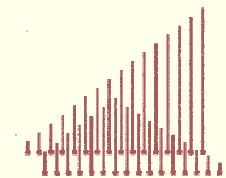
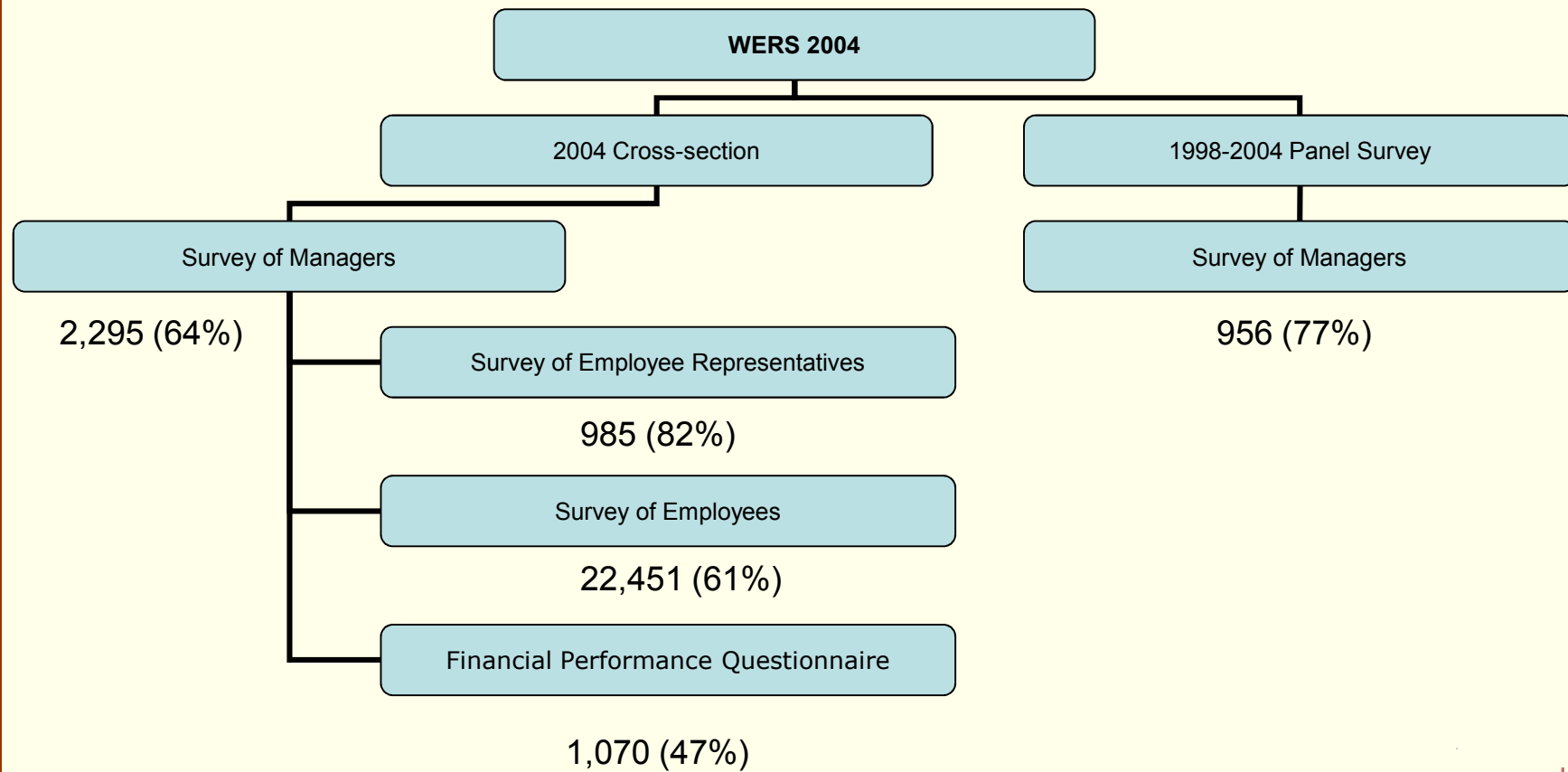


Fieldwork conduct

- Face-to-face interviews with managers and employee reps, using CAPI
- Self-completion questionnaires for managers on workforce composition and financial performance
- Self-completion questionnaires for employees

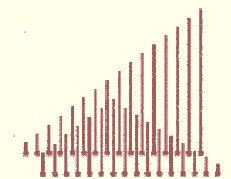


Fieldwork outcomes



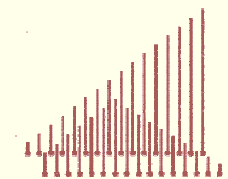
Coding, editing and weighting

- Verbatim responses coded for numerical analysis
- Data checked for internal consistency and outliers investigated
- Overcodes identify edited cases or outstanding concerns
- Weighting factors derived to compensate for variation in sampling fractions and non-response biases



Design effects

- Inflation in standard errors compared with simple random sample
- Cross-Section management: +50%
- Cross-Section employees: +80%
- Panel Survey management: +75%

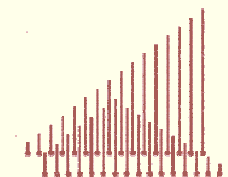


Outputs

- 40–page booklet of First Findings (July 05): www.dti.gov.uk/er/emar/wers5.htm
- 400–page sourcebook (July 06): www.routledge.com/textbooks/0415378133
- Technical Report and survey questionnaires (Dec 05): www.dti.gov.uk/er/emar/wers5.htm
- Data for Cross–Section & Panel (Dec 05):

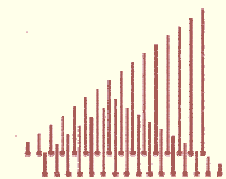
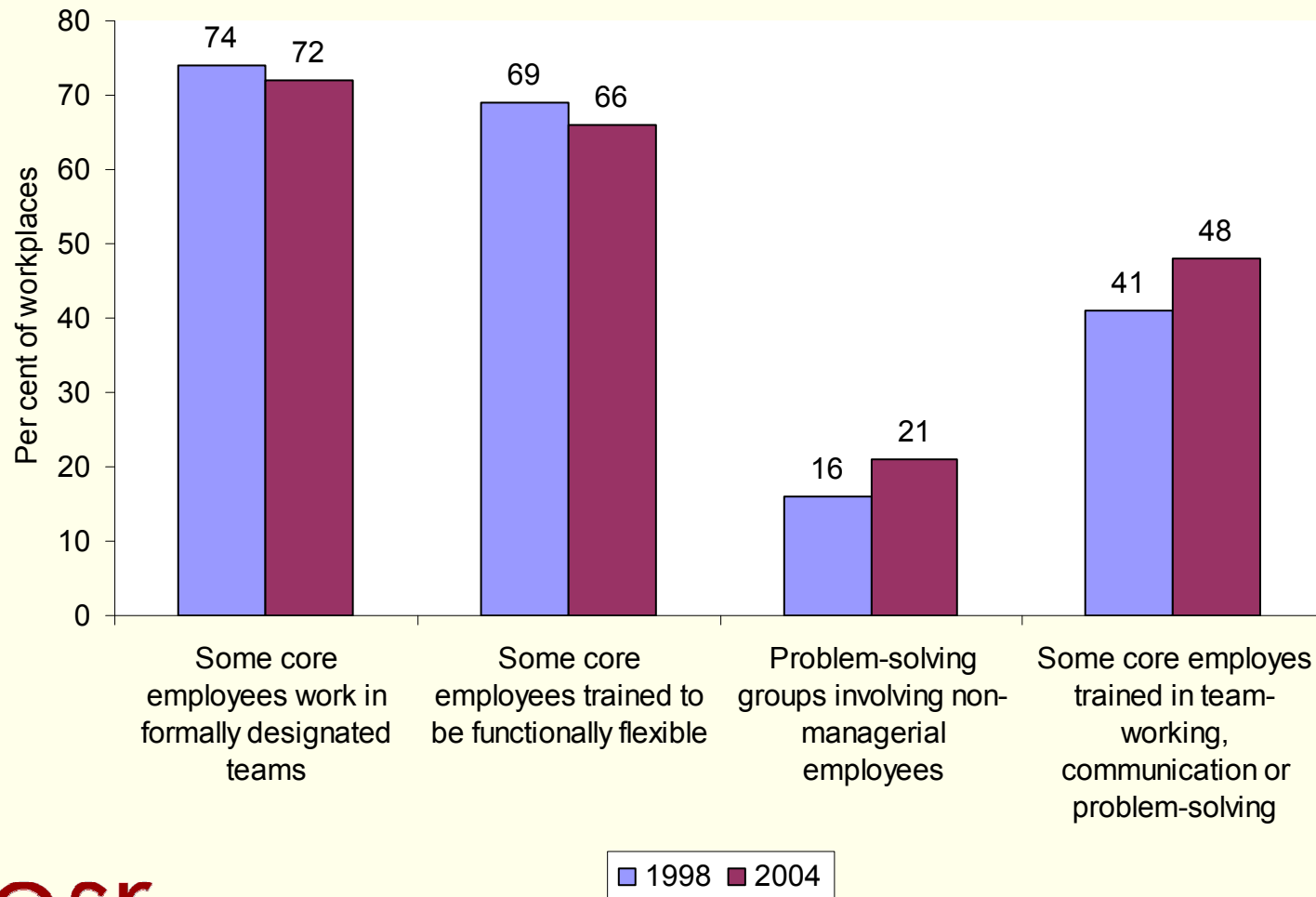
<http://www.data-archive.ac.uk/>

niesr



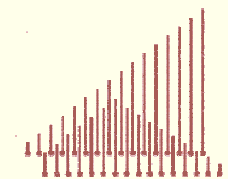
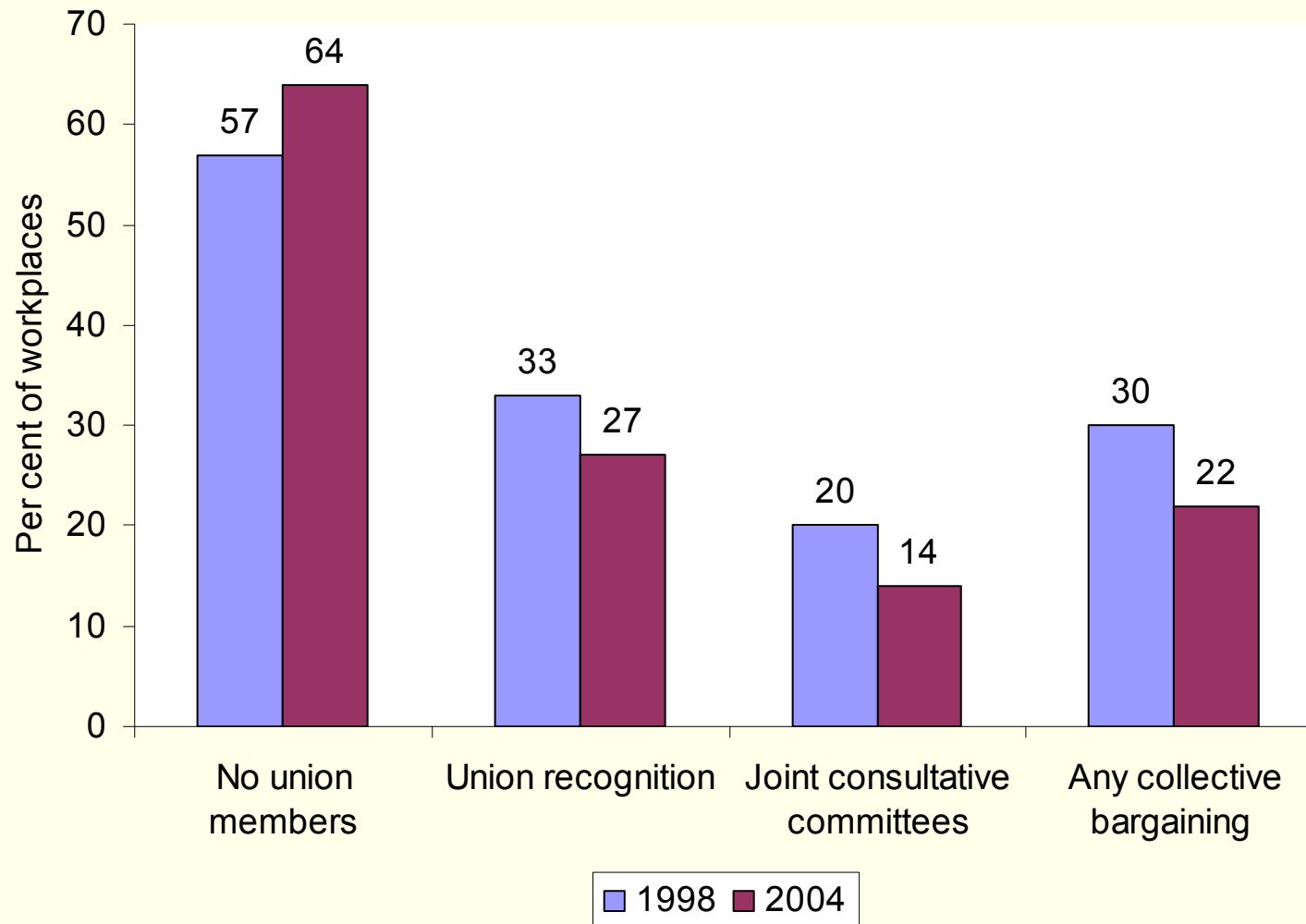
Selection of findings (1)

Work organisation, 1998 and 2004



Selection of findings (2)

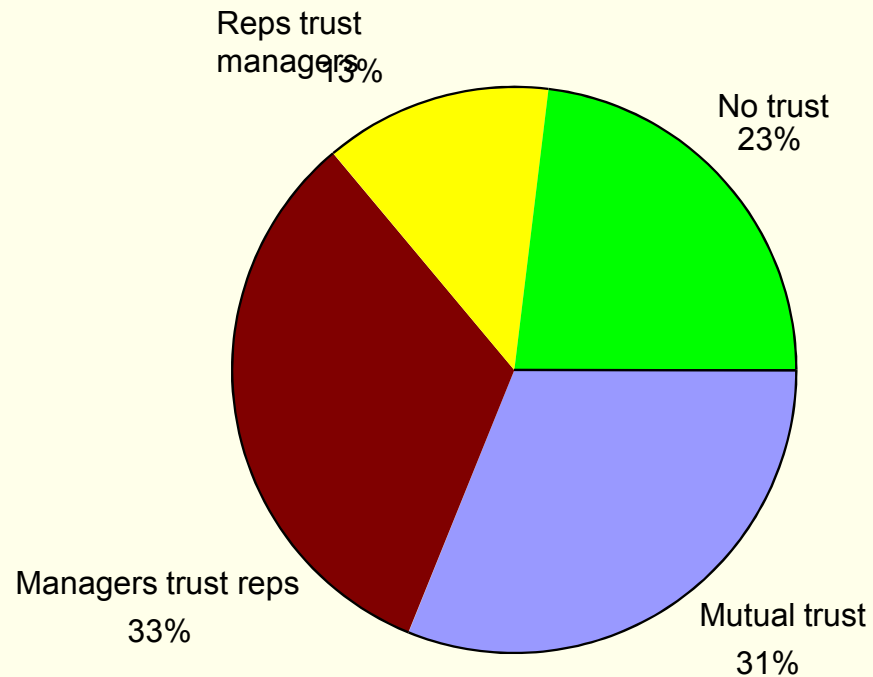
Employee representation, 1998 and 2004



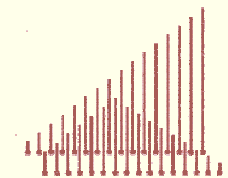
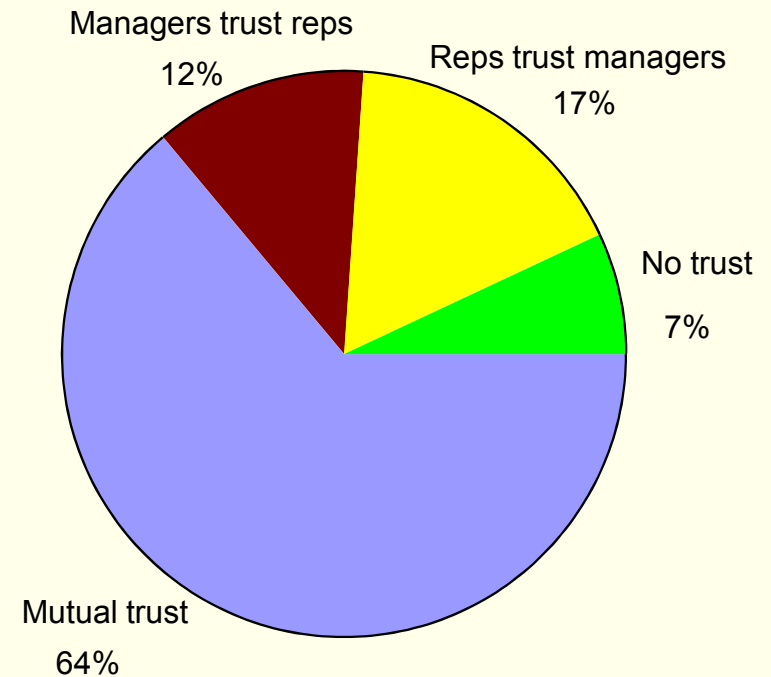
Selection of findings (3)

Extent of trust between managers and employee representatives

Managers and union representatives

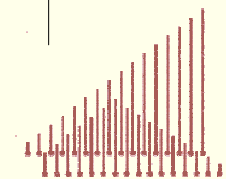


Managers and non-union representatives



Selection of findings (4)

Managers and employees' perceptions of management-employee relations, 1998 and 2004



Further information

- WERS Information and Advice Service

URL: <http://www.wers2004.info>

E-mail: wers2004@niesr.ac.uk

