

## Supplementary Material. Changes in items and dimensions from the Swedish version of COPSOQ II to COPSOQ III

| Dimension English      | Dimension Swedish  | Item name | Level international COPSOQ III | Tested in cognitive interviews | Included in SCB survey | Swedish standard COPSOQ III | Item changes from Swedish COPSOQ II to COPSOQ III                            | Item in English   | Item in Swedish  | Response options* |
|------------------------|--------------------|-----------|--------------------------------|--------------------------------|------------------------|-----------------------------|--|---|--|-------------------|
| <b>Demands at Work</b> |                    |           |                                |                                |                        |                             |  |   |  |                   |
| Quantitative Demands   | Kvantitativa krav  | QD1       | MIDDLE                         | x                              | x                      | x                           |  | Is your workload unevenly distributed so it piles up?                           | Är din arbetsbörda ojämnt fördelad så att arbete samlas på hög?            | 1                 |
|                        |                    | QD2       | CORE                           | x                              | x                      | x                           |  | How often do you not have time to complete all your work tasks?                 | Hur ofta händer det att du inte hinner slutföra alla dina arbetsuppgifter? | 1                 |
|                        |                    | QD3       | CORE                           | x                              | x                      | x                           |  | Do you get behind with your work?   | Kommer du efter med ditt arbete?   | 1                 |
|                        |                    | QD4       | LONG                           | x                              |                        |                             | QD4 was included in MIDDLE COPSOQ II, now only in LONG version               | Do you have enough time for your work tasks?                                    | Har du tillräckligt med tid för att utföra dina arbetsuppgifter?           | 1R                |
| Work Pace              | Arbetstempo        | WP1       | CORE                           | x                              | x                      | x                           |  | Do you have to work very fast?  | Är du tvungen att arbeta väldigt snabbt?                                   | 1                 |
|                        |                    | WP2       | CORE                           | x                              | x                      | x                           |  | Do you work at a high pace throughout the day?                                  | Arbetar du i ett högt tempo under hela dagen?                              | 2                 |
|                        |                    | WP3       | LONG                           | x                              |                        |                             | WP3 was included in MIDDLE COPSOQ II, now only in LONG version               | Is it necessary to keep working at a high pace?                                 | Måste du hålla ett högt arbetstempo?                                       | 2                 |
| Cognitive Demands      | Kognitiva krav     | CD1       | LONG                           | **                             |                        |                             | Translation by Wentz et al. 2019**   | Do you have to keep your eyes on lots of things while you work?                 | Måste du hålla reda på många saker samtidigt i ditt arbete?                | 1                 |
|                        |                    | CD2       | LONG                           | **                             |                        |                             | Translation by Wentz et al. 2019**   | Does your work require that you remember a lot of things?                       | Kräver ditt arbete att du ska komma ihåg mycket?                           | 1                 |
|                        |                    | CD3       | LONG                           | **                             |                        |                             | Translation by Wentz et al. 2019**   | Does your work demand that you are good at coming up with new ideas?            | Kräver ditt arbete att du är bra på att komma på nya idéer?                | 1                 |
|                        |                    | CD4       | LONG                           | **                             |                        |                             | Translation by Wentz et al. 2019**   | Does your work require you to make difficult decisions?                         | Kräver ditt arbete att du fattar svåra beslut?                             | 1                 |
| Emotional Demands      | Känslomässiga krav | ED1       | MIDDLE                         | x                              | x                      | x                           |  | Does your work put you in emotionally disturbing situations?                    | Hamnar du genom ditt arbete i känslomässigt påfrestande situationer?       | 1                 |
|                        |                    | EDX2      | CORE                           | x                              | x                      | x                           | "förhålla dig till" changed to "hantera" to match the change internationally | Do you have to deal with other people's personal problems as part of your work? | Måste du hantera andra människors personliga problem i ditt arbete?        | 1                 |

|   |                           |      |        |   |   |   |  |  |  |    |
|---|---------------------------|------|--------|---|---|---|--|--|--|----|
|   |                           | ED3  | CORE   | x | x | x |  | Is your work emotionally demanding?  | Är ditt arbete känslomässigt krävande?   | 2  |
|   |                           |      |        |   |   |   | ED4 not included in COPSOQ III   |  |  |    |
| Demands for Hiding Emotions               | Krav om att dölja känslor | HE1  | LONG   |   |   |   |  | Are you required to treat everyone equally, even if you do not feel like it?                       |  | 1  |
|   |                           | HE2  | MIDDLE | x |   |   |  | Does your work require that you hide your feelings?  | Måste du dölja dina känslor i ditt arbete?   | 2  |
|   |                           | HE3  | MIDDLE | x |   |   |  | Are you required to be kind and open towards everyone – regardless of how they behave towards you? | Förväntas du vara vänlig och tillmötesgående mot alla, oavsett hur de beter sig mot dig? | 2  |
|   |                           | HE4  | MIDDLE |   |   |   |  | Does your work require that you do not state your opinion?   |  | 1  |
| <b>Work Organization and Job Contents</b> |                           |      |        |   |   |   |  |  |  |    |
| Influence at Work                         | Inflytande                | INX1 | CORE   | x | x | x | International COPSOQ III congruent with the Swedish COPSOQ II, no changes made | Do you have a large degree of influence on the decisions concerning your work?                     | Har du möjlighet att påverka väsentliga beslut som gäller ditt arbete?                   | 1  |
|   |                           | IN2  | LONG   | x | x | x |  | Do you have a say in choosing who you work with?   | Kan du påverka vem du arbetar tillsammans med?   | 1  |
|   |                           | IN3  | MIDDLE | x | x | x |  | Can you influence the amount of work assigned to you?  | Kan du påverka din arbetsmängd?  | 1  |
|   |                           | IN4  | MIDDLE | x | x | x |  | Do you have any influence on what you do at work?  | Kan du påverka vad du gör i ditt arbete?   | 1  |
|   |                           | IN5  | LONG   | x |   |   |  | Can you influence how quickly you work?  | Kan du påverka hur snabbt du arbetar?  | 1  |
|   |                           | IN6  | MIDDLE |   |   |   |  | Do you have any influence on HOW you do your work?   |  | 1  |
| Possibilities for Development             | Utvecklings-möjligheter   |      |        |   |   |   | PD1 not included in COPSOQ III   |  |  |    |
|   |                           | PD2  | CORE   | x | x | x |  | Do you have the possibility of learning new things through your work?                              | Har du möjlighet att lära dig något nytt genom ditt arbete?                              | 2  |
|   |                           | PD3  | CORE   | x | x | x |  | Can you use your skills or expertise in your work?   | Kan du använda ditt kunnande eller dina färdigheter i ditt arbete?                       | 2  |
|   |                           | PD4  | MIDDLE | x | x | x |  | Does your work give you the opportunity to develop your skills?                                    | Erbjuder ditt arbete möjligheter att utveckla dina färdigheter?                          | 2  |
| Variation of Work                         | Variation i arbetet       | VA1  | LONG   | x | x | x |  | Is your work varied?   | Är ditt arbete varierat?   | 1  |
|   |                           | VA2  | LONG   | x | x |   | New item in Swedish LONG COPSOQ III  | Do you have to do the same thing over and over again?  | Innebär ditt arbete att man gör samma sak om och om igen?                                | 1R |

|   |                           |        |        |   |   |   |   |  |   |   |
|---|---------------------------|--------|--------|---|---|---|---|--|---|---|
| Control over Working Time                     | Kontroll över arbetstider |        |        |   |   |   | Dimension reintroduced from COPSOQ I, not included in the Swedish COPSOQ III  |  |   |   |
|   |                           | CT1    | MIDDLE |   |   |   | Item reintroduced from COPSOQ I, not included in the Swedish COPSOQ III   | Can you decide when to take a break?   |   | 1 |
|   |                           | CT2    | MIDDLE |   |   |   | Item reintroduced from COPSOQ I, not included in the Swedish COPSOQ III   | Can you take holidays more or less when you wish?  |   | 1 |
|   | CT3                       | MIDDLE |        |   |   | Item reintroduced from COPSOQ I, not included in the Swedish COPSOQ III | Can you leave your work to have a chat with a colleague?  |  | 1   |   |
|   | CT4                       | MIDDLE |        |   |   | Item reintroduced from COPSOQ I, not included in the Swedish COPSOQ III | If you have some private business is it possible for you to leave your piece of work for half an hour without special permission? |  | 1   |   |
|   | CT5                       | LONG   |        |   |   | Item reintroduced from COPSOQ I, not included in the Swedish COPSOQ III | Do you have to do overtime?   |  | 1R  |   |
| Meaning of Work                               | Mening i arbetet          | MW1    | CORE   | x | x | x   | International COPSOQ III congruent with the Swedish COPSOQ II   | Is your work meaningful?   | Är ditt arbete meningsfullt?  | 2 |
|   |                           | MW2    | MIDDLE | x |   |   |   | Do you feel that the work you do is important?   | Känner du att din arbetsinsats är viktig?   | 2 |
|   |                           |        |        |   |   |   | MW3 not included in COPSOQ III  |  |   |   |
| <b>Interpersonal Relations and Leadership</b> |                           |        |        |   |   |   |   |  |   |   |
| Predictability                                | Förutsägbarhet            | PR1    | CORE   | x | x | x   |   | At your place of work, are you informed well in advance concerning for example important decisions, changes or plans for the future? | Får du information i god tid på din arbetsplats t.ex. när det gäller viktiga beslut, förändringar och framtidsplaner? | 2 |
|   |                           | PR2    | CORE   | x | x | x   |   | Do you receive all the information you need in order to do your work well?   | Får du veta allt du behöver för att klara ditt arbete på ett bra sätt?  | 2 |

|                       |                    |      |        |   |   |   |  |  |   |   |
|-----------------------|--------------------|------|--------|---|---|---|--|--|---|---|
| Recognition           | Erkännande         |      |        |   |   |   | Dimension name changed in Swedish COPSQ III from <i>Belöning</i> to <i>Erkännande</i> following the change internationally |  |   |   |
|                       |                    | RE1  | CORE   | x | x | x |  | Is your work recognized and appreciated by the management?                           | Uppmärksammar och uppskattar ledningen din arbetsinsats?              | 2 |
|                       |                    | RE2  | LONG   | x |   |   |  | Does the management at your workplace respect you?                                   | Respekteras du av ledningen på din arbetsplats?                       | 2 |
|                       |                    | RE3  | LONG   | x | x | x |  | Are you treated fairly at your workplace?  | Behandlas du rättvist på din arbetsplats?                             | 2 |
| Role Clarity          | Rolltydlighet      |      |        |   |   |   | Dimension name changed in Swedish COPSQ III from <i>Klarhet i rollerna</i> to <i>Rolltydlighet</i>                         |  |   |   |
|                       |                    | CL1  | CORE   | x | x | x |  | Does your work have clear objectives?  | Finns det klara mål för ditt arbete?                                  | 2 |
|                       |                    | CL2  | MIDDLE | x | x | x |  | Do you know exactly which areas are your responsibility?                             | Vet du exakt vilka som är dina ansvarsområden?                        | 2 |
|                       |                    | CL3  | MIDDLE | x | x | x |  | Do you know exactly what is expected of you at work?                                 | Vet du precis vad som förväntas av dig i ditt arbete?                 | 2 |
| Role Conflicts        | Rollkonflikter     |      |        |   |   |   | Dimension includes IT1 in Swedish COPSQ III.   |  |   |   |
|                       |                    |      |        |   |   |   | CO1 not included in COPSQ III  |  |   |   |
|                       |                    | CO2  | CORE   | x | x | x |  | Are contradictory demands placed on you at work?                                     | Ställs det krav som strider mot varandra i ditt arbete?               | 2 |
|                       |                    | CO3  | CORE   | x | x | x |  | Do you sometimes have to do things which ought to have been done in a different way? | Måste du ibland göra något som egentligen borde ha gjorts annorlunda? | 2 |
|                       |                    | IT1  | MIDDLE | x | x | x | Variable name changed from <i>CO4</i> to <i>IT1</i> in COPSQ III   | Do you sometimes have to do things which seem to be unnecessary?                     | Måste du ibland göra saker i ditt arbete som kan verka onödiga?       | 2 |
| Quality of Leadership | Ledarskapskvalitet |      |        |   |   |   | Dimension name changed in Swedish COPSQ III from "Ledningskvalitet" to "Ledarskapskvalitet"                                | To what extent would you say that your immediate superior ...                        | I vilken utsträckning anser du att din närmaste chef                  |   |
|                       |                    | QLX1 | MIDDLE | x | x | x | International COPSQ III congruent with the Swedish COPSQ II  | makes sure that the members of staff have good development opportunities?            | ser till att samtliga medarbetare har bra utvecklingsmöjligheter?     | 2 |

|                                  |                              |      |        |   |   |   |   |  |  |   |
|----------------------------------|------------------------------|------|--------|---|---|---|---|--|--|---|
|                                  |                              | QL2  | LONG   | x | x |   |   | gives high priority to job satisfaction?   | prioriterar trivseln på arbetsplatsen högt?  | 2 |
|                                  |                              | QL3  | CORE   | x | x | x |   | is good at work planning?  | är bra på att planera arbetet?   | 2 |
|                                  |                              | QL4  | CORE   | x | x | x |   | is good at solving conflicts?  | är bra på att hantera konflikter?  | 2 |
| Social Support from Supervisor   | Socialt stöd från överordnad | SSX1 | MIDDLE | x | x | x | International COPSOQ III congruent with the Swedish COPSOQ II   | How often is your immediate superior willing to listen to your problems at work, if needed?  | Om du behöver är din närmaste chef beredd att lyssna på problem som rör ditt arbete? | 1 |
|                                  |                              | SSX2 | CORE   | x | x | x | International COPSOQ III congruent with the Swedish COPSOQ II   | How often do you get help and support from your immediate superior, if needed?               | Om du behöver, får du stöd och hjälp med ditt arbete från din närmaste chef?         | 1 |
|                                  |                              | SSX3 | LONG   | x |   |   |   | How often does your immediate superior talk with you about how well you carry out your work? | Hur ofta talar din närmaste chef med dig om hur du utför ditt arbete?                | 1 |
| Social Support from Colleagues   | Socialt stöd från kollegor   | SCX1 | CORE   | x | x | x | International COPSOQ III congruent with the Swedish COPSOQ II   | How often do you get help and support from your colleagues, if needed?                       | Om du behöver, får du hjälp och stöd från dina kollegor?                             | 1 |
|                                  |                              | SCX2 | MIDDLE | x | x | x | International COPSOQ III congruent with the Swedish COPSOQ II   | How often are your colleagues willing to listen to your problems at work, if needed?         | Om du behöver, är dina kollegor beredda att lyssna till dina problem med arbetet?    | 1 |
|                                  |                              | SC3  | LONG   | x |   |   |   | How often do your colleagues talk with you about how well you carry out your work?           |  | 1 |
| Sense of Community at Work       | Social gemenskap i arbetet   |      |        |   |   |   | Dimension name changed in International COPSOQ III, no changes made in the Swedish COPSOQ III                     |  |  |   |
|                                  |                              | SW1  | CORE   | x | x | x |   | Is there a good atmosphere between you and your colleagues?                                  | Är stämningen bra mellan dig och dina arbetskamrater?                                | 1 |
|                                  |                              | SW2  | LONG   | x | x | x |   | Is there good co-operation between the colleagues at work?                                   | Är samarbetet bra mellan arbetskamraterna på din arbetsplats?                        | 1 |
|                                  |                              | SW3  | MIDDLE | x | x | x |   | Do you feel part of a community at your place of work?                                       | Känner du dig delaktig i en gemenskap på din arbetsplats?                            | 1 |
| <b>Work-Individual Interface</b> |                              |      |        |   |   |   |   |  |  |   |
| Commitment to the Workplace      | Engagemang i organisationen  |      |        |   |   |   | Dimension name changed in Swedish COPSOQ III from "Involvement på arbetsplatsen" to "Engagemang i organisationen" |  |  |   |

|                                    |                                       |      |      |   |   |   |   |  |   |    |
|------------------------------------|---------------------------------------|------|------|---|---|---|---|--|---|----|
|                                    |                                       | CW1  | LONG | x |   |   |   | Do you enjoy telling others about your place of work?  |   | 2  |
|                                    |                                       | CW2  | LONG | x |   |   |   | Do you feel that your place of work is of great importance to you?                             | Tycker du att din arbetsplats har stor betydelse för dig?                             | 2  |
|                                    |                                       | CWX3 | LONG | x | x | x | International COPSOQ III congruent with the Swedish COPSOQ II | Would you recommend other people to apply for a position at your workplace?                    | Skulle du rekommendera andra att söka anställning på din arbetsplats?                 | 2  |
|                                    |                                       | CW4  | LONG | x | x | x |   | How often do you consider looking for work elsewhere?  | Hur ofta överväger du att söka ett nytt jobb?   | 1R |
|                                    |                                       | CW5  | LONG | x | x | x | New item in Swedish STANDARD COPSOQ III                       | Are you proud of being part of this organization?  | Är du stolt över att vara en del av den organisation som du arbetar inom?             | 2  |
| Work Engagement                    | Arbetsengagemang                      | WE_T |      |   |   |   | New dimension in Swedish STANDARD COPSOQ III                  | How often do you experience the following?   | Hur ofta upplever du följande?  |    |
|                                    |                                       | WE1  | LONG | x | x | x | New item in Swedish STANDARD COPSOQ III                       | At my work, I feel bursting with energy.   | Jag känner mig full av energi när jag utför mitt arbete                               | 3  |
|                                    |                                       | WE2  | LONG | x | x | x | New item in Swedish STANDARD COPSOQ III                       | I am enthusiastic about my job.  | Jag har ett brinnande intresse för mitt arbete  | 3  |
|                                    |                                       | WE3  | LONG | x | x | x | New item in Swedish STANDARD COPSOQ III                       | I am immersed in my work.  | Jag är starkt engagerad i mitt arbete   | 3  |
| Job insecurity                     | Oro för arbetslöshet                  |      |      |   |   |   | New dimension in Swedish STANDARD COPSOQ III                  |  |   |    |
|                                    |                                       | J11  | CORE | x | x | x | New item in Swedish STANDARD COPSOQ III                       | Are you worried about becoming unemployed?   | Oroar du dig för att bli arbetslös?   | 2  |
|                                    |                                       | J12  | LONG | x | x | x | New item in Swedish STANDARD COPSOQ III                       | Are you worried about new technology making you redundant?                                     | Oroar du dig för att ny teknologi kan göra dig överflödig?                            | 2  |
|                                    |                                       | J13  | CORE | x | x | x | New item in Swedish STANDARD COPSOQ III                       | Are you worried about it being difficult for you to find another job if you became unemployed? | Är du orolig för att det skulle bli svårt att hitta nytt arbete om du blev arbetslös? | 2  |
| Insecurity over Working Conditions | Oro för förändrade arbetsförhållanden |      |      |   |   |   | New dimension in Swedish STANDARD COPSOQ III                  |  |   |    |
|                                    |                                       | IW1  | CORE | x | x | x | New item in Swedish STANDARD COPSOQ III                       | Are you worried about being transferred to another job against your will?                      | Är du orolig för att bli omplacerad mot din vilja?                                    | 2  |
|                                    |                                       | IW2  | LONG | x | x | x | New item in Swedish STANDARD COPSOQ III                       | Are you worried about your working tasks being changed against your will?                      | Är du orolig för att dina arbetsuppgifter förändras mot din vilja?                    | 2  |

|                    |                                      |      |        |   |   |   |  |   |  |   |
|--------------------|--------------------------------------|------|--------|---|---|---|--|---|--|---|
|                    |                                      | IW3  | MIDDLE |   |   |   | New item in Swedish LONG COPSOQ III  | Are you worried about the timetable being changed (shift, weekdays, time to enter and leave ...) against your will? |  | 2 |
|                    |                                      | IW4  | MIDDLE |   |   |   | New item in Swedish LONG COPSOQ III  | Are you worried about a decrease in your salary (reduction, variable pay being introduced ...)?                     |  | 2 |
|                    |                                      | IW5  | LONG   | x |   |   | New item in Swedish LONG COPSOQ III  | Are there good prospects in your job?   | Finns det goda framtidsutsikter i ditt jobb?   | 2 |
| Quality of Work    | Kvalitet i arbetet                   |      |        |   |   |   | New dimension in Swedish STANDARD COPSOQ III   |   |  |   |
|                    |                                      | QW1  | LONG   | x | x | x | New item in Swedish STANDARD COPSOQ III  | To what extent do you find it possible to perform your work tasks at a satisfactory quality?                        | I vilken utsträckning anser du att det är möjligt att utföra dina arbetsuppgifter med en tillfredställande kvalitet? | 2 |
|                    |                                      | QW2  | MIDDLE | x | x | x | New item in Swedish STANDARD COPSOQ III  | Are you satisfied with the quality of the work performed at your workplace?   | Är du nöjd med kvaliteten på det arbete som utförs på din arbetsplats?   | 2 |
| Job Satisfaction   | Tillfredsställelse med arbetet       | JS_T |        |   |   |   |  | Regarding your work in general. How pleased are you with  | Angående ditt arbete i allmänhet. Hur tillfredsställd är du med  |   |
|                    |                                      | JS1  | MIDDLE | x | x | x |  | your work prospects?  | dina framtidsutsikter i jobbet?  | 6 |
|                    |                                      | JS2  | LONG   | x | x | x | Wording changed from <i>fysiska arbetsförhållandena</i> to <i>de fysiska arbetsförhållandena</i> | the physical working conditions?  | de fysiska arbetsförhållandena?  | 6 |
|                    |                                      | JS3  | LONG   | x | x | x |  | the way your abilities are used?  | det sätt dina kunskaper används på?  | 6 |
|                    |                                      | JS4  | CORE   | x | x | x |  | your job as a whole, everything taken into consideration?   | ditt arbete som helhet, allt inräknat?   | 6 |
|                    |                                      | JS5  | MIDDLE | x |   |   | New item in Swedish LONG COPSOQ III  | your salary?  | din lön?   | 6 |
| Work Life Conflict | Konflikt mellan arbete och privatliv | WF_T |        |   |   |   |  | The next four questions concern the ways in which your work affects your private life:                              | Följande frågor handlar om relationen mellan arbete och privatliv  |   |
|                    |                                      | WFX1 | LONG   | x |   |   | Response options changed   | Are there times when you need to be at work and at home at the same time?   | Händer det att du behöver vara på arbetet och hemma samtidigt?   | 1 |
|                    |                                      | WF2  | CORE   | x | x | x | Response options changed   | Do you feel that your work drains so much of your energy that it has a negative effect on your private life?        | Känner du att ditt arbete tar så mycket av din energi att det påverkar privatlivet negativt?                         | 2 |

|                       |                    |      |        |   |   |   |   |   |  |    |
|-----------------------|--------------------|------|--------|---|---|---|---|---|--|----|
|                       |                    | WF3  | CORE   | x | x | x | Response options changed  | Do you feel that your work takes so much of your time that it has a negative effect on your private life? | Känner du att ditt arbete tar så mycket av din tid att det påverkar privatlivet negativt?                  | 2  |
|                       |                    | WF5  | LONG   | x | x | x | New item in Swedish STANDARD COPSOQ III   | The demands of my work interfere with my private and family life?   | Känner du att kraven i ditt arbete stör privatlivet?   | 2  |
|                       |                    | WF6  | LONG   |   |   |   | Not included in the Swedish COPSOQ III  | Due to work-related duties, I have to make changes to my plans for private and family activities.         |  | 2  |
| <b>Social Capital</b> |                    |      |        |   |   |   |   |   |  |    |
| Horizontal Trust      | Horisontell tillit | TE-T |        |   |   |   | Dimension name changed from <i>Tillit och trovärdighet mellan de anställda inbördes</i> to <i>Horisontell tillit</i> , following the international change | The next questions are not about your own job but about the workplace as a whole                          | Arbetsplatsen sett som en helhet. Frågorna nedan avser inte ditt eget jobb utan din arbetsplats som helhet |    |
|                       |                    | TE1  | LONG   | x | x |   | <i>De anställda</i> changed to <i>medarbetarna</i> in Swedish COPSOQ III  | Do the employees withhold information from each other?  | Undanhåller medarbetarna information från varandra?  | 2R |
|                       |                    | TE2  | LONG   | x | x |   | <i>De anställda</i> changed to <i>medarbetarna</i> in Swedish COPSOQ III  | Do the employees withhold information from the management?  | Undanhåller medarbetarna information från ledningen?   | 2R |
|                       |                    | TE3  | MIDDLE | x | x | x | <i>De anställda</i> changed to <i>medarbetarna</i> in Swedish COPSOQ III  | Do the employees in general trust each other?   | Litar medarbetarna i allmänhet på varandra?  | 2  |
| Vertical Trust        | Vertikal tillit    | TM_T |        |   |   |   | Dimension name changed from <i>Tillit och trovärdighet mellan ledning och medarbetare</i> to <i>Vertikal tillit</i> , following the international change  | The next questions are not about your own job but about the workplace as a whole                          | Arbetsplatsen sett som en helhet. Frågorna nedan avser inte ditt eget jobb utan din arbetsplats som helhet |    |
|                       |                    | TM1  | CORE   | x | x | x |   | Does the management trust the employees to do their work well?  | Litar ledningen på att medarbetarna gör ett bra jobb?  | 2  |
|                       |                    | TMX2 | CORE   | x | x | x | <i>Man</i> changed to <i>medarbetarna in Swedish COPSOQ III</i> , following the international change  | Can the employees trust the information that comes from the management?                                   | Kan medarbetarna lita på den information som kommer från ledningen?  | 2  |



|  |                         |      |        |   |   |   |   |  |  |    |
|--|-------------------------|------|--------|---|---|---|---|--|--|----|
|  |                         | TM3  | LONG   | x | x |   | <i>De anställda</i> changed to <i>medarbetarna</i> in Swedish COPSOQ III  | Does the management withhold important information from the employees?                       | Undanhåller ledningen viktig information från medarbetarna?  | 2R |
|  |                         | TM4  | MIDDLE | x | x | x | <i>De anställda</i> changed to <i>medarbetarna</i> in Swedish COPSOQ III  | Are the employees able to express their views and feelings?                                  | Är det möjligt för medarbetarna att uttrycka sina åsikter och känslor?                                     | 2  |
| Organizational Justice                   | Organisatorisk rättvisa | JU_T |        |   |   |   | Dimension name changed in Swedish COPSOQ III from <i>Rättvisa och respekt to Organisatorisk rättvisa</i> , following the international change | The next questions are not about your own job but about the workplace as a whole             | Arbetsplatsen sett som en helhet. Frågorna nedan avser inte ditt eget jobb utan din arbetsplats som helhet |    |
|  |                         | JU1  | CORE   | x | x | x | <i>Man</i> changed to <i>medarbetarna</i> in Swedish COPSOQ III, following the international change   | Are conflicts resolved in a fair way?  | Löses konflikter på ett rättvist sätt?   | 2  |
|  |                         | JU2  | LONG   | x | x | x | <i>De anställda</i> changed to <i>medarbetarna</i> in Swedish COPSOQ III  | Are employees appreciated when they have done a good job?                                    | Blir medarbetarna uppskattade för en bra arbetsinsats?   | 2  |
|  |                         | JU3  | LONG   | x |   |   | <i>De anställda</i> changed to <i>medarbetarna</i> in Swedish COPSOQ III  | Are all suggestions from employees treated seriously by the management?                      | Hanterar ledningen alla förslag från de medarbetarna seriöst?  | 2  |
|  |                         | JU4  | CORE   | x | x | x |   | Is the work distributed fairly?  | Fördelas arbetsuppgifterna på ett rättvist sätt?   | 2  |
| <b>Conflicts and offensive behaviors</b> |                         |      |        |   |   |   |   |  |  |    |
| Gossip and Slander                       | Skvaller och förtal     | GS1  | LONG   | x |   |   | New item in Swedish LONG COPSOQ III   | Have you been exposed to gossip and slander at your workplace during the last 12 months?     | Har du under de senaste 12 månaderna varit utsatt för skvaller och förtal på din arbetsplats?              | 4  |
|  |                         | GS2  | LONG   | x |   |   | New item in Swedish LONG COPSOQ III   | If yes, from whom? (You may tick off more than one)  | Om ja, från vem?   | 5M |
| Conflicts and Quarrels                   | Bråk eller konflikter   | CQ1  | LONG   | x |   |   | New item in Swedish LONG COPSOQ III   | Have you been involved in quarrels or conflicts at your workplace during the last 12 months? | Har du under de senaste 12 månaderna varit inblandad i bråk eller konflikter på din arbetsplats?           | 4  |
| Unpleasant Teasing                       | Retad på jobbet         | UT1  | LONG   | x |   |   | New item in Swedish LONG COPSOQ III   | Have you been exposed to unpleasant teasing at your workplace during the last 12 months?     | Har du under de senaste 12 månaderna blivit retad på din arbetsplats?                                      | 4  |

|                     |                                     |       |      |   |   |   |  |  |   |    |
|---------------------|-------------------------------------|-------|------|---|---|---|--|--|---|----|
|                     |                                     |       |      |   |   |   |  | workplace during the last 12 months?   |   |    |
|                     |                                     | UT2   | LONG | x |   |   | New item in Swedish LONG COPSQ III   | If yes, from whom? (You may tick off more than one)  | Om ja, från vem?  | 5M |
| Cyber Bullying      | Digitala kränkningar                | HSM1  | LONG | x | x | x | New item in Swedish STANDARD COPSQ III   | Have you been exposed to work-related harassment on the social media (e.g. Facebook), by e-mail or text messages during the last 12 months?                              | Har du under de senaste 12 månaderna blivit utsatt för kränkningar på sociala medier (t.ex. Facebook), via e-post eller SMS som har något med ditt arbete att göra? | 4  |
|                     |                                     | HSM2  | LONG | x | x | x | New item in Swedish STANDARD COPSQ III   | If yes, from whom? (You may tick off more than one)  | Om ja, från vem?  | 5M |
| Sexual Harassment   | Icke önskvärd sexuell uppmärksamhet | SH1   | LONG | x | x | x |  | Have you been exposed to undesired sexual attention at your workplace during the last 12 months?   | Har du under de senaste 12 månaderna blivit utsatt för icke önskvärd sexuell uppmärksamhet på din arbetsplats?  | 4  |
|                     |                                     | SH2   | LONG | x | x | x |  | If yes, from whom? (You may tick off more than one)  | Om ja, från vem?  | 5M |
| Threats of Violence | Hot om våld                         | TV1   | LONG | x | x | x |  | Have you been exposed to threats of violence at your workplace during the last 12 months?  | Har du under de senaste 12 månaderna blivit utsatt för hot om våld på din arbetsplats?  | 4  |
|                     |                                     | TV2   | LONG | x | x | x |  | If yes, from whom? (You may tick off more than one)  | Om ja, från vem?  | 5M |
| Physical Violence   | Fysiskt våld                        | PV1   | LONG | x | x | x |  | Have you been exposed to physical violence at your workplace during the last 12 months?  | Har du under de senaste 12 månaderna blivit utsatt för fysiskt våld på din arbetsplats?   | 4  |
|                     |                                     | PV2   | LONG | x | x | x |  | If yes, from whom? (You may tick off more than one)  | Om ja, från vem?  | 5M |
| Bullying            | Mobbing                             | TE_BU |      |   | x | x |  | Bullying means that a person repeatedly is exposed to unpleasant or degrading treatment, and that the person finds it difficult to defend himself or herself against it. | Med mobbing menas att man upprepade gånger blir utsatt för obehagliga eller kränkande handlingar, som det är svårt att försvara sig emot.                           |    |
|                     |                                     | BU1   | LONG | x | x | x |  | Have you been exposed to bullying at your workplace during the last 12 months?   | Har du under de senaste 12 månaderna blivit utsatt för mobbing på din arbetsplats?  | 4  |
|                     |                                     | BU3   | LONG | x | x | x | Item name changed from BU2 to BU3 in Swedish COPSQ III, following the international change | If yes, from whom? (You may tick off more than one)  | Om ja, från vem?  | 5M |
|                     |                                     | BU2   | LONG | x |   |   | Not included in the Swedish COPSQ III  | How often do you feel unjustly criticized, bullied or shown up in front of others by your colleagues or your superior?   |   | 1  |

| Health and well-being |                    |      |      |   |   |   |  |   |  |   |
|-----------------------|--------------------|------|------|---|---|---|--|---|--|---|
| Self-Rated Health     | Självskattad hälsa | GH1  | CORE | x | x | x |  | In general, would you say your health is:   | I allmänhet, skulle du vilja säga att din hälsa är:                    | 7 |
|                       |                    | GH2  | LONG | x |   |   |  | If you evaluate the best conceivable state of health at 10 points and the worst at 0 points: How many points do you then give your present state of health? |  | 8 |
| Sleeping Troubles     | Sömnbesvär         |      |      |   |   |   | Dimension was included in MIDDLE COPSOQ II, now only in LONG version | Top page: These questions are about how you have been during the last 4 weeks.  | Följande frågor avser hur du har haft det under de senaste 4 veckorna. |   |
|                       |                    | SL1  | LONG | x |   |   | SL1 was included in MIDDLE COPSOQ II, now only in LONG version       | How often have you slept badly and restlessly?  | Hur ofta har du sovit dåligt eller oroligt?                            | 9 |
|                       |                    | SL2  | LONG | x |   |   | SL2 was included in MIDDLE COPSOQ II, now only in LONG version       | How often have you found it hard to go to sleep?  | Hur ofta har du haft svårt att somna?                                  | 9 |
|                       |                    | SL3  | LONG | x |   |   | SL3 was included in MIDDLE COPSOQ II, now only in LONG version       | How often have you woken up too early and not been able to get back to sleep?   | Hur ofta har du vaknat för tidigt och inte kunnat somna om?            | 9 |
|                       |                    | SL4  | LONG | x |   |   | SL4 was included in MIDDLE COPSOQ II, now only in LONG version       | How often have you woken up several times and found it difficult to get back to sleep?  | Hur ofta har du vaknat flera gånger och haft svårt att somna om?       | 9 |
| Burnout               | Utbrändhet         | BO_T | LONG | x | x | x |  | Top page: These questions are about how you have been during the last 4 weeks.  | Följande frågor avser hur du har haft det under de senaste 4 veckorna. |   |
|                       |                    | BO1  | LONG | x | x | x |  | How often have you felt worn out?   | Hur ofta har du saknat ork och energi?                                 | 9 |
|                       |                    | BO2  | LONG | x | x | x |  | How often have you been physically exhausted?   | Hur ofta har du varit fysiskt utmattad?                                | 9 |
|                       |                    | BO3  | LONG | x | x | x |  | How often have you been emotionally exhausted?  | Hur ofta har du varit känslomässigt utmattad?                          | 9 |
|                       |                    | BO4  | LONG | x |   |   | BO4 was included in MIDDLE COPSOQ II, now only in LONG version)      | How often have you felt tired?  | Hur ofta har du känt dig trött?  | 9 |

|                     |                    |      |      |    |   |   |  |  |  |                                 |
|---------------------|--------------------|------|------|----|---|---|--|--|--|---------------------------------|
| Stress              | Stress             | ST_T |      |    |   |   |  | Top page: These questions are about how you have been during the last 4 weeks. | Följande frågor avser hur du har haft det under de senaste 4 veckorna. |                                 |
|                     |                    | ST1  | LONG | x  | x | x |  | How often have you had problems relaxing?                                      | Hur ofta har du haft svårt att koppla av?                              | 9                               |
|                     |                    | ST2  | LONG | x  | x | x |  | How often have you been irritable?   | Hur ofta har du varit lättretlig?                                      | 9                               |
|                     |                    | ST3  | LONG | x  | x | x |  | How often have you been tense?   | Hur ofta har du varit anspänd?   | 9                               |
|                     |                    |      |      |    |   |   | ST4 excluded from COPSOQ III             |  |  | Hur ofta har du varit stressad? |
| Somatic Stress      | Somatisk stress    | SO_T |      |    |   |   | New dimension in Swedish LONG COPSOQ III | Top page: These questions are about how you have been during the last 4 weeks. | Följande frågor avser hur du har haft det under de senaste 4 veckorna. |                                 |
|                     |                    | SO1  | LONG | x  |   |   | New item in Swedish LONG COPSOQ III      | How often have you had stomach ache?   | Hur ofta har du haft ont i magen?                                      | 9                               |
|                     |                    | SO2  | LONG | x  |   |   | New item in Swedish LONG COPSOQ III      | How often have you had a headache?   | Hur ofta har du haft huvudvärk?  | 9                               |
|                     |                    | SO3  | LONG | x  |   |   | New item in Swedish LONG COPSOQ III      | How often have you had palpitations?   | Hur ofta har du haft hjärtklappning?                                   | 9                               |
|                     |                    | SO4  | LONG |    |   |   | Not included in the Swedish COPSOQ III   | How often have you had tension in various muscles?                             |  | 9                               |
| Cognitive Stress    | Kognitiv stress    | CS_T |      |    |   |   | New dimension in Swedish LONG COPSOQ III | Top page: These questions are about how you have been during the last 4 weeks. | Följande frågor avser hur du har haft det under de senaste 4 veckorna. |                                 |
|                     |                    | CS1  | LONG | ** |   |   | Translation by Wentz et al. 2019**       | How often have you had problems concentrating?                                 | Hur ofta har du haft svårt att koncentrera dig?                        | 9                               |
|                     |                    | CS2  | LONG | ** |   |   | Translation by Wentz et al. 2019**       | How often have you found it difficult to think clearly?                        | Hur ofta har du haft svårt att tänka klart?                            | 9                               |
|                     |                    | CS3  | LONG | ** |   |   | Translation by Wentz et al. 2019**       | How often have you had difficulty in taking decisions?                         | Hur ofta har du haft svårt att fatta beslut?                           | 9                               |
|                     |                    | CS4  | LONG | ** |   |   | Translation by Wentz et al. 2019**       | How often have you had difficulty with remembering?                            | Hur ofta har du haft svårt att minnas?                                 | 9                               |
| Depressive Symptoms | Depressiva symptom | DS_T | LONG | ** |   |   | New dimension in Swedish LONG COPSOQ III | These questions are about how you have been during the last 4 weeks.           |  |                                 |
|                     |                    | DS1  | LONG | ** |   |   | Translation by Wentz et al. 2019**       | How often have you felt sad?   | Hur ofta har du känt dig ledsen/nedstämd?                              | 9                               |
|                     |                    | DS2  | LONG | ** |   |   | Translation by Wentz et al. 2019**       | How often have you lacked self-confidence?                                     | Hur ofta har du saknat självförtroende?                                | 9                               |
|                     |                    | DS3  | LONG | ** |   |   | Translation by Wentz et al. 2019**       | How often have you had a bad conscience or felt guilty?                        | Hur ofta har du haft dåligt samvete eller skuld känslor?               | 9                               |
|                     |                    | DS4  | LONG | ** |   |   | Translation by Wentz et al. 2019**       | How often have you lacked interest in everyday things?                         | Hur ofta har du saknat intresse för sådant du gör till vardags?        | 9                               |

**\* Response options in English and in Swedish**

1: Always (100); Often (75); Sometimes (50); Seldom (25); Never/hardly ever (0)

1R: Always (0); Often (25); Sometimes (50); Seldom (75); Never/hardly ever (100) (Reversed scoring)

2: To a very large extent (100); To a large extent (75); Somewhat (50); To a small extent (25); To a very small extent (0)

2R: To a very large extent (0); To a large extent (25); Somewhat (50); To a small extent (25); To a very small extent (100) (Reversed scoring)

3: Never (0), Seldom (25), Sometimes (50), Often (75), Always (100)

4: Yes, daily; Yes, weekly; Yes, monthly; Yes, a few times; No

5M: Colleagues, Manager/superior, Subordinates, Clients/customers/patients (Multiple response options)

6: Very satisfied (100), Satisfied (75), Neither/Nor (50), Unsatisfied (25), Very unsatisfied (0)

7: Excellent (100), Very good (75), Good (50), Fair (25), Poor (0)

8: 0, 1, 2, 4, 5, 6, 7, 8, 9, 10

9: All the time (100); A large part of the time (75); Part of the time (50); A small part of the time (25); Not at all (0)

1: Alltid (100); Ofta (75); Ibland (50); Sällan (25); Aldrig/nästan aldrig (0)

1R: Alltid (0); Ofta (25); Ibland (50); Sällan (75); Aldrig/nästan aldrig (100) (omvänd poängsättning)

2: I mycket hög grad (0); I hög grad (25); Delvis (50); I liten grad (75); I mycket liten grad (100)

2R: I mycket hög grad (100); I hög grad (75); Delvis (50); I liten grad (25); I mycket liten grad (0) (omvänd poängsättning)

3: Aldrig (0); Sällan (25); Ibland (50); Ofta (75); Alltid (100)

4: Ja, dagligen; Ja, varje vecka; Ja, varje månad; Ja, några gånger; Nej

5M: Kollegor; En överordnad; Underställda; Klienter/kunder/patienter

6: Mycket tillfredsställd (100); Tillfredsställd (75); Varken eller (50); Otillfredsställd (25); Mycket otillfredsställd (0)

7: Utmärkt (100); Mycket god (75); God (50); Någorlunda (25); Dålig (0)

8: 0, 1, 2, 4, 5, 6, 7, 8, 9, 10

9: Hela tiden (100); En stor del av tiden (75); En del av tiden (50); En liten del av tiden (25); Inte alls (0)

\*\* For further details regarding the translation and validation of the dimensions *Cognitive Demands*, *Cognitive Stress*, *Depression* and for citation: Wentz K, Gyllensten K, Sluiter J K, Hagberg M. (2019). Need for recovery in relation to effort from work and health in four occupations. *International Archives of Occupational and Environmental Health*, 1-17.