

TABEL 11.

Resultaten WEA2014 naar vestigingsgrootte, aard van het bedrijf (profit of non-profit) en sector.

WEA METING 2014

| Totaal | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | |
|--------|-------------------|-----|-------|-------|------|----------------------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |

MODULE 0. DATAVERZAMELINGS-KENMERKEN

| Sector [12 hoofdgroepen] | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig |
|--|--------|-------|-------|-------|-------|------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|
| · 1 Landbouw, bosbouw & visserij | 10% | 6%▼ | 18%▲ | 14%△ | 4% | 2%▼ | 9% | 13%△ | 6%▽ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 2 Industrie | 7% | 5%▼ | 7% | 11%▲ | 20%▲ | 17%▲ | 7%△ | 4%▽ | 3%▽ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 3 Bouwnijverheid | 8% | 8% | 6% | 8% | 7% | 5% | 8% | 12%▲ | 0,3%▼ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 4 Handel | 23% | 25%△ | 22% | 20%▽ | 15%▽ | 12%▼ | 27%▲ | 13%▼ | 3%▼ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 5 Horeca | 8% | 8% | 11%△ | 8% | 3%▽ | 3%▽ | 9%△ | 8% | 0,1%▼ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 6 Vervoer & communicatie | 4% | 4% | 3% | 5% | 7% | 7% | 4% | 7%△ | 1%▽ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 7 Financiële instellingen | 3% | 3%△ | 2% | 2%▽ | 2% | 3% | 3%△ | 1%▽ | 3% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 8 Zakelijke dienstverlening | 21% | 24%△ | 16%▽ | 18%▽ | 19% | 17% | 24%▲ | 15%▽ | 8%▼ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 9 Overheid | 0,3% | 0%▽ | 0,1% | 0,2% | 3%▲ | 6%▲ | 0%▼ | 0% | 4%▲ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 10 Onderwijs | 2% | 2% | 1%▽ | 3% | 8%▲ | 8%▲ | 1%▼ | 3% | 9%▲ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 11 Gezondheids- & welzijnszorg | 8% | 7% | 8% | 6% | 7% | 14%▲ | 3%▼ | 14%▲ | 43%▲ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 12 Overige dienstverlening | 7% | 8%△ | 6% | 5%▽ | 4% | 6% | 5%▼ | 9%△ | 20%▲ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 |
| SBI 2008 ['Letter'] | | | | | | | | | | | | | | | | | | | | | |
| · 1 A Landbouw, bosbouw en visserij | 10% | 6%▼ | 18%▲ | 14%△ | 4% | 2%▼ | 9% | 13%△ | 6%▽ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 2 B Delfstoffenwinning | 0,1% | 0%▽ | 0,2% | 0,1% | 0,1% | 0,3% | 0%▽ | 0% | 0,3% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 3 C Industrie | 6% | 4%▽ | 6% | 10%▲ | 18%▲ | 15%▲ | 7%▲ | 3%▽ | 1%▼ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 4 D Energievoorziening | 0,1% | 0,1% | 0,1% | 0,1% | 0,4% | 0,2% | 0%▽ | 0,1% | 1%▲ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 5 E Waterbedrijven en afvalbeheer | 0,2% | 0,1% | 0,2% | 1%△ | 1% | 1%△ | 0,2% | 0,2% | 1% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 6 F Bouwnijverheid | 8% | 8% | 6% | 8% | 7% | 5% | 8% | 12%▲ | 0,3%▼ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 7 G Handel | 23% | 25%△ | 22% | 20% | 15% | 11%▼ | 26%▲ | 13%▼ | 3%▼ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 8 H Vervoer en opslag | 4% | 3% | 3% | 5% | 7% | 6% | 4% | 7%△ | 1%▽ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 9 I Horeca | 8% | 8% | 11%△ | 8% | 3%▽ | 3%▽ | 9%△ | 8% | 0,1%▼ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 10 J Informatie en communicatie | 4% | 5%△ | 3%▽ | 4% | 4% | 4% | 5%△ | 3% | 1%▽ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 11 K Financiële dienstverlening | 3% | 3%△ | 2% | 2%▽ | 2% | 3% | 3%△ | 1%▽ | 3% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 12 L Verhuur en handel van onroerend goed | 3% | 4%△ | 1%▽ | 1%▽ | 2% | 3% | 3% | 2% | 4% | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 13 M Specialistische zakelijke diensten | 11% | 13%△ | 10% | 8%▽ | 7% | 7% | 12%△ | 10% | 2%▼ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 14 N Verhuur en overige zakelijke diensten | 5% | 6% | 3%▽ | 7% | 8% | 7% | 6%△ | 4% | 2%▽ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 15 O Openbaar bestuur en overheidsdiensten | 0,3% | 0%▽ | 0,1% | 0,2% | 3%▲ | 6%▲ | 0%▼ | 0% | 4%▲ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 16 P Onderwijs | 2% | 2% | 1%▽ | 3% | 8%▲ | 8%▲ | 1%▼ | 3% | 9%▲ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 17 Q Gezondheids- en welzijnszorg | 7% | 7% | 7% | 6% | 7% | 14%▲ | 3%▼ | 14%▲ | 43%▲ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 18 R Cultuur, sport en recreatie | 2% | 2% | 2% | 3% | 2% | 3% | 1%▼ | 2% | 12%▲ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| · 19 S Overige dienstverlening | 4% | 5%△ | 3% | 2%▽ | 2% | 2% | 3%▽ | 6%△ | 8%▲ | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 |
| KvK-nummer bekend? | | | | | | | | | | | | | | | | | | | | | |
| · 1 Nee, niet bekend | 6% | 4%▼ | 8%△ | 10%△ | 16%▲ | 22%▲ | 3%▼ | 7% | 43%▲ | 8% | 3%▽ | 2%▽ | 2%▼ | 1%▼ | 7% | 3% | 6% | 42%▲ | 16%▲ | 18%▲ | 18%▲ |
| · 2 Ja, wel bekend | 94% | 96%▲ | 92%▽ | 90%▽ | 84%▼ | 78%▼ | 97%▲ | 93% | 57%▼ | 92% | 97%△ | 98%△ | 98%▲ | 99%▲ | 93% | 97% | 94% | 58%▼ | 84%▼ | 82%▼ | 82%▼ |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 |

WEA METING 2014

| | VESTIGINGSGROORTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|---|-------------------|--------------|--------------|------------|------------|----------------------|--------------|------------|------------|------------|------------|------------|--------------|------------|------------------------|-------------------------|---------------------------|-----------|------------|------------|------------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| Provincie | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Groningen | 4% | 5% | 4% | 3%▽ | 4% | 3% | 4% | 4% | 7%△ | 6% | 3% | 7%△ | 3%▽ | 4% | 2% | 0,3%▼ | 6%△ | 4% | 7% | 4% | 3% | |
| · 2 Friesland | 5% | 5% | 5% | 5% | 4% | 2% | 5%△ | 3% | 3% | 6% | 4% | 9%▲ | 4% | 8%△ | 4% | 4% | 4% | 3% | 4% | 3% | 1%▽ | |
| · 3 Drenthe | 3% | 3% | 3% | 3% | 3% | 2% | 3% | 2% | 2% | 3% | 2% | 4% | 3% | 4% | 2% | 1% | 4%△ | 1% | 1% | 2% | 2% | |
| · 4 Overijssel | 7% | 8%△ | 6%▽ | 7% | 8% | 7% | 8%△ | 6% | 4%▽ | 10%△ | 8% | 7% | 10%△ | 5% | 4%▽ | 4% | 8% | 4% | 6% | 2%▼ | 5% | |
| · 5 Gelderland | 14% | 13% | 16% | 15% | 12% | 12% | 14% | 16% | 13% | 21%▲ | 16% | 12% | 12%▽ | 20%△ | 10% | 9% | 14% | 12% | 13% | 15% | 10%▽ | |
| · 6 Utrecht | 6% | 5% | 6% | 6% | 9% | 8% | 6% | 7% | 8% | 4%▽ | 6% | 6% | 5% | 5% | 5% | 9% | 6% | 10% | 4% | 4% | 15%▲ | |
| · 7 Noord-Holland | 15% | 15% | 14% | 16% | 16% | 17% | 15% | 14% | 15% | 4%▼ | 11% | 16% | 19%△ | 17% | 16% | 30%▲ | 14% | 12% | 14% | 10%▽ | 18% | |
| · 8 Zuid-Holland | 18% | 18% | 17% | 19% | 20% | 22% | 17%▽ | 24%△ | 21% | 11%▽ | 15% | 11%▼ | 19% | 21% | 20% | 16% | 20% | 17% | 20% | 24%△ | 20% | |
| · 9 Zeeland | 3% | 2%▽ | 5%△ | 3% | 2% | 2% | 3% | 4% | 3% | 7%▲ | 3% | 2% | 2%▽ | 2% | 13%▲ | 0% | 1%▽ | 3% | 2% | 2% | 2% | |
| · 10 Noord-Brabant | 18% | 19%△ | 17% | 15%▽ | 16% | 17% | 18% | 20% | 18% | 23%△ | 21% | 20% | 15%▽ | 10%▼ | 16% | 23% | 19% | 18% | 20% | 23%△ | 19% | |
| · 11 Limburg | 5% | 5% | 6% | 6% | 6% | 8% | 6%△ | 2%▽ | 6% | 1%▼ | 8%△ | 4% | 7%△ | 5% | 8%△ | 4% | 4%▽ | 12% | 7% | 8%△ | 4% | |
| · 12 Flevoland | 2% | 2% | 3% | 3% | 1% | 1% | 3% | 2% | 1% | 6%▲ | 2% | 3% | 2% | 0,1%▽ | 0,4% | 0% | 2% | 4% | 1% | 4%△ | 0,4%▽ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| MODULE 1. BEDRIJFSKENMERKEN | | | | | | | | | | | | | | | | | | | | | | |
| 1. Functie van respondent in dit bedrijf | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Directeur/ eigenaar | 70% | 83%▲ | 65%▽ | 42%▼ | 17%▼ | 7%▼ | 72%▲ | 77%△ | 38%▼ | 68% | 57%▼ | 77%△ | 69% | 86%▲ | 56%▼ | 65% | 72% | 6%▼ | 65% | 61%▼ | 75%△ | |
| · 2 Hoofd/ medewerker P&O/ HRM | 10% | 2%▼ | 8%▽ | 22%▲ | 54%▲ | 74%▲ | 9%▽ | 6%▽ | 21%▲ | 9% | 19%▲ | 9% | 7%▽ | 6%▽ | 10% | 15%△ | 10% | 49%▲ | 15% | 11% | 7% | |
| · 3 Bedrijfsleider/ vestigingsmanager | 10% | 6%▼ | 15%△ | 19%▲ | 13% | 10% | 10% | 7%▽ | 14%△ | 9% | 3%▼ | 17%▲ | 6%▽ | 11% | 12% | 9% | 19% | 5% | 9% | 9% | 9% | |
| · 4 Anders | 11% | 8%▽ | 12% | 17%▲ | 16% | 10% | 9%▼ | 10% | 27%▲ | 14%△ | 15%△ | 11% | 7%▽ | 3%▼ | 23%▲ | 9% | 10% | 27%▲ | 16% | 19%▲ | 9% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 2. Structuur van dit bedrijf | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Zelfstandig | 74% | 85%▲ | 67%▽ | 56%▼ | 33%▼ | 23%▼ | 76%▲ | 81%△ | 44%▼ | 72% | 70% | 82%△ | 71%▽ | 90%▲ | 71% | 73% | 77%△ | 11%▼ | 64%▼ | 71% | 67%▽ | |
| · 2 Hoofdkantoor Nederlands bedrijf met meerdere vestigingen | 5% | 3%▼ | 6% | 10%▲ | 19%▲ | 26%▲ | 6% | 3%▽ | 7% | 3%▽ | 7% | 2%▽ | 6% | 1%▼ | 7% | 18%▲ | 6% | 13% | 4% | 7% | 4% | |
| · 3 Hoofdkantoor buitenlands bedrijf met meerdere vestigingen | 1% | 1% | 1% | 1% | 1% | 2%▲ | 1%△ | 0% | 0,1% | 0% | 1% | 0% | 1%△ | 0,1% | 2%△ | 0,4% | 1%△ | 0% | 0% | 0% | 0% | |
| · 4 Vestiging van Nederlands bedrijf | 12% | 7%▼ | 18%▲ | 21%▲ | 24%▲ | 26%▲ | 12% | 12% | 17%△ | 19%▲ | 14% | 16%△ | 14% | 7%▽ | 13% | 6%▽ | 11% | 25% | 11% | 10% | 9%▽ | |
| · 5 Vestiging van buitenlands bedrijf | 3% | 1%▼ | 4%△ | 4%△ | 12%▲ | 12%▲ | 3%△ | 0,1%▽ | 1%▽ | 0,1%▽ | 7%▲ | 1%▽ | 4%△ | 1%▽ | 4% | 3% | 3% | 0% | 0,2% | 0,1%▽ | 1%▽ | |
| · 6 Anders | 5% | 4%▽ | 4% | 7%△ | 11%▲ | 11%▲ | 3%▼ | 3%▽ | 32%▲ | 7% | 1%▽ | 0,3%▼ | 4%▽ | 2%▽ | 3% | 1%▼ | 2%▽ | 51%▲ | 21%▲ | 11%▲ | 20%▲ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 3. Profit of non-profit bedrijf | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Vooral profit-karakter | 82% | 83%△ | 82% | 79% | 72%▼ | 59%▼ | -- | -- | -- | 81% | 90%▲ | 82% | 93%▲ | 90%▲ | 80% | 90%▲ | 90%▲ | 3%▼ | 51%▼ | 35%▼ | 62%▼ | |
| · 2 Zowel profit- als non-profit karakter | 11% | 11% | 12% | 9% | 5% | 7% | -- | -- | -- | 14%△ | 7%▽ | 18%▲ | 6%▽ | 10% | 18%▲ | 2%▼ | 8%▽ | 1% | 16% | 20%▲ | 15%△ | |
| · 3 Vooral non-profit-karakter | 8% | 6%▼ | 7%▽ | 12%△ | 23%▲ | 34%▲ | -- | -- | -- | 5%▽ | 3%▽ | 0,3%▼ | 1%▼ | 0,1%▼ | 3%▼ | 8% | 3%▼ | 96%▲ | 33%▲ | 45%▲ | 24%▲ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 5. Jaar van oprichting [Range: 1400–2014] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 1988 | 1992▲ | 1986▽ | 1980▼ | 1969▼ | 1962▼ | 1988 | 1993△ | 1979▼ | 1981▼ | 1976▼ | 1983▼ | 1985▽ | 1994▲ | 1988 | 1987 | 1997▲ | 1925▼ | 1989 | 1993▲ | 1988 | |
| N | 4.745 | 2.900 | 929 | 704 | 95 | 117 | 3.909 | 487 | 348 | 450 | 322 | 374 | 1.069 | 375 | 184 | 131 | 1.051 | 9 | 95 | 353 | 332 | |

| Totaal | VESTIGINGSGROORTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | |
|--------|-------------------|-----|-------|-------|------|----------------------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |

MODULE 2. ARBEIDSMOMSTANDIGHEDEN

6. Wat zijn de belangrijkste arbeidsrisico's in uw vestiging?

[meerdere antwoorden mogelijk]

| | | | | | | | | | | | | | | | | | | | | | |
|---|-------|-------|-------|-------|------|------|-------|------|------|------|------|------|-------|-------|------|-------|-------|------|-------|-------|-------|
| · a. Werkdruk | 45% | 41%▼ | 47% | 52%△ | 66%▲ | 72%▲ | 44%▽ | 39%▽ | 64%▲ | 40%▽ | 35%▼ | 29%▼ | 37%▼ | 53%△ | 43% | 68%▲ | 54%▲ | 71%▲ | 59%▲ | 65%▲ | 37%▽ |
| · b. Emotioneel zwaar werk | 8% | 9% | 6%▽ | 7% | 11% | 18%▲ | 5%▼ | 13%▲ | 32%▲ | 3%▼ | 1%▼ | 1%▼ | 2%▼ | 5%▽ | 1%▼ | 13%△ | 9% | 39%▲ | 21%▲ | 43%▲ | 10% |
| · c. Agressie en geweld | 5% | 3%▼ | 6%△ | 5% | 11%▲ | 21%▲ | 3%▼ | 3% | 20%▲ | 2%▽ | 1%▼ | 1%▼ | 5% | 6% | 6% | 7% | 3%▽ | 48%▲ | 5% | 15%▲ | 2%▽ |
| · d. Lichamelijke belasting (tillen, duwen en/of trekken) | 34% | 31%▽ | 33% | 43%▲ | 48%▲ | 48%▲ | 35%△ | 33% | 27%▽ | 40%△ | 49%▲ | 74%▲ | 40%△ | 31% | 33% | 8%▼ | 12%▼ | 36% | 4%▼ | 39%△ | 29% |
| · e. Beeldschermwerk | 26% | 23%▽ | 23%▽ | 35%▲ | 49%▲ | 47%▲ | 27%△ | 13%▼ | 36%▲ | 13%▼ | 28% | 12%▼ | 17%▼ | 10%▼ | 24% | 51%▲ | 52%▲ | 63%▲ | 23% | 23% | 21%▽ |
| · f. Langdurig in dezelfde (ongemakkelijke) houding werken | 15% | 13%▽ | 17%△ | 16% | 14% | 15% | 15% | 20%△ | 6%▼ | 28%▲ | 15% | 15% | 9%▽ | 12% | 12% | 8%▽ | 14% | 13% | 8%▼ | 18% | 22%▲ |
| · g. Lawaai | 12% | 11%▽ | 15%△ | 16%△ | 15% | 12% | 13%△ | 8%▽ | 9%▽ | 34%▲ | 30%▲ | 31%▲ | 7%▼ | 8%▽ | 10% | 1%▼ | 8%▽ | 13% | 5%▼ | 3%▼ | 4%▼ |
| · h. Knel-/ plet-/ snijgevaar | 6% | 5%▽ | 7% | 9%△ | 8% | 8% | 7%△ | 3%▽ | 5% | 11%△ | 19%▲ | 15%▲ | 4%▽ | 13%▲ | 5% | 0,2%▼ | 2%▼ | 11% | 1%▼ | 3%▽ | 0,3%▼ |
| · i. Valgevaar | 6% | 5% | 5% | 8%△ | 8% | 7% | 6%△ | 5% | 1%▼ | 9%△ | 7% | 36%▲ | 2%▼ | 0,1%▼ | 6% | 0,3%▼ | 4%▽ | 10% | 0,4%▼ | 0,1%▼ | 1%▼ |
| · j. Aanrijdgevaar | 5% | 3%▽ | 5% | 9%▲ | 9%▲ | 7% | 5%△ | 2%▽ | 3% | 13%▲ | 5% | 8%△ | 4% | 1%▽ | 21%▲ | 1%▽ | 2%▽ | 16%▲ | 6% | 0%▼ | 0,2%▼ |
| · k. Gevaarlijke (chemische of biologische) stoffen | 5% | 5%△ | 3%▽ | 5% | 8% | 8% | 4%▼ | 10%▲ | 8%△ | 7%△ | 10%▲ | 6% | 4%▽ | 0,1%▼ | 12%▲ | 0,3%▼ | 1%▼ | 15% | 1% | 13%▲ | 9%▲ |
| · l. Straling | 1% | 1% | 2% | 0,4%▽ | 1% | 2% | 1%▼ | 3%△ | 5%▲ | 0%▽ | 2% | 0%▽ | 0,1%▽ | 0%▽ | 0,1% | 0% | 0%▽ | 3% | 0,2% | 14%▲ | 0%▽ |
| · m. Onregelmatige werktijden (bijvoorbeeld nachtarbeid, ploegendienst) | 11% | 9%▽ | 11% | 14%△ | 20%▲ | 29%▲ | 11%▽ | 7%▽ | 22%▲ | 19%▲ | 12% | 6%▽ | 3%▼ | 27%▲ | 33%▲ | 2%▼ | 7%▽ | 29%▲ | 5%▽ | 19%▲ | 11% |
| · n. Repeterend werk | 5% | 4%▼ | 6% | 8%△ | 12%▲ | 15%▲ | 6%△ | 4% | 3%▽ | 8%△ | 12%▲ | 5% | 4%▽ | 7% | 4% | 1%▼ | 5% | 12% | 1%▼ | 0,3%▼ | 7% |
| · o. Andere arbeidsrisico's | 5% | 5% | 7%△ | 4% | 3% | 4% | 5%▽ | 6% | 7% | 14%▲ | 3% | 3% | 2%▼ | 6% | 3% | 1%▼ | 5% | 8% | 5% | 8%△ | 9%△ |
| · p. Geen arbeidsrisico's | 14% | 17%▲ | 13% | 8%▼ | 4%▼ | 3%▼ | 14% | 14% | 12% | 3%▼ | 10%▽ | 5%▼ | 27%▲ | 11%▽ | 8%▽ | 15% | 11%▽ | 3% | 17% | 10%▽ | 21%▲ |
| · q. Weet niet wat de belangrijkste arbeidsrisico's zijn | 5% | 6%△ | 5% | 2%▽ | 2% | 1%▽ | 4%▼ | 13%▲ | 3% | 4% | 5% | 8%△ | 5% | 11%▲ | 8% | 4% | 2%▽ | 0% | 9%△ | 0,4%▼ | 4% |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 |

7. Welke nieuwe maatregelen heeft uw vestiging in de afgelopen twee jaar

ingevoerd op het gebied van arbo en verzuim?

[meerdere antwoorden mogelijk]

| | | | | | | | | | | | | | | | | | | | | | |
|--|-------|-------|-------|------|------|------|-------|------|------|------|------|------|-------|------|------|------|-------|------|------|------|------|
| · a. Organisatorische verbeteringen | 12% | 5%▼ | 14%△ | 26%▲ | 40%▲ | 44%▲ | 11%▽ | 11% | 22%▲ | 12% | 19%▲ | 9% | 11% | 10% | 12% | 13% | 9%▽ | 36%▲ | 24%▲ | 20%▲ | 7%▽ |
| · b. Technische verbeteringen | 17% | 12%▼ | 23%△ | 26%▲ | 30%▲ | 29%▲ | 18%△ | 15% | 14%▽ | 38%▲ | 41%▲ | 26%▲ | 12%▽ | 18% | 15% | 13% | 11%▼ | 22% | 5%▼ | 9%▼ | 11%▽ |
| · c. Persoonlijke beschermingsmiddelen | 21% | 16%▼ | 28%▲ | 29%▲ | 32%▲ | 29%△ | 21% | 25%△ | 15%▽ | 47%▲ | 36%▲ | 55%▲ | 14%▼ | 12%▼ | 33%▲ | 3%▼ | 10%▼ | 32% | 4%▼ | 14%▽ | 16%▽ |
| · d. Onderzoek naar arbeidsrisico's en klachten | 10% | 4%▼ | 11% | 20%▲ | 36%▲ | 43%▲ | 9%▼ | 8% | 26%▲ | 9% | 17%▲ | 14%△ | 8%▽ | 4%▼ | 7% | 4%▼ | 7%▽ | 45%▲ | 14% | 17%▲ | 13%△ |
| · e. Bevorderen van een gezonde leefstijl | 10% | 6%▼ | 11% | 14%△ | 26%▲ | 38%▲ | 9%▼ | 9% | 21%▲ | 6%▽ | 10% | 7%▽ | 5%▼ | 8% | 10% | 17%▲ | 11%△ | 40%▲ | 20%▲ | 20%▲ | 11% |
| · f. Algemeen/ integraal beleid voor veilig en gezond werken | 12% | 8%▼ | 16%△ | 20%▲ | 27%▲ | 33%▲ | 12%▽ | 17%△ | 16%△ | 14% | 16%△ | 21%▲ | 10%▽ | 4%▼ | 18%△ | 6%▽ | 11% | 34%▲ | 16% | 18%△ | 11% |
| · g. Prikkel om verzuim te voorkomen of terug te dringen | 12% | 7%▼ | 14%△ | 19%▲ | 33%▲ | 38%▲ | 11%▽ | 10% | 18%▲ | 7%▽ | 17%△ | 8%▽ | 11% | 14% | 14% | 5%▼ | 10%▽ | 42%▲ | 18%▲ | 14% | 13% |
| · h. Begeleiding bij verzuim en re-integratie | 13% | 6%▼ | 13% | 30%▲ | 49%▲ | 55%▲ | 12%▼ | 10%▽ | 36%▲ | 11% | 24%▲ | 15% | 14% | 7%▽ | 12% | 6%▼ | 9%▽ | 48%▲ | 22%▲ | 20%▲ | 17% |
| · i. Voorlichting, training en deskundigheidsbevordering | 11% | 6%▼ | 12% | 22%▲ | 28%▲ | 42%▲ | 10%▽ | 9% | 29%▲ | 13% | 14% | 16%△ | 8%▽ | 4%▼ | 12% | 4%▼ | 8%▽ | 44%▲ | 15% | 21%▲ | 15%△ |
| · j. Aanpassingen in het werk | 14% | 10%▼ | 18%△ | 22%▲ | 26%▲ | 28%▲ | 14% | 12% | 20%△ | 12% | 15% | 8%▼ | 13% | 26%▲ | 14% | 5%▼ | 9%▽ | 25% | 21% | 25%▲ | 19%△ |
| · k. Andere maatregelen arbo en verzuim | 7% | 6%▽ | 7% | 9%△ | 10% | 9% | 7% | 6% | 5% | 6% | 6% | 3%▽ | 8% | 3%▽ | 10% | 4% | 9%△ | 7% | 4% | 2%▽ | 11%△ |
| · l. Geen maatregelen arbo en verzuim | 37% | 47%▲ | 29%▼ | 17%▼ | 7%▼ | 5%▼ | 38%△ | 31%▽ | 35% | 26%▼ | 24%▼ | 26%▼ | 44%△ | 39% | 21%▼ | 60%▲ | 43%△ | 8%▼ | 30% | 35% | 37% |
| · m. Weet niet maatregelen arbo en verzuim | 5% | 7%△ | 3%▽ | 3%▽ | 2% | 2% | 4%▼ | 14%▲ | 2%▽ | 7% | 3% | 2%▽ | 4%▽ | 6% | 15%▲ | 2% | 8%△ | 1% | 5% | 2%▽ | 1%▼ |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | | |
|---|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|-------|--------|--------|------------------------|--------------------------|----------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Versnelling instellingen | Financiële dienstverlening | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 8. Heeft u maatregelen getroffen die specifiek zijn gericht op de arbeidsomstandigheden en/of het verzuim van medewerkers die niet in loondienst zijn? [meerdere antwoorden mogelijk] | | | | | | | | | | | | | | | | | | | | | | | |
| · a. Ja, voor ZZP-ers/ freelancers | 6% | 5%▼ | 7% | 10%△ | 7% | 7% | 7%△ | 7% | 2%▼ | 16%▲ | 6% | 17%▲ | 3%▼ | 0%▼ | 9% | 2% | 4%▼ | 9% | 10% | 5% | 8% | | |
| · b. Ja, voor uitzendkrachten en/of gedetacheerden | 5% | 3%▼ | 6%△ | 8%△ | 14%▲ | 21%▲ | 5% | 5% | 3% | 9%▲ | 9%△ | 12%▲ | 2%▼ | 3% | 8%△ | 1%▼ | 6% | 18%▲ | 2% | 1%▼ | 2%▼ | | |
| · c. Ja, voor vrijwilligers | 2% | 1%▼ | 3%△ | 3% | 3% | 4% | 1%▼ | 3% | 12%▲ | 3% | 0,1%▼ | 0,1%▼ | 1%▼ | 2% | 0,2% | 1% | 2% | 10%▲ | 2% | 6%▲ | 4%△ | | |
| · d. Nee | 84% | 88%▲ | 81%▼ | 80%▼ | 73%▼ | 72%▼ | 86%▲ | 76%▼ | 80%▼ | 71%▼ | 86% | 70%▼ | 90%△ | 90%△ | 82% | 96%▲ | 88%△ | 70% | 82% | 84% | 81% | | |
| · e. Weet niet | 5% | 5% | 6% | 3%▼ | 7% | 5% | 4%▼ | 12%▲ | 6% | 6% | 2%▼ | 7% | 6%△ | 5% | 3% | 0,3%▼ | 4% | 4% | 5% | 4% | 7% | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 9a. Aanpak psychosociale risico's door 'Veranderingen in de organisatie van werk'? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 25% | 20%▼ | 31%△ | 35%▲ | 38%▲ | 38%▲ | 24%▼ | 27% | 31%△ | 17%▼ | 26% | 14%▼ | 26% | 23% | 29% | 28% | 24% | 38% | 32% | 41%▲ | 27% | | |
| · 2 Nee | 54% | 63%▲ | 46%▼ | 37%▼ | 34%▼ | 27%▼ | 56%▲ | 46%▼ | 45%▼ | 53% | 57% | 63%▲ | 54% | 55% | 47%▼ | 63%△ | 58%△ | 29%▼ | 41%▼ | 40%▼ | 45%▼ | | |
| · 3 Maatregel bestond al | 17% | 14%▼ | 19% | 25%▲ | 26%▲ | 32%▲ | 17%▼ | 20% | 22%△ | 24%△ | 16% | 14% | 17% | 14% | 18% | 6%▼ | 16% | 30% | 22% | 17% | 25%▲ | | |
| · 4 Weet niet | 4% | 4%△ | 3% | 3% | 3% | 3% | 4%▼ | 7%△ | 3% | 6%△ | 1%▼ | 9%▲ | 3%▼ | 8%▲ | 7%△ | 3% | 2%▼ | 3% | 5% | 2%▼ | 4% | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 9b. Aanpak psychosociale risico's door 'Aanspreekpunt voor werknemers'? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 10% | 6%▼ | 16%▲ | 17%▲ | 24%▲ | 25%▲ | 9%▼ | 14%△ | 16%△ | 11% | 13% | 7%▼ | 12% | 10% | 9% | 6% | 9% | 27%▲ | 9% | 13% | 11% | | |
| · 2 Nee | 63% | 74%▲ | 58%▼ | 42%▼ | 23%▼ | 10%▼ | 66%▲ | 53%▼ | 41%▼ | 61% | 57%▼ | 66% | 64% | 61% | 63% | 84%▲ | 70%△ | 6%▼ | 48%▼ | 58% | 52%▼ | | |
| · 3 Maatregel bestond al | 22% | 14%▼ | 24% | 39%▲ | 52%▲ | 64%▲ | 21%▼ | 22% | 41%▲ | 24% | 30%△ | 16%▼ | 23% | 19%▼ | 22% | 8%▼ | 19%▼ | 66%▲ | 39%▲ | 26% | 29%△ | | |
| · 4 Weet niet | 4% | 6%△ | 2%▼ | 2%▼ | 1% | 1%▼ | 4%▼ | 11%▲ | 3% | 4% | 1%▼ | 11%▲ | 2%▼ | 10%▲ | 6% | 2% | 3%▼ | 1% | 4% | 3% | 8%△ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 9c. Aanpak psychosociale risico's door 'Aanbieden van opleiding of training'? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 7% | 5%▼ | 7% | 10%△ | 20%▲ | 25%▲ | 6%▼ | 8% | 17%▲ | 3%▼ | 7% | 7% | 5%▼ | 7% | 7% | 12%▲ | 7% | 30%▲ | 18%▲ | 12%▲ | 7% | | |
| · 2 Nee | 80% | 84%▲ | 83%△ | 73%▼ | 57%▼ | 43%▼ | 83%▲ | 70%▼ | 59%▼ | 86%△ | 81% | 80% | 86%△ | 74%▼ | 78% | 81% | 83%△ | 28%▼ | 62%▼ | 65%▼ | 73%▼ | | |
| · 3 Maatregel bestond al | 8% | 6%▼ | 6%▼ | 13%▲ | 19%▲ | 27%▲ | 7%▼ | 7% | 20%▲ | 5%▼ | 10% | 4%▼ | 5%▼ | 9% | 6% | 3% | 6%▼ | 36%▲ | 14%▲ | 20%▲ | 12%△ | | |
| · 4 Weet niet | 6% | 6%△ | 4%▼ | 5% | 4% | 5% | 5%▼ | 15%▲ | 4% | 6% | 2%▼ | 10%▲ | 4%▼ | 10%▲ | 9%△ | 4% | 5% | 6% | 6% | 3%▼ | 9%△ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 9d. Aanpak psychosociale risico's door 'Voorlichting, timemanagement of assertiviteit'? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 6% | 4%▼ | 6% | 10%△ | 16%▲ | 20%▲ | 5%▼ | 7% | 15%▲ | 5% | 5% | 2%▼ | 5% | 5% | 3% | 3% | 8%△ | 23%▲ | 12%▲ | 12%▲ | 7% | | |
| · 2 Nee | 81% | 85%▲ | 85%△ | 73%▼ | 63%▼ | 52%▼ | 84%▲ | 72%▼ | 63%▼ | 86%△ | 84% | 88%△ | 86%△ | 76%▼ | 82% | 91%▲ | 81% | 38%▼ | 68%▼ | 66%▼ | 75%▼ | | |
| · 3 Maatregel bestond al | 7% | 5%▼ | 6% | 12%▲ | 17%▲ | 22%▲ | 6%▼ | 7% | 16%▲ | 3%▼ | 9% | 1%▼ | 5%▼ | 8% | 6% | 2%▼ | 7% | 35%▲ | 14%▲ | 19%▲ | 7% | | |
| · 4 Weet niet | 6% | 7%△ | 3%▼ | 6% | 5% | 5% | 5%▼ | 15%▲ | 5% | 6% | 3%▼ | 9%△ | 4%▼ | 12%▲ | 8% | 4% | 4%▼ | 4% | 6% | 3%▼ | 10%▲ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 9e. Aanpak psychosociale risico's door 'Onderwerp gemaakt van functioneringsgesprek en/of werkoverleg'? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 14% | 11%▼ | 18%△ | 18%△ | 25%▲ | 26%▲ | 13%▼ | 19%△ | 25%▲ | 8%▼ | 14% | 11%▼ | 12%▼ | 17% | 17% | 16% | 13% | 27% | 18% | 26%▲ | 20%△ | | |
| · 2 Nee | 67% | 74%▲ | 64%▼ | 53%▼ | 40%▼ | 34%▼ | 71%▲ | 53%▼ | 47%▼ | 71%△ | 70% | 75%△ | 72%△ | 65% | 61%▼ | 76%△ | 71%△ | 26%▼ | 48%▼ | 44%▼ | 59%▼ | | |
| · 3 Maatregel bestond al | 13% | 8%▼ | 15%△ | 24%▲ | 30%▲ | 35%▲ | 12%▼ | 15% | 25%▲ | 16%△ | 14% | 6%▼ | 12% | 8%▼ | 15% | 5%▼ | 12% | 44%▲ | 28%▲ | 28%▲ | 12% | | |
| · 4 Weet niet | 5% | 6%△ | 4%▼ | 4% | 5% | 5% | 4%▼ | 14%▲ | 4% | 5% | 2%▼ | 8%△ | 4% | 11%▲ | 7% | 4% | 4% | 4% | 6% | 2%▼ | 9%△ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 9f. Aanpak psychosociale risico's door 'Werknemers meer ruimte geven in het regelen van hun eigen werkzaamheden'? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 29% | 28%▽ | 34%△ | 30% | 30% | 31% | 29%▽ | 32% | 31% | 26% | 31% | 27% | 29% | 31% | 34% | 36% | 30% | 37% | 22% | 33% | 25% | |
| · 2 Nee | 41% | 46%▲ | 35%▽ | 35%▽ | 32% | 30%▼ | 43%△ | 37%▽ | 30%▼ | 45% | 43% | 43% | 43% | 43% | 41% | 50% | 40% | 22% | 39% | 34%▽ | 34%▽ | |
| · 3 Maatregel bestond al | 26% | 23%▽ | 29%△ | 33%△ | 35%▲ | 34%△ | 25%▽ | 24% | 38%▲ | 26% | 26% | 22%▽ | 26% | 17%▼ | 21% | 13%▼ | 29%△ | 37% | 34% | 32%△ | 34%△ | |
| · 4 Weet niet | 3% | 4%△ | 2% | 3% | 3% | 5% | 3%▽ | 7%▲ | 2% | 3% | 1%▽ | 7%▲ | 2%▽ | 9%▲ | 4% | 2% | 2%▽ | 4% | 6% | 2% | 6%△ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 9g. Aanpak psychosociale risico's door 'Andere maatregelen'? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 3% | 3%▽ | 3% | 4% | 9%▲ | 8%▲ | 3%▽ | 4% | 6%△ | 6%△ | 3% | 1%▽ | 2% | 3% | 7%▲ | 2% | 3% | 6% | 3% | 4% | 4% | |
| · 2 Nee | 79% | 82%▲ | 77% | 71%▼ | 61%▼ | 60%▼ | 81%▲ | 67%▼ | 67%▼ | 74%▽ | 82% | 81% | 80% | 73%▽ | 72%▽ | 89%▲ | 84%△ | 49%▼ | 77% | 77% | 68%▼ | |
| · 3 Maatregel bestond al | 2% | 2% | 2% | 2% | 5% | 3% | 2% | 4%△ | 2% | 2% | 3% | 1%▽ | 3% | 6%▲ | 1% | 0,3% | 1%▽ | 4% | 5% | 3% | 3% | |
| · 4 Weet niet | 16% | 12%▼ | 18%△ | 22%▲ | 25%▲ | 29%▲ | 14%▼ | 26%▲ | 26%▲ | 19% | 12%▽ | 18% | 15% | 19% | 20% | 9%▽ | 12%▽ | 41%▲ | 16% | 17% | 24%▲ | |
| N | 5.080 | 3.021 | 1.021 | 777 | 111 | 150 | 4.133 | 538 | 408 | 483 | 343 | 381 | 1.182 | 414 | 211 | 124 | 1.085 | 16 | 110 | 386 | 346 | |
| 10a. Was 'Het naleven van een wettelijke verplichting' reden om psychosociale risico's aan te pakken? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 38% | 32%▼ | 41% | 46%△ | 50%▲ | 53%▲ | 37%▽ | 41% | 46%△ | 56%▲ | 40% | 44% | 36% | 33% | 53%▲ | 30% | 30%▼ | 56% | 29% | 47%▲ | 31%▽ | |
| · 2 Nee | 52% | 56%△ | 51% | 46%▽ | 44% | 41%▼ | 53%△ | 46%▽ | 46%▽ | 36%▼ | 46% | 41%▼ | 49% | 63%▲ | 39%▼ | 62% | 65%▲ | 34% | 64% | 47% | 53% | |
| · 3 Weet niet | 10% | 12%△ | 9% | 9% | 7% | 6% | 10% | 13% | 8% | 9% | 14% | 15%△ | 15%▲ | 5%▽ | 7% | 8% | 5%▼ | 9% | 7% | 6%▽ | 16%▲ | |
| N | 2.370 | 1.183 | 545 | 460 | 74 | 109 | 1.838 | 276 | 256 | 184 | 174 | 151 | 532 | 183 | 123 | 64 | 497 | 13 | 48 | 222 | 179 | |
| 10b. Was 'Verzoek van werknemers of hun vertegenwoordigers' reden om psychosociale risico's aan te pakken? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 34% | 27%▼ | 35% | 45%▲ | 48%▲ | 58%▲ | 34% | 23%▼ | 50%▲ | 35% | 36% | 32% | 32% | 29% | 34% | 45% | 27%▽ | 54% | 53%▲ | 52%▲ | 34% | |
| · 2 Nee | 58% | 64%▲ | 59% | 49%▼ | 46%▼ | 37%▼ | 60%△ | 61% | 42%▼ | 58% | 55% | 59% | 57% | 67%△ | 50% | 51% | 68%▲ | 37% | 36%▼ | 42%▼ | 61% | |
| · 3 Weet niet | 8% | 9%△ | 6% | 6% | 6% | 5% | 6%▼ | 16%▲ | 8% | 7% | 8% | 9% | 12%△ | 4% | 15%▲ | 4% | 4%▽ | 9% | 12% | 5% | 5% | |
| N | 2.370 | 1.183 | 545 | 460 | 74 | 109 | 1.838 | 276 | 256 | 184 | 174 | 151 | 532 | 183 | 123 | 64 | 497 | 13 | 48 | 222 | 179 | |
| 10c. Was 'Hoog verzuimpercentage' reden om psychosociale risico's aan te pakken? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 12% | 7%▼ | 8%▽ | 20%▲ | 28%▲ | 41%▲ | 10%▼ | 8%▽ | 28%▲ | 11% | 14% | 10% | 12% | 2%▼ | 7% | 19% | 11% | 38%▲ | 24%▲ | 18%△ | 13% | |
| · 2 Nee | 83% | 86%△ | 87%△ | 76%▼ | 69%▼ | 56%▼ | 85%▲ | 78%▽ | 68%▼ | 82% | 81% | 82% | 79%▽ | 95%▲ | 82% | 77% | 86%△ | 59%▼ | 73% | 80% | 83% | |
| · 3 Weet niet | 6% | 7%△ | 5% | 3%▽ | 3% | 2% | 5%▼ | 15%▲ | 4% | 7% | 5% | 8% | 9%△ | 4% | 11%▲ | 4% | 3%▽ | 3% | 3% | 3%▽ | 4% | |
| N | 2.370 | 1.183 | 545 | 460 | 74 | 109 | 1.838 | 276 | 256 | 184 | 174 | 151 | 532 | 183 | 123 | 64 | 497 | 13 | 48 | 222 | 179 | |
| 10d. Was 'Achteruitgang in de productiviteit of in de kwaliteit van de producten' reden om psychosociale risico's aan te pakken? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 20% | 21% | 22% | 19% | 13% | 15% | 22%△ | 20% | 9%▼ | 16% | 21% | 19% | 18% | 33%▲ | 11%▼ | 18% | 24%△ | 7% | 10% | 16% | 26% | |
| · 2 Nee | 73% | 71%▽ | 75% | 76% | 82% | 80% | 74% | 63%▼ | 81%▲ | 77% | 75% | 69% | 74% | 63%▼ | 78% | 78% | 73% | 84% | 87%▲ | 81%△ | 64%▼ | |
| · 3 Weet niet | 7% | 9%△ | 4%▽ | 5% | 6% | 6% | 5%▼ | 17%▲ | 9%△ | 7% | 5% | 12%▲ | 9%△ | 4% | 12%▲ | 4% | 3%▽ | 9% | 4% | 3%▽ | 10%△ | |
| N | 2.370 | 1.183 | 545 | 460 | 74 | 109 | 1.838 | 276 | 256 | 184 | 174 | 151 | 532 | 183 | 123 | 64 | 497 | 13 | 48 | 222 | 179 | |
| 10e. Was 'Eis van klanten of bezorgdheid over de reputatie van het bedrijf' reden om psychosociale risico's aan te pakken? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 17% | 18% | 20%△ | 14% | 8%▼ | 12% | 18%△ | 12%▽ | 11%▽ | 17% | 9%▼ | 15% | 21%△ | 24%▲ | 10%▽ | 4%▼ | 19% | 8% | 5%▼ | 14% | 15% | |
| · 2 Nee | 77% | 74%▽ | 76% | 82%△ | 87%▲ | 83% | 77% | 73% | 79% | 76% | 85%▲ | 78% | 71%▽ | 72% | 78% | 92%▲ | 78% | 86% | 91%▲ | 80% | 76% | |
| · 3 Weet niet | 6% | 8%△ | 4%▽ | 5% | 5% | 5% | 5%▼ | 15%▲ | 10%△ | 7% | 7% | 7% | 8% | 4% | 12%▲ | 5% | 3%▽ | 6% | 4% | 6% | 9% | |
| N | 2.370 | 1.183 | 545 | 460 | 74 | 109 | 1.838 | 276 | 256 | 184 | 174 | 151 | 532 | 183 | 123 | 64 | 497 | 13 | 48 | 222 | 179 | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | | |
|---|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|------------------------|----------------------------|---------------------------|----------|-----------|-------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Vervoer & instellingen | Financiële dienstverlening | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 10f. Was 'Druk vanuit de Inspectie SZW' reden om psychosociale risico's aan te pakken? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 3% | 3% | 4% | 4% | 3% | 6% | 3% | 3% | 4% | 3% | 2% | 4% | 3% | 5% | 8%▲ | 0% | 3% | 6% | 1% | 5% | 0,1%▼ | | |
| · 2 Nee | 89% | 86%▼ | 91%▲ | 91% | 92% | 87% | 90%▲ | 78%▼ | 90% | 90% | 91% | 86% | 86%▼ | 91% | 80%▼ | 96% | 90% | 86% | 94% | 85% | 96%▲ | | |
| · 3 Weet niet | 8% | 11%▲ | 6%▼ | 5%▼ | 4% | 7% | 7%▼ | 19%▲ | 7% | 7% | 7% | 11% | 11%▲ | 4%▼ | 12% | 4% | 7% | 9% | 5% | 10% | 4%▼ | | |
| N | 2.370 | 1.183 | 545 | 460 | 74 | 109 | 1.838 | 276 | 256 | 184 | 174 | 151 | 532 | 183 | 123 | 64 | 497 | 13 | 48 | 222 | 179 | | |
| 10g. Andere reden om psychosociale risico's aan te pakken? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 15% | 15% | 16% | 15% | 18% | 18% | 15% | 15% | 16% | 9%▼ | 15% | 6%▼ | 11%▼ | 27%▲ | 9% | 11% | 21%▲ | 20% | 20% | 20%▲ | 13% | | |
| · 2 Nee | 71% | 70% | 72% | 74% | 70% | 67% | 74%▲ | 57%▼ | 66% | 77% | 76% | 78%▲ | 73% | 64%▼ | 67% | 87%▲ | 67% | 59% | 71% | 65%▼ | 69% | | |
| · 3 Weet niet | 14% | 16%▲ | 12% | 11%▼ | 12% | 15% | 11%▼ | 28%▲ | 18%▲ | 15% | 8%▼ | 16% | 15% | 9%▼ | 23%▲ | 3%▼ | 12% | 20% | 10% | 15% | 18% | | |
| N | 2.355 | 1.173 | 544 | 456 | 73 | 109 | 1.823 | 276 | 256 | 183 | 172 | 151 | 531 | 182 | 122 | 54 | 497 | 13 | 48 | 222 | 179 | | |
| 11. Heeft uw vestiging een RI&E? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 46% | 31%▼ | 57%▲ | 73%▲ | 88%▲ | 92%▲ | 44%▼ | 41%▼ | 68%▲ | 63%▲ | 66%▲ | 62%▲ | 38%▼ | 31%▼ | 45% | 38% | 32%▼ | 90%▲ | 42% | 65%▲ | 48% | | |
| · 2 Nee | 42% | 54%▲ | 31%▼ | 19%▼ | 7%▼ | 4%▼ | 44%▲ | 37%▼ | 26%▼ | 27%▼ | 26%▼ | 24%▼ | 47%▲ | 49%▲ | 38% | 50% | 57%▲ | 4%▼ | 54%▲ | 25%▼ | 39% | | |
| · 3 Weet niet | 13% | 15%▲ | 12% | 8%▼ | 6%▼ | 4%▼ | 12%▼ | 22%▲ | 6%▼ | 10% | 8%▼ | 14% | 15%▲ | 20%▲ | 18%▲ | 13% | 11% | 6% | 5%▼ | 10% | 13% | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 12. Heeft uw vestiging naar aanleiding van de RI&E een plan van aanpak gemaakt? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 78% | 73%▼ | 76% | 83%▲ | 89%▲ | 92%▲ | 76%▼ | 83%▲ | 86%▲ | 85%▲ | 83%▲ | 79% | 68%▼ | 74% | 90%▲ | 54%▼ | 73%▼ | 93% | 79% | 83% | 84%▲ | | |
| · 2 Nee | 18% | 26%▲ | 16% | 12%▼ | 6%▼ | 3%▼ | 19%▲ | 15% | 10%▼ | 9%▼ | 11%▼ | 18% | 27%▲ | 20% | 8%▼ | 45%▲ | 21% | 3% | 16% | 16% | 8%▼ | | |
| · 3 Weet niet | 5% | 2%▼ | 9%▲ | 5% | 5% | 5% | 5% | 2% | 4% | 6% | 5% | 3% | 5% | 6% | 2% | 1% | 6% | 4% | 5% | 2%▼ | 8% | | |
| N | 2.328 | 934 | 584 | 574 | 98 | 138 | 1.831 | 220 | 276 | 307 | 226 | 237 | 455 | 128 | 95 | 50 | 351 | 14 | 46 | 252 | 168 | | |
| 13. Zijn er in uw vestiging één of meer werknemers als preventiemedewerker aangewezen? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja, één werknemer | 22% | 14%▼ | 24%▲ | 40%▲ | 50%▲ | 47%▲ | 22% | 17%▼ | 25% | 32%▲ | 28%▲ | 24% | 22% | 20% | 18% | 20% | 17%▼ | 37% | 21% | 23% | 16%▼ | | |
| · 2 Ja, meerdere werknemers | 7% | 4%▼ | 7% | 12%▲ | 22%▲ | 32%▲ | 6%▼ | 9% | 16%▲ | 2%▼ | 10%▲ | 5% | 7% | 6% | 4% | 7% | 33%▲ | 13%▲ | 11%▲ | 11%▲ | | | |
| · 3 Nee, de werkgever vervult zelf de taken van de preventiemedewerker | 28% | 28% | 39%▲ | 24%▼ | 11%▼ | 8%▼ | 30%▲ | 28% | 18%▼ | 29% | 35%▲ | 33%▲ | 29% | 40%▲ | 36%▲ | 26% | 21%▼ | 8% | 13%▼ | 23%▼ | 32% | | |
| · 4 Nee, alleen op een andere vestiging/ de hoofdvestiging | 2% | 1%▼ | 2% | 5%▲ | 6%▲ | 4% | 2%▼ | 1% | 6%▲ | 1%▼ | 1% | 1% | 4%▲ | 0,3%▼ | 2% | 1% | 2% | 10%▲ | 3% | 3% | 2% | | |
| · 5 Nee, er is/zijn geen preventiemedewerkers aangesteld | 36% | 47%▲ | 25%▼ | 17%▼ | 8%▼ | 5%▼ | 37% | 36% | 30%▼ | 31%▼ | 18%▼ | 32% | 33%▼ | 29%▼ | 34% | 49%▲ | 50%▲ | 10%▼ | 50%▲ | 37% | 32% | | |
| · 6 Weet niet | 5% | 6%▲ | 3%▼ | 3%▼ | 4% | 4% | 4%▼ | 10%▲ | 4% | 7%▲ | 8%▲ | 4% | 5% | 4% | 3% | 1%▼ | 4% | 3% | 1% | 3% | 8%▲ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 14. Hoe heeft u de verplichting tot inschakeling van een bedrijfsarts of arbodienstverlener geregeld? [meerdere antwoorden mogelijk] | | | | | | | | | | | | | | | | | | | | | | | |
| · a. Ik heb dit geregeld in mijn contract met een externe arbodienst | 37% | 26%▼ | 43%▲ | 60%▲ | 78%▲ | 73%▲ | 38% | 28%▼ | 45%▲ | 34% | 53%▲ | 46%▲ | 36% | 26%▼ | 36% | 28%▼ | 38% | 68%▲ | 38% | 43%▲ | 28%▼ | | |
| · b. Ik heb dit geregeld via de interne arbodienst | 3% | 2%▼ | 3% | 3% | 5%▲ | 9%▲ | 2%▼ | 4%▲ | 5%▲ | 3% | 1% | 1% | 4%▲ | 0,2%▼ | 2% | 2% | 2% | 15%▲ | 5% | 4% | 2% | | |
| · c. Ik heb dit geregeld via mijn verzuimverzekeraar/ zorgverzekeraar | 22% | 21% | 29%▲ | 23% | 10%▼ | 3%▼ | 22% | 27%▲ | 16%▼ | 38%▲ | 23% | 18%▼ | 22% | 14%▼ | 26% | 23% | 18%▼ | 3% | 15% | 24% | 25% | | |
| · d. Ik heb dit geregeld via mijn assurantietussenpersoon/ arboadviseur | 10% | 12%▲ | 11% | 5%▼ | 3%▼ | 1%▼ | 11%▲ | 7%▼ | 5%▼ | 10% | 7%▼ | 9% | 13%▲ | 12% | 16%▲ | 9% | 6%▼ | 0% | 5% | 11% | 12% | | |
| · e. Ik huur zelf een bedrijfsarts in | 4% | 3%▼ | 4% | 5%▲ | 8%▲ | 16%▲ | 4%▼ | 3% | 8%▲ | 3% | 4% | 4% | 3%▼ | 3% | 5% | 9%▲ | 5% | 6% | 3% | 8%▲ | 2% | | |
| · f. Ik huur zelf een andere gecertificeerde arbodienstverlener in | 2% | 2% | 2% | 3% | 2% | 4% | 2% | 1%▼ | 3% | 1% | 2% | 1% | 2% | 2% | 3% | 3% | 4%▲ | 2% | 1% | 1% | 3% | | |
| · g. Ik heb hierover niets geregeld | 17% | 25%▲ | 8%▼ | 4%▼ | 1%▼ | 1%▼ | 18%▲ | 15% | 11%▼ | 10%▼ | 6%▼ | 10%▼ | 16% | 23%▲ | 17% | 22% | 26%▲ | 3% | 31%▲ | 11%▼ | 18% | | |
| · h. Andere regeling bedrijfsarts of arbodienstverlener | 3% | 3% | 4% | 3% | 2% | 2% | 3% | 3% | 5% | 2%▼ | 4% | 7%▲ | 5%▲ | 4% | 3% | 1% | 2%▼ | 8% | 8%▲ | 2% | 3% | | |
| · i. Weet niet [regeling bedrijfsarts of arbodienstverlener] | 9% | 12%▲ | 6%▼ | 4%▼ | 1%▼ | 1%▼ | 8%▼ | 16%▲ | 11% | 8% | 6% | 11% | 10% | 17%▲ | 10% | 8% | 7%▼ | 3% | 1%▼ | 3%▼ | 14%▲ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig |
| 15. Wie neemt meestal de verzuimbegeleiding van werknemers op zich? | | | | | | | | | | | | | | | | | | | | | |
| · 1 Leidinggevende | 70% | 77%▲ | 67%▽ | 54%▼ | 48%▼ | 62%▽ | 68%▼ | 74% | 83%▲ | 60%▼ | 63%▽ | 63%▽ | 67% | 83%▲ | 61%▼ | 69% | 74%△ | 78% | 80%▲ | 76%△ | 70% |
| · 2 Personeelsfunctionaris | 9% | 3%▼ | 10% | 22%▲ | 30%▲ | 23%▲ | 10% | 7% | 7% | 11% | 13%△ | 10% | 12%△ | 4%▼ | 10% | 10% | 8% | 10% | 6% | 3%▼ | 8% |
| · 3 Bedrijfsarts | 4% | 4% | 3% | 5% | 5% | 4% | 4%△ | 2%▽ | 2% | 3% | 5% | 3% | 4% | 3% | 2% | 1% | 4% | 5% | 7% | 4% | 6%△ |
| · 4 Arbodienstverlener | 14% | 14% | 18%△ | 12% | 9% | 3%▼ | 15%△ | 15% | 3%▼ | 22%▲ | 13% | 21%▲ | 13% | 8%▽ | 24%▲ | 16% | 11%▽ | 0% | 3%▼ | 13% | 15% |
| · 5 Casemanager | 3% | 2%▽ | 3% | 7%▲ | 8%▲ | 8%▲ | 3% | 2% | 5%△ | 4% | 6%△ | 2% | 4% | 2% | 3% | 4% | 3% | 7% | 4% | 4% | 1%▽ |
| N | 4.206 | 2.327 | 915 | 718 | 103 | 142 | 3.450 | 409 | 347 | 392 | 304 | 312 | 1.001 | 369 | 157 | 121 | 879 | 15 | 85 | 295 | 276 |
| 16a. Advisering over uw RI&E | | | | | | | | | | | | | | | | | | | | | |
| · % Tevreden of helemaal tevreden | 59% | 53%▼ | 62% | 64%△ | 66% | 72%▲ | 56%▼ | 78%▲ | 69%▲ | 72%▲ | 63% | 62% | 55%▽ | 64% | 57% | 38%▼ | 46%▼ | 69% | 71% | 66% | 66% |
| N | 2.081 | 887 | 507 | 504 | 74 | 108 | 1.717 | 203 | 161 | 291 | 186 | 187 | 478 | 141 | 77 | 44 | 350 | 10 | 45 | 123 | 148 |
| 16b. Toetsing van uw RI&E | | | | | | | | | | | | | | | | | | | | | |
| · % Tevreden of helemaal tevreden | 56% | 48%▼ | 59% | 61%△ | 64% | 71%▲ | 53%▼ | 70%▲ | 68%▲ | 66%▲ | 61% | 60% | 52% | 55% | 45%▼ | 37%▼ | 47%▼ | 65% | 66% | 63% | 59% |
| N | 2.006 | 847 | 483 | 493 | 75 | 107 | 1.656 | 189 | 160 | 292 | 177 | 180 | 454 | 126 | 77 | 44 | 330 | 9 | 40 | 129 | 148 |
| 16c. Begeleiding van zieke werknemers bij terugkeer naar werk | | | | | | | | | | | | | | | | | | | | | |
| · % Tevreden of helemaal tevreden | 65% | 60%▽ | 66% | 69%△ | 75%▲ | 77%▲ | 64%▽ | 73%△ | 67% | 71%△ | 67% | 58%▽ | 68% | 60% | 68% | 51%▼ | 61%▽ | 77% | 78%▲ | 63% | 70% |
| N | 2.431 | 983 | 596 | 607 | 104 | 140 | 2.000 | 217 | 215 | 269 | 236 | 184 | 579 | 150 | 95 | 71 | 438 | 13 | 57 | 187 | 152 |
| 16d. Uitvoeren van PAGO | | | | | | | | | | | | | | | | | | | | | |
| · % Tevreden of helemaal tevreden | 59% | 57% | 62% | 58% | 65% | 68% | 58%▽ | 74%▲ | 57% | 73%▲ | 56% | 77%▲ | 61% | 46%▼ | 60% | 36%▼ | 45%▼ | 68% | 64% | 51% | 57% |
| N | 1.394 | 562 | 340 | 355 | 56 | 82 | 1.159 | 144 | 91 | 193 | 129 | 178 | 304 | 98 | 58 | 30 | 231 | 8 | 28 | 55 | 83 |
| 16e. Uitvoeren van aanstellingskeuring(en) | | | | | | | | | | | | | | | | | | | | | |
| · % Tevreden of helemaal tevreden | 55% | 53% | 60% | 52% | 61% | 66% | 53%▼ | 70%▲ | 50% | 69%▲ | 56% | 62% | 58% | 38%▼ | 64% | 23%▼ | 43%▼ | 72% | 65% | 57% | 56% |
| N | 1.037 | 488 | 239 | 237 | 31 | 42 | 880 | 110 | 47 | 128 | 83 | 113 | 232 | 92 | 60 | 25 | 173 | 5 | 20 | 49 | 57 |
| 17. Bestaat er in uw sector een brancheorganisatie? | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 61% | 56%▼ | 67%△ | 67%△ | 69% | 71%▲ | 62%△ | 56%▽ | 59% | 71%▲ | 75%▲ | 68%△ | 63% | 67%△ | 69%△ | 34%▼ | 46%▼ | 48% | 46%▼ | 72%▲ | 55%▽ |
| · 2 Nee | 22% | 23%△ | 19%▽ | 20% | 21% | 14%▽ | 22% | 23% | 18% | 11%▼ | 12%▼ | 15%▽ | 16%▽ | 16%▽ | 17% | 53%▲ | 36%▲ | 29% | 34%▲ | 14%▼ | 29%△ |
| · 3 Weet niet | 18% | 21%△ | 14%▽ | 13%▽ | 11%▽ | 14% | 17%▽ | 21%△ | 22%△ | 18% | 14%▽ | 17% | 21%△ | 17% | 15% | 13% | 18% | 23% | 20% | 14% | 16% |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 |
| 18. Is deze brancheorganisatie actief op het gebied van arbo? | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 29% | 23%▼ | 39%▲ | 36%△ | 37% | 43%▲ | 30% | 30% | 26% | 50%▲ | 41%▲ | 42%▲ | 29% | 31% | 27% | 6%▼ | 15%▼ | 32% | 12%▼ | 28% | 35%△ |
| · 2 Nee | 30% | 31%△ | 26%▽ | 29% | 30% | 23% | 30% | 29% | 31% | 14%▼ | 18%▼ | 18%▼ | 24%▽ | 21%▽ | 31% | 72%▲ | 46%▲ | 38% | 47%▲ | 31% | 31% |
| · 3 Weet niet | 41% | 45%▲ | 35%▽ | 35%▽ | 33% | 35% | 41% | 40% | 43% | 36%▽ | 41% | 41% | 47%△ | 47%△ | 42% | 22%▼ | 39% | 30% | 41% | 42% | 35%▽ |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 |
| 19. Van welke diensten van uw brancheorganisatie maakt u gebruik? [meerdere antwoorden mogelijk] | | | | | | | | | | | | | | | | | | | | | |
| · a. Branche-RI&E | 25% | 20%▼ | 23% | 36%▲ | 39%▲ | 30% | 23%▽ | 33%▲ | 28% | 23% | 38%▲ | 24% | 24% | 11%▼ | 23% | 2% | 18%▽ | 28% | 24% | 42%▲ | 28% |
| · b. Verzuim melding via brancheloket | 8% | 8% | 11% | 9% | 7% | 3% | 9%△ | 6% | 2%▼ | 12%△ | 7% | 9% | 11%△ | 8% | 5% | 0% | 3%▼ | 4% | 5% | 1%▼ | 12% |
| · c. Collectief contract met verzekeraar | 20% | 19% | 22% | 20% | 18% | 18% | 21%△ | 14% | 13% | 22% | 17% | 20% | 26%▲ | 12%▼ | 9%▼ | 31% | 11%▼ | 24% | 24% | 24% | 21% |
| · d. Collectief contract met arbodienst | 17% | 17% | 18% | 18% | 11% | 9% | 17% | 18% | 15% | 16% | 17% | 14% | 22%▲ | 2%▼ | 5%▼ | 6% | 17% | 6% | 22% | 29%▲ | 19% |
| · e. Cursusaanbod over arbo en verzuim | 13% | 9%▼ | 13% | 19%▲ | 15% | 25%▲ | 11%▼ | 22%▲ | 15% | 14% | 8% | 11% | 13% | 10% | 19% | 6% | 13% | 36% | 34%▲ | 10% | 19%▲ |
| · f. Informatie en advies over arbo, verzuim en/of re-integratie | 34% | 29%▼ | 38% | 38% | 45% | 53%▲ | 34% | 35% | 39% | 40%△ | 35% | 33% | 31% | 24%▼ | 37% | 6% | 32% | 54% | 50% | 38% | 44%▲ |
| · g. Geen van deze diensten van brancheorganisatie gebruikt | 27% | 35%▲ | 22%▽ | 19%▼ | 16% | 16%▼ | 28%△ | 27% | 15%▼ | 18%▼ | 21% | 34%△ | 25% | 49%▲ | 26% | 48% | 37%▲ | 4% | 7% | 22% | 18%▼ |
| · h. Andere dienst van brancheorganisatie gebruikt | 3% | 3% | 2% | 3% | 2% | 5% | 3% | 3% | 4% | 1% | 7%▲ | 1% | 2% | 2% | 4% | 10% | 5% | 4% | 6% | 2% | 5% |
| · j. Weet niet van welke dienst van brancheorganisatie gebruik is gemaakt | 9% | 9% | 11% | 7% | 10% | 7% | 8%▽ | 5% | 23%▲ | 16%▲ | 4%▽ | 8% | 8% | 8% | 10% | 4% | 5%▽ | 18% | 12% | 3%▼ | 13% |
| N | 1.496 | 710 | 397 | 284 | 42 | 64 | 1.227 | 163 | 107 | 241 | 141 | 158 | 349 | 130 | 58 | 9 | 166 | 5 | 13 | 106 | 120 |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 20. Hoe beoordeelt u de rol van de brancheorganisatie bij het ondersteunen van uw vestiging rondom arbobeleid? [1 = slecht - 4 = goed] | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Slecht | 2% | 2% | 1% | 1% | 0% | 2% | 2% | 1% | 0,3% | 5%▲ | 2% | 0,2% | 1% | 0,2% | 0% | 0% | 0% | 0% | 0% | 0,4% | 1% | |
| · 2 Matig | 7% | 8% | 3%▽ | 7% | 8% | 14%▲ | 7% | 7% | 7% | 3%▽ | 4% | 8% | 6% | 5% | 7% | 4% | 7% | 3% | 14% | 29%▲ | 2% | |
| · 3 Voldoende | 57% | 54% | 58% | 62% | 60% | 57% | 56% | 63% | 62% | 60% | 55% | 73%▲ | 47%▼ | 73%▲ | 79%▲ | 86% | 64% | 59% | 58% | 38%▼ | 48% | |
| · 4 Goed | 35% | 35% | 38% | 30% | 32% | 27% | 36% | 29% | 31% | 32% | 39% | 19%▼ | 46%▲ | 22%▼ | 14%▼ | 9% | 28% | 38% | 28% | 32% | 49%▲ | |
| - Gemiddelde | 3,3 | 3,2 | 3,3△ | 3,2 | 3,2 | 3,1 | 3,3 | 3,2 | 3,2 | 3,2 | 3,3 | 3,1▼ | 3,4▲ | 3,2 | 3,1 | 3,1 | 3,2 | 3,4 | 3,2 | 3,0▼ | 3,4▲ | |
| N | 1.065 | 489 | 278 | 220 | 29 | 48 | 875 | 119 | 71 | 188 | 112 | 94 | 267 | 86 | 39 | 5 | 99 | 3 | 10 | 71 | 90 | |
| 21. Is er in uw branche een arbocatalogus opgesteld? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 20% | 15%▼ | 25%△ | 29%▲ | 31%▲ | 44%▲ | 19%▽ | 21% | 27%△ | 36%▲ | 27%△ | 29%▲ | 17%▽ | 17% | 14%▽ | 4%▼ | 11%▼ | 52%▲ | 12%▼ | 22% | 30%▲ | |
| · 2 Nee | 29% | 30%△ | 28% | 26% | 25% | 17%▼ | 28% | 31% | 29% | 13%▼ | 19%▼ | 15%▼ | 28% | 25% | 22%▽ | 61%▲ | 41%▲ | 13% | 35% | 34%△ | 27% | |
| · 3 Weet niet | 52% | 56%△ | 47%▽ | 45%▽ | 44% | 39%▼ | 53%△ | 48% | 44%▽ | 51% | 54% | 57%△ | 55%△ | 58%△ | 64%▲ | 36%▼ | 49%▽ | 35% | 53% | 44%▽ | 42%▽ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 22. Wordt deze arbocatalogus door uw vestiging gebruikt? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 70% | 66%▽ | 79%▲ | 69% | 68% | 75% | 70% | 79%▲ | 64% | 75% | 60%▼ | 56%▼ | 75% | 77% | 73% | 68% | 67% | 73% | 74% | 72% | 74% | |
| · 2 Nee | 22% | 26%△ | 18% | 20% | 27% | 15% | 23% | 16% | 24% | 16%▽ | 28% | 32%▲ | 23% | 23% | 20% | 22% | 22% | 15% | 16% | 20% | 19% | |
| · 3 Weet niet | 8% | 9% | 2%▼ | 12%△ | 6% | 10% | 8% | 5% | 12% | 9% | 12% | 12% | 2%▼ | 1%▼ | 7% | 11% | 11% | 12% | 11% | 8% | 8% | |
| N | 1.017 | 440 | 254 | 223 | 35 | 66 | 796 | 113 | 109 | 176 | 93 | 109 | 206 | 70 | 28 | 5 | 120 | 8 | 13 | 83 | 106 | |
| 23a. Brancheafspraken in CAO's of arbocatalogi leiden tot veranderingen die werknemers echt merken | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Oneens of helemaal oneens | 10% | 8%▽ | 13%△ | 12% | 15% | 15%△ | 10% | 12%△ | 8% | 12% | 12% | 7% | 11% | 8% | 9% | 11% | 9% | 12% | 18%▲ | 9% | 8% | |
| · 2 Neutraal | 60% | 62%△ | 58% | 58% | 57% | 53% | 61%△ | 58% | 55%▽ | 56% | 57% | 66%△ | 60% | 47%▼ | 72%▲ | 65% | 68%△ | 46% | 58% | 60% | 51%▼ | |
| · 3 Eens of helemaal eens | 30% | 30% | 29% | 30% | 28% | 32% | 29%▽ | 30% | 37%△ | 32% | 32% | 27% | 29% | 45%▲ | 20%▼ | 24% | 23%▽ | 42% | 24% | 31% | 41%▲ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 23b. Werkgevers kunnen zelf het ziekteverzuim beperken | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Oneens of helemaal oneens | 4% | 3%▽ | 6%△ | 6%△ | 3% | 2% | 4% | 5% | 2%▽ | 5% | 5% | 8%▲ | 4% | 9%▲ | 6% | 1% | 2%▽ | 3% | 2% | 2% | 2%▽ | |
| · 2 Neutraal | 22% | 25%△ | 20%▽ | 17%▽ | 15% | 11%▼ | 22% | 27%△ | 14%▼ | 30%▲ | 21% | 32%▲ | 22% | 27%△ | 26% | 9%▼ | 19%▽ | 12% | 15% | 13%▼ | 22% | |
| · 3 Eens of helemaal eens | 74% | 72%▽ | 74% | 77%△ | 82% | 87%▲ | 73% | 68%▽ | 85%▲ | 65%▼ | 74% | 60%▼ | 74% | 64%▼ | 69% | 90%▲ | 79%△ | 85% | 83%▲ | 84%▲ | 76% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 23c. In onze vestiging vindt overleg plaats met werknemers over arbeids- en rusttijden | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Oneens of helemaal oneens | 8% | 8% | 6%▽ | 8% | 11% | 8% | 8% | 9% | 6% | 9% | 10% | 3%▽ | 8% | 5%▽ | 7% | 12% | 9% | 9% | 13% | 9% | 6% | |
| · 2 Neutraal | 24% | 28%▲ | 18%▽ | 18%▽ | 21% | 18% | 24%△ | 23% | 17%▽ | 23% | 21% | 38%▲ | 24% | 22% | 22% | 37%▲ | 25% | 20% | 19% | 14%▼ | 17%▽ | |
| · 3 Eens of helemaal eens | 69% | 65%▼ | 75%△ | 74%△ | 69% | 74% | 68% | 67% | 77%△ | 68% | 69% | 59%▼ | 68% | 73% | 71% | 51%▼ | 67% | 72% | 69% | 77%▲ | 77%▲ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 23d. In onze vestiging vindt overleg plaats met werknemers over arbo en verzuim | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Oneens of helemaal oneens | 10% | 11%△ | 10% | 7%▽ | 5% | 4%▼ | 10% | 10% | 8% | 12%△ | 11% | 4%▼ | 8%▽ | 5%▽ | 11% | 20%▲ | 11%△ | 3% | 11% | 10% | 12% | |
| · 2 Neutraal | 32% | 39%▲ | 25%▽ | 20%▼ | 18%▼ | 11%▼ | 33%△ | 37%△ | 17%▼ | 29% | 23%▼ | 37%△ | 35%△ | 42%▲ | 30% | 31% | 35%△ | 6%▼ | 23%▽ | 23%▼ | 24%▽ | |
| · 3 Eens of helemaal eens | 58% | 50%▼ | 65%△ | 73%▲ | 77%▲ | 86%▲ | 57%▽ | 53%▽ | 75%▲ | 59% | 66%△ | 59% | 57% | 52%▽ | 59% | 49%▽ | 53%▽ | 91%▲ | 66% | 67%△ | 64%△ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |

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| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | | |
| 23e. In onze vestiging wordt een medewerker met een ongezonde leefstijl en werkstijl daarop aangesproken | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Oneens of helemaal oneens | 14% | 12%▼ | 15% | 18%△ | 22%▲ | 19% | 13%▼ | 15% | 21%▲ | 11%▼ | 17% | 8%▼ | 14% | 8%▼ | 13% | 24%▲ | 18%△ | 18% | 28%▲ | 17% | 9%▼ | | |
| · 2 Neutraal | 38% | 43%▲ | 31%▼ | 28%▼ | 31% | 37% | 37%▼ | 42%△ | 41% | 35% | 34% | 44%△ | 38% | 41% | 48%▲ | 38% | 39% | 41% | 31% | 30%▼ | 38% | | |
| · 3 Eens of helemaal eens | 48% | 45%▼ | 54%△ | 54%△ | 47% | 44% | 49%△ | 43%▼ | 39%▼ | 54%△ | 49% | 48% | 48% | 51% | 39%▼ | 39%▼ | 43%▼ | 41% | 41% | 53%△ | 53%△ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 23f. In onze vestiging treffen we maatregelen zodat werknemers langer kunnen doorwerken | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Oneens of helemaal oneens | 13% | 13% | 14% | 15% | 15% | 13% | 13% | 15% | 12% | 13% | 13% | 8%▼ | 15% | 8%▼ | 9% | 24%▲ | 12% | 15% | 17% | 19%△ | 15% | | |
| · 2 Neutraal | 47% | 52%▲ | 41%▼ | 39%▼ | 38% | 35%▼ | 47% | 43% | 46% | 37%▼ | 45% | 57%▲ | 49% | 46% | 49% | 47% | 50%△ | 30% | 40% | 44% | 40%▼ | | |
| · 3 Eens of helemaal eens | 40% | 36%▼ | 45%△ | 46%△ | 47% | 52%▲ | 39% | 43% | 41% | 50%▲ | 42% | 35%▼ | 36%▼ | 47%△ | 43% | 30%▼ | 38% | 55% | 43% | 38% | 45%△ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 24. Stelt uw verzekeraar uw vestiging (extra) premiekorting in het vooruitzicht bij het aantoonbaar verbeteren van arbeidsomstandigheden en verzuim? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja, onze zorgverzekeraar doet dat | 3% | 3% | 4% | 4% | 1% | 3% | 4% | 4% | 1%▼ | 7%▲ | 4% | 5%△ | 5%△ | 1%▼ | 2% | 1% | 1%▼ | 1% | 1% | 1%▼ | 5% | | |
| · 2 Ja, onze verzuimverzekeraar doet dat | 3% | 2%▼ | 4%△ | 4%△ | 3% | 3% | 3% | 3% | 4% | 5%△ | 5%△ | 4% | 2% | 2% | 5% | 2%▼ | 1% | 2% | 2% | 2% | 4% | | |
| · 3 Ja, onze zorgverzekeraar en verzuimverzekeraar doen dat | 2% | 2% | 2% | 2% | 1% | 1% | 2%△ | 1% | 0,4% | 1% | 2% | 1% | 1% | 1% | 3% | 3%△ | 0% | 0% | 0,1%▼ | 3% | | | |
| · 4 Nee | 46% | 47% | 44% | 45% | 54% | 51% | 48%△ | 36%▼ | 48% | 40%▼ | 45% | 49% | 44% | 43% | 50% | 63%▲ | 49% | 54% | 46% | 56%▲ | 38%▼ | | |
| · 5 Weet niet | 46% | 46% | 46% | 45% | 41% | 43% | 45%▼ | 56%▲ | 47% | 47% | 44% | 41%▼ | 47% | 54%△ | 45% | 28%▼ | 46% | 44% | 51% | 42% | 51% | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| MODULE 3. ARBEIDSVERHOUDINGEN EN ARBEIDSVOORWAARDEN | | | | | | | | | | | | | | | | | | | | | | | |
| 25. Is er in uw vestiging een ondernemingsraad of personeelsvertegenwoordiging? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja, een OR of MR | 8% | 2%▼ | 4%▼ | 14%▲ | 50%▲ | 78%▲ | 5%▼ | 6% | 38%▲ | 1%▼ | 14%▲ | 3%▼ | 8% | 2%▼ | 11% | 6% | 5%▼ | 84%▲ | 31%▲ | 18%▲ | 7% | | |
| · 2 Ja, een PVT | 3% | 1%▼ | 2% | 9%▲ | 13%▲ | 5% | 3% | 3% | 4% | 4%△ | 4% | 3% | 2% | 1%▼ | 3% | 1% | 3% | 5% | 2% | 2% | 2% | | |
| · 2,5 Ja, (2x per jaar) een PVG | 2% | 1%▼ | 5%△ | 5%△ | 5% | 2% | 2% | 3% | 3% | 5%△ | 4% | 2% | 3% | 2% | 6%▲ | 1% | 1%▼ | 1% | 1% | 2% | 2% | | |
| · 3 Nee | 85% | 94%▲ | 88%△ | 71%▼ | 31%▼ | 15%▼ | 89%▲ | 81%▼ | 55%▼ | 88% | 78%▼ | 91%△ | 85% | 90%△ | 81%▼ | 92%▲ | 88%△ | 10%▼ | 65%▼ | 76%▼ | 88% | | |
| · 4 Weet niet | 2% | 3%△ | 1%▼ | 1% | 1% | 1% | 2%▼ | 8%▲ | 1% | 3% | 0,2%▼ | 1% | 2% | 6%▲ | 1% | 0,1% | 3%△ | 1% | 0,4% | 1% | 1% | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 26. Hoe tevreden of ontevreden bent u over het functioneren van de OR, MR, PVT, en/of PVG? [1 = zeer ontevreden - 10 = zeer tevreden] [Range: 1-10] | | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 6,4 | 5,5▼ | 6,5 | 6,7▲ | 6,5 | 6,6 | 6,4 | 6,6 | 6,5 | 6,8 | 6,5 | 6,8 | 6,2▼ | 6,9 | 6,6 | 6,9 | 6,0▼ | 6,5 | 6,6 | 6,5 | 6,4 | | |
| N | 638 | 102 | 114 | 219 | 76 | 127 | 400 | 60 | 179 | 48 | 74 | 31 | 151 | 18 | 39 | 10 | 92 | 14 | 38 | 87 | 37 | | |
| 27. Is uw vestiging lid van een werkgeversvereniging (ook wel: branchevereniging)? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 35% | 27%▼ | 42%△ | 50%▲ | 61%▲ | 64%▲ | 35% | 34% | 41%△ | 38% | 56%▲ | 46%▲ | 39%△ | 40%△ | 35% | 13%▼ | 16%▼ | 49% | 28% | 47%▲ | 38% | | |
| · 2 Nee | 57% | 67%▲ | 48%▼ | 40%▼ | 31%▼ | 24%▼ | 58%△ | 56% | 45%▼ | 49%▼ | 39%▼ | 50%▼ | 51%▼ | 55% | 54% | 85%▲ | 77%▲ | 34% | 67%△ | 44%▼ | 57% | | |
| · 3 Weet niet | 8% | 6%▼ | 10%△ | 11%△ | 8% | 12% | 7%▼ | 10% | 14%▲ | 13%▲ | 5% | 4%▼ | 10%△ | 6% | 12%△ | 2%▼ | 7% | 17% | 6% | 9% | 4%▼ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 28. Hoe tevredenheid of ontevreden bent u met de behartiging van uw belangen door de werkgeversorganisatie? [1 = zeer ontevreden - 10 = zeer tevreden] [Range: 1-10] | | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 6,7 | 6,7 | 6,6 | 6,8 | 6,6 | 6,7 | 6,7 | 6,8 | 6,8 | 7,0▲ | 6,8 | 6,8 | 6,5▼ | 6,4▼ | 6,7 | 6,4 | 6,7 | 6,7 | 6,7 | 6,7 | 6,7 | 7,4▲ | |
| N | 1.793 | 814 | 426 | 389 | 68 | 97 | 1.441 | 185 | 168 | 185 | 192 | 175 | 461 | 164 | 73 | 17 | 174 | 8 | 30 | 181 | 133 | | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | | |
|---|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|-------|--------|--------|------------------------|--------------------------|----------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Vervolgende instellingen | Financiële dienstverlening | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 29. Valt uw vestiging onder een CAO? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja, vestiging valt onder ondernemings-CAO | 9% | 8%▼ | 12%△ | 9% | 9% | 14%△ | 9% | 10% | 5%▼ | 13%△ | 11% | 11% | 12%△ | 16%▲ | 14%△ | 2%▼ | 3%▼ | 8% | 3%▼ | 4%▼ | 9% | | |
| · 2 Ja, vestiging valt onder bedrijfstak-CAO | 37% | 30%▼ | 42%△ | 51%▲ | 53%▲ | 52%▲ | 38%△ | 30%▼ | 32%▼ | 47%▲ | 62%▲ | 57%▲ | 47%▲ | 49%▲ | 45%△ | 4%▼ | 14%▼ | 8%▼ | 16%▼ | 26%▼ | 26%▼ | | |
| · 3 Ja, vestiging valt onder arbeidsvoorwaardenregeling voor overheidspersoneel | 1% | 0%▼ | 1% | 2%△ | 5%▲ | 8%▲ | 0%▼ | 0,4% | 9%▲ | 2%△ | 0,4% | 0,1% | 0%▼ | 0% | 0,2% | 0,1% | 0,1%▼ | 73%▲ | 9%▲ | 0,2% | 2%△ | | |
| · 4 Ja, vestiging valt onder andere CAO-vorm | 6% | 5% | 6% | 6% | 5% | 7% | 4%▼ | 5% | 18%▲ | 7% | 5% | 5% | 5% | 8% | 4% | 8% | 2%▼ | 6% | 10% | 11%▲ | 9%△ | | |
| · 5 Nee, vestiging valt niet onder een CAO, maar volgt een bepaalde CAO wel geheel | 2% | 1%▼ | 3%△ | 3%△ | 1% | 1% | 2%▼ | 4%△ | 1% | 2% | 1% | 0,3%▼ | 2% | 3%△ | 1% | 0,3% | 2% | 0% | 0,2% | 4%△ | 1% | | |
| · 6 Nee, vestiging valt niet onder een CAO, maar volgt een bepaalde CAO wel gedeeltelijk | 5% | 5% | 5% | 5% | 4% | 3% | 5% | 3%▼ | 9%▲ | 2%▼ | 4% | 4% | 4% | 1%▼ | 3% | 4% | 7%△ | 0% | 1% | 13%▲ | 3% | | |
| · 7 Nee, vestiging valt niet onder een CAO | 32% | 38%▲ | 27%▼ | 22%▼ | 22%▼ | 15%▼ | 34%△ | 31% | 21%▼ | 16%▼ | 15%▼ | 9%▼ | 20%▼ | 13%▼ | 23%▼ | 80%▲ | 64%▲ | 3%▼ | 57%▲ | 41%△ | 35% | | |
| · 8 Weet niet | 9% | 13%▲ | 4%▼ | 3%▼ | 1%▼ | 1%▼ | 8%▼ | 17%▲ | 5%▼ | 11% | 2%▼ | 15%▲ | 10% | 11% | 9% | 2%▼ | 8% | 2% | 4% | 2%▼ | 15%▲ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 30. Hoe tevreden of ontevreden bent u met de CAO of arbeidsvoorwaardenregeling? [1 = zeer ontevreden - 10 = zeer tevreden] [Range: 1–10] | | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 6,6 | 6,7 | 6,6 | 6,5▼ | 6,5 | 6,7 | 6,5▼ | 6,9▲ | 6,9▲ | 6,7 | 6,7 | 6,3▼ | 6,4▼ | 6,8 | 6,4 | 6,0 | 6,4 | 6,8 | 6,5 | 7,0▲ | 7,1▲ | | |
| N | 1.444 | 574 | 352 | 354 | 64 | 100 | 1.123 | 110 | 211 | 142 | 141 | 121 | 393 | 123 | 45 | 16 | 154 | 12 | 30 | 147 | 121 | | |
| 30a. Hoe tevreden of ontevreden bent u met de CAO of arbeidsvoorwaardenregeling? [Wel/geen rapportcijfer] | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Wel rapportcijfer | 48% | 38%▼ | 50% | 60%▲ | 75%▲ | 79%▲ | 46%▼ | 40%▼ | 70%▲ | 40%▼ | 49% | 42%▼ | 47% | 39%▼ | 31%▼ | 67% | 51% | 76%▲ | 71%▲ | 66%▲ | 69%▲ | | |
| · 2 Geen mening | 38% | 44%▲ | 35%▼ | 33%▼ | 21%▼ | 17%▼ | 39%△ | 49%▲ | 19%▼ | 42% | 38% | 44%△ | 39% | 46%△ | 58%▲ | 31% | 32%▼ | 19% | 15%▼ | 18%▼ | 27%▼ | | |
| · 3 Onvoldoende bekend met CAO | 14% | 18%▲ | 16% | 7%▼ | 4%▼ | 4%▼ | 15% | 12% | 11% | 18%△ | 13% | 14% | 14% | 15% | 11% | 2% | 17% | 5% | 14% | 15% | 4%▼ | | |
| N | 3.005 | 1.499 | 704 | 589 | 86 | 126 | 2.422 | 279 | 303 | 353 | 286 | 292 | 838 | 314 | 143 | 24 | 302 | 15 | 43 | 221 | 175 | | |
| 31. Heeft u de afgelopen 12 maanden gebruik gemaakt van gelden van een O&O fonds? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Nee, er bestaat geen O&O-fonds in onze bedrijfstak | 21% | 22% | 20% | 20% | 24% | 19% | 20%▼ | 28%△ | 21% | 17%▼ | 16%▼ | 13%▼ | 13%▼ | 27%△ | 13%▼ | 34%▲ | 28%▲ | 21% | 32%▲ | 31%▲ | 24% | | |
| · 2 Nee, ik heb er nog nooit van gehoord | 55% | 60%▲ | 54% | 43%▼ | 33%▼ | 31%▼ | 54%▼ | 56% | 62%△ | 63%△ | 35%▼ | 31%▼ | 61%△ | 60%△ | 50% | 62% | 57% | 21%▼ | 47% | 60%△ | 50% | | |
| · 3 Er bestaat wel een O&O-fonds maar ik heb er geen gebruik van gemaakt | 15% | 13%▼ | 16% | 16% | 15% | 17% | 16%△ | 9%▼ | 9%▼ | 12%▼ | 26%▲ | 35%▲ | 15% | 8%▼ | 14% | 4%▼ | 10%▼ | 25% | 16% | 6%▼ | 18% | | |
| · 4 Ja, ik heb gebruik gemaakt van een O&O-fonds | 10% | 5%▼ | 10% | 21%▲ | 28%▲ | 33%▲ | 10%△ | 7%▼ | 9% | 9% | 23%▲ | 21%▲ | 10% | 5%▼ | 23%▲ | 1%▼ | 5%▼ | 33%▲ | 6% | 4%▼ | 9% | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 32. Vinden binnen uw vestiging overlegbijeenkomsten plaats tussen leidinggevenden en de werknemers waarvoor zij verantwoordelijk zijn? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Nee, nooit | 22% | 30%▲ | 14%▼ | 9%▼ | 3%▼ | 2%▼ | 23%△ | 24% | 11%▼ | 26%△ | 16%▼ | 30%▲ | 23% | 23% | 18% | 18% | 22% | 4% | 24% | 13%▼ | 22% | | |
| · 2 Ja, elke dag | 19% | 21%△ | 21% | 13%▼ | 9%▼ | 11%▼ | 20% | 24%△ | 11%▼ | 31%▲ | 23% | 25%△ | 17% | 17% | 30%▲ | 12%▼ | 19% | 9% | 18% | 13%▼ | 9%▼ | | |
| · 3 Ja, minstens eens per week | 17% | 15%▼ | 20%△ | 20%△ | 20% | 21% | 18%△ | 12%▼ | 14% | 20% | 17% | 19% | 12%▼ | 16% | 11%▼ | 19% | 23%▲ | 27% | 15% | 13%▼ | 13%▼ | | |
| · 4 Ja, minstens eens per maand | 26% | 21%▼ | 28% | 36%▲ | 48%▲ | 49%▲ | 23%▼ | 29% | 49%▲ | 20%▼ | 26% | 17%▼ | 24%▼ | 30% | 19%▼ | 33% | 23%▼ | 44% | 34% | 40%▲ | 37%▲ | | |
| · 5 Ja, minstens eens per jaar | 16% | 14%▼ | 18% | 23%▲ | 20% | 16% | 17%△ | 12%▼ | 14% | 3%▼ | 18% | 10%▼ | 23%▲ | 15% | 22%△ | 19% | 13%▼ | 17% | 9%▼ | 21%△ | 20% | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 33a. 'Mobiliteitsregeling woon-werk' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 21% | 17%▼ | 21% | 29%▲ | 38%▲ | 49%▲ | 19%▼ | 19% | 38%▲ | 14%▼ | 18% | 10%▼ | 20% | 12%▼ | 21% | 25% | 25%△ | 72%▲ | 27% | 28%△ | 31%▲ | | |
| · 2 Nee | 71% | 74%△ | 74% | 66%▼ | 58%▼ | 48%▼ | 74%▲ | 69% | 52%▼ | 75% | 76%△ | 78%△ | 74% | 75% | 73% | 75% | 70% | 26%▼ | 63%▼ | 65%▼ | 58%▼ | | |
| · 3 Weet niet | 8% | 10%△ | 6%▼ | 6%▼ | 5% | 3%▼ | 7%▼ | 13%△ | 10% | 11%△ | 6% | 12%△ | 7% | 13%△ | 6% | 0,1%▼ | 6%▼ | 3% | 10% | 7% | 11% | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |

WEA METING 2014

| | VESTIGINGSGROORTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|------------------------|----------------------------|---------------------------|----------|-----------|------|--------|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Vervoer & instellingen | Financiële dienstverlening | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig |
| 33b. 'Regelingen om werknemers financieel te ontzorgen' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 11% | 8%▼ | 15%△ | 18%▲ | 16% | 24%▲ | 11%▽ | 12% | 15%△ | 16%△ | 17%▲ | 11% | 12% | 4%▼ | 12% | 13% | 10% | 34%▲ | 12% | 9% | 9% | |
| · 2 Nee | 81% | 83%△ | 78%▽ | 77%▽ | 77% | 72%▼ | 83%▲ | 72%▼ | 71%▼ | 74%▽ | 76%▽ | 79% | 82% | 80% | 79% | 87% | 84%△ | 56%▼ | 71%▼ | 84% | 79% | |
| · 3 Weet niet | 8% | 10%△ | 7% | 6%▽ | 7% | 5% | 7%▼ | 16%▲ | 14%▲ | 10% | 7% | 10% | 6%▽ | 15%▲ | 9% | 1%▼ | 6%▽ | 10% | 16%▲ | 7% | 12%△ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 33c. 'Ruimte voor zorgtaken' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 26% | 19%▼ | 28%△ | 37%▲ | 50%▲ | 67%▲ | 23%▼ | 22%▽ | 61%▲ | 24% | 27% | 18%▽ | 21%▽ | 15%▼ | 27% | 14%▼ | 29%△ | 79%▲ | 36%▲ | 55%▲ | 22% | |
| · 2 Nee | 61% | 66%▲ | 59% | 51%▼ | 40%▼ | 28%▼ | 64%▲ | 60% | 27%▼ | 51%▼ | 59% | 66%△ | 68%△ | 64% | 59% | 78%▲ | 61% | 10%▼ | 51%▼ | 39%▼ | 62% | |
| · 3 Weet niet | 14% | 15%△ | 13% | 12% | 10% | 6%▼ | 13%▽ | 19%△ | 13% | 25%▲ | 15% | 16% | 12%▽ | 22%▲ | 14% | 9% | 10%▽ | 11% | 13% | 7%▼ | 16% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 33d. 'Mogelijkheden om zelf arbeidsvoorwaarden samen te stellen' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 20% | 19% | 20% | 21% | 18% | 29%▲ | 19%▽ | 19% | 28%▲ | 19% | 21% | 15%▽ | 17%▽ | 17% | 15% | 19% | 23%△ | 49%▲ | 28%▲ | 33%▲ | 12%▼ | |
| · 2 Nee | 69% | 68%▽ | 70% | 72%△ | 77% | 67% | 71%▲ | 63%▽ | 58%▼ | 63%▽ | 71% | 73% | 74%△ | 60%▼ | 76%△ | 80%▲ | 70% | 37%▼ | 61%▽ | 58%▼ | 74%△ | |
| · 3 Weet niet | 11% | 13%△ | 10% | 7%▽ | 5%▽ | 3%▼ | 10%▼ | 19%▲ | 14%△ | 18%▲ | 8% | 12% | 8%▽ | 23%▲ | 10% | 1%▼ | 8%▽ | 13% | 11% | 9% | 14% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 33e. 'Persoonsgebonden (inzetbaarheids)budget' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 6% | 5%▽ | 6% | 7% | 10% | 19%▲ | 5%▼ | 6% | 16%▲ | 7% | 3%▽ | 4% | 5% | 3%▽ | 6% | 6% | 6% | 44%▲ | 18%▲ | 12%▲ | 3%▽ | |
| · 2 Nee | 82% | 82% | 82% | 82% | 83% | 75%▽ | 84%▲ | 76%▽ | 68%▼ | 71%▼ | 85% | 82% | 84% | 83% | 82% | 93%▲ | 86%△ | 42%▼ | 69%▼ | 77%▽ | 81% | |
| · 3 Weet niet | 12% | 13%△ | 12% | 11% | 7% | 6%▽ | 11%▽ | 19%▲ | 16%△ | 22%▲ | 11% | 14% | 12% | 14% | 13% | 1%▼ | 8%▽ | 14% | 13% | 10% | 16%△ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 33f. 'Regelingen voor het behoud van gezondheid en vitaliteit' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 12% | 10%▽ | 8%▽ | 16%△ | 31%▲ | 49%▲ | 10%▼ | 13% | 28%▲ | 6%▼ | 11% | 9%▽ | 10%▽ | 8%▽ | 12% | 11% | 12% | 67%▲ | 24%▲ | 29%▲ | 11% | |
| · 2 Nee | 80% | 81% | 84%△ | 81% | 67%▼ | 50%▼ | 83%▲ | 73%▼ | 64%▼ | 79% | 84% | 81% | 84%△ | 79% | 82% | 89%▲ | 83%△ | 29%▼ | 67%▼ | 65%▼ | 81% | |
| · 3 Weet niet | 8% | 9%△ | 8% | 4%▽ | 2%▼ | 1%▼ | 7%▽ | 14%▲ | 8% | 16%▲ | 5%▽ | 11%△ | 6% | 14%▲ | 6% | 1%▼ | 5%▽ | 4% | 9% | 6% | 8% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 33g. 'Functionerings- en/of beoordelingsgesprekken' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 71% | 60%▼ | 83%▲ | 90%▲ | 96%▲ | 98%▲ | 71% | 64%▽ | 85%▲ | 71% | 76%△ | 57%▼ | 68%▽ | 69% | 66% | 60%▼ | 73% | 99%▲ | 80%▲ | 87%▲ | 76%△ | |
| · 2 Nee | 24% | 33%▲ | 15%▼ | 9%▼ | 4%▼ | 2%▼ | 25%△ | 23% | 11%▼ | 24% | 20% | 35%▲ | 28%△ | 21% | 29% | 41%▲ | 24% | 1%▼ | 13%▼ | 12%▼ | 18%▽ | |
| · 3 Weet niet | 5% | 7%▲ | 2%▽ | 1%▼ | 0,1%▼ | 0,1%▼ | 4%▼ | 13%▲ | 4% | 6% | 4% | 8%△ | 4% | 11%▲ | 5% | 0%▼ | 3%▽ | 0% | 7% | 1%▽ | 6% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 33h. 'Promotie- en loopbaanmogelijkheden' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 44% | 34%▼ | 50%△ | 65%▲ | 76%▲ | 87%▲ | 44% | 41% | 53%△ | 39%▽ | 55%▲ | 39%▽ | 38%▽ | 35%▼ | 35%▽ | 41% | 51%△ | 87%▲ | 62%▲ | 58%▲ | 43% | |
| · 2 Nee | 50% | 58%▲ | 46%▽ | 33%▼ | 22%▼ | 12%▼ | 51%△ | 46% | 40%▽ | 51% | 38%▼ | 52% | 58%▲ | 51% | 59%△ | 58%△ | 46%▽ | 11%▼ | 29%▼ | 38%▼ | 50% | |
| · 3 Weet niet | 6% | 8%▲ | 4%▽ | 3%▽ | 2%▽ | 1%▼ | 5%▼ | 13%▲ | 6% | 9%△ | 7% | 8% | 4%▽ | 14%▲ | 6% | 1%▼ | 4%▽ | 3% | 9% | 3%▽ | 8% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 33i. 'Scholings- en opleidingsmogelijkheden' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 70% | 59%▼ | 80%▲ | 88%▲ | 95%▲ | 98%▲ | 69%▽ | 65%▽ | 84%▲ | 73% | 82%▲ | 66% | 61%▼ | 51%▼ | 69% | 83%▲ | 72%△ | 98%▲ | 75% | 93%▲ | 69% | |
| · 2 Nee | 24% | 32%▲ | 17%▼ | 10%▼ | 4%▼ | 2%▼ | 26%△ | 23% | 13%▼ | 21% | 14%▼ | 26% | 34%▲ | 31%△ | 30% | 17%▽ | 23% | 2%▼ | 18% | 7%▼ | 25% | |
| · 3 Weet niet | 6% | 9%▲ | 3%▽ | 2%▼ | 0,4%▼ | 0,1%▼ | 6%▽ | 12%▲ | 3%▽ | 6% | 4% | 8% | 6% | 19%▲ | 2%▽ | 0,2%▼ | 5% | 1% | 7% | 0,2%▼ | 6% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |

WEA METING 2014

| | VESTIGINGSGROORTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|-------|--------|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig |
| 33j. 'Mogelijkheden om in deeltijd te werken' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 68% | 60%▼ | 73%△ | 83%▲ | 90%▲ | 96%▲ | 67%▽ | 61%▽ | 86%▲ | 60%▽ | 66% | 34%▼ | 67% | 74%△ | 53%▼ | 74% | 74%△ | 96%▲ | 72% | 90%▲ | 71% |
| · 2 Nee | 28% | 34%▲ | 25%▽ | 16%▼ | 9%▼ | 4%▼ | 30%△ | 29% | 11%▼ | 34%△ | 29% | 58%▲ | 31%△ | 18%▼ | 42%▲ | 25% | 23%▽ | 4%▼ | 20% | 10%▼ | 22%▽ |
| · 3 Weet niet | 4% | 6%▲ | 2%▽ | 1%▽ | 0,2%▼ | 1%▽ | 4%▽ | 10%▲ | 3% | 6% | 5% | 8%△ | 3%▽ | 9%▲ | 5% | 0,2%▼ | 3%▽ | 0% | 7% | 0,1%▼ | 7%△ |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 |
| 33k. 'Flexibele werktijden' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 62% | 58%▼ | 66%△ | 68%△ | 67% | 77%▲ | 61% | 58% | 71%▲ | 67%△ | 55%▽ | 39%▼ | 56%▽ | 65% | 62% | 63% | 68%△ | 87%▲ | 66% | 76%▲ | 63% |
| · 2 Nee | 34% | 36%△ | 32% | 31% | 33% | 23%▽ | 35%△ | 33% | 26%▽ | 27%▽ | 40%△ | 54%△ | 41%▲ | 23%▼ | 37% | 37% | 29%▽ | 13% | 27% | 24%▼ | 31% |
| · 3 Weet niet | 4% | 6%▲ | 2%▽ | 1%▼ | 0,3%▼ | 1%▽ | 4%▽ | 9%▲ | 3% | 6% | 5% | 8%△ | 3%▽ | 12%▲ | 1%▽ | 0%▼ | 3%▽ | 0% | 8% | 0,2%▼ | 6% |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 |
| 33l. 'Thuiswerkregeling' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 23% | 19%▼ | 23% | 29%△ | 39%▲ | 47%▲ | 22%▽ | 17%▽ | 44%▲ | 16%▽ | 19% | 8%▼ | 15%▼ | 7%▼ | 16%▽ | 33%▲ | 44%▲ | 73%▲ | 38%▲ | 28%△ | 21% |
| · 2 Nee | 72% | 73%△ | 74% | 69% | 60%▼ | 52%▼ | 74%▲ | 72% | 52%▼ | 74% | 74% | 85%▲ | 80%▲ | 84%▲ | 78%△ | 67% | 53%▼ | 24%▼ | 53%▼ | 72% | 73% |
| · 3 Weet niet | 6% | 8%▲ | 3%▽ | 2%▽ | 2% | 1%▽ | 5%▽ | 11%▲ | 4% | 10%▲ | 7% | 8% | 5% | 10%▲ | 6% | 0,2%▼ | 3%▽ | 3% | 8% | 1%▼ | 6% |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 |
| 33m. 'Verlof- en vakantiemogelijkheden' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 86% | 80%▼ | 92%▲ | 96%▲ | 96%▲ | 98%▲ | 86% | 81%▽ | 92%△ | 82%▽ | 91%△ | 78%▼ | 90%△ | 78%▼ | 88% | 84% | 83%▽ | 98% | 76%▼ | 96%▲ | 85% |
| · 2 Nee | 10% | 14%▲ | 6%▽ | 3%▼ | 4%▼ | 2%▼ | 11%△ | 9% | 4%▼ | 11% | 5%▽ | 14%△ | 7%▽ | 12% | 7% | 16%△ | 15%△ | 2% | 16%△ | 3%▼ | 8% |
| · 3 Weet niet | 4% | 6%▲ | 1%▽ | 1%▼ | 0%▼ | 0,1%▼ | 3%▼ | 11%▲ | 4% | 6%△ | 4% | 8%△ | 2%▽ | 10%▲ | 4% | 0%▼ | 2%▽ | 0% | 8% | 1%▽ | 6%△ |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 |
| 33n. 'Overlegmogelijkheden' beschikbaar voor personeel? | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 86% | 80%▼ | 93%▲ | 96%▲ | 95%▲ | 97%▲ | 86% | 83% | 91%△ | 83%▽ | 92%△ | 82%▽ | 86% | 82%▽ | 88% | 84% | 83%▽ | 97% | 87% | 97%▲ | 86% |
| · 2 Nee | 10% | 14%▲ | 5%▼ | 3%▼ | 3%▼ | 2%▼ | 11%△ | 8%▽ | 5%▽ | 12% | 5%▽ | 10% | 11% | 8% | 16%△ | 14%△ | 2% | 5% | 3%▼ | 8% | |
| · 3 Weet niet | 4% | 6%▲ | 2%▽ | 1%▽ | 2% | 1%▽ | 4%▽ | 9%▲ | 4% | 6% | 3% | 8%▲ | 3%▽ | 7%△ | 4% | 0,1%▼ | 3% | 1% | 8%▲ | 0,1%▼ | 7%△ |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 |
| 34a. Het bestaan van vakbonden [1 = zeer onbelangrijk 10 = zeer belangrijk] [Range: 1–10] | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 4,6 | 4,5▽ | 4,6 | 5,0△ | 5,3▲ | 5,6▲ | 4,5▼ | 4,9△ | 5,9▲ | 5,0△ | 5,0△ | 5,3▲ | 4,6 | 5,5▲ | 5,4▲ | 3,6▼ | 3,1▼ | 6,7▲ | 4,7 | 5,1△ | 5,6▲ |
| N | 4.027 | 2.259 | 854 | 671 | 105 | 140 | 3.304 | 362 | 361 | 367 | 285 | 292 | 952 | 347 | 168 | 104 | 784 | 15 | 102 | 328 | 282 |
| 34b. Het bestaan van personeelsvertegenwoordigingen [1 = zeer onbelangrijk 10 = zeer belangrijk] [Range: 1–10] | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 4,3 | 3,7▼ | 4,3 | 5,3▲ | 6,5▲ | 7,2▲ | 4,1▼ | 4,4 | 5,8▲ | 4,7△ | 5,0▲ | 4,7△ | 4,4 | 4,4 | 5,2▲ | 3,7▼ | 3,4▼ | 7,6▲ | 5,1▲ | 4,7△ | 4,2 |
| N | 3.693 | 2.025 | 777 | 639 | 106 | 146 | 3.017 | 333 | 343 | 317 | 259 | 244 | 896 | 315 | 157 | 91 | 776 | 16 | 94 | 296 | 232 |
| 34c. Het bestaan van CAO's [1 = zeer onbelangrijk 10 = zeer belangrijk] [Range: 1–10] | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 6,0 | 5,7▼ | 6,2 | 6,6▲ | 6,7▲ | 7,1▲ | 5,9▼ | 6,4△ | 6,9▲ | 6,8▲ | 6,8▲ | 6,6▲ | 6,4△ | 6,9▲ | 6,4△ | 4,4▼ | 4,2▼ | 7,9▲ | 5,7 | 6,2 | 6,7▲ |
| N | 4.308 | 2.418 | 918 | 723 | 106 | 143 | 3.540 | 394 | 373 | 421 | 319 | 309 | 1.013 | 384 | 185 | 106 | 826 | 16 | 98 | 342 | 287 |
| 34d. Het bestaan van werkgeversorganisaties [1 = zeer onbelangrijk 10 = zeer belangrijk] [Range: 1–10] | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 5,8 | 5,5▼ | 5,9 | 6,4▲ | 6,6▲ | 6,9▲ | 5,8▽ | 5,8 | 6,4▲ | 6,5▲ | 6,7▲ | 6,3▲ | 6,0△ | 6,3▲ | 6,1 | 4,7▼ | 4,4▼ | 7,1▲ | 5,6 | 6,2△ | 6,4▲ |
| N | 4.115 | 2.292 | 888 | 694 | 103 | 138 | 3.396 | 374 | 345 | 390 | 305 | 289 | 975 | 369 | 168 | 108 | 804 | 14 | 96 | 321 | 277 |
| 34f. Het bestaan van Opleidings- & Ontwikkelingsfondsen [1 = zeer onbelangrijk 10 = zeer belangrijk] [Range: 1–10] | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 6,1 | 5,9▽ | 6,0 | 6,6▲ | 6,7▲ | 6,8▲ | 6,1▽ | 6,2 | 6,5△ | 6,3 | 6,7▲ | 6,7▲ | 6,4△ | 6,2 | 6,3 | 5,3▼ | 5,1▼ | 7,2 | 6,1 | 6,0 | 6,5△ |
| N | 3.649 | 2.009 | 817 | 612 | 91 | 120 | 3.052 | 339 | 258 | 361 | 283 | 279 | 846 | 323 | 153 | 97 | 738 | 13 | 76 | 235 | 244 |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | |
|--|-------------------|-------|------|-------|-------|------|----------------------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 35a. Behartiging werknemersbelangen door personeelszaken [1 = zeer ontevreden - 10 = zeer tevreden] [Range: 1–10] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 6,8 | 6,3▼ | 6,9 | 7,1▲ | 7,4▲ | 7,6▲ | 6,7▼ | 6,9 | 7,4▲ | 6,9 | 7,0△ | 6,7 | 6,5▽ | 6,4▼ | 6,6 | 6,7 | 6,9△ | 7,2 | 7,0 | 7,0 | 7,0 | |
| N | 2.201 | 922 | 478 | 566 | 97 | 139 | 1.749 | 204 | 249 | 173 | 197 | 141 | 565 | 185 | 106 | 43 | 416 | 15 | 54 | 168 | 138 | |
| 35b. Behartiging werknemersbelangen door direct leidinggevenden [1 = zeer ontevreden - 10 = zeer tevreden] [Range: 1–10] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 7,2 | 7,1▽ | 7,3 | 7,4△ | 7,4 | 7,4 | 7,2▽ | 7,2 | 7,7▲ | 7,2 | 7,3 | 7,0▽ | 7,0▼ | 7,2 | 7,1 | 7,5 | 7,5△ | 7,3 | 7,3 | 7,5▲ | 7,3 | |
| N | 3.029 | 1.437 | 688 | 648 | 109 | 147 | 2.464 | 269 | 296 | 238 | 252 | 213 | 703 | 232 | 125 | 79 | 693 | 16 | 64 | 229 | 186 | |
| 35c. Behartiging werknemersbelangen door OR, MR of PVT [1 = zeer ontevreden - 10 = zeer tevreden] [Range: 1–10] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 5,8 | 5,1▼ | 5,6 | 6,2▲ | 6,6▲ | 6,9▲ | 5,5▼ | 6,0 | 6,8▲ | 6,5▲ | 5,9 | 6,1 | 5,6▽ | 5,7 | 5,6 | 6,1 | 5,3▼ | 6,8 | 5,7 | 6,3▲ | 5,8 | |
| N | 1.337 | 543 | 267 | 313 | 81 | 133 | 986 | 151 | 200 | 75 | 130 | 104 | 355 | 128 | 69 | 22 | 202 | 16 | 47 | 118 | 71 | |
| 35d. Behartiging werknemersbelangen door de vakbond [1 = zeer ontevreden - 10 = zeer tevreden] [Range: 1–10] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 5,2 | 5,0▽ | 5,2 | 5,3 | 5,4 | 5,7▲ | 4,9▼ | 5,7▲ | 6,3▲ | 5,2 | 5,2 | 5,6▲ | 4,8▼ | 5,6△ | 5,0 | 3,7▼ | 4,0▼ | 6,1 | 4,9 | 5,8▲ | 6,6▲ | |
| N | 1.644 | 772 | 341 | 354 | 68 | 109 | 1.263 | 169 | 212 | 121 | 159 | 167 | 393 | 167 | 79 | 35 | 194 | 14 | 42 | 150 | 123 | |
| 36a. Aanwezigheid ruimte voor maatwerk 'Salaris van medewerkers' | | | | | | | | | | | | | | | | | | | | | | |
| · % Veel of heel veel ruimte | 32% | 34%△ | 32% | 29% | 23%▼ | 19%▼ | 33%△ | 36% | 18%▼ | 38%△ | 30% | 33% | 25%▼ | 17%▼ | 18%▼ | 45%▲ | 48%▲ | 7%▼ | 31% | 32% | 24%▽ | |
| N | 4.589 | 2.574 | 989 | 767 | 110 | 149 | 3.777 | 430 | 382 | 439 | 324 | 303 | 1.083 | 363 | 191 | 114 | 1.006 | 15 | 98 | 373 | 280 | |
| 36b. Aanwezigheid ruimte voor maatwerk 'Werktijden van medewerkers' | | | | | | | | | | | | | | | | | | | | | | |
| · % Veel of heel veel ruimte | 50% | 51%△ | 51% | 45%▽ | 42% | 45% | 49%▽ | 53% | 55%△ | 54% | 35%▼ | 29%▼ | 41%▼ | 56%△ | 29%▼ | 66%▲ | 63%▲ | 62% | 50% | 61%▲ | 55% | |
| N | 4.612 | 2.581 | 995 | 777 | 110 | 149 | 3.788 | 440 | 384 | 439 | 322 | 305 | 1.093 | 364 | 192 | 116 | 1.009 | 16 | 98 | 373 | 284 | |
| 36c. Aanwezigheid ruimte voor maatwerk 'Werkprestaties van medewerkers' | | | | | | | | | | | | | | | | | | | | | | |
| · % Veel of heel veel ruimte | 57% | 58% | 56% | 56% | 52% | 55% | 57% | 57% | 57% | 57% | 49%▽ | 50%▽ | 53%▽ | 52%▽ | 40%▼ | 65% | 66%▲ | 60% | 62% | 60% | 65%△ | |
| N | 4.569 | 2.564 | 984 | 766 | 109 | 146 | 3.756 | 434 | 379 | 439 | 321 | 307 | 1.083 | 363 | 188 | 114 | 997 | 16 | 96 | 364 | 280 | |
| 36d. Aanwezigheid ruimte voor maatwerk 'Ontwikkeling/ opleiding van medewerkers' | | | | | | | | | | | | | | | | | | | | | | |
| · % Veel of heel veel ruimte | 57% | 53%▽ | 58% | 64%△ | 72%▲ | 74%▲ | 56%▽ | 60% | 63%△ | 64%△ | 59% | 47%▼ | 49%▼ | 41%▼ | 51% | 71%▲ | 61%△ | 72% | 66% | 71%▲ | 71%▲ | |
| N | 4.584 | 2.565 | 985 | 775 | 110 | 149 | 3.760 | 437 | 387 | 429 | 325 | 313 | 1.077 | 358 | 189 | 116 | 1.007 | 16 | 93 | 378 | 284 | |
| 36e. Aanwezigheid ruimte voor maatwerk 'De taakhoud en/of het aantal taken van werknemers' | | | | | | | | | | | | | | | | | | | | | | |
| · % Veel of heel veel ruimte | 53% | 50%▽ | 58%△ | 54% | 51% | 48% | 52%▽ | 60%△ | 55% | 54% | 54% | 36%▼ | 49%▽ | 40%▼ | 46% | 50% | 62%▲ | 51% | 58% | 58%△ | 63%▲ | |
| N | 4.567 | 2.555 | 985 | 768 | 110 | 148 | 3.757 | 427 | 383 | 436 | 318 | 313 | 1.088 | 353 | 178 | 116 | 998 | 16 | 97 | 373 | 281 | |
| 36f. Aanwezigheid ruimte voor maatwerk 'Zorgverlof/ mantelzorg' | | | | | | | | | | | | | | | | | | | | | | |
| · % Veel of heel veel ruimte | 31% | 29% | 29% | 32% | 36% | 47%▲ | 28%▼ | 45%▲ | 43%▲ | 27% | 24%▽ | 20%▼ | 26%▽ | 25%▽ | 17%▼ | 28% | 38%▲ | 67%▲ | 48%▲ | 50%▲ | 25% | |
| N | 3.935 | 2.183 | 833 | 674 | 103 | 143 | 3.233 | 346 | 356 | 355 | 288 | 282 | 914 | 294 | 159 | 101 | 878 | 15 | 79 | 333 | 237 | |
| 37a. Gebruik ruimte voor maatwerk 'Salaris van medewerkers' | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 28% | 31%△ | 31%△ | 20%▼ | 15%▼ | 16%▼ | 28%△ | 39%▲ | 5%▼ | 32%△ | 22%▽ | 18%▼ | 20%▼ | 31% | 31% | 31% | 41%▲ | 18% | 40%▲ | 14%▼ | 22%▽ | |
| N | 3.637 | 1.968 | 803 | 655 | 89 | 122 | 3.003 | 357 | 278 | 386 | 264 | 251 | 788 | 292 | 111 | 96 | 841 | 11 | 63 | 316 | 218 | |
| 37b. Gebruik ruimte voor maatwerk 'Werktijden van medewerkers' | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 40% | 42%△ | 41% | 33%▽ | 27%▼ | 31%▽ | 38%▽ | 54%▲ | 40% | 42% | 26%▼ | 27%▼ | 36%▽ | 35% | 40% | 37% | 48%▲ | 52% | 44% | 52%▲ | 36% | |
| N | 3.895 | 2.070 | 881 | 708 | 98 | 138 | 3.189 | 375 | 332 | 390 | 276 | 247 | 871 | 326 | 137 | 100 | 872 | 15 | 85 | 326 | 252 | |
| 37c. Gebruik ruimte voor maatwerk 'Werkprestaties van medewerkers' | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 47% | 48% | 46% | 46% | 44% | 45% | 46% | 51% | 47% | 51% | 34%▼ | 31%▼ | 43%▽ | 41%▽ | 46% | 55% | 57%▲ | 46% | 59%▲ | 53%△ | 42% | |
| N | 3.987 | 2.139 | 889 | 717 | 103 | 140 | 3.287 | 367 | 333 | 401 | 288 | 263 | 909 | 326 | 141 | 107 | 870 | 15 | 89 | 325 | 253 | |

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| | VESTIGINGSGROORTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|---|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 37d. Gebruik ruimte voor maatwerk 'Ontwikkeling/ opleiding van medewerkers' | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 41% | 41% | 38%▼ | 42% | 47% | 52%▲ | 39%▼ | 47%△ | 49%△ | 35%▼ | 34%▼ | 32%▼ | 34%▼ | 30%▼ | 38% | 53%▲ | 49%▲ | 54% | 65%▲ | 54%▲ | 44% | |
| N | 4.000 | 2.127 | 885 | 735 | 107 | 146 | 3.255 | 379 | 365 | 391 | 293 | 275 | 895 | 297 | 139 | 109 | 878 | 15 | 87 | 351 | 270 | |
| 37e. Gebruik ruimte voor maatwerk 'De taakinhoud en/of het aantal taken van werknemers' | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 45% | 46% | 46% | 44% | 41% | 41% | 44%▼ | 56%▲ | 49% | 47% | 37%▼ | 31%▼ | 41%▼ | 41% | 41% | 45% | 54%▲ | 40% | 62%▲ | 51%△ | 47% | |
| N | 3.978 | 2.122 | 890 | 718 | 104 | 143 | 3.245 | 376 | 356 | 398 | 281 | 262 | 900 | 298 | 140 | 109 | 874 | 15 | 91 | 342 | 268 | |
| 37f. Gebruik ruimte voor maatwerk 'Zorgverlof/ mantelzorg' | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 23% | 27%△ | 20% | 16%▼ | 19% | 23% | 21%▼ | 31%▲ | 28%△ | 16%▼ | 13%▼ | 16%▼ | 20% | 21% | 19% | 18% | 32%▲ | 34% | 30% | 35%▲ | 13%▼ | |
| N | 2.933 | 1.503 | 637 | 573 | 87 | 132 | 2.384 | 266 | 282 | 286 | 226 | 203 | 630 | 238 | 101 | 86 | 672 | 15 | 69 | 268 | 139 | |
| MODULE 4. BEDRIJFSBELEID | | | | | | | | | | | | | | | | | | | | | | |
| 38. Hoeveel verschillende hiërarchische niveaus zijn er in deze vestiging? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Eén niveau | 46% | 60%▲ | 40%▼ | 17%▼ | 1%▼ | 1%▼ | 48%△ | 45% | 32%▼ | 48% | 36%▼ | 47% | 43%▼ | 47% | 40% | 42% | 54%▲ | 4%▼ | 41% | 46% | 46% | |
| · 2 Twee niveaus | 42% | 35%▼ | 49%△ | 62%▲ | 55%▲ | 28%▼ | 42% | 45% | 44% | 39% | 46% | 45% | 43% | 46% | 48% | 51%△ | 37%▼ | 33% | 44% | 42% | 43% | |
| · 3 Drie niveaus | 9% | 4%▼ | 8% | 17%▲ | 34%▲ | 48%▲ | 8%▼ | 8% | 16%▲ | 6%▼ | 12%△ | 7% | 12%△ | 6% | 9% | 4% | 8% | 37%▲ | 13% | 9% | 10% | |
| · 4 Vier niveaus | 2% | 0,3%▼ | 1%▼ | 3%△ | 8%▲ | 17%▲ | 1%▼ | 1% | 4%▲ | 1% | 4%▲ | 1% | 1% | 1% | 2% | 2% | 1% | 18%▲ | 2% | 3% | 1% | |
| · 5 Vijf niveaus | 1% | 1% | 1% | 1% | 2% | 4%▲ | 1% | 0,1% | 1% | 4%▲ | 1% | 0,2% | 1% | 0,2% | 1% | 0,2% | 0,3%▼ | 6%▲ | 0,3% | 0,2% | 1% | |
| · 6 Zes of meer niveaus | 1% | 0,1%▼ | 2%△ | 0,4% | 0,1% | 2%△ | 0,2%▼ | 2%▲ | 2%▲ | 3%▲ | 1% | 0% | 0,2% | 0,1% | 0,3% | 0,4% | 0,1%▼ | 2% | 0% | 0,1% | 0% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 39a. 'Bepalen van de werkmethode' kunnen medewerkers zelf beslissen | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 47% | 51%▲ | 44% | 41%▼ | 28%▼ | 27%▼ | 46%▼ | 51%△ | 55%△ | 42%▼ | 45% | 51% | 45% | 33%▼ | 36%▼ | 50% | 58%▲ | 35% | 61%▲ | 43% | 50% | |
| N | 4.862 | 2.816 | 1.002 | 783 | 111 | 149 | 3.953 | 515 | 394 | 439 | 340 | 348 | 1.155 | 401 | 207 | 126 | 1.040 | 16 | 98 | 374 | 317 | |
| 39b. 'Bepalen van de werkverdeling' kunnen medewerkers zelf beslissen | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 48% | 52%△ | 46% | 41%▼ | 34%▼ | 34%▼ | 46%▼ | 57%△ | 59%▲ | 35%▼ | 41%▼ | 47% | 47% | 33%▼ | 37%▼ | 56% | 63%▲ | 43% | 63%▲ | 57%△ | 38%▼ | |
| N | 4.860 | 2.816 | 1.001 | 783 | 111 | 148 | 3.952 | 515 | 394 | 439 | 340 | 348 | 1.155 | 401 | 207 | 126 | 1.039 | 16 | 98 | 374 | 317 | |
| 39c. 'Bepalen van de werktijden en pauzes' kunnen medewerkers zelf beslissen | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 42% | 49%▲ | 37%▼ | 31%▼ | 25%▼ | 29%▼ | 41%▼ | 51%△ | 50%△ | 42% | 26%▼ | 41% | 32%▼ | 34%▼ | 43% | 65%▲ | 58%▲ | 50% | 52%▲ | 44% | 44% | |
| N | 4.864 | 2.818 | 1.002 | 783 | 112 | 149 | 3.956 | 515 | 394 | 439 | 340 | 350 | 1.155 | 401 | 207 | 126 | 1.040 | 16 | 98 | 374 | 317 | |
| 39d. 'Oplossen van operationele problemen/ storingen' kunnen medewerkers zelf beslissen | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 60% | 64%△ | 56%▼ | 56%▼ | 52% | 51%▼ | 59%▼ | 66%△ | 63% | 57% | 56% | 60% | 56%▼ | 52%▼ | 49%▼ | 73%▲ | 73%▲ | 53% | 65% | 54%▼ | 64% | |
| N | 4.757 | 2.737 | 991 | 774 | 110 | 146 | 3.888 | 495 | 375 | 439 | 337 | 344 | 1.129 | 401 | 195 | 126 | 1.023 | 16 | 89 | 353 | 305 | |
| 40. Is teamwerk een belangrijk kenmerk van de werkorganisatie in uw vestiging? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 87% | 83%▼ | 93%▲ | 92%△ | 92% | 93%△ | 86%▼ | 90%△ | 90% | 82%▼ | 91%△ | 87% | 90%△ | 93%△ | 77%▼ | 71%▼ | 85% | 94% | 87% | 89% | 86% | |
| · 2 Nee | 12% | 15%▲ | 5%▼ | 7%▼ | 7% | 7% | 12%△ | 7%▼ | 10% | 18%▲ | 8%▼ | 9% | 8%▼ | 7%▼ | 16%△ | 28%▲ | 13% | 6% | 9% | 11% | 14% | |
| · 3 Weet niet | 2% | 2%△ | 2% | 1%▼ | 0,4% | 1% | 2% | 4%△ | 1%▼ | 0%▼ | 2% | 5%▲ | 2% | 1% | 7%▲ | 1% | 2% | 1% | 4%▲ | 0%▼ | 1% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 41. Beslissen teamleden onderling hoe en door wie de taken moeten worden uitgevoerd of is er gewoonlijk een leidinggevende die de taken verdeelt? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 De teamleden beslissen zelf onderling | 58% | 64%▲ | 57% | 49%▼ | 40%▼ | 41%▼ | 57%▼ | 63%△ | 71%▲ | 50%▼ | 52%▼ | 53% | 57% | 47%▼ | 50%▼ | 53% | 67%▲ | 39% | 59% | 76%▲ | 62% | |
| · 2 De taken worden verdeeld door een leidinggevende | 42% | 37%▼ | 43% | 51%▲ | 60%▲ | 60%▲ | 44%▲ | 37%▼ | 29%▼ | 50%△ | 48%△ | 47% | 43% | 53%▲ | 50%△ | 47% | 33%▼ | 61% | 41% | 24%▼ | 38% | |
| N | 4.430 | 2.513 | 952 | 724 | 103 | 139 | 3.580 | 484 | 365 | 400 | 311 | 330 | 1.070 | 385 | 163 | 95 | 927 | 15 | 95 | 342 | 297 | |

WEA METING 2014

| | VESTIGINGSGROORTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 42. Welk percentage van de werknemers binnen deze vestiging werkt momenteel in teams? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Minder dan de helft | 28% | 31%△ | 27% | 23%▽ | 17%▼ | 13%▼ | 29%△ | 30% | 16%▼ | 27% | 32% | 32% | 33%△ | 27% | 30% | 24% | 25% | 12% | 21% | 15%▼ | 27% | |
| · 2 De helft of meer | 72% | 69%▽ | 73% | 77%△ | 83%▲ | 88%▲ | 71%▽ | 70% | 84%▲ | 73% | 68% | 68% | 67%▽ | 73% | 71% | 76% | 75% | 88% | 79% | 85%▲ | 73% | |
| N | 4.430 | 2.513 | 952 | 724 | 103 | 139 | 3.580 | 484 | 365 | 400 | 311 | 330 | 1.070 | 385 | 163 | 95 | 927 | 15 | 95 | 342 | 297 | |
| 43. Is de omvang van dit team/ deze teams groter of kleiner dan 10 personen? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 De meeste teams zijn groter of gelijk aan 10 personen | 5% | 1%▼ | 3%▽ | 11%▲ | 22%▲ | 44%▲ | 4%▼ | 3%▽ | 20%▲ | 2%▽ | 6% | 1%▼ | 4% | 7% | 8% | 6% | 2%▽ | 48%▲ | 18%▲ | 13%▲ | 4% | |
| · 2 De meeste teams zijn kleiner dan 10 personen | 95% | 99%▲ | 97%△ | 89%▼ | 79%▼ | 56%▼ | 96%▲ | 97%△ | 80%▼ | 98%△ | 94% | 99%▲ | 96% | 93% | 93% | 94% | 98%△ | 52%▼ | 82%▼ | 88%▼ | 96% | |
| N | 4.430 | 2.513 | 952 | 724 | 103 | 139 | 3.580 | 484 | 365 | 400 | 311 | 330 | 1.070 | 385 | 163 | 95 | 927 | 15 | 95 | 342 | 297 | |
| 44a. Onze werknemers worden gestimuleerd om creatief en innovatief te denken | | | | | | | | | | | | | | | | | | | | | | |
| · % Eens of helemaal eens | 79% | 77%▽ | 85%△ | 80% | 75% | 71%▽ | 79% | 76% | 84%△ | 73%▽ | 82% | 79% | 77%▽ | 80% | 72%▽ | 83% | 82%△ | 73% | 83% | 81% | 78% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 44b. Onze werknemers worden gestimuleerd om zelf innovatieve projecten op te zetten | | | | | | | | | | | | | | | | | | | | | | |
| · % Eens of helemaal eens | 53% | 54% | 54% | 49%▽ | 52% | 48% | 51%▽ | 57%△ | 64%▲ | 43%▼ | 47%▽ | 41%▼ | 54% | 42%▼ | 35%▼ | 54% | 58%△ | 46% | 71%▲ | 68%▲ | 65%▲ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 44c. Onze werknemers worden aangemoedigd om proactief en initiatiefrijk te zijn in hun werk | | | | | | | | | | | | | | | | | | | | | | |
| · % Eens of helemaal eens | 81% | 79%▽ | 83% | 85%△ | 83% | 83% | 81% | 76%▽ | 87%△ | 73%▼ | 81% | 75%▽ | 81% | 79% | 75%▽ | 81% | 85%△ | 82% | 84% | 85%△ | 83% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 44d. Onze werknemers worden aangemoedigd om kansen die onze organisatie ten goede komen te verzilveren | | | | | | | | | | | | | | | | | | | | | | |
| · % Eens of helemaal eens | 70% | 67%▽ | 74%△ | 72% | 73% | 71% | 69% | 70% | 74%△ | 65%▽ | 70% | 62%▽ | 69% | 64%▽ | 61%▽ | 72% | 75%△ | 67% | 73% | 69% | 78%△ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 44e. Onze werknemers worden aangemoedigd om gedurfde risico's te nemen in onze vestiging | | | | | | | | | | | | | | | | | | | | | | |
| · % Eens of helemaal eens | 38% | 40%△ | 37% | 32%▽ | 30% | 28%▽ | 37%▽ | 45%△ | 37% | 34% | 32%▽ | 29%▽ | 38% | 31%▽ | 30%▽ | 35% | 46%▲ | 35% | 47%△ | 37% | 39% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 44f. Onze werknemers gestimuleerd om door te zetten bij tegenslagen in hun werk | | | | | | | | | | | | | | | | | | | | | | |
| · % Eens of helemaal eens | 78% | 76%▽ | 83%△ | 80% | 81% | 78% | 79%△ | 70%▼ | 82%△ | 78% | 80% | 73%▽ | 79% | 74%▽ | 76% | 80% | 81%△ | 72% | 81% | 79% | 77% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 44g. Er heerst een ondernemend klimaat binnen onze vestiging | | | | | | | | | | | | | | | | | | | | | | |
| · % Eens of helemaal eens | 69% | 71%△ | 70% | 66% | 56%▼ | 50%▼ | 71%▲ | 64%▽ | 58%▼ | 65%▽ | 67% | 61%▽ | 75%△ | 66% | 64% | 68% | 75%△ | 33%▼ | 66% | 58%▼ | 71% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 45a. Heeft uw vestiging in de afgelopen twee jaar een nieuw of in belangrijke mate verbeterd product of dienst geïntroduceerd? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 47% | 41%▼ | 54%△ | 60%▲ | 62%▲ | 64%▲ | 47%▽ | 47% | 57%△ | 51% | 49% | 35%▼ | 46% | 49% | 30%▼ | 33%▼ | 52%△ | 53% | 59%▲ | 64%▲ | 40%▽ | |
| · 2 Nee | 45% | 50%▲ | 41%▽ | 36%▼ | 33%▼ | 29%▼ | 47%△ | 39%▽ | 36%▼ | 39%▽ | 46% | 53%△ | 48%△ | 43% | 64%▲ | 59%▲ | 43%▽ | 40% | 31%▼ | 31%▼ | 51%△ | |
| · 3 Weet niet | 7% | 9%△ | 6%▽ | 4%▽ | 6% | 7% | 7%▽ | 14%▲ | 8% | 10%△ | 5% | 13%▲ | 7% | 8% | 6% | 8% | 6%▽ | 7% | 11% | 6% | 9% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 45b. Heeft uw vestiging in de afgelopen twee jaar een nieuw of in belangrijke mate verbeterd proces ingevoerd voor het produceren van goederen of het leveren van diensten? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 49% | 43%▼ | 53%△ | 62%▲ | 61%▲ | 71%▲ | 49% | 46% | 54%△ | 57%△ | 53% | 35%▼ | 43%▽ | 50% | 44% | 41% | 57%▲ | 67% | 50% | 56%△ | 38%▼ | |
| · 2 Nee | 43% | 48%▲ | 40%▽ | 34%▼ | 34% | 23%▼ | 45%△ | 37%▽ | 35%▽ | 30%▼ | 41% | 49%△ | 50%△ | 44% | 46% | 51% | 39%▽ | 29% | 31%▼ | 36%▽ | 54%▲ | |
| · 3 Weet niet | 8% | 10%△ | 7% | 4%▽ | 5% | 6% | 7%▼ | 17%▲ | 11%△ | 13%△ | 6% | 16%▲ | 7% | 6% | 10% | 8% | 5%▽ | 4% | 19%▲ | 7% | 8% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 45c. Heeft uw vestiging in de afgelopen twee jaar een nieuwe of in belangrijke mate verbeterde marketingmethode ingevoerd? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 34% | 33%▽ | 38%△ | 35% | 37% | 35% | 35% | 38%△ | 26%▽ | 23%▼ | 30% | 20%▼ | 39%△ | 46%▲ | 22%▼ | 22%▼ | 41%△ | 13% | 40% | 31% | 32% | |
| · 2 Nee | 56% | 57% | 54% | 58% | 54% | 52% | 57%△ | 46%▼ | 60% | 62%△ | 62%△ | 63%△ | 52%▽ | 46%▼ | 66%▲ | 68%▲ | 54% | 70% | 43%▼ | 59% | 58% | |
| · 3 Weet niet | 10% | 11%△ | 9% | 7%▽ | 10% | 13% | 9%▼ | 16%▲ | 14%△ | 15%△ | 9% | 17%▲ | 9% | 8% | 12% | 10% | 5%▽ | 17% | 17%▲ | 10% | 10% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 45d. Heeft uw vestiging in de afgelopen twee jaar een nieuwe of belangrijke organisatorische verandering doorgevoerd? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 38% | 31%▼ | 38% | 55%▲ | 68%▲ | 74%▲ | 37%▽ | 36% | 53%▲ | 29%▼ | 41% | 26%▼ | 35%▽ | 46%△ | 29%▽ | 38% | 42%△ | 79%▲ | 52%▲ | 46%△ | 40% | |
| · 2 Nee | 55% | 60%▲ | 57% | 42%▼ | 30%▼ | 24%▼ | 57%▲ | 49%▽ | 40%▼ | 55% | 55% | 62%△ | 59%△ | 50%▽ | 61% | 59% | 53% | 19%▼ | 39%▼ | 51% | 53% | |
| · 3 Weet niet | 7% | 9%△ | 6%▽ | 4%▽ | 2%▽ | 2%▼ | 6%▼ | 15%▲ | 7% | 16%▲ | 5% | 12%▲ | 6%▽ | 4%▽ | 10% | 3% | 6%▽ | 3% | 9% | 4%▽ | 8% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 46. Bij mijn bedrijf moeten op korte termijn resultaten worden gehaald, zelfs als dit ten koste gaat van resultaten op lange termijn [1 = helemaal oneens - 5 = helemaal eens] | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Helemaal oneens | 16% | 18%△ | 15% | 12%▽ | 11% | 8%▼ | 16% | 16% | 20%△ | 17% | 11%▽ | 9%▼ | 14%▽ | 11%▽ | 11% | 26%▲ | 17% | 14% | 23% | 27%▲ | 22%△ | |
| · 2 Oneens | 36% | 35%▽ | 39%△ | 39% | 36% | 32% | 36% | 37% | 39% | 40% | 40% | 43%△ | 33%▽ | 34% | 40% | 41% | 35% | 30% | 38% | 37% | 37% | |
| · 3 Eens noch oneens | 31% | 31% | 29% | 31% | 31% | 36% | 31% | 31% | 30% | 27%▽ | 33% | 33% | 33%△ | 31% | 34% | 27% | 29% | 31% | 29% | 27% | 33% | |
| · 4 Eens | 12% | 11%▽ | 13% | 14% | 17% | 17%△ | 13% | 13% | 8%▽ | 13% | 12% | 10% | 15%△ | 18%△ | 7%▽ | 4%▼ | 13% | 17% | 10% | 8%▽ | 8%▽ | |
| · 5 Helemaal eens | 5% | 5% | 4% | 4% | 5% | 7% | 5%△ | 4% | 2%▽ | 4% | 5% | 6% | 6%△ | 6% | 7% | 3% | 6%△ | 8% | 1% | 1%▼ | 2%▽ | |
| - Gemiddelde | 2,5 | 2,5▽ | 2,5 | 2,6 | 2,7 | 2,8▲ | 2,6△ | 2,5 | 2,3▼ | 2,5 | 2,6 | 2,6 | 2,7△ | 2,7△ | 2,6 | 2,2▼ | 2,6 | 2,8 | 2,3▼ | 2,2▼ | 2,3▼ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 47a. De arbeidsproductiviteit in onze vestiging is in de afgelopen twee jaar... | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Afgenomen of sterk afgenomen | 17% | 20%△ | 15%▽ | 11%▽ | 10%▽ | 9%▼ | 17% | 19% | 9%▼ | 8%▼ | 17% | 25%▲ | 18% | 15% | 22%△ | 4%▼ | 16% | 10% | 12% | 16% | 22%△ | |
| · 2 Gelijk gebleven | 48% | 50%△ | 48% | 41%▽ | 40% | 37%▼ | 48% | 45% | 50% | 59%▲ | 45% | 52% | 48% | 45% | 48% | 61%▲ | 42%▽ | 36% | 44% | 51% | 44% | |
| · 3 Toegenomen of sterk toegenomen | 36% | 31%▼ | 37% | 48%▲ | 50%▲ | 54%▲ | 35%▽ | 36% | 42%△ | 34% | 38% | 23%▼ | 34% | 40% | 30% | 35% | 42%△ | 54% | 44% | 33% | 34% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 47b. De kwaliteit van de producten/ diensten van onze vestiging is in de afgelopen twee jaar... | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Afgenomen of sterk afgenomen | 3% | 3% | 2% | 2% | 5% | 4% | 3% | 3% | 5%△ | 0%▽ | 2% | 5%△ | 4%△ | 5%△ | 1%▽ | 3% | 3% | 9% | 2% | 2% | 1%▽ | |
| · 2 Gelijk gebleven | 48% | 51%△ | 45%▽ | 44%▽ | 41% | 43% | 49% | 47% | 43%▽ | 50% | 49% | 61%▲ | 51%△ | 45% | 57%△ | 55% | 42%▽ | 45% | 34%▼ | 43%▽ | 51% | |
| · 3 Toegenomen of sterk toegenomen | 49% | 45%▽ | 53%△ | 54%△ | 55% | 53% | 48% | 49% | 53% | 50% | 49% | 35%▼ | 45%▽ | 49% | 42% | 42% | 55%△ | 46% | 65%▲ | 56%△ | 48% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |

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| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|---|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 47c. De tevredenheid van de klanten van onze vestiging is in de afgelopen twee jaar... | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Afgenomen of sterk afgenomen | 3% | 3% | 2% | 3% | 3% | 6%△ | 3% | 3% | 4% | 0%▽ | 2% | 5%△ | 3% | 7%▲ | 1% | 2% | 2%▽ | 4% | 2% | 2% | 2% | |
| · 2 Gelijk gebleven | 53% | 55%△ | 49%▽ | 52% | 53% | 54% | 53% | 54% | 54% | 52% | 56% | 59%△ | 49%▽ | 41%▼ | 64%▲ | 63%▲ | 55% | 64% | 51% | 56% | 56% | |
| · 3 Toegenomen of sterk toegenomen | 44% | 42%▽ | 49%△ | 46% | 44% | 41% | 44% | 43% | 42% | 48% | 42% | 36%▽ | 48%△ | 52%△ | 35%▽ | 34%▽ | 43% | 32% | 48% | 42% | 41% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 47d. De omzet van onze vestiging is in de afgelopen twee jaar... | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Afgenomen of sterk afgenomen | 31% | 33%△ | 29% | 27%▽ | 26% | 22%▼ | 31% | 33% | 26% | 18%▼ | 34% | 39%▲ | 39%▲ | 25%▽ | 24%▽ | 21%▼ | 29% | 8%▼ | 19%▼ | 27% | 34% | |
| · 2 Gelijk gebleven | 34% | 35% | 34% | 31% | 30% | 40% | 33%▽ | 36% | 48%▲ | 42%△ | 28%▽ | 38% | 27%▽ | 30% | 42%△ | 41% | 32%▽ | 76%▲ | 37% | 48%▲ | 36% | |
| · 3 Toegenomen of sterk toegenomen | 35% | 32%▽ | 37% | 42%△ | 44% | 39% | 37%△ | 32% | 25%▼ | 40%△ | 39% | 23%▼ | 33% | 45%▲ | 33% | 38% | 40%△ | 17% | 44% | 25%▼ | 30%▽ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 47e. De winst/het positieve financieel resultaat van onze vestiging is in de afgelopen twee jaar... | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Afgenomen of sterk afgenomen | 36% | 38%△ | 35% | 33%▽ | 32% | 26%▼ | 36% | 38% | 35% | 31%▽ | 35% | 46%▲ | 45%▲ | 36% | 33% | 30% | 34%▽ | 20% | 20%▼ | 32%▽ | 33% | |
| · 2 Gelijk gebleven | 31% | 31% | 30% | 33% | 31% | 40%△ | 29%▼ | 36%△ | 45%▲ | 30% | 28% | 32% | 26%▽ | 29% | 42%▲ | 37% | 28%▽ | 68%▲ | 39% | 47%▲ | 39%△ | |
| · 3 Toegenomen of sterk toegenomen | 32% | 31%▽ | 35% | 34% | 38% | 34% | 34%▲ | 26%▽ | 20%▼ | 40%△ | 37% | 22%▼ | 30%▽ | 35% | 26%▽ | 33% | 39%△ | 11% | 41% | 21%▼ | 28% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 48. De arbeidsproductiviteit van mijn vestiging is... [1 = ruim onder het gemiddelde - 5 = ruim boven het gemiddelde] | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ruim onder het gemiddelde | 1% | 2%△ | 0,3%▽ | 0,1%▽ | 1% | 1% | 1%▽ | 2%△ | 3%△ | 0%▽ | 1% | 2% | 0,2%▽ | 2%△ | 0,1% | 0,1% | 2% | 1% | 0% | 0%▽ | 6%▲ | |
| · 2 Onder het gemiddelde | 4% | 3%▽ | 5%△ | 4% | 4% | 3% | 3%▽ | 9%▲ | 2%▽ | 2% | 5% | 5% | 3% | 6%△ | 6% | 2% | 3% | 3% | 5% | 4% | 3% | |
| · 3 Gemiddeld | 49% | 52%△ | 46%▽ | 47% | 50% | 47% | 48%▽ | 54%△ | 57%△ | 50% | 51% | 58%△ | 51% | 54% | 55% | 49% | 39%▼ | 54% | 44% | 52% | 57%△ | |
| · 4 Boven het gemiddelde | 36% | 34%▽ | 38% | 41%△ | 39% | 42% | 38%▲ | 23%▼ | 33% | 35% | 37% | 30%▽ | 39%△ | 27%▼ | 29%▽ | 41% | 43%△ | 37% | 35% | 37% | 27%▼ | |
| · 5 Ruim boven het gemiddelde | 10% | 10% | 11% | 8% | 7% | 7% | 10% | 12%△ | 7%▽ | 12%△ | 7% | 6%▽ | 7%▽ | 11% | 10% | 8% | 14%△ | 5% | 16%▲ | 7%▽ | 8% | |
| - Gemiddelde | 3,5 | 3,5▽ | 3,5 | 3,5 | 3,5 | 3,5 | 3,5▲ | 3,3▼ | 3,4▽ | 3,6△ | 3,4 | 3,3▼ | 3,5 | 3,4▽ | 3,4 | 3,5 | 3,7▲ | 3,4 | 3,6 | 3,5 | 3,3▼ | |
| N | 5.090 | 3.025 | 1.021 | 784 | 111 | 149 | 4.149 | 534 | 407 | 487 | 344 | 380 | 1.183 | 415 | 210 | 134 | 1.083 | 16 | 110 | 386 | 342 | |
| 49a. Past uw vestiging 'Brede inzetbaarheid van personeel' toe? | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 51% | 50% | 53% | 54% | 44% | 44% | 51% | 52% | 49% | 61%▲ | 55% | 51% | 48%▽ | 39%▼ | 47% | 47% | 55%△ | 48% | 53% | 50% | 52% | |
| N | 4.564 | 2.538 | 991 | 776 | 110 | 149 | 3.737 | 447 | 380 | 439 | 327 | 328 | 1.084 | 381 | 197 | 111 | 940 | 16 | 93 | 354 | 296 | |
| 49b. Past uw vestiging 'Flexibele werktijden' toe? | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 39% | 41%△ | 37% | 33%▽ | 29%▼ | 40% | 38%▽ | 44%△ | 44%△ | 46%△ | 26%▼ | 22%▼ | 31%▼ | 43% | 37% | 48%▲ | 49%▲ | 54% | 45% | 40% | 43% | |
| N | 4.645 | 2.617 | 993 | 777 | 110 | 149 | 3.804 | 454 | 387 | 439 | 330 | 334 | 1.098 | 391 | 193 | 114 | 973 | 16 | 92 | 363 | 304 | |
| 49c. Past uw vestiging 'Flexibele contracten' toe? | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 24% | 23% | 24% | 23% | 30% | 40%▲ | 23%▽ | 33%▲ | 23% | 27% | 20% | 20% | 19%▽ | 38%▲ | 18% | 15%▼ | 25% | 17% | 39%▲ | 30%△ | 24% | |
| N | 4.463 | 2.465 | 971 | 769 | 110 | 149 | 3.679 | 421 | 363 | 416 | 324 | 303 | 1.069 | 366 | 174 | 109 | 940 | 15 | 92 | 358 | 296 | |
| 49d. Past uw vestiging 'Zelf roosteren' toe? (werknemers zelf de werktijden laten bepalen) | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 21% | 25%▲ | 17%▽ | 13%▼ | 11%▼ | 15% | 18%▼ | 32%▲ | 37%▲ | 15%▽ | 11%▼ | 9%▼ | 12%▼ | 16%▽ | 11%▼ | 27% | 36%▲ | 31% | 45%▲ | 32%▲ | 22% | |
| N | 4.630 | 2.601 | 993 | 777 | 110 | 148 | 3.782 | 459 | 389 | 439 | 330 | 328 | 1.099 | 382 | 196 | 114 | 967 | 15 | 93 | 363 | 304 | |
| 49e. Past uw vestiging 'Telewerken/ thuiswerken' toe? | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 14% | 18%▲ | 10%▽ | 9%▽ | 9% | 14% | 13%▼ | 15% | 26%▲ | 10%▽ | 6%▼ | 2%▼ | 8%▼ | 5%▼ | 6%▼ | 25%▲ | 32%▲ | 31% | 37%▲ | 12% | 13% | |
| N | 4.548 | 2.543 | 982 | 764 | 110 | 149 | 3.720 | 439 | 389 | 419 | 329 | 321 | 1.088 | 353 | 193 | 114 | 970 | 15 | 97 | 356 | 293 | |
| 49f. Past uw vestiging 'Overwerk' toe? | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 18% | 19% | 15%▽ | 20% | 22% | 23% | 18% | 20% | 16% | 31%▲ | 18% | 15% | 10%▼ | 8%▼ | 23% | 24% | 30%▲ | 19% | 25% | 9%▼ | 10%▼ | |
| N | 4.616 | 2.595 | 989 | 774 | 110 | 149 | 3.773 | 454 | 388 | 436 | 327 | 334 | 1.090 | 378 | 193 | 114 | 977 | 16 | 92 | 363 | 297 | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | |
|---|-------------------|-------|------|-------|-------|------|----------------------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 49g. Past uw vestiging 'Werk uitbesteden aan derden' toe? | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 12% | 9%▽ | 16%△ | 14%△ | 14% | 16% | 12% | 13% | 9% | 23%▲ | 17%△ | 17%△ | 8%▽ | 5%▼ | 12% | 12% | 15%△ | 16% | 14% | 3%▼ | 4%▼ | |
| N | 4.596 | 2.584 | 980 | 774 | 110 | 148 | 3.755 | 448 | 393 | 439 | 328 | 332 | 1.093 | 353 | 196 | 110 | 976 | 16 | 92 | 370 | 291 | |
| 49h. Past uw vestiging 'Een arbeidspool met andere bedrijven' toe? | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 3% | 4%△ | 2%▽ | 4% | 2% | 4% | 3% | 6%△ | 1%▽ | 4% | 2% | 6%△ | 3% | 3% | 2% | 1% | 5%△ | 5% | 6% | 1%▽ | 1%▽ | |
| N | 4.430 | 2.469 | 967 | 742 | 108 | 144 | 3.627 | 425 | 378 | 410 | 323 | 319 | 1.066 | 347 | 181 | 112 | 930 | 15 | 90 | 350 | 287 | |
| 50a. Is er sprake van werk op onregelmatige werktijden buiten kantooruren? | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 25% | 23%▽ | 26% | 28% | 32% | 41%▲ | 24%▽ | 26% | 37%▲ | 37%▲ | 17%▽ | 9%▼ | 10%▼ | 53%▲ | 50%▲ | 24% | 27% | 35% | 21% | 24% | 27% | |
| N | 3.853 | 2.090 | 850 | 682 | 96 | 135 | 3.140 | 380 | 333 | 395 | 244 | 229 | 867 | 335 | 158 | 81 | 882 | 14 | 81 | 298 | 269 | |
| 50b. Is er sprake van keuzemogelijkheden in werktijden voor medewerkers? | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 25% | 29%▲ | 19%▽ | 20%▽ | 17% | 27% | 24%▽ | 27% | 32%△ | 25% | 14%▼ | 4%▼ | 15%▼ | 24% | 15%▼ | 45%▲ | 41%▲ | 45% | 47%▲ | 26% | 21% | |
| N | 3.842 | 2.069 | 854 | 686 | 97 | 136 | 3.135 | 373 | 333 | 388 | 244 | 222 | 864 | 355 | 150 | 81 | 873 | 14 | 81 | 298 | 272 | |
| 51a. Hoe groot schat u het percentage werknemers in dat (regelmatig) buiten kantooruren werkzaam is? [Range: 0-100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 33 | 36△ | 31▽ | 30▽ | 29 | 35 | 32▽ | 34 | 41▲ | 29▽ | 22▼ | 17▼ | 25▼ | 49▲ | 40▲ | 28 | 39▲ | 26 | 37 | 38△ | 38△ | |
| N | 3.021 | 1.516 | 716 | 587 | 81 | 120 | 2.475 | 284 | 261 | 392 | 194 | 190 | 565 | 279 | 145 | 56 | 698 | 13 | 76 | 221 | 191 | |
| 51b. Hoe groot schat u het percentage werknemers in dat (regelmatig) in de nacht werkzaam is? [Range: 0-100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 5,6 | 5,6 | 4,6 | 5,4 | 7,2 | 11▲ | 5,6 | 3,4▽ | 7,6△ | 6,3 | 5,2 | 3,3▽ | 3,0▽ | 7,2 | 12▲ | 2,6 | 5,4 | 12 | 0,95▼ | 10▲ | 4,1 | |
| N | 3.021 | 1.516 | 716 | 587 | 81 | 120 | 2.475 | 284 | 261 | 392 | 194 | 190 | 565 | 279 | 145 | 56 | 698 | 13 | 76 | 221 | 191 | |
| 52a. Wij bieden onze flexibele werknemers uitdagende functies | | | | | | | | | | | | | | | | | | | | | | |
| · % Eens of helemaal eens | 51% | 55%△ | 44%▽ | 48% | 53% | 56% | 49%▽ | 57%△ | 62%▲ | 42%▼ | 48% | 51% | 45%▽ | 41%▼ | 46% | 55% | 59%▲ | 60% | 76%▲ | 61%▲ | 59%△ | |
| N | 2.917 | 1.415 | 690 | 584 | 94 | 135 | 2.359 | 299 | 259 | 328 | 194 | 154 | 632 | 331 | 107 | 56 | 587 | 11 | 69 | 254 | 194 | |
| 52b. Wij bieden heldere werkinstructies voor nieuwe flexibele werknemers | | | | | | | | | | | | | | | | | | | | | | |
| · % Eens of helemaal eens | 66% | 64%▽ | 63% | 71%△ | 70% | 72% | 66% | 66% | 62% | 65% | 63% | 63% | 61%▽ | 68% | 71% | 67% | 73%△ | 62% | 72% | 61% | 61% | |
| N | 2.917 | 1.415 | 690 | 584 | 94 | 135 | 2.359 | 299 | 259 | 328 | 194 | 154 | 632 | 331 | 107 | 56 | 587 | 11 | 69 | 254 | 194 | |
| 52c. Wij bieden flexibele werknemers ontwikkelmogelijkheden | | | | | | | | | | | | | | | | | | | | | | |
| · % Eens of helemaal eens | 51% | 55%△ | 45%▽ | 50% | 52% | 54% | 50%▽ | 56% | 54% | 42%▼ | 45% | 40%▼ | 46%▽ | 46% | 47% | 71%▲ | 60%▲ | 52% | 61% | 70%▲ | 50% | |
| N | 2.917 | 1.415 | 690 | 584 | 94 | 135 | 2.359 | 299 | 259 | 328 | 194 | 154 | 632 | 331 | 107 | 56 | 587 | 11 | 69 | 254 | 194 | |
| 52d. Wij nemen onze flexibele werknemers makkelijk op in onze bedrijfscultuur | | | | | | | | | | | | | | | | | | | | | | |
| · % Eens of helemaal eens | 73% | 70%▽ | 69%▽ | 80%▲ | 85%▲ | 84%▲ | 72%▽ | 74% | 86%▲ | 60%▼ | 74% | 70% | 69%▽ | 75% | 77% | 76% | 75% | 79% | 83% | 90%▲ | 73% | |
| N | 2.917 | 1.415 | 690 | 584 | 94 | 135 | 2.359 | 299 | 259 | 328 | 194 | 154 | 632 | 331 | 107 | 56 | 587 | 11 | 69 | 254 | 194 | |
| 52e. Wij bieden onze flexibele werknemers autonomie in hun werk | | | | | | | | | | | | | | | | | | | | | | |
| · % Eens of helemaal eens | 53% | 55%△ | 50%▽ | 51% | 55% | 58% | 50%▼ | 62%△ | 71%▲ | 39%▼ | 47% | 37%▼ | 45%▼ | 56% | 51% | 44% | 59%△ | 63% | 74%▲ | 79%▲ | 63%▲ | |
| N | 2.917 | 1.415 | 690 | 584 | 94 | 135 | 2.359 | 299 | 259 | 328 | 194 | 154 | 632 | 331 | 107 | 56 | 587 | 11 | 69 | 254 | 194 | |

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| | VESTIGINGSGROORTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|-------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|-------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 53. Welke redenen zijn van toepassing voor het inzetten van werknemers met een flexibel contract? [meerdere antwoorden mogelijk] | | | | | | | | | | | | | | | | | | | | | | |
| · a. Opvang van pieken in personeelsbehoefte | 65% | 58%▼ | 65% | 75%▲ | 76%▲ | 79%▲ | 67%△ | 59%▽ | 55%▼ | 71%△ | 65% | 76%▲ | 61%▽ | 85%▲ | 68% | 44%▼ | 57%▽ | 69% | 53%▼ | 58%▽ | 64% | |
| · b. Opvang van ziekte en verlof van het vaste personeel | 39% | 31%▼ | 38% | 51%▲ | 54%▲ | 64%▲ | 37%▽ | 36% | 55%▲ | 30%▼ | 40% | 27%▼ | 43%△ | 44% | 55%▲ | 32% | 25%▼ | 62% | 34% | 57%▲ | 53%▲ | |
| · c. Opvang van ongewenst verloop van het vaste personeel | 13% | 11%▽ | 13% | 15% | 18% | 21%▲ | 13% | 7%▽ | 15% | 9%▽ | 9% | 12% | 12% | 19%▲ | 15% | 6% | 10%▽ | 21% | 9% | 14% | 22%▲ | |
| · d. Werving van nieuw personeel | 18% | 12%▼ | 18% | 25%▲ | 38%▲ | 39%▲ | 19%△ | 14% | 14% | 6%▼ | 25%▲ | 25%△ | 16% | 12%▽ | 20% | 32%▲ | 24%△ | 24% | 13% | 17% | 21% | |
| · e. Inhuur van specifieke kennis en ervaring | 22% | 19%▽ | 20% | 26%△ | 34%▲ | 42%▲ | 21%▽ | 23% | 28%△ | 21% | 29%△ | 26% | 14%▼ | 6%▼ | 15% | 30% | 35%▲ | 63%▲ | 42%▲ | 18% | 23% | |
| · f. Omdat we niet het risico willen lopen om te veel personeel in dienst te hebben | 38% | 36%▽ | 37% | 42%△ | 41% | 41% | 38% | 44%△ | 34% | 46%△ | 42% | 62%▲ | 33%▽ | 49%▲ | 32% | 32% | 29%▼ | 25% | 51%▲ | 27%▼ | 38% | |
| · g. Omdat ons vaste personeel onvoldoende flexibel inzetbaar is | 4% | 2%▼ | 5%△ | 7%△ | 8%▲ | 7%△ | 4% | 4% | 5% | 3% | 5% | 2% | 7%△ | 5% | 4% | 2% | 2%▽ | 7% | 1% | 5% | 5% | |
| · h. Omdat we geen werkgeverslasten willen dragen voor een deel van het personeel | 8% | 9%△ | 6% | 7% | 4% | 5% | 8%△ | 6% | 4%▽ | 5% | 5% | 14%▲ | 6% | 8% | 9% | 2% | 8% | 16% | 11% | 3%▼ | 15%▲ | |
| · i. Omdat we kwetsbare groepen een kans willen geven, maar daarvoor niet alle risico's willen dragen | 5% | 3%▽ | 7%△ | 6% | 6% | 8% | 4%▽ | 7% | 6% | 3% | 7% | 3% | 5% | 9%▲ | 5% | 2% | 4% | 13% | 8% | 2%▽ | 4% | |
| · j. Vanwege een reorganisatie/ krimp (daarom geen vaste contracten meer geven) | 9% | 8%▽ | 8% | 11% | 15% | 19%▲ | 8%▽ | 6%▽ | 19%▲ | 1%▼ | 7% | 15%▲ | 11% | 9% | 8% | 19%▲ | 8% | 32%▲ | 9% | 9% | 15%▲ | |
| · k. Andere reden voor het inzetten van werknemers met een flexibel contract | 8% | 10%△ | 7% | 5%▽ | 4% | 5% | 6%▼ | 13%▲ | 17%▲ | 9% | 7% | 4% | 6%▽ | 5%▽ | 8% | 1%▼ | 7% | 7% | 8% | 16%▲ | 15%▲ | |
| N | 2.917 | 1.415 | 690 | 584 | 94 | 135 | 2.359 | 299 | 259 | 328 | 194 | 154 | 632 | 331 | 107 | 56 | 587 | 11 | 69 | 254 | 194 | |
| 54. Welke redenen zijn van toepassing voor het niet inzetten van werknemers met een flexibel contract? [meerdere antwoorden mogelijk] | | | | | | | | | | | | | | | | | | | | | | |
| · a. Nooit over nagedacht | 19% | 22%▲ | 12%▼ | 13%▽ | 6% | 5% | 17%▼ | 39%▲ | 14% | 10%▼ | 12%▼ | 29%▲ | 15%▽ | 51%▲ | 19% | 8%▼ | 23%△ | 6% | 22% | 13% | 17% | |
| · b. Omdat wij weinig variatie hebben in het werkaanbod (geen probleem met piek en ziek) | 27% | 27% | 27% | 27% | 22% | 25% | 28%△ | 12%▼ | 36%▲ | 5%▼ | 30% | 26% | 34%▲ | 10%▼ | 26% | 40%▲ | 24% | 16% | 18% | 46%▲ | 17%▼ | |
| · c. Omdat wij voldoende flexibiliteit in het eigen personeel hebben | 37% | 34%▼ | 49%▲ | 48%▲ | 35% | 37% | 40%▲ | 21%▼ | 32% | 47%▲ | 41% | 23%▼ | 44%△ | 33% | 40% | 28% | 33%▽ | 32% | 21%▼ | 45% | 43% | |
| · d. Omdat flexkrachten voor ons te duur zijn | 9% | 10% | 5%▽ | 11% | 11% | 13% | 10%△ | 7% | 4%▼ | 6% | 10% | 9% | 9% | 0%▼ | 2%▼ | 15%▲ | 13%△ | 14% | 6% | 4%▽ | 13% | |
| · e. Omdat we denken dat flexkrachten onvoldoende kwaliteit bieden | 10% | 8%▽ | 15%▲ | 14%△ | 9% | 7% | 11%▲ | 2%▼ | 5%▽ | 11% | 18%▲ | 18%▲ | 10% | 0%▼ | 3%▼ | 5% | 8% | 4% | 12% | 6% | 5%▽ | |
| · f. Omdat de klanten liever niet hebben dat met flexkrachten wordt gewerkt | 10% | 9% | 14%△ | 8% | 6% | 4% | 10% | 9% | 10% | 14%△ | 8% | 13% | 8% | 0%▼ | 2%▼ | 14% | 10% | 4% | 12% | 12% | 14% | |
| · g. De ondernemingsraad of personeelsvertegenwoordiging wil geen flexkrachten | 0,1% | 0%▽ | 0,3% | 0,4% | 0% | 3%▲ | 0,1% | 0% | 1%▲ | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% | 1% | 0% | 1%▲ | |
| · h. Omdat we met vertrouwelijke informatie werken | 9% | 9% | 9% | 13% | 10% | 10% | 9% | 3%▼ | 25%▲ | 8% | 5% | 5%▽ | 6%▽ | 0%▼ | 13% | 32%▲ | 12%△ | 22% | 13% | 29%▲ | 0%▼ | |
| · i. Omdat we niet willen dat flexkrachten met onze kennis naar een ander bedrijf gaan | 6% | 5% | 5% | 9%△ | 1% | 3% | 6%△ | 4% | 0,1%▼ | 6% | 8% | 7% | 7%△ | 0%▼ | 3% | 2% | 5% | 0% | 10% | 0,1%▼ | 7% | |
| · j. Omdat de inwerktijd te lang is | 20% | 18%▼ | 26%△ | 28%▲ | 24% | 19% | 22%▲ | 8%▼ | 18% | 29%▲ | 33%▲ | 10%▼ | 27%▲ | 0,2%▼ | 9%▼ | 13% | 21% | 18% | 16% | 19% | 10%▼ | |
| · k. Omdat we een reorganisatie hebben/ moeten krimpen | 4% | 3%▽ | 3% | 9%▲ | 15%▲ | 12% | 4% | 1%▽ | 7% | 2% | 5% | 6% | 5%△ | 0% | 2% | 1% | 3% | 22%▲ | 4% | 1%▽ | 4% | |
| · l. Omdat de wet- en regelgeving strenger is geworden voor de inzet van flexibele werknemers | 4% | 4% | 4% | 4% | 17%▲ | 10% | 4%△ | 1%▽ | 3% | 0%▼ | 5% | 6% | 2%▽ | 2% | 2% | 26%▲ | 3% | 8% | 4% | 6% | 3% | |
| · m. Andere reden voor het niet inzetten van werknemers met een flexibel contract | 14% | 16%△ | 10%▽ | 8%▽ | 20% | 24% | 13%▽ | 26%▲ | 7%▼ | 24%▲ | 8%▽ | 13% | 12% | 9% | 16% | 15% | 14% | 32% | 45%▲ | 15% | 14% | |
| N | 2.192 | 1.627 | 331 | 201 | 18 | 15 | 1.803 | 239 | 149 | 158 | 150 | 227 | 556 | 85 | 104 | 78 | 504 | 5 | 41 | 132 | 152 | |
| 55a. In mijn vestiging zijn computers aanwezig | | | | | | | | | | | | | | | | | | | | | | |
| · % Ja | 96% | 94%▽ | 96% | 99%▲ | 100%▲ | 100%▲ | 96% | 92%▼ | 99%△ | 99%△ | 96% | 100%▲ | 94%▽ | 84%▼ | 94% | 99%△ | 100%▲ | 100% | 96% | 98% | 92%▽ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |

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| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|---|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 55b. In mijn vestiging zijn computers aanwezig, en die zijn met elkaar verbonden in een computernetwerk | | | | | | | | | | | | | | | | | | | | | | |
| · % Ja | 72% | 65%▼ | 74% | 90%▲ | 98%▲ | 99%▲ | 72% | 62%▼ | 85%▲ | 62%▼ | 79%△ | 56%▼ | 72% | 42%▼ | 64%▼ | 85%▲ | 90%▲ | 99%▲ | 77% | 91%▲ | 56%▼ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 55c. In mijn vestiging hebben we een computernetwerk met minstens de software 'e-mail, internet, LAN' | | | | | | | | | | | | | | | | | | | | | | |
| · % Ja | 78% | 71%▼ | 80%△ | 93%▲ | 99%▲ | 99%▲ | 78%△ | 65%▼ | 87%▲ | 70%▽ | 85%△ | 63%▼ | 79% | 48%▼ | 73% | 92%▲ | 92%▲ | 100%▲ | 85% | 89%▲ | 63%▼ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 55d. In mijn vestiging worden de bedrijfsprocessen (ook) aangestuurd door de software 'workflow software, ERP' | | | | | | | | | | | | | | | | | | | | | | |
| · % Ja | 28% | 20%▼ | 26% | 46%▲ | 69%▲ | 77%▲ | 29%△ | 20%▼ | 32%△ | 17%▼ | 45%▲ | 16%▼ | 28% | 13%▼ | 24% | 28% | 39%▲ | 68%▲ | 26% | 36%△ | 16%▼ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 55e. In mijn vestiging wordt de communicatie tussen medewerkers onderling gestimuleerd door 'groupware, sociale media/ socialware-toepassingen' | | | | | | | | | | | | | | | | | | | | | | |
| · % Ja | 26% | 21%▼ | 25% | 37%▲ | 45%▲ | 55%▲ | 25%▽ | 25% | 35%▲ | 26% | 19%▽ | 20%▽ | 21%▽ | 16%▼ | 27% | 28% | 38%▲ | 56%▲ | 44%▲ | 27% | 21%▽ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 55f. In mijn vestiging worden (ook) e-commerce toepassingen gebruikt | | | | | | | | | | | | | | | | | | | | | | |
| · % Ja | 32% | 30%▽ | 32% | 38%△ | 41%△ | 42%▲ | 35%▲ | 18%▼ | 24%▽ | 25%▽ | 32% | 18%▼ | 50%▲ | 21%▼ | 33% | 35% | 35%△ | 25% | 22%▼ | 18%▼ | 21%▼ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| MODULE 5. PERSONEEL | | | | | | | | | | | | | | | | | | | | | | |
| 56a. Percentage leidinggevend personeel [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 30 | 38▲ | 24▼ | 16▼ | 12▼ | 12▼ | 31△ | 32 | 22▼ | 29 | 25▼ | 30 | 31 | 40▲ | 27▽ | 34 | 32△ | 11▼ | 27 | 26▽ | 26▽ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 56b. Percentage uitvoerend personeel [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 56 | 50▼ | 63▲ | 67▲ | 69▲ | 68▲ | 56 | 52▽ | 62▲ | 60△ | 59△ | 56 | 56 | 49▼ | 62▲ | 46▼ | 54▽ | 68 | 61 | 62▲ | 59△ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 56c. Percentage ondersteunend personeel [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 13 | 12▽ | 12 | 17▲ | 19▲ | 19▲ | 13▼ | 15△ | 17▲ | 11▽ | 16▲ | 14 | 13 | 11▽ | 11▽ | 20▲ | 14△ | 21 | 12 | 12 | 15 | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 57. Hoe verhoudt het huidige totale aantal werknemers binnen uw vestiging zich tot het aantal van twee jaar geleden? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Afgenomen met meer dan 5% | 22% | 20%▽ | 26%△ | 26%△ | 28% | 30%△ | 23%△ | 14%▼ | 24% | 22% | 23% | 27%△ | 23% | 25% | 20% | 11%▼ | 22% | 35% | 18% | 19% | 24% | |
| · 2 Toegenomen met meer dan 5% | 17% | 12%▼ | 23%▲ | 25%▲ | 24%△ | 24%△ | 17%△ | 15% | 14% | 15% | 17% | 17% | 13%▽ | 22%△ | 20% | 18% | 21%△ | 10% | 14% | 17% | 13% | |
| · 3 Gelijk (minder dan 5% toe-/afname) | 61% | 69%▲ | 51%▼ | 49%▼ | 48%▼ | 46%▼ | 59%▽ | 71%▲ | 62% | 63% | 60% | 56%▽ | 64%△ | 54%▽ | 60% | 71%▲ | 57%▽ | 54% | 69% | 65% | 63% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 58. Hoe groot is de afname van werkgelegenheid ongeveer geweest? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Afname 5% t/m 9% | 33% | 23%▼ | 42%▲ | 41%△ | 53%▲ | 64%▲ | 32%▽ | 25% | 52%▲ | 51%▲ | 37% | 19%▼ | 32% | 25% | 29% | 26% | 26%▽ | 71%▲ | 44% | 61%▲ | 31% | |
| · 2 Afname 10% t/m 24% | 33% | 31% | 34% | 39%△ | 35% | 29% | 34%△ | 31% | 21%▼ | 25%▽ | 40% | 32% | 39%△ | 35% | 31% | 27% | 34% | 18% | 24% | 21%▼ | 32% | |
| · 3 Afname 25% of meer | 34% | 46%▲ | 24%▼ | 20%▼ | 12%▼ | 7%▼ | 34% | 43% | 27% | 24%▼ | 23%▼ | 49%▲ | 30% | 40% | 40% | 47% | 40%△ | 11% | 33% | 18%▼ | 38% | |
| N | 1.139 | 593 | 267 | 203 | 31 | 45 | 965 | 77 | 97 | 109 | 81 | 103 | 269 | 102 | 42 | 15 | 239 | 6 | 19 | 72 | 82 | |
| 59. Hoe groot is de toename van werkgelegenheid ongeveer geweest? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Toename 5% t/m 9% | 42% | 39% | 34%▼ | 51%▲ | 54% | 52% | 40%▽ | 50% | 48% | 33% | 43% | 43% | 43% | 78%▲ | 52% | 61% | 27%▼ | 56% | 32% | 32% | 41% | |
| · 2 Toename 10% t/m 24% | 24% | 15%▼ | 30%△ | 32%▲ | 34% | 33% | 24% | 22% | 31% | 28% | 27% | 34% | 21% | 5%▼ | 25% | 15% | 27% | 19% | 25% | 39%▲ | 21% | |
| · 3 Toename 25% of meer | 34% | 46%▲ | 36% | 18%▼ | 12%▼ | 15%▼ | 36%▲ | 28% | 21%▼ | 39% | 30% | 23% | 36% | 17%▼ | 22% | 25% | 46%▲ | 25% | 43% | 29% | 39% | |
| N | 862 | 365 | 240 | 195 | 27 | 36 | 726 | 78 | 59 | 72 | 57 | 64 | 158 | 90 | 42 | 24 | 229 | 2 | 15 | 64 | 46 | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|--|-------------------|-------|------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|------------------------|----------------------------|---------------------------|----------|-----------|-------|--------|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Vervoer & instellingen | Financiële dienstverlening | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig |
| 60a. Ontwikkeling functies voor laag geschoolden | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Zeer sterk afgenomen (25% of meer) | 5% | 6% | 5% | 4% | 3% | 4% | 5% | 3% | 6% | 1%▼ | 3% | 8% | 6% | 2%▼ | 4% | 5% | 11%▲ | 7% | 2% | 5% | 1%▼ | |
| · 2 Sterk afgenomen (10% t/m 24%) | 5% | 5% | 4% | 5% | 6% | 7% | 5% | 3% | 4% | 2%▼ | 5% | 4% | 4% | 13%▲ | 9%▲ | 3% | 3% | 5% | 3% | 5% | 5% | |
| · 3 Afgenomen (5% t/m 9%) | 7% | 4%▼ | 8% | 6% | 12%▲ | 17%▲ | 6%▼ | 8% | 12%▲ | 5% | 9% | 12%▲ | 6% | 2%▼ | 7% | 3% | 7% | 20% | 9% | 6% | 6% | |
| · 4 Ongeveer gelijk gebleven (minder dan 5% toe-/afname) | 70% | 76%▲ | 66%▼ | 67% | 62% | 58%▼ | 70% | 74% | 74% | 73% | 66% | 66% | 71% | 68% | 67% | 84%▲ | 65%▼ | 65% | 81% | 80%▲ | 78%▲ | |
| · 5 Toegenomen (5% t/m 9%) | 6% | 2%▼ | 8%▲ | 10%▲ | 10% | 8% | 6% | 6% | 3% | 9% | 11%▲ | 5% | 6% | 3% | 4% | 3% | 7% | 2% | 4% | 3% | 7% | |
| · 6 Sterk toegenomen (10% t/m 24%) | 4% | 4% | 3% | 4% | 5% | 4% | 4% | 3% | 1%▼ | 5% | 2% | 4% | 4% | 6% | 6% | 2% | 4% | 2% | 1% | 1% | 1%▼ | |
| · 7 Zeer sterk toegenomen (25% of meer) | 3% | 2%▼ | 6%▲ | 3% | 3% | 2% | 4%▲ | 3% | 0,3%▼ | 5% | 4% | 2% | 3% | 5% | 2% | 0,2% | 3% | 1% | 0,2% | 0,1%▼ | 3% | |
| N | 2.526 | 1.123 | 613 | 572 | 92 | 128 | 2.140 | 193 | 193 | 288 | 237 | 202 | 631 | 239 | 126 | 60 | 376 | 13 | 44 | 148 | 163 | |
| 60b. Ontwikkeling functies voor middelbaar geschoolden | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Zeer sterk afgenomen (25% of meer) | 2% | 3%▲ | 1% | 1% | 1% | 1% | 3% | 1% | 1% | 0%▼ | 2% | 7%▲ | 1%▼ | 0,3%▼ | 1% | 1% | 5%▲ | 1% | 0,2% | 1% | 3% | |
| · 2 Sterk afgenomen (10% t/m 24%) | 3% | 2%▼ | 4% | 4% | 5% | 3% | 3% | 3% | 4% | 3% | 4% | 1% | 3% | 5% | 4% | 4% | 3% | 3% | 2% | 5% | 2% | |
| · 3 Afgenomen (5% t/m 9%) | 5% | 3%▼ | 6% | 5% | 8% | 10%▲ | 5% | 4% | 5% | 0,2%▼ | 4% | 9%▲ | 5% | 6% | 5% | 5% | 5% | 7% | 6% | 4% | 4% | |
| · 4 Ongeveer gelijk gebleven (minder dan 5% toe-/afname) | 71% | 76%▲ | 65%▼ | 69% | 63% | 61%▼ | 71% | 72% | 69% | 82%▲ | 71% | 63%▼ | 73% | 72% | 76% | 74% | 63%▼ | 72% | 83%▲ | 70% | 70% | |
| · 5 Toegenomen (5% t/m 9%) | 11% | 7%▼ | 13% | 14%▲ | 18%▲ | 20%▲ | 11% | 7% | 18%▲ | 8% | 13% | 7% | 10% | 13% | 10% | 10% | 11% | 14% | 6% | 13% | 16%▲ | |
| · 6 Sterk toegenomen (10% t/m 24%) | 5% | 3%▼ | 8%▲ | 5% | 4% | 5% | 5% | 6% | 3% | 3% | 5% | 11%▲ | 6% | 4% | 4% | 2% | 4% | 1% | 3% | 4% | 1%▼ | |
| · 7 Zeer sterk toegenomen (25% of meer) | 4% | 5%▲ | 4% | 2%▼ | 2% | 1%▼ | 4% | 7%▲ | 1%▼ | 3% | 2% | 1% | 3% | 0%▼ | 1% | 4% | 8%▲ | 1% | 1% | 2% | 4% | |
| N | 2.846 | 1.320 | 649 | 635 | 102 | 140 | 2.385 | 206 | 256 | 227 | 240 | 182 | 678 | 231 | 117 | 89 | 612 | 15 | 52 | 221 | 183 | |
| 60c. Ontwikkeling functies voor hoog geschoolden | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Zeer sterk afgenomen (25% of meer) | 1% | 2% | 2% | 1% | 1% | 0,4% | 2% | 1% | 1% | 2% | 0,2% | 9%▲ | 0%▼ | 0,1% | 0,2% | 0% | 3%▲ | 1% | 0,4% | 1% | 2% | |
| · 2 Sterk afgenomen (10% t/m 24%) | 2% | 2% | 2% | 2% | 3% | 2% | 2% | 1% | 3% | 0% | 1% | 2% | 2% | 9%▲ | 0,2% | 0,3% | 1%▼ | 2% | 2% | 2% | 1% | |
| · 3 Afgenomen (5% t/m 9%) | 5% | 5%▲ | 2%▼ | 4% | 7% | 5% | 5% | 2% | 4% | 0,3%▼ | 3% | 4% | 4% | 1%▼ | 4% | 4% | 5% | 7% | 5% | 10%▲ | 6% | |
| · 4 Ongeveer gelijk gebleven (minder dan 5% toe-/afname) | 73% | 77%▲ | 72% | 70% | 62%▼ | 62%▼ | 72%▼ | 83%▲ | 74% | 89%▲ | 75% | 75% | 77%▲ | 76% | 76% | 68% | 63%▼ | 68% | 70% | 72% | 75% | |
| · 5 Toegenomen (5% t/m 9%) | 9% | 5%▼ | 9% | 14%▲ | 19%▲ | 22%▲ | 9% | 8% | 11% | 3%▼ | 15%▲ | 7% | 8% | 5% | 9% | 11% | 11% | 17% | 11% | 7% | 15%▲ | |
| · 6 Sterk toegenomen (10% t/m 24%) | 6% | 4%▼ | 11%▲ | 6% | 6% | 7% | 7% | 5% | 4% | 6% | 3% | 2% | 7% | 8% | 4% | 7% | 8%▲ | 6% | 5% | 7% | 2%▼ | |
| · 7 Zeer sterk toegenomen (25% of meer) | 4% | 6%▲ | 3% | 3%▼ | 2% | 2% | 5%▲ | 1%▼ | 3% | 0%▼ | 3% | 1% | 1%▼ | 0%▼ | 7% | 10%▲ | 10%▲ | 0% | 7% | 1%▼ | 1%▼ | |
| N | 2.493 | 1.159 | 539 | 562 | 96 | 137 | 2.002 | 195 | 296 | 190 | 188 | 120 | 497 | 157 | 92 | 94 | 675 | 14 | 73 | 284 | 110 | |
| 61a. Afname werkgelegenheid door toename in de productiviteit dankzij technologische innovatie? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 12% | 4%▼ | 19%▲ | 20%▲ | 22% | 31%▲ | 11%▼ | 20%▲ | 19%▲ | 18%▲ | 26%▲ | 12% | 9%▼ | 10% | 18% | 34%▲ | 9% | 30% | 9% | 13% | 7% | |
| · 2 Nee | 79% | 84%▲ | 74%▼ | 74% | 72% | 63%▼ | 80% | 73% | 74% | 73% | 71% | 81% | 77% | 78% | 75% | 48%▼ | 81% | 59% | 87% | 83% | 92%▲ | |
| · 3 Weet niet | 9% | 12%▲ | 7% | 6%▼ | 6% | 6% | 10% | 7% | 6% | 9% | 3% | 7% | 15%▲ | 12% | 8% | 18% | 10% | 11% | 5% | 4% | 1%▼ | |
| N | 1.139 | 593 | 267 | 203 | 31 | 45 | 965 | 77 | 97 | 109 | 81 | 103 | 269 | 102 | 42 | 15 | 239 | 6 | 19 | 72 | 82 | |
| 61b. Afname werkgelegenheid door toename in de productiviteit door organisatorische veranderingen of reorganisatie? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 26% | 18%▼ | 27% | 37%▲ | 44%▲ | 54%▲ | 25% | 13%▼ | 38%▲ | 22% | 36%▲ | 28% | 15%▼ | 35%▲ | 36% | 51%▲ | 20%▼ | 59% | 26% | 49%▲ | 25% | |
| · 2 Nee | 65% | 70%▲ | 65% | 57%▼ | 51% | 41%▼ | 64% | 77%▲ | 60% | 66% | 57% | 69% | 69% | 48%▼ | 57% | 35%▼ | 70%▲ | 36% | 71% | 50%▼ | 74% | |
| · 3 Weet niet | 10% | 12%▲ | 9% | 6%▼ | 4% | 11%▲ | 10% | 2%▼ | 12% | 12% | 6% | 3%▼ | 16%▲ | 17%▲ | 7% | 14% | 10% | 5% | 4% | 1%▼ | 1%▼ | |
| N | 1.139 | 593 | 267 | 203 | 31 | 45 | 965 | 77 | 97 | 109 | 81 | 103 | 269 | 102 | 42 | 15 | 239 | 6 | 19 | 72 | 82 | |
| 61c. Afname werkgelegenheid door terugval in de markt voor uw goederen of diensten? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 76% | 73%▼ | 84%▲ | 80% | 72% | 66% | 78%▲ | 83% | 50%▼ | 45%▼ | 87%▲ | 99%▲ | 85%▲ | 69% | 80% | 61% | 81% | 16%▼ | 78% | 55%▼ | 71% | |
| · 2 Nee | 18% | 20% | 12%▼ | 15% | 24% | 30%▲ | 15%▼ | 13% | 45%▲ | 43%▲ | 11% | 1%▼ | 8%▼ | 17% | 16% | 24% | 16% | 73%▲ | 19% | 41%▲ | 28%▲ | |
| · 3 Weet niet | 6% | 8%▲ | 4% | 5% | 4% | 4% | 6% | 4% | 4% | 12%▲ | 2% | 0%▼ | 7% | 14%▲ | 5% | 16% | 4% | 11% | 4% | 4% | 0,1%▼ | |
| N | 1.139 | 593 | 267 | 203 | 31 | 45 | 965 | 77 | 97 | 109 | 81 | 103 | 269 | 102 | 42 | 15 | 239 | 6 | 19 | 72 | 82 | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|-------|----------------------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| · 1 Ja | 15% | 8%▼ | 19%△ | 26%▲ | 43%▲ | 62%▲ | 15% | 10%▽ | 23%▲ | 16% | 21%△ | 8%▼ | 13%▽ | 24%▲ | 11% | 12% | 15% | 46%▲ | 12% | 14% | 12% | |
| · 2 Nee | 84% | 92%▲ | 80%▽ | 74%▼ | 56%▼ | 37%▼ | 85% | 88%△ | 77%▼ | 84% | 77%▼ | 92%▲ | 86%△ | 76%▼ | 88% | 88% | 84% | 52%▼ | 81% | 85% | 87% | |
| · 3 Weet niet | 1% | 1% | 1% | 1% | 1% | 1% | 1% | 2%△ | 0,2% | 0%▽ | 2% | 1% | 1% | 0% | 1% | 0,1% | 1% | 3% | 8%▲ | 1% | 1% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 65a. Aantal vacatures op dit moment; voor leidinggevend personeel [als er vacatures zijn] [Range: 0–50] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 0,28 | 0,09▼ | 0,17 | 0,23 | 0,39 | 0,99▲ | 0,23▼ | 0,35 | 0,52▲ | 0,26 | 0,52 | 0,57 | 0,16 | 0,24 | 0,31 | 0,33 | 0,20 | 2,0▲ | 0,51 | 0,16 | 0,23 | |
| N | 761 | 228 | 192 | 200 | 48 | 93 | 610 | 56 | 95 | 79 | 73 | 30 | 152 | 101 | 24 | 16 | 168 | 7 | 13 | 54 | 42 | |
| 65ap. Percentage vacatures op dit moment; voor leidinggevend personeel [op totale vestigingsgrootte] [Range: 0–625] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 1,5 | 2,1 | 2,4 | 0,93 | 0,53 | 0,29 | 0,91▼ | 7,3▲ | 2,2 | 1,7 | 1,8 | 2,9 | 0,68 | 4,1▲ | 0,83 | 0,57 | 0,55 | 9,4▲ | 0,71 | 0,18 | 2,0 | |
| N | 755 | 225 | 190 | 199 | 48 | 92 | 609 | 56 | 90 | 79 | 70 | 30 | 152 | 101 | 24 | 16 | 168 | 7 | 13 | 52 | 42 | |
| 65b. Aantal vacatures op dit moment; voor uitvoerend personeel [als er vacatures zijn] [Range: 0–300] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 2,1 | 1,1▼ | 1,2▽ | 1,9 | 2,5 | 6,9▲ | 2,0 | 1,5 | 3,3 | 0,94 | 2,5 | 1,7 | 1,7 | 1,4 | 3,8 | 1,9 | 2,7 | 7,8▲ | 3,2 | 3,2 | 1,6 | |
| N | 761 | 228 | 192 | 200 | 48 | 93 | 610 | 56 | 95 | 79 | 73 | 30 | 152 | 101 | 24 | 16 | 168 | 7 | 13 | 54 | 42 | |
| 65bp. Percentage vacatures op dit moment; voor uitvoerend personeel [op totale vestigingsgrootte] [Range: 0–625] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 16 | 31▲ | 17 | 8,3▼ | 3,6▼ | 2,3▼ | 16 | 10▼ | 14 | 16 | 11 | 9,8 | 17 | 17 | 13 | 6,9 | 19▲ | 12 | 4,7 | 13 | 16 | |
| N | 732 | 202 | 190 | 199 | 48 | 93 | 591 | 56 | 85 | 79 | 70 | 30 | 148 | 101 | 20 | 16 | 158 | 7 | 13 | 47 | 42 | |
| 65c. Aantal vacatures op dit moment; voor ondersteunend personeel [als er vacatures zijn] [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 0,51 | 0,34 | 0,38 | 0,42 | 0,45 | 1,4▲ | 0,45 | 0,61 | 0,84 | 0,20 | 0,61 | 0,86 | 0,49 | 0,39 | 0,86 | 0,46 | 0,39 | 2,4▲ | 1,1 | 0,58 | 0,71 | |
| N | 761 | 228 | 192 | 200 | 48 | 93 | 610 | 56 | 95 | 79 | 73 | 30 | 152 | 101 | 24 | 16 | 168 | 7 | 13 | 54 | 42 | |
| 65cp. Percentage vacatures op dit moment; voor ondersteunend personeel [op totale vestigingsgrootte] [Range: 0–625] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 4,7 | 9,6▲ | 4,9 | 2,0▼ | 0,64 | 0,41▼ | 5,0 | 6,1 | 1,8 | 4,3 | 2,0 | 8,3 | 7,7▲ | 3,7 | 0,95 | 4,3 | 3,3 | 9,4 | 1,5 | 1,1 | 11▲ | |
| N | 751 | 221 | 190 | 199 | 48 | 93 | 609 | 56 | 86 | 79 | 70 | 30 | 152 | 101 | 24 | 16 | 168 | 7 | 13 | 48 | 42 | |
| 66a. Aantal moeilijk vervulbare vacatures; voor leidinggevend personeel [als er vacatures zijn voor leidinggevend] [Range: 0–14] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 0,72 | -- | 0,39 | 0,82 | 0,61 | 0,87 | 0,88 | 0,68 | 0,28▼ | 0,69 | 0,68 | 1,1 | 0,79 | 0,69 | 0,73 | 0,68 | 0,63 | 1,2 | 0,54 | 0,22 | 0,95 | |
| N | 90 | -- | 19 | 28 | 12 | 31 | 61 | 6 | 22 | 14 | 15 | 7 | 10 | 2 | 4 | 3 | 19 | 2 | 2 | 5 | 6 | |
| 66ap. Percentage moeilijk vervulbare vacatures; voor leidinggevend personeel [op aantal vacatures voor leidinggevend] [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 46 | -- | 32 | 67▲ | 46 | 37 | 56▲ | 62 | 16▼ | 47 | 55 | 65 | 33 | 35 | 32 | 44 | 49 | 26 | 42 | 14 | 69 | |
| N | 90 | -- | 19 | 28 | 12 | 31 | 61 | 6 | 22 | 14 | 15 | 7 | 10 | 2 | 4 | 3 | 19 | 2 | 2 | 5 | 6 | |
| 66b. Aantal moeilijk vervulbare vacatures; voor uitvoerend personeel [als er vacatures zijn voor uitvoerend] [Range: 0–150] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 1,00 | 0,97 | 0,54 | 0,99 | 0,89 | 1,9▲ | 0,92 | 0,64 | 1,6 | 0,78 | 1,0 | 0,78 | 0,79 | 0,73 | 0,68 | 0,59 | 1,2 | 1,0 | 1,2 | 1,9▲ | 1,1 | |
| N | 482 | 131 | 118 | 131 | 32 | 69 | 376 | 32 | 74 | 40 | 43 | 19 | 101 | 65 | 17 | 11 | 112 | 5 | 9 | 44 | 17 | |
| 66bp. Percentage moeilijk vervulbare vacatures; voor uitvoerend personeel [op aantal vacatures voor uitvoerend] [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 46 | 65▲ | 47 | 39 | 29▼ | 28▼ | 46 | 43 | 45 | 71▲ | 45 | 38 | 50 | 65▲ | 31 | 28 | 35▼ | 15 | 32 | 38 | 33 | |
| N | 482 | 131 | 118 | 131 | 32 | 69 | 376 | 32 | 74 | 40 | 43 | 19 | 101 | 65 | 17 | 11 | 112 | 5 | 9 | 44 | 17 | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 66c. Aantal moeilijk vervulbare vacatures; voor ondersteunend personeel [als er vacatures zijn voor ondersteunenden] [Range: 0-10] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 0,47 | 0,56 | 0,47 | 0,40 | 0,39 | 0,47 | 0,45 | 0,59 | 0,53 | 1,2▲ | 0,44 | 0,73 | 0,22 | 0,58 | 0,62 | 0,19 | 0,25 | 0,35 | 0,21 | 0,64 | 0,54 | |
| N | 155 | 37 | 32 | 39 | 13 | 34 | 118 | 8 | 29 | 13 | 18 | 8 | 25 | 14 | 4 | 5 | 36 | 3 | 4 | 16 | 7 | |
| 66cp. Percentage moeilijk vervulbare vacatures; voor ondersteunend personeel [op aantal vacatures voor ondersteunenden] [Range: 0-100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 33 | 45 | 43 | 26 | 27 | 21 | 34 | 48 | 27 | 100▲ | 27 | 44 | 18 | 55 | 36 | 11 | 18▼ | 15 | 15 | 32 | 39 | |
| N | 155 | 37 | 32 | 39 | 13 | 34 | 118 | 8 | 29 | 13 | 18 | 8 | 25 | 14 | 4 | 5 | 36 | 3 | 4 | 16 | 7 | |
| 67. Ongeveer hoeveel procent van het totale personeel vindt u wat betreft kwalificatie en ervaring momenteel voldoende toegerust voor hun werk? [Range: 0-100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 90 | 93▲ | 87▼ | 85▼ | 83▼ | 83▼ | 90▼ | 92△ | 91 | 90 | 87▼ | 92△ | 89▼ | 83▼ | 92 | 93▲ | 91△ | 84 | 91 | 94▲ | 91 | |
| N | 4.106 | 2.327 | 871 | 686 | 96 | 126 | 3.371 | 363 | 373 | 362 | 282 | 282 | 993 | 251 | 168 | 115 | 929 | 13 | 77 | 350 | 285 | |
| 68a. Werknemers kunnen hun taken niet meer optimaal uitvoeren door verminderde fysieke of mentale belastbaarheid | | | | | | | | | | | | | | | | | | | | | | |
| - % In sterke of zeer sterke mate | 3% | 2%▼ | 4% | 3% | 3% | 6%▲ | 2%▼ | 6%▲ | 4% | 5%△ | 4% | 2% | 2%▼ | 4% | 2% | 3% | 2% | 1% | 3% | 3% | 3% | |
| N | 4.466 | 2.532 | 936 | 747 | 106 | 145 | 3.687 | 395 | 385 | 386 | 320 | 313 | 1.061 | 362 | 179 | 109 | 964 | 15 | 92 | 378 | 286 | |
| 68b. Werknemers verliezen kennis en vaardigheden omdat zij deze niet of onvoldoende gebruiken | | | | | | | | | | | | | | | | | | | | | | |
| - % In sterke of zeer sterke mate | 2% | 2% | 2% | 2% | 2% | 3% | 2%△ | 1% | 1% | 0%▼ | 4%△ | 1% | 2% | 7%▲ | 0,4% | 1% | 2% | 6% | 1% | 1% | 1% | |
| N | 4.452 | 2.519 | 944 | 743 | 104 | 142 | 3.684 | 388 | 380 | 393 | 318 | 311 | 1.051 | 371 | 181 | 109 | 947 | 15 | 96 | 374 | 286 | |
| 68c. Werknemers beschikken over kennis en vaardigheden die door veranderingen in het werk niet meer nodig zijn | | | | | | | | | | | | | | | | | | | | | | |
| - % In sterke of zeer sterke mate | 3% | 2% | 4% | 2% | 3% | 4% | 3% | 2% | 2% | 3% | 2% | 2% | 2% | 5%△ | 2% | 1% | 3% | 6% | 2% | 1%▼ | 4% | |
| N | 4.364 | 2.467 | 925 | 727 | 103 | 142 | 3.603 | 387 | 374 | 373 | 310 | 296 | 1.035 | 361 | 177 | 110 | 942 | 15 | 91 | 369 | 285 | |
| 68d. Werknemers zitten vast in verouderde denkpatronen over hun werk en/of omgang met klanten | | | | | | | | | | | | | | | | | | | | | | |
| - % In sterke of zeer sterke mate | 6% | 4%▼ | 6% | 10%▲ | 15%▲ | 18%▲ | 6%▼ | 6% | 10%△ | 4% | 12%▲ | 6% | 6% | 6% | 3% | 3% | 5% | 19%▲ | 6% | 6% | 5% | |
| N | 4.504 | 2.540 | 957 | 752 | 107 | 146 | 3.720 | 398 | 386 | 405 | 322 | 312 | 1.069 | 367 | 182 | 110 | 969 | 16 | 88 | 377 | 288 | |
| 68e. Werknemers zijn te hoog opgeleid voor hun taken | | | | | | | | | | | | | | | | | | | | | | |
| - % In sterke of zeer sterke mate | 2% | 2%△ | 1%▼ | 1%▼ | 1% | 1% | 1%▼ | 6%▲ | 0,4%▼ | 0%▼ | 1% | 0%▼ | 1% | 4%△ | 2% | 1% | 4%△ | 2% | 1% | 1% | 2% | |
| N | 4.487 | 2.531 | 958 | 747 | 107 | 144 | 3.721 | 380 | 386 | 405 | 321 | 313 | 1.066 | 370 | 167 | 110 | 967 | 15 | 96 | 379 | 278 | |
| 68f. Werknemers zijn te laag opgeleid voor hun taken | | | | | | | | | | | | | | | | | | | | | | |
| - % In sterke of zeer sterke mate | 2% | 1%▼ | 3%△ | 2% | 3% | 5%▲ | 2% | 2% | 1% | 2% | 3%△ | 2% | 2% | 4%△ | 0,4% | 1% | 2% | 3% | 1% | 1% | 1% | |
| N | 4.471 | 2.520 | 953 | 748 | 107 | 143 | 3.703 | 385 | 384 | 388 | 315 | 315 | 1.061 | 371 | 171 | 111 | 962 | 15 | 96 | 379 | 287 | |
| 69. Is het inzetten van kwetsbare groepen expliciet onderdeel van de missie van uw vestiging? | | | | | | | | | | | | | | | | | | | | | | |
| - 1 Ja | 9% | 5%▼ | 10% | 14%▲ | 23%▲ | 31%▲ | 7%▼ | 12%△ | 18%▲ | 10% | 10% | 5%▼ | 8% | 8% | 9% | 5% | 7%▼ | 35%▲ | 18%▲ | 11%△ | 11% | |
| - 2 Nee | 82% | 85%△ | 82% | 77%▼ | 69%▼ | 62%▼ | 84%▲ | 69%▼ | 76%▼ | 75%▼ | 82% | 83% | 85%△ | 81% | 74%▼ | 89%△ | 85%△ | 58%▼ | 72%▼ | 79% | 81% | |
| - 3 Weet niet | 10% | 10%△ | 9% | 9% | 8% | 7% | 9%▼ | 20%▲ | 6%▼ | 15%▲ | 8% | 12% | 7%▼ | 11% | 17%▲ | 6% | 9% | 7% | 10% | 10% | 8% | |
| N | 5.102 | 3.037 | 1.020 | 785 | 111 | 150 | 4.156 | 538 | 408 | 487 | 343 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 341 | |
| 70. Heeft uw vestiging in de afgelopen twee jaar bewust personen in dienst genomen afkomstig uit één of meer kwetsbare groepen? | | | | | | | | | | | | | | | | | | | | | | |
| - 1 Ja | 16% | 9%▼ | 19%△ | 30%▲ | 44%▲ | 53%▲ | 15%▼ | 20%△ | 22%△ | 20%△ | 28%▲ | 12%▼ | 13%▼ | 23%▲ | 17% | 8%▼ | 15% | 40%▲ | 17% | 16% | 10%▼ | |
| - 2 Nee | 79% | 86%▲ | 78% | 66%▼ | 53%▼ | 43%▼ | 81%▲ | 72%▼ | 72%▼ | 71%▼ | 71%▼ | 84%△ | 83%△ | 70%▼ | 81% | 92%▲ | 81% | 53%▼ | 75% | 80% | 83%△ | |
| - 3 Weet niet | 5% | 5%△ | 3%▼ | 4% | 3% | 5% | 4%▼ | 8%△ | 6% | 9%▲ | 1%▼ | 3% | 4% | 7%△ | 2% | 1%▼ | 4% | 8% | 9%▲ | 4% | 6% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|--|-------------------|--------------|--------------|------------|------------|----------------------|--------------|------------|------------|------------|------------|------------|--------------|------------|------------------------|-------------------------|---------------------------|-----------|------------|------------|------------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 71. Wat voor acties neemt u (of bent u concreet van plan te nemen) om arbeidsbeperkten aan te nemen? [meerdere antwoorden mogelijk] | | | | | | | | | | | | | | | | | | | | | | |
| · a. Het creëren van arbeidsplekken bij nieuwe opdrachten/ aanbestedingen | 4% | 1%▼ | 4% | 8%▲ | 11%▲ | 19%▲ | 3% | 4% | 6%△ | 5% | 4% | 5% | 2%▽ | 2% | 4% | 1% | 5%△ | 23%▲ | 2% | 5% | 3% | |
| · b. Het creëren van nieuwe arbeidsplekken vanuit bestaande banen | 2% | 0,4%▼ | 2% | 3%△ | 8%▲ | 14%▲ | 1%▽ | 2% | 3%△ | 2% | 3% | 1% | 1%▽ | 2% | 2% | 1% | 1% | 13%▲ | 2% | 2% | 2% | |
| · c. Het bieden van werkervaringsplek, stage, leerwerkproject | 20% | 11%▼ | 26%▲ | 35%▲ | 47%▲ | 54%▲ | 19%▽ | 16%▽ | 33%▲ | 31%▲ | 25%△ | 15%▽ | 18% | 20% | 14% | 9%▼ | 16%▽ | 49%▲ | 26% | 22% | 19% | |
| · d. Het gaan inlenen/ detachering van arbeidsbeperkten (via externe partij) | 4% | 2%▼ | 5% | 7%△ | 14%▲ | 20%▲ | 4%▽ | 4% | 8%▲ | 6%△ | 8%▲ | 4% | 2%▽ | 3% | 4% | 1% | 4% | 20%▲ | 7% | 4% | 4% | |
| · e. Het terughalen van werk dat eerder door outsourcing of offshoring niet meer zelf wordt gedaan | 0,4% | 0,3% | 0,1% | 1% | 2%▲ | 3%▲ | 0,4% | 0,2% | 1% | 0% | 1% | 1% | 0,3% | 0,1% | 0,2% | 0,1% | 1%△ | 4%▲ | 0,2% | 0,2% | 1% | |
| · f. Het samen met andere werkgevers in de regio kijken naar het aanbod van werk/ taken geschikt voor arbeidsbeperkten | 2% | 1%▽ | 2% | 3%△ | 5%▲ | 8%▲ | 1%▽ | 1% | 6%▲ | 2% | 2% | 1% | 1%▽ | 3% | 1% | 1% | 2% | 8%▲ | 2% | 3% | 1% | |
| · g. Andere actie om arbeidsbeperkten aan te nemen | 3% | 3% | 2%▽ | 3% | 3% | 5% | 2%▽ | 5%△ | 3% | 3% | 2% | 0,4%▽ | 3% | 1% | 6%▲ | 1% | 3% | 4% | 3% | 5%△ | 1% | |
| · h. Geen actie om arbeidsbeperkten aan te nemen | 58% | 70%▲ | 51%▽ | 37%▼ | 21%▼ | 12%▼ | 61%▲ | 48%▼ | 42%▼ | 44%▼ | 51%▽ | 62% | 63%△ | 54% | 55% | 80%▲ | 63%△ | 23%▼ | 48%▼ | 59% | 54% | |
| · i. Weet (nog) geen actie om arbeidsbeperkten aan te nemen | 17% | 16%▽ | 18% | 21%△ | 22% | 21% | 16%▼ | 30%▲ | 20% | 16% | 18% | 21% | 15%▽ | 25%▲ | 19% | 10%▽ | 15%▽ | 18% | 23% | 14% | 24%△ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 72. Hoeveel werknemers in uw vestiging zijn afkomstig uit kwetsbare groepen? [Range: 0-3.000] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 1,4 | 0,15▽ | 0,40 | 0,95 | 2,5 | 4,1▲ | 0,44▽ | 4,8 | 7,4△ | 0,50 | 6,7△ | 0,37 | 0,36 | 0,51 | 1,3 | 0,47 | 2,4 | 9,0 | 0,75 | 1,0 | 0,33 | |
| N | 4.466 | 2.672 | 904 | 690 | 92 | 108 | 3.715 | 409 | 342 | 430 | 298 | 342 | 1.029 | 352 | 170 | 111 | 990 | 10 | 91 | 352 | 291 | |
| 72p. Welk percentage werknemers in uw vestiging is afkomstig uit kwetsbare groepen? [op totale vestigingsgrootte] [Range: 0-100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 4,6 | 4,2▽ | 5,7△ | 4,8 | 3,6 | 5,4 | 4,3▽ | 7,6▲ | 4,6 | 9,4▲ | 5,7 | 3,1▽ | 3,5▽ | 5,6 | 4,4 | 3,5 | 4,8 | 6,6 | 5,4 | 2,6▽ | 2,8▽ | |
| N | 4.445 | 2.652 | 904 | 689 | 92 | 108 | 3.700 | 409 | 335 | 430 | 293 | 342 | 1.028 | 352 | 162 | 107 | 990 | 10 | 91 | 348 | 291 | |
| 73. Welke belemmeringen zijn er voor uw vestiging om (meer) personen uit kwetsbare groepen in dienst te nemen? [meerdere antwoorden mogelijk] | | | | | | | | | | | | | | | | | | | | | | |
| · a. De verwachte kosten van begeleiding | 11% | 8%▼ | 12% | 15%△ | 21%▲ | 24%▲ | 10% | 11% | 12% | 8% | 18%▲ | 13% | 13%△ | 8% | 6%▽ | 6% | 11% | 18% | 8% | 8% | 6%▽ | |
| · b. Financiële risico's door productiviteitsverlies | 9% | 7%▽ | 12%△ | 13%△ | 13% | 16%▲ | 10% | 9% | 7% | 12%△ | 13%△ | 4%▽ | 9% | 19%▲ | 7% | 3%▼ | 8% | 3% | 11% | 7% | 6%▽ | |
| · c. De verwachte organisatorische rompslomp | 10% | 7%▼ | 12%△ | 17%▲ | 17%▲ | 16%▲ | 11%△ | 8%▽ | 9% | 13% | 15%△ | 7%▽ | 12%△ | 16%▲ | 7% | 8% | 9% | 14% | 5% | 7%▽ | 6%▽ | |
| · d. Het werk in onze vestiging leent zich er niet voor | 49% | 46%▽ | 53%△ | 57%△ | 54% | 47% | 51%△ | 39%▼ | 48% | 59%▲ | 53% | 59%▲ | 47%▽ | 53% | 54% | 43% | 40%▼ | 43% | 48% | 65%▲ | 37%▼ | |
| · e. Onbekendheid met waar 'kwetsbare werkzoekenden' kunnen worden gevonden | 3% | 2% | 2% | 3% | 4% | 5% | 3% | 1% | 2% | 1%▽ | 3% | 2% | 2% | 3% | 1% | 9%▲ | 2% | 4% | 1% | 3% | 4% | |
| · f. 'Kwetsbare werkzoekenden' solliciteren niet bij onze vestiging | 10% | 9%▽ | 13%△ | 12% | 12% | 11% | 10%△ | 8% | 8% | 8% | 7%▽ | 9% | 11% | 10% | 10% | 8% | 9% | 6% | 10% | 13%△ | 15%△ | |
| · g. Er zijn geen belemmeringen om 'kwetsbare groepen' aan te nemen | 17% | 18%△ | 14%▽ | 14% | 13% | 15% | 17% | 17% | 17% | 11%▽ | 16% | 8%▼ | 14%▽ | 11%▽ | 15% | 20% | 28%▲ | 17% | 18% | 10%▼ | 25%▲ | |
| · h. Andere belemmeringen om 'kwetsbare groepen' aan te nemen | 9% | 11%△ | 8%▽ | 6%▽ | 8% | 12% | 9%▽ | 11% | 11% | 7% | 9% | 11% | 9% | 5%▽ | 7% | 6% | 13%△ | 14% | 12% | 11% | 4%▽ | |
| · i. Weet niet welke belemmeringen er zijn om 'kwetsbare groepen' aan te nemen | 14% | 16%△ | 13% | 8%▼ | 9% | 8%▽ | 13%▽ | 24%▲ | 11% | 16% | 11% | 15% | 16%△ | 17% | 15% | 18% | 11%▽ | 16% | 11% | 7%▼ | 19%△ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 74a. Gebruik gemaakt van 'Premiekorting bij aanname van 50-plussers'? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 8% | 3%▼ | 12%△ | 17%▲ | 31%▲ | 39%▲ | 8% | 9% | 9% | 11%△ | 14%▲ | 8% | 8% | 9% | 10% | 3%▽ | 9% | 10% | 7% | 5%▽ | 5%▽ | |
| · 2 Nee | 76% | 80%△ | 76% | 73%▽ | 57%▼ | 47%▼ | 79%▲ | 63%▼ | 70%▽ | 66%▼ | 78% | 80% | 76% | 76% | 69%▽ | 89%▲ | 80%△ | 63% | 75% | 85%▲ | 68%▼ | |
| · 3 Weet niet | 15% | 18%△ | 12%▽ | 10%▽ | 13% | 15% | 13%▼ | 28%▲ | 22%△ | 23%▲ | 8%▼ | 12% | 16% | 16% | 22%△ | 8%▼ | 11%▽ | 27% | 18% | 11%▽ | 27%▲ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|------------------------|----------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Vervoer & instellingen | Financiële dienstverlening | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 74b. Gebruik gemaakt van 'Loonkostencompensatie bij ziekte van aangenomen werkløze 55-plusser'? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 2% | 1%▼ | 3% | 5%△ | 7%▲ | 18%▲ | 2%▽ | 5%△ | 4%△ | 3% | 4% | 3% | 2% | 2% | 3% | 1% | 2% | 6% | 3% | 3% | 3% | 2% | |
| · 2 Nee | 82% | 82% | 85%△ | 84% | 80% | 65%▼ | 85%▲ | 66%▼ | 74%▼ | 73%▼ | 88%△ | 85% | 81% | 85% | 74%▼ | 91%▲ | 86%△ | 65% | 78% | 86%△ | 72%▼ | | |
| · 3 Weet niet | 16% | 18%△ | 12%▽ | 12%▽ | 13% | 17% | 13%▼ | 29%▲ | 22%△ | 24%▲ | 8%▼ | 12% | 17% | 14% | 23%▲ | 8%▼ | 11%▽ | 29% | 19% | 11%▽ | 26%▲ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 74c. Gebruik gemaakt van 'No-riskpolis bij ziekte en arbeidsongeschiktheid (in de eerste 5 jaar na aanname)'? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 6% | 3%▼ | 7% | 10%△ | 18%▲ | 34%▲ | 6% | 7% | 8% | 13%▲ | 9%△ | 5% | 5% | 6% | 6% | 3% | 5% | 11% | 5% | 6% | 2%▽ | | |
| · 2 Nee | 77% | 78% | 80%△ | 77% | 66%▼ | 50%▼ | 80%▲ | 64%▼ | 69%▼ | 60%▼ | 82%△ | 80% | 75%▽ | 81% | 72% | 89%▲ | 84%▲ | 58% | 73% | 81% | 72%▽ | | |
| · 3 Weet niet | 17% | 19%△ | 14%▽ | 13%▽ | 16% | 17% | 15%▼ | 29%▲ | 23%△ | 28%▲ | 10%▼ | 15% | 20%△ | 14% | 22%△ | 8%▼ | 11%▼ | 32% | 23% | 14% | 26%▲ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 74d. Gebruik gemaakt van 'Subsidie voor aanpassing van de werkplek'? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 2% | 0,4%▼ | 3% | 4%△ | 11%▲ | 21%▲ | 2%▽ | 4%△ | 6%▲ | 2% | 5%▲ | 2% | 2% | 1% | 3% | 1% | 1%▽ | 20%▲ | 5%▲ | 4%△ | 1% | | |
| · 2 Nee | 82% | 81% | 84%△ | 84% | 77% | 64%▼ | 84%▲ | 69%▼ | 73%▼ | 70%▼ | 86%△ | 82% | 80%▽ | 88%△ | 76%▽ | 92%▲ | 88%▲ | 51%▼ | 73%▼ | 86%△ | 75%▼ | | |
| · 3 Weet niet | 16% | 18%△ | 13%▽ | 12%▽ | 12% | 15% | 14%▼ | 28%▲ | 21%△ | 28%▲ | 8%▼ | 16% | 19%△ | 11%▽ | 21%△ | 8%▼ | 11%▽ | 29% | 22% | 10%▽ | 24%▲ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 74e. Gebruik gemaakt van 'Jobcoach (vergoeding voor extra begeleiding op het werk)'? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 4% | 1%▼ | 5% | 8%▲ | 17%▲ | 23%▲ | 3%▽ | 6%△ | 7%△ | 4% | 7%△ | 3% | 5% | 4% | 2% | 1% | 3%▽ | 13% | 5% | 4% | 3% | | |
| · 2 Nee | 81% | 81% | 83%△ | 80% | 72%▼ | 63%▼ | 83%▲ | 67%▼ | 72%▼ | 70%▼ | 85%△ | 83% | 78%▽ | 82% | 77% | 91%▲ | 87%△ | 57%▼ | 73%▽ | 86%△ | 73%▼ | | |
| · 3 Weet niet | 16% | 18%△ | 12%▽ | 12%▽ | 12% | 14% | 14%▼ | 27%▲ | 21%△ | 26%▲ | 8%▼ | 14% | 18%△ | 14% | 21%△ | 8%▼ | 11%▽ | 30% | 22% | 10%▽ | 24%▲ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 74f. Gebruik gemaakt van 'Proefplaatsing van maximaal 3 maanden zonder salaris te hoeven betalen'? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 7% | 3%▼ | 9%△ | 13%▲ | 25%▲ | 33%▲ | 7% | 6% | 7% | 6% | 15%▲ | 5% | 7% | 8% | 7% | 3% | 7% | 17% | 5% | 4%▽ | 6% | | |
| · 2 Nee | 78% | 79%△ | 79% | 76% | 64%▼ | 55%▼ | 79%△ | 70%▼ | 73%▽ | 68%▼ | 77% | 79% | 75%▽ | 79% | 73% | 90%▲ | 84%△ | 58% | 73% | 86%▲ | 70%▽ | | |
| · 3 Weet niet | 15% | 18%△ | 12%▽ | 11%▽ | 11% | 12% | 14%▼ | 24%▲ | 21%△ | 26%▲ | 8%▼ | 16% | 18%△ | 13% | 21%△ | 8%▼ | 10%▼ | 26% | 22% | 10%▽ | 24%▲ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 74g. Gebruik gemaakt van 'Loondispensatie voor Wajonger'? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 5% | 3%▼ | 5% | 11%▲ | 19%▲ | 27%▲ | 5% | 6% | 7% | 11%▲ | 11%▲ | 4% | 6% | 3%▽ | 4% | 9% | 3%▽ | 10% | 4% | 4% | 4% | | |
| · 2 Nee | 79% | 79% | 82%△ | 77% | 69%▼ | 59%▼ | 81%▲ | 69%▼ | 72%▽ | 63%▼ | 81% | 81% | 76%▽ | 82% | 74% | 84% | 87%▲ | 63% | 73% | 86%▲ | 71%▽ | | |
| · 3 Weet niet | 16% | 18%△ | 13%▽ | 12%▽ | 12% | 14% | 14%▼ | 25%▲ | 21%△ | 27%▲ | 9%▼ | 15% | 18%△ | 14% | 22%△ | 8%▼ | 10%▼ | 27% | 22% | 10%▽ | 25%▲ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 74h. Gebruik gemaakt van 'Premiekortingen of vrijstellingen bij aanname van arbeidsgehandicapte of Wajonger'? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 5% | 3%▼ | 5% | 10%▲ | 19%▲ | 31%▲ | 6% | 3%▽ | 7% | 8%△ | 10%▲ | 5% | 5% | 4% | 5% | 11%▲ | 5% | 13% | 5% | 4% | 3% | | |
| · 2 Nee | 78% | 79% | 81%△ | 78% | 68%▼ | 54%▼ | 80%▲ | 71%▽ | 71%▼ | 64%▼ | 81% | 79% | 76% | 80% | 73% | 81% | 85%▲ | 56%▼ | 72% | 86%△ | 73%▽ | | |
| · 3 Weet niet | 17% | 19%△ | 14%▽ | 12%▽ | 13% | 15% | 15%▼ | 26%▲ | 22%△ | 28%▲ | 9%▼ | 16% | 19%△ | 17% | 22%△ | 8%▼ | 10%▼ | 30% | 22% | 11%▽ | 24%▲ | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |
| 75. Is het voor de personele bezetting in uw vestiging belangrijk dat werknemers tot hun pensioen doorwerken? | | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 25% | 25% | 21%▽ | 26% | 26% | 28% | 24% | 24% | 28% | 28% | 31%△ | 34%▲ | 28%△ | 6%▼ | 31%△ | 28% | 20%▽ | 29% | 27% | 26% | 19%▽ | | |
| · 2 Nee | 57% | 53%▽ | 61%△ | 62%△ | 63% | 65%△ | 58%△ | 44%▼ | 59% | 51%▽ | 51%▽ | 44%▼ | 54% | 79%▲ | 45%▼ | 55% | 59%△ | 65% | 53% | 58% | 63%△ | | |
| · 3 Weet niet | 19% | 21%△ | 19% | 13%▽ | 12%▽ | 7%▼ | 18%▽ | 32%▲ | 13%▽ | 21% | 18% | 22% | 18% | 15%▽ | 24% | 17% | 20% | 6% | 20% | 16% | 19% | | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | | |

WEA METING 2014

| | VESTIGINGSGROORTE | | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | |
|---|-------------------|-------|-------|-------|-------|------|----------------------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 76. Is het voor de personele bezetting in uw vestiging belangrijk dat werknemers ook ná hun pensioengerechtigde leeftijd doorwerken? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Ja | 7% | 8%△ | 5%▽ | 6% | 5% | 5% | 7% | 9% | 4%▽ | 10%△ | 8% | 5%▽ | 8% | 6% | 6% | 3% | 8% | 3% | 14%▲ | 7% | 3%▽ | |
| · 2 Nee | 75% | 69%▼ | 81%△ | 83%▲ | 86%▲ | 89%▲ | 76%△ | 59%▼ | 84%▲ | 73% | 74% | 73% | 74% | 83%▲ | 64%▼ | 75% | 74% | 92% | 67% | 79%△ | 77% | |
| · 3 Weet niet | 18% | 22%▲ | 15%▽ | 11%▼ | 10%▼ | 5%▼ | 17%▽ | 32%▲ | 13%▽ | 18% | 17% | 22%△ | 18% | 11%▽ | 30%▲ | 22% | 19% | 4% | 19% | 14%▽ | 21% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 77. Welke voorzieningen/maatregelen zijn er in uw vestiging getroffen, zodat alle werknemers langer kunnen doorwerken? [meerdere antwoorden mogelijk] | | | | | | | | | | | | | | | | | | | | | | |
| · a. Deeltijd vervroegde uittreding (deeltijd-VUT) | 6% | 2%▼ | 8%△ | 12%▲ | 16%▲ | 30%▲ | 5%▽ | 4%▽ | 16%▲ | 15%▲ | 14%▲ | 9%△ | 4%▽ | 2%▽ | 4% | 1%▽ | 2%▽ | 39%▲ | 13%▲ | 7% | 4% | |
| · b. Oudere werknemers vrijstellen van onregelmatige en ploegdienst | 6% | 2%▼ | 7% | 12%▲ | 20%▲ | 34%▲ | 5%▼ | 6% | 14%▲ | 12%▲ | 12%▲ | 8%△ | 4%▽ | 2%▽ | 8% | 1%▽ | 3%▽ | 35%▲ | 3% | 10%△ | 3%▽ | |
| · c. Kortere werkweek/ aanpassing werktijden op individuele basis | 12% | 7%▼ | 13% | 22%▲ | 30%▲ | 39%▲ | 11%▼ | 16%△ | 21%▲ | 13% | 15% | 9%▽ | 12% | 14% | 10% | 11% | 9%▽ | 42%▲ | 16% | 18%△ | 12% | |
| · d. Extra vrije dagen bij oudere werknemers | 19% | 9%▼ | 19% | 41%▲ | 55%▲ | 63%▲ | 18%▽ | 11%▼ | 37%▲ | 28%▲ | 36%▲ | 28%▲ | 20% | 11%▼ | 18% | 10%▼ | 9%▼ | 68%▲ | 18% | 23%△ | 13%▽ | |
| · e. Stimuleren scholings- en/of cursusdeelname | 7% | 4%▼ | 6% | 11%▲ | 17%▲ | 21%▲ | 6%▽ | 5% | 14%▲ | 6% | 12%▲ | 5% | 7% | 3%▽ | 3%▽ | 5% | 6% | 22%▲ | 9% | 11%▲ | 7% | |
| · f. Taakverbreding/ taakrotatie | 4% | 2%▼ | 5% | 6%△ | 10%▲ | 13%▲ | 3%▽ | 6%△ | 7%△ | 1%▽ | 7%△ | 3% | 5%△ | 4% | 1%▽ | 1% | 2%▽ | 15%▲ | 4% | 5% | 3% | |
| · g1. Taakverlichting | 10% | 6%▼ | 12%△ | 17%▲ | 22%▲ | 28%▲ | 9%▽ | 12% | 12% | 21%▲ | 16%▲ | 13%△ | 10% | 9% | 7% | 4%▼ | 4%▼ | 24% | 13% | 7% | 9% | |
| · g2. Aanpassing takenpakket (jobcrafting) | 3% | 1%▼ | 5%△ | 9%▲ | 12%▲ | 19%▲ | 3%▼ | 5% | 9%▲ | 6%△ | 5% | 3% | 4% | 3% | 2% | 2%▽ | 2%▽ | 20%▲ | 8%▲ | 3% | 3% | |
| · h. Loopbaan- en/of functioneringsgesprekken | 9% | 5%▼ | 9% | 18%▲ | 31%▲ | 44%▲ | 8%▼ | 7% | 25%▲ | 3%▼ | 16%▲ | 8% | 8% | 4%▼ | 6% | 7% | 10% | 58%▲ | 18%▲ | 20%▲ | 8% | |
| · i. Omscholen naar een andere baan/ functie | 2% | 1%▼ | 1% | 4%△ | 7%▲ | 14%▲ | 1%▽ | 1% | 6%▲ | 1%▽ | 3% | 3%△ | 1% | 1% | 2% | 1% | 1% | 22%▲ | 2% | 5%▲ | 2% | |
| · j. Teruggang in salaris/ in functie ('demotie') | 2% | 1%▽ | 2% | 3%△ | 6%▲ | 16%▲ | 2% | 1% | 4%△ | 0%▽ | 4%△ | 1% | 2% | 3% | 1% | 2% | 2% | 15%▲ | 2% | 2% | 1% | |
| · k. Aanpassing van de werkplek | 6% | 4%▼ | 5% | 10%▲ | 11%▲ | 24%▲ | 5% | 5% | 10%▲ | 9%△ | 11%▲ | 5% | 7% | 0,4%▼ | 4% | 3% | 5% | 32%▲ | 6% | 5% | 4% | |
| · l. Gezondheidsbeleid/ stimuleren van gezondheid ingevoerd | 3% | 2%▼ | 3% | 6%△ | 12%▲ | 21%▲ | 3%▽ | 3% | 8%▲ | 4% | 7%▲ | 2% | 3% | 0,4%▽ | 4% | 2% | 3% | 26%▲ | 5% | 7%▲ | 3% | |
| · m. Er zijn geen voorzieningen/ maatregelen getroffen | 61% | 71%▲ | 58% | 40%▼ | 26%▼ | 14%▼ | 63%▲ | 57%▽ | 46%▼ | 41%▼ | 47%▼ | 51%▼ | 64%△ | 69%△ | 57% | 71%▲ | 72%▲ | 15%▼ | 54% | 57% | 65% | |
| · n. Andere voorzieningen/ maatregelen ten behoeve van langer doorwerken | 7% | 9%△ | 4%▽ | 4%▽ | 2% | 3% | 7% | 12%▲ | 4%▽ | 12%▲ | 3%▽ | 12%▲ | 4%▽ | 8% | 12%▲ | 9% | 4%▽ | 2% | 13%▲ | 3%▽ | 10%△ | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 78. Hoeveel procent van de werknemers heeft het afgelopen jaar in werktijd een cursus/ training/ scholing gevolgd? | | | | | | | | | | | | | | | | | | | | | | |
| · 0% | 30% | 42%▲ | 20%▼ | 7%▼ | 1%▼ | 1%▼ | 31%△ | 35%△ | 15%▼ | 20%▼ | 29% | 42%▲ | 35%△ | 52%▲ | 23%▽ | 26% | 28% | 1%▼ | 18%▼ | 8%▼ | 28% | |
| · 1%-24% | 26% | 18%▼ | 33%△ | 44%▲ | 43%▲ | 33%△ | 27%△ | 20%▽ | 19%▽ | 35%▲ | 40%▲ | 31%△ | 27% | 28% | 24% | 11%▼ | 21%▽ | 26% | 20% | 12%▼ | 27% | |
| · 25%-49% | 11% | 7%▼ | 18%▲ | 17%▲ | 20%▲ | 24%▲ | 11%▽ | 14% | 15%△ | 17%▲ | 15% | 8%▽ | 12% | 9% | 15% | 22%▲ | 10% | 26% | 9% | 8%▽ | 7%▽ | |
| · 50%-74% | 11% | 11% | 11% | 11% | 14% | 20%▲ | 11% | 12% | 11% | 15%△ | 9% | 9% | 8%▽ | 8%▽ | 13% | 12% | 17%▲ | 22% | 13% | 10% | 7%▽ | |
| · 75% of meer | 22% | 23%△ | 18%▽ | 21% | 21% | 22% | 20%▼ | 19% | 40%▲ | 13%▼ | 8%▼ | 11%▼ | 17%▽ | 3%▼ | 25% | 30%△ | 24%△ | 26% | 40%▲ | 61%▲ | 31%▲ | |
| N | 4.877 | 2.845 | 1.002 | 774 | 109 | 147 | 3.995 | 485 | 397 | 447 | 333 | 354 | 1.145 | 390 | 201 | 134 | 1.042 | 15 | 104 | 377 | 334 | |
| 79. Ziekteverzuimpercentage in 2013 [exclusief zwangerschap- en bevallingsverlof] [Range: 0-30] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 1,9 | 1,3▼ | 2,1 | 3,3▲ | 3,8▲ | 4,4▲ | 1,8▼ | 1,9 | 3,4▲ | 2,1 | 2,5△ | 1,5 | 1,9 | 0,66▼ | 2,4 | 1,0▼ | 1,9 | 4,8▲ | 2,2 | 1,9 | 2,9▲ | |
| N | 3.494 | 2.160 | 594 | 519 | 93 | 128 | 2.880 | 304 | 311 | 268 | 238 | 273 | 860 | 254 | 154 | 99 | 711 | 12 | 79 | 304 | 242 | |
| 80a. Tevredenheid 'Brede inzetbaarheid van personeel' | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 81% | 85%▲ | 80% | 76%▽ | 61%▼ | 50%▼ | 80% | 86%△ | 78% | 79% | 68%▼ | 84% | 83%△ | 74%▽ | 78% | 79% | 82% | 60%▼ | 80% | 85%△ | 88%▲ | |
| N | 4.740 | 2.706 | 998 | 778 | 110 | 148 | 3.871 | 473 | 396 | 419 | 331 | 322 | 1.134 | 394 | 203 | 118 | 1.012 | 16 | 93 | 383 | 315 | |
| 80b. Tevredenheid 'Betrokkenheid van personeel' | | | | | | | | | | | | | | | | | | | | | | |
| · % In sterke of zeer sterke mate | 84% | 86%△ | 80%▽ | 79%▽ | 78% | 79% | 82%▽ | 87%△ | 92%▲ | 84% | 73%▼ | 81% | 84% | 70%▼ | 79% | 82% | 86%△ | 86% | 94%▲ | 93%▲ | 91%▲ | |
| N | 4.739 | 2.700 | 1.000 | 779 | 111 | 149 | 3.866 | 475 | 397 | 419 | 332 | 322 | 1.128 | 394 | 203 | 118 | 1.013 | 16 | 94 | 385 | 315 | |

WEA METING 2014

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|---|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|-------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|-------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 80c. Tevredenheid 'Flexibiliteit in werktijd van personeel' | | | | | | | | | | | | | | | | | | | | | | |
| - % In sterke of zeer sterke mate | 76% | 81%▲ | 75% | 66%▼ | 59%▼ | 57%▼ | 76% | 83%△ | 70%▽ | 76% | 62%▼ | 75% | 75% | 77% | 78% | 74% | 80%△ | 67% | 71% | 75% | 83%△ | |
| N | 4.687 | 2.666 | 992 | 774 | 108 | 148 | 3.838 | 474 | 376 | 419 | 327 | 308 | 1.131 | 394 | 203 | 110 | 1.000 | 16 | 92 | 374 | 315 | |
| 80d. Tevredenheid 'Bereidheid van personeel om nieuwe dingen te leren' | | | | | | | | | | | | | | | | | | | | | | |
| - % In sterke of zeer sterke mate | 73% | 79%▲ | 69%▽ | 63%▼ | 56%▼ | 55%▼ | 73% | 78%△ | 70% | 65%▼ | 57%▼ | 72% | 72% | 64%▼ | 67%▽ | 82%▲ | 82%▲ | 59% | 77% | 80%△ | 83%▲ | |
| N | 4.718 | 2.687 | 996 | 776 | 111 | 148 | 3.855 | 467 | 397 | 419 | 329 | 321 | 1.124 | 393 | 194 | 118 | 1.011 | 16 | 93 | 385 | 315 | |
| 80e. Tevredenheid 'Kwaliteit van geleverde werk van personeel' | | | | | | | | | | | | | | | | | | | | | | |
| - % In sterke of zeer sterke mate | 82% | 85%△ | 81% | 76%▼ | 74%▼ | 75%▼ | 82% | 86%△ | 82% | 83% | 77%▽ | 84% | 81% | 75%▼ | 83% | 85% | 82% | 78% | 90% | 89%△ | 91%▲ | |
| N | 4.741 | 2.706 | 1.000 | 777 | 110 | 147 | 3.869 | 475 | 397 | 419 | 331 | 322 | 1.134 | 394 | 203 | 118 | 1.012 | 15 | 93 | 385 | 315 | |
| 80f. Tevredenheid 'Arbeidsproductiviteit van personeel' | | | | | | | | | | | | | | | | | | | | | | |
| - % In sterke of zeer sterke mate | 77% | 81%▲ | 73%▽ | 71%▽ | 67%▼ | 70%▽ | 76%▽ | 83%△ | 79% | 80% | 69%▼ | 77% | 73%▽ | 68%▼ | 80% | 87%▲ | 79% | 73% | 88%▲ | 84%△ | 81% | |
| N | 4.726 | 2.692 | 1.000 | 776 | 111 | 147 | 3.869 | 464 | 393 | 419 | 331 | 321 | 1.134 | 384 | 203 | 118 | 1.012 | 15 | 93 | 381 | 315 | |
| 81a. Aantal personeel met een contract voor onbepaalde tijd [Range: 0-6.300] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 16 | 2,0▼ | 4,2▽ | 15 | 50▲ | 293▲ | 10▼ | 12 | 72▲ | 6,6 | 32△ | 12 | 8,1▽ | 3,8▽ | 21 | 16 | 15 | 242▲ | 38▲ | 38▲ | 9,6 | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81ap. Percentage personeel met een contract voor onbepaalde tijd [Range: 0-100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 65 | 65 | 61▽ | 64 | 71▲ | 70 | 65 | 57▼ | 76▲ | 61▽ | 74▲ | 69△ | 70▲ | 38▼ | 61 | 75▲ | 67△ | 77 | 55▼ | 72▲ | 56▼ | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81b. Aantal personeel met een contract voor bepaalde tijd [Range: 0-1.500] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 3,0 | 0,38▼ | 1,1▽ | 3,1 | 9,6▲ | 55▲ | 2,3▽ | 2,9 | 11▲ | 1,2 | 3,4 | 1,3 | 1,9 | 3,0 | 4,3 | 3,3 | 3,2 | 22▲ | 10▲ | 6,7△ | 2,4 | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81bp. Percentage personeel met een contract voor bepaalde tijd [Range: 0-100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 13 | 12▽ | 16△ | 14 | 14 | 15 | 14 | 14 | 12 | 11▽ | 10▽ | 8,3▼ | 13 | 19▲ | 14 | 9,6▽ | 14 | 7,0 | 9,4▼ | 14 | 18▲ | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81c. Aantal oproepkrachten (min-max contracten, nulurencontracten) [Range: 0-4.500] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 1,4 | 0,23▽ | 0,67 | 2,0 | 3,5 | 21▲ | 1,1 | 1,5 | 4,0△ | 0,75 | 0,66 | 0,16 | 0,91 | 4,6△ | 1,4 | 0,40 | 0,92 | 3,1 | 2,4 | 3,7 | 1,0 | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81cp. Percentage oproepkrachten (min-max contracten, nulurencontracten) [Range: 0-100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 7,7 | 6,8▽ | 9,6△ | 9,2△ | 5,1 | 5,1 | 7,8 | 10△ | 4,0▼ | 5,7▽ | 3,4▼ | 0,79▼ | 8,2 | 32▲ | 8,2 | 2,7▼ | 5,0▽ | 1,8 | 5,9 | 5,9 | 4,4▽ | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81d. Aantal uitzendkrachten [Range: 0-892] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 1,1 | 0,03▽ | 0,10▽ | 0,70 | 2,8 | 26▲ | 1,2 | 0,61 | 1,2 | 2,8△ | 2,7 | 0,86 | 0,45 | 0,23 | 3,7 | 0,59 | 1,0 | 6,1 | 0,47 | 0,29 | 0,37 | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81dp. Percentage uitzendkrachten [Range: 0-93] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 1,6 | 0,76▼ | 1,5 | 3,0▲ | 3,7▲ | 6,0▲ | 1,6 | 1,9 | 0,61▽ | 2,9△ | 2,9△ | 4,2▲ | 0,79▽ | 1,7 | 3,6▲ | 1,2 | 0,97▽ | 2,2 | 0,43 | 0,27▽ | 0,89 | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81e. Aantal ZZP-ers en/of freelancers [Range: 0-1.300] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 0,73 | 0,25▽ | 0,46 | 1,2 | 2,0 | 7,4▲ | 0,61▽ | 1,0 | 1,6△ | 1,1 | 0,66 | 1,2 | 0,20▽ | 0,07 | 0,92 | 0,47 | 0,77 | 3,6 | 3,5▲ | 1,1 | 0,89 | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |

WEA METING 2014

| | VESTIGINGSGROORTE | | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | |
|---|-------------------|-------|-------|-------|-------|-------|----------------------|-------|------------|----------|-----------|-------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|-------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 81ep. Percentage ZZP-ers en/of freelancers [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 7,6 | 9,1△ | 6,9 | 5,7▽ | 2,9▼ | 2,0▼ | 7,5 | 11△ | 5,1▽ | 16▲ | 5,3▽ | 11△ | 2,9▼ | 0,73▼ | 6,0 | 4,8 | 8,4 | 1,8 | 27▲ | 6,1 | 14▲ | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81f1. Aantal gedetacheerden [Range: 0–1.000] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 0,21 | 0▽ | 0,04 | 0,20 | 0,68 | 4,6▲ | 0,15 | 0,16 | 0,93△ | 0,04 | 0,63 | 0,34 | 0,06 | 0,03 | 0,20 | 0,38 | 0,18 | 4,3▲ | 0,36 | 0,49 | 0,17 | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81f1p. Percentage gedetacheerden [Range: 0–85] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 0,38 | 0,09▼ | 0,56△ | 0,85△ | 0,92△ | 1,0▲ | 0,35 | 0,38 | 0,70△ | 0,20 | 1,1▲ | 0,73△ | 0,24 | 0,25 | 0,32 | 0,17 | 0,35 | 2,5▲ | 0,42 | 0,39 | 0,18 | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81f2. Aantal payrollkrachten [Range: 0–400] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 0,25 | 0,04▽ | 0,09 | 0,26 | 0,65 | 4,4▲ | 0,19 | 0,45 | 0,55 | 0,19 | 0,31 | 0,15 | 0,06 | 0,45 | 0,26 | 0,30 | 0,40 | 3,2▲ | 0,40 | 0,04 | 0,31 | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81f2p. Percentage payrollkrachten [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 1,2 | 1,2 | 1,3 | 1,2 | 0,89 | 0,86 | 1,3 | 1,4 | 0,75 | 0,26▽ | 0,58 | 0,68 | 0,57▽ | 4,5▲ | 4,8▲ | 5,6▲ | 0,85 | 0,99 | 0,45 | 0,34▽ | 0,92 | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81g. Aantal overig flexibel personeel [Range: 0–1.000] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 0,30 | 0,13▽ | 0,25 | 0,27 | 0,46 | 3,6▲ | 0,23 | 0,39 | 0,93△ | 0,25 | 0,75 | 0,33 | 0,19 | 0,34 | 0,18 | 0,10 | 0,18 | 5,1▲ | 0,40 | 0,41 | 0,35 | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| 81gp. Percentage overig flexibel personeel [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 3,5 | 4,4△ | 3,5 | 1,4▽ | 0,69▼ | 0,95▽ | 3,4 | 5,3△ | 1,5▽ | 3,1 | 2,3 | 5,3△ | 4,2 | 4,2 | 1,6 | 1,2 | 3,7 | 1,7 | 0,66▼ | 0,97▼ | 4,7 | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| Totale aantal personeel [zelfgerapporteerd] [Range: 2–7.475] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 23 | 3,0▼ | 6,8▽ | 22 | 71▲ | 414▲ | 16▼ | 19 | 93▲ | 13 | 41△ | 16 | 12▽ | 13 | 32 | 21 | 22 | 292▲ | 56▲ | 51▲ | 15 | |
| N | 4.492 | 2.437 | 1.011 | 783 | 112 | 149 | 3.678 | 462 | 352 | 437 | 323 | 309 | 1.054 | 376 | 167 | 110 | 936 | 16 | 102 | 337 | 325 | |
| Totale aantal personeel [categorieën; zelfgerapporteerd] | | | | | | | | | | | | | | | | | | | | | | |
| · 1 2-4 | 60% | 100% | 0%▼ | 0%▼ | 0%▼ | 0%▼ | 61%△ | 61% | 43%▼ | 39%▼ | 41%▼ | 63% | 64%△ | 57% | 56% | 73%▲ | 68%▲ | 0%▼ | 52% | 58% | 68%△ | |
| · 2 5-9 | 20% | 0%▼ | 100%▲ | 0%▼ | 0%▼ | 0%▼ | 20% | 22% | 16%▽ | 37%▲ | 20% | 17% | 19% | 27%△ | 17% | 13% | 15%▽ | 6% | 9%▼ | 22% | 17% | |
| · 3 10-49 | 15% | 0%▼ | 0%▼ | 100%▲ | 0%▼ | 0%▼ | 15%▽ | 13% | 22%▲ | 22%▲ | 26%▲ | 16% | 14%▽ | 14% | 19% | 9%▽ | 13%▽ | 12% | 21% | 13% | 11%▽ | |
| · 4 50-99 | 2% | 0%▼ | 0%▽ | 0%▽ | 100%▲ | 0% | 2%▽ | 1% | 6%▲ | 1% | 6%▲ | 2% | 1%▽ | 1%▽ | 4% | 2% | 2% | 24%▲ | 8%▲ | 2% | 1% | |
| · 5 100+ | 3% | 0%▼ | 0%▼ | 0%▼ | 0% | 100% | 2%▼ | 2% | 13%▲ | 1%▽ | 7%▲ | 2% | 2%▽ | 1%▽ | 5% | 4% | 2% | 58%▲ | 10%▲ | 6%△ | 3% | |
| N | 5.109 | 3.042 | 1.021 | 785 | 112 | 150 | 4.162 | 538 | 408 | 487 | 344 | 381 | 1.188 | 415 | 211 | 134 | 1.091 | 16 | 110 | 386 | 347 | |
| 82a. Aantal FTE's vast [Range: 0–6.230] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 13 | 1,9▼ | 4,1▽ | 15 | 44▲ | 235▲ | 8,5▼ | 9,4 | 57▲ | 5,8 | 30▲ | 9,3 | 6,2▽ | 2,9▽ | 17 | 10 | 11 | 210▲ | 26 | 31▲ | 9,2 | |
| N | 4.711 | 2.690 | 998 | 772 | 109 | 143 | 3.853 | 472 | 387 | 449 | 323 | 363 | 1.080 | 357 | 184 | 126 | 1.028 | 15 | 105 | 368 | 313 | |
| 82ap. Percentage FTE's vast [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 71 | 71 | 68▽ | 71 | 78▲ | 76 | 70 | 61▼ | 83▲ | 62▼ | 77△ | 69 | 77▲ | 49▼ | 75 | 82▲ | 72 | 86 | 53▼ | 79▲ | 61▼ | |
| N | 4.711 | 2.690 | 998 | 772 | 109 | 143 | 3.853 | 472 | 387 | 449 | 323 | 363 | 1.080 | 357 | 184 | 126 | 1.028 | 15 | 105 | 368 | 313 | |
| 82b. Aantal FTE's flexibel [Range: 0–2.670] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 4,0 | 0,67▼ | 1,6▽ | 5,2 | 12▲ | 72▲ | 3,3▽ | 3,8 | 11▲ | 4,8 | 6,4 | 2,8 | 2,0▽ | 4,3 | 6,3 | 2,0 | 3,8 | 28▲ | 8,3 | 7,1 | 2,9 | |
| N | 4.711 | 2.690 | 998 | 772 | 109 | 143 | 3.853 | 472 | 387 | 449 | 323 | 363 | 1.080 | 357 | 184 | 126 | 1.028 | 15 | 105 | 368 | 313 | |
| 82bp. Percentage FTE's flexibel [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 29 | 29 | 32△ | 29 | 22▼ | 24 | 30 | 39▲ | 17▼ | 38▲ | 23▽ | 31 | 23▼ | 51▲ | 25 | 18▼ | 28 | 14 | 47▲ | 21▼ | 39▲ | |
| N | 4.711 | 2.690 | 998 | 772 | 109 | 143 | 3.853 | 472 | 387 | 449 | 323 | 363 | 1.080 | 357 | 184 | 126 | 1.028 | 15 | 105 | 368 | 313 | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | | |
|---|-------------------|-------|-------|-------|-------|----------------------|--------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| Totale aantal FTE's [zelfgerapporteerd] [Range: 0–8.900] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 17 | 2,6▼ | 5,7▼ | 20 | 56▲ | 308▲ | 12▼ | 13 | 69▲ | 11 | 36△ | 12 | 8,1▼ | 7,2 | 23 | 12 | 15 | 237▲ | 34 | 39▲ | 12 | |
| N | 4.711 | 2.690 | 998 | 772 | 109 | 143 | 3.853 | 472 | 387 | 449 | 323 | 363 | 1.080 | 357 | 184 | 126 | 1.028 | 15 | 105 | 368 | 313 | |
| 83. Welke ontwikkeling zou u graag zien in de samenstelling van de flexibele schil binnen uw vestiging? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Flexibele schil blijft even groot | 65% | 71%▲ | 61%▼ | 55%▼ | 44%▼ | 43%▼ | 65% | 66% | 61% | 74%▲ | 59%▼ | 60% | 66% | 74%▲ | 73%△ | 80%▲ | 58%▼ | 40%▼ | 55%▼ | 63% | 63% | |
| · 2 Flexibele schil zal groeien | 25% | 20%▼ | 28%△ | 33%▲ | 42%▲ | 45%▲ | 25% | 20%▼ | 27% | 20%▼ | 29% | 26% | 23% | 20%▼ | 18%▼ | 15%▼ | 30%△ | 45% | 33%▲ | 26% | 25% | |
| · 3 Flexibele schil zal afnemen | 11% | 10%▼ | 11% | 13%△ | 14% | 13% | 10%▼ | 14%△ | 13% | 6%▼ | 12% | 13% | 11% | 6%▼ | 9% | 5% | 12% | 15% | 12% | 12% | 12% | |
| N | 5.095 | 3.042 | 1.013 | 782 | 111 | 147 | 4.161 | 528 | 406 | 479 | 343 | 381 | 1.188 | 415 | 211 | 134 | 1.089 | 16 | 109 | 383 | 347 | |
| 84. Welke ontwikkeling verwacht u in de samenstelling van de flexibele schil binnen uw vestiging? | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Flexibele schil blijft even groot | 66% | 72%▲ | 62%▼ | 55%▼ | 47%▼ | 39%▼ | 67%△ | 65% | 59%▼ | 74%△ | 60%▼ | 63% | 68% | 70% | 70% | 84%▲ | 64%▼ | 44% | 54%▼ | 62% | 62% | |
| · 2 Flexibele schil zal groeien | 22% | 18%▼ | 24% | 31%▲ | 36%▲ | 41%▲ | 22% | 23% | 24% | 19%▼ | 26% | 26% | 20%▼ | 20% | 10%▼ | 25%△ | 36% | 32%▲ | 21% | 25% | 25% | |
| · 3 Flexibele schil zal afnemen | 12% | 9%▼ | 14%△ | 14%△ | 17% | 21%▲ | 11%▼ | 13% | 18%▲ | 7%▼ | 14% | 11% | 12% | 10% | 10% | 6%▼ | 11% | 20% | 15% | 18%▲ | 13% | |
| N | 5.095 | 3.042 | 1.013 | 782 | 111 | 147 | 4.161 | 528 | 406 | 479 | 343 | 381 | 1.188 | 415 | 211 | 134 | 1.089 | 16 | 109 | 383 | 347 | |
| 85a1a. Aantal mannen [Range: 0–3.765] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 12 | 1,6▼ | 4,1▼ | 14 | 46▲ | 217▲ | 11▼ | 10 | 34▲ | 11 | 31▲ | 14 | 6,8▼ | 5,6 | 24△ | 11 | 13 | 173▲ | 25 | 11 | 6,5 | |
| N | 4.476 | 2.442 | 997 | 780 | 111 | 145 | 3.676 | 451 | 349 | 421 | 322 | 317 | 1.053 | 376 | 167 | 110 | 934 | 15 | 101 | 334 | 325 | |
| 85a2a. Percentage mannen [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 57 | 54▼ | 60△ | 64▲ | 66▲ | 58 | 60▲ | 49▼ | 40▼ | 83▲ | 74▲ | 88▲ | 56 | 40▼ | 74▲ | 51 | 59 | 64 | 52 | 19▼ | 35▼ | |
| N | 4.637 | 2.598 | 1.001 | 782 | 111 | 146 | 3.785 | 470 | 383 | 431 | 328 | 313 | 1.084 | 386 | 172 | 126 | 988 | 16 | 105 | 352 | 335 | |
| 85a1b. Aantal vrouwen [Range: 0–6.130] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 9,8 | 1,4▼ | 2,7▼ | 8,0 | 24 | 200▲ | 5,4▼ | 9,1 | 58▲ | 2,6 | 8,9 | 1,5 | 5,0▼ | 6,9 | 8,2 | 9,9 | 8,8 | 119▲ | 30▲ | 41▲ | 8,2 | |
| N | 4.476 | 2.442 | 997 | 780 | 111 | 145 | 3.676 | 451 | 349 | 421 | 322 | 317 | 1.053 | 376 | 167 | 110 | 934 | 15 | 101 | 334 | 325 | |
| 85a2b. Percentage vrouwen [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 43 | 46▲ | 40▼ | 36▼ | 34▼ | 42 | 40▼ | 51▲ | 60▲ | 17▼ | 26▼ | 12▼ | 44 | 60▲ | 26▼ | 49 | 41 | 36 | 48 | 81▲ | 65▲ | |
| N | 4.637 | 2.598 | 1.001 | 782 | 111 | 146 | 3.785 | 470 | 383 | 431 | 328 | 313 | 1.084 | 386 | 172 | 126 | 988 | 16 | 105 | 352 | 335 | |
| 85b1a. Aantal jonger dan 25 jaar [Range: 0–3.997] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 3,1 | 0,54▼ | 1,4▼ | 3,8 | 8,8▲ | 50▲ | 2,8 | 2,3 | 7,5△ | 2,8 | 3,1 | 1,6 | 2,4 | 6,2△ | 3,5 | 1,8 | 2,3 | 17▲ | 5,8 | 5,0 | 2,4 | |
| N | 4.461 | 2.437 | 995 | 775 | 110 | 144 | 3.663 | 451 | 348 | 421 | 322 | 309 | 1.051 | 376 | 167 | 110 | 931 | 15 | 101 | 333 | 325 | |
| 85b2a. Percentage jonger dan 25 jaar [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 17 | 16▼ | 19△ | 18 | 12▼ | 13 | 18▲ | 15 | 8,1▼ | 15▼ | 11▼ | 10▼ | 18 | 46▲ | 13▼ | 5,8▼ | 12▼ | 5,8 | 8,4▼ | 12▼ | 26▲ | |
| N | 4.597 | 2.567 | 999 | 776 | 110 | 144 | 3.750 | 470 | 377 | 431 | 324 | 311 | 1.066 | 376 | 170 | 126 | 986 | 15 | 105 | 352 | 335 | |
| 85b1b. Aantal 25-44 jaar [Range: 0–2.766] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 8,9 | 1,3▼ | 3,2▼ | 10 | 30▲ | 152▲ | 7,0▼ | 7,3 | 31▲ | 6,1 | 14△ | 6,9 | 5,1▼ | 4,0 | 13 | 9,3 | 9,8 | 96▲ | 19 | 18△ | 5,5 | |
| N | 4.461 | 2.437 | 995 | 775 | 110 | 144 | 3.663 | 451 | 348 | 421 | 322 | 309 | 1.051 | 376 | 167 | 110 | 931 | 15 | 101 | 333 | 325 | |
| 85b2b. Percentage 25-44 jaar [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 44 | 42▼ | 47△ | 47△ | 43 | 38▼ | 44 | 46 | 40▼ | 50▲ | 41 | 47△ | 41▼ | 30▼ | 46 | 43 | 51▲ | 34 | 30▼ | 48△ | 37▼ | |
| N | 4.597 | 2.567 | 999 | 776 | 110 | 144 | 3.750 | 470 | 377 | 431 | 324 | 311 | 1.066 | 376 | 170 | 126 | 986 | 15 | 105 | 352 | 335 | |
| 85b1c. Aantal 45-54 jaar [Range: 0–2.900] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 6,6 | 0,75▼ | 1,5▼ | 5,5 | 21▲ | 136▲ | 4,2▼ | 5,9 | 34▲ | 2,9 | 14△ | 4,2 | 2,9▼ | 1,5▼ | 9,5 | 6,9 | 6,0 | 114▲ | 18▲ | 18▲ | 4,3 | |
| N | 4.461 | 2.437 | 995 | 775 | 110 | 144 | 3.663 | 451 | 348 | 421 | 322 | 309 | 1.051 | 376 | 167 | 110 | 931 | 15 | 101 | 333 | 325 | |
| 85b2c. Percentage 45-54 jaar [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 25 | 26△ | 23▼ | 24 | 30 | 32▲ | 25▼ | 22▼ | 34▲ | 23 | 31▲ | 23 | 27△ | 13▼ | 26 | 41▲ | 26 | 38 | 43▲ | 25 | 22▼ | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | |
|--|-------------------|-------|-------|-------|-------|------|----------------------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| N | 4.597 | 2.567 | 999 | 776 | 110 | 144 | 3.750 | 470 | 377 | 431 | 324 | 311 | 1.066 | 376 | 170 | 126 | 986 | 15 | 105 | 352 | 335 | |
| 85b1d. Aantal 55 jaar of ouder [Range: 0–1.794] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 3,6 | 0,42▼ | 0,72▼ | 2,5 | 10▲ | 77▲ | 2,1▼ | 3,7 | 19▲ | 1,3 | 8,2△ | 2,4 | 1,3▼ | 0,84 | 5,9 | 3,0 | 3,1 | 67▲ | 13▲ | 9,1△ | 2,4 | |
| N | 4.461 | 2.437 | 995 | 775 | 110 | 144 | 3.663 | 451 | 348 | 421 | 322 | 309 | 1.051 | 376 | 167 | 110 | 931 | 15 | 101 | 333 | 325 | |
| 85b2d. Percentage 55 jaar of ouder [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 14 | 16△ | 11▼ | 11▼ | 14 | 17 | 13▼ | 16△ | 17△ | 12 | 17△ | 19▲ | 14 | 11▼ | 15 | 10 | 11▼ | 22 | 18▲ | 16 | 15 | |
| N | 4.597 | 2.567 | 999 | 776 | 110 | 144 | 3.750 | 470 | 377 | 431 | 324 | 311 | 1.066 | 376 | 170 | 126 | 986 | 15 | 105 | 352 | 335 | |
| 85c1a. Aantal laaggeschoolden (LBO, MAVO, VMBO) [Range: 0–5.139] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 6,8 | 0,87▼ | 2,3▼ | 8,1 | 23▲ | 118▲ | 5,6▼ | 7,8 | 18▲ | 7,5 | 17▲ | 7,0 | 4,0 | 5,4 | 15△ | 3,3 | 5,2 | 54▲ | 4,6 | 9,1 | 3,7 | |
| N | 4.457 | 2.437 | 993 | 775 | 110 | 143 | 3.659 | 451 | 347 | 421 | 322 | 309 | 1.050 | 376 | 167 | 110 | 929 | 15 | 101 | 333 | 325 | |
| 85c2a. Percentage laaggeschoolden (LBO, MAVO, VMBO) [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 31 | 28▼ | 33△ | 37▲ | 33 | 30 | 32△ | 34△ | 15▼ | 53▲ | 44▲ | 47▲ | 36▲ | 40▲ | 50▲ | 11▼ | 9,0▼ | 25 | 8,8▼ | 12▼ | 31 | |
| N | 4.588 | 2.563 | 996 | 776 | 110 | 144 | 3.739 | 470 | 379 | 431 | 326 | 311 | 1.064 | 376 | 170 | 126 | 977 | 15 | 105 | 352 | 335 | |
| 85c1b. Aantal middelbaar geschoolden (MBO, HAVO, VWO) [Range: 0–4.485] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 8,8 | 1,4▼ | 3,0▼ | 8,6 | 27▲ | 159▲ | 6,2▼ | 7,5 | 37▲ | 4,4 | 14 | 6,1 | 5,4▼ | 5,5 | 12 | 8,7 | 7,3 | 129▲ | 9,6 | 25▲ | 6,0 | |
| N | 4.457 | 2.437 | 993 | 775 | 110 | 143 | 3.659 | 451 | 347 | 421 | 322 | 309 | 1.050 | 376 | 167 | 110 | 929 | 15 | 101 | 333 | 325 | |
| 85c2b. Percentage middelbaar geschoolden (MBO, HAVO, VWO) [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 45 | 47△ | 45 | 40▼ | 39 | 38▼ | 45 | 43 | 43 | 35▼ | 42 | 48 | 50▲ | 48 | 41 | 41 | 44 | 44 | 27▼ | 44 | 44 | |
| N | 4.588 | 2.563 | 996 | 776 | 110 | 144 | 3.739 | 470 | 379 | 431 | 326 | 311 | 1.064 | 376 | 170 | 126 | 977 | 15 | 105 | 352 | 335 | |
| 85c1c. Aantal hogeschoolden (hoger onderwijs/ universiteit) [Range: 0–4.390] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 6,5 | 0,71▼ | 1,5▼ | 5,6 | 20▲ | 134▲ | 4,2▼ | 4,0 | 34▲ | 1,2▼ | 9,1 | 1,9 | 2,3▼ | 1,6 | 4,6 | 8,9 | 8,4 | 96▲ | 41▲ | 16△ | 4,7 | |
| N | 4.457 | 2.437 | 993 | 775 | 110 | 143 | 3.659 | 451 | 347 | 421 | 322 | 309 | 1.050 | 376 | 167 | 110 | 929 | 15 | 101 | 333 | 325 | |
| 85c2c. Percentage hogeschoolden (hoger onderwijs/ universiteit) [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 25 | 26 | 22▼ | 23 | 28 | 32▲ | 23▼ | 23 | 42▲ | 12▼ | 14▼ | 4,7▼ | 13▼ | 12▼ | 9,2▼ | 48▲ | 47▲ | 31 | 64▲ | 44▲ | 25 | |
| N | 4.588 | 2.563 | 996 | 776 | 110 | 144 | 3.739 | 470 | 379 | 431 | 326 | 311 | 1.064 | 376 | 170 | 126 | 977 | 15 | 105 | 352 | 335 | |
| 85d1a. Aantal deeltijders [12-20 uur] [Range: 0–2.855] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 4,0 | 0,72▼ | 1,9 | 4,0 | 10 | 82▲ | 2,4▼ | 4,1 | 20▲ | 1,2 | 3,6 | 0,71 | 2,4 | 4,6 | 3,4 | 1,8 | 2,9 | 38▲ | 16▲ | 14▲ | 4,4 | |
| N | 5.015 | 2.988 | 998 | 776 | 110 | 143 | 4.102 | 522 | 391 | 471 | 341 | 367 | 1.175 | 415 | 209 | 134 | 1.072 | 15 | 108 | 370 | 336 | |
| 85d2a. Percentage deeltijders [12-20 uur] [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 24 | 26△ | 23 | 19▼ | 15▼ | 17▼ | 23▼ | 27△ | 29△ | 14▼ | 13▼ | 5,9▼ | 27△ | 46▲ | 13▼ | 22 | 18▼ | 12 | 28 | 41▲ | 34▲ | |
| N | 4.581 | 2.556 | 996 | 776 | 110 | 143 | 3.745 | 460 | 376 | 421 | 325 | 309 | 1.069 | 376 | 170 | 118 | 977 | 15 | 104 | 352 | 345 | |
| 85d1b. Aantal deeltijders [21-32 uur] [Range: 0–2.990] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 7,9 | 1,00▼ | 2,5▼ | 7,2 | 24▲ | 180▲ | 5,2▼ | 6,4 | 38▲ | 4,8 | 11 | 3,7 | 4,0▼ | 3,4 | 8,0 | 9,5 | 7,7 | 122▲ | 22▲ | 23▲ | 6,5 | |
| N | 5.015 | 2.988 | 998 | 776 | 110 | 143 | 4.102 | 522 | 391 | 471 | 341 | 367 | 1.175 | 415 | 209 | 134 | 1.072 | 15 | 108 | 370 | 336 | |
| 85d2b. Percentage deeltijders [21-32 uur] [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 35 | 36 | 35 | 33 | 34 | 41 | 33▼ | 40△ | 50▲ | 26▼ | 37 | 30▼ | 34 | 25▼ | 34 | 41 | 37 | 37 | 40 | 49▲ | 44▲ | |
| N | 4.581 | 2.556 | 996 | 776 | 110 | 143 | 3.745 | 460 | 376 | 421 | 325 | 309 | 1.069 | 376 | 170 | 118 | 977 | 15 | 104 | 352 | 345 | |
| 85e1a. Aantal allochtone werknemers [niet-Nederlands/ niet-westers] [Range: 0–1.502] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 2,2 | 0,17▼ | 0,49▼ | 1,8 | 6,3 | 57▲ | 1,9 | 1,8 | 6,1△ | 2,9 | 4,7 | 0,84 | 0,99 | 2,2 | 4,0 | 1,7 | 2,4 | 24▲ | 3,8 | 3,0 | 0,79 | |
| N | 5.013 | 2.995 | 993 | 773 | 110 | 142 | 4.104 | 521 | 388 | 471 | 338 | 367 | 1.170 | 415 | 209 | 134 | 1.071 | 15 | 108 | 370 | 345 | |

WEA METING 2014

| | VESTIGINGSGROOTTE | | | | | | PROFIT OF NON-PROFIT | | | SECTOR | | | | | | | | | | | | |
|--|-------------------|-------|------|-------|-------|--------|----------------------|-------|------------|----------|-----------|------|--------|--------|------------------------|-------------------------|---------------------------|----------|-----------|-------|--------|--|
| | Totaal | 2-4 | 5-9 | 10-49 | 50-99 | 100+ | Profit | Mixed | Non-profit | Landbouw | Industrie | Bouw | Handel | Horeca | Vervoer & communicatie | Financiële instellingen | Zakelijke dienstverlening | Overheid | Onderwijs | Zorg | Overig | |
| 85e2a. Percentage allochtone werknemers [niet-Nederlands/ niet-westers] [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 7,0 | 6,5▼ | 7,1 | 7,5 | 9,0 | 13▲ | 7,2 | 7,6 | 4,7▼ | 3,0▼ | 7,6 | 2,0▼ | 5,3▼ | 20▲ | 14▲ | 4,4 | 7,1 | 5,6 | 9,6 | 7,6 | 3,5▼ | |
| N | 4.526 | 2.508 | 993 | 773 | 110 | 142 | 3.696 | 459 | 371 | 421 | 327 | 309 | 1.064 | 376 | 170 | 109 | 946 | 15 | 100 | 352 | 336 | |
| 85e1b. Aantal allochtone werknemers Midden/ Oost-Europa [Range: 0–1.502] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 3,9 | 0,57 | 0,72 | 1,6 | 3,1 | 25▲ | 4,3 | 1,8 | 3,5 | 26▲ | 4,3 | 3,5 | 1,8 | 1,4 | 4,2 | 1,9 | 4,4 | 12 | 2,0 | 1,4 | 1,7 | |
| N | 990 | 311 | 197 | 292 | 75 | 116 | 764 | 112 | 114 | 45 | 103 | 37 | 194 | 145 | 55 | 22 | 212 | 9 | 32 | 93 | 44 | |
| 85e2b. Percentage allochtone werknemers Midden/ Oost-Europa [Range: 0–100] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 32 | 30 | 37 | 35 | 33 | 24▼ | 34▲ | 21▼ | 28 | 71▲ | 43▲ | 25 | 36 | 27 | 34 | 12▼ | 27▼ | 18 | 28 | 30 | 27 | |
| N | 973 | 289 | 200 | 293 | 75 | 116 | 757 | 92 | 124 | 35 | 106 | 37 | 187 | 145 | 54 | 22 | 202 | 9 | 32 | 100 | 45 | |
| 86. Wat is het totaal aantal medewerkers van deze organisatie in Nederland? [Range: 2–480.000] | | | | | | | | | | | | | | | | | | | | | | |
| - Gemiddelde | 1.326 | 220 | 766 | 1.263 | 2.961 | 6.784▲ | 873 | 1.077 | 3.041△ | 246 | 1.158 | 449 | 1.571 | 776 | 1.157 | 3.515 | 344 | 13.338▲ | 6.697▲ | 2.872 | 430 | |
| N | 706 | 226 | 197 | 186 | 41 | 56 | 520 | 42 | 144 | 76 | 61 | 41 | 177 | 22 | 31 | 10 | 142 | 7 | 20 | 56 | 63 | |
| 88. Mogen wij u benaderen voor vervolgonderzoek? | | | | | | | | | | | | | | | | | | | | | | |
| · % Ja | 31% | 28%▼ | 33% | 37%△ | 37% | 39%△ | 32% | 29% | 27% | 30% | 30% | 25%▼ | 29% | 37%△ | 19%▼ | 29% | 32% | 34% | 30% | 41%▲ | 29% | |
| N | 5.048 | 3.020 | 999 | 777 | 110 | 143 | 4.124 | 521 | 402 | 471 | 342 | 367 | 1.183 | 415 | 211 | 134 | 1.074 | 15 | 108 | 381 | 346 | |
| 89a. Geslacht respondent | | | | | | | | | | | | | | | | | | | | | | |
| · 1 Man | 63% | 64% | 71%▲ | 57%▼ | 56% | 48%▼ | 65%▲ | 57% | 48%▼ | 60% | 66% | 86%▲ | 63% | 74%▲ | 61% | 39%▼ | 63% | 75% | 59% | 59% | 51%▼ | |
| · 2 Vrouw | 37% | 36% | 29%▼ | 43%△ | 44% | 53%▲ | 35%▼ | 43% | 52%▲ | 40% | 34% | 15%▼ | 37% | 26%▼ | 39% | 61%▲ | 37% | 26% | 41% | 41% | 49%▲ | |
| N | 1.551 | 837 | 333 | 285 | 40 | 56 | 1.291 | 150 | 110 | 140 | 101 | 93 | 348 | 154 | 40 | 39 | 339 | 5 | 33 | 156 | 102 | |
| 90. Wilt u worden geattendeerd op de WEA 2014 brochure? | | | | | | | | | | | | | | | | | | | | | | |
| · % Ja | 47% | 41%▼ | 51%△ | 57%▲ | 67%▲ | 70%▲ | 47% | 42%▼ | 51% | 42%▼ | 52%△ | 48% | 47% | 49% | 44% | 42% | 46% | 62% | 43% | 55%△ | 43% | |
| N | 5.040 | 3.013 | 999 | 776 | 110 | 142 | 4.117 | 521 | 402 | 471 | 342 | 367 | 1.183 | 415 | 211 | 134 | 1.067 | 15 | 108 | 381 | 346 | |

Noot. Percentages zijn kolompercentages, en zijn getoetst met de Pearson χ^2 test (horizontale vergelijkingen). Gemiddelden zijn getoetst met de t-test (horizontale vergelijkingen). Het contrast is telkens subgroep vs alle andere cases (gewogen deviatiecontrast). ▲: $p < 0,05$ (en ▼): Significant hoog (laag) percentage en/of gemiddelde (2-zijdig getoetst), én Cohen's d [effectgrootte] is ten minste 0,20. Open driehoekjes △: significant, maar Cohen's d [effectgrootte] is kleiner dan 0,20. Cohen (1988), Statistical power analysis for the behavioral sciences, 2nd ed. NY: Taylor & Francis.