



## INFORMATION SHEET FOR RESEARCH PARTICIPANTS

**STRONG – STRENGTHENING EARLY CHILDHOOD PROFESSIONALS' WELL-BEING AT WORK**

DATA CONTROLLER: UNIVERSITY OF JYVÄSKYLÄ

***Invitation to participate in research*****Dear early childhood education professional!**

**You are invited to participate in the STRONG study**, which examines early childhood education professionals':

- working conditions,
- job demands,
- job resources, and
- well-being at work.

The aim of the study is to use a nationally representative survey to produce up-to-date information on working conditions in the early childhood education sector and related development needs, as well as the well-being of employees.

This information sheet describes the study and what participation in it means for you. The privacy notice provides information on the processing of personal data.

**1. STRONG – Strengthening Early Childhood Professionals' Well-being at Work and Invitation to participate in research**

**We invite you to participate in STRONG study**, which examines the working conditions, job demands, resources, and well-being at work of early childhood education professionals. Early childhood education units from 56 municipalities across Finland, as well as private early childhood education service providers, are invited to participate in the survey. The participants in the study are early childhood education professionals from various occupational groups. The survey is open to professionals working with groups of children, as well as special education teachers, directors, and family daycare providers in early childhood education. Our goal is to get a total of about 1,000 respondents to the survey.

**You are invited to participate in the study** because your municipality of employment is included in the sample and your municipality/employer has agreed to participate in the study.

This is a single study, and you will not be contacted again later in relation to this study.

## **2. Voluntary participation**

Participation in this study is voluntary. You can refuse to participate in the study, interrupt your participation, or withdraw the consent you have already given without stating a reason during the study. This will have no negative consequences for you. Even if your own daycare center and work team are participating in this study, your personal decision not to participate will not be disclosed to others in your work community and will not place you in an unequal position within your work community.

Interrupting the survey means that you will no longer participate in the study and that the responses on incomplete forms will not be saved as data. Once the survey has been fully completed and the response submitted, participation cannot be interrupted or withdrawn. Responses cannot be deleted afterward because the survey is answered anonymously.

## **3. Progress of the study**

The survey will be conducted online in January–March 2026. The survey is answered anonymously. In addition to background questions related to the early childhood education unit and the respondent, the survey includes questions about organizational factors (e.g., work resources) and working conditions. The survey also utilizes widely used questions related to job demands (e.g., sources of work-related stress) and resources (e.g., recovery) as well as well-being at work. You will not be asked for your name or contact details during the survey. The survey takes about 25 minutes to complete. You can respond to the survey in Finnish, Swedish, or English.

## **4. Possible benefits from the study**

By participating in this study, you will be contributing to the production of important new information about current working conditions, job demands, development needs, and employee well-being in early childhood education. The research results will help to develop early childhood education practices both locally and nationally. The practical goal of the study is to find different ways to support employees' well-being at work and develop early childhood education practices to better support work and well-being at work, thereby strengthening the attractiveness and retention of early childhood education. The study will increase knowledge about the current situation of working conditions in early childhood education and the key issues of well-being at work from a national perspective but also taking into account different units and municipalities.

## **5. Possible risks, harm, and inconvenience caused by the study as well as preparing for these**

Participating in the study does not pose any risks, disadvantages, or discomfort for you. However, if participating in the study brings up unpleasant feelings, it is a good idea to discuss them with occupational health care or a trusted person. You can also always approach the researchers and ask for more information about the study or contact details for experts.

## **6. Compensation for participation and reimbursement of study-related costs**

No compensation will be paid for participating in the study.

## **7. Informing about research results and research outcomes**

The study will yield scientific and popular publications, theses or dissertations, conference and seminar presentations. The aim is to utilize the results to develop early childhood education practices and training. All reporting and communication will be carried out in such a way that outsiders will not be able to identify the research participants, their organization/work community, or municipality from the research results or publications.

**8. Insurance coverage for research participants**

Participants are not insured by the University of Jyväskylä.

**9. Contact person for further information**

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