

**Methodological Report Employee and
Partner Surveys of the Linked Employer-
Employee Panel (LEEP-B3) in
Project B3**

**“Interactions Between Capabilities in Work
and Private Life: A Study of Employees in
Different Work Organizations“**

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Summary: Employee Survey B3

Project title	Interactions Between Capabilities in Work and Private Life: A Study of Employees in Different Work Organizations
Funder	The German Science Foundation (DFG)
Duration	2011-2015
Content	Employee survey: occupation, private life, leisure, work-life balance, preferences, personality traits, satisfaction with state of health, socio-demographic data; partner survey: job, private life, leisure, work-life balance, information on relationship, preference survey, life satisfaction, health, socio-demographic characteristics
In cooperation with	Institute for Employment Research (IAB)
Implementing partner (survey)	SOKO-Institut GmbH, Ritterstrasse 19 33602 Bielefeld
Statistical population	Individuals employed in 100 selected companies on December 31, 2011 (see Section 1.2)
Survey location	Germany
Duration of fieldwork	August 2012 to March 2013
Type of sampling	Random sample
Interviews conducted	6,454 main interviews, 2,185 partner interviews
Response rate	29.8 percent for main interview, 40.7 percent for partner interview

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1. Survey Design

1.1. Project Description

The sub-project “Interactions Between Capabilities in Work and Private Life: A Study of Employees in Different Work Organizations” of the Collaborative Research Center 882 “From Heterogeneities to Inequalities” examines the role of the workplace context in the genesis of social inequalities, taking into account the interdependencies between work and private lives. The project focuses on employees’ situation in work and private life and on the influence each area of life exerts over the other. The authors are particularly interested in how opportunities and risks in one area of life impact on the other. The project was developed in cooperation with the Institute for Employment Research (IAB) in Nuremberg. For the employer survey, 100 large companies were selected from the IAB data pool. The employee sample was drawn from all employees in these companies who were subject to statutory social insurance contributions. As a result, we were ultimately able to conduct 6,454 main interviews and 2,185 partner interviews. We commissioned the SOKO–Institute (Institute for social research and communication) in Bielefeld to implement the employee survey. The survey was conducted by telephone using a standardized questionnaire. The survey collected information about the employees’ personalities and attitudes to life, their private lives, working conditions, and specific characteristics of the company employing them.

Figure 1: LEEP B3 Survey Structure

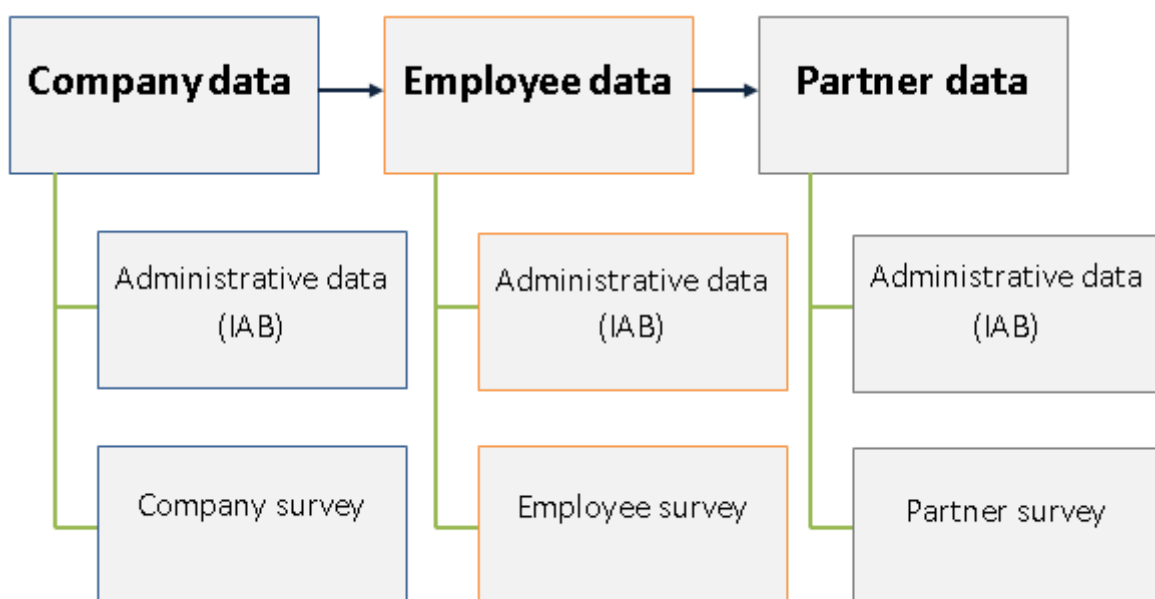


Figure 1 illustrates the design of the data collection for the project. The data is collected at three levels. We questioned employees and their partners, as well as experts within the companies.

Administrative data from the Institute for Employment Research (IAB) was incorporated into all three surveys, i.e., the company survey, employee survey, and partner survey. The present methodological report documents the employee and partner surveys. Data collection at company level is recorded in a separate methodological report by Pausch et al. (2013). The methodological report by Jacobebbinghaus et al. (2014) outlines the relevant links between the survey data and the administrative data. Finally, the methodological report by Reimann et al. (2014) describes the vignette survey which was conducted as part of the employee survey.

By linking the survey on employees' work and private lives to the separate employer survey, we generate the LEEP B3 (Linked Employer-Employee Panel B3) dataset in a Linked Employer-Employee Design which provides comprehensive information on employees' individual circumstances, taking into account their specific working environment. This design is further extended by including a survey of the employees' partners. This allows examining research questions on individuals' capabilities in the private and work domain and interactions between the two domains at both the individual and the couple level. Moreover, this design allows also to analyze the impact of one partner's work environment on the other partner's capabilities in private and work life in a multilevel design.

The present methodological report describes the first wave of the employee and partner surveys which were conducted from the end of August 2012 until the beginning of March 2013. Two panel waves are planned during the first funding phase. In the event that funding for the new Collaborative Research Center (SFB) "From Heterogeneities to Inequalities" is extended, further panels will be added every two years. The survey content refers to the first wave. In the first wave, the survey also collected retrospective information on marital status and whether or not the respondent has children, and also, for respondents with a migration background, information about when they arrived in Germany and their country of origin.

1.2. Statistical Population and Sample

The sampling basis for the employee survey comprised all those in regular employment¹ who were born in 1960 or later and were working for the 100 large companies previously surveyed (Pausch et al., 2013) (data source: IAB employee history (*Beschäftigtenhistorik, BEH*) V09.00.00, Nuremberg, 2012). How the large companies were selected for the survey

¹ Group of individuals subject to mandatory social insurance contributions (101) from the social security registration process.

is described in detail in the methodological report by Pausch et al. (2013). On the reference date December 31, 2011, 88,146 people were employed. In total, the IAB provided the SOKO-Institute contact details for 53,542 people in three waves. For some of the addresses, however, no telephone numbers were available and could not be obtained. After removing the addresses with missing telephone numbers, a total of 30,510 contact details could be used for the survey.

The statistical population comprised those in regular employment at 100 companies with at least 500 employees subject to mandatory social insurance contributions on December 31, 2010. For each company, the intention was to conduct 65 interviews with employees born after 1960 and subject to mandatory social insurance contributions. The survey institute was to receive 500 to 600 addresses per company for this purpose. However, this approach was only realized for 71 companies. The remaining 29 companies had fewer than 500 employees born no earlier than 1960 and subject to mandatory social insurance contributions on December 31, 2011. Consequently, for these companies, fewer than 500 addresses were delivered to the survey institute. For nine companies, fewer than 400 addresses were provided. For three of these companies only 200 to 300 addresses were provided. There are two reasons for the divergence between planned and received addresses. On the one hand, the low number of employees born after 1960 and working for these companies on December 31, 2011 results from the disproportionately large share of older employees in some of the companies studied. Nonetheless, the study still has to be restricted to younger employees in order to avoid a high nonresponse rate in later waves of the survey due to panel attrition connected to aging retirement. On the other hand, structural changes, such as redundancies, which have been implemented in these companies since they were selected on December 31, 2010, and which led to a reduction in the number of employees might also explain the low share of employees subject to mandatory social insurance contributions. Ultimately, in 47 of the 100 companies, we were able to survey less than 65 employees. At the same time, due to a higher total number of cases in the last quarter of the fieldwork phase, in some of the companies we actually exceeded the originally specified target quota of 65 interviews per company. Overall, 6,454 main interviews and a further 2,185 partner interviews were conducted.

Table 1 provides a descriptive overview of the distribution of characteristics such as age and gender, as well as economic sectors covered by the population of employees in large companies and in the selected sample in eastern and western Germany. The small deviations in the distribution of characteristics that are evident, for example in the economic sectors, remain within acceptable limits. At the individual level, it is apparent that women, those with a higher level of school education, and Germans nationals were slightly more likely to participate in the survey than other groups.

Table 1: Descriptive Overview of Distribution of Characteristics

	Total			East			West			Total (in percent)		East (in percent)		West (in percent)	
	Statistical population	Addresses supplied	Interviews conducted	Statistical population	Addresses supplied	Inter-views conducted	Statistical population	Addresses supplied	Interviews conducted	Addresses supplied	Interviews conducted	Addresses supplied	Interviews conducted	Addresses supplied	Interviews conducted
Total	3,675,780	53,542	6,454	494,170	9,966	1,104	3,181,610	43,576	5,350	1.46	0.18	2.02	0.22	1.37	0.17
Gender															
Male	2,141,277	30,478	3,439	222,494	4,376	488	1,918,783	26,102	2,951	1.42	0.16	1.97	0.22	1.36	0.15
Female	1,534,503	23,064	3,015	271,676	5,590	616	1,262,827	17,474	2,399	1.50	0.20	2.06	0.23	1.38	0.19
Nationality															
Non-German	291,621	3,567	254	16,809	333	18	274,812	3,234	236	1.22	0.09	1.98	0.11	1.18	0.09
German	3,384,159	49,975	6,200	477,361	9,633	1,086	2,906,798	40,342	5,114	1.48	0.18	2.02	0.23	1.39	0.18
Age															
Up to 24 years	167,003	2,480	288	22,401	464	55	144,602	2,016	233	1.49	0.17	2.07	0.25	1.39	0.16
25-34 years	969,621	13,197	1,477	137,422	2,541	346	832,199	10,656	1,131	1.36	0.15	1.85	0.25	1.28	0.14
35-44 years	1,222,796	17,241	1,924	157,719	2,977	322	1,065,077	14,264	1,602	1.41	0.16	1.89	0.20	1.34	0.15
45-53 years	1,316,360	20,624	2,765	176,628	3,984	381	1,139,732	16,640	2,384	1.57	0.21	2.26	0.22	1.46	0.21
Education															
Not known	1,451,782	21,123	2,281	185,928	3,500	346	1,265,854	17,623	1,935	1.45	0.16	1.88	0.19	1.39	0.15
Low-track secondary school (<i>Hauptschule</i>)/intermediate-track secondary school (<i>Realschule</i>)/school-leaving certificate for German university entrance (<i>Abitur</i>) without vocational training	118,815	1,829	160	9,132	199	14	109,683	1,630	146	1.54	0.13	2.18	0.15	1.49	0.13
<i>Hauptschule /Realschule</i> with vocational training	1,038,621	15,846	1,875	160,318	3,773	399	878,303	12,073	1,476	1.53	0.18	2.35	0.25	1.37	0.17
<i>Abitur</i> with vocational training	341,048	5,285	688	34,661	775	81	306,387	4,510	607	1.55	0.20	2.24	0.23	1.47	0.20
University degree	725,514	9,459	1,450	104,131	1,719	264	621,383	7,740	1,186	1.30	0.20	1.65	0.25	1.25	0.19
Monthly salary															
Up to 1,000 euros	129,083	2,090	242	19,193	317	28	109,890	1,773	214	1.62	0.19	1.65	0.15	1.61	0.19
1,001-2,000 euros	431,455	6,982	993	91,532	1,839	248	339,923	5,143	745	1.62	0.23	2.01	0.27	1.51	0.22
2,001-3,000 euros	823,759	13,881	1,698	163,373	3,951	439	660,386	9,930	1,259	1.69	0.21	2.42	0.27	1.50	0.19
3,001-4,000 euros	951,726	14,571	1,486	120,968	2,224	221	830,758	12,347	1,265	1.53	0.16	1.84	0.18	1.49	0.15
4,001-5,000 euros	624,614	7,601	887	99,104	1,635	168	525,510	5,966	719	1.22	0.14	1.65	0.17	1.14	0.14
5,001 euros and above*	715,143	8,417	1,148	-	-	-	715,143	8,417	1,148	1.18	0.16	-	-	1.18	0.16

Table 1 (Contd.) Descriptive Overview of Distribution of Characteristics

	Total			East			West			Total (in percent)		East (in percent)		West (in percent)	
	Statistical population	Addresses supplied	Interviews conducted	Statistical population	Addresses supplied	Interviews conducted	Statistical population	Addresses supplied	Interviews conducted	Addresses supplied	Interviews conducted	Addresses supplied	Interviews conducted	Addresses supplied	Interviews conducted
Company size															
500-699 employees	731,566	18,386	2,431	115,741	4,016	490	615,825	14,370	1,941	2.51	0.33	3.47	0.42	2.33	0.32
700-999 employees	676,038	18,383	2,164	103,346	2,350	267	572,692	16,033	1,897	2.72	0.32	2.27	0.26	2.80	0.33
1,000-1,499 employees	621,765	11,373	1,288	88,051	2,400	227	533,714	8,973	1,061	1.83	0.21	2.73	0.26	1.68	0.20
1,500 employees and above	1,646,411	5,400	571	187,032	1,200	120	1,459,379	4,200	451	0.33	0.03	0.64	0.06	0.29	0.03
Economic sector**															
C – Manufacturing	1,472,602	17,435	2,080	99,279	1,709	226	1,373,323	15,726	1,854	1.18	0.14	1.72	0.23	1.15	0.14
DEF – Electricity, gas, steam and air conditioning supply; Water supply, sewerage, waste management and remediation activities; Construction	96,640	1,591	126	17,631	817	66	79,009	774	60	1.65	0.13	4.63	0.37	0.98	0.08
G – Wholesale and retail trade; Repair of motor vehicles and motor cycles	163,926	2,687	312	20,507	-	-	143,419	2,687	312	1.64	0.19	-	-	1.87	0.22
H – Transport and storage	190,995	2,077	163	36,149	394	27	154,846	1,683	136	1.09	0.09	1.09	0.07	1.09	0.09
J – Information and communication	119,689	5,075	665	9,511	1,200	161	110,178	3,875	504	4.24	0.56	12.62	1.69	3.52	0.46
K – Financial and insurance activities	226,060	1,773	176	16,558	600	38	209,502	1,173	138	0.78	0.08	3.62	0.23	0.56	0.07
M – Professional, scientific and technical activities	166,158	2,192	267	14,945	-	-	151,213	2,192	267	1.32	0.16	-	-	1.45	0.18
N – Administrative and support service activities	101,601	1,200	109	26,025	600	54	75,576	600	55	1.18	0.11	2.31	0.21	0.79	0.07
O – Public administration and defence	305,591	5,984	830	82,550	1,841	217	223,041	4,143	613	1.96	0.27	2.23	0.26	1.86	0.27
P – Education	181,366	1,598	193	45,238	550	41	136,128	1,048	152	0.88	0.11	1.22	0.09	0.77	0.11
Q – Human health and social work activities	629,484	11,330	1,453	121,362	2,255	274	508,122	9,075	1,179	1.80	0.23	1.86	0.23	1.79	0.23
ILR – Accommodation and food service activities; Real estate activities; Arts, entertainment and recreation	21,668	600	80	4,415	-	-	17,253	600	80	2.77	0.37	-	-	3.48	0.46

* Since the number of individuals in eastern Germany earning a monthly salary of 5,001 euros and above is relatively low, no value is given here for data protection reasons.

** For some economic sectors in eastern Germany, no addresses were supplied since it was not possible to conduct the employee survey in companies in these industries (see Pausch et al., 2013).

1.3. Survey Instrument

1.3.1 Employee Survey

The employee survey was designed as a telephone survey based on a standardized questionnaire and was tested and modified using a pretest. The questionnaire partially drew on tested questions that had already been used in surveys such as the Socio-Economic Panel (SOEP) study (TNS Infratest Sozialforschung, 2013), Employment Relationships as Social Exchange (BEATA) (Diewald et al., 2013), Further Training as a Part of Lifelong Learning (WeLL) (Bender et al., 2008), Copenhagen Psychosocial Questionnaire (COPSOQ) (Nübling et al., 2005), and the German General Social Survey (ALLBUS) (Wasmer et al., 2012). Appendix 3 lists sources for a selection of existing and established measuring instruments. The project codebooks provide a detailed overview and can be made available on request.

A new instrument for measuring preferences on the basis of vignettes was developed for the survey. This new instrument is described in detail in a separate methodological report (Reimann et al., 2014). The practicability of using vignettes for a telephone survey is documented by Andernach and Schunck (2014).

The employee questionnaire (see Appendix 1) comprises various question blocks. First, the survey is introduced with reference to the initial letter received by the respondent and then the recipient is identified using personal data. The first question block (I) in the employee survey captures information about personality traits and the second block (II) collects data on the respondent's job and employment relationship. The third block asks the respondent whether they consent to the survey accessing the IAB register data (see Jacobebbinghaus et al., 2014). Here, the survey refers explicitly to compliance with data protection law. In the event that the respondent does not give their consent, three questions are then asked on the industry, years of service, and work experience in order to offset the loss of register data information. In the following blocks, IV, V, and VI, information is collected on the respondent's private life, leisure activities, work-life balance, attitudes regarding gender roles and immigrants, as well as preferences relating to family and work.

The private life topic block also includes retrospective questions to gain an insight into the relationship and family history of the respondent. The following blocks VII and VIII serve as a preference survey, first, by asking questions on the importance of various areas of life and second, by using a vignette-based instrument (Andernach and Schunck, 2014, Reimann et al., 2014). Further questions on personality, satisfaction with different areas of life, overall life satisfaction, and state of health follow in blocks IX to XI. Block XII captures socio-demographic data and requests consent for the survey to be repeated in two years' time. Finally, the relevance of an additional partner survey is outlined and, assuming he/she is in a relationship, the respondent is asked for permission to interview his/her partner immediately afterwards. If the respondent gives his/her consent for the follow-up partner survey but it is not possible to conduct this immediately after the employee survey, he/she is then asked for the name and telephone number of his/her partner. In the event that the main respondent does not wish to provide the contact details of the partner or the partner cannot be interviewed directly, additional information about the partner is requested, such as, year and place of birth, educational qualifications, and employment.

1.3.2 Partner Survey

The partner questionnaire (see Appendix 2) captured similar data from partners to that collected in the employee survey, albeit in an abbreviated form. Following an explanation of the survey itself, information on the partner's job (I), private life (II), leisure time (III), work-life balance, and attitudes regarding gender roles (IV) was collected. In the "private life" block, additional information on the partner's relationship was also captured such as their assessment of the main respondent's ability to reconcile work and private life and the partner's support of the main respondent in his/her career plans as well as the possible benefits of the main respondent's network for the partner's own career. In order to illustrate preferences, block V only includes questions about the importance of the various benefits of career and family. Due to time restrictions, the new vignette survey instrument could not be used to interview the partners. Thereafter, questions were asked about life satisfaction (VI) and health (abbreviated version) (VII) as well as socio-demographic characteristics (VIII). Finally, the partner was also asked about whether or not he/she was willing to allow IAB register data to be accessed. In the event that consent was not given, here, too, additional information on industry, years of service, and work experience was captured. At the end of the interview, the respondent's gender was established.

2. Survey Implementation

2.1. Fieldwork and Field Control

The fieldwork phase for the employee survey ran from August 22, 2013 to March 9, 2013 and was conducted by telephone by employees of the SOKO-Institut GmbH in Bielefeld. To help them deal with the complexity of the interview situation, interviewers had access to specially trained personal advisors and were regularly requested to provide feedback on the progress of the interviews. At the same time, monitoring the course of interviews helped to promptly identify and address any potential problems. The progress of the surveys was observed from the outset, using automatically updated field statistics. In order to prevent interviews from being abandoned due to lack of time, respondents were given the option of interrupting their interview and continuing at a later date. 788 respondents exercised this option.

The questionnaire was verified using a pretest. Larger groups of questions were rotated both in the pretest and ultimately also during the actual survey in order to prevent sequence effects. This included questions on the “Big Five” personality measures (questions Q101), effort reward imbalance (questions R219), significance of various areas of life (questions Q702), relationship quality (questions Q412), and questions on satisfaction with different areas of life (questions I001). In order to optimize the use of vignettes during the telephone surveys and to determine the ideal number of questions and combinations of characteristics, a separate pretest was conducted for the vignettes (Andernach and Schunck, 2014).

The IAB sent the encrypted address data to the survey institute in three tranches, at the beginning of August, September, and October 2012, respectively. In order to provide the target individuals detailed information about the research project ahead of the initial telephone contact and to increase their willingness to participate, they were informed about the survey in writing in advance.

For the most part, a separate appointment was scheduled for the partner interview; this was conducted immediately after the main interview in just 416 of 2,185 cases. In the event that it was not possible to question the partner immediately after the main interview or the target person was unwilling to provide their partner’s contact details, as mentioned above, the main interview respondent was then asked some additional questions in the form of a short interview about his/her partner’s socio-demographic characteristics and employment situation. If, at the end of the survey, the respondents consented to being contacted again, his/her address details were then saved for the next survey wave.

2.2. Response Rate

In total, the IAB sent contact data for 53,542 employees to the survey institute. If the contact details provided did not include a telephone number, the survey institute conducted an internal telephone number search. This made it possible to obtain further telephone numbers in 13,046 cases.

First, 30,510 target individuals with a telephone number available were contacted in writing and entered into the CATI system. It was found that in 5,783 cases the number was no longer current, making another telephone number search necessary for these individuals. This was a particularly frequent occurrence with mobile phone numbers. If a new or another telephone number could be obtained, this was entered into the system. This applied to 711 persons.

2.2.1 Main Interview

Of the 30,510 target individuals contacted in writing, 6,454 employees were surveyed, which corresponds to a response rate of 29.8 percent (see Table 2).² If we look at the response rate per company, this varies between 11.2 and 35.6 percent.

The neutral nonresponses include 3,169 cases where addresses were no longer used because the response rate target had already been met. As soon as the target rate of 65 interviews per company was reached, initially, no further employees from that company were questioned. In order to achieve a higher total number of cases, this rule was relaxed slightly in the last quarter of the fieldwork phase and further employees were contacted in writing and by telephone. Other neutral nonresponses comprise addresses where no contact could be made, the person reached was not identified as the target person, or where the number turned out to be a fax number. Also, in 591 cases, the person reached did not belong to the target group. This applied if individuals were no longer employed in the same company as on the reference date of December 31, 2011. Thus, there were 8,832 neutral nonresponses in total.

Refusal to be interviewed, termination of interviews, and cases where an interview was not feasible during the fieldwork phase are viewed as non-neutral nonresponses. Unsuccessful attempts to make an appointment within the fixed fieldwork phase also made it impossible to conduct an interview during this period. This applied to 3,292 employees.

² The response rate (RR1) is also 29.8 percent according to AAPOR (AAPOR, 2011).

Table 2: Main Interview: Response Rate

	Total	Percent
Gross sample – CATI	30,510	100.00
Of which:		
Neutral nonresponses (total)	8,832	28.95
- Response rate target met	3,169	10.39
- No contact made	2,008	6.58
- Person reached not the target individual	1,887	6.18
- Fax number/data line	1,177	3.86
- Does not belong to the target group	591	1.94
Adjusted net sample	21,678	71.05
Of which:		100.00
- Interview terminated	76	0.35
- Interview not feasible in the fieldwork phase	3,292	15.19
- Refusal to be interviewed	11,856	54.69
Interviews conducted	6,454	29.77
Of which:		100.00
Possibility of future employee survey: yes	6,314	97.83
Possibility of future employee survey: no	140	2.17

Table 3 differentiates between the various reasons for refusal to be interviewed. The most frequent reason for refusal was “on principle,” which was the response given by 5,406 individuals. These included refusals by people who, for various reasons, had made a decision not to participate in surveys in general.

Table 3: Main Interview: Reasons for Refusal

Reasons for refusal—Main interview	Total	Percent
On principle	5,406	45.60
For another reason	4,878	41.14
No time	784	6.61
Not for the organization commissioning the survey	415	3.50
Not on the telephone	332	2.80
Already interviewed	30	0.25
Refusal incl. request for the data to be deleted immediately	11	0.09
	11,856	100.00

In 4,878 cases, the interview was refused “for another reason.” These were particular reasons for refusal that are worth mentioning and which could not be categorized under the others listed, and so needed further explanation (e.g., “We’ve had a death in the family and we really can’t think about this right now. Please remove us from your survey.”)

Target individuals also indicated not having time for an interview in the survey period or not wanting to participate in an interview for the organization commissioning the survey. A total of 332 target individuals did not categorically refuse to participate in a main interview but declined to do so by telephone, which meant the interview could not take place since only telephone interviews were planned. In a few cases, the interview was refused since the target individual had already been surveyed as the partner of another target individual and 11 target individuals demanded that all their data be immediately deleted from the database. Many of those who refused to be interviewed did so within a few days of receiving the letter referring to the voluntary nature of participation or to their insecurity why they received such a letter.

As mentioned above, this is a panel survey, to be continued in 2014. Therefore, respondents were asked at the end of the interviews whether they agreed to being contacted by telephone again. A total of 6,314 people, i.e., approximately 98 percent of the main interviewees questioned, gave their consent to this.

2.2.2 Partner Interview

Of the 5,368 employees with partners, it was possible to interview 2,185 partners, which corresponds to a response rate of 40.7 percent (see Table 4).³ Unlike the main interviews, for the partner interviews, the survey design meant there were no neutral nonresponses as a result of invalid telephone numbers, for example. However, there were also nonresponses here in the form of terminated interviews or refusals to be interviewed. In eight cases, the partner interview was ultimately terminated by respondents. Furthermore, 358 interviews could not be conducted within the fieldwork phase and in 2,817 cases, a partner interview was refused.

Table 4: Partner Interview: Response Rate

	Total	Percent
Gross sample (number of employees with a partner)	5,368	100.00
Of which:		
- Interview terminated	8	0.15
- No interview feasible in the fieldwork phase	358	6.67
- Refusal by target individual or partner	2,817	52.48
Interviews conducted	2,185	40.70

³ The response rate (RR1) is also 40.7 percent according to AAPOR (AAPOR, 2011).

The various reasons for refusing a partner interview are listed in detail in Table 5. As with the main interview, the partner interview was primarily refused “on principle” or for other specific reasons. The second group also included 73 cases where no interview could be conducted with the partner contacted due to language difficulties. In addition, the request for a partner interview was refused in a few cases since it was to take place by telephone. In seven cases, the partner had already been surveyed in the main interview. One person also declined to be interviewed because they did not want to support the organization commissioning the study.

Table 5: Partner Interview: Reasons for Refusal

Reasons for refusal—Partner interview	Total	Percent
On principle	1,720	61.06
For another reason	855	31.42
No time	153	5.43
Not on the telephone	51	1.81
Already interviewed	7	0.25
Not for the organization commissioning the survey	1	0.04
Total number of refusals	2,817	100.00

In cases where the main respondent did not consent to his/her partner being questioned, or the partner could not be interviewed directly, 3,596 short interviews were conducted with the main respondents in order to obtain information about the partner.

2.3. Survey Mode and Duration

Data were collected by means of computer-assisted telephone interviews (CATI) conducted by interviewers from the survey institute. Table 6 shows the minimum, maximum, and average interview duration of the main and partner interviews.

The average duration of the main interview alone was 47.2 minutes⁴ and depended, among other things, on whether the respondent had a partner and consequently was asked about his/her relationship. If the respondent had a partner, the average duration increased to 48 minutes and if they did not have a partner, it decreased to 43.5 minutes. The partner interview alone lasted an average of 25.2 minutes, depending primarily on whether the partner respondents were in employment (in employment: 26.5 minutes, not in employment: 16.6 minutes).

⁴ The 416 cases where the main interview and the partner interview were conducted in one session are not included in this evaluation.

Table 6: Interview Duration

Type of interview	Number of cases	Average duration	Minimum duration	Maximum duration
Main interview (MI)	6,454	47.2	18.0	139.0
- MI not incl. questions on relationship	1,068	43.5	18.0	139.0
- MI incl. questions on relationship, not incl. statistical partner questions	1,790	48.0	23.0	130.0
- MI incl. questions on relationship and statistical partner questions	3,596	48.0	25.0	130.0
Partner interview (PI)	2,185	25.2	8.0	86.0
- PI incl. employment	1,850	26.5	14.0	86.0
- PI not incl. employment	335	16.6	8.0	45.0
Main and partner interview	1,769⁴	55.3	18.0	154.0

If the employee and partner interview were conducted in immediate succession, the average length of the telephone interview was a total of 55.3 minutes. In the 788 cases where the interview was interrupted and completed at a later point in time, the average interview duration was 62.9 minutes.

2.4. Selectivity Analysis

In order to ensure that the analyses conducted using the data collected could also be transferred to the statistical population of employees in large companies, several selectivity analyses were conducted. The reason for this is that the quality of the sample not only depends on the number of interviews conducted but also on possible biases in the sample.

A clear advantage of the sampling, which is based on IAB register data or on the IAB employee history (IAB Beschäftigtenhistorik (BEH) V09.00.00, Nürnberg 2012), is that individual information is not only available on the gross sample but also on the entire population in large German companies. This makes it possible to conduct very accurate analyses on the selectivity and representativeness of the sample. The IAB employee history provide information on employees' age, education, gender, nationality, and income, job tenure, and labor market participation, as well as on the industry and company size, and on a rough regional distribution (eastern or western Germany) of the companies where the employees work. A comparison of participants and non-participants in the population, the gross sample (53,542 individuals) and the interviews conducted (6,454 main interviews) makes it possible to examine the characteristics of both groups and thus draw conclusions about differences between the groups.

On the basis of this information, multilevel analyses were estimated using logit models (see Rabe-Hesekth und Skrondal, 2012) providing information about differences between the

groups. In order to be able to give a detailed picture of the actual selection mechanisms and the probability of the transition from the gross sample to the conducted interview was compared (first calculation line in the table). Two further logit models were also calculated to provide information on how probable it is for members of particular groups in comparison to other groups, that a) their telephone numbers can be located and b) they will consent to a telephone survey.

The results of the multi-level analysis of Model 1 presented in Table 7 show that German nationals in general, and women and western Germans in particular, are somewhat more likely to participate in the study than eastern Germans, persons of non-German nationality, and men. Compared to people with a university degree, people whose educational background is not known or those who have no vocational training and those with a school-leaving certificate from a lower secondary school (*Hauptschule*) or intermediate secondary school (*Realschule*) or higher secondary school (*Abitur*) with vocational training are somewhat less likely to participate in the survey. On the other hand, a telephone number could be somewhat more frequently located for people with a school-leaving certificate from a *Hauptschule* or *Realschule* and vocational training, for those whose educational background is not known, or for those with no vocational training. This means members of these groups were relatively more frequently represented in the gross sample of addresses with telephone numbers than individuals with a university degree thus compensating for the lower willingness to participate to a certain extent. Moreover, there are statistically significant effects which show that with increasing age or work experience, the probability of participating is higher. The convex function which is evident from the significant influence of the term of age or job tenure squared reaches its minimum value before the age of 20, or after two years of professional experience, so the probability of participating increases after this point in time.

As earnings increased, there was a decrease in the probability that a telephone number was on file or could be located. The disadvantages associated with locating telephone numbers for the high earners could be compensated by the somewhat higher willingness to participate in an interview, so that ultimately virtually no income effects on the probability of participating were evident between the gross sample and the interviews conducted. Only the group earning between 3,001 and 4,000 euros showed a lower willingness to participate.

In addition, the significance of the company characteristics for the probability of participation was tested. Indeed, employees in the small or medium-sized enterprises within the group of large companies appear to be somewhat more likely to participate than those in very large companies, which can, however, partly be attributed to the sampling procedure (see Section 1.2).

There are also occasional differences in the probability of participation depending on economic sector. Here, in particular, those employed in the field of energy, water supply, and construction, or in the transport and storage sector are less likely to participate.

Table 7: Logistic Regression (Random Intercept) for Probability of Participation
Values are presented as odds ratios

Sample	Addresses supplied	Addresses supplied	Addresses with telephone numbers
Dependent variable = 1, if ...	Interviews conducted	Addresses with telephone numbers	Interviews conducted
	(1)	(2)	(3)
Gender: female	1.160 ***	0.787 ***	1.328 ***
Nationality: German	1.706 ***	2.005 ***	1.205 *
Place of residence: western Germany	1.202 **	1.182	1.088
Education			
Ref.: university degree			
Not known	0.693 ***	1.120 ***	0.635 ***
Low-track secondary school (<i>Hauptschule</i>) /intermediate-track secondary school (<i>Realschule</i>)/school-leaving certificate for German university entrance (<i>Abitur</i>) <u>without</u> vocational training	0.555 ***	0.878 *	0.565 ***
<i>Haupt-/Realschule /Abitur</i> <u>with</u> vocational training	0.763 ***	1.113 **	0.703 ***
<i>Abitur</i> with vocational training	0.844 **	1.063	0.809 ***
Age/work experience/years of service			
Age	0.569 **	0.516 ***	0.670
Age ²	1.115 ***	1.111 ***	1.084 **
Labor market experience	1.020	0.903	1.113
Labor market experience ²	0.963	0.991	0.953
Job tenure	0.635 ***	0.295 ***	1.088
Job tenure ²	1.136 ***	1.334 ***	1.004
Monthly salary			
Ref.: Up to 1,000 euros			
1,001-2,000 euros	1.154	1.208 ***	1.108
2,001-3,000 euros	0.991	1.146 *	0.979
3,001-4,000 euros	0.848 *	0.829 **	0.951
4,001-5,000 euros	0.936	0.723 ***	1.155
5,001 euros and above*	0.999	0.705 ***	1.271 *

Table 7 (Contd.): Logistic Regression for Probability of Participation
Values are presented as odds ratios

Sample	Addresses supplied	Addresses provided	Addresses with telephone numbers
Dependent variable = 1, if ...	Interviews conducted	Addresses with telephone numbers	Interviews conducted
	(1)	(2)	(3)
Company size			
Ref.: 500-699 employees			
700-999 employees	0.842 **	0.775 **	0.937
1,000-1,499 employees	0.800 **	0.734 **	0.918
1,500 employees	0.801 *	0.809	0.878
Economic sector			
Ref.: C – Manufacturing			
DEF – Electricity, gas, steam and air conditioning supply; Water supply, sewerage, waste management and remediation activities; Construction	0.560 ***	0.449 ***	0.770 *
G – Wholesale and retail trade; Repair of motor vehicles and motor cycles	0.912	0.991	0.924
H – Transport and storage	0.607 ***	0.472 ***	0.865
J – Information and communication	0.943	0.773	1.051
	0.726 *	0.571 *	0.970
K – Financial and insurance activities			
M – Professional, scientific and technical activities	0.737 *	0.536 **	0.976
N – Administrative and support service activities	0.677	1.966 *	0.551 ***
O – Public administration and defence	0.970	0.706 **	1.172 *
P – Education	0.831	0.411 ***	1.226
Q – Human health and social work activities	0.901	0.691 ***	1.068
ILR – Accommodation and food service activities; Real estate activities; Arts, entertainment and recreation	0.781	1.314	0.715
Constant	0.231 ***	6.167 ***	0.301 **
Standard deviation of the company random effects	0.216 ***	0.350 ***	0.126 ***
N (employees)	53,542	53,542	30,385
N (companies)	100	100	100

(* p < 0.05; ** p < 0.01; *** p < 0.001)

2.5 Item Nonresponse

Appendix 4 provides an overview of the response behavior of the employees in the net sample for the individual questions from the employee questionnaire. The overall level of responsiveness was high. For example, the share of employees who answered questions on personality traits is over 90 percent. This was also frequently the case with questions on respondents' employment situation.

2.6 Representativeness

Table 8 provides information about the representativeness of the LEEP-B3 samples in comparison to all employees in the statistical population. This includes all those in regular employment who were born after 1959 and worked in companies with over 500 employees on the reference date December 31, 2011 (see *Methodenbericht zu Betriebsbefragung* by Pausch et al., 2013). The data source is the Integrated Employment Biographies (IEB)V10.00.00 (2012), which are based on all social security registrations.

A logistic regression with robust standard errors was used to assess whether employees were distributed unevenly across the statistical population and the LEEP-B3 sample by gender, origin, education, age, labor market experience, job tenure, income, company size, and economic sector.

The results show that, in many respects, the dataset is representative of the survey population of employees in large companies. The share of women does not differ, for example, between the statistical population and the interviews conducted. Moreover, no differences in terms of age, labor market experience, job tenure, or income are evident. The information and communication sector is overrepresented in the net sample, as are employees in companies with 1,500 employees and above. This is a result of the design or how the company sample was drawn (see Pausch et al., 2013). It could not be established, however, that western Germans were underrepresented in the sample, although this is something we would expect as a result of the sampling. The reason for this is, as mentioned above, is that eastern Germans were less likely to participate in interviews (see Section 2.4 Selectivity Analysis). However, German nationals are overrepresented in the statistical population in comparison to non-German employees. Moreover, employees with no vocational training and those whose educational background is not known are slightly underrepresented in comparison to employees with a university degree. This does not apply to those with vocational training, however.

Table 8: Logistic Regression for the Representativeness of the Interviews Conducted
Values are presented as odds ratios

	B
Gender: female	0.965
Nationality: German	1.809 ***
Place of residence: western Germany	0.901
Education (Ref.: university degree)	
Not known	0.677 **
Low-track secondary school (<i>Hauptschule</i>)/ intermediate-track secondary school (<i>Realschule</i>)/school-leaving certificate for German university entrance (<i>Abitur</i>) <u>without</u> vocational training	0.643 *
<i>Haupt-/Realschule/Abitur</i> <u>with</u> vocational training	0.778
<i>Abitur</i> with vocational training	0.942
Age/work experience/years of service	
Age	0.750
Age ²	1.071
Labor market experience	0.795
Labor market experience ²	1.077
Job tenure	0.748
Job tenure ²	1.061
Monthly salary (Ref.: Up to 1,000 euros)	
1,001-2,000 euros	1.165
2,001-3,000 euros	1.010
3,001-4,000 euros	0.867
4,001-5,000 euros	0.831
5,001 euros and above*	0.849
Company size (Ref.: 500-699 employees)	
700-999 employees	0.966
1,000-1,499 employees	0.625
1,500 employees and above	0.108 ***
Economic sector (Ref.: C—Manufacturing)	
DEF – Electricity, gas, steam and air conditioning supply; Water supply, sewerage, waste management and remediation activities; Construction	0.581
G – Wholesale and retail trade; Repair of motor vehicles and motor cycles	0.811
H – Transport and storage	0.522
J – Information and communication	2.773 **
K – Financial and insurance activities	0.415
M – Professional, scientific and technical activities	0.864
N – Administrative and support service activities	0.384
O – Public administration and defence	1.250
P – Education	0.955
Q – Human health and social work activities	1.145
ILR – Accommodation and food service activities; Real estate activities; Arts, entertainment and recreation	1.353
Constant	0,004 ***
R²	0.063
N (employees)	3,675,780
N (companies)	3,891

(* p < 0.05; ** p < 0.01; *** p < 0.001)

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Appendix 1: Employee Questionnaire

Part 0: Introduction and identity check

INT02: Hello, my name is <INT> from the SOKO-Institute for empirical social research and communication in Bielefeld. Do I speak with <NAME>? Some days ago we have sent you a letter with information about our current survey. In association with Bielefeld University we are surveying the achievement of goals in private and working life. Did you receive this letter?

Yes.....

No

INT: If „no“: This letter gave you basic information about the survey. Using telephone interviews we try to identify life goals in the private and work domain employees pursuit, and which conditions ease or hinder their achievement. For this survey employees had been chosen randomly from the central register of the “Federal Employment Agency” in Nuremberg, and you are one of them.

INT03: The survey will take around 40 minutes.

Your cooperation is voluntary. The SOKO Institute guarantees that all information will be processed strictly confidential and anonymously without using your name and address. Our staff is bounded to secrecy. The data will be used exclusively in terms of this research project. Do you have the time to take part in this survey, or would you like to make an appointment?

Appointment for the interview: _____

Start right now

Send the letter again.....

Refusal of interview.....

INT: Which appointment has been made? Please check the correspondent box!

Notes: In the following text the categories „Don't know“and „Refusal“ will only be shown, if they are related to the filtering of questions.

Q003A: Please name your year of birth.

Year: _____

Q004: Are you currently engaged in paid employment?

Yes.....

No → proceed to *question INT98*

Don't know → proceed to *Question INT98*

Refusal..... → proceed to *Question INT98*

Q005: If you have several employment contracts, please think only about your main job. Did you change your job since last December?

Yes..... → proceed to *question Q101*

No

INT98: Thank you for your cooperation! In this survey we are researching work relationships of employees, who have been employed by the same employer for a longer period. Unfortunately you do not fit our criteria. We wish you a pleasant day!

Part I: Big 5

Q101: First, we would like to ask you about your self-assessment. How much do these statements represent you? Please give your answers on a scale from 1 to 5. 1 means “Agree completely”, 5 means “Disagree completely”.

		Agree completely			Disagree completely	
		1	2	3	4	5
Q101A:	I see myself as someone who 1) does a thorough job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101B:	2) is communicative, talkative.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101C:	3) is sometimes somewhat rude to others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101D:	4) is original, comes up with new ideas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101E:	5) worries a lot.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101F:	6) has a forgiving nature.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101G:	7) tends to be lazy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101H:	8) is outgoing, sociable.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101I:	9) values artistic experiences.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101J:	10) gets nervous easily.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101K:	11) does things effectively and efficiently.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101L:	12) is reserved.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101M:	13) is considerate and kind to others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101N:	14) has an active imagination.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q101O:	15) is relaxed, handles stress well.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part II: Occupation

The following questions are about your current employment.

Q201: Do you have a secondary job?

Yes.....

No

Q202: Please think on your main job. Is your contract of employment a fix term contract?

Yes.....

No → proceed to *question Q205*

Q204: Limited until when?

Q204A: _____ (Month)

Q204B: _____ (Year)

Q205: **What are your contracted working hours each week (in your main job), excluding overtime?**
Contracted hours: _____ hours per week

- no present contract
- no answer possible

INT: Decimal numbers possible, the point represents the decimal.

Q206: **And how many hours do you actually work in a typical week including overtime?**

Hours: _____ hours per week

- no answer possible

INT: Decimal numbers possible, the point represents the decimal.

Q207: **How often do you work overtime? Would you say...?**

- Nearly every day
- Every week
- Several times per month
- Rarely.....
- From time to time
- Never

Q208: **If you could choose your own number of working hours, taking into account that your income would change according to the number of hours: How many hours would you want to work?**

_____ Hours per week

[if desired working hours > effective working hours → proceed to question Q208B]

[if desired working hours = effective working hours → proceed to question Q209]

INT: Decimal numbers possible, the point represents the decimal.

Q208A: **And what is the main reason for your wish to reduce your working hours?**

INT: Don't read the possible answers aloud.

- Reducing work stress
- Childcare.....
- Taking care of someone.....
- More time for leisure
- Health.....
- Handling housework.....
- Sideline employments
- More time for the partner.....
- Other, namely: _____.....

Q208B: **And what is the main reason for your wish to increase your working hours?**

INT: Don't read the possible answers aloud.

- Less time for childcare is needed.....

- Earn more money.....
- Higher chances for promotions
- Higher retirement pension.....
- Workload too high for present working time.
- Important for occupational status
- Other, namely: _____

Q209: Can you decide when your work schedule begins and ends, for example by flexible working hours?

- Yes.....
- No

Q210: Does your work schedule include shiftwork?

- Yes.....
- No → proceed to *question Q212*

Q211: Do you always work in shifts, regularly, or sometimes?

INT: Read the possible answers aloud.

- Always.....
- Regularly (in fixed time periods).....
- Sometimes (from time to time / in irregular time periods).....

Q212: How often do you work on Sundays and public holidays?

INT: Read the possible answers aloud.

- Every Sunday and on public holidays
- At least once in a month.....
- Sporadically
- Sometimes
- Never

Q213: How many days per week do you work?

- Number of days: _____
- Varying, irregular

Q214: In your position at work, do you supervise others like a team, a larger group or part of the business?

- Yes.....
- No → proceed to *question Q216*

Q215: How many people do you supervise?

Number of employees: _____

Q216: How often does it occur that you have to answer emails or phone-calls from your boss/ colleagues/ clients outside your official working time?

INT: Read the possible answers aloud.

- Daily.....
- Weekly

- Monthly
- Rarely.....
- Never

Q217: How often does it occur that you cannot sleep at home because of business trips, or changing or distant places of work?

INT: A secondary residence counts for „not at home“.

- Daily
- Weekly
- Monthly
- Rarely.....
- Never

Q218: How far (in kilometers) is your job from your place of residence?

_____ km
 location of workplace varies

Q219: Please answer according to a scale from 1 to 5, to what extent the following statements apply to your job situation. 1 means that the statement “applies completely”, 5 means that it “does not apply at all”. Choose the numbers in between to grade your statement.

		Applies completely			Does not apply at all	
		1	2	3	4	5
Q219A:	Within my working hours I have control over the sequencing of my work activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q219B:	I am allowed to decide how to go about getting my job done.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q219C:	I am able to define what my job objectives are.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q219D:	My job mainly includes routine tasks, I rarely learn something new.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

R219: How often do the following points happen to you? Please answer again according to the scale from 1 to 5. The 1 means „always“, 2 means „often“, 3 „sometimes“, 4 „rarely“ and 5 „never“.

		always	often	sometimes	rarely	never
		1	2	3	4	5
R219A:	I often am already thinking about work-related problems when I wake up.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
R219B:	When I come home, it is very easy to switch off from thinking about work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
R219C:	Those closest to me say I sacrifice myself too much for my career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
R219D:	Work seldom lets go of me; it stays in my head all evening.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
R219E:	If I put off something that needs to be done that day, I can't sleep at night.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q220: I will now read out some statements, concerning the influence private life can have on the working life. Please answer according to a scale between 1 to 5, to what extent each statement applies to you. 1 means “applies completely”, 5 means “does not apply at all”. Choose the numbers in between to grade your statement.

		Applies completely			Does not apply at all	
		1	2	3	4	5
Q220A:	Due to stress at home, I am often preoccupied with family matters at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q220B:	Conflicts in my private life interfere with my performance on the job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q220C:	Because I am often stressed from family responsibilities, I have a hard time concentrating on my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q220D:	Due to private appointments I often have problems to get my work done.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q220E:	The time I spend with my family and friends often causes me to not spend time in activities at work that could be helpful to my career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q220F:	Due to my private obligations/responsibilities I fail to meet deadlines at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q221: In the following part I will ask you about stressors at your work place. How often does it happen that you have to go to the limits of your physical capacity at your work? Would you say...?

INT: Read the possible answers aloud.

- Always.....
- Often
- Sometimes
- Seldom.....
- Never

Q222: How often do you feel unjustly criticized or bullied by your colleagues? Would you say... ?

- Always.....
- Often
- Sometimes
- Seldom.....
- Never
- Do not have colleagues.....

Q223: How often do you feel unjustly criticized or bullied by your supervisor? Would you say...?

- Always.....
- Often
- Sometimes
- Seldom.....
- Never
- Do not have supervisors

→ proceed to question Q227

Q225: Now I will ask you a few questions to your direct work environment. Is your direct supervisor a man or woman?

- Man
- Woman.....

Q226: Does your supervisor have children?

- Yes.....

No

Q227: Now I will ask you some questions about your work team referring to the colleagues you are working with. Are you working in a team or work group?

Yes.....

No → proceed to question Q234

Q229: How many employees belong to your team or work group? Your statement should refer to the smallest work unit and should not include yourself.

INT: without management level

Number: _____

Q230: How many women are working in your team or your work group?

INT: If AP is a woman, addition: Yet again, please do not include yourself.

Number: _____

Q231: How many colleagues of your team or your work group are mothers?

Number: _____

Q232: How many colleagues of your team or your work group are fathers?

INT: If AP is a man, addition: Yet again, please do not include yourself.

Number: _____

Q233: How many colleagues of your team or your work group are foreigners or migrants?

Number: _____

Q234: Do you know the income level of most of your colleagues?

Yes.....

No

Q235: Does your employer advise you to do not to talk with your colleagues about your income level?

Yes.....

No

Q236: Now there are following a few questions about your relationship with your colleagues, your supervisor and your organization. Please answer according to a scale from 1 to 5, to what extent each of the following statements apply to you. 1 means that the statement “applies completely”, 5 means that it “does not apply at all”. Choose the numbers in between to grade your statement.

	Applies completely			Does not apply at all	
	1	2	3	4	5
Q236A: In general my supervisor seeks to support the employees concerning the compatibility of family and work [if Q223 not „Do not have supervisors“]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q236B: If possible my colleagues help me to do my work, when I have to leave earlier or when I am late for work because of private reasons.

Q236C: I have come to the decision to only do the work which is indispensable for the completion/ execution of my work.

R236: How often do the following points happen to you? Please answer again according to the scale from 1 to 5. The 1 means „always“, 2 means „often“, 3 „sometimes“, 4 „rarely“ and 5 „never“.

	always	often	sometimes	rarely	never
	1	2	3	4	5
R236A: How often do you get appreciation from your colleagues? Would you say...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
R236B: How often do you get appreciation from your direct supervisor? [if Q223 not „Do not have supervisors“] Would you say...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
R236C: How often do you receive criticism from your direct supervisor? [if Q223 not „Do not have supervisors“] Would you say...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q237: How important are the following behaviors and skills for employees in your or a comparable position in your company? Please answer according to a scale from 1 to 5, how important the stated behaviors are. 1 means that the statement is “very important”, 5 means that it is “not important at all”. Choose the numbers in between to grade your statement.

	Important			Not important	
	1	2	3	4	5
Q237A: Ability to withstand stress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q237B: Willingness to work overtime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q237C: Being constantly available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q237D: Good cooperation/ teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q238A: Think about your current employment. Employers make promises to give employees certain things in exchange to their contributions to the organization. Please answer according to a scale from 1 to 5, to what extent you are expecting good career opportunities of your employer. 1 means “completely expected” and 5 means “not at all expected”. Choose the numbers in between to grade your statement.

	1	2	3	4	5	
Completely expected	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not at all expected

Q239A: Now please consider to what extent your employer actually provides good career opportunities for you. Please answer again according to the 5-point scale, whereby 1 means that the opportunities are “completely provided” by your employer and 5 means that they are “not provided at all” by your employer.

	1	2	3	4	5	
Completely provided	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not provided at all

Q238B: To what extent do you expect a high payment of your employer?

	1	2	3	4	5
--	---	---	---	---	---

Completely expected Not at all expected

Q239B: To what extent does your employer actually provide you with a high payment?

Completely provided 1 2 3 4 5
 Not provided at all

Q238C: To what extent do you expect performance-based payment of your employer?

Completely expected 1 2 3 4 5
 Not at all expected

Q239C: To what extent does your employer actually provide you with performance-based payment?

Completely provided 1 2 3 4 5
 Not provided at all

Q238D: To what extent do you expect advanced training of your employer?

Completely expected 1 2 3 4 5
 Not at all expected

Q239D: To what extent does your employer actually provide you with advanced training?

Completely provide 1 2 3 4 5
 Not provide at all

Q238E: To what extent do you expect long-term job security of your employer?

Completely expected 1 2 3 4 5
 Not at all expected

Q239E: To what extent does your employer actually provide you with long-term job security?

Completely provided 1 2 3 4 5
 Not provided at all

Q238F: To what extent do you expect an interesting job of your employer?

Completely expected 1 2 3 4 5
 Not at all expected

Q239F: To what extent does your employer actually provide you with an interesting job?

Completely provided 1 2 3 4 5
 Not provided at all

Q238G: To what extent do you expect freedom concerning the way you get your job done by your employer?

Completely expected 1 2 3 4 5
 Not at all expected

Q239G: To what extent does your employer actually provide you freedom concerning the way you get your job done?

Completely provided 1 2 3 4 5
 Not provided at all

Q238H: To what extent do you expect flexible working hours of your employer?

Completely expected 1 2 3 4 5
 Not at all expected

Q239H: To what extent does your employer actually provide you flexible working hours?

Completely provided 1 2 3 4 5
 Not provided at all

- Q238I:** To what extent do you expect pleasant social atmosphere of your employer?
- | | | | | | | |
|---------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Completely expected | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Not at all expected |
- Q239I:** To what extent does your employer actually provide you with pleasant social atmosphere?
- | | | | | | | |
|---------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Completely provided | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Not provided at all |
- Q238J:** To what extent do you expect high appreciation of your work of your employer?
- | | | | | | | |
|---------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Completely expected | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Not at all expected |
- Q239J:** To what extent does your employer actually provide you with high appreciation of your work?
- | | | | | | | |
|---------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|---------------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Completely provided | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Not provided at all |
- Q240A:** All in all: Is there a balance between what you achieve/perform at your workplace and what you usually receive for it? Please answer again according to a 5-point scale. 1 means that it is “absolutely balanced” and the 5 means that it is “absolutely unbalanced”, to your disadvantage.
- | | | | | | | |
|---------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-----------------------|
| | 1 | 2 | 3 | 4 | 5 | |
| Absolutely balanced | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Absolutely unbalanced |
- Q241A:** Does your company offer flexible daily and weekly working time (e.g. flex time, core time accounts)?
- Yes.....
- No → proceed to *question Q241B*
- Q24A1:** Do you make use of this/these: Flexible daily and weekly working time (e.g. flex time, working-time accounts)?
- Yes.....
- No
- Q241B:** Does your company offer telework/homework?
- Yes.....
- No → proceed to *question Q241C*
- Q24B1:** Do you make use of this: Telework/homework?
- Yes.....
- No
- Q241C:** Does your company offer special leave/unpaid leave (e.g. interruption of work due to care of relatives or of children) in your company?
- Yes.....
- No → proceed to *question Q241D*
- Q24C1:** Do you make use of this: Special leave/unpaid leave?
- Yes.....
- No
- Q241D:** Does your company have a kindergarten, a company nursery, rented kindergarten places, or day nursery places?
- Yes.....

No → proceed to *question Q242*

Q241D: Do you make use of this: Company kindergarten, company nursery, rented kindergarten places, or day nursery places?

Yes

No

Q242: To what extent is it true that employees who make use of family supportive measures are viewed as less committed in your company? Would you say „is true“, this would be 1 or 5 means that the statement „is not true“. You can grade your statement with the numbers in between.

	1	2	3	4	5	
Is true	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not true

Q243: Did you take part in further training programs within the last two years?

Yes

No

Q244: Have you taken the initiative within the last 6 months to talk with your direct supervisor about your career advancement? [if Q223 not „Do not have supervisors“]

Yes

No

Q245: Do you currently consider changing your employer?

Yes

No

Q246: Please tell me now, how difficult or easy it would be for you to get a similar or better job with another employer, if you would want to. The 1 means “very easy” and the 5 means “extremely difficult”.

	1	2	3	4	5	
Very easy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Extremely difficult

Q247: What do you think how likely is it that you will be dismissed in the next two years? The 1 means “very likely”, the 5 means “very unlikely”. Choose the numbers in between to grade your statement.

	1	2	3	4	5	
Very likely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Very unlikely

Part III: Allowance for linking supplement data

Q301: To keep the interview as short as possible, we would like to use extracts of data being available at the Institute for Employment Research in Nuremberg for the analysis of the survey. These are for example additional information referring to your employment in the past. It is absolutely guaranteed that all data protection regulations will be strictly followed. Of course, your agreement is voluntary. You can withdraw it at any time. Do you agree with the transfer of your data?

INT: The agreement is of great importance for the analysis of our study. Therefore please answer all questions of the interviewee in a competent and confident way. Intensive familiarity with the data protection document is important!

- Yes.....
- No
- Respondent doesn't understand the question.....

➔ proceed to *question Q203*

Q302: For this purpose may I kindly ask you for the first letter of your birth name? Usually this refers to the surname if the name wasn't changed, e.g. because of a marriage.

Letter: _____

Q303: In which sector do you work?

- B - Mining and quarrying
- C - Manufacturing.....
- D - Electricity, gas, steam and air conditioning supply
- E - Water supply; sewerage, waste management and remediation activities.....
- F - Construction.....
- G - Wholesale and retail trade; repair of motor vehicles and motorcycles
- H - Transportation and storage
- I - Accommodation and food service activities
- J - Information and communication activities
- K - Financial and insurance activities
- L - Real estate activities.....
- M - Professional, scientific and technical activities.....
- N - Administrative and support service activities
- O - Public administration and defense; compulsory social security.....
- P - Education.....
- Q - Human health and social work activities
- R - Arts, entertainment and recreation activities
- S - Other service activities

Q304: When did you start working for your present employer?

Q304A: _____ (Month)

Q304B: _____ (Year)

Q305: In which year did you first take up an employment? With this we aren't referring to sideline job.

Q305A: _____ (Month)

Q305B: _____ (Year)

Part IV: Private life

Q401: In the following I would like to ask you several questions concerning your family situation. Which marital status do you have?

INT: Do not read the answers aloud.

- a) Married.....
- b) Separated
- c) Divorced..... ➔ proceed to *question Q405*
- d) Widowed ➔ proceed to *question Q407*

- e) Registered civil partnership..... → proceed to *question Q404*
 f) Single..... → proceed to *question Q407*

Q403: When did you marry your present husband/wife?

- Year: _____ → proceed to *question Q407*, if b)
 → proceed to *question Q408*, if a) and year >=2000
 → proceed to *question Q409*, if a) and year <2000

Q404: When did you register your present civil partnership?

- Year: _____ → proceed to *question Q408*, if e) and year >=2000
 → proceed to *question Q409*, if e) and year <2000

Q405: In which year did you get divorced?

Year: _____

Q406: How long have you been married?

Years: _____

Q407: Are you currently in a serious/permanent relationship?

- Yes.....
 No → proceed to *question Q22*

Q408: In which year did your relationship begin? If you are insecure: In which year did your relationship become so close that this could be considered as the beginning of your relationship?

Year: _____

Q409: Do you live in a joint household with your partner?

- Yes.....
 No → proceed to *question Q411*

Q410: In which year did you move together?

Year: _____ → proceed to *question Q412*

Q411: How far away do you live from your partner (main residence) in kilometers?

_____ km

Q412: How often do the following things occur in your relationship?

always often sometimes rarely never

1 2 3 4 5

- | | | | | | | |
|---------------|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Q412A: | How often does your partner show appreciation for what you achieve/have achieved? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q412B: | How often does your partner show that he/she appreciates you as a person? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q412C: | How often do you have good and inspiring conversations with your partner? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q412D: | How often do you quarrel with your partner? | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Q412E: | How often does it happen that you are getting to know interesting | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

people or things due to your partner?

Q413: How likely is it that you will be together with your current partner in five years? Would you say...

INT: Read out the answers.

- Very likely.....
- Rather likely
- Maybe
- Rather unlikely
- Very unlikely.....

Q22: Do you have own children, adopted, foster-, or stepchildren?

- Yes.....
- No → proceed to *question Q419*

Q22A: [If yes:] How many children do you have?

Number of children: _____

D22A: When were the children born? Please state the date of birth for every child, beginning with the oldest one. Please state the month and the year.

D22B: [For every child to the eightoldest one:] When was the oldest child born?

Q23AM: _____ (Month)

Q23AJ: _____ (Year)

Q231A: [For every child:] Is the child living in the household?

- Yes.....
- No

Notes: The questions concerning the month and year of birth of the children and if the children are living in the household are going to be asked up to the eight oldest children – if existent.

Q417: Are there other children living in your household?

- Yes.....
- No

Q418: [If the year of birth of the youngest child <= 2000:] Please think of your youngest child. I would like to ask you about the use of different childcare options conducted by other persons not by yourself or your partner. Which childcare options do you use for your youngest child?

INT: Do not read the answers out. Multiple answers possible.

- Company kindergarten.....
- Kindergarten/ nursery /pre-school.....
- Grandparents
- Ex-partner
- Other members of the family.....
- Friends or Neighbours.....
- Paid childcare at home e.g. a Nanny

- Childminder.....
- Government-funded childcare.....
- All-day school/ Full-time school.....
- Other (open answer):
- The child manages it to be alone at home without childcare.
- Childcare conducted by others is not necessary (e.g. not employed/working,
one parent is always at home)

Q419: Please estimate how many hours a week you spend for the following things on average.

- Q419A:** Childcare _____ hours a week
- Q419B:** Eldercare, Care of older family members/dependents _____ hours a week
- Q419C:** Leisure time, e.g. sports, hobbies, go to the cinema, visits of friends _____ hours a week
- Q419D:** Housework, e.g. cooking, cleaning, washing, repairs and shopping _____ hours a week

Q420: Do you employ a house cleaner or a household help regularly or occasionally in your household?

- Yes.....
- No → proceed to *question Q501*

Q420: How often do you employ the house cleaner respectively the household help?

- Daily.....
- Weekly.....
- Monthly.....
- Rarely.....
- Never.....

Part V: Leisure time

Q501: Please think of the persons you spend time with, e.g. to go to the cinema, to have dinner with, or to just talk with. How many people are there? Please do not take your partner into account.

- Number of persons: _____
- None → proceed to *question Q503*

Q502: How many of them do you know from work?

- Number of persons from work: _____
- None

Q503: Are there people you can share personal thoughts and feelings with, or talk about things you do not talk about with everyone? How many such people are there? Please do not take your partner into account.

- Number of persons: _____
- None → proceed to *question Q601*

Q504: How many of them do you know from work?

- Number of persons from work: _____
- None

Part VI: Work-Family-Balance

Q601: I will now read out some statements concerning the influence the working life may have on the private life. Please answer according to a scale from 1 to 5, to what extent each statement applies to you. 1 means “applies completely”, 5 means “does not apply at all”. Choose the numbers in between to grade your statement.

		Applies completely			Does not apply at all	
		1	2	3	4	5
Q601A:	My work keeps me off from my hobbies more than I would like.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q601B:	Due to the amount of time I must spend on work responsibilities, I cannot pay as much attention to my private life as I do to my working life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q601C:	I have to miss family activities due to the amount of time I must spend on work responsibilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q601D:	When I get home from work I am often too physically tired to participate in family activities and responsibilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q601E:	Due to all the pressures at work, sometimes when I come home I am too stressed to do the things I enjoy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q601F:	I am often preoccupied with work while I am at home.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q602: In the following I will read out some statements concerning the influence the working life may have on the private life. Please answer according to a scale from 1 to 5, to what extent each statement applies to you. 1 means “applies completely”, 5 means “does not apply at all”. Choose the numbers in between to grade your statement.

		Applies completely			Does not apply at all	
		1	2	3	4	5
Q602A:	A pre-school child is likely to suffer if his or her mother works.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q602B:	It is better for everyone if the father is working and the mother stays at home to care about the children and the household.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q602C:	Men and women should both contribute to the household income.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q603: I will now read out some statements you have probably already heard sometime. Please answer according to a scale between 1 to 5, to what extent each statement applies to you. 1 means you “strongly agree”, 5 means you “strongly disagree”. Choose the numbers in between to grade your statement.

		Strongly agree			Strongly disagree	
		1	2	3	4	5
Q603A:	Foreigners and migrants who live in Germany should adapt the German lifestyle.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q603B:	For the occupation of free job positions Germans should be preferred compared to foreigners.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q603C:	I prefer to work with people come from my country.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part VII: Importance of life areas

Q702: After giving some information about your work and private life I would like to know how important the following life domains are for you. How important are the following domains in your life? How important are these areas for your well-being and satisfaction? Please answer according to a scale between 0 to 10, where 0 means “not important at all” and 10 means “very important”.

Not important

Very

		at all										important
		0	1	2	3	4	5	6	7	8	9	10
Q702A:	To have a partner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702B:	To have children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702C:	To have close friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702D:	To have a high income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702E:	To have a respectable occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702F:	To be healthy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part VIII: Vignettes

Q801X: In the following I will describe some life situations. Those fictitious situations are about having a respectable occupation, how much you earn, living in a serious/permanent relationship, having children and how many friends you have. Please imagine how you would feel in these different life situations and answer according to a scale between 0 to 10, where 0 means “unsatisfied” and 10 means “satisfied”.

INT: Income means gross income.

Choices:

Occupation /Job	You have a less respectable occupation. You have a very respectable occupation.
Income	You earn 1000 Euro. You earn 2500 Euro. You earn 4000 Euro. You earn 5500 Euro. You earn 7000 Euro.
Close Friends	You don't have any close friends. You have 2 close friends. You have 4 close friends. You have 6 close friends. You have 8 close friends.
Marital status	You have a permanent partner. You don't have a permanent partner.
Health	Your health status is very good. Your health status is good. Your health status is satisfactory. Your health status is poor. Your health status is bad.
Children	You don't have children. You have children.

Example:
Please imagine you have a less respectable occupation, you have a partner, you have children, your health status is very good, you earn 2500 € pre-tax and you have 2 close friends.

How satisfied would you be in this life situation?

Not happy/satisfied at all 0 1 2 3 4 5 6 7 8 9 10 Very happy/satisfied

Note: The design of the vignettes is described more precisely in a separate document.

Part IX: Personality

Q901: We continue with some questions about yourself. Do the following statements apply to you? Please answer again according to a scale from 1 to 5. 1 means you “strongly agree”, 5 means you “strongly disagree”. Choose the numbers in between to grade your self-assessment.

		Strongly agree			Strongly disagree	
		1	2	3	4	5
Q901A:	I can usually handle whatever comes my way.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q901B:	When I am confronted with a problem, I can usually find several solutions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q901C:	I am confident that I could deal efficiently with unexpected events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q901D:	I can solve most of the problems on my own.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part X: Satisfaction

I001: The following questions are about the satisfaction with various areas in your life. Please answer again according to a scale between 0 to 10. 0 means you are “totally unsatisfied”, 10 means you are “totally satisfied”. How satisfied are you currently with...?

		Totally unsatisfied					Totally satisfied					
		0	1	2	3	4	5	6	7	8	9	10
I001A:	with your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001B:	with your family life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001C:	with your health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001D:	with your income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001E:	with your partnership [if Q401=a Q401=e Q407=yes]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001F:	with your partnership situation [if Q401=b–d Q401=f Q407=no]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001G:	with the possibility to integrate work and private life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I002: How satisfied are you currently altogether with your life?

	0	1	2	3	4	5	6	7	8	9	10	
Totally unsatisfied	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Totally satisfied

Part XI: Health

I102: We succeed with a few general questions about your health status. Are you legally classified as handicapped or capable of gainful employment only to a reduced extent due to medical reasons?

Yes.....

No

I103: Would you describe your current health status as “very good“, “good“, “satisfactory“, “poor“ or “bad“?

Very good.....

Good

- Satisfactory
- Poor
- Bad.....

I104: If you have to climb the stairs, e.g. climb several flights of stairs by foot: Are you “severely limited”, “somewhat limited” or “not limited” in your ability to climb the stairs due to your health?

- Severely limited.....
- Somewhat limited.....
- Not limited

I105: What about other exhausting actions in your everyday life, when you have to e.g. lift heavy objects or when you need to be agile: Are you “severely limited”, “somewhat limited” or “not limited” in your everyday life due to your health?

- Severely limited.....
- Somewhat limited.....
- Not limited

I106: During the last 4 weeks, how often did it happen that...? Please answer according to a scale between 1 to 5. 1 means “always”, 5 means “never”. Choose the numbers in between to grade your statement.

How often during the past 4 weeks did it happen...?		always	often	sometimes	rarely	never
		1	2	3	4	5
I106A:	that you felt hounded or under time pressure.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I106B:	that you felt downhearted and blue.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I106C:	that you felt calm and peaceful.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I106D:	that you had a lot of energy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I106E:	that you had severe bodily aches or pains.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I106F:	that your physical health or emotional problems interfered with your social activities (like visiting friends, relatives, etc.).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I107: During the last 4 weeks, how often did you have any of the following problems with your work or other regular daily activities as a result of your physical health?

		always	often	sometimes	rarely	never
		1	2	3	4	5
I107A:	You were limited in the kind of work or other activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I107B:	You accomplished less than you would like.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I108: During the last 4 weeks, how often did you have any of the following problems with your work or other regular daily activities as a result of any emotional problem (such as feeling depressed or anxious)?

		always	often	sometimes	rarely	never
		1	2	3	4	5
I108A:	You accomplished less than you would like.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I108B:	You did work or other activities less carefully than usual.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I109: There are people who support their mental capacity with the help of prescription medicine without a medical need (e.g. for better concentration, memory capacity, alertness). Have you ever done this?

- No, never → proceed to *question I110A*
- Yes, during the last 4 weeks → proceed to *question I110B*
- Yes, more than 4 weeks ago, but less than 6 months..... → proceed to *question I110B*
- Yes, more than 6 months ago, but less than 1 year → proceed to *question I110B*

Yes, more than 1 year ago..... → proceed to *question I110B*

I110A: Could you imagine doing this in the future?

Yes, I would do it under certain circumstances. → proceed to *question I201*

No, I would never/under any circumstances do this. → proceed to *question I201*

I110B: Could you imagine doing this in the future again?

Yes, I would do it again under certain circumstances.

No, I would never/under any circumstances do this again.

Part XII: Sociodemographical details

I201: Now we are almost at the end of the interview. There are just a few general questions left. Which highest general school certificate have you obtained?

INT: If the respondent answers with "Fachabitur"(vocational diploma), please ask: Do you mean "fachgebundene Hochschulreife" (subject-restricted higher education entrance qualifications) or "Fachhochschulreife" (advanced technical college entrance qualification)?

INT: Extended/advanced respectively qualified or qualifying certificate of secondary education is considered as certificate of secondary education.

INT: Read out the answers just if required.

No school certificate.....

Certificate of a special school

Secondary general school leaving certificate ("Hauptschulabschluss")

Polytechnical secondary school (GDR Certificate, 8th grade).....

Intermediate school leaving certificate ("Mittlere Reife", "Realschulabschluss").....

Polytechnical secondary school (GDR Certificate, 10th grade)

Leaving certificate from a Fachoberschule ("Fachhochschulreife" – qualification for studies at a Fachhochschule).....

Upper secondary leaving certificate ("Abitur").....

Certificate of an extended secondary school (GDR-Certificate) or vocational training with "Abitur" (GDR-Certificate)

Other german school certificate, namely _____ (just if explicitly mentioned by respondent)

Foreign school certificate, namely _____ (just if explicitly mentioned by respondent)

→ proceed to *question I203*

I202: What kind of other certificate is it? _____

INT: Detailed description of the certificate by the respondent.

I203: What kind of vocational education or study degree do you have?

INT: Multiple answers possible!

No vocational training.....

Vocational training (GDR: "Facharbeiterabschluss").....

Full-time vocational school ("Berufsfachschule", "Handelsschule") /

School for health care professions.....

- Trade and technical school ("Fachschule", e.g. "Meister-, Technikerabschluss")
- Education as public employee
- "Fachhochschule"/"Berufsakademie" (früher: Ingenieurschule, Lehrerbildung, GDR: Ingenieur- und Fachschulabschluss).....
- University, other higher education institution degree without Promotion ...
- University other higher education institution degree with Promotion.....
- University degree (e.g. diploma, Magister, "Staatsexamen", Master).....

I204: Were you born in Germany?

- Yes.....
- No → proceed to *question I206*

I205: In West Germany or East Germany?

- West Germany → proceed to *question I208*
- East Germany → proceed to *question I208*

I206: In which country were you born?

Country (open answer): _____

I207: Since when do you live in Germany?

Since year: _____ → proceed to *question I209*

I208: Were both of your parents born in Germany?

- Yes..... → proceed to *question I212*
- No

I209: Where was your father born?

Country (open answer): _____

I2010: Where was your mother born?

Country (open answer): _____

I211: What language do you speak at home mostly?

Language (open answer): _____

I212: How high is your gross income, i. e. your personal pre-tax income before social insurance contribution?

INT: [if second occupation] Please just take the income from your main occupation/job into account.

I212M: Amount in Euro: _____ (monthly) → proceed to *question I214*

I212J: Amount in Euro: _____ (annually) → proceed to *question I214*

Refusal of the answer

I213: All information in this interview will be processed strictly confidential and anonymously without your name and address. It would help us if you could name the category your personal gross income is contained in. Please say stop at the appropriate category.

- Less than 500 Euro.....
- 500 to under 1000 Euro
- 1000 to under 1500 Euro
- 1500 to under 2000 Euro
- 2000 to under 2500 Euro
- 2500 to under 3000 Euro
- 3000 to under 4000 Euro
- 4000 to under 5000 Euro
- 5000 to under 7500 Euro
- 7500 to under 10000 Euro
- 10000 Euro or more

I214: Do you earn flexible, performance- or profit-related premiums?

- Yes.....
- No → proceed to *question I217*

I215: Throughout the year: How high are these payments?

Euro: _____ (annually)

I216: Are they already included in the mentioned gross income?

- Yes.....
- No

I217: Is the gross income that you earn at your current job from your point of view due to your occupation just, unjustly high or unjustly low?

- Unjustly low.....
- Just → proceed to *question I219*
- Unjustly high

I218: How high would your gross income have to be in order to be just?

Euros per month: _____

I219: If you take all incomes into account: How high is the monthly household net income of all household members? Please state the monthly net income, i.e. after taxes and social insurance contribution of all main and second occupations. Please include regular payments like retirement pensions, housing benefits, child benefits, BAföG, subsistence payments and other analogous payments.

Euros per month: _____ → proceed to *question Q44*

Refusal of the answer

I220: All information in this interview will be processed strictly confidential and anonymously without your name and address. It would help us if you could name the category your personal gross income is contained in. Please say stop at the appropriate category.

- Less than 500 Euro.....
- 500 to under 1000 Euro
- 1000 to under 1500 Euro
- 1500 to under 2000 Euro
- 2000 to under 2500 Euro
- 2500 to under 3000 Euro

- 3000 to under 4000 Euro
- 4000 to under 5000 Euro
- 5000 to under 7500 Euro
- 7500 to under 10000 Euro
- 10000 Euro or more

Q44: We would like to ask you again about your opinions concerning your work and private life in two years. We are interested in evaluating potential changes in opinions and attitudes over the years. We would be pleased if you would allow us to contact you again.

- Yes, I agree to contact me again.
- No, I disagree.....

QS1: I will call you again in two years. Can I reach you on this telephone number or would you like to give me your mobile phone number or your e-mail address to make an appointment for a second telephone interview?

QS1A: Mobile phone number: _____

QS1B: E-mail-address: _____

Part XIII: Partner-Survey

[If partner existent]:

I301: For a lot of couples it is a major challenge to coordinate their work and private life. For our survey it would be very important to have an interview with your partner as well. The interview will be a lot shorter than this one (approx. 20 minutes). Would it be possible to talk to your partner right now?

- Yes..... → proceed to the partner survey
- No

I302: Or would it be possible to call your partner on this telephone number in the next days?

- Yes.....
- No

I303: Could you please give us a telephone number on which we can reach her/him in the next days?

- Yes.....
- No (no agreement to the partner survey) → proceed to *question I306*

TNRP: Partner's telephone number: _____

I305: To make sure that we talk to the right person, could you please give us your partner's name?

I305A: First name: _____

I305B: Surname: _____

I306: Can you please give us a few basic data of your partner?

- Yes.....
- No

I307: When was your partner's year of birth?

Year: _____

I308: Was your partner born in Germany?

Yes.....

No → proceed to *question I310*

I309: In East or West Germany?

West Germany → proceed to *question I311*

East Germany → proceed to *question I311*

I310: In which country was your partner born?

Country (open answer): _____

I311: Which highest general school certificate has your partner obtained?

INT: If the respondent answers with “Fachabitur“(vocational diploma), please ask: Do you mean “fachgebundene Hochschulreife” (subject-restricted higher education entrance qualifications) or “Fachhochschulreife” (advanced technical college entrance qualification)?
INT: Extended/advanced respectively qualified or qualificatory certificate of secondary education is considered as certificate of secondary education.
INT: Read out the answers just if required.

No school certificate

Certificate of a special school

Secondary general school leaving certificate ("Hauptschulabschluss")

Polytechnical secondary school (GDR Certificate, 8th grade).....

Intermediate school leaving certificate ("Mittlere Reife", "Realschulabschluss").....

Polytechnical secondary school (GDR Certificate, 10th grade)

Leaving certificate from a Fachoberschule ("Fachhochschulreife" – qualification for studies at a Fachhochschule).....

Upper secondary leaving certificate ("Abitur").....

Certificate of an extended secondary school (GDR-Certificate) or vocational training with "Abitur“ (GDR-Certificate)

Other german school certificate, namely _____ (just if explicitly mentioned by respondent)

Foreign school certificate, namely _____ (just if explicitly mentioned by respondent)

→ proceed to *question I312*

I311A: What kind of other certificate is it? _____ (open answer)

INT: Detailed description of the certificate by the respondent.

I312: What kind of vocational education or study degree does your partner have?

INT: Multiple answers possible!

No vocational training.....

Vocational training (GDR: "Facharbeiterabschluss").....

Full-time vocational school ("Berufsfachschule", "Handelsschule") /

School for health care professions

- Trade and technical school ("Fachschule", e.g. "Meister-, Technikerabschluss")
- Education as public employee
- "Fachhochschule"/"Berufsakademie" (früher: Ingenieurschule, Lehrerbildung, GDR: Ingenieur- und Fachschulabschluss).....
- University, other higher education institution degree without Promotion ...
- University other higher education institution degree with Promotion
- University degree (e.g. diploma, Magister, "Staatsexamen", Master).....

I313: Is your partner employed?

Yes

No → proceed to question I320

I314: What kind of job does your partner have? Please state a detailed description of the occupation, e.g. not "commercial clerk" but "forwarding merchant", not "blue-collar worker" but "machine fitter".

Occupation (open answer): _____

I315: Does your partner work in the same company like you do?

Yes

No

I316: Is your partner's contract of employment for a fixterm contract?

Yes

No

I317: Do you know how many hours are stipulated in your partner's contract excluding overtime?

Stipulated hours: _____ hours per week

no present contract

no answer possible

INT: Decimal numbers possible, the point represents the decimal.

I318: And how many hours does your partner actually work in a typical week including overtime?

Actual Hours: _____ hours per week

no answer possible

INT: Decimal numbers possible, the point represents the decimal.

I319: Can your partner decide when your work schedule begins and ends, for example by flexible working time?

Yes

No

I320: Thank you very much for your participation in the interview.

INT: Say goodbye and (as far as possible) make an appointment for the partner interview.

Appointment for the partner interview

The interview with the partner is not possible AT ALL [Refusal of the interview]

Appendix 2: Partner Questionnaire

Part 0: Introduction and Identity Check

INT21: Hello, my name is <INT> from the SOKO-Institute for empirical social research and communication in Bielefeld. In association with Bielefeld University we are surveying the fulfillment of goals of private and working life. We have already interviewed your partner and would appreciate if you would also agree to participate in the study. For the research project it is of central interest to ask couples to find out how they coordinate their working and private life. The survey will take around 20 minutes. Your cooperation is voluntary. The SOKO Institute guarantees that all information will be processed strictly confidential and anonymously without your name and address. Our staff is bound to secrecy. The data will be used exclusively in terms of this research project.

INT: In case of a demand on the survey: The aim of the research project is to find out which occupational and personal wishes and goals employees have, and what conditions make the fulfillment of these desires easier or difficult.

INT23: Do you have the time to take part at this survey, or do you would like to make an appointment?

Appointment for the interview: _____

Start right now.....

Refusal of interview.....

INT: Please check the box corresponding to the interviewee's response.

Note: In the following text, the categories "Don't know" and "Refusal" will appear only if they are relevant to the question.

P004: Are you currently engaged in paid employment?

Yes.....

No → proceed to *question P412*

Part I: Occupation

P006: The following questions are about your current employment. Do you have a second job?

Yes.....

No

P202: Please focus on your main job. Is your contract of employment for a fixed term?

Yes.....

No → proceed to *question P205*

P204: When is your contract of employment set to expire?

P204A: _____ (Month)

P204B: _____ (Year)

P205: How many hours are you contracted to work each week (in your main job), excluding overtime?

_____ hours per week

No present contract

No answer possible

INT: Decimal numbers can be used (the point represents the decimal).

P206: And how many hours do you actually work in a typical week including overtime?

_____ hours per week

No answer possible

INT: Decimal numbers can be used (the point represents the decimal).

P207: How often do you work overtime?

Nearly every day

Every week

Several times per month

Rarely

From time to time

Never

P208: If you could choose your own number of working hours, taking into account that your income would change according to the number of hours, how many hours would you want to work?

_____ hours per week

[if desired working hours > effective working hours → proceed to question P208B]

[if desired working hours = effective working hours → proceed to question P209]

INT: Decimal numbers can be used (the point represents the decimal).

P208A: And what is the main reason for your wish to reduce your working hours?

INT: Do not read the chances out loud.

Reducing working stress

Childcare

Taking care of someone

- More time for leisure
- Health.....
- Doing housework
- Other jobs
- More time for a partner.....
- Other, namely:_____

P208B: And what is the main reason for your wish to increase your working hours?

INT: Do not read the chances out loud.

- Less time for child care is needed.....
- Earn more money.....
- Better chance of being promoted
- Higher retirement pension.....
- Workload too large for present working time...
- Important for occupational status
- Other, namely:_____

P209: Can you decide when your work schedule begins and ends, for example, through flexible working hours?

- Yes.....
- No

P210: Does your work schedule include shift work?

- Yes.....
- No → proceed to *question P212*

P211: Do you always work in shifts, regularly or sometimes?

INT: Read the choices out loud.

- Always.....
- Regularly (at fixed intervals).....
- Sometimes (from time to time / at irregular time intervals).....

P212: How often do you work on Sundays or public holidays?

INT: Read the choices out loud.

- Every Sunday and on public holidays
- At least once a month
- Sporadically
- Sometimes
- Never

P213: How many days per week do you work?

- Number of days: _____
- Varying, at irregular intervals

P214: In your position at work, do you supervise others, such as a team, a larger group or part of the business?

Yes.....

No → proceed to *question P216*

P215: How many people do you supervise?

Number of employees: _____

P216: How often do you have to answer emails or phone calls from your supervisor/colleagues/clients outside your official working time?

INT: Read the choices out loud.

Daily.....

Weekly

Monthly

Rarely.....

Never

P217: How often do you have to sleep somewhere other than at home because of business trips or because your place of work changes or requires travel?

INT: A secondary residence is considered “other than at home.”

Daily.....

Weekly

Monthly

Rarely.....

Never

P218: How far (in kilometers) is your job from your place of residence?

_____ km

Location of workplace varies

P219: On a scale from 1 to 5, where 1 means that the statement “applies completely” and 5 means that it “does not apply at all,” to what extent do the following statements apply to your job situation?

		Applies completely			Does not apply at all	
		1	2	3	4	5
P219A:	Within my working hours I have control over the sequencing of my work activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P219B:	I am allowed to decide how to go about getting my job done.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P219C:	I am able to define what my job objectives are.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P219D:	My job mainly includes routine tasks, I rarely learn something new.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

P220: I am now going to read some statements concerning the influence private life can have on one's work life. On a scale from 1 to 5, where 1 means that the statement "applies completely" and 5 means that it "does not apply at all," to what extent does each statement apply to you?

		Applies completely			Does not apply at all	
		1	2	3	4	5
P220A:	Due to stress at home, I am often preoccupied with family matters at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P220B:	Conflicts in my private life interfere with my performance on the job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P220C:	Because I am often stressed from family responsibilities, I have a hard time concentrating on my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P220D:	Because of private appointments in my personal life, I often have problems getting my work done.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P220E:	The time I spend with my family and friends often causes me to not spend time in activities at work that could be helpful to my career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P220F:	Because of private obligations and responsibilities, I fail to meet deadlines at work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

P225: Now I am going to ask you a few questions regarding your work environment. Is your direct supervisor a man or a woman?

Man

Woman.....

P226: Does your superior have children?

Yes.....

No

P236: The next few questions relate to your relationship with your colleagues, your supervisor, and your organization. On a scale from 1 to 5, where 1 means that the statement "applies completely" and 5 means that it "does not apply at all," to what extent does each of the following statements apply to you?

		Applies completely			Does not apply at all	
		1	2	3	4	5
P236A:	In general, my supervisor seeks to support the employees concerning the compatibility of family and work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P236B:	If possible, my colleagues help me do my work when I have to leave earlier than usual or when I am late for work for personal reasons.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

P237: How important are the following behaviors and skills for employees in your or a comparable position in your company? Please answer on a scale of 1 to 5, where 1 means that the statement is “very important” and 5 means that it is “not important at all.”

		Important			Not important	
		1	2	3	4	5
P237A:	Ability to withstand stress	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P237B:	Willingness to work overtime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P237C:	Being constantly available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P237D:	Good cooperation and teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

P240: All in all: Is there a balance between what you achieve and how you perform at your workplace, and what you usually receive for it? Please answer according to a 5-point scale, where 1 means that it is “absolutely balanced” and 5 means that it is “absolutely unbalanced” to your disadvantage.

	1	2	3	4	5	
Absolutely balanced	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Absolutely unbalanced

P241A: Does your company offer flexible daily and weekly working time (e.g. flex time, core-time accounts)?
 Yes.....
 No → → proceed to question P241B

P24A1: Do you make use of this/these: Flexible daily and weekly working time (e.g. flex time, working-time accounts)?
 Yes.....
 No

P241B: Does your company offer telecommuting or home work?
 Yes.....
 No → proceed to question P241C

P24B1: Do you make use of these off-site options?
 Yes.....
 No

P241C: Does your company offer special leave or unpaid leave (e.g., interruption of work to care for relatives or children)?

Yes.....

No → proceed to *question P241D*

P24C1: Do you make use of this option?

Yes.....

No

P241D: Does your company have a kindergarten or a company nursery, rented kindergarten places, day nursery places?

Yes.....

No proceed to *question P242*

P24D1: Do you make use of these options?

Yes.....

No

P242: In your company, to what extent is it true that employees who make use of family-supportive measures are viewed as being less committed? You can grade your answer on a scale of 1 to 5, where 1 means “is true” and 5 means “is not true.”

	1	2	3	4	5	
Is true	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Is not true

P245: Are you currently considering changing your employer?

Yes.....

No

P246: Please tell me now, how difficult or easy would it be for you to get a similar or better job with another employer if you should wish to? Choose a number between 1 and 5, where 1 means “very easy” and 5 means “extremely difficult.”

	1	2	3	4	5	
Very easy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Extremely difficult

P247: How likely do you think it is that you will be laid off in the next 2 years? Choose a number between 1 and 5, where 1 means “very likely” and 5 means “very unlikely.”

	1	2	3	4	5	
Very likely	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Very unlikely

Part II: Private Life

P412: In the following section, I would like to ask you several questions concerning your family situation. How often do the following things occur in your relationship?

	Always	Often	Sometimes	Rarely	Never
	1	2	3	4	5
P412A: How often does your partner show appreciation for what you achieve or have achieved?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P412B: How often does your partner show that he or she appreciates you as a person?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P412C: How often do you have good and inspiring conversations with your partner?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P412D: How often do you quarrel with your partner?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P412E: How often does it happen that you are getting to know interesting people or things due to your partner?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

P430: I will now read out some statements concerning the compatibility of the working and private life of your partner. Please answer according to a scale between 1 to 5, to what extent each statement applies to your partner. 1 means “applies completely”, 5 means “does not apply at all”. Choose the numbers in between to grade your statement.

	Applies completely			Does not apply at all	
	1	2	3	4	5
P430A: When my partner gets home from work he or she is often too physically tired to participate in family activities and responsibilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P430B: My partner has to miss family activities due to the amount of time he or she must spend on work responsibilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P430C: Due to all the pressures at work my partner has not much time for talks or leisure activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

P440: Now I will ask you about the support provided by your partner. Please answer according to a scale between 1 to 5, to what extent each statement applies to your partner. 1 means “applies completely”, 5 means “does not apply at all”. Choose the numbers in between to grade your statement.

		Applies completely			Does not apply at all	
		1	2	3	4	5
P440A:	My partner supports me in my career plans.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P440B:	My partner’s professional networks help me with my own career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

P413: How likely is it that you will be together with your current partner in 5 years?

INT: Read the choices out loud.

- Very likely.....
- Rather likely
- Possible
- Rather unlikely
- Very unlikely.....

P419: Please estimate how many hours per week you spend for the following things on average.

- P419A:** Childcare _____ hours per week
- P419B:** Eldercare, Care of older family members/dependents _____ hours per week
- P419C:** Leisure time (e.g. sports, hobbies, go to the cinema, visiting friends) _____ hours per week
- P419D:** Housework (e.g. cooking, cleaning, washing, doing repairs, shopping) _____ hours per week

Part III: Leisure Time

P501: Please think of the persons you spend time with (e.g., to go to the cinema with, to have dinner with or just to talk with). How many people are there? Please do not include your partner.

Number of persons: _____
 None → proceed to question P503

P502: How many of them do you know from work?

Number of persons from work: _____
 None

P503: Are there any people you can share your personal thoughts and feelings with or with whom you can talk about things you do not talk about with everyone? How many such people are there? Please do not include your partner.

Number of persons: _____

None → proceed to question P601

P504: How many of them do you know from work?

Number of persons from work: _____

None

Part IV: Work-Life Balance

P601: I am now going to read out some statements concerning the influence that your working life may have on your private life. On a scale of 1 to 5, where 1 means “applies completely” and 5 means “does not apply at all,” to what extent does each of the statements below apply to you?

		Applies completely			Does not apply at all	
		1	2	3	4	5
P601A:	My work keeps me away from my hobbies more than I would like.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P601B:	Because of the amount of time I must spend on work responsibilities, I cannot give as much attention to my private life as I do to my working life.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P601C:	I have to miss family activities due to the amount of time I must spend on work responsibilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P601D:	When I get home from work I am often too physically tired to participate in family activities and responsibilities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P601E:	Due to all the pressure at work, sometimes when I come home I am too stressed to do the things I enjoy.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P601F:	I am often preoccupied with work while I am at home.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

P602: I am now going to read some statements concerning the influence your working life may have on your private life. On a scale of 1 to 5, where 1 means “applies completely” and 5 means “does not apply at all,” to what extent does each of the statements below apply to you?

		Applies completely			Does not apply at all	
		1	2	3	4	5
P602A:	A pre-school child is likely to suffer if his or her mother works.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P602B:	It is better for everyone if the father is working and the mother stays at home to care about the children and the household.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P602C:	Men and women should both contribute to the household income.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part V: Importance of Life Domains

P702: Now that you have provided some information about your work and private life, I would like to know how important the following areas of life are to you. On a scale of 0 to 10, where 0 means “not important at all” and 10 means “very important,” how important are the following things in your life in terms of your well-being and satisfaction?

		Not important at all								Very important		
		0	1	2	3	4	5	6	7	8	9	10
P702A:	To have a partner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P702B:	To have children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P702C:	To have close friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P702D:	To have a high income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P702E:	To have a respectable occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P702F:	To be healthy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part VI: Satisfaction

PI01: The following questions are about your degree of satisfaction with various areas of your life. On a scale of 0 to 10, where 0 means you are “totally unsatisfied” and 10 means you are “totally satisfied,” how satisfied are you right now with each of these areas?

		Totally unsatisfied								Totally satisfied		
		0	1	2	3	4	5	6	7	8	9	10
I001A:	with your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001B:	with your family life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001C:	with your health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001D:	with your income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001E:	Your partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001F:	Your partnership situation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001G:	The possibility of balancing your work and your private life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

PI02: How satisfied are you current life as a whole?

	0	1	2	3	4	5	6	7	8	9	10	
Totally unsatisfied	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Totally satisfied

Part VII: Health

PI12: We succeed with a few general questions about your health status. Are you legally classified as handicapped or capable of gainful employment only to a reduced extent due to medical reasons?

Yes

No

PI13: Would you describe your current health status as “very good”, “good”, “satisfactory”, “poor” or “bad”?

Very good.....

Good

Satisfactory

Poor

Bad.....

PI111: Are you limited in activities you might do during a typical day because of a prolonged illness or a disability, an infirmity or a mental disease?

Yes

No → proceed to *question J201*

PI112: How much are you limited due to your health?

Very little

A little

Moderately

A lot.....

Extremely

Part VIII: Sociodemographical Details

J201: We are now almost at the end of the interview. There are just a few more general questions. Which is the highest general school certificate you have obtained?

INT: If the respondent replies “vocational diploma”, please ask: Do you mean “subject-restricted higher education entrance qualifications” or “advanced technical college entrance qualification”?

INT: An extended/advanced or a qualified certificate of secondary education is considered to be a certificate of secondary education.

INT: Read out the answers only if necessary.

- No school certificate.....
 - Certificate from a special school
 - Secondary general school graduation certificate
 - Polytechnic secondary school (GDR certificate, 8th grade)
 - Intermediate school graduation certificate.....
 - Polytechnic secondary school (GDR certificate, 10th grade)
 - Leaving certificate from a higher secondary vocational school;
qualification for studies at a University of Applied Sciences.....
 - Upper secondary graduation certificate.....
 - Certificate of an extended secondary school (GDR certificate)
or vocational training with upper secondary graduation certificate
(GDR certificate)
 - Other German school certificate, namely _____
(only if explicitly mentioned by respondent)
 - Foreign school certificate, namely _____
(only if explicitly mentioned by respondent)
- } → proceed to *Question I203*

J202: What other kind of certificate have you obtained?

INT: The respondent should provide a detailed description of the certificate.

J203: What kind of vocational education or study degree have you received?

INT: Multiple answers possible!

- No vocational training.....
- Vocational training (GDR certificate)
- Full-time vocational school / School for health care professions
- Trade and technical school
- Education as public employee
- University of applied science; University of applied technology;
University of cooperative education (previously: engineering college,
teacher training, GDR: technical college degree).....
- University, other higher education institution degree without PhD
- University other higher education institution degree with PhD
- University degree (e.g., diploma, Master's degree).....

J204: Were you born in Germany?
Yes
No → proceed to *question J206*

J205: In West Germany or East Germany?
West Germany → proceed to *question J208*
East Germany → proceed to *question J208*

J206: In which country were you born?
Country (open answer): _____

J207: When did you start living in Germany?
Since year: _____ → proceed to *question J209*

J208: Were both of your parents born in Germany?
Yes → proceed to *question J212*
No

J209: Where was your father born?
Country (open answer): _____

J210: Where was your mother born?
Country (open answer): _____

J211: What language do you speak at home most of the time?
Language (open answer): _____

J212: What is your gross income (i.e. your personal income before taxes and social security)?

INT: If this is a second occupation: **Please just state the income from your main occupation or job.**

J212M: Amount (in €): _____ (monthly) → proceed to *Question I214*

J212J: Amount (in €): _____ (annually) → proceed to *Question I214*
 Refused to answer

J213: All information obtained during this interview will be considered strictly confidential and anonymous; your name and address are not included. It would be helpful for us to know your personal gross income. Please say “stop” when the appropriate range of income is read.

- Less than €500
- €500 to €1,000
- €1,000 to €1,500
- €1,500 to €2,000
- €2,000 to €2,500
- €2,500 to €3,000
- €3,000 to €4,000
- €4,000 to €5,000

- €5,000 to €7,500
- €7,500 to €10,000
- €10,000 or more.....

J214: Do you earn flexible, performance- or profit-related premiums?

- Yes.....
- No → proceed to *question J217*

J215: Throughout the year, how high are these payments?

Euro: _____ (annually)

J216: Are these payments included in the gross income reported above?

- Yes.....
- No

J217: In your view, is the gross income that you earn at your current job based on your occupation just, unjustly low or unjustly high?

- Unjustly low.....
- Just
- Unjustly high

J218: How high would your gross income have to be for you to consider it just?

€ _____ per month

Part IX: Agreement to Link Supplemental Data

P301: To keep this interview as short as possible, we would like to use extracts of data that are available at the Institute for Employment Research in Nuremberg for use in our analysis of the survey results. These include additional information about your past employment. It is absolutely guaranteed that all data protection regulations will be strictly followed. Of course, your agreement is voluntary. You can withdraw it at any time. Do you give us permission to transfer your data?

INT: Your agreement to share the information requested is very important for an accurate analysis of our results, so please answer all questions of the interviewer to the best of your ability and with confidence. It is extremely important that you be very familiar with the data protection document.

- Yes.....
- No → proceed to *Question P303*
- Respondent does not understand the question

P302: For this purpose, may I kindly ask you to tell me the first letter of your name at birth? Usually this refers to the surname if the name was not changed (for example, because of a marriage).

Letter: _____

PZ1A: Surname: _____

PZ1B: Forename: _____

PZ1C: Please tell me your name at birth? Usually this refers to the surname if the name was not changed (for example, because of a marriage).

Birth name: _____

PZI: Please tell me your date of birth.

PZID: _____(Day)

PZIE: _____(Month)

PZIF: _____(Year)

PZ1G: We also need your address data. Do you live in the same household as your partner?

Yes..... → proceed to *Question P303*

No

PZ1H: Street / House number: _____

PZ1J: City: _____

P303: In which of these sectors do you work?

- B - Mining and quarrying
- C - Manufacturing.....
- D - Electricity, gas, steam and air conditioning supply
- E - Water supply; sewerage, waste management , and remediation activities.....
- F - Construction.....
- G - Wholesale and retail trade; repair of motor vehicles and motorcycles
- H - Transportation and storage
- I - Accommodation and food service activities
- J - Information and communication activities
- K - Financial and insurance activities
- L - Real estate activities.....
- M - Professional, scientific, and technical activities.....
- N - Administrative and support services.....
- O - Public administration and defense; compulsory social security.....
- P - Education.....
- Q - Human health and social work activities
- R - Arts, entertainment, and recreation activities
- S - Other service activities

P304: When did you start working for your current employer?

P304A: _____ (Month)

P304B: _____ (Year)

P305: In what month and year were you first employed? This question does not refer to a sideline job.

P305A: _____ (Month)

P305B: _____ (Year)

Has never been employed

INT: Please enter the sex without asking for it.

PSEX: Male

Female

INT99: Thank you very much for the interview and have a nice day.

Appendix 3: Overview of Selected Measuring Instruments and Scales

Part I: Big 5		
<i>Item</i>	<i>Source</i>	<i>Dimension/Content</i>
Q101A – Q101O	Gerlitz/ Schupp 2005; SOEP Version	Personality Traits (Big Five)
Part II: Occupation		
<i>Item</i>	<i>Source</i>	<i>Dimension/Content</i>
Q219A – Q219D	Breaugh 1985/1989	Work Autonomy
R219A – R219E	Siegrist et al. 2009, SOEP Version	Effort-Reward Imbalance (Overcommitment)
Q220A – Q220F	Matthews et al. 2010 and Carlson et al. 2000	Time-based and strain-based Work-Life Conflict (Influence: Private life on work life)
Q236A – Q236B	Thompson et al. 1999	Relationship with colleagues and supervisor
Q237A- Q237D	In Anlehnung an Allen 2001, Thompson et al. 1999, Behson 2005; Grandey et al. 2007	FSOP-scale
Q238A – Q240	Referring to Robinson 1996	Psychological Contract
Q242	Thompson et al. 1999	Work-Family Culture – Acceptance in the company to use family supportive measures
Part VI: Work-Family-Balance		
<i>Item</i>	<i>Source</i>	<i>Dimension/Content</i>
Q601A- Q601F	Matthews et al. 2010 and Carlson et al. 2000	Time-based and strain-based Work-Life Conflict (Influence: Work life private life)
Q602A- Q602C	ISSP 1994	Attitude towards the occupation of mothers
Q603A- Q603C	ALLBUS 2010	Attitude towards migrants/foreigners

Part IX: Personality		
<i>Item</i>	<i>Source</i>	<i>Dimension/Content</i>
Q901A- Q901D	Jerusalem/ Schwarzer 1999	Self-Efficacy
Part XI: Health		
<i>Item</i>	<i>Source</i>	<i>Dimension/Content</i>
I102 - I108B	Referring to Andersen et al. 2007; SOEP Version	SOEP-SF12 Health

Appendix 4: Overview of Item-Nonresponse

Response Rates: „Big 5“

Self-Assessment	Response Rate in %
Q101A: thorough	99.95
Q101B: communicative	99.98
Q101C: rude	99.91
Q101D: original	99.94
Q101E: worries	99.98
Q101F: forgiveness	99.89
Q101G: lazy	99.94
Q101H: sociable	99.92
Q101I: artistic experiences	99.66
Q101J: nervous	99.95
Q101K: effectively/efficiently	99.94
Q101L: reserved	99.95
Q101M: considerate/kind	99.97
Q101N: active imagination	99.91
Q101O: relaxed	99.97

Response Rates: „Occupation“

Current Employment	Response Rate in %
Q201: secondary job	99.94
Q202: fixed-term/unlimited	99.71
Filter: limited until when:	
Q204A: month	98.66
Q204B: year	99.11
Q205: contracted working hours, excluding overtime	97.83
Q205 incl. „no present contract“:	98.48
Q206: actual working hours, including overtime	97.46

Q207: frequency overtime	98.79
Q208: desired working hours	98.64
Filter:	
Q208A: reason for wish to reduce working hours	93.12
Filter:	
Q208B: reason for wish to increase working hours	89.56
Q209: flexitime	99.74
Q210: shiftwork	99.88
Filter:	
Q211: frequency shiftwork	99.74
Q212: frequency Sundays and public holidays	99.88
Q213: frequency workdays per week	88.63
Q213 incl. number of days varies	99.98
Q214: leadership of employees	99.83
Filter:	
Q015: number of subordinate employees	97.31
Q216: e-mails/phone-calls outside official working time	99.88
Q217: frequency sleep <i>not</i> at home	99.92
Q218: frequency km from place of residence	98.59
Q218 incl. „location of workplace varies“	99.60

Job Situation	
Q219A: control over sequencing of work activities	99.97
Q219B: work activities getting done in own way	99.92
Q219C: able to define job objectives	99.55
Q219D: job mainly includes routine tasks	99.92

Frequency of the Following Situations	
R219A: waking up with work-related problems	99.92
R219B: easy to switch off	99.89

R219C: sacrifice too much for career	99.83
R219D: work stays in head all evening	99.95
R219E: can't sleep at night if something is put off	99.67

Influence Private Life on Working Life	
Q220A: being preoccupied with family matters at work	99.91
Q220B: conflicts interfere with performance	99.85
Q220C: problems concentrating on work because of family responsibilities	99.98
Q220D: problems getting work done due to private appointments	99.95
Q220E: private time prevents work activities	99.80
Q220F: fail to meet deadlines at work because of private obligations	99.91

Stressors at Work Place	
Q221: limits of physical capacity	99.91
Q222: unjustly criticized or bullied by colleagues	99.92
Q223: unjustly criticized or bullied by supervisor	99.64
Q223 incl. „do not have supervisors“	99.80

Direct Work Environment	
Q225: supervisor: man/woman	99.24
Q226: supervisor with children	95.04

Team/ Work Group	
Q227: work in team/work group	99.63
Filter:	
Q229: number of employees in team/work group	99.03
Filter:	
Q230: number of women in team/work group	98.75

Filter:	
Q231: number of mothers in team/work group	96.50
Filter:	
Q232: number of fathers in team/work group	94.97
Filter	
Q233: number of migrants/foreigners in team/work group	98.07
Q234: income of colleagues is known	99.74
Q235: employer advises not to talk about income	98.22
Relationship with Colleagues. Supervisor and Organization	
Q236A: supervisor seeks to support concerning compatibility of family & work	99.13
Q236B: colleagues help to do work in case of interfering private reasons	98.23
Q236C: only do the work which is indispensable for execution of work	99.74
How Often Do the Following Points Happen	
R236A: appreciation from colleagues	99.69
R236B: appreciation from direct supervisor	99.55
R236C: criticism from direct supervisor	99.50
Importance of the Following Behaviors in Company	
Q237A: ability to withstand stress	99.74
Q237B: willingness to work overtime	99.64
Q237C: being constantly available	99.80
Q237D: good cooperation/ teamwork	99.91
Obligations/Compensating Measures on Behalf of Employer	
Q238A: expectation: good career opportunities	99.18
Q239A: provision: good career opportunities	98.44
Q238B: expectation: high payment	98.54
Q239B: provision: high payment	

	98.25
Q238C: expectation: performance-based payment	98.61
Q239C: provision: performance-based payment	98.25
Q238D: expectation: advanced training	99.63
Q239D: provision: advanced training	99.56
Q238E: expectation: long-term employment security	99.69
Q239E: provision: long-term employment security	98.64
Q238F: expectation: an interesting job	99.52
Q239F: provision: an interesting job	99.54
Q238G: expectation: freedom concerning the way to get job done	99.64
Q239G: provision: freedom concerning the way to get job done	99.67
Q238H: expectation: flexible working hours	99.40
Q239H: provision: flexible working hours	99.41
Q238I: expectation: pleasant social atmosphere	99.80
Q239I: provision: pleasant social atmosphere	99.71
Q238J: expectation: high appreciation of your work	99.83
Q239J: provision: high appreciation of your work	99.69
Q240: all in all: performance/reward balanced	99.74
241A: availability: flexible daily and weekly working time	99.19
Filter:	
Q24A1: use: flexible daily and weekly working time	99.85
Q241B: availability: telework/homework	98.09
Filter:	
Q24B1: use: telework/homework	99.96
Q241C: availability: special leave/unpaid leave	91.49
Filter:	
Q24C1: use: special leave/unpaid leave	99.91
Q241D: availability: kindergarten, company nursery	96.44
Filter:	
Q24D1: use: kindergarten, company nursery	99.93

Response Rates: „Allowance for linking supplement data“

	Response Rate in %
Q301: transfer	99.94
Filter:	
Q303: sector	99.87
Filter: start of work present employer	
Q304A: month	95.36
Q304B: year	98.87
Filter: start of work in general	
Q305A: month	88.47
Q305B: year	97.24

Response Rates: „Private Life“

Family Situation	Response Rate in %
Q401: marital status	99.89
Filter:	
Q403: date (year) marriage	99.58
Filter:	
Q404: date (year) partnership	77.78
Filter:	
Q405: date (year) divorce	97.98
Filter:	
Q407: current serious/permanent relationship	98.63
Filter:	
Q408: start (year) relationship	98.61
Filter:	
Q409: joint household	99.89
Filter:	

Q410: date (year) move in together	98.98
Filter:	
Q411: frequency km distance from partner	98.91
Frequency of Following Things in Relationship (Filter)	
Q412A : receiving appreciation	98.77
Q412B: being appreciated	98.75
Q412C: good and inspiring conversations	98.80
Q412D: dispute	98.37
Q412AE: getting to know interesting people or things	98.80
Filter:	
Q413: be together with current partner in five years	98.75
Q22: own children, adopted, foster- or stepchildren	99.85
Filter:	
Q22a: number of children	99.86
Filter: date of birth child 1	
Q23AM: month	97.30
Q23AJ: year	99.22
Filter:	
Q231A: Is child 1 living in the household?	99.81
Filter: date of birth child 2	
Q23BM: month	96.94
Q23BJ: year	99.13
Filter:	
Q231B: Is child 2 living in the household?	99.90
Filter: date of birth child 3	
Q23CM: month	95.65
Q23CJ: year	98.68
Filter:	
Q231C: Is child 3 living in the household?	99.60

Filter: date of birth child 4	
	Q23DM: month 95.91
	Q23DJ: year 97.66
Filter:	
Q231D: Is child 4 living in the household?	98.83
Filter: date of birth child 5	
	Q23EM: month 93.48
	Q23EJ: year 100.00
Filter:	
Q231E: Is child 5 living in the household?	100.00
Filter: date of birth child 6	
	Q23FM: month 100.00
	Q23FJ: year 100.00
Filter:	
Q231F: Is child 6 living in the household?	100.00
Filter: date of birth child 7	
	Q23GM: month 100.00
	Q23GJ: year 100.00
Filter:	
Q231G: Is child 7 living in the household?	100.00
Filter: date of birth child 8	
	Q23HM: month 100.00
	Q23HJ: year 100.00
Filter:	
Q231H: Is child 8 living in the household?	100.00
Estimation of hours spent for following things on average	
Filter:	
Q419A: childcare	98.77
Q419B: eldercare. care of older family members	99.47
Q419C: leisure time	99.41
Q419D: housework	99.23

Q420: employment of house cleaner/ household help	99.88
Filter:	
Q421: frequency of employing house cleaner/ household help	100.00

Response Rates: „Leisure Time“

	Response Rate in %
Q501: Anzahl Personen für Freizeitaktivitäten	99.32
Filter:	
Q502: Anzahl der Personen aus Arbeitsumfeld	99.32
Q503: Anzahl Personen enge Beziehung	99.29
Filter:	
Q504: Anzahl der Personen aus Arbeitsumfeld	91.77

Table VI Response Rates: „Work-Family-Balance“

Influence Work Life on Private Life	Response Rate in %
Q601A: work keeps away from hobbies	99.92
Q601B: less attention to private life than to working life	99.85
Q601C: miss family activities due to work responsibilities	99.85
Q601D: too physically tired to participate in family activities after work	99.85
Q601E: difficult to relax at home	99.89
Q601F: preoccupied with work at home	99.83

Table VII Response Rates: „Importance of Life Areas“

Importance of the Following Life Domains	Response Rate in %
Q702A: partner	99.83
Q702B: children	99.57
Q702C: close friends	99.94

Q702D: high income	99.88
Q702E: respectable occupation	99.83
Q702F: health	99.89

Table IX Response Rates: „Personality“

Self-Assessment	Response Rate in %
Q901A: handle whatever comes	99.88
Q901B: solution for each problem	99.97
Q901C: deal efficiently with unexpected events	99.89
Q901D: solve problems by one's own efforts	99.85

Table X Response Rates: „Satisfaction“

Satisfaction with Various Areas in Life	Response Rate in %
I001A: work	99.75
I001B: family life	99.55
I001C: health	99.81
I001D: income	99.75
I001E: partnership	99.81
I001F: partnership situation	97.24
I001G: integration of work and private life	99.63
I002: altogether with life	99.88

Response Rates: „Health“

	Response Rate in %
I102: severely disabled/ partially disabled	99.81
I103: health status	99.85
I104: impairment: climb the stairs	99.83
I105: impairment: exhausting actions	99.68

How Often Did It Happen?	
I106A: time pressure	99.89
I106B: downhearted and blue	99.80
I106C: calm and peaceful	88.86
I106D: energy	99.74
I106E: bodily aches or pains	99.85
I106F: physical health/ emotional problems	99.74

How Often Did It Happen? (physical)	
I107A: limited in the kind of work or activities	99.81
I107B: accomplished less than intended	99.81

How Often Did It Happen? (emotional)	
I108A: accomplished less than intended	99.80
I108B: work or activities less carefully than usual	99.72

I109: once before use of medicine	
Filter:	
I110A: medicine in future	98.19
Filter:	
I110B: medicine in future again	95.52

Response Rates: „Sociodemographical Details“

General Questions	Response Rate in %
I201: school certificate	99.88
Filter:	
I202: kind of certificate	94.44
I203: vocational education or study degree	99.81
I204: born in Germany	100.00
Filter:	99.95

I205: West Germany or East Germany	
Filter:	
I206: In which country were you born?	99.48
Filter:	
I207: since when in Germany	99.83
Filter:	
I208: parents born in Germany	99.88
Filter:	
I209: where was father born	98.73
Filter:	
I210: where was mother born	90.50
Filter:	
I211: language spoken at home	91.19
I212: how high gross income	
	I212M: (monthly)
	70.14
	I212J: (annual)
	15.60
Filter:	
I213: income categorized	65.54
I214: premiums	99.67
Filter:	
I215: how high premiums	81.17
Filter:	
I216: ...included in gross income?	95.48
I217: fairness concerning current income	99.30
Filter:	
I218: fair monthly gross income	93.58
I219: monthly household net income	83.68
Filter:	
I220: personal gross income categorized	48.24
Q44: further survey?	100.00

Response Rates: „Partner-Survey“

[if partner existent] → Filter	Response Rate in %
I301: talk to partner?	99.94
Filter:	
I302: call partner on this telephone number	100
Filter:	
I303: telephone number of partner	99.95
Filter:	
I306: basic data of partner	99.85
I307: year of birth partner	99.50
I308: partner born in Germany	99.64
Filter:	
I309: East or West Germany	99.57
Filter:	
I310: which country was partner born	99.06
I311: general school certificate of partner	97.93
Filter:	
I311A: what kind of certificate	93.10
I312: kind of vocational education or study degree	
I313: partner employed	99.28
Filter:	
I314: job partner	97.23
Filter:	
I315: works partner in same company	99.57
Filter:	
I316: fixed-term/unlimited contract	94.12
Filter:	
I317: hours stipulated in partner's contract, excluding overtime	87.99
Filter:	
I318: actual working hours	85.48
Filter:	97.58

I319: partner flexitime	
I320: farewell	91.93

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The LEEP-B3 dataset was generated in the context of the sub-project “Interactions Between Capabilities in Work and Private Life: A Study of Employees in Different Work Organizations” of the Collaborative Research Center 882 “From Heterogeneities to Inequalities”.

The data set allows examining the role of the workplace for the genesis of social inequalities by taking into account mutual influences on employees’ opportunities for personal fulfillment at work and in their private lives.

In addition to the survey of employees and their assessment of capabilities in both areas of life, employers were also interviewed concerning measures, which allow employees the realization of goals not only in the work life, but also in the private life. Here, the role of work organizations as negotiating partner and opportunity structure are equally examined.

By linking the surveys of employers and employees, a dataset in a Linked Employer-Employee Design is generated.

Previously published SFB 882 Technical Reports:

Meinert, Julia & Sünkel, Zara (2013): *Die Entstehung und Entwicklung devianten und delinquenten Verhaltens im Lebensverlauf und ihre Bedeutung für soziale Ungleichheitsprozesse: Methodendokumentation der Schülerbefragungen in Dortmund und Nürnberg. Erste Erhebung 2012*, SFB 882 Technical Report Series, No. 01, DFG Research Center (SFB) 882 From Heterogeneities to Inequalities, Bielefeld.

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