

Technical Report

Employee and partner surveys wave 3 of the Linked-Employer-Employee-Panel (LEEP-B3)

**Project (DFG – 373090005): Organizational
Inequalities and Interdependencies between
Capabilities in Work and Personal Life:
A Study of Employees in Different Work
Organizations**

**Charlotte Marx
Anja-Kristin Abendroth
Ann-Christin Bächmann
Martin Diewald
Laura Lükemann
Silvia Maja Melzer
Eileen Peters
Mareike Reimann**

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Summary: Employee Survey B3

Project title	Organizational Inequalities and Interdependencies Between Capabilities in Work and Personal Life: A Study of Employees in Different Work Organizations
Funder	The German Research Foundation (DFG)
Duration	2018-2019
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)
Implementation of the survey	SOKO-Institut GmbH, Voltmannstr. 271 33613 Bielefeld
Study population	Panel survey: 5,811 employees, who agreed to being contacted again in the second panel wave; Newly conducted survey: Individuals employed in 124 companies sampled within the last two waves (N = 20,850; record date = 2016); individuals employed in 29 newly sampled companies (N = 15,292; record date = 2017)
Survey location	Germany
Duration of fieldwork	April 2018 to January 2019
Sampling method	Panel survey and random sample
Sample size	6,287 main interviews: 3,818 panel & 2,469 refreshment 1,275 partner interviews: 810 panel & 465 refreshment
Response rate	73.3 percent (panel) & 18.0 percent (new) for main interview; 28.3 percent (panel) & 23.7 percent (new) for partner interview

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1. Survey design

1.1. Project description

The current project, entitled “*Organizational inequalities and interdependencies between capabilities in work and personal life: A study of employees in different work organizations*,” is funded by the German Research Foundation (DFG) (project number 373090005) and examines the role of the workplace context in creating social inequalities, considering the interdependencies between work and private life. Its predecessor project was conducted at Bielefeld University from 2011 through 2015 and was entitled “*Interactions between opportunities in work and private life: A study of employees in different work organizations*” (subproject B3). The initial project was developed in cooperation with the Institute for Employment Research (IAB) in Nuremberg and was part of the Collaborative Research Center’s program “From Heterogeneities to Inequalities” (SFB 882). During that 5-year period, data were collected in two waves and provided a rich set of longitudinal, linked employer–employee data.

Like its predecessor project, the current project (2018–2020) focuses on the situation of employees in their work and personal lives and on the mutual influence of these two life spheres, with a special focus on the impact of the particular opportunities and risks that each of these spheres has on the other. Therefore, this project realizes a third wave of data collection in the Linked Employer–Employee Panel B3 (LEEP-B3) and also collects information about employees’ personalities and life attitudes; their personal lives and working conditions; and specific characteristics of the companies that employ them. These additional data will allow a more sophisticated longitudinal analysis for identifying causal patterns.

The employee sample consists of three groups: panel respondents from the first two waves who agreed to be contacted again after the second wave, new respondents from 124 of the 129 companies¹ that were represented in the previous two waves, and employees from 30 newly sampled companies.² Ultimately, we were able to conduct 3,818 panel interviews from the first group (including 458 company leavers³) and 2,469

¹ It was possible to draw an employee sample from only 124 companies out of the initial 129 because information on the others was missing (i.e., due to closings).

² The employee data included only employees at 29 newly sampled companies, because one company had no employee participants.

³ According to the Linked Employer–Employee design, respondents must remain in the same firm. Company leavers would therefore not be interviewed again and would be resigned from the panel survey.

refreshment interviews, for a total of 6,287 main employee interviews. As in the first wave, partners of the respondents were also interviewed. In this third wave, 1,275 partners participated (i.e., completed the interviews).

The employee survey was implemented by the SOKO Institute for Social Research and Communication located in Bielefeld, Germany, and was conducted via computer-assisted telephone interviews (CATI) using a standardized questionnaire. To improve the probability of participation by panel respondents, paper-and-pencil interviews (PAPI) were also offered as an alternative to the telephone interview.

Figure 1: LEEP-B3 survey structure

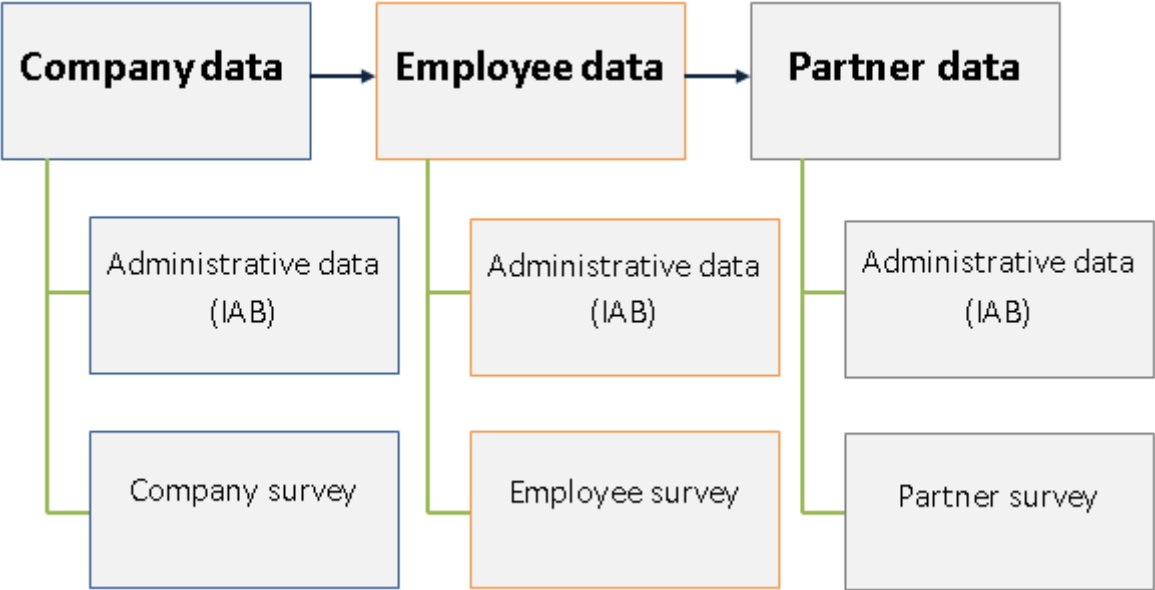


Figure 1 illustrates the three-part design of the survey. Data were collected from employees, their partners, and experts within the companies. Administrative data from the Institute for Employment Research (IAB) were incorporated into all three parts of the survey (the company, employee, and partner surveys) if the participants consented to this linkage.

The present methodological report describes the third wave of the employee and partner surveys, which were conducted from the end of April 2018 until the beginning of January 2019. Data collection at the company level is recorded in a separate methodological report by Peters et al. (2020). The methodological report for the first wave by Jacobebbinghaus et al. (2014) outlined the specific ways in which the survey and administrative data were connected and linked. By linking the survey on employees' work and private lives to the separate employer survey, the LEEP-B3 data

set could be generated according to a linked employer–employee design that provides comprehensive information on employees’ individual circumstances taking into account their specific work environment. This design was further extended by including a survey of the employees’ partners. Not only does this approach allow one to examine research questions regarding individuals’ capabilities in the private and work domains, as well as interactions between these two domains at both the individual level and the couple level, but it also allows one to analyze the impact of one partner’s work environment on the other partner’s capabilities in their private and work lives in a multilevel design.

1.2. Statistical population and sample

The sample consisted of two groups: panel respondents, who had participated in the two previous waves of data collection, and new respondents. *Panel respondents* were considered to be persons who had already been interviewed in the first and/or second wave who agreed to be contacted again after the second wave (n = 5,811). *New respondents* were drawn randomly from two sample groups: (1) the 124 companies sampled in the first and second waves⁴ (i.e., the “newly conducted sample”; recording date = December 31, 2016) and (2) 30 newly sampled companies⁵ (i.e., the “refreshment sample”; recording date = December 31, 2017). The sampling basis for the employee survey consisted of all employees in regular employment⁶ who were born in 1960 or later. Selection of the new companies for the survey is described in detail in the methodological report by Peters et al. (2020). The IAB provided the SOKO Institute with contact details for a total of 36,142 employees (20,850 in the newly conducted sample⁷ and 15,292 in the refreshment sample). For some of the addresses, however, telephone numbers were not available or could not be obtained. After removing those addresses for which telephone numbers were missing, we were able to use contact details for a total of 21,061 employees.

The statistical population of the refreshment sample comprised persons in regular employment at 30 companies that had at least 500 employees who were subject to

⁴ See footnote 1.

⁵ See footnote 2.

⁶ “Regular employment” refers to individuals subject to mandatory social insurance contributions (101) from the social security registration process.

⁷ Because of missing values, the sensitivity analyses included only 20,846 cases.

mandatory social insurance contributions on December 31, 2017.⁸ Overall, 3,818 panel respondents and 2,469 new respondents were interviewed (1,552 in already sampled companies and 917 in newly sampled companies), which also led to 1,275 completed partner interviews.

Table 1 provides a descriptive overview of the distribution of individual, job, and family characteristics for the whole sample, showing a relatively balanced gender distribution. However, non-German nationals are strongly underrepresented, as are employees under 25 years of age, which is also reflected in the low number of people who have less experience in the labor market. A high number of professionals and technicians responded to the questionnaire, as did persons with low tenure in the company. Moreover, employees within the information/economic services sector were well represented in the sample. Only a few respondents were in the not qualified or low qualified categories, and – presumably as a result – only a small number of the employees were earning less than €1,000 per month.

With regard to family characteristics, the majority of respondents were in a partnership. More than half the participants had at least one child, and those with children over 18 years of age predominated slightly.

Table 1: Descriptive overview wave 3

	Absolute	Percent
<u>Gender</u>		
Men	3,247	51.65
Women	3,040	48.35
<u>Nationality</u>		
German	5,763	91.68
Non-German	523	8.32
<u>Age</u>		
Under 25 years	41	0.65
25 to 34 years	839	13.34
35 to 44 years	1,571	24.99
45 to 54 years	2,027	32.24
Over 54 years	1,809	28.77
<u>Qualification</u>		
Not known/ no qualification	249	3.96

⁸ This criterion could be guaranteed only for the newly sampled companies, since the study's panel design could lead to the inclusion of companies that were part of the gross sample in 2012/2013 or 2014/2015 but that have since undergone changes in size. This applied to 11 companies in the panel sample.

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	115	1.83
Low-track secondary school (<i>Hauptschule</i>) /intermediate-track secondary school (<i>Realschule</i>) <u>with</u> vocational training	2,265	36.03
School-leaving certificate for German university entrance (<i>Abitur</i>) <u>with</u> vocational training	1,097	17.45
University degree	2,561	40.73
<u>Monthly salary</u>		
Up to 1,000 euros	116	1.93
1,001 – 2,000 euros	627	10.44
2,001 – 3,000 euros	1,390	23.16
3,001 – 4,000 euros	1,532	25.52
4,001 – 5,000 euros	960	15.99
5,001 euros and above	1,378	22.96
<u>Occupation (ISCO)</u>		
Managers	180	3.19
Professionals	1,541	27.29
Technicians, associate professional	1,868	33.09
Clerical support workers	785	13.90
Services and sales workers	291	5.15
Skilled Agricultural, Forestry and Fishery / Craft and Related Trades Workers	462	8.18
Plant &Machine Operators & Assemblers	321	5.69
Elementary occupations	198	3.51
<u>Tenure</u>		
Up to 5 years	2,300	39.20
>5 to 10 years	1,499	25.55
>10 to 15 years	718	12.24
>15 to 20 years	532	9.07
>20 to 25 years	378	6.44
More than 25 years	440	7.50
<u>Labor market experience</u>		
Up to 5 years	216	3.68
>5 to 10 years	770	13.12
>10 to 15 years	998	17.01
>15 to 20 years	982	16.74
>20 to 30 years	1,952	33.27
More than 30 years	949	16.18
<u>Economic sector</u>		
Production/energy/water/construction	1,630	29.09
Retail/transport/hospitality	392	7.00
Information/economic services	2,440	43.55

Administration/education/health	1,141	20.36
<u>Partnership</u>		
No partner	1,070	17.02
Partner	5,199	82.69
<u>Number of children (living in the household)</u>		
No children	2,510	41.05
1 child	1,320	21.59
2 children	1,541	25.20
3 and more children	743	12.15
<u>Children younger than 18 years</u>		
No	3,869	61.54
Yes	2,418	38.46

Note: Missing values excluded

1.3 Survey instrument

1.3.1 Employee survey

Three different versions of the employee questionnaire were designed in order to tailor the questions to the respondents' specific situations: one was for panel respondents, which did not repeatedly ask about time-invariant information; a second was for newly sampled employees who were taking part for the first time; and the third was for company leavers, which was a shortened version of the questionnaire given to the panel respondents but also included questions about why they left the company. The surveys were designed to be telephone interviews based on a standardized questionnaire and were tested and modified using a pretest. In addition, and for the first time, this mode was supplemented by paper-based questionnaires to improve the rate of participation. The latter were sent to those panel respondents for whom no valid phone number had been stored and to the "soft deniers" (those who were contacted by telephone but did not have the time or interest to respond to the calls).

The questionnaires for wave 3 panel respondents, new respondents, and company leavers, as well as for employees' partners, are shown in Appendix 1. They were drawn in part from questionnaires that had already been tested and used in surveys, including 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; Huber et al., 2011); the Copenhagen Psychosocial Questionnaire (COPSOQ) (Nübling et al.,

2005); and the German General Social Survey (ALLBUS) (Wasmer et al., 2012). Sources for the selection of existing and established measuring instruments can be found in previous methods reports (Abendroth et al., 2014) and in Appendix 2. The project codebooks provide a detailed overview and will be made available on the project website (<https://uni-bielefeld.de/soz/verwirklichungschancen/>). As was also done in the previous wave, questions about family and partnership status for the panel respondents' questionnaire were reformulated to fit the current survey and to allow changes in the participants' situations to be measured.

Compared with the two previous waves, the questionnaires for all the respondents were revised to take into account developments or changes in the organization of work, and questions were added regarding mobile work and the blurring of boundaries between the respondents' work lives and personal lives (e.g., working from home, time spent on work issues during one's leisure time). Moreover, an innovative instrument was used to measure working conditions as work has become more digitalized (for additional information concerning this instrument, see Reimann, Abendroth & Diewald (2020)). Questions in this regard covered the use of communication and information technology, digital control systems, working with robots, and the respondents' perceptions about the consequences of these technological changes. Furthermore, questions related to expectations in the employer-employee relationship were shortened.

A few questions regarding leisure time and the reconciliation of work and personal demands that appeared in the first wave of data collection were again taken up in the third wave. This included questions about close friendships, attitudes about the gender-specific division of work and immigrants, and the level of satisfaction in terms of income and work–life reconciliation. Because information about the importance of life spheres is assumed to change less quickly, it was not solicited in the current wave. For a detailed overview of the changes made in the questionnaires, see Appendix 3. As in wave 1, the relevance of an additional partner survey was explained to the respondents, and those who were in a relationship were asked for permission to interview their partners immediately after the employee survey. If approval for the follow-up partner survey was granted but an immediate interview was not possible, respondents were asked for the partner's contact details (name and telephone number). If the main respondent did not wish to provide such details or the partner could not be interviewed directly, additional information about the partner was

requested, such as the partner's year and place of birth, education credentials, and employment information.

1.3.2 Partner survey

The partner questionnaire (see Appendix 1) captured data similar to that collected in the employee survey, albeit in an abbreviated form. Analogous to the first wave, information about the partner's job (I), private life (II), leisure time (III), work–life balance (IV), satisfaction (V), health (VI) and socio-demographic data (VII) was obtained. In the “private life” block. Additional information on the partners' relationship was solicited, such as their assessment of the main respondent's ability to reconcile work and private life and the time the partner spent on care work, on household duties, and at leisure to get a better idea of the division of labor within the partnership. Finally, the partners were asked whether they were willing to allow IAB register data to be accessed. If consent was not given, additional information on branch, years of service, and work experience were requested. At the end of the interview, the partner's gender was inquired.

2. Survey implementation

2.1. Fieldwork and field control

The fieldwork phase for the employee survey ran from April 26, 2018, to January 8, 2019. Interviews were conducted mainly by telephone by employees of the SOKO Institute GmbH in Bielefeld. The CATI interviews were complemented by paper-based questionnaires for “soft deniers” and those who did not provide a phone number.

The interviews were carried out by 105 employees of the SOKO Institute, most of whom were experienced in the successful realization of similar projects. In addition to regular and fundamental training, they were trained specifically in the project's background, research interest, sampling, and questionnaires, and all interviewers were given the paper-based handout covering this information. The interviewers' gender distribution was relatively balanced, with 50.48% men and 49.52% women, and most were within the range of 21 to 39 years of age.

During the fieldwork phase, the status of processing was constantly documented and monitored. To ensure quality in establishing contact with respondents and conducting interviews, the telephone interviews were supervised, and feedback was provided. To

increase their willingness to participate in the third wave of data collection, the respondents had been sent an invitation to participate in the survey in the form of a cover letter, as well as leaflets describing the results of the two previous waves, including the expectations and gratifications within employment relationships, and stressing the importance of their (repeat) participation.

At the end of the survey, the respondents (with the exception of company leavers) were asked whether they would agree to be contacted again for the next survey wave. Here, 98.3% of the panel respondents who were interviewed via telephone,⁹ 97.9% of the new respondents within already sampled companies, and 97.3% of the new respondents within newly sampled companies declared their willingness to participate in the next wave.

2.2. Response rate

Since the sample in the third wave consisted of panel respondents, newly sampled respondents, and partners, the response rates for these three groups will be discussed separately.

2.2.1 Panel respondents

The basis for the panel survey consisted of respondents from the second wave of data collection who agreed to be contacted again. From among the sample of 5,811 former respondents being contacted for the third wave, the SOKO Institute completed interviews with 3,818, which accounted for a response rate of 73.3% (see Table 2).

Although the SOKO Institute carried out an internal search for telephone numbers and addresses for the third wave of the survey, 510 employees could no longer be reached by phone (e.g., when an employee had moved from the former household where an [ex-]partner was still living but was not willing to provide the new contact details). This accounted for 10.36% of neutral nonresponses within the sample, which also included 22 persons who were no longer part of the target group because they had since retired. Moreover, there were 1,391 non-neutral nonresponses: for 710 employees it was not possible to conduct an interview over the 9-month survey period (despite persistent

⁹ The rate of response for those who answered the paper-based questionnaire was quite low (approx. 61%), which is not surprising considering that these questionnaires were sent to soft deniers in particular.

attempts to contact the employees on different days of the week and at different times of the day), and 681 employees refused to take part in the interview.

Furthermore, the telephone interviews were complemented with paper-based questionnaires to gain respondents for whom no telephone number was available and those who did not participate in the telephone interviews because of a lack of time or interest. In this case, 2,075 questionnaires were sent via mail, resulting in the addition of 442 main interviews via paper-based questionnaires (response rate = 21%) and an overall response rate of 73.30% for panel respondents.

Table 2: Panel respondents - response rates

	Total	Percent
Gross sample – CATI	5,811	100.00
Of which:		
Neutral nonresponses (total)	602	10.36
- Wrong/no number	580	9.98
- Does not belong to the target group	22	0.38
Adjusted net sample	5,209	89.64
Of which:		100.00
- Interview not feasible in the fieldwork phase	710	13.63
- Refusal to be interviewed	681	13.07
Interviews conducted	3,818	73.30
- Conducted via telephone	3,376	64.81
- Conducted via paper-based questionnaires	442	8.49

2.2.2 New respondents

The sample of new respondents consisted of employees who were sampled randomly within 124 of the already participating companies (recording date of the employee sampling = December 31, 2016) and the augmentation sample of 30 companies that were being included for the first time (recording date of the employee sampling = December 31, 2017). As a result, 21,061 persons were contacted and transferred to the CATI program (12,995 new respondents from the already participating firms and 8,066 from the augmentation sample; see Table 3). For 6,807 of those contacted, a recent phone number was not available; 411 respondents did not belong to the target

group because they had been employed at a different company in December 2017; and 129 interviews could not be conducted because of language barriers. Also, for 11 of the delivered contacts in the sample of new respondents there was duplicate information in already sampled companies. This resulted in a total of 7,358 neutral nonresponses. Out of this adjusted net sample of 13,703 persons, 6,644 employees could not be reached, and 4,590 persons chose not to participate in the survey. All in all, it was possible to conduct 2,469 interviews of new respondents (response rate = 18.02%). Of this group, 87.7% of the newly sampled respondents from already sampled firms and 86.9% of the respondents from the newly sampled firms agreed to have administrative data incorporated in the results.

Table 3: New respondents - response rates

	Overall		New respondents from already sampled companies		New respondents from newly sampled companies	
	Total	Percent	Total	Percent	Total	Percent
Gross sample – CATI	21,061	100.00	12,995	100.00	8,066	100.00
Of which:						
Neutral nonresponses (total)	7,358	34.94	4,939	38.01	2,419	29.99
- Wrong/no number	6,807	32.32	4,546	34.98	2,261	28.03
- Does not belong to the target group	411	1.95	306	2.36	105	1.30
- Language barriers	129	0.61	76	0.59	53	0.66
- Duplicates	11	0.05	11	0.09	0	0
Adjusted net sample	13,703	65.06	8,056	61.99	5,647	70.01
Of which:		100.00		100.00		100.00
- Interview not feasible in the fieldwork phase	6,644	48.49	3,424	42.50	3,220	57.02
- Refusal to be interviewed	4,590	33.50	3,080	38.23	1,510	26.74
Interviews conducted	2,469	18.02	1,552	19.27	917	16.24

2.2.3 Partner interview

Respondents’ partners were also part of the target population as a means of providing some insight into the interdependencies of work and private life. We asked the main respondents whether their partners would be willing to participate in the interview and, if so, requested their partners’ contact information. As a result of the survey design, there were no neutral nonresponses (e.g., because of invalid telephone numbers);

however, there were nonresponses in the form of terminated interviews or refusals (see Table 4). It was possible to conduct 1,275 complete interviews: 810 from 2,863 partners of the panel respondents, 306 from 1,222 partners of new respondents within the already sampled companies, and 159 from 738 partners within the newly sampled companies. Therefore, the overall response rate for partner interviews was 26.44%; among the three groups, the highest rate was for partners of the panel respondents (28.29%).

When the main respondent did not consent to having his/her partner interviewed or the partner could not be interviewed directly, short interviews were conducted with 3,350 of the main respondents (including 2,034 panel respondents, 830 new respondents from the existing sample, and 486 new respondents from the new sample) in order to obtain relevant information about the partner.

Table 4: Partner interviews - response rates

	Overall		Panel respondents		New respondents from already sampled companies		New respondents from newly sampled companies	
	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Gross sample (number of employees with a partner)	4,823	100.00	2,863	100.00	1,222	100.00	738	100.00
Of which:								
- Refusal to be interviewed	631	13.08	377	13.17	168	13.75	86	11.65
- No interview feasible in the fieldwork phase	422	8.75	155	5.41	144	11.78	123	16.67
- Refusal by main respondent	2,167	44.93	1,193	41.67	604	49.43	370	50.14
- Main respondent is a company leaver	328	6.80	328	11.46	0	0	0	0
Interviews conducted	1,275	26.44	810	28.29	306	25.04	159	21.55

2.3. Survey mode and duration

Data were collected via computer-assisted telephone interviews (CATI). Table 5 shows the minimum, maximum, and average durations of interviews with the main respondents and with their partners. The average duration of the interview varied among the different groups of respondents, with the questionnaires for company

leavers and partners being shortened versions of the panel respondents' and new respondents' interviews.

New respondents took the most time on average to finish the interviews because they had the longest version of the questionnaire. The average time for main interviews was 33.9 minutes (33.6 minutes for panel respondents, 37.6 minutes for new respondents in the already sampled companies and 39 for new respondents in newly sampled companies). These values varied depending on the respondents' partnership situation. For panel respondents who had a partner, the average interview time increased to 34.0 minutes, compared with 31.6 minutes for those without a partner. The average duration of the main interview for new respondents with partners was 38.0 minutes for respondents in already sampled companies and 39.3 minutes for those in newly sampled companies.

Partner interviews in general averaged 19.7 minutes (3.0 minutes for the shortest and 69.0 minutes for the longest). Since there were many questions regarding the partner's employment, the interviews with partners who were employed took about 20.9 minutes, whereas those without employment were interviewed for an average of 10.5 minutes. Interviews with the partners of panel respondents averaged 19.2 minutes, while the average length of interviews with the new respondents' partners was 20.6 minutes for partners of new respondents in already sampled companies and 20.3 minutes for partners of new respondents in newly sampled companies.

If the partner interview was conducted immediately after the employee interview, the average length of the telephone interview was 61.8 minutes (maximum = 167.0 min). In 788 cases the interview was interrupted and was completed at a later point in time; in such cases the interviews averaged 62.9 minutes (per the SOKO Institute methods report [not displayed in the table]).

Table 5: Interview duration

Type of interview	Number of cases	Average duration	Minimum duration	Maximum duration
Main interview	6.287	33,9	3	116
<i>Panel total</i>	<i>3.360</i>	<i>33,6</i>	<i>17</i>	<i>90</i>
Panel				
- With partner	2.863	34	19	90
- Without partner	497	31,6	17	78
<i>New respondents (old sample) total</i>	<i>1.552</i>	<i>37,6</i>	<i>22</i>	<i>95</i>

New respondents (old sample)				
- With partner	1.222	38	22	95
- Without partner	330	36,4	22	95
<i>New respondents (new sample) total</i>	<i>917</i>	<i>39</i>	<i>11</i>	<i>116</i>
New respondents (new sample)				
- With partner	738	39,3	11	116
- Without partner	179	37,6	11	116
Company leavers	458	12,3	3	34
Partner interview total	1.275	19,7	3	69
Partner interview				
- PI incl. Employment	1.128	20,9	3	69
- PI not incl. employment	147	10,5	6	22,8
Partners of panel respondents	810	19,2	3	53
Partners of new respondents (old sample)	306	20,6	7	69
Partners of new respondents (new sample)	159	20,3	5	49
Main and partner interview	1.275	61,8	27,7	167

2.4. 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 or their employment situation exceeded 90%. This was also mostly the case with questions that concerned private life and the digitalization of work.

2.5. Selectivity analyses

The sampling we chose was based on IAB register data or the IAB employee history (IAB Beschäftigtenhistorik [BEH]), which offered a clear advantage in that individual information was available not only on the gross sample but also on the entire population of large German companies. This data base made it possible for us to conduct highly accurate analyses with regard to the selectivity of the sample, as well as its representativeness (see Section 2.6). The IAB employee history provides information on employees' age, education, gender, nationality, income, job tenure, and labor market participation, as well as on the industry, the company size, and the roughly regional distribution (eastern or western Germany) of the companies where the employees work

In order to ensure that the collected data were suitable for determining the statistical inference for the population of employees in large companies, we carried out several selectivity analyses. The reason for these analyses is that the quality of the sample estimates depends not only on the number of interviews conducted but also on the potential for selection or response bias in the net sample. Therefore, panel attrition, the probability that the employee would leave the company (thus leaving the statistical population), and selectivity within the refreshment sample were analyzed using multilevel logistic regression models. To improve interpretability, both the average marginal effects and the odds ratios are provided in the tables displayed.

2.5.1 Panel attrition

To determine whether there was systematic dropout from the panel, it is important to know if employees who dropped out of the survey differed in some way from those who chose to participate again (Table 6). The analyses were calculated without including the company leavers, since this group was no longer part of the statistical population and was excluded automatically from the panel. (For analyses regarding company leavers, see Table 7.) It should be noted that these analyses were based on the already linked employer–employee data set and thus were limited to the attrition of respondents who agreed to have their administrative data linked and to respondents whose company was also part of the sample.¹⁰ This exclusion reduced the sample by 755 respondents in waves 1 to 2 and by 1,831 respondents in waves 2 to 3. Moreover, attention must be paid to these differences when working with the data set.

Table 6 gives an overview of the panel attrition from waves 1 to 2 and from waves 2 to 3. It shows that the probability of dropping out of the survey in wave 2 compared with wave 3 was significantly lower in German nationals compared with non-German nationals as well as in people with a university degree compared with people with lower education levels (i.e., those with low-track secondary school [*Hauptschule*]/intermediate-track secondary school [*Realschule*]/a school-leaving certificate for German university entrance [*Abitur*] without vocational training or those with low-track secondary school [*Hauptschule*]/intermediate-track secondary school

¹⁰ The reasons for this limitation are twofold: in the first case, the respondents lack information about their labor market experience or company size, and in the second case, a missing company disregards the uniqueness of the linked employer–employee design. On further analyses of the persons that either gave or did not give permission to link the data, we found that these two groups differed significantly with respect to their attrition probability (with the exception of nonlinked companies in waves 2 to 3; see Appendix 5).

[*Realschule*] with vocational training). For waves 1 to 2, this probability was also seen to decline with increasing age (convex function; min. age 54.5 years).

Moreover, from wave 2 to wave 3 the probability of dropping out of the survey was significantly lower for women, for people with high job tenure (convex function; min. age 17.5 years), and for those earning €4,001 to €5,000 monthly compared with respondents with a monthly salary of €1,000 or less.

Table 6: Logistic regression (random intercept) for the probability of dropout (average marginal effects & odds ratios)

Sample	Wave 1 to wave 2		Wave 2 to wave 3	
Dropout = 1	(1)		(2)	
	ame	or	ame	or
Gender: Female	0.040	1.041	-0.191 *	0.826*
Nationality: German	-0.381***	0.683***	-0.452 **	0.636**
Residence: Western Germany	-0.168	0.845	-0.045	0.956
Qualification				
Ref.: University degree				
Not known	0.310	1.364	0.240	1.271
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	0.604**	1.829**	0.909***	2.481***
Low-track secondary school (<i>Hauptschule</i>) /intermediate-track secondary school (<i>Realschule</i>) <u>with</u> vocational training	0.335***	1.389***	0.448***	1.565***
School-leaving certificate for German university entrance (<i>Abitur</i>) <u>with</u> vocational training	0.203*	1.225*	0.232*	1.261*
Age/work experience/years of service				
Age	-0.150***	0.861***	-0.010	0.990
Age ²	0.001*	1.001*	0.000	1.000
Labor market experience	0.030	1.031	-0.015	0.985
Labor market experience ²	-0.001	0.999	0.000	1.000
Job tenure	-0.020	0.980	-0.048**	0.953**
Job tenure ²	0.000	1.000	0.001*	1.001*
Monthly salary				
Ref.: Up to 1,000 euros				
1,001-2,000 euros	0.068	1.071	-0.371	0.690
2,001-3,000 euros	-0.047	0.955	-0.392	0.675
3,001-4,000 euros	0.044	1.045	-0.481	0.618
4,001-5,000 euros	-0.220	0.803	-0.773**	0.462**
5,001 euros and more	-0.057	0.945	-0.563*	0.570*
Company size				
Ref.: 500-699 employees				

700-999 employees	0.018	1.018	-0.150	0.861
1,000-1,499 employees	0.014	1.043	-0.029	0.972
1,500 employees and more	0.144	1.155	0.021	1.021
Economic sector				
Ref.: Production/energy/water/construction				
Retail/transport/hospitality	0.211	1.235	0.011	1.011
Information/economic services	0.042	1.043	0.069	1.071
Administration/education/health	-0.045	0.956	-0.095	0.909
Constant	/	22.750***	/	5.434
Standard deviation of the company random effects		0.163*		0.110
N (employees)	5,136		3,577	
N (companies)	100		97	

Note: ame = average marginal effects; or = odds ratios

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

2.5.2 Company leavers

In the next step, the probability of leaving the company was calculated to gather information about how company stayers and leavers differed in specific characteristics. These analyses could include only those respondents who participated in at least two consecutive waves (i.e., panel respondents) for whom information about stay/leave was therefore available. It has to be noted that leaving the company may be a significant reason for not participating in the panel again (panel attrition). Since our data do not provide specific information about the reasons for panel attrition, we cannot take this possible form of bias into account. Moreover, we excluded cases for which permission to link administrative data had been denied (based on employee and employer agreements).

The logistic regression analysis shown in Table 7 reveals that from wave 1 to wave 2 respondents who attended low-track secondary school (*Hauptschule*)/intermediate-track secondary school (*Realschule*) with vocational training were less likely to leave the company than were those with a university degree. This was also the case for all income categories of €1,001 per month or higher as compared with those employees with a monthly income of €1,000 or less. The likelihood of leaving also decreased with increasing job tenure (convex function; min. 25.2 years).

From wave 2 to wave 3 the probability of leaving the company decreased among respondents with greater labor market experience and longer job tenure. Also women were less likely to leave than men.

Table 7: Logistic regression (random intercept) for the probability of leaving the company (compared to stayers; average marginal effects & odds ratios)

Sample	Wave 1 to wave 2		Wave 2 to wave 3	
Leave = 1	(1)		(2)	
	ame	or	Ame	or
Gender: Female	-0.096	0.908	-0.352*	0.703*
Nationality: German	0.118	1.125	0.266	1.304
Residence: Western Germany	0.042	1.042	-0.155	0.857
Qualification				
Ref.: University degree				
Not known	0.041	1.042	0.415	1.514
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	0.239	1.270	0.567	1.763
Low-track secondary school (<i>Hauptschule</i>) /intermediate-track secondary school (<i>Realschule</i>) <u>with</u> vocational training	-0.572**	0.565**	0.043	1.043
School-leaving certificate for German university entrance (<i>Abitur</i>) <u>with</u> vocational training	-0.179	0.836	-0.274	0.761
Age/work experience/years of service				
Age	-0.096	0.908	0.152	1.164
Age ²	0.001	1.001	-0.002	0.998
Labor market experience	-0.060	0.942	-0.099*	0.906*
Labor market experience ²	0.002	1.002	0.002	1.002
Job tenure	-0.152***	0.859***	-0.097*	0.908*
Job tenure ²	0.003*	1.003*	-0.001	1.001
Monthly salary				
Ref.: Up to 1,000 euros				
1,001-2,000 euros	-0.634*	0.531*	0.803	2.232
2,001-3,000 euros	-1.077***	0.341***	0.758	2.133
3,001-4,000 euros	-1.098**	0.334**	0.485	1.625
4,001-5,000 euros	-1.401***	0.246***	0.493	1.636
5,001 euros and more	-1.137**	0.321**	0.669	1.952
Company size				
Ref.: 500-699 employees				
700-999 employees	-0.331	0.718	-0.281	0.755
1,000-1,499 employees	-0.086	0.917	-0.249	0.780
1,500 employees and more	0.686	1.986	-0.109	0.887
Economic sector				
Ref.: Production/energy/water/construction				
Retail/transport/hospitality	0.191	1.210	0.217	1.242
Information/economic services	0.518	1.679	0.180	1.197
Administration/education/health	0.318	1.374	0.474	1.606

Constant	/	6.078	/	0.019*
Standard deviation of the company random effects		0.726***		1.065***
N (employees)	3,751		2,496	
N (companies)	100		97	

Note: ame = average marginal effects; or = odds ratios

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

2.5.3 New respondents

Selectivity analyses were also carried out for all new respondents in wave 3. The sampling dates differ between employees sampled from the already sampled companies in 2016 and the newly sampled ones in 2017. To consider the different sampling groups, we carried out separate analyses.¹¹ All in all, the gross sample of new respondents in 2016 contained 20,846 persons, of which 1,552 interviews were realized, while in the 2017 refreshment sample 917 interviews were conducted out of a gross sample of 15,292 persons.

Based on this information, multilevel analyses were estimated using logit models that provided information about the differences between these two intake groups for each gross sample. To obtain a detailed picture of the actual selection mechanisms, we compared the probability of response from the gross sample to the conducted interview (Model 1). Two additional logit models were calculated to compare members of certain groups versus other groups in terms of how probable it would be (a) that their telephone numbers could be located (Model 2) and (b) that they would consent to a telephone survey (Model 3).

The results of the analysis of **new respondents** in already sampled companies (Table 8, Model 1) showed that German nationals were more likely to participate in the survey than were non-Germans, and people who worked in the public administration/education/health sector were more likely to participate than were those employed in the production/energy/water/construction sector.

Respondents who had a university degree were more likely to participate than were employees whose education background was not known, who had no vocational training, or who had a school-leaving certificate from a lower secondary school (*Hauptschule*), an intermediate secondary school (*Realschule*), or a higher secondary school (*Abitur*) with vocational training. Moreover, increasing tenure and working in

¹¹ An analysis of the whole third wave was not carried out. Since there have been changes in the gross sample over the course of the project, there remains a risk of bias in the analyses. Results of the analyses in the first wave can be found in Abendroth et al. (2014).

companies with 1500 and more employees compared to companies with 500-699 employees also decreased this likelihood.

As for locating telephone numbers (Table 8, Model 2), this was possible less often for women and for western Germans as opposed to eastern Germans. The same was true when it came to employees with increasing job tenure (an effect that was minimum at 50.30 years' tenure; convex function) and those with a monthly salary of €4,001 to €5,000 or more than €5,001 when compared with those who earned less than €1,001 per month. Also, we were less likely to get telephone numbers for people who worked in administration/education/health and information/economic services than for those who worked in production/energy/water/construction.

The likelihood of locating telephone numbers was higher for Germans compared with non-Germans and for workers with a monthly salary of €2,001 to €3,000 or €3,001 to €4,000 compared with those with lower incomes. Also, for employees with increasing labor market experience, the likelihood increased slightly, with a slight lessening of this effect at 9.99 years of experience (concave function). In terms of education groups, telephone numbers for all employees who had a degree lower than a university degree were located more frequently when compared with those having a university degree; however, this success rate could not compensate for the fact that the former group was less willing to participate in telephone interviews (see Table 8, Model 3).

The results of the selectivity analysis of the gross sample of located telephone numbers (Table 8, Model 3) showed that among the new respondents in already sampled companies, Germans and people who worked in administration/education/health were more likely to participate in the telephone survey than were non-Germans and those working in production/energy/water/construction, respectively. Moreover, there were statistically significant effects showing that the probability of taking the telephone survey was decreased among employees with increasing tenure and those who worked in companies with at least 1,500 employees (as compared with those working in companies with 500 to 699 employees). Similar to the analysis of the gross sample as a whole, all education groups with degrees less than a university degree or with no degree were less likely to participate in the telephone survey.

Table 8: Logistic regression (random intercept) for the probability of participation of new respondents in panel companies (2016; average marginal effects & 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)	
	ame	or	ame	or	ame	or
Gender: Female	0.041	1.042	-0.167***	0.846***	0.075	1.078
Nationality: German	0.845***	2.328***	0.814***	2.258***	0.536***	1.709***
Place of residence: western Germany	-0.134	0.875	-0.358**	0.699**	-0.074	0.928
Qualification						
Ref.: University degree						
Not known	-0.589***	0.555***	0.169*	1.184*	-0.682***	0.506***
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	-0.592***	0.554***	0.394***	1.483***	-0.744***	0.475***
Low-track secondary school (<i>Hauptschule</i>) /intermediate-track secondary school (<i>Realschule</i>) <u>with</u> vocational training	-0.412***	0.662***	0.518***	1.679***	-0.579***	0.560***
School-leaving certificate for German university entrance (<i>Abitur</i>) <u>with</u> vocational training	-0.346***	0.708***	0.301***	1.351***	-0.439***	0.645***
Age/work experience/years of service						
Age	0.026	1.026	0.038	1.039	0.008	1.008
Age ²	0.000	1.000	-0.000	1.000	0.000	1.000
Labor market experience	0.026	1.026	0.078***	1.082***	-0.007	0.993
Labor market experience ²	-0.001**	0.999**	-0.004***	0.996***	0.000	1.000
Job tenure	-0.085***	0.919***	-0.168***	0.845***	-0.047**	0.954**
Job tenure ²	0.000	1.000	0.002***	1.002***	0.001	1.001
Monthly salary						
Ref.: Up to 1,000 euros						
1,001-2,000 euros	0.228	1.256	0.273*	1.313*	0.150	1.162
2,001-3,000 euros	0.399	1.490	0.541***	1.717***	0.278	1.320
3,001-4,000 euros	0.381	1.465	0.303*	1.354*	0.315	1.370
4,001-5,000 euros	0.142	1.153	-0.297*	0.743*	0.323	1.381
5,001 euros and more	-0.249	0.779	-0.676***	0.509***	0.146	1.157
Company size						
Ref.: 500-699 employees						
Less than 500 employees ¹²	-0.146	0.865	-0.266	0.766	-0.121	0.886

¹² These analyses included companies with less than 500 employees because there were companies in the panel which underwent changes in size, leading to the fact, that there were companies with less

700-999 employees	-0.088	0.916	0.083	1.086	-0.101	0.904
1,000-1,499 employees	-0.054	0.948	-0.123	0.885	-0.037	0.964
1,500 employees and more	-0.362**	0.696**	-0.058	0.943	-0.348**	0.706**
Economic sector						
Ref.: Production/energy/water/ Construction						
Retail/transport/hospitality	0.017	1.017	-0.343	0.710	0.120	1.127
Information/economic services	0.082	1.086	-0.277*	0.759*	0.152	1.164
Administration/education/health	0.204*	1.226*	-0.357**	0.700**	0.288**	1.334**
Constant		0.023***		1.107		0.058***
Standard deviation of the company random effects						
	/	0.213***	/	0.473***	/	0.193**
N (employees)	20,846	20,846	20,846	20,846	12,995	12,995
N (companies)	124	124	124	124	123	123

Note: ame = average marginal effects; or = odds ratios

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

The selectivity analysis (Table 9, Model 1) of the **refreshment sample** (i.e., new respondents within newly sampled companies) showed that women and Germans were more likely to participate in the survey than were men and non-German nationals. Also, the likelihood grew with increasing age, the maximum of the curve being at 55.60 years (concave function).

People with a university degree were more likely to participate than were those with no known education degree, with low-track secondary school (*Hauptschule*)/intermediate-track secondary school (*Realschule*)/a school-leaving certificate for German university entrance (*Abitur*) without vocational training, or with low-track secondary school (*Hauptschule*)/intermediate-track secondary school (*Realschule*) with vocational training. This also applied when it came to increasing job tenure.

Locating the telephone number was less likely for women, western Germans, and employees who earned more than €5,000 per month as well as people who worked in information/economic services when compared with their counterparts (Table 9, Model 2), and this probability also decreased with increasing job tenure.

Moreover, telephone numbers could be located more often for Germans compared with non-Germans and for people with a monthly salary of €1,001 to €4,000 compared with those whose income was less than €1,001 per month. This was also true for those

than 500 employees subject to mandatory social insurance contributions at the time the third wave took place.

in all the education groups lower than a university degree and for those with increasing labor market experience (concave function; max. 11.35 years).

Looking at how likely it was for these groups to participate in the telephone surveys (Table 9, Model 3), we found that in this sample of newly sampled companies women and Germans were more likely to participate than were men and non-Germans, respectively. Also, the probability of participation was higher for persons who worked in administration/education/health than for those working in production/energy/water/construction, and it was also higher with increasing age (concave function; max. age 54.50 years).

However, with regard to the different education groups, all those with less than a university degree were more likely to be found in the sample that had addresses with telephone numbers, but they were significantly less likely to participate in the telephone surveys. Furthermore, with increasing labor market experience and job tenure, this probability decreased.

Table 9: Logistic regression (random intercept) for the probability of participation of new respondents in newly sampled companies (2017; average marginal effects & 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)	
	ame	or	ame	Or	ame	or
Gender: Female	0.211**	1.235**	-0.158 **	0.854**	0.248 **	1.281**
Nationality: German	0.906***	2.474***	0.964 ***	2.622***	0.547 **	1.729**
Place of residence: western Germany	-0.109	0.897	-0.797 **	0.451**	0.045	1.046
Qualification						
Ref.: University degree						
Not known	-0.544***	0.581***	0.256 **	1.292**	-0.668 ***	0.513***
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	-0.399*	0.671*	0.312 **	1.366**	-0.504 **	0.604**
Low-track secondary school (<i>Hauptschule</i>) /intermediate-track secondary school (<i>Realschule</i>) <u>with</u> vocational training	-0.427***	0.653***	0.352 ***	1.421***	-0.521 ***	0.594***
School-leaving certificate for German university entrance (<i>Abitur</i>) <u>with</u> vocational training	-0.224	0.799	0.251 **	1.286**	-0.340 **	0.712**

Age/work experience/years of service						
Age	0.129**	1.137**	-0.022	0.978	0.134 **	1.143**
Age ²	-0.001*	0.999*	0.000	1.000	-0.001 *	0.999*
Labor market experience	-0.009	0.991	0.071 ***	1.073***	-0.047 *	0.954*
Labor market experience ²	-0.001	0.999	-0.003 ***	0.997***	0.001	1.001
Job tenure	-0.055**	0.947**	-0.088 ***	0.916***	-0.052 **	0.949**
Job tenure ²	-0.001	0.999	-0.002 ***	0.998***	0.001	1.001
Monthly salary						
Ref.: Up to 1,000 euros						
1,001-2,000 euros	0.006	1.006	0.371 *	1.450*	-0.119	0.888
2,001-3,000 euros	0.067	1.069	0.512 **	1.668**	-0.062	0.940
3,001-4,000 euros	0.100	1.105	0.436 *	1.547*	-0.014	0.987
4,001-5,000 euros	0.085	1.089	0.148	1.159	0.068	1.070
5,001 euros and more	-0.404	0.668	-0.459 *	0.632*	-0.077	0.926
Company size						
Ref.: 500-699 employees						
700-999 employees	-0.111	0.895	-0.252	0.778	-0.059	0.943
1,000-1,499 employees	0.025	1.012	0.010	1.010	0.036	1.037
1,500 employees and more	-0.120	0.887	-0.336	0.714	0.052	1.054
Economic sector						
Ref.:						
Production/energy/water/construction						
Retail/transport/hospitality	0.076	1.078	-0.829	0.437	0.257	1.293
Information/economic services	0.012	1.012	-0.500 *	0.607*	0.219	1.245
Administration/education/health	0.150	1.161	-0.313	0.731	0.279 *	1.322 *
Constant		0.004***		4.213**		0.007***
Standard deviation of the company random effects	/	0.075	/	0.432***	/	0.000
N (employees)	15,292	15,292	15,292	15,292	8,066	8,066
N (companies)	29	29	29	29	29	29

Note: ame = average marginal effects; or = odds ratios

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

2.6 Representativeness

Table 10 provides information about the representativeness of the respondents in wave 3 of the LEEP-B3 sample as compared with all employees in the statistical population.¹³ This includes all respondents in the third wave of data collection (i.e., interviews of panel participants as well as newly conducted interviews). The respondents had to be in regular employment, to have been born after 1959, and to

¹³ Panel respondents within companies that employ fewer than 500 workers at the time of the third wave were not part of the statistical population and were therefore excluded.

work in companies with at least 500 employees (reference dates: wave 1 = December 31, 2010; wave 2 = December 31, 2012; wave 3 = December 31, 2016; see also Pausch et al., 2013; Reimann et al., 2015; Peters et al., 2020) The data source for the statistical population was the Integrated Employment Biographies ([IEB] V13.01.00-181010 [2018]), which is based on all social security registrations.

A logistic regression with robust standard errors¹⁴ was used to assess whether the distribution of employees' characteristics (i.e., gender, nationality, education, age, labor market experience, job tenure, income, company size, and economic sector) was the same in the statistical population and the LEEP-B3 sample (third wave).

The results showed that, in some respects, the data set is mostly representative of the survey population of employees in large companies. The share of women did not differ between the statistical population and the interviews conducted. In addition, no differences were evident in terms of age, labor market experience, job tenure, region (western/eastern Germany), or sector. However, the third-wave data were not representative when it came to nationality, education background, monthly salary, and company size. German nationals were overrepresented compared with non-German employees. Moreover, all those in education groups lower than a university degree (i.e., employees with no or unknown education degree or low-track secondary school (*Hauptschule*)/intermediate-track secondary school (*Realschule*)/a school-leaving certificate for German university entrance (*Abitur*) with or without vocational training) were significantly underrepresented compared with employees who had a university degree. Probably going along with this, persons in wage groups with monthly incomes of €1,001 up to €5,000 were overrepresented within our survey compared with those who earned €1,000 or less per month. Moreover, employees in companies with 700 to 999 employees were overrepresented, whereas larger companies with more than 1,500 employees were strongly underrepresented compared with the reference firms having 500 to 699 employees.

Thus, our analysis showed stratification of specific characteristics in the third-wave sample. This finding should be considered when one is looking to answer specific research questions.

¹⁴ We chose this method even though it results in a deviation from the method used in the selectivity analysis. Probably because of the large variance in the firms, it was not possible to estimate a multilevel model. We used this method since it fulfills relatively similar conditions and also takes into account clustering in companies.

Table 10: Logistic regression for the representativeness of the interviews conducted (average marginal effects & odds ratios)

	ame	or
Gender: Female	-0.00002	0.985
Nationality: German	0.00107***	2.718***
Place of residence: Western Germany	-0.00017	0.854
Qualification		
Ref.: University degree		
Not known	-0.00062**	0.601**
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	-0.00088***	0.433***
Low-track secondary school (<i>Hauptschule</i>)/ intermediate-track secondary school (<i>Realschule</i>) <u>with</u> vocational training	-0.00065***	0.585***
School-leaving certificate for German university entrance (<i>Abitur</i>) <u>with</u> vocational training	-0.00039*	0.748**
Age/work experience/years of service		
Age	0.00000	1.001
Age ²	0.00000	1.000
Labor market experience	-0.00000	0.995
Labor market experience ²	-0.00000	1.000
Job tenure	-0.00000	0.999
Job tenure ²	-0.00000	1.000
Monthly salary		
Ref.: Up to 1,000 euros		
1,001-2,000 euros	0.00037**	1.416**
2,001-3,000 euros	0.00059**	1.735***
3,001-4,000 euros	0.00066***	1.857***
4,001-5,000 euros	0.00048**	1.568**
5,001 euros and above	0.00024	1.246
Company size		
Ref.: 500-699 employees		
700-999 employees	0.00051*	1.609 *
1,000-1,499 employees	-0.00024	0.798
1,500 employees and above	-0.00146***	0.257***
Economic sector		
Ref.: Production/energy/water/construction		
Retail/transport/hospitality	-0.00016	0.861
Information/economic services	0.00023	1.240
Administration/education/health	0.00030	1.322
Constant		0.000***
R²		0.046
N (employees)		4,832,214
N (companies)		4,591

Note: ame = average marginal effects; or = odds ratios

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

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Appendix 1: Questionnaires

Employee survey (panel respondents)

Topics

- 0. Introduction and identity check
- I. Occupation
- II. Private life
- III. Leisure time
- IV. Work-Family-Balance
- V. Satisfaction
- VI. Health
- VII. Agreement for linking supplement data
- VIII. Socio-demographic details
- IX. Partner-Survey

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>? Three/four years ago, you participated in a survey on occupational and private life of the Bielefeld University. To better understand the achievement of goals in private and working life, it is of great importance to interview you again about your occupational and private situation.

INT: By conducting telephone interviews, we try to identify the 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 30 minutes and therefore, takes less time than at the last time.

Your participation 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 bound to secrecy. The data will be used exclusively for this research project. Do you have time to take part in this survey now, 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!

Note: 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: What is your current employment status?

- Employed → Questionnaire version for core respondents
- Self-employed → Questionnaire version for company leavers
- Marginally or irregularly employed (e.g. 450 euro job)
 - Questionnaire version for core respondents
- Unemployed → Questionnaire version for company leavers
- Educational training/ study → Questionnaire version for company leavers
- Advanced vocational training → Questionnaire version for company leavers
- Not employed → Questionnaire version for company leavers
- Child care/ maternity leave/ parental leave → Questionnaire version for core respondents
- Retirement → **INT98**

INT98: Thank you for your time! 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!

Q005: If you have several employment contracts, please think only about your main job. Are you still working for the same employer as [month of participation in wave 2]?

- Yes.....
- No → proceed with questionnaire for company leavers

Q006: Has something changed in your occupational situation since [month of participation in wave 2]? Have you changed e.g. your task, team or department within the establishment?

- Yes, task
- Yes, team.....
- Yes, department.....
- No → proceed with question Q201

Q007: As measured by your own goals and aspirations, is this change related to an occupational improvement or deterioration?

- To an occupational improvement
- To an occupational deterioration
- To none of both

Part I: Occupation

The following questions are about your current employment.

Q201: Do you have a side job?

- Yes.....
- No

[Ask only those, who have answered "limited" at Q202 in the last wave]

Q202: Please think about your main job. Is your contract of employment a fixed-term contract?

Yes.....

No

[All again]

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/seasonal.

Never

Q207A: If you work overtime, do you do this at your regular workplace or do you take work with you in order to do it from home or on the way?

Only at regular workplace

Mostly at regular workplace

Only from home or on the way

Q210: Does your work schedule include shiftwork?

Yes.....

No → proceed with *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

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

- Yes.....
- No → proceed with *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

Q216B: How many hours per week do you do tasks or activities in your free time that should actually be part of your regular work hours (e.g. writing business e-mails, reading literature, ...)

_____ hours

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 rate 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"/>

D100: Now, here are a few questions about your everyday work. How often do you use the following information and communication technology?

	Several times per day	Daily	Weekly	Rarely	Never
	1	2	3	4	5
D100A: How often do you communicate/interact face to face with your supervisor about your work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100B: How often do you communicate with your supervisor about your work via phone?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100C: How often do you communicate with your supervisor about your work via e-mail?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100D: How often do you communicate with your supervisor about your work via digital communication platforms or apps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100E: How often do you communicate face to face with your colleagues about your work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100F: How often do you communicate about your work with colleagues via phone?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100G: How often do you communicate about your work with colleagues via e-mail?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100H: How often do you communicate about your work with colleagues via digital communication platforms or apps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100I: How often do you use digital information or data for your work that you retrieve, e.g. by in-house or external information systems?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100J: How often do you use digital information or data for your work that have been stored automatically during the process, e.g. by machines, computer programs or apps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D101: We proceed with questions about information and communication technology. Please answer according to a scale from 1 to 5 to what extent each of the following statements applies to you. 1 means that the statement “applies completely” and 5 means that it “does not apply at all”. Choose the numbers in between to rate your statement.

	Applies completely			Does not apply at all	
	1	2	3	4	5
D101A: The use of digital information and communication technology has increased over the last three years.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[Ask D102A to D102E only, if D100C, D100D, D100G, D100H, D100I, D100J are at least once not 4 or 5.]

	Applies completely			Does not apply at all	
	1	2	3	4	5
D102A: By using digital information and communication technology, I am more flexible in terms of work place and time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D102B: The use of digital information and communication technology makes communication more efficient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D102C: By using digital information and communication technology, I have to be constantly available.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D102D: The use of digital information and communication technology will replace personal interaction.

D102E: When using digital information and communication technology, I feel overwhelmed by the amount of information and communication.

D200: And how often do you deal with the following activities in your everyday work?

	Several times per day	Daily	Weekly	Rarely	Never
	1	2	3	4	5
D200A: How often do you control or program machines or work units digitally, e.g. via computer or input displays?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D200B: How often do you have to intervene digitally in the automated work processes of machines or work units in case of disturbances?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D200C: How often do you get work instructions that are not personal but automatic, e.g. from machines, computer programs, or apps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D201: We proceed with questions about automatically created work instructions. Please answer according to a scale from 1 to 5, to what extent each of the following statements applies to you. 1 means that the statement “applies completely” and 5 means that it “does not apply at all”. Choose the numbers in between to rate your statement.

	Applies completely			Does not apply at all	
	1	2	3	4	5
D202A: Work instructions that are not created by people, but by machines, computer programs or apps have increased within the last 3 years.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[Ask D202A to D202F only, if D200C is unequal 4 or 5.]

	Applies completely			Does not apply at all	
	1	2	3	4	5
D202A: Automatically generated work instructions give me less control over my own work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D202B: Automatically generated work instructions give me less autonomy at my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D202C: By using automatically created work instructions, personal contact is neglected.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D202D: Automatically created work instructions make work distribution fairer.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D202E: Automatically created work instructions make the work distribution more efficient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D202F: Automatically created work instructions make it more difficult to respond to private commitments at short notice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D300: Now there are following a few questions about the automatic storage of information or data about your work steps. Please answer according to a scale from 1 to 5, to what extent each of the following statements applies to you. 1 means that the statement “applies completely” and 5 means that it “does not apply at all”. Choose the numbers in between to rate your statement.

	Applies completely			Does not apply at all	
	1	2	3	4	5
D300A: Information or data about my operations are automatically stored e.g. via an app, machines or a computer program.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D301A: The automatic storage of information or data about my work steps has increased within the last 3 years.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[Ask D302A to D302D only, if D300A is unequal 4 or 5.]

	Applies completely			Does not apply at all	
	1	2	3	4	5
D302A: The automatically stored information or data about my work are used for my performance evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D302B: Through automatically stored information or data about my work I can make my work even more efficient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D302C: Through automatically stored information or data about my work I am constantly monitored.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D302D: Through automatically stored information or data about my work my privacy is not protected.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D400: Now are following questions about working with robots.

	Several times per day	Daily	Weekly	Rarely	Never
	1	2	3	4	5
D400A: How often does your work involve handling stationary robots?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D400B: How often does your work involve handling autonomous mobile robots?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D401: We will continue with the work with robots. 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” and 5 means that it “does not apply at all”. Choose the numbers in between to rate your statement.

	Applies completely			Does not apply at all	
	1	2	3	4	5
D401A: Working with robots has increased within the last 3 years.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[Ask D402A to D402E only, if at least once D400A or D400B are not 4 or 5.]

	Applies completely			Does not apply at all	
	1	2	3	4	5
D402A: Working with robots reduces my workload.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D402B: By working with robots, I have less autonomy at my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D402C: By working with robots, I have less control over my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D402D: Working with robots means I have to complete further qualifications/qualify further.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D402E: My job is threatened in the future because robots are taking over or will take over my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D500: Thus far, we asked about changes in the workplace, which are often referred to as digitalization. Do you agree with the following statements about digitalization in your workplace or not?

	Yes	No
	1	2
D500A: In the last three years, jobs in my field of work have been eliminated in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D500B: Over the next three years, jobs in my field of work will disappear in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D501A: In the last three years, my work has been restructured in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D501B: Over the next three years, my work will be restructured in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D502A: In the last three years, my professional expertise has become less important in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D502B: Over the next three years, my professional expertise will become less important in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D503A: In the last three years, additional qualifications were required because of changes in my work in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D503B: Over the next three years, additional qualifications will be required because of changes in my work in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>

Q221: In the following part I will ask you about stressors at your workplace. How often does it happen that you have to go to the limits of your physical capacities 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 a supervisor

→ proceed with *question Q227*

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

- Man
- Woman.....

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 with *question Q236*

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 respondent is a woman, 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: _____

Q236: Now, we would like to know more about your relationship with your colleagues, supervisor and organization. Please answer according to a scale from 1 to 5, to what extent each of the following statements applies to you. 1 means that the statement “applies completely”, 5 means that it “does not apply at all”. Choose the numbers in between to rate 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 compability of family life and work <i>[if Q223 not „Do not have a supervisor“]</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q236B:	When 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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q236C:	I have come to the decision to only do the work which is indispensable for the completion/ execution of my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

R236: How often do the following things 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	Seldom	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? <i>[if Q223 not „Do not have a supervisor“]</i> 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 organization? 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 rate 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"/>

Q238E: Think about your current employment. Employers make promises to give employees certain things in exchange for their contribution to the organization. Please answer according to a scale from 1 to 5, to what extent you are expecting long-term job security from your employer. 1 means “completely expected” and 5 means “not at all expected”. Choose the numbers in between to rate 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

Q239E: Now please consider to what extent your employer actually provides long-term job security to 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.

Completely provided 1 2 3 4 5 Not provided at all

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

Completely expected 1 2 3 4 5 Not at all expected

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

Completely provided 1 2 3 4 5 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 5 means that it is “absolutely unbalanced”, to your disadvantage.

Absolutely balanced 1 2 3 4 5 Absolutely unbalanced

Q241A: Does your organization offer flexible daily and weekly working times (e.g. flex time, core time accounts)?

Yes

No → proceed with *question Q241B*

Q24A1: Do you make use of these: Flexible daily and weekly working time (e.g. flex time, working-time accounts)?

Nearly every day

Every week

Several times per month

Rarely.....

From time to time/seasonal.

Never

Q241B: Does your organization offer homebased telework?

Yes

No → proceed with *question Q24B3*

Q24B1: Do you make use of this: homebased telework?

Nearly every day

Every week

Several times per month

Rarely.....

From time to time/seasonal.

Never

- Q24B2: What kind of homebased telework is this?**
- Regulated homebased telework (e.g. working hours set out in writing)
- Informal homebased telework without written regulations
- Both

Q24B3: To what extent is it true that you are considered less committed in your organization, if you are not present at the organization workplace? Would you say „applies completely” that would be the 1 or 5, which means that it “does not apply at all”. Choose the numbers in between to rate your statement.

Applies completely 1 2 3 4 5 Does not apply at all

Q220: I will now read out some statements, concerning the influence private life can have on working 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 rate 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 getting 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 abandon activities at work that could be helpful for 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"/>

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 two years to talk with your direct supervisor about your career advancement? [If Q223 not „Do not have a supervisor”]

- Yes
- No

Q245: Are you currently considering 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 wanted to. 1 means “very easy” and 5 means “extremely difficult”.

Very easy 1 2 3 4 5 Extremely difficult

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

Very likely 1 2 3 4 5 Very unlikely

Part II: Private life

Q4011: In the following I would like to ask you several questions concerning your family situation. In the last survey, you indicated to be... [programming by SOKO; fill in situation of wave 2]. Did anything change since [month of participation in wave 2]?

Yes.....

No → proceed with question Q409

Q4021: Which changes based on your partnership took place? And when?

INT: There could have been several changes taking place simultaneously.

- a) I broke up with my last partner, spouse or companion/cohabitant.
When? _____ (Year)
- b) got divorced
When? _____ (Year)
- c) Partner, spouse or companion/cohabitant died
When? _____ (Year)
- d) Got married
When? _____ (Year)
- e) Registered a civil partnership
When? _____ (Year)
- f) Entered a new partnership
When did the relationship get so close so that you would consider it as the beginning of your relationship?
_____ (Year)

[From Q409 onwards ONLY, if Q4021 is d, e, or f and persons, who have indicated to be in a relationship in wave 2]

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

Yes.....

No → proceed with question Q411

Q410: In which year did you move in together?

Year: _____ → proceed with 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"/>
Q412F:	My partner supports me with my career plans.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q412G:	The job-related networks of my partner help me with my career.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q2221: In the following I would like to ask you some questions about your family situation. Has anything changed since [month of participation in wave 2]? For example, did you have children or did children move in or out of the household?

Yes.....

No → proceed with *question* Q418

Q2222: Please indicate which of the following family changes took place.

INT: There could have been several changes taking place simultaneously.

a) Child or children has moved out.....

Number? _____

When? _____ (Year)

b) Child or children were born
When were these children born

[For each child:]

_____ (Year)

Q2222A: How many?

Number of children: _____(adapt to the text)

D2222A: When was this child born? Please state the month and the year.

OR

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.

D2222B: When was the oldest child born?

Q2322AM: _____ (Month)

Q2322AJ: _____ (Year)

Q2322A: **[For every child:] Is the child living in the household?**

Yes.....

No

i) I adopted a child or children/ children of my partner are living in my household now. When?
_____ (Year)

Q2223A: How many?

Number of children: _____ (adapt to the text)

D2223A: When was this child born? Please state the month and the year.

OR

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.

D2223B: When was the oldest child born?

Q2323AM: _____ (Month)

Q2323AJ: _____ (Year)

Q2323A: [For every child:] Is the child living in the household?

Yes.....

No

Q418: [If the year of birth of the youngest child > 2004:] 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: Multiple answers possible.

Organization-funded childcare

Kindergarten/ nursery/ pre-school

Family childcare e.g. grandparents or other family members

Paid childcare at home e.g. a nanny

All-day school/ full-time school

Other (open answer):

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, going to the cinema, visits of friends _____ hours a week

Q419D: Housework, e.g. cooking, cleaning, washing, repairs and shopping _____ hours a week

Part III: 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 to. How many persons are there? Please do not take your partner into account.

Number of persons: _____

None → proceed with *question Q503*

Q501A: How many of them do you know from work?

Number of persons from work: _____

None

Q501B: How many of them have a migration background ?
 Number of persons, who have a migration background: _____
 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 of such people are there? Please do not take your partner into account.
 Number of persons: _____
 None → proceed with *question Q601*

Q503A: How many of them do you know from work?
 Number of persons from work: _____
 None

Q503B: How many of them have a migration background ?
 Number of persons, who have a migration background: _____
 None

Part IV: Work-Family-Balance

Q601: I will now read out some statements concerning the influence working life may have on 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 rate your statement.

		Applies completely			Does not apply at all	
		1	2	3	4	5
Q601A:	My work keeps me 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 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 physically too 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 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"/>
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: There are different opinions about the distribution of tasks of women and men in the family and in child-rearing. 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 rate 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 take care of the children and the housework.	<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 sometimes. Please answer according to a scale from 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 rate your statement.

		Strongly agree			Strongly disagree	
		1	2	3	4	5
Q603A:	Foreigners and migrants who live in Germany should adapt to 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 over foreigners.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q603C:	I prefer to work with people who are from my country.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part V: Satisfaction

I001: The following questions are about your satisfaction with various areas in life. Please answer according to a scale from 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:	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"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001B:	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"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001C:	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"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001D:	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"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001G:	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"/>	<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 VI: Health

- I102:** We proceed 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 from 1 to 5. 1 means “always”, 5 means “never”. Choose the numbers in between to rate your statement.
- How often in 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 regarding 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 performance of your work or other activities.

I107B: You accomplished less than you would like.

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

always often sometimes rarely never

1 2 3 4 5

I108A: You accomplished less than you would like.

I108B: You did your work or other activities less carefully than usual.

Part VII: Agreement for linking supplement data

Q301: To keep the interview as short as possible, we would like to use extracts of data that is 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 followed strictly. 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 respondent in a competent and confident way. Intensive familiarity with the data protection document is important!

Yes.....

No

➔ proceed with question Q203

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 side jobs.

Q305A: _____ (Month)

Q305B: _____ (Year)

Part VIII: Socio-demographic details

I201a: Now we are almost at the end of the interview. There are just a few general questions left. Have you obtained another school certificate since [month of participation in wave 2]?

Yes → proceed with question I201b

No → proceed with question I203a

I201b: If yes, then...

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 qualicator certificate of secondary education is considered as certificate of secondary education.

INT: Read out the answers just if required.

- 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) → proceed with question I203
- 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)

I202: What kind of additional certificate is it? _____

INT: Detailed description of the certificate by the respondent.

I203a Have you obtained a further vocational education or study degree since [month of participation in wave 2]?

Yes → proceed with question I203b

No

I203b: If yes, then ...

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" (in the past: Ingenieurschule,
Lehrerbildung, GDR: Ingenieur- and Fachschulabschluss): e.g. Master,
Diploma, Magister, "Staatsexamen"

University, other higher education institution degree: Bachelor

University, other higher education institution degree: e.g. Master,
Diploma, Magister, "Staatsexamen"

University, other higher education institution degree with Promotion

Foreign certificate, namely _____

(just if explicitly mentioned by respondent)

[Ask only, if person has a migration background]

I2093: Have you sent money to your home country or the home country of your parents or did you bring money along when travelling home since November 2015?

Yes

No

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 with question I214

I212J: Amount in Euro: _____ (annually) → proceed with 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 receive flexible, performance- or profit-related premiums?

- Yes
- No → proceed with *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 with *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 with *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. → proceed with *question I306*

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 IX: Partner-Survey

[If partner exists]:

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 interview 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 with partner-survey
No

I302: Or would it be possible to call your partner on this telephone number in the next few 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 → proceed with *question I320*

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 some basic information on your partner?

Yes.....
No → proceed with *question I320*

I307: What is your partner's year of birth?

Year: _____

I308: Was your partner born in Germany?

Yes.....

No → proceed with *question I310*

I309: In East or West Germany?

West Germany → proceed with *question I311*

East Germany → proceed with *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 qualicator 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 with *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" (in the past: Ingenieurschule, Lehrerbildung, GDR: Ingenieur- und Fachschulabschluss): e.g. Master, Diploma, Magister, "Staatsexamen"
- University, other higher education institution degree: Bachelor
- University, other higher education institution degree: e.g. Master, Diploma, Magister, "Staatsexamen"
- University, other higher education institution degree with Promotion
- Foreign certificate, namely _____
- (just if explicitly mentioned by respondent)

I313: Is your partner employed?

- Yes.....
- No → proceed with *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 you do?

- Yes.....
- No

I316: Is your partner's contract of employment a fixed-term contract?

- Yes.....
- No

I317: Do you know how many hours are specified 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 his/her work schedule begins and ends, for example by flexible working time?

- Yes.....
- No

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

[Interviewer assessment of language skills if the respondent has a migrant background if in wave 1 I204 == no or I208 ==no]

		Very good	good	satisfactory	poor	bad
		1	2	3	4	5
IAA:	According to your assessment, how well did the respondent speak German?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

IAB: Did the respondent speak accent free?

Yes.....

No

Employee survey (new respondents)

Topics

- 0. Introduction and identity check
- I. Big 5
- II. Occupation
- III. Agreement for linking supplement data
- IV. Private life
- V. Leisure time
- VI. Work-Family-Balance
- VII. Personality
- VIII. Satisfaction
- IX. Health
- X. Socio-demographic details
- XI. Partner-Survey

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. Have you received the letter?

Yes.....

No

INT: If “no”: This letter gave you basic information about the survey. By conducting telephone interviews, we try to identify the 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 participation 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 bound to secrecy. The data will be used exclusively for this research project. Do you have time to take part in this survey now, 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!

Note: 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 employed?**
 Yes.....
 No → proceed with question **INT98**
 Don't know → proceed with question **INT98**
 Refusal..... → proceed with question **INT98**

- Q005: If you have several employment contracts, please think only about your main job. Are you still working for the same employer as last December?**
 Yes..... → proceed with question **Q101**
 No

INT98: Thank you for your time! 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
	I see myself as someone who					
Q101A:	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 inventive, 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 side job?

Yes.....

No

Q202: Please think about your main job. Is your contract of employment a fixed-term contract?

Yes.....

No

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/seasonal.

Never

Q207A: If you work overtime, do you do this at your regular workplace or do you take work with you in order to do it from home or on the way?

Only at regular workplace

Mostly at regular workplace

Only from home or on the way

Mostly from home or on the way

Q210: Does your work schedule include shiftwork?

Yes.....

No → proceed with *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

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

- Yes.....
- No → proceed with *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

Q216B: How many hours per week do you do tasks or activities in your free time that should actually be part of your regular work hours (e.g. writing business e-mails, reading literature, ...)

_____ hours

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 rate 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"/>

D100: Now, here are a few questions about your everyday work. How often do you use the following information and communication technology?

		Several times per day	Daily	Weekly	Rarely	Never
		1	2	3	4	5
D100A:	How often do you communicate/interact face to face with your supervisor about your work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100B:	How often do you communicate with your supervisor about your work via phone?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100C:	How often do you communicate with your supervisor about your work via e-mail?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100D:	How often do you communicate with your supervisor about your work via digital communication platforms or apps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100E:	How often do you communicate face to face with your colleagues about your work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100F:	How often do you communicate about your work with colleagues via phone?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100G:	How often do you communicate about your work with colleagues via e-mail?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100H:	How often do you communicate about your work with colleagues via digital communication platforms or apps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100I:	How often do you use digital information or data for your work that you retrieve, e.g. by in-house or external information systems?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D100J:	How often do you use digital information or data for your work that have been stored automatically during the process, e.g. by machines, computer programs or apps?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D101: We proceed with questions about information and communication technology. Please answer according to a scale from 1 to 5 to what extent each of the following statements applies to you. 1 means that the statement “applies completely” and 5 means that it “does not apply at all”. Choose the numbers in between to rate your statement.

Applies completely		Does not apply at all		
1	2	3	4	5

D101A: The use of digital information and communication technology has increased over the last three years.

[Ask D102A to D102E only, if D100C, D100D, D100G, D100H, D100I, D100J are at least once no 4 or 5.]

Applies completely		Does not apply at all		
1	2	3	4	5

D102A: By using digital information and communication technology, I am more flexible in terms of work place and time.

D102B: The use of digital information and communication technology makes communication more efficient.

D102C: By using digital information and communication technology, I have to be constantly available.

D102D: The use of digital information and communication technology will replace personal interaction.

D102E: When using digital information and communication technology, I feel overwhelmed by the amount of information and communication.

D200: And how often do you deal with the following activities in your everyday work?

Several times per day	Daily	Weekly	Rarely	Never
-----------------------	-------	--------	--------	-------

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

D200A: How often do you control or program machines or work units digitally, e.g. via computer or input displays?

D200B: How often do you have to intervene digitally in the automated work processes of machines or work units in case of disturbances?

D200C: How often do you get work instructions that are not personal but automatic, e.g. from machines, computer programs, or apps?

D201: We proceed with questions about automatically created work instructions. Please answer according to a scale from 1 to 5 to what extent each of the following statements applies to you. 1 means that the statement “applies completely” and 5 means that it “does not apply at all”. Choose the numbers in between to rate your statement.

Applies completely				Does not apply at all
1	2	3	4	5

D202A: Work instructions that are not created by people, but by machines, computer programs or apps have increased within the last 3 years.

[Ask D202A to D202F only, if D200C is unequal 4 or 5.]

Applies completely				Does not apply at all
1	2	3	4	5

D202A: Automatically generated work instructions give me less control over my own work.

D202B: Automatically generated work instructions give me less autonomy at my job.

D202C: By using automatically created work instructions, personal contact is neglected.

D202D: Automatically created work instructions make work distribution fairer.

D202E: Automatically created work instructions make the work distribution more efficient.

D202F: Automatically created work instructions make it more difficult to respond to private commitments at short notice.

D300: Now there are following a few questions about the automatic storage of information or data about your work steps. Please answer according to a scale from 1 to 5 to what extent each of the following statements applies to you. 1 means that the statement “applies completely” and 5 means that it “does not apply at all”. Choose the numbers in between to rate your statement.

Applies completely				Does not apply at all
1	2	3	4	5

D300A: Information or data about my operations are automatically stored e.g. via an app, machines or a computer program.

D301A: The automatic storage of information or data about my work steps has increased within the last 3 years.

[Ask D302A to D302D only, if D300A is unequal 4 or 5.]

		Applies completely			Does not apply at all	
		1	2	3	4	5
D302A:	The automatically stored information or data about my work are used for my performance evaluation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D302B:	Through automatically stored information or data about my work, I can make my work even more efficient.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D302C:	Through automatically stored information or data about my work, I am constantly monitored.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D302D:	Through automatically stored information or data about my work, my privacy is not protected.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D400: Now are following questions about working with robots.

		Several times per day	Daily	Weekly	Rarely	Never
		1	2	3	4	5
D400A:	How often does your work involve handling stationary robots?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D400B:	How often does your work involve handling autonomous mobile robots?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D401: We will continue with the work with robots. 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” and 5 means that it “does not apply at all”. Choose the numbers in between to rate your statement.

		Applies completely			Does not apply at all	
		1	2	3	4	5
D401A:	Working with robots has increased within the last 3 years.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

[Ask D402A to D402E only, if at least once D400A or D400B are not 4 or 5.]

		Applies completely			Does not apply at all	
		1	2	3	4	5
D402A:	Working with robots reduces my workload.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D402B:	By working with robots, I have less autonomy at my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D402C:	By working with robots, I have less control over my job.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D402D:	Working with robots means I have to complete further qualifications/qualify further.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D402E:	My job is threatened in the future because robots are taking over or will take over my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

D500: Thus far, we asked about changes in the workplace, which are often referred to as digitalization. Do you agree with the following statements about digitalization in your workplace or not?

	Yes	No
	1	2
D500A: In the last three years, jobs in my field of work have been eliminated in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D500B: Over the next three years, jobs in my field of work will disappear in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D501A: In the last three years, my work has been restructured in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D501B: Over the next three years, my work will be restructured in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D502A: In the last three years, my professional expertise has become less important in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D502B: Over the next three years, my professional expertise will become less important in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D503A: In the last three years, additional qualifications were required because of changes in my work in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>
D503B: Over the next three years, additional qualifications will be required because of changes in my work in course of digitalization.	<input type="checkbox"/>	<input type="checkbox"/>

Q221: In the following part I will ask you about stressors at your workplace. 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 a supervisor

➔ proceed with *question Q227*

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

Man

Woman.....

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 with *question Q236*

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 respondent is a woman, 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: _____

Q236: Now, we would like to know more about your relationship with your colleagues, supervisor and organization. Please answer according to a scale from 1 to 5, to what extent each of the following statements applies to you. 1 means that the statement “applies completely”, 5 means that it “does not apply at all”. Choose the numbers in between to rate 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 life and work <i>[if Q223 not „Do not have a supervisor“]</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
---------------	---	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

Q236B:	When 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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
---------------	---	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

Q236C:	I have come to the decision to only do the work which is indispensable for the completion/ execution of my work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
---------------	--	--------------------------	--------------------------	--------------------------	--------------------------	--------------------------

R236: How often do the following things 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	Seldom	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 a supervisor“] 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 organization? 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 rate 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"/>

Q238E: Think about your current employment. Employers make promises to give employees certain things in exchange for their contribution to the organization. Please answer according to a scale from 1 to 5, to what extent you are expecting long-term job security from your employer. 1 means “completely expected” and 5 means “not at all expected”. Choose the numbers in between to rate 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

Q239E: Now please consider to what extent your employer actually provides long-term job security to 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

Q238H: To what extent do you expect flexible working hours from 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

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

	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 5 means that it is "absolutely unbalanced", to your disadvantage.

Absolutely balanced 1 2 3 4 5 Absolutely unbalanced

Q241A: Does your organization offer flexible daily and weekly working times (e.g. flex time, core time accounts)?

Yes
 No → proceed with *question Q241B*

Q24A1: Do you make use of these: Flexible daily and weekly working time (e.g. flex time, working-time accounts)?

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

Q241B: Does your organization homebased telework?

Yes
 No → proceed with *question Q24B3*

Q24B1: Do you make use of this: homebased telework?

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

Q24B2: What kind of homebased telework is this?

Regulated homebased telework (e.g. working hours set out in writing)
 Informal homebased telework without written regulations.....
 Both

Q24B3: To what extent is it true that you are considered less committed in your organization, if you are not present at the organization workplace? Would you say „applies completely” that would be the 1 or 5, which means that it “does not apply at all”. Choose the numbers in between to rate your statement.

Applies completely 1 2 3 4 5 Does not apply at all

Q220: I will now read out some statements, concerning the influence private life can have on working 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 rate 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 getting 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 abandon activities at work that could be helpful for 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"/>

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

	1	2	3	4	5	
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 two years to talk with your direct supervisor about your career advancement? [if Q223 not „Do not have a supervisor”]

- Yes
- No

Q245: Are you currently considering 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 wanted to. 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

Q247: What do you think how likely is it that you will be dismissed in the next two years? 1 means “very likely”, 5 means “very unlikely”. Choose the numbers in between to rate 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: Agreement for linking supplement data

Q301: To keep the interview as short as possible, we would like to use extracts of data that is 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 followed strictly. 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 respondent in a competent and confident way. Intensive familiarity with the data protection document is important!

Yes

No

➔ proceed with *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 side jobs.

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 family status do you have?

INT: Do not read the answers aloud.

- a) Married.....
- b) Separated
- c) Divorced → proceed with *question Q405*
- d) Widowed → proceed with *question Q407*
- e) Registered civil partnership..... → proceed with *question Q404*
- f) Single..... → proceed with *question Q407*

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

- Year: _____ → proceed with *question Q407*, if b)
→ proceed with *question Q408*, if a) and year ≥ 2005
→ proceed with *question Q409*, if a) and year < 2005

Q404: When did you register your present civil partnership?

- Year: _____ → proceed with *question Q408*, if year ≥ 2005
→ proceed with *question Q409*, if year < 2005

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 with *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 with *question Q411*

Q410: In which year did you move together?

Year: _____ → proceed with *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?

Q412F: My partner supports me with my career plans.

Q412G: The job-related networks of my partner help me with my career.

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

Yes.....

No proceed with 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 up to the eighth oldest 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 > 2004:] 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: Multiple answers possible.

Organization-funded childcare

Kindergarten/ nursery/ pre-school.....

Family childcare e.g. grandparents or other family members.....

Paid childcare at home e.g. a nanny

All-day school/ full-time school.....

Other (open answer): _____

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, going to the cinema, visits of friends _____ hours a week
Q419D: Housework, e.g. cooking, cleaning, washing, repairs and shopping _____ hours a week

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 to. How many persons are there? Please do not take your partner into account.

Number of persons: _____

None → proceed with *question Q503*

Q502A: How many of them do you know from work?

Number of persons from work: _____

None

Q502B: How many of them have a migration background?

Number of persons, who have a migration background: _____

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 of such people are there? Please do not take your partner into account.

Number of persons: _____

None → proceed with *question Q601*

Q504A: How many of them do you know from work?

Number of persons from work: _____

None

Q504B: How many of them have a migration background?

Number of persons, who have a migration background: _____

None

Part VI: Work-Family-Balance

Q601: I will now read out some statements concerning the influence working life may have on 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 rate your statement.

	Applies completely			Does not apply at all	
	1	2	3	4	5
Q601A: My work keeps me 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 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 physically too 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 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"/>
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: There are different opinions about the distribution of tasks of women and men in the family and in child-rearing. 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 rate 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 take care of the children and the housework.	<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 sometimes. Please answer according to a scale from 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 rate your statement.

	Strongly agree			Strongly disagree	
	1	2	3	4	5
Q603A: Foreigners and migrants who live in Germany should adapt to 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 over foreigners.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q603C: I prefer to work with people who are from my country.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part VII: 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 rate 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 VIII: Satisfaction

I001: The following questions are about your satisfaction with various areas in life. Please answer according to a scale from 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:	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:	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:	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:	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"/>
I001G:	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 IX: Health

I102: We proceed 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 from 1 to 5. 1 means “always”, 5 means “never”. Choose the numbers in between to rate your statement.

How often in 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 regarding 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 performance of your 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 regarding your work or other regular daily activities as a result of any emotional problems (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 your work or other activities less carefully than usual.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part X: Socio-demographic details

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

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 with *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" (in the past: Ingenieurschule,
Lehrerbildung, GDR: Ingenieur- and Fachschulabschluss): e.g. Master,
Diploma, Magister, "Staatsexamen"
- University, other higher education institution degree: Bachelor
- University, other higher education institution degree: e.g. Master,
Diploma, Magister, "Staatsexamen"
- University, other higher education institution degree with Promotion
- Foreign certificate, namely _____
(just if explicitly mentioned by respondent)

I204: Were you born in Germany?

Yes.....

No → proceed with *question I206*

I205: In West Germany or East Germany?

West Germany → proceed with *question I208*

East Germany → proceed with *question I208*

I206: In which country were you born?

Country (open answer): _____

I207: Since when do you live in Germany?

Since year: _____ → proceed with *question I209*

I208: Were both of your parents born in Germany?

Yes..... → proceed with *question I212*

No

I209: Where was your father born?

Country (open answer): _____

I210: Where was your mother born?

Country (open answer): _____

I211: Which language do you mainly speak at home?

Language: _____

I2091: As a person with migration background you are faced with the challenge of speaking two languages. According to your own assessment: How good can you speak German and your native language or the native language of your parents? Would you consider your skills as "very good" "good" "satisfactory" "poor" or "bad"?

Very good good satisfactory poor bad

1 2 3 4 5

I2091A: According to your own assessment, how well do you speak German?

I2091B: How well do you write German?

I2091C: How well do you speak your native language/ or the native language of your parents?

I2091D: How well do you write your native language?

I2092: Which nationality do you have?
German
Open answer: _____

I2093: Have you sent money to your home country or the home country of your parents or did you bring money along when travelling home since November 2015?
Yes.....
No

I2094_n: Do you have a foreign school degree?
Yes.....
No → proceed with *question I2096*

I2096_n: Have you obtained a vocational education or study degree abroad?
Yes.....
No → proceed with *question I2098*

I2098: Has your foreign professional qualification been recognized in Germany?
Yes.....
No → proceed to *question I212*

I2099: Do you work in this profession in Germany?
Yes.....
No

[All again]

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 with *question I214*

I212J: Amount in Euro: _____ (annually) → proceed with *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 receive flexible, performance- or profit-related premiums?

- Yes
- No → proceed with *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 with *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 with *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. → proceed with *question I306*

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 XI: Partner-Survey

[If partner exists]:

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 interview 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 with 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 few days?

Yes.....

No → proceed with *question I320*

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 some basic information on your partner?

Yes.....

No → proceed with *question I320*

I307: What is your partner's year of birth?

Year: _____

I308: Was your partner born in Germany?

Yes.....

No → proceed with *question I310*

I309: In East or West Germany?

West Germany → proceed with *question I311*

East Germany → proceed with *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 with *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" (in the past: Ingenieurschule,
Lehrerbildung, GDR: Ingenieur- und Fachschulabschluss): e.g.
Master, Diploma, Magister, "Staatsexamen"
- University, other higher education institution degree: Bachelor
- University, other higher education institution degree: e.g. Master,
Diploma, Magister, "Staatsexamen"
- University, other higher education institution degree with Promotion
- Foreign certificate, namely _____
(just if explicitly mentioned by respondent)

I313: Is your partner employed?

Yes.....

No → proceed with *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 as you do?

Yes.....

No

I316: Is your partner's contract of employment a fixed-term contract?

Yes.....

No

I317: Do you know how many hours are specified 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 his/her work schedule begins and ends, for example by flexible working time?

Yes.....

No

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

[Interviewer assessment of language skills if the respondent has a migrant background if in wave 1 I204 == no or I208 ==no]

Very good good satisfactory poor bad

1 2 3 4 5

IAA: According to your assessment, how well did the respondent speak German?

IAB: Did the respondent speak accent free?

Yes.....

No

Employee survey (company leavers)

Topics

- I. Leaving the organization
- II. Occupation
- III. Private life
- IV. Health
- V. Socio-demographic details
- VI. Agreement for linking supplement data

Part I: Leaving the organization

Q010: How was the employment relationship at this employer terminated?

- Close-down of organization
- Reorganization
- Own resignation
- Termination by employer
- Annulment contract → **proceed with question Q011**
- End of fixed-term contract → **proceed with question Q012**
- Retirement
- Leave of absence

Q011: Was the annulment contract rather voluntary or rather involuntary?

- Voluntary
- Involuntary
- Partly both

Q012: Did you have the possibility of continuing employment at the same employer?

- Yes
- No

[Only if Q010: own termination or Q012: yes]

Q013: **What was the decisive reason to terminate the employment relationship with this employer?**

- Occupational reasons
- Private reasons
- Health reasons

[Only if Q013: Occupational reasons]

Q014: **What was the decisive occupational reason to terminate the employment relationship?**

- Strain
- Occupational development, occupational perspective
- Type of work, interesting work

[All again]

Part II: Occupation

[Only if Q004 employed or marginally/irregularly employed]

In the following we want to know more about your employment situation.

Q202: Please think about your main job. Is your contract of employment a fixed-term contract?

Yes.....

No

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?

Actual hours: _____ hours per week

No response 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/seasonal.

Never

Q210: Does your work schedule include shiftwork?

Yes.....

No → proceed to *question Q214*

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

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

Q216B: How many hours per week do you do tasks or activities in your free time that should actually be part of your regular work hours (e.g. writing business e-mails, reading literature, ...)

_____ hours

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 rate 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"/>

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

INT: Read the possible answers aloud.

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

Q236: Now, we would like to know more about your relationship with your colleagues, supervisor and organization. Please answer according to a scale from 1 to 5, to what extent each of the following statements applies to you. 1 means that the statement “applies completely”, 5 means that it “does not apply at all”. Choose the numbers in between to rate 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 life and work [if Q223 not „Do not have supervisor“]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q236B:	When 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.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q236C:	I have come to the decision to only do the work which is indispensable for the completion/ execution of my work.	<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 organization? 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 rate 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"/>

Q238A: Think about your current employment. Employers make promises to give employees certain things in exchange for their contribution to the organization. Please answer according to a scale from 1 to 5, to what extent you are expecting long-term job security from your employer. 1 means “completely expected” and 5 means “not at all expected”. Choose the numbers in between to rate 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 long-term job security to 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

Q238H: To what extent do you expect flexible working hours from 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

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

	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 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 organization offer flexible daily and weekly working times (e.g. flex time, core time accounts)?

Yes.....

No → proceed to *question Q241B*

Q24A1: Do you make use of these: Flexible daily and weekly working times (e.g. flex time, working-time accounts)?

Yes.....

No

Q241B: Does your organization offer homebased telework?

Yes.....

No → proceed with *question Q241C*

Q24B1: Do you make use of this: homebased telework?

Yes.....

No

[All again, independently of employment status (Q004)]

Part III: Private life

Q4011: In the following I would like to ask you several questions concerning your family situation. In the last survey, you indicated to be... [programming by SOKO; fill in situation of wave 2]. Did anything change since [month of participation in wave 2]?

Yes.....

No → proceed with question Q409

Q4021: Which changes based on your partnership took place? And when?

INT: There could have been several changes taking place simultaneously.

a) I broke up with my last partner, spouse or companion/cohabitant.

When? _____ (Year)

b) got divorced

When? _____ (Year)

c) Partner, spouse or companion/cohabitant died

When? _____ (Year)

d) Got married

When? _____ (Year)

e) Registered a civil partnership

When? _____ (Year)

f) Entered a new partnership

When did the relationship get so close so that you would consider it as the beginning of your relationship?
_____ (Year)

[From Q409 onwards ask ONLY, if Q4021 is d, e, or f and persons, who have indicated to be in a relationship in wave 2]

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

Yes.....

No → proceed with question Q411

Q410: In which year did you move in together?

Year: _____ → proceed with question Q412

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

_____ km

[All again]

Q2221: In the following I would like to ask you some questions about your family situation. Has anything changed since [month of participation in wave 2]? For example, did you have children or did children move in or out of the household?

Yes.....

No → proceed to question I103

Q2222: Please indicate which of the following family changes took place.

INT: There could have been several changes taking place simultaneously.

a) Child or children has moved out.....

Number? _____

When? _____ (Year)

b) Child or children were born

When were these children born **[For each child:]**

_____ (Year)

Q2222A: How many?

Number of children: _____(adapt to the text)

D2222A: When was this child born? Please state the month and the year

OR

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.

D2222B: When was the oldest child born?

Q2322AM: _____ (Month)

Q2322AJ: _____ (Year)

Q2322A: **[For every child:] Is the child living in the household?**

Yes.....

No

i) I adopted a child or children/children of my partner are living in my household now. When?
_____ (Year)

Q2223A: How many?

Number of children: _____(adapt to the text)

D2223A: When was this child born? Please state the month and the year

OR

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.

D2223B: When was the oldest child born?

Q2323AM: _____ (Month)

Q2323AJ: _____ (Year)

Q2323A: **[For every child:] Is the child living in the household?**

Yes.....

No

Part IV: Health

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

- Very good.....
 Good
 Satisfactory
 Poor
 Bad.....

Part V: Socio-demographic details

I201: Now we are almost at the end of the interview. There are just a few general questions left. Have you obtained another school certificate since [month of participation in wave 2]?

No → proceed to *question I203*

If yes, then...

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 qualicator certificate of secondary education is considered as certificate of secondary education.

INT: Read out the answers just if required.

- 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) → proceed with *question I203*
 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 with *question I202*

I202: What kind of additional certificate is it? _____

INT: Detailed description of the certificate by the respondent.

I203a **Have you obtained a further vocational education or study degree since [month of participation in wave 2]?**

Yes
No → proceed to question I212

If yes, then ...

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" (in the past: Ingenieurschule,
Lehrerbildung, GDR: Ingenieur- and Fachschulabschluss): e.g. Master,
Diploma, Magister, "Staatsexamen"
- University, other higher education institution degree: Bachelor
- University, other higher education institution degree: e.g. Master,
Diploma, Magister, "Staatsexamen"
- University, other higher education institution degree with Promotion
- Foreign certificate, namely _____
(just if explicitly mentioned by respondent)

[Only if Q004 in the intro = Employed, self-employed, marginally or irregularly employed]

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 receive flexible, performance- or profit-related premiums?**

Yes

No → proceed with 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

[All again, regardless of employment status (Q015)]

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

Part VI: Agreement for linking supplement data

[With reference to wave 2: Only ask those respondents who did not agree the last time!!!! (Q301: no) ->otherwise, continue with Q303]

Q301: To keep the 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 the analysis of the survey. These are for example additional information referring to your employment history. It is absolutely guaranteed that all data protection regulations will be followed strictly. 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 respondent 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 Q303

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)

[All again]

Thank you very much for your participation in the interview.

Partner survey

Topics

- 0. Intro and identity check
- I. Occupation
- II. Private life
- III. Leisure time
- IV. Work-life balance
- V. Satisfaction
- VI. Health
- VII. Socio-demographic details
- VIII. Agreement for linking supplement data

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 private and working life goals. 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 participation is voluntary. The SOKO Institute guarantees that all information will be processed strictly confidential and anonymously without your name and address. Our staff is bounded 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 more difficult.

INT23: 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
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 employed?

Yes.....
No → proceed with question P412

Part I: Occupation

The following questions are about your current employment.

P006: Do you have a side job?

Yes.....
No

P202: Please think about your main job. Is your contract of employment a fixed-term contract?

Yes.....

No

P205: 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.

P206: And how many hours do you 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.

P207: How often do you work overtime? Would you say...?

Nearly every day

Every week

Several times per month

Rarely.....

From time to time/seasonal.

Never

P210: Does your work schedule include shiftwork?

Yes.....

No → proceed with *question P212*

P211: 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).....

P212: 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

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

Yes.....

No → proceed with *question P216*

P215: How many people do you supervise?

Number of employees: _____

P216: 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.....

Q216B: How many hours per week do you do tasks or activities in your free time that should actually be part of your regular work hours (e.g. writing business e-mails, reading literature, ...)

_____ hours

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

_____ km

Location of workplace varies

P219: 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 rate your statement.

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.

P219B: I am allowed to decide how to go about getting my job done.

P219C: I am able to define what my job objectives are.

P219D: My job mainly includes routine tasks. I rarely learn something new.

P220: I will now read out some statements, concerning the influence private life can have on the working 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.

P220B: Conflicts in my private life interfere with my performance on the job.

- P220C:** Because I am often stressed from family responsibilities, I have a hard time concentrating on my work.
- P220D:** Because of private appointments in my personal life, I often have problems getting my work done.
- 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.
- P220F:** Because of private obligations and responsibilities, I fail to meet deadlines at work.

P225: Now I will ask you a few questions about your direct work environment. Is your direct supervisor a man or woman?

Man

Woman.....

P226: Does your superior have children?

Yes.....

No

P236: Now we would like to ask you 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 applies to you. 1 means that the statement “applies completely”, 5 means that it “does not apply at all”. Choose the numbers in between to rate your statement.

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 life and work [if Q223 not „Do not have a supervisor“]

P236B: When 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.

P237: How important are the following behaviors and skills for employees in your or a comparable position in your organization? 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 rate your statement.

Important				Not important
1	2	3	4	5

P237A: Ability to withstand stress

P237B: Willingness to work overtime

P237C: Being constantly available

P240: 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.

Absolutely balanced 1 2 3 4 5 Absolutely unbalanced

P241A: Does your organization offer flexible daily and weekly working times (e.g. flex time, core time accounts)?

Yes.....
No → proceed with *question P241B*

P24A1: Do you make use of these: Flexible daily and weekly working times (e.g. flex time, working-time accounts)?

Yes.....
No

P241B: Does your organization offer homebased telework?

Yes.....
No → proceed with *question P241C*

P24B1: Do you make use of this: homebased telework?

Yes.....
No

P24B2: What kind of homebased telework is this?

Regulated homebased telework (e.g. working hours set out in writing)
Informal homebased telework without written regulations.....
Both

P24B3: To what extent is it true that you are considered less committed in your organization, if you are not present at the organization workplace? Would you say „applies completely” that would be the 1 or 5, which means that it “does not apply at all”. Choose the numbers in between to rate your statement.

Applies completely 1 2 3 4 5 Does not apply at all

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

Yes.....
No → proceed with *question P245*

P24C1: Do you make use of this option?

Yes.....
No

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

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

P245: Are you currently considering changing your employer?

Yes

No

P246: 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. 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: What do you think how likely is it that you will be dismissed in the next two years? 1 means “very likely”, 5 means “very unlikely”. Choose the numbers in between to rate 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 II: Private life

In the following I would like to ask you several questions concerning your family situation.

P412: 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"/>
Q412F: My partner supports me with my career plans.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q412G: The job-related networks of my partner help me with my career.	<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 from 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 rate your statement.

	Applies completely			Does not apply at all	
	1	2	3	4	5
P430A: When my partner gets home from work he/ she is often physically too 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 misses family activities due to the amount of time he/ 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.

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, going 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, to have dinner with, or to just talk to. How many persons are there? Please do not take your partner into account.

Number of persons: _____

None → proceed with question P503

[Only ask, if P004 = yes (employed)]

P502A: How many of them do you know from work?

Number of persons from work: _____

None

[All again]

P502B: How many of them have a migration background?

Number of persons, who have a migration background: _____

None

P503: Are there people you can share personal thoughts and feelings with, or talk about things you do not talk about with everyone? How many of such people are there? Please do not take your partner into account.

Number of persons: _____

None → proceed with question P601

[Ak only, if P004 = yes (employed)]

Q504A: How many of them do you know from work?

Number of persons from work: _____

None

[All again]

Q504B: How many of them have a migration background?

Number of persons, who have a migration background: _____

None.

Part IV: Work-Family-Balance

[Ask only, if P004 = yes (employed)]

P601: I will now read out some statements concerning the influence working life may have on 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 rate your statement.

		Applies completely			Does not apply at all	
		1	2	3	4	5
P601A:	My work keeps me from my hobbies more than I would like.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
P601B:	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"/>
P601C:	I 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 physically too 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 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"/>
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"/>

[All again]

P602: There are different opinions about the distribution of tasks of women and men in the family and in child-rearing. 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 rate your statement.

		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 take care of the children and the housework.	<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"/>

P603: I will now read out some statements you have probably already heard sometimes. Please answer according to a scale from 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 rate your statement.

		Strongly agree			Strongly disagree	
		1	2	3	4	5
P603A:	Foreigners and migrants who live in Germany should adapt to the German lifestyle.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- P603B:** For the occupation of free job positions, Germans should be preferred over foreigners.
- P603C:** I prefer to work with people who are from my country.

Part V: Satisfaction

PI01: The following questions are about the satisfaction with various areas in your life. Please answer according to a scale from 0 to 10. 0 means you are “totally unsatisfied”, 10 means you are “totally satisfied”. How satisfied are you currently with...?

[PI01A, PI01D, PI01G only if P004 = yes (employed)]

		Totally unsatisfied										Totally satisfied		
		0	1	2	3	4	5	6	7	8	9	10		
PI01A:	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"/>	<input type="checkbox"/>	<input type="checkbox"/>
PI01B:	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"/>	<input type="checkbox"/>	<input type="checkbox"/>
PI01C:	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"/>	<input type="checkbox"/>	<input type="checkbox"/>
PI01D:	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"/>	<input type="checkbox"/>	<input type="checkbox"/>
PI01G:	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"/>	<input type="checkbox"/>	<input type="checkbox"/>

PI02: 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 VI: Health

We proceed with a few general questions about your health status.

PI12: 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 with *question J201*

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

- Very little
- A little
- Moderately
- A lot.....
- Extremely

Part VII: Socio-demographic 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 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 qualicator certificate of secondary education is considered as certificate of secondary education.

INT: Read out the answers just if required.

- 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) → proceed with *question J203*
- 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)

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

J204: Were you born in Germany?

- Yes
- No → proceed with *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: Since when do you live in Germany?

Since year: _____ → proceed with *question J209*

J208: Were both of your parents born in Germany?

- Yes → proceed with *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 to J218 only if P004 = yes (employed)]

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 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

J214: Do you receive 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

[All again]

Part VII: Agreement for linking supplement data

P301: To keep the interview as short as possible, we would like to use extracts of data that are available at the Institute for Employment Research in Nuremberg in our analysis for the survey. These are for example additional information referring to your employment history. 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 respondent in a competent and confident way. Intensive familiarity with the data protection document is important!

Yes.....

No

➔ proceed to question P303

P302A: Please tell me your name and surname.

Forename: _____ Surname: _____

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, e.g. because of a marriage.

Letter: _____

[P303 to P304B only if P004 = yes (employed)]

P303: 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)

[All again]

P305: In what month and year were you first employed? This question does not refer to a side 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 your participation and have a nice day.

[Interviewer assessment of language skills if the respondent is a foreigner if in wave 1 I204 == no or I208 ==no]

	Very good	good	satisfactory	poor	bad
IAA: According to your assessment, how well did the respondent speak German?	1	2	3	4	5
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

IAB: Did the respondent speak accent free?

Yes.....

No

Appendix 2: Overview of Selected Measuring Instruments and Scales

Table 11: Selected instruments

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
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	Referring to 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	Schwarzer/Jerusalem 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
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Appendix 3: Adjustments to the questionnaires from wave 2 to wave 3

Table 12: Adjustments to the questionnaires for new respondents

Question numbers		Description	Adjustment
Wave 2	Wave 3		
	Q207A	Overwork at regular workplace or at home?	Question added
	Q216B	Work tasks or activities in leisure time	Question added
	D100-D100J	Statements concerning use of communication and information technology at daily work	Question added
	D101-D102E	Statements concerning use of communication and information technology in general	Question added
	D200-D200C	Activities in everyday work	Question added
	D201-D202F	Statements concerning use of automatically created work instructions	Question added
	D300-D302D	Statements about automatically stored information or data at work	Question added
	D400-D402E	Statements about working with robots	Question added
	D500-D503B	Statements about digitalization at the workplace	Question added
R219, A-E		Effort-Reward Imbalance (Overcommitment)	Question deleted
Q226		Does the supervisor have children?	Question deleted
Q238A, B, D, J		Expectations of the employer (psychological contract)	Items deleted
Q239A, B, D, J		Provisions by the employer (psychological contract)	Items deleted
Q24A1	Q24A1	Use of flexible working times	Answer categories changed W2: - Yes - No W3: - Nearly every day - Every week - Several times per month - Rarely - From time to time/seasonal - Never

Q24B1	Q24B1	Use of homebased telework	Answer categories changed W2: - Yes - No W3: - Nearly every day - Every week - Several times per month - Rarely - From time to time/seasonal - Never
	Q24B2	Type of homebased telework	Question added
	Q24B3	Presence at the workplace	Question added
Q413		Likelihood of endurance of the relationship	Question deleted
Q418	Q418	Childcare options	Change of filter W2: [If the year of birth of the youngest child > 2002:] W3: [If the year of birth of the youngest child > 2004:]
	Q419	Hours spend on private demands	Questions added
Q502	Q502A	Number of persons to spend time with known from work	Change of question number
	Q502B	Number of persons to spend time with with migration background	Question added
Q504	Q504A	Number of persons to share thoughts with known from work	Change of question number
	Q504B	Number of persons to share thoughts with with migration background	Question added
Q702-Q702G		Importance of life areas	Question deleted
Q901-Q901D2	Q901-Q901D	Self-assessment	Change of structure Differentiation between work and private life deleted
	I001D, G	Satisfaction with income, satisfaction with work-life integration	Items added
I203	I203	Vocational degree	Answer category added: Foreign certificate, namely (just if explicitly mentioned by respondent)
I2094		German school degree	Question deleted
I2095		Type of degree	Question deleted
I2096		German vocational degree	Question deleted
I2097		Type of degree	Question deleted
	I2094_n	Foreign school degree	Question added
	I2096_n	Foreign vocational degree	Question added
	I301	Partner survey possible right now	Question added
	I302	Possibility to interview partner at all	Question added

	I303	Phone number of partner	Question added
	I305, A-B	Partner's name	Question added
I312	I312	Vocational degree of partner	Answer category added: Foreign certificate, namely _____ (just if explicitly mentioned by respondent)

Table 13: Adjustments to the questionnaire for panel respondents

Question numbers		Description	Adjustment
Wave 2	Wave 3		
	Q207A	Overwork at regular workplace or at home?	Question added
	Q216B	Work tasks or activities in leisure time	Question added
	D100-D100J	Statements concerning use of communication and information technology at daily work	Question added
	D101-D102E	Statements concerning use of communication and information technology in general	Question added
	D200-D200C	Activities in everyday work	Question added
	D201-D202F	Statements concerning use of automatically created work instructions	Question added
	D300-D302D	Statements about automatically stored information or data at work	Question added
	D400-D402E	Statements about working with robots	Question added
	D500-D503B	Statements about digitalization at the workplace	Question added
R219, A-E		Effort-Reward Imbalance (Overcommitment)	Question deleted
Q221	Q221	Physical limits at work	Wording changed W2: How often does it happen that you are pushed to your physical capacity limits at your work? Would you say...? W3: In the following part I will ask you about stressors at your workplace. How often does it happen that you are pushed to your physical capacity limits at your work? Would you say...?
Q248		Industry 4.0	Question deleted

Q249		Statements about technical systems at current workplace	Question deleted
Q222	Q222	Bullying by colleagues	Wording changed W2: Now I will ask you a few questions about your direct work environment. How often do you feel unjustly criticized or bullied by your colleagues? Would you say... ? W3: How often do you feel unjustly criticized or bullied by your colleagues? Would you say...?
Q225	Q225	Sex of direct supervisor	Wording changed W2: Is your direct supervisor a man or woman? W3: Now I will ask you a few questions about your direct work environment. Is your direct supervisor a man or woman?
Q226		Does the supervisor have children?	Question deleted
Q231		Number of mothers in team	Question deleted
Q232		Number of fathers in team	Questions deleted
	Q237-Q237C	Expectations of behavior within organization	Question added
Q238A, B, D, J		Expectations of the employer (psychological contract)	Items deleted
Q239A, B, D, J		Provisions by the employer (psychological contract)	Items deleted
Q24A1	Q24A1	Use of flexible working times	Answer categories changed W2: - Yes - No W3: - Nearly every day - Every week - Several times per month - Rarely - From time to time/seasonal - Never

Q24B1	Q24B1	Use of homebased telework	Answer categories changed W2: - Yes - No W3: - Nearly every day - Every week - Several times per month - Rarely - From time to time/seasonal - Never
	Q24B2	Type of homebased telework	Question added
	Q24B3	Presence at the workplace	Question added
Q409	Q409	Joint household with partner	change of filter W2: Yes --> proceed to question Q412, if person has already lived together with the partner in wave 1 W3: Yes (no filter)
Q413		Likelihood of endurance of the relationship	Question deleted
Q418	Q418	Childcare options	Change of filter W2: [If the year of birth of the youngest child > 2002:] W3: [If the year of birth of the youngest child > 2004:]
	Q419	Hours spend on private demands	Question added
Q502	Q501A	Number of persons to spend time with known from work	Change of question number
Q501C		Number of women to spend time with	Question deleted
	Q503, Q503A, Q503B	Persons to share thoughts with (number, from work, migration background)	Questions added
	Q504B	Number of persons to share thoughts with with migration background	Question added
Q702-Q702G		Importance of life areas	Question deleted
	Q602, A-C	Statements about gendered division of labor	Question added
	Q603, A-C	Statements about foreigners	Question added
	I001D, G	Satisfaction with income, satisfaction with work-life integration	Items added

I203b	I203b	Vocational degree	Answer category added: Foreign certificate, namely ____ (just if explicitly mentioned by respondent)
I2091, A-D		Self-assessment of German language skills	Question deleted
I2092		Nationality	Question deleted
I2094		German school degree	Question deleted
I2095		Type of degree	Question deleted
I2096		German vocational degree	Question deleted
I2097		Type of degree	Question deleted
I209B		Degree obtained in Germany?	Question deleted
I2098		Recognition of foreign qualification	Question deleted
I2099		Work in profession in Germany?	Question deleted
	I301	Partner survey possible right now	Question added
	I302	Possibility to interview partner at all	Question added
	I303	Phone number of partner	Question added
	I305, A-B	Partner's name	Question added
I312	I312	Vocational degree of partner	Answer category added: Foreign certificate, namely ____ (just if explicitly mentioned by respondent)

Table 14: Adjustments to the questionnaire for company leavers

Question numbers		Description	Adjustments
Wave 2	Wave 3		
	Q207	Frequency of overwork	Question added
	Q210	Shiftwork	Question added
	Q211	Frequency of shiftwork	Question added
	Q212	Frequency of working on sundays and holiday	Question added
	Q216	Frequency of communication aside from official working time	Question added
	Q216B	Work tasks or activities in leisure time	Question added
	Q218	Distance work place	Question added
	Q219, A-D	Job autonomy	Question added
	D100-D100J	Statements concerning use of communication and information technology at daily work	Question added
	D101-D102E	Statements concerning use of communication and information technology in general	Question added
	D200-D200C	Activities in everyday work	Question added

	D201-D202F	Statements concerning use of automatically created work instructions	Question added
	D300-D302D	Statements about automatically stored information or data at work	Question added
	D400-D402E	Statements about working with robots	Question added
	D500-D503B	Statements about digitalization at the workplace	Question added
	Q221	Physical limits at work	Question added
	Q222	Bullying by colleagues	Question added
	Q223	Bullying by supervisor	Question added
	Q225	Sex of direct supervisor	Question added
	Q227	Working in a team	Question added
	Q229	Number of team members	Question added
	Q230	Number of female team members	Question added
	Q233	Number of migrants in team	Question added
	Q236, A-C	Relationship with colleagues, supervisor and organization	Question added
	R236, A-B	Appreciation by supervisor and colleagues	Question added
	Q237, A-C	Expectations of behavior within organization	Question added
	Q238E, Q238H	Expectations of the employer (psychological contract)	Items added
	Q239E, Q239H	Provisions by the employer (psychological contract)	Items added
	Q240A	Overall balance of employment relationship	Question added
	Q241A	Availability of flexible working hours	Question added
	Q24A1	Use of flexible working times	Question added
	Q241B	Offer of homebased telework	Question added
	Q24B1	Use of homebased telework	Question added
	Q24B2	Type of homebased telework	Question added
Q412, A,F,G		Support within the partnership	Question deleted
I203	I203	Vocational degree	Answer category added: Foreign certificate, namely ____ (just if explicitly mentioned by respondent)
Q44		Willingness to participate again	Question deleted
QS1, A-B		Contact information	Question deleted

Table 15: Adjustments to the questionnaire for partners

Question numbers		Description	Adjustment
Wave 1	Wave 3		
P204, A-B		End of fixed-term contract	Question deleted
P208		Preferred working hours	Question deleted
P208A		Reason for preference of working less hours	Question deleted
P208B		Reason for preference of working more hours	Question deleted
P209		Flexible beginning and end of working day	Question deleted
P213		Number of working days per week	Question deleted
	P216B	Work tasks or activities in leisure time	Question added
P217		Travelling for work	Question deleted
P237D		Working well together	Item deleted
	P24B2	Type of homebased telework	Question added
	P24B3	Presence at the workplace	Question added
P241D		Availability of firm child care	Item deleted
P24D1		Use of firm child care	Item deleted
P412B, P412C, P412D, P412E		Statements about partnership	Items deleted
	P412F, P412G	Statements about partnership	Items added
P440, A-B		Support within partnership	Question deleted
P4123		Likelihood of endurance of the relationship	Question deleted
P502	P502A	Number of persons to spend time with known from work	Change of question number
	P502B	Number of persons to spend time with with migration background	Question added
P504	P504A	Persons to share thoughts with known from work	Change of question number
	P504B	Persons to share thoughts with with migration background	Question added
	P603, A-C	Statements about foreigners	Question added
P702, A-F		Importance of life areas	Question deleted
PI01F, PI01G		Satisfaction with partnership	Items deleted
J203	J203	Vocational degree	Answer category added Foreign certificate, namely _____ (just if explicitly mentioned by respondent)

P302, PZ1A, PZ1B	P302A	Name	Combined to one question
PZ1C		Birth name	Item deleted
PZI, PZID, PZIE, PZIF		Birthday	Question deleted
PZ1G, PZ1H, PZ1J		Adress information	Question/Items deleted
	IAA, IAB	Interviewer assessment of langugage	Questions added

Appendix 4: Overview of Item-Nonresponse

Table 16: Item-nonresponse for new and panel respondents (new: N = 2,469; panel: N = 3,360; all: N = 5,829)

Response Rates: „Big 5“

Self-Assessment	Response rate in %
Q101A: thorough	99.96
Q101B: communicative	100.00
Q101C: rude	99.92
Q101D: original	100.00
Q101E: worries	99.88
Q101F: forgiveness	99.88
Q101G: lazy	99.92
Q101H: sociable	99.80
Q101I: artistic experiences	99.47
Q101J: nervous	99.92
Q101K: effectively/efficiently	99.96
Q101L: reserved	99.88
Q101M: considerate/kind	99.96
Q101N: active imagination	99.88
Q101O: relaxed	99.88

Response Rates: „Occupation“

Current employment	Response rate in %
Q003 (only new): year of birth	100.00
Q005 (only panel): Still same employer?	100.00
Q006M (only panel): change in job situation	100.00
Q007 (only panel): job situation worse or better	99.62
Q201: side job	99.90
Q202: fixed-term/unlimited	99.77
Q205: contracted working hours, excluding overtime	99.12
Q205 incl. „no present contract“	98.63

Q206: actual working hours, including overtime	98.11
Q207: frequency overtime	99.42
Q207A: overtime on the workplace or at home	99.70
Q210: shiftwork	99.86
Filter:	
Q211: frequency shiftwork	99.69
Q212: frequency Sundays and public holidays	99.86
Q214: leadership of employees	99.79
Filter:	
Q215: number of subordinate employees	97.56
Q216: e-mails/phone-calls outside official working time	99.86
Q216B: work tasks while leisure time	99.98
Q218: frequency km from place of residence	99.62
Q218 incl. „location of workplace varies“	98.23

Job situation	
Q219A: control over sequencing of work activities	99.86
Q219B: work activities getting done in own way	99.91
Q219C: able to define job objectives	99.78
Q219D: job mainly includes routine tasks	99.91

Frequency of the following situations	
D100A: face-to-face interaction with supervisor (work-related)	99.69
D100B: interaction via phone with supervisor (work-related)	99.69
D100C: interaction via mail with supervisor (work-related)	99.69
D100D: interaction via digital platforms with supervisor (work-related)	99.64
D100E: face-to-face interaction with colleagues (work-related)	99.83
D100F: interaction via phone with colleagues (work-related)	99.76
D100G: interaction via mail with colleagues (work-related)	99.78

D100H: interaction via digital platforms with colleagues (work-related)	99.69
D100I: use of digitally retrieved information or data	99.59
D100J: use of automatically generated information or data	98.37

Digital information and communication technology	
D101A: increase in the use of this technology?	99.31
Filter:	
D102A: more flexible workplace by use of this technology	99.07
D102B: more efficient communication by use of this technology	99.19
D102C: urge of permanent availability by the use of this technology	99.19
D102D: replacement of personal contact by the use of this technology	99.24
D102E: feeling of overload by the use of this technology	99.26

Working with machines	
D200A: frequency of controlling and programming machines	99.61
D200B: frequency of digital intervention in work processes of machines	99.67
D200C: frequency of receiving automatically generated work instruction from machines	99.62

Automatically generated work instructions	
D201A: increase of automatically generated work instructions	93.94
Filter:	
D202A: less control over own work by use of this technology	99.99
D202B: less autonomy by use of this technology	99.99
D202C: too little personal contact by the use of this technology	99.99
D202D: fairer work distribution by the use of this technology	99.99
D202E: more efficient work distribution by the use of this technology	99.99
D202F: more difficult to respond to private demands by the use of this technology	

Stressors at work place	
Q221: limits of physical capacity	99.76
Q222: unjustly criticized or bullied by colleagues	99.83
Q222 incl. <i>“do not have colleagues”</i>	99.61
Q223: unjustly criticized or bullied by supervisor	99.85
Q223 incl. <i>„do not have supervisor“</i>	99.64
Direct work environment	
Q225: supervisor: man/woman	99.35
Team/Work group	
Q227: work in team/work group	99.73
Filter:	
Q229: number of employees in team/work group	99.41
Filter:	
Q230: number of women in team/work group	98.68
Filter	
Q233: number of migrants/foreigners in team/work group	97.51
Relationship with colleagues, supervisor and organization	
Q236A: supervisor seeks to support concerning compatibility of family & work	99.45
Q236B: colleagues help to do work in case of interfering private reasons	98.00
Q236C: only do the work which is indispensable for execution of work	99.79
How often do the following things happen	
R236A: appreciation from colleagues	99.66

R236B: appreciation from direct supervisor	99.69
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Importance of the following behaviors in company	
Q237A: ability to withstand stress	99.74
Q237B: willingness to work overtime	99.61
Q237C: being constantly available	99.66

Obligations/Compensating measures on behalf of employer	
Q238E: expectation: long-term employment security	99.50
Q239E: provision: long-term employment security	98.83
Q238H: expectation: flexible working hours	99.31
Q239H: provision: flexible working hours	99.40
Q240: all in all: performance/reward balanced	99.76

Flexible working	
Q241A: availability: flexible daily and weekly working time	99.50
Filter:	
Q24A1: use: flexible daily and weekly working time	99.81
Q241B: availability: homebased telework	98.71
Filter:	
Q24B1: use: homebased telework	99.97
Q24B2: type of homebased telework	85.54
Q24B3: presence at workplace	90.34
Q242 (only new): less committed	99.96

Influence private life on working life	
Q220A: being preoccupied with family matters at work	99.90
Q220B: conflicts interfere with performance	99.91

Q220C: problems concentrating on work because of family responsibilities	99.90
Q220D: problems getting work done due to private appointments	99.90
Q220E: private time prevents work activities	99.86
Q220F: fail to meet deadlines at work because of private obligations	99.86

Career development	
Q243: participation in further training	99.93
Q244: Talking about career	99.79
Q245: Turnover intention	99.43
Q246: Getting a new workplace	98.95
Q247: Probability of dismissal	99.54

Response rates: „Private life“

Partnership	Response rate in %
<i>New respondents</i>	
Q401: partnership status	99.76
Filter:	
Q403: year of marriage	99.21
Q404: year of civil union	50.00
Q405: year of divorce	98.78
Q406: time of being married	99.39
Q407: partnership	99.11
Q408: start of partnership	98.89
<i>Panel respondents</i>	
Q4011: Change in partnership status?	100.00
Filter:	
Q4021M1- Q4021M6: Type of change in partnership status	98.66
Q402A: Year of separation	98.59

Q402B: Year of divorce	100.00
Q402C: Year death of partner	100.00
Q402D: Year of marriage	100.00
Q402E: Year of civil union	/
Q402F: Year of new partnership	98.18
<i>All respondents</i>	
Q409: Joint household	99.67
Filter:	
Q410: Year of moving in together	98.19
Q411: Distance between households	97.88

Frequency of following things in relationship	
Q412A : receiving appreciation	98.69
Q412F: support for job aspirations	98.49
Q412G: partner's networks are supportive for respondent's career	98.82

Parenthood	
<i>New respondents</i>	
Q22: children	99.64
Filter:	
Q22A: Number of children	99.79
Q23AM: Birth of oldest child (month)	94.97
Q23AJ: Birth of oldest child (year)	100.00
Q231A: Child living in household?	99.73
Q23BM: Birth of second oldest child (month)	94.82
Q23BJ: Birth of second oldest child (year)	100.00
Q231B: Child living in household?	99.46
Q23CM: Birth of third oldest child (month)	95.47
Q23CJ: Birth of third oldest child (year)	100.00
Q231C: Child living in household?	99.59
Q23DM: Birth of fourth child (month)	96.49

Q23DJ: Birth of fourth child (year)	100.00
Q231D: Child living in household?	100.00
Q23EM: Birth of fifth child (month)	100.00
Q23EJ: Birth of fifth child (year)	100.00
Q231E: Child living in household?	100.00
Q23FM: Birth of sixth child (month)	100.00
Q23FJ: Birth of sixth child (year)	100.00
Q231F: Child living in household?	100.00
Q23GM: Birth of seventh child (month)	100.00
Q23GJ: Birth of seventh child (year)	100.00
Q231G: Child living in household?	100.00
Q23HM: Birth of eighth child (month)	100.00
Q23HJ: Birth of eighth child (year)	100.00
Q231H: Child living in household?	100.00
Q417: Other children in household	99.39

<i>Panel respondents</i>	
Q2221: Changes in family situation	100.00
Filter:	
Q2222M1: Type of change in family situation	99.89
Q2222M1O: open answer: Type of change in family situation (panel)	100.00
Q2222M2: Type of change in family situation	100.00
Q2222M2O: open answer: Type of change in family situation (panel)	100.00
Q2222M3: Type of change in family situation	100.00
Q2222M3O: open answer: Type of change in family situation (panel)	100.00
Q022: Number of kids left household	100.00
Filter: Child(ren) moved out	
Q023M: child 1 left household (month)	/
Q023J: child 1 left household (year)	99.51
Q024M: child 2 left household (month)	/
Q024J: child 2 left household (year)	99.41

Q025M: child 3 left household (month)	/
Q025J: child 3 left household (year)	100.00
Filter: Child(ren) born	100.00
Q032M: Birth of oldest child (month)	99.63
Q032J: Birth of oldest child (year)	100.00
Q032A: Oldest child living in household	100.00
Q033M: Birth of second oldest child (month)	97.67
Q033J: Birth of second oldest child (year)	100.00
Q033A: Second oldest child living in household	100.00
Q034M: Birth of third oldest child (month)	100.00
Q034J: Birth of third oldest child (year)	100.00
Q034A: Third oldest child living in household	100.00
Filter: Child(ren) adopted/partner's child in household	
Q042M1: Year of adoption/moving in	100.00
Q043: Number of children adopted	100.00
Q043M: Birth of oldest child (month)	73.33
Q043J: Birth of oldest child (year)	93.33
Q043A: Child living in the household?	100.00
Q044M: Birth of second oldest child (month)	60.00
Q044J: Birth of second oldest child (year)	80.00
Q044A: Child living in the household?	100.00
Q045M: Birth of third oldest child (month)	50.00
Q045J: Birth of third oldest child (year)	100.00
Q045A: Child living in the household?	100.00
Q0418: Children up to 12 years old in household?	96.92

<i>All respondents</i>	
Filter:	
Q418M1: Child care used for youngest child (<12 years old)	81.90
Q418M2: Child care used for youngest child (<12 years old)	95.95
Q418M3: Child care used for youngest child (<12 years old)	89.90
Q418M4: Child care used for youngest child (<12 years old)	90.00

Estimation of hours spent for following things on average	
Q419A: childcare	96.36
Q419B: eldercare. care of older family members	96.36
Q419C: leisure time	98.95
Q419D: housework	99.06

Response rates: „Leisure time“

	Response rate in %
Q501: Number of persons to spend time with	99.64
Filter:	
Q501A (panel)/Q502A (new): Number of persons to spend time with known from work	99.91
Q501B (panel)/Q502B (new): Number of persons to spend time with with migration background	99.60
Q503: Number of persons to share feelings/thoughts	99.62
Filter:	
Q503A(panel)/Q504A(new): Number of persons to share feelings/thoughts known from work	99.88
Q503B: Number of persons to share feelings/thoughts with migration background	99.75

Response rates: „Work-Family-Balance“

Influence work life on private life	Response rate in %
Q601A: work keeps away from hobbies	99.83
Q601B: less attention to private life than to working life	99.81
Q601C: miss family activities due to work responsibilities	99.81
Q601D: too tired to participate in family activities after work	99.85
Q601E: difficult to relax at home	99.90

Q601F: preoccupied with work at home	99.88
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Response rates: „Assessment“

Gendered division of tasks	Response rate in %
Q602A: Young child suffers if mother is employed	98.90
Q602B: It's better if women stay at home	99.30
Q602C: Man and women should provide to the household income equally	99.25

Statements about foreigners	
Q603A: Foreigners should adapt the German lifestyle	98.88
Q603B: Germans should be given preference to foreigners in the employment process	99.19
Q603C: Prefer working with people from the same country	98.78

Self-Assessment (only new respondents)	
Q703A: handle whatever comes	99.47
Q703B: solution for each problem	99.80
Q703C: deal efficiently with unexpected events	99.64
Q703D: solve problems by one's own efforts	99.68

Response rates: „Health“

Health	Response rate in %
I102: severely disabled/ partially disabled	99.69
I103: health status	99.76

I104: impairment: climb the stairs	99.71
I105: impairment: exhausting actions	99.78

How Often Did It Happen?	
I106A: time pressure	99.85
I106B: downhearted and blue	99.81
I106C: calm and peaceful	99.78
I106D: energy	99.73
I106E: bodily aches or pains	99.78
I106F: physical health/ emotional problems	99.71

How Often Did It Happen? (physical)	
I107A: limited in the kind of work or activities	99.66
I107B: accomplished less than intended	99.67

How Often Did It Happen? (emotional)	
I108A: accomplished less than intended	99.76
I108B: work or activities less carefully than usual	99.71

Response Rates: „Allowance for linking supplement data“

	Response rate in %
Q301: transfer	99.52
Filter:	
Q303: sector	100.00
Filter: start of work present employer	
Q304A: month	95.49
Q304B: year	99.50

Filter: start of work in general	
Q305A: month	82.46
Q305B: year	96.74

Response Rates: "Socio-demographics"

	Response rate in %
<i>New respondents</i>	
I201: Highest school degree	99.92
I203M1: Tertiary degree/vocational degree	99.84
I203M2: further: Tertiary degree/vocational degree	100.00
I203M3: further: Tertiary degree/vocational degree	100.00
I204: born in Germany	99.96
Filter:	
I205: West Germany or East Germany	99.86
Filter:	
I206: In which country were you born?	99.24
Filter:	
I207: since when in Germany	99.62
Filter:	
I208: parents born in Germany	99.80
Filter:	
I209: where was father born	98.33
Filter:	
I210: where was mother born	98.54
Filter:	
I211: language spoken at home	99.58

Filter: only with migration background

Self-assessment (language skills)	
I291A: German language skills (orally)	99.17
I291B: German language skills (in writing)	99.38
I291C: Native language skills (orally)	97.08
I291D: Native language skills (in writing)	96.04
I2092M1: Citizenship	99.79
I2093: money transferred to home country	98.96
I2094: foreign school degree	100.00
I2096: Foreign tertiary/vocational degree	100.00
I2098: Acknowledgment of degree	94.64
I2099: Working in this occupation	100.00

<i>Panel respondents</i>	
I201A: school graduation since last wave	100.00
Filter:	
I201B: type of school graduation	100.00
I202: further: type of school graduation	97.44
I202O: further: type of school graduation	100.00
I203A: tertiary degree/vocation since last wave	100.00
Filter:	
I203BM1: type of graduation	93.92
I203BM2: further: type of graduation	100.00

Response rates: "Income"

	Response rate in %
I212: how high gross income	88.01
I212M: (monthly)	100.00
I212J: (annual)	100.00
Filter:	
I213: income categorized	68.67
I214: premiums	99.13
Filter:	
I215: how high premiums	86.70
I216: ...included in gross income?	97.33
I217: fairness concerning current income	99.04
Filter:	
I218: fair monthly gross income	93.89
I219: monthly household net income	84.73
Filter:	
I220: personal gross income categorized	55.54

Response rates: „Panel“

	Response rate in %
Q44: further survey?	100.00

Response rates: „Partner-Survey“

	Response rate in %
Filter: if partner existent	
I301: talk to partner?	100.00

Filter:	
I302: call partner on this telephone number	100.00
Filter:	
I303: telephone number of partner	100.00
Filter:	
I306: basic data of partner	100.00
I307: year of birth partner	99.40
I308: partner born in Germany	99.79
Filter:	
I309: East or West Germany	99.87
Filter:	
I310: which country was partner born	99.20
I310O: other: which country was partner born	100.00
I311: general school certificate of partner	98.66
Filter:	
I311A: what kind of certificate	95.70
I311AO: other: kind of certificate	100.00
I312M1: kind of vocational education or study degree	98.24
I312M2 – I312M4: other: kind of vocational education or study degree	100.00
I313: partner employed	99.76
Filter:	
I314: job partner	97.42
Filter:	
I315: works partner in same company	99.86
Filter:	
I316: fixed-term/unlimited contract	96.16
Filter:	
I317: hours stipulated in partner's contract, excluding overtime	83.32
Filter:	
I318: actual working hours	84.96
Filter:	
I319: partner flexitime	97.96

Table 17: Item-nonresponse for company leavers (N = 458)

Response rates "Leave"

Circumstances of leave	Response rate in %
B010: reason for end of contract	96.94
Filter:	
B011: resolution contract voluntary?	100.00
B012: possibility to continue employment?	100.00
B013: reason for leaving	99.67
B014: occupational reason for leaving	97.70

Response rates: „Occupation“

Current employment	Response rate in %
B202: fixed-term/unlimited	100.00
Q205: contracted working hours, excluding overtime	99.18
Q205 incl. „no present contract“	97.83
Q206: actual working hours, including overtime	96.80
Q207: frequency overtime	98.02
Q210: shiftwork	99.51
Filter:	
Q211: frequency shiftwork	100.00
Q212: frequency Sundays and public holidays	97.90
Q214: leadership of employees	99.26
Filter:	
Q215: number of subordinate employees	97.75
Q216: e-mails/phone-calls outside official working time	99.02
Q216B: work tasks while leisure time	99.30
Job situation	
B221: limits of physical capacity	99.26

B219A: control over sequencing of work activities	99.26
B219B: work activities getting done in own way	99.26
B219C: able to define job objectives	99.02
B219D: job mainly includes routine tasks	99.26

Relationship with colleagues, supervisor and organization	
B236A: supervisor seeks to support concerning compatibility of family & work	92.61
B236B: colleagues help to do work in case of interfering private reasons	95.81
B236C: only do the work which is indispensable for execution of work	94.34

Importance of the following behaviors in company	
B237A: ability to withstand stress	99.26
B237B: willingness to work overtime	98.77
B237C: being constantly available	99.26

Obligations/Compensating measures on behalf of employer	
B238A: expectation: long-term employment security	94.34
B239A: provision: long-term employment security	93.35
B238H: expectation: flexible working hours	95.32
B239H: provision: flexible working hours	95.07
B240: all in all: performance/reward balanced	98.52

Flexible working	
241A: availability: flexible daily and weekly working time	98.03
Filter:	
Q24A1: use: flexible daily and weekly working time	99.64

Q241B: availability: homebased telework	98.03
Filter:	
Q24B1: use: homebased telework	100.00

Response rates: „Private Life“

Partnership	Response rate in %
Q4011: Change in partnership status?	100.00
Filter:	
Q4021M1- Q4021M6: Type of change in partnership status	100.00
Q402A: Year of separation	96.00
Q402B: Year of divorce	100.00
Q402C: Year death of partner	100.00
Q402D: Year of marriage	97.67
Q402E: Year of civil union	100.00
Q402F: Year of new partnership	100.00
Q409: Joint household	98.67
Filter:	
Q410: Year of moving in together	97.10
Q411: Distance between households	88.89

Parenthood	
B2221: Changes in family situation	100.00
Filter:	
B2222M1: Type of change in family situation	100.00
B2222M1O: open answer: Type of change in family situation	100.00
B2222M2: Type of change in family situation	100.00
B2222M2O: open answer: Type of change in family situation	100.00
B022: Number of kids left household	100.00
Filter: Child(ren) moved out	100.00
B023J: child 1 left household (year)	100.00

B024J: child 2 left household (year)	100.00
B025J: child 2 left household (year)	100.00
Filter: Child(ren) born	100.00
B032M: Birth of oldest child (month)	100.00
B032J: Birth of oldest child (year)	100.00
B032A: Oldest child living in household	100.00
B033M: Birth of second oldest child (month)	100.00
B033J: Birth of second oldest child (year)	100.00
B033A: Second oldest child living in household	100.00
B034M: Birth of third oldest child (month)	100.00
B034J: Birth of third oldest child (year)	100.00
B034A: Third oldest child living in household	100.00
Filter: Child(ren) adopted/partner's child in household	
Q042M1: Year of adoption/moving in	100.00
Q043: Number of children adopted	100.00
Q043M: Birth of oldest child (month)	100.00
Q043J: Birth of oldest child (year)	100.00
Q043A: Child living in the household?	100.00
Q0418: Children up to 12 years old in household?	96.92

Response Rates: "Health"

Health status	Response rate in %
H103: health status	99.35

Response rates: "Socio-demographics"

	Response rate in %
H201A: school graduation since last wave	100.00

Filter:	
H201B: type of school graduation	100.00
H201BO: further: type of school graduation	100.00
H202: further: type of school graduation	100.00
H202O: further: type of school graduation	100.00
H203A: tertiary degree/vocation since last wave	100.00
Filter:	
H203BM1: type of graduation	88.24
H203BM2: further: type of graduation	100.00

Response rates: "Income"

	Response rate in %
H212: how high gross income	89.66
I212M: (monthly)	100.00
I212J: (annual)	100.00
Filter:	
H213: income categorized	73.81
H214: premiums	98.03
Filter:	
H215: how high premiums	83.13
H216: ...included in gross income?	95.00
H219: monthly household net income	84.50
Filter:	
H220: personal gross income categorized	73.24

Response rates: „Panel“

	Response rate in %
B44: further survey?	100.00

Table 18: Item-nonresponse for partner survey (N = 1,289¹⁵)

Response rates: "Occupation"

Employment	Response rate in %
P004: currently employed?	100.00
Filter: employed	
P201: side job	99.91
P202: fixed-term/unlimited	98.07
P205: contracted working hours, excluding overtime	97.98
<i>P205 incl. „no present contract“</i>	93.76
P206: actual working hours, including overtime	96.22
P207: frequency overtime	97.36
P210: shiftwork	99.38
Filter:	
P211: frequency shiftwork	100.00
P212: frequency Sundays and public holidays	100.00
P214: leadership of employees	100.00
Filter:	
P215: number of subordinate employees	98.30
P216: e-mails/phone-calls outside official working time	99.47
P216B: work tasks while leisure time	96.31
P218: frequency km from place of residence	99.56
<i>P218 incl. „location of workplace varies“</i>	96.83
Job situation	
P219A: control over sequencing of work activities	99.82

¹⁵This case number differs from the one mentioned before, since there are 1,275 completed partner interviews (as reported), but 1,289 partners who started the interview.

P219B: work activities getting done in own way	100.00
P219C: able to define job objectives	99.82
P219D: job mainly includes routine tasks	100.00

Influence private life on working life	
P220A: being preoccupied with family matters at work	100.00
P220B: conflicts interfere with performance	99.91
P220C: problems concentrating on work because of family responsibilities	99.91
P220D: problems getting work done due to private appointments	100.00
P220E: private time prevents work activities	99.82
P220F: fail to meet deadlines at work because of private obligations	99.91

Supervisor	
P225: Sex of direct supervisor	98.77
P226: Direct supervisor children?	95.82

Relationship with colleagues & supervisor	
P236A: supervisor seeks to support concerning compatibility of family & work	99.26
P236B: colleagues help to do work in case of interfering private reasons	96.21

Importance of the following behaviors in company	
P237A: ability to withstand stress	99.47
P237B: willingness to work overtime	99.65
P237C: being constantly available	99.56

Effort-reward-balance	
P240: all in all: performance/reward balanced	99.65
Flexible working	
P241A: availability: flexible daily and weekly working time	98.15
Filter:	
P24A1: use: flexible daily and weekly working time	99.57
P241B: availability: homebased telework	98.15
Filter:	
P24B1: use: homebased telework	99.82
P24B2: type of homebased telework	89.15
P24B3: presence at workplace	88.27
P241C: availability: special leave	88.80
Filter:	
P24C1: use: special leave	99.51
P242: less committed	89.14
Career development	
P245: Turnover intention	98.76
P246: Getting a new workplace	98.41
P247: Probability of dismissal	97.26
Frequency of the following things in relationship	
P412A: receiving appreciation	99.53
P412B: support for job aspirations	97.89
P412C: partner's networks are supportive for respondent's career	97.81
Work-Life Balance	
P430A: Partner lacks energy for private activities	99.30

P430B: Partner misses private activities because of work stress	99.45
P430C: Partner lacks time for talks and activities	99.69

Estimation of hours spent for following things on average	
P419A: childcare	98.75
P419B: eldercare. care of older family members	99.30
P419C: leisure time	99.38
P419D: housework	99.06

Response rates: „Leisure Time“

	Response rate in %
P501: Number of persons to spend time with	99.84
Filter:	
P501A: Number of persons to spend time with known from work	100.00
P501B: Number of persons to spend time with with migration background	99.52
P503: Number of persons to share feelings/thoughts	99.92
Filter:	
P503A: Number of persons to share feelings/thoughts known from work	100.00
P503B: Number of persons to share feelings/thoughts with migration background	99.56

Influence Work Life on Private Life	
P601A: work keeps away from hobbies	99.82
P601B: less attention to private life than to working life	99.91
P601C: miss family activities due to work responsibilities	99.91
P601D: too tired to participate in family activities after work	99.82

P601E: difficult to relax at home	99.74
P601F: preoccupied with work at home	99.82

Response rates: „Assessment of gender division and migration“

Gendered division of tasks	Response rate in %
P602A: Young child suffers if mother is employed	99.22
P602B: It's better if women stay at home	99.45
P602C: Man and women should provide to the household income equally	99.06

Statements about foreigners	
P603A: Foreigners should adapt the German lifestyle	98.83
P603B: Germans should be given preference to foreigners in the employment process	99.06
P603C: Prefer working with people from the same country	98.59

Response rates: “Satisfaction”

Satisfaction	Response rate in %
PI01A: with work	99.91
PI01B: with family life	99.92
PI01C: with health	99.92
PI01D: with income	99.74
PI01E: with reconciliation of work and family life	99.74
PI02: overall	100.00

Response rates: "Health"

Health	Response rate in %
PI12: severely disabled/ partially disabled	99.77
PI13: health status	99.84
PI111: Impaired in daily activities	99.84
Filter:	
PI112: Strength of impairment	99.21

Response rates: "Socio-demographics"

	Response rate in %
PJ201: Highest school degree	99.77
Filter:	
PJ202: type of foreign degree	94.44
PJ203M1: Tertiary degree/vocational degree	99.84
PJ203M2: further: Tertiary degree/vocational degree	100.00
PJ203M3: further: Tertiary degree/vocational degree	100.00
PJ204: born in Germany	100.00
Filter:	
PJ205: West Germany or East Germany	100.00
Filter:	
PJ206: In which country were you born?	100.00
Filter:	
PJ207: since when in Germany	98.73
Filter:	
PJ208: parents born in Germany	99.92
Filter:	
PJ209: where was father born	99.37

Filter:	
PJ210: where was mother born	99.36
Filter:	
PJ211: language spoken at home	100.00
PJ212: how high gross income	89.12
J212A: (monthly)	100.00
J212B: (annual)	100.00
Filter:	
PJ213: income categorized	63.71
PJ214: premiums	99.12
Filter:	
PJ215: how high premiums	85.35
PJ216: ...included in gross income?	97.43
PJ217: fairness concerning current income	98.42
Filter:	
PJ218: fair monthly gross income	92.26

Response rates: „Panel“

	Response rate in %
P301: further survey?	99.77
PZ1F: Birthday (year)	99.42
PZ1G: Adress	100.00
P303: branche	100.00
P304A: at current employer (month)	95.75
P304B: at current employer (year)	99.20
P305A: first employment (month)	87.86
P305B: first employment (year)	97.57

Appendix 5: Differences in panel attrition for linked vs. non-linked respondents

Table 19: Logistic regression of the probability to dropout for linked vs. non-linked respondents

Sample	Wave 1 to wave 2		Wave 2 to wave 3	
Dropout = 1	(1)		(2)	
	b	se	b	se
Not linked (employees)	0.217 **	0.080	0.187 *	0.083
cons	-0.685 ***	0.029	-0.474 ***	0.030
N	6,072		5,501	
Not linked (companies)	0.213 **	0.080	0.045	0.060
cons	-0.684 ***	0.029	-0.464 ***	0.033
N	6,072		5,501	

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

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Charlotte Marx

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Universität Bielefeld
Universitätsstraße 25
D-33615 Bielefeld
+49 521 106-00
post@uni-bielefeld.de