



UNIVERSITÄT
BIELEFELD

Technical Report

For the Second Wave of the Employee Survey
of the Linked Employer-Employee Panel (LEEP-
B3) in Project B3 “Interactions Between
Capabilities in Work and Private Life: A Study of
Employees in Different Work Organizations”

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Summary: Employee Survey B3

Project title	Interactions Between Capabilities in Work and Private Life: A Study of Employees in Different Work Organizations
Funder	The German Science Foundation (DFG)
Duration	2011-2016
Content	Employee survey: occupation, working conditions and digitalization, private life, leisure, work-life balance, personality traits, satisfaction, health, socio demographic data, partner characteristics
In cooperation with	Institute for Employment Research (IAB)
Implementing partner (survey)	SOKO-Institut GmbH, Ritterstrasse 19 33602 Bielefeld
Statistical population	Panel survey: 6,314 individuals, who agree to being contacted once again in the first interview Newly conducted survey: individuals employed in 32 selected companies on December 31, 2013 (see Section 1.2)
Survey location	Germany
Duration of fieldwork	Panel survey: August 2014 to April 2015 Newly conducted interviews: October 2014 to April 2015
Type of sampling	Panel survey and random sample
Interviews conducted	6,338 main interviews 4,379 panel interviews and 1,959 newly conducted interviews
Response rate	73.25 percent for the panel interviews and 31.72 for the newly conducted interviews

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1. Survey Design

1.1. Project Description

This technical report describes the second wave of the data collection on employees working in the surveyed work organizations (see Reimann et al. 2015) for the LEEP B3 (Linked Employer-Employee Panel B3) data in the project “Interactions Between Capabilities in Work and Private Life: A Study of Employees in Different Work Organizations” of the Collaborative Research Center 882 “From Heterogeneities to Inequalities”. As was already the case in the first wave the aim of the second wave is to examine the role of the workplace context in the genesis of social inequalities, taking into account the interdependencies between work and private lives. The aim of the project and of the data collection is to allow for research on the employees’ situation in work and private life and on the influence each area of life exerts over the other taking the influence of organizations into account.

In the second wave of the survey the target population was composed of all employees interviewed in the first wave who gave their content to be contacted once again (6,314 employees) and of a random sample of employees subject to statutory social insurance contributions from the organizational refreshment sample (see Reimann et al. 2015).

As a result, we were ultimately able to conduct 6,338 interviews among which 4.379 interviews were with employees already interviewed in the first wave and 1.959 interviews with newcomers. The SOKO–Institute (Institute for social research and communication) in Bielefeld was commissioned to implement the employee survey in the second wave. The survey was conducted using computer assisted telephone interviews and standardized questionnaires. The employee survey collected information about the employees’ personalities and attitudes to life, their private lives, working conditions, and specific characteristics of the company employing them.

As already in the first wave, the data collection took place in cooperation with the Institute for Employment Research (IAB) in Nuremberg.

The following technical report describes the second wave of the employee survey of the Linked Employer-Employee Panel (LEEP-B3). Data collection at company level is recorded in a separate technical report by Reimann et al. (2015). The relevant connections between the survey data and the administrative data are described in the methodological report by Jacobebbinghaus et al. (2014). For the first wave the data collection on the employee (Abendroth et al. 2014) and employer (Pausch et al. 2013) level is documented in earlier technical reports. Finally, a technical report by Reimann et al. (2015) describes the vignettes used in the first wave to collect information on the employees’ preferences.

As employees are nested within companies it is possible to link employees to their companies and to information on characteristics of the company. This creates a Linked Employer-Employee Design which provides comprehensive information on employees’ individual circumstances, taking into

account their specific working environment. Figure 1 illustrates the structure of the Linked Employer-Employee Panel (LEEP) data. The links between the company data and the employee data are displayed as black arrows and the specific data components are illustrated as boxes. In the first and second wave we collected data at the employer and the employee level. In the first wave the data collection was enhanced with a survey of employees' partners. A repetition of partner interviews is planned for the third wave of the study. Administrative data from the Institute for Employment Research (IAB) was incorporated in the first and the second waves into all levels of the survey, connecting administrative information to the employer and employee survey. In Figure 1 this is displayed with the green lines between the survey data and the administrative information from the IAB. Information on the specific ways to connect the data, the sources or the timeframes the administrative data covers are discussed in the technical report by Jacobebbinhaus et al (2014).

Figure 2: LEEP B3 Survey Structure

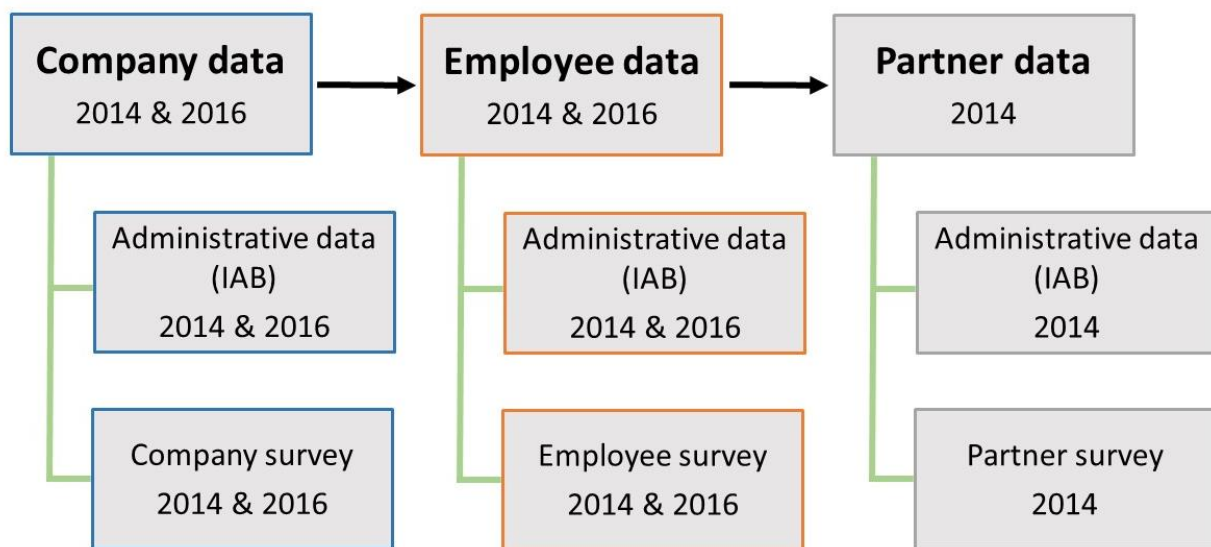


Figure 1 illustrates the design of the data collection for the project for the first and second wave.

The second wave of the employer and employee data provides a time dimension to our study and creates a panel structure on both the company and the employee level.

The data set offers unique advantages especially by their combination in one single study, allowing in an unprecedented way for studying complex workplace inequalities with adequate consideration of the role of work organizations as context and actor: a multi-level design of employers and employees; longitudinal information though only two waves up to now; high number of cases at both the level of establishments and employees allowing to distinguish a broad range of relevant characteristics at each level; rich information especially at the level of employees. All in all, the second wave of the employee surveys was conducted from 14. August 2015 until 25. April 2015. Our aim was to ensure the comparability of the collected data in the two waves and to enable

research highlighting changes, both at the individual and company level as well as the investigation of the interactions between changes at the company and employment level.

Our sample combines two groups of employees, first those who were interviewed for the second time and second newcomers who are interviewed for the first time. Moreover, we differentiate between employees who are interviewed for the second time and are in our target population and persons who are interviewed for the second time but are no longer employed in the selected companies and are therefore no longer in the targeted population. We used three different questionnaires to conduct the interviews with the different groups. First, for the employees interviewed for the second time employed in the selected companies, and therefore part of the target population (panel interviews) we collected information on their current situation and changes which occurred over the last two years from the last interview. For the newcomer sample the survey collected also information going further back mostly regarding the marital status and family background, but also demographic characteristics. For example, we asked the newcomers whether or not they have children, and also, for those with a migration background, we collected information about when they arrived in Germany and their country of origin. In general, our questions covered a broad range of topic such as occupation, working conditions and digitalization, private life, leisure, work-life balance, personality, satisfaction, health, and for the newcomers also socio-demographic information. For the third group, employees who were interviewed for the second time but who no longer were employed in the previously selected companies and thus are no longer part of the target population we conducted a shorter version of the interviews, which mainly provides information on the reasons which lead to the exit of the company and the changes in the employment situation connected to that exit.

1.2. Statistical Population and Sample

The statistical population comprises first employees who were already selected in the first wave and second those from a newly selected sample of companies drawn in the second wave. The statistical population contained those in regular employment who were born in 1960 or later and are subject to mandatory social insurance contributions in the previously selected companies with at least 500 employees (Pausch et al., 2013 data source: IAB employee history (*Beschäftigtenhistorik, BEH*) V09.00.00, Nuremberg, 2012; Reimann et al. 2015). The companies in the first, but also those in the second wave, were selected exactly one year before the selection of the employee data took place (December 31, 2010 for the first wave and on December 31, 2012 for the second wave). The sample selection of the employees took place, on data from December 31, 2011 for the first wave and on data from December 31, 2013 for the second wave. Therefore, it is possible that the numbers of employees changed since their selection in the previous year due to structural changes, such as redundancies, which have been implemented in these companies since they were selected. Moreover, the number of employees, comprising the statistical population in a company and those

used as a basis for the selection of the companies can deviate slightly as we also account for the age of the employees in the selection of employees and include only those in our sample who were born in 1960 or later, while the age of the employees was not taken into account for the selection of the companies.

6,454 interviews were conducted in the first wave among which 6,314 persons agreed to be contacted again.¹ Among those persons 4,379 interviews were realized in the second wave. In addition, 1,959 interviews were conducted with newcomers. The selection process for the newcomers was identical to the selection process of the 6,454 employees in the first wave. In the first step 32 companies (Reinmann et al. 2015), with at least 500 employees subject to mandatory social insurance were selected. The selection of the companies took place at based on data from December 31, 2013. Once again we targeted only employees born after 1960 or later and those who were mandatory to social insurance contributions. On the reference date December 31, 2013, decisive for the drawing of the employee sample for the newcomers people were employed in the selected 32 companies (*Integrierte Erwerbsbiographie, IEB V12.01.00, 2013 Nuremberg*).

For each of the selected 32 companies, the intention was to conduct 65 interview. The SOKO-Institute received 600 addresses per company for this purpose. However, this approach was only realized for 14 of the selected 32 companies. The remaining 18 companies had fewer than 600 employees born no earlier than 1960 and subject to mandatory social insurance contributions on December 31, 2013. Consequently, for these companies, fewer addresses, in between 375 and 600 and on average 519 were delivered to the survey institute.

All in all for the 32 selected companies a sample of 16,595 employees was provided from the IAB to the SOKO-Institute. For 10,824 persons a telephone number was either provided by the IAB or could be established retrospectively by the SOKO-Institute. 1,959 interviews were conducted. The number of the successfully interviewed employees in the companies ranged from 31 to 71 employees with an average of 61 employees per company. In only one company less than 40 employees and in only 6 companies less than 50 employees were interviewed. At the same time in 8 companies more than 70 interviews were realized.

Table 1 provides a descriptive overview of the distribution of characteristics such as age, gender, and citizenship as well as information on economic sectors and the size of the companies covered by the population. The information provided in Table 1 are mainly estimated based on the information from the administrative data of the IAB. For employees who did not agree to the linking of their survey data, we have no information from the administrative data apart from the information on the age of employees. Information on age was necessary for the selection of the employees into the sample. However, we were able to use information on gender, citizenship, education or income from the

¹ 6,314 persons agreed to being contacted once again in the first wave. They were contacted again by the end of 2013 in the context of panel maintenance. 7 persons have to be removed from the sample after being contacted in 2013 they either explicitly requested not to being contacted again, or died.

conducted survey to replace the missing information from the administrative data in case of the missing agreement to link the data. Thus, we have no information on the size of the company or the economic sector of the company.² Table 1 displays the characteristics of the employees interviewed in the second wave differentiating between employees who were part of the target group or not and how those employees differ in comparison to those interviewed in the first wave, as well as the difference between the first and second wave in percent. In addition, Table 1 displays how the composition and the shares in percent of the employees in the second wave differs between the three groups: 1. persons who are interviewed the second time and are still employed in their company (panel survey); 2. persons who are interviewed for the first time (newcomers); and 3. persons who are interviewed for the second time but are no longer employed in the company and are therefore no longer our target population (persons who left the company).

The small deviations in the distribution of characteristics that are evident, for example differences in the economic sectors between the first and the second wave, remain within acceptable limits. At the individual level, people, who have a German citizenship seem to be more likely to take part in the survey for a second time than those without German citizenship or those for whom we do not have this information. In turn, the share of non-German citizens is slightly higher among the newly conducted interviews in the second wave. In the second wave of our survey, the percentage of people in the three youngest age groups declines, while it increases in the older group. However, this change in the age distribution of employees is likely be attributed to the panel structure of the data. This question will be analyzed once again using multinominal regressions in Chapter 2.4. Moreover, employees with university degree are slightly underrepresented among employees interviewed for the first time in the second wave, while they are slightly overrepresented among people who changed their employer since the first interview. The composition of employees among the economic sectors differs slightly between the first and the second wave and especially between the first wave and persons interviewed for the first time in the second wave. Because fewer

² Other than in the first technical report we estimated the descriptive Tables based on the information available to the researchers rather than on the information the IAB has on the sample, which included the information on the company but no information from the conducted survey. The change in the data basis was necessary as we wanted to differentiate between persons who were interviewed for the second time and are still employed in the selected companies (targeted population) or are no longer employed there (no longer in the target population). The imputation for the missing values from the survey data created some differences between the numbers displayed in Table 1 and those presented in the pervious version of the technical report. Moreover, also the number of persons who agreed to the linking of their survey data with administrative information changed from the first to the second wave, as persons who previously disagreed were asked once again and partly changed their opinion.

companies were selected for the second wave of the survey, the range of economic sectors covered among employees with newly conducted interviews is smaller than the range in the survey in general and the first wave in specific. However, this could be also caused by the smaller number of selected companies. Finally, the lower share of employees who agreed to the linkage of their data with administrative information among the newly conducted interviews results from the fact that employees in the panel survey were asked again in the second wave for their agreement in the case of previous declining, while the employees in the newly conducted interviews were asked only once.

Table 1: Descriptive Overview of Distribution of Characteristics in the first and second wave and among the subgroups (panel population, newcomers and people who left the organizations)

	First wave		Second wave		Difference Second vs. First Wave (in percent)	Second wave					
	Interviews conducted	Interviews conducted (in percent)	Interviews conducted	Interviews conducted (in percent)		Panel survey	Panel survey (in percent)	Newly conducted interviews persons	Newly conducted interviews persons (in percent)	Persons who left the company	Persons who left the company (in percent)
Agreed to data being link to administrative information	6,545	100	6,338	100		4,000	100	1,959	100	379	100
Yes	5974	92.61	5873	92.66	0.05	3831	95.76	1,682	85.86	360	94.99
No	477	7.39	465	7.34	-0.05	169	4.24	277	14.14	19	5.01
Gender											
Male	3,439	53.28	3,450	54.43	1.15	2,169	54.23	1,094	55.84	187	49.34
Female	3,015	46.72	2,888	45.57	-1.15	1,831	45.77	865	44.16	192	50.66
Citizenship											
Not known	534	8.27	512	8.08	-0.19	196	4.90	296	15.11	20	5.28
Non-German	166	2.57	155	2.45	-0.12	101	2.52	38	1.94	16	4.22
German	5754	89.15	5,671	89.48	0.33	3,703	92.58	1,625	82.95	343	90.50
Up to 24 years	288	4.46	107	1.69	-2.77	31	0.78	64	3.27	12	
25-34 years	1,477	22.89	1,205	19.01	-3.88	612	15.30	463	23.63	130	34.30
35-44 years	1,924	29.81	1,661	26.21	-3.60	1,049	26.22	504	25.73	108	28.50
Over 45	2,765	42.84	3,365	53.09	10.25	2,308	57.70	928	47.37	129	34.03
Not known	25	0.39	24	0.38	-0.01	12	0.30	10	0.51	-*	-*
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	253	3.92	215	3.39	0.01	131	3.27	63	3.22	-*	-*
<i>Hauptschule</i> / <i>Realschule</i> <u>with</u> vocational training	2,968	45.99	2,958	46.67	0.68	1,851	46.27	985	50.28	122	32.19
<i>Abitur</i> with vocational training	1,031	15.97	937	14.78	-1.19	582	14.55	302	15.42	53	19.98
University degree	2,177	33.73	2,204	34.77	1.04	1,424	35.60	599	30.58	181	47.76
Not known	119	1.84	181	2.86	-1.00	67	1.68	97	4.95	17	4.49
Up to 1,000 euros	549	8.51	597	9.42	0.11	381	9.53	152	7.76	64	16.89
1,001-2,000 euros	938	14.53	760	11.99	0.29	491	12.28	207	10.57	62	16.36
2,001-3,000 euros	1,608	24.91	1,427	22.51	-1.61	836	20.90	507	25.88	84	22.16
3,001-4,000 euros	1,441	22.33	1,513	23.87	-1.47	896	22.40	562	28.69	55	14.51
4,001-5,000 euros	716	11.09	790	12.46	0.34	512	12.80	235	12.00	43	11.35
5,001 euros and above*	1,083	16.78	1,070	16.88	3.55	817	20.43	199	10.16	54	14.25

Table 2: Descriptive Overview of Distribution of Characteristics in the first and second wave and among the subgroups (panel population, newcomers and people who left the organizations)

	First wave		Second wave		Difference Second vs. First Wave (in percent)	Second wave					
	Interviews conducted	Interviews conducted (in percent)	Interviews conducted	Interviews conducted (in percent)		Panel survey	Panel survey (in percent)	Newly connected persons	Newly connected persons (in percent)	Persons who left the company	Persons who left the company (in percent)
	6,545	100	6,338	100		4,000	100	1,959	100	379	100
Missing information	479	7.42	465	7.34	3.12	169	4.22	277	14.14	19	5.01
500-699 employees	1,273	19.72	1,312	20.70	-6.38	573	14.32	660	33.69	79	20.84
700-999 employees	2,359	36.55	2,191	34.51	5.99	1,620	40.50	440	22.46	131	34.56
1,000-1,499 employees	1,625	25.18	1,309	20.65	-5.03	1,027	25.68	208	10.62	74	19.53
1,500 employees and above	718	11.12	1,061	16.74	-1.46	611	15.28	374	19.09	76	20.05
Missing information	479	7.42	465	7.34	-3.12	169	4.22	277	14.14	19	5.01
C – Manufacturing	1,945	30.14	1,730	27.30	-5.66	1,226	30.65	424	21.64	80	21.11
DEF – Electricity, gas, steam and air conditioning supply; Water supply, sewerage, waste management and remediation activities; Construction	121	1.87	184	2.90	-0.78	85	2.12	96	4.9	-*	-*
G – Wholesale and retail trade; Repair of motor vehicles and motor cycles	292	4.52	204	3.22	-0.12	124	3.10	66	3.37	14	3.69
H – Transport and storage	149	2.31	252	3.98	-1.00	119	2.98	129	6.58	-*	-*
J – Information and communication	612	9.48	624	9.85	0.53	415	10.38	174	8.88	35	9.23
K – Financial and insurance activities	155	2.40	275	4.34	-1.86	99	2.48	165	8.42	11	2.90
M – Professional, scientific and technical activities	240	3.72	321	5.06	2.19	290	7.25	-	-	31	8.18
N – Administrative and support service activities	101	1.56	59	0.93	0.17	44	1.10	-	-	15	3.96
O – Public administration and defence	758	11.74	1,030	16.25	-4.15	484	12.10	513	26.19	33	8.71
P – Education	175	2.71	136	2.15	0.68	113	2.83	-	-	23	6.07
Q – Human health and social work activities	1,351	20.93	1,009	15.92	3.76	787	19.68	115	5.87	107	28.23
ILR - Accommodation and food service activities; Real estate activities; Arts, entertainment and recreation	76	1.18	49	0.77	0.36	45	1.13	-	-	-*	-*

* Since the number of individuals here is relatively low, no value is given here for data protection reasons.

1.3. Survey Instrument

1.3.1 Employee Survey

Three versions of the employee survey have been used for the second wave of data collection and are designed as a telephone interview, like in the first wave. New respondents from the refreshment sample of work organizations received the questionnaire from the first wave in a slightly shortened version and with a few adjustments of wording or answer categories based on the experience from the first wave. Appendix 2 visualizes these differences between the questionnaires from wave 1 and wave 2. Employees who were interviewed the second time and who were still employed in the same workplace received a slightly shortened version of the questionnaire from the first wave including the few adjustments mentioned already for the questionnaire for the new respondents (see Appendix 1 for a comparison of the questionnaire from wave 1 and wave 2). Next to this, questions on the family situation were reformulated to measure changes in partnership status and to measure childbirth. Questions on attitudes regarding gender roles and immigrants were not repeated to shorten the survey and because we assumed that they slowly change over time. We plan to ask these questions again in a third wave. The vignette experiment on work and personal life preferences was also deleted from the questionnaire. The analysis with the vignette data from the first wave did not provide evidence that it is a better measurement of work and personal life preferences than those already established. Although no additional partner interview was planned for the second wave respondents were still asked some questions about their partner. In addition respondents received a special part of questions on their partners. Finally, employees who were interviewed the second time but had left the work organization were only asked about reasons for leaving their previous employer and some background information (see Appendix 1).

2. Survey Implementation

2.1. Fieldwork and Field Control

The fieldwork phase for the employee survey ran from August 14, 2014 to April 25, 2015 and was conducted by telephone by employees of the SOKO-Institute GmbH in Bielefeld. To help them deal with the complexity of the interview situation, interviewers had access to specially trained personal advisors and were regularly requested to provide feedback on the progress of the interviews. At the same time, monitoring the course of interviews helped to promptly identify and address any potential problems. The progress of the surveys was observed from the outset, using automatically updated field statistics.

To increase the willingness to participate in the second wave, respondents received a postcard between the first and second wave where the project team and the collaborators thanked the respondents for the participation and informed them about first results on a website. Moreover,

all the respondents who agreed to participate in the second wave of the survey during first telephone interview were contacted by telephone via the survey institute end of the year 2013. Consequently, seven employees left the sample because they refused another participation in the survey or had died.

2.2. Response Rate

As our sample in the second wave is composited from a panel survey and a newly drawn survey. Thus, the responds rate for both parts of the sample are discussed separately.

2.2.1 Panel survey

The basis for the panel survey were 6,314 employees, which agreed in the first interview to be contacted once again. Seven of those employees dropped out of the sample as they were contacted during a panel maintenance measurement in the end of 2013. They either did no longer agree to being contacted again by the SOKO Institute, or died. From the 6,307 employees remaining in the sample the SOKO Institute completed 4,379 interviews, which accounts to a response rate of 73.3 percent (see Table 2). If we look at the response rate per company, this varies between 50 and 91.3 percent.

Although, the SOKO Institute conducted an internal telephone number and address search for the second wave of the survey, 329 employees could be no longer reached by phone, which accounts to 5.2 percent of neutral nonresponses. This was for example the case when employees left their former household and their partners, still living there, were not willing to provide the new contact details. Moreover, we had 1,599 non-neutral nonresponses: for 872 employees it was not possible to conduct an interview over the survey period and 727 employees refused to take part in the interview. In the first case the interview was not possible despite intensive attempts to contacts the employees over the period of eight months and at different days of the week and different times of the day.

Table 3: Response Rate: Panel Survey

	Total	Percent
Gross sample – CATI	6,307	100.00
Of which:		
Neutral nonresponses (total)	329	5.22
- No contact made	329	5.22
Adjusted net sample	5,978	94.78
Of which:		100.00
- Interview not feasible in the fieldwork phase	872	14.59
- Refusal to be interviewed	727	12.16
Interviews conducted	4,379	73.25
Of which:		100.00
Possibility of future employee survey: yes	3,991	91.14

As mentioned above, this is a panel survey, to be continued in 2016/17. Therefore, respondents were asked at the end of the interviews whether they agreed to being contacted by telephone again. A total of 3,991 people, i.e., approximately 91.14 percent of the interviewees questioned, gave their consent.

Table 3 differentiates between the various reasons for refusal to be interviewed. The most frequent reason for refusal was “for another reason,” which was the response given by 550 individuals. These were particular reasons for refusal that are worth mentioning and which could not be categorized under the others listed (e.g., “We’ve had a death in the family and we really can’t think about this right now. Please remove us from your survey.”).

Table 4: Reasons for Refusal: Panel Survey

Reasons for refusal—Main interview	Total	Percent
On principle	82	0.11
For another reason	550	0.76
No time	31	0.04
Not on the telephone	6	0.01
Hanged up immediately	52	0.07
		100

In 82 cases, the interview was refused “on principle.” They include refusals by people who, for various reasons, had made the decision to not participate in surveys in general.

Other individuals indicated not having time for an interview in the survey period (31). A total of 6 target individuals did not categorically refuse to participate in an interview but declined to do so by telephone. As a consequence, the interview could not take place since only telephone interviews were planned.

2.2.2 Newly conducted interviews

In total, the IAB sent contact data for 16,595 employees to the survey institute (SOKO Institute) to conduct the second part of the survey with employees interviewed for the first time. If the contact details provided did not include a telephone number, the survey institute conducted an internal telephone number search. For 5,765 cases it was not possible to obtain telephone numbers. Additional six persons had to be deleted from the sample as no sufficient personal information was given. The group of 10,824 target individuals with a telephone number available were contacted in writing and afterwards entered into the CATI system. In some cases the number was no longer current, making another telephone number search necessary. Nevertheless, no telephone number could be obtained for 2,884 persons.

Of the 10,824 target individuals contacted in writing, 1,959 employees were surveyed, which corresponds to a response rate of 31.7 percent (see Table 4). If we look at the response rate per company, this varies between 13 and 28.3 percent.

The neutral nonresponses include 1,621 cases, for which the respondents' addresses were not used because the response target rate had already been met. As soon as the target rate of 65 interviews per company was reached, initially, no further employees from that company were questioned. However, in order to achieve a higher total number of cases, this rule was relaxed slightly in the last quarter of the fieldwork phase and maximal 72 employees per company were contacted in writing and by telephone. Other neutral nonresponses comprise addresses where no contact could be made, the person reached was not identified as the target person, or where the number turned out to be a fax number (2,884 persons). Also, in 143 cases, the person reached did not belong to the target group. This applied if individuals were no longer employed in the same company as on the reference date of December 31, 2013. Thus, there were 4,648 neutral nonresponses in total.

Refusal to be interviewed (3,531), language problems, and cases where an interview was not feasible during the fieldwork phase are viewed as non-neutral nonresponses. Unsuccessful attempts to make an appointment within the fixed fieldwork phase also made it impossible to conduct an interview during this period. This was the case for 573 persons. Because of problems with the German language 113 interviews could not be conducted. This sums up to 4,217 non-neutral nonresponses. During the interview the respondents were asked whether they agree to being contacted by telephone again. A total of 1,682 people, i.e., approximately 85.9 percent of the interviewees questioned, gave their consent.

Table 5: Response Rate: Newly conducted interviews

	Total	Percent
Gross sample – CATI	10,824	100.00
Of which:		
Neutral nonresponses (total)	4,648	42.94
- Response rate target met	1,621	14.98
- No contact made	2,884	26.64
- Does not belong to the target group	143	1.32
Adjusted net sample	6,176	57.06
Of which:		100.00
- Language problems	113	1.83
- Interview not feasible in the fieldwork phase	573	9.28
- Refusal to be interviewed	3,531	57.17
Interviews conducted	1,959	31.72
Of which:		100.00
Possibility of future employee survey: yes	1,906	85.86

Table 5 differentiates between the various reasons for refusal to be interviewed. The most frequent reason for refusal was “for another reason” (1,510 persons). Refusal “on principle,” was the response given by 1,314 individuals. These include refusals by people who, for various reasons, have made the decision not to participate in surveys in general.

Table 6: Reasons for Refusal: Newly conducted interviews

Reasons for refusal—Main interview	Total	Percent
On principle	1,314	0.37
For another reason	1,510	0.43
No time	228	0.06
Not on the telephone	62	0.02
Hanged up immediately	320	0.09
		100.00

Target individuals also indicated not having time for an interview (228) in the survey period or hanged up immediately (320). A total of 62 target individuals did not categorically refuse to participate in a main interview but declined to do so by telephone, which meant the interview could not take place since only telephone interviews were planned.

2.3. Survey Mode and Duration

As already in the first wave the data were collected by means of computer-assisted telephone interviews (CATI) conducted by interviewers from the survey institute. Table 6 shows the minimum, maximum, and average interview duration of the panel survey and newly conducted interviews. The differentiation is necessary as the questionnaires differ slightly.

The average duration of the panel interview, with persons questioned for a second time was 25.5 minutes and depended, among other things, on whether the respondent still belonged to the target group. If the respondent was still employed in the same company, the average interview duration was 27.1 minutes. The interview with persons questioned for a second time, who had left their previous company, was only 8.6 minutes. Finally, the average duration among the newly conducted interviews was 36 minutes. The reason for the longer interview duration among the newly conducted interviews was that some questions are only asked once e.g. questions on personality traits and were therefore already answered by employees who had taken part in the interview for a second time

Table 7: Interview Duration

Type of interview	Number of cases	Average duration	Minimum duration	Maximum duration
Second wave	4,379	25.5	4	104
- Panel survey	3,999	27.1	12.0	139.0
- Persons who left the company and are no longer in the target group	379	8.6	4.0	27.0
Newly conducted interviews	1,959	36.0	18.0	89.0

2.4. Selectivity Analysis: Dropouts and persons who left their previous company

As our sample is drawn from the IAB register data, which includes information on all employees working in jobs subject to mandatory social insurance contributions we were able to conduct several selectivity and representativity analyses in the first wave to ensure that the populations of our sample reproduces the statistical population of employees in large companies (see Abendroth et al. 2014).

For the second wave of the employee survey it is also important to know if employees who dropped out of the survey or left the company differ from employees who participated in the second interview round and who were still employed in the same company. We used multinomial models to conduct simultaneous analyses which compare those three groups of employees (1. employees who partook part in the second interview and are still employed in the same company as two years ago (panel survey population); 2. employees who dropped

out of the sample; and 3. employees who took part in the second wave of the data collection, but are no longer employed in the same company and are therefore no longer part of the statistical target population).

The results are presented in Table 7. Employees who participated in the second wave and are still employed in one of the selected companies (panel survey population) are used as the baseline category. We find no differences between men and women regarding their likelihood to drop out of the sample. Compared to the panel survey population, employees who dropped out are more likely to have missing information on their nationality, but we find no differences between the German and non-German population regarding their likelihood to drop out. In addition, employees who dropped out are younger. More precisely, we find a convex function of age. At first the likelihood to drop out declines with every additional year a person gets older. The inflection point is at age 64. At this age the likelihood to drop out of our sample increases again. In addition, employees with tertiary education are less likely to drop out of the sample in comparison to those with lower school leaving certificates and without vocational training. Income in turn does not play a role for the likelihood to drop out. Moreover, persons who did not agree to the linkage of their survey data with administrative information from the IAB and for whom we therefore have no information on the company characteristics are more likely to drop out of the sample. We find no differences on the probability to drop out based on company size. Also for the economic sector the only statistically significant difference in the likelihood to drop out is among employees working in the administrative and support service activity sector. Those employees are more likely to drop out than employees working in manufacturing.

In the second part of the table the characteristics of employees who have participated in the second wave of the survey and who are still employed in one of the selected companies are compared to the characteristics of employees who have participated in the second wave of the survey but have left their previous company. We find no differences on gender, or nationality for the likelihood to leave the company. Only employees who have left their company are more likely to be younger. Once again we find a concave function on age. The likelihood to change the company first increases with every year but for persons older than 46 it declines again. In addition, employees with intermediate education such as those having lower (~Hauptschule) or intermediate (~Realschule) secondary school degrees with vocational training and those having higher secondary school degrees (Abitur) with vocational training are less likely than employees without vocational training to leave the company. Moreover, employees earning up to 1,000 euros or those for whom we do not have the information on their income are more likely to leave their company than the those in the reference category earning 1,001 to 2000 euros. Employees with the highest wages (above 5,001 euros) are, in turn, less likely to leave their company. We find no differences in the likelihood to leave the company for employees who agreed and those who did not agree to the linkage of their survey data with administrative information. Moreover, employees working in companies with more than 700 but less than

1500 employees are more likely to remain in the selected companies. There are also occasional differences in the probability of changing the company dependent on economic sector. Here, in particular, those employed in the field of administrative and support service, and education are more likely to leave their company than employees working in manufacturing, but also employees in the public administration and defense as well as those performing professional, scientific and technical activities are more likely to change their companies than those working in manufacturing.

Table 8: Multinomial regression estimating the probability to drop out of the sample or to leave one of the selected companies; baseline category: employees who participate in the second wave and are still employed in the same company

	Dropouts		Persons who left the company	
Gender: Reference category male female	0.074	(0.065)	-0.081	(0.125)
Nationality: Reference category German Not known	0.752**	(0.288)	-0.857	(1.046)
Non-German	0.050	(0.183)	0.459	(0.286)
Age in years	-0.129***	(0.033)	-0.185**	(0.062)
Age squared in years	0.001*	(0.000)	0.002*	(0.001)
Education: Reference category: Low-track secondary school (Hauptschule)/ intermediate-track secondary school (Realschule)/school-leaving certificate for German university entrance (Abitur) without vocational training Not known	-0.148	(0.470)	-0.624	(1.084)
Hauptschule /Realschule with vocational training	0.006	(0.149)	-0.646*	(0.259)
Abitur with vocational training	-0.146	(0.161)	-0.628*	(0.288)
University degree	-0.413**	(0.155)	0.074	(0.264)
Income: Reference category: 2,001-3,000 euros Up to 1,000 euros and not known	0.199	(0.112)	0.517**	(0.192)
3,001-4,000 euros	-0.068	(0.081)	-0.146	(0.157)
4,001-5,000 euros	-0.078	(0.080)	-0.217	(0.161)
5,001 euros and above	0.041	(0.101)	-0.506*	(0.225)
Did not agree to link survey and administrative data	0.671*	(0.313)	1.073	(1.083)
Company size: Reference category 500-699 employees 700-999 employees	0.030	(0.086)	-0.482**	(0.163)
1,000-1,499 employees	-0.067	(0.089)	-0.629***	(0.180)
1,500 employees and above	0.012	(0.114)	0.019	(0.194)
Economic sector: Reference category: C – Manufacturing DEF – Electricity, gas, steam and air conditioning supply; Water supply, sewerage, waste management and remediation activities; Construction	-0.156	(0.221)	-0.258	(0.611)
G – Wholesale and retail trade; Repair of motor vehicles and motor cycles	0.148	(0.141)	0.276	(0.282)
H – Transport and storage	0.225	(0.187)	-0.057	(0.535)
ILR - Accommodation and food service activities; Real estate activities; Arts, entertainment and recreation	0.090	(0.268)	0.712	(0.567)
J – Information and communication	-0.097	(0.112)	0.307	(0.225)
K – Financial and insurance activities	0.220	(0.195)	0.683	(0.353)
M – Professional, scientific and technical activities	0.030	(0.164)	0.659*	(0.261)
N – Administrative and support service activities	0.549*	(0.238)	1.540***	(0.364)
O – Public administration and defense	0.095	(0.103)	0.022	(0.232)
P – Education	-0.248	(0.205)	0.793**	(0.293)
Q – Human health and social work activities	-0.169	(0.096)	0.603**	(0.185)
Constant	2.786***	(0.617)	2.724*	(1.125)
<i>Employees</i>	6,545			

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

2.5. Item Nonresponse

Appendix 3 provides an overview of the response behavior of the employees in the net sample for the individual questions from the employee questionnaire. The overall level of responsiveness was high. For example, the share of employees who answered questions on personality traits is over 90 percent. This was also frequently the case with questions on respondents' employment situation.

2.6 Literature

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Appendix 1: Employee Questionnaires

Employee-Survey (Panel Survey)

Topics

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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>? You have participated in a survey of Bielefeld University about occupation and private life two years ago. To better understand the achievement of goals in work and private life, it is enormously important for us to interview you again about your occupational and private situation.

INT: Using telephone interviews we try to identify life goals in the private and work domain employees pursue, 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 is therefore distinctively shorter than the last time.
Your cooperation is voluntary. The SOKO Institute guarantees that all information will be processed strictly confidential and anonymously without using your name and address. Our staff is bound to secrecy. The data will be used exclusively in terms of this research project. Do you have the time to take part in this survey, or would you like to make an appointment?

Appointment for the interview: _____

Start right now.....

Refusal of interview.....

.....

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

Q003A: Please name your year of birth.

Year: _____

Q004: What is your current labour 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 / “Elternzeit” → Questionnaire version for core respondents
- Retirement → **INT98:**

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

Q005: If you have several employment contracts, please think only about your main job. Did you change your job since [month of participation in wave 1] ?

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

Q006: Has something of your occupational situation changed since [month of participation in wave 1] ? Have you changed e.g. your task, team or department within the establishment?

- Yes, task
- Yes, team.....
- Yes, department.....
- No → proceed to 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 secondary job?

- Yes.....
- No

[ask only those, who have answered “limited” at Q202 in the last wave]

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

Q210: Does your work schedule include shiftwork?

Yes.....

No → proceed to *question Q212*

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

INT: Read the possible answers aloud.

Always.....

Regularly (in fixed time periods).....

Sometimes (from time to time / in irregular time periods).....

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

INT: Read the possible answers aloud.

Every Sunday and on public holidays

At least once in a month.....

Sporadically

Sometimes

Never

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

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

_____ km

Location of workplace varies

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

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

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

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

Q221: How often does it happen that you have to go to the limits of your physical capacity at your work? Would you say...?

Always.....

Often

Sometimes

Seldom.....

Never

Q248: Now we come to a very specific aspect of working conditions, which applies so far only to a very small amount of workplaces, namely so-called cyber physical systems or Industry 4.0. Have you been confronted with one of those terms at your workplace so far?

Yes.....

No

Q249: Which of the following statements are true for your current work place?

Yes No don't know/ no answer

1 2 99

Q249A: I have to deal with technic and machines at my workplace which claim decisions from me concerning their regulation and to which I have to respond.

Q249B: I work with intelligent technology, which actively takes part in the regulation of working processes.

Q249C: To avoid mistakes with the technology, I do not only need technical knowledge, but also sense and intuition for the processes and possible risks.

Q249D: All technical systems and machines are connected with each other and communicate with each other on their own.

Q249E: Sometimes I feel overwhelmed because of the work with the technologies at my work place.

Q249F: I am afraid to become redundant because of the new technologies.

Q222: 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... ?

INT: Read the possible answers aloud.

Always.....

Often

Sometimes

Seldom.....

Never

Do not have colleagues.....

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

Always.....

Often

Sometimes

Seldom.....

Never

Do not have supervisors

➔ proceed to question Q227

Q225: Is your direct supervisor a man or woman?

Man

Woman.....

Q226: Does your supervisor have children?

Yes.....

No

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

Yes.....

No → proceed to *question 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 AP is a woman, addition: Yet again, please do not include yourself.

Number: _____

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

Number: _____

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

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

Number: _____

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

Number: _____

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

Applies completely
Does not apply at all

1 2 3 4 5

Q236A:	In general my supervisor seeks to support the employees concerning the <u>compatibility of family and work</u> [if Q223 not „Do not have supervisors“]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q236B:	If possible my colleagues help me to do my work, when I have to leave earlier or when I am late for work because of private reasons.	<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 points happen to you? Please answer again according to the scale from 1 to 5. The 1 means „always“, 2 means „often“, 3 „sometimes“, 4 „rarely“ and 5 „never“.

always often sometimes rarely never

1 2 3 4 5

R236A: How often do you get appreciation from your colleagues? Would you say...

R236B: How often do you get appreciation from your direct supervisor? [if Q223 not „Do not have supervisors“] Would you say...

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

Completely expected 1 2 3 4 5 Not at all expected

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

Completely provided 1 2 3 4 5 Not provided at all

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

Completely expected 1 2 3 4 5 Not at all expected

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

Completely provided 1 2 3 4 5 Not provided at all

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

Completely expected 1 2 3 4 5 Not at all expected

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

Completely provide 1 2 3 4 5 Not provide at all

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

Completely expected 1 2 3 4 5 Not at all expected

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

Completely provided 1 2 3 4 5 Not provided at all

Q238J: To what extent do you expect high appreciation of your work of your employer?

Completely expected 1 2 3 4 5 Not at all expected

Q239J: To what extent does your employer actually provide you with high appreciation of your work?

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

Q240: All in all: Is there a balance between what you achieve/perform at your workplace and what you usually receive for it? Please answer again according to a 5-point scale. 1 means that it is “absolutely balanced” and the 5 means that it is “absolutely unbalanced”, to your disadvantage.

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

Q901: In the following we ask you some questions about your self-assessment in the work and private life. Please indicate for each statement at first to what extent it applies to you when thinking about events in your work life. Please think then about events in your private life and indicate to what extent the statement applies to you. Please answer again according to a scale from 1 to 5. 1 means you “strongly agree”, 5 means you “strongly disagree”.

Q901A: I can usually handle whatever comes my way.
Q901A1: To what extent do you agree with this statement when thinking about events in your working life?

	1	2	3	4	5	
Strongly agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly disagree

Q901A2: And to what extent do you agree with this statement when thinking about events in your private life?

	1	2	3	4	5	
Strongly agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly disagree

Q901B: When I am confronted with a problem, I can usually find several solutions.
Q901B1: To what extent do you agree with this statement when thinking about events in your working life?

	1	2	3	4	5	
Strongly agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly disagree

Q901B2: And to what extent do you agree with this statement when thinking about events in your private life?

	1	2	3	4	5	
Strongly agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly disagree

Q901C: I am confident that I could deal efficiently with unexpected events.
Q901C1: To what extent do you agree with this statement when thinking about events in your working life?

	1	2	3	4	5	
Strongly agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly disagree

Q901C2: And to what extent do you agree with this statement when thinking about events in your private life?

	1	2	3	4	5	
Strongly agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly disagree

Q901D: I can solve most of the problems on my own.
Q901D1: To what extent do you agree with this statement when thinking about events in your working life?

	1	2	3	4	5	
Strongly agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly disagree

Q901D2: And to what extent do you agree with this statement when thinking about events in your private life?

	1	2	3	4	5	
Strongly agree	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strongly disagree

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

Yes.....

No → proceed to question Q241B

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

Yes.....

No

Q241B: Does your company offer telework/homework?

Yes.....

No → proceed to question Q241C

Q24B1: Do you make use of this: Telework/homework?

Yes.....

No

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

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

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 supervisors”]

Yes

No

Q245: Do you currently consider changing your employer?

Yes

No

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

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? The 1 means “very likely”, the 5 means “very unlikely”. Choose the numbers in between to grade 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 marital situation. In the last survey, you indicated to be... [programming by SOKO; fill in situation of wave 1]. Did anything changed since [month of participation in wave 1] ?

Yes.....

No → proceed to 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 cohabitant.....
when? _____ (Year)

b) got divorced
when? _____ (Year)

c) Partner, spouse or cohabitant died
when? _____ (Year)

d) Got married.....
when? _____ (Year)

e) Registered a civil partnership.....
when? _____ (Year)

f) Entered a new partnership.....

g) When started the relationship to get so close, that you would consider it as the begin of a partnership?.....
when? _____ (Year)

[From Q409 onwards ONLY ASKING, if Q4021 d, e, or f and persons, who have indicated to be in a relationship in wave 1]

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

Yes..... → proceed to question Q412, if person has already lived together with the partner in wave 1

No → proceed to question Q411

Q410: In which year did you move together?

Year: _____ → proceed to *question Q412*

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

_____ 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.

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 1]? For example, did you have children or did children move in or out?

Yes.....

No → proceed to *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)

When were these children born [For each child:]

_____ (Year)

b) Child or children were born

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 any children >= 2002:] Please think of your youngest child. I would like to ask you about the use of different childcare options conducted by other persons not by yourself or your partner. Which childcare options do you use for your youngest child?

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

Company-funded childcare

Kindergarten/ nursery /pre-school

Familial childcare e.g. grandparents or other family members

Paid childcare at home e.g. a nanny or childminder

All-day school/ full-time school

Other (open answer): _____

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 with. How many people are there? Please do not take your partner into account.

Number of persons: _____

None ➔ proceed to *question Q601*

Q501b: How many of these persons have a migrant background: _____ None

Q501c: How many of them are women: _____

None

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

Number of persons from work: _____

None

Part IV: Work-Family-Balance

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

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

Part V: Importance of life areas

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

		Not important at all								Very important		
		0	1	2	3	4	5	6	7	8	9	10
Q702A:	To have a partner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702B:	To have children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702C:	To have close friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702D:	To have a high income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702E:	To have a respectable occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702F:	To be healthy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702G:	To have leisure time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part VI: Satisfaction

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

		Totally unsatisfied								Totally satisfied		
		0	1	2	3	4	5	6	7	8	9	10
I001A:	with your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001B:	with your family life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I001C:	with your health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

Totally unsatisfied 0 1 2 3 4 5 6 7 8 9 10 Totally satisfied

Part VII: Health

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

Yes.....

No

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

Very good.....

Good

Satisfactory

Poor

Bad.....

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

Severely limited.....

Somewhat limited.....

Not limited

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

Severely limited.....

Somewhat limited.....

Not limited

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

How often during the past 4 weeks did it happen...? always often sometimes rarely never

1 2 3 4 5

I106A: that you felt hounded or under time pressure.

I106B: that you felt downhearted and blue.

I106C: that you felt calm and peaceful.

I106D: that you had a lot of energy.

I106E: that you had severe bodily aches or pains.

I106F: that your physical health or emotional problems interfered with your social activities (like visiting friends, relatives, etc.).

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

always often sometimes rarely never
 1 2 3 4 5

- I107A:** You were limited in the kind of work or other activities.
- I107B:** You accomplished less than you would like.

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

always often sometimes rarely never
 1 2 3 4 5

- I108A:** You accomplished less than you would like.
- I108B:** You did work or other activities less carefully than usual.

Part VIII: Allowance for linking supplement data

[Ask only those, who did not agree last time!!!!]

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

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

- Yes.....
- No → proceed to question Q303
- Respondent doesn't understand the question.....

Q303: In which sector do you work?

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

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

Q304A: _____ (Month)

Q304B: _____ (Year)

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

Q305A: _____ (Month)

Q305B: _____ (Year)

Part IX: Sociodemographical 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 1] ?

Yes..... → proceed to question I201b

No

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 qualificatory 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)

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

Upper secondary leaving certificate ("Abitur")

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

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

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

→ proceed to question I203

I202: What kind of other certificate is it? _____

INT: Detailed description of the certificate by the respondent.

I203a Have you obtained a further vocational education or study degree since [month of participation in wave 1] ?

Yes..... → proceed to 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

[ONLY ASK if in wave 1 I204 == no or I208 ==no]

I2091: In the last survey you have indicated that your parents were not born in Germany. 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 can you speak German?

I2091B: How good you can write german?

I2091C: How good can you speak your native language/ or the native language of your parents?

I2091D: How good can 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 have you took money along when travelling home since [month of participation in wave 1] ?

Yes.....

No

[ASK ONLY, if in the first wave I204 == no]

I207: Since when do you live in Germany?

Since year: _____

I2094: Do you have a German school degree?

Yes

No → proceed to *question I2096*

I2095 Which degree do you have?

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.

- 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)

I2096: Have you obtained a vocational education or study degree?

Yes

No → proceed to *question I2098*

I2097: Which 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- 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

I209B: Have you obtained the degree in Germany?

Yes.....

No → proceed to *question I2099*

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 to *question I214*

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

Refusal of the answer

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

Less than 500 Euro.....

500 to under 1000 Euro

1000 to under 1500 Euro

1500 to under 2000 Euro

2000 to under 2500 Euro

2500 to under 3000 Euro

3000 to under 4000 Euro

4000 to under 5000 Euro

5000 to under 7500 Euro

7500 to under 10000 Euro

10000 Euro or more

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

Yes.....

No → proceed to *question I217*

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

Euro: _____ (annually)

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

Yes.....

No

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

Unjustly low

Just → proceed to *question I219*

Unjustly high

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

Euros per month: _____

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

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

Refusal of the answer

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

Less than 500 Euro

500 to under 1000 Euro

1000 to under 1500 Euro

1500 to under 2000 Euro

2000 to under 2500 Euro

2500 to under 3000 Euro

3000 to under 4000 Euro

4000 to under 5000 Euro

5000 to under 7500 Euro

7500 to under 10000 Euro

10000 Euro or more

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

Yes, I agree to contact me again.

No, I disagree. → proceed to *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 X: Partner-Survey

[If there is a new partner Q4021f or respondent did reject the partner survey the last time.]:

I306: We are almost at the end of the interview and I want to thank you already for your participation. For our survey it would be very important to have some further information about your partner as well. This will take a maximum of three minutes.

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

Yes.....

No

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

Year: _____

I308: Was your partner born in Germany?

Yes.....

No → proceed to question I310

I309: In East or West Germany?

West Germany → proceed to question I311

East Germany → proceed to question I311

I310: In which country was your partner born?

Country (open answer): _____

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

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

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

INT: Read out the answers just if required.

No school certificate

Certificate of a special school

Secondary general school leaving certificate ("Hauptschulabschluss")

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

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

Polytechnical secondary school (GDR Certificate, 10th grade)

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

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

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

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

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

→ proceed to question I312

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

INT: Detailed description of the certificate by the respondent.

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

INT: Multiple answers possible!

- No vocational training.....
- Vocational training (GDR: "Facharbeiterabschluss").....
- Full-time vocational school ("Berufsfachschule", "Handelsschule") /
School for health care professions
- Trade and technical school
("Fachschule", e.g. "Meister-, Technikerabschluss")
- Education as public employee
- "Fachhochschule"/"Berufsakademie" (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.....

I313: **Is your partner employed?**

Yes.....

No → proceed to *question I320*

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

Occupation (open answer): _____

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

Yes.....

No

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

Yes.....

No

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

Stipulated hours: _____ hours per week

no present contract

no answer possible

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

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

Actual Hours: _____ hours per week

no answer possible

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

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

Yes.....

No

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

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

Appointment for the partner interview

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

[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
		1	2	3	4	5
IAA:	According to your assessment, how well did the respondent spoke German?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

IAB: Did the respondent spoke accent free?

Yes.....

No

Employee-Survey (New respondent)

Topics

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Teil 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. Do you receiving this letter?

Yes.....

No.....

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

INT03: The survey will take around 40 minutes

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

Appointment for the interview: _____

Start right now.....

Send the letter again.....

Refusal of interview.....

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

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 to question **INT98**

Don't know → proceed to question **INT98**

Refusal..... → proceed to question **INT98**

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

Yes..... → continue with question **Q101**

No

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

Part I: Big 5

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

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

Part II: Occupation

The following questions are about your current employment.

Q201: Do you have a secondary job?

Yes.....

No

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

Yes.....

No → proceed to *question Q205*

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

Q210: Does your work schedule include shiftwork?

Yes.....

No → proceed to *question Q212*

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

INT: Read the possible answers aloud.

Always.....

Regularly (in fixed time periods).....

Sometimes (from time to time / in irregular time periods).....

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

INT: Read the possible answers aloud.

Every Sunday and on public holidays

At least once in a month.....

Sporadically

- Sometimes
- Never

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

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

_____ km

location of workplace varies

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

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

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

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

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

INT: Read the possible answers aloud.

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

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

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

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

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

➔ proceed to question Q227

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

- Man
- Woman.....

Q226: Does your supervisor have children?

- Yes.....
- No

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

- Yes.....
- No

➔ proceed to question Q234

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

INT: without management level

Number: _____

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

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

Number: _____

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

Number: _____

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

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

Number: _____

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

Number: _____

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

		Applies completely			Does not apply at all	
		1	2	3	4	5
Q236A:	In general my supervisor seeks to support the employees concerning the <u>compatibility of family and work</u> [if Q223 not „Do not have supervisors“]	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q236B:	If possible my colleagues help me to do my work, when I have to leave earlier or when I am late for work because of private reasons.	<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 points happen to you? Please answer again according to the scale from 1 to 5. The 1 means „always“, 2 means „often“, 3 „sometimes“, 4 „rarely“ and 5 „never“.

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

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

		Important			Not important	
		1	2	3	4	5
Q237A:	<u>Ability to withstand stress</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

- Q237B: Willingness to work overtime
- Q237C: Being constantly available

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

Completely expected 1 2 3 4 5 Not at all expected

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

Completely provided 1 2 3 4 5 Not provided at all

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

Completely expected 1 2 3 4 5 Not at all expected

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

Completely provided 1 2 3 4 5 Not provided at all

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

Completely expected 1 2 3 4 5 Not at all expected

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

Completely provide 1 2 3 4 5 Not provide at all

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

Completely expected 1 2 3 4 5 Not at all expected

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

Completely provided 1 2 3 4 5 Not provided at all

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

Completely expected 1 2 3 4 5 Not at all expected

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

Completely provided 1 2 3 4 5 Not provided at all

Q238J: To what extent do you expect high appreciation of your work of your employer?

Completely expected 1 2 3 4 5 Not at all expected

Q239J: To what extent does your employer actually provide you with high appreciation of your work?

Completely provided 1 2 3 4 5 Not provided at all

Q240: 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

Q901: In the following we ask you some questions about your self-assessment in the work and private life. Please indicate for each statement at first to what extent it applies to you when thinking about events in your work life. Please think then about events in your private life and indicate to what extent the statement applies to you. Please answer again according to a scale from 1 to 5. 1 means you “strongly agree”, 5 means you “strongly disagree”.

Q901A: I can usually handle whatever comes my way.

Q901A1: To what extent do you agree with this statement when thinking about events in your working life?

Strongly agree 1 2 3 4 5 Strongly disagree

Q901A2: And to what extent do you agree with this statement when thinking about events in your private life

Strongly agree 1 2 3 4 5 Strongly disagree

Q901B: When I am confronted with a problem, I can usually find several solutions.

Q901B1: To what extent do you agree with this statement when thinking about events in your working life?

Strongly agree 1 2 3 4 5 Strongly disagree

Q901B2: And to what extent do you agree with this statement when thinking about events in your private life?

Strongly agree 1 2 3 4 5 Strongly disagree

Q901C: I am confident that I could deal efficiently with unexpected events.

Q901C1: To what extent do you agree with this statement when thinking about events in your working life?

Strongly agree 1 2 3 4 5 Strongly disagree

Q901C2: And to what extent do you agree with this statement when thinking about events in your private life?

Strongly agree 1 2 3 4 5 Strongly disagree

Q901D: I can solve most of the problems on my own.

Q901D1: To what extent do you agree with this statement when thinking about events in your working life?

Strongly agree 1 2 3 4 5 Strongly disagree

Q901D2: And to what extent do you agree with this statement when thinking about events in your private life?

Strongly agree 1 2 3 4 5 Strongly disagree

No

Q245: Do you currently consider changing your employer?

Yes

No

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

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? The 1 means “very likely”, the 5 means “very unlikely”. Choose the numbers in between to grade your statement.

Very likely 1 2 3 4 5 Very unlikely

Part III: Allowance for linking supplement data

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

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

Yes.....

No

➔ proceed to question Q203

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

Letter: _____

Q303: In which sector do you work?

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

- P - Education.....
- Q - Human health and social work activities
- R - Arts, entertainment and recreation activities
- S - Other service activities

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

Q304A: _____ (Month)

Q304B: _____ (Year)

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

Q305A: _____ (Month)

Q305B: _____ (Year)

Part IV: Private life

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

INT: Do not read the answers aloud.

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

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

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

Q404: When did you register your present civil partnership?

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

Q405: In which year did you get divorced?

Year: _____

Q406: How long have you been married?

Years: _____

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

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

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

Year: _____

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

Yes.....

No → proceed to *question Q411*

Q410: In which year did you move together?

Year: _____ → proceed to *question Q412*

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

_____ 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.

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

INT: Read out the answers.

Very likely.....

Rather likely

Maybe

Rather unlikely

Very unlikely.....

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

Yes.....

No proceed to *question Q419*

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

Number of children: _____

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

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

Q23AM: _____ (Month)

Q23AJ: _____ (Year)

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

Yes.....

No

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

Q417: Are there other children living in your household?

Yes.....

No

Q418: [If the year of birth of the youngest child > 2002:] 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.

Company-funded childcare

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

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

Paid childcare at home e.g. a nanny or childminder.....

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, go 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 with. How many people are there? Please do not take your partner into account.

Number of persons: _____

None → proceed to *question Q503*

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

Number of persons from work: _____

None

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

Number of persons: _____

None → proceed to *question Q601*

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

Number of persons from work: _____

None

Part VI: Work-Family-Balance

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

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

Q602: There are different opinions about the 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 grade your statement.

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

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

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

Part VII: Importance of life areas

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

		Not important at all								Very important		
		0	1	2	3	4	5	6	7	8	9	10
Q702A:	To have a partner	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702B:	To have children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702C:	To have close friends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702D:	To have a high income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702E:	To have a respectable occupation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702F:	To be healthy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Q702G:	To have leisure time	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part VIII: Satisfaction

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

		Totally unsatisfied								Totally satisfied		
		0	1	2	3	4	5	6	7	8	9	10
I001A:	with your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

Yes.....

No

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

Very good.....

Good

Satisfactory

Poor

Bad.....

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

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

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

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

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

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

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

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

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

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

Part X: Sociodemographical details

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

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

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

INT: Read out the answers just if required.

- No school certificate
 - Certificate of a special school
 - Secondary general school leaving certificate ("Hauptschulabschluss")
 - Polytechnical secondary school (GDR Certificate, 8th grade).....
 - Intermediate school leaving certificate ("Mittlere Reife",
"Realschulabschluss").....
 - Polytechnical secondary school (GDR Certificate, 10th grade)
 - Leaving certificate from a Fachoberschule ("Fachhochschulreife"
– qualification for studies at a Fachhochschule).....
 - Upper secondary leaving certificate ("Abitur")
 - Certificate of an extended secondary school (GDR-Certificate)
or vocational training with "Abitur" (GDR-Certificate)
 - Other german school certificate, namely _____
(just if explicitly mentioned by respondent)
 - Foreign school certificate, namely _____
(just if explicitly mentioned by respondent)
- } → proceed to question 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

I204: Were you born in Germany?

Yes

No → proceed to *question I206*

I205: In West Germany or East Germany?

West Germany → proceed to *question I208*

East Germany → proceed to *question I208*

I206: In which country were you born?

Country (open answer): _____

I207: Since when do you live in Germany?

Since year: _____ → proceed to *question I209*

I208: Were both of your parents born in Germany?

Yes..... → proceed to *question I212*

No

I209: Where was your father born?

Country (open answer): _____

I210: Where was your mother born?

Country (open answer): _____

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 can you speak German?

I2091B: How good you can write german?

I2091C: How good can you speak your native language/ or the native language of your parents?

I2091D: How good can 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 have you took money along when travelling home since [month of participation in wave 1] ?

Yes.....

I2094: Do you have a German school degree?

Yes.....

No → proceed to *question I2096*

I2095: Which degree do you have?

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.

- 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)

I2096: Have you obtained a vocational education or study degree in Germany?

Yes.....

No → proceed to *question I2098*

I2097: Which 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- 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

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 to *question I214*

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

Refusal of the answer

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

Less than 500 Euro

500 to under 1000 Euro

1000 to under 1500 Euro

1500 to under 2000 Euro

2000 to under 2500 Euro

2500 to under 3000 Euro

3000 to under 4000 Euro

4000 to under 5000 Euro

5000 to under 7500 Euro

7500 to under 10000 Euro

10000 Euro or more

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

Yes

No → proceed to *question I217*

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

Euro: _____ (annually)

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

Yes

No

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

Unjustly low

Just → proceed to *question I219*

Unjustly high

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

Euros per month: _____

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

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

Refusal of the answer

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

Less than 500 Euro

500 to under 1000 Euro

1000 to under 1500 Euro

1500 to under 2000 Euro

2000 to under 2500 Euro

2500 to under 3000 Euro

3000 to under 4000 Euro

4000 to under 5000 Euro

5000 to under 7500 Euro

7500 to under 10000 Euro

10000 Euro or more

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

Yes, I agree to contact me again.

No, I disagree. → proceed to *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 existent]:

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

Yes

No → continue with *question I320*

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

Year: _____

I308: Was your partner born in Germany?

Yes

No → proceed to *question I310*

I309: In East or West Germany?

West Germany → proceed to *question I311*

East Germany

→ proceed to question I311

I310: In which country was your partner born?

Country (open answer): _____

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

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

- No school certificate
- Certificate of a special school
- Secondary general school leaving certificate ("Hauptschulabschluss")
- Polytechnical secondary school (GDR Certificate, 8th grade).....
- Intermediate school leaving certificate ("Mittlere Reife",
"Realschulabschluss").....
- Polytechnical secondary school (GDR Certificate, 10th grade)
- Leaving certificate from a Fachoberschule ("Fachhochschulreife"
– qualification for studies at a Fachhochschule).....
- Upper secondary leaving certificate ("Abitur")
- Certificate of an extended secondary school (GDR-Certificate)
or vocational training with "Abitur" (GDR-Certificate)
- Other german school certificate, namely _____
(just if explicitly mentioned by respondent)
- Foreign school certificate, namely _____
(just if explicitly mentioned by respondent)

→ proceed to question I312

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

INT: Detailed description of the certificate by the respondent.

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

INT: Multiple answers possible!

- No vocational training.....
- Vocational training (GDR: "Facharbeiterabschluss").....
- Full-time vocational school ("Berufsfachschule", "Handelsschule") /
School for health care professions
- Trade and technical school
("Fachschule", e.g. "Meister-, Technikerabschluss")
- Education as public employee
- "Fachhochschule"/"Berufsakademie" (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

I313: Is your partner employed?

Yes.....

No → proceed to *question I320*

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

Occupation (open answer): _____

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

Yes.....

No

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

Yes.....

No

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

Stipulated hours: _____ hours per week

no present contract

no answer possible

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

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

Actual Hours: _____ hours per week

no answer possible

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

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

Yes.....

No

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

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

Appointment for the partner interview

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

[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
1 2 3 4 5

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

IAB: Did the respondent spoke accent free?

Yes.....

No

Employee-Survey (Person who left the company)

Topics

0. Intro and identity check.....	Seite 1
I. Leaving the organization	Seite 1
II. Occupation.....	Seite 2
III. Private life	Seite 3
IV. Health	Seite 5
V. Sociodemographical details.....	Seite 5
VI. Allowance for linking supplement data	Seite 8

Part 0: Intro and identity check

➔ Same introduction and identity check for all core respondents

Part I: Leaving the organization

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

- Close-down of organization
- Company reorganization
- Own resignation
- Termination by employer
- Annulment contract → **proceed with question Q011**
- End of limitation → **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 a continued 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 when 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 there are some questions about your occupational situation.

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

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

Yes.....

No

Q215: How many people do you supervise?

Number of employees: _____

[all again, independently of labour status (Q004)]

Part III: Private life

[all again]

Q4011: In the following I would like to ask you several questions concerning your marital situation. In the last survey, you indicated to... *[programming by SOKO; fill in situation of wave 1]*. Did anything change since *[month of participation in wave 1]*?

Yes.....

No → proceed to question Q409 or **with reference to wave 1 Q2221** if respondent indicated to be single in the last wave meaning that he/she did not indicate in Q401 : a) or e) or he/she indicated yes in Q407!!

Q4021: Which changes based on your partnership took place? When?

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

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

when? _____ (Year)

b) got divorced

when? _____ (Year)

c) Partner, spouse or cohabitant died

when? _____ (Year)

d) Got married

when? _____ (Year)

e) Registered a civil partnership.....

when? _____ (Year)

f) Entered a new partnership.....

g) When started the relationship to get so close, that you would consider it as a begin of a partnership? _____ (Year)

[From Q409 onwards ONLY ASKING, if Q4021 d, e, or f and persons, who have indicated to be in a relationship in wave 1]

[With reference to wave 1: From Q409 onwards ONLY ASKING respondents who indicated in wave 1 to have a partner (Q401: a) or e) or Q407:yes), OR at the current wave: If Q4021 d, e, or f.]

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

Yes.....

No → proceed to question Q411

Q410: In which year did you move together?

Year: _____ → proceed to question Q412

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

_____ 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.

[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 1]? For example, did you have children or did children move in or out?

Yes.....

No → proceed to *question* Q418

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

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

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

Number? _____

When? _____ (Year)

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

_____ (Year)

b) Child or children were born

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: Sociodemographical 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 1] ?

No → proceed with 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 qualificatory 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)

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 _____

→ proceed to question I203

(just if explicitly mentioned by respondent)
 Foreign school certificate, namely _____
 (just if explicitly mentioned by respondent) → proceed with question I202

I202: What kind of other certificate is it? _____

INT: Detailed description of the certificate by the respondent.

I203: Have you obtained a further vocational education or study degree since [month of participation in wave 1]?

No
 → proceed with 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" (früher: Ingenieurschule,
 Lehrerbildung, GDR: Ingenieur- und Fachschulabschluss).....
- University, other higher education institution degree without Promotion ...
- University other higher education institution degree with Promotion
- University degree (e.g. Bachelor, Diploma, Magister, "Staatsexamen", Master)

[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 earn flexible, performance- or profit-related premiums?

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

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

Euro: _____ (annually)

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

- Yes.....
- No

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: Allowance for linking supplement data

[With reference to wave 1: 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 being available at the Institute for Employment Research in Nuremberg for the analysis of the survey. These are for example additional information referring to your employment in the past. It is absolutely guaranteed that all data protection regulations will be strictly followed. Of course, your agreement is voluntary. You can withdraw it at any time. Do you agree with the transfer of your data?

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

Yes

No

→ proceed to question Q303

Respondent doesn't understand the question

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]

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

Yes, I agree to contact me again

No, I disagree.....

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

QS1A: Mobile phone number: _____

QS1B: E-mail-address: _____

Thank you very much for your participation in the interview.

Appendix 2: Adjustments to the employee questionnaire between Waves 1 and 2

Table 9: Appendix: Adjustments to the employee questionnaire between Waves 1 and 2 for the newly conducted interviews

Question numbers		Description	Adjustment
Wave 1	Wave 2		
Q204, Q204A, Q204B	-	Fixed-term employment relationship → until when? - 204A: month - 204B: year	Items deleted
Q207	Q207	Frequency of overtime	Supplement of answer option: W1: - [...] <ul style="list-style-type: none"> - from time to time - [...] W2: <ul style="list-style-type: none"> - [...] - from time to time/ seasonal - [...]
Q208, Q208A, Q208B	-	Chosen number of working hours with changing income according to the number of hours: Main reason for wish to - 208A: reduce/ - 208B: increase working hours	Items deleted
Q209	-	Own decision when work schedule begins and ends	Item deleted
Q213	-	Number of working days per week	Item deleted
Q217	-	Frequency of not sleeping at home because of business trips, changing/ distant places of work	Item deleted
Q220, Q220A – F	Q220, Q220A – F	Statements concerning influence of private life on working life, scale: 1 to 5	Changed location of items → between Q24B1 & Q242 in Wave 2
Q234	-	Knowledge of income level of most of colleagues	Item deleted
Q235	-	Advice of employer to don't talk with colleagues about income level	Item deleted
R236C	-	Frequency of receiving criticism from direct supervisor	Item deleted
Q237D	-	Importance of behaviors and skills for employees in comparable position in company: Cooperation/ teamwork	Item deleted

Q238C, Q239C	-	To what extent - 238C: expectation of / - 239C: provision of employer with performance-based payment	Items deleted
Q238F, Q239F	-	To what extent - 238F: expectation of / - 239F: provision of employer with an interesting job	Items deleted
Q238G, Q239G	-	To what extent - 238G: expectation of / - 239G: provision of employer with freedom concerning the way one get his/her job done	Items deleted
Q238I, Q239I	-	To what extent - 238I: expectation of / - 239I: provision of employer with pleasant social atmosphere	Items deleted
Q241A, Q24A1	Q241A, Q24A1	Flexible daily and weekly working time - Q241A: offered by company - Q24A1: make use of	Changed location of items → between Q901D2 & Q241B in Wave 2
Q241B, Q24B1	Q241B, Q24B1	Telework/ homework - Q241B: offered by company - Q24B1: make use of	Changed location of items → between Q24A1 & Q220
Q241C, Q24C1	-	Special leave/unpaid leave - Q241C: offered by company - Q24C1: make use of	Items deleted
Q241D, Q24D1	-	Kindergarten, company nursery, rented kindergarten places, day nursery places - Q241D: offered by company - Q24D1: make use of	Items deleted
Q244	Q244	Initiative to talk with direct supervisor about career advancement	Question changed: W1: within last 6 months W2: within last 2 years
Q301	Q301	Agreement with transfer of data	Answer category deleted: W1: Respondent doesn't understand question
Q412B – Q412E	-	Occurrence in relationship? - Q412B: appreciation - Q412C: good, inspiring conversations - Q412D: quarrel - Q412E: get to know interesting people or things due to partner	Items deleted
-	Q412F, Q412G	Occurrence in relationship? - Q412F: support for career plans - Q412G: help of professional networks of partner	New Items added to Q412
Q418	Q418	For youngest child: Use of different childcare options conducted by other persons	Condition for filtering changed: W1: [If the year of birth of the youngest child <= 2000:] W2: [If the year of birth of the youngest child > 2000:] Answer options changed:

			<p>W1:</p> <ul style="list-style-type: none"> - Company kindergarten - Kindergarten/ nursery /pre-school - Grandparents - Ex-partner - Other members of the family - Friends or Neighbours - Paid childcare at home e.g. a Nanny - Childminder - Government-funded childcare - All-day school/ Full-time school - Other (open answer): - The child manages it to be alone at home without childcare. - Childcare conducted by others is not necessary (e.g. not employed/working, one parent is always at home) <p>W2:</p> <ul style="list-style-type: none"> - Company-funded childcare - Kindergarten/ nursery /pre-school - Familiar childcare, e.g. grandparents or other family members - Paid childcare at home, e.g. a nanny or childminder - All-day school/Full-time school - Other (open answer)
Q420, Q420	-	<p>Employment of house cleaner or household help</p> <p>Frequency of employment</p>	Items deleted
Q602	Q602	Statements concerning possible influence of working life on the private life	<p>Introduction changed</p> <p>W1: In the following I will read out some statements concerning the influence the working life may have on the private life. [...]</p> <p>W2: There are different opinions about the tasks of women and men in the family and in child-rearing. [...]</p>
-	Q702G	Importance of several life domains in one's life	<p>Answer option added:</p> <p>W1: -</p> <p>W2: to have leisure time</p>
Q801X	-	Part VIII: Vignettes	Items deleted
Q901, Q901A – Q901D	Q901, Q901A – Q901D; Q901A1 – Q901D1; Q901A2 – Q901D2	Self-assessment	<p>Items integrated in new question block and different location</p> <p>W1: p.17 → in part IX “Personality”: Self-assessment</p> <p>W2: p. 8 → in part II “Occupation”: Self-assessment in work and private life</p> <p>Q901A1- Q901D1:</p>

			<p>To what extent do you agree with this statement when thinking about events in your working life?</p> <p>Q901A2 – Q901D2:</p> <p>To what extent do you agree with this statement when thinking about events in your private life?</p>
I001		Satisfaction	<p>Introduction changed:</p> <p>W1: The following questions are about the satisfaction with various areas in your life.</p> <p>W2: The following question is about the satisfaction with your work.</p>
I001B-I001G	-	Satisfaction	Items deleted
I109, I110A, I110B	-	Support of mental capacity with help of prescription medicine without medical need → ever done this?, imagine to do this in future (again)?	Items deleted
I203	I203	Kind of vocational education or study degree	<p>Answer options changed:</p> <p>W1:</p> <ul style="list-style-type: none"> [...] - Education as public employee “Fachhochschule”/“Berufsakademie” (in the past: Ingenieurschule, Lehrerbildung, GDR: Ingenieur- und Fachschulabschluss) - University, other higher education institution degree without Promotion - University, other higher education institution degree with Promotion - University degree (e.g. diploma, Magister, “Staatsexamen“, Master) <p>W2:</p> <ul style="list-style-type: none"> [...] - 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: Master, diploma, Magister, “Staatsexamen“ - University other higher education institution degree with Promotion

I211	-	Language mostly spoken at home	Item deleted
-	I2091, I2091A-I2091D	Immigrant background – writing and speaking skills of German and native language	New items added
-	I2092	Citizenship	New item added
-	I2093	Took money along when travelling home or sent/ transferred money to home country (of parents) since August 2012	New item
-	I207	Since when living in Germany	Item repeated ??, in W1 just once
-	I2094, I2095	German school-leaving qualification, which one	New items added
-	I2096, I2097	German professional qualification or university degree, which one	New items added
-	I2098, I2099	Recognition of foreign professional qualification, working in this profession	New items added
I301 – I305B	-	Possibility to talk to partner right now/ next days; telephone number and name of partner	Items deleted
I312	I312	Kind of vocational education or study degree	<p>Answer options changed:</p> <p>W1:</p> <ul style="list-style-type: none"> [...] - Education as public employee “Fachhochschule”/“Berufsakademie” (in the past: Ingenieurschule, Lehrerbildung, GDR: Ingenieur- und Fachschulabschluss) - University, other higher education institution degree without Promotion - University, other higher education institution degree with Promotion - University degree (e.g. diploma, Magister, “Staatsexamen”, Master) <p>W2:</p> <ul style="list-style-type: none"> [...] - Education as public employee “Fachhochschule”/“Berufsakademie” (in the past: Ingenieurschule, Lehrerbildung, GDR: Ingenieur- und Fachschulabschluss): e.g. Master, diploma, Magister, “Staatsexamen”

			<ul style="list-style-type: none"> - 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
-	IAA, IAB	Assessment of language skills by interviewer, in case of foreigners	New items added

Table 10: Appendix: Adjustments to the employee questionnaire (panel survey) between Waves 1 and 2

Question numbers		Description	Adjustment
Wave 1	Wave 2		
Q004	Q004	Labour status	<p>Question and answer options changed:</p> <p>W1: Are you currently engaged in paid employment?</p> <ul style="list-style-type: none"> - Yes - No <p>W2: What is your current labour status?</p> <ul style="list-style-type: none"> - Employed - Self-employed - Marginally or not regularly employed (e.g. 450-euro job) - Unemployed - Educational training/ study - Advanced vocational training - Non-working - Childcare/ maternity protection/ parental leave - Pension
Q005	Q005	Change of main job change	<p>Question changed – different temporal benchmark:</p> <p>W1: [...] Did you change your job since last December?</p> <p>W2: [...] Did you change your job since [survey month of 1st wave]?</p>
-	Q006	Change of occupational situation	<p>New item added:</p> <p>Has something of your occupational situation changed since [survey month of</p>

			<p>1st wave]? Have you changed e.g. your task, team or department within the establishment?</p> <ul style="list-style-type: none"> - Yes, task - Yes, team - Yes, department - No
-	Q007	Change related to occupational improvement/ deterioration	<p>New item added:</p> <p>As measured by your own goals and demands, is this change related to an occupational improvement or deterioration?</p> <ul style="list-style-type: none"> - to an occupational improvement - to an occupational deterioration - to none of both
Q101, Q101A – Q101O	-	Big 5	Items deleted
Q204, Q204A, Q204B	-	<p>Fixed-term employment relationship → until when?</p> <ul style="list-style-type: none"> - 204A: month - 204B: year 	Items deleted
Q207	Q207	Frequency of overtime	<p>Supplement of answer option:</p> <p>W1:</p> <ul style="list-style-type: none"> - [...] - from time to time - [...] <p>W2:</p> <ul style="list-style-type: none"> - [...] - from time to time/ seasonal - [...]
Q208, Q208A, Q208B	-	<p>Chosen number of working hours with changing income according to the number of hours:</p> <p>Main reason for wish to</p> <ul style="list-style-type: none"> - 208A: reduce/ - 208B: increase working hours 	Items deleted
Q209	-	Own decision when work schedule begins and ends	Item deleted
Q213	-	Number of working days per week	Item deleted
Q217	-	Frequency of not sleeping at home because of business trips, changing/ distant places of work	Item deleted
-	Q248	Industry 4.0 or cyber-physical systems	<p>New items added</p> <p>Encounter with terms in the context of the workplace</p>
-	Q249, Q249A-Q249F	Industry 4.0 or cyber-physical systems	New items added

			Which of the statements concerning Industry 4.0 and intelligent technologies are true for the workplace
Q220, Q220A – F	Q220, Q220A – F	Statements concerning influence of private life on working life, scale: 1 to 5	Changed location of items → between Q24B1 & Q243 in Wave 2
Q221	Q221	Stressors at work place	Introduction deleted: W1: In the following part I will ask you about stressors at your work place. How often does it [...]? W2: How often does [...] ?
Q222	Q222	Being unjustly criticized/ bullied by colleagues	New introduction added W1: How often [...]? W2: Now I will ask you a few questions about your direct work environment. How often [...]? Changed location of item: after Q249
Q225	Q225	Male or female direct supervisor	Introduction deleted W1: Now I will ask you a few questions about your direct work environment. Is [...]? W2: Is[...]?
Q234	-	Knowledge of income level of most of colleagues	Item deleted
Q235	-	Advice of employer to don't talk with colleagues about income level	Item deleted
R236C	-	Frequency of receiving criticism from direct supervisor	Item deleted
Q237, Q237A - D	-	Importance of behaviors and skills for employees in comparable position in company	Items deleted
Q238C, Q239C	-	To what extent - 238C: expectation of / - 239C: provision of employer with performance-based payment	Items deleted

Q238F, Q239F	-	To what extent - 238F: expectation of / - 239F: provision of employer with an interesting job	Items deleted
Q238G, Q239G	-	To what extent - 238G: expectation of / - 239G: provision of employer with freedom concerning the way one get his/her job done	Items deleted
Q238H, Q239H	-	To what extent - 238I: expectation of / - 239I: provision of employer with flexible working hours	Items deleted
Q238I, Q239I	-	To what extent - 238I: expectation of / - 239I: provision of employer with pleasant social atmosphere	Items deleted
Q241A, Q24A1	Q241A, Q24A1	Flexible daily and weekly working time - Q241A: offered by company - Q24A1: make use of	Changed location of items → between Q901D2 & Q241B in Wave 2
Q241B, Q24B1	Q241B, Q24B1	Telework/homework - Q241B: offered by company - Q24B1: make use of	Changed location of items → between Q24A1 & Q220
Q241C, Q24C1	-	Special leave/unpaid leave - Q241C: offered by company - Q24C1: make use of	Items deleted
Q241D, Q24D1	-	Kindergarten, company nursery, rented kindergarten places, day nursery places - Q241D: offered by company - Q24D1: make use of	Items deleted
Q242	-	To make use of family supportive measures viewed as less committed in company?	Item deleted
Q244	Q244	Initiative to talk with direct supervisor about career advancement	Question changed: W1: within last 6 months W2: within last 2 years
Q301	Q301	Allowance for linking supplement data	Changed location and part: W1: Part III, p.11ff. W2: Part VIII, p.15 ff.
Q302	Q302	First letter of your birth name for linking	Item deleted
Q401	-	Marital status	Item deleted
Q403	-	Date of marriage	Item deleted
Q404	-	Registration of present civil partnership	Item deleted
Q405	-	Year of divorce	Item deleted
Q406	-	Duration of marriage	Item deleted

Q407	-	Current serious/permanent relationship	Item deleted
Q408	-	Beginning of relationship (year)	Item deleted
-	Q4011	Change of marital status since [survey month of 1 st wave]	New item added
-	Q4021	Which change of marital status	New item added
Q412B – Q412E	-	Occurrence in relationship? <ul style="list-style-type: none"> - Q412B: appreciation - Q412C: good, inspiring conversations - Q412D: quarrel - Q412E: get to know interesting people or things due to partner 	Items deleted
-	Q412F, Q412G	Occurrence in relationship? <ul style="list-style-type: none"> - Q412F: support for career plans - Q412G: help of professional networks of partner 	New items added to Q412
Q413	-	Probability of still being together with partner in 5 years	Item deleted
Q22	-	Own children, adopted, foster- or stepchildren	Item deleted
Q22A	-	Amount of children	Item deleted
D22A, D22B, Q23AM, Q23AJ	-	Date of birth of the children Month and year For every child	Items deleted
Q231A	-	For every child: Living in household	Item deleted
-	Q2221	Change of family situation since [survey month of 1 st wave]	New item added
-	Q2222	Which changes of family situation	New item added
-	Q2222A	Amount of children	New item added
-	D2222A, D2222B, Q2322AM, Q2322AJ	Date of birth of the children Month and year For every child to the eightoldest one	New item added
-	Q2322A	For every child: Living in household	New item added
-	Q2322A	Adopted children/ partner's children living in household	New item added
-	Q2322A	For every child: Living in household	New item added

-	Q2223A	Amount of children	New item added
-	D2223A, D2223B, Q23223M, Q2323AJ	Date of birth of the children Month and year For every child to the eightoldest one	New item added
-	Q2323A	For every child: Living in household	New item added
Q417	-	Other children living in household	Item deleted
Q418	Q418	For youngest child: Use of different childcare options conducted by other persons	<p>Condition for filtering changed:</p> <p>W1: [If the year of birth of the youngest child <= 2000:]</p> <p>W2: [If the year of birth of any children >= 2002:]</p> <p>Answer options changed:</p> <p>W1:</p> <ul style="list-style-type: none"> - Company kindergarten - Kindergarten/ nursery /pre-school - Grandparents - Ex-partner - Other members of the family - Friends or Neighbours - Paid childcare at home e.g. a Nanny - Childminder - Government-funded childcare - All-day school/ Full-time school - Other (open answer): - The child manages it to be alone at home without childcare. - Childcare conducted by others is not necessary (e.g. not employed/working, one parent is always at home) <p>W2:</p> <ul style="list-style-type: none"> - Company-funded childcare - Kindergarten/ nursery /pre-school - Familiar childcare, e.g. grandparents or other family members - Paid childcare at home, e.g. a nanny or childminder - All-day school/Full-time school - Other (open answer)
Q419, Q419A – Q419D	-		Item deleted
Q420, Q420	-	Employment of house cleaner or household help Frequency of employment	Items deleted

-	Q501b	Spending leisure time with persons having a migrant background	New item added
-	Q501c	Spending leisure time with female persons	New item added
Q503	-	Amount of persons sharing personal thoughts and feelings with	Item deleted
Q504	-	How many of them are known from work	Item deleted
Q602, Q602A - C	-	Statements concerning the influence working life may have on private life	Items deleted
Q603, Q603A - C	-	Statements one probably already heard sometime (migrants, foreigners)	Items deleted
-	Q702G	Importance of several life domains in one's life	Item added: W1: - W2: to have leisure time
Q801X	-	Part VIII: Vignettes	Items deleted
Q901, Q901A – Q901D	Q901, Q901A – Q901D; Q901A1 – Q901D1; Q901A2 – Q901D2	Self-assessment	Items integrated in new question block and different location W1: p.17 → in part IX “Personality”: Self-assessment W2: p. 8 → in part II “Occupation”: Self-assessment in work and private life Q901A1- Q901D1: To what extent do you agree with this statement when thinking about events in your working life? Q901A2 – Q901D2: And to what extent do you agree with this statement when thinking about events in your private life?
I001D-I001G	-	Satisfaction	Items deleted
I109, I110A, I110B	-	Support of mental capacity with help of prescription medicine without medical need → ever done this?, imagine to do this in future (again)?	Items deleted
I201	-	Highest general school certificate	Item deleted
-	I201a	Further school certificate since [survey month of 1 st wave]	New item added
-	I201b	If so, which school certificate	New item added
I203	-	Vocational education/ study degree	Item deleted

-	I203a	Further vocational education/ study degree since [survey month of 1 st wave]	New item added
-	I203b	If so, which vocational education/ study degree	New item added
I204	-	Born in Germany	Item deleted
I205	-	Born in West Germany or East Germany	Item deleted
I206	-	Born in which country	Item deleted
-	I2091, I2091A-I2091D	Immigrant background – writing and speaking skills of German and native language	New items added
-	I2092	Citizenship	New item added
-	I2093	Took money along when travelling home or sent/ transferred money to home country (of parents) since [survey month of 1 st wave]	New item added
I208	-	Both parents born in Germany	Item deleted
I209	-	Where was father born	Item deleted
I2010	-	Where was mother born	Item deleted
I211	-	Language mostly spoken at home	Item deleted
-	I2094, I2095	German school-leaving qualification, which one	New items added
-	I2096, I2097, I209B	Professional qualification or university degree, which one; German degree	New items added
-	I2098, I2099	Recognition of foreign professional qualification, working in this profession	New items added
I301 – I305B	-	Possibility to talk to partner right now/ next days; telephone number and name of partner	Items deleted
I312	I312	Kind of vocational education or study degree	Answer options changed: W1: [...] - Education as public employee “Fachhochschule”/“Berufsakademie” (in the past: Ingenieurschule, Lehrerbildung, GDR: Ingenieur- und Fachschulabschluss) - University, other higher education institution degree without Promotion

			<ul style="list-style-type: none"> - University, other higher education institution degree with Promotion - University degree (e.g. diploma, Magister, "Staatsexamen", Master) <p>W2:</p> <p>[...]</p> <ul style="list-style-type: none"> - 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
-	IAA, IAB	Assessment of language skills by interviewer, in case of foreigners	New items added

Appendix 3: Overview of Item-Nonresponse

Response Rates: „Big 5“

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

Response Rates: „Occupation“

Current Employment	Response Rate in %
Q201: secondary job	93.94
Filter:	
Q202: fixed-term/unlimited	100.00
Q206: actual working hours, including overtime	97.46
Q207: frequency overtime	95.74
Q210: shiftwork	93.91
Filter:	
Q211: frequency shiftwork	100.00
Q212: frequency Sundays and public holidays	93.88
Q214: leadership of employees	99.45
Filter:	
Q015: number of subordinate employees	98.32

Q216: e-mails/phone-calls outside official working time	99.87
Q218: km from place of residence	98.69

Job Situation	
Q219A: control over sequencing of work activities	99.84
Q219B: work activities getting done in own way	99.84
Q219C: able to define job objectives	99.59
Q219D: job mainly includes routine tasks	99.87

Frequency of the Following Situations	
R219A: waking up with work-related problems	99.87
R219B: easy to switch off	99.86
R219C: sacrifice too much for career	99.61
R219D: work stays in head all evening	99.95
R219E: can't sleep at night if something is put off	99.86

Stressors at Work Place	
Q221: limits of physical capacity	99.81

Cyber physical systems or Industry 4.0	
Q248: presence of cyber physical systems or Industry 4.0	99.87
Q249A: deal with technic and machines which claim decisions	99.71
Q249B: work with intelligent technology	99.51
Q249C: technical knowledge, but also sense and intuition	99.37
Q249D: technical systems and machines are connected	98.92
Q249E: feel overwhelmed	99.73
Q249B: afraid to become redundant	99.68

Stressors at Work Place	
Q222: unjustly criticized or bullied by colleagues	99.65
Q223: unjustly criticized or bullied by supervisor	99.64

Team/ Work Group	
Q225: direct supervisor man or woman	99.31
Q226: direct supervisor have children	96.17
Q227: work in team/work group	99.65
Q229: number of employees in team/work group	98.97
Q230: number of women in team/work group	98.36
Filter:	
Q231: number of mothers in team/work group	97.18
Filter:	
Q232: number of fathers in team/work group	96.77
Filter	
Q233: number of migrants/foreigners in team/work group	97.68

Relationship with Colleagues. Supervisor and Organization	
Q236A: supervisor seeks to support concerning compatibility of family & work	99.21
Q236B: colleagues help to do work in case of interfering private reasons	98.30
Q236C: only do the work which is indispensable for execution of work	99.81

How Often Do the Following Points Happen	
R236A: appreciation from colleagues	99.50
R236B: appreciation from direct supervisor	99.39

Obligations/Compensating Measures on Behalf of Employer	
Q238A: expectation: good career opportunities	98.98
Q239A: provision: good career opportunities	97.93
Q238B: expectation: high payment	98.68
Q239B: provision: high payment	98.36
Q238D: expectation: advanced training	99.62
Q239D: provision: advanced training	98.52
Q238E: expectation: long-term employment security	99.69
Q239E: provision: long-term employment security	98.64

Q238H: expectation: flexible working hours	99.40
Q239H: provision: flexible working hours	99.41
Q238J: expectation: high appreciation of your work	99.83
Q239J: provision: high appreciation of your work	98.73
Q240: all in all: performance/reward balanced	99.80

Self-Assessment	Response Rate in %
Q901A1: handle whatever comes (work)	99.61
Q901A2: handle whatever comes (private life)	99.53
Q901B1: solution for each problem (work)	99.89
Q901B2: solution for each problem (private life)	99.85
Q901C1: deal efficiently with unexpected events (work)	99.88
Q901C2: deal efficiently with unexpected events (private life)	99.97
Q901D1: solve problems by one's own efforts (work)	99.89
Q901D2: solve problems by one's own efforts (private life)	99.85

241A: availability: flexible daily and weekly working time	99.19
Filter:	
Q24A1: use: flexible daily and weekly working time	99.85
Q241B: availability: telework/homework	98.09
Filter:	
Q24B1: use: telework/homework	99.96

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

Q242: employees who make use of family supportive measures are viewed as less committed	
Q243: further training programs	99.91
Q244: talk with your direct supervisor	99.85
Q245: consider changing your employer	99.98
Q246: how difficult to get a similar or better job with another employer	99.95
Q247: how likely dismissed in the next two years	99.80

Response Rates: „Private Life“

Changes in Family Situation	Response Rate in %
Q4011: change regarding marital status	99.95
Frequency of Following Things in Relationship (Filter)	
Q412A : receiving appreciation	98.83
Q412F: partner supports me	98.61
Q412G: job-related networks of my partner help me	98.67
Q2222: change regarding family status	99.96

Response Rates: „Leisure Time“

	Response Rate in %
Q501: persons you spend time with	99.24
Q501b: persons you spend time with (migration background)	98.51
Q501c: persons you spend time with (women)	98.61
Filter:	
Q502: Number of persons from work	97.82

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

Influence Work Life on Private Life	Response Rate in %
Q601A: work keeps away from hobbies	99.68
Q601B: less attention to private life than to working life	99.72

Q601C: miss family activities due to work responsibilities	99.69
Q601D: too physically tired to participate in family activities after work	99.73
Q601E: difficult to relax at home	99.73
Q601F: preoccupied with work at home	99.80

Response Rates: „Importance of Life Areas“

Importance of the Following Life Domains	Response Rate in %
Q702A: partner	99.78
Q702B: children	99.28
Q702C: close friends	99.91
Q702D: high income	99.84
Q702E: respectable occupation	99.81
Q702F: health	99.80
Q702G: leisure time	99.88

Response Rates: „Satisfaction“

Satisfaction with Various Areas in Life	Response Rate in %
I001A: work	99.81
I001B: family life	99.90
I001C: health	99.91
I002: altogether with life	99.91

Response Rates: „Health“

	Response Rate in %
I102: handicapped or capable of gainful employment only to a reduced extent due to medical reasons	99.80
I103: health status	99.86
I104: impairment: climb the stairs	99.84
I105: impairment: exhausting actions	99.78

How Often Did It Happen?	
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I106A: time pressure	99.89
I106B: downhearted and blue	99.64
I106C: calm and peaceful	99.73
I106D: energy	99.56
I106E: bodily aches or pains	99.45
I106F: physical health/ emotional problems	99.72

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

How Often Did It Happen? (emotional)	
I108A: accomplished less than intended	99.67
I108B: work or activities less carefully than usual	99.58

Response Rates: „Allowance for linking supplement data“

	Response Rate in %
Q301: transfer	99.96

Response Rates: „Sociodemographical Details“

General Questions	Response Rate in %
I201: school certificate	99.96
I203: vocational education or study degree	99.96
I2092: born in Germany	99.91
speaking two languages	
I2091A: how can you speak German	84.86
I2091B: how good you can write	84.86
I2091C: speak your native language	84.86
I2091D: how good can you write	84.86
I2092: Nationality	95.36
I2093: Remittances	99.20
I217: fairness concerning current income	99.30
Filter:	
I218: fair monthly gross income	99.10
I219: monthly household net income	97.35

Q44: further survey?	99.97
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Response Rates: „Partner-Survey“

Filter:	
I306: basic data of partner	99.91
IAA: how well did the respondent speak German	100.00
IAB: respondent speak accent free	100.00

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