

Report for Ministerie van Sociale Zaken en Werkgelegenheid

## Study on Transitions in Employment, Ability and Motivation (STREAM)

Technical report (2010-2019)



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Date	22 December 2020
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## Contents

1	Introduction.....	5
1.1	Why STREAM.....	5
1.2	Objective of STREAM.....	5
1.3	Research framework.....	5
1.4	Strengths and limitations of STREAM.....	6
1.5	Ethical approval.....	6
2	Study population.....	8
2.1	Study population at baseline in 2010.....	8
2.2	New study sample in 2015.....	9
2.3	Study population at follow-up.....	10
3	Questionnaires.....	14
3.1	Topics in the questionnaires.....	14
3.2	Overview of topics.....	20
3.3	Scales.....	24
4	Results.....	28
	References.....	29
	Appendix 1. Letters Review Committees.....	31
	Appendix 2. Results STREAM 2019.....	33
	Appendix 3. Transitions in work status (T1 → follow-up).....	34



# 1 Introduction

## 1.1 Why STREAM

The workforce in the Netherlands is ageing, and a shortage of workers is expected in upcoming years because fewer young people enter the labour market and a large number of baby boomers will retire (1). The rising ratio of retired elderly to the active working population puts pressure on public finances, and causes tension in the solidarity between generations (2). In order to maintain the social welfare state and meet the demands of the global economy, all labour supply needs to be used, work productivity should be maintained at a high level, and sustainable employability should be promoted.

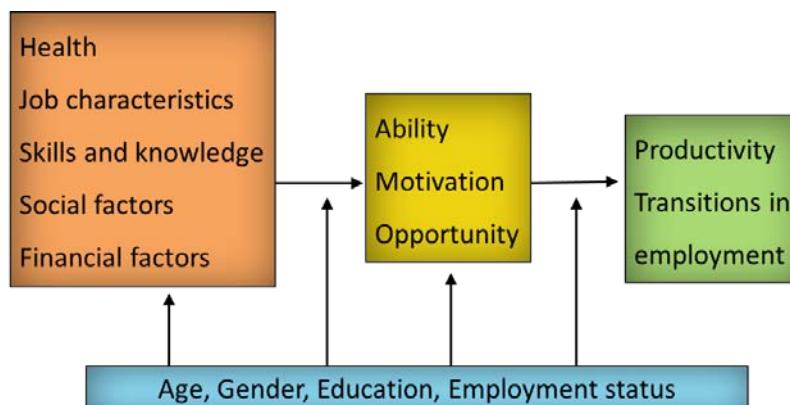
Although an increasing number of studies address sustainable employability in an ageing society, there are several gaps in our knowledge which are primarily due to a lack of longitudinal studies in which a broad set of potential determinants are examined (3). The Study on Transitions in Employment, Ability and Motivation (STREAM) was designed to contribute to filling these gaps, and to provide better insight into the factors that influence transitions in employment and productivity among older workers.

## 1.2 Objective of STREAM

The objective of STREAM is to acquire knowledge on the circumstances under which persons aged 45 and older continue to participate in paid employment with a high productivity and in good health. This knowledge is necessary for the development of policies and interventions that can improve the sustainable employability of older employees.

## 1.3 Research framework

In Figure 1 the research framework is presented:



**Figure 1.1:** STREAM research framework

In the research framework five groups of potential determinants of transitions in employment and work productivity are distinguished. These are health, job characteristics, skills and knowledge, social factors, and financial factors. According to the framework these determinants influence transitions in employment and work productivity through three central explanatory variables, i.e., the ability, motivation, and opportunity to work. All variables in the framework, and their interrelations may be influenced by moderating variables, including gender, age, educational level, and initial employment status (i.e., employed, self-employed or non-employed).

Transitions in employment include: (a) transitions from work to early retirement, unemployment, and disability, (b) transitions from inactivity in the labour market to paid employment, and (c) mobility in the labour market, i.e., transitions to a different employer, transitions to a different occupation, transitions between employment and self-employment. Work productivity refers to the quantity and/or quality of the output that an individual creates. In this study, we focus on several aspects of self-reported productivity, including sickness absence, presenteeism, and loss of productivity while at work.

#### 1.4 Strengths and limitations of STREAM

STREAM is a comprehensive longitudinal study. The strength of longitudinal studies is their capacity to approximate causality. A critical issue in establishing causality is the temporality of the observed association, i.e. the cause precedes the effect in time. Therefore, longitudinal studies collect data which better enable us to disentangle cause and effect than cross sectional studies.

With STREAM we intend to examine relations. STREAM is not suitable for monitoring, meaning we will not make statements about for example the percentage of persons in the Netherlands that retires early. The reason is that we use an internet panel for the data collection and not a representative sample of the Dutch population. Moreover, our sample is stratified, and contains relatively many employees in the age group of 60 to 64. Also, as in all longitudinal studies, not all participants of the first measurement continue to participate during all follow-up measurements.

We assume that the findings in STREAM may be generalized to the Dutch population. Aim is to examine the influence of various determinants on the participation of older persons in work. For that aim, heterogeneity is more important than representativity. In STREAM we aimed at a highly heterogeneous sample in age, sex and education.

The participants of STREAM are all 45 years or older. The study will not contain data on transitions of younger persons and determinants of these transitions. Findings of the present study with regard to determinants may not be generalized to younger persons.

#### 1.5 Ethical approval

The Medical Ethical Committee of the VU University Medical Center (Amsterdam) declared that the Medical Research Involving Human Subjects Act (abbreviation in Dutch: WMO) does not apply to STREAM. The Medical Ethical Committee had no objection to the execution of this research. In the information that accompanied the online questionnaire, it was emphasized that the privacy of participants is guaranteed, that all answers to the questions are treated

confidentially, and that all data are stored in secured computer systems. The letter of the Medical Ethical Committee is in Appendix 1.

TNO has established an internal review board for research involving human subjects that is not subject to the WMO. The TNO Institutional Review Board (IRB) assesses design of the study, social importance, safety aspects, privacy of the participants, data storage and burden and risks to research participants. STREAM received a positive recommendation. The letter is in Appendix 1.

## 2 Study population

STREAM is a prospective cohort study among employees, self-employed persons, and non-working persons, aged 45 to 64 years at baseline. The study sample was stratified by age and employment status (employed, self-employed, non-working). The baseline measurement was carried out in 2010, with follow-up measurements in 2011, 2012, 2013, 2015, 2016, 2017 and 2019.

STREAM participants were part of the Intomart GfK Online Panel, which consisted of approximately 110,000 persons in 2010, of whom about 35,000 were 45 to 64 years of age. Intomart GfK recruited panel members in various ways: from participants in national representative research carried out by Intomart GfK (33%), through contacts of persons already included in the panel (23%), through newsletters (26%) or banners (2%). Moreover, persons applied for the panel themselves (16%).

In the fifth wave (2015) a new sample was included in STREAM to refill the 45-49 years category. Also new participants were added from the age groups 50-54, 55-59 and 60-64, to ensure a sufficient amount of employees and self-employed persons in these age groups. The new sample was recruited in the same way as the original sample and was also stratified by age and employment status.

Panel members received a financial incentive to fill out an online questionnaire. For every yearly completed STREAM questionnaire, the savings balance of the participant was increased by about 3 euros, with the exact amount depending on the time spent filling out the questionnaire. These savings could be paid out as gift vouchers or as a donation to the Red Cross. In the 2015 wave, the remuneration for filling out the questionnaire was increased after approximately 5 weeks to 6 euros to increase response rates. Since 2016, the remuneration was increased to 5 euros. In STREAM, response by proxy (i.e., someone else in the household) was not allowed.

A special group among the participants are the so called 'inactive' panel participants. Inactive panel participants were no longer active in the GfK panel, but were still approached to take part in the STREAM study. In the measurements of the past years, different fees have been tried to involve the inactive participants, varying from a €5 gift coupon right away, the value of €15 after they finished three measurements, or a lottery where substantially higher amounts could be won. Response rates did not differ much among the different schemes. Since the adoption of the General Data Protection Regulation (GDPR) in 2018, inactive participants could no longer be approached.

### 2.1 Study population at baseline in 2010

The first measurement took place between the 22nd of October and the 28th of November 2010. A sample of 26,601 persons was invited by Intomart to participate in STREAM. Invited persons received a maximum of two reminders. Of this sample, 4,168 persons did not respond to the invitation, and 2,180 persons started but did not complete the questionnaire. For 5,065 persons, the questionnaire was stopped after a few selection questions because the relevant age / employment status category was already filled. In total, 15,887 participants completed their questionnaires, a response rate of 71,45%. We received 15,118 questionnaires, since it was agreed that Intomart would deliver data of 15,000 persons.



The remaining 699 questionnaires were selected randomly within persons that did not give permission to link their data to register data of Statistics Netherlands (see section 2.1.3). The remaining participants are presented in Table 2.1.

**Table 2.1:** Participants baseline measurement STREAM in 2010

	Employed	Self-employed	Non-working	Total
45-49 years	3,001	254	482	3,737
50-54 years	3,001	250	520	3,771
55-59 years	3,495	252	526	4,273
60-64 years	2,558	273	506	3,337
<b>Total</b>	<b>12,055</b>	<b>1,029</b>	<b>2,034</b>	<b>15,118</b>

Since the Intomart GfK panel contained insufficient employed persons in the age group 60-64, Intomart has put additional effort in recruiting persons in this stratum; participants were asked to approach persons in this age group to participate and an ad was placed in a magazine. These actions yielded 53 extra participants. Also participants were derived from a panel of a GfK-partner of Intomart, yielding 360 additional participants in this stratum. Unfortunately, these actions did not lead to a sufficient number of participants. Therefore, it was decided to approach more employed persons in the age group 55-59.

## 2.2 New study sample in 2015

in 2015 a new sample was included in STREAM. Intomart has invited 12,109 persons to participate in STREAM. Of this sample, 4,604 persons did not open the invitation, a response rate of 62%. Another 525 persons did not complete the questionnaire. Of 228 persons the questionnaire stopped because the stratum was already full. After data cleaning another 13 persons were excluded, and in total 6,752 persons could be included in the analysis. Table 2.2 shows the final participants by age group and employment status.

**Table 2.2:** Participants new sample STREAM in 2015

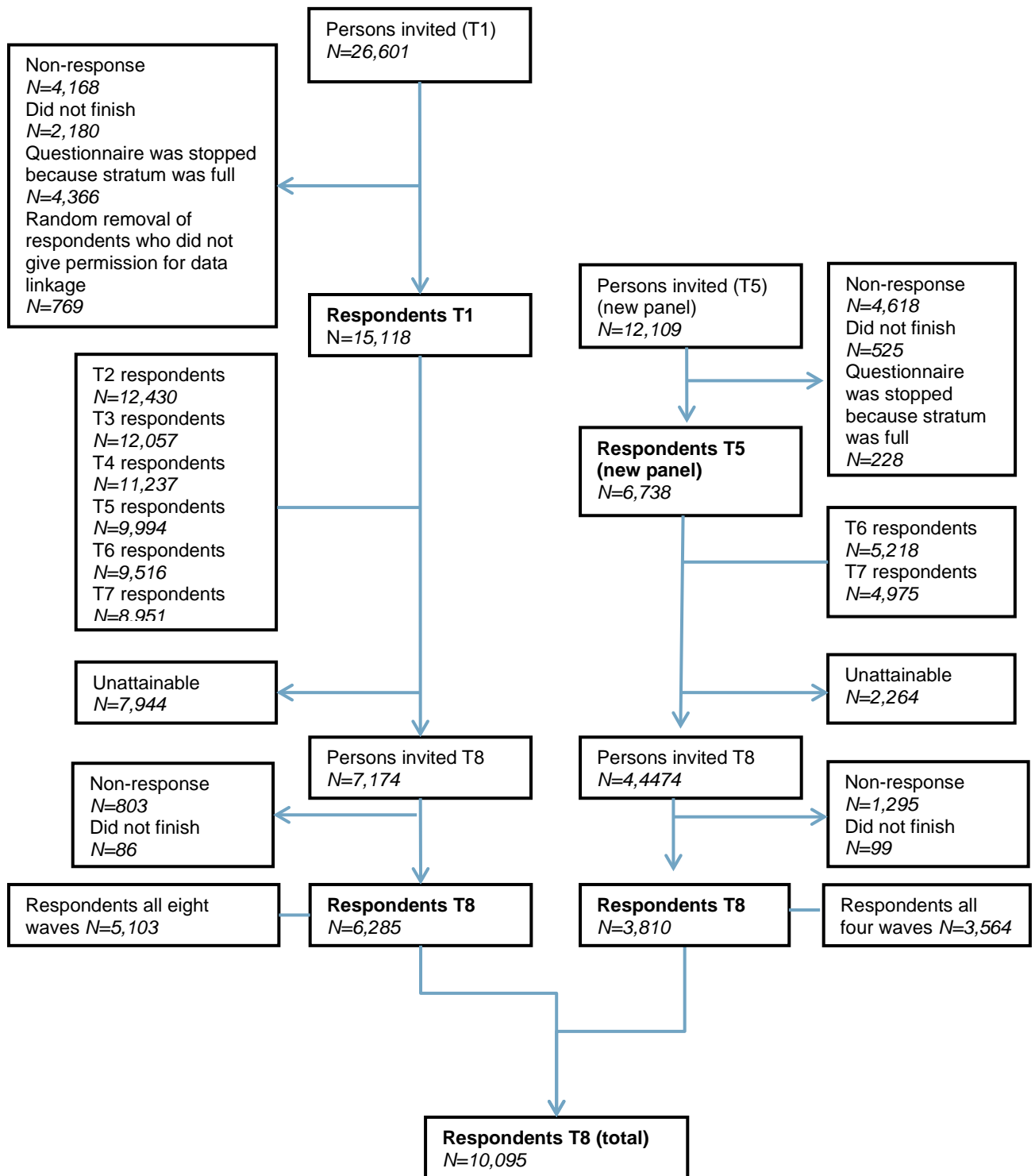
	Employed	Self-employed	Non-working	Total
45-49 years	3702	282	515	4499
50-54 years	753	67	19	839
55-59 years	630	65	1	696
60-64 years	622	60	0	682
65-69 years	9	3	0	12
<b>Total</b>	<b>5716</b>	<b>477</b>	<b>535</b>	<b>6728</b>

### 2.3 Study population at follow-up

All follow-up measurements took place in the fall of the following years:

<b>T2</b>	24th of October 2011	-	27 <sup>th</sup> of November 2011
<b>T3</b>	22nd of October 2012	-	28 <sup>th</sup> of November 2012
<b>T4</b>	21st of October 2013	-	24 <sup>th</sup> of November 2013
<b>T5</b>	23rd of October 2015	-	7 <sup>th</sup> of December 2015
<b>T6</b>	25th of October 2016	-	12 <sup>th</sup> of December 2016
<b>T7</b>	23rd of October 2017	-	12 <sup>th</sup> of December 2017
<b>T8</b>	24rd of October 2019	-	2 <sup>nd</sup> of December 2019

Of the 15,118 persons that participated in 2010, 5,103 persons (34%) completed all questionnaires. Of the new panel, 3,564 persons completed the questionnaire also in the following three years (53%). Figure 2.1 shows a flowchart of the response on all measurements in STREAM. Unattainable refers to persons that resigned from the panel. Intomart is not allowed to approach them for the next measurement.



**Figure 2.1:** Flowchart of the response; 5,103 participants of the original cohort completed all questionnaires and 3,564 of the new cohort.

### 2.3.1 Selective loss to follow up of the original panel

To examine possible selective loss to follow up, we compared the respondents who participated in all measurements with those who missed one or more follow up measurements. Table 2.3 shows the results.

**Table 2.3:** Selective loss to follow up

	Original cohort		New cohort	
	missings	all	Missings	all
<b>N:</b>	10,015	5,103	3,174	3,564
<b>%:</b>	66.2%	33.8%	47.1%	52.9%
<b>Age</b>	53.9▼	55.2▲	49.7∇	50.6Δ
<b>Sex</b> (percentage women)	0.47Δ	0.44∇	0.53Δ	0.50∇
<b>Education</b>	2.19∇	2.22Δ	2.19	2.20
<b>Vitality</b>	64.3∇	65.6Δ	62.5	62.7
<b>Depression</b>	1.57Δ	1.53∇	1.62	1.61
<b>Job demands</b>	3.12Δ	3.06∇	3.19	3.15
<b>Job satisfaction</b>	4.02	4.02	4.03	4.03
<b>Developmental proactivity</b>	3.92Δ	3.87∇	3.89Δ	3.82∇
<b>Financial situation</b>	3.32∇	3.47Δ	3.39∇	3.51Δ
<b>Work ability</b>	7.29	7.36	7.73Δ	7.60∇
<b>Productivity</b>	6.69Δ	6.59∇	6.72	6.69
<b>Intention tot stop working (WN+ZS)</b>	1.39∇	1.47Δ	1.23	1.26
<b>Intention to start working (NW)</b>	2.30	2.19	2.93▲	2.57▼

Note. Means are tested with the t-test. ▲ and ▼ :  $p < 0.05$ , significant high (low) means (two-tailed), and Cohen's d is at least 0.20. Open arrows Δ and ∇: also significant, but Cohen's d is smaller than 0.20. Cohen, J. (1988). Statistical power analysis for the behavioral sciences (2nd ed.). Hillsdale NJ: Erlbaum.

WN=employed, ZS=self-employed, NW=not employed

Table 2.3 shows some selective loss to follow up. Due to the large sample, differences are statistically significant, but very small. For most variables Cohen's d was smaller than .20<sup>1</sup>, apart from age in the original cohort (0.218). One exception is age in the original cohort. Those who participated in all measurements were more than one year older. In the new cohort, those who participated in all measurements and were not employed had less intention to start working. These small effect sizes indicate that the selective loss to follow up will not seriously bias the results of analyses with the STREAM data.

### 2.3.2 Linkage to register data

In the baseline questionnaire, participants were asked to give their consent to link their answers to register data of Statistics Netherlands. Such linkage enables the attainment of

<sup>1</sup> For Cohen's d an effect size between .20 and .35 may be considered a small effect, while below .20 effect sizes may be considered irrelevant (Cohen (1977), Statistical power analysis for the behavioral sciences, NY: Academic Press).

additional background variables, for example information about yearly income and financial property from tax authorities. Moreover, in the future, linkage may be used to follow transitions in employment and age of retirement for participants after data collection for this study is completed.

Of the 15,118 participants who completed the baseline questionnaire, 13,216 could successfully be linked to the base registration. Of all respondents, 1,446 (9.6%) did not give their consent for the linkage. Among the new respondents that were added to the cohort in 2015, 22.5% did not give their consent, but 3,716 could be successfully linked.

## 3 Questionnaires

### 3.1 Topics in the questionnaires

All questionnaires start with employment status. Participants may choose between nine categories varying from one paid job to housewife and are allowed to choose more than one option. This question is followed by one about received social benefits. Based on their answers to these questions, respondents are classified into employee, self-employed and not employed and they will receive the questions that are applicable to their work status.

#### 3.1.1 *Demographic characteristics*

The following demographic characteristics were assessed:

- Year of birth;
- Sex;
- Level of education;
- Household composition.

Year of birth, sex, and level of education are registered by Intomart GfK. They were also assessed by questionnaire to enable checks. To assess the composition of the household a similar question was asked as used by Statistics Netherlands.

#### 3.1.2 *Health and well-being*

The following aspects of health and well-being were assessed:

- Longstanding diseases and limitations;
- Perceived general health and well-being;
- Lifestyle.

Longstanding diseases were assessed by presenting the participants a list with several health problems, and ask them if they suffered from one of them. Subsequently was asked if the health problem limits their performance at work. These questions were derived from a yearly survey among the working population by Statistics Netherlands, which were also used in the Netherlands Working Conditions Survey (NWCS) (4). From 2010 to 2013, four questions were included to assess musculoskeletal health problems. The questions were derived from the NWCS (4). Since 2015 these questions were removed.

Perceived health is assessed with 12 questions of the SF-12 (Short Form Health Survey) (5). The SF-12 is a short version of the SF-36 (Medical Outcomes Study 36-item Short-Form Health Survey) (6). To assess vitality, three items from the SF-36 were added (6). These items were not included in the SF-12. Since 2017 these questions were removed.

Depression was assessed with the CES-D10 (Center for Epidemiologic Studies Short Depression Scale) (7,8). This 10-item scale is a short form of the original CES-D 20, which contains 20 items. Till 2017, Recovery and relaxation was measured with three items derived from the DISC-R version 3 (9). Participants report to what extent after a workday they are still occupied by their work after a workday, are affected by events at work, and are able to relax. Since 2015, Burn-out is measured using five items, that are based on an adapted version of the Utrecht Burn-out Scale (10).

Several lifestyle aspects were assessed. Two questions refer to physical activity.

Other questions refer to height and weight to determine the Body Mass Index and one question is about smoking habits, now and in the past. Since 2015, participants were asked how many hours they sleep on average.

### 3.1.3 *Work-related factors*

The following work-related factors were assessed:

- Work transitions;
- Job characteristics;
- Work in the past;
- Working conditions;
- Support, justice and unwanted behaviour (bullying, intimidation, violence and sexual attention);
- Specific work characteristics for the self-employed;
- Work characteristics for multiple job holders.

#### *Work transitions*

With regard to transitions, the questionnaire contains the following items:

- Reasons to stop working;
- Reasons to start working;
- Changes of employer, job or profession;
- Reasons for these changes;
- Promotion and demotion;
- Changes in work tasks or working hours.

In 2017 two items are added for those not employed about when they stopped working and if they expect to start working again. These questions are meant to stop bothering participants who stopped some time ago or who retired permanently with questions about their reasons. Before 2015, employees who started to work as a self-employed or vice versa were asked for their reasons to change. However, since these respondents could only be identified through a complicated routing, these questions were removed. Questions with regard to factors important for switching jobs, profession or employer remained. After 2015, questions on intentions or needs about their further career were removed.

#### *Job characteristics*

Questions concerning the job refer to:

- Occupation;
- Type of industry;
- Size of the company.
- Type of contract;
- Number of working hours, work in days/week, overtime;
- Evening and night work, weekend work;
- Flexible working arrangements;
- Management tasks;
- Restructuring or reorganisation.

Questions on job characteristics, such as occupation, type of industry, type of contract, working hours etc., were similar to those used in the NWCS (4).

In 2015, the question on contract type was replaced by three questions that together determine the type of contract of a participant. However in 2017, due to lack of space, the three questions were removed in favour of the original question on contract type. After the question with regard to evening and night work, a new question was added in the follow up questionnaires on working between 12.00 p.m. and 6.00 a.m. In 2015, a question on working weekends was added. In 2015, three questions were included referring to flexible working arrangements. Participants were asked whether they can partly determine their own working hours, whether it is possible for them to work from their home and whether they regularly work from home. Also, two questions were added asking participants whether they are available for colleagues or customers outside working hours.

#### *Work in the past*

All participants who filled in the questionnaire for the first time (in 2010 and 2015) were asked questions about their work in the past. These questions refer to the number of years and the type of work (physically, emotionally and mentally demanding work). Participants without paid work were asked questions about their last job. These questions refer to job title, sector, type of contract and years of employment. Self-employed were asked how long they were working as a self-employed and their work status before they became self-employed.

#### *Working conditions*

With regard to working conditions, exposure was assessed to noise, solvents, physical work load, job demands, job autonomy, emotional demands and mental demands. Questions on demands and autonomy were derived from the Job Content Questionnaire (JCQ) (11). Emotional demands were assessed with the Copenhagen Psychosocial Questionnaire (COPSOQ) (12), but answer scales were adapted to fit in with the other questions. Questions on physical work load, noise and mental demands were derived from the NWCS (4).

Starting in 2015, a question was asked whether changes had taken place in the previous five years (2015) or in the previous twelve months (since 2016) in the work place. This question was derived from the European Skills and Jobs Survey (13). Starting in 2019, questions were added on the use of electronic communication, digital systems and whether participants have trouble dealing with it.

#### *Support, justice and unwanted behaviour (bullying, intimidation, violence and sexual attention)*

Social support was assessed with the COPSOQ (12), with adapted answer scales. Questions with regard to procedural and distributive justice were based on a previous study by Boer et al (14). After 2013, the questions on justice were removed. In 2015, the questions on bullying, intimidation, physical violence and unwanted sexual attention were adapted to specify the type of situation.

#### *Specific work characteristics for self-employed*

The work characteristics for self-employed persons are sometimes different than of those who work as an employee. Therefore, for this group questions were added with regard to the management of the enterprise (alone or with others), personnel, number of clients/customers, change in demand for services or products, cooperation with other entrepreneurs and questions about typical issues for entrepreneurs, such as insecurity, lack of collective arrangements etc. The questions were newly constructed and partly based on a study by Van den Born on the challenges of being an entrepreneur (15).



After 2013, several questions were removed: about their cooperation with others, troubles in finding new clients and questions about the negative aspects of working as an entrepreneur.

#### *Work characteristics for multiple job holders*

In the questionnaires of 2015, 2016 and 2017 we added questions about a second job, if a participant reported having multiple jobs. We asked participants how many jobs they had, and whether their second job was a job as an employee or as self-employed. Further, we repeated some questions that were asked for the first job, such as type of contract, working hours and some working conditions. Also, we asked for the main reason to have multiple jobs and whether they would prefer to have one job.

#### **3.1.4 Knowledge and skills**

New questions were constructed with regard to the fit between knowledge/skills and the job (or current labour market for the non-working) and knowledge obsolescence. Four questions refer to developmental proactivity and are based on a study by Van Veldhoven en Dorenbosch (16). One question asks if participants did attend training or educational activities in the past 12 months. The question on the focus of these training and educational activities was changed in 2015 into a question on the motivation for training and educational activities. In the 2010 questionnaire, one question was aimed at the payment for training or educational activities. For the follow up questionnaires this question was rephrased and is now aimed at the initiative for these activities.

#### **3.1.5 Social factors**

The following social factors were assessed:

- Volunteer work and informal care;
- Employment status partner;
- Support partner with regard work/retirement;
- Life events;
- Work-family balance.

All questionnaires contain questions on the amount of time spent on unpaid activities such as volunteer work or charity work, informal care, care for little children outside the family, and household work. Since 2012, some extra questions were added in the questionnaires with regard to informal care:

- Who was the person the informal care was aimed at?
- Where did this person live?
- What is the travel distance between this person and your home?

Starting in 2015, more questions were added concerning volunteer work and informal care:

- Type of organization the volunteer work was done for.
- To what extent this volunteer work was fun, satisfying, difficult, obligatory or stressful.
- Motives for doing volunteer work.
- To what extent giving informal care was fun, satisfying, difficult, obligatory or stressful.

Questions on the support of the partner concerning work or retirement were based on a study by Henkens et al (17). Questions on work-family balance were based on a study by Fox and Dwyer (18).

### 3.1.6 *Financial factors*

The questionnaire contains items on the contribution to the household income, the financial situation of the household, the financial situation of the company and the financial opportunity to stop working. Starting in 2015, a question was added that asked participants if they support one or more children financially.

### 3.1.7 *Motivation to work*

The following factors related to motivation were assessed:

- Importance of certain job characteristics (such as appreciation, salary etc.)
- Work engagement;
- Motivation (not) to work;
- Age till when participant would like to work (or would have liked to work);
- Job satisfaction;
- Desire to work more or less hours.

Questions on the importance of job characteristic and the motivation (not) to work, were only part of the questionnaire during the first four waves. These questions were partly based on the NWCS (4). Questions on motivation to work were derived from the questionnaire based on the Self Determination Theory (19). Work engagement is assessed by the Utrecht Work Engagement Scale (UWES) (20). The UWES-9 is used, in which the dimensions vigor and dedication are assessed. Questions on age till when the participant would like to work are based on the NWCS, as well as the question on job satisfaction (4).

### 3.1.8 *Ability to work*

The following items in the questionnaire are related to the ability to work:

- Work ability;
- Self-efficacy with regard to work;
- Self-efficacy with regard to new tasks;
- Age till when participant is able to continue working.

Originally, four questions of the Work Ability Index (WAI) (21,22) were included. After 2017, only the general question was retained. Questions on self-efficacy were newly constructed and based on the guidelines by Bandura (23). Most questions on self-efficacy were removed after 2013 and still more after 2017. The 2019 questionnaire only contains the question on the ability of the respondent to find a new employer in the next 12 months.

### 3.1.9 *Opportunity to work*

The following factors related to opportunity to work were assessed:

- Arrangements in the company;
- Social support and norms about continue working;
- Age discrimination;
- Opportunity to work;
- Circumstances under which participants would be prepared to work;
- What is needed to perform well in a new job.

Questions about arrangements in the company (to facilitate employability or to facilitate retirement) were partly based on the Netherlands Employer Work Survey (NEWS) (24). Questions on norms and support from colleagues about continue working were based on a study by Henkens et al (17). Three items on Age Discrimination were derived from the Nordic Age Discrimination Scale (25). A fourth item was added, as was also done in the German LidA study.

### 3.1.10 Productivity

Till 2017, the questionnaire contained several questions to assess productivity. First, Productivity at work is assessed with a question on the quantity of work in the last four weeks compared to usual and a question asking for reasons if this was less than usual. These questions were based on the Quantity and Quality questionnaire (QQ) (26). From 2011 to 2012 another two questions were added based on the study of Koopmans et al (27) in which questionnaires assessing work performance were reviewed. These questions were removed in 2015. The productivity measure still present in the questionnaire is Productivity loss caused by health problems, i.e. presenteeism, which is assessed with three questions based on the Short Form Health and Labour Questionnaire (28).

Sick leave was assessed by four questions which were derived from the NWCS (4). The first question refers to sick leave in the past 12 months (yes/no), the second one to the frequency, the third one to the number of days in the past 12 months, and the last one to the number of days in the past four weeks.

**Note:** regarding the question on how many days a participant was absent in the past 12 months due to sickness (E22), an error was made during data collection for the fifth wave. Instead of allowing for an answer up to 365 days, like in previous waves, a maximum of 30 days was programmed. In total 745 participants filled in 30 days. We assumed that participants that were longer on sick leave would fill in “30”. To verify this assumption we checked if the percentage of persons with missing data as well as the distribution of the values between 0 and 30 was similar to previous waves. As this was the case, we approached the participants who filled in 30 days again in March 2016 and asked them the question again:

*About how many days, in total, have you been on sick leave in the past 12 months?  
Could you please take as a reference the 12 months before you participated in the STREAM study in the fall of 2015. If this is too difficult, please take the whole year 2015 as a reference. (Only count days you would normally work. Also include partial sick leave and work as part of a work rehabilitation program).*

Of the 745 participants that were approached again, 611 (82%) responded. The variable EE25 was recoded using this new value, also when the new value was smaller than 30.

### 3.1.11 Personality traits

#### *Mastery*

Mastery may be defined as the feeling to which a person perceives himself to be in control of events. It is assessed with the Pearlin Mastery Scale (29).

### 3.1.12 Coping

To measure coping style, 9 items of the Utrecht Coping List were used (30). Three coping styles can be distinguished:

- Active;
- Avoiding;
- Support seeking.

In 2011, these items were added to the questionnaire.

## 3.2 Overview of topics

Table 3.1 contains all topics of the questionnaire, including the question numbers and, if applicable, the source of the question.

**Table 3.1:** Topics in the STREAM 2019 questionnaire. Topics or questions in grey are not present in the 2019 wave, but are available for one or more other waves.

Concept	Question	Source <sup>1</sup>
<b>Work status</b>		
Current employment status	A01	-
Social benefits	A01A (E26)	-
Working hours as employee/self-employed	B01	-
<b>Demographic characteristics</b>		
Year of birth	I10	Via GfK
Sex	I11	Via GfK
Ethnicity	-	Via GfK
Household composition	I01	CBS <sup>1</sup>
<b>Health and well-being</b>		
Longstanding diseases and limitations	H26, H27	EBB/NWCS (4)
Musculoskeletal symptoms	H28-H31	NWCS (4) <sup>1</sup>
Perceived health	H01-H12	SF-12 (5)
Vitality	H13-H15	SF-36 (6)
Depression	H16-H25	CES-D10 (7,8)
Burn-out	H27A-H27E	POLS/UBOS (10) <sup>1</sup>
Recovery and relaxation	H44-H46	DISC-R (9) <sup>1</sup>
Height and weight	H34-H35	-
Smoking	H36	-
Physical activity	H32-H33	-
Sleeping habits	H33A	-

Concept	Question	Source <sup>1</sup>
<b>Work-related factors</b>		
<i>Transitions in work</i>		
Transitie WN/ZS to NW	A08A <sup>2</sup> , A08B, A10A <sup>2</sup>	-
Expects to have a paid job in the future	A08c	-
Reasons to stop working	A13(A), A13Bn, A14	-
Transition ZS to WN	D01A, D01B	-
Transition WN to ZS	D01C, D01D	-
Transition NW to ZS	D05A	-
Change of employer, job or profession	D01, D02, D03 <sup>2</sup>	-
Reasons for change	D04(A), D05(A,B)	-
Promotion and demotion	D07, D08	-
Changes in work tasks/working hours	D06	-
Intentions to change	G01-G02A, G02C, G03, G04	-
Looking for a job	G11-G16	-
Retired: aspects they miss/quality of life	H50, H51	-
<i>Job characteristics</i>		
Occupation	B05, B05A, B06	-
Type of industry	B07A, B07	-
Size of the company	B08	-
Restructuring/Reorganisation	B20	OSA panel 2005-2006
Type of contract	B09, B09A, B09B, B09D	-
Number of hours in contract	B10	-
Overtime	B11	-
Work in days/week	B12	-
Evening, night and weekend work	C09, C09A, C09B	-
Management tasks	B17	-
Flexible working arrangements	B12A, B12B, B12C, C49A, C49B	-
<i>Work in the past</i>		
Paid job in the past	A08-A10	-
Years in a paid job	C61	-
Years of physically, emotionally and mentally demanding work	C63-C65	-
Months of paid employment in the past 12 months	B13a	-
Years at present employer	B13	-
Years in present job	B14	-
Years self-employed	C62	-
Work status before self-employed	B02	-

Concept	Question	Source <sup>1</sup>
Reasons to start as a self-employed	B03	-
<i>Working conditions</i>		
Noise	C07	NWCS (4)
Exposure to solvents	C08	-
Physical work load	C01-C06	NWCS (4)
Job demands	C10-C13	JCQ (11) <sup>1</sup>
Job autonomy	C14-C18	JCQ (11) <sup>1</sup>
Emotional demands	C22-C24	COPSOQ (12) <sup>1</sup>
Mental demands	C19-C21	NWCS (4)
Changes at work	D21B	European Skills and Jobs Survey (13)
Use of electronic communication and digital systems	C49C, C49D	NWCS (4)
Trouble dealing with digital systems	C49E	NWCS (4)
<i>Support, justice and unwanted behaviour (bullying, intimidation, violence and sexual attention)</i>		
Support colleagues and supervisor	C25-C28	COPSOQ (12) <sup>1</sup>
Support colleagues, customers, clients	C29-C32	COPSOQ (12) <sup>1</sup>
Unwanted behaviour by colleagues, supervisor or customers	C45-C46A	NWCS (4)
Unwanted behaviour by colleagues, other entrepreneurs, customers or clients	C47-C48A	NWCS (4) <sup>1</sup>
Procedural justice	C36-C38	Boer et al (14) <sup>1</sup>
Distributive justice	C39-C44	Boer et al (14) <sup>1</sup>
<i>Specific work characteristics for self-employed</i>		
Management of enterprise (alone or with others)	B15	-
Personnel	B16	-
Number of clients/customers	B18	-
Change in demand for services or products in the past 12 months	B19	-
Cooperation with other entrepreneurs	C33-C35	-
Type of work as employee versus self-employed	B04	-
Work load specific for self-employed	C54-C60	-
<i>Work characteristics for multiple job holders</i>		
Number of jobs	D33	-
Since when multiple job holder	D34	-
Employee or self-employed	D35	-
Work characteristics second job	B05_2-F17_2	-

Concept	Question	Source <sup>1</sup>
Reasons for multiple jobs	D36	-
Consequences of having multiple jobs	D37-D46	-
Preference for one job or multiple jobs	D47	-
<b>Knowledge and skills</b>		
Knowledge and skill fit with job	D09	-
Right knowledge and skills	D10	-
Fit with labour market	D14	-
Knowledge obsolescence	D11-D13, D15-D17	-
Education	D18, D19, D20, D20A, D21, D21A	-
Developmental proactivity	D22-D25	Van Veldhoven en Dorenbosch (16)
<b>Social factors</b>		
Volunteer work, informal care, care for children that are no part of the family	A03-A07	-
Work status partner	I02	-
Support partner for working/stop working	I03, I04, I05, I06	Henkens et al. (17)
Life events	H49	-
Work-family balance	H47, H48	Fox en Dwyer (18) <sup>1</sup>
<b>Financial factors</b>		
Contribution to household income	I07	-
Financial situation of the household	I08	-
Financial situation of the company	I09	-
Financial opportunity to stop working	G07	-
Financial support for children	I02	-
<b>Motivation</b>		
Important characteristics of a job	F01-F10	NWCS (4) (2008) <sup>1</sup>
Presence of these characteristics in current job	F11-F20	NWCS (4) (2008) <sup>1</sup>
Work engagement	F21-F26	UWES-9 (20)
Motivation to work	F27-F34a	Ryan & Deci (19) <sup>1</sup>
Would like to continue working in present job in the coming 12 months	F35	-
Motivation to start working	F36, F37-F44a	-
Motivation not to work	F45-F50	-
Would like to continue working until (age)	G05	NWCS (4)
Number of years person would have liked to continue working in last or other job	A11, A12	-

Concept	Question	Source <sup>1</sup>
Job satisfaction	F51	NWCS (4)
<b>Ability</b>		
Work ability	E04, E03, E05, E06	WAI (21,22)
Quit able to work	E15	-
Self-efficacy: (continue) work	E07-E14	-
Self-efficacy: new tasks, new employer	E19-E21	-
Able to find new employer	E22	-
Able to continue working until .... (age)	G06	NWCS (4)
<b>Opportunity</b>		
Arrangements in de company	D26-D32	NEWS (24) <sup>1</sup>
Social support to continue working	G08, G10	Henkens et al. (17)
Norms about continue working	G09	-
Age discrimination	C49-C52, C53	Nordic Age Discrimination Scale (25)
Opportunity to work	E16, E17, E18	-
Would start working under these circumstances	F52-F58	-
Needed to perform well in a new job	G17	OSA panel 2008
<b>Productivity</b>		
Productivity	E01, E02, E06A, E06B	QQ Questionnaire (Brouwer et al.), Koopmans et al. (26,27)
Presenteeism	E25B-E25D	Health & Labour Questionnaire (28)
Sick leave	E23-E25A	-
<b>Personality traits</b>		
Mastery	H37-H43	Pearlin Mastery Scale (29)
Coping	H48A-H48I	UCL (30)

<sup>1</sup> The wording of the questions or the answer categories differ from the questions the source refers to.

<sup>2</sup> In 2012 and 2013, the participants who did not participate in the previous measurement were asked these questions twice; once with regard to the past twelve months and once with regard to the twelve months before that. The corresponding question numbers are J03-J07.

### 3.3 Scales

Table 3.2 shows the scales used in STREAM, the items they are based on and the internal consistency of the scales as measured with Cronbach's alphas. The internal consistency is considered good if Cronbach's alphas are higher than 0.8, and considered acceptable between 0.7 and 0.8. However, opinions diverge on the acceptability of ranges. Moreover, the



alpha is dependent on the items in a scale. A great number of items will inflate the value of the alpha (31).

**Table 3.2:** Scales in STREAM and their Cronbach's alphas

	Cronbach's alpha
<b>Health and well-being</b>	
<i>Physical and mental health (SF-12)<sup>2</sup></i>	.89
H01 Health in general	
H02 Limited in moderate activities	
H03 Limited in climbing several flights of stairs	
H04 Accomplished less than you would like	
H05 Were limited in the kind of work or other activities	
H06 Accomplished less than you would like	
H07 Didn't do work or other activities as carefully as usual	
H08 Interference with normal social activities	
H09 Interference with normal work	
During the past 4 weeks . . .	
H10 ...have you felt calm and peaceful?	
H11 ...did you have a lot of energy?	
H12 ...have you felt downhearted and blue?	
<i>Depression</i>	.85
<i>During the past week...</i>	
H16 ...I was bothered by things that don't usually bother me	
H17 ...I was bothered by things that don't usually bother me	
H18 ...I felt depressed	
H19 ...I felt that everything I did was an effort	
H20 ...I felt hopeful about the future	
H21 ...I felt fearful	
H22 ...my sleep was restless	
H23 ...I was happy	
H24 ...I felt lonely	
H25 ...I could not get going	
<b>Work-related factors</b>	
<i>Physical work load</i>	.87
C01 Using a lot of force (e.g. lifting, pushing, pulling)	
C02 Using tools etc. causing body vibration	
C03 Work in uncomfortable postures	
C04 Stand for long periods of time	
C05 Kneel or squat for long periods of time	

<sup>2</sup> Scales for physical and mental health are constructed by a weighted sum of the items of the SF12, based on US 1998 data. Cronbach's  $\alpha$  in the table is based on the unweighted items.

	Cronbach's alpha
<i>Job demands</i>	.89
C10 Do you have to work very fast?	
C11 Do you have to do a lot of work?	
C12 Do you have to work extra hard?	
C13 Is your work hectic?	
<i>Job autonomy</i>	.80
C14 Able to decide for yourself how to do your work	
C15 Able to decide for yourself in which order	
C16 Able to influence the pace in which you work	
C17 Do you need to come up with solutions yourself	
C18 Able to take time off work when you want to	
<i>Mental demands</i>	.82
C19 Work requires you to think very hard?	
C20 Work requires that you keep your mind on your job	
C21 Work require a lot of your attention	
<i>Emotional demands</i>	.87
C22 Emotionally difficult situations	
C23 Emotionally demanding	
C24 Emotionally involved	
<i>Social support</i>	.83
C25 Help and support from your colleagues	
C26 Colleagues willing to listen to work-related problems	
C27 Help and support from your immediate superior	
C28 Superior willing to listen to work-related problems	
<i>Social support self-employed</i>	.81
C29 Help and support from colleagues/other entrepreneurs	
C30 Colleagues/other entrepreneurs willing to listen to work-related problems	
C31 Help and support from your customers or clients	
C32 Customers or clients willing to listen to work-related problems	
<b>Knowledge and skills</b>	
<i>Knowledge obsolescence (employed and self-employed)</i>	.64
D11 Using knowledge or skills insufficiently and forget them	
D12 Having knowledge and skills I no longer need	
D13 I lack "new" knowledge and skills	
<i>Knowledge obsolescence (not employed)</i>	.71
D15 Using knowledge or skills insufficiently and forget them	
D16 Having knowledge and skills no longer requested	
D17 I lack "new" knowledge and skills	
<i>Developmental proactivity</i>	.79
D22 In my work, I keep trying to learn new things	
D23 Think about doing a good job in the future	
D24 I search for people from whom I can learn something	
D25 I can cope with changes in my work	

<b>Work engagement</b>	.94
F21 At my work, I feel bursting with energy	
F22 At my job, I feel strong and vigorous	
F23 I am enthusiastic about my job	
F24 My job inspires me	
F25 When I get up in the morning, I feel like going to work	
F26 I am proud of the work that I do	
<b>Age discrimination</b>	.88
C49 Left out in cases of promotion or internal recruitment	
C50 No equal opportunities for training during work time	
C51 Less often new equipment, activities or working methods	
C52 Higher pressure to leave the company	
<b>Mastery</b>	.86
H37 Little control over things that happen to me	
H38 No way I can solve some of the problems I have	
H39 Little I can do to change important things in my life	
H40 I often feel helpless in dealing with the problems of life	
H41 Sometimes I feel that I'm being pushed around in life	
H42 What happens in the future mostly depends on me	
H43 I can do just about anything I really set my mind to do	
<b>Coping</b>	
<i>Avoiding</i>	.76
H48a Give in to avoid difficult situations	
H48d Avoid difficult situations as much as possible	
H48g Try to withdraw from the situation	
<i>Active</i>	.79
H48b Look at a matter from every angle	
H48e Think up alternatives to solve a problem	
H48h Work purposely to solve a problem	
<i>Support seeking</i>	.72
H48c Express how you are feeling	
H48i Show something is bothering you	
H48f Seek comfort and understanding	

## 4 Results

The results of the eight measurement of STREAM are presented in Appendix 2 and 3. Appendix 2 contains the results of the separate questions as well as of the scales described in chapter 3, divided by age group (44-49, 50-54, 55-59, 60-64, 65-71), work status (employees, self-employed and non working) and sex. The numbers before the questions (e.g. HA01, HA01A etc.) refer to the variable names in the datafile. The indicator 'H' refers to the eight measurement. Appendix 3 contains the transitions in work status over the years of the persons who were employer, self-employed and non working at the first measurement. Self-evidently, new participants are not included in this table.

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## Appendix 1. Letters Review Committees

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### VU medisch centrum

datum  
8 maart 2012

onderwerp  
niet WMO advies

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2012/080

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Geachte mevrouw De Wind,

De Medisch Ethische Toetsingscommissie VUmc adviseert in positieve zin omtrent de uitvoering van het onderzoek: " **Study on Transitions in Employment, Ability and Motivation (STREAM)**". Het onderzoek valt niet onder de WMO.

De goedkeuring, waartoe besloten is in de vergadering van d.d. 01-03-2012, is gebaseerd op de volgende documenten:

- TNO-rapport STREAM d.d. 05-04-2011
- Brief met toelichting onderzoek
- Begeleidende e-mail d.d. 15-02-2012

Met vriendelijke groet,  
namens de METC VUmc,

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p.o. 

drs. J.C.M. Koudijs, secretaris

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202.000.157/1

Memorandum

**To**

Swenneke van den Heuvel

**From**

P.J.L. Valk, Dr.

**Copy to**

Marjon van Haandel, WHT

**Subject**

'Study on Transitions in Employment, Ability and Motivation (STREAM)'

**Background**

On 14 November 2019 the research proposal 'Study on Transitions in Employment, Ability and Motivation (STREAM)' was submitted to the TNO Institutional Review Board (IRB). The composition of the IRB is specified on the TNO Intranet page 'Human Research'.

**Advice**

The IRB had considered the proposed research on the basis of its regulations and expresses a positive recommendation.

The advice is determined in accordance with the methodology that can be found on the TNO Intranet page 'Human Research'.

In its deliberations, the IRB has considered the research design and privacy aspects, in addition to – where relevant – the ethical aspects and the burden and the risks to the research participants.

In the event of important modifications to the research or in the event incidents occur, the project leader shall inform the IRB. This may lead to amended recommendations.

Sincerely,

On behalf of the IRB,



Pierre Valk,  
Secretary Institutional Review Board TNO

Leiden, 20 December 2019

The Review Board has based its deliberations on the following submitted documents:

- Application form (14/11/2019)
- Research plan (09-/12/2019)
- Participant Information Form
- Notification /Certificate of Insurance
- Quick scan DPIA

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## Appendix 2. Results STREAM 2019

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
N:	10,095	413	2,370	1,712	1,961	3,639	5,390	637	4,068	5,378	4,717
%:	100%	4.1%	23.5%	17.0%	19.4%	36.0%	53.4%	6.3%	40.3%	53.3%	46.7%
<b>Panel [N=10,095]</b>											
· 1 First panel	62.3%	0%▼	7.9%▼	75.4%▲	77.8%▲	90.2%▲	45.8%▼	58.6%▼	84.6%▲	64.8%Δ	59.3%▼
· 2 Second panel	37.7%	100%▲	92.1%▲	24.6%▼	22.2%▼	9.8%▼	54.2%▲	41.4%Δ	15.4%▼	35.2%▼	40.7%Δ
<b>Time to fill out the questionnaire (minutes) T8 [2019] [Mean] [N=9,865] [Range: 3–119]</b>	21.0	24.0▲	24.1▲	23.8▲	22.6Δ	16.4▼	26.4▲	24.8▲	13.3▼	21.7Δ	20.2▼
<b>Employment status T8 [2019] [N=10,095]</b>											
· 1 Employee	53.4%	86.9%▲	79.3%▲	77.7%▲	63.5%▲	15.8%▼	100%	--	--	55.1%Δ	51.5%▼
· 2 Self-employed	6.3%	4.1%	7.7%Δ	7.4%Δ	6.6%	5.0%▼	--	100%	--	7.1%Δ	5.4%▼
· 3 Not employed	40.3%	9.0%▼	13.0%▼	14.9%▼	29.8%▼	79.2%▲	--	--	100%	37.8%▼	43.2%Δ
<b>Classification unemployed [N=4,068]</b>											
· 1 Work disabled	16.7%	70.3%▲	55.2%▲	63.9%▲	41.5%▲	2.7%▼	--	--	16.7%	12.5%▼	20.9%▲
· 2 Unemployed	7.4%	13.5%	23.1%▲	18.4%▲	22.1%▲	1.6%▼	--	--	7.4%	6.8%	7.9%
· 3 Retired (early)	70.9%	0%▼	0.6%▼	3.1%▼	26.8%▼	94.3%▲	--	--	70.9%	79.7%▲	62.2%▼
· 4 Homemaker	4.9%	10.8%	21.1%▲	14.5%▲	9.6%▲	1.4%▼	--	--	4.9%	1.0%▼	8.9%▲
· 5 Studying	0.0%	5.4%▲	0%	0%	0%	0%▼	--	--	0.0%	0.0%	0.0%
<b>Gender [N=10,095]</b>											
· 1 Male	53.3%	41.4%▼	46.4%▼	53.6%	55.0%	58.0%Δ	55.0%Δ	60.3%Δ	49.9%▼	100%	--
· 2 Female	46.7%	58.6%▲	53.6%Δ	46.4%	45.0%	42.0%▼	45.0%▼	39.7%▼	50.1%Δ	--	100%
<b>Age T8 [2019] [Mean] [N=10,095] [Range: 49–74]</b>	60.6	49.0▼	51.9▼	57.0▼	62.0▲	68.5▲	56.9▼	59.7▼	65.7▲	61.2Δ	59.9▼
<b>Age T8 [2019] [N=10,095]</b>											
· 46-49	4.1%	100%	--	--	--	--	6.7%▲	2.7%	0.9%▼	3.2%▼	5.1%Δ
· 50-54	23.5%	--	100%	--	--	--	34.9%▲	28.6%Δ	7.6%▼	20.4%▼	26.9%Δ
· 55-59	17.0%	--	--	100%	--	--	24.7%▲	19.9%Δ	6.3%▼	17.1%	16.8%
· 60-64	19.4%	--	--	--	100%	--	23.1%▲	20.4%	14.4%▼	20.1%	18.7%
· 65-72	36.0%	--	--	--	--	100%	10.7%▼	28.4%▼	70.9%▲	39.3%Δ	32.4%▼
<b>Level of education [N=10,095]</b>											
· 1 Low	11.4%	10.2%	9.2%▼	10.2%	13.0%Δ	12.6%Δ	9.8%▼	5.0%▼	14.4%Δ	11.3%	11.5%
· 2 Middle	49.7%	47.9%	50.3%	49.3%	49.3%	49.8%	49.9%	37.2%▼	51.4%Δ	44.9%▼	55.1%▲
· 3 High	39.0%	41.9%	40.4%	40.5%	37.8%	37.6%▼	40.4%Δ	57.8%▲	34.2%▼	43.8%▲	33.5%▼
<b>What is your current situation? [multiple answers possible] [N=10,095]</b>											
· Current employment status - Having one paid job as an employee	51.7%	84.3%▲	76.8%▲	75.3%▲	61.8%▲	15.3%▼	96.4%▲	4.1%▼	0%▼	53.9%Δ	49.2%▼
· Current employment status - Having several jobs as an employee	1.9%	2.9%	3.2%Δ	2.8%Δ	1.9%	0.6%▼	3.6%▲	0.3%▼	0%▼	1.4%▼	2.5%Δ
· Current employment status - Self-employed or entrepreneur	7.7%	7.0%	10.1%Δ	9.6%Δ	8.0%	5.2%▼	2.6%▼	100%▲	0%▼	8.6%Δ	6.7%▼
· Current employment status - Unemployed	3.6%	1.7%▼	3.8%	3.9%	7.7%▲	1.4%▼	0.3%▼	1.9%▼	8.2%▲	3.1%▼	4.1%Δ
· Current employment status - Work disabled	7.6%	7.0%	8.3%	10.9%Δ	13.5%▲	2.5%▼	1.4%▼	2.5%▼	16.7%▲	5.5%▼	10.0%Δ
· Current employment status - Retired early	3.5%	0%▼	0.1%▼	0.3%▼	8.4%▲	4.9%Δ	0.9%▼	2.7%	7.0%▲	4.0%Δ	2.9%▼
· Current employment status - Retired	29.1%	0.2%▼	0.1%▼	0.5%▼	3.2%▼	78.8%▲	3.6%▼	16.2%▼	65.0%▲	31.8%Δ	26.1%▼
· Current employment status - Studying	0.6%	2.7%▲	0.9%Δ	0.9%Δ	0.2%▼	0.1%▼	0.8%Δ	0.5%	0.2%▼	0.4%▼	0.8%Δ
· Current employment status - Housewife, househusband	8.1%	6.1%	8.2%	8.9%	9.6%Δ	6.9%▼	5.4%▼	8.6%	11.5%▲	3.3%▼	13.4%▲
<b>Do you currently receive an allowance or pension? [multiple answers possible] [N=10,095]</b>											
· Receives no social benefit	53.7%	90.3%▲	86.5%▲	81.2%▲	65.9%▲	8.6%▼	87.9%▲	64.1%▲	6.8%▼	53.5%	53.9%
· Receives a disability pension	7.6%	6.1%	8.1%	11.2%Δ	13.3%▲	2.8%▼	2.4%▼	4.1%▼	15.1%▲	5.8%▼	9.7%Δ
· Receives an unemployment benefit	2.6%	1.2%	2.3%	3.3%Δ	5.3%▲	1.1%▼	1.4%▼	2.4%	4.2%Δ	2.5%	2.6%
· Receives social security	1.5%	1.0%	2.2%Δ	1.9%	2.4%Δ	0.5%▼	0.2%▼	1.3%	3.2%▲	1.0%▼	2.1%Δ
· Receives state old age pension	27.1%	0.2%▼	0.0%▼	0.1%▼	0.3%▼	74.8%▲	4.3%▼	21.0%▼	58.2%▲	29.0%Δ	24.8%▼
· Receives supplementary pension scheme by employer	23.2%	0.7%▼	0.7%▼	1.3%▼	10.7%▼	57.4%▲	4.9%▼	16.0%▼	48.6%▲	27.9%▲	17.9%▼
· Receives private savings for retirement (via insurance or own savings)	8.9%	0.2%▼	0.3%▼	0.6%▼	3.4%▼	22.5%▲	2.1%▼	11.1%Δ	17.6%▲	10.3%Δ	7.4%▼
· Receives another social benefit	1.4%	0.7%	0.7%▼	1.8%	2.2%Δ	1.4%	0.9%▼	0.8%	2.3%Δ	1.0%▼	1.9%Δ

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Self-			Male	Female
							Employee	employed	Not employed		
<b>In the past 12 months, did you spend time on one or more of the following activities?</b> [multiple answers possible] [N=10,095]											
· Spent time in the past 12 months on volunteer work or charity work	43.4%	40.2%	37.9%▼	38.6%▼	41.5%	50.6%▲	37.9%▼	49.8%Δ	49.6%▲	45.1%Δ	41.4%▼
· Spent time in the past 12 months on volunteer aid	27.0%	22.8%▼	29.9%Δ	30.7%Δ	29.2%Δ	22.7%▼	27.4%	28.4%	26.3%	22.5%▼	32.2%▲
· Spent time in the past 12 months on looking after little children that are no part of the family	9.3%	1.2%▼	2.5%▼	6.0%▼	11.0%Δ	15.2%▲	5.8%▼	10.2%	13.8%▲	6.8%▼	12.1%Δ
· Spent time in the past 12 months on household work	54.8%	73.1%▲	65.5%▲	59.5%Δ	54.9%	43.6%▼	60.2%▲	63.3%Δ	46.4%▼	51.7%▼	58.4%Δ
· Spent no time in the past 12 months on these activities	18.9%	13.3%▼	16.3%▼	17.9%	19.4%	21.4%Δ	19.0%	11.9%▼	19.8%Δ	21.6%Δ	15.8%▼
<b>How many hours per week have you spent on volunteer work or charity work in the past 12 months?</b> [Mean] [N=4,371] [Range: 1–99]	6.90	5.17▼	5.99▼	5.40▼	7.29	7.87▲	5.69▼	6.38	8.22▲	7.26Δ	6.46▼
<b>In which kind of organization do you perform volunteer work?</b> [multiple answers possible] [N=4,379]											
· Volunteer work for a leisure organization	38.4%	48.2%▲	46.0%Δ	41.2%	35.1%▼	34.2%▼	45.8%▲	42.6%	30.2%▼	44.0%▲	31.4%▼
· Volunteer work for a neighborhood or tenants' organization	11.9%	7.2%	9.7%▼	12.6%	12.1%	13.1%Δ	11.0%	14.2%	12.5%	12.7%	10.9%
· Volunteer work for a union, trade association, consumer organization or other interest group	5.0%	2.4%	3.6%▼	5.3%	6.0%	5.3%	4.7%	7.3%	4.9%	6.5%Δ	3.1%▼
· Volunteer work for an organization for foreigners or asylum seekers	3.4%	3.0%	2.1%▼	2.6%	3.2%	4.5%Δ	1.9%▼	3.5%	4.9%Δ	2.4%▼	4.7%Δ
· Volunteer work for a political party or other political organization	2.8%	5.4%Δ	2.6%	2.9%	2.8%	2.6%	3.0%	4.7%Δ	2.2%▼	3.7%Δ	1.6%▼
· Volunteer work for an organization for faith or religion	15.8%	16.3%	14.8%	15.5%	15.1%	16.6%	16.7%	14.5%	15.1%	15.0%	16.8%
· Volunteer work for an organization for nature and environment	4.2%	1.8%	3.2%	4.4%	4.1%	4.8%	3.7%	6.0%	4.4%	4.4%	3.9%
· Volunteer work for an organization for care or well-being	21.6%	10.2%▼	15.7%▼	16.1%▼	21.5%	27.6%▲	14.7%▼	16.1%▼	29.5%▲	17.9%▼	26.3%▲
· Volunteer work for another type of organization	32.0%	25.3%	29.6%	28.6%▼	31.6%	35.1%Δ	27.4%▼	35.0%	36.1%Δ	31.1%	33.1%
<b>To what extent is this volunteer work fun?</b> [N=4,365]											
· 1 Very	62.8%	57.8%	58.8%▼	61.2%	62.6%	65.9%Δ	59.0%▼	55.9%▼	67.7%Δ	63.0%	62.4%
· 2 Rather	32.2%	33.1%	35.5%Δ	33.1%	31.5%	30.5%▼	34.6%Δ	39.4%Δ	28.7%▼	32.5%	31.9%
· 3 A little	4.6%	8.4%Δ	5.1%	5.5%	5.4%	3.3%▼	5.9%Δ	4.4%	3.3%▼	4.2%	5.1%
· 4 Not	0.4%	0.6%	0.7%	0.3%	0.5%	0.3%	0.5%	0.3%	0.3%	0.3%	0.6%
- Mean	1.43	1.52Δ	1.48Δ	1.45	1.44	1.38▼	1.48Δ	1.49Δ	1.36▼	1.42	1.44
<b>To what extent is this volunteer work satisfying?</b> [N=4,344]											
· 1 Very	62.1%	50.6%▼	57.0%▼	58.5%▼	60.9%	67.4%Δ	56.9%▼	56.5%▼	68.1%▲	61.8%	62.3%
· 2 Rather	33.2%	43.4%▲	38.0%Δ	35.1%	33.7%	29.1%▼	37.3%Δ	39.3%Δ	28.2%▼	33.8%	32.5%
· 3 A little	4.3%	5.4%	4.3%	5.8%Δ	5.1%	3.3%▼	5.3%Δ	3.5%	3.4%▼	4.0%	4.7%
· 4 Not	0.4%	0.6%	0.7%	0.6%	0.4%	0.2%	0.5%	0.6%	0.2%	0.3%	0.5%
- Mean	1.43	1.56▲	1.49Δ	1.48Δ	1.45	1.36▼	1.49▲	1.48	1.36▼	1.43	1.43
<b>To what extent is this volunteer work difficult?</b> [N=4,317]											
· 1 Very	2.3%	3.6%	3.3%Δ	2.9%	1.9%	1.6%▼	1.7%▼	3.6%	2.6%	1.5%▼	3.2%Δ
· 2 Rather	15.2%	13.9%	15.2%	13.5%	15.9%	15.8%	13.9%▼	15.6%	16.5%Δ	15.6%	14.8%
· 3 A little	41.1%	45.8%	40.1%	41.6%	39.7%	41.7%	40.8%	38.6%	41.9%	43.0%Δ	38.8%▼
· 4 Not	41.3%	36.7%	41.5%	42.0%	42.6%	40.9%	43.5%Δ	42.2%	39.0%▼	39.9%▼	43.2%Δ
- Mean	3.22	3.16	3.20	3.23	3.23	3.22	3.26Δ	3.19	3.17▼	3.21	3.22
<b>To what extent is this volunteer work obligatory?</b> [N=4,320]											
· 1 Very	6.9%	7.2%	7.4%	6.6%	7.0%	6.8%	6.7%	7.8%	7.1%	5.5%▼	8.7%Δ
· 2 Rather	28.3%	25.9%	24.9%▼	28.2%	29.6%	29.7%	27.2%	32.7%	28.8%	29.1%	27.3%
· 3 A little	41.3%	44.0%	44.7%Δ	42.6%	39.3%	39.7%	43.5%Δ	38.2%	39.5%▼	42.8%Δ	39.3%▼
· 4 Not	23.5%	22.9%	23.1%	22.5%	24.1%	23.8%	22.6%	21.4%	24.7%	22.6%	24.6%
- Mean	2.81	2.83	2.83	2.81	2.81	2.81	2.82	2.73	2.82	2.82	2.80
<b>To what extent is this volunteer work stressful?</b> [N=4,316]											
· 1 Very	1.1%	1.8%	1.7%	1.5%	0.6%	0.8%	0.8%	2.6%Δ	1.2%	0.7%▼	1.6%Δ
· 2 Rather	5.5%	7.2%	7.0%Δ	5.2%	5.9%	4.5%▼	6.2%Δ	7.8%	4.4%▼	5.4%	5.6%
· 3 A little	32.0%	42.8%▲	36.5%Δ	31.9%	30.5%	29.6%▼	32.9%	33.9%	30.9%	33.5%Δ	30.3%▼
· 4 Not	61.4%	48.2%▼	54.9%▼	61.4%	63.0%	65.1%Δ	60.1%	55.7%▼	63.6%Δ	60.5%	62.5%
- Mean	3.54	3.37▼	3.45▼	3.53	3.56	3.59Δ	3.52	3.43▼	3.57Δ	3.54	3.54

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Self-			Male	Female
							Employee	employed	Not employed		
<b>To what extent do social contacts play a role for you in doing volunteer work? [N=4,370]</b>											
· 1 Very	29.6%	33.3%	28.5%	26.4%	28.2%	31.5%Δ	25.6%∇	21.3%∇	34.8%▲	27.6%∇	31.9%Δ
· 2 Rather	35.0%	26.7%∇	33.2%	32.5%	36.0%	37.0%Δ	35.2%	33.0%	35.0%	38.3%Δ	30.8%∇
· 3 A little	24.3%	22.4%	23.7%	29.0%Δ	23.1%	23.7%	26.0%Δ	29.8%Δ	21.8%∇	25.2%	23.3%
· 4 Not	11.1%	17.6%▲	14.6%Δ	12.1%	12.7%	7.8%∇	13.1%Δ	15.9%Δ	8.3%∇	8.8%∇	13.9%Δ
- Mean	2.17	2.24	2.24Δ	2.27Δ	2.20	2.08∇	2.27Δ	2.40▲	2.04▼	2.15	2.19
<b>To what extent does learning new things play a role for you in doing volunteer work? [N=4,333]</b>											
· 1 Very	14.5%	18.2%	15.9%	13.7%	13.3%	14.3%	13.9%	14.5%	15.1%	12.1%∇	17.4%Δ
· 2 Rather	27.3%	26.1%	25.6%	29.4%	27.8%	27.2%	26.7%	30.9%	27.3%	28.4%	25.9%
· 3 A little	30.2%	33.9%	29.9%	29.3%	29.7%	30.6%	30.4%	27.0%	30.5%	33.6%Δ	26.0%∇
· 4 Not	28.0%	21.8%	28.6%	27.6%	29.2%	27.9%	29.0%	27.7%	27.1%	25.9%∇	30.6%Δ
- Mean	2.72	2.59	2.71	2.71	2.75	2.72	2.74	2.68	2.70	2.73	2.70
<b>To what extent does sharing knowledge and experience play a role for you in doing volunteer work? [N=4,346]</b>											
· 1 Very	26.3%	23.0%	27.3%	23.8%	26.6%	26.8%	23.6%∇	38.7%▲	27.0%	26.5%	25.9%
· 2 Rather	38.3%	43.6%	34.2%∇	38.5%	40.8%	38.7%	38.9%	33.0%∇	38.6%	41.1%Δ	34.9%∇
· 3 A little	21.5%	21.8%	21.7%	21.1%	20.0%	22.1%	21.5%	19.0%	21.8%	20.9%	22.2%
· 4 Not	13.9%	11.5%	16.9%Δ	16.5%Δ	12.7%	12.4%∇	16.0%Δ	9.2%∇	12.6%∇	11.5%∇	17.0%Δ
- Mean	2.23	2.22	2.28	2.30Δ	2.19	2.20	2.30Δ	1.99▼	2.20	2.17∇	2.30Δ
<b>To what extent does meaning or doing something for others play a role for you in doing volunteer work? [N=4,363]</b>											
· 1 Very	44.5%	46.4%	48.3%Δ	44.0%	44.3%	42.7%∇	43.0%	41.8%	46.4%Δ	41.3%∇	48.4%Δ
· 2 Rather	40.7%	39.8%	37.4%∇	41.3%	40.1%	42.4%	41.9%	38.9%	39.7%	44.1%Δ	36.4%∇
· 3 A little	12.0%	12.7%	11.3%	11.5%	12.5%	12.3%	12.0%	15.8%Δ	11.5%	11.8%	12.3%
· 4 Not	2.8%	1.2%	3.0%	3.2%	3.1%	2.6%	3.1%	3.5%	2.4%	2.8%	2.9%
- Mean	1.73	1.69	1.69	1.74	1.74	1.75	1.75	1.81	1.70∇	1.76Δ	1.70∇
<b>To what extent does self-development play a role for you in doing volunteer work? [N=4,330]</b>											
· 1 Very	13.0%	21.2%▲	18.5%▲	14.3%	11.5%	9.8%∇	13.3%	18.2%Δ	11.9%	10.5%∇	16.1%Δ
· 2 Rather	28.2%	26.7%	29.9%	29.8%	29.0%	26.5%∇	29.4%	28.7%	26.8%	28.6%	27.7%
· 3 A little	34.3%	35.2%	31.3%∇	35.3%	34.6%	35.2%	33.7%	31.8%	35.2%	37.2%Δ	30.6%∇
· 4 Not	24.5%	17.0%∇	20.3%∇	20.5%∇	25.0%	28.6%Δ	23.6%	21.3%	26.1%Δ	23.7%	25.6%
- Mean	2.70	2.48▼	2.53▼	2.62∇	2.73	2.83▲	2.68	2.56∇	2.75Δ	2.74Δ	2.66∇
<b>To what extent does appreciation of others play a role for you in doing volunteer work? [N=4,349]</b>											
· 1 Very	11.2%	18.8%▲	13.4%Δ	10.5%	10.8%	9.9%∇	10.3%	9.2%	12.4%Δ	9.8%∇	13.0%Δ
· 2 Rather	29.3%	30.9%	30.2%	30.7%	28.7%	28.6%	29.6%	29.6%	29.0%	29.9%	28.6%
· 3 A little	40.4%	33.3%	38.1%	39.4%	40.1%	42.8%Δ	39.0%	42.4%	41.6%	42.3%Δ	38.2%∇
· 4 Not	19.0%	17.0%	18.3%	19.3%	20.4%	18.8%	21.1%Δ	18.8%	17.0%∇	18.1%	20.2%
- Mean	2.67	2.48▼	2.61∇	2.68	2.70	2.71Δ	2.71Δ	2.71	2.63∇	2.69	2.66
<b>To what extent does societal prestige or status play a role for you in doing volunteer work? [N=4,333]</b>											
· 1 Very	2.9%	3.6%	4.0%Δ	3.5%	2.4%	2.4%	3.1%	4.1%	2.6%	3.0%	2.8%
· 2 Rather	12.0%	20.0%▲	13.3%	12.3%	11.0%	10.9%	12.3%	14.6%	11.2%	12.3%	11.6%
· 3 A little	30.6%	29.7%	29.9%	29.1%	30.8%	31.4%	29.6%	32.2%	31.3%	33.6%Δ	26.8%∇
· 4 Not	54.5%	46.7%∇	52.7%	55.0%	55.9%	55.4%	55.1%	49.0%∇	54.9%	51.1%∇	58.8%Δ
- Mean	3.37	3.19▼	3.31∇	3.36	3.40	3.40Δ	3.37	3.26∇	3.38	3.33∇	3.42Δ
<b>To what extent does a feeling of being really useful play a role for you in doing volunteer work? [N=4,351]</b>											
· 1 Very	27.4%	26.7%	27.6%	24.1%∇	28.3%	28.1%	24.5%∇	21.3%∇	31.3%Δ	25.5%∇	29.7%Δ
· 2 Rather	44.5%	41.2%	40.6%∇	45.6%	42.9%	47.1%Δ	43.6%	45.5%	45.3%	46.6%Δ	41.9%∇
· 3 A little	21.2%	23.0%	23.0%	20.7%	21.3%	20.2%	23.2%Δ	25.2%	18.6%∇	20.9%	21.6%
· 4 Not	6.9%	9.1%	8.8%Δ	9.6%Δ	7.4%	4.6%∇	8.8%Δ	8.0%	4.8%∇	7.0%	6.8%
- Mean	2.08	2.15	2.13Δ	2.16Δ	2.08	2.01∇	2.16Δ	2.20Δ	1.97▼	2.09	2.06

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>To what extent do your children or family play a role for you in doing volunteer work?</b> [N=4,337]											
· 1 Very	4.7%	13.9%▲	6.7%Δ	4.3%	4.0%	3.3%∇	5.9%Δ	4.4%	3.4%∇	4.7%	4.7%
· 2 Rather	7.9%	8.4%	13.3%▲	8.2%	6.2%	5.7%∇	10.1%Δ	9.2%	5.3%∇	8.4%	7.2%
· 3 A little	9.0%	18.1%▲	11.4%Δ	8.8%	7.6%	7.7%∇	10.8%Δ	7.9%	7.3%∇	9.4%	8.4%
· 4 Not	78.5%	59.6%∇	68.6%∇	78.7%	82.3%Δ	83.3%▲	73.1%∇	78.4%	84.0%▲	77.5%	79.6%
- Mean	3.61	3.23∇	3.42∇	3.62	3.68Δ	3.71▲	3.51∇	3.60	3.72▲	3.60	3.63
<b>To what extent does increasing your chances on the labor market play a role for you in doing volunteer work?</b> [N=4,337]											
· 1 Very	0.9%	3.0%▲	1.9%Δ	1.2%	0.5%	0.2%∇	1.1%	1.3%	0.6%	0.8%	1.0%
· 2 Rather	2.1%	4.8%Δ	3.5%Δ	3.2%Δ	2.5%	0.7%∇	2.5%	2.9%	1.7%	1.7%∇	2.7%Δ
· 3 A little	5.4%	9.7%▲	9.9%▲	9.9%▲	5.3%	1.1%∇	7.2%Δ	7.0%	3.2%∇	5.5%	5.3%
· 4 Not	91.6%	82.4%∇	84.7%∇	85.7%∇	91.7%	98.0%▲	89.2%∇	88.9%	94.5%Δ	92.1%	91.1%
- Mean	3.88	3.72∇	3.77∇	3.80∇	3.88	3.97▲	3.85∇	3.83	3.92Δ	3.89	3.86
<b>To what extent does learning another trade play a role for you in doing volunteer work?</b> [N=4,329]											
· 1 Very	1.1%	2.4%	2.0%Δ	1.2%	1.0%	0.5%∇	1.5%Δ	1.0%	0.7%∇	1.0%	1.2%
· 2 Rather	3.8%	7.3%Δ	5.5%Δ	4.6%	3.7%	2.5%∇	4.6%Δ	3.5%	3.1%∇	4.0%	3.6%
· 3 A little	9.1%	15.8%▲	13.3%Δ	11.5%Δ	8.2%	5.8%∇	11.1%Δ	9.6%	6.9%∇	9.3%	8.7%
· 4 Not	86.0%	74.5%∇	79.1%∇	82.7%∇	87.1%	91.2%▲	82.8%∇	85.9%	89.3%Δ	85.7%	86.4%
- Mean	3.80	3.62∇	3.70∇	3.76∇	3.81	3.88▲	3.75∇	3.81	3.85Δ	3.80	3.80
<b>How many hours per week have you spent on volunteer aid in the past 12 months?</b> [Mean] [N=2,722] [Range: 1-99]											
	8.91	8.09	7.86∇	8.85	8.31	10.4Δ	7.26∇	7.24	11.5▲	8.81	9.00
<b>To whom did you grant mantle care in the past 12 months?</b> [multiple answers possible] [N=2,724]											
· Volunteer aid for parent	47.5%	57.4%▲	64.8%▲	61.6%▲	47.2%	22.6%∇	58.9%▲	55.0%Δ	30.4%∇	41.6%∇	52.1%▲
· Volunteer aid for father or mother in law	13.7%	17.0%	17.2%Δ	14.5%	14.0%	9.6%∇	16.4%Δ	13.3%	10.0%∇	16.0%Δ	11.9%∇
· Volunteer aid for partner	18.6%	7.4%∇	9.9%∇	13.4%∇	19.2%	30.4%▲	13.8%∇	14.4%	26.1%▲	24.7%▲	13.8%∇
· Volunteer aid for child	10.5%	17.0%▲	11.6%	10.9%	8.0%∇	10.3%	10.6%	10.0%	10.4%	9.7%	11.1%
· Volunteer aid for other relative	14.4%	9.6%	9.7%∇	10.3%∇	15.9%	20.5%▲	10.3%∇	15.6%	19.9%▲	12.4%∇	16.0%Δ
· Volunteer aid for a friend	8.8%	6.4%	5.5%∇	6.7%	8.9%	13.1%▲	5.6%∇	10.6%	12.9%▲	7.6%	9.7%
· Volunteer aid for neighbor	9.0%	5.3%	4.9%∇	4.8%∇	10.3%	14.5%▲	5.3%∇	9.4%	14.0%▲	7.0%∇	10.5%Δ
<b>Where did the person live to whom you granted mantle care in the past 12 months?</b> [multiple answers possible] [N=2,726]											
· Volunteer aid - Person lives in the same house	21.7%	21.3%	17.7%∇	17.1%∇	19.1%	30.0%▲	18.1%∇	19.9%	27.1%▲	27.8%▲	16.9%∇
· Volunteer aid - Person lives in another house	69.5%	75.5%	78.0%▲	72.6%	70.5%	59.0%∇	73.0%Δ	75.1%	63.8%∇	62.9%∇	74.8%▲
· Volunteer aid - Person lives in a residential care or nursing home	23.9%	11.7%∇	20.5%∇	25.0%	28.1%Δ	24.5%	23.5%	26.0%	24.1%	23.7%	24.0%
<b>Travel distance between this person and your home</b> [N=2,291]											
· Less than 15 minutes	52.0%	57.0%	55.3%	53.3%	49.4%	49.3%	52.8%	42.5%∇	52.7%	52.4%	51.7%
· 15-60 minutes	37.8%	32.9%	34.4%∇	37.2%	37.5%	42.3%Δ	36.2%	41.9%	39.3%	36.1%	38.9%
· More than 15 minutes	10.2%	10.1%	10.2%	9.6%	13.1%Δ	8.4%	11.0%	15.6%Δ	8.0%∇	11.5%	9.3%
<b>To what extent is informal care fun?</b> [N=2,710]											
· 1 Very	18.4%	18.1%	16.5%	19.5%	18.8%	19.1%	18.6%	14.4%	18.9%	17.4%	19.2%
· 2 Rather	40.2%	35.1%	39.7%	39.5%	37.6%	43.4%Δ	39.5%	38.7%	41.4%	42.3%Δ	38.5%∇
· 3 A little	29.6%	31.9%	29.3%	29.7%	29.3%	29.8%	29.8%	31.5%	29.1%	28.8%	30.3%
· 4 Not	11.8%	14.9%	14.4%Δ	11.3%	14.2%Δ	7.7%∇	12.1%	15.5%	10.7%	11.5%	12.0%
- Mean	2.35	2.44	2.42Δ	2.33	2.39	2.26∇	2.35	2.48Δ	2.32	2.34	2.35

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Self-			Male	Female
							Employee	employed	Not employed		
<b>To what extent is informal care satisfying?</b> [N=2,711]											
· 1 Very	39.7%	40.4%	38.5%	43.5%	35.7%▽	41.0%	39.9%	34.3%	40.4%	40.3%	39.2%
· 2 Rather	39.9%	42.6%	38.3%	35.8%▽	42.3%	42.0%	39.8%	39.8%	40.1%	42.1%Δ	38.2%▽
· 3 A little	16.7%	14.9%	17.8%	17.3%	18.1%	14.6%	17.1%	18.2%	15.9%	14.3%▽	18.6%Δ
· 4 Not	3.7%	2.1%	5.4%Δ	3.5%	3.9%	2.4%▽	3.2%	7.7%▲	3.7%	3.3%	4.0%
- Mean	1.84	1.79	1.90Δ	1.81	1.90	1.78▽	1.84	1.99Δ	1.83	1.81▽	1.87Δ
<b>To what extent is informal care difficult?</b> [N=2,708]											
· 1 Very	15.3%	18.1%	17.8%Δ	15.4%	17.7%	11.0%▽	14.4%	16.6%	16.4%	12.7%▽	17.3%Δ
· 2 Rather	32.2%	33.0%	35.0%	29.5%	31.9%	31.7%	32.1%	33.7%	32.1%	32.1%	32.3%
· 3 A little	35.9%	37.2%	31.6%▽	40.2%Δ	31.7%▽	39.5%Δ	36.6%	29.3%	36.0%	36.3%	35.5%
· 4 Not	16.7%	11.7%	15.6%	14.9%	18.8%	17.8%	17.0%	20.4%	15.5%	18.9%Δ	14.9%▽
- Mean	2.54	2.43	2.45▽	2.54	2.52	2.64Δ	2.56	2.54	2.51	2.61Δ	2.48▽
<b>To what extent is informal care obligatory?</b> [N=2,712]											
· 1 Very	19.7%	22.3%	20.3%	19.8%	21.1%	17.6%	20.2%	17.2%	19.3%	18.0%	21.0%
· 2 Rather	32.4%	31.9%	33.8%	30.0%	34.3%	31.6%	32.1%	36.1%	32.2%	33.8%	31.3%
· 3 A little	30.8%	30.9%	31.5%	32.4%	27.6%	31.2%	31.8%	29.4%	29.6%	30.7%	30.8%
· 4 Not	17.2%	14.9%	14.4%▽	17.7%	17.0%	19.6%Δ	15.9%	17.2%	19.0%Δ	17.4%	17.0%
- Mean	2.45	2.38	2.40	2.48	2.41	2.53Δ	2.43	2.47	2.48	2.48	2.44
<b>To what extent is informal care stressful?</b> [N=2,705]											
· 1 Very	8.5%	9.6%	11.0%Δ	8.8%	9.0%	5.5%▽	8.4%	7.8%	8.6%	6.2%▽	10.2%Δ
· 2 Rather	20.7%	22.3%	23.9%Δ	20.2%	21.6%	17.4%▽	21.6%	20.0%	19.6%	18.1%▽	22.8%Δ
· 3 A little	37.4%	45.7%	39.5%	38.0%	35.3%	35.6%	38.0%	38.3%	36.4%	37.0%	37.7%
· 4 Not	33.5%	22.3%▼	25.6%▼	33.0%	34.1%	41.4%▲	32.0%	33.9%	35.4%	38.6%Δ	29.3%▽
- Mean	2.96	2.81	2.80▼	2.95	2.95	3.13▲	2.94	2.98	2.99	3.08▲	2.86▼
<b>Hours per week spent looking after other peoples' children without being paid in the past 12 months</b> [Mean] [N=936] [Range: 1-50]	7.79	1.40▼	7.82	7.27	8.22	7.76	7.14▽	7.81	8.14Δ	7.65	7.87
<b>Hours per week spent on household work in the past 12 months</b> [Mean] [N=5,525] [Range: 1-99]	11.5	12.5	11.5	10.0▽	10.9▽	12.8Δ	10.4▼	10.8	13.6▲	9.75▼	13.3▲
<b>Which applies best regarding your working situation?</b> [N=4,068]											
· 1 I stopped working in the past 12 months	25.6%	24.3%	19.5%▽	22.7%	30.3%Δ	25.6%	--	--	25.6%	28.0%Δ	23.2%▽
· 2 I have had no paid work for more than 12 months	74.4%	75.7%	80.5%Δ	77.3%	69.7%▽	74.4%	--	--	74.4%	72.0%▽	76.8%Δ
<b>Do you expect to have paid work in the future?</b> [N=4,068]											
· 1 Yes	3.9%	18.9%▲	16.2%▲	10.2%▲	2.7%	2.0%▼	--	--	3.9%	4.4%	3.3%
· 2 Maybe	14.7%	29.7%▲	32.8%▲	24.3%▲	20.0%Δ	10.6%▼	--	--	14.7%	16.4%Δ	13.0%▽
· 3 No	81.4%	51.4%▼	51.0%▼	65.5%▼	77.3%▽	87.3%▲	--	--	81.4%	79.1%▽	83.7%Δ
<b>Why did you stop working?</b> [multiple answers possible] [N=1,041]											
· Stopped working - I could make use of a (early) retirement scheme	50.0%	0%▼	1.7%▼	3.4%▼	31.6%▼	62.6%▲	--	--	50.0%	58.9%▲	39.2%▼
· Stopped working - For financial reasons	1.3%	0%	0%	0%	4.0%▲	0.9%	--	--	1.3%	1.9%	0.6%
· Stopped working - Because of my health I could not do my work anymore	16.7%	44.4%▲	36.7%▲	51.7%▲	27.1%▲	9.5%▼	--	--	16.7%	14.8%	19.1%
· Stopped working - My contract ended because of restructuring, bankruptcy, discharge, or because my contract was not extended	13.8%	33.3%	46.7%▲	27.6%▲	24.9%▲	7.2%▼	--	--	13.8%	14.2%	13.3%
· Stopped working - I wanted to spend more time with my family, and or to perform volunteer aid or volunteer work	9.4%	1%	6.7%	10.3%	13.0%	8.8%	--	--	9.4%	7.6%▽	11.7%Δ
· Stopped working - I did not enjoy my work anymore	10.4%	11.1%	15.0%	15.5%	20.9%▲	7.1%▼	--	--	10.4%	8.8%	12.3%
· Stopped working - Other reason	18.3%	11.1%	13.3%	17.2%	10.7%▼	20.8%▲	--	--	18.3%	16.3%	20.8%
<b>Did you take the decision to stop working entirely voluntarily?</b> [N=1,040]											
· 1 Yes, entirely voluntarily	68.8%	22.2%▼	30.0%▼	32.8%▼	54.2%▼	78.9%▲	--	--	68.8%	71.5%Δ	65.7%▽
· 2 No, partly involuntarily	15.0%	33.3%	25.0%▲	17.2%	20.3%Δ	12.5%▼	--	--	15.0%	13.9%	16.3%
· 3 No, entirely involuntarily	16.2%	44.4%▲	45.0%▲	50.0%▲	25.4%▲	8.6%▼	--	--	16.2%	14.6%	18.0%

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>Both employee self-employed - works most hours as [N=170]</b>											
· 1 As employee	83.5%	92.3%	79.2%	84.4%	89.7%	81.8%	100%	--	--	86.5%	80.2%
· 2 As self-employed	16.5%	7.7%	20.8%	15.6%	10.3%	18.2%	--	100%	--	13.5%	19.8%
<b>In which category your profession fits best? [N=6,016]</b>											
· 1 Craft and industrial professions (e.g. construction worker, production employee, mechanic, tailor)	7.8%	8.0%	7.7%	7.2%	9.0%	7.2%	7.9%	7.5%	--	11.9%▲	2.7%▼
· 2 Transport professions (e.g. driver, engineer, loader)	4.8%	4.0%	3.4%▼	4.1%	5.4%	9.5%▲	5.2%Δ	1.9%▼	--	7.5%▲	1.5%▼
· 3 Office clerks (e.g. secretary, accountant, postman)	15.4%	16.8%	17.1%Δ	15.1%	13.8%	13.6%	16.2%▲	8.3%▼	--	8.9%▼	23.5%▲
· 4 Commercial professions (e.g. salesman, shop keeper, real estate agent)	6.3%	8.2%	7.9%Δ	5.4%	5.9%	3.6%▼	6.1%▼	8.3%Δ	--	6.3%	6.3%
· 5 Service professions (e.g. cook, cleaner, police, security officer, hairdresser)	8.3%	5.9%	7.7%	9.0%	9.0%	8.9%	8.6%Δ	5.7%▼	--	7.6%▼	9.2%Δ
· 6 Professions in health care and assistance (e.g. physician, nurse, home help)	13.7%	15.4%	14.5%	14.0%	13.8%	10.3%▼	14.1%Δ	10.5%▼	--	4.8%▼	25.0%▲
· 7 Teacher/ lecturer (e.g. schoolteacher, professor)	6.0%	5.9%	4.2%▼	5.6%	7.7%Δ	8.5%Δ	6.1%	4.7%	--	5.2%▼	7.0%Δ
· 8 Specialists (e.g. statistician, architect, IT specialist, artist)	15.8%	16.5%	16.0%	16.9%	15.3%	13.5%	14.9%▼	22.9%▲	--	22.5%▲	7.4%▼
· 9 Agricultural workers (crop farmer, cattle breeder, fisherman)	0.8%	1.1%	1.0%	0.6%	0.7%	1.2%	0.6%▼	3.1%▲	--	1.0%	0.6%
· 10 Executive staff (manager)	7.9%	7.2%	8.8%Δ	7.9%	7.4%	6.5%	7.8%	8.9%	--	11.2%▲	3.8%▼
· 11 Other professions	13.0%	11.2%	11.7%▼	14.2%	12.1%	17.2%Δ	12.5%▼	18.1%Δ	--	13.0%	13.1%
<b>In which category your company or institute fits best? [N=6,022]</b>											
· 1 Agriculture, forestry, fishery	1.5%	1.6%	1.6%	1.6%	0.9%	1.9%	1.2%▼	3.9%▲	--	1.9%Δ	0.9%▼
· 2 Manufacturer (e.g. food industry, chemical industry, metal industry, manufacturer of machinery)	10.0%	10.4%	10.3%	10.5%	10.3%	7.8%▼	10.8%▲	3.3%▼	--	14.9%▲	4.0%▼
· 3 Electricity, gas and water supply	1.0%	0.3%	1.1%	1.4%	0.8%	0.8%	1.0%	1.1%	--	1.4%Δ	0.5%▼
· 4 Construction (e.g. construction firm)	3.3%	4.3%	3.6%	2.7%	2.8%	4.0%	3.1%▼	4.9%Δ	--	4.7%Δ	1.6%▼
· 5 Transport and communication (e.g. road transport, post and telecommunication)	6.7%	5.9%	5.4%▼	6.0%	7.8%	9.5%Δ	7.2%▲	1.9%▼	--	8.9%▲	3.9%▼
· 6 Trade (wholesale and retail trade, e.g. car dealers, department store, supermarket)	8.1%	9.0%	10.2%Δ	7.1%	7.1%	6.0%▼	8.1%	8.2%	--	7.9%	8.4%
· 7 Hotel and catering industry (e.g. hotel, restaurant, cafe)	1.6%	1.1%	2.0%	1.1%	1.2%	2.3%	1.5%	2.0%	--	1.5%	1.7%
· 8 Financial institutes (e.g. bank)	3.2%	5.3%Δ	4.2%Δ	3.2%	2.5%	0.8%▼	3.3%	2.0%	--	3.5%	2.8%
· 9 Business services (e.g. computer service, juridical and economical services, engineering office)	10.0%	7.4%	10.6%	9.3%	9.7%	11.5%	7.6%▼	30.0%▲	--	12.2%Δ	7.2%▼
· 10 Education (e.g. primary education, secondary education, higher education)	9.6%	9.0%	7.9%▼	9.0%	11.7%Δ	11.5%Δ	10.1%Δ	5.3%▼	--	8.2%▼	11.3%Δ
· 11 Health and social work (e.g. hospitals, nursing homes)	18.8%	19.7%	19.2%	20.9%Δ	17.9%	14.6%▼	19.7%▲	11.2%▼	--	7.5%▼	32.9%▲
· 12 Public administration/government (e.g. municipalities, ministries, judicial authorities, police)	11.4%	11.2%	9.9%▼	12.6%	14.4%Δ	8.0%▼	12.6%▲	0.9%▼	--	13.9%Δ	8.3%▼
· 13 Other services (e.g. culture, sports and recreation)	3.7%	3.2%	3.0%▼	3.6%	3.3%	6.5%Δ	3.1%▼	8.6%▲	--	2.9%▼	4.6%Δ
· 14 Other companies	11.2%	11.7%	11.0%	10.8%	9.6%▼	14.9%Δ	10.5%▼	16.5%Δ	--	10.6%	11.9%
<b>How many persons work at your company or institution? [N=5,221]</b>											
· 1-4 persons [1]	3.3%	3.7%	2.7%	3.2%	3.4%	4.6%	3.3%	--	--	2.4%▼	4.4%Δ
· 5-9 persons [2]	5.1%	4.8%	6.8%Δ	3.6%▼	3.9%▼	6.1%	5.1%	--	--	3.6%▼	7.1%Δ
· 10-49 persons [3]	20.0%	19.0%	20.5%	20.4%	17.9%▼	23.0%	20.0%	--	--	18.2%▼	22.3%Δ
· 50-99 persons [4]	10.3%	10.2%	10.8%	10.1%	9.5%	10.8%	10.3%	--	--	10.9%	9.5%
· 100-249 persons [5]	14.6%	13.4%	13.3%	15.9%	15.4%	15.2%	14.6%	--	--	17.0%Δ	11.6%▼
· 250 persons or more [6]	46.7%	48.9%	45.9%	46.8%	49.9%Δ	40.3%▼	46.7%	--	--	47.9%Δ	45.1%▼
- Mean	4.68	4.71	4.63	4.72	4.79Δ	4.47▼	4.68	--	--	4.80Δ	4.52▼
<b>What type of contract do you have? [N=5,374]</b>											
· 1 Employee with permanent contract	87.0%	89.4%	87.7%	90.2%Δ	91.1%Δ	66.7%▼	87.0%	--	--	87.9%Δ	85.9%▼
· 2 Employee with temporary contract with potential of a permanent contract	4.5%	5.9%	6.4%Δ	4.8%	2.6%▼	0.9%▼	4.5%	--	--	3.9%▼	5.2%Δ
· 3 Employee with a temporary contract for a defined period of time	3.5%	1.7%	2.8%▼	2.5%▼	2.5%▼	11.1%▲	3.5%	--	--	2.9%▼	4.1%Δ
· 4 Temporary employee	2.3%	1.4%	2.1%	1.4%▼	1.9%	7.0%▲	2.3%	--	--	2.6%	2.0%
· 5 Stand-by employee or substitute	2.3%	1.1%	0.7%▼	0.8%▼	1.6%	13.2%▲	2.3%	--	--	2.1%	2.5%
· 6 Sheltered employment	0.4%	0.6%	0.3%	0.3%	0.3%	1.0%Δ	0.4%	--	--	0.5%	0.3%
<b>Hours per week according to your contract [Mean] [N=5,377] [Range: 0-90]</b>	30.4	31.4	31.3Δ	32.1▲	30.6	22.4▼	30.4	--	--	34.5▲	25.3▼
<b>Hours per week actually working [Mean] [N=6,001] [Range: 1-99]</b>	32.9	33.8	34.5▲	34.7▲	32.6	24.9▼	33.0	32.1	--	37.0▲	27.7▼
<b>How many days per week do you work? [Mean] [N=6,016] [Range: 1-7]</b>	4.32	4.32	4.47▲	4.48Δ	4.24▼	3.71▼	4.27▼	4.68▲	--	4.62▲	3.93▼
<b>Can you partly determine your own working hours? [N=6,009] [% yes]</b>	59.4%	58.7%	59.0%	61.1%	55.0%▼	65.9%Δ	55.3%▼	94.3%▲	--	63.6%Δ	54.2%▼

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
Is it possible for you to work from home? [N=5,982] [% yes]	44.3%	44.0%	45.1%	46.7%Δ	42.5%	40.6%∇	40.3%∇	77.7%▲	--	49.1%▲	38.2%∇
<b>Do you regularly work from home? [N=2,645]</b>											
· 1 Never	5.0%	5.5%	5.1%	6.1%	4.7%	2.3%∇	5.9%▲	0.8%∇	--	4.2%∇	6.1%Δ
· 2 Rarely	21.8%	25.6%	23.8%	24.4%	20.6%	9.9%∇	25.7%▲	4.7%∇	--	22.9%	20.0%
· 3 Sometimes	26.4%	25.0%	27.5%	27.4%	26.1%	21.7%	29.6%▲	12.2%∇	--	27.3%	24.8%
· 4 Regularly	27.1%	31.1%	25.5%	27.1%	28.2%	28.0%	28.3%Δ	21.8%∇	--	27.8%	26.0%
· 5 Often	19.8%	12.8%∇	18.1%	15.0%∇	20.6%	38.2%▲	10.5%∇	60.5%▲	--	17.8%∇	23.1%Δ
- Mean	3.35	3.20	3.28∇	3.20∇	3.39	3.90▲	3.12∇	4.36▲	--	3.32	3.40
<b>Do you run your company alone, with a family member or with a companion? [multiple answers possible] [N=637]</b>											
· Management of enterprise - alone	73.3%	82.4%	75.8%	68.5%	65.4%∇	79.0%Δ	--	73.3%	--	71.1%	76.7%
· Management of enterprise - with cooperating family member	14.1%	0%	17.0%	14.2%	15.4%	11.6%	--	14.1%	--	14.1%	14.2%
· Management of enterprise - with cooperating entrepreneur	12.2%	17.6%	7.7%∇	18.9%▲	18.5%▲	7.2%∇	--	12.2%	--	14.1%	9.5%
· Management on enterprise - other	2.5%	0%	1.1%	3.1%	3.1%	3.3%	--	2.5%	--	2.3%	2.8%
<b>Do you employ other workers? [N=633]</b>											
· No [1]	85.8%	94.1%	85.7%	84.0%	80.6%	90.0%	--	85.8%	--	81.7%∇	92.0%▲
· 1-4 persons [2]	8.4%	5.9%	7.1%	8.8%	13.2%▲	6.1%	--	8.4%	--	11.0%▲	4.4%∇
· 5-9 persons [3]	2.8%	0%	3.8%	4.0%	3.1%	1.1%	--	2.8%	--	3.1%	2.4%
· 10-49 persons [4]	1.9%	0%	1.6%	1.6%	3.1%	1.7%	--	1.9%	--	2.6%	0.8%
· 50-99 persons [5]	0.8%	0%	1.6%	0%	0%	1.1%	--	0.8%	--	1.0%	0.4%
· 100-249 persons [6]	0.2%	0%	0%	0.8%▲	0%	0%	--	0.2%	--	0.3%	0%
· 250 persons or more [7]	0.2%	0%	0%	0.8%▲	0%	0%	--	0.2%	--	0.3%	0%
- Mean	1.25	1.06	1.26	1.30	1.29	1.18	--	1.25	--	1.32▲	1.13∇
<b>Do you manage other workers in your present job? [N=6,006]</b>											
· 1 No	77.6%	76.0%	76.6%	76.1%	79.1%	81.2%Δ	77.8%	75.5%	--	70.6%∇	86.2%▲
· 2 Yes, 1-4 workers	9.8%	11.7%	9.9%	10.0%	9.3%	9.4%	9.2%∇	15.3%▲	--	12.6%▲	6.3%∇
· 3 Yes, 5-9 workers	5.3%	5.1%	5.0%	6.5%Δ	4.8%	4.5%	5.4%	4.3%	--	6.8%Δ	3.3%∇
· 4 Yes, 10-49 workers	5.6%	5.3%	6.8%Δ	5.3%	5.3%	3.4%∇	5.8%	3.9%	--	7.4%Δ	3.3%∇
· 5 Yes, 50-99 workers	1.0%	1.6%	0.9%	1.7%Δ	0.7%	0.5%	1.1%	0.6%	--	1.3%Δ	0.6%∇
· 6 Yes, 100 workers or more	0.7%	0.3%	0.9%	0.4%	0.9%	0.9%	0.8%	0.3%	--	1.1%Δ	0.3%∇
- Mean	1.45	1.46	1.48	1.48	1.42	1.35∇	1.45	1.40	--	1.60▲	1.26∇
<b>Different customers or clients in the past 12 months [N=637]</b>											
· No customers [1]	3.9%	5.9%	4.4%	3.1%	3.1%	4.4%	--	3.9%	--	2.6%∇	5.9%Δ
· 1-3 customers [2]	22.1%	35.3%	18.1%	15.7%	21.5%	29.8%▲	--	22.1%	--	24.7%	18.2%
· 4-9 customers [3]	22.1%	11.8%	19.8%	24.4%	21.5%	24.3%	--	22.1%	--	24.0%	19.4%
· 10-19 customers [4]	12.1%	17.6%	15.9%	7.9%	10.8%	11.6%	--	12.1%	--	12.8%	11.1%
· 20-49 customers [5]	13.8%	11.8%	13.7%	15.7%	14.6%	12.2%	--	13.8%	--	13.3%	14.6%
· 50-99 customers [6]	8.0%	5.9%	9.3%	10.2%	7.7%	5.5%	--	8.0%	--	4.7%∇	13.0%▲
· 100 customers or more [7]	17.9%	11.8%	18.7%	22.8%	20.8%	12.2%∇	--	17.9%	--	18.0%	17.8%
- Mean	4.05	3.59	4.19	4.39▲	4.18	3.62∇	--	4.05	--	3.95	4.21
<b>Change in the demand for your services or products in the past 12 months [N=636]</b>											
· 1 The demand for my services or products has strongly decreased	7.2%	0%	7.1%	3.9%	7.7%	10.0%	--	7.2%	--	5.2%∇	10.3%Δ
· 2 The demand for my services or products has slightly decreased	11.5%	0%	6.0%∇	15.7%	13.8%	13.3%	--	11.5%	--	12.5%	9.9%
· 3 The demand for my services or products has remained more or less unchanged	47.2%	76.5%▲	45.6%	47.2%	50.8%	43.3%	--	47.2%	--	46.0%	49.0%
· 4 The demand for my services or products has slightly increased	22.0%	17.6%	27.5%Δ	21.3%	17.7%	20.6%	--	22.0%	--	20.9%	23.7%
· 5 The demand for my services or products has strongly increased	12.1%	5.9%	13.7%	11.8%	10.0%	12.8%	--	12.1%	--	15.4%▲	7.1%∇
- Mean	3.20	3.29	3.35Δ	3.21	3.08	3.13	--	3.20	--	3.29▲	3.08∇



Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>Restructuring or reorganization in the past 12 months</b> [N=6,015]											
· 1 Yes, with compulsory redundancies	5.8%	6.6%	6.5%	6.8%	4.5%∇	3.8%∇	6.5%▲	0.2%▼	--	6.0%	5.6%
· 2 Yes, without compulsory redundancies	10.8%	11.2%	10.7%	10.9%	13.1%Δ	6.0%∇	11.8%▲	2.0%▼	--	11.2%	10.2%
· 3 No	83.5%	82.2%	82.8%	82.3%	82.4%	90.2%▲	81.8%▼	97.8%▲	--	82.8%	84.3%
• <b>Physical load</b> [5 items, 1=(almost) never-5=always] [Mean] [N=6,022] [Range: 1-5]	1.84	1.96Δ	1.87	1.84	1.83	1.74∇	1.85Δ	1.77∇	--	1.84	1.85
<b>Job requires using a lot of force</b> [N=6,011]											
· 1 Always	4.9%	8.0%Δ	5.3%	4.3%	4.5%	4.2%	5.0%	4.4%	--	4.9%	4.9%
· 2 Often	10.5%	11.7%	12.1%Δ	10.6%	9.8%	6.5%∇	10.6%	9.4%	--	10.0%	11.1%
· 3 Sometimes	18.2%	18.1%	17.8%	18.5%	18.3%	18.3%	18.5%	15.6%	--	17.4%	19.2%
· 4 Rarely	17.7%	16.8%	18.8%	16.9%	17.6%	16.6%	17.7%	16.9%	--	18.2%	17.0%
· 5 (Almost) never	48.7%	45.3%	46.0%∇	49.6%	49.7%	54.4%Δ	48.2%∇	53.7%Δ	--	49.6%	47.7%
- Mean	3.95	3.80∇	3.88∇	3.97	3.98	4.10Δ	3.93∇	4.06Δ	--	3.97	3.92
<b>Job requires using tools, machines or vehicles that shake or cause whole body vibration</b> [N=6,012]											
· 1 Always	2.6%	3.2%	2.3%	2.5%	2.6%	3.3%	2.7%	1.9%	--	3.6%Δ	1.3%∇
· 2 Often	4.0%	4.3%	3.8%	4.5%	4.5%	2.8%	3.9%	5.1%	--	5.8%▲	1.8%▼
· 3 Sometimes	7.3%	8.2%	6.9%	7.6%	7.2%	7.7%	7.4%	7.0%	--	9.6%Δ	4.5%∇
· 4 Rarely	7.8%	7.4%	7.6%	8.3%	7.2%	8.4%	7.8%	7.3%	--	8.6%Δ	6.7%∇
· 5 (Almost) never	78.3%	76.9%	79.4%	77.2%	78.5%	77.9%	78.3%	78.8%	--	72.4%▼	85.7%▲
- Mean	4.55	4.51	4.58	4.53	4.55	4.55	4.55	4.56	--	4.40▼	4.74▲
<b>Work in uncomfortable postures</b> [N=6,013]											
· 1 Always	1.5%	2.1%	1.5%	1.6%	1.2%	1.5%	1.5%	1.6%	--	1.4%	1.6%
· 2 Often	8.0%	8.8%	9.1%Δ	8.1%	7.9%	4.9%∇	8.2%	6.3%	--	6.9%∇	9.5%Δ
· 3 Sometimes	23.0%	29.1%Δ	24.4%	22.8%	21.6%	19.1%∇	23.1%	21.6%	--	21.6%∇	24.7%Δ
· 4 Rarely	18.1%	16.5%	17.1%	19.5%	18.6%	18.3%	18.3%	16.4%	--	19.7%Δ	16.1%∇
· 5 (Almost) never	49.4%	43.5%∇	48.0%	48.1%	50.8%	56.3%Δ	48.8%∇	54.2%Δ	--	50.4%	48.2%
- Mean	4.06	3.90∇	4.01∇	4.04	4.10	4.23Δ	4.05∇	4.15Δ	--	4.11Δ	4.00∇
<b>Job requires standing for long periods of time</b> [N=6,020]											
· 1 Always	9.7%	13.0%Δ	10.9%Δ	8.0%∇	10.0%	7.8%	10.2%Δ	5.5%∇	--	7.6%∇	12.3%Δ
· 2 Often	13.8%	13.6%	13.7%	14.2%	13.9%	13.1%	13.9%	13.1%	--	13.0%	14.7%
· 3 Sometimes	14.4%	14.6%	14.2%	14.5%	14.2%	14.6%	14.0%∇	17.5%Δ	--	14.7%	13.9%
· 4 Rarely	12.2%	10.4%	11.5%	13.7%Δ	11.2%	13.6%	12.1%	12.4%	--	13.4%Δ	10.7%∇
· 5 (Almost) never	50.0%	48.4%	49.7%	49.6%	50.7%	50.9%	49.8%	51.6%	--	51.3%Δ	48.3%∇
- Mean	3.79	3.68	3.75	3.83	3.79	3.87	3.77∇	3.92Δ	--	3.88Δ	3.68∇
<b>Job requires kneeling or squatting for long periods of time</b> [N=5,996]											
· 1 Always	0.5%	0.8%	0.4%	0.5%	0.6%	0.1%	0.4%	0.5%	--	0.5%	0.4%
· 2 Often	4.4%	5.4%	4.8%	4.5%	4.4%	2.7%∇	4.4%	4.1%	--	4.3%	4.5%
· 3 Sometimes	13.4%	16.1%	14.5%	12.6%	13.5%	10.4%∇	13.6%	11.7%	--	11.8%∇	15.4%Δ
· 4 Rarely	15.2%	14.8%	14.7%	16.6%	14.5%	15.3%	15.3%	14.2%	--	16.1%Δ	14.0%∇
· 5 (Almost) never	66.6%	62.9%	65.7%	65.9%	67.0%	71.6%Δ	66.3%	69.5%	--	67.3%	65.7%
- Mean	4.43	4.34∇	4.40	4.43	4.43	4.56Δ	4.42	4.48	--	4.46Δ	4.40∇
<b>Hours per day computer work</b> [Mean] [N=6,023] [Range: 0-16]	4.51	5.07Δ	4.71Δ	4.76Δ	4.42	3.39▼	4.56Δ	4.11∇	--	4.59	4.42
<b>Is there so much noise at your workplace that you need to talk loudly to be heard?</b> [N=6,013]											
· 1 Always	1.4%	1.1%	1.9%Δ	1.3%	1.5%	0.4%∇	1.6%Δ	0%∇	--	1.9%Δ	0.9%∇
· 2 Often	5.2%	5.1%	5.1%	4.5%	6.8%Δ	4.0%	5.5%Δ	2.5%∇	--	6.2%Δ	3.9%∇
· 3 Sometimes	21.6%	25.9%Δ	20.4%	22.5%	23.7%Δ	16.7%∇	22.6%▲	13.1%▼	--	22.3%	20.7%
· 4 Rarely	26.8%	29.9%	27.9%	27.5%	25.0%	24.2%	27.7%Δ	19.1%∇	--	26.0%	27.8%
· 5 (Almost) never	45.0%	38.1%∇	44.7%	44.2%	43.0%	54.7%▲	42.6%▼	65.4%▲	--	43.6%∇	46.8%Δ
- Mean	4.09	3.99∇	4.08	4.09	4.01∇	4.29▲	4.04▼	4.47▲	--	4.03∇	4.16Δ

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>In your present job, how often are you exposed to the following substances?</b> [multiple answers possible] [N=6,027]											
· a, Exposed to solvents	5.9%	7.4%	5.4%	6.4%	5.7%	5.7%	5.9%	5.5%	--	8.0%▲	3.2%▼
· b, Exposed to industrial cleaning products	8.4%	10.4%	9.6%Δ	7.5%	7.9%	6.6%	8.5%	7.2%	--	9.4%Δ	7.1%▽
· c, Exposed to enzymes (e.g. in flour or washing powder)	1.7%	2.1%	2.0%	2.2%	0.9%▽	1.2%	1.7%	2.2%	--	1.9%	1.5%
· d, Exposed to building dust	3.1%	2.7%	3.4%	2.5%	3.3%	3.3%	2.8%▽	5.5%Δ	--	5.2%▲	0.5%▼
· e, Exposed to wood dust	2.7%	1.1%▽	3.0%	2.7%	3.0%	2.4%	2.4%▼	5.7%▲	--	4.4%▲	0.7%▼
· f, Exposed to paint, glue, resin	3.7%	3.5%	3.5%	3.9%	3.9%	3.6%	3.4%▽	6.3%Δ	--	5.3%▲	1.6%▼
· g, Exposed to asbestos	0.5%	0%	0.5%	0.7%	0.6%	0.4%	0.5%	0.5%	--	0.9%Δ	0.0%▽
· h, Exposed to medicine (e.g. cytostatics)	5.9%	8.8%Δ	6.8%Δ	5.4%	5.1%	4.5%	6.4%▲	1.6%▼	--	3.2%▼	9.2%▲
· i, Exposed to pesticide, biocide	1.0%	0.8%	0.9%	1.7%Δ	0.7%	0.7%	0.9%▽	1.9%Δ	--	1.7%Δ	0.2%▽
· j, Exposed to vapor from metal, welding, metal solvents or etching solvents	3.1%	2.4%	2.9%	3.3%	3.3%	3.3%	3.2%	2.7%	--	5.0%▲	0.8%▼
· k, Exposed to petroleum products (e.g. vapor from diesel or gasoline)	4.6%	4.0%	3.8%▽	5.5%	5.4%	3.7%	4.8%Δ	3.0%▽	--	7.1%▲	1.4%▼
· l, Exposed to vapors in the rubber industry	0.6%	1.1%	0.5%	0.5%	0.9%	0.4%	0.6%	0.6%	--	1.0%Δ	0.2%▽
· m, Exposed to other	6.6%	7.7%	6.7%	7.1%	6.4%	4.8%▽	6.6%	6.0%	--	7.5%Δ	5.4%▽
· n, Exposed to none	74.5%	69.4%▽	73.9%	75.2%	75.1%	76.6%	74.1%▽	78.0%Δ	--	72.2%▽	77.4%Δ
<b>Worked in the evening or at night in the past year</b> [N=6,013]											
· 1 Regularly	17.8%	18.2%	18.1%	18.5%	17.7%	15.5%	17.5%	20.4%	--	19.0%Δ	16.2%▽
· 2 Sometimes	25.5%	26.7%	27.0%	25.5%	23.6%	24.2%	23.6%▼	41.1%▲	--	28.1%Δ	22.2%▽
· 3 No	56.7%	55.1%	54.9%▽	56.1%	58.7%	60.3%Δ	58.9%▲	38.5%▼	--	52.9%▽	61.6%Δ
<b>Worked between 12,00 at night and 6,00 in the morning</b> [N=2,583]											
· 1 Regularly	15.6%	16.2%	16.5%	17.6%	14.0%	11.5%▽	17.6%▲	4.7%▼	--	17.8%Δ	12.4%▽
· 2 Sometimes	19.2%	20.4%	21.0%	18.7%	17.0%	17.9%	18.8%	21.0%	--	24.4%▲	11.1%▼
· 3 No	65.2%	63.5%	62.5%▽	63.6%	69.0%Δ	70.6%Δ	63.6%▼	74.3%▲	--	57.8%▼	76.5%▲
<b>Worked weekends in the past year</b> [N=5,995]											
· 1 Regularly	24.2%	24.2%	26.3%Δ	24.3%	23.3%	19.6%▽	22.8%▼	35.7%▲	--	23.6%	24.9%
· 2 Sometimes	28.7%	26.9%	29.3%	27.9%	27.8%	31.3%	27.1%▼	42.8%▲	--	32.2%Δ	24.5%▽
· 3 No	47.1%	48.9%	44.4%▽	47.8%	48.9%	49.1%	50.1%▲	21.5%▼	--	44.3%▽	50.6%Δ
<b>• Job demands</b> [4 items, 1=(almost) never-5=always] [Mean] [N=6,024] [Range: 1-5]	3.04	3.18Δ	3.15Δ	3.13Δ	3.00▽	2.61▼	3.09▲	2.64▼	--	3.02▽	3.08Δ
<b>Do you have to work very fast?</b> [N=6,024]											
· 1 Always	5.0%	5.9%	5.9%Δ	4.6%	4.7%	3.4%▽	5.4%Δ	1.7%▽	--	3.9%▽	6.3%Δ
· 2 Often	21.6%	25.6%	24.0%Δ	23.1%	19.6%▽	14.2%▼	22.1%Δ	17.3%▽	--	20.1%▽	23.5%Δ
· 3 Sometimes	47.4%	47.5%	47.4%	49.3%	48.4%	42.3%▽	48.1%Δ	41.6%▽	--	50.2%Δ	44.0%▽
· 4 Rarely	17.2%	13.6%	15.0%▽	17.4%	18.7%	22.1%Δ	16.6%▽	22.8%Δ	--	18.1%Δ	16.1%▽
· 5 (Almost) never	8.7%	7.5%	7.8%	5.7%▽	8.7%	18.0%▲	7.8%▼	16.6%▲	--	7.6%▽	10.1%Δ
- Mean	3.03	2.91▽	2.95▽	2.96▽	3.07	3.37▲	2.99▼	3.35▲	--	3.05Δ	3.00▽
<b>Do you have to do a lot of work?</b> [N=6,017]											
· 1 Always	7.1%	8.0%	7.9%	7.8%	6.7%	4.0%▽	7.5%Δ	3.5%▽	--	5.7%▽	8.9%Δ
· 2 Often	29.4%	34.4%Δ	33.4%Δ	30.4%	27.8%	17.1%▼	30.7%▲	19.0%▼	--	28.1%▽	31.1%Δ
· 3 Sometimes	45.3%	42.4%	44.4%	47.9%Δ	46.0%	42.6%	45.3%	45.1%	--	47.2%Δ	42.8%▽
· 4 Rarely	11.9%	9.9%	9.1%▽	10.4%▽	13.1%	21.8%▲	11.1%▼	19.3%▲	--	13.3%Δ	10.3%▽
· 5 (Almost) never	6.2%	5.3%	5.1%▽	3.6%▽	6.4%	14.5%▲	5.4%▼	13.1%▲	--	5.7%	6.9%
- Mean	2.81	2.70▽	2.70▽	2.72▽	2.85	3.26▲	2.76▼	3.19▲	--	2.85Δ	2.75▽
<b>Do you have to work extra hard?</b> [N=6,020]											
· 1 Always	3.6%	4.8%	4.2%	3.8%	3.1%	2.0%▽	3.8%Δ	2.0%▽	--	2.6%▽	4.9%Δ
· 2 Often	17.1%	22.7%Δ	19.3%Δ	19.3%Δ	14.4%▽	9.1%▼	17.9%Δ	10.8%▽	--	15.7%▽	18.9%Δ
· 3 Sometimes	47.9%	47.2%	50.2%Δ	50.0%	48.6%	36.8%▼	48.6%Δ	41.9%▽	--	49.3%Δ	46.2%▽
· 4 Rarely	21.5%	17.9%	18.5%▽	21.2%	22.7%	29.5%▲	20.8%▽	26.8%Δ	--	23.1%Δ	19.4%▽
· 5 (Almost) never	9.9%	7.5%	7.7%▽	5.7%▽	11.2%	22.5%▲	8.9%▼	18.4%▲	--	9.3%	10.5%
- Mean	3.17	3.01▽	3.06▽	3.06▽	3.25Δ	3.61▲	3.13▼	3.49▲	--	3.21Δ	3.12▽

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Self-			Male	Female
							Employee	employed	Not employed		
<b>Is your work hectic</b> [N=6,018]											
· 1 Always	8.6%	8.3%	10.4%Δ	9.1%	8.1%	4.0%∇	9.3%▲	2.5%▼	--	8.6%	8.6%
· 2 Often	26.7%	35.2%▲	30.5%Δ	26.1%	25.6%	15.2%▼	28.2%▲	13.5%▼	--	25.4%∇	28.3%Δ
· 3 Sometimes	45.8%	42.4%	44.1%	48.8%Δ	47.6%	43.3%	45.9%	45.0%	--	47.0%Δ	44.4%∇
· 4 Rarely	11.9%	8.5%∇	10.0%∇	11.6%	11.9%	19.7%▲	10.9%▼	20.4%▲	--	13.0%Δ	10.6%∇
· 5 (Almost) never	6.9%	5.6%	5.1%∇	4.3%∇	6.9%	17.7%▲	5.6%▼	18.6%▲	--	6.0%∇	8.1%Δ
- Mean	2.82	2.68∇	2.69▼	2.76∇	2.84	3.32▲	2.75▼	3.39▲	--	2.82	2.81
• <b>Autonomy</b> [5 items, 1=(almost) never-5=always] [Mean] [N=6,027] [Range: 1-5]	3.79	3.72	3.76∇	3.81	3.78	3.93▲	3.72▼	4.40▲	--	3.86▲	3.71▼
<b>Are you able to decide for yourself how to do your work?</b> [N=6,025]											
· 1 Always	22.6%	16.8%∇	19.1%∇	21.3%	23.0%	36.5%▲	18.6%▼	56.4%▲	--	23.1%	21.9%
· 2 Often	48.5%	51.9%	50.5%Δ	51.6%Δ	46.7%	38.6%▼	49.8%▲	36.9%▼	--	52.7%Δ	43.2%∇
· 3 Sometimes	19.4%	22.6%	20.8%Δ	19.1%	20.2%	12.8%∇	21.1%▲	5.0%▼	--	16.3%∇	23.2%Δ
· 4 Rarely	5.5%	6.6%	5.8%	4.7%	5.9%	5.2%	6.1%▲	0.5%▼	--	4.4%∇	7.0%Δ
· 5 (Almost) never	4.0%	2.1%	3.8%	3.2%	4.2%	6.9%Δ	4.4%Δ	1.1%∇	--	3.5%∇	4.7%Δ
- Mean	2.20	2.26	2.25Δ	2.17	2.22	2.07∇	2.28▲	1.53▼	--	2.12∇	2.29Δ
<b>Are you able to decide for yourself in which order to do your work?</b> [N=6,023]											
· 1 Always	27.9%	21.5%∇	24.9%∇	26.8%	28.5%	40.5%▲	24.1%▼	60.3%▲	--	26.8%∇	29.3%Δ
· 2 Often	45.2%	49.7%	47.7%Δ	48.9%Δ	43.5%	32.4%▼	46.9%▲	31.6%▼	--	48.0%Δ	41.8%∇
· 3 Sometimes	16.0%	21.0%Δ	17.0%	15.2%	16.1%	12.6%∇	17.2%▲	6.1%∇	--	15.2%∇	17.1%Δ
· 4 Rarely	5.6%	4.8%	5.5%	4.7%	6.7%Δ	5.6%	6.1%▲	0.8%▼	--	4.9%∇	6.3%Δ
· 5 (Almost) never	5.2%	2.9%∇	4.9%	4.4%	5.3%	9.0%Δ	5.7%▲	1.3%▼	--	5.1%	5.5%
- Mean	2.15	2.18	2.18	2.11	2.17	2.10	2.23▲	1.51▼	--	2.13	2.17
<b>Are you able to influence the pace in which you work</b> [N=6,013]											
· 1 Always	23.3%	17.6%∇	20.3%∇	21.8%	22.5%	38.4%▲	19.7%▼	53.5%▲	--	23.0%	23.6%
· 2 Often	40.8%	42.9%	41.4%	42.7%	41.0%	33.9%∇	41.5%Δ	34.6%∇	--	44.8%Δ	35.7%∇
· 3 Sometimes	23.9%	30.7%Δ	25.8%Δ	24.6%	23.4%	15.0%▼	25.5%▲	10.1%▼	--	22.5%∇	25.7%Δ
· 4 Rarely	8.3%	6.9%	9.4%Δ	7.5%	8.8%	6.4%∇	9.1%▲	0.8%▼	--	6.4%∇	10.5%Δ
· 5 (Almost) never	3.8%	1.9%∇	3.2%	3.4%	4.3%	6.4%Δ	4.1%Δ	0.9%∇	--	3.3%∇	4.4%Δ
- Mean	2.29	2.33	2.34Δ	2.28	2.31	2.08▼	2.37▲	1.61▼	--	2.22∇	2.36Δ
<b>Do you need to come up with solutions yourself?</b> [N=6,022]											
· 1 Always	26.3%	19.4%∇	25.4%	25.6%	26.5%	32.8%Δ	22.5%▼	58.4%▲	--	28.2%Δ	23.8%∇
· 2 Often	45.7%	48.9%	47.7%Δ	48.1%Δ	44.7%	36.1%▼	47.7%▲	29.2%▼	--	47.3%Δ	43.8%∇
· 3 Sometimes	23.2%	28.7%Δ	22.2%	22.4%	24.0%	23.0%	24.7%▲	10.2%▼	--	20.4%∇	26.6%Δ
· 4 Rarely	3.4%	2.7%	3.4%	2.9%	3.2%	4.9%Δ	3.6%Δ	1.6%∇	--	2.7%∇	4.3%Δ
· 5 (Almost) never	1.4%	0.3%∇	1.3%	1.0%	1.5%	3.2%Δ	1.5%	0.6%	--	1.4%	1.5%
- Mean	2.08	2.15	2.07	2.06	2.09	2.10	2.14▲	1.57▼	--	2.02∇	2.16Δ
<b>Are you able to take time off work when you want to?</b> [N=6,015]											
· 1 Always	22.9%	15.2%∇	18.0%∇	19.6%∇	24.3%	44.0%▲	19.4%▼	52.6%▲	--	26.2%Δ	18.8%∇
· 2 Often	42.1%	42.6%	45.8%Δ	45.3%Δ	40.3%	29.1%▼	44.0%▲	26.5%▼	--	43.7%Δ	40.1%∇
· 3 Sometimes	21.7%	26.6%Δ	23.5%Δ	23.2%	19.9%	15.1%∇	22.9%▲	12.1%▼	--	19.5%∇	24.6%Δ
· 4 Rarely	7.5%	10.4%Δ	7.5%	6.8%	8.6%	5.3%∇	7.7%	5.8%	--	6.6%∇	8.6%Δ
· 5 (Almost) never	5.8%	5.3%	5.2%	5.1%	7.0%Δ	6.5%	6.1%Δ	3.0%∇	--	4.0%∇	7.9%Δ
- Mean	2.31	2.48Δ	2.36Δ	2.32	2.34	2.01▼	2.37▲	1.80▼	--	2.19▼	2.47▲
• <b>Mental load</b> [3 items, 1=(almost) never-5=always] [Mean] [N=6,020] [Range: 1-5]	4.11	4.05	4.10	4.13	4.14	4.08	4.10∇	4.18Δ	--	4.14Δ	4.08∇

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>Does your work require you to think very hard?</b> [N=6,015]											
· 1 Always	25.5%	24.2%	25.1%	26.0%	27.0%	23.5%	25.1%	28.4%	--	27.4%Δ	23.1%▽
· 2 Often	40.9%	40.4%	43.8%Δ	41.0%	39.1%	36.5%▽	41.3%	37.4%	--	43.1%Δ	38.1%▽
· 3 Sometimes	26.7%	27.7%	24.8%▽	27.8%	26.7%	29.6%	26.5%	29.2%	--	24.3%▽	29.8%Δ
· 4 Rarely	5.1%	5.3%	4.6%	4.5%	5.0%	7.7%Δ	5.2%	4.1%	--	4.1%▽	6.4%Δ
· 5 (Almost) never	1.7%	2.4%	1.7%	0.7%▽	2.3%	2.7%Δ	1.8%	0.9%	--	1.1%▽	2.6%Δ
- Mean	2.17	2.21	2.14	2.13	2.16	2.29Δ	2.17	2.12	--	2.08▼	2.27▲
<b>Does your work require that you keep your mind on your job?</b> [N=6,019]											
· 1 Always	49.8%	44.7%▽	45.9%▽	49.9%	52.9%Δ	57.4%Δ	49.1%▽	56.1%Δ	--	48.9%	51.0%
· 2 Often	40.9%	45.7%Δ	44.8%Δ	40.8%	37.8%▽	33.6%▽	41.5%Δ	36.0%▽	--	43.0%Δ	38.2%▽
· 3 Sometimes	7.7%	7.7%	7.9%	8.1%	7.2%	7.2%	7.8%	6.8%	--	7.2%	8.3%
· 4 Rarely	1.0%	0.8%	0.7%	1.0%	1.5%	1.2%	1.0%	0.8%	--	0.6%▽	1.5%Δ
· 5 (Almost) never	0.6%	1.1%	0.6%	0.3%	0.7%	0.7%	0.6%	0.3%	--	0.3%▽	0.9%Δ
- Mean	1.62	1.68	1.65Δ	1.61	1.59	1.54▽	1.63Δ	1.53▽	--	1.60	1.63
<b>Does your work require a lot of your attention?</b> [N=6,014]											
· 1 Always	35.3%	29.7%▽	33.3%▽	35.7%	38.4%Δ	36.7%	34.4%▽	42.5%Δ	--	33.2%▽	37.8%Δ
· 2 Often	45.1%	49.7%	46.7%	45.3%	43.9%	40.3%▽	46.0%Δ	37.5%▽	--	47.0%Δ	42.9%▽
· 3 Sometimes	16.8%	17.4%	17.0%	17.0%	15.1%	18.3%	16.6%	17.7%	--	17.5%	15.9%
· 4 Rarely	2.1%	2.9%	2.1%	1.7%	1.5%	3.7%Δ	2.2%	1.7%	--	2.0%	2.4%
· 5 (Almost) never	0.7%	0.3%	0.7%	0.3%▽	1.0%	0.9%	0.7%	0.5%	--	0.4%▽	1.1%Δ
- Mean	1.88	1.94	1.90	1.86	1.83▽	1.92	1.89Δ	1.80▽	--	1.89	1.86
• <b>Emotional load</b> [3 items, 1=(almost) never-5=always] [Mean] [N=6,007] [Range: 1-5]	2.33	2.42Δ	2.38Δ	2.36	2.32	2.11▼	2.34	2.27	--	2.23▼	2.46▲
<b>Does your work get you into emotionally difficult situations?</b> [N=6,003]											
· 1 Always	0.7%	0.8%	1.1%Δ	0.5%	0.6%	0.5%	0.7%	0.8%	--	0.6%	0.9%
· 2 Often	6.4%	7.7%	7.1%	6.1%	6.8%	3.9%▽	6.7%Δ	3.8%▽	--	5.1%▽	8.1%Δ
· 3 Sometimes	37.0%	38.8%	37.9%	38.4%	37.0%	30.9%▽	37.2%	35.1%	--	33.3%▽	41.5%Δ
· 4 Rarely	33.1%	31.6%	32.7%	34.9%	32.5%	32.1%	33.0%	33.5%	--	35.9%Δ	29.4%▽
· 5 (Almost) never	22.8%	21.0%	21.2%▽	20.1%▽	23.2%	32.5%▲	22.3%▽	26.9%Δ	--	25.0%Δ	20.1%▽
- Mean	3.71	3.64	3.66▽	3.68	3.71	3.92▲	3.69▽	3.82Δ	--	3.80▲	3.60▼
<b>Is your work emotionally demanding?</b> [N=6,001]											
· 1 Always	1.4%	1.1%	1.7%	1.2%	1.2%	1.2%	1.3%	1.6%	--	0.8%▽	2.1%Δ
· 2 Often	9.6%	11.2%	10.3%	9.7%	10.1%	5.9%▽	10.0%Δ	6.3%▽	--	7.9%▽	11.8%Δ
· 3 Sometimes	31.0%	34.8%	31.4%	32.1%	31.2%	25.2%▽	31.2%	29.1%	--	27.7%▽	35.1%Δ
· 4 Rarely	32.1%	29.8%	32.8%	32.8%	30.5%	32.9%	32.0%	32.4%	--	35.2%Δ	28.2%▽
· 5 (Almost) never	26.0%	23.1%	23.8%▽	24.2%	27.0%	34.9%▲	25.4%▽	30.6%Δ	--	28.5%Δ	22.8%▽
- Mean	3.72	3.63	3.67▽	3.69	3.72	3.94▲	3.70▽	3.84Δ	--	3.83▲	3.58▼
<b>Do you get emotionally involved with your work?</b> [N=5,992]											
· 1 Always	1.7%	1.6%	1.8%	1.5%	1.8%	1.9%	1.5%▽	3.6%Δ	--	1.3%▽	2.2%Δ
· 2 Often	9.8%	10.9%	10.3%	10.0%	10.6%	6.3%▽	9.6%	12.0%	--	8.4%▽	11.6%Δ
· 3 Sometimes	38.2%	40.7%	40.0%Δ	40.4%Δ	35.9%▽	31.9%▽	38.6%	34.6%	--	34.3%▽	43.0%Δ
· 4 Rarely	29.0%	31.6%	29.3%	29.2%	27.2%	29.4%	29.1%	27.4%	--	31.4%Δ	25.9%▽
· 5 (Almost) never	21.3%	15.2%▽	18.6%▽	18.9%▽	24.5%Δ	30.6%▲	21.2%	22.4%	--	24.6%Δ	17.2%▽
- Mean	3.58	3.48▽	3.53▽	3.54▽	3.62	3.81▲	3.59	3.53	--	3.70▲	3.44▼
• <b>Social support employees</b> [4 items, 1=(almost) never-5=always] [Mean] [N=5,389] [Range: 1-5]	3.56	3.51	3.56	3.59	3.56	3.53	3.56	--	--	3.54▽	3.59Δ

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>How often do you get help and support from your colleagues? [N=5,386]</b>											
· 1 Always	12.6%	8.9%∇	11.7%	12.6%	13.0%	16.5%Δ	12.6%	--	--	10.2%∇	15.5%Δ
· 2 Often	40.1%	47.1%Δ	42.5%Δ	40.2%	38.2%	32.2%∇	40.1%	--	--	39.5%	40.9%
· 3 Sometimes	36.0%	33.4%	35.6%	37.6%	37.2%	32.7%	36.0%	--	--	39.1%Δ	32.2%∇
· 4 Rarely	7.2%	8.1%	6.2%∇	6.9%	8.0%	8.9%	7.2%	--	--	8.3%Δ	5.9%∇
· 5 (Almost) never	4.1%	2.5%	3.9%	2.7%∇	3.6%	9.7%▲	4.1%	--	--	3.0%∇	5.4%Δ
- Mean	2.50	2.48	2.48	2.47	2.51	2.63Δ	2.50	--	--	2.54Δ	2.45∇
<b>How often are your colleagues willing to listen to your work-related problems? [N=5,385]</b>											
· 1 Always	21.8%	18.4%	20.5%	22.6%	21.8%	26.1%Δ	21.8%	--	--	19.7%∇	24.4%Δ
· 2 Often	46.5%	50.3%	47.6%	47.6%	45.8%	39.3%∇	46.5%	--	--	46.4%	46.6%
· 3 Sometimes	23.7%	25.1%	24.1%	22.8%	24.1%	23.3%	23.7%	--	--	26.1%Δ	20.9%∇
· 4 Rarely	4.8%	4.7%	4.5%	4.7%	5.1%	5.0%	4.8%	--	--	5.4%Δ	4.0%∇
· 5 (Almost) never	3.2%	1.4%∇	3.4%	2.3%∇	3.2%	6.3%Δ	3.2%	--	--	2.5%∇	4.2%Δ
- Mean	2.21	2.20	2.23	2.17∇	2.22	2.26	2.21	--	--	2.25Δ	2.17∇
<b>How often do you get help and support from your immediate superior? [N=5,384]</b>											
· 1 Always	13.0%	8.1%∇	12.2%	13.2%	13.1%	17.6%Δ	13.0%	--	--	11.5%∇	14.7%Δ
· 2 Often	30.6%	33.1%	32.1%	30.9%	30.2%	24.4%∇	30.6%	--	--	31.1%	30.1%
· 3 Sometimes	36.4%	37.9%	36.6%	36.6%	36.3%	34.7%	36.4%	--	--	37.6%Δ	34.9%∇
· 4 Rarely	14.6%	14.5%	13.9%	13.9%	15.3%	16.7%	14.6%	--	--	14.9%	14.2%
· 5 (Almost) never	5.5%	6.4%	5.2%	5.3%	5.1%	6.6%	5.5%	--	--	4.9%	6.1%
- Mean	2.69	2.78	2.68	2.67	2.69	2.70	2.69	--	--	2.71	2.67
<b>How often is your immediate superior willing to listen to your work-related problems? [N=5,376]</b>											
· 1 Always	23.1%	15.4%∇	21.3%∇	23.9%	24.1%	29.8%Δ	23.1%	--	--	22.8%	23.5%
· 2 Often	36.5%	39.0%	38.2%	36.8%	35.4%	30.8%∇	36.5%	--	--	37.0%	35.8%
· 3 Sometimes	26.7%	29.8%	26.7%	26.4%	26.8%	25.3%	26.7%	--	--	27.1%	26.2%
· 4 Rarely	9.4%	11.5%	9.6%	8.8%	9.3%	9.1%	9.4%	--	--	9.0%	9.9%
· 5 (Almost) never	4.3%	4.2%	4.2%	4.1%	4.4%	5.1%	4.3%	--	--	4.1%	4.6%
- Mean	2.35	2.50Δ	2.37	2.32	2.35	2.29	2.35	--	--	2.35	2.36
<b>• Social support self-employed [4 items, 1=(almost) never-5=always] [Mean] [N=637] [Range: 1-5]</b>											
	2.63	2.72	2.67	2.55	2.73	2.58	--	2.63	--	2.74▲	2.46▼
<b>How often do you get help and support from your colleagues or other entrepreneurs? [N=637]</b>											
· 1 Always	4.4%	0%	3.3%	3.1%	5.4%	6.1%	--	4.4%	--	3.9%	5.1%
· 2 Often	14.8%	23.5%	15.4%	14.2%	17.7%	11.6%	--	14.8%	--	17.2%Δ	11.1%∇
· 3 Sometimes	33.6%	35.3%	39.6%Δ	37.0%	31.5%	26.5%▼	--	33.6%	--	36.2%	29.6%
· 4 Rarely	22.0%	23.5%	22.0%	20.5%	20.8%	23.8%	--	22.0%	--	20.6%	24.1%
· 5 (Almost) never	25.3%	17.6%	19.8%∇	25.2%	24.6%	32.0%▲	--	25.3%	--	22.1%∇	30.0%Δ
- Mean	3.49	3.35	3.40	3.50	3.42	3.64Δ	--	3.49	--	3.40▼	3.63▲
<b>How often are your colleagues or other entrepreneurs willing to listen to your work-related problems? [N=637]</b>											
· 1 Always	11.8%	11.8%	9.9%	7.9%	13.8%	14.9%	--	11.8%	--	12.8%	10.3%
· 2 Often	26.1%	17.6%	28.6%	26.8%	28.5%	22.1%	--	26.1%	--	28.1%	22.9%
· 3 Sometimes	26.7%	41.2%	29.7%	27.6%	26.2%	22.1%	--	26.7%	--	27.6%	25.3%
· 4 Rarely	11.8%	11.8%	11.5%	11.8%	10.0%	13.3%	--	11.8%	--	9.6%∇	15.0%Δ
· 5 (Almost) never	23.7%	17.6%	20.3%	26.0%	21.5%	27.6%	--	23.7%	--	21.9%	26.5%
- Mean	3.10	3.06	3.04	3.21	2.97	3.17	--	3.10	--	3.00∇	3.25Δ

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>How often do you get help and support from your customers or clients? [N=637]</b>											
· 1 Always	3.5%	0%	3.8%	1.6%	4.6%	3.9%	--	3.5%	--	3.9%	2.8%
· 2 Often	15.4%	35.3%▲	19.2%	14.2%	9.2%▼	14.9%	--	15.4%	--	15.6%	15.0%
· 3 Sometimes	37.2%	23.5%	34.6%	37.8%	46.2%▲	34.3%	--	37.2%	--	40.9%Δ	31.6%∇
· 4 Rarely	20.3%	11.8%	16.5%	22.8%	21.5%	22.1%	--	20.3%	--	20.8%	19.4%
· 5 (Almost) never	23.7%	29.4%	25.8%	23.6%	18.5%	24.9%	--	23.7%	--	18.8%▼	31.2%▲
- Mean	3.45	3.35	3.41	3.53	3.40	3.49	--	3.45	--	3.35▼	3.61▲
<b>How often are your customers or clients willing to listen to your work-related problems? [N=637]</b>											
· 1 Always	5.7%	0%	4.9%	3.9%	6.2%	7.7%	--	5.7%	--	6.3%	4.7%
· 2 Often	19.0%	29.4%	17.6%	22.0%	17.7%	18.2%	--	19.0%	--	22.4%▲	13.8%▼
· 3 Sometimes	29.4%	29.4%	30.2%	25.2%	35.4%	27.1%	--	29.4%	--	30.2%	28.1%
· 4 Rarely	18.7%	17.6%	18.1%	13.4%	20.8%	21.5%	--	18.7%	--	19.8%	17.0%
· 5 (Almost) never	27.3%	23.5%	29.1%	35.4%▲	20.0%▼	25.4%	--	27.3%	--	21.4%▼	36.4%▲
- Mean	3.43	3.35	3.49	3.54	3.31	3.39	--	3.43	--	3.28▼	3.66▲
<b>Have you worked together with one or more other entrepreneurs in the past 12 months? [N=637]</b>											
· 1 Yes, always	5.8%	5.9%	6.6%	5.5%	6.9%	4.4%	--	5.8%	--	8.3%▲	2.0%▼
· 2 Yes, regularly	25.9%	23.5%	24.2%	34.6%▲	26.9%	21.0%	--	25.9%	--	29.2%Δ	20.9%∇
· 3 Yes, sometimes	28.3%	29.4%	33.5%	26.8%	23.8%	27.1%	--	28.3%	--	30.5%	24.9%
· 4 No	40.0%	41.2%	35.7%	33.1%	42.3%	47.5%▲	--	40.0%	--	32.0%▼	52.2%▲
- Mean	3.03	3.06	2.98	2.87▼	3.02	3.18▲	--	3.03	--	2.86▼	3.27▲
<b>Experienced bullying, intimidation, physical violence, or unwanted sexual attention in person by colleagues or supervisor in the past 12 months [N=5,353]</b>											
· 1 Never	92.4%	89.9%	91.5%	92.6%	93.0%	95.4%Δ	92.4%	--	--	93.1%Δ	91.6%∇
· 2 Sometimes	6.7%	8.9%	7.3%	6.4%	6.5%	4.2%∇	6.7%	--	--	6.3%	7.1%
· 3 Often	0.7%	0.8%	1.0%	0.7%	0.5%	0.4%	0.7%	--	--	0.5%	0.9%
· 4 Very often	0.2%	0.3%	0.3%	0.3%	0.1%	0%	0.2%	--	--	0.1%∇	0.4%Δ
- Mean	1.09	1.11	1.10Δ	1.09	1.08	1.05∇	1.09	--	--	1.08∇	1.10Δ
<b>Employees: Undesired behavior by colleagues or superior [multiple answers possible] [N=382]</b>											
· In past 12 months - Experienced bullying by colleagues or the supervisor	41.9%	47.1%	39.5%	45.2%	41.3%	39.1%	41.9%	--	--	46.9%▲	36.8%▼
· In past 12 months - Experienced intimidation by colleagues or the supervisor	63.1%	52.9%	61.2%	65.6%	66.3%	69.6%	63.1%	--	--	62.0%	64.2%
· In past 12 months - Experienced physical violence by colleagues or the supervisor	1.3%	2.9%	1.3%	1.1%	1.3%	0%	1.3%	--	--	2.6%▲	0%▼
· In past 12 months - Experienced unwanted sexual attention by colleagues or the supervisor	8.4%	11.8%	12.5%▲	5.4%	3.8%	4.3%	8.4%	--	--	5.7%	11.1%
<b>Experienced bullying, intimidation, physical violence, or unwanted sexual attention in person by customers in the past 12 months [N=5,347]</b>											
· 1 Never	87.9%	88.0%	87.2%	88.6%	86.3%	91.9%Δ	87.9%	--	--	90.3%Δ	84.9%∇
· 2 Sometimes	11.1%	10.9%	11.6%	10.7%	12.7%Δ	7.6%∇	11.1%	--	--	8.8%∇	14.0%Δ
· 3 Often	0.8%	1.1%	1.0%	0.8%	0.8%	0.4%	0.8%	--	--	0.8%	0.9%
· 4 Very often	0.1%	0%	0.3%	0%	0.2%	0.2%	0.1%	--	--	0.1%	0.2%
- Mean	1.13	1.13	1.14	1.12	1.15	1.09∇	1.13	--	--	1.11∇	1.16Δ
<b>Employees: Undesired behavior by clients [multiple answers possible] [N=612]</b>											
· In past 12 months - Experienced bullying by customers	13.2%	10.8%	12.7%	8.5%	15.5%	24.4%▲	13.2%	--	--	19.2%▲	8.7%▼
· In past 12 months - Experienced intimidation by customers	77.6%	78.4%	75.9%	80.1%	78.9%	73.3%	77.6%	--	--	83.5%▲	73.1%▼
· In past 12 months - Experienced physical violence by customers	18.1%	21.6%	18.4%	17.0%	18.6%	15.6%	18.1%	--	--	19.2%	17.3%
· In past 12 months - Experienced unwanted sexual attention by customers	13.1%	16.2%	17.5%▲	9.9%	8.1%▼	15.6%	13.1%	--	--	4.9%▼	19.4%▲

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Self-employed		Not employed	Male	Female
<b>Experienced bullying, intimidation, physical violence, or unwanted sexual attention in person by colleagues or other entrepreneurs in the past 12 months [N=633]</b>											
· 1 Never	95.6%	88.2%	95.0%	96.1%	96.1%	96.1%	--	95.6%	--	96.1%	94.8%
· 2 Sometimes	3.8%	5.9%	4.5%	3.9%	3.9%	2.8%	--	3.8%	--	3.4%	4.4%
· 3 Often	0.5%	5.9%▲	0%	0%	0%	1.1%	--	0.5%	--	0.5%	0.4%
· 4 Very often	0.2%	0%	0.6%	0%	0%	0%	--	0.2%	--	0%	0.4%
- Mean	1.05	1.18▲	1.06	1.04	1.04	1.05	--	1.05	--	1.04	1.06
<b>Self-employed: Undesired behavior by colleagues [multiple answers possible] [N=24]</b>											
· In past 12 months - Experienced bullying by colleagues or other entrepreneurs	33.3%	100%▲	0%▼	33.3%	40.0%	42.9%	--	33.3%	--	41.7%	25.0%
· In past 12 months - Experienced intimidation by colleagues or other entrepreneurs	54.2%	0%	71.4%	0%▼	40.0%	85.7%▲	--	54.2%	--	66.7%	41.7%
· In past 12 months - Experienced physical violence by colleagues or other entrepreneurs	8.3%	0%	28.6%▲	0%	0%	0%	--	8.3%	--	8.3%	8.3%
· In past 12 months - Experienced unwanted sexual attention by colleagues or other entrepreneurs	20.8%	50.0%	14.3%	66.7%▲	20.0%	0%	--	20.8%	--	0%▼	41.7%▲
<b>Experienced bullying, intimidation, physical violence, or unwanted sexual attention in person by customers or clients in the past 12 months [N=631]</b>											
· 1 Never	94.5%	76.5%▼	94.4%	95.2%	93.0%	96.7%	--	94.5%	--	95.3%	93.2%
· 2 Sometimes	5.4%	23.5%▲	5.6%	4.8%	7.0%	2.8%	--	5.4%	--	4.5%	6.8%
· 3 Often	0.2%	0%	0%	0%	0%	0.6%	--	0.2%	--	0.3%	0%
- Mean	1.06	1.24▲	1.06	1.05	1.07	1.04	--	1.06	--	1.05	1.07
<b>Self-employed: Undesired behavior by clients [multiple answers possible] [N=32]</b>											
· In past 12 months - Experienced bullying by customers or clients	15.6%	25.0%	0%	0%	0%	66.7%▲	--	15.6%	--	31.3%▲	0%▼
· In past 12 months - Experienced intimidation by customers or clients	65.6%	50.0%	33.3%▼	66.7%	100%▲	83.3%	--	65.6%	--	68.8%	62.5%
· In past 12 months - Experienced physical violence by customers or clients	12.5%	0%	44.4%▲	0%	0%	0%	--	12.5%	--	6.3%	18.8%
· In past 12 months - Experienced unwanted sexual attention by customers or clients	21.9%	25.0%	44.4%	33.3%	0%	0%	--	21.9%	--	12.5%	31.3%
<b>Are you available for colleagues or customers outside working hours? [N=6,016]</b>											
· 1 Always	21.5%	16.5%▽	19.6%▽	20.5%	23.5%Δ	27.5%Δ	19.7%▼	36.4%▲	--	24.1%Δ	18.2%▽
· 2 Often	28.9%	34.3%Δ	29.0%	29.7%	26.9%	28.1%	27.6%▼	39.7%▲	--	29.0%	28.8%
· 3 Sometimes	24.7%	26.6%	26.3%Δ	24.9%	24.3%	19.8%▽	25.9%▲	15.1%▼	--	22.7%▽	27.2%Δ
· 4 Rarely	11.6%	9.3%	12.3%	11.9%	11.9%	9.7%	12.5%▲	4.3%▼	--	11.2%	12.1%
· 5 (Almost) never	13.3%	13.3%	12.9%	12.9%	13.4%	15.0%	14.3%▲	4.6%▼	--	13.0%	13.7%
- Mean	2.66	2.69	2.70	2.67	2.65	2.57▽	2.74▲	2.01▼	--	2.60▽	2.74Δ
<b>To what extent do you decide yourself whether you are available for colleagues or customers outside working hours? [N=5,437]</b>											
· 1 Not at all	1.7%	1.2%	2.0%	1.7%	1.4%	1.7%	1.8%Δ	0.5%▽	--	1.6%	1.8%
· 2 Somewhat	11.4%	13.0%	12.1%	11.7%	10.5%	9.9%	11.9%Δ	7.5%▽	--	11.1%	11.9%
· 3 Rather strongly	19.9%	22.3%	20.2%	19.9%	19.8%	18.1%	20.5%Δ	15.1%▽	--	19.7%	20.3%
· 4 Very strongly	66.9%	63.6%	65.7%	66.6%	68.4%	70.2%	65.7%▼	76.9%▲	--	67.6%	66.0%
- Mean	3.52	3.48	3.50	3.51	3.55	3.57	3.50▼	3.68▲	--	3.53	3.50
<b>During your work, how often do you use electronic communication through a computer or mobile phone? [N=6,000]</b>											
· 1 Never	7.5%	8.6%	6.2%▽	6.0%▽	8.0%	12.2%▲	8.0%Δ	2.8%▽	--	6.2%▽	9.1%Δ
· 2 Once a day or less	11.7%	11.0%	10.8%	9.3%▽	12.5%	17.8%▲	11.8%	11.4%	--	8.5%▼	15.7%▲
· 3 A couple of times per day	21.6%	20.3%	20.1%▽	23.4%	21.3%	23.5%	21.2%▽	24.8%Δ	--	21.2%	22.2%
· 4 Many times per day	31.7%	31.3%	32.0%	32.3%	31.6%	29.9%	31.1%▽	36.3%Δ	--	35.2%Δ	27.3%▽
· 5 The entire day	27.6%	28.9%	30.8%Δ	29.1%	26.6%	16.6%▼	27.9%	24.6%	--	29.0%Δ	25.8%▽
- Mean	3.60	3.61	3.70Δ	3.69Δ	3.56	3.21▼	3.59	3.69	--	3.72▲	3.45▼

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>During your work, how often do you use a digital system to receive or to search for information?</b> [N=5,991]											
· 1 Never	12.7%	9.4%▽	11.6%	10.3%▽	13.2%	20.9%▲	12.6%	13.1%	--	11.4%▽	14.3%Δ
· 2 Once a day or less	12.9%	13.1%	10.9%▽	12.5%	13.5%	18.2%Δ	11.9%▼	22.1%▲	--	11.4%▽	14.8%Δ
· 3 A couple of times per day	22.2%	21.7%	20.6%▽	21.9%	22.3%	26.9%Δ	21.7%▽	26.1%Δ	--	23.4%Δ	20.6%▽
· 4 Many times per day	30.7%	26.7%	32.5%Δ	31.9%	31.5%	24.3%▽	31.2%Δ	26.9%▽	--	32.9%Δ	28.0%▽
· 5 The entire day	21.5%	29.1%Δ	24.4%Δ	23.5%Δ	19.4%▽	9.7%▼	22.6%▲	11.8%▼	--	20.9%	22.3%
- Mean	3.35	3.53Δ	3.47Δ	3.46Δ	3.30	2.84▼	3.39▲	3.02▼	--	3.40Δ	3.29▽
<b>I have difficulties with computer programs and digital systems that I need to do my work properly</b> [N=6,001]											
· 1 Entirely disagree	47.6%	51.7%	50.8%Δ	47.5%	42.3%▽	46.3%	47.0%▽	52.4%Δ	--	50.5%Δ	43.9%▽
· 2 Disagree	32.0%	29.9%	31.5%	32.7%	33.3%	30.8%	32.2%	30.8%	--	31.3%	33.0%
· 3 Neither agree nor disagree	15.7%	14.7%	13.3%▽	15.6%	18.6%Δ	17.9%	15.9%	14.0%	--	14.0%▽	17.9%Δ
· 4 Agree	3.8%	2.9%	3.4%	3.5%	4.9%Δ	4.0%	3.9%	2.7%	--	3.3%▽	4.4%Δ
· 5 Entirely agree	0.9%	0.8%	1.0%	0.7%	0.9%	0.9%	1.0%Δ	0.2%▽	--	0.9%	0.8%
- Mean	1.78	1.71	1.72▽	1.77	1.89Δ	1.82	1.80Δ	1.67▽	--	1.73▽	1.85Δ
• <b>Discrimination on age</b> [4 items, 1=entirely disagree-5=entirely agree] [Mean] [N=5,367] [Range: 1-5]	2.29	2.21	2.23▽	2.29	2.37Δ	2.33	2.29	--	--	2.34Δ	2.22▽
<b>Statement about company - elderly workers are passed over or left out in case of promotion or internal recruitment</b> [N=5,366]											
· 1 Totally disagree	21.4%	23.2%	23.0%Δ	20.1%	19.1%▽	22.8%	21.4%	--	--	19.1%▽	24.3%Δ
· 2 Disagree	29.9%	34.4%	32.1%Δ	30.6%	26.6%▽	25.3%▽	29.9%	--	--	30.3%	29.3%
· 3 Neither agree nor disagree	36.6%	34.1%	34.9%	38.0%	38.5%	36.5%	36.6%	--	--	35.8%	37.6%
· 4 Agree	8.8%	5.6%▽	7.7%▽	7.8%	11.4%Δ	10.9%	8.8%	--	--	10.5%Δ	6.6%▽
· 5 Totally agree	3.4%	2.8%	2.2%▽	3.6%	4.4%Δ	4.6%	3.4%	--	--	4.3%Δ	2.2%▽
- Mean	2.43	2.30▽	2.34▽	2.44	2.55Δ	2.49	2.43	--	--	2.51Δ	2.33▽
<b>Statement about company - elderly workers do not have equal opportunities for training during work time</b> [N=5,359]											
· 1 Totally disagree	26.5%	26.5%	28.8%Δ	25.1%	24.4%	27.2%	26.5%	--	--	24.5%▽	29.1%Δ
· 2 Disagree	37.4%	42.2%	36.9%	40.0%Δ	36.8%	31.6%▽	37.4%	--	--	38.0%	36.7%
· 3 Neither agree nor disagree	26.0%	23.2%	25.8%	24.4%	27.4%	28.6%	26.0%	--	--	25.6%	26.4%
· 4 Agree	7.1%	4.7%	5.9%▽	8.0%	8.2%	8.2%	7.1%	--	--	8.6%Δ	5.4%▽
· 5 Totally agree	3.0%	3.4%	2.6%	2.5%	3.2%	4.4%Δ	3.0%	--	--	3.4%	2.5%
- Mean	2.23	2.16	2.17▽	2.23	2.29Δ	2.31Δ	2.23	--	--	2.28Δ	2.16▽
<b>Statement about company - younger workers are preferred when new equipment etc, are introduced</b> [N=5,363]											
· 1 Totally disagree	26.2%	24.4%	29.1%Δ	25.0%	23.5%▽	26.5%	26.2%	--	--	23.6%▽	29.3%Δ
· 2 Disagree	36.5%	43.7%Δ	36.4%	39.9%Δ	34.0%▽	30.2%▽	36.5%	--	--	37.3%	35.5%
· 3 Neither agree nor disagree	27.7%	24.6%	26.4%	26.1%	30.8%Δ	31.1%	27.7%	--	--	28.0%	27.3%
· 4 Agree	7.6%	5.3%	6.7%	6.9%	9.4%Δ	9.5%	7.6%	--	--	9.1%Δ	5.8%▽
· 5 Totally agree	1.9%	2.0%	1.4%	2.0%	2.3%	2.6%	1.9%	--	--	1.9%	2.0%
- Mean	2.23	2.17	2.15▽	2.21	2.33Δ	2.31Δ	2.23	--	--	2.28Δ	2.16▽
<b>Statement about company - elderly workers experience higher pressure to leave the company</b> [N=5,354]											
· 1 Totally disagree	26.9%	25.4%	27.5%	25.2%	26.1%	31.2%Δ	26.9%	--	--	26.4%	27.4%
· 2 Disagree	33.6%	38.5%Δ	33.2%	35.2%	32.7%	29.9%	33.6%	--	--	33.6%	33.5%
· 3 Neither agree nor disagree	28.7%	27.1%	29.3%	28.5%	28.3%	29.0%	28.7%	--	--	28.0%	29.5%
· 4 Agree	8.0%	7.5%	7.6%	8.6%	9.1%	6.3%	8.0%	--	--	8.8%Δ	7.1%▽
· 5 Totally agree	2.8%	1.4%	2.5%	2.6%	3.8%Δ	3.5%	2.8%	--	--	3.1%	2.5%
- Mean	2.26	2.21	2.24	2.28	2.32Δ	2.21	2.26	--	--	2.29	2.24
<b>Have you changed to a different employer in the past 12 months</b> [N=5,390] [% yes]	7.1%	7.8%	8.5%Δ	8.6%Δ	4.9%▽	3.0%▽	7.1%	--	--	6.3%▽	7.9%Δ
<b>Have you changed to another profession when you changed to a different employer?</b> [N=377] [% yes]	40.3%	35.7%	43.7%	42.1%	33.3%	29.4%	40.3%	--	--	40.1%	40.5%
<b>Have you changed to another job or profession in the past 12 months?</b> [N=5,647] [% yes]	7.1%	11.5%Δ	8.3%Δ	8.1%	6.0%	1.9%▼	7.3%Δ	5.0%▽	--	6.7%	7.5%



Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>Which factors played a role in your decision to choose another function or employer?</b> [multiple answers possible] [N=747]											
· Decision to change to another job - Financial factors	10.4%	14.1%	10.7%	11.9%	5.9%	10.0%	10.4%	--	--	11.1%	9.7%
· Decision to change to another job - Because of my health I could not do my work anymore	6.3%	4.7%	7.3%	6.0%	6.7%	0%	6.3%	--	--	4.9%	7.8%
· Decision to change to another job - My contract ended because of restructuring, bankruptcy, discharge, or because my contract was not extended	20.7%	7.8%▼	18.7%	23.4%	28.9%▲	13.3%	20.7%	--	--	23.5%	17.8%
· Decision to change to another job - I was looking for a new challenge	34.7%	39.1%	45.0%▲	30.3%	19.3%▼	23.3%	34.7%	--	--	35.7%	33.6%
· Decision to change to another job - I wanted to spend more time with my family, and or to perform volunteer aid or volunteer work	4.1%	6.3%	4.3%	4.1%	3.7%	0%	4.1%	--	--	4.1%	4.2%
· Decision to change to another job - I did not enjoy my work anymore	15.5%	18.8%	18.7%	14.2%	8.9%▼	16.7%	15.5%	--	--	15.2%	15.8%
· Decision to change to another job - Other reason	38.0%	46.9%	33.0%▽	35.8%	42.2%	66.7%▲	38.0%	--	--	35.7%	40.6%
<b>Which factors played a role in your decision to choose another profession?</b> [multiple answers possible] [N=32]											
· Decision to change to another profession - Financial factors	12.5%	50.0%▲	6.3%	16.7%	0%	0%	--	12.5%	--	23.1%	5.3%
· Decision to change to another profession - Because of my health I could not do my work anymore	9.4%	0%	18.8%	0%	0%	0%	--	9.4%	--	15.4%	5.3%
· Decision to change to another profession - Less demand for my products or services	31.3%	25.0%	25.0%	66.7%▲	0%	100%	--	31.3%	--	15.4%	42.1%
· Decision to change to another profession - I was looking for a new challenge	31.3%	50.0%	25.0%	50.0%	20.0%	0%	--	31.3%	--	30.8%	31.6%
· Decision to change to another profession - I wanted to spend more time with my family, and or to perform volunteer aid or volunteer work	9.4%	0%	12.5%	16.7%	0%	0%	--	9.4%	--	0%	15.8%
· Decision to change to another profession - I did not enjoy my work anymore	15.6%	0%	31.3%▲	0%	0%	0%	--	15.6%	--	23.1%	10.5%
· Decision to change to another profession - Other reason	28.1%	0%	31.3%	0%	80.0%▲	0%	--	28.1%	--	23.1%	31.6%
<b>Did something change in your work tasks or work times in the past 12 months?</b> [multiple answers possible] [N=6,027]											
· Work changes past 12 months - decrease in work tasks or responsibilities	4.7%	3.2%	3.4%▽	5.1%	5.9%Δ	6.1%	4.6%	5.5%	--	4.5%	4.9%
· Work changes past 12 months - expansion of work tasks or responsibilities	17.1%	26.3%▲	22.0%Δ	18.5%	12.1%▽	6.1%▼	18.3%▲	7.4%▼	--	16.1%▽	18.5%Δ
· Work changes past 12 months - (partly) different work tasks or responsibilities	12.4%	17.0%Δ	13.2%	14.7%Δ	11.2%	5.4%▼	13.1%▲	5.8%▼	--	12.2%	12.6%
· Work changes past 12 months - more hours of work	8.8%	12.0%Δ	11.5%Δ	9.5%	4.9%▽	5.4%▽	8.4%▽	12.1%Δ	--	6.3%▽	11.9%Δ
· Work changes past 12 months - less hours of work	8.2%	4.8%▽	4.5%▼	6.9%▽	11.0%Δ	17.1%▲	7.3%▼	15.1%▲	--	7.8%	8.6%
· Work changes past 12 months - change in working times	6.4%	7.2%	7.5%Δ	6.9%	5.7%	3.0%▽	6.5%	5.2%	--	5.0%▽	8.0%Δ
· Work changes past 12 months - no changes in work tasks or working hours	58.6%	52.1%▽	56.4%▽	55.4%▽	62.2%Δ	67.2%▲	58.1%▽	62.6%Δ	--	61.9%Δ	54.4%▽
<b>Did you get promotion in your company in the past 12 months?</b> [N=5,371] [% yes]	3.8%	7.0%Δ	4.1%	4.9%Δ	2.4%▽	1.6%▽	3.8%	--	--	3.9%	3.7%
<b>Have you gone from a higher position or salary to a lower position or salary in the past 12 months?</b> [N=5,165]											
· 1 No	95.4%	96.1%	96.1%	94.1%▽	94.5%	97.3%Δ	95.4%	--	--	95.7%	94.9%
· 2 Yes, lower position and lower salary	1.3%	0.9%	0.9%	2.5%Δ	1.3%	0.4%▽	1.3%	--	--	1.3%	1.4%
· 3 Yes, lower position	0.8%	1.2%	0.9%	0.5%	1.1%	0.4%	0.8%	--	--	0.8%	0.8%
· 4 Yes, lower salary	2.5%	1.8%	2.0%	2.9%	3.1%	1.9%	2.5%	--	--	2.2%	2.9%
<b>How do your knowledge and skills fit with your job?</b> [N=6,010]											
· 1 Good	79.2%	76.0%	77.7%	78.9%	79.5%	84.5%Δ	78.4%▽	86.0%Δ	--	79.3%	79.0%
· 2 Fair	17.0%	19.7%	18.1%	17.5%	16.8%	11.8%▽	17.5%Δ	13.1%▽	--	17.2%	16.8%
· 3 Moderate	2.8%	3.2%	2.9%	2.9%	2.8%	2.1%	3.0%Δ	0.8%▽	--	2.6%	3.1%
· 4 Poor	1.0%	1.1%	1.2%	0.7%	0.9%	1.6%	1.2%Δ	0.2%▽	--	0.9%	1.2%
- Mean	1.26	1.29	1.28	1.25	1.25	1.21▽	1.27▲	1.15▼	--	1.25	1.27
<b>I have the right knowledge and skills for my present job</b> [N=6,011]											
· 1 Totally disagree	0.2%	0%	0.2%	0.3%	0.1%	0%	0.2%	0%	--	0.2%	0.2%
· 2 Disagree	0.9%	1.3%	1.0%	0.6%	1.2%	0.4%	0.9%	0.3%	--	1.0%	0.8%
· 3 Neither agree nor disagree	5.4%	7.2%	6.0%	5.2%	4.7%	4.5%	5.7%Δ	2.4%▽	--	5.7%	5.0%
· 4 Agree	46.4%	50.0%	48.8%Δ	47.4%	44.7%	39.2%▽	47.3%Δ	38.3%▽	--	46.6%	46.1%
· 5 Totally agree	47.2%	41.5%▽	44.0%▽	46.6%	49.3%	55.9%Δ	45.8%▼	59.0%▲	--	46.6%	47.9%
- Mean	4.39	4.32▽	4.35▽	4.39	4.42	4.51Δ	4.38▼	4.56▲	--	4.38	4.41
• <b>Knowledge obsolescence</b> [employees and self-employed, 3 items, 1=low-5=high] [Mean] [N=6,016] [Range: 1-5]	2.72	2.85Δ	2.76Δ	2.72	2.69	2.55▼	2.73Δ	2.58▽	--	2.73	2.70

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>I use certain knowledge or skills insufficiently and as a consequence I forget or lose them [N=6,009]</b>											
· 1 Totally disagree	15.8%	13.3%	13.2%▼	15.4%	16.0%	24.7%▲	15.2%▼	21.5%Δ	--	15.5%	16.2%
· 2 Disagree	33.8%	28.8%▼	31.2%▼	34.3%	37.5%Δ	36.1%	33.8%	34.4%	--	35.1%Δ	32.2%▼
· 3 Neither agree nor disagree	29.1%	33.6%Δ	32.2%Δ	29.0%	26.3%▼	23.8%▼	29.4%	26.9%	--	27.9%▼	30.6%Δ
· 4 Agree	17.7%	19.7%	20.4%Δ	17.6%	16.6%	11.6%▼	18.1%Δ	14.4%▼	--	17.7%	17.7%
· 5 Totally agree	3.5%	4.5%	2.9%	3.8%	3.6%	3.7%	3.6%	2.8%	--	3.7%	3.2%
- Mean	2.59	2.73Δ	2.69Δ	2.60	2.54▼	2.34▼	2.61Δ	2.43▼	--	2.59	2.59
<b>I have knowledge and skills that I no longer need due to changes in my work [N=6,005]</b>											
· 1 Totally disagree	8.7%	5.9%▼	8.3%	8.7%	8.7%	11.5%Δ	8.2%▼	13.1%Δ	--	8.3%	9.3%
· 2 Disagree	22.7%	23.8%	21.9%	24.4%	22.2%	21.7%	23.2%Δ	18.0%▼	--	21.9%	23.7%
· 3 Neither agree nor disagree	29.6%	31.3%	30.4%	28.0%	30.4%	28.3%	29.5%	30.9%	--	29.0%	30.4%
· 4 Agree	29.9%	30.7%	31.5%	29.4%	29.4%	26.8%	29.8%	30.0%	--	31.5%Δ	27.7%▼
· 5 Totally agree	9.1%	8.3%	7.9%▼	9.6%	9.3%	11.7%Δ	9.2%	8.0%	--	9.3%	8.8%
- Mean	3.08	3.12	3.09	3.07	3.08	3.06	3.09	3.02	--	3.12Δ	3.03▼
<b>I lack new knowledge and skills that have become important due to changes in my work [N=5,995]</b>											
· 1 Totally disagree	16.4%	11.8%▼	14.8%▼	14.7%	17.4%	24.1%▲	15.6%▼	23.2%▲	--	15.9%	16.9%
· 2 Disagree	37.4%	32.9%	36.4%	38.8%	38.2%	37.9%	37.4%	37.1%	--	37.9%	36.7%
· 3 Neither agree nor disagree	30.9%	32.6%	32.2%	31.2%	30.3%	27.2%▼	31.3%	28.3%	--	30.8%	31.2%
· 4 Agree	13.2%	19.3%Δ	14.6%Δ	13.1%	12.0%	8.5%▼	13.6%Δ	9.2%▼	--	13.3%	13.0%
· 5 Totally agree	2.2%	3.5%	1.9%	2.1%	2.1%	2.3%	2.1%	2.2%	--	2.2%	2.1%
- Mean	2.47	2.70▲	2.52Δ	2.49	2.43	2.27▼	2.49Δ	2.30▼	--	2.48	2.47
<b>How do your knowledge and skills fit with the current labor market? [N=711]</b>											
· 1 Good	33.6%	29.4%	17.6%▼	23.8%▼	26.2%	45.6%▲	--	--	33.6%	38.8%▲	26.9%▼
· 2 Fair	40.2%	35.3%	35.2%	34.5%	40.5%	43.9%	--	--	40.2%	43.9%Δ	35.6%▼
· 3 Moderate	18.7%	23.5%	32.4%▲	22.6%	24.6%	9.6%▼	--	--	18.7%	12.8%▼	26.3%▲
· 4 Poor	7.5%	11.8%	14.8%▲	19.0%▲	8.7%	0.9%▼	--	--	7.5%	4.5%▼	11.2%▲
- Mean	2.00	2.18	2.44▲	2.37▲	2.16▲	1.66▼	--	--	2.00	1.83▼	2.22▲
● <b>Knowledge obsolescence</b> [unemployed, 3 items, 1=low-5=high] [Mean] [N=744] [Range: 1-5]											
	3.10	3.27	3.44▲	3.28▲	3.21	2.87▼	--	--	3.10	2.95▼	3.30▲
<b>I use certain knowledge or skills insufficiently and as a consequence I forget or lose them [N=744]</b>											
· 1 Totally disagree	9.0%	11.1%	7.4%	11.5%	4.6%	10.6%	--	--	9.0%	10.4%	7.3%
· 2 Disagree	22.8%	27.8%	16.8%▼	18.4%	23.1%	26.1%Δ	--	--	22.8%	26.7%▲	17.9%▼
· 3 Neither agree nor disagree	28.6%	5.6%▼	26.8%	21.8%	30.0%	31.7%	--	--	28.6%	28.7%	28.6%
· 4 Agree	31.7%	50.0%	40.3%▲	31.0%	35.4%	26.1%▼	--	--	31.7%	29.4%	34.7%
· 5 Totally agree	7.8%	5.6%	8.7%	17.2%▲	6.9%	5.6%▼	--	--	7.8%	4.8%▼	11.6%▲
- Mean	3.06	3.11	3.26▲	3.24	3.17	2.90▼	--	--	3.06	2.92▼	3.25▲
<b>I have knowledge and skills that are no longer requested [N=735]</b>											
· 1 Totally disagree	10.3%	0%	4.7%▼	9.6%	7.0%	14.6%▲	--	--	10.3%	13.0%▲	6.9%▼
· 2 Disagree	28.8%	47.1%	16.1%▼	22.9%	29.5%	34.5%▲	--	--	28.8%	30.7%	26.5%
· 3 Neither agree nor disagree	24.4%	5.9%	34.2%▲	27.7%	23.3%	20.7%▼	--	--	24.4%	23.4%	25.5%
· 4 Agree	25.4%	29.4%	28.2%	31.3%	27.9%	21.8%▼	--	--	25.4%	23.2%	28.3%
· 5 Totally agree	11.0%	17.6%	16.8%▲	8.4%	12.4%	8.4%▼	--	--	11.0%	9.7%	12.8%
- Mean	2.98	3.18	3.36▲	3.06	3.09	2.75▼	--	--	2.98	2.86▼	3.14▲

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Self-			Male	Female
							Employee	employed	Not employed		
<b>I lack new knowledge and skills that have become important due to changes in work [N=733]</b>											
· 1 Totally disagree	6.7%	0%	2.0%▼	4.8%	5.4%	9.9%▲	--	--	6.7%	8.5%Δ	4.3%▽
· 2 Disagree	18.8%	23.5%	8.8%▼	15.5%	16.9%	24.3%▲	--	--	18.8%	21.4%Δ	15.5%▽
· 3 Neither agree nor disagree	30.0%	17.6%	25.7%	27.4%	27.7%	33.9%Δ	--	--	30.0%	33.1%Δ	26.1%▽
· 4 Agree	31.7%	35.3%	43.2%▲	32.1%	36.2%	24.9%▼	--	--	31.7%	28.7%	35.4%
· 5 Totally agree	12.8%	23.5%	20.3%▲	20.2%▲	13.8%	7.1%▼	--	--	12.8%	8.3%▼	18.6%▲
- Mean	3.25	3.59	3.71▲	3.48▲	3.36	2.95▼	--	--	3.25	3.07▼	3.48▲
<b>Have you attended one or more of the following activities for your work in the past 12 months? [multiple answers possible] [N=6,027]</b>											
· Activities attended past 12 months - training or instruction at work	50.6%	57.2%Δ	53.1%Δ	54.6%Δ	50.6%	32.8%▼	54.2%▲	20.1%▼	--	51.0%	50.1%
· Activities attended past 12 months - 1-5-day course or education	27.6%	34.0%Δ	31.1%Δ	30.1%Δ	25.2%▽	14.8%▼	28.4%Δ	21.0%▽	--	29.8%Δ	25.0%▽
· Activities attended past 12 months - >5-day course or education	4.4%	6.4%	5.6%Δ	4.9%	3.3%▽	1.3%▽	4.4%	4.7%	--	4.1%	4.9%
· Activities attended past 12 months - visit to trade fair, conference or seminar	22.6%	22.1%	24.5%Δ	24.6%Δ	19.9%▽	18.8%▽	20.9%▼	37.0%▲	--	25.1%Δ	19.6%▽
· Activities attended past 12 months - meeting of supplier, branch organization, company facility	12.6%	12.0%	14.2%Δ	11.7%	12.1%	11.1%	11.5%▼	22.1%▲	--	15.2%Δ	9.3%▽
· Activities attended past 12 months - No, none of these activities	32.2%	25.0%▽	28.6%▽	28.8%▽	33.8%	49.5%▲	31.0%▼	42.5%▲	--	30.0%▽	35.0%Δ
<b>Why did you attend to one or more of these work-related activities? [multiple answers possible] [N=4,072]</b>											
· Reason attending activities - To keep up with changing demands of my job	67.7%	67.4%	65.9%	69.1%	69.0%	67.5%	67.3%	71.8%	--	68.5%	66.6%
· Reason attending activities - To comply to employer policy or legal requirements	47.4%	45.7%	46.6%	48.1%	49.8%	44.1%	49.5%▲	25.8%▼	--	47.0%	47.9%
· Reason attending activities - To perform better at work	31.9%	36.9%	34.5%Δ	30.3%	30.1%	26.8%▽	31.4%▽	36.4%Δ	--	31.3%	32.7%
· Reason attending activities - To improve career perspectives	7.2%	14.5%▲	9.7%Δ	7.4%	3.3%▽	1.3%▼	6.8%▼	12.1%▲	--	7.0%	7.6%
· Reason attending activities - For personal reasons or reasons outside work	14.5%	12.4%	15.5%	14.3%	11.9%▽	19.2%Δ	12.8%▼	32.3%▲	--	15.5%Δ	13.2%▽
· Reason attending activities - I don't know	1.7%	3.2%Δ	2.0%	1.3%	1.2%	1.8%	1.8%	1.4%	--	1.8%	1.6%
<b>Who initiated the activity? [N=3,715]</b>											
· 1 I attended at my own initiative	39.9%	40.7%	44.0%Δ	41.2%	35.6%▽	28.7%▼	39.9%	--	--	39.7%	40.3%
· 2 The employer proposed the activity	31.2%	34.1%	29.9%	31.5%	30.2%	35.8%	31.2%	--	--	33.4%Δ	28.3%▽
· 3 The employer has required the activity	28.9%	25.2%	26.1%▽	27.2%	34.2%Δ	35.5%Δ	28.9%	--	--	26.9%▽	31.5%Δ
<b>In the past 5 years, did the following changes take place in your work-location? [multiple answers possible] [N=5,390]</b>											
· Changes workplace last 12 months - Changes to the technology you use	23.9%	26.7%	24.6%	25.6%	23.6%	16.3%▽	23.9%	--	--	25.0%Δ	22.5%▽
· Changes workplace last 12 months - Changes to your working methods and practices	21.5%	24.5%	23.7%Δ	23.2%	20.1%	11.5%▼	21.5%	--	--	22.5%	20.3%
· Changes workplace last 12 months - Changes to the products or services you help to produce or deliver	10.0%	13.1%Δ	11.1%Δ	9.8%	9.6%	5.9%▽	10.0%	--	--	11.5%Δ	8.2%▽
· Changes workplace last 12 months - Changes to the amount of contact you have with clients or customers	7.1%	7.0%	8.2%Δ	6.8%	7.0%	4.7%▽	7.1%	--	--	7.3%	6.9%
· Changes workplace last 12 months - Not applicable	57.3%	53.2%	55.1%▽	54.9%▽	58.8%	69.7%▲	57.3%	--	--	56.6%	58.2%
· Changes workplace last 12 months - Don't know	3.9%	3.9%	4.3%	3.9%	3.5%	3.3%	3.9%	--	--	2.9%▽	5.1%Δ
• Learning orientation [4 items, 1=entirely disagree-5=entirely agree] [Mean] [N=6,015] [Range: 1-5]	3.77	3.82	3.82Δ	3.82Δ	3.74▽	3.57▼	3.76▽	3.83Δ	--	3.75▽	3.79Δ
<b>In my work I keep trying to learn new things [N=6,011]</b>											
· 1 Totally disagree	1.8%	0.8%	1.6%	1.3%	2.3%	3.2%Δ	1.9%	1.6%	--	1.7%	2.0%
· 2 Disagree	5.1%	4.0%	4.8%	4.6%	5.3%	7.0%Δ	5.4%Δ	3.0%▽	--	5.8%Δ	4.2%▽
· 3 Neither agree nor disagree	24.9%	21.9%	22.2%▽	24.1%	27.3%Δ	30.7%Δ	25.2%	22.0%	--	24.2%	25.8%
· 4 Agree	52.2%	57.1%Δ	53.6%	52.7%	51.6%	45.9%▽	52.3%	51.4%	--	53.2%	50.8%
· 5 Totally agree	16.0%	16.3%	17.8%Δ	17.3%	13.5%▽	13.1%▽	15.3%▽	22.0%Δ	--	15.1%▽	17.1%Δ
- Mean	3.75	3.84Δ	3.81Δ	3.80Δ	3.69▽	3.59▼	3.74▽	3.89Δ	--	3.74	3.77
<b>I think about how I can keep doing a good job in the future [N=6,005]</b>											
· 1 Totally disagree	2.2%	1.9%	1.5%▽	1.2%▽	2.7%	5.6%▲	2.3%	2.0%	--	2.1%	2.4%
· 2 Disagree	6.1%	6.4%	4.7%▽	4.5%▽	6.6%	11.8%▲	6.1%	5.7%	--	6.6%	5.4%
· 3 Neither agree nor disagree	20.7%	19.2%	18.8%▽	20.7%	19.2%	29.7%▲	21.1%Δ	17.5%▽	--	20.8%	20.6%
· 4 Agree	55.3%	56.3%	58.7%Δ	56.2%	56.5%	41.8%▼	56.0%Δ	50.0%▽	--	56.0%	54.5%
· 5 Totally agree	15.6%	16.3%	16.2%	17.4%Δ	15.0%	11.2%▽	14.5%▼	24.8%▲	--	14.4%▽	17.1%Δ
- Mean	3.76	3.79	3.83Δ	3.84Δ	3.75	3.41▼	3.74▽	3.90Δ	--	3.74	3.78

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>In my work I search for people from whom I can learn something [N=6,012]</b>											
· 1 Totally disagree	2.7%	1.1%▽	2.4%	1.9%▽	2.8%	6.0%▲	2.5%▽	4.4%Δ	--	2.8%	2.7%
· 2 Disagree	7.0%	6.1%	6.4%	6.1%	7.5%	10.0%Δ	6.8%	8.5%	--	7.8%Δ	6.1%▽
· 3 Neither agree nor disagree	32.3%	30.9%	29.1%▽	33.2%	34.4%	36.4%Δ	32.5%	30.9%	--	33.0%	31.5%
· 4 Agree	47.2%	51.6%	49.1%Δ	47.2%	47.0%	40.0%▽	47.9%Δ	41.1%▽	--	46.5%	47.9%
· 5 Totally agree	10.8%	10.4%	13.0%Δ	11.6%	8.3%▽	7.7%▽	10.3%▽	15.1%Δ	--	10.0%▽	11.7%Δ
- Mean	3.56	3.64	3.64Δ	3.60Δ	3.51▽	3.33▼	3.56	3.54	--	3.53▽	3.60Δ
<b>With regard to my skills and knowledge I see to it that I can cope with changes in my work [N=6,000]</b>											
· 1 Totally disagree	0.7%	0%	1.1%Δ	0.3%▽	0.8%	0.8%	0.7%	1.1%	--	0.6%	0.9%
· 2 Disagree	1.5%	1.9%	0.8%▽	1.9%	1.4%	2.7%Δ	1.4%▽	2.5%Δ	--	1.9%Δ	1.0%▽
· 3 Neither agree nor disagree	15.3%	14.4%	14.9%	15.2%	14.3%	19.1%Δ	15.1%	16.6%	--	16.2%Δ	14.2%▽
· 4 Agree	61.6%	64.1%	62.4%	60.4%	63.7%	56.4%▽	62.4%Δ	54.7%▽	--	61.0%	62.2%
· 5 Totally agree	20.9%	19.7%	20.9%	22.3%	19.8%	21.1%	20.4%▽	25.1%Δ	--	20.3%	21.7%
- Mean	4.00	4.02	4.01	4.03	4.00	3.94▽	4.01	4.00	--	3.99▽	4.03Δ
<b>Use arrangements - part-time early retirement [N=5,354]</b>											
· 1 Yes, I make use of it	2.5%	1.4%	1.1%▽	1.1%▽	4.8%Δ	6.0%▲	2.5%	--	--	3.2%Δ	1.7%▽
· 2 No	65.2%	69.4%	65.0%	65.2%	62.6%▽	69.1%Δ	65.2%	--	--	64.9%	65.6%
· 3 This arrangement is not available	32.3%	29.2%	33.9%	33.7%	32.7%	24.9%▽	32.3%	--	--	31.9%	32.8%
<b>Use arrangements - shorter working week for older employees [N=5,357]</b>											
· 1 Yes, I make use of it	9.4%	2.0%▼	1.6%▼	5.3%▽	20.3%▲	25.7%▲	9.4%	--	--	12.5%▲	5.6%▼
· 2 No	63.7%	73.2%▲	68.9%Δ	66.4%Δ	54.0%▼	56.1%▽	63.7%	--	--	63.2%	64.4%
· 3 This arrangement is not available	26.8%	24.9%	29.5%Δ	28.3%	25.7%	18.3%▼	26.8%	--	--	24.3%▽	30.0%Δ
<b>Use arrangements - exemption from evening or night work for older employees [N=5,346]</b>											
· 1 Yes, I make use of it	4.9%	1.4%▽	1.3%▼	4.6%	9.3%▲	10.3%▲	4.9%	--	--	6.2%Δ	3.5%▽
· 2 No	62.3%	69.6%Δ	66.3%Δ	62.0%	54.7%▼	61.2%	62.3%	--	--	62.9%	61.5%
· 3 This arrangement is not available	32.8%	29.0%	32.4%	33.4%	35.9%Δ	28.5%▽	32.8%	--	--	31.0%▽	35.1%Δ
<b>Use arrangements - less demanding work tasks for older employees [N=5,354]</b>											
· 1 Yes, I make use of it	1.7%	1.1%	0.7%▽	0.8%▽	2.4%Δ	5.8%▲	1.7%	--	--	2.3%Δ	0.9%▽
· 2 No	63.1%	68.0%Δ	63.8%	62.8%	58.8%▽	67.4%Δ	63.1%	--	--	64.7%Δ	61.0%▽
· 3 This arrangement is not available	35.3%	30.9%	35.5%	36.5%	38.9%Δ	26.8%▽	35.3%	--	--	33.0%▽	38.1%Δ
<b>Use arrangements - re-education towards another profession for older workers [N=5,343]</b>											
· 1 Yes, I make use of it	0.6%	1.1%	0.8%	0.5%	0.3%	0.9%	0.6%	--	--	0.7%	0.6%
· 2 No	66.0%	69.1%	66.0%	65.9%	62.6%▽	71.4%Δ	66.0%	--	--	68.0%Δ	63.5%▽
· 3 This arrangement is not available	33.4%	29.8%	33.3%	33.6%	37.0%Δ	27.7%▽	33.4%	--	--	31.4%▽	35.9%Δ
<b>Use arrangements - adaptation of work environment in case of health problems [N=5,354]</b>											
· 1 Yes, I make use of it	6.5%	7.5%	6.0%	6.1%	7.6%	5.8%	6.5%	--	--	5.8%▽	7.3%Δ
· 2 No	76.9%	79.1%	77.4%	78.7%	73.2%▽	77.2%	76.9%	--	--	79.1%Δ	74.1%▽
· 3 This arrangement is not available	16.7%	13.4%	16.6%	15.2%	19.2%Δ	17.0%	16.7%	--	--	15.1%▽	18.6%Δ
<b>Use arrangements - adaptation of work tasks in case of health problems [N=5,327]</b>											
· 1 Yes, I make use of it	5.7%	5.0%	4.6%▽	5.0%	6.9%Δ	8.4%Δ	5.7%	--	--	5.8%	5.5%
· 2 No	78.1%	81.8%	79.2%	79.5%	74.8%▽	75.8%	78.1%	--	--	79.5%Δ	76.3%▽
· 3 This arrangement is not available	16.3%	13.2%	16.2%	15.5%	18.3%Δ	15.8%	16.3%	--	--	14.8%▽	18.1%Δ

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>Current work ability compared to best period [N=10,030]</b>											
· 0 Completely unable to work	3.1%	1.5%	2.6%	3.1%	4.9%Δ	2.6%∇	0.6%▼	0.2%∇	6.8%▲	2.4%∇	3.9%Δ
· 1	1.9%	2.2%	1.6%	2.3%	2.5%Δ	1.5%∇	0.2%▼	0%∇	4.4%▲	1.3%∇	2.6%Δ
· 2	2.4%	1.5%	1.8%∇	2.9%	3.0%Δ	2.3%	0.5%▼	1.0%∇	5.1%▲	1.8%∇	3.1%Δ
· 3	2.8%	1.7%	1.7%∇	2.8%	3.5%Δ	3.3%Δ	0.8%▼	1.3%∇	5.7%▲	2.5%∇	3.2%Δ
· 4	2.5%	1.7%	1.7%∇	1.6%∇	2.3%	3.6%Δ	0.8%▼	1.1%∇	4.9%▲	1.9%∇	3.1%Δ
· 5	3.8%	1.7%∇	2.8%∇	2.9%∇	3.5%	5.1%Δ	1.9%▼	2.7%	6.4%▲	3.3%∇	4.3%Δ
· 6	6.5%	2.9%∇	4.7%∇	4.2%∇	6.3%	9.3%Δ	4.7%∇	3.0%∇	9.5%▲	6.1%	7.0%
· 7	18.6%	15.6%	14.9%∇	14.0%∇	16.1%∇	25.0%▲	15.9%∇	17.6%	22.5%Δ	19.0%	18.2%
· 8	31.1%	33.6%	30.7%	32.3%	30.9%	30.8%	35.9%▲	36.0%Δ	24.1%▼	33.8%Δ	28.1%∇
· 9	18.3%	23.4%Δ	23.7%Δ	23.7%Δ	19.2%	11.2%▼	25.9%▲	23.3%Δ	7.4%▼	19.9%Δ	16.5%∇
· 10 Work ability at its best	9.0%	14.4%Δ	13.9%▲	10.3%Δ	7.8%∇	5.2%▼	12.8%▲	13.8%Δ	3.2%▼	8.1%∇	10.0%Δ
<b>Agree with statements - I am quite able to work [N=750]</b>											
· 1 Totally disagree	5.3%	35.3%▲	7.3%	14.8%▲	3.8%	1.4%▼	--	--	5.3%	3.3%▼	7.9%▲
· 2 Disagree	11.2%	17.6%	24.0%▲	21.6%▲	13.7%	2.2%▼	--	--	11.2%	6.9%▼	16.7%▲
· 3 Neither agree nor disagree	17.5%	5.9%	24.7%▲	17.0%	22.9%	13.2%▼	--	--	17.5%	14.5%∇	21.3%Δ
· 4 Agree	43.6%	17.6%▼	28.7%▼	25.0%▼	38.9%	57.1%▲	--	--	43.6%	50.8%▲	34.3%▼
· 5 Totally agree	22.4%	23.5%	15.3%▼	21.6%	20.6%	26.1%Δ	--	--	22.4%	24.5%	19.8%
- Mean	3.67	2.76▼	3.21▼	3.17▼	3.59	4.04▲	--	--	3.67	3.86▲	3.41▼
<b>Agree with statements - My health does not allow me to work [N=750]</b>											
· 1 Totally disagree	36.8%	29.4%	21.9%▼	28.7%	29.0%∇	48.1%▲	--	--	36.8%	41.6%▲	30.7%▼
· 2 Disagree	28.0%	17.6%	22.5%	12.6%▼	27.5%	34.6%▲	--	--	28.0%	32.1%▲	22.8%▼
· 3 Neither agree nor disagree	16.0%	17.6%	22.5%▲	23.0%	19.1%	10.4%∇	--	--	16.0%	14.3%	18.2%
· 4 Agree	12.9%	5.9%	21.9%▲	21.8%▲	19.1%▲	5.2%▼	--	--	12.9%	7.4%▼	20.1%▲
· 5 Totally agree	6.3%	29.4%▲	11.3%▲	13.8%▲	5.3%	1.6%▼	--	--	6.3%	4.8%	8.2%
- Mean	2.24	2.88▲	2.78▲	2.79▲	2.44Δ	1.78▼	--	--	2.24	2.02▼	2.52▲
<b>Agree with statements - I don't get the opportunity to work [N=752]</b>											
· 1 Totally disagree	14.5%	23.5%	12.6%	10.2%	8.3%▼	18.1%▲	--	--	14.5%	15.4%	13.3%
· 2 Disagree	18.8%	23.5%	17.9%	19.3%	9.8%▼	22.0%Δ	--	--	18.8%	21.3%Δ	15.5%∇
· 3 Neither agree nor disagree	40.2%	23.5%	39.7%	47.7%	43.2%	38.2%	--	--	40.2%	37.4%	43.6%
· 4 Agree	19.1%	5.9%	21.9%	15.9%	26.5%▲	16.8%	--	--	19.1%	18.7%	19.7%
· 5 Totally agree	7.4%	23.5%▲	7.9%	6.8%	12.1%▲	4.9%∇	--	--	7.4%	7.1%	7.9%
- Mean	2.86	2.82	2.95	2.90	3.24▲	2.68▼	--	--	2.86	2.81	2.93
<b>Agree with statements - Employers think I am too old [N=752]</b>											
· 1 Totally disagree	7.3%	23.5%▲	2.7%▼	5.7%	4.5%	9.9%Δ	--	--	7.3%	8.0%	6.4%
· 2 Disagree	7.7%	11.8%	7.3%	5.7%	1.5%▼	10.4%Δ	--	--	7.7%	9.0%	6.1%
· 3 Neither agree nor disagree	31.1%	35.3%	36.7%	27.3%	11.3%▼	36.8%▲	--	--	31.1%	32.2%	29.8%
· 4 Agree	30.2%	11.8%	34.7%	33.0%	43.6%▲	23.6%▼	--	--	30.2%	27.4%	33.7%
· 5 Totally agree	23.7%	17.6%	18.7%	28.4%	39.1%▲	19.2%▼	--	--	23.7%	23.4%	24.0%
- Mean	3.55	2.88▼	3.59	3.73	4.11▲	3.32▼	--	--	3.55	3.49	3.63
<b>In the coming 12 months - Will be able to find a new employer [N=6,126]</b>											
· 1 Certainly not	16.9%	8.8%▼	8.7%▼	12.7%∇	24.8%▲	33.0%▲	17.8%Δ	--	11.0%∇	17.0%	16.8%
· 2 Probably not	18.1%	9.3%▼	13.4%∇	18.4%	25.1%▲	20.9%Δ	16.7%▼	--	27.4%▲	17.4%	18.9%
· 3 Maybe	29.4%	28.6%	31.1%	31.7%Δ	27.6%	25.7%∇	27.6%▼	--	42.9%▲	27.6%∇	31.7%Δ
· 4 Probably	24.2%	35.0%▲	30.9%▲	27.4%Δ	14.9%▼	14.2%∇	25.6%▲	--	14.3%▼	25.4%Δ	22.8%∇
· 5 Certainly	11.4%	18.3%▲	16.0%▲	9.9%∇	7.7%∇	6.2%∇	12.3%▲	--	4.4%▼	12.6%Δ	9.8%∇
- Mean	2.95	3.45▲	3.32▲	3.04Δ	2.56▼	2.40▼	2.98Δ	--	2.74∇	2.99Δ	2.90∇
• <b>Individual sickness absence percentage (corrected for part-time) [Mean] [N=6,020] [Range: 0-100]</b>	4.66	3.81	3.90∇	4.93	6.06Δ	4.08	4.97▲	2.04▼	--	4.44	4.94

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
• Number of potential working days in calendar year [corrected for part-time; full-time=215 days] [Mean] [N=6,026] [Range: 43-215]	182	184	188▲	189▲	179▽	155▼	182	183	--	194▲	166▼
On sick leave in the past 12 months [N=6,027] [% yes]	40.1%	42.0%	41.2%	41.5%	43.2%Δ	27.8%▼	42.2%▲	22.3%▼	--	38.9%▽	41.6%Δ
Number of times on sick leave in the past 12 months [Mean] [N=2,407] [Range: 1-99]	3.25	4.42	2.73▽	2.87	3.80	3.95	3.18	4.26	--	2.97	3.56
How often did you go on sick leave in the past 12 months? [With no sick leave=0 times] [Mean] [N=6,017] [Range: 0-99]	1.30	1.85Δ	1.12	1.19	1.64Δ	1.09	1.34	0.94	--	1.15▽	1.48Δ
Days on sick leave in the past 12 months [Mean] [N=2,410] [Range: 1-365]	22.4	15.3	18.6▽	23.4	27.3Δ	25.8	22.7	16.7	--	23.5	21.0
How many days did you have sick leave in the past 12 months? [With no sick leave=0 days] [Mean] [N=6,020] [Range: 0-365]	8.95	6.39	7.66▽	9.70	11.8Δ	7.12	9.57Δ	3.72▽	--	9.14	8.71
Days on sick leave in the past 4 weeks [Mean] [N=2,394] [Range: 0-30]	2.32	2.38	1.59▼	2.53	2.87Δ	3.06Δ	2.36	1.67	--	2.48	2.13
Hindered by physical or mental problems in the past 4 weeks [N=6,027] [% yes]	26.7%	35.6%▲	28.3%Δ	27.1%	27.3%	16.0%▼	27.1%	23.9%	--	22.9%▽	31.4%Δ
Number of days hindered by physical or mental problems in the past 4 weeks [Mean] [N=1,605] [Range: 0-30]	7.31	6.73	6.80▽	7.72	7.94Δ	7.07	7.26	7.79	--	8.08▲	6.61▼
Quantity of work handled while hindered by physical or mental problems [N=1,605]											
· 0	1.3%	2.2%	0.9%	0.8%	1.9%	2.5%	1.4%	0.7%	--	1.2%	1.4%
· 1 Couldn't do anything	0.4%	0%	0.2%	0.8%	0.5%	0%	0.3%	0.7%	--	0.5%	0.2%
· 2	1.4%	3.7%▲	0.7%	0.5%	2.7%Δ	0.8%	1.3%	2.0%	--	1.7%	1.1%
· 3	1.7%	2.2%	1.5%	2.0%	1.3%	2.5%	1.3%▼	6.0%▲	--	1.4%	2.0%
· 4	2.5%	4.5%	2.2%	2.5%	2.7%	0.8%	2.3%	4.6%	--	3.5%Δ	1.5%▽
· 5 Could do about half	11.5%	13.4%	9.9%	10.4%	13.9%	12.5%	11.6%	9.9%	--	14.2%Δ	8.9%▽
· 6	12.8%	10.4%	13.2%	15.2%	10.2%	14.2%	12.8%	13.2%	--	12.7%	13.0%
· 7	20.9%	26.9%	21.1%	19.5%	19.8%	21.7%	21.0%	20.5%	--	19.3%	22.4%
· 8	20.5%	18.7%	20.2%	20.8%	22.5%	16.7%	20.8%	17.9%	--	19.6%	21.3%
· 9	12.8%	6.0%▼	13.9%	14.7%	11.0%	15.0%	12.9%	12.6%	--	12.4%	13.2%
· 10 Could do as much as usually	14.1%	11.9%	16.1%	12.7%	13.6%	13.3%	14.4%	11.9%	--	13.4%	14.8%
- Mean	7.20	6.72▼	7.40Δ	7.24	7.04	7.13	7.23	6.89	--	7.07▽	7.32Δ
Present in current job - appreciation [N=6,005]											
· 1 Not present at all	5.9%	6.4%	6.1%	5.9%	6.5%	4.2%▽	6.2%Δ	3.5%▽	--	6.6%Δ	5.1%▽
· 2 Somewhat present	39.2%	41.0%	40.2%	39.1%	40.2%	33.7%▽	40.4%▲	29.0%▼	--	40.1%	38.0%
· 3 Rather present	41.2%	40.2%	40.0%	42.3%	41.3%	42.4%	40.6%▽	46.4%Δ	--	41.7%	40.5%
· 4 Highly present	13.7%	12.5%	13.6%	12.7%	12.1%▽	19.7%Δ	12.9%▼	21.2%▲	--	11.7%▽	16.3%Δ
- Mean	2.63	2.59	2.61	2.62	2.59▽	2.77▲	2.60▼	2.85▲	--	2.58▽	2.68Δ
Present in current job - interesting work [N=5,996]											
· 1 Not present at all	3.2%	1.9%	3.2%	2.8%	3.6%	3.7%	3.4%Δ	1.7%▽	--	2.4%▽	4.2%Δ
· 2 Somewhat present	22.8%	27.2%Δ	22.9%	23.8%	22.6%	19.1%▽	23.7%Δ	15.6%▽	--	21.8%▽	24.1%Δ
· 3 Rather present	49.1%	50.3%	47.8%	49.3%	50.4%	49.2%	49.2%	48.1%	--	50.4%Δ	47.4%▽
· 4 Highly present	24.9%	20.7%	26.2%	24.1%	23.4%	27.9%Δ	23.8%▼	34.5%▲	--	25.3%	24.4%
- Mean	2.96	2.90	2.97	2.95	2.94	3.01Δ	2.93▼	3.15▲	--	2.99Δ	2.92▽
Present in current job - opportunities for learning and development [N=6,007]											
· 1 Not present at all	20.5%	13.9%▽	18.2%▽	17.3%▽	21.7%	34.2%▲	20.2%	22.9%	--	19.0%▽	22.3%Δ
· 2 Somewhat present	45.3%	47.2%	43.7%	49.6%Δ	46.5%	38.2%▽	45.8%Δ	40.9%▽	--	46.2%	44.2%
· 3 Rather present	27.0%	32.3%Δ	28.7%Δ	26.7%	25.7%	22.3%▽	26.9%	27.9%	--	28.1%Δ	25.5%▽
· 4 Highly present	7.3%	6.7%	9.4%Δ	6.4%	6.1%	5.3%▽	7.1%	8.4%	--	6.7%	8.0%
- Mean	2.21	2.32Δ	2.29Δ	2.22	2.16▽	1.99▼	2.21	2.22	--	2.22	2.19

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>Present in current job - autonomy [N=6,003]</b>											
· 1 Not present at all	1.3%	1.1%	1.2%	1.2%	1.0%	2.5%Δ	1.4%	0.8%	--	1.2%	1.5%
· 2 Somewhat present	11.7%	12.6%	12.2%	11.6%	12.2%	9.2%∇	12.8%▲	2.2%▼	--	10.9%∇	12.7%Δ
· 3 Rather present	43.6%	46.0%	43.4%	44.7%	45.6%	37.1%∇	45.7%▲	25.8%▼	--	43.7%	43.4%
· 4 Highly present	43.4%	40.4%	43.3%	42.5%	41.2%	51.2%Δ	40.1%▼	71.2%▲	--	44.3%	42.4%
- Mean	3.29	3.26	3.29	3.29	3.27	3.37Δ	3.25▼	3.67▲	--	3.31Δ	3.27∇
<b>Present in current job - good social climate [N=6,012]</b>											
· 1 Not present at all	2.0%	2.1%	2.2%	1.5%	2.0%	2.4%	2.0%	1.7%	--	2.1%	1.9%
· 2 Somewhat present	19.1%	21.3%	19.7%	19.0%	20.0%	14.6%∇	20.1%▲	10.4%▼	--	19.1%	19.0%
· 3 Rather present	50.2%	50.7%	49.7%	52.4%	49.9%	48.0%	51.1%Δ	42.7%∇	--	51.2%	49.1%
· 4 Highly present	28.7%	25.9%	28.4%	27.1%	28.0%	35.0%Δ	26.7%▼	45.2%▲	--	27.6%∇	30.0%Δ
- Mean	3.06	3.00	3.04	3.05	3.04	3.16Δ	3.03▼	3.31▲	--	3.04	3.07
<b>Present in current job - good supervisor [N=5,991]</b>											
· 1 Not present at all	14.4%	12.3%	13.0%∇	14.1%	14.6%	19.6%Δ	11.1%▼	42.6%▲	--	14.3%	14.5%
· 2 Somewhat present	30.8%	32.8%	32.4%	30.5%	31.2%	25.7%∇	32.9%▲	12.7%▼	--	30.2%	31.7%
· 3 Rather present	36.3%	40.5%	34.9%	39.3%Δ	36.5%	31.7%∇	38.0%▲	21.5%▼	--	38.4%Δ	33.6%∇
· 4 Highly present	18.5%	14.4%∇	19.8%	16.1%∇	17.7%	22.9%Δ	17.9%∇	23.2%Δ	--	17.1%∇	20.2%Δ
- Mean	2.59	2.57	2.61	2.58	2.57	2.58	2.63▲	2.25▼	--	2.58	2.60
<b>Present in current job - good salary [N=6,004]</b>											
· 1 Not present at all	13.2%	10.9%	12.9%	13.0%	13.4%	15.3%	12.7%∇	17.3%Δ	--	10.2%▼	17.0%▲
· 2 Somewhat present	38.3%	39.2%	37.5%	37.7%	39.7%	38.7%	38.3%	38.6%	--	37.5%	39.3%
· 3 Rather present	36.8%	38.4%	38.1%	37.6%	35.6%	33.1%∇	37.7%Δ	29.0%∇	--	39.5%Δ	33.4%∇
· 4 Highly present	11.7%	11.5%	11.5%	11.7%	11.3%	12.9%	11.3%∇	15.1%Δ	--	12.9%Δ	10.2%∇
- Mean	2.47	2.50	2.48	2.48	2.45	2.44	2.48	2.42	--	2.55▲	2.37▼
<b>Present in current job - opportunity to work part-time [N=5,989]</b>											
· 1 Not present at all	17.7%	15.0%	18.0%	18.0%	17.8%	17.0%	17.7%	17.2%	--	24.1%▲	9.6%▼
· 2 Somewhat present	23.0%	23.3%	24.0%	24.0%	23.1%	17.6%∇	24.0%▲	14.3%▼	--	26.7%▲	18.3%▼
· 3 Rather present	32.1%	39.4%Δ	31.8%	33.0%	32.7%	26.3%∇	32.6%Δ	27.7%∇	--	30.0%∇	34.7%Δ
· 4 Highly present	27.3%	22.3%∇	26.1%	25.0%∇	26.4%	39.0%▲	25.7%▼	40.8%▲	--	19.2%▼	37.5%▲
- Mean	2.69	2.69	2.66	2.65	2.68	2.87▲	2.66▼	2.92▲	--	2.44▼	3.00▲
<b>Present in current job - opportunity to determine one's own working hours [N=6,004]</b>											
· 1 Not present at all	26.6%	25.3%	25.8%	26.1%	30.8%Δ	23.0%∇	29.3%▲	3.9%▼	--	25.5%∇	28.0%Δ
· 2 Somewhat present	24.8%	30.7%Δ	26.8%Δ	24.7%	23.2%	19.9%∇	26.6%▲	10.3%▼	--	22.9%∇	27.2%Δ
· 3 Rather present	26.1%	29.1%	27.2%	28.4%Δ	24.6%	20.1%∇	26.0%	27.0%	--	28.0%Δ	23.8%∇
· 4 Highly present	22.4%	14.9%∇	20.2%∇	20.9%	21.5%	37.1%▲	18.1%▼	58.8%▲	--	23.6%Δ	21.0%∇
- Mean	2.44	2.34	2.42	2.44	2.37∇	2.71▲	2.33▼	3.41▲	--	2.50Δ	2.38∇
<b>Present in current job - good job security [N=5,997]</b>											
· 1 Not present at all	7.1%	5.1%	7.4%	6.2%	6.4%	10.6%Δ	5.5%▼	20.6%▲	--	6.8%	7.6%
· 2 Somewhat present	23.7%	24.2%	24.2%	24.8%	22.1%	22.9%	23.2%∇	28.1%Δ	--	23.4%	24.0%
· 3 Rather present	44.0%	50.0%Δ	45.7%	44.7%	43.1%	37.0%∇	45.6%▲	30.5%▼	--	44.7%	43.2%
· 4 Highly present	25.2%	20.7%∇	22.8%∇	24.4%	28.5%Δ	29.5%Δ	25.7%Δ	20.8%∇	--	25.1%	25.2%
- Mean	2.87	2.86	2.84∇	2.87	2.94Δ	2.85	2.91▲	2.51▼	--	2.88	2.86
• <b>Enthusiasm/passion (6 items, 0=low-6=high) [Mean] [N=6,009] [Range: 0-6]</b>	4.18	4.02∇	4.13∇	4.18	4.15	4.48▲	4.14▼	4.57▲	--	4.15∇	4.22Δ

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>At my work I feel bursting with energy [N=6,005]</b>											
· 0 Never	1.4%	1.1%	1.3%	1.2%	1.7%	1.5%	1.4%	0.8%	--	1.8%Δ	0.9%∇
· 1 Almost never (few times a year or less)	3.1%	2.9%	3.4%	3.2%	3.1%	2.4%	3.3%	2.1%	--	3.7%Δ	2.4%∇
· 2 Rarely (once a month or less)	10.1%	11.4%	10.6%	10.1%	11.3%	6.3%∇	10.6%Δ	6.0%∇	--	10.3%	9.9%
· 3 Sometimes (few times a month)	17.1%	19.7%	16.9%	17.0%	16.5%	17.3%	17.1%	16.9%	--	17.2%	17.0%
· 4 Often (once a week)	22.0%	24.2%	21.9%	22.2%	22.2%	20.9%	21.9%	23.0%	--	22.4%	21.6%
· 5 Very often (few times a week)	32.0%	29.0%	33.3%	32.6%	32.1%	28.5%∇	32.1%	31.1%	--	31.7%	32.2%
· 6 Always (every day)	14.3%	11.7%	12.7%∇	13.7%	13.2%	23.3%▲	13.6%∇	20.2%Δ	--	12.9%∇	16.1%Δ
- Mean	4.08	3.97	4.05	4.08	4.04	4.32Δ	4.05∇	4.33Δ	--	4.02∇	4.17Δ
<b>At my job I feel strong and vigorous [N=5,997]</b>											
· 0 Never	1.4%	1.1%	1.4%	1.2%	1.6%	1.2%	1.4%	0.9%	--	1.4%	1.3%
· 1 Almost never (few times a year or less)	3.1%	3.5%	3.1%	3.2%	3.7%	2.0%	3.3%	2.0%	--	3.6%Δ	2.5%∇
· 2 Rarely (once a month or less)	9.2%	9.4%	10.6%Δ	8.3%	9.7%	6.0%∇	9.6%Δ	5.2%∇	--	9.5%	8.8%
· 3 Sometimes (few times a month)	17.3%	20.9%	16.0%∇	18.4%	17.6%	16.7%	17.3%	17.3%	--	17.1%	17.6%
· 4 Often (once a week)	23.2%	26.7%	24.5%	22.4%	23.1%	19.9%∇	23.1%	23.9%	--	23.4%	23.1%
· 5 Very often (few times a week)	31.1%	27.5%	31.0%	32.2%	30.9%	31.1%	31.0%	32.0%	--	31.1%	31.1%
· 6 Always (every day)	14.7%	11.0%∇	13.5%	14.2%	13.4%	23.1%▲	14.2%∇	18.6%Δ	--	13.9%	15.7%
- Mean	4.10	3.95∇	4.06	4.11	4.03∇	4.38▲	4.07∇	4.31Δ	--	4.06∇	4.15Δ
<b>I am enthusiastic about my job [N=6,000]</b>											
· 0 Never	1.2%	0.8%	1.0%	0.9%	1.9%Δ	0.9%	1.3%Δ	0.3%∇	--	1.4%Δ	0.9%∇
· 1 Almost never (few times a year or less)	2.8%	4.0%	2.7%	3.0%	2.7%	2.3%	3.0%Δ	1.1%∇	--	3.1%	2.5%
· 2 Rarely (once a month or less)	7.9%	7.8%	8.3%	8.3%	9.1%	4.3%∇	8.4%Δ	4.3%∇	--	8.1%	7.8%
· 3 Sometimes (few times a month)	14.7%	19.0%Δ	15.4%	15.1%	13.1%	13.1%	15.3%Δ	9.9%∇	--	14.3%	15.2%
· 4 Often (once a week)	20.2%	21.9%	21.3%	20.7%	18.6%	18.3%	20.4%	18.9%	--	19.7%	20.9%
· 5 Very often (few times a week)	28.3%	29.1%	28.5%	27.4%	29.5%	26.9%	28.0%	30.8%	--	28.9%	27.5%
· 6 Always (every day)	24.9%	17.4%∇	22.9%∇	24.7%	25.0%	34.3%▲	23.7%∇	34.7%▲	--	24.5%	25.3%
- Mean	4.34	4.14∇	4.30	4.33	4.32	4.63▲	4.29∇	4.77▲	--	4.33	4.36
<b>My job inspires me [N=5,994]</b>											
· 0 Never	2.4%	1.6%	2.5%	2.4%	3.1%	1.6%	2.7%Δ	0.5%∇	--	2.5%	2.3%
· 1 Almost never (few times a year or less)	4.6%	4.5%	4.7%	4.4%	5.3%	3.7%	4.9%Δ	2.0%∇	--	4.9%	4.2%
· 2 Rarely (once a month or less)	10.6%	14.4%Δ	10.8%	10.7%	10.7%	7.2%∇	11.1%Δ	5.7%∇	--	10.3%	10.9%
· 3 Sometimes (few times a month)	16.2%	17.1%	16.9%	17.3%	15.4%	13.5%∇	16.8%Δ	11.3%∇	--	15.9%	16.6%
· 4 Often (once a week)	21.2%	24.0%	21.5%	21.3%	20.7%	19.5%	21.4%	18.9%	--	21.6%	20.6%
· 5 Very often (few times a week)	26.9%	23.2%	27.9%	26.2%	27.7%	26.4%	26.5%∇	30.9%Δ	--	27.5%	26.3%
· 6 Always (every day)	18.1%	15.2%	15.8%∇	17.7%	17.2%	28.0%▲	16.6%∇	30.7%▲	--	17.3%	19.0%
- Mean	4.02	3.88	3.97	4.00	3.97	4.37▲	3.95∇	4.62▲	--	4.01	4.04
<b>When I get up in the morning, I feel like going to work [N=6,003]</b>											
· 0 Never	2.4%	1.6%	2.2%	2.5%	3.3%Δ	1.6%	2.6%Δ	0.8%∇	--	2.9%Δ	1.9%∇
· 1 Almost never (few times a year or less)	4.1%	6.1%Δ	4.4%	3.6%	4.2%	2.9%	4.4%Δ	1.7%∇	--	4.3%	3.9%
· 2 Rarely (once a month or less)	9.7%	12.0%	10.5%	9.1%	10.6%	6.3%∇	10.2%Δ	5.8%∇	--	9.5%	10.1%
· 3 Sometimes (few times a month)	16.4%	17.6%	17.6%	17.5%	14.6%∇	13.7%∇	16.7%	13.9%	--	16.4%	16.5%
· 4 Often (once a week)	20.8%	24.3%	20.9%	21.8%	19.6%	19.3%	20.7%	21.6%	--	20.3%	21.5%
· 5 Very often (few times a week)	28.9%	26.1%	29.0%	29.3%	29.1%	28.4%	28.4%∇	32.9%Δ	--	29.1%	28.5%
· 6 Always (every day)	17.7%	12.3%∇	15.3%∇	16.2%	18.6%	27.8%▲	17.0%∇	23.3%Δ	--	17.6%	17.7%
- Mean	4.06	3.84∇	3.99∇	4.05	4.05	4.43▲	4.02∇	4.46▲	--	4.05	4.08



Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>I am proud of the work that I do</b> [N=5,992]											
· 0 Never	1.8%	1.3%	1.8%	1.4%	2.4%	1.7%	1.9%Δ	0.6%▽	--	2.3%Δ	1.2%▽
· 1 Almost never (few times a year or less)	2.8%	2.7%	3.4%	3.4%	2.2%	1.3%▽	3.0%Δ	0.9%▽	--	3.1%	2.5%
· 2 Rarely (once a month or less)	6.3%	8.8%Δ	6.6%	5.7%	6.6%	4.4%▽	6.7%Δ	3.0%▽	--	5.9%	6.7%
· 3 Sometimes (few times a month)	12.3%	16.8%Δ	13.0%	10.7%▽	12.0%	11.8%	12.7%Δ	9.3%▽	--	12.0%	12.7%
· 4 Often (once a week)	18.6%	18.6%	20.0%	19.4%	17.5%	15.7%▽	18.8%	16.9%	--	19.0%	18.2%
· 5 Very often (few times a week)	26.2%	25.0%	26.5%	27.4%	25.8%	24.4%	26.4%	24.5%	--	26.0%	26.4%
· 6 Always (every day)	32.0%	26.9%▽	28.7%▽	32.0%	33.5%	40.7%▲	30.5%▼	44.7%▲	--	31.7%	32.3%
- Mean	4.50	4.31▽	4.40▽	4.54	4.51	4.74Δ	4.45▼	4.93▲	--	4.47	4.53
<b>Like to continue working in present job in the coming 12 months</b> [N=6,016]											
· 1 Certainly not	3.9%	4.3%	2.6%▽	1.9%▽	4.0%	11.4%▲	4.3%Δ	0.8%▽	--	4.3%	3.6%
· 2 Probably not	4.4%	3.7%	4.9%	3.1%▽	3.1%▽	7.8%Δ	4.6%Δ	2.4%▽	--	4.2%	4.6%
· 3 Maybe	6.5%	10.4%Δ	7.8%Δ	6.7%	4.2%▽	4.9%	6.8%Δ	3.8%▽	--	5.9%▽	7.3%Δ
· 4 Probably	23.4%	26.4%	24.6%	23.8%	21.8%	20.6%	23.6%	21.8%	--	24.2%	22.4%
· 5 Certainly	61.8%	55.2%▽	60.1%▽	64.5%Δ	67.0%Δ	55.3%▽	60.7%▼	71.3%▲	--	61.5%	62.2%
- Mean	4.35	4.25▽	4.35	4.46Δ	4.45Δ	4.01▼	4.32▼	4.60▲	--	4.34	4.35
<b>Would like to have paid employment</b> [N=4,068]											
· 1 Yes	19.1%	40.5%▲	41.9%▲	34.9%▲	25.1%Δ	13.8%▼	--	--	19.1%	20.5%Δ	17.7%▽
· 2 No	56.9%	29.7%▼	31.2%▼	39.2%▼	53.7%	62.3%▲	--	--	56.9%	54.2%▽	59.7%Δ
· 3 Maybe	24.0%	29.7%	26.9%	25.9%	21.2%	24.0%	--	--	24.0%	25.3%Δ	22.6%▽
<b>How satisfied are you with your work</b> [N=5,990]											
· 1 Very dissatisfied	1.0%	0.5%	1.1%	1.0%	1.2%	0.7%	1.0%	0.9%	--	1.1%	0.9%
· 2 Dissatisfied	3.4%	3.5%	3.9%	4.1%	3.1%	0.8%▽	3.6%Δ	1.1%▽	--	3.5%	3.2%
· 3 Not dissatisfied, not satisfied	14.1%	16.8%	14.7%	14.6%	14.5%	9.1%▽	15.0%▲	5.8%▼	--	13.3%	15.0%
· 4 Satisfied	50.3%	51.9%	50.9%	50.3%	51.8%	45.1%▽	51.0%Δ	44.5%▽	--	51.4%	48.9%
· 5 Very satisfied	31.3%	27.3%	29.4%▽	30.0%	29.4%	44.3%▲	29.3%▼	47.6%▲	--	30.7%	32.0%
- Mean	4.07	4.02	4.04▽	4.04	4.05	4.32▲	4.04▼	4.37▲	--	4.07	4.08
<b>Would you want to work more or less hours in the coming 12 months if your earnings would change accordingly?</b> [N=6,013]											
· 1 No	66.9%	67.0%	67.4%	66.8%	65.2%	68.6%	68.1%▲	56.4%▼	--	66.6%	67.2%
· 2 Yes, more hours	11.6%	17.7%▲	14.5%Δ	11.3%	7.6%▽	8.9%▽	10.4%▼	22.0%▲	--	8.6%▼	15.5%▲
· 3 Yes, less hours	21.5%	15.3%▽	18.1%▽	22.0%	27.2%Δ	22.5%	21.5%	21.5%	--	24.8%Δ	17.3%▽
<b>Do you intend to start working in the coming 12 months, either as an employee or as an entrepreneur?</b> [N=1,074]											
· 1 Certainly not	14.0%	25.0%	15.5%	15.7%	12.6%	13.2%	--	--	14.0%	12.0%▽	16.2%Δ
· 2 Probably not	26.7%	0%▼	17.7%▼	27.3%	23.6%	31.6%▲	--	--	26.7%	24.8%	29.0%
· 3 Maybe	35.9%	25.0%	32.0%	32.2%	38.7%	37.4%	--	--	35.9%	38.0%	33.5%
· 4 Probably	14.3%	20.0%	18.8%	11.6%	15.2%	13.0%	--	--	14.3%	15.0%	13.6%
· 5 Certainly	9.0%	30.0%▲	16.0%▲	13.2%	9.9%	4.8%▼	--	--	9.0%	10.2%	7.7%
- Mean	2.78	3.30▲	3.02▲	2.79	2.86	2.65▼	--	--	2.78	2.86Δ	2.68▽
<b>Would you like to work as an employee or as an entrepreneur or self-employed?</b> [N=636]											
· 1 Employee	64.3%	80.0%	66.7%	78.3%▲	73.0%▲	56.1%▼	--	--	64.3%	59.8%▼	70.4%▲
· 2 Self-employed	13.7%	6.7%	9.2%	10.1%	6.6%▼	19.4%▲	--	--	13.7%	16.1%Δ	10.4%▽
· 3 No preference	19.0%	6.7%	20.0%	10.1%▼	15.6%	22.6%Δ	--	--	19.0%	22.1%Δ	14.8%▽
· 4 Don't know	3.0%	6.7%	4.2%	1.4%	4.9%	1.9%	--	--	3.0%	1.9%	4.4%
<b>Until what age would you like to continue working?</b> [Mean] [N=4,343] [Range: 24-99]	65.3	63.7▼	64.1▼	64.6▼	65.8Δ	69.4▲	64.9▼	68.6▲	--	65.7▲	64.6▼
<b>Don't know until what age would like to continue working</b> [N=6,027] [% checked]	27.8%	35.4%Δ	32.6%Δ	26.1%	20.5%▼	27.4%	27.0%▽	34.5%Δ	--	20.4%▼	37.0%▲
<b>Until what age do you think you will be able to continue working?</b> [Mean] [N=3,982] [Range: 20-99]	67.0	66.0▼	66.1▼	66.4▽	67.0	71.0▲	66.6▼	70.8▲	--	67.7▲	66.0▼
<b>Don't know until what age will be able to continue working</b> [N=6,027] [% checked]	33.6%	37.2%	37.1%Δ	33.2%	29.4%▽	30.4%▽	33.5%	34.5%	--	26.5%▼	42.4%▲

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>Could you financially afford to stop working before the official retirement age?</b> [N=6,011]											
· 1 Yes	35.8%	23.8%▼	26.8%▼	36.1%	42.8%Δ	53.3%▲	34.2%▼	49.4%▲	--	37.0%Δ	34.3%▼
· 2 No	39.7%	39.8%	40.1%	40.4%	41.1%	34.9%▼	40.3%Δ	34.9%▼	--	39.9%	39.5%
· 3 Don't know	24.4%	36.4%▲	33.2%▲	23.5%	16.1%▼	11.7%▼	25.5%▲	15.7%▼	--	23.1%▼	26.1%Δ
<b>Colleagues think it is important to continue working until the official retirement age</b> [N=3,068]											
· 1 Very unimportant	11.0%	13.7%	12.6%	11.5%	9.1%▼	9.5%	11.0%	--	--	11.5%	10.4%
· 2 Unimportant	15.9%	20.6%	17.9%Δ	17.4%	13.4%▼	11.3%▼	15.9%	--	--	16.1%	15.5%
· 3 Not important, not unimportant	47.6%	50.3%	50.8%Δ	50.6%	44.5%▼	40.0%▼	47.6%	--	--	46.5%	49.3%
· 4 Important	16.8%	12.0%	13.0%▼	15.0%	21.8%Δ	20.3%Δ	16.8%	--	--	17.6%	15.5%
· 5 Very important	8.7%	3.4%▼	5.7%▼	5.5%▼	11.2%Δ	19.0%▲	8.7%	--	--	8.3%	9.4%
- Mean	2.96	2.71▼	2.81▼	2.86▼	3.13▲	3.28▲	2.96	--	--	2.95	2.98
<b>Colleagues continue working until the official retirement age</b> [N=5,350]											
· 1 No, no one does	2.1%	1.7%	2.4%	2.0%	1.9%	2.5%	2.1%	--	--	2.3%	1.9%
· 2 Most do not	12.2%	10.4%	10.3%▼	14.4%Δ	14.4%Δ	9.9%	12.2%	--	--	11.6%	13.0%
· 3 Some do, other don't	44.0%	35.0%▼	43.3%	44.4%	47.9%Δ	42.7%	44.0%	--	--	41.3%▼	47.3%Δ
· 4 Most do	35.5%	46.5%▲	37.0%	34.4%	31.0%▼	36.0%	35.5%	--	--	38.4%Δ	32.0%▼
· 5 Yes, everyone does	6.1%	6.4%	7.1%Δ	4.7%▼	4.9%▼	9.0%Δ	6.1%	--	--	6.4%	5.8%
- Mean	3.31	3.46Δ	3.36Δ	3.25▼	3.23▼	3.39Δ	3.31	--	--	3.35Δ	3.27▼
<b>Supervisor thinks it is important to continue working until the official retirement age</b> [N=2,841]											
· 1 Very unimportant	8.6%	10.9%	8.2%	9.8%	7.8%	8.0%	8.6%	--	--	9.1%	7.9%
· 2 Unimportant	12.8%	11.5%	13.1%	15.0%	13.3%	8.0%▼	12.8%	--	--	12.7%	12.9%
· 3 Not important, not unimportant	43.3%	40.4%	47.3%Δ	46.1%	41.6%	34.5%▼	43.3%	--	--	39.9%▼	48.5%Δ
· 4 Important	22.8%	23.7%	22.0%	20.0%▼	24.2%	26.5%	22.8%	--	--	24.8%Δ	19.8%▼
· 5 Very important	12.5%	13.5%	9.4%▼	9.1%▼	13.2%	23.0%▲	12.5%	--	--	13.5%Δ	10.9%▼
- Mean	3.18	3.17	3.11▼	3.04▼	3.22	3.49▲	3.18	--	--	3.21	3.13
<b>In the past 12 months, which of the following activities did you do to find a (new) (paid) job (as employee)?</b> [multiple answers possible] [N=6,664]											
· Activities to find a paid job in past 12 months - applied for a job	15.5%	20.7%Δ	19.7%Δ	18.0%Δ	12.3%▼	6.0%▼	13.9%▼	8.2%▼	36.3%▲	13.6%▼	17.9%Δ
· Activities to find a paid job in past 12 months - looked at vacancies	23.9%	33.8%▲	31.3%▲	25.4%	17.0%▼	12.9%▼	22.2%▼	12.9%▼	49.3%▲	21.7%▼	26.7%Δ
· Activities to find a paid job in past 12 months - contacted an employer on own initiative	5.4%	6.1%	6.4%Δ	5.2%	4.7%	4.6%	4.0%▼	4.1%	18.8%▲	4.8%▼	6.2%Δ
· Activities to find a paid job in past 12 months - involved family, friends, connections	4.7%	5.6%	6.0%Δ	3.8%	4.4%	3.7%	3.1%▼	3.5%	19.8%▲	3.8%▼	5.9%Δ
· Activities to find a paid job in past 12 months - searched via UWV WERKbedrijf	3.6%	2.3%	3.9%	3.5%	5.1%Δ	1.4%▼	1.8%▼	1.7%▼	20.6%▲	3.4%	3.9%
· Activities to find a paid job in past 12 months - inscribed at an employment agency	4.6%	3.6%	4.5%	3.5%▼	5.6%Δ	5.2%	2.7%▼	1.6%▼	23.1%▲	4.3%	4.8%
· Activities to find a paid job in past 12 months - visited a vacancy website	14.3%	20.5%Δ	18.8%Δ	15.1%	11.0%▼	6.4%▼	12.7%▼	7.1%▼	34.9%▲	11.8%▼	17.4%Δ
· Activities to find a paid job in past 12 months - uploaded CV to a website	6.3%	6.4%	7.2%Δ	6.6%	7.0%	3.1%▼	4.6%▼	4.6%	22.8%▲	6.7%	5.9%
· Activities to find a paid job in past 12 months - websites of companies and (governmental) institutes	7.5%	14.8%▲	10.3%Δ	7.1%	5.0%▼	2.9%▼	6.6%▼	4.9%▼	17.3%▲	7.5%	7.4%
· Activities to find a paid job in past 12 months - use of social media	10.0%	12.5%	13.0%Δ	10.7%	8.1%▼	4.9%▼	8.6%▼	9.1%	22.8%▲	10.6%	9.3%
· Activities to find a paid job in past 12 months - other activities	4.9%	6.4%	5.9%Δ	4.1%	3.8%▼	4.8%	3.7%▼	6.0%	13.8%▲	5.0%	4.7%
· Activities to find a paid job in past 12 months - no activities	65.5%	55.2%▼	56.9%▼	64.3%	75.1%▲	74.8%▲	68.5%▲	77.6%▲	27.8%▼	67.5%Δ	62.9%▼
<b>Applied for a job in the past 4 weeks</b> [N=230] [% yes]	57.0%	57.1%	59.4%	44.4%	74.7%▲	35.4%▼	--	--	57.0%	59.7%	53.8%
<b>Obligated to apply for jobs</b> [N=4,062]											
· 1 Yes	4.0%	10.8%▲	10.4%▲	9.4%▲	15.9%▲	0.4%▼	--	--	4.0%	4.4%	3.7%
· 2 No	95.3%	86.5%▼	87.0%▼	87.5%▼	82.9%▼	99.5%▲	--	--	95.3%	95.1%	95.6%
· 3 Don't know	0.6%	2.7%	2.6%▲	3.1%▲	1.2%	0.1%▼	--	--	0.6%	0.5%	0.7%
<b>Hours per week prefers to work</b> [Mean] [N=635] [Range: 1-80]	20.2	24.5	23.5▲	24.8▲	23.9▲	16.2▼	--	--	20.2	21.2▲	18.7▼
<b>When could you start working</b> [N=637]											
· 1 Within 2 weeks	62.8%	33.3%▼	51.2%▼	50.7%▼	69.7%	68.7%▲	--	--	62.8%	69.8%▲	53.3%▼
· 2 Not within 2 weeks, but within 3 months	24.6%	26.7%	28.9%	18.8%	21.3%	25.5%	--	--	24.6%	19.6%▼	31.5%▲
· 3 After 3 months or more	12.6%	40.0%▲	19.8%▲	30.4%▲	9.0%	5.8%▼	--	--	12.6%	10.6%	15.2%

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>Chances to find the type of job you are looking for within 3 months [N=633]</b>											
· 1 Very high	3.0%	0%	0%▼	5.8%	1.7%	4.2%	--	--	3.0%	4.1%	1.5%
· 2 High	9.2%	20.0%	5.0%	7.2%	5.0%	12.3%▲	--	--	9.2%	11.5%Δ	5.9%▼
· 3 Neither high nor low	33.0%	33.3%	38.3%	24.6%	24.0%▼	36.4%	--	--	33.0%	37.1%▲	27.5%▼
· 4 Low	28.8%	0%▼	27.5%	23.2%	35.5%	29.2%	--	--	28.8%	25.5%▼	33.1%Δ
· 5 Very low	26.1%	46.7%	29.2%	39.1%▲	33.9%▲	17.9%▼	--	--	26.1%	21.7%▼	32.0%▲
- Mean	3.66	3.73	3.81	3.83	3.95▲	3.44▼	--	--	3.66	3.49▼	3.88▲
• <b>Sf12 Physical component (range 0-100) [Mean] [N=9,586] [Range: 12-67]</b>	48.7	49.9Δ	49.9Δ	48.9	47.5▼	48.4▼	51.2▲	51.1▲	45.1▼	49.9▲	47.3▼
• <b>Sf12 Mental component (range 0-100) [Mean] [N=9,586] [Range: 12-69]</b>	52.4	50.6▼	50.9▼	51.3▼	52.0▼	54.3▲	52.5	53.8Δ	52.0▼	53.1Δ	51.6▼
<b>In general, would you say your health is ,, [N=10,048]</b>											
· 1 Excellent	7.0%	8.3%	8.5%Δ	7.8%	6.5%	5.7%▼	8.9%Δ	10.4%Δ	3.9%▼	6.7%	7.2%
· 2 Very good	21.3%	23.1%	22.8%	22.4%	19.1%▼	21.0%	24.8%Δ	27.0%Δ	16.0%▼	23.8%Δ	18.6%▼
· 3 Good	49.6%	49.3%	48.6%	46.9%▼	47.7%	52.5%Δ	52.1%Δ	47.5%	46.5%▼	50.4%	48.6%
· 4 Fair	18.7%	16.5%	17.3%▼	18.5%	21.6%Δ	18.4%	13.2%▼	13.7%▼	26.8%▲	16.1%▼	21.6%Δ
· 5 Poor	3.4%	2.9%	2.9%	4.3%Δ	5.1%Δ	2.5%▼	1.0%▼	1.4%▼	6.9%▲	2.9%▼	4.0%Δ
- Mean	2.90	2.83	2.83▼	2.89	3.00Δ	2.91	2.73▼	2.69▼	3.17▲	2.85▼	2.97Δ
<b>Health limits activities - moderate activities (e.g. moving table) [N=10,024]</b>											
· 1 Yes, limited a lot	6.7%	5.8%	5.7%▼	7.2%	9.2%Δ	5.8%▼	2.7%▼	3.2%▼	12.5%▲	4.7%▼	9.0%Δ
· 2 Yes, limited a little	22.9%	17.5%▼	19.0%▼	19.9%▼	25.0%Δ	26.2%Δ	17.4%▼	17.6%▼	31.0%▲	18.8%▼	27.5%▲
· 3 No, not limited at all	70.4%	76.6%Δ	75.2%Δ	72.9%Δ	65.7%▼	68.0%▼	79.9%▲	79.2%▲	56.6%▼	76.5%▲	63.5%▼
<b>Health limits activities - climbing several flights of stairs [N=9,998]</b>											
· 1 Yes, limited a lot	7.3%	4.1%▼	5.9%▼	8.0%	9.0%Δ	7.4%	3.1%▼	3.3%▼	13.5%▲	5.7%▼	9.2%Δ
· 2 Yes, limited a little	26.9%	22.3%▼	21.3%▼	24.1%▼	30.3%Δ	30.4%Δ	22.8%▼	21.7%▼	33.1%▲	23.8%▼	30.3%Δ
· 3 No, not limited at all	65.8%	73.5%Δ	72.8%Δ	67.9%Δ	60.7%▼	62.1%▼	74.1%▲	75.0%▲	53.4%▼	70.5%▲	60.4%▼
<b>Accomplished less than you would like in the past 4 weeks due to physical health [N=9,985] [% yes]</b>											
	23.2%	24.6%	22.6%	24.1%	26.2%Δ	21.4%▼	16.1%▼	15.6%▼	33.8%▲	19.0%▼	28.0%▲
<b>Limited in the kind of work or other activities in the past 4 weeks due to physical health [N=9,954] [% yes]</b>											
	23.4%	20.5%	20.6%▼	23.8%	27.6%Δ	23.1%	14.8%▼	14.6%▼	36.2%▲	18.9%▼	28.5%▲
<b>Accomplished less than you would like in the past 4 weeks due to emotional problems [N=9,954] [% yes]</b>											
	14.3%	15.5%	16.5%Δ	16.8%Δ	16.2%Δ	10.4%▼	11.2%▼	9.7%▼	19.0%▲	11.9%▼	16.9%Δ
<b>In work or other activities not as carefully as usual in the past 4 weeks due to emotional problems [N=9,906] [% yes]</b>											
	12.9%	14.4%	14.8%Δ	14.8%Δ	15.3%Δ	9.4%▼	10.4%▼	7.2%▼	17.2%▲	10.5%▼	15.7%Δ
<b>During the past 4 weeks physical health or emotional problems interfered with social activities [N=10,004]</b>											
· 1 Not at all	58.8%	53.3%▼	55.9%▼	58.4%	55.3%▼	63.5%Δ	63.1%Δ	68.4%▲	51.7%▼	63.9%▲	53.0%▼
· 2 Slightly	27.2%	31.6%Δ	29.5%Δ	25.3%	28.1%	25.7%▼	27.4%	22.6%▼	27.8%	24.8%▼	30.0%Δ
· 3 Moderately	8.5%	9.0%	8.7%	9.1%	10.1%Δ	7.1%▼	6.2%▼	5.2%▼	12.0%▲	7.0%▼	10.2%Δ
· 4 Quite a bit	3.6%	4.4%	3.4%	4.5%Δ	4.3%	2.7%▼	2.1%▼	2.7%	5.7%Δ	2.9%▼	4.3%Δ
· 5 Extremely	1.9%	1.7%	2.5%Δ	2.7%Δ	2.3%	0.9%▼	1.2%▼	1.1%	2.9%Δ	1.5%▼	2.4%Δ
- Mean	1.62	1.70	1.67Δ	1.68Δ	1.70Δ	1.52▼	1.51▼	1.46▼	1.80▲	1.53▼	1.73▲
<b>During the past 4 weeks pain interfered with normal work [N=9,985]</b>											
· 1 Not at all	54.7%	55.5%	56.9%Δ	55.9%	52.3%▼	54.0%	61.8%▲	64.5%▲	43.8%▼	60.2%▲	48.4%▼
· 2 Slightly	29.7%	29.9%	27.9%▼	26.8%▼	29.3%	32.3%Δ	28.0%▼	25.8%▼	32.5%Δ	27.7%▼	31.9%Δ
· 3 Moderately	9.0%	7.3%	8.4%	8.7%	10.2%	9.3%	6.6%▼	5.9%▼	12.8%▲	7.7%▼	10.6%Δ
· 4 Quite a bit	4.4%	4.9%	4.5%	5.5%Δ	5.6%Δ	3.3%▼	2.5%▼	2.5%▼	7.3%▲	3.0%▼	6.1%Δ
· 5 Extremely	2.1%	2.4%	2.4%	3.2%Δ	2.7%	1.1%▼	1.1%▼	1.3%	3.6%Δ	1.4%▼	3.0%Δ
- Mean	1.70	1.69	1.67	1.73	1.77Δ	1.65▼	1.53▼	1.50▼	1.94▲	1.58▼	1.83▲

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>In the past 4 weeks felt calm and peaceful [N=10,005]</b>											
· 1 All of the time	16.5%	12.2%▽	12.5%▽	14.2%▽	16.4%	20.8%Δ	15.7%▽	21.1%Δ	17.0%	19.8%Δ	12.8%▽
· 2 Most of the time	51.5%	46.7%▽	48.8%▽	47.9%▽	51.3%	55.4%Δ	51.5%	49.5%	51.7%	52.6%Δ	50.1%▽
· 3 A good bit of the time	16.2%	20.3%Δ	18.0%Δ	19.1%Δ	14.8%	13.9%▽	17.9%Δ	18.7%	13.5%▽	14.8%▽	17.8%Δ
· 4 Some of the time	12.1%	16.1%Δ	16.2%Δ	13.6%Δ	13.3%	7.5%▼	11.9%	8.1%▽	12.9%Δ	9.8%▽	14.6%Δ
· 5 A little of the time	3.2%	3.9%	4.0%Δ	4.3%Δ	3.7%	1.9%▽	2.5%▽	2.2%	4.3%Δ	2.4%▽	4.2%Δ
· 6 None of the time	0.5%	0.7%	0.5%	0.9%Δ	0.5%	0.4%	0.4%	0.3%	0.7%	0.6%	0.5%
- Mean	2.36	2.55Δ	2.52▲	2.48Δ	2.38	2.16▼	2.36	2.22▽	2.38	2.24▼	2.49▲
<b>In the past 4 weeks had a lot of energy [N=9,980]</b>											
· 1 All of the time	8.4%	7.4%	7.0%▽	7.6%	7.6%	10.4%Δ	8.9%	13.5%Δ	7.0%▽	9.5%Δ	7.2%▽
· 2 Most of the time	37.9%	32.6%▽	36.2%▽	36.9%	37.3%	40.4%Δ	40.9%Δ	44.1%Δ	33.0%▽	40.6%Δ	34.7%▽
· 3 A good bit of the time	22.2%	23.5%	22.3%	21.5%	19.8%▽	23.6%Δ	22.9%	22.5%	21.2%▽	22.0%	22.4%
· 4 Some of the time	21.5%	27.7%Δ	24.3%Δ	21.6%	22.6%	18.4%▽	21.1%	14.8%▽	23.2%Δ	19.7%▽	23.7%Δ
· 5 A little of the time	8.2%	8.6%	8.4%	10.0%Δ	10.6%Δ	6.0%▽	5.5%▼	4.3%▽	12.5%▲	6.8%▽	9.9%Δ
· 6 None of the time	1.7%	0.2%▽	1.8%	2.5%Δ	2.1%	1.2%▽	0.7%▽	0.8%	3.1%Δ	1.3%▽	2.1%Δ
- Mean	2.88	2.98	2.96Δ	2.97Δ	2.98Δ	2.73▼	2.76▼	2.55▼	3.10▲	2.78▽	3.01Δ
<b>In the past 4 weeks felt downhearted and blue [N=9,993]</b>											
· 1 All of the time	0.8%	1.2%	0.9%	1.4%Δ	0.6%	0.6%▽	0.7%	0.6%	1.1%Δ	0.7%	1.0%
· 2 Most of the time	2.0%	3.2%	2.6%Δ	2.5%	2.1%	1.2%▽	1.7%▽	1.1%	2.6%Δ	2.0%	2.0%
· 3 A good bit of the time	3.9%	6.6%Δ	5.0%Δ	4.6%	4.6%	2.1%▽	3.8%	1.9%▽	4.2%	3.7%	4.0%
· 4 Some of the time	21.8%	24.8%	27.0%Δ	23.9%Δ	22.3%	17.0%▽	21.8%	19.8%	22.3%	18.7%▽	25.4%Δ
· 5 A little of the time	41.1%	41.8%	39.0%▽	39.8%	40.5%	43.2%Δ	42.4%Δ	39.0%	39.6%▽	41.1%	41.0%
· 6 None of the time	30.4%	22.4%▽	25.4%▽	27.8%▽	30.0%	36.0%Δ	29.6%	37.6%Δ	30.3%	33.8%Δ	26.5%▽
- Mean	4.92	4.70▼	4.77▽	4.82▽	4.90	5.09▲	4.93	5.08Δ	4.88▽	4.99Δ	4.83▽
• Depression-scale CESD10 (10 items, 1=rarely-4=usually/always) [Mean] [N=9,963] [Range: 1-4]	1.57	1.65Δ	1.63Δ	1.61Δ	1.60Δ	1.49▼	1.52▼	1.47▼	1.66▲	1.51▼	1.64▲
<b>During the past week I was bothered by things that do not usually bother me [N=9,965]</b>											
· 1 Rarely or none of the time (< 1 day)	68.8%	59.3%▼	63.2%▽	67.7%	67.5%	74.8%▲	69.7%Δ	73.5%Δ	66.9%▽	71.5%Δ	65.8%▽
· 2 Some or little of the time (1-2 days)	23.6%	28.9%Δ	26.9%Δ	22.9%	23.8%	20.9%▽	22.7%▽	22.9%	24.8%Δ	21.9%▽	25.5%Δ
· 3 Occasionally (3-4 days)	6.6%	10.0%Δ	8.5%Δ	8.1%Δ	7.7%Δ	3.8%▽	6.8%	3.3%▽	7.0%	5.7%▽	7.7%Δ
· 4 Most or all of the time (5-7 days)	1.0%	1.7%	1.4%Δ	1.2%	1.0%	0.5%▽	0.8%	0.3%	1.2%Δ	0.9%	1.1%
- Mean	1.40	1.54▲	1.48Δ	1.43Δ	1.42	1.30▼	1.39	1.30▽	1.43Δ	1.36▽	1.44Δ
<b>During the past week had trouble keeping my mind on what I was doing [N=9,957]</b>											
· 1 Rarely or none of the time (< 1 day)	63.3%	56.1%▽	57.5%▽	60.9%▽	62.2%	69.6%▲	65.3%Δ	71.2%Δ	59.4%▽	67.7%Δ	58.2%▽
· 2 Some or little of the time (1-2 days)	26.5%	28.9%	30.0%Δ	27.5%	25.7%	23.9%▽	26.5%	22.1%▽	27.2%	23.7%▽	29.6%Δ
· 3 Occasionally (3-4 days)	8.2%	13.0%Δ	9.9%Δ	9.6%Δ	9.0%	5.5%▽	6.8%▽	5.7%▽	10.5%Δ	6.8%▽	9.8%Δ
· 4 Most or all of the time (5-7 days)	2.0%	2.0%	2.6%Δ	1.9%	3.1%Δ	1.0%▽	1.5%▽	1.0%	2.8%Δ	1.7%▽	2.3%Δ
- Mean	1.49	1.61Δ	1.58Δ	1.53Δ	1.53Δ	1.38▼	1.44▽	1.36▽	1.57Δ	1.42▽	1.56Δ
<b>During the past week I felt depressed [N=9,951]</b>											
· 1 Rarely or none of the time (< 1 day)	78.9%	77.1%	75.9%▽	77.0%▽	76.9%▽	83.0%Δ	81.5%Δ	84.1%Δ	74.7%▽	82.1%Δ	75.3%▽
· 2 Some or little of the time (1-2 days)	15.8%	15.5%	17.5%Δ	16.1%	17.4%Δ	13.6%▽	14.1%▽	12.1%▽	18.6%Δ	13.2%▽	18.7%Δ
· 3 Occasionally (3-4 days)	4.0%	5.2%	4.9%Δ	5.0%Δ	4.4%	2.6%▽	3.5%▽	2.9%	4.8%Δ	3.5%▽	4.6%Δ
· 4 Most or all of the time (5-7 days)	1.3%	2.2%	1.6%	1.9%Δ	1.3%	0.8%▽	0.9%▽	1.0%	1.9%Δ	1.2%	1.5%
- Mean	1.28	1.32	1.32Δ	1.32Δ	1.30	1.21▽	1.24▽	1.21▽	1.34Δ	1.24▽	1.32Δ

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>During the past week I felt that everything I did was an effort</b> [N=9,944]											
· 1 Rarely or none of the time (< 1 day)	64.3%	60.5%	63.3%	63.2%	62.3%∇	67.1%Δ	70.8%▲	71.7%Δ	54.6%▼	69.7%▲	58.1%▼
· 2 Some or little of the time (1-2 days)	22.9%	24.2%	23.3%	22.0%	22.7%	23.1%	20.8%∇	20.3%	26.2%Δ	20.0%∇	26.3%Δ
· 3 Occasionally (3-4 days)	9.2%	12.3%Δ	9.6%	9.9%	10.5%Δ	7.6%∇	6.5%▼	6.3%∇	13.2%▲	7.5%∇	11.2%Δ
· 4 Most or all of the time (5-7 days)	3.5%	3.0%	3.7%	5.0%Δ	4.5%Δ	2.2%∇	1.9%∇	1.6%∇	5.9%▲	2.8%∇	4.3%Δ
- Mean	1.52	1.58	1.54	1.57Δ	1.57Δ	1.45∇	1.40▼	1.38∇	1.71▲	1.43▼	1.62▲
<b>During the past week felt hopeful about the future</b> [N=9,934]											
· 1 Rarely or none of the time (< 1 day)	15.1%	17.2%	15.9%	15.7%	15.0%	14.2%	14.3%∇	13.7%	16.4%Δ	15.5%	14.6%
· 2 Some or little of the time (1-2 days)	16.9%	16.4%	18.1%	18.7%Δ	18.8%Δ	14.4%∇	15.7%∇	12.9%∇	19.1%Δ	15.4%∇	18.7%Δ
· 3 Occasionally (3-4 days)	33.1%	39.2%Δ	35.2%Δ	32.4%	33.1%	31.3%∇	35.5%Δ	31.6%	30.2%∇	33.7%	32.4%
· 4 Most or all of the time (5-7 days)	34.8%	27.2%∇	30.8%∇	33.2%	33.0%	40.0%Δ	34.5%	41.8%Δ	34.2%	35.4%	34.2%
- Mean	2.88	2.76∇	2.81∇	2.83	2.84	2.97Δ	2.90Δ	3.02Δ	2.82∇	2.89	2.86
<b>During the past week felt fearful</b> [N=9,936]											
· 1 Rarely or none of the time (< 1 day)	87.2%	86.8%	86.5%	86.3%	86.5%	88.6%Δ	90.3%Δ	90.8%Δ	82.6%▼	89.9%Δ	84.2%∇
· 2 Some or little of the time (1-2 days)	9.1%	8.6%	9.5%	8.8%	9.9%	8.6%	7.1%∇	7.2%	12.1%Δ	7.0%∇	11.5%Δ
· 3 Occasionally (3-4 days)	2.7%	3.4%	3.1%	3.6%Δ	2.6%	2.0%∇	2.0%∇	1.6%	3.9%Δ	2.3%∇	3.2%Δ
· 4 Most or all of the time (5-7 days)	1.0%	1.2%	0.8%	1.4%	1.0%	0.8%	0.7%∇	0.5%	1.5%Δ	0.8%	1.2%
- Mean	1.17	1.19	1.18	1.20Δ	1.18	1.15∇	1.13∇	1.12∇	1.24▲	1.14∇	1.21Δ
<b>During the past week my sleep was restless</b> [N=9,951]											
· 1 Rarely or none of the time (< 1 day)	46.4%	46.3%	41.8%∇	45.6%	45.2%	50.4%Δ	48.1%Δ	54.8%Δ	42.8%∇	54.6%▲	37.0%▼
· 2 Some or little of the time (1-2 days)	33.0%	29.9%	32.6%	30.8%∇	33.9%	34.2%	32.5%	30.6%	34.1%	29.8%∇	36.6%Δ
· 3 Occasionally (3-4 days)	14.1%	15.0%	17.3%Δ	15.4%	14.2%	11.3%∇	13.9%	10.7%∇	14.9%	11.0%∇	17.7%Δ
· 4 Most or all of the time (5-7 days)	6.5%	8.8%Δ	8.2%Δ	8.3%Δ	6.8%	4.1%∇	5.5%∇	4.0%∇	8.2%Δ	4.6%∇	8.7%Δ
- Mean	1.81	1.86	1.92Δ	1.86Δ	1.83	1.69▼	1.77∇	1.64∇	1.88Δ	1.66▼	1.98▲
<b>During the past week I was happy</b> [N=9,927]											
· 1 Rarely or none of the time (< 1 day)	9.0%	11.8%Δ	9.7%	9.3%	8.5%	8.3%	8.1%∇	8.6%	10.2%Δ	8.3%∇	9.8%Δ
· 2 Some or little of the time (1-2 days)	15.8%	17.7%	17.7%Δ	17.3%	17.9%Δ	12.5%∇	15.6%	12.7%∇	16.6%	14.0%∇	17.8%Δ
· 3 Occasionally (3-4 days)	34.5%	34.6%	36.5%Δ	35.2%	35.2%	32.4%∇	36.6%Δ	31.3%	32.2%∇	35.1%	33.8%
· 4 Most or all of the time (5-7 days)	40.7%	35.9%∇	36.1%∇	38.1%∇	38.3%∇	46.8%Δ	39.7%∇	47.4%Δ	41.0%	42.6%Δ	38.5%∇
- Mean	3.07	2.95∇	2.99∇	3.02∇	3.03	3.18Δ	3.08	3.17Δ	3.04∇	3.12Δ	3.01∇
<b>During the past week I felt lonely</b> [N=9,938]											
· 1 Rarely or none of the time (< 1 day)	76.2%	75.2%	74.2%∇	74.4%	76.1%	78.4%Δ	79.1%Δ	78.7%	71.9%∇	80.4%▲	71.4%▼
· 2 Some or little of the time (1-2 days)	16.3%	14.7%	17.6%	16.8%	16.5%	15.4%	15.0%∇	15.1%	18.2%Δ	13.4%∇	19.6%Δ
· 3 Occasionally (3-4 days)	5.2%	7.6%Δ	5.5%	6.3%Δ	5.4%	4.2%∇	4.3%∇	4.1%	6.6%Δ	4.3%∇	6.4%Δ
· 4 Most or all of the time (5-7 days)	2.3%	2.5%	2.7%	2.5%	2.1%	2.0%	1.6%∇	2.1%	3.2%Δ	1.9%∇	2.7%Δ
- Mean	1.34	1.37	1.37Δ	1.37Δ	1.33	1.30∇	1.28∇	1.30	1.41Δ	1.28∇	1.40Δ
<b>During the past week I could not get going</b> [N=9,938]											
· 1 Rarely or none of the time (< 1 day)	50.9%	48.2%	48.3%∇	49.5%	50.1%	54.1%Δ	56.5%▲	58.1%Δ	42.5%▼	56.9%▲	44.1%▼
· 2 Some or little of the time (1-2 days)	34.9%	34.9%	36.3%	35.0%	33.0%∇	34.9%	33.8%∇	32.1%	36.7%Δ	31.6%∇	38.6%Δ
· 3 Occasionally (3-4 days)	10.2%	12.3%	11.0%	10.9%	12.7%Δ	7.6%∇	7.4%∇	7.7%∇	14.1%▲	8.3%∇	12.2%Δ
· 4 Most or all of the time (5-7 days)	4.0%	4.7%	4.4%	4.6%	4.3%	3.3%∇	2.2%∇	2.2%∇	6.7%▲	3.1%∇	5.0%Δ
- Mean	1.67	1.73	1.72Δ	1.71	1.71Δ	1.60∇	1.55▼	1.54∇	1.85▲	1.58▼	1.78▲
• Somewhat or strongly limited during work due to chronic disease or handicap [N=6,021] [% yes]	26.5%	23.7%	25.4%	26.6%	31.1%Δ	22.5%∇	26.5%	26.6%	--	23.6%∇	30.2%Δ

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
							Self-			Male	Female
		46-49	50-54	55-59	60-64	65-72	Employee	employed	Not employed		
<b>Do you have any of the following chronic diseases, disorders or handicaps?</b> [multiple answers possible] [N=10,095]											
· Complaints of the hands or arms	18.0%	13.8%▼	14.5%▼	15.9%▼	22.0%Δ	19.6%Δ	12.3%▼	14.9%▼	26.1%▲	12.3%▼	24.5%▲
· Complaints of the legs and feet	19.7%	13.6%▼	15.8%▼	17.1%▼	22.8%Δ	22.5%Δ	13.7%▼	15.1%▼	28.4%▲	16.0%▼	23.9%Δ
· Complaints of the back or neck	20.7%	16.5%▼	18.6%▼	19.9%	24.3%Δ	20.9%	15.9%▼	18.5%	27.3%▲	16.5%▼	25.5%▲
· Migraine or severe headache	6.3%	11.6%▲	9.3%Δ	8.2%Δ	6.1%	2.9%▼	6.8%Δ	5.5%	5.7%▼	3.8%▼	9.1%▲
· Cardiovascular diseases	11.1%	3.4%▼	5.7%▼	9.6%▼	12.5%Δ	15.4%▲	7.9%▼	7.8%▼	15.9%▲	14.2%▲	7.6%▼
· Asthma, bronchitis, emphysema	8.4%	6.8%	6.9%▼	9.2%	8.9%	8.8%	7.1%▼	5.5%▼	10.4%Δ	6.7%▼	10.3%Δ
· Gastrointestinal disorders	7.3%	7.3%	7.3%	6.3%	7.2%	7.8%	5.1%▼	5.3%	10.4%▲	5.5%▼	9.3%Δ
· Diabetes	9.6%	4.6%▼	4.6%▼	8.5%	9.4%	14.0%▲	6.3%▼	7.7%	14.2%▲	12.0%Δ	6.8%▼
· Severe skin disease	1.3%	1.5%	0.9%	1.6%	1.3%	1.3%	0.8%▼	1.4%	1.8%Δ	1.2%	1.4%
· Psychological complaints or disorders	5.0%	6.3%	7.1%Δ	6.7%Δ	4.7%	2.7%▼	3.5%▼	3.8%	7.1%Δ	3.7%▼	6.4%Δ
· Hearing problems	8.9%	4.4%▼	4.5%▼	7.0%▼	8.9%	13.1%▲	6.6%▼	5.3%▼	12.5%▲	10.5%Δ	7.0%▼
· Epilepsy	0.5%	0.7%	0.7%	0.6%	0.4%	0.4%	0.3%▼	0.8%	0.7%Δ	0.6%	0.4%
· Life-threatening disease (e.g. cancer, AIDS)	2.6%	1.5%	1.6%▼	2.2%	2.9%	3.4%Δ	1.7%▼	1.4%▼	4.1%Δ	2.8%	2.4%
· Problems with vision	3.1%	1.9%	2.7%	2.4%	3.5%	3.5%Δ	2.2%▼	2.4%	4.4%Δ	3.0%	3.2%
· Other longstanding diseases, conditions, or handicaps	10.5%	10.4%	10.7%	11.0%	12.5%Δ	9.1%▼	9.3%▼	8.5%	12.5%Δ	9.2%▼	12.1%Δ
· No longstanding diseases, conditions, or handicaps	38.0%	48.9%▲	46.3%▲	40.2%Δ	33.8%▼	32.6%▼	46.1%▲	47.3%▲	25.8%▼	40.6%Δ	35.0%▼
<b>Does your disease, condition, or handicap limit your performance at work</b> [N=3,236]											
· 1 Not limited	50.7%	50.8%	48.0%▼	51.7%	48.5%	59.3%Δ	50.8%	49.6%	--	54.1%Δ	46.9%▼
· 2 Slightly limited	42.1%	40.3%	45.8%Δ	39.8%	43.9%	34.7%▼	42.2%	41.2%	--	39.1%▼	45.4%Δ
· 3 Strongly limited	7.2%	8.8%	6.2%	8.5%	7.6%	6.0%	7.0%	9.3%	--	6.8%	7.7%
• <b>Burnout (5 items, 1=never-7=every day)</b> [Mean] [N=5,960] [Range: 1-7]	2.00	2.08	2.13Δ	1.99	2.03	1.56▼	2.04▲	1.68▼	--	1.96▼	2.05Δ
• <b>Burnout</b> [N=5,960]											
· 1 No (score 3.20 or lower on scale of 1 to 7)	86.4%	86.6%	84.2%▼	86.7%	85.5%	93.2%▲	85.7%▼	92.4%Δ	--	87.3%Δ	85.2%▼
· 2 Yes (score higher than 3.20 on scale of 1 to 7)	13.6%	13.4%	15.8%Δ	13.3%	14.5%	6.8%▼	14.3%Δ	7.6%▼	--	12.7%▼	14.8%Δ
<b>I feel emotionally drained by my work</b> [N=5,960]											
· 1 Never	48.0%	39.4%▼	41.7%▼	47.4%	48.9%	68.6%▲	46.1%▼	63.2%▲	--	51.3%Δ	43.7%▼
· 2 A few times per year	35.3%	41.6%Δ	38.0%Δ	36.7%	34.1%	24.2%▼	36.0%Δ	28.8%▼	--	33.0%▼	38.1%Δ
· 3 Once a month	3.3%	4.8%	4.1%Δ	3.1%	2.9%	1.5%▼	3.4%	2.1%	--	3.0%	3.7%
· 4 A few times per month	7.1%	7.8%	8.3%Δ	7.1%	7.7%	2.4%▼	7.6%Δ	2.9%▼	--	6.6%	7.8%
· 5 Once a week	3.1%	2.9%	4.3%Δ	2.8%	2.6%	1.7%▼	3.3%Δ	1.4%▼	--	3.2%	3.1%
· 6 A few times per week	2.3%	1.9%	2.9%Δ	2.1%	2.5%	0.8%▼	2.4%	1.4%	--	2.1%	2.5%
· 7 Every day	1.0%	1.6%	0.7%	0.8%	1.4%	0.8%	1.1%Δ	0.2%▼	--	0.8%	1.2%
- Mean	1.93	2.05	2.07Δ	1.91	1.94	1.50▼	1.97▲	1.55▼	--	1.87▼	2.01Δ
<b>At the end of the working day I feel worn out</b> [N=5,961]											
· 1 Never	31.0%	28.2%	25.3%▼	28.1%▼	31.2%	53.3%▲	29.3%▼	45.5%▲	--	31.1%	30.9%
· 2 A few times per year	40.2%	41.1%	41.3%	43.6%Δ	38.8%	32.8%▼	40.3%	39.3%	--	41.2%	39.0%
· 3 Once a month	5.3%	7.5%Δ	7.4%Δ	5.1%	3.5%▼	1.9%▼	5.5%Δ	3.2%▼	--	4.9%	5.7%
· 4 A few times per month	9.8%	9.7%	11.0%Δ	10.3%	10.1%	4.9%▼	10.4%▲	4.4%▼	--	9.6%	10.1%
· 5 Once a week	5.7%	7.5%	6.2%	5.4%	6.2%	3.2%▼	6.0%Δ	3.0%▼	--	5.6%	5.9%
· 6 A few times per week	5.2%	4.0%	6.2%Δ	4.9%	6.3%Δ	1.5%▼	5.3%	3.6%	--	5.0%	5.3%
· 7 Every day	2.9%	1.9%	2.6%	2.7%	3.9%Δ	2.4%	3.1%Δ	1.0%▼	--	2.6%	3.1%
- Mean	2.46	2.47	2.61Δ	2.47	2.56Δ	1.86▼	2.52▲	1.95▼	--	2.43	2.50

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>It stresses me to work in direct contact with people all day</b> [N=5,961]											
· 1 Never	49.6%	43.2%▽	43.3%▽	47.6%	51.7%	70.2%▲	48.6%▽	58.3%Δ	--	50.9%Δ	48.1%▽
· 2 A few times per year	31.0%	34.9%	34.1%Δ	33.6%Δ	28.0%▽	20.9%▼	31.3%	28.4%	--	30.2%	31.9%
· 3 Once a month	4.4%	6.2%	5.4%Δ	4.2%	4.2%	1.7%▽	4.6%Δ	2.5%▽	--	4.1%	4.8%
· 4 A few times per month	6.7%	5.9%	8.1%Δ	6.9%	6.2%	3.7%▽	6.9%	5.1%	--	6.6%	6.8%
· 5 Once a week	3.8%	5.4%	4.4%	3.4%	4.2%	1.6%▽	4.0%	2.5%	--	3.7%	4.0%
· 6 A few times per week	2.8%	2.7%	2.8%	3.2%	3.6%	1.1%▽	2.9%	2.1%	--	3.2%Δ	2.3%▽
· 7 Every day	1.6%	1.9%	1.9%	1.2%	2.0%	0.8%	1.7%	1.1%	--	1.3%	2.0%
- Mean	1.99	2.11	2.12Δ	1.99	2.02	1.52▼	2.02Δ	1.76▽	--	1.97	2.02
<b>I am exhausted in the morning at the thought of another day at work</b> [N=5,953]											
· 1 Never	60.1%	54.0%▽	55.5%▽	58.9%	61.4%	75.6%▲	59.5%▽	65.2%Δ	--	62.9%Δ	56.6%▽
· 2 A few times per year	23.8%	26.6%	25.5%Δ	25.4%	23.1%	16.3%▼	23.9%	23.2%	--	22.4%▽	25.6%Δ
· 3 Once a month	3.6%	5.6%Δ	4.5%Δ	3.8%	3.0%	1.2%▽	3.6%	3.5%	--	3.4%	3.9%
· 4 A few times per month	5.7%	6.7%	6.6%Δ	6.1%	5.1%	3.1%▽	5.9%Δ	3.8%▽	--	5.5%	5.9%
· 5 Once a week	3.1%	3.5%	3.6%	2.9%	3.6%	1.3%▽	3.3%Δ	1.4%▽	--	2.5%▽	3.9%Δ
· 6 A few times per week	2.1%	1.6%	2.7%Δ	1.9%	2.4%	0.9%▽	2.2%	1.9%	--	2.0%	2.3%
· 7 Every day	1.5%	1.9%	1.7%	1.2%	1.5%	1.5%	1.6%	1.0%	--	1.2%	1.8%
- Mean	1.80	1.91	1.92Δ	1.79	1.79	1.47▼	1.82Δ	1.63▽	--	1.73▽	1.89Δ
<b>I feel completely exhausted by my work</b> [N=5,958]											
· 1 Never	57.8%	50.7%▽	52.9%▽	56.9%	58.1%	75.6%▲	56.4%▼	69.3%▲	--	59.2%Δ	55.9%▽
· 2 A few times per year	26.2%	31.1%Δ	28.8%Δ	27.9%	24.8%	16.1%▼	26.8%Δ	21.1%▽	--	25.6%	27.0%
· 3 Once a month	3.6%	6.7%Δ	4.3%Δ	3.2%	3.4%	1.6%▽	3.7%	2.9%	--	3.7%	3.6%
· 4 A few times per month	5.6%	6.4%	6.4%Δ	5.6%	5.8%	2.5%▽	5.8%	4.0%	--	5.1%	6.2%
· 5 Once a week	2.9%	2.4%	3.8%Δ	2.3%	3.2%	1.2%▽	3.2%Δ	0.8%▽	--	2.6%	3.3%
· 6 A few times per week	2.4%	1.3%	2.2%	2.8%	3.0%	1.5%	2.5%	1.7%	--	2.4%	2.4%
· 7 Every day	1.5%	1.3%	1.6%	1.2%	1.8%	1.5%	1.6%Δ	0.3%▽	--	1.5%	1.5%
- Mean	1.83	1.88	1.93Δ	1.82	1.87	1.48▼	1.86▲	1.52▼	--	1.79▽	1.87Δ
• <b>At least 5 days a week at least 30 minutes physically active</b> [N=10,027] [% yes]	56.6%	53.2%	55.5%	54.6%	54.4%▽	59.7%Δ	56.8%	53.5%	56.8%	57.5%Δ	55.5%▽
<b>Number of days per week physically active for at least 30 minutes</b> [Mean] [N=10,027] [Range: 0-7]	4.57	4.46	4.49▽	4.41▽	4.44▽	4.77Δ	4.56	4.48	4.58	4.60	4.53
• <b>At least 3 days a week at least 20 minutes intensely physically active</b> [N=9,985] [% yes]	45.0%	45.4%	43.2%▽	43.1%	41.9%▽	48.7%Δ	45.6%	44.4%	44.3%	47.3%Δ	42.4%▽
<b>Number of days intensely physically active for at least 20 minutes</b> [Mean] [N=9,985] [Range: 0-7]	2.56	2.63	2.52	2.44▽	2.48▽	2.69Δ	2.63Δ	2.65	2.47▽	2.65Δ	2.47▽
<b>How many hours do you sleep per night on average?</b> [Mean] [N=10,041] [Range: 0-14]	7.00	7.04	6.90▽	6.85▽	6.91▽	7.18▲	6.90▽	7.07	7.12Δ	7.00	6.99
• <b>Body Mass Index (kg/m2)</b> [Mean] [N=9,739] [Range: 16-63]	27.2	27.5	27.2	27.4	27.2	27.2	27.1▽	27.2	27.5Δ	27.3	27.2
• <b>Body Mass Index</b> [N=9,739]											
· 1 BMI <18.5 - Under weight	0.6%	0.3%	0.9%Δ	0.4%	0.8%	0.5%	0.6%	0.3%	0.7%	0.2%▽	1.1%Δ
· 2 BMI 18.5-25 - Regular weight	33.2%	31.8%	34.9%Δ	32.7%	32.2%	32.9%	33.9%	30.0%	32.7%	29.9%▽	37.0%Δ
· 3 BMI 25-30 - Overweight	43.3%	41.2%	41.1%▽	43.1%	44.9%	44.3%	44.2%	48.2%Δ	41.4%▽	48.4%▲	37.3%▼
· 4 BMI >=30 - Obesity	22.9%	26.7%	23.1%	23.8%	22.0%	22.4%	21.3%▽	21.5%	25.2%Δ	21.5%▽	24.6%Δ
<b>Height</b> [Mean] [N=9,996] [Range: 142-207]	175	176	176Δ	176Δ	175	174▽	176▲	177Δ	174▼	181▲	168▼
<b>Weight</b> [Mean] [N=9,759] [Range: 41-180]	83.9	85.1	84.3	85.2Δ	84.1	82.8▽	84.4Δ	85.5Δ	83.0▽	89.9▲	76.8▼
<b>Do you smoke?</b> [N=10,035]											
· 1 Yes	12.3%	12.4%	13.3%	13.2%	14.4%Δ	10.0%▽	11.7%	13.9%	12.7%	12.0%	12.5%
· 2 No, but smoked in the past	48.3%	29.7%▼	34.0%▼	41.0%▽	51.3%Δ	61.5%▲	42.3%▼	45.8%	56.6%▲	50.0%Δ	46.4%▽
· 3 No, never	39.4%	57.9%▲	52.7%▲	45.8%Δ	34.3%▽	28.5%▼	45.9%▲	40.3%	30.7%▼	38.0%▽	41.1%Δ
• <b>Mastery (7 items, 1=entirely disagree-5=entirely agree)</b> [Mean] [N=9,964] [Range: 1-5]	3.66	3.62	3.60▽	3.58▽	3.63	3.75▲	3.70Δ	3.87▲	3.56▼	3.73▲	3.58▼

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>I have little control over things that happen to me [N=9,966]</b>											
· 1 Totally disagree	18.1%	12.7%∇	13.9%∇	15.6%∇	17.1%	23.2%▲	16.9%∇	24.8%Δ	18.6%	20.6%Δ	15.3%∇
· 2 Disagree	34.5%	34.4%	33.8%	34.5%	34.6%	35.0%	36.9%Δ	35.1%	31.3%∇	35.9%Δ	32.9%∇
· 3 Neither agree nor disagree	31.7%	38.5%Δ	34.8%Δ	31.6%	31.6%	29.0%∇	32.6%Δ	29.7%	30.9%	29.0%∇	34.8%Δ
· 4 Agree	12.8%	12.7%	14.7%Δ	14.3%Δ	13.9%	10.4%∇	11.5%∇	9.2%∇	15.2%Δ	12.1%∇	13.6%Δ
· 5 Totally agree	2.8%	1.7%	2.8%	3.9%Δ	2.8%	2.4%	2.1%∇	1.1%∇	4.0%Δ	2.3%∇	3.3%Δ
- Mean	2.48	2.56	2.59Δ	2.56Δ	2.51	2.34▼	2.45∇	2.27▼	2.55Δ	2.40∇	2.57Δ
<b>There is really no way I can solve some of the problems I have [N=9,954]</b>											
· 1 Totally disagree	20.2%	15.9%∇	17.0%∇	16.8%∇	19.7%	24.6%Δ	19.9%	26.1%Δ	19.6%	23.0%Δ	16.9%∇
· 2 Disagree	33.8%	36.2%	31.8%∇	33.8%	32.5%	35.4%Δ	35.9%Δ	36.4%	30.6%∇	36.1%Δ	31.0%∇
· 3 Neither agree nor disagree	23.6%	27.4%	27.1%Δ	23.3%	21.7%∇	22.0%∇	25.4%Δ	20.5%	21.6%∇	21.4%∇	26.1%Δ
· 4 Agree	18.0%	16.1%	19.6%Δ	20.2%Δ	20.7%Δ	14.6%∇	15.9%∇	15.1%	21.2%Δ	15.7%∇	20.6%Δ
· 5 Totally agree	4.5%	4.4%	4.4%	5.9%Δ	5.4%Δ	3.4%∇	2.9%∇	1.9%∇	6.9%▲	3.7%∇	5.3%Δ
- Mean	2.53	2.57	2.63Δ	2.65Δ	2.60Δ	2.37▼	2.46∇	2.30▼	2.65Δ	2.41▼	2.66▲
<b>There is little I can do to change many of the important things in my life [N=9,935]</b>											
· 1 Totally disagree	19.5%	17.6%	18.1%	17.8%	19.8%	21.2%Δ	19.7%	29.6%▲	17.7%∇	21.1%Δ	17.7%∇
· 2 Disagree	44.5%	48.2%	44.5%	45.6%	44.2%	43.9%	47.8%Δ	45.6%	40.1%∇	46.2%Δ	42.6%∇
· 3 Neither agree nor disagree	25.4%	25.7%	28.0%Δ	24.8%	24.3%	24.6%	24.8%	18.9%∇	27.4%Δ	22.9%∇	28.4%Δ
· 4 Agree	9.0%	7.6%	7.8%∇	9.5%	10.4%Δ	8.9%	6.7%∇	4.9%∇	12.6%▲	8.6%	9.4%
· 5 Totally agree	1.6%	1.0%	1.6%	2.3%Δ	1.3%	1.4%	1.0%∇	1.0%	2.3%Δ	1.2%∇	1.9%Δ
- Mean	2.29	2.26	2.30	2.33Δ	2.29	2.25∇	2.22∇	2.02▼	2.42▲	2.23∇	2.35Δ
<b>I often feel helpless in dealing with the problems of life [N=9,944]</b>											
· 1 Totally disagree	33.3%	28.4%∇	28.9%∇	29.1%∇	34.2%	38.3%Δ	32.2%∇	41.6%Δ	33.5%	37.6%Δ	28.4%∇
· 2 Disagree	41.7%	41.3%	40.1%	42.0%	42.0%	42.4%	43.7%Δ	39.7%	39.3%∇	41.4%	42.0%
· 3 Neither agree nor disagree	17.6%	23.0%Δ	21.8%Δ	19.4%Δ	16.1%	14.1%∇	18.2%	13.5%∇	17.4%	14.9%∇	20.7%Δ
· 4 Agree	6.2%	5.6%	7.9%Δ	7.5%Δ	6.5%	4.3%∇	5.1%∇	4.6%	7.8%Δ	5.0%∇	7.5%Δ
· 5 Totally agree	1.3%	1.7%	1.4%	1.9%Δ	1.2%	0.8%∇	0.8%∇	0.6%	2.0%Δ	1.1%	1.4%
- Mean	2.00	2.11Δ	2.13Δ	2.11Δ	1.98	1.87▼	1.98∇	1.83∇	2.05Δ	1.91▼	2.11▲
<b>Sometimes I feel that I am being pushed around in life [N=9,935]</b>											
· 1 Totally disagree	35.7%	29.1%∇	30.6%∇	31.9%∇	35.1%	41.9%▲	34.6%∇	43.9%Δ	35.9%	38.4%Δ	32.6%∇
· 2 Disagree	35.4%	35.7%	35.2%	34.7%	35.9%	35.5%	36.8%Δ	33.9%	33.8%∇	35.2%	35.6%
· 3 Neither agree nor disagree	20.2%	24.2%Δ	23.7%Δ	21.8%	19.2%	17.3%∇	20.5%	16.6%∇	20.5%	18.3%∇	22.5%Δ
· 4 Agree	7.4%	9.0%	9.0%Δ	9.6%Δ	8.5%Δ	4.6%∇	7.1%	5.3%∇	8.1%Δ	6.8%∇	8.1%Δ
· 5 Totally agree	1.3%	2.0%	1.5%	2.0%Δ	1.2%	0.8%∇	1.1%∇	0.3%∇	1.7%Δ	1.3%	1.2%
- Mean	2.03	2.19Δ	2.16Δ	2.15Δ	2.05	1.87▼	2.03	1.84▼	2.06Δ	1.97∇	2.10Δ
<b>What happens to me in the future mostly depends on me [N=9,946]</b>											
· 1 Totally disagree	3.5%	2.2%	2.9%	3.3%	3.6%	4.1%Δ	2.8%∇	3.2%	4.4%Δ	3.6%	3.4%
· 2 Disagree	8.7%	7.3%	6.9%∇	9.5%	9.3%	9.4%	7.0%∇	6.8%	11.3%Δ	8.5%	9.0%
· 3 Neither agree nor disagree	31.3%	32.8%	32.1%	30.8%	31.4%	30.9%	30.5%	23.7%∇	33.6%Δ	28.9%∇	34.2%Δ
· 4 Agree	43.9%	46.2%	46.4%Δ	44.5%	43.9%	41.7%∇	47.5%Δ	46.4%	38.8%∇	45.8%Δ	41.7%∇
· 5 Totally agree	12.5%	11.5%	11.7%	12.0%	11.7%	13.8%Δ	12.2%	19.9%▲	11.8%	13.3%Δ	11.6%∇
- Mean	3.53	3.57	3.57Δ	3.53	3.51	3.52	3.59Δ	3.73▲	3.42∇	3.57Δ	3.49∇



Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>I can do just about anything I really set my mind to do [N=9,947]</b>											
· 1 Totally disagree	3.5%	2.2%	2.9%	4.4%Δ	4.2%	3.4%	2.2%∇	2.7%	5.5%Δ	3.0%∇	4.1%Δ
· 2 Disagree	11.2%	9.5%	10.2%	11.3%	11.7%	11.6%	8.3%∇	5.6%∇	15.8%▲	10.4%∇	12.0%Δ
· 3 Neither agree nor disagree	36.8%	38.1%	39.3%Δ	36.1%	37.9%	34.9%∇	38.2%Δ	33.0%∇	35.6%∇	35.4%∇	38.5%Δ
· 4 Agree	39.9%	41.6%	39.8%	40.4%	38.0%	40.4%	42.9%Δ	43.3%	35.3%∇	42.0%Δ	37.4%∇
· 5 Totally agree	8.6%	8.6%	7.8%	7.8%	8.2%	9.7%Δ	8.4%	15.4%▲	7.8%∇	9.1%	8.0%
- Mean	3.39	3.45	3.39	3.36	3.34∇	3.41Δ	3.47Δ	3.63▲	3.24▼	3.44Δ	3.33∇
<b>Do you miss or neglect your family activities because of your work [N=5,987]</b>											
· 1 No never	54.5%	53.2%	52.4%∇	51.2%∇	56.2%	64.0%▲	55.0%Δ	50.3%∇	--	53.7%	55.6%
· 2 Yes, sometimes	41.5%	43.3%	43.0%	44.8%Δ	40.3%	32.6%▼	41.1%∇	45.6%Δ	--	42.1%	40.8%
· 3 Yes, often	3.5%	3.5%	3.9%	3.4%	3.3%	2.9%	3.5%	3.5%	--	3.8%	3.1%
· 4 Yes, very often	0.5%	0%	0.6%	0.6%	0.2%	0.4%	0.4%	0.6%	--	0.4%	0.6%
- Mean	1.50	1.50	1.53Δ	1.53Δ	1.47	1.40∇	1.49∇	1.54Δ	--	1.51	1.49
<b>Do you miss or neglect your work because of family responsibilities [N=5,962]</b>											
· 1 No never	68.5%	66.8%	68.1%	66.3%∇	68.6%	74.6%Δ	69.3%Δ	62.0%∇	--	66.8%∇	70.6%Δ
· 2 Yes, sometimes	30.4%	32.6%	30.2%	32.9%Δ	30.6%	24.5%∇	29.7%∇	36.2%Δ	--	31.9%Δ	28.5%∇
· 3 Yes, often	0.9%	0.5%	1.5%Δ	0.7%	0.7%	0.5%	0.9%	1.6%	--	1.1%	0.8%
· 4 Yes, very often	0.2%	0%	0.2%	0.1%	0.1%	0.4%	0.2%	0.2%	--	0.2%	0.1%
- Mean	1.33	1.34	1.34	1.35	1.32	1.27∇	1.32∇	1.40Δ	--	1.35Δ	1.30∇
• Avoidant coping (3 items, 1=rarely or never-4=very often) [Mean] [N=9,930] [Range: 1-4]	1.83	1.93▲	1.87Δ	1.88Δ	1.80∇	1.78∇	1.82∇	1.80	1.85Δ	1.81∇	1.85Δ
• Active coping (3 items, 1=rarely or never-4=very often) [Mean] [N=9,930] [Range: 1-4]	2.89	2.86	2.87	2.90	2.94Δ	2.88	2.89	3.13▲	2.86∇	2.92Δ	2.86∇
• Social support coping (3 items, 1=rarely or never-4=very often) [Mean] [N=9,928] [Range: 1-4]	2.16	2.30▲	2.21Δ	2.17	2.17	2.09∇	2.19Δ	2.20	2.11∇	2.05▼	2.28▲
<b>Coping - give in to avoid difficult situations [N=9,916]</b>											
· 1 Rarely or never	25.1%	24.0%	25.8%	23.5%	27.6%Δ	24.2%	26.6%Δ	25.6%	23.1%∇	26.3%Δ	23.7%∇
· 2 Sometimes	64.5%	61.5%	62.7%∇	63.7%	62.8%	67.3%Δ	63.8%	64.5%	65.4%	64.0%	65.0%
· 3 Often	9.2%	12.7%Δ	10.1%	11.1%Δ	9.0%	7.5%∇	8.7%	8.8%	10.0%Δ	8.7%	9.8%
· 4 Very often	1.2%	1.7%	1.4%	1.6%	0.7%∇	1.0%	0.9%∇	1.1%	1.5%Δ	0.9%∇	1.5%Δ
- Mean	1.86	1.92	1.87	1.91Δ	1.83∇	1.85	1.84∇	1.85	1.90Δ	1.84∇	1.89Δ
<b>Coping - look at a matter from every angle [N=9,906]</b>											
· 1 Rarely or never	3.8%	4.4%	3.9%	4.3%	2.8%∇	3.9%	4.1%	1.0%∇	3.8%	3.8%	3.7%
· 2 Sometimes	23.1%	26.0%	25.2%Δ	22.6%	22.7%	21.8%∇	23.7%	17.0%∇	23.2%	21.8%∇	24.6%Δ
· 3 Often	56.5%	53.4%	54.5%∇	55.5%	55.2%	59.4%Δ	56.1%	56.4%	57.1%	56.8%	56.3%
· 4 Very often	16.6%	16.2%	16.5%	17.6%	19.3%Δ	14.9%∇	16.1%	25.6%▲	15.9%	17.6%Δ	15.5%∇
- Mean	2.86	2.81	2.84	2.87	2.91Δ	2.85	2.84∇	3.07▲	2.85	2.88Δ	2.84∇
<b>Coping - show your feelings [N=9,897]</b>											
· 1 Rarely or never	9.2%	7.4%	10.4%Δ	9.4%	9.5%	8.5%	9.7%	8.1%	8.8%	11.9%Δ	6.2%∇
· 2 Sometimes	48.5%	47.1%	46.9%	50.2%	47.1%	49.7%	49.0%	47.0%	48.2%	53.9%▲	42.4%▼
· 3 Often	35.5%	36.0%	34.7%	34.0%	36.1%	36.2%	34.8%	36.6%	36.2%	30.1%▼	41.7%▲
· 4 Very often	6.8%	9.6%Δ	8.0%Δ	6.4%	7.2%	5.6%∇	6.6%	8.3%	6.8%	4.2%▼	9.7%▲
- Mean	2.40	2.48Δ	2.40	2.37	2.41	2.39	2.38∇	2.45	2.41	2.27▼	2.55▲
<b>Coping - avoid difficult situations as much as possible [N=9,909]</b>											
· 1 Rarely or never	26.0%	20.4%∇	22.7%∇	25.6%	28.0%Δ	28.0%Δ	26.1%	29.1%	25.5%	27.9%Δ	23.9%∇
· 2 Sometimes	59.4%	59.1%	60.9%	57.4%	58.9%	59.5%	60.2%	57.7%	58.5%	56.9%∇	62.1%Δ
· 3 Often	12.4%	15.5%Δ	13.6%Δ	14.2%Δ	11.2%	11.0%∇	11.8%	11.7%	13.2%Δ	13.0%Δ	11.6%∇
· 4 Very often	2.3%	4.9%Δ	2.8%	2.7%	2.0%	1.5%∇	1.9%∇	1.6%	2.8%Δ	2.2%	2.3%
- Mean	1.91	2.05▲	1.96Δ	1.94Δ	1.87∇	1.86∇	1.90	1.86	1.93Δ	1.89∇	1.92Δ

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Self-			Male	Female
							Employee	employed	Not employed		
<b>Coping - think up alternatives to solve a problem [N=9,904]</b>											
· 1 Rarely or never	2.7%	3.2%	2.8%	2.7%	1.9%∇	3.0%	3.1%Δ	1.1%∇	2.4%	2.8%	2.5%
· 2 Sometimes	20.4%	22.4%	23.1%Δ	20.0%	19.4%	19.1%∇	20.4%	13.6%∇	21.4%Δ	19.2%∇	21.7%Δ
· 3 Often	57.1%	56.8%	54.3%∇	56.6%	56.8%	59.4%Δ	57.1%	53.9%	57.6%	57.0%	57.2%
· 4 Very often	19.8%	17.7%	19.8%	20.7%	22.0%Δ	18.5%∇	19.5%	31.4%▲	18.5%∇	20.9%Δ	18.6%∇
- Mean	2.94	2.89	2.91∇	2.95	2.99Δ	2.93	2.93	3.16▲	2.92∇	2.96Δ	2.92∇
<b>Coping - seek comfort and understanding [N=9,901]</b>											
· 1 Rarely or never	24.5%	18.4%∇	21.3%∇	23.8%	23.7%	28.0%Δ	22.0%∇	24.9%	27.6%Δ	29.9%▲	18.2%▼
· 2 Sometimes	57.1%	51.2%∇	56.7%	56.8%	57.1%	58.1%	56.7%	56.2%	57.7%	56.6%	57.6%
· 3 Often	16.1%	27.2%▲	18.6%Δ	16.8%	17.1%	12.4%∇	18.6%Δ	15.8%	12.9%∇	12.1%▼	20.8%▲
· 4 Very often	2.3%	3.2%	3.4%Δ	2.6%	2.2%	1.5%∇	2.7%Δ	3.0%	1.7%∇	1.4%∇	3.4%Δ
- Mean	1.96	2.15▲	2.04Δ	1.98	1.98	1.87▼	2.02Δ	1.97	1.89∇	1.85▼	2.09▲
<b>Coping - try to withdraw from the situation [N=9,898]</b>											
· 1 Rarely or never	38.5%	31.9%∇	33.3%∇	34.0%∇	40.5%	43.8%Δ	37.3%∇	40.1%	40.0%Δ	40.4%Δ	36.3%∇
· 2 Sometimes	53.2%	55.5%	56.6%Δ	55.3%	51.8%	50.6%∇	54.9%Δ	53.8%	51.0%∇	51.3%∇	55.4%Δ
· 3 Often	6.8%	9.8%Δ	8.1%Δ	8.9%Δ	6.3%	4.9%∇	6.7%	4.5%∇	7.3%	6.7%	6.9%
· 4 Very often	1.4%	2.7%Δ	2.0%Δ	1.8%	1.4%	0.7%∇	1.2%∇	1.6%	1.7%Δ	1.5%	1.3%
- Mean	1.71	1.83Δ	1.79Δ	1.79Δ	1.69	1.62▼	1.72	1.68	1.71	1.69∇	1.73Δ
<b>Coping - work purposefully to solve a problem [N=9,909]</b>											
· 1 Rarely or never	3.5%	3.4%	3.7%	3.5%	3.0%	3.5%	3.4%	1.1%∇	3.9%Δ	3.3%	3.6%
· 2 Sometimes	23.7%	22.1%	24.6%	23.3%	21.8%∇	24.5%	21.7%∇	14.6%▼	27.7%Δ	20.9%∇	26.9%Δ
· 3 Often	54.5%	57.1%	52.8%	53.9%	55.3%	55.2%	56.0%Δ	51.8%	53.0%∇	55.4%	53.5%
· 4 Very often	18.3%	17.4%	18.9%	19.3%	19.8%	16.8%∇	18.9%	32.5%▲	15.4%∇	20.4%Δ	15.9%∇
- Mean	2.88	2.88	2.87	2.89	2.92Δ	2.85∇	2.90Δ	3.16▲	2.80∇	2.93Δ	2.82∇
<b>Coping - show something is bothering you [N=9,909]</b>											
· 1 Rarely or never	15.7%	12.0%∇	13.2%∇	14.8%	15.0%	18.5%Δ	13.6%∇	14.0%	18.7%Δ	18.1%Δ	12.8%∇
· 2 Sometimes	60.1%	53.3%∇	57.8%∇	58.6%	59.8%	63.3%Δ	59.2%	59.3%	61.4%Δ	62.0%Δ	58.0%∇
· 3 Often	21.4%	30.7%▲	25.0%Δ	23.2%Δ	22.7%	16.4%∇	24.0%Δ	21.9%	17.8%∇	17.9%∇	25.4%Δ
· 4 Very often	2.8%	3.9%	4.0%Δ	3.5%	2.5%	1.8%∇	3.1%	4.8%Δ	2.1%∇	2.1%∇	3.7%Δ
- Mean	2.11	2.27▲	2.20Δ	2.15Δ	2.13	2.02▼	2.17Δ	2.17Δ	2.03∇	2.04▼	2.20▲
<b>Which of the following events occurred to you in the past 12 months? [multiple answers possible] [N=10,095]</b>											
· Life events in past 12 months - got a serious illness	3.8%	2.7%	3.0%∇	3.6%	4.1%	4.3%Δ	2.8%∇	4.1%	5.0%Δ	4.2%Δ	3.3%∇
· Life events in past 12 months - death of your partner	0.7%	0.5%	0.3%∇	0.3%∇	0.9%	1.0%Δ	0.4%∇	0.6%	1.0%Δ	0.4%∇	1.0%Δ
· Life events in past 12 months - death of a close family member or friend	16.9%	10.2%∇	14.9%∇	17.5%	18.0%	18.2%Δ	15.2%∇	18.4%	18.9%Δ	16.3%	17.6%
· Life events in past 12 months - partner got a serious disease	3.9%	1.9%∇	2.9%∇	3.3%	4.0%	4.9%Δ	3.1%∇	3.3%	5.0%Δ	3.7%	4.1%
· Life events in past 12 months - close family member or friend got a serious disease	11.8%	11.6%	11.4%	11.5%	10.8%	12.6%Δ	10.9%∇	12.2%	12.8%Δ	10.5%∇	13.2%Δ
· Life events in past 12 months - divorce, separation or ending of a personal intimate relationship	1.3%	1.7%	1.9%Δ	1.8%Δ	0.9%	0.7%∇	1.5%Δ	2.0%	0.8%∇	1.2%	1.3%
· Life events in past 12 months - other marriage or family problem	3.7%	3.6%	3.5%	4.0%	3.6%	3.9%	3.5%	3.9%	4.0%	3.2%∇	4.3%Δ
· Life events in past 12 months - large financial problem	2.6%	2.2%	3.1%	3.1%	2.8%	2.1%∇	1.8%∇	5.3%Δ	3.3%Δ	2.6%	2.6%
· Life events in past 12 months - raid, robbery, or something comparable	0.5%	0.5%	0.6%	0.4%	0.4%	0.5%	0.5%	0.5%	0.4%	0.5%	0.4%
· Life events in past 12 months - move to a new house	4.0%	5.3%	4.1%	5.3%Δ	3.5%	3.4%∇	4.0%	3.6%	4.0%	3.5%∇	4.5%Δ
· Life events in past 12 months - other major events	8.9%	9.2%	10.3%Δ	11.3%Δ	10.0%Δ	6.1%∇	8.7%	10.4%	8.8%	7.3%∇	10.7%Δ
· Life events in past 12 months - none	57.6%	63.0%Δ	59.1%	55.1%∇	57.1%	57.5%	60.7%Δ	54.5%	53.9%∇	60.0%Δ	54.8%∇

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>Regarding work, what do you miss since you retired?</b> [multiple answers possible] [N=2,918]											
· Aspects of work you miss - money	16.7%	--	0%	25.0%	15.9%	16.7%	--	--	16.7%	16.2%	17.3%
· Aspects of work you miss - social contacts	36.4%	--	33.3%	62.5%	42.6%	35.9%∇	--	--	36.4%	36.1%	36.7%
· Aspects of work you miss - daily structure	16.2%	--	0%	25.0%	13.1%	16.4%	--	--	16.2%	14.7%∇	18.3%Δ
· Aspects of work you miss - challenge	17.7%	--	33.3%	12.5%	12.5%	18.1%	--	--	17.7%	19.0%Δ	16.0%∇
· Aspects of work you miss - appraisal	12.0%	--	0%	0%	11.9%	12.1%	--	--	12.0%	11.1%	13.3%
· Aspects of work you miss - feeling useful	20.1%	--	0%	12.5%	14.2%∇	20.5%Δ	--	--	20.1%	18.7%∇	21.8%Δ
· Aspects of work you miss - being busy	7.8%	--	0%	0%	3.4%∇	8.2%Δ	--	--	7.8%	9.4%Δ	5.8%∇
· Aspects of work you miss - other aspects	3.4%	--	0%	0%	7.4%▲	3.2%▼	--	--	3.4%	3.1%	3.8%
· Aspects of work you miss - none	41.0%	--	66.7%	25.0%	43.2%	40.9%	--	--	41.0%	41.5%	40.5%
<b>Content with your life</b> [N=10,045]											
· 1 Very dissatisfied	1.1%	1.0%	1.5%Δ	1.5%Δ	0.7%	0.8%∇	0.8%∇	0.5%	1.6%Δ	1.0%	1.1%
· 2 Dissatisfied	2.7%	2.9%	3.4%Δ	3.8%Δ	3.2%	1.5%∇	1.7%∇	1.6%	4.2%Δ	2.6%	2.9%
· 3 Not dissatisfied, not satisfied	14.8%	15.6%	16.8%Δ	16.4%Δ	16.8%Δ	11.7%∇	13.5%∇	10.8%∇	17.3%Δ	13.8%∇	16.0%Δ
· 4 Satisfied	60.4%	66.2%Δ	59.7%	58.5%	59.4%	61.6%	63.1%Δ	58.9%	57.0%∇	61.6%Δ	58.9%∇
· 5 Very satisfied	21.0%	14.4%∇	18.7%∇	19.8%	19.9%	24.4%Δ	20.9%	28.3%Δ	20.0%∇	20.9%	21.1%
- Mean	3.98	3.90∇	3.91∇	3.91∇	3.95	4.07▲	4.02Δ	4.13▲	3.90∇	3.99	3.96
<b>Household composition</b> [N=10,095]											
· 1 Married or living together without children living at home	52.5%	17.2%▼	28.2%▼	46.6%∇	63.1%▲	69.3%▲	43.3%▼	54.8%	64.2%▲	55.5%Δ	49.0%∇
· 2 Married or living together with children living at home	21.6%	54.2%▲	44.2%▲	28.0%Δ	14.0%▼	4.3%▼	32.4%▲	25.9%Δ	6.7%▼	23.9%Δ	19.0%∇
· 3 Single-parent family	3.5%	9.4%▲	6.8%▲	4.8%Δ	1.7%∇	1.0%▼	4.9%Δ	2.4%	1.8%∇	2.1%∇	5.1%Δ
· 4 Single	21.5%	17.9%	19.4%∇	19.5%∇	20.7%	24.5%Δ	18.4%∇	16.3%∇	26.3%Δ	17.7%∇	25.8%Δ
· 5 Other	1.0%	1.2%	1.4%Δ	1.2%	0.5%∇	0.9%	1.0%	0.6%	1.0%	0.8%	1.2%
<b>Do you have one or more children who you support financially?</b> [N=10,070] [% yes]	26.0%	51.1%▲	46.3%▲	31.8%Δ	18.3%▼	11.3%▼	35.6%▲	32.9%Δ	12.2%▼	27.4%Δ	24.4%∇
<b>What is the current situation of your partner?</b> [multiple answers possible] [N=7,462]											
· Work status partner - Salaried employment	46.8%	71.6%▲	75.0%▲	66.4%▲	49.6%Δ	15.3%▼	65.7%▲	43.2%	20.7%▼	46.1%	47.8%
· Work status partner - Self-employed or entrepreneur	8.0%	15.8%▲	11.7%Δ	9.8%Δ	7.0%	4.5%▼	8.4%	28.2%▲	3.7%▼	7.0%∇	9.3%Δ
· Work status partner - Unemployed	3.1%	2.7%	2.6%	4.3%Δ	4.0%Δ	2.2%∇	3.0%	2.5%	3.2%	3.3%	2.7%
· Work status partner - Work disabled	6.7%	6.2%	6.8%	8.8%Δ	8.5%Δ	4.8%∇	6.9%	3.9%∇	7.0%	7.3%Δ	6.0%∇
· Work status partner - Housewife, househusband	12.8%	7.9%∇	7.9%∇	11.4%	14.0%	16.5%Δ	12.6%	14.0%	12.9%	20.8%▲	2.2%▼
· Work status partner - Retired (early)	29.2%	1.0%∇	1.9%∇	5.7%▼	22.5%∇	64.7%▲	9.8%▼	19.6%▼	58.3%▲	23.5%▼	36.8%▲
· Work status partner - Studying	0.3%	0%	0.5%Δ	0.7%Δ	0%∇	0%∇	0.4%Δ	0.4%	0.1%∇	0.4%Δ	0.0%∇
· Work status partner - Volunteer work or volunteer aid	4.2%	1.4%∇	1.6%∇	3.5%	4.4%	6.3%Δ	3.4%∇	5.1%	5.0%Δ	5.4%Δ	2.4%∇
<b>What would your partner think if you would stop working completely</b> [N=4,260]											
· 1 Very unpleasant	8.3%	15.5%▲	13.6%▲	5.8%∇	5.1%∇	2.7%▼	8.2%	9.1%	--	8.8%	7.7%
· 2 Unpleasant	14.7%	26.6%▲	20.9%▲	14.4%	8.2%▼	6.8%▼	14.4%	16.8%	--	13.3%∇	16.8%Δ
· 3 Not unpleasant, not pleasant	39.1%	32.1%∇	39.4%	39.9%	35.9%∇	46.0%Δ	38.2%∇	45.8%Δ	--	34.0%▼	46.4%▲
· 4 Pleasant	21.5%	15.1%∇	16.9%∇	22.9%	26.7%Δ	23.5%	22.1%Δ	17.0%∇	--	24.3%Δ	17.6%∇
· 5 Very pleasant	16.3%	10.7%∇	9.1%▼	16.9%	24.1%▲	21.0%Δ	17.0%Δ	11.4%∇	--	19.7%▲	11.5%▼
- Mean	3.23	2.79▼	2.87▼	3.31Δ	3.56▲	3.53▲	3.25Δ	3.05∇	--	3.33▲	3.08▼
<b>What would your partner think if you would continue working until the official retirement age</b> [N=4,197]											
· 1 Very unpleasant	3.7%	1.6%	3.3%	4.1%	5.2%Δ	1.8%∇	3.8%	2.6%	--	4.0%	3.2%
· 2 Unpleasant	12.5%	11.5%	10.9%∇	17.8%▲	13.5%	4.0%▼	13.2%▲	6.3%▼	--	12.7%	12.2%
· 3 Not unpleasant, not pleasant	54.8%	52.3%	55.3%	54.7%	56.2%	51.8%	55.1%	52.3%	--	52.0%∇	58.8%Δ
· 4 Pleasant	20.5%	25.9%Δ	22.8%Δ	17.6%∇	16.9%∇	24.9%Δ	20.1%	23.4%	--	21.5%Δ	19.0%∇
· 5 Very pleasant	8.6%	8.6%	7.7%	5.7%∇	8.2%	17.5%▲	7.7%▼	15.3%▲	--	9.7%Δ	6.8%∇
- Mean	3.18	3.28	3.21	3.03▼	3.10∇	3.52▲	3.15▼	3.42▲	--	3.20Δ	3.14∇

Column percentages	Total	Age T8 [2019]					Employment status T8 [2019]			Gender	
		46-49	50-54	55-59	60-64	65-72	Employee	Self-employed	Not employed	Male	Female
<b>What would your partner think if you would get a job as an employee [N=426]</b>											
· 1 Very unpleasant	14.1%	0%	5.9%▼	6.5%▼	10.6%	34.3%▲	--	14.1%	--	15.2%	12.3%
· 2 Unpleasant	15.3%	7.7%	11.9%	11.8%	13.8%	24.1%▲	--	15.3%	--	15.2%	15.4%
· 3 Not unpleasant, not pleasant	51.2%	69.2%	59.3%▲	52.7%	55.3%	35.2%▼	--	51.2%	--	48.5%	55.6%
· 4 Pleasant	13.4%	15.4%	15.3%	21.5%▲	12.8%	4.6%▼	--	13.4%	--	14.8%	11.1%
· 5 Very pleasant	6.1%	7.7%	7.6%	7.5%	7.4%	1.9%▼	--	6.1%	--	6.4%	5.6%
- Mean	2.82	3.23	3.07▲	3.12▲	2.93	2.16▼	--	2.82	--	2.82	2.82
<b>What would your partner think if you would start working [N=2,586]</b>											
· 1 Very unpleasant	11.9%	0%	5.0%▼	13.8%	9.4%	13.0%Δ	--	--	11.9%	12.6%	11.1%
· 2 Unpleasant	16.5%	5.6%	6.3%▼	8.3%▼	14.4%	18.5%▲	--	--	16.5%	17.1%	15.7%
· 3 Not unpleasant, not pleasant	55.6%	33.3%	48.4%	45.5%▼	52.4%	57.9%Δ	--	--	55.6%	55.0%	56.5%
· 4 Pleasant	11.9%	38.9%▲	25.2%▲	16.6%	17.2%Δ	9.1%▼	--	--	11.9%	11.1%	12.9%
· 5 Very pleasant	4.0%	22.2%▲	15.1%▲	15.9%▲	6.6%Δ	1.5%▼	--	--	4.0%	4.2%	3.8%
- Mean	2.80	3.78▲	3.39▲	3.12▲	2.97▲	2.68▼	--	--	2.80	2.77	2.83
<b>Do you contribute most to the household income [N=7,904]</b>											
· 1 Yes, most	54.2%	47.5%▽	47.9%▽	56.2%	53.4%	58.8%Δ	58.9%▲	47.7%▽	48.4%▽	79.1%▲	22.7%▼
· 2 Equal	14.4%	16.8%	14.2%	13.3%	13.2%	15.6%Δ	12.8%▽	24.2%▲	15.1%	12.4%▽	17.0%Δ
· 3 No, less	31.4%	35.7%	37.9%Δ	30.5%	33.4%	25.6%▽	28.3%▽	28.0%	36.5%Δ	8.5%▼	60.3%▲
<b>Financial situation of your household now [N=9,991]</b>											
· 1 Very short on money	2.2%	3.7%Δ	3.2%Δ	2.4%	2.3%	1.2%▽	1.6%▽	3.0%	2.8%Δ	2.0%	2.4%
· 2 Somewhat short on money	10.0%	13.3%Δ	10.8%	11.0%	10.2%	8.6%▽	8.5%▽	8.2%	12.4%Δ	9.5%▽	10.7%Δ
· 3 Just adequate	21.8%	20.4%	22.2%	20.5%	21.6%	22.4%	19.1%▽	19.3%	25.7%Δ	19.2%▽	24.8%Δ
· 4 Some money left	49.6%	44.2%▽	45.9%▽	47.7%	49.2%	53.9%Δ	51.0%Δ	47.6%	48.1%▽	50.9%Δ	48.2%▽
· 5 A lot of money left	16.3%	18.4%	17.8%Δ	18.4%Δ	16.6%	13.9%▽	19.7%Δ	21.8%Δ	10.9%▼	18.4%Δ	13.9%▽
- Mean	3.68	3.60	3.64▽	3.69	3.68	3.71Δ	3.79▲	3.77Δ	3.52▼	3.74Δ	3.60▽
<b>Financial situation of your company now [N=631]</b>											
· 1 Very good	15.1%	6.3%	13.9%	17.3%	16.3%	14.5%	--	15.1%	--	18.8%▲	9.2%▼
· 2 Good	45.5%	37.5%	45.0%	40.2%	46.5%	49.7%	--	45.5%	--	47.9%	41.8%
· 3 Fair	26.3%	37.5%	27.2%	26.0%	23.3%	26.8%	--	26.3%	--	22.8%▼	31.7%▲
· 4 Moderate	8.1%	12.5%	7.2%	11.8%	7.8%	6.1%	--	8.1%	--	6.8%	10.0%
· 5 Poor	5.1%	6.3%	6.7%	4.7%	6.2%	2.8%	--	5.1%	--	3.7%▽	7.2%Δ
- Mean	2.43	2.75	2.48	2.46	2.41	2.33	--	2.43	--	2.29▼	2.64▲

Note, Percentages are column percentages, and are tested with the Pearson  $\chi^2$ -test (horizontal comparisons), Means are tested with the t-test, The contrast is subgroup vs 'rest' (weighted deviation contrast), ▲ and ▼:  $p < 0.05$ , significant high (low) percentages and/or means (two-tailed), and Cohen's d is at least 0.20, Open arrows Δ and ▽: also significant, but Cohen's d is smaller than 0.20, Cohen, J. (1988), Statistical power analysis for the behavioral sciences (2nd ed.), Hillsdale NJ: Erlbaum,

## Appendix 3. Transitions in work status (T1 → follow-up)

Cohort 2010	Work status T1 2010			
	Employees	Self-employed	Not employed	Totaal
		9,933 79.9%	828 6.7%	1,669 13.4%
<b>Work status T2 [2011] [N=12,430]</b>				
· 1 Employee [n=9,373]	92.1%▲	6.5%▼	9.9%▼	75.4%
· 2 Self-employed [n=834]	0.8%▼	87.9%▲	1.7%▼	6.7%
· 3 Work disabled [n=897]	1.0%▼	1.0%▼	47.5%▲	7.2%
· 4 Unemployed [n=404]	1.7%▼	1.6%∇	13.3%▲	3.3%
· 5 Retired early [n=715]	4.0%▼	2.1%∇	17.7%▲	5.8%
· 6 Housewife, homemaker, studying [n=207]	0.4%▼	1.0%	9.8%▲	1.7%
<b>Work status T3 [2012] [N=12,057]</b>				
· 1 Employee [n=8,468]	85.4%▲	7.7%▼	10.9%▼	70.2%
· 2 Self-employed [n=800]	1.2%▼	82.3%▲	1.8%▼	6.6%
· 3 Work disabled [n=909]	1.4%▼	1.3%▼	46.7%▲	7.5%
· 4 Unemployed [n=482]	2.9%▼	2.3%∇	11.2%▲	4.0%
· 5 Retired early [n=1,181]	8.4%▼	4.5%∇	20.6%▲	9.8%
· 6 Housewife, homemaker, studying [n=217]	0.6%▼	2.0%	8.8%▲	1.8%
<b>Work status T4 [2013] [N=11,237]</b>				
· 1 Employee [n=7,281]	78.7%▲	9.4%▼	10.3%▼	64.8%
· 2 Self-employed [n=765]	1.7%▼	78.1%▲	1.6%▼	6.8%
· 3 Work disabled [n=889]	2.0%▼	1.7%▼	46.0%▲	7.9%
· 4 Unemployed [n=570]	4.4%∇	2.4%∇	10.3%▲	5.1%
· 5 Retired early [n=1,506]	12.5%∇	6.0%▼	22.6%▲	13.4%
· 6 Housewife, homemaker, studying [n=226]	0.8%▼	2.4%	9.1%▲	2.0%
<b>Work status T5 [2015] [N=9,991]</b>				
· 1 Employee [n=5,490]	66.1%▲	9.8%▼	10.0%▼	54.9%
· 2 Self-employed [n=672]	2.2%▼	71.2%▲	1.8%▼	6.7%
· 3 Work disabled [n=803]	2.6%▼	1.5%▼	44.3%▲	8.0%
· 4 Unemployed [n=569]	5.5%	2.6%∇	8.5%Δ	5.7%
· 5 Retired early [n=2,231]	22.3%	13.0%▼	27.0%Δ	22.3%
· 6 Housewife, homemaker, studying [n=226]	1.3%▼	2.0%	8.3%▲	2.3%
<b>Work status T6 [2016] [N=9,516]</b>				
· 1 Employee [n=4,781]	60.5%▲	9.9%▼	10.0%▼	50.2%
· 2 Self-employed [n=660]	2.7%▼	66.2%▲	2.0%▼	6.9%
· 3 Work disabled [n=793]	3.0%▼	2.0%▼	43.1%▲	8.3%
· 4 Unemployed [n=478]	4.9%	2.2%∇	7.0%Δ	5.0%
· 5 Retired early [n=2,567]	27.4%	17.0%▼	29.4%Δ	27.0%
· 6 Housewife, homemaker, studying [n=237]	1.4%▼	2.8%	8.6%▲	2.5%
<b>Work status T7 [2017] [N=8,948]</b>				
· 1 Employee [n=4,170]	55.8%▲	10.2%▼	9.5%▼	46.6%
· 2 Self-employed [n=583]	2.7%▼	61.7%▲	1.6%▼	6.5%
· 3 Work disabled [n=735]	3.2%▼	2.5%▼	41.5%▲	8.2%
· 4 Unemployed [n=380]	4.0%∇	1.8%∇	6.7%Δ	4.2%
· 5 Retired early [n=2,861]	32.8%Δ	20.5%▼	32.6%	32.0%
· 6 Housewife, homemaker, studying [n=219]	1.5%▼	3.2%	8.1%▲	2.4%

	Work status T1 2010			
Cohort 2010	Employees	Self-employed	Not employed	Totaal
	9,933	828	1,669	12,430
	79.9%	6.7%	13.4%	100%
<b>Work status T8 [2019] [N=6,285]</b>				
· 1 Employee [n=2,469]	46.5%▲	9.0%▼	9.6%▼	39.3%
· 2 Self-employed [n=373]	2.8%▼	55.6%▲	1.9%∇	5.9%
· 3 Work disabled [n=454]	3.3%▼	2.3%▼	33.6%▲	7.2%
· 4 Unemployed [n=194]	2.9%∇	2.1%	4.9%Δ	3.1%
· 5 Retired early [n=2,667]	43.4%Δ	28.5%▼	43.2%	42.4%
· 6 Housewife, homemaker, studying [n=128]	1.2%▼	2.6%	6.8%▲	2.0%

Note, Percentages are column percentages, and are tested with the Pearson  $\chi^2$ -test (horizontal comparisons). The contrast is subgroup vs 'rest' (weighted deviation contrast), ▲ and ▼: p<0.05, significant high (low) percentages (two-tailed), and Cohen's d is at least 0.20. Open arrows Δ and ∇: also significant, but Cohen's d is smaller than 0.20. Cohen, J. (1988), Statistical power analysis for the behavioral sciences (2nd ed.), Hillsdale NJ: Erlbaum.

	Work status 2015			
Cohort 2015	Employees	Self-employed	Not employed	Totaal
	4,441	355	422	5,218
	85.1%	6.8%	8.1%	100%
<b>Work status T6 [2016] [N=5,218]</b>				
· Employee [n=4,291]	94.8%▲	7.9%▼	12.8%▼	82.2%
· Self-employed [n=375]	1.0%▼	88.5%▲	4.0%∇	7.2%
· Work disabled [n=225]	0.7%▼	0.6%∇	46.0%▲	4.3%
· Unemployed [n=172]	2.0%▼	1.1%∇	19.2%▲	3.3%
· Retired early [n=58]	1.3%Δ	0.3%	0.2%	1.1%
· Housewife, homemaker, studying [n=97]	0.4%▼	1.7%	17.8%▲	1.9%
<b>Work status T7 [2017] [N=4,975]</b>				
· Employee [n=4,015]	92.4%▲	9.1%▼	17.9%▼	80.7%
· Self-employed [n=355]	1.3%▼	84.7%▲	3.2%∇	7.1%
· Work disabled [n=250]	1.3%▼	0.6%▼	48.3%▲	5.0%
· Unemployed [n=142]	2.0%▼	1.2%	12.9%▲	2.9%
· Retired early [n=113]	2.5%Δ	2.1%	0%∇	2.3%
· Housewife, homemaker, studying [n=100]	0.5%▼	2.4%	17.7%▲	2.0%
<b>Work status T8 [2019] [N=3,810]</b>				
· Employee [n=2,921]	86.4%▲	16.4%▼	23.5%▼	76.7%
· Self-employed [n=264]	2.0%▼	73.8%▲	3.3%∇	6.9%
· Work disabled [n=226]	2.5%▼	0%▼	47.4%▲	5.9%
· Unemployed [n=105]	2.2%▼	1.6%	10.1%▲	2.8%
· Retired early [n=219]	6.2%Δ	6.6%	0.3%▼	5.7%
· Housewife, homemaker, studying [n=75]	0.7%▼	1.6%	15.4%▲	2.0%

Note, Percentages are column percentages, and are tested with the Pearson  $\chi^2$ -test (horizontal comparisons). The contrast is subgroup vs 'rest' (weighted deviation contrast), ▲ and ▼: p<0.05, significant high (low) percentages (two-tailed), and Cohen's d is at least 0.20. Open arrows Δ and ∇: also significant, but Cohen's d is smaller than 0.20. Cohen, J. (1988), Statistical power analysis for the behavioral sciences (2nd ed.), Hillsdale NJ: Erlbaum.

