

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

Technical report (2010-2017)



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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:

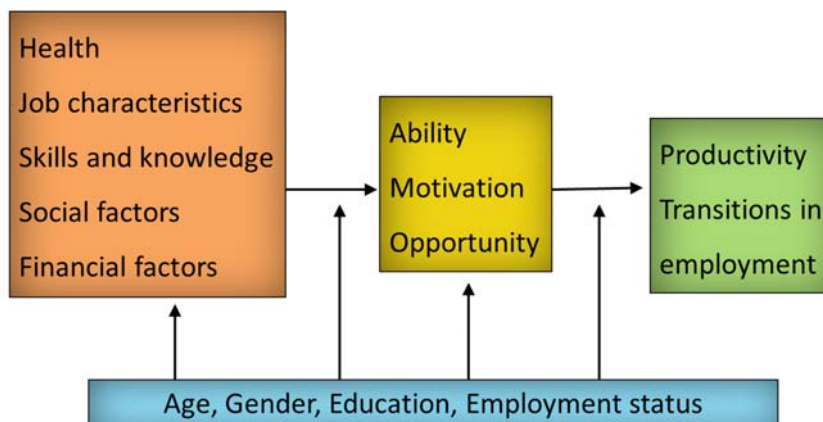


Figure 1.1: STREAM research framework

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 Medical 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.

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, and 2017.

Persons included in STREAM participated in 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%). 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 3.00 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. In 2016 and 2017, the remuneration was increased to 5 euros. On the 5th of December (22nd of November for the new panel, see below), the remuneration was further increased to 10 euros to increase response. In STREAM, response by proxy (i.e., someone else in the household) was not allowed.

Since the participants were 5 years older than at baseline, 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.

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
Total	12.055	1.029	2.034	15.118

2.1.1 *Measures Intomart to raise the response*

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.

2.1.2 *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 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. Medical consumption, hospital admittance and mortality can also be examined in future linkages. Of the 15,118 participants who completed the baseline questionnaire, 13,672 gave their consent to link their answers to register data (90%). In a test linkage at Statistics Netherlands, the data of 13,416 participants could successfully be linked to the base registration. Therefore, 89% of the sample at baseline could successfully be linked.

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
Total	5716	477	535	6728

2.2.1 *Measures Intomart to raise the response*

To raise the response rate, Intomart has sent a reminder and raised the financial incentive.

2.2.2 *Linkage to register data*

New participants in 2015, were also asked for their consent to link their answers to register data of Statistics Netherlands. In total, 5,224 of the 6,739 persons in the new panel who filled out the questionnaire gave permission to link their answers to register data (78%).

2.3 *Study population at follow-up*

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

T2	24th of October 2011	-	27 th of November 2011
T3	22nd of October 2012	-	28 th of November 2012
T4	21st of October 2013	-	24 th of November 2013
T5	23rd of October 2015	-	7 th of December 2015
T6	25th of October 2016	-	12 th of December 2016
T7	23rd of October 2017	-	12th of December 2017

Of the 15,118 persons that participated in 2010, 6,153 persons (41%) completed all questionnaires. Participation in all measurements was lower among those self-employed at baseline (42,2%). Of the new panel, 4,447 persons completed the questionnaire also in 2016 and 2017 (66%). No significant differences between employees, self-employed, and not-employed responses were found in the new panel regarding participation in all measurements. Figure 2.1 contains 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.

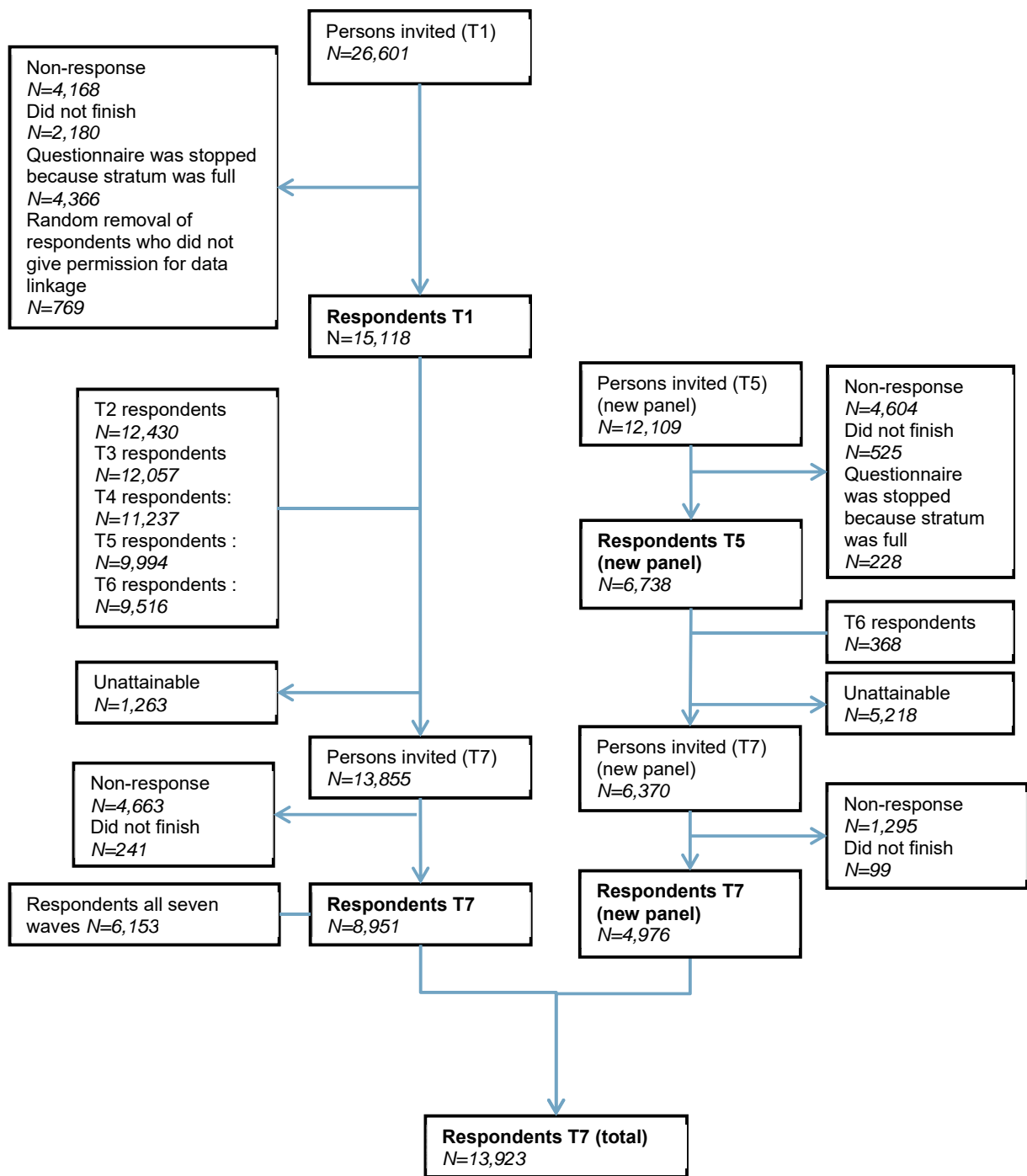


Figure 2.1: Flowchart of the response; 6,153 participants completed all questionnaires

2.3.1 Active and inactive panel participants

Intomart GfK distinguishes between three groups of panel participants:

1. *Active Intomart GfK online panel participants.*
panel participants who did not resign and filled in the yearly questionnaire.

2. *Inactive Intomart GfK online panel participants*
panel participants who did not resign but failed to fill in the yearly questionnaire.
3. *Panel participants of the partner organisation.*

Active panel participants received their regular fee (about € 3), as well as the panel participants of the partner organisation. In the measurements of the past years, different fees have been tried to involve the inactive panel 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. In 2015 fees were € 3 for active and € 5 for inactive panel participants. Later on, to increase the response rate, these fees were raised to € 5 and € 10.

2.3.2 *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		
	all n=6153	missings n=8965	p-value	all n=4447	missings n=2291	p-value
Age	55.05	53.87	0.00	50.38	49.77	0.00
Sex (percentage women)	44.9	47.3	0.03	51.3	52.1	0.56
Education (1=low; 3=high)	2.04	2.01	0.03	2.06	2.02	0.05
Vitality	65.47	64.26	0.00	62.58	62.71	0.79
Depression	1.53	1.58	0.00	1.61	1.61	0.90
Job demands (WN+ZS)	3.06	3.12	0.00	3.16	3.20	0.70
Job satisfaction (WN+ZS)	4.02	4.02	0.94	4.03	4.04	0.49
Developmental proactivity (WN+ZS)	3.87	3.92	0.00	3.82	3.90	0.00
Financial situation of the household	3.46	3.31	0.00	3.48	3.40	0.00
Work ability	7.35	7.29	0.13	7.62	7.74	0.03
Productivity	6.60	6.69	0.01	6.70	6.71	0.74
Intention to stop working (WN+ZS)	1.46	1.38	0.00	1.26	1.24	0.23
Intention to start working (NW)	2.17	2.32	0.02	2.63	2.98	0.36

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 all variables Cohen's d was smaller than .20¹, apart from age in the original cohort (0.218). These small effect sizes indicate that the selective loss to follow up will not seriously bias the results of analyses with the STREAM data.

¹ 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).

2.3.3 *Linkage to register data*

Data of participants who participated in all seven measurements could be linked to register data in 91% of the persons, i.e. 5,598 persons. This percentage is higher than at baseline since loss to follow up is higher among participants who did not give their consent to link their answers to register data (68% versus 58%). The new study sample of 2015 has not been linked to register data yet.

3 Questionnaires

Follow up measurements were highly similar to the baseline measurement. Nevertheless, some changes were applied. One type of change refers to the inclusion of work status as assessed during the previous wave in the routing of the questionnaires. These changes will be described in section 3.1. Other changes refer to additions that were felt necessary, such as missing topics and information on participants that missed a wave. These changes will be described in section 3.2. Table 3.1 presents the number of questions by work status. Table 3.2 gives an overview of all topics in the questionnaires, the question numbers and the number of questions per topic by work status.

Table 3.1: Number of questions by work status

	T1	T2	T3	T4	T5	T6	T7
Employed	206-220	211-235	211-244	211-244	182-275	177-243	177-234
Self-employed	191-209	195-224	195-233	195-233	170-229	162-225	164-219
Not employed	134-143	119-150	119-159	119-159	78-134	77-101	64-98

3.1 Inclusion of previous work status in the routing of the questionnaire

For a limited number of questions, the work status assessed in the previous wave was used in the routing of the next wave. In this way, some specific groups could be reached that otherwise would have skipped this particular question, and for some groups the number of questions could be reduced. Drawback is a more complicated routing, in particular if a participant has skipped the previous wave(s).

Work status at the previous wave is included in the routing of the follow-up at T2 to T4 questionnaires to ask questions about some general work characteristics, such as job title, sector and working days (B05 to B07, B09 to B013) to persons that were not working at the time of measurement, but did work for some time between measurements, or to those that were unemployed and started working between measurements.

Work status at the previous wave is also included in the routing to ask the persons that started to work in the past 12 months, why they choose to be self-employed (D05a). Finally, at T3 and T4, work status was used to ask several questions to participants who missed the previous wave (J03 to J08). These questions referred to transitions in work during the past two years. As of the T5 questionnaire, the work status at a previous measurement was not used anymore. Main reason was that the results were only relevant for a small group of participants. Moreover, the complicated routing of the questionnaire caused practical difficulties in the programming.

3.2 Changes in the follow up questionnaires

3.2.1 *Paid employment and other characteristics (A)*

During the first four waves, participants were asked if they currently receive a social benefit (E26). This question was adapted to include pension schemes, renamed into A01A and moved to the questions on paid employment.

Some questions on work in the past were not repeated for the non-working after T1: if they earned money with odd jobs (A02), reasons why they never had a paid job in the past (A09), and after T4: would they have liked to continue working in their last job or another job (A11, A12). The question for the non-working asking them whether they ever had a paid job (A08) was excluded at T2, T3 and T4, included at T5 for the new sample, and again excluded after

T5. At T4, two questions were added to identify recent paid employment of the presently non-working. They were asked if they worked in the past 12 months (A08A), and in which month they stopped working (A10A). Question A10A was not repeated as of T5. The question for non-working asking them when they stopped working (A10) was also not repeated. In T7, A08A was changed slightly (and renamed A08B). Instead of asking whether the respondent had worked in the past 12 months, A08B asks respondents whether they stopped working in the past 12 months or earlier. A question (A08C) that asked respondents whether or not they expected to perform paid work in the future was added in T7. This question was used in routing for questions on future work (D14, E15-E18, E22, and G03) and the reason why respondents stopped working (A13A and A13B). Only not-employed respondents who indicated that they (maybe) expected to work in the future were asked to answer the questions on future work. Questions on why they stopped working were only asked those that stopped working in the past twelve months.

Furthermore, in T5, the possible answers to the question on why participants stopped working were slightly altered and renamed (A13→A13A), while a new question asking whether they stopped working voluntarily (A13B) was added. A follow-up question of A13 (A14) to specify why exactly they stopped working (family, volunteer work or informal care) was not repeated in T5.

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 (A03-A07). Since T3, some extra questions were added in the questionnaires with regard to informal care:

- Who was the person the informal care was aimed at? (A05A).
- Where did this person live? (A05B).
- What is the travel distance between this person and your home? (A05C).

In the T5 questionnaire more questions were added concerning volunteer work and informal care:

- Type of organization the volunteer work was done for (A04A).
- To what extent this volunteer work was fun, satisfying, difficult, obligatory or stressful (A04B-A04F).
- Motives for doing volunteer work (A04G-A04Q).
- To what extent giving informal care was fun, satisfying, difficult, obligatory or stressful (A05D-A05H).

3.2.2 Job characteristics (B; including C61, C62)

C61 and C62 refer to the number of years worked in the past and B13 and B14 refer to the number of years employed by their present or last employer or working in their present or last job. They were not repeated in the follow up questionnaires, except for the new sample at T5. Two questions referring to transitions of self-employed in the past were not repeated after T1 (B02, B03) or after T4 (B04).

At T1, all non-working participants answered questions about their previous job (B05-B13). In the follow up questionnaires, only participants who changed jobs or started working and non-working participants who did have a paid job in the past 12 months were asked these questions. At T5, these questions were asked to all working participants and to non-working participants who worked in the past. At T6, these questions were no longer asked to non-working participants. To facilitate the coding of job titles, a question was asked on the main tasks/activities in the current job (B05A).

At T2 to T4 non-working participants also answered a question with regard to the number of months they had a paid job in the previous year (B13A), but this question was not repeated at T5.

At T5, three questions were included referring to flexible working arrangements. Participants were asked whether they can partly determine their own working hours (B12A), whether it is possible for them to work from their home (B12B) and whether they regularly work from home (B12C).

At T5, question B09 was replaced by three questions that together determine the type of contract of a participant. B09A asks participants whether they have a permanent contract. B09B asks them whether it was agreed that they will receive a permanent contract when functioning properly. Finally, B09D asks participants whether they work as stand-by employee/substitute or in sheltered employment. In T7, the three questions (B09A-B09D) were removed in favor of the original question on contract type (B09).

For self-employed, since T5 the answer categories to the question on how many customers they had in the previous twelve months (B18) were slightly altered by adding a category “1 customer”.

3.2.3 Working conditions (C; including F11-F20)

After the question with regard to evening and night work (C09) a new question was added in the follow up questionnaires on working between 12.00 p.m. and 6.00 a.m. (C09A). At T5, a question on working weekends was added (C09B).

At T5, the questions on bullying, intimidation, physical violence and unwanted sexual attention were adapted to specify the type of situation (C45A, C46A, C47A, C48A). Also, two questions were added asking participants whether they are available for colleagues or customers outside working hours (C49A and C49B).

The T1 questionnaire contained three questions with regard to occupational history, i.e. the number of years in physically, emotionally and mentally demanding work (C63-C65). These questions were not repeated in the follow up questionnaires.

Several questions were not repeated in the T5 questionnaire: two questions for the self-employed with regard to their cooperation with other entrepreneurs (C34 and C35), the questions on procedural and social justice (C36-C44), the question on troubles older self-employed people could have to find new customers (C53) and the questions on negative aspects of being self-employed (C54 to C60).

3.2.4 Changes in work, knowledge and skills, education and provisions (D)

Since T2, two questions were added to identify transitions from self-employed to employed and from employed to self-employed (D01A, D01C), followed by questions to find out the reasons for this transition (D01B, D01D). These questions were not repeated in the T5 questionnaire. The question on factors influencing the decision to change to another job or employer was adapted at T5 and renamed (D04→D04A), as well as the question on factors influencing the change to another profession (D05→D05B).

In the T2-T4 questionnaires, for persons who started to work as an entrepreneur and were not employed at the time of the previous measurement, a question was added concerning their reasons for choosing to be self-employed instead of employed (D05A). As of T5 this question was not repeated.

D18 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 (D20) was changed at T5 into a question on the motivation for training and educational activities (D20A). In the T1 questionnaire, one question was aimed at the payment for training or educational activities (D21). For the follow up questionnaires this question was rephrased and is now aimed at the initiative for these activities (D21A).

A question that asks not-working respondents whether or not they attended any activities for possible future work (D19), was discontinued in T7. Starting at T5, a question was asked whether changes had taken place in the previous five years in the work place (D21B). At T6, this question was altered by referring to the previous twelve months instead of the previous five years. The question on availability and usage of arrangements in participants' company (D26 to D32) was altered into a question on just the usage of such arrangements.

3.2.5 *Work ability, productivity and sickness absence (E)*

In the T2 questionnaire, two questions were added on the quantity of work that was finished (E06A, E06B). These questions were discontinued at T5. After T1, we also added questions on health related productivity loss (E25B-E25D), and a question on the days of sick leave in the past four days (E25A), which enables the comparison of productivity loss and sick leave over the same period. Most questions on participants' self-efficacy regarding their ability to continue work were not repeated after T4 (E08 to E14). In T7, questions on self-efficacy regarding the ability to learn new tasks, work with new computer programs or hardware, and to re-educate towards a new profession (E19 - E21) were discontinued.

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.

3.2.6 *Motivation (F)*

During the first four waves, questions were asked about the importance of several job characteristics (F01-F10), to working participants their motivation to work (F27-F34A) and to non-working participants their motivation to start working (F35-F44), their reasons not to work (F45-F50), and under what circumstances they would start working (F52-F58). These questions were not repeated in the T5 questionnaire.

3.2.7 *Future career (G)*

At T1 the non-working participants were asked which activities they undertook to find a job (G11A-G11J). After T1 these questions were also asked the employed and self-employed participants. At T5, this question was altered to bring them more in line with current job searching methods. The question for non-working participants on what is needed to perform well in a new job (G17) was not repeated in T5.

3.2.8 *Health and well-being (H)*

After T1, nine questions were added on coping with problems or inconveniences (H48A-H48I). Five questions to measure burnout were added at T5 (H27A-H27E). Also, a question asking participants how many hours a night they sleep on average was added (H33A). The questions on pain and discomfort from back, neck/shoulders, arms/hands and legs (H28-H31) were not repeated after T4. In T5, five questions that together form a scale to measure burn-out were included (H27A-H27E).

After T1, we added two questions with regard to life after retirement. The first refers to aspects of work the retiree might miss (H50), the second assesses the overall contentment of life as a retiree (H51). Question H51 was altered slightly at T5, and now asks about the overall contentment of life in general.

3.2.9 *Household (I)*

In the T5 questionnaire a question was included that asked participants if they support one or more children financially (I01A).

3.2.10 *Final questions (J)*

Some respondents did not participate in one of the follow up measurements but did fill in the questionnaire in the year after that. At T3 and T4, to obtain data on the most important transitions during the missing period, they were asked some extra questions in the last part of the questionnaire (J03-J08). These questions were not repeated after T4.

3.2.11 *Multiple job holding*

At T5, questions were added to enable examination of multiple job holding among participants in STREAM. Firstly, participants who indicated that they held two or more paid jobs as an employee, and participants who held one or more paid jobs as an employee and were self-employed were asked how many jobs they have (D33), since which year they hold multiple jobs (D34), and whether they work as an employee or are self-employed in their second job (D35). Secondly, at T5 some questions on work characteristics were repeated for the second job (B05, B05_A, B07A, B09A, B09B, B09D, B10, B11, C09, C09B, C01, C04, C06, C10-C13, C14-C18, F11, F13, F17). At T6, a number of these questions were removed (B05_2, B05A_2, B07A_2, C01_2, C04_2, C06_2, C10_2-C13_2, F11_2, F13_2, F17_2), whereas a repetition of B06 and B07 was added for the second job (B06_2, B07_2). In T7, the three questions on contract type (B09A – B09D) were removed in favor of the original question on contract type (B09) in line with the questions on the first job. Thirdly, a question on the most important reason for holding multiple jobs was added (D36). Fourthly, we asked participants who held multiple jobs to report how they experience having multiple jobs (D37 to D46) and whether they would rather hold one job (D47).

Participants with one job were asked whether they were considering to start a second job in the next twelve months (G02A). Due to a routing error, however, participants who already had two jobs also received this question. This issue was solved by removing the G02A responses of these particular respondents at T5 and adjusting the routing at T6. All working participants were asked whether they would want to work more or less hours if their income would change accordingly (G02C).

3.3 Topics in the questionnaires

3.3.1 *Demographic characteristics*

The following demographic characteristics were assessed:

- Date of birth;
- Sex;
- Ethnicity;
- Level of education;
- Household composition.

Date of birth, sex, ethnicity and level of education are registered by Intomart GfK. Date of birth and sex 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.

3.3.2 *Health and well-being*

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

- Longstanding diseases and limitations;
- Musculoskeletal complaints;
- Perceived health;
- Vitality;
- Depression;
- Recovery and relaxation;
- Burn-out;
- Sleep;
- Height and weight;
- Smoking;
- Physical activity.

Longstanding diseases were assessed with separate questions for each type of health problem, asking if the participants have this type of health problem. 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). Also non-employed persons were asked if their health allows them to work. Four questions were included to assess musculoskeletal health problems. The questions were derived from the NWCS (4).

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. 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. 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. Answer scales were adapted to fit in with the other questions of the questionnaire. Burn-out is measured using an adapted version of the Utrecht Burn-out Scale (10).

3.3.3 *Work-related factors*

The following work-related factors were assessed:

- Work in the past;
- 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;
- Working conditions;
- Support, justice and unwanted social behaviour;
- Specific work characteristics for the self-employed;
- Work characteristics for multiple job holders.

Questions on work in the past and present job characteristics, such as occupation, type of industry, type of contract, working hours etc., were similar to those used in the NWCS (4). 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 physical work load were derived from the Dutch Musculoskeletal Questionnaire (11), while questions on demands and autonomy were derived from the Job Content Questionnaire (JCQ) (12). Emotional demands were assessed with the Copenhagen Psychosocial Questionnaire (COPSOQ) (13), but answer scales were adapted to fit in with the other questions of the questionnaire. Questions on noise and mental demands were derived from the NWCS (4). Social support was assessed with the COPSOQ (13), with adapted answer scales. Questions with regard to procedural and distributive justice were based on a previous study by Boer et al (14).

The work characteristics for self-employed persons will be different than 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).

In T5 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.

3.3.4 *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). Starting at T5, a question was asked whether changes had taken place in the previous five years (T5) or in the previous twelve months (T6) in the work place (D21B). This question was derived from the European Skills and Jobs Survey (17).

3.3.5 *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.

Questions on the support of the partner concerning work or retirement were based on a study by Henkens et al (18). Questions on work-family balance were based on a study by Fox and Dwyer (19).

3.3.6 *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.

3.3.7 *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 are partly based on the NWCS (4). 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 motivation to work were derived from the questionnaire based on the Self Determination Theory (21). 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).

3.3.8 *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.

Four questions of the Work Ability Index (WAI) (22,23) were included. Questions on self-efficacy were newly constructed and based on the guidelines by Bandura (24).

3.3.9 *Opportunity to work*

The following factors related to opportunity to work were assessed:

- Education;
- Arrangements in the company;
- Social support and norms about continue working;
- Age discrimination;
- 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) (25). Questions on norms and support from colleagues about continue working were based on a study by Henkens et al (18). Three items on Age Discrimination were derived from the Nordic Age Discrimination Scale (26). A fourth item was added, as was also done in the German LidA study.

3.3.10 *Productivity*

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.

Productivity loss caused by health problems, i.e. presenteeism, is assessed with three questions based on the Short Form Health and Labour Questionnaire (27). From T2 to T4 another two questions were added based on the study of Koopmans et al (28) in which questionnaires assessing work performance were reviewed.

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.

3.3.11 *Employment status and transitions*

To gain insight into the transitions with regard to work and productivity the following issues were included in the questionnaire:

- Employment status;
- Work in the past;
- 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;
- Social benefit.

3.3.12 *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).

3.3.13 *Intentions*

The following intentions were assessed:

- Intention to stop working;
- Intention to change jobs;
- Intention to start working;
- Intention to start a second job.

3.3.14 *Looking for work*

Non-employed participants were asked what activities they have carried out to find a job. Also was asked if they are obliged to apply for jobs, how many hours they would prefer to work, and when they could start working. Also, non-employed were asked to estimate their chances to find a suitable job and what they think they would need in order to perform well in a new job.

3.3.15 *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.

Table 3.2: Topics and corresponding questions at all measurements. The number of questions refers to the maximum amount

		T1			T2			T3/T4			T5			T6			T7		
		WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW
Demographic characteristics																			
Year of birth	I10	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Date of birth	-																		
Sex	I11	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Ethnicity	-																		
Education level	-																		
Household composition	I01	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Health and well-being																			
Longstanding diseases and limitations	H26, H27	2	2	1	2	2	1	2	2	1	2	2	1	2	2	1	2	2	1
Health does not allow work	E16			1			1			1			1			1			1
Musculoskeletal complaints	H28-H31	4	4	4	4	4	4	4	4	4									
Perceived health	H01-H12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
Vitality	H13-H15	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Depression	H16-H25	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10
Burn-out	H27A-H27E										5	5		5	5		5	5	
Recovery and relaxation	H44-H46	3	3		3	3		3	3		3	3		3	3		3	3	
Height and weight	H34-H35	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Smoking	H36	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Physical activity	H32-H33	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	1	1

		T1			T2			T3/T4			T5			T6			T7		
		WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW
Work-related factors																			
<i>Job characteristics</i>																			
Years in a paid job	C61	1	1	1							1**	1**	1**						
Years of physically, emotionally and mentally demanding work	C63-C65	3	3	3															
Months of paid employment in the past 12 months	B13a						1			1									
Occupation	B05, B05A, B06	2	2	2	2	2	2	2	2	2	3	3	3	3	3		3	3	
Type of industry	B07A,B07	2	2	2	2	2	2	2	2	2	2	2	2	2	2		2	2	
Type of contract	B09, B09A, B09B, B09D	1		1	1		1	1		1	3		3	3			1		
Number of hours according to contract	B10	1		1	1		1	1		1	1		1	1			1		
Overtime	B11	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	
Work in days/week	B12	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	
Evening and night work	C09, C09a	1	1	1	2	2	2	2	2	2	2	2	2	2	2		2	2	
Management tasks	B17	1	1		1	1		1	1		1	1		1	1		1	1	
Years at present employer	B13	1		1							1**		1**						
Years in present job	B14	1		1							1**		1**						
Years self employed	C62		1									1**							
Employment status before working as an entrepreneur	B02		1																
Size of the company	B08	1			1			1			1			1			1		
Restructuring/Reorganisation	B20	1	1		1	1		1	1		1	1		1	1		1	1	

		T1			T2			T3/T4			T5			T6			T7		
		WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW
<i>Working conditions</i>																			
Noise	C07	1	1		1	1		1	1		1	1		1	1		1	1	
Exposure to solvents	C08	1	1		1	1		1	1		1	1		1	1		1	1	
Physical work load	C01-C06	6	6		6	6		6	6		6	6		6	6		6	6	
Job demands	C10-C13	4	4		4	4		4	4		4	4		4	4		4	4	
Job autonomy	C14-C18	5	5		5	5		5	5		5	5		5	5		5	5	
Emotional demands	C22-C24	3	3		3	3		3	3		3	3		3	3		3	3	
Mental demands	C19-C21	3	3		3	3		3	3		3	3		3	3		3	3	
<i>Support, justice and unwanted behaviour (bullying, intimidation, violence and sexual attention)</i>																			
Social support colleagues and supervisor	C25-C28	4			4			4			4			4			4		
Social support colleagues, customers, clients	C29-C32		4			4			4			4			4			4	
Unwanted behaviour by colleagues, supervisor or customers	C45-C46A	2			2			2			4			4			4		
Unwanted behaviour by colleagues, other entrepreneurs, customers or clients	C47-C48A		2			2			2			4			4			4	
availability outside working hours	C49A-C49B										2	2		2	2		2	2	
Procedural justice	C36-C38	3			3			3											
Distributive justice	C39-C44	6			6			6											

		T1			T2			T3/T4			T5			T6			T7		
		WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW
<i>Work characteristics self-employed</i>																			
Management of enterprise (alone or with others)	B15		1			1			1			1			1			1	
Personnel	B16		1			1			1			1			1			1	
Number of clients/customers	B18		1			1			1			1			1			1	
Change in demand for services or products in the past 12 months	B19		1			1			1			1			1			1	
Cooperation with other entrepreneurs	C33-C35		3			3			3			1			1			1	
Type of work as employee versus self-employed	B04		1			1			1										
Work load specific for self-employed	C54-C60		7			7			7										
<i>Questions for multiple job holders</i>																			
Number of jobs	D33										1	1		1	1		1	1	
Since when multiple job holder	D34										1	1		1	1		1	1	
Employee or self-employed	D35										1	1		1	1		1	1	
Work characteristics second job	B05_2										1	1							
	B05A_2										1	1							
	B06_2													1	1		1	1	
	B07_2													1	1		1	1	
	B07A_2										1	1							
	B09_2																	1	
	B09A_2											1			1				
B09B_2											1			1					

		T1			T2			T3/T4			T5			T6			T7		
		WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW
	B09D_2										1			1					
	B10_2										1	1		1	1		1	1	
	B11_2										1	1		1	1		1	1	
	C09_2										1	1		1	1		1	1	
	C09B_2										1	1		1	1		1	1	
	C01_2- C06_2										3	3							
	C10_2- C13_2										4	4							
	C14_2- C18_2										5	5		5	5		5	5	
	F11_2										1	1							
	F13_2										1	1							
	F17_2										1	1							
Reasons for multiple jobs	D36										1	1		1	1		1	1	
Consequences of having multiple jobs	D37-D46										7	7		7	7		7	7	
Preference for one job or multiple jobs	D47										1	1		1	1		1	1	
Knowledge and skills																			
Knowledge and skills fit with job	D09	1	1		1	1		1	1		1	1		1	1		1	1	
Right knowledge and skills	D10	1	1		1	1		1	1		1	1		1	1		1	1	
Knowledge and skills fit with labour market	D14			1			1			1			1			1			1
Knowledge obsolescence	D11-D13, D15-D17	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3

		T1			T2			T3/T4			T5			T6			T7		
		WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW
Education	D18-D20	2	2	1	2	2	1	2	2	1	2	2	1	2	2	1	2	2	1
Developmental proactivity	D22-D25	4	4		4	4		4	4		4	4		4	4		4	4	
Changes at work	D21B										1			1			1		
Social factors																			
Volunteer work, informal care, care for children that are no part of the family	A03-A07	5	5	5	5	5	5	8	8	8	12	12	12	12	12	12	12	12	12
Employment status partner	I02	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Support partner to work until retirement age	I03, I04	2	2		2	2		2	2		2	2		2	2	2	2		
Support partner to work as a self-employed	I05		1			1			1			1			1			1	
Support partner to start working	I06			1			1			1			1			1			1
Life events	H49	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Work-family balance	H47, H48	2	2		2	2		2	2		2	2		2	2		2	2	
Financial factors																			
Contribution to the household income	I07	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Financial situation of the household	I08	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Financial situation of the company	I09		1			1			1			1			1			1	
Financial opportunity to stop working	G07	1	1		1	1		1	1		1	1		1	1		1	1	

		T1			T2			T3/T4			T5			T6			T7		
		WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW
Motivation																			
Important characteristics of a job	F01-F10	10	10	10	10	10	10	10	10	10									
Presence of these characteristics in current job	F11-F20	10	10		10	10		10	10		10	10		10	10		10	10	
Work engagement	F21-F26	6	6		6	6		6	6		6	6		6	6		6	6	
Motivation to work (<i>in general</i>)	F27-F29	3	3	3	3	3	3	3	3	3									
Motivation to work now	F30-F34a	5	5		6	6		6	6										
Would like to continue working in present job in the coming 12 months	F35	1	1		1	1		1	1		1	1		1	1		1	1	
Would like to have paid employment	F36			1			1			1			1			1			1
Motivation to start working	F37-F44a			8			9			9									
Motivation not to work	F45-F50			6			6			6									
Would like to continue working until ... (age)	G05	1	1		1	1		1	1		1	1		1	1		1	1	
Number of years person would have liked to continue working in last job or another job	A11, A12			2			2			2									
Job satisfaction	F51	1	1		1	1		1	1		1	1		1	1		1	1	
Ability																			
Work ability	E03-E06	4	4	1	4	4	1	4	4	1	4	4	1	4	4	1	4	4	1
Quit able to work	E15			1			1			1			1			1			1
Self-efficacy: (continue) work	E07-E14	8	8		8	8		8	8		1	1		1	1		1	1	
Self-efficacy: new tasks, new employer	E19-E22	4	3	4	4	3	4	4	3	4	4	3	4	4	3	4	1	0	1

		T1			T2			T3/T4			T5			T6			T7		
		WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW
Is able to continue working until ... (age)	G06	1	1		1	1		1	1		1	1		1	1		1	1	
Opportunity																			
Who initiated training, course, conference etc.	D21a				1			1			1			1			1		
Arrangements in the company	D26-D32	7			7			7			7			7			7		
Social support to continue working	G08, G10	2			2			2			2			2			2		
Norms about continue working	G09	1			1			1			1			1			1		
Age discrimination	C49-C53	4	1		4	1		4	1		4			4			4		
The opportunity to work	E17, E18			2			2			2			2			2			2
Would start working under these circumstances	F52-F58			7			7			7									
Needed to perform well in a new job	G17			2			2			2									
Productivity																			
Sick leave	E23-E25A	3	3		4	4		4	4		4	4		4	4		4	4	
Productivity	E01, E02, E06A, E06B	2	2		4	4		4	4		2	2		2	2		2	2	
Presenteeism	E25B-E25D				3	3		3	3		3	3		3	3		3	3	
Employment status and transitions																			
Employment status	A01, B01	2	2	1	2	2	1	2	2	1	2	2	1	2	2	1	2	2	1
Paid job in the past	A08-A10			3									2**						
Transitions WN/ZS to NW: date	A08a*, A10a*						3			3									

		T1			T2			T3/T4			T5			T6			T7		
		WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW	WN	ZS	NW
Transition WN/ZS to NW: reasons to stop working	A13(A), A14			2			2			2			1			1			1
Retired: aspects they miss/quality of life	H50, H51						2			2	1	1	2	1	1	2	1	1	2
Transition ZS to WN	D01a, D01b				2			2											
Transition WN to ZS	D01c, D01d					2			2										
Transition NW to ZS	D05a					1			1										
Reasons to start as a self-employed	B03		1																
Change of employer, job or profession	D01, D02, D03*	2	1		2	1		2	1		2	1		2	1		2	1	
Reasons for change	D04-D05	2	2		2	2		2	2										
Promotion and demotion	D07-D08	2			2			2			2			2			2		
Changes in work tasks/working hours	D06	1	1		1	1		1	1		1	1		1	1		1	1	
Social benefit	(E26) A01A	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Other concepts																			
Mastery	H37-H43	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7
Coping	H48A-H48I				9	9	9	9	9	9	9	9	9	9	9	9	9	9	9
Intention to stop working	G01	1	1		1	1		1	1		1	1		1	1		1	1	
Intention to change jobs	G02	1	1		1	1		1	1		1	1		1	1		1	1	
Intention to start a second job	G02A										1	1		1	1		1	1	
Wish for more/less hours	G02C										1	1		1	1		1	1	
Intention to start working	G03, G04			2			2			2			2			2			2
Looking for a job	G11-G16			6	1	1	6	1	1	6	1	1	6	1	1	6	1	1	6

* At T3 and T4, the participant 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.

** Only for the new participants in 2015.

3.4 Scales

Table 3.3 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 3.3: Scales in STREAM and their Cronbach's alphas

	T1 n=15,118	T2 n=12,430	T3 n=12,057	T4 n=11,237	T5 n=16,729	T6 n=14,734	T7 N=13,923
Health and well-being							
Physical and mental health (SF-12)²	.89	.89	.89	.89	.89	.89	.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							
<i>During the past 4 weeks . . .</i>							
H10 ...have you felt calm and peaceful?							
H11 ...did you have a lot of energy?							
H12 ...have you felt downhearted and blue?							
Vitality	.89	.89	.89	.89	.89	.89	.89
<i>How much of the time during the past 4 weeks . . .</i>							
H11 ...did you have a lot of energy?							
H13 ...did you feel full of pep?							
H14 ...did you feel worn out?							
H15 ...did you feel tired?							
Depression	.87	.86	.86	.86	.86	.86	.86
<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							

² 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 α in the table is based on the unweighted items.

	T1 n=15,118	T2 n=12,430	T3 n=12,057	T4 n=11,237	T5 n=16,729	T6 n=14,734	T7 N=13,923
Recovery and relaxation	.71	.72	.73	.71	.71	.72	.73
<i>After a working day</i>							
H44 ...I no longer think of my work at all							
H45 ...events at work no longer affect me							
H46 ...I can physically relax well							
Work-related factors – working conditions							
Physical work load	.86	.86	.86	.86	.87	.87	.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							
Job demands	.87	.87	.88	.88	.88	.88	.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?							
Job autonomy	.78	.79	.79	.79	.79	.79	.79
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							
Mental demands	.79	.78	.79	.80	.80	.81	.81
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							
Emotional demands	.85	.86	.85	.87	.87	.86	.87
C22 Emotionally difficult situations							
C23 Emotionally demanding							
C24 Emotionally involved							
Work-related factors - social support, justice							
Social support	.81	.82	.82	.83	.83	.83	.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							
Procedural justice	.86	.87	.87	.87	n/a	n/a	n/a
C36 The opinion of employees is taken into account							
C37 All employees are treated equally							
C38 Complaints of employees are taken seriously							
Distributive justice	.88	.88	.88	.88	n/a	n/a	n/a
<i>What do you think about your salary?</i>							
C39 comparing your effort with colleagues							
C40 comparing your results with colleagues							
C41 comparing quantity of tasks with colleagues							
<i>What do you think about the appreciation you receive?</i>							
C42. comparing your effort with colleagues							
C43. comparing your results with colleagues							
C44. comparing quantity of tasks with colleagues							

	T1 n=15,118	T2 n=12,430	T3 n=12,057	T4 n=11,237	T5 n=16,729	T6 n=14,734	T7 N=13,923
Work-related factors – for self-employed							
Social support self-employed							
	.75	.80	.77	.77	.81	.78	.80
C29							
C30							
C31							
C32							
Aspects specifically for self-employed							
	.81	.82	.84	.83	n/a	n/a	n/a
C54							
C55							
C56							
C57							
C58							
Knowledge and skills							
Knowledge obsolescence (employed and self-employed)							
	.61	.62	.62	.62	.64	.65	.63
D11							
D12							
D13							
Knowledge obsolescence (non-employed)							
	.66	.64	.69	.68	.68	.69	.70
D15							
D16							
D17							
Developmental proactivity							
	.81	.80	.81	.81	.80	.81	.79
D22							
D23							
D24							
D25							
Motivation							
Work engagement							
	.93	.93	.94	.94	.94	.94	.94
F21							
F22							
F23							
F24							
F25							
F26							
Ability							
Self-efficacy: continue work							
	.87	.87	.87	.87	n/a	n/a	n/a
<i>In the coming 12 months, will you be able to...</i>							
E07							
E08							
<i>In the coming 12 months, will you be able to continue working if...</i>							
E12							
E13							
E14							

	T1 n=15,118	T2 n=12,430	T3 n=12,057	T4 n=11,237	T5 n=16,729	T6 n=14,734	T7 N=13,923
Self-efficacy: learning new tasks, new employer	.83	.84	.85	.85	.86	.87	n/a
<i>In the coming 12 months, will you be able to...</i>							
E19 ...learn new tasks?							
E20 ...work with new computer software or machines?							
E21 ...re-educate towards a new profession?							
Opportunity							
Age discrimination	.87	.87	.87	.87	.88	.88	.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							
Other							
Mastery	.84	.85	.85	.85	.85	.85	.85
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							
Coping							
<i>Could you indicate how you would react generally?</i>							
Sub-scale: avoiding		.74	.74	.74	.74	.75	.75
H48a Give in to avoid difficult situations							
H48d Avoid difficult situations as much as possible							
H48g Try to withdraw from the situation							
Sub-scale: active coping		.76	.77	.77	.77	.79	.78
H48b Look at a matter from every angle							
H48e Think up alternatives to solve a problem							
H48h Work purposely to solve a problem							
Sub-scale: support seeking		.67	.71	.70	.70	.71	.71
H48c Express how you are feeling							
H48i Show something is bothering you							
H48f Seek comfort and understanding							

4 Results

The results of the seventh 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. GA01, GA01A etc.) refer to the variable names in the datafile. The indicator 'G' refers to the seventh 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. Letter Medical Ethical Committee

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datum
8 maart 2012

onderwerp
niet WMO advies

ons kenmerk
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,

prof. dr. J.A. Rauwerda, voorzitter

drs. J.C.M. Koudijs, secretaris

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2012/000157/1

Appendix 2. Results STREAM 2017

Source: STREAM2017; 46 to 72 year; unweighted data.

Percentages are column percentages, and are tested with the Pearson χ^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.

◊: most 'deviant' significant percentage or mean, based on Cohen's d.

Cohen, J. (1988). Statistical power analysis for the behavioral sciences (2nd ed.). Hillsdale NJ: Erlbaum.

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Panel											
· 1 First panel	64,3%	0% ▼	37,6% ▼	79,5% ▲	80,1% ▲	95,4% ▲	50,9% ▼	62,2%	87,4% ▲ ◊	66,7% Δ ◊	61,6% ∇
· 2 Second panel	35,7%	100% ▲ ◊	62,4% ▲	20,5% ▼	19,9% ▼	4,6% ▼	49,1% ▲	37,8%	12,6% ▼	33,3% ∇	38,4% Δ ◊
N	13.923	1.888	2.880	2.620	2.968	3.567	8.185	938	4.800	7.289	6.634
Gender											
· 1 Male	52,4%	42,8% ▼	48,1% ∇	54,2% Δ	55,1% Δ	57,2% Δ	54,0% Δ	61,6% Δ ◊	47,8% ∇	100%	--
· 2 Female	47,6%	57,2% ▲ ◊	51,9% Δ	45,8% ∇	44,9% ∇	42,8% ∇	46,0% ∇	38,4% ∇	52,2% Δ	--	100%
N	13.923	1.888	2.880	2.620	2.968	3.567	8.185	938	4.800	7.289	6.634
Age T7 [2017] [Mean] [Range: 46-72]	58,5	48,1 ▼	51,8 ▼	57,1 ▼	62,1 ▲	67,5 ▲ ◊	55,6 ▼	58,1	63,6 ▲ ◊	59,1 Δ ◊	57,8 ∇
N	13.923	1.888	2.880	2.620	2.968	3.567	8.185	938	4.800	7.289	6.634
Age T7 [2017]											
· 46-49 [1]	13,6%	100%	--	--	--	--	18,9% ▲	14,2%	4,3% ▼	11,1% ∇	16,3% Δ ◊
· 50-54 [2]	20,7%	--	100%	--	--	--	28,1% ▲	22,6%	7,8% ▼	19,0% ∇	22,6% Δ
· 55-59 [3]	18,8%	--	--	100%	--	--	24,2% ▲	19,6%	9,5% ∇	19,5% Δ	18,1% ∇
· 60-64 [4]	21,3%	--	--	--	100%	--	22,3% Δ	20,7%	19,8% ∇	22,4% Δ	20,1% ∇
· 65-72 [5]	25,6%	--	--	--	--	100%	6,6% ▼	22,9% ∇	58,6% ▲ ◊	28,0% Δ	23,0% ∇
N	13.923	1.888	2.880	2.620	2.968	3.567	8.185	938	4.800	7.289	6.634
Employment status T7 [2017]											
· 1 Employee	58,8%	82,0% ▲	79,7% ▲	75,5% ▲	61,5% Δ	15,1% ▼	100%	--	--	60,6% Δ	56,8% ∇
· 2 Self-employed	6,7%	7,0%	7,4%	7,0%	6,5%	6,0% ∇	--	100%	--	7,9% Δ	5,4% ∇
· 3 Not employed	34,5%	11,0% ▼	12,9% ▼	17,5% ▼	32,0% ∇	78,9% ▲ ◊	--	--	100%	31,5% ∇	37,8% Δ ◊
N	13.923	1.888	2.880	2.620	2.968	3.567	8.185	938	4.800	7.289	6.634
Work status T7 [2017]											
· 1 Employee	58,8%	82,0% ▲	79,7% ▲	75,5% ▲	61,5% Δ	15,1% ▼	100%	0% ▼	0% ▼ ◊	60,6% Δ	56,8% ∇
· 2 Self-employed	6,7%	7,0%	7,4%	7,0%	6,5%	6,0% ∇	0% ▼	100%	0% ▼	7,9% Δ	5,4% ∇
· 3 Work disabled	7,1%	6,5%	7,3%	9,6% Δ	10,8% Δ	2,3% ∇	0% ▼	0% ▼	20,5% ▲	4,7% ∇	9,7% Δ
· 4 Unemployed	3,7%	2,2% ∇	3,2%	4,8% Δ	7,4% ▲	1,2% ∇	0% ▼	0% ▼	10,9% ▲	3,4% ∇	4,1% Δ
· 5 Retired early	21,4%	0% ▼	0% ▼	0,73% ▼	10,5% ▼	74,1% ▲ ◊	0% ▼	0% ▼	62,0% ▲	23,0% Δ	19,6% ∇
· 6 Housewife, homemaker, studying	2,3%	2,3%	2,4%	2,4%	3,3% Δ	1,3% ∇	0% ▼	0% ∇	6,6% ▲	0,41% ▼	4,4% ▲ ◊
N	13.923	1.888	2.880	2.620	2.968	3.567	8.185	938	4.800	7.289	6.634
Classification unemployed											
· 1 Work disabled	20,5%	59,4% ▲	56,5% ▲	54,8% ▲	33,7% ▲	2,9% ▼	--	--	20,5%	14,9% ▼	25,7% ▲
· 2 Unemployed	10,9%	19,8% ▲	24,7% ▲	27,3% ▲	23,3% ▲	1,5% ▼	--	--	10,9%	10,8%	11,0%
· 3 Retired (early)	62,0%	0% ▼	0% ▼	4,1% ▼	32,7% ▼	94,0% ▲ ◊	--	--	62,0%	73,1% ▲ ◊	51,8% ▼
· 4 Homemaker	6,6%	20,3% ▲	18,8% ▲	13,5% ▲	10,3% Δ	1,6% ▼	--	--	6,6%	1,3% ▼	11,5% ▲
· 5 Studying	0,06%	0,48% Δ	0%	0,22%	0%	0,04%	--	--	0,06%	0,04%	0,08%
N	4.800	207	372	458	950	2.813	--	--	4.800	2.295	2.505

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Level of education											
· 1 Low	11,6%	9,1%▽	10,7%	11,4%	14,2%Δ0	11,7%	10,3%▽	5,6%▼	15,0%Δ	11,7%	11,5%
· 2 Middle	49,6%	48,9%	49,8%	50,9%	47,2%▽	51,1%	49,7%	36,9%▼	52,0%Δ	44,4%▼	55,4%▲
· 3 High	38,8%	42,0%Δ	39,5%	37,7%	38,6%	37,2%▽	39,9%Δ	57,5%▲0	33,1%▽	43,9%▲0	33,1%▼
N	12.620	1.849	2.643	2.307	2.676	3.145	7.510	840	4.270	6.628	5.992
What is your current situation? [multiple answers possible]											
· Current employment status - Having one paid job as an employee	57,0%	78,7%▲	77,3%▲	73,7%▲	59,6%Δ	14,7%▼	96,4%▲	4,5%▼	0%▼	59,3%Δ	54,4%▽
· Current employment status - Having several jobs as an employee	2,2%	3,8%Δ	3,1%Δ	2,4%	2,0%	0,53%▽	3,6%▲	0,85%▽	0%▼	1,6%▽	2,8%Δ
· Current employment status - Self-employed or entrepreneur	8,2%	9,7%Δ	10,0%Δ	8,7%	7,5%	6,3%▽	2,5%▼	100%▲0	0%▼	9,5%Δ	6,8%▽
· Current employment status - Unemployed	4,7%	3,2%▽	4,4%	6,0%Δ	8,8%▲	1,4%▼	0,76%▼	2,2%▽	11,9%▲	4,3%▽	5,1%Δ
· Current employment status - Work disabled	8,3%	7,6%	8,5%	11,5%Δ	12,5%Δ	2,7%▼	1,7%▼	2,9%▼	20,5%▲	5,9%▽	11,0%Δ
· Current employment status - Retired early	3,5%	0%▼	0,03%▼	0,61%▽	10,3%▲	4,6%Δ	0,81%▼	2,1%▽	8,4%▲	4,1%Δ	2,8%▽
· Current employment status - Retired	21,3%	0,05%▼	0,10%▼	0,50%▼	3,4%▼	79,8%▲0	2,6%▼	13,1%▼	54,7%▲	23,6%Δ	18,8%▽
· Current employment status - Studying	0,63%	1,5%Δ	1,1%Δ	0,57%	0,30%▽	0,11%▽	0,77%Δ	1,2%Δ	0,29%▽	0,41%▽	0,87%Δ
· Current employment status - Housewife, househusband	9,0%	8,7%	9,3%	8,6%	9,9%Δ	8,4%	5,9%▼	7,5%	14,5%▲	3,6%▼	14,9%▲0
N	13.923	1.888	2.880	2.620	2.968	3.567	8.185	938	4.800	7.289	6.634
Do you currently receive an allowance or pension? [multiple answers possible]											
· Receives no social benefit	59,3%	86,9%▲	85,0%▲	79,3%▲	62,0%Δ	7,0%▼	88,4%▲	66,8%Δ	8,2%▼0	59,4%	59,1%
· Receives a disability pension	8,3%	7,3%	8,7%	11,3%Δ	13,0%▲	2,3%▼	2,6%▼	4,3%▽	18,7%▲	6,5%▽	10,3%Δ
· Receives an unemployment benefit	3,5%	2,9%	3,3%	4,6%Δ	6,1%Δ	0,98%▽	2,0%▼	2,7%	6,3%▲	3,6%	3,4%
· Receives social security	1,7%	2,2%	1,9%	2,3%Δ	2,3%Δ	0,42%▽	0,40%▼	0,64%▽	4,2%▲	1,1%▽	2,5%Δ
· Receives state old age pension	19,6%	0,05%▼	0,10%▼	0,19%▼	0,81%▼	75,5%▲0	3,1%▼	18,4%	47,9%▲	21,1%Δ	17,9%▽
· Receives supplementary pension scheme by employer	18,0%	0,64%▼	0,49%▼	1,6%▼	13,4%▽	57,1%▲	3,9%▼	14,0%▽	42,8%▲	21,5%Δ0	14,1%▽
· Receives private savings for retirement (via insurance or own savings)	7,2%	0,26%▼	0,24%▼	0,61%▼	4,3%▽	23,8%▲	1,6%▼	9,4%Δ	16,3%▲	8,6%Δ	5,7%▽
· Receives another social benefit	1,4%	0,53%▽	1,0%	1,3%	2,0%Δ	1,7%	0,84%▽	0,96%	2,4%Δ	0,92%▽	1,9%Δ
N	13.923	1.888	2.880	2.620	2.968	3.567	8.185	938	4.800	7.289	6.634
In the past 12 months, did you spend time on one or more of the following activities? [multiple answers possible]											
· Spent time in the past 12 months on volunteer work or charity work	43,0%	42,5%	38,6%▽	39,6%▽	41,0%▽	50,7%▲	38,5%▼	47,8%Δ	49,6%▲	44,4%Δ	41,3%▽
· Spent time in the past 12 months on volunteer aid	27,1%	25,1%▽	28,6%Δ	30,8%Δ	27,9%	23,5%▽	26,5%	30,6%Δ	27,4%	22,6%▼	32,0%▲0
· Spent time in the past 12 months on looking after little children that are no part of the family	9,3%	2,6%▼	3,0%▼	7,5%▽	12,0%Δ	16,9%▲	6,1%▼	9,7%	14,6%▲0	6,5%▼	12,3%▲
· Spent time in the past 12 months on household work	55,0%	71,8%▲0	65,2%▲	57,7%Δ	47,7%▽	42,1%▼	59,1%▲	61,6%Δ	46,8%▼	51,0%▽	59,4%Δ
· Spent no time in the past 12 months on these activities	18,8%	13,8%▽	17,1%▽	17,8%	22,4%Δ	20,4%Δ	19,4%Δ	14,9%▽	18,4%	22,1%Δ	15,1%▽
N	13.923	1.888	2.880	2.620	2.968	3.567	8.185	938	4.800	7.289	6.634
How many hours per week have you spent on volunteer work or charity work in the past 12 months? [Mean] [Range: 1-99]											
	6,79	5,21▼	5,99▽	6,22▽	6,83	8,29▲0	5,57▼	6,75	8,41▲0	7,02Δ0	6,52▽
N	5.968	802	1.110	1.034	1.214	1.808	3.142	445	2.381	3.227	2.741

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
In which kind of organization do you perform volunteer work? [multiple answers possible]											
· Volunteer work for a leisure organization	39,7%	47,4% Δ	44,7% Δ	42,6% Δ	34,7% ∇	34,9% ∇	45,8% \blacktriangle	42,4%	31,2% \blacktriangledown	46,0% \blacktriangle	32,3% \blacktriangledown
· Volunteer work for a neighborhood or tenants organization	11,5%	9,1% ∇	10,3%	10,3%	13,0%	13,0% Δ	10,3% ∇	12,1%	13,0% Δ	12,0%	10,9%
· Volunteer work for a union, trade association, consumer organization or other interest group	5,4%	5,0%	4,4%	5,4%	6,2%	5,8%	5,0%	9,2% Δ	5,2%	6,5% Δ	4,1% ∇
· Volunteer work for an organization for foreigners or asylum seekers	3,7%	2,5% ∇	2,6% ∇	3,6%	4,4%	4,6% Δ	2,3% ∇	5,4%	5,3% Δ	2,6% ∇	5,1% Δ
· Volunteer work for a political party or other political organization	3,5%	2,4%	2,3% ∇	4,7% Δ	4,4%	3,3%	3,5%	7,6% \blacktriangle	2,6% ∇	4,5% Δ	2,2% ∇
· Volunteer work for an organization for faith or religion	16,1%	14,6%	15,1%	16,4%	15,8%	17,5%	17,3% Δ	16,1%	14,5% ∇	15,3%	17,1%
· Volunteer work for an organization for nature and environment	3,9%	3,1%	4,0%	3,0%	3,3%	5,2% Δ	3,3% ∇	4,7%	4,7% Δ	4,4%	3,5%
· Volunteer work for an organization for care or well-being	20,6%	15,2% ∇	14,6% ∇	17,0% ∇	22,5%	27,3% \blacktriangle	14,5% \blacktriangledown	19,2%	28,7% \blacktriangle	15,9% \blacktriangledown	26,1% \blacktriangle
· Volunteer work for another type of organization	30,5%	28,1%	30,5%	25,7% ∇	31,7%	33,6% Δ	26,4% ∇	32,6%	35,7% Δ	28,9% ∇	32,5% Δ
N	5.980	803	1.113	1.037	1.217	1.810	3.149	448	2.383	3.238	2.742
To what extent is this volunteer work fun?											
· 1 Very	61,7%	60,0%	60,6%	59,6%	61,2%	64,7% Δ	59,4% ∇	56,0% ∇	66,0% Δ	61,6%	61,9%
· 2 Rather	33,2%	33,7%	34,4%	34,7%	33,2%	31,6%	35,6% Δ	35,3%	29,7% ∇	34,4% Δ	31,8% ∇
· 3 A little	4,7%	5,9%	4,3%	5,6%	5,2%	3,5% ∇	4,6%	8,5% Δ	4,0% ∇	3,8% ∇	5,7% Δ
· 4 Not	0,34%	0,37%	0,63%	0,10%	0,41%	0,22%	0,35%	0,22%	0,34%	0,19% ∇	0,51% Δ
- Mean	1,44	1,47	1,45	1,46	1,45	1,39 ∇	1,46 Δ	1,53 Δ	1,39 ∇	1,43	1,45
N	5.952	803	1.110	1.030	1.212	1.797	3.142	445	2.365	3.220	2.732
To what extent is this volunteer work satisfying?											
· 1 Very	58,9%	53,8% ∇	55,2% ∇	56,8%	59,2%	64,6% Δ	55,9% ∇	54,9%	63,7% Δ	58,1%	59,9%
· 2 Rather	35,3%	38,7% Δ	38,0% Δ	36,6%	35,1%	31,5% ∇	37,9% Δ	37,9%	31,4% ∇	37,1% Δ	33,2% ∇
· 3 A little	5,1%	6,6% Δ	5,9%	5,8%	5,2%	3,5% ∇	5,5%	6,1%	4,5%	4,3% ∇	6,0% Δ
· 4 Not	0,64%	0,87%	0,99%	0,78%	0,50%	0,34%	0,77%	1,1%	0,38% ∇	0,47%	0,85%
- Mean	1,47	1,55 Δ	1,53 Δ	1,51	1,47	1,40 ∇	1,51 Δ	1,53 Δ	1,41 ∇	1,47	1,48
N	5.937	803	1.109	1.032	1.207	1.786	3.136	446	2.355	3.221	2.716
To what extent is this volunteer work difficult?											
· 1 Very	2,4%	2,4%	2,3%	3,2%	2,6%	1,9%	2,1%	3,6%	2,6%	2,0% ∇	2,9% Δ
· 2 Rather	16,7%	17,6%	16,4%	17,3%	17,0%	16,0%	16,3%	17,6%	17,1%	16,8%	16,7%
· 3 A little	40,6%	41,1%	38,3%	40,4%	40,9%	41,8%	40,5%	39,9%	41,0%	43,1% Δ	37,7% ∇
· 4 Not	40,2%	38,9%	43,0% Δ	39,2%	39,5%	40,3%	41,1%	39,0%	39,3%	38,1% ∇	42,8% Δ
- Mean	3,19	3,17	3,22	3,15	3,17	3,20	3,21	3,14	3,17	3,17	3,20
N	5.902	800	1.108	1.026	1.197	1.771	3.127	444	2.331	3.200	2.702
To what extent is this volunteer work obligatory?											
· 1 Very	6,9%	6,1%	7,1%	8,2%	7,4%	6,1%	6,7%	7,9%	7,0%	5,7% ∇	8,4% Δ
· 2 Rather	28,6%	27,9%	27,2%	30,0%	28,1%	29,3%	28,1%	32,6%	28,6%	30,0% Δ	27,0% ∇
· 3 A little	42,2%	44,5%	44,1%	40,5%	39,9%	42,6%	43,7% Δ	40,2%	40,6% ∇	43,4% Δ	40,8% ∇
· 4 Not	22,2%	21,5%	21,6%	21,4%	24,6% Δ	21,9%	21,5%	19,3%	23,8% Δ	20,9% ∇	23,8% Δ
- Mean	2,80	2,81	2,80	2,75	2,82	2,80	2,80	2,71 ∇	2,81	2,80	2,80
N	5.913	800	1.109	1.030	1.201	1.773	3.131	445	2.337	3.206	2.707
To what extent is this volunteer work stressful?											
· 1 Very	0,97%	0,75%	0,99%	1,2%	1,3%	0,73%	0,96%	0,90%	0,99%	0,91%	1,0%
· 2 Rather	6,1%	6,9%	6,9%	6,6%	6,1%	5,1% ∇	6,4%	7,7%	5,4%	5,8%	6,5%
· 3 A little	33,1%	39,1% Δ	37,0% Δ	36,3% Δ	32,3%	26,7% ∇	35,1% Δ	36,7%	29,7% ∇	34,9% Δ	31,0% ∇
· 4 Not	59,8%	53,3% ∇	55,1% ∇	55,9% ∇	60,4%	67,4% \blacktriangle	57,5% ∇	54,7% ∇	63,9% Δ	58,3% ∇	61,5% Δ
- Mean	3,52	3,45 ∇	3,46 ∇	3,47 ∇	3,52	3,61 \blacktriangle	3,49 ∇	3,45 ∇	3,56 Δ	3,51	3,53
N	5.903	800	1.108	1.026	1.200	1.769	3.127	444	2.332	3.202	2.701

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
To what extent do social contacts play a role for you in doing volunteer work?											
1 Very	29,0%	27,1%	30,8%	26,8%	30,2%	29,2%	26,3%∇	21,7%∇	34,0%Δ0	27,8%∇	30,4%Δ
2 Rather	35,8%	36,6%	30,9%∇	35,5%	36,0%	38,6%Δ	35,6%	36,0%	36,1%	39,6%Δ0	31,4%∇
3 A little	24,2%	23,5%	24,8%	24,0%	23,2%	24,9%	25,2%	27,3%	22,3%∇	23,4%	25,1%
4 Not	11,0%	12,9%	13,4%Δ	13,7%Δ	10,6%	7,3%∇0	12,9%Δ	15,0%Δ	7,6%∇	9,2%∇	13,1%Δ
- Mean	2,17	2,22	2,21	2,25Δ	2,14	2,10∇0	2,25Δ	2,36▲	2,03∇0	2,14∇	2,21Δ0
N	5.961	801	1.112	1.032	1.213	1.803	3.139	447	2.375	3.230	2.731
To what extent does learning new things play a role for you in doing volunteer work?											
1 Very	13,3%	15,0%	13,8%	14,7%	13,2%	11,5%∇0	12,7%	14,7%	13,8%	11,2%∇	15,7%Δ0
2 Rather	29,2%	30,2%	30,7%	29,7%	27,0%	29,1%	28,9%	28,7%	29,7%	30,4%Δ	27,9%∇
3 A little	30,7%	30,7%	28,4%	30,0%	31,3%	32,2%	30,6%	31,8%	30,6%	33,1%Δ	27,9%∇
4 Not	26,8%	24,1%	27,2%	25,6%	28,5%	27,3%	27,7%	24,8%	25,9%	25,3%∇	28,5%Δ
- Mean	2,71	2,64∇0	2,69	2,66	2,75	2,75Δ	2,73	2,67	2,69	2,73	2,69
N	5.937	801	1.111	1.031	1.209	1.785	3.138	443	2.356	3.216	2.721
To what extent does sharing knowledge and experience play a role for you in doing volunteer work?											
1 Very	25,4%	26,1%	25,4%	25,0%	24,6%	25,7%	23,8%∇	33,7%▲0	25,9%	25,9%	24,8%
2 Rather	39,0%	34,8%∇	37,8%	39,5%	39,9%	40,6%	38,6%	40,0%	39,3%	41,4%Δ	36,0%∇
3 A little	21,7%	21,3%	21,3%	22,1%	21,8%	21,9%	21,7%	16,3%∇	22,8%	21,7%	21,7%
4 Not	14,0%	17,8%Δ0	15,5%	13,3%	13,6%	11,9%∇	16,0%Δ	10,0%∇	12,0%∇	11,1%∇	17,4%Δ0
- Mean	2,24	2,31Δ0	2,27	2,24	2,24	2,20∇	2,30Δ	2,02∇0	2,21∇	2,18∇	2,32Δ0
N	5.945	802	1.110	1.030	1.209	1.794	3.138	442	2.365	3.218	2.727
To what extent does meaning or doing something for others play a role for you in doing volunteer work?											
1 Very	43,2%	48,7%Δ0	46,4%Δ	44,6%	41,9%	38,7%∇	43,7%	43,5%	42,5%	39,9%∇	47,1%Δ
2 Rather	39,7%	35,5%∇	37,7%	38,5%	41,3%	42,6%Δ	39,3%	41,0%	40,1%	43,1%Δ0	35,7%∇
3 A little	14,1%	13,5%	12,6%	13,5%	14,1%	15,4%Δ	13,9%	13,0%	14,4%	14,1%	14,1%
4 Not	3,0%	2,4%	3,3%	3,4%	2,6%	3,2%	3,1%	2,5%	3,1%	2,9%	3,1%
- Mean	1,77	1,70∇	1,73	1,76	1,77	1,83Δ0	1,76	1,74	1,78	1,80Δ0	1,73∇
N	5.962	801	1.110	1.035	1.216	1.800	3.142	446	2.374	3.229	2.733
To what extent does self-development play a role for you in doing volunteer work?											
1 Very	13,2%	17,0%Δ	16,9%Δ	15,2%Δ	11,3%∇	9,2%∇	13,6%	15,1%	12,1%	10,4%∇	16,4%Δ0
2 Rather	30,2%	34,4%Δ	32,7%Δ	29,6%	29,8%	27,4%∇	30,9%	34,9%Δ0	28,3%∇	30,8%	29,5%
3 A little	33,5%	30,8%	31,4%	34,4%	33,8%	35,2%	33,7%	30,6%	33,8%	35,9%Δ	30,6%∇
4 Not	23,2%	17,9%∇	19,0%∇	20,8%∇	25,1%	28,2%Δ0	21,8%∇	19,4%∇	25,7%Δ	22,8%	23,5%
- Mean	2,67	2,50∇	2,52∇	2,61∇	2,73Δ	2,83▲0	2,64∇	2,54∇0	2,73Δ	2,71Δ0	2,61∇
N	5.923	800	1.107	1.031	1.206	1.779	3.131	444	2.348	3.208	2.715
To what extent does appreciation of others play a role for you in doing volunteer work?											
1 Very	10,9%	13,4%Δ	13,1%Δ	9,5%	11,9%	8,7%∇	10,0%∇	7,4%∇0	12,9%Δ	9,1%∇	13,1%Δ0
2 Rather	29,8%	31,0%	31,6%	32,5%Δ	28,7%	27,2%∇	30,5%	29,5%	28,8%	31,2%Δ	28,0%∇
3 A little	40,6%	39,0%	38,3%	39,1%	39,4%	44,4%Δ0	40,2%	43,7%	40,6%	41,3%	39,8%
4 Not	18,7%	16,5%	16,9%	18,9%	20,0%	19,7%	19,3%	19,4%	17,7%	18,4%	19,0%
- Mean	2,67	2,59∇	2,59∇	2,67	2,67	2,75Δ0	2,69	2,75	2,63∇0	2,69	2,65
N	5.940	799	1.106	1.032	1.212	1.791	3.135	444	2.361	3.223	2.717
To what extent does societal prestige or status play a role for you in doing volunteer work?											
1 Very	3,4%	5,8%Δ0	4,0%	2,6%	4,1%	2,1%∇	3,4%	2,0%	3,7%	2,9%∇	4,1%Δ
2 Rather	11,5%	13,2%	15,3%Δ	11,1%	9,9%	9,7%∇	11,4%	11,1%	11,7%	11,6%	11,4%
3 A little	31,6%	31,5%	31,2%	32,2%	30,9%	32,2%	32,0%	32,4%	31,0%	35,3%Δ0	27,3%∇
4 Not	53,4%	49,6%∇	49,5%∇	54,1%	55,0%	56,1%Δ	53,2%	54,4%	53,5%	50,2%∇	57,2%Δ
- Mean	3,35	3,25∇0	3,26∇	3,38	3,37	3,42Δ	3,35	3,39	3,34	3,33∇	3,38Δ0
N	5.919	797	1.106	1.030	1.208	1.778	3.130	441	2.348	3.209	2.710

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
To what extent does a feeling of being really useful play a role for you in doing volunteer work?											
· 1 Very	27,5%	30,1%	26,8%	26,2%	27,7%	27,4%	24,8%∇	21,4%∇	32,2%Δ0	25,1%∇	30,3%Δ0
· 2 Rather	42,3%	39,3%	40,4%	41,6%	44,0%	44,0%	43,4%	39,5%	41,2%	44,3%Δ	39,9%∇
· 3 A little	23,0%	22,3%	23,9%	24,8%	21,0%	23,2%	23,5%	28,4%Δ	21,5%∇	23,7%	22,2%
· 4 Not	7,2%	8,4%	8,9%Δ	7,4%	7,4%	5,4%∇0	8,3%Δ	10,6%Δ	5,1%∇	6,9%	7,6%
- Mean	2,10	2,09	2,15Δ0	2,13	2,08	2,07	2,15Δ	2,28▲0	2,00∇	2,12Δ0	2,07∇
N	5.952	800	1.107	1.033	1.210	1.802	3.137	443	2.372	3.227	2.725
To what extent do your children or family play a role for you in doing volunteer work?											
· 1 Very	5,4%	13,2%▲	6,9%Δ	4,3%	3,6%∇	2,7%∇	7,3%Δ	4,9%	2,9%∇	5,1%	5,7%
· 2 Rather	7,7%	13,0%▲	10,7%Δ	8,1%	4,8%∇	5,3%∇	9,2%Δ	9,2%	5,5%∇	8,3%	7,1%
· 3 A little	11,2%	14,4%Δ	12,7%	11,6%	10,1%	9,2%∇	12,7%Δ	10,8%	9,2%∇	12,7%Δ0	9,4%∇
· 4 Not	75,7%	59,3%∇0	69,6%∇	76,0%	81,6%Δ	82,7%▲	70,9%∇	75,1%	82,3%▲0	74,0%∇	77,8%Δ
- Mean	3,57	3,20∇0	3,45∇	3,59	3,70Δ	3,72▲	3,47∇	3,56	3,71▲0	3,55	3,59
N	5.931	797	1.109	1.031	1.209	1.785	3.129	445	2.357	3.215	2.716
To what extent does increasing your chances on the labor market play a role for you in doing volunteer work?											
· 1 Very	1,5%	2,9%Δ	2,5%Δ	1,7%	1,3%	0,34%∇	1,3%	1,8%	1,8%	0,96%∇	2,2%Δ0
· 2 Rather	3,1%	5,5%Δ	5,7%Δ	3,4%	2,8%	0,34%∇	3,3%	2,7%	2,9%	2,6%∇	3,7%Δ
· 3 A little	7,5%	13,1%▲	12,1%▲	9,6%Δ	6,9%	1,2%∇	9,1%Δ	9,0%	5,1%∇0	7,4%	7,5%
· 4 Not	87,9%	78,5%∇	79,7%∇	85,3%∇	88,9%	98,1%▲0	86,4%∇	86,5%	90,3%Δ	89,1%Δ	86,6%∇
- Mean	3,82	3,67∇	3,69∇	3,78∇	3,83	3,97▲0	3,80	3,80	3,84Δ0	3,85Δ0	3,78∇
N	5.930	799	1.109	1.031	1.210	1.781	3.132	444	2.354	3.214	2.716
To what extent does learning another trade play a role for you in doing volunteer work?											
· 1 Very	1,4%	2,3%Δ	2,1%Δ	1,5%	1,7%	0,45%∇	1,5%	0,68%	1,5%	0,97%∇	2,0%Δ0
· 2 Rather	4,0%	6,7%Δ	6,4%Δ	4,3%	2,8%∇	1,9%∇	4,4%	4,1%	3,4%	4,2%	3,7%
· 3 A little	9,7%	13,9%Δ	14,2%Δ	10,7%	9,0%	4,8%∇	11,0%Δ	9,9%	7,8%∇	10,1%	9,2%
· 4 Not	84,9%	77,2%∇	77,3%∇	83,6%	86,5%	92,9%▲0	83,0%∇	85,3%	87,4%Δ0	84,8%	85,1%
- Mean	3,78	3,66∇	3,67∇	3,76	3,80	3,90▲0	3,76∇0	3,80	3,81Δ	3,79	3,77
N	5.917	794	1.109	1.031	1.205	1.778	3.126	443	2.348	3.205	2.712
How many hours per week have you spent on volunteer aid in the past 12 months? [Mean] [Range: 1-99]											
	8,82	8,64	8,47	7,61∇	8,67	10,6Δ0	7,55∇	7,65	11,2▲0	8,62	8,98
N	3.761	473	822	805	825	836	2.167	285	1.309	1.644	2.117
To whom did you grant mantle care in the past 12 months? [multiple answers possible]											
· Volunteer aid for parent	49,4%	59,4%▲	61,5%▲	60,3%▲	46,1%∇	24,7%∇0	57,6%▲	54,0%	34,8%∇0	43,9%∇	53,6%Δ
· Volunteer aid for father or mother in law	14,7%	14,4%	17,7%Δ	16,3%	14,2%	11,1%∇	16,4%Δ	15,7%	11,9%∇	17,6%Δ	12,5%∇
· Volunteer aid for partner	16,6%	10,4%∇	9,8%∇	13,2%∇	18,8%Δ	27,8%▲	13,2%∇	12,5%	23,1%▲	22,4%▲0	12,1%∇
· Volunteer aid for child	11,1%	16,3%Δ	11,9%	8,9%∇	9,7%	10,8%	10,5%	10,8%	12,0%	9,0%∇	12,7%Δ
· Volunteer aid for other relative	13,8%	9,9%∇	10,8%∇	10,9%∇	15,7%	19,9%▲	11,1%∇	15,0%	18,0%Δ	12,9%	14,5%
· Volunteer aid for a friend	7,7%	4,4%∇	6,9%	6,8%	7,2%	11,6%Δ	5,7%∇	7,0%	11,2%▲	6,9%	8,3%
· Volunteer aid for neighbor	8,7%	5,7%∇	6,4%∇	6,6%∇	9,5%	13,9%▲	6,4%∇	8,4%	12,7%▲	7,4%∇	9,8%Δ
N	3.770	473	823	806	829	839	2.171	287	1.312	1.648	2.122
Where did the person live to whom you granted mantle care in the past 12 months? [multiple answers possible]											
· Volunteer aid - Person lives in the same house	21,2%	23,0%	18,2%∇	17,0%∇	19,9%	28,2%▲	18,9%∇	17,4%	25,7%Δ0	26,3%▲	17,2%∇
· Volunteer aid - Person lives in another house	68,6%	73,8%Δ	74,4%Δ	71,6%Δ	66,5%	59,2%∇0	70,1%Δ	72,8%	65,2%∇	62,6%∇	73,3%▲0
· Volunteer aid - Person lives in a residential care or nursing home	24,5%	16,1%∇	22,1%	27,4%Δ	26,9%	26,3%	24,7%	27,2%	23,5%	26,3%Δ	23,0%∇
N	3.771	473	823	807	829	839	2.171	287	1.313	1.649	2.122
Travel distance between this person and your home											
· Less than 15 minutes [1]	52,1%	63,6%▲0	54,7%	52,2%	47,7%∇	46,6%∇	53,2%	46,9%	51,4%	51,4%	52,5%
· 15-60 minutes [2]	37,3%	27,8%∇	34,9%	35,3%	40,5%Δ	44,5%Δ	35,8%∇	34,6%	40,6%Δ	37,2%	37,4%
· More than 15 minutes [3]	10,7%	8,6%	10,4%	12,5%	11,8%	8,9%	11,1%	18,5%▲0	8,0%∇	11,5%	10,1%
N	3.183	396	720	713	702	652	1.870	254	1.059	1.318	1.865

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
To what extent is informal care fun?											
· 1 Very	18,3%	16,5%	18,1%	18,1%	18,8%	19,1%	17,2%∇	15,4%	20,7%Δ	17,7%	18,7%
· 2 Rather	41,0%	38,8%	42,1%	40,9%	42,0%	40,1%	42,1%	39,2%	39,5%	40,6%	41,3%
· 3 A little	30,9%	34,5%	28,7%	30,2%	29,5%	32,9%	30,6%	31,8%	31,1%	31,1%	30,7%
· 4 Not	9,9%	10,2%	11,0%	10,7%	9,7%	8,0%∇0	10,1%	13,6%Δ0	8,7%	10,5%	9,4%
- Mean	2,32	2,38	2,33	2,34	2,30	2,30	2,34	2,44Δ0	2,28∇	2,34	2,31
N	3.743	472	821	801	821	828	2.156	286	1.301	1.642	2.101
To what extent is informal care satisfying?											
· 1 Very	38,4%	35,6%	38,1%	36,8%	39,5%	40,8%	38,4%	33,9%	39,4%	39,9%	37,3%
· 2 Rather	40,2%	39,6%	38,7%	41,7%	41,2%	39,8%	39,6%	38,1%	41,7%	40,9%	39,7%
· 3 A little	17,8%	20,6%	19,6%	18,3%	16,5%	15,3%∇0	19,3%Δ	21,3%	14,5%∇	16,0%∇	19,2%Δ0
· 4 Not	3,6%	4,2%	3,6%	3,2%	2,9%	4,1%	2,7%∇	6,6%Δ0	4,4%	3,3%	3,8%
- Mean	1,87	1,93	1,89	1,88	1,83	1,83	1,86	2,01Δ0	1,84	1,83∇	1,90Δ0
N	3.758	472	822	804	826	834	2.164	286	1.308	1.646	2.112
To what extent is informal care difficult?											
· 1 Very	16,1%	18,3%	19,9%Δ	17,6%	14,2%	11,7%∇0	15,8%	15,8%	16,8%	13,0%∇	18,6%Δ0
· 2 Rather	32,1%	31,8%	31,7%	30,4%	32,6%	33,8%	31,7%	32,3%	32,8%	31,6%	32,5%
· 3 A little	34,5%	31,2%	32,7%	36,9%	34,8%	35,6%	35,5%	31,2%	33,6%	36,1%	33,2%
· 4 Not	17,3%	18,7%	15,7%	15,1%	18,5%	18,9%	17,1%	20,7%	16,8%	19,2%Δ	15,7%∇
- Mean	2,53	2,50	2,44∇	2,50	2,57	2,62Δ0	2,54	2,57	2,50	2,62Δ0	2,46∇
N	3.748	471	823	802	823	829	2.160	285	1.303	1.642	2.106
To what extent is informal care obligatory?											
· 1 Very	19,7%	20,5%	21,8%	20,6%	17,6%	18,3%	19,2%	18,2%	20,8%	18,5%	20,6%
· 2 Rather	32,0%	33,0%	30,1%	33,9%	31,9%	31,8%	32,8%	35,8%	30,0%∇	31,9%	32,1%
· 3 A little	29,8%	29,8%	32,0%	28,3%	29,8%	29,0%	30,3%	30,9%	28,7%	31,1%	28,8%
· 4 Not	18,5%	16,7%	16,1%∇	17,1%	20,7%	20,9%Δ0	17,6%	15,1%	20,6%Δ0	18,5%	18,5%
- Mean	2,47	2,43	2,42	2,42	2,54Δ0	2,53	2,46	2,43	2,49	2,50	2,45
N	3.755	473	821	805	825	831	2.165	285	1.305	1.646	2.109
To what extent is informal care stressful?											
· 1 Very	8,4%	11,7%Δ	10,8%Δ	8,2%	7,3%	5,4%∇	8,5%	7,4%	8,5%	6,9%∇	9,6%Δ
· 2 Rather	21,1%	21,2%	25,1%Δ	22,1%	20,7%	16,7%∇	21,5%	21,4%	20,4%	18,4%∇	23,2%Δ
· 3 A little	36,4%	39,4%	36,0%	37,2%	34,0%	36,7%	38,2%Δ	36,1%	33,4%∇	36,0%	36,7%
· 4 Not	34,1%	27,8%∇	28,1%∇	32,5%	38,0%Δ	41,2%Δ0	31,8%∇	35,1%	37,7%Δ0	38,6%Δ0	30,5%∇
- Mean	2,96	2,83∇	2,81∇	2,94	3,03Δ	3,14▲0	2,93∇0	2,99	3,00Δ	3,06Δ0	2,88∇
N	3.747	472	822	802	823	828	2.160	285	1.302	1.643	2.104
Hours per week spent looking after other peoples' children without being paid in the past 12 months [Mean] [Range: 1-90]											
N	8,17	7,66	7,94	8,47	8,10	8,19	8,18	6,99	8,32	7,61	8,50
	1.287	50	86	195	355	601	500	91	696	472	815
Hours per week spent on household work in the past 12 months [Mean] [Range: 1-99]											
N	11,8	11,9	11,7	11,0∇	11,3∇	13,1Δ0	10,8∇	11,5	14,1▲0	9,85∇	13,7▲0
	7.639	1.353	1.876	1.507	1.414	1.489	4.830	576	2.233	3.705	3.934
Which applies best regarding your working situation?											
· 1 I stopped working in the past 12 months	16,6%	12,1%	16,7%	13,8%	20,7%Δ0	15,9%	--	--	16,6%	18,9%Δ0	14,4%∇
· 2 I have had no paid work for more than 12 months	83,4%	87,9%	83,3%	86,2%	79,3%∇	84,1%	--	--	83,4%	81,1%∇	85,6%Δ0
N	4.800	207	372	458	950	2.813	--	--	4.800	2.295	2.505

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Do you expect to have paid work in the future?											
· 1 Yes	5,1%	19,3% ▲	16,7% ▲	10,5% ▲	4,1%	2,0% ▼	--	--	5,1%	6,0%▲0	4,3%▼
· 2 Maybe	16,5%	35,3% ▲	30,9% ▲	26,6% ▲	19,6%Δ	10,5% ▼	--	--	16,5%	17,1%	15,8%
· 3 No	78,4%	45,4% ▼ 0	52,4% ▼	62,9% ▼	76,3%	87,6% ▲	--	--	78,4%	76,9%▼	79,8%Δ
N	4.800	207	372	458	950	2.813	--	--	4.800	2.295	2.505
Why did you stop working? [multiple answers possible]											
· Stopped working - I could make use of a (early) retirement scheme	47,5%	0% ▼	0% ▼	7,9% ▼	43,7%	64,1% ▲	--	--	47,5%	56,7%▲ 0	36,6% ▼
· Stopped working - For financial reasons	1,5%	0%	0%	3,2%	2,0%	1,3%	--	--	1,5%	1,8%	1,1%
· Stopped working - Because of my health I could not do my work anymore	15,8%	36,0% ▲	40,3% ▲	22,2%	24,9% ▲	6,5% ▼	--	--	15,8%	11,8% ▼	20,8% ▲
· Stopped working - My contract ended because of restructuring, bankruptcy, discharge, or because my contract was not extended	17,4%	48,0% ▲	40,3% ▲	60,3% ▲ 0	19,3%	5,6% ▼	--	--	17,4%	15,9%	19,1%
· Stopped working - I wanted to spend more time with my family, and or to perform volunteer aid or volunteer work	7,3%	8,0%	4,8%	9,5%	9,6%	6,3%	--	--	7,3%	7,8%	6,6%
· Stopped working - I did not enjoy my work anymore	7,7%	4,0%	16,1% ▲	7,9%	14,2% ▲	3,8% ▼	--	--	7,7%	7,4%	8,0%
· Stopped working - Other reason	19,0%	12,0%	17,7%	3,2% ▼	14,2%▼	23,9% ▲	--	--	19,0%	16,4%▼	22,2%Δ
N	795	25	62	63	197	448	--	--	795	434	361
Did you take the decision to stop working entirely voluntarily?											
· 1 Yes, entirely voluntarily	63,7%	20,0% ▼	25,8% ▼	20,6% ▼ 0	65,0%	77,0% ▲	--	--	63,7%	67,9%Δ0	58,7%▼
· 2 No, partly involuntarily	15,2%	28,0%	17,7%	22,2%	16,8%	12,5%▼	--	--	15,2%	12,5%▼	18,6%Δ
· 3 No, entirely involuntarily	21,0%	52,0% ▲	56,5% ▲	57,1% ▲	18,3%	10,5% ▼	--	--	21,0%	19,6%	22,7%
N	794	25	62	63	197	447	--	--	794	433	361
Both employee self-employed - works most hours as											
· 1 As employee	80,6%	83,3%	81,7%	74,6%	85,3%	75,0%	100%	0%	--	82,4%	78,4%
· 2 As self-employed	19,4%	16,7%	18,3%	25,4%	14,7%	25,0%	0%	100%	--	17,6%	21,6%
N	258	60	93	59	34	12	208	50	--	142	116
In which category your profession fits best?											
· 1 Craft and industrial professions (e.g. construction worker, production employee, mechanic, tailor)	7,7%	6,6%	8,8%Δ	8,0%	7,7%	5,6%▼	7,8%	7,2%	--	12,4% ▲	2,1% ▼
· 2 Transport professions (e.g. driver, engineer, loader)	4,5%	2,7%▼	3,5%▼	4,1%	5,6%Δ	10,2% ▲ 0	4,8%Δ	1,9%▼	--	7,2% ▲	1,3% ▼
· 3 Office clerks (e.g. secretary, accountant, postman)	15,5%	18,1%Δ	15,9%	14,2%	15,1%	12,7%▼	16,4%▲	7,3%▼	--	8,8% ▼	23,6% ▲
· 4 Commercial professions (e.g. salesman, shop keeper, real estate agent)	6,7%	9,3%Δ	7,0%	5,6%▼	5,4%▼	6,1%	6,2%▼	10,6%Δ	--	6,6%	6,7%
· 5 Service professions (e.g. cook, cleaner, police, security officer, hairdresser)	8,4%	7,7%	8,2%	9,7%Δ	8,4%	6,9%	8,8%Δ	5,2%▼	--	8,1%	8,8%
· 6 Professions in health care and assistance (e.g. physician, nurse, home help)	14,2%	14,5%	14,7%	14,1%	14,2%	11,7%▼	14,6%Δ	10,3%▼	--	5,0% ▼	25,2% ▲ 0
· 7 Teacher/ lecturer (e.g. school teacher, professor)	6,3%	4,7%▼	4,6%▼	6,6%	8,8%Δ	8,1%Δ	6,6%Δ	3,6%▼	--	5,5%▼	7,3%Δ
· 8 Specialists (e.g. statistician, architect, IT specialist, artist)	14,7%	14,9%	15,5%	15,0%	13,1%▼	15,1%	13,7%▼	23,6%▲	--	21,0%▲	7,1% ▼
· 9 Agricultural workers (crop farmer, cattle breeder, fisherman)	0,82%	0,83%	0,80%	0,83%	0,74%	1,1%	0,51% ▼	3,5%▲ 0	--	1,1%Δ	0,49%▼
· 10 Executive staff (manager)	8,2%	8,6%	8,8%	8,7%	7,1%	6,1%▼	8,1%	8,3%	--	11,4%▲	4,2% ▼
· 11 Other professions	13,0%	12,0%	12,1%	13,1%	13,7%	16,3%Δ	12,4%▼	18,5%Δ	--	12,8%	13,4%
N	9.107	1.680	2.500	2.158	2.016	753	8.171	936	--	4.984	4.123

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
In which category your company or institute fits best?											
· 1 Agriculture, forestry, fishery	1,4%	1,6%	1,5%	1,5%	1,1%	1,3%	1,1%▼	4,2%▲	--	1,8%Δ	0,92%∇
· 2 Manufacturer (e.g. food industry, chemical industry, metal industry, manufacturer of machinery)	10,1%	10,1%	11,9%Δ	9,9%	8,9%∇	8,3%	10,8%▲	4,0%▼	--	15,1%▲	4,2%▼
· 3 Electricity, gas and water supply	0,91%	0,83%	0,92%	1,1%	0,80%	0,93%	0,97%	0,43%	--	1,2%Δ	0,53%∇
· 4 Construction (e.g. construction firm)	2,8%	3,3%	3,0%	2,4%	2,5%	3,2%	2,6%∇	4,8%Δ	--	4,2%Δ	1,1%∇
· 5 Transport and communication (e.g. road transport, post and telecommunication)	6,3%	5,3%	5,8%	5,1%∇	7,5%Δ	10,1%Δ0	6,7%Δ	2,5%∇	--	8,3%Δ	3,8%∇
· 6 Trade (wholesale and retail trade, e.g. car dealers, department store, supermarket)	8,2%	10,7%Δ	8,7%	7,1%∇	6,8%∇	8,5%	8,2%	9,0%	--	8,0%	8,6%
· 7 Hotel and catering industry (e.g. hotel, restaurant, cafe)	1,6%	2,2%Δ	1,6%	1,4%	1,4%	1,7%	1,6%	2,4%	--	1,4%∇	1,9%Δ
· 8 Financial institutes (e.g. bank)	3,5%	4,7%Δ	3,8%	3,5%	2,6%∇	2,1%∇	3,6%	2,7%	--	4,0%Δ	2,9%∇
· 9 Business services (e.g. computer service, juridical and economical services, engineering office)	9,7%	10,7%	9,7%	9,5%	8,0%∇	12,5%Δ	7,6%▼	27,9%▲0	--	12,1%Δ	6,8%∇
· 10 Education (e.g. primary education, secondary education, higher education)	9,9%	8,3%∇	8,0%∇	10,4%	12,8%Δ	10,4%	10,7%▲	2,9%▼	--	8,2%∇	11,9%Δ
· 11 Health and social work (e.g. hospitals, nursing homes)	18,5%	17,9%	19,5%	19,1%	18,8%	14,1%∇	19,5%▲	9,7%▼	--	7,5%▼	31,8%▲0
· 12 Public administration/government (e.g. municipalities, ministries, judicial authorities, police)	11,0%	8,5%∇	10,4%	13,6%Δ	12,2%Δ	8,3%∇	12,1%▲	1,3%▼	--	13,5%Δ	8,0%∇
· 13 Other services (e.g. culture, sports and recreation)	4,1%	4,5%	3,3%∇	3,9%	4,2%	5,7%Δ	3,4%▼	9,8%▲	--	3,5%∇	4,8%Δ
· 14 Other companies	11,8%	11,3%	12,0%	11,4%	12,3%	12,7%	11,1%▼	18,5%▲	--	11,1%∇	12,7%Δ
<i>N</i>	9.099	1.677	2.502	2.159	2.011	750	8.164	935	--	4.980	4.119
How many persons work at your company or institution?											
· 1-4 persons [1]	3,3%	3,3%	3,4%	3,2%	2,9%	4,3%	3,3%	--	--	2,4%∇	4,4%Δ
· 5-9 persons [2]	5,5%	6,7%Δ	6,6%Δ	4,0%∇	4,4%∇	6,5%	5,5%	--	--	4,1%∇	7,1%Δ0
· 10-49 persons [3]	20,2%	21,6%	19,3%	20,4%	18,6%	24,5%Δ	20,2%	--	--	18,1%∇	22,7%Δ
· 50-99 persons [4]	11,0%	12,2%	12,1%	9,9%	9,5%∇	12,5%	11,0%	--	--	12,1%Δ	9,7%∇
· 100-249 persons [5]	15,0%	14,2%	13,9%	14,9%	17,3%Δ	14,5%	15,0%	--	--	17,0%Δ	12,6%∇
· 250 persons or more [6]	45,0%	42,0%∇	44,6%	47,6%Δ	47,2%Δ	37,6%∇0	45,0%	--	--	46,2%Δ	43,5%∇
- Mean	4,64	4,53∇	4,60	4,72Δ	4,75Δ	4,39∇0	4,64	--	--	4,76Δ0	4,50∇
<i>N</i>	7.946	1.500	2.227	1.934	1.775	510	7.946	--	--	4.332	3.614
What type of contract do you have?											
· 1 Employee with permanent contract	87,8%	88,1%	87,8%	90,7%Δ	92,3%Δ	61,3%▼	87,8%	--	--	88,7%Δ0	86,9%∇
· 2 Employee with temporary contract with potential of a permanent contract	3,5%	5,3%Δ	5,0%Δ	3,0%	1,5%∇	0,56%∇	3,5%	--	--	3,2%	3,8%
· 3 Employee with a temporary contract for a defined period of time	4,0%	2,7%∇	3,5%	3,2%∇	2,5%∇	17,3%▲	4,0%	--	--	3,5%∇	4,5%Δ
· 4 Temporary employee	2,5%	2,5%	2,5%	2,1%	1,7%∇	6,9%▲	2,5%	--	--	2,5%	2,6%
· 5 Stand-by employee or substitute	1,9%	1,1%∇	0,92%∇	0,66%∇	1,5%	13,8%▲0	1,9%	--	--	1,7%	2,0%
· 6 Sheltered employment	0,26%	0,19%	0,17%	0,25%	0,44%	0,19%	0,26%	--	--	0,34%	0,16%
<i>N</i>	8.162	1.544	2.288	1.973	1.819	538	8.162	--	--	4.406	3.756
Hours per week according to your contract? [Mean] [Range: 0-90]											
	30,4	30,6	31,2Δ	32,0▲	30,2	21,7▼0	30,4	--	--	34,9▲0	25,2▼
<i>N</i>	8.160	1.545	2.290	1.975	1.814	536	8.160	--	--	4.402	3.758
Hours per week actually working? [Mean] [Range: 1-99]											
	33,3	33,7	34,6Δ	35,2▲	32,5∇	24,7▼0	33,2	33,9	--	37,9▲0	27,7▼
<i>N</i>	9.076	1.677	2.496	2.152	2.004	747	8.140	936	--	4.978	4.098
How many days per week do you work? [Mean] [Range: 1-7]											
	4,35	4,39	4,47Δ	4,51Δ	4,24∇	3,71▼0	4,30▼	4,83▲0	--	4,69▲0	3,94▼
<i>N</i>	9.090	1.680	2.499	2.156	2.008	747	8.157	933	--	4.976	4.114
Can you partly determine your own working hours? [% yes]											
	57,4%	56,7%	56,9%	57,7%	54,2%∇	68,1%▲0	53,2%▼	94,1%▲0	--	61,5%Δ0	52,4%∇
<i>N</i>	9.089	1.674	2.501	2.155	2.010	749	8.155	934	--	4.978	4.111
Is it possible for you to work from home? [% yes]											
	42,4%	43,1%	43,1%	43,9%	39,5%∇0	42,0%	38,4%▼	77,6%▲0	--	47,9%▲0	35,8%▼
<i>N</i>	9.062	1.674	2.489	2.152	2.000	747	8.130	932	--	4.969	4.093

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Do you regularly work from home?											
· 1 Never	5,2%	5,7%	4,5%	5,4%	6,3%	3,2%	6,3%▲	0,55%▼	--	4,8%	5,8%
· 2 Rarely	20,2%	19,5%	22,4%Δ	22,1%	19,5%	10,5%▼	23,9%▲	4,6%▼	--	21,8%Δ	17,7%∇
· 3 Sometimes	27,7%	30,5%	29,0%	29,1%	25,9%	17,5%▼	31,7%▲	10,4%▼	--	28,2%	26,9%
· 4 Regularly	27,3%	29,5%	25,7%	26,7%	28,1%	27,1%	27,5%	26,3%	--	27,5%	26,8%
· 5 Often	19,6%	14,8%∇	18,4%	16,7%∇	20,2%	41,7%▲0	10,7%▼	58,2%▲0	--	17,6%∇	22,8%Δ0
- Mean	3,36	3,28	3,31	3,27∇	3,36	3,94▲0	3,12▼	4,37▲0	--	3,31∇	3,43Δ0
N	3.844	722	1.074	945	789	314	3.122	722	--	2.378	1.466
Do you run your company alone, with a family member or with a companion? [multiple answers possible]											
· Management of enterprise - alone	68,9%	74,4%	67,9%	60,9%▼0	68,0%	74,0%	--	68,9%	--	67,6%	70,8%
· Management of enterprise - with cooperating family member	16,8%	12,8%	17,0%	20,7%	18,0%	14,9%	--	16,8%	--	16,6%	17,2%
· Management of enterprise - with cooperating entrepreneur	13,9%	12,8%	15,6%	17,4%	13,9%	9,8%∇	--	13,9%	--	15,1%	11,9%
· Management on enterprise - other	2,7%	1,5%	2,4%	3,8%	3,6%	1,9%	--	2,7%	--	2,9%	2,2%
N	938	133	212	184	194	215	--	938	--	578	360
Do you employ other workers?											
· No [1]	82,1%	85,0%	79,6%	81,0%	81,3%	84,2%	--	82,1%	--	78,5%▼	87,7%▲0
· 1-4 persons [2]	10,4%	8,3%	9,5%	13,6%	11,9%	8,4%	--	10,4%	--	12,3%Δ	7,2%∇
· 5-9 persons [3]	4,0%	3,8%	3,8%	4,3%	3,6%	4,2%	--	4,0%	--	4,3%	3,3%
· 10-49 persons [4]	2,5%	2,3%	4,7%Δ0	0,54%	2,1%	2,3%	--	2,5%	--	3,5%Δ	0,84%∇
· 50-99 persons [5]	0,75%	0%	1,4%	0%	1,0%	0,93%	--	0,75%	--	0,87%	0,56%
· 100-249 persons [6]	0,11%	0%	0,47%	0%	0%	0%	--	0,11%	--	0,17%	0%
· 250 persons or more [7]	0,32%	0,75%	0,47%	0,54%	0%	0%	--	0,32%	--	0,35%	0,28%
- Mean	1,31	1,27	1,42Δ0	1,27	1,30	1,27	--	1,31	--	1,38▲0	1,20▼
N	936	133	211	184	193	215	--	936	--	577	359
Do you manage other workers in your present job?											
· 1 No	77,1%	76,3%	76,8%	75,8%	78,1%	81,3%Δ	77,4%	74,8%	--	69,8%▼	86,0%▲0
· 2 Yes, 1-4 workers	10,7%	10,6%	10,6%	11,0%	10,6%	10,0%	10,0%∇	16,0%Δ0	--	13,7%▲	7,0%▼
· 3 Yes, 5-9 workers	4,9%	5,5%	5,1%	4,7%	4,4%	4,3%	4,9%	4,9%	--	6,4%Δ	3,0%∇
· 4 Yes, 10-49 workers	5,7%	6,4%	5,7%	6,3%	5,6%	2,7%∇0	6,0%Δ	2,9%∇	--	7,8%▲	3,1%▼
· 5 Yes, 50-99 workers	0,88%	0,54%	0,92%	1,3%Δ	0,60%	1,1%	0,88%	0,85%	--	1,2%Δ	0,46%∇
· 6 Yes, 100 workers or more	0,75%	0,72%	0,80%	0,79%	0,70%	0,67%	0,77%	0,53%	--	1,1%Δ	0,36%∇
- Mean	1,45	1,46	1,46	1,49Δ	1,42	1,34∇0	1,45	1,41	--	1,60▲0	1,26▼
N	9.091	1.675	2.500	2.157	2.011	748	8.155	936	--	4.979	4.112
Different customers or clients in the past 12 months											
· No customers [1]	4,8%	6,1%	6,1%	4,9%	4,1%	3,3%	--	4,8%	--	3,8%	6,4%
· 1-3 customers [2]	21,0%	23,5%	13,7%▼	20,1%	19,6%	28,8%▲	--	21,0%	--	24,1%Δ0	16,1%∇
· 4-9 customers [3]	20,8%	19,7%	21,7%	17,9%	19,1%	24,7%	--	20,8%	--	21,8%	19,2%
· 10-19 customers [4]	13,2%	13,6%	13,7%	13,0%	12,9%	13,0%	--	13,2%	--	11,8%	15,6%
· 20-49 customers [5]	11,6%	16,7%	11,8%	8,2%	13,9%	9,3%	--	11,6%	--	12,1%	10,8%
· 50-99 customers [6]	9,3%	3,8%▼	10,8%	8,7%	10,3%	10,7%	--	9,3%	--	8,3%	10,8%
· 100 customers or more [7]	19,2%	16,7%	22,2%	27,2%▲	20,1%	10,2%▼0	--	19,2%	--	18,0%	21,1%
- Mean	4,11	3,89	4,33	4,34	4,24	3,69▼0	--	4,11	--	4,01	4,25
N	937	132	212	184	194	215	--	937	--	577	360

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
How many different customers or clients have you had in the past 12 months?											
· No customers [1]	4,8%	6,1%	6,1%	4,9%	4,1%	3,3%	--	4,8%	--	3,8%	6,4%
· 1 customer [2]	5,3%	4,5%	4,7%	4,3%	4,6%	7,9%	--	5,3%	--	4,9%	6,1%
· 2-3 customers [3]	15,7%	18,9%	9,0%▼	15,8%	14,9%	20,9%Δ	--	15,7%	--	19,2%▲◊	10,0%▼
· 4-9 customers [4]	20,8%	19,7%	21,7%	17,9%	19,1%	24,7%	--	20,8%	--	21,8%	19,2%
· 10-19 customers [5]	13,2%	13,6%	13,7%	13,0%	12,9%	13,0%	--	13,2%	--	11,8%	15,6%
· 20-49 customers [6]	11,6%	16,7%	11,8%	8,2%	13,9%	9,3%	--	11,6%	--	12,1%	10,8%
· 50-99 customers [7]	9,3%	3,8%▼	10,8%	8,7%	10,3%	10,7%	--	9,3%	--	8,3%	10,8%
· 100 customers or more [8]	19,2%	16,7%	22,2%	27,2%▲	20,1%	10,2%▼◊	--	19,2%	--	18,0%	21,1%
- Mean	5,00	4,79	5,22	5,25	5,15	4,58▼◊	--	5,00	--	4,93	5,13
N	937	132	212	184	194	215	--	937	--	577	360
Change in the demand for your services or products in the past 12 months											
· 1 The demand for my services or products has strongly decreased	6,1%	5,3%	3,3%	7,1%	8,3%	6,5%	--	6,1%	--	5,2%	7,6%
· 2 The demand for my services or products has slightly decreased	9,7%	6,1%	7,6%	11,5%	8,9%	13,1%	--	9,7%	--	9,8%	9,5%
· 3 The demand for my services or products has remained more or less unchanged	44,8%	40,9%	43,3%	44,8%	44,3%	49,1%	--	44,8%	--	41,8%∇	49,6%Δ
· 4 The demand for my services or products has slightly increased	26,6%	32,6%	29,5%	26,2%	26,6%	20,6%∇◊	--	26,6%	--	28,2%	24,1%
· 5 The demand for my services or products has strongly increased	12,8%	15,2%	16,2%	10,4%	12,0%	10,7%	--	12,8%	--	15,0%Δ◊	9,2%∇
- Mean	3,30	3,46	3,48▲◊	3,21	3,25	3,16∇	--	3,30	--	3,38Δ◊	3,18∇
N	931	132	210	183	192	214	--	931	--	574	357
Restructuring or reorganization in the past 12 months											
· 1 Yes, with compulsory redundancies	10,3%	10,9%	11,7%Δ	10,7%	9,3%	6,0%∇	11,5%▲	0,32%▼	--	10,7%	9,8%
· 2 Yes, without compulsory redundancies	12,8%	12,4%	11,9%	15,0%Δ	14,4%Δ	6,8%∇	14,1%▲	1,9%▼	--	13,7%Δ	11,8%∇
· 3 No	76,8%	76,7%	76,4%	74,3%∇	76,3%	87,2%▲◊	74,4%▼	97,7%▲◊	--	75,5%∇	78,4%Δ◊
N	9.098	1.677	2.499	2.158	2.013	751	8.166	932	--	4.979	4.119
• Physical load [5 items, 1=(almost) never-5=always] [Mean] [Range: 1-5]	1,85	1,87	1,88Δ	1,87	1,85	1,66▼◊	1,86Δ◊	1,75∇	--	1,84	1,87
N	9.113	1.679	2.507	2.162	2.014	751	8.176	937	--	4.990	4.123
Job requires using a lot of force											
· 1 Always	4,7%	5,5%	5,0%	4,7%	4,3%	2,4%∇	4,9%Δ	2,8%∇	--	4,5%	4,9%
· 2 Often	11,0%	12,0%	11,6%	10,7%	10,4%	8,8%∇	11,0%	10,6%	--	10,2%∇	11,9%Δ
· 3 Sometimes	18,1%	17,6%	18,6%	19,5%	18,0%	13,4%∇	18,4%Δ	15,5%∇	--	16,7%∇	19,6%Δ◊
· 4 Rarely	18,0%	19,2%	18,0%	17,6%	18,1%	16,9%	18,3%	16,0%	--	18,9%Δ	17,1%∇
· 5 (Almost) never	48,3%	45,7%∇	46,8%	47,5%	49,3%	58,5%▲◊	47,5%∇	55,2%Δ◊	--	49,7%Δ	46,5%∇
- Mean	3,94	3,88∇	3,90∇	3,92	3,98	4,20▲◊	3,92∇	4,10Δ◊	--	3,99Δ◊	3,89∇
N	9.109	1.681	2.502	2.159	2.015	752	8.172	937	--	4.986	4.123
Job requires using tools, machines or vehicles that shake or cause whole body vibration											
· 1 Always	2,4%	1,7%∇	2,3%	2,7%	2,9%	2,5%	2,6%Δ◊	0,96%∇	--	3,6%Δ	1,00%∇
· 2 Often	3,8%	2,9%∇	4,5%Δ	4,2%	3,9%	2,4%∇	3,7%	4,6%	--	5,7%▲	1,5%▼
· 3 Sometimes	7,3%	7,5%	7,5%	7,4%	7,4%	6,2%	7,4%	7,2%	--	9,5%Δ	4,8%∇
· 4 Rarely	8,2%	8,5%	9,0%	7,9%	7,8%	6,3%	8,2%	7,6%	--	9,5%Δ	6,6%∇
· 5 (Almost) never	78,2%	79,5%	76,7%∇	77,8%	78,0%	82,6%Δ◊	78,1%	79,7%	--	71,7%▼	86,1%▲◊
- Mean	4,56	4,61Δ	4,53	4,54	4,54	4,64Δ◊	4,55	4,60	--	4,40▼	4,75▲◊
N	9.088	1.675	2.501	2.156	2.009	747	8.153	935	--	4.975	4.113

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Work in uncomfortable postures											
· 1 Always	1,4%	1,4%	1,4%	1,5%	1,5%	0,40%∇	1,4%	1,3%	--	1,4%	1,3%
· 2 Often	8,7%	9,1%	9,4%	8,8%	9,0%	4,7%∇	8,9%	7,2%	--	7,2%∇	10,6%Δ0
· 3 Sometimes	22,9%	23,9%	23,8%	23,4%	22,2%	17,7%∇	23,2%Δ	19,8%∇	--	21,4%∇	24,7%Δ
· 4 Rarely	18,5%	18,7%	18,5%	18,0%	18,4%	19,2%	18,5%	17,9%	--	19,1%	17,7%
· 5 (Almost) never	48,6%	46,9%	46,9%	48,3%	48,9%	58,1%▲0	48,0%∇	53,9%Δ0	--	50,9%Δ	45,7%∇
- Mean	4,04	4,01	4,00∇	4,03	4,04	4,30▲0	4,03∇	4,16Δ0	--	4,11Δ0	3,96∇
N	9.104	1.677	2.505	2.159	2.012	751	8.169	935	--	4.987	4.117
Job requires standing for long periods of time											
· 1 Always	9,6%	10,4%	10,2%	9,3%	9,6%	6,9%∇0	10,0%Δ0	6,7%∇	--	7,6%∇	12,0%Δ0
· 2 Often	14,3%	14,7%	14,2%	14,9%	14,2%	12,4%	14,4%	13,8%	--	13,3%∇	15,5%Δ
· 3 Sometimes	14,1%	13,5%	13,4%	15,2%	14,6%	13,7%	13,9%	15,8%	--	14,7%	13,5%
· 4 Rarely	11,9%	11,9%	12,6%	10,8%	12,0%	12,5%	11,9%	11,6%	--	13,5%Δ	10,0%∇
· 5 (Almost) never	50,0%	49,4%	49,7%	49,8%	49,6%	54,5%Δ	49,8%	52,1%	--	50,9%Δ	49,0%
- Mean	3,78	3,75	3,77	3,77	3,78	3,95Δ0	3,77∇	3,89Δ0	--	3,87Δ0	3,68∇
N	9.104	1.678	2.505	2.158	2.012	751	8.167	937	--	4.985	4.119
Job requires kneeling or squatting for long periods of time											
· 1 Always	0,36%	0,24%	0,52%	0,32%	0,35%	0,27%	0,38%	0,21%	--	0,42%	0,29%
· 2 Often	4,9%	5,2%	5,3%	4,6%	5,3%	2,5%∇	4,9%	4,6%	--	4,7%	5,1%
· 3 Sometimes	13,4%	13,1%	14,0%	14,2%	13,5%	9,5%∇	13,7%Δ	11,1%∇	--	12,1%∇	14,9%Δ0
· 4 Rarely	15,2%	16,2%	16,2%	15,3%	13,8%∇	13,7%	15,3%	14,4%	--	15,5%	14,9%
· 5 (Almost) never	66,1%	65,3%	64,0%∇	65,5%	67,1%	74,0%Δ0	65,7%∇	69,7%Δ0	--	67,3%Δ	64,7%∇
- Mean	4,42	4,41	4,38∇	4,41	4,42	4,59Δ0	4,41∇	4,49Δ0	--	4,45Δ0	4,39∇
N	9.085	1.677	2.499	2.158	2.004	747	8.152	933	--	4.974	4.111
Hours per day computer work [Mean] [Range: 0-16]											
- Mean	4,49	4,82Δ	4,72Δ	4,51	4,24∇	3,57∇0	4,53Δ0	4,14∇	--	4,61Δ0	4,34∇
N	9.110	1.679	2.502	2.159	2.018	752	8.173	937	--	4.988	4.122
Is there so much noise at your workplace that you need to talk loudly to be heard?											
· 1 Always	1,7%	1,7%	2,0%	1,8%	1,3%	0,67%∇	1,8%Δ	0,43%∇	--	2,2%Δ	0,95%∇
· 2 Often	5,2%	4,4%	4,4%∇	5,9%	6,8%Δ	4,0%	5,5%Δ	2,8%∇	--	6,4%Δ0	3,9%∇
· 3 Sometimes	21,2%	20,7%	22,0%	22,3%	22,1%	14,4%∇	22,2%▲	12,4%∇	--	21,7%	20,7%
· 4 Rarely	26,2%	28,0%	26,0%	26,8%	25,6%	22,1%∇	27,1%▲	17,6%∇	--	26,2%	26,1%
· 5 (Almost) never	45,7%	45,2%	45,6%	43,2%∇	44,1%	58,8%▲0	43,3%∇	66,8%▲0	--	43,6%∇	48,3%Δ
- Mean	4,09	4,11	4,09	4,04∇	4,04∇	4,34▲0	4,05∇	4,48▲0	--	4,03∇	4,17Δ0
N	9.088	1.678	2.500	2.152	2.008	750	8.154	934	--	4.973	4.115

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
							Employee	Self-employed	Not employed	Male [52%]	Female [48%]
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	[59%]	[6,7%]	[34%]		
In your present job, how often are you exposed to the following substances? [multiple answers possible]											
a. Exposed to solvents	6,8%	6,8%	7,0%	7,4%	6,4%	5,4%	6,8%	6,8%	--	9,4%▲	3,7%▼
b. Exposed to industrial cleaning products	8,2%	9,0%	8,3%	8,1%	8,7%	5,3%▼	8,4%	6,9%	--	9,6%Δ	6,6%▼
c. Exposed to enzymes (e.g. in flour or washing-powder)	1,8%	1,8%	2,1%	1,8%	1,3%	2,1%	1,8%	1,8%	--	1,8%	1,7%
d. Exposed to building dust	3,0%	3,0%	3,0%	3,3%	3,0%	2,0%	2,8%▼	5,0%Δ	--	5,0%▲	0,58%▼
e. Exposed to wood dust	2,6%	2,5%	2,6%	2,6%	3,0%	1,5%▼	2,3%▼	5,4%▲0	--	4,1%▲	0,70%▼
f. Exposed to paint, glue, resin	3,8%	3,7%	3,6%	4,2%	3,8%	3,6%	3,5%▼	6,9%Δ	--	5,6%▲	1,7%▼
g. Exposed to asbestos	0,82%	0,83%	0,92%	0,97%	0,55%	0,80%	0,81%	0,96%	--	1,4%Δ	0,07%▼
h. Exposed to medicine (e.g. cytostatics)	6,0%	7,1%Δ	6,3%	5,9%	5,6%	4,6%	6,5%Δ	2,2%▼	--	3,2%▼	9,4%▲
i. Exposed to pesticide, biocide	1,0%	1,2%	0,96%	1,2%	0,79%	0,93%	0,95%	1,6%	--	1,7%Δ	0,22%▼
j. Exposed to vapor from metal, welding, metal solvents or etching solvents	3,2%	2,6%	3,6%	3,3%	3,1%	2,8%	3,2%	2,9%	--	5,2%▲	0,63%▼
k. Exposed to petroleum products (e.g. vapor from diesel or gasoline)	4,4%	3,6%	3,9%	5,0%	5,2%	4,4%	4,6%Δ	3,0%▼	--	7,2%▲0	1,1%▼
l. Exposed to vapors in the rubber industry	0,62%	0,42%	0,64%	0,88%	0,45%	0,80%	0,64%	0,53%	--	1,0%Δ	0,12%▼
m. Exposed to other	6,6%	6,5%	7,0%	7,1%	6,3%	4,9%▼	6,8%Δ	5,0%▼	--	7,3%Δ	5,7%▼
n. Exposed to none	74,5%	73,8%	75,1%	73,6%	73,3%	79,2%Δ0	74,1%▼	77,9%Δ	--	71,9%▼	77,6%Δ
N	9.123	1.681	2.508	2.162	2.018	754	8.185	938	--	4.994	4.129
Worked in the evening or at night in the past year											
1 Regularly	18,6%	18,5%	19,6%	19,2%	18,4%	14,4%▼0	18,2%▼	21,8%Δ	--	19,4%Δ	17,7%▼
2 Sometimes	26,0%	27,1%	27,5%Δ	25,6%	23,5%▼	25,7%	24,1%▼	42,4%▲	--	29,5%Δ	21,6%▼
3 No	55,4%	54,4%	52,9%▼	55,2%	58,1%Δ	60,0%Δ	57,7%▲0	35,8%▼	--	51,1%▼	60,7%Δ0
N	9.099	1.671	2.505	2.158	2.013	752	8.165	934	--	4.986	4.113
Worked between 12.00 at night and 6.00 in the morning											
1 Regularly	15,6%	15,7%	17,4%Δ	16,3%	15,2%	6,7%▼0	17,1%▲0	7,0%▼	--	17,3%Δ	12,9%▼
2 Sometimes	18,6%	18,3%	21,5%Δ	17,7%	16,9%	16,1%	17,7%▼	24,1%Δ	--	23,2%▲	11,7%▼
3 No	65,8%	66,0%	61,2%▼	66,0%	67,9%	77,3%▲	65,3%	68,9%	--	59,5%▼	75,4%▲0
N	4.029	759	1.174	957	840	299	3.431	598	--	2.428	1.601
Worked weekends in the past year											
1 Regularly	24,6%	24,8%	25,8%	25,4%	23,5%	20,5%▼	23,3%▼	36,0%▲	--	23,9%	25,4%
2 Sometimes	29,1%	29,7%	30,0%	29,9%	25,6%▼	32,0%	27,4%▼	44,1%▲	--	33,3%▲0	24,1%▼
3 No	46,3%	45,5%	44,2%▼	44,7%	50,9%Δ0	47,5%	49,3%▲0	19,9%▼	--	42,9%▼	50,5%Δ
N	9.065	1.672	2.489	2.153	2.004	747	8.135	930	--	4.970	4.095
Job demands [4 items, 1=(almost) never-5=always] [Mean] [Range: 1-5]											
	3,13	3,23Δ	3,24Δ	3,18Δ	3,05▼	2,60▼0	3,17▲0	2,73▼	--	3,09▼	3,17Δ0
N	9.106	1.678	2.505	2.158	2.016	749	8.170	936	--	4.989	4.117
Do you have to work very fast?											
1 Always	5,7%	6,3%	6,8%Δ	5,3%	5,1%	3,7%▼	6,1%Δ	2,2%▼	--	4,6%▼	7,1%Δ0
2 Often	24,2%	26,5%Δ	27,2%Δ	24,7%	21,2%▼	15,7%▼	25,2%▲	16,0%▼	--	22,8%▼	26,0%Δ
3 Sometimes	47,8%	48,0%	47,2%	49,0%	49,9%Δ	40,1%▼	48,1%Δ	44,7%▼	--	50,2%Δ	44,8%▼
4 Rarely	15,2%	13,4%▼	13,6%▼	15,0%	15,9%	23,2%▲	14,3%▼	22,7%▲	--	16,0%Δ	14,3%▼
5 (Almost) never	7,1%	5,8%▼	5,3%▼	6,0%▼	7,9%	17,2%▲0	6,3%▼	14,3%▲0	--	6,5%▼	7,8%Δ
- Mean	2,94	2,86▼	2,83▼	2,92	3,00Δ	3,34▲0	2,90▼	3,31▲0	--	2,97Δ0	2,90▼
N	9.100	1.677	2.500	2.158	2.015	750	8.165	935	--	4.983	4.117

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Do you have to do a lot of work?											
· 1 Always	8,2%	9,1%	9,7%Δ	8,1%	7,2%	3,9%∇	8,6%Δ	4,8%∇	--	6,5%∇	10,2%Δ0
· 2 Often	32,1%	35,0%Δ	34,6%Δ	33,7%	29,1%∇	20,7%▼	33,4%▲	20,5%▼	--	30,6%∇	33,9%Δ
· 3 Sometimes	43,9%	43,9%	43,5%	44,2%	46,2%Δ	38,4%∇	43,6%	46,5%	--	46,4%Δ	40,9%∇
· 4 Rarely	10,8%	8,3%∇	8,8%∇	10,3%	12,0%Δ	20,9%▲	10,1%∇	17,0%▲	--	11,8%Δ	9,6%∇
· 5 (Almost) never	5,0%	3,7%∇	3,4%∇	3,7%∇	5,5%	16,1%▲0	4,3%∇	11,2%▲0	--	4,7%	5,4%
- Mean	2,72	2,63∇	2,61∇	2,68∇	2,80Δ	3,25▲0	2,68∇	3,09▲0	--	2,78Δ0	2,66∇
N	9.102	1.678	2.503	2.156	2.015	750	8.166	936	--	4.985	4.117
Do you have to work extra hard?											
· 1 Always	4,3%	4,8%	5,6%Δ	4,0%	3,6%	1,6%∇	4,6%Δ	2,1%∇	--	3,3%∇	5,6%Δ0
· 2 Often	19,6%	22,5%Δ	21,9%Δ	21,0%	16,4%∇	10,3%▼	20,4%Δ	12,8%∇	--	18,0%∇	21,6%Δ
· 3 Sometimes	49,3%	50,6%	50,7%	50,4%	50,0%	36,5%▼	49,9%Δ	44,1%∇	--	50,4%Δ	47,9%∇
· 4 Rarely	19,0%	16,8%∇	16,3%∇	19,0%	20,6%Δ	28,3%▲	18,2%∇	25,3%Δ	--	20,8%Δ	16,8%∇
· 5 (Almost) never	7,8%	5,3%∇	5,6%∇	5,5%∇	9,3%Δ	23,3%▲0	6,9%∇	15,6%▲0	--	7,5%	8,1%
- Mean	3,06	2,95∇	2,94∇	3,01∇	3,16Δ	3,61▲0	3,03∇	3,39▲0	--	3,11Δ0	3,00∇
N	9.093	1.677	2.502	2.153	2.013	748	8.158	935	--	4.982	4.111
Is your work hectic											
· 1 Always	9,1%	9,9%	11,0%Δ	9,6%	7,6%∇	3,9%∇	9,7%▲	3,8%▼	--	8,8%	9,6%
· 2 Often	28,2%	31,3%Δ	30,6%Δ	29,7%	26,4%∇	13,9%▼	29,8%▲	13,9%▼	--	27,9%	28,6%
· 3 Sometimes	45,9%	45,7%	45,0%	46,8%	47,7%	41,4%∇	45,8%	46,4%	--	46,6%	44,9%
· 4 Rarely	10,9%	9,3%∇	9,7%∇	10,4%	10,3%	22,0%▲	9,9%∇	20,3%▲	--	11,2%	10,6%
· 5 (Almost) never	5,9%	3,8%∇	3,8%∇	3,5%∇	7,9%Δ	18,8%▲0	4,8%∇	15,6%▲0	--	5,6%	6,2%
- Mean	2,76	2,66∇	2,65∇	2,69∇	2,85Δ	3,38▲0	2,70∇	3,30▲0	--	2,77	2,75
N	9.096	1.674	2.505	2.157	2.014	746	8.163	933	--	4.982	4.114
• Autonomy [5 items, 1=(almost) never-5=always] [Mean] [Range: 1-5]											
	3,77	3,75	3,73∇	3,77	3,73∇	4,02▲0	3,70∇	4,35▲0	--	3,84▲0	3,68▼
N	9.107	1.679	2.502	2.158	2.016	752	8.171	936	--	4.982	4.125
Are you able to decide for yourself how to do your work?											
· 1 Always	21,5%	17,2%∇	19,7%∇	19,0%∇	22,7%	41,0%▲0	17,5%▼	56,2%▲0	--	22,2%	20,7%
· 2 Often	49,5%	54,6%Δ	48,9%	53,2%Δ	46,8%∇	36,7%▼	51,0%▲	36,1%▼	--	53,0%Δ0	45,2%∇
· 3 Sometimes	19,1%	19,3%	21,4%Δ	19,1%	18,6%	12,8%∇	20,7%▲	5,7%▼	--	16,9%∇	21,8%Δ
· 4 Rarely	6,0%	6,3%	6,0%	5,8%	6,5%	4,4%	6,5%▲	1,1%▼	--	4,6%∇	7,7%Δ
· 5 (Almost) never	3,9%	2,7%∇	4,0%	3,0%∇	5,4%Δ	5,2%	4,2%Δ	0,96%∇	--	3,3%∇	4,6%Δ
- Mean	2,21	2,23	2,26Δ	2,21	2,25	1,96▼0	2,29▲0	1,54▼	--	2,14∇	2,30Δ0
N	9.104	1.679	2.501	2.156	2.016	752	8.168	936	--	4.980	4.124
Are you able to decide for yourself in which order to do your work?											
· 1 Always	26,6%	22,9%∇	24,6%∇	24,5%∇	28,2%	43,0%▲0	22,7%▼	60,3%▲0	--	25,9%	27,4%
· 2 Often	46,8%	52,6%Δ	47,6%	48,9%Δ	43,7%∇	33,3%▼	48,5%▲	31,8%▼	--	49,6%Δ0	43,4%∇
· 3 Sometimes	15,9%	15,9%	17,6%Δ	15,5%	15,5%	12,1%∇	17,1%▲	5,1%▼	--	14,8%∇	17,1%Δ
· 4 Rarely	5,7%	5,0%	5,5%	6,3%	6,1%	4,8%	6,2%▲	0,96%▼	--	4,8%∇	6,7%Δ
· 5 (Almost) never	5,1%	3,6%∇	4,7%	4,7%	6,6%Δ	6,8%Δ	5,5%Δ	1,8%∇	--	4,9%	5,3%
- Mean	2,16	2,14	2,18	2,18	2,19	1,99∇0	2,23▲0	1,52▼	--	2,13∇	2,19Δ0
N	9.095	1.676	2.500	2.156	2.012	751	8.159	936	--	4.974	4.121

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Are you able to influence the pace in which you work											
· 1 Always	22,6%	18,2%∇	19,1%∇	21,6%	24,0%	43,5%▲0	19,1%∇	53,3%▲0	--	22,9%	22,2%
· 2 Often	40,6%	43,8%Δ	40,9%	42,4%	39,6%	29,8%∇	41,4%Δ	34,0%∇	--	44,2%Δ0	36,2%∇
· 3 Sometimes	23,5%	24,9%	26,6%Δ	22,6%	21,8%∇	16,9%∇	25,1%▲	9,7%∇	--	22,2%∇	25,0%Δ
· 4 Rarely	9,0%	9,6%	9,2%	9,6%	9,0%	5,2%∇	9,8%▲	1,6%∇	--	7,0%∇	11,4%Δ
· 5 (Almost) never	4,3%	3,5%	4,2%	3,8%	5,6%Δ	4,5%	4,6%Δ	1,4%∇	--	3,6%∇	5,1%Δ
- Mean	2,32	2,36Δ	2,39Δ	2,31	2,33	1,97∇0	2,40▲0	1,64∇	--	2,24∇	2,41Δ0
N	9.083	1.674	2.496	2.157	2.005	751	8.151	932	--	4.966	4.117
Do you need to come up with solutions yourself?											
· 1 Always	25,8%	23,7%∇	24,6%	24,6%	25,9%	37,6%▲0	22,2%∇	57,5%▲0	--	27,7%Δ	23,5%∇
· 2 Often	46,8%	50,5%Δ	48,1%	49,7%Δ	43,8%∇	33,9%∇	48,8%▲	29,1%∇	--	48,8%Δ	44,4%∇
· 3 Sometimes	22,7%	21,7%	22,9%	21,8%	24,6%Δ	21,5%	24,0%▲	11,4%∇	--	19,6%∇	26,3%Δ0
· 4 Rarely	3,2%	2,8%	2,8%	2,8%	3,9%Δ	4,4%Δ	3,4%Δ	1,1%∇	--	2,7%∇	3,8%Δ
· 5 (Almost) never	1,6%	1,3%	1,6%	1,1%∇	1,9%	2,7%Δ	1,7%	0,96%	--	1,3%∇	2,0%Δ
- Mean	2,08	2,08	2,09	2,06	2,12Δ	2,01∇0	2,14▲0	1,59∇	--	2,01∇	2,16Δ0
N	9.100	1.677	2.500	2.157	2.016	750	8.164	936	--	4.978	4.122
Are you able to take time off work when you want to?											
· 1 Always	20,4%	15,4%∇	16,4%∇	19,5%	21,0%	45,8%▲0	17,2%∇	48,1%▲0	--	23,3%Δ0	16,9%∇
· 2 Often	42,1%	45,0%Δ	45,0%Δ	42,8%	40,2%∇	29,7%∇	44,0%▲	26,1%∇	--	44,1%Δ	39,7%∇
· 3 Sometimes	23,0%	24,8%	25,1%Δ	24,1%	21,3%∇	13,6%∇	24,0%▲	14,7%∇	--	20,5%∇	26,0%Δ
· 4 Rarely	7,8%	9,3%Δ	7,4%	7,8%	8,5%	4,4%∇	8,0%	6,7%	--	6,8%∇	9,0%Δ
· 5 (Almost) never	6,6%	5,5%∇	6,2%	5,9%	9,0%Δ	6,5%	6,9%Δ	4,4%∇	--	5,2%∇	8,3%Δ
- Mean	2,38	2,45Δ	2,42Δ	2,38	2,44Δ	1,96∇0	2,43▲0	1,93∇	--	2,27∇	2,52▲0
N	9.097	1.677	2.501	2.153	2.015	751	8.161	936	--	4.976	4.121
• Mental load [3 items, 1=(almost) never-5=always] [Mean] [Range: 1-5]											
N	4,13	4,10∇0	4,13	4,15	4,15	4,12	4,13	4,16	--	4,16Δ0	4,09∇
N	9.113	1.680	2.507	2.159	2.015	752	8.176	937	--	4.990	4.123
Does your work require you to think very hard?											
· 1 Always	25,7%	25,1%	26,0%	25,9%	25,0%	26,6%	25,3%∇	28,6%Δ	--	27,7%Δ	23,3%∇
· 2 Often	41,5%	41,7%	42,0%	43,6%Δ	40,7%	35,0%∇0	41,9%Δ0	38,0%∇	--	43,3%Δ	39,3%∇
· 3 Sometimes	26,4%	27,6%	25,7%	24,6%∇	27,2%	28,8%	26,3%	26,6%	--	24,2%∇	29,0%Δ
· 4 Rarely	4,9%	4,0%	4,7%	4,7%	5,0%	7,6%Δ	4,8%	5,2%	--	4,0%∇	6,0%Δ
· 5 (Almost) never	1,6%	1,6%	1,6%	1,2%∇	2,0%	2,0%	1,6%	1,6%	--	0,90%∇	2,5%Δ0
- Mean	2,15	2,15	2,14	2,11∇	2,18	2,23Δ0	2,16	2,13	--	2,07∇	2,25Δ0
N	9.108	1.680	2.507	2.158	2.012	751	8.171	937	--	4.988	4.120
Does your work require that you keep your mind on your job?											
· 1 Always	49,8%	45,4%∇	47,7%∇	49,5%	53,9%Δ	56,3%Δ	49,2%∇	54,4%Δ	--	49,4%	50,2%
· 2 Often	42,0%	46,3%Δ	43,9%Δ	42,3%	38,3%∇	35,4%∇0	42,6%Δ0	36,8%∇	--	43,6%Δ	40,1%∇
· 3 Sometimes	6,7%	6,7%	6,9%	6,8%	6,4%	6,1%	6,6%	6,1%	--	6,0%∇	7,4%Δ
· 4 Rarely	1,0%	1,1%	1,1%	1,0%	0,69%	1,6%	1,1%	0,85%	--	0,70%∇	1,5%Δ0
· 5 (Almost) never	0,52%	0,42%	0,40%	0,46%	0,79%Δ	0,53%	0,51%	0,53%	--	0,28%∇	0,80%Δ
- Mean	1,61	1,65Δ	1,63	1,61	1,56∇	1,55∇0	1,61Δ0	1,56∇	--	1,59∇	1,63Δ0
N	9.108	1.679	2.506	2.157	2.015	751	8.171	937	--	4.988	4.120

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Does your work require a lot of your attention?											
· 1 Always	36,2%	31,3%∇	34,8%	36,8%	39,8%Δ	40,7%Δ	35,7%∇	40,8%Δ	--	34,8%∇	38,0%Δ
· 2 Often	45,7%	50,1%Δ	47,2%	45,8%	43,8%∇	36,0% ▽ 0	46,4%Δ 0	39,5%∇	--	47,9%Δ 0	43,1%∇
· 3 Sometimes	15,4%	15,4%	15,8%	15,1%	13,8%∇	19,5%Δ	15,3%	16,6%	--	15,3%	15,6%
· 4 Rarely	2,0%	2,6%	1,8%	1,7%	1,8%	3,2%Δ	2,0%	2,7%	--	1,6%∇	2,6%Δ
· 5 (Almost) never	0,59%	0,54%	0,48%	0,56%	0,85%	0,53%	0,61%	0,43%	--	0,38%∇	0,85%Δ
- Mean	1,85	1,91Δ 0	1,86	1,83	1,80∇	1,87	1,85	1,82	--	1,85	1,85
N	9.099	1.678	2.503	2.155	2.011	752	8.165	934	--	4.986	4.113
• Emotional load [3 items, 1=(almost) never-5=always] [Mean] [Range: 1-5]											
	2,36	2,38	2,41Δ	2,37	2,37	2,13 ▽ 0	2,38Δ 0	2,25∇	--	2,28 ▽	2,47 ▲ 0
N	9.096	1.676	2.502	2.158	2.012	748	8.162	934	--	4.982	4.114
Does your work get you into emotionally difficult situations?											
· 1 Always	0,80%	0,78%	1,3%Δ	0,32%∇	0,89%	0,40%	0,77%	1,1%	--	0,80%	0,80%
· 2 Often	6,6%	7,3%	7,0%	7,1%	6,1%	3,7%∇	6,9%Δ	4,2%∇	--	5,2%∇	8,4%Δ
· 3 Sometimes	38,0%	38,3%	38,1%	37,7%	39,9%Δ	32,5%∇	38,5%Δ	33,3%∇	--	34,9%∇	41,6%Δ
· 4 Rarely	33,1%	31,4%	33,3%	34,6%	32,9%	32,9%	33,0%	34,2%	--	36,3%Δ 0	29,2%∇
· 5 (Almost) never	21,5%	22,2%	20,3%	20,3%	20,3%	30,5% ▲ 0	20,8%∇	27,3%Δ 0	--	22,8%Δ	19,9%∇
- Mean	3,68	3,67	3,64∇	3,67	3,66	3,89 ▲ 0	3,66∇	3,82Δ 0	--	3,75Δ 0	3,59∇
N	9.095	1.675	2.502	2.158	2.012	748	8.161	934	--	4.982	4.113
Is your work emotionally demanding?											
· 1 Always	1,6%	1,6%	1,8%	1,2%	1,9%	1,6%	1,6%	1,9%	--	1,5%	1,8%
· 2 Often	9,4%	9,5%	10,0%	10,4%	9,5%	4,7%∇	9,8%Δ	6,1%∇	--	7,4%∇	11,9%Δ 0
· 3 Sometimes	33,5%	34,5%	34,0%	33,8%	33,7%	28,0%∇	33,9%Δ	29,6%∇	--	31,1%∇	36,4%Δ
· 4 Rarely	31,1%	30,2%	31,0%	31,9%	30,8%	31,6%	31,0%	32,3%	--	33,8%Δ	27,8%∇
· 5 (Almost) never	24,4%	24,2%	23,2%	22,7%∇	24,1%	34,1% ▲ 0	23,7%∇	30,1%Δ 0	--	26,3%Δ	22,0%∇
- Mean	3,67	3,66	3,64	3,64	3,66	3,92 ▲ 0	3,65∇	3,83Δ 0	--	3,76 ▲ 0	3,56 ▽
N	9.089	1.676	2.499	2.157	2.010	747	8.156	933	--	4.979	4.110
Do you get emotionally involved with your work?											
· 1 Always	1,7%	1,4%	2,5%Δ	1,4%	1,5%	1,9%	1,5%∇	3,8%Δ 0	--	1,3%∇	2,3%Δ
· 2 Often	9,9%	10,9%	10,2%	9,7%	10,2%	6,0%∇	9,9%	9,2%	--	9,2%∇	10,7%Δ
· 3 Sometimes	39,6%	40,7%	40,9%	39,9%	39,8%	32,0%∇	40,3%Δ	33,8%∇	--	34,8% ▽	45,5% ▲ 0
· 4 Rarely	28,6%	28,1%	28,3%	29,7%	27,6%	30,5%	28,5%	29,4%	--	32,2%Δ	24,3%∇
· 5 (Almost) never	20,2%	19,0%	18,1%∇	19,4%	20,9%	29,7% ▲ 0	19,7%∇	23,8%Δ	--	22,6%Δ	17,2%∇
- Mean	3,56	3,52	3,49∇	3,56	3,56	3,80 ▲ 0	3,55	3,60	--	3,66 ▲ 0	3,43 ▽
N	9.090	1.675	2.499	2.158	2.010	748	8.158	932	--	4.977	4.113
• Social support employees [4 items, 1=(almost) never-5=always] [Mean] [Range: 1-5]											
	3,54	3,55	3,56	3,56	3,49∇	3,47∇ 0	3,54	--	--	3,52	3,55
N	8.178	1.547	2.294	1.977	1.823	537	8.178	--	--	4.411	3.767
How often do you get help and support from your colleagues?											
· 1 Always	11,9%	11,4%	11,2%	12,0%	12,2%	14,4%	11,9%	--	--	10,1%∇	13,9%Δ
· 2 Often	40,0%	42,7%Δ	44,2%Δ	39,8%	35,5%∇	30,0% ▽	40,0%	--	--	39,4%	40,6%
· 3 Sometimes	36,6%	35,2%	34,7%∇	38,3%	38,5%Δ	35,8%	36,6%	--	--	39,9%Δ	32,7%∇
· 4 Rarely	7,8%	7,7%	6,8%	6,8%	9,0%Δ	11,4%Δ	7,8%	--	--	8,2%	7,3%
· 5 (Almost) never	3,8%	3,1%	3,1%∇	3,1%	4,8%Δ	8,4% ▲ 0	3,8%	--	--	2,4%∇	5,4%Δ 0
- Mean	2,52	2,48	2,46∇	2,49	2,59Δ	2,69 ▲ 0	2,52	--	--	2,53	2,50
N	8.174	1.547	2.293	1.976	1.822	536	8.174	--	--	4.409	3.765

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
How often are your colleagues willing to listen to your work-related problems?											
1 Always	21,3%	21,9%	20,4%	21,0%	21,5%	23,1%	21,3%	--	--	19,3%∇	23,6%Δ
2 Often	46,7%	47,2%	48,9%Δ	47,6%	44,4%∇	40,6%∇	46,7%	--	--	47,1%	46,2%
3 Sometimes	23,5%	23,4%	22,7%	23,7%	24,5%	23,3%	23,5%	--	--	25,7%Δ	20,9%∇
4 Rarely	5,2%	4,9%	5,0%	5,3%	5,3%	6,3%	5,2%	--	--	5,6%Δ	4,7%∇
5 (Almost) never	3,3%	2,7%	3,1%	2,3%∇	4,3%Δ	6,7%▲ 0	3,3%	--	--	2,2%∇	4,6%Δ 0
- Mean	2,23	2,19	2,21	2,20	2,26	2,33Δ 0	2,23	--	--	2,24	2,20
N	8.170	1.546	2.291	1.975	1.821	537	8.170	--	--	4.408	3.762
How often do you get help and support from your immediate superior?											
1 Always	12,2%	12,1%	11,4%	11,8%	13,1%	15,1%Δ	12,2%	--	--	10,7%∇	14,0%Δ 0
2 Often	28,2%	30,4%Δ	29,2%	30,1%Δ	24,4%∇	23,5%∇	28,2%	--	--	28,2%	28,1%
3 Sometimes	39,2%	36,7%∇	40,9%Δ	39,0%	39,9%	37,8%	39,2%	--	--	40,9%Δ	37,3%∇
4 Rarely	14,8%	15,4%	13,5%∇	14,1%	17,1%Δ	13,8%	14,8%	--	--	14,9%	14,7%
5 (Almost) never	5,5%	5,4%	5,0%	5,1%	5,6%	9,9%▲ 0	5,5%	--	--	5,3%	5,8%
- Mean	2,73	2,72	2,72	2,71	2,78Δ 0	2,80	2,73	--	--	2,76Δ 0	2,70∇
N	8.169	1.547	2.292	1.972	1.821	537	8.169	--	--	4.406	3.763
How often is your immediate superior willing to listen to your work-related problems?											
1 Always	22,5%	20,2%∇	21,3%	22,8%	23,3%	30,6%▲ 0	22,5%	--	--	22,0%	23,0%
2 Often	35,8%	38,7%Δ	36,5%	36,6%	33,0%∇	30,8%∇	35,8%	--	--	36,8%Δ 0	34,5%∇
3 Sometimes	28,1%	27,1%	29,2%	28,0%	28,8%	23,3%∇	28,1%	--	--	28,0%	28,1%
4 Rarely	9,3%	10,3%	9,1%	8,5%	9,9%	9,3%	9,3%	--	--	9,0%	9,7%
5 (Almost) never	4,3%	3,7%	4,0%	4,2%	5,0%	6,0%	4,3%	--	--	4,1%	4,6%
- Mean	2,37	2,39	2,38	2,35	2,40	2,29	2,37	--	--	2,36	2,38
N	8.161	1.541	2.290	1.973	1.821	536	8.161	--	--	4.403	3.758
• Social support self-employed [4 items, 1=(almost) never-5=always] [Mean] [Range: 1-5]											
	2,58	2,67	2,63	2,63	2,56	2,47∇ 0	--	2,58	--	2,67▲ 0	2,45 ∇
N	935	132	211	184	193	215	--	935	--	577	358
How often do you get help and support from your colleagues or other entrepreneurs?											
1 Always	3,2%	1,5%	3,8%	4,3%	3,1%	2,8%	--	3,2%	--	3,5%	2,8%
2 Often	16,8%	18,9%	17,5%	16,3%	16,6%	15,3%	--	16,8%	--	18,5%	14,0%
3 Sometimes	32,9%	42,4%▲	37,9%	33,2%	26,4%∇	27,9%	--	32,9%	--	34,5%	30,4%
4 Rarely	20,4%	12,1%∇ 0	19,0%	20,7%	25,4%	22,3%	--	20,4%	--	20,1%	20,9%
5 (Almost) never	26,6%	25,0%	21,8%	25,5%	28,5%	31,6%	--	26,6%	--	23,4%∇	31,8%Δ 0
- Mean	3,50	3,40	3,37	3,47	3,60	3,65Δ 0	--	3,50	--	3,41∇	3,65▲ 0
N	935	132	211	184	193	215	--	935	--	577	358
How often are your colleagues or other entrepreneurs willing to listen to your work-related problems?											
1 Always	9,0%	6,8%	10,0%	11,0%	7,8%	8,8%	--	9,0%	--	9,0%	8,9%
2 Often	24,1%	33,3%▲ 0	23,7%	23,1%	22,3%	21,4%	--	24,1%	--	25,4%	22,1%
3 Sometimes	30,5%	31,8%	35,5%	32,4%	29,5%	24,2%∇	--	30,5%	--	30,6%	30,4%
4 Rarely	12,2%	6,1%∇	10,9%	13,7%	13,0%	15,3%	--	12,2%	--	15,0%▲	7,8%∇
5 (Almost) never	24,1%	22,0%	19,9%	19,8%	27,5%	30,2%Δ	--	24,1%	--	20,0%∇	30,7%▲ 0
- Mean	3,18	3,03	3,07	3,08	3,30	3,37Δ 0	--	3,18	--	3,11∇	3,29Δ 0
N	933	132	211	182	193	215	--	933	--	575	358

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
How often do you get help and support from your customers or clients?											
1 Always	2,7%	0,76%	2,4%	3,3%	2,6%	3,7%	--	2,7%	--	2,1%	3,6%
2 Often	15,5%	21,4%Δ0	15,2%	16,8%	15,5%	11,2%∇	--	15,5%	--	17,0%	13,2%
3 Sometimes	34,7%	32,1%	39,0%	29,9%	38,3%	33,0%	--	34,7%	--	36,5%	31,9%
4 Rarely	24,1%	25,2%	21,9%	28,3%	22,8%	23,3%	--	24,1%	--	25,9%	21,3%
5 (Almost) never	22,9%	20,6%	21,4%	21,7%	20,7%	28,8%Δ	--	22,9%	--	18,6%▼	30,0%▲0
- Mean	3,49	3,44	3,45	3,48	3,44	3,62Δ0	--	3,49	--	3,42∇	3,61Δ0
N	933	131	210	184	193	215	--	933	--	576	357
How often are your customers or clients willing to listen to your work-related problems?											
1 Always	5,2%	3,8%	3,8%	4,9%	5,2%	7,4%	--	5,2%	--	5,2%	5,1%
2 Often	16,6%	18,9%	13,4%	16,8%	18,2%	16,7%	--	16,6%	--	18,8%Δ	13,2%∇
3 Sometimes	29,5%	29,5%	32,5%	31,5%	29,7%	24,7%	--	29,5%	--	31,1%	27,0%
4 Rarely	21,7%	23,5%	19,6%	21,7%	23,4%	20,9%	--	21,7%	--	22,6%	20,2%
5 (Almost) never	27,0%	24,2%	30,6%	25,0%	23,4%	30,2%	--	27,0%	--	22,4%▼	34,6%▲0
- Mean	3,49	3,45	3,60	3,45	3,42	3,50	--	3,49	--	3,38▼	3,66▲0
N	932	132	209	184	192	215	--	932	--	576	356
Have you worked together with one or more other entrepreneurs in the past 12 months?											
1 Yes, always	6,5%	5,3%	5,2%	9,8%Δ	6,7%	5,6%	--	6,5%	--	7,8%Δ	4,4%∇
2 Yes, regularly	24,6%	32,3%▲	31,6%▲0	23,4%	19,1%∇	19,1%∇	--	24,6%	--	28,7%▲	18,1%▼
3 Yes, sometimes	29,3%	27,1%	28,8%	31,0%	26,8%	32,1%	--	29,3%	--	32,5%Δ	24,2%∇
4 No	39,6%	35,3%	34,4%	35,9%	47,4%▲	43,3%	--	39,6%	--	31,0%▼	53,3%▲0
- Mean	3,02	2,92	2,92	2,93	3,15Δ0	3,13	--	3,02	--	2,87▼	3,26▲0
N	938	133	212	184	194	215	--	938	--	578	360
Experienced bullying, intimidation, physical violence, or unwanted sexual attention in person by colleagues or supervisor in the past 12 months											
1 Never	93,3%	93,3%	92,2%∇	93,5%	93,6%	96,7%Δ0	93,3%	--	--	93,7%	93,0%
2 Sometimes	5,8%	5,7%	6,6%	5,8%	5,8%	3,0%∇	5,8%	--	--	5,5%	6,2%
3 Often	0,66%	0,90%	0,78%	0,61%	0,44%	0,37%	0,66%	--	--	0,61%	0,72%
4 Very often	0,18%	0,06%	0,39%Δ	0,10%	0,16%	0%	0,18%	--	--	0,23%	0,13%
- Mean	1,08	1,08	1,09Δ	1,07	1,07	1,04∇0	1,08	--	--	1,07	1,08
N	8.185	1.548	2.296	1.978	1.824	539	8.185	--	--	4.416	3.769
Employees: Undesired behavior by colleagues or superior [multiple answers possible]											
· In past 12 months - Experienced bullying by colleagues or the supervisor	43,6%	45,6%	44,0%	34,2%▼0	49,1%	58,8%	43,6%	--	--	48,7%▲0	38,3%▼
· In past 12 months - Experienced intimidation by colleagues or the supervisor	63,4%	55,3%	61,9%	70,8%	64,8%	64,7%	63,4%	--	--	63,5%	63,2%
· In past 12 months - Experienced physical violence by colleagues or the supervisor	0,97%	1,9%	0,60%	1,7%	0%	0%	0,97%	--	--	1,9%Δ	0%∇
· In past 12 months - Experienced unwanted sexual attention by colleagues or the supervisor	9,7%	12,6%	12,5%	5,8%	8,3%	0%	9,7%	--	--	6,8%∇	12,6%Δ
N	516	103	168	120	108	17	516	--	--	263	253
Experienced bullying, intimidation, physical violence, or unwanted sexual attention in person by customers in the past 12 months											
1 Never	88,0%	88,8%	87,2%	87,2%	88,3%	91,8%Δ0	88,0%	--	--	90,4%Δ	85,3%∇
2 Sometimes	11,0%	10,2%	11,3%	11,9%	11,0%	8,2%∇	11,0%	--	--	8,6%∇	13,8%Δ0
3 Often	0,86%	0,90%	1,4%Δ	0,71%	0,55%	0%∇	0,86%	--	--	1,00%	0,69%
4 Very often	0,13%	0,13%	0,13%	0,15%	0,16%	0%	0,13%	--	--	0,07%	0,21%
- Mean	1,13	1,12	1,15Δ	1,14	1,13	1,08∇0	1,13	--	--	1,11∇	1,16Δ0
N	8.185	1.548	2.296	1.978	1.824	539	8.185	--	--	4.416	3.769

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Employees: Undesired behavior by clients [multiple answers possible]											
· In past 12 months - Experienced bullying by customers	11,6%	9,4%	9,2%	11,5%	15,2%	20,9%	11,6%	--	--	16,9%▲	7,7%▼
· In past 12 months - Experienced intimidation by customers	77,5%	75,3%	78,9%	78,3%	77,5%	72,1%	77,5%	--	--	81,9%Δ	74,2%∇
· In past 12 months - Experienced physical violence by customers	20,4%	19,4%	16,9%	23,0%	25,0%	11,6%	20,4%	--	--	21,8%	19,4%
· In past 12 months - Experienced unwanted sexual attention by customers	13,5%	16,5%	17,3%Δ0	10,7%	11,3%	4,7%	13,5%	--	--	5,0%▼	19,9%▲0
N	945	170	284	244	204	43	945	--	--	403	542
Experienced bullying, intimidation, physical violence, or unwanted sexual attention in person by colleagues or other entrepreneurs in the past 12 months											
· 1 Never	96,7%	95,5%	94,8%	97,8%	97,4%	97,7%	--	96,7%	--	97,4%	95,6%
· 2 Sometimes	3,0%	3,8%	4,7%	2,2%	2,6%	1,9%	--	3,0%	--	2,4%	3,9%
· 4 Very often	0,32%	0,75%	0,47%	0%	0%	0,47%	--	0,32%	--	0,17%	0,56%
- Mean	1,04	1,06	1,06	1,02	1,03	1,03	--	1,04	--	1,03	1,06
N	938	133	212	184	194	215	--	938	--	578	360
Self-employed: Undesired behavior by colleagues [multiple answers possible]											
· In past 12 months - Experienced bullying by colleagues or other entrepreneurs	25,0%	20,0%	30,0%	25,0%	20,0%	25,0%	--	25,0%	--	23,1%	26,7%
· In past 12 months - Experienced intimidation by colleagues or other entrepreneurs	57,1%	60,0%	30,0%▼	75,0%	80,0%	75,0%	--	57,1%	--	69,2%	46,7%
· In past 12 months - Experienced physical violence by colleagues or other entrepreneurs	7,1%	0%	10,0%	0%	0%	25,0%	--	7,1%	--	15,4%	0%
· In past 12 months - Experienced unwanted sexual attention by colleagues or other entrepreneurs	28,6%	20,0%	60,0%▲0	0%	20,0%	0%	--	28,6%	--	15,4%	40,0%
N	28	5	10	4	5	4	--	28	--	13	15
Experienced bullying, intimidation, physical violence, or unwanted sexual attention in person by customers or clients in the past 12 months											
· 1 Never	95,8%	92,5%∇	93,9%	97,8%	95,9%	98,1%	--	95,8%	--	96,9%Δ0	94,2%∇
· 2 Sometimes	3,9%	7,5%▲0	5,7%	2,2%	4,1%	1,4%∇	--	3,9%	--	2,9%∇	5,6%Δ
· 3 Often	0,11%	0%	0%	0%	0%	0,47%	--	0,11%	--	0%	0,28%
· 4 Very often	0,11%	0%	0,47%	0%	0%	0%	--	0,11%	--	0,17%	0%
- Mean	1,04	1,08	1,07	1,02	1,04	1,02	--	1,04	--	1,03	1,06
N	938	133	212	184	194	215	--	938	--	578	360
Self-employed: Undesired behavior by clients [multiple answers possible]											
· In past 12 months - Experienced bullying by customers or clients	15,8%	10,0%	8,3%	25,0%	25,0%	25,0%	--	15,8%	--	22,2%	10,0%
· In past 12 months - Experienced intimidation by customers or clients	63,2%	60,0%	50,0%	75,0%	75,0%	75,0%	--	63,2%	--	72,2%	55,0%
· In past 12 months - Experienced physical violence by customers or clients	10,5%	0%	25,0%▲	0%	0%	25,0%	--	10,5%	--	16,7%	5,0%
· In past 12 months - Experienced unwanted sexual attention by customers or clients	28,9%	40,0%	58,3%▲0	0%	0%▼	0%	--	28,9%	--	16,7%	40,0%
N	38	10	12	4	8	4	--	38	--	18	20
Are you available for colleagues or customers outside working hours?											
· 1 Always	22,5%	18,6%∇	21,2%	23,5%	23,4%	29,6%Δ0	20,5%▼	39,7%▲0	--	25,0%Δ0	19,4%∇
· 2 Often	27,5%	27,2%	28,6%	27,6%	25,8%	28,8%	26,5%▼	35,8%▲	--	29,2%Δ	25,5%∇
· 3 Sometimes	24,8%	27,8%Δ	25,4%	25,0%	23,0%∇	20,0%∇	25,9%▲	15,3%▼	--	22,3%∇	27,7%Δ
· 4 Rarely	11,6%	12,6%	11,3%	11,6%	12,3%	8,4%∇	12,3%▲	5,6%▼	--	11,1%	12,2%
· 5 (Almost) never	13,7%	13,9%	13,5%	12,3%∇	15,5%Δ	13,2%	14,9%▲	3,6%▼	--	12,4%∇	15,2%Δ
- Mean	2,67	2,76Δ	2,67	2,62∇	2,71	2,47∇0	2,75▲0	1,98▼	--	2,57∇	2,78Δ0
N	9.095	1.675	2.500	2.158	2.012	750	8.159	936	--	4.981	4.114

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
To what extent do you decide yourself whether you are available for colleagues or customers outside working hours?											
1 Not at all	1,9%	1,8%	2,1%	1,7%	1,9%	2,2%	2,0%	1,1%	--	2,2%	1,6%
2 Somewhat	12,8%	14,4% Δ	13,1%	12,7%	12,2%	9,4% ∇ 0	13,2% Δ	9,2% ∇	--	11,8% ∇	14,0% Δ
3 Rather strongly	19,6%	19,2%	19,5%	19,9%	19,2%	20,5%	20,1% Δ	14,9% ∇	--	18,6% ∇	20,8% Δ
4 Very strongly	65,7%	64,6%	65,2%	65,6%	66,6%	67,9%	64,6% ∇	74,8% Δ 0	--	67,4% Δ 0	63,6% ∇
- Mean	3,49	3,46	3,48	3,49	3,51	3,54	3,47 ∇	3,63 Δ 0	--	3,51 Δ 0	3,46 ∇
N	8.172	1.524	2.282	1.964	1.767	635	7.280	892	--	4.574	3.598
• Discrimination on age [4 items, 1=entirely disagree-5=entirely agree] [Mean] [Range: 1-5]											
	2,35	2,24 ∇	2,31 ∇	2,39 Δ	2,46 Δ 0	2,33	2,35	--	--	2,40 Δ 0	2,29 ∇
N	8.177	1.548	2.294	1.976	1.821	538	8.177	--	--	4.412	3.765
Statement about company - elderly workers are passed over or left out in case of promotion or internal recruitment											
1 Totally disagree	19,2%	22,4% Δ	19,9%	17,4% ∇	15,9% ∇	25,1% Δ	19,2%	--	--	17,4% ∇	21,4% Δ
2 Disagree	29,9%	34,7% Δ	31,2%	28,6%	26,9% ∇	25,3% ∇	29,9%	--	--	29,9%	29,9%
3 Neither agree nor disagree	37,2%	34,1% ∇	38,3%	39,4% Δ	37,5%	32,7% ∇	37,2%	--	--	36,0% ∇	38,7% Δ
4 Agree	10,1%	7,0% ∇	7,9% ∇	10,7%	14,1% Δ 0	12,3%	10,1%	--	--	12,5% Δ 0	7,3% ∇
5 Totally agree	3,5%	1,7% ∇	2,7% ∇	3,9%	5,5% Δ	4,6%	3,5%	--	--	4,2% Δ	2,8% ∇
- Mean	2,49	2,31 ∇	2,42 ∇	2,55 Δ	2,66 Δ 0	2,46	2,49	--	--	2,56 Δ 0	2,40 ∇
N	8.174	1.547	2.293	1.974	1.822	538	8.174	--	--	4.409	3.765
Statement about company - elderly workers do not have equal opportunities for training during work time											
1 Totally disagree	24,2%	26,0%	25,1%	22,9%	21,5% ∇	29,2% Δ	24,2%	--	--	22,4% ∇	26,4% Δ
2 Disagree	37,6%	39,9% Δ	37,1%	38,0%	37,8%	30,7% ∇ 0	37,6%	--	--	38,0%	37,1%
3 Neither agree nor disagree	27,4%	25,9%	28,8%	28,5%	26,5%	25,3%	27,4%	--	--	26,9%	28,1%
4 Agree	8,1%	6,3% ∇	6,9% ∇	7,7%	10,5% Δ	11,0% Δ	8,1%	--	--	9,7% Δ 0	6,1% ∇
5 Totally agree	2,7%	1,8% ∇	2,1% ∇	2,8%	3,7% Δ	3,9%	2,7%	--	--	3,1% Δ	2,3% ∇
- Mean	2,27	2,18 ∇	2,24 ∇	2,30	2,37 Δ 0	2,30	2,27	--	--	2,33 Δ 0	2,21 ∇
N	8.168	1.546	2.291	1.975	1.818	538	8.168	--	--	4.409	3.759
Statement about company - younger workers are preferred when new equipment etc. are introduced											
1 Totally disagree	23,6%	24,7%	24,4%	22,9%	21,4% ∇	26,2%	23,6%	--	--	21,3% ∇	26,2% Δ 0
2 Disagree	37,8%	40,4% Δ	38,1%	38,1%	37,1%	30,7% ∇	37,8%	--	--	38,1%	37,5%
3 Neither agree nor disagree	28,2%	27,3%	29,2%	28,2%	28,2%	27,0%	28,2%	--	--	29,2% Δ	27,1% ∇
4 Agree	8,0%	5,8% ∇	6,8% ∇	8,4%	9,7% Δ	12,6% Δ 0	8,0%	--	--	8,9% Δ	7,0% ∇
5 Totally agree	2,3%	1,7%	1,6% ∇	2,4%	3,5% Δ	3,5%	2,3%	--	--	2,5%	2,2%
- Mean	2,28	2,19 ∇	2,23 ∇	2,29	2,37 Δ 0	2,37 Δ	2,28	--	--	2,33 Δ 0	2,21 ∇
N	8.171	1.548	2.294	1.971	1.820	538	8.171	--	--	4.408	3.763
Statement about company - elderly workers experience higher pressure to leave the company											
1 Totally disagree	23,7%	25,5%	23,8%	21,7% ∇	22,0%	31,5% Δ 0	23,7%	--	--	23,1%	24,5%
2 Disagree	32,6%	34,2%	31,7%	32,2%	33,0%	31,5%	32,6%	--	--	33,5%	31,5%
3 Neither agree nor disagree	30,6%	29,6%	32,5% Δ	32,5% Δ	28,3% ∇	25,9% ∇	30,6%	--	--	29,3% ∇	32,2% Δ 0
4 Agree	10,2%	8,7% ∇	9,6%	10,4%	12,3% Δ	8,6%	10,2%	--	--	10,9% Δ	9,2% ∇
5 Totally agree	3,0%	1,9% ∇	2,4%	3,3%	4,3% Δ	2,6%	3,0%	--	--	3,3%	2,6%
- Mean	2,36	2,27 ∇	2,35	2,41 Δ	2,44 Δ	2,19 ∇ 0	2,36	--	--	2,38	2,34
N	8.157	1.545	2.287	1.971	1.817	537	8.157	--	--	4.403	3.754
Have you changed to a different employer in the past 12 months [% yes]											
	6,0%	8,3% Δ	7,9% Δ	5,3%	3,3% ∇ 0	3,0% ∇	6,0%	--	--	5,6%	6,4%
N	8.185	1.548	2.296	1.978	1.824	539	8.185	--	--	4.416	3.769
Have you changed to another profession when you changed to a different employer? [% yes]											
	36,7%	36,7%	37,9%	38,5%	35,0%	18,8%	36,7%	--	--	35,2%	38,3%
N	490	128	182	104	60	16	490	--	--	247	243

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Have you changed to another job or profession in the past 12 months? [% yes]	7,2%	9,3% Δ	8,5% Δ	7,6%	5,5% ∇	2,0%∇ 0	7,6%Δ 0	4,3% ∇	--	7,9%Δ 0	6,4% ∇
N	8.632	1.553	2.326	2.058	1.957	738	7.694	938	--	4.746	3.886
Which factors played a role in your decision to choose another function or employer? [multiple answers possible]											
· Decision to change to another job - Financial factors	8,8%	10,6%	10,3%	7,1%	6,3%	0%	8,8%	--	--	9,0%	8,5%
· Decision to change to another job - Because of my health I could not do my work anymore	6,8%	4,5%	7,3%	6,7%	9,4%	7,7%	6,8%	--	--	6,7%	7,0%
· Decision to change to another job - My contract ended because of restructuring, bankruptcy, discharge, or because my contract was not extended	26,4%	26,4%	25,7%	23,1%	30,2%	42,3%	26,4%	--	--	25,0%	28,1%
· Decision to change to another job - I was looking for a new challenge	28,7%	31,7%	29,5%	29,4%	21,4%∇ 0	23,1%	28,7%	--	--	30,9%	25,8%
· Decision to change to another job - I wanted to spend more time with my family, and or to perform volunteer aid or volunteer work	3,0%	2,6%	3,8%	2,0%	3,1%	3,8%	3,0%	--	--	3,7%	2,1%
· Decision to change to another job - I did not enjoy my work anymore	11,7%	13,6%	12,7%	10,2%	10,7%	0%	11,7%	--	--	11,5%	12,1%
· Decision to change to another job - Other reason	38,5%	37,4%	34,7%	44,3% Δ	39,0%	42,3%	38,5%	--	--	36,9%	40,4%
N	1.074	265	369	255	159	26	1.074	--	--	601	473
Which factors played a role in your decision to choose another profession? [multiple answers possible]											
· Decision to change to another profession - Financial factors	22,5%	12,5%	9,1%	33,3%	40,0%	20,0%	--	22,5%	--	30,4%	11,8%
· Decision to change to another profession - Because of my health I could not do my work anymore	7,5%	12,5%	9,1%	0%	10,0%	0%	--	7,5%	--	4,3%	11,8%
· Decision to change to another profession - Less demand for my products or services	25,0%	37,5%	27,3%	0%	30,0%	20,0%	--	25,0%	--	30,4%	17,6%
· Decision to change to another profession - I was looking for a new challenge	40,0%	62,5%	45,5%	50,0%	30,0%	0%	--	40,0%	--	30,4%	52,9%
· Decision to change to another profession - I wanted to spend more time with my family, and or to perform volunteer aid or volunteer work	15,0%	25,0%	18,2%	16,7%	10,0%	0%	--	15,0%	--	13,0%	17,6%
· Decision to change to another profession - I did not enjoy my work anymore	22,5%	37,5%	36,4%	0%	10,0%	20,0%	--	22,5%	--	4,3% ∇	47,1%Δ 0
· Decision to change to another profession - Other reason	20,0%	0%	27,3%	16,7%	20,0%	40,0%	--	20,0%	--	26,1%	11,8%
N	40	8	11	6	10	5	--	40	--	23	17
Did something change in your work tasks or work times in the past 12 months? [multiple answers possible]											
· Work changes past 12 months - decrease in work tasks or responsibilities	4,6%	3,9%	3,4% ∇	4,3%	5,6% Δ	8,4% Δ	4,6%	4,7%	--	4,8%	4,5%
· Work changes past 12 months - expansion of work tasks or responsibilities	19,5%	24,5% Δ	24,2% Δ	19,9%	13,7% ∇	6,6% ∇	20,7%Δ 0	8,3% ∇	--	18,4% ∇	20,7% Δ
· Work changes past 12 months - (partly) different work tasks or responsibilities	13,5%	15,1% Δ	15,2% Δ	14,4%	11,9% ∇	5,3% ∇	14,4% Δ	5,5% ∇	--	13,7%	13,2%
· Work changes past 12 months - more hours of work	8,4%	11,7% Δ	10,9% Δ	7,2% ∇	5,2% ∇	4,8% ∇	8,0% ∇	12,2% Δ	--	6,2% ∇	11,0%Δ 0
· Work changes past 12 months - less hours of work	7,9%	5,0% ∇	5,0% ∇	6,9% ∇	11,2% Δ	18,2%Δ 0	7,1% ∇	14,7% Δ	--	7,7%	8,2%
· Work changes past 12 months - change in working times	6,7%	7,9% Δ	7,1%	7,4%	5,6% ∇	3,1% ∇	6,8% Δ	5,0% ∇	--	5,4% ∇	8,2% Δ
· Work changes past 12 months - no changes in work tasks or working hours	56,1%	52,1% ∇	52,5% ∇	55,4%	61,1% Δ	65,9% Δ	55,3% ∇	63,4% Δ	--	58,6% Δ	53,1% ∇
N	9.123	1.681	2.508	2.162	2.018	754	8.185	938	--	4.994	4.129
Did you get promotion in your company in the past 12 months? [% yes]	3,7%	5,7% Δ	4,9% Δ	3,0%	1,9% ∇	1,1%∇ 0	3,7%	--	--	3,7%	3,6%
N	8.161	1.544	2.290	1.973	1.817	537	8.161	--	--	4.404	3.757

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Have you gone from a higher position or salary to a lower position or salary in the past 12 months?											
· 1 No	94,8%	95,8%	94,3%	94,8%	94,6%	94,3%	94,8%	--	--	94,4%	95,2%
· 2 Yes, lower position and lower salary	1,3%	1,4%	1,3%	1,4%	1,1%	1,1%	1,3%	--	--	1,3%	1,2%
· 3 Yes, lower position	1,1%	0,76%	1,1%	1,4%	1,5%	0,19%∇	1,1%	--	--	1,1%	1,2%
· 4 Yes, lower salary	2,8%	2,0%∇	3,3%	2,4%	2,8%	4,3%Δ0	2,8%	--	--	3,1%	2,4%
N	7.858	1.453	2.179	1.911	1.785	530	7.858	--	--	4.236	3.622
How do your knowledge and skills fit with your job?											
· 1 Good	76,6%	74,3%∇	74,3%∇	78,1%	77,0%	83,2%Δ0	75,8%∇	83,0%Δ0	--	76,3%	76,8%
· 2 Fair	18,7%	21,0%Δ	20,3%Δ	17,6%	17,9%	12,8%∇	19,0%Δ	15,5%∇	--	19,1%	18,1%
· 3 Moderate	3,6%	3,5%	3,7%	3,2%	4,1%	2,8%	3,9%Δ	1,1%∇	--	3,3%	3,9%
· 4 Poor	1,2%	1,2%	1,6%Δ	1,0%	0,95%	1,2%	1,3%Δ	0,43%∇	--	1,2%	1,2%
- Mean	1,29	1,32	1,33Δ	1,27∇	1,29	1,22∇0	1,31Δ0	1,19∇	--	1,29	1,30
N	9.092	1.676	2.500	2.154	2.010	752	8.155	937	--	4.982	4.110
I have the right knowledge and skills for my present job											
· 1 Totally disagree	0,23%	0,18%	0,24%	0,23%	0,30%	0,13%	0,26%	0%	--	0,28%	0,17%
· 2 Disagree	1,0%	1,6%Δ	1,2%	0,79%	1,00%	0,13%∇	1,1%	0,43%	--	1,1%	0,90%
· 3 Neither agree nor disagree	6,1%	6,5%	7,3%Δ	5,5%	6,0%	3,1%∇	6,3%Δ	4,5%∇	--	6,2%	5,9%
· 4 Agree	47,5%	49,3%	48,6%	47,8%	47,7%	38,4%∇	48,3%Δ	40,9%∇	--	48,3%	46,6%
· 5 Totally agree	45,1%	42,4%∇	42,7%∇	45,7%	45,0%	58,2%▲0	44,1%∇	54,2%▲0	--	44,1%∇	46,5%Δ0
- Mean	4,36	4,32∇	4,32∇	4,38	4,36	4,55▲0	4,35∇	4,49▲0	--	4,35∇	4,38Δ0
N	9.103	1.676	2.504	2.161	2.010	752	8.166	937	--	4.985	4.118
• Knowledge obsolescence [employees and self-employed, 3 items, 1=low-5=high] [Mean] [Range: 1-5]											
N	2,76	2,83Δ	2,83Δ	2,74	2,71∇	2,52∇0	2,77▲0	2,60∇	--	2,77	2,74
N	9.114	1.681	2.506	2.161	2.014	752	8.178	936	--	4.988	4.126
I use certain knowledge or skills insufficiently and as a consequence I forget or lose them											
· 1 Totally disagree	14,3%	11,5%∇	11,1%∇	14,5%	16,0%Δ	26,0%▲0	13,7%∇	19,3%Δ0	--	14,0%	14,7%
· 2 Disagree	33,3%	31,4%	31,2%∇	33,6%	36,1%Δ	36,3%	33,2%	34,8%	--	34,1%	32,4%
· 3 Neither agree nor disagree	28,0%	29,3%	29,8%Δ	27,9%	26,6%	23,1%∇	28,2%	26,5%	--	27,4%	28,7%
· 4 Agree	20,9%	23,3%Δ	23,5%Δ	21,4%	18,3%∇	11,7%∇	21,3%Δ	17,0%∇	--	21,2%	20,5%
· 5 Totally agree	3,5%	4,4%Δ	4,4%Δ	2,6%∇	2,9%	2,9%	3,7%	2,5%	--	3,4%	3,7%
- Mean	2,66	2,78Δ	2,79Δ	2,64	2,56∇	2,29∇0	2,68Δ0	2,49∇	--	2,66	2,66
N	9.099	1.677	2.503	2.157	2.012	750	8.164	935	--	4.979	4.120
I have knowledge and skills that I no longer need due to changes in my work											
· 1 Totally disagree	8,4%	7,1%∇	6,8%∇	8,1%	9,7%Δ	13,5%▲0	7,7%∇	14,3%▲0	--	8,3%	8,4%
· 2 Disagree	23,8%	24,3%	23,5%	25,3%	22,5%	23,0%	24,2%Δ	20,2%∇	--	22,4%∇	25,5%Δ0
· 3 Neither agree nor disagree	28,9%	30,8%	30,3%	28,1%	28,3%	24,4%∇	29,1%	27,2%	--	29,0%	28,8%
· 4 Agree	30,7%	30,1%	31,5%	30,7%	31,2%	27,9%	30,7%	30,5%	--	32,1%Δ	29,0%∇
· 5 Totally agree	8,2%	7,7%	7,9%	7,8%	8,4%	11,2%Δ	8,3%	7,8%	--	8,2%	8,3%
- Mean	3,07	3,07	3,10	3,05	3,06	3,00	3,08Δ0	2,98∇	--	3,09Δ0	3,03∇
N	9.101	1.681	2.503	2.160	2.008	749	8.168	933	--	4.985	4.116
I lack new knowledge and skills that have become important due to changes in my work											
· 1 Totally disagree	14,9%	12,6%∇	13,1%∇	14,9%	15,2%	24,8%▲0	14,0%∇	22,9%▲0	--	14,2%	15,7%
· 2 Disagree	36,1%	34,1%	35,2%	36,5%	37,9%Δ	37,2%	36,1%	35,6%	--	35,9%	36,2%
· 3 Neither agree nor disagree	31,4%	33,4%Δ	31,5%	31,8%	30,6%	27,8%∇	31,7%Δ	28,4%∇	--	31,5%	31,3%
· 4 Agree	15,3%	16,7%	17,9%Δ	15,0%	13,9%∇	8,5%∇	15,8%Δ	11,7%∇	--	16,3%Δ0	14,2%∇
· 5 Totally agree	2,3%	3,2%Δ	2,4%	1,8%	2,3%	1,7%	2,4%Δ	1,4%∇	--	2,0%	2,6%
- Mean	2,54	2,64Δ	2,61Δ	2,52	2,50∇	2,25∇0	2,57▲0	2,33∇	--	2,56	2,52
N	9.093	1.676	2.501	2.157	2.008	751	8.158	935	--	4.978	4.115

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
How do your knowledge and skills fit with the current labor market?											
1 Good	30,4%	21,4% ▼	22,2% ▼	26,4%	29,4%	39,9% ▲	--	--	30,4%	36,6% ▲ 0	23,9% ▼
2 Fair	41,1%	40,8%	31,5% ▼	37,7%	42,1%	47,0% Δ	--	--	41,1%	42,9%	39,2%
3 Moderate	20,4%	25,2%	26,5% Δ	27,7% ▲	21,5%	11,6% ▼	--	--	20,4%	15,5% ▼	25,6% ▲
4 Poor	8,1%	12,6%	19,8% ▲ 0	8,2%	7,0%	1,5% ▼	--	--	8,1%	5,0% ▼	11,3% ▲
- Mean	2,06	2,29 ▲	2,44 ▲	2,18	2,06	1,75 ▼ 0	--	--	2,06	1,89 ▼	2,24 ▲ 0
N	966	103	162	159	214	328	--	--	966	497	469
Knowledge obsolescence [unemployed, 3 items, 1=low-5=high]											
[Mean] [Range: 1-5]	3,12	3,24	3,31 ▲	3,22	3,09	2,97 ▼ 0	--	--	3,12	3,05 ▼	3,20 Δ 0
N	1.004	108	172	161	224	339	--	--	1.004	513	491
I use certain knowledge or skills insufficiently and as a consequence I forget or lose them											
1 Totally disagree	7,9%	3,7%	5,2%	6,8%	9,4%	10,2%	--	--	7,9%	10,1% Δ 0	5,7% ▼
2 Disagree	20,8%	18,3%	18,0%	20,4%	22,9%	21,9%	--	--	20,8%	20,2%	21,5%
3 Neither agree nor disagree	29,3%	31,2%	29,1%	27,8%	26,5%	31,3%	--	--	29,3%	27,6%	31,0%
4 Agree	33,8%	38,5%	36,6%	36,4%	33,6%	29,8%	--	--	33,8%	34,6%	33,0%
5 Totally agree	8,1%	8,3%	11,0%	8,6%	7,6%	6,7%	--	--	8,1%	7,4%	8,9%
- Mean	3,13	3,29	3,30 Δ 0	3,20	3,07	3,01 ▼	--	--	3,13	3,09	3,18
N	1.008	109	172	162	223	342	--	--	1.008	514	494
I have knowledge and skills that are no longer requested											
1 Totally disagree	10,2%	7,7%	9,4%	9,5%	11,3%	10,9%	--	--	10,2%	10,8%	9,5%
2 Disagree	27,5%	21,2%	24,1%	23,4%	27,1%	33,2% Δ 0	--	--	27,5%	30,6% Δ 0	24,2% ▼
3 Neither agree nor disagree	25,3%	29,8%	26,5%	32,3% Δ	21,3%	22,6%	--	--	25,3%	25,1%	25,4%
4 Agree	27,1%	30,8%	28,8%	24,7%	27,6%	25,9%	--	--	27,1%	24,0% ▼	30,4% Δ
5 Totally agree	10,0%	10,6%	11,2%	10,1%	12,7%	7,4% ▼	--	--	10,0%	9,4%	10,5%
- Mean	2,99	3,15	3,08	3,03	3,03	2,86 ▼ 0	--	--	2,99	2,91 ▼	3,08 Δ 0
N	993	104	170	158	221	340	--	--	993	509	484
I lack new knowledge and skills that have become important due to changes in work											
1 Totally disagree	6,3%	6,6%	3,6%	3,7%	7,7%	8,0%	--	--	6,3%	6,6%	6,0%
2 Disagree	17,9%	12,3%	14,4%	11,7% ▼	22,3%	21,7% Δ	--	--	17,9%	19,8%	16,0%
3 Neither agree nor disagree	31,8%	37,7%	24,6% ▼	34,6%	26,4%	35,8%	--	--	31,8%	33,7%	29,7%
4 Agree	32,2%	34,0%	40,7% ▲ 0	35,8%	30,9%	26,3% ▼	--	--	32,2%	29,7%	34,7%
5 Totally agree	11,8%	9,4%	16,8% Δ	14,2%	12,7%	8,3% ▼	--	--	11,8%	10,2%	13,5%
- Mean	3,25	3,27	3,53 ▲ 0	3,45 ▲	3,19	3,05 ▼	--	--	3,25	3,17 ▼	3,34 Δ 0
N	982	106	167	162	220	327	--	--	982	501	481
Have you attended one or more of the following activities for your work in the past 12 months? [multiple answers possible]											
Activities attended past 12 months - training or instruction at work	48,9%	51,9% Δ	51,2% Δ	51,9% Δ	48,2%	28,1% ▼ 0	52,5% ▲ 0	17,5% ▼	--	48,0%	50,1%
Activities attended past 12 months - 1-5-day course or education	28,4%	30,8% Δ	31,8% Δ	31,3% Δ	24,4% ▼	14,3% ▼	29,2% Δ	21,5% ▼	--	30,3% Δ	26,1% ▼
Activities attended past 12 months - >5-day course or education	4,8%	5,6%	6,0% Δ	5,2%	3,2% ▼	2,1% ▼	4,7%	5,2%	--	4,6%	5,1%
Activities attended past 12 months - visit to trade fair, conference or seminar	24,1%	24,7%	25,5%	25,3%	21,9% ▼	21,2%	22,0% ▼	42,8% ▲	--	27,6% Δ	20,0% ▼
Activities attended past 12 months - meeting of supplier, branch organization, company facility	12,8%	13,3%	13,6%	12,9%	12,1%	10,7%	11,6% ▼	23,6% ▲	--	16,0% ▲ 0	9,0% ▼
Activities attended past 12 months - No, none of these activities	32,0%	29,7% ▼	29,4% ▼	28,8% ▼	34,1% Δ	48,8% ▲	31,3% ▼	38,1% Δ	--	30,1% ▼	34,2% Δ
N	9.123	1.681	2.508	2.162	2.018	754	8.185	938	--	4.994	4.129

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Why did you attend to one or more of these work-related activities? [multiple answers possible]											
Reason attending activities - To keep up with changing demands of my job	68,4%	65,7%∇	69,2%	67,9%	70,4%	68,1%	68,1%	71,6%	--	69,0%	67,6%
Reason attending activities - To comply to employer policy or legal requirements	47,2%	47,5%	49,1%	47,2%	47,0%	38,1%∇	49,5%▲	25,2%▼	--	45,8%∇	49,0%Δ
Reason attending activities - To perform better at work	31,8%	33,4%	34,3%Δ	32,3%	27,2%∇	28,8%	31,4%	34,8%	--	30,9%	32,9%
Reason attending activities - To improve career perspectives	8,0%	13,7%▲ 0	10,8%Δ	5,9%∇	3,1%▼	3,4%∇	7,5%▼	13,4%▲	--	8,5%	7,5%
Reason attending activities - For personal reasons or reasons outside work	13,8%	14,2%	13,0%	14,3%	12,3%	19,4%Δ	12,1%▼	29,7%▲ 0	--	14,7%Δ 0	12,5%∇
Reason attending activities - I don't know	1,7%	2,3%	1,4%	2,0%	1,1%	1,0%	1,7%	1,4%	--	1,6%	1,7%
N	6.181	1.178	1.761	1.535	1.321	386	5.601	580	--	3.479	2.702
Who initiated the activity?											
1 I attended at my own initiative	39,9%	40,6%	42,0%Δ	41,1%	36,7%∇	32,2%∇ 0	39,9%	--	--	41,4%Δ	38,0%∇
2 The employer proposed the activity	30,7%	31,7%	29,6%	30,3%	29,9%	37,9%Δ	30,7%	--	--	32,2%Δ	28,7%∇
3 The employer has required the activity	29,4%	27,7%	28,4%	28,7%	33,3%Δ	29,9%	29,4%	--	--	26,4%∇	33,3%Δ 0
N	5.613	1.107	1.619	1.417	1.206	264	5.613	--	--	3.105	2.508
In the past 5 years, did the following changes take place in your work-location? [multiple answers possible]											
Changes workplace last 12 months - Changes to the technology you use	24,7%	25,9%	25,3%	25,9%	23,6%	17,6%∇	24,7%	--	--	26,8%Δ	22,2%∇
Changes workplace last 12 months - Changes to your working methods and practices	22,7%	23,6%	24,7%Δ	24,5%Δ	20,1%∇	13,7%▼ 0	22,7%	--	--	23,6%Δ	21,6%∇
Changes workplace last 12 months - Changes to the products or services you help to produce or deliver	11,3%	12,7%	12,0%	11,5%	10,5%	6,9%∇	11,3%	--	--	13,4%Δ 0	8,9%∇
Changes workplace last 12 months - Changes to the amount of contact you have with clients or customers	8,4%	9,0%	8,9%	8,1%	8,4%	5,0%∇	8,4%	--	--	9,2%Δ	7,4%∇
Changes workplace last 12 months - Not applicable	54,6%	52,1%∇	52,7%∇	53,0%	57,9%Δ	63,6%Δ	54,6%	--	--	53,1%∇	56,3%Δ
Changes workplace last 12 months - Don't know	3,9%	4,4%	4,0%	3,6%	3,3%	5,8%Δ	3,9%	--	--	3,5%∇	4,4%Δ
N	8.185	1.548	2.296	1.978	1.824	539	8.185	--	--	4.416	3.769
Learning orientation [4 items, 1=entirely disagree-5=entirely agree] [Mean] [Range: 1-5]											
	3,80	3,85Δ	3,85Δ	3,84Δ	3,72∇	3,61▼ 0	3,80	3,81	--	3,78∇	3,83Δ 0
N	9.115	1.680	2.508	2.160	2.016	751	8.181	934	--	4.990	4.125
In my work I keep trying to learn new things											
1 Totally disagree	1,4%	0,71%∇	1,3%	1,3%	1,7%	3,1%Δ 0	1,5%	1,1%	--	1,5%	1,4%
2 Disagree	4,9%	3,8%∇	4,8%	4,2%	6,5%Δ	5,2%	5,0%	4,3%	--	5,3%Δ	4,4%∇
3 Neither agree nor disagree	23,9%	21,9%∇	21,4%∇	23,3%	27,1%Δ	29,7%Δ	24,0%	23,1%	--	23,4%	24,4%
4 Agree	53,8%	57,7%Δ	55,0%	54,3%	51,2%∇	47,0%∇	54,4%Δ	48,8%∇	--	54,7%	52,7%
5 Totally agree	16,0%	16,0%	17,6%Δ	17,0%	13,4%∇	15,0%	15,2%▼	22,8%▲ 0	--	15,0%∇	17,1%Δ 0
- Mean	3,78	3,84Δ	3,83Δ	3,81Δ	3,68∇	3,66∇ 0	3,77∇	3,88Δ 0	--	3,77	3,80
N	9.110	1.679	2.506	2.158	2.016	751	8.175	935	--	4.987	4.123
I think about how I can keep doing a good job in the future											
1 Totally disagree	1,6%	0,95%∇	1,0%∇	1,1%∇	1,8%	5,5%▲ 0	1,6%	1,3%	--	1,5%	1,6%
2 Disagree	4,8%	4,5%	4,6%	3,1%∇	5,5%	8,9%▲	4,8%	4,8%	--	5,1%	4,4%
3 Neither agree nor disagree	19,3%	18,1%	17,4%∇	18,0%	20,6%	28,9%▲	19,3%	19,3%	--	20,2%Δ	18,2%∇
4 Agree	58,7%	61,2%Δ	59,6%	61,1%Δ	58,1%	44,3%▼	59,2%Δ	53,9%∇	--	58,8%	58,5%
5 Totally agree	15,7%	15,3%	17,3%Δ	16,7%	13,9%∇	12,5%∇	15,1%∇	20,8%Δ 0	--	14,4%∇	17,2%Δ 0
- Mean	3,82	3,85	3,88Δ	3,89Δ	3,77∇	3,49▼ 0	3,81∇	3,88Δ 0	--	3,79∇	3,85Δ 0
N	9.101	1.677	2.503	2.158	2.011	752	8.167	934	--	4.983	4.118

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
In my work I search for people from whom I can learn something											
· 1 Totally disagree	2,2%	1,4%∇	1,3%∇	2,2%	2,8%Δ	5,1%▲ 0	2,0%∇	3,3%Δ	--	2,1%	2,3%
· 2 Disagree	6,1%	5,2%	5,9%	5,1%∇	7,5%Δ	8,3%Δ	5,9%∇	8,3%Δ	--	6,5%	5,7%
· 3 Neither agree nor disagree	31,8%	28,9%∇	29,9%∇	32,2%	34,8%Δ	35,6%Δ	31,5%	34,4%	--	32,7%Δ	30,7%∇
· 4 Agree	49,0%	52,8%Δ	50,2%	49,4%	46,6%∇	42,1%∇	49,9%Δ 0	41,2%∇	--	49,0%	49,0%
· 5 Totally agree	10,9%	11,7%	12,6%Δ	11,2%	8,3%∇	9,0%	10,6%∇	12,9%Δ	--	9,7%∇	12,3%Δ 0
- Mean	3,60	3,68Δ	3,67Δ	3,62	3,50∇	3,42∇ 0	3,61Δ 0	3,52∇	--	3,58∇	3,63Δ 0
N	9.104	1.677	2.508	2.158	2.013	748	8.171	933	--	4.984	4.120
With regard to my skills and knowledge I see to it that I can cope with changes in my work											
· 1 Totally disagree	0,69%	0,24%∇	0,44%	0,56%	0,95%	2,3%▲ 0	0,66%	0,96%	--	0,64%	0,75%
· 2 Disagree	1,3%	0,84%	1,1%	0,93%	2,0%Δ	1,7%	1,2%∇	2,0%Δ	--	1,4%	1,1%
· 3 Neither agree nor disagree	16,0%	15,2%	15,6%	14,6%	16,8%	20,5%Δ	15,6%∇	19,2%Δ	--	16,9%Δ	14,8%∇
· 4 Agree	62,3%	64,1%	60,9%	64,5%Δ	62,5%	55,7%∇	63,2%Δ 0	54,3%∇	--	62,4%	62,1%
· 5 Totally agree	19,8%	19,6%	22,0%Δ	19,3%	17,8%∇	19,7%	19,4%∇	23,5%Δ	--	18,6%∇	21,2%Δ 0
- Mean	3,99	4,02	4,03Δ	4,01	3,94∇	3,89∇ 0	3,99	3,97	--	3,97∇	4,02Δ 0
N	9.091	1.676	2.504	2.151	2.010	750	8.158	933	--	4.977	4.114
Use arrangements - part-time early retirement											
· 1 Yes, I make use of it	2,2%	0,97%∇	1,3%∇	1,5%∇	4,1%Δ	5,6%▲ 0	2,2%	--	--	3,0%Δ 0	1,3%∇
· 2 No	67,2%	69,1%	66,9%	67,9%	65,0%∇	68,2%	67,2%	--	--	65,5%∇	69,2%Δ
· 3 This arrangement is not available	30,6%	29,9%	31,8%	30,6%	30,9%	26,2%∇	30,6%	--	--	31,5%	29,5%
N	8.154	1.546	2.290	1.974	1.809	535	8.154	--	--	4.401	3.753
Use arrangements - shorter working week for older employees											
· 1 Yes, I make use of it	9,6%	1,2%▼	2,6%▼	8,3%∇	24,3%▲ 0	19,8%▲	9,6%	--	--	12,9%▲ 0	5,8%▼
· 2 No	64,0%	71,3%Δ	68,9%Δ	65,2%	51,9%▼	59,1%∇	64,0%	--	--	62,0%∇	66,4%Δ
· 3 This arrangement is not available	26,3%	27,5%	28,5%Δ	26,5%	23,9%∇	21,1%∇	26,3%	--	--	25,1%∇	27,8%Δ
N	8.157	1.543	2.291	1.974	1.818	531	8.157	--	--	4.405	3.752
Use arrangements - exemption from evening or night work for older employees											
· 1 Yes, I make use of it	5,1%	1,2%▼	1,4%▼	5,8%	10,4%▲ 0	11,0%▲	5,1%	--	--	6,6%Δ 0	3,2%∇
· 2 No	62,0%	66,7%Δ	66,5%Δ	62,0%	53,3%▼	57,7%∇	62,0%	--	--	60,9%∇	63,2%Δ
· 3 This arrangement is not available	33,0%	32,1%	32,1%	32,2%	36,2%Δ	31,4%	33,0%	--	--	32,5%	33,5%
N	8.144	1.543	2.292	1.971	1.809	529	8.144	--	--	4.398	3.746
Use arrangements - less demanding work tasks for older employees											
· 1 Yes, I make use of it	1,7%	0,58%∇	0,87%∇	1,1%∇	3,6%Δ	4,2%▲ 0	1,7%	--	--	2,3%Δ 0	0,94%∇
· 2 No	63,5%	66,5%Δ	65,1%	63,6%	57,9%∇	67,1%	63,5%	--	--	63,8%	63,2%
· 3 This arrangement is not available	34,8%	32,9%	34,0%	35,4%	38,5%Δ	28,7%∇	34,8%	--	--	33,9%	35,9%
N	8.140	1.545	2.291	1.968	1.807	529	8.140	--	--	4.398	3.742
Use arrangements - re-education towards another profession for older workers											
· 1 Yes, I make use of it	0,70%	0,71%	1,0%Δ	0,66%	0,50%	0,19%	0,70%	--	--	0,91%Δ 0	0,45%∇
· 2 No	66,6%	68,7%	67,5%	67,0%	62,8%∇	68,2%	66,6%	--	--	67,2%	65,9%
· 3 This arrangement is not available	32,7%	30,6%	31,5%	32,3%	36,7%Δ 0	31,6%	32,7%	--	--	31,9%	33,6%
N	8.137	1.545	2.288	1.970	1.806	528	8.137	--	--	4.393	3.744
Use arrangements - adaptation of work environment in case of health problems											
· 1 Yes, I make use of it	6,8%	6,0%	6,8%	7,2%	7,4%	5,7%	6,8%	--	--	6,4%	7,2%
· 2 No	76,0%	79,0%Δ	77,6%Δ	75,5%	72,6%∇	73,3%	76,0%	--	--	77,1%Δ 0	74,6%∇
· 3 This arrangement is not available	17,2%	15,0%∇	15,7%∇	17,3%	20,0%Δ	21,0%Δ 0	17,2%	--	--	16,5%∇	18,2%Δ
N	8.134	1.544	2.290	1.969	1.802	529	8.134	--	--	4.393	3.741

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Use arrangements - adaptation of work tasks in case of health problems											
· 1 Yes, I make use of it	5,6%	4,2%▼	5,4%	5,9%	6,6%Δ	5,9%	5,6%	--	--	5,8%	5,4%
· 2 No	78,0%	80,9%Δ	79,3%	78,4%	74,4%▼0	74,1%▼	78,0%	--	--	78,8%	77,0%
· 3 This arrangement is not available	16,5%	14,9%	15,3%	15,6%	19,0%Δ	20,0%Δ	16,5%	--	--	15,5%▼	17,6%Δ0
N	8.125	1.539	2.287	1.971	1.803	525	8.125	--	--	4.386	3.739
How many jobs do you have in total? [Mean] [Range: 2-12]	2,16	2,08	2,17	2,18	2,24	2,18	2,16	2,16	--	2,21	2,12
N	531	125	173	117	88	28	481	50	--	242	289
Since when do you have more than one job? [Mean] [Range: 1975-2016]	2008	2010▲0	2008	2007	2007	2006	2008	2008	--	2007▼	2009▲0
N	382	91	122	81	67	21	348	34	--	185	197
Do you work as an employee in your second job or are you self-employed?											
· 1 Employee	22,5%	18,3%	20,4%	27,1%	23,5%	33,3%	6,3%▼	90,0%▲0	--	21,8%	23,3%
· 2 Self-employed	77,5%	81,7%	79,6%	72,9%	76,5%	66,7%	93,8%▲0	10,0%▼	--	78,2%	76,7%
N	258	60	93	59	34	12	208	50	--	142	116
What is the most important reason you have multiple jobs?											
· 1 Because I could not work more hours in my first job	11,1%	8,8%	11,0%	13,7%	13,6%	3,6%	11,6%	6,0%	--	6,2%▼	15,2%▲0
· 2 To make ends meet	13,2%	15,2%	10,4%	12,8%	14,8%	17,9%	12,5%	20,0%	--	12,4%	13,8%
· 3 To earn money for extras	11,1%	10,4%	11,6%	7,7%	11,4%	25,0%▲0	11,6%	6,0%	--	14,0%Δ	8,7%▼
· 4 To retain income security	5,6%	5,6%	5,8%	3,4%	9,1%	3,6%	5,2%	10,0%	--	5,4%	5,9%
· 5 To build up a business	9,4%	11,2%	13,3%Δ	9,4%	2,3%▼	0%	8,3%▼	20,0%▲0	--	10,3%	8,7%
· 6 To gain experience in a different job or profession	2,1%	4,8%▲	1,2%	2,6%	0%	0%	1,9%	4,0%	--	1,2%	2,8%
· 7 For the variety	13,7%	17,6%	13,9%	12,0%	11,4%	10,7%	14,3%	8,0%	--	14,9%	12,8%
· 8 Because I like the combination of jobs	20,3%	14,4%	22,5%	20,5%	25,0%	17,9%	20,2%	22,0%	--	20,7%	20,1%
· 9 Another reason	13,4%	12,0%	10,4%	17,9%	12,5%	21,4%	14,3%▲	4,0%▼	--	14,9%	12,1%
N	531	125	173	117	88	28	481	50	--	242	289
Agree with statements - Combining work schedules gives me freedom											
· 1 Totally disagree	4,7%	3,2%	5,2%	4,3%	8,0%	0%	4,8%	4,0%	--	4,2%	5,2%
· 2 Disagree	12,1%	15,2%	11,6%	14,5%	9,1%	0%▼	12,3%	10,0%	--	6,7%▼	16,6%▲0
· 3 Neither agree nor disagree	27,0%	32,0%	26,2%	24,8%	27,3%	18,5%	28,2%	16,0%	--	25,0%	28,7%
· 4 Agree	44,0%	37,6%	46,5%	44,4%	40,9%	66,7%▲0	42,8%	56,0%	--	52,1%▲	37,4%▼
· 5 Totally agree	12,1%	12,0%	10,5%	12,0%	14,8%	14,8%	11,9%	14,0%	--	12,1%	12,1%
- Mean	3,47	3,40	3,45	3,45	3,45	3,96▲0	3,45	3,66	--	3,61▲0	3,35▼
N	529	125	172	117	88	27	479	50	--	240	289
Agree with statements - Combining work schedules is stressful for me											
· 1 Totally disagree	16,8%	18,5%	9,8%▼	17,9%	23,9%	25,9%	17,3%	12,0%	--	19,9%	14,2%
· 2 Disagree	35,5%	30,6%	34,7%	41,9%	29,5%	55,6%▲0	34,9%	42,0%	--	38,2%	33,3%
· 3 Neither agree nor disagree	28,7%	31,5%	35,8%▲	23,9%	21,6%	14,8%	28,6%	30,0%	--	28,2%	29,2%
· 4 Agree	15,5%	18,5%	16,2%	12,0%	18,2%	3,7%	15,9%	12,0%	--	11,2%▼	19,1%▲0
· 5 Totally agree	3,4%	0,81%	3,5%	4,3%	6,8%	0%	3,3%	4,0%	--	2,5%	4,2%
- Mean	2,53	2,52	2,69▲	2,43	2,55	1,96▼0	2,53	2,54	--	2,38▼	2,66▲0
N	529	124	173	117	88	27	479	50	--	241	288
Agree with statements - The demands of my employers are difficult to combine											
· 1 Totally disagree	24,0%	24,8%	19,8%	22,2%	26,1%	48,1%▲0	24,6%	18,0%	--	27,5%	21,1%
· 2 Disagree	51,4%	54,4%	57,6%Δ	48,7%	42,0%	40,7%	50,9%	56,0%	--	47,9%	54,3%
· 3 Neither agree nor disagree	18,3%	16,8%	17,4%	23,1%	19,3%	7,4%	18,0%	22,0%	--	17,9%	18,7%
· 4 Agree	4,9%	4,0%	4,1%	3,4%	10,2%▲	3,7%	5,2%	2,0%	--	5,4%	4,5%
· 5 Totally agree	1,3%	0%	1,2%	2,6%	2,3%	0%	1,3%	2,0%	--	1,3%	1,4%
- Mean	2,08	2,00	2,09	2,15	2,20	1,67▼0	2,08	2,14	--	2,05	2,11
N	529	125	172	117	88	27	479	50	--	240	289

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Agree with statements - I do work for one job in the time of or during the other job											
· 1 Totally disagree	39,8%	35,2%	36,4%	35,0%	53,4%▲	59,3%▲0	41,5%▲0	24,0%▼	--	37,8%	41,5%
· 2 Disagree	25,1%	26,4%	28,3%	23,1%	22,7%	14,8%	25,4%	22,0%	--	19,9%▼	29,4%▲
· 3 Neither agree nor disagree	13,2%	12,8%	14,5%	13,7%	11,4%	11,1%	12,3%	22,0%	--	14,1%	12,5%
· 4 Agree	18,9%	24,0%	17,9%	22,2%	11,4%▼	11,1%	18,1%	26,0%	--	24,9%▲0	13,8%▼
· 5 Totally agree	3,0%	1,6%	2,9%	6,0%▲	1,1%	3,7%	2,7%	6,0%	--	3,3%	2,8%
- Mean	2,20	2,30	2,23	2,41▲	1,84▼0	1,85	2,15▼	2,68▲0	--	2,36▲0	2,07▼
N	530	125	173	117	88	27	480	50	--	241	289
Agree with statements - In one job I learn skills that I do not learn in the other job											
· 1 Totally disagree	12,1%	12,0%	8,7%	9,4%	19,5%▲0	23,1%	12,3%	10,0%	--	12,1%	12,1%
· 2 Disagree	13,6%	13,6%	11,6%	16,2%	17,2%	3,8%	13,8%	12,0%	--	11,3%	15,6%
· 3 Neither agree nor disagree	17,6%	17,6%	18,5%	17,9%	16,1%	15,4%	16,3%▼	30,0%▲0	--	14,6%	20,1%
· 4 Agree	44,5%	44,0%	47,4%	43,6%	41,4%	42,3%	45,4%	36,0%	--	47,7%	41,9%
· 5 Totally agree	12,1%	12,8%	13,9%	12,8%	5,7%▼	15,4%	12,1%	12,0%	--	14,2%	10,4%
- Mean	3,31	3,32	3,46Δ	3,34	2,97▼0	3,23	3,31	3,28	--	3,41	3,23
N	528	125	173	117	87	26	478	50	--	239	289
Agree with statements - I do tasks in one job less well because of the other job											
· 1 Totally disagree	46,3%	41,9%	41,0%	47,0%	59,1%▲	55,6%	46,8%	42,0%	--	49,8%	43,4%
· 2 Disagree	40,3%	44,4%	43,4%	41,0%	30,7%▼	29,6%	39,9%	44,0%	--	36,5%	43,4%
· 3 Neither agree nor disagree	10,6%	8,9%	14,5%Δ	9,4%	8,0%	7,4%	10,6%	10,0%	--	10,4%	10,8%
· 4 Agree	2,1%	2,4%	0,58%	2,6%	2,3%	7,4%▲0	2,1%	2,0%	--	2,5%	1,7%
· 5 Totally agree	0,76%	2,4%▲	0,58%	0%	0%	0%	0,63%	2,0%	--	0,83%	0,69%
- Mean	1,71	1,79	1,76	1,68	1,53▼0	1,67	1,70	1,78	--	1,68	1,73
N	529	124	173	117	88	27	479	50	--	241	288
Agree with statements - I do tasks in one job better because of the other job											
· 1 Totally disagree	25,0%	24,2%	20,2%	21,6%	34,1%▲	44,4%▲0	25,9%	16,0%	--	26,6%	23,7%
· 2 Disagree	24,4%	20,2%	28,9%	24,1%	23,9%	18,5%	23,2%▼	36,0%▲0	--	21,2%	27,2%
· 3 Neither agree nor disagree	22,2%	21,8%	24,3%	22,4%	19,3%	18,5%	22,4%	20,0%	--	20,7%	23,3%
· 4 Agree	22,3%	29,0%▲	18,5%	28,4%	14,8%	14,8%	22,2%	24,0%	--	24,1%	20,9%
· 5 Totally agree	6,1%	4,8%	8,1%	3,4%	8,0%	3,7%	6,3%	4,0%	--	7,5%	4,9%
- Mean	2,60	2,70	2,65	2,68	2,39	2,15	2,60	2,64	--	2,65	2,56
N	528	124	173	116	88	27	478	50	--	241	287
Would you rather have one job?											
· 1 No	58,9%	56,8%	55,5%	58,1%	59,1%	92,9%▲0	59,5%	54,0%	--	64,5%▲	54,3%▼
· 2 Yes, as an employee	26,7%	23,2%	27,7%	28,2%	35,2%▲	3,6%▼	28,7%▲	8,0%▼	--	18,2%▼	33,9%▲0
· 3 Yes, as self-employed	14,3%	20,0%▲	16,8%	13,7%	5,7%▼	3,6%	11,9%▼	38,0%▲0	--	17,4%	11,8%
N	531	125	173	117	88	28	481	50	--	242	289
• Productivity in past 4 weeks											
· 1 Did less than usual	10,6%	9,6%	9,0%∇	11,2%	11,2%	14,4%Δ	9,8%▼	17,6%▲0	--	9,8%∇	11,6%Δ
· 2 Did as much as usual	55,2%	51,0%∇	52,9%∇	53,9%	58,8%Δ	66,0%▲	55,0%	57,0%	--	56,8%Δ0	53,2%∇
· 3 Did more than usual	34,2%	39,4%Δ	38,0%Δ	34,9%	29,9%∇	19,7%▼0	35,3%▲	25,4%▼	--	33,4%	35,2%
N	9.104	1.679	2.502	2.157	2.014	752	8.167	937	--	4.981	4.123

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Amount of work in the past 4 weeks compared to usual											
· 1 Much less than usual	3,6%	2,3%∇	3,0%	3,8%	4,9%Δ	4,1%	3,6%	3,2%	--	2,7%∇	4,7%Δ0
· 2	0,64%	0,71%	0,60%	0,51%	0,55%	1,2%Δ	0,56%∇	1,3%Δ	--	0,56%	0,73%
· 3	1,4%	1,5%	1,4%	1,4%	1,4%	1,5%	1,3%∇	2,7%Δ	--	1,3%	1,6%
· 4	2,2%	2,4%	2,0%	2,2%	1,8%	2,9%	1,9%∇	4,4%Δ	--	2,2%	2,1%
· 5	2,7%	2,6%	1,9%∇	3,3%	2,6%	4,7%Δ	2,4%∇	6,1%▲0	--	3,0%	2,4%
· 6 As much as usual	55,2%	51,0%∇	52,9%∇	53,9%	58,8%Δ	66,0%▲0	55,0%	57,0%	--	56,8%Δ	53,2%∇
· 7	7,5%	8,3%	7,7%	8,2%	6,3%∇	6,0%	7,7%Δ	5,4%∇	--	7,5%	7,4%
· 8	10,5%	11,3%	11,1%	11,1%	10,5%	4,8%▼	10,8%Δ	7,3%∇	--	11,0%	9,9%
· 9	9,0%	10,7%Δ	9,6%	9,6%	7,7%∇	4,9%∇	9,3%Δ	6,7%∇	--	8,5%	9,6%
· 10	3,2%	4,2%Δ	3,9%Δ	3,0%	2,2%∇	2,0%∇	3,2%	3,5%	--	3,1%	3,4%
· 11 Much more than usual	4,1%	5,0%Δ	5,7%Δ	3,0%∇	3,1%∇	2,0%∇	4,2%Δ	2,5%∇	--	3,3%∇	5,0%Δ
- Mean	6,57	6,78Δ	6,75Δ	6,53	6,38∇	6,08▼0	6,61Δ0	6,23∇	--	6,57	6,57
N	9.104	1.679	2.502	2.157	2.014	752	8.167	937	--	4.981	4.123
Why did you perform less than usual in the past 4 weeks? [multiple answers possible]											
· Health problems	39,6%	34,8%	38,1%	45,9%Δ	46,0%Δ	22,2%▼0	43,7%▲0	19,4%▼	--	37,9%	41,3%
· Problems with work	10,8%	8,7%	11,1%	12,0%	9,3%	13,9%	10,2%	13,9%	--	13,2%Δ0	8,4%∇
· Problems with colleagues or supervisor	2,3%	0,62%	2,2%	2,9%	3,5%	0,93%	2,6%	0,61%	--	2,9%	1,7%
· Other	52,2%	58,4%	53,1%	43,8%▼	49,6%	65,7%▲	48,6%▼	69,7%▲	--	52,1%	52,4%
N	963	161	226	242	226	108	798	165	--	486	477
Are the demands of your work primarily...											
· 1 Mental	57,9%	59,3%	58,7%	58,8%	55,6%∇	55,3%	58,0%	56,5%	--	60,8%Δ0	54,3%∇
· 2 Physical	14,5%	13,6%	14,8%	13,5%	14,7%	17,8%Δ0	14,4%	15,0%	--	13,9%	15,3%
· 3 Both mental and physical	27,6%	27,1%	26,6%	27,7%	29,7%Δ	27,0%	27,5%	28,5%	--	25,3%∇	30,5%Δ
N	9.095	1.677	2.508	2.152	2.009	749	8.158	937	--	4.979	4.116
Current work ability compared to best period											
· 0 Completely unable to work	3,4%	2,5%∇	3,2%	4,1%	4,8%Δ	2,5%∇	0,86%▼	0,32%∇	8,4%▲0	2,2%∇	4,8%Δ0
· 1	1,8%	1,8%	1,7%	2,1%	2,7%Δ	0,96%∇	0,32%▼	0,54%∇	4,6%▲	1,3%∇	2,3%Δ
· 2	2,2%	2,2%	1,7%∇	2,3%	3,2%Δ	1,7%∇	0,55%▼	0,75%∇	5,3%▲	1,7%∇	2,7%Δ
· 3	2,6%	1,9%	1,6%∇	3,1%	3,3%Δ	2,7%	0,83%▼	1,2%∇	5,8%▲	2,0%∇	3,3%Δ
· 4	2,6%	1,9%∇	2,2%	2,0%	2,4%	3,7%Δ	1,3%∇	1,5%∇	4,9%▲	2,3%∇	2,8%Δ
· 5	4,4%	3,2%∇	3,9%	3,1%∇	4,4%	6,4%Δ	3,1%∇	3,5%	6,7%Δ	3,8%∇	5,0%Δ
· 6	7,2%	5,4%∇	6,8%	5,7%∇	7,5%	9,4%Δ	6,2%∇	5,1%∇	9,2%Δ	7,2%	7,2%
· 7	18,6%	17,4%	15,4%∇	15,9%∇	18,3%	24,1%Δ	17,9%∇	15,6%∇	20,4%Δ	19,2%	18,0%
· 8	32,2%	30,7%	33,6%	32,5%	32,0%	31,7%	36,9%▲	37,1%Δ	23,2%▼	34,5%Δ	29,6%∇
· 9	17,4%	21,3%Δ	20,4%Δ	21,8%Δ	14,9%∇	11,9%∇0	22,4%▲	24,2%Δ	7,6%▼	18,7%Δ	16,0%∇
· 10 Work ability at its best	7,6%	11,6%Δ	9,6%Δ	7,6%	6,4%∇	5,0%∇	9,6%Δ	10,1%Δ	3,7%▼	7,2%∇	8,1%Δ
- Mean	7,10	7,44Δ	7,35Δ	7,16	6,78∇0	6,94∇	7,80▲	7,85▲	5,75▼0	7,32Δ0	6,86∇
N	13.882	1.879	2.876	2.616	2.961	3.550	8.168	933	4.781	7.268	6.614
WAI - Ability to work in relation to the demands of the work [3 items, 2=very low-10=very high] [Mean] [Range: 2-10]											
N	8,15	8,22Δ	8,17	8,13	8,00∇	8,39▲0	8,13∇	8,35Δ0	--	8,20Δ0	8,08∇
N	9.053	1.670	2.487	2.145	2.005	746	8.121	932	--	4.955	4.098
Current work ability with respect to physical demands											
· 1 Very good	25,3%	29,4%Δ	27,6%Δ	24,0%	20,1%∇0	25,8%	24,7%∇	30,1%Δ0	--	26,2%Δ	24,1%∇
· 2 Rather good	61,3%	58,6%∇	59,3%∇	62,9%	62,6%	65,8%Δ	61,8%Δ	57,2%∇	--	61,3%	61,3%
· 3 Moderate	10,9%	9,7%	11,2%	10,2%	13,6%Δ	7,6%∇	10,9%	11,1%	--	10,4%	11,5%
· 4 Rather poor	1,8%	1,7%	1,2%∇	2,0%	2,8%Δ	0,40%∇	1,9%Δ	0,85%∇	--	1,5%∇	2,2%Δ0
· 5 Very poor	0,78%	0,72%	0,68%	0,83%	1,0%	0,40%	0,78%	0,75%	--	0,68%	0,90%
- Mean	1,92	1,86∇	1,88∇	1,93	2,02Δ0	1,84∇	1,92Δ0	1,85∇	--	1,89∇	1,94Δ0
N	9.106	1.677	2.504	2.159	2.014	752	8.169	937	--	4.983	4.123

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Current work ability with respect to mental demands											
· 1 Very good	25,1%	27,1% Δ	25,5%	24,9%	21,3% ∇	30,5% Δ	24,1% ∇	34,1% \blacktriangle 0	--	26,3% Δ 0	23,7% ∇
· 2 Rather good	63,4%	61,6%	61,9%	63,6%	66,4% Δ	64,0%	64,2% Δ	56,5% ∇	--	63,2%	63,6%
· 3 Moderate	9,3%	9,3%	10,5% Δ	9,4%	9,6%	4,8% ∇ 0	9,5%	7,9%	--	8,6% ∇	10,2% Δ
· 4 Rather poor	1,5%	1,5%	1,5%	1,5%	2,1% Δ	0,40% ∇	1,6%	0,96%	--	1,3% ∇	1,8% Δ
· 5 Very poor	0,60%	0,60%	0,60%	0,65%	0,65%	0,27%	0,60%	0,54%	--	0,54%	0,66%
- Mean	1,89	1,87	1,90	1,89	1,95 Δ	1,76 ∇ 0	1,90 Δ 0	1,77 ∇	--	1,87 ∇	1,92 Δ 0
N	9.070	1.674	2.491	2.148	2.009	748	8.137	933	--	4.966	4.104
Able to continue doing your present job in the coming 12 months											
· 1 Certainly not	0,88%	0,54%	0,56% ∇	0,83%	1,3% Δ	1,6% Δ	0,93%	0,43%	--	0,86%	0,90%
· 2 Probably not	1,5%	1,2%	1,0% ∇	1,2%	2,1% Δ	2,3%	1,5%	0,96%	--	1,4%	1,5%
· 3 Maybe	4,9%	3,5% ∇	3,7% ∇	4,9%	7,2% Δ	6,0%	5,0%	4,6%	--	4,6%	5,3%
· 4 Probably	33,8%	27,8% ∇	31,4% ∇	32,7%	39,4% Δ	43,0% \blacktriangle	33,8%	33,4%	--	33,4%	34,2%
· 5 Certainly	58,9%	66,9% Δ	63,3% Δ	60,3%	49,9% ∇	47,2% ∇ 0	58,8%	60,7%	--	59,7%	58,1%
- Mean	4,48	4,59 Δ	4,56 Δ	4,50	4,34 ∇ 0	4,32 ∇ 0	4,48	4,53	--	4,50	4,47
N	9.123	1.681	2.508	2.162	2.018	754	8.185	938	--	4.994	4.129
Agree with statements - I am quite able to work											
· 1 Totally disagree	6,5%	16,8% \blacktriangle	10,2% Δ	9,5%	5,0%	0,86% ∇	--	--	6,5%	3,8% ∇	9,3% \blacktriangle 0
· 2 Disagree	12,7%	22,1% \blacktriangle	22,6% \blacktriangle	14,8%	12,6%	3,7% ∇	--	--	12,7%	9,5% ∇	16,1% Δ
· 3 Neither agree nor disagree	15,1%	13,3%	17,5%	17,8%	13,5%	14,1%	--	--	15,1%	12,9%	17,3%
· 4 Agree	42,0%	27,4% ∇	27,7% ∇	34,3% ∇	42,3%	57,5% \blacktriangle 0	--	--	42,0%	46,2% Δ	37,6% ∇
· 5 Totally agree	23,7%	20,4%	22,0%	23,7%	26,6%	23,9%	--	--	23,7%	27,6% Δ	19,7% ∇
- Mean	3,64	3,12 ∇ 0	3,29 ∇	3,48	3,73	4,00 \blacktriangle	--	--	3,64	3,84 \blacktriangle 0	3,42 ∇
N	1.029	113	177	169	222	348	--	--	1.029	526	503
Agree with statements - My health does not allow me to work											
· 1 Totally disagree	31,5%	22,5% ∇	21,0% ∇	27,8%	35,7%	38,7% \blacktriangle	--	--	31,5%	36,7% \blacktriangle	26,0% ∇
· 2 Disagree	31,7%	20,7% ∇	25,0% ∇	24,9% ∇	28,6%	43,8% \blacktriangle	--	--	31,7%	35,7% Δ	27,4% ∇
· 3 Neither agree nor disagree	15,4%	14,4%	15,3%	17,2%	19,6% Δ	12,0% ∇	--	--	15,4%	13,1% ∇	17,7% Δ
· 4 Agree	14,7%	22,5% \blacktriangle	26,1% \blacktriangle	20,7% \blacktriangle	11,6%	5,4% ∇	--	--	14,7%	9,7% ∇	19,9% \blacktriangle 0
· 5 Totally agree	6,8%	19,8% \blacktriangle 0	12,5% \blacktriangle	9,5%	4,5%	0% ∇	--	--	6,8%	4,8% ∇	8,9% Δ
- Mean	2,34	2,96 \blacktriangle	2,84 \blacktriangle	2,59 \blacktriangle	2,21	1,84 ∇ 0	--	--	2,34	2,10 ∇	2,58 \blacktriangle 0
N	1.029	111	176	169	224	349	--	--	1.029	526	503
Agree with statements - I don't get the opportunity to work											
· 1 Totally disagree	11,7%	13,4%	10,7%	6,5% ∇	10,8%	14,7% Δ	--	--	11,7%	13,9% Δ	9,4% ∇
· 2 Disagree	18,8%	17,0%	12,4% ∇	11,2% ∇	17,1%	27,3% \blacktriangle 0	--	--	18,8%	19,7%	17,7%
· 3 Neither agree nor disagree	34,8%	37,5%	39,0%	36,5%	26,1% ∇	36,5%	--	--	34,8%	35,7%	33,9%
· 4 Agree	24,0%	21,4%	27,1%	28,2%	31,1% \blacktriangle	16,7% ∇	--	--	24,0%	21,1% ∇	27,1% Δ 0
· 5 Totally agree	10,8%	10,7%	10,7%	17,6% \blacktriangle	14,9% Δ	4,9% ∇	--	--	10,8%	9,7%	12,0%
- Mean	3,03	2,99	3,15	3,39 \blacktriangle	3,22 \blacktriangle	2,70 ∇ 0	--	--	3,03	2,93 ∇	3,15 Δ 0
N	1.029	112	177	170	224	348	--	--	1.029	527	502
Agree with statements - Employers think I am too old											
· 1 Totally disagree	4,2%	3,5%	2,3%	2,9%	1,8% ∇	7,5% \blacktriangle	--	--	4,2%	5,7% Δ	2,6% ∇
· 2 Disagree	7,7%	8,0%	3,4% ∇	4,1%	5,4%	12,9% \blacktriangle 0	--	--	7,7%	10,1% Δ 0	5,1% ∇
· 3 Neither agree nor disagree	28,4%	35,4%	32,8%	24,1%	21,9% ∇	30,2%	--	--	28,4%	28,8%	27,9%
· 4 Agree	33,7%	35,4%	35,0%	34,7%	35,7%	30,7%	--	--	33,7%	31,5%	36,0%
· 5 Totally agree	26,1%	17,7% ∇	26,6%	34,1% \blacktriangle	35,3% \blacktriangle	18,7% ∇	--	--	26,1%	23,9%	28,3%
- Mean	3,70	3,56	3,80	3,93 \blacktriangle	3,97 \blacktriangle	3,40 ∇ 0	--	--	3,70	3,58 ∇	3,82 \blacktriangle 0
N	1.032	113	177	170	224	348	--	--	1.032	527	505

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
In the coming 12 months - Will be able to find a new employer											
· 1 Certainly not	22,5%	11,7% ▼	13,3% ▼	19,1% ▽	38,6% ▲ 0	39,1% ▲	24,2% ▲ 0	--	9,2% ▼	21,7%	23,4%
· 2 Probably not	23,1%	14,9% ▼	18,9% ▽	27,3% Δ	29,5% Δ	24,8%	22,0% ▼	--	31,0% ▲	22,2% ▽	24,1% Δ
· 3 Maybe	30,1%	35,1% Δ	36,3% Δ	31,1%	20,1% ▼	23,8% ▽	28,7% ▼	--	41,1% ▲	28,3% ▽	32,2% Δ
· 4 Probably	17,0%	25,3% ▲	22,2% Δ	16,3%	8,7% ▼	8,3% ▽	17,6% Δ	--	12,8% ▽	19,1% Δ 0	14,6% ▽
· 5 Certainly	7,4%	13,1% ▲	9,3% Δ	6,2% ▽	3,2% ▼	4,1% ▽	7,6%	--	5,9%	8,8% Δ	5,8% ▽
- Mean	2,64	3,13 ▲	2,95 ▲	2,63	2,08 ▼ 0	2,13 ▼	2,62 ▽	--	2,75 Δ 0	2,71 Δ 0	2,55 ▽
N	9.152	1.651	2.454	2.129	2.034	884	8.119	--	1.033	4.913	4.239
• Individual sickness absence percentage (corrected for part-time) [Mean] [Range: 0–100]	4,47	3,65 ▽	4,08	5,04 Δ	5,50 Δ	3,17 ▽ 0	4,79 ▲ 0	1,70 ▼	--	3,93 ▽	5,13 Δ 0
N	9.074	1.667	2.496	2.154	2.008	749	8.140	934	--	4.969	4.105
• Number of potential working days in calendar year [corrected for part-time; full-time=215 days] [Mean] [Range: 43–215]	183	186 Δ	188 Δ	190 ▲	179 ▽	155 ▼ 0	183 ▽	188 Δ 0	--	197 ▲ 0	167 ▼
N	9.122	1.681	2.508	2.162	2.018	753	8.184	938	--	4.994	4.128
On sick leave in the past 12 months [% yes]	40,0%	41,8%	41,3%	40,7%	41,2%	25,6% ▼ 0	42,3% ▲ 0	19,4% ▼	--	38,2% ▽	42,1% Δ 0
N	9.093	1.673	2.499	2.159	2.013	749	8.157	936	--	4.975	4.118
Number of times on sick leave in the past 12 months [Mean] [Range: 1–99]	3,52	3,16	3,16	3,96	3,81	3,48	3,45	4,82	--	3,07 ▽	4,01 Δ 0
N	3.625	698	1.032	878	826	191	3.443	182	--	1.894	1.731
How often did you go on sick leave in the past 12 months? [With no sick leave=0 times] [Mean] [Range: 0–99]	1,40	1,32	1,31	1,61	1,57	0,89 ▽ 0	1,46 Δ 0	0,94 ▽	--	1,17 ▽	1,69 Δ 0
N	9.085	1.672	2.498	2.158	2.009	748	8.149	936	--	4.971	4.114
Days on sick leave in the past 12 months [Mean] [Range: 1–365]	21,2	16,4 ▽ 0	19,0	24,1 Δ	25,0 Δ	21,4	21,5	16,8	--	21,2	21,3
N	3.614	693	1.030	874	825	192	3.434	180	--	1.892	1.722
How many days did you have sick leave in the past 12 months? [With no sick leave=0 days] [Mean] [Range: 0–365]	8,46	6,80 ▽	7,84	9,77 Δ	10,3 Δ	5,49 ▽ 0	9,06 Δ 0	3,23 ▽	--	8,07	8,93
N	9.074	1.667	2.496	2.154	2.008	749	8.140	934	--	4.969	4.105
Days on sick leave in the past 4 weeks [Mean] [Range: 0–30]	2,72	2,20 ▽	2,36 ▽	2,86	3,43 Δ 0	2,83	2,73	2,46	--	2,81	2,62
N	3.604	695	1.022	874	821	192	3.425	179	--	1.882	1.722
Hindered by physical or mental problems in the past 4 weeks [% yes]	28,0%	29,3%	31,7% Δ	27,9%	28,2%	13,2% ▼ 0	28,6% Δ 0	23,5% ▽	--	23,8% ▼	33,2% ▲ 0
N	9.077	1.673	2.499	2.153	2.002	750	8.141	936	--	4.969	4.108
Number of days hindered by physical or mental problems in the past 4 weeks [Mean] [Range: 0–30]	6,90	6,17 ▽ 0	6,84	7,10	7,58 Δ	5,89	6,92	6,70	--	7,45 Δ 0	6,42 ▽
N	2.540	490	791	600	560	99	2.321	219	--	1.178	1.362
Quantity of work handled while hindered by physical or mental problems											
· 0	1,3%	0,61%	0,76%	1,0%	2,5% Δ	4,1% ▲	1,2%	2,3%	--	1,4%	1,2%
· 1 Couldn't do anything	0,39%	0,20%	0,13%	0,50%	0,53%	2,0% ▲ 0	0,43%	0%	--	0,68% Δ	0,15% ▽
· 2	1,6%	0,82%	0,88%	2,7% Δ	2,0%	2,0%	1,5%	2,3%	--	1,9%	1,3%
· 3	1,9%	1,8%	1,9%	1,5%	2,1%	4,1%	1,9%	2,3%	--	3,0% Δ 0	1,0% ▽
· 4	2,4%	2,2%	2,5%	2,3%	2,5%	1,0%	2,3%	3,2%	--	3,0% Δ	1,8% ▽
· 5 Could do about half	11,5%	10,8%	12,9%	11,0%	10,5%	13,3%	11,0% ▼	17,7% ▲ 0	--	11,3%	11,7%
· 6	12,4%	12,7%	10,7%	14,2%	13,5%	6,1%	12,5%	13,5%	--	12,6%	12,2%
· 7	20,1%	19,6%	21,7%	21,4%	17,3%	18,4%	20,2%	19,5%	--	19,5%	20,7%
· 8	21,9%	23,5%	21,6%	21,6%	21,0%	22,4%	22,3%	16,8%	--	20,9%	22,7%
· 9	11,8%	12,7%	13,0%	8,7% ▽	12,8%	10,2%	12,0%	9,1%	--	11,8%	11,7%
· 10 Could do as much as usually	14,8%	15,1%	13,8%	15,1%	15,3%	16,3%	14,6%	16,4%	--	13,9%	15,5%
- Mean	7,20	7,36	7,27	7,11	7,12	6,89	7,23 Δ 0	6,92 ▽	--	7,07 ▽	7,32 Δ 0
N	2.539	490	791	598	562	98	2.319	220	--	1.182	1.357

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Present in current job - appreciation											
· 1 Not present at all	5,8%	5,4%	6,5%	6,0%	5,9%	3,2%∇	6,2%Δ	2,1%∇	--	6,4%Δ	5,0%∇
· 2 Somewhat present	40,4%	41,3%	41,8%	40,4%	41,2%	31,6%∇	41,7%▲ 0	28,7%▼	--	41,7%Δ	38,8%∇
· 3 Rather present	41,2%	40,2%	39,4%∇	41,9%	42,0%	45,3%Δ	40,4%∇	48,6%Δ	--	41,0%	41,4%
· 4 Highly present	12,6%	13,1%	12,2%	11,7%	11,0%∇	20,0%▲ 0	11,7%▼	20,5%▲ 0	--	10,9%∇	14,8%Δ 0
- Mean	2,61	2,61	2,57∇	2,59	2,58	2,82▲ 0	2,58▼	2,88▲ 0	--	2,56∇	2,66Δ 0
N	9.113	1.681	2.506	2.158	2.017	751	8.177	936	--	4.991	4.122
Present in current job - interesting work											
· 1 Not present at all	3,7%	3,8%	4,1%	3,1%	4,2%	3,2%	4,0%Δ	1,5%∇	--	3,0%∇	4,6%Δ 0
· 2 Somewhat present	23,8%	23,3%	23,1%	24,8%	24,7%	21,4%	24,4%Δ	18,7%∇	--	22,5%∇	25,3%Δ
· 3 Rather present	49,1%	51,3%	47,9%	49,1%	48,9%	49,1%	49,6%Δ	44,6%∇	--	50,7%Δ	47,3%∇
· 4 Highly present	23,3%	21,7%	24,9%Δ	22,9%	22,2%	26,3%Δ 0	22,0%▼	35,1%▲ 0	--	23,8%	22,8%
- Mean	2,92	2,91	2,94	2,92	2,89	2,99Δ 0	2,90▼	3,13▲ 0	--	2,95Δ 0	2,88∇
N	9.104	1.676	2.504	2.159	2.013	752	8.170	934	--	4.984	4.120
Present in current job - opportunities for learning and development											
· 1 Not present at all	21,5%	18,2%∇	19,3%∇	19,9%∇	24,5%Δ	33,0%▲ 0	21,8%Δ	18,8%∇	--	19,4%∇	24,0%Δ 0
· 2 Somewhat present	44,9%	43,1%	45,1%	48,5%Δ	44,9%	38,6%∇	45,1%	43,8%	--	46,4%Δ	43,2%∇
· 3 Rather present	26,9%	29,8%Δ	27,8%	25,7%	26,5%	21,8%∇	26,9%	26,7%	--	27,9%Δ	25,6%∇
· 4 Highly present	6,7%	8,8%Δ	7,9%Δ	5,9%	4,2%∇	6,6%	6,2%∇	10,7%Δ 0	--	6,2%	7,2%
- Mean	2,19	2,29Δ	2,24Δ	2,18	2,10∇	2,02▼ 0	2,18∇	2,29Δ 0	--	2,21Δ 0	2,16∇
N	9.113	1.679	2.506	2.160	2.016	752	8.177	936	--	4.989	4.124
Present in current job - autonomy											
· 1 Not present at all	1,4%	1,2%	1,8%	0,93%∇	1,7%	1,5%	1,5%Δ	0,54%∇	--	1,5%	1,4%
· 2 Somewhat present	13,1%	11,6%∇	13,1%	13,8%	14,1%	12,0%	14,2%▲	3,3%▼	--	12,1%∇	14,3%Δ 0
· 3 Rather present	44,2%	46,6%Δ	44,9%	46,0%	43,4%	33,6%▼	46,7%▲	22,4%▼	--	44,2%	44,2%
· 4 Highly present	41,2%	40,6%	40,2%	39,3%∇	40,7%	53,0%▲ 0	37,5%▼	73,8%▲ 0	--	42,2%Δ	40,1%∇
- Mean	3,25	3,27	3,24	3,24	3,23	3,38Δ 0	3,20▼	3,69▲ 0	--	3,27Δ 0	3,23∇
N	9.107	1.678	2.503	2.160	2.013	753	8.173	934	--	4.984	4.123
Present in current job - good social climate											
· 1 Not present at all	2,8%	2,7%	3,0%	2,3%	3,1%	2,7%	2,8%	2,4%	--	2,9%	2,6%
· 2 Somewhat present	19,8%	19,6%	20,3%	19,6%	21,1%	15,4%∇	20,7%▲	11,5%▼	--	19,8%	19,7%
· 3 Rather present	51,3%	51,8%	51,5%	52,9%	50,7%	46,3%∇	52,1%Δ	44,0%∇	--	52,3%Δ	50,0%∇
· 4 Highly present	26,2%	25,9%	25,2%	25,2%	25,1%	35,6%▲ 0	24,4%▼	42,1%▲ 0	--	24,9%∇	27,7%Δ 0
- Mean	3,01	3,01	2,99	3,01	2,98∇	3,15▲ 0	2,98▼	3,26▲ 0	--	2,99∇	3,03Δ 0
N	9.114	1.681	2.508	2.160	2.013	752	8.178	936	--	4.990	4.124
Present in current job - good supervisor											
· 1 Not present at all	15,0%	12,6%∇	15,2%	13,0%∇	15,8%	23,3%▲ 0	11,9%▼	42,7%▲ 0	--	14,9%	15,2%
· 2 Somewhat present	31,3%	32,6%	31,6%	31,8%	32,3%	23,5%∇	33,2%▲	14,9%▼	--	31,5%	31,1%
· 3 Rather present	36,8%	38,1%	36,9%	38,9%Δ	35,3%	31,3%∇	38,4%▲	22,4%▼	--	37,8%Δ	35,6%∇
· 4 Highly present	16,9%	16,8%	16,2%	16,3%	16,6%	21,9%Δ	16,5%∇	20,0%Δ	--	15,9%∇	18,2%Δ 0
- Mean	2,56	2,59	2,54	2,59	2,53	2,52	2,60▲ 0	2,20▼	--	2,55	2,57
N	9.102	1.679	2.501	2.157	2.015	750	8.174	928	--	4.983	4.119
Present in current job - good salary											
· 1 Not present at all	14,2%	12,3%∇	14,5%	13,3%	14,8%	18,5%Δ	13,6%∇	19,2%Δ	--	11,5%∇	17,5%Δ 0
· 2 Somewhat present	38,6%	38,3%	38,4%	37,7%	39,7%	39,1%	38,4%	39,5%	--	37,3%∇	40,1%Δ
· 3 Rather present	36,7%	38,5%	37,5%	38,3%	35,1%	29,8%∇ 0	37,5%Δ 0	29,4%∇	--	39,5%Δ	33,2%∇
· 4 Highly present	10,5%	10,9%	9,6%	10,7%	10,4%	12,6%	10,4%	11,9%	--	11,7%Δ	9,2%∇
- Mean	2,44	2,48Δ	2,42	2,46	2,41	2,37∇ 0	2,45Δ 0	2,34∇	--	2,51▲ 0	2,34▼
N	9.104	1.681	2.501	2.156	2.014	752	8.171	933	--	4.985	4.119

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Present in current job - opportunity to work part-time											
· 1 Not present at all	20,7%	19,8%	21,3%	21,8%	20,7%	17,0%∇	20,5%	22,4%	--	29,0%▲ 0	10,6%▼
· 2 Somewhat present	24,0%	22,3%	23,9%	26,3%Δ	24,7%	19,2%∇	24,6%Δ	18,0%∇	--	28,7%▲	18,2%▼
· 3 Rather present	30,9%	34,1%Δ	31,1%	30,9%	30,3%	25,4%∇	31,5%Δ	25,9%∇	--	25,9%▼	37,1%▲
· 4 Highly present	24,4%	23,7%	23,7%	21,0%∇	24,3%	38,3%▲ 0	23,3%▼	33,7%▲ 0	--	16,3%▼	34,2%▲
- Mean	2,59	2,62	2,57	2,51∇	2,58	2,85▲ 0	2,58∇	2,71Δ 0	--	2,30▼	2,95▲ 0
N	9.093	1.678	2.494	2.159	2.011	751	8.160	933	--	4.984	4.109
Present in current job - opportunity to determine one's own working hours											
· 1 Not present at all	28,5%	27,2%	28,2%	28,2%	32,6%Δ	21,8%∇	31,2%▲	5,0%▼	--	27,6%∇	29,6%Δ
· 2 Somewhat present	26,1%	28,3%Δ	27,2%	26,8%	24,4%	19,8%∇	27,6%▲	12,7%▼	--	24,3%∇	28,2%Δ 0
· 3 Rather present	25,5%	27,5%Δ	26,2%	27,1%Δ	23,1%∇	20,4%∇	25,4%	26,2%	--	27,1%Δ	23,5%∇
· 4 Highly present	19,9%	17,0%∇	18,3%∇	17,9%∇	19,9%	38,1%▲ 0	15,8%▼	56,0%▲ 0	--	21,0%Δ	18,7%∇
- Mean	2,37	2,34	2,35	2,35	2,30∇	2,75▲ 0	2,26▼	3,33▲ 0	--	2,41Δ 0	2,31∇
N	9.111	1.681	2.504	2.162	2.015	749	8.176	935	--	4.988	4.123
Present in current job - good job security											
· 1 Not present at all	8,9%	8,9%	9,2%	8,6%	7,2%∇	13,2%Δ	7,3%▼	22,4%▲ 0	--	8,7%	9,1%
· 2 Somewhat present	27,0%	27,2%	27,9%	28,3%	25,2%∇	24,3%	26,3%∇	33,2%Δ	--	26,7%	27,4%
· 3 Rather present	42,8%	45,3%Δ	44,0%	42,8%	42,6%	33,8%∇ 0	44,6%▲	27,1%▼	--	42,8%	42,8%
· 4 Highly present	21,3%	18,7%∇	18,9%∇	20,4%	24,9%Δ	28,7%Δ	21,8%Δ	17,3%∇	--	21,9%	20,7%
- Mean	2,77	2,74	2,73∇	2,75	2,85Δ 0	2,78	2,81▲ 0	2,39▼	--	2,78	2,75
N	9.102	1.678	2.503	2.159	2.013	749	8.171	931	--	4.983	4.119
• Enthusiasm/passion (6 items, 0=low-6=high) [Mean] [Range: 0-6]											
	4,24	4,18∇	4,20	4,27	4,20	4,59▲ 0	4,21▼	4,55▲ 0	--	4,21∇	4,28Δ 0
N	9.112	1.681	2.505	2.160	2.015	751	8.176	936	--	4.988	4.124
At my work I feel bursting with energy											
· 0 Never	1,3%	0,83%	1,6%	0,93%	1,7%Δ	0,93%	1,3%	0,85%	--	1,4%	1,1%
· 1 Almost never (few times a year or less)	2,7%	2,7%	2,3%	3,0%	3,2%	1,6%	2,7%	2,4%	--	3,0%	2,3%
· 2 Rarely (once a month or less)	9,2%	10,1%	9,1%	9,5%	9,9%	4,4%∇	9,5%Δ 0	6,3%∇	--	9,7%	8,5%
· 3 Sometimes (few times a month)	16,8%	16,8%	16,3%	16,5%	18,2%	16,4%	17,1%Δ	14,1%∇	--	17,9%Δ	15,6%∇
· 4 Often (once a week)	21,7%	22,6%	21,8%	22,0%	20,2%	22,9%	21,6%	23,0%	--	21,5%	22,0%
· 5 Very often (few times a week)	33,6%	33,9%	35,3%Δ	33,7%	32,5%	30,6%	33,5%	35,3%	--	33,1%	34,3%
· 6 Always (every day)	14,6%	13,1%∇	13,7%	14,4%	14,2%	23,2%▲ 0	14,2%∇	18,2%Δ 0	--	13,4%∇	16,1%Δ 0
- Mean	4,15	4,12	4,15	4,14	4,06∇	4,43▲ 0	4,12∇	4,34Δ 0	--	4,08∇	4,23Δ 0
N	9.106	1.680	2.504	2.158	2.013	751	8.170	936	--	4.985	4.121
At my job I feel strong and vigorous											
· 0 Never	1,3%	1,0%	1,5%	0,93%	1,9%Δ	0,93%	1,3%	1,3%	--	1,5%	1,1%
· 1 Almost never (few times a year or less)	2,5%	2,4%	2,8%	2,6%	2,6%	1,2%∇	2,6%	1,7%	--	2,7%	2,3%
· 2 Rarely (once a month or less)	8,3%	8,5%	8,4%	8,1%	9,6%Δ	4,1%∇	8,6%Δ 0	5,4%∇	--	8,3%	8,1%
· 3 Sometimes (few times a month)	16,4%	17,2%	16,0%	15,8%	17,5%	14,0%	16,7%Δ	13,6%∇	--	17,1%Δ	15,4%∇
· 4 Often (once a week)	23,3%	24,5%	23,5%	24,3%	20,9%∇	23,2%	23,1%	24,8%	--	23,1%	23,4%
· 5 Very often (few times a week)	33,2%	33,2%	34,3%	33,1%	32,5%	31,5%	33,0%	34,4%	--	32,8%	33,6%
· 6 Always (every day)	15,2%	13,2%∇	13,6%∇	15,3%	15,0%	25,0%▲ 0	14,7%∇	18,8%Δ	--	14,4%∇	16,1%Δ 0
- Mean	4,18	4,14	4,14	4,20	4,10∇	4,52▲ 0	4,16∇	4,37Δ 0	--	4,14∇	4,23Δ 0
N	9.088	1.676	2.496	2.154	2.013	749	8.154	934	--	4.977	4.111

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
I am enthusiastic about my job											
· 0 Never	1,2%	1,1%	1,3%	0,97%	1,7%Δ	0,67%	1,3%Δ	0,54%∇	--	1,4%	1,0%
· 1 Almost never (few times a year or less)	2,7%	2,7%	2,8%	2,5%	3,2%	0,80%∇	2,8%Δ	1,1%∇	--	2,6%	2,8%
· 2 Rarely (once a month or less)	7,7%	8,4%	8,3%	7,5%	7,8%	4,8%∇	8,1%Δ	4,3%∇	--	7,7%	7,7%
· 3 Sometimes (few times a month)	13,1%	14,0%	12,6%	13,3%	13,3%	10,8%	13,3%	11,3%	--	13,2%	12,9%
· 4 Often (once a week)	20,1%	19,3%	20,8%	20,1%	19,7%	20,3%	20,2%	18,6%	--	20,7%	19,3%
· 5 Very often (few times a week)	29,8%	33,2%Δ	30,5%	29,9%	27,6%∇	25,5%∇	29,7%	30,5%	--	29,7%	29,9%
· 6 Always (every day)	25,5%	21,3%∇	23,6%∇	25,8%	26,7%	37,0%▲0	24,6%∇	33,6%▲0	--	24,7%	26,4%
- Mean	4,39	4,32∇	4,35	4,42	4,35	4,74▲0	4,36∇	4,72▲0	--	4,37	4,42
N	9.096	1.679	2.500	2.154	2.015	748	8.162	934	--	4.978	4.118
My job inspires me											
· 0 Never	2,4%	2,2%	2,4%	2,1%	3,1%Δ	1,6%	2,6%Δ	0,75%∇	--	2,4%	2,4%
· 1 Almost never (few times a year or less)	4,4%	4,8%	4,2%	4,0%	5,2%Δ	2,9%∇	4,7%Δ	1,5%∇	--	4,3%	4,5%
· 2 Rarely (once a month or less)	9,8%	10,9%	10,1%	10,2%	9,6%	5,7%∇	10,2%Δ	6,5%∇	--	9,7%	9,9%
· 3 Sometimes (few times a month)	14,9%	15,4%	15,6%	14,8%	14,8%	11,2%∇	15,2%Δ	11,7%∇	--	15,8%Δ0	13,7%∇
· 4 Often (once a week)	21,7%	21,8%	22,8%	21,9%	20,2%	21,3%	21,9%	19,8%	--	21,9%	21,4%
· 5 Very often (few times a week)	28,5%	29,5%	28,4%	28,5%	27,9%	27,9%	28,3%	30,3%	--	28,4%	28,5%
· 6 Always (every day)	18,4%	15,3%∇	16,5%∇	18,5%	19,1%	29,3%▲0	17,1%∇	29,5%▲0	--	17,4%∇	19,6%Δ
- Mean	4,08	4,00∇	4,03	4,10	4,04	4,49▲0	4,02∇	4,57▲0	--	4,06	4,11
N	9.086	1.677	2.499	2.151	2.009	750	8.151	935	--	4.973	4.113
When I get up in the morning, I feel like going to work											
· 0 Never	2,3%	2,2%	2,3%	1,9%	3,2%Δ	1,2%∇	2,4%Δ	1,1%∇	--	2,6%Δ0	1,9%∇
· 1 Almost never (few times a year or less)	4,1%	4,4%	4,0%	4,4%	4,1%	2,7%∇	4,3%Δ	2,0%∇	--	4,0%	4,2%
· 2 Rarely (once a month or less)	8,9%	9,8%	9,5%	8,3%	9,4%	4,8%∇	9,2%Δ	6,2%∇	--	8,8%	9,0%
· 3 Sometimes (few times a month)	15,0%	15,3%	15,5%	15,0%	15,3%	12,6%	15,2%	13,8%	--	15,1%	15,0%
· 4 Often (once a week)	21,1%	23,4%Δ	21,3%	20,8%	19,7%	19,8%	21,2%	20,0%	--	20,5%	21,8%
· 5 Very often (few times a week)	30,6%	31,1%	31,0%	31,5%	28,8%∇	30,8%	30,2%∇	34,3%Δ	--	31,1%	30,1%
· 6 Always (every day)	18,0%	13,9%∇	16,3%∇	18,2%	19,5%Δ	28,1%▲0	17,4%∇	22,6%Δ0	--	17,9%	18,1%
- Mean	4,12	4,02∇	4,08	4,16	4,09	4,52▲0	4,09∇	4,43▲0	--	4,12	4,13
N	9.103	1.678	2.503	2.159	2.012	751	8.168	935	--	4.984	4.119
I am proud of the work that I do											
· 0 Never	1,6%	1,3%	1,7%	1,3%	2,3%Δ	0,80%	1,7%Δ	0,43%∇	--	1,7%	1,5%
· 1 Almost never (few times a year or less)	2,7%	2,6%	3,2%	2,2%	3,2%	1,7%	2,9%Δ	1,5%∇	--	2,7%	2,7%
· 2 Rarely (once a month or less)	5,8%	6,9%Δ	5,6%	6,0%	5,8%	3,5%∇	6,0%Δ	3,7%∇	--	5,9%	5,8%
· 3 Sometimes (few times a month)	11,3%	12,4%	12,2%	10,9%	10,4%	8,8%∇	11,6%Δ	8,1%∇	--	11,5%	11,0%
· 4 Often (once a week)	18,3%	19,4%	19,3%	18,2%	16,8%	16,3%	18,4%	16,8%	--	18,2%	18,4%
· 5 Very often (few times a week)	29,2%	30,4%	29,6%	28,9%	28,3%	28,8%	29,2%	29,2%	--	29,7%	28,6%
· 6 Always (every day)	31,1%	27,0%∇	28,4%∇	32,4%	33,1%Δ	40,1%▲0	30,1%∇	40,1%▲0	--	30,3%	32,0%
- Mean	4,54	4,45∇	4,47∇	4,59	4,53	4,85▲0	4,50∇	4,88▲0	--	4,52	4,56
N	9.088	1.676	2.504	2.148	2.010	750	8.154	934	--	4.974	4.114
Like to continue working in present job in the coming 12 months											
· 1 Certainly not	2,8%	2,4%	2,0%∇	1,8%∇	3,2%	8,3%▲0	3,0%Δ	1,4%∇	--	3,0%	2,6%
· 2 Probably not	4,3%	5,2%	3,7%	3,8%	4,2%	6,3%Δ	4,5%	3,1%	--	4,6%	4,0%
· 3 Maybe	6,2%	7,6%Δ	7,0%Δ	5,3%	5,2%∇	4,9%	6,3%Δ	4,5%∇	--	5,7%	6,6%
· 4 Probably	25,2%	25,5%	28,0%Δ	23,5%∇	23,7%	24,4%	25,4%	23,4%	--	25,6%	24,7%
· 5 Certainly	61,5%	59,4%∇	59,3%∇	65,6%Δ	63,6%Δ	56,2%∇	60,8%∇	67,6%Δ0	--	61,1%	62,0%
- Mean	4,38	4,34	4,39	4,47Δ	4,40	4,14∇0	4,37∇	4,53Δ0	--	4,37	4,40
N	9.104	1.681	2.505	2.156	2.011	751	8.169	935	--	4.983	4.121

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Would like to have paid employment											
· 1 Yes	23,4%	45,4%▲0	42,7%▲	39,1%▲	26,6%Δ	15,5%▼	--	--	23,4%	24,9%Δ	22,0%▽
· 2 No	51,1%	27,1%▼	31,5%▼	36,5%▼	50,8%	58,0%▲	--	--	51,1%	47,3%▽	54,7%Δ0
· 3 Maybe	25,5%	27,5%	25,8%	24,5%	22,5%▽	26,4%	--	--	25,5%	27,8%Δ	23,4%▽
N	4.800	207	372	458	950	2.813	--	--	4.800	2.295	2.505
How satisfied are you with your work											
· 1 Very dissatisfied	1,1%	1,1%	1,3%	1,1%	1,1%	0,93%	1,1%	1,2%	--	1,1%	1,2%
· 2 Dissatisfied	3,7%	3,7%	4,0%	3,9%	3,8%	1,1%▽	3,9%Δ	1,6%▽	--	3,4%	3,9%
· 3 Not dissatisfied, not satisfied	14,5%	15,4%	15,8%Δ	14,1%	15,7%	6,5%▼	15,1%Δ	9,4%▽	--	14,6%	14,5%
· 4 Satisfied	51,5%	51,5%	50,2%	52,9%	51,7%	51,5%	52,1%Δ	46,5%▽	--	53,2%Δ0	49,5%▽
· 5 Very satisfied	29,1%	28,2%	28,7%	28,0%	27,6%	40,0%▲0	27,7%▼	41,3%▲0	--	27,7%▽	30,9%Δ
- Mean	4,04	4,02	4,01▽	4,03	4,01	4,29▲0	4,01▼	4,25▲0	--	4,03	4,05
N	9.088	1.675	2.502	2.152	2.007	752	8.151	937	--	4.975	4.113
Do you intend to stop working in the coming 12 months											
· 1 Certainly not	73,8%	87,7%▲	84,6%▲	80,4%Δ	58,7%▼	28,6%▼	74,6%Δ	66,8%▽	--	72,6%▽	75,3%Δ
· 2 Probably not	16,0%	9,6%▼	11,9%▽	14,6%▽	24,8%▲	23,9%▲	15,4%▽	20,6%Δ	--	16,4%	15,5%
· 3 Maybe	5,3%	2,1%▽	2,4%▽	3,9%▽	8,9%▲	15,9%▲	4,8%▽	8,8%Δ0	--	5,2%	5,3%
· 4 Probably	2,1%	0,18%▽	0,64%▽	0,69%▽	4,1%▲	10,2%▲	2,1%	2,5%	--	2,5%Δ	1,7%▽
· 5 Certainly	2,9%	0,42%▽	0,48%▽	0,46%▽	3,5%Δ	21,4%▲0	3,0%Δ	1,3%▽	--	3,4%Δ0	2,2%▽
- Mean	1,44	1,16▼	1,21▼	1,26▼	1,69▲	2,72▲0	1,44▽	1,51Δ0	--	1,48Δ0	1,40▽
N	9.112	1.679	2.505	2.159	2.016	753	8.174	938	--	4.987	4.125
Do you intend to change jobs in the coming 12 months											
· 1 Certainly not	58,0%	46,4%▼	45,8%▼	56,7%	75,0%▲	82,5%▲0	56,5%▼	70,4%▲0	--	57,4%	58,7%
· 2 Probably not	23,5%	27,0%Δ	28,9%Δ	24,7%	16,5%▼	12,8%▼	24,2%Δ	17,0%▽	--	24,9%Δ0	21,7%▽
· 3 Maybe	12,8%	17,3%Δ	18,3%▲	12,3%	6,0%▼	3,5%▽	13,3%Δ	8,1%▽	--	12,0%▽	13,6%Δ
· 4 Probably	3,4%	5,4%Δ	4,0%	4,0%	1,5%▽	0,67%▽	3,5%	3,1%	--	3,3%	3,5%
· 5 Certainly	2,4%	4,0%Δ	3,0%Δ	2,3%	0,95%▽	0,53%▽	2,5%Δ	1,4%▽	--	2,3%	2,4%
- Mean	1,69	1,94▲	1,90▲	1,70	1,37▼	1,24▼0	1,71▲0	1,48▼	--	1,68	1,69
N	9.088	1.679	2.502	2.150	2.007	750	8.153	935	--	4.975	4.113
Do you consider starting a second job besides your current job in the coming 12 months?											
· 1 Yes, I consider this, but I do not have any concrete plans	5,2%	5,9%	7,1%Δ	4,6%	3,4%▽	4,2%	4,4%▼	12,5%▲	--	5,0%	5,4%
· 2 Yes, I consider this, and I have concrete plans	1,8%	2,2%	2,2%	1,6%	1,1%▽	1,8%	1,4%▼	5,1%▲	--	1,6%	2,0%
· 3 No	93,0%	91,9%	90,8%▽	93,8%	95,4%Δ0	94,0%	94,2%▲0	82,4%▼	--	93,4%	92,6%
N	8.543	1.552	2.320	2.035	1.915	721	7.661	882	--	4.726	3.817
Would you want to work more or less hours in the coming 12 months if your earnings would change accordingly?											
· 1 No	68,0%	66,1%	67,5%	67,1%	69,3%	72,9%Δ	69,1%▲	58,9%▼	--	69,4%Δ	66,3%▽
· 2 Yes, more hours	12,7%	17,6%Δ0	14,5%Δ	11,3%▽	8,6%▽	10,0%▽	11,5%▼	23,1%▲0	--	9,7%▽	16,3%Δ0
· 3 Yes, less hours	19,3%	16,2%▽	18,0%▽	21,5%Δ	22,0%Δ	17,1%	19,5%	18,0%	--	20,9%Δ	17,4%▽
N	9.065	1.672	2.491	2.151	2.003	748	8.134	931	--	4.957	4.108
Do you intend to start working in the coming 12 months, either as an employee or as an entrepreneur?											
· 1 Certainly not	12,8%	17,4%	10,2%	12,8%	12,0%	13,2%	--	--	12,8%	11,2%	14,5%
· 2 Probably not	25,5%	23,9%	22,8%	18,7%▽	24,1%	30,1%Δ	--	--	25,5%	24,4%	26,6%
· 3 Maybe	35,9%	32,6%	29,8%▽	31,5%	37,0%	40,1%Δ	--	--	35,9%	37,5%	34,3%
· 4 Probably	13,2%	7,2%▽	18,1%Δ	14,2%	13,6%	12,2%	--	--	13,2%	14,1%	12,3%
· 5 Certainly	12,6%	18,8%▲	19,1%▲	22,8%▲	13,3%	4,5%▼0	--	--	12,6%	12,9%	12,3%
- Mean	2,87	2,86	3,13▲	3,16▲	2,92	2,65▼0	--	--	2,87	2,93	2,81
N	1.472	138	215	219	316	584	--	--	1.472	747	725

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Would you like to work as an employee or as an entrepreneur or self-employed?											
· 1 Employee	65,2%	70,4%	71,5%	76,0%▲	70,1%	53,2%▼	--	--	65,2%	59,5%▼	71,6%▲0
· 2 Self-employed	13,0%	8,6%	11,8%	3,3%▼	8,0%∇	22,1%▲0	--	--	13,0%	15,8%Δ	9,9%∇
· 3 No preference	18,6%	14,8%	11,1%▼	18,7%	19,4%	22,4%Δ	--	--	18,6%	22,5%▲	14,3%▼
· 4 Don't know	3,2%	6,2%	5,6%	2,0%	2,5%	2,4%	--	--	3,2%	2,3%	4,2%
N	907	81	144	150	201	331	--	--	907	481	426
Until what age would you like to continue working? [Mean] [Range: 20–99]											
	65,0	63,8▼	64,1▼	64,6∇	65,8▲	69,5▲0	64,7▼	67,9▲0	--	65,3Δ0	64,6∇
N	6.583	1.090	1.709	1.596	1.626	562	5.948	635	--	3.963	2.620
Don't know until what age would like to continue working [% checked]											
	27,7%	34,9%▲	31,8%Δ	26,0%	19,2%▼0	25,1%	27,1%∇	32,1%Δ0	--	20,4%▼	36,4%▲0
N	9.123	1.681	2.508	2.162	2.018	754	8.185	938	--	4.994	4.129
Until what age do you think you will be able to continue working? [Mean] [Range: 40–99]											
	66,4	65,5▼	65,8∇	65,9∇	66,8Δ	70,7▲0	66,1▼	70,0▲0	--	67,0▲0	65,6▼
N	6.097	1.037	1.597	1.469	1.474	520	5.485	612	--	3.729	2.368
Don't know until what age will be able to continue working [% checked]											
	32,8%	38,1%Δ	35,9%Δ	31,7%	26,5%∇0	30,5%	32,6%	34,3%	--	25,0%▼	42,2%▲0
N	9.123	1.681	2.508	2.162	2.018	754	8.185	938	--	4.994	4.129
Could you financially afford to stop working before the official retirement age?											
· 1 Yes	32,1%	23,0%▼	25,8%∇	32,5%	41,5%▲	46,7%▲0	30,9%▼	42,5%▲0	--	33,4%Δ0	30,5%∇
· 2 No	42,9%	43,4%	43,7%	43,1%	42,7%	38,7%∇	43,2%Δ	39,9%∇	--	42,5%	43,3%
· 3 Don't know	25,1%	33,6%▲	30,5%Δ	24,4%	15,9%▼	14,6%▼	25,9%Δ	17,6%∇	--	24,1%∇	26,3%Δ
N	9.097	1.676	2.501	2.157	2.014	749	8.161	936	--	4.976	4.121
Colleagues think it is important to continue working until the official retirement age											
· 1 Very unimportant	10,0%	7,5%∇	11,3%	11,7%Δ	8,8%	9,9%	10,0%	--	--	10,9%Δ	8,8%∇
· 2 Unimportant	17,1%	20,6%Δ	18,0%	17,4%	15,1%∇	13,2%∇	17,1%	--	--	18,4%Δ	15,3%∇
· 3 Not important, not unimportant	50,0%	55,1%Δ	52,0%	53,1%Δ	47,2%∇	32,5%▼	50,0%	--	--	47,6%∇	53,5%Δ0
· 4 Important	16,3%	13,0%∇	14,0%∇	14,0%∇	20,2%Δ	23,7%▲	16,3%	--	--	16,4%	16,1%
· 5 Very important	6,6%	3,8%∇	4,6%∇	3,8%∇	8,7%Δ	20,7%▲0	6,6%	--	--	6,8%	6,3%
- Mean	2,92	2,85∇	2,83∇	2,81∇	3,05Δ	3,32▲0	2,92	--	--	2,90	2,96
N	4.685	744	1.175	1.156	1.247	363	4.685	--	--	2.761	1.924
Colleagues continue working until the official retirement age											
· 1 No, no one does	2,4%	2,3%	2,3%	3,0%Δ	2,0%	2,1%	2,4%	--	--	2,4%	2,3%
· 2 Most do not	13,0%	11,8%	11,0%∇	15,2%Δ	15,0%Δ	9,6%∇	13,0%	--	--	13,2%	12,7%
· 3 Some do, other don't	42,8%	41,0%	42,3%	44,2%	45,5%Δ	36,2%∇	42,8%	--	--	39,6%∇	46,6%Δ0
· 4 Most do	35,6%	38,5%Δ	38,1%Δ	32,9%∇	31,0%∇	42,4%Δ	35,6%	--	--	38,0%Δ	32,8%∇
· 5 Yes, everyone does	6,2%	6,5%	6,2%	4,7%∇	6,4%	9,8%Δ0	6,2%	--	--	6,7%Δ	5,6%∇
- Mean	3,30	3,35Δ	3,35Δ	3,21∇	3,25∇	3,48▲0	3,30	--	--	3,33Δ0	3,27∇
N	8.158	1.547	2.291	1.969	1.818	533	8.158	--	--	4.400	3.758
Supervisor thinks it is important to continue working until the official retirement age											
· 1 Very unimportant	8,0%	6,6%	9,2%	7,8%	8,2%	7,1%	8,0%	--	--	8,4%	7,4%
· 2 Unimportant	14,1%	14,8%	14,9%	16,0%Δ	13,8%	6,8%▼	14,1%	--	--	13,7%	14,6%
· 3 Not important, not unimportant	44,3%	48,3%Δ	43,6%	48,8%Δ	42,3%	33,6%▼	44,3%	--	--	42,5%∇	46,9%Δ0
· 4 Important	22,0%	20,4%	21,6%	19,5%∇	23,2%	28,3%Δ	22,0%	--	--	22,8%	20,7%
· 5 Very important	11,7%	10,0%	10,6%	8,0%∇	12,5%	24,2%▲0	11,7%	--	--	12,5%Δ	10,4%∇
- Mean	3,15	3,12	3,10∇	3,04∇	3,18	3,56▲0	3,15	--	--	3,17	3,12
N	4.335	683	1.007	1.028	1.221	396	4.335	--	--	2.588	1.747

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
							Employee	Self-employed	Not employed	Male [52%]	Female [48%]
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	[59%]	[6,7%]	[34%]		
In the past 12 months, which of the following activities did you do to find a (new) (paid) job (as employee)? [multiple answers possible]											
· Activities to find a paid job in past 12 months - applied for a job	15,9%	19,7%Δ	19,6%Δ	17,4%Δ	12,2%∇	5,1%▼	13,7%▼	9,9%∇	41,4%▲	14,6%∇	17,4%Δ
· Activities to find a paid job in past 12 months - looked at vacancies	24,4%	31,7%▲	30,5%Δ	25,1%	16,8%▼	11,1%▼◊	22,2%▼	14,8%▼	54,1%▲	22,7%∇	26,3%Δ
· Activities to find a paid job in past 12 months - contacted an employer on own initiative	6,1%	6,5%	6,5%	6,6%	5,6%	4,6%∇	4,3%▼	5,0%	23,8%▲	6,0%	6,3%
· Activities to find a paid job in past 12 months - involved family, friends, connections	5,6%	6,4%	6,3%	5,4%	5,7%	2,8%∇	3,5%▼	4,9%	25,4%▲	4,7%∇	6,7%Δ
· Activities to find a paid job in past 12 months - searched via UWV WERKbedrijf	5,3%	5,1%	5,8%	5,7%	6,3%Δ	1,3%▼	3,2%▼	3,1%∇	26,2%▲	4,8%∇	5,8%Δ
· Activities to find a paid job in past 12 months - inscribed at an employment agency	5,3%	4,5%	5,2%	6,0%	5,1%	5,7%	3,1%▼	2,7%∇	27,4%▲◊	5,0%	5,6%
· Activities to find a paid job in past 12 months - visited a vacancy website	15,2%	19,8%Δ	19,1%Δ	15,7%	11,2%∇	5,7%▼	13,0%▼	8,7%∇	42,0%▲	13,7%∇	17,1%Δ◊
· Activities to find a paid job in past 12 months - uploaded CV to a website	7,7%	7,8%	9,0%Δ	8,6%	6,9%	4,3%∇	5,4%▼	4,8%∇	31,4%▲	7,9%	7,6%
· Activities to find a paid job in past 12 months - websites of companies and (governmental) institutes	7,4%	9,3%Δ	9,4%Δ	7,2%	6,4%∇	2,5%▼	6,2%▼	5,0%∇	21,6%▲	7,6%	7,3%
· Activities to find a paid job in past 12 months - use of social media	10,0%	12,2%Δ	11,7%Δ	10,5%	8,4%∇	4,4%▼	8,2%▼	8,6%	27,5%▲	10,7%Δ	9,1%∇
· Activities to find a paid job in past 12 months - other activities	4,9%	5,8%Δ	5,5%	4,0%∇	4,5%	4,9%	3,6%▼	6,9%Δ	14,3%▲	5,2%	4,6%
· Activities to find a paid job in past 12 months - no activities	65,6%	57,8%∇	58,1%▼	65,7%	75,7%▲	75,3%▲	68,7%▲	75,3%▲	26,9%▼	66,9%Δ	64,0%∇
N	10.031	1.762	2.652	2.312	2.220	1.085	8.185	938	908	5.475	4.556
Applied for a job in the past 4 weeks [% yes]	66,0%	61,9%	64,3%	75,0%▲◊	65,5%	52,6%	--	--	66,0%	68,3%	63,6%
N	376	42	84	96	116	38	--	--	376	189	187
Obligated to apply for jobs											
· 1 Yes	7,0%	15,9%▲	14,0%▲	16,8%▲	15,1%▲	1,00%▼	--	--	7,0%	7,6%	6,4%
· 2 No	92,0%	82,1%▼	82,5%▼	80,3%▼	82,8%▼	98,9%▲◊	--	--	92,0%	91,5%	92,4%
· 3 Don't know	1,1%	1,9%	3,5%▲	2,8%Δ	2,1%Δ	0,07%▼	--	--	1,1%	0,87%	1,3%
N	4.789	207	372	458	948	2.804	--	--	4.789	2.291	2.498
Hours per week prefers to work [Mean] [Range: 1-60]	21,6	24,3▲	24,2▲	26,3▲	23,9▲	16,3▼◊	--	--	21,6	22,7▲◊	20,4▼
N	903	81	143	149	200	330	--	--	903	480	423
When could you start working											
· 1 Within 2 weeks	67,3%	60,5%	64,3%	63,8%	70,3%	69,9%	--	--	67,3%	71,2%Δ◊	62,8%∇
· 2 Not within 2 weeks, but within 3 months	23,7%	25,9%	20,3%	28,2%	21,3%	24,0%	--	--	23,7%	21,5%	26,1%
· 3 After 3 months or more	9,1%	13,6%	15,4%▲◊	8,1%	8,4%	6,1%∇	--	--	9,1%	7,3%∇	11,1%Δ
N	904	81	143	149	202	329	--	--	904	479	425
Chances to find the type of job you are looking for within 3 months											
· 1 Very high	3,5%	0%	2,1%	2,0%	1,5%	6,9%▲◊	--	--	3,5%	4,8%Δ	2,1%∇
· 2 High	6,2%	7,4%	9,7%	5,3%	2,0%▼	7,3%	--	--	6,2%	7,9%Δ	4,2%∇
· 3 Neither high nor low	29,3%	32,1%	29,2%	29,3%	26,4%	30,5%	--	--	29,3%	31,7%	26,7%
· 4 Low	30,3%	32,1%	27,8%	25,3%	32,8%	31,7%	--	--	30,3%	30,4%	30,2%
· 5 Very low	30,7%	28,4%	31,3%	38,0%Δ	37,3%Δ	23,6%▼	--	--	30,7%	25,2%▼	36,8%▲◊
- Mean	3,78	3,81	3,76	3,92	4,02▲	3,58▼◊	--	--	3,78	3,63▼	3,95▲◊
N	907	81	144	150	201	331	--	--	907	480	427
· Sf12 Physical component (range 0-100) [Mean] [Range: 12-66]	48,9	50,1Δ	49,7Δ	48,7	47,5∇◊	48,9	51,0▲	51,5▲	44,7▼◊	50,3▲◊	47,4▼
N	13.370	1.815	2.773	2.533	2.844	3.405	7.878	905	4.587	7.015	6.355
· Sf12 Mental component (range 0-100) [Mean] [Range: 11-70]	52,1	50,8∇	50,6▼	51,6∇	52,0	54,3▲◊	52,3Δ	53,5Δ◊	51,3∇	52,8Δ◊	51,3∇
N	13.370	1.815	2.773	2.533	2.844	3.405	7.878	905	4.587	7.015	6.355

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
In general, would you say your health is ...											
· 1 Excellent	7,7%	9,2%Δ	9,2%Δ	7,6%	6,7%∇	6,5%∇	9,1%Δ	12,2%Δ	4,4%∇	8,0%	7,3%
· 2 Very good	22,5%	25,9%Δ	23,7%	22,1%	20,1%∇	21,9%	25,4%Δ	28,7%Δ	16,2%∇	25,2%Δ	19,4%∇
· 3 Good	48,2%	45,7%∇	47,5%	47,4%	46,5%∇	52,1%Δ	51,1%Δ	46,3%	43,6%∇	48,7%	47,6%
· 4 Fair	18,0%	16,2%∇	16,2%∇	18,1%	21,7%Δ0	17,5%	13,2%∇	11,5%∇	27,6%▲0	15,2%∇	21,2%Δ0
· 5 Poor	3,7%	3,0%	3,4%	4,9%Δ	5,0%Δ	2,1%∇	1,3%∇	1,3%∇	8,2%▲	2,9%∇	4,5%Δ
- Mean	2,88	2,78∇	2,81∇	2,91	2,98Δ0	2,87	2,72∇	2,61∇	3,19▲0	2,80∇	2,96Δ0
N	13.899	1.882	2.872	2.618	2.967	3.560	8.170	937	4.792	7.277	6.622
Health limits activities - moderate activities (e.g. moving table)											
· 1 Yes, limited a lot	7,0%	5,8%∇	6,5%	8,1%Δ	9,4%Δ	5,2%∇	2,9%∇	3,3%∇	14,7%▲	4,4%∇	9,9%▲
· 2 Yes, limited a little	22,0%	17,8%∇	18,8%∇	21,1%	24,1%Δ	25,9%Δ	18,2%∇	16,6%∇	29,6%▲	18,7%∇	25,7%Δ
· 3 No, not limited at all	71,0%	76,4%Δ0	74,8%Δ	70,8%	66,5%∇	68,9%∇	78,9%▲	80,1%▲	55,7%∇0	77,0%▲0	64,4%∇
N	13.883	1.886	2.868	2.616	2.957	3.556	8.165	934	4.784	7.264	6.619
Health limits activities - climbing several flights of stairs											
· 1 Yes, limited a lot	7,5%	5,6%∇	6,5%∇	8,3%	9,8%Δ	7,0%	3,5%∇	3,7%∇	15,2%▲0	5,1%∇	10,2%Δ
· 2 Yes, limited a little	25,1%	20,2%∇	21,1%∇	24,9%	28,0%Δ	28,6%Δ	22,2%∇	21,4%∇	30,7%Δ	22,6%∇	27,8%Δ
· 3 No, not limited at all	67,4%	74,2%Δ0	72,4%Δ	66,8%	62,2%∇	64,4%∇	74,3%▲	74,9%Δ	54,0%∇	72,3%▲0	62,0%∇
N	13.857	1.880	2.871	2.607	2.953	3.546	8.150	935	4.772	7.258	6.599
Accomplished less than you would like in the past 4 weeks due to physical health [% yes]											
	23,4%	22,0%	23,0%	25,2%Δ	26,8%Δ0	20,2%∇	16,5%∇	16,3%∇	36,5%▲0	19,5%∇	27,7%Δ0
N	13.861	1.880	2.866	2.615	2.955	3.545	8.152	936	4.773	7.259	6.602
Limited in the kind of work or other activities in the past 4 weeks due to physical health [% yes]											
	23,4%	19,6%∇	22,1%	24,8%	27,5%Δ0	21,9%∇	15,7%∇	13,9%∇	38,3%▲0	18,7%∇	28,5%▲0
N	13.842	1.874	2.861	2.606	2.953	3.548	8.135	935	4.772	7.249	6.593
Accomplished less than you would like in the past 4 weeks due to emotional problems [% yes]											
	14,4%	15,3%	17,3%Δ	15,7%Δ	15,7%Δ	9,5%∇0	11,3%∇	9,3%∇	20,6%▲0	12,3%∇	16,7%Δ0
N	13.818	1.875	2.861	2.603	2.948	3.531	8.130	932	4.756	7.244	6.574
In work or other activities not as carefully as usual in the past 4 weeks due to emotional problems [% yes]											
	13,4%	14,7%	15,7%Δ	14,1%	15,0%Δ	8,8%∇0	10,8%∇	8,9%∇	18,7%▲0	11,0%∇	16,0%Δ0
N	13.785	1.864	2.860	2.597	2.942	3.522	8.105	932	4.748	7.228	6.557
During the past 4 weeks physical health or emotional problems interfered with social activities											
· 1 Not at all	58,4%	56,4%	55,1%∇	57,9%	55,5%∇	65,0%Δ0	62,3%Δ	67,3%Δ	50,1%∇	63,6%▲0	52,7%∇
· 2 Slightly	26,9%	29,0%Δ	28,0%	26,3%	27,6%	24,7%∇	27,6%Δ	24,2%	26,1%	25,2%∇	28,7%Δ
· 3 Moderately	8,9%	8,3%	9,6%	9,6%	10,1%Δ	7,2%∇	6,6%∇	6,5%∇	13,3%▲	6,8%∇	11,3%Δ
· 4 Quite a bit	3,8%	4,6%	4,5%Δ	4,1%	4,2%	2,2%∇	2,2%∇	1,2%∇	7,1%▲0	3,1%∇	4,6%Δ
· 5 Extremely	2,0%	1,7%	2,7%Δ	2,2%	2,6%Δ	0,96%∇	1,3%∇	0,86%∇	3,4%Δ	1,3%∇	2,7%Δ
- Mean	1,64	1,66	1,72Δ	1,66	1,71Δ	1,49∇0	1,52∇	1,44∇	1,88▲0	1,53∇	1,76▲0
N	13.884	1.887	2.874	2.608	2.958	3.557	8.164	935	4.785	7.266	6.618
During the past 4 weeks pain interfered with normal work											
· 1 Not at all	54,8%	56,4%	55,5%	55,4%	50,7%∇	56,2%Δ	60,0%▲	66,2%▲	43,6%∇0	60,8%▲0	48,1%∇
· 2 Slightly	29,2%	28,7%	28,4%	28,0%	29,9%	30,5%	29,4%	25,2%∇	29,6%	27,4%∇	31,2%Δ
· 3 Moderately	9,4%	8,3%	8,7%	9,3%	11,3%Δ	9,1%	7,0%∇	5,9%∇	14,3%▲	7,3%∇	11,8%Δ
· 4 Quite a bit	4,5%	4,5%	4,9%	5,0%	5,6%Δ	2,9%∇0	2,6%∇	2,4%∇	8,3%▲	3,1%∇	6,1%Δ
· 5 Extremely	2,1%	2,1%	2,5%	2,3%	2,4%	1,3%∇	0,97%∇	0,32%∇	4,3%▲	1,4%∇	2,8%Δ
- Mean	1,70	1,67	1,71	1,71	1,79Δ0	1,63∇	1,55∇	1,45∇	2,00▲0	1,57∇	1,84▲0
N	13.834	1.881	2.863	2.604	2.952	3.534	8.143	931	4.760	7.242	6.592

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
In the past 4 weeks felt calm and peaceful											
· 1 All of the time	14,3%	10,2%∇	10,7%∇	12,8%∇	15,3%	19,6%▲0	13,5%∇	17,9%Δ	14,8%	17,0%Δ	11,3%∇
· 2 Most of the time	51,6%	48,5%∇	48,4%∇	51,0%	50,7%	57,0%Δ	52,0%	54,7%	50,3%∇	53,5%Δ	49,4%∇
· 3 A good bit of the time	17,4%	20,7%Δ	19,9%Δ	17,7%	17,5%	13,5%∇	18,8%Δ	15,4%	15,6%∇	16,2%∇	18,9%Δ
· 4 Some of the time	12,3%	15,7%Δ	15,2%Δ	13,5%Δ	12,0%	7,7%∇	12,2%	9,0%∇	13,2%Δ	9,7%∇	15,2%Δ0
· 5 A little of the time	3,7%	4,2%	4,8%Δ	4,4%	4,0%	1,9%∇	3,0%∇	2,7%	5,1%Δ0	3,0%∇	4,5%Δ
· 6 None of the time	0,62%	0,69%	0,97%Δ	0,73%	0,47%	0,34%∇	0,45%∇	0,43%	0,94%Δ	0,55%	0,69%
- Mean	2,42	2,57Δ	2,58▲	2,48Δ	2,40	2,16▼0	2,41	2,25∇0	2,46Δ	2,30▼	2,54▲0
N	13.893	1.884	2.877	2.614	2.957	3.561	8.166	935	4.792	7.274	6.619
In the past 4 weeks had a lot of energy											
· 1 All of the time	7,7%	6,2%∇	6,7%∇	6,7%∇	7,9%	10,0%Δ	8,0%	11,6%Δ	6,5%∇	9,0%Δ	6,4%∇
· 2 Most of the time	37,4%	35,0%∇	35,3%∇	37,5%	35,0%∇	42,3%Δ0	39,7%Δ	46,2%Δ	31,7%∇	39,8%Δ	34,7%∇
· 3 A good bit of the time	23,2%	24,6%	24,7%Δ	22,3%	22,2%	22,9%	25,2%Δ	21,5%	20,1%∇	24,0%Δ	22,4%∇
· 4 Some of the time	21,0%	23,7%Δ	21,6%	22,0%	21,8%	17,6%∇	20,0%∇	15,8%∇	23,6%Δ	19,0%∇	23,1%Δ
· 5 A little of the time	8,7%	8,8%	9,2%	9,6%	10,3%Δ	6,4%∇	6,1%▼	4,0%∇	14,2%▲0	6,9%∇	10,7%Δ0
· 6 None of the time	2,0%	1,7%	2,6%Δ	2,0%	2,8%Δ	0,90%∇	0,97%∇	0,96%∇	3,8%▲	1,4%∇	2,6%Δ
- Mean	2,91	2,99Δ	2,99Δ	2,96Δ	3,00Δ	2,71▼0	2,79▼	2,57▼	3,19▲0	2,79▼	3,05▲0
N	13.869	1.884	2.872	2.613	2.947	3.553	8.154	935	4.780	7.256	6.613
In the past 4 weeks felt downhearted and blue											
· 1 All of the time	0,87%	1,4%Δ	0,94%	0,92%	0,71%	0,62%	0,62%∇	0,32%	1,4%Δ	0,82%	0,92%
· 2 Most of the time	2,1%	2,0%	3,1%Δ	2,4%	2,1%	1,0%∇	1,8%∇	1,1%∇	2,8%Δ	1,9%	2,2%
· 3 A good bit of the time	4,6%	5,7%Δ	5,8%Δ	5,3%Δ	4,4%	2,5%∇	4,2%∇	3,4%	5,4%Δ	4,1%∇	5,1%Δ
· 4 Some of the time	23,1%	27,8%Δ	25,8%Δ	24,7%Δ	23,0%	17,5%∇	23,1%	19,8%∇	23,8%	19,9%∇	26,7%Δ
· 5 A little of the time	40,4%	40,1%	39,2%	38,9%	40,7%	42,3%Δ	41,6%Δ	41,7%	38,1%∇	40,3%	40,6%
· 6 None of the time	29,0%	22,9%∇	25,1%∇	27,9%	29,0%	36,1%▲0	28,7%	33,7%Δ0	28,5%	33,1%Δ0	24,5%∇
- Mean	4,87	4,72∇	4,75∇	4,82∇	4,88	5,08▲0	4,89Δ	5,03Δ0	4,80∇	4,96Δ0	4,77∇
N	13.887	1.883	2.875	2.612	2.957	3.560	8.161	935	4.791	7.273	6.614
• Sf36 Vitality-scale (4 items, 0=low-100=high) [Mean] [Range: 0-100]											
- Mean	63,9	61,0∇	61,7∇	62,5∇	62,8∇	69,3▲0	65,3Δ	69,4▲0	60,6▼	66,6▲0	61,0▼
N	13.912	1.885	2.878	2.618	2.965	3.566	8.177	937	4.798	7.284	6.628
In the past 4 weeks felt full of pep											
· 1 All of the time	11,6%	8,9%∇	10,7%	10,9%	11,4%	14,5%Δ	12,0%	15,7%Δ	10,1%∇	14,2%Δ0	8,8%∇
· 2 Most of the time	41,6%	38,5%∇	40,3%	39,2%∇	40,5%	46,8%Δ	42,9%Δ	45,7%Δ	38,5%∇	43,1%Δ	39,9%∇
· 3 A good bit of the time	20,7%	22,6%Δ	20,0%	21,6%	20,3%	19,9%	21,6%Δ	21,6%	19,0%∇	20,2%	21,2%
· 4 Some of the time	18,7%	22,2%Δ	20,9%Δ	19,3%	19,6%	13,7%∇0	17,8%∇	13,2%∇	21,2%Δ	15,9%∇	21,7%Δ
· 5 A little of the time	5,9%	5,9%	6,5%	7,3%Δ	6,6%	4,0%∇	4,5%∇	3,0%∇	9,0%Δ0	5,2%∇	6,8%Δ
· 6 None of the time	1,5%	2,0%	1,7%	1,7%	1,6%	1,1%∇	1,2%∇	0,86%	2,3%Δ	1,4%	1,7%
- Mean	2,70	2,84Δ	2,77Δ	2,78Δ	2,74Δ	2,49▼0	2,63∇	2,45▼0	2,87▲	2,59▼	2,83▲0
N	13.898	1.884	2.877	2.615	2.963	3.559	8.170	935	4.793	7.276	6.622
In the past 4 weeks felt worn out											
· 1 All of the time	1,9%	2,7%Δ	2,6%Δ	2,0%	2,2%	0,53%∇	1,3%∇	0,32%∇	3,2%Δ	1,3%∇	2,5%Δ
· 2 Most of the time	4,6%	5,4%	5,4%Δ	5,5%Δ	5,2%	2,4%∇	3,6%∇	3,1%∇	6,6%Δ	3,7%∇	5,6%Δ
· 3 A good bit of the time	10,2%	12,6%Δ	11,8%Δ	11,5%Δ	10,8%	6,3%∇	9,8%	6,3%∇	11,7%Δ	8,5%∇	12,1%Δ
· 4 Some of the time	30,1%	34,2%Δ	34,1%Δ	31,6%	30,8%	22,9%▼	32,4%Δ	26,2%∇	26,8%∇	27,2%∇	33,3%Δ
· 5 A little of the time	34,7%	30,7%∇	32,2%∇	32,6%∇	33,1%∇	41,8%▲	35,2%	39,8%Δ	32,9%∇	37,2%Δ	32,1%∇
· 6 None of the time	18,5%	14,4%∇	14,0%∇	16,8%∇	17,9%	26,1%▲0	17,6%∇	24,3%Δ0	18,9%	22,1%Δ0	14,5%∇
- Mean	4,47	4,28∇	4,30∇	4,38∇	4,41∇	4,81▲0	4,50Δ	4,75▲0	4,36∇	4,62▲0	4,30▼
N	13.897	1.881	2.878	2.614	2.963	3.561	8.170	935	4.792	7.277	6.620

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
In the past 4 weeks felt tired											
· 1 All of the time	4,0%	4,9%Δ	4,7%Δ	4,7%Δ	4,7%Δ	1,7%∇	2,5%∇	1,3%∇	6,9%▲ 0	2,6%∇	5,5%Δ
· 2 Most of the time	6,0%	7,4%Δ	6,5%	6,3%	7,5%Δ	3,5%∇	5,0%∇	4,5%∇	8,1%Δ	5,1%∇	7,0%Δ
· 3 A good bit of the time	15,9%	19,5%Δ	18,7%Δ	17,2%Δ	16,2%	10,4%▼	16,3%	11,6%∇	16,0%	13,7%∇	18,3%Δ
· 4 Some of the time	45,0%	46,8%	46,4%	45,6%	42,7%∇	44,4%	48,0%Δ	48,4%Δ	39,3%∇	44,1%∇	46,0%Δ
· 5 A little of the time	24,5%	19,0%∇	20,9%∇	22,3%∇	24,0%	32,3%▲ 0	24,2%	28,8%Δ	24,2%	28,5%Δ 0	20,1%∇
· 6 None of the time	4,6%	2,3%∇	2,7%∇	3,9%	4,9%	7,7%Δ	4,1%∇	5,5%	5,5%Δ	6,0%Δ	3,1%∇
- Mean	3,94	3,74▼	3,81∇	3,87∇	3,88∇	4,25▲ 0	3,99Δ	4,15▲ 0	3,82∇	4,09▲ 0	3,78▼
N	13.894	1.884	2.875	2.615	2.961	3.559	8.166	935	4.793	7.276	6.618
• Depression-scale CESD10 (10 items, 1=rarely-4=usually/always)											
[Mean] [Range: 1-4]	1,59	1,64Δ	1,65Δ	1,61	1,61	1,50▼ 0	1,54▼	1,47▼	1,70▲ 0	1,53▼	1,66▲ 0
N	13.917	1.887	2.879	2.618	2.968	3.565	8.181	938	4.798	7.284	6.633
During the past week I was bothered by things that do not usually bother me											
· 1 Rarely or none of the time (< 1 day)	68,1%	62,7%∇	62,2%∇	67,7%	67,9%	76,1%▲ 0	68,0%	78,8%▲ 0	66,2%∇	71,3%Δ 0	64,5%∇
· 2 Some or little of the time (1-2 days)	24,0%	25,9%Δ	27,0%Δ	24,1%	24,1%	20,2%∇	24,6%Δ	17,4%∇	24,2%	21,6%∇	26,6%Δ
· 3 Occasionally (3-4 days)	6,9%	9,7%Δ	9,2%Δ	7,3%	6,9%	3,4%∇	6,6%	3,2%∇	8,2%Δ	6,2%∇	7,7%Δ
· 4 Most or all of the time (5-7 days)	1,1%	1,7%Δ	1,6%Δ	0,88%	1,1%	0,37%∇	0,91%∇	0,64%	1,4%Δ	0,88%∇	1,2%Δ
- Mean	1,41	1,50Δ	1,50Δ	1,41	1,41	1,28▼ 0	1,40	1,26▼ 0	1,45Δ	1,37∇	1,46Δ 0
N	13.902	1.886	2.878	2.614	2.964	3.560	8.175	937	4.790	7.279	6.623
During the past week had trouble keeping my mind on what I was doing											
· 1 Rarely or none of the time (< 1 day)	62,9%	58,5%∇	57,5%∇	61,1%∇	63,0%	70,9%▲ 0	64,6%Δ	69,6%Δ	58,8%∇	66,2%Δ 0	59,3%∇
· 2 Some or little of the time (1-2 days)	26,2%	27,9%	28,7%Δ	26,8%	25,1%	23,6%∇	26,3%	24,1%	26,4%	24,7%∇	27,8%Δ
· 3 Occasionally (3-4 days)	8,7%	10,8%Δ	10,7%Δ	9,8%Δ	9,3%	4,6%∇	7,7%∇	5,1%∇	11,1%Δ	7,4%∇	10,1%Δ
· 4 Most or all of the time (5-7 days)	2,2%	2,8%	3,1%Δ	2,3%	2,5%	0,90%∇	1,5%∇	1,2%∇	3,7%Δ 0	1,8%∇	2,7%Δ
- Mean	1,50	1,58Δ	1,59Δ	1,53Δ	1,51	1,36▼ 0	1,46∇	1,38∇	1,60Δ 0	1,45∇	1,56Δ 0
N	13.895	1.882	2.872	2.614	2.966	3.561	8.167	937	4.791	7.274	6.621
During the past week I felt depressed											
· 1 Rarely or none of the time (< 1 day)	77,3%	75,2%∇	74,1%∇	76,6%	76,9%	81,8%Δ 0	80,1%Δ	82,0%Δ	71,7%▼ 0	80,8%Δ 0	73,4%∇
· 2 Some or little of the time (1-2 days)	16,2%	17,9%Δ	17,1%	16,4%	16,1%	14,5%∇	14,8%∇	13,6%∇	19,1%Δ	13,5%∇	19,2%Δ
· 3 Occasionally (3-4 days)	4,8%	4,6%	6,6%Δ	5,4%	5,1%	2,9%∇	3,9%∇	3,1%∇	6,7%Δ	4,2%∇	5,5%Δ
· 4 Most or all of the time (5-7 days)	1,7%	2,3%Δ	2,2%Δ	1,5%	2,0%	0,76%∇	1,2%∇	1,3%	2,5%Δ	1,5%	1,9%
- Mean	1,31	1,34Δ	1,37Δ	1,32	1,32	1,23∇ 0	1,26∇	1,24∇	1,40▲ 0	1,26∇	1,36Δ 0
N	13.887	1.881	2.874	2.612	2.959	3.561	8.157	938	4.792	7.267	6.620
During the past week I felt that everything I did was an effort											
· 1 Rarely or none of the time (< 1 day)	63,2%	63,0%	62,7%	62,3%	61,4%∇	65,9%Δ	69,1%▲	70,7%Δ	51,7%▼ 0	68,7%▲ 0	57,2%▼
· 2 Some or little of the time (1-2 days)	22,9%	22,5%	21,5%∇	22,4%	23,2%	24,3%Δ	21,1%∇	21,4%	26,3%Δ	20,5%∇	25,5%Δ
· 3 Occasionally (3-4 days)	10,0%	10,3%	10,9%	11,3%Δ	10,3%	7,8%∇	7,7%∇	6,2%∇	14,6%▲	8,2%∇	11,9%Δ
· 4 Most or all of the time (5-7 days)	3,9%	4,1%	4,9%Δ	4,0%	5,1%Δ	2,0%∇ 0	2,2%▼	1,7%∇	7,4%▲	2,6%∇	5,4%Δ
- Mean	1,55	1,56	1,58Δ	1,57	1,59Δ	1,46∇ 0	1,43▼	1,39▼	1,78▲ 0	1,45▼	1,66▲ 0
N	13.888	1.881	2.871	2.615	2.963	3.558	8.165	936	4.787	7.269	6.619
During the past week felt hopeful about the future											
· 1 Rarely or none of the time (< 1 day)	14,2%	13,3%	15,6%Δ	14,3%	14,9%	12,9%∇	13,5%∇	10,7%∇	16,1%Δ	14,0%	14,5%
· 2 Some or little of the time (1-2 days)	17,9%	20,2%Δ	18,6%	19,9%Δ	18,9%	13,7%∇	17,0%∇	12,0%∇ 0	20,5%Δ	16,6%∇	19,2%Δ 0
· 3 Occasionally (3-4 days)	34,9%	36,6%	35,7%	35,1%	33,7%	34,2%	37,0%Δ	37,6%	30,8%∇	36,2%Δ	33,5%∇
· 4 Most or all of the time (5-7 days)	33,0%	29,9%∇	30,1%∇	30,7%∇	32,4%	39,2%Δ 0	32,4%	39,7%Δ	32,7%	33,2%	32,8%
- Mean	2,87	2,83	2,80∇	2,82∇	2,84	3,00Δ 0	2,88Δ	3,06▲ 0	2,80∇	2,89Δ 0	2,85∇
N	13.875	1.882	2.874	2.609	2.959	3.551	8.158	934	4.783	7.268	6.607

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
During the past week felt fearful											
· 1 Rarely or none of the time (< 1 day)	86,2%	85,7%	84,8%∇	85,9%	85,5%	88,4%Δ0	88,9%Δ	90,8%Δ	80,8%∇0	89,1%Δ0	83,0%∇
· 2 Some or little of the time (1-2 days)	10,2%	10,6%	11,0%	9,9%	10,6%	9,3%∇	8,6%∇	7,3%∇	13,5%Δ	7,8%∇	12,9%Δ
· 3 Occasionally (3-4 days)	2,7%	2,6%	3,1%	3,2%	3,1%	1,8%∇	1,9%∇	1,2%∇	4,4%Δ	2,4%∇	3,1%Δ
· 4 Most or all of the time (5-7 days)	0,87%	1,1%	1,1%	0,96%	0,74%	0,56%∇	0,60%∇	0,75%	1,4%Δ	0,74%	1,0%
- Mean	1,18	1,19	1,21Δ	1,19	1,19	1,15∇0	1,14∇	1,12∇	1,26▲0	1,15∇	1,22Δ0
N	13.882	1.882	2.870	2.610	2.958	3.562	8.162	934	4.786	7.269	6.613
During the past week my sleep was restless											
· 1 Rarely or none of the time (< 1 day)	44,6%	44,1%	42,8%∇	44,7%	44,6%	46,1%Δ	47,3%Δ	52,7%Δ	38,2%∇0	52,5%▲0	35,8%∇
· 2 Some or little of the time (1-2 days)	34,1%	33,4%	32,4%∇	32,5%	33,5%	37,3%Δ	33,4%∇	32,6%	35,5%Δ	31,3%∇	37,1%Δ
· 3 Occasionally (3-4 days)	14,6%	14,4%	16,1%Δ	15,7%	14,8%	12,4%∇	13,6%∇	9,8%∇	17,1%Δ	11,5%∇	18,0%Δ
· 4 Most or all of the time (5-7 days)	6,8%	8,1%Δ	8,6%Δ	7,0%	7,0%	4,3%∇0	5,7%∇	4,9%∇	9,1%Δ	4,7%∇	9,1%Δ
- Mean	1,84	1,87	1,91Δ	1,85	1,84	1,75∇0	1,78∇	1,67∇	1,97▲0	1,68∇	2,00▲0
N	13.885	1.883	2.871	2.610	2.963	3.558	8.159	937	4.789	7.267	6.618
During the past week I was happy											
· 1 Rarely or none of the time (< 1 day)	8,5%	8,5%	9,7%Δ	8,8%	8,7%	7,3%∇	7,9%∇	6,6%∇	9,9%Δ	8,1%	9,0%
· 2 Some or little of the time (1-2 days)	16,6%	18,7%Δ	17,9%Δ	17,6%	16,8%	13,3%∇	15,5%∇	13,2%∇	19,0%Δ	15,0%∇	18,2%Δ0
· 3 Occasionally (3-4 days)	36,4%	36,9%	37,2%	37,8%	36,4%	34,6%∇	38,3%Δ	38,6%	32,8%∇0	36,4%	36,5%
· 4 Most or all of the time (5-7 days)	38,5%	35,8%∇	35,2%∇	35,8%∇	38,2%	44,8%Δ0	38,2%	41,5%Δ	38,4%	40,5%Δ0	36,3%∇
- Mean	3,05	3,00∇	2,98∇	3,01∇	3,04	3,17Δ0	3,07Δ	3,15Δ0	3,00∇	3,09Δ0	3,00∇
N	13.860	1.875	2.868	2.613	2.956	3.548	8.150	937	4.773	7.257	6.603
During the past week I felt lonely											
· 1 Rarely or none of the time (< 1 day)	74,3%	70,6%∇	73,2%	74,0%	73,9%	77,7%Δ	77,1%Δ	77,7%Δ	68,9%∇0	78,2%Δ0	70,0%∇
· 2 Some or little of the time (1-2 days)	17,6%	21,5%Δ0	17,0%	17,8%	17,8%	15,6%∇	16,5%∇	16,5%	19,6%Δ	14,9%∇	20,5%Δ
· 3 Occasionally (3-4 days)	5,5%	5,2%	6,6%Δ	5,9%	5,2%	4,7%∇	4,4%∇	3,1%∇	7,8%Δ	4,6%∇	6,5%Δ
· 4 Most or all of the time (5-7 days)	2,6%	2,8%	3,1%	2,4%	3,1%	2,0%∇	2,0%∇	2,8%	3,7%Δ	2,3%∇	3,0%Δ
- Mean	1,36	1,40Δ	1,40Δ	1,37	1,38	1,31∇0	1,31∇	1,31∇	1,46▲0	1,31∇	1,42Δ0
N	13.887	1.882	2.876	2.611	2.955	3.563	8.164	936	4.787	7.273	6.614
During the past week I could not get going											
· 1 Rarely or none of the time (< 1 day)	49,5%	46,5%∇	47,1%∇	49,7%	48,8%	53,3%Δ0	54,2%▲	55,9%Δ	40,1%∇0	55,1%▲0	43,3%∇
· 2 Some or little of the time (1-2 days)	35,2%	36,3%	36,0%	35,0%	34,3%	35,0%	34,7%	32,8%	36,5%Δ	33,2%∇	37,4%Δ
· 3 Occasionally (3-4 days)	11,3%	13,0%Δ	11,8%	11,5%	12,1%	9,0%∇	8,6%∇	8,7%∇	16,3%▲	8,9%∇	13,9%Δ
· 4 Most or all of the time (5-7 days)	4,0%	4,2%	5,1%Δ	3,8%	4,8%Δ	2,7%∇	2,4%∇	2,6%∇	7,1%▲	2,8%∇	5,5%Δ
- Mean	1,70	1,75Δ	1,75Δ	1,69	1,73Δ	1,61∇0	1,59∇	1,58∇	1,90▲0	1,59∇	1,81▲0
N	13.875	1.883	2.873	2.605	2.956	3.558	8.151	935	4.789	7.258	6.617
• Somewhat or strongly limited during work due to chronic disease or handicap [% yes]											
	27,0%	23,8%∇	25,8%	27,2%	32,6%Δ0	22,6%∇	27,0%	27,0%	--	23,5%∇	31,2%Δ0
N	9.106	1.681	2.504	2.158	2.010	753	8.170	936	--	4.985	4.121

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Do you have any of the following chronic diseases, disorders or handicaps? [multiple answers possible]											
· Complaints of the hands or arms	17,3%	12,8%∇	13,9%∇	18,1%	20,0%Δ	19,7%Δ	12,4%∇	13,1%∇	26,5%▲	11,9%∇	23,3%▲ 0
· Complaints of the legs and feet	19,3%	13,5%∇	14,9%∇	18,5%	23,3%Δ	23,0%Δ	14,1%∇	12,4%∇	29,4%▲	15,5%∇	23,4%▲
· Complaints of the back or neck	21,7%	18,0%∇	20,1%∇	21,6%	24,7%Δ	22,7%	17,4%∇	16,8%∇	30,0%▲	17,4%∇	26,5%▲
· Migraine or severe headache	6,9%	10,7%Δ	9,5%Δ	7,2%	6,3%	3,3%∇	7,0%	5,7%	7,2%	4,0%∇	10,2%▲
· Cardiovascular diseases	11,7%	6,5%∇	7,3%∇	11,4%	14,0%Δ	16,3%Δ	9,4%∇	7,5%∇	16,5%▲	14,5%Δ	8,7%∇
· Asthma, bronchitis, emphysema	8,8%	6,8%∇	8,1%	8,7%	9,9%Δ	9,6%	7,1%∇	7,2%	12,1%Δ	7,2%∇	10,7%Δ
· Gastrointestinal disorders	7,7%	7,6%	7,2%	6,8%∇	9,0%Δ	7,8%	6,0%∇	6,1%∇	11,1%Δ	6,2%∇	9,4%Δ
· Diabetes	9,0%	4,2%∇	5,4%∇	7,2%∇	10,7%Δ	14,3%▲ 0	6,3%∇	7,6%	13,9%▲	11,2%Δ	6,6%∇
· Severe skin disease	1,5%	1,4%	1,3%	1,4%	1,9%Δ	1,4%	1,1%∇	1,1%	2,2%Δ	1,2%∇	1,8%Δ
· Psychological complaints or disorders	5,5%	7,6%Δ	6,7%Δ	6,3%Δ	5,7%	2,7%∇	3,8%∇	4,3%	8,6%▲	4,3%∇	6,8%Δ
· Hearing problems	7,8%	3,8%∇	4,5%∇	6,7%∇	8,7%Δ	12,7%▲	5,7%∇	4,9%∇	12,0%▲	9,1%Δ	6,4%∇
· Epilepsy	0,60%	0,64%	0,76%	0,73%	0,51%	0,42%	0,49%∇	0,53%	0,79%Δ	0,71%	0,47%
· Life-threatening disease (e.g. cancer, AIDS)	2,3%	1,7%	1,3%∇	2,1%	2,7%	3,4%Δ	1,5%∇	2,0%	3,8%Δ	2,2%	2,5%
· Problems with vision	3,3%	2,9%	2,5%∇	3,0%	4,0%Δ	3,4%	2,2%∇	2,9%	5,1%Δ	3,1%	3,4%
· Other longstanding diseases, conditions, or handicaps	10,9%	10,4%	10,6%	11,8%	11,9%Δ	9,8%∇	9,1%∇	7,0%∇	14,7%Δ	9,0%∇	13,0%Δ
· No longstanding diseases, conditions, or handicaps	39,4%	48,4%▲	46,4%Δ	40,6%	34,6%∇	32,0%∇	46,6%▲	49,4%▲	25,1%∇ 0	42,8%Δ	35,7%∇
N	13.923	1.888	2.880	2.620	2.968	3.567	8.185	938	4.800	7.289	6.634
Does your disease, condition, or handicap limit your performance at work											
· 1 Not limited	49,1%	49,7%	47,4%	49,9%	45,0%∇	61,7%▲ 0	49,4%	46,5%	--	53,5%Δ 0	44,3%∇
· 2 Slightly limited	42,4%	43,0%	43,4%	40,7%	45,6%Δ	34,2%∇	42,2%	44,2%	--	38,3%∇	46,8%Δ
· 3 Strongly limited	8,5%	7,3%	9,3%	9,4%	9,4%	4,1%∇	8,5%	9,3%	--	8,1%	9,0%
N	4.826	796	1.227	1.169	1.190	444	4.353	473	--	2.517	2.309
• Burnout (5 items, 1=never-7=every day) [Mean] [Range: 1-7]	2,04	2,10Δ	2,11Δ	2,04	2,08	1,54∇ 0	2,07▲ 0	1,72∇	--	2,00∇	2,08Δ 0
N	9.112	1.681	2.507	2.157	2.014	753	8.174	938	--	4.985	4.127
• Burnout											
· 1 No (score 3.20 or lower on scale of 1 to 7)	85,7%	84,5%	85,2%	86,1%	83,4%∇	94,4%▲ 0	85,0%∇	91,7%Δ 0	--	86,4%Δ 0	84,8%∇
· 2 Yes (score higher than 3.20 on scale of 1 to 7)	14,3%	15,5%	14,8%	13,9%	16,6%Δ	5,6%∇	15,0%Δ 0	8,3%∇	--	13,6%∇	15,2%Δ 0
N	9.112	1.681	2.507	2.157	2.014	753	8.174	938	--	4.985	4.127
• I feel emotionally drained by my work											
· 1 Never	47,4%	42,8%∇	43,7%∇	47,0%	48,0%	69,2%▲ 0	45,8%∇	60,7%▲ 0	--	49,8%Δ 0	44,4%∇
· 2 A few times per year	35,8%	38,9%Δ	37,8%Δ	36,6%	34,4%	23,9%∇	36,4%Δ	31,1%∇	--	34,4%∇	37,5%Δ
· 3 Once a month	3,2%	3,5%	3,5%	3,3%	2,9%	1,9%∇	3,3%	2,2%	--	3,2%	3,2%
· 4 A few times per month	7,5%	8,5%	8,3%	7,5%	7,7%	2,7%∇	7,9%Δ	3,9%∇	--	6,6%∇	8,7%Δ
· 5 Once a week	2,8%	3,0%	2,8%	2,6%	3,6%Δ	1,1%∇	3,0%Δ	1,1%∇	--	2,7%	3,0%
· 6 A few times per week	2,1%	2,1%	2,6%Δ	1,9%	2,2%	0,66%∇	2,3%Δ	0,53%∇	--	2,1%	2,0%
· 7 Every day	1,2%	1,1%	1,3%	1,2%	1,3%	0,66%	1,3%Δ	0,43%∇	--	1,1%	1,3%
- Mean	1,94	2,01Δ	2,02Δ	1,92	1,96	1,47∇ 0	1,98▲ 0	1,57∇	--	1,89∇	2,00Δ 0
N	9.107	1.680	2.505	2.156	2.013	753	8.169	938	--	4.983	4.124
• At the end of the working day I feel worn out											
· 1 Never	28,9%	25,5%∇	25,6%∇	27,6%	29,2%	50,3%▲ 0	27,6%∇	40,3%▲ 0	--	28,7%	29,2%
· 2 A few times per year	39,7%	40,7%	40,2%	40,8%	38,5%	35,7%∇	39,7%	39,3%	--	40,4%	38,9%
· 3 Once a month	6,4%	8,5%Δ	7,5%Δ	6,0%	4,9%∇	3,7%∇	6,5%	5,4%	--	6,6%	6,2%
· 4 A few times per month	10,8%	11,4%	11,8%	10,9%	11,1%	5,0%∇	11,1%Δ	8,4%∇	--	10,3%	11,4%
· 5 Once a week	5,5%	6,1%	5,6%	5,9%	5,9%	1,9%∇	5,8%Δ	3,0%∇	--	5,3%	5,7%
· 6 A few times per week	5,3%	5,2%	5,9%	5,3%	6,3%Δ	1,3%∇	5,7%Δ	2,4%∇	--	5,4%	5,2%
· 7 Every day	3,3%	2,6%	3,4%	3,5%	4,1%Δ	2,0%∇	3,6%Δ	1,2%∇	--	3,2%	3,4%
- Mean	2,54	2,58	2,63Δ	2,57	2,62Δ	1,84∇ 0	2,59▲ 0	2,06∇	--	2,52	2,55
N	9.095	1.680	2.503	2.150	2.009	753	8.159	936	--	4.978	4.117

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
It stresses me to work in direct contact with people all day											
· 1 Never	49,0%	43,9%∇	45,4%∇	48,9%	49,9%	70,4%▲ 0	47,9%∇	58,8%▲ 0	--	49,9%Δ 0	47,9%∇
· 2 A few times per year	30,9%	33,8%Δ	32,3%	31,6%	29,7%	21,4%∇	31,2%Δ	28,1%∇	--	30,6%	31,3%
· 3 Once a month	4,6%	5,9%Δ	5,3%Δ	4,2%	4,0%	2,1%∇	4,6%	4,4%	--	4,5%	4,7%
· 4 A few times per month	7,0%	7,5%	8,0%Δ	6,8%	6,7%	3,2%∇	7,3%Δ	4,4%∇	--	6,6%	7,4%
· 5 Once a week	3,5%	4,3%Δ	3,3%	3,6%	3,8%	0,80%∇	3,7%Δ	1,5%∇	--	3,4%	3,5%
· 6 A few times per week	3,1%	2,8%	3,4%	2,8%	3,8%Δ	1,3%∇	3,2%Δ	1,7%∇	--	3,0%	3,1%
· 7 Every day	2,0%	1,9%	2,2%	2,2%	2,1%	0,80%∇	2,1%	1,2%	--	1,9%	2,1%
- Mean	2,02	2,10Δ	2,11Δ	2,02	2,04	1,50∇ 0	2,06▲ 0	1,72∇	--	2,00	2,05
N	9.101	1.675	2.504	2.155	2.014	753	8.164	937	--	4.981	4.120
I am exhausted in the morning at the thought of another day at work											
· 1 Never	59,0%	55,1%∇	57,0%∇	58,6%	60,8%	71,0%▲ 0	58,5%∇	63,4%Δ 0	--	60,7%Δ 0	57,0%∇
· 2 A few times per year	24,9%	26,0%	25,7%	26,3%	22,7%∇	21,2%∇	24,9%	24,2%	--	24,3%	25,5%
· 3 Once a month	3,7%	5,1%Δ	4,0%	3,2%	3,4%	2,3%∇	3,7%	3,6%	--	3,6%	3,8%
· 4 A few times per month	5,3%	6,4%Δ	6,1%Δ	5,0%	4,9%	2,5%∇	5,5%	4,2%	--	4,9%∇	5,9%Δ
· 5 Once a week	3,2%	3,9%	3,1%	3,2%	3,4%	0,93%∇	3,3%Δ	1,8%∇	--	3,2%	3,1%
· 6 A few times per week	2,2%	1,9%	2,6%	1,9%	2,5%	1,2%	2,3%Δ	1,2%∇	--	1,9%	2,5%
· 7 Every day	1,8%	1,6%	1,5%	1,9%	2,3%Δ	0,80%∇	1,8%	1,6%	--	1,4%∇	2,2%Δ
- Mean	1,82	1,90Δ	1,86	1,81	1,84	1,48∇ 0	1,84Δ 0	1,67∇	--	1,77∇	1,89Δ 0
N	9.105	1.679	2.505	2.155	2.013	753	8.167	938	--	4.981	4.124
I feel completely exhausted by my work											
· 1 Never	56,3%	54,1%∇	53,0%∇	55,1%	56,4%	76,1%▲ 0	55,1%∇	66,8%▲ 0	--	57,9%Δ	54,5%∇
· 2 A few times per year	26,8%	27,3%	29,6%Δ	28,4%	24,9%∇	16,5%∇	27,3%Δ	22,3%∇	--	25,7%∇	28,1%Δ
· 3 Once a month	3,7%	4,8%Δ	3,9%	3,4%	3,4%	2,1%∇	3,8%Δ	2,2%∇	--	3,9%	3,4%
· 4 A few times per month	6,1%	7,0%	6,3%	5,9%	6,7%	2,3%∇	6,1%	6,0%	--	5,2%∇	7,1%Δ 0
· 5 Once a week	2,8%	3,5%	2,6%	2,9%	3,3%	0,53%∇	3,0%Δ	1,3%∇	--	2,9%	2,8%
· 6 A few times per week	2,4%	2,0%	2,7%	2,6%	2,7%	1,5%	2,6%Δ	0,75%∇	--	2,7%	2,1%
· 7 Every day	1,8%	1,3%	1,9%	1,8%	2,5%Δ	0,93%	2,0%Δ	0,64%∇	--	1,7%	2,0%
- Mean	1,87	1,90	1,92Δ	1,88	1,94Δ	1,43∇ 0	1,90▲ 0	1,57∇	--	1,85	1,90
N	9.081	1.677	2.499	2.146	2.009	750	8.143	938	--	4.972	4.109
• At least 5 days a week at least 30 minutes physically active [% yes]	54,8%	52,5%∇	52,4%∇	53,8%	53,3%	59,8%Δ 0	54,3%	52,4%	56,0%Δ 0	55,4%	54,0%
N	13.894	1.885	2.876	2.614	2.961	3.558	8.170	937	4.787	7.276	6.618
Number of days per week physically active for at least 30 minutes [Mean] [Range: 0-7]	4,49	4,39∇	4,36∇	4,40∇	4,45	4,76Δ 0	4,46∇	4,52	4,55Δ 0	4,51	4,48
N	13.894	1.885	2.876	2.614	2.961	3.558	8.170	937	4.787	7.276	6.618
• At least 3 days a week at least 20 minutes intensely physically active [% yes]	45,6%	44,4%	46,2%	43,3%∇	43,1%∇	49,7%Δ 0	46,3%	49,0%Δ 0	43,9%∇	47,4%Δ 0	43,7%∇
N	13.852	1.881	2.870	2.607	2.949	3.545	8.145	933	4.774	7.254	6.598
Number of days intensely physically active for at least 20 minutes [Mean] [Range: 0-7]	2,57	2,55	2,58	2,46∇	2,48∇	2,72Δ 0	2,61Δ	2,69	2,47∇ 0	2,65Δ 0	2,47∇
N	13.852	1.881	2.870	2.607	2.949	3.545	8.145	933	4.774	7.254	6.598
How many hours do you sleep per night on average? [Mean] [Range: 1-14]	6,95	6,96	6,86∇	6,83∇	6,91∇	7,14▲ 0	6,87∇ 0	7,01	7,07Δ	6,94	6,95
N	13.901	1.885	2.877	2.618	2.964	3.557	8.172	936	4.793	7.284	6.617
• Body Mass Index (kg/m2) [Mean] [Range: 16-64]	27,3	27,2	27,3	27,4	27,3	27,2	27,1∇	27,1	27,7Δ 0	27,3	27,3
N	13.633	1.837	2.821	2.570	2.909	3.496	8.021	924	4.688	7.196	6.437

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
• Body Mass Index											
1 BMI <18.5 - Under weight	0,62%	0,65%	0,74%	0,66%	0,76%	0,34%∇	0,66%	0,54%	0,55%	0,28%∇	0,99%Δ
2 BMI 18.5-25 - Regular weight	33,1%	34,7%	34,9%Δ	31,6%	33,0%	31,9%	34,2%Δ	32,6%	31,2%∇	29,8%∇	36,7%Δ
3 BMI 25-30 - Overweight	43,2%	41,2%	40,6%∇	44,9%	42,5%	45,8%Δ0	43,5%	47,4%Δ	41,9%∇	48,9%▲0	36,9%▼
4 BMI >=30 - Obesity	23,1%	23,5%	23,8%	22,8%	23,8%	22,0%	21,6%∇	19,5%∇	26,3%Δ0	21,0%∇	25,4%Δ
- Mean	2,89	2,87	2,87	2,90	2,89	2,89	2,86∇	2,86	2,94Δ0	2,91Δ0	2,87∇
N	13.633	1.837	2.821	2.570	2.909	3.496	8.021	924	4.688	7.196	6.437
Height [Mean] [Range: 142–207]	175	176Δ	176Δ	176Δ	175	174∇0	176▲	177▲	173∇0	181▲0	168▼
N	13.798	1.878	2.863	2.596	2.935	3.526	8.120	933	4.745	7.229	6.569
Weight [Mean] [Range: 43–200]	83,9	84,1	84,3	85,0Δ	84,0	82,8∇0	84,1	85,2Δ0	83,4∇	89,8▲0	77,3▼
N	13.722	1.844	2.828	2.588	2.934	3.528	8.065	928	4.729	7.245	6.477
Do you smoke?											
1 Yes	14,3%	14,0%	15,2%	15,8%Δ	15,8%Δ	11,5%∇	13,7%∇	13,6%	15,6%Δ	14,5%	14,1%
2 No, but smoked in the past	46,8%	30,7%▼	35,2%▼	44,7%∇	54,8%▲	59,4%▲	42,1%▼	46,8%	54,7%▲	48,0%Δ	45,4%∇
3 No, never	38,9%	55,2%▲0	49,6%▲	39,6%	29,4%▼	29,1%▼	44,2%▲	39,6%	29,7%∇0	37,5%∇	40,5%Δ0
N	13.888	1.883	2.871	2.615	2.958	3.561	8.160	936	4.792	7.274	6.614
• Mastery (7 items, 1=entirely disagree-5=entirely agree) [Mean] [Range: 1–5]											
	3,63	3,58∇	3,58∇	3,61∇	3,60∇	3,75▲0	3,68Δ	3,84▲0	3,51▼	3,71▲0	3,55▼
N	13.917	1.888	2.879	2.619	2.965	3.566	8.180	938	4.799	7.284	6.633
I have little control over things that happen to me											
1 Totally disagree	17,4%	13,5%∇	15,0%∇	16,0%∇	17,0%	22,8%Δ0	17,0%	22,5%Δ	17,1%	20,2%Δ0	14,3%∇
2 Disagree	35,1%	34,9%	33,7%	35,9%	34,0%	36,6%Δ	37,3%Δ	37,7%	30,7%∇	37,3%Δ	32,7%∇
3 Neither agree nor disagree	32,2%	34,4%Δ	35,5%Δ	31,7%	33,1%	27,8%∇	32,6%	30,0%	31,8%	29,1%∇	35,5%Δ
4 Agree	12,7%	14,9%Δ	13,1%	13,4%	13,2%	10,4%∇	11,3%∇	8,5%∇	16,0%Δ	11,2%∇	14,4%Δ
5 Totally agree	2,6%	2,3%	2,7%	2,9%	2,7%	2,4%	1,7%∇	1,3%∇	4,4%Δ0	2,3%∇	3,0%Δ
- Mean	2,48	2,58Δ	2,55Δ	2,51	2,51	2,33∇0	2,43∇	2,28∇0	2,60Δ	2,38▼	2,59▲0
N	13.908	1.888	2.878	2.617	2.963	3.562	8.175	938	4.795	7.282	6.626
There is really no way I can solve some of the problems I have											
1 Totally disagree	18,7%	15,9%∇	16,8%∇	17,7%	17,8%	23,3%Δ0	18,8%	24,4%Δ	17,5%∇	21,6%Δ	15,6%∇
2 Disagree	34,0%	31,9%∇	32,2%∇	34,4%	33,1%	37,0%Δ	36,6%Δ	34,8%	29,4%∇	37,1%Δ	30,6%∇
3 Neither agree nor disagree	23,6%	27,1%Δ	26,9%Δ	22,2%	23,9%	19,8%∇	24,7%Δ	21,9%	22,0%∇	21,6%∇	25,7%Δ
4 Agree	19,4%	20,9%	19,3%	21,1%Δ	20,3%	16,7%∇	17,3%∇	16,3%∇	23,6%Δ	16,3%∇	22,9%Δ0
5 Totally agree	4,3%	4,2%	4,7%	4,6%	4,9%	3,3%∇	2,6%▼	2,7%∇	7,4%▲0	3,4%∇	5,3%Δ
- Mean	2,57	2,66Δ	2,63Δ	2,61Δ	2,61Δ	2,40∇0	2,48∇	2,38∇	2,74▲0	2,43▼	2,72▲0
N	13.900	1.886	2.875	2.616	2.964	3.559	8.170	938	4.792	7.276	6.624
There is little I can do to change many of the important things in my life											
1 Totally disagree	17,9%	16,2%∇	17,0%	17,8%	16,5%∇	20,8%Δ0	18,1%	25,9%▲	16,0%∇	20,0%Δ0	15,7%∇
2 Disagree	45,6%	47,0%	45,3%	45,1%	45,6%	45,4%	48,7%Δ	46,3%	40,1%∇	47,0%Δ	44,1%∇
3 Neither agree nor disagree	25,6%	26,6%	27,6%Δ	25,7%	25,5%	23,4%∇	25,2%	20,3%∇	27,3%Δ	23,7%∇	27,7%Δ
4 Agree	9,3%	8,9%	8,6%	9,9%	10,2%	8,9%	7,1%∇	6,8%∇	13,6%▲0	8,0%∇	10,7%Δ
5 Totally agree	1,6%	1,3%	1,5%	1,4%	2,1%Δ	1,5%	0,89%∇	0,64%∇	3,0%Δ	1,4%∇	1,9%Δ
- Mean	2,31	2,32	2,32	2,32	2,36Δ	2,25∇0	2,24∇	2,10▼	2,48▲0	2,24∇	2,39Δ0
N	13.881	1.885	2.869	2.614	2.962	3.551	8.161	935	4.785	7.263	6.618

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
							Employee	Self-employed	Not employed	Male	Female
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	[59%]	[6,7%]	[34%]	[52%]	[48%]
I often feel helpless in dealing with the problems of life											
1 Totally disagree	30,2%	26,2%∇	27,1%∇	29,5%	29,4%	35,9%Δ0	29,8%	39,5%▲0	29,1%∇	34,0%Δ0	26,0%∇
2 Disagree	43,2%	43,1%	41,0%∇	43,4%	43,9%	44,4%	45,1%Δ	39,6%∇	40,8%∇	43,5%	43,0%
3 Neither agree nor disagree	18,6%	20,8%Δ	22,4%Δ	18,6%	18,5%	14,6%∇	18,5%	15,5%∇	19,5%	16,2%∇	21,3%Δ
4 Agree	6,7%	8,4%Δ	7,9%Δ	7,3%	6,8%	4,3%∇	5,9%∇	4,8%∇	8,4%Δ	5,2%∇	8,4%Δ
5 Totally agree	1,2%	1,5%	1,6%	1,2%	1,4%	0,76%∇	0,75%∇	0,64%	2,2%Δ	1,1%	1,4%
- Mean	2,06	2,16Δ	2,16Δ	2,07	2,07	1,90▼0	2,03∇	1,88▼0	2,14Δ	1,96▼	2,16▲0
N	13.897	1.887	2.875	2.615	2.958	3.562	8.171	937	4.789	7.271	6.626
Sometimes I feel that I am being pushed around in life											
1 Totally disagree	33,2%	28,4%∇	29,8%∇	31,8%	32,2%	40,4%▲0	32,3%∇	42,5%▲0	33,0%	35,7%Δ0	30,4%∇
2 Disagree	36,9%	37,0%	34,9%∇	36,8%	37,7%	37,7%	38,4%Δ	33,8%∇	34,8%∇	36,8%	36,9%
3 Neither agree nor disagree	20,4%	23,4%Δ	22,8%Δ	20,6%	20,8%	16,6%∇	20,6%	16,8%∇	20,9%	18,7%∇	22,4%Δ
4 Agree	8,1%	9,6%Δ	10,5%Δ	9,2%Δ	8,0%	4,6%∇	7,7%	5,7%∇	9,2%Δ	7,4%∇	8,8%Δ
5 Totally agree	1,4%	1,6%	2,0%Δ	1,6%	1,3%	0,70%∇	1,0%∇	1,2%	2,1%Δ	1,3%	1,5%
- Mean	2,08	2,19Δ	2,20Δ	2,12Δ	2,09	1,87▼0	2,07	1,89▼0	2,13Δ	2,02∇	2,14Δ0
N	13.873	1.883	2.869	2.611	2.954	3.556	8.156	934	4.783	7.260	6.613
What happens to me in the future mostly depends on me											
1 Totally disagree	3,1%	2,5%	3,1%	3,3%	3,5%	2,9%	2,8%∇	2,0%	3,8%Δ	3,3%	2,9%
2 Disagree	8,5%	6,6%∇	7,4%∇	8,8%	9,6%Δ	9,4%Δ	7,3%∇	5,7%∇	11,3%Δ	8,6%	8,4%
3 Neither agree nor disagree	29,9%	30,9%	29,5%	30,2%	30,6%	28,9%	28,8%∇	22,8%∇	33,1%Δ	26,6%∇	33,5%Δ0
4 Agree	47,0%	50,3%Δ	49,4%Δ	46,4%	45,9%	44,7%∇	50,3%Δ	51,5%Δ	40,5%∇	48,7%Δ	45,1%∇
5 Totally agree	11,5%	9,7%∇	10,7%	11,3%	10,4%∇	14,0%Δ0	10,9%∇	17,9%▲0	11,2%	12,8%Δ	10,0%∇
- Mean	3,55	3,58	3,57	3,54	3,50∇0	3,57	3,59Δ	3,78▲0	3,44∇	3,59Δ0	3,51∇
N	13.897	1.886	2.873	2.613	2.964	3.561	8.166	937	4.794	7.275	6.622
I can do just about anything I really set my mind to do											
1 Totally disagree	3,4%	3,2%	3,1%	3,8%	4,2%Δ	2,7%∇	2,1%∇	2,2%	5,6%Δ	3,1%	3,6%
2 Disagree	11,7%	10,4%	11,5%	12,0%	12,8%Δ	11,3%	9,4%∇	6,6%∇	16,6%▲0	10,8%∇	12,6%Δ
3 Neither agree nor disagree	36,9%	37,2%	36,9%	37,8%	39,0%Δ	34,5%∇	38,1%Δ	29,4%∇	36,4%	35,0%∇	39,0%Δ
4 Agree	40,1%	41,4%	41,2%	39,5%	36,6%∇0	41,9%Δ	42,8%Δ	48,6%Δ	33,9%∇	42,5%Δ0	37,5%∇
5 Totally agree	7,9%	7,8%	7,3%	7,0%	7,4%	9,7%Δ	7,6%	13,1%▲	7,5%	8,6%Δ	7,3%∇
- Mean	3,38	3,40	3,38	3,34∇	3,30∇	3,45Δ0	3,44Δ	3,64▲0	3,21∇	3,43Δ0	3,32∇
N	13.878	1.887	2.870	2.608	2.960	3.553	8.159	936	4.783	7.264	6.614
Recovery and relaxation [EISC-R; 3 items, 1=entirely disagree-5=entirely agree] [Mean] [Range: 1-5]											
	3,13	3,12	3,09∇	3,13	3,14	3,30▲0	3,14Δ0	3,03∇	--	3,20Δ0	3,05∇
N	9.112	1.681	2.504	2.160	2.014	753	8.176	936	--	4.986	4.126
After a working day I no longer think of my work at all											
1 Totally disagree	7,0%	5,5%∇	8,5%Δ	6,8%	7,1%	5,7%	6,7%∇	9,9%Δ	--	6,8%	7,2%
2 Disagree	37,8%	39,6%	37,3%	38,5%	36,8%	35,6%	36,9%∇	45,5%Δ	--	36,3%∇	39,5%Δ
3 Neither agree nor disagree	31,4%	31,5%	31,4%	31,3%	30,8%	32,7%	31,5%	30,2%	--	29,7%∇	33,4%Δ
4 Agree	19,3%	19,6%	19,4%	19,2%	19,4%	18,1%	20,2%▲0	11,3%∇	--	21,6%Δ0	16,5%∇
5 Totally agree	4,6%	3,7%	3,5%∇	4,2%	5,9%Δ	7,9%Δ0	4,7%Δ	3,1%∇	--	5,5%Δ	3,4%∇
- Mean	2,77	2,77	2,72∇	2,75	2,80	2,87Δ0	2,79▲0	2,52∇	--	2,83Δ0	2,70∇
N	9.106	1.681	2.502	2.159	2.014	750	8.172	934	--	4.981	4.125

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
After a working day events at work no longer affect me											
• 1 Totally disagree	5,9%	5,2%	6,5%	5,8%	6,0%	5,2%	5,5%∇	8,5%Δ0	--	5,5%	6,3%
• 2 Disagree	35,1%	35,1%	35,8%	35,7%	35,2%	31,1%∇	34,9%	36,9%	--	32,1%∇	38,8%Δ
• 3 Neither agree nor disagree	32,5%	32,5%	32,5%	32,3%	32,5%	32,9%	32,5%	31,6%	--	31,9%	33,2%
• 4 Agree	21,9%	23,3%	21,5%	22,2%	20,5%	23,2%	22,3%Δ	18,9%∇	--	24,7%Δ0	18,6%∇
• 5 Totally agree	4,6%	4,0%	3,8%∇	4,0%	5,8%Δ	7,6%Δ0	4,7%	4,1%	--	5,8%Δ	3,2%∇
- Mean	2,84	2,86	2,80∇	2,83	2,85	2,97Δ0	2,86Δ0	2,73∇	--	2,93▲0	2,74∇
N	9.099	1.679	2.502	2.154	2.011	753	8.163	936	--	4.981	4.118
After a working day I can physically relax well											
• 1 Totally disagree	1,2%	1,1%	1,3%	1,2%	1,3%	0,66%	1,1%∇	1,9%Δ	--	1,3%	1,1%
• 2 Disagree	6,0%	7,4%Δ	6,6%	5,8%	5,7%	2,7%∇	6,2%Δ0	4,3%∇	--	4,9%∇	7,4%Δ0
• 3 Neither agree nor disagree	20,6%	21,6%	21,9%Δ	19,9%	21,6%	12,8%▼	20,8%	18,2%	--	19,6%∇	21,7%Δ
• 4 Agree	57,4%	57,9%	56,1%	58,1%	57,0%	59,3%	57,1%	59,4%	--	57,7%	56,9%
• 5 Totally agree	14,9%	12,0%∇	14,1%	15,0%	14,4%	24,6%▲0	14,7%	16,3%	--	16,6%Δ0	12,8%∇
- Mean	3,79	3,72∇	3,75∇	3,80	3,77	4,05▲0	3,78∇	3,84Δ0	--	3,83Δ0	3,73∇
N	9.095	1.679	2.499	2.157	2.008	752	8.160	935	--	4.977	4.118
Do you miss or neglect your family activities because of your work											
• 1 No never	48,4%	45,7%∇	45,2%∇	48,1%	50,6%Δ	60,2%▲0	48,8%Δ	45,2%∇	--	48,7%	48,1%
• 2 Yes, sometimes	46,3%	48,6%Δ	48,6%Δ	47,2%	43,9%∇	37,0%▼	46,2%	47,2%	--	46,0%	46,7%
• 3 Yes, often	4,7%	5,1%	5,2%	4,3%	4,9%	2,5%∇	4,5%∇	6,4%Δ0	--	4,8%	4,5%
• 4 Yes, very often	0,60%	0,54%	0,96%Δ	0,37%	0,59%	0,27%	0,54%∇	1,2%Δ	--	0,52%	0,70%
- Mean	1,57	1,61Δ	1,62Δ	1,57	1,56	1,43▼0	1,57∇	1,64Δ0	--	1,57	1,58
N	9.101	1.676	2.499	2.157	2.017	752	8.165	936	--	4.984	4.117
Do you miss or neglect your work because of family responsibilities											
• 1 No never	64,5%	60,8%∇	61,3%∇	64,9%	67,6%Δ	74,1%▲0	65,4%Δ0	57,2%∇	--	63,0%∇	66,3%Δ0
• 2 Yes, sometimes	34,0%	37,5%Δ	36,6%Δ	33,9%	31,0%∇	25,5%∇	33,3%∇	40,2%Δ	--	35,3%Δ	32,4%∇
• 3 Yes, often	1,3%	1,6%	1,7%Δ	0,98%	1,1%	0,40%∇	1,1%∇	2,4%Δ	--	1,5%Δ	0,93%∇
• 4 Yes, very often	0,23%	0,12%	0,36%	0,19%	0,30%	0%	0,23%	0,21%	--	0,16%	0,32%
- Mean	1,37	1,41Δ	1,41Δ	1,36	1,34∇	1,26▼0	1,36∇	1,46Δ0	--	1,39Δ0	1,35∇
N	9.057	1.666	2.492	2.149	2.002	748	8.122	935	--	4.957	4.100
• Avoidant coping (3 items, 1=rarely or never-4=very often) [Mean] [Range: 1-4]											
	1,82	1,89Δ0	1,87Δ	1,82	1,80∇	1,77∇	1,81∇	1,77∇	1,85Δ0	1,80∇	1,84Δ0
N	13.905	1.886	2.879	2.617	2.963	3.560	8.177	938	4.790	7.281	6.624
• Active coping (3 items, 1=rarely or never-4=very often) [Mean] [Range: 1-4]											
	2,89	2,85∇0	2,87∇	2,92Δ	2,90	2,91	2,89	3,07▲0	2,86∇	2,92Δ0	2,86∇
N	13.906	1.886	2.879	2.618	2.963	3.560	8.178	938	4.790	7.282	6.624
• Social support coping (3 items, 1=rarely or never-4=very often) [Mean] [Range: 1-4]											
	2,17	2,24Δ	2,22Δ	2,17	2,16	2,11∇0	2,20Δ	2,17	2,12∇0	2,06▼	2,29▲0
N	13.905	1.886	2.879	2.617	2.963	3.560	8.177	938	4.790	7.281	6.624
Coping - give in to avoid difficult situations											
• 1 Rarely or never	24,5%	23,8%	24,0%	25,7%	25,1%	23,6%	26,0%Δ	26,7%	21,4%∇0	25,6%Δ	23,2%∇
• 2 Sometimes	65,4%	63,8%	65,1%	63,7%∇	64,9%	68,0%Δ0	64,8%	64,6%	66,5%Δ	64,9%	65,9%
• 3 Often	9,2%	10,8%Δ	10,0%	9,6%	8,6%	7,8%∇	8,4%∇	8,1%	10,7%Δ	8,8%	9,6%
• 4 Very often	1,0%	1,5%Δ	0,94%	0,96%	1,4%Δ	0,59%∇	0,80%∇	0,64%	1,5%Δ	0,72%∇	1,4%Δ0
- Mean	1,87	1,90Δ0	1,88	1,86	1,86	1,85	1,84∇	1,83∇	1,92Δ0	1,85∇	1,89Δ0
N	13.889	1.883	2.875	2.614	2.962	3.555	8.167	937	4.785	7.272	6.617

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Coping - look at a matter from every angle											
· 1 Rarely or never	3,3%	4,4%Δ	3,2%	2,6%∇	3,3%	3,3%	3,2%	1,7%∇	3,7%	3,4%	3,1%
· 2 Sometimes	22,7%	25,7%Δ	25,0%Δ	21,8%	22,2%	20,4%∇	23,0%	18,5%∇	23,0%	20,6%∇	25,0%Δ0
· 3 Often	58,1%	55,0%∇	55,7%∇	58,3%	57,8%	61,9%Δ0	58,5%	54,7%∇	58,1%	59,7%Δ	56,4%∇
· 4 Very often	15,9%	15,0%	16,1%	17,2%Δ	16,7%	14,4%∇	15,2%∇	25,1%▲0	15,2%	16,2%	15,5%
- Mean	2,87	2,81∇0	2,85	2,90Δ	2,88	2,87	2,86	3,03▲0	2,85∇	2,89Δ0	2,84∇
N	13.884	1.883	2.876	2.611	2.959	3.555	8.166	934	4.784	7.270	6.614
Coping - show your feelings											
· 1 Rarely or never	9,0%	9,2%	10,2%Δ	9,6%	9,0%	7,6%∇0	9,1%	9,4%	8,9%	11,4%Δ	6,5%∇
· 2 Sometimes	47,0%	45,8%	45,4%	47,3%	46,4%	49,1%Δ	47,1%	45,7%	46,9%	52,9%▲	40,4%∇
· 3 Often	37,6%	38,5%	37,3%	37,3%	38,0%	37,3%	37,6%	39,3%	37,3%	31,6%∇	44,2%▲0
· 4 Very often	6,4%	6,5%	7,1%	5,8%	6,6%	6,0%	6,2%	5,6%	6,9%	4,1%∇	8,8%Δ
- Mean	2,41	2,42	2,41	2,39	2,42	2,42	2,41	2,41	2,42	2,29∇	2,55▲0
N	13.877	1.879	2.876	2.607	2.959	3.556	8.160	934	4.783	7.268	6.609
Coping - avoid difficult situations as much as possible											
· 1 Rarely or never	26,3%	23,3%∇	22,9%∇0	26,8%	28,6%Δ	28,4%Δ	26,8%	28,7%	24,9%∇	27,9%Δ0	24,5%∇
· 2 Sometimes	59,8%	60,9%	60,7%	59,3%	57,9%∇	60,4%	59,6%	59,3%	60,2%	58,2%∇	61,5%Δ
· 3 Often	11,7%	12,6%	13,9%Δ	11,8%	10,9%	10,0%∇	11,5%	11,1%	12,0%	11,7%	11,6%
· 4 Very often	2,2%	3,2%Δ	2,5%	2,1%	2,6%	1,3%∇	2,0%	0,86%∇0	2,8%Δ	2,1%	2,4%
- Mean	1,90	1,96Δ	1,96Δ0	1,89	1,87∇	1,84∇	1,89∇	1,84∇0	1,93Δ	1,88∇	1,92Δ0
N	13.864	1.882	2.875	2.604	2.951	3.552	8.149	933	4.782	7.256	6.608
Coping - think up alternatives to solve a problem											
· 1 Rarely or never	2,4%	2,4%	2,9%Δ	1,8%∇	2,6%	2,1%	2,5%	1,8%	2,3%	2,7%Δ	2,0%∇
· 2 Sometimes	20,3%	23,1%Δ0	21,8%Δ	19,9%	19,9%	18,2%∇	20,5%	14,9%∇	20,9%	19,1%∇	21,6%Δ0
· 3 Often	58,5%	58,0%	56,1%∇	58,5%	58,2%	60,9%Δ	58,9%	53,6%∇	58,7%	58,3%	58,7%
· 4 Very often	18,9%	16,5%∇	19,1%	19,8%	19,3%	18,8%	18,0%∇	29,7%▲0	18,1%	19,9%Δ	17,7%∇
- Mean	2,94	2,89∇0	2,91∇	2,96Δ	2,94	2,96Δ	2,92∇	3,11▲0	2,93	2,95Δ0	2,92∇
N	13.885	1.881	2.878	2.615	2.960	3.551	8.169	937	4.779	7.274	6.611
Coping - seek comfort and understanding											
· 1 Rarely or never	23,5%	20,1%∇	20,9%∇	23,6%	24,6%	26,3%Δ	21,5%∇	25,5%	26,4%Δ	29,7%▲0	16,6%∇
· 2 Sometimes	57,5%	55,9%	56,3%	57,0%	58,3%	58,9%Δ	57,1%	56,7%	58,3%	56,5%∇	58,6%Δ
· 3 Often	16,9%	21,0%Δ0	20,1%Δ	17,0%	15,4%∇	13,5%∇	19,1%Δ0	15,6%	13,6%∇	12,6%∇	21,8%▲
· 4 Very often	2,1%	2,9%Δ	2,7%Δ	2,3%	1,8%	1,3%∇	2,3%Δ	2,1%	1,7%∇	1,2%∇	3,1%Δ
- Mean	1,98	2,07Δ	2,05Δ	1,98	1,94∇	1,90∇0	2,02Δ0	1,94	1,91∇	1,85∇	2,11▲0
N	13.885	1.884	2.876	2.610	2.960	3.555	8.165	936	4.784	7.271	6.614
Coping - try to withdraw from the situation											
· 1 Rarely or never	39,6%	31,0%∇0	34,9%∇	39,0%	43,2%Δ	45,3%Δ	39,4%	41,3%	39,6%	41,7%Δ0	37,2%∇
· 2 Sometimes	52,7%	59,6%Δ	55,3%Δ	53,2%	49,1%∇	49,5%∇	53,5%Δ	52,4%	51,4%∇	50,6%∇	55,0%Δ
· 3 Often	6,5%	7,5%	8,2%Δ	6,5%	6,5%	4,5%∇	6,1%∇	5,6%	7,3%Δ	6,3%	6,6%
· 4 Very often	1,3%	2,0%Δ	1,6%	1,3%	1,2%	0,65%∇	1,1%∇	0,75%	1,7%Δ0	1,4%	1,2%
- Mean	1,69	1,81Δ0	1,77Δ	1,70	1,66∇	1,61∇	1,69	1,66	1,71Δ0	1,67∇	1,72Δ0
N	13.865	1.879	2.871	2.610	2.953	3.552	8.151	936	4.778	7.267	6.598
Coping - work purposefully to solve a problem											
· 1 Rarely or never	2,9%	3,1%	3,2%	2,1%∇0	3,0%	3,2%	2,8%	2,0%	3,2%	2,8%	3,1%
· 2 Sometimes	24,0%	24,5%	25,1%	23,0%	24,4%	23,3%	22,4%∇	17,8%∇	28,1%Δ	21,0%∇	27,4%Δ0
· 3 Often	55,6%	55,0%	54,5%	56,5%	55,7%	56,2%	57,0%Δ	51,9%∇	54,1%∇	56,4%	54,8%
· 4 Very often	17,4%	17,3%	17,2%	18,4%	17,0%	17,3%	17,8%	28,3%▲0	14,6%∇	19,8%Δ	14,8%∇
- Mean	2,88	2,87	2,86	2,91Δ0	2,87	2,88	2,90Δ	3,06▲0	2,80∇	2,93Δ0	2,81∇
N	13.883	1.883	2.876	2.612	2.960	3.552	8.166	934	4.783	7.270	6.613

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Coping - show something is bothering you											
· 1 Rarely or never	15,1%	13,0%∇	13,3%∇	14,2%	15,8%	17,9%Δ	13,2%∇	14,4%	18,6%Δ0	17,6%Δ	12,4%∇
· 2 Sometimes	59,8%	56,3%∇	56,8%∇	59,9%	60,1%	63,6%Δ	59,3%	59,2%	60,7%	61,8%Δ	57,5%∇
· 3 Often	22,4%	26,9%Δ	26,6%Δ	23,4%	21,3%	16,9%∇0	24,7%Δ	22,6%	18,6%∇	18,7%∇	26,6%Δ0
· 4 Very often	2,7%	3,8%Δ	3,3%Δ	2,5%	2,8%	1,5%∇	2,9%	3,7%Δ	2,1%∇	1,9%∇	3,6%Δ
- Mean	2,13	2,22Δ	2,20Δ	2,14	2,11	2,02 ∇ 0	2,17Δ	2,16	2,04∇0	2,05 ∇	2,21 ▲ 0
N	13.861	1.879	2.870	2.607	2.953	3.552	8.146	936	4.779	7.259	6.602
Which of the following events occurred to you in the past 12 months? [multiple answers possible]											
· Life events in past 12 months - got a serious illness	3,9%	2,5%∇	3,2%∇	3,4%	5,2%Δ	4,3%	3,1%∇	2,7%∇	5,3%Δ	3,6%	4,2%
· Life events in past 12 months - death of your partner	0,54%	0,21%∇	0,24%∇	0,50%	0,64%	0,90%Δ	0,34%∇	0,53%	0,88%Δ	0,44%	0,65%
· Life events in past 12 months - death of a close family member or friend	17,1%	13,9%∇	15,6%∇	17,1%	19,1%Δ	18,3%Δ	15,8%∇	17,5%	19,3%Δ	16,9%	17,3%
· Life events in past 12 months - partner got a serious disease	3,7%	2,3%∇	3,1%∇	3,5%	4,0%	4,9%Δ	3,3%∇	3,1%	4,5%Δ	3,5%	3,9%
· Life events in past 12 months - close family member or friend got a serious disease	11,7%	11,4%	11,1%	12,2%	11,5%	12,1%	10,9%∇	10,0%	13,4%Δ	10,1%∇	13,4%Δ
· Life events in past 12 months - divorce, separation or ending of a personal intimate relationship	1,8%	2,7%Δ	2,2%	1,7%	1,7%	1,3%∇	1,9%	2,1%	1,6%	1,7%	2,0%
· Life events in past 12 months - other marriage or family problem	3,8%	4,1%	3,8%	3,9%	3,5%	3,9%	3,5%∇	3,8%	4,4%Δ	2,9%∇	4,8%Δ
· Life events in past 12 months - large financial problem	3,5%	4,5%Δ	4,6%Δ	3,5%	3,4%	2,2%∇	2,5%∇	6,5%Δ0	4,5%Δ	3,1%∇	3,9%Δ
· Life events in past 12 months - raid, robbery, or something comparable	0,55%	0,53%	0,31%	0,53%	0,84%Δ	0,53%	0,49%	0,53%	0,67%	0,56%	0,54%
· Life events in past 12 months - move to a new house	4,2%	5,5%Δ	4,2%	4,2%	4,2%	3,4%∇	4,1%	4,6%	4,3%	4,4%	4,0%
· Life events in past 12 months - other major events	9,6%	11,2%Δ	11,5%Δ	10,6%	8,8%	7,1%∇0	9,2%	8,1%	10,5%Δ	7,9%∇	11,5%Δ0
· Life events in past 12 months - none	56,4%	58,3%	56,6%	55,3%	55,0%	57,1%	58,8%Δ	56,8%	52,1% ∇	59,1%Δ	53,4% ∇
N	13.923	1.888	2.880	2.620	2.968	3.567	8.185	938	4.800	7.289	6.634
Regarding work, what do you miss since you retired? [multiple answers possible]											
· Aspects of work you miss - money	17,3%	--	--	19,0%	16,6%	17,4%	--	--	17,3%	16,8%	17,9%
· Aspects of work you miss - social contacts	38,9%	--	--	42,9%	35,2%	39,3%	--	--	38,9%	39,6%	38,0%
· Aspects of work you miss - daily structure	18,1%	--	--	14,3%	13,6%∇	18,7%Δ	--	--	18,1%	17,0%	19,5%
· Aspects of work you miss - challenge	18,0%	--	--	4,8%	13,9%∇	18,6%Δ	--	--	18,0%	19,8%Δ	15,7%∇
· Aspects of work you miss - appraisal	13,1%	--	--	14,3%	11,1%	13,4%	--	--	13,1%	12,0%∇	14,5%Δ
· Aspects of work you miss - feeling useful	21,3%	--	--	9,5%	16,0%∇	22,1%Δ0	--	--	21,3%	20,6%	22,3%
· Aspects of work you miss - being busy	8,4%	--	--	4,8%	4,8%∇	8,9%Δ	--	--	8,4%	9,9%Δ0	6,6%∇
· Aspects of work you miss - other aspects	3,1%	--	--	4,8%	2,7%	3,1%	--	--	3,1%	3,3%	2,7%
· Aspects of work you miss - none	39,0%	--	--	28,6%	42,2%	38,7%	--	--	39,0%	38,6%	39,5%
N	3.019	--	--	21	332	2.666	--	--	3.019	1.704	1.315
Content with your life											
· 1 Very dissatisfied	1,3%	1,2%	1,5%	1,1%	1,3%	1,3%	0,75%∇	1,4%	2,2%Δ	1,4%	1,2%
· 2 Dissatisfied	3,2%	3,7%	4,2%Δ	3,6%	3,2%	1,7%∇	2,2%∇	2,4%	4,9%Δ	3,1%	3,2%
· 3 Not dissatisfied, not satisfied	15,6%	16,2%	17,4%Δ	18,2%Δ	15,3%	12,1%∇	13,7%∇	11,5%∇	19,5%Δ	14,1%∇	17,2%Δ0
· 4 Satisfied	59,7%	62,0%Δ	57,8%∇	57,7%∇	61,1%	60,5%	62,9%Δ	59,3%	54,4%∇0	61,2%Δ	58,1%∇
· 5 Very satisfied	20,2%	17,0%∇	19,0%	19,4%	19,1%	24,4%Δ0	20,4%	25,4%Δ	18,9%∇	20,2%	20,3%
- Mean	3,94	3,90∇	3,89∇	3,91∇	3,93	4,05Δ0	4,00Δ	4,05Δ	3,83 ∇ 0	3,96Δ0	3,93∇
N	13.904	1.885	2.874	2.616	2.964	3.565	8.170	936	4.798	7.278	6.626

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Household composition											
· 1 Married or living together without children living at home	48,6%	19,4% ▼	27,8% ▼	47,6%	63,3% ▲	69,5% ▲	40,5% ▼	53,3% Δ	61,7% ▲	51,5% Δ	45,5% ▼
· 2 Married or living together with children living at home	25,8%	53,5% ▲ 0	46,3% ▲	28,4% Δ	11,7% ▼	4,3% ▼	35,8% ▲	26,9%	8,5% ▼ 0	27,9% Δ	23,5% ▼
· 3 Single-parent family	3,8%	8,3% ▲	6,7% Δ	3,5%	2,0% ▼	0,98% ▼	4,9% Δ	2,9%	2,3% ▼	2,2% ▼	5,6% Δ 0
· 4 Single	20,8%	17,6% ▼	18,0% ▼	19,7%	21,9%	24,6% Δ	18,0% ▼	15,9% ▼	26,5% ▲	17,5% ▼	24,3% Δ
· 5 Other	0,97%	1,1%	1,3% Δ	0,76%	1,1%	0,64% ▼	0,92%	1,1%	1,0%	0,86%	1,1%
N	13.923	1.888	2.880	2.620	2.968	3.567	8.185	938	4.800	7.289	6.634
Do you have one or more children who you support financially? [% yes]											
	30,5%	55,3% ▲ 0	48,2% ▲	34,0% Δ	17,3% ▼	11,4% ▼	39,6% ▲	35,0% Δ	14,0% ▼ 0	31,8% Δ 0	29,0% ▼
N	13.881	1.881	2.871	2.611	2.957	3.561	8.152	934	4.795	7.268	6.613
What is the current situation of your partner? [multiple answers possible]											
· Work status partner - Salaried employment	51,3%	75,9% ▲	73,5% ▲	64,9% ▲	43,7% ▼	16,6% ▼	65,7% ▲	43,9% ▼	26,3% ▼	51,0%	51,8%
· Work status partner - Self-employed or entrepreneur	8,1%	12,6% Δ	10,4% Δ	9,1%	6,4% ▼	4,6% ▼	7,9%	29,4% ▲	3,8% ▼	7,0% ▼	9,6% Δ
· Work status partner - Unemployed	4,1%	2,4% ▼	3,8%	5,4% Δ	6,3% Δ	2,5% ▼	4,3%	2,8%	4,1%	4,2%	4,0%
· Work status partner - Work disabled	6,4%	5,6%	5,9%	8,1% Δ	8,2% Δ	4,5% ▼	6,3%	4,8%	7,0%	6,8%	6,0%
· Work status partner - Housewife, househusband	13,4%	8,4% ▼	10,1% ▼	11,9% ▼	15,5% Δ	18,2% Δ	12,9%	13,7%	14,3%	22,0% ▲ 0	2,6% ▼
· Work status partner - Retired (early)	22,8%	0,73% ▼	2,0% ▼	6,9% ▼	26,3% Δ	60,5% ▲ 0	9,2% ▼	15,0% ▼	49,8% ▲ 0	16,7% ▼	30,6% ▲
· Work status partner - Studying	0,32%	0,58%	0,56% Δ	0,20%	0,18%	0,19%	0,31%	1,1% Δ	0,18%	0,47% Δ	0,13% ▼
· Work status partner - Volunteer work or volunteer aid	4,1%	2,0% ▼	2,6% ▼	3,9%	4,1%	6,3% Δ	3,2% ▼	4,4%	5,6% Δ	5,3% Δ	2,5% ▼
N	10.339	1.375	2.130	1.984	2.220	2.630	6.226	752	3.361	5.769	4.570
What would your partner think if you would stop working completely											
· 1 Very unpleasant	9,9%	15,9% ▲	14,4% ▲	8,2% ▼	4,5% ▼	2,6% ▼	9,8%	11,0%	--	10,1%	9,6%
· 2 Unpleasant	17,1%	24,6% ▲	21,0% Δ	17,4%	9,6% ▼	7,9% ▼	16,8%	19,5%	--	15,7% ▼	18,9% Δ
· 3 Not unpleasant, not pleasant	36,9%	35,6%	36,8%	34,6% ▼	36,0%	49,4% ▲	36,5% ▼	40,9% Δ	--	31,1% ▼	44,9% ▲ 0
· 4 Pleasant	21,1%	16,3% ▼	17,2% ▼	22,7%	26,7% Δ	23,8%	21,7% Δ 0	16,6% ▼	--	24,7% ▲	16,2% ▼
· 5 Very pleasant	15,0%	7,6% ▼	10,6% ▼	17,2% Δ	23,1% ▲ 0	16,2%	15,4% Δ	12,0% ▼	--	18,3% ▲	10,5% ▼
- Mean	3,14	2,75 ▼	2,89 ▼	3,23 Δ	3,54 ▲ 0	3,43 ▲	3,16 Δ 0	2,99 ▼	--	3,25 ▲ 0	2,99 ▼
N	6.460	1.132	1.740	1.573	1.473	542	5.761	699	--	3.736	2.724
What would your partner think if you would continue working until the official retirement age											
· 1 Very unpleasant	4,8%	3,2% ▼	4,0%	6,1% Δ	6,4% Δ	2,4% ▼	5,1% Δ	2,3% ▼	--	5,4% Δ 0	4,0% ▼
· 2 Unpleasant	13,9%	11,2% ▼	13,9%	17,0% Δ	15,7% Δ	4,9% ▼	14,5% Δ	8,9% ▼	--	14,5%	13,2%
· 3 Not unpleasant, not pleasant	53,2%	51,4%	53,8%	55,0%	53,6%	49,1%	53,7% Δ	49,5% ▼	--	52,2% ▼	54,7% Δ
· 4 Pleasant	19,9%	26,4% Δ	20,1%	15,9% ▼	17,6% ▼	24,7% Δ	19,5% ▼	23,1% Δ	--	19,5%	20,5%
· 5 Very pleasant	8,1%	7,8%	8,2%	6,0% ▼	6,7% ▼	18,9% ▲ 0	7,1% ▼	16,3% ▲ 0	--	8,5%	7,5%
- Mean	3,13	3,25 Δ	3,15	2,99 ▼	3,02 ▼	3,53 ▲ 0	3,09 ▼	3,42 ▲ 0	--	3,11	3,14
N	6.380	1.110	1.728	1.563	1.486	493	5.691	689	--	3.713	2.667
What would your partner think if you would get a job as an employee											
· 1 Very unpleasant	12,0%	2,0% ▼	6,1% ▼	9,2%	14,9%	26,6% ▲ 0	--	12,0%	--	14,1% Δ 0	8,3% ▼
· 2 Unpleasant	14,5%	8,1% ▼	9,5%	10,8%	14,2%	29,8% ▲	--	14,5%	--	13,6%	16,2%
· 3 Not unpleasant, not pleasant	50,2%	60,6% ▲	55,8%	47,7%	52,2%	35,5% ▼	--	50,2%	--	48,4%	53,3%
· 4 Pleasant	15,6%	21,2%	20,4%	18,5%	12,7%	5,6% ▼	--	15,6%	--	15,3%	16,2%
· 5 Very pleasant	7,7%	8,1%	8,2%	13,8% ▲	6,0%	2,4% ▼	--	7,7%	--	8,6%	6,1%
- Mean	2,93	3,25 ▲	3,15 ▲	3,17 ▲	2,81	2,27 ▼ 0	--	2,93	--	2,91	2,96
N	634	99	147	130	134	124	--	634	--	405	229

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
What would your partner think if you would start working											
· 1 Very unpleasant	11,0%	3,9% ▼	7,1%	8,8%	10,8%	12,1%Δ	--	--	11,0%	11,3%	10,6%
· 2 Unpleasant	16,3%	5,8% ▼	5,1% ▼	5,6% ▼	14,5%	20,1% ▲	--	--	16,3%	18,3%Δ0	13,9%▼
· 3 Not unpleasant, not pleasant	52,5%	47,6%	42,6% ▼	42,0% ▼	52,5%	55,2%Δ	--	--	52,5%	50,8%▼	54,5%Δ
· 4 Pleasant	14,6%	20,4%	28,9% ▲	25,2% ▲	16,0%	10,9% ▼	--	--	14,6%	13,5%	16,0%
· 5 Very pleasant	5,6%	22,3% ▲0	16,2% ▲	18,4% ▲	6,2%	1,6% ▼	--	--	5,6%	6,1%	5,0%
- Mean	2,88	3,51 ▲0	3,42 ▲	3,39 ▲	2,92	2,70 ▼	--	--	2,88	2,85	2,91
N	3.003	103	197	250	600	1.853	--	--	3.003	1.651	1.352
Do you contribute most to the household income											
· 1 Yes, most	54,2%	48,6%▼	50,6%▼	54,8%	56,5%Δ	58,1%Δ	58,6%▲	50,1%▼	46,8%▼	79,4%▲	24,0%▼
· 2 Equal	13,5%	14,8%	12,9%	13,0%	11,6%▼	15,4%Δ	12,1%▼	24,0%▲0	13,9%	12,0%▼	15,4%Δ
· 3 No, less	32,3%	36,6%Δ	36,5%Δ	32,2%	31,9%	26,4%▼0	29,3%▼	25,9%▼	39,3%▲	8,5%▼	60,7%▲0
N	11.014	1.554	2.359	2.098	2.316	2.687	6.699	788	3.527	6.001	5.013
Financial situation of your household now											
· 1 Very short on money	3,2%	3,7%	4,7%Δ	3,6%	2,8%	1,6%▼	2,0%▼	4,1%	4,9%Δ	2,6%▼	3,7%Δ
· 2 Somewhat short on money	11,2%	13,0%Δ	12,6%Δ	11,8%	11,1%	8,7%▼	9,9%▼	9,7%	13,7%Δ	9,8%▼	12,7%Δ
· 3 Just adequate	23,3%	23,0%	22,8%	22,5%	23,2%	24,4%	20,6%▼	21,5%	28,2%Δ	21,4%▼	25,3%Δ
· 4 Some money left	48,6%	46,8%	45,0%▼	46,9%	49,5%	53,0%Δ0	51,3%Δ	47,0%	44,3%▼	50,0%Δ	47,1%▼
· 5 A lot of money left	13,8%	13,6%	15,0%Δ	15,2%Δ	13,4%	12,2%▼	16,2%Δ	17,7%Δ	8,9%▼0	16,2%Δ0	11,1%▼
- Mean	3,59	3,53▼	3,53▼	3,58	3,60	3,65Δ0	3,70▲	3,64	3,39▼0	3,67Δ0	3,49▼
N	13.893	1.886	2.875	2.615	2.959	3.558	8.169	934	4.790	7.274	6.619
Financial situation of your company now											
· 1 Very good	12,0%	11,3%	14,6%	12,0%	9,3%	12,1%	--	12,0%	--	16,6%▲0	4,5%▼
· 2 Good	46,4%	47,4%	41,0%	42,9%	51,8%	49,3%	--	46,4%	--	44,1%	50,1%
· 3 Fair	26,8%	30,1%	30,2%	25,0%	23,3%	26,0%	--	26,8%	--	25,6%	28,7%
· 4 Moderate	10,0%	6,0%	9,0%	13,0%	10,9%	10,2%	--	10,0%	--	9,9%	10,3%
· 5 Poor	4,8%	5,3%	5,2%	7,1%	4,7%	2,3%	--	4,8%	--	3,8%	6,4%
- Mean	2,49	2,47	2,49	2,60	2,50	2,41	--	2,49	--	2,40▼	2,64▲0
N	937	133	212	184	193	215	--	937	--	578	359
Can we approach you for additional questionnaires or interviews?											
[% yes]	30,2%	26,8%▼	28,5%▼	27,9%▼	31,8%Δ	33,7%Δ0	27,9%▼0	32,7%	33,6%Δ	31,6%Δ0	28,6%▼
N	13.923	1.888	2.880	2.620	2.968	3.567	8.185	938	4.800	7.289	6.634
In which category your profession fits best? [Second job]											
· 1 Craft and industrial professions (e.g. construction worker, production employee, mechanic, tailor)	3,6%	3,2%	5,8%	2,6%	2,3%	0%	3,7%	2,0%	--	4,5%	2,8%
· 2 Transport professions (e.g. driver, engineer, loader)	4,1%	2,4%	4,0%	1,7%	5,7%	17,9%▲0	3,3%▼	12,0%▲0	--	8,7%▲	0,35%▼
· 3 Office clerks (e.g. secretary, accountant, postman)	13,6%	16,0%	10,4%	13,7%	13,6%	21,4%	13,7%	12,0%	--	9,1%▼	17,3%▲
· 4 Commercial professions (e.g. salesman, shop keeper, real estate agent)	5,3%	4,0%	6,9%	6,0%	3,4%	3,6%	4,8%	10,0%	--	4,5%	5,9%
· 5 Service professions (e.g. cook, cleaner, police, security officer, hairdresser)	12,1%	17,6%▲	16,2%Δ	6,0%▼	6,8%	3,6%	11,9%	14,0%	--	11,6%	12,5%
· 6 Professions in health care and assistance (e.g. physician, nurse, home help)	16,6%	14,4%	15,0%	19,7%	20,5%	10,7%	16,8%	14,0%	--	7,9%▼	23,9%▲0
· 7 Teacher/ lecturer (e.g. school teacher, professor)	9,6%	8,8%	8,1%	12,0%	9,1%	14,3%	9,6%	10,0%	--	10,7%	8,7%
· 8 Specialists (e.g. statistician, architect, IT specialist, artist)	9,2%	11,2%	9,2%	10,3%	6,8%	3,6%	9,4%	8,0%	--	14,9%▲	4,5%▼
· 9 Agricultural workers (crop farmer, cattle breeder, fisherman)	0,75%	0,80%	1,7%	0%	0%	0%	0,62%	2,0%	--	1,2%	0,35%
· 10 Executive staff (manager)	3,4%	2,4%	2,9%	3,4%	4,5%	7,1%	3,1%	6,0%	--	5,8%▲	1,4%▼
· 11 Other professions	21,8%	19,2%	19,7%	24,8%	27,3%	17,9%	23,1%▲	10,0%▼	--	21,1%	22,5%
N	531	125	173	117	88	28	481	50	--	242	289

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
In which category your company or institute fits best? [Second job]											
1 Agriculture, forestry, fishery	1,1%	1,6%	1,7%	0%	1,1%	0%	1,0%	2,0%	--	2,1%	0,35%
2 Manufacturer (e.g. food industry, chemical industry, metal industry, manufacturer of machinery)	2,5%	3,2%	1,7%	2,6%	1,1%	7,4%	2,1%	6,0%	--	2,1%	2,8%
3 Electricity, gas and water supply	0,19%	0%	0%	0,85%	0%	0%	0,21%	0%	--	0%	0,35%
4 Construction (e.g. construction firm)	1,3%	1,6%	1,7%	0,85%	1,1%	0%	1,5%	0%	--	1,2%	1,4%
5 Transport and communication (e.g. road transport, post and telecommunication)	8,1%	7,2%	8,7%	5,1%	12,5%	7,4%	7,5%	14,0%	--	11,2%▲	5,6%▼
6 Trade (wholesale and retail trade, e.g. car dealers, department store, supermarket)	6,8%	7,2%	8,7%	4,3%	6,8%	3,7%	7,1%	4,0%	--	5,0%	8,3%
7 Hotel and catering industry (e.g. hotel, restaurant, cafe)	2,6%	3,2%	4,7%Δ	0%▼	1,1%	3,7%	2,5%	4,0%	--	2,5%	2,8%
8 Financial institutes (e.g. bank)	1,5%	0,80%	1,2%	2,6%	2,3%	0%	1,5%	2,0%	--	2,5%	0,69%
9 Business services (e.g. computer service, juridical and economical services, engineering office)	10,0%	8,8%	8,1%	15,4%▲	6,8%	14,8%	10,0%	10,0%	--	15,4%▲	5,6%▼
10 Education (e.g. primary education, secondary education, higher education)	9,3%	8,0%	8,1%	11,1%	9,1%	14,8%	9,2%	10,0%	--	9,1%	9,4%
11 Health and social work (e.g. hospitals, nursing homes)	19,8%	20,0%	18,6%	23,9%	18,2%	14,8%	20,5%	14,0%	--	9,1%▼	28,8%▲0
12 Public administration/government (e.g. municipalities, ministries, judicial authorities, police)	4,5%	4,0%	3,5%	9,4%▲0	2,3%	0%	3,8%▼	12,0%▲0	--	6,2%	3,1%
13 Other services (e.g. culture, sports and recreation)	11,2%	11,2%	12,8%	8,5%	11,4%	11,1%	11,1%	12,0%	--	12,4%	10,1%
14 Other companies	21,0%	23,2%	20,3%	15,4%	26,1%	22,2%	22,1%▲	10,0%▼	--	21,2%	20,8%
N	529	125	172	117	88	27	479	50	--	241	288
What type of contract do you have? [Second job]											
1 Employee with permanent contract	47,3%	57,9%▲	50,5%	33,3%▼	50,0%	35,0%	47,0%	48,9%	--	42,7%	50,2%
2 Employee with temporary contract with potential of a permanent contract	7,8%	10,5%	6,1%	12,0%	4,8%	0%	6,3%▼	17,8%▲0	--	5,3%	9,5%
3 Employee with a temporary contract for a defined period of time	19,6%	13,2%	16,2%	26,7%	24,2%	20,0%	19,9%	17,8%	--	25,2%▲0	15,9%▼
4 Temporary employee	6,6%	2,6%	10,1%	5,3%	6,5%	10,0%	6,6%	6,7%	--	7,6%	6,0%
5 Stand-by employee or substitute	18,4%	15,8%	17,2%	21,3%	14,5%	35,0%▲0	19,9%	8,9%	--	19,1%	17,9%
6 Sheltered employment	0,30%	0%	0%	1,3%	0%	0%	0,35%	0%	--	0%	0,50%
N	332	76	99	75	62	20	287	45	--	131	201
Hours per week actually working [Second job] [Mean] [Range: 0-60]											
	9,22	8,26	8,97	9,99	10,0	9,29	8,62▼	15,0▲0	--	9,67	8,85
N	531	125	173	117	88	28	481	50	--	242	289
Worked in the evening or at night in the past year [Second job]											
1 Regularly	27,7%	19,2%▼0	34,7%▲	31,6%	23,0%	21,4%	27,5%	30,0%	--	33,5%▲	22,9%▼
2 Sometimes	22,8%	25,6%	22,5%	21,4%	23,0%	17,9%	22,9%	22,0%	--	28,1%▲	18,4%▼
3 No	49,4%	55,2%	42,8%▽	47,0%	54,0%	60,7%	49,6%	48,0%	--	38,4%▼	58,7%▲0
N	530	125	173	117	87	28	480	50	--	242	288
Worked weekends in the past year [Second job]											
1 Regularly	35,2%	35,2%	39,9%	32,5%	31,0%	29,6%	35,1%	36,0%	--	43,3%▲	28,4%▼
2 Sometimes	28,2%	24,8%	29,5%	29,9%	26,4%	33,3%	28,4%	26,0%	--	30,8%	26,0%
3 No	36,7%	40,0%	30,6%▽0	37,6%	42,5%	37,0%	36,5%	38,0%	--	25,8%▼	45,7%▲0
N	529	125	173	117	87	27	479	50	--	240	289
Second job: Autonomy (5 items, 1=(almost) never-5=always) [Mean] [Range: 1-5]											
	4,02	4,10	4,06	4,08	3,89	3,71	4,07▲0	3,62▼	--	4,11	3,95
N	531	125	173	117	88	28	481	50	--	242	289

	Total	Age T7 [2017]					Employment status T7 [2017]			Gender	
		46-49 [14%]	50-54 [21%]	55-59 [19%]	60-64 [21%]	65-72 [26%]	Employee [59%]	Self-employed [6,7%]	Not employed [34%]	Male [52%]	Female [48%]
Are you able to decide for yourself how to do your work? [Second job]											
· 1 Always	47,4%	46,4%	50,3%	50,9%	42,0%	35,7%	50,8%▲0	14,0%▼	--	51,7%	43,8%
· 2 Often	27,4%	36,0%▲	24,3%	25,0%	26,1%	21,4%	25,0%▼	50,0%▲	--	26,0%	28,5%
· 3 Sometimes	12,3%	6,4%▼	15,0%	12,9%	13,6%	14,3%	11,3%▼	22,0%▲	--	11,2%	13,2%
· 4 Rarely	6,2%	5,6%	4,6%	6,0%	9,1%	10,7%	6,5%	4,0%	--	5,0%	7,3%
· 5 (Almost) never	6,8%	5,6%	5,8%	5,2%	9,1%	17,9%▲0	6,5%	10,0%	--	6,2%	7,3%
- Mean	1,98	1,88	1,91	1,90	2,17	2,54▲0	1,93▼	2,46▲0	--	1,88	2,06
N	530	125	173	116	88	28	480	50	--	242	288
Are you able to decide for yourself in which order to do your work? [Second job]											
· 1 Always	49,6%	49,6%	52,3%	50,4%	45,5%	42,9%	52,5%▲0	22,0%▼	--	54,1%	45,8%
· 2 Often	24,9%	30,4%	21,5%	23,9%	23,9%	28,6%	22,9%▼	44,0%▲	--	23,1%	26,4%
· 3 Sometimes	10,8%	8,8%	11,6%	10,3%	13,6%	7,1%	10,4%	14,0%	--	9,5%	11,8%
· 4 Rarely	7,2%	5,6%	7,6%	10,3%	5,7%	3,6%	6,9%	10,0%	--	5,4%	8,7%
· 5 (Almost) never	7,5%	5,6%	7,0%	5,1%	11,4%	17,9%▲0	7,3%	10,0%	--	7,9%	7,3%
- Mean	1,98	1,87	1,95	1,96	2,14	2,25	1,94▼	2,42▲0	--	1,90	2,05
N	530	125	172	117	88	28	480	50	--	242	288
Are you able to influence the pace in which you work [Second job]											
· 1 Always	47,9%	52,0%	49,1%	46,6%	45,5%	35,7%	50,4%▲0	24,0%▼	--	53,7%▲0	43,1%▼
· 2 Often	27,5%	28,0%	25,4%	34,5%	26,1%	14,3%	25,6%▼	46,0%▲	--	23,6%	30,9%
· 3 Sometimes	10,4%	8,0%	9,2%	12,1%	11,4%	17,9%	10,0%	14,0%	--	11,6%	9,4%
· 4 Rarely	8,1%	4,8%	11,6%Δ	3,4%▼0	9,1%	17,9%	8,3%	6,0%	--	5,8%	10,1%
· 5 (Almost) never	6,0%	7,2%	4,6%	3,4%	8,0%	14,3%	5,6%	10,0%	--	5,4%	6,6%
- Mean	1,97	1,87	1,97	1,83	2,08	2,61▲0	1,93▼	2,32▲0	--	1,86∇	2,06Δ0
N	530	125	173	116	88	28	480	50	--	242	288
Do you need to come up with solutions yourself? [Second job]											
· 1 Always	45,4%	46,4%	49,1%	43,6%	42,0%	35,7%	47,8%▲0	22,0%▼	--	50,0%	41,5%
· 2 Often	28,8%	34,4%	22,0%▼0	30,8%	31,8%	28,6%	27,7%	40,0%	--	24,4%∇	32,5%Δ0
· 3 Sometimes	18,1%	13,6%	22,0%	17,1%	17,0%	21,4%	16,8%▼	30,0%▲	--	16,9%	19,0%
· 4 Rarely	2,8%	1,6%	2,3%	4,3%	2,3%	7,1%	2,5%	6,0%	--	4,1%	1,7%
· 5 (Almost) never	4,9%	4,0%	4,6%	4,3%	6,8%	7,1%	5,2%	2,0%	--	4,5%	5,2%
- Mean	1,93	1,82	1,91	1,95	2,00	2,21	1,90▼	2,26▲0	--	1,89	1,97
N	531	125	173	117	88	28	481	50	--	242	289
Are you able to take time off work when you want to? [Second job]											
· 1 Always	47,8%	45,6%	49,1%	47,9%	43,2%	64,3%	50,5%▲0	22,0%▼	--	51,7%	44,6%
· 2 Often	21,1%	20,8%	22,5%	22,2%	20,5%	10,7%	20,4%	28,0%	--	22,3%	20,1%
· 3 Sometimes	18,6%	20,8%	16,8%	19,7%	19,3%	14,3%	16,6%▼	38,0%▲	--	14,9%∇	21,8%Δ0
· 4 Rarely	5,6%	6,4%	4,6%	4,3%	10,2%▲0	0%	5,4%	8,0%	--	4,1%	6,9%
· 5 (Almost) never	6,8%	6,4%	6,9%	6,0%	6,8%	10,7%	7,1%	4,0%	--	7,0%	6,6%
- Mean	2,02	2,07	1,98	1,98	2,17	1,82	1,98▼	2,44▲0	--	1,93	2,11
N	531	125	173	117	88	28	481	50	--	242	289

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

STREAM 2010-Cohort (First panel)	Main group T1 [2010]			
	Employees	Self-employed	Not working	Total
	79,7% (12.055)	6,8% (1.029)	13,5% (2.034)	100% (15.118)
Work status T2 [2011]				
Employee	92,1%	6,5%	9,9%	75,4%
-n	9.153	54	166	9.373
Self-employed	0,78%	87,9%	1,7%	6,7%
-n	77	728	29	834
Work disabled	0,98%	0,97%	47,5%	7,2%
-n	97	8	792	897
Unemployed	1,7%	1,6%	13,3%	3,3%
-n	169	13	222	404
Retired early	4,0%	2,1%	17,7%	5,8%
-n	402	17	296	715
Housewife, homemaker, studying	0,35%	0,97%	9,8%	1,7%
-n	35	8	164	207
N	9.933	828	1.669	12.430
Work status T3 [2012]				
Employee	85,4%	7,7%	10,9%	70,2%
-n	8.229	61	178	8.468
Self-employed	1,2%	82,3%	1,8%	6,6%
-n	115	655	30	800
Work disabled	1,4%	1,3%	46,7%	7,5%
-n	139	10	760	909
Unemployed	2,9%	2,3%	11,2%	4,0%
-n	281	18	183	482
Retired early	8,4%	4,5%	20,6%	9,8%
-n	810	36	335	1.181
Housewife, homemaker, studying	0,60%	2,0%	8,8%	1,8%
-n	58	16	143	217
N	9.632	796	1.629	12.057
Work status T4 [2013]				
Employee	78,7%	9,4%	10,3%	64,8%
-n	7.053	71	157	7.281
Self-employed	1,7%	78,1%	1,6%	6,8%
-n	154	587	24	765
Work disabled	2,0%	1,7%	46,0%	7,9%
-n	177	13	699	889
Unemployed	4,4%	2,4%	10,3%	5,1%
-n	395	18	157	570
Retired early	12,5%	6,0%	22,6%	13,4%
-n	1.117	45	344	1.506
Housewife, homemaker, studying	0,78%	2,4%	9,1%	2,0%
-n	70	18	138	226
N	8.966	752	1.519	11.237
Work status T5 [2015]				
Employee	66,1%	9,8%	10,0%	54,9%
-n	5.294	65	131	5.490
Self-employed	2,2%	71,2%	1,8%	6,7%
-n	175	473	24	672
Work disabled	2,6%	1,5%	44,3%	8,0%
-n	211	10	582	803
Unemployed	5,5%	2,6%	8,5%	5,7%
-n	440	17	112	569
Retired early	22,3%	13,0%	27,0%	22,3%
-n	1.790	86	355	2.231
Housewife, homemaker, studying	1,3%	2,0%	8,3%	2,3%
-n	104	13	109	226
N	8.014	664	1.313	9.991
Work status T6 [2016]				
Employee	60,5%	9,9%	10,0%	50,2%
-n	4.590	64	127	4.781
Self-employed	2,7%	66,2%	2,0%	6,9%
-n	207	428	25	660
Work disabled	3,0%	2,0%	43,1%	8,3%
-n	230	13	550	793
Unemployed	4,9%	2,2%	7,0%	5,0%
-n	375	14	89	478
Retired early	27,4%	17,0%	29,4%	27,0%
-n	2.082	110	375	2.567
Housewife, homemaker, studying	1,4%	2,8%	8,6%	2,5%
-n	109	18	110	237
N	7.593	647	1.276	9.516

STREAM 2010-Cohort (First panel)	Main group T1 [2010]			Total 100% (15.118)
	Employees 79,7% (12.055)	Self-employed 6,8% (1.029)	Not working 13,5% (2.034)	
Work status T7 [2017]				
Employee -n 3.996	55,8%	10,2%	9,5%	46,6%
Self-employed -n 196	2,7%	61,7%	1,6%	6,5%
Work disabled -n 227	3,2%	2,5%	41,5%	8,2%
Unemployed -n 289	4,0%	1,8%	6,7%	4,2%
Retired early -n 2.351	32,8%	20,5%	32,6%	32,0%
Housewife, homemaker, studying -n 104	1,5%	3,2%	8,1%	2,4%
N	7.163	596	1.189	8.948

STREAM 2015-Cohort (Second panel)	Main group T5 [2015]			
	Employees 85,0% (5.724)	Self-employed 7,1% (478)	Not working 8,0% (536)	Total 100% (6.738)
Work status T6 [2016]				
Employee <i>n</i> 4.209	94,8%	7,9%	12,8%	82,2% 4.291
Self-employed <i>n</i> 44	0,99%	88,5%	4,0%	7,2% 375
Work disabled <i>n</i> 29	0,65%	0,56%	46,0%	4,3% 225
Unemployed <i>n</i> 87	2,0%	1,1%	19,2%	3,3% 172
Retired early <i>n</i> 56	1,3%	0,28%	0,24%	1,1% 58
Housewife, homemaker, studying <i>n</i> 16 <i>N</i> 4.441	0,36%	1,7%	17,8%	1,9% 97 5.218
Work status T7 [2017]				
Employee <i>n</i> 3.912	92,4%	9,1%	17,9%	80,7% 4.015
Self-employed <i>n</i> 54	1,3%	84,7%	3,2%	7,1% 355
Work disabled <i>n</i> 54	1,3%	0,59%	48,3%	5,0% 250
Unemployed <i>n</i> 86	2,0%	1,2%	12,9%	2,9% 142
Retired early <i>n</i> 106	2,5%	2,1%	0%	2,3% 113
Housewife, homemaker, studying <i>n</i> 21 <i>N</i> 4.233	0,50%	2,4%	17,7%	2,0% 100 4.975

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