

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

**Technical report (2010-2021)**



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

## Technical report (2010-2021)

|                |                                                               |
|----------------|---------------------------------------------------------------|
| Report for     | Ministerie van Sociale Zaken en Werkgelegenheid               |
| Date           | 14 October 2022                                               |
| Authors        | Swenneke van den Heuvel<br>Linda Koopmans<br>Ernest de Vroome |
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| Contact TNO    | Swenneke van den Heuvel                                       |
| Telephone      | +31 (0) 88 86 65 295                                          |
| E-mail         | swenneke.vandenheuvel@tno.nl                                  |

**Healthy Living**  
Sylviusweg 71  
2333 BE Leiden  
Postbus 2215  
2301 CE Leiden  
The Netherlands

[www.tno.nl](http://www.tno.nl)

T +31 88 866 90 00  
[infodesk@tno.nl](mailto:infodesk@tno.nl)

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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.

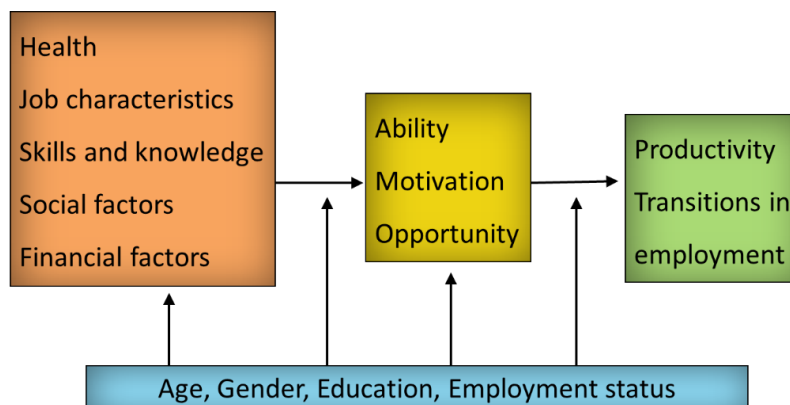
Although an increasing number of studies address sustainable employability in an ageing society, there are several gaps in our knowledge which are primarily due to a lack of longitudinal studies in which a broad set of potential determinants are examined (3). The Study on Transitions in Employment, Ability 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 1.1 the research framework is presented:



**Figure 1.1** STREAM research framework.

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

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

#### 1.4 Strengths and limitations of STREAM

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

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

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

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

#### 1.5 Ethical approval

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

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

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

## 2 Study population

STREAM is a prospective cohort study among employees, self-employed persons, and non-working persons, aged 45 to 64 years at baseline. The study sample was stratified by age and employment status (employed, self-employed, non-working). The baseline measurement was carried out in 2010, with follow-up measurements in 2011, 2012, 2013, 2015, 2016, 2017, 2019 and 2021.

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

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

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

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

### 2.1 Study population at baseline in 2010

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



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

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

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

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

## 2.2 New study sample in 2015

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

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

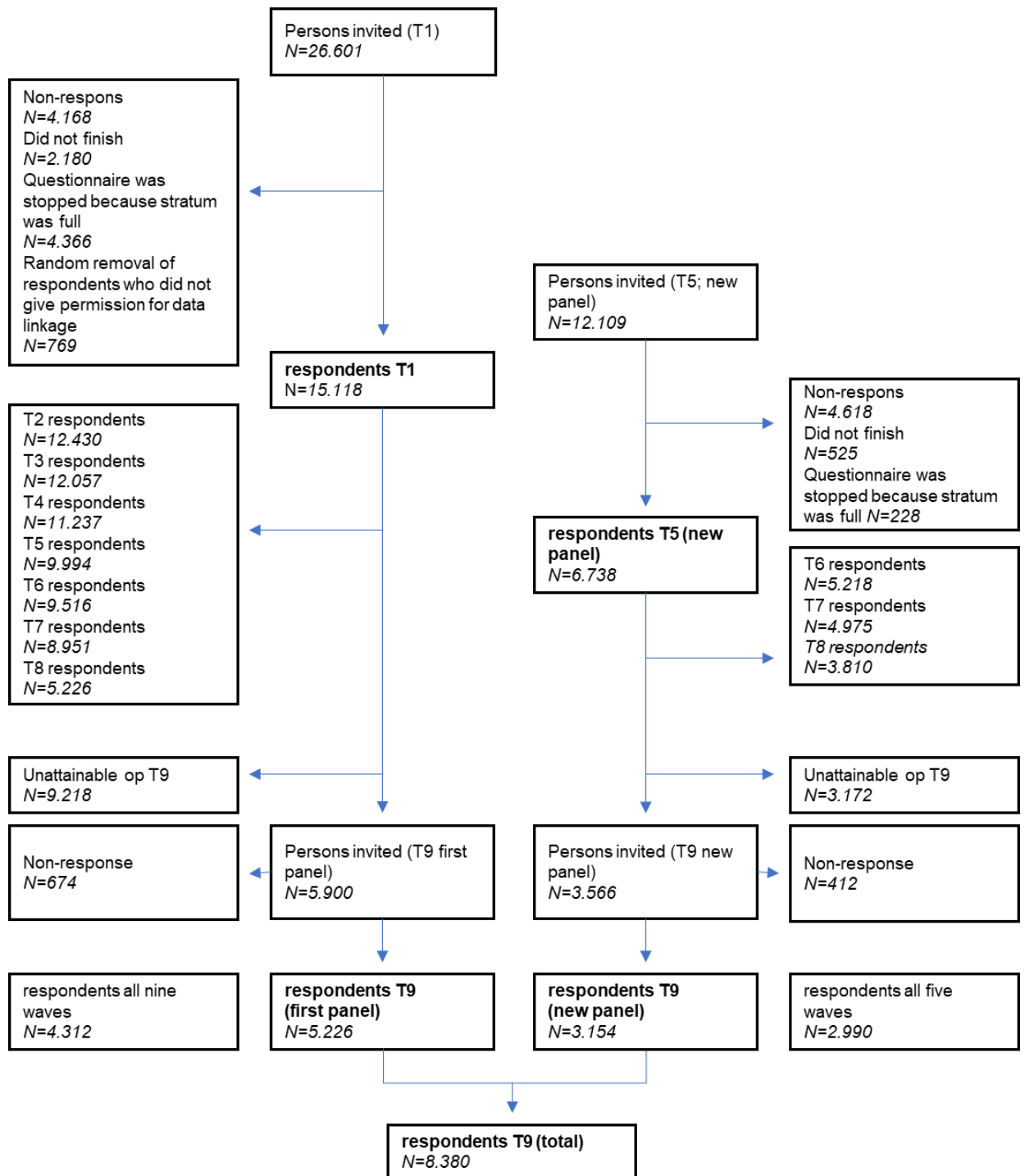
|             | Employed | Self-employed | Non-working | Total |
|-------------|----------|---------------|-------------|-------|
| 45-49 years | 3702     | 282           | 515         | 4499  |
| 50-54 years | 753      | 67            | 19          | 839   |
| 55-59 years | 630      | 65           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

## 2.3 Study population at follow-up

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

|    |                                  |   |                                   |
|----|----------------------------------|---|-----------------------------------|
| T2 | 24 <sup>th</sup> of October 2011 | - | 27 <sup>th</sup> of November 2011 |
| T3 | 22 <sup>nd</sup> of October 2012 | - | 28 <sup>th</sup> of November 2012 |
| T4 | 21 <sup>st</sup> of October 2013 | - | 24 <sup>th</sup> of November 2013 |
| T5 | 23 <sup>rd</sup> of October 2015 | - | 7 <sup>th</sup> of December 2015  |
| T6 | 25 <sup>th</sup> of October 2016 | - | 12 <sup>th</sup> of December 2016 |
| T7 | 23 <sup>rd</sup> of October 2017 | - | 12 <sup>th</sup> of December 2017 |
| T8 | 24 <sup>th</sup> of October 2019 | - | 2 <sup>nd</sup> of December 2019  |
| T9 | 25 <sup>th</sup> of October 2021 | - | 6 <sup>th</sup> of December 2021  |

Of the 15,118 persons that participated in 2010, 4,312 persons (29%) completed all questionnaires. Of the new panel, 2,990 persons completed the questionnaire also in the following three years (44%). Figure 2.1 shows a flowchart of the response on all measurements in STREAM. Unattainable refers to persons that resigned from the panel. It is not allowed to approach them for the next measurement.



**Figure 2.1** Flowchart of the response; 4,312 participants of the original cohort completed all questionnaires and 2,990 of the new cohort.

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

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

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

|                                                                                                                                                                                                                                                                                                                                | First cohort  |              | New cohort   |              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|--------------|--------------|--------------|
|                                                                                                                                                                                                                                                                                                                                | missings      | all          | Missings     | all          |
| <b>N:</b>                                                                                                                                                                                                                                                                                                                      | <b>10,806</b> | <b>4,312</b> | <b>3,748</b> | <b>2,990</b> |
| <b>%:</b>                                                                                                                                                                                                                                                                                                                      | <b>71.5%</b>  | <b>28.5%</b> | <b>55.6%</b> | <b>44.4%</b> |
| <b>Age</b>                                                                                                                                                                                                                                                                                                                     | 54.0 ▼        | 55.2 ▲       | 49.8 ▽       | 50.7 Δ       |
| <b>Sex (percentage women)</b>                                                                                                                                                                                                                                                                                                  | 0.48 Δ        | 0.43 ▽       | 0.53 Δ       | 0.50 ▽       |
| <b>Education</b>                                                                                                                                                                                                                                                                                                               | 2.19 ▽        | 2.22 Δ       | 2.18         | 2.21         |
| <b>Vitality</b>                                                                                                                                                                                                                                                                                                                | 64.3 ▽        | 65.9 Δ       | 62.2 ▽       | 63.2 Δ       |
| <b>Depression</b>                                                                                                                                                                                                                                                                                                              | 1.57 Δ        | 1.52 ▽       | 1.62 Δ       | 1.60 ▽       |
| <b>Job demands</b>                                                                                                                                                                                                                                                                                                             | 3.11 Δ        | 3.08 ▽       | 3.20 Δ       | 3.14 ▽       |
| <b>Job satisfaction</b>                                                                                                                                                                                                                                                                                                        | 4.02          | 4.02         | 4.02         | 4.04         |
| <b>Developmental proactivity</b>                                                                                                                                                                                                                                                                                               | 3.92 Δ        | 3.87 ▽       | 3.88 Δ       | 3.81 ▽       |
| <b>Financial situation</b>                                                                                                                                                                                                                                                                                                     | 3.33 ▽        | 3.49 Δ       | 3.38 ▽       | 3.55 Δ       |
| <b>Work ability</b>                                                                                                                                                                                                                                                                                                            | 7.28 ▽        | 7.39 Δ       | 7.68         | 7.62         |
| <b>Productivity</b>                                                                                                                                                                                                                                                                                                            | 6.67          | 6.61         | 6.73         | 6.67         |
| <b>Intention to stop working (WN+ZS)</b>                                                                                                                                                                                                                                                                                       | 1.39 ▽        | 1.47 Δ       | 1.24         | 1.27         |
| <b>Intention to start working (NW)</b>                                                                                                                                                                                                                                                                                         | 2.29          | 2.19         | 2.88 ▲       | 2.54 ▼       |
| Note. Means are tested with the t-test. ▲ and ▼: $p < 0.05$ , significant high (low) means (two-tailed), and Cohen's d is at least 0.20. Open arrows Δ and ▽: also significant, but Cohen's d is smaller than 0.20. Cohen, J. (1988). Statistical power analysis for the behavioral sciences (2nd ed.). Hillsdale NJ: Erlbaum. |               |              |              |              |

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

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

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

### 2.3.2 *Linkage to register data*

In the baseline questionnaire, participants were asked to give their consent to link their answers to register data of Statistics Netherlands. Such linkage enables the attainment of additional background variables, for example information about yearly income and financial property from tax authorities. Moreover, in the future, linkage may be used to follow transitions in employment and age of retirement for participants after data collection for this study is completed.

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

## 3 Questionnaires

### 3.1 Topics in the questionnaires

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

#### 3.1.1 *Demographic characteristics*

The following demographic characteristics were assessed:

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

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

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

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

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

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

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

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

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

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

### 3.1.3 *Work-related factors*

The following work-related factors were assessed:

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

#### *Work transitions*

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

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

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

#### *Job characteristics*

Questions concerning the job refer to:

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

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

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

#### *Work in the past*

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

#### *Working conditions*

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

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

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

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

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

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



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

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

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

### **3.1.4 Knowledge and skills**

New questions were constructed with regard to the fit between knowledge/skills and the job (or current labour market for the non-working) and knowledge obsolescence. Four questions refer to developmental proactivity and are based on a study by Van Veldhoven en Dorenbosch (16). One question asks if participants did attend training or educational activities in the past 12 months. The question on the focus of these training and educational activities was changed in 2015 into a question on the motivation for training and educational activities. In the 2010 questionnaire, one question was aimed at the payment for training or educational activities. For the follow up questionnaires this question was rephrased and is now aimed at the initiative for these activities. Non-working participants were asked if they participated in training activities aimed at future work. The question was removed in 2017.

In 2021, two questions were added about informal learning. These questions were developed for the NEA 2020 (4).

### **3.1.5 Social factors**

The following social factors were assessed:

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

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

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

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

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

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

### **3.1.6** *Financial factors*

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

### **3.1.7** *Motivation to work*

The following factors related to motivation were assessed:

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

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

### **3.1.8** *Ability to work*

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

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

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

### **3.1.9** *Opportunity to work*

The following factors related to opportunity to work were assessed:

- Arrangements in the company;
- Social support and norms about continue working;
- Age discrimination;
- Opportunity to work;

- Circumstances under which participants would be prepared to work;
- What is needed to perform well in a new job.

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

### 3.1.10 Productivity

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

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

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

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

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

### 3.1.11 Personality traits

#### *Mastery*

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

### 3.1.12 Coping

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

- Active;
- Avoiding;
- Support seeking.

In 2011, these items were added to the questionnaire.

## 3.2 Overview of topics

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

**Table 3.1** Topics in the STREAM 2021 questionnaire. Topics or questions in grey are not present in the 2021 wave, but are available for one or more other waves.

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

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

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

| Concept                                                                         | Question                       | Source <sup>1</sup>              |
|---------------------------------------------------------------------------------|--------------------------------|----------------------------------|
| Reasons for multiple jobs                                                       | D36                            | -                                |
| Consequences of having multiple jobs                                            | D37-D46                        | -                                |
| Preference for one job or multiple jobs                                         | D47                            | -                                |
| <b>Knowledge and skills</b>                                                     |                                |                                  |
| Knowledge and skill fit with job                                                | D09                            | -                                |
| Right knowledge and skills                                                      | D10                            | -                                |
| Fit with labour market                                                          | D14                            | -                                |
| Knowledge obsolescence                                                          | D11-D13, D15-D17               | -                                |
| Education                                                                       | D18, D19, D20, D20A, D21, D21A | -                                |
| Developmental proactivity                                                       | D22-D25                        | Van Veldhoven en Dorenbosch (16) |
| Informal learning                                                               | D17A, D17B                     | -                                |
| <b>Social factors</b>                                                           |                                |                                  |
| Volunteer work, informal care, care for children that are no part of the family | A03-A07                        | -                                |
| Work status partner                                                             | I02                            | -                                |
| Support partner for working/stop working                                        | I03, I04, I05, I06             | Henkens et al. (17)              |
| Life events                                                                     | H49                            | -                                |
| Work-family balance                                                             | H47, H48                       | Fox en Dwyer (18) <sup>1</sup>   |
| <b>Financial factors</b>                                                        |                                |                                  |
| Contribution to household income                                                | I07                            | -                                |
| Financial situation of the household                                            | I08                            | -                                |
| Financial situation of the company                                              | I09                            | -                                |
| Financial opportunity to stop working                                           | G07                            | -                                |
| Financial support for children                                                  | I02                            | -                                |
| <b>Motivation</b>                                                               |                                |                                  |
| Important characteristics of a job                                              | F01-F10                        | NWCS (4) (2008) <sup>1</sup>     |
| Presence of these characteristics in current job                                | F11-F20                        | NWCS (4) (2008) <sup>1</sup>     |
| Work engagement                                                                 | F21-F26                        | UWES-9 (20)                      |
| Motivation to work                                                              | F27-F34a                       | Ryan & Deci (19) <sup>1</sup>    |
| Would like to continue working in present job in the coming 12 months           | F35                            | -                                |
| Motivation to start working                                                     | F36, F37-F44a                  | -                                |
| Motivation not to work                                                          | F45-F50                        | -                                |
| Would like to continue working until (age)                                      | G05                            | NWCS (4)                         |

| Concept                                                                          | Question             | Source <sup>1</sup>                  |
|----------------------------------------------------------------------------------|----------------------|--------------------------------------|
| Number of years person would have liked to continue working in last or other job | A11, A12             | -                                    |
| Job satisfaction                                                                 | F51                  | NWCS (4)                             |
| <b>Ability</b>                                                                   |                      |                                      |
| Work ability                                                                     | E04, E03, E05, E06   | WAI (21,22)                          |
| Quit able to work                                                                | E15                  | -                                    |
| Self-efficacy: (continue) work                                                   | E07-E14              | -                                    |
| Self-efficacy: new tasks, new employer                                           | E19-E21              | -                                    |
| Able to find new employer                                                        | E22                  | -                                    |
| Able to continue working until .... (age)                                        | G06                  | NWCS (4)                             |
| <b>Opportunity</b>                                                               |                      |                                      |
| Arrangements in de company                                                       | D26-D32              | NEWS (24) <sup>1</sup>               |
| Social support to continue working                                               | G08, G10             | Henkens et al. (17)                  |
| Norms about continue working                                                     | G09                  | -                                    |
| Age discrimination                                                               | C49-C52, C53         | Nordic Age Discrimination Scale (25) |
| Opportunity to work                                                              | E16, E17, E18        | -                                    |
| Would start working under these circumstances                                    | F52-F58              | -                                    |
| Needed to perform well in a new job                                              | G17                  | OSA panel 2008                       |
| <b>Productivity</b>                                                              |                      |                                      |
| Productivity                                                                     | E01, E02, E06A, E06B | QQ Questionnaire (26,27)             |
| Presenteeism                                                                     | E25B-E25D            | Health & Labour Questionnaire (28)   |
| Sick leave                                                                       | E23-E25A             | -                                    |
| <b>Personality traits</b>                                                        |                      |                                      |
| Mastery                                                                          | H37-H43              | Pearlin Mastery Scale (29)           |
| Coping                                                                           | H48A-H48I            | UCL (30)                             |

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

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

### 3.3 Scales

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



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

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

|                                                              | Cronbach's alpha |
|--------------------------------------------------------------|------------------|
| <b>Health and well-being</b>                                 |                  |
| <i>Physical and mental health (SF-12)<sup>2</sup></i>        | .88              |
| H01 Health in general                                        |                  |
| H02 Limited in moderate activities                           |                  |
| H03 Limited in climbing several flights of stairs            |                  |
| H04 Accomplished less than you would like                    |                  |
| H05 Were limited in the kind of work or other activities     |                  |
| H06 Accomplished less than you would like                    |                  |
| H07 Didn't do work or other activities as carefully as usual |                  |
| H08 Interference with normal social activities               |                  |
| H09 Interference with normal work                            |                  |
| During the past 4 weeks . . .                                |                  |
| H10 ...have you felt calm and peaceful?                      |                  |
| H11 ...did you have a lot of energy?                         |                  |
| H12 ...have you felt downhearted and blue?                   |                  |
| <i>Depression</i>                                            | .84              |
| <i>During the past week...</i>                               |                  |
| H16 ...I was bothered by things that don't usually bother me |                  |
| H17 ...I was bothered by things that don't usually bother me |                  |
| H18 ...I felt depressed                                      |                  |
| H19 ...I felt that everything I did was an effort            |                  |
| H20 ...I felt hopeful about the future                       |                  |
| H21 ...I felt fearful                                        |                  |
| H22 ...my sleep was restless                                 |                  |
| H23 ...I was happy                                           |                  |
| H24 ...I felt lonely                                         |                  |
| H25 ...I could not get going                                 |                  |
| <b>Work-related factors</b>                                  |                  |
| <i>Physical work load</i>                                    | .87              |
| C01 Using a lot of force (e.g. lifting, pushing, pulling)    |                  |
| C02 Using tools etc. causing body vibration                  |                  |
| C03 Work in uncomfortable postures                           |                  |
| C04 Stand for long periods of time                           |                  |
| C05 Kneel or squat for long periods of time                  |                  |

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

|                                                                               | Cronbach's alpha |
|-------------------------------------------------------------------------------|------------------|
| <i>Job demands</i>                                                            | .89              |
| C10 Do you have to work very fast?                                            |                  |
| C11 Do you have to do a lot of work?                                          |                  |
| C12 Do you have to work extra hard?                                           |                  |
| C13 Is your work hectic?                                                      |                  |
| <i>Job autonomy</i>                                                           | .80              |
| C14 Able to decide for yourself how to do your work                           |                  |
| C15 Able to decide for yourself in which order                                |                  |
| C16 Able to influence the pace in which you work                              |                  |
| C17 Do you need to come up with solutions yourself                            |                  |
| C18 Able to take time off work when you want to                               |                  |
| <i>Mental demands</i>                                                         | .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                                      |                  |
| <i>Emotional demands</i>                                                      | .88              |
| C22 Emotionally difficult situations                                          |                  |
| C23 Emotionally demanding                                                     |                  |
| C24 Emotionally involved                                                      |                  |
| <i>Social support</i>                                                         | .83              |
| C25 Help and support from your colleagues                                     |                  |
| C26 Colleagues willing to listen to work-related problems                     |                  |
| C27 Help and support from your immediate superior                             |                  |
| C28 Superior willing to listen to work-related problems                       |                  |
| <i>Social support self-employed</i>                                           | .81              |
| C29 Help and support from colleagues/other entrepreneurs                      |                  |
| C30 Colleagues/other entrepreneurs willing to listen to work-related problems |                  |
| C31 Help and support from your customers or clients                           |                  |
| C32 Customers or clients willing to listen to work-related problems           |                  |
| <b>Knowledge and skills</b>                                                   |                  |
| <i>Knowledge obsolescence (employed and self-employed)</i>                    | .64              |
| D11 Using knowledge or skills insufficiently and forget them                  |                  |
| D12 Having knowledge and skills I no longer need                              |                  |
| D13 I lack "new" knowledge and skills                                         |                  |
| <i>Knowledge obsolescence (not employed)</i>                                  | .68              |
| D15 Using knowledge or skills insufficiently and forget them                  |                  |
| D16 Having knowledge and skills no longer requested                           |                  |
| D17 I lack "new" knowledge and skills                                         |                  |
| <i>Developmental proactivity</i>                                              | .79              |
| D22 In my work, I keep trying to learn new things                             |                  |
| D23 Think about doing a good job in the future                                |                  |
| D24 I search for people from whom I can learn something                       |                  |
| D25 I can cope with changes in my work                                        |                  |

|                                                                | Cronbach's alpha |
|----------------------------------------------------------------|------------------|
| <b>Work engagement</b>                                         | .95              |
| F21 At my work, I feel bursting with energy                    |                  |
| F22 At my job, I feel strong and vigorous                      |                  |
| F23 I am enthusiastic about my job                             |                  |
| F24 My job inspires me                                         |                  |
| F25 When I get up in the morning, I feel like going to work    |                  |
| F26 I am proud of the work that I do                           |                  |
| <b>Age discrimination</b>                                      | .88              |
| C49 Left out in cases of promotion or internal recruitment     |                  |
| C50 No equal opportunities for training during work time       |                  |
| C51 Less often new equipment, activities or working methods    |                  |
| C52 Higher pressure to leave the company                       |                  |
| <b>Mastery</b>                                                 | .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    |                  |
| <b>Coping</b>                                                  |                  |
| <i>Avoiding</i>                                                | .75              |
| H48a Give in to avoid difficult situations                     |                  |
| H48d Avoid difficult situations as much as possible            |                  |
| H48g Try to withdraw from the situation                        |                  |
| <i>Active</i>                                                  | .78              |
| H48b Look at a matter from every angle                         |                  |
| H48e Think up alternatives to solve a problem                  |                  |
| H48h Work purposely to solve a problem                         |                  |
| <i>Support seeking</i>                                         | .71              |
| H48c Express how you are feeling                               |                  |
| H48i Show something is bothering you                           |                  |
| H48f Seek comfort and understanding                            |                  |

## 4 Results

The results of the ninth 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. IA01, IA01A etc.) refer to the variable names in the datafile. The indicator 'I' refers to the ninth 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 in 2010 or 2015.

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## Appendix 1. Letters Review Committees

| commissie                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| De Boelelaan 1117<br>1081 HV Amsterdam                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | postbus 7057<br>1007 MB Amsterdam                                                                                                                                                                           | telefoon 020 444 4444                                                                                                                                                                                                                                                                         | www.VUmc.nl                                                                                                                                                                       |
| <p>Mw. A. de Wind<br/>TNO Arbeid<br/>Polarisavenue 151<br/>Postbus 718<br/>2130 AS Hoofddorp</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                               | <p>Medisch Ethische Toetsingscommissie<br/>VU medisch centrum<br/>voorzitter: Prof. dr. J.A. Rauwerda<br/>intern postadres: BS7, kamer H-565</p>                                  |
| <p>VU medisch centrum</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                               |                                                                                                |
| <p>onderwerp<br/>niet WMO advies</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                             | <p>ons kenmerk<br/>2012/080</p>                                                                                                                                                                                                                                                               | <p>datum<br/>8 maart 2012</p> <p>doorkiesnummer<br/>(020) 44 45565<br/>e-mail <a href="mailto:subcom-ethiek.org@vumc.nl">subcom-ethiek.org@vumc.nl</a></p>                        |
| <p>Geachte mevrouw De Wind,</p> <p>De Medisch Ethische Toetsingscommissie VUmc adviseert in positieve zin omtrent de uitvoering van het onderzoek: "<b>Study on Transitions in Employment, Ability and Motivation (STREAM)</b>". Het onderzoek valt niet onder de WMO.</p> <p>De goedkeuring, waartoe besloten is in de vergadering van d.d. 01-03-2012, is gebaseerd op de volgende documenten:</p> <ul style="list-style-type: none"> <li>TNO-rapport STREAM d.d. 05-04-2011</li> <li>Brief met toelichting onderzoek</li> <li>Begeleidende e-mail d.d. 15-02-2012</li> </ul> <p>Met vriendelijke groet,<br/>namens de METC VUmc,</p> <p><br/>prof. dr. J.A. Rauwerda, voorzitter</p> <p><br/>drs. J.C.M. Koudijs, secretaris</p> |                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                   |
| <p>Samenstelling commissie</p> <p>prof. dr. J.A. Rauwerda</p> <p>dr. K. Hoekman</p> <p>mw. M. Baak</p> <p>mw. dr. B. van Baarsen,</p> <p>dr. M.J.P.A. Janssens en</p> <p>mw. dr. L.A.M. van der Scheer</p> <p>mw. dr. C. Boer</p> <p>mw. dr. M.A. Bremmer</p> <p>dr. E.G. Haanman</p> <p>mr. mr. A.J.G.M. Janssen en</p> <p>mr. F.J. Faber</p> <p>dr. D. de Jong</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p>voorzitter, chirurg</p> <p>plv. voorzitter, internist-oncoloog</p> <p>verpleegkundige</p> <p>medisch ethici</p> <p>biomedicus</p> <p>psychiater</p> <p>kinderlongarts</p> <p>juristen</p> <p>chirurg</p> | <p>dr. M. Klein</p> <p>dr. B.W. van Oosten en</p> <p>dr. J. Killestein</p> <p>mw. P. Roerdenberg</p> <p>prof. dr. F.J.H. Tilders</p> <p>mw. dr. A.I. Veldkamp en</p> <p>drs. A.J. Wilhelms</p> <p>dr. ir. P. van de Ven en</p> <p>mw. dr. C.B. Terwee</p> <p>prof. dr. ir. R. Verdaasdonk</p> | <p>neuropsycholoog</p> <p>neurologen</p> <p>lekenlid</p> <p>farmacoloog</p> <p>ziekenhuisapothekers-</p> <p>klinisch farmacologen</p> <p>methodologen</p> <p>klinisch fysicus</p> |

## Memorandum

**To**

Swenneke van den Heuvel

**From**

P.J.L. Valk, Drs.

**Copy to**

Marjon van Haandel, WHT

**Subject***"Study on Transitions in Employment, Ability and Motivation (STREAM)"***Background**

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

**Advice**

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

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

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

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

Sincerely,

On behalf of the IRB,



Pierre Valk,  
Secretary Institutional Review Board TNO

Leiden, 20 December 2019

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

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

Healthy Living  
Schipholweg 77-89  
2316 ZL Leiden  
P.O. Box 3005  
2301 DA Leiden  
The Netherlands

www.tno.nl

T +31 88 866 90 00

**Date**

20 December 2019

**Our reference**

2019-100

**Contact**

M.E. Hoognik-Schoevaars

**Direct dialling**

+31888668464



## Appendix 2. Results STREAM 2021

▲ and ▼ :  $p < 0,05$  and Cohen's  $d \geq 0,20$ . Δ and ∇ :  $p < 0,05$  and Cohen's  $d < 0,20$ .

| Column percentages                                                                           | Total | Age at time of measurement<br>[▲ ∇: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[▲ ∇: subgroup vs rest] |                         |                         | Gender          |                   |
|----------------------------------------------------------------------------------------------|-------|-------------------------------------------------------|------------------|------------------|------------------|--------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                              |       | 50-54<br>[18,4%]                                      | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                    | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[bron] Panel</b>                                                                          |       |                                                       |                  |                  |                  |                                                        |                         |                         |                 |                   |
| · 1 First panel                                                                              | 62,4% | Ø%                                                    | 49,5%▼           | 76,6%            | 87,6%▲           | 42,2%▼                                                 | 56,6%∇                  | 83,1%▲                  | 65,1%Δ          | 59,1%∇            |
| · 2 Second panel                                                                             | 37,6% | 100%                                                  | 50,5%▲           | 23,4%            | 12,4%▼           | 57,8%▲                                                 | 43,4%Δ                  | 16,9%▼                  | 34,9%∇          | 40,9%Δ            |
| N                                                                                            | 8.376 | 1.544                                                 | 1.549            | 1.533            | 3.750            | 3.926                                                  | 484                     | 3.966                   | 4.555           | 3.821             |
| <b>[Duur] Time to fill out the questionnaire (minutes) T1 [2010]</b>                         |       |                                                       |                  |                  |                  |                                                        |                         |                         |                 |                   |
| - Mean                                                                                       | 20,2  | 24,6▲                                                 | 24,1▲            | 23,6▲            | 15,4▼            | 26,7▲                                                  | 24,6▲                   | 13,2▼                   | 20,8Δ           | 19,4∇             |
| - Minimum                                                                                    | 3     | 3                                                     | 3                | 3                | 3                | 3                                                      | 4                       | 3                       | 3               | 3                 |
| - Maximum                                                                                    | 119   | 119                                                   | 117              | 111              | 108              | 119                                                    | 108                     | 108                     | 118             | 119               |
| N                                                                                            | 8.158 | 1.496                                                 | 1.497            | 1.488            | 3.677            | 3.802                                                  | 472                     | 3.884                   | 4.439           | 3.719             |
| <b>[Hoofdgroep] Employment status T1 [2010]</b>                                              |       |                                                       |                  |                  |                  |                                                        |                         |                         |                 |                   |
| · 1 Employee                                                                                 | 46,9% | 80,8%▲                                                | 77,9%▲           | 66,9%▲           | 11,9%▼           | 100%                                                   | --                      | --                      | 47,4%           | 46,2%             |
| · 2 Self-employed                                                                            | 5,8%  | 7,0%Δ                                                 | 7,5%Δ            | 6,1%             | 4,5%∇            | --                                                     | 100%                    | --                      | 6,7%Δ           | 4,7%∇             |
| · 3 Not employed                                                                             | 47,3% | 12,2%▼                                                | 14,7%▼           | 27,0%▼           | 83,7%▲           | --                                                     | --                      | 100%                    | 45,9%∇          | 49,1%Δ            |
| N                                                                                            | 8.376 | 1.544                                                 | 1.549            | 1.533            | 3.750            | 3.926                                                  | 484                     | 3.966                   | 4.555           | 3.821             |
| <b>[Nw] Classification unemployed</b>                                                        |       |                                                       |                  |                  |                  |                                                        |                         |                         |                 |                   |
| · 1 Work disabled                                                                            | 13,3% | 62,2%▲                                                | 62,1%▲           | 44,7%▲           | 2,7%▼            | --                                                     | --                      | 13,3%                   | 8,9%▼           | 18,2%▲            |
| · 2 Unemployed                                                                               | 4,5%  | 17,0%▲                                                | 18,1%▲           | 18,4%▲           | 1,0%▼            | --                                                     | --                      | 4,5%                    | 3,6%∇           | 5,5%Δ             |
| · 3 Retired (early)                                                                          | 78,1% | 0,5%▼                                                 | 4,0%▼            | 25,4%▼           | 95,1%▲           | --                                                     | --                      | 78,1%                   | 86,8%▲          | 68,3%▼            |
| · 4 Homemaker                                                                                | 4,1%  | 20,2%▲                                                | 15,9%▲           | 11,4%▲           | 1,3%▼            | --                                                     | --                      | 4,1%                    | 0,7%▼           | 7,9%▲             |
| · 5 Studying                                                                                 | 0,03% | Ø%                                                    | Ø%               | 0,2%             | Ø%               | --                                                     | --                      | 0,03%                   | Ø%              | 0,1%              |
| N                                                                                            | 3.966 | 188                                                   | 227              | 414              | 3.137            | --                                                     | --                      | 3.966                   | 2.090           | 1.876             |
| <b>[Geslacht] Gender</b>                                                                     |       |                                                       |                  |                  |                  |                                                        |                         |                         |                 |                   |
| · 1 Male                                                                                     | 54,4% | 44,9%▼                                                | 51,4%∇           | 55,1%            | 59,3%Δ           | 55,0%                                                  | 62,8%Δ                  | 52,7%∇                  | 100%            | --                |
| · 2 Female                                                                                   | 45,6% | 55,1%▲                                                | 48,6%Δ           | 44,9%            | 40,7%∇           | 45,0%                                                  | 37,2%∇                  | 47,3%Δ                  | --              | 100%              |
| N                                                                                            | 8.376 | 1.544                                                 | 1.549            | 1.533            | 3.750            | 3.926                                                  | 484                     | 3.966                   | 4.555           | 3.821             |
| <b>[Leeftijd] Age at time of measurement</b>                                                 |       |                                                       |                  |                  |                  |                                                        |                         |                         |                 |                   |
| - Mean                                                                                       | 62,7  | 52,6▼                                                 | 56,8▼            | 62,1▼            | 69,5▲            | 58,0▼                                                  | 61,2▼                   | 67,4▲                   | 63,3▲           | 61,9▼             |
| - Minimum                                                                                    | 51    | 51                                                    | 55               | 60               | 65               | 51                                                     | 51                      | 51                      | 51              | 51                |
| - Maximum                                                                                    | 76    | 54                                                    | 59               | 64               | 76               | 76                                                     | 76                      | 76                      | 76              | 76                |
| N                                                                                            | 8.376 | 1.544                                                 | 1.549            | 1.533            | 3.750            | 3.926                                                  | 484                     | 3.966                   | 4.555           | 3.821             |
| <b>[Leeftijd_Cat] Age at time of measurement</b>                                             |       |                                                       |                  |                  |                  |                                                        |                         |                         |                 |                   |
| · 50-54                                                                                      | 18,4% | 100%                                                  | --               | --               | --               | 31,8%▲                                                 | 22,3%Δ                  | 4,7%▼                   | 15,2%∇          | 22,3%Δ            |
| · 55-59                                                                                      | 18,5% | --                                                    | 100%             | --               | --               | 30,7%▲                                                 | 24,0%Δ                  | 5,7%▼                   | 17,5%∇          | 19,7%Δ            |
| · 60-64                                                                                      | 18,3% | --                                                    | --               | 100%             | --               | 26,1%▲                                                 | 19,2%                   | 10,4%▼                  | 18,5%           | 18,0%             |
| · 65-72                                                                                      | 44,8% | --                                                    | --               | --               | 100%             | 11,4%▼                                                 | 34,5%▼                  | 79,1%▲                  | 48,8%Δ          | 40,0%∇            |
| N                                                                                            | 8.376 | 1.544                                                 | 1.549            | 1.533            | 3.750            | 3.926                                                  | 484                     | 3.966                   | 4.555           | 3.821             |
| <b>[Education] Level of education</b>                                                        |       |                                                       |                  |                  |                  |                                                        |                         |                         |                 |                   |
| · 1 Low                                                                                      | 10,9% | 9,0%∇                                                 | 9,7%             | 11,5%            | 12,0%Δ           | 9,1%∇                                                  | 4,3%▼                   | 13,5%Δ                  | 10,7%           | 11,2%             |
| · 2 Middle                                                                                   | 48,9% | 47,3%                                                 | 47,3%            | 50,8%            | 49,5%            | 47,6%∇                                                 | 37,2%▼                  | 51,6%Δ                  | 44,7%∇          | 54,0%Δ            |
| · 3 High                                                                                     | 40,2% | 43,7%Δ                                                | 43,1%Δ           | 37,8%∇           | 38,5%∇           | 43,3%Δ                                                 | 58,5%▲                  | 34,8%▼                  | 44,7%▲          | 34,8%▼            |
| N                                                                                            | 8.376 | 1.544                                                 | 1.549            | 1.533            | 3.750            | 3.926                                                  | 484                     | 3.966                   | 4.555           | 3.821             |
| <b>[SA01] What is your current situation? [multiple answers possible]</b>                    |       |                                                       |                  |                  |                  |                                                        |                         |                         |                 |                   |
| · Current employment status - Having one paid job as an employee                             | 45,8% | 79,0%▲                                                | 75,9%▲           | 65,4%▲           | 11,8%▼           | 97,2%▲                                                 | 4,3%▼                   | Ø%                      | 46,7%           | 44,8%             |
| · Current employment status - Having several jobs as an employee                             | 1,3%  | 2,1%Δ                                                 | 2,5%Δ            | 1,8%             | 0,3%∇            | 2,8%                                                   | Ø%                      | Ø%                      | 1,0%∇           | 1,7%Δ             |
| · Current employment status - Self-employed or entrepreneur                                  | 6,9%  | 9,3%Δ                                                 | 9,7%Δ            | 7,4%             | 4,6%∇            | 2,5%                                                   | 100%                    | Ø%                      | 7,9%Δ           | 5,8%∇             |
| · Current employment status - Unemployed                                                     | 2,6%  | 2,9%                                                  | 3,2%             | 5,5%Δ            | 1,0%∇            | 0,2%▼                                                  | 1,2%                    | 5,1%▲                   | 2,0%∇           | 3,3%Δ             |
| · Current employment status - Work disabled                                                  | 7,0%  | 8,6%Δ                                                 | 10,4%Δ           | 13,4%▲           | 2,3%▼            | 1,2%▼                                                  | 2,1%▼                   | 13,3%▲                  | 4,7%∇           | 9,7%Δ             |
| · Current employment status - Retired early                                                  | 3,1%  | 0,1%▼                                                 | 0,6%▼            | 5,9%Δ            | 4,3%Δ            | 0,5%▼                                                  | 2,1%                    | 5,8%▲                   | 3,4%            | 2,8%              |
| · Current employment status - Retired                                                        | 37,3% | Ø%                                                    | 0,1%▼            | 2,2%▼            | 82,5%▲           | 4,0%▼                                                  | 17,8%▼                  | 72,7%▲                  | 41,3%Δ          | 32,6%∇            |
| · Current employment status - Studying                                                       | 0,4%  | 1,0%Δ                                                 | 0,8%Δ            | 0,2%             | 0,1%∇            | 0,7%Δ                                                  | 0,2%                    | 0,1%∇                   | 0,2%∇           | 0,6%Δ             |
| · Current employment status - Housewife, homemaker                                           | 7,1%  | 7,8%                                                  | 7,0%             | 8,2%             | 6,4%∇            | 4,1%▼                                                  | 6,2%                    | 10,2%▲                  | 3,3%▼           | 11,7%▲            |
| N                                                                                            | 8.376 | 1.544                                                 | 1.549            | 1.533            | 3.750            | 3.926                                                  | 484                     | 3.966                   | 4.555           | 3.821             |
| <b>[SA01A] Do you currently receive an allowance or pension? [multiple answers possible]</b> |       |                                                       |                  |                  |                  |                                                        |                         |                         |                 |                   |
| · Receives no social benefit                                                                 | 47,4% | 87,2%▲                                                | 84,3%▲           | 70,0%▲           | 6,4%▼            | 88,2%▲                                                 | 62,0%▲                  | 5,1%▼                   | 46,0%∇          | 48,9%Δ            |
| · Receives a disability pension                                                              | 6,8%  | 7,8%                                                  | 10,7%Δ           | 13,2%▲           | 2,2%▼            | 2,0%▼                                                  | 3,7%∇                   | 12,0%▲                  | 5,0%∇           | 9,1%Δ             |
| · Receives an unemployment benefit                                                           | 1,8%  | 1,9%                                                  | 1,4%             | 4,2%Δ            | 1,0%∇            | 1,1%∇                                                  | 1,0%                    | 2,6%Δ                   | 1,6%            | 2,1%              |
| · Receives social security                                                                   | 1,3%  | 2,2%Δ                                                 | 1,8%Δ            | 2,2%Δ            | 0,3%∇            | 0,2%▼                                                  | 0,4%                    | 2,4%▲                   | 0,7%∇           | 2,0%Δ             |
| · Receives state old age pension                                                             | 34,5% | 0,1%▼                                                 | Ø%               | 0,3%▼            | 77,0%▲           | 5,2%▼                                                  | 27,3%∇                  | 64,4%▲                  | 37,5%Δ          | 31,0%∇            |
| · Receives supplementary pension scheme by employer                                          | 28,3% | 0,5%▼                                                 | 1,1%▼            | 8,2%▼            | 59,1%▲           | 5,2%▼                                                  | 19,0%▼                  | 52,3%▲                  | 34,1%▲          | 21,4%▼            |
| · Receives private savings for retirement (via insurance or own savings)                     | 10,6% | 0,5%▼                                                 | 0,6%▼            | 2,1%▼            | 22,4%▲           | 2,3%▼                                                  | 11,8%                   | 18,7%▲                  | 12,6%Δ          | 8,2%∇             |
| · Receives another social benefit                                                            | 1,1%  | 0,6%∇                                                 | 1,0%             | 2,1%Δ            | 1,0%             | 0,9%∇                                                  | 0,6%                    | 1,5%Δ                   | 0,9%∇           | 1,4%Δ             |
| N                                                                                            | 8.376 | 1.544                                                 | 1.549            | 1.533            | 3.750            | 3.926                                                  | 484                     | 3.966                   | 4.555           | 3.821             |

| Column percentages                                                                                                       | Total | Age at time of measurement<br>[ ▲ ▽: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▽: subgroup vs rest] |                             |                            | Gender          |                   |
|--------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-----------------------------|----------------------------|-----------------|-------------------|
|                                                                                                                          |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-<br>employed<br>[5,8%] | Not<br>employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| [A003] 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?                                                    | 41,0% | 33,8% ▽                                                | 34,2% ▽          | 36,6% ▽          | 48,5% ▲          | 34,5% ▼                                                 | 44,4%                       | 46,9% ▲                    | 43,9% Δ         | 37,5% ▽           |
| - Spent time in the past 12 months on informal care?                                                                     | 25,2% | 29,8% Δ                                                | 28,7% Δ          | 26,9%            | 21,1% ▽          | 26,9% Δ                                                 | 29,1% Δ                     | 22,9% ▽                    | 21,3% ▽         | 29,8% Δ           |
| - Spent time in the past 12 months on looking after little children?                                                     | 8,7%  | 2,2% ▼                                                 | 4,3% ▼           | 9,3%             | 12,9% ▲          | 5,4% ▼                                                  | 9,1%                        | 11,9% ▲                    | 7,0% ▽          | 10,7% Δ           |
| - Spent time in the past 12 months on household work?                                                                    | 51,0% | 65,7% ▲                                                | 60,9% ▲          | 51,7%            | 40,7% ▼          | 58,2% ▲                                                 | 59,7% Δ                     | 42,9% ▼                    | 48,0% ▽         | 54,6% Δ           |
| - Spent no time in the past 12 months on these activities?                                                               | 21,3% | 15,8% ▽                                                | 20,1%            | 22,4%            | 23,7% Δ          | 20,5%                                                   | 16,9% ▽                     | 22,7% Δ                    | 23,6% Δ         | 18,6% ▽           |
| N                                                                                                                        | 8.376 | 1.544                                                  | 1.549            | 1.533            | 3.750            | 3.926                                                   | 484                         | 3.966                      | 4.555           | 3.821             |
| [A04] How many hours per week have you spent on volunteer work or charity work in the past 12 months?                    |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - Mean                                                                                                                   | 6,62  | 5,08 ▼                                                 | 5,47 ▽           | 6,03             | 7,58 ▲           | 4,95 ▼                                                  | 6,56                        | 7,84 ▲                     | 6,80            | 6,37              |
| - Minimum                                                                                                                | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                           | 1                          | 1               | 1                 |
| - Maximum                                                                                                                | 99    | 90                                                     | 90               | 96               | 99               | 96                                                      | 99                          | 90                         | 96              | 99                |
| N                                                                                                                        | 3.419 | 522                                                    | 527              | 559              | 1.811            | 1.349                                                   | 215                         | 1.855                      | 1.988           | 1.431             |
| [A04A] In which kind of organization do you perform volunteer work? [multiple answers possible]                          |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - Volunteer work for a leisure organization                                                                              | 38,1% | 47,9% ▲                                                | 41,4%            | 38,7%            | 34,1% ▽          | 47,5% ▲                                                 | 42,3%                       | 30,7% ▼                    | 44,1% ▲         | 29,6% ▼           |
| - Volunteer work for a neighborhood or tenants' organization                                                             | 12,7% | 9,6% ▽                                                 | 14,7%            | 11,1%            | 13,5%            | 10,8% ▽                                                 | 16,7%                       | 13,6%                      | 13,0%           | 12,3%             |
| - Volunteer work for a union, trade association, consumer organization or other interest group                           | 4,7%  | 5,7%                                                   | 2,6% ▽           | 4,8%             | 4,9%             | 4,5%                                                    | 8,4% Δ                      | 4,4%                       | 5,8% Δ          | 3,1% ▽            |
| - Volunteer work for an organization for foreigners or asylum seekers                                                    | 3,0%  | 0,6% ▼                                                 | 1,7%             | 3,2%             | 4,0% Δ           | 1,3% ▽                                                  | 3,7%                        | 4,1% Δ                     | 2,5% ▽          | 3,7% Δ            |
| - Volunteer work for a political party or other political organization                                                   | 2,8%  | 3,3%                                                   | 2,3%             | 2,3%             | 3,0%             | 3,3%                                                    | 5,6% Δ                      | 2,1% ▽                     | 4,0% Δ          | 1,3% ▽            |
| - Volunteer work for an organization for faith or religion                                                               | 15,4% | 13,8%                                                  | 14,9%            | 14,8%            | 16,1%            | 16,7%                                                   | 14,0%                       | 14,6%                      | 14,8%           | 16,1%             |
| - Volunteer work for an organization for nature and environment                                                          | 4,7%  | 4,8%                                                   | 6,2%             | 3,6%             | 4,6%             | 5,1%                                                    | 5,6%                        | 4,4%                       | 5,4% Δ          | 3,8% ▽            |
| - Volunteer work for an organization for care or well-being                                                              | 20,8% | 12,6% ▼                                                | 15,3% ▽          | 17,8%            | 25,7% ▲          | 13,2% ▼                                                 | 17,2%                       | 26,8% ▲                    | 17,6% ▽         | 25,3% Δ           |
| - Volunteer work for another type of organization                                                                        | 31,0% | 24,9% ▽                                                | 31,2%            | 30,1%            | 32,9% Δ          | 24,2% ▼                                                 | 34,4%                       | 35,5% ▲                    | 29,7%           | 32,7%             |
| N                                                                                                                        | 3.432 | 522                                                    | 529              | 561              | 1.820            | 1.355                                                   | 215                         | 1.862                      | 1.998           | 1.434             |
| [A04B] To what extent is this volunteer work fun?                                                                        |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                 | 62,8% | 60,2%                                                  | 60,0%            | 61,1%            | 65,0% Δ          | 59,5% ▽                                                 | 52,3% ▼                     | 66,5% Δ                    | 62,7%           | 62,9%             |
| - 2 Rather                                                                                                               | 32,4% | 33,3%                                                  | 35,0%            | 33,4%            | 31,1%            | 35,0% Δ                                                 | 40,2% Δ                     | 29,6% ▽                    | 32,9%           | 31,6%             |
| - 3 A little                                                                                                             | 4,5%  | 6,0%                                                   | 4,5%             | 5,0%             | 3,8%             | 5,0%                                                    | 7,5% Δ                      | 3,7% ▽                     | 4,1%            | 4,9%              |
| - 4 Not                                                                                                                  | 0,3%  | 0,6%                                                   | 0,4%             | 0,5%             | 0,2%             | 0,5%                                                    | 0%                          | 0,2%                       | 0,2%            | 0,5%              |
| - Mean                                                                                                                   | 1,42  | 1,47 Δ                                                 | 1,45             | 1,45             | 1,39 ▽           | 1,47 Δ                                                  | 1,55 ▲                      | 1,38 ▽                     | 1,42            | 1,43              |
| N                                                                                                                        | 3.414 | 517                                                    | 528              | 560              | 1.809            | 1.349                                                   | 214                         | 1.851                      | 1.989           | 1.425             |
| [A04C] To what extent is this volunteer work satisfying?                                                                 |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                 | 63,6% | 58,9% ▽                                                | 60,7%            | 62,3%            | 66,2% Δ          | 59,7% ▽                                                 | 53,3% ▼                     | 67,6% Δ                    | 62,5%           | 65,1%             |
| - 2 Rather                                                                                                               | 31,7% | 33,7%                                                  | 34,2%            | 31,8%            | 30,3%            | 35,5% Δ                                                 | 36,8%                       | 28,3% ▽                    | 33,1% Δ         | 29,6% ▽           |
| - 3 A little                                                                                                             | 4,4%  | 6,6% Δ                                                 | 4,9%             | 4,8%             | 3,4% ▽           | 4,2%                                                    | 9,4% ▲                      | 3,9%                       | 4,0%            | 4,8%              |
| - 4 Not                                                                                                                  | 0,4%  | 0,8%                                                   | 0,2%             | 1,1% Δ           | 0,1% ▽           | 0,6%                                                    | 0,5%                        | 0,2%                       | 0,3%            | 0,5%              |
| - Mean                                                                                                                   | 1,42  | 1,49 Δ                                                 | 1,45             | 1,45             | 1,37 ▽           | 1,46 Δ                                                  | 1,57 ▲                      | 1,37 ▽                     | 1,42            | 1,41              |
| N                                                                                                                        | 3.400 | 516                                                    | 527              | 557              | 1.800            | 1.346                                                   | 212                         | 1.842                      | 1.979           | 1.421             |
| [A04D] To what extent is this volunteer work difficult?                                                                  |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                 | 2,3%  | 2,5%                                                   | 1,7%             | 2,5%             | 2,3%             | 2,3%                                                    | 1,9%                        | 2,3%                       | 2,0%            | 2,6%              |
| - 2 Rather                                                                                                               | 13,5% | 12,4%                                                  | 16,7% Δ          | 11,4%            | 13,5%            | 12,6%                                                   | 12,3%                       | 14,3%                      | 13,0%           | 14,2%             |
| - 3 A little                                                                                                             | 41,2% | 41,5%                                                  | 40,2%            | 40,2%            | 41,7%            | 39,2%                                                   | 40,1%                       | 42,8% Δ                    | 43,7% Δ         | 37,7% ▽           |
| - 4 Not                                                                                                                  | 43,0% | 43,6%                                                  | 41,4%            | 45,9%            | 42,4%            | 45,9% Δ                                                 | 45,8%                       | 40,6% ▽                    | 41,3% ▽         | 45,5% Δ           |
| - Mean                                                                                                                   | 3,25  | 3,26                                                   | 3,21             | 3,30             | 3,24             | 3,29 Δ                                                  | 3,30                        | 3,22 ▽                     | 3,24            | 3,26              |
| N                                                                                                                        | 3.379 | 518                                                    | 527              | 555              | 1.779            | 1.344                                                   | 212                         | 1.823                      | 1.974           | 1.405             |
| [A04E] To what extent is this volunteer work obligatory?                                                                 |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                 | 6,1%  | 6,4%                                                   | 6,6%             | 5,9%             | 6,0%             | 6,5%                                                    | 5,6%                        | 5,9%                       | 4,8% ▽          | 8,1% Δ            |
| - 2 Rather                                                                                                               | 27,6% | 22,4% ▽                                                | 26,4%            | 28,8%            | 29,2% Δ          | 27,1%                                                   | 25,4%                       | 28,3%                      | 27,3%           | 28,1%             |
| - 3 A little                                                                                                             | 43,0% | 47,7% Δ                                                | 47,4% Δ          | 40,5%            | 41,1% ▽          | 45,6% Δ                                                 | 46,0%                       | 40,8% ▽                    | 45,0% Δ         | 40,2% ▽           |
| - 4 Not                                                                                                                  | 23,2% | 23,6%                                                  | 19,5% ▽          | 24,8%            | 23,7%            | 20,9% ▽                                                 | 23,0%                       | 24,9% Δ                    | 22,9%           | 23,6%             |
| - Mean                                                                                                                   | 2,83  | 2,88                                                   | 2,80             | 2,84             | 2,83             | 2,81                                                    | 2,86                        | 2,85                       | 2,86 Δ          | 2,79 ▽            |
| N                                                                                                                        | 3.390 | 518                                                    | 527              | 556              | 1.789            | 1.345                                                   | 213                         | 1.832                      | 1.977           | 1.413             |
| [A04F] To what extent is this volunteer work stressful?                                                                  |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                 | 1,3%  | 1,5%                                                   | 0,8%             | 1,4%             | 1,3%             | 1,3%                                                    | 0,9%                        | 1,4%                       | 0,9% ▽          | 1,9% Δ            |
| - 2 Rather                                                                                                               | 4,9%  | 4,8%                                                   | 7,4% Δ           | 3,8%             | 4,6%             | 5,1%                                                    | 3,8%                        | 4,9%                       | 4,5%            | 5,6%              |
| - 3 A little                                                                                                             | 29,5% | 36,2% Δ                                                | 33,2% Δ          | 29,1%            | 26,6% ▽          | 31,4% Δ                                                 | 37,6% Δ                     | 27,2% ▽                    | 30,0%           | 28,8%             |
| - 4 Not                                                                                                                  | 64,3% | 57,4% ▽                                                | 58,6% ▽          | 65,7%            | 67,5% Δ          | 62,2% ▽                                                 | 57,7% ▽                     | 66,6% Δ                    | 64,7%           | 63,6%             |
| - Mean                                                                                                                   | 3,57  | 3,50 ▽                                                 | 3,50 ▽           | 3,59             | 3,60 Δ           | 3,55                                                    | 3,52                        | 3,59 Δ                     | 3,59            | 3,54              |
| N                                                                                                                        | 3.387 | 519                                                    | 527              | 554              | 1.787            | 1.344                                                   | 213                         | 1.830                      | 1.976           | 1.411             |

| Column percentages                                                                                                         | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                             |                            | Gender          |                   |
|----------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-----------------------------|----------------------------|-----------------|-------------------|
|                                                                                                                            |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-<br>employed<br>[5,8%] | Not<br>employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[A04G] To what extent do social contacts play a role for you in doing volunteer work?</b>                               |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                   | 31,2% | 27,8%                                                  | 30,8%            | 28,6%            | 33,0%Δ           | 27,4%▼                                                  | 18,1%▼                      | 35,4%▲                     | 29,5%▼          | 33,5%Δ            |
| - 2 Rather                                                                                                                 | 36,0% | 33,6%                                                  | 31,0%▼           | 36,1%            | 38,2%Δ           | 35,6%                                                   | 38,1%                       | 36,1%                      | 39,0%Δ          | 31,9%▼            |
| - 3 A little                                                                                                               | 23,3% | 25,7%                                                  | 25,1%            | 22,2%            | 22,3%            | 25,7%Δ                                                  | 28,8%Δ                      | 20,8%▼                     | 23,4%           | 23,1%             |
| - 4 Not                                                                                                                    | 9,6%  | 12,9%Δ                                                 | 13,0%Δ           | 13,1%Δ           | 6,5%▼            | 11,2%Δ                                                  | 14,9%Δ                      | 7,7%▼                      | 8,1%▼           | 11,5%Δ            |
| - Mean                                                                                                                     | 2,11  | 2,24Δ                                                  | 2,20Δ            | 2,20Δ            | 2,02▼            | 2,21Δ                                                   | 2,40▲                       | 2,01▼                      | 2,10            | 2,13              |
| N                                                                                                                          | 3.422 | 521                                                    | 529              | 559              | 1.813            | 1.353                                                   | 215                         | 1.854                      | 1.991           | 1.431             |
| <b>[A04H] To what extent does learning new things play a role for you in doing volunteer work?</b>                         |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                   | 12,8% | 17,7%Δ                                                 | 13,1%            | 10,9%            | 11,8%            | 12,7%                                                   | 13,0%                       | 12,8%                      | 10,2%▼          | 16,3%Δ            |
| - 2 Rather                                                                                                                 | 25,9% | 25,0%                                                  | 27,8%            | 27,2%            | 25,2%            | 26,1%                                                   | 31,6%Δ                      | 25,1%                      | 25,6%           | 26,3%             |
| - 3 A little                                                                                                               | 33,7% | 31,8%                                                  | 32,6%            | 31,4%            | 35,3%Δ           | 33,1%                                                   | 32,6%                       | 34,2%                      | 38,0%▲          | 27,7%▼            |
| - 4 Not                                                                                                                    | 27,6% | 25,4%                                                  | 26,5%            | 30,5%            | 27,7%            | 28,1%                                                   | 22,8%                       | 27,9%                      | 26,2%▼          | 29,7%Δ            |
| - Mean                                                                                                                     | 2,76  | 2,65▼                                                  | 2,73             | 2,81             | 2,79             | 2,77                                                    | 2,65                        | 2,77                       | 2,80Δ           | 2,71▼             |
| N                                                                                                                          | 3.397 | 519                                                    | 528              | 558              | 1.792            | 1.348                                                   | 215                         | 1.834                      | 1.976           | 1.421             |
| <b>[A04I] To what extent does sharing knowledge and experience play a role for you in doing volunteer work?</b>            |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                   | 25,5% | 28,3%                                                  | 25,0%            | 25,7%            | 24,8%            | 24,2%                                                   | 33,6%Δ                      | 25,5%                      | 25,7%           | 25,2%             |
| - 2 Rather                                                                                                                 | 38,3% | 33,8%▼                                                 | 37,7%            | 38,0%            | 39,8%            | 38,5%                                                   | 41,6%                       | 37,7%                      | 40,7%Δ          | 34,9%▼            |
| - 3 A little                                                                                                               | 23,1% | 22,3%                                                  | 23,2%            | 21,8%            | 23,7%            | 23,6%                                                   | 15,9%▼                      | 23,6%                      | 22,7%           | 23,8%             |
| - 4 Not                                                                                                                    | 13,1% | 15,6%                                                  | 14,1%            | 14,5%            | 11,7%▼           | 13,6%                                                   | 8,9%                        | 13,2%                      | 10,9%▼          | 16,2%Δ            |
| - Mean                                                                                                                     | 2,24  | 2,25                                                   | 2,26             | 2,25             | 2,22             | 2,27                                                    | 2,00▼                       | 2,24                       | 2,19▼           | 2,31Δ             |
| N                                                                                                                          | 3.408 | 520                                                    | 525              | 560              | 1.803            | 1.349                                                   | 214                         | 1.845                      | 1.985           | 1.423             |
| <b>[A04J] To what extent does meaning or doing something for others play a role for you in doing volunteer work?</b>       |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                   | 43,0% | 46,6%                                                  | 43,7%            | 42,5%            | 41,9%            | 42,0%                                                   | 39,1%                       | 44,1%                      | 40,4%▼          | 46,6%Δ            |
| - 2 Rather                                                                                                                 | 40,2% | 36,4%                                                  | 40,1%            | 42,1%            | 40,7%            | 41,4%                                                   | 42,8%                       | 38,9%                      | 42,1%Δ          | 37,4%▼            |
| - 3 A little                                                                                                               | 14,2% | 12,8%                                                  | 13,0%            | 13,4%            | 15,1%            | 13,9%                                                   | 14,4%                       | 14,3%                      | 14,9%           | 13,1%             |
| - 4 Not                                                                                                                    | 2,7%  | 4,2%Δ                                                  | 3,2%             | 2,0%             | 2,4%             | 2,7%                                                    | 3,7%                        | 2,6%                       | 2,6%            | 2,9%              |
| - Mean                                                                                                                     | 1,77  | 1,75                                                   | 1,76             | 1,75             | 1,78             | 1,77                                                    | 1,83                        | 1,76                       | 1,80Δ           | 1,72▼             |
| N                                                                                                                          | 3.419 | 522                                                    | 529              | 560              | 1.808            | 1.354                                                   | 215                         | 1.850                      | 1.992           | 1.427             |
| <b>[A04K] To what extent does self-development play a role for you in doing volunteer work?</b>                            |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                   | 11,5% | 18,9%▲                                                 | 14,7%Δ           | 10,9%            | 8,7%▼            | 12,4%                                                   | 14,0%                       | 10,6%                      | 8,8%▼           | 15,3%▲            |
| - 2 Rather                                                                                                                 | 27,0% | 31,0%Δ                                                 | 33,7%Δ           | 29,7%            | 23,1%▼           | 30,6%Δ                                                  | 35,0%Δ                      | 23,5%▼                     | 26,5%           | 27,8%             |
| - 3 A little                                                                                                               | 35,6% | 29,9%▼                                                 | 31,0%▼           | 34,0%            | 39,1%Δ           | 34,1%                                                   | 29,0%▼                      | 37,5%Δ                     | 39,0%Δ          | 30,8%▼            |
| - 4 Not                                                                                                                    | 25,9% | 20,2%▼                                                 | 20,6%▼           | 25,4%            | 29,2%Δ           | 23,0%▼                                                  | 22,0%                       | 28,4%Δ                     | 25,7%           | 26,1%             |
| - Mean                                                                                                                     | 2,76  | 2,51▼                                                  | 2,58▼            | 2,74             | 2,89▲            | 2,68▼                                                   | 2,59▼                       | 2,84Δ                      | 2,82Δ           | 2,68▼             |
| N                                                                                                                          | 3.392 | 519                                                    | 525              | 559              | 1.789            | 1.348                                                   | 214                         | 1.830                      | 1.975           | 1.417             |
| <b>[A04L] To what extent does appreciation of others play a role for you in doing volunteer work?</b>                      |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                   | 10,6% | 11,9%                                                  | 14,4%Δ           | 10,6%            | 9,2%▼            | 10,0%                                                   | 10,2%                       | 11,1%                      | 8,8%▼           | 13,1%Δ            |
| - 2 Rather                                                                                                                 | 27,2% | 28,0%                                                  | 28,5%            | 26,7%            | 26,8%            | 27,8%                                                   | 22,3%                       | 27,4%                      | 26,9%           | 27,8%             |
| - 3 A little                                                                                                               | 41,3% | 38,4%                                                  | 34,8%▼           | 43,7%            | 43,3%Δ           | 39,8%                                                   | 47,4%                       | 41,7%                      | 43,8%Δ          | 37,7%▼            |
| - 4 Not                                                                                                                    | 20,9% | 21,7%                                                  | 22,3%            | 19,0%            | 20,8%            | 22,4%                                                   | 20,0%                       | 19,8%                      | 20,5%           | 21,4%             |
| - Mean                                                                                                                     | 2,72  | 2,70                                                   | 2,65▼            | 2,71             | 2,76Δ            | 2,75                                                    | 2,77                        | 2,70                       | 2,76Δ           | 2,67▼             |
| N                                                                                                                          | 3.408 | 521                                                    | 529              | 558              | 1.800            | 1.352                                                   | 215                         | 1.841                      | 1.985           | 1.423             |
| <b>[A04M] To what extent does societal prestige or status play a role for you in doing volunteer work?</b>                 |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                   | 3,5%  | 5,2%Δ                                                  | 5,5%Δ            | 2,9%             | 2,6%▼            | 4,0%                                                    | 1,4%                        | 3,3%                       | 3,2%            | 3,8%              |
| - 2 Rather                                                                                                                 | 10,7% | 11,0%                                                  | 13,4%Δ           | 11,6%            | 9,5%▼            | 11,4%                                                   | 12,1%                       | 10,0%                      | 10,9%           | 10,4%             |
| - 3 A little                                                                                                               | 29,5% | 28,0%                                                  | 29,2%            | 27,1%            | 30,8%            | 29,4%                                                   | 31,8%                       | 29,4%                      | 31,4%Δ          | 27,0%▼            |
| - 4 Not                                                                                                                    | 56,3% | 55,8%                                                  | 51,9%▼           | 58,4%            | 57,1%            | 55,2%                                                   | 54,7%                       | 57,3%                      | 54,4%▼          | 58,8%Δ            |
| - Mean                                                                                                                     | 3,39  | 3,34                                                   | 3,27▼            | 3,41             | 3,42Δ            | 3,36                                                    | 3,40                        | 3,41                       | 3,37            | 3,41              |
| N                                                                                                                          | 3.399 | 518                                                    | 528              | 560              | 1.793            | 1.351                                                   | 214                         | 1.834                      | 1.978           | 1.421             |
| <b>[A04N] To what extent does a feeling of being really useful play a role for you in doing volunteer work?</b>            |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                   | 28,2% | 30,3%                                                  | 28,7%            | 27,9%            | 27,5%            | 24,9%▼                                                  | 23,4%                       | 31,2%Δ                     | 25,6%▼          | 31,9%Δ            |
| - 2 Rather                                                                                                                 | 44,8% | 37,9%▼                                                 | 41,4%            | 43,6%            | 48,3%Δ           | 44,6%                                                   | 45,3%                       | 45,0%                      | 47,1%Δ          | 41,7%▼            |
| - 3 A little                                                                                                               | 20,8% | 22,2%                                                  | 20,2%            | 21,4%            | 20,4%            | 22,4%                                                   | 22,4%                       | 19,4%▼                     | 21,2%           | 20,2%             |
| - 4 Not                                                                                                                    | 6,1%  | 9,6%Δ                                                  | 9,6%Δ            | 7,1%             | 3,8%▼            | 8,1%Δ                                                   | 8,9%                        | 4,4%▼                      | 6,1%            | 6,2%              |
| - Mean                                                                                                                     | 2,05  | 2,11                                                   | 2,11             | 2,08             | 2,00▼            | 2,14Δ                                                   | 2,17Δ                       | 1,97▼                      | 2,08Δ           | 2,01▼             |
| N                                                                                                                          | 3.416 | 522                                                    | 529              | 560              | 1.805            | 1.355                                                   | 214                         | 1.847                      | 1.992           | 1.424             |
| <b>[A04O] To what extent do your children or family play a role for you in doing volunteer work?</b>                       |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                   | 4,1%  | 8,1%▲                                                  | 4,6%             | 2,9%             | 3,1%▼            | 5,5%Δ                                                   | 4,2%                        | 3,0%▼                      | 4,4%            | 3,6%              |
| - 2 Rather                                                                                                                 | 5,7%  | 10,2%▲                                                 | 6,1%             | 4,7%             | 4,7%▼            | 7,3%Δ                                                   | 7,9%                        | 4,4%▼                      | 6,1%            | 5,3%              |
| - 3 A little                                                                                                               | 8,5%  | 12,1%Δ                                                 | 10,2%            | 9,8%             | 6,5%▼            | 10,3%Δ                                                  | 13,5%Δ                      | 6,5%▼                      | 9,6%Δ           | 6,8%▼             |
| - 4 Not                                                                                                                    | 81,8% | 69,6%▼                                                 | 79,1%            | 82,6%            | 85,8%▲           | 77,0%▼                                                  | 74,4%▼                      | 86,1%▲                     | 79,9%▼          | 84,3%Δ            |
| - Mean                                                                                                                     | 3,68  | 3,43▼                                                  | 3,64             | 3,72             | 3,75Δ            | 3,59▼                                                   | 3,58▼                       | 3,76▲                      | 3,65▼           | 3,72Δ             |
| N                                                                                                                          | 3.403 | 520                                                    | 527              | 559              | 1.797            | 1.350                                                   | 215                         | 1.838                      | 1.983           | 1.420             |
| <b>[A04P] To what extent does increasing your chances on the labor market play a role for you in doing volunteer work?</b> |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Very                                                                                                                   | 0,9%  | 2,3%Δ                                                  | 2,1%Δ            | 0,5%             | 0,3%▼            | 1,3%                                                    | 1,9%                        | 0,5%▼                      | 0,7%▼           | 1,3%Δ             |
| - 2 Rather                                                                                                                 | 1,4%  | 3,5%Δ                                                  | 2,1%             | 2,0%             | 0,3%▼            | 1,6%                                                    | 1,4%                        | 1,1%                       | 1,2%            | 1,5%              |
| - 3 A little                                                                                                               | 4,3%  | 9,2%▲                                                  | 9,5%▲            | 5,7%             | 1,0%▼            | 7,3%▲                                                   | 8,8%Δ                       | 1,6%▼                      | 4,3%            | 4,4%              |
| - 4 Not                                                                                                                    | 93,4% | 85,0%▼                                                 | 86,4%▼           | 91,8%            | 98,3%▲           | 89,7%▼                                                  | 87,9%▼                      | 96,7%▲                     | 93,9%           | 92,7%             |
| - Mean                                                                                                                     | 3,90  | 3,77▼                                                  | 3,80▼            | 3,89             | 3,97▲            | 3,85▼                                                   | 3,83▼                       | 3,94▲                      | 3,91Δ           | 3,88▼             |
| N                                                                                                                          | 3.407 | 521                                                    | 529              | 560              | 1.797            | 1.354                                                   | 215                         | 1.838                      | 1.985           | 1.422             |

| Column percentages                                                                                                         | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|----------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                            |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[A04Q] To what extent does learning another trade play a role for you in doing volunteer work?</b>                      |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very                                                                                                                   | 1,2%  | 1,9%                                                   | 2,7%Δ            | 0,4%▼            | 0,8%▼            | 1,5%                                                    | 0,5%                    | 1,0%                    | 1,0%            | 1,4%              |
| - 2 Rather                                                                                                                 | 2,8%  | 5,6%Δ                                                  | 3,8%             | 1,8%             | 2,1%▼            | 3,6%Δ                                                   | 4,7%                    | 2,1%▼                   | 2,9%            | 2,7%              |
| - 3 A little                                                                                                               | 8,0%  | 11,0%Δ                                                 | 13,5%▲           | 10,0%Δ           | 4,8%▼            | 10,2%Δ                                                  | 9,8%                    | 6,1%▼                   | 7,8%            | 8,1%              |
| - 4 Not                                                                                                                    | 88,0% | 81,5%▼                                                 | 80,0%▼           | 87,8%            | 92,4%▲           | 84,8%▼                                                  | 85,1%                   | 90,8%Δ                  | 88,2%           | 87,8%             |
| - Mean                                                                                                                     | 3,83  | 3,72▼                                                  | 3,71▼            | 3,85             | 3,89▲            | 3,78▼                                                   | 3,80                    | 3,87Δ                   | 3,83            | 3,82              |
| N                                                                                                                          | 3.394 | 518                                                    | 526              | 559              | 1.791            | 1.348                                                   | 215                     | 1.831                   | 1.978           | 1.416             |
| <b>[A05] How many hours per week have you spent on informal care in the past 12 months?</b>                                |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                     | 8,38  | 7,15▼                                                  | 6,83▼            | 7,99             | 10,2▲            | 6,54▼                                                   | 6,11▼                   | 10,9▲                   | 8,26            | 8,49              |
| - Minimum                                                                                                                  | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | 1                       | 1               | 1                 |
| - Maximum                                                                                                                  | 99    | 96                                                     | 60               | 82               | 99               | 60                                                      | 60                      | 99                      | 98              | 99                |
| N                                                                                                                          | 2.104 | 460                                                    | 444              | 411              | 789              | 1.055                                                   | 141                     | 908                     | 970             | 1.134             |
| <b>[A05A] To whom did you grant mantle care in the past 12 months? [multiple answers possible]</b>                         |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Volunteer aid for parent                                                                                                 | 45,0% | 65,4%▲                                                 | 62,8%▲           | 50,2%Δ           | 20,3%▼           | 59,3%▲                                                  | 49,6%                   | 27,5%▼                  | 37,9%▼          | 51,0%▲            |
| - Volunteer aid for father- or mother-in-law                                                                               | 13,1% | 15,7%                                                  | 16,2%Δ           | 14,1%            | 9,3%▼            | 16,3%Δ                                                  | 14,2%                   | 9,1%▼                   | 15,9%Δ          | 10,7%▼            |
| - Volunteer aid for partner                                                                                                | 19,6% | 9,8%▼                                                  | 11,7%▼           | 16,7%            | 31,2%▲           | 12,3%▼                                                  | 12,8%▼                  | 29,1%▲                  | 26,3%▲          | 13,8%▼            |
| - Volunteer aid for child                                                                                                  | 11,1% | 11,8%                                                  | 12,6%            | 8,7%             | 11,2%            | 11,1%                                                   | 7,1%                    | 11,8%                   | 10,4%           | 11,7%             |
| - Volunteer aid for other relative                                                                                         | 14,2% | 11,1%▼                                                 | 11,3%▼           | 13,8%            | 17,7%Δ           | 10,8%▼                                                  | 18,4%                   | 17,4%Δ                  | 12,0%▼          | 16,0%Δ            |
| - Volunteer aid for a friend                                                                                               | 9,3%  | 5,7%▼                                                  | 5,0%▼            | 6,8%▼            | 15,2%▲           | 6,0%▼                                                   | 7,1%                    | 13,5%▲                  | 7,9%▼           | 10,5%Δ            |
| - Volunteer aid for neighbor                                                                                               | 9,3%  | 4,4%▼                                                  | 6,3%▼            | 8,0%             | 14,4%▲           | 5,6%▼                                                   | 15,6%▲                  | 12,6%Δ                  | 8,6%            | 9,9%              |
| N                                                                                                                          | 2.104 | 459                                                    | 444              | 412              | 789              | 1.055                                                   | 141                     | 908                     | 970             | 1.134             |
| <b>[A05B] Where did the person live to whom you granted mantle care in the past 12 months? [multiple answers possible]</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Volunteer aid - Person lives in the same house                                                                           | 23,4% | 18,5%▼                                                 | 18,5%▼           | 18,2%▼           | 31,9%▲           | 17,9%▼                                                  | 18,4%                   | 30,7%▲                  | 29,9%▲          | 17,9%▼            |
| - Volunteer aid - Person lives in another house                                                                            | 68,2% | 76,1%▲                                                 | 72,1%            | 67,2%            | 62,1%▼           | 71,0%Δ                                                  | 72,3%                   | 64,4%▼                  | 60,9%▼          | 74,5%▲            |
| - Volunteer aid - Person lives in a residential care or nursing home                                                       | 22,1% | 18,7%▼                                                 | 25,7%Δ           | 26,9%Δ           | 19,6%▼           | 24,1%Δ                                                  | 23,4%                   | 19,6%▼                  | 22,4%           | 21,9%             |
| N                                                                                                                          | 2.107 | 460                                                    | 444              | 412              | 791              | 1.056                                                   | 141                     | 910                     | 970             | 1.137             |
| <b>[A05C] Travel distance between this person and your home</b>                                                            |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Less than 15 minutes                                                                                                     | 53,6% | 54,7%                                                  | 56,0%            | 51,4%            | 52,5%            | 54,4%                                                   | 50,4%                   | 53,1%                   | 54,9%           | 52,6%             |
| - 15-60 minutes                                                                                                            | 36,6% | 34,9%                                                  | 34,5%            | 37,4%            | 38,6%            | 35,2%                                                   | 37,4%                   | 38,3%                   | 35,2%           | 37,7%             |
| - More than 15 minutes                                                                                                     | 9,8%  | 10,4%                                                  | 9,5%             | 11,1%            | 8,8%             | 10,4%                                                   | 12,2%                   | 8,6%                    | 9,9%            | 9,7%              |
| N                                                                                                                          | 1.735 | 404                                                    | 391              | 350              | 590              | 923                                                     | 123                     | 689                     | 739             | 996               |
| <b>[A05D] To what extent is informal care fun?</b>                                                                         |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very                                                                                                                   | 18,8% | 16,4%                                                  | 17,2%            | 20,2%            | 20,4%            | 17,6%                                                   | 17,0%                   | 20,5%                   | 19,2%           | 18,5%             |
| - 2 Rather                                                                                                                 | 39,2% | 40,0%                                                  | 36,3%            | 38,7%            | 40,5%            | 40,6%                                                   | 34,0%                   | 38,3%                   | 38,0%           | 40,1%             |
| - 3 A little                                                                                                               | 30,0% | 30,4%                                                  | 31,2%            | 29,2%            | 29,6%            | 29,3%                                                   | 32,6%                   | 30,4%                   | 31,2%           | 29,0%             |
| - 4 Not                                                                                                                    | 12,0% | 13,1%                                                  | 15,3%Δ           | 11,9%            | 9,5%▼            | 12,5%                                                   | 16,3%                   | 10,8%                   | 11,6%           | 12,4%             |
| - Mean                                                                                                                     | 2,35  | 2,40                                                   | 2,45Δ            | 2,33             | 2,28▼            | 2,37                                                    | 2,48                    | 2,32                    | 2,35            | 2,35              |
| N                                                                                                                          | 2.099 | 457                                                    | 443              | 411              | 788              | 1.051                                                   | 141                     | 907                     | 968             | 1.131             |
| <b>[A05E] To what extent is informal care satisfying?</b>                                                                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very                                                                                                                   | 40,5% | 35,5%▼                                                 | 39,4%            | 45,5%Δ           | 41,4%            | 40,1%                                                   | 35,3%                   | 41,8%                   | 41,5%           | 39,7%             |
| - 2 Rather                                                                                                                 | 37,6% | 41,0%                                                  | 34,2%            | 33,7%            | 39,5%            | 37,9%                                                   | 33,8%                   | 37,9%                   | 38,1%           | 37,2%             |
| - 3 A little                                                                                                               | 18,0% | 17,8%                                                  | 20,8%            | 17,1%            | 17,1%            | 18,3%                                                   | 21,6%                   | 17,2%                   | 17,5%           | 18,5%             |
| - 4 Not                                                                                                                    | 3,9%  | 5,7%Δ                                                  | 5,7%Δ            | 3,7%             | 1,9%▼            | 3,8%                                                    | 9,4%▲                   | 3,1%                    | 3,0%            | 4,6%              |
| - Mean                                                                                                                     | 1,85  | 1,94Δ                                                  | 1,93Δ            | 1,79             | 1,79▼            | 1,86                                                    | 2,05▲                   | 1,82                    | 1,82            | 1,88              |
| N                                                                                                                          | 2.096 | 456                                                    | 442              | 409              | 789              | 1.051                                                   | 139                     | 906                     | 967             | 1.129             |
| <b>[A05F] To what extent is informal care difficult?</b>                                                                   |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very                                                                                                                   | 13,0% | 17,0%Δ                                                 | 13,5%            | 14,0%            | 9,9%▼            | 12,5%                                                   | 13,5%                   | 13,6%                   | 10,8%▼          | 15,0%Δ            |
| - 2 Rather                                                                                                                 | 29,8% | 27,9%                                                  | 33,3%            | 28,8%            | 29,4%            | 30,1%                                                   | 19,9%▼                  | 31,0%                   | 29,5%           | 30,1%             |
| - 3 A little                                                                                                               | 38,5% | 38,6%                                                  | 36,0%            | 38,4%            | 39,9%            | 38,5%                                                   | 39,0%                   | 38,5%                   | 36,7%           | 40,1%             |
| - 4 Not                                                                                                                    | 18,7% | 16,4%                                                  | 17,1%            | 18,7%            | 20,8%Δ           | 19,0%                                                   | 27,7%▲                  | 16,9%                   | 23,1%▲          | 14,9%▼            |
| - Mean                                                                                                                     | 2,63  | 2,54▼                                                  | 2,57             | 2,62             | 2,72Δ            | 2,64                                                    | 2,81▲                   | 2,59                    | 2,72Δ           | 2,55▼             |
| N                                                                                                                          | 2.095 | 458                                                    | 444              | 406              | 787              | 1.050                                                   | 141                     | 904                     | 967             | 1.128             |
| <b>[A05G] To what extent is informal care obligatory?</b>                                                                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very                                                                                                                   | 17,3% | 17,9%                                                  | 19,6%            | 16,6%            | 16,1%            | 17,5%                                                   | 10,7%▼                  | 18,2%                   | 15,2%▼          | 19,2%Δ            |
| - 2 Rather                                                                                                                 | 32,1% | 32,8%                                                  | 30,9%            | 36,1%            | 30,3%            | 33,2%                                                   | 35,0%                   | 30,3%                   | 33,8%           | 30,6%             |
| - 3 A little                                                                                                               | 31,8% | 34,5%                                                  | 31,3%            | 28,8%            | 32,1%            | 32,9%                                                   | 34,3%                   | 30,2%                   | 32,4%           | 31,3%             |
| - 4 Not                                                                                                                    | 18,8% | 14,8%▼                                                 | 18,2%            | 18,5%            | 21,4%Δ           | 16,4%▼                                                  | 20,0%                   | 21,3%Δ                  | 18,6%           | 18,9%             |
| - Mean                                                                                                                     | 2,52  | 2,46                                                   | 2,48             | 2,49             | 2,59Δ            | 2,48                                                    | 2,64                    | 2,55                    | 2,54            | 2,50              |
| N                                                                                                                          | 2.100 | 458                                                    | 444              | 410              | 788              | 1.053                                                   | 140                     | 907                     | 967             | 1.133             |
| <b>[A05H] To what extent is informal care stressful?</b>                                                                   |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very                                                                                                                   | 7,9%  | 10,9%Δ                                                 | 8,1%             | 7,8%             | 6,0%▼            | 7,0%                                                    | 7,8%                    | 8,9%                    | 5,1%▼           | 10,3%Δ            |
| - 2 Rather                                                                                                                 | 20,0% | 22,1%                                                  | 24,3%Δ           | 22,0%            | 15,2%▼           | 22,1%Δ                                                  | 14,9%                   | 18,3%                   | 18,0%▼          | 21,7%Δ            |
| - 3 A little                                                                                                               | 36,2% | 39,6%                                                  | 36,7%            | 34,4%            | 35,0%            | 35,9%                                                   | 34,8%                   | 36,8%                   | 34,9%           | 37,3%             |
| - 4 Not                                                                                                                    | 35,9% | 27,4%▼                                                 | 30,9%▼           | 35,9%            | 43,8%▲           | 35,0%                                                   | 42,6%                   | 36,0%                   | 42,0%▲          | 30,7%▼            |
| - Mean                                                                                                                     | 3,00  | 2,83▼                                                  | 2,90▼            | 2,98             | 3,17▲            | 2,99                                                    | 3,12                    | 3,00                    | 3,14▲           | 2,88▼             |
| N                                                                                                                          | 2.092 | 457                                                    | 444              | 410              | 781              | 1.050                                                   | 141                     | 901                     | 962             | 1.130             |
| <b>[A06] Hours per week spent looking after other peoples' children without being paid in the past 12 months</b>           |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                     | 7,56  | 7,26                                                   | 7,80             | 7,84             | 7,46             | 6,90                                                    | 6,50                    | 7,96Δ                   | 6,97▼           | 8,02Δ             |
| - Minimum                                                                                                                  | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | 1                       | 1               | 1                 |
| - Maximum                                                                                                                  | 60    | 32                                                     | 30               | 25               | 60               | 30                                                      | 20                      | 60                      | 60              | 48                |
| N                                                                                                                          | 725   | 34                                                     | 66               | 143              | 482              | 213                                                     | 44                      | 468                     | 318             | 407               |

| Column percentages                                                                                                             | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|--------------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                                |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[A07] Hours per week spent on household work in the past 12 months</b>                                                      |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                         | 11,3  | 11,0                                                   | 10,4▼            | 10,3▼            | 12,5▲            | 9,74▼                                                   | 10,5                    | 13,4▲                   | 9,72▼           | 12,9▲             |
| - Minimum                                                                                                                      | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | 1                       | 1               | 1                 |
| - Maximum                                                                                                                      | 99    | 99                                                     | 81               | 56               | 99               | 99                                                      | 99                      | 95                      | 80              | 99                |
| N                                                                                                                              | 4.269 | 1.015                                                  | 941              | 792              | 1.521            | 2.283                                                   | 289                     | 1.697                   | 2.184           | 2.085             |
| <b>[A08B] Which applies best regarding your working situation?</b>                                                             |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 I stopped working in the past 12 months                                                                                    | 22,9% | 18,1%                                                  | 22,0%            | 28,3%Δ           | 22,6%            | --                                                      | --                      | 22,9%                   | 24,8%Δ          | 20,8%▼            |
| - 2 I have had no paid work for more than 12 months                                                                            | 77,1% | 81,9%                                                  | 78,0%            | 71,7%▼           | 77,4%            | --                                                      | --                      | 77,1%                   | 75,2%▼          | 79,2%Δ            |
| N                                                                                                                              | 3.966 | 188                                                    | 227              | 414              | 3.137            | --                                                      | --                      | 3.966                   | 2.090           | 1.876             |
| <b>[A08C] Do you expect to have paid work in the future?</b>                                                                   |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes                                                                                                                        | 2,4%  | 10,6%▲                                                 | 7,5%▲            | 3,4%             | 1,4%▼            | --                                                      | --                      | 2,4%                    | 2,9%Δ           | 1,9%▼             |
| - 2 Maybe                                                                                                                      | 12,0% | 30,9%▲                                                 | 25,6%▲           | 16,4%Δ           | 9,3%▼            | --                                                      | --                      | 12,0%                   | 12,6%           | 11,3%             |
| - 3 No                                                                                                                         | 85,6% | 58,5%▼                                                 | 67,0%▼           | 80,2%▼           | 89,3%▲           | --                                                      | --                      | 85,6%                   | 84,4%▼          | 86,8%Δ            |
| N                                                                                                                              | 3.966 | 188                                                    | 227              | 414              | 3.137            | --                                                      | --                      | 3.966                   | 2.090           | 1.876             |
| <b>[SA13A] Why did you stop working? [multiple answers possible]</b>                                                           |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Stopped working - I could make use of a (early) retirement scheme                                                            | 53,6% | Ø%                                                     | 6,0%▼            | 35,0%▼           | 62,6%▲           | --                                                      | --                      | 53,6%                   | 61,8%▲          | 42,6%▼            |
| - Stopped working - For financial reasons                                                                                      | 1,2%  | Ø%                                                     | 4,0%             | 1,7%             | 1,0%             | --                                                      | --                      | 1,2%                    | 1,7%            | 0,5%              |
| - Stopped working - Because of my health I could not do my work anymore                                                        | 15,5% | 50,0%▲                                                 | 54,0%▲           | 29,9%▲           | 8,8%▼            | --                                                      | --                      | 15,5%                   | 11,8%▼          | 20,5%▲            |
| - Stopped working - My contract ended because of restructuring, bankruptcy, discharge, or because my contract was not extended | 12,2% | 41,2%▲                                                 | 24,0%▲           | 23,9%▲           | 8,1%▼            | --                                                      | --                      | 12,2%                   | 12,1%           | 12,3%             |
| - Stopped working - I wanted to spend more time with my family, and or to perform volunteer aid or volunteer work              | 8,3%  | 11,8%                                                  | 6,0%             | 14,5%▲           | 7,2%▼            | --                                                      | --                      | 8,3%                    | 7,1%            | 9,7%              |
| - Stopped working - I did not enjoy my work anymore                                                                            | 7,6%  | 2,9%                                                   | 10,0%            | 12,8%▲           | 6,8%             | --                                                      | --                      | 7,6%                    | 7,7%            | 7,4%              |
| - Stopped working - Other reason                                                                                               | 20,5% | 11,8%                                                  | 8,0%▼            | 13,7%            | 22,9%▲           | --                                                      | --                      | 20,5%                   | 17,0%▼          | 25,1%▲            |
| N                                                                                                                              | 909   | 34                                                     | 50               | 117              | 708              | --                                                      | --                      | 909                     | 519             | 390               |
| <b>[A13Bn] Did you take the decision to stop working entirely voluntarily?</b>                                                 |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes, entirely voluntarily                                                                                                  | 69,8% | 26,5%▼                                                 | 32,0%▼           | 57,3%▼           | 76,7%▲           | --                                                      | --                      | 69,8%                   | 71,8%           | 67,2%             |
| - 2 No, partly involuntarily                                                                                                   | 16,1% | 29,4%▲                                                 | 22,0%            | 19,7%            | 14,4%▼           | --                                                      | --                      | 16,1%                   | 14,9%           | 17,7%             |
| - 3 No, entirely involuntarily                                                                                                 | 14,1% | 44,1%▲                                                 | 46,0%▲           | 23,1%▲           | 8,9%▼            | --                                                      | --                      | 14,1%                   | 13,3%           | 15,1%             |
| N                                                                                                                              | 908   | 34                                                     | 50               | 117              | 707              | --                                                      | --                      | 908                     | 518             | 390               |
| <b>[B01] Both employee self-employed - Works most hours as</b>                                                                 |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 As employee                                                                                                                | 82,2% | 87,8%                                                  | 82,9%            | 87,5%            | 50,0%▼           | 100%                                                    | Ø%                      | --                      | 87,3%           | 76,4%             |
| - 2 As self-employed                                                                                                           | 17,8% | 12,2%                                                  | 17,1%            | 12,5%            | 50,0%▲           | Ø%                                                      | 100%                    | --                      | 12,7%           | 23,6%             |
| N                                                                                                                              | 118   | 41                                                     | 41               | 24               | 12               | 97                                                      | 21                      | --                      | 63              | 55                |
| <b>[B06] In which category your profession fits best?</b>                                                                      |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Craft and industrial professions (e.g. construction worker, production employee, mechanic, tailor)                         | 7,7%  | 7,0%                                                   | 7,7%             | 9,2%Δ            | 6,9%             | 7,6%                                                    | 8,9%                    | --                      | 12,1%▲          | 2,3%▼             |
| - 2 Transport professions (e.g. driver, engineer, loader)                                                                      | 4,6%  | 3,2%▼                                                  | 3,6%▼            | 4,6%             | 10,0%▲           | 5,0%▲                                                   | 1,4%▼                   | --                      | 7,4%▲           | 1,1%▼             |
| - 3 Office clerks (e.g. secretary, accountant, postman)                                                                        | 14,9% | 17,6%Δ                                                 | 13,9%            | 13,2%            | 14,4%            | 15,9%▲                                                  | 6,8%▼                   | --                      | 8,9%▼           | 22,6%▲            |
| - 4 Commercial professions (e.g. salesman, shop keeper, real estate agent)                                                     | 6,1%  | 7,3%Δ                                                  | 5,7%             | 5,8%             | 4,6%             | 5,7%▼                                                   | 9,3%Δ                   | --                      | 6,1%            | 6,0%              |
| - 5 Service professions (e.g. cook, cleaner, police, security officer, hairdresser)                                            | 7,6%  | 7,4%                                                   | 7,1%             | 9,1%Δ            | 6,1%             | 8,0%Δ                                                   | 4,3%▼                   | --                      | 7,1%            | 8,2%              |
| - 6 Professions in health care and assistance (e.g. physician, nurse, home help)                                               | 14,2% | 15,1%                                                  | 15,2%            | 13,5%            | 11,5%▼           | 15,1%▲                                                  | 7,2%▼                   | --                      | 5,1%▼           | 25,7%▲            |
| - 7 Teacher/ lecturer (e.g. schoolteacher, professor)                                                                          | 5,5%  | 4,6%                                                   | 4,7%             | 5,9%             | 8,5%Δ            | 5,5%                                                    | 5,4%                    | --                      | 4,8%▼           | 6,4%Δ             |
| - 8 Specialists (e.g. statistician, architect, IT specialist, artist)                                                          | 16,3% | 16,4%                                                  | 18,4%Δ           | 15,6%            | 13,1%▼           | 15,0%▼                                                  | 26,9%▲                  | --                      | 22,1%▲          | 9,0%▼             |
| - 9 Agricultural workers (crop farmer, cattle breeder, fisherman)                                                              | 0,8%  | 0,7%                                                   | 0,8%             | 0,4%             | 1,5%Δ            | 0,5%▼                                                   | 3,3%▲                   | --                      | 1,0%Δ           | 0,5%▼             |
| - 10 Executive staff (manager)                                                                                                 | 8,2%  | 8,9%                                                   | 7,7%             | 7,9%             | 8,0%             | 8,0%                                                    | 9,7%                    | --                      | 11,2%▲          | 4,3%▼             |
| - 11 Other professions                                                                                                         | 14,1% | 11,7%▼                                                 | 15,2%            | 14,8%            | 15,5%            | 13,8%                                                   | 16,6%                   | --                      | 14,2%           | 14,0%             |
| N                                                                                                                              | 4.402 | 1.355                                                  | 1.320            | 1.116            | 611              | 3.919                                                   | 483                     | --                      | 2.461           | 1.941             |



| Column percentages                                                                                    | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|-------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                       |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[B07] In which category your company or institute fits best?</b>                                   |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Agriculture, forestry, fishery                                                                    | 1,5%  | 1,5%                                                   | 1,5%             | 1,1%             | 2,1%             | 1,2%▼                                                   | 3,3%Δ                   | --                      | 2,0%Δ           | 0,8%▼             |
| - 2 Manufacturer (e.g. food industry, chemical industry, metal industry, manufacturer of machinery)   | 10,0% | 10,3%                                                  | 11,2%            | 10,1%            | 6,5%▼            | 10,8%▲                                                  | 3,7%▼                   | --                      | 14,3%▲          | 4,6%▼             |
| - 3 Electricity, gas and water supply                                                                 | 1,1%  | 0,7%                                                   | 1,0%             | 1,6%Δ            | 1,0%             | 1,1%                                                    | 0,8%                    | --                      | 1,6%Δ           | 0,4%▼             |
| - 4 Construction (e.g. construction firm)                                                             | 3,3%  | 4,1%                                                   | 2,6%             | 3,0%             | 4,1%             | 3,1%▼                                                   | 5,4%Δ                   | --                      | 4,7%Δ           | 1,6%▼             |
| - 5 Transport and communication (e.g. road transport, post and telecommunication)                     | 6,5%  | 6,1%                                                   | 6,6%             | 5,4%             | 9,3%Δ            | 7,0%▲                                                   | 2,3%▼                   | --                      | 8,8%▲           | 3,6%▼             |
| - 6 Trade (wholesale and retail trade, e.g. car dealers, department store, supermarket)               | 8,1%  | 9,2%                                                   | 7,4%             | 8,1%             | 7,0%             | 8,0%                                                    | 8,7%                    | --                      | 7,6%            | 8,7%              |
| - 7 Hotel and catering industry (e.g. hotel, restaurant, cafe)                                        | 1,4%  | 1,6%                                                   | 1,3%             | 0,7%▼            | 2,3%Δ            | 1,4%                                                    | 1,7%                    | --                      | 1,3%            | 1,5%              |
| - 8 Financial institutes (e.g. bank)                                                                  | 3,7%  | 4,1%                                                   | 4,0%             | 3,6%             | 2,1%▼            | 3,7%                                                    | 2,9%                    | --                      | 4,3%Δ           | 2,9%▼             |
| - 9 Business services (e.g. computer service, juridical and economical services, engineering office)  | 9,6%  | 9,8%                                                   | 9,4%             | 8,5%             | 11,8%            | 7,2%▼                                                   | 29,0%▲                  | --                      | 11,7%Δ          | 7,0%▼             |
| - 10 Education (e.g. primary education, secondary education, higher education)                        | 9,1%  | 7,8%                                                   | 8,7%             | 9,8%             | 11,4%Δ           | 9,4%Δ                                                   | 6,2%▼                   | --                      | 8,0%▼           | 10,4%Δ            |
| - 11 Health and social work (e.g. hospitals, nursing homes)                                           | 19,5% | 20,0%                                                  | 20,3%            | 20,2%            | 15,4%▼           | 20,9%▲                                                  | 8,3%▼                   | --                      | 8,1%▼           | 34,0%▲            |
| - 12 Public administration/government (e.g. municipalities, ministries, judicial authorities, police) | 11,7% | 10,4%                                                  | 11,7%            | 15,1%Δ           | 8,3%▼            | 13,0%▲                                                  | 1,5%▼                   | --                      | 14,1%Δ          | 8,7%▼             |
| - 13 Other services (e.g. culture, sports and recreation)                                             | 3,8%  | 3,8%                                                   | 3,5%             | 3,0%             | 6,0%Δ            | 3,1%▼                                                   | 9,1%▲                   | --                      | 2,9%▼           | 4,9%Δ             |
| - 14 Other companies                                                                                  | 10,8% | 10,6%                                                  | 10,9%            | 9,8%             | 12,6%            | 10,0%▼                                                  | 17,0%▲                  | --                      | 10,6%           | 10,9%             |
| N                                                                                                     | 4.406 | 1.355                                                  | 1.322            | 1.117            | 612              | 3.924                                                   | 482                     | --                      | 2.464           | 1.942             |
| <b>[B08] How many persons work at your company or institution?</b>                                    |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1-4 persons [1]                                                                                     | 2,9%  | 2,7%                                                   | 2,5%             | 3,1%             | 4,7%Δ            | 2,9%                                                    | --                      | --                      | 2,2%▼           | 3,9%Δ             |
| - 5-9 persons [2]                                                                                     | 5,4%  | 6,2%                                                   | 5,2%             | 4,1%▼            | 6,4%             | 5,4%                                                    | --                      | --                      | 4,3%▼           | 6,7%Δ             |
| - 10-49 persons [3]                                                                                   | 19,5% | 20,4%                                                  | 18,3%            | 17,2%▼           | 25,4%Δ           | 19,5%                                                   | --                      | --                      | 17,8%▼          | 21,6%Δ            |
| - 50-99 persons [4]                                                                                   | 10,8% | 11,4%                                                  | 9,8%             | 11,1%            | 11,4%            | 10,8%                                                   | --                      | --                      | 11,8%Δ          | 9,6%▼             |
| - 100-249 persons [5]                                                                                 | 14,8% | 15,5%                                                  | 14,7%            | 14,0%            | 14,7%            | 14,8%                                                   | --                      | --                      | 16,5%Δ          | 12,6%▼            |
| - 250 persons or more [6]                                                                             | 46,6% | 43,9%▼                                                 | 49,6%Δ           | 50,4%Δ           | 37,4%▼           | 46,6%                                                   | --                      | --                      | 47,5%           | 45,6%             |
| - Mean                                                                                                | 4,69  | 4,63                                                   | 4,78Δ            | 4,80Δ            | 4,37▼            | 4,69                                                    | --                      | --                      | 4,78Δ           | 4,57▼             |
| N                                                                                                     | 3.801 | 1.207                                                  | 1.174            | 998              | 422              | 3.801                                                   | --                      | --                      | 2.121           | 1.680             |
| <b>[B09] What type of contract do you have?</b>                                                       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Employee with permanent contract                                                                  | 87,0% | 88,2%                                                  | 90,6%Δ           | 91,8%▲           | 63,0%▼           | 87,0%                                                   | --                      | --                      | 87,0%           | 87,0%             |
| - 2 Employee with temporary contract with potential of a permanent contract                           | 4,7%  | 6,8%Δ                                                  | 5,3%             | 3,2%▼            | 0,5%▼            | 4,7%                                                    | --                      | --                      | 4,6%            | 4,7%              |
| - 3 Employee with a temporary contract for a defined period of time                                   | 3,5%  | 2,9%                                                   | 1,3%▼            | 1,9%▼            | 15,1%▲           | 3,5%                                                    | --                      | --                      | 3,4%            | 3,6%              |
| - 4 Temporary employee                                                                                | 2,2%  | 1,2%▼                                                  | 2,2%             | 1,7%             | 6,1%▲            | 2,2%                                                    | --                      | --                      | 2,1%            | 2,3%              |
| - 5 Stand-by employee or substitute                                                                   | 2,3%  | 0,5%▼                                                  | 0,5%▼            | 1,2%▼            | 14,9%▲           | 2,3%                                                    | --                      | --                      | 2,4%            | 2,2%              |
| - 6 Sheltered employment                                                                              | 0,3%  | 0,5%                                                   | 0,1%             | 0,3%             | 0,5%             | 0,3%                                                    | --                      | --                      | 0,4%            | 0,2%              |
| N                                                                                                     | 3.910 | 1.243                                                  | 1.204            | 1.020            | 443              | 3.910                                                   | --                      | --                      | 2.151           | 1.759             |
| <b>[B10] Hours per week according to your contract (unemployed: in your last paid job)?</b>           |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                | 30,6  | 31,6Δ                                                  | 32,2▲            | 31,6Δ            | 21,2▼            | 30,6                                                    | --                      | --                      | 34,2▲           | 26,2▼             |
| - Minimum                                                                                             | 0     | 0                                                      | 0                | 0                | 0                | 0                                                       | --                      | --                      | 0               | 0                 |
| - Maximum                                                                                             | 60    | 45                                                     | 60               | 55               | 45               | 60                                                      | --                      | --                      | 60              | 48                |
| N                                                                                                     | 3.913 | 1.246                                                  | 1.201            | 1.022            | 444              | 3.913                                                   | --                      | --                      | 2.153           | 1.760             |
| <b>[B11] Hours per week actually working (unemployed: in your last paid job)?</b>                     |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                | 32,7  | 34,3▲                                                  | 34,6▲            | 33,7Δ            | 23,4▼            | 32,9Δ                                                   | 31,5▼                   | --                      | 36,1▲           | 28,4▼             |
| - Minimum                                                                                             | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | --                      | 1               | 1                 |
| - Maximum                                                                                             | 99    | 65                                                     | 99               | 80               | 70               | 90                                                      | 99                      | --                      | 90              | 99                |
| N                                                                                                     | 4.392 | 1.352                                                  | 1.320            | 1.111            | 609              | 3.909                                                   | 483                     | --                      | 2.453           | 1.939             |
| <b>[B12] How many days per week do you work (unemployed: in your last paid job)?</b>                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                | 4,33  | 4,45Δ                                                  | 4,50▲            | 4,34             | 3,67▼            | 4,28▼                                                   | 4,77▲                   | --                      | 4,60▲           | 3,99▼             |
| - Minimum                                                                                             | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | --                      | 1               | 1                 |
| - Maximum                                                                                             | 7     | 7                                                      | 7                | 7                | 7                | 7                                                       | 7                       | --                      | 7               | 7                 |
| N                                                                                                     | 4.393 | 1.350                                                  | 1.318            | 1.116            | 609              | 3.912                                                   | 481                     | --                      | 2.453           | 1.940             |
| <b>[B12A] Can you partly determine your own working hours?</b>                                        |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                               | 60,8% | 58,5%▼                                                 | 60,8%            | 60,3%            | 66,7%Δ           | 56,5%▼                                                  | 95,5%▲                  | --                      | 64,9%Δ          | 55,6%▼            |
| N                                                                                                     | 4.396 | 1.352                                                  | 1.318            | 1.113            | 613              | 3.912                                                   | 484                     | --                      | 2.455           | 1.941             |
| <b>[B12B] Is it possible for you to work from home?</b>                                               |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                               | 51,6% | 53,0%                                                  | 54,1%Δ           | 50,0%            | 46,2%▼           | 48,6%▼                                                  | 75,9%▲                  | --                      | 55,7%Δ          | 46,5%▼            |
| N                                                                                                     | 4.368 | 1.350                                                  | 1.309            | 1.107            | 602              | 3.890                                                   | 478                     | --                      | 2.444           | 1.924             |

| Column percentages                                                                                                | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|-------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                   |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[B12C] Do you regularly work from home?</b>                                                                    |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Never                                                                                                         | 2,8%  | 3,8%                                                   | 2,5%             | 2,0%             | 2,5%             | 3,3%▲                                                   | 0,3%▼                   | --                      | 2,6%            | 3,1%              |
| - 2 Rarely                                                                                                        | 9,3%  | 12,2%Δ                                                 | 9,1%             | 7,8%             | 5,8%▽            | 10,6%▲                                                  | 2,5%▼                   | --                      | 8,9%            | 10,0%             |
| - 3 Sometimes                                                                                                     | 14,4% | 15,1%                                                  | 14,1%            | 14,8%            | 12,6%            | 15,9%▲                                                  | 6,9%▼                   | --                      | 14,0%           | 15,0%             |
| - 4 Regularly                                                                                                     | 26,5% | 27,1%                                                  | 26,9%            | 25,7%            | 25,3%            | 27,9%▲                                                  | 19,1%▼                  | --                      | 26,3%           | 26,7%             |
| - 5 Often                                                                                                         | 47,0% | 41,8%▽                                                 | 47,4%            | 49,7%            | 53,8%Δ           | 42,4%▼                                                  | 71,2%▲                  | --                      | 48,2%           | 45,2%             |
| - Mean                                                                                                            | 4,06  | 3,91▽                                                  | 4,07             | 4,13             | 4,22Δ            | 3,95▼                                                   | 4,58▲                   | --                      | 4,09            | 4,01              |
| N                                                                                                                 | 2.252 | 715                                                    | 707              | 553              | 277              | 1.891                                                   | 361                     | --                      | 1.360           | 892               |
| <b>[B15] Do you run your company alone, with a family member or with a companion? [multiple answers possible]</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Management of enterprise - Alone                                                                                | 74,2% | 80,6%                                                  | 66,4%▼           | 73,1%            | 76,0%            | --                                                      | 74,2%                   | --                      | 74,0%           | 74,4%             |
| - Management of enterprise - With cooperating family member                                                       | 12,8% | 11,1%                                                  | 16,4%            | 11,8%            | 12,0%            | --                                                      | 12,8%                   | --                      | 12,5%           | 13,3%             |
| - Management of enterprise - With cooperating entrepreneur                                                        | 13,0% | 8,3%                                                   | 21,6%▲           | 16,1%            | 8,4%▼            | --                                                      | 13,0%                   | --                      | 13,5%           | 12,2%             |
| - Management on enterprise - Other                                                                                | 2,7%  | Ø%                                                     | 2,6%             | 2,2%             | 4,8%             | --                                                      | 2,7%                    | --                      | 3,0%            | 2,2%              |
| N                                                                                                                 | 484   | 108                                                    | 116              | 93               | 167              | --                                                      | 484                     | --                      | 304             | 180               |
| <b>[B16] Do you employ other workers?</b>                                                                         |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - No [1]                                                                                                          | 86,8% | 92,6%▲                                                 | 79,3%▼           | 84,9%            | 89,2%            | --                                                      | 86,8%                   | --                      | 82,9%▼          | 93,3%▲            |
| - 1-4 persons [2]                                                                                                 | 9,1%  | 5,6%                                                   | 10,3%            | 11,8%            | 9,0%             | --                                                      | 9,1%                    | --                      | 11,2%▲          | 5,6%▼             |
| - 5-9 persons [3]                                                                                                 | 1,7%  | 0,9%                                                   | 4,3%▲            | 1,1%             | 0,6%             | --                                                      | 1,7%                    | --                      | 2,3%            | 0,6%              |
| - 10-49 persons [4]                                                                                               | 1,7%  | 0,9%                                                   | 3,4%             | 2,2%             | 0,6%             | --                                                      | 1,7%                    | --                      | 2,3%            | 0,6%              |
| - 50-99 persons [5]                                                                                               | 0,4%  | Ø%                                                     | 0,9%             | Ø%               | 0,6%             | --                                                      | 0,4%                    | --                      | 0,7%            | Ø%                |
| - 100-249 persons [6]                                                                                             | 0,2%  | Ø%                                                     | 0,9%             | Ø%               | Ø%               | --                                                      | 0,2%                    | --                      | 0,3%            | Ø%                |
| - 250 persons or more [7]                                                                                         | 0,2%  | Ø%                                                     | 0,9%             | Ø%               | Ø%               | --                                                      | 0,2%                    | --                      | 0,3%            | Ø%                |
| - Mean                                                                                                            | 1,21  | 1,10▼                                                  | 1,42▲            | 1,20             | 1,14             | --                                                      | 1,21                    | --                      | 1,29▲           | 1,08▼             |
| N                                                                                                                 | 484   | 108                                                    | 116              | 93               | 167              | --                                                      | 484                     | --                      | 304             | 180               |
| <b>[B17] Do you manage other workers in your present job?</b>                                                     |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 No                                                                                                            | 78,8% | 77,7%                                                  | 77,1%            | 80,7%            | 81,0%            | 78,7%                                                   | 78,9%                   | --                      | 72,3%▼          | 86,9%▲            |
| - 2 Yes, 1-4 workers                                                                                              | 9,6%  | 9,8%                                                   | 10,1%            | 8,2%             | 10,3%            | 9,1%▽                                                   | 12,9%Δ                  | --                      | 12,1%▲          | 6,3%▼             |
| - 3 Yes, 5-9 workers                                                                                              | 4,8%  | 5,1%                                                   | 5,6%             | 4,2%             | 3,4%             | 5,0%Δ                                                   | 2,9%▽                   | --                      | 6,2%Δ           | 3,0%▽             |
| - 4 Yes, 10-49 workers                                                                                            | 4,8%  | 5,4%                                                   | 4,6%             | 4,9%             | 3,9%             | 5,1%Δ                                                   | 2,9%▽                   | --                      | 6,4%Δ           | 2,8%▽             |
| - 5 Yes, 50-99 workers                                                                                            | 1,1%  | 1,0%                                                   | 1,7%Δ            | 1,1%             | 0,3%▽            | 1,1%                                                    | 1,5%                    | --                      | 1,5%Δ           | 0,6%▽             |
| - 6 Yes, 100 workers or more                                                                                      | 0,9%  | 1,0%                                                   | 0,8%             | 0,8%             | 1,0%             | 0,9%                                                    | 0,8%                    | --                      | 1,3%Δ           | 0,3%▽             |
| - Mean                                                                                                            | 1,43  | 1,45                                                   | 1,46             | 1,40             | 1,35▽            | 1,43                                                    | 1,38                    | --                      | 1,57▲           | 1,25▼             |
| N                                                                                                                 | 4.392 | 1.351                                                  | 1.315            | 1.116            | 610              | 3.913                                                   | 479                     | --                      | 2.452           | 1.940             |
| <b>[B18] Different clients in the past 12 months</b>                                                              |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - No customers [1]                                                                                                | 4,4%  | 5,6%                                                   | 4,3%             | 3,2%             | 4,2%             | --                                                      | 4,4%                    | --                      | 2,3%▼           | 7,8%▲             |
| - 1-4 customers [2]                                                                                               | 25,7% | 26,2%                                                  | 14,7%▼           | 23,7%            | 34,3%▲           | --                                                      | 25,7%                   | --                      | 29,4%▲          | 19,6%▼            |
| - 5-9 customers [3]                                                                                               | 22,2% | 21,5%                                                  | 22,4%            | 19,4%            | 24,1%            | --                                                      | 22,2%                   | --                      | 23,1%           | 20,7%             |
| - 10-19 customers [4]                                                                                             | 14,1% | 12,1%                                                  | 17,2%            | 14,0%            | 13,3%            | --                                                      | 14,1%                   | --                      | 13,2%           | 15,6%             |
| - 20-49 customers [5]                                                                                             | 8,7%  | 12,1%                                                  | 7,8%             | 9,7%             | 6,6%             | --                                                      | 8,7%                    | --                      | 8,3%            | 9,5%              |
| - 50-99 customers [6]                                                                                             | 9,1%  | 10,3%                                                  | 14,7%▲           | 7,5%             | 5,4%▼            | --                                                      | 9,1%                    | --                      | 8,6%            | 10,1%             |
| - 100 customers or more [7]                                                                                       | 15,8% | 12,1%                                                  | 19,0%            | 22,6%▲           | 12,0%            | --                                                      | 15,8%                   | --                      | 15,2%           | 16,8%             |
| - Mean                                                                                                            | 3,88  | 3,79                                                   | 4,29▲            | 4,16             | 3,48▼            | --                                                      | 3,88                    | --                      | 3,82            | 3,97              |
| N                                                                                                                 | 482   | 107                                                    | 116              | 93               | 166              | --                                                      | 482                     | --                      | 303             | 179               |
| <b>[B19] Change in the demand for your services or products in the past 12 months</b>                             |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 The demand for my services or products has strongly decreased                                                 | 11,6% | 15,7%                                                  | 13,9%            | 7,6%             | 9,6%             | --                                                      | 11,6%                   | --                      | 10,0%           | 14,4%             |
| - 2 The demand for my services or products has slightly decreased                                                 | 9,1%  | 9,3%                                                   | 6,1%             | 10,9%            | 10,2%            | --                                                      | 9,1%                    | --                      | 9,0%            | 9,4%              |
| - 3 The demand for my services or products has remained more or less unchanged                                    | 42,2% | 35,2%                                                  | 38,3%            | 42,4%            | 49,4%▲           | --                                                      | 42,2%                   | --                      | 44,2%           | 38,9%             |
| - 4 The demand for my services or products has slightly increased                                                 | 19,5% | 16,7%                                                  | 23,5%            | 19,6%            | 18,7%            | --                                                      | 19,5%                   | --                      | 18,3%           | 21,7%             |
| - 5 The demand for my services or products has strongly increased                                                 | 17,5% | 23,1%                                                  | 18,3%            | 19,6%            | 12,0%▼           | --                                                      | 17,5%                   | --                      | 18,6%           | 15,6%             |
| - Mean                                                                                                            | 3,22  | 3,22                                                   | 3,26             | 3,33             | 3,13             | --                                                      | 3,22                    | --                      | 3,27            | 3,14              |
| N                                                                                                                 | 481   | 108                                                    | 115              | 92               | 166              | --                                                      | 481                     | --                      | 301             | 180               |
| <b>[B20] Restructuring or reorganization in the past 12 months</b>                                                |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes, with compulsory redundancies                                                                             | 5,3%  | 5,7%                                                   | 6,2%             | 5,1%             | 2,8%▽            | 5,9%▲                                                   | 0,4%▼                   | --                      | 5,8%            | 4,6%              |
| - 2 Yes, without compulsory redundancies                                                                          | 8,1%  | 8,0%                                                   | 7,6%             | 9,5%Δ            | 6,7%             | 8,9%▲                                                   | 1,7%▼                   | --                      | 9,3%Δ           | 6,5%▽             |
| - 3 No                                                                                                            | 86,6% | 86,3%                                                  | 86,2%            | 85,4%            | 90,5%Δ           | 85,3%▼                                                  | 97,9%▲                  | --                      | 84,9%▽          | 88,9%Δ            |
| N                                                                                                                 | 4.403 | 1.355                                                  | 1.319            | 1.117            | 612              | 3.919                                                   | 484                     | --                      | 2.461           | 1.942             |
| <b>[Fysieke_belasting] • Physical load [5 items, 1=(almost) never-5=always]</b>                                   |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                            | 1,79  | 1,82                                                   | 1,83             | 1,78             | 1,70▽            | 1,80                                                    | 1,72                    | --                      | 1,79            | 1,80              |
| - Minimum                                                                                                         | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | --                      | 1               | 1                 |
| - Maximum                                                                                                         | 5,00  | 5,00                                                   | 5,00             | 4,60             | 4,80             | 5,00                                                    | 4,60                    | --                      | 5,00            | 5,00              |
| N                                                                                                                 | 4.405 | 1.352                                                  | 1.321            | 1.119            | 613              | 3.921                                                   | 484                     | --                      | 2.464           | 1.941             |



| Column percentages                                                                                                   | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|----------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                      |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[C01] Job requires using a lot of force</b>                                                                       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                                           | 3,7%  | 4,6%Δ                                                  | 3,6%             | 3,4%             | 2,5%             | 3,8%                                                    | 3,1%                    | --                      | 3,8%            | 3,6%              |
| - 2 Often                                                                                                            | 10,4% | 10,2%                                                  | 10,9%            | 10,4%            | 9,8%             | 10,4%                                                   | 10,4%                   | --                      | 10,6%           | 10,2%             |
| - 3 Sometimes                                                                                                        | 17,8% | 17,6%                                                  | 18,8%            | 17,7%            | 15,7%            | 18,2%Δ                                                  | 14,5%▼                  | --                      | 16,8%           | 19,0%             |
| - 4 Rarely                                                                                                           | 16,7% | 17,1%                                                  | 17,7%            | 15,8%            | 15,4%            | 17,0%                                                   | 14,3%                   | --                      | 17,2%           | 16,1%             |
| - 5 (Almost) never                                                                                                   | 51,4% | 50,5%                                                  | 49,0%▼           | 52,7%            | 56,6%Δ           | 50,7%▼                                                  | 57,8%Δ                  | --                      | 51,7%           | 51,2%             |
| - Mean                                                                                                               | 4,02  | 3,99                                                   | 3,97             | 4,04             | 4,14Δ            | 4,00▼                                                   | 4,13Δ                   | --                      | 4,02            | 4,01              |
| N                                                                                                                    | 4.399 | 1.355                                                  | 1.317            | 1.116            | 611              | 3.916                                                   | 483                     | --                      | 2.460           | 1.939             |
| <b>[C02] Job requires using tools, machines or vehicles that shake or cause whole body vibration</b>                 |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                                           | 1,9%  | 1,6%                                                   | 2,0%             | 1,8%             | 2,3%             | 1,9%                                                    | 1,2%                    | --                      | 2,5%Δ           | 1,0%▼             |
| - 2 Often                                                                                                            | 3,9%  | 3,4%                                                   | 3,6%             | 4,6%             | 4,1%             | 3,6%▼                                                   | 5,8%Δ                   | --                      | 5,6%▲           | 1,7%▼             |
| - 3 Sometimes                                                                                                        | 6,6%  | 7,0%                                                   | 7,4%             | 6,2%             | 5,1%             | 6,7%                                                    | 6,2%                    | --                      | 8,9%▲           | 3,8%▼             |
| - 4 Rarely                                                                                                           | 7,9%  | 7,2%                                                   | 8,4%             | 8,4%             | 7,7%             | 8,1%                                                    | 6,8%                    | --                      | 9,5%Δ           | 6,0%▼             |
| - 5 (Almost) never                                                                                                   | 79,7% | 80,7%                                                  | 78,6%            | 79,1%            | 80,9%            | 79,7%                                                   | 79,9%                   | --                      | 73,6%▼          | 87,5%▲            |
| - Mean                                                                                                               | 4,60  | 4,62                                                   | 4,58             | 4,58             | 4,61             | 4,60                                                    | 4,58                    | --                      | 4,46▼           | 4,77▲             |
| N                                                                                                                    | 4.403 | 1.352                                                  | 1.319            | 1.119            | 613              | 3.920                                                   | 483                     | --                      | 2.463           | 1.940             |
| <b>[C03] Work in uncomfortable postures</b>                                                                          |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                                           | 1,0%  | 1,4%                                                   | 0,9%             | 0,7%             | 1,1%             | 1,0%                                                    | 1,0%                    | --                      | 0,9%            | 1,2%              |
| - 2 Often                                                                                                            | 7,6%  | 8,2%                                                   | 8,7%             | 6,8%             | 5,6%▼            | 7,6%                                                    | 7,6%                    | --                      | 7,3%            | 8,1%              |
| - 3 Sometimes                                                                                                        | 21,3% | 22,1%                                                  | 21,3%            | 22,9%            | 16,5%▼           | 21,7%                                                   | 18,0%                   | --                      | 19,5%▼          | 23,6%Δ            |
| - 4 Rarely                                                                                                           | 17,5% | 17,2%                                                  | 19,2%Δ           | 15,7%            | 17,5%            | 17,6%                                                   | 16,3%                   | --                      | 18,6%Δ          | 16,0%▼            |
| - 5 (Almost) never                                                                                                   | 52,6% | 51,1%                                                  | 49,8%▼           | 53,8%            | 59,2%Δ           | 52,0%▼                                                  | 57,0%Δ                  | --                      | 53,7%           | 51,1%             |
| - Mean                                                                                                               | 4,13  | 4,08                                                   | 4,08             | 4,15             | 4,28Δ            | 4,12                                                    | 4,21                    | --                      | 4,17Δ           | 4,08▼             |
| N                                                                                                                    | 4.398 | 1.351                                                  | 1.318            | 1.118            | 611              | 3.914                                                   | 484                     | --                      | 2.462           | 1.936             |
| <b>[C04] Job requires standing for long periods of time</b>                                                          |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                                           | 9,7%  | 11,1%Δ                                                 | 10,2%            | 8,3%             | 8,3%             | 10,2%Δ                                                  | 5,8%▼                   | --                      | 7,4%▼           | 12,7%Δ            |
| - 2 Often                                                                                                            | 13,6% | 13,9%                                                  | 14,2%            | 13,3%            | 11,9%            | 13,7%                                                   | 12,8%                   | --                      | 13,1%           | 14,2%             |
| - 3 Sometimes                                                                                                        | 13,5% | 12,4%                                                  | 13,0%            | 14,1%            | 15,5%            | 13,2%                                                   | 15,9%                   | --                      | 14,2%           | 12,6%             |
| - 4 Rarely                                                                                                           | 10,8% | 10,2%                                                  | 11,4%            | 11,5%            | 9,2%             | 10,7%                                                   | 11,2%                   | --                      | 11,5%           | 9,8%              |
| - 5 (Almost) never                                                                                                   | 52,5% | 52,3%                                                  | 51,2%            | 52,7%            | 55,0%            | 52,2%                                                   | 54,2%                   | --                      | 53,9%Δ          | 50,7%▼            |
| - Mean                                                                                                               | 3,83  | 3,79                                                   | 3,79             | 3,87             | 3,91             | 3,81▼                                                   | 3,95Δ                   | --                      | 3,91Δ           | 3,72▼             |
| N                                                                                                                    | 4.399 | 1.351                                                  | 1.320            | 1.117            | 611              | 3.916                                                   | 483                     | --                      | 2.459           | 1.940             |
| <b>[C05] Job requires kneeling or squatting for long periods of time</b>                                             |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                                           | 0,4%  | 0,6%                                                   | 0,4%             | 0,2%             | 0,3%             | 0,4%                                                    | 0,2%                    | --                      | 0,3%            | 0,5%              |
| - 2 Often                                                                                                            | 4,2%  | 4,4%                                                   | 4,9%             | 3,7%             | 3,3%             | 4,3%                                                    | 3,5%                    | --                      | 4,2%            | 4,2%              |
| - 3 Sometimes                                                                                                        | 12,9% | 12,6%                                                  | 12,5%            | 15,8%Δ           | 9,3%▼            | 13,1%                                                   | 11,6%                   | --                      | 12,4%           | 13,6%             |
| - 4 Rarely                                                                                                           | 14,4% | 15,1%                                                  | 15,3%            | 12,2%▼           | 15,2%            | 14,6%                                                   | 12,9%                   | --                      | 14,3%           | 14,7%             |
| - 5 (Almost) never                                                                                                   | 68,0% | 67,4%                                                  | 66,9%            | 68,2%            | 71,8%Δ           | 67,6%                                                   | 71,7%                   | --                      | 68,9%           | 67,0%             |
| - Mean                                                                                                               | 4,46  | 4,44                                                   | 4,44             | 4,44             | 4,55Δ            | 4,45                                                    | 4,52                    | --                      | 4,47            | 4,44              |
| N                                                                                                                    | 4.391 | 1.348                                                  | 1.317            | 1.115            | 611              | 3.910                                                   | 481                     | --                      | 2.456           | 1.935             |
| <b>[C06] Hours per day computer work</b>                                                                             |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                               | 4,71  | 5,10Δ                                                  | 4,85             | 4,72             | 3,54▼            | 4,79▲                                                   | 4,08▼                   | --                      | 4,79            | 4,61              |
| - Minimum                                                                                                            | 0     | 0                                                      | 0                | 0                | 0                | 0                                                       | 0                       | --                      | 0               | 0                 |
| - Maximum                                                                                                            | 16    | 16                                                     | 16               | 16               | 16               | 16                                                      | 16                      | --                      | 16              | 16                |
| N                                                                                                                    | 4.400 | 1.355                                                  | 1.317            | 1.117            | 611              | 3.917                                                   | 483                     | --                      | 2.461           | 1.939             |
| <b>[C07] So much noise that you need to talk loudly to be heard?</b>                                                 |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                                           | 1,3%  | 1,5%                                                   | 1,5%             | 1,4%             | 0,5%▼            | 1,5%                                                    | 0%                      | --                      | 1,7%Δ           | 0,8%▼             |
| - 2 Often                                                                                                            | 4,5%  | 4,4%                                                   | 4,2%             | 5,6%Δ            | 3,4%             | 4,7%Δ                                                   | 2,5%▼                   | --                      | 5,1%Δ           | 3,8%▼             |
| - 3 Sometimes                                                                                                        | 17,5% | 16,3%                                                  | 19,0%            | 18,3%            | 15,7%            | 18,3%Δ                                                  | 11,6%▼                  | --                      | 18,0%           | 16,9%             |
| - 4 Rarely                                                                                                           | 25,2% | 27,5%Δ                                                 | 26,9%            | 24,3%            | 18,5%▼           | 26,3%▲                                                  | 16,6%▼                  | --                      | 24,1%           | 26,6%             |
| - 5 (Almost) never                                                                                                   | 51,4% | 50,3%                                                  | 48,4%▼           | 50,5%            | 61,9%▲           | 49,2%▼                                                  | 69,2%▲                  | --                      | 51,0%           | 51,9%             |
| - Mean                                                                                                               | 4,21  | 4,21                                                   | 4,17             | 4,17             | 4,38▲            | 4,17▼                                                   | 4,53▲                   | --                      | 4,18▼           | 4,25Δ             |
| N                                                                                                                    | 4.403 | 1.354                                                  | 1.320            | 1.117            | 612              | 3.922                                                   | 481                     | --                      | 2.461           | 1.942             |
| <b>[C08] In your present job, how often are you exposed to the following substances? [multiple answers possible]</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - a. Exposed to solvents                                                                                             | 5,4%  | 5,2%                                                   | 6,3%             | 5,5%             | 3,8%▼            | 5,1%▼                                                   | 7,6%Δ                   | --                      | 7,3%Δ           | 3,0%▼             |
| - b. Exposed to industrial cleaning products                                                                         | 7,0%  | 7,4%                                                   | 6,7%             | 8,0%             | 4,9%▼            | 7,1%                                                    | 6,2%                    | --                      | 8,3%Δ           | 5,4%▼             |
| - c. Exposed to enzymes (e.g. in flour or washing powder)                                                            | 1,4%  | 1,2%                                                   | 1,6%             | 1,9%             | 0,8%             | 1,3%                                                    | 2,1%                    | --                      | 1,6%            | 1,2%              |
| - d. Exposed to building dust                                                                                        | 2,6%  | 2,7%                                                   | 2,5%             | 2,1%             | 3,9%Δ            | 2,2%▼                                                   | 5,8%Δ                   | --                      | 4,5%▲           | 0,2%▼             |
| - e. Exposed to wood dust                                                                                            | 2,2%  | 2,6%                                                   | 2,0%             | 1,8%             | 2,6%             | 1,7%▼                                                   | 6,4%▲                   | --                      | 3,4%▲           | 0,7%▼             |
| - f. Exposed to paint, glue, resin                                                                                   | 3,4%  | 3,5%                                                   | 3,2%             | 3,4%             | 3,3%             | 3,0%▼                                                   | 6,0%Δ                   | --                      | 4,8%Δ           | 1,5%▼             |
| - g. Exposed to asbestos                                                                                             | 0,5%  | 0,6%                                                   | 0,5%             | 0,5%             | 0,5%             | 0,5%                                                    | 1,0%                    | --                      | 1,0%            | 0%                |
| - h. Exposed to medicine (e.g. cytostatics)                                                                          | 5,7%  | 6,4%                                                   | 6,1%             | 5,1%             | 4,4%             | 6,1%Δ                                                   | 2,7%▼                   | --                      | 3,2%▼           | 8,9%▲             |
| - i. Exposed to pesticide, biocide                                                                                   | 0,9%  | 0,6%                                                   | 1,1%             | 1,1%             | 0,7%             | 0,8%                                                    | 1,2%                    | --                      | 1,2%Δ           | 0,5%▼             |
| - j. Exposed to vapor from metal, welding, metal solvents or etching solvents                                        | 2,6%  | 2,0%                                                   | 2,6%             | 3,4%Δ            | 2,3%             | 2,5%                                                    | 3,3%                    | --                      | 4,2%▲           | 0,5%▼             |
| - k. Exposed to petroleum products (e.g. vapor from diesel or gasoline)                                              | 3,4%  | 2,8%                                                   | 2,9%             | 4,8%Δ            | 3,6%             | 3,4%                                                    | 3,5%                    | --                      | 5,4%▲           | 1,0%▼             |
| - l. Exposed to vapors in the rubber industry                                                                        | 0,6%  | 0,3%                                                   | 0,6%             | 1,1%Δ            | 0,3%             | 0,6%                                                    | 0,6%                    | --                      | 0,8%            | 0,4%              |
| - m. Exposed to other                                                                                                | 5,7%  | 6,3%                                                   | 5,7%             | 6,3%             | 3,3%▼            | 5,7%                                                    | 5,8%                    | --                      | 6,1%            | 5,1%              |
| - n. Exposed to none                                                                                                 | 77,3% | 77,4%                                                  | 77,2%            | 75,6%            | 80,3%            | 77,3%                                                   | 77,3%                   | --                      | 75,4%▼          | 79,6%Δ            |
| N                                                                                                                    | 4.410 | 1.356                                                  | 1.322            | 1.119            | 613              | 3.926                                                   | 484                     | --                      | 2.465           | 1.945             |

| Column percentages                                                                     | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|----------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                        |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[C09] Worked in the evening or at night in the past year (Unemployed: last job)</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Regularly                                                                          | 16,0% | 16,8%                                                  | 17,3%            | 16,4%            | 10,7%▼           | 16,0%                                                   | 16,2%                   | --                      | 17,2%Δ          | 14,4%▼            |
| - 2 Sometimes                                                                          | 25,2% | 25,6%                                                  | 26,4%            | 23,2%            | 25,2%            | 23,1%▼                                                  | 41,9%▲                  | --                      | 27,5%Δ          | 22,3%▼            |
| - 3 No                                                                                 | 58,8% | 57,6%                                                  | 56,3%▼           | 60,4%            | 64,1%Δ           | 60,9%▲                                                  | 41,9%▼                  | --                      | 55,3%▼          | 63,3%Δ            |
| N                                                                                      | 4.393 | 1.353                                                  | 1.316            | 1.114            | 610              | 3.911                                                   | 482                     | --                      | 2.454           | 1.939             |
| <b>[C09a] Worked between 12.00 at night and 6.00 in the morning</b>                    |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Regularly                                                                          | 14,8% | 14,6%                                                  | 15,1%            | 16,9%            | 10,6%            | 16,6%▲                                                  | 5,4%▼                   | --                      | 17,1%Δ          | 11,3%▼            |
| - 2 Sometimes                                                                          | 16,1% | 16,8%                                                  | 17,9%            | 13,0%▼           | 15,6%            | 15,8%                                                   | 17,6%                   | --                      | 20,6%▲          | 9,2%▼             |
| - 3 No                                                                                 | 69,1% | 68,6%                                                  | 67,0%            | 70,1%            | 73,9%            | 67,6%▼                                                  | 77,1%▲                  | --                      | 62,3%▼          | 79,5%▲            |
| N                                                                                      | 1.795 | 570                                                    | 569              | 438              | 218              | 1.516                                                   | 279                     | --                      | 1.087           | 708               |
| <b>[C09B] Worked weekends in the past year</b>                                         |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Regularly                                                                          | 21,3% | 22,5%                                                  | 22,7%            | 21,2%            | 15,8%▼           | 20,1%▼                                                  | 30,7%▲                  | --                      | 20,2%           | 22,6%             |
| - 2 Sometimes                                                                          | 29,6% | 28,3%                                                  | 31,5%            | 27,8%            | 31,7%            | 27,8%▼                                                  | 43,8%▲                  | --                      | 33,9%▲          | 24,1%▼            |
| - 3 No                                                                                 | 49,1% | 49,3%                                                  | 45,8%▼           | 50,9%            | 52,5%            | 52,1%▲                                                  | 25,5%▼                  | --                      | 45,8%▼          | 53,4%Δ            |
| N                                                                                      | 4.376 | 1.345                                                  | 1.311            | 1.111            | 609              | 3.894                                                   | 482                     | --                      | 2.451           | 1.925             |
| <b>[Taakeisen] • Job demands [4 items, 1=(almost) never-5=always]</b>                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                 | 3,00  | 3,12 ▲                                                 | 3,13 ▲           | 2,97             | 2,52 ▼           | 3,06 ▲                                                  | 2,57 ▼                  | --                      | 2,96▼           | 3,05Δ             |
| - Minimum                                                                              | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | --                      | 1               | 1                 |
| - Maximum                                                                              | 5     | 5                                                      | 5                | 5                | 5                | 5                                                       | 5                       | --                      | 5               | 5                 |
| N                                                                                      | 4.405 | 1.355                                                  | 1.321            | 1.117            | 612              | 3.921                                                   | 484                     | --                      | 2.461           | 1.944             |
| <b>[C10] Do you have to work very fast?</b>                                            |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                             | 4,0%  | 4,9%Δ                                                  | 3,8%             | 3,9%             | 2,3%▼            | 4,2%Δ                                                   | 1,9%▼                   | --                      | 3,1%▼           | 5,0%Δ             |
| - 2 Often                                                                              | 20,4% | 22,3%Δ                                                 | 22,9%Δ           | 19,3%            | 12,6%▼           | 21,3%▲                                                  | 12,4%▼                  | --                      | 19,0%▼          | 22,1%Δ            |
| - 3 Sometimes                                                                          | 48,4% | 49,7%                                                  | 50,7%Δ           | 48,7%            | 40,3%▼           | 49,0%Δ                                                  | 44,0%▼                  | --                      | 49,1%           | 47,6%             |
| - 4 Rarely                                                                             | 17,2% | 15,3%▼                                                 | 14,8%▼           | 18,4%            | 24,3%▲           | 16,7%▼                                                  | 21,3%Δ                  | --                      | 19,0%Δ          | 14,8%▼            |
| - 5 (Almost) never                                                                     | 10,1% | 7,8%▼                                                  | 7,8%▼            | 9,8%             | 20,6%▲           | 8,8%▼                                                   | 20,5%▲                  | --                      | 9,7%            | 10,6%             |
| - Mean                                                                                 | 3,09  | 2,99▼                                                  | 3,00▼            | 3,11             | 3,48 ▲           | 3,04 ▼                                                  | 3,46 ▲                  | --                      | 3,13Δ           | 3,04▼             |
| N                                                                                      | 4.405 | 1.355                                                  | 1.321            | 1.116            | 613              | 3.921                                                   | 484                     | --                      | 2.462           | 1.943             |
| <b>[C11] Do you have to do a lot of work?</b>                                          |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                             | 6,1%  | 7,0%                                                   | 6,7%             | 5,4%             | 3,9%▼            | 6,4%Δ                                                   | 3,5%▼                   | --                      | 5,3%▼           | 7,1%Δ             |
| - 2 Often                                                                              | 29,9% | 33,8%Δ                                                 | 34,0%Δ           | 27,8%            | 16,2%▼           | 31,2%▲                                                  | 19,3%▼                  | --                      | 27,2%▼          | 33,4%Δ            |
| - 3 Sometimes                                                                          | 44,1% | 43,5%                                                  | 45,4%            | 45,8%            | 39,6%▼           | 44,6%                                                   | 40,6%                   | --                      | 46,4%Δ          | 41,3%▼            |
| - 4 Rarely                                                                             | 13,3% | 10,5%▼                                                 | 9,6%▼            | 15,5%Δ           | 23,4%▲           | 12,2%▼                                                  | 21,9%▲                  | --                      | 14,5%Δ          | 11,8%▼            |
| - 5 (Almost) never                                                                     | 6,6%  | 5,2%▼                                                  | 4,3%▼            | 5,5%             | 16,9%▲           | 5,6%▼                                                   | 14,7%▲                  | --                      | 6,7%            | 6,5%              |
| - Mean                                                                                 | 2,84  | 2,73▼                                                  | 2,71 ▼           | 2,88             | 3,33 ▲           | 2,79 ▼                                                  | 3,25 ▲                  | --                      | 2,90Δ           | 2,77▼             |
| N                                                                                      | 4.404 | 1.354                                                  | 1.322            | 1.117            | 611              | 3.921                                                   | 483                     | --                      | 2.460           | 1.944             |
| <b>[C12] Do you have to work extra hard?</b>                                           |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                             | 3,1%  | 4,1%Δ                                                  | 3,1%             | 2,6%             | 1,6%▼            | 3,2%                                                    | 1,9%                    | --                      | 2,8%            | 3,3%              |
| - 2 Often                                                                              | 16,8% | 19,3%Δ                                                 | 19,7%Δ           | 14,9%▼           | 8,8%▼            | 17,8%▲                                                  | 9,3%▼                   | --                      | 14,7%▼          | 19,6%Δ            |
| - 3 Sometimes                                                                          | 48,6% | 49,6%                                                  | 52,7%Δ           | 49,6%            | 35,8%▼           | 49,7%Δ                                                  | 39,9%▼                  | --                      | 49,4%           | 47,6%             |
| - 4 Rarely                                                                             | 20,5% | 18,9%                                                  | 16,6%▼           | 23,2%Δ           | 27,7%Δ           | 19,7%▼                                                  | 27,1%Δ                  | --                      | 22,0%Δ          | 18,7%▼            |
| - 5 (Almost) never                                                                     | 10,9% | 8,1%▼                                                  | 7,9%▼            | 9,7%             | 26,0%▲           | 9,6%▼                                                   | 21,9%▲                  | --                      | 11,1%           | 10,8%             |
| - Mean                                                                                 | 3,19  | 3,08▼                                                  | 3,06 ▼           | 3,22             | 3,68 ▲           | 3,15 ▼                                                  | 3,58 ▲                  | --                      | 3,24Δ           | 3,14▼             |
| N                                                                                      | 4.398 | 1.352                                                  | 1.319            | 1.116            | 611              | 3.914                                                   | 484                     | --                      | 2.457           | 1.941             |
| <b>[C13] Is your work hectic?</b>                                                      |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                             | 7,3%  | 7,6%                                                   | 9,0%Δ            | 6,9%             | 3,9%▼            | 7,9%▲                                                   | 2,7%▼                   | --                      | 7,3%            | 7,4%              |
| - 2 Often                                                                              | 26,9% | 31,6%Δ                                                 | 30,3%Δ           | 24,2%▼           | 14,4%▼           | 28,4%▲                                                  | 15,1%▼                  | --                      | 25,9%           | 28,2%             |
| - 3 Sometimes                                                                          | 45,9% | 46,1%                                                  | 46,0%            | 49,2%Δ           | 39,3%▼           | 46,8%Δ                                                  | 38,5%▼                  | --                      | 46,6%           | 45,1%             |
| - 4 Rarely                                                                             | 11,8% | 10,4%                                                  | 9,5%▼            | 12,2%            | 19,1%▲           | 10,4%▼                                                  | 23,4%▲                  | --                      | 12,1%           | 11,4%             |
| - 5 (Almost) never                                                                     | 8,0%  | 4,3%▼                                                  | 5,1%▼            | 7,4%             | 23,3%▲           | 6,5%▼                                                   | 20,3%▲                  | --                      | 8,1%            | 7,9%              |
| - Mean                                                                                 | 2,86  | 2,72 ▼                                                 | 2,72 ▼           | 2,89             | 3,44 ▲           | 2,79 ▼                                                  | 3,43 ▲                  | --                      | 2,88            | 2,84              |
| N                                                                                      | 4.401 | 1.352                                                  | 1.321            | 1.115            | 613              | 3.918                                                   | 483                     | --                      | 2.459           | 1.942             |
| <b>[Autonomie] • Autonomy [5 items, 1=(almost) never-5=always]</b>                     |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                 | 3,83  | 3,79                                                   | 3,80             | 3,83             | 3,96 ▲           | 3,75 ▼                                                  | 4,40 ▲                  | --                      | 3,89Δ           | 3,75▼             |
| - Minimum                                                                              | 1,00  | 1,00                                                   | 1,00             | 1,00             | 1,00             | 1,00                                                    | 1,80                    | --                      | 1,00            | 1,00              |
| - Maximum                                                                              | 5     | 5                                                      | 5                | 5                | 5                | 5                                                       | 5                       | --                      | 5               | 5                 |
| N                                                                                      | 4.405 | 1.356                                                  | 1.318            | 1.118            | 613              | 3.921                                                   | 484                     | --                      | 2.462           | 1.943             |
| <b>[C14] Are you able to decide for yourself how to do your work?</b>                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                             | 24,0% | 20,3%▼                                                 | 20,4%▼           | 25,1%            | 38,0%▲           | 19,9%▼                                                  | 57,2%▲                  | --                      | 25,2%Δ          | 22,5%▼            |
| - 2 Often                                                                              | 49,5% | 53,6%Δ                                                 | 52,0%Δ           | 49,2%            | 35,6%▼           | 51,1%▲                                                  | 36,8%▼                  | --                      | 51,4%Δ          | 47,1%▼            |
| - 3 Sometimes                                                                          | 17,8% | 17,4%                                                  | 18,7%            | 18,0%            | 16,5%            | 19,4%▲                                                  | 4,8%▼                   | --                      | 15,5%▼          | 20,7%Δ            |
| - 4 Rarely                                                                             | 5,0%  | 5,8%                                                   | 4,9%             | 4,3%             | 4,6%             | 5,5%▲                                                   | 0,8%▼                   | --                      | 4,4%            | 5,7%              |
| - 5 (Almost) never                                                                     | 3,7%  | 2,9%                                                   | 4,1%             | 3,4%             | 5,4%Δ            | 4,2%▲                                                   | 0,4%▼                   | --                      | 3,5%            | 4,1%              |
| - Mean                                                                                 | 2,15  | 2,17                                                   | 2,20Δ            | 2,12             | 2,04▼            | 2,23 ▲                                                  | 1,50 ▼                  | --                      | 2,09▼           | 2,22Δ             |
| N                                                                                      | 4.404 | 1.356                                                  | 1.318            | 1.117            | 613              | 3.920                                                   | 484                     | --                      | 2.462           | 1.942             |
| <b>[C15] Are you able to decide for yourself in which order to do your work?</b>       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                             | 29,7% | 26,3%▼                                                 | 27,2%▼           | 29,7%            | 42,6%▲           | 25,7%▼                                                  | 61,6%▲                  | --                      | 28,8%           | 30,8%             |
| - 2 Often                                                                              | 45,3% | 48,5%Δ                                                 | 48,8%Δ           | 44,5%            | 32,1%▼           | 47,0%▲                                                  | 31,4%▼                  | --                      | 47,3%Δ          | 42,8%▼            |
| - 3 Sometimes                                                                          | 14,8% | 15,4%                                                  | 14,6%            | 15,7%            | 12,3%            | 16,1%▲                                                  | 4,3%▼                   | --                      | 14,4%           | 15,4%             |
| - 4 Rarely                                                                             | 5,5%  | 5,8%                                                   | 5,1%             | 5,3%             | 6,5%             | 6,1%▲                                                   | 1,2%▼                   | --                      | 4,9%▼           | 6,3%Δ             |
| - 5 (Almost) never                                                                     | 4,7%  | 4,1%                                                   | 4,3%             | 4,8%             | 6,5%Δ            | 5,1%▲                                                   | 1,4%▼                   | --                      | 4,6%            | 4,7%              |
| - Mean                                                                                 | 2,10  | 2,13                                                   | 2,10             | 2,11             | 2,02▼            | 2,18 ▲                                                  | 1,50 ▼                  | --                      | 2,09            | 2,11              |
| N                                                                                      | 4.399 | 1.355                                                  | 1.315            | 1.118            | 611              | 3.915                                                   | 484                     | --                      | 2.459           | 1.940             |

| Column percentages                                                                  | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                             |                            | Gender          |                   |
|-------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-----------------------------|----------------------------|-----------------|-------------------|
|                                                                                     |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-<br>employed<br>[5,8%] | Not<br>employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[C16] Are you able to influence the pace in which you work?</b>                  |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Always                                                                          | 24,7% | 20,8%▼                                                 | 20,8%▼           | 25,3%            | 40,7%▲           | 20,9%▼                                                  | 55,4%▲                      | --                         | 25,4%           | 23,8%             |
| - 2 Often                                                                           | 41,5% | 45,3%Δ                                                 | 43,0%            | 40,7%            | 31,2%▼           | 42,3%Δ                                                  | 34,7%▼                      | --                         | 43,7%Δ          | 38,7%▼            |
| - 3 Sometimes                                                                       | 22,7% | 22,4%                                                  | 24,9%Δ           | 23,8%            | 16,8%▼           | 24,6%▲                                                  | 7,9%▼                       | --                         | 21,7%           | 24,1%             |
| - 4 Rarely                                                                          | 7,5%  | 8,6%Δ                                                  | 6,5%             | 7,4%             | 7,0%             | 8,3%▲                                                   | 0,8%▼                       | --                         | 6,1%▼           | 9,3%Δ             |
| - 5 (Almost) never                                                                  | 3,6%  | 2,9%                                                   | 4,7%Δ            | 2,8%             | 4,2%             | 3,9%Δ                                                   | 1,2%▼                       | --                         | 3,1%            | 4,2%              |
| - Mean                                                                              | 2,24  | 2,28                                                   | 2,31Δ            | 2,22             | 2,03▼            | 2,32▲                                                   | 1,58▼                       | --                         | 2,18▼           | 2,31Δ             |
| N                                                                                   | 4.399 | 1.353                                                  | 1.316            | 1.118            | 612              | 3.915                                                   | 484                         | --                         | 2.459           | 1.940             |
| <b>[C17] Do you need to come up with solutions yourself?</b>                        |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Always                                                                          | 24,7% | 23,0%                                                  | 23,2%            | 25,0%            | 31,4%Δ           | 21,5%▼                                                  | 51,1%▲                      | --                         | 26,0%Δ          | 23,1%▼            |
| - 2 Often                                                                           | 45,3% | 48,9%Δ                                                 | 47,1%            | 44,4%            | 35,1%▼           | 46,6%▲                                                  | 34,8%▼                      | --                         | 46,6%           | 43,7%             |
| - 3 Sometimes                                                                       | 24,7% | 23,2%                                                  | 25,0%            | 26,2%            | 24,5%            | 26,3%▲                                                  | 11,4%▼                      | --                         | 23,2%▼          | 26,6%Δ            |
| - 4 Rarely                                                                          | 3,6%  | 3,1%                                                   | 3,0%             | 3,2%             | 6,9%Δ            | 3,9%Δ                                                   | 1,7%▼                       | --                         | 3,0%▼           | 4,5%Δ             |
| - 5 (Almost) never                                                                  | 1,6%  | 1,8%                                                   | 1,7%             | 1,2%             | 2,1%             | 1,7%                                                    | 1,0%                        | --                         | 1,2%▼           | 2,2%Δ             |
| - Mean                                                                              | 2,12  | 2,12                                                   | 2,13             | 2,11             | 2,13             | 2,18▲                                                   | 1,67▼                       | --                         | 2,07▼           | 2,19Δ             |
| N                                                                                   | 4.396 | 1.352                                                  | 1.316            | 1.116            | 612              | 3.913                                                   | 483                         | --                         | 2.461           | 1.935             |
| <b>[C18] Are you able to take time off work when you want to?</b>                   |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Always                                                                          | 23,6% | 19,0%▼                                                 | 19,8%▼           | 22,0%            | 44,7%▲           | 20,0%▼                                                  | 52,3%▲                      | --                         | 26,5%Δ          | 19,8%▼            |
| - 2 Often                                                                           | 43,8% | 46,5%Δ                                                 | 47,1%Δ           | 44,3%            | 29,5%▼           | 45,6%▲                                                  | 28,7%▼                      | --                         | 45,8%Δ          | 41,2%▼            |
| - 3 Sometimes                                                                       | 20,6% | 21,9%                                                  | 22,6%Δ           | 19,5%            | 15,2%▼           | 21,6%▲                                                  | 12,0%▼                      | --                         | 18,6%▼          | 23,0%Δ            |
| - 4 Rarely                                                                          | 7,1%  | 7,4%                                                   | 6,5%             | 8,6%Δ            | 4,7%▼            | 7,3%                                                    | 5,0%                        | --                         | 5,4%▼           | 9,2%Δ             |
| - 5 (Almost) never                                                                  | 5,0%  | 5,2%                                                   | 4,0%▼            | 5,6%             | 5,9%             | 5,4%Δ                                                   | 2,1%▼                       | --                         | 3,7%▼           | 6,8%Δ             |
| - Mean                                                                              | 2,26  | 2,33Δ                                                  | 2,28             | 2,32Δ            | 1,98▼            | 2,32▲                                                   | 1,76▼                       | --                         | 2,14▼           | 2,42▲             |
| N                                                                                   | 4.401 | 1.355                                                  | 1.315            | 1.118            | 613              | 3.917                                                   | 484                         | --                         | 2.461           | 1.940             |
| <b>[Mentale_belasting] • Mental load [3 items, 1=(almost) never-5=always]</b>       |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - Mean                                                                              | 4,08  | 4,06                                                   | 4,13Δ            | 4,09             | 4,03▼            | 4,08                                                    | 4,12                        | --                         | 4,11Δ           | 4,05▼             |
| - Minimum                                                                           | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                           | --                         | 1               | 1                 |
| - Maximum                                                                           | 5     | 5                                                      | 5                | 5                | 5                | 5                                                       | 5                           | --                         | 5               | 5                 |
| N                                                                                   | 4.407 | 1.356                                                  | 1.321            | 1.118            | 612              | 3.923                                                   | 484                         | --                         | 2.464           | 1.943             |
| <b>[C19] Does your work require you to think very hard?</b>                         |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Always                                                                          | 24,1% | 23,8%                                                  | 25,9%            | 22,7%            | 23,5%            | 23,9%                                                   | 26,0%                       | --                         | 25,5%Δ          | 22,3%▼            |
| - 2 Often                                                                           | 41,0% | 41,7%                                                  | 42,7%            | 41,8%            | 34,6%▼           | 41,1%                                                   | 40,5%                       | --                         | 43,2%Δ          | 38,2%▼            |
| - 3 Sometimes                                                                       | 27,9% | 27,9%                                                  | 25,2%▼           | 29,8%            | 30,2%            | 28,0%                                                   | 27,3%                       | --                         | 25,6%▼          | 30,8%Δ            |
| - 4 Rarely                                                                          | 4,7%  | 4,1%                                                   | 4,3%             | 4,3%             | 7,8%Δ            | 4,8%                                                    | 4,5%                        | --                         | 4,2%            | 5,4%              |
| - 5 (Almost) never                                                                  | 2,2%  | 2,5%                                                   | 1,9%             | 1,4%▼            | 3,8%Δ            | 2,3%                                                    | 1,7%                        | --                         | 1,4%▼           | 3,3%Δ             |
| - Mean                                                                              | 2,20  | 2,20                                                   | 2,14▼            | 2,20             | 2,34Δ            | 2,21                                                    | 2,15                        | --                         | 2,13▼           | 2,29Δ             |
| N                                                                                   | 4.405 | 1.355                                                  | 1.320            | 1.118            | 612              | 3.921                                                   | 484                         | --                         | 2.463           | 1.942             |
| <b>[C20] Does your work require that you keep your mind on your job?</b>            |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Always                                                                          | 48,4% | 45,1%▼                                                 | 48,5%            | 48,2%            | 55,8%Δ           | 47,8%▼                                                  | 53,1%Δ                      | --                         | 47,8%           | 49,1%             |
| - 2 Often                                                                           | 42,6% | 45,2%Δ                                                 | 43,0%            | 43,7%            | 33,6%▼           | 43,0%                                                   | 38,8%                       | --                         | 44,1%Δ          | 40,6%▼            |
| - 3 Sometimes                                                                       | 7,3%  | 7,5%                                                   | 6,7%             | 7,2%             | 8,2%             | 7,5%                                                    | 5,8%                        | --                         | 6,9%            | 7,8%              |
| - 4 Rarely                                                                          | 1,1%  | 1,3%                                                   | 1,1%             | 0,6%             | 1,5%             | 1,0%                                                    | 1,4%                        | --                         | 0,8%▼           | 1,4%Δ             |
| - 5 (Almost) never                                                                  | 0,7%  | 0,9%                                                   | 0,6%             | 0,4%             | 1,0%             | 0,7%                                                    | 0,8%                        | --                         | 0,4%▼           | 1,0%Δ             |
| - Mean                                                                              | 1,63  | 1,68Δ                                                  | 1,62             | 1,61             | 1,58             | 1,64                                                    | 1,58                        | --                         | 1,62            | 1,65              |
| N                                                                                   | 4.404 | 1.354                                                  | 1.322            | 1.117            | 611              | 3.920                                                   | 484                         | --                         | 2.462           | 1.942             |
| <b>[C21] Does your work require a lot of your attention?</b>                        |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Always                                                                          | 33,2% | 31,2%                                                  | 34,7%            | 32,6%            | 35,4%            | 32,6%▼                                                  | 37,8%Δ                      | --                         | 31,3%▼          | 35,6%Δ            |
| - 2 Often                                                                           | 45,7% | 47,5%                                                  | 47,3%            | 45,8%            | 38,0%▼           | 46,4%Δ                                                  | 40,3%▼                      | --                         | 47,7%Δ          | 43,1%▼            |
| - 3 Sometimes                                                                       | 18,0% | 18,2%                                                  | 15,6%▼           | 19,1%            | 20,6%            | 17,9%                                                   | 18,2%                       | --                         | 18,4%           | 17,4%             |
| - 4 Rarely                                                                          | 2,2%  | 1,7%                                                   | 1,6%             | 2,1%             | 4,4%Δ            | 2,1%                                                    | 2,3%                        | --                         | 1,9%            | 2,5%              |
| - 5 (Almost) never                                                                  | 1,0%  | 1,4%                                                   | 0,8%             | 0,4%▼            | 1,6%             | 0,9%                                                    | 1,4%                        | --                         | 0,6%▼           | 1,5%Δ             |
| - Mean                                                                              | 1,92  | 1,95                                                   | 1,86▼            | 1,92             | 1,99Δ            | 1,92                                                    | 1,89                        | --                         | 1,93            | 1,91              |
| N                                                                                   | 4.401 | 1.354                                                  | 1.318            | 1.118            | 611              | 3.917                                                   | 484                         | --                         | 2.461           | 1.940             |
| <b>[Emotionele_belasting] • Emotional load [3 items, 1=(almost) never-5=always]</b> |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - Mean                                                                              | 2,30  | 2,37Δ                                                  | 2,36Δ            | 2,27             | 2,06▼            | 2,32Δ                                                   | 2,15▼                       | --                         | 2,20▼           | 2,42▲             |
| - Minimum                                                                           | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                           | --                         | 1               | 1                 |
| - Maximum                                                                           | 5     | 5                                                      | 5                | 5                | 5                | 5                                                       | 5                           | --                         | 5               | 5                 |
| N                                                                                   | 4.383 | 1.347                                                  | 1.318            | 1.111            | 607              | 3.904                                                   | 479                         | --                         | 2.453           | 1.930             |
| <b>[C22] Does your work get you into emotionally difficult situations?</b>          |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Always                                                                          | 0,8%  | 1,1%                                                   | 0,9%             | 0,7%             | 0,3%             | 0,9%                                                    | 0,6%                        | --                         | 0,7%            | 1,0%              |
| - 2 Often                                                                           | 5,5%  | 5,3%                                                   | 6,4%             | 5,6%             | 4,1%             | 5,8%                                                    | 3,8%                        | --                         | 4,7%▼           | 6,6%Δ             |
| - 3 Sometimes                                                                       | 35,5% | 37,0%                                                  | 38,3%Δ           | 34,6%            | 27,8%▼           | 36,3%Δ                                                  | 29,4%▼                      | --                         | 32,0%▼          | 40,0%Δ            |
| - 4 Rarely                                                                          | 33,1% | 34,6%                                                  | 32,1%            | 33,0%            | 31,8%            | 32,9%                                                   | 34,4%                       | --                         | 34,3%Δ          | 31,5%▼            |
| - 5 (Almost) never                                                                  | 25,0% | 21,9%▼                                                 | 22,3%▼           | 26,1%            | 35,9%▲           | 24,2%▼                                                  | 31,7%Δ                      | --                         | 28,2%Δ          | 21,0%▼            |
| - Mean                                                                              | 3,76  | 3,71▼                                                  | 3,68▼            | 3,78             | 3,99▲            | 3,74▼                                                   | 3,93▲                       | --                         | 3,84▲           | 3,65▼             |
| N                                                                                   | 4.380 | 1.347                                                  | 1.316            | 1.110            | 607              | 3.901                                                   | 479                         | --                         | 2.451           | 1.929             |

| Column percentages                                                                                 | Total | Age at time of measurement<br>[ ▲ ▽: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▽: subgroup vs rest] |                         |                         | Gender          |                   |
|----------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                    |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[C23] Is your work emotionally demanding?</b>                                                   |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                         | 1,7%  | 1,5%                                                   | 2,3%             | 1,7%             | 1,2%             | 1,8%                                                    | 0,8%                    | --                      | 1,4%            | 2,1%              |
| - 2 Often                                                                                          | 7,9%  | 8,9%                                                   | 9,0%             | 7,0%             | 4,6%▽            | 8,3%Δ                                                   | 4,2%▽                   | --                      | 6,0%▽           | 10,2%Δ            |
| - 3 Sometimes                                                                                      | 31,5% | 33,3%                                                  | 31,6%            | 32,9%            | 25,0%▽           | 32,3%Δ                                                  | 25,5%▽                  | --                      | 28,6%▽          | 35,3%Δ            |
| - 4 Rarely                                                                                         | 31,7% | 32,3%                                                  | 33,0%            | 31,0%            | 28,8%            | 31,3%                                                   | 34,7%                   | --                      | 33,9%Δ          | 28,8%▽            |
| - 5 (Almost) never                                                                                 | 27,2% | 24,1%▽                                                 | 24,1%▽           | 27,4%            | 40,4%▲           | 26,2%▽                                                  | 34,9%Δ                  | --                      | 30,0%Δ          | 23,5%▽            |
| - Mean                                                                                             | 3,75  | 3,69▽                                                  | 3,68▽            | 3,75             | 4,03▲            | 3,72▼                                                   | 3,99▲                   | --                      | 3,85▲           | 3,61▼             |
| N                                                                                                  | 4.381 | 1.347                                                  | 1.317            | 1.110            | 607              | 3.902                                                   | 479                     | --                      | 2.452           | 1.929             |
| <b>[C24] Do you get emotionally involved with your work?</b>                                       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                         | 1,7%  | 2,0%                                                   | 1,6%             | 1,6%             | 1,3%             | 1,5%▽                                                   | 3,3%Δ                   | --                      | 1,5%            | 1,9%              |
| - 2 Often                                                                                          | 9,2%  | 10,6%Δ                                                 | 10,6%Δ           | 7,1%▽            | 6,9%▽            | 9,3%                                                    | 8,4%                    | --                      | 7,7%▽           | 11,2%Δ            |
| - 3 Sometimes                                                                                      | 38,7% | 42,5%Δ                                                 | 38,3%            | 38,3%            | 32,1%▽           | 39,2%                                                   | 35,1%                   | --                      | 34,7%▽          | 43,9%Δ            |
| - 4 Rarely                                                                                         | 27,6% | 25,5%▽                                                 | 28,3%            | 29,3%            | 27,8%            | 27,7%                                                   | 26,9%                   | --                      | 29,8%Δ          | 24,8%▽            |
| - 5 (Almost) never                                                                                 | 22,7% | 19,5%▽                                                 | 21,2%            | 23,6%            | 31,8%▲           | 22,3%▽                                                  | 26,3%Δ                  | --                      | 26,3%Δ          | 18,2%▽            |
| - Mean                                                                                             | 3,61  | 3,50▽                                                  | 3,57             | 3,66Δ            | 3,82▲            | 3,60                                                    | 3,65                    | --                      | 3,72▲           | 3,46▼             |
| N                                                                                                  | 4.379 | 1.347                                                  | 1.317            | 1.108            | 607              | 3.900                                                   | 479                     | --                      | 2.451           | 1.928             |
| <b>[Sociale_steun_Wn] • Social support employees [4 items, 1=(almost) never-5=always]</b>          |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                             | 3,60  | 3,60                                                   | 3,64             | 3,60             | 3,54             | 3,60                                                    | --                      | --                      | 3,59            | 3,62              |
| - Minimum                                                                                          | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | --                      | --                      | 1               | 1                 |
| - Maximum                                                                                          | 5     | 5                                                      | 5                | 5                | 5                | 5                                                       | --                      | --                      | 5               | 5                 |
| N                                                                                                  | 3.924 | 1.248                                                  | 1.204            | 1.026            | 446              | 3.924                                                   | --                      | --                      | 2.159           | 1.765             |
| <b>[C25] How often do you get help and support from your colleagues?</b>                           |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                         | 13,7% | 14,0%                                                  | 13,2%            | 12,0%            | 17,9%Δ           | 13,7%                                                   | --                      | --                      | 12,0%▽          | 15,7%Δ            |
| - 2 Often                                                                                          | 39,5% | 40,0%                                                  | 42,8%Δ           | 39,6%            | 28,7%▼           | 39,5%                                                   | --                      | --                      | 38,3%           | 40,8%             |
| - 3 Sometimes                                                                                      | 36,1% | 36,8%                                                  | 35,5%            | 36,8%            | 34,1%            | 36,1%                                                   | --                      | --                      | 39,1%Δ          | 32,4%▽            |
| - 4 Rarely                                                                                         | 7,1%  | 6,4%                                                   | 6,2%             | 7,9%             | 10,1%Δ           | 7,1%                                                    | --                      | --                      | 7,4%            | 6,8%              |
| - 5 (Almost) never                                                                                 | 3,6%  | 2,8%                                                   | 2,3%▽            | 3,7%             | 9,2%▲            | 3,6%                                                    | --                      | --                      | 3,1%            | 4,2%              |
| - Mean                                                                                             | 2,48  | 2,44                                                   | 2,42▽            | 2,52             | 2,64Δ            | 2,48                                                    | --                      | --                      | 2,51Δ           | 2,43▽             |
| N                                                                                                  | 3.923 | 1.248                                                  | 1.203            | 1.026            | 446              | 3.923                                                   | --                      | --                      | 2.158           | 1.765             |
| <b>[C26] How often are your colleagues willing to listen to your work-related problems?</b>        |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                         | 22,4% | 21,5%                                                  | 22,1%            | 21,1%            | 28,3%Δ           | 22,4%                                                   | --                      | --                      | 20,3%▽          | 24,9%Δ            |
| - 2 Often                                                                                          | 47,1% | 46,7%                                                  | 49,0%            | 48,6%            | 39,3%▽           | 47,1%                                                   | --                      | --                      | 47,2%           | 46,8%             |
| - 3 Sometimes                                                                                      | 23,0% | 25,6%Δ                                                 | 22,3%            | 22,8%            | 18,0%▽           | 23,0%                                                   | --                      | --                      | 25,4%Δ          | 20,0%▽            |
| - 4 Rarely                                                                                         | 4,8%  | 3,8%▽                                                  | 4,4%             | 5,0%             | 8,1%Δ            | 4,8%                                                    | --                      | --                      | 5,0%            | 4,5%              |
| - 5 (Almost) never                                                                                 | 2,8%  | 2,5%                                                   | 2,1%             | 2,6%             | 6,3%Δ            | 2,8%                                                    | --                      | --                      | 2,1%▽           | 3,7%Δ             |
| - Mean                                                                                             | 2,19  | 2,19                                                   | 2,15             | 2,19             | 2,25             | 2,19                                                    | --                      | --                      | 2,21Δ           | 2,15▽             |
| N                                                                                                  | 3.912 | 1.247                                                  | 1.201            | 1.019            | 445              | 3.912                                                   | --                      | --                      | 2.153           | 1.759             |
| <b>[C27] How often do you get help and support from your immediate superior?</b>                   |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                         | 14,6% | 13,9%                                                  | 13,3%            | 15,2%            | 18,7%Δ           | 14,6%                                                   | --                      | --                      | 13,7%           | 15,8%             |
| - 2 Often                                                                                          | 30,9% | 30,7%                                                  | 33,3%Δ           | 30,6%            | 25,6%▽           | 30,9%                                                   | --                      | --                      | 31,2%           | 30,6%             |
| - 3 Sometimes                                                                                      | 36,9% | 38,4%                                                  | 36,4%            | 37,2%            | 33,0%            | 36,9%                                                   | --                      | --                      | 37,0%           | 36,7%             |
| - 4 Rarely                                                                                         | 12,9% | 12,6%                                                  | 12,6%            | 13,3%            | 13,5%            | 12,9%                                                   | --                      | --                      | 13,8%           | 11,8%             |
| - 5 (Almost) never                                                                                 | 4,7%  | 4,4%                                                   | 4,3%             | 3,7%             | 9,2%▲            | 4,7%                                                    | --                      | --                      | 4,4%            | 5,2%              |
| - Mean                                                                                             | 2,62  | 2,63                                                   | 2,61             | 2,60             | 2,69             | 2,62                                                    | --                      | --                      | 2,64            | 2,60              |
| N                                                                                                  | 3.917 | 1.245                                                  | 1.203            | 1.024            | 445              | 3.917                                                   | --                      | --                      | 2.153           | 1.764             |
| <b>[C28] How often is your immediate superior willing to listen to your work-related problems?</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                         | 25,0% | 22,6%▽                                                 | 24,6%            | 25,9%            | 30,7%Δ           | 25,0%                                                   | --                      | --                      | 25,5%           | 24,3%             |
| - 2 Often                                                                                          | 36,7% | 36,3%                                                  | 39,4%Δ           | 35,6%            | 33,2%            | 36,7%                                                   | --                      | --                      | 37,0%           | 36,3%             |
| - 3 Sometimes                                                                                      | 25,9% | 28,6%Δ                                                 | 24,4%            | 26,7%            | 20,9%▽           | 25,9%                                                   | --                      | --                      | 25,0%           | 27,1%             |
| - 4 Rarely                                                                                         | 8,3%  | 8,7%                                                   | 8,1%             | 7,9%             | 8,7%             | 8,3%                                                    | --                      | --                      | 8,7%            | 7,8%              |
| - 5 (Almost) never                                                                                 | 4,1%  | 3,9%                                                   | 3,5%             | 3,9%             | 6,5%Δ            | 4,1%                                                    | --                      | --                      | 3,8%            | 4,5%              |
| - Mean                                                                                             | 2,30  | 2,35Δ                                                  | 2,27             | 2,28             | 2,27             | 2,30                                                    | --                      | --                      | 2,28            | 2,32              |
| N                                                                                                  | 3.917 | 1.246                                                  | 1.200            | 1.025            | 446              | 3.917                                                   | --                      | --                      | 2.158           | 1.759             |
| <b>[Sociale_steun_Zs] • Social support self-employed [4 items, 1=(almost) never-5=always]</b>      |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                             | 2,57  | 2,58                                                   | 2,58             | 2,54             | 2,57             | --                                                      | 2,57                    | --                      | 2,66▲           | 2,42▼             |
| - Minimum                                                                                          | 1     | 1                                                      | 1                | 1                | 1                | --                                                      | 1                       | --                      | 1               | 1                 |
| - Maximum                                                                                          | 5,00  | 4,50                                                   | 4,50             | 4,50             | 5,00             | --                                                      | 5,00                    | --                      | 5,00            | 5,00              |
| N                                                                                                  | 484   | 108                                                    | 116              | 93               | 167              | --                                                      | 484                     | --                      | 304             | 180               |
| <b>[C29] How often do you get help and support from your colleagues or other entrepreneurs?</b>    |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                         | 3,3%  | 2,8%                                                   | 3,4%             | 1,1%             | 4,8%             | --                                                      | 3,3%                    | --                      | 2,3%            | 5,0%              |
| - 2 Often                                                                                          | 14,7% | 13,0%                                                  | 19,0%            | 19,4%            | 10,2%▼           | --                                                      | 14,7%                   | --                      | 16,4%           | 11,7%             |
| - 3 Sometimes                                                                                      | 31,0% | 34,3%                                                  | 32,8%            | 29,0%            | 28,7%            | --                                                      | 31,0%                   | --                      | 33,6%           | 26,7%             |
| - 4 Rarely                                                                                         | 19,4% | 23,1%                                                  | 19,8%            | 16,1%            | 18,6%            | --                                                      | 19,4%                   | --                      | 20,4%           | 17,8%             |
| - 5 (Almost) never                                                                                 | 31,6% | 26,9%                                                  | 25,0%            | 34,4%            | 37,7%Δ           | --                                                      | 31,6%                   | --                      | 27,3%▼          | 38,9%▲            |
| - Mean                                                                                             | 3,61  | 3,58                                                   | 3,44             | 3,63             | 3,74             | --                                                      | 3,61                    | --                      | 3,54            | 3,74              |
| N                                                                                                  | 484   | 108                                                    | 116              | 93               | 167              | --                                                      | 484                     | --                      | 304             | 180               |

| Column percentages                                                                                                 | Total | Age at time of measurement<br>[ ▲ ▽: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▽: subgroup vs rest] |                         |                         | Gender          |                   |
|--------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                    |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[C30] How often are your colleagues or other entrepreneurs willing to listen to your work-related problems?</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                                         | 9,1%  | 7,4%                                                   | 10,4%            | 8,6%             | 9,6%             | --                                                      | 9,1%                    | --                      | 9,9%            | 7,8%              |
| - 2 Often                                                                                                          | 25,5% | 25,9%                                                  | 27,8%            | 28,0%            | 22,3%            | --                                                      | 25,5%                   | --                      | 25,7%           | 25,1%             |
| - 3 Sometimes                                                                                                      | 25,9% | 31,5%                                                  | 24,3%            | 21,5%            | 25,9%            | --                                                      | 25,9%                   | --                      | 27,4%           | 23,5%             |
| - 4 Rarely                                                                                                         | 12,9% | 14,8%                                                  | 16,5%            | 10,8%            | 10,2%            | --                                                      | 12,9%                   | --                      | 14,2%           | 10,6%             |
| - 5 (Almost) never                                                                                                 | 26,6% | 20,4%                                                  | 20,9%            | 31,2%            | 31,9%            | --                                                      | 26,6%                   | --                      | 22,8%▼          | 33,0%▲            |
| - Mean                                                                                                             | 3,22  | 3,15                                                   | 3,10             | 3,28             | 3,33             | --                                                      | 3,22                    | --                      | 3,14            | 3,36              |
| N                                                                                                                  | 482   | 108                                                    | 115              | 93               | 166              | --                                                      | 482                     | --                      | 303             | 179               |
| <b>[C31] How often do you get help and support from your customers or clients?</b>                                 |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                                         | 2,3%  | 0%                                                     | 0,9%             | 1,1%             | 5,4%▲            | --                                                      | 2,3%                    | --                      | 2,6%            | 1,7%              |
| - 2 Often                                                                                                          | 15,5% | 17,6%                                                  | 15,5%            | 16,1%            | 13,8%            | --                                                      | 15,5%                   | --                      | 14,8%           | 16,7%             |
| - 3 Sometimes                                                                                                      | 36,0% | 36,1%                                                  | 32,8%            | 39,8%            | 35,9%            | --                                                      | 36,0%                   | --                      | 39,8%▲          | 29,4%▼            |
| - 4 Rarely                                                                                                         | 21,7% | 19,4%                                                  | 25,9%            | 21,5%            | 20,4%            | --                                                      | 21,7%                   | --                      | 22,0%           | 21,1%             |
| - 5 (Almost) never                                                                                                 | 24,6% | 26,9%                                                  | 25,0%            | 21,5%            | 24,6%            | --                                                      | 24,6%                   | --                      | 20,7%▼          | 31,1%▲            |
| - Mean                                                                                                             | 3,51  | 3,56                                                   | 3,59             | 3,46             | 3,45             | --                                                      | 3,51                    | --                      | 3,43            | 3,63              |
| N                                                                                                                  | 484   | 108                                                    | 116              | 93               | 167              | --                                                      | 484                     | --                      | 304             | 180               |
| <b>[C32] How often are your customers or clients willing to listen to your work-related problems?</b>              |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                                         | 7,5%  | 6,5%                                                   | 4,3%             | 5,4%             | 11,4%▲           | --                                                      | 7,5%                    | --                      | 7,9%            | 6,7%              |
| - 2 Often                                                                                                          | 17,8% | 17,6%                                                  | 17,2%            | 14,1%            | 20,5%            | --                                                      | 17,8%                   | --                      | 19,2%           | 15,6%             |
| - 3 Sometimes                                                                                                      | 30,5% | 30,6%                                                  | 28,4%            | 35,9%            | 28,9%            | --                                                      | 30,5%                   | --                      | 34,1%▲          | 24,4%▼            |
| - 4 Rarely                                                                                                         | 17,0% | 19,4%                                                  | 19,0%            | 16,3%            | 14,5%            | --                                                      | 17,0%                   | --                      | 16,6%           | 17,8%             |
| - 5 (Almost) never                                                                                                 | 27,2% | 25,9%                                                  | 31,0%            | 28,3%            | 24,7%            | --                                                      | 27,2%                   | --                      | 22,2%▼          | 35,6%▲            |
| - Mean                                                                                                             | 3,39  | 3,41                                                   | 3,55             | 3,48             | 3,20▼            | --                                                      | 3,39                    | --                      | 3,26▼           | 3,60▲             |
| N                                                                                                                  | 482   | 108                                                    | 116              | 92               | 166              | --                                                      | 482                     | --                      | 302             | 180               |
| <b>[C33] Have you worked together with one or more other entrepreneurs in the past 12 months?</b>                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes, always                                                                                                    | 8,1%  | 5,6%                                                   | 11,2%            | 8,6%             | 7,2%             | --                                                      | 8,1%                    | --                      | 10,2%▲          | 4,4%▼             |
| - 2 Yes, regularly                                                                                                 | 23,3% | 27,8%                                                  | 22,4%            | 25,8%            | 19,8%            | --                                                      | 23,3%                   | --                      | 25,3%           | 20,0%             |
| - 3 Yes, sometimes                                                                                                 | 27,7% | 27,8%                                                  | 31,0%            | 23,7%            | 27,5%            | --                                                      | 27,7%                   | --                      | 30,3%           | 23,3%             |
| - 4 No                                                                                                             | 40,9% | 38,9%                                                  | 35,3%            | 41,9%            | 45,5%            | --                                                      | 40,9%                   | --                      | 34,2%▼          | 52,2%▲            |
| - Mean                                                                                                             | 3,01  | 3,00                                                   | 2,91             | 2,99             | 3,11             | --                                                      | 3,01                    | --                      | 2,88▼           | 3,23▲             |
| N                                                                                                                  | 484   | 108                                                    | 116              | 93               | 167              | --                                                      | 484                     | --                      | 304             | 180               |
| <b>[C45] Experienced bullying, violence etc. - By colleagues or supervisor</b>                                     |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Never                                                                                                          | 94,1% | 92,8%▼                                                 | 94,1%            | 94,5%            | 97,1%Δ           | 94,1%                                                   | --                      | --                      | 93,9%           | 94,4%             |
| - 2 Sometimes                                                                                                      | 5,3%  | 6,4%Δ                                                  | 5,6%             | 4,9%             | 2,5%▼            | 5,3%                                                    | --                      | --                      | 5,7%            | 4,9%              |
| - 3 Often                                                                                                          | 0,4%  | 0,6%                                                   | 0,2%             | 0,5%             | 0,4%             | 0,4%                                                    | --                      | --                      | 0,3%            | 0,6%              |
| - 4 Very often                                                                                                     | 0,1%  | 0,2%                                                   | 0,2%             | 0,1%             | 0%               | 0,1%                                                    | --                      | --                      | 0,1%            | 0,2%              |
| - Mean                                                                                                             | 1,07  | 1,08Δ                                                  | 1,06             | 1,06             | 1,03▼            | 1,07                                                    | --                      | --                      | 1,07            | 1,07              |
| N                                                                                                                  | 3.911 | 1.243                                                  | 1.202            | 1.021            | 445              | 3.911                                                   | --                      | --                      | 2.151           | 1.760             |
| <b>[C45A] Employees: Undesired behavior by colleagues or superior [multiple answers possible]</b>                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - In past 12 months - Experienced bullying by colleagues or the supervisor                                         | 48,4% | 59,0%▲                                                 | 38,2%▼           | 43,1%            | 53,8%            | 48,4%                                                   | --                      | --                      | 52,8%           | 42,4%             |
| - In past 12 months - Experienced intimidation by colleagues or the supervisor                                     | 63,7% | 57,8%                                                  | 66,2%            | 70,6%            | 61,5%            | 63,7%                                                   | --                      | --                      | 58,5%           | 70,7%             |
| - In past 12 months - Experienced physical violence by colleagues or the supervisor                                | 0,5%  | 0%                                                     | 1,5%             | 0%               | 0%               | 0,5%                                                    | --                      | --                      | 0,8%            | 0%                |
| - In past 12 months - Experienced unwanted sexual attention by colleagues or the supervisor                        | 6,0%  | 4,8%                                                   | 8,8%             | 5,9%             | 0%               | 6,0%                                                    | --                      | --                      | 4,1%            | 8,7%              |
| N                                                                                                                  | 215   | 83                                                     | 68               | 51               | 13               | 215                                                     | --                      | --                      | 123             | 92                |
| <b>[C46] Experienced bullying, violence etc. - By customer, clients</b>                                            |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Never                                                                                                          | 89,6% | 90,2%                                                  | 90,3%            | 87,5%▼           | 91,0%            | 89,6%                                                   | --                      | --                      | 91,6%Δ          | 87,2%▼            |
| - 2 Sometimes                                                                                                      | 9,5%  | 8,8%                                                   | 8,8%             | 11,4%Δ           | 8,8%             | 9,5%                                                    | --                      | --                      | 7,6%▼           | 11,8%Δ            |
| - 3 Often                                                                                                          | 0,8%  | 1,0%                                                   | 0,8%             | 1,0%             | 0,2%             | 0,8%                                                    | --                      | --                      | 0,7%            | 1,0%              |
| - 4 Very often                                                                                                     | 0,03% | 0%                                                     | 0%               | 0,1%             | 0%               | 0,03%                                                   | --                      | --                      | 0,05%           | 0%                |
| - Mean                                                                                                             | 1,11  | 1,11                                                   | 1,10             | 1,14Δ            | 1,09             | 1,11                                                    | --                      | --                      | 1,09▼           | 1,14Δ             |
| N                                                                                                                  | 3.892 | 1.239                                                  | 1.191            | 1.018            | 444              | 3.892                                                   | --                      | --                      | 2.141           | 1.751             |
| <b>[C46A] Employees: Undesired behavior by clients [multiple answers possible]</b>                                 |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - In past 12 months - Experienced bullying by customers                                                            | 12,0% | 11,2%                                                  | 13,6%            | 11,8%            | 10,8%            | 12,0%                                                   | --                      | --                      | 15,7%           | 9,3%              |
| - In past 12 months - Experienced intimidation by customers                                                        | 82,7% | 86,2%                                                  | 80,0%            | 84,9%            | 73,0%            | 82,7%                                                   | --                      | --                      | 84,9%           | 81,0%             |
| - In past 12 months - Experienced physical violence by customers                                                   | 17,3% | 18,1%                                                  | 16,4%            | 16,8%            | 18,9%            | 17,3%                                                   | --                      | --                      | 17,5%           | 17,1%             |
| - In past 12 months - Experienced unwanted sexual attention by customers                                           | 9,2%  | 12,9%                                                  | 6,4%             | 8,4%             | 8,1%             | 9,2%                                                    | --                      | --                      | 5,4%▼           | 12,0%▲            |
| N                                                                                                                  | 382   | 116                                                    | 110              | 119              | 37               | 382                                                     | --                      | --                      | 166             | 216               |
| <b>[C47] Experienced bullying, violence etc. - By colleagues or other entrepreneurs</b>                            |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Never                                                                                                          | 97,9% | 99,1%                                                  | 98,3%            | 97,8%            | 97,0%            | --                                                      | 97,9%                   | --                      | 98,3%           | 97,2%             |
| - 2 Sometimes                                                                                                      | 1,9%  | 0,9%                                                   | 0,9%             | 2,2%             | 3,0%             | --                                                      | 1,9%                    | --                      | 1,3%            | 2,8%              |
| - 4 Very often                                                                                                     | 0,2%  | 0%                                                     | 0,9%             | 0%               | 0%               | --                                                      | 0,2%                    | --                      | 0,3%            | 0%                |
| - Mean                                                                                                             | 1,02  | 1,01                                                   | 1,03             | 1,02             | 1,03             | --                                                      | 1,02                    | --                      | 1,02            | 1,03              |
| N                                                                                                                  | 482   | 107                                                    | 116              | 92               | 167              | --                                                      | 482                     | --                      | 303             | 179               |



| Column percentages                                                                                                        | Total | Age at time of measurement<br>[ ▲ ▽: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▽: subgroup vs rest] |                         |                         | Gender          |                   |
|---------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                           |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| [§C47A] Self-employed: Undesired behavior by colleagues [multiple answers possible]                                       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - In past 12 months - Experienced bullying by colleagues or other entrepreneurs                                           | 40,0% | 0%                                                     | 0%               | 0%               | 80,0%            | --                                                      | 40,0%                   | --                      | 40,0%           | 40,0%             |
| - In past 12 months - Experienced intimidation by colleagues or other entrepreneurs                                       | 70,0% | 100%                                                   | 100%             | 100%             | 40,0%            | --                                                      | 70,0%                   | --                      | 60,0%           | 80,0%             |
| N                                                                                                                         | 10    | 1                                                      | 2                | 2                | 5                | --                                                      | 10                      | --                      | 5               | 5                 |
| [C48] Experienced bullying, violence etc. - By customer, clients                                                          |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Never                                                                                                                 | 97,1% | 96,3%                                                  | 95,7%            | 94,4%            | 100%             | --                                                      | 97,1%                   | --                      | 98,3%Δ          | 95,0%▽            |
| - 2 Sometimes                                                                                                             | 2,5%  | 2,8%                                                   | 3,5%             | 5,6%             | 0%               | --                                                      | 2,5%                    | --                      | 1,3%▽           | 4,5%Δ             |
| - 3 Often                                                                                                                 | 0,4%  | 0,9%                                                   | 0,9%             | 0%               | 0%               | --                                                      | 0,4%                    | --                      | 0,3%            | 0,6%              |
| - Mean                                                                                                                    | 1,03  | 1,05                                                   | 1,05             | 1,06             | 1,00▼            | --                                                      | 1,03                    | --                      | 1,02            | 1,06              |
| N                                                                                                                         | 478   | 108                                                    | 115              | 89               | 166              | --                                                      | 478                     | --                      | 299             | 179               |
| [§C48A] Self-employed: Undesired behavior by clients [multiple answers possible]                                          |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - In past 12 months - Experienced bullying by customers or clients                                                        | 14,3% | 25,0%                                                  | 20,0%            | 0%               | --               | --                                                      | 14,3%                   | --                      | 0%              | 22,2%             |
| - In past 12 months - Experienced intimidation by customers or clients                                                    | 71,4% | 75,0%                                                  | 80,0%            | 60,0%            | --               | --                                                      | 71,4%                   | --                      | 80,0%           | 66,7%             |
| - In past 12 months - Experienced physical violence by customers or clients                                               | 21,4% | 0%                                                     | 40,0%            | 20,0%            | --               | --                                                      | 21,4%                   | --                      | 40,0%           | 11,1%             |
| - In past 12 months - Experienced unwanted sexual attention by customers or clients                                       | 21,4% | 0%                                                     | 40,0%            | 20,0%            | --               | --                                                      | 21,4%                   | --                      | 20,0%           | 22,2%             |
| N                                                                                                                         | 14    | 4                                                      | 5                | 5                | --               | --                                                      | 14                      | --                      | 5               | 9                 |
| [C49A] Are you available for colleagues or customers outside working hours?                                               |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Always                                                                                                                | 20,9% | 18,5%▽                                                 | 18,7%▽           | 21,5%            | 29,9%▲           | 18,8%▼                                                  | 37,6%▲                  | --                      | 23,1%Δ          | 18,1%▽            |
| - 2 Often                                                                                                                 | 28,3% | 28,6%                                                  | 28,9%            | 27,0%            | 28,8%            | 27,2%▼                                                  | 37,4%▲                  | --                      | 28,9%           | 27,5%             |
| - 3 Sometimes                                                                                                             | 24,7% | 27,1%Δ                                                 | 27,2%Δ           | 23,4%            | 16,7%▼           | 25,7%▲                                                  | 16,9%▼                  | --                      | 22,5%▽          | 27,6%Δ            |
| - 4 Rarely                                                                                                                | 12,0% | 12,8%                                                  | 10,7%            | 14,1%Δ           | 9,5%▽            | 12,9%▲                                                  | 4,8%▼                   | --                      | 12,1%           | 12,0%             |
| - 5 (Almost) never                                                                                                        | 14,0% | 13,1%                                                  | 14,6%            | 14,0%            | 15,2%            | 15,4%▲                                                  | 3,3%▼                   | --                      | 13,4%           | 14,9%             |
| - Mean                                                                                                                    | 2,70  | 2,74                                                   | 2,74             | 2,72             | 2,51▽            | 2,79▲                                                   | 1,99▼                   | --                      | 2,64▽           | 2,78Δ             |
| N                                                                                                                         | 4.407 | 1.355                                                  | 1.322            | 1.118            | 612              | 3.923                                                   | 484                     | --                      | 2.463           | 1.944             |
| [C49B] To what extent do you decide yourself whether you are available for colleagues or customers outside working hours? |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Not at all                                                                                                            | 1,6%  | 1,8%                                                   | 1,9%             | 1,3%             | 1,3%             | 1,7%                                                    | 1,5%                    | --                      | 1,7%            | 1,6%              |
| - 2 Somewhat                                                                                                              | 12,3% | 14,5%Δ                                                 | 13,0%            | 9,4%▽            | 10,9%            | 12,9%Δ                                                  | 7,7%▽                   | --                      | 10,4%▽          | 14,7%Δ            |
| - 3 Rather strongly                                                                                                       | 18,4% | 17,2%                                                  | 17,2%            | 20,8%Δ           | 19,7%            | 18,9%                                                   | 15,2%                   | --                      | 18,3%           | 18,7%             |
| - 4 Very strongly                                                                                                         | 67,6% | 66,4%                                                  | 67,9%            | 68,6%            | 68,1%            | 66,6%▽                                                  | 75,5%Δ                  | --                      | 69,6%Δ          | 65,0%▽            |
| - Mean                                                                                                                    | 3,52  | 3,48▽                                                  | 3,51             | 3,57Δ            | 3,54             | 3,50▽                                                   | 3,65Δ                   | --                      | 3,56Δ           | 3,47▽             |
| N                                                                                                                         | 4.006 | 1.247                                                  | 1.224            | 1.012            | 523              | 3.553                                                   | 453                     | --                      | 2.269           | 1.737             |
| [C49C] During your work, how often do you use electronic communication through a computer or mobile phone?                |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Never                                                                                                                 | 6,5%  | 5,7%                                                   | 6,0%             | 6,7%             | 9,2%Δ            | 6,9%Δ                                                   | 3,3%▽                   | --                      | 5,4%▽           | 8,0%Δ             |
| - 2 Once a day or less                                                                                                    | 10,6% | 10,4%                                                  | 9,2%▽            | 9,1%             | 17,0%▲           | 10,3%                                                   | 13,0%                   | --                      | 8,2%▽           | 13,7%Δ            |
| - 3 A couple of times per day                                                                                             | 19,7% | 16,7%▽                                                 | 17,8%▽           | 23,4%Δ           | 24,1%Δ           | 19,3%▽                                                  | 23,1%Δ                  | --                      | 19,1%           | 20,5%             |
| - 4 Many times per day                                                                                                    | 32,1% | 31,1%                                                  | 33,8%            | 33,2%            | 28,5%▽           | 32,0%                                                   | 32,9%                   | --                      | 35,7%Δ          | 27,5%▽            |
| - 5 The entire day                                                                                                        | 31,0% | 36,2%Δ                                                 | 33,2%Δ           | 27,6%▽           | 21,3%▼           | 31,4%                                                   | 27,7%                   | --                      | 31,6%           | 30,4%             |
| - Mean                                                                                                                    | 3,70  | 3,82Δ                                                  | 3,79Δ            | 3,66             | 3,36▼            | 3,71                                                    | 3,69                    | --                      | 3,80Δ           | 3,59▽             |
| N                                                                                                                         | 4.386 | 1.349                                                  | 1.316            | 1.114            | 607              | 3.902                                                   | 484                     | --                      | 2.452           | 1.934             |
| [C49D] During your work, how often do you use a digital system to receive or to search for information?                   |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Never                                                                                                                 | 13,1% | 11,1%▽                                                 | 11,3%▽           | 12,4%            | 23,0%▲           | 12,9%                                                   | 15,1%                   | --                      | 12,4%           | 14,1%             |
| - 2 Once a day or less                                                                                                    | 12,2% | 11,3%                                                  | 10,7%            | 11,6%            | 18,4%▲           | 11,1%▼                                                  | 21,2%▲                  | --                      | 11,2%▽          | 13,5%Δ            |
| - 3 A couple of times per day                                                                                             | 22,9% | 21,8%                                                  | 22,4%            | 23,8%            | 25,0%            | 22,1%▽                                                  | 29,9%Δ                  | --                      | 23,5%           | 22,2%             |
| - 4 Many times per day                                                                                                    | 29,7% | 30,2%                                                  | 31,8%            | 31,7%            | 20,6%▼           | 30,8%▲                                                  | 21,0%▼                  | --                      | 31,6%Δ          | 27,3%▽            |
| - 5 The entire day                                                                                                        | 22,0% | 25,5%Δ                                                 | 23,9%            | 20,5%            | 13,0%▼           | 23,1%▲                                                  | 12,9%▼                  | --                      | 21,3%           | 22,9%             |
| - Mean                                                                                                                    | 3,35  | 3,48Δ                                                  | 3,46Δ            | 3,36             | 2,82▼            | 3,40▲                                                   | 2,95▼                   | --                      | 3,38            | 3,31              |
| N                                                                                                                         | 4.385 | 1.349                                                  | 1.315            | 1.113            | 608              | 3.903                                                   | 482                     | --                      | 2.450           | 1.935             |
| [C49E] I have difficulties with computer programs and digital systems that I need to do my work properly                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Entirely disagree                                                                                                     | 47,4% | 50,7%Δ                                                 | 47,4%            | 42,1%▽           | 49,6%            | 46,7%▽                                                  | 52,9%Δ                  | --                      | 50,2%Δ          | 43,8%▽            |
| - 2 Disagree                                                                                                              | 32,5% | 30,7%                                                  | 32,8%            | 36,3%Δ           | 28,9%▽           | 32,9%                                                   | 29,0%                   | --                      | 31,9%           | 33,3%             |
| - 3 Neither agree nor disagree                                                                                            | 15,5% | 15,0%                                                  | 14,9%            | 16,4%            | 16,1%            | 15,6%                                                   | 14,6%                   | --                      | 13,4%▽          | 18,2%Δ            |
| - 4 Agree                                                                                                                 | 3,9%  | 3,0%                                                   | 4,1%             | 4,4%             | 4,1%             | 4,0%                                                    | 2,7%                    | --                      | 3,7%            | 4,0%              |
| - 5 Entirely agree                                                                                                        | 0,8%  | 0,6%                                                   | 0,7%             | 0,8%             | 1,3%             | 0,8%                                                    | 0,8%                    | --                      | 0,8%            | 0,8%              |
| - Mean                                                                                                                    | 1,78  | 1,72▽                                                  | 1,78             | 1,86Δ            | 1,79             | 1,79Δ                                                   | 1,70▽                   | --                      | 1,73▽           | 1,85Δ             |
| N                                                                                                                         | 4.389 | 1.353                                                  | 1.313            | 1.114            | 609              | 3.909                                                   | 480                     | --                      | 2.454           | 1.935             |
| [Leeftijdscriminatie] • Discrimination on age [4 items, 1=entirely disagree-5=entirely agree]                             |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                    | 2,21  | 2,10▽                                                  | 2,24             | 2,30Δ            | 2,23             | 2,21                                                    | --                      | --                      | 2,26Δ           | 2,14▽             |
| - Minimum                                                                                                                 | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | --                      | --                      | 1               | 1                 |
| - Maximum                                                                                                                 | 5     | 5                                                      | 5                | 5                | 5                | 5                                                       | --                      | --                      | 5               | 5                 |
| N                                                                                                                         | 3.900 | 1.240                                                  | 1.198            | 1.021            | 441              | 3.900                                                   | --                      | --                      | 2.148           | 1.752             |

| Column percentages                                                                                                                               | Total | Age at time of measurement<br>[ ▲ ▽: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▽: subgroup vs rest] |                             |                            | Gender          |                   |
|--------------------------------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-----------------------------|----------------------------|-----------------|-------------------|
|                                                                                                                                                  |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-<br>employed<br>[5,8%] | Not<br>employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[C49] Statement about company - Elderly workers are passed over in case of promotion or internal recruitment</b>                              |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| · 1 Totally disagree                                                                                                                             | 24,4% | 29,5%Δ                                                 | 21,6%▽           | 19,1%▽           | 29,9%Δ           | 24,4%                                                   | --                          | --                         | 22,0%▽          | 27,4%Δ            |
| · 2 Disagree                                                                                                                                     | 29,8% | 31,4%                                                  | 29,9%            | 31,2%            | 22,2%▽           | 29,8%                                                   | --                          | --                         | 30,7%           | 28,9%             |
| · 3 Neither agree nor disagree                                                                                                                   | 34,9% | 31,0%▽                                                 | 37,3%Δ           | 36,7%            | 35,1%            | 34,9%                                                   | --                          | --                         | 34,0%           | 35,9%             |
| · 4 Agree                                                                                                                                        | 8,1%  | 6,6%▽                                                  | 8,2%             | 9,4%             | 8,8%             | 8,1%                                                    | --                          | --                         | 10,0%Δ          | 5,7%▽             |
| · 5 Totally agree                                                                                                                                | 2,8%  | 1,5%▽                                                  | 2,9%             | 3,5%             | 4,1%             | 2,8%                                                    | --                          | --                         | 3,3%Δ           | 2,1%▽             |
| - Mean                                                                                                                                           | 2,35  | 2,19 ▼                                                 | 2,41Δ            | 2,47Δ            | 2,35             | 2,35                                                    | --                          | --                         | 2,42Δ           | 2,26▽             |
| N                                                                                                                                                | 3.900 | 1.240                                                  | 1.197            | 1.021            | 442              | 3.900                                                   | --                          | --                         | 2.150           | 1.750             |
| <b>[C50] Statement about company - Elderly workers do not have equal opportunities for training during work time</b>                             |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| · 1 Totally disagree                                                                                                                             | 29,3% | 33,6%Δ                                                 | 27,9%            | 24,5%▽           | 32,2%            | 29,3%                                                   | --                          | --                         | 27,5%▽          | 31,5%Δ            |
| · 2 Disagree                                                                                                                                     | 35,9% | 34,8%                                                  | 37,5%            | 38,5%Δ           | 28,3%▽           | 35,9%                                                   | --                          | --                         | 36,7%           | 34,9%             |
| · 3 Neither agree nor disagree                                                                                                                   | 25,2% | 23,5%                                                  | 25,2%            | 26,7%            | 26,8%            | 25,2%                                                   | --                          | --                         | 24,7%           | 25,8%             |
| · 4 Agree                                                                                                                                        | 7,0%  | 5,5%▽                                                  | 7,1%             | 7,7%             | 9,5%Δ            | 7,0%                                                    | --                          | --                         | 8,2%Δ           | 5,6%▽             |
| · 5 Totally agree                                                                                                                                | 2,6%  | 2,7%                                                   | 2,3%             | 2,5%             | 3,2%             | 2,6%                                                    | --                          | --                         | 2,9%            | 2,2%              |
| - Mean                                                                                                                                           | 2,18  | 2,09▽                                                  | 2,19             | 2,25Δ            | 2,23             | 2,18                                                    | --                          | --                         | 2,22Δ           | 2,12▽             |
| N                                                                                                                                                | 3.896 | 1.236                                                  | 1.198            | 1.021            | 441              | 3.896                                                   | --                          | --                         | 2.147           | 1.749             |
| <b>[C51] Statement about company - Younger workers are preferred when new equipment etc. are introduced</b>                                      |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| · 1 Totally disagree                                                                                                                             | 28,9% | 33,6%Δ                                                 | 27,4%            | 23,8%▽           | 31,6%            | 28,9%                                                   | --                          | --                         | 26,6%▽          | 31,8%Δ            |
| · 2 Disagree                                                                                                                                     | 35,7% | 35,5%                                                  | 37,0%            | 37,9%            | 27,3% ▼          | 35,7%                                                   | --                          | --                         | 36,4%           | 34,7%             |
| · 3 Neither agree nor disagree                                                                                                                   | 26,4% | 23,9%▽                                                 | 26,1%            | 28,6%            | 29,3%            | 26,4%                                                   | --                          | --                         | 26,1%           | 26,7%             |
| · 4 Agree                                                                                                                                        | 7,2%  | 5,5%▽                                                  | 7,5%             | 8,1%             | 8,9%             | 7,2%                                                    | --                          | --                         | 8,8%Δ           | 5,2%▽             |
| · 5 Totally agree                                                                                                                                | 1,8%  | 1,5%                                                   | 2,0%             | 1,6%             | 3,0%             | 1,8%                                                    | --                          | --                         | 2,0%            | 1,6%              |
| - Mean                                                                                                                                           | 2,17  | 2,06▽                                                  | 2,20             | 2,26Δ            | 2,24             | 2,17                                                    | --                          | --                         | 2,23Δ           | 2,10▽             |
| N                                                                                                                                                | 3.901 | 1.240                                                  | 1.200            | 1.021            | 440              | 3.901                                                   | --                          | --                         | 2.151           | 1.750             |
| <b>[C52] Statement about company - Elderly workers experience higher pressure to leave the company</b>                                           |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| · 1 Totally disagree                                                                                                                             | 32,0% | 35,4%Δ                                                 | 28,6%▽           | 29,2%▽           | 37,7%Δ           | 32,0%                                                   | --                          | --                         | 30,9%           | 33,2%             |
| · 2 Disagree                                                                                                                                     | 33,0% | 32,3%                                                  | 35,5%Δ           | 33,6%            | 27,3%▽           | 33,0%                                                   | --                          | --                         | 33,1%           | 32,9%             |
| · 3 Neither agree nor disagree                                                                                                                   | 26,2% | 25,2%                                                  | 26,6%            | 26,7%            | 27,0%            | 26,2%                                                   | --                          | --                         | 25,6%           | 27,0%             |
| · 4 Agree                                                                                                                                        | 6,9%  | 5,7%                                                   | 7,5%             | 8,2%             | 5,5%             | 6,9%                                                    | --                          | --                         | 8,0%Δ           | 5,5%▽             |
| · 5 Totally agree                                                                                                                                | 1,9%  | 1,4%                                                   | 1,8%             | 2,4%             | 2,5%             | 1,9%                                                    | --                          | --                         | 2,3%Δ           | 1,3%▽             |
| - Mean                                                                                                                                           | 2,14  | 2,05▽                                                  | 2,18             | 2,21Δ            | 2,08             | 2,14                                                    | --                          | --                         | 2,18Δ           | 2,09▽             |
| N                                                                                                                                                | 3.895 | 1.239                                                  | 1.198            | 1.018            | 440              | 3.895                                                   | --                          | --                         | 2.146           | 1.749             |
| <b>[D01] Have you changed to a different employer in the past 12 months?</b>                                                                     |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| · % Yes                                                                                                                                          | 7,1%  | 10,3%Δ                                                 | 6,7%             | 5,3%▽            | 3,4%▽            | 7,1%                                                    | --                          | --                         | 7,1%            | 7,1%              |
| N                                                                                                                                                | 3.926 | 1.248                                                  | 1.206            | 1.026            | 446              | 3.926                                                   | --                          | --                         | 2.161           | 1.765             |
| <b>[D02] Have you changed to another profession when you changed to a different employer?</b>                                                    |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| · % Yes                                                                                                                                          | 44,6% | 42,9%                                                  | 49,4%            | 48,1%            | 20,0% ▼          | 44,6%                                                   | --                          | --                         | 37,9% ▼         | 52,8% ▲           |
| N                                                                                                                                                | 276   | 126                                                    | 81               | 54               | 15               | 276                                                     | --                          | --                         | 153             | 123               |
| <b>[D03] Have you changed to another job or profession in the past 12 months?</b>                                                                |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| · % Yes                                                                                                                                          | 5,8%  | 6,8%                                                   | 6,7%             | 5,1%             | 3,2%▽            | 6,0%                                                    | 4,1%                        | --                         | 6,4%Δ           | 4,9%▽             |
| N                                                                                                                                                | 4.131 | 1.227                                                  | 1.241            | 1.065            | 598              | 3.647                                                   | 484                         | --                         | 2.311           | 1.820             |
| <b>[\$D04A] Which factors played a role in your decision to choose another function or employer? [multiple answers possible]</b>                 |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| · Decision to change to another job - Financial factors                                                                                          | 9,2%  | 12,2%                                                  | 8,1%             | 5,6%             | 7,7%             | 9,2%                                                    | --                          | --                         | 9,7%            | 8,6%              |
| · Decision to change to another job - Because of my health I could not do my work anymore                                                        | 6,2%  | 6,8%                                                   | 6,9%             | 5,6%             | Ø%               | 6,2%                                                    | --                          | --                         | 5,5%            | 7,2%              |
| · Decision to change to another job - My contract ended because of restructuring, bankruptcy, discharge, or because my contract was not extended | 26,1% | 24,4%                                                  | 20,0% ▼          | 35,5% ▲          | 38,5%            | 26,1%                                                   | --                          | --                         | 27,3%           | 24,4%             |
| · Decision to change to another job - I was looking for a new challenge                                                                          | 29,9% | 36,1% ▲                                                | 30,0%            | 21,5% ▼          | 15,4%            | 29,9%                                                   | --                          | --                         | 27,3%           | 33,5%             |
| · Decision to change to another job - I wanted to spend more time with my family, and or to perform volunteer aid or volunteer work              | 2,8%  | 1,5%                                                   | 3,8%             | 3,7%             | 3,8%             | 2,8%                                                    | --                          | --                         | 2,8%            | 2,9%              |
| · Decision to change to another job - I did not enjoy my work anymore                                                                            | 17,5% | 23,4% ▲                                                | 15,6%            | 12,1%            | 3,8%             | 17,5%                                                   | --                          | --                         | 18,7%           | 15,8%             |
| · Decision to change to another job - Other reason                                                                                               | 34,9% | 31,2%                                                  | 37,5%            | 36,4%            | 42,3%            | 34,9%                                                   | --                          | --                         | 34,6%           | 35,4%             |
| N                                                                                                                                                | 498   | 205                                                    | 160              | 107              | 26               | 498                                                     | --                          | --                         | 289             | 209               |

| Column percentages                                                                                             | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|----------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| [D05B] Which factors played a role in your decision to choose another profession? [multiple answers possible]  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Decision to change to another profession - Financial factors                                                 | 25,0% | 14,3%                                                  | 75,0%▲           | Ø%               | 12,5%            | --                                                      | 25,0%                   | --                      | 21,4%           | 33,3%             |
| - Decision to change to another profession - Because of my health I could not do my work anymore               | 10,0% | 14,3%                                                  | Ø%               | Ø%               | 12,5%            | --                                                      | 10,0%                   | --                      | 14,3%           | Ø%                |
| - Decision to change to another profession - Less demand for my products or services                           | 35,0% | 28,6%                                                  | 25,0%            | 100%             | 37,5%            | --                                                      | 35,0%                   | --                      | 42,9%           | 16,7%             |
| - Decision to change to another profession - I was looking for a new challenge                                 | 40,0% | 42,9%                                                  | 25,0%            | 100%             | 37,5%            | --                                                      | 40,0%                   | --                      | 50,0%           | 16,7%             |
| - Decision to change to another profession - I did not enjoy my work anymore                                   | 15,0% | 14,3%                                                  | 25,0%            | Ø%               | 12,5%            | --                                                      | 15,0%                   | --                      | 21,4%           | Ø%                |
| - Decision to change to another profession - Other reason                                                      | 25,0% | 14,3%                                                  | 25,0%            | Ø%               | 37,5%            | --                                                      | 25,0%                   | --                      | 7,1%▼           | 66,7%▲            |
| N                                                                                                              | 20    | 7                                                      | 4                | 1                | 8                | --                                                      | 20                      | --                      | 14              | 6                 |
| [D06] 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 tasks or responsibilities                                          | 4,4%  | 3,7%                                                   | 3,6%             | 4,7%             | 6,7%Δ            | 4,0%▼                                                   | 7,0%Δ                   | --                      | 4,5%            | 4,2%              |
| - Work changes past 12 months - Expansion of tasks or responsibilities                                         | 15,7% | 20,9%▲                                                 | 18,1%Δ           | 12,2%▼           | 5,4%▼            | 16,8%▲                                                  | 6,6%▼                   | --                      | 13,8%▼          | 18,0%Δ            |
| - Work changes past 12 months - (partly) different tasks or responsibilities                                   | 11,7% | 13,3%Δ                                                 | 12,7%            | 11,3%            | 7,0%▼            | 12,3%Δ                                                  | 7,0%▼                   | --                      | 11,6%           | 11,9%             |
| - Work changes past 12 months - More hours                                                                     | 9,1%  | 11,4%Δ                                                 | 9,7%             | 6,3%▼            | 7,5%             | 8,6%▼                                                   | 12,8%Δ                  | --                      | 6,3%▼           | 12,5%▲            |
| - Work changes past 12 months - Less hours                                                                     | 9,1%  | 5,8%▼                                                  | 6,7%▼            | 11,4%Δ           | 17,1%▲           | 7,9%▼                                                   | 18,2%▲                  | --                      | 9,4%            | 8,7%              |
| - Work changes past 12 months - Change in working times                                                        | 6,6%  | 7,4%                                                   | 7,0%             | 5,7%             | 6,0%             | 6,7%                                                    | 6,0%                    | --                      | 5,6%▼           | 7,9%Δ             |
| - Work changes past 12 months - No changes                                                                     | 58,9% | 55,9%▼                                                 | 57,8%            | 61,1%            | 63,9%Δ           | 58,8%                                                   | 59,7%                   | --                      | 62,3%Δ          | 54,7%▼            |
| N                                                                                                              | 4.410 | 1.356                                                  | 1.322            | 1.119            | 613              | 3.926                                                   | 484                     | --                      | 2.465           | 1.945             |
| [D07] Have you been promoted in your company in the past 12 months?                                            |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                                        | 3,0%  | 4,1%Δ                                                  | 3,3%             | 2,0%▼            | 1,4%▼            | 3,0%                                                    | --                      | --                      | 3,4%            | 2,5%              |
| N                                                                                                              | 3.914 | 1.244                                                  | 1.203            | 1.023            | 444              | 3.914                                                   | --                      | --                      | 2.155           | 1.759             |
| [D08] Have you gone to a lower position or salary in the past 12 months?                                       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 No                                                                                                         | 95,6% | 95,4%                                                  | 96,0%            | 94,7%            | 97,3%            | 95,6%                                                   | --                      | --                      | 95,9%           | 95,3%             |
| - 2 Yes, lower position and lower salary                                                                       | 1,2%  | 1,2%                                                   | 1,3%             | 1,5%             | 0,7%             | 1,2%                                                    | --                      | --                      | 1,1%            | 1,4%              |
| - 3 Yes, lower position                                                                                        | 1,0%  | 0,9%                                                   | 0,9%             | 1,6%             | Ø%               | 1,0%                                                    | --                      | --                      | 1,0%            | 0,9%              |
| - 4 Yes, lower salary                                                                                          | 2,2%  | 2,5%                                                   | 1,9%             | 2,2%             | 2,1%             | 2,2%                                                    | --                      | --                      | 2,0%            | 2,4%              |
| N                                                                                                              | 3.792 | 1.190                                                  | 1.162            | 1.002            | 438              | 3.792                                                   | --                      | --                      | 2.078           | 1.714             |
| [D09] How do your knowledge and skills fit with your job?                                                      |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Good                                                                                                       | 80,1% | 77,5%▼                                                 | 76,9%▼           | 84,2%Δ           | 85,5%Δ           | 79,2%▼                                                  | 87,3%▲                  | --                      | 80,7%           | 79,4%             |
| - 2 Fair                                                                                                       | 16,4% | 18,7%Δ                                                 | 19,0%Δ           | 13,0%▼           | 12,2%▼           | 17,0%Δ                                                  | 11,4%▼                  | --                      | 16,0%           | 17,0%             |
| - 3 Moderate                                                                                                   | 2,4%  | 3,3%Δ                                                  | 2,7%             | 1,8%             | 1,2%▼            | 2,6%Δ                                                   | 1,0%▼                   | --                      | 2,5%            | 2,4%              |
| - 4 Poor                                                                                                       | 1,0%  | 0,5%▼                                                  | 1,4%             | 1,0%             | 1,2%             | 1,1%                                                    | 0,2%                    | --                      | 0,9%            | 1,2%              |
| - Mean                                                                                                         | 1,24  | 1,27Δ                                                  | 1,29Δ            | 1,20▼            | 1,18▼            | 1,26▲                                                   | 1,14▼                   | --                      | 1,24            | 1,25              |
| N                                                                                                              | 4.390 | 1.351                                                  | 1.317            | 1.115            | 607              | 3.908                                                   | 482                     | --                      | 2.454           | 1.936             |
| [D10] I have the right knowledge and skills for my present job                                                 |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Totally disagree                                                                                           | 0,1%  | 0,1%                                                   | Ø%               | 0,4%             | Ø%               | 0,1%                                                    | 0,2%                    | --                      | 0,1%            | 0,2%              |
| - 2 Disagree                                                                                                   | 0,7%  | 1,0%                                                   | 0,9%             | 0,5%             | Ø%               | 0,7%                                                    | 0,6%                    | --                      | 0,9%            | 0,6%              |
| - 3 Neither agree nor disagree                                                                                 | 5,4%  | 6,5%Δ                                                  | 5,6%             | 4,8%             | 3,3%▼            | 5,4%                                                    | 4,8%                    | --                      | 5,3%            | 5,4%              |
| - 4 Agree                                                                                                      | 43,7% | 44,9%                                                  | 47,6%Δ           | 41,9%            | 35,7%▼           | 44,6%Δ                                                  | 36,2%▼                  | --                      | 44,1%           | 43,1%             |
| - 5 Totally agree                                                                                              | 50,1% | 47,4%▼                                                 | 45,9%▼           | 52,4%            | 61,0%▲           | 49,1%▼                                                  | 58,2%Δ                  | --                      | 49,6%           | 50,8%             |
| - Mean                                                                                                         | 4,43  | 4,38▼                                                  | 4,38▼            | 4,45             | 4,58▲            | 4,42▼                                                   | 4,52Δ                   | --                      | 4,42            | 4,44              |
| N                                                                                                              | 4.394 | 1.350                                                  | 1.316            | 1.117            | 611              | 3.911                                                   | 483                     | --                      | 2.455           | 1.939             |
| [Oudekennis_Wn_Zs] • Knowledge obsolescence [employees and self-employed, 3 items, 1=low-5=high]               |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                         | 2,71  | 2,76Δ                                                  | 2,80Δ            | 2,67▼            | 2,51▼            | 2,73▲                                                   | 2,56▼                   | --                      | 2,73            | 2,69              |
| - Minimum                                                                                                      | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | --                      | 1               | 1                 |
| - Maximum                                                                                                      | 5     | 5                                                      | 5                | 5                | 5                | 5                                                       | 5                       | --                      | 5               | 5                 |
| N                                                                                                              | 4.400 | 1.353                                                  | 1.319            | 1.117            | 611              | 3.917                                                   | 483                     | --                      | 2.460           | 1.940             |
| [D11] I use certain knowledge or skills insufficiently and so forget or lose them                              |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Totally disagree                                                                                           | 15,2% | 13,4%▼                                                 | 11,0%▼           | 17,0%            | 25,2%▲           | 14,4%▼                                                  | 21,9%Δ                  | --                      | 14,8%           | 15,7%             |
| - 2 Disagree                                                                                                   | 34,4% | 33,4%                                                  | 32,2%▼           | 36,1%            | 38,1%Δ           | 34,4%                                                   | 34,4%                   | --                      | 35,3%           | 33,1%             |
| - 3 Neither agree nor disagree                                                                                 | 28,3% | 28,5%                                                  | 31,4%Δ           | 27,3%            | 22,9%▼           | 28,6%                                                   | 25,9%                   | --                      | 27,4%           | 29,4%             |
| - 4 Agree                                                                                                      | 18,7% | 20,8%Δ                                                 | 21,7%Δ           | 17,0%            | 11,0%▼           | 19,2%Δ                                                  | 15,1%▼                  | --                      | 18,9%           | 18,5%             |
| - 5 Totally agree                                                                                              | 3,4%  | 4,0%                                                   | 3,7%             | 2,6%             | 2,8%             | 3,5%                                                    | 2,7%                    | --                      | 3,5%            | 3,3%              |
| - Mean                                                                                                         | 2,61  | 2,69Δ                                                  | 2,75Δ            | 2,52▼            | 2,28▼            | 2,63Δ                                                   | 2,42▼                   | --                      | 2,61            | 2,60              |
| N                                                                                                              | 4.397 | 1.353                                                  | 1.318            | 1.115            | 611              | 3.914                                                   | 483                     | --                      | 2.459           | 1.938             |
| [D12] I have knowledge and skills that I no longer need                                                        |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Totally disagree                                                                                           | 8,8%  | 7,8%                                                   | 7,4%▼            | 9,9%             | 12,3%Δ           | 8,5%▼                                                   | 11,7%Δ                  | --                      | 8,3%            | 9,5%              |
| - 2 Disagree                                                                                                   | 22,5% | 23,8%                                                  | 21,1%            | 24,1%            | 20,0%            | 22,5%                                                   | 22,5%                   | --                      | 21,3%▼          | 24,1%Δ            |
| - 3 Neither agree nor disagree                                                                                 | 29,0% | 30,0%                                                  | 31,9%Δ           | 26,1%▼           | 26,1%            | 28,9%                                                   | 30,5%                   | --                      | 29,1%           | 29,0%             |
| - 4 Agree                                                                                                      | 30,8% | 30,2%                                                  | 32,0%            | 30,1%            | 31,0%            | 31,2%                                                   | 28,2%                   | --                      | 32,4%Δ          | 28,9%▼            |
| - 5 Totally agree                                                                                              | 8,7%  | 8,2%                                                   | 7,6%             | 9,8%             | 10,5%            | 8,9%                                                    | 7,1%                    | --                      | 8,9%            | 8,5%              |
| - Mean                                                                                                         | 3,08  | 3,07                                                   | 3,11             | 3,06             | 3,07             | 3,10Δ                                                   | 2,96▼                   | --                      | 3,12Δ           | 3,03▼             |
| N                                                                                                              | 4.390 | 1.351                                                  | 1.315            | 1.115            | 609              | 3.911                                                   | 479                     | --                      | 2.453           | 1.937             |



| Column percentages                                                                                                                        | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|-------------------------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                                           |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[D13] I lack new knowledge and skills that become important</b>                                                                        |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Totally disagree                                                                                                                      | 16,7% | 14,8%▼                                                 | 13,1%▼           | 17,4%            | 27,3%▲           | 15,9%▼                                                  | 23,1%Δ                  | --                      | 16,6%           | 16,8%             |
| - 2 Disagree                                                                                                                              | 38,6% | 37,7%                                                  | 38,7%            | 39,1%            | 39,6%            | 38,5%                                                   | 39,9%                   | --                      | 38,1%           | 39,3%             |
| - 3 Neither agree nor disagree                                                                                                            | 29,8% | 30,1%                                                  | 32,9%Δ           | 29,1%            | 23,7%▼           | 30,5%Δ                                                  | 24,1%▼                  | --                      | 29,5%           | 30,1%             |
| - 4 Agree                                                                                                                                 | 12,6% | 14,3%Δ                                                 | 13,4%            | 12,4%            | 7,4%▼            | 12,7%                                                   | 11,2%                   | --                      | 13,3%           | 11,6%             |
| - 5 Totally agree                                                                                                                         | 2,3%  | 3,2%Δ                                                  | 1,9%             | 2,1%             | 2,0%             | 2,4%                                                    | 1,7%                    | --                      | 2,4%            | 2,2%              |
| - Mean                                                                                                                                    | 2,45  | 2,53Δ                                                  | 2,52Δ            | 2,43             | 2,17▼            | 2,47Δ                                                   | 2,28▼                   | --                      | 2,47            | 2,43              |
| N                                                                                                                                         | 4.395 | 1.354                                                  | 1.318            | 1.115            | 608              | 3.914                                                   | 481                     | --                      | 2.454           | 1.941             |
| <b>[D14] How do your knowledge and skills fit with the current labor market?</b>                                                          |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Good                                                                                                                                  | 37,1% | 15,7%▼                                                 | 22,5%▼           | 37,3%            | 45,0%▲           | --                                                      | --                      | 37,1%                   | 42,2%▲          | 29,9%▼            |
| - 2 Fair                                                                                                                                  | 38,2% | 45,7%                                                  | 35,2%            | 29,3%            | 39,3%            | --                                                      | --                      | 38,2%                   | 38,7%           | 37,6%             |
| - 3 Moderate                                                                                                                              | 20,0% | 27,1%                                                  | 31,0%▲           | 26,7%            | 14,5%▼           | --                                                      | --                      | 20,0%                   | 16,0%▼          | 25,8%▲            |
| - 4 Poor                                                                                                                                  | 4,7%  | 11,4%▲                                                 | 11,3%▲           | 6,7%             | 1,3%▼            | --                                                      | --                      | 4,7%                    | 3,2%            | 6,8%              |
| - Mean                                                                                                                                    | 1,92  | 2,34▲                                                  | 2,31▲            | 2,03             | 1,72▼            | --                                                      | --                      | 1,92                    | 1,80▼           | 2,10▲             |
| N                                                                                                                                         | 534   | 70                                                     | 71               | 75               | 318              | --                                                      | --                      | 534                     | 313             | 221               |
| <b>[Oudekennis_Nw] • Knowledge obsolescence [unemployed, 3 items, 1=low-5=high]</b>                                                       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                                    | 3,08  | 3,32▲                                                  | 3,48▲            | 3,08             | 2,94▼            | --                                                      | --                      | 3,08                    | 2,94▼           | 3,27▲             |
| - Minimum                                                                                                                                 | 1     | 1                                                      | 1                | 1                | 1                | --                                                      | --                      | 1                       | 1               | 1                 |
| - Maximum                                                                                                                                 | 5     | 5                                                      | 5                | 5                | 5                | --                                                      | --                      | 5                       | 5               | 5                 |
| N                                                                                                                                         | 560   | 74                                                     | 73               | 80               | 333              | --                                                      | --                      | 560                     | 322             | 238               |
| <b>[D15] I use certain knowledge or skills insufficiently and so forget or lose them</b>                                                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Totally disagree                                                                                                                      | 6,2%  | 6,6%                                                   | 4,1%             | 5,1%             | 6,9%             | --                                                      | --                      | 6,2%                    | 8,4%▲           | 3,3%▼             |
| - 2 Disagree                                                                                                                              | 22,5% | 18,4%                                                  | 13,7%            | 19,0%            | 26,1%▲           | --                                                      | --                      | 22,5%                   | 25,5%Δ          | 18,4%▼            |
| - 3 Neither agree nor disagree                                                                                                            | 33,0% | 28,9%                                                  | 37,0%            | 34,2%            | 32,7%            | --                                                      | --                      | 33,0%                   | 32,6%           | 33,5%             |
| - 4 Agree                                                                                                                                 | 31,2% | 32,9%                                                  | 32,9%            | 32,9%            | 30,0%            | --                                                      | --                      | 31,2%                   | 28,9%           | 34,3%             |
| - 5 Totally agree                                                                                                                         | 7,1%  | 13,2%▲                                                 | 12,3%            | 8,9%             | 4,2%▼            | --                                                      | --                      | 7,1%                    | 4,7%▼           | 10,5%▲            |
| - Mean                                                                                                                                    | 3,11  | 3,28                                                   | 3,36▲            | 3,22             | 2,98▼            | --                                                      | --                      | 3,11                    | 2,96▼           | 3,30▲             |
| N                                                                                                                                         | 561   | 76                                                     | 73               | 79               | 333              | --                                                      | --                      | 561                     | 322             | 239               |
| <b>[D16] I have knowledge and skills that are no longer requested</b>                                                                     |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Totally disagree                                                                                                                      | 9,1%  | 4,2%                                                   | 4,2%             | 13,9%            | 10,0%            | --                                                      | --                      | 9,1%                    | 10,3%           | 7,4%              |
| - 2 Disagree                                                                                                                              | 31,3% | 23,9%                                                  | 21,1%▼           | 30,4%            | 35,3%▲           | --                                                      | --                      | 31,3%                   | 35,4%▲          | 25,5%▼            |
| - 3 Neither agree nor disagree                                                                                                            | 26,4% | 32,4%                                                  | 33,8%            | 24,1%            | 24,0%            | --                                                      | --                      | 26,4%                   | 24,5%           | 29,0%             |
| - 4 Agree                                                                                                                                 | 24,2% | 28,2%                                                  | 26,8%            | 20,3%            | 23,7%            | --                                                      | --                      | 24,2%                   | 22,3%           | 26,8%             |
| - 5 Totally agree                                                                                                                         | 9,1%  | 11,3%                                                  | 14,1%            | 11,4%            | 7,0%▼            | --                                                      | --                      | 9,1%                    | 7,5%            | 11,3%             |
| - Mean                                                                                                                                    | 2,93  | 3,18▲                                                  | 3,25▲            | 2,85             | 2,82▼            | --                                                      | --                      | 2,93                    | 2,81▼           | 3,09▲             |
| N                                                                                                                                         | 550   | 71                                                     | 71               | 79               | 329              | --                                                      | --                      | 550                     | 319             | 231               |
| <b>[D17] I lack new knowledge and skills that have become important</b>                                                                   |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Totally disagree                                                                                                                      | 6,7%  | 4,1%                                                   | 1,4%             | 6,3%             | 8,5%Δ            | --                                                      | --                      | 6,7%                    | 8,2%            | 4,7%              |
| - 2 Disagree                                                                                                                              | 18,4% | 8,2%▼                                                  | 6,8%▼            | 20,3%            | 22,9%▲           | --                                                      | --                      | 18,4%                   | 21,4%Δ          | 14,5%▼            |
| - 3 Neither agree nor disagree                                                                                                            | 33,8% | 35,6%                                                  | 30,1%            | 34,2%            | 34,1%            | --                                                      | --                      | 33,8%                   | 36,2%           | 30,6%             |
| - 4 Agree                                                                                                                                 | 32,5% | 41,1%                                                  | 38,4%            | 29,1%            | 30,2%            | --                                                      | --                      | 32,5%                   | 29,2%           | 37,0%             |
| - 5 Totally agree                                                                                                                         | 8,5%  | 11,0%                                                  | 23,3%▲           | 10,1%            | 4,3%▼            | --                                                      | --                      | 8,5%                    | 5,0%▼           | 13,2%▲            |
| - Mean                                                                                                                                    | 3,18  | 3,47▲                                                  | 3,75▲            | 3,16             | 2,99▼            | --                                                      | --                      | 3,18                    | 3,02▼           | 3,40▲             |
| N                                                                                                                                         | 553   | 73                                                     | 73               | 79               | 328              | --                                                      | --                      | 553                     | 318             | 235               |
| <b>[D17a] Do you learn a lot or little from the tasks you perform for your job?</b>                                                       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Much                                                                                                                                  | 34,5% | 36,5%                                                  | 35,3%            | 33,5%            | 30,2%▼           | 34,2%                                                   | 37,2%                   | --                      | 35,1%           | 33,7%             |
| - 2 In between                                                                                                                            | 55,3% | 53,8%                                                  | 54,2%            | 57,6%            | 56,9%            | 55,3%                                                   | 55,7%                   | --                      | 55,3%           | 55,3%             |
| - 3 Little                                                                                                                                | 10,2% | 9,6%                                                   | 10,5%            | 8,9%             | 13,0%Δ           | 10,5%Δ                                                  | 7,1%▼                   | --                      | 9,6%            | 10,9%             |
| - Mean                                                                                                                                    | 1,76  | 1,73                                                   | 1,75             | 1,75             | 1,83Δ            | 1,76Δ                                                   | 1,70▼                   | --                      | 1,74            | 1,77              |
| N                                                                                                                                         | 4.389 | 1.352                                                  | 1.315            | 1.112            | 610              | 3.908                                                   | 481                     | --                      | 2.450           | 1.939             |
| <b>[D17b] Do you learn a lot or little from people at work, such as colleagues, supervisors and customers?</b>                            |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Much                                                                                                                                  | 29,2% | 31,0%                                                  | 31,4%Δ           | 28,0%            | 22,6%▼           | 30,2%▲                                                  | 21,0%▼                  | --                      | 28,0%           | 30,7%             |
| - 2 In between                                                                                                                            | 55,0% | 56,2%                                                  | 52,8%            | 57,4%            | 52,8%            | 55,4%                                                   | 52,3%                   | --                      | 56,1%           | 53,6%             |
| - 3 Little                                                                                                                                | 15,8% | 12,8%▼                                                 | 15,8%            | 14,6%            | 24,6%▲           | 14,4%▼                                                  | 26,7%▲                  | --                      | 15,9%           | 15,7%             |
| - Mean                                                                                                                                    | 1,87  | 1,82▼                                                  | 1,84             | 1,87             | 2,02▲            | 1,84▼                                                   | 2,06▲                   | --                      | 1,88            | 1,85              |
| N                                                                                                                                         | 4.367 | 1.345                                                  | 1.306            | 1.114            | 602              | 3.891                                                   | 476                     | --                      | 2.447           | 1.920             |
| <b>[\$D18] Have you attended one or more of the following activities for your work in the past 12 months? [multiple answers possible]</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Activities attended - Training or instruction at work                                                                                   | 44,6% | 48,4%Δ                                                 | 48,5%Δ           | 44,2%            | 28,9%▼           | 48,0%▲                                                  | 17,8%▼                  | --                      | 43,8%           | 45,7%             |
| - Activities attended - 1-5-day course or education                                                                                       | 20,1% | 22,6%Δ                                                 | 22,8%Δ           | 18,7%            | 11,1%▼           | 20,9%Δ                                                  | 13,8%▼                  | --                      | 21,5%Δ          | 18,4%▼            |
| - Activities attended - >5-day course or education                                                                                        | 3,2%  | 4,7%Δ                                                  | 3,8%             | 2,0%▼            | 0,5%▼            | 3,1%                                                    | 3,3%                    | --                      | 3,2%            | 3,1%              |
| - Activities attended - Visit to trade fair, conference or seminar                                                                        | 11,4% | 11,9%                                                  | 11,5%            | 10,4%            | 11,9%            | 10,1%▼                                                  | 21,5%▲                  | --                      | 12,6%Δ          | 9,9%▼             |
| - Activities attended - Meeting of supplier, branch organization, company facility                                                        | 7,6%  | 8,1%                                                   | 8,8%             | 6,2%▼            | 6,5%             | 6,9%▼                                                   | 13,4%▲                  | --                      | 9,9%▲           | 4,6%▼             |
| - Activities attended - No, none of these activities                                                                                      | 42,3% | 39,1%▼                                                 | 38,1%▼           | 42,8%            | 57,6%▲           | 40,6%▼                                                  | 56,4%▲                  | --                      | 41,4%           | 43,4%             |
| N                                                                                                                                         | 4.410 | 1.356                                                  | 1.322            | 1.119            | 613              | 3.926                                                   | 484                     | --                      | 2.465           | 1.945             |

| Column percentages                                                                                                  | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                             |                            | Gender          |                   |
|---------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-----------------------------|----------------------------|-----------------|-------------------|
|                                                                                                                     |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-<br>employed<br>[5,8%] | Not<br>employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| [D20A] 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                                            | 64,9% | 63,6%                                                  | 66,5%            | 64,8%            | 64,2%            | 64,5%                                                   | 69,7%                       | --                         | 65,3%           | 64,4%             |
| Reason attending activities - To comply to employer policy or legal requirements                                    | 48,8% | 48,4%                                                  | 49,5%            | 51,4%            | 40,9%▼           | 50,7%▲                                                  | 27,0%▼                      | --                         | 49,5%           | 47,8%             |
| Reason attending activities - To perform better at work                                                             | 28,8% | 33,0%Δ                                                 | 30,4%            | 22,7%▼           | 25,3%            | 28,7%                                                   | 29,9%                       | --                         | 29,2%           | 28,2%             |
| Reason attending activities - To improve career perspectives                                                        | 6,5%  | 11,0%▲                                                 | 6,3%             | 2,2%▼            | 3,1%▼            | 6,1%▼                                                   | 10,4%Δ                      | --                         | 6,6%            | 6,3%              |
| Reason attending activities - For personal reasons or reasons outside work                                          | 13,2% | 14,1%                                                  | 15,2%Δ           | 9,7%▼            | 12,8%            | 11,9%▼                                                  | 28,0%▲                      | --                         | 14,2%           | 11,9%             |
| Reason attending activities - I don't know                                                                          | 1,6%  | 1,6%                                                   | 2,0%             | 1,1%             | 1,9%             | 1,6%                                                    | 1,4%                        | --                         | 1,7%            | 1,5%              |
| N                                                                                                                   | 2.537 | 824                                                    | 816              | 640              | 257              | 2.326                                                   | 211                         | --                         | 1.440           | 1.097             |
| [D21a] Who initiated the activity?                                                                                  |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| 1 I attended at my own initiative                                                                                   | 38,1% | 41,2%Δ                                                 | 39,7%            | 34,1%▼           | 32,1%            | 38,1%                                                   | --                          | --                         | 38,1%           | 38,1%             |
| 2 The employer proposed the activity                                                                                | 32,5% | 31,7%                                                  | 32,1%            | 31,9%            | 38,8%Δ           | 32,5%                                                   | --                          | --                         | 34,3%Δ          | 30,2%▼            |
| 3 The employer has required the activity                                                                            | 29,4% | 27,1%                                                  | 28,2%            | 34,1%Δ           | 29,1%            | 29,4%                                                   | --                          | --                         | 27,6%▼          | 31,7%Δ            |
| N                                                                                                                   | 2.328 | 772                                                    | 758              | 602              | 196              | 2.328                                                   | --                          | --                         | 1.302           | 1.026             |
| [D21B] 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                                                | 21,9% | 22,9%                                                  | 23,4%            | 23,3%            | 11,4%▼           | 21,9%                                                   | --                          | --                         | 23,2%Δ          | 20,2%▼            |
| Changes workplace last 12 months - Changes to your working methods and practices                                    | 18,4% | 18,6%                                                  | 19,8%            | 19,7%            | 11,2%▼           | 18,4%                                                   | --                          | --                         | 19,0%           | 17,7%             |
| Changes workplace last 12 months - Changes to the products or services you help to produce or deliver               | 8,9%  | 9,5%                                                   | 9,6%             | 8,2%             | 6,7%             | 8,9%                                                    | --                          | --                         | 10,8%Δ          | 6,5%▼             |
| Changes workplace last 12 months - Changes to the amount of contact you have with clients or customers              | 8,2%  | 8,4%                                                   | 8,8%             | 8,5%             | 4,9%▼            | 8,2%                                                    | --                          | --                         | 8,5%            | 7,8%              |
| Changes workplace last 12 months - Not applicable                                                                   | 59,6% | 56,7%▼                                                 | 58,7%            | 57,7%            | 74,7%▲           | 59,6%                                                   | --                          | --                         | 58,8%           | 60,6%             |
| Changes workplace last 12 months - Don't know                                                                       | 4,5%  | 5,6%Δ                                                  | 4,1%             | 4,1%             | 3,4%             | 4,5%                                                    | --                          | --                         | 3,8%▼           | 5,3%Δ             |
| N                                                                                                                   | 3.926 | 1.248                                                  | 1.206            | 1.026            | 446              | 3.926                                                   | --                          | --                         | 2.161           | 1.765             |
| [Leerorientatie] • Learning orientation [4 items, 1=entirely disagree-5=entirely agree]                             |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - Mean                                                                                                              | 3,74  | 3,82Δ                                                  | 3,77Δ            | 3,70▼            | 3,57▼            | 3,74                                                    | 3,75                        | --                         | 3,72            | 3,76              |
| - Minimum                                                                                                           | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                           | --                         | 1               | 1                 |
| - Maximum                                                                                                           | 5     | 5                                                      | 5                | 5                | 5                | 5                                                       | 5                           | --                         | 5               | 5                 |
| N                                                                                                                   | 4.397 | 1.351                                                  | 1.319            | 1.117            | 610              | 3.913                                                   | 484                         | --                         | 2.459           | 1.938             |
| [D22] In my work I keep trying to learn new things                                                                  |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| 1 Totally disagree                                                                                                  | 1,8%  | 1,3%                                                   | 2,0%             | 2,0%             | 2,0%             | 1,8%                                                    | 1,4%                        | --                         | 1,6%            | 2,0%              |
| 2 Disagree                                                                                                          | 5,9%  | 5,1%                                                   | 6,7%             | 4,3%▼            | 8,7%Δ            | 6,0%                                                    | 5,2%                        | --                         | 6,4%            | 5,2%              |
| 3 Neither agree nor disagree                                                                                        | 25,9% | 22,5%▼                                                 | 23,4%▼           | 31,1%Δ           | 29,5%Δ           | 26,3%                                                   | 22,7%                       | --                         | 26,0%           | 25,9%             |
| 4 Agree                                                                                                             | 51,3% | 54,8%Δ                                                 | 52,0%            | 50,1%            | 44,1%▼           | 51,3%                                                   | 50,8%                       | --                         | 51,2%           | 51,3%             |
| 5 Totally agree                                                                                                     | 15,1% | 16,3%                                                  | 15,9%            | 12,5%▼           | 15,7%            | 14,6%▼                                                  | 19,8%Δ                      | --                         | 14,8%           | 15,6%             |
| - Mean                                                                                                              | 3,72  | 3,80Δ                                                  | 3,73             | 3,67▼            | 3,63▼            | 3,71▼                                                   | 3,82Δ                       | --                         | 3,71            | 3,73              |
| N                                                                                                                   | 4.397 | 1.351                                                  | 1.319            | 1.117            | 610              | 3.913                                                   | 484                         | --                         | 2.461           | 1.936             |
| [D23] I think about how I can keep doing a good job in the future                                                   |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| 1 Totally disagree                                                                                                  | 1,9%  | 1,4%                                                   | 1,7%             | 1,5%             | 4,3%Δ            | 1,9%                                                    | 2,3%                        | --                         | 1,9%            | 1,9%              |
| 2 Disagree                                                                                                          | 6,2%  | 4,5%▼                                                  | 4,6%▼            | 7,3%             | 11,6%▲           | 6,3%                                                    | 5,8%                        | --                         | 6,8%            | 5,5%              |
| 3 Neither agree nor disagree                                                                                        | 22,0% | 19,9%▼                                                 | 20,3%            | 21,8%            | 30,3%▲           | 22,5%Δ                                                  | 17,4%▼                      | --                         | 22,4%           | 21,4%             |
| 4 Agree                                                                                                             | 55,3% | 57,8%Δ                                                 | 58,2%Δ           | 56,1%            | 42,3%▼           | 55,4%                                                   | 54,9%                       | --                         | 55,5%           | 55,2%             |
| 5 Totally agree                                                                                                     | 14,6% | 16,3%Δ                                                 | 15,3%            | 13,3%            | 11,5%▼           | 13,9%▼                                                  | 19,7%Δ                      | --                         | 13,4%▼          | 16,0%Δ            |
| - Mean                                                                                                              | 3,74  | 3,83Δ                                                  | 3,81Δ            | 3,72             | 3,45▼            | 3,73▼                                                   | 3,84Δ                       | --                         | 3,72▼           | 3,78Δ             |
| N                                                                                                                   | 4.391 | 1.349                                                  | 1.316            | 1.116            | 610              | 3.908                                                   | 483                         | --                         | 2.455           | 1.936             |
| [D24] In my work I search for people from whom I can learn something                                                |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| 1 Totally disagree                                                                                                  | 2,6%  | 1,9%▼                                                  | 2,4%             | 2,4%             | 5,3%Δ            | 2,3%▼                                                   | 5,2%Δ                       | --                         | 2,4%            | 3,0%              |
| 2 Disagree                                                                                                          | 7,5%  | 6,2%▼                                                  | 6,8%             | 7,6%             | 11,9%Δ           | 6,9%▼                                                   | 12,2%Δ                      | --                         | 8,6%Δ           | 6,0%▼             |
| 3 Neither agree nor disagree                                                                                        | 35,6% | 32,7%▼                                                 | 33,9%            | 38,6%Δ           | 40,2%Δ           | 35,5%                                                   | 35,9%                       | --                         | 35,3%           | 36,0%             |
| 4 Agree                                                                                                             | 44,5% | 47,5%Δ                                                 | 46,5%            | 43,5%            | 35,3%▼           | 45,5%Δ                                                  | 36,3%▼                      | --                         | 44,6%           | 44,4%             |
| 5 Totally agree                                                                                                     | 9,8%  | 11,8%Δ                                                 | 10,4%            | 7,9%▼            | 7,4%▼            | 9,7%                                                    | 10,4%                       | --                         | 9,1%            | 10,6%             |
| - Mean                                                                                                              | 3,51  | 3,61Δ                                                  | 3,56Δ            | 3,47▼            | 3,28▼            | 3,53▲                                                   | 3,34▼                       | --                         | 3,49            | 3,54              |
| N                                                                                                                   | 4.387 | 1.347                                                  | 1.318            | 1.115            | 607              | 3.905                                                   | 482                         | --                         | 2.453           | 1.934             |
| [D25] With regard to my skills and knowledge I see to it that I can cope with changes                               |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| 1 Totally disagree                                                                                                  | 0,7%  | 0,5%                                                   | 0,9%             | 0,5%             | 1,0%             | 0,7%                                                    | 0,4%                        | --                         | 0,6%            | 0,9%              |
| 2 Disagree                                                                                                          | 1,5%  | 1,5%                                                   | 0,9%▼            | 1,8%             | 2,5%Δ            | 1,4%▼                                                   | 2,9%Δ                       | --                         | 1,5%            | 1,6%              |
| 3 Neither agree nor disagree                                                                                        | 16,6% | 14,1%▼                                                 | 16,1%            | 18,2%            | 20,2%Δ           | 16,4%                                                   | 18,0%                       | --                         | 17,5%           | 15,5%             |
| 4 Agree                                                                                                             | 61,4% | 63,0%                                                  | 63,2%            | 60,8%            | 55,2%▼           | 62,2%Δ                                                  | 55,4%▼                      | --                         | 61,4%           | 61,4%             |
| 5 Totally agree                                                                                                     | 19,8% | 20,9%                                                  | 18,9%            | 18,7%            | 21,2%            | 19,3%▼                                                  | 23,3%Δ                      | --                         | 19,0%           | 20,7%             |
| - Mean                                                                                                              | 3,98  | 4,02Δ                                                  | 3,98             | 3,95             | 3,93             | 3,98                                                    | 3,98                        | --                         | 3,97            | 3,99              |
| N                                                                                                                   | 4.387 | 1.347                                                  | 1.317            | 1.114            | 609              | 3.903                                                   | 484                         | --                         | 2.452           | 1.935             |

| Column percentages                                                                         |       | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|--------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                            | Total | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[D26n] Use arrangements - Part-time early retirement</b>                                |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes, I make use of it                                                                  | 2,5%  | 1,1%▼                                                  | 1,9%             | 3,2%             | 6,1%▲            | 2,5%                                                    | --                      | --                      | 3,2%Δ           | 1,7%▼             |
| - 2 No                                                                                     | 66,8% | 68,6%                                                  | 65,3%            | 65,4%            | 68,9%            | 66,8%                                                   | --                      | --                      | 66,0%           | 67,7%             |
| - 3 This arrangement is not available                                                      | 30,7% | 30,2%                                                  | 32,8%            | 31,4%            | 25,0%▼           | 30,7%                                                   | --                      | --                      | 30,8%           | 30,6%             |
| N                                                                                          | 3.904 | 1.243                                                  | 1.199            | 1.022            | 440              | 3.904                                                   | --                      | --                      | 2.153           | 1.751             |
| <b>[D27n] Use arrangements - Shorter working week for older employees</b>                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes, I make use of it                                                                  | 10,1% | 2,2%▼                                                  | 4,5%▼            | 21,2%▲           | 21,9%▲           | 10,1%                                                   | --                      | --                      | 13,5%▲          | 5,8%▼             |
| - 2 No                                                                                     | 64,2% | 70,0%Δ                                                 | 68,5%Δ           | 54,6%▼           | 58,5%▼           | 64,2%                                                   | --                      | --                      | 63,6%           | 65,0%             |
| - 3 This arrangement is not available                                                      | 25,7% | 27,8%Δ                                                 | 26,9%            | 24,3%            | 19,6%▼           | 25,7%                                                   | --                      | --                      | 22,9%▼          | 29,2%Δ            |
| N                                                                                          | 3.896 | 1.241                                                  | 1.195            | 1.021            | 439              | 3.896                                                   | --                      | --                      | 2.148           | 1.748             |
| <b>[D28n] Use arrangements - Exemption from evening or night work for older employees</b>  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes, I make use of it                                                                  | 5,7%  | 1,5%▼                                                  | 4,0%▼            | 10,5%▲           | 11,2%▲           | 5,7%                                                    | --                      | --                      | 7,2%Δ           | 3,9%▼             |
| - 2 No                                                                                     | 61,0% | 65,6%Δ                                                 | 62,3%            | 55,9%▼           | 56,7%▼           | 61,0%                                                   | --                      | --                      | 60,9%           | 61,2%             |
| - 3 This arrangement is not available                                                      | 33,2% | 32,9%                                                  | 33,7%            | 33,6%            | 32,1%            | 33,2%                                                   | --                      | --                      | 32,0%           | 34,8%             |
| N                                                                                          | 3.893 | 1.240                                                  | 1.194            | 1.020            | 439              | 3.893                                                   | --                      | --                      | 2.146           | 1.747             |
| <b>[D29n] Use arrangements - Less demanding work tasks for older employees</b>             |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes, I make use of it                                                                  | 1,9%  | 0,8%▼                                                  | 0,9%▼            | 2,8%Δ            | 5,5%▲            | 1,9%                                                    | --                      | --                      | 2,6%Δ           | 1,0%▼             |
| - 2 No                                                                                     | 63,8% | 65,8%                                                  | 62,5%            | 62,5%            | 64,6%            | 63,8%                                                   | --                      | --                      | 64,9%           | 62,4%             |
| - 3 This arrangement is not available                                                      | 34,4% | 33,4%                                                  | 36,6%            | 34,8%            | 29,9%▼           | 34,4%                                                   | --                      | --                      | 32,6%▼          | 36,6%Δ            |
| N                                                                                          | 3.889 | 1.238                                                  | 1.195            | 1.018            | 438              | 3.889                                                   | --                      | --                      | 2.144           | 1.745             |
| <b>[D30n] Use arrangements - Re-education towards another profession for older workers</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes, I make use of it                                                                  | 0,6%  | 0,6%                                                   | 0,4%             | 0,5%             | 1,4%Δ            | 0,6%                                                    | --                      | --                      | 0,7%            | 0,5%              |
| - 2 No                                                                                     | 66,8% | 68,1%                                                  | 65,9%            | 65,3%            | 69,2%            | 66,8%                                                   | --                      | --                      | 68,4%Δ          | 64,9%▼            |
| - 3 This arrangement is not available                                                      | 32,6% | 31,3%                                                  | 33,6%            | 34,3%            | 29,5%            | 32,6%                                                   | --                      | --                      | 30,9%▼          | 34,7%Δ            |
| N                                                                                          | 3.892 | 1.240                                                  | 1.198            | 1.016            | 438              | 3.892                                                   | --                      | --                      | 2.145           | 1.747             |
| <b>[D31n] Use arrangements - Adaptation of work environment in case of health problems</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes, I make use of it                                                                  | 6,6%  | 5,8%                                                   | 6,5%             | 7,6%             | 6,4%             | 6,6%                                                    | --                      | --                      | 6,0%            | 7,3%              |
| - 2 No                                                                                     | 78,1% | 80,3%Δ                                                 | 78,4%            | 76,2%            | 75,2%            | 78,1%                                                   | --                      | --                      | 79,6%Δ          | 76,3%▼            |
| - 3 This arrangement is not available                                                      | 15,3% | 13,9%                                                  | 15,0%            | 16,2%            | 18,3%            | 15,3%                                                   | --                      | --                      | 14,4%           | 16,5%             |
| N                                                                                          | 3.891 | 1.241                                                  | 1.197            | 1.017            | 436              | 3.891                                                   | --                      | --                      | 2.147           | 1.744             |
| <b>[D32n] Use arrangements - Adaptation of work tasks in case of health problems</b>       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes, I make use of it                                                                  | 5,3%  | 3,7%▼                                                  | 5,3%             | 7,6%Δ            | 4,4%             | 5,3%                                                    | --                      | --                      | 5,3%            | 5,3%              |
| - 2 No                                                                                     | 79,8% | 82,9%Δ                                                 | 80,5%            | 76,1%▼           | 78,2%            | 79,8%                                                   | --                      | --                      | 80,7%           | 78,8%             |
| - 3 This arrangement is not available                                                      | 14,9% | 13,4%                                                  | 14,2%            | 16,3%            | 17,4%            | 14,9%                                                   | --                      | --                      | 14,0%           | 15,9%             |
| N                                                                                          | 3.884 | 1.237                                                  | 1.198            | 1.013            | 436              | 3.884                                                   | --                      | --                      | 2.142           | 1.742             |
| <b>[E04] Current work ability compared to best period</b>                                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 0 Completely unable to work                                                              | 3,3%  | 3,1%                                                   | 2,9%             | 4,5%Δ            | 3,1%             | 0,6%▼                                                   | 0,4%▼                   | 6,3%▲                   | 2,0%▼           | 4,9%Δ             |
| - 1                                                                                        | 1,9%  | 1,4%                                                   | 2,3%             | 2,9%Δ            | 1,6%▼            | 0,2%▼                                                   | 0,4%▼                   | 3,8%▲                   | 1,3%▼           | 2,6%Δ             |
| - 2                                                                                        | 2,9%  | 2,4%                                                   | 2,7%             | 3,7%Δ            | 2,8%             | 0,5%▼                                                   | 0,6%▼                   | 5,5%▲                   | 2,2%▼           | 3,7%Δ             |
| - 3                                                                                        | 3,2%  | 2,2%▼                                                  | 2,5%             | 3,1%             | 4,0%Δ            | 0,6%▼                                                   | 1,2%▼                   | 6,1%▲                   | 2,7%▼           | 3,9%Δ             |
| - 4                                                                                        | 2,4%  | 1,2%▼                                                  | 1,4%▼            | 2,2%             | 3,5%Δ            | 0,7%▼                                                   | 0,8%▼                   | 4,3%▲                   | 1,9%▼           | 3,1%Δ             |
| - 5                                                                                        | 4,4%  | 3,1%▼                                                  | 3,3%▼            | 2,8%▼            | 6,0%Δ            | 2,2%▼                                                   | 1,2%▼                   | 6,9%▲                   | 3,8%▼           | 5,0%Δ             |
| - 6                                                                                        | 7,4%  | 4,6%▼                                                  | 5,2%▼            | 6,0%▼            | 10,1%Δ           | 5,0%▼                                                   | 3,5%▼                   | 10,3%▲                  | 7,2%            | 7,7%              |
| - 7                                                                                        | 18,7% | 13,4%▼                                                 | 13,8%▼           | 15,4%▼           | 24,2%▲           | 15,2%▼                                                  | 14,3%▼                  | 22,7%Δ                  | 19,7%Δ          | 17,5%▼            |
| - 8                                                                                        | 31,0% | 32,5%                                                  | 33,3%Δ           | 31,3%            | 29,3%▼           | 37,3%▲                                                  | 38,1%Δ                  | 23,9%▼                  | 33,0%Δ          | 28,6%▼            |
| - 9                                                                                        | 17,3% | 24,3%▲                                                 | 23,2%Δ           | 20,2%Δ           | 10,8%▼           | 26,4%▲                                                  | 25,9%▲                  | 7,2%▼                   | 19,1%Δ          | 15,1%▼            |
| - 10 Work ability at its best                                                              | 7,5%  | 11,9%Δ                                                 | 9,4%Δ            | 8,0%             | 4,6%▼            | 11,3%▲                                                  | 13,5%▲                  | 3,0%▼                   | 7,0%            | 8,0%              |
| - Mean                                                                                     | 7,02  | 7,52▲                                                  | 7,34Δ            | 6,98             | 6,71▼            | 8,02▲                                                   | 8,08▲                   | 5,91▼                   | 7,28▲           | 6,72▼             |
| N                                                                                          | 8.311 | 1.529                                                  | 1.533            | 1.523            | 3.726            | 3.885                                                   | 483                     | 3.943                   | 4.525           | 3.786             |
| <b>[E15] I am quite able to work</b>                                                       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Totally disagree                                                                       | 4,6%  | 11,5%▲                                                 | 10,7%▲           | 7,4%             | 0,9%▼            | --                                                      | --                      | 4,6%                    | 1,5%▼           | 8,6%▲             |
| - 2 Disagree                                                                               | 10,9% | 28,2%▲                                                 | 28,0%▲           | 8,6%             | 3,6%▼            | --                                                      | --                      | 10,9%                   | 6,8%▼           | 16,3%▲            |
| - 3 Neither agree nor disagree                                                             | 18,4% | 19,2%                                                  | 24,0%            | 22,2%            | 16,1%            | --                                                      | --                      | 18,4%                   | 15,1%▼          | 22,9%Δ            |
| - 4 Agree                                                                                  | 47,7% | 28,2%▼                                                 | 22,7%▼           | 42,0%            | 59,2%▲           | --                                                      | --                      | 47,7%                   | 53,5%▲          | 40,0%▼            |
| - 5 Totally agree                                                                          | 18,4% | 12,8%                                                  | 14,7%            | 19,8%            | 20,2%            | --                                                      | --                      | 18,4%                   | 23,1%▲          | 12,2%▼            |
| - Mean                                                                                     | 3,65  | 3,03▼                                                  | 3,03▼            | 3,58             | 3,94▲            | --                                                      | --                      | 3,65                    | 3,90▲           | 3,31▼             |
| N                                                                                          | 570   | 78                                                     | 75               | 81               | 336              | --                                                      | --                      | 570                     | 325             | 245               |
| <b>[E16] My health does not allow me to work</b>                                           |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Totally disagree                                                                       | 30,6% | 24,4%                                                  | 16,0%▼           | 28,0%            | 36,0%▲           | --                                                      | --                      | 30,6%                   | 35,4%▲          | 24,2%▼            |
| - 2 Disagree                                                                               | 33,0% | 11,5%▼                                                 | 22,7%▼           | 30,5%            | 41,1%▲           | --                                                      | --                      | 33,0%                   | 37,9%▲          | 26,6%▼            |
| - 3 Neither agree nor disagree                                                             | 17,8% | 20,5%                                                  | 22,7%            | 17,1%            | 16,3%            | --                                                      | --                      | 17,8%                   | 15,5%           | 20,9%             |
| - 4 Agree                                                                                  | 12,9% | 29,5%▲                                                 | 22,7%▲           | 17,1%            | 5,7%▼            | --                                                      | --                      | 12,9%                   | 8,4%▼           | 18,9%▲            |
| - 5 Totally agree                                                                          | 5,7%  | 14,1%▲                                                 | 16,0%▲           | 7,3%             | 0,9%▼            | --                                                      | --                      | 5,7%                    | 2,8%▼           | 9,4%▲             |
| - Mean                                                                                     | 2,30  | 2,97▲                                                  | 3,00▲            | 2,45             | 1,95▼            | --                                                      | --                      | 2,30                    | 2,05▼           | 2,63▲             |
| N                                                                                          | 566   | 78                                                     | 75               | 82               | 331              | --                                                      | --                      | 566                     | 322             | 244               |
| <b>[E17] I don't get the opportunity to work</b>                                           |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Totally disagree                                                                       | 13,7% | 11,5%                                                  | 14,7%            | 12,2%            | 14,4%            | --                                                      | --                      | 13,7%                   | 15,2%           | 11,8%             |
| - 2 Disagree                                                                               | 27,5% | 19,2%                                                  | 21,3%            | 18,3%▼           | 33,0%▲           | --                                                      | --                      | 27,5%                   | 31,9%▲          | 21,6%▼            |
| - 3 Neither agree nor disagree                                                             | 38,7% | 53,8%▲                                                 | 41,3%            | 41,5%            | 33,9%▼           | --                                                      | --                      | 38,7%                   | 33,4%▼          | 45,7%▲            |
| - 4 Agree                                                                                  | 16,4% | 11,5%                                                  | 17,3%            | 23,2%            | 15,6%            | --                                                      | --                      | 16,4%                   | 14,6%           | 18,8%             |
| - 5 Totally agree                                                                          | 3,7%  | 3,8%                                                   | 5,3%             | 4,9%             | 3,0%             | --                                                      | --                      | 3,7%                    | 5,0%            | 2,0%              |
| - Mean                                                                                     | 2,69  | 2,77                                                   | 2,77             | 2,90▲            | 2,60▼            | --                                                      | --                      | 2,69                    | 2,62            | 2,78              |
| N                                                                                          | 568   | 78                                                     | 75               | 82               | 333              | --                                                      | --                      | 568                     | 323             | 245               |

| Column percentages                                                                                                       | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|--------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                          |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[E18] Employers find me too old</b>                                                                                   |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Totally disagree                                                                                                     | 6,0%  | 5,1%                                                   | 1,3%             | 3,7%             | 7,8%Δ            | --                                                      | --                      | 6,0%                    | 6,8%            | 4,9%              |
| - 2 Disagree                                                                                                             | 12,5% | 9,0%                                                   | 2,7%▼            | 7,4%             | 16,9%▲           | --                                                      | --                      | 12,5%                   | 15,2%Δ          | 9,0%▼             |
| - 3 Neither agree nor disagree                                                                                           | 36,4% | 46,2%                                                  | 42,7%            | 34,6%            | 33,1%            | --                                                      | --                      | 36,4%                   | 35,7%           | 37,3%             |
| - 4 Agree                                                                                                                | 32,3% | 25,6%                                                  | 34,7%            | 38,3%            | 31,9%            | --                                                      | --                      | 32,3%                   | 29,8%           | 35,7%             |
| - 5 Totally agree                                                                                                        | 12,7% | 14,1%                                                  | 18,7%            | 16,0%            | 10,2%▼           | --                                                      | --                      | 12,7%                   | 12,4%           | 13,1%             |
| - Mean                                                                                                                   | 3,33  | 3,35                                                   | 3,67▲            | 3,56▲            | 3,20▼            | --                                                      | --                      | 3,33                    | 3,26            | 3,43              |
| N                                                                                                                        | 566   | 78                                                     | 75               | 81               | 332              | --                                                      | --                      | 566                     | 322             | 244               |
| <b>[E22] In the coming 12 months - Will be able to find a new employer</b>                                               |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Certainly not                                                                                                        | 15,8% | 8,5%▼                                                  | 9,8%▼            | 22,6%▲           | 28,4%▲           | 16,7%▲                                                  | --                      | 9,5%▼                   | 15,2%           | 16,6%             |
| - 2 Probably not                                                                                                         | 16,5% | 10,4%▼                                                 | 15,6%            | 21,3%Δ           | 21,4%Δ           | 15,1%▼                                                  | --                      | 26,0%▲                  | 15,3%▼          | 18,0%Δ            |
| - 3 Maybe                                                                                                                | 27,9% | 26,0%                                                  | 30,3%Δ           | 26,9%            | 28,5%            | 25,2%▼                                                  | --                      | 46,0%▲                  | 27,6%           | 28,3%             |
| - 4 Probably                                                                                                             | 25,8% | 34,7%▲                                                 | 29,4%Δ           | 19,6%▼           | 13,7%▼           | 27,6%▲                                                  | --                      | 13,9%▼                  | 26,3%           | 25,2%             |
| - 5 Certainly                                                                                                            | 14,0% | 20,3%▲                                                 | 14,9%            | 9,6%▼            | 8,1%▼            | 15,4%▲                                                  | --                      | 4,6%▼                   | 15,7%Δ          | 12,0%▼            |
| - Mean                                                                                                                   | 3,06  | 3,48▲                                                  | 3,24▲            | 2,72▼            | 2,52▼            | 3,10▲                                                   | --                      | 2,78▼                   | 3,12Δ           | 2,98▼             |
| N                                                                                                                        | 4.480 | 1.323                                                  | 1.276            | 1.105            | 776              | 3.911                                                   | --                      | 569                     | 2.475           | 2.005             |
| <b>[VerzuimPerc_Dt] • Individual sickness absence percentage (corrected for part-time)</b>                               |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                   | 4,78  | 4,95                                                   | 4,86             | 5,74Δ            | 2,47▼            | 5,14▲                                                   | 1,82▼                   | --                      | 4,45            | 5,19              |
| - Minimum                                                                                                                | 0     | 0                                                      | 0                | 0                | 0                | 0                                                       | 0                       | --                      | 0               | 0                 |
| - Maximum                                                                                                                | 100   | 100                                                    | 100              | 100              | 100              | 100                                                     | 100                     | --                      | 100             | 100               |
| N                                                                                                                        | 4.399 | 1.352                                                  | 1.320            | 1.115            | 612              | 3.915                                                   | 484                     | --                      | 2.459           | 1.940             |
| <b>[TeWerkenDagen] • Number of potential working days in calendar year [corrected for part-time; full-time=215 days]</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                   | 182   | 188Δ                                                   | 189▲             | 183              | 152▼             | 182                                                     | 186                     | --                      | 193▲            | 168▼              |
| - Minimum                                                                                                                | 43    | 43                                                     | 43               | 43               | 43               | 43                                                      | 43                      | --                      | 43              | 43                |
| - Maximum                                                                                                                | 215   | 215                                                    | 215              | 215              | 215              | 215                                                     | 215                     | --                      | 215             | 215               |
| N                                                                                                                        | 4.409 | 1.355                                                  | 1.322            | 1.119            | 613              | 3.925                                                   | 484                     | --                      | 2.464           | 1.945             |
| <b>[E23] On sick leave in the past 12 months</b>                                                                         |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                                                  | 34,2% | 35,0%                                                  | 36,5%Δ           | 37,4%Δ           | 21,7%▼           | 36,1%▲                                                  | 19,2%▼                  | --                      | 32,5%▼          | 36,3%Δ            |
| N                                                                                                                        | 4.410 | 1.356                                                  | 1.322            | 1.119            | 613              | 3.926                                                   | 484                     | --                      | 2.465           | 1.945             |
| <b>[E24] Number of times on sick leave in the past 12 months</b>                                                         |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                   | 1,80  | 1,61                                                   | 1,93             | 1,90             | 1,73             | 1,78                                                    | 2,19                    | --                      | 1,74            | 1,88              |
| - Minimum                                                                                                                | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | --                      | 1               | 1                 |
| - Maximum                                                                                                                | 90    | 12                                                     | 90               | 52               | 25               | 90                                                      | 25                      | --                      | 90              | 80                |
| N                                                                                                                        | 1.505 | 475                                                    | 481              | 416              | 133              | 1.412                                                   | 93                      | --                      | 799             | 706               |
| <b>[E24_incl_0] How often did you go on sick leave in the past 12 months? [With no sick leave=0 times]</b>               |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                   | 0,62  | 0,56                                                   | 0,70             | 0,71             | 0,38▼            | 0,64                                                    | 0,42                    | --                      | 0,56            | 0,68              |
| - Minimum                                                                                                                | 0     | 0                                                      | 0                | 0                | 0                | 0                                                       | 0                       | --                      | 0               | 0                 |
| - Maximum                                                                                                                | 90    | 12                                                     | 90               | 52               | 25               | 90                                                      | 25                      | --                      | 90              | 80                |
| N                                                                                                                        | 4.406 | 1.356                                                  | 1.321            | 1.116            | 613              | 3.922                                                   | 484                     | --                      | 2.462           | 1.944             |
| <b>[E25] Days on sick leave in the past 12 months</b>                                                                    |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                   | 27,2  | 27,9                                                   | 26,7             | 29,1             | 20,5             | 27,7                                                    | 19,1                    | --                      | 28,0            | 26,3              |
| - Minimum                                                                                                                | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | --                      | 1               | 1                 |
| - Maximum                                                                                                                | 365   | 365                                                    | 365              | 365              | 364              | 365                                                     | 365                     | --                      | 365             | 365               |
| N                                                                                                                        | 1.499 | 472                                                    | 480              | 415              | 132              | 1.406                                                   | 93                      | --                      | 797             | 702               |
| <b>[E25_incl_0] How many days did you have sick leave in the past 12 months? [With no sick leave=0 days]</b>             |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                   | 9,27  | 9,74                                                   | 9,71             | 10,8             | 4,42▼            | 9,96Δ                                                   | 3,67▼                   | --                      | 9,08            | 9,51              |
| - Minimum                                                                                                                | 0     | 0                                                      | 0                | 0                | 0                | 0                                                       | 0                       | --                      | 0               | 0                 |
| - Maximum                                                                                                                | 365   | 365                                                    | 365              | 365              | 364              | 365                                                     | 365                     | --                      | 365             | 365               |
| N                                                                                                                        | 4.400 | 1.353                                                  | 1.320            | 1.115            | 612              | 3.916                                                   | 484                     | --                      | 2.460           | 1.940             |
| <b>[E25a] Days on sick leave in the past 4 weeks?</b>                                                                    |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                   | 2,81  | 2,66                                                   | 2,95             | 2,74             | 3,01             | 2,87                                                    | 1,89                    | --                      | 2,82            | 2,79              |
| - Minimum                                                                                                                | 0     | 0                                                      | 0                | 0                | 0                | 0                                                       | 0                       | --                      | 0               | 0                 |
| - Maximum                                                                                                                | 31    | 31                                                     | 30               | 30               | 31               | 31                                                      | 28                      | --                      | 30              | 31                |
| N                                                                                                                        | 1.496 | 473                                                    | 481              | 410              | 132              | 1.403                                                   | 93                      | --                      | 795             | 701               |
| <b>[E25b] Hindered by physical or mental problems in the past 4 weeks?</b>                                               |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                                                  | 23,6% | 28,2%Δ                                                 | 24,4%            | 23,9%            | 11,4%▼           | 24,1%Δ                                                  | 19,8%▼                  | --                      | 20,9%▼          | 27,1%Δ            |
| N                                                                                                                        | 4.410 | 1.356                                                  | 1.322            | 1.119            | 613              | 3.926                                                   | 484                     | --                      | 2.465           | 1.945             |
| <b>[E25c] Number of days hindered by physical or mental problems in the past 4 weeks?</b>                                |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                   | 7,45  | 7,18                                                   | 7,63             | 7,67             | 7,20             | 7,43                                                    | 7,57                    | --                      | 7,83            | 7,08              |
| - Minimum                                                                                                                | 0     | 0                                                      | 0                | 0                | 0                | 0                                                       | 0                       | --                      | 0               | 0                 |
| - Maximum                                                                                                                | 31    | 31                                                     | 28               | 30               | 30               | 31                                                      | 28                      | --                      | 30              | 31                |
| N                                                                                                                        | 1.038 | 382                                                    | 319              | 267              | 70               | 943                                                     | 95                      | --                      | 511             | 527               |

| Column percentages                                                                   | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                             |                            | Gender          |                   |
|--------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-----------------------------|----------------------------|-----------------|-------------------|
|                                                                                      |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-<br>employed<br>[5,8%] | Not<br>employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[E25d] Quantity of work handled while hindered by physical or mental problems</b> |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 0                                                                                  | 2,0%  | 0,5%▼                                                  | 2,8%             | 2,6%             | 4,3%             | 1,9%                                                    | 3,2%                        | --                         | 1,6%            | 2,5%              |
| - 1 Couldn't do anything                                                             | 0,5%  | 0,8%                                                   | 0,3%             | 0,4%             | 0%               | 0,4%                                                    | 1,1%                        | --                         | 0,4%            | 0,6%              |
| - 2                                                                                  | 1,6%  | 1,6%                                                   | 0,9%             | 2,3%             | 2,9%             | 1,0%▼                                                   | 8,4%▲                       | --                         | 2,2%            | 1,1%              |
| - 3                                                                                  | 1,6%  | 2,1%                                                   | 1,6%             | 1,1%             | 1,4%             | 1,6%                                                    | 2,1%                        | --                         | 1,6%            | 1,7%              |
| - 4                                                                                  | 2,5%  | 2,4%                                                   | 2,5%             | 3,0%             | 1,4%             | 2,2%                                                    | 5,3%                        | --                         | 3,1%            | 1,9%              |
| - 5 Could do about half                                                              | 12,5% | 12,9%                                                  | 12,7%            | 12,5%            | 8,7%             | 12,8%                                                   | 9,5%                        | --                         | 14,5%           | 10,5%             |
| - 6                                                                                  | 14,3% | 15,5%                                                  | 10,9%▼           | 17,7%            | 10,1%            | 14,5%                                                   | 12,6%                       | --                         | 15,1%           | 13,5%             |
| - 7                                                                                  | 20,6% | 22,9%                                                  | 20,2%            | 18,9%            | 15,9%            | 21,0%                                                   | 15,8%                       | --                         | 19,6%           | 21,5%             |
| - 8                                                                                  | 22,2% | 20,3%                                                  | 23,6%            | 22,6%            | 24,6%            | 22,6%                                                   | 17,9%                       | --                         | 20,5%           | 23,8%             |
| - 9                                                                                  | 10,4% | 10,0%                                                  | 12,1%            | 8,7%             | 11,6%            | 10,0%                                                   | 14,7%                       | --                         | 10,2%           | 10,7%             |
| - 10 Could do as much as usually                                                     | 11,8% | 11,1%                                                  | 12,4%            | 10,2%            | 18,8%            | 12,0%                                                   | 9,5%                        | --                         | 11,4%           | 12,2%             |
| - Mean                                                                               | 7,00  | 7,00                                                   | 7,09             | 6,82             | 7,22             | 7,05▲                                                   | 6,49▼                       | --                         | 6,91            | 7,08              |
| N                                                                                    | 1.036 | 380                                                    | 322              | 265              | 69               | 941                                                     | 95                          | --                         | 511             | 525               |
| <b>[F11] Present in current job - Appreciation</b>                                   |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Not present at all                                                               | 5,0%  | 5,7%                                                   | 4,9%             | 4,5%             | 4,4%             | 5,2%                                                    | 3,5%                        | --                         | 5,9%Δ           | 3,8%▼             |
| - 2 Somewhat present                                                                 | 37,5% | 36,7%                                                  | 40,3%Δ           | 39,8%            | 28,6%▼           | 38,7%▲                                                  | 27,3%▼                      | --                         | 37,7%           | 37,2%             |
| - 3 Rather present                                                                   | 42,0% | 41,2%                                                  | 40,7%            | 42,3%            | 46,5%Δ           | 41,2%▼                                                  | 48,6%Δ                      | --                         | 42,0%           | 42,1%             |
| - 4 Highly present                                                                   | 15,5% | 16,4%                                                  | 14,1%            | 13,4%▼           | 20,5%Δ           | 14,9%▼                                                  | 20,7%Δ                      | --                         | 14,4%▼          | 16,9%Δ            |
| - Mean                                                                               | 2,68  | 2,68                                                   | 2,64▼            | 2,65             | 2,83▲            | 2,66▼                                                   | 2,86▲                       | --                         | 2,65▼           | 2,72Δ             |
| N                                                                                    | 4.401 | 1.353                                                  | 1.321            | 1.116            | 611              | 3.917                                                   | 484                         | --                         | 2.460           | 1.941             |
| <b>[F12] Present in current job - Interesting work</b>                               |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Not present at all                                                               | 3,2%  | 3,0%                                                   | 3,7%             | 2,6%             | 3,8%             | 3,4%Δ                                                   | 1,4%▼                       | --                         | 2,2%▼           | 4,5%Δ             |
| - 2 Somewhat present                                                                 | 22,4% | 22,1%                                                  | 23,3%            | 23,7%            | 18,7%▼           | 23,3%▲                                                  | 15,1%▼                      | --                         | 21,5%           | 23,5%             |
| - 3 Rather present                                                                   | 48,2% | 48,1%                                                  | 46,7%            | 49,8%            | 48,8%            | 48,5%                                                   | 45,8%                       | --                         | 48,6%           | 47,7%             |
| - 4 Highly present                                                                   | 26,2% | 26,9%                                                  | 26,4%            | 23,9%▼           | 28,7%            | 24,8%▼                                                  | 37,7%▲                      | --                         | 27,8%Δ          | 24,3%▼            |
| - Mean                                                                               | 2,97  | 2,99                                                   | 2,96             | 2,95             | 3,02             | 2,95▼                                                   | 3,20▲                       | --                         | 3,02Δ           | 2,92▼             |
| N                                                                                    | 4.385 | 1.350                                                  | 1.311            | 1.115            | 609              | 3.902                                                   | 483                         | --                         | 2.452           | 1.933             |
| <b>[F13] Present in current job - Opportunities for learning and development</b>     |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Not present at all                                                               | 19,6% | 16,1%▼                                                 | 17,3%▼           | 19,6%            | 32,1%▲           | 19,3%                                                   | 21,5%                       | --                         | 18,4%▼          | 21,0%Δ            |
| - 2 Somewhat present                                                                 | 43,5% | 42,1%                                                  | 44,3%            | 47,6%Δ           | 36,8%▼           | 43,6%                                                   | 42,2%                       | --                         | 44,4%           | 42,3%             |
| - 3 Rather present                                                                   | 29,2% | 31,3%Δ                                                 | 30,0%            | 27,9%            | 25,2%▼           | 29,4%                                                   | 28,0%                       | --                         | 29,9%           | 28,3%             |
| - 4 Highly present                                                                   | 7,8%  | 10,4%Δ                                                 | 8,4%             | 4,9%▼            | 5,9%             | 7,7%                                                    | 8,3%                        | --                         | 7,3%            | 8,4%              |
| - Mean                                                                               | 2,25  | 2,36Δ                                                  | 2,29Δ            | 2,18▼            | 2,05▼            | 2,25                                                    | 2,23                        | --                         | 2,26            | 2,24              |
| N                                                                                    | 4.393 | 1.353                                                  | 1.317            | 1.115            | 608              | 3.910                                                   | 483                         | --                         | 2.454           | 1.939             |
| <b>[F14] Present in current job - Autonomy</b>                                       |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Not present at all                                                               | 1,1%  | 1,0%                                                   | 1,4%             | 0,5%▼            | 1,5%             | 1,2%                                                    | 0,6%                        | --                         | 1,1%            | 1,1%              |
| - 2 Somewhat present                                                                 | 10,1% | 9,8%                                                   | 10,3%            | 10,0%            | 10,3%            | 10,9%▲                                                  | 3,5%▼                       | --                         | 9,4%            | 10,9%             |
| - 3 Rather present                                                                   | 43,2% | 43,6%                                                  | 44,7%            | 44,9%            | 36,0%▼           | 45,7%▲                                                  | 23,2%▼                      | --                         | 44,2%           | 41,9%             |
| - 4 Highly present                                                                   | 45,6% | 45,6%                                                  | 43,5%            | 44,6%            | 52,2%Δ           | 42,3%▼                                                  | 72,7%▲                      | --                         | 45,3%           | 46,1%             |
| - Mean                                                                               | 3,33  | 3,34                                                   | 3,30             | 3,33             | 3,39Δ            | 3,29▼                                                   | 3,68▲                       | --                         | 3,34            | 3,33              |
| N                                                                                    | 4.394 | 1.351                                                  | 1.317            | 1.117            | 609              | 3.911                                                   | 483                         | --                         | 2.457           | 1.937             |
| <b>[F15] Present in current job - Good social climate</b>                            |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Not present at all                                                               | 2,1%  | 1,8%                                                   | 2,0%             | 2,2%             | 2,8%             | 2,0%                                                    | 3,1%                        | --                         | 2,5%Δ           | 1,6%▼             |
| - 2 Somewhat present                                                                 | 17,1% | 18,4%                                                  | 17,8%            | 16,8%            | 13,2%▼           | 17,8%Δ                                                  | 11,9%▼                      | --                         | 17,1%           | 17,1%             |
| - 3 Rather present                                                                   | 49,7% | 49,4%                                                  | 50,2%            | 52,0%            | 45,1%▼           | 51,0%▲                                                  | 39,0%▼                      | --                         | 50,7%           | 48,5%             |
| - 4 Highly present                                                                   | 31,1% | 30,3%                                                  | 30,0%            | 28,9%            | 38,9%Δ           | 29,2%▼                                                  | 46,0%▲                      | --                         | 29,7%▼          | 32,8%Δ            |
| - Mean                                                                               | 3,10  | 3,08                                                   | 3,08             | 3,08             | 3,20Δ            | 3,07▼                                                   | 3,28▲                       | --                         | 3,08▼           | 3,12Δ             |
| N                                                                                    | 4.395 | 1.353                                                  | 1.319            | 1.116            | 607              | 3.915                                                   | 480                         | --                         | 2.458           | 1.937             |
| <b>[F16] Present in current job - Good supervisor</b>                                |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Not present at all                                                               | 13,1% | 11,3%▼                                                 | 12,5%            | 12,9%            | 18,8%Δ           | 9,9%▼                                                   | 40,5%▲                      | --                         | 13,2%           | 13,1%             |
| - 2 Somewhat present                                                                 | 27,7% | 29,2%                                                  | 28,0%            | 28,7%            | 22,1%▼           | 29,5%▲                                                  | 13,2%▼                      | --                         | 27,5%           | 28,1%             |
| - 3 Rather present                                                                   | 37,7% | 38,7%                                                  | 40,3%Δ           | 35,8%            | 33,3%▼           | 39,4%▲                                                  | 23,4%▼                      | --                         | 38,3%           | 36,9%             |
| - 4 Highly present                                                                   | 21,5% | 20,9%                                                  | 19,1%▼           | 22,6%            | 25,8%Δ           | 21,3%                                                   | 22,9%                       | --                         | 21,0%           | 22,0%             |
| - Mean                                                                               | 2,67  | 2,69                                                   | 2,66             | 2,68             | 2,66             | 2,72▲                                                   | 2,29▼                       | --                         | 2,67            | 2,68              |
| N                                                                                    | 4.377 | 1.347                                                  | 1.316            | 1.113            | 601              | 3.915                                                   | 462                         | --                         | 2.446           | 1.931             |
| <b>[F17] Present in current job - Good salary</b>                                    |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Not present at all                                                               | 12,3% | 12,4%                                                  | 12,2%            | 11,0%            | 14,8%Δ           | 11,8%▼                                                  | 16,4%Δ                      | --                         | 10,3%▼          | 14,8%Δ            |
| - 2 Somewhat present                                                                 | 34,9% | 34,2%                                                  | 35,5%            | 35,4%            | 34,3%            | 35,3%                                                   | 31,9%                       | --                         | 32,2%▼          | 38,4%Δ            |
| - 3 Rather present                                                                   | 38,6% | 39,6%                                                  | 38,8%            | 38,8%            | 35,5%            | 39,2%Δ                                                  | 33,3%▼                      | --                         | 41,3%Δ          | 35,1%▼            |
| - 4 Highly present                                                                   | 14,2% | 13,8%                                                  | 13,5%            | 14,8%            | 15,4%            | 13,7%▼                                                  | 18,4%Δ                      | --                         | 16,2%Δ          | 11,6%▼            |
| - Mean                                                                               | 2,55  | 2,55                                                   | 2,54             | 2,57             | 2,52             | 2,55                                                    | 2,54                        | --                         | 2,63▲           | 2,44▼             |
| N                                                                                    | 4.387 | 1.350                                                  | 1.316            | 1.112            | 609              | 3.910                                                   | 477                         | --                         | 2.453           | 1.934             |
| <b>[F18] Present in current job - Opportunity to work part-time</b>                  |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Not present at all                                                               | 15,4% | 15,0%                                                  | 15,1%            | 15,9%            | 16,0%            | 15,2%                                                   | 17,3%                       | --                         | 20,9%▲          | 8,4%▼             |
| - 2 Somewhat present                                                                 | 22,1% | 24,9%Δ                                                 | 23,0%            | 21,9%            | 14,3%▼           | 23,0%▲                                                  | 14,8%▼                      | --                         | 26,3%▲          | 16,7%▼            |
| - 3 Rather present                                                                   | 34,6% | 34,2%                                                  | 36,2%            | 35,1%            | 30,8%▼           | 35,3%Δ                                                  | 28,3%▼                      | --                         | 31,6%▼          | 38,4%Δ            |
| - 4 Highly present                                                                   | 27,9% | 25,9%▼                                                 | 25,7%▼           | 27,2%            | 38,9%▲           | 26,5%▼                                                  | 39,7%▲                      | --                         | 21,2%▼          | 36,5%▲            |
| - Mean                                                                               | 2,75  | 2,71                                                   | 2,72             | 2,74             | 2,93Δ            | 2,73▼                                                   | 2,90Δ                       | --                         | 2,53▼           | 3,03▲             |
| N                                                                                    | 4.389 | 1.349                                                  | 1.317            | 1.116            | 607              | 3.908                                                   | 481                         | --                         | 2.453           | 1.936             |



| Column percentages                                                                     | Total | Age at time of measurement<br>[ ▲ ▽: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▽: subgroup vs rest] |                         |                         | Gender          |                   |
|----------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                        |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[F19] Present in current job - Opportunity to determine one's own working hours</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Not present at all                                                                 | 25,2% | 26,7%                                                  | 24,7%            | 25,4%            | 22,4%            | 27,8%▲                                                  | 3,5%▼                   | --                      | 23,7%▽          | 27,1%Δ            |
| - 2 Somewhat present                                                                   | 24,0% | 26,0%Δ                                                 | 24,3%            | 24,4%            | 18,1%▽           | 25,7%▲                                                  | 10,0%▼                  | --                      | 21,8%▽          | 26,8%Δ            |
| - 3 Rather present                                                                     | 26,9% | 28,1%                                                  | 28,6%            | 26,9%            | 20,6%▽           | 26,7%                                                   | 28,6%                   | --                      | 29,6%Δ          | 23,5%▽            |
| - 4 Highly present                                                                     | 23,9% | 19,2%▽                                                 | 22,5%            | 23,3%            | 38,9%▲           | 19,7%▼                                                  | 57,9%▲                  | --                      | 24,9%           | 22,6%             |
| - Mean                                                                                 | 2,50  | 2,40▽                                                  | 2,49             | 2,48             | 2,76▲            | 2,38▼                                                   | 3,41▲                   | --                      | 2,56Δ           | 2,42▽             |
| N                                                                                      | 4.394 | 1.352                                                  | 1.318            | 1.117            | 607              | 3.912                                                   | 482                     | --                      | 2.455           | 1.939             |
| <b>[F20] Present in current job - Good job security</b>                                |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Not present at all                                                                 | 5,2%  | 4,7%                                                   | 5,2%             | 3,9%▽            | 8,9%Δ            | 3,7%▼                                                   | 17,7%▲                  | --                      | 5,5%            | 4,9%              |
| - 2 Somewhat present                                                                   | 17,9% | 18,0%                                                  | 16,9%            | 17,5%            | 20,2%            | 16,8%▼                                                  | 26,4%▲                  | --                      | 17,6%           | 18,3%             |
| - 3 Rather present                                                                     | 44,1% | 47,2%Δ                                                 | 44,5%            | 43,7%            | 36,9%▽           | 45,4%▲                                                  | 33,1%▼                  | --                      | 44,5%           | 43,5%             |
| - 4 Highly present                                                                     | 32,9% | 30,1%▽                                                 | 33,4%            | 35,0%            | 34,0%            | 34,1%▲                                                  | 22,9%▼                  | --                      | 32,5%           | 33,3%             |
| - Mean                                                                                 | 3,05  | 3,03                                                   | 3,06             | 3,10Δ            | 2,96▽            | 3,10▲                                                   | 2,61▼                   | --                      | 3,04            | 3,05              |
| N                                                                                      | 4.388 | 1.348                                                  | 1.316            | 1.115            | 609              | 3.907                                                   | 481                     | --                      | 2.454           | 1.934             |
| <b>[Bevlogenheid] • Enthusiasm/passion (6 items, 0=low-6=high)</b>                     |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                 | 4,18  | 4,13                                                   | 4,08▽            | 4,17             | 4,50▲            | 4,14▼                                                   | 4,48▲                   | --                      | 4,17            | 4,19              |
| - Minimum                                                                              | 0     | 0                                                      | 0                | 0                | 0                | 0                                                       | 0,67                    | --                      | 0               | 0                 |
| - Maximum                                                                              | 6     | 6                                                      | 6                | 6                | 6                | 6                                                       | 6                       | --                      | 6               | 6                 |
| N                                                                                      | 4.394 | 1.353                                                  | 1.318            | 1.114            | 609              | 3.911                                                   | 483                     | --                      | 2.458           | 1.936             |
| <b>[F21] At my work I feel bursting with energy</b>                                    |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 0 Never                                                                              | 1,3%  | 1,2%                                                   | 1,4%             | 1,3%             | 1,3%             | 1,3%                                                    | 1,4%                    | --                      | 1,7%Δ           | 0,8%▽             |
| - 1 Almost never (few times a year or less)                                            | 2,8%  | 2,8%                                                   | 2,8%             | 3,6%             | 1,3%▽            | 2,9%                                                    | 2,1%                    | --                      | 3,3%Δ           | 2,2%▽             |
| - 2 Rarely (once a month or less)                                                      | 11,5% | 11,6%                                                  | 13,0%Δ           | 12,1%            | 7,2%▽            | 12,1%Δ                                                  | 6,6%▽                   | --                      | 11,4%           | 11,7%             |
| - 3 Sometimes (few times a month)                                                      | 16,4% | 16,3%                                                  | 16,6%            | 17,7%            | 14,0%            | 16,6%                                                   | 15,3%                   | --                      | 16,4%           | 16,4%             |
| - 4 Often (once a week)                                                                | 22,9% | 23,4%                                                  | 22,9%            | 21,0%            | 25,1%            | 22,5%                                                   | 25,9%                   | --                      | 22,7%           | 23,2%             |
| - 5 Very often (few times a week)                                                      | 31,0% | 32,6%                                                  | 30,9%            | 29,6%            | 30,2%            | 31,2%                                                   | 29,8%                   | --                      | 31,2%           | 30,8%             |
| - 6 Always (every day)                                                                 | 14,0% | 12,0%▽                                                 | 12,3%▽           | 14,8%            | 20,9%▲           | 13,5%▽                                                  | 18,8%Δ                  | --                      | 13,3%           | 15,0%             |
| - Mean                                                                                 | 4,06  | 4,04                                                   | 3,99▽            | 4,02             | 4,34▲            | 4,03▽                                                   | 4,27Δ                   | --                      | 4,02▽           | 4,11Δ             |
| N                                                                                      | 4.393 | 1.353                                                  | 1.316            | 1.115            | 609              | 3.910                                                   | 483                     | --                      | 2.458           | 1.935             |
| <b>[F22] At my job I feel strong and vigorous</b>                                      |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 0 Never                                                                              | 1,2%  | 0,9%                                                   | 1,2%             | 1,4%             | 1,2%             | 1,2%                                                    | 1,2%                    | --                      | 1,4%            | 0,9%              |
| - 1 Almost never (few times a year or less)                                            | 2,8%  | 3,2%                                                   | 2,8%             | 3,4%             | 0,7%▽            | 2,9%                                                    | 1,4%                    | --                      | 3,2%            | 2,3%              |
| - 2 Rarely (once a month or less)                                                      | 10,7% | 11,3%                                                  | 11,7%            | 10,8%            | 6,9%▽            | 11,1%Δ                                                  | 7,2%▽                   | --                      | 10,5%           | 10,9%             |
| - 3 Sometimes (few times a month)                                                      | 15,9% | 15,4%                                                  | 16,7%            | 16,7%            | 13,7%            | 15,9%                                                   | 15,5%                   | --                      | 15,9%           | 15,9%             |
| - 4 Often (once a week)                                                                | 23,5% | 24,6%                                                  | 23,6%            | 22,7%            | 22,4%            | 23,5%                                                   | 23,6%                   | --                      | 23,5%           | 23,5%             |
| - 5 Very often (few times a week)                                                      | 31,4% | 31,4%                                                  | 31,6%            | 30,9%            | 32,3%            | 31,4%                                                   | 31,7%                   | --                      | 31,4%           | 31,5%             |
| - 6 Always (every day)                                                                 | 14,5% | 13,3%                                                  | 12,3%▽           | 14,1%            | 22,9%▲           | 13,9%▽                                                  | 19,3%Δ                  | --                      | 14,2%           | 15,0%             |
| - Mean                                                                                 | 4,10  | 4,07                                                   | 4,03▽            | 4,05             | 4,44▲            | 4,08▽                                                   | 4,31Δ                   | --                      | 4,08            | 4,13              |
| N                                                                                      | 4.382 | 1.349                                                  | 1.311            | 1.115            | 607              | 3.899                                                   | 483                     | --                      | 2.451           | 1.931             |
| <b>[F23] I am enthusiastic about my job</b>                                            |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 0 Never                                                                              | 1,1%  | 1,0%                                                   | 1,2%             | 1,2%             | 0,8%             | 1,2%                                                    | 0,6%                    | --                      | 1,3%            | 0,9%              |
| - 1 Almost never (few times a year or less)                                            | 2,7%  | 2,7%                                                   | 2,8%             | 3,1%             | 1,8%             | 3,0%▲                                                   | 0,4%▼                   | --                      | 3,1%            | 2,3%              |
| - 2 Rarely (once a month or less)                                                      | 8,1%  | 7,9%                                                   | 9,8%Δ            | 7,2%             | 6,3%             | 8,4%Δ                                                   | 5,4%▽                   | --                      | 8,0%            | 8,2%              |
| - 3 Sometimes (few times a month)                                                      | 13,9% | 13,9%                                                  | 14,2%            | 15,1%            | 11,0%▽           | 14,2%                                                   | 11,6%                   | --                      | 13,2%           | 14,8%             |
| - 4 Often (once a week)                                                                | 21,0% | 22,8%Δ                                                 | 22,1%            | 18,9%▽           | 18,3%            | 21,2%                                                   | 18,9%                   | --                      | 21,1%           | 20,8%             |
| - 5 Very often (few times a week)                                                      | 29,2% | 30,0%                                                  | 29,0%            | 28,9%            | 28,1%            | 28,9%                                                   | 31,1%                   | --                      | 29,3%           | 29,0%             |
| - 6 Always (every day)                                                                 | 24,1% | 21,6%▽                                                 | 20,8%▽           | 25,7%            | 33,7%▲           | 23,1%▽                                                  | 32,0%Δ                  | --                      | 24,1%           | 24,1%             |
| - Mean                                                                                 | 4,35  | 4,31                                                   | 4,24▽            | 4,37             | 4,63▲            | 4,31▼                                                   | 4,69▲                   | --                      | 4,34            | 4,36              |
| N                                                                                      | 4.386 | 1.350                                                  | 1.315            | 1.113            | 608              | 3.904                                                   | 482                     | --                      | 2.455           | 1.931             |
| <b>[F24] My job inspires me</b>                                                        |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 0 Never                                                                              | 2,5%  | 2,1%                                                   | 2,9%             | 2,8%             | 2,1%             | 2,7%Δ                                                   | 0,6%▽                   | --                      | 2,4%            | 2,7%              |
| - 1 Almost never (few times a year or less)                                            | 5,2%  | 5,0%                                                   | 6,2%Δ            | 4,9%             | 3,6%             | 5,6%Δ                                                   | 2,1%▽                   | --                      | 5,4%            | 4,9%              |
| - 2 Rarely (once a month or less)                                                      | 10,0% | 10,4%                                                  | 10,3%            | 11,1%            | 6,3%▽            | 10,4%Δ                                                  | 6,4%▽                   | --                      | 9,4%            | 10,7%             |
| - 3 Sometimes (few times a month)                                                      | 16,1% | 16,6%                                                  | 16,2%            | 17,2%            | 12,9%▽           | 16,4%                                                   | 13,5%                   | --                      | 15,8%           | 16,5%             |
| - 4 Often (once a week)                                                                | 22,5% | 23,9%                                                  | 24,4%Δ           | 20,3%▽           | 19,3%▽           | 22,8%                                                   | 20,4%                   | --                      | 22,3%           | 22,8%             |
| - 5 Very often (few times a week)                                                      | 26,2% | 27,3%                                                  | 24,1%▽           | 26,5%            | 27,7%            | 25,9%                                                   | 29,1%                   | --                      | 27,6%Δ          | 24,4%▽            |
| - 6 Always (every day)                                                                 | 17,5% | 14,7%▽                                                 | 15,8%▽           | 17,2%            | 28,2%▲           | 16,2%▼                                                  | 27,9%▲                  | --                      | 17,1%           | 18,1%             |
| - Mean                                                                                 | 4,00  | 3,96                                                   | 3,89▽            | 3,95             | 4,39▲            | 3,93▼                                                   | 4,50▲                   | --                      | 4,02            | 3,97              |
| N                                                                                      | 4.384 | 1.351                                                  | 1.313            | 1.113            | 607              | 3.903                                                   | 481                     | --                      | 2.451           | 1.933             |
| <b>[F25] When I get up in the morning, I feel like going to work</b>                   |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 0 Never                                                                              | 2,3%  | 2,4%                                                   | 2,9%             | 2,0%             | 1,3%             | 2,5%Δ                                                   | 0,6%▽                   | --                      | 2,5%            | 2,0%              |
| - 1 Almost never (few times a year or less)                                            | 4,2%  | 4,0%                                                   | 5,1%Δ            | 4,7%             | 1,6%▽            | 4,3%                                                    | 2,9%                    | --                      | 4,4%            | 3,9%              |
| - 2 Rarely (once a month or less)                                                      | 9,4%  | 9,8%                                                   | 10,1%            | 9,2%             | 7,4%             | 9,7%Δ                                                   | 6,8%▽                   | --                      | 9,2%            | 9,7%              |
| - 3 Sometimes (few times a month)                                                      | 16,6% | 17,5%                                                  | 16,7%            | 17,2%            | 13,0%▽           | 16,8%                                                   | 14,7%                   | --                      | 16,2%           | 17,0%             |
| - 4 Often (once a week)                                                                | 21,8% | 22,9%                                                  | 23,0%            | 19,2%▽           | 21,7%            | 21,7%                                                   | 23,2%                   | --                      | 21,2%           | 22,6%             |
| - 5 Very often (few times a week)                                                      | 28,0% | 28,4%                                                  | 26,3%            | 29,0%            | 28,6%            | 27,7%                                                   | 30,0%                   | --                      | 28,7%           | 27,0%             |
| - 6 Always (every day)                                                                 | 17,8% | 15,0%▽                                                 | 15,9%▽           | 18,7%            | 26,3%▲           | 17,3%▽                                                  | 21,7%Δ                  | --                      | 17,9%           | 17,7%             |
| - Mean                                                                                 | 4,06  | 4,00▽                                                  | 3,95▽            | 4,09             | 4,43▲            | 4,03▼                                                   | 4,34▲                   | --                      | 4,07            | 4,06              |
| N                                                                                      | 4.392 | 1.352                                                  | 1.318            | 1.114            | 608              | 3.909                                                   | 483                     | --                      | 2.456           | 1.936             |

| Column percentages                                                                                                         | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|----------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                            |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[F26] I am proud of the work that I do</b>                                                                              |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 0 Never                                                                                                                  | 1,4%  | 1,0%                                                   | 1,6%             | 1,9%             | 1,2%             | 1,5%                                                    | 0,6%                    | --                      | 1,6%            | 1,2%              |
| - 1 Almost never (few times a year or less)                                                                                | 2,7%  | 2,4%                                                   | 3,3%             | 2,9%             | 1,8%             | 2,8%                                                    | 1,9%                    | --                      | 2,9%            | 2,5%              |
| - 2 Rarely (once a month or less)                                                                                          | 6,6%  | 7,6%                                                   | 7,7%             | 5,9%             | 3,1%▼            | 7,1%▲                                                   | 2,7%▼                   | --                      | 6,5%            | 6,7%              |
| - 3 Sometimes (few times a month)                                                                                          | 12,5% | 13,4%                                                  | 13,3%            | 12,4%            | 9,1%▼            | 12,6%                                                   | 11,7%                   | --                      | 12,2%           | 13,0%             |
| - 4 Often (once a week)                                                                                                    | 19,1% | 19,9%                                                  | 18,8%            | 17,8%            | 19,9%            | 19,3%                                                   | 16,9%                   | --                      | 18,5%           | 19,7%             |
| - 5 Very often (few times a week)                                                                                          | 26,9% | 28,7%                                                  | 26,8%            | 25,4%            | 25,5%            | 26,8%                                                   | 27,3%                   | --                      | 27,5%           | 26,1%             |
| - 6 Always (every day)                                                                                                     | 30,8% | 26,8%▼                                                 | 28,5%▼           | 33,6%Δ           | 39,4%▲           | 29,8%▼                                                  | 38,8%Δ                  | --                      | 30,8%           | 30,7%             |
| - Mean                                                                                                                     | 4,49  | 4,42▼                                                  | 4,39▼            | 4,52             | 4,79▲            | 4,45▼                                                   | 4,80▲                   | --                      | 4,49            | 4,48              |
| N                                                                                                                          | 4.379 | 1.349                                                  | 1.313            | 1.110            | 607              | 3.900                                                   | 479                     | --                      | 2.454           | 1.925             |
| <b>[F35] Like to continue working in present job in the coming 12 months?</b>                                              |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Certainly not                                                                                                          | 4,0%  | 2,9%▼                                                  | 2,2%▼            | 4,4%             | 9,6%▲            | 4,4%▲                                                   | 0,4%▼                   | --                      | 4,1%            | 3,8%              |
| - 2 Probably not                                                                                                           | 4,1%  | 4,2%                                                   | 3,9%             | 3,9%             | 4,6%             | 4,2%                                                    | 3,1%                    | --                      | 4,0%            | 4,2%              |
| - 3 Maybe                                                                                                                  | 6,0%  | 6,7%                                                   | 7,0%             | 4,4%▼            | 5,7%             | 6,3%                                                    | 4,3%                    | --                      | 5,6%            | 6,6%              |
| - 4 Probably                                                                                                               | 23,8% | 24,5%                                                  | 25,6%            | 20,8%▼           | 23,7%            | 23,7%                                                   | 24,6%                   | --                      | 24,9%Δ          | 22,3%▼            |
| - 5 Certainly                                                                                                              | 62,1% | 61,8%                                                  | 61,4%            | 66,5%Δ           | 56,4%▼           | 61,4%▼                                                  | 67,6%Δ                  | --                      | 61,3%           | 63,2%             |
| - Mean                                                                                                                     | 4,36  | 4,38                                                   | 4,40             | 4,41             | 4,13▼            | 4,33▼                                                   | 4,56▲                   | --                      | 4,35            | 4,37              |
| N                                                                                                                          | 4.402 | 1.353                                                  | 1.320            | 1.117            | 612              | 3.918                                                   | 484                     | --                      | 2.461           | 1.941             |
| <b>[F36] Would like to have paid employment</b>                                                                            |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes                                                                                                                    | 15,0% | 34,0%▲                                                 | 28,6%▲           | 19,1%Δ           | 12,3%▼           | --                                                      | --                      | 15,0%                   | 16,2%Δ          | 13,6%▼            |
| - 2 No                                                                                                                     | 63,2% | 42,6%▼                                                 | 43,2%▼           | 55,3%▼           | 66,9%▲           | --                                                      | --                      | 63,2%                   | 61,3%▼          | 65,3%Δ            |
| - 3 Maybe                                                                                                                  | 21,8% | 23,4%                                                  | 28,2%Δ           | 25,6%Δ           | 20,8%▼           | --                                                      | --                      | 21,8%                   | 22,4%           | 21,1%             |
| N                                                                                                                          | 3.966 | 188                                                    | 227              | 414              | 3.137            | --                                                      | --                      | 3.966                   | 2.090           | 1.876             |
| <b>[F51] How satisfied are you with your work?</b>                                                                         |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very dissatisfied                                                                                                      | 1,2%  | 1,0%                                                   | 1,0%             | 1,3%             | 1,8%             | 1,2%                                                    | 1,3%                    | --                      | 1,1%            | 1,2%              |
| - 2 Dissatisfied                                                                                                           | 3,3%  | 4,0%                                                   | 3,7%             | 2,9%             | 1,6%▼            | 3,5%Δ                                                   | 1,5%▼                   | --                      | 3,7%            | 2,8%              |
| - 3 Not dissatisfied, not satisfied                                                                                        | 12,4% | 13,8%                                                  | 14,7%Δ           | 11,1%            | 6,7%▼            | 13,1%Δ                                                  | 7,1%▼                   | --                      | 11,4%▼          | 13,7%Δ            |
| - 4 Satisfied                                                                                                              | 50,6% | 52,2%                                                  | 49,1%            | 52,6%            | 46,5%▼           | 51,7%▲                                                  | 41,6%▼                  | --                      | 51,2%           | 49,8%             |
| - 5 Very satisfied                                                                                                         | 32,5% | 29,0%▼                                                 | 31,5%            | 32,2%            | 43,3%▲           | 30,6%▼                                                  | 48,5%▲                  | --                      | 32,6%           | 32,5%             |
| - Mean                                                                                                                     | 4,10  | 4,04▼                                                  | 4,06             | 4,12             | 4,28▲            | 4,07▼                                                   | 4,35▲                   | --                      | 4,10            | 4,10              |
| N                                                                                                                          | 4.370 | 1.342                                                  | 1.309            | 1.111            | 608              | 3.892                                                   | 478                     | --                      | 2.444           | 1.926             |
| <b>[G02C] Would you want to work more or less hours in the coming 12 months if your earnings would change accordingly?</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 No                                                                                                                     | 69,1% | 69,7%                                                  | 69,7%            | 65,9%▼           | 72,2%            | 70,1%Δ                                                  | 61,4%▼                  | --                      | 69,1%           | 69,1%             |
| - 2 Yes, more hours                                                                                                        | 8,6%  | 11,9%Δ                                                 | 8,1%             | 6,3%▼            | 6,9%             | 7,5%▼                                                   | 18,0%▲                  | --                      | 6,7%▼           | 11,1%Δ            |
| - 3 Yes, less hours                                                                                                        | 22,3% | 18,3%▼                                                 | 22,2%            | 27,8%Δ           | 20,9%            | 22,5%                                                   | 20,7%                   | --                      | 24,2%Δ          | 19,8%▼            |
| N                                                                                                                          | 4.394 | 1.352                                                  | 1.319            | 1.111            | 612              | 3.910                                                   | 484                     | --                      | 2.454           | 1.940             |
| <b>[G03] Do you intend to start working in the coming 12 months?</b>                                                       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Certainly not                                                                                                          | 12,2% | 15,6%                                                  | 19,8%▲           | 9,4%             | 10,8%            | --                                                      | --                      | 12,2%                   | 11,2%           | 13,5%             |
| - 2 Probably not                                                                                                           | 28,0% | 18,8%▼                                                 | 26,7%            | 34,2%            | 28,5%            | --                                                      | --                      | 28,0%                   | 26,0%           | 30,5%             |
| - 3 Maybe                                                                                                                  | 43,5% | 40,6%                                                  | 33,7%▼           | 36,8%            | 47,3%▲           | --                                                      | --                      | 43,5%                   | 43,9%           | 43,0%             |
| - 4 Probably                                                                                                               | 10,9% | 15,6%                                                  | 6,9%             | 12,0%            | 10,6%            | --                                                      | --                      | 10,9%                   | 12,7%           | 8,6%              |
| - 5 Certainly                                                                                                              | 5,4%  | 9,4%                                                   | 12,9%▲           | 7,7%             | 2,8%▼            | --                                                      | --                      | 5,4%                    | 6,2%            | 4,3%              |
| - Mean                                                                                                                     | 2,69  | 2,84                                                   | 2,66             | 2,74             | 2,66             | --                                                      | --                      | 2,69                    | 2,77Δ           | 2,60▼             |
| N                                                                                                                          | 851   | 96                                                     | 101              | 117              | 537              | --                                                      | --                      | 851                     | 481             | 370               |
| <b>[G04] Would you like to work as an employee or as a self-employed?</b>                                                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Employee                                                                                                               | 67,3% | 68,3%                                                  | 83,3%▲           | 78,8%▲           | 62,2%▼           | --                                                      | --                      | 67,3%                   | 62,1%▼          | 74,9%▲            |
| - 2 Self-employed                                                                                                          | 13,4% | 12,7%                                                  | 1,9%▼            | 4,5%▼            | 17,2%▲           | --                                                      | --                      | 13,4%                   | 17,6%▲          | 7,2%▼             |
| - 3 No preference                                                                                                          | 16,5% | 17,5%                                                  | 5,6%▼            | 12,1%            | 19,1%Δ           | --                                                      | --                      | 16,5%                   | 19,3%Δ          | 12,6%▼            |
| - 4 Don't know                                                                                                             | 2,8%  | 1,6%                                                   | 9,3%▲            | 4,5%             | 1,5%▼            | --                                                      | --                      | 2,8%                    | 1,0%▼           | 5,3%▲             |
| N                                                                                                                          | 508   | 63                                                     | 54               | 66               | 325              | --                                                      | --                      | 508                     | 301             | 207               |
| <b>[G05] Until what age would you like to continue working?</b>                                                            |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                     | 65,6  | 64,2▼                                                  | 64,5▼            | 65,8Δ            | 70,1▲            | 65,2▼                                                   | 69,1▲                   | --                      | 66,0▲           | 64,9▼             |
| - Minimum                                                                                                                  | 50    | 51                                                     | 55               | 59               | 50               | 50                                                      | 51                      | --                      | 50              | 53                |
| - Maximum                                                                                                                  | 99    | 86                                                     | 99               | 90               | 99               | 99                                                      | 99                      | --                      | 99              | 99                |
| N                                                                                                                          | 3.255 | 909                                                    | 969              | 930              | 447              | 2.937                                                   | 318                     | --                      | 1.971           | 1.284             |
| <b>[G05wn] Don't know until what age would like to continue working</b>                                                    |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 0                                                                                                                        | 74,0% | 67,1%▼                                                 | 73,4%            | 83,2%▲           | 73,4%            | 75,0%▲                                                  | 65,7%▼                  | --                      | 80,2%▲          | 66,1%▼            |
| - 1 Yes                                                                                                                    | 26,0% | 32,9%▲                                                 | 26,6%            | 16,8%▼           | 26,6%            | 25,0%▼                                                  | 34,3%▲                  | --                      | 19,8%▼          | 33,9%▲            |
| N                                                                                                                          | 4.410 | 1.356                                                  | 1.322            | 1.119            | 613              | 3.926                                                   | 484                     | --                      | 2.465           | 1.945             |
| <b>[G06] Until what age do you think you will be able to continue working?</b>                                             |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                     | 67,5  | 66,3▼                                                  | 66,7▼            | 67,4             | 71,9▲            | 67,0▼                                                   | 71,6▲                   | --                      | 68,2▲           | 66,5▼             |
| - Minimum                                                                                                                  | 53    | 53                                                     | 57               | 61               | 55               | 53                                                      | 55                      | --                      | 55              | 53                |
| - Maximum                                                                                                                  | 99    | 99                                                     | 99               | 99               | 99               | 99                                                      | 99                      | --                      | 99              | 99                |
| N                                                                                                                          | 3.000 | 864                                                    | 897              | 819              | 420              | 2.677                                                   | 323                     | --                      | 1.817           | 1.183             |
| <b>[G06wn] Don't know until what age will be able to continue working</b>                                                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Checked                                                                                                                | 31,5% | 35,6%Δ                                                 | 31,9%            | 26,3%▼           | 31,0%            | 31,4%                                                   | 32,6%                   | --                      | 26,0%▼          | 38,5%▲            |
| N                                                                                                                          | 4.410 | 1.356                                                  | 1.322            | 1.119            | 613              | 3.926                                                   | 484                     | --                      | 2.465           | 1.945             |
| <b>[G07] Could you financially afford to stop working before the official retirement age?</b>                              |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes                                                                                                                    | 42,6% | 30,6%▼                                                 | 38,7%▼           | 50,5%▲           | 63,2%▲           | 41,4%▼                                                  | 52,5%▲                  | --                      | 44,2%Δ          | 40,6%▼            |
| - 2 No                                                                                                                     | 33,4% | 36,6%Δ                                                 | 34,2%            | 32,4%            | 26,3%▼           | 33,4%                                                   | 33,2%                   | --                      | 31,7%▼          | 35,5%Δ            |
| - 3 Don't know                                                                                                             | 24,0% | 32,8%▲                                                 | 27,1%Δ           | 17,1%▼           | 10,5%▼           | 25,2%▲                                                  | 14,3%▼                  | --                      | 24,1%           | 23,9%             |
| N                                                                                                                          | 4.392 | 1.350                                                  | 1.316            | 1.118            | 608              | 3.910                                                   | 482                     | --                      | 2.454           | 1.938             |

| Column percentages                                                                                                                      | Total | Age at time of measurement<br>[ ▲ ▽: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▽: subgroup vs rest] |                         |                         | Gender          |                   |
|-----------------------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                                         |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[G08] Colleagues think it is important to continue working until the official retirement age</b>                                     |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very unimportant                                                                                                                    | 10,2% | 9,8%                                                   | 11,7%            | 9,1%             | 10,1%            | 10,2%                                                   | --                      | --                      | 10,1%           | 10,3%             |
| - 2 Unimportant                                                                                                                         | 15,4% | 16,9%                                                  | 17,4%            | 15,3%            | 8,4% ▼           | 15,4%                                                   | --                      | --                      | 16,4%           | 13,9%             |
| - 3 Not important, not unimportant                                                                                                      | 47,4% | 50,3%                                                  | 52,7% Δ          | 44,1% ▽          | 37,5% ▼          | 47,4%                                                   | --                      | --                      | 44,9% ▽         | 51,0% Δ           |
| - 4 Important                                                                                                                           | 17,1% | 16,4%                                                  | 12,5% ▽          | 19,6% Δ          | 23,0% Δ          | 17,1%                                                   | --                      | --                      | 18,2%           | 15,5%             |
| - 5 Very important                                                                                                                      | 9,9%  | 6,7% ▽                                                 | 5,8% ▼           | 11,9% Δ          | 20,9% ▲          | 9,9%                                                    | --                      | --                      | 10,3%           | 9,2%              |
| - Mean                                                                                                                                  | 3,01  | 2,93 ▽                                                 | 2,83 ▼           | 3,10 Δ           | 3,36 ▲           | 3,01                                                    | --                      | --                      | 3,02            | 2,99              |
| N                                                                                                                                       | 2.214 | 599                                                    | 657              | 662              | 296              | 2.214                                                   | --                      | --                      | 1.295           | 919               |
| <b>[G09] Colleagues continue working until the official retirement age</b>                                                              |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 No, no one does                                                                                                                     | 2,2%  | 2,2%                                                   | 2,4%             | 2,0%             | 1,8%             | 2,2%                                                    | --                      | --                      | 1,7% ▽          | 2,7% Δ            |
| - 2 Most do not                                                                                                                         | 12,2% | 10,2% ▽                                                | 13,5%            | 15,0% Δ          | 8,1% ▽           | 12,2%                                                   | --                      | --                      | 11,7%           | 12,9%             |
| - 3 Some do, other don't                                                                                                                | 46,7% | 44,5%                                                  | 44,1% ▽          | 52,3% Δ          | 47,3%            | 46,7%                                                   | --                      | --                      | 44,4% ▽         | 49,6% Δ           |
| - 4 Most do                                                                                                                             | 33,5% | 36,9% Δ                                                | 35,3%            | 26,4% ▼          | 35,5%            | 33,5%                                                   | --                      | --                      | 36,5% Δ         | 29,8% ▽           |
| - 5 Yes, everyone does                                                                                                                  | 5,4%  | 6,2%                                                   | 4,6%             | 4,4%             | 7,2%             | 5,4%                                                    | --                      | --                      | 5,6%            | 5,0%              |
| - Mean                                                                                                                                  | 3,28  | 3,35 Δ                                                 | 3,26             | 3,16 ▽           | 3,38 Δ           | 3,28                                                    | --                      | --                      | 3,33 Δ          | 3,22 ▽            |
| N                                                                                                                                       | 3.898 | 1.237                                                  | 1.197            | 1.022            | 442              | 3.898                                                   | --                      | --                      | 2.151           | 1.747             |
| <b>[G10] Supervisor thinks it is important to continue working until the official retirement age</b>                                    |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very unimportant                                                                                                                    | 7,3%  | 7,8%                                                   | 8,4%             | 6,6%             | 5,5%             | 7,3%                                                    | --                      | --                      | 7,1%            | 7,4%              |
| - 2 Unimportant                                                                                                                         | 12,8% | 12,1%                                                  | 15,1% Δ          | 12,2%            | 10,7%            | 12,8%                                                   | --                      | --                      | 12,9%           | 12,6%             |
| - 3 Not important, not unimportant                                                                                                      | 45,1% | 45,7%                                                  | 48,4%            | 45,9%            | 36,0% ▼          | 45,1%                                                   | --                      | --                      | 41,1% ▽         | 50,9% Δ           |
| - 4 Important                                                                                                                           | 22,3% | 21,8%                                                  | 20,1%            | 21,5%            | 28,9% Δ          | 22,3%                                                   | --                      | --                      | 24,9% Δ         | 18,4% ▽           |
| - 5 Very important                                                                                                                      | 12,6% | 12,5%                                                  | 8,0% ▼           | 13,9%            | 18,8% ▲          | 12,6%                                                   | --                      | --                      | 14,0% Δ         | 10,5% ▽           |
| - Mean                                                                                                                                  | 3,20  | 3,19                                                   | 3,04 ▼           | 3,24             | 3,45 ▲           | 3,20                                                    | --                      | --                      | 3,26 Δ          | 3,12 ▽            |
| N                                                                                                                                       | 2.082 | 536                                                    | 597              | 641              | 308              | 2.082                                                   | --                      | --                      | 1.236           | 846               |
| <b>[\$G11] In the past 12 months, which activities did you do to find a (new) (paid) job (as employee)? [multiple answers possible]</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Activities to find a paid job - Applied for a job                                                                                     | 12,7% | 18,9% ▲                                                | 14,6% Δ          | 8,5% ▽           | 5,8% ▼           | 11,9% ▽                                                 | 7,2% ▼                  | 24,0% ▲                 | 11,1% ▽         | 14,8% Δ           |
| - Activities to find a paid job - Looked at vacancies                                                                                   | 20,3% | 28,7% ▲                                                | 24,3% Δ          | 12,0% ▼          | 12,1% ▼          | 19,0% ▽                                                 | 9,9% ▼                  | 40,1% ▲                 | 17,8% ▽         | 23,4% Δ           |
| - Activities to find a paid job - Contacted an employer                                                                                 | 4,6%  | 5,8% Δ                                                 | 4,7%             | 3,0% ▽           | 4,5%             | 3,5% ▼                                                  | 2,9%                    | 14,7% ▲                 | 4,8%            | 4,3%              |
| - Activities to find a paid job - Involved family, friends, connections                                                                 | 3,6%  | 4,7% Δ                                                 | 3,9%             | 2,8%             | 2,4% ▽           | 2,5% ▼                                                  | 2,5%                    | 12,6% ▲                 | 2,9% ▽          | 4,4% Δ            |
| - Activities to find a paid job - Searched via job center                                                                               | 3,3%  | 3,9%                                                   | 3,4%             | 4,2%             | 1,3% ▽           | 2,1% ▼                                                  | 1,4% ▽                  | 14,5% ▲                 | 3,3%            | 3,4%              |
| - Activities to find a paid job - Inscribed at employment agency                                                                        | 3,8%  | 3,2%                                                   | 4,4%             | 3,3%             | 4,8%             | 2,4% ▼                                                  | 1,7% ▽                  | 17,3% ▲                 | 3,2% ▽          | 4,6% Δ            |
| - Activities to find a paid job in past 12 months - Visited a vacancy website                                                           | 11,2% | 16,3% ▲                                                | 12,9% Δ          | 7,5% ▽           | 5,6% ▼           | 10,1% ▽                                                 | 5,4% ▼                  | 25,5% ▲                 | 9,5% ▽          | 13,4% Δ           |
| - Activities to find a paid job in past 12 months - Uploaded CV to a website                                                            | 4,3%  | 4,8%                                                   | 5,4% Δ           | 3,8%             | 2,8% ▽           | 3,3% ▼                                                  | 2,1% ▽                  | 14,3% ▲                 | 4,3%            | 4,3%              |
| - Activities to find a paid job in past 12 months - Websites of companies and (governmental) institutes                                 | 5,9%  | 8,8% Δ                                                 | 6,5%             | 4,2% ▽           | 2,4% ▼           | 5,3% ▽                                                  | 3,9%                    | 11,8% ▲                 | 6,0%            | 5,6%              |
| - Activities to find a paid job in past 12 months - Use of social media                                                                 | 8,5%  | 11,3% Δ                                                | 9,5%             | 6,2% ▽           | 5,5% ▽           | 7,6% ▽                                                  | 6,2%                    | 17,5% ▲                 | 9,2% Δ          | 7,6% ▽            |
| - Activities to find a paid job - Other activities                                                                                      | 4,3%  | 5,8% Δ                                                 | 3,4%             | 2,4% ▽           | 5,6% Δ           | 3,1% ▼                                                  | 4,5%                    | 13,0% ▲                 | 4,4%            | 4,1%              |
| - Activities to find a paid job - No activities                                                                                         | 69,1% | 60,2% ▼                                                | 64,8% ▽          | 80,3% ▲          | 74,5% Δ          | 71,8% ▲                                                 | 80,2% ▲                 | 37,7% ▼                 | 71,3% Δ         | 66,3% ▽           |
| N                                                                                                                                       | 4.919 | 1.419                                                  | 1.376            | 1.185            | 939              | 3.926                                                   | 484                     | 509                     | 2.767           | 2.152             |
| <b>[G12] Applied for a job in the past 4 weeks?</b>                                                                                     |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                                                                 | 59,0% | 57,1%                                                  | 59,3%            | 69,7%            | 50,0%            | --                                                      | --                      | 59,0%                   | 69,5% ▲         | 49,2% ▼           |
| N                                                                                                                                       | 122   | 28                                                     | 27               | 33               | 34               | --                                                      | --                      | 122                     | 59              | 63                |
| <b>[G13] Obligated to apply for jobs</b>                                                                                                |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes                                                                                                                                 | 2,5%  | 8,0% ▲                                                 | 7,0% ▲           | 12,3% ▲          | 0,5% ▼           | --                                                      | --                      | 2,5%                    | 2,5%            | 2,5%              |
| - 2 No                                                                                                                                  | 97,1% | 89,9% ▼                                                | 91,6% ▼          | 86,0% ▼          | 99,4% ▲          | --                                                      | --                      | 97,1%                   | 97,3%           | 96,9%             |
| - 3 Don't know                                                                                                                          | 0,4%  | 2,1% Δ                                                 | 1,3% Δ           | 1,7% Δ           | 0,1% ▼           | --                                                      | --                      | 0,4%                    | 0,2%            | 0,6%              |
| N                                                                                                                                       | 3.958 | 188                                                    | 227              | 413              | 3.130            | --                                                      | --                      | 3.958                   | 2.086           | 1.872             |
| <b>[G14] Hours per week prefers to work</b>                                                                                             |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                                  | 18,3  | 21,3 ▲                                                 | 22,1 ▲           | 22,6 ▲           | 16,2 ▼           | --                                                      | --                      | 18,3                    | 19,4 ▲          | 16,7 ▼            |
| - Minimum                                                                                                                               | 1     | 4                                                      | 8                | 1                | 3                | --                                                      | --                      | 1                       | 4               | 1                 |
| - Maximum                                                                                                                               | 84    | 40                                                     | 40               | 40               | 84               | --                                                      | --                      | 84                      | 84              | 40                |
| N                                                                                                                                       | 509   | 63                                                     | 54               | 66               | 326              | --                                                      | --                      | 509                     | 302             | 207               |
| <b>[G15] When could you start working?</b>                                                                                              |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Within 2 weeks                                                                                                                      | 62,5% | 44,4% ▼                                                | 48,1% ▼          | 60,6%            | 68,7% ▲          | --                                                      | --                      | 62,5%                   | 67,2% ▲         | 55,6% ▼           |
| - 2 Not within 2 weeks, but within 3 months                                                                                             | 25,1% | 30,2%                                                  | 29,6%            | 25,8%            | 23,3%            | --                                                      | --                      | 25,1%                   | 23,2%           | 28,0%             |
| - 3 After 3 months or more                                                                                                              | 12,4% | 25,4% ▲                                                | 22,2% ▲          | 13,6%            | 8,0% ▼           | --                                                      | --                      | 12,4%                   | 9,6% ▼          | 16,4% ▲           |
| N                                                                                                                                       | 509   | 63                                                     | 54               | 66               | 326              | --                                                      | --                      | 509                     | 302             | 207               |



| Column percentages                                                                                               | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                  |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[G16] Chances to find the type of job you are looking for within 3 months</b>                                 |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very high                                                                                                    | 4,3%  | Ø%                                                     | 5,6%             | 3,0%             | 5,2%             | --                                                      | --                      | 4,3%                    | 6,0%▲           | 1,9%▼             |
| - 2 High                                                                                                         | 7,9%  | 7,9%                                                   | 5,6%             | 6,1%             | 8,6%             | --                                                      | --                      | 7,9%                    | 9,9%Δ           | 4,8%▽             |
| - 3 Neither high nor low                                                                                         | 39,5% | 39,7%                                                  | 29,6%            | 33,3%            | 42,3%            | --                                                      | --                      | 39,5%                   | 41,4%           | 36,7%             |
| - 4 Low                                                                                                          | 29,7% | 22,2%                                                  | 29,6%            | 36,4%            | 29,8%            | --                                                      | --                      | 29,7%                   | 29,5%           | 30,0%             |
| - 5 Very low                                                                                                     | 18,7% | 30,2%▲                                                 | 29,6%▲           | 21,2%            | 14,1%▼           | --                                                      | --                      | 18,7%                   | 13,2%▼          | 26,6%▲            |
| - Mean                                                                                                           | 3,50  | 3,75▲                                                  | 3,72             | 3,67             | 3,39▼            | --                                                      | --                      | 3,50                    | 3,34▼           | 3,74▲             |
| N                                                                                                                | 509   | 63                                                     | 54               | 66               | 326              | --                                                      | --                      | 509                     | 302             | 207               |
| <b>[Sf12p] • Sf12 Physical component (range 0-100)</b>                                                           |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                           | 48,7  | 49,8Δ                                                  | 49,3Δ            | 48,0▽            | 48,2▽            | 51,4▲                                                   | 51,9▲                   | 45,6▼                   | 50,0▲           | 47,2▼             |
| - Minimum                                                                                                        | 11,6  | 13,3                                                   | 12,5             | 13,1             | 11,6             | 12,5                                                    | 24,3                    | 11,6                    | 12,7            | 11,6              |
| - Maximum                                                                                                        | 67,1  | 67,1                                                   | 66,5             | 63,2             | 63,2             | 66,5                                                    | 67,1                    | 63,2                    | 67,1            | 65,5              |
| N                                                                                                                | 7.927 | 1.462                                                  | 1.474            | 1.460            | 3.531            | 3.735                                                   | 461                     | 3.731                   | 4.325           | 3.602             |
| <b>[Sf12m] • Sf12 Mental component (range 0-100)</b>                                                             |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                           | 52,7  | 50,7▼                                                  | 51,4▼            | 52,0▽            | 54,4▲            | 52,7                                                    | 53,8Δ                   | 52,6                    | 53,4Δ           | 51,8▽             |
| - Minimum                                                                                                        | 12,2  | 12,2                                                   | 13,5             | 13,3             | 13,7             | 13,8                                                    | 13,3                    | 12,2                    | 13,3            | 12,2              |
| - Maximum                                                                                                        | 71,3  | 66,3                                                   | 67,9             | 68,3             | 71,3             | 67,9                                                    | 67,7                    | 71,3                    | 67,8            | 71,3              |
| N                                                                                                                | 7.927 | 1.462                                                  | 1.474            | 1.460            | 3.531            | 3.735                                                   | 461                     | 3.731                   | 4.325           | 3.602             |
| <b>[H01] In general, would you say your health is ...</b>                                                        |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Excellent                                                                                                    | 6,4%  | 8,5%Δ                                                  | 7,3%             | 6,8%             | 5,0%▽            | 8,5%Δ                                                   | 13,3%▲                  | 3,5%▼                   | 6,4%            | 6,5%              |
| - 2 Very good                                                                                                    | 21,5% | 22,7%                                                  | 22,1%            | 20,7%            | 21,0%            | 25,1%Δ                                                  | 30,7%▲                  | 16,8%▼                  | 23,4%Δ          | 19,2%▽            |
| - 3 Good                                                                                                         | 49,7% | 47,6%                                                  | 49,1%            | 47,3%▽           | 51,9%Δ           | 52,8%Δ                                                  | 44,0%▽                  | 47,4%▽                  | 51,5%Δ          | 47,7%▽            |
| - 4 Fair                                                                                                         | 19,2% | 18,1%                                                  | 17,2%▽           | 21,0%Δ           | 19,7%            | 12,5%▼                                                  | 11,0%▼                  | 26,8%▲                  | 16,2%▽          | 22,8%Δ            |
| - 5 Poor                                                                                                         | 3,2%  | 3,1%                                                   | 4,3%Δ            | 4,2%Δ            | 2,3%▽            | 1,0%▼                                                   | 1,0%▽                   | 5,6%▲                   | 2,6%▽           | 3,9%Δ             |
| - Mean                                                                                                           | 2,91  | 2,85▽                                                  | 2,89             | 2,95             | 2,93             | 2,73▼                                                   | 2,56▼                   | 3,14▲                   | 2,85▽           | 2,98Δ             |
| N                                                                                                                | 8.349 | 1.537                                                  | 1.545            | 1.526            | 3.741            | 3.912                                                   | 482                     | 3.955                   | 4.545           | 3.804             |
| <b>[H02] Health limits activities - Moderate activities (e.g. moving table)</b>                                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes, limited a lot                                                                                           | 6,7%  | 6,0%                                                   | 6,1%             | 8,0%Δ            | 6,6%             | 2,5%▼                                                   | 2,7%▼                   | 11,2%▲                  | 4,5%▽           | 9,2%Δ             |
| - 2 Yes, limited a little                                                                                        | 23,4% | 19,1%▽                                                 | 19,4%▽           | 23,0%            | 26,9%Δ           | 16,7%▼                                                  | 15,2%▼                  | 31,0%▲                  | 19,7%▽          | 27,7%Δ            |
| - 3 No, not limited at all                                                                                       | 70,0% | 75,0%Δ                                                 | 74,5%Δ           | 69,0%            | 66,5%▽           | 80,8%▲                                                  | 82,1%▲                  | 57,8%▼                  | 75,7%▲          | 63,1%▼            |
| N                                                                                                                | 8.329 | 1.537                                                  | 1.544            | 1.517            | 3.731            | 3.902                                                   | 480                     | 3.947                   | 4.534           | 3.795             |
| <b>[H03] Health limits activities - Climbing several flights of stairs</b>                                       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes, limited a lot                                                                                           | 8,4%  | 6,1%▽                                                  | 8,3%             | 9,8%Δ            | 8,8%             | 3,6%▼                                                   | 3,5%▼                   | 13,7%▲                  | 5,9%▽           | 11,3%Δ            |
| - 2 Yes, limited a little                                                                                        | 26,6% | 21,3%▽                                                 | 22,7%▽           | 26,2%            | 30,5%Δ           | 21,3%▼                                                  | 17,8%▼                  | 33,0%▲                  | 23,4%▽          | 30,4%Δ            |
| - 3 No, not limited at all                                                                                       | 65,0% | 72,5%Δ                                                 | 69,0%Δ           | 64,0%            | 60,7%▽           | 75,1%▲                                                  | 78,7%▲                  | 53,4%▼                  | 70,7%▲          | 58,3%▼            |
| N                                                                                                                | 8.312 | 1.533                                                  | 1.535            | 1.519            | 3.725            | 3.890                                                   | 483                     | 3.939                   | 4.525           | 3.787             |
| <b>[H04] Accomplished less than you would like in the past 4 weeks due to physical health</b>                    |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                                          | 23,1% | 23,7%                                                  | 23,1%            | 25,9%Δ           | 21,8%▽           | 15,4%▼                                                  | 15,7%▼                  | 31,7%▲                  | 18,8%▼          | 28,3%▲            |
| N                                                                                                                | 8.286 | 1.528                                                  | 1.533            | 1.513            | 3.712            | 3.886                                                   | 479                     | 3.921                   | 4.509           | 3.777             |
| <b>[H05] Limited in the kind of work or other activities in the past 4 weeks due to physical health</b>          |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                                          | 23,5% | 21,6%                                                  | 22,7%            | 25,5%Δ           | 23,8%            | 14,2%▼                                                  | 14,0%▼                  | 33,9%▲                  | 18,8%▼          | 29,2%▲            |
| N                                                                                                                | 8.271 | 1.525                                                  | 1.530            | 1.516            | 3.700            | 3.880                                                   | 479                     | 3.912                   | 4.504           | 3.767             |
| <b>[H06] Accomplished less than you would like in the past 4 weeks due to emotional problems</b>                 |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                                          | 13,7% | 17,5%Δ                                                 | 15,3%Δ           | 16,0%Δ           | 10,5%▽           | 10,7%▽                                                  | 10,4%▽                  | 17,0%Δ                  | 11,4%▽          | 16,4%Δ            |
| N                                                                                                                | 8.236 | 1.518                                                  | 1.524            | 1.508            | 3.686            | 3.863                                                   | 483                     | 3.890                   | 4.491           | 3.745             |
| <b>[H07] In work or other activities not as carefully as usual in the past 4 weeks due to emotional problems</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                                          | 12,2% | 15,4%Δ                                                 | 13,8%Δ           | 14,8%Δ           | 9,2%▽            | 9,7%▽                                                   | 7,7%▽                   | 15,4%Δ                  | 9,6%▽           | 15,4%Δ            |
| N                                                                                                                | 8.240 | 1.516                                                  | 1.531            | 1.512            | 3.681            | 3.872                                                   | 482                     | 3.886                   | 4.496           | 3.744             |
| <b>[H08] During the past 4 weeks physical health or emotional problems interfered with social activities</b>     |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Not at all                                                                                                   | 60,3% | 56,6%▽                                                 | 57,5%▽           | 58,8%            | 63,6%Δ           | 65,4%Δ                                                  | 70,3%▲                  | 54,0%▼                  | 65,4%▲          | 54,2%▼            |
| - 2 Slightly                                                                                                     | 25,7% | 27,5%                                                  | 26,8%            | 24,1%            | 25,3%            | 25,1%                                                   | 21,0%▽                  | 27,0%Δ                  | 23,6%▽          | 28,3%Δ            |
| - 3 Moderately                                                                                                   | 8,2%  | 9,5%                                                   | 8,3%             | 8,8%             | 7,5%▽            | 5,8%▽                                                   | 6,4%                    | 10,9%Δ                  | 6,7%▽           | 10,2%Δ            |
| - 4 Quite a bit                                                                                                  | 3,9%  | 4,0%                                                   | 5,3%Δ            | 5,9%Δ            | 2,6%▽            | 2,6%▽                                                   | 1,0%▼                   | 5,6%Δ                   | 3,4%▽           | 4,6%Δ             |
| - 5 Extremely                                                                                                    | 1,8%  | 2,5%Δ                                                  | 2,2%             | 2,4%Δ            | 1,0%▽            | 1,2%▽                                                   | 1,2%                    | 2,5%Δ                   | 1,0%▽           | 2,8%Δ             |
| - Mean                                                                                                           | 1,61  | 1,68Δ                                                  | 1,68Δ            | 1,69Δ            | 1,52▽            | 1,49▼                                                   | 1,42▼                   | 1,76▲                   | 1,51▼           | 1,73▲             |
| N                                                                                                                | 8.306 | 1.531                                                  | 1.540            | 1.517            | 3.718            | 3.895                                                   | 481                     | 3.930                   | 4.525           | 3.781             |
| <b>[H09] During the past 4 weeks pain interfered with normal work</b>                                            |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Not at all                                                                                                   | 56,1% | 57,9%                                                  | 58,1%            | 53,9%            | 55,5%            | 63,9%▲                                                  | 68,7%▲                  | 46,9%▼                  | 61,4%▲          | 49,8%▼            |
| - 2 Slightly                                                                                                     | 28,3% | 26,5%                                                  | 25,1%▽           | 27,5%            | 30,7%Δ           | 26,3%▽                                                  | 24,0%▽                  | 30,8%Δ                  | 27,4%▽          | 29,4%Δ            |
| - 3 Moderately                                                                                                   | 9,3%  | 8,2%                                                   | 9,2%             | 10,8%Δ           | 9,3%             | 6,2%▼                                                   | 5,0%▽                   | 12,9%▲                  | 7,0%▽           | 12,2%Δ            |
| - 4 Quite a bit                                                                                                  | 4,1%  | 4,7%                                                   | 4,6%             | 4,8%             | 3,3%▽            | 2,4%▽                                                   | 1,5%▽                   | 6,0%Δ                   | 2,9%▽           | 5,5%Δ             |
| - 5 Extremely                                                                                                    | 2,2%  | 2,8%                                                   | 3,0%Δ            | 2,9%Δ            | 1,3%▽            | 1,1%▽                                                   | 0,8%▽                   | 3,4%Δ                   | 1,3%▽           | 3,2%Δ             |
| - Mean                                                                                                           | 1,68  | 1,68                                                   | 1,69             | 1,75Δ            | 1,64▽            | 1,51▼                                                   | 1,42▼                   | 1,88▲                   | 1,55▼           | 1,83▲             |
| N                                                                                                                | 8.266 | 1.526                                                  | 1.532            | 1.507            | 3.701            | 3.871                                                   | 479                     | 3.916                   | 4.505           | 3.761             |
| <b>[H10] In the past 4 weeks I felt calm and peaceful</b>                                                        |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 All of the time                                                                                              | 17,8% | 12,9%▽                                                 | 14,6%▽           | 16,3%            | 21,7%Δ           | 16,6%▽                                                  | 23,2%Δ                  | 18,3%                   | 21,6%▲          | 13,2%▼            |
| - 2 Most of the time                                                                                             | 51,6% | 46,8%▽                                                 | 49,2%▽           | 49,5%            | 55,5%Δ           | 50,8%                                                   | 50,6%                   | 52,6%                   | 53,0%Δ          | 50,1%▽            |
| - 3 A good bit of the time                                                                                       | 16,0% | 20,3%Δ                                                 | 18,2%Δ           | 16,7%            | 13,0%▽           | 18,3%Δ                                                  | 16,4%                   | 13,7%▽                  | 14,7%▽          | 17,5%Δ            |
| - 4 Some of the time                                                                                             | 11,3% | 15,3%Δ                                                 | 13,6%Δ           | 13,4%Δ           | 7,8%▼            | 11,5%                                                   | 7,5%▽                   | 11,5%                   | 8,4%▼           | 14,7%▲            |
| - 5 A little of the time                                                                                         | 2,9%  | 4,2%Δ                                                  | 3,7%Δ            | 3,5%             | 1,7%▽            | 2,4%▽                                                   | 2,1%                    | 3,4%Δ                   | 1,9%▽           | 4,0%Δ             |
| - 6 None of the time                                                                                             | 0,5%  | 0,5%                                                   | 0,8%Δ            | 0,6%             | 0,2%▽            | 0,4%                                                    | 0,2%                    | 0,6%                    | 0,4%            | 0,6%              |
| - Mean                                                                                                           | 2,31  | 2,53▲                                                  | 2,45Δ            | 2,40Δ            | 2,13▼            | 2,34Δ                                                   | 2,15▽                   | 2,31                    | 2,17▼           | 2,48▲             |
| N                                                                                                                | 8.309 | 1.525                                                  | 1.539            | 1.518            | 3.727            | 3.887                                                   | 482                     | 3.940                   | 4.529           | 3.780             |

| Column percentages                                                             | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|--------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| [H11] In the past 4 weeks I had a lot of energy                                |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 All of the time                                                            | 8,7%  | 7,6%                                                   | 7,4%▼            | 7,4%▼            | 10,3%Δ           | 9,5%Δ                                                   | 13,1%Δ                  | 7,5%▼                   | 9,8%Δ           | 7,5%▼             |
| - 2 Most of the time                                                           | 38,7% | 36,2%▼                                                 | 36,6%            | 36,1%▼           | 41,6%Δ           | 41,2%Δ                                                  | 47,6%Δ                  | 35,2%▼                  | 41,1%Δ          | 35,9%▼            |
| - 3 A good bit of the time                                                     | 21,6% | 21,7%                                                  | 21,8%            | 22,2%            | 21,3%            | 23,2%Δ                                                  | 18,9%                   | 20,4%▼                  | 22,5%Δ          | 20,6%▼            |
| - 4 Some of the time                                                           | 21,2% | 22,9%                                                  | 22,9%            | 23,2%Δ           | 19,0%▼           | 20,0%▼                                                  | 16,6%▼                  | 23,0%Δ                  | 19,1%▼          | 23,8%Δ            |
| - 5 A little of the time                                                       | 7,9%  | 9,6%Δ                                                  | 8,9%             | 9,0%             | 6,3%▼            | 5,3%▼                                                   | 3,1%▼                   | 11,1%▲                  | 6,3%▼           | 9,8%Δ             |
| - 6 None of the time                                                           | 1,8%  | 2,0%                                                   | 2,4%Δ            | 2,0%             | 1,4%▼            | 0,9%▼                                                   | 0,6%▼                   | 2,8%Δ                   | 1,2%▼           | 2,5%Δ             |
| - Mean                                                                         | 2,86  | 2,97Δ                                                  | 2,96Δ            | 2,96Δ            | 2,74▼            | 2,73 ▼                                                  | 2,51 ▼                  | 3,03 ▲                  | 2,75 ▼          | 3,00 ▲            |
| N                                                                              | 8.297 | 1.523                                                  | 1.536            | 1.516            | 3.722            | 3.883                                                   | 481                     | 3.933                   | 4.523           | 3.774             |
| [H12] In the past 4 weeks I felt downhearted and blue                          |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 All of the time                                                            | 0,9%  | 1,4%Δ                                                  | 1,2%             | 0,9%             | 0,6%▼            | 0,7%                                                    | 0,8%                    | 1,1%                    | 0,7%▼           | 1,2%Δ             |
| - 2 Most of the time                                                           | 1,9%  | 3,1%Δ                                                  | 2,8%Δ            | 1,8%             | 1,1%▼            | 1,7%                                                    | 1,7%                    | 2,1%                    | 1,8%            | 2,0%              |
| - 3 A good bit of the time                                                     | 3,8%  | 5,4%Δ                                                  | 4,6%             | 4,5%             | 2,5%▼            | 3,8%                                                    | 2,9%                    | 3,9%                    | 3,3%▼           | 4,3%Δ             |
| - 4 Some of the time                                                           | 21,5% | 25,3%Δ                                                 | 25,0%Δ           | 22,6%            | 18,0%▼           | 21,8%                                                   | 17,6%▼                  | 21,6%                   | 18,3%▼          | 25,2%Δ            |
| - 5 A little of the time                                                       | 40,6% | 38,3%▼                                                 | 40,2%            | 40,4%            | 41,8%Δ           | 41,7%                                                   | 36,9%                   | 40,0%                   | 40,9%           | 40,2%             |
| - 6 None of the time                                                           | 31,4% | 26,4%▼                                                 | 26,2%▼           | 29,9%            | 36,1%Δ           | 30,3%▼                                                  | 40,0%Δ                  | 31,4%                   | 35,0%Δ          | 27,0%▼            |
| - Mean                                                                         | 4,93  | 4,75 ▼                                                 | 4,79▼            | 4,90             | 5,08 ▲           | 4,93                                                    | 5,08Δ                   | 4,91                    | 5,02Δ           | 4,82▼             |
| N                                                                              | 8.302 | 1.523                                                  | 1.536            | 1.518            | 3.725            | 3.883                                                   | 482                     | 3.937                   | 4.524           | 3.778             |
| [Depressie] • Depression-scale cesd10 (10 items, 1=rarely-4=usually/always)    |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                         | 1,57  | 1,64Δ                                                  | 1,64Δ            | 1,61Δ            | 1,51 ▼           | 1,53▼                                                   | 1,45 ▼                  | 1,63 ▲                  | 1,50 ▼          | 1,66 ▲            |
| - Minimum                                                                      | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | 1                       | 1               | 1                 |
| - Maximum                                                                      | 4,00  | 4,00                                                   | 3,90             | 4,00             | 4,00             | 3,70                                                    | 3,50                    | 4,00                    | 4,00            | 4,00              |
| N                                                                              | 8.276 | 1.523                                                  | 1.537            | 1.514            | 3.702            | 3.878                                                   | 480                     | 3.918                   | 4.510           | 3.766             |
| [H16] During the past week I was bothered by things that usually not bother me |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or none of the time (< 1 day)                                       | 67,9% | 60,7%▼                                                 | 64,2%▼           | 65,8%            | 73,1%▲           | 68,6%                                                   | 76,0%Δ                  | 66,1%▼                  | 71,9%Δ          | 63,0%▼            |
| - 2 Some or little of the time (1-2 days)                                      | 24,9% | 28,7%Δ                                                 | 27,0%Δ           | 26,2%            | 22,0%▼           | 24,4%                                                   | 19,8%▼                  | 26,2%Δ                  | 22,0%▼          | 28,4%Δ            |
| - 3 Occasionally (3-4 days)                                                    | 6,4%  | 9,6%Δ                                                  | 7,5%             | 7,4%             | 4,2%▼            | 6,4%                                                    | 3,5%▼                   | 6,7%                    | 5,3%▼           | 7,7%Δ             |
| - 4 Most or all of the time (5-7 days)                                         | 0,8%  | 0,9%                                                   | 1,3%Δ            | 0,6%             | 0,6%             | 0,6%                                                    | 0,6%                    | 1,0%Δ                   | 0,8%            | 0,8%              |
| - Mean                                                                         | 1,40  | 1,51 ▲                                                 | 1,46Δ            | 1,43             | 1,32 ▼           | 1,39                                                    | 1,29▼                   | 1,43Δ                   | 1,35▼           | 1,46Δ             |
| N                                                                              | 8.275 | 1.521                                                  | 1.535            | 1.515            | 3.704            | 3.876                                                   | 480                     | 3.919                   | 4.515           | 3.760             |
| [H17] During the past week I had trouble keeping my mind on what I was doing   |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or none of the time (< 1 day)                                       | 63,7% | 58,5%▼                                                 | 56,9%▼           | 61,4%▼           | 69,7%▲           | 64,9%                                                   | 72,2%Δ                  | 61,6%▼                  | 68,3%▲          | 58,3% ▼           |
| - 2 Some or little of the time (1-2 days)                                      | 25,9% | 27,4%                                                  | 29,9%Δ           | 26,2%            | 23,4%▼           | 26,3%                                                   | 21,3%▼                  | 26,0%                   | 23,7%▼          | 28,4%Δ            |
| - 3 Occasionally (3-4 days)                                                    | 8,3%  | 10,8%Δ                                                 | 10,5%Δ           | 9,7%Δ            | 5,9%▼            | 7,2%▼                                                   | 4,8%▼                   | 9,9%Δ                   | 6,5%▼           | 10,6%Δ            |
| - 4 Most or all of the time (5-7 days)                                         | 2,0%  | 3,2%Δ                                                  | 2,7%Δ            | 2,7%             | 1,0%▼            | 1,6%▼                                                   | 1,7%                    | 2,5%Δ                   | 1,5%▼           | 2,7%Δ             |
| - Mean                                                                         | 1,49  | 1,59Δ                                                  | 1,59Δ            | 1,54Δ            | 1,38 ▼           | 1,46▼                                                   | 1,36▼                   | 1,53Δ                   | 1,41 ▼          | 1,58 ▲            |
| N                                                                              | 8.264 | 1.522                                                  | 1.534            | 1.509            | 3.699            | 3.872                                                   | 479                     | 3.913                   | 4.502           | 3.762             |
| [H18] During the past week I felt depressed                                    |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or none of the time (< 1 day)                                       | 78,4% | 74,3%▼                                                 | 75,2%▼           | 77,5%            | 81,7%Δ           | 80,5%Δ                                                  | 83,6%Δ                  | 75,6%▼                  | 82,2%▲          | 73,7% ▼           |
| - 2 Some or little of the time (1-2 days)                                      | 15,9% | 18,2%Δ                                                 | 17,5%Δ           | 15,9%            | 14,2%▼           | 14,5%▼                                                  | 11,5%▼                  | 17,8%Δ                  | 13,0%▼          | 19,3%Δ            |
| - 3 Occasionally (3-4 days)                                                    | 4,6%  | 5,8%Δ                                                  | 5,5%Δ            | 5,5%             | 3,3%▼            | 4,3%                                                    | 2,9%                    | 5,1%Δ                   | 3,9%▼           | 5,3%Δ             |
| - 4 Most or all of the time (5-7 days)                                         | 1,2%  | 1,7%                                                   | 1,7%             | 1,1%             | 0,9%▼            | 0,8%▼                                                   | 1,9%                    | 1,6%Δ                   | 0,8%▼           | 1,7%Δ             |
| - Mean                                                                         | 1,29  | 1,35Δ                                                  | 1,34Δ            | 1,30             | 1,23▼            | 1,25▼                                                   | 1,23▼                   | 1,33Δ                   | 1,23▼           | 1,35Δ             |
| N                                                                              | 8.260 | 1.516                                                  | 1.535            | 1.510            | 3.699            | 3.869                                                   | 477                     | 3.914                   | 4.499           | 3.761             |
| [H19] During the past week I felt that everything I did was an effort          |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or none of the time (< 1 day)                                       | 64,3% | 63,5%                                                  | 63,5%            | 63,0%            | 65,5%Δ           | 71,7%▲                                                  | 73,5%▲                  | 55,9% ▼                 | 69,6%▲          | 58,0% ▼           |
| - 2 Some or little of the time (1-2 days)                                      | 23,3% | 22,5%                                                  | 22,0%            | 22,6%            | 24,4%Δ           | 19,9%▼                                                  | 20,5%                   | 27,0%Δ                  | 20,7%▼          | 26,3%Δ            |
| - 3 Occasionally (3-4 days)                                                    | 8,9%  | 9,6%                                                   | 10,1%            | 10,5%Δ           | 7,5%▼            | 6,7%▼                                                   | 4,4%▼                   | 11,7%Δ                  | 7,6%▼           | 10,5%Δ            |
| - 4 Most or all of the time (5-7 days)                                         | 3,5%  | 4,4%Δ                                                  | 4,4%Δ            | 3,9%             | 2,6%▼            | 1,7%▼                                                   | 1,7%▼                   | 5,4%▲                   | 2,0%▼           | 5,2%Δ             |
| - Mean                                                                         | 1,52  | 1,55                                                   | 1,55Δ            | 1,55Δ            | 1,47▼            | 1,38 ▼                                                  | 1,34 ▼                  | 1,67 ▲                  | 1,42 ▼          | 1,63 ▲            |
| N                                                                              | 8.257 | 1.516                                                  | 1.532            | 1.512            | 3.697            | 3.865                                                   | 479                     | 3.913                   | 4.497           | 3.760             |
| [H20] During the past week I felt hopeful about the future                     |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or none of the time (< 1 day)                                       | 15,2% | 16,3%                                                  | 16,2%            | 15,6%            | 14,2%▼           | 15,1%                                                   | 10,9%▼                  | 15,9%                   | 15,6%           | 14,8%             |
| - 2 Some or little of the time (1-2 days)                                      | 17,4% | 18,0%                                                  | 19,4%Δ           | 19,3%Δ           | 15,6%▼           | 15,5%▼                                                  | 14,0%▼                  | 19,8%Δ                  | 15,4%▼          | 19,9%Δ            |
| - 3 Occasionally (3-4 days)                                                    | 32,8% | 34,5%                                                  | 32,9%            | 32,5%            | 32,2%            | 35,0%Δ                                                  | 31,1%                   | 30,9%▼                  | 33,0%           | 32,5%             |
| - 4 Most or all of the time (5-7 days)                                         | 34,5% | 31,2%▼                                                 | 31,5%▼           | 32,5%            | 38,0%Δ           | 34,5%                                                   | 44,1%▲                  | 33,5%▼                  | 36,0%Δ          | 32,7%▼            |
| - Mean                                                                         | 2,87  | 2,81▼                                                  | 2,80▼            | 2,82             | 2,94Δ            | 2,89                                                    | 3,08 ▲                  | 2,82▼                   | 2,90Δ           | 2,83▼             |
| N                                                                              | 8.244 | 1.519                                                  | 1.533            | 1.504            | 3.688            | 3.865                                                   | 479                     | 3.900                   | 4.491           | 3.753             |
| [H21] During the past week I felt fearful                                      |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or none of the time (< 1 day)                                       | 86,2% | 84,8%                                                  | 85,2%            | 85,3%            | 87,5%Δ           | 89,0%Δ                                                  | 90,4%Δ                  | 82,9%▼                  | 89,5%▲          | 82,2% ▼           |
| - 2 Some or little of the time (1-2 days)                                      | 9,8%  | 10,4%                                                  | 9,6%             | 10,1%            | 9,6%             | 7,9%▼                                                   | 7,9%                    | 12,0%Δ                  | 7,4%▼           | 12,8%Δ            |
| - 3 Occasionally (3-4 days)                                                    | 3,1%  | 3,9%Δ                                                  | 4,1%Δ            | 3,6%             | 2,1%▼            | 2,5%▼                                                   | 1,7%                    | 3,8%Δ                   | 2,4%▼           | 3,9%Δ             |
| - 4 Most or all of the time (5-7 days)                                         | 0,9%  | 0,9%                                                   | 1,0%             | 0,9%             | 0,9%             | 0,6%▼                                                   | 0%                      | 1,3%Δ                   | 0,7%            | 1,1%              |
| - Mean                                                                         | 1,19  | 1,21                                                   | 1,21             | 1,20             | 1,16▼            | 1,15▼                                                   | 1,11▼                   | 1,24Δ                   | 1,14▼           | 1,24Δ             |
| N                                                                              | 8.256 | 1.517                                                  | 1.534            | 1.512            | 3.693            | 3.870                                                   | 479                     | 3.907                   | 4.502           | 3.754             |
| [H22] During the past week my sleep was restless                               |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or none of the time (< 1 day)                                       | 46,8% | 44,5%                                                  | 42,4%▼           | 44,2%▼           | 50,6%Δ           | 47,8%                                                   | 52,3%Δ                  | 45,0%▼                  | 55,0%▲          | 36,9% ▼           |
| - 2 Some or little of the time (1-2 days)                                      | 33,7% | 29,7%▼                                                 | 34,0%            | 34,1%            | 35,0%Δ           | 33,5%                                                   | 32,9%                   | 33,9%                   | 30,4%▼          | 37,6%Δ            |
| - 3 Occasionally (3-4 days)                                                    | 13,3% | 17,1%Δ                                                 | 16,5%Δ           | 13,9%            | 10,1%▼           | 13,9%                                                   | 10,8%                   | 13,0%                   | 10,4%▼          | 16,7%Δ            |
| - 4 Most or all of the time (5-7 days)                                         | 6,3%  | 8,6%Δ                                                  | 7,2%             | 7,8%Δ            | 4,4%▼            | 4,8%▼                                                   | 4,0%▼                   | 8,1%Δ                   | 4,3%▼           | 8,8%Δ             |
| - Mean                                                                         | 1,79  | 1,90Δ                                                  | 1,88Δ            | 1,85Δ            | 1,68 ▼           | 1,76▼                                                   | 1,66▼                   | 1,84Δ                   | 1,64 ▼          | 1,97 ▲            |
| N                                                                              | 8.272 | 1.523                                                  | 1.537            | 1.509            | 3.703            | 3.882                                                   | 480                     | 3.910                   | 4.508           | 3.764             |

| Column percentages                                                                                                    | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|-----------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                       |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[H23] During the past week I was happy</b>                                                                         |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or none of the time (< 1 day)                                                                              | 8,9%  | 10,2%Δ                                                 | 8,7%             | 9,5%             | 8,2%▼            | 8,5%                                                    | 7,3%                    | 9,5%                    | 8,5%            | 9,4%              |
| - 2 Some or little of the time (1-2 days)                                                                             | 15,7% | 17,6%Δ                                                 | 19,9%Δ           | 18,1%Δ           | 12,2%▼           | 16,0%                                                   | 12,9%                   | 15,7%                   | 13,3%▼          | 18,6%Δ            |
| - 3 Occasionally (3-4 days)                                                                                           | 35,0% | 36,3%                                                  | 35,9%            | 34,9%            | 34,2%            | 36,1%Δ                                                  | 33,4%                   | 34,1%                   | 35,1%           | 34,9%             |
| - 4 Most or all of the time (5-7 days)                                                                                | 40,4% | 35,9%▼                                                 | 35,4%▼           | 37,6%▼           | 45,4%Δ           | 39,3%                                                   | 46,3%Δ                  | 40,7%                   | 43,1%Δ          | 37,1%▼            |
| - Mean                                                                                                                | 3,07  | 2,98▼                                                  | 2,98▼            | 3,01▼            | 3,17Δ            | 3,06                                                    | 3,19Δ                   | 3,06                    | 3,13Δ           | 3,00▼             |
| N                                                                                                                     | 8.248 | 1.516                                                  | 1.536            | 1.511            | 3.685            | 3.865                                                   | 479                     | 3.904                   | 4.496           | 3.752             |
| <b>[H24] During the past week I felt lonely</b>                                                                       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or none of the time (< 1 day)                                                                              | 75,4% | 73,9%                                                  | 73,1%▼           | 74,7%            | 77,4%Δ           | 78,2%Δ                                                  | 78,5%                   | 72,4%▼                  | 80,1%▲          | 69,9%▼            |
| - 2 Some or little of the time (1-2 days)                                                                             | 16,9% | 17,3%                                                  | 18,6%            | 16,3%            | 16,4%            | 15,0%▼                                                  | 15,2%                   | 19,1%Δ                  | 13,7%▼          | 20,8%Δ            |
| - 3 Occasionally (3-4 days)                                                                                           | 5,2%  | 6,1%                                                   | 5,3%             | 6,8%Δ            | 4,2%▼            | 5,0%                                                    | 4,2%                    | 5,6%                    | 4,6%▼           | 6,0%Δ             |
| - 4 Most or all of the time (5-7 days)                                                                                | 2,4%  | 2,7%                                                   | 3,0%             | 2,3%             | 2,1%             | 1,9%▼                                                   | 2,1%                    | 3,0%Δ                   | 1,7%▼           | 3,3%Δ             |
| - Mean                                                                                                                | 1,35  | 1,38                                                   | 1,38Δ            | 1,37             | 1,31▼            | 1,31▼                                                   | 1,30                    | 1,39Δ                   | 1,28▼           | 1,43▲             |
| N                                                                                                                     | 8.250 | 1.517                                                  | 1.535            | 1.510            | 3.688            | 3.868                                                   | 479                     | 3.903                   | 4.497           | 3.753             |
| <b>[H25] During the past week I could not get going</b>                                                               |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or none of the time (< 1 day)                                                                              | 51,5% | 48,4%▼                                                 | 49,3%            | 51,0%            | 54,0%Δ           | 57,1%▲                                                  | 58,5%Δ                  | 45,2%▼                  | 57,0%▲          | 45,0%▼            |
| - 2 Some or little of the time (1-2 days)                                                                             | 34,1% | 33,8%                                                  | 33,9%            | 34,0%            | 34,3%            | 32,1%▼                                                  | 32,7%                   | 36,3%Δ                  | 31,5%▼          | 37,2%Δ            |
| - 3 Occasionally (3-4 days)                                                                                           | 10,4% | 13,0%Δ                                                 | 11,7%            | 10,6%            | 8,7%▼            | 8,3%▼                                                   | 6,5%▼                   | 12,9%Δ                  | 8,4%▼           | 12,8%Δ            |
| - 4 Most or all of the time (5-7 days)                                                                                | 4,0%  | 4,8%                                                   | 5,1%Δ            | 4,4%             | 3,0%▼            | 2,5%▼                                                   | 2,3%                    | 5,6%Δ                   | 3,0%▼           | 5,1%Δ             |
| - Mean                                                                                                                | 1,67  | 1,74Δ                                                  | 1,73Δ            | 1,68             | 1,61▼            | 1,56▼                                                   | 1,53▼                   | 1,79▲                   | 1,58▼           | 1,78▲             |
| N                                                                                                                     | 8.251 | 1.516                                                  | 1.532            | 1.511            | 3.692            | 3.863                                                   | 480                     | 3.908                   | 4.497           | 3.754             |
| <b>[Arbge] • Somewhat or strongly limited during work due to chronic disease or handicap</b>                          |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                                               | 22,9% | 22,5%                                                  | 23,5%            | 25,8%Δ           | 17,6%▼           | 22,9%                                                   | 22,7%                   | --                      | 21,4%▼          | 24,9%Δ            |
| N                                                                                                                     | 4.026 | 1.240                                                  | 1.211            | 1.017            | 558              | 3.582                                                   | 444                     | --                      | 2.286           | 1.740             |
| <b>[\$H26] Do you have any of the following chronic diseases, disorders or handicaps? [multiple answers possible]</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Complaints of the hands or arms                                                                                     | 18,0% | 15,3%▼                                                 | 15,8%▼           | 20,0%Δ           | 19,2%Δ           | 12,5%▼                                                  | 12,2%▼                  | 24,2%▲                  | 12,9%▼          | 24,1%▲            |
| - Complaints of the legs or feet                                                                                      | 20,6% | 15,5%▼                                                 | 18,0%▼           | 20,8%            | 23,6%Δ           | 13,1%▼                                                  | 12,0%▼                  | 29,0%▲                  | 16,4%▼          | 25,5%▲            |
| - Complaints of the back and neck                                                                                     | 20,2% | 18,0%▼                                                 | 16,7%▼           | 22,0%            | 21,9%Δ           | 13,9%▼                                                  | 15,3%▼                  | 27,2%▲                  | 16,3%▼          | 24,9%▲            |
| - Migraine or severe headache                                                                                         | 5,3%  | 7,5%Δ                                                  | 7,7%Δ            | 6,3%             | 3,1%▼            | 5,5%                                                    | 4,1%                    | 5,3%                    | 3,6%▼           | 7,4%Δ             |
| - Cardiovascular diseases                                                                                             | 11,5% | 5,4%▼                                                  | 8,8%▼            | 11,3%            | 15,2%▲           | 7,1%▼                                                   | 7,6%▼                   | 16,3%▲                  | 14,6%▲          | 7,9%▼             |
| - Asthma, bronchitis, emphysema                                                                                       | 8,8%  | 6,5%▼                                                  | 9,0%             | 10,1%Δ           | 9,1%             | 6,7%▼                                                   | 7,0%                    | 11,1%Δ                  | 7,0%▼           | 11,0%Δ            |
| - Long COVID                                                                                                          | 1,9%  | 2,2%                                                   | 1,9%             | 2,2%             | 1,7%             | 1,9%                                                    | 1,9%                    | 2,0%                    | 1,8%            | 2,1%              |
| - Gastrointestinal disorders                                                                                          | 7,4%  | 6,7%                                                   | 7,7%             | 7,8%             | 7,3%             | 5,1%▼                                                   | 4,3%▼                   | 9,9%Δ                   | 6,0%▼           | 9,0%Δ             |
| - Diabetes                                                                                                            | 10,1% | 4,7%▼                                                  | 7,7%▼            | 9,0%             | 13,7%▲           | 6,7%▼                                                   | 7,2%▼                   | 13,7%▲                  | 12,6%Δ          | 7,0%▼             |
| - Severe skin disease                                                                                                 | 1,4%  | 1,5%                                                   | 1,7%             | 1,6%             | 1,2%             | 0,9%▼                                                   | 1,0%                    | 1,9%Δ                   | 1,2%            | 1,6%              |
| - Psychological complaints                                                                                            | 4,3%  | 6,3%Δ                                                  | 5,6%Δ            | 5,3%Δ            | 2,5%▼            | 2,8%▼                                                   | 3,3%                    | 6,0%Δ                   | 3,2%▼           | 5,6%Δ             |
| - Hearing problems                                                                                                    | 9,2%  | 4,2%▼                                                  | 5,3%▼            | 7,9%▼            | 13,4%▲           | 5,8%▼                                                   | 6,2%▼                   | 13,0%▲                  | 11,4%Δ          | 6,6%▼             |
| - Epilepsy                                                                                                            | 0,5%  | 0,5%                                                   | 0,8%             | 0,6%             | 0,3%             | 0,4%                                                    | 0,4%                    | 0,6%                    | 0,5%            | 0,4%              |
| - Life-threatening disease (e.g. cancer, AIDS)                                                                        | 2,6%  | 1,8%▼                                                  | 1,9%▼            | 2,5%             | 3,4%Δ            | 1,6%▼                                                   | 1,2%▼                   | 3,8%Δ                   | 2,7%            | 2,5%              |
| - Problems with vision                                                                                                | 3,6%  | 3,2%                                                   | 2,7%▼            | 3,7%             | 4,2%Δ            | 2,4%▼                                                   | 1,9%▼                   | 5,0%Δ                   | 3,8%            | 3,4%              |
| - Other longstanding diseases                                                                                         | 10,1% | 10,1%                                                  | 9,8%             | 11,3%            | 9,6%             | 8,7%▼                                                   | 8,1%                    | 11,7%Δ                  | 8,4%▼           | 12,0%Δ            |
| - No longstanding diseases                                                                                            | 37,8% | 47,3%▲                                                 | 43,4%Δ           | 37,0%            | 31,8%▼           | 48,2%▲                                                  | 49,6%▲                  | 26,0%▼                  | 39,6%Δ          | 35,5%▼            |
| N                                                                                                                     | 8.376 | 1.544                                                  | 1.549            | 1.533            | 3.750            | 3.926                                                   | 484                     | 3.966                   | 4.555           | 3.821             |
| <b>[H27] Does your disease limit your performance at work?</b>                                                        |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Not limited                                                                                                       | 75,4% | 75,9%                                                  | 74,7%            | 72,4%▼           | 81,5%Δ           | 75,3%                                                   | 76,6%                   | --                      | 77,3%Δ          | 72,9%▼            |
| - 2 Slightly limited                                                                                                  | 21,5% | 21,0%                                                  | 22,0%            | 24,1%Δ           | 17,2%▼           | 21,5%                                                   | 21,8%                   | --                      | 20,0%▼          | 23,5%Δ            |
| - 3 Strongly limited                                                                                                  | 3,0%  | 3,2%                                                   | 3,3%             | 3,5%             | 1,3%▼            | 3,2%                                                    | 1,6%                    | --                      | 2,6%            | 3,6%              |
| N                                                                                                                     | 3.926 | 1.202                                                  | 1.186            | 996              | 542              | 3.490                                                   | 436                     | --                      | 2.240           | 1.686             |
| <b>[Burnout] • Burnout (5 items, 1=never-7=every day)</b>                                                             |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                                                | 1,97  | 2,12Δ                                                  | 2,07Δ            | 1,94             | 1,50▼            | 2,02▲                                                   | 1,58▼                   | --                      | 1,93▼           | 2,03Δ             |
| - Minimum                                                                                                             | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | --                      | 1               | 1                 |
| - Maximum                                                                                                             | 7,00  | 7,00                                                   | 7,00             | 7,00             | 7,00             | 7,00                                                    | 6,20                    | --                      | 7,00            | 7,00              |
| N                                                                                                                     | 4.360 | 1.331                                                  | 1.313            | 1.108            | 608              | 3.879                                                   | 481                     | --                      | 2.443           | 1.917             |
| <b>[Burnout320] • Burnout (two categories)</b>                                                                        |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 No (score 3.20 or lower on scale of 1 to 7)                                                                       | 87,2% | 84,4%▼                                                 | 86,2%            | 87,9%            | 94,6%▲           | 86,2%▼                                                  | 95,4%▲                  | --                      | 87,8%           | 86,5%             |
| - 2 Yes (score higher than 3.20 on scale of 1 to 7)                                                                   | 12,8% | 15,6%Δ                                                 | 13,8%            | 12,1%            | 5,4%▼            | 13,8%▲                                                  | 4,6%▼                   | --                      | 12,2%           | 13,5%             |
| N                                                                                                                     | 4.360 | 1.331                                                  | 1.313            | 1.108            | 608              | 3.879                                                   | 481                     | --                      | 2.443           | 1.917             |
| <b>[H27A] I feel emotionally drained by my work</b>                                                                   |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Never                                                                                                             | 47,5% | 40,5%▼                                                 | 43,0%▼           | 48,6%            | 70,3%▲           | 45,4%▼                                                  | 63,6%▲                  | --                      | 50,8%Δ          | 43,2%▼            |
| - 2 A few times per year                                                                                              | 35,8% | 39,4%Δ                                                 | 37,9%            | 36,2%            | 23,1%▼           | 36,7%Δ                                                  | 28,9%▼                  | --                      | 33,4%▼          | 39,0%Δ            |
| - 3 Once a month                                                                                                      | 3,1%  | 4,2%Δ                                                  | 3,7%             | 2,2%▼            | 1,2%▼            | 3,2%                                                    | 2,1%                    | --                      | 2,9%            | 3,3%              |
| - 4 A few times per month                                                                                             | 7,1%  | 7,9%                                                   | 7,8%             | 7,8%             | 3,0%▼            | 7,6%Δ                                                   | 3,5%▼                   | --                      | 6,8%            | 7,6%              |
| - 5 Once a week                                                                                                       | 3,0%  | 3,5%                                                   | 3,6%             | 2,7%             | 1,3%▼            | 3,3%▲                                                   | 0,6%▼                   | --                      | 2,7%            | 3,5%              |
| - 6 A few times per week                                                                                              | 2,5%  | 3,5%Δ                                                  | 3,2%             | 1,5%▼            | 0,7%▼            | 2,7%                                                    | 1,2%                    | --                      | 2,7%            | 2,3%              |
| - 7 Every day                                                                                                         | 0,9%  | 1,1%                                                   | 0,9%             | 1,0%             | 0,5%             | 1,0%                                                    | 0%                      | --                      | 0,8%            | 1,1%              |
| - Mean                                                                                                                | 1,94  | 2,09Δ                                                  | 2,04Δ            | 1,88             | 1,46▼            | 1,99▲                                                   | 1,52▼                   | --                      | 1,88▼           | 2,01Δ             |
| N                                                                                                                     | 4.358 | 1.330                                                  | 1.313            | 1.108            | 607              | 3.877                                                   | 481                     | --                      | 2.441           | 1.917             |

| Column percentages                                                                        | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|-------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                           |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[H27B] At the end of the working day I feel worn out</b>                               |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Never                                                                                 | 32,1% | 26,4%▼                                                 | 27,4%▼           | 31,0%            | 56,8%▲           | 30,0%▼                                                  | 49,6%▲                  | --                      | 32,4%           | 31,7%             |
| - 2 A few times per year                                                                  | 40,6% | 42,7%                                                  | 41,8%            | 42,5%            | 29,7%▼           | 40,9%                                                   | 37,7%                   | --                      | 40,8%           | 40,2%             |
| - 3 Once a month                                                                          | 4,8%  | 5,6%                                                   | 6,0%Δ            | 3,9%             | 2,1%▼            | 5,0%                                                    | 3,5%                    | --                      | 4,8%            | 4,9%              |
| - 4 A few times per month                                                                 | 10,5% | 11,8%                                                  | 12,2%Δ           | 9,9%             | 4,8%▼            | 11,2%▲                                                  | 4,4%▼                   | --                      | 10,5%           | 10,5%             |
| - 5 Once a week                                                                           | 4,7%  | 4,5%                                                   | 4,6%             | 5,4%             | 4,0%             | 5,0%Δ                                                   | 2,3%▼                   | --                      | 4,3%            | 5,2%              |
| - 6 A few times per week                                                                  | 4,7%  | 6,2%Δ                                                  | 5,3%             | 4,0%             | 1,7%▼            | 5,1%Δ                                                   | 2,1%▼                   | --                      | 4,8%            | 4,6%              |
| - 7 Every day                                                                             | 2,6%  | 2,8%                                                   | 2,7%             | 3,3%             | 1,0%▼            | 2,9%▲                                                   | 0,4%▼                   | --                      | 2,5%            | 2,9%              |
| - Mean                                                                                    | 2,40  | 2,55Δ                                                  | 2,51Δ            | 2,41             | 1,78▼            | 2,47▲                                                   | 1,80▼                   | --                      | 2,38            | 2,43              |
| N                                                                                         | 4.355 | 1.331                                                  | 1.309            | 1.109            | 606              | 3.875                                                   | 480                     | --                      | 2.440           | 1.915             |
| <b>[H27C] It stresses me to work in direct contact with people all day</b>                |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Never                                                                                 | 51,9% | 43,8%▼                                                 | 46,6%▼           | 55,7%Δ           | 74,1%▲           | 50,4%▼                                                  | 64,0%▲                  | --                      | 54,2%Δ          | 49,0%▼            |
| - 2 A few times per year                                                                  | 29,7% | 34,3%Δ                                                 | 31,9%Δ           | 27,8%            | 18,3%▼           | 30,2%Δ                                                  | 25,4%▼                  | --                      | 27,7%▼          | 32,2%Δ            |
| - 3 Once a month                                                                          | 4,4%  | 5,0%                                                   | 5,8%Δ            | 3,5%             | 1,5%▼            | 4,5%                                                    | 3,1%                    | --                      | 4,5%            | 4,3%              |
| - 4 A few times per month                                                                 | 6,6%  | 7,4%                                                   | 7,6%             | 6,0%             | 3,5%▼            | 6,8%Δ                                                   | 4,4%▼                   | --                      | 6,4%            | 6,8%              |
| - 5 Once a week                                                                           | 3,1%  | 3,8%                                                   | 3,4%             | 2,7%             | 1,8%▼            | 3,4%Δ                                                   | 0,8%▼                   | --                      | 2,9%            | 3,4%              |
| - 6 A few times per week                                                                  | 2,7%  | 3,3%                                                   | 3,4%             | 2,6%             | 0,3%▼            | 2,9%                                                    | 1,7%                    | --                      | 2,7%            | 2,8%              |
| - 7 Every day                                                                             | 1,6%  | 2,3%Δ                                                  | 1,3%             | 1,6%             | 0,5%▼            | 1,7%                                                    | 0,6%                    | --                      | 1,6%            | 1,6%              |
| - Mean                                                                                    | 1,94  | 2,12Δ                                                  | 2,05Δ            | 1,87▼            | 1,44▼            | 1,98▲                                                   | 1,60▼                   | --                      | 1,91            | 1,98              |
| N                                                                                         | 4.349 | 1.328                                                  | 1.309            | 1.106            | 606              | 3.869                                                   | 480                     | --                      | 2.437           | 1.912             |
| <b>[H27D] I am exhausted in the morning at the thought of another day at work</b>         |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Never                                                                                 | 58,4% | 53,4%▼                                                 | 54,2%▼           | 60,9%            | 73,8%▲           | 57,4%▼                                                  | 66,4%Δ                  | --                      | 61,6%Δ          | 54,3%▼            |
| - 2 A few times per year                                                                  | 25,5% | 27,7%Δ                                                 | 27,7%Δ           | 24,5%            | 17,8%▼           | 25,8%                                                   | 23,2%                   | --                      | 23,7%▼          | 27,9%Δ            |
| - 3 Once a month                                                                          | 3,9%  | 4,1%                                                   | 4,8%             | 3,7%             | 2,1%▼            | 4,0%                                                    | 3,5%                    | --                      | 3,8%            | 4,1%              |
| - 4 A few times per month                                                                 | 5,2%  | 5,9%                                                   | 5,6%             | 4,8%             | 3,8%             | 5,4%                                                    | 3,8%                    | --                      | 4,8%            | 5,9%              |
| - 5 Once a week                                                                           | 3,0%  | 4,1%Δ                                                  | 3,4%             | 2,3%             | 1,3%▼            | 3,3%Δ                                                   | 1,0%▼                   | --                      | 2,9%            | 3,2%              |
| - 6 A few times per week                                                                  | 2,4%  | 3,2%Δ                                                  | 2,7%             | 2,0%             | 0,5%▼            | 2,5%                                                    | 1,3%                    | --                      | 2,0%            | 2,9%              |
| - 7 Every day                                                                             | 1,5%  | 1,6%                                                   | 1,5%             | 1,8%             | 0,7%             | 1,6%                                                    | 0,8%                    | --                      | 1,2%            | 1,8%              |
| - Mean                                                                                    | 1,82  | 1,95Δ                                                  | 1,91Δ            | 1,76             | 1,45▼            | 1,85▲                                                   | 1,57▼                   | --                      | 1,74▼           | 1,92Δ             |
| N                                                                                         | 4.351 | 1.327                                                  | 1.312            | 1.105            | 607              | 3.872                                                   | 479                     | --                      | 2.438           | 1.913             |
| <b>[H27E] I feel completely exhausted by my work</b>                                      |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Never                                                                                 | 59,8% | 54,6%▼                                                 | 55,5%▼           | 60,8%            | 78,2%▲           | 58,1%▼                                                  | 72,8%▲                  | --                      | 61,9%Δ          | 57,0%▼            |
| - 2 A few times per year                                                                  | 25,8% | 28,6%Δ                                                 | 28,8%Δ           | 24,7%            | 15,2%▼           | 26,4%Δ                                                  | 21,0%▼                  | --                      | 24,0%▼          | 28,0%Δ            |
| - 3 Once a month                                                                          | 3,4%  | 4,3%Δ                                                  | 3,5%             | 3,4%             | 1,2%▼            | 3,6%Δ                                                   | 1,5%▼                   | --                      | 3,2%            | 3,7%              |
| - 4 A few times per month                                                                 | 5,0%  | 5,3%                                                   | 5,6%             | 5,0%             | 2,8%▼            | 5,3%Δ                                                   | 2,5%▼                   | --                      | 4,9%            | 5,0%              |
| - 5 Once a week                                                                           | 2,4%  | 3,0%                                                   | 2,9%             | 1,6%             | 1,3%             | 2,5%                                                    | 1,2%                    | --                      | 2,1%            | 2,8%              |
| - 6 A few times per week                                                                  | 2,3%  | 2,7%                                                   | 2,4%             | 2,4%             | 0,7%▼            | 2,5%Δ                                                   | 0,6%▼                   | --                      | 2,4%            | 2,1%              |
| - 7 Every day                                                                             | 1,4%  | 1,4%                                                   | 1,2%             | 2,1%Δ            | 0,7%             | 1,6%Δ                                                   | 0,4%▼                   | --                      | 1,5%            | 1,4%              |
| - Mean                                                                                    | 1,77  | 1,87Δ                                                  | 1,84Δ            | 1,77             | 1,38▼            | 1,81▲                                                   | 1,42▼                   | --                      | 1,74            | 1,80              |
| N                                                                                         | 4.347 | 1.328                                                  | 1.307            | 1.106            | 606              | 3.866                                                   | 481                     | --                      | 2.437           | 1.910             |
| <b>[Beweenorm] • At least 5 days a week at least 30 minutes physically active</b>         |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                   | 60,9% | 58,3%▼                                                 | 58,9%            | 58,2%▼           | 64,0%Δ           | 60,7%                                                   | 58,0%                   | 61,5%                   | 61,8%           | 59,8%             |
| N                                                                                         | 8.309 | 1.524                                                  | 1.539            | 1.515            | 3.731            | 3.882                                                   | 481                     | 3.946                   | 4.529           | 3.780             |
| <b>[H32] Number of days per week physically active for at least 30 minutes</b>            |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                    | 4,78  | 4,67▼                                                  | 4,66▼            | 4,64▼            | 4,93Δ            | 4,78                                                    | 4,73                    | 4,78                    | 4,81            | 4,73              |
| - Minimum                                                                                 | 0     | 0                                                      | 0                | 0                | 0                | 0                                                       | 0                       | 0                       | 0               | 0                 |
| - Maximum                                                                                 | 7     | 7                                                      | 7                | 7                | 7                | 7                                                       | 7                       | 7                       | 7               | 7                 |
| N                                                                                         | 8.309 | 1.524                                                  | 1.539            | 1.515            | 3.731            | 3.882                                                   | 481                     | 3.946                   | 4.529           | 3.780             |
| <b>[Fitnorm] • At least 3 days a week at least 20 minutes intensely physically active</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                   | 46,6% | 47,0%                                                  | 47,5%            | 43,6%▼           | 47,4%            | 49,2%Δ                                                  | 47,9%                   | 44,0%▼                  | 48,6%Δ          | 44,4%▼            |
| N                                                                                         | 8.262 | 1.516                                                  | 1.530            | 1.510            | 3.706            | 3.862                                                   | 480                     | 3.920                   | 4.504           | 3.758             |
| <b>[H33] Number of days intensely physically active for at least 20 minutes</b>           |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                    | 2,62  | 2,65                                                   | 2,63             | 2,47▼            | 2,67Δ            | 2,75Δ                                                   | 2,79                    | 2,48▼                   | 2,70Δ           | 2,53▼             |
| - Minimum                                                                                 | 0     | 0                                                      | 0                | 0                | 0                | 0                                                       | 0                       | 0                       | 0               | 0                 |
| - Maximum                                                                                 | 7     | 7                                                      | 7                | 7                | 7                | 7                                                       | 7                       | 7                       | 7               | 7                 |
| N                                                                                         | 8.262 | 1.516                                                  | 1.530            | 1.510            | 3.706            | 3.862                                                   | 480                     | 3.920                   | 4.504           | 3.758             |
| <b>[H33A] How many hours do you sleep per night on average?</b>                           |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                    | 7,06  | 6,99▼                                                  | 6,93▼            | 6,94▼            | 7,20▲            | 6,97▼                                                   | 7,14                    | 7,14Δ                   | 7,11Δ           | 7,01▼             |
| - Minimum                                                                                 | 0     | 0                                                      | 2                | 2                | 1                | 0                                                       | 3                       | 1                       | 1               | 0                 |
| - Maximum                                                                                 | 12    | 12                                                     | 11               | 12               | 12               | 12                                                      | 10                      | 12                      | 12              | 12                |
| N                                                                                         | 8.330 | 1.530                                                  | 1.543            | 1.525            | 3.732            | 3.905                                                   | 483                     | 3.942                   | 4.535           | 3.795             |
| <b>[Bmi] • A Body Mass Index (kg/m2)</b>                                                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                    | 27,3  | 27,6Δ                                                  | 27,4             | 27,3             | 27,2▼            | 27,2▼                                                   | 27,1                    | 27,5Δ                   | 27,4            | 27,2              |
| - Minimum                                                                                 | 16,1  | 16,8                                                   | 16,1             | 16,3             | 16,2             | 16,3                                                    | 18,9                    | 16,1                    | 17,2            | 16,1              |
| - Maximum                                                                                 | 62,4  | 54,1                                                   | 59,0             | 54,7             | 62,4             | 62,4                                                    | 53,6                    | 59,0                    | 59,0            | 62,4              |
| N                                                                                         | 8.069 | 1.449                                                  | 1.485            | 1.488            | 3.647            | 3.755                                                   | 475                     | 3.839                   | 4.483           | 3.586             |
| <b>[Bmi_Cat] • Body Mass Index</b>                                                        |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 BMI <18.5 - Underweight                                                               | 0,7%  | 0,9%                                                   | 0,9%             | 0,8%             | 0,5%             | 0,7%                                                    | 0%                      | 0,9%                    | 0,3%▼           | 1,3%Δ             |
| - 2 BMI 18.5-25 - Regular weight                                                          | 32,7% | 31,8%                                                  | 32,1%            | 30,6%            | 34,2%Δ           | 32,9%                                                   | 32,2%                   | 32,6%                   | 30,0%▼          | 36,1%Δ            |
| - 3 BMI 25-30 - Overweight                                                                | 43,2% | 41,5%                                                  | 42,8%            | 45,0%            | 43,3%            | 44,1%                                                   | 47,6%Δ                  | 41,8%▼                  | 47,8%▲          | 37,5%▼            |
| - 4 BMI >=30 - Obesity                                                                    | 23,4% | 25,7%Δ                                                 | 24,2%            | 23,7%            | 21,9%▼           | 22,4%▼                                                  | 20,2%                   | 24,7%Δ                  | 22,0%▼          | 25,1%Δ            |
| N                                                                                         | 8.069 | 1.449                                                  | 1.485            | 1.488            | 3.647            | 3.755                                                   | 475                     | 3.839                   | 4.483           | 3.586             |

| Column percentages                                                                      | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                             |                            | Gender          |                   |
|-----------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-----------------------------|----------------------------|-----------------|-------------------|
|                                                                                         |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-<br>employed<br>[5,8%] | Not<br>employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[H34] Height</b>                                                                     |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - Mean                                                                                  | 175   | 176Δ                                                   | 176Δ             | 176Δ             | 175▼             | 176▲                                                    | 177▲                        | 174▼                       | 181▲            | 168▼              |
| - Minimum                                                                               | 146   | 150                                                    | 148              | 150              | 146              | 148                                                     | 150                         | 146                        | 153             | 146               |
| - Maximum                                                                               | 206   | 206                                                    | 201              | 201              | 205              | 206                                                     | 205                         | 203                        | 206             | 197               |
| N                                                                                       | 8.298 | 1.524                                                  | 1.535            | 1.520            | 3.719            | 3.881                                                   | 481                         | 3.936                      | 4.536           | 3.762             |
| <b>[H35] Weight</b>                                                                     |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - Mean                                                                                  | 84,1  | 85,5Δ                                                  | 84,9Δ            | 84,7             | 83,0▼            | 84,8Δ                                                   | 85,7Δ                       | 83,3▼                      | 89,8▲           | 76,9▼             |
| - Minimum                                                                               | 43    | 43                                                     | 43               | 45               | 43               | 43                                                      | 48                          | 43                         | 53              | 43                |
| - Maximum                                                                               | 176   | 172                                                    | 168              | 170              | 176              | 176                                                     | 168                         | 176                        | 176             | 176               |
| N                                                                                       | 8.079 | 1.450                                                  | 1.486            | 1.489            | 3.654            | 3.758                                                   | 475                         | 3.846                      | 4.485           | 3.594             |
| <b>[H36] Do you smoke?</b>                                                              |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Yes                                                                                 | 10,5% | 11,5%                                                  | 11,0%            | 12,1%Δ           | 9,2%▼            | 9,8%                                                    | 12,8%                       | 10,9%                      | 10,2%           | 10,9%             |
| - 2 No, but smoked in the past                                                          | 49,2% | 32,6%▼                                                 | 37,4%▼           | 48,6%            | 61,2%▲           | 40,5%▼                                                  | 43,2%▼                      | 58,5%▲                     | 51,1%Δ          | 47,0%▼            |
| - 3 No, never                                                                           | 40,3% | 55,9%▲                                                 | 51,7%▲           | 39,3%            | 29,6%▼           | 49,7%▲                                                  | 44,0%                       | 30,6%▼                     | 38,8%▼          | 42,1%Δ            |
| N                                                                                       | 8.342 | 1.536                                                  | 1.543            | 1.528            | 3.735            | 3.908                                                   | 484                         | 3.950                      | 4.541           | 3.801             |
| <b>[Mastery] • Mastery (7 items, 1=entirely disagree-5=entirely agree)</b>              |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - Mean                                                                                  | 3,66  | 3,59▼                                                  | 3,59▼            | 3,63             | 3,74Δ            | 3,71Δ                                                   | 3,87▲                       | 3,59▼                      | 3,75▲           | 3,56▼             |
| - Minimum                                                                               | 1,00  | 1,00                                                   | 1,00             | 1,00             | 1,00             | 1,00                                                    | 1,29                        | 1,00                       | 1,00            | 1,00              |
| - Maximum                                                                               | 5     | 5                                                      | 5                | 5                | 5                | 5                                                       | 5                           | 5                          | 5               | 5                 |
| N                                                                                       | 8.269 | 1.519                                                  | 1.536            | 1.514            | 3.700            | 3.875                                                   | 480                         | 3.914                      | 4.515           | 3.754             |
| <b>[H37] I have little control over things that happen to me</b>                        |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Totally disagree                                                                    | 18,6% | 14,7%▼                                                 | 14,7%▼           | 16,5%▼           | 22,7%Δ           | 18,0%                                                   | 24,4%Δ                      | 18,5%                      | 21,5%Δ          | 15,1%▼            |
| - 2 Disagree                                                                            | 33,9% | 33,2%                                                  | 32,1%            | 33,6%            | 35,0%            | 34,8%                                                   | 37,8%                       | 32,5%▼                     | 36,7%Δ          | 30,5%▼            |
| - 3 Neither agree nor disagree                                                          | 32,6% | 34,4%                                                  | 35,3%Δ           | 36,3%Δ           | 29,3%▼           | 33,8%Δ                                                  | 27,8%▼                      | 32,1%                      | 28,3%▼          | 37,8%▲            |
| - 4 Agree                                                                               | 12,3% | 15,2%Δ                                                 | 14,4%Δ           | 10,3%▼           | 11,1%▼           | 11,3%▼                                                  | 9,0%▼                       | 13,7%Δ                     | 11,5%▼          | 13,2%Δ            |
| - 5 Totally agree                                                                       | 2,6%  | 2,6%                                                   | 3,5%Δ            | 3,2%             | 1,9%▼            | 2,0%▼                                                   | 1,0%▼                       | 3,3%Δ                      | 1,9%▼           | 3,3%Δ             |
| - Mean                                                                                  | 2,46  | 2,58Δ                                                  | 2,60Δ            | 2,50             | 2,34▼            | 2,45                                                    | 2,24▼                       | 2,51Δ                      | 2,36▼           | 2,59▲             |
| N                                                                                       | 8.279 | 1.518                                                  | 1.538            | 1.517            | 3.706            | 3.877                                                   | 479                         | 3.923                      | 4.516           | 3.763             |
| <b>[H38] There is really no way I can solve some of the problems I have</b>             |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Totally disagree                                                                    | 21,3% | 16,4%▼                                                 | 18,1%▼           | 20,1%            | 25,0%Δ           | 21,1%                                                   | 28,2%Δ                      | 20,6%                      | 23,9%Δ          | 18,0%▼            |
| - 2 Disagree                                                                            | 33,0% | 31,8%                                                  | 31,9%            | 32,9%            | 34,1%            | 35,6%Δ                                                  | 32,4%                       | 30,6%▼                     | 36,0%Δ          | 29,5%▼            |
| - 3 Neither agree nor disagree                                                          | 23,5% | 27,8%Δ                                                 | 26,1%Δ           | 23,0%            | 20,9%▼           | 25,4%Δ                                                  | 21,1%                       | 21,9%▼                     | 21,3%▼          | 26,1%Δ            |
| - 4 Agree                                                                               | 18,1% | 19,4%                                                  | 19,2%            | 19,1%            | 16,7%▼           | 15,5%▼                                                  | 15,2%                       | 21,1%Δ                     | 15,4%▼          | 21,4%Δ            |
| - 5 Totally agree                                                                       | 4,1%  | 4,5%                                                   | 4,6%             | 4,9%             | 3,4%▼            | 2,5%▼                                                   | 3,1%                        | 5,8%Δ                      | 3,3%▼           | 5,0%Δ             |
| - Mean                                                                                  | 2,51  | 2,64Δ                                                  | 2,60Δ            | 2,56             | 2,39▼            | 2,43▼                                                   | 2,33▼                       | 2,61Δ                      | 2,38▼           | 2,66▲             |
| N                                                                                       | 8.259 | 1.517                                                  | 1.533            | 1.509            | 3.700            | 3.868                                                   | 479                         | 3.912                      | 4.508           | 3.751             |
| <b>[H39] There is little I can do to change many of the important things in my life</b> |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Totally disagree                                                                    | 20,0% | 17,5%▼                                                 | 18,2%            | 19,1%            | 22,1%Δ           | 20,5%                                                   | 29,6%▲                      | 18,3%▼                     | 22,6%Δ          | 16,8%▼            |
| - 2 Disagree                                                                            | 43,7% | 45,5%                                                  | 43,9%            | 44,1%            | 42,7%            | 47,8%Δ                                                  | 43,0%                       | 39,7%▼                     | 44,5%           | 42,7%             |
| - 3 Neither agree nor disagree                                                          | 25,8% | 27,0%                                                  | 27,5%            | 26,2%            | 24,5%▼           | 24,5%▼                                                  | 20,3%▼                      | 27,9%Δ                     | 23,9%▼          | 28,1%Δ            |
| - 4 Agree                                                                               | 8,7%  | 8,0%                                                   | 8,4%             | 8,5%             | 9,3%             | 6,0%▼                                                   | 5,8%▼                       | 11,7%▲                     | 7,3%▼           | 10,4%Δ            |
| - 5 Totally agree                                                                       | 1,8%  | 1,9%                                                   | 2,0%             | 2,1%             | 1,5%             | 1,2%▼                                                   | 1,3%                        | 2,4%Δ                      | 1,6%            | 2,0%              |
| - Mean                                                                                  | 2,29  | 2,31                                                   | 2,32             | 2,30             | 2,25▼            | 2,20▼                                                   | 2,06▼                       | 2,40▲                      | 2,21▼           | 2,38Δ             |
| N                                                                                       | 8.257 | 1.516                                                  | 1.533            | 1.511            | 3.697            | 3.869                                                   | 479                         | 3.909                      | 4.510           | 3.747             |
| <b>[H40] I often feel helpless in dealing with the problems of life</b>                 |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Totally disagree                                                                    | 34,8% | 29,3%▼                                                 | 30,0%▼           | 35,6%            | 38,7%Δ           | 34,4%                                                   | 45,1%▲                      | 34,0%                      | 39,9%▲          | 28,6%▼            |
| - 2 Disagree                                                                            | 40,5% | 39,6%                                                  | 41,7%            | 38,2%▼           | 41,3%            | 41,8%Δ                                                  | 35,6%▼                      | 39,8%                      | 39,6%           | 41,6%             |
| - 3 Neither agree nor disagree                                                          | 17,8% | 22,9%Δ                                                 | 19,2%            | 18,1%            | 15,0%▼           | 18,0%                                                   | 13,4%▼                      | 18,2%                      | 15,1%▼          | 21,1%Δ            |
| - 4 Agree                                                                               | 5,7%  | 6,8%                                                   | 7,3%Δ            | 6,3%             | 4,4%▼            | 4,8%▼                                                   | 5,0%                        | 6,7%Δ                      | 4,4%▼           | 7,2%Δ             |
| - 5 Totally agree                                                                       | 1,2%  | 1,4%                                                   | 1,8%Δ            | 1,8%Δ            | 0,6%▼            | 1,1%                                                    | 0,8%                        | 1,4%                       | 0,9%▼           | 1,5%Δ             |
| - Mean                                                                                  | 1,98  | 2,11Δ                                                  | 2,09Δ            | 2,01             | 1,87▼            | 1,96                                                    | 1,81▼                       | 2,02Δ                      | 1,87▼           | 2,11▲             |
| N                                                                                       | 8.249 | 1.511                                                  | 1.530            | 1.513            | 3.695            | 3.862                                                   | 477                         | 3.910                      | 4.507           | 3.742             |
| <b>[H41] Sometimes I feel that I am being pushed around in life</b>                     |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Totally disagree                                                                    | 37,7% | 32,7%▼                                                 | 32,7%▼           | 37,1%            | 42,1%Δ           | 36,8%                                                   | 46,8%Δ                      | 37,5%                      | 41,4%Δ          | 33,2%▼            |
| - 2 Disagree                                                                            | 34,8% | 33,2%                                                  | 34,2%            | 34,5%            | 35,7%            | 35,9%Δ                                                  | 31,7%                       | 34,0%                      | 34,1%           | 35,5%             |
| - 3 Neither agree nor disagree                                                          | 19,1% | 22,2%Δ                                                 | 21,8%Δ           | 19,3%            | 16,6%▼           | 19,3%                                                   | 14,2%▼                      | 19,5%                      | 16,5%▼          | 22,2%Δ            |
| - 4 Agree                                                                               | 6,9%  | 10,4%Δ                                                 | 9,3%Δ            | 7,2%             | 4,4%▼            | 6,9%                                                    | 6,3%                        | 7,1%                       | 6,5%            | 7,5%              |
| - 5 Totally agree                                                                       | 1,5%  | 1,5%                                                   | 2,0%             | 2,0%             | 1,2%▼            | 1,2%▼                                                   | 1,0%                        | 1,9%Δ                      | 1,5%            | 1,6%              |
| - Mean                                                                                  | 2,00  | 2,15Δ                                                  | 2,14Δ            | 2,02             | 1,87▼            | 2,00                                                    | 1,83▼                       | 2,02                       | 1,92▼           | 2,09Δ             |
| N                                                                                       | 8.248 | 1.513                                                  | 1.535            | 1.510            | 3.690            | 3.865                                                   | 479                         | 3.904                      | 4.508           | 3.740             |
| <b>[H42] What happens to me in the future mostly depends on me</b>                      |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| - 1 Totally disagree                                                                    | 3,8%  | 3,2%                                                   | 3,9%             | 4,0%             | 3,9%             | 3,5%                                                    | 2,9%                        | 4,2%                       | 4,0%            | 3,6%              |
| - 2 Disagree                                                                            | 8,9%  | 7,9%                                                   | 9,1%             | 9,5%             | 9,1%             | 7,6%▼                                                   | 7,1%                        | 10,5%Δ                     | 8,2%▼           | 9,9%Δ             |
| - 3 Neither agree nor disagree                                                          | 32,4% | 30,5%                                                  | 32,0%            | 30,7%            | 33,9%Δ           | 29,6%▼                                                  | 24,3%▼                      | 36,1%Δ                     | 30,4%▼          | 34,8%Δ            |
| - 4 Agree                                                                               | 42,9% | 47,5%Δ                                                 | 43,7%            | 44,9%            | 39,7%▼           | 47,1%Δ                                                  | 45,7%                       | 38,3%▼                     | 44,2%Δ          | 41,2%▼            |
| - 5 Totally agree                                                                       | 12,0% | 10,9%                                                  | 11,2%            | 10,8%            | 13,3%Δ           | 12,1%                                                   | 20,0%▲                      | 10,9%▼                     | 13,2%Δ          | 10,6%▼            |
| - Mean                                                                                  | 3,50  | 3,55Δ                                                  | 3,49             | 3,49             | 3,49             | 3,57Δ                                                   | 3,73▲                       | 3,41▼                      | 3,54Δ           | 3,45▼             |
| N                                                                                       | 8.259 | 1.517                                                  | 1.532            | 1.513            | 3.697            | 3.870                                                   | 481                         | 3.908                      | 4.513           | 3.746             |



| Column percentages                                                                     | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|----------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                        |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| [H43] I can do just about anything I really set my mind to do                          |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Totally disagree                                                                   | 4,0%  | 3,9%                                                   | 4,7%             | 4,5%             | 3,5%             | 2,8%▼                                                   | 3,1%                    | 5,3%Δ                   | 3,5%▼           | 4,5%Δ             |
| - 2 Disagree                                                                           | 12,1% | 11,1%                                                  | 10,8%            | 13,4%            | 12,5%            | 9,0%▼                                                   | 5,9%▼                   | 15,9%▲                  | 11,3%▼          | 13,1%Δ            |
| - 3 Neither agree nor disagree                                                         | 35,9% | 37,1%                                                  | 35,9%            | 36,0%            | 35,3%            | 36,5%                                                   | 28,5%▼                  | 36,2%                   | 34,6%▼          | 37,4%Δ            |
| - 4 Agree                                                                              | 39,5% | 40,2%                                                  | 40,4%            | 39,0%            | 39,0%            | 43,0%Δ                                                  | 47,9%Δ                  | 35,1%▼                  | 41,8%Δ          | 36,8%▼            |
| - 5 Totally agree                                                                      | 8,6%  | 7,7%                                                   | 8,1%             | 7,1%▼            | 9,7%Δ            | 8,7%                                                    | 14,6%▲                  | 7,6%▼                   | 8,8%            | 8,2%              |
| - Mean                                                                                 | 3,37  | 3,37                                                   | 3,37             | 3,31▼            | 3,39Δ            | 3,46Δ                                                   | 3,65▲                   | 3,24▼                   | 3,41Δ           | 3,31▼             |
| N                                                                                      | 8.257 | 1.516                                                  | 1.534            | 1.511            | 3.696            | 3.867                                                   | 478                     | 3.912                   | 4.510           | 3.747             |
| [H47] Do you miss or neglect your family activities because of your work?              |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 No never                                                                           | 57,5% | 54,8%▼                                                 | 55,5%            | 58,6%            | 65,9%▲           | 58,5%Δ                                                  | 49,8%▼                  | --                      | 57,7%           | 57,2%             |
| - 2 Yes, sometimes                                                                     | 39,0% | 41,4%Δ                                                 | 41,4%Δ           | 37,3%            | 31,6%▼           | 38,1%▼                                                  | 46,3%Δ                  | --                      | 38,7%           | 39,3%             |
| - 3 Yes, often                                                                         | 3,1%  | 3,3%                                                   | 2,7%             | 3,7%             | 2,5%             | 3,1%                                                    | 3,3%                    | --                      | 3,1%            | 3,1%              |
| - 4 Yes, very often                                                                    | 0,4%  | 0,5%                                                   | 0,4%             | 0,5%             | Ø%               | 0,4%                                                    | 0,6%                    | --                      | 0,4%            | 0,3%              |
| - Mean                                                                                 | 1,46  | 1,50Δ                                                  | 1,48             | 1,46             | 1,37▼            | 1,45▼                                                   | 1,55Δ                   | --                      | 1,46            | 1,47              |
| N                                                                                      | 4.382 | 1.343                                                  | 1.319            | 1.110            | 610              | 3.898                                                   | 484                     | --                      | 2.453           | 1.929             |
| [H48] Do you miss or neglect your work because of family responsibilities?             |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 No never                                                                           | 70,2% | 68,1%▼                                                 | 69,1%            | 70,1%            | 77,5%Δ           | 71,3%▲                                                  | 61,4%▼                  | --                      | 68,7%▼          | 72,1%Δ            |
| - 2 Yes, sometimes                                                                     | 28,7% | 30,1%                                                  | 30,5%            | 28,7%            | 21,9%▼           | 27,7%▼                                                  | 37,0%Δ                  | --                      | 30,0%Δ          | 27,1%▼            |
| - 3 Yes, often                                                                         | 1,0%  | 1,5%Δ                                                  | 0,5%▼            | 1,2%             | 0,7%             | 0,9%                                                    | 1,7%                    | --                      | 1,2%            | 0,8%              |
| - 4 Yes, very often                                                                    | 0,1%  | 0,4%                                                   | Ø%               | 0,1%             | Ø%               | 0,2%                                                    | Ø%                      | --                      | 0,2%            | 0,1%              |
| - Mean                                                                                 | 1,31  | 1,34Δ                                                  | 1,31             | 1,31             | 1,23▼            | 1,30▼                                                   | 1,40▲                   | --                      | 1,33Δ           | 1,29▼             |
| N                                                                                      | 4.351 | 1.334                                                  | 1.307            | 1.106            | 604              | 3.872                                                   | 479                     | --                      | 2.429           | 1.922             |
| [Coping_Vermijden] • Avoidant coping (3 items, 1=rarely or never-4=very often)         |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                 | 1,83  | 1,89Δ                                                  | 1,89Δ            | 1,80▼            | 1,79▼            | 1,82▼                                                   | 1,78                    | 1,85Δ                   | 1,81▼           | 1,85Δ             |
| - Minimum                                                                              | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | 1                       | 1               | 1                 |
| - Maximum                                                                              | 4     | 4                                                      | 4                | 4                | 4                | 4                                                       | 4                       | 4                       | 4               | 4                 |
| N                                                                                      | 8.248 | 1.510                                                  | 1.533            | 1.515            | 3.690            | 3.866                                                   | 479                     | 3.903                   | 4.508           | 3.740             |
| [Coping_Actief] • Active coping (3 items, 1=rarely or never-4=very often)              |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                 | 2,88  | 2,86                                                   | 2,89             | 2,90             | 2,88             | 2,89                                                    | 3,08▲                   | 2,85▼                   | 2,91Δ           | 2,85▼             |
| - Minimum                                                                              | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | 1                       | 1               | 1                 |
| - Maximum                                                                              | 4     | 4                                                      | 4                | 4                | 4                | 4                                                       | 4                       | 4                       | 4               | 4                 |
| N                                                                                      | 8.247 | 1.510                                                  | 1.532            | 1.515            | 3.690            | 3.865                                                   | 479                     | 3.903                   | 4.505           | 3.742             |
| [Coping_SteunZoeken] • Social support coping (3 items, 1=rarely or never-4=very often) |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Mean                                                                                 | 2,15  | 2,24Δ                                                  | 2,20Δ            | 2,13             | 2,10▼            | 2,19Δ                                                   | 2,19                    | 2,10▼                   | 2,04▼           | 2,28▲             |
| - Minimum                                                                              | 1     | 1                                                      | 1                | 1                | 1                | 1                                                       | 1                       | 1                       | 1               | 1                 |
| - Maximum                                                                              | 4     | 4                                                      | 4                | 4                | 4                | 4                                                       | 4                       | 4                       | 4               | 4                 |
| N                                                                                      | 8.248 | 1.510                                                  | 1.534            | 1.515            | 3.689            | 3.865                                                   | 479                     | 3.904                   | 4.506           | 3.742             |
| [H48a] Coping - Give in to avoid difficult situations                                  |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or never                                                                    | 25,3% | 23,3%▼                                                 | 24,4%            | 28,7%Δ           | 25,1%            | 26,9%Δ                                                  | 26,7%                   | 23,5%▼                  | 26,3%Δ          | 24,1%▼            |
| - 2 Sometimes                                                                          | 64,4% | 66,4%                                                  | 63,4%            | 61,2%▼           | 65,3%            | 64,0%                                                   | 63,0%                   | 65,0%                   | 64,4%           | 64,4%             |
| - 3 Often                                                                              | 9,2%  | 9,2%                                                   | 10,1%            | 9,2%             | 8,9%             | 8,1%▼                                                   | 9,2%                    | 10,3%Δ                  | 8,4%▼           | 10,1%Δ            |
| - 4 Very often                                                                         | 1,1%  | 1,1%                                                   | 2,2%Δ            | 0,9%             | 0,7%▼            | 1,0%                                                    | 1,0%                    | 1,1%                    | 0,8%▼           | 1,3%Δ             |
| - Mean                                                                                 | 1,86  | 1,88                                                   | 1,90Δ            | 1,82▼            | 1,85             | 1,83▼                                                   | 1,85                    | 1,89Δ                   | 1,84▼           | 1,89Δ             |
| N                                                                                      | 8.236 | 1.509                                                  | 1.532            | 1.510            | 3.685            | 3.859                                                   | 479                     | 3.898                   | 4.502           | 3.734             |
| [H48b] Coping - Look at a matter from every angle                                      |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or never                                                                    | 3,6%  | 3,9%                                                   | 4,2%             | 3,9%             | 3,1%▼            | 4,0%                                                    | 1,9%▼                   | 3,5%                    | 4,0%            | 3,2%              |
| - 2 Sometimes                                                                          | 22,8% | 24,4%                                                  | 23,3%            | 21,7%            | 22,4%            | 22,8%                                                   | 18,6%▼                  | 23,3%                   | 21,4%▼          | 24,5%Δ            |
| - 3 Often                                                                              | 57,6% | 55,0%▼                                                 | 55,5%            | 56,9%            | 59,8%Δ           | 57,6%                                                   | 54,6%                   | 58,0%                   | 57,8%           | 57,4%             |
| - 4 Very often                                                                         | 16,0% | 16,6%                                                  | 16,9%            | 17,5%            | 14,6%▼           | 15,6%                                                   | 24,9%▲                  | 15,2%                   | 16,8%Δ          | 14,9%▼            |
| - Mean                                                                                 | 2,86  | 2,84                                                   | 2,85             | 2,88             | 2,86             | 2,85                                                    | 3,03▲                   | 2,85                    | 2,87Δ           | 2,84▼             |
| N                                                                                      | 8.236 | 1.510                                                  | 1.532            | 1.513            | 3.681            | 3.863                                                   | 478                     | 3.895                   | 4.497           | 3.739             |
| [H48c] Coping - Show your feelings                                                     |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or never                                                                    | 9,3%  | 9,6%                                                   | 9,5%             | 10,9%Δ           | 8,5%▼            | 9,3%                                                    | 8,6%                    | 9,5%                    | 11,6%Δ          | 6,5%▼             |
| - 2 Sometimes                                                                          | 48,7% | 45,3%▼                                                 | 48,2%            | 48,3%            | 50,4%Δ           | 48,5%                                                   | 46,8%                   | 49,1%                   | 54,2%▲          | 42,1%▼            |
| - 3 Often                                                                              | 35,9% | 38,0%                                                  | 36,0%            | 35,3%            | 35,2%            | 36,4%                                                   | 35,5%                   | 35,4%                   | 30,4%▼          | 42,5%▲            |
| - 4 Very often                                                                         | 6,1%  | 7,1%                                                   | 6,3%             | 5,5%             | 5,9%             | 5,8%                                                    | 9,2%Δ                   | 6,1%                    | 3,8%▼           | 8,9%▲             |
| - Mean                                                                                 | 2,39  | 2,43Δ                                                  | 2,39             | 2,35▼            | 2,38             | 2,39                                                    | 2,45Δ                   | 2,38                    | 2,26▼           | 2,54▲             |
| N                                                                                      | 8.222 | 1.506                                                  | 1.527            | 1.510            | 3.679            | 3.854                                                   | 479                     | 3.889                   | 4.496           | 3.726             |
| [H48d] Coping - Avoid difficult situations as much as possible                         |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or never                                                                    | 25,3% | 21,5%▼                                                 | 22,9%▼           | 28,3%Δ           | 26,7%Δ           | 25,7%                                                   | 28,8%                   | 24,6%                   | 27,4%Δ          | 22,8%▼            |
| - 2 Sometimes                                                                          | 59,6% | 61,7%                                                  | 59,1%            | 57,2%▼           | 59,9%            | 59,8%                                                   | 59,5%                   | 59,4%                   | 57,4%▼          | 62,3%Δ            |
| - 3 Often                                                                              | 13,0% | 14,1%                                                  | 15,2%Δ           | 12,0%            | 11,9%▼           | 12,7%                                                   | 10,6%                   | 13,5%                   | 13,4%           | 12,5%             |
| - 4 Very often                                                                         | 2,1%  | 2,7%                                                   | 2,9%Δ            | 2,4%             | 1,4%▼            | 1,8%                                                    | 1,0%                    | 2,5%Δ                   | 1,8%            | 2,4%              |
| - Mean                                                                                 | 1,92  | 1,98Δ                                                  | 1,98Δ            | 1,89▼            | 1,88▼            | 1,91                                                    | 1,84▼                   | 1,94Δ                   | 1,90▼           | 1,95Δ             |
| N                                                                                      | 8.224 | 1.509                                                  | 1.529            | 1.512            | 3.674            | 3.857                                                   | 479                     | 3.888                   | 4.494           | 3.730             |
| [H48e] Coping - Think up alternatives to solve a problem                               |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Rarely or never                                                                    | 2,9%  | 2,9%                                                   | 3,3%             | 2,6%             | 2,9%             | 3,3%                                                    | 1,5%▼                   | 2,8%                    | 3,2%            | 2,6%              |
| - 2 Sometimes                                                                          | 21,0% | 23,5%Δ                                                 | 21,4%            | 19,7%            | 20,3%            | 20,6%                                                   | 14,4%▼                  | 22,1%Δ                  | 19,3%▼          | 23,0%Δ            |
| - 3 Often                                                                              | 56,7% | 55,9%                                                  | 54,0%▼           | 56,8%            | 58,1%Δ           | 56,9%                                                   | 54,9%                   | 56,7%                   | 56,7%           | 56,7%             |
| - 4 Very often                                                                         | 19,4% | 17,7%                                                  | 21,3%Δ           | 20,9%            | 18,7%            | 19,2%                                                   | 29,2%▲                  | 18,3%▼                  | 20,8%Δ          | 17,7%▼            |
| - Mean                                                                                 | 2,93  | 2,88▼                                                  | 2,93             | 2,96Δ            | 2,93             | 2,92                                                    | 3,12▲                   | 2,91▼                   | 2,95Δ           | 2,90▼             |
| N                                                                                      | 8.231 | 1.506                                                  | 1.531            | 1.510            | 3.684            | 3.855                                                   | 479                     | 3.897                   | 4.497           | 3.734             |

| Column percentages                                                                                             |       | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|----------------------------------------------------------------------------------------------------------------|-------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                                |       |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[H48f] Coping - Seek comfort and understanding</b>                                                          |       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| · 1 Rarely or never                                                                                            | 25,7% |       | 22,4%▼                                                 | 22,4%▼           | 25,9%            | 28,3%Δ           | 22,5%▼                                                  | 26,2%                   | 28,7%Δ                  | 31,5%▲          | 18,7%▼            |
| · 2 Sometimes                                                                                                  | 56,2% |       | 52,3%▼                                                 | 55,2%            | 57,8%            | 57,6%Δ           | 55,7%                                                   | 56,9%                   | 56,7%                   | 55,9%           | 56,7%             |
| · 3 Often                                                                                                      | 16,1% |       | 22,1%Δ                                                 | 20,2%Δ           | 14,6%            | 12,6%▼           | 19,5%Δ                                                  | 15,1%                   | 12,9%▼                  | 11,5%▼          | 21,6%▲            |
| · 4 Very often                                                                                                 | 2,0%  |       | 3,1%Δ                                                  | 2,2%             | 1,8%             | 1,5%▼            | 2,3%                                                    | 1,9%                    | 1,7%                    | 1,1%▼           | 3,0%Δ             |
| - Mean                                                                                                         | 1,94  |       | 2,06▲                                                  | 2,02Δ            | 1,92             | 1,87▼            | 2,02Δ                                                   | 1,93                    | 1,88▼                   | 1,82▼           | 2,09▲             |
| N                                                                                                              | 8.222 |       | 1.508                                                  | 1.528            | 1.511            | 3.675            | 3.855                                                   | 478                     | 3.889                   | 4.495           | 3.727             |
| <b>[H48g] Coping - Try to withdraw from the situation</b>                                                      |       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| · 1 Rarely or never                                                                                            | 38,7% |       | 31,4%▼                                                 | 34,5%▼           | 39,8%            | 42,9%Δ           | 37,6%                                                   | 41,8%                   | 39,3%                   | 40,9%Δ          | 36,0%▼            |
| · 2 Sometimes                                                                                                  | 53,6% |       | 58,1%Δ                                                 | 55,3%            | 52,6%            | 51,3%▼           | 54,9%Δ                                                  | 50,4%                   | 52,6%                   | 51,2%▼          | 56,3%Δ            |
| · 3 Often                                                                                                      | 6,5%  |       | 8,6%Δ                                                  | 8,3%Δ            | 6,4%             | 5,0%▼            | 6,4%                                                    | 6,7%                    | 6,6%                    | 6,7%            | 6,3%              |
| · 4 Very often                                                                                                 | 1,3%  |       | 1,9%Δ                                                  | 1,8%Δ            | 1,2%             | 0,8%▼            | 1,0%                                                    | 1,1%                    | 1,5%Δ                   | 1,2%            | 1,4%              |
| - Mean                                                                                                         | 1,70  |       | 1,81▲                                                  | 1,77Δ            | 1,69             | 1,64▼            | 1,71                                                    | 1,67                    | 1,70                    | 1,68▼           | 1,73Δ             |
| N                                                                                                              | 8.212 |       | 1.508                                                  | 1.527            | 1.511            | 3.666            | 3.856                                                   | 476                     | 3.880                   | 4.488           | 3.724             |
| <b>[H48h] Coping - Work purposefully to solve a problem</b>                                                    |       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| · 1 Rarely or never                                                                                            | 3,7%  |       | 3,4%                                                   | 3,4%             | 4,2%             | 3,8%             | 3,5%                                                    | 2,3%                    | 4,1%                    | 3,9%            | 3,5%              |
| · 2 Sometimes                                                                                                  | 23,8% |       | 24,3%                                                  | 24,1%            | 22,4%            | 24,0%            | 21,9%▼                                                  | 16,3%▼                  | 26,6%Δ                  | 20,5%▼          | 27,7%Δ            |
| · 3 Often                                                                                                      | 55,1% |       | 54,9%                                                  | 54,5%            | 55,6%            | 55,3%            | 56,2%                                                   | 51,3%                   | 54,5%                   | 56,1%Δ          | 53,3%▼            |
| · 4 Very often                                                                                                 | 17,4% |       | 17,4%                                                  | 18,0%            | 17,9%            | 16,9%            | 18,3%Δ                                                  | 30,1%▲                  | 14,8%▼                  | 19,5%Δ          | 14,9%▼            |
| - Mean                                                                                                         | 2,86  |       | 2,86                                                   | 2,87             | 2,87             | 2,85             | 2,89Δ                                                   | 3,09▲                   | 2,80▼                   | 2,91Δ           | 2,80▼             |
| N                                                                                                              | 8.228 |       | 1.508                                                  | 1.530            | 1.512            | 3.678            | 3.860                                                   | 478                     | 3.890                   | 4.491           | 3.737             |
| <b>[H48i] Coping - Show something is bothering you</b>                                                         |       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| · 1 Rarely or never                                                                                            | 15,1% |       | 12,4%▼                                                 | 12,3%▼           | 15,5%            | 17,2%Δ           | 12,6%▼                                                  | 12,0%                   | 17,9%Δ                  | 16,9%Δ          | 12,8%▼            |
| · 2 Sometimes                                                                                                  | 61,0% |       | 57,1%▼                                                 | 60,0%            | 60,5%            | 63,1%Δ           | 59,9%                                                   | 61,2%                   | 62,0%                   | 63,6%Δ          | 57,8%▼            |
| · 3 Often                                                                                                      | 21,5% |       | 26,8%Δ                                                 | 24,8%Δ           | 21,8%            | 17,9%▼           | 24,9%Δ                                                  | 22,2%                   | 18,2%▼                  | 17,8%▼          | 26,1%▲            |
| · 4 Very often                                                                                                 | 2,4%  |       | 3,7%Δ                                                  | 2,9%             | 2,3%             | 1,8%▼            | 2,6%                                                    | 4,6%Δ                   | 2,0%▼                   | 1,7%▼           | 3,3%Δ             |
| - Mean                                                                                                         | 2,11  |       | 2,22Δ                                                  | 2,18Δ            | 2,11             | 2,04▼            | 2,17Δ                                                   | 2,19Δ                   | 2,04▼                   | 2,04▼           | 2,20▲             |
| N                                                                                                              | 8.216 |       | 1.505                                                  | 1.530            | 1.508            | 3.673            | 3.852                                                   | 474                     | 3.890                   | 4.493           | 3.723             |
| <b>[§H49] Which of the following events occurred to you in the past 12 months? [multiple answers possible]</b> |       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| · Life events - Got a serious illness                                                                          | 4,7%  |       | 4,3%                                                   | 4,1%             | 5,4%             | 4,8%             | 4,0%▼                                                   | 3,5%                    | 5,5%Δ                   | 5,2%Δ           | 4,1%▼             |
| · Life events - Death of your partner                                                                          | 0,8%  |       | 0,2%▼                                                  | 0,5%             | 1,2%Δ            | 1,0%             | 0,7%                                                    | 0,4%                    | 0,9%                    | 0,6%            | 0,9%              |
| · Life events - Death of a close family member or friend                                                       | 16,9% |       | 16,6%                                                  | 17,4%            | 16,2%            | 17,1%            | 16,7%                                                   | 17,8%                   | 17,1%                   | 16,5%           | 17,5%             |
| · Life events - Partner got a serious disease                                                                  | 3,9%  |       | 2,8%▼                                                  | 3,4%             | 3,9%             | 4,6%Δ            | 3,2%▼                                                   | 3,7%                    | 4,6%Δ                   | 3,8%            | 4,1%              |
| · Life events - Close family member or friend got a serious disease                                            | 10,6% |       | 10,6%                                                  | 10,7%            | 9,5%             | 11,0%            | 9,4%▼                                                   | 9,7%                    | 11,8%Δ                  | 9,0%▼           | 12,4%Δ            |
| · Life events - Divorce, separation or ending of a personal intimate relationship                              | 1,1%  |       | 1,2%                                                   | 1,7%Δ            | 1,2%             | 0,8%▼            | 1,2%                                                    | 1,0%                    | 0,9%                    | 1,2%            | 1,0%              |
| · Life events - Other marriage or family problem                                                               | 2,6%  |       | 2,2%                                                   | 3,1%             | 3,1%             | 2,4%             | 2,5%                                                    | 3,1%                    | 2,6%                    | 2,1%▼           | 3,2%Δ             |
| · Life events - Large financial problem                                                                        | 1,4%  |       | 2,0%Δ                                                  | 1,9%             | 1,6%             | 1,0%▼            | 1,1%▼                                                   | 3,3%Δ                   | 1,5%                    | 1,4%            | 1,5%              |
| · Life events - Raid, robbery                                                                                  | 0,4%  |       | 0,3%                                                   | 0,3%             | 0,5%             | 0,4%             | 0,2%▼                                                   | 0,6%                    | 0,6%Δ                   | 0,2%▼           | 0,6%Δ             |
| · Life events - Move to a new house                                                                            | 3,7%  |       | 4,1%                                                   | 4,3%             | 2,9%             | 3,6%             | 3,7%                                                    | 2,7%                    | 3,8%                    | 3,8%            | 3,6%              |
| · Life events - Other major events                                                                             | 7,7%  |       | 9,7%Δ                                                  | 9,3%Δ            | 9,1%Δ            | 5,7%▼            | 7,6%                                                    | 9,3%                    | 7,7%                    | 6,3%▼           | 9,4%Δ             |
| · Life events - None                                                                                           | 59,4% |       | 60,6%                                                  | 58,4%            | 57,9%            | 60,0%            | 61,7%Δ                                                  | 59,1%                   | 57,2%▼                  | 61,3%Δ          | 57,2%▼            |
| N                                                                                                              | 8.376 |       | 1.544                                                  | 1.549            | 1.533            | 3.750            | 3.926                                                   | 484                     | 3.966                   | 4.555           | 3.821             |
| <b>[§H50] Regarding work, what do you miss since you retired? [multiple answers possible]</b>                  |       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| · Aspects of work you miss - Money                                                                             | 10,4% |       | Ø%                                                     | 22,2%            | 9,3%             | 10,4%            | --                                                      | --                      | 10,4%                   | 9,9%            | 10,9%             |
| · Aspects of work you miss - Social contacts                                                                   | 40,1% |       | Ø%                                                     | 44,4%            | 43,5%            | 40,0%            | --                                                      | --                      | 40,1%                   | 40,9%           | 38,9%             |
| · Aspects of work you miss - Daily structure                                                                   | 17,0% |       | Ø%                                                     | 22,2%            | 15,7%            | 17,1%            | --                                                      | --                      | 17,0%                   | 16,1%           | 18,4%             |
| · Aspects of work you miss - Challenge                                                                         | 16,5% |       | Ø%                                                     | 11,1%            | 13,9%            | 16,6%            | --                                                      | --                      | 16,5%                   | 17,7%Δ          | 14,8%▼            |
| · Aspects of work you miss - Appraisal                                                                         | 11,7% |       | Ø%                                                     | 11,1%            | 13,9%            | 11,7%            | --                                                      | --                      | 11,7%                   | 10,6%▼          | 13,3%Δ            |
| · Aspects of work you miss - Feeling useful                                                                    | 21,0% |       | Ø%                                                     | 11,1%            | 14,8%            | 21,2%            | --                                                      | --                      | 21,0%                   | 18,1%▼          | 25,0%Δ            |
| · Aspects of work you miss - Being busy                                                                        | 7,5%  |       | Ø%                                                     | Ø%               | 7,4%             | 7,5%             | --                                                      | --                      | 7,5%                    | 8,8%Δ           | 5,5%▼             |
| · Aspects of work you miss - Other aspects                                                                     | 2,9%  |       | Ø%                                                     | Ø%               | 2,8%             | 2,9%             | --                                                      | --                      | 2,9%                    | 2,5%            | 3,6%              |
| · Aspects of work you miss - None                                                                              | 41,0% |       | 100%                                                   | 44,4%            | 36,1%            | 41,2%            | --                                                      | --                      | 41,0%                   | 41,0%           | 41,1%             |
| N                                                                                                              | 3.111 |       | 1                                                      | 9                | 108              | 2.993            | --                                                      | --                      | 3.111                   | 1.822           | 1.289             |
| <b>[H51] Content with your life</b>                                                                            |       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| · 1 Very dissatisfied                                                                                          | 0,9%  |       | 1,0%                                                   | 1,0%             | 1,4%             | 0,7%             | 0,8%                                                    | 1,2%                    | 1,0%                    | 0,9%            | 0,9%              |
| · 2 Dissatisfied                                                                                               | 2,6%  |       | 4,0%Δ                                                  | 3,7%Δ            | 3,1%             | 1,3%▼            | 2,1%▼                                                   | 1,9%                    | 3,1%Δ                   | 2,4%            | 2,7%              |
| · 3 Not dissatisfied, not satisfied                                                                            | 14,8% |       | 16,9%Δ                                                 | 17,5%Δ           | 17,2%Δ           | 11,9%▼           | 13,0%▼                                                  | 10,6%▼                  | 17,1%Δ                  | 13,0%▼          | 17,0%Δ            |
| · 4 Satisfied                                                                                                  | 60,2% |       | 59,7%                                                  | 58,3%            | 58,0%▼           | 62,1%Δ           | 62,4%Δ                                                  | 55,6%▼                  | 58,5%▼                  | 61,2%Δ          | 59,0%▼            |
| · 5 Very satisfied                                                                                             | 21,5% |       | 18,5%▼                                                 | 19,5%▼           | 20,3%            | 24,1%Δ           | 21,6%                                                   | 30,7%▲                  | 20,2%▼                  | 22,5%Δ          | 20,3%▼            |
| - Mean                                                                                                         | 3,99  |       | 3,91▼                                                  | 3,92▼            | 3,93▼            | 4,07▲            | 4,02Δ                                                   | 4,13Δ                   | 3,94▼                   | 4,02Δ           | 3,95▼             |
| N                                                                                                              | 8.342 |       | 1.535                                                  | 1.545            | 1.525            | 3.737            | 3.910                                                   | 482                     | 3.950                   | 4.544           | 3.798             |



| Column percentages                                                                                          | Total | Age at time of measurement<br>[ ▲ ▼: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▼: subgroup vs rest] |                         |                         | Gender          |                   |
|-------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-------------------------|-------------------------|-----------------|-------------------|
|                                                                                                             |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-employed<br>[5,8%] | Not employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[I01] Household composition</b>                                                                          |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Married or living together without children living at home                                              | 55,5% | 28,6% ▼                                                | 43,3% ▼          | 60,0% Δ          | 69,9% ▲          | 45,5% ▼                                                 | 55,2%                   | 65,5% ▲                 | 59,6% Δ         | 50,6% ▼           |
| - 2 Married or living together with children living at home                                                 | 18,1% | 43,9% ▲                                                | 29,4% ▲          | 15,4% ▼          | 4,0% ▼           | 29,7% ▲                                                 | 23,1% Δ                 | 6,1% ▼                  | 19,7% Δ         | 16,3% ▼           |
| - 3 Single-parent family                                                                                    | 2,9%  | 7,0% ▲                                                 | 4,5% Δ           | 2,2%             | 0,9% ▼           | 4,6% Δ                                                  | 1,9%                    | 1,4% ▼                  | 1,7% ▼          | 4,3% Δ            |
| - 4 Single                                                                                                  | 22,6% | 19,6% ▼                                                | 21,8%            | 21,6%            | 24,5% Δ          | 19,3% ▼                                                 | 19,2%                   | 26,2% Δ                 | 18,3% ▼         | 27,7% ▲           |
| - 5 Other                                                                                                   | 0,9%  | 1,0%                                                   | 1,0%             | 0,8%             | 0,7%             | 0,8%                                                    | 0,6%                    | 0,9%                    | 0,7% ▼          | 1,1% Δ            |
| N                                                                                                           | 8.376 | 1.544                                                  | 1.549            | 1.533            | 3.750            | 3.926                                                   | 484                     | 3.966                   | 4.555           | 3.821             |
| <b>[I01A] Do you have one or more children who you support financially?</b>                                 |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - % Yes                                                                                                     | 21,5% | 44,5% ▲                                                | 31,4% ▲          | 16,8% ▼          | 9,9% ▼           | 32,2% ▲                                                 | 27,5% Δ                 | 10,3% ▼                 | 23,5% Δ         | 19,2% ▼           |
| N                                                                                                           | 8.343 | 1.538                                                  | 1.543            | 1.526            | 3.736            | 3.909                                                   | 483                     | 3.951                   | 4.531           | 3.812             |
| <b>[I02] What is the current situation of your partner? [multiple answers possible]</b>                     |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - Work status partner - Salaried employment                                                                 | 41,5% | 74,7% ▲                                                | 67,5% ▲          | 50,6% ▲          | 13,7% ▼          | 65,8% ▲                                                 | 41,2%                   | 16,3% ▼                 | 40,9%           | 42,4%             |
| - Work status partner - Self-employed                                                                       | 6,7%  | 11,5% ▲                                                | 9,7% Δ           | 7,2%             | 3,4% ▼           | 8,2% Δ                                                  | 27,4% ▲                 | 2,5% ▼                  | 5,9% ▼          | 7,9% Δ            |
| - Work status partner - Unemployed                                                                          | 2,0%  | 1,9%                                                   | 3,3% Δ           | 2,9% Δ           | 1,3% ▼           | 2,3%                                                    | 1,3%                    | 1,9%                    | 2,3%            | 1,7%              |
| - Work status partner - Work disabled                                                                       | 5,9%  | 6,1%                                                   | 7,5% Δ           | 8,7% Δ           | 4,0% ▼           | 6,0%                                                    | 4,2%                    | 6,1%                    | 6,7% Δ          | 4,8% ▼            |
| - Work status partner - Housewife, homemaker                                                                | 12,5% | 6,5% ▼                                                 | 11,1%            | 13,2%            | 15,3% Δ          | 11,8%                                                   | 10,8%                   | 13,5% Δ                 | 20,0% ▲         | 2,1% ▼            |
| - Work status partner - Retired                                                                             | 36,9% | 2,9% ▼                                                 | 6,0% ▼           | 22,8% ▼          | 69,2% ▲          | 11,6% ▼                                                 | 24,3% ▼                 | 65,0% ▲                 | 31,7% ▼         | 44,3% ▲           |
| - Work status partner - Studying                                                                            | 0,2%  | 0,3%                                                   | 0,3%             | 0,3%             | 0,1%             | 0,3%                                                    | 0,3%                    | 0,1%                    | 0,2%            | 0,1%              |
| - Work status partner - Volunteer work or informal care                                                     | 3,7%  | 1,9% ▼                                                 | 2,2% ▼           | 3,2%             | 5,3% Δ           | 2,7% ▼                                                  | 5,0%                    | 4,6% Δ                  | 4,6% Δ          | 2,5% ▼            |
| N                                                                                                           | 6.163 | 1.117                                                  | 1.126            | 1.154            | 2.766            | 2.950                                                   | 379                     | 2.834                   | 3.606           | 2.557             |
| <b>[I03] What would your partner think if you would stop working?</b>                                       |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very unpleasant                                                                                         | 7,4%  | 12,4% ▲                                                | 8,6%             | 3,4% ▼           | 2,2% ▼           | 7,3%                                                    | 8,2%                    | --                      | 7,8%            | 6,8%              |
| - 2 Unpleasant                                                                                              | 13,1% | 21,0% ▲                                                | 13,5%            | 7,5% ▼           | 7,3% ▼           | 13,3%                                                   | 12,2%                   | --                      | 12,0% ▼         | 14,9% Δ           |
| - 3 Not unpleasant, not pleasant                                                                            | 40,8% | 39,0%                                                  | 40,3%            | 37,6% ▼          | 51,5% ▲          | 39,4% ▼                                                 | 52,1% ▲                 | --                      | 36,9% ▼         | 46,6% Δ           |
| - 4 Pleasant                                                                                                | 21,7% | 16,5% ▼                                                | 21,4%            | 28,4% ▲          | 20,4%            | 22,5% Δ                                                 | 15,9% ▼                 | --                      | 24,7% Δ         | 17,3% ▼           |
| - 5 Very pleasant                                                                                           | 16,9% | 11,1% ▼                                                | 16,2%            | 23,2% ▲          | 18,6%            | 17,6% Δ                                                 | 11,6% ▼                 | --                      | 18,6% Δ         | 14,5% ▼           |
| - Mean                                                                                                      | 3,28  | 2,93 ▼                                                 | 3,23             | 3,60 ▲           | 3,46 Δ           | 3,30 Δ                                                  | 3,10 ▼                  | --                      | 3,34 Δ          | 3,18 ▼            |
| N                                                                                                           | 3.065 | 885                                                    | 903              | 825              | 452              | 2.712                                                   | 353                     | --                      | 1.822           | 1.243             |
| <b>[I04] What would your partner think if you would continue working until the official retirement age?</b> |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very unpleasant                                                                                         | 3,7%  | 3,4%                                                   | 4,0%             | 4,4%             | 2,5%             | 4,1% ▲                                                  | 0,9% ▼                  | --                      | 4,0%            | 3,4%              |
| - 2 Unpleasant                                                                                              | 14,5% | 12,2% ▼                                                | 18,2% Δ          | 16,8% Δ          | 6,0% ▼           | 15,3% ▲                                                 | 7,2% ▼                  | --                      | 14,3%           | 14,7%             |
| - 3 Not unpleasant, not pleasant                                                                            | 54,3% | 52,0%                                                  | 55,4%            | 56,4%            | 52,1%            | 54,4%                                                   | 53,0%                   | --                      | 52,3% ▼         | 57,0% Δ           |
| - 4 Pleasant                                                                                                | 20,1% | 24,9% Δ                                                | 17,4% ▼          | 16,5% ▼          | 22,9%            | 19,4% ▼                                                 | 26,2% Δ                 | --                      | 21,2%           | 18,5%             |
| - 5 Very pleasant                                                                                           | 7,4%  | 7,5%                                                   | 4,9% ▼           | 5,9% ▼           | 16,4% ▲          | 6,8% ▼                                                  | 12,8% ▲                 | --                      | 8,2%            | 6,3%              |
| - Mean                                                                                                      | 3,13  | 3,21 Δ                                                 | 3,01 ▼           | 3,03 ▼           | 3,45 ▲           | 3,09 ▼                                                  | 3,43 ▲                  | --                      | 3,15            | 3,10              |
| N                                                                                                           | 2.999 | 883                                                    | 900              | 819              | 397              | 2.678                                                   | 321                     | --                      | 1.770           | 1.229             |
| <b>[I05] What would your partner think if you would get a job as an employee?</b>                           |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very unpleasant                                                                                         | 14,1% | 8,0%                                                   | 6,8% ▼           | 11,9%            | 24,8% ▲          | --                                                      | 14,1%                   | --                      | 16,8%           | 9,1%              |
| - 2 Unpleasant                                                                                              | 13,8% | 2,7% ▼                                                 | 5,5% ▼           | 13,6%            | 27,6% ▲          | --                                                      | 13,8%                   | --                      | 15,3%           | 10,9%             |
| - 3 Not unpleasant, not pleasant                                                                            | 56,7% | 72,0% ▲                                                | 63,0%            | 54,2%            | 42,9% ▼          | --                                                      | 56,7%                   | --                      | 52,0% ▼         | 65,5% ▲           |
| - 4 Pleasant                                                                                                | 11,2% | 12,0%                                                  | 19,2% ▲          | 11,9%            | 4,8% ▼           | --                                                      | 11,2%                   | --                      | 11,9%           | 10,0%             |
| - 5 Very pleasant                                                                                           | 4,2%  | 5,3%                                                   | 5,5%             | 8,5%             | 0%               | --                                                      | 4,2%                    | --                      | 4,0%            | 4,5%              |
| - Mean                                                                                                      | 2,78  | 3,04 ▲                                                 | 3,11 ▲           | 2,92             | 2,28 ▼           | --                                                      | 2,78                    | --                      | 2,71            | 2,90              |
| N                                                                                                           | 312   | 75                                                     | 73               | 59               | 105              | --                                                      | 312                     | --                      | 202             | 110               |
| <b>[I06] What would your partner think if you would start working?</b>                                      |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very unpleasant                                                                                         | 13,3% | 9,0%                                                   | 12,7%            | 8,7% ▼           | 14,1% Δ          | --                                                      | --                      | 13,3%                   | 14,7% Δ         | 11,3% ▼           |
| - 2 Unpleasant                                                                                              | 19,6% | 11,0% ▼                                                | 3,4% ▼           | 17,9%            | 21,2% ▲          | --                                                      | --                      | 19,6%                   | 20,9%           | 17,8%             |
| - 3 Not unpleasant, not pleasant                                                                            | 55,1% | 43,0% ▼                                                | 52,5%            | 56,0%            | 55,8%            | --                                                      | --                      | 55,1%                   | 53,1% ▼         | 58,2% Δ           |
| - 4 Pleasant                                                                                                | 9,5%  | 25,0% ▲                                                | 25,4% ▲          | 11,1%            | 7,7% ▼           | --                                                      | --                      | 9,5%                    | 9,3%            | 9,8%              |
| - 5 Very pleasant                                                                                           | 2,4%  | 12,0% ▲                                                | 5,9% Δ           | 6,3% ▲           | 1,2% ▼           | --                                                      | --                      | 2,4%                    | 2,1%            | 2,9%              |
| - Mean                                                                                                      | 2,68  | 3,20 ▲                                                 | 3,08 ▲           | 2,88 ▲           | 2,61 ▼           | --                                                      | --                      | 2,68                    | 2,63 ▼          | 2,75 Δ            |
| N                                                                                                           | 2.520 | 100                                                    | 118              | 252              | 2.050            | --                                                      | --                      | 2.520                   | 1.504           | 1.016             |
| <b>[I07] Do you contribute most to the household income?</b>                                                |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Yes, most                                                                                               | 54,9% | 49,0% ▼                                                | 53,4%            | 55,5%            | 57,8% Δ          | 59,5% Δ                                                 | 52,3%                   | 50,3% ▼                 | 78,7% ▲         | 22,7% ▼           |
| - 2 Equal                                                                                                   | 14,7% | 14,5%                                                  | 14,8%            | 11,6% ▼          | 16,1% Δ          | 13,0% ▼                                                 | 22,2% ▲                 | 15,6%                   | 13,0% ▼         | 17,0% Δ           |
| - 3 No, less                                                                                                | 30,4% | 36,5% Δ                                                | 31,8%            | 32,9% Δ          | 26,1% ▼          | 27,6% ▼                                                 | 25,5% ▼                 | 34,1% Δ                 | 8,3% ▼          | 60,3% ▲           |
| N                                                                                                           | 6.457 | 1.235                                                  | 1.208            | 1.196            | 2.818            | 3.150                                                   | 388                     | 2.919                   | 3.709           | 2.748             |
| <b>[I08] Financial situation of your household now</b>                                                      |       |                                                        |                  |                  |                  |                                                         |                         |                         |                 |                   |
| - 1 Very short on money                                                                                     | 1,5%  | 2,5% Δ                                                 | 2,1% Δ           | 1,1%             | 0,9% ▼           | 0,9% ▼                                                  | 2,3%                    | 1,9% Δ                  | 1,3%            | 1,6%              |
| - 2 Somewhat short on money                                                                                 | 6,9%  | 8,5% Δ                                                 | 7,4%             | 8,4% Δ           | 5,3% ▼           | 5,4% ▼                                                  | 6,0%                    | 8,4% Δ                  | 5,6% ▼          | 8,3% Δ            |
| - 3 Just adequate                                                                                           | 18,5% | 19,5%                                                  | 17,7%            | 18,7%            | 18,4%            | 15,4% ▼                                                 | 14,6% ▼                 | 22,1% Δ                 | 16,3% ▼         | 21,2% Δ           |
| - 4 Some money left                                                                                         | 51,7% | 46,3% ▼                                                | 48,1% ▼          | 49,1% ▼          | 56,5% Δ          | 51,8%                                                   | 44,3% ▼                 | 52,5%                   | 52,3%           | 51,0%             |
| - 5 A lot of money left                                                                                     | 21,4% | 23,1%                                                  | 24,6% Δ          | 22,7%            | 18,9% ▼          | 26,4% ▲                                                 | 32,8% ▲                 | 15,1% ▼                 | 24,4% Δ         | 17,9% ▼           |
| - Mean                                                                                                      | 3,85  | 3,79 ▼                                                 | 3,86             | 3,84             | 3,87 Δ           | 3,97 ▲                                                  | 3,99 Δ                  | 3,70 ▼                  | 3,93 Δ          | 3,75 ▼            |
| N                                                                                                           | 8.287 | 1.530                                                  | 1.538            | 1.513            | 3.706            | 3.891                                                   | 481                     | 3.915                   | 4.523           | 3.764             |

| Column percentages                                                                                                                                                                                                                                                                                                                                                                     | Total | Age at time of measurement<br>[ ▲ ▽: subgroup vs rest] |                  |                  |                  | Employment status T1 [2010]<br>[ ▲ ▽: subgroup vs rest] |                             |                            | Gender          |                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|--------------------------------------------------------|------------------|------------------|------------------|---------------------------------------------------------|-----------------------------|----------------------------|-----------------|-------------------|
|                                                                                                                                                                                                                                                                                                                                                                                        |       | 50-54<br>[18,4%]                                       | 55-59<br>[18,5%] | 60-64<br>[18,3%] | 65-72<br>[44,8%] | Employee<br>[46,9%]                                     | Self-<br>employed<br>[5,8%] | Not<br>employed<br>[47,3%] | Male<br>[54,4%] | Female<br>[45,6%] |
| <b>[I09] Financial situation of your company now</b>                                                                                                                                                                                                                                                                                                                                   |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |
| · 1 Very good                                                                                                                                                                                                                                                                                                                                                                          | 22,1% | 18,7%                                                  | 19,8%            | 26,4%            | 23,5%            | --                                                      | 22,1%                       | --                         | 26,7%▲          | 14,1%▼            |
| · 2 Good                                                                                                                                                                                                                                                                                                                                                                               | 44,8% | 46,7%                                                  | 48,3%            | 42,9%            | 42,2%            | --                                                      | 44,8%                       | --                         | 44,9%           | 44,6%             |
| · 3 Fair                                                                                                                                                                                                                                                                                                                                                                               | 23,1% | 26,2%                                                  | 23,3%            | 15,4%            | 25,3%            | --                                                      | 23,1%                       | --                         | 19,1%▼          | 29,9%▲            |
| · 4 Moderate                                                                                                                                                                                                                                                                                                                                                                           | 6,7%  | 4,7%                                                   | 5,2%             | 8,8%             | 7,8%             | --                                                      | 6,7%                        | --                         | 5,6%            | 8,5%              |
| · 5 Poor                                                                                                                                                                                                                                                                                                                                                                               | 3,3%  | 3,7%                                                   | 3,4%             | 6,6%             | 1,2%             | --                                                      | 3,3%                        | --                         | 3,6%            | 2,8%              |
| - Mean                                                                                                                                                                                                                                                                                                                                                                                 | 2,24  | 2,28                                                   | 2,24             | 2,26             | 2,21             | --                                                      | 2,24                        | --                         | 2,15▼           | 2,41▲             |
| <i>N</i>                                                                                                                                                                                                                                                                                                                                                                               | 480   | 107                                                    | 116              | 91               | 166              | --                                                      | 480                         | --                         | 303             | 177               |
| Note. Percentages are column percentages, and are tested with the Pearson $\chi^2$ -test (horizontal comparisons). Means are tested with ANOVA. Contrast: subgroup vs rest. ▲ and ▼ : $p < 0,05$ , significant high (low) percentages and/or means (two-tailed) and Cohen's $d \geq 0,20$ . Δ and ▽: $p < 0,05$ and Cohen's $d < 0,20$ . Ø: Empty cell, not used in statistical tests. |       |                                                        |                  |                  |                  |                                                         |                             |                            |                 |                   |



## Appendix 3. Transitions in work status

|                                  | Work status 2010 |               |              |        |
|----------------------------------|------------------|---------------|--------------|--------|
| Cohort 2010                      | Employees        | Self-employed | Not employed | Total  |
|                                  | 12,055           | 1,029         | 2,034        | 15.118 |
|                                  | 79.7%            | 6,8%          | 13,5%        | 100%   |
| <b>Work status 2011</b>          |                  |               |              |        |
| · Employee                       | 92.1%▲           | 6,5%▼         | 9,9%▼        | 75.4%  |
| · Self-employed                  | 0.8%▼            | 87,9%▲        | 1,7%▼        | 6.7%   |
| · Work disabled                  | 1.0%▼            | #             | 47,5%▲       | 7.2%   |
| · Unemployed                     | 1.7%▼            | 1,6%▽         | 13,3%▲       | 3.3%   |
| · Retired early                  | 4.0%▼            | 2,1%▽         | 17,7%▲       | 5.8%   |
| · Housewife, homemaker, studying | 0.4%▼            | #             | 9,8%▲        | 1.7%   |
| <b>Work status 2012</b>          |                  |               |              |        |
| · Employee                       | 85.4%▲           | 7,7%▼         | 10,9%▼       | 70.2%  |
| · Self-employed                  | 1.2%▼            | 82,3%▲        | 1,8%▼        | 6.6%   |
| · Work disabled                  | 1.4%▼            | 1,3%▼         | 46,7%▲       | 7.5%   |
| · Unemployed                     | 2.9%▼            | 2,3%▽         | 11,2%▲       | 4.0%   |
| · Retired early                  | 8.4%▼            | 4,5%▽         | 20,6%▲       | 9.8%   |
| · Housewife, homemaker, studying | 0.6%▼            | 2,0%          | 8,8%▲        | 1.8%   |
| <b>Work status 2013</b>          |                  |               |              |        |
| · Employee                       | 78.7%▲           | 9,4%▼         | 10,3%▼       | 64.8%  |
| · Self-employed                  | 1.7%▼            | 78,1%▲        | 1,6%▼        | 6.8%   |
| · Work disabled                  | 2.0%▼            | 1,7%▼         | 46,0%▲       | 7.9%   |
| · Unemployed                     | 4.4%▽            | 2,4%▽         | 10,3%▲       | 5.1%   |
| · Retired early                  | 12.5%▽           | 6,0%▼         | 22,6%▲       | 13.4%  |
| · Housewife, homemaker, studying | 0.8%▼            | 2,4%          | 9,1%▲        | 2.0%   |
| <b>Work status 2015</b>          |                  |               |              |        |
| · Employee                       | 66.1%▲           | 9,8%▼         | 10,0%▼       | 54.9%  |
| · Self-employed                  | 2.2%▼            | 71,2%▲        | 1,8%▼        | 6.7%   |
| · Work disabled                  | 2.6%▼            | 1,5%▼         | 44,3%▲       | 8.0%   |
| · Unemployed                     | 5.5%             | 2,6%▽         | 8,5%Δ        | 5.7%   |
| · Retired early                  | 22.3%            | 13,0%▼        | 27,0%Δ       | 22.3%  |
| · Housewife, homemaker, studying | 1.3%▼            | 2,0%          | 8,3%▲        | 2.3%   |
| <b>Work status 2016</b>          |                  |               |              |        |
| · Employee                       | 60.5%▲           | 9,9%▼         | 10,0%▼       | 50.2%  |
| · Self-employed                  | 2.7%▼            | 66,2%▲        | 2,0%▼        | 6.9%   |
| · Work disabled                  | 3.0%▼            | 2,0%▼         | 43,1%▲       | 8.3%   |
| · Unemployed                     | 4.9%             | 2,2%▽         | 7,0%Δ        | 5.0%   |
| · Retired early                  | 27.4%            | 17,0%▼        | 29,4%Δ       | 27.0%  |
| · Housewife, homemaker, studying | 1.4%▼            | 2,8%          | 8,6%▲        | 2.5%   |
| <b>Work status 2017</b>          |                  |               |              |        |
| · Employee                       | 55.8%▲           | 10,2%▼        | 9,5%▼        | 46.6%  |
| · Self-employed                  | 2.7%▼            | 61,7%▲        | 1,6%▼        | 6.5%   |
| · Work disabled                  | 3.2%▼            | 2,5%▼         | 41,5%▲       | 8.2%   |
| · Unemployed                     | 4.0%▽            | 1,8%▽         | 6,7%Δ        | 4.2%   |
| · Retired early                  | 32.8%Δ           | 20,5%▼        | 32,6%        | 32.0%  |
| · Housewife, homemaker, studying | 1.5%▼            | 3,2%          | 8,1%▲        | 2.4%   |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Work status 2010 |               |              |        |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|---------------|--------------|--------|
| Cohort 2010                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Employees        | Self-employed | Not employed | Total  |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 12,055           | 1,029         | 2,034        | 15.118 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 79.7%            | 6,8%          | 13,5%        | 100%   |
| <b>Work status 2019</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                  |               |              |        |
| · Employee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 46.5%▲           | 9,0%▼         | 9,6%▼        | 39.3%  |
| · Self-employed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 2.8%▼            | 55,6%▲        | 1,9%▽        | 5.9%   |
| · Work disabled                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 3.3%▼            | #             | 33,6%▲       | 7.2%   |
| · Unemployed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 2.9%▽            | #             | 4,9%Δ        | 3.1%   |
| · Retired early                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 43.4%Δ           | 28,5%▼        | 43,2%        | 42.4%  |
| · Housewife, homemaker, studying                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1.2%▼            | 2,6%          | 6,8%▲        | 2.0%   |
| <b>Work status 2021</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                  |               |              |        |
| · Employee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 37.0%▲           | 11,0%▼        | 7,9%▼        | 31.7%  |
| · Self-employed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 2.6%▼            | 49,2%▲        | #            | 5.2%   |
| · Work disabled                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 2.9%▼            | #             | 29,2%▲       | 6.2%   |
| · Unemployed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 2.1%             | #             | 3,9%Δ        | 2.2%   |
| · Retired early                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 54.4%Δ           | 34,7%▼        | 51,3%        | 52.8%  |
| · Housewife, homemaker, studying                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 1.1%▼            | 3,5%Δ         | 6,5%▲        | 1.9%   |
| <p>Note, Percentages are column percentages, and are tested with the Pearson <math>\chi^2</math>-test (horizontal comparisons). The contrast is subgroup vs 'rest' (weighted deviation contrast), ▲ and ▼ : <math>p &lt; 0.05</math>, significant high (low) percentages (two-tailed), and Cohen's d is at least 0.20. Open arrows Δ and ▽: also significant, but Cohen's d is smaller than 0.20. Cohen, J, (1988), Statistical power analysis for the behavioral sciences (2nd ed.), Hillsdale NJ: Erlbaum.</p> <p>#: N&lt;10</p> |                  |               |              |        |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Work status 2015 |               |              |       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|---------------|--------------|-------|
| Cohort 2015                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Employees        | Self-employed | Not employed | Total |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 5,724            | 478           | 536          | 6.738 |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 85.0%            | 7.1%          | 8.0%         | 100%  |
| <b>Work status 2016</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                  |               |              |       |
| · Employee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 94.8%▲           | 7.9%▼         | 12.8%▼       | 82.2% |
| · Self-employed                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1.0%▼            | 88.5%▲        | 4.0%∇        | 7.2%  |
| · Work disabled                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 0.7%▼            | #             | 46.0%▲       | 4.3%  |
| · Unemployed                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 2.0%▼            | #             | 19.2%▲       | 3.3%  |
| · Retired early                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1.3%Δ            | #             | #            | 1.1%  |
| · Housewife, homemaker, studying                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 0.4%▼            | #             | 17.8%▲       | 1.9%  |
| <b>Work status 2017</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                  |               |              |       |
| · Employee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 92.4%▲           | 9.1%▼         | 17.9%▼       | 80.7% |
| · Self-employed                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1.3%▼            | 84.7%▲        | 3.2%∇        | 7.1%  |
| · Work disabled                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 1.3%▼            | #             | 48.3%▲       | 5.0%  |
| · Unemployed                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 2.0%▼            | #             | 12.9%▲       | 2.9%  |
| · Retired early                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 2.5%Δ            | #             | #            | 2.3%  |
| · Housewife, homemaker, studying                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 0.5%▼            | #             | 17.7%▲       | 2.0%  |
| <b>Work status 2019</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                  |               |              |       |
| · Employee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 86.4%▲           | 16.4%▼        | 23.5%▼       | 76.7% |
| · Self-employed                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 2.0%▼            | 73.8%▲        | 3.3%∇        | 6.9%  |
| · Work disabled                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 2.5%▼            | #             | 47.4%▲       | 5.9%  |
| · Unemployed                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 2.2%▼            | #             | 10.1%▲       | 2.8%  |
| · Retired early                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 6.2%Δ            | 6.6%          | #            | 5.7%  |
| · Housewife, homemaker, studying                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 0.7%▼            | #             | 15.4%▲       | 2.0%  |
| <b>Work status 2021</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                  |               |              |       |
| · Employee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 80.3%▲           | 19.6%▼        | 22.8%▼       | 72.1% |
| · Self-employed                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 2.5%▼            | 66.3%▲        | #            | 6.7%  |
| · Work disabled                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 3.0%▼            | #             | 51.5%▲       | 6.5%  |
| · Unemployed                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 1.6%▼            | #             | 8.0%▲        | 2.1%  |
| · Retired early                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 11.6%▲           | 10.1%         | #            | 10.7% |
| · Housewife, homemaker, studying                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 0.9%▼            | #             | 13.5%▲       | 2.0%  |
| Note, Percentages are column percentages, and are tested with the Pearson $\chi^2$ -test (horizontal comparisons).<br>The contrast is subgroup vs 'rest' (weighted deviation contrast), ▲ and ▼: p<0.05, significant high (low) percentages (two-tailed), and Cohen's d is at least 0.20. Open arrows Δ and ∇: also significant, but Cohen's d is smaller than 0.20. Cohen, J, (1988), Statistical power analysis for the behavioral sciences (2nd ed.), Hillsdale NJ: Erlbaum.<br>#: N<10 |                  |               |              |       |





