

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

Technical report (2010-2021)



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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:

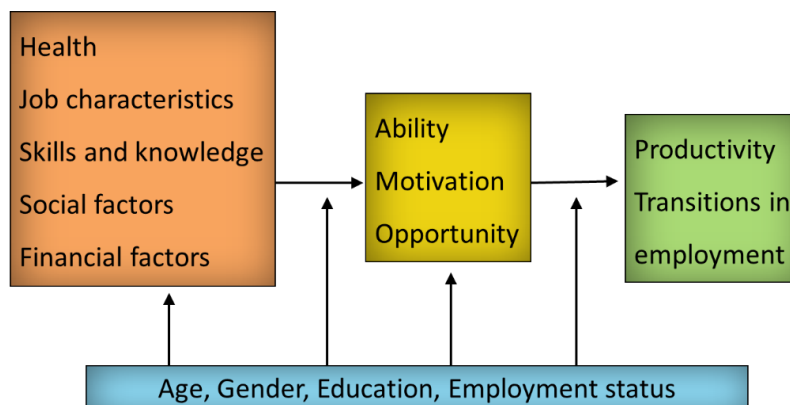


Figure 1.1 STREAM research framework.

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

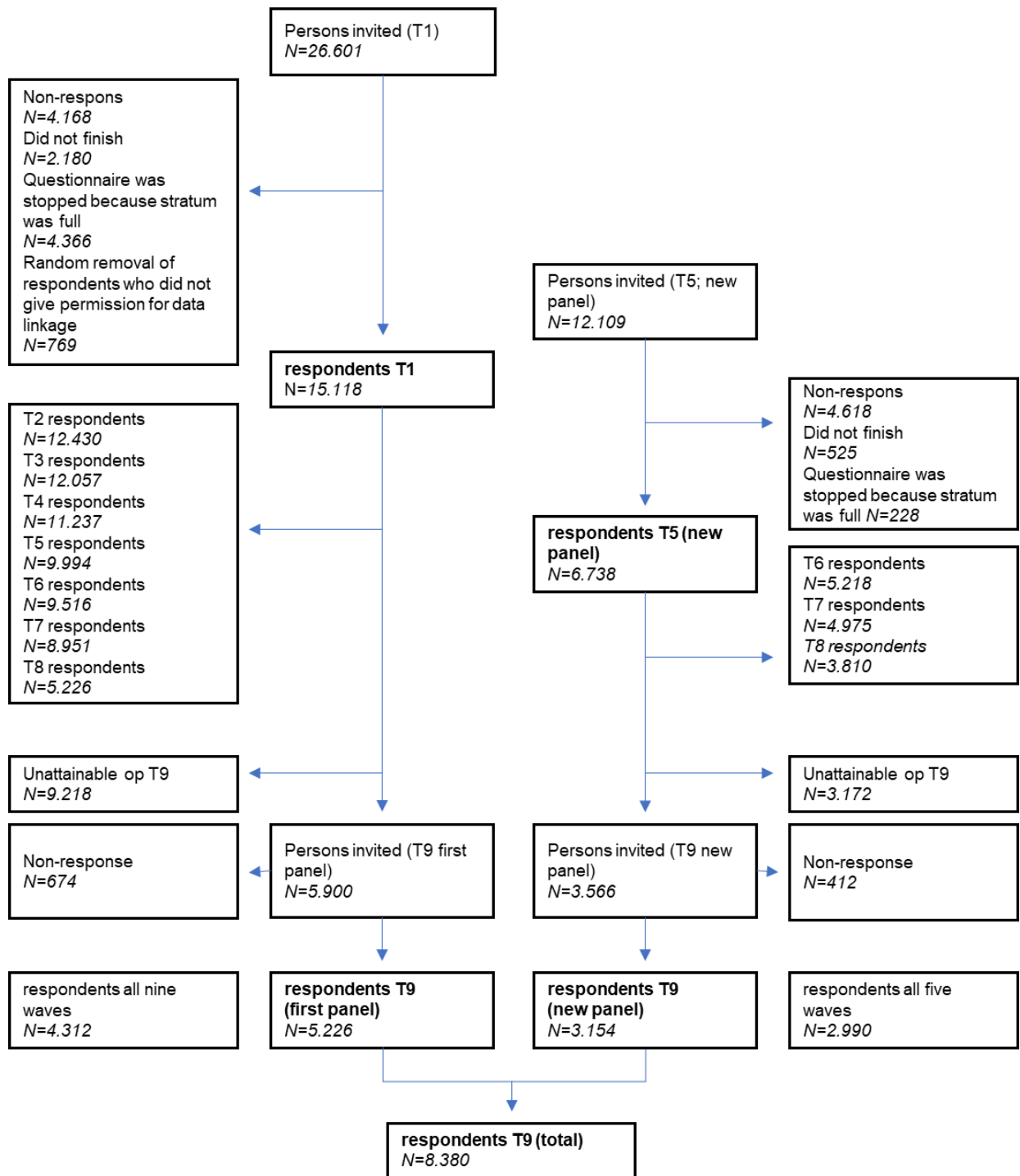


Figure 2.1 Flowchart of the response; 4,312 participants of the original cohort completed all questionnaires and 2,990 of the new cohort.

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 |
| N: | 10,806 | 4,312 | 3,748 | 2,990 |
| %: | 71.5% | 28.5% | 55.6% | 44.4% |
| Age | 54.0▼ | 55.2▲ | 49.8∇ | 50.7Δ |
| Sex (percentage women) | 0.48Δ | 0.43∇ | 0.53Δ | 0.50∇ |
| Education | 2.19∇ | 2.22Δ | 2.18 | 2.21 |
| Vitality | 64.3∇ | 65.9Δ | 62.2∇ | 63.2Δ |
| Depression | 1.57Δ | 1.52∇ | 1.62Δ | 1.60∇ |
| Job demands | 3.11Δ | 3.08∇ | 3.20Δ | 3.14∇ |
| Job satisfaction | 4.02 | 4.02 | 4.02 | 4.04 |
| Developmental proactivity | 3.92Δ | 3.87∇ | 3.88Δ | 3.81∇ |
| Financial situation | 3.33∇ | 3.49Δ | 3.38∇ | 3.55Δ |
| Work ability | 7.28∇ | 7.39Δ | 7.68 | 7.62 |
| Productivity | 6.67 | 6.61 | 6.73 | 6.67 |
| Intention to stop working (WN+ZS) | 1.39∇ | 1.47Δ | 1.24 | 1.27 |
| Intention to start working (NW) | 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 .20¹. 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.

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

2.3.2 *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 ¹ |
|---|------------|-----------------------------|
| Work status | | |
| Current employment status | A01 | - |
| Social benefits | A01A (E26) | - |
| Working hours as employee/self-employed | B01 | - |
| Demographic characteristics | | |
| Year of birth | I10 | Via GfK |
| Sex | I11 | Via GfK |
| Ethnicity | - | Via GfK |
| Household composition | I01 | CBS ¹ |
| Health and well-being | | |
| Longstanding diseases and limitations | H26, H27 | EBB/NWCS (4) |
| Musculoskeletal symptoms | H28-H31 | NWCS (4) ¹ |
| 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) ¹ |
| Recovery and relaxation | H44-H46 | DISC-R (9) ¹ |
| Height and weight | H34-H35 | - |
| Smoking | H36 | - |
| Physical activity | H32-H33 | - |
| Sleeping habits | H33A | - |

| Concept | Question | Source ¹ |
|--|---|---------------------|
| Work-related factors | | |
| <i>Transitions in work</i> | | |
| Transition WN/ZS to NW | A08A ² , A08B, A10A ² | - |
| 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 ² | - |
| 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 ¹ |
|--|-------------|--------------------------------------|
| 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) ¹ |
| Job autonomy | C14-C18 | JCQ (11) ¹ |
| Emotional demands | C22-C24 | COPSOQ (12) ¹ |
| 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) ¹ |
| Support colleagues, customers, clients | C29-C32 | COPSOQ (12) ¹ |
| Unwanted behaviour by colleagues, supervisor or customers | C45-C46A | NWCS (4) |
| Unwanted behaviour by colleagues, other entrepreneurs, customers or clients | C47-C48A | NWCS (4) ¹ |
| Procedural justice | C36-C38 | Boer et al (14) ¹ |
| Distributive justice | C39-C44 | Boer et al (14) ¹ |
| <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 ¹ |
|---|--------------------------------|----------------------------------|
| Reasons for multiple jobs | D36 | - |
| Consequences of having multiple jobs | D37-D46 | - |
| Preference for one job or multiple jobs | D47 | - |
| Knowledge and skills | | |
| 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 | - |
| Social factors | | |
| 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) ¹ |
| Financial factors | | |
| 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 | - |
| Motivation | | |
| Important characteristics of a job | F01-F10 | NWCS (4) (2008) ¹ |
| Presence of these characteristics in current job | F11-F20 | NWCS (4) (2008) ¹ |
| Work engagement | F21-F26 | UWES-9 (20) |
| Motivation to work | F27-F34a | Ryan & Deci (19) ¹ |
| 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 ¹ |
|--|----------------------|--------------------------------------|
| Number of years person would have liked to continue working in last or other job | A11, A12 | - |
| Job satisfaction | F51 | NWCS (4) |
| Ability | | |
| 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) |
| Opportunity | | |
| Arrangements in de company | D26-D32 | NEWS (24) ¹ |
| 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 |
| Productivity | | |
| Productivity | E01, E02, E06A, E06B | QQ Questionnaire (26,27) |
| Presenteeism | E25B-E25D | Health & Labour Questionnaire (28) |
| Sick leave | E23-E25A | - |
| Personality traits | | |
| Mastery | H37-H43 | Pearlin Mastery Scale (29) |
| Coping | H48A-H48I | UCL (30) |

¹ The wording of the questions or the answer categories differ from the questions the source refers to.

² 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 |
|--|------------------|
| Health and well-being | |
| <i>Physical and mental health (SF-12)²</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 | |
| Work-related factors | |
| <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 | |

² Scales for physical and mental health are constructed by a weighted sum of the items of the SF12, based on US 1998 data. Cronbach's α in the table is based on the unweighted items.

| | 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 | |
| Knowledge and skills | |
| <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 |
|--|------------------|
| Work engagement | .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 | |
| Age discrimination | .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 | |
| Mastery | .85 |
| H37 Little control over things that happen to me | |
| H38 No way I can solve some of the problems I have | |
| H39 Little I can do to change important things in my life | |
| H40 I often feel helpless in dealing with the problems of life | |
| H41 Sometimes I feel that I'm being pushed around in life | |
| H42 What happens in the future mostly depends on me | |
| H43 I can do just about anything I really set my mind to do | |
| Coping | |
| <i>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

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datum
8 maart 2012

onderwerp
niet WMO advies

ons kenmerk
2012/080

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Geachte mevrouw De Wind,

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

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

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

Met vriendelijke groet,
namens de METC VUmc,

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p.o. 

drs. J.C.M. Koudijs, secretaris

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202.000.1571

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

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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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|---|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [bron] Panel | | | | | | | | | | |
| - 1 First panel | 62,4% | ∅% | 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 |
| [Duur] Time to fill out the questionnaire (minutes) T1 [2010] | | | | | | | | | | |
| - 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 |
| [Hoofdgroep] Employment status T1 [2010] | | | | | | | | | | |
| - 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 |
| [Nw] Classification unemployed | | | | | | | | | | |
| - 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% | ∅% | ∅% | 0,2% | ∅% | -- | -- | 0,03% | ∅% | 0,1% |
| N | 3.966 | 188 | 227 | 414 | 3.137 | -- | -- | 3.966 | 2.090 | 1.876 |
| [Geslacht] Gender | | | | | | | | | | |
| - 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 |
| [Leeftijd] Age at time of measurement | | | | | | | | | | |
| - 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 |
| [Leeftijd_Cat] Age at time of measurement | | | | | | | | | | |
| - 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 |
| [Education] Level of education | | | | | | | | | | |
| - 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 |
| [\$A01] What is your current situation? [multiple answers possible] | | | | | | | | | | |
| - Current employment status - Having one paid job as an employee | 45,8% | 79,0%▲ | 75,9%▲ | 65,4%▲ | 11,8%▼ | 97,2%▲ | 4,3%▼ | ∅% | 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% | ∅% | ∅% | 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% | ∅% | 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% | ∅% | 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 |
| [\$A01A] Do you currently receive an allowance or pension? [multiple answers possible] | | | | | | | | | | |
| - 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%▼ | ∅% | 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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [A03] 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%▲ | 37,5%▼ |
| - Spent time in the past 12 months on informal care? | 25,2% | 29,8%▲ | 28,7%▲ | 26,9% | 21,1%▼ | 26,9%▲ | 29,1%▲ | 22,9%▼ | 21,3%▼ | 29,8%▲ |
| - 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%▲ |
| - Spent time in the past 12 months on household work? | 51,0% | 65,7%▲ | 60,9%▲ | 51,7% | 40,7%▼ | 58,2%▲ | 59,7%▲ | 42,9%▼ | 48,0%▼ | 54,6%▲ |
| - Spent no time in the past 12 months on these activities? | 21,3% | 15,8%▼ | 20,1% | 22,4% | 23,7%▲ | 20,5% | 16,9%▼ | 22,7%▲ | 23,6%▲ | 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%▲ | 4,4% | 5,8%▲ | 3,1%▼ |
| - Volunteer work for an organization for foreigners or asylum seekers | 3,0% | 0,6%▼ | 1,7% | 3,2% | 4,0%▲ | 1,3%▼ | 3,7% | 4,1%▲ | 2,5%▼ | 3,7%▲ |
| - Volunteer work for a political party or other political organization | 2,8% | 3,3% | 2,3% | 2,3% | 3,0% | 3,3% | 5,6%▲ | 2,1%▼ | 4,0%▲ | 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%▲ | 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%▲ |
| - Volunteer work for another type of organization | 31,0% | 24,9%▼ | 31,2% | 30,1% | 32,9%▲ | 24,2%▼ | 34,4% | 35,5%▲ | 29,7% | 32,7% |
| N | 3.419 | 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%▲ | 59,5%▼ | 52,3%▼ | 66,5%▲ | 62,7% | 62,9% |
| - 2 Rather | 32,4% | 33,3% | 35,0% | 33,4% | 31,1% | 35,0%▲ | 40,2%▲ | 29,6%▼ | 32,9% | 31,6% |
| - 3 A little | 4,5% | 6,0% | 4,5% | 5,0% | 3,8% | 5,0% | 7,5%▲ | 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▲ | 1,45 | 1,45 | 1,39▼ | 1,47▲ | 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%▲ | 59,7%▼ | 53,3%▼ | 67,6%▲ | 62,5% | 65,1% |
| - 2 Rather | 31,7% | 33,7% | 34,2% | 31,8% | 30,3% | 35,5%▲ | 36,8% | 28,3%▼ | 33,1%▲ | 29,6%▼ |
| - 3 A little | 4,4% | 6,6%▲ | 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%▲ | 0,1%▼ | 0,6% | 0,5% | 0,2% | 0,3% | 0,5% |
| - Mean | 1,42 | 1,49▲ | 1,45 | 1,45 | 1,37▼ | 1,46▲ | 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%▲ | 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%▲ | 43,7%▲ | 37,7%▼ |
| - 4 Not | 43,0% | 43,6% | 41,4% | 45,9% | 42,4% | 45,9%▲ | 45,8% | 40,6%▼ | 41,3%▼ | 45,5%▲ |
| - Mean | 3,25 | 3,26 | 3,21 | 3,30 | 3,24 | 3,29▲ | 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%▲ |
| - 2 Rather | 27,6% | 22,4%▼ | 26,4% | 28,8% | 29,2%▲ | 27,1% | 25,4% | 28,3% | 27,3% | 28,1% |
| - 3 A little | 43,0% | 47,7%▲ | 47,4%▲ | 40,5% | 41,1%▼ | 45,6%▲ | 46,0% | 40,8%▼ | 45,0%▲ | 40,2%▼ |
| - 4 Not | 23,2% | 23,6% | 19,5%▼ | 24,8% | 23,7% | 20,9%▼ | 23,0% | 24,9%▲ | 22,9% | 23,6% |
| - Mean | 2,83 | 2,88 | 2,80 | 2,84 | 2,83 | 2,81 | 2,86 | 2,85 | 2,86▲ | 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%▲ |
| - 2 Rather | 4,9% | 4,8% | 7,4%▲ | 3,8% | 4,6% | 5,1% | 3,8% | 4,9% | 4,5% | 5,6% |
| - 3 A little | 29,5% | 36,2%▲ | 33,2%▲ | 29,1% | 26,6%▼ | 31,4%▲ | 37,6%▲ | 27,2%▼ | 30,0% | 28,8% |
| - 4 Not | 64,3% | 57,4%▼ | 58,6%▼ | 65,7% | 67,5%▲ | 62,2%▼ | 57,7%▼ | 66,6%▲ | 64,7% | 63,6% |
| - Mean | 3,57 | 3,50▼ | 3,50▼ | 3,59 | 3,60▲ | 3,55 | 3,52 | 3,59▲ | 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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [A04G] To what extent do social contacts play a role for you in doing volunteer work? | | | | | | | | | | |
| - 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 |
| [A04H] To what extent does learning new things play a role for you in doing volunteer work? | | | | | | | | | | |
| - 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 |
| [A04I] To what extent does sharing knowledge and experience play a role for you in doing volunteer work? | | | | | | | | | | |
| - 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 |
| [A04J] To what extent does meaning or doing something for others play a role for you in doing volunteer work? | | | | | | | | | | |
| - 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 |
| [A04K] To what extent does self-development play a role for you in doing volunteer work? | | | | | | | | | | |
| - 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 |
| [A04L] To what extent does appreciation of others play a role for you in doing volunteer work? | | | | | | | | | | |
| - 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 |
| [A04M] To what extent does societal prestige or status play a role for you in doing volunteer work? | | | | | | | | | | |
| - 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 |
| [A04N] To what extent does a feeling of being really useful play a role for you in doing volunteer work? | | | | | | | | | | |
| - 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 |
| [A04O] To what extent do your children or family play a role for you in doing volunteer work? | | | | | | | | | | |
| - 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 |
| [A04P] To what extent does increasing your chances on the labor market play a role for you in doing volunteer work? | | | | | | | | | | |
| - 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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [A04Q] To what extent does learning another trade play a role for you in doing volunteer work? | | | | | | | | | | |
| - 1 Very | 1,2% | 1,9% | 2,7%▲ | 0,4%▼ | 0,8%▼ | 1,5% | 0,5% | 1,0% | 1,0% | 1,4% |
| - 2 Rather | 2,8% | 5,6%▲ | 3,8% | 1,8% | 2,1%▼ | 3,6%▲ | 4,7% | 2,1%▼ | 2,9% | 2,7% |
| - 3 A little | 8,0% | 11,0%▲ | 13,5%▲ | 10,0%▲ | 4,8%▼ | 10,2%▲ | 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%▲ | 88,2% | 87,8% |
| - Mean | 3,83 | 3,72▼ | 3,71▼ | 3,85 | 3,89▲ | 3,78▼ | 3,80 | 3,87▲ | 3,83 | 3,82 |
| N | 3.394 | 518 | 526 | 559 | 1.791 | 1.348 | 215 | 1.831 | 1.978 | 1.416 |
| [A05] How many hours per week have you spent on informal care in the past 12 months? | | | | | | | | | | |
| - 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 |
| [\$A05A] To whom did you grant mantle care in the past 12 months? [multiple answers possible] | | | | | | | | | | |
| - Volunteer aid for parent | 45,0% | 65,4%▲ | 62,8%▲ | 50,2%▲ | 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%▲ | 14,1% | 9,3%▼ | 16,3%▲ | 14,2% | 9,1%▼ | 15,9%▲ | 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%▲ | 10,8%▼ | 18,4% | 17,4%▲ | 12,0%▼ | 16,0%▲ |
| - 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%▲ |
| - Volunteer aid for neighbor | 9,3% | 4,4%▼ | 6,3%▼ | 8,0% | 14,4%▲ | 5,6%▼ | 15,6%▲ | 12,6%▲ | 8,6% | 9,9% |
| N | 2.104 | 459 | 444 | 412 | 789 | 1.055 | 141 | 908 | 970 | 1.134 |
| [\$A05B] Where did the person live to whom you granted mantle care in the past 12 months? [multiple answers possible] | | | | | | | | | | |
| - Volunteer aid - Person lives in the same house | 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%▲ | 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%▲ | 26,9%▲ | 19,6%▼ | 24,1%▲ | 23,4% | 19,6%▼ | 22,4% | 21,9% |
| N | 2.107 | 460 | 444 | 412 | 791 | 1.056 | 141 | 910 | 970 | 1.137 |
| [A05C] Travel distance between this person and your home | | | | | | | | | | |
| - 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 |
| [A05D] To what extent is informal care fun? | | | | | | | | | | |
| - 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%▲ | 11,9% | 9,5%▼ | 12,5% | 16,3% | 10,8% | 11,6% | 12,4% |
| - Mean | 2,35 | 2,40 | 2,45▲ | 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 |
| [A05E] To what extent is informal care satisfying? | | | | | | | | | | |
| - 1 Very | 40,5% | 35,5%▼ | 39,4% | 45,5%▲ | 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%▲ | 5,7%▲ | 3,7% | 1,9%▼ | 3,8% | 9,4%▲ | 3,1% | 3,0% | 4,6% |
| - Mean | 1,85 | 1,94▲ | 1,93▲ | 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 |
| [A05F] To what extent is informal care difficult? | | | | | | | | | | |
| - 1 Very | 13,0% | 17,0%▲ | 13,5% | 14,0% | 9,9%▼ | 12,5% | 13,5% | 13,6% | 10,8%▼ | 15,0%▲ |
| - 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%▲ | 19,0% | 27,7%▲ | 16,9% | 23,1%▲ | 14,9%▼ |
| - Mean | 2,63 | 2,54▼ | 2,57 | 2,62 | 2,72▲ | 2,64 | 2,81▲ | 2,59 | 2,72▲ | 2,55▼ |
| N | 2.095 | 458 | 444 | 406 | 787 | 1.050 | 141 | 904 | 967 | 1.128 |
| [A05G] To what extent is informal care obligatory? | | | | | | | | | | |
| - 1 Very | 17,3% | 17,9% | 19,6% | 16,6% | 16,1% | 17,5% | 10,7%▼ | 18,2% | 15,2%▼ | 19,2%▲ |
| - 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%▲ | 16,4%▼ | 20,0% | 21,3%▲ | 18,6% | 18,9% |
| - Mean | 2,52 | 2,46 | 2,48 | 2,49 | 2,59▲ | 2,48 | 2,64 | 2,55 | 2,54 | 2,50 |
| N | 2.100 | 458 | 444 | 410 | 788 | 1.053 | 140 | 907 | 967 | 1.133 |
| [A05H] To what extent is informal care stressful? | | | | | | | | | | |
| - 1 Very | 7,9% | 10,9%▲ | 8,1% | 7,8% | 6,0%▼ | 7,0% | 7,8% | 8,9% | 5,1%▼ | 10,3%▲ |
| - 2 Rather | 20,0% | 22,1% | 24,3%▲ | 22,0% | 15,2%▼ | 22,1%▲ | 14,9% | 18,3% | 18,0%▼ | 21,7%▲ |
| - 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 |
| [A06] Hours per week spent looking after other peoples' children without being paid in the past 12 months | | | | | | | | | | |
| - Mean | 7,56 | 7,26 | 7,80 | 7,84 | 7,46 | 6,90 | 6,50 | 7,96▲ | 6,97▼ | 8,02▲ |
| - 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-----------------------------|----------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self- employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [A07] Hours per week spent on household work in the past 12 months | | | | | | | | | | |
| - 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 |
| [A08B] Which applies best regarding your working situation? | | | | | | | | | | |
| - 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 |
| [A08C] Do you expect to have paid work in the future? | | | | | | | | | | |
| - 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 |
| [A13A] Why did you stop working? [multiple answers possible] | | | | | | | | | | |
| - Stopped working - I could make use of a (early) retirement scheme | 53,6% | ∅% | 6,0%▽ | 35,0%▽ | 62,6%▲ | -- | -- | 53,6% | 61,8%▲ | 42,6%▽ |
| - Stopped working - For financial reasons | 1,2% | ∅% | 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 |
| [A13Bn] Did you take the decision to stop working entirely voluntarily? | | | | | | | | | | |
| - 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 |
| [B01] Both employee self-employed - Works most hours as | | | | | | | | | | |
| - 1 As employee | 82,2% | 87,8% | 82,9% | 87,5% | 50,0%▽ | 100% | ∅% | -- | 87,3% | 76,4% |
| - 2 As self-employed | 17,8% | 12,2% | 17,1% | 12,5% | 50,0%▲ | ∅% | 100% | -- | 12,7% | 23,6% |
| N | 118 | 41 | 41 | 24 | 12 | 97 | 21 | -- | 63 | 55 |
| [B06] In which category your profession fits best? | | | | | | | | | | |
| - 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|---|-------|--|------------------|------------------|------------------|---|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [B07] In which category your company or institute fits best? | | | | | | | | | | |
| - 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 |
| [B08] How many persons work at your company or institution? | | | | | | | | | | |
| - 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 |
| [B09] What type of contract do you have? | | | | | | | | | | |
| - 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 |
| [B10] Hours per week according to your contract (unemployed: in your last paid job)? | | | | | | | | | | |
| - 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 |
| [B11] Hours per week actually working (unemployed: in your last paid job)? | | | | | | | | | | |
| - 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 |
| [B12] How many days per week do you work (unemployed: in your last paid job)? | | | | | | | | | | |
| - 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 |
| [B12A] Can you partly determine your own working hours? | | | | | | | | | | |
| - % 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 |
| [B12B] Is it possible for you to work from home? | | | | | | | | | | |
| - % 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|---|-------|--|------------------|------------------|------------------|---|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [B12C] Do you regularly work from home? | | | | | | | | | | |
| - 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 |
| [\$B15] Do you run your company alone, with a family member or with a companion? [multiple answers possible] | | | | | | | | | | |
| - 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% | 0% | 2,6% | 2,2% | 4,8% | -- | 2,7% | -- | 3,0% | 2,2% |
| N | 484 | 108 | 116 | 93 | 167 | -- | 484 | -- | 304 | 180 |
| [B16] Do you employ other workers? | | | | | | | | | | |
| - 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% | 0% | 0,9% | 0% | 0,6% | -- | 0,4% | -- | 0,7% | 0% |
| - 100-249 persons [6] | 0,2% | 0% | 0,9% | 0% | 0% | -- | 0,2% | -- | 0,3% | 0% |
| - 250 persons or more [7] | 0,2% | 0% | 0,9% | 0% | 0% | -- | 0,2% | -- | 0,3% | 0% |
| - 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 |
| [B17] Do you manage other workers in your present job? | | | | | | | | | | |
| - 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 |
| [B18] Different clients in the past 12 months | | | | | | | | | | |
| - 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 |
| [B19] Change in the demand for your services or products in the past 12 months | | | | | | | | | | |
| - 1 The demand for my services or products has strongly decreased | 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 |
| [B20] Restructuring or reorganization in the past 12 months | | | | | | | | | | |
| - 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 |
| [Fysieke_belasting] • Physical load [5 items, 1=(almost) never-5=always] | | | | | | | | | | |
| - 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|---|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [C01] Job requires using a lot of force | | | | | | | | | | |
| - 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 |
| [C02] Job requires using tools, machines or vehicles that shake or cause whole body vibration | | | | | | | | | | |
| - 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 |
| [C03] Work in uncomfortable postures | | | | | | | | | | |
| - 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 |
| [C04] Job requires standing for long periods of time | | | | | | | | | | |
| - 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 |
| [C05] Job requires kneeling or squatting for long periods of time | | | | | | | | | | |
| - 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 |
| [C06] Hours per day computer work | | | | | | | | | | |
| - 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 |
| [C07] So much noise that you need to talk loudly to be heard? | | | | | | | | | | |
| - 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 |
| [§C08] In your present job, how often are you exposed to the following substances? [multiple answers possible] | | | | | | | | | | |
| - 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [C09] Worked in the evening or at night in the past year (Unemployed: last job) | | | | | | | | | | |
| - 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 |
| [C09a] Worked between 12.00 at night and 6.00 in the morning | | | | | | | | | | |
| - 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 |
| [C09B] Worked weekends in the past year | | | | | | | | | | |
| - 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 |
| [Taaakeisen] • Job demands [4 items, 1=(almost) never-5=always] | | | | | | | | | | |
| - 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 |
| [C10] Do you have to work very fast? | | | | | | | | | | |
| - 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 |
| [C11] Do you have to do a lot of work? | | | | | | | | | | |
| - 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 |
| [C12] Do you have to work extra hard? | | | | | | | | | | |
| - 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 |
| [C13] Is your work hectic? | | | | | | | | | | |
| - 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 |
| [Autonomie] • Autonomy [5 items, 1=(almost) never-5=always] | | | | | | | | | | |
| - 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 |
| [C14] Are you able to decide for yourself how to do your work? | | | | | | | | | | |
| - 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 |
| [C15] Are you able to decide for yourself in which order to do your work? | | | | | | | | | | |
| - 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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|---|-------|---|------------------|------------------|------------------|--|-----------------------------|----------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self- employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [C16] Are you able to influence the pace in which you work? | | | | | | | | | | |
| - 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 |
| [C17] Do you need to come up with solutions yourself? | | | | | | | | | | |
| - 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 |
| [C18] Are you able to take time off work when you want to? | | | | | | | | | | |
| - 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 |
| [Mentale_belasting] • Mental load [3 items, 1=(almost) never-5=always] | | | | | | | | | | |
| - 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 |
| [C19] Does your work require you to think very hard? | | | | | | | | | | |
| - 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 |
| [C20] Does your work require that you keep your mind on your job? | | | | | | | | | | |
| - 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 |
| [C21] Does your work require a lot of your attention? | | | | | | | | | | |
| - 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 |
| [Emotionele_belasting] • Emotional load [3 items, 1=(almost) never-5=always] | | | | | | | | | | |
| - 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 |
| [C22] Does your work get you into emotionally difficult situations? | | | | | | | | | | |
| - 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [C23] Is your work emotionally demanding? | | | | | | | | | | |
| - 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 | 28,9%▽ |
| - 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 |
| [C24] Do you get emotionally involved with your work? | | | | | | | | | | |
| - 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 |
| [Sociale_steun_Wn] • Social support employees [4 items, 1=(almost) never-5=always] | | | | | | | | | | |
| - 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 |
| [C25] How often do you get help and support from your colleagues? | | | | | | | | | | |
| - 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 |
| [C26] How often are your colleagues willing to listen to your work-related problems? | | | | | | | | | | |
| - 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 |
| [C27] How often do you get help and support from your immediate superior? | | | | | | | | | | |
| - 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 |
| [C28] How often is your immediate superior willing to listen to your work-related problems? | | | | | | | | | | |
| - 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 |
| [Sociale_steun_Zs] • Social support self-employed [4 items, 1=(almost) never-5=always] | | | | | | | | | | |
| - 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 |
| [C29] How often do you get help and support from your colleagues or other entrepreneurs? | | | | | | | | | | |
| - 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|--|-------|--|------------------|------------------|------------------|---|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [C30] How often are your colleagues or other entrepreneurs willing to listen to your work-related problems? | | | | | | | | | | |
| - 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 |
| [C31] How often do you get help and support from your customers or clients? | | | | | | | | | | |
| - 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 |
| [C32] How often are your customers or clients willing to listen to your work-related problems? | | | | | | | | | | |
| - 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 |
| [C33] Have you worked together with one or more other entrepreneurs in the past 12 months? | | | | | | | | | | |
| - 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 |
| [C45] Experienced bullying, violence etc. - By colleagues or supervisor | | | | | | | | | | |
| - 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 |
| [C45A] Employees: Undesired behavior by colleagues or superior [multiple answers possible] | | | | | | | | | | |
| - 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 |
| [C46] Experienced bullying, violence etc. - By customer, clients | | | | | | | | | | |
| - 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 |
| [C46A] Employees: Undesired behavior by clients [multiple answers possible] | | | | | | | | | | |
| - 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 |
| [C47] Experienced bullying, violence etc. - By colleagues or other entrepreneurs | | | | | | | | | | |
| - 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [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% | ∅% | ∅% | ∅% | 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% | ∅% | -- | 2,5% | -- | 1,3%▽ | 4,5%Δ |
| - 3 Often | 0,4% | 0,9% | 0,9% | ∅% | ∅% | -- | 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% | ∅% | -- | -- | 14,3% | -- | ∅% | 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% | ∅% | 40,0% | 20,0% | -- | -- | 21,4% | -- | 40,0% | 11,1% |
| - In past 12 months - Experienced unwanted sexual attention by customers or clients | 21,4% | ∅% | 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 |
| [Leeftijdsdiscriminatie] • 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [C49] Statement about company - Elderly workers are passed over in case of promotion or internal recruitment | | | | | | | | | | |
| - 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 |
| [C50] Statement about company - Elderly workers do not have equal opportunities for training during work time | | | | | | | | | | |
| - 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 |
| [C51] Statement about company - Younger workers are preferred when new equipment etc. are introduced | | | | | | | | | | |
| - 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 |
| [C52] Statement about company - Elderly workers experience higher pressure to leave the company | | | | | | | | | | |
| - 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 |
| [D01] Have you changed to a different employer in the past 12 months? | | | | | | | | | | |
| - % 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 |
| [D02] Have you changed to another profession when you changed to a different employer? | | | | | | | | | | |
| - % 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 |
| [D03] Have you changed to another job or profession in the past 12 months? | | | | | | | | | | |
| - % 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 |
| [\$D04A] Which factors played a role in your decision to choose another function or employer? [multiple answers possible] | | | | | | | | | | |
| - Decision to change to another job - Financial factors | 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% | 0% | 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|---|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [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%▲ | ∅% | 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% | ∅% | ∅% | 12,5% | -- | 10,0% | -- | 14,3% | ∅% |
| - 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% | ∅% | 12,5% | -- | 15,0% | -- | 21,4% | ∅% |
| - Decision to change to another profession - Other reason | 25,0% | 14,3% | 25,0% | ∅% | 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% | ∅% | 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% | ∅% | 0,4% | ∅% | 0,1% | 0,2% | -- | 0,1% | 0,2% |
| - 2 Disagree | 0,7% | 1,0% | 0,9% | 0,5% | ∅% | 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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|---|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [D13] I lack new knowledge and skills that become important | | | | | | | | | | |
| - 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 |
| [D14] How do your knowledge and skills fit with the current labor market? | | | | | | | | | | |
| - 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 |
| [Oudekennis_Nw] • Knowledge obsolescence [unemployed, 3 items, 1=low-5=high] | | | | | | | | | | |
| - 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 |
| [D15] I use certain knowledge or skills insufficiently and so forget or lose them | | | | | | | | | | |
| - 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 |
| [D16] I have knowledge and skills that are no longer requested | | | | | | | | | | |
| - 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 |
| [D17] I lack new knowledge and skills that have become important | | | | | | | | | | |
| - 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 |
| [D17a] Do you learn a lot or little from the tasks you perform for your job? | | | | | | | | | | |
| - 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 |
| [D17b] Do you learn a lot or little from people at work, such as colleagues, supervisors and customers? | | | | | | | | | | |
| - 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 |
| [\$D18] Have you attended one or more of the following activities for your work in the past 12 months? [multiple answers possible] | | | | | | | | | | |
| - 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [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 | Total | Age at time of measurement [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|--|-------|--|------------------|------------------|------------------|---|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [D26n] Use arrangements - Part-time early retirement | | | | | | | | | | |
| - 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 |
| [D27n] Use arrangements - Shorter working week for older employees | | | | | | | | | | |
| - 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 |
| [D28n] Use arrangements - Exemption from evening or night work for older employees | | | | | | | | | | |
| - 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 |
| [D29n] Use arrangements - Less demanding work tasks for older employees | | | | | | | | | | |
| - 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 |
| [D30n] Use arrangements - Re-education towards another profession for older workers | | | | | | | | | | |
| - 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 |
| [D31n] Use arrangements - Adaptation of work environment in case of health problems | | | | | | | | | | |
| - 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 |
| [D32n] Use arrangements - Adaptation of work tasks in case of health problems | | | | | | | | | | |
| - 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 |
| [E04] Current work ability compared to best period | | | | | | | | | | |
| - 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 ▲ | 7,34 Δ | 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 |
| [E15] I am quite able to work | | | | | | | | | | |
| - 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 |
| [E16] My health does not allow me to work | | | | | | | | | | |
| - 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 |
| [E17] I don't get the opportunity to work | | | | | | | | | | |
| - 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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [E18] Employers find me too old | | | | | | | | | | |
| - 1 Totally disagree | 6,0% | 5,1% | 1,3% | 3,7% | 7,8%▲ | -- | -- | 6,0% | 6,8% | 4,9% |
| - 2 Disagree | 12,5% | 9,0% | 2,7%▼ | 7,4% | 16,9%▲ | -- | -- | 12,5% | 15,2%▲ | 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 |
| [E22] In the coming 12 months - Will be able to find a new employer | | | | | | | | | | |
| - 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%▲ | 21,4%▲ | 15,1%▼ | -- | 26,0%▲ | 15,3%▼ | 18,0%▲ |
| - 3 Maybe | 27,9% | 26,0% | 30,3%▲ | 26,9% | 28,5% | 25,2%▼ | -- | 46,0%▲ | 27,6% | 28,3% |
| - 4 Probably | 25,8% | 34,7%▲ | 29,4%▲ | 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%▲ | 12,0%▼ |
| - Mean | 3,06 | 3,48▲ | 3,24▲ | 2,72▼ | 2,52▼ | 3,10▲ | -- | 2,78▼ | 3,12▲ | 2,98▼ |
| N | 4.480 | 1.323 | 1.276 | 1.105 | 776 | 3.911 | -- | 569 | 2.475 | 2.005 |
| [VerzuimPerc_Dt] • Individual sickness absence percentage (corrected for part-time) | | | | | | | | | | |
| - Mean | 4,78 | 4,95 | 4,86 | 5,74▲ | 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 |
| [TeWerkenDagen] • Number of potential working days in calendar year (corrected for part-time; full-time=215 days) | | | | | | | | | | |
| - Mean | 182 | 188▲ | 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 |
| [E23] On sick leave in the past 12 months | | | | | | | | | | |
| - % Yes | 34,2% | 35,0% | 36,5%▲ | 37,4%▲ | 21,7%▼ | 36,1%▲ | 19,2%▼ | -- | 32,5%▼ | 36,3%▲ |
| N | 4.410 | 1.356 | 1.322 | 1.119 | 613 | 3.926 | 484 | -- | 2.465 | 1.945 |
| [E24] Number of times on sick leave in the past 12 months | | | | | | | | | | |
| - 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 |
| [E24_incl_0] How often did you go on sick leave in the past 12 months? [With no sick leave=0 times] | | | | | | | | | | |
| - 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 |
| [E25] Days on sick leave in the past 12 months | | | | | | | | | | |
| - 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 |
| [E25_incl_0] How many days did you have sick leave in the past 12 months? [With no sick leave=0 days] | | | | | | | | | | |
| - Mean | 9,27 | 9,74 | 9,71 | 10,8 | 4,42▼ | 9,96▲ | 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 |
| [E25a] Days on sick leave in the past 4 weeks? | | | | | | | | | | |
| - 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 |
| [E25b] Hindered by physical or mental problems in the past 4 weeks? | | | | | | | | | | |
| - % Yes | 23,6% | 28,2%▲ | 24,4% | 23,9% | 11,4%▼ | 24,1%▲ | 19,8%▼ | -- | 20,9%▼ | 27,1%▲ |
| N | 4.410 | 1.356 | 1.322 | 1.119 | 613 | 3.926 | 484 | -- | 2.465 | 1.945 |
| [E25c] Number of days hindered by physical or mental problems in the past 4 weeks? | | | | | | | | | | |
| - 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [E25d] Quantity of work handled while hindered by physical or mental problems | | | | | | | | | | |
| - 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 |
| [F11] Present in current job - Appreciation | | | | | | | | | | |
| - 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 |
| [F12] Present in current job - Interesting work | | | | | | | | | | |
| - 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 |
| [F13] Present in current job - Opportunities for learning and development | | | | | | | | | | |
| - 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 |
| [F14] Present in current job - Autonomy | | | | | | | | | | |
| - 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 |
| [F15] Present in current job - Good social climate | | | | | | | | | | |
| - 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 |
| [F16] Present in current job - Good supervisor | | | | | | | | | | |
| - 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 |
| [F17] Present in current job - Good salary | | | | | | | | | | |
| - 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 |
| [F18] Present in current job - Opportunity to work part-time | | | | | | | | | | |
| - 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [F19] Present in current job - Opportunity to determine one's own working hours | | | | | | | | | | |
| - 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 |
| [F20] Present in current job - Good job security | | | | | | | | | | |
| - 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 |
| [Bevlogenheid] • Enthusiasm/passion (6 items, 0=low-6=high) | | | | | | | | | | |
| - 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 |
| [F21] At my work I feel bursting with energy | | | | | | | | | | |
| - 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 |
| [F22] At my job I feel strong and vigorous | | | | | | | | | | |
| - 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 |
| [F23] I am enthusiastic about my job | | | | | | | | | | |
| - 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 |
| [F24] My job inspires me | | | | | | | | | | |
| - 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 |
| [F25] When I get up in the morning, I feel like going to work | | | | | | | | | | |
| - 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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [F26] I am proud of the work that I do | | | | | | | | | | |
| - 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 |
| [F35] Like to continue working in present job in the coming 12 months? | | | | | | | | | | |
| - 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 |
| [F36] Would like to have paid employment | | | | | | | | | | |
| - 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 |
| [F51] How satisfied are you with your work? | | | | | | | | | | |
| - 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 |
| [G02C] Would you want to work more or less hours in the coming 12 months if your earnings would change accordingly? | | | | | | | | | | |
| - 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 |
| [G03] Do you intend to start working in the coming 12 months? | | | | | | | | | | |
| - 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 |
| [G04] Would you like to work as an employee or as a self-employed? | | | | | | | | | | |
| - 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 |
| [G05] Until what age would you like to continue working? | | | | | | | | | | |
| - 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 |
| [G05wn] Don't know until what age would like to continue working | | | | | | | | | | |
| - 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 |
| [G06] Until what age do you think you will be able to continue working? | | | | | | | | | | |
| - 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 |
| [G06wn] Don't know until what age will be able to continue working | | | | | | | | | | |
| - % 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 |
| [G07] Could you financially afford to stop working before the official retirement age? | | | | | | | | | | |
| - 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|---|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [G08] Colleagues think it is important to continue working until the official retirement age | | | | | | | | | | |
| - 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▽ | 3,10Δ | 3,36▲ | 3,01 | -- | -- | 3,02 | 2,99 |
| N | 2.214 | 599 | 657 | 662 | 296 | 2.214 | -- | -- | 1.295 | 919 |
| [G09] Colleagues continue working until the official retirement age | | | | | | | | | | |
| - 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 | 3,35Δ | 3,26 | 3,16▽ | 3,38Δ | 3,28 | -- | -- | 3,33Δ | 3,22▽ |
| N | 3.898 | 1.237 | 1.197 | 1.022 | 442 | 3.898 | -- | -- | 2.151 | 1.747 |
| [G10] Supervisor thinks it is important to continue working until the official retirement age | | | | | | | | | | |
| - 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 | -- | -- | 3,26Δ | 3,12▽ |
| N | 2.082 | 536 | 597 | 641 | 308 | 2.082 | -- | -- | 1.236 | 846 |
| [\$G11] In the past 12 months, which activities did you do to find a (new) (paid) job (as employee)? [multiple answers possible] | | | | | | | | | | |
| - 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 |
| [G12] Applied for a job in the past 4 weeks? | | | | | | | | | | |
| - % 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 |
| [G13] Obligated to apply for jobs | | | | | | | | | | |
| - 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 |
| [G14] Hours per week prefers to work | | | | | | | | | | |
| - 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 |
| [G15] When could you start working? | | | | | | | | | | |
| - 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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [G16] Chances to find the type of job you are looking for within 3 months | | | | | | | | | | |
| - 1 Very high | 4,3% | ∅ | 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 |
| [Sf12p] • Sf12 Physical component (range 0-100) | | | | | | | | | | |
| - 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 |
| [Sf12m] • Sf12 Mental component (range 0-100) | | | | | | | | | | |
| - 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 |
| [H01] In general, would you say your health is ... | | | | | | | | | | |
| - 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 |
| [H02] Health limits activities - Moderate activities (e.g. moving table) | | | | | | | | | | |
| - 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 |
| [H03] Health limits activities - Climbing several flights of stairs | | | | | | | | | | |
| - 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 |
| [H04] Accomplished less than you would like in the past 4 weeks due to physical health | | | | | | | | | | |
| - % 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 |
| [H05] Limited in the kind of work or other activities in the past 4 weeks due to physical health | | | | | | | | | | |
| - % 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 |
| [H06] Accomplished less than you would like in the past 4 weeks due to emotional problems | | | | | | | | | | |
| - % 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 |
| [H07] In work or other activities not as carefully as usual in the past 4 weeks due to emotional problems | | | | | | | | | | |
| - % 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 |
| [H08] During the past 4 weeks physical health or emotional problems interfered with social activities | | | | | | | | | | |
| - 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 |
| [H09] During the past 4 weeks pain interfered with normal work | | | | | | | | | | |
| - 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 |
| [H10] In the past 4 weeks I felt calm and peaceful | | | | | | | | | | |
| - 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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|---|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|---|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [H23] During the past week I was happy | | | | | | | | | | |
| - 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 |
| [H24] During the past week I felt lonely | | | | | | | | | | |
| - 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 |
| [H25] During the past week I could not get going | | | | | | | | | | |
| - 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 |
| [Arbgeh] • Somewhat or strongly limited during work due to chronic disease or handicap | | | | | | | | | | |
| - % 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 |
| [\$H26] Do you have any of the following chronic diseases, disorders or handicaps? [multiple answers possible] | | | | | | | | | | |
| - 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 |
| [H27] Does your disease limit your performance at work? | | | | | | | | | | |
| - 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 |
| [Burnout] • Burnout (5 items, 1=never-7=every day) | | | | | | | | | | |
| - 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 |
| [Burnout320] • Burnout (two categories) | | | | | | | | | | |
| - 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 |
| [H27A] I feel emotionally drained by my work | | | | | | | | | | |
| - 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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|---|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [H27B] At the end of the working day I feel worn out | | | | | | | | | | |
| - 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 |
| [H27C] It stresses me to work in direct contact with people all day | | | | | | | | | | |
| - 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 |
| [H27D] I am exhausted in the morning at the thought of another day at work | | | | | | | | | | |
| - 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 |
| [H27E] I feel completely exhausted by my work | | | | | | | | | | |
| - 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 |
| [Beweenorm] • At least 5 days a week at least 30 minutes physically active | | | | | | | | | | |
| - % 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 |
| [H32] Number of days per week physically active for at least 30 minutes | | | | | | | | | | |
| - 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 |
| [Fitnorm] • At least 3 days a week at least 20 minutes intensely physically active | | | | | | | | | | |
| - % 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 |
| [H33] Number of days intensely physically active for at least 20 minutes | | | | | | | | | | |
| - 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 |
| [H33A] How many hours do you sleep per night on average? | | | | | | | | | | |
| - 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 |
| [Bmi] • A Body Mass Index (kg/m2) | | | | | | | | | | |
| - 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 |
| [Bmi_Cat] • Body Mass Index | | | | | | | | | | |
| - 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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|---|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [H34] Height | | | | | | | | | | |
| - 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 |
| [H35] Weight | | | | | | | | | | |
| - 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 |
| [H36] Do you smoke? | | | | | | | | | | |
| - 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 |
| [Mastery] • Mastery (7 items, 1=entirely disagree-5=entirely agree) | | | | | | | | | | |
| - 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 |
| [H37] I have little control over things that happen to me | | | | | | | | | | |
| - 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 |
| [H38] There is really no way I can solve some of the problems I have | | | | | | | | | | |
| - 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 |
| [H39] There is little I can do to change many of the important things in my life | | | | | | | | | | |
| - 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 |
| [H40] I often feel helpless in dealing with the problems of life | | | | | | | | | | |
| - 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 |
| [H41] Sometimes I feel that I am being pushed around in life | | | | | | | | | | |
| - 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 |
| [H42] What happens to me in the future mostly depends on me | | | | | | | | | | |
| - 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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|---|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [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% | 0% | 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% | 0% | 0,1% | 0% | 0,2% | 0% | -- | 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|--|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [H48f] Coping - Seek comfort and understanding | | | | | | | | | | |
| · 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 |
| [H48g] Coping - Try to withdraw from the situation | | | | | | | | | | |
| · 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 |
| [H48h] Coping - Work purposefully to solve a problem | | | | | | | | | | |
| · 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 | 53,9%▽ |
| · 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 |
| [H48i] Coping - Show something is bothering you | | | | | | | | | | |
| · 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 |
| [SH49] Which of the following events occurred to you in the past 12 months? [multiple answers possible] | | | | | | | | | | |
| · 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 |
| [SH50] Regarding work, what do you miss since you retired? [multiple answers possible] | | | | | | | | | | |
| · 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 |
| [H51] Content with your life | | | | | | | | | | |
| · 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 [▲ ▼: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▼: subgroup vs rest] | | | Gender | |
|---|-------|---|------------------|------------------|------------------|--|-------------------------|-------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self-employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [I01] Household composition | | | | | | | | | | |
| - 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 |
| [I01A] Do you have one or more children who you support financially? | | | | | | | | | | |
| - % 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 |
| [I02] What is the current situation of your partner? [multiple answers possible] | | | | | | | | | | |
| - 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 |
| [I03] What would your partner think if you would stop working? | | | | | | | | | | |
| - 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▲ | 3,46Δ | 3,30Δ | 3,10▼ | -- | 3,34Δ | 3,18▼ |
| N | 3.065 | 885 | 903 | 825 | 452 | 2.712 | 353 | -- | 1.822 | 1.243 |
| [I04] What would your partner think if you would continue working until the official retirement age? | | | | | | | | | | |
| - 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 | 3,21Δ | 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 |
| [I05] What would your partner think if you would get a job as an employee? | | | | | | | | | | |
| - 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 |
| [I06] What would your partner think if you would start working? | | | | | | | | | | |
| - 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▼ | 2,75Δ |
| N | 2.520 | 100 | 118 | 252 | 2.050 | -- | -- | 2.520 | 1.504 | 1.016 |
| [I07] Do you contribute most to the household income? | | | | | | | | | | |
| - 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 |
| [I08] Financial situation of your household now | | | | | | | | | | |
| - 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 | 3,87Δ | 3,97▲ | 3,99Δ | 3,70▼ | 3,93Δ | 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 [▲ ▽: subgroup vs rest] | | | | Employment status T1 [2010] [▲ ▽: subgroup vs rest] | | | Gender | |
|--|-------|--|------------------|------------------|------------------|---|-----------------------------|----------------------------|-----------------|-------------------|
| | | 50-54 [18,4%] | 55-59 [18,5%] | 60-64 [18,3%] | 65-72 [44,8%] | Employee [46,9%] | Self- employed [5,8%] | Not employed [47,3%] | Male [54,4%] | Female [45,6%] |
| [I09] Financial situation of your company now | | | | | | | | | | |
| · 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 χ^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 $d \geq 0,20$. ▲ and ▼: $p < 0,05$ and Cohen's $d < 0,20$. ◊: 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% |
| Work status 2011 | | | | |
| · 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% |
| Work status 2012 | | | | |
| · 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% |
| Work status 2013 | | | | |
| · 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% |
| Work status 2015 | | | | |
| · 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% |
| Work status 2016 | | | | |
| · 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% |
| Work status 2017 | | | | |
| · 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% |

| Cohort 2010 | Work status 2010 | | | |
|--|------------------|---------------|--------------|--------|
| | Employees | Self-employed | Not employed | Total |
| | 12,055 | 1,029 | 2,034 | 15.118 |
| | 79.7% | 6,8% | 13,5% | 100% |
| Work status 2019 | | | | |
| · 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% |
| Work status 2021 | | | | |
| · 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 χ^2-test (horizontal comparisons). The contrast is subgroup vs 'rest' (weighted deviation contrast), ▲ and ▼: $p < 0.05$, significant high (low) percentages (two-tailed), and Cohen's d is at least 0.20. Open arrows Δ and ∇: also significant, but Cohen's d is smaller than 0.20. Cohen, J, (1988), Statistical power analysis for the behavioral sciences (2nd ed.), Hillsdale NJ: Erlbaum. #: N<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% |
| Work status 2016 | | | | |
| · 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% |
| Work status 2017 | | | | |
| · 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% |
| Work status 2019 | | | | |
| · 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% |
| Work status 2021 | | | | |
| · 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 χ^2 -test (horizontal comparisons). The contrast is subgroup vs 'rest' (weighted deviation contrast), ▲ and ▼: $p < 0.05$, significant high (low) percentages (two-tailed), and Cohen's d is at least 0.20. Open arrows Δ and ∇: also significant, but Cohen's d is smaller than 0.20. Cohen, J, (1988), Statistical power analysis for the behavioral sciences (2nd ed.), Hillsdale NJ: Erlbaum.
#: N<10

