

Teacher – Follow-up Survey I

In field: 25.01.2023 – 03.03.2023 (Info reminder: 19.01.2023 – 23.01.2023)

Welcome

1. Welcome back! Before Christmas, you participated in the first of three surveys in the **Family Life Study** about family life and the reconciliation of work and family. Thank you for your effort and your time, we greatly appreciate your responses and feedback. Today we kindly ask you to participate in the **second survey** to learn more about your expectations and experiences as a **working mother**. Today's survey takes approximately **10-15 minutes**. Among all participants who fully complete the survey, we will give away **5 vouchers** to a (web)shop of your choice, each worth **300 CHF**. Should you have any concerns or questions regarding the survey, please contact our research team at family@econ.uzh.ch.
Kind regards
Your research team

Satisfaction

We would like to start by asking you a few questions about your **satisfaction** in various areas of your life.

2. How satisfied are you with your **current situation**, in terms of ...

[Randomized order]

- ... the **quality of time** spent with your family?
- (If Partner = "Yes" in baseline)... your partnership?
- ... your friends' and family's **understanding** of the challenges you face as a working mother?
- (If Partner = "Yes" in baseline) ... the current **division of household and childcare activities** with your partner?
- ... the sense of **purpose** you feel in your job?

Dissatisfied; Neither nor; Satisfied

Experimenter demand

3. Below you will find several statements concerning **personal attitudes and traits**. *Please read each statement and indicate whether it applies to you.*

[Randomized order]

- I sometimes find my work difficult if I am not encouraged.
- I've given up on something before because I didn't believe enough in my abilities.
- I'm always a good listener, no matter who I talk to.
- There have been occasions when I took advantage of someone.
- I sometimes get annoyed by people who ask me for a favor.

Does not apply; Does apply

Future plans

Now we would like to know a bit more about your **current situation** and **future plans**.

4. (If Children = 1 or Children = 2 in baseline) Which **type(s) of childcare** do you currently use when you are at work? *Please select all that apply.* [Multiple answers are possible]

Nursery, after-school care center ("Hort"), or other external childcare options; Nanny ("Tagesmutter")/Babysitter; Partner; Grandparents/relatives; My children are old enough to take care of themselves; Other, please specify: [Inline textbox]

5. Are you currently enrolled at an institution of higher education or are you planning to enroll in any further education at an institution of higher education in the future? *Please select all that apply.* [Multiple answers are possible]

No; Yes, this school year; Yes, next school year; Yes, but at a later point

6. Are you planning to have more children in the future?

Yes; No; Undecided; Prefer not to answer

Employment

7. (If employment level in percent in baseline) How much are you planning to work **next school year** (in percent)? *Please consider all jobs in case you have more than one. Please click on the slider to give your answer. Once the slider is activated by your click, you can also adjust your answer by moving the slider to the desired position.*

[Slider 0(1)100]

8. (If employment level in percent in baseline) And how much do you plan to work in **10 years** (in percent)?

[Slider 0(1)100]

9. (If employment level in lessons in baseline) How much are you planning to work **next school year** (in lessons)? *Please consider all jobs in case you have more than one. Please click on the slider to give your answer. Once the slider is activated by your click, you can also adjust your answer by moving the slider to the desired position.*

[Slider 0(1)50]

10. (If employment level in lessons in baseline) And how much do you plan to work in **10 years** (in lessons)?

[Slider 0(1)50]

Frictions

11. Have you managed to **implement your personally preferred level of employment** within the planning for the next school year?

*Yes.; No, I wanted to work **more**.; No, I wanted to work **less**.; No, I have not yet specified my employment level for next school year.; Does not apply.*

12. If you encountered any **hurdles or restrictions** preventing you from **implementing your personally preferred employment level** for the next school year: which were the biggest hurdles or restrictions?

[Open text]

13. **When** did you **personally** decide how much **you** would like to work next school year (regardless of when you communicated or discussed this with your employer)?

I have not yet decided.; After the fall holidays of the current school year (in the last 2-3 months); Before the fall holidays, but after the current school year had started; Before the current school year

14. Do/Did you **feel pressured** by anybody to deviate from the employment level **you** would **personally** prefer for the next school year? *Please select all that apply.* [Multiple answers are possible]

No; Yes, by colleagues at school; Yes, by the school principal/the employer; Yes, by my nuclear family (partner or kids); Yes, by my extended family; Yes, by others: [Inline Textbox]

15. Now try to imagine **your life in 10 years**. What are the **key factors** you will be considering in deciding your employment level?

[Open text]

Employment level partner

(If Partner = "Yes" in baseline)

16. In the next questions, we would also like to know a bit more about **your partner's situation**. What is your partner's **current employment level** (in percent)?

[Slider 0(5)100]

17. How much is your partner planning to work **next year** (or school year)?

[Slider 0(5)100]

18. Approximately, what **share** of your household's total **yearly income** is provided by your partner? *Example: If your total yearly household income is around 100'000 CHF and your partner earns 50'000, his/her share is 50%.*

[Slider 0(5)100]

Advice

19. Now we would like you to imagine the following situation: a teacher colleague at your school is asking you for your advice. She currently works with an employment level of **40%** and has a 3-year-old child, who attends the local nursery while she works. In your opinion, **which factors** will have the **greatest financial impact** in the **long term** if she **increases** her level of employment **to 80%**? *Please rank all four factors in order of magnitude so that the first factor is the one with the **greatest long-term financial impact** by dragging the factors to the desired position.*

[Randomized order]; Drag & drop ordering:

Faster career/salary progression; Costs of external childcare; Total pension savings; Total future work income

20. Do you want to mention any other **especially relevant** factor that you think your colleague should consider?

[Inline Textbox]

Employment forecast

21. As you probably know, the shortage of teachers has become an ongoing issue in Switzerland. We are considering generating some **projections** from our study, which might help the department of education of your canton to better plan for future school years. *We will only calculate an **aggregate number** for all teachers in the entire canton, i.e., we will take an average over all responses. For this purpose, we will **only use your answer to this question. Your anonymity will be strictly ensured.*** To the best of your current knowledge, how much do you realistically aim to work (in percent) ...

- ... **3 years** from now?
- ... **5 years** from now?
- ... **10 years** from now?

[Slider 0(5)100]; I prefer not to answer this question.

Spillover effects

22. In our **previous survey**, you watched a short **informational video**. Did you **discuss** the content of the video with ...

- ... your partner or your family?
- ... your colleagues?
- ... your friends?
- ... someone else not listed above, please specify: *[Inline textbox]*

Yes; No

Steps after treatment

23. Did you or are you planning to take any measures that are directly **related to the topic of the video**?

Yes; No

24. (If «No» at 23 and treatment group in baseline) What are **your personal reasons for not taking any measures** at this moment concerning the long-term financial consequences of a reduced employment level? *Please select all that apply.* *[Multiple answers are possible]*

[Randomized order; "Other, please specify:" always last]

*The financial consequences are **not large** in my case.;*
*The consequences **do not matter** for my/our overall household finances.;*
*I **am not aware of any concrete steps** I could take in my specific situation.;*
*There are currently **no options** for me to work more or take other financial measures.;*
***Time with my [children/my child]** now is **more important** to me than the long-term financial factors.;*
Other, please specify: [Inline textbox]

25. (If «Yes» at 23 and treatment group in baseline) **Which** of the following **measures** are you taking regarding the long-term financial consequences of a reduced employment level?
Please select all that apply. [Multiple answers are possible]

[Randomized order; “Other, please specify:” always last]

*I **am getting more informed** about my financial situation.;*
*I plan to **work more in the future**.;*
*I **am discussing this topic** with my partner.;*
*I plan that my partner and I will directly insure **each other** financially against any negative consequences of a reduced employment level;*
*I want to **save** more money now to be prepared for potential financial uncertainties in the future.;*
Other, please specify: [Inline textbox]

Zukunftsrechner tool

26. (If treatment group in baseline) *After the previous survey, we gave you access to the **Zukunftsrechner**. Did you use it at least once?*
Yes; No
27. (If “Yes” at 26 and treatment group in baseline) How **useful** did you find the Zukunftsrechner for your situation?
Not useful; Rather not useful; Neither nor; Rather useful; Very useful
28. (If “No” at 26 and treatment group in baseline) Why have you not used the Zukunftsrechner yet? *Please select all that apply. [Multiple answers are possible]*

[Randomized order; “Other:” always last]

*I had **technical problems**/did not receive the link. Please specify the exact problem: [Inline Textbox];*
*I did **not have time**.;*
*I do **not find it relevant** to my situation.;*
*I think I already received all the relevant information **in the video**.;*
*I **forgot** about it.;*
*I **do not trust the numbers** mentioned in the video.*
Other: [Inline Textbox]

Feelings

29. We are almost at the end of the survey. Now, we would like to know how **you felt in the last month**. In the **last month**, how often have you had the **feeling** ...

[Randomized order]

- ... of being nervous or stressed?
- ... that things were going your way?
- ... that you can't cope with all the things you have to do?
- ... that you were on top of things?

Rarely; Sometimes; Often

Final questions

30. Would you like to be informed about the results of our study?

Yes; No

31. Do you have any **comments** here at the end which you would like to share with us?

[Essay textbox]

32. END OF SURVEY. **Thank you** for your participation in the second part of the **Family Life Study!**
We will contact you again at the beginning of the next school year for the third and final part of our study.