

Teachers – Inattention Survey

In field: 06.12.2023 – 31.01.2024

Welcome

1. We would like to cordially invite you to take part in the **Family Life study** on the topic of **family life, long-term career and life planning and financial security**. By participating, you will help research to better understand decisions surrounding work and family life. Today's survey will last approximately 15 minutes. We plan to contact you two more times next year to conduct similar short surveys. We will therefore ask you for your contact details. We are giving away **4 vouchers for Digitec-Galaxus** worth **CHF 500** each among all participants who fully complete the survey. In today's survey, you may be asked to watch a **short video with sound**.

*Please keep in mind that you have the right to withdraw your consent or discontinue participation at any time for any reason without having to specify your reasons. **Confidentiality** will be strictly maintained throughout the entire study. Your contact information will be deleted upon completion of the study. We comply with **Swiss data security standards**. The research project is supported by the Department of Education of the canton of [] and exclusively serves the goal of fundamental research with the aim of scientific publication and information to the public. With your consent, you authorize us to combine your data from the survey with administrative data from your canton of work and the Federal Statistical Office. In today's survey, you could receive information about family life and the reconciliation of work and family.*

If you have any questions or concerns about this study, please contact our research team at family@econ.uzh.ch.

2. Please click the box below to indicate that you have read and understand the above terms and conditions and agree to participate in this study.

I have read and understood the above terms and conditions and agree to participate in this study and to have my survey data combined with administrative data.; I do not want to participate in this study.

3. (If «I do not want to participate in this study.» at 2) Are you sure you do not want to participate in the study?

I do not want to participate.; I want to participate.

4. (If «I do **not** want to participate.» at 3) END OF SURVEY Thank you for taking part in this survey. Your response has been recorded.

Demographics

5. Please indicate your **gender**.

Male; Female; Div.

6. Did you grow up in **Switzerland**?

No; Yes

7. Do you currently live in Switzerland?

No; Yes

8. Please enter your **date of birth**

Month [Dropdown];

Day [Dropdown 1(1)31];

Year [Dropdown 1900(1)2049];

9. Do you currently have a partner?

No; Yes

10. (If Partner = "Yes" at 9) Please indicate the gender of your partner.

Male; Female; Div.

11. (If Partner = "Yes" at 9 and Gender not = "Male" at 5) Do you live together with your partner in a shared household?

No; Yes

12. Please indicate your current **marital status**.

Single; Married; Remarried; Separated or Divorced; Widowed

13. Do you have at least one **child** or are you currently **pregnant**? [Multiple answers are possible]

No; Yes, I have children; Yes, I am pregnant

14. (If Children = "Yes, I have children" at 13) How many children do you have?

1; 2; 3 or more

15. (If Children = "Yes, I have children" at 13) How old is your **youngest child** in years?

Dropdown [0(1)24, 25+]

16. (If «2» or «3 or more» at 14 at Gender not = "Male" at 5) How old is your **oldest child** in years?

Dropdown [0(1)24, 25+]

17. (If Children = "No" at 13) Would you like to have children in the future?

No, definitely not; No, probably not; Yes, probably; Yes, definitely; I do not know

18. To participate in the **voucher raffle**, please enter your **email address**. *Please enter the email address without any spaces.*

First letter of your **surname**: *[Inline Textbox]*

First letter of your **given name**: *[Inline Textbox]*

Your **email address**: *[Inline Textbox]*

Teacher

19. Are you a **teacher** and/or a **school principal** in your current job?
(By teachers we mean all people directly involved in teaching or looking after students, as well as school management)

No; Yes

20. (If Teacher = “Yes” at 19) Do you hold a **teaching diploma**?

No; Yes

21. At which school in the canton of [] are you currently employed? (If you are employed at multiple schools, please select the school at which you have the highest level of employment.)

Please select the municipality of your school *[Dropdown municipalities]*

Please select your school *[Dropdown school names]*

22. In case your school is not listed above, please indicate the name and postcode of your school.

Name of school: *[Inline Textbox]*

Postcode: *[Inline Textbox]*

Baseline employment level

In this section, we would like to know more about your current employment level.

23. Please select how you would like to report your employment level.

*I would like to indicate my employment level in **weekly lessons**.;*

*I would like to indicate my employment level in **percent**.*

24. (If “percent” at 23) Please describe your current work situation.

What is your **current employment level** (in percent)?

(If you have more than one job/contract, please consider all your jobs/contracts)

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]

25. (If “percent” at 23) At this moment, what is your most likely **employment level** in the **next school year** (in percent)?

[Slider 0(1)100]

26. (If “weekly lessons” at 23) Please describe your current work situation.
What is your **current employment level** (in weekly lessons)?
(If you have more than one job/contract, please consider all your jobs/contracts)
Please click on the scale to give your answer. Once the slider is activated by your click, you can also customize your answer by moving the slider to the desired position.

[Slider 0(1)29]

27. (If “weekly lessons” at 23) At this moment, what is your most likely **employment level** in the **next school year** (in weekly lessons)?

[Slider 0(1)29]

28. (If “weekly lessons” at 23) Please indicate your full-time employment level in lessons.

24; 29

29. Which **employment level** do you plan to have in 10 years (in percent)?

[Slider 0(1)100]

Frictions

(If total employment level is below 90% of full-time employment)

30. (If Children = “Yes, I have children” or Children = “Yes, I am pregnant” at 13) Imagine you wanted to increase your employment level next year: How **easy or difficult** would it be for you to **organize your family life** (e.g. childcare, household tasks, coordination with partner, etc.)?

Very difficult; Rather difficult; Medium; Rather easy; Very easy

31. (If Children = “Yes, I have children” or Children = “Yes, I am pregnant” at 13) How **easy or difficult** would it be for you to organize **childcare** in particular?

Very difficult; Rather difficult; Medium; Rather easy; Very easy

32. (If Children = “Yes, I have children” or Children = “Yes, I am pregnant” at 13) Which would be the **biggest hurdles** for you in organizing childcare?

Please select all that apply. [Multiple answers are possible]

[Randomized order, “Other, please indicate” and “None” always last]

Costs;

For the age of my child, no childcare options are available;

Logistical problems (transport, coordination, etc.);

There are no childcare options nearby;

My children/we do not want to have external care;

My children have hobbies and activities which are not compatible with external childcare;

Quality of external care;

Other, please indicate [Inline Textbox];

None

33. How **easy or difficult** would it be from the view of your employer, to **increase your employment level in the next year** (either in your current school or in another school)?

Very difficult; Rather difficult; Medium; Rather easy; Very easy

Norms

34. To what extent do you agree or disagree with each of the following statements?

[Randomized order]

- A **young child** (under 3 years old) is likely to **suffer** if their **mother is working**.
- **Early child development suffers** when a majority of care during the week takes place in **an external care facility**.
- All in all, **family life suffers** when the **woman works full-time**.

Strongly disagree; Disagree; Neither nor; Agree; Strongly agree

Inattention intro

For the next question, we would like to ask you to imagine the following situation. Please read the text carefully and try to put yourself in Sara's shoes.

- Sara is 33 years old and lives in [] with her husband and their 3-year-old child.
- Sara **thinks about her future level of employment**.
- Since having a child, Sara has **worked 40%** as a primary school teacher (two days per week) and **earns CHF 3'400 (gross) per month**.
- She is now thinking about **increasing her employment level to 60%**, and therefore working **three days a week instead of two**.
- While Sara works, her child is cared for at the local nursery. Her husband works full-time as a lawyer.

35. When thinking about Sara's **long-term** financial situation, do you think that it would be **financially worthwhile** for her to increase her employment level from 40% to 60%?

No, definitely not; No, probably not; Neutral; Yes, probably; Yes, definitely

36. Why do you think it would (not) be financially worthwhile? *We are very interested in your opinion and thoughts. Please write down everything that comes to mind.*

[Open Text]

37. As you think about the time leading up to Sara's retirement, what factors do you think will have the **greatest long-term financial impact** if Sara increases her employment level to 60% for the rest of her working life?

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 from most important to least important:
Total childcare costs; Total future work income; Total pension savings; Faster promotions

[Random assignment with probability $\frac{1}{2}$ to a "short" and a "long" group. This determines the order of questions; the long group sees the questions in the order presented below, i.e. 38, (Randomized Order: 39, 40, 41), (Randomized order: 42, 43). The short group sees them in the following order: 38, (Randomized order: 42, 43), (Randomized Order: 39, 40, 41)]

Inattention long-term

The next few questions will ask you to think about some figures regarding Sara's finances. Even **if you are not sure which number is correct**, please provide **your best guess** or select "I do not know".

We are giving away an additional voucher worth 100 CHF among those people who come closest to the correct values.

Please enter all amounts in CHF.

38. Click on the following button to view the information about Sara's living situation again.

- Sara is 33 years old and lives in [] with her husband and their 3-year-old child.
- Sara **thinks about her future level of employment**.
- Since having a child, Sara has **worked 40%** as a primary school teacher (two days per week) and **earns CHF 3'400 (gross) per month**.
- She is now thinking about **increasing her employment level to 60%**, and therefore working **three days a week instead of two**.
- While Sara works, her child is cared for at the local nursery. Her husband works full-time as a lawyer.

[Randomized order questions 39, 40, 41]

39. What do you estimate Sara's **monthly BVG pension payouts** will be after retirement in the following scenarios? Until retirement, Sara will work...

40%: *[open text]; I do not know*

60%: *[open text]; I do not know*

40. How much **salary** do you think Sara would earn in total from now until her retirement in the following different scenarios if she has the following employment levels until she retires?

40%: *[open text]; I do not know*

60%: *[open text]; I do not know*

41. Now please imagine that Sara currently has 10,000 CHF in her savings account. Assume the annual interest rate is 1%. How much money will Sara have on her account after 5 years?

More than 10'500 CHF; Exactly 10'500 CHF; Less than 10'500 CHF; I do not know

Inattention short-term

[Randomized order questions 42, 43]

42. How high would Sara's **total monthly income** be if she had an employment level of 60%? Currently, she works 40% and earns 3'400 CHF.

CHF *[open text]; I do not know*

43. While Sara works, her 3-year-old child is cared for in a nursery in []. How much do you think the family will have to pay for **childcare** in **total each month** if Sara has a 60% employment level?

CHF *[open text]; I do not know*

Inattention demand

44. Would you be interested in knowing the correct figures?

No; Yes, a bit; Yes, very.

Inattention correct

(If "Yes, a bit" or "Yes, very" at 44)

Here you will find the figures for which you have previously made estimates.

If Sara works **60%**, she receives a salary of **CHF 5'100** every month. In total, Sara will earn **CHF 2.411 million** with a 60% employment level **until she retires**. If she stayed at her **40%** employment level, her total salary until retirement would add up to **CHF 1.607 million**.

If Sara works 60%, the family has to pay a total of **CHF 1'242** each month for **childcare**. If she sticks with her employment level, these expenses will amount to **CHF 825** each month.

The higher earnings also increase the expected monthly pension benefits from the pension fund. If Sara works **60%**, the expected monthly pension payments are **CHF 2'175**; if she works **40%**, the expected monthly pension payments are **CHF 1'450**.

45. Do you find these figures to be surprising?

Not surprising at all; Rather not surprising; Neither nor; Rather surprising; Very surprising

46. Which figure(s) surprised you the most?

(Please select all that apply to you) [Multiple answers are possible]

[Randomized order, "Other, please indicate" and "None" always last]

*The sum of **lost employment income**;*

*The reduction of the **monthly pension** in old age with a lower employment level;*

*How **high** the additional childcare costs are;*

*How **low** the additional childcare costs are;*

Other, please specify: [inline Textbox];

None

47. Do you think it would be **useful** for mothers who are currently deciding **how much to work** to know these figures?

Not useful at all; Rather not useful; Neither nor; Rather useful; Very useful

Own calculation

48. (If Children not = "Yes, I have children" at 13) When you were **deciding on a specific employment level**, have **you** ever specifically calculated for **yourself** how your **employment level** will **affect your pension payments**?

No, never; No, not specifically; Yes, a bit; Yes, in detail; Does not apply, as I never changed my employment level

49. (If Children = "Yes, I have children" at 13) When you were **deciding on a specific employment level** after the birth of your child, have **you** ever specifically calculated for **yourself** how your **employment level** will **affect your pension payments**?

No, never; No, not specifically; Yes, a bit; Yes, in detail; Does not apply, as I never changed my employment level

50. (If "No, never" or "No, not specifically" at 48 or 49) Do you think knowing these figures would have been **helpful in making your own decision**?

Not at all; Rather not; neither nor; A little bit: Yes, very

51. (If “Yes, a bit” or “Yes, in detail” at 48 or 49) Do you think knowing **more detailed** figures for your specific situation would have been **helpful in making your own decision**?

Not at all; Rather not; neither helpful nor unhelpful; A little bit: Yes, very

52. (If not “Does not apply...” at 48 or 49) Do you think you might have made a **different decision** if you had known the **exact figures** for your **own situation** at the time you made your employment level decision?

Not at all; Rather not; Neither; Rather yes; Yes, certainly

53. (If “No, never” or “No, not specifically” at 48 or 49) Why do you think you didn't take these figures into account when deciding on your employment level?

Please select all that apply. [Multiple answers are possible]

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

I was not aware of this dimension.;

This dimension was not important to me.;

This decision was only temporary and had no long-term financial impact.;

I did not know how to calculate these figures.;

No one in my environment pointed out to me that I should think about these figures..;

I simply did the same as others around me.;

Other, please specify: [Inline Textbox]

Share

(If Partner = “Yes” at 9)

54. We would like to offer you the opportunity to share an **invitation to this survey** with your partner. As a thank you, you will take part in an additional raffle for a Galaxus voucher worth CHF 500.

The contact information will only be saved for the purpose of the study and will subsequently be deleted.

No, I don't want to share the invitation with my partner.;

Yes, I would like to share the invitations with my partner and take part in the additional raffle.

55. (If “Yes” at 54) Please enter your Partner's email address:

Email address of **your partner**: [Inline Textbox]

End

56. (If 8 was left empty) Please enter your **date of birth**:

Month [Dropdown];

Day [Dropdown 1(1)31];

Year [Dropdown 1900(1)2049];

57. (If 18 was left empty) To participate in the **voucher raffle**, please enter your **email address**.

Please enter the email address without any spaces.

First letter of your **surname**: *[Inline Textbox]*

First letter of your **given name**: *[Inline Textbox]*

Your **email address**: *[Inline Textbox]*

58. (If 21 and 22 were left empty) At which school in the canton of [] are you currently employed?
(If you are employed in multiple schools, please select the school at which you have the highest level of employment.

Please select the municipality of your school *[Dropdown municipalities]*

Please select your school *[Dropdown school names]*

59. (If 21 and 22 were left empty) In case your school is not listed above, please indicate the name and post code of your school.

Name of school: *[Inline Textbox]*

Post code: *[Inline Textbox]*

60. Please tick this box if we may contact you for further studies. Today's survey serves as the basis for a larger research project.

I agree to be contacted for future studies.

61. Do you think that this **survey was neutral**?

*Yes, it was **neutral**.; No, the survey was rather **feminist**.; No, the survey was rather **conservative**.; No, for the following reasons: [Inline Textbox]*

62. Did you have any technical or linguistic problems while filling out this survey?

No; Yes, other [Inline Textbox]

63. Do you have any additional comments or comments about today's survey? We are constantly striving to improve issues and look forward to your feedback.

Open text

64. END OF SURVEY Thank you for taking part in this survey. Your response has been recorded.