

Teacher – Baseline Survey

In field: 16.11.2022 (Soft launch) – 04.01.2023 (Hard launch: 23.11.2022)

Welcome

1. We are inviting you to participate in the **Family Life Study** about family life and work-life balance. By participating, you will help research better understand the expectations and experiences of **mothers**. Today's survey will last approximately **15 minutes**. We will **contact you again** to conduct **two** short surveys in the spring and fall of next year. [If Email not available: «We will therefore ask you for your email address.»]

We are giving away **4 vouchers for Digitec-Galaxus** worth **CHF 500** each among all participants who complete the survey.

You will be asked to watch a **short video** in today's survey. Please note that from this moment, you have **7 days to fill out the survey**. If you need more time, please send us an E-Mail to family@econ.uzh.ch.

*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 (January 2025 at the latest). 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 surveys to administrative data. 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, you may contact our research team at family@econ.uzh.ch.

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

I have read and understood the above information and agree to participate in this study and to have my survey data merged 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 consent to participate in the study?

I do not consent.; I want to participate.

4. (If «I do **not** consent.» at 3) END OF SURVEY

Thanks for your interest. We only include people who consent to participate in this study.

5. (If «I **want** to participate.» at 3) Restart with step 1.

Screening

6. How many children do you have?

0; 1; 2; 3 or more

7. Are you currently pregnant?

No; Yes

Follow-up study

(If Number of Children = «0» at 6 and Pregnant = «No» at 7)

8. We are soon planning a study about the **work-life balance of women** who do not have children or who want to have children in the future. We would be very pleased if we could contact you again in this regard. For us to contact you again, we ask you to share your email address with us.

[Inline Textbox]

9. Please click the box below to confirm that you agree that we may contact you again for the follow-up study.

I consent that you contact me for a follow-up study.; I do not want to participate in a follow-up study.

10. Thank you for starting the survey. However, we are only including mothers (to be) in the study at this time. We will close the survey now in order not to take up more of your time.

11. END OF SURVEY

Background information

12. (If Pregnant = «No» at 7) How old is your **youngest** child (in years)?

Dropdown [0,1,...,16+]

13. How old are you (in years)?

25-30; 31-35; 36-40; 41-45; 46-50

14. What is your **current marital status**?

Married; Not married, with partner; Not married, single

15. (If respondent accessed survey via QR code on letter) For us to **contact you again** and for you to participate in the lottery of vouchers, we kindly ask you to provide us your **email address**.

[Inline Textbox]

Baseline employment level

16. (If respondent is from Canton []) Please describe your current work situation. What is your **current level of employment** (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.

Percent [Slider 0(1)100]

17. (If respondent is from Canton []) Please click the box below if you prefer to report your level of employment **in lessons**.

I prefer to indicate my level of employment in lessons

18. (If «Level of employment in lessons» at 17) What is your **current level of employment (in weekly lessons)**? (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.

Lessons [Slider 0(1)50]

19. (If «Level of employment in lessons» at 17) What would be the **level of employment in lessons** corresponding to a **full-time employment level**?

Lessons [Slider 0(1)50]

20. (If not «Level of employment in lessons» at 17) At this moment, what is your most likely **employment level** in the **next school year**?

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.

Percent [Slider 0(1)100]

21. (If not «Level of employment in lessons» at 17) At this moment, what is your most likely **employment level** in the **next school year**?

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.

Lessons [Slider 0(1)50]

Teacher

22. Are you a teacher in your current job?

Yes; No

23. Do you already hold a **teaching diploma**?

Yes; No

Frictions

24. (If employment level is below 90% of full-time employment) Imagine you wanted to increase your employment level next school year: **how easy or difficult** would it be for you to **organize your family life**? (e.g., childcare, household chores, coordination with partner, etc.)?

Very difficult; Somewhat difficult; Medium; Somewhat easy; Very easy

25. (If employment level is below 90% of full-time employment) **How easy or difficult** would it be for you to **increase your level of employment** (either in your current school or somewhere else)?

Very difficult; Somewhat difficult; Medium; Somewhat easy; Very easy

Employment decisions

26. (If Number Children not = «0» at 6) Please think back to the time when you were expecting your **first child**. When deciding how much to work after the end of your maternity leave, what were the **3 most important factors** that you considered? *This question is very important for us to understand women's decisions regarding their level of employment.*

1. Factor [Inline Textbox]
2. Factor [Inline Textbox]
3. Factor [Inline Textbox]

27. (If Pregnant = «Yes» at 7 and Number Children = «0» at 6) What are the **3 most important factors** for you when thinking about your level of employment after your maternity leave ends? *This question is very important for us to understand women's decisions regarding their level of employment.*

1. Factor [Inline Textbox]
2. Factor [Inline Textbox]
3. Factor [Inline Textbox]

28. Now, imagine a **teacher** aged 32 who is **working with an employment level of 40%** and wants to keep this level of employment until retirement. She earns 4'200 CHF per month. What do you think: how much would she receive each month as a pension **from her second pillar of pension savings**?

[Dropdown 600(200)4200]

Norms

29. **To what extent do you agree or disagree with the following statements?**

- A young child (under 3 years old) is likely to suffer if his or her mother works.
- All in all, family life suffers when the woman has a full-time job.
- In general, fathers are just as able as mothers to care for young children (below 3 years of age)
- When considering what level of employment to choose after maternity leave, the **costs for external childcare** are usually the key factor considered by families in Switzerland.

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

30. How much better or worse do you think **external care** (in a nursery, in an after-school care center ("Hort"), youth club or with a nanny) is for your [child/children] **compared to in-home care** by one of the parents or a family member?

A lot worse; Somewhat worse; Neutral, neither nor; Somewhat better; A lot better

Video

31. **Attention!** We will show you a **video with sound** on the next page. Would you like to **proceed with the video now**?

Yes; No

32. (If «No» at 31) If you do not want to watch the video at this point, you can leave the survey now. You can **come back to the survey at any time with your initial survey link** that you can find here again: [Survey URL] When you return to the survey, this page will once again be displayed to you. Click on **continue** to watch the video. Do not forget that you make **an indispensable contribution to our research**, hence we would be very pleased if you would return to the survey at a later date.

33. (If «No» at 31) **Attention!** We will show you a **video with sound** on the next page. Would you like to **proceed with the video now?**

Yes; No

34. (If in treatment group) We will now show you a **short video** discussing the long-term financial consequences of a reduced employment level. Please **pay attention** to the information provided, as there will be a **question about content of the video later**. You can watch the video as many times as you like.

35. (If in control or pure control group and gender pay gap video) We will now show you a **short video** discussing the drivers of the gender pay gap. Please **pay attention** to the information provided, as there will be a **question about content of the video later**. You can watch the video as many times as you like.

36. (If in control or pure control group and tax cut video) We will now show you a **short video** discussing the tax break for families with children. Please **pay attention** to the information provided, as there will be a **question about the content of the video later**. You can watch the video as many times as you like.

37. (If in control or pure control group and house price video) We will now show you a **short video** discussing the current cost difference between renting and buying housing. Please **pay attention** to the information provided, as there will be a **question about the content of the video later**. You can watch the video as many times as you like.

38. [Embedded field with video] *If the video does not load, you can click here [Link to corresponding video] to watch the video on YouTube. Please remember to return to this page to finish the survey. Thank you. We kindly ask you to watch the full video. If you have technical issues, please send us an E-Mail to family@econ.uzh.ch. Many thanks!*

39. (If in treatment group) *If you answer the next question correctly, you will enter **an additional raffle** to win a **Galaxus voucher worth 50 CHF**. Please, select the statement that is **correct**. The decision of how much to work while children are young...*

[Randomize order; «I do not know.» always last]

... can have long-term financial consequences for a mother.; ... must be guided by the costs of childcare.; ... never has any consequences for the mother's financial well-being in retirement.; I do not know.

40. (If in control or pure control group and gender pay gap video) *If you answer the next question correctly, you will enter **an additional raffle** to win a **Galaxus voucher worth 50 CHF**.* How much of the gender pay gap in Switzerland can be explained “statistically”, for example by women choosing different jobs etc.?

Almost nothing; About half; The entire gap; I do not know.

41. (If in control or pure control group and tax cut video) *If you answer the next question correctly, you will enter **an additional raffle** to win a **Galaxus voucher worth 50 CHF**.* How would the suggested tax break affect different families?

[Randomize order; «I do not know» always last]

All families benefit equally.; Wealthy families benefit the most.; Wealthy families benefit the least.; I do not know.

42. (If in control or pure control group and house price video) *If you answer the next question correctly, you will enter a lottery to win a **Galaxus voucher worth 50 CHF**.* Please, select the statement that is correct about the current housing market in Switzerland.

[Randomize order; «I do not know» always last]

*Buying a house is always **more** expensive than renting.; Buying a house is always **less** expensive than renting.; In many of the big cities, buying a house has recently become more expensive than renting.; I do not know.*

43. Did you have any **technical problems** watching the video?

No; Yes, please specify: [Inline Textbox]

Feelings

44. At this moment, how do you feel when **thinking** about the **future**? Select all feelings that apply:

[Randomized order; multiple answers are possible]

Angry; Anxious; Hopeful; Discouraged; Happy; Motivated

Advice

45. Which advice would you give the mother in the following situation? Lara and her partner have a 2-year-old child. Lara considers whether to increase her level of employment from **currently 40 % to full-time (100 %)**. Their child attends the local nursery while she works. Considering Lara’s **long-term financial** situation, which factors do you think have the largest financial impact if Lara increases her level of employment to 100%?

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:

Total childcare costs; Total future work income; Total pension savings; Faster career/salary progression

Future employment

46. (If not «Level of employment in lessons» at 17) We would now like to hear about **your own plans** for the next years. What **level of employment** would you like to have in the **next school year**? *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.*

Percent [Slider 0(1)100]

47. (If «Level of employment in lessons» at 17) We would now like to hear about **your own plans** for the next years. What **level of employment** would you like to have in the **next school year**? *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.*

Lessons [Slider 0(1)50]

48. (If not «Level of employment in lessons» at 17) What **level of employment** would you like to have in **10 years**?

Percent [Slider 0(1)100]

49. (If «Level of employment in lessons» at 17) What **level of employment** would you like to have in **10 years**?

Lessons [Slider 0(1)50]

Consultation

50. There are **financial and pension advisers** (Finanz- and Vorsorgeberaterinnen) who specialize in advising **women on financial topics**. A consultation assesses your **personal status-quo** and provides **specific recommendations** on how to optimize your financial security. A consultation spans 2 sessions of 90 minutes and typically costs 500 CHF. By taking this survey, you are automatically enrolled in a **raffle**. If you win, you can choose between two vouchers: **a 500 CHF Digitec-Galaxus voucher** or **a voucher worth 500 CHF** for a **personalized** consultation with a recommended **financial specialist** (*or a consultant of your choice whose costs will be reimbursed by us*). If you win the raffle, which voucher would you like to receive?

*A voucher of 500 CHF for **Digitec-Galaxus**.; A voucher of 500 CHF for a **personal financial consultation**.*

Employment scenarios

51. (If «Level of employment in lessons» at 17) Above you told us that you would like to work **[Employment level given at 47] lessons** next year. Which **employment level** would you **choose** for the next school year under the following scenarios? *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.*

[Randomized order]

- A person you trust (e.g., your partner, grandparents, or a close friend) would happily take care of your [child/children] whenever you work.

- All your friends and family members highly approve of mothers working full-time and encourage you to do so.
- (If employment level below 90% of FTE) The canton offers you a 20 % increase in pay for each additional day above your current level of employment.
- (If Marital status not = «Not married, single» at 14) Your partner's employer offers complete flexibility regarding how much, when, and where to work.
- (If Marital status not = «Not married, single» at 14) partner is eager to spend more time with your [child/children] and plans to reduce his or her level of employment.

Lessons [Slider 0(1)50]

52. (If not «Level of employment in lessons» at 17) Above you told us that you would like to work **[Level of employment given at 46] %** next year. Which **level of employment** would you **choose** for the next school year under the following scenarios? *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.*

[Randomized order]

- A person you trust (e.g., your partner, grandparents, or a close friend) would happily take care of your [child/children] whenever you work.
- All your friends and family members highly approve of mothers working full-time and encourage you to do so.
- (If employment level below 90% of FTE) The canton offers you a 20 % increase in pay for each additional day above your current level of employment.
- (If Marital status not = «Not married, single» at 14) Your partner's employer offers complete flexibility regarding how much, when, and where to work.
- (If Marital status not = «Not married, single» at 14) Your partner is eager to spend more time with your [child/children] and plans to reduce his or her level of employment.

Percent [Slider 0(1)100]

Information

53. We are considering whether to include various **information materials** on financial topics when we contact you again in our follow-up survey. Please indicate, which of the following materials you would like to receive:

[Randomized order]

- Information sheet: how do I request and interpret a statement of my AHV account?
- Video: tips on how to discuss finances in a relationship.
- Online course: wealth accumulation and financial security for women.
- Information about a course that shows couples how to privately close gaps in their occupational pension plans.

- Access to a web tool to calculate your own long-term financial situation under different employment scenarios.
- Information sheet on price trends of health insurance premiums.

No; Yes

54. (If no answer given at 15 and respondent accessed survey via QR code on letter) For us to **contact you again** and **for you to participate in the lottery of vouchers**, we kindly ask you to provide us your **email address**.

[Inline Textbox]

Zukunftsrechner

55. (If in treatment group) Here at the end, we want to inform you that we will send you an exclusive Log-in to the **Zukunftsrechner** via E-Mail. The **Zukunftsrechner** allows you to easily **calculate and compare** the **financial implications** of different **employment scenarios** on your income and your monthly pension payments in old age. We very much hope you will **take the time** to have a look at the **Zukunftsrechner**. It was developed to support families in making these calculations. We will shortly send you **an email with your personal link** for the **Zukunftsrechner**. How likely is it, that you will use the **Zukunftsrechner** to calculate your own personal **future example**?

Very unlikely; Somewhat unlikely; Medium likely; Somewhat likely; Very likely

Final questions

56. We are almost done. Do you think the **survey was neutral**?

Yes, it was neutral.; No, the survey was rather feminist.; No, the survey was rather conservative.; No, please specify: [Inline Textbox]

57. Did you have any **technical or language-related problems** when doing the survey?

No; Yes, please specify: [Inline Textbox]

58. Do you have **further feedback** that you want to share with us?

[Essay Textbox]

59. END OF SURVEY

Thank you very much for participating in the study. Your answer has been recorded.