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7|2020 “Acceptance of social- and labor market programs and regulations”: Methodological report on the first survey wave

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Mit der Publikation von Forschungsberichten will das IAB der Fachöffentlichkeit Einblick in seine laufenden Arbeiten geben. Die Berichte sollen aber auch den Forscherinnen und Forschern einen unkomplizierten und raschen Zugang zum Markt verschaffen. Vor allem längere Zwischen- aber auch Endberichte aus der empirischen Projektarbeit bilden die Basis der Reihe.

By publishing the Forschungsberichte (Research Reports) IAB intends to give professional circles insights into its current work. At the same time the reports are aimed at providing researchers with quick and uncomplicated access to the market.

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Abstract

The FIS-funded project “Acceptance of social- and labor market programs and regulations” asks citizens about their assessment of specific design alternatives for social and labor market policies in Germany. This report describes the design and the field organization of the first online survey conducted by the project. Furthermore, it presents a selectivity analysis of contact and participation probabilities as well as for consent to merge the survey data with administrative data.

In the online survey described in this report, we use a factorial survey design. Furthermore, the survey asks a number of additional questions on demographic characteristics of participants as well as on their attitudes. Two samples of potential survey participants were drawn from the administrative data of the Federal Employment Agency (FEA): A first sample comprises individuals that were in contact with the FEA during the last years and for which an email address was available. These individuals were contacted via email. A second sample consists of individuals who were not in direct contact with the FEA, but were in registered employment during the last years. These persons received a postal letter inviting them to participate in the online survey.

Zusammenfassung

Das FIS-geförderte Projekt „Die Akzeptanz sozial- und arbeitsmarktpolitischer Maßnahmen und Regelungen“ befragt Bürgerinnen und Bürger zu ihrer Einschätzung konkreter Ausgestaltungsalternativen der Sozial- und Arbeitsmarktpolitik in Deutschland. Dieser Bericht beschreibt das Design und die Feldorganisation der ersten Online-Befragung im Rahmen des Projekts. Er präsentiert zudem eine Selektivitätsanalyse der Kontakt- und Teilnahmewahrscheinlichkeiten sowie eine Analyse der Zustimmung zur Verknüpfung der Antworten mit prozessproduzierten Daten.

Ein zentraler Bestandteil der hier beschriebenen Online-Befragung sind faktorielle Surveys. Darüber hinaus erhebt die Umfrage ausgewählte demografische Merkmale und Einstellungen der Teilnehmenden. Aus den prozessgenerierten Daten der BA wurden für die Kontaktierung von potenziellen Teilnehmenden zwei Stichproben gezogen: Eine erste Stichprobe umfasst Personen, die in den letzten Jahren mit der BA in Kontakt standen und für die eine E-Mail-Adresse verfügbar war. Diese Personen wurden per E-Mail kontaktiert. Eine zweite Stichprobe besteht aus Personen, die in den letzten Jahren nicht bei der BA registriert waren, sondern für die ausschließlich Beschäftigungsmeldungen vorlagen. Diese Personen erhielten einen Brief, in dem sie zur Teilnahme an der Befragung eingeladen wurden.

Acknowledgements

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Gefördert durch:



1 The project

Welfare states redistribute goods and income between citizens. Therefore, they rely on the acceptance of such redistribution policies by the public. Existing empirical research mostly focuses on general attitudes towards welfare state institutions and fundamental social policy decisions. However, little empirical evidence is available on citizens' approval of specific social and labor market policies. The research project "Acceptance of social- and labor market programs and regulations" asks individuals about their assessment of particular features of the unemployment insurance and the basic security system. Project partners are researchers from the Institute for Employment Research (IAB) and the University of Bamberg. The project receives funding from the "Fördernetzwerk Interdisziplinäre Sozialpolitikforschung" (FIS) of the German Federal Ministry of Labor and Social Affairs (BMAS).

The project is based on data from own web surveys. This report describes the first project related survey. We presented short scenarios (vignettes) to participants in an online-survey, who had the task to judge these scenarios. Vignettes randomly vary key characteristics of a situation in order to analyze their effect on the respondents' assessments. The survey described in this report focuses on two topics. It first examines the maximum duration of unemployment benefits that survey participants would grant under different circumstances. Second, it investigates under which circumstances individuals perceive financial support from the unemployment insurance system for training measures within firms as just. Furthermore, the survey asks a number of additional questions on demographic characteristics of participants as well as on several attitudes.

Two samples of potential survey participants were drawn from the administrative data of the German Federal Employment Agency (FEA): A first sample comprises persons that were in contact with the FEA during the last years and for which an email address was available in the data. These individuals were contacted by email. A second sample consists of individuals who were employed due to social security contributions during the last years. These persons received a letter inviting them to participate.

This report describes the survey design and the field organization in details and presents a selectivity analysis of contact and participation probabilities as well as an analysis of the consent to merge the survey data with administrative data.

2 Survey design

2.1 Sampling

The sample was drawn in October 2019 from a 2-percent-sample of the so-called "Integrated Employment Biographies" (IEB), (IEB V13.01.00-181010, Nürnberg 2018) of IAB, covering the time period 1975 to 2017 (see Antoni et al. 2019 for a description of a weakly anonymous version of the data). On a daily basis, the IEB cover all registered spells of received unemployment benefits, job search, and program participation at the Federal Employment Agency (FEA), as well as employ-

ment due to social security contributions until December 31, 2017. The sampling frame was defined as follows: We consider individuals that had an IEB spell during the year 2017 and at least one employment spell during the period 2013-2017. The underlying reason for the latter restriction is that we wanted to have at least some information about the last job of each potential survey participant. Furthermore, as we are interested in the assessment of the population eligible to vote in federal elections, we restricted the sample to German citizens and individuals who were at least of age 18. We also excluded individuals living abroad during 2017 and individuals with missing values in several demographic and firm-related variables.

At the end of 2019 (after we conducted our survey), a newer version of the IEB (V14.00.00-190927) became available. This version encompasses the period until the end of 2018. We used this new version to compute the covariates for the selectivity analysis. For a small number of observations, person identifiers were corrected across IEB versions. We exclude these observations from our data set.

We selected two samples, based on the contact mode:

1. **Email sample:** Email addresses are stored (for a limited amount of time) in the contact database of the FEA for individuals who voluntarily provide their email address when registering as a job seeker or a benefit recipient. Thus, the email sample comprises individuals who were registered as benefit recipients, as on job search or program participants during the period 2013-2017. We excluded individuals receiving means-tested social security benefits for unemployed job seekers (Arbeitslosengeld II) assigned to a job center administered by a municipal agency. For these job centers, data protection complaints might have been directed not to the FEA, but to municipalities or federal states.

The group of individuals fulfilling these criteria comprised 203,013 people. This group was ordered randomly by assigning a random number drawn from the same uniform distribution to all 203,013 people and ordering them according their assigned random numbers. Selecting the first or last n elements from such an ordered list is equivalent to selecting a simple random sample of size n from the same list. Email addresses were then drawn until a sample of 50,000 email addresses was complete. This required the first 102,830 entries from our randomly ordered list of individuals. Email addresses were available of half of those registered at the FEA as a job seeker or benefit recipient. When the new IEB version mentioned above became available at the end of 2019, the sample slightly decreases to 49,774 persons with email addresses from a gross sample of 102,371 persons.

2. **Postal sample:** The second gross sample consists of individuals who had only employment spells (due to social security contributions or marginal employment) during the period 2013-2017, but no spells related to job search, unemployment or participation in in labor market programs.

It is a plausible assumption that these people had no contact with the FEA during these years, or never at all. As a result, no email-addresses for this group should be stored in the systems of the FEA. However, postal addresses of (nearly) all individuals contained in the IEB are stored at the data warehouse of the FEA.

The group of all individuals fulfilling these criteria from the IEB sample comprised 462,490 people. 20,000 postal addresses were then drawn for the first identifiers from a randomly ordered

list of persons (among these, addresses were missing for less than 30 persons, which we neglect in the following). After merging the data with the most recent IEB version, a gross sample of 19,935 persons remained.

2.2 Survey instrument

The project team developed the survey instrument, which was fielded in Germany and in German language. The original German version and a translated English version can be found in the Appendix.

In order to ensure that respondents understood the survey as intended, the questionnaire was thoroughly pre-tested. Several colleagues and a group of experienced researchers checked coherence, comprehensibility, and technical functionality. Feedback was provided by email and has been documented and taken into account by the project group.

The survey was conducted as an online survey. The web survey used a layout designed to match the corporate design of IAB.

2.3 Questionnaire and variables

The core of the project is a factorial survey. Such surveys usually consist of several vignettes. Vignettes describe hypothetical situations, people or objects. Survey participants then have to assess or judge these situations. Essential characteristics (“factors” or “dimensions”) of the respective scenario are varied randomly (or systematically), as in an experiment. Usually, respondents have to rate several different scenarios. This enables researchers to analyze the impact of vignette characteristics on the assessment by respondents.

In our survey, half of those invited to the survey received vignettes where they had to state the maximum duration of unemployment benefits they would grant to individuals with different characteristics. The other half had to indicate how much financial support they would grant to different firms, when carrying out training activities for varying types of individuals.

For all respondents, we collected some socio-demographic information that is not (sufficiently) covered by the IEB: Current employment status, number of children, number of people living in the household, and classified net household income. The questionnaire also contained a question on political party preference and two items on responsibility for becoming unemployed. Employees were also asked how likely they thought themselves to become (at least temporarily) unemployed within the next 12 months.

Respondents were asked for their consent to merge the survey data with administrative data from the FEA. Respondents who refused this question were additionally asked about their gender (male, female, diverse), age, educational and vocational degrees and the federal state in which their main residence is located. For those who agreed to the data linkage, we merge the survey data with the IEB (V14.00.00-190927). This version of the IEB was published at the end of 2019, i.e. after we conducted our survey, and includes the period until the end of the year 2018.

For all individuals in the email and postal sample, we merge information from the IEB with information on participation and merging consent to compute participation, refusal and merging contact rates and to conduct a selectivity analysis.

3 Field organization

3.1 Data transmission and data protection

The organizational unit DIM (“Data and IT Management”) of IAB served as a data trustee. Only few privileged members of DIM were able to handle the contact information (names, postal addresses, email addresses) as well as the original FEA customer numbers. IAB researchers involved in the process received only pseudonymized person identifiers, both for the survey data and the administrative data. Access to all data was only possible within the secure environment of the FEA.

3.2 Field time and field management

Individuals in the email sample received invitation emails in five tranches between November 4, 2019 and December 5, 2019. The postal letters for the second sample were sent out in three tranches between November 7, 2019 and November 28, 2019. The field was closed on January 7, 2020.

Both the email and the postal invitation letter contained a brief description of the research project and information on data protection. The email contained an individualized link to the survey, the letter a short link with an individual password and a QR code. More detailed information was available on the research project’s homepage, as well as via an email inbox, which was supervised by the researchers involved.

A smaller part of the postal sample was used to conduct an experiment on the effects of unconditional incentives, conducted jointly with the KEM-SE unit of IAB: 2,500 persons were sent postal stamps (value: 1 Euro) or a postcard (seasonal motive: snowman) as a small gift with their letter. As this experiment will be subject to a separate publication, incentive effects will not be discussed further in this report.

3.3 Response rates and merging consent

Based on standard definitions of the American Association for Public Opinion Research (AAPOR)¹, Panel A in Table 1 shows which share of the gross samples participated in the entire survey, answered partially, did not participate if a letter or email had been sent to the addresses drawn from the administrative records, or had missing address information. For the entire gross sample and focusing on completed interviews, we realized a response rate (AAPOR-definition RR1) of 2.2 percent, which was much higher in the postal sample (6.6 percent) than in the email (1.3 percent). When computing these rates, we include individuals for whom no email address was available, as this group is probably no random selection from our gross email sample.

While postal addresses were available for nearly all individuals in the postal sample, email addresses were missing for nearly half of the individuals in the gross email sample (51.4 percent). Non-interviews with address information account for 92.5 percent of the postal sample and 46.8 percent of the email sample. We can assume that large portions of the latter category of non-interviews are in fact implicit refusals. However, we do not know the share of email inboxes (still) used

¹ See [https://www.aapor.org/Standards-Ethics/Standard-Definitions-\(1\).aspx](https://www.aapor.org/Standards-Ethics/Standard-Definitions-(1).aspx) (accessed 28.5.2020)

regularly. Furthermore, we do not know how many of those receiving a postal mail did in fact read it. The share of postal addresses already outdated amount to 4.5 percent of the gross postal sample (903 returns).

Panel B provides some additional information. First, it displays the cooperation rates (AAPOR definition CR1) – the share of complete interviews among those with an available postal or email address. The cooperation rate was 3.8 percent for the entire sample, 2.7 percent for the email sample, and 6.6 percent for the postal sample. Second, Panel B provides information about merging consent among those who completed the questionnaire. 78 percent of participants gave their consent to merge the survey data with the administrative data. Consent was slightly higher in the postal sample (80 percent) than in the email sample (76 percent).

Table 1: Response rates and merging consent

Percent

	All	Email sample	Postal sample
A.			
Response rate (completed interview)	2.2%	1.3%	6.6%
Partial interview	0.6%	0.5%	0.9%
Non-interview; missing contact address	43.0%	51.4%	0.0%
Non-interview; address was available	54.2%	46.8%	92.5%
<i>Sum</i>	<i>100%</i>	<i>100%</i>	<i>100%</i>
B.			
Cooperation rate (completed interview if address is available)	3.8%	2.7%	6.6%
Merging consent in gross samples	1.7%	1.0%	5.3%
Merging consent among those with available address	3.0%	2.0%	5.3%
Merging consent among respondents (completed interview)	77.8%	75.6%	80.1%
C.			
Number of persons in gross samples	122,371	102,436	19,935
Number of persons with contact addresses	69,709	49,774	19,935
Number of participants with completed interviews	2,656	1,332	1,324
Number of participants with merging consent	2,067	1,007	1,060

Note: The number of persons reported in the Table is lower than the number of persons in the original gross samples, as some individuals are no longer contained in the new version of the IEB (see section 2.1).

Source: Own computation © IAB

4 Selectivity analysis

Tables 2 to 4 present descriptive and selectivity analyses for the pooled, the email, and the postal sample. While Tables 3 and 4 show differences across the email and the postal sample, we plan to use both samples jointly in the analysis of the contents of the survey.

In each sample, the first column (M) displays means of the explanatory variables X , which are computed from the latest available version of the IEB (V14.00.00-190927). We include information on gender, region, age group, occupational education, the requirement level associated with the occupation in the latest job (see Bundesagentur für Arbeit 2019 for details) during the period 2013 to 2018, years spent in different labor market positions during the last six years, and in Table 2 information if contact occurred by email or by postal mail.

We estimate selectivity for completed interviews (C) as well as for different steps of the selection process (S1) to (S3), which are presented in the respectively numbered columns of Tables 2 to 4:

- (C) Prob (completed interview | X)
- (S1) Prob (contact address available | X)
- (S2) Prob (completed interview | contact address available, X)
- (S3) Prob (merging consent | completed interview, X)

4.1 Combined sample

Table 2 presents a selectivity analysis for the entire combined gross sample, email and postal. To summarize some core descriptive results from column (M): Nearly 50 percent of our gross sample is female, and 20 percent live in Eastern Germany. Nearly 75 percent have received occupational training and/or completed high school, and nearly 60 percent conducted a job that required professional activities (“Fachtätigkeiten”) in their last job.

The multivariate analysis presents marginal effects from probit estimates. Column (C) analyzes the determinants of participating in a full interview for the combined gross samples (including individuals without information on an email address). We find that individuals from Eastern Germany are slightly underrepresented, while individuals of age 50 to 59 are slightly overrepresented and individuals with 60 or older underrepresented. Furthermore, the participation probability increases with education and the requirement level of the latest job. Taking into account that the mean response rate is 0.022 (Table 1) effect sizes are quite large for these variables. More years in employment and with unemployment benefits during the past increase the participation rate, while years in marginal employment decrease it. These variables could take on values from zero to six years, so again effect sizes are quite large. The share of participants was significantly higher among those contacted by postal mail, even controlling for characteristics of participants. This is partly due to the availability of contact addresses, however, the effect remains positive significant even conditioning on the availability of contact information.

For an analysis of the probability in column (S1) that a contact address was available, we have to drop the dummy for the postal sample as this variable is perfectly correlated with the outcome variable. Results thus partly display the composition of the gross postal and email sample, which are dominated by the email sample. Addresses were available more often for individuals from West Germany, individuals younger than 40, those with better education and higher requirements at the latest job, as well as for those with more years in employment.

Column (S2) investigates the probability to have a completed interview conditional on address availability. Compared to column (C), effect sizes for other variables generally increase while di-

rections remain the same for conditioning on the availability of contact information. Finally, column (S3) analyses the determinants of giving consent to merge the survey information with administrative data conditional on having completed the interview: Older individuals, those with highly complex requirements at the job and those with more years in employment are more willing to consent to data linkage.

4.2 Email sample

The email sample encompasses individuals who had a spell that was not an employment spell during the period 2013 to 2017 (e.g. receiving unemployment benefits or registered job search) and were therefore directly in contact with the FEA. As an additional explaining variable, we include information if the latest non-employment spell occurred during the year 2018. This would imply that the email address we used should be rather up to date.

In general, the large email sample dominates the effects found in Table 2, and thus the results presented in Table 3 are qualitatively similar to Table 2. We would like to point out that column (S1) shows that the availability of email addresses strongly decreases with age – as would have been expected. It increases with education and requirement level at the latest job, which is also in line with expectations. Furthermore, it increases with years in employment and unemployment benefits, while it decreases with years in marginal employment, as well as in social security benefits. More recent contact information indeed increases the probability that an email address is available and thus increases the response rate.

4.3 Postal sample

Table 4 displays means and marginal effects from probit estimates for the postal sample. The postal sample consists of individuals who have had only employment spells during the years 2013 to 2017. As labor market histories turned out to be rather stable, we dropped information on years in unemployment benefits, social security benefits, and in labor market programs for this sample. Furthermore, the latest contact information for these individuals stem from employers' notifications for social security records in the year 2018, so we do not include a variable on the date of the latest contact information.

We find some differences in means compared to the gross email sample (Table 3). In particular, in the postal sample, the share of individuals from East Germany is lower, individuals are on average older than in the email sample, and they spent a larger share of the years 2013-2018 in employment.

For the postal sample, column(C) shows that the response rate was lower for women and individuals from Eastern Germany. Regarding age, we find a mixed pattern across age groups, with the highest participation rates for those under the age of 30. Again, participation rates increase with the occupational degree and with the requirement level at the latest job. Step (S1) and (S2) are not relevant for the postal sample as postal addresses were generally available. Column (S3) confirms for this sample that merging consent is highest for the oldest age group and for those whose latest job required highly complex activities. Furthermore, consent increases with the share of years 2013-2018 spent in employment.

Table 2: Selectivity analysis for the pooled sample

Means and marginal effects from probit estimates (standard errors in parentheses)

	Mean	Completed interview	Contact information available	Completed interview if contact information	Merging consent if completed interview
	(M)	(C)	(S1)	(S2)	(S3)
Gender (1 = female)	0.491 (0.500)	-0.000 (0.001)	0.015*** (0.003)	-0.002 (0.001)	-0.025 (0.016)
East Germany (1 = yes)	0.205 (0.404)	-0.002* (0.001)	-0.055*** (0.003)	-0.001 (0.002)	-0.018 (0.021)
<i>Reference group: Age 18-29</i>	0.222				
Age 30-39	0.251 (0.434)	-0.000 (0.001)	0.011*** (0.004)	-0.001 (0.002)	-0.001 (0.029)
Age 40-49	0.180 (0.384)	0.001 (0.001)	-0.010** (0.005)	0.004 (0.003)	0.014 (0.030)
Age 50-50	0.224 (0.417)	0.006*** (0.001)	-0.045*** (0.004)	0.015*** (0.002)	0.045 (0.028)
Age 60 and older	0.123 (0.328)	0.002 (0.002)	-0.093*** (0.005)	0.011*** (0.003)	0.105*** (0.033)
<i>Reference group: Occupational training</i>	0.739				
No occupational degree	0.079 (0.269)	-0.010*** (0.002)	-0.067*** (0.005)	-0.013*** (0.004)	-0.013 (0.053)
University degree	0.182 (0.385)	0.017*** (0.001)	0.124*** (0.004)	0.024*** (0.002)	0.008 (0.019)
<i>Reference group: Professional activities</i>	0.589				
Helper activities	0.109 (0.312)	-0.008*** (0.001)	-0.092*** (0.004)	-0.009*** (0.003)	0.028 (0.031)
Complex specialist activities	0.198 (0.399)	0.008*** (0.001)	0.103*** (0.005)	0.010*** (0.002)	-0.017 (0.022)
Highly complex activities	0.101 (0.302)	0.009*** (0.001)	0.114*** (0.006)	0.012*** (0.002)	0.051** (0.023)
Missing information	0.003 (0.054)	0.001 (0.008)	-0.060** (0.025)	0.004 (0.015)	-0.240 (0.155)
<i>Labor market history 2013-2018 (in years)</i>					
Years in employment	4.057 (1.963)	0.009*** (0.001)	0.114*** (0.006)	0.012*** (0.002)	0.051** (0.023)
Years in marginal employment	0.765 (1.434)	-0.002*** (0.000)	0.001 (0.001)	-0.003*** (0.001)	0.004 (0.007)
Years with unemployment benefits	0.296 (0.495)	0.007*** (0.001)	-0.008*** (0.003)	0.008*** (0.002)	0.004 (0.020)
Year with social benefits	0.703 (1.577)	-0.001 (0.000)	-0.047*** (0.001)	0.002* (0.001)	-0.001 (0.010)
Years in labor market programs	0.177 (0.499)	0.002 (0.001)	0.003 (0.003)	0.001 (0.002)	0.042 (0.026)
Postal sample (1 = yes)	0.163 (0.369)	0.035*** (0.001)		0.037*** (0.002)	0.034* (0.020)
Observations	122,371	122,371	122,371	69,709	2,656
Pseudo R2		0.106	0.066	0.055	0.018

***) $\alpha = 0.01$, **) $\alpha = 0.05$, *) $\alpha = 0.10$

Notes: Age is measured on October 1, 2019. Information on the activities relates to requirements of the latest job for the time period 2013 to 2018

Source: Own computation © IAB

Table 3: Selectivity analysis for the email sample

Means and marginal effects from probit estimates (standard errors in parentheses)

	Mean	Completed interview	Contact information available	Completed interview if contact information	Merging consent if completed interview
	(M)	(C)	(S1)	(S2)	(S3)
Gender (1 = female)	0.491 (0.500)	0.001* (0.001)	0.020*** (0.003)	0.002 (0.001)	-0.047** (0.024)
East Germany (1 = yes)	0.217 (0.412)	-0.001 (0.001)	-0.044*** (0.004)	0.002 (0.002)	-0.028 (0.028)
<i>Reference group: Age 18-29</i>					
Age 30-39	0.266 (0.442)	0.001 (0.001)	-0.015*** (0.004)	0.004* (0.002)	-0.022 (0.040)
Age 40-49	0.177 (0.382)	0.002* (0.001)	-0.074*** (0.005)	0.008*** (0.003)	-0.029 (0.044)
Age 50-50	0.209 (0.407)	0.006*** (0.001)	-0.147*** (0.005)	0.020*** (0.002)	0.015 (0.041)
Age 60 and older	0.110 (0.313)	0.004*** (0.001)	-0.273*** (0.006)	0.024*** (0.003)	0.103** (0.052)
<i>Reference group: Occupational training</i>					
No occupational degree	0.084 (0.278)	-0.006*** (0.002)	-0.095*** (0.006)	-0.007 (0.004)	-0.014 (0.077)
University degree	0.176 (0.381)	0.011*** (0.001)	0.160*** (0.005)	0.015*** (0.002)	0.024 (0.028)
<i>Reference group: Professional activities</i>					
Helper activities	0.103 (0.304)	-0.004*** (0.001)	-0.084*** (0.004)	-0.002 (0.002)	0.054 (0.041)
Complex specialist activities	0.213 (0.409)	0.007*** (0.001)	0.105*** (0.005)	0.008*** (0.002)	-0.060* (0.033)
Highly complex activities	0.093 (0.290)	0.008*** (0.001)	0.106*** (0.006)	0.011*** (0.002)	0.024 (0.034)
Missing information	0.003 (0.053)	-0.010 (0.011)	-0.082*** (0.030)	-0.018 (0.023)	
<i>Labor market history 2013-2018 (in years)</i>					
Years in employment	3.921 (1.922)	0.008*** (0.001)	0.106*** (0.006)	0.011*** (0.002)	0.024 (0.034)
Years in marginal employment	0.730 (1.347)	-0.001*** (0.000)	-0.008*** (0.001)	-0.002*** (0.001)	0.014 (0.011)
Years with unemployment benefits	0.353 (0.522)	0.004*** (0.001)	0.110*** (0.003)	0.003** (0.001)	0.007 (0.023)
Year with social benefits	0.839 (1.690)	-0.001** (0.000)	-0.021*** (0.001)	0.000 (0.001)	0.001 (0.011)
Years in labor market programs	0.211 (0.539)	0.001* (0.001)	0.010*** (0.003)	0.002 (0.002)	0.046 (0.028)
Last contact information from 2018	0.184 (0.388)	0.003*** (0.001)	0.071*** (0.004)	0.003* (0.002)	0.008 (0.028)
Observations	102,436	102,436	102,436	49,774	1,331
Pseudo R2		0.054	0.083	0.035	0.021

***) $\alpha = 0.01$, **) $\alpha = 0.05$, *) $\alpha = 0.10$

Notes: Age is measured on October 1, 2019. Information on the activities relates to requirements of the latest job for the time period 2013 to 2018

Source: Own computation © IAB

Table 4: Selectivity analysis for the postal sample

Means and marginal effects from probit estimates (standard errors in parentheses)

	Mean	Completed in- terview	Merging con- sent if com- pleted inter- view
	(M)	(C)	(S3)
Gender (1 = female)	0.491 (0.500)	-0.011*** (0.004)	-0.003 (0.023)
East Germany (1 = yes)	0.146 (0.353)	-0.009* (0.005)	-0.001 (0.032)
<i>Reference group: Age 18-29</i>			
Age 30-39	0.174 (0.379)	-0.020*** (0.007)	0.045 (0.043)
Age 40-49	0.194 (0.396)	-0.014** (0.007)	0.080* (0.043)
Age 50-50	0.302 (0.459)	-0.004 (0.006)	0.096** (0.040)
Age 60 and older	0.189 (0.391)	-0.016** (0.007)	0.131*** (0.044)
<i>Reference group: Occupational training</i>			
No occupational degree	0.050 (0.218)	-0.028*** (0.011)	-0.014 (0.072)
University degree	0.211 (0.408)	0.047*** (0.005)	-0.004 (0.026)
<i>Reference group: Professional activities</i>			
Helper activities	0.142 (0.349)	-0.031*** (0.007)	-0.022 (0.049)
Complex specialist activities	0.124 (0.329)	0.014*** (0.005)	0.025 (0.030)
Highly complex activities	0.146 (0.353)	0.013** (0.005)	0.073** (0.032)
Missing information	0.004 (0.060)	0.043 (0.029)	-0.324** (0.163)
<i>Labor market history 2013-2018 (in years)</i>			
Years in employment	4.759 (2.019)	0.013** (0.005)	0.073** (0.032)
Years in marginal employment	0.944 (1.804)	-0.004*** (0.001)	-0.005 (0.008)
Observations	19,935	19,935	1,324
Pseudo R2		0.038	0.021

***) $\alpha = 0.01$, **) $\alpha = 0.05$, *) $\alpha = 0.10$

Notes: Age is measured on October 1, 2019. Information on the activities relates to requirements of the latest job for the time period 2013 to 2018

Source: Own computation © IAB

5 Concluding remarks

Our sampling design combined samples contacted by email and by postal mail. The analysis presented in this paper reveals interesting differences between both modes. Email addresses are available only for around half of the individuals who were in direct contact with the FEA during the last years. In contrast, postal addresses are available for nearly everyone registered directly at the FEA or through employment notifications of employees to social security records.

The participation and cooperation rate is much higher in the postal sample than in the email sample. This is partly related to contact information availability. Furthermore, postal mail might appear more trustworthy than emails. However, the selectivity analysis also shows that some demographic groups were more likely than others to take part in the survey. In particular, those with better education, higher requirement level at the job, and more stable employment biographies are more likely to take part.

While our project does not aim to present representative descriptions for particular groups of the population, the results clearly show that it is important to control for certain demographic characteristics in our upcoming analysis of the factorial survey data.

References

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- Bundesagentur für Arbeit (2019), Schlüsselverzeichnis für die Angaben zur Tätigkeit in den Meldungen zur Sozialversicherung – Ausgabe 2010 – Stand: April 2019, https://www.arbeitsagentur.de/datei/dok_ba015567.pdf (accessed 28.05.2019)

Appendix

Original questionnaire (in German language)

A: Einleitung

Das Institut für Arbeitsmarkt- und Berufsforschung der Bundesagentur für Arbeit (IAB) und die Universität Bamberg laden Sie herzlich zur Teilnahme an einem Forschungsprojekt ein. Wir untersuchen, welche Arbeitsmarkt- und Sozialpolitik von den Menschen als gerecht oder ungerecht empfunden wird. Mit Ihrer Unterstützung können wir die Akzeptanz bestimmter gesetzlicher Regelungen besser beurteilen und politische Entscheidungsträger sachkundig beraten.

Die Teilnahme an der Befragung ist selbstverständlich freiwillig. Das Institut für Arbeitsmarkt und Berufsforschung und die Universität Bamberg garantieren Ihnen, dass alle Ihre Angaben streng vertraulich behandelt werden und anonym bleiben.

Die Befragung wird etwa 10 Minuten dauern. Weitere Informationen zur Befragung finden Sie unter dem nachfolgenden Link: <https://www.iab.de/befragungen/fairness>

B – E: Vignetten

[Befragte erhalten entweder Vignettenblock B (4 Vignetten) und C (4 Vignetten) ODER Vignettenblock D (4 Vignetten) und E (4 Vignetten)]

B: Vignette 1 – Bezugsdauer ALG und Alter

Im Folgenden werden vier verschiedene Situationen beschrieben, in denen Personen Arbeitslosengeld aus der Arbeitslosenversicherung erhalten. Bitte geben Sie an, wie lange die beschriebene Person Ihrer Einschätzung nach Arbeitslosengeld bekommen sollte. Es kann vorkommen, dass sich die Situationen nur geringfügig voneinander unterscheiden. Auch in diesen Fällen ist uns Ihr Urteil darüber wichtig. Es geht nicht um „richtig“ oder „falsch“, wir sind an Ihrer Einschätzung interessiert.

Hinweis (wurde bei einer zufällig ausgewählten Hälfte der Befragten eingeblendet)

Sozialversicherungspflichtig Beschäftigte zahlen in Deutschland Beiträge zur Arbeitslosenversicherung. Wer Arbeitslosengeld beantragen möchte, muss sich bei der Arbeitsagentur arbeitslos melden. Wie lange maximal Arbeitslosengeld bezogen werden kann, ist abhängig vom Alter:

Personen ...

... bis zu einem Alter von 49 Jahren ... erhalten bis zu 12 Monate Arbeitslosengeld.

... im Alter zwischen 50 und 54 Jahren ... erhalten bis zu 15 Monate Arbeitslosengeld.

... im Alter zwischen 55 und 57 Jahren ... erhalten bis zu 18 Monate Arbeitslosengeld.

... ab einem Alter von 58 Jahren ... erhalten bis zu 24 Monate Arbeitslosengeld.

Sie können auf „Weiter“ klicken.

Beispielvignette

Ein **48-jähriger Mann** ist seit kurzem arbeitslos. Das Unternehmen, in dem er gearbeitet hat, musste **wegen finanzieller Schwierigkeiten aufgeben**. Er war seit seinem 22. Lebensjahr **unregelmäßig beschäftigt** und hat **phasenweise** Beiträge in die Arbeitslosenversicherung eingezahlt. Die letzten vier Jahre war er beschäftigt. Er kümmert sich um seinen **pflegebedürftigen Vater**. Seine Frau kann durch ihr Einkommen den Haushaltsbedarf **teilweise decken**.

Wie lange sollte die beschriebene Person Ihrer Ansicht nach maximal Arbeitslosengeld erhalten?

_____ Monate [maximale Eingabe 2 Ziffern]

Die fett dargestellten Bestandteile des Szenarios wurden variiert und waren auch für die Befragten optisch hervorgehoben.

C: Vignette 2 – Bezugsdauer ALG und Lebensleistung

Im Folgenden werden vier andere Situationen beschrieben, in denen Personen Arbeitslosengeld aus der Arbeitslosenversicherung erhalten. Es geht wieder nicht um „richtig“ oder „falsch“, wir sind an Ihrer Einschätzung interessiert.

Sozialversicherungspflichtig Beschäftigte zahlen in Deutschland Beiträge zur Arbeitslosenversicherung. Wer Arbeitslosengeld beantragen möchte, muss sich bei der Arbeitsagentur arbeitslos melden. Arbeitslose, die 50 Jahre alt sind, können derzeit bis zu 15 Monate Arbeitslosengeld beziehen.

Beispielvignette

Ein 50-jähriger **Mann** ist vor kurzem arbeitslos geworden und bezieht Leistungen der Arbeitslosenversicherung. Bei seinem letzten Arbeitgeber war er vier Jahre lang durchgehend beschäftigt. Nach dem Auslaufen des Arbeitslosengeldes müsste der Mann seinen Lebensunterhalt **aus den eigenen Ersparnissen decken**. Der Mann hat begonnen zu arbeiten, als er 22 Jahre alt war. In den seitdem vergangenen 28 Jahren war er **insgesamt 22 Jahre beschäftigt** und hat Beiträge zur Arbeitslosenversicherung gezahlt. In der übrigen Zeit war er **teils selbstständig, teils hat er sich weitergebildet**.

Wie lange sollte die Person Ihrer Ansicht nach maximal Arbeitslosengeld erhalten?

_____ Monate [maximale Eingabe 2 Ziffern]

Die fett dargestellten Bestandteile des Szenarios wurden variiert und waren auch für die Befragten optisch hervorgehoben.

D: Vignette 3 – Weiterbildungsförderung und Unternehmensmerkmale

Sozialversicherungspflichtig Beschäftigte und Arbeitgeber zahlen in Deutschland Beiträge zur Arbeitslosenversicherung.

Von diesem Geld können auch Beschäftigte in Unternehmen Weiterbildungskurse bezahlt bekommen, damit Mitarbeiterinnen und Mitarbeiter sich besser an neue Herausforderungen am Arbeitsplatz anpassen können.

Im Folgenden werden vier verschiedene Situationen beschrieben, in denen Unternehmen eine Förderung von Weiterbildungen bei der Arbeitsagentur beantragen. Bitte entscheiden Sie, wie viel das

Unternehmen in einer bestimmten Situation für die Weiterbildung seiner Beschäftigten bekommen sollte.

Es kann vorkommen, dass sich die Situationen nur geringfügig voneinander unterscheiden. Auch in diesen Fällen ist uns Ihr Urteil darüber wichtig. Es geht nicht um „richtig“ oder „falsch“, wir sind an Ihrer Einschätzung interessiert.

Beispielvignette

Ein **wirtschaftlich schwaches** Unternehmen mit **30.000 Beschäftigten** beantragt bei der Arbeitsagentur die Förderung einer Weiterbildungsmaßnahme für **zwei Beschäftigte**. Die Weiterbildung soll **sechs Monate** dauern. Diese Beschäftigten arbeiten in Berufen, in denen bereits heute **75 Prozent** ihrer Tätigkeiten durch Computer oder computergesteuerte Maschinen ersetzbar sind. Wie viel Prozent der Kosten für den Lohn und die Weiterbildung der Mitarbeiter soll die Arbeitsagentur dem Unternehmen erstatten?

Skala (in 10%-Schritten): 0 (nichts wird erstattet) bis 100 (alles wird erstattet) Prozent

Die fett dargestellten Bestandteile des Szenarios wurden variiert und waren auch für die Befragten optisch hervorgehoben. Skalierung erfolgte in 10 Prozent Schritten.

E: Vignette 4 – Weiterbildungsförderung und Personenmerkmale

Im Folgenden werden vier andere Situationen beschrieben, in denen Arbeitslose oder Beschäftigte vorkommen, die sich weiterbilden möchten.

Bitte entscheiden Sie, wie gerecht oder ungerecht Sie es finden, dass die jeweilige Person eine Weiterbildung aus Mitteln der Arbeitslosenversicherung finanziert bekommt. Es kann auch hier vorkommen, dass sich die Situationen nur geringfügig voneinander unterscheiden. Es geht wieder nicht um „richtig“ oder „falsch“, wir sind an Ihrer Einschätzung interessiert.

Beispielvignette

Ein **34-jähriger erwerbstätiger Mann** arbeitet in einem **Beruf, der auch zukünftig nicht durch Computer ersetzt werden kann**. Er war seit der Ausbildung **unregelmäßig beschäftigt** und hat **phasenweise** Beiträge in die Arbeitslosenversicherung eingezahlt. Er bekommt eine **vierwöchige** Weiterbildung aus Mitteln der Arbeitslosenversicherung finanziert.

Wie gerecht oder ungerecht ist es aus Ihrer Sicht, dass die Arbeitsagentur die Weiterbildung aus Mitteln der Arbeitslosenversicherung bezahlt?

- Sehr gerecht
- Eher gerecht
- Eher ungerecht
- Sehr ungerecht

Die fett dargestellten Bestandteile des Szenarios wurden variiert und waren auch für die Befragten optisch hervorgehoben.

F: Personenmerkmale und Einstellungen

F01: Zustimmung zur Zuspiegelung

Um die Befragung kurz zu halten, würden wir gerne bei der Auswertung Daten einbeziehen, die bei der Bundesagentur für Arbeit in Nürnberg vorliegen. Dabei handelt es sich zum Beispiel um Informationen zu Ihrem Schulabschluss oder Ihrer bisherigen Berufstätigkeit.

Für die Zuspiegelung dieser Daten an die Befragungsdaten möchten wir Sie herzlich um Ihr Einverständnis bitten. Wir halten alle datenschutzrechtlichen Bestimmungen streng ein. Wir werden die Informationen nur in sogenannter pseudonymisierter Form auswerten, das heißt ohne Einbeziehung Ihres Namens. Niemand wird in Auswertungen erkennen können, welche Antworten Sie gegeben haben. In allen Ergebnissen sind einzelne Personen nicht zu erkennen, es werden nur Informationen wie Prozentwerte oder Mittelwerte angegeben. Die Auswertung erfolgt zu rein wissenschaftlichen Zwecken, das heißt nicht für kommerzielle Zwecke wie Werbung oder Marketing.

Ihr Einverständnis ist selbstverständlich freiwillig. Wenn Sie der Zuspiegelung zustimmen, sind die Informationen, die Sie uns geben, für uns sehr viel nützlicher.

Sind Sie mit der Zuspiegelung Ihrer Daten einverstanden?

- Ja, mit einer Zuspiegelung einverstanden
- Nein, mit einer Zuspiegelung nicht einverstanden

F02: Alter [wenn F01 = „Nein“]

Nun möchten wir Ihnen noch einige Fragen zu Ihrer Person stellen.

In welchem Jahr sind Sie geboren?

Dropdown von „1938 oder vorher“ bis „2003 oder danach“

F03: Geschlecht [wenn F01 = „Nein“]

Sind Sie...

- männlich
- weiblich
- divers

F04: Kinder

Haben Sie Kinder?

- Ja
- Nein

F05: Hauptwohnsitz [wenn F01 = „Nein“]

Wo haben Sie Ihren Hauptwohnsitz?

- Baden-Württemberg
- Bayern
- Berlin
- Brandenburg
- Bremen

- Hamburg
- Hessen
- Mecklenburg-Vorpommern
- Niedersachsen
- Nordrhein-Westfalen
- Rheinland-Pfalz
- Saarland
- Sachsen
- Sachsen-Anhalt
- Schleswig-Holstein
- Thüringen
- Ausland

F06: Politische Orientierung

Welcher Partei fühlen Sie sich politisch am nächsten?

- CDU
- CSU
- SPD
- AfD
- FDP
- Die Linke
- Bündnis 90/Die Grünen
- Einer anderen Partei
- Keiner Partei
- Ich bin unpolitisch
- Keine Angabe

F07: Schulbildung [wenn F01 = „Nein“]

Welchen höchsten Schulabschluss besitzen Sie?

- Kein Schulabschluss
- Volks-/Hauptschulabschluss
- Realschulabschluss/Abschluss der Polytechnischen Oberschule
- (Fach-)Abitur
- Anderer Abschluss, nämlich (offene Angabe)

F08: Berufsbildung [wenn F01 = „Nein“]

Welchen höchsten beruflichen Abschluss besitzen Sie?

- Keinen Berufsabschluss

- Abgeschlossene Berufsausbildung, Fachschulabschluss
- Meister/Techniker
- (Fach-)Hochschulabschluss
- Anderer Abschluss, nämlich (offene Angabe)

F09: Berufsstatus

Bitte geben Sie Ihren aktuellen beruflichen Hauptstatus an

- Sozialversicherungspflichtig beschäftigte/r Arbeitnehmer/in
- Beamter/Beamtin
- Selbstständig oder freiberuflich tätig
- Geringfügig beschäftigt („450-Euro-Basis“)
- Schüler/in
- Auszubildende/r
- Student/in
- Rentner/in
- Arbeitslos gemeldet
- Nicht erwerbstätig, ohne arbeitssuchend gemeldet zu sein (zum Beispiel Hausmann/-frau)
- Sonstiges

F10: Einschätzung ALO-Risiko [wenn F09 != Rentner]

Wie schätzen Sie die Wahrscheinlichkeit ein, in den nächsten 12 Monaten zeitweise arbeitslos zu sein?

- Sehr hoch
- Eher hoch
- Eher gering
- Sehr gering

F11: Unternehmensgröße [wenn F01 = „Nein“ UND F09 = Arbeitnehmerin, Beamtin, geringfügig beschäftigt, Auszubildende]

Wie viele Beschäftigte hat das Unternehmen, in dem Sie arbeiten? Mit Unternehmen meinen wir das gesamte Unternehmen, nicht nur die Betriebsstätte, in der Sie arbeiten.

- weniger als 10 Beschäftigte
- 10 bis 249 Beschäftigte
- 250 bis 2.499 Beschäftigte
- 2.500 Beschäftigte oder mehr

F12: Einschätzung Substituierbarkeitsrisiko [wenn F09 == Arbeitnehmer, Beamtin, selbstständig/freiberuflich, geringfügig beschäftigt, Auszubildende]

Wenn Sie an Ihre zuletzt ausgeübte Arbeitstätigkeit denken: Wie schätzen Sie die Wahrscheinlichkeit ein, dass in den nächsten zehn Jahren ein Computer oder eine computergesteuerte Maschine Ihre Tätigkeit übernimmt?

- Sehr hoch
- Eher hoch
- Eher gering
- Sehr gering

F13: Technische Selbstwirksamkeit [wenn F09 == Arbeitnehmer, Beamtin, selbstständig/freiberuflich, geringfügig beschäftigt, Auszubildende]

Bitte geben Sie an, inwieweit diese Aussage auf Sie persönlich zutrifft: Wenn an meinem Arbeitsplatz neue Computerprogramme oder computergesteuerte Maschinen eingeführt werden, dann fällt es mir schwer, diese schnell und umfassend zu beherrschen.

- Trifft voll und ganz zu
- Trifft eher zu
- Trifft eher nicht zu
- Trifft überhaupt nicht zu

F14: Haushaltsgröße

Wie viele Personen leben in Ihrem Haushalt, Sie selbst eingeschlossen? Ein Haushalt besteht aus Personen, die gemeinsam wirtschaften; eine Wohngemeinschaft setzt sich im Allgemeinen aus mehreren Haushalte zusammen.

Dropdown „1“ bis „7 und mehr“

F15: Haushaltseinkommen

Wie hoch ist ungefähr das derzeitige Nettoeinkommen aller Haushaltsmitglieder zusammengenommen? Wir meinen damit die Summe, die nach Abzug von Steuern und Sozialversicherungsbeiträgen in etwa übrigbleibt.

- Unter 1.000 Euro
- 1.000 bis unter 1.500 Euro
- 1.500 bis unter 2.000 Euro
- 2.000 bis unter 3.000 Euro
- 3.000 bis unter 4.000 Euro
- 4.000 bis unter 5.000 Euro
- 5.000 Euro oder mehr
- Keine Angabe

F16a: Arbeitslosengeldbezug

Haben Sie selbst schon einmal Arbeitslosengeld aus der Arbeitslosenversicherung erhalten?

- Ja
- Nein

F16b: Aktueller ALG-Bezug [wenn F16a = „Ja“]

Erhalten Sie aktuell Arbeitslosengeld aus der Arbeitslosenversicherung?

- Ja
- Nein

F17a: Grundsicherungsbezug:

Haben Sie selbst schon einmal Grundsicherung für Arbeitsuchende (Arbeitslosengeld II / „Hartz IV“) erhalten?

- Ja
- Nein

F17b: Aktueller Grundsicherungsbezug [wenn F17a = „Ja“]

Erhalten Sie aktuell Grundsicherung für Arbeitsuchende (Arbeitslosengeld II / „Hartz IV“)

- Ja
- Nein

F18: Einstellung zu Arbeitslosigkeit

Inwieweit stimmen Sie den nachfolgenden Aussagen zu

- Der/die Einzelne trägt keine eigene Schuld an seiner/ihrer Arbeitslosigkeit.
- Jede/r Arbeitslose/r hat es in der Hand, die eigene berufliche Situation zu verändern.

- stimme voll und ganz zu
- stimme eher zu
- teils-teils
- stimme eher nicht zu
- stimme überhaupt nicht zu

F19: Abschlussfrage

Sie sind fast am Ende der Befragung angelangt. Möchten Sie uns noch etwas mitteilen? Dann können Sie das untenstehende Textfeld nutzen.

_____ Freitextfeld

Sie sind am Ende der Befragung angelegt.

Vielen herzlichen Dank, dass Sie sich die Zeit genommen haben!

Weitere Informationen zu der Studie finden Sie unter dem nachfolgenden Link:

<https://www.iab.de/befragungen/fairness>

Translated questionnaire (in English language)

A: Introduction

The Institute for Employment Research of the Federal Employment Agency (IAB) and the University of Bamberg cordially invite you to participate in a research project. We investigate which labor market and social policies people perceive as just or unjust. With your support, we can better assess the acceptance of certain legal regulations and provide expert advice to political decision-makers.

Participation in the survey is of course voluntary. The Institute for Employment Research and the University of Bamberg guarantee that all your data will be treated in strict confidence and remain anonymous.

The survey will take about 10 minutes. Further information on the survey can be obtained at: <https://www.iab.de/befragungen/fairness>

B - E: Vignettes

[Respondents receive either vignette block B (4 vignettes) and C (4 vignettes) OR vignette view D (4 vignettes) and E (4 vignettes)]

B: Vignette 1 – Maximum duration of receiving unemployment benefits and age

In the following, four different situations are described in which people receive unemployment benefits from the unemployment insurance. Please indicate for which maximum duration you think the person described should receive unemployment benefits. The situations may differ only slightly from one another. In such cases, your opinion is still important to us. It is not about "right" or "wrong", we are interested in your assessment.

Note (shown to a random selection of half the respondents)

Employees subject to social security contributions pay for unemployment insurance in Germany. If you want to apply for unemployment benefit, you have to register with the unemployment agency. The maximum amount of unemployment benefit you can receive depends on your age:

People ...

... Up to the age of 49 years ... receive unemployment benefits for up to 12 months.

... between the ages of 50 and 54 ... receive unemployment benefits for up to 15 months.

... between the ages of 55 and 57 ... receive unemployment benefits for up to 18 months.

... From the age of 58 years ... receive unemployment benefits for up to 24 months.

You can click "Next".

Example vignette

A **48-year-old man** has recently become unemployed. The company he worked in had **to close down due to financial difficulties**. He had been working **irregularly** since the age of 22 and has periodically paid contributions to the unemployment insurance since then. He has been working for the past four years. He looks after his **father, who is in need of care**. His wife can **partially cover** household **needs** with her income.

How long do you think the person described should receive unemployment benefits at most?

_____ months [maximum 2 digits]

The components of the scenario shown in bold were varied and were also highlighted for the respondents.

C: Vignette 2 – Maximum duration of receiving unemployment benefits and lifetime work

The following four other situations also describe people receiving unemployment benefits from the unemployment insurance. Again, this is not about "right" or "wrong", we are interested in your assessment.

Employees subject to social security contributions pay for unemployment insurance in Germany. Anyone wishing to apply for unemployment benefit must register as unemployed with the employment agency. Unemployed people who are 50 years old can currently receive unemployment benefits for up to 15 months.

Example vignette

A 50-year-old **man** has recently become unemployed and is receiving unemployment benefits. He worked continuously for four years at his last employer. After the unemployment benefit expired, the man would have to make a living **from his own savings**. The man started working when he was 22 years old. In the past 28 years, he has **been employed for a total of 22 years** and has paid contributions to the unemployment insurance. During the rest of the time he was **partly self-employed, partly continued with his education**.

How long do you think the person should receive unemployment benefit at most?

_____ months [maximum 2 digits]

The components of the scenario shown in bold were varied and were also visually highlighted for the respondents.

D: Vignette 3 – Subsidized occupational training of employees and company characteristics

In Germany, employees and employers pay social security contributions to the unemployment insurance. Employees in companies can also receive training courses from this money so that employees can better adapt to new challenges at work.

The following are four different situations described in which companies apply for funding of further education at the employment agency. Please decide how much the company should receive for the further training of its employees in a particular situation.

The situations may differ only slightly from one another. In such cases, your judgment is still important to us. It is not about "right" or "wrong", we are interested in your assessment.

Example vignette

An **economically weak** company with **30,000 employees** applies for funding from the employment agency to assist an occupational training measure for **two employees**. The training should last **six months**. These employees work in occupations in which **75 percent of** their work can already be replaced by computers or computer-controlled machines.

For how much percent of the cost of wages and training for employees should the employment agency reimburse the company?

Scale (in 10% increments): 0 (nothing will be refunded) to 100 (everything will be refunded) percent

The components of the scenario shown in bold were varied and were visually highlighted for the respondents.

E: Vignette 4 – Subsidized occupational training and personal characteristics

In the following, four other situations are described in which unemployed persons or employed workers want to continue their education.

Please decide how fair or unfair you find that the person in question receives training subsidies from the unemployment insurance. It can also be the case that the situations may differ only slightly from one another. Again, it is not about "right" or "wrong", we are interested in your assessment.

Example vignette

A **34-year-old working man** works in a **profession that cannot be replaced by computers in the future**. He has been working **irregularly** since his apprenticeship and has periodically paid contributions to the unemployment insurance **since then**. He participates in a **four-week** training course funded by the unemployment insurance.

How fair or unfair is it from your point of view that the employment agency pays for the training using unemployment insurance funds?

- Very fair
- Quite fair
- Quite unfair
- Very unfair

The components of the scenario shown in bold were varied and were also visually highlighted for the respondents.

F: Person characteristics and attitudes

F01: Merging consent

To keep the survey short, we would like to include data from the Federal Employment Agency in Nuremberg, such as information about your school-leaving qualification or your previous job.

We would like to ask you for your consent to merge these data to the survey data. We strictly comply with all data protection regulations. We will only evaluate the information in a so-called pseudonymized form, i.e. without including your name. Nobody will be able to recognize which answers you gave in evaluations. Individuals cannot be recognized in all results, only information such as percentages or mean values will be provided. The evaluation is carried out for purely scientific purposes, i.e. not for commercial purposes such as advertising or marketing.

Your consent is of course voluntary. If you agree to merging the data, the information you give us is much more useful for us.

Do you agree to the transfer of your data?

- Yes, consent to merging the data
- No, do not agree to merging the data

F02: Age [if F01 = "No"]

Now we would like to ask you a few questions about yourself.

In which year were you born?

Dropdown from "1938 or before" to "2003 or after"

F03: Gender [if F01 = "No"]

Are you ...

- male
- female
- diverse

F04: children

Do you have children?

- Yes
- No

F05: main residence [if F01 = "No"]

Where do you have your main residence?

- Baden-Württemberg
- Bavaria
- Berlin
- Brandenburg
- Bremen
- Hamburg
- Hesse
- Mecklenburg-Western Pomerania
- Lower Saxony
- North Rhine-Westphalia
- Rhineland-Palatinate
- Saarland
- Saxony
- Saxony-Anhalt
- Schleswig-Holstein
- Thuringia
- Abroad

F06: Political orientation

Which party do you feel closest to politically?

- CDU
- CSU
- SPD
- AfD
- FDP
- DIE LINKE
- BÜNDNIS90 / DIE GRÜNEN
- Another party
- No party
- I am apolitical
- Not specified

F07: School education [if F01 = "No"]

What is your highest school leaving certificate?

- No school leaving certificate
- Elementary / secondary school leaving certificate
- Secondary school / polytechnic high school
- High school
- Other degree, namely (open statement)

F08: Vocational training [if F01 = "No"]

What is your highest professional qualification?

- No professional qualification
- Completed vocational training, technical college degree
- Master / technician
- University degree
- Other degree, namely (open statement)

F09: professional status

Please indicate your current main professional status

- Employee subject to social security contributions
- Civil servant
- Self-employed or freelance
- Marginally employed ("450 euro basis")
- Student at school
- Apprentice
- Student at university

- Pensioner
- Registered as unemployed
- Not employed without being registered as a job-seeker (e.g. homemaker)
- Other

F10: Unemployment risk assessment [if F09! = Pensioner]

How do you rate the likelihood of being temporarily unemployed in the next 12 months?

- Very high
- Quite high
- Quite low
- Very low

F11: Company size [if F01 = "No" AND F09 = employee, civil servant, marginally employed, trainee]

How many employees does the company you work for have? By company, we mean the entire company, not just the place where you work.

- less than 10 employees
- 10 to 249 employees
- 250 to 2,499 employees
- 2,500 employees or more

F12: Assessment of substitutability risk [if F09 == employee, civil servant, self-employed / self-employed, marginally employed, trainees]

When you think of your last job, how do you assess the likelihood that a computer or computer-controlled machine will take over your job in the next ten years?

- Very high
- Quite high
- Quite low
- Very low

F13: Technical self-efficacy [if F09 == employee, civil servant, self-employed / self-employed, marginally employed, trainee]

Please indicate the extent to which this statement applies to you personally: When new computer programs or computer-controlled machines are introduced at my workplace, it is difficult for me to master them quickly and comprehensively.

- Completely agree
- Somewhat agree
- Somewhat disagree
- Completely disagree

F14: Household size

How many people live in your household, including yourself? A household consists of people who work together; a shared apartment generally consists of several households.

Dropdown "1" to "7 and more"

F15: Household income

What is the approximate current net income of all household members combined? We mean the amount that is left after deducting taxes and social security contributions.

- Under 1,000 euros
- 1,000 to less than 1,500 euros
- 1,500 to less than 2,000 euros
- 2,000 to less than 3,000 euros
- 3,000 to less than 4,000 euros
- 4,000 to under 5,000 euros
- 5,000 euros or more
- Not specified

F16a: unemployment benefit

Have you ever received unemployment benefit from the unemployment insurance?

- Yes
- No.

F16b: Current ALG reference [if F16a = "Yes"]

Are you currently receiving unemployment benefits from the unemployment insurance?

- Yes
- No.

F17a: Basic security coverage:

Have you ever received means-tested social security benefits for unemployed job seekers (Arbeitslosengeld II / "Hartz IV")?

- Yes
- No.

F17b: Current basic security benefit [if F17a = "Yes"]

Do you currently receive means-tested social security benefits for unemployed job seekers (Arbeitslosengeld II / "Hartz IV")

- Yes
- No.

F18: Attitude to unemployment

To what extent do you agree with the following statements

- The individual is not to blame for his / her unemployment.
- It is up to every unemployed person to change their own professional situation.

- Completely agree
- Tend to agree
- Partly agree, partly disagree
- Tend to disagree
- Completely disagree

F19: final question

You are almost at the end of the survey. Would you like to tell us something else? If so, you can use the text box below.

_____ Free text field

You are at the end of the survey.

Thank you very much for your time!

Further information about the study can be obtained at: <https://www.iab.de/befragungen/fairness>

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