

CHH Worker Survey

June 2025

This document provides additional details on how we selected and invited survey participants. We also describe how we randomly assigned incentives to participate and discuss survey response patterns. This section replicates some of the results and discussion presented in the appendix to Caldwell, Haegele and Heining (2024), which analyzes the implementation and response rates to the initial survey. This document also provides the questionnaires.

1 Survey Logistics

1.1 Implementation of the Initial Survey

1.1.1 Sample Construction

We used German Social Security records to identify participants for the survey. Our eligible pool consisted of workers who were—as of December 30, 2020—between the ages of 25 and 50, employed at a full-time job, and who had been at their current establishment for fewer than eight years. To manage the large number of letters, we mailed the survey in batches. For the first batch, we selected 75% of the sample ($N=82,500$) by randomly sampling from the set of eligible workers at firms that participated in a firm survey we conducted and then linked to IAB records in Caldwell, Haegele and Heining (2024). We over-sampled these workers so that we would have appropriate power for the main analysis in Caldwell, Haegele and Heining (2024). We selected the remaining 25% ($N=27,500$) at random from (a random 5% sample of) workers at non-surveyed firms. We selected all of the workers ($N=25,000$) for the second batch from the random 5% sample of eligible workers at non-surveyed firms. We mailed reminders to a random 25% subset of individuals in the first batch who had not responded to the initial invitation when we prepared the second mailing. In spring 2024, we invited all respondents from the initial survey who provided panel consent to participate in a follow-up survey.

1.1.2 Invitations

After we identified workers for inclusion in the survey, a specialized department at the IAB pulled their addresses. This approach followed the standard protocol for surveys through the IAB. The IAB fielded the survey and the director of the IAB signed the invitation to participate. We mailed invitations to the initial survey between June 2022 and December 2022. We described the survey to potential respondents as a scientific study on pay progression in Germany. To manage the large number of letters, we staggered the mailings.

We invited respondents via mail instead of e-mail or phone because the Federal Employment Agency in Germany (*Bundesagentur für Arbeit*) only has e-mail and phone numbers of individuals who have recently been unemployed or have participated in re-employment measures. Postal addresses are available for all workers. In the invitation, we informed respondents that the survey would take approximately 10 minutes to complete. Appendix Figure 1 shows (a translation of) the wording of the invitation; the sample we include is for a worker randomized into one of the gift card treatments.

In one batch of the invitations, a printing issue led to some cases where endorsement and cover letters were mixed up. This meant that two different addresses (endorsement person a, cover person b) ended up in one envelope. Letters were sent to the addresses provided on the endorsement letter, but the cover letter information included the name and password of a different individual. If an individual who received an incorrect mailing participated in the survey they therefore would have been linked to the wrong survey. Based on inspection of the frequency of this error in letters that were returned due to incorrect addresses (which is an independent issue, but allows us to analyze the frequency

Figure 1: Original Invitation (English Translation)



INSTITUT FÜR ARBEITSMARKT- UND
BERUFSFORSCHUNG
Die Forschungseinrichtung der Bundesagentur für Arbeit

Institut für Arbeitsmarkt- und Berufsforschung
Regensburger Str. 104 · Re100 407 · 90478 Nürnberg

Bei Rückfragen wenden Sie sich bitte an:

Dr. Jörg Heining
Regensburger Str. 104
90478 Nürnberg
E-Mail: lf-befragung@iab.de

«First name» «Last name»
«Street address»
«Zip code» «City»

Anschreiben-ID: «anschreiben_id»
Nürnberg, «date»

Scientific Study on Wage Flexibility in Germany

Hello «First name» «Last name»,

The Institute for Employment Research (IAB) is conducting a scientific study to understand how the salary progression of employees in Germany is changing. We are therefore interested in your experience in the labor market and would like to invite you to a survey. By participating, you support the IAB in advising political decision-makers and thus help to improve economic and social policy in Germany.

In a nutshell - we will interview you via the Internet

The survey will not take more than **10 minutes** of your time. Your participation is of course voluntary and anonymous. To get to the survey, you can use the display **QR code** or click on the following link:
<https://umfragen.iab.de/goto/LF-befragung>



Your personal password for participation is: «survey_password»

Participating pays off

As a thank you for your participation, we are raffling off 1,500 vouchers, each with a value of 10 euros.

Your information is confidential

The safety of your personal data is important to us. We assure you that your information will be treated with strict confidentiality in accordance with the statutory data protection regulations and will only be used for scientific purposes. Your answers cannot be linked to your person. You will find additional data protection explanations attached.

Thank you for your cooperation and for your trust!

Kind regards

A handwritten signature in black ink, which appears to read 'B. Fitzenberger', is placed above the printed name of the director.

Prof. Bernd Fitzenberger Ph.D.
Direktor des Instituts für Arbeitsmarkt- und Berufsforschung (IAB)

of the error), we calculate that at most 431 people among the set of 17,772 recipients in this batch were likely affected (2.4%), assuming the share among returns is the same as in the overall sample. People may likely have realized the mix-up and may not have participated. Since this only affected people with endorsement letters (which were randomly assigned), this may have reduced the response rate for this group.

1.1.3 Exogenous Variation in Incentives to Participate

So that we could analyze patterns of non-response, we introduced random variation in individuals' incentives to participate. We did this through (1) randomized financial incentives, (2) randomized endorsement letters, and (3) randomized follow-up.

Gift Card Lottery Information on the gift card lottery was randomly assigned to random subsets of the first 110,000 workers selected for batch 1 and was included with the initial invitation. 10,000 workers were selected to be in a raffle for a 5 euro gift card and 20,000 workers were selected to be in a raffle for a 10 euro gift card. Workers were informed about the lottery in the cover letter, which provided the gift card value, as well as the number of gift cards that we would raffle off. After the survey closed in January 2023, the IAB conducted the gift card lottery by randomizing among participants who started the survey. Winners were informed either via e-mail or mail, according to the preferences indicated in the survey.

Endorsement Letters The endorsement letter was randomly assigned to a random subset of 82,500 of the first 110,000 workers selected for batch 1 and was included with the initial invitation to participation. The letter was signed by one of the 2021 Nobel Prize winners in economics, identified both as one of the 2021 Laureates and as a previous collaborator of the IAB. The letter highlighted the importance of scientific labor market research and urged recipients to complete the survey.

Reminder Mailings There were 99,698 initial non-responders. We randomly selected 25,000 to receive a follow-up letter. The reminder letters had nearly identical wording to the initial invitations, but reminded individuals that they had previously been invited to participate in the survey. The letters included the same information on data protection as before. Individuals who had been included in the gift card raffle in the initial invitation received reminders of their offer to participate. Individuals who had been randomized to receive endorsement letters did not receive a second endorsement letter.

1.1.4 Balance Check

Appendix Table 1 describes the workers we invited for the survey. As Columns 2 and 3 indicate, conditional on the strata used for selection (whether an individual is at a surveyed firm), there is no difference in the characteristics of eligible workers and those invited to participate in our survey. Columns 4 and 5 compare those selected for the treatment and control groups for the endorsement letters and gift card treatments. Conditional on the strata used to assign these treatments, we find no difference in the characteristics of those selected and those not selected.¹ Column 6 shows that among those eligible to receive a reminder (initial non-responders in batch 1), there is no difference between those selected to receive a reminder and those not selected.

1.1.5 Response Rate and Consent

The survey was open until January 15, 2023. We received 13,680 total responses. Subtracting the number of letters that could not be delivered, the survey had an effective response rate of 11.4%. This response rate is much higher than those of other surveys at the IAB that invite respondents for the first time (Haas et al., 2021). Among the 13,680 individuals who started the survey, 11,868 completed it; this represents a completion rate of 74%.² The median response time among individuals who completed the survey was 9 minutes.

¹We grouped individuals into two groups based on their federal state of residence and randomly assigned gift cards within these strata. We randomly assigned endorsement letters without regard to state.

²We define a response as complete if a respondent clicked through to the (second to last) question eliciting consent for participating in a follow-up survey. We do not require respondents to have answered every question to be counted as complete responses. The survey did not require individuals to respond to particular questions.

Table 1: Randomization Assessment

	Eligible Mean	Selection		Wave 1 Randomization		
		Wave 1 - Eligible	Wave 2 - Eligible	Lottery - No Lottery	Letter - No Letter	Reminder - No Reminder
	(1)	(2)	(3)	(4)	(5)	(6)
<u>Demographics</u>						
Female	0.32	0.63	0.33	0.48	0.41	0.32
Age	33.02	0.29	0.94	0.75	0.73	0.82
German Citizen	0.77	0.22	0.65	0.75	0.67	0.22
College Education	0.34	0.59	0.47	0.06	0.35	0.39
Apprenticeship	0.45	0.90	0.67	0.64	0.51	0.69
Daily Earnings	129.12	0.22	0.39	0.23	0.47	0.09
<u>Occupation Group</u>						
Manager	0.04	0.96	0.45	0.95	0.71	0.57
Recent Entrant	0.34	0.86	0.84	0.95	0.06	0.01
<u>Sector</u>						
Manufacturing	0.32	0.86	0.72	0.01	0.74	0.44
Retail	0.10	0.47	0.40	0.53	0.47	0.41
Professional	0.10	0.95	0.42	0.08	0.44	0.70
Establishments		24928	21248	7253	19600	7204
Workers		110000	25000	30000	82500	25000
F-statistic		0.693	0.444	1.558	0.982	1.039
p-value		0.747	0.937	0.104	0.460	0.408

Note: This table documents that the random assignment of survey invitations and incentives was successful. Column 1 describes workers eligible for inclusion in our worker survey. Each entry in Columns 2 to 6 presents the p-value for a two-sided test of the coefficient from a regression of the characteristic in each row on the treatment in each column, controlling for the strata used for random assignment. P-values are calculated using robust standard errors. At the bottom of the table we present the F-statistic and associated p-value from a test of whether the coefficients on all of the coefficients are jointly zero. Columns 2 and 3 show that, conditional on the strata used for selection (whether an individual worked at a surveyed firm in 2020), selected individuals are not statistically distinguishable for non-selected individuals. Columns 4 to 6 show that, conditional on the strata used for random assignment, individuals selected to receive each of the three types of incentives, are not distinguishable from those who were not selected. We only randomized these incentives to workers in batch 1.

Table 2: Impact of Randomized Incentives on Response Rates in the Initial Survey

	Endorsement	Gift Card		Reminder
	Letter	Level	Binary	
	(1)	(2)	(3)	(4)
Treatment	0.000 (0.002)	-0.000 (0.000)	-0.002 (0.002)	0.040*** (0.001)
Observations	109995	109995	109995	99698

Note: This table analyzes the effect of the randomized incentives on the likelihood that invited individuals completed the survey and provided linkage consent. Each coefficient stems from a separate regression of survey completion on an indicator for the respective incentive, conditional on the strata used for random assignment. Column 1 focuses on endorsement letters. Columns 2 and 3 focus on gift cards. Column 4 focuses on the survey reminder. Robust standard errors are presented in parentheses. Levels of significance: * 10%, ** 5%, and *** 1%.

We asked participants for their consent to link their answers to the employer-employee data at the IAB. We have 10,134 complete responses with linkage consent, which we link to the IAB records. While this direct consent is necessary under German privacy laws to link the survey data to other data sources, we are able to analyze the raw and unlinked data for both consenters and non-consenters. We also asked participants for their consent to participate in follow-up surveys. 8,416 respondents who provided consent for this linkage also provided consent to be contacted for future survey waves. Among the 11,868 complete responses, this represents a panel consent rate of 83%.

1.1.6 Impact of Randomized Incentives on Response Rates

Appendix Table 2 shows that neither the gift cards nor the endorsement letter had a statistically significant (or economically meaningful) impact on response rates in the initial survey. By contrast, the reminder message increased response rates by 4 percentage points among workers who did not initially respond to the survey. Because both the endorsement letter and gift card information were only visible to individuals who opened the initial mailer, one plausible interpretation is that much of the initial non-response was driven by individuals simply ignoring our initial invitation.

1.1.7 Selection into Non-Response

We follow Dutz et al. (2021) in analyzing the characteristics of compliers. We focus on only individuals in batch 1 of the initial survey, because this is the batch in which we implemented the randomization of incentives. We do not characterize endorsement letter or gift card compliers because these incentives did not have a significant impact on response rates. Appendix Table 3 describes three populations of workers. Column 1 describes “early always takers”: those who responded to the survey before we mailed the reminder. Column 2 describes the “late always takers”: those who we randomized into not receiving a reminder, but who nonetheless responded after we mailed the reminders. Column 3 describes the reminder compliers. As Column 2 indicates, virtually all of the always takers responded before we mailed the reminder. Column 3 indicates that the reminder compliers are, relative to the early always takers, somewhat more likely to be male or covered by a collective bargaining agreement.

In addition to examining selection into response, we also examine selection into providing consent to link survey responses to administrative data and to be invited to participate in future surveys. Appendix Table 4 describes the characteristics of invited individuals (Column 1) to those who completed the survey and provided linkage consent (Column 2) and to those who additionally provided consent to participate in future surveys (Column 4). Columns 3 and 5 compare the samples in Columns 2 and 4 to the samples in Columns 1 and 2, respectively. We find modest differences in respondent characteristics with respect to gender, age, occupation type, and sector. For instance, while the female share is 30% among invited individuals, it is 32% among those who responded and provided consent. German citizens on the other hand were much more likely to respond than non-citizens. This is not surprising: these workers are likely more comfortable with the German language (we fielded our survey in German) and may feel more of an obligation to contribute to research on the German labor market. We also find meaningful differences with respect to education and earnings: more educated workers were more likely to respond to the survey. This may reflect the fact that they are more likely to be familiar with the IAB. Columns 6 and 7 show workers who responded to the

Table 3: Characteristics of Reminder Compliers and Always Takers in the Initial Survey

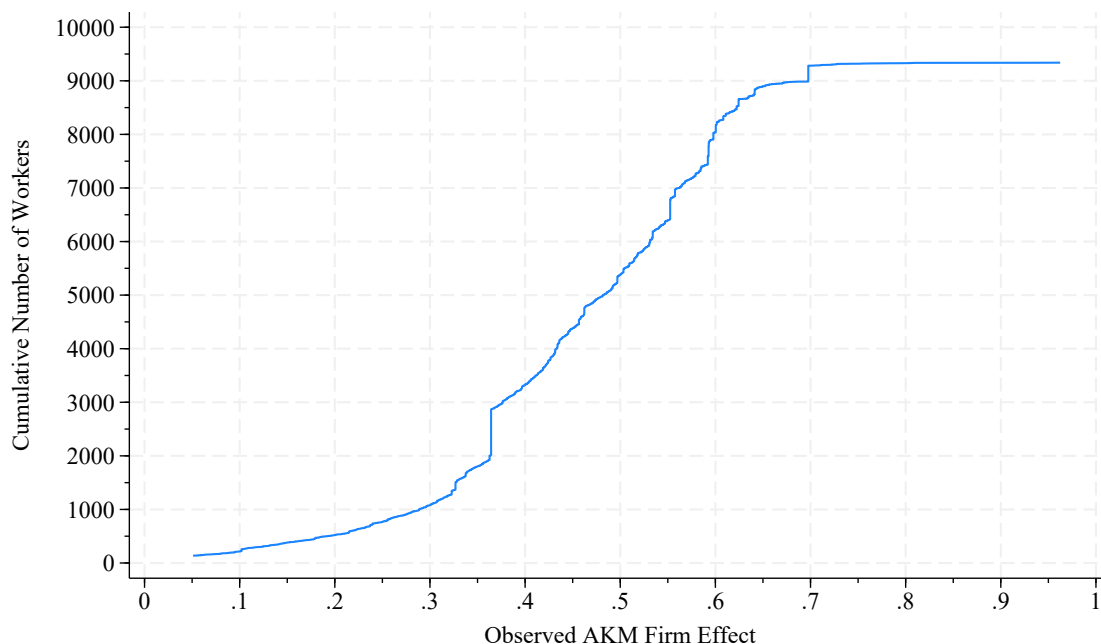
	Always Takers		Reminder
	Early	Late	Compliers
	(1)	(2)	(3)
Shares	0.05	0.000	0.03
Female	0.27	0.50	0.24
Age	33.85	34.36	34.02
German	0.94	0.93	0.91
College Degree	0.63	0.64	0.60
Apprenticeship	0.31	0.21	0.34
Daily Pay (allocated)	186.04	202.40	184.97
Censored Pay	0.26	0.29	0.29
Hours Worked	40.63	41.39	40.37
CBA	0.61	0.71	0.65
<u>Sector</u>			
Manufacturing	0.56	0.64	0.56
Retail	0.07	0.00	0.05
Professional	0.17	0.14	0.20
<u>AKM Fixed Effects</u>			
Person Effect	4.47	4.33	4.44
Firm Effect	0.52	0.58	0.54
Risk Preferences	6.22	5.57	6.19
Outside Options	1.41	1.14	1.41
Did Not Provide Names	0.45	0.50	0.50

Note: This table compares the characteristics of early and late always takers to reminder compliers. Early always takers are workers in the control group who responded before we mailed the (randomized) reminders. Late always takers are workers in the control group who responded after we mailed the reminders. Reminder compliers are workers who responded after being mailed a reminder. Following Dutz et al. (2021), we estimate the reminder compliers' average characteristics via an instrumental variables regression with $Y_i(1-R_{i1})R_{i2}$ as the outcome variable, $(1-R_{i1})R_{i2}$ as the endogenous variable, and Z_i as the instrument. Y_i is the characteristic of interest, R_{i1} is an indicator for responding before we mailed the reminders, R_{i2} is an indicator for responding after we mailed the reminders, and Z_i is an indicator for having received a reminder. Shares reported in Row 1 are out of all workers invited to respond to the initial survey (Column 1), those who neither responded earlier nor received a reminder (Column 2), and those who did not respond earlier but did receive a reminder (Column 3).

follow-up survey were again positively selected on citizenship, education, and earnings.

While there is some positive selection into the survey, our final sample includes workers at a broad set of firms, including low-pay firms (Figure 2).

Figure 2: Sample Size by AKM Firm Effect



Note: This figure shows the cumulative number of workers in our sample (y-axis) who, at the time of sampling, worked at an establishment whose AKM firm effect was at or below the value indicated on the x-axis. Workers whose firms do not have associated estimates are not included in this graph.

1.2 Implementation of the Follow-Up Survey

In spring 2024, we invited all respondents from the initial survey who provided panel consent to participate in a follow-up survey. Participants who did not provide an e-mail address in the initial survey were contacted via mail by the IAB. The invitation letter was very similar to that of the initial survey, but reminded respondents of their participation and introduced the follow-up survey. Among the participants who did provide an e-mail address in the initial survey, we randomized the initial mode of contact: 25% received an invitation sent by the IAB via e-mail and 75% first received an invitation letter via mail (identical to those participants who did not provide an e-mail) and then received another invitation via e-mail. Within each group of respondents, we randomly selected 75% to receive a further reminder (either by mail or e-mail).

The survey was open for 14 weeks and received a 50% response rate. The completion rate was 92%. The median response time among individuals who completed the survey was 9 minutes. Among those who completed the follow-up survey, 90% provided linkage consent.

1.2.1 Impact of Randomized Incentives on Response Rates

We asked individuals in the initial wave of the survey whether we could contact them for a follow-up survey. We also asked these individuals whether we could contact them via e-mail. Most workers indicated they would prefer to be contacted by e-mail in the follow-up survey. In the follow-up survey, we groups individuals by whether they provided an e-mail address and targeted incentives accordingly.

Overall, about 50% of workers we invited to complete the follow-up survey successfully did so. Appendix Table 5 shows that each of the reminders in this follow-up had a significant impact on response rates. Column 1 examines the

Table 4: Non-Response and Consent

	Linkage Consent			Panel and Linkage			Responded to Follow-Up		
	Invited Mean	Difference		Mean	Difference		Mean	Difference Rel.	
		Mean	Rel. Invited		Mean	Rel. Linked		Mean	Invited
(1)	(2)	(3)	(4)	(5)	(6)	(7)			
<u>Demographics</u>									
Female	0.30 (0.46)	0.32 (0.46)	0.02 (0.00)	0.32 (0.47)	0.01 (0.01)	0.31 (0.46)	-0.01 (0.01)		
Age	33.63 (6.59)	33.33 (6.23)	-0.32 (0.06)	33.33 (6.14)	-0.02 (0.17)	33.41 (6.16)	0.14 (0.14)		
German Citizen	0.81 (0.39)	0.92 (0.27)	0.12 (0.00)	0.92 (0.26)	0.03 (0.01)	0.94 (0.24)	0.02 (0.01)	***	
College Education	0.39 (0.49)	0.59 (0.49)	0.22 (0.01)	0.60 (0.49)	0.07 (0.01)	0.65 (0.48)	0.07 (0.01)	***	
Apprenticeship	0.45 (0.50)	0.33 (0.47)	-0.12 (0.00)	0.32 (0.47)	-0.05 (0.01)	0.29 (0.45)	-0.06 (0.01)		
Daily Earnings	146.03 (60.77)	169.79 (56.71)	25.69 (0.59)	170.92 (56.67)	6.61 (1.50)	175.02 (55.27)	7.27 (1.24)	***	
<u>Occupation Group</u>									
Manager	0.05 (0.21)	0.06 (0.24)	0.02 (0.00)	0.06 (0.24)	0.01 (0.01)	0.07 (0.25)	0.01 (0.01)	**	
Recent Entrant	0.26 (0.44)	0.20 (0.40)	-0.06 (0.00)	0.20 (0.40)	-0.02 (0.01)	0.19 (0.39)	-0.02 (0.01)	**	
<u>Sector</u>									
Manufacturing	0.44 (0.50)	0.46 (0.50)	0.03 (0.01)	0.46 (0.50)	0.00 (0.01)	0.47 (0.50)	0.01 (0.01)		
Retail	0.10 (0.30)	0.09 (0.28)	-0.01 (0.00)	0.09 (0.28)	0.01 (0.01)	0.09 (0.28)	0.00 (0.01)		
Professional	0.10 (0.29)	0.13 (0.34)	0.04 (0.00)	0.13 (0.34)	0.01 (0.01)	0.13 (0.34)	0.00 (0.01)		
Establishments	42705	3556			2983		1457		
Observations	134995	10134			8416		3664		

Note: This table describes the characteristics of workers we invited to complete the survey (Column 1) to workers who completed the survey and provided consent to link their responses to the administrative data (Column 2), to the subset of these workers who additionally provided consent to participate in follow-up surveys (Column 4) and those that participated in the follow-up survey (Column 6) Columns 3, 5 and 7 present the strata-adjusted differences between the samples indicated in the header and sub-header. For instance, Column 3 reports the difference between workers who completed the survey and provided linkage consent to the set of invited workers. Robust standard errors are presented in parentheses. Levels of significance: * 10%, ** 5%, and *** 1%.

Table 5: Impact of Randomized Incentives on Response Rates

	Provided an E-Mail			
	No	Yes		
	(1)	(2)	(3)	(4)
Reminder Letter	0.079*** (0.019)			
Initial Letter		0.230*** (0.015)		0.232*** (0.015)
Reminder E-mail			0.070*** (0.016)	0.077*** (0.016)
Constant	0.360*** (0.017)	0.270*** (0.013)	0.393*** (0.014)	0.210*** (0.018)
Observations	3405	5011	5011	5011

Note: This table analyzes the effect of the randomized incentives on the likelihood that invited individuals completed the follow-up survey and provided linkage consent. In the initial survey, we asked individuals whether we could contact them for a follow-up survey and whether we could contact them via e-mail (which they then provided). Column 1 focuses on workers who did not provide an e-mail address with which to contact them for the follow-up survey. Columns 2 to 4 focus on workers who did provide an e-mail address for this purpose. Each column presents the coefficients from a regression among workers in the indicated sample; the dependent variable is an indicator for whether the individual responded to the follow-up survey and provided consent to link this new response to the administrative records; the independent variables are an indicator for the survey incentive(s) indicated in the rows and a constant. Robust standard errors are presented in parentheses. Levels of significance: * 10%, ** 5%, and *** 1%.

response rates of individuals in the letter (non-email) sample. For these workers, we randomized a single incentive: the provision of a reminder letter (as in the initial survey wave). As Column 1 indicates, those that did not receive the reminder (25% of the sample) had a response rate of just under 40%; the reminder boosted response rates by 8 percentage points.

Among workers who provided an e-mail address, we cross-randomized two incentives. First, we mailed a random subset (75%) of these individuals a letter before we e-mailed them regarding the survey. Second, we sent an e-mail reminder to a random subset (75%, cross-randomized) of these individuals. Both incentives were highly effective. The initial letter boosted response rates by 23 percentage points (Column 2). The e-mail reminder boosted response rates by 7 percentage points (Column 3).

1.2.2 Selection Into Non-Response

Analogous to the initial survey, we analyze the characteristics of compliers for the follow-up survey following Dutz et al. (2021). Appendix Table 6 describes three groups of individuals: early always takers (Column 1), late always takers (Column 2), and reminder compliers (Column 3). As in the initial survey, almost all of the always takers responded before the reminder was sent. Column 3 indicates that the reminder compliers are very similar to the early always takers.

2 Questionnaire

Note that while we included questions for workers who indicated they were, at the time of the survey, self-employed or non-employed, our survey was targeted at employed workers. We exclude self-employed and non-employed individuals from our analysis (in all papers) as the number of workers in these categories was low.

2.1 English Translation of Questionnaire

This section provides the questionnaires of both the initial and follow-up survey. From both surveys, we omit questions about negotiation that were designed for and described in detail in Caldwell, Haegele and Heining (2024). We first

Table 6: Characteristics of Reminder Compliers and Always Takers in the Follow-Up Survey

	Always Takers		Reminder
	Early	Late	Compliers
	(1)	(2)	(3)
Shares	0.35	0.01	0.13
Female	0.32	0.50	0.31
Age	33.37	32.55	33.36
German	0.94	0.91	0.93
College Degree	0.65	0.77	0.61
Apprenticeship	0.29	0.14	0.33
Daily Pay (allocated)	175.12	157.38	171.34
Censored Pay	0.22	0.18	0.19
Hours Worked	40.45	40.48	40.52
CBA	0.56	0.33	0.61
<u>Sector</u>			
Manufacturing	0.47	0.36	0.48
Retail	0.09	0.09	0.09
Professional	0.13	0.18	0.13
<u>AKM Fixed Effects</u>			
Person Effect	4.45	4.41	4.42
Firm Effect	0.46	0.44	0.45
Risk Preferences	6.09	5.68	6.22
Outside Options	1.40	1.45	1.41
Did Not Provide Firm Names	0.44	0.41	0.43

Note: This table compares the characteristics of early and late always takers to reminder compliers for the follow-up survey. Early always takers are workers in the control group who responded before we mailed the (randomized) reminders. Late always takers are workers in the control group who responded after we mailed the reminders. Reminder compliers are workers who responded after being mailed a reminder. Following Dutz et al. (2021), we estimate the reminder compliers' average characteristics via an instrumental variables regression with $Y_i(1-R_{i1})R_{i2}$ as the outcome variable, $(1-R_{i1})R_{i2}$ as the endogenous variable, and Z_i as the instrument. Y_i is the characteristic of interest, R_{i1} is an indicator for responding before we mailed the reminders, R_{i2} is an indicator for responding after we mailed the reminders, and Z_i is an indicator for having received a reminder. The shares reported in Row 1 are out of all workers invited to respond to the follow-up survey (Column 1), those who neither responded earlier nor received a reminder (Column 2), and those who did not respond earlier but did receive a reminder (Column 3).

provide the English translation of both questionnaires, followed by the original wording in German.

2.1.1 Main Survey

1. In order to keep the survey short, we would like to include data in the evaluation that are available at the Federal Employment Agency in Nuremberg. This is, for example, information about your previous employment.

We strictly comply with all data protection regulations or these are strictly controlled by the IAB. All information and answers are evaluated and presented anonymously, i.e. without name, address and contact information. Nobody can therefore recognize which answers you have given. There is also no transfer of data that would identify you. Further information on data protection can be found <https://www.iab.de/de/befragungen/lohnflexibilitaet-in-deutschland.aspx>.

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.

Do you agree to your data being linked?

- a. Yes, I agree to the link
 - b. No, I do not agree to the link
2. What best describes your current main employment?
 - (a) Employed with social security contributions
 - (b) Self-employed
 - (c) Not employed
 - (d) Other

Module: Employment and Bargaining

Submodule: Employed or missing

3. When did you first join your current company?
 - (a) In the past 6 months
 - (b) 6-12 months ago
 - (c) 1-2 years ago
 - (d) 2-3 years ago
 - (e) >3 years ago
4. Is your current position covered by a CBA agreement (i.e., are you paid according to a CBA)?
 - (a) Yes
 - (b) No
 - (c) I don't know
5. How many hours do you work in a typical week? {fill in}
6. At the time that you first applied to your current company, did you know anyone who worked at the company?
 - (a) Yes
 - (b) No, but I knew someone who used to work at the company
 - (c) No, I did not know anyone
7. At the time that you applied, did you know what salary you would earn?
 - (a) I had no or very little idea
 - (b) I only had a rough idea what is paid in my region or sector
 - (c) I had at least a rough idea what this company pays for the position
 - (d) I knew exactly what this company pays for the position
8. During the past six months, have you done any of the following? Please select all that apply.
 - (a) Looked at job postings
 - (b) Updated public resume or employment information (e.g., Xing, LinkedIn)
 - (c) Reached out to people in my network for information about potential job opportunities
 - (d) Applied to a job at another company
9. During the past six months, did anyone reach out to you to provide information about potential job opportunities

(e.g., sent you a job opening or offered to provide a referral)?

- (a) Yes
- (b) No

10. During the past six months, did you receive any job offers from other companies?

- (a) Yes
- (b) No

11. During the past six months, did your company offer you a salary increase without you asking?

- (a) Yes
- (b) No

12. During the past six months, did you actively ask for an increase in salary?

- (a) Yes
- (b) No

Submodule: Self-Employed or Non-Employed

13. How many hours do you work in a typical week? {fill in}

14. During the past six months, have you done any of the following? Please select all that apply.

- ☐ Looked at job postings
- ☐ Updated public resume or employment information (e.g., Xing, LinkedIn)
- ☐ Reached out to people in my network for information about potential job opportunities
- ☐ Applied for jobs

15. During the past six months, did anyone reach out to you to provide information about potential job opportunities (e.g. sent you a job opening or offered to provide a referral)?

- (a) Yes
- (b) No

16. During the past six months, did you receive any job offers?

- (a) Yes
- (b) No

Module: Worker-Provided Firms

17. Suppose you planned to move to a new company in the next {one/three/six} months. What are companies that you would consider applying to? Please list three companies that you would consider applying to and that hire employees in positions like yours (e.g. "Placeholder Inc"). These can be companies without current job vacancies.

- (a) {fill in Company 1}
- (b) {fill in Company 2}
- (c) {fill in Company 3}
- (d) I do not want to answer this question [exclusive option]

18. **[Employed]** What do you think your gross annual pay would be if you worked at these companies in a position similar to your current one?

- (a) {fill in Company 1}
- (b) {fill in Company 2}
- (c) {fill in Company 3}

19. What best describes how certain you feel about your pay estimates?

Company Name	Very Uncertain	Uncertain	Somewhat Certain	Certain	Very Certain
{fill in Company 1}					
{fill in Company 2}					
{fill in Company 3}					

20. Some of these companies may have subsidiaries in multiple locations. Which location did you have in mind?

Company Name	Location
{fill in Company 1}	
{fill in Company 2}	
{fill in Company 3}	

21. Do you know any employees at these companies (e.g. former coworkers, friends and family)?

Company Name	Yes, I know current employees	Yes, I know former employees	No, I do not know anyone who ever worked at this company
{fill in Company 1}			
{fill in Company 2}			
{fill in Company 3}			

22. Suppose one of your colleagues got offers from the following companies for a position like yours. Which company do you think offers the highest gross annual pay? Please rank the offers from 1 (highest pay) to 3 (lowest pay).

Company Name	Ranking
{fill in Company 1}	
{fill in Company 2}	
{fill in Company 3}	

23. Suppose you can remain at your current company or switch to any of the companies you provided and immediately receive the raise specified below. Please rank the following job offers from 1 (most likely to take) to 3 (least likely to take).

Company Name	Ranking
{fill in Company 1}	
{fill in Company 2}	
{fill in Company 3}	

24. **[Employed]** Suppose you can remain at your current company or switch to any of the companies you provided and immediately receive the raise specified below. Please rank the following job offers from 1 (most likely to take) to 4 (least likely to take).

Job Offer	Ranking
{fill in Company 1} with a {10%/15%} raise	
{fill in Company 2} with a {10%/15%} raise	
{fill in Company 3} with a {15%/15%} raise	
Remain at Current Firm at Current Pay	

25. **[Employed]** Now we would like to ask you to re-rank the firms under 2 scenarios. First, suppose that you have the same three offers, but would be able to have the same **commute/route** to work. Please rank the offers from 1 (most likely to take) to 4 (least likely to take).

Job Offer	Ranking
{fill in Company 1} with a {10%/15%} raise	
{fill in Company 2} with a {10%/15%} raise	
{fill in Company 3} with a {5%/20%} raise	
Remain at Current Firm at Current Pay	

26. **[Employed]** Now suppose that you have the same set of offers, but instead of the commute staying the same your **career growth** (future raises/promotions) are identical at each option. Please rank the offers from 1 (most likely to take) to 4 (least likely to take).

Job Offer	Ranking
{fill in Company 1} with a {10%/15%} raise	
{fill in Company 2} with a {10%/15%} raise	
{fill in Company 3} with a {5%/20%} raise	
Remain at Current Firm at Current Pay	

Module: Researcher-Provided Firms

27. Suppose you planned to move to a new company in the next {one/three/six} months. Would you consider

applying to any of these? Please select all that apply.

- (a) Company 1
- (b) Company 2
- (c) Company 3
- (d) Company 4
- (e) Company 5
- (f) Company 6
- (g) Company 7

29. **[Employed/Self-Employed]** We are now interested in your perception of job opportunities available at different companies. What do you think your gross annual pay would be if you worked at these companies in a position similar to your current one?

Company Name	Pay in Euros
{fill in Company 1}	
{fill in Company 2}	
{fill in Company 3}	

30. **[Non-Employed]** We are now interested in your perception of job opportunities available at different companies. What do you think your gross annual pay would be if you worked at these companies in a position similar to your most recent one?

Company Name	Pay in Euros
{fill in Company 1}	
{fill in Company 2}	
{fill in Company 3}	

31. **[Employed]** Suppose you can remain at your current company or switch to any of the companies listed below and immediately receive the raise specified below. Please rank the following job offers from 1 to 4 where 1 is the offer you are most likely to take and 4 is the offer you are least likely to take.

Job Offer	Ranking
{fill in Company 1} with a {10%/15%} raise	
{fill in Company 2} with a {10%/15%} raise	
{fill in Company 3} with a {5%/20%} raise	
Remain at Current Firm at Current Pay	

32. **[Self-employed]** Now suppose you can remain self-employed or switch to any of the companies listed below and immediately receive the raise specified below. Please rank the following job offers from 1 to 4 where 1 is the offer you are most likely to take and 4 is the offer you are least likely to take.

Option	Ranking
{fill in Company 1} with a {10%/15%} raise	
{fill in Company 2} with a {10%/15%} raise	
{fill in Company 3} with a {5%/20%} raise	
Remain Self-employed at Current Pay	

33. **[Non-employed]** Now suppose you can remain non-employed or join any of the companies listed below and immediately receive the raise specified below. Please rank the following job offers from 1 to 4 where 1 is the offer you are most likely to take and 4 is the offer you are least likely to take.

Option	Ranking
{fill in Company 1} with a {10%/15%} higher income	
{fill in Company 2} with a {10%/15%} higher income	
{fill in Company 3} with a {5%/20%} higher income	
Remain Non-employed	

34. In your opinion, how easy would it be for you to obtain a job offer from a different company that you would prefer to your current position?

- (a) Very Easy
- (b) Easy

- (c) Difficult
 - (d) Very difficult
35. If you had to move to a new company within the next {one/three/six} months, what best describes where you would search for a job? This only applies to positions **without** a home office option.
- (a) I would search for jobs which are not further away from my place of residence than {fill-in} Kilometers
36. Finally, we would like to ask you to assess yourself. Are you generally a person who is willing to take risks or do you try to avoid taking risks? Please choose a value on the scale below, where the value 0 means “not at all willing to take risks” and the value 10 means “very willing to take risks”.
- (a) 0 (Not at all willing to take risks) 1 2 3 4 5 6 7 8 9 10 (Very willing to take risks)

Module: Consent

37. To thank participants for their time, we are raffling off {1500}/{1000} gift cards with a value of {10}/{5} Euros. If you would like to participate in the raffle, please provide your email address below. _____
{open-field that accepts e-mail addresses only}
38. Your information supports IAB’s research on employees’ salary progression in Germany. Since current labor market dynamics are rapidly changing, we would like to survey you again in a few months. Would you like to continue to contribute to providing well-founded information on employees’ circumstances in Germany? Then we ask you to provide us with your email address so that we can question you again. Of course, we will only use the e-mail address to write to you for our survey. You can of course unsubscribe from the survey at any time. To which email address can we send our invitation?
- (a) {open field that accepts e-mail addresses only}
 - (b) I do not want to be contacted by email.
39. May we then invited you again by mail?
- (a) Yes
 - (b) No

2.1.2 Follow-up Survey

1. In order to keep the survey short, we would like to include data in the evaluation that are available at the Federal Employment Agency in Nuremberg. This is, for example, information about your previous employment. We strictly comply with all data protection regulations or these are strictly controlled by the IAB. All information and answers are evaluated and presented anonymously, i.e., without name, address and contact information. Nobody can therefore recognize which answers you have given. There is also no transfer of data that would identify you. Further information on data protection can be found <https://www.iab.de/de/befragungen/lohnflexibilitaet-in-deutschland.aspx>. 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. Do you agree to your data being linked?
 - (a) Yes, I agree to the linkage
 - (b) No, I do not agree the linkage
2. Have you started a new job at a different company since {month_survey1 2022/2023}??
 - (a) Yes
 - (b) No
3. [Q2=Yes] What best describes your current main employment?
 - (a) Employed with social-security contributions
 - (b) Self-employed
 - (c) Not employed
 - (d) Other
4. During the past six months, have you done any of the following? Please select all that apply.
 - (a) Looked at job postings
 - (b) Updated public resume or employment information (e.g., Xing, LinkedIn)
 - (c) Reached out to people in my network for information about potential job opportunities
 - (d) Applied to a job at another company

5. During the past six months, did anyone reach out to you to provide information about potential job opportunities (e.g., sent you a job opening or offered to provide a referral)?
 - (a) Yes
 - (b) No
6. During the past six months, how many job offers from other companies did you receive?
 - (a) 0
 - (b) 1
 - (c) 2
 - (d) 3 or more

Module: Worker-Provided Firms

7. Next, we are interested in how you perceive employment opportunities in Germany. Even if you don't know something exactly, we would like to ask you to share your best guess with us. Suppose you planned to move to a new company in the next {one/three/six} months. What are companies that you would consider applying to? Please list three companies that you would consider applying to and that hire employees in positions like yours (e.g., "Placeholder Inc"). These can be companies without current job vacancies.
 - (a) {fill in Company 1}
 - (b) {fill in Company 2}
 - (c) {fill in Company 3}
 - (d) I do not want to answer this question [exclusive option]
8. [Q7=d] What best describes why you did not provide any company names in the previous question?
 - (a) I am not comfortable sharing this information
 - (b) There are companies I would consider, but the survey interface was too difficult
 - (c) I could not think of specific companies
 - (d) I have no interest in switching companies and have not thought about it at all
9. [Q7 has only 1 or 2 firms provided] What best describes why you did not provide three company names in the previous question?
 - (a) I am not comfortable sharing this information
 - (b) There are more companies I would consider, but the survey interface was too difficult
 - (c) I could not think of any other specific companies
 - (d) I have no interest in switching companies and have not thought much about it
10. [Q7 is not missing] What do you think your **gross annual pay** would be if you worked at these companies in a position similar to your current position?

Company	Gross Annual Pay in Euros
{Company 1}	
{Company 2}	
{Company 3}	

11. [Q7 is not missing] Suppose you can remain at your current company or switch to any of the companies you provided and immediately receive the pay specified below. Please rank the following job offers from 1 to 4 where 1 is the offer you are most likely to take and 4 is the offer you are least likely to take.

Job Offer	Ranking
{Company 1} with a pay of{ }	
{Company 2} with a pay of{ }	
{Company 3} with a pay of{ }	
Remain at current company with a pay of{ }	

[Note: The raises were randomized as follows: Workers group 1 saw the following raises for the four options: +15%/+10%/+10%/current pay. Workers in group 2 saw: +5%/+5%/+10%/-5%. Workers in group 3 saw: +5%/+15%/+15%/current. Workers in group 4 saw: +10%/+10%/-5%/current. Workers in group 5 saw: +10%/+5%/+10%/-5%.]

Module: Researcher-Provided Firms

12. Suppose you planned to move to a new company in the next {one/three/six} months. Would you consider

applying to any of these? Please select all that apply.

- (a) Company 1
- (b) Company 2
- (c) Company 3
- (d) Company 4
- (e) Company 5
- (f) Company 6
- (g) Company 7

13. What do you think your **gross annual pay** would be if you worked at these companies in a position similar to your current position?

Company	Gross Annual Pay in Euros
{Company 1}	
{Company 2}	
{Company 3}	

14. [Q13 is missing] Even if you are unsure, we are interested in your guess of how these companies compare with respect to what they pay. Please rank the companies from 1 (highest pay) to 3 (lowest pay).

Company	Ranking
{Company 1}	
{Company 2}	
{Company 3}	

15. Suppose you can remain at your current company or switch to any of the companies listed below and immediately receive the pay specified below. Please rank the following job offers from 1 to 4 where 1 is the offer you are most likely to take and 4 is the offer you are least likely to take.

Job Offer	Ranking
{Company 1} with a pay of {}	
{Company 2} with a pay of {}	
{Company 3} with a pay of {}	
Remain at current company with a pay of {}	

[Note: The raises were randomized as follows: Workers group 1 saw the following raises for the four options: +15%/+10%/+10%/current pay. Workers in group 2 saw: +5%/+5%/+10%/-5%. Workers in group 3 saw: +5%/+15%/+15%/current. Workers in group 4 saw: +10%/+10%/-5%/current. Workers in group 5 saw: +10%/+5%/+10%/-5%.]

16. Now we would like to ask you to rerank the companies under two scenarios. First suppose that you have the same three offers but would be able to have the same **commute** to work as before. Please rank the offers from 1 (most likely to take) to 4 (least likely to take).

Job Offer	Ranking
{Company 1} with a pay of {}	
{Company 2} with a pay of {}	
{Company 3} with a pay of {}	
Remain at current company with a pay of {}	

[Note: The raises were randomized as follows: Workers group 1 saw the following raises for the four options: +15%/+10%/+10%/current pay. Workers in group 2 saw: +5%/+5%/+10%/-5%. Workers in group 3 saw: +5%/+15%/+15%/current. Workers in group 4 saw: +10%/+10%/-5%/current. Workers in group 5 saw: +10%/+5%/+10%/-5%.]

17. Now suppose that you have the same set of offers, but instead of the commute staying the same you knew that the **training and learning opportunities** at each of the three firms was the same as at your current company. Please rank the offers from 1 (most likely to take) to 4 (least likely to take)

Job Offer	Ranking
{Company 1} with a pay of { }	
{Company 2} with a pay of { }	
{Company 3} with a pay of { }	
Remain at current company with a pay of { }	

[Note: The raises were randomized as follows: Workers group 1 saw the following raises for the four options: +15%/+10%/+10%/current pay. Workers in group 2 saw: +5%/+5%/+10%/-5%. Workers in group 3 saw: +5%/+15%/+15%/current. Workers in group 4 saw: +10%/+10%/-5%/current. Workers in group 5 saw: +10%/+5%/+10%/-5%.]

Module: Applications

18. Suppose you planned to move to a new company in the next {one/three/six} months, how many different companies do you think would you apply to?
 - (a) The number of companies I would apply to is: _____
19. **[Randomize who sees Q19 (50%) and who sees Q20/Q21 (50%)]** In your opinion, what are the main reasons that make employees hesitant to switch jobs? Please choose the two most important reasons.
 - (a) Personal ties to coworkers
 - (b) Location
 - (c) Pay
 - (d) Benefits/ company culture
 - (e) Reluctance to undergo changes
 - (f) Lack of opportunities at other companies
20. Suppose you are comparing job opportunities at two different companies: Company 1 pays 10% above the market average and Company 2 pays 30% above the market average. Which company do you think attracts more qualified applicants per opening?
 - (a) Company 1
 - (b) Company 2
 - (c) Both attract the same number of applicants
21. Which company do you think provides better non-wage amenities (e.g., home office, childcare subsidy)?
 - (a) Company 1
 - (b) Company 2
 - (c) Both provide the same non-wage amenities
22. Imagine you were to discover that other companies in your area pay {5%/10%/20%} more than your current employer. How likely is it that you would start applying for jobs at other companies?
 - (a) Please type in a number between 0% (I would definitely not apply) and 100% (I would start applying immediately): []%
23. How sure would you have to be that you would get a job at one of the higher-paying companies for you to start applying for a new job?
 - (a) At least 90% sure
 - (b) At least 75% sure
 - (c) At least 50% sure
 - (d) At least 25% sure
 - (e) I would start applying in any case
24. When considering a potential job opportunity, how important are each of the following features to you? [Dropdown scale with 1 - not important at all, 2 - slightly important, 3 - moderately important, 4 - very important, 5 - extremely important]
 - (a) Opportunity for reduced hours
 - (b) Home office option
 - (c) Predictable schedule (including overtime)
25. To what extent do you agree with the following statements? [Dropdown scale 1 (totally disagree) 2 3 4 5 6 7 (totally agree)]

- (a) "I have confidence in my capabilities."
- (b) "If I were comparing companies to apply to, I would factor in the amount of competition from other applicants."
- (c) "I would be reluctant to apply for a job if the probability I would get an offer is low."

Module: Person-Specific Information

26. At the end of the survey, we are interested in your personal background. Are you married?
- (a) Yes
 - (b) No
27. Do you have children?
- (a) Yes
 - (b) No

2.2 Original German Questionnaire

2.2.1 Initial Survey

Module: Consent

1. 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 Ihrer bisherigen Berufstätigkeit. Wir halten alle datenschutzrechtlichen Bestimmungen streng ein bzw. diese werden vom IAB streng kontrolliert. Alle Angaben und Antworten werden in anonymisierter Form, also ohne Namen, Anschrift und Kontaktinformationen, ausgewertet und dargestellt. Niemand kann daher erkennen, welche Antworten Sie gegeben haben. Es erfolgt auch keine Weitergabe von Daten, die Ihre Person erkennen lassen. Weitere Informationen zum Datenschutz finden Sie unter <https://www.iab.de/de/befragungen/lohnflexibilitaet-in-deutschland.aspx>. Die Auswertung erfolgt zu rein wissenschaftlichen Zwecken, das heißt nicht für kommerzielle Zwecke wie Werbung oder Marketing. Ihre Zustimmung ist selbstverständlich freiwillig. Sind Sie mit der Zuspiegelung Ihrer Daten einverstanden?
 - (a) Ja, ich bin mit einer Zuspiegelung einverstanden.
 - (b) Nein, ich bin mit einer Zuspiegelung nicht einverstanden.
2. Was trifft am besten auf Ihre aktuelle Haupterwerbstätigkeit zu?
 - (a) Sozialversicherungspflichtig beschäftigt
 - (b) Selbstständig
 - (c) Nicht erwerbstätig
 - (d) Sonstiges

Module: Employment and Bargaining

Submodule: Employed or missing

3. Bitte beantworten Sie folgende Fragen in Bezug auf Ihren Hauptarbeitgeber. Seit wann sind Sie in Ihrem jetzigen Unternehmen beschäftigt?
 - (a) Seit weniger als 6 Monaten
 - (b) Seit 6-12 Monaten
 - (c) Seit 1-2 Jahren
 - (d) Seit 2-3 Jahren
 - (e) Seit mehr als 3 Jahren
4. Ist Ihre Stelle tarifgebunden (d.h. werden Sie nach Tarifvertrag bezahlt)?
 - (a) Ja
 - (b) Nein
 - (c) Ich weiß nicht
5. Wie viele Stunden arbeiten Sie in einer typischen Woche?{fill in}
6. Als Sie sich zum ersten Mal bei Ihrem jetzigen Unternehmen beworben haben, kannten Sie jemanden, der bei diesem Unternehmen beschäftigt war?
 - (a) Ja.

- (b) Nein, aber ich kannte jemanden, der in der Vergangenheit bei diesem Unternehmen beschäftigt war.
 - (c) Nein, ich kannte niemanden.
7. Wussten Sie zum Zeitpunkt Ihrer Bewerbung welches Gehalt Sie verdienen würden?
- (a) Ich hatte keine oder nur sehr wenig Ahnung.
 - (b) Ich hatte nur eine ungefähre Vorstellung davon, was in meiner Region oder Branche bezahlt wird.
 - (c) Ich hatte zumindest eine ungefähre Vorstellung, was dieses Unternehmen für die Stelle bezahlt.
 - (d) Ich wusste genau, was dieses Unternehmen für die Stelle bezahlt.
8. In den vergangenen sechs Monaten haben Sie Folgendes getan? Bitte wählen Sie alle zutreffenden Antworten aus.
- (a) Stellenausschreibungen angesehen
 - (b) Aktualisierten Lebenslauf oder Beschäftigungsinformationen online gestellt (z.B. über Xing, LinkedIn)
 - (c) Personen in meinem Netzwerk kontaktiert, um Informationen zu potentiellen Jobangeboten zu erhalten
 - (d) Sich auf eine Stelle in einem anderen Unternehmen beworben
9. In den vergangenen sechs Monaten hat Sie jemand mit Informationen zu potentiellen Jobangeboten kontaktiert (z.B. Stellenausschreibungen zugeschickt oder Ihnen angeboten, eine Empfehlung für Sie auszusprechen)?
- (a) Ja
 - (b) Nein
10. In den vergangenen sechs Monaten haben Sie Stellenangebote von anderen Unternehmen erhalten?
- (a) Ja
 - (b) Nein
11. In den vergangenen sechs Monaten..... hat Ihr Unternehmen Ihnen eine Gehaltserhöhung angeboten, ohne dass Sie danach gefragt haben?
- (a) Ja
 - (b) Nein
12. In den vergangenen sechs Monaten..... haben Sie proaktiv nach einer Gehaltserhöhung gefragt?
- (a) Ja
 - (b) Nein
13. Wie viele Stunden arbeiten Sie in einer typischen Woche{fill in}
14. In den vergangenen sechs Monaten haben Sie Folgendes getan? Bitte wählen Sie alle zutreffenden Antworten aus.
- (a) Stellenausschreibungen angesehen
 - (b) Aktualisierten Lebenslauf oder Beschäftigungsinformationen online gestellt (z.B. über Xing, LinkedIn)
 - (c) Personen in meinem Netzwerk kontaktiert, um Informationen zu potentiellen Jobangeboten zu erhalten
 - (d) Auf eine Stelle beworben
15. In den vergangenen sechs Monaten hat Sie jemand mit Informationen zu potentiellen Jobangeboten kontaktiert (z.B. Stellenausschreibungen zugeschickt oder Ihnen angeboten, Empfehlung für Sie auszusprechen)?
- (a) Ja
 - (b) Nein
16. In den vergangenen sechs Monaten haben Sie Stellenangebote erhalten?
- (a) Ja
 - (b) Nein

Module: Worker-Provided Firms

17. Als Nächstes interessiert uns, wie Sie Beschäftigungsmöglichkeiten in Deutschland wahrnehmen. Auch wenn Sie etwas nicht genau wissen, möchten wir Sie bitten, Ihre Einschätzung mit uns zu teilen. Angenommen, Sie planen {im nächsten Monat/ in den nächsten drei Monaten/ in den nächsten sechs Monaten} in ein neues Unternehmen zu wechseln. Bei welchen Unternehmen würden Sie erwägen, sich zu bewerben? Bitte geben Sie drei Unternehmen an, bei denen Sie sich bewerben würden und die Beschäftigte in Stellen wie Ihrer einstellen (z.B. „Musterunternehmen GmbH“). Das können auch Unternehmen ohne aktuelle Stellenangebote sein.

- (a) {Unternehmen 1 eintragen}
- (b) {Unternehmen 2 eintragen}
- (c) {Unternehmen 3 eintragen}
- (d) Ich möchte diese Frage nicht beantworten [exklusive Option]

18. **[Employed]** Was denken Sie, wie hoch wäre Ihr Jahresbruttogehalt, wenn Sie bei diesen Unternehmen in einer ähnlichen Stelle wie bisher arbeiten würden?

Unternehmen	Jahresbruttogehalt in Euro
{Unternehmen 1}	
{Unternehmen 2}	
{Unternehmen 3}	

19. Was beschreibt am besten, wie sicher Sie sich bei Ihren Gehaltsschätzungen sind?

Unternehmen	Sehr unsicher	Unsicher	Etwas sicher	Sicher
{Unternehmen 1}				
{Unternehmen 2}				
{Unternehmen 3}				

20. Einige dieser Unternehmen haben möglicherweise Niederlassungen in mehreren Orten. An welchen Ort hatten Sie jeweils gedacht?

Unternehmen	Ort
{Unternehmen 1}	
{Unternehmen 2}	
{Unternehmen 3}	

21. Kennen Sie Mitarbeiter bei diesen Unternehmen (z.B. ehemalige Kollegen, Freunde oder Familienmitglieder)?

Unternehmen	Ja, ich kenne derzeitige Mitarbeiter	Ja, ich kenne ehemalige Mitarbeiter	Nein, ich kenne niemanden der jemals bei diesem Unternehmen
{Unternehmen 1}			
{Unternehmen 2}			
{Unternehmen 3}			

22. Nehmen Sie nun an, einer Ihrer Kollegen bekommt Jobangebote von folgenden Unternehmen für eine Stelle wie Ihre. Was glauben Sie, welches Unternehmen bietet das höchste Bruttojahresgehalt? Bitte ordnen Sie die

Unternehmen	Rangfolge
{Unternehmen 1}	
{Unternehmen 2}	
{Unternehmen 3}	

Angebote von 1 (höchstes Gehalt) bis 3 (niedrigstes Gehalt).

23. **[Employed]** Angenommen, Sie könnten in Ihrem aktuellen Unternehmen bleiben oder zu einem der von Ihnen genannten Unternehmen wechseln und erhalten sofort die unten angegebene Gehaltserhöhung. Bitte ordnen Sie die folgenden Jobangebote von 1 (am ehesten annehmen) bis 4 (am wenigsten annehmen).

Jobangebot	Rangfolge
{Fill-in 1} mit {10%/15%} höherem Gehalt	
{Fill-in 2} mit {10%/15%} höherem Gehalt	
{Fill-in 3} mit {15%/15%} höherem Gehalt	
Im jetzigen Unternehmen bleiben mit aktuellem Gehalt	

24. **[Self-Employed]** Angenommen, Sie könnten selbstständig bleiben oder zu einem der von Ihnen genannten Unternehmen wechseln und erhalten sofort die unten angegebene Gehaltserhöhung. Bitte ordnen Sie die folgenden Jobangebote von 1 (am ehesten annehmen) bis 4 (am wenigsten annehmen).

Jobangebot	Rangfolge
{Fill-in 1} mit {10%/15%} höherem Gehalt	
{Fill-in 2} mit {10%/15%} höherem Gehalt	
{Fill-in 3} mit {15%/15%} höherem Gehalt	
Mit aktuellem Gehalt selbstständig bleiben	

25. **[Non-employed]** Angenommen, Sie könnten weiterhin nicht erwerbstätig sein oder zu einem der von Ihnen

genannten Unternehmen wechseln und erhalten sofort die unten angegebene Einkommenserhöhung. Bitte ordnen Sie die folgenden Jobangebote von 1 (am ehesten annehmen) bis 4 (am wenigsten annehmen).

Jobangebot	Rangfolge
{Fill-in 1} mit {10%/15%} höherem Einkommen	
{Fill-in 2} mit {10%/15%} höherem Einkommen	
{Fill-in 3} mit {15%/15%} höherem Einkommen	
Weiterhin keine Erwerbstätigkeit	

26. **[Employed]** Nun möchten wir Sie bitten, die Rangfolge der Unternehmen unter zwei Szenarien neu einzustufen. Nehmen Sie zuerst an, Sie hätten wieder die drei Jobangebote zur Auswahl, aber Sie hätten den gleichen Arbeitsweg wie bisher. Bitte ordnen Sie die Angebote von 1 (am ehesten annehmen) bis 4 (am wenigsten annehmen).

Jobangebot	Rangfolge
{Fill-in 1} mit {10%/15%} höherem Gehalt	
{Fill-in 2} mit {10%/15%} höherem Gehalt	
{Fill-in 3} mit {15%/15%} höherem Gehalt	
Im jetzigen Unternehmen bleiben mit aktuellem Gehalt	

27. **[Employed]** Statt dem Arbeitsweg, nehmen Sie nun an, dass Ihre Karriereentwicklung (zukünftige Gehaltserhöhungen/Beförderungen) für alle Optionen identisch ist. Bitte ordnen Sie die Angebote von 1 (am ehesten annehmen) bis 4 (am wenigsten annehmen).

Jobangebot	Rangfolge
{Fill-in 1} mit {10%/15%} höherem Gehalt	
{Fill-in 2} mit {10%/15%} höherem Gehalt	
{Fill-in 3} mit {15%/15%} höherem Gehalt	
Im jetzigen Unternehmen bleiben mit aktuellem Gehalt	

Module: Researcher-Provided Firms

28. Falls Sie planen {im nächsten Monat/ in den nächsten drei Monaten/ in den nächsten sechs Monaten} in ein neues Unternehmen zu wechseln, würden Sie erwägen, sich bei folgenden Unternehmen zu bewerben? Bitte kreuzen Sie alle zutreffenden Antworten an.

- (a) Unternehmen 1
- (b) Unternehmen 2
- (c) Unternehmen 3
- (d) Unternehmen 4
- (e) Unternehmen 5
- (f) Unternehmen 6
- (g) Unternehmen 7

29. **[Employed or Self-Employed]** Uns interessiert nun, wie Sie Stellenangebote in verschiedenen Unternehmen wahrnehmen. Was denken Sie, wie hoch wäre Ihr Jahresbruttogehalt, wenn Sie bei diesen Unternehmen in einer

Unternehmen	Jahresbruttogehalt in Euro
{Unternehmen 1}	
{Unternehmen 2}	
{Unternehmen 3}	

ähnlichen Stelle wie bisher arbeiten würden?

30. **[Non-Employed]** Uns interessiert nun, wie Sie Stellenangebote in verschiedenen Unternehmen wahrnehmen. Was denken Sie, wie hoch wäre Ihr Jahresbruttogehalt, wenn Sie bei diesen Unternehmen in einer ähnlichen Stelle wie Ihrer letzten Stelle arbeiten würden?

Unternehmen	Jahresbruttogehalt in Euro
{Unternehmen 1}	
{Unternehmen 2}	
{Unternehmen 3}	

31. **[Employed]** Angenommen, Sie könnten in Ihrem aktuellen Unternehmen bleiben oder zu einem der genannten Unternehmen wechseln und erhalten sofort die unten angegebene Gehaltserhöhung. Bitte ordnen Sie die

folgenden Jobangebote von 1 (am ehesten annehmen) bis 4 (am wenigsten annehmen).

Jobangebot	Rangfolge
{Unternehmen 1} mit {15%/10%} höherem Gehalt	
{Unternehmen 12} mit {15%/10%} höherem Gehalt	
{Unternehmen 3} mit {15%/15%} höherem Gehalt	
Im jetzigen Unternehmen bleiben mit aktuellem Gehalt	

32. **[Self-Employed]** Angenommen, Sie könnten selbstständig bleiben oder zu einem der genannten Unternehmen wechseln und erhalten sofort die unten angegebene Gehaltserhöhung. Bitte ordnen Sie die folgenden Jobange-

Jobangebot	Rang
{Unternehmen 1} mit {15%/10%} höherem Gehalt	
{Unternehmen 2} mit {15%/10%} höherem Gehalt	
{Unternehmen 13} mit {15%/15%} höherem Gehalt	
Mit aktuellem Gehalt selbstständig bleiben	

bote von 1 (am ehesten annehmen) bis 4 (am wenigsten annehmen).

33. **[Non-Employed]** Angenommen, Sie könnten weiterhin nicht erwerbstätig sein oder zu einem der genannten Unternehmen wechseln und erhalten sofort die unten angegebene Einkommenserhöhung. Bitte ordnen Sie die folgenden Jobangebote von 1 (am ehesten annehmen) bis 4 (am wenigsten annehmen).

Jobangebot	Rangfolge
{Unternehmen 1} mit {15%/10%} höherem Einkommen	
{Unternehmen 2} mit {15%/10%} höherem Einkommen	
{Unternehmen 3} mit {15%/10%} höherem Einkommen	
Weiterhin keine Erwerbstätigkeit.	

34. Was glauben Sie, wie einfach wäre es für Sie, ein Stellenangebot von einem anderen Unternehmen zu erhalten, das Sie Ihrer jetzigen Stelle vorziehen würden?

- (a) Sehr einfach
- (b) Einfach
- (c) Schwierig
- (d) Sehr schwierig

35. Wenn Sie {im nächsten Monat/ in den nächsten drei Monaten/ in den nächsten sechs Monaten} das Unternehmen wechseln müssten, was beschreibt am besten, wo Sie nach einer Stelle suchen würden? Es geht dabei ausschließlich um Stellen ohne Home-Office Option.

- (a) Ich würde nach Stellen suchen, die nicht weiter entfernt von meinem Wohnort sind als. {eintragen} Kilometer

36. Abschließend interessiert uns Ihre Selbsteinschätzung. Sind Sie generell ein risikobereiter Mensch oder versuchen Sie Risiken zu vermeiden? Verwenden Sie dazu bitte eine Skala von 0 bis 10. Der Wert 0 bedeutet „gar nicht risikobereit“ und der Wert 10 „sehr risikobereit“. Mit den Werten dazwischen können Sie Ihre Einschätzung abstufen.

- (a) 0 (gar nicht risikobereit) 1 2 3 4 5 6 7 8 9 10 (sehr risikobereit)

Module: Consent

37. Als Dankeschön für Ihre Teilnahme verlosen wir {1500}/{1000} Geschenkkarten im Wert von {10}/{5} Euro. Wenn Sie an der Verlosung teilnehmen möchten, geben Sie bitte Ihre E-Mail-Adresse an. {open field that accepts e-mail addresses only}

38. Ihre Angaben unterstützen das IAB bei seiner Forschung zu Gehaltsentwicklung von Beschäftigten in Deutschland. Da sich die aktuellen Arbeitsmarktdynamiken stetig verändern, möchten wir Sie gerne in einigen Monaten erneut befragen. Wollen Sie auch weiterhin dazu beitragen, fundierte Informationen zur Gehaltsentwicklung in Deutschland bereitzustellen? Dann bitten wir Sie, uns Ihre E-Mail-Adresse zur Verfügung zu stellen, damit wir Sie erneut zu einer Befragung einladen können. Die Teilnahme daran ist freiwillig. Natürlich werden wir die E-Mail-Adresse ausschließlich nutzen, um Sie für unsere Befragung anzuschreiben. Sie können sich selbstverständlich jederzeit wieder aus der Befragung abmelden. An welche E-Mail-Adresse dürfen wir unsere Einladung schicken?

- (a) {open field that accepts e-mail addresses only}
- (b) Ich möchte nicht per E-Mail kontaktiert werden.

40. Dürfen wir Sie dann postalisch erneut einladen?

- (a) Ja
- (b) Nein

2.2.2 Follow-up Survey

1. 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 Ihrer bisherigen Berufstätigkeit. Wir halten alle datenschutzrechtlichen Bestimmungen streng ein bzw. diese werden vom IAB streng kontrolliert. Alle Angaben und Antworten werden in anonymisierter Form, also ohne Namen, Anschrift und Kontaktinformationen, ausgewertet und dargestellt. Niemand kann daher erkennen, welche Antworten Sie gegeben haben. Es erfolgt auch keine Weitergabe von Daten, die Ihre Person erkennen lassen. Weitere Informationen zum Datenschutz finden Sie unter <https://www.iab.de/de/befragungen/lohnflexibilitaet-in-deutschland.aspx>). Die Auswertung erfolgt zu rein wissenschaftlichen Zwecken, das heißt nicht für kommerzielle Zwecke wie Werbung oder Marketing. Ihre Zustimmung ist selbstverständlich freiwillig. Sind Sie mit der Zuspiegelung Ihrer Daten einverstanden?
 - (a) Ja, ich bin mit einer Zuspiegelung einverstanden.
 - (b) Nein, ich bin mit einer Zuspiegelung nicht einverstanden.
2. Haben Sie seit {month_survey1 2022/2023} eine neue Stelle bei einem anderen Unternehmen angetreten?
 - (a) Ja
 - (b) Nein
3. [Q2=1] Was trifft am besten auf Ihre aktuelle Haupterwerbstätigkeit zu?
 - (a) Sozialversicherungspflichtig beschäftigt
 - (b) Selbstständig
 - (c) Nicht erwerbstätig
 - (d) Sonstiges
4. In den vergangenen sechs Monaten... ..haben Sie Folgendes getan? Bitte wählen Sie alle zutreffenden Antworten aus.
 - (a) Stellenausschreibungen angesehen
 - (b) Aktualisierten Lebenslauf oder Beschäftigungsinformationen online gestellt (z.B. über Xing, LinkedIn)
 - (c) Personen in meinem Netzwerk kontaktiert, um Informationen zu potentiellen Jobangeboten zu erhalten
 - (d) Sich auf eine Stelle in einem anderen Unternehmen beworben
5. In den vergangenen sechs Monaten.....hat Sie jemand mit Informationen zu potentiellen Jobangeboten kontaktiert (z.B. Stellenausschreibungen zugeschickt oder Ihnen angeboten, eine Empfehlung für Sie auszusprechen)?
 - (a) Ja
 - (b) Nein
6. In den vergangenen sechs Monaten.....wie viele Stellenangebote von anderen Unternehmen haben Sie erhalten?
 - (a) 0
 - (b) 1
 - (c) 2
 - (d) 3 oder mehr

Module: Worker-Provided Firms

7. Als Nächstes interessiert uns, wie Sie Beschäftigungsmöglichkeiten in Deutschland wahrnehmen. Auch wenn Sie etwas nicht genau wissen, möchten wir Sie bitten, Ihre Einschätzung mit uns zu teilen. Angenommen, Sie planen {im nächsten Monat/ in den nächsten drei Monaten/ in den nächsten sechs Monaten} in ein neues Unternehmen zu wechseln. Bei welchen Unternehmen würden Sie erwägen, sich zu bewerben? Bitte geben Sie drei Unternehmen an, bei denen Sie sich bewerben würden und die Beschäftigte in Stellen wie Ihrer einstellen (z.B. „Musterunternehmen GmbH“). Das können auch Unternehmen ohne aktuelle Stellenangebote sein.
 - (a) {Unternehmen 1 eintragen}
 - (b) {Unternehmen 2 eintragen}

- (c) {Unternehmen 3 eintragen}
 (d) Ich möchte diese Frage nicht beantworten [exklusive option]
8. [Q7=d] Was beschreibt am besten, warum Sie in der vorherigen Frage keine Unternehmen angegeben haben?
- (a) Ich möchte diese Informationen nicht teilen
 (b) Es gibt Unternehmen, die ich in Betracht ziehen würde, aber die Eingabe in der Umfrage war zu kompliziert
 (c) Mir fallen keine konkreten Unternehmen ein
 (d) Ich habe kein Interesse daran, das Unternehmen zu wechseln und habe darüber bis jetzt nicht nachgedacht
9. [Q7 has only 1 or 2 provided firms] Was beschreibt am besten, warum Sie in der vorherigen Frage nicht drei Unternehmen angegeben haben?
- (a) Ich möchte diese Informationen nicht teilen
 (b) Es gibt Unternehmen, die ich in Betracht ziehen würde, aber die Eingabe in der Umfrage war zu kompliziert
 (c) Mir fallen keine weiteren, konkreten Unternehmen ein
 (d) Ich habe kein Interesse daran, das Unternehmen zu wechseln und habe darüber bis jetzt nicht nachgedacht
10. [Q7 is not missing] Was denken Sie, wie hoch wäre Ihr Jahresbruttogehalt, wenn Sie bei diesen Unternehmen in einer ähnlichen Stelle wie bisher arbeiten würden?

Unternehmen	Jahresbruttogehalt in Euro
{Fill-in 1}	
{Fill-in 2}	
{Fill-in 3}	

11. **Q7 is not missing** Angenommen, Sie könnten in Ihrem aktuellen Unternehmen bleiben oder zu einem der von Ihnen genannten Unternehmen wechseln und erhalten sofort das unten angegebene Gehalt. Bitte ordnen Sie die folgenden Jobangebote von 1 (am ehesten annehmen) bis 4 (am wenigsten annehmen).

Jobangebot	Rangfolge
{Unternehmen 1} mit {} Gehalt	
{Unternehmen 2} mit {} Gehalt	
{Unternehmen 3} mit {} Gehalt	
Im jetzigen Unternehmen bleiben mit {} Gehalt	

[Note: The raises were randomized as follows: Workers group 1 saw the following raises for the four options: +15%/+10%/+10%/current pay. Workers in group 2 saw: +5%/+5%/+10%/-5%. Workers in group 3 saw: +5%/+15%/+15%/current. Workers in group 4 saw: +10%/+10%/-5%/current. Workers in group 5 saw: +10%/+5%/+10%/-5%.]

Module: Researcher-Provided Firms

12. Falls Sie planen {im nächsten Monat/ in den nächsten drei Monaten/ in den nächsten sechs Monaten} in ein neues Unternehmen zu wechseln, würden Sie erwägen, sich bei folgenden Unternehmen zu bewerben? Bitte kreuzen Sie alle zutreffenden Antworten an.
- (a) Firm 1
 (b) Firm 2
 (c) Firm 3
 (d) Firm 4
 (e) Firm 5
 (f) Firm 6
 (g) Firm 7
13. Was denken Sie, wie hoch wäre Ihr Jahresbruttogehalt, wenn Sie bei diesen Unternehmen in einer ähnlichen Stelle wie bisher arbeiten würden?

Unternehmen	Jahresbruttogehalt in Euro
{Unternehmen 1}	
{Unternehmen 2}	
{Unternehmen 3}	

14. **[Q13 is missing]** Auch wenn Sie sich nicht sicher sind, interessieren wir uns sehr für Ihre Einschätzung, wie diese Unternehmen im Hinblick auf das Gehalt abschneiden. Bitte ordnen Sie die Unternehmen von 1 (höchstes Gehalt) bis 3 (niedrigstes Gehalt) ein.

Unternehmen	Rangfolge
{ Unternehmen 1 }	
{ Unternehmen 2 }	
{ Unternehmen 3 }	

15. Angenommen, Sie könnten in Ihrem aktuellen Unternehmen bleiben oder zu einem der genannten Unternehmen wechseln und erhalten sofort das unten angegebene Gehalt. Bitte ordnen Sie die folgenden Jobangebote von 1

Jobangebot	Rangfolge
{ Unternehmen 1 } mit { } Gehalt	
{ Unternehmen 2 } mit { } Gehalt	
{ Unternehmen 3 } mit { } Gehalt	
Im jetzigen Unternehmen bleiben mit { } Gehalt	

(am ehesten annehmen) bis 4 (am wenigsten annehmen).

[Note: The raises were randomized as follows: Workers group 1 saw the following raises for the four options: +15%/+10%/+10%/current pay. Workers in group 2 saw: +5%/+5%/+10%/-5%. Workers in group 3 saw: +5%/+15%/+15%/current. Workers in group 4 saw: +10%/+10%/-5%/current. Workers in group 5 saw: +10%/+5%/+10%/-5%.]

16. Nun möchten wir Sie bitten, die Rangfolge der Unternehmen unter zwei Szenarien neu einzustufen. Nehmen Sie zuerst an, Sie hätten wieder die drei Jobangebote zur Auswahl, aber Sie hätten den gleichen Arbeitsweg wie bisher. Bitte ordnen Sie die folgenden Jobangebote von 1 (am ehesten annehmen) bis 4 (am wenigsten annehmen).

Jobangebot	Rangfolge
{ Unternehmen 1 } mit { } Gehalt	
{ Unternehmen 2 } mit { } Gehalt	
{ Unternehmen 3 } mit { } Gehalt	
Im jetzigen Unternehmen bleiben mit { } Gehalt	

[Note: The raises were randomized as follows: Workers group 1 saw the following raises for the four options: +15%/+10%/+10%/current pay. Workers in group 2 saw: +5%/+5%/+10%/-5%. Workers in group 3 saw: +5%/+15%/+15%/current. Workers in group 4 saw: +10%/+10%/-5%/current. Workers in group 5 saw: +10%/+5%/+10%/-5%.]

17. Statt dem Arbeitsweg, nehmen Sie nun an, dass die Training- und Weiterbildungsmöglichkeiten der drei Unternehmen die gleichen sind wie in Ihrem aktuellen Unternehmen. Bitte ordnen Sie die folgenden Jobangebote

Jobangebot	Rangfolge
{ Unternehmen 1 } mit { } Gehalt	
{ Unternehmen 2 } mit { } Gehalt	
{ Unternehmen 3 } mit { } Gehalt	
Im jetzigen Unternehmen bleiben mit { } Gehalt	

von 1 (am ehesten annehmen) bis 4 (am wenigsten annehmen).

[Note: The raises were randomized as follows: Workers group 1 saw the following raises for the four options: +15%/+10%/+10%/current pay. Workers in group 2 saw: +5%/+5%/+10%/-5%. Workers in group 3 saw: +5%/+15%/+15%/current. Workers in group 4 saw: +10%/+10%/-5%/current. Workers in group 5 saw: +10%/+5%/+10%/-5%.]

Module: Applications

18. Falls Sie planen würden {im nächsten Monat/ in den nächsten drei Monaten/ in den nächsten sechs Monaten} in ein neues Unternehmen zu wechseln, bei wie vielen verschiedenen Unternehmen würden Sie sich bewerben?

(a) Die Anzahl der Unternehmen, bei denen ich mich bewerben würde, ist: _____

19. **[Randomize who sees Q19 (50%) and who sees Q20/Q21 (50%)]** Was sind Ihrer Meinung nach die Hauptgründe, die Mitarbeitende zögern lassen, den Arbeitsplatz zu wechseln? Bitte wählen Sie die zwei wichtigsten Gründe aus.

(a) Persönliche Bindung zu den Arbeitskollegen

- (b) Standort
 - (c) Gehalt
 - (d) Nebenleistungen/ Unternehmenskultur
 - (e) Abneigung gegen Veränderungen
 - (f) Fehlende Möglichkeiten bei anderen Unternehmen
20. Angenommen, Sie vergleichen die Stellenangebote bei zwei verschiedenen Unternehmen: Unternehmen 1 zahlt 10% über dem Durchschnitt im Arbeitsmarkt und Unternehmen 2 zahlt 30% über dem Durchschnitt im Arbeitsmarkt. Welches Unternehmen zieht Ihrer Meinung nach mehr qualifizierte Bewerbende pro Stelle an?
- (a) Unternehmen 1
 - (b) Unternehmen 2
 - (c) Beide ziehen die gleiche Anzahl von Bewerbenden an
21. Welches Unternehmen bietet Ihrer Meinung nach die besseren Nebenleistungen (z. B. Home Office, Kita-Zuschuss)?
- (a) Unternehmen 1
 - (b) Unternehmen 2
 - (c) Beide bieten die gleichen Nebenleistungen
22. Nehmen sie an, Sie stellen fest, dass andere Unternehmen in Ihrer Gegend {5%/10%/20%} mehr bezahlen als Ihr aktueller Arbeitgeber. Wie wahrscheinlich ist es, dass Sie sich auf eine neue Stelle bei einem anderen Unternehmen bewerben würden?
- (a) Bitte geben Sie eine Zahl zwischen 0% (ich würde mich auf keinen Fall bewerben) und 100% (ich würde mich sofort bewerben) an: ____%.
23. Wie sicher müssten Sie sein, dass Sie eine Stelle bei einem der besser bezahlenden Unternehmen bekommen würden, um sich für einen neuen Job zu bewerben?
- (a) Mindestens 90% sicher
 - (b) Mindestens 75% sicher
 - (c) Mindestens 50% sicher
 - (d) Mindestens 25% sicher
 - (e) Ich würde mich in jedem Fall bewerben
24. Falls Sie einen neuen Job in Betracht ziehen, wie wichtig ist jede der folgenden Eigenschaften für Sie? [Drop-down scale with 1 - Überhaupt nicht wichtig, 2 - Etwas wichtig, 3 - Mäßig wichtig, 4 - Sehr wichtig, 5 - Äußerst wichtig]
- (a) Möglichkeit für reduzierte Arbeitszeiten
 - (b) Homeoffice-Option
 - (c) Planbare Arbeitszeiten (einschließlich Überstunden)

Module: Person-Specific Information

25. Am Ende der Umfrage interessieren wir uns für Ihren persönlichen Hintergrund. Sind Sie verheiratet?
- (a) Ja
 - (b) Nein
26. Haben Sie Kinder?
- (a) Ja
 - (b) Nein

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