

# Effects of Replacing Telephone with Web, Mail, and Mixed-Mode Data Collection in an Establishment Follow-Up Survey

## ONLINE SUPPLEMENT

### A Descriptive Statistics and Variable Overview

#### A.1 Descriptive Statistics

Table S1: Descriptive Statistics - Number of Employees, BHP 2020

Number of Employees	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
1-9	1,891	69.84 %	1,874	70.63 %	128	71.10 %	123	67.11 %	121	72.13 %	116	65.03 %	118	62.25 %	122	72.41 %
10-19	1,536	15.17 %	1,495	14.35 %	93	12.46 %	111	16.19 %	99	12.59 %	102	18.21 %	88	21.65 %	84	12.84 %
20-49	1,704	9.14 %	1,729	9.26 %	130	10.50 %	119	9.87 %	123	8.66 %	144	10.75 %	104	9.43 %	107	9.49 %
≥50	1,401	5.84 %	1,407	5.76 %	102	5.94 %	97	6.83 %	103	6.62 %	89	6.01 %	78	6.68 %	71	5.26 %
Design Based Pearson $\chi^2$ :	0.555															

Table S2: Descriptive Statistics - East/West Germany, BHP 2020

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
East/West Germany	2,044	20.40 %	2,025	20.06 %	153	21.83 %	152	21.79 %	140	17.51 %	144	21.61 %	131	19.14 %	129	20.96 %
East Germany	4,488	79.60 %	4,480	79.94 %	300	78.17 %	298	78.21 %	306	82.49 %	307	78.39 %	257	80.86 %	255	79.04 %
Design Based Pearson $\chi^2$ :	0.967															

Table S3: Descriptive Statistics - Industry, BHP 2020

Industry	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
Agric./Manufacturing	2,538	23.09 %	2,515	22.84 %	175	23.54 %	172	24.66 %	181	24.52 %	179	21.49 %	146	24.65 %	141	20.80 %
Service	2,612	53.27 %	2,620	53.72 %	185	50.42 %	177	50.93 %	166	53.72 %	182	55.68 %	166	52.79 %	163	54.67 %
Public/Educ./Health/Arts	1,382	23.65 %	1,370	23.43 %	93	26.04 %	101	24.41 %	99	21.77 %	90	22.83 %	76	22.56 %	80	24.53 %
Design Based Pearson $\chi^2$ :	1.000															

Table S4: Descriptive Statistics - Industry, BHP 2020

Industry	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
Agriculture / Forestry	224	2.74 %	222	2.69 %	13	2.84 %	12	2.87 %	17	2.69 %	17	2.30 %	17	3.67 %	9	1.55 %
Mining / Ores / Earths	40	0.05 %	44	0.07 %	1	0.03 %	1	0.03 %	3	0.06 %	3	0.08 %	3	0.09 %	2	0.06 %
Nutrition / Textiles / Clothing / Furniture etc.	334	2.36 %	332	2.34 %	21	2.80 %	28	2.20 %	28	3.10 %	28	3.17 %	14	1.63 %	22	3.14 %
Wood / Paper / Printing	266	0.73 %	267	0.72 %	16	0.74 %	15	0.72 %	16	0.57 %	17	0.63 %	14	0.81 %	16	0.66 %
Chemistry / Plastics / Glass / Construction Materials	297	0.90 %	288	0.89 %	22	0.73 %	19	0.75 %	21	1.02 %	18	0.72 %	20	1.27 %	14	0.79 %
Metals / Metal Production	353	1.98 %	349	1.95 %	30	2.63 %	24	1.98 %	25	1.79 %	30	1.94 %	18	1.88 %	21	1.63 %
Machines / Electronics / Vehicles	395	2.37 %	388	2.36 %	31	2.25 %	29	2.51 %	22	2.08 %	22	2.05 %	21	2.69 %	24	2.77 %
Energy Utilities	100	0.29 %	97	0.28 %	5	0.26 %	10	0.56 %	6	0.33 %	6	0.29 %	4	0.23 %	3	0.19 %
Water / Waste Management	226	0.51 %	229	0.52 %	14	0.53 %	13	0.55 %	14	0.46 %	15	0.56 %	17	0.75 %	14	0.45 %
Construction	303	11.15 %	299	11.03 %	22	10.72 %	21	12.48 %	29	12.41 %	23	9.77 %	18	11.62 %	16	9.56 %
Trade / Retail / Car-Repair	293	19.16 %	301	19.09 %	18	19.44 %	22	17.26 %	20	17.18 %	25	19.00 %	13	13.19 %	21	23.93 %
Transport/ Warehouses	320	3.73 %	327	3.73 %	26	3.67 %	22	3.13 %	23	3.40 %	25	4.54 %	29	4.05 %	28	3.28 %
Hospitality	366	6.01 %	365	5.91 %	20	3.58 %	24	4.72 %	30	7.92 %	25	6.06 %	24	6.84 %	21	5.95 %
Information and Communication	374	3.01 %	364	3.02 %	23	2.36 %	20	3.69 %	17	3.05 %	21	3.46 %	19	4.15 %	20	2.55 %
Financial Services / Insurance	208	2.93 %	217	2.92 %	10	3.13 %	11	2.88 %	8	1.83 %	11	5.53 %	13	3.03 %	12	3.21 %
Real Estate	219	2.62 %	217	2.59 %	17	4.16 %	21	4.49 %	10	2.23 %	11	2.15 %	16	3.18 %	12	2.58 %
Liberal Professions / Scientific / Technical Services	318	11.07 %	315	11.19 %	28	9.88 %	17	8.75 %	23	14.03 %	25	10.34 %	21	12.67 %	20	8.27 %
Other Commercial Services/ Without Temporary Employment Agencies	273	1.61 %	242	1.28 %	25	2.01 %	18	1.33 %	19	0.90 %	19	0.54 %	19	0.79 %	16	2.11 %
Temporary Employment Agencies	241	3.13 %	272	3.98 %	18	2.20 %	22	4.69 %	16	3.18 %	20	4.06 %	12	4.90 %	13	2.77 %
Public Administration	309	1.40 %	307	1.42 %	20	1.52 %	21	1.50 %	23	1.64 %	22	1.37 %	16	1.72 %	15	1.36 %
Education / Child Care	295	2.77 %	292	2.80 %	17	1.94 %	18	2.67 %	21	2.34 %	17	2.67 %	15	2.62 %	20	2.86 %
Health / Social Services	294	11.88 %	297	11.65 %	21	16.35 %	25	13.25 %	18	8.70 %	23	12.73 %	17	11.60 %	16	12.27 %
Art / Entertainment / Recreation	183	1.30 %	181	1.34 %	12	1.45 %	16	1.66 %	16	2.13 %	14	1.75 %	18	1.98 %	14	0.70 %
Other Services	301	6.29 %	293	6.23 %	23	4.78 %	21	5.34 %	21	6.96 %	14	4.30 %	10	4.64 %	15	7.34 %
Design Based Pearson $\chi^2$ :	1.000															

Table S5: Descriptive Statistics - Federal State aggregated, BHP 2020

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
Federal State aggregated	324	5.92 %	337	7.23 %	18	6.36 %	20	6.05 %	19	2.98 %	18	5.25 %	30	11.22 %	21	5.15 %
Schleswig-Holstein + Hamburg	570	10.10 %	598	11.78 %	45	19.24 %	42	13.31 %	43	7.66 %	52	10.67 %	24	10.17 %	39	7.53 %
Lower Saxony + Bremen	997	18.77 %	1,042	17.21 %	79	9.21 %	81	19.51 %	70	19.90 %	67	12.50 %	49	15.55 %	57	18.26 %
North Rhine-Westphalia	396	8.00 %	392	7.65 %	34	9.22 %	22	3.13 %	25	8.62 %	22	10.28 %	25	3.68 %	16	9.12 %
Hesse	306	5.36 %	280	5.24 %	15	4.13 %	14	5.24 %	22	9.46 %	17	3.44 %	14	3.22 %	14	6.79 %
Rhineland-Palatinate + Saarland	833	13.82 %	806	12.67 %	58	15.91 %	57	11.69 %	59	15.71 %	58	14.24 %	47	18.93 %	40	10.02 %
Baden-Wuerttemberg	1,062	17.64 %	1,025	18.17 %	51	14.10 %	62	19.28 %	68	18.15 %	73	22.01 %	68	18.08 %	68	22.17 %
Bavaria	690	7.28 %	682	7.43 %	57	9.33 %	50	4.74 %	49	6.00 %	49	10.06 %	41	5.36 %	44	10.13 %
Brandenburg + Berlin	243	2.62 %	230	2.53 %	26	3.67 %	22	4.52 %	11	1.74 %	17	1.66 %	12	1.73 %	23	4.12 %
Mecklenburg-Vorpommern	567	5.61 %	547	4.85 %	39	5.10 %	46	4.36 %	36	3.87 %	41	4.24 %	39	6.25 %	25	2.70 %
Saxony	253	2.26 %	261	2.60 %	18	2.17 %	19	3.79 %	21	2.71 %	17	4.39 %	16	1.90 %	20	1.78 %
Saxony-Anhalt	291	2.62 %	305	2.65 %	13	1.55 %	15	4.38 %	23	3.19 %	20	1.26 %	23	3.90 %	17	2.23 %
Thuringia																
Design Based Pearson $\chi^2$ :	0.508															

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
Foundation Year	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
70s/80s	1,719	20.20 %	1,741	18.85 %	118	19.91 %	118	17.97 %	120	16.28 %	123	20.55 %	94	17.86 %	95	17.19 %
90s	1,725	23.07 %	1,692	21.09 %	121	21.10 %	125	24.51 %	117	20.02 %	120	17.35 %	125	27.67 %	113	28.37 %
00s	1,494	22.66 %	1,492	24.23 %	111	28.30 %	104	19.95 %	104	24.03 %	109	29.90 %	85	33.09 %	95	26.47 %
10s	1,594	34.07 %	1,580	35.83 %	103	30.69 %	103	37.56 %	105	39.67 %	99	32.20 %	84	21.38 %	81	27.96 %
Design Based Pearson $\chi^2$ :	0.450															

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
Avg. Age of Employees	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
0.00-38.99	1,411	28.19 %	1,408	28.69 %	96	26.16 %	98	29.45 %	107	29.23 %	86	23.51 %	81	31.04 %	89	25.71 %
39.00-43.49	1,524	19.56 %	1,521	19.10 %	103	14.98 %	109	24.88 %	112	19.56 %	107	21.69 %	89	20.33 %	87	17.37 %
43.50-47.99	1,766	19.63 %	1,801	20.16 %	116	15.65 %	117	18.95 %	118	22.15 %	129	19.46 %	105	15.13 %	95	16.94 %
≥48.00	1,831	32.62 %	1,775	32.05 %	138	43.21 %	126	26.72 %	109	29.06 %	129	35.34 %	113	33.51 %	113	39.98 %
Design Based Pearson $\chi^2$ :	0.772															

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
Prop. of Apprentices	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
0.00	4,147	80.60 %	4,131	78.72 %	293	78.54 %	286	76.63 %	282	82.61 %	269	74.69 %	249	78.81 %	244	75.69 %
0.01-100	2,385	19.40 %	2,374	21.28 %	160	21.46 %	164	23.37 %	164	17.39 %	182	25.31 %	139	21.19 %	140	24.31 %
Design Based Pearson $\chi^2$ :	0.698															

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
Prop. of Female Employees	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
0.00 - 18.18	1,728	22.54 %	1,691	23.77 %	129	24.61 %	125	18.77 %	132	24.27 %	115	19.44 %	113	22.26 %	95	19.88 %
18.19 - 40.97	1,684	17.36 %	1,675	18.52 %	111	16.28 %	116	25.22 %	99	15.79 %	119	19.06 %	92	24.46 %	104	18.55 %
40.98 - 67.12	1,491	19.41 %	1,556	20.70 %	109	19.37 %	108	23.38 %	101	14.48 %	111	23.59 %	86	20.22 %	85	19.92 %
>67.13	1,629	40.69 %	1,583	37.02 %	104	39.73 %	101	32.62 %	114	45.46 %	106	37.92 %	97	33.06 %	100	41.65 %
Design Based Pearson $\chi^2$ :	0.803															

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
Prop. of Fixed-Term Contracts	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
0.00	2,448	63.38 %	2,438	66.07 %	167	65.64 %	166	58.36 %	156	64.77 %	177	67.47 %	152	55.53 %	145	60.07 %
0.01 - 15.99	1,919	14.16 %	1,923	12.20 %	148	12.50 %	124	14.38 %	149	14.77 %	126	11.20 %	115	17.99 %	105	10.06 %
≥16.00	2,165	22.45 %	2,144	21.73 %	138	21.85 %	160	27.26 %	141	20.46 %	148	21.33 %	121	26.48 %	134	29.87 %
Design Based Pearson $\chi^2$ :	0.521															

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
Prop. of Full-Time Contracts	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
0.00 - 36.38	1,651	45.22 %	1,651	44.40 %	102	46.95 %	111	41.59 %	101	45.66 %	111	39.56 %	100	46.41 %	118	49.29 %
36.39 - 66.66	1,666	25.08 %	1,668	22.86 %	109	17.40 %	110	15.25 %	120	23.56 %	112	26.08 %	99	23.98 %	89	23.60 %
66.67 - 85.28	1,757	14.53 %	1,766	15.63 %	131	15.70 %	121	25.97 %	126	15.26 %	124	17.05 %	102	15.04 %	105	13.17 %
>85.29	1,458	15.17 %	1,420	17.11 %	111	19.95 %	108	17.20 %	99	15.52 %	104	17.30 %	87	14.57 %	72	13.94 %
Design Based Pearson $\chi^2$ :	0.600															

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
Prop. of German Citizens	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
100.00	2,919	63.24 %	2,865	62.12 %	187	63.46 %	187	61.66 %	186	60.00 %	204	69.35 %	175	54.05 %	180	64.05 %
0.00-99.99	3,613	36.76 %	3,640	37.88 %	266	36.54 %	263	38.34 %	260	40.00 %	247	30.65 %	213	45.95 %	204	35.95 %
Design Based Pearson $\chi^2$ :	0.464															

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
Prop. of High-Educated Employees	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
0.00	1,974	54.19 %	2,029	54.42 %	131	57.09 %	126	37.38 %	134	50.61 %	135	51.22 %	113	52.91 %	114	48.78 %
0.01 - 14.99	2,265	14.58 %	2,219	14.26 %	154	14.86 %	152	15.32 %	142	11.97 %	164	17.49 %	128	17.06 %	134	15.76 %
≥15.00	2,293	31.23 %	2,257	31.32 %	168	28.05 %	172	47.31 %	170	37.41 %	152	31.30 %	147	30.03 %	136	35.45 %
Design Based Pearson $\chi^2$ :	0.184															

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
Prop. of Mid-Educated Employees	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
0.00 - 50.00	1,600	30.00 %	1,621	30.60 %	119	26.25 %	107	31.12 %	113	33.93 %	80	21.37 %	97	29.64 %	103	34.66 %
50.01 - 70.58	1,387	15.43 %	1,409	15.88 %	100	16.36 %	110	20.31 %	105	17.27 %	111	19.53 %	88	22.08 %	66	17.98 %
70.59 - 84.99	1,761	18.23 %	1,673	16.93 %	103	16.05 %	122	23.09 %	128	12.61 %	131	23.94 %	93	13.10 %	101	14.43 %
>85.00	1,784	36.33 %	1,802	36.59 %	131	41.34 %	111	25.49 %	100	36.19 %	129	35.16 %	110	35.18 %	114	32.93 %
Design Based Pearson $\chi^2$ :	0.495															

Table S15: Descriptive Statistics - Prop. of Low-Educated Employees, BHP 2020

Prop. of Low-Educated Employees	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
0.00	2,326	57.95 %	2,255	57.00 %	152	53.89 %	162	53.21 %	146	61.17 %	156	55.32 %	146	52.47 %	147	55.41 %
0.01 - 11.99	2,245	12.78 %	2,208	12.87 %	165	14.74 %	150	15.95 %	169	14.65 %	161	19.56 %	130	12.34 %	133	13.45 %
≥12.00	1,961	29.27 %	2,042	30.13 %	136	31.37 %	138	30.84 %	131	24.18 %	134	25.12 %	112	35.19 %	104	31.14 %
Design Based Pearson $\chi^2$ :	0.717															

Table S16: Descriptive Statistics - Prop. of Unknown-Educated Employees, BHP 2020

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
0.00	3,856	70.45 %	3,866	74.18 %	271	77.61 %	260	78.54 %	253	77.57 %	267	70.90 %	226	63.52 %	226	72.08 %
0.01-100.00	2,676	29.55 %	2,639	25.82 %	182	22.39 %	190	21.46 %	193	22.43 %	184	29.10 %	162	36.48 %	158	27.92 %
Design Based Pearson $\chi^2$ :	0.119															

Table S17: Descriptive Statistics - Prop. of Marginal Contracts, BHP 2020

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
0.00	2,184	40.26 %	2,155	41.47 %	148	36.60 %	158	43.14 %	155	47.97 %	158	44.72 %	131	36.82 %	112	39.66 %
0.00-14.99	2,281	13.54 %	2,283	14.28 %	168	16.80 %	157	13.51 %	171	16.43 %	160	16.64 %	139	14.81 %	144	15.15 %
≥15.00	2,067	46.20 %	2,067	44.25 %	137	46.61 %	135	43.35 %	120	35.59 %	133	38.63 %	118	48.37 %	128	45.19 %
Design Based Pearson $\chi^2$ :	0.764															

Table S18: Descriptive Statistics - Prop. of Part-Time Contracts, BHP 2020

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
0.00	1,240	28.14 %	1,203	29.05 %	92	32.31 %	90	29.32 %	83	23.53 %	96	30.33 %	86	26.42 %	72	27.59 %
0.01 - 19.99	2,452	15.94 %	2,484	17.91 %	174	13.89 %	172	19.65 %	170	16.60 %	163	18.85 %	150	18.79 %	143	16.04 %
≥20.00	2,840	55.92 %	2,818	53.03 %	187	53.80 %	188	51.03 %	193	59.87 %	192	50.82 %	152	54.79 %	169	56.37 %
Design Based Pearson $\chi^2$ :	0.944															

Table S19: Descriptive Statistics - Prop. of Regular Contracts, BHP 2020

	Mail-Web Switch		Mail-Web Cont.		Web-to-Mail Switch		Web-to-Mail Cont.		Web-Only Switch		Web-Only Cont.		Mail-Only Switch		Mail-Only Cont.	
	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.	unwgt. Obs.	wgt. Prop.
0.00 - 75.00	1,982	47.25 %	1,999	46.17 %	123	48.58 %	118	34.74 %	118	35.04 %	138	48.87 %	117	48.36 %	120	48.17 %
75.01 - 88.88	1,555	13.10 %	1,602	14.37 %	112	13.05 %	123	24.41 %	115	12.66 %	111	14.36 %	90	14.03 %	105	13.62 %
88.89 - 97.43	1,515	7.24 %	1,489	6.85 %	117	10.36 %	100	6.75 %	106	10.75 %	99	6.54 %	97	8.75 %	88	8.75 %
>97.44	1,480	32.41 %	1,415	32.60 %	101	28.00 %	109	34.09 %	107	41.55 %	103	30.24 %	84	28.86 %	71	29.47 %
Design Based Pearson $\chi^2$ :	0.144															

## A.2 Variable Overview

Table S20: Variable Overview

Variable	Bias Measure	Participation Models
Research Objective	RQ2	RQ3
<i>Establishment Characteristics</i>		
East/West Germany	X	-
Foundation Year	X	X
Industry	X	X
Number of Employees	X	X
<i>Employee Characteristics</i>		
Avg. Age of Employees	X	-
Proportion of Female	X	-
Proportion of Fixed-Term	X	-
Proportion of Apprentices	X	-
Proportion of Full-Time	X	-
Proportion of Part-Time	X	-
Proportion of Germans	X	-
Proportion of Regular	X	-
Proportion of Marginal	X	-
Proportion of High-Educated	X	-
Proportion of Mid-Educated	X	-
Proportion of Low-Educated	X	-
Proportion of Unknown Educated	X	-
Quartile of Wage Distribution	X	-

## B Response Rates

Table S21: Survey Response Summary Statistics, IAB-JVS 2020 - 2021

	Mail-Web		Web-to-Mail		Web-Only		Mail-Only		Total
Full Sample - First Wave	109,924		7,510		7,493		7,506		132,433
Respondents - First Wave	13,298		924		913		790		15,925
	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.	Total
Full Sample - Follow-Up Wave	6,648	6,619	465	458	457	456	396	391	15,890
Web Respondents - Follow-Up Wave	0	1,387	0	232	0	309	0	0	1,928
Mail Respondents - Follow-Up Wave	0	3,639	0	79	0	0	0	308	4,026
CATI Respondents - Follow-Up Wave	4,193	0	260	0	293	0	257	0	5,003
Follow-Up Response Rate (unweighted)	63.1	75.9	55.9	67.9	64.1	67.8	64.9	78.8	69.0
Follow-Up Response Rate (weighted)	58.7	72.4	52.4	59.8	57.9	64.8	52.0	76.9	61.8
Follow-Up Web Response Rate (unweighted)	0.0	21.0	0.0	50.7	0.0	67.8	0.0	0.0	24.3
Follow-Up Web Response Rate (weighted)	0.0	17.5	0.0	41.1	0.0	64.8	0.0	0.0	30.9
Follow-Up Mail Response Rate (unweighted)	0.0	55.0	0.0	17.2	0.0	0.0	0.0	78.8	50.8
Follow-Up Mail Response Rate (weighted)	0.0	54.9	0.0	18.6	0.0	0.0	0.0	76.9	37.6
Follow-Up CATI Response Rate (unweighted)	63.1	0.0	55.9	0.0	64.1	0.0	64.9	0.0	62.8
Follow-Up CATI Response Rate (weighted)	58.7	0.0	52.4	0.0	57.9	0.0	52.0	0.0	55.2

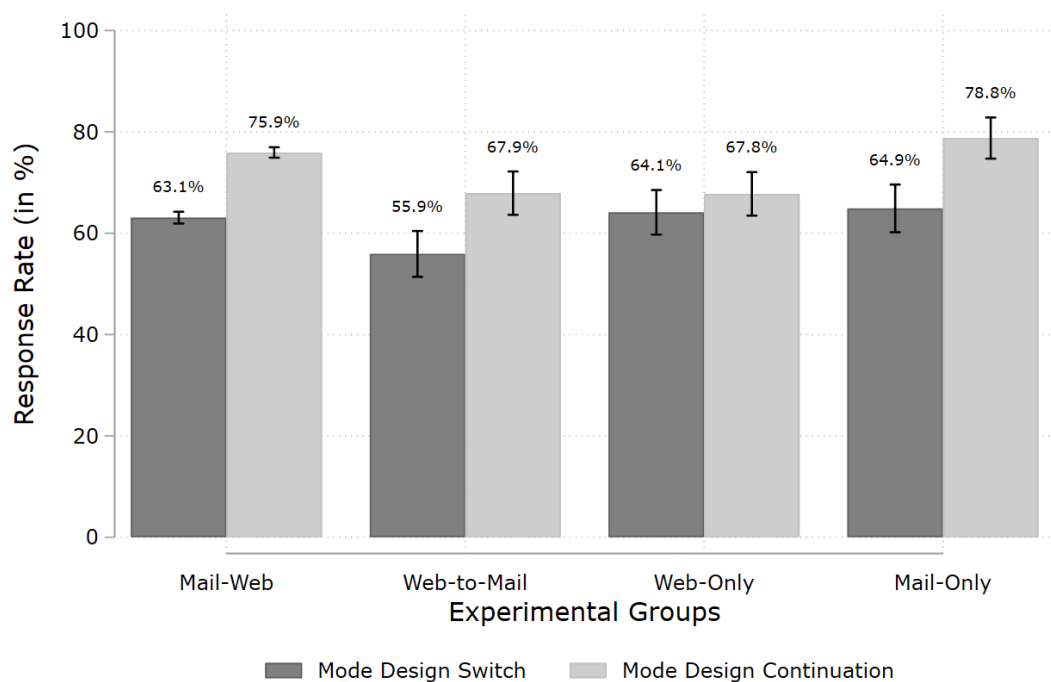


Figure S1: Follow-Up Response Rate (Unweighted) and 95% Confidence Interval by Experimental Group, IAB-JVS 2021/Q1

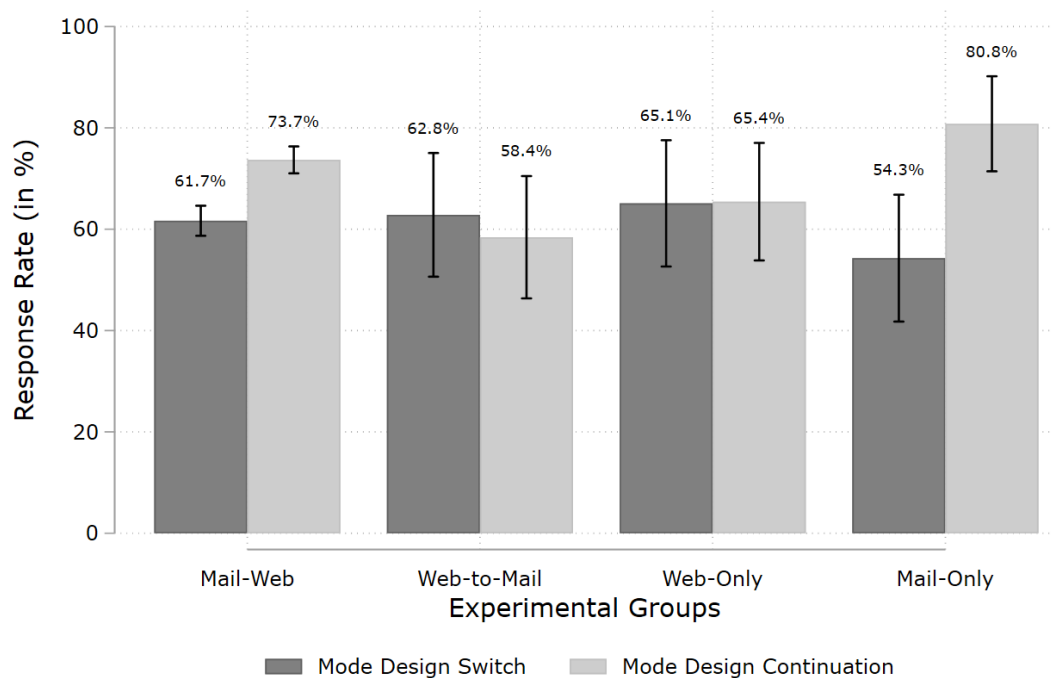


Figure S2: Follow-Up Response Rate (Nonresponse-Adjusted) and 95% Confidence Interval by Experimental Group if Contact Person is Stated in First Wave Questionnaire, IAB-JVS 2021/Q1

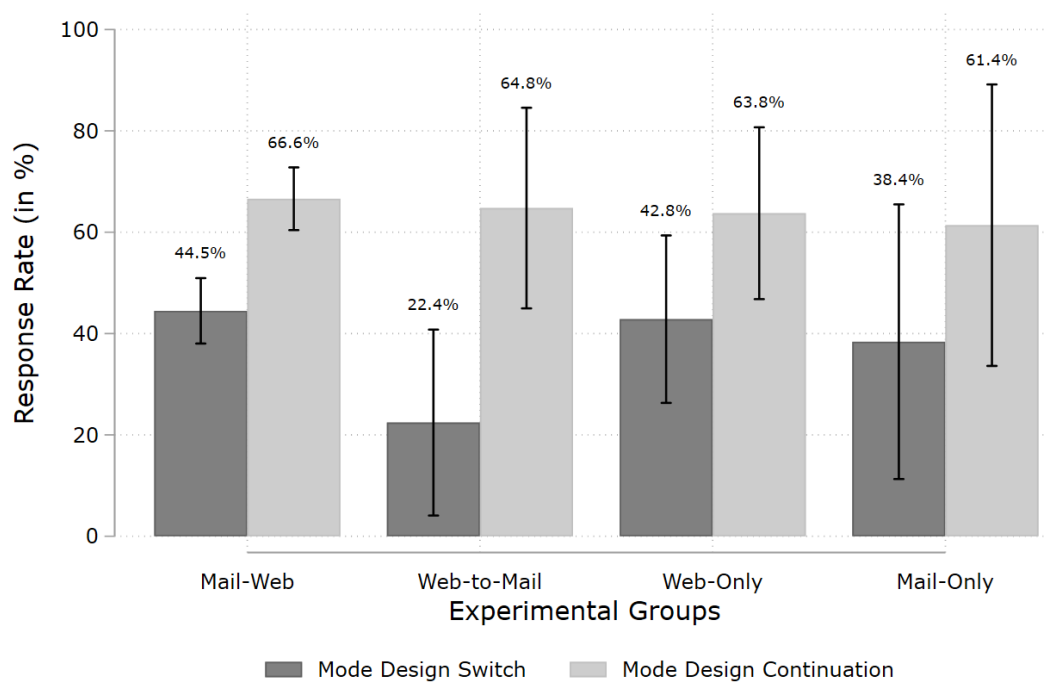


Figure S3: Follow-Up Response Rate (Nonresponse-Adjusted) and 95% Confidence Interval by Experimental Group if No Contact Person is Stated in First Wave Questionnaire, IAB-JVS 2021/Q1



## **B.1 Sample Tranches**

Respondents from the first wave of the 2020 panel were divided into Tranche 1 and Tranche 2 for contact in the follow-up wave. Due to the process of registering respondents from the first wave of the panel, checking that they met the requirements to be included in the follow-up wave, and avoiding responses to both waves within only a few days, respondents registered after 10<sup>th</sup> of December 2020 were assigned to Tranche 2. Tranche 1 started with "thank you" letters sent on December 28<sup>th</sup>, and CATI calls started on January 11<sup>th</sup>, 2021. Self-administered invitation letters were scheduled to arrive on Saturday, January 9<sup>th</sup>, for a comparable field period. Tranche 1 post-due-date reminders were sent on March 1<sup>st</sup>. Tranche 2 thank you letters were sent out on February 8<sup>th</sup>, CATI calls and invitation letters were carried out from February 15<sup>th</sup>, and post-due-date reminders for the self-administered mode designs were sent out on March 15<sup>th</sup>.

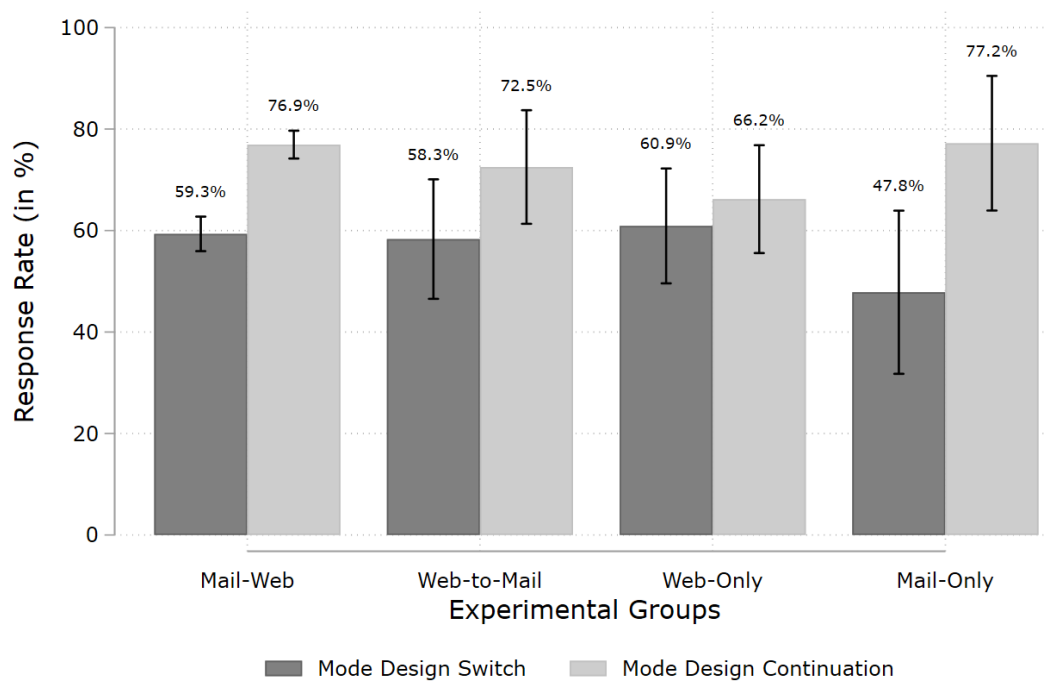


Figure S4: Follow-Up Response Rate (Nonresponse-Adjusted) and 95% Confidence Interval by Experimental Group, Tranche 1 IAB-JVS 2021/Q1

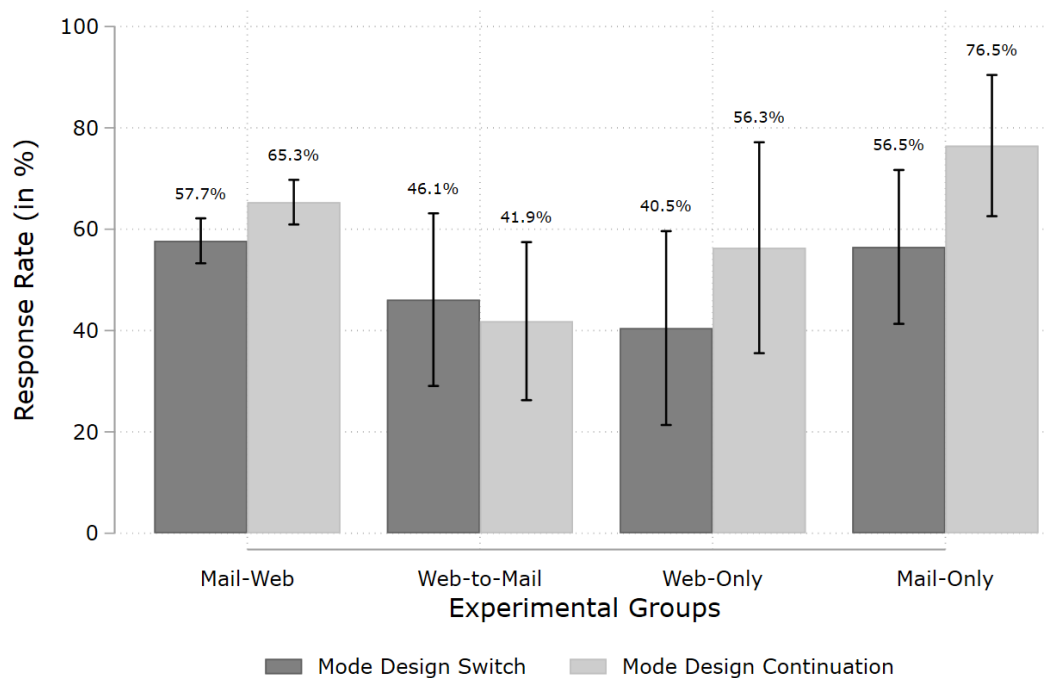


Figure S5: Follow-Up Response Rate (Nonresponse-Adjusted) and 95% Confidence Interval by Experimental Group, Tranche 2 IAB-JVS 2021/Q1

## C Nonresponse Bias

### C.1 Estimators for Nonresponse Bias

Equation 3 of the main text shows the formula we use to estimate nonresponse bias for the follow-up panel wave by comparing the estimate of the statistic of interest based on respondents ( $Y_{fup,exp,k,r}$ ) to the estimate of the corresponding statistic of interest based on the fielded sample ( $Y_{fup,exp,k,n}$ ). In this analysis, we account for differential nonresponse in the first panel wave. To estimate  $Y_{fup,exp,k,r}$ , the following estimator is used:

$$\hat{Y}_{fup,exp,k,r,p} = \frac{\sum_{i=1}^{r_{fup,exp}} (\pi_i \hat{\theta}_i)^{-1} y_{fup,exp,i,k}}{\sum_{i=1}^{r_{fup,exp}} (\pi_i \hat{\theta}_i)^{-1}}, \quad (1)$$

where  $y_{fup,exp,i,k}$  is the  $k^{th}$  variable of interest for the element  $i$  of the net sample with size  $r_{fup,exp}$  of the experimental group  $exp$  of the follow-up wave  $fup$ ,  $\pi_i$  is the inclusion probability of the first panel wave,  $\hat{\theta}_i$  is the estimated propensity to respond in the first panel wave. To estimate  $Y_{fup,exp,n}$  we use estimator:

$$\hat{Y}_{fup,exp,n,p} = \frac{\sum_{i=1}^{n_{fup,exp}} (\pi_i \hat{\theta}_i)^{-1} y_{fup,exp,i,k}}{\sum_{i=1}^{n_{fup,exp}} (\pi_i \hat{\theta}_i)^{-1}}, \quad (2)$$

where  $y_{fup,exp,i,k}$  is the  $k^{th}$  survey variable for the element  $i$  of the fielded sample with size  $n_{fup,exp}$  of the experimental group  $exp$  of the follow-up wave  $fup$ ,  $\pi_i$  is the inclusion probability of the first panel wave, and  $\hat{\theta}_i$  is the estimated propensity to respond in the first panel wave.

To estimate the cumulative bias (see Equation 4), we only apply design weights and hence our estimators for the statistic of interest are based on the following weighted means:

$$\hat{Y}_{w,exp,k,r,d} = \frac{\sum_{i=1}^{r_{w,exp}} \pi_i^{-1} y_{w,exp,i,k}}{\sum_{i=1}^{r_{w,exp}} \pi_i^{-1}}, \quad w = fir, fup, \quad (3)$$

where  $y_{w,exp,i,k}$  is the  $k^{th}$  survey variable for element  $i$  of the net sample with size  $r_{w,exp}$  of the panel wave  $w$  in experimental group  $exp$ , and  $\pi_i$  is the inclusion probability of the first panel wave. Further,

$$\hat{Y}_{w,exp,k,n,d} = \frac{\sum_{i=1}^{n_{w,exp}} \pi_i^{-1} y_{w,exp,i,k}}{\sum_{i=1}^{n_{w,exp}} \pi_i^{-1}}, \quad w = fir, fup, \quad (4)$$

where  $y_{w,exp,i,k}$  is the  $k^{th}$  survey variable for element  $i$  of the fielded sample with size  $n_{w,exp}$  of the panel wave  $w$  in experimental group  $exp$ , and  $\pi_i$  is the inclusion probability of the first panel wave.

### C.2 Aggregate Nonresponse Bias Estimates

#### Follow-Up Wave Nonresponse Bias

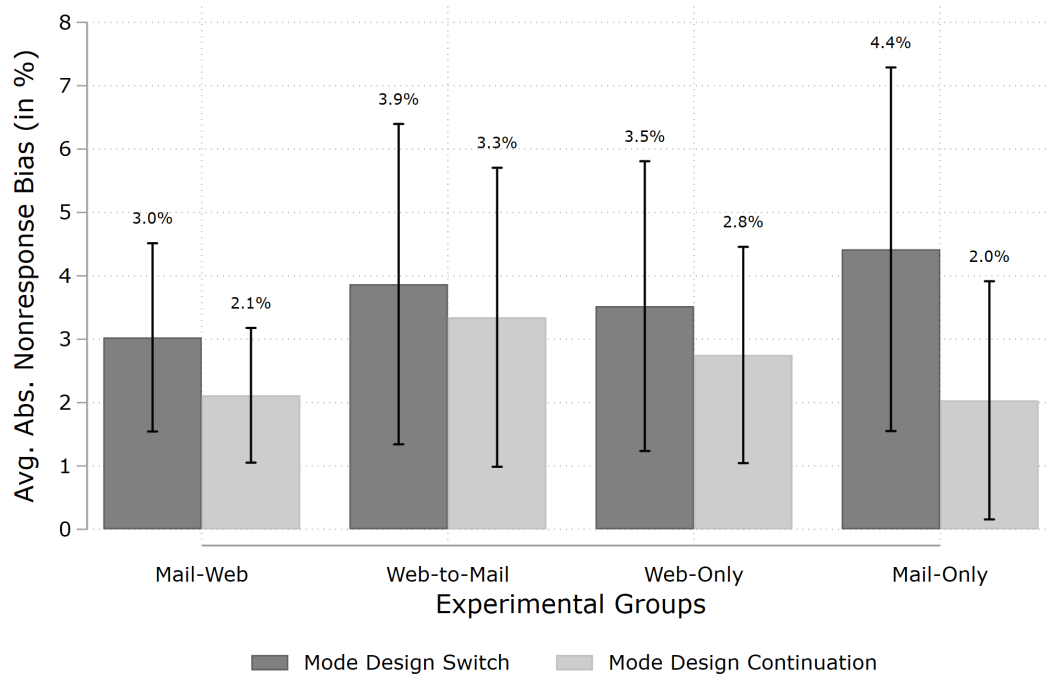


Figure S6: Average Absolute Bias for the Follow-Up Wave (Nonresponse-Adjusted) by Experimental Group, Employee Characteristics BHP 2020

Table S22: Average Absolute Nonresponse Bias Estimates (Nonresponse-Adjusted) and 95% Confidence Interval by Experimental Group for the Follow-Up Wave, All Administrative Variables BHP 2020

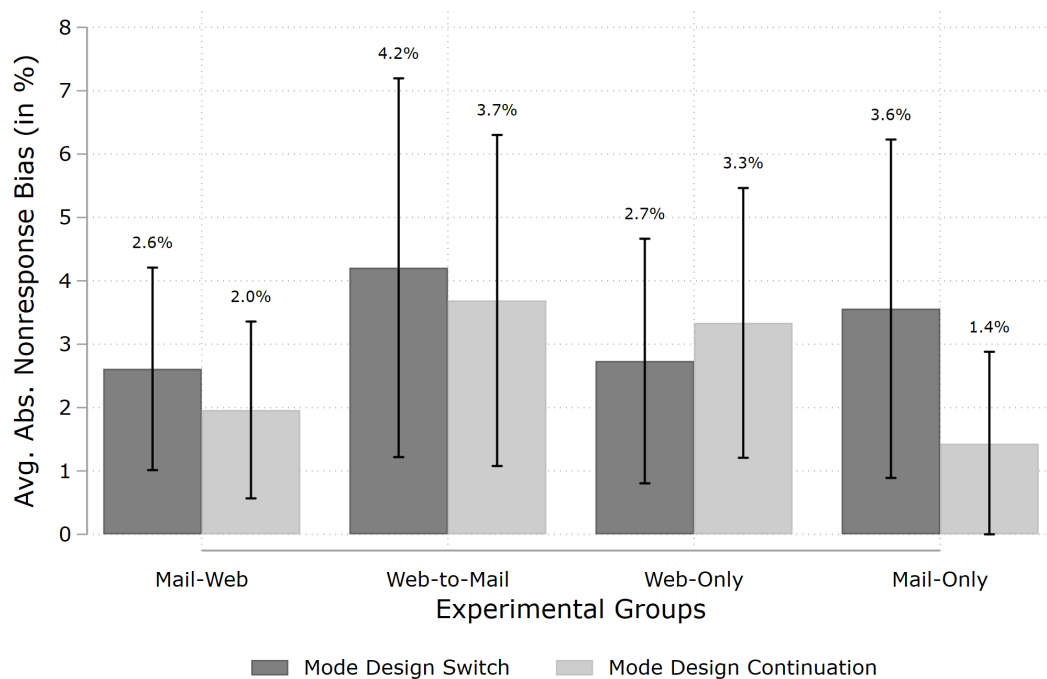
	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
Estimate	2.938	2.082	3.942	3.421	3.350	2.879	4.232	1.903
Lower Bound	1.580	1.048	1.454	1.126	1.316	1.201	1.574	0.195
Upper Bound	4.296	3.115	6.431	5.716	5.385	4.557	6.890	3.612

Table S23: Average Absolute Nonresponse Bias Estimates (Nonresponse-Adjusted) and 95% Confidence Interval by Experimental Group for the Follow-Up Wave, Employee Characteristics BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
Estimate	3.029	2.115	3.869	3.346	3.522	2.751	4.419	2.035
Lower Bound	1.544	1.052	1.341	0.987	1.236	1.045	1.550	0.156
Upper Bound	4.514	3.178	6.396	5.705	5.809	4.457	7.289	3.915

Table S24: Average Absolute Nonresponse Bias Estimates (Nonresponse-Adjusted) and 95% Confidence Interval by Experimental Group for the Follow-Up Wave, Establishment Characteristics BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
Estimate	2.611	1.962	4.207	3.690	2.734	3.336	3.560	1.429
Lower Bound	1.013	0.567	1.218	1.078	0.804	1.208	0.890	0.000
Upper Bound	4.209	3.358	7.195	6.302	4.664	5.465	6.230	2.880



*Note: The lower bound of the confidence interval of the mail-only continuation group bottom-coded to zero.*

Figure S7: Average Absolute Bias for the Follow-Up Wave (Nonresponse-Adjusted) by Experimental Group, Establishment Characteristics BHP 2020

## Cumulative Nonresponse Bias

Table S25: Average Absolute Nonresponse Bias Estimates (Design-Weighted) and 95% Confidence Interval by Experimental Group for the First and Follow-Up Wave, All Administrative Variables BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
Cumulative First Wave + Follow-Up Wave								
Estimate	4.280	3.853	4.301	5.628	3.942	4.026	4.134	4.390
Lower Bound	2.950	2.698	2.570	3.805	2.214	2.414	1.857	2.825
Upper Bound	5.611	5.007	6.033	7.450	5.670	5.639	6.410	5.954
Follow-Up Wave								
Estimate	2.920	2.025	3.493	3.178	3.458	2.959	4.377	1.710
Lower Bound	1.629	1.094	1.749	1.270	1.500	1.186	2.068	0.201
Upper Bound	4.210	2.956	5.236	5.086	5.416	4.731	6.686	3.219
First Wave								
Estimate	3.335	3.275	2.877	3.468	3.271	2.891	2.614	3.134
Lower Bound	2.360	2.257	1.675	2.292	1.825	1.665	1.331	1.753
Upper Bound	4.311	4.294	4.079	4.644	4.717	4.116	3.897	4.515

Table S26: Average Absolute Nonresponse Bias Estimates (Design-Weighted) and 95% Confidence Interval by Experimental Group for the First and Follow-Up Wave, Employee Characteristics BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
Cumulative First Wave + Follow-Up Wave								
Estimate	4.330	3.891	4.297	5.910	4.248	3.664	4.122	4.555
Lower Bound	2.829	2.579	2.349	3.951	2.083	1.933	1.363	2.686
Upper Bound	5.832	5.203	6.246	7.868	6.413	5.396	6.880	6.424
Follow-Up Wave								
Estimate	3.009	2.059	3.558	3.151	3.668	2.813	4.709	1.870
Lower Bound	1.603	1.085	1.693	1.163	1.498	1.014	2.096	0.156
Upper Bound	4.415	3.034	5.423	5.138	5.837	4.612	7.321	3.584
First Wave								
Estimate	3.341	3.318	2.723	3.755	3.532	3.076	2.189	3.191
Lower Bound	2.234	2.150	1.350	2.426	1.818	1.696	0.690	1.501
Upper Bound	4.448	4.485	4.095	5.083	5.246	4.456	3.689	4.882

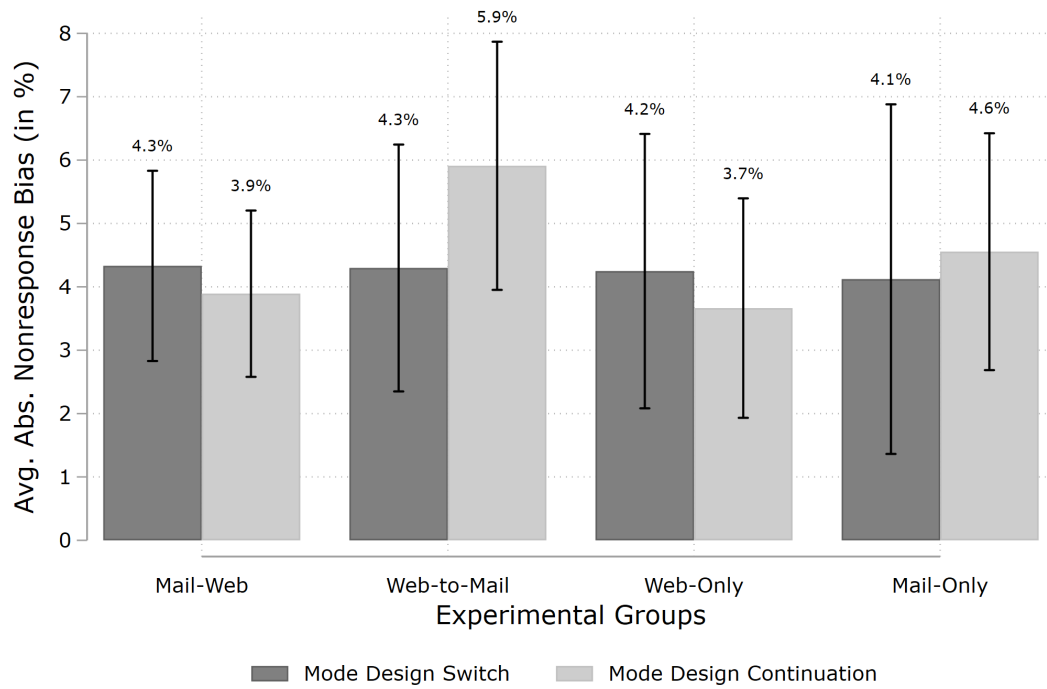


Figure S8: Cumulative Average Absolute Bias for the First and Follow-Up Waves (Design-Weighted) by Experimental Group, Employee Characteristics BHP 2020

Table S27: Average Absolute Nonresponse Bias Estimates (Design-Weighted) and 95% Confidence Interval by Experimental Group for the First and Follow-Up Wave, Establishment Characteristics BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
Cumulative First Wave + Follow-Up Wave								
Estimate	4.101	3.715	4.315	4.618	2.845	5.324	4.177	3.798
Lower Bound	1.900	1.678	1.708	1.794	0.606	2.904	2.024	1.566
Upper Bound	6.302	5.751	6.922	7.442	5.085	7.744	6.331	6.030
Follow-Up Wave								
Estimate	2.600	1.902	3.259	3.276	2.708	3.480	3.188	1.136
Lower Bound	1.017	0.612	0.826	1.037	0.660	1.275	0.804	0.001
Upper Bound	4.183	3.193	5.692	5.515	4.755	5.684	5.572	2.270
First Wave								
Estimate	3.316	3.124	3.430	2.441	2.337	2.227	4.135	2.927
Lower Bound	1.652	1.496	1.450	0.535	0.533	0.525	2.360	1.087
Upper Bound	4.981	4.751	5.410	4.347	4.141	3.929	5.910	4.767

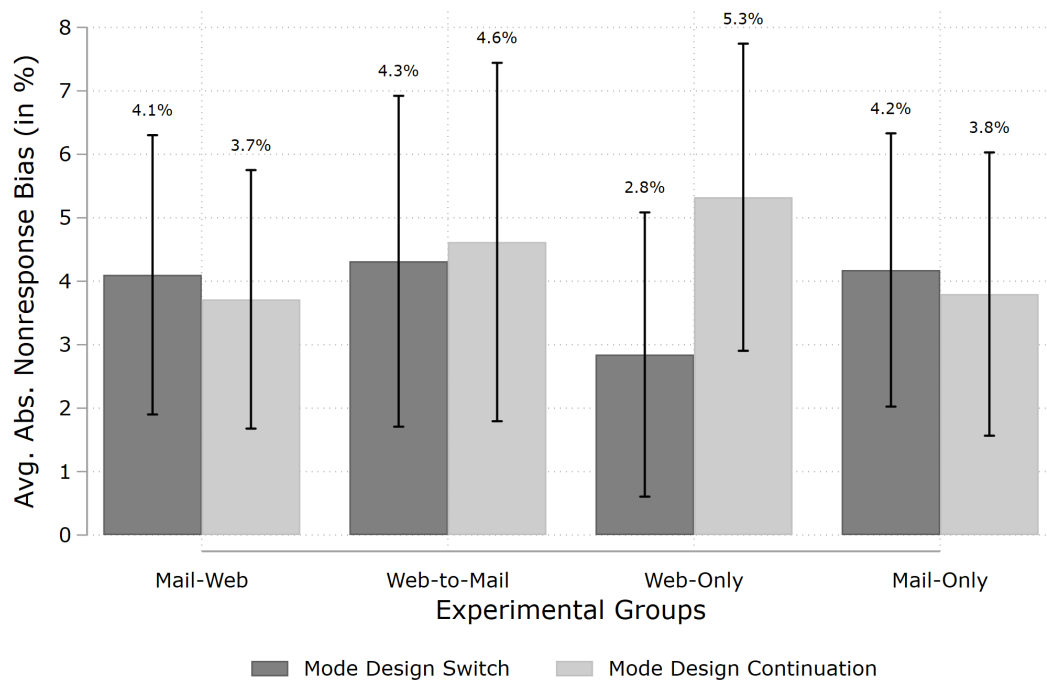


Figure S9: Cumulative Average Absolute Bias for the First and Follow-Up Waves (Design-Weighted) by Experimental Group, Establishment Characteristics BHP 2020

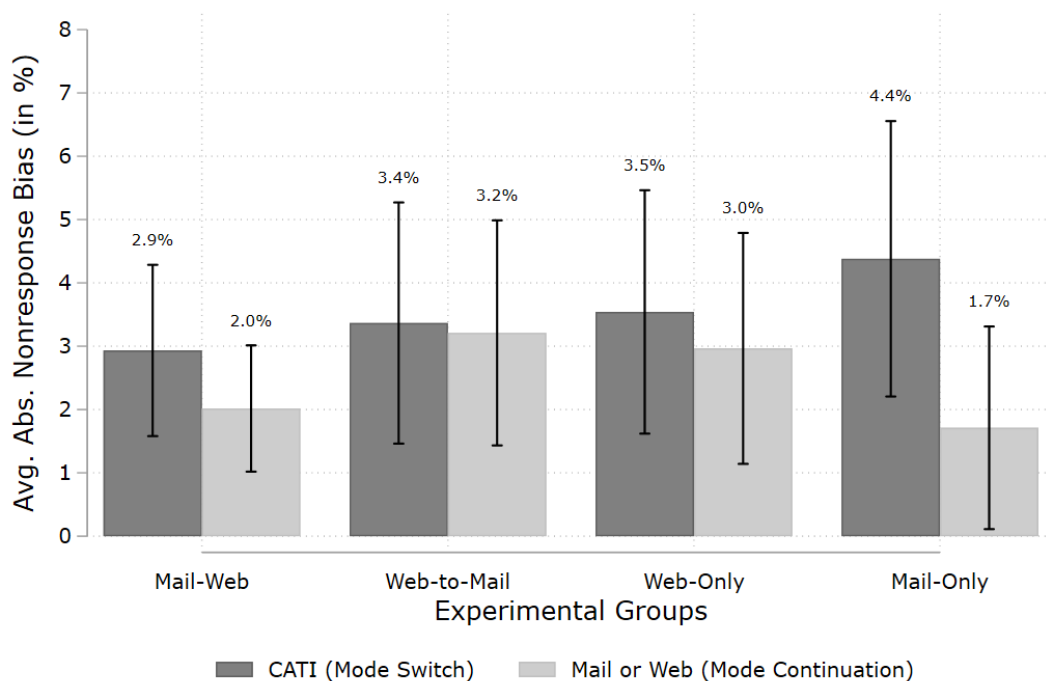


Figure S10: Average Absolute Bias for the Follow-Up Wave (Design-Weighted) by Experimental Group, All Variables BHP 2020



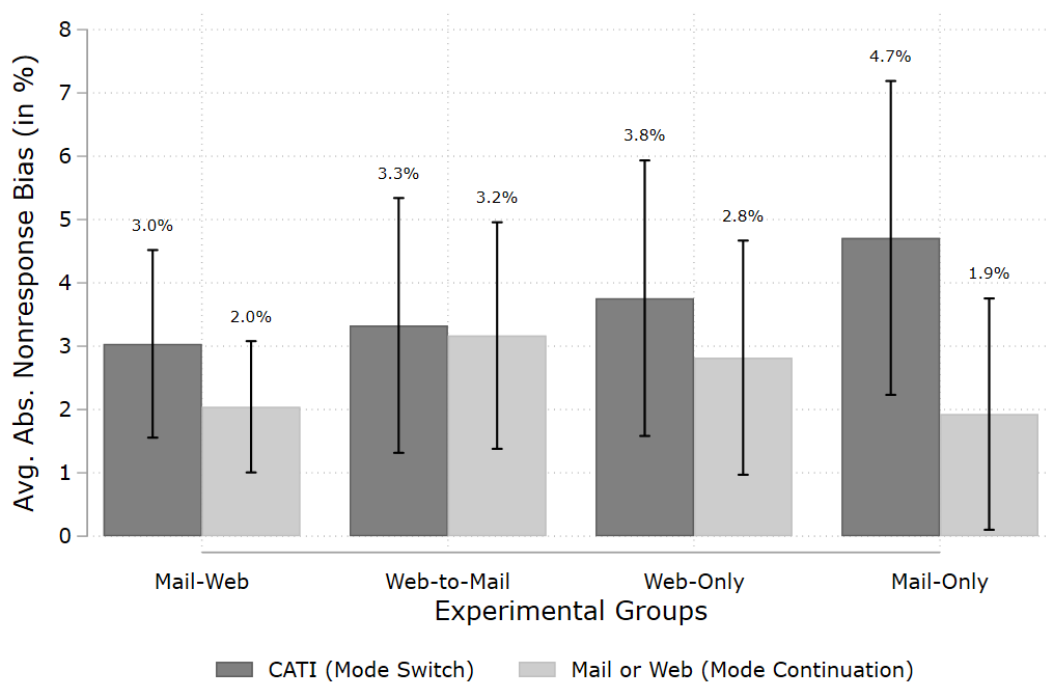
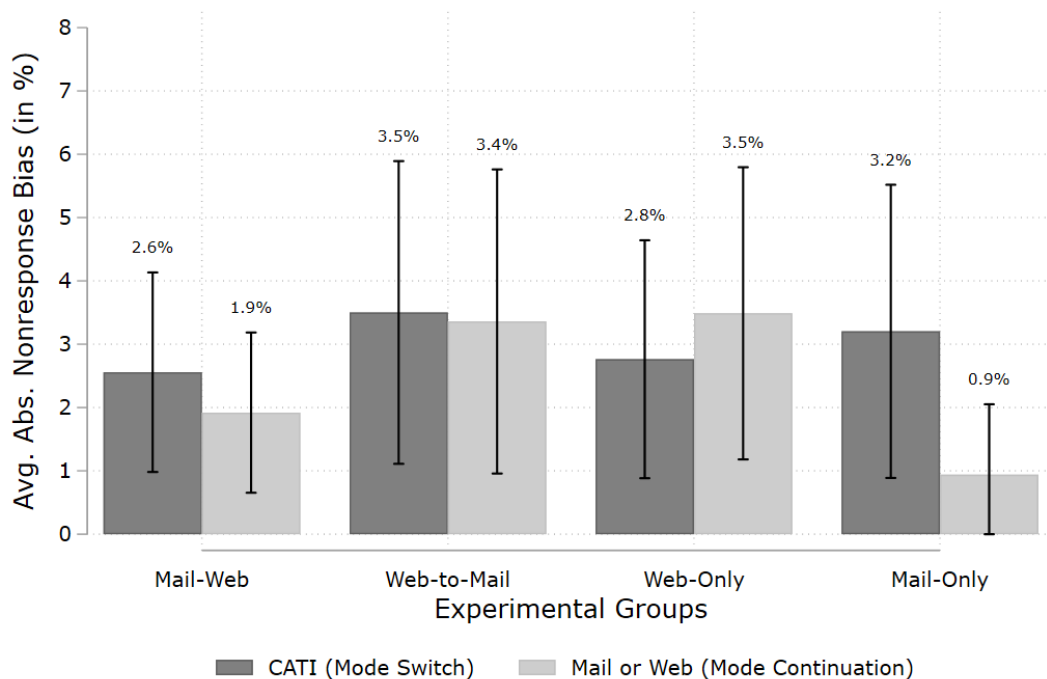


Figure S11: Average Absolute Bias for the Follow-Up Wave (Design-Weighted) by Experimental Group, Employee Characteristics BHP 2020



*Note: The lower bound of the confidence interval of the mail-only continuation group bottom-coded to zero.*

Figure S12: Average Absolute Bias for the Follow-Up Wave (Design-Weighted) by Experimental Group, Establishment Characteristics BHP 2020

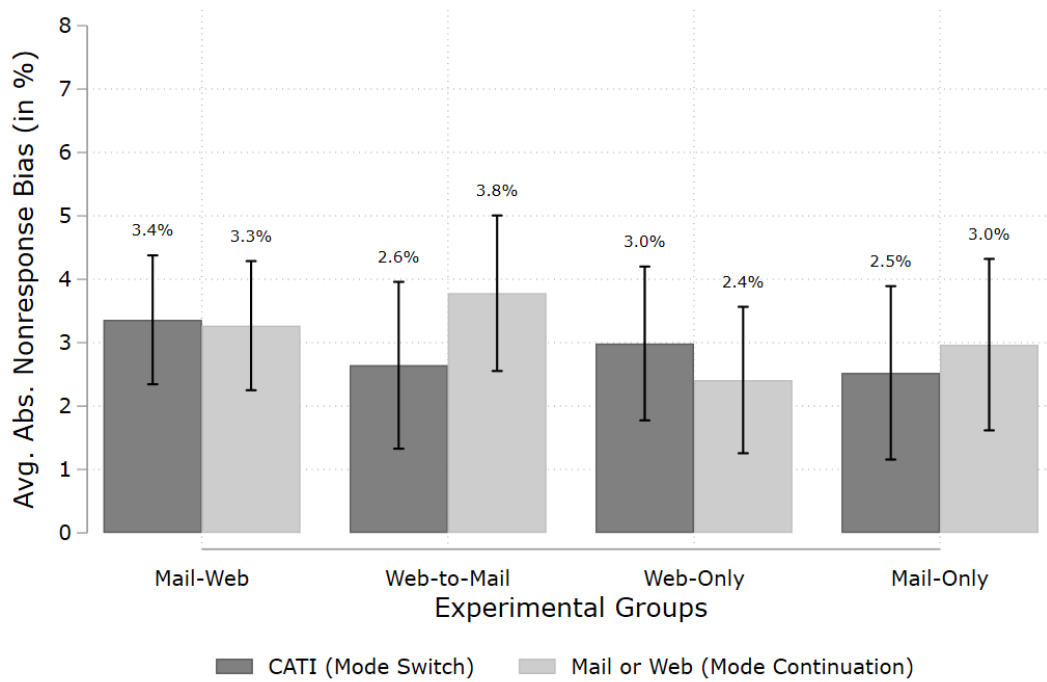


Figure S13: Average Absolute Bias for the First Wave (Design-Weighted) by Experimental Group, All Variables BHP 2020

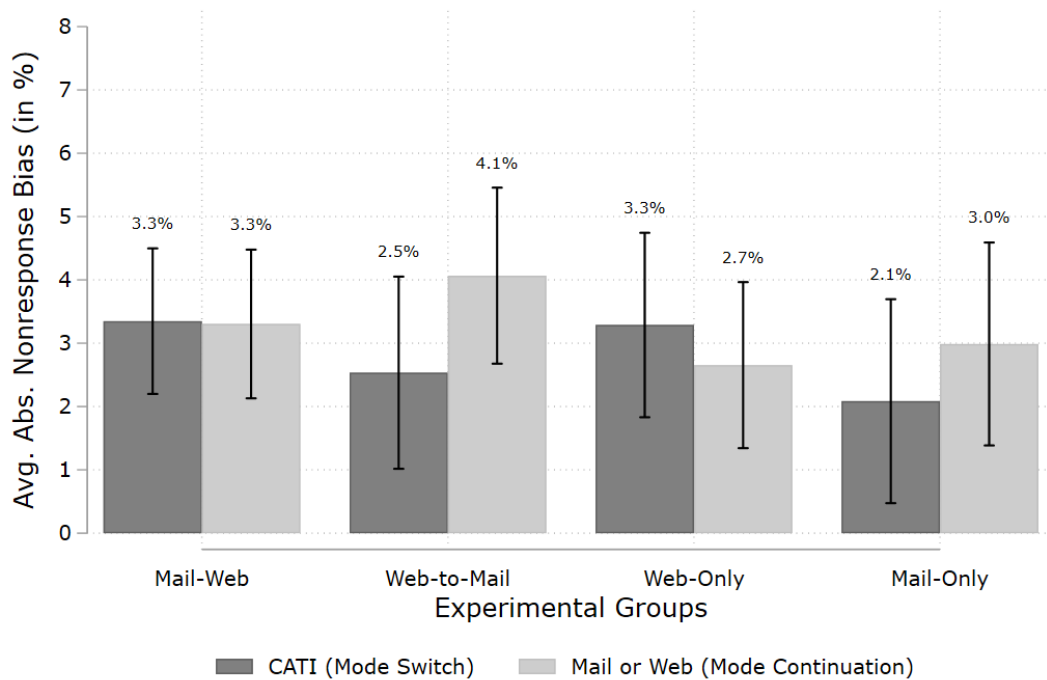


Figure S14: Average Absolute Bias for the First Wave (Design-Weighted) by Experimental Group, Employee Characteristics BHP 2020

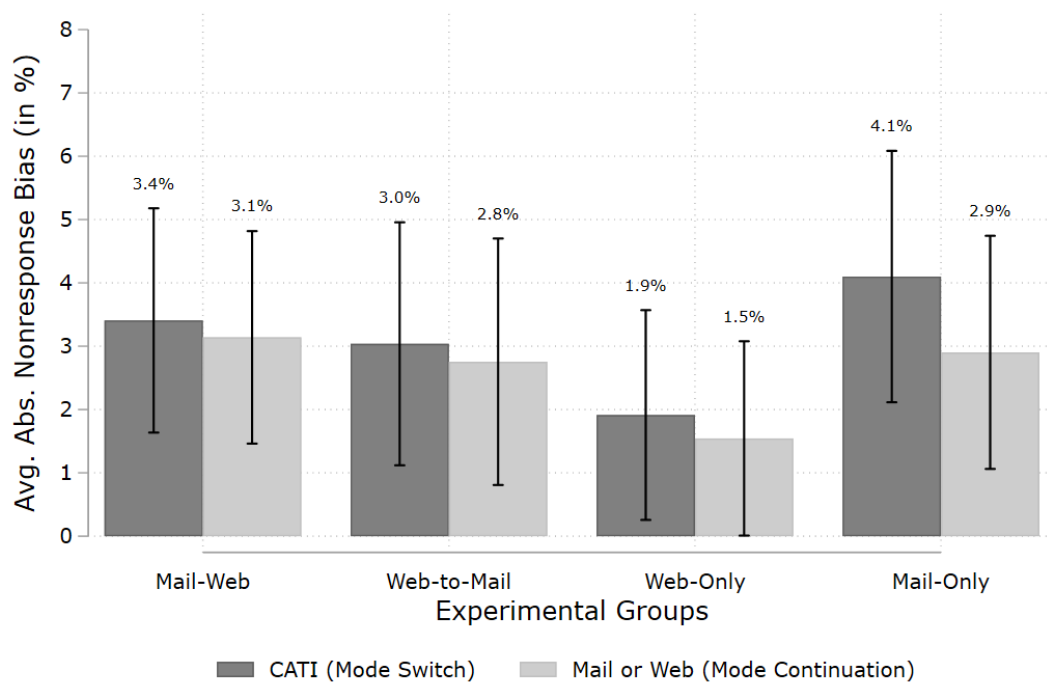


Figure S15: Average Absolute Bias for the First Wave (Design-Weighted) by Experimental Group, Establishment Characteristics BHP 2020

## Median Absolute Nonresponse Bias

Table S28: Median Absolute Nonresponse Bias Estimates and 95% Confidence Interval by Experimental Group, All Administrative Variables BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
Cumulative - First Wave + Follow-Up (Design-Weighted)								
Estimate	3.419	3.094	2.905	4.774	2.426	3.393	2.555	3.473
Lower Bound	2.003	1.872	1.072	2.458	0.708	1.677	0.145	1.900
Upper Bound	4.836	4.317	4.738	7.090	4.144	5.109	4.965	5.045
Follow-Up Wave (Nonresponse-Adjusted)								
Estimate	2.429	1.731	3.090	2.821	2.906	2.570	4.137	1.466
Lower Bound	1.580	1.048	1.454	1.126	1.316	1.201	1.574	0.195
Upper Bound	3.739	2.714	5.449	5.075	4.810	4.216	6.717	2.977

Table S29: Median Absolute Nonresponse Bias Estimates and 95% Confidence Interval by Experimental Group, Employee Characteristics BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
Cumulative - First Wave + Follow-Up (Design-Weighted)								
Estimate	3.536	3.207	3.198	4.955	2.622	2.980	2.842	3.546
Lower Bound	1.942	1.808	1.221	2.353	0.464	1.162	0.000	1.724
Upper Bound	5.131	4.606	5.175	7.557	4.779	4.797	5.712	5.367
Follow-Up Wave (Nonresponse-Adjusted)								
Estimate	2.552	1.781	3.090	2.779	3.004	2.567	4.218	1.466
Lower Bound	1.544	1.052	1.341	0.987	1.236	1.045	1.550	0.156
Upper Bound	3.995	2.834	5.515	5.129	5.159	4.300	7.057	3.229

Table S30: Median Absolute Nonresponse Bias Estimates and 95% Confidence Interval by Experimental Group, Establishment Characteristics BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
Cumulative - First Wave + Follow-Up (Design-Weighted)								
Estimate	3.204	3.204	2.593	3.032	2.153	3.917	2.012	2.556
Lower Bound	0.944	0.944	0.000	0.000	0.000	0.917	0.000	0.000
Upper Bound	5.464	5.464	5.514	6.229	4.903	6.917	4.769	5.279
Follow-Up Wave (Nonresponse-Adjusted)								
Estimate	2.130	1.631	3.595	3.114	2.609	2.726	2.141	1.437
Lower Bound	1.013	0.567	1.218	1.078	0.804	1.208	0.890	0.000
Upper Bound	3.772	2.992	6.482	5.778	4.470	5.038	4.928	2.940

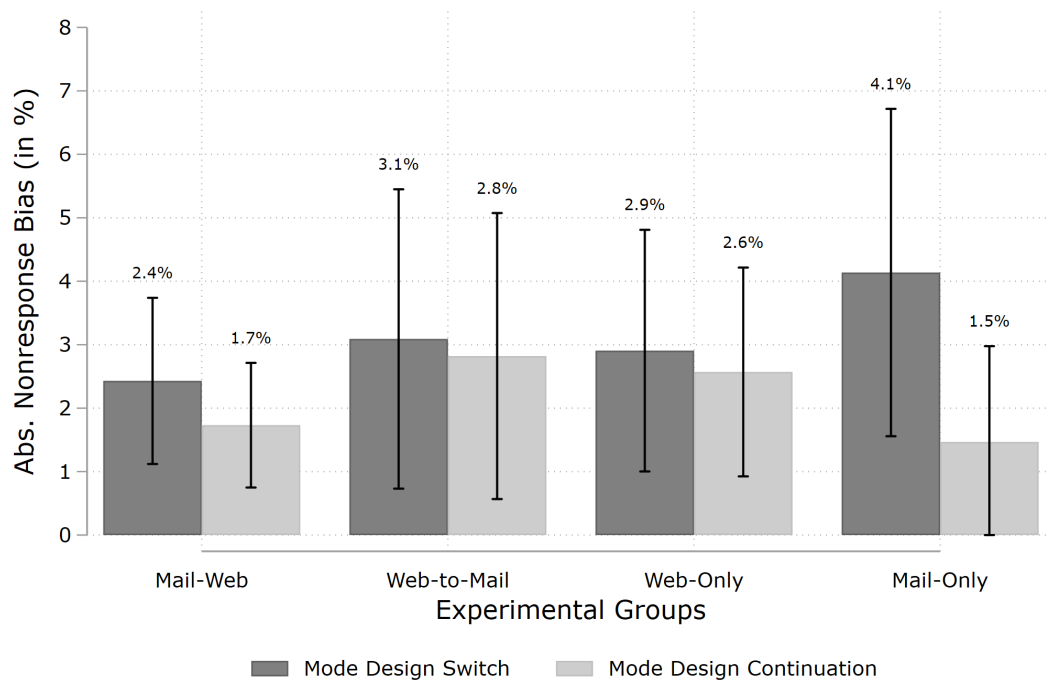


Figure S16: Median Absolute Bias for the Follow-Up Wave (Nonresponse-Adjusted) by Experimental Group, All Variables BHP 2020

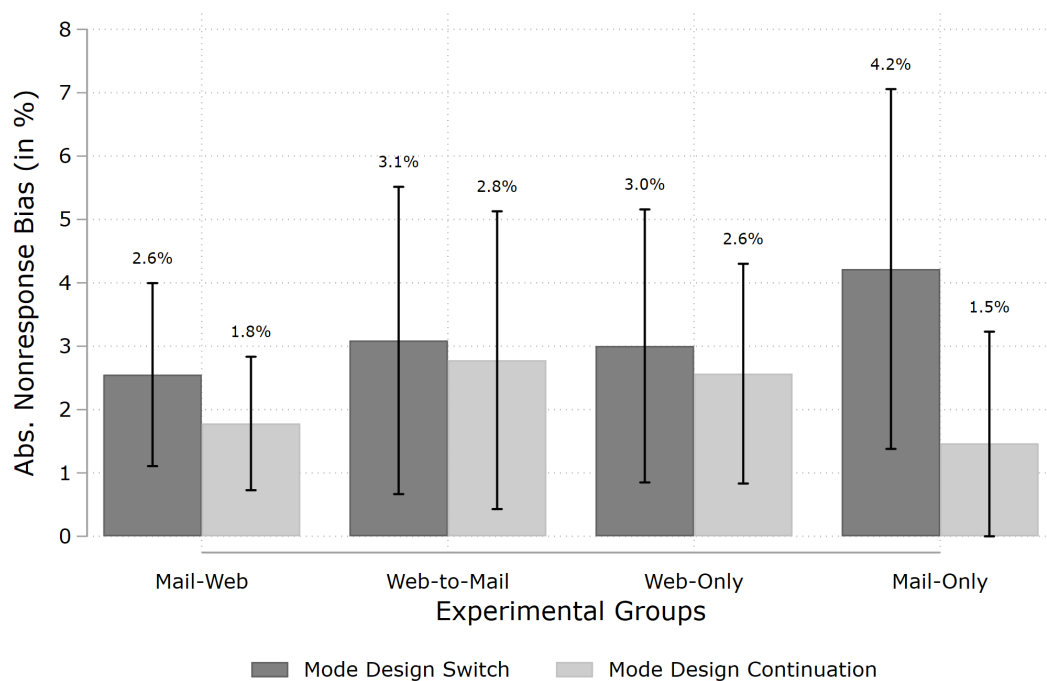
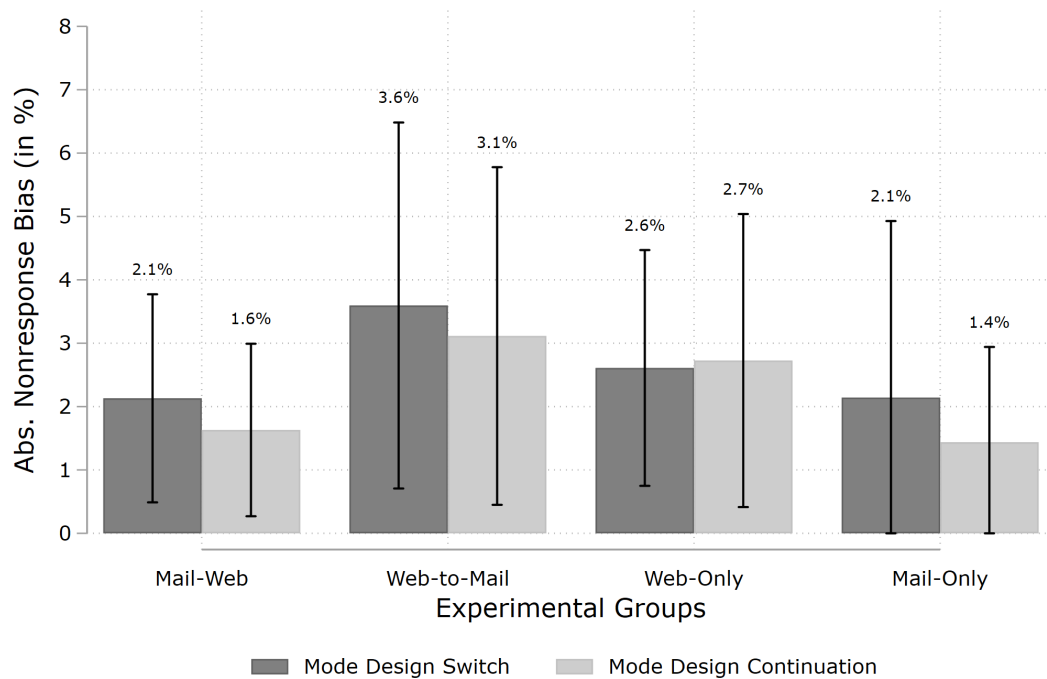
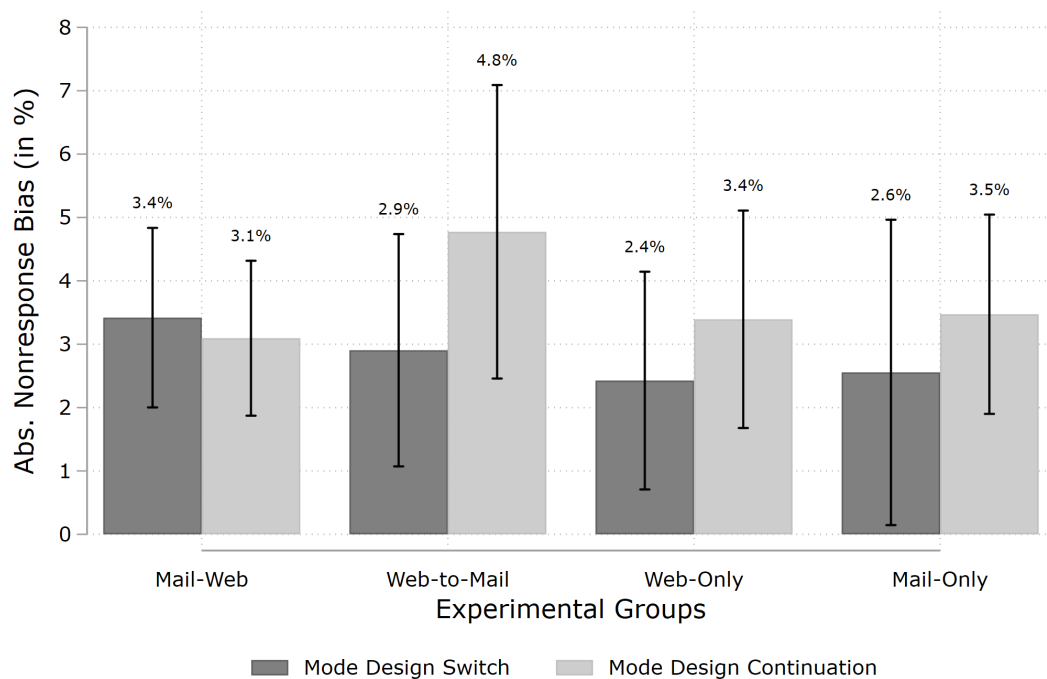


Figure S17: Median Absolute Bias for the Follow-Up Wave (Nonresponse-Adjusted) by Experimental Group, Employee Characteristics BHP 2020



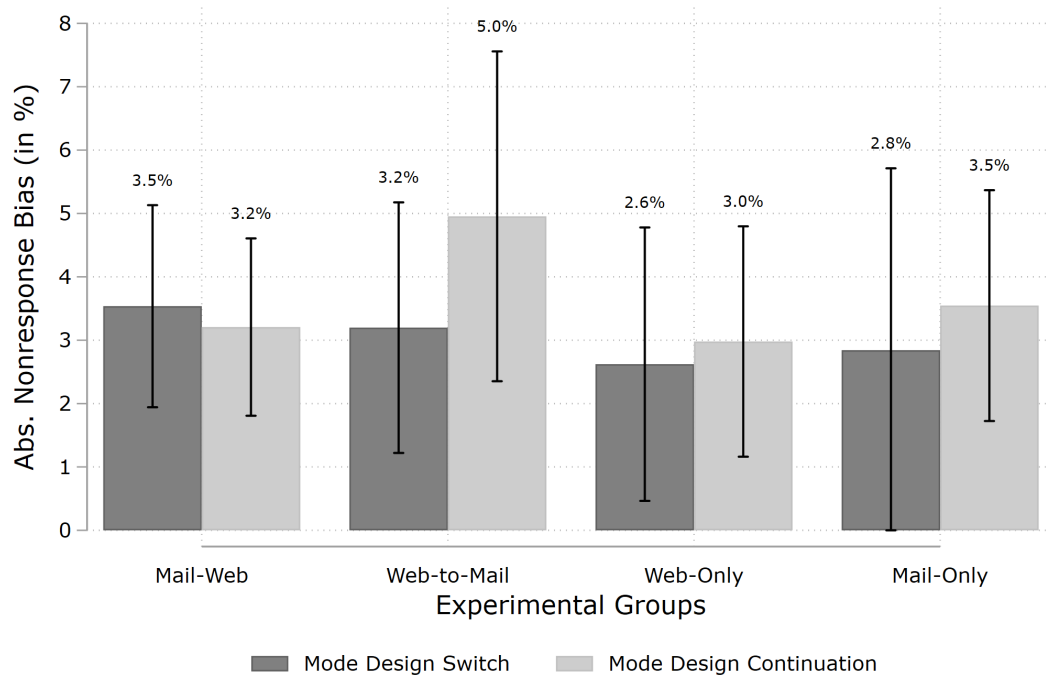
*Note: The lower bound of the confidence interval of the mail-only continuation group bottom-coded to zero.*

Figure S18: Median Absolute Bias for the Follow-Up Wave (Nonresponse-Adjusted) by Experimental Group, Establishment Characteristics BHP 2020



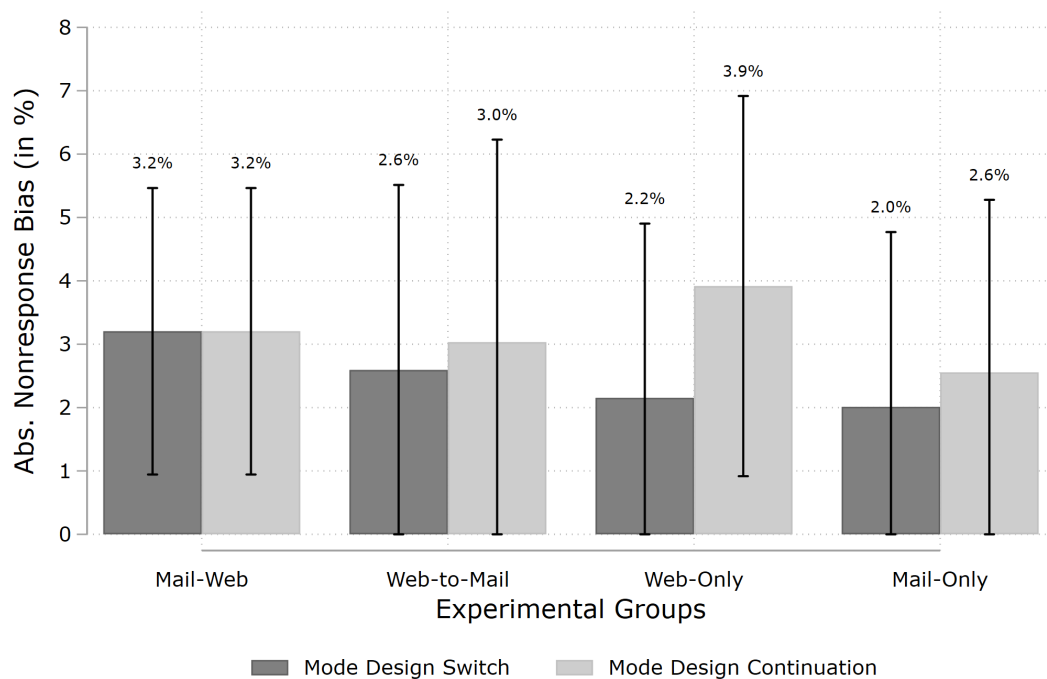
*Note: The lower bound of the confidence interval of the mail-only switch group bottom-coded to zero.*

Figure S19: Cumulative Median Absolute Bias for the First and Follow-Up Waves (Design-Weighted) by Experimental Group, All Variables BHP 2020



*Note: The lower bound of the confidence interval of the mail-only switch group bottom-coded to zero.*

Figure S20: Cumulative Median Absolute Bias for the First and Follow-Up Waves (Design-Weighted) by Experimental Group, Employee Characteristics BHP 2020



*Note: The lower bound of the confidence interval of the web-to-mail continuation and the mail-only switch group bottom-coded to zero.*

Figure S21: Cumulative Median Absolute Bias for the First and Follow-Up Waves (Design-Weighted) by Experimental Group, Establishment Characteristics BHP 2020

## C.3 Individual Nonresponse Bias Estimates - Follow-up Wave

Table S31: Nonresponse Bias Estimates and 95% Confidence Interval of Number of Employees by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>1-9</i>								
Estimate	-0.725	-2.148	-6.096	-3.665	-1.499	-3.804	-1.474	2.083
Upper Bound	5.836	2.190	2.091	3.142	4.162	3.206	8.988	6.405
Lower Bound	-7.285	-6.485	-14.284	-10.473	-7.159	-10.815	-11.935	-2.239
<i>10-19</i>								
Estimate	-1.265	0.790	2.308	1.191	-0.555	1.777	-2.754	-2.424
Upper Bound	4.553	3.920	6.943	5.921	2.803	7.646	7.854	1.171
Lower Bound	-7.083	-2.340	-2.327	-3.538	-3.914	-4.092	-13.363	-6.019
<i>20-49</i>								
Estimate	1.056	0.822	2.443	1.426	1.572	1.692	4.187	0.265
Upper Bound	3.696	2.570	6.316	4.282	3.979	4.190	7.484	2.141
Lower Bound	-1.584	-0.927	-1.431	-1.430	-0.834	-0.806	0.891	-1.611
<i>≥50</i>								
Estimate	0.934	0.536	1.346	1.048	0.482	0.336	0.041	0.076
Upper Bound	2.655	1.658	3.654	3.062	2.245	1.857	2.460	1.157
Lower Bound	-0.788	-0.586	-0.963	-0.966	-1.281	-1.186	-2.379	-1.006



Table S32: Nonresponse Bias Estimates and 95% Confidence Interval of East/West Germany by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
East Germany (Ref.: West Germany)								
Estimate	-0.053	-1.099	2.161	-2.441	-4.198	-2.640	1.528	2.209
Upper Bound	5.670	3.519	9.830	4.474	1.038	2.979	8.212	5.941
Lower Bound	-5.776	-5.717	-5.508	-9.356	-9.433	-8.260	-5.155	-1.522

Table S33: Nonresponse Bias Estimates and 95% Confidence Interval of Industry by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>Agric./Manufacturing</i>								
Estimate	1.049	1.751	-0.774	5.618	-3.268	2.812	7.382	1.568
Upper Bound	7.453	6.192	6.548	11.748	3.020	7.705	14.993	4.937
Lower Bound	-5.356	-2.690	-8.095	-0.513	-9.556	-2.081	-0.228	-1.800
<i>Service</i>								
Estimate	0.693	-1.859	-4.747	-8.735	5.916	2.386	-0.627	-2.874
Upper Bound	9.143	4.083	5.872	-0.447	14.153	9.339	9.788	3.108
Lower Bound	-7.757	-7.801	-15.365	-17.024	-2.320	-4.567	-11.042	-8.856
<i>Public/Educ./Health/Arts</i>								
Estimate	-1.742	0.108	5.520	3.118	-2.648	-5.198	-6.755	1.306
Upper Bound	5.753	5.092	14.586	10.201	3.866	1.390	2.337	6.158
Lower Bound	-9.238	-4.876	-3.545	-3.965	-9.162	-11.786	-15.847	-3.546

Table S34: Nonresponse Bias Estimates and 95% Confidence Interval of Foundation Year by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>70s/80s</i>								
Estimate	0.936	1.463	-1.378	4.216	3.167	5.075	1.125	0.948
Upper Bound	7.140	5.400	5.494	10.036	7.677	10.063	7.177	4.559
Lower Bound	-5.268	-2.474	-8.251	-1.604	-1.343	0.087	-4.926	-2.664
<i>90s</i>								
Estimate	0.758	0.592	5.344	1.194	0.596	-1.246	1.402	0.803
Upper Bound	7.535	5.129	13.302	8.469	6.884	3.131	10.477	7.355
Lower Bound	-6.018	-3.946	-2.615	-6.080	-5.692	-5.624	-7.673	-5.750
<i>00s</i>								
Estimate	0.556	-0.164	-11.164	3.109	2.571	4.619	-8.984	-2.174
Upper Bound	7.333	4.760	-0.151	8.978	9.115	11.065	2.135	4.081
Lower Bound	-6.220	-5.087	-22.177	-2.759	-3.974	-1.828	-20.103	-8.429
<i>10s/20s</i>								
Estimate	-2.251	-1.891	7.199	-8.520	-6.334	-8.448	6.457	0.423
Upper Bound	5.791	4.317	16.359	0.527	2.896	-0.494	14.297	5.187
Lower Bound	-10.292	-8.100	-1.962	-17.567	-15.564	-16.401	-1.383	-4.340

Table S35: Nonresponse Bias Estimates and 95% Confidence Interval of Avg. Age of Employees by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00-38.99</i>								
Estimate	1.009	-1.334	5.158	5.431	0.928	2.373	-5.781	-0.823
Upper Bound	8.947	4.575	13.846	12.705	8.681	8.890	5.655	3.751
Lower Bound	-6.930	-7.244	-3.530	-1.844	-6.826	-4.143	-17.217	-5.397
<i>39.00-43.49</i>								
Estimate	0.326	0.821	0.627	-1.424	-3.415	0.168	5.293	1.466
Upper Bound	6.676	5.408	5.884	6.915	3.488	5.761	13.161	5.103
Lower Bound	-6.023	-3.765	-4.630	-9.762	-10.318	-5.424	-2.575	-2.170
<i>43.50-47.99</i>								
Estimate	-0.396	-0.454	-3.623	-1.668	6.760	-2.583	-0.218	0.177
Upper Bound	5.906	4.254	2.669	5.107	13.927	3.706	5.991	3.764
Lower Bound	-6.699	-5.162	-9.915	-8.443	-0.407	-8.873	-6.427	-3.410
<i>≥48.00</i>								
Estimate	-0.939	0.967	-2.162	-2.339	-4.273	0.042	0.706	-0.820
Upper Bound	7.538	6.742	9.135	4.809	2.981	6.838	10.408	5.964
Lower Bound	-9.415	-4.808	-13.459	-9.487	-11.528	-6.754	-8.996	-7.604

Table S36: Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Apprentices by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
0.00 (Ref.: 0.01-100)								
Estimate	-2.085	-1.004	-3.531	-6.473	-4.895	-6.227	0.398	-1.025
Upper Bound	3.433	3.172	3.847	-0.133	-0.323	-0.828	7.091	3.196
Lower Bound	-7.602	-5.181	-10.910	-12.813	-9.466	-11.627	-6.294	-5.245

Table S37: Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Female Employees by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00 - 18.18</i>								
Estimate	-0.276	-0.474	2.938	4.469	-2.210	1.115	6.053	1.994
Upper Bound	6.321	5.167	10.764	10.002	4.166	5.848	13.276	5.400
Lower Bound	-6.872	-6.116	-4.889	-1.063	-8.587	-3.618	-1.171	-1.411
<i>18.19 - 40.97</i>								
Estimate	1.720	0.929	-0.356	2.187	3.209	-2.858	1.438	0.243
Upper Bound	7.371	5.231	7.219	8.425	9.010	3.633	12.791	3.873
Lower Bound	-3.930	-3.372	-7.932	-4.051	-2.593	-9.348	-9.916	-3.388
<i>40.98 - 67.12</i>								
Estimate	1.359	0.141	-1.566	-7.674	2.722	2.567	-2.968	-3.919
Upper Bound	7.719	4.775	5.013	0.834	7.200	8.598	5.117	2.439
Lower Bound	-5.000	-4.494	-8.145	-16.182	-1.756	-3.465	-11.053	-10.278
<i>&gt;67.13</i>								
Estimate	-2.804	-0.596	-1.015	1.018	-3.721	-0.824	-4.523	1.682
Upper Bound	6.166	5.445	9.771	9.361	4.766	6.735	5.032	8.066
Lower Bound	-11.774	-6.636	-11.802	-7.326	-12.207	-8.383	-14.078	-4.701

Table S38: Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Fixed-Term Contracts by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00</i>								
Estimate	-1.273	-1.208	-2.264	-7.096	-6.481	-3.119	6.476	-0.961
Upper Bound	6.449	4.111	7.112	1.637	0.669	3.262	17.365	4.885
Lower Bound	-8.995	-6.526	-11.640	-15.829	-13.630	-9.501	-4.413	-6.808
<i>0.01 - 15.99</i>								
Estimate	0.355	0.725	3.371	2.738	1.706	-1.142	-4.218	0.557
Upper Bound	5.630	3.676	7.955	6.950	5.653	2.846	6.169	2.619
Lower Bound	-4.920	-2.225	-1.214	-1.474	-2.242	-5.131	-14.605	-1.505
<i>≥16.00</i>								
Estimate	0.918	0.482	-1.107	4.358	4.775	4.262	-2.258	0.404
Upper Bound	7.600	5.049	6.712	11.503	10.385	9.292	5.978	6.167
Lower Bound	-5.764	-4.085	-8.926	-2.788	-0.835	-0.769	-10.493	-5.359

Table S39: Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Full-Time Contracts by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00 - 36.38</i>								
Estimate	-2.531	-0.797	-10.188	-9.420	-7.166	0.901	-10.591	-0.143
Upper Bound	6.340	5.239	1.328	-0.439	1.706	7.766	0.084	6.636
Lower Bound	-11.402	-6.833	-21.705	-18.400	-16.038	-5.964	-21.266	-6.922
<i>36.39 - 66.66</i>								
Estimate	2.375	0.516	3.724	2.349	3.567	-7.862	0.442	3.199
Upper Bound	9.415	5.321	10.410	7.050	9.682	-0.615	8.975	7.345
Lower Bound	-4.665	-4.289	-2.963	-2.352	-2.548	-15.109	-8.092	-0.947
<i>66.67 - 85.28</i>								
Estimate	1.149	1.010	5.200	9.318	2.013	4.391	8.322	-2.043
Upper Bound	6.188	4.640	10.643	15.714	7.021	8.904	14.601	1.420
Lower Bound	-3.890	-2.619	-0.242	2.922	-2.996	-0.123	2.043	-5.506
<i>&gt;85.29</i>								
Estimate	-0.994	-0.729	1.265	-2.247	1.586	2.570	1.828	-1.012
Upper Bound	4.868	4.261	8.767	4.139	6.805	8.017	7.748	4.749
Lower Bound	-6.855	-5.720	-6.238	-8.634	-3.632	-2.876	-4.093	-6.774



Table S40: Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of German Citizens by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
100.00 (Ref.: 0.00-99.99)								
Estimate	-2.475	0.612	-5.077	3.691	0.276	0.374	1.149	5.093
Upper Bound	5.447	6.387	4.524	11.888	8.716	6.345	11.961	11.414
Lower Bound	-10.397	-5.164	-14.678	-4.506	-8.164	-5.597	-9.663	-1.227

Table S41: Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of High-Educated Employees by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00</i>								
Estimate	-2.514	-0.831	3.331	-4.260	-10.099	2.047	2.522	-0.827
Upper Bound	5.782	4.946	13.106	3.757	-0.961	9.646	12.488	5.254
Lower Bound	-10.809	-6.609	-6.444	-12.277	-19.237	-5.552	-7.444	-6.907
<i>0.01 - 14.99</i>								
Estimate	1.300	1.307	0.164	4.504	1.313	1.596	4.137	-3.418
Upper Bound	6.032	4.111	5.313	8.873	4.501	7.015	9.640	2.453
Lower Bound	-3.431	-1.497	-4.986	0.135	-1.875	-3.822	-1.366	-9.290
<i>≥15.00</i>								
Estimate	1.214	-0.476	-3.495	-0.244	8.786	-3.643	-6.659	4.245
Upper Bound	8.779	5.176	6.269	8.620	16.640	3.605	2.239	9.377
Lower Bound	-6.352	-6.127	-13.259	-9.109	0.932	-10.892	-15.556	-0.887

Table S42: Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Mid-Educated Employees by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00 - 50.00</i>								
Estimate	-1.189	-1.699	-1.029	-4.374	0.871	1.067	-4.542	2.130
Upper Bound	6.675	4.330	7.240	4.212	8.766	6.753	4.440	7.376
Lower Bound	-9.054	-7.727	-9.299	-12.959	-7.024	-4.618	-13.525	-3.117
<i>50.01 - 70.58</i>								
Estimate	1.151	0.471	-1.315	5.541	4.363	3.858	-6.404	-5.121
Upper Bound	6.653	5.113	8.353	11.009	9.807	8.723	4.434	1.408
Lower Bound	-4.350	-4.170	-10.983	0.072	-1.081	-1.008	-17.241	-11.651
<i>70.59 - 84.99</i>								
Estimate	1.254	0.397	3.090	1.065	2.263	-4.751	3.242	1.844
Upper Bound	7.393	4.304	9.708	8.778	5.994	2.263	8.560	4.485
Lower Bound	-4.884	-3.510	-3.527	-6.649	-1.469	-11.765	-2.076	-0.797
<i>&gt;85.00</i>								
Estimate	-1.216	0.830	-0.746	-2.231	-7.497	-0.174	7.704	1.147
Upper Bound	7.048	6.408	9.868	4.853	1.405	7.215	17.191	7.437
Lower Bound	-9.480	-4.747	-11.360	-9.316	-16.399	-7.563	-1.783	-5.143

Table S43: Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Low-Educated Employees by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00</i>								
Estimate	-1.214	-0.842	2.705	-5.855	-8.403	-3.617	0.957	1.844
Upper Bound	6.689	5.089	12.692	2.719	-0.564	4.264	11.622	7.991
Lower Bound	-9.118	-6.772	-7.281	-14.429	-16.242	-11.497	-9.708	-4.303
<i>0.01 - 11.99</i>								
Estimate	1.460	1.337	2.102	3.314	2.906	1.396	1.424	-0.242
Upper Bound	5.014	3.937	7.128	7.630	6.715	6.879	5.376	2.354
Lower Bound	-2.094	-1.263	-2.924	-1.002	-0.903	-4.087	-2.528	-2.838
<i>≥12.00</i>								
Estimate	-0.246	-0.495	-4.807	2.541	5.497	2.220	-2.381	-1.602
Upper Bound	7.349	5.090	4.300	9.813	12.046	8.105	8.976	4.705
Lower Bound	-7.841	-6.081	-13.914	-4.732	-1.053	-3.665	-13.738	-7.908

Table S44: Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Unknown-Educated Employees by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
0.00 (Ref.: 0.01-100.00)								
Estimate	-1.389	0.235	-1.835	0.037	1.075	-1.438	4.804	8.291
Upper Bound	5.898	5.346	5.278	5.341	6.956	4.686	15.223	14.951
Lower Bound	-8.675	-4.876	-8.949	-5.268	-4.806	-7.563	-5.616	1.631

Table S45: Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Marginal Contracts by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00</i>								
Estimate	-2.213	-0.394	9.183	4.080	-3.004	6.804	3.346	-3.514
Upper Bound	6.244	6.091	17.855	12.627	5.409	13.741	12.873	3.645
Lower Bound	-10.670	-6.879	0.511	-4.467	-11.417	-0.133	-6.181	-10.673
<i>0.00-14.99</i>								
Estimate	1.924	1.711	2.305	1.066	3.529	-1.045	4.594	-1.558
Upper Bound	5.934	4.401	8.344	4.616	7.625	3.467	9.567	1.630
Lower Bound	-2.086	-0.978	-3.734	-2.485	-0.567	-5.557	-0.379	-4.746
<i>≥15.00</i>								
Estimate	0.289	-1.317	-11.488	-5.146	-0.525	-5.759	-7.940	5.072
Upper Bound	8.948	5.305	-0.981	4.078	7.432	1.509	3.179	11.207
Lower Bound	-8.369	-7.939	-21.995	-14.369	-8.482	-13.027	-19.060	-1.064

Table S46: Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Part-Time Contracts by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00</i>								
Estimate	0.287	-1.025	-7.551	-3.645	-2.754	1.761	-5.365	-0.435
Upper Bound	7.783	5.275	2.460	5.413	4.092	9.019	3.411	5.760
Lower Bound	-7.208	-7.324	-17.561	-12.703	-9.601	-5.498	-14.141	-6.629
<i>0.01 - 19.99</i>								
Estimate	1.181	1.331	4.497	1.088	3.088	5.746	8.267	0.672
Upper Bound	6.130	4.778	9.407	6.427	7.644	10.305	14.517	3.440
Lower Bound	-3.768	-2.116	-0.412	-4.252	-1.467	1.188	2.018	-2.097
<i>≥20.00</i>								
Estimate	-1.468	-0.306	3.053	2.557	-0.334	-7.507	-2.903	-0.237
Upper Bound	6.728	6.101	13.138	10.788	7.326	-0.100	7.306	5.855
Lower Bound	-9.665	-6.714	-7.031	-5.673	-7.994	-14.914	-13.111	-6.329

Table S47: Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Regular Contracts by Experimental Group for the Follow-Up Wave (Nonresponse-Adjusted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00 - 75.00</i>								
Estimate	-0.371	-1.134	-15.565	-2.821	-1.060	-3.104	-14.407	4.099
Upper Bound	7.927	5.311	-5.081	5.828	6.910	4.422	-3.622	10.502
Lower Bound	-8.670	-7.579	-26.050	-11.471	-9.031	-10.631	-25.192	-2.305
<i>75.01 - 88.88</i>								
Estimate	1.697	0.473	5.096	0.737	3.444	-0.306	7.592	0.741
Upper Bound	6.506	3.897	10.684	8.628	6.954	4.574	13.387	3.327
Lower Bound	-3.112	-2.951	-0.493	-7.154	-0.065	-5.186	1.796	-1.845
<i>88.89 - 97.43</i>								
Estimate	1.393	0.640	1.851	-0.392	0.353	0.350	1.068	-1.074
Upper Bound	3.663	2.149	5.949	1.809	4.540	2.084	4.097	1.607
Lower Bound	-0.877	-0.869	-2.247	-2.593	-3.834	-1.384	-1.961	-3.754
<i>&gt;97.44</i>								
Estimate	-2.718	0.021	8.619	2.477	-2.737	3.060	5.747	-3.766
Upper Bound	5.348	6.034	16.886	10.644	5.759	9.772	14.849	4.113
Lower Bound	-10.785	-5.991	0.352	-5.690	-11.233	-3.651	-3.355	-11.645



## C.4 Individual Nonresponse Bias Estimates - Cumulative Nonresponse BiasAppendix:NR Bias

Table S48: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Number of Employees by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>1-9</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	1.543	1.255	2.543	-2.779	4.802	-4.025	0.600	11.811
Upper Bound	9.542	9.436	11.573	6.365	12.888	5.833	10.036	16.967
Lower Bound	-6.456	-6.927	-6.487	-11.923	-3.283	-13.883	-8.835	6.655
Follow-Up Wave								
Estimate	-0.721	-1.984	-4.042	-2.910	-1.491	-2.685	-3.545	1.874
Upper Bound	5.479	2.011	2.749	2.830	3.745	4.236	4.684	5.003
Lower Bound	-6.921	-5.979	-10.833	-8.650	-6.727	-9.606	-11.775	-1.255
First Wave								
Estimate	2.264	3.239	6.585	0.131	6.293	-1.340	4.146	9.937
Upper Bound	8.421	9.777	12.333	6.660	12.344	6.397	11.708	14.961
Lower Bound	-3.894	-3.300	0.837	-6.397	0.242	-9.076	-3.416	4.914
<i>10-19</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-0.571	0.367	-2.642	2.621	-5.066	1.832	0.280	-7.528
Upper Bound	5.621	6.923	3.654	9.835	-0.085	8.414	7.534	-3.774
Lower Bound	-6.763	-6.190	-8.939	-4.592	-10.048	-4.751	-6.974	-11.282
Follow-Up Wave								
Estimate	-1.059	0.802	2.164	1.294	-0.617	0.318	-0.029	-1.859
Upper Bound	4.454	3.920	6.286	5.398	2.461	6.217	7.172	0.781
Lower Bound	-6.573	-2.316	-1.958	-2.810	-3.695	-5.582	-7.231	-4.499
First Wave								
Estimate	0.488	-0.436	-4.807	1.327	-4.449	1.514	0.310	-5.669
Upper Bound	5.721	4.980	-0.516	6.411	-0.266	7.609	7.068	-1.750
Lower Bound	-4.744	-5.851	-9.097	-3.756	-8.632	-4.581	-6.449	-9.588
<i>20-49</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-0.041	-0.315	0.718	0.178	1.185	3.809	1.200	-1.741
Upper Bound	3.343	2.683	4.701	3.664	5.276	8.703	5.243	0.827
Lower Bound	-3.424	-3.312	-3.265	-3.308	-2.907	-1.085	-2.844	-4.309
Follow-Up Wave								
Estimate	1.007	0.747	1.113	1.143	1.728	2.084	3.308	-0.035
Upper Bound	3.351	2.219	4.016	3.226	4.193	4.846	5.979	1.275
Lower Bound	-1.336	-0.726	-1.789	-0.939	-0.737	-0.678	0.637	-1.345
First Wave								
Estimate	-1.048	-1.061	-0.396	-0.965	-0.543	1.725	-2.109	-1.706
Upper Bound	1.230	1.346	2.041	1.562	2.194	5.157	0.307	0.593
Lower Bound	-3.326	-3.469	-2.832	-3.493	-3.281	-1.706	-4.524	-4.005
<i>≥50</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-0.932	-1.307	-0.619	-0.020	-0.921	-1.616	-2.080	-2.543
Upper Bound	0.999	0.223	1.777	2.367	1.018	0.074	-0.326	-1.286
Lower Bound	-2.862	-2.837	-3.015	-2.408	-2.859	-3.306	-3.834	-3.799
Follow-Up Wave								
Estimate	0.773	0.435	0.764	0.473	0.380	0.284	0.266	0.020
Upper Bound	2.038	1.236	2.518	2.057	1.612	1.312	1.620	0.629
Lower Bound	-0.493	-0.367	-0.990	-1.111	-0.852	-0.744	-1.087	-0.589
First Wave								
Estimate	-1.704	-1.742	-1.383	-0.493	-1.301	-1.900	-2.347	-2.563
Upper Bound	-0.471	-0.535	0.079	1.154	0.134	-0.622	-1.044	-1.504
Lower Bound	-2.938	-2.948	-2.845	-2.140	-2.735	-3.177	-3.649	-3.621

Table S49: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of East/West Germany by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
East Germany (Ref.: West Germany)								
Cumulative - First Wave + Follow-Up Wave								
Estimate	0.028	-1.313	2.696	-1.469	-7.528	-3.694	-1.111	2.544
Upper Bound	8.137	5.329	13.173	6.587	-1.854	3.463	7.894	11.248
Lower Bound	-8.081	-7.956	-7.782	-9.525	-13.201	-10.851	-10.117	-6.159
Follow-Up Wave								
Estimate	-0.009	-0.897	0.703	-1.839	-3.916	-2.337	0.612	1.838
Upper Bound	5.563	3.388	8.047	3.599	0.976	2.921	7.415	5.244
Lower Bound	-5.580	-5.182	-6.641	-7.277	-8.807	-7.595	-6.191	-1.567
First Wave								
Estimate	0.037	-0.416	1.993	0.370	-3.612	-1.357	-1.723	0.706
Upper Bound	6.071	5.325	9.246	6.721	1.787	4.828	4.313	7.843
Lower Bound	-5.997	-6.156	-5.259	-5.981	-9.011	-7.542	-7.760	-6.431

Table S50: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Industry by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>Agric./Manufacturing</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	4.096	4.536	-0.388	5.598	-1.043	3.641	11.261	1.240
Upper Bound	14.445	13.875	9.539	16.559	8.039	13.272	24.605	10.625
Lower Bound	-6.254	-4.804	-10.315	-5.362	-10.124	-5.991	-2.084	-8.145
Follow-Up Wave								
Estimate	1.147	1.662	-1.957	4.469	-3.338	3.187	7.251	0.968
Upper Bound	8.227	6.599	5.903	10.312	3.373	8.274	15.990	4.676
Lower Bound	-5.934	-3.274	-9.817	-1.375	-10.049	-1.900	-1.487	-2.740
First Wave								
Estimate	2.949	2.873	1.569	1.130	2.296	0.454	4.009	0.272
Upper Bound	10.554	10.308	9.007	8.898	9.995	7.412	12.384	8.077
Lower Bound	-4.655	-4.561	-5.869	-6.638	-5.404	-6.505	-4.366	-7.533
<i>Service</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-4.947	-6.553	-11.115	-15.619	4.225	1.235	-1.944	-3.808
Upper Bound	7.063	4.548	2.419	-3.586	16.851	12.879	11.229	7.528
Lower Bound	-16.956	-17.653	-24.649	-27.653	-8.400	-10.408	-15.116	-15.144
Follow-Up Wave								
Estimate	0.651	-1.687	-2.911	-7.936	6.559	2.469	0.402	-1.884
Upper Bound	9.221	4.232	7.326	-0.174	15.088	9.844	10.916	3.682
Lower Bound	-7.919	-7.606	-13.148	-15.697	-1.969	-4.907	-10.112	-7.449
First Wave								
Estimate	-5.598	-4.866	-8.204	-7.684	-2.334	-1.233	-2.345	-1.925
Upper Bound	3.298	4.538	1.433	2.111	7.545	8.421	8.329	8.321
Lower Bound	-14.494	-14.269	-17.841	-17.478	-12.213	-10.888	-13.020	-12.170
<i>Public/Educ./Health/Arts</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	0.851	2.017	11.503	10.021	-3.183	-4.876	-9.317	2.568
Upper Bound	11.415	11.050	25.390	22.375	6.665	4.348	-1.393	12.728
Lower Bound	-9.713	-7.016	-2.384	-2.333	-13.030	-14.099	-17.241	-7.593
Follow-Up Wave								
Estimate	-1.798	0.025	4.868	3.467	-3.221	-5.656	-7.653	0.915
Upper Bound	6.084	5.270	14.483	11.186	3.860	1.485	1.855	5.616
Lower Bound	-9.680	-5.220	-4.747	-4.252	-10.303	-12.797	-17.161	-3.785
First Wave								
Estimate	2.649	1.992	6.635	6.554	0.039	0.780	-1.664	1.652
Upper Bound	10.481	9.493	15.875	15.696	7.918	9.574	7.472	10.309
Lower Bound	-5.183	-5.509	-2.605	-2.588	-7.841	-8.014	-10.800	-7.004

Table S51: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Foundation Year by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>70s/80s</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	3.496	2.961	1.754	3.285	2.276	8.837	0.962	-1.175
Upper Bound	13.040	10.716	11.480	14.277	10.273	19.758	8.801	6.615
Lower Bound	-6.047	-4.794	-7.972	-7.706	-5.722	-2.083	-6.877	-8.965
Follow-Up Wave								
Estimate	0.896	1.330	-1.487	3.936	3.087	6.079	-0.452	0.823
Upper Bound	7.185	5.397	6.227	9.603	7.813	11.275	6.074	4.386
Lower Bound	-5.394	-2.737	-9.201	-1.730	-1.640	0.884	-6.979	-2.740
First Wave								
Estimate	2.601	1.631	3.241	-0.651	-0.811	2.758	1.414	-1.998
Upper Bound	9.639	8.005	10.345	6.514	4.865	10.437	8.281	4.661
Lower Bound	-4.437	-4.742	-3.862	-7.816	-6.487	-4.921	-5.452	-8.657
<i>90s</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	3.368	1.534	6.047	5.268	0.820	-4.636	10.206	5.896
Upper Bound	14.002	9.926	18.148	15.678	11.291	1.884	21.712	17.526
Lower Bound	-7.266	-6.858	-6.054	-5.142	-9.650	-11.156	-1.300	-5.734
Follow-Up Wave								
Estimate	0.896	0.352	4.494	1.837	0.848	-1.086	0.306	1.295
Upper Bound	7.813	4.962	12.607	7.970	7.274	3.379	9.841	6.937
Lower Bound	-6.020	-4.258	-3.619	-4.297	-5.579	-5.551	-9.229	-4.347
First Wave								
Estimate	2.472	1.182	1.552	3.431	-0.027	-3.550	9.900	4.601
Upper Bound	9.969	8.040	8.916	11.293	7.206	2.088	18.682	14.820
Lower Bound	-5.025	-5.676	-5.811	-4.430	-7.260	-9.188	1.118	-5.618
<i>00s</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-0.606	-1.353	-9.778	-2.552	-1.066	10.742	-2.974	-0.400
Upper Bound	9.593	7.898	-0.538	7.593	11.217	23.361	8.625	8.576
Lower Bound	-10.805	-10.604	-19.018	-12.696	-13.348	-1.876	-14.574	-9.376
Follow-Up Wave								
Estimate	0.453	-0.137	-8.805	2.118	1.686	5.289	-7.143	-1.144
Upper Bound	7.197	4.738	1.013	8.408	8.571	11.796	3.075	4.408
Lower Bound	-6.292	-5.012	-18.623	-4.172	-5.200	-1.218	-17.362	-6.697
First Wave								
Estimate	-1.058	-1.216	-0.973	-4.669	-2.751	5.453	4.169	0.744
Upper Bound	6.675	6.641	8.456	3.118	5.682	14.745	14.063	8.895
Lower Bound	-8.791	-9.073	-10.402	-12.457	-11.184	-3.839	-5.725	-7.406
<i>10s/20s</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-6.259	-3.142	1.977	-6.002	-2.030	-14.943	-8.194	-4.321
Upper Bound	5.207	7.485	15.591	5.616	11.405	-4.789	5.074	7.229
Lower Bound	-17.724	-13.769	-11.636	-17.620	-15.465	-25.098	-21.461	-15.870
Follow-Up Wave								
Estimate	-2.244	-1.545	5.798	-7.891	-5.620	-10.282	7.290	-0.973
Upper Bound	5.682	4.487	15.072	0.773	3.829	-1.926	16.159	3.902
Lower Bound	-10.171	-7.577	-3.477	-16.555	-15.068	-18.639	-1.579	-5.848
First Wave								
Estimate	-4.015	-1.598	-3.820	1.889	3.589	-4.661	-15.484	-3.347
Upper Bound	4.582	7.466	5.331	11.201	13.716	4.925	-6.714	6.403
Lower Bound	-12.611	-10.661	-12.971	-7.422	-6.537	-14.247	-24.253	-13.098

Table S52: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Avg. Age of Employees by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00-38.99</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-1.375	-2.414	-2.649	0.634	-2.263	-0.343	-1.265	2.877
Upper Bound	10.651	7.273	9.601	13.013	10.656	11.273	9.781	13.836
Lower Bound	-13.401	-12.101	-14.899	-11.746	-15.181	-11.960	-12.311	-8.082
Follow-Up Wave								
Estimate	1.009	-1.032	3.179	4.992	0.951	1.919	-3.449	-1.171
Upper Bound	8.798	4.503	11.426	11.649	8.423	8.335	6.848	3.609
Lower Bound	-6.781	-6.567	-5.067	-1.665	-6.521	-4.498	-13.746	-5.950
First Wave								
Estimate	-2.384	-1.382	-5.828	-4.359	-3.214	-2.262	2.184	4.047
Upper Bound	6.183	6.624	2.165	4.169	6.004	6.294	12.085	13.329
Lower Bound	-10.950	-9.388	-13.821	-12.886	-12.432	-10.819	-7.716	-5.235
<i>39.00-43.49</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-0.652	-1.160	-2.792	2.730	-6.599	-2.980	4.700	1.005
Upper Bound	8.100	6.682	4.382	13.040	-1.022	5.134	17.577	10.343
Lower Bound	-9.403	-9.001	-9.967	-7.580	-12.176	-11.093	-8.177	-8.332
Follow-Up Wave								
Estimate	0.452	0.764	-0.341	-0.530	-3.661	-0.371	5.924	1.425
Upper Bound	6.502	4.983	4.910	6.431	2.417	4.182	14.431	5.099
Lower Bound	-5.598	-3.455	-5.592	-7.492	-9.738	-4.924	-2.583	-2.249
First Wave								
Estimate	-1.103	-1.924	-2.451	3.260	-2.938	-2.609	-1.224	-0.420
Upper Bound	5.468	4.643	2.822	11.506	3.645	3.892	7.654	7.168
Lower Bound	-7.675	-8.490	-7.725	-4.985	-9.522	-9.110	-10.102	-8.008
<i>43.50-47.99</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	0.344	0.024	-5.801	-2.240	10.612	-0.917	-1.391	-0.752
Upper Bound	9.464	7.925	-0.485	6.177	22.923	6.609	5.402	7.167
Lower Bound	-8.775	-7.877	-11.117	-10.658	-1.699	-8.443	-8.184	-8.671
Follow-Up Wave								
Estimate	-0.202	-0.762	-6.089	-3.389	7.745	-2.429	-2.033	0.271
Upper Bound	6.109	4.302	1.291	4.324	15.410	4.669	5.602	3.388
Lower Bound	-6.513	-5.826	-13.468	-11.101	0.080	-9.527	-9.667	-2.845
First Wave								
Estimate	0.546	0.786	0.288	1.148	2.867	1.512	0.641	-1.023
Upper Bound	7.913	7.888	7.050	9.023	11.671	8.889	7.982	5.601
Lower Bound	-6.821	-6.316	-6.475	-6.726	-5.938	-5.865	-6.699	-7.646
<i>≥48.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	1.682	3.550	11.242	-1.124	-1.750	4.240	-2.044	-3.130
Upper Bound	14.047	13.915	24.997	9.265	9.911	16.495	9.739	7.619
Lower Bound	-10.682	-6.815	-2.513	-11.512	-13.411	-8.015	-13.827	-13.880
Follow-Up Wave								
Estimate	-1.258	1.030	3.250	-1.073	-5.036	0.881	-0.442	-0.526
Upper Bound	7.432	7.035	13.590	5.818	3.195	8.103	9.082	5.646
Lower Bound	-9.949	-4.974	-7.090	-7.965	-13.266	-6.342	-9.966	-6.697
First Wave								
Estimate	2.941	2.520	7.991	-0.050	3.286	3.359	-1.602	-2.605
Upper Bound	11.297	11.494	17.635	7.994	12.316	13.202	7.273	7.319
Lower Bound	-5.415	-6.454	-1.653	-8.094	-5.745	-6.484	-10.477	-12.528

Table S53: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Apprentices by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
0.00 (Ref.: 0.01-100)								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-0.649	-0.877	-0.998	-7.655	-0.775	-11.294	0.050	-4.996
Upper Bound	7.483	7.143	8.332	3.737	7.698	-1.418	9.459	5.045
Lower Bound	-8.780	-8.896	-10.328	-19.046	-9.248	-21.169	-9.358	-15.037
Follow-Up Wave								
Estimate	-1.983	-0.746	-1.242	-5.862	-4.590	-6.385	0.408	-0.815
Upper Bound	3.422	3.416	5.705	0.153	-0.147	-1.195	7.687	3.410
Lower Bound	-7.387	-4.908	-8.188	-11.877	-9.033	-11.575	-6.871	-5.039
First Wave								
Estimate	1.334	-0.131	0.243	-1.792	3.815	-4.908	-0.358	-4.182
Upper Bound	7.035	6.370	6.581	5.672	9.579	1.941	7.116	4.183
Lower Bound	-4.367	-6.632	-6.094	-9.257	-1.949	-11.758	-7.831	-12.547

Table S54: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Female Employees by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00 - 18.18</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-1.835	-0.601	-0.935	-4.979	-1.706	0.258	3.140	-2.183
Upper Bound	8.209	9.065	9.544	4.975	7.074	10.758	14.538	7.034
Lower Bound	-11.878	-10.267	-11.414	-14.933	-10.486	-10.241	-8.259	-11.400
Follow-Up Wave								
Estimate	-0.467	-0.250	0.899	2.137	-1.888	1.953	6.805	1.750
Upper Bound	6.356	5.072	8.161	7.126	4.313	7.082	14.581	5.129
Lower Bound	-7.290	-5.571	-6.364	-2.852	-8.089	-3.176	-0.972	-1.629
First Wave								
Estimate	-1.368	-0.352	-1.834	-7.116	0.182	-1.695	-3.665	-3.933
Upper Bound	6.379	7.450	5.196	-0.346	7.309	5.878	4.165	3.913
Lower Bound	-9.114	-8.153	-8.863	-13.887	-6.946	-9.267	-11.495	-11.779
<i>18.19 - 40.97</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	1.807	1.590	-3.738	11.616	-0.393	0.908	8.906	3.572
Upper Bound	10.761	10.074	5.524	22.938	10.491	8.285	22.175	12.383
Lower Bound	-7.146	-6.894	-13.000	0.293	-11.278	-6.468	-4.363	-5.238
Follow-Up Wave								
Estimate	1.875	0.792	0.187	1.638	2.175	-2.578	5.705	0.138
Upper Bound	7.585	5.122	7.309	7.970	8.483	4.122	15.084	3.815
Lower Bound	-3.834	-3.539	-6.934	-4.694	-4.132	-9.278	-3.673	-3.539
First Wave								
Estimate	-0.068	0.799	-3.925	9.978	-2.569	3.486	3.201	3.434
Upper Bound	6.313	7.769	3.041	17.802	4.990	10.395	12.012	10.992
Lower Bound	-6.449	-6.172	-10.891	2.154	-10.128	-3.424	-5.611	-4.125
<i>40.98 - 67.12</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	0.504	0.501	-0.463	-5.649	-1.518	-1.006	-3.426	-4.774
Upper Bound	10.493	8.868	6.948	1.330	7.419	9.560	6.226	3.132
Lower Bound	-9.486	-7.865	-7.874	-12.628	-10.455	-11.573	-13.077	-12.680
Follow-Up Wave								
Estimate	1.244	0.261	-3.974	-5.691	3.500	0.492	-5.433	-3.456
Upper Bound	7.473	4.721	3.112	1.472	8.173	7.051	3.406	2.255
Lower Bound	-4.985	-4.200	-11.060	-12.854	-1.174	-6.068	-14.272	-9.167
First Wave								
Estimate	-0.741	0.241	3.511	0.041	-5.018	-1.498	2.007	-1.319
Upper Bound	6.737	7.379	10.633	7.657	0.627	6.653	10.277	6.351
Lower Bound	-8.218	-6.898	-3.610	-7.575	-10.663	-9.649	-6.263	-8.988
<i>&gt;67.13</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-0.476	-1.490	5.135	-0.987	3.617	-0.160	-8.620	3.385
Upper Bound	11.631	9.466	18.932	12.034	16.960	12.126	1.388	14.965
Lower Bound	-12.584	-12.447	-8.661	-14.009	-9.726	-12.447	-18.628	-8.194
Follow-Up Wave								
Estimate	-2.652	-0.802	2.888	1.916	-3.787	0.133	-7.077	1.567
Upper Bound	6.278	5.173	12.951	10.147	4.797	7.870	2.790	7.302
Lower Bound	-11.583	-6.778	-7.175	-6.316	-12.372	-7.604	-16.945	-4.168
First Wave								
Estimate	2.176	-0.688	2.247	-2.903	7.405	-0.293	-1.543	1.818
Upper Bound	11.141	8.302	12.065	6.884	17.321	9.348	8.081	11.630
Lower Bound	-6.789	-9.678	-7.570	-12.690	-2.511	-9.935	-11.166	-7.993

Table S55: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Fixed-Term Contracts by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	0.921	2.726	7.063	-6.608	-2.426	1.615	2.416	-2.739
Upper Bound	11.253	12.002	17.244	5.954	9.994	12.138	13.628	8.546
Lower Bound	-9.410	-6.550	-3.118	-19.170	-14.846	-8.908	-8.797	-14.024
Follow-Up Wave								
Estimate	-1.345	-1.159	2.399	-5.284	-6.731	-2.828	4.889	-0.714
Upper Bound	6.115	3.981	10.795	3.208	0.633	3.735	15.163	4.680
Lower Bound	-8.804	-6.298	-5.997	-13.776	-14.095	-9.390	-5.386	-6.107
First Wave								
Estimate	2.266	3.884	4.664	-1.324	4.305	4.443	-2.473	-2.026
Upper Bound	9.974	11.617	12.562	7.922	13.185	12.616	7.326	7.721
Lower Bound	-5.442	-3.849	-3.234	-10.570	-4.575	-3.730	-12.272	-11.772
<i>0.01 - 15.99</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	0.552	-0.371	-0.121	3.934	0.274	-3.351	-1.472	-1.103
Upper Bound	6.993	4.610	4.632	11.966	7.665	0.431	3.681	4.757
Lower Bound	-5.888	-5.352	-4.875	-4.098	-7.117	-7.134	-6.625	-6.964
Follow-Up Wave								
Estimate	0.453	0.671	1.458	2.570	1.672	-1.130	-1.131	0.702
Upper Bound	5.425	3.549	4.990	6.737	5.482	3.369	5.536	2.691
Lower Bound	-4.520	-2.206	-2.074	-1.597	-2.138	-5.629	-7.799	-1.288
First Wave								
Estimate	0.100	-1.042	-1.579	1.364	-1.398	-2.221	-0.341	-1.805
Upper Bound	5.202	3.060	1.594	6.783	3.809	2.454	5.983	2.905
Lower Bound	-5.002	-5.145	-4.752	-4.055	-6.605	-6.897	-6.665	-6.514
<i>≥ 16.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-1.474	-2.355	-6.942	2.674	2.152	1.736	-0.943	3.842
Upper Bound	7.689	5.796	1.372	13.705	12.674	11.313	9.457	14.038
Lower Bound	-10.636	-10.505	-15.255	-8.358	-8.371	-7.841	-11.344	-6.353
Follow-Up Wave								
Estimate	0.892	0.487	-3.857	2.714	5.059	3.958	-3.757	0.012
Upper Bound	7.337	4.890	3.584	9.940	11.103	9.127	5.383	5.401
Lower Bound	-5.553	-3.916	-11.297	-4.512	-0.985	-1.212	-12.898	-5.377
First Wave								
Estimate	-2.366	-2.842	-3.085	-0.040	-2.907	-2.221	2.814	3.830
Upper Bound	4.581	4.115	4.146	8.314	4.073	4.598	11.757	12.692
Lower Bound	-9.313	-9.799	-10.316	-8.394	-9.887	-9.041	-6.129	-5.031



Table S56: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Full-Time Contracts by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00 - 36.38</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-3.067	-2.378	-4.867	-15.040	-7.005	-4.096	-9.618	3.546
Upper Bound	9.525	8.744	9.294	-4.492	5.984	7.813	2.381	15.192
Lower Bound	-15.659	-13.501	-19.028	-25.588	-19.994	-16.005	-21.616	-8.101
Follow-Up Wave								
Estimate	-2.297	-0.879	-7.001	-7.503	-6.907	1.751	-11.967	-0.333
Upper Bound	6.541	5.034	3.915	0.662	1.758	8.904	-1.599	5.922
Lower Bound	-11.134	-6.792	-17.916	-15.667	-15.573	-5.402	-22.334	-6.588
First Wave								
Estimate	-0.770	-1.499	2.134	-7.537	-0.097	-5.847	2.349	3.879
Upper Bound	8.089	8.044	11.756	1.697	10.235	3.676	11.992	13.976
Lower Bound	-9.630	-11.043	-7.489	-16.771	-10.430	-15.370	-7.294	-6.219
<i>36.39 - 66.66</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	5.361	1.629	-0.024	-0.016	6.428	-3.393	2.040	5.801
Upper Bound	16.357	10.837	9.588	9.956	17.927	4.645	13.030	16.178
Lower Bound	-5.635	-7.580	-9.636	-9.988	-5.071	-11.431	-8.949	-4.576
Follow-Up Wave								
Estimate	2.184	0.456	2.147	2.861	4.036	-8.614	-0.315	3.466
Upper Bound	9.318	5.323	9.528	7.986	10.924	-0.756	8.504	7.280
Lower Bound	-4.950	-4.411	-5.234	-2.264	-2.852	-16.473	-9.134	-0.349
First Wave								
Estimate	3.177	1.173	-2.171	-2.876	2.392	5.221	2.355	2.336
Upper Bound	10.837	8.788	4.450	3.864	10.690	13.510	10.377	10.883
Lower Bound	-4.482	-6.442	-8.793	-9.617	-5.906	-3.067	-5.666	-6.212
<i>66.67 - 85.28</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	1.774	1.345	3.010	17.338	0.298	6.773	8.045	-4.507
Upper Bound	9.250	8.652	10.144	29.587	8.696	17.037	20.929	-0.536
Lower Bound	-5.702	-5.961	-4.124	5.088	-8.100	-3.490	-4.839	-8.478
Follow-Up Wave								
Estimate	1.339	0.887	3.664	8.339	1.086	4.336	9.196	-2.241
Upper Bound	6.450	4.606	8.612	14.423	6.810	8.839	16.093	1.110
Lower Bound	-3.772	-2.833	-1.284	2.256	-4.639	-0.167	2.299	-5.591
First Wave								
Estimate	0.435	0.459	-0.654	8.998	-0.788	2.437	-1.151	-2.266
Upper Bound	5.821	6.288	3.961	17.511	5.460	9.699	6.096	2.226
Lower Bound	-4.951	-5.371	-5.270	0.485	-7.035	-4.824	-8.398	-6.759
<i>&gt;85.29</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-4.068	-0.595	1.881	-2.282	0.279	0.716	-0.467	-4.840
Upper Bound	3.466	7.208	13.619	6.135	9.698	11.881	7.700	2.593
Lower Bound	-11.602	-8.399	-9.857	-10.698	-9.140	-10.450	-8.634	-12.273
Follow-Up Wave								
Estimate	-1.226	-0.464	1.189	-3.697	1.786	2.527	3.086	-0.892
Upper Bound	4.897	4.223	8.984	3.268	6.772	7.627	9.184	4.354
Lower Bound	-7.350	-5.150	-6.605	-10.662	-3.201	-2.573	-3.011	-6.138
First Wave								
Estimate	-2.841	-0.132	0.692	1.416	-1.506	-1.812	-3.553	-3.948
Upper Bound	3.507	6.892	8.046	8.872	5.135	5.668	2.077	3.327
Lower Bound	-9.189	-7.156	-6.663	-6.041	-8.148	-9.291	-9.184	-11.223

Table S57: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of German Citizens by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
100.00 (Ref.: 0.00-99.99)								
Cumulative - First Wave + Follow-Up Wave								
Estimate	1.792	4.055	-0.112	5.759	-1.747	8.218	1.927	10.442
Upper Bound	13.746	13.726	13.190	17.138	10.646	18.298	14.503	19.709
Lower Bound	-10.162	-5.617	-13.415	-5.621	-14.139	-1.862	-10.649	1.176
Follow-Up Wave								
Estimate	-2.354	0.571	-2.900	2.881	-1.746	0.421	0.069	4.689
Upper Bound	5.451	6.131	6.589	10.398	6.496	6.544	10.283	10.550
Lower Bound	-10.159	-4.990	-12.390	-4.636	-9.988	-5.702	-10.146	-1.172
First Wave								
Estimate	4.146	3.484	2.788	2.878	-0.001	7.797	1.858	5.754
Upper Bound	12.589	11.656	11.888	12.159	9.446	15.979	11.499	14.462
Lower Bound	-4.297	-4.688	-6.312	-6.403	-9.448	-0.385	-7.783	-2.955

Table S58: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of High-Educated Employees by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-2.222	-1.223	5.140	-16.873	-13.260	4.259	2.305	-5.565
Upper Bound	9.946	9.993	16.552	-4.631	0.166	16.393	14.303	5.665
Lower Bound	-14.391	-12.439	-6.271	-29.114	-26.686	-7.874	-9.694	-16.795
Follow-Up Wave								
Estimate	-2.380	-0.854	4.304	-4.738	-10.986	4.811	4.364	-0.529
Upper Bound	5.850	4.746	13.220	3.152	-1.907	12.527	14.279	4.944
Lower Bound	-10.611	-6.454	-4.612	-12.629	-20.066	-2.906	-5.551	-6.002
First Wave								
Estimate	0.158	-0.369	0.836	-12.134	-2.273	-0.551	-2.060	-5.036
Upper Bound	8.730	9.277	9.397	-2.351	7.465	9.187	8.217	4.861
Lower Bound	-8.414	-10.016	-7.724	-21.918	-12.012	-10.290	-12.336	-14.932
<i>0.01 - 14.99</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-0.709	-0.793	-2.832	3.080	-2.631	-0.043	-0.526	-5.154
Upper Bound	5.886	4.842	2.266	11.070	2.359	6.005	5.949	-1.511
Lower Bound	-7.303	-6.428	-7.930	-4.909	-7.620	-6.091	-7.001	-8.796
Follow-Up Wave								
Estimate	1.277	1.151	-1.270	4.064	1.289	0.473	2.895	-3.066
Upper Bound	5.778	3.911	3.492	8.205	4.262	6.049	7.422	2.239
Lower Bound	-3.224	-1.610	-6.033	-0.076	-1.683	-5.103	-1.633	-8.371
First Wave								
Estimate	-1.986	-1.944	-1.562	-0.984	-3.920	-0.517	-3.420	-2.088
Upper Bound	2.577	2.490	2.608	4.085	-0.243	5.500	1.362	3.261
Lower Bound	-6.549	-6.378	-5.732	-6.053	-7.597	-6.533	-8.203	-7.436
<i>≥ 15.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	2.931	2.016	-2.308	13.793	15.890	-4.216	-1.779	10.718
Upper Bound	14.501	12.400	7.407	26.088	29.284	6.133	8.467	22.052
Lower Bound	-8.639	-8.367	-12.024	1.498	2.496	-14.565	-12.025	-0.616
Follow-Up Wave								
Estimate	1.103	-0.297	-3.034	0.674	9.697	-5.284	-7.259	3.595
Upper Bound	8.734	5.170	5.025	8.653	17.632	2.337	2.494	8.268
Lower Bound	-6.528	-5.763	-11.093	-7.304	1.762	-12.906	-17.012	-1.078
First Wave								
Estimate	1.828	2.313	0.725	13.118	6.193	1.068	5.480	7.124
Upper Bound	10.112	11.162	8.510	22.844	15.722	9.832	15.147	16.739
Lower Bound	-6.456	-6.535	-7.060	3.392	-3.335	-7.696	-4.187	-2.492

Table S59: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Mid-Educated Employees by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00 - 50.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-3.432	-3.333	-5.585	-7.519	3.438	-7.216	-4.608	9.761
Upper Bound	7.628	6.499	4.949	3.739	16.580	2.929	6.610	21.114
Lower Bound	-14.493	-13.165	-16.118	-18.778	-9.704	-17.362	-15.826	-1.592
Follow-Up Wave								
Estimate	-1.090	-1.622	-2.851	-4.120	1.794	-0.414	-6.986	1.765
Upper Bound	6.654	4.319	5.042	3.499	9.717	6.060	3.055	6.935
Lower Bound	-8.834	-7.564	-10.744	-11.739	-6.128	-6.888	-17.027	-3.406
First Wave								
Estimate	-2.342	-1.711	-2.734	-3.400	1.644	-6.802	2.378	7.996
Upper Bound	5.878	6.671	5.388	5.426	11.008	1.236	12.296	17.859
Lower Bound	-10.563	-10.093	-10.856	-12.225	-7.721	-14.840	-7.540	-1.866
<i>50.01 - 70.58</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-0.266	-0.357	-2.385	9.208	2.329	4.806	-1.860	-4.540
Upper Bound	7.669	7.750	5.965	19.694	13.314	15.276	4.983	3.989
Lower Bound	-8.201	-8.465	-10.736	-1.278	-8.657	-5.663	-8.704	-13.069
Follow-Up Wave								
Estimate	1.063	0.660	-0.154	5.765	4.593	3.712	-4.407	-4.405
Upper Bound	6.308	4.950	6.474	10.870	9.872	8.546	3.947	1.585
Lower Bound	-4.181	-3.629	-6.782	0.659	-0.686	-1.122	-12.761	-10.395
First Wave								
Estimate	-1.329	-1.018	-2.231	3.443	-2.264	1.095	2.547	-0.135
Upper Bound	4.854	5.441	4.006	10.741	4.990	8.599	10.395	8.598
Lower Bound	-7.512	-7.476	-8.469	-3.855	-9.518	-6.409	-5.302	-8.868
<i>70.59 - 84.99</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	2.135	0.798	0.015	6.408	1.216	0.066	-3.277	-2.804
Upper Bound	10.977	8.619	8.972	17.510	8.903	6.712	6.141	3.059
Lower Bound	-6.706	-7.024	-8.941	-4.695	-6.471	-6.579	-12.695	-8.667
Follow-Up Wave								
Estimate	1.422	0.123	1.408	1.380	2.572	-4.901	3.649	1.165
Upper Bound	7.500	4.246	7.965	8.407	6.674	1.866	8.960	3.343
Lower Bound	-4.657	-4.000	-5.149	-5.648	-1.529	-11.668	-1.662	-1.013
First Wave								
Estimate	0.714	0.674	-1.393	5.028	-1.357	4.967	-6.926	-3.969
Upper Bound	7.223	7.417	4.726	13.497	3.745	12.540	-0.793	0.930
Lower Bound	-5.796	-6.069	-7.511	-3.442	-6.458	-2.606	-13.059	-8.868
<i>&gt;85.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	1.563	2.893	7.955	-8.096	-6.983	2.344	9.746	-2.417
Upper Bound	13.686	13.618	22.310	2.564	4.517	14.808	22.518	8.295
Lower Bound	-10.559	-7.833	-6.400	-18.756	-18.482	-10.121	-3.027	-13.129
Follow-Up Wave								
Estimate	-1.395	0.839	1.597	-3.025	-8.960	1.604	7.744	1.475
Upper Bound	6.888	6.332	12.446	4.449	0.091	9.068	17.575	6.998
Lower Bound	-9.678	-4.654	-9.252	-10.500	-18.010	-5.861	-2.087	-4.048
First Wave								
Estimate	2.958	2.054	6.358	-5.071	1.977	0.740	2.001	-3.892
Upper Bound	11.964	11.321	16.181	3.854	11.614	10.424	12.094	5.717
Lower Bound	-6.048	-7.214	-3.465	-13.996	-7.660	-8.944	-8.091	-13.501

Table S60: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Low-Educated Employees by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	4.190	3.055	7.168	-5.735	-0.510	-2.500	3.908	4.136
Upper Bound	15.544	13.482	19.232	6.808	12.647	9.399	16.017	15.671
Lower Bound	-7.165	-7.373	-4.896	-18.278	-13.667	-14.399	-8.200	-7.400
Follow-Up Wave								
Estimate	-1.199	-0.622	6.013	-5.371	-7.943	-3.614	-0.017	1.285
Upper Bound	6.576	5.114	15.216	2.477	-0.125	4.391	9.946	6.986
Lower Bound	-8.974	-6.359	-3.190	-13.219	-15.761	-11.619	-9.980	-4.416
First Wave								
Estimate	5.389	3.677	1.155	-0.364	7.433	1.114	3.925	2.851
Upper Bound	13.721	12.673	10.272	9.250	16.660	10.210	13.442	12.960
Lower Bound	-2.944	-5.319	-7.962	-9.978	-1.794	-7.982	-5.592	-7.258
<i>0.01 - 11.99</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	0.064	0.199	1.088	4.955	3.131	4.328	-1.425	-3.473
Upper Bound	4.621	5.304	6.241	12.646	8.797	10.538	2.794	-0.250
Lower Bound	-4.493	-4.906	-4.064	-2.736	-2.534	-1.882	-5.645	-6.696
Follow-Up Wave								
Estimate	1.321	1.250	1.207	3.133	2.211	0.515	1.830	-0.365
Upper Bound	4.687	3.655	5.042	7.300	5.657	6.190	4.711	1.454
Lower Bound	-2.044	-1.154	-2.629	-1.035	-1.235	-5.160	-1.052	-2.185
First Wave								
Estimate	-1.258	-1.051	-0.118	1.822	0.920	3.813	-3.255	-3.107
Upper Bound	2.179	2.786	3.422	6.861	4.810	9.763	-0.193	-0.049
Lower Bound	-4.694	-4.887	-3.658	-3.217	-2.970	-2.137	-6.317	-6.165
<i>≥ 12.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-4.254	-3.254	-8.257	0.780	-2.622	-1.827	-2.483	-0.663
Upper Bound	6.582	6.537	2.489	12.287	10.416	8.791	9.176	10.814
Lower Bound	-15.089	-13.045	-19.003	-10.727	-15.660	-12.446	-14.142	-12.139
Follow-Up Wave								
Estimate	-0.122	-0.628	-7.220	2.238	5.732	3.099	-1.813	-0.920
Upper Bound	7.286	4.829	1.774	8.921	12.311	9.267	8.095	4.924
Lower Bound	-7.531	-6.084	-16.213	-4.445	-0.847	-3.068	-11.721	-6.764
First Wave								
Estimate	-4.131	-2.626	-1.037	-1.459	-8.354	-4.927	-0.670	0.257
Upper Bound	3.789	5.969	7.649	6.960	0.325	2.732	8.609	10.428
Lower Bound	-12.051	-11.221	-9.723	-9.877	-17.032	-12.586	-9.950	-9.914

Table S61: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Unknown-Educated Employees by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
0.00 (Ref.: 0.01-100.00)								
Cumulative - First Wave + Follow-Up Wave								
Estimate	0.450	5.580	8.787	12.472	7.264	1.467	1.124	10.012
Upper Bound	11.957	13.792	18.156	19.669	15.629	11.138	11.757	18.039
Lower Bound	-11.057	-2.632	-0.582	5.275	-1.101	-8.203	-9.508	1.985
Follow-Up Wave								
Estimate	-1.558	0.254	-0.273	0.977	0.972	-0.951	3.173	8.084
Upper Bound	5.423	5.235	6.065	5.615	6.772	5.001	12.429	14.446
Lower Bound	-8.538	-4.727	-6.611	-3.661	-4.827	-6.903	-6.083	1.723
First Wave								
Estimate	2.008	5.326	9.060	11.495	6.292	2.419	-2.049	1.928
Upper Bound	10.461	12.674	15.243	17.351	13.153	10.385	7.380	11.058
Lower Bound	-6.446	-2.023	2.878	5.639	-0.570	-5.548	-11.477	-7.203

Table S62: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Marginal Contracts by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-3.515	-0.528	5.176	4.774	6.521	7.789	2.555	-6.743
Upper Bound	8.383	10.784	18.496	17.482	20.031	19.944	15.427	4.918
Lower Bound	-15.414	-11.840	-8.143	-7.934	-6.988	-4.366	-10.317	-18.404
Follow-Up Wave								
Estimate	-2.433	-0.367	9.620	3.080	-1.398	6.602	3.620	-3.134
Upper Bound	5.968	6.016	18.488	11.379	7.136	13.736	13.608	3.337
Lower Bound	-10.835	-6.750	0.752	-5.218	-9.931	-0.532	-6.368	-9.605
First Wave								
Estimate	-1.082	-0.162	-4.443	1.694	7.919	1.187	-1.065	-3.609
Upper Bound	8.288	9.251	4.646	11.564	17.837	11.092	9.035	6.721
Lower Bound	-10.452	-9.574	-13.532	-8.177	-1.999	-8.719	-11.166	-13.940
<i>0.00-14.99</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	1.091	1.659	1.458	0.205	4.339	0.098	3.974	-2.479
Upper Bound	6.962	7.033	7.045	4.734	11.929	5.520	12.411	0.923
Lower Bound	-4.780	-3.716	-4.129	-4.324	-3.252	-5.324	-4.464	-5.881
Follow-Up Wave								
Estimate	1.794	1.561	-0.016	0.622	3.676	-1.131	5.171	-1.327
Upper Bound	5.769	4.185	5.448	3.604	7.735	3.750	10.123	0.975
Lower Bound	-2.181	-1.064	-5.481	-2.360	-0.383	-6.013	0.219	-3.628
First Wave								
Estimate	-0.703	0.098	1.474	-0.417	0.663	1.229	-1.197	-1.152
Upper Bound	3.455	4.561	6.397	3.189	5.812	6.549	3.528	2.140
Lower Bound	-4.861	-4.365	-3.448	-4.023	-4.487	-4.091	-5.923	-4.445
<i>≥15.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	2.424	-1.131	-6.634	-4.979	-10.860	-7.887	-6.528	9.222
Upper Bound	14.777	9.988	6.636	6.961	1.999	2.983	6.496	21.204
Lower Bound	-9.929	-12.249	-19.904	-16.918	-23.719	-18.756	-19.553	-2.759
Follow-Up Wave								
Estimate	0.640	-1.194	-9.603	-3.702	-2.279	-5.471	-8.791	4.461
Upper Bound	9.167	5.284	0.279	4.647	6.010	1.894	2.197	10.299
Lower Bound	-7.888	-7.672	-19.486	-12.051	-10.568	-12.836	-19.780	-1.378
First Wave								
Estimate	1.785	0.063	2.969	-1.277	-8.581	-2.416	2.263	4.762
Upper Bound	11.202	9.344	12.634	8.411	1.022	6.768	12.503	15.100
Lower Bound	-7.632	-9.217	-6.696	-10.965	-18.185	-11.600	-7.977	-5.577

Table S63: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Part-Time Contracts by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-0.617	1.104	-7.703	-4.487	-7.224	8.568	-8.587	2.129
Upper Bound	10.956	11.903	5.139	6.238	4.560	22.206	1.247	12.800
Lower Bound	-12.190	-9.694	-20.544	-15.212	-19.009	-5.070	-18.421	-8.543
Follow-Up Wave								
Estimate	-0.005	-0.575	-8.796	-4.999	-3.545	2.645	-4.828	-0.454
Upper Bound	7.577	5.374	1.583	3.282	4.149	10.217	4.270	5.378
Lower Bound	-7.587	-6.524	-19.174	-13.281	-11.239	-4.927	-13.926	-6.286
First Wave								
Estimate	-0.613	1.679	1.093	0.512	-3.679	5.923	-3.759	2.583
Upper Bound	8.295	10.821	10.804	9.822	5.594	16.135	5.499	11.812
Lower Bound	-9.521	-7.462	-8.618	-8.797	-12.952	-4.288	-13.017	-6.646
<i>0.01 - 19.99</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-0.110	1.275	0.791	2.405	1.427	3.169	8.922	-2.908
Upper Bound	6.718	7.966	6.600	9.869	9.667	12.020	18.704	2.184
Lower Bound	-6.937	-5.416	-5.018	-5.059	-6.813	-5.681	-0.859	-8.000
Follow-Up Wave								
Estimate	1.144	1.218	2.777	1.099	2.840	4.755	8.403	0.557
Upper Bound	5.965	4.518	6.753	5.537	7.171	8.914	14.524	2.820
Lower Bound	-3.678	-2.082	-1.198	-3.340	-1.491	0.597	2.282	-1.706
First Wave								
Estimate	-1.253	0.057	-1.986	1.307	-1.413	-1.586	0.519	-3.465
Upper Bound	3.825	5.486	1.635	6.723	3.939	4.531	6.152	0.943
Lower Bound	-6.332	-5.373	-5.607	-4.109	-6.765	-7.703	-5.113	-7.874
<i>≥20.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	0.727	-2.379	6.911	2.082	5.797	-11.737	-0.335	0.779
Upper Bound	13.196	8.821	19.754	13.810	18.453	0.752	11.952	11.874
Lower Bound	-11.742	-13.580	-5.931	-9.646	-6.859	-24.227	-12.623	-10.315
Follow-Up Wave								
Estimate	-1.139	-0.643	6.018	3.901	0.705	-7.400	-3.575	-0.103
Upper Bound	7.039	5.547	15.957	11.685	8.658	0.397	6.500	5.572
Lower Bound	-9.317	-6.833	-3.920	-3.883	-7.248	-15.197	-13.651	-5.778
First Wave								
Estimate	1.866	-1.736	0.893	-1.819	5.092	-4.337	3.240	0.882
Upper Bound	10.952	7.785	10.201	7.464	14.760	5.915	13.209	10.642
Lower Bound	-7.220	-11.257	-8.415	-11.101	-4.576	-14.590	-6.729	-8.878



Table S64: Cumulative Nonresponse Bias Estimates and 95% Confidence Interval of Prop. of Regular Contracts by Experimental Group for the First and Follow-Up Wave (Design-Weighted), BHP 2020

	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web-Only Switch	Web-Only Cont.	Mail-Only Switch	Mail-Only Cont.
<i>0.00 - 75.00</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	0.978	-0.691	-10.916	-10.628	-12.588	2.460	-12.694	10.321
Upper Bound	13.124	10.283	2.253	0.490	0.083	14.642	-0.838	21.497
Lower Bound	-11.168	-11.665	-24.084	-21.746	-25.258	-9.722	-24.549	-0.855
Follow-Up Wave								
Estimate	-0.181	-1.139	-13.330	-1.851	-2.357	-4.617	-15.427	3.218
Upper Bound	8.043	5.182	-3.164	5.916	5.945	2.973	-4.704	9.248
Lower Bound	-8.404	-7.460	-23.495	-9.617	-10.660	-12.207	-26.151	-2.813
First Wave								
Estimate	1.158	0.448	2.414	-8.777	-10.230	7.077	2.733	7.103
Upper Bound	10.828	9.492	11.619	0.079	-0.883	16.475	12.898	16.908
Lower Bound	-8.512	-8.595	-6.791	-17.634	-19.578	-2.321	-7.431	-2.702
<i>75.01 - 88.88</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	1.493	1.201	2.681	8.436	2.204	0.501	7.468	2.497
Upper Bound	8.656	7.479	10.521	18.967	9.750	7.001	18.745	9.952
Lower Bound	-5.671	-5.078	-5.159	-2.095	-5.342	-6.000	-3.810	-4.958
Follow-Up Wave								
Estimate	1.826	0.364	3.239	0.347	3.252	0.829	7.612	1.171
Upper Bound	6.553	3.842	7.917	7.458	6.872	5.532	13.496	3.604
Lower Bound	-2.902	-3.114	-1.438	-6.764	-0.367	-3.873	1.728	-1.261
First Wave								
Estimate	-0.333	0.837	-0.559	8.089	-1.048	-0.329	-0.145	1.325
Upper Bound	4.710	6.181	4.042	16.144	4.000	4.978	6.330	7.305
Lower Bound	-5.376	-4.508	-5.160	0.034	-6.096	-5.636	-6.619	-4.655
<i>88.89 - 97.43</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	0.614	-0.287	3.198	-1.613	0.702	-1.019	0.580	-2.114
Upper Bound	4.105	2.610	7.928	0.957	5.085	1.250	4.091	-0.164
Lower Bound	-2.878	-3.185	-1.533	-4.183	-3.681	-3.289	-2.930	-4.063
Follow-Up Wave								
Estimate	1.318	0.646	1.780	-0.101	0.212	0.116	1.410	-0.918
Upper Bound	3.542	1.970	5.021	1.515	3.982	1.742	3.782	0.949
Lower Bound	-0.905	-0.677	-1.460	-1.717	-3.557	-1.511	-0.961	-2.784
First Wave								
Estimate	-0.705	-0.934	1.418	-1.512	0.489	-1.135	-0.830	-1.196
Upper Bound	1.752	1.309	4.208	0.566	4.339	0.809	1.388	1.058
Lower Bound	-3.161	-3.177	-1.372	-3.591	-3.361	-3.079	-3.048	-3.450
<i>&gt;97.44</i>								
Cumulative - First Wave + Follow-Up Wave								
Estimate	-3.084	-0.222	5.037	3.805	9.682	-1.942	4.646	-10.704
Upper Bound	8.315	10.511	18.088	17.399	23.101	10.048	17.388	-0.267
Lower Bound	-14.483	-10.955	-8.014	-9.789	-3.737	-13.931	-8.097	-21.142
Follow-Up Wave								
Estimate	-2.963	0.129	8.310	1.604	-1.107	3.672	6.404	-3.472
Upper Bound	5.105	6.018	17.073	9.936	7.406	10.026	16.129	3.511
Lower Bound	-11.031	-5.760	-0.453	-6.727	-9.621	-2.683	-3.320	-10.454
First Wave								
Estimate	-0.120	-0.351	-3.273	2.201	10.789	-5.613	-1.759	-7.232
Upper Bound	9.134	8.745	5.233	12.529	20.735	3.286	7.599	2.813
Lower Bound	-9.375	-9.447	-11.779	-8.128	0.844	-14.513	-11.117	-17.278

## D Survey Participation

Table S65: Predicted Probabilities and First Differences based on Regressions on Participation in the Follow-Up Wave for Establishments with Mail-Web Design in the First Wave

	Pr(Response)	SE	P-Value	First Difference	SE	P-Value
<i>Industry</i>						
Agric./Manufacturing, Mail-Web Switch	0.609	(0.024)	0.000			
Agric./Manufacturing, Mail-Web Continuation	0.777	(0.020)	0.000	0.609-0.777 = -0.168	0.031	0.000
Service, Mail-Web Switch	0.600	(0.021)	0.000			
Service, Mail-Web Continuation	0.718	(0.018)	0.000	0.600-0.718 = -0.118	0.028	0.000
Public/Educ./Health/Arts, Mail-Web Switch	0.541	(0.28)	0.000			
Public/Educ./Health/Arts, Mail-Web Continuation	0.730	(0.025)	0.000	0.541-0.730 = -0.190	0.037	0.000
<i>Number of Employees</i>						
1-9 Employees, Mail-Web Switch	0.585	(0.019)	0.000			
1-9 Employees, Mail-Web Continuation	0.719	(0.017)	0.000	0.585-0.719 = -0.135	0.025	0.000
10-19 Employees, Mail-Web Switch	0.537	(0.032)	0.000			
10-19 Employees, Mail-Web Continuation	0.764	(0.024)	0.000	0.537-0.764 = -0.227	0.040	0.000
20-49 Employees, Mail-Web Switch	0.638	(0.019)	0.000			
20-49 Employees, Mail-Web Continuation	0.777	(0.017)	0.000	0.638-0.777 = -0.139	0.026	0.000
50-249 Employees, Mail-Web Switch	0.695	(0.021)	0.000			
50-249 Employees, Mail-Web Continuation	0.794	(0.019)	0.000	0.695-0.794 = -0.100	0.028	0.000
≥250 Employees, Mail-Web Switch	0.547	(0.041)	0.000			
≥250 Employees, Mail-Web Continuation	0.654	(0.036)	0.000	0.547-0.654 = -0.107	0.055	0.051
<i>Decade of Foundation</i>						
70s/80s, Mail-Web Switch	0.607	(0.032)	0.000			
70s/80s, Mail-Web Continuation	0.777	(0.026)	0.000	0.607-0.777 = -0.170	0.042	0.000
90s, Mail-Web Switch	0.606	(0.028)	0.000			
90s, Mail-Web Continuation	0.759	(0.025)	0.000	0.606-0.759 = -0.153	0.037	0.000
00s, Mail-Web Switch	0.603	(0.028)	0.000			
00s, Mail-Web Continuation	0.729	(0.025)	0.000	0.603-0.729 = -0.126	0.038	0.001
10s/20s, Mail-Web Switch	0.555	(0.026)	0.000			
10s/20s, Mail-Web Continuation	0.701	(0.022)	0.000	0.555-0.701 = -0.146	0.034	0.000

Table S66: Predicted Probabilities and First Differences based on Regressions on Participation in the Follow-Up Wave for Establishments with Web-to-Mail Design in the First Wave

	Pr(Response)	SE	P-Value	First Difference	SE	P-Value
<i>Industry</i>						
Agric./Manufacturing, Web-to-Mail Switch	0.470	(0.092)	0.000			
Agric./Manufacturing, Web-to-Mail Continuation	0.774	(0.068)	0.000	0.470-0.774 = -0.304	0.115	0.008
Service, Web-to-Mail Switch	0.479	(0.069)	0.000			
Service, Web-to-Mail Continuation	0.512	(0.077)	0.000	0.479-0.512 = -0.034	0.109	0.759
Public/Educ./Health/Arts, Web-to-Mail Switch	0.616	(0.102)	0.000			
Public/Educ./Health/Arts, Web-to-Mail Continuation	0.678	(0.106)	0.000	0.616-0.678 = -0.062	0.143	0.665
<i>Number of Employees</i>						
1-9 Employees, Web-to-Mail Switch	0.453	(0.064)	0.000			
1-9 Employees, Web-to-Mail Continuation	0.603	(0.071)	0.000	0.453-0.603 = -0.149	0.097	0.126
10-19 Employees, Web-to-Mail Switch	0.603	(0.095)	0.000			
10-19 Employees, Web-to-Mail Continuation	0.678	(0.089)	0.000	0.603-0.678 = -0.076	0.125	0.545
20-49 Employees, Web-to-Mail Switch	0.694	(0.079)	0.000			
20-49 Employees, Web-to-Mail Continuation	0.677	(0.088)	0.000	0.694-0.677 = 0.017	0.112	0.882
50-249 Employees, Web-to-Mail Switch	0.704	(0.083)	0.000			
50-249 Employees, Web-to-Mail Continuation	0.609	(0.098)	0.000	0.704-0.609 = 0.094	0.140	0.500
≥250 Employees, Web-to-Mail Switch	0.551	(0.148)	0.000			
≥250 Employees, Web-to-Mail Continuation	0.715	(0.131)	0.000	0.551-0.715 = -0.164	0.200	0.414
<i>Decade of Foundation</i>						
70s/80s, Web-to-Mail Switch	0.455	(0.117)	0.000			
70s/80s, Web-to-Mail Continuation	0.751	(0.094)	0.000	0.455-0.751 = -0.296	0.155	0.056
90s, Web-to-Mail Switch	0.644	(0.102)	0.000			
90s, Web-to-Mail Continuation	0.640	(0.111)	0.000	0.644-0.640 = 0.004	0.148	0.978
00s, Web-to-Mail Switch	0.312	(0.074)	0.000			
00s, Web-to-Mail Continuation	0.735	(0.099)	0.000	0.312-0.735 = -0.423	0.119	0.000
10s/20s, Web-to-Mail Switch	0.647	(0.084)	0.000			
10s/20s, Web-to-Mail Continuation	0.470	(0.088)	0.000	0.647-0.470 = 0.170	0.123	0.167

Table S67: Predicted Probabilities and First Differences based on Regressions on Participation in the Follow-Up Wave for Establishments with Single-Mode Web Design in the First Wave

	Pr(Response)	SE	P-Value	First Difference	SE	P-Value
<i>Industry</i>						
Agric./Manufacturing, Web-Only Switch	0.485	(0.024)	0.000	0.485-0.729 = -0.244	0.126	0.053
Agric./Manufacturing, Web-Only Continuation	0.729	(0.020)	0.000			
Service, Web-Only Switch	0.694	(0.021)	0.000	0.694-0.683 = 0.010	0.101	0.918
Service, Web-Only Continuation	0.683	(0.018)	0.000			
Public/Educ./Health/Arts, Web-Only Switch	0.534	(0.28)	0.000	0.534-0.579 = -0.045	0.151	0.765
Public/Educ./Health/Arts, Web-Only Continuation	0.579	(0.025)	0.000			
<i>Number of Employees</i>						
1-9 Employees, Web-Only Switch	0.606	(0.065)	0.000	0.606-0.635 = -0.029	0.095	0.759
1-9 Employees, Web-Only Continuation	0.635	(0.064)	0.000			
10-19 Employees, Web-Only Switch	0.571	(0.076)	0.000	0.571-0.754 = -0.183	0.126	0.146
10-19 Employees, Web-Only Continuation	0.754	(0.094)	0.000			
20-49 Employees, Web-Only Switch	0.709	(0.067)	0.000	0.709-0.750 = -0.041	0.088	0.640
20-49 Employees, Web-Only Continuation	0.750	(0.059)	0.000			
50-249 Employees, Web-Only Switch	0.592	(0.088)	0.000	0.592-0.656 = -0.064	0.114	0.574
50-249 Employees, Web-Only Continuation	0.656	(0.083)	0.000			
≥250 Employees, Web-Only Switch	0.759	(0.150)	0.000	0.759-0.505 = 0.254	0.250	0.309
≥250 Employees, Web-Only Continuation	0.505	(0.193)	0.009			
<i>Decade of Foundation</i>						
70s/80s, Web-Only Switch	0.763	(0.066)	0.000	0.763-0.806 = -0.043	0.096	0.651
70s/80s, Web-Only Continuation	0.806	(0.070)	0.000			
90s, Web-Only Switch	0.608	(0.102)	0.000	0.608-0.620 = -0.011	0.133	0.933
90s, Web-Only Continuation	0.620	(0.076)	0.000			
00s, Web-Only Switch	0.672	(0.078)	0.000	0.672-0.763 = -0.091	0.114	0.426
00s, Web-Only Continuation	0.763	(0.077)	0.000			
10s/20s, Web-Only Switch	0.502	(0.098)	0.000	0.502-0.490 = 0.012	0.143	0.931
10s/20s, Web-Only Continuation	0.490	(0.101)	0.000			

Table S68: Predicted Probabilities and First Differences based on Regressions on Participation in the Follow-Up Wave for Establishments with Single-Mode Mail Design in the First Wave

	Pr(Response)	SE	P-Value	First Difference	SE	P-Value
<i>Industry</i>						
Agric./Manufacturing, Mail-Only Switch	0.680	(0.070)	0.000	0.680-0.835 = -0.155	0.089	0.080
Agric./Manufacturing, Mail-Only Continuation	0.835	(0.045)	0.000			
Service, Mail-Only Switch	0.546	(0.078)	0.000	0.546-0.744 = -0.198	0.119	0.095
Service, Mail-Only Continuation	0.744	(0.082)	0.000			
Public/Educ./Health/Arts, Mail-Only Switch	0.349	(0.098)	0.000	0.349-0.806 = -0.457	0.113	0.000
Public/Educ./Health/Arts, Mail-Only Continuation	0.806	(0.077)	0.000			
<i>Number of Employees</i>						
1-9 Employees, Mail-Only Switch	0.514	(0.072)	0.000	0.514-0.803 = -0.289	0.094	0.002
1-9 Employees, Mail-Only Continuation	0.803	(0.061)	0.000			
10-19 Employees, Mail-Only Switch	0.490	(0.122)	0.000	0.490-0.624 = -0.137	0.150	0.359
10-19 Employees, Mail-Only Continuation	0.624	(0.100)	0.000			
20-49 Employees, Mail-Only Switch	0.760	(0.063)	0.000	0.760-0.788 = -0.028	0.093	0.767
20-49 Employees, Mail-Only Continuation	0.788	(0.065)	0.000			
50-249 Employees, Mail-Only Switch	0.541	(0.106)	0.000	0.541-0.768 = -0.227	0.139	0.102
50-249 Employees, Mail-Only Continuation	0.768	(0.091)	0.000			
≥250 Employees, Mail-Only Switch	0.422	(0.157)	0.007	0.422-0.714 = -0.292	0.239	0.221
≥250 Employees, Mail-Only Continuation	0.714	(0.178)	0.000			
<i>Decade of Foundation</i>						
70s/80s, Mail-Only Switch	0.541	(0.130)	0.000	0.541-0.836 = -0.295	0.153	0.053
70s/80s, Mail-Only Continuation	0.836	(0.093)	0.000			
90s, Mail-Only Switch	0.587	(0.101)	0.000	0.587-0.789 = -0.202	0.155	0.193
90s, Mail-Only Continuation	0.789	(0.117)	0.000			
00s, Mail-Only Switch	0.388	(0.099)	0.000	0.388-0.726 = -0.338	0.152	0.027
00s, Mail-Only Continuation	0.726	(0.102)	0.000			
10s/20s, Mail-Only Switch	0.686	(0.084)	0.000	0.686-0.783 = -0.096	0.108	0.373
10s/20s, Mail-Only Continuation	0.783	(0.071)	0.000			

Table S69: Predicted Probabilities of Cumulative Response in Mode Continuation and Mode Switch Groups by First Mode Design, IAB-JVS 2020/Q4 - 2021/Q1

Survey Participation in the First and Follow-Up Wave	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web Switch	Web Cont.	Mail Switch	Mail Cont.
<i>Industry</i>								
Agriculture/Forestry	0.107*** (0.078,0.137)	0.135*** (0.102,0.168)	0.091 (-0.020,0.202)	0.069 (-0.028,0.165)	0.086 (-0.019,0.192)	0.064 (-0.020,0.148)	0.080 (-0.027,0.186)	0.073 (-0.022,0.167)
Production	0.102*** (0.089,0.116)	0.130*** (0.115,0.146)	0.072*** (0.030,0.115)	0.113*** (0.055,0.172)	0.085*** (0.043,0.128)	0.105*** (0.050,0.160)	0.103** (0.041,0.164)	0.124*** (0.067,0.181)
Trade/Transport/Hospitality	0.071*** (0.060,0.083)	0.090*** (0.077,0.102)	0.044*** (0.019,0.069)	0.040*** (0.018,0.061)	0.078*** (0.035,0.121)	0.085*** (0.036,0.134)	0.045*** (0.019,0.070)	0.088*** (0.042,0.133)
Information/Finance/ Temporary/Other	0.096*** (0.085,0.107)	0.115*** (0.103,0.127)	0.081*** (0.040,0.122)	0.105*** (0.059,0.150)	0.109*** (0.062,0.157)	0.088*** (0.046,0.129)	0.081*** (0.049,0.112)	0.120*** (0.074,0.166)
Public/Educ./Health/Arts	0.090*** (0.076,0.105)	0.123*** (0.106,0.141)	0.134*** (0.058,0.211)	0.120*** (0.053,0.187)	0.091** (0.033,0.149)	0.090*** (0.041,0.138)	0.035*** (0.020,0.050)	0.118*** (0.049,0.188)
<i>Number of Employees</i>								
1-9	0.092*** (0.084,0.101)	0.115*** (0.106,0.125)	0.076*** (0.049,0.103)	0.080*** (0.052,0.107)	0.099*** (0.065,0.133)	0.089*** (0.057,0.120)	0.063*** (0.041,0.086)	0.133*** (0.094,0.171)
10-19	0.085*** (0.073,0.096)	0.114*** (0.100,0.128)	0.062*** (0.033,0.090)	0.099*** (0.047,0.150)	0.062*** (0.038,0.087)	0.097*** (0.059,0.135)	0.065*** (0.035,0.096)	0.058*** (0.035,0.081)
20-49	0.083*** (0.076,0.091)	0.103*** (0.095,0.112)	0.079*** (0.049,0.109)	0.080*** (0.053,0.108)	0.103*** (0.071,0.135)	0.118*** (0.079,0.157)	0.071*** (0.048,0.095)	0.091*** (0.062,0.120)
50-249	0.074*** (0.066,0.082)	0.088*** (0.080,0.096)	0.066*** (0.037,0.094)	0.071*** (0.039,0.102)	0.082*** (0.053,0.110)	0.061*** (0.037,0.085)	0.042*** (0.025,0.059)	0.063*** (0.036,0.089)
>250	0.027*** (0.021,0.034)	0.033*** (0.027,0.039)	0.022** (0.005,0.038)	0.060* (0.006,0.114)	0.030** (0.010,0.050)	0.023** (0.007,0.038)	0.016* (0.002,0.029)	0.032** (0.011,0.052)
<i>Decade of Foundation</i>								
70s/80s	0.108*** (0.092,0.125)	0.131*** (0.114,0.148)	0.085** (0.032,0.138)	0.094*** (0.039,0.150)	0.107*** (0.062,0.151)	0.144*** (0.075,0.212)	0.068*** (0.029,0.108)	0.114*** (0.055,0.173)
90s	0.104*** (0.090,0.118)	0.122*** (0.107,0.137)	0.092*** (0.039,0.146)	0.105*** (0.051,0.160)	0.096*** (0.046,0.146)	0.074*** (0.046,0.102)	0.096*** (0.051,0.141)	0.138*** (0.073,0.204)
00s	0.086*** (0.074,0.097)	0.106*** (0.092,0.119)	0.046*** (0.020,0.072)	0.075*** (0.039,0.111)	0.087*** (0.037,0.137)	0.136*** (0.070,0.202)	0.059*** (0.025,0.092)	0.101*** (0.062,0.140)
10s/20s	0.074*** (0.065,0.084)	0.102*** (0.091,0.113)	0.081*** (0.042,0.119)	0.069*** (0.035,0.103)	0.084*** (0.044,0.124)	0.056*** (0.025,0.088)	0.051*** (0.027,0.076)	0.094*** (0.050,0.137)
Observations	52879	52809	3609	3602	3603	3616	3607	3612

Notes: Confidence intervals in parentheses; \* p&lt;0.05, \*\* p&lt;0.01, \*\*\* p&lt;0.001.

Table S70: Results of Logistic Regression on Cumulative Response in Mode Continuation and Mode Switch Groups by First Wave Mode Design, IAB-JVS 2020/Q4 - 2021/Q1

Survey Participation in the First and Follow-Up Wave	Mail-Web Switch	Mail-Web Cont.	Web-to-Mail Switch	Web-to-Mail Cont.	Web Switch	Web Cont.	Mail Switch	Mail Cont.
<i>Industry (Ref.: Production)</i>								
Agriculture/Forestry	ref. 0.005 (0.017)	ref. 0.004 (0.019)	ref. 0.019 (0.061)	ref. -0.045 (0.057)	ref. 0.001 (0.059)	ref. -0.044 (0.054)	ref. -0.023 (0.063)	ref. -0.053 (0.060)
Trade/Transport/Hospitality	-0.032*** (0.009)	-0.041*** (0.010)	-0.029 (0.026)	-0.075* (0.032)	-0.007 (0.031)	-0.021 (0.040)	-0.059 (0.034)	-0.037 (0.039)
Information/Communication/Finance/Insurance/Business-related Services/Real Estate/Other	-0.007 (0.009)	-0.016 (0.010)	0.009 (0.033)	-0.009 (0.038)	0.024 (0.034)	-0.018 (0.035)	-0.022 (0.036)	-0.004 (0.040)
Public Administration/Education/Health/Arts	-0.012 (0.010)	-0.007 (0.012)	0.063 (0.044)	0.007 (0.044)	0.006 (0.036)	-0.016 (0.037)	-0.069* (0.032)	-0.006 (0.048)
<i>Number of Employees (Ref.: 1-9)</i>								
10-19	ref. -0.008 (0.007)	ref. -0.001 (0.009)	ref. -0.016 (0.022)	ref. 0.020 (0.032)	ref. -0.037 (0.021)	ref. 0.009 (0.027)	ref. 0.002 (0.021)	ref. -0.076** (0.023)
20-49	-0.009 (0.006)	-0.012 (0.007)	0.003 (0.022)	0.000 (0.022)	0.004 (0.023)	0.031 (0.027)	0.009 (0.018)	-0.042 (0.025)
50-249	-0.018** (0.006)	-0.028*** (0.006)	-0.011 (0.022)	-0.010 (0.024)	-0.018 (0.022)	-0.029 (0.022)	-0.023 (0.016)	-0.071** (0.024)
≥250	-0.066*** (0.006)	-0.083*** (0.006)	-0.059** (0.019)	-0.021 (0.034)	-0.070*** (0.020)	-0.071*** (0.020)	-0.053*** (0.015)	-0.103*** (0.023)
<i>Decade of Foundation (Ref.: 70s/80s)</i>								
90s	ref. -0.004 (0.011)	ref. -0.010 (0.011)	ref. 0.007 (0.038)	ref. 0.012 (0.040)	ref. -0.011 (0.034)	ref. -0.070 (0.038)	ref. 0.029 (0.030)	ref. 0.025 (0.047)
00s	-0.023* (0.010)	-0.026* (0.011)	-0.042 (0.032)	-0.020 (0.036)	-0.020 (0.032)	-0.007 (0.047)	-0.010 (0.027)	-0.013 (0.039)
10s/20s	-0.034*** (0.010)	-0.030** (0.011)	-0.005 (0.037)	-0.026 (0.037)	-0.023 (0.032)	-0.088* (0.039)	-0.018 (0.026)	-0.021 (0.039)
Observations	52879	52809	3609	3602	3603	3616	3607	3612

Notes: Average Marginal Effects; Standard errors in parentheses; \* p&lt;0.05, \*\* p&lt;0.01, \*\*\* p&lt;0.001.

## E Qualitative Interviews

### E.1 Short Structured Interviews

Table S71: Sample Characteristics for Short and In-Depth Qualitative Interviews

Characteristics	Short Interviews	In-Depth Interviews
Interview Mode		
• Telephone	46	2
• Video Telephone	0	6
Experimental Group - First Wave		
• Conc. Mixed-Mode (Mail-Web)	14	2
• Seq. Mixed-Mode (Web-to-Mail)	9	2
• Web	11	2
• Mail	12	2
Experimental Group - Follow-Up Wave		
• Continuation	27	4
• Switch	19	4
Establishment Size		
• < 50 Employees	20	1
• 50-249 Employees	10	2
• ≥ 250 Employees	16	5
Industry		
• Agriculture/Production	23	4
• Service	15	1
• Public Administration/Health/Education	8	3
Region		
• East Germany	13	3
• West Germany	33	5
N	46	8

The short structured interviews were conducted as part of a routine questionnaire pretest conducted by telephone. Toward the end of the pretest, interviewers probed respondents about their preferences for different modes (web, mail, CATI) and solicited their perspectives on the perceived advantages and disadvantages associated with each mode. By positioning these mode-related questions towards the end of the interview, respondents had become acquainted with the nature of the questions posed in the IAB-JVS, facilitating more informed and insightful responses pertaining to the modes. To analyze these interviews, an inductive approach was adopted, allowing for the interpretation and clustering of advantages and disadvantages into thematic categories. The outcomes of these short interviews are presented in Table S72.

Table S72: Advantages and Disadvantages of Web Mail, CATI Modes

<i>Web</i>	
Advantages	Disadvantages
<ul style="list-style-type: none"> <li>• Time &amp; local flexibility (23)</li> <li>• Speed (11)</li> <li>• Easy use of internal documents (7)</li> <li>• Easy handling processes (6)</li> <li>• Easy to enter/correct (4)</li> <li>• Sustainability (1)</li> </ul>	<ul style="list-style-type: none"> <li>• One-way communication prevents clarification of questions or communication of additional information (4)</li> <li>• Cumbersome log-in &amp; handling processes (4)</li> <li>• Low memory capacity (3)</li> <li>• Error-proneness of answering the questionnaire (2)</li> <li>• Data privacy concerns (2)</li> </ul>
<i>Mail</i>	
Advantages	Disadvantages
<ul style="list-style-type: none"> <li>• Time flexibility (12)</li> <li>• Easy use of internal documents (7)</li> <li>• High memory capacity (4)</li> <li>• Better distribution within the establishment (2)</li> <li>• Questionnaire easy to handle (2)</li> <li>• Comparability with previous surveys / knowledge documentation (1)</li> <li>• Speed (1)</li> <li>• More intensive engagement with questionnaire (1)</li> </ul>	<ul style="list-style-type: none"> <li>• Long processing time (9)</li> <li>• Cumbersome handling (8)</li> <li>• Demanding return (6)</li> <li>• Unsustainable (6)</li> <li>• One-way communication prevents clarification of questions or communication of additional information (6)</li> <li>• Does not fit so well in operating procedure (2)</li> <li>• Error-proneness of answering the questionnaire (1)</li> </ul>
<i>CATI</i>	
Advantages	Disadvantages
<ul style="list-style-type: none"> <li>• Queries possible (11)</li> <li>• If planned, participation is good and binding (5)</li> <li>• Comfortable / Pleasant (5)</li> <li>• Possibility to provide further information (5)</li> <li>• Accuracy of data (3)</li> <li>• Reminding Effect (1)</li> </ul>	<ul style="list-style-type: none"> <li>• Difficult to realize in day-to-day business (13)</li> <li>• Data not suitable for spontaneous calls (9)</li> <li>• Scheduled calls cannot be fulfilled (4)</li> <li>• Requires more time (3)</li> <li>• Privacy concerns (2)</li> <li>• Proneness to errors in communication (e.g. misunderstanding with interviewer) (2)</li> </ul>

Notes: Adapted and Extended Table of ?

Number of mentions in parentheses. Establishments were asked about their mode preference and the perceived advantages and disadvantages of web, mail and CATI modes.

Source: 46 qualitative interviews, 2022.

## E.2 In-Depth Interviews

As the in-depth qualitative interviews (March-May 2022) were conducted approximately one year after the experiment in the follow-up wave (Q1/2021), some establishments could not recall the specific response process they undertook in that wave. To tackle this challenge, we presented the interviewees with realistic mode scenarios that they have faced in the past and requested them to guide us through their potential response process for each scenario in detail. By employing this approach, we obtained answers that can be applied to real situations. For the analysis of the in-depth interviews, we used qualitative content analysis (?) with MAXQDA ? for coding. The first interview was coded inductively by members of the research team individually to ensure coding validity. The codes and codings were then compared and discussed, and a code tree was created for the remaining interviews. Trained colleagues coded the 8 in-depth interviews, and another set of colleagues validated the codings in a second coding run. Finally, the interviews were interpreted in the team

hermeneutically in their entirety to reconstruct the respective case in relation to the research question ????. To further investigate mode preferences and perceptions of changing the mode design in the follow-up waves and their effects on response processes, we conducted a comparative analysis of thematic codes. Additionally, all quotes were translated into English.

Table S73: Quotes from the In-Depth Qualitative Interviews illustrating Advantages of CATI

<i>Number</i>	<i>Keywords</i>	<i>Quote</i>	<i>Interview Partner</i>
<b>Pro CATI</b>			
1	Two-way communication; Personal communication	One can also ask questions [...]. You can communicate with each other much better.	<i>HR-Manager, Establishment with 50-249 employees</i>
2	Reminding Effect	It would be for me already better that one says [...] at the time is called and then we do it [the interview]. So otherwise [in the case of self-administered modes] it can be that it is lost to me, then I push it further and further out.	<i>Manager, Establishment with less than 50 employees</i>
3	Personal communication	In terms of personal exchange, it has a different character, because HR managers thrive on talking to people.	<i>HR-Manager, Establishment with more than 250 employees</i>
4	Two-Way Communication	Don't you need more info? Or: I would like to give you more info, for example, about this job vacancy. And I'm probably way too boxed in there [when answering self-administered surveys].	<i>HR-Manager, Establishment with 50-249 employees</i>
5	Efficiency	Yes, it always depends on what you want to get out. If you just want to do a quick check: Does everything we asked once still fit? - then do it over the phone.	<i>HR-Manager, Establishment with more than 250 employees.</i>
6	Stronger Commitment	Yes. And honestly also the commitment. Even if I came a few minutes later today, but a query with the online, yes, of course I say: I'll do it then. But if I know that I have an appointment with you today at 11:00 a.m., then of course the commitment is much higher, even afterwards.	<i>HR-Manager, Establishment with 50-249 employees</i>



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| 7 | Efficiency       | That's the way it is, I find it practical on the phone, because if you have me on the phone, [ . . . ] I can answer such general questions relatively quickly, that's day-to-day business and where we have which positions open now, that's something you usually know quite well. In this respect, then you have someone on the phone and can already answer that, that is easier and for me then also happens faster than filling out a form and then passing it on again somewhere, yes. | <i>HR-Manager, Establishment with more than 250 employees</i> |
| 8 | Reminding Effect | The only problem (in doing it online/self-administered mode) is that you forget that you have to [...] So for me it would be better to say that even if you do it on the phone, at that time we'll call and then we'll do it, otherwise it could be that I lose it, then I keep putting it off.  | <i>Manager, Establishment with less than 50 employees</i>     |
| 9 | Reminding Effect | Depending on the situation, I would say. So quite simply: Is it right at this moment or is it not right? Am I at the right place or is my colleague doing it, who is of course also on the road? So it's always nicer when we make an appointment, as we have done now. And then you can take the time to get information that is not collected at an inopportune moment.  | <i>HR-Manager, Establishment with more than 250 employees</i> |

Table S74: Quotes from the In-Depth Qualitative Interviews illustrating Disadvantages of CATI

<i>Number</i>	<i>Keywords</i>	<i>Quote</i>	<i>Interview Partner</i>
<b>Con CATI</b>			
1	Interruption of daily work	I would find it good if something like this [telephone interview] is announced to me. So it [without appointment] costs [...] each side time, if there is called and then is put off and then [said you can call:] maybe and here maybe. Then it also does not fit.	<i>HR-Manager, Establishment with more than 250 employees</i>
2	No preparation for answers	When they [the survey institute] say: O.k. We had the following situation at that time [previous wave]. Is the trend consistent, worse, better? You can do that by phone, you don't need precise numbers. If they [survey institute] say, I need to do a graph and [they ask if] I have 520 to 530 to 540 [job vacancies], I need to look that up. And then it makes sense to go online.	<i>HR-Manager, Establishment with more than 250 employees</i>
3	Data privacy concern	We do not provide information by telephone without further notice.	<i>HR-Manager, Establishment with more than 250 employees</i>
4	Data privacy concern	On the phone, anyone can tell you that they are any institution.	<i>HR-Manager, Establishment with more than 250 employees</i>
5	Unclear seriousness	So that's sometimes the crux of this unexpectedness because you're always [...] suspecting something else. [...] That's the defense reflex first.	<i>HR-Manager, Establishment with 50-249 employees</i>

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| 6 | No preparation for answers | Well, I have a relatively clear opinion on this. To be honest, I don't think much of telephone surveys. Now regardless of whether I know the person or not. I really often have people on the phone who say: Yes, I have a few questions. Like that. Sometimes these are questions that are interesting for us or where I know, okay, I can help with that if I really answer them. But I always find it easier to have it in front of me, also to have the possibility to consult again with other people and also not to have to just give an answer like that. So an ad hoc answer is also often not the right answer, especially when it comes to such numbers, where you first have to read in maybe. | <i>HR-Manager, Establishment with more than 250 employees</i> |
| 7 | Unclear seriousness        | Sure, it depends on the daily schedule, of course. Do you really have time with the appointments? Not that you get it wrong ... sometimes you pick up the phone and have yes in the week, I think, that's really not a lie, ten or fifteen times from Stepstone, from Indeed, [...] you have yes always all these sales people and brokers on it. And the next one again: Hello, me, Huber from Indeed ... - and you think to yourself: You, I can just [...] - you don't feel like it anymore. And then when someone calls spontaneously: Hello, I'm Ms. Huber from [...] and it's about the interview - then the first moment you think again: Oh God, what am I saying? I don't have any time           | <i>HR-Manager, Establishment with 50-249 employees</i>        |

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|----|--|---|---|
| 8  | Unclear seriousness  | That's always a question: Do you belong in this network? Do they know each other? We don't give out any information over the phone. You have to have a certain degree of certainty that I know who my counterpart is, who my conversation partner is. So I would have to know that in any case: Who is this? If you call me now [...] and I know that it is you, we can do that. I know your voice. Or we can even make an appointment. That's fine then. If it would be somebody else from your institute, it goes through an exchange of emails first. That's what I want to know.                        | <i>HR-Manager, Establishment with more than 250 employees</i> |
| 9  | No preparation for answers; Availability of previous answers | So I couldn't answer all the questions directly, especially unannounced. That would be a problem. Then, I think it, you can't call that number back either, so, sorry. So that has been a problem in the past most of the time. And yeah, I don't think that makes sense. So just, one can - I think - through an online access there draw much better synergies also between the surveys. For example, as I said, the answers from the previous year or the previous period are already available, and you can build on them. In my opinion, that makes more sense than doing it unannounced by telephone. | <i>HR-Manager, Establishment with more than 250 employees</i> |
| 10 | Participation routines                                       | You can just organize it yourself [using a self-administered mode]. As I said, I answer the phone and you say: I need five minutes now - and I say: I simply don't have five minutes now. Or: Five minutes [...] becomes ten minutes. Online I can say: O.k. I'll put that aside now and take it at 4:00 p.m. and work on it then. And I can't do that on the phone.  | <i>HR-Manager, Establishment with more than 250 employees</i> |

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|----|----------------------|---|---|
| 11 | Unclear Seriousness  | I keep getting calls from people where I have the feeling: What do they actually want from me? They don't really ask questions, they just want data. And that annoys me. But I can differentiate. I'm confident that I can figure out whether this is a serious survey that serves the state in some way, or whether it's someone who wants my data or even wants to deceive me. We'll figure that out. | <i>HR-Manager, Establishment with more than 250 employees</i> |
| 12 | Unclear Seriousness; | Then I would wonder what kind of number it is, and sometimes I call back, but sometimes not. It always depends. So from that point of view. I mean, if you know beforehand that you're going to be contacted, then that's certainly something different. [...] Yes, I don't know if I would even have the time.   | <i>Manager, Establishment with less than 50 employees</i>     |

Table S75: Quotes from the In-Depth Qualitative Interviews about Mode Switches

<i>Number Keywords</i>		<i>Quote</i>	<i>Interview Partner</i>
<b>Mode Switch</b>			
1	Efficiency through routines	Then [i.e. using a self-administered survey mode in the first panel wave] you already know what you have to prepare, and then it [answering in the second wave] goes quickly.	<i>Manager, Establishment with 50-249 employees</i>
2	Efficiency through routines	It also makes sense that you structure it [i.e. collect data] the same way [...] I think that [...] this uniformity is, I think, overall a bit more reasonable.	<i>HR-Manager, Establishment with more than 250 employees</i>
3	Efficiency through routines, Recognition	That [a constant mode] makes it easier. You have a recognition value and you know that it's not that extensive that you can integrate it well.	<i>Manager, Establishment with 50-249 employees</i>
4	Trust in routines	[asked about their response process in the continuation setting] answered the [...] questions and applied the usual procedure and sent back.	<i>Manager, Establishment with less than 50 employees</i>
5	Trust in routines	so back and forth change is rather problematic, I would rather stay with it, if it has already run online.	<i>HR-Manager, Establishment with more than 250 employees</i>

### **E.3 Semi-Structured Interview Guide of In-Depth Interviews**

A specific set of questions were asked during the in-depth interviews. These questions were organized into distinct modules, guiding participants to respond to the central queries. Follow-up questions were introduced as required and relevant. Not every interview covered all the questions outlined in this semi-structured interview guide. Furthermore, certain modules in the interview guide extend beyond the scope of this paper.

## **Interview Guide:**

### **Module 1: Introduction, Thank you:**

Hello, my name is NN and this is XX. We are researcher at the Institute for Employment Research, the research department of the Federal Employment Agency. As you know from our cover letter and contact with our colleagues, we are currently conducting an evaluation study at the IAB to evaluate the IAB survey "IAB Job Vacancy Survey". We want to emphasize at this point that this research project is independent of the Federal Employment Agency. The interviews we conduct will be treated as strictly confidential and the research results will only be published in anonymous form, i.e., it will not be possible to draw conclusions about establishments and individuals.

#### **Project information**

As already mentioned, the subject of the study is the evaluation of the IAB Job Vacancy Survey, one of our establishment surveys. The aim is to find out more about the processes, participation and response to establishment surveys in order to improve the survey. To do this, we conduct interviews with establishment to examine their experiences with establishment surveys. A central role in our conversation will be the method of data collection, i.e., the question of whether it is a web survey, a mail survey or something similar. Our conversation with you helps us to better understand the processes of participating and answering surveys from a scientific perspective in order tailor the survey more closely to the needs of the establishments. For this reason, we would like to thank you again for allowing us to speak to you today.

#### **Information about the interview and the course of the interview**

Our interview will be a so-called open interview. Open means that although there are specific topic blocks that are important to us, we will not pre-structure the content of the interview much, as happens, for example, in standardized interviews using questionnaires. Since you are the expert, we will start with a general question and ask you to tell us everything that comes to your mind and is important to you. We will ask more detailed questions only afterwards.

We would like to record the conversation and, with your consent, transcribe it later in order to include it in the evaluation as part of the accompanying research. You will receive a consent form for this purpose. After transcription and evaluation, the recording will be deleted.

The interview content and information will be treated as strictly confidential and will not be passed on internally or to third parties except for transcription. For the communication and publication of results, we will make the information unrecognizable in accordance with existing data protection regulations so that no conclusions can be drawn about individual people or establishments. In publications, we will therefore use general statements where necessary and alienate passages that may allow conclusions to be drawn about people.

o Duration: approx. 30-45 minutes (based on the actual interview, not the preliminary and follow-up discussions); this depends on the exact course of the conversation



- o The questions are kept open and we are interested in your personal experiences and assessments, so there are no wrong answers
- o We now start recording.

## Module 2 – Personal details of interview partner

Then let's start the interview. First, I'd like you to introduce yourself. Please describe your training and your current field of activity in the establishment.	
<ul style="list-style-type: none"> <li>• Please tell me more about your activities in the establishment?</li> <li>• What are your tasks in the establishment?</li> <li>• In which department do you work in the establishment? And for which fields of activity is your department responsible?</li> <li>• How long have you been working in this field of activity, including before you started working here?</li> </ul>	<u>Horizon of expectation:</u> <ul style="list-style-type: none"> <li>• Professional background</li> <li>• Day-to-day tasks</li> </ul>

## Module 3 – General experience with surveys

Let's now turn to establishment surveys: In general, what experience with establishment surveys has your establishment already had?	
For example, can you remember if you were invited to participate in any of the following surveys? (e.g., surveys like the Structure of Earnings Survey, surveys by the Federal or State Statistical Office, ifo institute, surveys by the Chamber of Industry and Commerce or employers' associations, university surveys, BeCovid, IAB Job Vacancy Survey, IAB BeCovid, IAB Establishment Panel)	
<ul style="list-style-type: none"> <li>• Can you say approximately how many survey invitations you receive?</li> <li>• If yes, which surveys are you invited to and how did you deal with them?</li> <li>• <b>What form of survey is it? Are there any differences in the coordination process?</b></li> <li>• We know that establishments in particular are quite often invited to participate in several surveys a year - how do you decide which ones to participate in and which ones not?</li> <li>• <b>Is the handling of survey invitations regulated? Are there official rules or informal agreements regarding participation in surveys? If so, what are they?</b></li> <li>• What distinction do you make between surveys conducted by government organizations and other organizations?</li> <li>• <b>How do you choose which surveys to take part in?</b></li> <li>• Are the survey invitations recorded centrally?</li> <li>• Do you have an established process for participating in web surveys? How should we imagine this?</li> <li>• <b>How do I have to imagine the coordination process for participation in concrete terms?</b></li> <li>• With whom do you coordinate the decision to participate?</li> </ul>	<u>Horizon of expectation:</u> <ul style="list-style-type: none"> <li>• Experience with surveys</li> <li>• General rules for participating in surveys</li> <li>• Selection criteria from various surveys</li> <li>• Internal coordination process for participation</li> </ul>

<ul style="list-style-type: none"> <li>• Is the decision to participate a matter for the boss?</li> <li>• What was the decision-making process like for you at the time?</li> </ul>	
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## Module 4: Participation process in the fourth quarter of the IAB-JVS

*[Questions were adapted to the experimental group the establishment was part of.]*

### Can you remember your participation in the IAB Job Vacancy Survey?

In the fourth quarter of 2020, you received an invitation letter to participate in the web survey “IAB Job Vacancy Survey” and then took part in the web survey. In the IAB Job Vacancy Survey, your establishment answered questions about job vacancies and recruitment processes. Can you explain to us step-by-step how this invitation letter and request were handled in your establishment? Please start your description at the time you received the invitation letter and end it when you sent the questionnaire.

[If no or little recollection of the specific survey: Presentation of the survey characteristics (voluntary, from Federal Employment Agency, etc.)].

### If no memory of IAB Job Vacancy Survey:

Ok, in this case I would like to discuss a fictitious scenario with you.

Imagine that the Institute for Employment Research together with the Federal Employment Agency send you a letter asking you to participate in a web survey for establishments. The data is needed for official statistics. Participation is voluntary and the survey is conducted online. Can you explain to us step-by-step how this request would be handled in your establishment? Please start your description at the time you received the invitation letter and end it when you sent the questionnaire.

<u>Questions about the process in general:</u> <ul style="list-style-type: none"> <li>• Who receives the invitation letter?</li> <li>• Who opens the invitation letter?</li> <li>• Who reads the invitation letter first?</li> <li>• To whom is the invitation letter forwarded?</li> <li>• Has anything changed about the processes as a result of the covid pandemic?</li> </ul>	<u>Horizon of expectation:</u> <ul style="list-style-type: none"> <li>• Path of participation materials in the establishment</li> <li>• Standardization of the response process</li> </ul>
<u>Questions about the decision to participate</u> <ul style="list-style-type: none"> <li>• What was the process of deciding at the time that you would participate in the IAB Job Vacancy Survey?</li> <li>• Which people were involved in the decision?</li> <li>• Is all important information quickly apparent on the invitation letter?</li> </ul>	<u>Horizon of expectation:</u> <ul style="list-style-type: none"> <li>• Persons involved in the participation decision</li> <li>• Context of the participation decision</li> </ul>
<u>Questions about answering the questionnaire</u> <ul style="list-style-type: none"> <li>• <b>(As you know) the questionnaire contains questions about number of staff, recruitment processes and</b></li> </ul>	<u>Horizon of expectation:</u> <ul style="list-style-type: none"> <li>• People involved in answering the questionnaire</li> </ul>

<p><b>employment trends. If you couldn't answer the answers off the top of your head, how did you proceed?</b></p> <ul style="list-style-type: none"> <li>• Who is involved in answering the questions?</li> <li>• What positions do these people hold?</li> <li>• Do you sometimes ask colleagues for advice?</li> <li>• How can I specifically imagine these inquiries with colleagues? Do you ask colleagues in your office room or do you call other colleagues?</li> <li>• Do you let colleagues look at the questionnaire?</li> <li>• How do you then forward the login information?</li> <li>• What documents do you use to answer the questionnaire?</li> <li>• Do you estimate some numbers?</li> </ul>	<ul style="list-style-type: none"> <li>• Use of sources</li> <li>• Cognitive processes when answering questions</li> </ul>
<p><b><u>Questions about the mode:</u></b></p> <ul style="list-style-type: none"> <li>• Do the advantages and disadvantages also play a role for you?</li> <li>• Can you explain this with your own experience or example?</li> <li>• <b>How challenging is it for you to participate in web surveys? Are there any difficulties or concerns?</b></li> <li>• Would it help you to know the mail questionnaire in advance?</li> <li>• To what extent do you have data protection concerns and if so, what are they?</li> <li>• Do you have the necessary equipment to participate in web surveys? <ul style="list-style-type: none"> <li>○ Computer</li> <li>○ Internet connection</li> <li>○ <u>Etc.</u></li> </ul> </li> </ul>	<p><b><u>Horizon of expectation:</u></b></p> <ul style="list-style-type: none"> <li>• Problems with web surveys</li> <li>• Advantages of web surveys</li> <li>• Disadvantages of web surveys</li> <li>• Influence of the mode on the decision to participate</li> </ul>

## Module 5: Mode in the participation process

*[Questions were adapted to the experimental group the establishment was part of.]*

<p><b>We have now talked in detail about participating in a web survey. Now please imagine that we had contacted you and asked you to participate in the same survey, only this time it was conducted using a mail questionnaire. What would have changed compared to the process just described?</b></p>	
<p><b><u>Questions about the mode:</u></b></p> <ul style="list-style-type: none"> <li>• <b>What would be the process of sending back the questionnaire? Please also describe who is submitting the questionnaire to the post office.</b></li> <li>• <b>How challenging is it for you to take part in web surveys? Are there any difficulties or concerns?</b></li> <li>• How might the mail questionnaire affect your decision-making processes? Do you recall any of mail surveys?</li> </ul>	<p><b><u>Horizon of expectation:</u></b></p> <ul style="list-style-type: none"> <li>• Problems with mail surveys</li> <li>• Advantages of mail surveys</li> </ul>

<ul style="list-style-type: none"> <li>○ Length of the questionnaire</li> <li>○ Appearance</li> <li>• Do you have data protection concerns about mail surveys?</li> <li>• If several people are involved in answering the questionnaire, how is the questionnaire forwarded?</li> </ul>	<ul style="list-style-type: none"> <li>• Disadvantages of mail surveys</li> <li>• Influence of the mode on the decision to participate</li> </ul>
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**Please imagine again that we have contacted you with a request to take part in the same survey, only this time you can decide whether you take part by mail or web. Which mode would you choose?**

<p><u>Questions about the mode:</u></p> <ul style="list-style-type: none"> <li>• How would you decide whether to participate using the mail questionnaire or the web questionnaire?</li> <li>• <b>What factors play a role in this?</b></li> <li>• <b>What advantages do web or mail surveys have for you as a respondent?</b></li> </ul>	<p><u>Horizon of expectation:</u></p> <ul style="list-style-type: none"> <li>• Reasons for choosing one of the modes</li> </ul>
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## **Module 6: Participation processes in follow-up quarters (depending on time budget, shorter or longer) [NOT ANALYZED IN THIS PAPER]**

*[Questions were adapted to the experimental group the establishment was part of.]*

**Do you still remember your participation in the follow-up telephone survey of the IAB Job Vacancy Survey, in which we asked for the latest figures for the current quarter?**

**After your participation in the fourth quarter of 2020, we contacted you by telephone in the first quarter of 2021 to ask for a few pieces of information for that quarter. This involved a few questions about vacancies, working hours and number of employees.**

**Can you please tell us your impression of the follow-up telephone survey?**

**[If no or little recollection of the specific survey: Presentation of the survey (voluntary, from Federal Employment Agency, etc.).]**

**Perhaps you can imagine the scenario:**

**You participated in our survey a few months ago. Now we contact you by phone and ask for the latest data on vacancies, working hours and number of employees for the current quarter. A colleague of ours would call you unannounced and ask for an update on the information you provided in the web survey. The interview would last about 5 minutes.**

**What do you think of this type of follow-up survey? Please tell us your thoughts on this.**

<p><u>Questions about the process in general:</u></p> <ul style="list-style-type: none"> <li>• Who answers the calls?</li> <li>• Do you make an appointment for the short interview?</li> </ul>	<p><u>Horizon of expectation:</u></p> <ul style="list-style-type: none"> <li>• Procedure of the telephone interviews</li> </ul>
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<ul style="list-style-type: none"> <li>• What would you say to the following statement? "I answer the questions quickly to get the interview over with."</li> <li>• Are there any experiences you have had that support this perception? If so, what are they?</li> </ul>	
<p><u>Questions about the phone contact:</u></p> <ul style="list-style-type: none"> <li>• <b>How did you perceive the personal telephone contact compared to the mail or web correspondence?</b></li> <li>• What role does your impression of the interviewer play in your decision to participate?</li> </ul>	
<p><u>Questions about the decision to participate</u></p> <ul style="list-style-type: none"> <li>• What are the coordination processes for the renewed participation decision?</li> <li>• What role does the timing of the call play?</li> <li>• <b>How do you perceive not being able to determine the time of the interview?</b></li> </ul>	<p><u>Horizon of expectation:</u></p> <ul style="list-style-type: none"> <li>• Context of the participation decision</li> <li>• Persons involved</li> </ul>
<p><u>Questions about the mode:</u></p> <ul style="list-style-type: none"> <li>• What has been your experience with telephone surveys in general?</li> <li>• Do you have any data protection concerns about telephone surveys?</li> <li>• Do the advantages and disadvantages also play a role for you?</li> </ul>	<p><u>Horizon of expectation:</u></p> <ul style="list-style-type: none"> <li>• Problems of telephone surveys</li> <li>• Advantages of telephone surveys</li> </ul>

## Module 7: Effect of the mode change

*[Questions were adapted to the experimental group the establishment was part of.]*

<p><b>Please imagine that we had conducted the follow-up survey as a web survey instead of a telephone survey. You would have received another invitation letter with the login information for the web questionnaire. What would that have been like for you?</b></p>	
<p><u>Questions about the mode:</u></p> <ul style="list-style-type: none"> <li>• What do you think about the survey always being conducted in the same way, i.e., always web and no change to a telephone survey?</li> <li>• Do you base your assessment on your own experience with establishment surveys?</li> </ul>	<p><u>Horizon of expectation:</u></p> <ul style="list-style-type: none"> <li>• Advantages of a unified mode</li> <li>• Disadvantages of a unified mode</li> <li>• Influence of the mode on the participation decision</li> </ul>

## Module 8: Mode preference

**Finally, we would like to ask you about your preference. Which type of survey, i.e., web, mail or telephone, is most suitable for you? Could you please also explain the reasons for your decision.**

<p><u>Questions about the mode:</u></p> <ul style="list-style-type: none"> <li>• How does your wish differ between the short follow-up surveys and the comparatively long initial survey?</li> <li>• What advantages and disadvantages do you see in a telephone survey in general and specifically for follow-up surveys?</li> <li>• Do you have data protection concerns about telephone surveys?</li> </ul>	<p><u>Horizon of expectation:</u></p> <ul style="list-style-type: none"> <li>• Mode preference</li> <li>• Reasons for mode preference</li> </ul>
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## Module 9 – Information about the establishment

**Finally, we have a small question section that revolves around your establishment and the human resource management of your establishment. Can you tell us what the core business of your establishment is?**

<ul style="list-style-type: none"> <li>• How is your establishment structured? To what extent are there different branches or a parent establishment?</li> <li>• Do you know what type of establishment, e.g., stock corporation or Ltd, your establishment is?</li> <li>• Which supporting organization does your facility/administrative office have?</li> <li>• What role does data play in your core business? Can you tell us a little more about this?</li> </ul>	<p><u>Horizon of expectation:</u></p> <ul style="list-style-type: none"> <li>• Establishment characteristics</li> <li>• Data affinity of the establishment</li> </ul>
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## Module 10 – Information about documentation of personnel

**The IAB Job Vacancy Survey deals with personnel and hiring data. We are therefore interested in how you handle personnel and hiring data. Can you give us a little insight into how you manage this data?**

<ul style="list-style-type: none"> <li>• To what extent are your personnel administration and hiring processes digitalized?</li> <li>• How are personnel data stored and managed at your establishment?</li> <li>• What software do you use?</li> <li>• Which tasks are performed by external service providers?</li> <li>• <b>What types of personnel reporting/personnel documentation do you prepare for management or other levels?</b></li> <li>• <b>How do you keep track of your employment statistics?</b></li> <li>• To what extent is this reporting/documentation digitalized and standardized?</li> </ul>	<p><u>Horizon of expectation:</u></p> <ul style="list-style-type: none"> <li>• Data affinity</li> <li>• Digitalization</li> <li>• Reporting</li> </ul>
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- **Module 11: Concluding Remarks**

Thank you very much for this interview! You gave us some valuable suggestions.

Are there any additions or aspects from your side that we didn't address today?

Do you have any questions?

Finally, we would like to ask you to give us your written consent to transcribe this conversation and to evaluate it as part of the accompanying research.

Giving an outlook: Further course of the study, time horizon of the publication of results

- **Stimulating the conversation**

To keep the conversation going, the following stimuli can be used and adapted. In principle, the interviewer links the first sentence to a statement made by the interviewee and then follows with a question.	
<u>Questions about details</u> <ul style="list-style-type: none"> <li>• You have often emphasized point X. This seems important to you. Can you elaborate on that?</li> <li>• I have to ask again: This project you have worked on, what exactly is it about?</li> <li>• Earlier you talked about the X ("problems with computers in surveys"). Can you say more about this?</li> <li>• How would you describe the decision to participate?</li> </ul>	<u>Horizon of expectation:</u> <ul style="list-style-type: none"> <li>• Getting the conversation partner to talk</li> </ul>
<u>Filling in the blanks</u> <ul style="list-style-type: none"> <li>• You only spoke briefly about receiving the letter and then got right to answering it. What happened in between?</li> <li>• You said that the letter passed through several hands. Who had the letter in their hands?</li> </ul>	<u>Horizon of expectation:</u> <ul style="list-style-type: none"> <li>• Getting the conversation partner to talk</li> </ul>
<u>Completing interrupted passages</u> <ul style="list-style-type: none"> <li>• Earlier, you briefly alluded to XY. How exactly did this go?</li> <li>• You said that you get a lot of requests. Who are you getting these requests from?</li> </ul>	<u>Horizon of expectation:</u> <ul style="list-style-type: none"> <li>• Getting the conversation partner to talk</li> </ul>