The European Social Survey
Round 10 Question Module Design Teams (QDT)
Stage 2 Application

Applications MUST be submitted by 17:00 (UK time) on Thursday 31st May 2018
Applications should be emailed to ess@city.ac.uk

Is this application for a new or a repeat module	
New module	Repeat module

Proposed title for the Module

> Digital Social Contacts in Work and Family Life

Abstract (Max 250 words)

Digitalization has led to major changes in communication both in work and family life. On the one hand, great optimism exists regarding the implications of digital social contacts, e.g. via smartphone, for increased efficiency of communication and improved relationship quality due to new possibilities of contact. On the other hand, major concerns include a decline in family or workplace solidarity as well as greater distractions from family or work interactions and tasks. Rejecting any technological determinism which forecasts the same consequences from digitalization for all individuals in all countries, we suggest a rotating module for Round 10 of the ESS which 1) identifies different dimensions of digital social contact (frequency, content, costs and benefits involved) to allow for a broader understanding of digital phenomena, and 2) creates new possibilities from a European country-comparative perspective for multivariate analyses of the determinants of digital social contacts (e.g., social inequalities) and their consequences, especially for relationship quality, work-life balance, and well-being. We propose items on opportunities for access to digital communication (e.g., Internet access at home), the need for them (e.g., lower co-residence) and trust in digital social contact (e.g., privacy concerns), as complements to questions on workplace culture and available country information (e.g. on work related state policies) which are likely to shape individual agency to establish digital social contact in a way that it facilitates work-life balance and encourages relationship quality or well-being. We consider digital social contacts both in the family and at work.

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Please refer to the application checklist on the reverse before submitting your application.

Checklist for Stage 2 applications for Round 10 QDTs

Please ensure that your application includes:

- [x] A completed Stage 2 application cover sheet - Mark on the cover sheet whether you are applying for a new or repeat module

- [x] The main body of the application (max. 20 sides A4) including sections covering:
  - The rationale for fielding the module on the ESS in 2020/21
  - How the module can be implemented on the ESS
  - Team expertise and experience
  - Dissemination plans

- [x] Bibliographic references (max. 3 sides A4)

- [x] CVs (max. 2 sides A4 each) for up to five proposed QDT members, including contact details

Please also ensure that:

- [x] Your application is in PDF format (other formats will NOT be accepted)

  It is written in Arial font size 11 pt

- [x] Page margins are at least 2cm

- [x] All pages are numbered

- [x] All sections of your application are combined into a single document

- [x] The proposed team includes people from at least three ESS countries (including an ESS ERIC member or observer country)

1. Rationale for fielding the module on the ESS in 2020/21

Digitalization is a key topic on the agenda of the European Commission and many EU member states. Indeed, the European Commission (2017) has considered digitalization as both an opportunity and a challenge. Strictly speaking, digitalization describes the process of converting information into a computer readable, digital format which facilitates computerized processing. Often the term is used broadly to describe **new technological developments** based on computer-readable information and the consequent **transformation of work and personal life**. Recent digital developments, which are already central to the lives of most Europeans, involve new **technological forms of communication** (e.g. via Facebook since 2004, Twitter since 2006, smartphones since 2007, and Instagram and tablets since 2010). Other advancements are new possibilities for information processing (big data), regulation (cyber-physical systems) and networked objects (the Internet of things), as well as new ways of human-computer interaction (Lupton 2015).

New technical developments often lead to **contradictory reactions**. There is **utopian optimism** for efficiency, productivity and well-being. But there are also **major concerns** that fundamental changes in work and personal life will threaten employment opportunities and social cohesion, leading ultimately to greater inequality and polarization in society (Frey & Osborne 2013; Hargittai 2008). We **reject any technological determinism perspective** that forecasts the same consequences of digitalization for all individuals in all countries. Arguing that technological developments and their **implications are socially embedded and context dependent**, we seek a nuanced understanding. There is a digital divide in *access* to digital technologies between countries and regions as well as a digital divide in *use* of digital technologies within countries/regions depending on class, generation, gender and other factors (Hargittai 2010, Hargittai & Shafer, 2006). The European Commission (2018) monitors differences in digital development between European countries with the "Digital Economy and Society Index" (DESI). The DESI summarises indicators on Europe's digital performance and tracks the evolution of EU member states in digital competitiveness (e.g., connectivity mapping fixed and mobile broadband; digital skills; use of Internet for content, communication or transactions; integration of digital technology such as business digitization, eCommerce, and digital public service). In addition, European countries bring different social and cultural circumstances to the digital landscape, circumstances which have been seldom captured in the context of cross-national data on digitalization. For example, these circumstances include differences in social cohesion, intergenerational relationships, family and work legislation and practices, and ease of combining work and family. Such contextual factors undoubtedly moderate the implications of digitalization for work and personal life as well as for work-life balance (Abendroth & Den Dulk 2011; Mandel & Semyonov 2006; Roeters 2013).

One central scientific and societal debate on digitalization asks about the **consequences of digitalization for social relations** (DiMaggio et al. 2001; Gubernskaya & Treas 2016; Präg et al., 2018). An optimistic scenario foresees that the Internet will lead to less stress, new social contacts, and improved maintenance of existing relationships (DiMaggio et al. 2001; Gubernskaya & Treas 2016). A more pessimistic perspective suggests that digitalization erodes social contact and social capital, because it reduces face-to-face contact and enables a retreat into an artificial world on line (Turkle 2012; Putnam 2000). Empirical evidence, typically based on small-scale, single country studies on general Internet use and social integration, has yielded mixed findings, suggesting that social circumstances produce different effects of digitalization (for reviews see DiMaggio et al. 2001; Jamieson 2013; Präg et al. 2018 Wajcman et al. 2008).

Also the European commission has formulated a digital agenda, as European countries vary in Internet usage in households and by individuals (European Commission 2018). However, in a cross-national context, existing research has been slow to address the **frequency, the content as well as the costs and benefits of digital contacts** within the family and work domain. First evidence by Gubernskaya & Treas (2016) suggests that the prevalence of mobile-phones within countries increases maternal contacts. Less is known about the content and the broader implications for intergenerational solidarity and relationship quality and whether the findings also

apply to the work domain i.e. contact with colleagues and supervisors. With respect to the implications for work-life balance, digital social contact research findings so far indicate that digitally induced flexibility in time place of contacts can restrict or enhance work-life balance or be of no importance; these mixed results point to social context as moderating the implications of digital contact and related flexibility in time and place (Bittman et al. 2009; Chesley 2005; Kossek 2016; Nam 2014; Wajcman et al. 2008).

If differences in social context suggest that the implications of digitalization will differ from country to country, research to date also points to different implications for different segments of the population. For example, in European countries, the country-specific prevalence of cell phones was found to be positively associated with frequency of remote maternal contact for women, the young and the less educated (Gubernskaya & Treas 2016). These developments translated into greater disparities in contact frequency for women and men and for young and old. However, they implied declining inequality in this indicator of intergenerational family solidarity for lower and upper social classes. The heterogeneous effects of digitalization between countries and within their populations underscores the unique value of the ESS design for these important, but understudied, questions of social change.

Following from existing research and strategically focusing on digital issues central to the lives of nearly all Europeans, we suggest a rotating module on digital social contacts (e.g., via Internet, mobile-phones) in work and family life. The aims of this module are:

1. To **identify the various dimensions of digital social contacts**, allowing for a broader understanding of digital interactions. We propose to measure a) the **frequency** of digital social contacts with family and work relations in comparison to face-to-face contact b) the **content of contact** (e.g. surveillance/monitoring, exchange of family and workplace solidarity when communicating with family and work relations via Internet and mobile phones), and c) the **costs and benefits of digital social contacts** (e.g. advanced coordination, increased accessibility with perceptions of needing to be "always on" and disturbance of other activities, increased autonomy in time and place when communicating with family and work relations via Internet and mobile phones). Whereas the content of contact and the costs and benefits of digital social contacts can be asked for family relations and work relations in general, the frequency of digital social contacts in comparison to face-to-face contacts needs to be specified for specific relationships. We consider major relationships at work, namely the frequency of contacts with colleagues and supervisors and intergenerational relationships in the family, namely the frequency of contacts with parents and children. We do not consider contact and relationship quality with the partner although suggested in the first stage proposal, because partners' common residence assures contact, and it is more promising to study the more varied intergenerational contact from the perspective of the child and the parent instead of the parent only.

2. To create new possibilities for **multivariate analysis of the determinants and consequences of digital social contact** in a European **country-comparative** design. Adding new rotating questions to the existing core, we propose items on the **opportunities** to access digital communication devices (Internet access), the **need** for them (due to less co-residence, more telework, longer working hours), and **(dis)trust** in digital communication (privacy concerns). We also consider information on workplace culture which is likely to shape **individual influences** to establish digital social contact in a way that it facilitates work-life balance, job satisfaction and ultimately well-being. We further interrogate **outcomes** which are likely to be shaped by digital social contacts with measurements on parent-child relationship quality, work-life balance, job satisfaction along with happiness and well-being items which are already part of the ESS. **Country and region contextual influences** will be studied for a) the frequency of digital social contacts, b) the content of digital social contacts, and c) the consequences of digital social contacts for the listed outcomes.

This module thus allows a context-specific and comparative study not only of the frequency, the content, the costs and the benefits of digital social contacts, but also of their implications for relationship quality, work-life balance, and wellbeing. We compare digital social contacts in two

domains -the family and at work-, as these are two central domains in human life, where digitalization is present at a daily basis.

The proposed module will appeal to a variety of social science disciplines as it describes different dimensions of digital social contacts (frequency, content, costs, benefits), considers different theoretical perspectives on digital social contacts, and allows for studying the implications for work-life balance, relationship quality and well-being in a cross-national design. Besides specialists in technology and communication studies, it provides innovative research opportunities to social-scientists, such as sociologists, political scientists, and economists who study social integration, social inequalities, well-being, work-life interface or relationship quality while providing a baseline for monitoring the social implications of what has been argued to be one of the most important social change in the 21st century. The module will appeal to comparative researchers who are especially interested in cultural and policy influences. As the module allows conclusions on how digital developments can be customized to increase relationship quality, work-life balance or well-being, it further appeals to a non-academic audience including policy makers of ministries and cities, social advisory boards, and the general public.
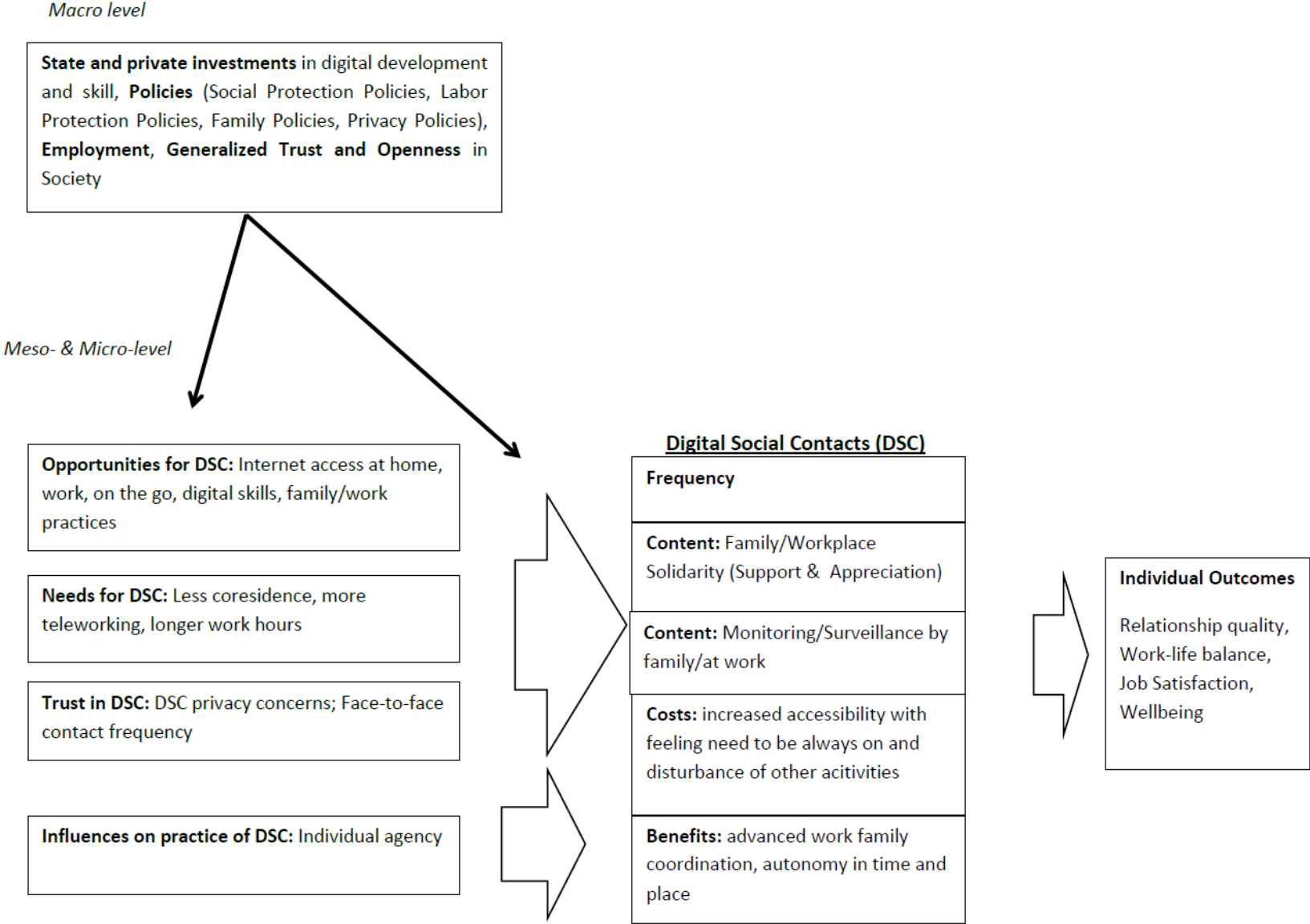
2. Theoretical background of the suggested rotating module

Why do digital social contacts (DSC) frequency, content, costs, and benefits vary between individuals within and between countries? Why are digital social contacts important for relationship quality, work-life balance, and wellbeing? Why do we expect country or regional differences? **Figure 1** visualizes the **theoretical conceptual model** behind this module. *Macro level* conditions (gauged by country or regional data aggregated from ESS or drawn from other sources) influence the causes and consequences of DSC at the *meso- and micro-levels*. Opportunities, needs, trust, and influence-based arguments point up mediators of broad influences on the frequency, content, costs and benefits of DSC. These contact characteristics impact a broad array of personal outcomes from work-life balance to general well-being. Theories on the explanation of work-life balance, relationship quality, and well-being are complemented by research on digitalization and its implications. Meso and micro level mediators align with theoretical concepts.

2.1.   Digital social contact in work and family life

Opportunities based arguments from research on the digital social divide point to differences in 1) home and workplace access to digital communication and 2) digital capacities from state investments in technology and skill development (Hargittai 1999, 2006, 2010; Vicente & López 2011). This implies not only inequality in DSC use between individuals within and between European countries, but also different experiences (e.g. exchanging family or workplace solidarity, being monitored by family/at work). Family and work practices define the relative appreciation of face-to-face versus digital social contacts for exchanging family solidarity (Wilding 2006). **Needs based arguments** refer to restrictions on face-to-face contact due to geographic distance, living arrangements, teleworking or long work hours--all differing between countries/regions depending on employment rates, welfare and labor protections, or family policies (Dewit et al. 1988; DiMaggio et al. 2001; Giddens 1981; Gubernskaya & Treas 2016; Van Dijk 2013;). Support and appreciation can also be exchanged digitally (Hertlein 2012), especially under need based conditions when possibilities for face-to-face contacts are restricted. Face-to-face contact, however, is necessary for hands-on help and includes all communication dimensions important to establish relationship quality (Hertlein 2012, Jamieson 2013). At work, less need for face-to-face and digital contact with supervisors and colleagues is seen in research on automatization of supervisory tasks (e.g. digital monitoring and systems for solving work tasks) and co-worker coordination (Frey & Osborne 2013; Hirsch-Kreinsen 2016). Implementation of digitalized automatization is likely to differ between countries, e.g. depending on the level of digital development, labor protection policies or the influence of labor unions (Hirsch-Kreinsen 2016).

Figure 1: Theoretical and conceptual model of causes and consequences of digital social contacts

Macro level

State and private investments in digital development and skill, **Policies** (Social Protection Policies, Labor Protection Policies, Family Policies, Privacy Policies), **Employment, Generalized Trust and Openness** in Society

Meso- & Micro-level

Opportunities for DSC: Internet access at home, work, on the go, digital skills, family/work practices

Needs for DSC: Less coresidence, more teleworking, longer work hours

Trust in DSC: DSC privacy concerns; Face-to-face contact frequency

Influences on practice of DSC: Individual agency

Digital Social Contacts (DSC)

Frequency

Content: Family/Workplace Solidarity (Support & Appreciation)

Content: Monitoring/Surveillance by family/at work

Costs: increased accessibility with feeling need to be always on and disturbance of other acitivities

Benefits: advanced work family coordination, autonomy in time and place

Individual Outcomes

Relationship quality, Work-life balance, Job Satisfaction, Wellbeing

Following **trust based arguments,** the generalized trust, openness, and privacy policies of countries (Barber, 1983; Cook 2005; Guillen & Suarez 2004; Jamieson 2013; Lupton 2015) shape privacy concerns limiting the use of DSC and the digital exchange of support and appreciation. E.g., low levels of generalized trust imply that Internet or mobiles phones are used to monitor contact. Frequent face-to-face contact might establish trust in the relationship, facilitating the exchange of family or workplace solidarity in digital social contacts and reducing the likelihood of monitoring and surveillance by family or at work (Jamieson 2013). **Influence based arguments** address individuals' agency to limit the costs involved in DSC, depending on country context and work or family cultures e.g. labor policies defining the negotiating power of employee and employer, family policies being a basis for employees' requests for work-life balance, or workplace cultures determining the worker ideal of prioritized work, minimal family obligations, or familistic values for parenting strategies and elder care strategies (Acker 1990; Den Dulk 2001; Gubernskaya & Treas 2016; Kossek et al. 2010; Wajcman et al. 2008).

Thus, digital social contacts (frequency, content, costs and benefits) will vary between individuals within and between European countries. But what are the implications of digital social contact for work-life balance, relationship quality and job satisfaction as important aspect of well-being? We next describe general theoretical approaches on these three outcomes and integrate the focus on digital social contacts.

2.2 Work-life balance

To describe work-life balance, previous research established the well-known concept of work-family conflict, which is 'a form of inter-role conflict in which the role pressures from the work and family domains are mutually incompatible in some respect' (Greenhaus & Beutell 1985: 77). This definition stresses the bidirectional relationship between work and family life; work may interfere with family life, and vice versa. Research indicates that spill-overs from work to family are more severe than family to work (Byron 2005). In addition, Greenhaus and Beutell (1985) distinguish time-based and strain-based conflicts between the two life domains. Time-based conflict occurs when time pressure in one domain makes it difficult to fulfill expectations in the other, whereas strain-based conflict is understood as exposure to stress in one domain, which influences the ability to perform in the other. To predict work-family conflict, the job demands-resources model (Bakker & Demerouti 2007) suggests that demands in the domains of work and family life influence an employee's risk of experiencing stress and strain that then spill over from one life domain to the other, resulting in work-family conflict. Digital opportunities for social contacts (e.g. via the Internet or mobile phones) have been addressed as both a resource and a demand diminishing or fostering work-life conflict. On the one hand, possibilities for digital social contacts via the Internet or mobile phones offer greater flexibility in time and space for reacting to work and family demands and allow advanced coordination within and between the two life domains. On the other hand, digital social contacts may increase the permeability between life domains because one is accessible for work at home and vice versa; consequently, expectations to be "always on" develop (Chelsey 2005; Kossek 2016; Nam 2014; Wajcman et al. 2008). In Figure 1, this is addressed in the costs and benefits of digital social contacts. Research on digitally induced flexibility in time and place shows inconsistent findings, suggesting that implications are likely to be context dependent (Abendroth & Reimann 2018; Allen et al. 2015; Kossek et al. 2010).

Focusing on the more severe work-to-family conflict, we apply the concept of employment relationships, suggesting that trade-offs in the use of digital social contacts for work relations are negotiated in multidimensional social exchange relationships and that these negotiations do not take place in a neutral environment; rather, they are embedded in specific institutional and cultural settings shaping the association of digital social contacts and work-life conflict (Coyle-Shapiro & Conway 2004;). For example, workers' negotiation power is likely to differ between European countries based on employment protection legislation, union representation and family policies (Barbieri et al. 2016; Hipp et al. 2015). In addition, experienced costs and benefits of digital social contacts for work-life conflict are also likely to differ within countries depending on perceived workplace cultures. Workplaces differ in whether they follow the ideal worker who prioritizes work above non-work obligations and maintain high expectations on availability and accessibility for

work (Acker 1990; Kossek et al. 2010) versus family-friendliness where facilitating employees' work-life balance is viewed as an investment in productivity (; den Dulk et al. 2012). These different workplace cultures are likely to impact whether digital social contacts are used in the interests of employees to balance work and family life or in the interest of employers to realize their flexibility and accessibility interests, or both.

2.3 Relationship quality with family members

We further consider parent-child relationship quality as an overall assessment of the satisfaction with this intergenerational relationship, from the perspective of the child, and from the perspective of the parent. Following attachment theory (Hill 1988) and self-expansion theory (Ickes & Duck 2000), the amount of time spent together raises mutual understanding and mutual commitment fostering relationship quality. Research findings confirm that the time spent with family members is key in explaining relationship quality in parent-child relationships (e.g. Hochschild, 1997; Huston et al. 2005; Roeters et al. 2010).

The Internet or mobile phones present new possibilities for contact between parents and children, but also introduce new vulnerabilities into family relationships which require adaption of family structures and practices (Hertlein 2012). Hertlein discusses seven ecological influences which are likely to shape family structures and practices and thus relationship quality (the seven A's: anonymity, accessibility, affordability, approximation, acceptability, accommodation, and ambiguity). Accessibility, for example, means that parents and children can access the Internet from different places and thus also each other. Approximation indicates that the Internet or mobile phones have features which allow them to approximate face-to-face situations. This implies additional opportunities for parents and children to connect during a day or to compensate for restrictions of face-to-face contact. However, accessibility also implies that the Internet or mobile phones can be used to monitor and control what the other is doing. Ambiguity as another ecological influence suggests there are no clear guidelines for what is problematic behavior in digital social contact, thus, indicating that perceptions vary between people. This could also apply for digital monitoring and control of children. Acceptability further refers to common practices of the use of the Internet or mobile phones in contact between parents and children affecting how they are perceived. These ecological influences have been argued to redefine intimacy in family relations (Hertlein 2012). Technology use for parent-child interactions can increase intimacy and feelings of closeness because users are less inhibited in their communications, have more frequent interaction allowing for specific knowledge of daily activities, and tend to more self-disclosure in new forms of communication fostering relationship quality (Hertlein 2012). Alternatively, frequent initiatives of digital social contact by parents could be perceived as monitoring and control, negatively impacting relationship quality (Devitt & Roker, 2009). Digital social contact might further only be used for coordinating each other's lives with little influence on relationship quality. So far there is limited evidence on the implications of digital social contacts for relationship quality in parent-child relationships (Hertlein 2012).

How digital social contacts between parents and children is used and perceived is likely to differ between European countries as well as between heterogeneous groups. Parenting styles (e.g. clear boundaries between parents and children vs. greater expectation to connect) (Hertlein 2012) are likely to affect how digital contact is used and perceived and likely to vary between countries in dependence of the dominance of traditional or modernized ideas of family structures and practices. Generalized trust and privacy concerns in digital social contact are likely to shape whether digital social contacts are used for the exchange of family solidarity.

2.4 Job Satisfaction and well-being

For the work context we focus on job satisfaction rather than relationship quality with supervisors and colleagues because this focus is more common in existing literature. High job satisfaction has been defined based on need-satisfaction models developed; it involves work circumstances where individuals can fulfill their needs (for review see Herzberg et al. 2011 and Sirgi et al. 2001). Basic needs range from social needs (for interpersonal interaction) over survival needs (e.g. pay) to ego-

needs (autonomy, self-esteem) (Sirgi et al. 2001). The job demands-resources model (Bakker & Demeroutti, 2007) further specifies work characteristics as work resources and demands and their implications for job satisfaction and overall well-being. Job demands have been argued to involve physiological and or psychological costs which decrease job satisfaction. Job resources in contrast have been argued to allow for more motivation and energy and to buffer against negative implications of work-demands increasing job satisfaction (e.g. see Sirgi et al. 2001). Job autonomy and solidarity by supervisors and colleagues (e.g. support, appreciation) have been identified as major resources which increase job satisfaction (for review see Aziri 2011). They further align with ego needs and social needs. The importance of job satisfaction for overall well-being has been specified in spillover approaches (for summary see Sirgy et al. 2001). Vertical spillover implies that satisfaction spills over to the superordinate domain, e.g. job satisfaction spilling over to overall well-being.

Opportunities for digital social contacts in the work domain (with supervisors and colleagues) are likely to shape the availability of job resources which are known to increase job satisfaction, namely job autonomy and workplace solidarity (i.e. support and appreciation by co-workers and supervisors). Accessibility and approximation are ecological influences specified for digital contact in the family domain by Hertlein (2012). Similarly, in the work domain, supervisors and colleagues are more accessible when work problems, or work task questions occur, or when supervisor or coworker support for balancing work and family tasks is required. Moreover there are additional possibilities to receive appreciation by one's supervisor via the Internet or mobile phones increasing motivation and energy and thus job satisfaction. Previous research however has shown that telework weakens interpersonal bonds among teleworkers, colleagues, and supervisors, and that additional efforts are necessary to maintain such bonds (Golden 2006). For job autonomy first evidence provides positive implications of internet use (Kirchner 2015). Digital social contacts at work can alternatively imply digital accessibility for monitoring (is the subordinate working and where? has the subordinate finished the work task already?); strong supervision of work tasks decreases job autonomy with negative implications for job satisfaction. As a consequence either positive or negative implications of frequent digital social contacts with supervisors and colleagues can be expected. An alternative hypothesis is offered by research on automatization of work tasks suggesting that supervisor and colleague contact are less required because new digital technological development (Internet of things, cyber-physical systems, algorithms) allow for automated work supervision involving digital possibilities of monitoring and digital work instructions as well as automated coordination between co-workers. Little contact then need not indicate high autonomy due to digitalized monitoring and control.

The applicability of these different scenarios is likely to depend on the context. Digital development differs between European countries and is likely to impact whether digitalization offers additional or alternative possibilities of contact with supervisors and colleagues or whether digitalization reduces overall contact due to automatization processes.

3. Implementation

Digital social contacts are worth studying in a general social survey. The "Digital Economy and Society Index" (DESI) shows that digitalization exists in all ESS countries and is on the rise (e.g. number of mobile data subscriptions). Not only do young people use digital communication devices, but digital communication is also part of intergenerational (Gubernskaya & Treas 2016) and work contact practices (Nam 2014; Wajcman et al. 2008). The focus of the module on digital social contacts follows existing interests of the ESS. It builds and expands upon an earlier, limited question on digitalization in the ESS, namely on Internet use, with nuanced items on digitalization focusing on digital social contacts with children, parents, supervisors, and colleagues. Carrying forward the general interest in social integration seen in ESS items on social exclusion and social trust, it expands this focus with questions on relationship quality. Finally, by evaluating the novel influence of digitalization, it enriches existing rotating modules in family, work, well-being and work-life interface.

3.1 Overview and description of suggested ESS rotating module on Digital Social Contacts in Work and Family Life

Table 1 provides an overview of the suggested ESS rotating module on Digital Social Contacts in Work and Family Life. Below the table the question and the source of the question are elaborated in more detail. Questions which contribute to the topics listed but which are already part of the ESS are not included in the table but mentioned in the more detailed description below. As we rely on existing survey instruments which have been applied in various country-specific or European surveys, we expect that the suggested module can be fielded in a variety of cultural and institutional European settings.

Opportunity for DSC (Q1, Q30, Q23 in Table 1)

Measurements on technology access and digital skill have been validated in prior research. We suggest questions on access and skill by Hargittai & Hsieh (2012) to measure opportunity for DSC. These questions are appropriate for all respondents in the ESS. We further consider cultures of physical presence in workplaces. The modified question is based on measurements of family-friendly culture in the workplace (Thompson et al. 1999; LEEP-B3: Diewald et al. 2015).

Concerns about using Internet and mobile phones (Q2in Table 1): Trust in DSC

We consider privacy concerns in using Internet and mobile phones to operationalize trust in DSC. The chosen measurement on privacy concern is from a study of the Oxford Internet Institute (2007): "People also have different views towards technology and the protection of information. Please tell me how much you agree or disagree with each of the following statements: People who use the Internet and mobile phones put their privacy at risk." The measurement has also been used in the study of Eynon & Helsper (2011). We added mobile phones to Internet to capture privacy concerns in the use of various forms of digital contact.

Table 1: Overview of the suggested ESS rotating module on Digital Social Contacts in Work and Family Life

Items	General topic	Specifics	Sample Items	Source
Q1	**Internet Access**		At which of these locations do you have access to the Internet? That is, if you wanted to, at which of these locations could you use the Internet? Check all that apply. Your home Your workplace On the go (using your cell phone, smart phone, tablet, iPad or roaming wireless) Some other place	Hargittai & Hsieh 2012
Q2	**Concerns about using Internet and mobile phones**	Privacy concerns	People also have different views towards technology and the protection of information. Please tell me how much you agree or disagree with each of the following statements: (The agreement scale is disagree strongly to agree strongly on 5 point scale.) People who use the Internet and mobile phones put their privacy at risk.	Oxford Internet Institute (2007), Eynon & Helsper (2011)
Q3-Q11	**Experiences using the Internet and mobile phones**	Advanced coordination Accessibility & Disturbance Autonomy Solidarity Monitoring	People have different experiences using the Internet and mobile phones for communicating with family. To what degree do these digital communication experiences apply to you? (Answers ranging from applies completely to does not apply at all on a five point scale) The Internet and mobile phones help to coordinate family life. Due to the Internet and mobile phones I need to be constantly available/accessible for family. The Internet and mobile phones facilitate receiving support and appreciation from family members. The Internet and mobile phones allow my family to monitor where I am and what I am doing. People have different experiences using the Internet and mobile phones for communicating with work relations. To what degree do these digital communication experiences apply to you? (Answers ranging from applies completely to does not apply at all on a five point scale) (questions on work only to the employed)	NEW

			The Internet and mobile phones help to coordinate my work.	
			Due to the Internet and mobile phones I need to be constantly available/accessible for work.	
			The Internet and mobile phones help me decide when, where and how I do my work.	
			The Internet and mobile phones facilitate receiving support and appreciation at work.	
			The Internet and mobile phones allow my supervisor and colleagues to monitor when, where and how I do my work.	
Q12a - Q17a and Q12b -16b	**Intergenera-tional contact**	Frequency of face-to face contact and digital contact	We would like to ask about your family. First, let's start with the child who had his or her birthday most recently (*asked only of those with children*). When was the birthday?	Adjusted questions from ISSP; Demographics of family members not in same household also asked in ESS 2004
			Does this child live in the same household as you do? *(If yes for child, no question on frequency of face-to-face contact and gender are required)* What is the gender of this child?	
		Demographics		
		Relationship quality	How often do you see this child? (Answers range from multiple ties per day, daily, at least several times a week, at least once a week, at least once a month, several times a year, to less often)	
			Besides seeing each other face-to face/in person how often do you have any digital contact with this child e.g. by phone, email, through text messaging, social media, other apps, or video conferencing? (Answers range from several times a day/multiple times a day, daily, at least several times a week, at least one at week, less often and never)	
			How satisfied are you with your relationship with this child? (Answers on 10 point scale)	
			Now we want to ask about your mother/father (*Repeat child questions for parents if parents alive; Split Ballot for mother and father; questions on gender not necessary*).	
The following items are asked only to the employed				
Q18-21	**Contact at work**	Frequency of face-to face and	Now, let's talk about your work. How often do you see your supervisor face to face? (Answers range from several times a day/multiple times a day, daily, at least several	see above

		digital social contact	times a week, at least once a week, at least once a month, several times a year, to less often; category not applicable for those without supervisor) Besides face-to face interaction, how often do you have any other digital contact about work with your supervisor e.g. by phone, email, through text messaging, social media, other apps, or video conferencing? (Answers range from several times a day/multiple times a day, daily, at least several times a week, at least one at week, less often and never) Now we want to ask about your co-workers (Repeat questions including answer category I have no co-workers)	
Q22	**Teleworking/ Mobile working**		How many contracted hours do you work from home or telecommute using phones and Internet? (Answers range from never, less often, a few times a month, a few times a week, almost every day, to everyday)	Based on review of Allen et al. 2015 and Nam 2014
Q23-Q25	**Expectations at work**		How important is the following behavior in your company? Please answer according to a scale from 1 to 5, how important the stated behaviors are. Being physically present at usual workplace Can be contacted whenever there is a big need Working long hours	Adjusted Thompson et al. 1999) and LEEP-B3
Q26	**Job Satisfaction**		How satisfied are you in your main job? (answers on a 10 point scale)	ESS 2010 on family, work and well-being (G53)
Q27-Q29	**Work-life conflict**	Time based and strain based work to family conflict	How often do you keep worrying about work problems when you are not working? How often do you feel too tired after work to enjoy the things you would like to do at home? How often do you find that your job prevents you from giving the time you want to your partner or family?	Selection from ESS 2010 and 2004 (G46-48 and G50-52)
Q30	**Internet skill**		How familiar are you with the following computer and Internet-related items? Advanced search PDF Wiki JPG Preference settings	Hargittai & Hsieh 2012

Experiences in using the Internet and mobile phones for communicating with family and work relations (Q4-Q11 in Table 1): Advanced coordination, accessibility & disturbance, autonomy, support, monitoring

To measure the content, costs and benefits of DSC different experiences in using the Internet and mobile phones for communication with family and work relations are specified, asking whether they apply to respondent's experiences on a five point scale. The section is introduced once for family relations once for work relations: People have different experiences using the Internet and mobile phones for communicating with a) family, b) with work relations. The experiences listed are from different sources and aimed to measure contents, costs and benefits of digital social contact highlighted in the theoretical conceptual model and in the theoretical elaboration: namely advanced coordination, accessibility and disturbance, autonomy, solidarity and monitoring. Advanced coordination is captured with the statements "The Internet and mobile phones facilitate to coordinate family life/work" which is based upon the study of Wajcman et al. (2008). Wajcman et al. (2008) show for Australia that mobile phones are an important source for coordination between family members by asking 'How significant are the following reasons for using your mobile phone to facilitate family/household coordination?'. **Accessibility and disturbance** is measured with statements on the need to be constant availability/accessibility for family members/for work due to the use of the Internet and mobile phones. The statement is part of the LEEP-B3 survey and indicates the feeling of needing to be always on and the likelihood of disturbance of face-to-face contact and family and work activities. For disturbance, Roeters et al. (2010) used the statement "activities with my family are often interrupted because my work contacts me", but due to number limits for rotating module questions, we chose a broader statement rather than separate questions for disturbance and "always on" feeling. As **autonomy** is an important predictor for job satisfaction we further specify autonomy in when, where and how I do my job due to the use of the Internet and mobiles phones for communication at work. The statements are based upon general questions on e.g. used in the Quality project (Tanja Van der Lippe) and research papers with these data (e.g. Abendroth & Den Dulk 2011) as well as in the LEEP-B3 data. **Solidarity** is measured with statements on support and appreciation from family members and at work, e.g. "The Internet and mobile phones facilitate receiving support and appreciation from family members". These statements are newly formulated for the ESS Rotating Module but rely on a large field of research asking about support in work or family life, more often with a focus on a specific relationship (Abendroth & Den Dulk 2011; Cohen & Wills 1985; de Lange et al. 2003; Gilbreath & Benson 2004). Also, in the European Social Survey 2012, the rotating module on personal and social well-being included general measures on solidarity (D36 and D29), e.g. "To what extent do you feel appreciated by the people you are close to?" Experiences of monitoring in the work and family domain have been neglected in surveys but their potential has only increased due to new technological developments. For **monitoring,** the statements "The Internet and mobile phones allow my family to monitor where I am and what I am doing" and "The Internet and mobile phones allow my supervisor and colleagues to monitor when, where and how I do my work" are used. The Georgia Institute of Technology asks about monitoring as a privacy concern (1998). Questions on monitoring at work have been part of the LEEP-B3 survey referring to digital tracking and the use of process data.

Frequency of face-to-face contact and digital social contacts in the family and work domain

(Q12a-Q16a and Q12b-15b and Q18-21)

The ESS already includes a question on the frequency of Internet use asking "How often do you use the Internet, the world wide web, or e-mail whether at home or at work for your personal use?", with response options ranging from "No access at home or work" (0) to "Every day" (7). We suggest questions to specify Internet use, namely, contact in the family domain (children/parents) and the work domain (supervisor, colleagues). Suggested measurements rely on questions in other surveys. These have been used successfully to measure the frequency of face-to-face contact with family and work relations as well as remote contact using digital communication and/or other modes such as letters (see for example ISSP Social Networks Module and LEEP-B3).

Coupled with existing ESS variables and other new ones for this proposed module, items on these two contact modes open up unprecedented analytic possibilities with regard to communication processes (Does digital communication complement or displace family visits?) and communication outcomes (Is the frequency of digital--as opposed to face to face--communications with supervisors associated with expectations that employees will be available outside regular work hours?). Following the ISSP Social Networks Module 2001, response categories for face to face contact are suggested ranging from daily, at least several times a week, at least once a week, at least once a month, several times a year, to less often. For seeing/visiting the mother, we see the following distribution over the response categories in the ISSP: Lives in the same household 13.5%, daily 7.2%, several times a week 7.8%, at least once a week 9.4%, at least once a month 9.2%, several times a year 7.4%, less often 3.7%, never 0.7%, mother no longer alive 37.5%. For seeing/visiting son or daughter: 14.4% lives in the same household, daily 7.7%, several times a week 6.1, at least once a week 6.5, at least once a month 5.1%, several times a year 3.6%, less often 1.1%, no son or daughter: 42.4%). However, we suggest differentiating daily and multiple times a day. More fine graded answer categories, similar to the LEEP-B3 survey, are also appropriate for digital social contact (e.g., ranging from several times a day/multiple times a day, daily, at least several times a week, at least one at week, less often and never). Questions on face-to-face and digital contact with children will be asked of parents, regardless of the age of children; face-to-face and digital social contact with parents will be asked of children. For parent questions about their children, we randomly pick one of child by referring to the child who had his or her birthday most recently. For parents we suggest a split ballot design so that half of the respondents who have both parents alive are asked about their mothers whereas the others are asked about their fathers. We suggest basic demographic questions about the children and parents (for children: birthdate, gender, living together; for parents: birthdate, living together). If parents report that the child lives in the same household, no question on gender of the child is required. Information on gender and birthdate of others in the household as well as their relation to the respondent are already part of the core module. Identifying the survey child is possible via the core roster birthdate. Also, the question on face-to-face contact can be skipped, assuming that parents and children who live together see each other daily. Demographics of family members not in the same household were asked in the rotating module of the ESS 2004. Questions on face-to-face and digital contacts with supervisors and colleagues will be applicable for all respondents who are employed. Those who are self-employed receive questions on contact with their colleagues when they have personnel.

Need for digital social contacts (Q22, Q13a andQ13b in Table 1)

We suggest operationalizing the need for DSC with family members using long working hours which are measured in the core module in the ESS (F30 on total working hours including overtime). We further consider information on parent-child co-residence which has already been described as demographic information above. For digital social contacts with work relations, we propose measuring telework, which we define as a form of work organization in which the work is partially or completely done outside the conventional company workplace with the aid of information and telecommunication services (Allen et al. 2015). Measures of telework are well established in existing work-life balance research although questions vary between, for example, working from home, teleworking or telecommuting (for reviews see Allen et al. 2015). We formulate the question based upon Nam (2014) because this study specifies for the frequency of teleworking: "How often do you work from home? (Based on a respondent's willingness and usage of technologies such as Internet, email, cell phones, instant messaging)". Answers range from never, less often, a few times a month, a few times a week, almost every day, to everyday. We suggest wording to mention telecommuting next to working from home.

Influences on practices of digital social contacts: Expectations at work and macro-indicators (Q24-Q25)

It is hard to find specific items on individual agency in the use of the Internet and mobile phones for DSC. We consider expectations at work and macro-indicators which have been argued to shape influences on practices of digital social contacts. The questions on expectations at work are based

on items on workplace culture proposed by Thompson et al. (1999) and items included in the LEEP-B3 survey. A further goal is to add to the microdata existing macro-indicators of listed macro influences at the country and regional level (state and private investments in digital developments, policies, employment, centralized trust and openness in society). One basis forms the Multilevel Data Repository of the ESS. Information on state and private investments in digital developments can be used based on the DESI indicator of the European commission. Information on culture (e.g. familistic values) could be aggregated from the World Value Survey. We further aim to aggregate information on generalized trust and openness in society based on questions in the ESS core module (i.e. questions A4, A5, A6). Further information on state policies can be used based on reports of the European Commission, World Bank or other country specific documentations.

Well-being, Relationship quality, Job satisfaction, Work-life balance (Q17a, Q16b; Q26, Q27-Q29 in Table 1)

Measures of wellbeing and happiness are already part of the core module in the ESS and will be complemented by established questions on relationship quality and job satisfaction and work-life balance. Assessments of relationship quality in the family domain have a long tradition (e.g. see Roeters et al 2010; Rogers and White 1998). We suggest a question which asks about the satisfaction with the relationship addressed in the questions on digital intergenerational contact and which follows existing domain specific satisfaction questions (see ESS 2010 on family, work and well-being: G53 and Chesley 2015). An overall assessment of relationship quality with co-workers and supervisors is less common in existing research. More common are general evaluations of the work situation. Therefore, we suggest to measure job satisfaction which has been part of a rotating module in the ESS 2010 on family, work and well-being (G53). For measuring work life balance we suggest measurements on work-family conflict, which have already been integrated in ESS rotating modules in 2010 and 2004 (G46-48 and G50-52). Due to the restricted number of questions possible, we suggest to choose those which indicate work-to-family conflict reported as more severe in comparison to family-to-work conflict.

3.2 Anticipated methodological or practical difficulties

Measuring digital social contact is not easy but our questions tackle **methodological and practical difficulties.** Empirical evidence has shown discrepancies between measures of digital use collected passively through paradata and measures collected through direct questions (asking respondents to self-assess their digital use). Boase & Ling (2013) address potential biases in the mis-estimation and show that there are not systematic biases. Mainly people are bad at estimating use when the estimation needs to be very specific, but there is no systematic bias by type of person. Report errors are less likely for the response categories we use for frequency of digital social contact (e.g., several times a day/multiple times a day as the highest category). Nevertheless, it could be helpful to collect para-data in the field work of the ESS in line with already existing efforts (Stoop et al. 2010).

In addition, the form of digital social contact may be out-dated soon. Today's smartphones might be replaced by other devices or platforms. The rapid pace of change argues for establishing a baseline to trace such developments, and our module accommodates such change. Questions on the frequency of DSC follow questions on face-to-face contact and ask about contact besides seeing each other face-to-face couple with examples of digital communication modes. As with the ISSP, examples can be updated to include new forms of contact in the future. Moreover, we are interested in family and workplace solidarity as a content of contact; it is central to relationship quality and well-being and likely to remain important. The content of contact which is directly related to DSC is monitoring. However, it is less likely that this content is out-dated soon. Possibilities for monitoring are more likely to increase due to digitalization as it involves more possibilities of data collection and data combination. It is especially interesting to see when possibilities for monitoring are used or not.

4. Team expertise and experience

The team suggesting the rotating module includes four representatives from different ESS countries and ERIC member and observer countries, Anja-Kristin Abendroth, appointed Junior-Professor in Technical and Social Change at Bielefeld University, Germany (start February 2018), Francesco Billari, Professor of Demography at Bocconi University, Milan, Italy, Eszter Hargittai, Professor and Chair of Internet Use & Society at University of Zurich, Switzerland, and Tanja Van der Lippe, Professor of Sociology of Households and Employment Relationships at Utrecht University, Netherlands, as well as one representative from the United States, Judith Treas, Chancellor's Professor of Sociology and Director of the Center for Demographic and Social Analysis at University of California Irvine. Abendroth, Treas and Van der Lippe have already worked together in the ESF program (project: EQUALITY).

All the applicants show substantive expertise in survey design and cross-national research. **Abendroth** has published various cross-national research papers in high ranked journals, two of them using the ESS (Abendroth et al. 2012, 2013). She further acquired substantive expertise in survey designs designing and coordinating a linked-employer-employee panel survey in Germany (Diewald et al. 2015). A third wave of the survey, including items on digital social contacts at the workplace as well as general evaluations of digitalization by employees and employers has recently been funded by the Germany Science Foundation, with Anja-Kristin Abendroth as a Principal Investigator. Anja Abendroth is further part of the interdisciplinary research cluster "Digital Future" of the University Bielefeld and University Paderborn in Germany. **Billari** is a family demographer and sociologist who has extensive experience in cross-national survey design, having worked (currently as Chair of the Consortium Board) for 18 years in the design team of the Generations and Gender Survey, and has been the PI of the "Timing of Life" module of the ESS. **Hargittai** was part of the team that created the Internet Society Module for the US General Social Survey in 2000. She has published dozens of papers on people's Internet uses including methodological pieces about how to measure various constructs, most notably, Internet skills (Hargittai & Hsieh 2012). She also has an award-winning comparative paper about Internet diffusion across OECD countries. **Treas** has advised the US Census Bureau on design of the decennial census and consulted on surveys such as the US General Social Survey/International Social Survey Program. Her research addressing intergenerational cohesion and couples' coordination of domestic life draws extensively on cross-national surveys, including the ESS (e.g. Gubernskaya and Treas 2016; Ruppanner and Treas 2015; Treas and Guberskaya 2012). Treas also has an extensive record of peer reviewed articles published in leading American and European journals. Her research on family relationships makes wide use of cross-national data, such as ESS, ISSP, SILC, and LIS. **Van der Lippe** has acquired extensive skills in performing international comparative research, she is experienced in constructing surveys and collecting data in multiple countries (e.g. Quality of Life study (EU FP5), ERC study 'Investments in a sustainable workforce in Europe', she has gathered unique data on 11.000 employees, nested in 870 work teams, nested in 259 organizations, across 9 countries, combining a survey with experiments (Van der Lippe 2016). Furthermore, her focus is on the interface of work and family life and she has investigated extensively the consequences of teleworking and work flexibility on job satisfaction, and work-family conflict. Van der Lippe has published several papers using the ESS (including Lippe et al. 2014; Lippe et al. 2017).

The team has the aim to work closely together in the future module development process with the CST. Abendroth, as the head of the team will coordinate internal discussion with the team and communicate with the CST. The plan is to have skype meetings every month and to meet during international conferences.

5. Dissemination plans

The goal of the dissemination activities is to maximize the scientific impact of findings based on the suggested rotating module on digital social contact in work and family life as well as the social impact.

We plan to disseminate findings from the module to academic and non-academic audiences. For an **academic audience** we plan publications in peer-reviewed and highly impact journals. These involve more general journals like Social Forces, Social Science Research or European Social Survey as well as more specialized journals like Science, Technology and Society; Journal of Marriage and Family; or Work, Employment and Society in order to reach the diverse audiences that share our interest in this subject. For the ESS Topline Findings we plan to analyze the distribution of digital social contact (frequency, content, costs and benefits) over the different ESS countries. The first article on the explanation of digital social contact and its variation between countries (see opportunity based, need based, trust based and influence based arguments) will be submitted within the first six months after the data are available. Afterwards at least three further papers are planned on digital social contacts and a) work-life conflict, b) intergenerational relationship quality and c) job satisfaction. All the team members have experience publishing in peer-reviewed highly impact journals. We will also publish a special issue in Demographic Research on digital social contacts in the family and work domain using the data of the suggested rotating module in the ESS.

We further plan to present the research based on the rotating module at conferences and to organize conference sessions on digital social contacts in work and family life. The bi-annual Work Family Researcher Network and Community, Work and Family organization meetings are examples of appropriate conferences. All team members have experience presenting research and organizing conference sessions. We aim to encourage team members, post-docs and students to use the module for their own publications and MA theses.

Funding requests for post-doctoral students and a conference on digital social contacts in work and family life are planned. Multi-country schemes funds like ORA or funding from the European Commission (e.g. Horizon 2020, where there are many calls on technology and consequences in the work and family domain) are especially suitable. Ideally the submission will take place before the data collection so that post-doctoral students can support the whole process.

For **non-academic audiences**, we would also be very interested to present findings from the module at a policy seminar organized by CST as mentioned in the guideline for the proposal. Moreover, we will present findings to policymakers at European and national level, and public- and private-sector organisations that also target policy makers. Existing contacts include, for example, Population Europe www.population-europe.eu and the WorkLife HUB www.worklifehub.com. Finally we will develop news releases on key findings for the popular media. We want to reach lay audiences via contributions in leading, country specific newspapers and employ a social media strategy (e.g. via facebook or twitter) supported by university staff specialized in presenting academic results to a general audience.

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Van der Lippe T, Lippényi Z, Lössbroek J, van Breeschoten L, van Gerwen N & Martens T. (2016) European Sustainable Workforce Survey [ESWS]. Utrecht, Utrecht University.

Vicente, M. R. & López, A. J. (2011) Assessing the regional digital divide across the European Union-27. *Telecommunications Policy* 35: 220-237.

Wajcman, J., Bittman, M. & Brown, J. E. (2008) Families without Borders: Mobile Phones, Connectedness and Work-Home Divisions. *Sociology* 42: 635-652.

Wilding, R. (2006) 'Virtual' intimacies? Families communicating across transnational contexts. *Global Networks* 6: 125-142.

Principal Applicant: **Anja-Kristin Abendroth** *(Bielefeld University, Faculty of Sociology, Universitätsstraße 25, 33615 Bielefeld, Germany, Email: anja.abendroth@uni-bielefeld.de)*

Anja-Kristin Abendroth is appointed Junior-Professor in Technical and Social Change at the Faculty of Sociology at Bielefeld University (start February 2018). From January 2013 until January 2018 she was Faculty Member in the Department of Sociology at Bielefeld University (Akademische Rätin) and from September 2011 until June 2016 research associate at the Collaborative Research Centre 882 "From Heterogeneities to Inequalities" in the project "Interactions between Capabilities in Work and Private Life: A Study of Employees in Different Work Organizations" at Bielefeld University funded by the German Science Foundation. In 2013 she defended her country-comparative dissertation, "Working Women in Europe: How the Country, Workplace, and Family Context Matter" as part of her work in European Science Foundation project "Labour Market Inequalities between Men and Women in Europe" (2008-2012). Abendroth has published in high ranked international journals on social inequalities, the interplay of work and family life, organizational and cross-national comparative research, including two studies based on the ESS (Abendroth et al. 2012; Abendroth et al. 2013). Moreover, she received outstanding publication awards from two sections of the American Sociological Association for a multi-level investigation of the motherhood pay penalty in European countries (Abendroth et al. 2014) and was finalist in the Rosabeth Moss Kanter Award for Excellence in Work-Family Research with research on social support and the working hours of employed mothers in Europe (Abendroth et al. 2012). Abendroth further gained extensive experience in survey design, including questionnaire design, coordination of survey and data preparation of a linked-employer-employee panel survey (LEEP-B3). As a part of her Junior-Professorship she will advance her research on digitally induced flexibility in time and place for work-life balance with research on 1) digitalized work of employees across workplaces and its implications for work-life balance and work gratifications based on new questions on digitalization in the third wave of the LEEP-B3 data, which has now been funded by the German Science Foundation (Principal Investigators: Abendroth, Diewald, Melzer) 2) and with research on self-employed crowd workers and their work-life balance and work gratifications, as part of the membership in the research cluster "Digital Future."

Key publications:

Abendroth, A.-K. & Reimann, M. (2018) Telework and work-family conflict across workplaces: Investigating the implications of work-family-supportive and high-demand workplace cultures. Contemporary Perspectives in Family Research, Forthcoming.

Wiebusch, M., Den Dulk, L. & Abendroth, A-K. (2017) Towards a successful practice of teleworking within a formalized context. The central role of flexibility and social support for realizing individual and organizational needs. Presentation at Community, Work and Family Conference, Milan, Italy.

Abendroth, A.-K., Melzer, S.M., Kalev, A. & Tomaskovic-Devey, D. (2017) Women at Work: Women's Access to Power and the Gender Earning Gap. *ILR Review* 70: 190-222.

Abendroth, A.-K. & Pausch, S. (2017) German fathers and their preferences for shorter working hours for family reasons. *Community, Work & Family* (Published Online): 1-19.

Pausch S., Reimann M., Abendroth A-K. & Diewald, M. (2016) Work-life Integration of Dual-Earner Couples: Spillover, Crossover, and Accumulation of Workplace Demands and Resources within Partnerships. *Psychosociological Issues in Human Resource Management* 4: 70-95.

Diewald, M., Schunck, M., Abendroth, A.-K., Melzer, S. M., Pausch, S., Reimann M., & Andernach, B. (2015) The Sfb882-B3 linked employer-employee panel survey (LEEP-B3). *Schmollers Jahrbuch* 134: 379–389.

Abendroth, A.-K., Huffman, M., & Treas, J. (2014) The Parity Penalty in Life Course Perspective: Motherhood and Occupational Status in 13 European Countries. *American Sociological Review* 79: 993–1014.

Abendroth, A.-K., Maas, I., & Van der Lippe, T. (2013) Human Capital and the Gender Gap in Authority in European Countries*. European Sociological Review* 29: 261–273.

Abendroth, A.-K., Van der Lippe, T., & Maas, I. (2012) Social support and the working hours of employed mothers in Europe: The relevance of the state, the workplace, and the family. *Social Science Research*, 41: 581–597.

Abendroth, A.-K., & Den Dulk, L. (2011) Support for the work–life balance in Europe: the impact of state, workplace and family support on work–life balance satisfaction. *Work, Employment and Society* 25: 234–256.

Francesco C. Billari *(Bocconi University, via Röntgen 1, 20136 Milano, Italy, Email: francesco.billari@unibocconi.it)*

Francesco C Billari has been Professor of Demography and Dean of the Faculty at Bocconi University since 2017. A Fellow of the British Academy since 2014, he was Professor of Sociology and Demography (and Head of the Department of Sociology) at the University of Oxford, where he was a Professorial Fellow of Nuffield College between 2012 and 2017. His research focuses on demography and the life course, with cross-cutting interest in comparative research, quantitative methods and policies. He has contributed significantly to research on the transition to adulthood in Europe and on low fertility. He has pioneered the use of agent-based modelling and sequence analysis in demographic research and uses multilevel and/or hazard modelling regularly in his research. Together with Liefbroer, he kick-started to the new wave of research on the study and quantitative measurement of life course norms in large-scale surveys. The PI on the ESS-3 and ESS-9 "Timing of Life" module, Billari has extensive experience in survey, including questionnaire design, pilot analysis and survey analysis. He has participated in questionnaire development for the Generations and Gender Programme since its beginning, and more recently he has coordinated the Questionnaire Design Group for the new. He has also participated in various comparative European projects (GGP, REPRO, LIFETIMING, FERTINT, POLYMOD). Billari has been awarded a new ERC Advanced Investigator Grant (DisCont, 2016-2021), which also focuses on the implications of digitalization for family and household formation. Previously, Billari has held positions at Bocconi University (2002-2012), as a Professor of Demography, Vice-Rector for Development and Director of the Dondena Centre for Social Dynamics; at the Max Planck Institute for Demographic Research (1999-2002) as Head of the Independent Research Group on the Demography of Early Adulthood. He has held visiting positions at the University of Pennsylvania (2008-09) and at the Universitat Pompeu Fabra. He holds a Laurea in Economics (Statistics Major), Bocconi University (1994), and a PhD in Demography, University of Padua (1998). In 2013 he was awarded a Honorary Doctorate by the Catholic University of Louvain-la-Neuve. He is President of the European Association for Population Studies (2012-2016), and President of the Council of Advisors, Population Europe (2013-). He is Editor of Population Studies (2013-) and Associate Editor of Demography (2017-). In 2012 he received the "Clifford C. Clogg" award of the Population Association of America. In 2014 he was admitted as a Foreign Member of the Austrian Academy of Science.

Key publications:

Aassve, A., Billari, F.C., & Pessin L. 2016. Trust and Fertility Dynamics. *Social Forces* 95(2): 663-392.

Aksoy, O. & Billari, F.C. 2018. Political Islam, marriage, and fertility: evidence from a natural experiment. *American Journal of Sociology*, forthcoming.

Billari, F.C. 2004. Becoming an adult in Europe: A macro(/micro)-demographic perspective. *Demographic Research* 3: 15-44.

Billari, F.C. 2015. Integrating macro- and micro-level approaches in the explanation of population change. *Population Studies* 69(S1):S11-S20.

Billari, F.C. & Liefbroer, A.C. 2007. Should I stay or should I go? The impact of age norms on leaving home. *Demography* 44(1): 181-198.

Billari, F.C. & Liefbroer, A.C. 2010. Towards a New Pattern of Transition to Adulthood? *Advances in Life Course Research* 15(2): 59-75.

Billari, F.C., Giuntella, O., & Stella, L. 2017. Does Broadband Internet Affect Fertility? *IZA Discussion Papers 10935*.

Billari, F.C., Giuntella, O., & Stella, L. 2017. Broadband Internet, Digital Temptations, and Sleep. *IZA Discussion Papers 11050*.

Myrskylä, M., Kohler, H.-P., & Billari, F.C. 2009. Advances in Development Reverse Fertility Decline. *Nature* 460(7256): 741-743.

Präg, P., Ellwardt, L. & Billari, F.C. 2018. Internet Use and Social Contacts. Manuscript

Eszter Hargittai *(University of Zurich, Rämistrasse 71, CH-8006 Zürich, Switzerland, Email: contact06@eszter.com)*

Hargittai is Professor and Chair of Internet Use and Society at the Institute of Communication and Media Research of the University of Zurich. Before moving to Zurich, she was Delaney Family Professor of Communication Studies at Northwestern University where she continues to be a Fellow of the Institute for Policy. She has been a fellow in residence at the Center for Advanced Study in the Behavioral Sciences at Stanford and Harvard's Berkman Klein Center for Internet & Society. She has also held visiting positions at the the University of St. Gallen (Switzerland), University of Queensland (Australia), the University of Vienna (Austria) and the Central European University in Budapest (Hungary). Hargittai's research looks at how people may benefit from their digital media uses with a particular focus on how differences in people's Web-use skills influence what they do online. She has looked at these questions in the domains of information seeking, health content, political participation, job search, the sharing of creative content and privacy management. She is also interested in methodological questions of how to study people's Internet uses and has published papers on the topic. Hargittai's work has received awards from several professional associations for specific papers, for her contributions to public sociology, and from Northwestern University, for her teaching. She has published over 75 journal articles and book chapters. Her 2010 paper on "Digital Na(t)ives? Variation in Internet Skills and Uses among Members of the 'Net Generation'" published in *Sociological Inquiry* is one of the top 10 most cited sociology articles for 2010-2014. In addition to having presented her work across the US, she has also given invited talks in 15 countries on four continents. She has keynoted 15 meetings, given over 140 invited talks, and has presented at numerous conferences. Her work has been featured in many popular media outlets in the United States and internationally. Her research has been supported by the U.S. National Science Foundation, the John D. and Catherine T. MacArthur Foundation, the Alfred P. Sloan Foundation, Nokia, Google, Facebook, and Merck, among others. She sits on the editorial board of 15 academic journals mainly in the fields of sociology and communication. Hargittai is editor of Research Confidential: Solutions to Problems Most Social Scientists Pretend They Never Have (University of Michigan Press, 2009) and co-editor with Christian Sandvig of Digital Research Confidential (The MIT Press, 2015), both of which present a behind-the-scenes look at doing empirical social science research. She is currently editing the *Handbook of Digital Inequality* to be published in 2019 (Edward Elgar Publishing).

Key publications:

Gergle, D. & Hargittai, E. (Forthcoming, 2018). A Methodological Pilot for Gathering Data through Text Messaging to Study Question-Asking in Everyday Life. *Mobile Media & Communication.*

Hargittai, E. & Dobransky, K. (2017). Old Dogs, New Clicks: Digital Inequality in Internet Skills and Uses among Older Adults. *Canadian Journal of Communication. 42*(2):195-222.

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Hargittai, E. & Hsieh, Y.P. ◊ (2012). Succinct Measures of Web-Use Skills. *Social Science Computer Review.30*(1):95-107.

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Hargittai, E. (2008). The Digital Reproduction of Inequality. In *Social Stratification.* Edited by David Grusky. Boulder, CO: Westview Press. 936-944.

Hargittai, E. (2005). Survey Measures of Web-Oriented Digital Literacy. *Social Science Computer Review*. *23*(3), 371-379.

Hargittai, E. (2002). Second-Level Digital Divide: Differences in People's Online Skills. *First Monday*. *7*(4)

DiMaggio, P.J., Hargittai, E., Neuman, W.R. & Robinson, J. 2001. Social Implications of the Internet. *Annual Review of Sociology.* 27, 307-336.

Hargittai, E. (1999). Weaving the Western Web: Explaining Differences in Internet Connectivity Among OECD Countries. *Telecommunications Policy*. *23*(10/11), 701-718

Judith Treas *(University of California, Irvine, Department of Sociology and Center for Demographic and Social Analysis, Social Science Plaza 3151A, Irvine, California, 92617 USA, Email: jktreas@uci.edu)*

Judith Treas was named Chancellor's Professor of Sociology in 2016. She is the founding Director of the Center for Demographic and Social Analysis (2007). Her expertise addresses family, work, and gender in advanced industrial societies. 1) A research program on intergenerational relationships has been at the forefront of integrating macro-level and demographic considerations into a field founded on the insights of social psychology. This work was recognized with the Matilda White Riley Distinguished Scholar Award for Career Achievement by the American Sociological Association Section on Aging and the Life Course. Demonstrating the limits of demographic explanations for family cohesion, path-breaking articles make the empirical case for communication technology (mobile phones) as the driver of adults' increased maternal contact in Europe and the US (e.g. Gubernskaya and Treas, 2016). 2) Other research has focused on coordination and management of couples' domestic lives (Tai and Treas 2012), including research undertaken with the support of the von Humboldt Foundation, as well as the US National Science Foundation in partnership with the ESF EQUALITY project. This line of empirical studies has addressed the unrecognized transaction costs involved in "separate purse" versus "common pot" banking practices, the rational considerations in extra-dyadic sex, gender differences in preferences for more and less working and family time, spending on outsourced chores, and the division of domestic management tasks between partners. Most significantly, Treas--with prominent trainees and collaborators on four continents—moved the study of the household division of labor from a focus on single countries to a genuinely comparative endeavor that utilized multi-level models and cross-national survey data to understand how partners' characteristics and country context (sometimes in interaction) promote gender equality, as shown in the allocation of domestic chores (Treas and Drobnič, 2010). 3) Her research in the *American Sociological Review* on women's careers spans four decades, beginning with the first published model of women's occupational status attainment (Tyree and Treas 1974). Recipient of Outstanding Publication awards from two sections of the American Sociological Association, a recent study, a multi-level investigation of European countries, not only disaggregates mothers' pay penalty by birth parity to dispel popular myths, but also demonstrates that state policy (i.e., public child care) diminishes the female labor force disadvantage of having children (Abendroth, Huffman and Treas 2014). Treas has consulted on the design of many surveys, and a U.S. Census Bureau Citation recognized her contributions as Chair of the Census Advisory Committee for Professional Associations for the $13 billion 2010 Census.

Key publications:

Abendroth, A-K, M.L. Huffman, & J.Treas. 2014. The Parity Penalty in Life Course Perspective: Motherhood and Occupational Status in 13 European Countries. American Sociological Review 79:993-1014.

de Ruijter, E., J. Treas & P.N. Cohen. 2005. Outsourcing the Gender Factory: Living Arrangements and Service Expenditures on Female and Male Tasks. Social Forces 84:305-322.

Dotti Sani, G.M., & J. Treas. 2016. Educational Gradients in Parents' Child Care Time across Countries, 1965-2012. Journal of Marriage and Family 78:1083–1096.

Gubernskaya, Z. & J. Treas. 2016. Call Home? Mobile Phones and Contacts with Mother in 24 Countries. Journal of Marriage and Family. 78:1237-49.

Tai, T, & J. Treas. 2012. Housework Task Hierarchies in 32 Countries. European Sociological Review 29:780-791.

Treas, J., & Sonja Drobnič (Eds.). 2010. Dividing the Domestic: Men, Women, and Household Work in Cross-National Perspective. Stanford: Stanford University Press.

Treas, J., J. Lui, & Z. Gubernskaya. 2014. Attitudes on Marriage and New Relationships: Cross-National Evidence on the Deinstitutionalization of Marriage. Demographic Research 30: 1495-1526.

Judith Treas, J., & T Tai. 2012. Apron Strings of Working Mothers: Maternal Employment and Housework in Cross-National Perspective. Social Science Research 41: 833-842.

Treas, J., T. van der Lippe & Tsui-o Tai. 2011. The Happy Homemaker? Married Women's Well-Being in Cross-national Perspective. Social Forces 90:111-132

Tyree, A., & Judith Treas. 1974. The Occupational and Marital Mobility of Women. American Sociological Review :293-303.

Tanja Van der Lippe *(Utrecht University, Faculty of Sociology/ICS, Padualaan 14, 3584 CH Utrecht, The Netherlands, Email: t.vanderlippe@uu.nl)*

Tanja van der Lippe is Professor of Sociology since 2003. In 2011 she was appointed Research Director and Head of the Department of Sociology at Utrecht University. She is an expert on work-family issues in present-day societies. In her work on the competing time claims of organizations and families she combines sociological, economic and psychological perspectives. Following up on her initial research on interdependencies between work and family life –which was designated as one of Utrecht University's High Potential projects- she proceeded to investigate cooperation challenges relating to efficiency problems and time pressure in particular (Van der Lippe, 2014). As Kanter Award finalist with the 2012 publication in Social Science Research, she and her colleagues broke new ground by demonstrating that family and workplace claims are not necessarily competitive, but can be complementary. Especially in high-performance organizations, the combined support from one's partner at home and one's manager at work helps men and women cope with the pressure of their dual tasks. Technology, digitalization, teleworking, and flexible work times are important thereby. In 2013, van der Lippe won an ERC Advanced grant for her innovative approach to elucidate investments in a sustainable workforce in Europe by examining the multi-level interactions of individual employees and their families in organizations and societies. Van der Lippe has achieved her breakthroughs by linking societal, family, and individual levels of decision making not only in her theoretical work, but also in the way she empirically examines their relationship. She is known for her challenging, state-of-the-art multi-method data collections combining large-scale survey techniques with rigorous experimental study designs. She has initiated large international data collections on work-family issues, for instance as lead investigator of the ERC-survey in 2015 among employees, managers and HR managers in 270 organizations across 9 European countries. Van der Lippe has led exceedingly productive collaborations and spearheaded networks of work-family researchers from around the world. For instance she coordinated the European Science Foundation program on Gender inequality (2008-2012), which gained her wide international recognition. She is elected member of the executive committee of the *Work and Family Researchers Network*, the main network on work-family research worldwide. Tanja van der Lippe has published eleven books with well-known publishers (Edward Elgar, Palgrave MacMillan, Aldine) and her papers have appeared in top-level journals, including Annual Review of Sociology, Journal of Marriage and Family, and Journal of Management. The significance of her work has been acknowledged at the highest levels; she is elected member of the European Academy of Sociology (2010), the Royal Netherlands Academy of Arts and Sciences (KNAW, 2014), and the Royal Holland Society of Sciences and Humanities (KHMW, 2013).

Key publications:

Van der Lippe, T., M. van Hek & L. van Breeschoten. 2018. Organizational work-life policies and the gender wage gap in European workplaces. *Work and Occupations*. Forthcoming.

Lippe, T. van der & Z. Lippenyi. 2018 Investments in a sustainable workforce in Europe. New York/London: Routledge (Forthcoming)

Lippe, T. van der, J. Treas & L. Norbutas. 2017. Unemployment and the division of housework in Europe. Work, Employment and Society. (forthcoming).

Van der Heijden, F.I., Poortman, A. & Van der Lippe, T. (2016). Children's postdivorce residence arrangements and parental experienced time pressure. Journal of Marriage and Family, 78, 468-481.

Lippe, T. van der, M. Voorpostel & B. Hewitt. 2014. Disagreements among cohabiting and married couples in 22 European countries. Demographic Research, 31, 247-274.

Van der Lippe, T., De Ruijter, J.M.P., De Ruijter, E.H.M., & Raub, W. (2011). Persistent inequalities in time use between higher educated men and women. European Sociological Review, 27, 164-179.

Coffé, H. & T. van der Lippe. 2010. Citizenship Norms in Eastern Europe. Social Indicator Research, 96(3): 479–496.

Ten Brummelhuis, L.L., Van der Lippe, T., & Kluwer, E. (2009). Family involvement and employee helping Behavior. Journal of Management, 20, 1-25.

Van der Lippe, T., & Peters, P. (Eds). (2007). Competing claims in work and family life. Cheltenham: Edward Elgar.

Van der Lippe, T. & Van Dijk, L. (2002). Comparative research on women's employment. Annual Review of Sociology, 28, 221-41.