

## Online Appendix

**Table A1.** Results of linear probability models on the probability of having participated in the LEEP-B3 follow-up survey (average marginal effects) (N=5,150)

|                                               | Model 1              | Model 2              | Model 3              |
|-----------------------------------------------|----------------------|----------------------|----------------------|
| SRH ( <i>ref. Satisfactory to very bad</i> )  | 0.040**<br>(0.015)   | 0.045*<br>(0.018)    | 0.040**<br>(0.015)   |
| WLC ( <i>ref. Low</i> )                       | -0.013+<br>(0.007)   | -0.013+<br>(0.007)   | -0.007+<br>(0.004)   |
| Higher status ( <i>ref. Lower status</i> )    | -0.035*<br>(0.015)   | -0.024<br>(0.026)    | -0.046<br>(0.030)    |
| Higher status * SRH                           |                      | -0.016<br>(0.031)    |                      |
| Higher status * WLC                           |                      |                      | 0.003<br>(0.007)     |
| Women ( <i>ref. Men</i> )                     | -0.055***<br>(0.016) | -0.055***<br>(0.016) | -0.055***<br>(0.016) |
| Parents ( <i>ref. Non-parents</i> )           | -0.012<br>(0.018)    | -0.012<br>(0.018)    | -0.012<br>(0.018)    |
| Age of the youngest child                     | -0.001<br>(0.007)    | -0.001<br>(0.007)    | -0.001<br>(0.007)    |
| Age in years                                  | 0.005***<br>(0.002)  | 0.005***<br>(0.002)  |                      |
| Tenure in years                               | -0.000<br>(0.000)    | -0.000<br>(0.000)    |                      |
| Work Experience in Years                      | -0.000+<br>(0.000)   | -0.000+<br>(0.000)   | -0.000+<br>(0.000)   |
| Education ( <i>ref. Low qualifications</i> )  |                      |                      |                      |
| Intermediate                                  | 0.059*<br>(0.025)    | 0.059*<br>(0.025)    | 0.059*<br>(0.025)    |
| High                                          | 0.104***<br>(0.029)  | 0.104***<br>(0.029)  | 0.104***<br>(0.029)  |
| Monthly gross earning                         | 0.101***<br>(0.021)  | 0.101***<br>(0.021)  | 0.101***<br>(0.021)  |
| Industry sector ( <i>ref. Manufacturing</i> ) |                      |                      |                      |
| Retail, hospitality, and transportation       | -0.014<br>(0.028)    | -0.014<br>(0.028)    | -0.014<br>(0.028)    |
| Financial and Insurance services              | 0.049**<br>(0.018)   | 0.049**<br>(0.018)   | 0.049**<br>(0.018)   |
| Education, health, and public services        | 0.005<br>(0.022)     | 0.005<br>(0.022)     | 0.005<br>(0.022)     |
| Constant                                      | -0.359***<br>(0.081) | -0.363***<br>(0.082) | -0.369***<br>(0.080) |

Standard errors in parentheses

+  $p < 0.10$  \*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$ . two-tailed test

**Table A2.** Descriptive statistics (N=733)

|                                                                            | 2018/19      |      |               |      | 2020         |      |               |      | Min  | Max  |
|----------------------------------------------------------------------------|--------------|------|---------------|------|--------------|------|---------------|------|------|------|
|                                                                            | Lower Status |      | Higher Status |      | Lower Status |      | Higher Status |      |      |      |
|                                                                            | Mean         | SD   | Mean          | SD   | Mean         | SD   | Mean          | SD   |      |      |
| WLC ( <i>ref. Low</i> )                                                    | 1.55         | 0.96 | 1.70          | 0.98 | 1.51         | 1.01 | 1.53          | 0.92 | 0    | 4    |
| SRH ( <i>ref. Satisfactory- very bad</i> )                                 | 0.71         | 0.46 | 0.76          | 0.43 | 0.64         | 0.48 | 0.69          | 0.47 | 0    | 1    |
| <b>Work-related Demands</b>                                                |              |      |               |      |              |      |               |      |      |      |
| Frequency face-to-face communication with supervisor ( <i>ref. Never</i> ) | 2.40         | 1.08 | 2.38          | 0.95 | 1.91         | 1.11 | 2.01          | 1.10 | 0    | 4    |
| Frequency digital communication with supervisor ( <i>ref. Never</i> )      | 1.21         | 0.86 | 1.52          | 0.77 | 2.18         | 1.09 | 2.41          | 0.93 | 0    | 4    |
| Frequency face-to-face communication with colleagues ( <i>ref. Never</i> ) | 3.34         | 0.89 | 3.50          | 0.76 | 2.62         | 1.31 | 2.94          | 1.19 | 0    | 4    |
| Frequency digital communication with colleagues ( <i>ref. Never</i> )      | 1.83         | 1.07 | 2.07          | 1.02 | 3.00         | 1.22 | 3.32          | 1.02 | 0    | 4    |
| Worked from home during pandemic ( <i>ref. No</i> )                        | -            | -    | -             | -    | 0.66         | 0.48 | 0.70          | 0.46 | 0    | 1    |
| More overwork ( <i>ref. No</i> )                                           | -            | -    | -             | -    | 0.12         | 0.32 | 0.14          | 0.34 | 0    | 1    |
| <b>Work-related Resources</b>                                              |              |      |               |      |              |      |               |      |      |      |
| Experience in working from home ( <i>ref. No</i> )                         | 0.37         | 0.48 | 0.45          | 0.50 | 0.37         | 0.48 | 0.45          | 0.50 | 0    | 1    |
| Logarithm of hourly wage                                                   | 3.29         | 0.37 | 3.57          | 0.43 | -            | -    | -             | -    | 0.81 | 4.48 |
| Job autonomy index ( <i>ref. Low</i> )                                     | 7.66         | 2.71 | 8.67          | 2.19 | 7.98         | 2.81 | 9.08          | 2.01 | 0    | 12   |

**Table A3.** Results of random-effects regression models estimating employees' WLC and SRH changes from pre-pandemic to 2020 (N=733)

|                                                         | WLC                |                     | SRH                 |                      |
|---------------------------------------------------------|--------------------|---------------------|---------------------|----------------------|
|                                                         | Baseline           | With controls       | Baseline            | With controls        |
|                                                         | Model 1            | Model 2             | Model 3             | Model 4              |
| Observation year<br>2020 ( <i>ref. 2018</i> )           | -0.077*<br>(0.030) | -0.074*<br>(0.036)  | -0.059**<br>(0.020) | -0.076***<br>(0.019) |
| <b>COVID-19 specific private and work conditions</b>    |                    |                     |                     |                      |
| Small children at home ( <i>ref. No</i> )               |                    | 0.251*<br>(0.100)   |                     | -0.056<br>(0.043)    |
| Supervision children's schoolwork ( <i>ref. No</i> )    |                    | 0.214*<br>(0.086)   |                     | 0.003<br>(0.039)     |
| Contracted working hours                                |                    | 0.015**<br>(0.006)  |                     | 0.001<br>(0.003)     |
| Employment situation remained stable ( <i>ref. No</i> ) |                    | -0.048<br>(0.081)   |                     | -0.057<br>(0.038)    |
| Constant                                                |                    | 3.048***<br>(0.407) |                     | 0.929***<br>(0.189)  |

Note: Skilled workers in agriculture and forestry dropped out of the analyses, as there are no cases in the sample.

Controlled for: sex, children, partner, educational attainment, tenure, tenure<sup>2</sup>, work experience, work experience<sup>2</sup>, occupational rank, and supervisory responsibility.

Standard errors in parentheses. +  $p < 0.10$ , \*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$ . two-tailed test

**Table A4.** Results of random-effects regression models estimating differences in higher and lower status employees' WLC changes between 2018/19 and 2020 stepwise accounting for work-related demands and resources (N=733)

|                                                     | Face-to-Face communication     |                                | Digital communication          |                                | WFH                              |                                | Over-time                      |                                | WFH pre-pandemic               |                                | Income                         |                                | Job autonomy                   |                                  |
|-----------------------------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|----------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|----------------------------------|
|                                                     | Model 1                        | Model 2                        | Model 3                        | Model 4                        | Model 5                          | Model 6                        | Model 7                        | Model 8                        | Model 9                        | Model 10                       | Model 11                       | Model 12                       | Model 13                       | Model 14                         |
| Higher status ( <i>ref. Lower status</i> )          | 0.145 <sup>+</sup><br>(0.080)  | 0.130<br>(0.080)               | 0.151 <sup>+</sup><br>(0.080)  | 0.139 <sup>+</sup><br>(0.080)  | 0.130<br>(0.079)                 | 0.139 <sup>+</sup><br>(0.080)  | 0.114<br>(0.079)               | 0.133<br>(0.083)               | 0.166 <sup>+</sup><br>(0.080)  | 0.114<br>(0.079)               | 0.133<br>(0.083)               | 0.133<br>(0.083)               | 0.166 <sup>+</sup><br>(0.080)  | 0.166 <sup>+</sup><br>(0.080)    |
| 2020 ( <i>ref. 2018</i> )                           | -0.046<br>(0.050)              | -0.001<br>(0.047)              | -0.015<br>(0.052)              | -0.046<br>(0.055)              | -0.024<br>(0.061)                | -0.024<br>(0.045)              | -0.060<br>(0.062)              | -0.056<br>(0.062)              | -0.066<br>(0.062)              | -0.060<br>(0.062)              | -0.056<br>(0.062)              | -0.056<br>(0.062)              | -0.066<br>(0.062)              | -0.066<br>(0.062)                |
| Higher status * 2020                                | -0.136 <sup>+</sup><br>(0.076) | -0.133 <sup>+</sup><br>(0.076) | -0.141 <sup>+</sup><br>(0.076) | -0.130 <sup>+</sup><br>(0.076) | -0.133 <sup>+</sup><br>(0.076)   | -0.133 <sup>+</sup><br>(0.076) | -0.135 <sup>+</sup><br>(0.076) | -0.132 <sup>+</sup><br>(0.078) | -0.141 <sup>+</sup><br>(0.076) | -0.135 <sup>+</sup><br>(0.076) | -0.132 <sup>+</sup><br>(0.078) | -0.132 <sup>+</sup><br>(0.078) | -0.141 <sup>+</sup><br>(0.076) | -0.141 <sup>+</sup><br>(0.076)   |
| <b>Work-related demands</b>                         |                                |                                |                                |                                |                                  |                                |                                |                                |                                |                                |                                |                                |                                |                                  |
| Frequency face-to-face communication                | -0.032<br>(0.024)              |                                |                                |                                |                                  |                                |                                |                                |                                |                                |                                |                                |                                |                                  |
| Supervisor                                          |                                |                                |                                |                                |                                  |                                |                                |                                |                                | -0.064 <sup>*</sup><br>(0.027) |                                |                                |                                | -0.054 <sup>+</sup><br>(0.028)   |
| Colleagues                                          |                                | 0.033<br>(0.022)               |                                |                                |                                  |                                |                                |                                |                                | 0.037<br>(0.024)               |                                |                                |                                | 0.044 <sup>+</sup><br>(0.025)    |
| Frequency digital communication                     |                                |                                |                                |                                |                                  |                                |                                |                                |                                |                                |                                |                                |                                |                                  |
| Supervisor                                          |                                |                                | -0.015<br>(0.027)              |                                |                                  |                                |                                |                                |                                |                                |                                |                                |                                |                                  |
| Colleagues                                          |                                |                                |                                | 0.007<br>(0.026)               |                                  |                                |                                |                                |                                |                                |                                |                                |                                |                                  |
| Worked from home during pandemic ( <i>ref. No</i> ) |                                |                                |                                |                                | -0.248 <sup>***</sup><br>(0.074) |                                |                                |                                |                                |                                |                                |                                |                                |                                  |
| More overtime ( <i>ref. No</i> )                    |                                |                                |                                |                                |                                  | 0.279 <sup>*</sup><br>(0.114)  |                                |                                |                                |                                |                                |                                |                                | 0.307 <sup>**</sup><br>(0.115)   |
| <b>Work-related resources</b>                       |                                |                                |                                |                                |                                  |                                |                                |                                |                                |                                |                                |                                |                                |                                  |
| Experience in working from home ( <i>ref. No</i> )  |                                |                                |                                |                                |                                  |                                |                                |                                |                                |                                |                                |                                |                                | -0.307 <sup>***</sup><br>(0.075) |

|                                        | Face-to-Face communication |                     | Digital communication |                     | WFH                 |                     | WFH pre-pandemic    |                     | Over-time           |          | Income   |          | Job autonomy |           |
|----------------------------------------|----------------------------|---------------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------|----------|----------|--------------|-----------|
|                                        | Model 1                    | Model 2             | Model 3               | Model 4             | Model 5             | Model 6             | Model 7             | Model 8             | Model 9             | Model 10 | Model 11 | Model 12 | Model 13     | Model 14  |
| Logarithm of hourly wage               |                            |                     |                       |                     |                     |                     |                     |                     |                     |          |          | 0.055    |              |           |
| Job autonomy index ( <i>ref. Low</i> ) |                            |                     |                       |                     |                     |                     |                     |                     |                     |          |          | (0.107)  |              | -0.052*** |
| Constant                               | 3.338***<br>(0.420)        | 3.086***<br>(0.427) | 3.256***<br>(0.412)   | 3.232***<br>(0.412) | 3.301***<br>(0.394) | 3.093***<br>(0.408) | 3.206***<br>(0.435) | 2.927***<br>(0.548) | 3.607***<br>(0.444) |          |          |          |              | (0.011)   |

Note: Controlled for: sex, children, partner, educational attainment, tenure, tenure<sup>2</sup>, work experience, work experience<sup>2</sup>, occupational rank, contracted working hours, small children at home, supervision children's schoolwork, and changes in employment conditions due to COVID-19. Standard errors in parentheses

+  $p < 0.10$  \*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$ . two-tailed test

**Table A5.** Results of random-effects regression models estimating differences in higher and lower status employees' SRH changes between 2018/19 and 2020 stepwise accounting for work-related demands and resources (N=733)

|                                                     | Face-to-face communication      |                                 | Digital communication           |                                  | WFH                             | More Overtime                   | WLC                             | WFH pre-pandemic                | Income                          | Job autonomy                    |
|-----------------------------------------------------|---------------------------------|---------------------------------|---------------------------------|----------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
|                                                     | Model 1                         | Model 2                         | Model 3                         | Model 4                          | Model 5                         | Model 6                         | Model 7                         | Model 8                         | Model 9                         | Model 10                        |
| Higher status ( <i>ref. Lower status</i> )          | 0.067 <sup>+</sup><br>(0.036)   | 0.069 <sup>+</sup><br>(0.036)   | 0.066 <sup>+</sup><br>(0.036)   | 0.066 <sup>+</sup><br>(0.036)    | 0.068 <sup>+</sup><br>(0.036)   | 0.065 <sup>+</sup><br>(0.036)   | 0.066 <sup>+</sup><br>(0.037)   | 0.072 <sup>+</sup><br>(0.036)   | 0.061<br>(0.038)                | 0.059<br>(0.037)                |
| 2020 ( <i>ref. 2018</i> )                           | -0.075 <sup>**</sup><br>(0.025) | -0.079 <sup>**</sup><br>(0.026) | -0.077 <sup>**</sup><br>(0.027) | -0.093 <sup>***</sup><br>(0.028) | -0.073 <sup>**</sup><br>(0.024) | -0.073 <sup>**</sup><br>(0.024) | -0.076 <sup>**</sup><br>(0.024) | -0.096 <sup>**</sup><br>(0.032) | -0.095 <sup>**</sup><br>(0.033) | -0.095 <sup>**</sup><br>(0.032) |
| Higher status * 2020                                | -0.006<br>(0.039)               | -0.006<br>(0.039)               | -0.007<br>(0.039)               | -0.009<br>(0.039)                | -0.007<br>(0.039)               | -0.006<br>(0.039)               | 0.002<br>(0.039)                | -0.008<br>(0.039)               | 0.003<br>(0.039)                | -0.006<br>(0.039)               |
| <b>Work-related demands</b>                         |                                 |                                 |                                 |                                  |                                 |                                 |                                 |                                 |                                 |                                 |
| <i>Frequency face-to-face communication</i>         |                                 |                                 |                                 |                                  |                                 |                                 |                                 |                                 |                                 |                                 |
| Supervisor                                          | -0.006<br>(0.012)               |                                 |                                 |                                  |                                 |                                 |                                 | 0.001<br>(0.013)                | 0.003<br>(0.013)                | -0.000<br>(0.013)               |
| Colleagues                                          |                                 | -0.009<br>(0.010)               |                                 |                                  |                                 |                                 |                                 | -0.008<br>(0.011)               | -0.009<br>(0.011)               | -0.006<br>(0.011)               |
| <i>Frequency digital communication</i>              |                                 |                                 |                                 |                                  |                                 |                                 |                                 |                                 |                                 |                                 |
| Supervisor                                          |                                 |                                 | 0.006<br>(0.013)                |                                  |                                 |                                 |                                 | -0.002<br>(0.015)               | -0.005<br>(0.015)               | -0.002<br>(0.015)               |
| Colleagues                                          |                                 |                                 |                                 | 0.018<br>(0.011)                 |                                 |                                 |                                 | 0.019<br>(0.013)                | 0.019<br>(0.013)                | 0.016<br>(0.013)                |
| Worked from home during pandemic ( <i>ref. No</i> ) |                                 |                                 |                                 |                                  | 0.052<br>(0.034)                |                                 |                                 | 0.028<br>(0.037)                | 0.031<br>(0.036)                | 0.030<br>(0.035)                |
| More overtime ( <i>ref. No</i> )                    |                                 |                                 |                                 |                                  |                                 | -0.140 <sup>**</sup>            |                                 | -0.145 <sup>**</sup>            | -0.144 <sup>**</sup>            | -0.132 <sup>*</sup>             |

|                                                    | Model 1                    | Model 2               | Model 3             | Model 4             | Model 5             | Model 6             | Model 7             | Model 8             | Model 9            | Model 10            |
|----------------------------------------------------|----------------------------|-----------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|--------------------|---------------------|
|                                                    | Face-to-face communication | Digital communication | WFH                 | More Overtime       | WLC                 | WFH pre-pan-demic   | Income              | Job autonomy        |                    |                     |
| WLC ( <i>ref. Low</i> )                            |                            |                       |                     |                     |                     |                     |                     |                     |                    |                     |
| <b>Work-related resources</b>                      |                            |                       |                     |                     |                     |                     |                     |                     |                    |                     |
| Experience in working from home ( <i>ref. No</i> ) |                            |                       |                     |                     |                     |                     |                     |                     |                    |                     |
| Logarithm of hourly wage                           |                            |                       |                     |                     |                     |                     |                     |                     |                    |                     |
| Job autonomy index ( <i>ref. Low</i> )             |                            |                       |                     |                     |                     |                     |                     |                     |                    |                     |
| Constant                                           | 0.777***<br>(0.196)        | 0.791**<br>(0.196)    | 0.741***<br>(0.192) | 0.716***<br>(0.192) | 0.737***<br>(0.190) | 0.829***<br>(0.190) | 1.109***<br>(0.185) | 0.825***<br>(0.201) | 0.687**<br>(0.242) | 0.724***<br>(0.204) |

Note: Controlled for: sex, children, partner, educational attainment, tenure, tenure<sup>2</sup>, work experience, work experience<sup>2</sup>, occupational rank, contracted working hours, small children at home, supervision children's schoolwork, and changes in employment conditions due to COVID-19. Standard errors in parentheses +  $p < 0.10$ , \*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$ . two-tailed test