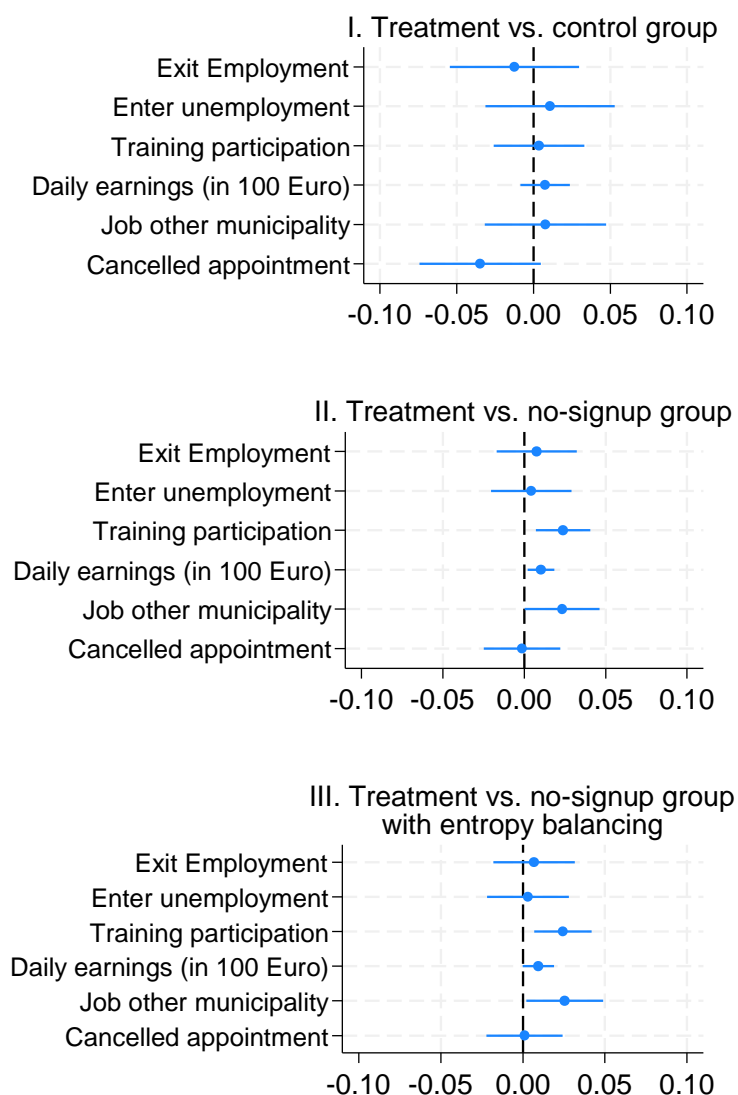


**Feeling Observed? A Field Experiment on the Effects of Intense Survey  
Participation on Job Seekers' Labour Market Outcomes**

**Online Appendix**

September 2025

**Figure A.1 Estimated effects of survey participation**



Source: GJSP and IEB (V16.00.01-202012). Observations: 1,526 in the treatment group, 804 in the control group, 63,740 in the no-signup group.

Notes: The figure displays coefficients and confidence interval ( $\alpha = 0.05$ ) from linear probability models / OLS including further control variable (see Table A.1).

**Table A.1 Means of observed characteristics and  $p$ -values from Romano-Wolf-corrected tests on equal means**

	Treatment group (S)	Control group (C)	No signup group (N)	Corrected $p$ -value S and C      S and N	
Mass layoff sample (1=yes)	0.63	0.63	0.65	1.00	0.22
Gender (1=female)	0.52	0.55	0.44	0.99	0.00
East Germany (1=yes)	0.19	0.22	0.20	0.99	0.38
<i>Education</i>					
No occupational degree (1=yes)	0.02	0.03	0.08	0.98	0.00
Occupational degree (1=yes)	0.50	0.52	0.72	1.00	0.00
University degree (1=yes)	0.48	0.46	0.20	1.00	0.00
<i>Characteristics last job</i>					
Daily wage (in euros)	109	107	96	1.00	0.00
Temporary contract (1=yes)	0.60	0.63	0.53	0.93	0.00
Part-time (1=yes)	0.35	0.36	0.27	1.00	0.00
<i>Age group</i>					
20-29 years old (1=yes)	0.20	0.23	0.19	0.92	0.35
30-39 years old (1=yes)	0.38	0.38	0.28	1.00	0.00
40-49 years old (1=yes)	0.22	0.18	0.23	0.66	0.35
50-59 years old (1=yes)	0.20	0.21	0.30	1.00	0.00
<i>Sector last job</i>					
Manufacturing (1=yes)	0.15	0.13	0.25	1.00	0.00
Trade, maintenance, repair (1=yes)	0.09	0.10	0.12	1.00	0.01
Transport and storage (1=yes)	0.03	0.04	0.06	1.00	0.00
Information and communication (1=yes)	0.05	0.03	0.02	0.92	0.00
Scientific and technical services (1=yes)	0.09	0.10	0.05	1.00	0.00
Other business services (1=yes)	0.04	0.05	0.06	0.99	0.03
Public administration, defence (1=yes)	0.04	0.05	0.03	1.00	0.03
Education (1=yes)	0.24	0.22	0.10	1.00	0.00
Health and social care (1=yes)	0.14	0.15	0.10	1.00	0.00
Other services, private households (1=yes)	0.03	0.03	0.02	1.00	0.11
Temporary agency work (1=yes)	0.04	0.05	0.07	1.00	0.00
Other sector (1=yes)	0.06	0.06	0.11	1.00	0.00
<i>Position last job</i>					
Helper job (1=yes)	0.11	0.13	0.24	0.99	0.00
Professional job (1=yes)	0.36	0.40	0.51	0.97	0.00
Complex specialist job (1=yes)	0.15	0.12	0.09	0.79	0.00
Highly complex job (1=yes)	0.38	0.35	0.16	1.00	0.00
<i>Employment history last 5 years</i>					
Regular employment (in years)	3.93	3.85	4.01	0.99	0.10
With last employer (in years)	2.78	2.75	2.70	1.00	0.22
Unemployment (in years)	0.21	0.23	0.28	1.00	0.00
Unemployment benefits (in years)	0.17	0.15	0.21	0.99	0.01
Welfare benefit receipt (in years)	0.17	0.20	0.24	1.00	0.01
Recall (1 = yes)	0.21	0.24	0.25	0.82	0.01
Active labour market program (1 = yes)	0.16	0.16	0.19	1.00	0.03

Table A.1 continued

	Treatment group (S)	Control group (C)	No signup group (N)	Corrected $p$ -value	
				S and C	S and N
<i>Signup quartile</i>					
1st quartile 2018 (1=yes)	0.04	0.05	0.09	1.00	0.00
2nd quartile 2018 (1=yes)	0.09	0.10	0.10	0.99	0.22
3rd quartile 2018 (1=yes)	0.15	0.13	0.14	1.00	0.35
4th quartile 2018 (1=yes)	0.29	0.28	0.32	1.00	0.06
1st quartile 2019 (1=yes)	0.22	0.24	0.17	1.00	0.00
2nd quartile 2019 or later (1=yes)	0.22	0.20	0.18	1.00	0.00
Number of observations	1,526	804	63,740		

Source: GJSP and IEB (V16.00.01-202012)

Note:  $p$ -values are computed using the Romano-Wolf correction for multiple-hypothesis-testing (Clarke et al. 2021).**Table A.2  $p$ -values from Chi Square tests for differences in the distributions of categorical variables**

	$p$ -values	
	S and C	S and N
Education	0.18	0.00
Age groups	0.10	0.00
Sector last job	0.56	0.00
Position last job	0.05	0.00
Signup quartile	0.27	0.00

Source: GJSP and IEB (V16.00.01-202012)

**Table A.3 Full regression results for outcomes until 360 days after signing up for the treatment and the control group**

<b>Treatment vs. control group</b>	<b>Transitions</b>			<b>Job features and search indicators</b>		
	(1) Exit employment	(2) Enter un-employment	(3) Training participation	(4) Daily earnings (€)	(5) Job other municipality	(6) Cancelled appointment
Treatment group (1 = yes)	-0.012 (0.56)	0.011 (0.62)	0.004 (0.81)	0.753 (0.36)	0.008 (0.70)	-0.035 (0.09)
Mass layoff sample (1 = yes)	0 (1.00)	0.005 (0.83)	-0.006 (0.70)	0.33 (0.72)	-0.02 (0.36)	0.003 (0.90)
Female (1 = yes)	-0.024 (0.27)	-0.036 (0.11)	-0.006 (0.68)	-2.356 (0.01)	-0.054 (0.01)	-0.034 (0.10)
East Germany (1 = yes)	-0.051 (0.05)	-0.038 (0.14)	-0.015 (0.43)	-2.364 (0.02)	-0.047 (0.06)	0.035 (0.15)
<i>Education (reference: occupational degree)</i>						
No occupational degree (1 = yes)	0.079 (0.28)	0.092 (0.20)	0.061 (0.23)	-2.89 (0.30)	-0.138 (0.04)	0.042 (0.54)
University degree (1 = yes)	0.099 (0.00)	0.1 (0.00)	0.031 (0.12)	6.184 (0.00)	0.018 (0.49)	-0.035 (0.20)
<i>Characteristics last job</i>						
Daily wage during last job (in euros)	0.000 (0.18)	0.000 (0.13)	0.000 (0.39)	0.828 (0.00)	0.000 (0.55)	0.000 (0.14)
Temporary contract (1 = yes)	-0.059 (0.02)	-0.023 (0.38)	-0.050 (0.01)	0.637 (0.52)	-0.073 (0.00)	0.034 (0.17)
Part time (1 = yes)	0.089 (0.00)	0.103 (0.00)	0.042 (0.03)	-1.435 (0.17)	0.01 (0.69)	-0.004 (0.88)
<i>Age group (reference: up to 30)</i>						
30-39 years old (1 = yes)	-0.015 (0.63)	-0.014 (0.66)	0.007 (0.76)	-1.737 (0.14)	-0.046 (0.11)	0.03 (0.31)
40-49 years old (1 = yes)	-0.081 (0.02)	-0.053 (0.14)	0.013 (0.60)	-3.344 (0.01)	-0.07 (0.04)	0.018 (0.58)
50-59 years old (1 = yes)	-0.017 (0.64)	-0.04 (0.27)	0.012 (0.63)	-4.188 (0.00)	-0.121 (0.00)	0.061 (0.07)
<i>Employment history last 5 years</i>						
Regular employment (in years)	-0.028 (0.01)	-0.022 (0.05)	-0.004 (0.60)	1.198 (0.01)	0.011 (0.30)	-0.034 (0.00)
With last employer (in years)	0.028 (0.00)	0.037 (0.00)	0.020 (0.00)	0.448 (0.19)	0.020 (0.02)	0.023 (0.01)
Unemployment (in years)	0.064 (0.10)	0.101 (0.01)	0.041 (0.14)	-0.211 (0.89)	0.048 (0.19)	0.015 (0.67)
Unemployment benefits (in years)	0.006 (0.90)	0.004 (0.93)	-0.021 (0.50)	1.829 (0.30)	-0.052 (0.22)	0.01 (0.81)
Welfare benefit receipt (in years)	-0.011 (0.62)	-0.002 (0.93)	-0.004 (0.78)	0.006 (0.99)	-0.032 (0.13)	0.015 (0.47)
Recall (1 = yes)	0.151 (0.00)	0.028 (0.28)	-0.032 (0.08)	-2.815 (0.01)	-0.108 (0.00)	-0.01 (0.68)
Active labour market program (1 = yes)	0.007 (0.83)	-0.008 (0.81)	0.033 (0.17)	-1.617 (0.21)	-0.001 (0.98)	0.049 (0.12)

Table A.3 continued

<b>Treatment vs. control group</b>	<b>Transitions</b>			<b>Job features and search indicators</b>		
	<i>Enter un-employment</i>	<i>Exit job</i>	<i>Enter training</i>	Daily earnings (€)	Job other municipality	Cancelled appointment
<i>Sector last job (reference: manufacturing)</i>						
Trade, maintenance, repair (1 = yes)	0.027 (0.54)	0.017 (0.70)	0.025 (0.41)	-3.727 (0.03)	0.024 (0.56)	0.053 (0.20)
Transport and storage (1 = yes)	-0.061 (0.31)	-0.115 (0.06)	-0.106 (0.01)	-1.753 (0.45)	-0.011 (0.85)	-0.026 (0.65)
Information & communication (1=yes)	0.075 (0.19)	0.12 (0.04)	-0.062 (0.13)	7.85 (0.00)	-0.029 (0.60)	0.047 (0.39)
Scientific & technical services (1=yes)	-0.091 (0.04)	-0.078 (0.09)	-0.133 (0.00)	1.522 (0.38)	0.012 (0.78)	0.016 (0.70)
Other business services (1 = yes)	-0.003 (0.95)	-0.051 (0.36)	-0.023 (0.57)	-2.436 (0.26)	0.047 (0.37)	-0.04 (0.45)
Public administration, defence (1=yes)	-0.065 (0.26)	-0.106 (0.07)	-0.145 (0.00)	-1.585 (0.47)	-0.207 (0.00)	-0.027 (0.62)
Education (1 = yes)	-0.136 (0.00)	-0.143 (0.00)	-0.109 (0.00)	0.017 (0.99)	-0.118 (0.01)	-0.071 (0.09)
Health and social care (1 = yes)	-0.116 (0.01)	-0.113 (0.01)	-0.127 (0.00)	-1.677 (0.32)	-0.112 (0.01)	-0.078 (0.06)
Other serv., private households (1=yes)	-0.094 (0.16)	-0.035 (0.60)	-0.121 (0.01)	-1.576 (0.54)	-0.109 (0.08)	0.003 (0.97)
Temporary agency work (1 = yes)	-0.033 (0.59)	-0.063 (0.29)	-0.014 (0.74)	0.577 (0.80)	0.02 (0.72)	0.098 (0.09)
Other sector (1 = yes)	0.054 (0.29)	0.051 (0.31)	-0.077 (0.03)	-2.001 (0.30)	-0.040 (0.40)	0.019 (0.69)
<i>Position last job (reference: professional)</i>						
Helper job (1 = yes)	0.055 (0.15)	0.068 (0.07)	0.000 (1.00)	-2.137 (0.14)	0.002 (0.96)	0.004 (0.91)
Complex specialist job (1 = yes)	0.028 (0.41)	0.001 (0.99)	0.008 (0.75)	0.976 (0.46)	0.041 (0.20)	0.044 (0.17)
Highly complex job (1 = yes)	0.052 (0.12)	-0.001 (0.99)	0.035 (0.13)	4.676 (0.00)	0.036 (0.25)	0.047 (0.13)
<i>Signup (reference: 1st quartile 2018)</i>						
2nd quartile 2018 (1 = yes)	0.080 (0.19)	0.024 (0.70)	-0.043 (0.31)	2.656 (0.25)	-0.065 (0.26)	-0.013 (0.82)
3rd quartile 2018 (1 = yes)	0.101 (0.08)	0.071 (0.22)	0.002 (0.96)	3.651 (0.10)	-0.02 (0.72)	0.108 (0.05)
4th quartile 2018 (1 = yes)	0.022 (0.68)	-0.03 (0.58)	-0.006 (0.87)	6.136 (0.00)	-0.1 (0.05)	-0.011 (0.83)
1st quartile 2019 (1 = yes)	0.078 (0.16)	0.046 (0.41)	-0.013 (0.74)	3.575 (0.09)	-0.05 (0.34)	-0.019 (0.72)
2nd quartile 2019 or later (1 = yes)	0.112 (0.04)	0.074 (0.18)	-0.034 (0.38)	4.587 (0.03)	-0.068 (0.20)	-0.002 (0.97)
Constant	0.432 (0.00)	0.344 (0.00)	0.196 (0.00)	11.025 (0.00)	0.518 (0.00)	0.404 (0.00)
Observations	2,330	2,330	2,330	2,330	2,330	2,330
R-squared	0.065	0.055	0.046	0.846	0.076	0.039

Source: GJSP and IEB (V16.00.01-202012).

Notes: Coefficients and uncorrected p-values (in parentheses) based on linear probability models / OLS.

**Table A.4 Effects of interaction terms between the treatment dummy and all control variables for outcomes until 360 days after signing up for the survey**

Interactions with treatment dummy	Transitions			Job features and search indicators		
	(1) Exit employment	(2) Enter un-employment	(3) Training participation	(4) Daily earnings (€)	(5) Job other municipality	(6) Cancelled appointment
Mass layoff sample (1 = yes)	-0.120 (0.02) {0.06}	-0.113 (0.03) {0.08}	-0.025 (0.47)	0.947 (0.63)	-0.078 (0.10)	-0.052 (0.28)
Gender (1 = female)	-0.002 (0.97)	0.042 (0.38)	-0.043 (0.20)	-2.298 (0.21)	0.011 (0.81)	0.048 (0.29)
East Germany (1 = yes)	-0.001 (0.99)	-0.005 (0.93)	-0.050 (0.19)	-0.523 (0.80)	-0.049 (0.34)	-0.125 (0.02) {0.06}
<i>Education (reference: occupational degree)</i>						
No occupational degree (1 = yes)	0.207 (0.16)	0.071 (0.63)	-0.185 (0.07)	-3.673 (0.51)	0.180 (0.19)	0.097 (0.48)
University degree (1 = yes)	0.002 (0.98)	-0.026 (0.68)	0.001 (0.98)	1.743 (0.46)	0.047 (0.42)	0.043 (0.46)
<i>Characteristics last job</i>						
Daily wage during last job (in Euro)	0.000 (0.72)	-0.001 (0.31)	-0.001 (0.25)	0.023 (0.38)	0.000 (0.69)	0.000 (0.88)
Temporary contract (1 = yes)	-0.078 (0.16)	-0.092 (0.10)	-0.017 (0.67)	-0.420 (0.85)	0.012 (0.82)	-0.027 (0.61)
Part time (1 = yes)	0.071 (0.23)	0.029 (0.61)	-0.010 (0.82)	3.902 (0.08)	0.093 (0.09)	-0.075 (0.17)
<i>Age group (reference: up to 30)</i>						
30-39 years old (1 = yes)	-0.014 (0.82)	-0.047 (0.47)	-0.017 (0.71)	0.703 (0.78)	0.011 (0.86)	-0.075 (0.22)
40-49 years old (1 = yes)	-0.033 (0.67)	-0.071 (0.35)	-0.024 (0.65)	0.497 (0.86)	0.060 (0.40)	0.040 (0.58)
50-59 years old (1 = yes)	-0.044 (0.57)	-0.130 (0.09)	-0.018 (0.74)	1.269 (0.67)	0.093 (0.20)	-0.085 (0.24)
<i>Employment history last 5 years</i>						
Regular employment (in years)	0.045 (0.06)	0.042 (0.08)	0.011 (0.51)	0.278 (0.76)	-0.002 (0.92)	0.017 (0.45)
With last employer (in years)	-0.041 (0.03) {0.15}	-0.046 (0.02) {0.08}	-0.007 (0.59)	-1.113 (0.13)	-0.002 (0.91)	-0.018 (0.31)
Unemployment (in years)	-0.013 (0.87)	-0.059 (0.47)	-0.057 (0.33)	2.143 (0.50)	0.044 (0.57)	-0.097 (0.21)
Unemployment benefits (in years)	0.034 (0.73)	0.065 (0.51)	-0.025 (0.73)	-5.845 (0.12)	0.036 (0.70)	0.092 (0.33)
Welfare benefit receipt (in years)	-0.041 (0.40)	0.017 (0.73)	0.036 (0.29)	-0.943 (0.61)	-0.026 (0.57)	-0.019 (0.67)
Recall (1 = yes)	-0.027 (0.62)	-0.029 (0.60)	0.026 (0.50)	-2.409 (0.25)	0.000 (1.00)	0.029 (0.56)
Active labor market program (1 = yes)	0.028 (0.70)	0.015 (0.84)	0.020 (0.69)	0.497 (0.86)	-0.075 (0.28)	-0.017 (0.81)

Table A.4 continued

Interactions with treatment dummy	Transitions			Job features and search indicators		
	(1) Exit employment	(2) Enter un-employment	(3) Training participation	(4) Daily earnings (€)	(5) Job other municipality	(6) Cancelled appointment
<i>Sector last job (reference: manufacturing)</i>						
Trade, maintenance, repair (1 = yes)	-0.010 (0.91)	0.043 (0.65)	0.005 (0.94)	-1.083 (0.76)	0.019 (0.83)	-0.057 (0.52)
Transport and storage (1 = yes)	-0.061 (0.65)	-0.075 (0.57)	-0.080 (0.39)	-6.928 (0.17)	-0.018 (0.88)	-0.032 (0.80)
Information & communication (1=yes)	-0.117 (0.39)	-0.069 (0.62)	-0.030 (0.75)	4.761 (0.36)	0.172 (0.18)	-0.207 (0.11)
Scientific & technical services (1=yes)	0.013 (0.90)	0.028 (0.78)	0.006 (0.94)	-8.260 (0.04) {0.19}	0.032 (0.74)	-0.068 (0.48)
Other business services (1 = yes)	-0.214 (0.08)	-0.121 (0.32)	-0.065 (0.45)	-3.820 (0.41)	-0.006 (0.96)	-0.042 (0.71)
Public administration, defense (1=yes)	0.085 (0.50)	0.149 (0.24)	-0.011 (0.90)	-4.350 (0.37)	0.061 (0.61)	-0.057 (0.63)
Education (1 = yes)	0.016 (0.88)	0.053 (0.60)	0.036 (0.61)	-5.175 (0.18)	0.019 (0.84)	-0.036 (0.70)
Health and social care (1 = yes)	0.019 (0.84)	0.050 (0.61)	0.016 (0.81)	-5.154 (0.17)	-0.086 (0.34)	-0.034 (0.71)
Other serv., private households (1=yes)	-0.098 (0.50)	-0.030 (0.83)	-0.021 (0.84)	-5.482 (0.32)	-0.085 (0.53)	-0.051 (0.71)
Temporary agency work (1 = yes)	-0.219 (0.10)	-0.144 (0.28)	-0.066 (0.48)	0.314 (0.95)	-0.023 (0.86)	-0.083 (0.50)
Other sector (1 = yes)	-0.119 (0.30)	-0.047 (0.68)	-0.041 (0.61)	-4.062 (0.35)	-0.067 (0.53)	-0.160 (0.14)
<i>Position last job (reference: professional)</i>						
Helper job (1 = yes)	0.064 (0.41)	0.042 (0.59)	0.063 (0.25)	-3.189 (0.29)	-0.002 (0.98)	-0.094 (0.20)
Complex specialist job (1 = yes)	-0.024 (0.74)	-0.008 (0.92)	0.044 (0.40)	-1.908 (0.50)	0.073 (0.30)	-0.016 (0.82)
Highly complex job (1 = yes)	0.006 (0.94)	0.066 (0.36)	-0.010 (0.85)	-1.693 (0.54)	0.017 (0.80)	-0.022 (0.74)
<i>Sign-up (reference: 1st quartile 2018)</i>						
2nd quartile 2018 (1 = yes)	-0.050 (0.69)	0.007 (0.95)	0.028 (0.75)	-6.714 (0.17)	0.099 (0.41)	0.063 (0.60)
3rd quartile 2018 (1 = yes)	-0.135 (0.26)	-0.091 (0.45)	0.013 (0.88)	-6.305 (0.17)	-0.087 (0.45)	-0.141 (0.22)
4th quartile 2018 (1 = yes)	-0.091 (0.43)	0.006 (0.96)	0.007 (0.93)	-7.656 (0.08)	0.015 (0.89)	-0.074 (0.49)
1st quartile 2019 (1 = yes)	-0.154 (0.18)	-0.071 (0.54)	0.011 (0.89)	-2.826 (0.53)	-0.070 (0.52)	-0.131 (0.23)
2nd quartile 2019 or later (1 = yes)	-0.142 (0.23)	-0.007 (0.96)	-0.005 (0.95)	-5.471 (0.22)	-0.077 (0.49)	-0.173 (0.12)
Control variables	yes	yes	yes	yes	yes	yes
Observations	2,330	2,330	2,330	2,330	2,330	2,330
R-squared	0.08	0.07	0.053	0.848	0.089	0.056

Source: GJSP and IEB (V16.00.01-202012).

Notes: The table displays coefficients, uncorrected p-values (in parentheses) and multiple-hypothesis corrected p-values (in braced brackets) of linear probability models / OLS for estimates with an uncorrected p-value up to 0.05. See Table A.1 in the Online-Appendix for descriptive statistics of the control variables. Corrected p-values are using the Romano-Wolf correction for multiple-hypothesis-testing (Clarke et al. 2021).



## References

Clarke, D., Romano, J., & Wolf, M. (2021). The Romano-Wolf multiple-testing correction in Stata. *The Stata Journal*, 20(4).