

Appendix: Sample Demographics

MANAGERS

Name	Age	Education (highest level attained)	Marital Status	Child (one or more)	Average Monthly Earnings (in Czech crowns)	Firm Type (ownership) <hr/> <i>Management Field</i>	Product Type
Anna	49	University	Married	Yes	>46,000– <55,999	Privatized, Czech-Owned <i>Finance/ Accounting</i>	Chemical/ Pharmaceutical
Dora	41	University	Divorced, currently cohabiting with boyfriend	Yes	N/A	Privatized, Czech-Owned <i>Finance/ Accounting</i>	Electronics
Emilie	42	University	Married	Yes	>56,000	Founded post-1989, Multinational <i>Human Resources/ Personnel</i>	Medical (e.g., surgical)
Ester	47	University	Never Married	No	>56,000	Founded post-1989, Multinational <i>Education/ Communications</i>	Electronics
Háta	49	University	Married	Yes	>56,000	Founded post-1989, Multinational <i>Human Resources/ Personnel</i>	Electronics
Heda	34	University	Married	Yes	>56,000	Founded post-1989, Multinational <i>Human Resources/ Personnel</i>	Electronics

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Herma	34	University	Married	Yes	>56,000	Founded post-1989 Multinational <i>Sales</i>	Medical
Irča	38	University	Divorced	Yes	>56,000	N/A, Multinational <i>Finance/ Accounting</i>	Chemical/ Cosmetics
Irena	36	University	Divorced, currently cohabiting with boyfriend	Yes	>56,000	Founded post-1989 Multinational <i>Human Resources/ Personnel</i>	Diversified Technology
Irma	35	University	Married	Yes	>56,000	Founded post-1989, Multinational <i>Marketing</i>	Medical
Ivana	45	University	Divorced	No	>25,000– <29,999	Privatized, Czech-Owned <i>Production/ Quality</i>	Glass
Ivona	49	Secondary	Married	Yes	N/A	Startup, Czech-Owned <i>Human Resources/ Personnel</i>	Electronics/ Telecommuni- cations
Josephina	34	University	Divorced, No currently cohabiting with boyfriend	No	>56,000	Founded post-1989, Multinational <i>Business</i>	Chemical/ Pharmaceutical
Julie	39	University	Divorced	Yes	>36,000– <45,999	Privatized, Czech-Owned <i>Human Resources/ Personnel</i>	Food
Karela	54	Secondary	Married	Yes	>12,000– <15,999	Privatized, Multinational <i>Production/ Quality</i>	Food
Lora	N/A	Secondary	Married	Yes	>12,000– <15,999	Privatized, Czech-Owned <i>Finance/ Accounting</i>	Printing

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Lucie	55	Secondary	Divorced	Yes	>25,000– <29,999	Privatized, Czech-Owned <i>Sales</i>	Food
Margareta ^a	50	University	Divorced	Yes	>56,000	Privatized, Multinational <i>Education/ Communications</i>	Food
Milada	49	University	Married	Yes	>56,000	Founded post-1989, Multinational <i>Human Resources/ Personnel</i>	Electronics/ Telecommuni- cations
Miluše	47	Secondary	Married	No	>46,000– <55,999	Privatized, Czech-Owned <i>Business</i>	Food
Petra	50	Secondary	Married	Yes	>16,000– <20,999	Privatized, Czech-Owned <i>Human Resources/ Personnel</i>	Chemical
Sabina	44	Secondary	Married	Yes	>56,000	Founded post-1989, Multinational <i>Business</i>	Medical (e.g., surgical)
Sofia	35	University	Divorced, currently cohabiting with boyfriend	Yes	>56,000	Founded post-1989, Multinational <i>Human Resources/ Personnel</i>	Electronics/ Telecommuni- cations
Tylda	Early mid- 40s	University	Divorced	Yes	>25,000– <29,999	Privatized, Czech-Owned <i>Business</i>	Food
Zdenka ^a	N/A	Secondary	Married	Yes	>12,000– <15,999	Privatized, Czech-Owned <i>Human Resources/ Personnel</i>	(Small) Wood Products
Zora	40	University	Never Married	No	>56,000	N/A, Multinational <i>Marketing</i>	Chemical/ Pharmaceutical

FACTORY WORKERS

Name	Age	Average Education (highest level attained)	Marital Status	Child (one or more)	Monthly Earnings (in Czech crowns)	Firm Type (ownership)	Product Type
Agáta	36	Secondary	Married	Yes	>12,999– <15,999	Privatized, Czech-Owned	Food
Alexandra	51	Elementary	Married	Yes	>8,000– <11,999	Privatized, Multinational	Chemical/ Pharmaceutical
Amálie	54	Secondary	Married	Yes	>5,000– <7,999	Startup, Czech-Owned	Electronics/ Telecommuni- cations
Barbora	42	Elementary	Divorced ^b	Yes	4,999	Privatized, Czech-Owned	Food
Berta	55	Secondary	Married	Yes	>5,000– <7,999	Privatized, Czech-Owned	Paper and Pulp
Běta	47	Elementary	Married	Yes	>8,000– <11,999	Privatized, Czech-Owned	Chemical/ Pharmaceutical
Brigita	47	Elementary	Divorced ^b	Yes	12,000	Privatized, Multinational	Food
Cilka	53	Secondary	Divorced ^b	Yes	>5,000– <7,999	Startup, Czech-Owned	Electronics/ Telecommuni- cations
Dáša	39	Secondary	Married	Yes	>8,000– <11,999	Privatized, Czech-Owned	Chemical/ Pharmaceutical
Dorota	46	N/A	Married	Yes	>8,000– <11,999	Privatized, Multinational	Food
Elena	46	Elementary	Married	Yes	>8,000– <11,999	Privatized, Czech-Owned	Chemical/ Pharmaceutical
Eliška	42	Secondary	Married	Yes	>8,000– <11,999	Privatized, Czech-Owned	Chemical/ Pharmaceutical
Elsa	54	Secondary	Never Married ^b	No	>5,000– <7,999	Privatized, Czech-Owned	Pulp and Paper
Františka	48	Secondary	Married	Yes	>12,000– <15,999	Privatized, Multinational	Food/Beverage
Gábi	54	Secondary	Divorced ^b	Yes	>5,000– <7,999	Startup, Czech-Owned	Electronics/ Telecommuni- cations
Helena	49	Secondary	Married	Yes	>5,000– <7,999	Privatized, Czech-Owned	Pulp and Paper
Hermína	42	Secondary	Married	Yes	>5,000– <7,999	Privatized, Czech-Owned	Pulp and Paper
Hilarius	53	Secondary	Married	Yes	>8,000– <11,999	Privatized, Multinational	Chemical/ Pharmaceutical
Isabela	39	Secondary	Married	Yes	>8,000– <11,999	Privatized, Multinational	Chemical/ Pharmaceutical
Jana	40	Secondary	Married	No	>5,000– <7,999	Privatized, Czech-Owned	Food
Jirka	51	Secondary	Married	Yes	>8,000– <11,999	Startup, Czech-Owned	Electronics/ Telecommuni- cations

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Jitřenka	29	Elementary	Never Married	Yes	>8,000–<11,999	Privatized, Multinational	Chemical/ Cosmetics and Perfumes
Kamila	53	Secondary	Married	Yes	>5,000–<7,999	Startup, Czech-Owned	Electronics/ Telecommunications
Kateřina	55	Secondary	Divorced ^b	Yes	>5,000–<7,999	Privatized, Multinational	Food/Beverage
Lada	45	Secondary	Divorced	Yes	>5,000–<7,999	Privatized, Czech-Owned	Chemical/ Cosmetics and Perfumes
Léna	37	Secondary	Married	Yes	>5,000–<7,999	Privatized, Czech-Owned	Chemical/ Cosmetics and Perfumes
Lenka	40	Secondary	Divorced ^b	Yes	>12,000–<15,999	Privatized, Multinational	Food/Beverage
Líza	33	Secondary	Divorced	Yes	>8,000–<11,999	Privatized, Multinational	Food/Beverage
Lota	53	Elementary	Married	Yes	>8,000–<11,999	Privatized Multinational	Chemical/ Pharmaceutical
Magda	47	Elementary	Married	Yes	>8,000–<11,999	Privatized, Multinational	Food
Marcela	40	Secondary	Married	Yes	>12,000–<15,999	Privatized, Multinational	Food/Beverage
Marie	35	Secondary	Divorced	Yes	>8,000–<11,999	Privatized, Czech-Owned	Chemical/ Pharmaceutical
Markéta	51	Elementary	Married	Yes	N/A	Privatized, Multinational	Chemical/ Pharmaceutical
Marta	45	Elementary	Married	Yes	>8,000–<11,999	Privatized, Czech-Owned	Chemical/ Cosmetics and Perfumes
Máša	36	Secondary	Married	Yes	>8,000–<11,999	Privatized, Czech-Owned	Chemical/ Cosmetics and Perfumes
Milada	44	Secondary	Divorced	Yes	>8,000–<11,999	Privatized, Multinational	Food/Beverage
Noemi	54	Secondary	Divorced ^b	Yes	>5,000–<7,999	Startup, Czech-Owned	Electronics/ Telecommunications
Olivie	48	University	Divorced	Yes	15,600	Privatized, Czech-Owned	Food
Rozálie	54	Secondary	Divorced ^b	Yes	>5,000–<7,999	Startup, Czech-Owned	Electronics/ Telecommunications

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Růžena	46	Secondary	Married	Yes	N/A	Privatized, Multinational	Chemical/ Pharmaceutical
Štěpánka	43	Secondary	Married	Yes	>5,000–<7,999	Privatized, Czech-Owned	Pulp and Paper
Štěpánka2	20	Elementary	Never Married	No	>5,000–<7,999	Privatized, Czech-Owned	Pulp and Paper
Terka	43	Elementary	Divorced ^b	Yes	N/A	Privatized, Multinational	Chemical/ Pharmaceutical
Vanda	42	Elementary	Never Married	No	N/A	Privatized, Czech-Owned	Food
Vilma	50	Secondary	Married	Yes	9,500	Privatized, Czech-Owned	Food
Xantipa	39	Elementary	Divorced ^b	Yes	6,000	Privatized, Czech-Owned	Food
Žophie	47	Secondary	Married	Yes	>8,000–<11,999	Privatized, Multinational	Food
Zuzana	43	Secondary	Divorced	Yes	>8,000–<11,999	Startup, Czech-Owned	Electronics/ Telecommunications

Note: All names given are pseudonyms.

^aBorn and raised in Slovak portion of Czechoslovakia; adult life residence in Czech lands portion of country (Bohemia)

^bCohabitation with a partner not established.