## Appendix - online supplementary material for workers on Jon & Mira

**Coding of variables:** The coding of the variables has been done in the following way: Gender is a dummy variable taking value 1 for female and 0 for male. Age, an ordinal variable, is divided into 6 intervals which are coded as: less than 25 years=1, 25-35 years=2, 36-45 years=3, 46-55 years=4, 56-65 years=5, and 65+ years=6. Work experience, in present job or as child welfare worker, are both ordinal variables and each include the same five categories: less than a year=1, 1-4 years=2, 5-9 years=3, 10-14 years=4, 15+ years=5. Education is an ordinal variable consisting of three values representing the respondents educational level: 1 = BA, 2 = MA and 3 = PhD. Caseload, measured by number of children, is divided into intervals of three, from 1-3 children to 99+ children. 1-3 = 1, 4-6 = 2, 7-9 = 3, 10-12 = 4, 10-12 = 4, 10-12 = 1, 10-12 =and up to 93-95 = 32, 96-98 = 33 and finally 99+ = 34. Work place size, measured by number of child welfare workers in full time positions, is coded as follows: 1-10 = 1, 11-20 = 2, 21-30 = 3, 31-40 = 4, 41-50= 5 and 51 + = 6. The number of care order preparations (number of children) that the respondent had been involved in as key worker the last 12 months was coded as follows: 0 children =1, 1 child = 2, 2children = 3, 3 children = 4, and so on with an interval of one child through value 11, from this on the coding goes: 11-15 children = 12, 16-20 children = 13 and 21+ children = 14. Manager is coded as a dummy variable, where the value 1 means that the respondent is a manager/ supervisor/ team manager, and the code 0 means that the respondent holds neither of these positions.

	05	1		T			
	Statements	England	England	England	Finland	Finland	Norway
		&	&	<b>&amp;</b> CA	&	& CA	& CA
		Finland	Norway		Norway		
Му	They are neglected	0,006 ***	0,000***	0,000***	0,000***	0,000***	0,000***
professional	by their parents						
opinion[]	(16.1)						
	Provide services for	0,000***	0,000***	0,003***	0,000***	0,000***	0,000***
	Jon & Mira (16.4)						
My workplace would []	Consider	0,000***	0,000***	0,000***	0,000***	0,063	0,000***
	preparations for care						
	order (16.5)						

**Table A.** Reported p-values from mean-comparison two-tailed t-test between countries mean values on statements concerning Jon & Mira's situation. p.< 0.01 =\*\*\* & p.< 0.05 =\*\*

**Table B.** Correlations between demographic variables and respondents' considerations of three statements made about Jon and Mira, whether they are being neglected (1) and about possible measures to make in the given situation (4)(5). Reporting Kendall's Tau B and C correlation coefficient and level of significance: p < .01 = \*\*\* & p < .05 = \*\*.

	Neglect (1)	Provide Services (4)	Consider Care order prep. (5)
Finland	1		
Age	-,075	-,046	,032
Education	,024	-,025	-,005
Employed present job	-,059	-,042	,092**
Employed child welfare	-,040	-,054	,013
Caseload no. children	-,096	-,007	-,051
Care order preparations	-,039	,020	-,090
Approx. workplace size	,003	-,013	,007

	Norway			
Age		,017	-,015	,087**
Education		-,006	,045**	,015
Employed present job		,085**	,012	,096**
Employed child welfare		,084**	-,105***	,095**
Caseload no. children		-,023	,006	-,071
Care order preparations		,046	-,017	,120***
Approx. workplace size		-,001	-,031	,013
	England			
Age	0	,162***	,181***	,092
Education		-,198***	-,275***	-,346***
Employed present job		-,125	-,077	-,143
Employed child welfare		,210***	,161**	,028
Caseload no. children		,007	,030	-,004
Care order preparations		-,047	,005	-,105
Approx. workplace size		,083	,139**	-,009
	USA (CA)			
Age		-,042	,051	-,078
Education		-,013	,048	-,012
Employed present job		,031	,009	,022
Employed child welfare		-,011	,076	-,017
Caseload no. children		-,050	,061	,018
Care order preparations		-,134	,001	-,031
Approx. workplace size		-,154**	-,025	-,197***

**Table C.** Frequencies and mean responses to statements (1), (4) and (5) about Jon & Mira by gender and country.

		FEMALE MALE			MALE			
		(1)	(4)	(5)	(1)	(4)	(5)	
Finland	Mean	3,03	4,58	2,05	3,04	4,00	2,15	
	N=	304	305	303	27	26	27	
Norway	Mean	3,69	4,27	3,50	3,63	4,22	3,52	
	N=	405	403	404	46	45	46	
England	Mean	3,33	3,65	2,63	3,28	3,15	2,65	
	N=	83	83	83	46	46	46	
California	Mean	2,52	3,90	1,88	2,45	3,64	1,91	
	N=	90	89	89	11	11	11	
Total	Mean	3,31	4,28	2,75	3,28	3,74	2,79	
	N=	882	880	879	130	128	130	

**Table D.** Two-tailed independent Samples T-test of significant differences in gender mean responses to statements (1), (4) and (5) about Jon & Mira. Reporting p-values and level of significance: p<.01 = \*\*\* & p<.05 = \*\*.

		Finland	Norway	England	СА
Sig. difference male/female	(1)	0,968	0,581	0,799	0,813
mean response	(4)	0,013**	0,706	0,012**	0,395
	(5)	0,687	0,909	0,902	0,897

		BA			MA			PhD		
		(1)	(4)	(5)	(1)	(4)	(5)	(1)	(4)	(5)
Finland	Mean	2,90	4,53	2,05	3,01	4,55	2,00	2,33	3,00	1,33
	N=	59	60	60	191	192	191	3	3	3
Norway	Mean	3,69	4,24	3,49	3,69	4,54	3,63	3,00	4,00	3,00
	N=	408	405	408	39	39	38	1	1	1
England	Mean	3,54	3,85	3,12	3,11	3,15	2,17	2,75	2,75	2,50
	N=	52	52	52	66	66	66	4	4	4
California	Mean	2,80	4,00	2,20	2,49	3,86	1,86	2,80	4,60	2,20
	N=	5	5	5	89	88	88	5	5	5
Total	Mean	3,57	4,23	3,28	2,98	4,15	2,16	2,69	3,62	2,15
	N=	524	522	525	385	385	383	13	13	13

**Table E.** Frequencies and mean responses to statements (1), (4) and (5) about Jon & Mira by educational level and country.

**Table F.** One-way ANOVA mean comparison between countries mean values on statements concerning Jon & Mira's situation. p < 0.01 = \*\*\* & p < 0.05 = \*\*.

	Statements	df	F	Sig. (p-value)
My professional	They are neglected	3	72,029	,000***
opinion []	by their parents (16.1)			
	Provide services for	3	56,578	,000***
My workplace	Jon & Mira (16.4)			
would []	Consider preparations	3	162,268	,000***
	for care order (16.5)			

**Table G.** One-way ANOVA post hoc pairwise comparison of mean scores between countries of statement "*They are neglected by their parents (16.1*)" using Tamhane's T2 test. p.< 0.01 =\*\*\* & p.< 0.05 =\*\*.

Country (a)	Country (b)	Mean Difference (a-b)	Std. Error	Sig. (p-value)
USA	England	-,785***	,119	,000
	Finland	-,521***	,102	,000
	Norway	-1,174***	,095	,000
England	USA	,785***	,119	,000
	Finland	,264**	,095	,035
	Norway	-,389***	,087	,000
Finland	USA	,521***	,102	,000
	England	-,264**	,095	,035
	Norway	-,653***	,062	,000
Norway	USA	1,174***	,095	,000
	England	,389***	,087	,000
	Finland	,653***	,062	,000

(a) Country	(b) Country	Mean Difference (a-b)	Std. Error	Sig. (p-value)
USA	England	,408**	,136	,017
	Finland	-,659***	,104	,000
	Norway	-,397***	,103	,001
England	USA	-,408**	,136	,017
	Finland	-1,067***	,104	,000
	Norway	-,806***	,103	,000
Finland	USA	,659***	,104	,000
	England	1,067***	,104	,000
	Norway	,261***	,055	,000
Norway	USA	,397***	,103	,001
	England	,806***	,103	,000
	Finland	-,261***	,055	,000

**Table H.** One-way ANOVA post hoc pairwise comparison of mean scores between countries of statement *"Provide services for Jon & Mira (16.4)"* using Tamhane's T2 test. p.< 0.01 =\*\*\* & p.< 0.05 =\*\*.

**Table I.** One-way ANOVA post hoc pairwise comparison of mean scores between countries of statement *"Consider preparations for care order (16.5)"* using Tamhane's T2 test. p.< 0.01 =\*\*\* & p.< 0.05 =\*\*.

(a) Country	(b) Country	Mean Difference (a-b)	Std. Error	Sig. (p-value)
USA	England	-,751***	,126	,000
	Finland	-,186	,093	,245
	Norway	-1,624***	,093	,000
England	USA	,751***	,126	,000
	Finland	,565***	,111	,000
	Norway	-,874***	,111	,000
Finland	USA	,186	,093	,245
	England	-,565***	,111	,000
	Norway	-1,438***	,071	,000
Norway	USA	1,624***	,093	,000
	England	,874***	,111	,000
	Finland	1,438***	,071	,000