S1 Appendix

Overview number of interviews per organisation

|  |  |  |
| --- | --- | --- |
|  | **T1** | **T2** |
|   | Number of interviews/focus groups | Number of interviews/focus groups |
| Organisation A1  | Individual interviews: 2 employees1 project leader1 supervisor | Individual interviews:2 employees1 project leader1 supervisor |
|  |  | 1 Focus group:3 employees1 project leader1 supervisor2 team leaders |
| Organisation A2 | Individual interviews:2 employees1 project leader | 1 Individual interviews:1 project leader |
|  |  | 1 Focus group: 3 employees1 project leader1 manager |
| Organisation B | Individual interviews3 employees1 project leader  | Individual interviews:6 employees 1 project leader2 local bosses1 CEO holding |
|  | 1 Focus group: 1 project leader3 employees1 manager | 1 Focus group:4 employees 1 project leader |
| Total  |  |  |
| Individual interviews | 11 | 15 |
| Focus groups | 1 | 3 |